

Our mission is the sacred work of fostering healing and wholeness for vulnerable populations through strategic investing, philanthropy, and advocacy.



2020

Annual Report

REFLECTIONS FROM KRISTEN KEELY-DINGER, PRESIDENT & CEO

What a difference a year makes.

This time last year, we were reflecting on the word healing and making plans for all the things that we would do in 2020. We had been thinking about healing and racial equity and had started to examine the roles that we individually, collectively, and organizationally played in the injustices that continue to exist. While we planned on continuing to work on equity, we had no way of knowing that the conversations that we were having in our board room around racism and inequality would be replicated across the nation in response to the inequality that the COVID-19 pandemic shed a light on along with the murders of so many unarmed Black people.

These overlapping challenges have led us to reflect on a different word that captures so much of what we all have had to do this year: pivot. Our team has had to pivot multiple times in their personal lives as homes became workspaces and classrooms and coworkers became children and pets. As an organization, we have also pivoted multiple times in response to the evolving needs in our community beginning with the launch of the common application in February. While we expected that to be the biggest change we would make this year to our grant program, that change turned out to be one of many that we eventually made to address the needs of our community. We started by unrestricting all the grants, delaying progress reports, and canceling all in-person events and meetings. As the pandemic continued and the impact on our grantee partners became clearer, we permanently changed all Transom and Small grants into unrestricted operating grants, updated our eligibility criteria to make more nonprofits eligible for funding, and simplified the application process.

As our nation started to publicly wrestle with its history and current realities of white supremacy and racial injustice, we shared resources for having tough, but necessary conversations on these topics, supported the immediate needs of communities of color disproportionality impacted by COVID-19 through Rapid Response funds, deepened our relationships with Black Led Organizations (BLOs), shared our commitment to racial equity, and revised our mission statement to reflect who we want to be as an organization.

We encouraged civic participation this year, from completing the 2020 Census to voting early in our presidential election. This year has reminded us that a functioning democracy requires everyone to do their part. While it might be easier to give into the temptation for cynicism or despair and while we know there is still much work to do, we believe that having more people engaged in civic life will make us better.

It has been said that we are all in the same storm, but not all in the same boat. We know that our front-line workers, healers and caregivers are under enormous stress and facing burnout. We will continue to support them through our expanded healing for the healer programs in 2021. We will also continue to advocate for our government to take actions that are in the best interest of public health. We continue to ask for guidance and seek wisdom to know when we need to act with urgency or when we need to be patient and listen.

Let's continue to work together and to find strength in our diversity,



Kristen Keely-Dinger, LAPSW



OUR GIVING IN 2020

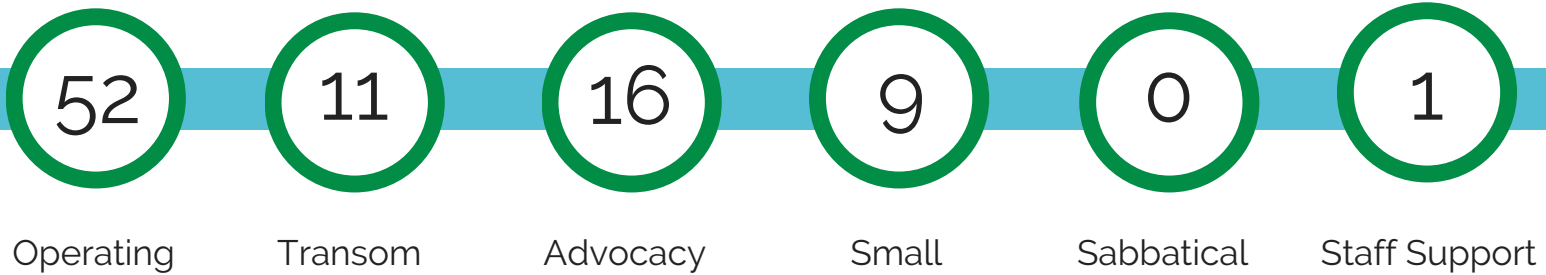
BY THE NUMBERS

\$2,470,100 This year's giving in the form of 89 grants

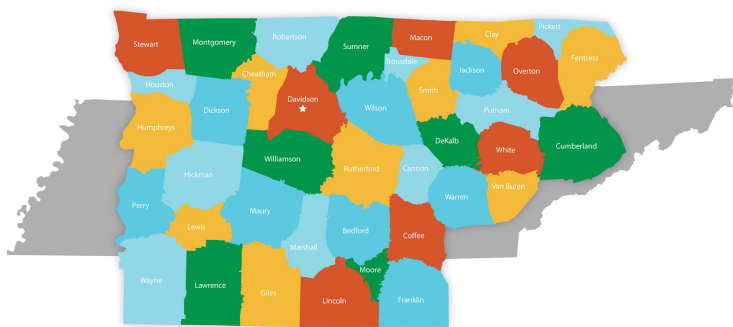
\$1,012,229 Giving in previously awarded multi-year grants

\$3,482,336 Total giving in 2020

\$96 million+ Total giving since 2003



SITE VISITS



Our Board and staff attended **36 site visits** (7 in person prior to March and 29 virtually) to our grantees across Middle Tennessee.

RAPID RESPONSE FUND

We awarded \$110,500 to 18 nonprofits.

8/18 Organizations led by people of color

10/18 New organizations to The Trust



A MORE COMPASSIONATE GRANT PROGRAM

The Program Team made changes to our grant program to make the process simpler for our grantee partners adjusting to the challenges of 2020.

- Implemented a shorted application including common application questions used by other Middle Tennessee funders
- Changed Small and Transom Grants to Operating Grants to give unrestricted support to more grantee partners, not just those we've funded previously
- Changed our eligibility requirements so more organizations can receive a higher level of funding
- Removed preliminary applications
- Eliminated midterm reports
- Simplified the application process and renamed Cultures of Compassion grants to Staff Support grants to more adequately describe them
- Simplified the Sabbatical grant application process and questions

BEYOND GRANTMAKING

We do more than just cut checks.

We support the growth and connection of nonprofit professionals (current and future) through programming beyond grantmaking.

This year, we moved our programming online to continue to offer support during the pandemic.

In 2020...



- Two paid **graduate interns** of color were on our team.
- Our interns completed more than 600 hours on projects at The Trust.



- We hosted 16 Healing for the Healer **retreats**, (2 in-person & 14 virtually).
- More than 100 helping professionals attended a retreat.



- We hosted five **technical assistance** workshops on topic such as planning during a pandemic and understanding and confronting unconscious bias.
- More than 100 grantee partners attended a workshop.



- Three **Peer Circle** leadership cohorts met monthly.
- Collectively, the three cohorts met for six in-person Circles and 23 virtual Circles.



WEAVING INTO THE COMMUNITY TAPESTRY

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

COMMUNITY PARTICIPATION

- All Children Excel (ACE) Nashville, Policy Advocacy Workgroup
- AWAKE Day on the Hill
- Center for Nonprofit Management (CNM) Consultant
- Give Black, Give Back Advisory Board
- Great State Health Access Coalition
- Horizons Advisory Board at University School of Nashville
- Insure Our Kids
- Insure TN Works Coalition
- Knowledge Academy Board
- Metro Nashville Public School Board Meetings
- Metro Sexual Assault Response Team Meetings
- Rotary Club of Nashville, Board of Directors
- Southeastern Council of Foundations, Board of Directors
- Sycamore Institute, Board of Directors
- We CARE, Rutherford County

PHILANTHROPIC PARTICIPATION

- Hull Fellows Program
- Middle Tennessee Donors Forum, Chair
- Philanthropic Program Professionals (PPP)
- Rotary Club of Nashville Grantmaking Committee and Board Member
- Southeastern Council of Foundations (SECF), Annual Meeting Chair, Public Policy Committee Member

COLLABORATION IN THE PHILANTHROPIC COMMUNITY

FUNDER COLLABORATIVES


- Signed the Council of Foundations Pledge of Action: Philanthropy's Commitment during COVID-19
- Interviewed by Center for Effective Philanthropy regarding changes made to grantmaking as a result of the pandemic
- Secured \$600,000 from the Center for Disaster Philanthropy for Middle TN nonprofits, most of whom are our grantees

CONFERENCE ATTENDANCE

- ABFE Conference
- Connecting for Children's Justice
- Rural Health Association of Tennessee Conference
- Southeastern Council of Foundations Annual Conference
- Southeastern Council of Foundations Essentials
- Southern Rural Lead Development Conference
- The African American Legacy 2020 Town Hall
- The Communication Network V
- YWCA 21 Day Racial Equity Challenge



USING OUR VOICE

- 
- 901** New email and newsletter **subscribers**
 - 144** New **Facebook** followers
 - 100** New **Twitter** followers
 - 22** New **LinkedIn** followers
 - 25** **Targeted emails** we sent to our subscribers
 - 13** **Speaking engagements** staff held
 - 11** **Policymakers** and **commissioners** we met with
 - 11** Published **blog posts** written by the team
 - 8** **Reporters** connected with

MOST VIEWED BLOGS IN 2020

Our team contributes to our blog and Self-Care Digest to humanize ourselves and provide helpful resources to our grantees.



"You can do hard things..."

An open letter to my white colleagues, peers, friends, and family

By: Jennifer Oldham

"I understand that calling out family and friends aren't easy things to do but you can do hard things. Black people have been doing hard things since we got here."



**Virtual Healing for the Healer:
Preparing for Your At-Home Retreat**

By: Abby Hyman

"We know the need for rest and connection hasn't gone away with the demands of a global pandemic, so we've moved these retreats online in a modified format."



**Self-Care Digest featuring Catherine Smith
August 2020**

By: Catherine Smith

"I find myself losing track of time and being more Zen when I am cooking or baking. I've learned to take it easy on myself, and if a recipe fails, I try to figure out why and improve the next time and keep it moving (This is a good lesson for life)."

THE PEOPLE BEHIND THE GIVING

BOARD OF DIRECTORS

Our board consists of 15 voting members and two non-voting community members. Of these 17 board members, 76% are under the age of 50, 41% identify as non-white, and 29% live outside of Davidson County. Additionally, 47% identify as male and 53% identify as female.

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

Mark Bacurin, Partner, MileMark Partners

Megan Bader, Community Volunteer

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

Magi Curtis, Independent Consultant

Mark Fioravanti, President & CFO, Ryman Hospitality Properties

José Gonzalez, Professor, Belmont University

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

Sumita Keller (Chair), Director of Statewide Partnerships, Tennessee Commission on Children & Youth

Matia Powell, Executive Director, Civic TN

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

John Wilson, CFO, DASCO

Luther Wright, Jr., Attorney, Ogletree Deakins

COMMUNITY MEMBERS

Ashford Hughes, Sr., Executive Officer for Diversity, Equity & Inclusion at MNPS

Kristina Clark, President and Founder, KM Clark Consulting Group

OUR TEAM

Kristen Keely-Dinger, President and CEO

Meredith Sullivan Benton, Vice President of Programs and Advocacy

Samuel Jackson, Senior Program and Community Engagement Officer

Jennifer Oldham, Communications Director

Catherine Smith, Program Associate

Casey McCormick, Operations Manager

Amy Maden, Outsourced CPA

Abby Siegel Hyman, Grant Management Consultant

GRADUATE INTERNS

Jamie Means, Fall 2019 - Spring 2020

Mabel Davis, Fall 2020 - Spring 2021



We thank
our grantees
for making our work
meaningful.

We thank
our Board
for making our work
possible.

