A WORD FROM THE ED

Last year, we assisted 9100 unique individuals. Some we connected with once; others we served through an on-going relationship, typically with an array of services.

Notwithstanding all of the growth and ‘new’ we see throughout Middle Tennessee, our community still has to deal with poverty and its many root causes.

People often come to us as a last resort for a particular need. With a bit of preliminary conversation, we frequently find that one need has a long trail of other needs following close behind, and they are usually related.

Last year, we assisted 9100 unique individuals. Some we connected with once; others we served through an on-going relationship, typically with an array of services. On average, we assisted these 9100 individuals nearly 8 times, for more than 70,000 service occasions for the year.

What you will read in these pages is a small glimpse of what we deal with daily. You will learn of ways, primarily through case management and counseling support, how we assist our neighbors-in-need in making adjustments to their lives, adjustments which, for many, will lead to personal and fiscal self-sufficiency.

Welcome! Come read our story.
COUNSELING:
A PERSONAL APPROACH TO CHANGE
Serving people of all faiths.

Catholic Charities has a long history of providing counseling to individuals, couples, and families addressing concerns such as anxiety, depression, grief, and relationship challenges.

Counseling offers a safe place to focus on desired life changes, strengthening relationships with loved ones, and/or emotional growth and healing. Each session is customized to meet the client’s unique needs.

Services are available to people of all faith traditions.

Counseling is offered at a number of Middle Tennessee locations:
- Catholic Pastoral Center (Donelson/Madison)
- St. Stephen (Old Hickory)
- St. Philip (Franklin)
- St. Rose of Lima (Murfreesboro)
- St. Henry (West Nashville/Bellevue)
- South Nashville Family Resource Center, McGruder Family Resource Center (North Nashville)

Fees are on a sliding scale, based on ability to pay, to ensure that counseling is available for all who need access to it.

Spanish-speaking counseling is available at the Catholic Pastoral Center and South Nashville Family Resource Center.

Our counselors also serve diocesan schools: St. Patrick (McEwen), St. Ann (West Nashville), St. Pius X (Bordeaux), St. Henry (West Nashville/Bellevue), St. Joseph (Madison), St. Edward (South Nashville), Immaculate Conception (Clarksville), St. Rose of Lima (Murfreesboro) and Holy Rosary Academy (Donelson).

Engaged Employers Enhance Workforce Development

Industry-inspired training leads to career paths.

It’s no secret that our region’s economy has changed in many significant, mostly positive, ways.

For many who come to us for help, though, the fruits of that growth are often not reachable.

To change that in a meaningful way, Catholic Charities, representatives of local industries in critical need of good, reliable, long-term employees, and other partners, joined forces to formulate a new approach to job training and placement.

The new workforce development initiative offers industry-inspired training programs specifically designed to lead to career paths that can help transition families out of poverty.

Opportunities in health care, hospitality/lodging, food service, and fashion/apparel manufacturing are all being addressed.

The effort is so much more than simply connecting clients with employers trying to fill hard-to-fill, low-paying jobs, explained Pamela Russo, executive director.

“Our neighbors here in North Nashville are eager for opportunities that will improve the well-being of each person in their family,” said Alisha Haddock, McGruder Family Resource Center (FRC) director.

“Our heart and soul has gone into bringing the right industry partners to the table.”

Four tracks are offered:

- Certified Nursing Assistant Training (at Metro General Hospital)
- Sewing Training Academy (at McGruder FRC)
- Hands on Hospitality/Lodging Training (at McGruder FRC)
- Kitchen Support Training (at Loaves and Fishes)

“This program is not just for one group of clients, though,” Russo added. “It is for all of our clients, anyone who may have an inclination towards the work opportunities being provided.” Refugees being resettled by Catholic Charities are also potential client/trainees.

“Our new workforce development initiative has truly benefited from agency-wide partnerships, in a variety of locations, all with a history of connecting clients with employers.” The program will directly and indirectly impact nearly 600 people in the first full year.

Ironically, the 2-year old Sewing Training Academy (STA), one of the tracks, was an early model for the initiative, given its work with the Nashville Fashion Alliance, local fashion designers, and area manufacturers.

Trishawna Quincy, STA instructor/coordinator, knows how meaningful this program can be. She has seen it work.

“I get to see my client/students come in with a general interest in sewing and see them graduate from the program with skills allowing them to move to full-time employment.”

Meaningful employment for a parent can be the foundation for an entire family to achieve a level of sustainability that endures through life’s challenges, while, collectively, moving the needle on poverty for entire communities.

To schedule an appointment with a counselor, CALL 615-352-3087.
Fr. Mike Johnston
ADMINISTRATOR, DIOCESE OF NASHVILLE

As a pastor in Middle Tennessee for most of my ministry, I have had a general awareness of Catholic Charities of Tennessee’s work with those most in need in our community. However, until I assumed the responsibility of serving as Administrator, I really did not know the full scope of services provided by Catholic Charities.

Every day of the week – even on a good number of Sundays I have learned – some part of the Catholic Charities team of staff and volunteers provides not only a listening ear, but guidance and assistance, whether material or otherwise, all in response to our Lord’s call in Matthew 25 to feed the hungry, give drink to the thirsty, clothe the naked, and welcome the stranger…in other words, to give hope to those experiencing hopelessness.

Their actions, on behalf of all Catholics in Middle Tennessee, are truly a response to our Lord’s call in Matthew 25 to feed the hungry, give drink to the thirsty, clothe the naked, and welcome the stranger…in other words, to give hope to those experiencing hopelessness.

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As a result, although it appears that we provide the community with such a broad array of services – which we do – the reality is that our services are built on a fairly simple foundation consisting of two key elements, excellent case management skills and excellent counseling skills.

Catholic Charities of Tennessee is truly a jewel for our community especially for our neighbors in need.

Pamela Russo
EXECUTIVE DIRECTOR, CATHOLIC CHARITIES OF TENNESSEE

We find, on an ever-recurring basis, that an individual or family coming to us for assistance with one problem often is dealing with a host of others. It is never simple.

In reviewing past annual reports for our agency, there seems to be a generally consistent theme: change is a constant.

Catholic Charities of Tennessee in 1962, the year of our establishment, was very different from the agency of today, regardless of whether you are talking about budget size, clients served, or types of needs addressed.

In the first person, problems are always hard to deal with. On reflection, though, it seems that the issues our clients are dealing with today are extremely complex, a great deal more so than in the early 1960s. And, they seem to be multifaceted, too.

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We apply these skills in a host of ways.

One thing that has not changed since the beginning, though, is the realization that without you – our supporters who help us do what we do in so many special ways – we would not be here for those who need us most.

On behalf of our staff and volunteers, who I am honored to serve beside, thank you! Your support, in its many forms, is truly a blessing for all of us, especially those we serve.

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Dwayne Dillard
PRESIDENT, BOARD OF TRUSTEES (FY16-17)

Whether you share your time, your money, your interest in a particular issue of concern, your household furniture, or your prayers, you are helping Catholic Charities.

Prior to joining the Board of Trustees of Catholic Charities of Tennessee in July 2012, I tended to think of the agency and its work in terms of them.

My wife and I would make occasional donations to them to support their efforts. One or both of us might volunteer for one of their programs.

Through my service on the Board, which ended with the end of fiscal year 2016-2017, I came to understand that Catholic Charities and the work that its staff and volunteers do with people in need in our community is anything but them.

Very clearly, as the social service arm of the Diocese of Nashville, when Catholic Charities serves, everyone associated with Middle Tennessee’s Catholic community is reaching out to help our neighbors in need.

Yes, Catholic Charities of Tennessee is us!

Whether you share your time, your money, your interest in a particular issue of concern, your household furniture, or your prayers, you are helping Catholic Charities do what we are all called to do…take care of our neighbors. We are all in this together.

May God bless those who are served, and, of course, those who serve, as well.

“Yes, Catholic Charities of Tennessee IS us!”

Welcome Bishop-elect Spalding! Thank you Fr. Mike!

As we were going to print, Pope Francis named Bishop-elect J. Mark Spalding as the 12th Bishop of Nashville. We look forward to serving with our new bishop.

Concurrently, we want to recognize the support of Fr. Mike Johnston during his tenure as Administrator of the Diocese of Nashville. May God bless them both!
ANNUAL REPORT

Catholic Charities of Tennessee
Board of Trustees FY2016-2017

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Catholic Charities of Tennessee
Executive Management FY16-17

Pamela Russo Executive Director
Richard Neal Chief Financial Officer
Mark Barry Director, Mission Advancement
Kellye Branson Director, Refugee & Immigration Services
Holly Johnson Director, Tennessee Office for Refugees
Shirley Lopehandia Operations Manager
Collen Mayer Director, Social Services
Scott Gubaia Executive Assistant

Financial Highlights

July 2016 - June 2017
Catholic Charities of Tennessee, Inc.

Income by Sources and Expenses by Use for FY 2016-2017

Source

State of Tennessee grants ......................................................... $730,906 ..........3.7%
Service fees ............................................................................ $1,753,837 ..........8.9%
Bishop’s Annual Appeal & other Diocesan grants ..................... $560,924 ..........2.8%
United States Conference of Catholic Bishops grants............ $2,012,475 ..........10.2%
Miscellaneous Program grants .................................................. $608,128 ..........3.1%
Office of Refugee Resettlement grants ................................ $11,082,778 ........56.2%
Metropolitan Government of Nashville grants ........................... $474,847 ..........2.4%
Reimbursement of occupancy expenses ................................... $211,089 ..........1.1%
Contributions and bequests ....................................................... $795,139 ..........4.0%
United Way allocations and designations .................................. $658,244 ..........3.3%
Other ............................................................................................ $40,481 ..........0.2%
In-Kind Donations....................................................................... $790,292 ..........4.0%
TOTAL...................................................................................... $19,719,140 ......100.00%

Expenses

Administrative Services ................................................................. $32,744 ..........0.2%
Auxiliary Services .................................................................... $426,007 ..........2.1%
Fundraising .............................................................................. $265,740 ..........1.3%
Refugee & Immigration Services ........................................... $4,108,546 ..........20.7%
Pregnancy Counseling and Adoptions .................................. $1,677,681 ..........8.4%
Basic Needs/Counseling/Job Training/Elder Care ................. $3,363,107 ..........16.9%
Tennessee Office for Refugees ............................................... $10,009,546 ..........50.3%
TOTAL...................................................................................... $19,883,546 ......100.00%

Total Income ............................................................................................ $19,719,140
Total Expenses ........................................................................................... ($19,883,371)
Planned Use of Reserves ................................................................ ($164,231)
Foundations, Corporations, Organizations & Grants

JULY 1, 2016 - JUNE 30, 2017

2010 Burdine Community Property Trust
African American Cultural Alliance
Allan Jones Foundation
Allstate Foundation
Allstate Giving Campaign
Amazon Smile Foundation
American Online Giving Fund
Anonymous
Arthur J. Gallagher Foundation
Ascension Health Ministry
AT&T Employee Community Campaign
Athens Distributing Company
Avondale Partners
Bank of America Charitable Foundation
Bank of America Employee Giving Campaign
Bass Berry & Sims
Ben E. Keith Foundation
Blue Cross Blue Shield of Tennessee
Boulevard Bolt, Inc.
Bradley Arant Boult Cummings
Catholic Campaign for Human Development (USCCB)
Catholic Charities USA
Catholic Community Foundation of Middle Tennessee (CCFMT)
Catholic Charities USA
Church of the Incarnation Catholic Church
Community Foundation of Middle Tennessee (CFMT)
Center for Student Missions
Charitable Adult Rides and Services (CARS)
Connell, PLLC
Crosslin, PLLC
Crowe Horwath LLP
DeFranco Family Donor Advised Fund (CFMT)
Deloitte Touche Tohmatsu Ltd.
Employee Community Campaign
Diocese of Nashville
Diocese of Nashville, Bishop’s Annual Appeal
Doll & Martin Hunt Family Foundation
Dollar General Literacy Foundation
The Dorothy Cate & Thomas F. Frist Foundation
Emergency Food & Shelter National Board Program
Father Ryan High School
Fidelity Charitable Gift Fund (FCGF)
Fifteen Forward
FM Global Foundation
The Frist Foundation
Gap, Inc. Employee Community Campaign
Genesco, Inc.
Greater St. John Missionary Baptist Church Youth Ministry
Harmony Adoptions of Tennessee
HCA Foundation
The Healing Trust
Hillwood Country Club
Hillwood Playcare
HMS Capital Management
Holy Family Catholic Church (Brentwood)
Holy Family Church Men’s Club
Holy Rosary Catholic Church
Holy Rosary Church Ladies Guild
Holy Trinity Greek Orthodox Church
Hunt Family Foundation of Nashville, TN
Illinois Tool Works Foundation
Immaculate Conception Catholic Church
India Association of Nashville
Indiana, Kentucky & Southwestern Ohio Combined Federal Campaign
J P Morgan Chase & Co.
J&J Printers
James Madison University, Office of Fraternity & Sorority Life
JPD Investments
Kazimi Family Advised Fund (CFMT)
Keely Dinger Family Fund (FCGF)
Kelly-Miller Group of Raymond James
Knights of Columbus, Alphonse J. Smith Council #3763
KPMG Employee Community Campaign
Kroger Community Rewards
Kruger Family Fund (SCF)
LMG Show Technology
Lombard Trust
Lucas Family Fund (CFMT)
Marlilyn F. Craig Estate
Marina Manor Apartments
The Mary Alice Fortin Foundation
The Memorial Foundation
Metropolitan Development and Housing Agency
Metropolitan Government of Nashville/Davidson County
Metropolitan Nashville Arts Commission
Metropolitan Nashville Public Schools
Moms Club of East Nashville
Montgomery Bell Academy
Music City Center
Network for Good
NovaCopy
OsteoStrong
Our Lady of Guadalupe Catholic Church
Pinnacle Financial Partners
Pope John Paul II High School
Powell Creative
Rechter Family Fund (CFMT)
Rev. Philip M. Breun Estate
Riley Warnock & Jacobson
Robert Hewitt Smith Memorial Fund (CCFMT)
Rockovich Living Trust
Schneider Electric North America Foundation
Schwab Charitable Fund (SCF)
Second Harvest Food Bank of Middle Tennessee
Shepherd Family Charitable Fund (VCEF)
St. Ann’s Episcopal Church
St. Bernard Academy
St. Cecilia Academy
St. Gregory Catholic Church
St. Henry Catholic Church
St. Henry School Home & School Association
St. John Vianney School
St. Joseph Catholic Church
St. Mark Catholic Church
St. Mary of Bethany (Anglican) Parish
St. Matthew Catholic Church
St. Patrick Catholic Church (Nashville)
St. Paul the Apostle Catholic Church
St. Stephen Catholic Community
St. Thomas Health Services
Stack Family Advised Fund (CFMT)
Spar & Suzanne St. Pierre Foundation
Suffer Little Children
SunTrust Foundation
SunTrust United Way Campaign
Taylor, Pigue, Marchetti & Blair
Tennessee Performing Arts Center
Tennessee Valley Authority
Tocqueville Society
TriStar Health
TRUST
Tueft Family Fund (CCFMT)
Turner (Universal) Construction
United States Conference of Catholic Bishops (USCCB)
United Way of Central Indiana
United Way of Delaware
United Way of Greater Atlanta
United Way of Metropolitan Nashville
United Way of Metropolitan Nashville/Tocqueville Society
United Way of the Greater Clarksville Region
United Way of Williamson County
United Way Suncoast
UnitedHealth Group Employees Community Campaign
US Dept. of Education
US Dept of Health & Human Services
US Dept. of Housing & Urban Development
US Dept. of Justice
Vanguard Charitable Endowment Program (VCEF)
West End Synagogue
WingNut America
Wood Personnel Services
WTC Foundation

Please accept our sincere apology for any oversights.

"I can do things you cannot, you can do things I cannot; together we can do great things."
—SAINT TERESA OF CALCUTTA

HOLIDAY 2017 5
MIHOW Program Cited for Excellence

Catholic Charities of Tennessee’s Maternal Infant Health Outreach Worker (MIHOW) program was recently welcomed into the Stephanie A. Zembar MIHOW Circle of Excellence.

“Each year, a MIHOW program, such as MIHOW Henderson Settlement (Frakes, KY), or community partner, such as Catholic Charities, is selected to join the Circle of Excellence,” explained Anais Riggs, South Nashville Family Resource Center director.

“The award is based on achieving or advancing excellence in the Four Tenets of Stephanie A. Zembar, for whom the award was named.”

The tenets, according to Riggs, are: Encouraging education, Promotion of a healthy lifestyle, Mentoring others, and Improving personally and professionally.

“This award says so much about the quality of the services we provide to our MIHOW clients, mothers and children alike, day in and day out,” said Pamela Russo, agency executive director.

“We are honored to be a part of Vanderbilt’s program. Being inducted to the Circle of Excellence just confirms what we have known for quite some time…Anais and her MIHOW team are the best!”

Catholic Charities’ operates its program through a grant from Vanderbilt’s School of Nursing. MIHOW is a parent-to-parent intervention that targets economically disadvantaged and geographically and/or socially isolated families providing services from pregnancy to age 3.

The program is designed to improve health and child development among these families, while promoting self-sufficiency. MIHOW employs parents from the local community as outreach workers and role models. They educate families about nutrition, child health, and development and positive parenting practices.

The outreach workers also provide links to medical and social services, as appropriate.
Family Empowerment: Providing Shelter, Encouraging Stability

“They actually come to us with a lot of strength and resources, mostly through experience and inner motivation, which allow for a better functioning relationship between the client family and the case manager.”

For Catholic Charities Family Empowerment case managers working with families either experiencing homelessness or on the brink of doing so, there is no “typical” client.

“We see a lot of folks who have had one big event that causes them to be in a constant state of survival,” explained Kim Demetrio, Housing Services supervisor.

“It is that one event that prevents the client and his or her family from getting back to stability.”

Loss of job, serious illness, loss of a family member or other loved one, and leaving an unhealthy relationship are a few of the many possible causes that can result in a person or household experiencing homelessness.

More than 120 families experiencing homelessness have been housed since the program’s inception three years ago. An additional 35 have had the prospect of homelessness through eviction removed.

Hitting rock bottom is not a requirement for case manager assistance.

“They actually come to us with a lot of strength and resources, mostly through experience and inner motivation, which allow for a better functioning relationship between the client family and the case manager,” she said. “They just need a different support system, which we can usually provide.”

Case managers don’t follow a strict definition of homelessness — which would mean that the client and his/her family are living on the streets — in determining if a client family can be served.

As a result, their caseload includes a good number of “doubled up” families, households sharing housing — typically an apartment or a small house — and having more people sleeping overnight than originally, or even perhaps legally, intended.

Although each case is different, the early process is fairly constant. It has three steps.

• In conversation between the client and the case manager, identify areas of need.
• Develop a plan to meet the needs.
• As appropriate, provide resource referrals, some within Catholic Charities and some with other local community partners (such as Safe Haven Family Shelter, Nashville Financial Empowerment Center, NeedLink Nashville, or 211 Tennessee, for example).

The goal is to get the household back on track starting with safe, stable, and affordable housing, accompanied by a good, executable financial plan which enhances the chance of household stability.

In the math world, it’s called the transitive property: if A = B and B = C, then A = C.

In our world, we have our own transitive set. Our clients are served because we exist. We exist because of your generosity! So, our clients are served because of you and your generosity!

Put another way…If we did not exist, where would those who come to us go? Likewise, if you were not here, how could we do it?

The Angel Society was inaugurated this year to address those two questions while creating a source of unrestricted funding for Catholic Charities of Tennessee to serve those who come to us with the greatest of needs, especially those which may not have formal funding.

Your generous support of The Angel Society is vitally important as we continue to provide services that can best meet the hardships, however defined, of our neighbors most in need.

As an angel, you provide hope to all involved…our clients and their loved ones, our staff, and our volunteers. Won’t you be an angel?

To make a secure on-line contribution to The Angel Society, go to: 
http://bit.ly/AngelSocietyCCTenn. Prefer to mail your donation?

Send it to: The Angel Society, Catholic Charities of Tennessee, 
2806 McGavock Pike, Nashville, TN 37214.

Angels provide hope.
Our region still has homelessness, especially family homelessness, lack of transportation, and affordable housing as issues to address. Our region still has hunger and lack of basic reading, writing, and financial literacy skills as issues to address. And, let’s not forget joblessness.

Stressful, Scary, Eye-opening
Terms used by locally-based employees of consumer products giant Procter & Gamble after participating in a poverty simulation produced by Catholic Charities of Tennessee this fall.

Senior Counseling Partnership
Catholic Charities and two diocesan-affiliated senior housing programs—Mary, Queen of Angels and Villa Maria Manor—have recently initiated a test program offering Counseling services to residents of both sites two days per week.

Seeking Forever Homes
Catholic Charities’ Foster-to-Adopt program works with approximately 100 families per year in its effort to find forever homes for children in the state’s foster care program. The children hoping for placement are age 8 to one day shy of 18.

400+ Home Studies Completed
Our Adoption Services team assisted the Tennessee Department of Children’s Services efforts to place foster children in permanent family situations through the completion of more than 400 home studies last year.

“To live charitably means not looking out for our own interests, but carrying the burdens of the weakest and poorest among us.”
— POPE FRANCIS