

# Annual Report 2019-2020



Monroe Harding



# From Our President & CEO

Monroe Harding navigated noteworthy changes in 2019 and 2020, faced significant challenges, and, most importantly, continued to successfully foster the future of vulnerable children, teens, and young adults who needed us during critical chapters of their lives.

With the guidance, generosity, and hands-on involvement of our many partners, volunteers, donors, and committed professional staff, we provided a wide array of essential supports to over 450 children, teens, young adults, and families through our programs and services in the areas of Homes, Healing, Opportunities, and Engagement.

We relocated from our Glendale Lane campus in April 2019 after over 80 years of operations to our new office home in the Metro Center area. In August 2019, Monroe Harding completed a new, three-year strategic plan aimed at expanding our programs and services to vulnerable young people not only in state custody. Monroe Harding also received national reaccreditation in late 2019.

The challenges we faced in 2020 due to a devastating tornado and a global pandemic reinforced the urgency of our mission to change young people's lives. We quickly pivoted in March to keep our work continuing in a remote, virtual, and safe environment. We delivered virtually and remotely all our education, financial literacy, employment preparedness and career readiness services, education and employment reengagement assistance, life-skills training, sexual education, and basic needs assistance.

We placed and supported more children and teens in safe, stable and nurturing foster homes than in recent years. We expanded our supportive housing program to serve more young adults. Our programs and services at our Youth Connections Resource Center grew at a record pace including demands from young adults for secondary and post-secondary education support. And, we launched and grew new programs for young adults including Works Wonders and the Opportunity Now Reengagement Hub.

Like a strong family, Monroe Harding provides foster and vulnerable young people with supports that are essential to building their foundation for lifelong success. Supports like stability, encouragement, and reliable and meaningful assistance. We thank you all for being an important part of our family and for continuing to help provide Homes, Healing, Opportunities, Engagement to young people.



David M. Popen  
President & CEO

# Our Mission

## CAUSE

To ensure foster care youth and other vulnerable young people build a solid foundation of strengths positioning them for success in adulthood.

## MISSION

Changing Young People's Lives.

## VISION

To be a healing community where youth and families make meaningful change so hope, not past trauma, is the heartbeat of their future.

Monroe Harding utilizes  
**four key strategies**  
to empower the young people  
we serve to make meaningful  
changes in their lives



### HOMES

We foster safe, nurturing homes through supportive family environments.



### HEALING

We mitigate the effects of abuse and neglect by creating a trauma-informed healing community.



### OPPORTUNITIES

We offer young adults opportunities through experiences, education, life skill-building, reengagement and career readiness.



### ENGAGEMENT

We engage with supportive adult volunteers and community partners to maximize our impact in the areas of home, healing, and opportunities.

# New Programs



Monroe Harding

## WORKS WONDERS™



### Monroe Harding's career development & employment engagement program

In mid 2019, Monroe Harding formalized a partnership with the Rhode Island-based, nonprofit Foster Forward to bring their Harvard award-winning, evidence-supported career development and employment engagement program, Works Wonders, to Nashville. Works Wonders helps young adults, ages 16 to 26, who are unemployed or underemployed, identify areas of career interest and create a path to that career through education, foundational skill-building, and real-world experience. The young adults who enroll in the Works Wonders program at Monroe Harding engage in 12 weeks of one-on-one career coaching while obtaining 12 to 16 hours of skills training. We provide assistance with eliminating barriers to help the young adults develop an experienced career portfolio. Young adults can also participate in informational interviews, job shadowing, and paid, worked-based learning internships. We provide the young adults with training to help them obtain and maintain jobs in their chosen career paths. By encouraging young adults to thrive in the work force, not just survive, they will be more successful in adulthood.



## OPPORTUNITY NOW REENGAGEMENT HUB @ MONROE HARDING

The Opportunity Now Reengagement Hub at Monroe Harding launched in October 2019 in partnership with Metro Nashville with the purpose of helping disengaged young adults reconnect to their education and career paths. As one of two Hubs in Nashville, we serve young adults ages 17 to 24 who are victims of crime and who are not currently in school or working. Once connected to the Hub, each young adult meets with a Hub Specialist to be coached through the ins and outs of the services and assistance for which they might qualify. Along the way, the young adults gain the support of a peer support worker who helps them further navigate their path to reengagement in education or employment. The Hub supports these young adults by providing coordinated services and assistance with other community agencies most relevant to their needs. We encourage and empower them to take matters into their own hands to accomplish their goals and to walk alongside them on their journey to success.

# Our Stories

## HOMES

### McKenzi's Story

McKenzi came to Monroe Harding as a joyful eight-year-old in August 2015. She worked hard in school and in counseling in order to excel in life and to overcome her past traumas. In addition to hard work, she also attributes her achievements to

the community of people surrounding her, including Casey, her then foster and now adoptive mom.

While in foster care, she participated in gymnastics, dance, and drama club. She also received the once-in-a-lifetime opportunity to go to Disney World, which was one of the most memorable moments of her time with Monroe Harding.

McKenzi's adoption was official in January 2019 after more than three years in foster care. We are grateful to have been on the journey with her to find her forever family. Casey continues to foster and McKenzie is a huge help with her foster siblings. McKenzie continues this leadership at church and school. She maintains a very vibrant social life, always the life of every party, and enjoys helping friends through tough situations as she is no stranger to hard circumstances!

We know McKenzie will shine in everything she does with her intelligence, wit, and bubbly personality.

**Through the resources and services offered at Monroe Harding, Senna found a sense of home and safety.**

## HEALING

### Senna's Story

Senna is one of our supportive housing residents who came to Monroe Harding in early 2019. At that time, she was in high school and at what she calls her "lowest point."

Through the resources and services offered at Monroe Harding, Senna found a sense of home and safety. She credits participating in therapy as one of the biggest reasons she is who she is today.

While taking advantage of therapy, Senna underwent a self-inventory to guide her towards becoming a better person and giving her a new outlook on life. An important practice she learned was being honest with herself and understanding how self-honesty affects her growth. Her resiliency and tenacity are two factors that gave her the self-awareness and strength she did not know she had within.

Senna also participates in the Opportunity Now Reengagement Hub at Monroe Harding. The Hub helped her identify a career path and get a jump start on the experience she needs in her chosen field. Senna currently volunteers with Preston Taylor Ministries working with school-aged children. She earned a scholarship to attend Nashville State Community College and is currently enrolled as an Elementary Education major. She plans to transfer to a four-year university after completing her studies at Nashville State.

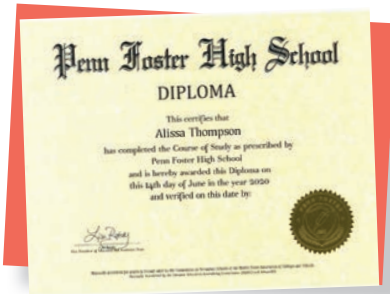
The biggest lessons she's learned while being part of our program is that self-love is the best love and, ultimately, it is she that must hold herself accountable and keep her focused on her goals.



# Our Stories

## OPPORTUNITIES

### Alissa's Story



Alissa was 18 years old when she came to Youth Connections in January 2020. Upon aging out of Foster Care, she had 15 high school credits and a very active, 18-month-old son at home. She

searched for a way to finish her high school diploma during her son's naptime.

Equipped with a Chromebook, a calculator, and school supplies, Alissa started working on her online diploma just as COVID-19 became a reality.

Alissa progressed quickly. She didn't have any trouble until she started working on her personal essay. The project seemed too big. Alissa confided in a text message to Monroe Harding staff that she was losing motivation because things in her life were so hard. Our staff immediately rallied together and created a motivational video for Alissa. When Alissa received the video, she sent this text, "Thank you for the Zoom video, it brought tears to my eyes to know that there are people still rooting for me to finish. I am going to look at this video every morning to keep my motivation up. I just really want to thank you all of you for the support, it means a lot because I didn't have it."

Alissa finished her essay. Here are some lines from the concluding paragraph: "I'm not just a teen mom anymore. I am Alissa, the teen mom who will graduate from high school, and the teen mom who will go to school to get a cosmetology license. I will not let anyone break me down anymore. I will make sure Eli has everything that he wants and needs. I am Alissa. This is my story."

Alissa pushed through the challenges and celebrated her graduation in June 2020.

**"...it brought tears to my eyes to know that there are people still rooting for me..." - Alissa**

## ENGAGEMENT

### Cross Point Church

Cross Point Church partnered with Monroe Harding since 2016. They have six campuses around the Nashville area.

Over the past two years, we formalized a deeper relationship with their staff and volunteers. We are so grateful for all the ways that Cross Point Church engages in our programs. In addition to being a monthly financial supporter, they provide volunteers for Parent's Night Out, special events, and maintenance projects for supportive housing. We do not have sufficient space to host events at our corporate office. Cross Point graciously offered their space and provided the food and volunteers for our Foster Care Cool Down Carnival and Christmas Party.

In 2019, they provided 90 volunteers and 250 volunteer hours across a variety of projects. In addition, many of their members were involved with us individually as volunteers and donors. Two of our foster parents were recipients of their generous outreach and received a new HVAC system. Another foster mom was pampered on Mother's Day.

Cross Point continually asks how they can serve our young people and families. The church has a committed heart towards supporting foster care children, teens, and families. They hosted foster parent information sessions for their members and have a TN Department of Childrens Services Saferoom at their Bellevue and Dickson campuses.

Cross Point is a valuable partner to Monroe Harding, and we are grateful for their partnership.



# Impact



**450**

total children, teens, and young adults served.

**112**  
young adults achieved academic progress in secondary and post-secondary education.

**91**  
children, teens, and young adults received clinical emotional and mental health support.



**344**  
young adults engaged in opportunities for personal development and employment readiness through Youth Connections, Opportunity Now Reengagement Hub, Works Wonders, and Opportunity Passport.

**684**

volunteers served

**3,695**  
hours

**81**  
young adults lived in safe, affordable apartments, with support from Monroe Harding, while pursuing education and/or employment opportunities



**20**

young adults earned their high school diploma.

**106**  
children and teens provided safe, loving homes and support in 44 certified foster homes.



**33,323**  
nights of safe sleep provided for children, teens, and young adults.

# Community Partners

ACE Nashville  
Center for Nonprofit Management  
Centerstone  
CityCURRENT  
Council on Accreditation  
Crossroads Campus  
Dr. Stephanie Bellard-Chase  
Family & Children Services  
Family Focused Treatment Association  
Foster Forward  
Frontier Civic Group  
Junior League of Nashville  
Martha O'Bryan Center  
McKendree United Methodist Church  
Mental Health Cooperative  
Metropolitan Action Commission  
Mid-Cumberland Council on Children and Youth  
My Bag, My Story  
Nashville Chamber of Commerce  
Nashville Diaper Connection  
Nashville Police Department West Precinct  
Nashville State Community College  
Oasis Center  
Piedmont Natural Gas  
Restoration Pointe  
S.A.F.E.

Shared Cause  
Southeast Psych Nashville  
Tennessee State University  
The Annie E. Casey Foundation's Jim Casey Youth Opportunities Initiative  
The Next Door, local food pantries  
The Vanderbilt Center for Excellence for Children in Custody  
The Victory Lap  
TN Alliance for Children and Families  
TN Commission on Children and Youth  
TN Department of Children Services  
TN Department of Labor and Workforce Development  
TN Housing and Development Authority  
TN Kids Belong  
TN Office of Criminal Justice Programs  
Tomorrow's Hope  
U.S. Bank  
United Way of Greater Nashville  
Vanderbilt University Law School  
Verticity  
Young Leaders Council  
Youth Villages  
Woodbine Community Organization  
Workforce Essentials

## A SPECIAL THANKS TO OUR FOSTERING JOY SPONSORS



# Financials

Monroe Harding's financial results cover an 18-month period from January 1, 2019 through June 30, 2020. In July 2020, Monroe Harding migrated to a 12-month fiscal year cycle beginning July 1 from previous calendar year fiscal year cycles. Our audited financial statements were prepared by the independent accounting firm Cherry Bekaert LLP.

## Assets

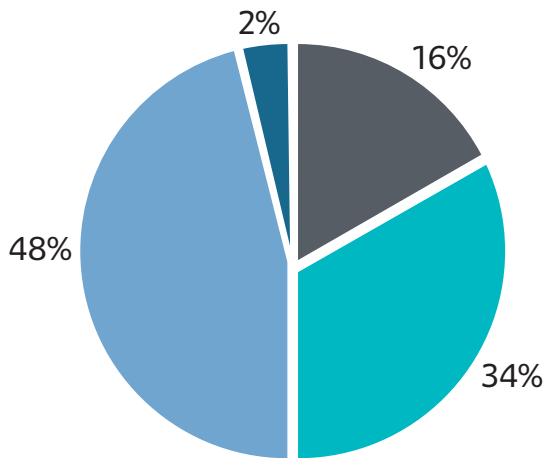
Cash & Equivalents .....	\$654,423
Accounts & Pledges Receivable .....	\$303,932
Other Assets .....	\$58,040
Investments .....	\$8,121,815
Pooled Investments .....	\$23,017
Beneficial Interests in Perpetual Trusts .....	\$788,424
Property & Equipment .....	\$78,661
<b>Total Assets .....</b>	<b>\$10,028,312</b>

## Liabilities & Net Assets

Accounts Payable .....	\$41,150
Accrued Expenses .....	\$167,574
Deferred Revenue .....	\$64,500
Funds Held for Others .....	\$1,371
Net Assets - Board Designated Endowment .....	\$8,006,284
Net Assets - Without Restriction .....	\$660,556
Net Assets - With Donor Restriction .....	\$1,086,877
<b>Total Assets .....</b>	<b>\$10,028,312</b>

### Revenue Sources

Figure 1

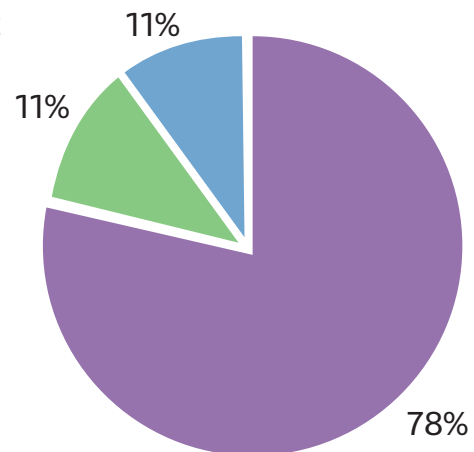


### Revenue Sources (see figure 1)

Philanthropic Support	\$1,438,278
Public Sector Contracts	\$3,142,972
Gain on Sale of Real Property	\$4,395,978
Other Interest & Misc.	\$197,321
<b>Total Revenue</b>	<b>\$9,174,549</b>

### Functional Expenses

Figure 2



### Functional Expenses (see figure 2)

Programs & Services	\$4,148,261
General & Administrative	\$568,755
Fundraising & Development	\$595,985
<b>Total Expenses</b>	<b>\$5,313,001</b>



# Funders

Alliance Bernstein  
Arbor Rouge Foundation  
B&R Charitable Foundation  
Barlow Builders  
Bonnaroo Works Fund  
Boulevard Bolt, Inc.  
Brentwood Financial Partners  
CAA Foundation  
Caterpillar Financial Services  
Cherry Bekaert LLP  
Community Foundation of Middle Tennessee  
Core Civic Foundation  
Cornerstone Church  
Cross Point Community Church  
Crossroads Foundation  
Delta Dental of TN  
Diversified Trust  
Dollar General Corporation  
Dollar General Literacy Foundation  
Downtown Presbyterian Church  
Duke Energy Foundation  
Elixir Spirits  
Enterprise Holdings Foundation  
Fairfield Glade Community Church  
Farm Burger  
First Presbyterian Church of Franklin  
First Presbyterian Church of Hendersonville  
First Presbyterian Church of Lebanon  
First Presbyterian Church of Nashville  
First Presbyterian Church of Tullahoma  
Fleetcor  
FlyteVu Agency, LLC  
Fridrich & Clark Realty  
Gresham Smith  
Hatchery  
HawsGoodwin Wealth  
HCA Foundation  
HCA Healthcare/TriStar Health  
Hillsboro Presbyterian Church  
Holiday Inn Express & Suites  
Nashville MetroCenter Downtown  
Innophos, Inc.  
Jackson National Life Insurance Company  
James R. Meadows, Jr. Foundation  
Kendra Scott LLC  
Keystone  
Kraft CPAs PLLC & Affiliates  
Kroger Community Rewards  
Liberty Hill Presbyterian Church  
Littler  
Live Love Nashville  
Louisiana-Pacific Foundation  
LP Building Products Corporation  
Lyft Community Grant  
Magnolia Title and Escrow  
Marine Layer  
Mattie Mason Sunday School Class  
McLeroy Foundation  
Memorial Foundation  
NaSHEville  
Nashville International Airport  
Nashville Predators Foundation  
Nashville Research Group  
National Philanthropic Trust  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
OneHope Foundation  
Paros Group, LLC  
Piedmont Natural Gas  
Presbyterian Women of FPC Clarksville  
Presbyterian Women of FPC Jackson  
Prometheus Charitable Trust  
Publix Super Markets Charities, Inc.  
Regions Bank  
Restoration Church  
Riser Foundation  
Schneider Electric North America  
Second Presbyterian Church of Nashville  
SmileDirectClub Foundation  
Southeast Psych Nashville  
Southern Hills Medical Center  
Synovus Bank  
T&T Family Foundation  
The Children's Circus Project  
The Clay and Amy Richards Family Fund  
The Dan and Margaret Maddox Fund  
The Dorothy Cate and Thomas F. Frist Foundation  
The Enchiridion Foundation  
Experience Community Church  
The Family Office, LLC  
The Hills Fellowship  
The Jane & Richard Eskind & Family Foundation  
Landen Family Foundation  
Theta Phi Sigma Christian Sorority  
Ticket to Dream Foundation  
Triumph Bank  
Tune, Entrekin & White, P.C.  
Turner Construction Company  
United Way of Greater Nashville  
United Way of Williamson County  
US Bank Foundation  
US Trust Wish You Well Foundation  
Village Real Estate Services  
Washington Foundation, Inc.  
Wells Fargo Foundation  
Westminster Presbyterian Church  
Women of Glen Leven Presbyterian Church  
Women of Harpeth Presbyterian Church

# 2019-2020 Leadership Team

## DAVID M. POPEN

President & CEO

## RHONDA ALLEN

Vice President of Foster Care  
& Clinical Services

## DEIDRE MATTHEWS

Vice President of Finance  
and Administration

## PAMELA MADISON

Sr. Director of Young Adult  
Engagement & Opportunities

## QUATRECE MCKINNEY

Sr. Director of Housing &  
Young Adult Reengagement

## EVELYN TIDMAN

Sr. Director of Talent  
Management & Compliance

## MELISSA COOSENS

Director of Strategic Initiatives

## LEAH SUSI

Sr. Director of Development  
& Communications



# 2019-2020 Board of Directors

## JOHN HORST

Chair

## MATT BARRETT

Treasurer

## JACKIE SHRAGO

Vice Chair

## SARA DEL CASTILLO

Secretary

## CHRIS ANDERSON

## MARGIE ARNOLD

## BRIAN BERRY

## JOHN BRYANT

## ANNA DELONG

## LAURA FOLK

## SCOTT HARDY

## LARONDA HENDERSON

## HANNAH MCGRAW

## KYLEN SHARPE

## CHRIS WYATT

## LORENA DOMINY

Youth Intern



# Organization Accomplishments

- Monroe Harding **RECEIVED REACCREDITATION WITH COUNCIL ON ACCREDITATION (COA)** through 2023. COA recognizes outstanding providers which set high performance standards and make a commitment to their constituents to deliver the highest quality services.



- Monroe Harding **DEVELOPED A COMPREHENSIVE, THREE-YEAR STRATEGIC PLAN** (2019 – 2022) with the input and guidance from nearly 80 community partners which expands the reach of our mission to vulnerable young people not only in state custody.

- **FIVE NEW BOARD MEMBERS ELECTED** who represent diversity of gender, race, and professional acumen.

- Completed sale of Glendale Lane campus and relocated to our new office in Metro Center.

- **OUR YOUNG ADULTS WROTE A BOOK!** It is a collection of personal stories and poems printed and sold, called Imagine Us.

- Our largest annual special event, **FOSTERING JOY, RAISED \$145,000 WHICH IS OUR HIGHEST AMOUNT RECORDED!**



- Monroe Harding recruited and trained **20 NEW FOSTER FAMILIES.**

- We celebrated **33 CHILDREN AND TEENS BEING REUNIFIED** with their birth families and **SIX ADOPTIONS.**

- Five young adults awarded education **SCHOLARSHIPS TOTALING \$8,562.98.**

- Deidre Matthews, VP of Finance and Administration, was a finalist for CFO of the Year with the Center for Nonprofit Management's Salute to Excellence Awards.





## Monroe Harding

1 Vantage Way, Suite C-165  
Nashville, TN 37228  
[www.monroeharding.org](http://www.monroeharding.org)