

Our mission is to support and partner with communities to advance racial equity and eliminate health disparities through advocacy and strategic investments.



2022

Annual Report

REFLECTIONS FROM

KRISTEN KEELY-DINGER, PRESIDENT & CEO

We believe that we invent symbols. The truth is that they invent us; we are their creatures, shaped by their hard, defining edges.”

— Gene Wolfe, *Shadow & Claw*

At its base, a logo is a symbol or other design adopted by an organization to help others identify its products, presence, etc. At The Healing Trust, our logo is not just a symbol, it is a call to action and a reminder of our commitments. We are one of many fibers in the fabric of our community and each fiber contributes to the strength and beauty of the tapestry. Our logo is a depiction of colorful fibers in a tapestry, with each color representing the elements that we all need to live a full life:

Green: good health, **Blue:** love and harmony, **Red:** energy and passion, **Gold:** optimism and hope.

As you'll see reflected in the following pages, we spent 2022 living out our logo. In the spirit of **love and harmony**, the team thoughtfully concluded relationships with some of our grantee partners and intentionally welcomed new partners into the fold. We re-opened our physical space to a diverse mix of Healing for the Healer retreat attendees and other nonprofit partners and selected our most racially diverse class of the Executive Peer Circle Program.

Fueled by **energy**, **passion**, and coffee, we hit the road and logged a lot of highway miles traveling between Montgomery and Bedford Counties, building relationships, and successfully relaunching the second year of Participatory Grantmaking in Bedford County. We also visited our neighbors in North Nashville and heard about the way that their passion for their fellow neighbors inspires the work that they do. M. Simone Boyd's **optimism**, **hope**, and persistence were evident as she led our tour and reached out after the site visit to ask us for help crafting a proposal to the American Rescue Plan Committee for funds to renovate the McGruder Center. The proposal and presentation ultimately led to the awarding of \$5.1 million to fully renovate the center! Our optimism and hope for the future also led to the creation and convening of our first Strengthening Democracy cohort. The cohort dreamed out loud together and identified a vision to guide their work around civic engagement over the next few years.

Our commitment to **good health** has been the engine of our work for the past 20 years. Many people know about our commitment to supporting direct patient care but may not know about our commitment to supporting rest and recreation. Rest and recreation are key components to good health and the lack thereof impacts the way we function individually and collectively. Chronically overworked and stressed teams experience burnout and fatigue, which impact both the individual and the organization's health. We encourage our partners to listen to the cry of the body and the mind and respond with relaxation and fun. Through our staff support and sabbatical grants, we support teams and leaders in taking time away and finding time for rest and joy. Keep reading for a heartwarming story from a grantee partner about how they used Radical Joy funds in a surprising way to connect with their team.

As we enter the next year, we take the threads of the tapestry that is our logo with us as a reminder of our commitments to our community and as a symbol of our interconnectedness. Thank you for your efforts to create a more just and equitable community.



Kristen Keely-Dinger, LAPSW



OUR GIVING IN 2022

BY THE NUMBERS

\$4,547,276

Total giving in 2022

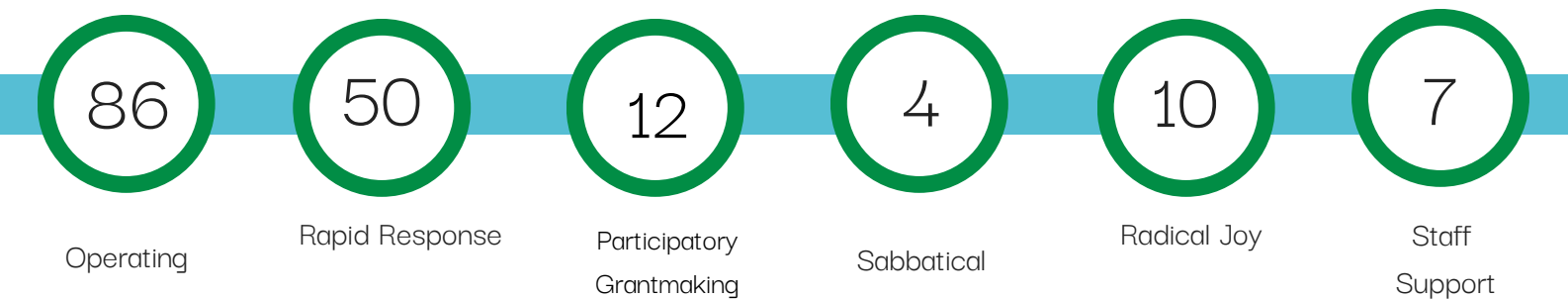
\$210,000

Giving in previously awarded multi-year grants

\$104,729,406

Total giving since 2003

AWARDS PER GRANT TYPE



RAPID RESPONSE FUNDS

We gave more Rapid Response Funds and supported more nonprofits that are led by Black people, Indigenous people, and People of Color (BIPOC).

2021

\$226,339 to 29 nonprofits

58% (17/29) to BIPOC-led nonprofits

2022

\$306,500 to 50 nonprofits

60% (30/50) to BIPOC-led nonprofits

LIVING OUR MISSION

We listened to our neighbors and heard about the history, legacy, programs, opportunities, and challenges that exist for them.



We defined who we fund.

1. 30% of its Board and Staff are Black, Indigenous, and People of Color
 2. 51% of its clients are Black, Indigenous, and People of Color, and
 3. The CEO is a Black person, an Indigenous person, or a Person of Color
-

We announced our strategic priorities.

1. Strengthening Democracy
2. Thriving Communities
3. Resilient Families

SUPPORTING JOY

Through the Strengthening Democracy PGM (Participatory Grantmaking) budget, the team decided to provide additional support to the organizations in the cohort by providing extra, restricted funding for Radical Joy. **The Radical Joy** funds are to be used to support joy and wellness for the recipients in whatever way they decide. The Equity Alliance decided to take their entire team to the tropical country of Colombia to relax and rejuvenate in December! Here's what a member of their team shared about the experience.



"The Equity Alliance overcame a year of immense triumphs with hard-fought battles behind the scenes. From enduring staff changes to one of our executive directors stepping away to pursue personal endeavors and an unprecedented election cycle, our TEAm has remained resilient. The Radical Joy grant by The Healing Trust has given TEA and other recipients the rare opportunity to relax, celebrate and honor the contributions we make to the communities we serve. We work vigorously to set communities up to thrive and if our staff isn't thriving, we can't fight for Democracy, Growth, and Power for the communities that need it most.

Our staff is composed of Black women who show up at the intersections of being single mothers, immigrants, and part of the LGBTQIA+ community. Our work is rooted in overcoming trauma and we fight in the community for access and resources that we don't have ourselves. In the last few years, our TEAm suffered tremendous personal losses such as losing homes, suffering mental health issues, grief, health issues that impacted us physically, and so on.

SUPPORTING JOY

All of that to say, we really needed time to heal and recharge.

So, in true TEA style, we went to Cartagena, Colombia! We immersed ourselves in the culture, the fun, and the festivities that were all about family. During our time in Cartagena, we visited El Palenge, the first free nation in the Americas. For a day we lived how they and our ancestors lived, ate what they ate, and absorbed their history and culture as our own.

Our guide, Victor, took us on a tour through the village whose population is about 2,000 people, most of whom speak little to no English and live without running water or electricity. On our tour, Victor taught us the native language of the Palengen people and by the end of the day, we were shouting call and responses in the native tongue and referring to each other as "nu mana mí" which means my sister.

Thank you! This opportunity has refreshed and reinvigorated us for 2023 and the fight we have ahead. Take enormous pride in knowing that you helped our TEAM keep thriving."



Participatory Grantmaking

PGM

BEDFORD COUNTY

The participatory grantmaking work in Bedford County continued in 2022 with an increased budget of \$128,935. For the second year in a row, the Community Clinic of Shelbyville and Bedford County provided fiscal sponsorship. A new committee came together to analyze Bedford County's strengths and opportunities. Committee members included nonprofit representatives, local church leadership, and a county commissioner. With a focus on people that are unhoused, the committee distributed \$117,700 to support printing for a new community resource guide, Walmart gift cards, and a warming shelter. In addition, a mini-grant process resulted in funds being distributed to other organizations.

THE 37208 FUND



The participatory grantmaking work in 37208 also continued. The Healing Trust gave \$101,500 to the 37208 Fund in 2022. The 37208 Fund made \$78,050.98 in grant disbursements in 2022. In December, the committee bid a fun farewell to its inaugural 37208 Fund Committee members. They met at the Faces of North Nashville exhibit, and it was so rewarding for the committee to see their hard work come to life. The curators of Faces of North Nashville shared that they've been working on the idea since 2018, and the funding was the missing piece. Hundreds of people have visited the exhibition, and the curators are in conversation with Vanderbilt University, The Frist Art Museum, and Robert Churchwell Museum Magnet School to exhibit the show there. A new group of 37208 Fund Committee Members were onboarded in February.

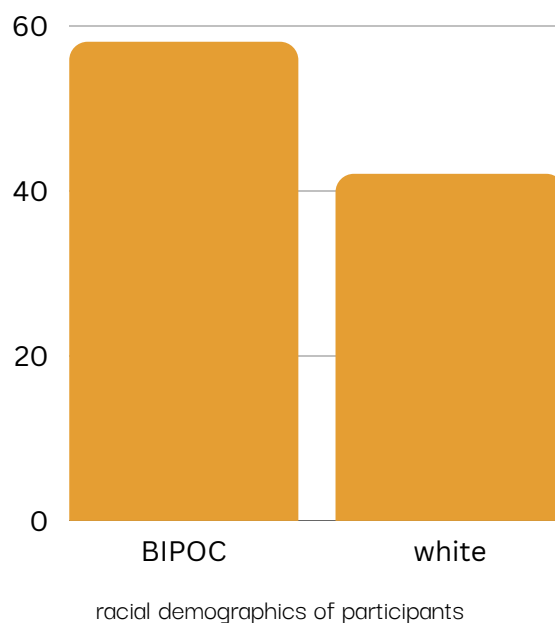
BEYOND GRANTMAKING

We do more than just cut checks.

We support the growth and connection of nonprofit professionals through programming beyond grantmaking.

In 2022...

- We hosted 18 Healing for the Healer Retreats for 139 people.
- We reserved half of the retreats for nonprofit employees who identified as BIPOC.
- Approximately 78% of attendees were from grantee organizations.
- Forty-four percent (25/57) of organizations represented had multiple staff members attend a retreat throughout the year.



- We hosted 8 **Executive Peer Circle Program** Alumni Circles.
- We hosted 1 **Leadership Peer Circle Program** Alumni Circle.
- We wrapped up the fourth class of the **Leadership Peer Circle Program** and hosted 6 circles.



WEAVING INTO THE COMMUNITY TAPESTRY

Our staff prioritizes participation in
the Middle Tennessee community through
collaboration, partnership, and collective impact initiatives.

COMMUNITY PARTICIPATION

- Tennessee Higher Education Initiative Board
- Matthew Walker Comprehensive Health Center Collaborative Black Men's Health Project
- Horizons Advisory Board at University School of Nashville
- ACE Nashville Public Policy workgroup
- Give Black, Give Back Advisory Board
- Sycamore Institute, Board of Directors
- Equity Funders Group
- ACT Coalition
- Association of Fundraising Professionals
- Health Leads USA-Equity Oriented Primary Care
- Rotary Club of Nashville Board Member
- Network for Sustainable Solutions Board Member
- Young Leaders Council
- National Association of Social Workers

PHILANTHROPIC PARTICIPATION

- Hull Fellows Program
- Middle Tennessee Donors Forum
- Philanthropic Program Professionals (PPP)
- Chair-Elect for Philanthropy Southeast (formerly SECF)
- Grantmakers for Southern Progress Board
- Black Women Leading Philanthropy
- Black Communications Professionals via The Communications Network

USING OUR **VOICE**

72

New **Facebook** followers

13

New **Twitter** followers

101

New **LinkedIn** followers

1,620

Total number of **subscribers**

73

New newsletter **subscribers**

38

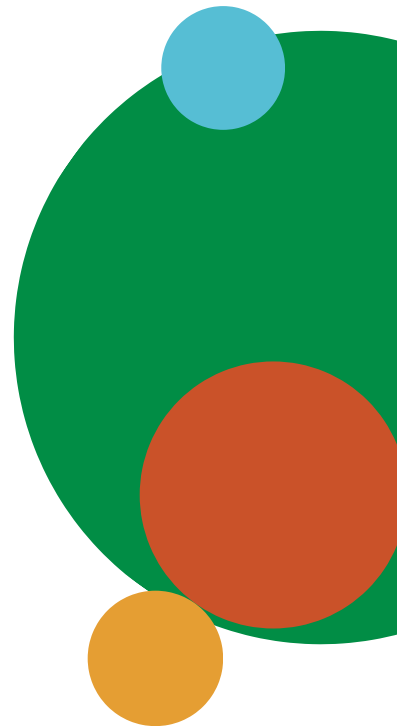
Targeted emails were sent to our subscribers

6

Speaking engagements and workshops

8

Media mentions





Communicating in 2022

Goals:

1. To communicate changes to THT's programs, grantmaking, etc. in a timely and clear manner
2. To increase the board's awareness of THT's work and the work of its grantee partners
3. To amplify the work and voices of our grantee partners
4. To promote participatory grantmaking as an inclusive grantmaking strategy
5. To educate our audiences about health disparities and their impact on our communities

Results:

1. THT sent 26 targeted emails to its grantee and community partners about its programs and grantmaking changes in 2022. We also hosted a grantee partner meeting for Q&A and rotated blog posts on the homepage of the website about our work. The average open rate for our targeted mailings was 66% and the average newsletter open rate was 35%. We also shared our equity journey in blog posts, 1:1 conversations, and formal speaking engagements.
2. In addition to attending site visits and hearing grantee stories in committee meetings, THT's board members received a monthly bulletin with updates and grantee partner highlights. The bulletin's average open rate was 71%.
3. The work and voices of our grantee partners are central to our social media strategy and we published 389 posts across 3 social channels.
4. THT promoted and shared information about its participatory grantmaking program on all of its social media platforms. We also worked with WPLN to publish a story about the 37208 Fund. A total of three news stories were created about PGM in 2022.
5. We primarily focused on mental health disparities and participated in four campaigns that Mental Health of America led. The focus of the campaigns was to increase awareness of mental health disparities and provide resources for underserved populations.

THE PEOPLE BEHIND THE GIVING

BOARD OF DIRECTORS

Our board consists of 15 voting members and three non-voting community members. Of these 18 board members, 61% are under the age of 50, 56% identify as Black, Indigenous, or People of Color, and 6% live outside of Davidson County. Additionally, 33% identify as male, and 67% identify as female.

Dr. Hana Ali, Sumner County Democratic Party Chair, Healthcare Professional

Rev. Jennifer Bailey, Founder and Executive Director, Faith Matters Network

Kristina Clark, President and Founder, KM Clark Consulting Group

Magi Curtis, Independent Consultant

José González (Chair), Professor, Belmont University

Gilbert Gonzales, Assistant Professor, Dept. of Medicine, Health and Society, Vanderbilt University

Anders Hall, Vice Chancellor for Investments and Chief Investment Officer, Vanderbilt University

Ashford Hughes, Sr., Executive Officer for Diversity, Equity and Inclusion at Metro Nashville Public Schools

Matia Powell, Executive Director, Civic TN

Erica Saeger, Audit Principal, Crosslin, PLLC

Baylor Bone Swindell, Owner, The Baylor Company

Steve Taylor, Vice-President of Human Resources, Operations and Service Line Support, HCA

Kim Thomason, CEO, Kim Thomason Financial

Katie Williams, Team Business Manager, UBS Private Wealth Management

Luther Wright, Jr., Attorney, Ogletree Deakins

Community Members

Nicole Dunigan, Senior Vice President, Pinnacle Bank

Cheryl Jones, Treasury Management Sales Officer, Bank of Tennessee

Shannone Raybon, Deputy General Counsel, AdaptHealth

OUR TEAM

Abby Siegel Hyman, Program Associate

Adell Neal, Operations Director

Catherine Smith, Program Officer


Diana Andrew, Office and Events Manager

Jennifer Oldham, Communications Director

Kristen Keely-Dinger, President and CEO

Samuel Jackson, VP of Programs and Grants

Sumita Keller, Senior Program Officer for Policy and Advocacy



We thank
our grantees
for making our work
meaningful.

We thank
our Board
for making our work
possible.

