



# 2020 Annual Report





*Executive Director Kaitlin Dastugue giving an interview to News Channel 4 at our volunteer weekend with Crain Construction in August.*

## A Message from our Executive Director

For 25 years, Rebuilding Together Nashville has been keeping our most vulnerable neighbors safe in their homes through cost-saving, critical home improvements. **In this challenging year, more than ever, our neighbors needed a safe place to call home.** After the March tornado and the start of the COVID-19 pandemic, we knew that Rebuilding Together was uniquely positioned to address the needs of vulnerable homeowners in our community, so we rolled up our sleeves and got to work. We launched a Tornado Recovery Program to ensure that all survivors could rebuild, regardless of their economic circumstance. We built new COVID-safety protocols for our home repair program so that we could fulfill our commitment to the Bordeaux community while protecting homeowners,

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For 25 years, Rebuilding Together Nashville has been keeping our most vulnerable neighbors safe in their homes through cost-saving, critical home improvements.

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contractors, and staff. With many older residents spending more time in their homes than ever before, we believed it was important that those homes be safe places to shelter to prevent hospital or nursing home stays. There is still so much work to be done, but I could not be prouder of how our organization has responded to the crises of this past year.

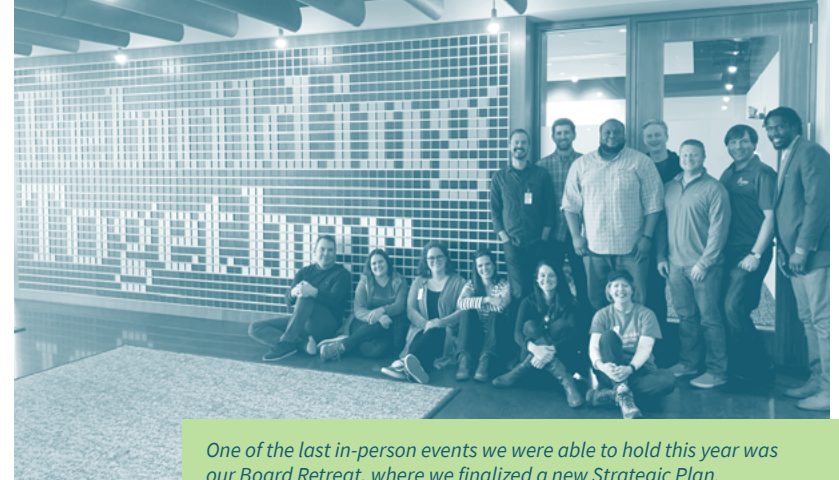
We have only been able to accomplish these things thanks to the support of our donors, partners, and volunteers. Your generosity inspires us to continue serving our neighbors in need, so we hope we can give some inspiration back in sharing about our successes this year in this annual report.

**Kaitlin Dastugue**  
Executive Director

# A Message from our Board President

In 2007, a little known former options trader named Nassim Nicholas Taleb published a book called “The Black Swan: The Impact of the Highly Improbable.” Taleb’s work focused on the extreme impacts of rare and highly unforeseeable events – the very types of events that often shape, in profound and unexpected (and often underappreciated) ways, the course of history and the nature of human affairs. Taleb’s work also contained many lessons on how best to approach a world characterized largely by the presence of uncertainty. Anyone who saw a photo of downtown Nashville on an otherwise beautiful Saturday afternoon in April of 2020 knew that what they saw, or rather, didn’t see—no cars, no people, no music—were witnessing a “Black Swan” event. For many, that “event” quickly became inseparable from what practically became a freestanding nick-name: “2020.”

**Rebuilding Together shared in all the travails and challenges of 2020, but also exhibited another central concept of Taleb’s work: robustness.** Rebuilding Together’s staff, board, and amazing volunteers, sponsors, and donors worked tirelessly, and with incredible generosity, to rise to the challenges and the unique historical moment posed by “2020.” And despite unprecedented challenges, RTN was able to not only survive 2020, but to emerge on the other side as a stronger, more resilient, and more robust, organization. Critically, in a year where “home” meant even more than it usually does—at a time when Nashvillians, like everyone, were



*One of the last in-person events we were able to hold this year was our Board Retreat, where we finalized a new Strategic Plan.*

required to spend more time at home—Rebuilding Together was able to continue carrying out its core mission of repairing homes, revitalizing communities, and rebuilding lives.

The term “black swan” also has roots in Latin, with perhaps the oldest reference being to the poet Juvenal’s expression that “a good person is as rare as a black swan.” Juvenal’s black swans showed up in abundance in Nashville this year. Home will again be a powerful concept and a frequently heard term in this new year as the battle against the pandemic is still far from over. But, because of the support of our community—our black swans—more Nashvillians have safer and healthier homes in which to shelter from life’s often unpredictable storms.

**Brandon Miller**  
Board President

# Our Team

## BOARD OF DIRECTORS

**Board President:**  
**Brandon Miller, Esq**  
Wagon Wheel Title

**Vice President:**  
**Jonathan Sexton**  
Smith Gee

**Secretary:**  
**Anton Jackson**  
Community Health Systems

**Treasurer:**  
**Adam Smith**  
Gresham Smith

**Past President:**  
**Edward Henley III**  
Pillars Development

**Mary Vavra**  
Barge Design Solutions

**Melanie Birchfield**  
Zeitlin Realty

**Jeremy Christopher**  
Concord

**Jaqee Adams**  
Reno & Cavanaugh

**Taylor Hamilton**  
KraftCPAs

**Jeremy Searcy**  
LP Building Solutions

**Mary Melissa Taddeo**  
Auburn University

**Yolanda Hockett**  
Davidson Co. Juvenile  
Justice Center

**Rasheedah Pardue**  
Greater Nashville Regional  
Council (GNRC)

**Linda Thompson**  
Regions Bank

**Brittany Bergbower  
(YLC Intern)**  
RSM

## REBUILDING TOGETHER STAFF

**Kaitlin Dastugue**  
Executive Director

**Walter Thomas**  
Construction Coordinator

**Jarod Hamm**  
Outreach Coordinator

**Andrea Prince**  
Director of Programs

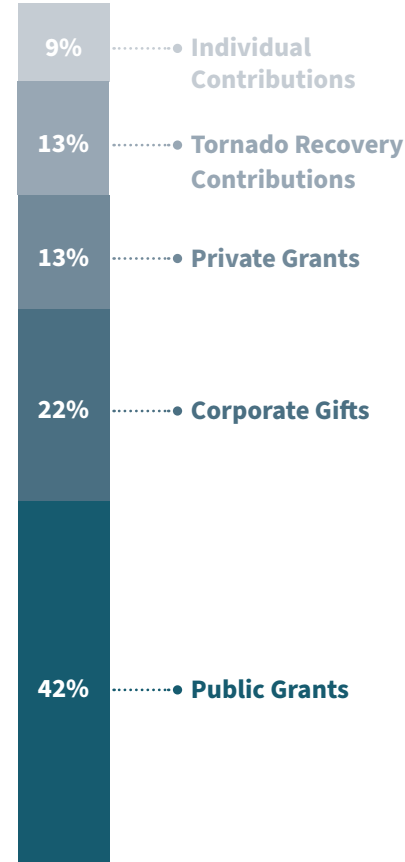
**Paulina Robles**  
Tornado Recovery Coordinator

**Indya Akbar**  
AmeriCorps Disaster Resiliency Fellow

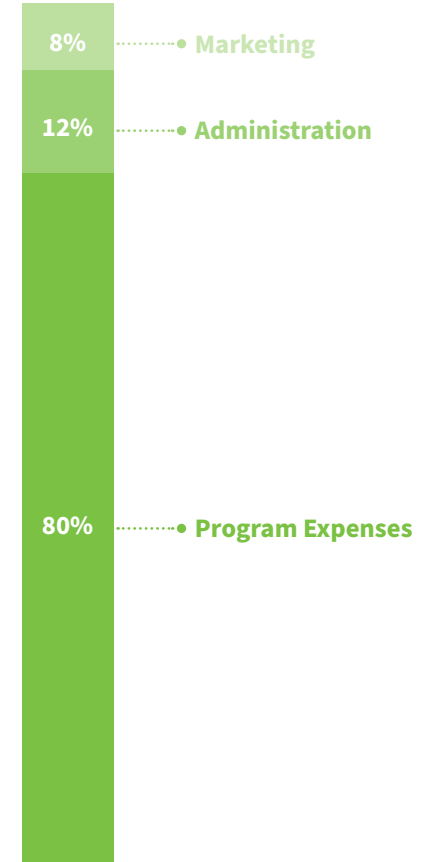
# Fiscal Year by the Numbers

FY 2020 (July 1, 2019 - June 30, 2020)

**Total Revenue: \$757,081**

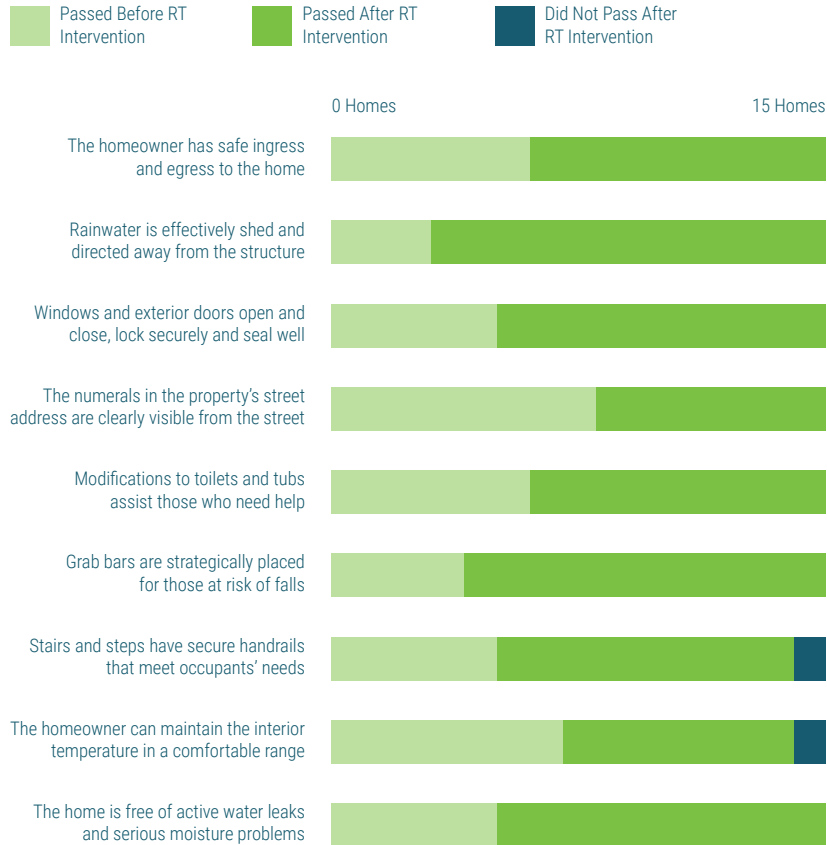


**Total Expenses: \$642,872**



# Our Impact in 2020

Rebuilding Together's 25 Safe & Healthy Housing Priorities were developed by our national office along with the National Center for Safe & Healthy Housing. We evaluate whether a home meets these priorities before we begin and after we complete repairs. In 2020, these were the priorities where we had the greatest impact across 15 homes.



# 2020 Program by the Numbers

**\$28,831**  
Median Annual Household Income

**60**  
Total Volunteers

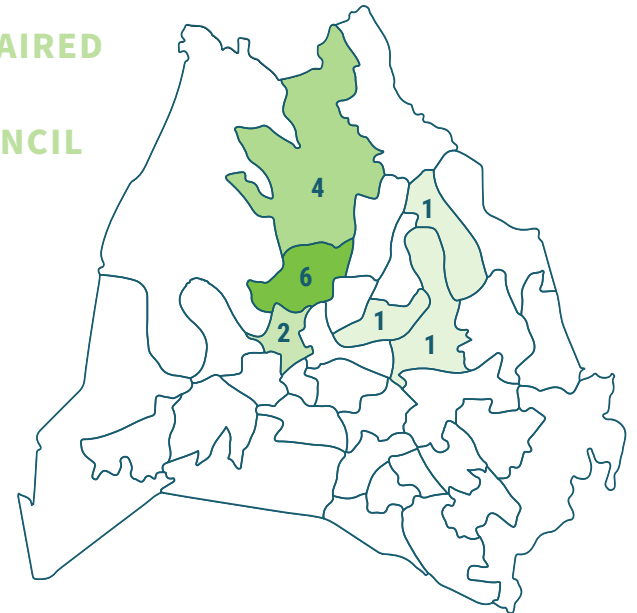
**\$19,034**  
Median Repair Cost of Each Home

**372**  
Volunteer Hours

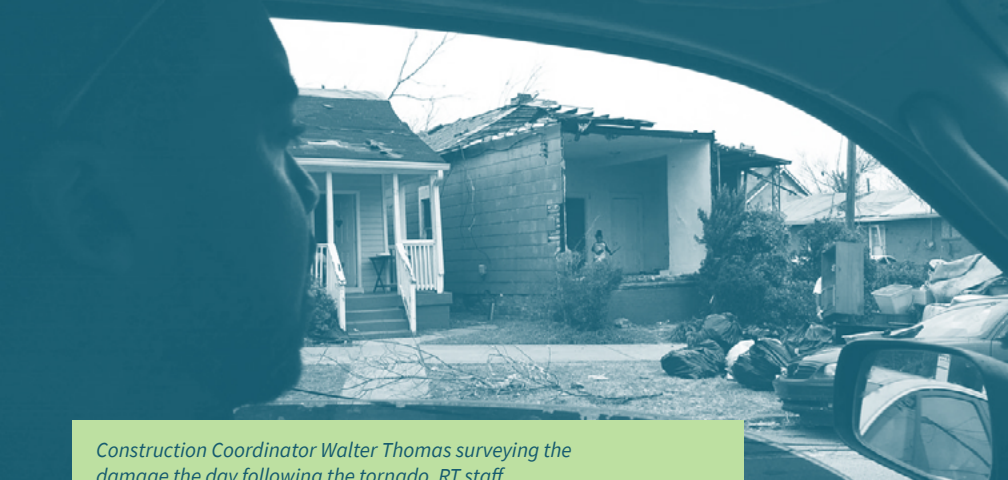
**50 Years**  
Median Age of Houses Repaired

**\$10,118**  
Value of Volunteer Hours

## HOMES REPAIRED IN 2020 BY METRO COUNCIL DISTRICT:







*Construction Coordinator Walter Thomas surveying the damage the day following the tornado. RT staff*

## Rebuilding After Disaster

A year on from the March 3rd tornado, our Tornado Recovery Program continues to serve homeowners who were impacted, making the necessary home repairs they need to fully recover. We were amazed and honored by the outpouring of support from our community in the aftermath of the tornado. Many of you gave supplies in the days after, gave financially, or gave your time to putting our neighbors' lives back together, and we cannot thank you enough. In particular, we'd like to thank Lowe's, Barge Cauthen, and Orcutt | Winslow volunteers who helped us repair exterior property damage that insurance and most grants weren't covering.

One of those homeowners we have had the pleasure of working with this past year is Mr. Cotten. A former band director at Hillsboro High School, Mr. Cotten has a love for music and his community. He retired to this home in North Nashville, which has been cared

for by his family for generations. Mr. Cotten's roof, interior ceiling, gutters and outside shed all suffered extensive damage due to the tornado. Insurance covered his roof, but not the damage done to the rest of his property--that's where we were able to step in. RT volunteers cleared out the debris left in the backyard, and professionals from Lowe's built a new shed, complete with new tools to help Mr. Cotten bring his garden back in the Spring. We are now working to repair water damage and seal leaks caused by the tornado in addition to repairing the home's gutters.

While we have been able to assist several homeowners this year, the need for our services is still great a year later, and as homes have sat unrepaired for months after the disaster, we are encountering more homes with severe mold and water damage. We remain committed to serving as many homeowners as possible in our second year of running the Tornado Recovery Program. Visit our tornado recovery website: [rtnashville.org/recovery](https://rtnashville.org/recovery) to learn more and get assistance.

*Mr. Cotten's backyard before and after volunteer work. The tornado lifted the shed completely off the ground, setting it back on top of its contents.*





*Board Member, Yolanda Hockett (right) with Ms. Turner (left) outside her home in Golden Valley, where she has lived since 1971.*

## Neighborhood Spotlight: GOLDEN VALLEY

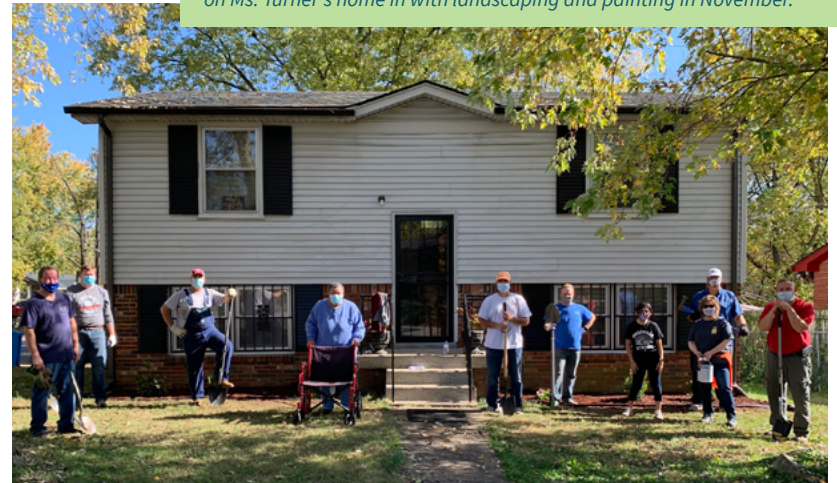
In the year since launching our target community initiative in Bordeaux, we received over 90 homeowner interest forms, a testament to the need for our services in the community. In 2020, we began working through this list one neighborhood at a time. One of the first of these was the Golden Valley neighborhood in the northeast corner of our target area. There, we served three homeowners within a block of each other, Ms. Turner, Ms. Daniel, and Ms. Cunningham, all long-standing members of the community.

Ms. Turner told us she couldn't remember the last time she could walk out her front door. Old carpet in the home made it nearly impossible to open, and she didn't have a railing

for her front steps. The carpet also posed a tripping hazard on her stairs and she had recently had a fall in her home when she applied. Rebuilding Together removed dangerous carpeting, renovated her bathroom with accessibility improvements, secured and installed stair railings, and removed asbestos in the kitchen ceiling. These and several other small repairs came together to make a big immediate impact in the health and safety of Ms. Turner's home.

Ms. Daniel's home has been a hub of family activity for many years, but as time wore on, repairs became more difficult to keep up with. Rebuilding Together was able to help her get her home back, installing accessible bathroom fixtures, new kitchen appliances and cabinets, vinyl flooring, and new windows. We also repaired electrical and plumbing systems and installed a new central HVAC system.

*Volunteers from Wilson Bank & Trust helped us put the finishing touches on Ms. Turner's home in with landscaping and painting in November.*





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“My stairways weren’t safe, and I wasn’t able to get in and out of my tub. Everything [RT] did for me was needed, and I couldn’t do it myself. It’s just like a miracle.”

- Ms. Turner

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*We replaced Ms. Cunningham's roof, which had begun losing shingles, as well as her gutters and fascia, ensuring the home stays dry and warm.*



*By renovating and repairing the flooring in Ms. Daniel's guest bathroom, she is able to host family members at her home again.*

Even though her neighborhood is changing, Ms. Cunningham sees it as a good thing and she still knows most of the folks on her street. When we assessed the home, she was concerned about soft spots in her floor and the cost of her energy bills. We replaced rotted flooring in her kitchen as well as her aging roof, improved accessibility in her bathroom, and replaced her cracking front porch stair. We also installed a central heating and air conditioning system, where previously she had relied on space heaters and window units.

**2020 added logistical challenges to our Safe and Health Home Improvement Program, but our impact in the lives of each homeowner remains the same. We continue to strengthen our partnerships in Bordeaux and are on pace to reach our goal of serving 65 homeowners by 2022. Thank you to the Barnes Fund for Affordable Housing, the Wells Fargo Housing Foundation, and our many other funders and partners for making these projects possible.**



# In 2020, we were generously supported by:

\$50,000 +

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Barnes Housing Trust Fund

Federal Home Loan Bank of Cincinnati

West End Home Foundation

Middle Tennessee Emergency Response Fund

\$10,000 +

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COVID Community Partnership Fund, Metro Social Services

Rebuilding Together National Disaster Response Fund

Louisiana-Pacific Foundation

The Core Fund of The Community Foundation of Middle Tennessee

Bank of America

The Frist Foundation

The Memorial Foundation

The Solar Angel Fund of The Community Foundation of Middle Tennessee

Warby Parker

Regions Bank

BELL Construction, in honor of their clients and friends

\$5,000 +

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Tennessee Housing and Development Agency

Roush Family Fund

Jonathan Sexton

Jackson National Life Insurance Company

Christ Church Cathedral

Wilson Bank & Trust

Fifth Third Bank

Bose Corporation Charitable Fund

Pinnacle Bank

The First Horizon Foundation

\$1,000 +

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Nashville Predators Foundation

Brandon Jones

The Village Real Estate Advised Fund of The Community Foundation of Middle Tennessee

1600 West End Avenue Partners

Sydney McCann

Brent Elrod

Brandon Miller

Concord Music Group

The Buckingham Foundation

ESAssociates

Megan Manly

Jeff Williams

Sean Baker

Ann & Kirby Davis

Tom and Pam Diener, in memory of Eric Diener

Jimmy & Louise Scott

Adam Smith

Quentin & Penny Dastugue

Gresham Smith

Ryan Nichols

Orcutt | Winslow

The Marymont Fund of The Community Foundation of Middle Tennessee.

## \$500 +

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Peter & Mary  
Melissa Taddeo

Jaqee & Dareyl Adams  
Rebecca Ratz

Chip Howorth  
Kyle Mills

Laura Taylor

Victoria Larson

ICT

The Blackbaud  
Giving Fund

## \$100 +

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Rhonda Weatherford

Melanie Birchfield

Danielle Rice

Parker Brown

Brent McGee

Jeremy Christopher

Steve & Brenda Martens

Danetta Allen

John & Sara Horst

Brittany Bergbower

Cyril & Fran Stewart

Kristin Flow Finch

Leslie Jacobs

Mary Christopher

Nancy B. Goods

Denise Valois

D.A.S. Electric

Amanda & Dave Keiser

Sara Devitt

Alexis Roberson

Brandon Alcorn

John Bellenfant

Nancy DeKalb

Edward Henley III

Sam Gardenswartz

Mary Vavra

Crystal Thomas

Bruce Hafford

Kaitlin Dastugue &  
Mick Nelson

Amanda Gilbert

Clay Adkisson

Jesse Wilmoth

Mary Catherine Jerome

Kathryn Calhoon

Adam Petty

Sarah & John Camperlino

Deanna Kamal

Jennifer Westerholm

Kelly Price

Abigail Tylor

Daniel Borsos

Elizabeth McAlpin

Gerald Pitts

Benton Smothers

Dallas Caudle

Dr. Ken & Dee Dee Yohn

Eric Guess

Jennifer Weinberg

Justin Ploof

Lee Pfund

Lisa King

Lisa Meyer

Maureen Sanderson

Nancy Hill Roberts

Perry Bird

Rebecca Loegering

Rebecca Shew

Scott Nalley

William Rosenthal

Jerry & Elizabeth Thurman

Batten Shaw Construction

## \$20 +

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Caitlan Howard

Ann Brooks

Wesley Harvey

Alexandra Kaplan

Ellie Headlee

Mark & Lisa R. Yohn

William Steffenhagen

Taylor Hamilton

Emilee Wilson

Becky Carter

Conrad Pawlina

Laura Bourbeau

Dianne Oliver

Elwyn Gonzalez

Laura Gore

Mark Morrison

Adrienne Reed

Allison Dastugue

Allison Sonnenberg

Brenda Hamm

Clint Camp

Elizabeth Fleischhauer

Isaac Wills

Jane and Richard Eskind Fund

Kara Gibbs

Megan Kruse

Owen McCann

Sarah Korth

Scott Thomas

Susannah Henschel

Terri Drabik-O'Reilly

William Hegeman

Atlee Tyree

Yesenia Vega

Paul Benzon

Darrell Hawks

Jack Chambers

Leah Hashinger

Michael J. Burriss

Michael Turvin

Ashley Snow

Benjamin E George

Diana Hutson

Heather Huntley

Jarod Hamm

Jeremy Searcy

Julia Wcislo

Kyle Trombley & Ryan Bash

Marilyn Miller

Megan Seifarth

Kathryn Withers

Kwanesha Caldwell

Elke Hoffman

Noah Spiegel

Allie Brumfield

Amy Gravel

Stephen Cox

## We also recognize the following for their in-kind contributions

C&H Properties

Wagon Wheel Title

Jesse Wilmoth, Association Support

**For more information or to notify us of any errors or omissions,  
email us at [jarod@rebuildingtogethernashville.org](mailto:jarod@rebuildingtogethernashville.org)**



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[rtnashville@gmail.com](mailto:rtnashville@gmail.com)

615-297-3955

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**IF YOU'D LIKE TO JOIN OUR WORK IN 2021,  
PLEASE CONSIDER MAKING A TAX DEDUCTIBLE  
DONATION TO REBUILDING TOGETHER**

**To use your card, bank  
account, or PayPal, visit:**

**[rtnashville.org/donate](http://rtnashville.org/donate)**

**Or, send a check to:**

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Nashville, TN 37209

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