

Safe Haven Family Shelter



General Information

Nonprofit
Address
Phone
Web Site
Facebook
Twitter
Email

Safe Haven Family Shelter
1234 Third Avenue South
615-256-8195
www.safehaven.org
<https://www.facebook.com/safehaven/>
<https://twitter.com/SafeHavenTN>
info@safehaven.org

Mission & Impact

Statements

Mission

Our mission is to 'lead our community's efforts to house, support, empower and advocate for families experiencing homelessness.'

Background

Safe Haven Family Shelter has served the Middle Tennessee community as the premier shelter-to-housing program that accommodates families experiencing homelessness for 39 years. Safe Haven was originally founded in St. Patrick's Church, known as St. Patrick's Shelter in 1984. The ever-growing need to serve families experiencing homelessness took the founders in the direction of building the organization out into a new facility that could house 5 families. In October 2003, Safe Haven Family Shelter merged with Nashville Family Shelter to form Nashville Safe Haven Family Shelter. This merger created an organization with over 40 years of combined community service and strengthened the organization's ability to better serve families by expanding resources and combining programs. Safe Haven can now house over 100 families at a time between through our shelter and housing programs. In the Housing Program, residents receive: intensive case management from licensed social workers, financial literacy, workforce development, children's programs and assistance in obtaining affordable housing. Our programs employ evidence-based practices and highly trained staff. Using a housing first model and philosophy, we know that families can only become stable while in their own home and services are wrapped around them as we journey with each family to build community. Safe Haven also plays a leadership role in the community as we advocate for collaborative approaches toward reducing and ending family homelessness.

Impact

1. In 2022 Safe Haven Family Shelter (SHFS) served 320 families, comprised of 423 adults and 622 children, and maintained an 90 percent success rate of families remaining stable in housing. Safe Haven was able to house 137 families. 2. SHFS was able to build capacity, introducing permanent supportive housing to the arms of service and increasing rapid rehousing strategies. 3. SHFS significantly increased housing partnerships through the addition of two housing specialists on staff, and worked collaboratively through the SHFS Housing Impact Team to provide more affordable housing units for families seeking services. Our top goals for 2023: 1. To obtain

affordable housing for families experiencing homelessness. 2. To expand supportive services such as children's programs and workforce development to meet the demand of serving more families annually.

Needs

1. Continuous operational funding to help sustain continuously growing needs. 2. Landlords and property owners who are willing and able to provide affordable, safe, and permanent housing to the families we serve. 3. More employers willing to work with Safe Haven and our workforce development program by providing entry level jobs to our adults with the possibility for advancement through training and support. 4. Skilled volunteers to work with children experiencing homelessness, and hospitality volunteers to provide meals and to answer phones and the door during peak business hours. 5. In-kind donations of paper goods (diapers, toilet paper, paper towels, etc.), new sheets, towels, pillows, and comforters (twin and double size) are always needed.

Statement from CEO/Executive Director

Safe Haven Family Shelter continues its tradition of compassionate care and excellence as we keep abreast of environmental changes and new research about family homelessness. We continue to focus on staff development and embrace best and promising practices and innovative solutions that work to minimize homeless episodes for our clients. We will continue to develop community relationships with landlords willing to provide affordable housing for our families so that when they leave our programs they will have a permanent opportunity to remain financially stable. My vision for Safe Haven remains to increase our capacity to serve more families, increase the scope of services we provide for our families in transition, and institute a professional environment that also provides a unique culture of community and compassionate care. A researcher at the top research institute, The Institute for Children, Poverty & Homelessness recently claimed, 'Safe Haven is not just a shelter, but a home'. We are proud of our record of service, success, results, and compassionate care. Additionally, we have completed our capital campaign to improve and expand our facilities and services. We will continue to offer life changing opportunities that empower homeless families with children to overcome obstacles, reach their dreams, and sustain a stable community life.

Statement from Board Chair

Safe Haven Family Shelter is a unique organization because it takes a programmatic approach in serving the homeless family population. The families are hard working individuals that deserve a second chance due to circumstances, many times, that are beyond their control. I believe in the mission of the organization, and what it does for the Middle Tennessee community. They are able to restore dignity to parents, while creating a brighter future for the children of the family. When I assumed the role of Board President, there were three key items that I wanted to focus on to improve upon the efficiency and operation of the organization: stabilization of funding, board involvement/support, and increased community awareness about the benefits of providing preventative education. In order to address these challenges, I have met with staff and board members to create a strategic plan which also aids in cohesion between the groups. I have participated in and will host a fundraiser later this year, in hopes to reach as many individuals as possible. The main challenge is that although Safe Haven has served our community for over 39 years, many people are unaware of the valuable service that it provides for society. It is my duty as Board chair to bridge the gap and educate as many as possible on the importance of Safe Haven. I am pleased to represent the organization, and am very optimistic about years to come.

Service Categories

Primary Category
Secondary Category
Tertiary Category

Housing, Shelter - Homeless Shelters
Housing, Shelter - Housing Support
Human Services - Homeless Services/Centers

Areas Served

Safe Haven is the premier shelter-to-permanent housing program in Middle Tennessee that serves families experiencing homelessness. Safe Haven provides wraparound services through our

shelter and housing programs that help families to depart with stable employment and secured housing, the keys to lasting stability. The organization serves Davidson County and other surrounding counties.

TN - Cheatham,TN - Davidson,TN - Montgomery,TN - Robertson,TN - Rutherford,TN - Sumner,TN - Williamson,TN - Wilson

Programs

Rapid Rehousing

Description

As our community recognizes the value of rapid rehousing as a proven strategy to reduce family homelessness, our increased funding for rapid rehousing we are able to move families in the shelter and/or transitional housing to their own housing, usually rental, with funds to offset housing expenses for up to nine months (evaluated on an individual basis). This model provides greater stability for families, allows Safe Haven to serve more families in a more cost efficient manner, and is proven to be highly effective best practice.

Budget \$741,096.00

Safe Haven Family Shelter Program

Description

The Shelter Program provides comprehensive education, counseling and support for families experiencing homelessness. Families receive the following: workforce development, financial literacy, case management, children's education and enrichment programs, wellness activities/nutrition education, parenting classes, therapeutic groups for parents/children, and assistance in obtaining affordable housing. Safe Haven can accommodate single parent,two-parent families and multigenerational families with children up to 18 years of age. Safe Haven operates from a housing first model, understanding that national statistics convey a family has greater sustainability and success when the shelter stay is lessened and housing is secured. Our evidence-based program models use trauma-informed care, critical time intervention, and motivational interviewing to ensure we are using our resources well to assist families experiencing homelessness return to stability. Our current typical duration of stay for a family is about 70 days.

Budget \$1,087,300.00

CEO/Executive Director/Board Comments

Now in its 39th year, Safe Haven Family Shelter has experienced increased growth and enhancements to our shelter and housing programs. We strive to stop the cycle of chronic homelessness before it begins by providing the most effective and efficient services for families to achieve stability in housing and employment. Community partnerships, education, volunteerism, and donations have all play a vital role in our organization's success. It is imperative that we participate with the community in reducing family homelessness, not just managing it. We believe that by effectively working with businesses, government agencies, faith based organizations, community based organizations, and individuals we can substantially reduce homelessness in our community and better serve those families that experience homelessness.

Governance

Board Chair
Company Affiliation
Term
Email

Edmundo Cepeda
 Fleetcor
 January 2023 to December 2025
 ecepedae@gmail.com

Board of Directors

Name	Affiliation	Status
Ms. Jamie Adams	Lifeway Christian Resources	Voting
Ms. Laura Alba	Atmus	Voting
Ms. Loren Arrieta	Caterpillar Financial	Voting
Mr. Eric Baer		NonVoting
Mrs. Anita Bailey	Bailey Marketing Strategies	NonVoting
Ms Kitty Barrow	Southwestern Consulting	Voting
Mr. Henry Bedford	Southwestern	NonVoting
Mr. Charles Bone	Bone, McAllester Norton, PLLC	NonVoting
Ms. Dawn Bunetta		NonVoting
Ms. Dominique Burns	Evergreen Nephrology	Voting
Mrs. Anita Cash	Greenwood Marketing & Communications	Voting
Mr. Edmundo Cepeda	Asurion	Voting
Mrs. Jennifer Chalos	Chalos Consulting	NonVoting
Mr. Joe Christopher	Relode, Inc.	NonVoting
Mrs. Morgan Clingan	KPMG	Voting
Ms. Heather Coffelt	Brasfield & Gorrie, LLC	Voting
Mrs. Karen Conrad		NonVoting
Mr. Gary Cooper	Retired	NonVoting
Mr. Richard Courtney	Fridrich and Clark	NonVoting
Mrs. Gari Cowan	Retired HR Professional	NonVoting
Mr. William Diehl	Pinnacle Bank	NonVoting
Mrs. Kelly Dillon	Fear No Art	NonVoting
Mr. Tarek El Gammal	Jones Lange LaSalle (JLL)	Voting
Ms. Lisa Estrada	LifePoint Health	Voting
Mr. Jimmy Evans Jr.	Marsh	NonVoting
Ms. Elsie Faciane	HCA Healthcare	Voting
Mrs. Debbie Flack	Pinnacle	NonVoting
Mr. Howard Gentry		NonVoting
Mr. Chad Greer	Northwestern Mutual	NonVoting
Mr. Michael Grooms	LifePoint Health	NonVoting
Mr. Dustin Hillis	Southwestern Consulting	NonVoting
Mrs. Karen Hingtgen	Community Volunteer	Voting
Mr. Warren Jackson	Pinnacle Financial Partners	Voting
Ms. Aileen Katcher	Katcher Strategic Communications	Voting
Mr. Sean Kirk		NonVoting
Dr. Yerusalem Lanier	Cutting Edge Foot and Ankle Clinic	Voting
Mr. Thomas Lasley	SunTrust Investment Services, Inc.	Voting
Mrs. Leigh Lindsey	MP&F Strategic Communications	Voting
Ms. Trey Lipman	Community Volunteer	NonVoting
Mrs. Sameera Lowe	Loud & Clear Communications	NonVoting
Dr. Mike Minch	Retired	NonVoting
Mr. Jerry Moss	Kraft CPA's	NonVoting
Mr. Joshua Mundy	Pivot Technology School	Voting
Mr. John Nefflen	Shackelford, Bowen, McKinley & Norton	NonVoting
Mr. Raj Patnaik CEPA	Merrill Lynch Wealth Management	Voting
Ms. Kearstin Patterson	HCA Healthcare	NonVoting
Mr. Brian Roark	Bass, Berry & Sims	NonVoting

Mr. Dave Roberson		NonVoting
Mrs. Tammy Rutherford	Rustici	NonVoting
Mr. Conrad Schneider	CDI Contractors, LLC	Voting
Mr. Scott Schumann		NonVoting
Mr. Slade Sevier	K&L Gates	NonVoting
Mr. Shane Tarleton		Voting
Ms. Michelle Thompson	Retired HR Professional	Voting
Mr. Ken Williamson	MEDHOST	Voting
Ms. Vicki Yates	NewsChannel 5	NonVoting

Board Demographics - Ethnicity

African American/Black	4
Asian American/Pacific Islander	0
Caucasian	14
Hispanic/Latino	2
Native American/American Indian	0
Other	0

Board Demographics - Gender

Male	11
Female	12
Unspecified	0

Governance

Board Term Lengths	3.00
Board Term Limits	2
Board Meeting Attendance	80%
Does the Organization have written Board Selection Criteria?	Yes
Does the Organization have a Written Conflict of Interest Policy?	Yes
Percentage Making Monetary Contributions	100%
Percentage Of Board Members Making In Kind Contributions	100%
Does the Board include Client Representation?	
Number of Full Board Meetings Annually	6

Standing Committees

Advisory Board
Board Development / Board Orientation
Development / Fund Raising
Executive
Finance
Marketing
Operations
Program

Risk Provisions

Accident and Injury Coverage
Automobile Insurance
Commercial General Liability
Directors and Officers Policy
Employment Practices Liability
General Property Coverage
Life Insurance

CEO/Executive Director/Board Comments

In its 37th year, SHFS exists to 'lead our community's efforts to house, support, empower and advocate for families experiencing homelessness.' The key challenges for our clients (and our organization) are as societal as they are individual. Affordable housing and living wage jobs are becoming more and more difficult as the Nashville community continues to thrive and expand. Many service jobs are created by the growth of our city - but also many entrants into the area land those jobs, drive up the cost of living and challenge the livelihood of the families that typically become our clients. As Board President, I personally feel responsible for taking Safe Haven to the next level as it relates to expanding our reach and impact exponentially. The way we can do that is by effective partnerships with the government and businesses - as well as helping to shape and educate the community on the needs of our clients. To that end, we have supplemented our reach and impact by launching an Advisory Council as well as an Emeritus Board. These two arms of our organization help to link us with the community and influential business leaders so that we can achieve the impact we desire. Partnerships with landlords and job providers will allow our clients a quicker path to success than in the past. Our organization has stellar results serving clients that come through our programs. We have an amazing staff that utilizes (and develops) best practices throughout the nation for serving families experiencing homelessness. With the alignment of our staff and board resources, we will take the next step in achieving our vision - eliminating family homelessness in Middle Tennessee.

Management

Executive Director

Mr. Drew Freeman

Email

dfreeman@safehaven.org

Term Start

May 2023

Drew's Experience: Freeman brings more than 20 years of nonprofit leadership experience to the role, having previously served as executive director of the Franklin Family YMCA in Franklin, Tenn., Hogan Family YMCA in Madison, Ala., and the Downtown Birmingham YMCA in Birmingham, Ala. During his eight-year tenure at the Franklin Family YMCA, he was known for his commitment to service, furthering the organization's mission and driving positive workplace culture. Most recently, Freeman served as shelter manager and case manager at Safe Haven.

Staff

Number of Full Time Staff	52
Number of Part Time Staff	15
Volunteers	1,000
Contractors	2
Staff Retention Rate	90%

Plans & Policies

Fundraising Plan?	Under Development
Strategic Plan?	Under Development
Years Strategic Plan Considers	N/A
When Strategic Plan Adopted?	January 2022
Management Succession Plan?	Under Development
Policy and Procedures Plan?	Yes
Nondiscrimination Policy?	Yes
Whistle Blower Policy?	Yes
Document Destruction Policy?	Yes

Senior Staff

Name

Jennifer Reason
Rachael Wilkins
Grant Winter

Title

Chief Operating Officer
Chief Development Officer
Chief Program Officer

Formal Evaluations

Is there a formal evaluation for...

CEO/Executive Director

Yes

Senior Management

Yes

Non-Management

Yes

Frequency

Semi-Annually

Semi-Annually

Quarterly

Affiliations

Affiliation

Year

AFP (Association of Fundraising Professionals)	2004
ANE (Association of Nonprofit Executives)	2004
CABLE	2003
Center for Nonprofit Management Excellence Network	2004
Nashville Chamber of Commerce	2006
Nashville Chamber of Commerce	2012
Nashville Coalition for the Homeless	2004
United Way Member Agency	1994

Awards

Award/Recognition

Organization

Year

Collaboration College Finalist	Lipscomb University, HCA, CNM	2012
EVE Certification - Excellence in Volunteer Engagement	Center for Nonprofit Management	2012
EVE-Excellence in Volunteer Engagement	Center for Nonprofit Management/ Hands On Nashville	2014
Excellence in Communication Award	Center for Nonprofit Management	2002
Finalist - Compassionate Care Award	Center for Nonprofit Management/Baptist Healing Trust	2011
Lighting the Way Award	SunTrust	2018
Marvin Runyan Leadership Award	Center for Nonprofit Management	2010
Neighborhood Builder Award & Grant Recipient	Bank of America	2015
Parthenon Award -Best Brochure (Widen Our Welcome)	PRSA	2013
Top Ten Charities Worth Watching and 4-Star Rating	Charity Navigator	2014

Financials

Financials

Fiscal Year Start

01/01/2024

Fiscal Year End

12/31/2024

Projected Revenue

\$6,386,486.00

Projected Expenses

\$6,386,485.00

Detailed Financials

Revenue and Expenses

Fiscal Year	2022	2021	2020
Total Revenue	\$6,167,220.00	\$5,352,543.00	\$6,215,886.00
Total Expenses	\$6,072,389.00	\$4,653,972.00	\$4,247,134.00
Revenue Less Expense	\$94,831.00	\$698,571.00	\$1,968,752.00

Revenue Sources

Fiscal Year	2022	2021	2020
Foundation and Corporation Contributions	\$0.00	\$0.00	\$0.00
Government - Federal	\$0.00	\$0.00	\$0.00
Government - State	\$0.00	\$0.00	\$0.00
Government - Local	\$0.00	\$0.00	\$0.00
Government - Unspecified	\$3,567,980.00	\$3,010,397.00	\$2,463,506.00
Individual Contributions	\$1,593,027.00	\$1,187,692.00	\$2,473,450.00
Indirect Public Support	\$0.00	\$0.00	\$0.00
Earned Revenue	\$0.00	\$21,640.00	\$488,923.00
Investment Income, Net of Losses	\$-28,121.00	\$15,253.00	\$10,778.00
Membership Dues	\$0.00	\$0.00	\$0.00
Special Events	\$975,965.00	\$595,536.00	\$622,177.00
Revenue In-Kind	\$56,065.00	\$84,197.00	\$121,063.00
Other	\$2,304.00	\$437,828.00	\$35,989.00

Expense Allocation

Fiscal Year	2022	2021	2020
Program Expense	\$4,400,371.00	\$3,254,815.00	\$3,055,051.00
Administrative Expense	\$1,070,992.00	\$830,663.00	\$820,377.00

Fundraising Expense	\$601,026.00	\$568,494.00	\$371,706.00
Total Revenue/Total Expenses	102%	115%	146%
Program Expense/Total Expenses	72%	70%	72%
Fundraising Expense/Contributed Revenue	10%	12%	9%

Top Funding Sources

Fiscal Year	2022	2021	2020
Top Funding Source & Dollar Amount	Government Grants - \$3,567,980.00	Government Grants - \$3,010,397.00	Contributions, Gifts, and Grants - \$2,473,450.00
Second Highest Funding Source & Dollar Amount	Contributions, Gifts, and Grants - \$1,593,027.00	Contributions, Gifts, and Grants - \$1,187,692.00	Government Grants - \$2,463,506.00
Third Highest Funding Source & Dollar Amount	Fundraising Events - \$975,965.00	Fundraising Events - \$595,536.00	Fundraising Events - \$622,177.00

Assets and Liabilities

Fiscal Year	2022	2021	2020
Total Assets	\$6,377,196.00	\$6,221,604.00	\$5,839,932.00
Current Assets	\$3,725,882.00	\$3,272,238.00	\$2,470,564.00
Long-Term Liabilities	\$0.00	\$0.00	\$339,165.00
Current Liabilities	\$250,599.00	\$138,133.00	\$115,867.00
Total Net Assets	\$6,126,597.00	\$6,083,471.00	\$5,384,900.00

Endowment Info

Do you have an endowment?

No

Capital Campaign Info

Currently in a Capital Campaign?

No

Solicitation Permit Info

State Charitable Solicitations Permit

Yes