



Fall 2016

Volume 2, No. 1

is family.

2016 ANNUAL REPORT

Dismas, Inc. is a not-for-profit 501.c.3 organization. Donations are tax deductible.



THE FUTURE OF DISMAS

Dismas, Inc. is a 42 year-old nonprofit organization that is focused on supporting the formerly incarcerated population. Our mission is to offer resources to that population that will empower them to adopt and sustain a lifestyle that is conducive to being a law-abiding and productive citizen. Studies show that the clients who have successfully completed our program have a 20% recidivism rate. We annually receive over 350 applications from inmates requesting our services. Our current infrastructure only affords us the capacity to serve 20 clients per year. To meet the needs of the population that we serve, we must expand our scope to serve a larger population of former offenders as they transition from incarceration.

Executive Summary

As I reflect on the last year (and more) at Dismas it is impossible not to focus on the enormous amount of change we have gone through as an organization. We had many tough decisions to make over the last few years in order to ensure we continue supporting those at the core of our mission. While extraordinarily difficult, those decisions have set the table for a very bright future.

One of the key changes was hiring our new CEO, Gerald Brown. As our Board went through the search process, we had the pleasure of talking to numerous exceptionally skilled and highly qualified candidates. However, Gerald shined throughout the process, rising to the top of the list and ultimately being offered the role. Through his leadership the organization has:



Patrick Theobald
Board President

- Increased the Board of Directors from 15 to 30 members
- Incorporated an Advisory board to help support special projects and initiatives
- More than doubled net revenue from our previous annual Forgiveness Luncheon fundraiser
- Announced an expansion plan and secured property at 2424 Charlotte Avenue that will allow us to move from serving eight men at a time to more than 70

The energy and passion that Gerald and the rest of the staff display day in and day out in service of these men is awe-inspiring for me, and I hope for you as well. I look forward to you joining me in helping Dismas achieve its mission to aid those often neglected by society at a time when they need our help the most – Dismas is Family!



As we look forward, I invite all of Middle Tennessee to join us in helping former offenders realize their potential as contributing members of our great community. We sincerely appreciate the amazing contributions from many community leaders and countless others during the past 12 months. Because of your generosity, none of the 18 former offenders who participated in our traditional re-entry programming during Fiscal Year 2015-2016 returned to incarceration. In addition, we collaborated with the District Attorney's Office to launch "Violence Interrupted". The first two classes of this innovative program empowered nearly 70 people on the verge of incarceration to change their current lifestyle. Your support has made all of this possible – thank you!



Gerald Brown
CEO Dismas, Inc.

The future brings with it many opportunities to further meet the needs of our community and former offenders as together, we welcome them back into mainstream society. We are putting an emphasis on several initiatives that will enable us to reach many more returning citizens and increase our share of services offered by the Middle Tennessee nonprofit sector.

Our areas of emphasis for Fiscal Year 2016-2017 are as follows:

- Create a culture of volunteering to help us find talented people in the community that will serve as ambassadors for Dismas for the next two to three decades.
- Enhance our existing programs to better serve our residents by creating more partnerships with organizations who share a similar mission and have resources we may be lacking.
- Diversify our funding sources by creating new development strategies that will increase our visibility within the philanthropic community.

Throughout the course of the year we will be calling on your continued support of these initiatives that give former offenders a second chance to change their life. And, remember, we're only a phone call or email away and our door is always open to family.

Impact

Second Chances Change Lives

100%

Every resident served in
FY 15-16 remained free

81%

of graduates since 2012
have remained free

20 Residents



94% Employed



89% Housed



67% Graduated



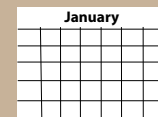
Racial Identity



2,148 "bed nights" for
former offenders who may
have otherwise been homeless

142 days

Average length of
stay per resident



360 hours of Case Management

179 hours of "Life Skills"



120 hours of clinical support

1,300 volunteer hours



Leadership

Dismas, Inc. Board of Director

Patrick Theobald, President
Kay Kretsch, President Elect
Bob Adams, Treasurer
Julie Lilliston, Secretary
David Briggs
Dorinda Carter
Jennifer Charles
Michael Drescher
Steve Ford
Patrick Frogge
Rob Gabbert
Robert Hairston
Thomas Hunter
Patricia Jamieson-Montijo
Jeff Lynch
Joyce McDaniel
Mark Miller
Worrick Robinson
Councilman at Large Jim Shulman
Chuck Taylor
David Turner
Terry Vo
Holley West
Tony M. Wilkes

Staff

Gerald Brown, Chief Executive Officer
Dismas, Inc.

Scott Pieper, House Director
Nashville House

Vision & Mission

Dismas, Inc. is a 501(c)(3), nonprofit transitional housing program that serves individuals recently released from incarceration. Our ultimate goal is for those we serve to remain free from incarceration by becoming self-sufficient, contributing members of society. It is our family-oriented, holistic approach that makes the Dismas model unique. From the moment a new resident walks through the door until the day they leave, Dismas is "home" to our residents - they are "family" forever.



Nashville Advisory Board

Jennifer Acree
Anthony Allen
Karla Burnett
Rosette Chakkalakal
Bettie Colombo
Ron Davis
Kindall Deitman
T. Devan Franklin, III
Wayne Fleming
Trina Frierson
District Attorney Glenn Funk
Michelle Grant
Sheriff Daron Hall
Diane Hayes
Charlotte Mann
Walker Matthews
Lynne McFarland
Diane McNamara
Jim McNamara
Sally Mink
Michael Montijo
Trisha Munigety
Turner Nashe
Paul Ney
Phil Ryan
Brad Schmitt
Kathleen Souder
Rachel Wertheimer
Curtis Wheeler
Claudia Whitehorn
LeAnn Wood
Shelby Woods

Partner Agencies

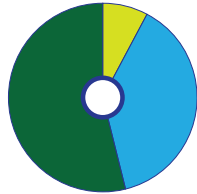
Belmont School of Ministry
Belmont School of Occupational Therapy
Belmont Service Learning
Bernard Health
Curb Center (Vanderbilt)
Family Reconciliation Center
Father Ryan HS Theology Program
Fifth-Third Bank
First Tennessee Bank
Frazier & Deeter
Goodwill Industries

Grassroots (Vanderbilt)
Habitat for Humanity (Vanderbilt)
Hands on Nashville
HCA Healthcare
The HELP Center
Legal Aid Society
Lipscomb SALT Program
Lipscomb University Honors Program
Memorial House (Vanderbilt)
Mercury Court Clinic
Nashville Adult Literacy Council

Nashville Community Education
Nashville Food Project
Nashville Public Library
Neighborhood Health
North House (Vanderbilt)
Operation: Stand Down
Prison Project (Vanderbilt)
Project Return
Tennessee Justice Center
Tennessee Justice Center
University Catholic (Vanderbilt)

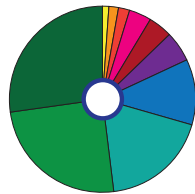
Financial Highlights

Fiscal Year 2015-2016 Revenue



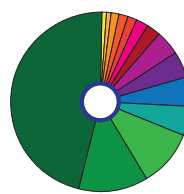
Program Fees	\$22,813
Fundraising Efforts	\$112,405
Grants	\$159,650
Total	\$294,868

Fiscal Year 2016-2017 Budgeted Revenue



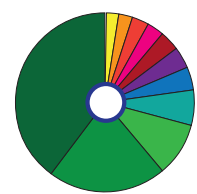
Staff Room & Board	\$5,214
Big Payback	\$10,000
Giving Tuesday	\$10,000
Program Fees	\$23,000
Newsletters	\$24,000
Father Jack Event	\$30,000
Direct Mail	\$65,000
Grants	\$105,000
Unsolicited Donations	\$142,000
Forgiveness Luncheon	\$155,000
Total	\$569,214

Fiscal Year 2015-2016 Expenses



Travel & Meals	\$272
Groceries	\$3,146
Residential Support	\$4,958
Interest	\$5,953
Miscellaneous	\$6,170
Repairs	\$8,512
Office Expenses	\$8,891
Employee Benefits	\$16,326
Depreciation	\$18,000
Utilities	\$19,446
Insurance	\$24,656
Fundraising	\$39,160
Professional Fees	\$46,704
Salaried & Wages	\$172,248
Total	\$374,443

Fiscal Year 2016-2017 Budgeted Expenses



Welcome Package	\$14,000
Repair & Maintenance	\$14,288
Office	\$15,879
Occupancy	\$18,984
Case Management	\$20,242
Marketing	\$21,500
Clinical Support	\$24,383
Program Supplements	\$35,000
Professional Fees	\$55,900
Development	\$121,000
Compensation	\$227,400
Total	\$568,576

2015-2016 Donors

Platinum

Tennessee Department
of Correction
Corrections Corporation
of America
Aimee Mayer
Damon Hininger
Anonymous
Jeff Lynch
Boulevard Bolt, Inc.
Leanne Freas Trout
Foundation, Inc.
HCA Foundation

Gold

Blue Cross Blue Shield -
Community Trust
CCS
Corrections Corporation
of America
Joe C Davis Foundation
Frazier & Deeter
Foundation

Lake Providence
Missionary Baptist
Church
Michael King
Robert Hairston
Patrick Theobald
Woodmont Christian
Church
Cary McClure
Carey McClure
Gary Everton
Aylin Ozgener Memorial
Fund
Craig Gabbert
Dorothy (Dottie) Cate
Frist Foundation
Gerard Boyle
Harris Gilbert
Jane Guzikowski
L.R. Sells
Mr. Thomas W. Beasley
Steve Ford
The Crichton Group

The Dorothy Cate
and Thomas F. Frist
Foundation
Linda Williams
Mr Kevin Marchetti
Aman Nasser
Barbara Young
R. Tim O'Dell

Silver

Alicia Jones
Bobbie ("Lynne")
McFarland
Clay Phillips
Daron Hall
Evan R. Harwood Living
Trust
Frank Bainbridge
Frank Grant
Jeff Gould
Kara Elizabeth Teising
Kay Kretsch
Micheal Spalluto

Mr Jeb Beasley
Mr. Bruce Smedley
Mr. Lars E. Larsen
Patrick Frogge
Richard J. Emery
Sandra Kayser
Shelley Duryee
Bob Martin
Christie Wilson
Glenn Perdue
Kara Teising
Claudia Whitehorn
Nicholas Deitmen
Ann O'Day
Kristi Ferry
Nashville Religious
Society
David L. Zwaschka
Louise Grant
Lori Bell
Patient Focus
Riney Green
Thayer Wine

Programming



"I had to go back outside and look around. Where am I?", asked Charlie Burks when he first arrived at Dismas, "It's better than home!" "Shine", as he is affectionately known due to his shoe-shining prowess, now enjoys his own apartment, but regularly stays in touch with staff. He claims Dismas helped in many ways, but most importantly, "they helped me know myself more than I used to." While a resident, Charlie says he was impressed that all residents were treated, "like somebody, like a human being." He is grateful for all the volunteers and staff who spent time with him at Dismas, "I love Dismas House!"



Linzer Pope had already been released from five years of incarceration when he learned about Dismas. He was so impressed with what he heard that he decided to apply even though he was in another program at the time. Linzer describes his experience at Dismas as "genuine"; he elaborates, "The compassion, the genuine concern Dismas has to help us, to see past our faults and mistakes. I never felt like you looked at me as someone who messed up. You never made me feel ashamed of who I was." Linzer says this helped him build self-esteem and the resolve needed to be successful.



In the true spirit of Dismas, Todd Gilpin explains, "Prisoners are people, they made a mistake and they need a second chance." He credits the second chance he received at Dismas for helping him become independent and not revert back to old ways, "I'm doing things for myself that I didn't believe I was able to do in the past." Todd says resources such as employment partnerships available at Dismas made a practical impact, but it was the family atmosphere and volunteers that made him feel a part of the community. A successful Dismas graduate, Todd is now helping others as an Associate Counselor.

PILLARS OF DISMAS PROGRAMMING



Event Highlights

Beginning his tenure as CEO of Dismas, Inc. in January of 2016, Gerald Brown brought with him more than a decade of experiences in nonprofit development and financial management. As Dismas, Inc. Board President, Patrick Theobald notes, Gerald's expertise has already paid off, "Gerald stood out among the others being considered for the position and as it turns out, for good reasons. In his first six months of being on the job, he has transformed the energy and excitement he generated during the interviewing process into a strategic direction that has already delivered results." During his short period on the job, Gerald developed

an organizational Plan of Action, re-organized Board structure and staffing assignments, established a monthly cultivation event, facilitated a record-breaking fundraising event, and created an annual campaign for lapsed donors, among many other accomplishments.



In response to the disturbing trends of gun violence in Middle Tennessee, Dismas collaborated with the Office of the District Attorney to launch "Violence Interrupted". The day-long program empowers those on the verge of incarceration to live a lifestyle free from violence and narcotics by hearing testimony from victims and perpetrators of gun violence as well as receiving information about job-related and other helpful resources. As District Attorney and Dismas Board member, Glenn Funk says, "As prosecutors, we see too many young men and women in the courtroom each day who believe guns are a solution to resolving conflict. What Violence Interrupted has been able to do is connect these young people with resources and members of the Nashville community who can show them an alternative approach to problem-solving. The District Attorney's Office is committed to protecting all members of our community from violent crimes and we are honored to join Dismas in supporting Violence Interrupted as an important tool in our mission to make Nashville a safer city." Sixty five people charged with possession of a firearm without a permit benefited from the first two classes in January and March.

On May 24th, Dismas hosted its annual "Forgiveness Luncheon" fundraising event. Dismas Board member and Davidson County Sheriff Daron Hall served as Master of Ceremony of the event that



featured powerful testimony from Dismas residents, leadership, and a keynote speech by Nashville Mayor Megan Barry. Mayor Barry expressed her belief in the Dismas program by stating, "When Dismas House residents leave . . . they have a job, they have new friends, they have confidence. But, most of all what they have – they have hope." More than 300 attendees contributed to that hope at the record-breaking event that raised over \$75,000 to provide services to Dismas residents.

Dismas leadership came together in early September to recap the previous fiscal year and prepare for the future at the 2016 Annual Business Meeting. In addition to formal business matters, the meeting featured an orientation for all Board members that included information about mass incarceration and the challenges of re-entry, the history of Dismas, and the pillars of Dismas programming. Gerald Brown, CEO of Dismas, Inc. said the meeting was an opportunity to get Board members "on the same page" in regard to the importance and impact of Dismas, opportunities for service, the current status of the organization,





DISMAS

is family.

1513 16th Avenue South
Nashville, TN 37212

CHALLENGES OF RE-ENTRY



50% of inmates meet criteria of having mental disorder

(Source: Bureau of Justice Statistics)



75% of inmates identify as having a substance use disorder or addiction

(Source: Bureau of Justice Statistics)



There are nearly 80,000 people in TN currently in parole, probation, or community corrections

(Source: Tennessee Department of Correction)



Including Federal, there are nearly 2,200 laws that restrict employment and other resources available to TN residents convicted of a felony

(Source: American Bar Association)



Someone convicted of a felony is 50% less likely to receive a return phone call or job offer from potential employer

(Source: American Academy of Political and Social Science)

