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A year of growth.

In 2022, the Nashville Adult Literacy Council (NALC) celebrated 40 years of transforming lives through literacy. After decades of service, the pulse of NALC is beating as strong as ever. As the fiscal year ends, we at NALC are taking some time to reflect on all our learners, volunteers, and staff have accomplished this year.

In FY23 we:

- served 419 learners
- saw 50% of learners achieve at least one goal
- trained more than 125 new volunteer tutors
- were awarded more than 20 grants
- hired a new Learner & Volunteer Coordinator
- collaborated with our board to create a new three-year strategic plan
- celebrated our 40th birthday at the first Learner & Tutor Banquet since 2019
- and helped shed a light on the pervasive issue of literacy in our city through events like the [Literacy Matters Virtual Breakfast](#)

We could not have done any of this work without supporters like you. In FY23, we've received \$227,000 in donations from individual supporters and more than \$550,000 from foundations and corporate partners.

Since 2020, all of our English classes and a majority of our one-on-one tutoring has been held virtually. While we've started to reintroduce some in-person opportunities, online learning has been a major success. Pre-pandemic barriers, like finding childcare and fighting traffic, were removed with online options. Students are receiving more instructional hours and achieving goals at a higher rate than ever before.

With these successes came a new challenge. Our waitlist climbed to more than 300 potential learners. Through an innovative pilot program started this spring, we hope to serve learners waiting for classes in a quick and efficient manner.

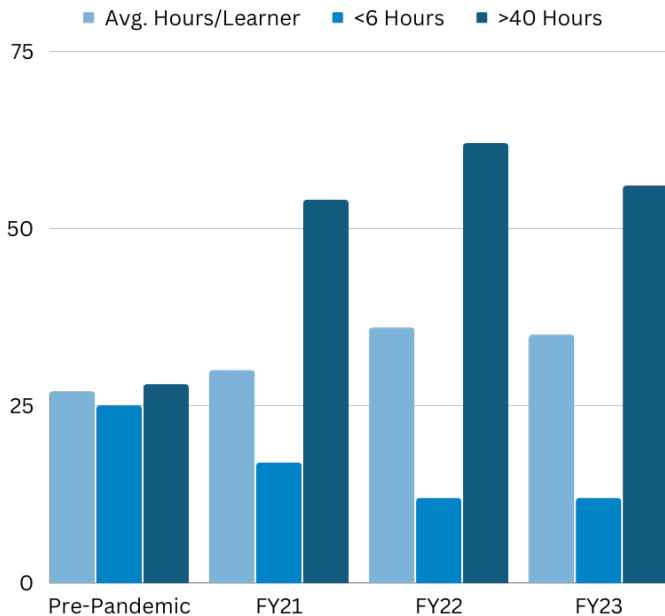
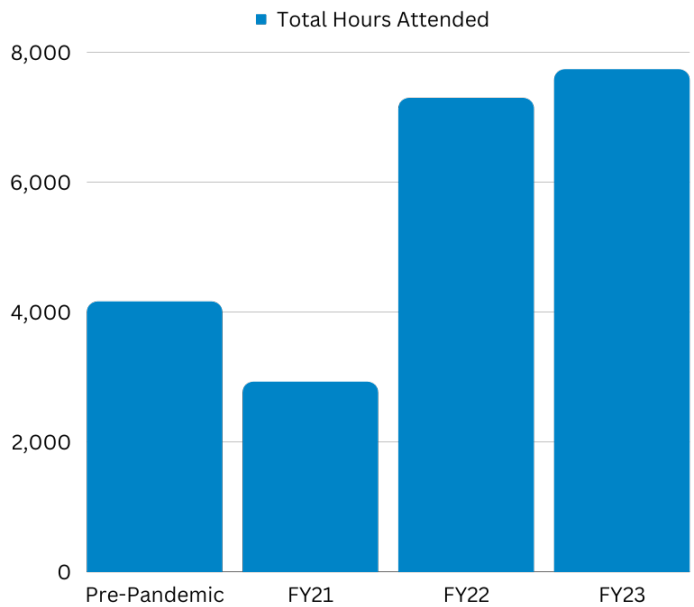
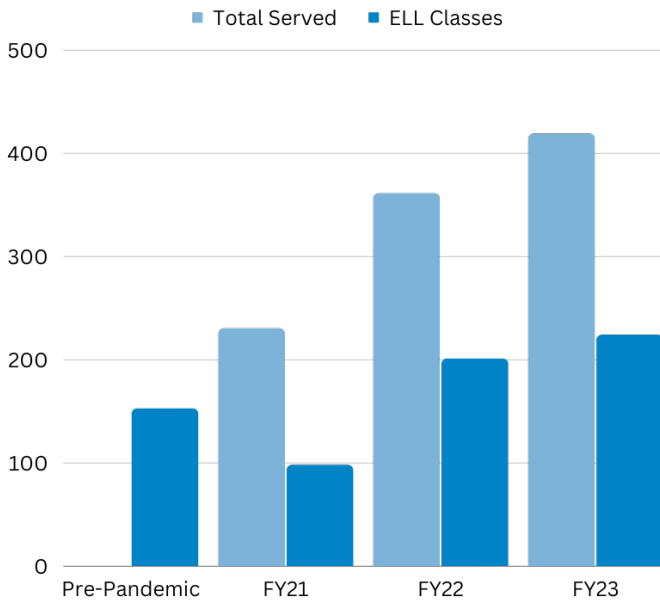




Learners in English Classes

In 2020, we made the decision to move our English classes to Zoom. We could have never predicted how successful these classes have been! Virtual classes are outperforming in-person programs in almost every way:

Learner Enrollments and Attendance Hours for ELL Classes



An astounding **33%** of English Classroom learners completed more than **70** instructional hours!



Learner Achievements

At our 2022 [Learner & Tutor Banquet](#) we had the privilege of recognizing a learner and tutor match from both our Adult Basic Education and English Language Learning programs that excelled at achieving their goals. [You can read more about both matches on our blog here!](#)

ELL Match Award: Monique Killyon, Snahider Vega, and Janiree Noriega

Volunteer tutor, Monique Killyon, has been working with Snahider Vega and Janiree Noriega, a couple who are learning English as an additional language. Together, Snahider, Janiree and Monique have completed more than 80 hours of tutoring, the most of any other match this year! They have completed seven Burlington English modules, read books together, and celebrated wins big and small, like leasing a new apartment and going to a Backstreet Boys concert.

Snahider and Janiree are originally from Venezuela. They appreciate NALC's organization, willingness to help students, and methodologies. Monique appreciates that NALC provides an opportunity to do meaningful and rewarding work, and told us that tutoring gives her an opportunity to connect with and support different people whom she likely would not have encountered outside of this environment.

Adult Basic Education Match: Andrew Giacobone and John Faust

Andrew and John have been working together for six months and have built an effective and inspiring learning partnership.

Andrew is incredibly thoughtful and creative about incorporating different types of activities into tutoring sessions, and he is never afraid to try something new. When asked what advice he would give to prospective tutors Andrew said: "Be patient and encouraging. Don't be afraid to mix up the book lessons with games and pop quizzes, to stave off ennui. Let your enthusiasm be contagious!"

Since enrolling in our program, John has made tremendous progress on several of his goals. His reading, comprehension and fluency have improved. He has completed an EKG certification class for his job, and he has recently begun applying to local nursing programs. When asked what his tutor has done that helps him the most, John said that he really appreciates his tutor's "willingness to learn... in order to help me... I love that he is very patient with me."





Learner News

Historically, an annual publication of student work, *In Our Words*, showcases the voices of our learners and volunteers. In 2022, we created a more regular newsletter as a space for students to share their work, staff to share updates about the organization, and volunteers to share their stories, too. Items from these newsletters were compiled into the first *In Our Words* book printed since 2019! [Digital versions are available online here.](#)

in
our
words

Learner & Tutor Stories

Haidy Wassef (center) received a new full-time position as a teacher's assistant with Metro Nashville Public Schools in January! Here's Haidy (back, center) with her K-4 students at their graduation ceremony.



Johana Brito (right), shared her story at the 2022 Learner & Tutor Banquet. Here she is pictured with her family and ELL Tutor Program Manager, Maggie Yandell (center).





Volunteer Achievements

Martha Teschan Award: Jarrod Mornout

The Martha Teschan Volunteer of the Year Award is given to a volunteer other than a tutor who provides outstanding support to NALC. Martha was a committed and dedicated volunteer who started as tutor in 1992, and later became a board member. She helped us with everything from serving cake at events like The Banquet to shoring up our financials so we could pay the phone bill.

Jarrod recently completed his Salesforce Administrator certification and was excited to apply for entry level jobs, but he was told the same thing that many of NALC's learners are told: you need two years' experience.

A lot of folks might hold a grudge or give up after a message like that, but Jarrod had other plans. He was told he should try to find a place to volunteer and called multiple nonprofits until he found us. We made a list of things to do, and he's been committed to helping us improve our data management, which increases our efficiency and helps us better tell our story to funders. The work Jarrod is doing today will help us grow in the future, and this is why we named him our Volunteer of the Year.



Would you like to volunteer?

We now offer monthly tutor trainings via Zoom for our English Language Learning and Adult Basic Education tutors. No experience is required! [Learn more about trainings here.](#)



Volunteers

Community Conversations



This year we developed a new way for volunteer tutors to interact through monthly, virtual Tutor Talks! Our Tutor Talks are a place to meet other tutors, get support and professional development, and share ideas, questions, and concerns. In 2023, we changed the name of these meetings to Community Conversations and began inviting students to join us to tell their stories, receive continuing education, and have fun!

The Yellow Glasses Project

ELL Online Classroom instructor, Dave Charlson, recently completed the RAGBRAI, the Des Moines Register's Annual Great Bike Ride Across Iowa. During his adventure, he picked up a pair of yellow sunglasses at a local Dollar General. Here he is with rodeo entertainer Donny Burkhart.

The Yellow Glasses Project is a program designed to help shine a light on literacy. When you buy, wear, and share your yellow sunglasses from participating Dollar General stores, you will be helping the Dollar General Literacy Foundation build awareness and empower others through literacy and basic education.





Staff



Current Staff

Bottom Row (left to right): CEO, Kim Karesh; Program Assistant, Yodit Beraki; Online Classroom Manager, Lisa LeMaster

Top Row (left to right): ABE Program Manager, Crystal Gimesh; VP of Program Quality, Whitney Weaver; ELL Tutor Program Manager, Maggie Yandell; Learner & Volunteer Coordinator, Catherine Davis; VP of Community Development, Mary Beth Harding

Sarah Coode Retires & Crystal Gimesh Takes on Adult Basic Education

Sarah Coode, our longtime Literacy Specialist, retired in July 2022. Sarah started with NALC as a volunteer more than 25 years ago and has taught hundreds of adults literacy skills in the decades since. Sarah is a lifelong learner with a growth mindset, and Nashville will be forever indebted for her service. Sarah, thank you for all that you've given to this community!

Cherished staff member, Crystal Gimesh, moved into the role of ABE Program Manager soon after Sarah retired. Crystal has revamped the ABE trainings with knowledge she gained helping relaunch our ELL tutor trainings. Sarah didn't get far! She continues to support NALC's learners as a part-time assistant for Crystal.

New Learner & Volunteer Coordinator, Catherine Davis

Catherine was born and raised in Miami, Florida. After graduating from the University of Florida, she moved to the Dominican Republic to serve as a youth literacy specialist with the Peace Corps. Since returning to the United States, she has earned her M.Ed. in English Language Learners from Vanderbilt University's Peabody College and worked with adult learners in Nashville, including through NALC. Catherine is passionate about language learning, educational equity, and supporting individuals as they are empowered through literacy.



Organization Updates

Strategic Planning

In early 2022 our staff and board began evaluating our strategic plan, including our mission statement and values. After months of collaborative discussion, we are excited to introduce our updated statements! [Our website has been updated](#) to reflect the language changes, but our core mission has not changed. We exist to help Nashville adults with the reading, writing, and English-speaking skills they need for the life they want. Learners at NALC reach their goals through literacy.

Celebrating 40 years of NALC at the Learner & Tutor Banquet!

For the first time since 2019, NALC hosted our Learner & Tutor Banquet (The Banquet) in person on November 2 at Plaza Mariachi. The Banquet convenes our community to celebrate our adult learners who quietly strive to improve their lives through literacy, the volunteer tutors who help them, and our dedicated staff. We share stories that inspire the soul and remind us of our purpose while sharing a potluck meal representative of the many cultures at NALC.





Organization Updates



Host Rudy Kalis and CEO Kim Karesh talk during the Literacy Matters Virtual Breakfast. Rudy moved to the United States from Germany when he was five years old. He didn't speak any English when he arrived, but became an award winning broadcaster!

Literacy Matters Virtual Breakfast

On May 25 the Nashville Adult Literacy Council held a virtual event celebrating all we've accomplished together as a community in the past year. Amazon matched up to \$15,000 in individual donations before and during this event. We also recognized a few learners and a tutor for their outstanding work. [Watch the recording here and learn more about the winners here.](#)

- **English Language Learner of the Year: Teresa Garcon**
- **Adult Basic Education Learner of the Year: Avery Whitehead**
- **Volunteer of the Year: Reya Almeida-Gray**



Award Winning Team

Two members of the NALC community were recognized for their work with English Language Learners this spring! [Learn more about both on our blog.](#)

Volunteer tutor **David Joseph Weir** was recognized for his outstanding dedication to direct service in the **Older Adult Volunteer category at the 2023 Hands on Nashville Strobel Awards!**

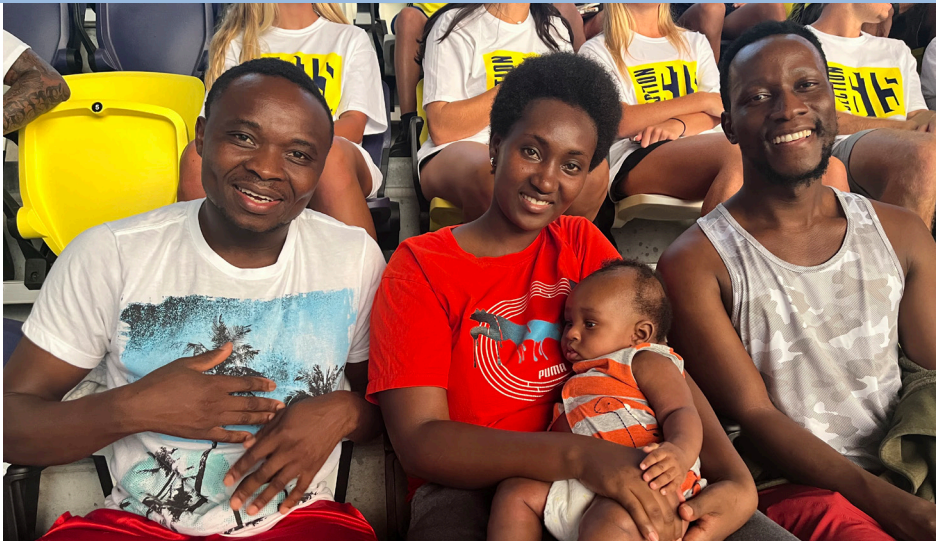
Online ELL Instructor **Marnie Huff** was recognized as the Nashville Public Library's **2023 Adult Educator of the Year!** This is the third year in a row an NALC-affiliated instructor has been recognized at the NPL Adult Education Summit as Adult Educator of the Year!



Organization Updates

In July, NALC learners were invited to GEODIS Park to participate in the Nashville SC Community Flag Experience as honorary flag bearers. We joined a group of first responders, military members, and NSC fans, to carry the Community Flag onto the field in front of 30,000 fans and supporters.

We also received a limited number of tickets to the match and got to see the Nashville SC face LAFC. Thank you Nashville SC for hosting us. We had an amazing night and can't wait to see more matches!



Partnership with FiftyForward

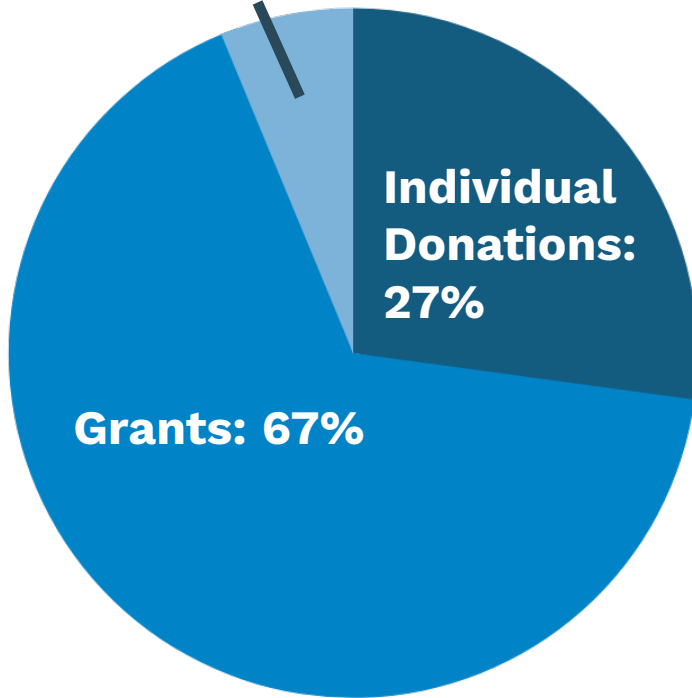
We partnered with FiftyForward to offer digital literacy training for adults who are least 60 years old as part of a grant from the Senior Trust. This partnership allowed some of our former tutors to come back to NALC with new skills to tutor on a computer. In FY23, more than ten tutors participated in these trainings! Computers were also made available through this grant for tutors and learners who did not have access to technology.



Finances

Revenue Sources

Events & Other:
6%



FY23 Expenses
\$788,000

FY23 Revenue
\$837,800





Nashville Adult Literacy Council

Annual Report

Fiscal Year 2022 - 2023

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