

Youth Voice, Amplified

2019-2020
COMMUNITY REPORT





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BRIDGES unites and inspires diverse young people to become confident and courageous leaders committed to community transformation.

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Our Impact

Time and time again, Bridge Builders describe their interaction with our organization and programs as “transformative” and “life-changing.” These AHA! experiences can be heard, seen and felt in the many ways each new generation of Bridge Builders reaches across divides to make life better in their neighborhoods, schools and throughout the larger community.

2020 has been an especially challenging year due to COVID-19, but BRIDGES has explored new ways to support youth, including hosting online action summits, virtual trainings and live social media events. We’re proud of the work young leaders are doing to help the world move forward, and we will continue standing beside them.

Bridge Builders by the Numbers

8,100

total youth participated,
representing

160

schools and youth-serving
organizations

75

zip codes

Our full-time curriculum evaluator conducts rigorous, year-round assessments of our programming before, during and after students' experiences, allowing BRIDGES to implement real-time improvements, craft smart strategic goals and track long-term participant outcomes after Bridge Builders have graduated and become alumni.

Want to learn more about BRIDGES' methodology and outcomes?

Contact our
Evaluation Coordinator
Caitlin Caswell at

ccaswell@bridgesusa.org.



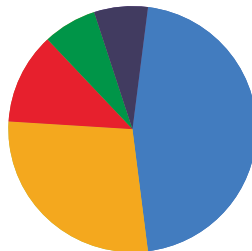
Want more information about BRIDGES' financials?



Contact our
VP of Finance and
CFO Anne Dixon at

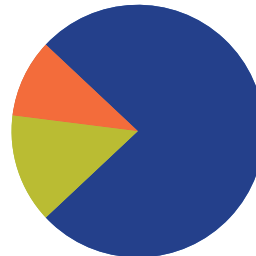
adixon@bridgesusa.org

Revenue FY19



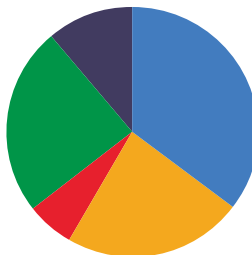
46%	Contributions	\$1,492,781
28%	BRIDGES Foundation	\$885,648
12%	Training Fees	\$388,479
7%	Grants	\$236,494
7%	Other	\$216,028

Expenses FY19



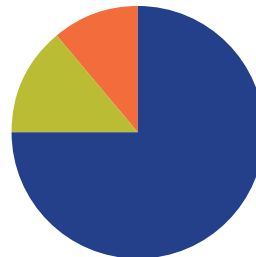
76%	Programs	\$2,695,529
14%	Fundraising	\$504,068
10%	Management	\$341,530

Revenue FY20



35%	Contributions	\$1,468,353
23%	BRIDGES Foundation	\$958,555
7%	Training Fees	\$316,452
24%	Grants	\$997,626
11%	Other	\$480,327

Expenses FY20



75%	Programs	\$2,696,825
14%	Fundraising	\$499,831
11%	Management	\$379,845

ONE PROGRAM, THREE PATHS

Bridge Builders CONNECT

HOW IT WORKS

Facilitated by BRIDGES' AmeriCorps service members, CONNECT gives students in grades 6-12 a taste of the Bridge Builders experience through workshops that bring meaningful topics to life.

WORKSHOPS

Who We Are - explores the role of positive self-image in making healthy choices and navigating conflict

Economic Justice - uses team building activities to illustrate equity versus equality within communities and the impact of life experiences on family finances

YOUnified - explores how communication styles influence daily interactions within individual relationships, as well as larger groups

Leadership - helps students identify their own leadership styles and strategize how to leverage them to improve school culture

OUTCOMES FY19

95%

of teachers said they would recommend a CONNECT workshop to other schools and youth-serving organizations

97%

of students said they learned about new ways to become a leader in their community during a CONNECT workshop.



One thing I learned in this workshop is that even young people can be a voice for change in our communities.

- a **CONNECT** workshop participant



OUTCOMES FY20

77%

of participating students said they learned the importance of listening to different ideas or thoughts.

88%

of participants said they learned more about their own leadership abilities.

[My students] said they realized everyone can have different opinions, which can make teamwork hard at times, but that everyone's opinions matter.

- teacher of a **CONNECT** workshop participating class

LEARN MORE AT bridgesusa.org/CONNECT



ONE PROGRAM, THREE PATHS

Bridge Builders COLLABORATE

HOW IT WORKS

Bringing together diverse students in grades 7-12, COLLABORATE starts with a five-day immersive summer conference and continues throughout the school year with six trainings, community actions and electives. Through these experiential learning opportunities, students build confidence and competence in three core areas: leadership, diversity appreciation and community engagement/action.



HIGHLIGHTS FY19

1,103

youth from

57

different zip codes participated in **COLLABORATE** summer conferences during the 2018-2019 program year.

BRIDGES launched the inaugural **Bridge Builders COLLABORATE Leadership Council**, a group of students who play a vital role in program development, participant recruitment, activity facilitation and event planning throughout the school year.

OUTCOMES FY19

96%

of students said their leadership skills improved.

90%

said ongoing training, electives and community actions helped them learn something new about leadership, diversity and/or unity.

86%

of parents said Bridge Builders has positively impacted their students' understanding of people who are different from themselves.

When I first joined Bridge Builders, I was a 7th grader that didn't know any of the issues in the Memphis community... This program has shaped me into a better leader, student, and son.

- a multiyear **COLLABORATE** program participant

HIGHLIGHTS FY20

1,080

youth from

68

different zip codes participated in **COLLABORATE** summer conferences during the 2019-2020 program year.

When COVID-19 forced schools and organizations to suspend in-person activities in March 2020, Bridge Builders staff created virtual engagement opportunities so new and returning students could still continue participating in relationship-building activities and stay connected to one another.

OUTCOMES FY20

98%

of students reported growth in their ability and dedication to affect community change.

87%

said virtual programming helped them feel connected to other young people in Memphis.

88%

of parents said Bridge Builders has challenged their students to think critically and engage in courageous conversations.

LOVE is the true foundation of why this organization is changing the lives of our youth.

- parent of a **COLLABORATE** program participant



LEARN MORE AT ——— bridgesusa.org/COLLABORATE

ONE PROGRAM, THREE PATHS

Bridge Builders CHANGE

HOW IT WORKS

The CHANGE program is a youth-led social action initiative within Bridges Builders. To be eligible for participation, Bridge Builders must first complete the COLLABORATE program path and then apply to become a CHANGE Fellow. Up to 30 students are selected to engage in research, planning and implementation of action plans designed to improve the lives of all Memphis-area youth by influencing public leaders and policy.

CHANGE COHORTS

During the 2018-2019 program year, 29 Bridge Builders worked as CHANGE Fellows; during the 2019-2020 program year, 26 Bridge Builders worked as CHANGE Fellows. During both years, organizers served within one of four cohorts:

- **Memphis Against Sexual Harassment and Assault (MASHA)** - students working to take down rape culture and sexual violence within the Memphis community through workshops and outreach
- **Gender and Sexuality (GAS)** - students working to make Memphis a place where all people, regardless of sexuality and gender, can be brave, feel safe and get educated about or within the LGBTQ+ community
- **Educational Justice (EDJ)** - students mobilizing youth activists across Memphis to stop the school-to-prison pipeline
- **Memphis Youth Union (MEMYU)** - students increasing youth voice and participation in local political processes

OUTCOMES FY19

89%

of CHANGE Fellows said their leadership skills improved.

MASHA

collaborated with Shelby County Schools to implement a Title IX Coordinator.

GAS

launched the Brave, Safe and Educated Spaces program.

EDJ

launched the Youth Action Network website and alert system.

MEMYU

collaborated with the office of Shelby County Mayor Lee Harris to launch the Shelby County Youth Council.

LEARN MORE AT bridgesusa.org/CHANGE

OUTCOMES FY20

92%

of CHANGE Fellows said their leadership skills improved.

MASHA

led community-healing spaces and worked toward implementing sexual violence awareness curriculum in schools.

GAS

certified businesses/organizations as Brave, Safe and Educated for LGBTQ+ youth and began working on criteria for certifying classrooms.

EDJ

worked to increase public awareness around the specific needs of young people who have been involved with the justice system.

MEMYU

worked to support the Shelby County Youth Council in its pilot year collaborating with the Shelby County Mayor and Commissioners.

All cohorts worked together to create a comprehensive COVID-19 resource guide for young people and host a Virtual Youth Action Summit to help youth get educated about the pandemic and take action online.





AmeriCorps Serves Here

BRIDGES is proud and honored to be a longtime AmeriCorps partner, providing opportunities for individuals to serve with the Bridge Builders program for a summer or full year. Our AmeriCorps service members receive extensive training as experiential educators and youth facilitators, dedicating an average of 35-40 hours per week during the academic year and 40+ hours per week during the summer to uplifting youth voice and leadership.





AmeriCorps Members

FY19

YEAR ROUND MEMBERS:

JAQUANDRIA BROWN
ANNEVIA MADDEN
CORRINNE MCCLURE
SARAH RYAN
REID TINKER

+ 30 MINIMUM-TIME
SUMMER MEMBERS

FY20

YEAR ROUND MEMBERS:

KIERA AYCOCK
ZAKERIA CLARK
JEROME DAVIS
JASMINE HILL
DIARRA SMITH
REID TINKER
KYLON WAGNER

+ 19 MINIMUM-TIME
SUMMER MEMBERS

Know a service-minded individual with a passion for youth activation?

CONTACT our AmeriCorps Program Manager —
Tonya Reece at treece@bridgesusa.org



CHALLENGE BY CHOICE

Team BRIDGES

Effective teams don't just happen. Transforming a group into a team takes skill, patience and insight. Fortunately, BRIDGES has a talented, full-time staff of experts who have what it takes.





HOW WE BUILD TEAMS

Team BRIDGES creates fun team-building experiences on and off the ground, in boardrooms and classrooms, in person and online -- all designed to transform the way we work and collaborate with others.

WHO WE SERVE

Non-profits
Corporations
Faith-based groups

Schools
Colleges
Universities

OUR IMPACT

Team BRIDGES supports the experiential learning of our Bridge Builders program, and all of the proceeds from TB's facilitations, workshops and events benefit our organization's mission. When your team glows, youth leaders grow.

READY TO TAKE YOUR TEAM TO NEW HEIGHTS?

VISIT teambridges.org or call 901.260.3776 to get started.



Help Us Build BRIDGES

The true cost per student for one year of Bridge Builders COLLABORATE participation is \$1,000, but no family ever has to pay that amount because donations cover 45-100% of all program fees.

This would not be possible without the generous support from friends like you. Whether you choose to make a one-time gift in honor of a loved one, include BRIDGES in your planned giving or become a Bridge Builders GROW monthly sustainer, you can be proud to know you're investing in youth leaders working to strengthen our community.





Ways to Give

- Individual donation
- Honorary or memorial gift
- Monthly sustainer
- Event sponsorship
- Planned giving
- Endowment donation

VISIT bridgesusa.org/GIVE to donate today,
or contact Mellissa Whitby at mwhitby@bridgesusa.org
to learn more.

Today, I am grateful.

Dear partners, supporters and friends:

When I look back at the accomplishments of the past two years and take in the complicated time we are currently living in today, I am grateful.

I am grateful to be a part of an organization that has served youth in Memphis since 1921. To be part of a 30 year history of developing youth leaders who are equipped to meet the challenges of today. To work closely with a passionate, dedicated team of youth and adults who make Memphis a better place for everyone. As I entered my twelfth year with BRIDGES and my first as President and CEO on January 1, 2020, I was excited to continue the legacy of Bridge Builders and expand our efforts to increase youth voice and civic engagement throughout Greater Memphis.

2020 had other plans for us, but my gratitude has only deepened.

In the face of a global pandemic and a national call for racial justice, BRIDGES has continued to support the youth of Memphis. Thanks to the quick thinking and tireless work of the entire BRIDGES team, we have taken our programs to virtual spaces, refocused on the critical social-emotional needs of youth during this time, and held space for young people to process and connect. Youth leaders are raising their voices to shape the future of our city, and we are proud to stand beside them.

The future is uncertain, but our mission is clear and our team is determined. Thanks to our supporters, staff and board, the BRIDGES organization is strong, and we are prepared for whatever challenges lie ahead.

Thank you,
Dana Wilson
President & CEO



BRIDGES Leadership

MANAGEMENT

Dana Wilson

President & CEO

Anne Dixon**

Vice President of Finance & CFO

Mario Hendrix**

Vice President of Bridge Builders

Tosca Nance-Jones

Vice President of Community Engagement

Melissa Whitby

Vice President of Development

Jeremy Andrews

Director of Development

Jon Grizzle

Director of Team BRIDGES

Lindsey Butler

Director of Communications

Meridith Rucker**

Director of Program Development

****Bridge Builder alum**



BRIDGES Youth Leadership Committees



BRIDGES YOUTH ADVISORY BOARD

A small group of Bridge Builders which functions much like our Board of Directors, providing insight, sharing decision-making and increasing youth voice within our organization as a whole

Azana Bruce
Kortni Owens
Mikayla Higgins
Tre McCray III

Zaheen Chowdhury
Braxton Hart
Quinterra Miles

BRIDGE BUILDERS COLLABORATE LEADERSHIP COUNCIL

Bridge Builders who contribute to COLLABORATE program design and development, recruitment, event planning and activity facilitation

Jada Powell
Bridget Weldon
Sloan Miles
Navy Smith
Emille Taylor
Nicholas Winkler
Antonio Villareal
Dominic Brown
Tori Eddie
Kaitlyn Venney
Grace Porter
Tierney Macon
Nena Parker
Jana Elabiad
Safa Rudgley
Joshua Brown

Ariana Sulia
Amaya Andrews
Anna Osias
Azana Bruce
Bayley Jones
Caroline Finch
Corinne Emanuel
Deshv Tupkar
Kaila Wells
Jailynn Hayslett
Kyla Kendrick
Laura Issacs
Reid Chauhan
Serena Cooper
Sophie Pauti

2019 Board of Directors

EXECUTIVE COMMITTEE

Chair — **Webb Wilson**** — Kemmons Wilson, Inc.

Vice-Chair — **Dan Hatzenbeuhler*** — E. Ritter & Company

Treasurer — **Brandon Arrindell**** — Southeastern Asset Management

Secretary — **Neil Gibson*** — FedEx Services

At-Large — **Nancy Averwater** — Baptist Memorial Health Care

At-Large — **Kim Cherry** — Cherry & Co. Public Relations

At-Large — **Danish Siddiqui** — Hilton Worldwide

TRUSTEES

Susan Christian — Ritter Communications

William Derwin — International Car Wash Group

Tony Dudek — AutoZone

Cynthia Ham — BRIDGES CEO

Kyle Hatler* — Bank of America Merrill

Jason Hernandez — FedEx Freight

Sam King* — Pinnacle Financial Partners

Luther Mercer — Whole Child Strategies

Ross Peters — St. George's Independent School

Katie Spencer — PeopleCap

Roblin Webb — Freedom Prep Charter Schools

Amy Wright — Macro Solutions

2020 Board of Directors

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Vice-Chair — **Webb Wilson**** — Kemmons Wilson Co

Secretary — **Neil Gibson*** — FedEx Services

Treasurer — **Kyle Hatler*** — Bank of America Merrill

At-Large — **Danish Siddiqui** — Hilton Worldwide

TRUSTEES

Susan Christian — Ritter Communications

Nicole Cody — International Paper

Tony Dudek — Autozone

Micah Greenstein* — Temple Israel

Sam King* — Pinnacle Financial Partners

Ollie Rencher — Grace-St. Luke's Church

Kimmie Vaulx — Baptist Memorial Health Care

Roblin Webb — Freedom Prep Charter Schools

Russ Wigginton — SCORE

Dana Wilson — BRIDGES President & CEO

Amy Wright — Macro Solutions

* Bridge Builder parent

** Bridge Builder alum



BRIDGES

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to become confident and courageous leaders
committed to community transformation.

bridgesusa.org

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