

# ANNUAL REPORT 2022



**WATER  
WALKERS**



## DEAR FRIEND OF WATER WALKERS,

As we continue to “envision a world where there are no barriers between under-resourced urban communities and the transformative power of outdoor adventure”, we are proud to share with you how Water Walkers moved closer to fulfilling that vision in 2022.

As you read the following pages, take a moment to reflect on how far Water Walkers has come since its founding seven years ago....

Remember we started with nothing but a boat and a dream...

Marvel that we have had the opportunity to influence more than 150 underserved youth...

Think about the progress the kids have made academically and personally...

Know that amidst the growth and positive outcomes, challenges confronted us (as reflected in our financials from last year)...

Celebrate the commitment and perseverance of our Board, staff, volunteers, and donors.

Consider how you can ensure that Water Walkers will continue to inspire and empower student leaders to step out of their environment with confidence to walk on the rough waters of life.

And if you feel moved to do so, offer a prayer expressing thanks for Water Walkers and asking for blessings to serve even more young people this year.

Thankful for you,

Clint Bandy  
*Founder and CEO*

As we acknowledge the accomplishments of Water Walkers in 2022, we remind you of why we do what we do. Our **Mission Statement** captures our purpose:

**Water Walkers provides access and opportunities for youth in urban areas to experience watersports, outdoor adventure, and educational resources, resulting in confident and empowered leaders who are ready to walk on the rough waters of life.**

# MAJOR ACHIEVEMENTS

Each year brings unexpected challenges, and 2022 was no different. Considering we went through a leadership change in the spring, we were able to regain momentum in the latter half of the year. Those circumstances make these key accomplishments even more remarkable.



## STAFF

- Clint Bandy named Interim CEO in April
- Archie Davis II hired as first full-time Program Director in February. This was instrumental in creating growth in all programs.



## EDUCATION

- Achieved amazing results with increased literacy levels after we began using the award-winning educational software, Let's Go Learn.

- After conducting assessments, the Weighted Score Gain (WSG) showed an average increase in reading skills of nearly two grade levels (1.943809524) among all participants!

- Among students who started the year multiple grade levels behind, 67% caught up to their respective grades!

- 63% of all students progressed to reading ahead of grade level!



## PROGRAMS

- Added Basic Needs and Wellness to our existing programs to create the “Five Program Pillars”.
- Expanded our programming with the kids from two days a week to five. This was a game-changer! The additional time with them created more trust, accountability, and consistency.



## BASIC NEEDS

- Created partnership with Watson Grove Baptist Church to provide weekly donations of food and hygiene products.
- Staff and volunteers delivered boxes or bags of groceries weekly to our youth and their families.
- Healthy snacks and hot meals were served five days a week to all youth attending the education program.

- Purchased 15 laptops and 35 software licenses (with the goal of each student having their own laptop).

- Created partnership with Belmont Church for larger tutoring space (provided more privacy and efficiency).

- Partnered with Junior Achievement to begin teaching budgeting and financial literacy on Financial Fridays.

- Added outings to teach Aquatic Ecology.





## WELLNESS

- Established partnership with Center of Hope for Behavioral Health to provide weekly counseling sessions.
- Began offering age-based group support sessions on Mental Health Mondays to provide the youth with opportunities to overcome “toxic stress” and develop positive life skills.



## OUTDOOR ADVENTURE

- Provided 45 outdoor adventure activities all designed to create a unique space for youth to build confidence and competencies by facing fears and overcoming challenges.
- After pursuing the relationship for several years, we reached an agreement with Mastercraft, giving us an amazing deal on a boat and allowing us to make money on the sale of the boat at the end of the season.



## LEADERSHIP DEVELOPMENT

- Added new teen leaders and expanded to meeting five times a week.
- Mentors provided career guidance and employment training.
- We saw tremendous growth within each leader in 2022, most notably in our newest leaders. They started with zero job experience and learned many valuable lessons:
  - How to show up consistently and on time,

- How to handle themselves in a professional setting,
- How to take constructive feedback and direction,
- How to lead WW programs,
- How to set a great example for their younger peers, and much more.

- The leadership pillar is the pinnacle of our programming because it creates mutually beneficial relationships within the community. We watched our leaders’ lives transform over the last year, which in turn helped transform the lives of the younger ones who look up to them. This took place not only during program hours, but also while we were not there. The community we serve now has built-in mentors who are in the neighborhood making a difference 7 days/week, 52 weeks/year.



## FUNDRAISING

- 2022 was a banner year for WW fundraising! Outside of selling assets in other years, we more than doubled our previous best. That’s why we were able to expand our programs. We took the generous donations you gave and invested them directly into the youth we serve. As a donor, you can count on this every year. When we receive a surplus of funding, it is going straight to our children, expanding the number of youth we serve, and expanding the quality and quantity of services we provide them.

# DONORS

To each of you who contributed to Water Walkers, we express our sincere gratitude. Since every gift makes a difference, your involvement touched each child we served. Thank you for believing in our mission and making it possible for us to inspire and equip more young people



## UP TO \$250

Kathryn Bennett  
Amber Carson  
Cindy Collins  
Yolanda Davis  
Anne Doebele  
Greta Gaines  
Gretchen Hagle  
Davelle Johnson  
Bryson McCarley  
Harrison Newman  
Hana Pedicini  
Clayton Roe  
Andrew Styer  
Maureen Taylor

## \$250-\$999

Amber Bandy  
Michael Connerth  
Hannah Fox  
Taylor Jones  
Jessica Koeplin  
John McFadden  
Elizabeth Moss  
Larry Ritchie  
Tyler Schmidt  
Andrew Southern  
Mark Steiner

## \$1,000-\$4,999

Madeline Enderle  
Greg Feutz  
Lyndi Laney  
Hanna Manning  
Jenna Beth Walker

## \$5,000+

Clint Bandy  
Janice Bandy  
Jordan and Rachel Flom  
Leslie Wall



# VOLUNTEERS

Water Walkers would not exist without volunteers. For those who have given time to work with the kids, we are grateful. When you connected with a child during a tutoring session, a hike through a State Park, or a summer boat ride, you made an impression. The kids are better because of your involvement.

We thank these **Board Members** who voluntarily served during 2022:

Tre Dunn (Chair)  
David Edwards  
Shan Foster  
Chris Jones  
Gerald Jones  
Davelle Johnson  
Joe Johnson  
Jessica Koeplin  
Elizabeth Moss-Evans  
Darrius Oldham  
Matt Ritschdorf  
Robert Savage  
Robert Sherrill  
Mark Steiner  
Brigitte Tubbs-Jones  
Leslie Wall

We appreciate the **Volunteers** from the following groups who contributed their time and talents:

**1** from Alliance Bernstein  
**4** from Belmont University  
**1** from Brentwood Fire Dept  
**2** from Ensworth High School  
**2** from General Motors Plant of Spring Hill, TN  
**6** from Hands on Nashville  
**20** from Legacy School of Ministry  
**5** from Lipscomb University  
**1** from Middle Tennessee State University  
**2** from Omega Psi Phi Fraternity Inc  
**1** from Southern Illinois University at Carbondale  
**1** from University of Alabama  
**2** from Vanderbilt University



# FINANCIALS

## Total Revenue:

**\$216,982**

## Total Expenses:

**\$258,463**

### Sources of Revenue (and percentage of total):

Individuals	\$160,689 (74%)
Covid Relief	\$35,173 (16.2%)
Grants	\$7,500 (3.5%)
Foundation	\$6,650 (3.1%)
Corporate	\$4,451 (2.1%)
In-Kind	\$2,419 (1.1%)

### Sources of Expenses (and percentage of total):

Payroll	\$121,584 (47%)
Independent Contractors	\$48,521 (18.8%)
Program Supplies & Equipment	\$18,235 (7%)
Travel	\$11,781 (4.6%)
Insurance	\$10,963 (4.2%)
Boat Expenses	\$9,674 (3.7%)
Office & Admin	\$8,661 (3.4%)
Auto Expenses	\$8,445 (3.3%)
Fundraising	\$5,045 (2%)
Other	\$4,759 (1.8%)
Software & IT	\$3,762 (1.5%)
In-Kind Expenses	\$2,419 (.9%)
Dues & Subscriptions	\$1,486 (.6%)
Rent or Lease of Building	\$1,014 (.4%)
Training & HR	\$999 (.4%)
Postage & Delivery	\$806 (.3%)
Meals & Entertainment	\$186 (.07%)
Bank Fees & Service Charges	\$106 (.04%)
Interest Expense	\$17 (.01%)

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## Net Loss:

**\$41,480**

(Note: We were anticipating a year-end gift of \$50,000 that did not come until January, 2023.)

## LOOKING AHEAD

As we carry the momentum of 2022 into 2023 and beyond, we are excited about the future of Water Walkers! And here's why...

- The number of supporters—like you—continues to grow.
- We are generating results that lead to changed lives.
- We are expanding our programs to effectively meet the needs of the youth we serve.
- The number of community partners continues to expand.
- Financial resources keep increasing due to more grants and individual donations.
- Starting in 2023, we are implementing a Boat Rental Program to generate revenue that supports our summer outdoor activities.
- Thanks to Greater Bethel Church offering classroom space, in June, 2023, we are expanding our tutoring program to accommodate more students (this is in addition to the space we are already using at Belmont Church).

## HOW YOU CAN HELP

You are the key to Water Walkers' future. We need you! If you are already involved in some way, would you consider expanding your role? If you are not already participating with Water Walkers, will you please consider how you can best use your time, talents, and treasures to impact underserved youth?

### VOLUNTEER

- Tutor a child in reading or math one day a week.
- Be a mentor or teach a life-skills session as part of the Leadership Development program.
- Assist during an outdoor adventure activity.
- Serve as a Board Member.

### DONATE

- Join the Groundswell, our monthly giving program.
- Provide a donation to support the Program Pillar of your choice.
- Attend a fundraising event.

### RENT A BOAT

- Enjoy a day on the lake with family and friends as you support Water Walkers! All proceeds go directly to programming.



**WATER  
WALKERS**

**CONTACT US IF YOU HAVE QUESTIONS  
OR NEED MORE INFORMATION:**

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**WE WOULD LOVE TO REPORT NEXT YEAR THAT WE GREW EVEN MORE DUE TO YOUR GENEROSITY!**