

# Sparkling HOPE

2018 ANNUAL REPORT



Youth VILLAGES®



## DEAR FRIENDS,

In 2018, Youth Villages staff working in 16 states impacted the lives of nearly 27,000 children, families and young people striving to Spark Something Big!

Our more than 3,000 staff members kindled the spark of change in more places than ever before. We brought families back together safely after the ravages of drug addiction in Indiana. In Tennessee, we found foster and adoptive families for children, and in NYC we scaled our effective solution for transition-age foster youth.

Founded in 1986, Youth Villages has become one of the country's largest and most innovative providers of children's mental and behavioral health services. Our passion for finding and implementing the most effective solutions burns brighter than ever. It's fueled by the support of hundreds of donors, volunteers, foster and adoptive parents, state officials, partners, foundations and individuals drawn to our work by our results.

This year, 86 percent of the children and youth were successfully living at home or independently a year after they completed their program at Youth Villages.

This report includes some of their stories and highlights of our year, including:

- ~ Expansion of our direct services in Tennessee, Mississippi, Georgia, Oregon, New Hampshire and a new state: Ohio.
- ~ Bringing our YVLifeSet model to Pittsburgh and New York City in our drive to spread effective services for older foster youth.
- ~ Our inaugural star-studded gala and GRAMMY Awards® viewing party, hosted by rock legend Steven Tyler, which raised \$2.4 million for Janie's Fund.

We are now leading the charge to transform the way children's services are provided across the U.S. Thank you for joining us and being the spark that unlocks the amazing potential of children, families and young people across the country.

From all of us at Youth Villages, thank you.

Patrick Lawler, CEO

Jimmy Lackie, Chairman of the Board

## DEMOGRAPHIC CHARACTERISTICS

Children served July 2017 to June 2018

### AGE

8 years old and younger	15%
9 to 11 years old	12%
12 to 14 years old	23%
15 to 17 years old	39%
18 years old and older	11%

### GENDER

Male	54%
Female	46%

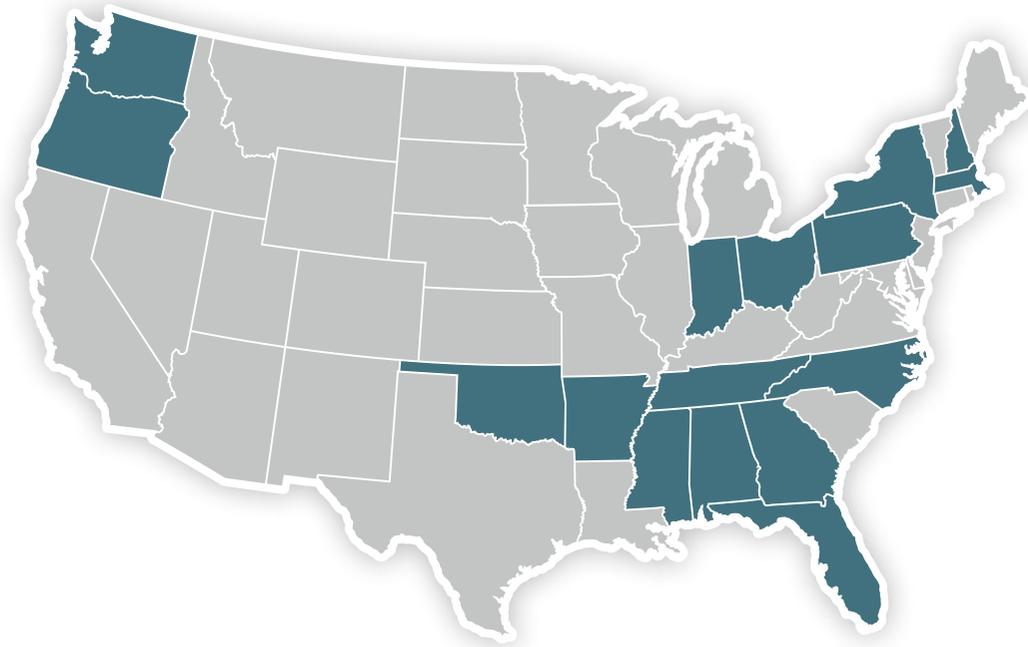
### RACE/ETHNICITY

African American	31%
Caucasian	56%
Hispanic	6%
Native American	1%
Other	6%

## WHERE WE SERVE

Children helped by Youth Villages and our partners in FY18.

- Alabama
- Arkansas
- Florida
- Georgia
- Indiana
- Massachusetts
- Mississippi
- New Hampshire
- New York
- North Carolina
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Tennessee
- Washington



# FINANCIALS

## REVENUE AND EXPENSE STATEMENT

REVENUE	2018	OPERATING EXPENSES	
State of Tennessee	\$79,983	<b>Program Services</b>	
TennCare	\$16,484	Dogwood Campus	\$9,444
Other States/Medicaid	\$93,048	Bartlett Campus	\$11,5056
Grant Revenue	\$1,867	Deer Valley Campus	\$5,393
USDA	\$986	Boys Intensive Residential	\$10,257
Donations and Pledges	\$54,654	Girls Intensive Residential	\$8,948
Investment Income	\$14,446	Oregon Campus	\$729
Miscellaneous Income	\$673	Germaine Lawrence Campus	\$11,174
		Inner Harbour Campus	\$18,431
		Foster Care	\$16,188
<b>Total Revenue</b>	<b>\$262,141</b>	YVIntercept™	\$57,423
		Group Homes	\$6,674
		Adoptions	\$477
		YVLifeSet™	\$13,640
		Mentoring	\$288
		Crisis Services	\$5,322
		Partners	\$2,239
		<b>Management and general</b>	<b>\$28,507</b>
		<b>Fundraising</b>	<b>\$3,167</b>
		<b>Total Expenses</b>	<b>\$209,807</b>
		<b>Change in Net Assets</b>	<b>\$52,334</b>

\*Financials for Youth Villages Inc. and affiliates in thousands

\*In FY18, \$20.4 million in Temporary Restricted Net Assets were utilized to support programs. At the end of the year, \$68.8 million remained in Temporary Restricted Net Assets to support programs in future years. For complete audited financial statements, please visit [youthvillages.org](http://youthvillages.org) or contact the Youth Villages Finance Department at 901-251-4848.



## CONSOLIDATED BALANCE SHEET

ASSETS	2018	2017
Total Current Assets	276,551	245,531
Property and Equipment, Net	69,052	58,571
Other Assets	22,281	10,492
<b>Total Assets</b>	<b>\$367,884</b>	<b>\$314,594</b>
LIABILITIES AND NET ASSETS		
<b>Total Liabilities</b>	<b>\$17,278</b>	<b>\$16,322</b>
NET ASSETS		
Unrestricted	276,281	254,508
Board Designated	5,489	5,284
Temporarily Restricted	68,758	38,401
Permanently Restricted	78	78
<b>Total Net Assets</b>	<b>\$350,606</b>	<b>\$298,271</b>
<b>Total Liabilities and Net Assets</b>	<b>\$367,884</b>	<b>\$314,593</b>

# JANIE'S FUND



Steven Tyler with the girls of Sesa Wo Suban

On Jan. 28, 2018, iconic singer, songwriter, humanitarian, Rock and Roll Hall of Fame inductee and four-time GRAMMY Award® winner Steven Tyler and Live Nation celebrated the inaugural Janie's Fund gala with an exclusive live viewing of the 60th Annual GRAMMY Awards telecast, an elegant dinner, a live auction and an unforgettable night of performances at the historic RED Studios in Hollywood.

The event raised more than \$2.4 million for Janie's Fund, a philanthropic initiative created by Tyler in partnership with Youth Villages to bring hope and healing to girls across America who have suffered

the trauma of abuse and neglect. Tyler first gave voice to this cause with his hit, "Janie's Got a Gun," and his establishment of the fund ensures that these vulnerable girls will have an enduring voice for years to come.

Sharon Stone placed the highest bid of \$116,000 for the exclusive Christopher Makos print of Andy Warhol kissing John Lennon.

The gala was capped off with Stone introducing Tyler and his Nashville-based band, Loving Mary, who performed the classic hits "Sweet Emotion," "Dream

On," "Jaded" and more. The jovial crowd was surprised when Nuno Bettencourt took the stage performing his hit "More Than Words" with Tyler. During "Walk This Way," Tyler was also joined by Aerosmith drummer Joey Kramer and Sesa Wo Suban, a West African drumming group featuring the girls from Youth Villages Georgia.

Learn more at [janiesfund.org](http://janiesfund.org).



Counter clockwise from top: Keynote Speaker and YVLifeSet participant Darilyn Espinoza, Jason Sudeikis and Olivia Wilde, Sharon Stone by Getty® Images.

“  
First-ever  
Janie's Fund  
GRAMMY  
Viewing  
Party raises  
\$2.4 million  
”

## HIGHLIGHTS

# PROGRAM EXPANSION

This year, Youth Villages expanded to Franklin County in Columbus, Ohio, bringing our intensive in-home program, YVIntercept, to safely reunite children and families devastated by the opioid epidemic. In Tennessee, Youth Villages is participating in an important clinical trial testing Multisystemic Therapy for Emerging Adults, an evidence-informed program to change the lives of young people who have significant juvenile justice involvement. In Oregon, Youth Villages is partnering to reduce the strain on the state's foster care system and support families so children can safely go home. Our services also expanded in Mississippi, Georgia and New Hampshire.



# NEW YVLifeSet PARTNERS

In 2018, Youth Villages chose its first public agency partners for the YVLifeSet program in the drive to make comprehensive support available to transition-age young people across the country.

In New York City and Pittsburgh, Pennsylvania, Youth Villages is helping more young people participate in YVLifeSet through the commitment of our donors, including Blue Meridian Partners.

In NYC, Youth Villages is providing clinical, administrative and research support to our partner, Children's Aid Society. In Pittsburgh, our provider partner is Pressley Ridge. They join the Accelerator YMCA in Seattle, Washington, and Turning Points for Children in Philadelphia, Pennsylvania, in providing YVLifeSet.

YVLifeSet is one of the largest program models of its kind in the U.S. Learn more about this initiative at [www.partnerwithyv.org](http://www.partnerwithyv.org).



Tiney, left, and his Turning Points for Children YVLifeSet Specialist Frank Tennant

“  
She’s a  
sweetheart,  
a hard worker,  
a good mother  
to her two  
children and  
manages lots  
of stress in  
her life.  
”



Kaylee, left, and her  
Pressley Ridge YVLifeSet  
Specialist Amber Myers.

# KAYLEE

Kaylee wasn’t really sure about the YVLifeSet program when she first heard about it. But, she knew she needed help.

She had grown up with insecurity, moving from family through several group homes. Because of the trauma she experienced, as well as living in environments where she needed to be self-protective, Kaylee could have emotional outbursts and conflicts with others.

Pressley Ridge, which partnered with Youth Villages and Allegheny County to bring YVLifeSet to Pittsburgh, Pennsylvania, is using the program model to help young people like Kaylee, who are not connected to services that can help them.

Kaylee had actually been banned from an independent living program because of conflicts. However, YVLifeSet Specialist Amber Myers immediately saw the young woman differently.

“She’s a sweetheart, a hard worker, a good mother to her two children and manages lots of stress in her life,” Amber said.

Amber and Kaylee meet once each week in the community but are in continual contact by text and phone. This has allowed Kaylee to work through emotional challenges and develop new coping skills.

“If I need someone to talk to about things that go on in my house or a tough situation, I can talk to Amber,” Kaylee said. “She is there when I need her.”

Amber is helping Kaylee get her driver’s license and find employment and housing options. In fact, Kaylee recently obtained an entry-level position in a hospital, which provides both benefits and an opportunity for additional education and training.

She is seeing a future where she is able to make a better life for herself and her children – and help others.

“The YVLifeSet program is keeping me moving forward on the things I need to do,” Kaylee said. “In five years, I would like to have completed college and be a nurse.”

# THE BRYSONS

As teenagers, Terra Bryson and her husband used drugs some, but they had been sober for 10 years and were raising three children when a moment of vulnerability led to relapse.

Their three school-aged children were taken into foster care. Terra was pregnant, and the baby was taken into the child welfare system after birth. The parents were heartbroken.

“We were told that you don’t come back from this; you don’t get your children back,” Terra said.

“We refused to believe that, and we kept pushing forward and pushing forward.”

Youth Villages’ YVIntercept family specialists stepped in to help the couple complete the requirements to reunite their family. The Brysons underwent mental health assessments and attended anger management and parenting classes, as well as Narcotics Anonymous meetings. Specialists worked with both parents and their children; the oldest child was angry with her parents for what they’d done, and at first, refused to come to visitation.

After 10 months of intensive support from Youth Villages, the children came home safely. Terra believes this tumultuous time in their lives helped shape them into a stronger family.

“Our relationship with our kids is so much better now, and I am really grateful for everything that happened, as horrible as it was,” Terra said. “Sometimes, you lose sight of how important and how good things are, but we’ll never take it for granted ever again.”



Katherine Gilliard, YVIntercept Clinical Supervisor, left, with the Bryson family.



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“  
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bit more.  
”



# TYRIC

Growing up in a tough neighborhood, Tyric fell in with a group of friends who smoked marijuana and broke the law. When his juvenile record lengthened, he was sent to a detention center.

At age 18, Tyric was released and became one of the first participants in a new program offered by Youth Villages Multisystemic Therapy for Emerging Adults, an evidence-based program model designed to help young adults with juvenile justice backgrounds make the transition to productive adulthood.

The program pairs each young adult with a counselor, available 24/7, who provides intensive support as the young person learns to make good decisions; finds housing and employment; and builds a positive support network.

Monika Hicks, a master’s level social worker, saw that Tyric was ready to hit the reset button on his life.

“We’ve worked on school, jobs, getting my driver’s license; she’s kept me on my Ps

and Qs,” he said. “She’s someone to talk to, someone to open up to a little bit more. There’s always someone speaking positive in my ears.”

Tyric’s life is different than before. His priorities changed, too.

“I have a newborn little girl, and that’s my main focus - my little girl and my family,” Tyric said. “I’ve been using what Monika taught me. I don’t have to go back to street life to get where I’m trying to go.”

# KEONA

Keona's first months at Youth Villages' Inner Harbour campus were rocky. She was lonely, depressed and aggressive toward herself and others.

"I didn't have a will to live at that time," Keona said. "I was hurting myself and wouldn't accept help, but my Youth Villages team stuck by my side and changed my life forever."

Inner Harbour is a residential treatment campus for youth with severe behavioral, emotional and mental health challenges, often caused by trauma. In Keona's case, she was abandoned by her mother and left in her grandparents' care.

"We worked on Keona's self-esteem, because she used to blame herself for her behavior," said April Sawyer, Keona's therapist. "Now, she understands how trauma influences thoughts, emotions and behavior."

Keona participated in individual therapy, as well as Youth Villages' therapeutic drumming and mentoring programs.

These days, when Keona becomes frustrated by a peer, she walks away and takes a deep breath. She even helps other youth practice coping skills.

"I'm so proud of Keona's progress," April said. "She's smart, creative and a leader."

Keona is looking forward to high school, while continuing to work on her confidence.

"I am worthy, I am smart, I am beautiful," Keona said. "Thanks to Ms. April, I believe these words now. Her positivity has helped me recognize that my life is worth living. Now, I can prove that I can make it out there myself."

“  
I am  
worthy, I  
am smart,  
I am  
beautiful.  
”



From left, April Sawyer, therapist, Keona and her mentor, Jill.

“

I told her every little detail about what happened. I had to get down to the roots of where it all started.

”



Michael and his YVIntercept Family Intervention Specialist Alyssa Redman.

# MICHAEL

Some kids collect Pokemon cards; 14 year-old Michael collected mugshots. In his first mugshot, he was 9 years old. There are 11 others.

Michael's behavior worsened every year. He set houses on fire and destroyed a \$500,000 basketball court at school. He started throwing rocks at cars from overpasses.

“Truth be told, I thought he was destined for prison,” his mother said. “And it was hard to know why. He's always had both parents and stability. It blew us away that he was always making bad choices.”

After one stint in detention, Youth Villages was assigned to help Michael through YVIntercept, intensive in-home services.

Through the program, Family Intervention Specialist Alyssa Redman learned Michael had not dealt with a traumatic incident that occurred when he was 8. She utilized trauma-focused cognitive behavioral therapy to help Michael confront his painful past.

“That was the hardest thing I did, but I opened up,” Michael said. “I told her every little detail about what happened. I had to get down to the roots of where it all started.”

Michael's life has changed. He's catching up in school and off probation for the longest stretch of his young life.

“I knew I had really disappointed my mom,” he said. “Seeing her proud of me... that's the feeling that I wanted to have forever. I changed myself, but not just for me - for her and my dad and my sisters.”

Michael wants to go to college. He wants to learn more about financial services and be a stockbroker one day.

# STANLEY

Stanley bounced between residential facilities and foster homes until Child Protective Services moved him from the city and into a friend's home in a Boston suburb. Then, he enrolled in YVLifeSet.

"I was a gang member," said Stanley, age 19. "I saw kids my age and younger die on the streets. That meant not having long-term goals to look forward to in life. That was hard for me to get away from."

Youth Villages is working to make YVLifeSet available to every transition-age foster youth in

Massachusetts through a public-private partnership with the Commonwealth.

"YVLifeSet changed everything for me," Stanley said. "It taught me that I wasn't a kid anymore. I'm a young man, and I need to be responsible. It taught me skills like how to look for a job, manage my money, graduate high school and do the paperwork for college so I can reach my goals."

"Just working with my foster parents was not enough," he said. "I wasn't comfortable doing

things on my own – simple things like making appointments, leaving voicemails."

Stanley now works repairing cars. To advance his career, he has enrolled in a community college to earn an advanced automotive technician's degree.

"YVLifeSet provided the extra, one-on-one guidance that I needed. Now, I like to take on challenges. And, I know which decisions are the positive ones to make. I have hope, now. Before, I didn't."

“  
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I have  
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Before, I  
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”



“  
Family means that you have people by you and people you can trust.  
”



# VICTORIA

In 2018, Youth Villages partnered with Southern Reins in Memphis, Tennessee, to provide an equine-assisted therapy program. Thirteen-year-old Victoria's love for animals and need for help with behavioral and emotional issues made her a perfect fit for the therapy program. Through this program, also offered at our Inner Harbour Campus in Georgia, children like Victoria have the unique opportunity to use horses as a therapeutic agent to develop coping strategies to deal with traumatic events and develop life skills to help them live successfully.

“Something I like about horses is that you know you have a loyal companion by your side if you need it,” Victoria said. “The horses don't care who you are, and they help you and you help them.”

Victoria, who is currently waiting for a forever family through Youth Villages' adoption program, has developed leadership and teamwork skills, confidence, a healthy attitude, and new outlook on life, all supported by interactions with the horses and therapies through the program.

“I am so proud of Victoria,” said Alaina McIntyre, recreational therapist with Youth Villages. “She has used her passion for animals to develop as a strong, positive leader through the equine therapy program.”

She would love to find the perfect family for her with pets and lots of love to give.

“Family means that you have people by you and people you can trust,” Victoria said.

To learn more, go to [yvadoption.org](http://yvadoption.org).

# TAMARA

A child should never have to grow up the way Tamara did. There was abuse and domestic violence. The men in the family sold drugs; her mother was an exotic dancer who sometimes sold her body.

“I didn’t know any different,” Tamara said. “But, it taught me early that it wasn’t something that I wanted.”

Then, things got even worse. One night, Tamara and her siblings woke up to gunfire in their home. She went downstairs to find her mother dead, and her world changed.

Foster care brought stability and a family; Tamara was adopted one month after her 18th birthday. As she approached high school graduation, she became part of the YVLifeSet program that helps former foster youth make a good transition to adulthood.

Only 3 percent of young people who have experienced foster care ever graduate from a four-year university. Youth Villages created YVScholars to make sure that selected YVLifeSet participants beat those odds.

With the extra support, Tamara has soared. She will graduate in December – in only two-and-a-half years – from Middle Tennessee State University with a degree in political science and is applying to law schools. She is an advocate for children in foster care now.

“I want to change the stereotypes attached to the words ‘foster child,’” Tamara said. “I’m passionate about changing the way children in foster care are seen.”

“

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”





## BY THE NUMBERS

Youth Villages provides effective help to children through many different programs and services.

### CORE

Residential Services	1,261
Group Homes	177
Foster Care	948
In-home Services	7,331
Transition-Age Youth Services	2,992
Wraparound Services	760

### ANCILLARY

Crisis Services	9,893
Assessment/Case Management	2,507
Outpatient/Other Services	660

Total 26,529

*\*Please note: Youth may be served in more than one program; Total youth served across YV will be less than the sum of youth served by program.*

## PRESENTING ISSUES

Children served July 2017 to June 2018

Abuse/Neglect	43%
Behavioral Disorder	79%
Educational Issues	26%
Life Skills	25%
Mental Health	25%
Physical Health	26%
Substance Abuse	26%
Suicide/Self Harm	42%

*\*Please note: 86 percent of youth presented with multiple issues.*

86%  
of youth  
served by  
Youth Villages  
are living  
at home  
with their  
families or  
independently  
a year later.

*\*Includes only those who received at least 60 days of service.*



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- First Congregational Church, Winchester
- First Presbyterian Church of Douglasville
- First Tennessee Bank
- Fleet Feet Sports
- Flowers Baking Company of Batesville
- FlyteVue
- Food with Class-A Program of Youth Villages
- Ford Motor Company
- Frank Grisanti's
- Freddylive Fitness
- Fresh Salon
- Fullview Baptist Church
- Galexie Glistler
- Game On!
- Genesco
- Geny Insurance Agency, Inc.
- GEODIS
- George's Pizza
- The Georgia Aquarium
- Germane Solutions
- Germantown Church of Christ
- GFWC Junior Woman's Club of MA
- Gideons International
- Glass Doctor of Raleigh
- Gold's Gym
- Gordon Brothers Group, LLC
- The Gordon Foods Service
- Great American Professional Risk Insurance
- Greater Durham Chamber of Commerce
- GreatestFan
- Greystone
- Greystone Power
- Growth Central Church
- The Half Shell
- Hampton Inn and Suites
- Hard Rock Café Memphis
- Harper Corporation
- Harvard Business School
- Harvesting Faith Outdoors
- Havas Media
- Healthways
- Highfields Capital
- Hines

## COMMUNITY PARTNERS (cont'd)

Holy Nation Church

Home Depot

Hope Assembly of God

Hope Church Memphis

House on the Rock Church

Hubway Bicycle System

Huey's

Hunt Brothers Pizza

IBM

Incredible Pizza

Indulge Catering, LLC

Informa Investment Solutions

Ingersol Rand

Ingram Entertainment

Inivata

Institute of Real Estate Management

Memphis Chapter 20

InStream

Integrated Communications Inc.

International Paper

Island Creek Oyster Bar

ISTS

Jackson National Life Insurance Company

Jason's Deli

JD's Wings 2 Go

JetBlue

Jillian's Boston

Jim 'N Nick's

Joe's Crab Shack Memphis

Johnson and Johnson

Jono the Giant

Junior League of Boston

Junior League of Jackson

Junior League of Nashville

Kele, Inc.

Kelley Productions

Kendra Scott

King Cotton

Kiwanis Club of Bartlett

Kiwanis Foundation

KIX106 FM

Knoxville Area Association of Realtors

Kraft CPAs

The Kraft Group

Kripalu

Kroger

Lakeside

Latchford Landscaping

Laura's Kitchen

LBMC

Leadership Triangle

Leading Edge Wireless

The Learning Lab

Lenny's Grill & Subs

Levy Restaurants

Lexus of Memphis

LG&W Credit Union

Liberty Mutual

Lipscomb & Pitts Insurance, LLC

The Little Clinic

LiveFIT Studio

Loretta's Last Call

Lowe's

LSI Graphics

Lyft

MadTree Brewing Company

Magnolia Federal Credit Union

Magnolia Health Plan

Mahaffey Tent Co.

Malham Leverage Group

Margie's 901 homemade ice cream

Market Commercial Real Estate

Massachusetts Office of the Attorney

General

Mattress Firm

McDonald's

Medicago

Medtronic

Memphis Area Association of Realtors

Memphis British Sports Car Club LTD.

Memphis Grizzlies

Memphis Restaurant Association

Memphis Runners Track Club

Meridian

MFS Investment Management

Ministry of the Heart

Mint Museum Uptown at the Levine Center  
for the Arts

Minuteman Press

Miss Birdsong's Sweet Tooth

Mond's Brow Studio

Moog Music

Morgan & Morgan

Mosa Asian Bistro

A Moveable Feast & Hog Wild Catering Co.

Mt. Zion United Methodist Women's Group

Multi Agency Alliance for Children

Nashville Predators Foundation

NaviHealth

NAVMAC

NC Department of Correction

NCCC

Neiman Marcus

New England Aquarium

New England Shirdi Sai Parivaar

New Hope Christian Church

NewSole Running

NFIB

Nike

Nissan

Noah's Event Venue (Morrisville)

Norman Sound & Productions

North Bridge

North River Church of Christ

Northwest Mutual

Nothing Bundt Cakes

NSA Mid-South

The Office of William Numa, MD, FACS

Oak Elementary

Oak Grove Baptist Church

Oak Hall

Off the Wagon Dueling Piano Bar

Old Navy

On the Border

OnForce, Inc.

Optimist Club of White Station

Optiv

Optum

Oracle Corporation

Parish of the Epiphany, Winchester

Party Reflections

The Paul & Phyllis Fireman Charitable

Foundation

Peddlin' Pig

Pepsi Americas

Pfizer

Piedmont Natural Gas

Pileum Corporation

Pimentos Kitchen & Market

PMC Commercial Interiors

Portrait Makers LLC

Pour Taproom

Prairie Farms

Precision BioSciences, Inc.

Premium Refreshment

Pretty Paws

Pyro's Fire Fresh Pizza

R.C. Mathews

The Race

Regions

Rich Products

Riko's Kickin Chicken

Rising Star Quilters Guild

Rizzo's Diner

RJ Young

The Robinson Foundation

Rochford Realty and Construction

Ronnie Grisanti's Restaurant

Rotary Club of Northeast Shelby County

Rotary Club of West Springfield

Rotary Club of Winchester

Rothstein Kass Family Office Group

Sacred Journeys, LLC

Safety Quip

Sam's Club Foundation

Samsung

Sanderson Farms

Sarah Cannon Cancer Research Center

Scrub a Dub

ServiceMaster

Siena Engineering Group

Silicon Ranch Corp.

Silky O'Sullivan's

Simply Barre Southie

Singleton Community Center

Sisters of Mercy of North Carolina Foundation

Smith & Nephew, Inc.

Smoothie King Collierville/Germantown

SoftArtisans

Something Classic & Daisy Catering

Soulfood Ministries

Southern Security Federal Credit Union

Southern Shows

Speedway Children's Charities

Spiral Systems Incorporated

Sprint

St. Philip's Episcopal Church

Sterling's

Stone Soup Café & Market

Strategic Online Systems

Sugar and Spice Sweets

Superlo Foods

Sycamore View Church of Christ

Sysco Memphis LLC

Target - Nashville

TechnologyAdvice

Tennessee Titans

Thomas & Company

Tivity Health

Tobacco Road Coffee & Smoke Shop

TP Howard Plumbing

Trans Med USA, Inc.

Traveler's Insurance

Trezevant Retirement Community

Trinisys

Trinity Baptist Church

Trinity FWB

Triumph Bank

Turner Universal

Tyler's Taproom & Restraunt (Durham)

UBS Financial Services

UL Workplace Health and Safety

Ultimate Entertainment

United Way of the Greater Triangle

United Way of the Mid-South

UnitedHealthCare

Unity Hair Salon

Unity of Nashville

University of Memphis

University of Memphis School of Public Health

University of Missouri

University of South Florida - Alternative Spring  
Break

University of Tennessee Knoxville

Unum

Upcountry Camp

UPS

Urban AdvenTours

US Bank

Vanderbilt University

Vanelli's Deli & Catering

Veritas Community Groups

Vineyard Vines

Vision

VolCorp

Volunteer Corporate Credit Union

Wachusett Mountain Ski Area

Walker-J-Walker

Walmart

Wellstar

Western Wake Women's Club

The Westin Jackson

Whole Foods Market- Bedford

Wilmington United Methodist Church

Wood Personnel

WRVR 104.5 FM

Wyatt, Tarrant & Combs, LLP

Xerox Corporation

XPO Logistics

YMCA of the Triangle

Zimmer

Zion Hill Baptist Church

## CREDITS

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