

MEMPHIS BUSINESS JOURNAL • November 8-14, 2024, Vol. 46, No. 32 • \$3.50



Memphis is known as a giving city. Here are its largest nonprofits.

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#### **BARONS**

# Germantown concept's extension

High-end barbershop coming soon to East Memphis — with big-name investors.

SUSAN ELLIS. 4

#### **ADVANCING MEMPHIS**

# Second edition of MBJ's series

Prominent panelists dig into the city's biggest challenges and opportunities.

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# \$238M project could create 300 jobs



KOIGUO | GETTY IMAGES

## Oklahoma-based manufacturer seeks 15-year PILOT

#### BY STEPHEN MACLEOD

smacleod@bizjournals.com

The Economic Development Growth Engine (EDGE) for Memphis & Shelby County is scheduled to consider a 15-vear PILOT (payment-in-lieuof-taxes) to lure a \$200-plus million expansion.

Tulsa, Oklahoma-based AAON Inc. is considering bringing a \$238.5 million investment to expand into Memphis. The air conditioning and heating equipment manufacturer would build out a Class A manufacturing and logistics facility at 5106 Tradeport Drive.

"Memphis continues to prove itself as a vibrant hub for economic growth and opportunity," EDGE president and CEO Joann Massey said in a statement. "We are committed to welcoming innovative

companies like AAON that invest in our community and support the creation of new jobs, further strengthening the city's position as a key player in the manufacturing and industrial sectors.

5106 Tradeport Drive is just north of East Holmes Road and east of Hickory Hill Road. The property is owned by Conwood Co. LLC, which bought it in 2009 for \$19.2 million. The 787,000-square-foot Class A facility was built in 2001 and stands on a 35.66 acre lot. The property is represented by Landon Williams, Katie Hargett, and Mark Jenkins with Cushman & Wakefield/ Commercial Advisors.

The expansion is geared to provide AAON with more capacity, both with warehouse space to house critical materials and manufacturing space to meet demand.

EDGE's PILOT could help AAON potentially choose Memphis as its fifth manufacturing location. AAON employs 4,000 people nationwide, and had \$1 billion in sales in 2023.

If Memphis is selected, AAON would create 291 new jobs with an average wage of \$57,000. The comAAONmanufactures commercial and industrial air conditioning and heating equipment.

pany would spend \$63 million to buy the Memphis facility, \$30 million to renovate it, and then invest \$145 million into the property.

Also included in the PILOT is a Community Reinvestment Act (CRA) credit of \$38.6 million. AAON would also be required to post all net new jobs on the University of Memphis, Southwest Tennessee Community College, and LeMoyne-Owen College job boards, as well as give consideration to those referred by those schools.

EDGE staff expects to bring in \$29.16 million in PILOT proceeds during the 15-year incentive term.

The EDGE board was scheduled to consider the PILOT at a special-called meeting on Nov. 6, after MBJ's deadline.

"Building a robust recruitment pipeline requires building strong relationships with new companies and our economic development partners, like the State of Tennessee," Memphis Mayor Paul Young said in a statement. "We also believe attracting industry leaders, like AAON, will help our market become even more competitive."



- ► Nov. 15: Largest Office Buildings
- ► Nov. 22: Proprietary Distrib, Ops I Material Handling Equipment Cos.
- ► Nov. 29: Hospitals
- ▶ Dec. 6: Colleges & Universities

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#### ON THE COVER

Ground has broken on the community center in Stanton that will be Ford's philanthropic base in West Tennessee. MBJ illustration; Photo by Ford Philanthropy

# IP considers selling major business segment

Co. evaluates future of Global Cellulose Fiber business

#### **BY OMER YUSUF**

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International Paper Co. (IP) confirmed that it is considering selling a multibillion-dollar sector of its business.

IP is currently evaluating the future of its Global Cellulose Fiber (GCF) business after receiving board approval. The Memphis-based company hired Morgan Stanley in an advisory role to oversee the process.

The company's GCF business generated \$2.9 billion of revenue in 2023 - down from \$3.2 billion in 2022 - and has operations in three countries, including eight mills and two convert-



International Paper's Global Cellulose Fiber business generated \$2.9 billion in revenue in 2023.

ing facilities.

IP's cellulose fibers business produces absorbent pulp for use in items such as feminine care. incontinence, and other personal care products. GCF's special pulp is also used as a sustainable raw material in other products, including textiles, construction materials, paints, and coatings.

IP CEO and chairman Andy Silvernail said during the company's Q3 2024 earnings call on Thursday, Oct. 31, that a sale of its GCF business is the most likely outcome.

"That's the most likely option," Silvernail said. "There are certainly interested parties. We've had a lot of people who have reached out to us and have expressed interest. We think the process will be very robust. We have no doubt about that. In terms of value, I'm not going to speculate on value because I don't want to negotiate against mvself."

If IP moves forward with a sale of its GCF business, that would be the latest change in a period that's been filled with them. Last month, the company announced layoffs at five facilities and a significant corporate restructure resulting in IP's total layoff figure – announced since Oct. 15 - rising to 1,838 workers.

This all comes after Silvernail became IP chairman in September after beginning his CEO tenure in May.

As IP contemplates selling off its GCF business, the company continues to make progress on acquiring London-based DS Smith as part of its plans to grow its European sector.

Silvernail said he expects the \$9.9 billion acquisition of DS Smith to be completed in Q1 2025. The two companies initially planned to finalize the deal by O4 2024. Both IP and DS Smith shareholders recently authorized the deal.

"We are bringing together two great organizations and building winning positions in the attractive markets of North America and Europe," Silvernail said. "We expect to close in the early first quarter upon completion of regulatory reviews. Our teams are actively involved in planning for the integration."

He also confirmed IP CFO Tim Nicholls is set to become interim leader of the combined IP and DS Smith EMEA (Europe, Middle East, and Africa) teams once the deal closes.



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#### **BOBA BOBA LIFE**

# **New business** blended up on E. Pkwy.

Cedric Jeans has had a long career in government. Now, he — along with partner Percy Jones — has turned his attention to something new: the recently opened Boba Boba Life at 709 East Parkway.

Boba Boba Life serves milk teas, ice blends, smoothies, coffees, and more. It opened in early September.

Jeans discovered boba teas or bubble teas, featuring tapioca pearls - while on vacation with his family in California. He noticed there was a proliferation of shops, so he figured he'd check it out. And then he returned for more.

Back in Memphis, Jeans saw that while there were a few boba tea shops, there was room for

"I told my wife, I said, 'This might be a good business to jump into, and that's how we got in-to it." Jeans said.

Boba Boba Life features a rather extensive menu. The spot is roughly 1,600 square feet, with seating for 42, as well as additional outdoor seating. Boba Boba Life employs six.

#### **QUOTABLE**

## "We call it a milk tea bar with small snacks."

Cedric Jeans, about his new shop, Boba Boba Life, at 709 East Parkway

#### **EXPANSION WITH STYLE**

# **BARONS BARBERSHOP COMING TO EAST MEMPHIS**



## FedEx exec Richard Smith among investors in **East Memphis location**

About a decade ago, Dara Vongphrachanh was working for International Paper, but she was itching to get out of the corporate environment. So she considered her options.

What Vongphrachanh landed on was the barbershop Barons, which opened nine years ago in Germantown at 9289 Poplar Ave.

Now she's ready to scale the business. Vongphrachanh is planning on opening a second Barons at Williamsburg Village in East Memphis. For the new location, she's taken on a partner, Alex Rasmussen, CEO of Neon Canvas, and is backed by Richard W. Smith, COO of International and CEO of Airline for FedEx; and Chris Landers, president and CEO of Somerhaven Management.

But this will be no ordinary barbershop, nor will it be an ordinary Barons. The new Barons will feature a speakeasy, as well as outdoor seat-



ing and a food element with small dishes.

When Vongphrachanh was considering opening a business, she realized that the men's market within the beauty industry was underserved. Men could go to a big chain or a women's salon. She thought there could be a middle ground that served men, one with elevated grooming.

'We took all the things that men loved about the traditional barbershop, but then we incorporated modern-day conveniences," Vongphrachanh said.

Men, Vongphrachanh said, generally just walk in a spot and wait. Barons offers appointments. It also

Renderings of new Barons, which will feature a speakeasy

## "It feels like what it should feel like a barbershop in your neighborhood."

Dara Vongphrachanh, co-owner, Barons Barbershop

has both barbers and hair stylists who are skilled at achieving today's styles, such as the updated mullet and pompadours.

One aim was to provide to men exactly what they want. It could be a quick cut or a haircut with a facial and a beer or it could be a place to just hang out.

"What makes it so great is that the barbershop has become essentially its own hub within the community where men come in, kids come in – they know each other, people are connecting, and it feels like what it should feel like – a barbershop in your neighborhood," Vongphrachanh said.

Design for the new Barons is being done by Memphis-based LRK and will feature a hidden entrance to the speakeasy. Jonathan Aur of Jones Aur Commercial Real Estate was the broker on the project.

"It's a cool idea and Memphis needs more cool things," Smith said. "I've long been a proponent of economic growth and entrepreneurship locally and have tried to put my money where my mouth is in supporting those things. From investments in startups like Connect Music to SweetBio to now this new Barons concept, I believe in our community's capacity for innovation and good times."

Vongphrachanh said going forward, she'd like to open more Barons. Some will be just the barbershop, others will have a speakeasy.

The new Barons will open early next year. Vongphrachanh said it will be open to all, like a social club.

"You don't have to come to the barbershop just for a haircut," she said. "You can come to the barbershop for a cocktail or to sit on the patio or to grab a snack, and your wife can come and bring a friend."



Wendy Guzmán

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#### **NEW ROMAN TIMES**

# **Pompeii** exhibition coming to Graceland

"Pompeii: The Exhibition" is set to open Nov. 15 at the Graceland **Exhibition Center at Elvis** Presley's Graceland. It includes a collection of more than 150 artifacts, including weapons, armor, murals, and furniture. It also features full-body casts of people who perished during the volcanic eruption of Mount Vesuvius in A.D. 79.

The artifacts are on loan from the Naples National Archaeological Museum in Italy and the Archaeological Park of Pompeii. Throughout the exhibition, projections, audio, video, and photographic murals will supplement the artifacts. Guests will see video reconstructions of Pompeii and the volcano, an artifact gallery, and gladiatorial combat through a holographic display. A new 4D theater will take guests through different stages of Mount Vesuvius' eruption.

"Pompeii" is scheduled to be at Graceland for a limited time and requires a timed entry ticket.

#### **QUOTABLE**

"We built the **Graceland Exhibition** Center with the goal of bringing highquality exhibitions to Memphis."

Angie Marchese, VP of archives and exhibits, Graceland

#### **DESTINATION ATTRACTION**



JASON BOLTON | MBJ

Buc-ee's plans to build two Memphis-area locations – one in West Memphis, Arkansas, and one in Gallaway, Tennessee.

# LATEST LOCAL BUC-EE'S: 'POTENTIAL TOURISM DRIVER'

West Memphis spot closer to Downtown than Fayette location

A Buc-ee's travel center is being planned just 10 miles from Downtown Memphis, and prominent Bluff City figures see it as a great way to drive visitors into the city.

The new Buc-ee's is set to be located in West Memphis near the I-40 and I-55 split. The 34-acre site is right off the interstate where I-40 and I-55 join, near the Cracker Barrel located at 1600 N. 6th St.

The West Memphis Buc-ee's would be similar in scale to the company's \$82 million, 74,000-squarefoot location headed to Galloway.

Stan Beard, director of real estate and development for Buc-ee's, told MBJ that the West Memphis location is expected to also be around 74,000 square feet. The travel center would feature 120 gas pumps and EV chargers.

The West Memphis location would be significantly closer to Memphis' core than the chain's other planned location in Fayette County, just east of the Shelby County border.

"Buc-ee's is an industry-changer, and we are excited about the announcement of an upcoming location just ... minutes from Downtown Memphis. I see it as a potential tourism driver – with Bass Pro [Shops at the Pyramid] and Buc-ee's shopping sprees and Beale Street and Buc-ee's day trips," Memphis

"The addition of Buc-ee's is going to be a gamechanger for tourism in West Memphis."

Jim Jackson, West Memphis tourism director Mayor Paul Young said in a statement to MBJ.

Chuck Pinkowski, owner of hotel consulting firm Pinkowski & Co., said the new location just across the bridge from Memphis should raise the demand for hotels in the area.

While such future demand is hard to project, Pinkowski thinks it's clear more visitors will want to stav in an area with a travel center. He thinks they'd opt to stay at hotels closer to Buc-ee's where they can get food, gas, and shop at the same place.

"It is a great component of the travel industry that certainly complements the lodging side of the business. ... The opening of that Bucee's will create new hotel demand.' Pinkowski told MBI.



Stephen MacLeod

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□

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#### **INDUSTRIAL**

# Majority-**Memphis** portfolio deal closes

A New Jersey-based real estate investment firm with a long history of Memphis investment recently closed on a large industrial portfolio deal.

Hoboken-based Faropoint closed a \$105 million, off-market transaction to buy a 16-building, 1.7 million-square-foot portfolio with properties in Memphis and Jacksonville. Most of the portfolio, 12 out of 16 buildings, is located in Memphis.

The deal was brokered by Eastdil Secured. The properties in the deal were not disclosed.

Faropoint has been a longtime player in local real estate. The group has operated as a large buyer and seller in the market, and often buys real estate in bulk.

"In a rapidly evolving logistics landscape, securing welllocated assets in key markets like Jacksonville and Memphis strengthens our ability to meet future demand," said Faropoint chief investment officer Ohad Porat. "These assets not only enhance the diversity of our portfolio but also position us to capitalize on emerging trends in industrial real estate as we continue to adapt to the needs of modern supply chains."

#### **BIG NUMBER**

Price for 16-building, 1.7 millionsquare-foot portfolio

#### **MULTIFAMILY**



STEPHEN MACLEOD | MBJ

The proposed apartment building at 193 Pine St. in the Medical District may be back on again.

# SEIZED MEDICAL DISTRICT PROPERTY'S NEW LIFE

## New owner seeks to complete building near Methodist Univ. Hospital

A Memphis property slated for major renovations before the financier was convicted of a \$3.3 billion Bitcoin theft has found new life with a new owner.

In 2020, a developer proposed the conversion of an office building at 193 Pine St. into apartments. The two-story building would bring 18 new luxury units to the Medical District, and Memphis-based architects LRK provided plans. The project even got underway, with a frame up and standing.

The project's financier, James Zhong, was convicted of unlawfully obtaining more than 50,000 Bitcoin from the black market site Silk

Road while he was a student at the University of Georgia. Federal investigators sought the missing cryptocurrency for years, and their search eventually took them to Zhong.

Zhong's home was raided in 2021, and his assets were seized. Zhong pleaded guilty to wire fraud charges in November 2022.

When the feds seized the assets, the Bitcoin was valued at \$3.36 billion, making it the largest cryptocurrency seizure in U.S. Department of Justice history at the time. He was sentenced to one year and one day in prison and began his sentence in July 2023.

The raid caused the development company behind the project, RE&D Investments LLC, to fall into Chapter 7 bankruptcy.

The co-developer, Clayton Kemker, was not implicated in the federal case and had no knowledge of Zhong's misdeeds. He said he found

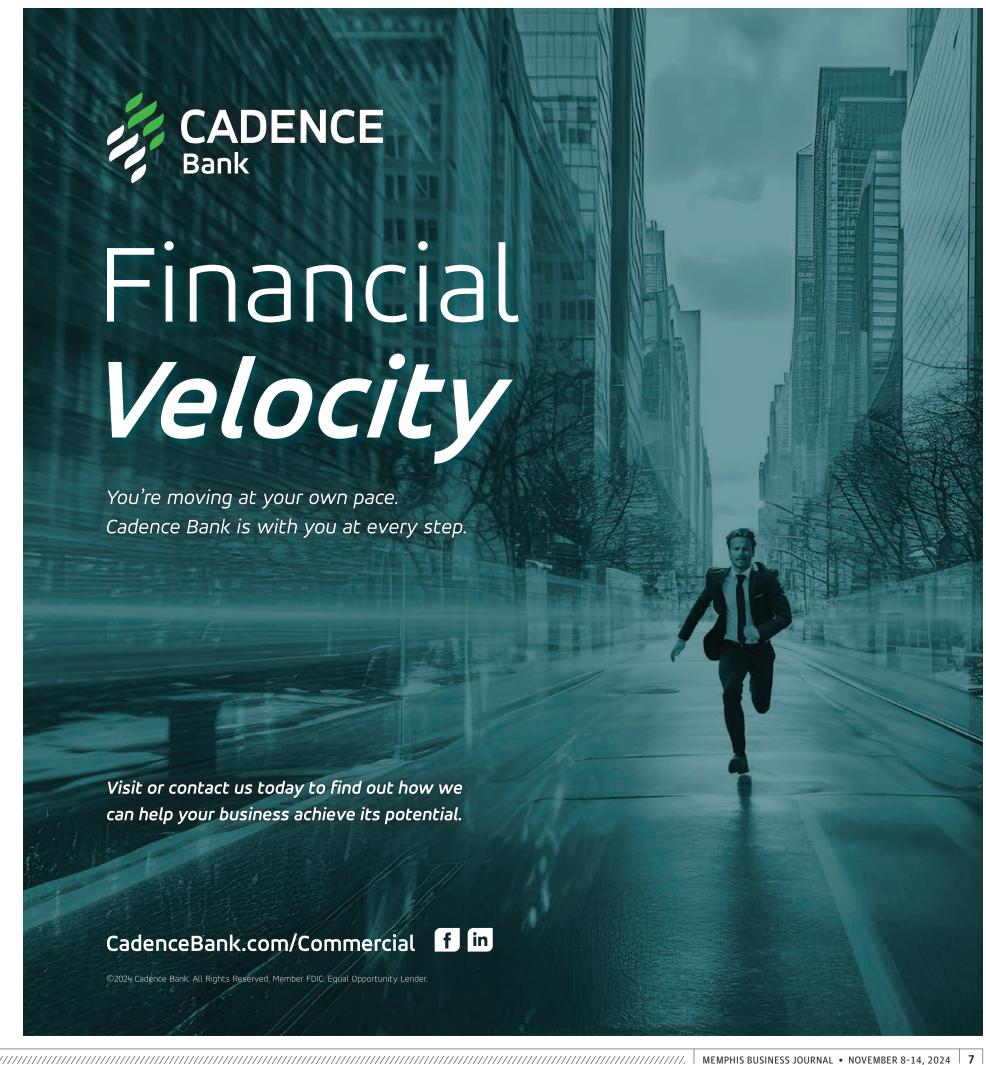
"Our intentions for 193 Pine Street ... are to finish the previously started 18-unit apartment building."

Letter of intent by **WHT Properties LLC**  out about the crime when the feds announced the seizure and conviction. Kemker and Zhong had founded Eads-based RE&D Investments LLC in 2019.

Two projects of RE&D investments went out to auction. The larger one, the \$76 million Central Yards in Midtown, was purchased and is now being retooled by Memphis developer Chance Carlisle.

The smaller project, on Pine, has been sitting as an empty frame for some time. The new owner, Germantown-based WHT Properties LLC, purchased the site in June 2024 and plans to finish the project.

"Our intentions for 193 Pine Street ... are to finish the previously started 18-unit apartment building. The property is currently in the framing stage," a recent letter of intent filed with the Memphis and Shelby County Division of Planning and Development said.







# BLUEOVAL'S COMMUNITY **BLUEPRINT**

The center seeks to provide economic mobility in the direct impact zone of BlueOval City

BY STEPHEN MACLEOD | smacleod@bizjournals.com

ord Philanthropy, Ford Motor Co.'s philanthropic fund, has broken ground on its first community center in

the U.S. outside of Detroit.

The Stanton Ford Community Center is to be the base of the Ford philanthropic arm's West Tennessee operations. Ford Philanthropy will fund 10% of the \$2.1 million revitalization of the 3,576-squarefoot former Stanton School at 5 Lafayette St.

The renovation for the community center is a public-private partnership that will be funded by the Tennessee Department of Economic and Community Development (TNECD) and Ford Philanthropy. When the project is completed, United Way of West Tennessee will provide programming for the community center and Ford Philanthropy will fund it.

Hassan Hammoud, senior manager of essential services at Ford Philanthropy, said that the center is being created to help address both long-standing community obstacles, as well as challenges brought about by growth that Ford's \$5.6 billion BlueOval City will bring to the area.

'When this plant opens, it's going to be one of the largest manufacturing plants in North America," he told MBJ. "That is going to change the geography in many ways. With

that, and recognizing that this community has been historically disadvantaged, we want to take special care. ... For us, this makes a lot of sense as a way to roll out all the lessons we've learned from 10 years of operating community centers and doing this in a best-in-class way."

#### **Ford Community Centers** across the globe

Ford Philanthropy operates six community centers around the world: two in Detroit, one in Thailand, one in Romania, one in South Africa, and one in the United Kingdom.

Each center has a goal to provide long-term support in the communities they serve near Ford plants and is specifically tailored to those particular areas.

In Detroit, Ford Philanthropy has invested nearly \$23 million in two community centers since 2013. In 2023, those centers delivered 2.6 million pounds of food, helped file 4,600 tax returns, and hosted numerous community events.

The community center in Thailand provided 4.8 million meals in 2023. In Romania, 35 student-led social enterprises were supported. And, in South Africa, the Ford Philanthropy center is actively supporting more than 200 entrepreneurs.

CONTINUED ON PAGE 10

PHOTOS BY FORD PHILANTHROPY

Hassan Hammoud, senior manager of essential services for Ford Philanthropy, and Dr. Clarice White discuss plans for the future Ford Community Center.

#### CONTINUED FROM PAGE 9

Stanton presents a unique challenge.

The small town in Tennessee is facing unprecedented growth as Ford and its suppliers ramp up at BlueOval City. Stanton had 417 residents, according to 2020 Census figures, right before Ford announced its BlueOval City plans in 2021.

BlueOval City's projected employment count, including on-site suppliers, totals 7,800 workers, and three more suppliers have yet to announce the scale of their facilities.

What the community needs right now is going to be vastly different than what it looks like in two or three years."

Hassan Hammoud, senior manager of essential services at Ford Philanthropy

Hammoud said the Stanton Ford Community Center is being built with that growth in mind, while balancing existing community needs.

"One of the things we really try to bake into the design of our community centers is that resiliency, that ability to adapt to changing needs," Hammoud said. "What the community needs right now is going to be vastly different than what it looks like in two or three years."

#### Ford BlueOval City's community triangle

The Stanton Ford Community Cen-

ter is set to serve a 15-mile triangle, with points at Covington, Brownsville, and Somerville. BlueOval City's campus and Stanton sit in the middle of the triangle. About 40,500 people call the area within that triangle home, and soon many more will when the electric vehicle (EV) manufacturing complex comes online in 2027.

Ford Philanthropy is not waiting for the new community center site to be renovated. While work is underway on the former schoolhouse, the organization plans to get to work in a temporary space next to it. Hammoud said that Ford wants

to be proactive and on the ground now, to help offset its impacts later.

"Ford is not going anywhere," he said. "Our other community centers have been open for 10-plus years, so when we open our doors to a community like that, we plan on staying."

Jackson-based United Way of West Tennessee will serve as the Stanton center's anchor tenant, overseeing the day-to-day management, while Ford Philanthropy covers operational expenses. Matt Marshall, president and CEO of United Way of West Tennessee, said that the organizing idea behind the center is to act as a provider of economic mobility in the direct impact zone of BlueOval City.

He said that the Tennessee College of Applied Technology (TCAT) at BlueOval City can help people get an education to be qualified to work on the EV manufacturing campus, and the Ford Discovery Center in Brownsville is where people can apply for a job and explore career opportunities, but the Ford Community Center could help people who might not fit in those first two categories.

"We see this as a three-legged stool where everyone gets the support that they need based on where they are right now," Marshall told MBJ. "If we can begin to work together in that way, then we can better plan for the growth that's coming, because we can establish a pathway for everyone, regardless of where they're starting their iournev."

Other key partners include the Mid-South Food Bank, West Tennessee Legal Services, Stanton Health Center, YMCA of Memphis & the Mid-South, the CO, Vision Haywood, and Feonix Mobility Rising.

The community center's partners are lined up to provide a range of services, including food distribution, transportation assistance, entrepreneurship incubation, rent and utility assistance, and community events.

Hammoud said that many of the center's uses will be picked by the community.

He said Stanton Mayor Allan Sterbinsky helped identify the former schoolhouse site; a local church, Mt. Zion Missionary Bap2,400%

Projected increase in the population of Stanton by 2030

# 40.5K

Current population in the 15-mile triangle around BlueOval City and Stanton

# 7.8K

BlueOval City's projected employment count, including onsite suppliers

# \$23M

Amount of Ford Philanthropy funding for two Detroit community centers over the past decade

Projected cost of the revitalization of the former Stanton School property





A Stanton School classroom that was used to host the Head Start program until 2011. Listed on the National Register of Historic Places, the Stanton Schoolhouse holds many memories for Stanton community members.

tist Church, is leasing the site to the center; Gloria Boyland of Stanton's Cannery Cafe provides Ford with food during their meetings; and the Town of Stanton's attorney, Michael Banks, who also is the CEO of the Haywood County Community Hospital, supplied information on area health care needs.

"This project is really driven by the community," Hammoud said. "This is not Ford taking leadership on this. ... This is about the folks who are there, the long-term generational residents, and how we can best support them." Z







#### **MODERATORS**

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## **ADVANCING**

# MEMPHIS:

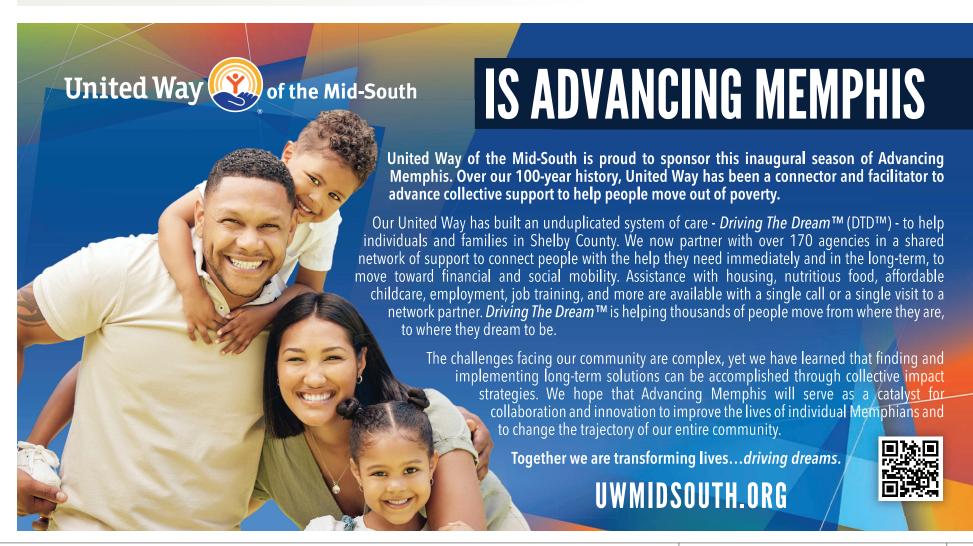


**CRANGLE** Publisher

We stand at a pivotal moment in our city's history. Memphis is a city rich in culture, resilience, and potential, yet we also face challenges that demand our immediate attention and innovative thinking. MBJ's Advancing Memphis series is designed to engage and empower our community's visionary business leaders, equipping them with the insights needed to navigate our complex landscape.

Throughout the course of the panel events, we are delving into the past endeavors that have shaped our present, exploring ongoing initiatives that are driving change, and envisioning future prospects that will propel the city forward. The following pages contain just a few of the topics discussed at the Oct. 28 panel.

The heart of Advancing Memphis' mission is to stimulate meaningful dialogue among leaders committed to bridging the gaps that exist in our city. We invite you to engage fully and seize the opportunity for a brighter, more equitable tomorrow.





# **Economic immobility**

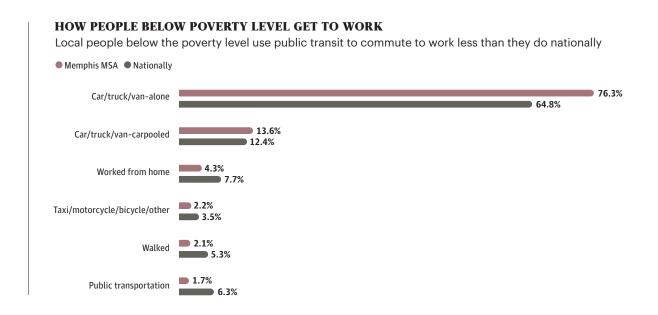
Obstacles that stand in the way of people trying to improve their economic status



#### **TRANSPORTATION**

#### **BACARRA MAULDIN:**

"At the age of 19, I was a young mother living in poverty who caught a bus to take my daughter to daycare, who caught another bus to go to my secretarial job at a law firm. Much like the people who use MATA services, I didn't care if they had infrastructure issues, really didn't care if their budget balanced or not. I just needed that bus to show up. ... I think people are finally getting it. They understand the need to invest in the infrastructure so that we can literally connect the people of Memphis to opportunity. ... So that the lady on the corner just like I used to be at the bus stop will be sure that she can catch that bus every day."





#### **SUSAN STEPHENSON:**

"We must acknowledge that our ability to grow and expand the group of people who are experiencing economic stability is critical to the health and well-being of our community."



#### **JOANN MASSEY:**

"My vision is for Memphis to walk into its full potential, for us to know who we really are, to embrace what we have and cultivate our talent to really take hold of the potential opportunities. ... There are so many things we can do better. But the vision is for us to figure out how to [be] better together."

#### **BUSINESS OWNERSHIP**

## **JOZELLE** LUSTER

**BOOKER:** "The majority of minorityowned businesses in this community are firstgeneration businesses. They are learning as they're going. They don't have the benefit of a prior generation where they can learn from that generation's mistakes. They don't have the benefit of relationships that were made by the prior generation that they can take advantage

of."

#### **BUSINESS OWNERSHIP**,

Memphis MSA Of 18,000 firms locally, the vast majority are owned by white business owners

> 12.396 White business owners

1.864 Asian business 1.206 Black business owners 360 Hispanic business

#### **POVERTY**



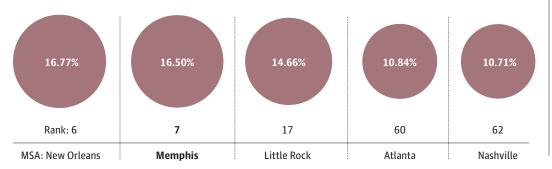
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#### DR. MARTIN LUTHER KING JR.:

"It's all right to tell a man to lift himself by his own bootstraps, but it is cruel jest to say to a bootless man that he ought to lift himself by his own bootstraps."

#### **POVERTY RATE BY MSA**

Memphis' poverty rate is the seventh worst of the nation's 100 largest MSAs



#### ROSHUN AUSTIN:

"This country is often punitive toward people at the lowest rungs. And they think we should tie a policy or [treat] them like middle- or upper-class people. We put a lot of policies in place to keep our foot on their neck. There isn't anything we can teach them in financial literacy. We could give them more money. ... They don't have boots; we can't bootstrap it."

SOURCES: U.S. CENSUS BUREAU, 5-YEAR AMERICAN COMMUNITY SURVEY, 2022; ANNUAL BUSINESS SURVEY, 2022

# **Real Talk**

Leaders discuss opportunities, challenges, and experiences



#### **JOANN** MASSEY:

- ▶ "Economic development is a team sport. ... Our responsibility at EDGE is to make a business-friendly environment that uses the resources [in a way] that serves the public interest."
- ▶ "The superpower we have is that we can work together to do absolutely anything."

#### **ADVANCING MEMPHIS SCHEDULE**

Hilton Memphis (each event is 2-5 p.m.)

- ► Thursday, Nov. 14
- ► Tuesday, Dec. 10



#### SUSAN STEPHENSON:

- ▶ "Every day, you wake up in a new world. If you're smart, you take the best of everything you learned the day before, and you apply it to the situation you face. You're going to have a moment where every solution you've ever had in the past may not work this time. And I have to be willing to try something new – and I have to be willing to try it with new people and in new places. The hard part is that there are going to be things that I try that fail. And if I'm smart, I'm going to fail fast and learn from it, and I'm going to do better the next day."
- ▶ "A characteristic that is unique to our market is our capacity to problem-solve around big issues. We are entrepreneurs by nature. The universe tries to wipe you out a couple times, you get really good at figuring out how to do things differently. The byproduct is that it created an entire community of entrepreneurs."



#### **ROSHUN AUSTIN:**

- ▶ "We usually separate everything. Well, as human beings, we don't just need housing. I need a grocery store. I need [somewhere] to safely walk. I need to be able to drive my car, take a bus, get ahead. My kids go to school. I always use Collierville as a good example of what we've done here locally. It's [been] one of the fastest-growing towns in the U.S. ... They have restaurants, grocery stores, retailers, access to health care - Collierville has everything that humans need. And so why wouldn't we do that on a smaller scale? Even if it's in a neighborhood in South Memphis. I'm always looking for ways to build that scale model."
- ▶ "One of my favorite words is 'undoing,' because I'm undoing policies that are decades or centuries old. And [those policies] were by design, such as interstate highways that split neighborhoods."



#### **JOZELLE LUSTER BOOKER:**

▶ "The future of Memphis is up to us. Regardless of what happens anywhere else, we have to decide the kind of Memphis we want to live in, and we have to commit to this community. Regardless of who's in charge in Washington, we're going to be here in Memphis, Tennessee."



#### **BACARRA MAULDIN:**

- ▶ "Life is not a spectator sport. You only get out of it what you put into it, whether that's in business or making your community better. You have to play a role in it, and you have a role to play in it."
- ▶ "Transportation is the great equalizer. ... For Memphis to truly advance and become the city it's destined to be, we have to get public transportation right."



# The Future is Developing







Carlisle is a family-owned, restaurant and hospitality business rooted in real estate development since 1974. We strive to strengthen our communities through our developments by bringing people together, improving metropolitan areas and giving back. Carlisle also manages subsidiary companies that are based in real estate and hospitality.









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# Matters of scale in parallel

HOW INDIVIDUALS' FINANCIAL CHALLENGES ...

#### SUSAN STEPHENSON:

"In my life, I have been in the financial continuum [of someone] making tradeoff decisions. ... I understand how transactional it is when you have finite resources. For those who don't have enough money to survive, the process of teaching them how to use money effectively is nonsensical. I've had plenty conversations through the years with people who look at me and say, 'It's great for you to show me how to do a budget. The problem is, I start and I'm already in the hole.' The answers come down to our commitment as a society and community to find a way to make sure that we create opportunity for people to get a pathway to economic self-sufficiency, so that they can have a different relationship with money."

SCALE UP TO THE LARGER COMMUNITY

#### SUSAN STEPHENSON:

"We're a fabric, we're all connected. If a thread is loose and it's pulled, it has an impact on everybody who's part of that fabric. We have to understand our relationship to each other and hold each other accountable in a way that makes sense for how money is used as a tool individually and collectively. This is an incredibly generous community. ... Saying, 'Let's do a budget,' when they started in a hole, is the moral equivalent of pouring salt on an open wound. That's not what we need to do. We need to understand how to close gaps for people."

HOW SMALL BUSINESSES ...

#### **JOZELLE LUSTER BOOKER:**

"There are a lot of businesses that only have one employee, and that employee is the owner. They don't have in-house financial staff, they have a bookkeeper. They don't know how to read financial statements, because what they know how to do is what their business is. And so [The MMBC Continuum] is deep in financial intelligence, giving business owners tools and connecting the dots, [such as] how finances are connected to bonding, how bonding is tied to the size contract you can receive, how it helps mitigate risk."

SCALE UP TO BECOME LARGER EMPLOYERS

#### **JOZELLE LUSTER BOOKER:**

"What happens is that the more the business infrastructure is developed, the owner is able to concentrate on what they do and be competitive in the marketplace, and to grow and scale. And then to help them add on to the competencies that they need because, as they grow and scale, they need different things. If you're in construction, the larger you get, you're going to need project managers, superintendents, different layers of management, types of procedures, systems, and processes."

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# **Granting Foundations**

RANKED BY CONTRIBUTIONS, GIFTS, GRANTS PAID

Rank / URL	Address	Contributions, gifts, grants paid	Assets	Fiscal year end	Top local executive
Community Foundation of Greater Memphis cfgm.org	1350 Concourse Ave. #458 Memphis, TN 38104 901-728-4600	\$115.31 million	\$852.68 million	April 2023	Robert Fockler, President
Christian Community Foundation of Memphis & the Mid-South Inc. ccfmemphis.com	6075 Poplar Ave. #130 Memphis, TN 38119 901-682-6201	\$84.21 million	\$209.7 million	April 2023	Rex Jones, President/CEO
3 Jewish Foundation of Memphis jcpmemphis.org/foundation	6560 Poplar Ave. Memphis, TN 38138 901-374-0400	\$21.15 million	\$130.01 million	June 2023	Laura Linder, President/CEO
4 First Horizon Foundation firsthorizonfoundation.com	165 Madison Ave. Memphis, TN 38103 901-523-4112	\$17.83 million	\$29.72 million	Dec. 2022	Charles Burkett, Chairman
5 The Pyramid Peak Foundation	1350 Concourse Ave. #383 Memphis, TN 38104	\$13.85 million	\$178.84 million	Dec. 2022	NA
6 The Poplar Foundation	1350 Concourse Ave. #387 Memphis, TN 38104 901-818-5195	\$13.09 million	\$121.54 million	Dec. 2022	Tom Marino, Executive Director
7 Hyde Family Foundation hydefoundation.org	17 W. Pontotoc Ave. #200 Memphis, TN 38103 901-685-3400	\$11.94 million	\$273.42 million	Dec. 2022	J.R. Hyde, Founder Barbara Hyde, Chairman/CEO Teresa Sloyan, President
8 National Christian Foundation Memphis <sup>1</sup> ncfgiving.com/memphis	6070 Poplar Ave. #150 Memphis, TN 38119 901-236-0193	\$10.56 million	\$200,884	June 2023	Len Hardison, President
The Assisi Foundation of Memphis Inc.     assisifoundation.org	515 Erin Dr. Memphis, TN 38117 901-684-1564	\$10.36 million	\$205.05 million	Dec. 2022	Jan Young, Executive Director
10 The Formanek Foundation	6075 Poplar Ave. #726 Memphis, TN 38119	\$7.68 million	\$129.39 million	Dec. 2022	NA
11 The Day Foundation	5100 Wheelis Dr. #300 Memphis, TN 38117	\$7.11 million	\$145.06 million	Dec. 2022	NA
Crews Family Foundation crewsfamilyfoundation.org	P.O. Box 488 Collierville, TN 38017	\$5.46 million	\$88.88 million	Dec. 2022	Hilliard Crews, President
Plough Foundation <sup>2</sup> plough.org	62 N. Main St. #201 Memphis, TN 38103 901-521-2779	\$5.3 million	\$21.21 million	Dec. 2023	Bob Wallace, COO/CFO
United Way of the Mid-South uwmidsouth.org	1005 Tillman St. Memphis, TN 38112 901-433-4300	\$4.2 million	\$17 million	June 2023	Kenneth Robinson, President/CEO
15 International Paper Foundation ipgiving.com	6400 Poplar Ave. Memphis, TN 38197 901-419-9000	\$4 million	\$64.19 million	Dec. 2022	Alissa Campbell Shaw, Executive Director
16 Belz Foundation	100 Peabody Pl. #1400 Memphis, TN 38103 901-260-7400	\$3.96 million	\$30.84 million	Dec. 2022	Ronald Belz, President/Director
Community Foundation of Northwest Mississippi cfnm.org	315 Losher St. #100 Hernando, MS 38632 662-449-5002	\$3.61 million	\$37.67 million	Dec. 2022	Keith Fulcher, President

 $<sup>^{\,1}\,</sup>$  Formerly operated as the WiseHeart Foundation Inc.

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 $<sup>\,\,^2\,</sup>$  Plough Foundation is in the process of winding down and granting its remaining assets.

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# **Nonprofit Organizations**

RANKED BY TOTAL ASSETS

	Rank / URL	Address	Assets	Expenses	Revenue	Fiscal year end	Description of organization	Top local executive
1	American Lebanese Syrian Associated Charities Inc. (ALSAC) stjude.org	501 St. Jude Pl. Memphis, TN 38105 901-578-2000	\$9.11 billion	\$2.2 billion	\$2.69 billion	June 2023	Raises funds & awareness necessary to operate St. Jude Children's Research Hospital	Richard Shadyac Jr., President/ CEO
2	Community Foundation of Greater Memphis cfgm.org	1350 Concourse Ave. #458 Memphis, TN 38104 901-728-4600	\$852.68 million	\$124.64 million	\$114.4 million	April 2023	Manages charitable funds, awards competitive grants, offers the GiVE 365 dollar- a-day membership, hosts LIVEGIVEmidsouth.org & administers college scholarships	Robert Fockler, President
3	Youth Villages youthvillages.org	3320 Brother Blvd. Memphis, TN 38133 901-251-5000	\$688.23 million	\$363.45 million	\$448.92 million	June 2023	Children's mental & behavioral health services, community-based intensive in- home services, foster care & adoption, residential campuses	Patrick Lawler, CEO
4	Baptist Memorial Health Care Foundation bmhgiving.org	350 N. Humphreys Blvd. Memphis, TN 38120 901-227-7123	\$607.37 million	\$18.93 million	\$67.2 million	Sept. 2023	Fundraising arm of Baptist Memorial Health Care	Robbie Johnson, VP/Chief Development Officer
5	Ducks Unlimited ducks.org	1 Waterfowl Way Memphis, TN 38120 901-758-3825	\$342.58 million	\$291.2 million	\$302.18 million	June 2023	Conserves, restores & manages wetlands & associated habitats for North America's waterfowl & benefits other wildlife & people	Adam Putnam, CEO
6	Christian Community Foundation of Memphis & the Mid-South Inc. ccfmemphis.com	6075 Poplar Ave. #130 Memphis, TN 38119 901-682-6201	\$209.7 million	\$85.6 million	\$88.25 million	April 2023	Donor-advised funds, private foundation management, investment services	Rex Jones, President/CEO
7	Jewish Foundation of Memphis jcpmemphis.org/foundation	6560 Poplar Ave. Memphis, TN 38138 901-374-0400	\$130.01 million	\$22.42 million	\$19.61 million	June 2023	Encourages charitable giving, supports partner agency endowment development, builds & sustains a vibrant Jewish community	Laura Linder, President/CEO
8	Le Bonheur Children's Hospital Foundation lebonheur.org/givetoday	P.O. Box 41817 Memphis, TN 38174 901-287-6308	\$98.17 million	\$11.79 million	\$26.95 million	Dec. 2022	Promotes philanthropic investment to support Le Bonheur Children's Hospital's mission of providing high-quality pediatric care, research & advocacy for all children	Maureen O'Connor, President
9	Memphis Brooks Museum of Art brooksmuseum.org	1934 Poplar Ave. Memphis, TN 38104 901-544-6200	\$97.08 million	\$6.29 million	\$44.32 million	June 2023	Art museum with rotating exhibitions, weekly music performances, figure- drawing classes, on-demand interactive learning spaces for all ages	Zoe Kahr, Executive Director
10	Church Health churchhealth.org	1350 Concourse Ave. #142 Memphis, TN 38104 901-272-7170	\$75.6 million	\$23.32 million	\$24.46 million	June 2023	Provides accessible health care & health services, especially to those facing social & economic challenges	Jennie Robbins, CEO Jenny Bartlett-Prescott, COO
11	YMCA of Memphis & the Mid-South ymcamemphis.org	7171 Goodlett Farms Pkwy. Cordova, TN 38016 901-766-7677	\$68.6 million	\$43.86 million	\$55.25 million	Dec. 2022	Before & after-school care, early learning care, summer camp, YMCA food program & nutrition services, health & wellness centers, senior programming, swimming lessons, swim team, workforce development, teen programs	Jerry Martin, President/CEO
12	Orpheum Theatre Group orpheum-memphis.com	203 S. Main St. Memphis, TN 38103 901-525-7800	\$64.63 million	\$17.29 million	\$16.11 million	June 2023	Entertainment, community engagement, arts education, facility rentals	Brett Batterson, President/CEO
13	Memphis Goodwill Inc. goodwillmemphis.org	6895 Stage Rd. Memphis, TN 38133 901-323-6221	\$57.04 million	\$45.69 million	\$47.6 million	Dec. 2022	Provides employment & life skills assistance to persons with significant work barriers; provides contract services through government contracts; operates an adult charter high school, The Excel Center	Tony Martini, President/CEO
14	Lorraine Civil Rights Museum Foundation civilrightsmuseum.org	450 Mulberry St. Memphis, TN 38103 901-521-9699	\$51.6 million	\$12.44 million	\$22.62 million	June 2023	Located at the historic Lorraine Motel, where Dr. Martin Luther King Jr. was assassinated in 1968, the museum presents a comprehensive overview of the U.S. Civil Rights Movement	Russell Wigginton, President
15	Crosstown Arts crosstownarts.org	1350 Concourse Ave. #280 Memphis, TN 38104 901-507-8030	\$48.93 million	\$6.05 million	\$4.89 million	April 2023	Cultivating the arts community in Memphis through events, programming & resources	Stacy Wright, Executive Director
16	Porter-Leath porterleath.org	3400 Prescott Rd. Memphis, TN 38118 901-577-2500	\$47.76 million	\$31.4 million	\$30.22 million	June 2023	Provides early childhood education & family services to children & families in Shelby County each year; Books from Birth; The Teacher Excellence Program; foster care & residential services for at-risk children	Sean Lee, President Paul Makris, CFO Karen Harrell, SVP, Early Childhood Services
17	Dixon Gallery & Gardens dixon.org	4339 Park Ave. Memphis, TN 38117 901-761-5250	\$42.82 million	\$7.93 million	\$6.22 million	Dec. 2022	Fine arts museum & public garden with a education program, fine art collections & a busy exhibition schedule	Kevin Sharp, Executive Director
18	Mid-South Food Bank midsouthfoodbank.org	3865 S. Perkins Rd. Memphis, TN 38118 901-527-0841	\$40.97 million	\$72.98 million	\$71.84 million	June 2023	Collection & distribution of food to charitable organizations serving those in need	Cathy Pope, President/CEO
19	Alliance Healthcare Services alliance-hs.org	2220 Union Ave. Memphis, TN 38104 901-369-1410	\$37.7 million	\$48.67 million	\$54.14 million	June 2023	Provides comprehensive behavioral health services	Laurie Powell, CEO
20	Community Foundation of Northwest Mississippi cfnm.org	315 Losher St. #100 Hernando, MS 38632 662-449-5002	\$37.67 million	\$6.18 million	\$11.31 million	Dec. 2022	Grants to nonprofits for education, health & children through a \$30 million dollar permanent endowment & donor advised funds	Keith Fulcher, President

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# **Nonprofit Organizations**

RANKED BY TOTAL ASSETS

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21	East Arkansas Family Health Center Inc. eafhc.org	900 N. 7th St. West Memphis, AR 72301 870-735-3842	\$36.33 million	\$27.89 million	\$33.78 million	Nov. 2022	Comprehensive primary & preventative health care services to low-income & medically underserved population in Eastern Arkansas	Susan Ward-Jones, CEO
22	Memphis Union Mission memphisunionmission.org	P.O. Box 330 Memphis, TN 38101 901-526-8403	\$35.22 million	\$5.02 million	\$6.43 million	Sept. 2023	Provides emergency services to the homeless, including food, clothing, shelter & hygiene; residential recovery programs & transitional housing for men, women & families	D. Scott Bjork, President/CEO
23	The Baddour Center baddour.org	626 Baddour Blvd. Senatobia, MS 38668 662-562-0100	\$34.13 million	\$9.51 million	\$14.47 million	March 2023	Residential community for adults with intellectual disabilities & autism	Parke Pepper, Executive Director
24	Ballet Memphis Corp. balletmemphis.org	2144 Madison Ave. Memphis, TN 38104 901-737-7322	\$34.03 million	\$4.44 million	\$2.66 million	June 2023	Professional dance company, operates a ballet school & Pilates center	Gretchen Wollert McLennon, President/CEO
25	Planned Parenthood of Tennessee & North Mississippi pptnm.org	2430 Poplar Ave. #100 Memphis, TN 38112 901-725-1717	\$32.7 million	\$8.41 million	\$11.52 million	June 2023	Education & family medical planning services	Ashley Coffield, President/CEO
26	Metropolitan Inter-Faith Association (MIFA) mifa.org	910 Vance Ave. Memphis, TN 38126 901-527-0208	\$32.46 million	\$14.75 million	\$15.03 million	June 2023	High-impact programs, including continuum of services for families in crisis designed to prevent homelessness; services for vulnerable seniors that promote independence, health, companionship & dignity	Sally Jones Heinz, President/CEO
27	BRIDGES bridgesusa.org	477 N. Fifth St. Memphis, TN 38105 901-452-5600	\$27.96 million	\$4.97 million	\$4.17 million	June 2023	Serves middle & high school youth, providing exciting, hands-on learning opportunities & authentic leadership experiences that foster profound personal growth while catalyzing positive change in our community	Sam O'Bryant, CEO
28	ARTSmemphis artsmemphis.org	575 S. Mendenhall Rd. Memphis, TN 38117 901-578-2787	\$27.7 million	\$4.43 million	\$3.29 million	June 2023	Serves as a convener & connector while building awareness for the arts & its impact as the lead arts funder in the Mid-South	Elizabeth Rouse, President/CEO
29	Memphis River Parks Partnership memphisriverparks.org	40 S. Main St. #2800 Memphis, TN 38103 901-312-9190	\$25.5 million	\$28.52 million	\$7.7 million	June 2023	Manages, maintains, operates & activates five miles of riverfront parks alongside the Mississippi River	Carol Coletta, President
30	Memphis Jewish Federation jcpmemphis.org	6560 Poplar Ave. Memphis, TN 38138 901-767-7100	\$25.23 million	\$4.32 million	\$4.03 million	June 2023	Convening organization of the Memphis Jewish community; raises funds through an annual campaign & special campaign; grants funds to local & global organizations who work to care for the vulnerable & sustain Jewish life	Laura Linder, President/CEO
31	Christ Community Health Services christcommunityhealth.org	2670 Union Ave. Extended #1000 Memphis, TN 38112 901-842-3160	\$24.79 million	\$69.08 million	\$61.6 million	June 2023	Provides adult & pediatric primary health care, dental, behavioral health, OB/ GYN, spiritual health	Tracy McDaniel, CEO
32	Habitat for Humanity of Greater Memphis memphishabitat.com	7136 Winchester Rd. Memphis, TN 38125 901-761-4771	\$23.87 million	\$16.47 million	\$14.39 million	June 2023	Partners with people in our community to help them build or improve places they can call home through a new home construction/affordable mortgage program for qualified buyers & a home repairs & modification program for older homeowners	Dwayne Spencer, President/CEO Lori Humber, COO Stacy Davis, CFO
33	Meritan Inc. meritan.org	345 Adams Ave. Memphis, TN 38103 901-766-0600	\$23.67 million	\$15.94 million	\$20.32 million	June 2023	Provides foster care, skilled home health, in-home support services, senior employment & elder abuse victims services	Melanie Keller, President/CEO Patti Kesler, CFO Jeffrey Weesner, CAO
34	Ronald McDonald House Charities of Memphis Inc. rmhc-memphis.org	535 Alabama Ave. Memphis, TN 38105 901-529-4055	\$22.36 million	\$3.71 million	\$3.3 million	Dec. 2022	Housing for patients & families of St. Jude; daily family meal program with three meals, five days a week	Jill Crocker, Executive Director
35	Metal Museum metalmuseum.org	374 Metal Museum Dr. Memphis, TN 38106 901-774-6380	\$20.95 million	\$1.96 million	\$3.48 million	June 2023	Changing exhibitions of fine metalwork, an outdoor sculpture garden with views of the Mississippi River, demonstrations in the blacksmith shop & foundry, a variety of classes & hands-on workshops	Carissa Hussong, Executive Director
36	Boys & Girls Clubs of Greater Memphis bgcm.org	44 S. Rembert St. Memphis, TN 38104 901-278-2947	\$20.92 million	\$6.06 million	\$4.47 million	Dec. 2022	Offers youth ages 6-18 a safe after-school space, time & assistance with homework completion, STEM activities, financial preparedness programs, athletic programs, arts & crafts activities, music programs & lessons	Gwendolyn Woods, Interim CEO/ COO/VP of Operations
37	Methodist Healthcare Foundation methodisthealth.org/give	1211 Union Ave. #450 Memphis, TN 38104 901-478-0704	\$19.47 million	\$6.07 million	\$6.12 million	Dec. 2022	Supports Methodist Le Bonheur Healthcare by inviting community philanthropic partners to invest in the parts of our mission that need enhancements in research, facility, or programs	Zachary Pretzer, President
38	SRVS srvs.org	3971 Knight Arnold Rd. Memphis, TN 38118 901-869-7787	\$19.38 million	\$22.3 million	\$21.88 million	June 2023	Residential support & employment consulting & coaching for people with intellectual & developmental disabilities, children's therapies, including occupational, physical, speech & applied behavior analysis therapy	Shannon Durbin, Executive Director
39	Memphis Botanic Garden Foundation membg.org	750 Cherry Rd. Memphis, TN 38117 901-636-4100	\$17.35 million	\$6.24 million	\$6.78 million	June 2023	Serves over 40,000 school-aged children annually & hosting over 260,000 visitors each year; 96-acre property that includes 30 specialty gardens, a 2.5-acre children's garden & an outdoor event amphitheater	MaryLynn Mack, Executive Director
40	United Way of the Mid-South uwmidsouth.org	1005 Tillman St. Memphis, TN 38112 901-433-4300	\$17 million	\$11.58 million	\$10.77 million	June 2023	Improves the quality of life for Mid-Southerners by mobilizing & aligning community resources to address priority issues	Kenneth Robinson, President/ CEO

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# AGAPE CHILD D FAMILY SERVICES



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President and CEO david.jordan@agapemeanslove.org

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Bruce Thompson, Thompco Properties

Kevin Williams, Program Services Committee Chair, **Greystone Servicing Corporation** 

#### AREAS SERVED

Memphis and Shelby County





Founded in 1970, Agape Child & Family Services (Agape) is a faith-based organization with a far-reaching mission to provide children and families in Memphis, Tennessee, with healthy homes. Agape is a local, state, and national thought partner in the whole family space and gives voice to matters that seek to change the narrative for families through innovation and creativity. Our nationally recognized whole family approach works with families via Agape-trained and, in some cases, licensed professional staff, as well as community partners, to help them realize their goals.

#### **Our Goals**

To continue to expand our two-generational work, serving both children and their parents where they live so that families have what they need to be safe, smart and successful.

#### **Our Services**

Agape Child & Family Services will walk alongside children, families, and communities sharing God's love in action. With a spirit of excellence, humility, and grace, we will connect people to God's mission by:

- 1. Elevating voice and honoring choice for children and families to assist them in achieving the life they desire
- 2. Creating and providing services that intentionally strengthen the whole family to a life that's thriving
- 3. Providing hope
- 4. Encouraging right relationships in the faith communities across racial, economic, and denominational barriers
- 5. Identifying and changing systems in an effort to break cycles of poverty, inequity, and injustice



#### **MISSION**

A Christ-centered ministry dedicated to helping to create healthy homes, thriving communities, and right relationships for children and families.

#### YEAR FOUNDED

1970

## Our Impact on the Community

We are Two-Generation focused. Agape and its community partners have expanded services via a two-generation model, wholly serving youth and parents in a povertyreduction strategy, providing support, permanency, and sustainability. By supporting both parents and children through a poverty-reduction model, we aim to provide healing for the full family and their community.

## Volunteer Opportunities

- Food Pantry
- Special Events
- Office Support
- School Adoption
- Summer Camps hosted in Frayser, Whitehaven, and Hickory Hill
- FIT: Life Skills

## **Our Upcoming Fundraisers**

Agape Fest (formally known as the Faith Family Festival) -April 5th Shelby Farms Park

Agape Kids Classic Golf Tournament - April 14th at Spring Creek Ranch

FOR MORE INFORMATION

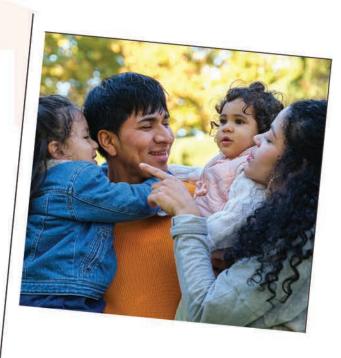
Stephen Green • stephen.green@agapemenaslove.org



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# RNATIONAL



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#### TOP EXECUTIVE

#### John Butler

President and CEO jbutler@agricenter.org

#### **BOARD MEMBERS**

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Colleen Coury

Joel Fulmer

Micha Gairhan

Willie German

Earl Grochau

Bliss Hicky

Andy Jordan Dave Marrone

Amy McArthur

Sean McCarty

Dian McGuire Joe McKinnon

Mollie Newman

Fred Nichols

Margaret Oldham

Tim Price

Mark Pryor

Larry Robinson

**Hunt Shipman** 

**Gary Taylor** 

Marjory Walker

Matt Weathersby

**Brad Williams** 

Garner Williams

#### **Shelby County Agricenter Commission**

David Bradford

Marlon Foster

Bill Gillon

Mark Luttrell

Cliff Norville **Chris Triplett** 

#### AREAS SERVED

Mid-South Region, including Memphis and Shelby County, Tennessee, Arkansas, and Mississippi.

## **Our History**

Agricenter International is a non-profit serving Memphis and the Mid-South since 1979. Senate Bill 1340 created a charter to form the Agricenter Commission, which serves as the landlord for the Agricenter campus. In 1982, \$6.5 million from Shelby County and the State of Tennessee helped transform Shelby Farms into the largest urban farm and education center in the U.S. Agricenter promotes agriculture, research, and education, while driving economic and community development through its research park.

#### **Our Goals**

As the agricultural hub of the Mid-South, Agricenter's goals are to be the leader in agricultural education and research. We are committed to strengthening the agriculture and food sectors while applying new technologies to solve our challenges. The organization strives to continue to grow and expand our services as well as share our story with the greater Memphis community.

#### **Our Services**

Agricenter International leads in agricultural education, offering youth and adults hands-on learning in agriculture, conservation, and STEM. Mid-South schools visit for classes in forestry, natural resources, and technology. Our research farm tests new technologies on over 20,000 field plots. The facility also offers event spaces, walking trails, farm tours, and popular attractions like You-Pick strawberry fields and sunflower fields, as well as K-12 STEM programs.

#### Our Impact on the Community

Agricenter has a \$524 million annual economic impact on the region, hosts over 1.5 million visitors annually, and educates over 18,000 students annually on our 1,000 acre outdoor classroom. Our agritourism opportunities, as well as our agri-educational classes, allow the community to see the agriculture industry up close and provide more experiences with ag and food in an urban setting.

## **Volunteer Opportunities**

Feast on the Farm Gala - Our annual Feast on the Farm gala is held at the beginning of August. All proceeds from this event benefit our education department. Volunteers are needed to serve food, drinks, and assist in the silent auction.

Agricenter Harvest Festival - This free event occurs each October at the Agricenter Farmers Market. Volunteers are needed to assist with face painting, pumpkin painting, and carnival games.



#### **MISSION**

To advance knowledge and understanding of agriculture.

#### YEAR FOUNDED

1979

## **Our Upcoming Fundraisers**

Feast on the Farm

August 2, 2025

Agricenter ShowPlace Arena

Enjoy a country-chic evening featuring local restaurants, exciting live and silent auction, music, and more. Proceeds from this event benefit our agricultural education programs.

#### Harvest Festival

October 2025

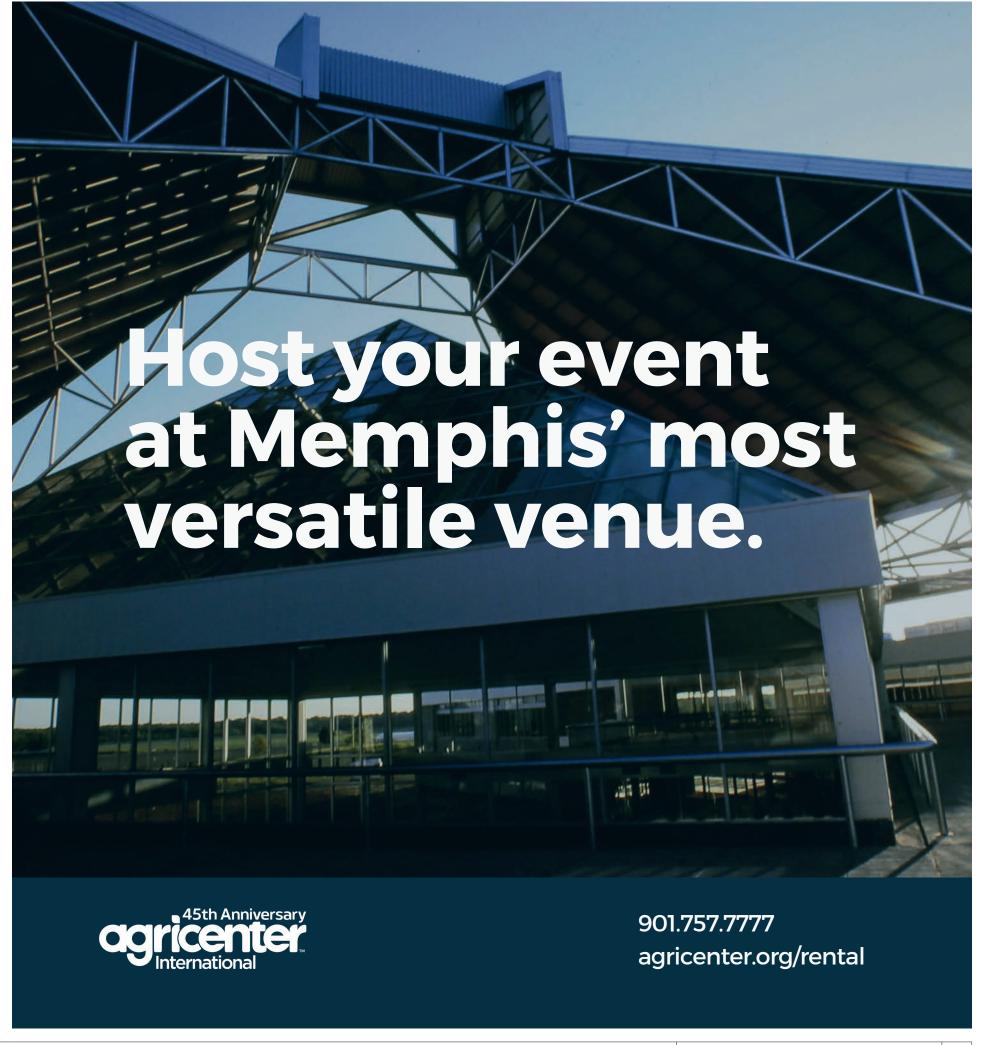
Agricenter Farmers Market

Join us at the big red barn for a day of free family fun, including games, face painting, hayrides, popcorn, and more.

Check out more Agricenter events at www.agricenter.org.

FOR MORE INFORMATION

Emilee Horner • 901-435-7100 • ehorner@agricenter.org





# MUNIIY FOUNDA DRTHWEST MISSISSIPP











② 315 Losher Street, Ste. 100, Hernando, MS 38632 🔇 662-449-5002 🏐 cfnm.org f @thecfnwms 💿 @thecf\_nwms in Community Foundation of Northwest Mississippi

#### TOP EXECUTIVE

Keith Fulcher President kfulcher@cfnm.org

#### **BOARD MEMBERS**

Ann Lamar, Board Chair Billy Myers, Vice Chair Cindy Gordon, Secretary Becky Beard, Treasurer Mickey Aldridge John Rogers Brashier Will Brown Cynthia Pride Gleeton Robin Hurdle Kirkwood H. McClintock Mimi Mehrle Lisa Melton Jack Nichols **Becky Nowell** Michael Parker Toya Brooks Pride Mary Thompson Linda Turner Julia Mitchener Turnipseed Ravonda Griffin Willis

#### AREAS SERVED

Mississippi Delta and Northwest Mississippi regions, including Bolivar, Coahoma, DeSoto, Leflore, Marshall, Panola, Quitman, Sunflower, Tallahatchie, Tate and Tunica counties

#### **OUR SERVICES**

Community Foundation of Northwest Mississippi offers strategic philanthropic consultation that makes supporting the causes that matter to you easier than ever. With flexible fund options, customized grant management, minimal paperwork and maximum tax benefits, our team streamlines the giving process to enhance community impact. Whether you're interested in establishing a Donor-Advised endowed fund or planning your estate, we provide comprehensive support to help meet your charitable goals. For more details, visit cfnm.org or contact strout@cfnm.org.

## **Our History**

The Community Foundation of Northwest Mississippi was established as a 501(c)(3) public charity in 2002 with a generous grant from the Maddox Foundation. Tom Pittman, current President Emeritus, served as the first President and led the Foundation to exponential growth and impact over the years before passing the torch to current President Keith Fulcher. The Foundation is governed by a 20-member volunteer Board.

#### **Our Goals**

The Community Foundation's primary goal is to build permanent, charitable endowments to support nonprofits, churches, and schools, addressing both the immediate and long-term needs of the community.

The Community Foundation aligns donor intentions with community needs, strengthens nonprofits, and amplifies our collective impact through inclusive philanthropic leadership, strategic management of funds and competitive grantmaking.

The Community Foundation enhances the quality of life for individuals in our communities by identifying core needs, developing innovative initiatives, and mobilizing support to implement essential solutions.

## **Our Impact on the Community**

Of 305 donor-established funds, 142 are permanent endowments accounting for \$30 million of \$49 million in assets. Community support has come from our endowments for causes like the Box Project (addressing rural poverty in the MS Delta), Noah's Gift Award (offering extraordinary youth experiences), FEED Northwest Mississippi (combatting food insecurity), Delta Directions Consortium (supporting regional development), and Maddox Nonprofit & Volunteer Resource HUB (serving nonprofit needs).

Since 2002, \$43 million dollars has been granted to support 800 charitable organizations and programs.

Since 2021, 35,000 individuals have committed 246,000 volunteer hours totaling \$7,525,096 million in value.

## **Volunteer Opportunities**

Internships: High school and college students looking to earn volunteer hours (~10 hours/week) can apply to be an intern at the Community Foundation. Email info@cfnm.org for more information.



#### **MISSION**

To foster genuine philanthropic partnerships by Connecting People Who Care With Causes That Matter, creating meaningful impacts and generating sustainable growth for communities.

#### YEAR FOUNDED

2002

The Box Project: Individuals and groups can volunteer to sponsor a family living in rural poverty through the Box Project Program. To learn more, visit boxproject.org.

Individual & Corporate Volunteers: If you are an individual or business looking to volunteer, contact volunteer@cfnm. org about getting placed with one of our nonprofit partners.

#### Giving Opportunities

The Community Foundation of Northwest Mississippi invites you to donate to one of our endowments, join the Friends of the Foundation annual giving program and enroll in our Legacy Society, a planned giving recognition club. We accept a variety of gifts, including cash, stock, IRA rollovers, real property, intellectual property, oil and mineral rights, insurance policies, bequests, charitable trust, cryptocurrency, as well as other complex assets.

FOR MORE INFORMATION

Stacye Trout • Director of Development • 662-449-5002 • strout@cfnm.org

**Total Grants** 

\$46,825,596

Education

\$14,236,268

Human Services

\$8,887,691

Health

\$7,774,990

Community **Development** 

\$4,997,986

Church

\$4,707,836

**Arts & Culture** 

**\$1,564,753** 

**Environment** 

\$1,052,782

Recreation, Animal Welfare, Other

\$3,603,287

# COMMUNITY FOUNDATION of Northwest Mississippi

# Connecting PEOPLE WHO GARE











# CAUSES THAT MATTER

With offices in Hernando and Clarksdale, Mississippi, the Community Foundation of Northwest Mississippi (est. in 2002 with a generous grant from the Maddox Foundation) serves 11 counties and manages over 300 donor-established charitable funds. This year, total assets topped \$49 million with \$30 million in endowments, contributing to our mission of creating community impact that lasts beyond a lifetime. Interested in joining our efforts? Call 662.449.5002 today!

**SCAN ME** 



Please visit cfnm.org or call 662.449.5002 to learn more about how we can support you in making a lasting philanthropic impact.



# SS COMMUNITY



61 N McLean Blvd, Memphis, TN 38104



901-618-7422



compassmemphis.org



facebook.com/compassmemphis



instagram.com/compassmemphis

#### TOP EXECUTIVE

#### Kristi Baird **Executive Director** kbaird@compassmemphis.org

#### **BOARD MEMBERS**

Dr. Richard Potts, Christian Brothers University -President

Marty Petrusek, Trane US - Treasurer Marty Regan, Lewis Thomason Law - Secretary Emily Greer, Greer Leadership Solutions Leslie Jones, Compass Parent Representative Teresa Sloyan, Hyde Family Foundation Dr. John Smarrelli, Christian Brothers University Bishop Emeritus J Terry Steib, Diocese of Memphis

#### AREAS SERVED

Compass Community Schools is a network of six tuition-free charter schools serving K-12 students in the urban Memphis neighborhoods of Berclair, Binghampton, Frayser, Hickory Hill, Midtown, and Orange Mound.

#### MORE ABOUT US

We are dedicated to educating the whole child by nurturing academic excellence and moral development. Our VBCE pillar (Values-Based Character Education) is central to this mission and sets us apart from other educational options. While immersed in service-learning projects, students experience the fulfillment of giving back to their communities and helping others. We have partnerships with agencies focused on social services and the environment. We want to empower our students to recognize the needs in our communities and identify ways they can be of service. In doing so, we support our students in becoming agents of change in their communities.

## **Our History**

Across the nation, schools are closing in urban neighborhoods. Compass Community Schools represent an unprecedented example of urban charter schools in Memphis opening to serve predominantly low-income students who would otherwise be left behind by the closing of neighborhood schools. In 2019, Compass opened its doors to welcome all students and diversity in all forms: cognitive, cultural, ethnic, gender, racial, residency status, and socioeconomic.

#### **Our Goals**

Following Dr. Martin Luther King Jr.'s ideal of education: "Intelligence plus character - that is the goal of true education," our vision is to provide "true education" within a supportive, joyful, and hopeful school culture to prepare all students to be positive agents of change in our communities.

## **Our Services**

Our students arrive at our schools with different needs. Compass Community Schools serves students who have physical, emotional, mental, and behavioral disabilities, students who speak English as a second language, and younger students who lack the wraparound services and academic support to establish a strong educational foundation. 8% of Compass students receive special education services (SPED). Compass Community Schools serves 121 students with an IEP. A whopping 46% of Compass students receive multi-language learner service services (MLL). Additionally, we provide free tutoring, summer programming, and aftercare for our families who would otherwise not be able to afford these services.

## Our Impact on the Community

Compass serves students who need it most. Today, the Compass Network serves over 1450 students, of which 67% are Hispanic, and 30% are African American, in the urban neighborhoods of Berclair, Binghampton, Frayser, Hickory Hill, Midtown, and Orange Mound. 51% of our students come from homes where English is not the primary language, and 63% consider their native language to be other than English. Because 95% of our families are from the urban Memphis area, and 77% are from zip codes with the lowest median household income (below \$42,100), all Compass students receive free lunch.

## **Volunteer Opportunities**

Compass is committed to creating a volunteer experience that is meaningful to our volunteers and beneficial to our students. That is why we are so excited to announce our



#### **MISSION**

Compass Community Schools' mission is to prepare students for college and life-long success by developing the whole child through a focus on academic excellence, values-based character education, and service learning in the community.

#### YEAR FOUNDED

2018

partnership with Arise2Read. You will improve literacy skills as you coach students one-on-one. One hour a week is all it takes to create meaningful connections that will change your life and the lives of your students. If you want to learn more about Compass' volunteer program, email Angela Fox at afox@compassmemphis.org.

#### Our Upcoming Fundraisers

For #GivingTuesday, Compass is raising money to increase reading proficiency by:

- Adding classroom and school libraries to support at-home reading.
- Partnering with Arise2Read to coach students in Reading.
- Training teachers in the "Science of Reading" with Memphis Literacy Institute.

Visit www.compassmemphis.org/invest

FOR MORE INFORMATION

Angela Fox • afox@compassmemphis.org





As this new year begins, we hope you will follow us on our journey and support us as we continue to increase Reading and Math scores by:

- Adding classroom and school libraries to support at-home reading.
- Partnering with Arise2Read to practice reading skills with 2nd grade students.
- Training teachers in the "Science of Reading" with **Memphis Literacy Institute.**

We must close the gap between what the state pays and what it costs to educate a child. Show the students at Compass Community Schools that they are a priority. Support education. Together, we can bring the dream of a world-class education to the students who need it most.

Level The Learning Gap. compassmemphis.org/invest



# ONCORD ACADEMY



4942 Walnut Grove Road, Memphis, TN 38117



901-682-3115



concord-academy.org





oncordacademymemphis in concordacademymemphis

#### TOP EXECUTIVE

#### Cece Palazola

**Executive Director** cpalazola@concord-academy.org

#### **BOARD MEMBERS**

Bill Ryan, Gerber Taylor Matthew Harrison, FedEx Julia Howell, Mullins UMC Liaison Millie Dunlap, Travelers Michelle Pao Levine, MOSA Asian Bistro John Littlejohn, CBIZ Barbara Price, Mercer Capital **Bud Richey** 

#### AREAS SERVED

Memphis Metro Area and all adjacent counties

#### **OUR SERVICES**

Concord Academy provides specialized education for students with learning differences, such as ADD/ADHD, Autism Spectrum Disorder, and other learning disabilities. Through individualized learning plans, academic and emotional support, and therapeutic services, we help students thrive both academically and socially. We also offer work readiness skills training, extracurricular programs, and community events that foster personal growth and a sense of belonging, ensuring every student feels valued and prepared for life beyond the classroom.

#### MORE ABOUT US

Concord Academy is dedicated to transforming the lives of students with learning differences. Our individualized approach ensures that every student is seen, heard, and supported in their journey. We pride ourselves on being a resource for families, providing not only academic support but also a community where students feel valued. Through our specialized programs and strong community partnerships, we continue to grow and adapt to meet the evolving needs of our students. Your involvement — whether as a student, volunteer, donor, or community partner helps us continue this important work.



## **Our History**

Concord Academy was founded in 1983 to serve students with diverse learning needs, helping them overcome academic, social, and emotional challenges. Over the years, we have grown into a trusted educational institution, offering specialized programs and support tailored to each student. Our commitment to creating a safe, supportive learning environment remains at the heart of everything we do.

#### **Our Goals**

Concord Academy provides a nurturing, inclusive environment for students with learning differences. Our goal is to support their academic, social, and emotional growth, helping them thrive both in school and in life. We focus on individualized learning and community involvement, empowering each student to reach their full potential.

### **Our Impact on the Community**

Our services create lasting change by helping students with learning differences thrive academically and socially, both in school and in life. We empower students to build confidence, develop life skills, and achieve personal growth, positively impacting their families and the wider community. By addressing their unique needs, we set students on a path toward success, independence, and future opportunities.



#### **MISSION**

Our mission at Concord Academy is to prepare students with learning differences for lifelong success.

#### YEAR FOUNDED

1983

## Volunteer Opportunities

Concord Academy offers a variety of volunteer opportunities, including mentoring students, assisting with school events, supporting classroom activities, and helping with fundraising and marketing efforts. Volunteers play a crucial role in enriching our students' experiences, and we welcome community members to get involved in ways that suit their time and skills. Contact us to learn more about how you can get involved.

## **Our Upcoming Fundraisers**

Chilly Chili Run for Neurodiversity: 5k and 1-Mile Fun Run -November 16th, 2024, 9am, Concord Academy campus

Blue Jean Ball Annual Gala: A formal dinner and auction to support student services - March 21, 2025, 6pm, Esplanade Banquet & Conference Center, 901 Cordova Station Ave.

FOR MORE INFORMATION

Mackenzie Goodwin • Development Director • 931-644-0814 • mgoodwin@concord-academy.org





# FAMILIES MATTER MEMPHIS/ AFIRM



2670 Union Ave. Extended Suite 607, Memphis, TN 38112



901-445-0115



familiesmattermemphis.org/afirm





#### TOP EXECUTIVE

#### **Carol Jackson Executive Director** (901) 351-1124 carol@fmmemphis.org

#### **BOARD MEMBERS**

Carol Jackson, Executive Director Pastor Aaron Campbell, Director Pastor Ricky Floyd, Director Pastor Sheila Floyd, Director Mike Harris, Director Pastor Bartholomew Orr, Director Julian Smith, Director Britton Wilkes, Director Ken Glass, Chair Wilson Moore, Treasurer

#### AREAS SERVED

Memphis and Shelby County, Tennessee

#### **OUR SERVICES**

Families Matter offers various services to strengthen families, focusing on fatherhood through the AFIRM (A Father's Involvement Really Matters) program. AFIRM helps low-income fathers build healthy relationships with their children, increase earning potential, and manage child support. In addition, Families Matter provides workshops for couples, parents, and teenagers, promoting responsible decision-making, strong family bonds, and community engagement based on biblical principles. Counseling services are also available for one-on-one support.

#### MORE ABOUT US

Families Matter AFIRM is making a difference in Memphis and Shelby County. In addition, our prevention programs in schools and with collaborating organizations assist our communities in building healthy families which then equates to building healthy communities.



## **Our History**

Founded in 2004, Families Matter addresses systemic issues in Memphis and Shelby County caused by family breakdown, which contributes to poverty and violence. Originally focused on marriage enrichment, the program has grown to include support for boys, young men, and seasoned men. Today, Families Matter promotes healthy relationships and families by educating and encouraging men to understand their roles within the family structure, helping to build stronger, more stable communities.

#### **Our Goals**

Families Matter transforms inner-city families by empowering fathers through the AFIRM program, helping them build healthier relationships with their children and improve financial stability. By addressing issues like poverty and broken family structures, we equip fathers to be engaged and responsible, fostering stronger families and revitalizing the Memphis community for the family.

#### Our Impact on the Community

The AFIRM program empowers low-income fathers in Memphis by strengthening father-child and father-mother/ caregiver relationships, improving financial stability, and helping fathers manage child support. Through parenting workshops that provide parental support and career coaching, AFIRM enables fathers to become more engaged and responsible, creating healthier families and breaking cycles of poverty for their children and the child's mother/ caregiver. This program equips fathers to be strong role models and providers, fostering lasting positive change in their families and communities.



#### **MISSION**

Families Matter's mission is to strengthen families, change lives, and transform Memphis.

#### YEAR FOUNDED

Organized in 2004. Non-profit in 2012

#### Volunteer Opportunities

Families Matter offers various volunteer opportunities, including mentoring, facilitating workshops, and supporting community events. Volunteers help deliver practical relationship skills to students, fathers, and families, strengthening communities. Additionally, you can support Families Matter through donations on our Network for Good page or by shopping via Amazon Smile, where 0.5% of your purchase goes to Families Matter Inc. If you know a father who could benefit from the A Father's Involvement Really Matters (AFIRM) program, encourage him to join and receive valuable coaching and support.

## Our Upcoming Fundraisers

Families Matter's revenue is sourced from local foundations, charities, individual donors, church ministries, and support from the State of Tennessee.

Annual fundraiser: Collaborate and Celebrate, which is usually held in April. In 2024, this event took place in June.

FOR MORE INFORMATION

Carol Jackson • Executive Director, • 901-351-1124 • carol@fmmemphis.org

FAMILIES MATTER, INC.

**Families Matter Memphis:** An organization that's been around for many years.



# **Empowering** DADS.

# **Empowering** FAMILIES.

Visit www.familiesmattermemphis.org/afirm

For more information, call 901.445.0115 or **Executive Director Carol Jackson, 901.351.1124** 

This project is funded under a grant contract by the state of Tennessee.

# veservices GIVE SERVICES



580 Tillman St. Suite #5, Memphis, TN 38112



901-462-9976



giveservicesco.com



give-clean-janitorial-services



givethreadsco

#### TOP EXECUTIVE

**Danny Song** danny@giveservicesco.com

#### **BOARD MEMBERS**

Joe Williams, Founder & Owner, Give Services Dan Butler, Founder, 98 Ventures, LLC Elliot Cunningham, Endeavor Equity Partners Anonymous Investors (2)

#### AREAS SERVED

Memphis, Nashville, Dallas, East Texas, Austin, Mississippi

#### **OUR SERVICES**

Give Clean provides full-service commercial cleaning services to offices, churches, schools, and medical facilities. Providing both day porter and night cleaning services, as well as special projects such as post-construction clean up and floor services, Give Clean ensures the space of an organization represents its values to its constituents.

Give Threads provides custom apparel in the form of custom t-shirts, hats, outerwear, and other products to help businesses, schools, and organizations expand their brand awareness and team unity. Through an in-house design team, we consult with our clients to ensure their products represent their brand and values to their customers, students, donors, and partners.



## **Our History**

Agape North was founded in 2010 by our Founder Joe Williams. With his background in medical device sales, Joe sought to build a business with giving back at its core. Agape North was founded as a custom t-shirt company, so he could use the proceeds to give to causes in his community. Eventually that mission grew and the company started Give Clean in 2018, with the same heart but to increase the giving impact through commercial cleaning. Over the years, the companies joined under the Give Services names into Give Clean and Give Threads.

#### **Our Goals**

The companies of Give Services - Give Threads and Give Clean - exist to use our business, skills, and expertise in order to have a positive impact in our community and our world through giving.

We give 10% of all profits toward causes aimed at improving health and educational outcomes of children both locally in the communities in which we serve as well as abroad in countries like Uganda, Cambodia, Pakistan, and Argentina.

## **Our Impact on the Community**

We seek to SERVE - Spark Joy, Exceed Expectations, Return the Cart, Value the Person, and Enable the Mission. We partner with individuals and businesses who want to turn their line items of apparel and cleaning into missional impacts through our giving.



#### **MISSION**

The companies of Give Services enhance the lives of individuals and communities by providing exceptional customer experience and highquality products through a team committed to giving and serving.

#### YEAR FOUNDED

2010

## Volunteer Opportunities

Individuals can directly engage with our funding partners, in addition to joining us in short-term mission trips to our partner communities across the world to serve our partners and share our love and service wherever we can reach.

Much of our giving is directed through the Lionheart Foundation, which has its own board of directors who deliberate our giving strategy toward our mission and values.

## **Our Upcoming Fundraisers**

Contact us to learn more about our partner organizations or visit our website at lionheartgrant.org to learn more about opportunities to give and serve with us!

FOR MORE INFORMATION

Danny Song • CEO • danny@giveservicesco.com





# FATER MEMPHI



7136 Winchester Rd. Memphis, TN 38125



901-761-4771



memphishabitat.com



@memphishabitat



@memphishabitat

#### TOP EXECUTIVE

Dwayne Spencer, MPA President & CEO dspencer@memphishabitat.com

#### **BOARD MEMBERS**

Chair - Gerre Currie (Financial Federal) Vice Chair - Jerome Franklin (Solutions Wealth Management) Member-At-Large – Kathy Fellenstien (Sedgwick Claims Management Services, Inc.) Treasurer - Austin Burress (Cadence Bank) Louis Brownlee (Memphis Police Department) Maurice Butler (Simmons Bank) Joseph Ford Canale (City of Memphis, Canale Funeral) Brie Carere (FedEx) Michael Fulton (MSCAA) Derna Greenberg (MiTecho, Inc) Pat Lichterman (Crye-Leike) Jennifer Mason (Bank of Bartlett) Denise McCullough (AutoZone) David Middleton (Golden Gate Cathedral) Aarthi Rodriguez (Kruger Products) Paul Scott (International Paper)

#### AREAS SERVED

Ron Smith (First Horizon)

Alex Turley (Henry Turley Company)

Lucinda Williams (Hilton Corporation)

Bill Stemmler (Retired)

Makita Surgeon (Nike)

Habitat for Humanity of Greater Memphis serves Shelby and Fayette counties in Tennessee.

#### MORE ABOUT US

Building the 901. In the 901. For the 901. Since 1983.

We are Habitat for Humanity of Greater Memphis, but you can call us Memphis Habitat. We serve the 901 and welcome everyone to join us in our mission. Together we can build strength, stability and selfreliance through shelter. Memphis Habitat believes everyone in the 901 deserves a decent place to live, and we won't stop until they do.

#### **Our History**

In 1983, Habitat for Humanity of Greater Memphis was founded by volunteers who were concerned that too many of their neighbors lacked the opportunity to buy affordable, quality homes. Since our inception, Memphis Habitat has helped more than 600 homebuyers secure affordable mortgages and completed no-cost rehabilitation and home modification projects for more than 1,300 local homeowners. Now, Memphis Habitat is a leader among Habitat affiliates across the country.

#### **Our Goals**

Over the next five years, Memphis Habitat plans to build 150 homes to be sold via affordable mortgages to local first-time, low-to-moderate income homebuyers and repair 1,250 homes for older adults to help maintain their independence. We also want to further solidify our organizational stability by creating a foundation that ensures we're here to serve the community until everyone in the 901 has a decent place to live.

#### **Our Services**

Homebuying/Homebuilding - Interest rates can hinder lowto-moderate-income earners from qualifying for traditional mortgages. Habitat offers no-interest mortgages, which makes homeownership accessible to more Memphians.

Aging In Place - Nearly 7,900 older Shelby County residents need mobility improvements and home repairs. One in four local seniors can't afford to make these improvements. Memphis Habitat's Aging In Place program provides older homeowners with free accessibility modifications, safety interventions, and critical structural repairs.

#### Our Impact on the Community

Memphis Habitat has a proven commitment to expanding access to decent and affordable homeownership in the 901 and also provides free home repairs and modifications to older homeowners. We activate vacant properties by building homes and generating property taxes, employ nearly 100 staff members and contribute more than \$18 million to our local economy annually. Since 1983, Memphis Habitat has contributed over \$366 million to our community.

#### Volunteer Opportunities

Volunteers can build homes with Memphis Habitat or volunteer at our two ReStore locations. Habitat volunteers can become "Green Hats" or "Blue Hats" and lead other volunteer groups. We also encourage volunteers to share their expertise during our financial literacy classes, join our Board of Directors, or contribute to a volunteer committee. To



#### **MISSION**

Seeking to put God's love into action, Habitat for Humanity brings people together to build homes, communities, and hope.

#### YEAR FOUNDED

1983

learn more or to sign up and volunteer, visit memphishabitat. com/volunteer.

#### **Our Upcoming Fundraisers**

State of the Agency, November 21, 2024, Crosstown Theater - State of the Agency will feature performances from the Blues City Cultural Center. We'll share the annual impact and raise funds to support future work.

Women Build, Spring 2025 - This is an inspirational event and build, featuring a motivational special guest speaker. Sponsorships, tables, and tickets will be available soon.

Building Connection, Dates/Locations TBA - Building Connection is a series focused on conversations that highlight housing's connection to broader community well-being. It supports Habitat's commitment to closing the Black homeownership gap and achieving equity in housing.

FOR MORE INFORMATION

Latoria "Tori" Taylor, MBA • Vice President of Philanthropy • 901-322-3526 • ttaylor@memphishabitat.com





# **Framing** the Future

For over 40 years, volunteers and donors have worked with us to help local families and individuals build or improve the places they call home. When you volunteer with Memphis Habitat, you'll gain valuable skills, make new friends, and ensure everyone in the 901 has a decent place to live.

#### **Everyone can make a difference:**



#### **VOLUNTEER**

**Build homes or volunteer at our** ReStore as a team or individual.



#### DONATE

Support our mission of building quality, affording housing.

Help us frame the future of Greater Memphis by building homes, volunteering in our ReStore, or making a donation online.







in cumulative impact since 1983



### HOPEWORKS



3337 Summer Ave., Memphis, TN 38122



901-272-3700



whyhopeworks.org







#### TOP EXECUTIVE

#### Ron Wade

**Executive Director** rwade@whyhopeworks.org

#### **BOARD MEMBERS**

Brett Curtis, FedEx, retired Brenda Garner, LPN retired Beverly Lattimore, MPACT Strategic Consulting Edward Wildrick, Raymond James Michael Maxwell, Fogelman Management Group Patrick Parson, U.S. Air Force Robert Beckett, Heubel Shaw

#### AREAS SERVED

Memphis, Shelby County

#### **Our History**

36 years ago a group of area churches came together to support the homeless population, which gave birth to a Life Skills Lab. That soft skills program became the bedrock for HopeWorks (branded and received 501-c3 status in 1988).

#### Significant milestones

2016: Invited to bring programming behind bars at Shelby **County Division of Corrections** 

2016: Awarded with a grant from TN Department of Labor & Workforce to provide HiSET preparation and testing

2021: Certified as a Best Christian Workplace

2023: Recognized as a Poverty Fighting Organization by Slingshot Memphis

#### **Our Goals**

Our goal is to empower Memphians with work and hope in Jesus Christ to eliminate poverty.

#### **Our Services**

- Adult Education, HiSET preparation and testing
- Adult English as a Second Language classes
- Career coaching
- Workforce development, job placement assistance
- Case management, client advocacy
- Counseling and substance abuse recovery
- Soft and hard skill training for justice-involved at SCDC
- ReEntry services, Transitional housing for justice-involved

#### Our Impact on the Community

Hundreds of adults achieve their high school equivalency diplomas annually, which, according to the state of TN is valued at a \$6,000 income increase per person.

Non-native English speakers improve their English providing them with better social and economic opportunites.

Individuals with justice-involvement are given the support and help to eliminate barriers that prevent them from getting transportation, housing and jobs.

Individuals coming from generational poverty are learning the personal skills to launch into the vocational world.



#### **MISSION**

HopeWorks provides hope in Jesus Christ and opportunities for sustainable work through education and lifelong services.

#### YEAR FOUNDED

1988

#### Volunteer Opportunities

- Mentor and Faith Encourager roles (individual)
- Meal service (group and individual)
- Tutor, Language helper (individual)
- Monthly worship facilitator (group)

#### **Our Upcoming Fundraisers**

Staging Hope - Playhouse on the Square production of The Wizard of Oz, November 23

A Morning of Hope - Annual Breakfast, April 2025 TBD

HopeWorks Golf Classic - 30th Annual golf tournament, Fall 2025 TBD

FOR MORE INFORMATION

Louise Koonce • Director of Development & Marketing • 901-272-3700 x.120 • Ikoonce@whyhopeworks.org

# **H**PEWORKS

**BUILDING A BETTER MEMPHIS FOR OVER 35 YEARS** 





From July'23 to June'24

Memphians have received life-enhancing skills across all HopeWorks programs



From our Adult **Education program** 

**Egivalency Diplomas** earned



With our Workforce Specialists

people went to work earning a sustainable income



With our work in **Corrections and ReEntry** 

compared to the national 63%

HopeWorks provides HOPE in Jesus Christ and opportunities for sustainable WORK through education and lifelong services.



# THE HUMANE SOCIETY



935 Farm Road, Memphis, TN 38134



901-937-3900



memphishumane.org







#### TOP EXECUTIVE

Ellen Zahariadis **Executive Director** ellen@memphishumane.org

#### **BOARD MEMBERS**

Anna Mullins Ellis, New Memphis Jerri Green, Shelby County Government, Office of Mayor Lee Harris, Memphis City Council District 2 Kristin Harris, FedEx Cecelia Thomason, Terminix Jani Rad, Public Health Analyst, Podcaster Wendy Cooper Kelly, Looney Ricks Kiss Susan Graham, Wolf River Conservancy Dante Lizza, Bass, Berry & Sims PLC Ryan Spickard, Spickard Law PLC Duane Anthony, KPMG David Faasse, Animal Welfare Advocate Katie Mars, Pretty Useful Co.

#### AREAS SERVED

Memphis and Shelby County

#### **Our History**

HSMSC began in 1933, offering shelter to stray dogs. Under Ms. Adele K. Orgill's leadership in the 1940s, we expanded, providing veterinary care and rehoming animals. Our first facility opened in the 1970s, with our new location near Shelby Farms built in 2007. We've since launched a low-cost community veterinary clinic, pet food pantry, and a low-cost dog training program for the community.

#### **Our Goals**

The Humane Society of Memphis & Shelby County is dedicated to improving life for both animals and humans. We offer affordable spay/neuter surgeries, vaccines, low-cost training, a free pet food pantry, and more to keep pets healthy and in loving homes. By rescuing animals, facilitating adoptions, and supporting pet owners, we aim to reduce the number of unwanted animals in shelters and on the streets, while fostering better companionship between people and their pets.

#### **Our Services**

HSMSC has been a lifeline for Shelby County pet owners, offering affordable services like the low-cost community vet clinic, free pet food pantry, adoptions, and community outreach programs. Our efforts, including the new Pawsitive Dog Training Program with the Shelby County Department of Corrections, benefit animals and neighborhoods by reducing stray populations and preventing disease.

#### **Our Impact on the Community**

Our services improve lives for animals and the people who love them. We offer financial relief to pet owners who may have to make a choice between paying for vet care and paying for their own medical bills, or between feeding their pet and buying groceries. Our vaccine programs support a healthier community by reducing the spread of diseases like rabies, which can be communicable to humans. Our affordable spay and neuter surgeries lead to a reduction of stray and unwanted dogs and cats on the streets, which decrease quality of life for residents.

#### **Volunteer Opportunities**

The Humane Society of Memphis & Shelby County offers volunteer roles that include dog and cat socialization, foster field trips, and general support (event help, photography, and administrative needs). Corporate groups can also volunteer for team-building activities. These opportunities help improve the lives of shelter animals awaiting adoption.



#### **MISSION**

As an independent, non-governmental nonprofit, the mission of the Humane Society of Memphis & Shelby County (HSMSC) is to save the lives of animals that have been injured, abused, and neglected, to prevent animal cruelty, and to enrich the human experience through animal companionship.

#### YEAR FOUNDED

1933

#### **Our Upcoming Fundraisers**

The Fast and the Furriest 5K - March 15, 2025

Paw Prints Party - September 27, 2025

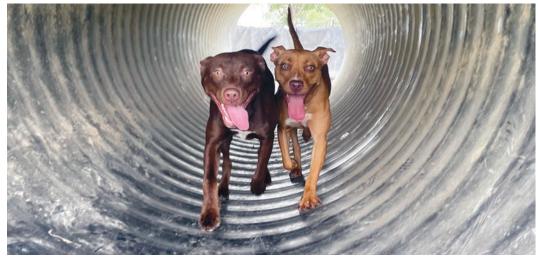
#### More About Us

As of September 30, 2024, we have:

- Received 4167 intake requests
- Taken in 690 animals
- Adopted out 601 animals
- Maintained a live release rate of 95%
- Spayed or neutered 796 animals
- Provided exams to 1274 animals

FOR MORE INFORMATION

Suzanne Cantwell • Director of Development • 901-937-3902 • scantwell@memphishumane.org

















### We believe in second chances.

The mission of the Humane Society of Memphis & Shelby County is to save the lives of animals that have been injured, abused, and neglected, to prevent animal cruelty, and to enrich the human experience through animal companionship.

Between January 1, 2023 and July 31, 2024, we:



Took in 1,366 cats and dogs from the public, other shelters and rescues.



Adopted, returned, transferred or transported 1,310 dogs and cats.



Spayed or neutered 1,639 owned pets and shelter dogs and cats.



Provided 8,071 medical exams and treatments to publicly owned pets and shelter animals.



Administered nearly 8,000 vaccines.



Distributed over 56,678 pounds of pet food to the public and local rescue groups

(901) 937-3900 | memphishumane.org









### INTERNATIONAL PAPER



6400 Poplar Avenue Memphis TN 38197



901-419-9000



internationalpaper.com





#### TOP EXECUTIVE

Andy Silvernail Chairman and CEO

#### **Our History**

Building on more than 125 years of manufacturing expertise, we help businesses explore their next fiber-based solution.

As a world-leading producer of fiber-based products, we transform renewable resources into products people depend on every day. We create packaging solutions that protect and promote goods, enable worldwide commerce and help keep consumers safe. We produce renewable basic materials such as pulp for diapers, tissue and other personal care products. And we deliver circular solutions that enable recycling, reduce waste and build a better future for our planet.

IP is committed to building a better future for people and the planet, and we're taking action through our Vision 2030. As part of our commitment to Thriving People and Communities, the company has donated more than \$195 million to charitable organizations since 2010.

#### **Our Goals**

Our global team is committed to:

- Strengthening our people and the communities where we live and work
- Using all resources responsibly and efficiently
- Ensuring our businesses are safe, successful and sustainable for generations to come

#### **Our Services**

We mobilize our people, products and resources to address critical needs in the communities where our employees live and work.

Our Vision 2030 target challenges us to improve the lives of 100 million people by decade's end through initiatives that address unmet basic needs. To deliver on that promise, we engage our employees and partners across four signature areas: education, hunger, health & wellness and disaster relief.

Through a combination of locally driven support, grant funding and national and global collaborations, we work together to address basic needs, provide access and fill gaps that enable people to build stronger, more resilient

To track, measure and analyze our impact, we team up with our nonprofit partners to employ standardized metrics and reporting that quantify the number of lives improved through our volunteers and contributions.

#### **MISSION**

Together with our customers, we make the world safer, healthier and more productive, one sustainable packaging solution at a time.

#### YEAR FOUNDED

1898

#### Our Impact on the Community

In 2023, International Paper contributed nearly \$20 million worldwide to support charitable organizations aligned with our signature causes, positively impacting more than 10 million people.

We support initiatives to address our signature causes – education, hunger, and health and wellness. Our focus on education brought together IP volunteers to Coleman Elementary and Winridge Elementary to Read for the Record. Over 500 books were distributed to these schools. Volunteers also engaged with the students during story time.

Our award-winning period poverty program, Fighting Period Poverty in Our Communities, continues to provide period care kits containing supplies for women and girls who have no access to these products.

In 2023, the program expanded so it is now operating in nine countries across all businesses. IP hosted 60 period care packing events providing 30,000 period care kits to people across the world.

#### Volunteer Opportunities

In 2023, our Day of Caring in Memphis was our largest inperson event since the pandemic with 402 employees and seven non-profits participating.

FOR MORE INFORMATION

Dynisha Woods • Manager, Community Engagement • 901-496-2454 • communityengagement@ipaper.com

# International Paper



Food banks around the world need our help now more than ever. Last year alone we donated more than 195,000 boxes and \$1.2 million to support Feeding America, The Global FoodBanking Network and food banks that impacted over 12 million people in our communities.

> Please take action with us by giving today. #HelpFillTheBoxes







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# EWISH FOUNDATION



6560 Poplar Avenue, Suite B, Memphis, TN 38138



901-374-0400



jcpmemphis.org/foundation



JFOMemphis

#### TOP EXECUTIVE

Laura K. Linder President and CEO llinder@jcpmemphis.org

#### **BOARD MEMBERS**

Pace Cooper, Chair Jason Salomon, Past Chair Cindy Finestone, Secretary Lawson Arney, Vice Chair Finance Elkan Scheidt. Vice Chair Investment Laurie Meskin, Chair Appointee Judy Bookman Jay Cohen Aileen Cooper Jonathan Epstein Rick Fogelman Marlene Gerson Elliot Kiersky Reed Landau Ron Lazarov **Emily Lennon** Alla Olswanger-Lubin Anthony Morrison Wendy Rotter Judy Royal Sally Rosenberg Stacy Sanderson

#### AREAS SERVED

Jeff Wallace

Jewish Foundation of Memphis (JFOM) serves the philanthropic needs of Memphis Jewish families, whose grant making supports hundreds of charities locally and globally.

#### **OUR SERVICES**

The Jewish Foundation of Memphis (JFOM) proudly serves as the primary philanthropic resource for Jewish families and their financial advisors. JFOM's professional staff has expertise in all forms of charitable giving, from cash and securities to gifts of collectibles and privately held stock. Through its myriad of fund options and robust investment platform, JFOM has grown to serve 500 donor families of all levels and grants in excess of \$15 million annually.

#### JFOM offers charitable giving solutions for donors at all levels.

- Donor Advised Funds: Through its Donor Advised Fund (DAF) program, JFOM offers donors a streamlined and efficient way to manage their charitable giving. With a minimum of \$5,000 donors can open a DAF, choose its name, recommend an investment strategy, and manage all transactions online.
- Agency Funds: JFOM provides fiscal oversight and grants management for several Memphis area nonprofits. The non-profit maintains ownership of the assets and has access to JFOM's robust investment platform.
- Family Foundations: Creating a Family Foundation under the tax-exempt umbrella of JFOM provides an ideal structure for families wishing to perpetuate family values, involve future generations and formalize their charitable giving. Each Family Foundation has its own unique tax ID number, its own board of directors, and receives personalized charitable planning services from JFOM staff.
- Designated Endowment Funds: Many donors turn to JFOM after the loss of a loved one to sustain a particular program or organization that has been especially meaningful to them. Through establishing a Designated Endowment Fund, donors can define the Fund's purpose, create a spending policy, and articulate an impactful vision.

#### **INVESTMENT PLATFORM**

JFOM has a robust investment platform with diverse offerings, allowing its fund holders and agency partners to choose the strategy that aligns with their goals. An Investment Committee, made up of experienced community professionals, meets quarterly to evaluate its managers, ensure adherence to investment policies, and review performance. Donors with funds exceeding \$500,000 may utilize their own investment advisor.

#### PROFESSIONAL ADVISORY GROUP

JFOM maintains a Professional Advisory Group (PAG) of 100+ members. Made up of Memphis area legal and financial professionals, JFOM's PAG members commit to including charitable giving in their work with clients and to call upon JFOM when appropriate. Contact Larry Schaffer at lschaffer@jcpmemphis.org for more info on joining JFOM's PAG.

#### **MISSION**

The mission of the Jewish Foundation of Memphis is to encourage charitable giving, support partner agency endowment development, and build and sustain a vibrant Jewish community.

#### YEAR FOUNDED

1995

#### **WAYS TO GIVE**

In addition to cash, JFOM is experienced in accepting securities and other readily marketable assets.

- Securities Appreciated assets that have been held for more than one year can be a tax-efficient way to make charitable gifts. JFOM has accounts set up at most local brokerage firms and can easily accept stock transfers.
- Collectibles such as art, coins, gold, silver or other items of value shouldn't be overlooked when considering charitable gifts. The tax deduction will vary depending on the circumstances of the gift.
- Real estate can also make an ideal charitable gift. Through JFM Realty, Inc. (a non-profit established to accept charitable gifts of real estate) JFOM professionals are experienced in facilitating gifts of homes, rental property, vacant land and commercial real estate.
- Life Income Gifts Charitable remainder trusts provide income to the donor for life or a term of years with the remainder distributed by a trustee to a qualified charity including a donor advised fund at JFOM.
- Life Insurance Donors may purchase a new policy, with his/ her charity of choice as the owner and beneficiary. Current charitable deductions may be realized when premium payments are made. Donors may also name a charitable organization as the beneficiary of an existing policy.
- Privately Held Stock If your business is structured as an S corporation, consider gifting your S corp stock to fund your charitable interests.
- Retirement Assets Donors may name charitable organizations as full or partial beneficiaries of retirement assets.

FOR MORE INFORMATION

Sheri Gadberry • EVP and Senior Philanthropic Officer • sgadberry@jcpmemphis.org • 901-374-0400

### **Jewish Foundation of Memphis Professional Advisory Group**

### Partners in Inspiring Philanthropy



C. Michael Adams Robert Alvarez Lawson Arnev **Edward Autry** Olen Bailey, Jr. Scott Barron Gregg Beeber Scott Bendure Garrett Bizzell Sanford Blockman Robert Blumenthal Larry Bray Becky Bridgmon Larry Bryan Andrew Buzan Tucker Carr Renee Castle Christopher J. Coats Liz Coleman Harvey Cook Phillip Cook Bradlev W. Crawford Caren Creason **Bob Cremerius David Cremerius** Carlisle Dale

Matthew Davidoff Jon Paul Davis Judith Denham Jimmy Dickey Bart Ehrenkranz Marcus Esposito Shep Fargotstein Fric Fountain David Franks Katina Gaines Loring Gearhardt Jonathan Gerber Selwyn Gerber T. Lee Gibson **Fd Gillentine** James S. Gilliland, Jr. Michael Glaser Spencer Glaser Jason Goldstein Samuel Graham David Greenberg Harvey Green Chasity Grice Lauran Guijarro Sarah Haizlip

Sharon Hammer Jay Healy Christina Hester William Howard, Jr. Teresa Hurst Jim Isaacs E. Charles Jalenak Zach Jaworski Lindsay Jones Josh Kahane Mark Kaplan Marty Kelman Elliot Kiersky Milton Knowlton Mitchell Lansky Susan Lattimore Mark Lauber John Laughlin Ronald Lazarov **Brook Lester** Don Levy Hal Lewis Howard Manis R. Daniel Mansberg Kenneth Marston, Jr. Michael Matthews Steve McCleskey

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Richard Scharff J. L. Schifani Keith Schmitt David Scully Peter Shea Kim Sheley Robert Smithwick Gene Stallings Michael Stein Frederick Stukenborg **Garrett Surles** Doug Sweet Alex Thompson Blanchard Tual Wendy VanCleve Benjamin Wachtel David Waddell Dan Walker Joseph Walker David Warlick Kevin Wells Abby Wilson P. Preston Wilson Bert Wolf Laura Wong Mike Wood

We are grateful for your trust and partnership and thankful for the work you do in Memphis.

To join our Professional Advisory Group, contact lschaffer@jcpmemphis.org or call 901-654-2151.

#### KIPP: MEMPHIS PUBLIC SCHOOLS

# KIPP MEMPHIS



2670 Union Avenue Extended, Suite 1100, Memphis, TN 38112 901-452-2682





kippmemphis.org





#### TOP EXECUTIVE

#### Dr. Antonio Burt Chief Executive Officer aburt@kippmemphis.org

#### **BOARD MEMBERS**

Dr. Lin Johnson III, Chair TNTP - Chief Strategy, Growth, Finance Officer Roquel Crutcher, Vice Chair

Common Future - Dir. Strategy, Advocacy & Impact Jane Maina, Secretary

KIPP Memphis parent

Alfred Anderson, Operations/Facilities Committee Chair Founder - Lambs & Ivy Schools

Desiree Lyles Wallace, Academic Excellence Committee Chair

Agape - Chief Human Resources officer

Mikara Davis, Finance Committee Chair

Founder - Educational Equity for All

Dorsey Hopson, Member

City Fund - Partner

Dr. Laritha Sweet, Member Baptist Health Sciences/Nursing - Associate Professor

#### AREAS SERVED

Memphis and Shelby County

#### MORE ABOUT US

Through various partnerships and investments, KIPPsters are better equipped with the skills and knowledge to excel and are prepared for success in college and career. Join us in building a brighter future, where our scholars are exposed to life-changing opportunities and pathways in STEM industries!

#### **Our History**

KIPP Memphis is part of the nation's largest Charter school network - KIPP (Knowledge Is Power Program) Public Schools, known for its commitment to excellence in education and its focus on underserved communities. Since inception, we have been dedicated to providing a high-quality education that prepares our young people for college, careers and beyond. With a focus on academic rigor and character development, KIPP Memphis has grown to serve thousands of students across the city, contributing to the educational landscape and community development.

#### **Our Goals**

Our five strategic priorities-rigorous instruction, college/ career readiness, affirming school culture, engaged families/ community, and organizational coherence-drive our commitment to student success. By fostering excellence in education, creating pathways for future achievement, and building strong partnerships, we ensure that every student thrives. Together with stakeholders, we are shaping a brighter future, supporting students to become leaders and innovators, while aligning resources for sustained impact and growth in our community.

#### **Our Services**

KIPP Memphis serves the community by offering rigorous academic instruction that promotes intellectual curiosity and lifelong success. Our character development programs build resilience, empathy, and leadership, empowering students to give back to their communities. We actively engage families and local organizations, creating a supportive network that extends beyond the classroom. With diverse extracurriculars, college and career readiness programs, and a cutting-edge STEM Center of Excellence. we ensure students thrive academically and contribute meaningfully to society.

#### Our Impact on the Community

For over 20 years, KIPP Memphis has provided historically underserved communities with access to a free, high-quality public education. In today's world, where educational equity is essential, we are committed to shaping future leaders who drive positive change. Our students gain the skills to excel in higher education and careers, making meaningful contributions to society. KIPP's impact is reflected in the achievements of our alumni, who embody our mission of academic excellence and character development.

#### **Volunteer Opportunities**

Shape the future by becoming a lunch buddy, offering classroom support, or assisting with after-school activities. Visit kippmemphis.org/support-kipp-memphis to volunteer.



#### **MISSION**

Together with families and communities, we create joyful, academically excellent schools that prepare students with the skills and confidence they need to pursue the paths they choose college, career, and beyond - so they can lead fulfilling lives and build a more just world.

#### YEAR FOUNDED

2002

Donate: Your tax-deductible gift supports KIPP Memphis Public Schools. To donate by mail, send checks to KIPP Memphis Public Schools, Attn: Fundraising, 2670 Union Avenue Extended, Suite 1100, Memphis TN 38112.

For online donations, visit www.kippmemphis.org and click "donate."

#### Our Upcoming Fundraisers

Help Build a Brighter Future!

Kicks with KIPP Memphis Annual Benefit - March 27, 2025 This year's event continues to support post-secondary readiness and the renovation of our aging Howell Avenue Campus gym, utilized by our middle and high schools.

Through various activities and events, this upgraded space will promote physical health, teamwork, and leadership key skills for college and career success.

FOR MORE INFORMATION

KIPP Memphis Communications • 901-261-7594 • comms@kippmemphis.org



BE THE CHANGE

Invest in KIPP Memphis today and help shape the future of our next generation of leaders, innovators, and change-makers!

#### **KIPP Memphis Collegiate Elementary**

- 2023 Level 5 & Reward school
- Grades K-5
- STEM
- College and Career Readiness
- Extracurriculars
- Student Interest Clubs
- Sports

#### KIPP Memphis Collegiate Middle

- 2023 Level 5 & Reward School
- Grades 6-8
- STEM
- College and Career Readiness
- Extracurriculars
- Student Interest Clubs
- Interscholastic Athletics

#### **KIPP Memphis** Collegiate High

- KIPP Forward (support toand-through college)
- Grades 9-12
- STEM Labs Center
- Career certifications
- Dual Enrollment college credits
- Extracurriculars
- Interscholastic Athletics

Partner with Us

Volunteer

Donate

Sponsor a School

Invest in an Initiative

#### JOIN OUR COMMUNITY OF SUPPORT











Horace Mann





Scruggs Family & Friends SCHOLARSHIP





















www.kippmemphis.org/support-kipp-memphis

TOGETHER, A FUTURE WITHOUT LIMITS



# N'S HOSPITAL



P.O. Box 41847, Memphis, TN 38174



901-287-6308



lebonheur.org





#### TOP EXECUTIVE

Trey Eubanks, MD, FACS President Surgeon-in-Chief Trey.Eubanks@lebonheur.org

#### AREAS SERVED

Each year, Le Bonheur treats more than 500,000 children throughout Memphis, West Tennessee, North Mississippi and Northeast Arkansas in the hospital, regional clinics and through community programs where they live.

#### **OUR SERVICES**

We believe we have a responsibility to partner with our community to promote and protect health and well-being. We are committed to providing evidence-based services and best practices for children and families and working with community partners to improve health. We have more than 30 community programs, 250 staff working in the community and 500+ community partners.



#### **Our History**

Le Bonheur Children's Hospital was founded by Le Bonheur Club and opened June 15, 1952. Le Bonheur Club President Mrs. Howard Pritchard said at the opening, "The doors of Le Bonheur will never be found closed and will forever hereafter be open to those who come in need, seeking its help."

#### **Our Goals**

- Strengthen Le Bonheur's role in pediatric medicine by recruiting and retaining leaders in pediatrics.
- Address pediatric health issues unique to Memphis and the region.
- Address environmental factors that contribute to poor pediatric health.
- Continue searching for new scientific breakthroughs and discoveries that improve how we care for children.

#### Our Impact on the Community

Recognized among the nation's "Best Children's Hospitals" by U.S. News & World Report for 14 consecutive years, Le Bonheur is always on the side of children, advocating on their behalf so we can provide them with the care they need. From the ordinary bumps and sniffles of childhood to its most life-altering extremes, Le Bonheur Children's is here.

#### **Volunteer Opportunities**

We offer a variety of opportunities for individuals, groups, high school and college students to volunteer or shadow at Le Bonheur. Visit our website or please email us at Ibvolunteers@lebonheur.org to inquire about current opportunities.



#### **MISSION**

Le Bonheur is committed to doing what is best for children by helping them live safe and healthy lives.

#### YEAR FOUNDED

1952

#### **Our Upcoming Fundraisers**

Gurus of Golf - August 2025 - Memphis, TN - This event gives amateurs an opportunity to learn from and play with a Top 50 Golf Digest or Top 100 Golf Magazine teaching professional.

Pumpkin Run 5K - October 2025 - Memphis, Tupelo and Jackson - The races promise to be a spooktacular event that will be fun for the whole family. The 5K course is perfect for runners and walkers of all abilities.

Enchanted Forest - November - December 2025, Annual Event | Museum of Science and History - Pink Palace, 3050 Central Avenue, Memphis, TN 38111 - Children of all ages will be charmed by the animated characters set in the magical snowy setting of The Enchanted Forest.

FOR MORE INFORMATION

Maureen O'Connor • Vice President for Institutional Advancement • maureen.oconnor@lebonheur.org

# The Gift of Giving



Each year, more than 500,000 children seek life-changing care at Le Bonheur Children's Hospital and our regional clinics. Our dedicated team of pediatric experts are always ready to care for them, thanks to the gifts from our community of heroes.

Thank you for helping make Le Bonheur the best place for kids, always.

Please visit lebonheur.org/givetoday to donate or call 901-287-6308 to learn how you can help.





# LeMoyne-Owen LEMOYNE-OWEN COLLEGE



807 Walker Ave



901-435-1000







#### TOP EXECUTIVE

Dr. Christopher B. Davis President kimberly\_monday@loc.edu

#### **BOARD MEMBERS**

Mrs. Vanecia Kimbrow, Board Chair Mr. Jason H. Berger, First Vice Chair

Mrs. Katherine Cannon "KC" Warren Second Vice Chair and Chair, Institutional Advancement Committee

Mrs. Sharon Devine Harris, PHR, SHRM-CP, Secretary

Mrs. Miska Clay Bibbs

Mr. Byron Cole, Chair Technology Committee Mr. Myke Collins, Chair Academic & Student Affairs

Committee Dr. Deborah Harmon Hines

Dr. Marlon King, Chairman Academic and Student Affairs Committee

Rev. Dr. William Ladd

Dr. Sandra Madubuonwu

Mr. Michael Scarbrough

Dr. Haywood Strickland

Mr. Victor Walker Chairman, Finance Committee

Dr. Sonja B. Williams

Ms. Patricia Covington, Immediate Past Board Chair & Chair of Leadership & Governance

#### AREAS SERVED

Memphis and the Mid-South

#### **OUR SERVICES**

LeMoyne-Owen College provides a range of services to the Memphis community, including high-quality education focused on leadership, service, and academic excellence. We offer programs that prepare students for successful careers and civic engagement, with an emphasis on social responsibility. The college also engages in partnerships with local businesses, schools, and organizations to foster economic growth and community development. Our campus serves as a hub for cultural enrichment, hosting events, workshops, and programs that benefit both students and community members. Through these initiatives, we aim to uplift and empower the Memphis community.

#### **Our History**

LeMoyne-Owen College traces its roots to 1862, when Lucinda Humphrey, commissioned by the American Missionary Association (AMA), opened a school for freedmen near Memphis. The AMA formally established LeMoyne Normal and Commercial School in 1871, supported by Dr. Francis Julius LeMoyne, and dedicated to practical education for all, regardless of background. LeMoyne evolved over the decades, launching Memphis's first secondary school for African Americans in 1901 and transitioning to a four-year college in the 1930s. In 1968, it merged with S.A. Owen Junior College, forming LeMoyne-Owen College, a historically Black liberal arts institution with deep community roots and a commitment to educational equity.

#### **Our Goals**

Our Vision is to be an exemplary historically black college providing an excellent liberal arts education that transforms urban students, institutions and communities.

#### Our Impact on the Community

LeMoyne-Owen College's services have a transformative impact on the Memphis community by fostering educational advancement, economic empowerment, and social mobility. Through our academic programs, we equip students with the skills and knowledge needed to thrive in the workforce, many of whom become leaders and change-makers within the city. Our community partnerships drive local business development, while our cultural and service initiatives promote civic engagement and social equity. By empowering students and collaborating with community organizations, we contribute to the overall growth and revitalization of Memphis, particularly in historically underserved areas.

#### Volunteer Opportunities

LeMoyne-Owen College offers a variety of volunteer opportunities for both students and community members to make a meaningful impact. Volunteers can participate in tutoring and mentoring local youth through our educational outreach programs, assist with community events hosted on campus, and engage in service projects that address critical needs in Memphis, such as food drives, neighborhood clean-ups, and health fairs. Additionally, volunteers can support our partnerships with local nonprofits and businesses, contributing to economic development initiatives. These opportunities allow individuals to give back while developing valuable skills and fostering stronger community connections.



#### **MISSION**

The mission of LeMoyne-Owen College, a private urban HBCU serving a diverse population of students, is to deliver transformative and inspiring educational experiences to prepare students for a lifetime of leadership, scholarship, service, and success through liberal arts, career, and professional studies using various modalities of teaching and learning at the associates and baccalaureate levels.

#### YEAR FOUNDED

1871

#### **Our Upcoming Fundraisers**

Homecoming - October 20th - 27th

807 Day - The weekend of August 7th

Commencement - Second Saturday in May on Brownlee Lawn

FOR MORE INFORMATION

Dr. Tara Dunn-Ross • Chief Operating Officer • tara\_dunnross@loc.edu

### Insurance is our something. People are our everything.

Every day across Higginbotham, our people come together to make a difference in our community. We give our time, talent and treasure—more than \$2 million and thousands of volunteer hours in 2023 alone—to benefit arts and culture, education, health and human services, and veteran and military services. Together, we are making a positive change in Memphis and beyond.











higginbotham.com



### MEMPHIS ATHLETIC MINISTRIES



6000 Briarcrest Ave Memphis, TN 38120



901-667-7900



mamsports.org



**f** @mamsports



@mam\_sports

#### TOP EXECUTIVE

#### **Kevin Windsor**

Interim Chief Executive Officer kevin@mamsports.org

#### **BOARD MEMBERS**

Keva Latham, First Horizon Bank Kim Cherry, Cherry and Co. Elliot Perry, Poplar Foundation Charles Blank, AutoZone Nick Whitaker, JP Morgan Chase Brian Marflak, FedEx Express Michelle Nixon, Junior League of Memphis

#### AREAS SERVED

MAM serves youth throughout Memphis in Berclair, Orange Mound, Parkway Village and the Alcy-Ball neighborhood.

#### MORE ABOUT US

For the past 25 years, MAM has impacted the lives of more than 15,000 youth. Recent changes in the Memphis area philanthropic landscape have provoked an acute funding need for MAM, as the loss of a major donor resulted in ~65% of MAM's funding unexpectedly being cut. MAM has leveraged this challenge as an opportunity to create their first documented strategic plan, charting the course to restore their strong financial position while growing their programs to reach more Memphis youth each year.

#### **Our History**

1998: MAM was founded and initially served a small urban youth population with sports-related events.

2003: Opened our first neighborhood center.

2005-2009: MAM expanded to new neighborhoods by establishing neighborhood centers in churches and community centers.

2012: Summer Academy begins as a low-cost camp featuring all-day academic enrichment, recreation, Bible study, and field trips.

2014: Began implementing trauma-informed coaching practices.

2023: Opened school-based afterschool program in partnership with Believe Memphis Academy and Compass **Community Schools** 

#### **Our Goals**

By August 2026, MAM aims to (1) grow their key programs to provide social-emotional, trauma-informed mentorship to a total of 1,000 youth, and (2) broaden their community reach to share the gospel with a total of 6,000 youth.

#### **Our Services**

MAM provides three primary services during the school year - After School Program, Sports Program, and Mentoring. Each of these programs are provided at no cost to youth ages 8-18. MAM's recreational sports leagues include flag football, basketball, volleyball, soccer, and cheer/dance. MAM Summer Academy and sports camps are provided during the summer for youth in 3rd-8th grades. Our annual MAM Classic Basketball Tournament is hosted each year in December.

#### Our Impact on the Community

MAM strives to leave a lasting impact on every youth we serve through comprehensive programming and mentorship from highly-trained staff that addresses the physical, mental, social, and spiritual needs of youth. MAM provides yearround sports, after-school, and mentorship programming, each of which are infused with a gospel-centered focus. Through these programs, MAM offers a range of socialemotional learning opportunities, field trips, Bible study, and more at no cost to participants or their families.

#### Volunteer Opportunities

After School - We offer literacy support alongside other age-appropriate academic enrichment, group recreation, life skills training, and Bible study.



#### **MISSION**

Memphis Athletic Ministries exists to coach, grow, and lead the youth of Memphis by helping them discover their identity in Christ and their purpose in the community. MAM's vision is to see identity found, hope restored, and lives changed.

#### YEAR FOUNDED

1998

Mentor - Volunteer twice per month mentoring a high school student.

Sports Coach - Volunteer weekly as an assistant coach, alongside our staff, through one of our three sports seasons. **Groups** - Organizations can serve together at one of our four neighborhood sites - lead group games, host a tailgate or cookout, or organize a service project.

#### **Our Upcoming Fundraisers**

MAM Christmas Store - Tuesday, December 5

This event helps MAM families prepare for their Christmas celebration. Our goal is to serve 100 children this year. Visit mamsports.org/christmas for more information or to donate.

MAM Classic Basketball Tournament - December 20-22 In its 32nd year, the MAM Classic is the largest and longestrunning youth basketball tournament in the Mid-South. For more information, please visit mamsports.org/classic.

FOR MORE INFORMATION

Kevin Windsor • Interim Chief Executive Officer • 901-653-4484 • kevin@mamsports.org



### **MEMPHIS ATHLETIC MINISTRIES**

COACH. GROW. LEAD.



1,000+ **YOUTH SERVED EACH YEAR** 



239 **YOUTH ON** SPORTS TEAMS



YOUTH IN AFTER **SCHOOL PROGRAMS** 



292

YOUTH ATTENDED 10+ BIBLE STUDIES

"MAM helps kids by teaching them about God, getting them started with life, and not leading them to bad things."

TeeAnna, 10th grade student at MAM Olivet





#### **5 MAM SITES**

- 1. BELIEVE MEMPHIS ACADEMY
- 2. COMPASS BERCLAIR
- **3. COMPASS ORANGE MOUND**
- **4. GRIZZLIES CENTER**
- 5. OLIVET



"MAM has changed a lot of kids' lives. This program makes me feel comfortable. It makes me feel relieved. For the last seven years, it's been amazing! I can't thank the program enough. As a single parent, it's a lot of help. Without them, I would probably not be able to work. It's just a relief off my back. MAM does provide after care, but they also provide other resources for the community. They all support families. They look out for the kids. So I'm 100% thankful."

Angelica Yancy, MAM Parent

**MAKE AN IMPACT** 



**MAMSPORTS.ORG** 



# BOTANIC MEMPHIS BOTANIC GARDEN



750 Cherry Road; Memphis, TN 38117



901-636-4100



membg.org





#### TOP EXECUTIVE

#### MaryLynn Mack

**Executive Director** MaryLynn.Mack@membg.org

#### **BOARD MEMBERS**

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Memphis Botanic Garden MaryLynn Mack, Executive Director Mary-Helen Butler, Assistant Director

#### **DIRECTORS**

Jake Adams Alexandra Willis Boddie Tracy Brightman Gwen Campbell Diane Chambliss **Elizabeth Coors** Kristi Goldsmith Laura Linder Linda Mallory Susan McCloy

#### AREAS SERVED

**Grace Sharpley** 

Sehrish Siddiqui

Memphis, Shelby County, & the Broader Tri-State Area

#### MORE ABOUT US

Gifts of any size support the Garden's operations, educational programs and outreach, horticultural displays and collections, and art programming. Support from corporations & individuals is critical to our ability to serve as a community resource and help us remain open, viable, and growing.



#### **Our History**

The Memphis Botanic Garden celebrated its 70th year as a natural oasis in the heart of the Memphis in 2023.

#### Our Goals

Our top priorities revolve around leveraging the Garden's 96 acres as a canvas for enriching the lives of the Mid-South community. We strive to ensure that the Garden remains a vibrant and dynamic space that celebrates and embraces the rich diversity of Memphis.

#### **Our Services**

The Memphis Botanic Garden is a not-for-profit 501(c) (3) organization dedicated to being an exemplary center for horticulture and environmental enrichment. Serving over 40,000 school-aged children annually, and hosting over 260,000 visitors each year, Memphis Botanic Garden strives to enhance lives by connecting people with nature, increasing awareness and appreciation of our environment. The 96-acre property includes 30 specialty gardens, a TUFC Level 4 & ArbNet Level 2 Arboretum, a 2.5-acre children's garden, and an outdoor event amphitheater.

#### Our Impact on the Community

The Garden is an urban oasis in the heart of Memphis for both school groups and the public creating a greater awareness of our environment, enabling stronger community ties, and providing educational opportunities for all ages.

#### **Volunteer Opportunities**

The Garden thrives through the time and energy of our volunteers, offering a variety of seasonal and year-round



#### **MISSION**

Memphis Botanic Garden strives to enhance lives by connecting people with nature, increasing awareness and appreciation of our environment.

#### YEAR FOUNDED

1953

volunteer opportunities to suit a diverse range of interests, skill levels, and schedules. Volunteering at the Garden gives you the chance to work hands-on alongside our knowledgeable education and horticulture staff. Looking for a way to give back to your community as a group? We love working with companies, schools, churches, and more in the Garden. Give your group a service project to remember by spending some time helping out on our beautiful 96-acre grounds.

#### **Our Upcoming Fundraisers**

The Garden offers year-round programming and events for children, families, adults, art lovers, food lovers, music lovers, gardeners, and more. Beyond annual favorites like Live at the Garden, Holiday Wonders at the Garden, Cherry Blossom Picnic, Halloween Hike, & more, we have a diverse offering of adult workshops and classes, youth classes, camps, & activities, art exhibits, horticultural features and events, and outdoor fun for all. Check the Garden's website for more information and to learn more about upcoming events at the Garden.

FOR MORE INFORMATION

Mary Helen Butler • Assistant Director • 901-636-4116 • MaryHelen.Butler@membg.org



# CELEBRATE EVERY DAY

WITH 96 ACRES OF VERSATILE VENUES IN THE HEART OF MEMPHIS

The Memphis Botanic Garden can accommodate groups of any size. Whether you are planning a corporate retreat, intimate wedding ceremony, over-the-top reception, a celebration of life, or family reunion, Memphis Botanic Garden has the perfect space for you.

- Multiple Flexible Indoor & Outdoor Event Spaces for Groups of All Sizes
- Centrally Located
- Complimentary Parking, Security, & Concierge
- LGBTQ+ Friendly







rentals@membg.org Membg.org/Rentals



# MEMPHIS BROOKS



1934 Poplar Ave, Memphis, TN 38104



901-544-6200



brooksmuseum.org



@brooksmuseum



f brooksmuseum

#### TOP EXECUTIVE

#### Zoe Kahr

**Executive Director** 

#### **BOARD MEMBERS**

- Carl Person, Chair, Owner Customized Solutions
- Milton L. Lovell, Vice Chair President & Chief Investment Officer - Element40, Management
- Mat Parker, Jr., Treasurer Community Volunteer
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- Sol Aponte, Co-Founder Art Melanated
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- Rob Carter, Community Volunteer
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- Sonia Eden, Neurosurgeon Semmes Murphey Clinic Oxford
- · Derek Fordjour, Artist Fordjour Studio
- Adam Hanover, CEO Union Main Group
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- Rodney Herenton, Founder & Co-CEO -Channing Capital Management
- Barbara R. Hyde, Chair & CEO Hyde Family Foundation
- · Linda Ivy-Rosser, Vice President Forrester Research
- Greg Jackson, Director of IT Technical Services -International Paper
- Jay Keegan, President & CEO Adams Keegan
- Kim MacQueen, Community Volunteer
- Shanea McKinney, Clinical Account Manager -Cigna Pharmacy
- · Logan Meeks, President Principal A2H
- Logan Scheidt, Real Estate Broker -Crye-Leike Real Estate
- Gail Schledwitz, Community Volunteer
- Melyne Strickland, Johson & Johnson
- · David Willmott, Co-Founder Collins Willmott & Co.
- Tate Wilson, Chief Executive Officer -Kemmons Wilson Family Foundation
- Amy Wright, Co-Founder & CEO Macro Solutions/ Ditty TV
- Gail George (ex-officio), Member Decorative Arts Trust
- Haley Simmons (ex-officio), City of Memphis -Chief of Policy and Programs



#### **Our History**

Memphis Brooks Museum of Art is more than a museum—it's a cornerstone for culture, creativity, and connection in the heart of Memphis. Established in 1916, the Memphis Brooks Museum of Art is Tennessee's oldest and largest art museum, housing an inspiring array of works spanning centuries and continents. Here, art lovers, students, and families alike gather to explore exhibitions and enjoy an ever-evolving roster of programming.

#### Our Impact on the Community

- Elevating the arts Memphis' collection of over 10,000 artworks spans 5,000 years. Your support brings this art to life for thousands of visitors each year.
- Enriching the community Our museum is committed to fostering inclusivity and embracing Memphis' diverse richness.
- Advancing education Your generosity fuels programs that inspire 20,000+ children annually, many from Title I schools, helping them build empathy, tolerance, and critical thinking skills.

#### There's something for everyone

Weekly Music - Whether you're a Memphis music fan or just love live performances, our weekly concerts showcase local talent for a truly memorable experience. Relax in the galleries, soak in the atmosphere, and feel the music come to life among world-class art.

Unleash Your Creativity: Figure Drawing Sessions - Five times a month, the museum hosts figure drawing sessions with a live model, offering you the perfect chance to flex those creative muscles. Whether you're an experienced artist



#### **MISSION**

To Create Joy Through the Power of Art

#### YEAR FOUNDED

1916

or just starting out, these sessions are a welcoming space for all skill levels.

Art Club: Dive into Memphis' Collection - For those looking to explore the museum's collection more deeply, Art Club offers unique opportunities to get acquainted with notable pieces from Memphis' art collection. Join us, connect with fellow art enthusiasts, and discover your new favorites!

School and Family Programs - Brooks Museum is committed to sparking creativity and learning in young minds. From school tours that engage students with interactive learning to family days that bring art to life, our programs inspire the next generation of art lovers.

#### Corporate Membership: Art-Fueled Partnerships -

Corporate Membership provides unique access to unforgettable experiences, networking events, and exclusive programs. Your organization will enjoy year-round benefits, including free admission, private tours, discounted event rentals, and brand recognition within your museum. Explore how Corporate Membership can enhance your company's role in our vibrant cultural landscape. Call us at 901.544.6259 and become Corporate member today!

FOR MORE INFORMATION

Alexandra • Community and Corporate Relations Officer • 901-544-6259

# Make your event a Masterpiece.

Every event at your art museum is unforgettable.



Corporate Retreats • Receptions • Luncheons • Networking Events • Holiday Events

• Meeting Rooms • Anniversaries • Board Gatherings Presentations • Screenings • Parties • Weddings • Birthdays • Gallery Tours • Workshops • More

1934 Poplar Ave. The Memphis Brooks Museum of Art

901.205.9191 BrooksMuseum.org events@brooksmuseum.org



### MEMPHIS GOODWILL, INC.

Our business is changing lives.



© 6895 Stage Rd., Memphis, TN 38133



901-323-6221



GoodwillMemphis.org





MemphisGoodwill





in MemphisGoodwillInc

#### TOP EXECUTIVE

Tony Martini, CEO and President Tina Blackmon, SVP, Operations Ron Schuyler, SVP Chief Mission & Education Officer Ursula Roman, VP, Marketing & Communications Latisha Robertson, VP of Contract Services Chuck Molinski, VP of Corporate & Community Engagement

#### **BOARD MEMBERS**

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- Deacon Bill Davis
- Chad M. Harrell
- Terri Landwehr
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- Michael Robilio
- Macky Sneed • Brandon Tolbert
- Dr. Patrick Washington
- Amy Weirich

#### AREAS SERVED

Goodwill serves 7 counties in West Tennessee with 7 stores, 21 attended donation centers, 1 bookstore and 1 bargain center. In 17 north Mississippi counties, Goodwill operates 4 stores, 8 attended donation centers, 1 bookstore and 1 bargain center

#### **GIVING OPPORTUNITIES**

- Donors can support Goodwill year round with donations of clothing, household wares, furniture, books, and autos. Goodwill is part of the Dell Reconnect program and all computers and printers and any other electronics are recycled in a responsible way.
- Change Round-up. Goodwill shoppers can "round up" their purchases and give their spare change to a good cause. Those quarters, nickels, dimes and pennies really add up!
- Don't forget those end-of-year donation options as 2024 concludes!



#### **Our Goals**

Goodwill has served the Mid-South for over 100 years. We aim to create additional job and mission opportunities through our Donated Goods Operations, Contract Services and The Excel Center.

#### **Supporting Education**

Memphis Goodwill sponsors The Excel Center for Adult Learners, an adults only high school for those who did not achieve their diploma. It offers free tuition, free transportation, free on-site child care, and career and postsecondary education counseling. It is open to residents of Shelby County 18 years and older. Graduates receive a fully accredited Shelby County Schools diploma. Its goal is to offer adults who dropped out of high school the opportunity to achieve the education, life-coaching, empowerment, and self-esteem to move into living-wage employment and away from public assistance. This program was created by Goodwill Industries and serves as a model school system nationwide. Although state credits provide the primary funding for the school, without considerable philanthropy the model is unsustainable.

#### **MISSION**

To change the lives of people with disabilities and other barriers to employment through the power of work, education, and empowerment.

#### YEAR FOUNDED

1923

#### **Upcoming Fundraisers**

Fundraising 363 days a year through our network of stores and attended donation centers. Sales revenue from stores helps employ more than 700 people locally. There were more than 653,000 material donations made in 2023.

FOR MORE INFORMATION

Ursula Roman • VP, Marketing & Communications • uroman@goodwillmemphis.org • 901-323-6221



# **Excel**

1,500+

### **Diplomas**

awarded since June 2024

86%

#### of Excel **Graduates**

of students surveyed\* are employed or enrolled in college

the average wage gains of graduates that enter the workforce after 2 years compared to all students at enrollment of students surveyed

High school dropout numbers are increasing, and our results are growing, too. At The Excel Center Memphis, operated by Goodwill Excel Center Midsouth, Inc., we offer hope to Shelby County students who dropped out of high school and now want an opportunity to earn their full diploma. We operate under contract with Shelby County Schools for area adults ages 18 and older, and we're focused on helping our students graduate by providing:

- · Free on-site child care
- · Flexible scheduling
- Accelerated (8-week) terms
- · Free college credits
- · Industry-recognized certifications

The Excel Center • 2576 Thousand Oaks Cove • (901) 726-3100 • ExcelCenterMemphis.org Connect with us on f and @@ExcelCenterMemphis





535 Alabama Avenue, Memphis, TN 38105



901-529-4055



mhc-memphis.org



@rmhcmemphis



Ronald McDonald House Charities of Memphis

#### TOP EXECUTIVE

#### Jill S. Crocker

**Executive Director** jill@rmhc-memphis.org

#### **BOARD MEMBERS**

#### Officers

Cary Vaughn, President Phillip May, Vice President Joanna Crangle, Secretary Chip Greer, Treasurer Mike Amick, Immediate Past President

#### **Board of Directors**

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Kerry Sewell

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Kenneth Townsend

#### AREAS SERVED

RMHC-Memphis has provided a home for over 12,786 families from all 50 states and 51 countries. We support patients traveling over 30 miles to Memphis, TN for treatment and are expanding to Jackson, TN to serve more West TN families.

#### MORE ABOUT US

RMHC-Memphis is deeply grateful to be a cherished part of the Memphis community. Our ability to keep children near the care they need with the family they love would not be possible without the support of compassionate individuals like you. Stay connected with us on social media to follow our journey and see how you can make a difference!



#### **Our History**

RMHC-Memphis opened its doors in 1991 as the first housing partner for St. Jude Children's Research Hospital. In 2022, we began the expansion of our mission into Jackson, TN.

#### **Our Goals**

The goal of RMHC-Memphis is to keep families close during critical times, providing a safe, supportive community that fosters hope and offers the comforts of home—all at no cost to the families we serve.

#### **Our Services**

RMHC-Memphis offers families a comprehensive support system, including access to an all-inclusive playground, three meals a day five days a week, engaging family fun night activities, and round-the-clock security. As one of the first stops for families, we provide a community that represents the hospitality of our city.

#### Our Impact on the Community

Providing families with the comforts of home, including the presence of loved ones, is invaluable. At RMHC-Memphis, we offer a true home away from home, where families can find solace and support during challenging times. This sense of belonging and security is what makes our services priceless and deeply impactful for those we serve.

#### **Volunteer Opportunities**

Volunteers are essential to RMHC-Memphis. Opportunities to contribute include sponsoring our Family Meal Program, planning Family Fun Night activities, participating in campus clean-ups, organizing Wish List Drives, and assisting with



#### **MISSION**

Ronald McDonald House Charities® of Memphis provides children with pediatric cancer and other serious illnesses, along with their families, a nurturing, family-centered residential community. Near the care they need with the family they love.

#### YEAR FOUNDED

1991

special events. Visit our website or email volunteers@rmhcmemphis.org for more information.

#### **Our Upcoming Fundraisers**

Ladies Day at Laurelwood - February 1st, 2025, Laurelwood Shopping Center: Enjoy a day of brunch, Mahjong, shopping and pampering with your friends!

Red Shoe Brew - May 18, 2025, Wiseacre Brewing on Broad: Join us for an afternoon of enjoyment featuring Wiseacre Brews, McDonald's Chicken McNuggets and Fries, and live music by Almost Famous.

Radiothon - November 7th, 2025, 98.1 THE MAX: Tune in to 98.1 THE MAX for our LARGEST day of giving! Stay tuned for the 2025 match information!

FOR MORE INFORMATION

Emily Pennington • Marketing/Communication & Volunteers Manager • 901-312-7484 • emily @rmhc-memphis.org



# Over 12,786

# **Families Served with** Free Housing & Care

Keeping Children Near the Care They Need With the Family They Love - Volunteer or Donate Today!





rmhc-memphis.org 901.529.4055 535 Alabama Avenue Memphis, TN | 38105 SOUTHERN COLLEGE OF **OPTOMETRY** 



# n coli



2 1245 Madison Avenue, TN 38104



901-722-3200





#### TOP EXECUTIVE

Dr. Lewis Reich President president@sco.edu

#### **BOARD MEMBERS**

#### **BOARD CHAIR**

Dr. David Cockrell

#### **BOARD MEMBERS**

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Dr. Stuart Tasman

#### **FACULTY REPRESENTATIVE**

Dr. Carrie Lebowitz

#### STUDENT REPRESENTATIVE

Kimberly Pham, '26

#### AREAS SERVED

With 45 states and Canada represented, SCO represents more geographic diversity than any other optometry college in America.

#### MORE ABOUT US

SCO has been working on a campus master plan as well as working to identify funding opportunities to strengthen the college's stature as a national leader in optometric education. Longer term, the college intends to enhance its campus facilities, improve safety, and work to sustain SCO's presence into its second century of training optometrists from across the nation.



#### **Our History**

Founded in Memphis in 1932, Southern College of Optometry is one of the nation's leading optometry colleges and the only optometry school in the tristate region of Tennessee, Mississippi, and Arkansas. Approximately 7,000 of the nation's optometrists attended SCO, including U.S. Senator John Boozman (Arkansas).

#### **Our Goals**

In 2023, new 10-year, long-term, strategic goals were identified as (1) Curriculum/ Scope of Practice; (2) Campus Master Plan: Safety/Future Renovations; and (3) Revenue Strategy.

#### **Our Services**

SCO operates three clinical eyecare facilities, all of which are open to the public in Memphis. Together they serve more than 50,000 annually at The Eye Center on SCO's campus, the college's FocalPoint location within Crosstown Concourse, and on the University of Memphis campus at University Eyecare.

#### Our Impact on the Community

A 2024 economic impact report shows that SCO's mission results in the creation of more than 1.136 jobs. with a direct economic impact of \$179 million dollars to the region. In addition to providing a major boost to the Memphis economy, SCO's patient care facilities serve a dual purpose by meeting the vision care needs of Memphians and training our 530 student interns.



#### **MISSION**

The mission of Southern College of Optometry is to lead the profession by:

- Educating the best possible healthcare providers
- Promoting lifelong learning
- Fostering a personal commitment to service.

#### YEAR FOUNDED

1932

#### Volunteer Opportunities

At the community level, donors may support SCO's "I Care for Kids" children's vision program. This program provides vision care to children who could not otherwise afford services. Supporters may use Kroger Community Awards to designate SCO as a charity of choice.

#### Our Upcoming Fundraisers

More than 85 percent of SCO's employees support an annual campaign to fund college programs. SCO's Development Team also engages alumni, ophthalmic industry partners, and other donors to secure funding in support of student scholarships and other initiatives.

FOR MORE INFORMATION

George Miller • Vice President for Institutional Advancement, • 901-722-3217 • gmiller@sco.edu

# lennessee's only Optometry College.

# SCO's 530 students

come to Memphis from 46 states and Canada, the most geographic representation of any optometry college in the country.



sco.edu



### BADDOUR BADDOUR CENTER



P.O. Box 97 Senatobia, MS 38668



Office: 662-562-0100 Fax: 662-562-0114



baddour.org



**f** BaddourCenter



@TheBaddourCenter

#### TOP EXECUTIVE

Mr. Parke Pepper **Executive Director** 

#### **BOARD OF TRUSTEES**

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Mr. Paul Baddour

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Dr. Lisa Galloway

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Mr. Parke Pepper\*, ex-officio

Mr. Ron Scott

Mr. Chris Starkey

Rev. Randall Tracy

Mr. Keith Vancil

Mrs. Shea Veazey

Rev. Vickie White

#### AREAS SERVED

This faith-based ministry serves persons from 23 states across the country. 54% of our resident base is from the Mid-South (AR, MS, TN), with Tennessee being the highest (35%). Resident ages range from 23 to 81 years. We also serve a number of persons through Day Client Services.

#### **OUR SERVICES**

For parents of special needs adults, the transition from adolescence to adulthood can be even more challenging. In addition to juggling the challenges that other parents face, parents of children with disabilities also must discover how to help their child become independent while ensuring their safety and well-being. For 45 years, The Baddour Center has served adults with intellectual and physical disabilities, and we've discovered a few ways to help special needs adults find their independence and discover their identities within a safe and welcoming space. Communities + Group Home and Work and Educational Opportunities combine with Health and Fitness and Creative Outlets for a rich experience.

#### **Our History**

Paul Baddour passed away in 1973, leaving to his family through his will a generous sum of money and a charge to them to use this money for a charitable purpose. With gifts from business associates, friends, and family, Baddour Memorial Center was founded in December of 1978 in memory of Paul Baddour. We have been pouring our hearts into serving adults with intellectual disabilities

Baddour Memorial Center - now called simply The Baddour Center - began with five residents but now serves more than 150 men and women who live on campus and additional clients who live in the surrounding communities. Baddour residents represent states all across our nation.

While we have seen many changes here at The Baddour Center over the years, our mission has remained the same. Since its inception, The Baddour Center has held steadfast to its vision of ensuring an environment where men and women with intellectual disabilities lead lives of dignity and hope. Through opportunities made available to them by The Baddour Center, residents achieve goals, develop lifelong friendships, and reach their full potential.

#### **Our Goals**

- Serve the residents of The Baddour Center by completely renovating residents' homes to advance living space quality and increase privacy for residents.
- A greater diversity of services and of those served are over-arching goals, as well as a more progressive approach and increased financial sustainability. We want the "model" in our mission to come alive while preserving the heart, service, and beauty for which Baddour has always been known.
- Continue as a leader of the Mid-South providing the highest quality of services for adults with intellectual disabilities.

#### Our Impact on the Community

Like the desire to live independently among peers, the desire to find meaningful work is inherent in many adults and adolescents. While there are increasingly more job opportunities for adults with special needs, there are few opportunities involving meaningful work among peers. At Baddour, adults with special needs are able to pursue employment in a variety of sectors, including Baddour Custom Packaging, where workers provide fulfillment, distribution, storage, and warehousing services for large and small organizations, including Fortune 100 companies.



#### **MISSION**

The Baddour Center is dedicated to providing a model residential community for adults with intellectual disabilities and autism in an environment that promotes maximum growth intellectually, spiritually, physically, socially, emotionally, and vocationally.

#### YEAR FOUNDED

1978

#### Volunteer Opportunities

We offer a wide variety of volunteer opportunities for individuals and groups, including volunteering for specific projects or on a recurring basis. You may also volunteer to work one of our special events. We are an excellent source for community service hours for area schools' clubs and societies. For more information, visit Baddour.org/volunteer or call 662.366.6930.

#### **Our Upcoming Fundraisers**

**Dancing for Our Stars** 

February 22, 2025 - Orpheum's Holloran Centre

Miracle Drive Golf Tournament May 23, 2025 - Golf course TBD

FOR MORE INFORMATION

Mary Dade Ford • Manager of Donor Relations • 662-366-6930 • mford@baddour.org



# We C The Mid-South.







At The Baddour Center, we share a love of community. We work together to create a haven for adults with intellectual disabilities, enabling them to lead productive and meaningful lives. We also love the Mid-South and the City of Memphis. You'll find us taking part year-round in local events. Whether it's visiting the Memphis Zoo, attending a Redbirds game, or building industry through our partnerships with Bioventus, FedEx, or ALSAC/St. Jude, we strive to be a vibrant part of our community.

Learn more about The Baddour Center online, or call 1.888.4BADDOUR.

www.baddour.org



A community for adults with intellectual disabilities

### DIXON GALLERY & GARDENS



4339 Park Ave., Memphis, TN 38117



901-761-5250



dixon.org





#### TOP EXECUTIVE

#### **Kevin Sharp**

Linda W. and S. Herbert Rhea Director ksharp@dixon.org

#### **BOARD MEMBERS**

Vernon H. Stafford, Jr. (Chair) Amanda E. Goetze (President) T. Gaillard Uhlhorn V (Treasurer) R. Larry Crawford (Secretary/Counsel) Markova Reed Anderson Ruth Price Bowlin Rob Campbell **Brian Dotson** Amy Dudek Elizabeth Farnsworth Gaylan C. Fitzpatrick Anne Orgill Keeney **Heather Koury** Harsh Kumar Joshua S. Lipman Suzanne Mallory Estella Mayhue-Greer Rob Park Dr. R. Lemoyne Robinson Darnell Settles III

#### AREAS SERVED

Susan Adler Thorp

Sharon Johnson Wheeler

Essie Arrindell Williams

T. Hardy Todd III

Memphis and the Mid-South



#### **Our History**

The Dixon Gallery and Gardens begins with two exceptional people, Margaret Oates Dixon (1900-1974) and Hugo Norton Dixon (1892-1974). Philanthropists and community leaders, the Dixons ensured a richer cultural life for Memphians by bequeathing their home, gardens, and collection of French Impressionist paintings for the enjoyment and education of future generations.

#### **Our Services**

The Dixon Gallery and Gardens offers permanent free admission, making it one of the most accessible art museums in the Mid-South. Visitors can explore the collections, rotating exhibitions, and beautiful gardens. In addition, visitors will find a variety of educational programs available for all ages, including wellness, art therapy, creative learning, and more.

#### Our Impact on the Community

The Dixon Gallery and Gardens creates a lasting impact through its dynamic educational programming, inspiring curiosity and fostering a deeper appreciation for both art and horticulture. The curatorial staff presents impressive exhibitions, while the horticultural department provides hands-on workshops and garden tours that connect visitors with nature. By blending the visual beauty of art with the serenity of gardens, the Dixon serves as a vibrant cultural and educational hub in the community.

#### **Volunteer Opportunities**

Volunteer opportunities at the Dixon include becoming a garden or museum docent, where you'll guide visitors through art collections and beautiful gardens. You can also assist with Community Nights, helping create memorable events for the public, or offer general support in maintaining the gardens.



#### **MISSION**

The Dixon celebrates creativity, beauty, and discovery. With its fine art and living collections, rotating exhibitions in the museum and gardens, unique events, and educational experiences, the Dixon strives to bring people together and cultivate an appreciation for art and horticulture.

#### YEAR FOUNDED

1976

#### Annual Fundraiser

Every October, Art on Fire brings over 1,200 guests to the Dixon to enjoy a roaring bonfire, fiery entertainment, tastings from dozens of local restaurant vendors, live music, and the Hot Off the Wall Art Sale. Art on Fire benefits Dixon education programs, helping us impact over 100,000 people each year.

#### More About Us

Over the past 48 years as an institution, the Dixon Gallery and Gardens has grown into a dynamic space where art, horticulture, and education intersect to inspire lifelong learning. Programming has grown with one central mission in mind: to meaningfully engage the community. This commitment to fostering connections, whether through hands-on workshops for adults and youth, school outreach programs, or accessible family events, continues to drive the Dixon's educational efforts.

FOR MORE INFORMATION

Jessie Wiley • Director of Development and Communications, • 901-312-1272

SPEND TIME WITH ART IN THE MUSEUM / WALK OUTSIDE / PRACTICE YOGA / BOOK A PRIVATE EVENT / SPEND A RAINY DAY IN THE MUSEUM / CREATE SOMETHING NEW IN AN ART WORKSHOP / MEET UP FOR DIXON BOOK CLUB / HAVE A PICNIC ON THE SOUTH LAWN / SMELL THE ROSES / TRY FOREST BATHING / VIEW IMPRESSIONIST PAINTINGS / PICK UP A NEW SKILL IN HOBBY KICK-START / EXPLORE ART AND GARDEN ACTIVITIES AT COMMUNITY DAY / EXPERIENCE BEAUTY / STROLL THROUGH THE CUTTING GARDEN / DINE AND SHOP AT PARK + CHERRY / SNAP A PHOTO OF YOUR FAVORITE FLOWER / DE-STRESS WITH LUNCHTIME MEDITATION / TREAT YOURSELF TO AN ICED

# gs to a

COFFEE ON A HOT DAY / SKETCH IN THE MUSEUM AND GARDENS /

VOLUNTEER / VISIT WITH FRIENDS AND

# at the Dixon

FAMILY / BOOK A TOUR OR FIELD TRIP / MEET NEW PEOPLE / DON'T MISS THE TULIPS IN THE SPRING / TAKE A BREAK / SHARE YOUR DISCOVERIES ON SOCIAL MEDIA / ENJOY LUNCH WITH A LECTURE AT MUNCH AND LEARN / ENHANCE YOUR EXPERIENCE IN THE INTERACTIVE GALLERY / FIND BALANCE THROUGH TAIJIQUAN / TAKE FALL PHOTOS WITH THE PUMPKIN HOUSE / TAKE ADVANTAGE OF FREE ADMISSION YEAR-ROUND / CELEBRATE MOTHER'S DAY AT SYMPHONY IN THE GARDENS / EXPLORE THE PORCELAIN COLLECTION / ENTERTAIN OUT-OF-TOWN GUESTS / ATTEND A SPECIAL EVENT / GRAB A BOOK FROM THE FREE LITTLE LIBRARY / REGISTER FOR A GARDEN WORKSHOP / SHOP THE ANNUAL PLANT SALE / BECOME A DIXON MEMBER / PARTICIPATE IN PROGRAMS FOR CHILDREN AND FAMILIES / DISCOVER THE DIXON IN EVERY SEASON

DIXON GALLERY AND GARDENS 4339 PARK AVENUE MEMPHIS, TN 38117 | dixon.org



### VOMEN'S FOUNDATION A GREATER MEMPHIS



40 S. Main St., Ste. 2280, Memphis, TN 38103



901-578-9346



wfgm.org





#### TOP EXECUTIVE

Shante K. Avant President and CEO

#### **BOARD MEMBERS**

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#### AREAS SERVED

Memphis, TN. WFGM's place-based work in South City, zip code 38126, is the driving force behind our Vision 2025 Strategic Plan. WFGM expanded our funding to grantee partners who serve the community in four additional zip codes - 38106, 38108, 38107 and 38109.



#### **Our History**

In 1995, Mertie Buckman provided seed money to start WFGM with a group of like-minded women, united by a vision to invest in women and children by collectively supporting their community. Since our inception, WFGM has been a key organization in the city, aligning resources and coordinating community-based services for families. Through a Two-Generation Approach, WFGM focuses on reducing poverty by supporting programs that enhance the economic and social mobility of families across multiple generations.

#### **Our Goals**

The Vision 2025 Strategic Plan is to increase investment and reduce poverty in five Memphis zip codes. Through leadership, philanthropy, and collaboration, we empower women and families to drive change in their communities. Our focus is on increasing economic and social mobility, expanding partnerships, and replicating successful, place-based models in other neighborhoods. By engaging grassroots organizations, community leaders, and residents, we collaborate to identify and implement solutions — together.

#### **Our Services**

WFGM supports grantee partners, manages programs and fosters community partnerships to provide a holistic approach that empowers women and families. In fiscal year 2024-2025, WFGM will invest \$1.8 million in grantmaking to 38 local nonprofits that provide services in the following areas:

- case management and wraparound services;
- early childhood development;
- youth development and employment;
- adult education, training and entrepreneurship;
- financial education and asset building

#### **MISSION**

The mission of the Women's Foundation for a Greater Memphis is to encourage philanthropy, foster leadership among women and support programs that enable women and children to reach their full potential.

#### YEAR FOUNDED

1995

WFGM helps create pathways to social and economic stability, which drives long-term success for the families we

#### Our Impact on the Community

Since 1995, WFGM has invested \$37 million in 632 programs, partnering with over 185 local nonprofits. Key outcomes from the first three years of our Vision 2025 Strategic Plan include:

- 7,228 individuals received wraparound services
- 5,387 youth in leadership programs
- 4,839 participated in job skills training
- 1,932 families in early childhood programs
- 86 businesses were started
- 491 people participated in financial education
- 890 individuals were placed in jobs

In zip code 38126, overall poverty rates decreased from 63.6% to 52%; child poverty rates decreased from 84.3% to 72%; and unemployment rates fell from 9.1% to 3.8%.

FOR MORE INFORMATION

Rhonda Langston • Director of Communications and External Affairs • 901-578-9346 • rhondalangston@wfgm.org









celebrates

THE **POWER OF** 

30 Years of Philanthropy, Leadership, and Collaboration 1995-2025







7171 Goodlett Farms Pkwy Cordova, TN 39016



901-766-7677



ymcamemphis.org





#### TOP EXECUTIVE

Jerry Martin President & CEO imartin@ymcamemphis.org

#### AREAS SERVED

Memphis and the Mid-South Area including Northwest Mississippi and West Tennessee

#### **OUR SERVICES**

Offering affordable childcare through our Early Learning Centers and Before & Aftercare for our School Age Children.

Creating safe spaces for youth through our Teen Program/Teen Night, Y-Achievers, Y-Cap, and Youth Sports Leagues.

Providing life-saving skills through swim lessons and water safety education.

Serving Up Smiles through our Food and Nutrition services and providing free meals for kids and families.

Encouraging healthy living through our 12 YMCA Center locations, wellness programs, and Active Healthy Adults program.



#### **Our History**

When George Williams founded the first YMCA in Industrial Revolution-era London, he sought to create a supportive community to help young men like himself address pressing social challenges. The Memphis Young Men's Christian Association was organized in 1855, just 11 years after the movement was born in London, England, with the same vision to support a developing community in Memphis. In 2025, our YMCA will celebrate 170 years of service to our community.

#### **Our Goals**

We envision a future where all people achieve health, gain confidence, make connections, and feel secure at every stage of life. The Y is committed to developing new generations of changemakers who will create the communities we all want to live in. We believe that to bring about meaningful change in individuals and communities, we must be focused and accountable. That's why we focus our work in three key areas that are fundamental to strengthening communities: Youth Development, Healthy Living, and Social Responsibility.

#### Our Impact on the Community

- 12 Center Locations
- 170+ Child Care & Program Sites
- 49.466 Members
- 2,800+ Water Safety Lessons
- 8,000+ Students
- 2,800 Summer Campers
- 715 Early Learners
- 10+ Million Meals Served



#### **MISSION**

We believe in helping kids learn their true potential through programs designed to grow the leaders of tomorrow. At the Y, we strive to create an environment where kids and families can thrive.

#### YEAR FOUNDED

1855

#### Volunteer Opportunities

Whether you're passionate about serving meals in the community, youth programs or mentoring, volunteering at the YMCA can be a rewarding experience. Learn more at ymcamemphis.org/volunteer.

#### Our Upcoming Fundraisers

Email our Philanthropy & Events Team events@ymcamemphis.org to learn more about upcoming opportunities.

#### More About Us

The YMCA is a nonprofit organization that focuses on creating a brighter future for our community. Together, we can impact MORE lives by creating MORE safe spaces for kids, feeding MORE hungry children, and preventing MORE drownings. You can be part of the SOLUTION. Visit ydomore.org for more information.

FOR MORE INFORMATION

Cassidy Spencer • Director of Annual Campaign & Special Events • 901.766.7677 • events@ymcamemphis.org





#### **OUR COMMITMENT**

As communities grow and times change, one thing has never waivered: Our commitment to service.

For 170 years, the YMCA movement has united people from all walks of life, working to create places of hope, inclusion, and support.

Through each decade, we adapt and rise to meet the needs of our communities. Our programs evolve, our teams may change, but our spirit and dedication to serving individuals and families remains the same.

Through youth development, healthy living, and social responsibility, we are focused on enriching lives and strengthening communities. With support from friends like you, we can continue to build a legacy of compassion, support, and resilience together.

**LEARN MORE:** 

ymcamemphis.org





### **YOUTH VILLAGES**

The force for families



3320 Brother Boulevard Memphis, TN 38133



901-251-5000



youthvillages.org







#### TOP EXECUTIVE

Patrick W. Lawler

#### **BOARD MEMBERS**

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Matt Johnson

John Paul Kavin

Arianna Poindexter

Leslie Tate

Angie Ware

#### MORE ABOUT US

Youth Villages desires to create pathways to success for children, families and young adults who are facing behavioral or mental health challenges; are involved in the child welfare system; or are at risk of being involved in gun violence. Youth Villages offers several ways to join our mission:

- Making a one-time or monthly donation at youthvillages.org/give
- Sponsoring or participating in one of our signature events (Youth Villages 5K, Soup Sunday)
- Sponsoring or giving to our youth through one of our signature campaigns (Tigers Tickets, Backpack Heroes, Holiday Heroes, Birthday Heroes)
- Hosting a corporate donation drive



#### **Our History**

Founded in 1986, Youth Villages is a national leader in children's mental and behavioral health, bringing help and hope to tens of thousands of children, families and young people across the United States every year. For more than 30 years, we have worked to find solutions using proven treatment models that strengthen the child's family and support systems and dramatically improve long-term success.

#### **Our Goals**

We aspire to radically improve outcomes for America's most vulnerable children and youth by strengthening families and transforming the systems to provide the best and most effective services.

#### **Our Services**

Youth Villages helps children and youth with emotional and behavioral challenges and their families through a continuum of programs and initiatives that includes intensive in-home services (Intercept®); residential treatment; foster care and adoption; LifeSet  $^{\!\scriptscriptstyle\mathsf{TM}}$  for transition-age youth; crisis services; and Memphis Allies to reduce gun violence.

#### **Our Impact on the Community**

Since 1994, our organization has tracked every child who completes a program and has recorded consistently high success rates. In West Tennessee, 88% of the children are still living successfully at home with their families 12 months after completing their programs and 97% are in school or have graduated. Youth Villages has been recognized by the Harvard Business School and U.S. News & World Report and was identified by The White House as one of the nation's most promising results-oriented nonprofit organizations.



#### **MISSION**

Youth Villages helps children, youth and their families live successfully.

#### YEAR FOUNDED

1986

#### Areas Served

Youth Villages has more than 100 locations in 27 states and the District of Columbia. In the Mid-South, we serve the counties of Shelby, Tipton and Fayette in Tennessee; DeSoto, Tate, Coahoma, Tunica and Benton in Mississippi; and Crittenden in Arkansas.

#### Volunteer Opportunities

- Corporate partner engagements (tours, service projects, team building, etc.)
- Mentoring
- Event volunteering
- Residential campuses: Runners Club, Spiritual Life

#### **Our Upcoming Fundraisers**

Soup Sunday - Sunday, Feb. 23, 2025, The Kent Youth Villages 5K - October - November 2025, Ridgeway Loop

FOR MORE INFORMATION

Kristin Getman • Assistant Director of Development • 901-251-4965 • Kristin.Getman@youthvillages.org



Youth Villages has been helping children and families live successfully for more than 35 years.

Youth Villages is a national leader in children's mental and behavioral health, focused on providing the most effective help to children with emotional and behavioral challenges, their families and young adults who are aging out of state services.

Over the past decade alone, Youth Villages West Tennessee has served nearly 35,000 children and young adults in our community-based and residential programs. We know children only get one childhood, and we believe we make a difference by creating healthy and successful pathways forward with them. For us, success means youth are doing well living at home with their family or independently in the community.

IN FY24











at home (with family or living independently)





no trouble with the law





in school, graduated or employed

\*Outcomes at one year post-discharge from FY22-FY24

#### **JOIN OUR MISSION**



















Memphis Public Records is a weekly summary and limited display of public records and legal filings collected from courthouses. government offices and other federal, state and municipal online data portals covering Fayette and Shelby counties in Tennessee.

#### **SEE ALL THE DATA**

Listings for each category may vary from week to week because of information availability and space constraints. To see all of the public records from every category collected for the Memphis area, visit bit.ly/MBJRecords. In addition, the scorecard at right tracks records for the entire calendar year to provide a global view of the key categories collected.

#### **THE SECTIONS**

Memphis Public Records is a limited view of records collected weekly by American City Business Journals, parent company of Memphis Business Journal.

#### **VARIABLES & LIMITATIONS**

Records by category and count will vary by week because of normal volatility in recording volume, information availability, filing schedules, and access constraints regulated by each public-filing entity.

#### **QUESTIONS**

To learn more about the collection methods, coverage areas, and use restrictions related to American City Business Journals. please contact us at 877-593-4157.



#### **MBD** scorecard

A weekly and year-to-date summary of public records collected by Memphis Business Journal through Nov. 1.

Bankruptcies	<b>Building Permits</b>	Federal Tax Liens	State Tax Liens	Liquor Licenses	Commercial Real Estate Transactions	Residential Real Estate Transactions	Lawsuits
■ NC	▼7	■NC	▼12	<b>1</b>	▼5	▼43	▲9
Current Week							
1	61	0	24	4	6	71	25
Week Prior							
1	68	0	36	3	11	114	16
2024							
64	2,359	146	1,995	208	352	5,450	1,088
2023							
53	2,431	86	1,815	175	352	5,600	796

NOTE: RECORDS COLLECTED FROM JAN. 1 THROUGH THE CURRENT REPORTING PERIOD

#### **Transactions and Permits**

#### **Real Estate Transactions - Commercial**

A sampling of new commercial deed transactions collected by American City Business Journals through Nov. 1.

SELLER	BUYER	ADDRESS	VALUE	DOCUMENT NUMBER
William Reid Sanders and George Douglas Edwards	Al Gossett	674 Shady Grove Rd. S., Memphis 38120	\$3,500,000	080-008-00294
Plantes Bank and Trust Co.	Polar View Pet LLC	306 Poplar View Pkwy., Collierville 38017	\$640,000	C02-44N-B-00001-C
Its Not Me Its You LLC	400 Main LLC	633 Monroe Ave., Memphis 38103	\$635,000	007-031-00005
Blake Holdings LLC	Biggs Holdings LLC	2615 Summer Ave., Memphis 38112	\$500,000	033-042-00021
S&Z Enterprises LLC	Reyle Properties LLC	1172 Vickery Ln., Cordova 38016	\$478,800	091-011-C-00005
Dennis Cupp and Angie Grooms	Mai Nguyen	8127 Walnut Grove Rd., Cordova 38018	\$368,000	091-113-00111

SOURCE: ICE MORTGAGE TECHNOLOGY

#### **Building Permits**

A ranking of the largest building permits, ranked by dollar value of estimated project costs, filed and collected by ACBJ through Nov. 1.

#### Commercial

Commercial				
CONTRACTOR	ADDRESS	USE TYPE	VALUE	
Montgomery Martin Contractors LLC	22 N. Front St.	commercial alteration	\$43,871,000	
Annex Construction of Memphis LLC	4070 S. Park Loop	commercial building	\$39,070,442	
Darana Hybrid Inc.	3231 Paul R. Lowry Rd.	commercial alteration	\$30,000,000	
Darana Hybrid Inc.	3231 Paul R. Lowry Rd.	commercial alteration	\$15,000,000	
Montgomery Martin Contractors LLC	3200 Steele St.	commercial building	\$14,185,580	
Scott Daniel	3061 Kimball Ave.	commercial alteration	\$2,458,605	
Gary Makowsky	1690 Aaron Brenner Dr.	commercial building	\$1,483,650	
Fred Graflund	5300 Airways Blvd.	commercial alteration	\$695,970	
GC Legacy Construction LLC	7945 Winchester Rd.	commercial alteration	\$556,348	
Sync Storage Solutions Inc.	4300 E. Holmes Rd.	commercial alteration	\$439,095	
Ryan Mcdurmon	1725 Winchester Rd.	commercial alteration	\$400,000	
Michael Crum	9950 Alliance Place	commercial alteration	\$321,375	
Linda Moore	3644 Winchester Rd.	commercial alteration	\$265,000	
Eddie Gentry	990 College Park Dr.	commercial alteration	\$263,000	
Summit Roofing and Restoration Inc.	147 Jefferson Ave.	commercial alteration	\$255,000	
Jeremy Hoffman	3528 Mediterranean Dr.	commercial alteration	\$223,190	
Joseph Wieronski	6401 Poplar Ave.	commercial alteration	\$194,338	
Grover Walker	536 N. Rivergate Rd.	commercial alteration	\$175,100	

#### Residential

CONTRACTOR	ADDRESS	USE TYPE	VALUE
Duke John Co. LLC	9112 Wilder Run Cir.	single-family residence	\$950,000
Carlos Northcross	2070 Timber Pine Ln.	single-family residence	\$588,950
Patricia Lara-Garibay	12053 Macon Rd.	single-family residence w/ 3-car garage	\$422,380
Derek Marsh	8652 Rankin Branch Rd.	single-family residence	\$400,000
Bluff City Builders LLC	5326 May Grove Ln.	single-family residence w/ 3-car garage	\$400,000
Roger Kelley	9340 Charly Hill Ln.	single-family residence	\$300,000
Freddie Nalos	4470 Tuckahoe Rd.	single-family alteration	\$297,000
David Stevens	4856 Cassell Dr.	single-family residence	\$291,000
Paul Aguilar	3077 Manhattan Ave.	multi-family residence	\$288,456
Patrick Gardner	4220 Belle Meade Cv.	single-family alteration	\$267,352
Howard Hill	1665 Nelson Ave.	single-family residence	\$200,000
Paul Aguilar	311 Elder Rd.	single-family residence	\$195,942
Billy Boyd	269 N. Hollywood St.	single-family alteration	\$190,000
Ryan Mcdurmon	43 Cherokee Dr.	single-family alteration	\$167,941
Coleman Contractors & Design LLC	828 Semmes St.	single-family residence	\$165,000
Coleman Contractors & Design LLC	820 Semmes St.	single-family residence	\$165,000
Jeff Jenkins	3697 Oakley Ave.	single-family addition	\$163,000

#### **New Corporations**

A sampling of new corporations collected by American City Business Journals through Nov. 1.

Current Week	Prior Week	Current Year	Prior Year
144	137	6,011	8,226

Year-to-date totals include 6.011 recorded from Jan. 1 through the most-recent collection date

901 Tire and Auto Tech Inc., 7060 Winchester Rd., Memphis 38125.

A Lucas Production LLC, 4430 Highgrove Dr., Memphis 38125.

A-Z Power Transfer Service LLC, 3039 McCool Ave., Memphis 38114.

**Agustin Landscaping** Services LLC, 3557 Sharpe Ave., Memphis

Aiax Properties Inc., 1085 Wingfield Rd., Memphis 38122.

**All About Christmas** Lights LLC. 40722 Billy

Maher Rd., Bartlett 38135. All Is Well LLC, 2389 Vandale Ave., Memphis

All-Day Boost LLC, 8124 Rockcreek Place #8, Memphis 38016.

38108.

38125

Artisan Hideaways LLC, 242 Pine St., Memphis 38104.

Bell and Billups Dental **GPS PLLC**, 5170 Sanderlin Ave. #203, Memphis

38117 **Better Books & Ledgers** LLC. 3750 Hack Cross Rd. #102-B118, Memphis

**Brooks Hauling LLC**, 7466

Nunn Cv., Memphis 38125. **Butter Me Up Cookies** LLC, 1929 Rye Rd., Germantown 38139.

**Byond White and Suites** 

**LLC**, 4646 Poplar Ave. #235, Memphis 38117.

**Catch 12 Inc.**, 8646 Branson Dr. #Q260, Bartlett 38133

Clark Crane Rental LLC, 813 Ridge Lake Blvd.. Memphis 38120.

Clean Sweep Industrial Services LLC, 2186 Lakefield Cv., Cordova 38016

Corporate Queue PLLC, 12158 Brooks Village Dr., Arlington 38002.

County Line Mart LLC, 316 S. Parkway E., Memphis 38106.

CR8 Fit Lab LLC, 5681 Quince Rd., Memphis 38119.

Crazy Plant Lady LLC,

3399 Summer Ave., Memphis 38122

CRE8 LLC, 4219 Eagles Hunt Rd., Memphis 38053.

**Delmon Transportation** LLC, 9952 Oban Dr., Cordova 38016.

Downtown Nutrition LLC. 145 Madison Ave. 1st Fl., Memphis 38103.

**Dr. Vape Inc.**, 2400 Airways Blvd. #B, Memphis 38114.

**Drew's Custom Crafts** LLC, 5367 Virgil Rd., Bartlett 38134.

Emergence LLC, 2041 Madison Ave. #101, Memphis 38104.

38119.

Eyes for You PLLC, 6151 Poplar Ave., Memphis

Fabulous Sunglasses LLC, 1570 Elvis Presley Blvd., Memphis 38106.

Felecia Bean Catering LLC, 253 E. Fairway Ave., Memphis 38109.

Final Mile Logistics LLC, 99 N. Main St. #2312, Memphis 38103.

Flow Dynasty Group Inc., 902 Inman Rd., Memphis 38111

Fuel Motorsports LLC, 7252 Pam Dr., Millington 38053.

**Gangland Express LLC**, 3104 Lakeview Rd., Memphis 38116.

**Global Carbon Resources** LLC, 100 Peabody Place, Memphis 38103.

**Gold Crown Inc.**, 1235 Getwell Rd., Memphis 38111.

Haat Enterprises LLC, 3801 St. Elmo Ave..

Memphis 38128. Habana Club Restaurant

Bar and Grill Inc., 6110 Macon Rd., Memphis 38134

Halo Farms LLC, 1225 Forest Hill Irene Rd... Cordova 38018.

Hess Construction Co. 1355 Dunleith Dr. #103, Memphis 38103.

Highland Nail Bar LLC, 3484 Poplar Ave. #104, Memphis 38111

Homage Haul Corp., 6920

Stone Ridge Dr. #106, Memphis 38115.

> Honey Dipped Rose LLC, 4380 Fizer Cv., Memphi 38117.

International Coalition of Music LLC, 2058 Pamela Dr., Memphis 38127.

Ivendy LLC, 2702 Mendota Cv., Memphis 38133.

Janeric Cleaning LLC, 5215 Oak Meadow Ave.. Memphis 38134.

JC Constructors LLC 5568 Mt. Pelier, Bartlett 38134.

JFrame Investment LLC, 1554 N. Pisgah Rd., Cordova 38016.

Jolly Holdings LLC, 711 Chaney Cv., Collierville 38017.

Kingdom Cleaning LLC. 1390 Summerbrook Ln. #7, Memphis 38134.

Lakeland Animal Hospital LLC, 7329 Bolton Heights Cv., Arlington 38002.

Legacy Residences LLC 1930 Exeter Rd Germantown 38138.

Limewise Solutions LLC. 3570 Old Getwell Rd.,

Memphis 38118. Limitless Support Pathways LLC, 5803 Scottsdale Ave., Memphis 38115-3151.

Little Peony LLC, 5264 Poplar Ave., Memphis 38119.

Looney Trucking Transportation LLC, 3271

Emerald, Memphis 38115. Magic Maids LLC, 8684 Westcott Dr., Germantown

Memphis Millionaires LLC, 1889 Overton Park

Ave., Memphis 38112. Metro Builders Florida LLC, 11269 US 64 Hwy.,

Arlington 38002. Midsouth Edge LLC, 408 Tender Oaks Ln. N., Collierville 38017.

**Midwest Anopitse** Ventures LLC, 8950 US Hwy. 64 #102, Lakeland 38002.

Mila's Pupusas LLC, 2794 Maryland Cir. E., Memphis 38133.

Millbranch Investments Inc., 4510 Millbranch Rd., Memphis 38116.

Miracle Whipped Skin & Beauty LLC, 3497 Graceland Dr. #1, Memphis 38116.

Mug and Cup LLC, 4298 Summer Ave., Memphis 38122.

N'Position Touring & Corp., 3576 Royal Arms Dr., Memphis 38115.

O'Regan Creations LLC, 37 Oslo Cv., Cordova 38018.

OG Legacy Contractors LLC, 31 E. Carolina Ave.

#302, Memphis 38103. Onemore Veteran LLC, 6402 Clarkson Cir. E., Arlington 38002.

Orthoxpress of Memphis **LLC**, 6515 Poplar Ave. #106, Memphis 38119.

Parakaleo Counseling LLC, 8727 Brunswick Forest Dr., Bartlett 38133.

PJAI Projects LLC, 6223 Berrypick Ln., Memphis 38141.

Qwikway LLC, 784 Birthstone Ave., Memphis 38109.

Raabsmith Management Co. LLC, 8760 Monte Carlo

Cv., Germantown 38139. Rapidclean LLC, 330 High Meadow Dr., Memphis

38128. Ready Roles LLC, 4660 Distriplex Dr. W., Memphis 38118.

Recover PLLC, 9494 Fox Hill Cir. N., Germantown

38139. Relax Air HVAC LLC,

5119 Black Rd., Memphis Rich Haven Ventures LLC.

1971 Cowden Ave. #L, Memphis 38104. Ronan Dye Boutique LLC, 12599 Linden Oak Dr. N.,

Arlington 38002. Sabrina Estes Boutique LLC, 3756 Guernsey Ave., Memphis 38122.

Sang & Ngun LLC. 5407 Milton Ridge Dr., Arlington 38002.

Sevenstrive Solutions LLC, 3077 Ultragreen Ln., Lakeland 38002.

Show-Off Skills Unlimited LLC, 4088 Cochese Rd., Memphis 38118.

Solid Foundation Homes LLC, 667 Hastings Cir. W., Memphis 38107.

Stafflump Services LLC, 2612 Van Der Veer Dr., Memphis 38133.

Steadfast Aba LLC 10123 Woodland Hills Dr., Cordova 38018.

Stitch and Stitch LLC, 711 Cypress View Cir. W., Collierville 38017. Stork Homes R2O 1

LLC, 3009 Carnton, Germantown 38138 Stroker Live On LLC.

201 Sullivan Dr., Memphis 38109.

**Sun Community** Operating Inc., 1305 Riverwind Cv. Germantown 38138

Terra Firma Consulting LLC. 189 Richbriar St.. Memphis 38120

The Heart Institute for Sonographers LLC, 4958 Cottage Ln., Memphis 38125.

The Law Office of Stephen K. Barnes PC, 64 Flicker St., Memphis 38104-5918

The Robinson Effect LLC, 1225 Brady Hollow Ln., Cordova 38016.

Tim's Fabrication LLC, 6045 Flynthill Dr., Bartlett

Tina's Love & Care LLC, 3629 Venable Rd., Memp his 38118.

Tire Service Hernandez **LLC**, 6337 Summer Ave. #106, Memphis 38134.

Tokyo House Shelby LLC. 6755 E. Shelby Dr., Memphis 38141. Town Square Capital

**LLC**, 310 Moore Ln. #102, Collierville 38017.

Under Pressure Pressure **Washing LLC**, 1554 Estate Dr., Memphis 38119.

Velvet Labs LLC 9529 Carib Loop S., Cordova 38018.

**Wade Realistate** Investments LLC, 275 Schrader Ln., Collierville 38017

Webb Realty Investments LLC, 2719 Donna Ave., Memphis 38114.

WM Realty LLC, 6189 Navy Rd., Millington 38053.

Zuri Perdo LLC, 1640 Rozelle Cv., Memphis 38114.

#### Real Estate Transactions

A sampling of new residential and commercial deed transactions collected by American City Business Journals through Nov. 1.

#### Residential

	SELLER	BUYER	PROPERTY ADDRESS	VALUE
	Romeo Homes Tennessee LLC	AH4R TN Properties Two LLC	4630 Ravencrest Cv. S., Bartlett 38135	\$23,875,300
	A Harry Herget and Brenda L. Herget	Kenneth Cascarella and Lisa Cascarella	3085 Chapel Woods Cv., Germantown 38139	\$1,725,000
	Ronald E. Savage	Richard E. Higginbotham and Patricia J. Klaus	433 Wiseman, Eads 38028	\$1,600,000
	John Barlow and Virginia L. Barlow	Scott W. Vogel Scott and Elisabeth H. Vogel	10689 Curtman Dr. S., Eads 38028	\$1,350,000
	Jennifer Pentecost Sims and Jennifer Pentecost Sims Living Trust	Brian Todd Sims and Brian Todd Sims Living Trust	3212 N. Hartwell Ridge Dr., Collierville 38017	\$1,070,000
	George Forrest Wortham III and Susan J. Wortham	Joseph Cate and Jessica Cate	4540 Normandy Ave., Memphis 38117	\$1,065,000
	Paul Freudenberg and Allison Freudenberg	Timothy D. Smith and Stacey K. Ogden	558 Magnolia Mound Dr., Memphis 38103	\$915,000
	Raf Holdings LLC	Glenda G. Yarbrough and Declaration of Residence Trust	517 Magnolia Mound Dr., Memphis 38103	\$910,000

#### Mortgages

A sampling of new commercial mortgages collected by American City Business Journals through Nov. 1.

#### Commercial

Commercial					
LENDER	RECIPIENT	PROPERTY ADDRESS	VALUE		
Wilmington Trust NA	North Memphis Warehouse LLC/ Fullen Dock and Warehouse LLC/ Jimmy T. Wood LLC		\$48,007,188		
Greystone Servicing Co. LLC	Southwind Lakes TN LLC	8210 Storr Dr., Memphis 38125	\$21,411,000		
Westfield Bank	CIL Realty Inc.	205/211 Westley Forest Place N./3995 Wesley Forest Place S. (plus 10 more)	\$2,559,526		
Southeast Community Capital Corp.	400 Main LLC	1905 Overton Park Ave., Memphis 38112	\$548,000		
Bank of Fayette County	McLemore Home Builders LLC	12056 Stromness Cv. W., Arlington 38002	\$515,500		
Beach Park Partners LLC	Memphis Passive LLC	1578 N. Trezevant St./2136 Bennett Ave./5370 Clinchport Cir./2130 Howell Ave., Memphis 38108	\$514,020		
Logan Finance Corp.	MH Luxury Properties LLC	1234 Peabody Ave., Memphis 38104	\$507,500		

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What business owners and executives need to know to successfully grow and protect their businesses

#### **RECRUITING & HIRING**

## A big change to job listings and it's all about pay

he number of job postings that list salary information continues to climb – and they tend to attract more competitive candidates. Indeed's Hiring Lab found that 57.8% of job postings on Indeed in September contained some salary information, up from 52.2% during the same time in 2023. Although the rate of growth has slowed from previous years, the rate still grew in 95 of the 110 metros tracked.

The push for more pay information has come, in part, from a raft of state and local laws requiring employers to disclose at least a range of pay in advertisements, if not the exact salary.

Massachusetts and Marvland passed pay transparency laws that took effect this year. In early 2023, D.C. enacted its own pay-transparency law, alongside California, New York, and Washington state. They joined Colorado, Connecticut, Maryland, Nevada, and Rhode Island.

"It is clear that new laws are driving up the share of job postings advertising salary information," Indeed economist Daniel Culbertson wrote in a blog post. "But the labor market slowdown and easing competition for workers could weigh on employers' urgency to remain competitive by including this information up front in areas where it is not explicitly required by law."

The occupations with the highest level of salary transparency include childcare, which tops the list with 81.7% of job postings with some salary information. Personal care and home health is next, at 74.5%, while security and public safety jobs contain salary information in 74.1% of postings.

Meanwhile, doctors and surgeons have the least transparency in job postings, with just 39.1% containing salary information. Medical technicians are next, at 44.6%, followed by medical information, at

The places that saw the biggest jump in job postings with salary information were:



SERGIY TROFIMOV PHOTOGRAPHY

A growing share of job postings in 2024 includes pay range or a specific salary.

- ► Hawaii, with 82% of job postings in September containing salary information, up from 52.5% a year
- ▶ D.C., which grew from 39.9% of job postings in 2023 compared to 66.5% in 2024.
- ► New York saw nearly all job ads contain salary information, at 97.7%, in 2024, up from 76.5% in 2023.

But in a few states, the share of job postings that list pay information actually went down or stayed flat.

In West Virginia, there was no change, hovering at 42.9% of job postings. South Dakota had the biggest drop, from 61.9% of job postings last year to 60.4% this year.

Salary information provides workers with transparency but can also help employers by cutting down on time wasted on applicants who might not accept a potential salary.

Indeed found that job postings containing six "core" attributes pay, job type, requirements, shift, location, and benefits – receive about three times more applicants than jobs



Andy Medici is senior reporter of The Playbook

missing one of those.

Culbertson said transparency can help employers build trust with current employees by ensuring a level playing field – potentially helping to close gender or racial pay gaps.

"For jobseekers, knowing proposed pay up front can help to calibrate expectations when it comes time to negotiate a salary," Culbertson said.

While noting that transparent pay practices and meaningful raises are now "table stakes" to attracting top talent, Lexi Clarke, Payscale's chief people officer, previously said many organizations have fallen behind even as legislation accelerates.

According to Payscale's 2024 Compensation Best Practices Report, 60% of organizations are now publishing pay ranges in job postings, up from 45% last year.

Managers agree about the growing importance of pay disclosure, with 52% of respondents in a USA Today Blueprint survey saying salary transparency is helpful in attracting and retaining talent.

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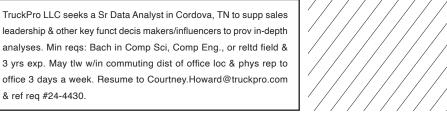
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**Upcoming** nominations



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Dates: November 14, 2024 December 10, 2024 Time: 2:00 - 5:00 pm Place: Hilton Memphis

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**NOMINATION DEADLINE: Friday, January 10, 2024 LOCATION: Memphis Botanic Garden** 

#### **NOMINATE TODAY**

Since 1980, Memphis Business Journal has saluted excellence in business through our Small Business Awards program. The Memphis business community represents innovative individuals, cutting-edge ventures, and unparalleled community outreach. Help us honor the dedication and achievement of hard-working entrepreneurs and nominate today!

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