



20

ANNUAL REPORT

23

HEALING IN THE MARGINS  
NASHVILLE, TN



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## MISSION

To cultivate systemic change and **foster healing** by providing resources and programming in mental health spaces for the LGBTQIA+ and BIPOC individuals in our community

### WHY THIS MISSION?

We know that folks from marginalized communities have less access to quality and **SAFE** care. In this field we have answered call after call from folks who desperately need an inclusive space to heal and who have limited resources to have access to these safe places. We hope to bridge the gap between competent and safe care and financial accessibility to that care. Historically, clinicians from marginalized communities end up working in spaces that don't create safety or empower them with the resources and tools they need to be excellent. This lack of support and demanding caseload is the norm for clinicians in marginalized communities. This model serves agencies but is the number one reason why so many marginalized clinicians burn out and leave the field, thus leaving a community in a deficit of representation and safety in their healing spaces. It is our hope at Healing in the Margins that we can create systemic change that disrupts this cycle, creating sustainability and care for clinicians and community members in the margins.

## VISION

equity in mental health for all

### VALUES

- wellness
- accessibility
- advocacy
- balance
- sustainability for clinicians



# A Word from Leadership

What an amazing year 2023 was! As a therapist here in Nashville, Tennessee for the past 10 years, I knew that the mission and programs of Healing in the Margins were needed to create more equity and access in mental healthcare.

What I didn't know was how well received this mission would be by the community. We are overflowing with gratitude for every single person that we have come into contact with this year and are so happy to see our mission come to life! Happy healing in 2024!

**Ashley Hampton**  
CO-FOUNDER /  
EXECUTIVE DIRECTOR

I'm so grateful for your support of Healing in the Margins and the change you're making possible through your contributions, whether it be financial, through volunteering, or simply by spreading the word.

The work that Healing in the Margins does is not really being replicated by any other organization in our region-- tackling the mental health crises at all levels. By supporting both clients and clinicians living "in the margins," while also contributing to community-wide competency, harm is reduced and true healing can happen.

Sometimes this work can feel like a "drop in the bucket" or like trying to "boil the ocean," but **every** person we serve translates to an infinite stream of choices, direction, and change for the better--ultimately helping to create a healthier and more empowered society for all.

**Brynn Plummer**  
BOARD CHAIR



# Our Team + Board of Directors

Founders / Team



**Ashley Hampton**  
Co-Founder / Executive Director



**Beth Hampton**  
Co-Founder / Director of Operations

Ashley Hampton has been working as a Licensed Professional Counselor for over 10 years. She and her wife, Beth, collaborated in 2021 to start a mission-based counseling center called Hampton House. After a short time, they both became acutely aware of the need for more support and more resources to support the communities they care so deeply about. Healing in the Margins was the product of this need. Ashley serves as Executive Director, managing community relations, fundraising, and education. Beth serves as Director of Operations, managing day-to-day programming needs, data, and financials.

Board of Directors

Brynn Plummer is a Vice President and Director of Diversity, Equity & Inclusion at Alliance Bernstein. Prior to joining AB in 2022, she was vice president of Equity, Inclusion and Community at the Nashville Entrepreneur Center (NEC), a not-for-profit, public-private start-up incubator.

At the NEC, Plummer grew the LGBTQ+, Black, woman and Latino entrepreneur community by more than 400%, and worked to have February 15 officially recognized as Black Innovation and Entrepreneurship Day in Nashville.



**Brynn Plummer**  
Board Chair



**Maria Andruschenko**  
Board Secretary



**Amelia Watts**  
Board Treasurer



**Judge Khadija Babb**  
Voting Board Member



**Marisa Swystun**  
Voting Board Member



**Brittney Sceals**  
Voting Board Member

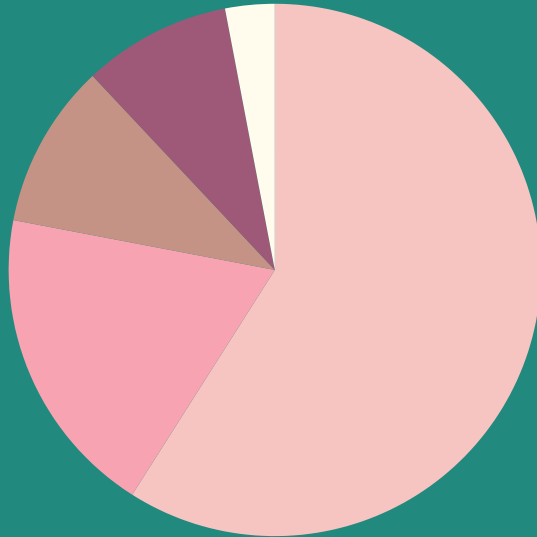


**Patrick Custer**  
Voting Board Member



# \$66,254

TOTAL GIVING



- 59% Individual + Small Business
- 19% Special Event
- 10% Foundation Grants
- 9% Corporate Gifts
- 3% Program Revenue (donation based)

# Financial Highlights

# \$34,241

TOTAL EXPENSES

\$16,364 Program Expenses

\*a large portion of our direct program services were provided by community therapists who volunteered their time

\$7,602 Management + General

\$11,311 Fundraising Expenses



# First Annual Healer Give Back Event

JUNE 1, 2023



## \$20,000

event sponsored by

ANNUALIZED REVENUE RAISED IN THE FORM OF MONTHLY RECURRING DONATIONS



TRAUMA THERAPY OF NASHVILLE  
HOLISTIC TRAUMA HEALING

NOVEL COUNSELING



bright horse COUNSELING



## Local Grant Support



## \$2,500

DISCRETIONARY FUNDS FOR 2023 PROGRAMMING



## \$4,000

TO BE USED IN 2024 FOR CLINICIANS IN THE MARGINS PROGRAMMING

# Community Support

Other community partners who helped to amplify Healing in the Margins through awareness and giving initiatives throughout the year:



KENDRA SCOTT

QDP



the gaia center  
for embodied healing

AMBER  
AUTRY



a memorable evening of storytelling and fundraising with performances by Joy Oladokun + Fancy Hagood



\$27,000 RAISED



# Healing in the Holidays 2023

DECEMBER 1, 2023



ALLIANCEBERNSTEIN

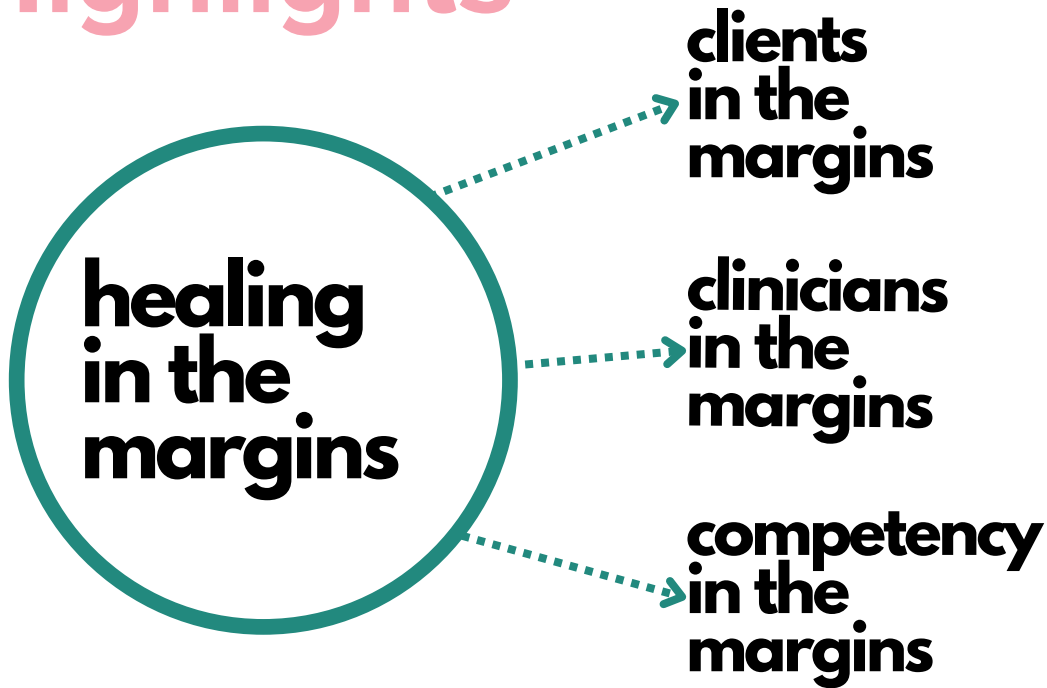


event sponsors





# Programming Highlights





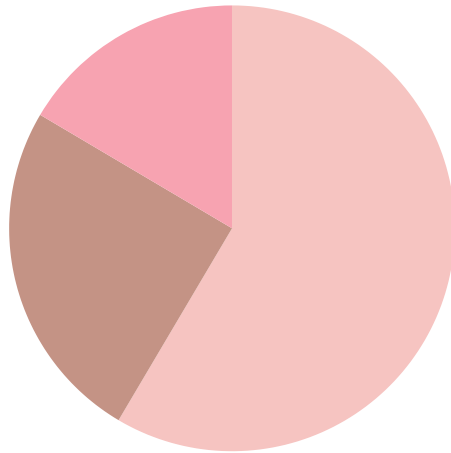
# clients in the margins

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THERAPY SESSIONS  
PROVIDED THROUGH  
OUR CLIENTS IN THE  
MARGINS THERAPY  
FUND

## other client programming:

- PARTNERSHIP WITH EDUCATION TRUST TO PROVIDE PROCESS GROUP FOR YOUTH ADVOCATES
- NASHVILLE PRIDE 2023 COMMUNITY ENGAGEMENT AND MANTRA / COPING-SKILL INSTALLMENT



**58.5%** of participants identified as LGBTQIA+

**25%** of participants identified as BIPOC (Black, Indigenous, or People of Color)

**16.5%** of participants identified as both BIPOC and LGBTQIA+

\*22% of all LGBTQIA+ participants identified as Transgender



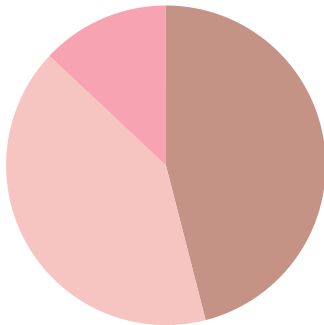


## Clinicians in the Margins Workshops

EDUCATIONAL, SELF-CARE, AND COMMUNITY-BUILDING WORKSHOPS OFFERED TO BIPOC AND LGBTQIA+ CLINICIANS AT A DONATION-BASED / PAY WHAT YOU CAN RATE.

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### ATTENDEES AT CLINICIANS IN THE MARGINS WORKSHOPS

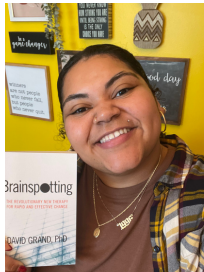


**46%** of clinicians served identified as BIPOC

**41%** of clinicians served identified as LGBTQIA+

**13%** of clinicians served identified as both BIPOC and LGBTQIA+

## advanced trauma training for clinicians



4 COMMUNITY CLINICIANS WERE TRAINED IN BRAINSPOTTING IN 2023. THE RIPPLE EFFECT OF THESE TRAININGS MEANS THAT 60-85 CLIENTS ARE NOW RECEIVING ACCESS TO ADVANCED TRAUMA INTERVENTIONS.

BRAINSPOTTING IS A “POWERFUL, FOCUSED TREATMENT METHOD THAT WORKS BY IDENTIFYING, PROCESSING AND RELEASING CORE NEUROPHYSIOLOGICAL SOURCES OF EMOTIONAL/ BODY PAIN, TRAUMA, DISSOCIATION AND A VARIETY OF OTHER CHALLENGING SYMPTOMS.”

a few of the topics covered

**Diet Culture + Self Abandonment**

**OCD Exposure + Response Prevention with BIPOC Considerations for Safety**

**Nature Mindfulness Workshop**

**Nāda Yoga Sound Bath Meditation**

**Strategies to Address Racial, Sexual Orientation, + Gendered Microaggressions**

**Trauma Therapy through a Somatic Lens**

# clinicians in the margins



# competency in the margins

CREATING SAFETY BY PROMOTING AND FACILITATING COMMUNITY-WIDE UNDERSTANDING IN AREAS OF BIPOC AND LGBTQIA+ MENTAL HEALTH COMPETENCY



**“The Effects of Compounded Trauma on LGBTQIA+ staff,” Alliance Bernstein**

**Burnout + Boundaries for BIPOC staff, YMCA**

**Competency in the Margins intensive for board members of 300-member psychotherapy organization**

**“An Understanding of Domestic Violence for Mental Health Practitioners,” facilitated by Ashley Cathey**

**YMCA Panel “Caring for LGTBQIA+ staff in the workplace”**

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INDIVIDUALS EDUCATED THROUGH COMPETENCY PROGRAMMING



**I RECEIVED THERAPY FUNDS SHORTLY AFTER LOSING A JOB, SEPARATING FROM MY SPOUSE, AND LEAVING BEHIND EVERYTHING AND ALL OF THE SUPPORT STRUCTURES I ONCE KNEW. I WAS ON THE VERGE OF NOT BEING ABLE TO CONTINUE SERVICES WITH MY THERAPIST WHEN HE TOLD ME ABOUT THE THERAPY FUND, AND IT IS THE SOLE REASON I HAVE BEEN ABLE TO CONTINUE MY THERAPY OVER THE LAST SEVERAL MONTHS. IT WAS ABSOLUTELY INSTRUMENTAL IN MY ABILITY TO COPE WITH MY CHANGING CIRCUMSTANCES AND THE TRAUMA I AM IN THE PROCESS OF HEALING FROM**

*therapy fund recipient*

**THE THERAPY FUND HAS IMPACTED ME DIRECTLY AS A SELF DIAGNOSED AUTISTIC INDIVIDUAL LEARNING TO NAVIGATE A SEEMINGLY NEW WORLD. HAVING ACCESS TO GO TO THERAPY EVERY TWO WEEKS IN A PERIOD OF TIME THAT HAS BEEN CRUCIAL TO MY IDENTITY HAS BEEN INCREDIBLY HELPFUL AND LIBERATING.**

*therapy fund recipient*

**Testimonials from Clients in the Margins**



**TO SEE MYSELF REPRESENTED IN A MENTAL HEALTH SPACE IS SOMETHING I DIDN'T EXPERIENCE IN GRAD SCHOOL, SO SEEING THESE SPACES AND BEING IN THEM ARE SO IMPORTANT**

*program participant*

**THANK YOU TO HEALING IN THE MARGINS FOR PROVIDING ME WITH THIS LEARNING OPPORTUNITY THAT I WOULD NOT HAVE HAD OTHERWISE. THE EQUITY WORK THAT HEALING IN THE MARGINS IS DOING FOR BIPOC AND LGBTQIA+ THERAPISTS IS INVALUABLE**

*program participant*

**THE REASSURANCE THAT I FEEL SAFE TO LEARN AND ENGAGE IS SO IMPORTANT**

*program participant*

**Testimonials from Clinicians in the Margins**



# 2024

## ON THE HORIZON

- **Double the number of individuals we're able to serve through the Therapy Fund**
- **Rooted + Free youth psychoeducation programming with community partners**
- **Enhanced support for BIPOC and LGBTQIA+ clinicians through community cohort groups**
- **Triple the number of clinicians we're able to provide advanced trauma trainings for**
- **More expansive group therapy programming for BIPOC and LGBTQIA+ community members**
- **Triple the number of community professionals who receive Competency training**

Thank you, again, for your ongoing support and investment in systemic change for those who have been historically marginalized in our community. We know that the change we seek is surmounting, but your support reminds us that it is possible.



# HEALING IN THE MARGINS

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