



TN VOICES

Board Meeting

500 Professional Park Drive
Goodlettsville, TN 37072
August 18, 2022 | 11:00 a.m.

- I. Welcome
- II. Roll Call
- III. Public Comments
- IV. President's Report – Jonathan Joyce
- V. Approval of June 17, 2022 Board Minutes – Jonathan Joyce pg. 2
- VI. Treasurer's Report – Bill Kirby
 - a. Financial Report ending June 30, 2022 D-22-010 pg. 10
- VII. CEO's Report – Rikki Harris D-22-011 pg. 18
 - a. Suggested Board Nomination Process for Consideration D-22-012 pg. 19
- VIII. Operations Report – Will Voss D-22-013 pg. 20
 - a. Organizational Culture Survey
- IX. Development Report – Mark McFerran D-22-014 pg. 21
- X. Old Business
- XI. New Business
- XII. Adjourn

****Please remember to pay \$12.00 for your lunch. Dawn Genereux will have a card scanner available.***

TN Voices
Board of Directors Meeting Minutes
June 17, 2022

Called to order at 11:02

I. Roll call

President Shulman then called for roll call.

Present:

Andrew Buckwalter, Brian Shulman, Chad Poff, Jonathan Joyce, Laura Fair, Patrick Sims, Sarah Kmita, Bill Kirby - *Virtual:* Devika Kumar, Valentina Alexander

Absent:

Stacey Downs, Krischan Krayner, Devin Arnold, Nick Deitman, Morenike Murphy

II. Public Comments

President Shulman asked if any public comments. There were no public comments.

III. President's Report

President Brian Shulman opened the meeting by thanking everyone for their attendance today. He noted that we do have additional funding to announce today and CEO Rikki Harris will share that information in her report. Today's Board Meeting will focus on the financial plan for FY 23. We also have a changing of the guard with a new slate of officers and we will vote on two new board members and one board intern.

IV. Secretary's Report

Approval of the Minutes

Secretary Krischan Krayner was absent from the meeting, so President Shulman presented the minutes from the May 2022 Board Meeting for review.

The motion was approved by all and it passed unanimously.

V. Treasurer's Report

It was discussed and approved in the February 2022 Board meeting that Financials would not be voted on, they would be for discussion only.

Treasurer Kumar noted that the cash account was down as we were waiting on payment from the state for the purchase of the Chattanooga property. Vice

President of Finance Brian Taylor noted the \$572,000 was received this week, so it will show on the next month's financial report.

In respect to the \$1.3 million that we show in revenue over expenses, \$1 million is for the Jackson property that was paid by a grant, which is footnoted on the financials. The difference is what we actually have in revenue over expenses.

Bed capacity is currently over 92% for housing services and is performing well. However, outpatient is underperforming. We have a plan to improve revenue for outpatient services.

With the end of the fiscal year, we are working on spending down and Vice President of Finance Brian Taylor noted the staffing issue was the biggest concern and we are working with the state on contracts to determine other ways to spend the money. We submitted 5 budget revisions to the state yesterday and have gotten two approval responses, it should also be noted the State encourages a complete spend down and they are usually very flexible which our revisions.

Bill Kirby asked if we still had money that we needed to spend down and Vice President of Finance Brian Taylor explained that we do, but the reallocation of money has to be approved in advance, for example, if we have a position that is open for 6 months, we can request that money be moved to a different line item pending the state's approval. Most departments are flexible with those requests.

The Executive Committee met regarding the FY23 Budget and CEO Rikki Harris asked the Board to review the budget, and Bill Kirby asked if the budget was going to be over the \$10 Million from last year and, Vice President of Finance Brian Taylor stated that we are going to be just under \$15 Million this year, which is a 31% increase over last year.

President Brian Shulman asked if there were any questions in regard to the presented budget for FY 23, and there were none at this time.

President Shulman called for approval of the F23 Budget, Treasurer Devika Kumar approved the motion, and it was seconded by Jonathan Joyce.

The motion passed unanimously.

VI. CEO's Report

Chief Executive Officer Rikki Harris shared that in the new budget there are two new grants that we just received word about. One is a budget increase where we were invited by DCS to add to a grant that we already had in place. DCS received some extra money, and we were able to add to a current successful program.

We were notified yesterday that a grant that Chief Operations Officer Will Voss worked on for Survivor Connection, was awarded to us which is around \$200,000 annually. In 2018 we were originally awarded \$600,000 a year for 3 years, then awarded another \$600,000 for 2021, and with this additional \$200,000 we can sustain staff with the Survivor Connection program. With the new grant, we will be able to provide services state-wide, as the previous grant was for East, Northeast, and part of West Tennessee.

Bill Kirby asked if anything in the new budget was in addition to standard operations for the next three years. COO Voss stated that we have a strategic plan in place for the future, but none of that is in the budget. The budget is specifically money that we are contracted for.

CEO Harris stated that one of our goals is to open therapy offices where clients can come in for therapy or medication management away from our current office setting. Hopefully in the East/West regions.

We also have been working with Chief Development Officer Mark McFerran on fundraising opportunities for housing, and transportation.

CEO Harris suggested a mid-year board exercise where we revisit the strategic plan and create some stretch goals to run concurrently with the plan.

CEO Harris announced that we have a new Vice President of Programs starting, Monica Schmidt, coming to us with 20 years of experience in a large community health setting where she ran outpatient services for that center.

Our hope is that her experience with Outpatient Services will help us strategically expand that program to different regions.

Laura Fair asked if we had thought about kids with suicide ideation. CEO Harris reminded the board that with our Youth Screen Program, the app coming out has a direct correlation with the child doing self-screening (or with the Youth Screen Director), that if a child screens as at-risk, the data in the background will let us know of the screening and we will connect them with the resources needed.

CEO Harris updated the Board on completing the Dennis Quaid, Viewpoint commercial with the first edit in mid-July and the actual release of the commercial, tentatively in August.

CEO Harris also shared that we entered into a contract with a marketing company, GSF Media, to help us with our social media content management, and website refresh. Recently, we had our first strategy meeting with GSF, and one of the most noteworthy takeaways was that in a 90-day period, we had around 30,000 unique visitors to our website. Because this number was so high, we want to make sure visitors can navigate the website and find the resources they need.

Recruitment & Retention Update

CEO Harris spoke on recruitment and retention of employees, and on page 20 of the board packet, there is a staff demographic report that gives a snapshot of where we are today. We currently have 25 open positions and an additional 25 to hire related to new funding (not included in this report). We have worked hard to make sure we have a culture of inclusion among staff, and we have made great strides to improve our staff diversity to better represent those we serve and those we want to serve.

In regard to the retention of staff, we received word from TDMHSAS that the 10% rate adjustment proposal was approved. And we believe that salary improvement will help with recruitment as we will be able to pay our staff what they are worth since historically the mental health field is underpaid. Ultimately, these funds will be recurring funds that will be added to our contracts with TDMHSAS. Regarding employee benefits, we proposed to the state an increase in our health insurance benefits package by offering more coverage of the monthly premium cost.

The board asked if we could offer either paid or unpaid internships and then transition those staff into full-time positions. COO Voss replied that we currently have that process in place (if the grant allows internships).

CEO Harris continued, stating that TennCare recently announced its intention to change policies that would allow interns to bill for service if eligibility requirements are met. That will help in allowing us to pay the interns.

President Shulman asked if there were any type of tax benefit to TN Voices for covering an employee's health insurance, vs. salary. VPF Brian Taylor said the organization does not, the employee receives the tax benefit. President Shulman suggested that if we do increase the benefits, we need to make sure to explain the portion that the company pays is an increase overall. The board encourages us to also investigate non-traditional benefits or services for staff.

CEO Harris shared that our latest new hires stated they wanted to work for us after seeing videos of TN Voices (either on social media or through media interviews). We believe that going after those individuals that want to make a difference, is the path we want to take. We want to empower our staff so they understand the gravity of their jobs; staff should see themselves as the hero, working here and saving people's lives.

COO Voss informed the board that we are working with the Happiness Index to poll our staff on the organization's culture and get a better understanding of what we need as an organization to retain employees and hire rock-star talent.

Athletics Program Update

CEO Harris continued the discussion that occurred at the last board meeting, where we were looking to present to the Lipscomb football team, about mental health

support. Francis Garcia, (a recent new hire) conducted that meeting last month, and the turnout was so well that we now have a list of schools that want us to speak with their students.

Francis also spoke at Antioch High School and the response was just as good as Lipscomb, with over 75% of the kids standing up when asked if they had experienced a mental health issue, so we know that this type of meeting is needed.

President Shulman stated that the takeaway here is there has been a need and we believe that we've found a way to get into the schools. The sports team are leaders in their schools and by showing that the sports teams have embraced this program, we could possibly expand to other areas of the schools.

GSF videoed and edited together a video to showcase Francis and the students who were present during the presentation, and President Shulman asked that we post the full video on the website so that anyone watching can get the full effect of what transpired.

CEO Harris advised that we would post the full video and that we will continue to work with GSF to get better quality videos so that we can post effectively. Also, we will be requesting video testimonials from the athletic directors as well.

President Shulman continued, stating the starting goal with the athletic program is to start destigmatizing talking about mental health, identify which children are struggling, and then get the child help as needed. By utilizing leave-behinds and TN Voices becoming a strategic partner with the coaching staff to ensure schools have a resource if the child needs a resource now.

CEO Harris concluded that we would begin working on a business plan regarding the athletic program.

Treasurer Kumar asked if the APP we were working on could be an additional resource during the presentations. CEO Harris stated that the app would be a resource for students to self-assess and be able to reach out to us for services or support. And also, to be able to engage the parent to give consent for the child.

President Shulman suggested adding an award at the Green Ribbon Gala for a student, or team. More discussion is needed.

VII. Development Update

Chief Development Officer Mark McFerran started his report with an update on the result of the Golf Tournament with current vs. last year's numbers. While the net amount gained for this year was not where we hoped, we increased players, sponsors, and revenue. We ended up spending \$8200 more this year than the previous year including the GSF Media ad blasts. Unfortunately, we could not

account for any players that were gained because of the ad blast. But we did get a lot of engagement with the ad blasts, so that going forward our name is now associated with the Charity Golf Tournament on social media.

CDO McFerran asked the board to assist him by calling the golf tournament attendees to thank them as a means of engagement and connection. The board agreed this was a great way to network.

CDO McFerran continued the discussion by reminding the board that on May 22, 2023, at the Bluegrass Country Club TNV will host the next golf event. When we get to the event planning stage, we'll talk about adding another sponsorship level to entice businesses to be able to set up a table to talk about their business during the event.

Bill Kirby ask that we debrief as a full board about what worked and what didn't during the golf tournament, not debriefing as a committee.

CDO McFerran continued that one of the added expenses this year was based on feedback from last year from the golfers, including the golfers who did not like eating their lunches in the golf carts. So, this year we decided to use the facility to serve lunch and the facility was an added expense this year over last year.

President-Elect Jonathan Joyce said he plans to reinstate committees so that the board can help more in the planning and implementation of the different events that we are hosting. (ex. Programs committee, fundraising committee, and events),

CDO McFerran continued by stating we need to cast a wider net to see who has heard of us and brand ourselves as the leader in mental health and reconnect with existing donors and current donors to get more golfers at the tournament next year.

In regard to the Green Ribbon Gala, CDO McFerran asked the board for help in the procurement of auction items (both silent and live), as well as sponsorships.

Several board members asked what the ticket price and sponsorship prices were, and at this time we are still reviewing and will have confirmed prices in the next month.

VIII. Nomination of new board members

President-Elect Joyce announced that Advisory committee member Bill Kirby was recommended to move to board member. President Shulman called for a motion to accept Bill Kirby as a board member. All board members voted for approval.

The motion was approved unanimously.

CEO Harris spoke to the three nominations for board members, Allie Haynes, Alexandra Marple, and Jessica Sullivan. Jessica's nomination form was not received in time, so that will be deferred until the next board meeting.

Note: an electronic vote was conducted on July 6th to accept Jessica Sullivan's nomination and was approved unanimously by the board.

President-Elect Joyce spoke about the nomination for Alexandra Marple who is his colleague stating that hearing CEO Harris speak at a company meeting and later meeting her at a Christmas party, Ms. Marple was impressed and inquired about how to get involved with TN Voices.

CEO Harris reported that Allie Haynes's resume is included in the board packet and reached out to CEO Harris inquiring about being a board intern. Allie is employed with the Rural Health Association and is eager to be involved.

President Shulman called for a motion to approve both Allie Haynes and Alexandra Marple to be made board members.

Patrick Sims made the motion to approve and was seconded by Jonathan Joyce.

The motion passed unanimously.

IX. Nominations of New Officers

President-Elect Jonathan Joyce announced the nomination of a new slate of officers which are as follows:

Nick Deitman – President-Elect; Valentina Baines – Secretary; Bill Kirby – Treasurer; Brian Shulman – Immediate Past President

President Shulman called for a motion to approve the new slate of officers. Patrick Sims made the motion to approve and was seconded by Andrew Buckwalter.

The motion passed unanimously.

X. Old Business

None.

XI. New Business

COO Will Voss mentioned that last Saturday CEO Harris was presented with the TLPCA Community Service Award. (Tennessee Licensed Professional Counselors

Association). This award is presented to individuals who can give back to the community not only personally but professionally as well.

XII. Adjournment

At 12:05 President Shulman asked for a motion to adjourn the meeting.

The motion was approved by Andrew Buckwalter and seconded by Laura Fair.

The motion was approved unanimously.

Attested:

Valentina Alexander
Secretary

Date



TN VOICES

Board Discussion Item

| | | | |
|--------------|--------------------|---------------|-----------|
| Item Number: | D-22-010 | Meeting Date: | 8/19/2022 |
| Item Title: | Monthly Financials | | |

BACKGROUND:

The monthly financials ending June 30, 2022 are presented for review.

CURRENT STATUS

Chief Executive Officer, Rikki Harris and Vice President of Finance Brian Taylor will be available to answer any questions at the Board Meeting

Chief Executive Officer

June 17, 2022

Date

TENNESSEE VOICES FOR CHILDREN, INC.
STATEMENT OF FINANCIAL POSITION
JUNE 30, 2022

Assets

Current Assets

| | |
|---|------------------|
| Petty Cash | \$ 125 |
| Cash-Checking | 231,379 |
| Cash-money market funds and savings | 855,272 |
| Investments | 1,109,413 |
| Unrealized market value change-investment | 69,867 |
| Accounts receivable-general | 7,992 |
| Accounts receivable-pledged | 640,000 |
| Pledge discount | (446,711) |
| Accounts receivable-grants | 2,126,065 |
| Total current assets | <u>4,593,402</u> |

Other Assets

| | |
|--------------------------|---------------------|
| Prepaid Expenses | 71,099 |
| Deposits | - |
| Deferred Interest | 3,202 |
| Land | 1,074,553 |
| Building | 2,488,328 |
| Building Improvements | 581,473 |
| Equipment & Furniture | 225,357 |
| Accumulated Depreciation | <u>(207,717)</u> |
| Total assets | <u>\$ 8,829,698</u> |

Liabilities and Net Assets

Current Liabilities

| | |
|-------------------------------|----------------|
| Accounts Payable | \$ 316,836 |
| Accrued Expenses | 161,151 |
| Payroll withholdings/accruals | (15,401) |
| Total current liabilities | <u>462,586</u> |

Deferred Revenues

-

Mortgage Notes Payable

1,150,116

Total Liabilities

1,612,702

Net Assets

| | |
|------------------------|------------------|
| Unrestricted | 6,854,501 |
| Temporarily restricted | 362,495 |
| Total Net Assets | <u>7,216,996</u> |

Total Liabilities and Net Assets

\$ 8,829,698

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TENNESSEE VOICES FOR CHILDREN, INC.
STATEMENT OF ACTIVITIES
FOR THE TWELVE MONTH PERIOD ENDED JUNE 30, 2022

| | UNRESTRICTED | TEMPORARILY RESTRICTED | TOTALS |
|---|--------------|---------------------------|--------------|
| <u>Support and Revenue - Operating</u> | | | |
| General Contributions | 42,095 | | \$ 42,095 |
| Gala Event-Golf Tourney | 50,034 | | 50,034 |
| Grant/Contract Revenue | 9,369,645 | | 9,369,645 |
| Administrative Overhead Earned | 1,173,370 | | 1,173,370 |
| Earned Income | 11,185 | | 11,185 |
| Miscellaneous Revenue | 14,981 | | 14,981 |
| Rents Received | 246,793 | | 246,793 |
| Net assets released from restrictions | 33,505 | | 33,505 |
| Gain or (Loss) Asset Disposal | 2,092 | | 2,092 |
| | <hr/> | | <hr/> |
| Total Operating Support and Revenue | 10,943,699 | - | 10,943,699 |
| <u>Expenses - Operating</u> | | | |
| Salaries | 4,709,880 | | 4,709,880 |
| Employee Benefits & Taxes | 679,475 | | 679,475 |
| | <hr/> | | <hr/> |
| Total Personnel Expenses | 5,389,355 | | 5,389,355 |
| Professional Services | 1,864,580 | | 1,864,580 |
| Supplies | 523,816 | | 523,816 |
| Telephone | 81,266 | | 81,266 |
| Postage | 8,587 | | 8,587 |
| Occupancy | 181,573 | | 181,573 |
| Equipment Rental & Maint. | 29,506 | | 29,506 |
| Printing & Publications | 99,938 | | 99,938 |
| Travel | 233,092 | | 233,092 |
| Meetings & Conferences | 285,135 | | 285,135 |
| Subsidies/Flex Funds | 123,992 | | 123,992 |
| Stipends | 83,916 | | 83,916 |
| Insurance | 42,329 | | 42,329 |
| Interest | 66,111 | | 66,111 |
| Miscellaneous Expense | 407 | | 407 |
| Bank and Credit Card Fees | 3,893 | | 3,893 |
| Depreciation | 54,131 | | 54,131 |
| | <hr/> | | <hr/> |
| Total Operating Expenses | 9,071,626 | - | 9,071,626 |
| Capital Expenses | - | | - |
| | <hr/> | | <hr/> |
| Excess of Operating Support & **Revenue over (under) Expense | 1,872,073 | - | 1,872,073 |
| <u>Investment Revenue</u> | | | |
| Interest Income | 1,476 | | 1,476 |
| Dividend Income | 94,519 | | 94,519 |
| Realized gain or loss | 98,157 | | 98,157 |
| Unrealized gain or loss | (397,675) | | (397,675) |
| Total Investment Revenue (Loss) | (203,524) | - | (203,524) |
| | <hr/> | | <hr/> |
| Excess Revenue (Expense) | 1,668,549 | - | 1,668,549 |
| <u>Other Changes in Net Assets</u> | | | |
| Net Asset Balance, beginning | 5,185,952 | (5,470) | (5,470) |
| | <hr/> | <hr/> | <hr/> |
| Net Assets, ending | \$ 6,854,501 | \$ 362,495 | \$ 7,216,996 |

** - \$1,572,897 is the purchase of the Jackson/Chattanooga group homes - grant paid

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TENNESSEE VOICES FOR CHILDREN, INC.
 ACTUAL REVENUE AND EXPENSES VS BUDGET - UNRESTRICTED FUNDS
 FOR THE TWELVE MONTH PERIOD ENDED JUNE 30, 2022

| | Current Month | Actual YTD | Budget | Variance | Percent Used/Earned |
|---|--------------------|---------------------|---------------------|---------------------|------------------------|
| Support and Revenue-Operating | | | | | |
| General Contributions | \$ 4,190 | 42,095 | \$ 150,000 | \$ (107,905) | 28.06% |
| Gala Event-Golf Tourney | 5,399 | 50,034 | 151,250 | (101,216) | 33.08% |
| Grant/Contract Revenue | 1,061,765 | 9,369,645 | 7,956,928 | 1,412,717 | 117.75% |
| Adm Overhead Earned | 166,801 | 1,173,370 | 1,504,957 | (331,587) | 77.97% |
| Earned Income | - | 11,185 | 1,895,450 | (1,884,265) | 0.59% |
| Miscellaneous Income | (0) | 14,981 | | 14,981 | |
| Rents received | (1,300) | 246,793 | | 246,793 | 0.00% |
| Assets released from restrictions | 2,470 | 33,505 | 47,500 | (13,995) | 70.54% |
| Gain (Loss) Asset Disposal | - | 2,092 | - | 2,092 | |
| Total Operating Support & Revenue | 1,239,324 | 10,943,699 | 11,706,085 | (762,386) | 93.49% |
| Expenses - Operating | | | | | |
| Salaries | 704,308 | 4,709,880 | 5,350,835 | 640,955 | 88.02% |
| Employee Benefits & Taxes | 58,554 | 679,475 | 1,275,261 | 595,786 | 53.28% |
| Total Personnel Expense | 762,862 | 5,389,355 | 6,626,096 | 1,236,741 | 81.34% |
| Professional Services & Fees | 201,064 | 1,864,580 | 1,955,481 | 90,901 | 95.35% |
| Supplies | 126,862 | 523,816 | 372,292 | (151,524) | 140.70% |
| Telephone | 7,576 | 81,266 | 114,866 | 33,600 | 70.75% |
| Postage and Shipping | 965 | 8,587 | 8,359 | (228) | 102.73% |
| Occupancy | 29,757 | 181,573 | 1,156,381 | 974,808 | 15.70% |
| Equipment Rental & Maintenance | 2,241 | 29,506 | 38,358 | 8,852 | 76.92% |
| Printing & Publications | 24,842 | 99,938 | 72,503 | (27,435) | 137.84% |
| Travel | 34,456 | 233,092 | 272,205 | 39,113 | 85.63% |
| Meetings & Conferences | 3,496 | 285,135 | 144,438 | (140,697) | 197.41% |
| Subsidies/Flex Funds | 8,366 | 123,992 | 224,240 | 100,249 | 55.29% |
| Stipends | 0 | 83,916 | 14,420 | (69,496) | 581.94% |
| Insurance | 2,838 | 42,329 | 85,348 | 43,019 | 49.60% |
| Interest | 3,720 | 66,111 | 50,280 | (15,831) | 131.48% |
| Miscellaneous Expenses | (150) | 407 | - | (407) | |
| Bank and Credit Card Fees | 188 | 3,893 | 2,755 | (1,138) | 141.30% |
| Depreciation | 4,511 | 54,131 | 90,000 | 35,869 | 60.15% |
| Total Operating Expenses | 1,213,593 | 9,071,626 | 11,228,022 | 2,156,396 | 80.79% |
| Capital Expenses | - | - | 21,000 | 21,000 | 0.00% |
| Excess of Support & Revenue **over Expense - Operating | 25,731 | 1,872,073 | 457,063 | 1,415,010 | 0 |
| Investment Revenue | | | | | |
| Interest Income | 125 | 1,476 | 124,000 | (122,524) | 1.19% |
| Dividends | 8,896 | 94,519 | - | 94,519 | 0.00% |
| Realized gain or loss | (0) | 98,157 | - | 98,157 | 0.00% |
| Unrealized gain or (loss) | (87,421) | (397,675) | - | (397,675) | 0.00% |
| | (78,401) | (203,524) | 124,000 | (327,524) | -164.13% |
| Excess Revenue (Expense) | (52,670) | 1,668,549 | 581,063 | 1,087,486 | 287.15% |
| Other Changes in Net Assets | (2,470) | - | - | - | - |
| Net Assets, Beginning | 7,272,135 | 5,548,447 | 5,286,069 | (262,378) | 0.00% |
| Net Assets, Ending | \$7,216,995 | \$ 7,216,996 | \$ 5,867,132 | \$ 1,585,071 | 123.01% |

** - \$1,572,897 is the purchase of the Jackson/Chattanooga group homes - grant paid

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TENNESSEE VOICES FOR CHILDREN, INC.
STATEMENT OF CASH FLOWS
FOR THE ONE MONTH PERIOD ENDED JUNE 30, 2022

CASH FLOWS FROM OPERATING ACTIVITIES

| | |
|---|-----------|
| Change in net assets | (52,670) |
| Adjustments to reconcile change in net assets to net cash used in operating activities: | |
| Depreciation | 4,511 |
| Fund balance transfer to revenue | (2,470) |
| Unrealized gain on investments | 87,185 |
| (Increase) decrease in: | |
| Grants receivable | 99,241 |
| Other receivables | 266 |
| Increase in pledge discounts | - |
| Deferred interest | (3,202) |
| Prepaid expenses and deposits | (28,053) |
| Increase (decrease) in: | |
| Accounts payable | 55,741 |
| Accrued expenses | (10,935) |
| Notes payable | (3,724) |
| Deferred revenue | - |
| TOTAL ADJUSTMENTS | 198,560 |
| NET CASH PROVIDED (USED) IN OPERATING ACTIVITIES | 145,890 |
| | |
| CASH FLOWS FROM INVESTING ACTIVITIES | |
| Purchase of Investments | - |
| Sale of Investments | 141,114 |
| Purchase of land, buildings and equipment | (8,354) |
| NET CASH PROVIDED (USED) BY INVESTING ACTIVITIES | 132,760 |
| INCREASE (DECREASE) IN CASH | 278,650 |
| CASH - BEGINNING OF MONTH | 808,127 |
| CASH - END OF MONTH | 1,086,777 |

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TENNESSEE VOICES FOR CHILDREN, INC.
REVENUE AND EXPENSES VS PRIOR YEAR - UNRESTRICTED FUNDS
FOR THE ELEVEN MONTH PERIOD ENDED JUNE 30, 2022 and 2021

| | <u>YTD CY</u> | <u>Year-To-Date YTD PY</u> | <u>Variance</u> | <u>% Change</u> |
|---|---------------|--------------------------------|-----------------|-----------------|
| Support and Revenue | | | | |
| General Contributions | 42,095 | 58,651 | (16,556) | -28.23% |
| Gala Event | 50,034 | 53,602 | (3,568) | -6.66% |
| Grant/Contract Revenue | 9,369,645 | 4,824,370 | 4,545,275 | 94.21% |
| Adm Overhead Earned | 1,173,370 | 807,666 | 365,704 | 45.28% |
| Earned Income | 11,185 | 7,675 | 3,510 | 45.73% |
| Rental Income | 246,793 | 65,426 | 181,367 | 277.21% |
| Interest Income | 1,476 | 2,730 | (1,254) | -45.93% |
| Dividends | 94,519 | 72,206 | 22,313 | 30.90% |
| Unrealized gain or (loss) | (397,675) | 362,693 | (760,368) | -209.65% |
| Realized gain or (loss) | 98,157 | - | 98,157 | |
| Miscellaneous Income | 14,981 | 808 | 14,173 | 1754.04% |
| Assets released from restrictions | 33,505 | - | 33,505 | |
| Gain (Loss) Asset Disposal | 2,092 | - | 2,092 | |
| Total Support & Revenue | 10,740,175 | 6,255,827 | 4,484,348 | 71.68% |
| Expenses | | | | |
| Salaries | 4,709,880 | 3,286,960 | 1,422,920 | 43.29% |
| Employee Benefits & Taxes | 679,475 | 438,608 | 240,867 | 54.92% |
| Total Personnel Expense | 5,389,355 | 3,725,568 | 1,663,787 | 44.66% |
| | | | - | |
| Professional Services & Fees | 1,864,580 | 834,210 | 1,030,370 | 123.51% |
| Supplies | 523,816 | 237,720 | 286,096 | 120.35% |
| Telephone | 81,266 | 58,535 | 22,731 | 38.83% |
| Postage and Shipping | 8,587 | 7,466 | 1,121 | 15.02% |
| Occupancy | 181,573 | 99,412 | 82,161 | 82.65% |
| Equipment Rental & Maintenance | 29,506 | 23,303 | 6,203 | 26.62% |
| Capital Expenses | - | - | - | |
| Printing & Publications | 99,938 | 92,573 | 7,365 | 7.96% |
| Travel | 233,092 | 31,420 | 201,672 | 641.86% |
| Meetings & Conferences | 285,135 | 255,832 | 29,303 | 11.45% |
| Subsidies/Flex Funds | 123,992 | 112,580 | 11,412 | 10.14% |
| Stipends | 83,916 | - | 83,916 | |
| Insurance | 42,329 | 27,570 | 14,759 | 53.53% |
| Interest | 66,111 | - | 66,111 | |
| Miscellaneous Expenses | 407 | 545 | (138) | -25.32% |
| Bank and Credit Card Fees | 3,893 | 3,506 | 387 | 11.03% |
| Depreciation | 54,131 | 31,291 | 22,840 | 72.99% |
| Total Expenses | 9,071,626 | 5,541,531 | 3,530,095 | 63.70% |
| Excess of Support & Revenue over Expense | | | | |
| | 1,668,549 | 714,296 | 954,253 | |

TENNESSEE VOICES FOR CHILDREN, INC.
GRANT/CONTRACT REVENUE DETAIL
FOR THE TWELVE MONTH PERIOD ENDED JUNE 30, 2022

| | Current Month | Revenue | Direct Expense | Variance | Percent Used | Recurring | Contract YE |
|--|----------------|------------------|------------------|------------------|---------------|-----------|-------------|
| | | Actual YTD | Budget | | | | |
| 20 - Childcare Consultation | \$ 7,465 | \$ 158,332 | \$ 158,333 | \$ 1 | 100.00% | * | 6/30/2022 |
| 21 - Statewide Family Support Network | 30,681 | 325,600 | 333,958 | 8,358 | 97.50% | * | 6/30/2022 |
| 22 - Fed Family Support | (0) | 19,144 | 26,158 | 7,014 | 73.18% | | 9/30/2021 |
| 23 - Fed Family Support | 10,412 | 90,836 | 80,851 | (9,985) | 112.35% | | 4/30/2022 |
| 24 - Nurturing Parenting | 5,430 | 36,133 | 41,667 | 5,534 | 86.72% | * | 6/30/2022 |
| 25 - Strengthening Families Program | 31,290 | 93,356 | 77,005 | (16,351) | 121.23% | * | 6/30/2022 |
| 28 - Youth Screen | 7,766 | 149,606 | 182,500 | 32,894 | 81.98% | * | 6/30/2022 |
| 29 - Tennessee Resiliency Project | 174,918 | 455,776 | 808,953 | 353,177 | 56.34% | | 6/30/2022 |
| 32 - Teen Screen | 4,843 | 100,009 | 102,167 | 2,158 | 97.89% | * | 6/30/2022 |
| 33 - School Based Liason | 18,494 | 113,148 | 166,667 | 53,519 | 67.89% | * | 6/30/2022 |
| 35 - Juvenile Justice Reform | 42,249 | 309,393 | 314,167 | 4,774 | 98.48% | * | 6/30/2022 |
| 37 - Tectra | 18,107 | 31,734 | 71,811 | 40,077 | 44.19% | | 9/30/2022 |
| 38 - ILS East | 7,071 | 579,968 | | | | | |
| 39 - ILS West | - | 1,000,000 | 2,056,818 | 1,056,818 | 48.62% | | 6/30/2022 |
| 40 - TMI | 34,082 | 351,494 | 349,603 | (1,891) | 100.54% | * | 6/30/2022 |
| 41 - ILS - Middle. | 106,208 | 884,893 | 874,953 | (9,940) | 101.14% | * | 6/30/2022 |
| 42 - ILS - West | 131,871 | 153,053 | | | | * | 6/30/2022 |
| 46 - Care Foundation | (500) | (500) | | | | | |
| 64 - FAST | 32,085 | 241,204 | 366,054 | 124,850 | 65.89% | | 3/15/2023 |
| 65 - Behavioral Health Safety Net for Adults | 18,619 | 18,619 | | | | | |
| 71 - VOCA-Culturally Specific Restoration | 38,146 | 453,077 | 521,739 | 68,662 | 86.84% | | 6/30/2022 |
| 76 - Family Connection DCS Davidson Co. | 24,101 | 232,238 | 234,108 | 1,870 | 99.20% | * | 6/30/2022 |
| 81 - Socat - TANF | 65,817 | 506,051 | 607,017 | 100,966 | 83.37% | | 6/30/2022 |
| 83 - Socat - N | 97,369 | 922,596 | 1,181,655 | 446,849 | 78.08% | | 9/30/2022 |
| 84 - HT-ILT | 11,204 | 226,598 | 350,395 | 123,797 | 64.67% | | 3/31/2022 |
| 92 - FSP in Juvenile courts | 3,255 | 49,999 | 50,000 | 1 | 100.00% | | 6/30/2022 |
| | - | | | | | * | |
| Total Grant/Contract Revenue | 920,984 | 7,502,358 | 8,956,579 | 2,393,152 | 83.76% | | |

NET ASSETS RELEASED FROM RESTRICTIONS
FOR THE ELEVEN MONTH PERIOD ENDED MAY 31, 2022

| | Current Month | Actual YTD | Direct Expense | Variance | Percent Used |
|--------------------------|---------------|---------------|----------------|---------------|----------------|
| | | | Budget | | |
| 48 - HCA Foundation | - | \$ 15,000 | \$ 7,500 | \$ (7,500) | 200.00% |
| 49 - Tipper Gore Fund | - | - | 40,000 | 40,000 | 0.00% |
| 61 - TVC Counseling Svc. | 2,470 | 33,505 | | | |
| | <u>2,470</u> | <u>48,505</u> | <u>47,500</u> | <u>32,500</u> | <u>102.12%</u> |

MISCELLANEOUS REVENUES
FOR THE ELEVEN MONTH PERIOD ENDED MAY 31, 2022

| | Current Month | Actual YTD | Budget | Variance | Percent Used |
|------------------------------------|----------------|------------------|------------------|----------------|---------------|
| 00 - Administrative - Misc | \$ (1,883) | \$ 3,241 | | (3,241) | |
| 41 - Rents Received | - | 128,218 | | | |
| 60 - FSS Training | (560) | 14,319 | 18,285 | 3,966 | 78.31% |
| 61 - TVC Counseling Svc | 11,076 | 102,408 | 275,654 | 173,246 | 37.15% |
| 61 - Outpatient Safety Net | - | - | 240,000 | 240,000 | 0.00% |
| 62 - FSS MCO Billable services | (0) | (0) | 11,385 | 11,385 | 0.00% |
| 63 - Housing Services | 135,815 | 1,676,287 | 1,498,839 | (177,448) | 111.84% |
| 94 - Assessments | 7,052 | 59,273 | 91,287 | 32,014 | 64.93% |
| | - | | | | |
| Total Miscellaneous Revenue | 151,501 | 1,983,747 | 2,135,450 | 279,921 | 92.90% |

**UNAUDITED-Prepared by TNV personnel
For internal management use only**

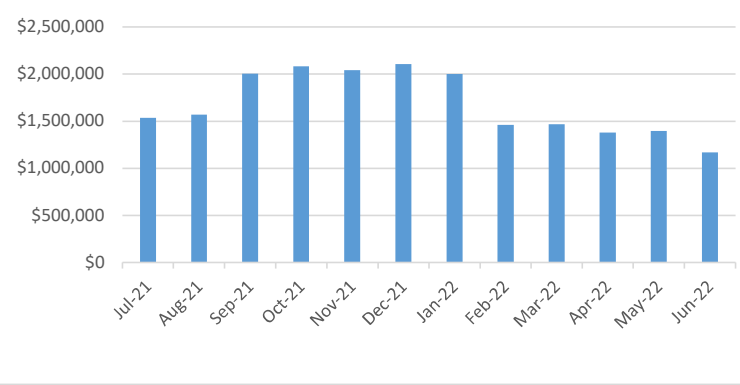
Monthly American Funds Investment Acct Portfolio History

| | Value | Change Prior Month | % Increase for the month | |
|--------------------|-------------|--------------------|--------------------------|---|
| Jul-21 | \$1,534,501 | \$11,003 | 0.72% | *Transferred \$700,000 for Jackson group home purchase |
| Aug-21 | \$1,570,832 | \$36,331 | 2.31% | |
| Sep-21 | \$2,004,655 | -\$66,177 | -3.30% | *Reinvested \$500,000 for Jackson group home purchase reimbursement |
| Oct-21 | \$2,084,144 | \$79,489 | 3.81% | |
| Nov-21 | \$2,042,385 | -\$41,759 | -2.04% | |
| Dec-21 | \$2,104,411 | \$62,026 | 2.95% | |
| Jan-22 | \$1,998,244 | -\$106,167 | -5.31% | |
| Feb-22 | \$1,461,931 | -\$36,313 | -2.48% | *Transferred \$500,000 for Chattanooga group home purchase |
| Mar-22 | \$1,465,480 | \$3,549 | 0.24% | |
| Apr-22 | \$1,380,003 | -\$85,477 | -6.19% | |
| May-22 | \$1,397,005 | \$17,002 | 1.22% | |
| Jun-22 | \$1,168,481 | -\$78,524 | -6.72% | *Transferred \$150,000 for group home renovations |
| FY 22 Total | | -\$25,254 | -1.66% | |

Monthly Value change



FY 2021-2022 Portfolio Value





TN VOICES

Board Discussion Item

| | | | |
|---------------------|-------------------|----------------------|------------------|
| Item Number: | D-22-011 | Meeting Date: | 8/19/2022 |
| Item Title: | CEO Report | | |

BACKGROUND:

The Behavioral Health Workforce challenges have been addressed in many ways but most recently, the TDMHSAS approved TN Voices' plan to spend the Market Rate Increase dollars that were allocated to our organization based on the new funding approved by the legislature for FY23. We focused the use of the funding on staff in direct service and their supervisors and directors. Staff learned on Monday about their salary increases. We set new base standards for each role. Overall, the average increase in pay for eligible staff was 18%. We also increased the benefits allocated for each staff by 3%. This allows staff to take advantage of a wellness stipend and gives additional funding for those who take the health insurance benefit. Staff are beyond grateful and excited about this increase in pay and benefits. We believe this will improve retention and recruitment significantly.

We are pleased to share later in the agenda some of the feedback from staff (before salary increases) regarding agency culture as it relates to overall happiness and engagement.

We have a video to share with you at the end of the meeting highlighting the new app, MyHealthCoach.

Our media strategy and effort has been positive since engaging the GSF Media group. Our Facebook and LinkedIn engagement has increased by over 400% each. Our website refresh is coming close to migrating to the new site and changes will continue to occur to improve engagement with followers.

We are closing next week on the loan for our newest house in Old Hickory which will replace the house we had to sell earlier this year.

CURRENT STATUS

CEO Rikki Harris will be available to answer any questions regarding the CEO Report during the board meeting.

APPROVED:

Chief Executive Officer

8/19/2022

Date



Board Discussion Item

| | | | |
|--------------|--|---------------|-----------|
| Item Number: | D-22-012 | Meeting Date: | 8/19/2022 |
| Item Title: | Suggested Board Nomination Process for Consideration | | |

BACKGROUND:

We are offering a suggestion for the Board's consideration, that we have our website include a button and a form on the board page as an additional strategy to recruit for board membership.

CURRENT STATUS

CEO Rikki Harris will be available to answer any questions regarding the suggested board nomination strategy during the board meeting.

APPROVED:

A handwritten signature in cursive script that reads 'Rikki Harris'.

Chief Executive Officer

8/19/2022

Date



Board Discussion Item

| | | | |
|--------------|-----------------------------------|---------------|-----------|
| Item Number: | D-22-013 | Meeting Date: | 8/19/2022 |
| Item Title: | TNV Organizational Culture Survey | | |

BACKGROUND:

TNV recently distributed a survey to all staff members to receive input on our agency's Culture through The Happiness Index. We distributed the survey to 115 staff and 88 staff members completed the survey. Of the 88 who completed the survey, 98.9% of staff members completed the survey from start to finish.

The global benchmark for cultural assessment is 7.1 and TNV scored an 8.0.

The eNPS (Employee Net Promoter Score +44), meaning 84% of staff would recommend TNV to others for employment.

Questions ranged from how satisfied staff between their work and home life are to how clear staff on the requirements of their job are.

Using The Happiness Index assessments, we will be able to receive feedback from staff on a monthly/quarterly basis on various aspects related to their roles and the large-scale agency objectives.

CURRENT STATUS

COO Will Voss will be available to answer any questions regarding the Organizational Culture Survey during the board meeting.

APPROVED:

A handwritten signature in blue ink, appearing to read 'WVoss', is written over a horizontal line.

Chief Operations Officer

8/19/2022

Date



Board Discussion Item

| | | | |
|--------------|--------------------|---------------|-----------|
| Item Number: | D-22-014 | Meeting Date: | 8/19/2022 |
| Item Title: | Development Update | | |

BACKGROUND:

Gala Committee Update:

- Gala Committee members are: Sarah, Valentina, Devika, Jonathan + Rikki, Dawn, Mark.
- Gala Honorary Chairman: Bradford Vieira, Regional President & CEO ServisFirst Bank – TN

See the following attachments:

- Email invite dropped 8.17.22 with link to Eventbrite...\$225pp &/or \$1700 for Table of 8.
- Sponsorship Opportunities Form
- Silent Auction Donation Form

How Board Members can help the Gala Committee:

- Identify and/or contact potential attendees and/or sponsorships.
- Identify and/or contact items for our Silent Auction.
- Volunteer prior and/or day of, for the Gala.
- Actively follow TNV Social platforms & share posts:
 - www.facebook.com/tnvoicesforchildren
 - www.instagram.com/tnvoices
 - www.twitter.com/tnvoices
 - www.linkedin.com/company/tennessee-voices-for-children
 - www.youtube.com/user/tnvoices4children

CURRENT STATUS

CDO Mark McFerran will be available to answer any questions regarding the Development Update during the board meeting.

APPROVED:

Chief Development Officer

8/19/2022

Date

V TN VOICES
GREEN RIBBON

Gala
2022

NOV 11th | 7-11 PM

@ The Bell Tower

400 4th Ave S

Nashville, TN

ORDER YOUR TICKET NOW!

- Cocktail Hour
- Seated Dinner
- Silent + Live Auction
- Entertainment



Enjoy a fun night
while supporting
Mental Health
transformation!



7th Annual Green Ribbon Gala

Cocktail Hour, Seated Dinner, Drinks, Silent and Live
Auction & Entertainment

Formal Attire

You've been invited!

The Green Ribbon Gala is our single most important fundraiser and celebration of the year, providing us with the support needed to continue our important work of advocating for and serving Tennesseans across the state impacted by mental health challenges.

RSVP

To learn more about The Green Ribbon Gala visit our website: [GALA](#)

Limited Sponsorship Opportunities Available!

Sponsorship Details

Contact: mark.mcferran@tnvoices.org

Thank you to our local sponsors for their generous donation of time and talent.



TN Voices | 500 Professional Park Drive, Goodlettsville, TN 37072

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with



Try email marketing for free today!



TN Voices Sponsorship Form

TN Voices 7th annual *The Green Ribbon Gala* will be held at The Bell Tower Downtown Nashville on Friday, November 11, 2022

Name/Title: _____

Company: _____

Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____

Email: _____

Yes, we will serve as a sponsor for TN Voices *The Green Ribbon Gala*. (Select sponsorship level below)

| | Platinum <input type="checkbox"/> | Gold <input type="checkbox"/> | Silver <input type="checkbox"/> | Bronze <input type="checkbox"/> | Supporting <input type="checkbox"/> |
|---|--------------------------------------|----------------------------------|------------------------------------|------------------------------------|--|
| | \$15,000 | \$10,000 | \$7,500 | \$5000 | \$2,500 |
| Company name and/or logo prominently featured on event invitation | ✓ | - | - | - | - |
| Opportunity for company representative to participate in opening remarks at event | ✓ | - | - | - | - |
| Company mention during podcast broadcast during October/November 2022 for The Green Ribbon Gala | ✓ | ✓ | - | - | - |
| Company name prominently featured in event press releases | ✓ | ✓ | ✓ | - | - |
| Name/logo placement on pre-event signage and marketing materials | ✓ | ✓ | ✓ | ✓ | - |
| Recognition on TN Voices website with link to company's website (visible for a minimum of one year) | ✓ | ✓ | ✓ | ✓ | - |
| Name/logo placement on event day signage | ✓ | ✓ | ✓ | ✓ | ✓ |
| Prominent ad/logo placement in event program | Full-page Ad | ½ Page Ad | ¼ Page Ad | ¼ Page Ad | Logo only |
| Company mentions on TN Voices social media pages (the number of mentions is the minimum and may exceed the amount listed) | Eight | Six | Four | Two | One |
| Event tickets | Two, 8-person tables | Two, 8-person tables | One, 8-person table | One, 8-person table | One, 8-person table |

Sponsorship Enhancements (Enhancements are only available as an addition to a sponsorship package listed above; enhancements are each exclusive to one sponsor on a first come first serve basis):

- Photo Booth Sponsor (+ \$1,500)** Company name/logo prominently featured on all printed photo booth pictures during *The Green Ribbon Gala* with unlimited printing available to all guests **and** prominently featured as Photo Booth Sponsor on event communications, including – but not limited to – TN Voices website, social media, and event press releases
- Silent Auction Sponsor (+ \$1,500)** Company name/logo prominently featured as Silent Auction Sponsor on event communications, including – but not limited to – auction website, TN Voices website, social media, and event press releases
- Wine Pull Sponsor (+ \$1,000)** Company name/logo prominently featured as the Wine Pull Sponsor on event communications, including – but not limited to – TN Voices website, social media and event press release

Method of Payment

- Invoice me** for payment at a later date
- Check** enclosed payable to TN Voices
- Credit Card** please contact our office to provide credit card information over the phone: 800-670-9882

In order to ensure recognition in event collateral, **please submit this form or call by October 10, 2022.**

TN Voices
Attn: Green Ribbon Gala
500 Professional Park Drive
Goodlettsville, TN 37072
Mark.mcferran@tnvoices.org

For more information, contact Mark McFerran at (615) 210-5820 or visit www.tnvoices.org



Auction Donation Form



Yes, I want to contribute an item to TN Voices' Green Ribbon Gala silent auction!

Description & Value:

Gift Certificate Merchandise Other:

Instructions or Special Requests:

Estimated Value:

DONOR INFORMATION

Name or Business Name:

(As it is to appear in event program)

Address:

City:

State:

Zip:

Phone:

E-mail Address:

Website:

For more information, please contact mark.mcferran@tnvoices.org or call 615-210-5820

In order to ensure proper recognition and inclusion in the auction, please submit this form or call no later than **October 11, 2022.**

TN Voices is a 501(c)(3) not-for-profit organization.

All contributions are tax-deductible to the fullest extent allowed by law. Thank you for your generous support!