



**BRIDGES**

2016 COMMUNITY REPORT

A close-up photograph of two hands clasped together. The hand on the left is light-skinned and has light purple nail polish. The hand on the right is dark-skinned and has a natural, unpolished appearance. The hands are positioned palm-to-palm, with fingers interlaced, symbolizing unity and support.

# Uniting Youth, Unifying Memphis

# Now More Than Ever

At its core, BRIDGES exists as an organization and a space where youth are respected and recognized for the vital role they can—and should—play in creating a better, safer and more just world. That starts right here in Memphis.

Unfortunately, most young people's day-to-day interactions and relationships are racially, ethnically, socioeconomically and/or religiously segregated in our city. These divides block trust and collaboration, and they only deepen and perpetuate over time.

BRIDGES changes that cycle, uniting young people from all walks of life to break down barriers and build understanding. Armed with a greater respect for diversity and inclusion, Bridge Builders also hone vital leadership skills like critical thinking and problem-solving. And in applying those skills, our students go far beyond mere community service, developing deep commitments to sustained social responsibility and effective citizenship.

More than ever before, Memphis needs Bridge Builders—confident and courageous young leaders committed to community transformation.

**“Bridge Builders was an important way to consciously focus on the wider Memphis community. The patterns of our lives often result in a limited viewpoint. To strengthen the whole community, it is essential to change perspectives and increase exposure to the stories and realities of others. Bridge Builders allowed for that in a positive setting.”** —*Bridge Builder parent Dora Mullenix*





# One Program, Three Paths

No matter their entry point, Bridge Builders youth are challenged to step outside their comfort zones, take charge of their own experiences, think on their feet, and relate to people who are different from them. With unique experiential learning activities that are adventurous, relational and transformative, Bridge Builders find their voices and tackle courageous conversations as they build solutions to Memphis' most critical issues.



Our **CONNECT**  
stand-alone workshops  
and events reached  
**4,018 students**

CONNECT allows students in grades 6-12 to get a taste of the Bridge Builders experience with hands-on activities that bring meaningful topics to life, from effective leadership and community connection to racial, environmental, educational and economic justice.



**COLLABORATE**,  
our legacy year-long  
training, included  
**1,184 diverse youth**

Open to rising 7th-12th graders, COLLABORATE starts with a week-long summer conference, followed by continued leadership training, community action events and electives throughout the school year. This intensive program yields a deep, enriching, thought-provoking experience that students themselves often refer to as "life-changing."



We expanded our  
**CHANGE** community-  
building internships  
to include **25 students**

CHANGERS are highly engaged Bridge Builders in grades 8-12 who are passionate about solving community issues now. Our 2016 cohorts made significant strides in amplifying youth voice in Memphis and preventing sexual harassment and assault and gender-based bullying and abuse.

Go deeper into the Bridge Builders experience  
at **[bridgesusa.org/youth-programs](http://bridgesusa.org/youth-programs)**.



# Bridge Builders By The Numbers

BRIDGES conducts rigorous and ongoing quantitative and qualitative evaluation of three outcome areas our programs are designed to influence: **leadership skills**, **diversity appreciation** and **community action**. For more information about our methodology, contact Evaluation Manager Jesse Davidson at 901.260.3781 or [jdavidson@bridgesusa.org](mailto:jdavidson@bridgesusa.org). Ask about our evaluation white paper, a thorough explanation of our methodology, outcomes and improvement areas.

## 95%

expanded their understanding and attitude toward civic engagement for youth in the community.\*

## 6,000

diverse youth participated in Bridge Builders programming.

## 98%

increased their appreciation for diversity.\*

## 29

different schools and groups participated in CONNECT workshops.

*\*Evaluation results for Bridge Builders COLLABORATE participants of 2015-2016.*

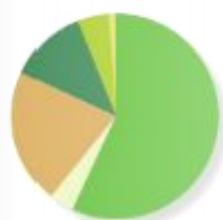
Our students represented **141 schools** and **53 zip codes** across a variety of racial and socioeconomic divides in Western Tennessee, North Mississippi and Eastern Arkansas.





# BRIDGES Financial Information\*

## Revenue FY16



57%	Contributions	\$2,236,458
21%	BRIDGES Foundation	\$ 820,000
12%	Training fees	\$ 471,707
5%	United Way	\$ 183,789
4%	Grants	\$ 148,282
1%	Other	\$ 65,111

## Expenses FY16



73%	Program	\$2,226,516
14%	Management	\$ 423,974
13%	Fundraising	\$ 398,416

\*Combined BRIDGES USA and BRIDGES Foundation.

For more information, contact Vice President of Finance and CFO Anne Dixon at 901.260.3799 or [adixon@bridgesusa.org](mailto:adixon@bridgesusa.org).



**"I still feel like myself, but better. And I'm pretty sure the rest of us feel the same way. Here we are, broken down and reassembled into something greater than the sum of our parts. We are all now stronger individuals than before. We are more kind, more heartfelt, more bold. But what is more important than our individuality is our unity. Through challenges that seemed impossible at first, we made bonds with each other. Bonds of mutual respect, care, hope, sadness, happiness, trust, and most importantly, love." —Jamar McCallum, 11th grade Bridge Builder from Whitehaven High School**

## **TEAM BRIDGES** Give Us A Group; We'll Give You A Team.

Team BRIDGES is the region's premier experiential learning and team-building program for all ages, providing support for our Bridge Builders programs and a variety of external organizations, from nonprofits to corporations to faith-based groups.



Our highly trained Team BRIDGES staff is equipped to provide groups a fully customized, meaningful and memorable experience in a safe, encouraging and engaging atmosphere. Utilizing "challenge by choice" experiences—from on-the-ground icebreaker activities to physical and mental challenges 30 feet up in the air on our rock walls or high ropes courses—our expert staff helps groups focus on communication, trust-building, leadership, problem-solving, critical thinking, goal-setting, time management and teamwork.

To start building your team today, visit [teambridges.org](http://teambridges.org) or contact us at 901.260.3794.

**"What if our city, so often noted for the most tragic and divisive episodes of its history, became the model to the nation for reconciliation, coalition building, and positive community transformation? Bridge Builders are forging that future every day." —BRIDGES President and CEO Cynthia Ham**





# A Vital Investment

Bridge Builders programming not only helps youth uncover their inherent passions and potential—it teaches them how to channel those skills into a powerful force for positive community change grounded in inclusivity, equality and respect. As public discourse in America grows more distrustful and divisive every day, these diverse young people are stepping out of their zip codes and

comfort zones and becoming the courageous leaders we desperately need to help unify our community and our nation.

Memphis needs Bridge Builders, and Bridge Builders need you. Gifts of any amount help BRIDGES continue to train and support youth who are passionate about making our community a better, safer, more prosperous and more just place for us all.

BRIDGES welcomes annual operating gifts, endowment contributions, program grants and bequests. For a complete listing of individuals, corporations and foundations that graciously and faithfully support our mission, please visit [bridgesusa.org](http://bridgesusa.org).

**For more information on how to invest in Bridge Builders youth, visit [bridgesusa.org/give](http://bridgesusa.org/give) or contact Vice President of Development Melissa Whitby at 901.260.3760 or [mwhitby@bridgesusa.org](mailto:mwhitby@bridgesusa.org).**



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*Not pictured: Robin Orgel, Community Volunteer*

## Bridge Builders Leadership Board

**Bartholomeo Bartholomeo**  
9th grade  
Memphis Catholic High School

**Betsy Blumenfeld**  
12th grade  
St. Benedict at Auburndale

**Analyse Capodiferro**  
11th grade  
St. Benedict at Auburndale

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12th grade  
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12th grade  
Central High School

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10th grade  
White Station High School

**Martel Thomas**  
11th grade  
Central High School

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12th grade  
City University School of  
Liberal Arts

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8th grade  
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BRIDGES unites and inspires diverse young people to become confident and courageous leaders committed to community transformation.  
477 North Fifth Street, Memphis, TN 38106 901.452.5600 [www.bridgesusa.org](http://www.bridgesusa.org)  
Printing provided by Tool American Digital Printing

