



**EPISCOPAL
SCHOOL OF
NASHVILLE**

**ANNUAL
REPORT
ON GIVING**

2025



MISSION STATEMENT

Episcopal School of Nashville is a diverse, urban, and independent school dedicated to nurturing the joy of learning and the spirit of discovery in each of our students.

VISION STATEMENT

To shape students who are intellectually, spiritually, and responsibly engaged with the place, community, and world they call home.

WITH AN EYE ON THE FUTURE

Part of our goal is not only to grow today, but to set strategic steps in place so that tomorrow we are ready to welcome a whole new generation of students through our doors.

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Dear Episcopal School of Nashville Community,

As we reflect on the 2024–2025 school year, we are filled with gratitude for the people who make ESN such a vibrant and joyful place. The growth, connection, and opportunities we experienced this year would not have been possible without your generosity and belief in our mission.

In our ninth year, we leaned into our purpose to nurture the joy of learning, the spirit of discovery, and the dignity of every human being. With your support, we welcomed new faculty and staff, deepened our teaching through Responsive Classroom training, and created experiences that brought families closer to the heart of our school.

We welcomed 49 new students, bringing total enrollment to 128. One-third of our students received need-based financial aid totaling more than \$350,000. These efforts were made possible because of donors like you who believe every child should have access to an Episcopal education.

You also helped us invest in the future. From updated classrooms and refreshed common spaces to safety and operational upgrades, these improvements have transformed our learning environment. Our rebranding work has allowed us to share the ESN story with greater clarity and purpose, reflecting not only who we are but who we are becoming.

Thank you for walking with us. As we look ahead to our 10th anniversary of purpose, promise, and possibility, we do so with full hearts, hopeful minds, and a clear vision for what lies ahead.

With gratitude,



Dr. James Jordan
Head of School



Mary Lea Bryant
Board Chair



A SPIRIT-LED STEP FORWARD: WELCOMING OUR FIRST FULL-TIME CHAPLAIN

by Judi North, Director of Development

This year, Episcopal School of Nashville reached a defining moment in its spiritual and institutional life. Thanks to the vision and generosity of an anonymous donor and support from the Episcopal Diocese of Tennessee, we were able to create and fund a full-time Chaplain position. This role is possible because of a major gift that provides support for its first three years.

What began with a phone call in March quickly became a school-wide endeavor. In just a few months, we shaped a vision for the role, launched a national search, gathered input from across our community, and joyfully made the hire. The process was marked by clarity, discernment, and deep gratitude for the donor whose commitment brought this vision to life.

We are pleased to announce the appointment of Rev. Heather Daugherty as ESN's first full-time Chaplain. Her arrival marks a significant step in our Episcopal identity and spiritual formation programming.

Heather brings nearly twenty years of ministry experience in academic and parish settings. Most recently, she served as University Minister and Director of Spiritual Life at Belmont University, where she led campus worship, interfaith dialogue, and student programming. Her previous roles include Associate Chaplain and Director of Church Services at Trevecca Nazarene University and Pastor of Congregational Life at an urban church in Boston. A candidate for Holy Orders in the Episcopal Diocese of Tennessee, Heather holds a Master of Divinity from Boston University School of Theology and was ordained to the Transitional Diaconate on June 7. She is also currently serving in a part-time role

as Assistant Rector at St. Bartholomew's Episcopal Church.

Throughout her visit to ESN, Heather impressed faculty, staff, parents, and board members alike. Her warmth, clarity, and grounded leadership stood out, and feedback consistently pointed to her gifts in public worship, pastoral care, collaborative leadership, and spiritual formation that is both inclusive and inquiry-driven. Her calm presence and joyful spirit were named as qualities that will deeply enrich our classrooms, chapels, and community gatherings.



As Chaplain, Heather will lead weekly chapel services, offer pastoral care, and guide the spiritual formation program for students in grades 1 through 6. She will also support service learning efforts, helping students live out ESN's mission in ways that connect compassion to action. Through this work, she will help anchor our commitment to forming students who are intellectually curious, spiritually grounded, and responsibly engaged with the world.

We are also delighted to share that The Rev. Flo Oakes will continue serving our youngest learners, 3K through Kindergarten, in spiritual formation classes and assist with school chapels. And with sincere gratitude, we thank The Rev. Richard Wineland for his faithful service over the past two and a half years. His thoughtful leadership and steady presence have been a blessing to our school community.

Please join us in welcoming Rev. Heather Daugherty to the Episcopal School of Nashville. We look forward to the care, wisdom, and joy she will bring to this important role and to the life of our school.

CREATING CLASSROOMS THAT CARE: THE RESPONSIVE CLASSROOM APPROACH AT ESN

by Suzie Hackmiller, Director of Student and Faculty Success

At Episcopal School of Nashville, we believe that students learn best when they feel safe, seen, and supported. This belief is reflected in the way we teach, the way we guide behavior, and the way we build community. Thanks to the generosity of Robinson Regen and her mother, Marjorie Herndon Hines, we were able to invest in Responsive Classroom training and curriculum, making this approach a foundational part of our Lower School experience.

Responsive Classroom is a comprehensive research- and evidence-based teaching model that integrates social-emotional learning with academic instruction. Through simple, consistent practices, it helps create classrooms where students are deeply engaged in learning and connected to one another. Teachers are equipped with tools to foster respectful communities, promote student ownership, and support both academic and personal growth.

Each day begins with a Morning Meeting, where students are greeted by name, invited to share, and encouraged to connect through group activities and a written message. Expectations are taught through interactive modeling. Logical consequences are used to guide behavior in thoughtful and respectful ways. Students are empowered to make choices in their learning, take responsibility for their actions, and reflect on their role in the classroom community.

The results are evident. Classrooms are calmer. Students are more engaged. Teachers report stronger relationships and more joy in daily routines. Families share that Responsive Classroom practices have become part of home life, reinforcing what students learn at school in meaningful and lasting ways.

“Students know what to expect, they feel ownership over their space, and the energy in the room is calmer and more focused. It has helped us build a truly caring classroom culture.”

–Anonymous



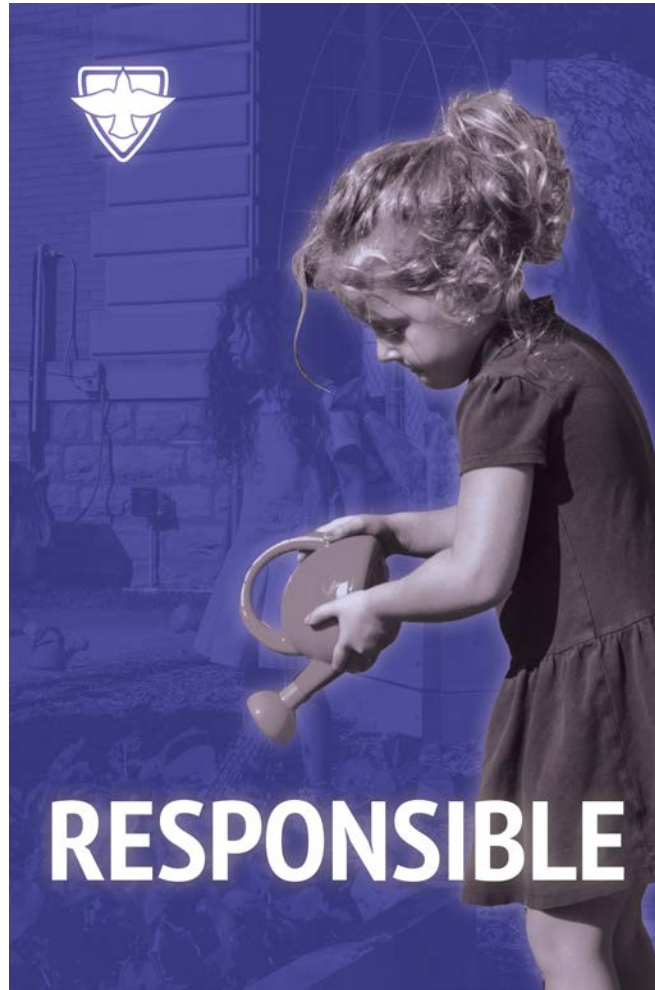
Responsive Classroom is not a program layered onto our curriculum. It is a core part of how we nurture the joy of learning and the spirit of discovery in every student. We are deeply grateful to the donors who made this possible. Their generosity provided the training, materials, and professional development needed to bring this work to life in our classrooms. Their investment ensures that our students grow not only as

learners, but as kind, curious, and confident members of a caring community.

PORTRAIT OF A GRADUATE



We act with empathy and integrity, nurturing meaningful relationships and strengthening the world around us through service, kindness, and compassion.



We take charge of our personal and academic growth and our role in the community by demonstrating accountability, integrity, and perseverance.



We express ourselves, explore possibilities, and take risks that inspire growth.

As an Episcopal school, we cultivate a love of learning and a spirit of discovery in every student, guiding them to explore faith, develop strong character, and achieve intellectual growth. As Purple Martins, we are:



INCLUSIVE



With open hearts and minds, we honor the dignity of every individual, fostering a welcoming environment where everyone feels valued and empowered to be their authentic selves.

CRITICAL THINKERS



We question, reflect, and analyze to make our own decisions.

LIFELONG LEARNERS



We embrace learning as a lifelong journey, finding joy in curiosity, discovery, and growth.

A LEGACY IN EVERY STITCH: BETS RAMSEY'S ARTISTRY AND GENEROSITY ENRICH EPISCOPAL SCHOOL OF NASHVILLE

by Judi North, Director of Development



At 102 years old, Bets Ramsey is a living testament to a life shaped by creativity, scholarship, and generosity. From her early days as a budding artist to her celebrated career as a quilt historian and curator, Bets has transformed her lifelong passion into a legacy of giving. Over the past several years, she has generously directed the proceeds from her quilt sales to support ESN, a reflection of her deep belief in the power of education, creativity, and community.

Art as a Journey

Born in Chattanooga in 1923 as Betty June Miller, Bets's creative journey began with drawing and painting. Quilting became a natural extension of those early interests, introduced through home needlework in elementary school and later refined through formal study in textile arts. Despite years of frequent relocation, she maintained her artistic practice, which ultimately flourished through quilting, now the heart of her artistic and philanthropic legacy.

A Career Curated in Cloth

Bets earned her BA in art with honors from the University of Chattanooga in 1950, and later returned to Tennessee in 1968 to pursue a master's in crafts from the University of Tennessee. One seminar on quilting ignited a lifelong passion. Over the years, she developed a remarkable ability to pull together various types of cloth, some she has carefully preserved for more than 50 years, and thoughtfully match them with current fabrics to craft stunning works of art. Her work has been featured in more than 40 solo exhibitions and over 160 juried shows. She curated more than 50 exhibitions, co-authored several landmark books, and was inducted into The Quilters Hall of Fame in recognition of her influence as an artist, educator, and historian.

“Her quilts are more than works of art, they are heartfelt expressions of generosity that uplift others and shape lives.” –Seawell Brandau

Stitching for a Cause

Even in her centenarian years, Bets continues to quilt with purpose. At 101, she completed a “jewel” quilt for her grandchildren's school fundraiser. Years earlier, she created her “Soft and Holy” series of quilted wall hangings to support Episcopal School of Nashville directly. Since then, the proceeds from her quilt sales have provided meaningful financial support for our students. Her quilts are more than works of art. They are heartfelt expressions of generosity that reflect her belief in the power of creativity to uplift others and shape lives.

A Lasting Legacy at ESN

Bets's connection to ESN began through her faith community at St. George's Episcopal Church, where she first learned about the school's mission. As an educator and lifelong advocate for the arts, she saw in ESN a reflection of her own values, a place committed to nurturing young minds and hearts.

By supporting a local Episcopal school, Bets has been able to see the impact of her giving firsthand through students' stories, school events, and the continued growth of a vibrant and inclusive community she proudly supports. Her legacy lives on not only in the classroom, but also in the spirit of generosity she inspires in all of us.

At 102, Bets continues to inspire. Her advice to younger generations: stay curious, make with intention, and give where you can. Through each stitch and sale, Bets Ramsey reminds us that one person, using their gifts with love and purpose, can make a profound and lasting difference.





KINDER - STICK-ABET

*by Katie Donald, Early Childhood Division Lead
and Kindergarten Lead Teacher*

It has become a tradition in Kindergarten to create an alphabet out of sticks, affectionately known as a “stick-abet,” early in the school year. This project aligns with our play-based approach to learning and reflects the creative lens we use to design our lessons, often inspired by nature. It also supports the critical thinking (and hot glue) skills we foster in the classroom.

The tradition began one year after we read *Not a Stick* by Antoinette Portis and explored the many possibilities of what a simple stick could become. A student found a Y-shaped stick on the playground and brought it to show me. I challenged them, along with others nearby, to find more letter-shaped sticks. After recess, they shared their discoveries with the rest of the class, who were immediately inspired to create an entire alphabet. We set out on a stick hunt and returned to build our alphabet.

As we worked, one student pointed out that we weren’t making an “alphabet,” but a “stick-abet.” We hung it in the hallway, where it became a point of interest for all Early Childhood students throughout the school year. Since then, I have invited each new class to create a fresh stick-abet to display in the hall as part of our annual tradition.



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 Iris and Danny Nicoletto
 In Memory of Ginny Schwering
 Mary Margaret Peel
 In Memory of Joe Peel
 Lynn Ragland
 In Memory of Anita Hayes
 Robinson and Doug Regen
 In Memory of Anita Hayes
 Elizabeth B. Stadler Foundation
 In Memory of Robert Kitchel
 Allison Stillwell Young
 In Memory of Dotti Stillwell
 Victoria Zeigler
 In Memory of Parker Duncan



Donor disclaimer

The 2024–2025 Annual Report of Giving includes the names of donors whose gifts were received during the fiscal year beginning July 1, 2024, and ending June 30, 2025. Every effort has been made by the Development Office to ensure the accuracy of the information in this report. Despite our best intentions, errors may occasionally occur in the preparation of such publications. If you have any questions or notice a discrepancy, please contact the Director of Development, Judi North, 615-928-8611 X5204 or at judi.north@esnashville.org, Episcopal School of Nashville, 1310 Ordway Place, Nashville, TN 37206.



YEAR IN REVIEW

TECHNOLOGY ENHANCEMENTS

Camera System Replacement

- Upgraded to enhance security and surveillance.

Phone/Intercom Install

- Improved internal communication across the campus.

Network Refresh

- Upgraded network infrastructure for better connectivity.

Added Telephones and PA System

- Enhanced communication.

Built out of Student Information System for Blackbaud

- Streamlined student data management.

Brightwheel

- Unified platform for parent communication and child management.

Walkie Talkies (Nachcom)

- Improved communication among staff.
- Enables two-way, real-time communication across the campus.

Prox Card Printer (DYMILED)

- Streamlines the process of creating and distributing ID cards.
- Enhances security by providing easily identifiable staff and student IDs.

Raptor Technologies

- Visitor Management System: Enhances security by tracking visitors.

Raptor Alert System

- Provides an efficient emergency alert mechanism.

BUSINESS OFFICE UPDATES

Buildout of New Financial Suite (Blackbaud Financial Edge)

- Initiated the setup of a comprehensive financial management system.

Budget and Procurement Procedure via Amazon

- Created a streamlined procurement process enabling teachers and staff to order their supplies directly.

Reimbursement Process through Gusto

- Established an efficient reimbursement system for staff expenses.

Completed Financial Procedures Manual

- Finalized a detailed guide for financial operations and policies.

Sunsetting Smartcare and Breeze

- Phasing out old systems in favor of more integrated solutions.

FACILITY UPDATES

Added a Vestibule at the Front Door

- Acts as a buffer zone between the external environment and the interior.
- Helps in regulating the building's internal temperature by minimizing drafts.
- Provides a secure entry point for visitors to check-in before accessing the main area.

Refinished All Bathroom Floors

- Provides a fresh and clean appearance.
- Increases durability and ease of maintenance.
- Ensures a safe, non-slip surface for students and staff.

Purchased and Installed a New Laminator in the Teacher Lounge

- Enables the creation of durable teaching and signage materials.
- Supports a wide range of laminating needs, from small items to classroom posters.
- Enhances the efficiency of document preparation, visual aids and preserving important documents.

Locksmith Projects

- Front Door Replacement: Improves security and functionality of the main entrance.
- New Locksets: Upgrades locking mechanisms for enhanced safety.

Fortify All Exterior Entrances

- Reinforces the physical security of the school building.
- Provides additional protection against unauthorized access and potential threats.

Electrical Improvements

- New Fixtures: Improves lighting and electrical infrastructure.
- New LED Lighting Throughout the Entire Campus: Energy-efficient lighting solutions for better illumination and cost savings.

3K Project

- Bathroom Renovation/Sink Addition: Upgraded facilities for better hygiene and convenience.
- Fence Installation: Enhanced safety and security for the playground area.

- Playground Equipment: New play structures for enhanced outdoor experiences.
- Class Furnishings: Updated classroom furniture for improved comfort and functionality.
- New Finished Hardwood in 3K Classroom: Restored flooring for a better learning environment.

Paint Project

- Interior (including Windows): Refreshed building exterior for improved appearance.
- Repainted the Campus All Rooms: Updated interior paint for a clean and welcoming atmosphere.

Admin Area Renovation

- File Storage: Increased storage solutions for administrative needs.
- Admin and School Office: Designed for safety and improved access.
- Head of School's Office: Created space for academic administration and strategic planning.

Eversafe Additions

- 3M Bullet-Resistant Film: Enhanced protection for windows.
- Secure Window Screens on Low-Lying Windows: Increased security for vulnerable areas.





The 2025 Purple Martin Palooza was a remarkable evening of community, celebration, and support for Episcopal School of Nashville. This year's dinner and auction set new records, with the highest number of ticket sales and attendees in the event's history. Families, friends, and community members came together to enjoy a festive night filled with delicious food, lively bidding, and joyful fellowship.

A special thank you to Ketch Secor, Charlie Worsham, and members of the Dierks Bentley Band for providing our outstanding entertainment for the evening.

Thanks to the generosity of our community, the Palooza raised over \$123,000 to directly benefit our school's programs and initiatives. These vital funds will help enrich the educational experience for every student, from enhancing classroom resources to supporting extracurricular activities. The success of Purple Martin Palooza is a testament to the strength and spirit of the ESN community, whose commitment ensures that our mission continues to thrive. We are deeply grateful to everyone who participated, donated, and helped make this event a standout celebration of learning, growth, and connection.

Palooza Volunteers

Chair, Victoria Liggett
 Honorary Chair, Karen Parrish
 Carlee Cohen Barr
 Brent Barker
 Mimi Barker
 Kate Bregenzer
 Lizzie Eisen
 Matt Foster
 Mallory Gibson
 Jordan Hajacos
 Jacob Liggett
 Chris Lyons
 Taya Mashburn
 Julie Moe-Donkin
 Michelle Morris
 Kate Pilcher
 Dylan Puryear

Sponsors

Julia and Gareth Aden
 Lisa and Lang Aston
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 Margery and Richard Kennelly
 Rebecca and Craig Laine
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 Rachel Zamata LLC
 Victoria and Jacob Liggett
 Katherine and Jason Murrie
 The Parent Company, Inc.
 Pinnacle Bank
 Amber Rico and
 Ricky Freeman
 Ketch Secor
 Will Ed and Rachel Settle
 Dr. Rev. Molly D. Smith
 Katy Varney and Dave Goetz
 WME
 Drs. Ellen and George Wright

Gift-in-kind Donors

Anonymous
 Allie Bohannon
 Lauren Bradshaw

Jason Brueck
 John Cannon
 Laura and Dave Clauss
 Pamela and Evans Clements
 Katherine Donald
 Eversafe Security Solutions
 Bill Forrester
 Gluck Orthodontics
 Ellie and Drew Holcomb
 Victoria and Jacob Liggett
 Katherine and Jason Murrie
 Judith North
 Raven & Whale Gallery
 Robinson and Doug Regen
 Ketch Secor
 Carol Stix
 Katy Varney and Dave Goetz
 Whiskey House
 Drs. Ellen and George Wright

Purple Martin Palooza Donors

Megan Amaral and
 John Shuping
 Matthew and Katie Anderson
 Merida and Brent Barker
 Divan Bezuidenhout
 Meredith Bowen
 Katie and James Bregenzer
 Wyeth and Ed Burgess
 Ginny Caldwell
 Susie and Jan Callen
 Laura Carnell
 Roman Castejon
 Lori Chamberlain
 Laura and Dave Clauss
 Anne Louise Cranwell and
 Chris Wooster
 Katie and Kevin Crumbo
 DCProductions
 Katherine Donald
 Ellen Duncan
 Jamie Marie and
 Diego Eguiarte
 Elizabeth and Jonathan Eisen
 Lori Eldridge
 Kate R. Ezell
 Kristy Lynne Falks
 Melissa and Leon Falks
 Anthony Gay
 Mallory Gibson
 Michael Hayes
 Courtney Heimlich

Susanne Hines Loeser and
 Jonathan Loeser
 Jordan Hobbs
 Kali and Matt Huff
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 Naina Jain
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 Kathryn Paradise
 Mary Margaret Peel
 Erica Penley
 Stefani and Ryan Pepperman
 Stephanie Protz and
 Dylan Puryear
 Amber Rico and Ricky Freeman
 Carly Ripp
 Macey Rubright
 Christopher and
 Kristyn Scoma
 Ketch Secor
 Emily She
 Judson Stephenson
 Bluesy Summers
 Jason Terhune
 Ferrol Thomas
 Katy Varney and Dave Goetz
 Larissa Williams
 Matthew Willse
 Kristen and Charlie Worsham
 Drs. Ellen and George Wright
 Nichole Young
 Rachel Zamata Swanson and
 Russell Swanson
 Emely Zelaya

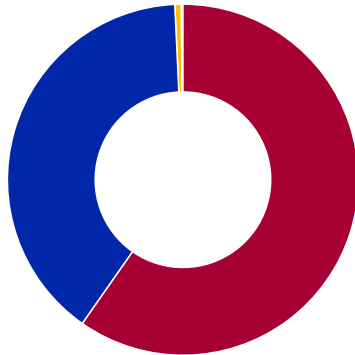


FY2025 FINANCIALS

REVENUE

Tuition and Fees	\$1,788,518
Contributions	\$2,701,262
Investment Income	\$7,618
Other income	\$26,113

Total **\$4,523,510**

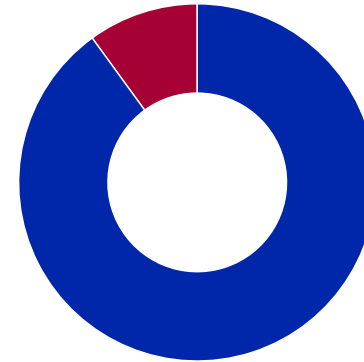


■ Tuition and Fees ■ Contributions ■ Investment Income ■ Other income

ENDOWMENTS

Ella P. Hayes Financial Aid Endowment	\$142,412
Truist Endowment Funds	\$15,841

Total **\$158,253**

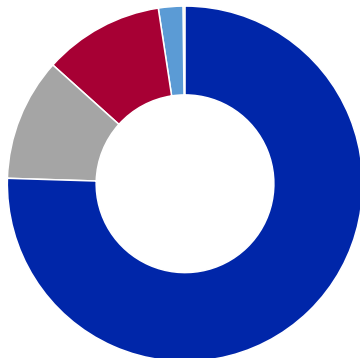


■ Ella P. Hayes Financial Aid Endowment ■ Truist Endowment Funds

EXPENSES

Program Expenses	\$2,925,446
Facilities Expenses	\$424,244
Management General	\$432,448
Uncategorized Expense	\$7,088
Advancement & Development	\$86,192

Total **\$3,875,418**

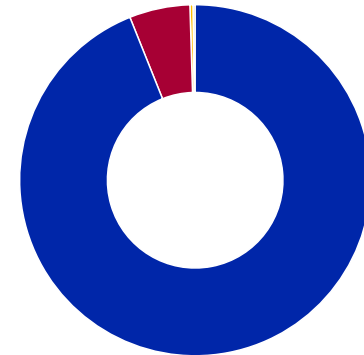


■ Program Expenses
■ Management General
■ Advancement & Development
■ Facilities Expenses
■ Uncategorized Expense

FUNDRAISERS

Annual Fund	\$2,537,393
Events	\$150,894
Temporarily Restricted	\$5,375
Other	\$7,600

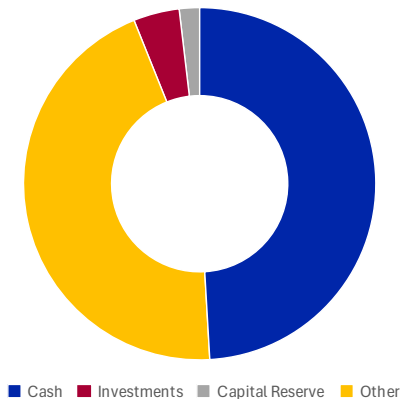
Total **\$2,701,262**



■ Annual Fund ■ Events ■ Temporarily Restricted ■ Other

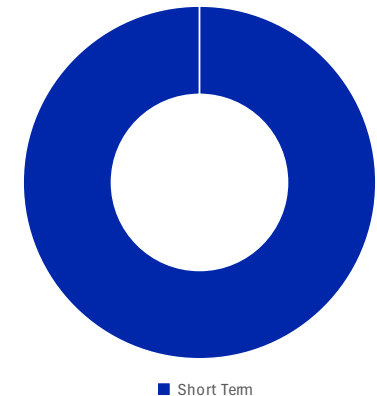
ASSETS

Cash	\$1,842,445
Investments	\$158,253
Capital Reserve	\$70,051
Other	\$1,682,956
Total	\$3,753,705



LIABILITIES

Short Term	\$2,168,856
Total	\$2,168,856



A MESSAGE FROM THE DIRECTOR OF DEVELOPMENT



As the new Director of Development, I express my heartfelt gratitude for the warm welcome I’ve received into the Episcopal School of Nashville family. It has been a privilege to witness the strength of this remarkable community. Our parents, faculty, staff, and especially our donors continue to sustain our mission rooted in dignity, discovery, and joy.

This *Annual Report on Giving* reflects the many ways your giving supports the heart of our work. Every gift, no matter the size, helps ensure that our students are known and nurtured, our faculty are empowered, and our Episcopal identity remains central to all we do. Your generosity affirms our shared commitment to cultivating not only academic excellence, but also spiritual and moral formation in a diverse and inclusive environment.

Together, we have expanded access through implementing meaningful tuition assistance, investing in learning spaces and teaching tools, and building connections that strengthen our school culture. I see the impact of your generosity every day in the curiosity of our students, the care in our classrooms, and the vibrant life of our community.

As we look ahead, I am excited for all that we will continue to build together. Your support is not just a gift; it is a partnership that reinforces ESN’s foundation and keeps our mission vibrant and growing.

Thank you for walking with us.

Judi North, M.Ed., M.S.
Director of Development



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