

**CREATE** 

Annual Report 2022



It is the responsibility of the people of Mississippi to try to raise the level– economically, educationally, spiritually and otherwise of all the people of Mississippi. There's nobody else who's going to come in here and do it for us.

-GEORGE MCLEAN 1904-1983

"AS A PREMIER COMMUNITY FOUNDATION, WE STRIVE FOR NORTHEAST MISSISSIPPI TO BECOME THE BEST PLACE TO LIVE. THE MISSION OF THE CREATE FOUNDATION IS TO ENCOURAGE PHILANTHROPY AND PROVIDE LEADERSHIP TO IMPACT REGIONAL ISSUES."

# **CREATE OFFICERS**

213 West Main Street, Post Office Box 1053 Tupelo, Mississippi, 38802 www.createfoundation.com (L-R) MARY CHILDS, Vice Chairman LISA HAWKINS, Chairman MIKE CLAYBORNE, President BRYAN WILSON, Past Chairman RANDY LONG, Treasurer DAVID RUMBARGER, Secretary

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# **CREATE FOUNDERS**

GEORGE A. MCLEAN, 1904-1983 ANNA K. MCLEAN, 1906-2000

# DIRECTORS Emeritus

FELIX BLACK, 1917-2003 HASSELL FRANKLIN, 1935-2023 JIM INGRAM, 1930-2006 BOBBY MARTIN, 1933-2020 HOYT PAYNE, 1913-1996 JAMES HUGH RAY, 1927-2007 JACK REED, SR., 1924-2016 J.C. WHITEHEAD, 1921-2004 AUBREY PATTERSON H.L. "SANDY" WILLIAMS

## CREATE staff



MIKE CLAYBORNE President



Senior Vice President Finance and Administration



KRISTY LUSE, PHD Vice President, Toyota Wellspring Education Fund







ALLIE RANDLE Director of Marketing and Events



PK THOMAS Director of Development



STEWART MCMILLAN Project Manager, Toyota Wellspring Education Fund/CREATE



DANA PETERS Project Coordinator and Administrative Assistant



KATIE STUART, CPA Director of Finance



LEWIS WHITFIELD Senior Consultant



WILLIAM BRONSON President & CEO Journal Inc. Tupelo



DAVID FERNANDES President Toyota Motor Manufacturing MS Blue Springs



RANDY LONG President Long Wholesale Distributors, Inc. Corinth



BECKY ROLLINS Community Volunteer Tupelo



LEE TUCKER Retired Carpenter Plant Company Tupelo

## **Board of Directors**



**JASON BROOKS** Certified Public Accountant Watkins, Ward & Stafford, PLLC Houston

**BOBBY HARPER** 

Business Development Officer Renasant Bank - Columbus

**ROBIN MCCORMICK** Certified Public Accountant Watkins, Ward, & Stafford, PLLC West Point

DAVID RUMBARGER

MITCH WAYCASTER

President & CEO Renasant Bank Tupelo

President & CEO Community Development

Foundation



MARY CHILDS The Peoples Bank Ripley



GRACE CLARK Community Volu Tupelo



**BO COLLINS** BNA Bank New Albany



PHIL FAULKNER Nauticstar Boats Amory



Blue Springs Metal Tupelo



JACK REED, JR. dent R.W. Reed Company ("Reed's") Tupelo



MARK TAPP Executive Vice President Farmers & Merchants Bank Booneville



**GREG PIRKLE** Attorney Phelps Dunbar, LLP Tupelo



LISA HAWKINS Owner Room to Room Furniture Tupelo



GUY MITCHELL, III Mitchell McNutt & Sams Tupelo





**BRYAN WILSON** Retired, Managing Pa Tacoma AG, LLC Starkville



JULIE HENRY Sr. Executive VP, COO, & CFO First Choice Bank Pontotoc



AUBREY PATTERSON etired, Chairman & CEO Bancorp South Tupelo



SHANE SPEES President & CEO North MS Health Services Tupelo



Itawamba County Farm Bureau Fulton



Mayor City of Oxford

#### **Board** Counsel



LARRY KIRK

Retired CEO Hancock Fabrics, Inc. Oxford

**BRIAN QUINN** 



**ROBYN TANNEHILL** 





DAVID SHAW Provost & Executive Vice President Mississippi State University Starkville

# HASSELL FRANKLIN

#### 1935 - 2023

On January 22, 2023, America's furniture industry and Northeast Mississippi lost a giant when Hassell Franklin died at age 87. His life was characterized by excellence in business and a heart for philanthropy. He was named to the CREATE Foundation Board in 1997. Genuinely concerned and a champion for everyone, Hassell Franklin saw CREATE as a means of accomplishing big things across a wide swath. He served as board chairman from 2004 to 2006.

In 1970, Franklin founded Franklin Corporation, a furniture manufacturing company in Houston, Mississippi. As his company grew and became more successful, his attention to needs in his Houston community and later Northeast Mississippi grew as well. He recognized the relationship between education, job training and economic development, and he dedicated his time, energy and financial resources toward a better life for many in this area. The creation of the Franklin Institute at Mississippi State, named in his honor, epitomizes his commitment to building the future workforce.

Hassell set a high standard for doing well and serving well. He saw his business success as an opportunity to enhance the lives of hundreds of people he would never meet. It was the good fortune of the CREATE Foundation to be a partner in accomplishing many of his goals.

In reflecting his experience with Franklin, CREATE President

## "

Hassell Franklin was one of the great success stories in the history of Northeast Mississippi. ... His business success is only part of his story. He had a strong faith, clearly loved Mississippi State, and wanted to make the region where he lived better for everyone.

#### - CREATE PRESIDENT MIKE CLAYBORNE

Mike Clayborne said, "Hassell cared about people and wanted to make life better for everyone. The impact he had on the CREATE Foundation was immense. He encouraged us to raise the bar of our expectations and helped make us what we are today."







# <section-header>



1995





**1972** George McLean established the CREATE Foundation to provide an avenue for charitable giving and to ensure that the Journal newspaper would always be locally owned.

**1983** Following George McLean's death, his will was probated, and all Journal, Inc. stock was gifted to the CREATE Foundation.

**1995** The Commission on the Future of Northeast Mississippi was founded. It was initially comprised of leaders from 15 counties, now 17, for the purpose of strengthening cooperation and unity in Northeast Mississippi by engaging in regional community development.

**1997** The Community Affiliate program was launched, which strengthened CREATE's regional philanthropic efforts. A donation of \$750,000 from Anna Kiersey McLean and a dividend of \$750,000 from the Journal, Inc. created a \$1.5 million fund at CREATE to provide matching money to support the formation of Community Affiliates throughout the region.

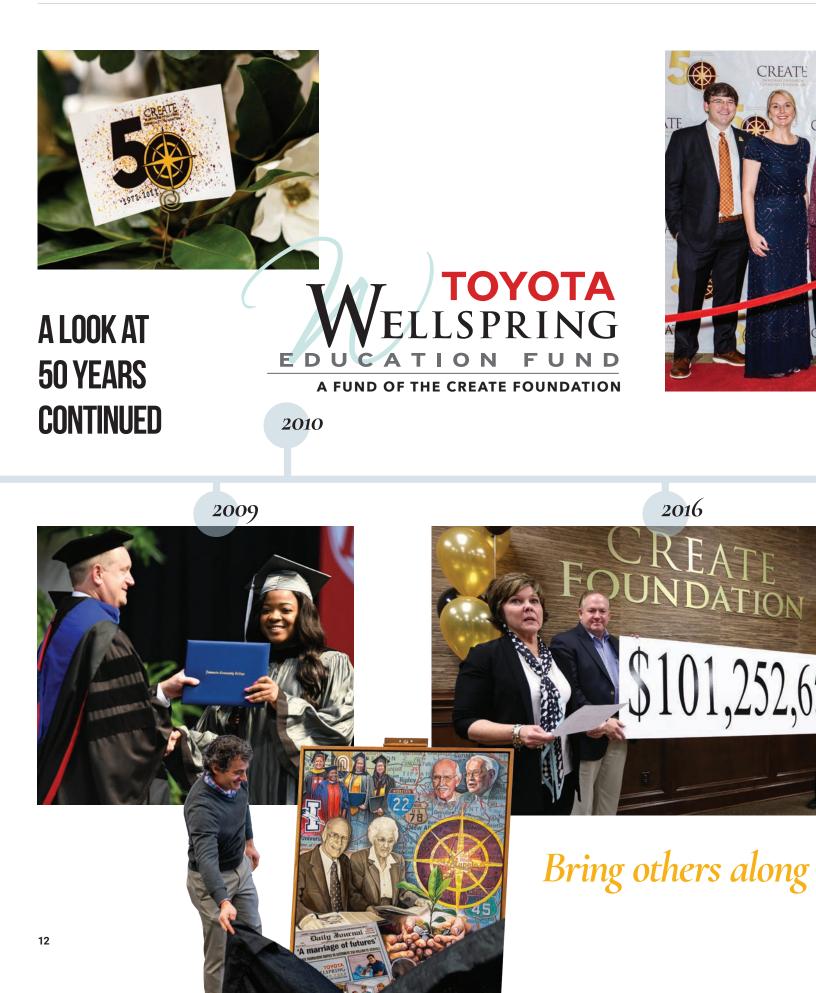
**2001** Northeast Mississippi Youth Foundation was established to involve young people in philanthropy. NEMYF allows students to make a difference, be philanthropists, meet other teenagers, learn more about Northeast Mississippi, develop leadership skills, engage in fundraising, and award grants to charities.





want







2022

**2009** Tuition Guarantee Program for Northeast Mississippi was planned and coordinated by CREATE's Commission. Over the past decade, more than 15,000 high school graduates have benefited from having their tuition payments guaranteed for two years at one of four community colleges serving our region.

**2010** Toyota Motor Manufacturing established a \$50 million endowment at the CREATE Foundation to support public education in Lee, Pontotoc, and Union counties.

**2016** CREATE Foundation's assets topped \$100 million for the first time.

**2018** The Toyota Wellspring Education Fund created the career coaches cohort to ensure students have career awareness and readiness.

**2020** CREATE Foundation accounted for nearly 50% of the state income tax credits available statewide through the Endow MS program. Almost \$1 million in qualifying gifts were made to 36 endowment funds at CREATE.

**2022** CREATE celebrated 50 years as a community foundation. As Mississippi's oldest and largest community foundation, CREATE continues its mission to encourage philanthropy and provide leadership to impact regional issues.



### for the ride!



# **AVARDS**

CREATE Founder George McLean believed that by joining together, communities could cultivate leaders who would make a difference for us all. Whether through supporting early childhood education, granting scholarships, developing the promotion of leadership training programs, or enhancing college career readiness, promoting leadership in communities is key to the long-term success of a region. He believed each of us has the responsibility to help raise the level of all people in our communities. This vision for a vibrant and growing Northeast Mississippi would not have happened without his persistent, tireless leadership.

#### **Elizabeth "Betsy" Brown** of Tupelo has a passion for helping people, for helping animals, and supporting the arts. A few of the charities benefitting from her generosity include the Autism Center of North Mississippi, Cedar Hill Animal Sanctuary, CREATE Foundation, Excel by 5 Lee County, Goldring/Woldenberg Institute of Southern Jewish Life, Gumtree Museum of Art, North Mississippi Symphony Orchestra, Sanctuary Hospice House, Tupelo Lee Humane Society, and United Way of Northeast Mississippi.

#### Elizabeth "Betsy" Brown



#### Jack & Lisa Reed



Jack and Lisa were both raised by families who felt a deep responsibility to give back to the community. They have built on that tradition both in business and personally to make a difference in the lives of others. Just a few of the organizations important to the Reeds include Antone Tannehill Good Samaritan Health Services, Association for Excellence in Education, BALM – Because All Lives Matter, Boys and Girls Club of North Mississippi, Chickasaw Inkana Foundation, CREATE Foundation, First United Methodist Church, Friends of the Lee County Library, Mississippi Methodist Senior Services, Regional Rehab Center, Salvation Army of Tupelo, The Juvenile Diabetes Research Foundation, and United Way of Northeast Mississippi.



Past Recipients of the McLean Award

#### Larry & Judy Kirk



**The Kirks** are long-time residents of Tupelo and now make their home in Oxford. They have a special love for helping children and now have a long history of supporting organizations throughout Northeast Mississippi and beyond. Some of their favorite organizations include St. Jude Children's Research Hospital, Blue Mountain College, CREATE Foundation, Itawamba Community College, P.A.R.K., Sanctuary Hospice House, The Orchard, and West Union Endowment for Public Education, Inc.

#### The Hull Davis Family



## MCLEAN AWARDS Continued

#### Heywood & Sue Washburn

The Washburns are known in Tupelo for their giving spirit. Especially for spreading the Gospel of Christ and helping those in need. Some of their longtime support has been to the following organizations: Antone Tannehill Good Samaritan Health Services, Blue Mountain College, Boy Scouts of America, Calvary Baptist Church, CREATE Foundation, Eight Days of Hope, International Mission Board, Salvation Army of Tupelo, Sanctuary Hospice House, and Tupelo Children's Mansion.





The Hull Davis family is passionate about supporting the next generation. Through philanthropic efforts toward organizations including the Boy Scouts of America, United Way of Corinth and Alcorn County, and the Corinth School District Foundation, the Hull Davis family is dedicated to the betterment of our region.

# COMMISSION ON THE FUTURE

#### Established in 1995, the Commission

on the Future of Northeast Mississippi functions as the program arm of CREATE. Its purpose is to strengthen regional community and cooperation through community development. The Commission consists of 54 leaders with representation from all 17 counties in the CREATE region.

#### Community of Excellence

CREATE partnered with the Appalachian Regional Commission, Tennessee Valley Authority, the University of Mississippi and Mississippi State University to kickoff the Community of Excellence initiative in 2022. This initiative is designed to bring stakeholders from all areas of a community together to collectively decide on local issues and opportunities to work on together. This community-led process engages the community, and empowers people to act and focus on continuous improvement.

#### Areas of Emphasis

Since its inception, the Commission has focused on a variety of issues, including:

- BROADBAND ACCESS
- RACIAL RECONCILIATION
- HIGHWAY IMPROVEMENTS
- EARLY CHILDHOOD INITIATIVES
- DISTRICTS OF INNOVATION
- EDUCATIONAL ATTAINMENT





HONORING

# OF NORTHEAST MISSISSIPPI

### Founding Members

SANDY WILLIAMS





27 years ago, Sandy Williams of Corinth served as the first chairman of the Commission. Bobby Martin of Ripley was the vice chairman.

# LEWIS WHITFIELD

In 2022, Lewis Whitfield was recognized for his 17 years of service to the CREATE Foundation as senior vice president. His work with the Commission on the Future of Northeast Mississippi resulted in several successful education initiatives, which included a reduced high school dropout rate, improved college attendance, and tuition guarantee to community college. Under Lewis's leadership, the Commission has supported school districts in the development of communitybased school accountability systems, and broadband access throughout Northeast Mississippi.

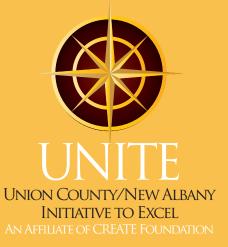
Lewis Whitfield served on the CREATE board of directors for 16 years prior to becoming senior vice president. The CREATE Foundation congratulates Lewis for his commitment and dedication to the betterment of Northeast Mississippi. His work continues at CREATE as the senior consultant, providing support to the Commission on the Future of Northeast Mississippi and other initiatives at CREATE.



# JANES HUGH RAY COMMUNITY AFFILIATE AWARD

To recognize the efforts of community affiliates, Journal, Inc. established the James Hugh Ray Community Affiliate Award. James Hugh Ray was a community hero and made many valuable contributions to our region and to the CREATE Foundation. He was instrumental in CREATE's establishment, serving as its legal architect and advisor. He was a loyal board member for many years.

UNITE (Union County / New Albany Initiative to Excel) was founded in 2000 with the intention of supporting civic, educational, health, human service, and cultural initiatives in Union County. Since 2003, UNITE has funded 282 grants to 44 organizations and projects totaling \$451,750. UNITE projects include, but are not limited to, Boys and Girls Club of North Mississippi, First Choice of Union County, New Albany High School, New Albany Main Street Association, New Haven School, Pilot Club of New Albany, Tallahatchie Riverfest, Union County Development Association, Union County Good Samaritan Center, Union County Heritage Museum, Union County Library, Union County Literacy Council, Union County Master Gardners, and Union County School District.



## COMMUNNITY AFFILIATE ENDOWMENT Balances

#### UNITE GRANTS 2022: \$33,205

- New Albany High School
- Union County Musical
- Boys and Girls Club of North Mississippi
- First Choice Center for Women, Inc.
- New Albany Community Development
- New Albany Main Street Association
- New Haven Center
- Pilot Club of New Albany
- Tallahatchie Arts Council
- Union County Good Samaritan Center
- Union County Heritage Museum
- Union County Library
- Union County Literacy Council
- Union County Master Gardeners

CREATE and its 13 community affiliates work together to revitalize communities, develop new leaders, and increase civic involvement and private investment throughout the region. Our affiliates support a wide range of initiatives in an effort to revitalize and energize the region.

#### ENDOWMENT BALANCES

ALCORN CARE Endowment Fund	\$1,443,407
<b>CALHOUN</b> Calhoun County Endowment Fund	\$289,587
CHICKASAW PACE Endowment Fund	\$873,668
<b>CLAY</b> West Point Community Foundation	\$1,153,421
ITAWAMBA FIRST Foundation Fund	\$795,000
LAFAYETTE LOFT Endowment Fund	\$771,112
<b>LEE</b> Tupelo-Lee County Endowment Fund	\$212,184
<b>LOWNDES</b> Columbus Lowndes Foundation Fund	\$365,715
MONROE North Monroe	\$228,214
South Monroe	\$228,242
OKTIBBEHA SOAR Endowment Fund	\$395,261
PONTOTOC	
PACT Endowment Fund	\$64,277
PRENTISS Prentiss Community Foundation	\$63,785
TIPPAH TARGET Endowment Fund	\$425,021
UNION UNITE Endowment Fund	\$822,877

TOTAL: \$8,131,771



# HENRY MIZE

FOUNDATION

#### \$192,294 Henry Mize Grant Disbursements in 2022

Established in 2003 by Mr. Mize's nephew, Paul "Buzzy" Mize, the Henry Mize Foundation provides support for the charitable organizations that Mr. Mize loved. Several worthy organizations received support this year. The 2022 Henry Mize Foundation grant disbursements were \$192,294, making total investment to our region nearly \$5.3 million since inception.



## The Benjamin and Corinne PIERCE FOUNDATION

#### THE PIERCE FOUNDATION AWARDED GRANTS TO THE FOLLOWING IN 2022:

- The Corinth Symphony Orchestra
- Corinth Main Street Association
- Living Healthy Free Medical Clinic
- Living Free Ministries
- The Lighthouse Foundation of Corinth
- Crosswind Ministries
- Crossroads Museum Historic Depot
- Boys and Girls Clubs of Northeast Mississippi
- The Alliance
- College Scholarships

2022 Pierce Grants Exceeded \$122,500 The Pierce Foundation was established in 2001 by Corinne Pierce in memory of her husband, Benjamin, to commemorate his commitment to community and to honor his civic leadership. The 2022 Pierce grants and scholarships exceeded \$122,500, making the total investment by the Pierce Foundation in Alcorn County over \$5.4 million.

## FUNDS: Ways to give at CREATE

#### Donor Advised Fund

Donor advised funds are a simple, effective tool for making charitable donations. You simply establish the fund, then make contributions and grant recommendations at your convenience. Gifts are tax deductible at the time they are made to CREATE Foundation, even though distributions may be made in the future. Record keeping and tax reporting are consolidated for the donor by CREATE. CREATE donors have utilized their Donor Advised Funds to support their churches, public schools and universities, and countless nonprofit organizations.

#### Scholarship Fund

CREATE's scholarship funds provide a way to honor and memorialize loved ones while giving deserving students the opportunity to further their education. Funds may be designated for a particular field of study, or a specific county, school, or area.

#### Special Project Fund

CREATE's special project funds allow community groups to carry out their charitable services while waiting for IRS designation as 501(c) 3. CREATE serves as fiscal agent for the special project allowing the group to operate as a nonprofit under the auspices of the foundation.

#### Endowment Funds

An endowment is a permanent fund of support for a specific purpose. The principal of your gift is invested, allowing you to build a strong foundation for your area of interest. Annual investment earnings of the endowment support the specified purpose.

- DESIGNATED ENDOWMENT FUND
- EDUCATIONAL ENDOWMENT FUND
- FIELD OF INTEREST ENDOWMENT FUND
- ORGANIZATIONAL ENDOWMENT FUND
- SCHOLARSHIP ENDOWMENT FUND
- COMMUNITY AFFILIATE ENDOWMENT FUND

# **KELLIE AND BAIN NICKELS**

# Donor Advised Fund

"Our experience using a donor advised fund through CREATE Foundation has been great. Funneling all of our charitable giving through this one fund greatly simplifies things come tax time. Additionally, this has allowed us to gift appreciated investments and minimize taxes. Donor advised funds are simple and tax efficient. The CREATE team is a joy to work with and they make it easy!" - Kellie and Bain Nickels

# Special Project Fund

## **FORGE FOUNDATION**

Founded in 2018, Family Organizations Recruiting Great Employees (FORGE) is a group of community-minded, small companies which work alongside educators to recruit students who have the potential to become skilled employees. Prior to their coming together in this effort, these companies were to the point of stealing labor from each other, ultimately defeating their goal of strengthening local companies, and consequently, their community. FORGE came from a united effort toward a long-term solution, its vision being a partnership with local schools where students learn of workforce training options. FORGE encourages students to "forge" their own path by matching their interests and talents



to skills needed by local industries. Each year, FORGE sponsors one of its biggest events, the FORGE Career Expo, which offers students information regarding specific technical job skills and the careers those jobs offer. Utilizing the combination of education and industry, FORGE aims to build the workforce of tomorrow.

#### 

# Organizational Endowment



A teacher at a local school noticed that a child's backpack was dripping as he walked down the hall. When she opened it, she found several unfinished milk cartons. The child had taken the unwanted milk from the trays of his classmates because he didn't get any at home. This story inspired mothers of Oxford/Lafayette School District to form Lovepacks, an organization that discreetly provides convenient, non-perishable foods on the weekends and holidays for children in need. This is all done with a team of volunteers comprised of special education students and liaisons who pack the boxes, and deliver the packs to the children. As the organization grew, Lovepacks decided to start an endowment fund with CREATE as a safety net. With the goal of investing and growing its organization through an endowment at CREATE, Lovepacks continues its mission of making sure no child is hungry in the Oxford/Lafayette School District.

### WEST UNION ENDOWMENT FUND FOR PUBLIC EDUCATION



In 1986, the West Union Endowment for Public Education, Inc. was created to operate exclusively for educational purposes, all for the public welfare, and to promote, encourage and assist all forms of education in the West Union School District. The fund became dormant in 1993, but was re-established in 2011. Its purpose is to provide a permanent growing financial base for West Union Attendance Center. This financial base is to be used to meet the educational needs of the school that cannot be funded through the budget of District funds. Within one year of re-establishing the endowment fund, the fund grew by over \$11,000. At that point, the West Union School Board made the decision to invest the fund balance of \$58,000 with CREATE. Today, the West Union Endowment Fund's balance is over \$247,000. The fund has awarded grants totaling \$39,783 back into its classrooms.

#### 



**ISSISSIPPI** is a state income tax credit program that is an incentive to encourage individuals.

program that is an incentive to encourage individuals, businesses and organizations to make lasting investments in their local communities through charitable giving. It was created in 2019 by the State Legislature to encourage gifts to permanent endowments at qualified community foundations, like the CREATE Foundation!

#### **25% State Tax Credit** Savings At the CREATE Foundation

Donors are eligible to receive a 25% state tax credit for donations to endowed funds at the CREATE Foundation

#### STRENGTHENING CHARITABLE GIVING IN MISSISSIPPI

#### How does it work?

The ENDOW Mississippi tax credit applies only to gifts to permanent, endowed funds at qualified Mississippi community foundations. These gifts will generate many times the initial value of the gift and will always benefit Mississippi.

- Minimum gift is \$1,000 (\$250 tax credit)
- Maximum gift is \$200,000 (\$50,000 tax credit)

There is a LIMITED number of ENDOW Mississippi state tax credits to share for the entire state, so we encourage anyone who is interested to contact us promptly. Once available credits are claimed, the process will reset on January 1 of each year.

• Gifts can go to any endowment (an already existing endowment or a newly created one).

• An endowed fund is defined as one that benefits Mississippi charitable causes, is held at a qualified community foundation and has an annual granting policy less than or equal to 5%.

# **MARCHBANKS ENDOWNEN**

John and Frances Marchbanks believed in giving back to their community. John, a native of Shannon, Mississippi, maintained a deep love for the area where he grew up, even though he had not lived there for more than 60 years. He and his wife, Frances, desired to help others overcome their problems, become productive citizens, and overall, improve their quality of life. In 2005, the Marchbanks left a gift of **\$8.7 million** to benefit the region.

#### 2022 Grants and Scholarships totaled \$399,835

#### **2022 MARCHBANKS GRANTS & SCHOLARSHIPS**

TUITION GUARANTEE PROGRAM – ANNUAL COMMITMENT OF UP TO **\$150,000** TO SUPPORT THE TUITION GUARANTEE PROGRAM IN LEE COUNTY

\$25,625 AWARDED IN SCHOLARSHIPS

\$50,000 GRANT TO HUNGER COALITION OF NORTHEAST MISSISSIPPI

\$50,000 GRANT TO UNITED WAY OF NORTHEAST MISSISSIPPI

**\$20,000** GRANT TO LEE COUNTY EXCEL BY 5 TO IMPROVE EARLY CHILDHOOD EDUCATION

\$50,000 GRANT TO ANTONE TANNEHILL GOOD SAMARITAN HEALTH SERVICES

\$10,000 GRANT TO VOLUNTEER NORTHEAST MISSISSIPPI



# Northeast

## Mississippi Youth Foundation

MEMYF 2022-23 OFFICERS CJ SHIRLEY, Chair WHIT EVERITT, Assistant Chair ALEA HUDSON, Secretary MARISSA KIDD, Assistant Secretary VISHNU GADEPAILI, Treasurer SYDNEY BARBER, Assistant Treasurer KORTLYN WELLS, Historian ALEXANDRIA ROBERTSON, Assistant Historian

The Northeast Mississippi Youth Foundation (NEMYF), established by CREATE in 2001, develops our future leaders. Eleventh and twelfth graders from Northeast Mississippi are nominated and selected for board members, and they have the opportunity to be elected as officers. These students advance their leadership skills, learn about philanthropy, run the board meetings, and fundraise for the endowment. The 2022-2023 school year includes 56 board members from 16 counties and 32 high schools. The NEMYF endowment exceeds \$162,000 with over \$55,000 in grants given back to Northeast Mississippi communities. Annually at the April press conference, students present grant awards to nonprofit agencies that serve children and youth with \$5,520 presented to 11 nonprofits in April 2022.



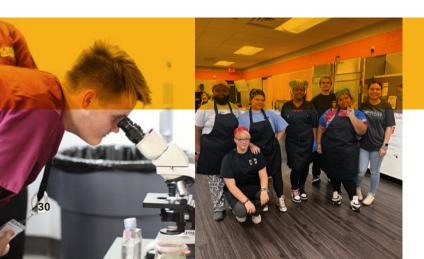
# **TOYOTA WELLSPRING E D U C A T I O N F U N D**

#### A FUND OF THE CREATE FOUNDATION

The commitment of Toyota to establish a \$50 million endowment at the CREATE Foundation has been an extraordinary gift to support public education in the history of our state. Over the past seven years, CREATE, through the recommendation of the Toyota Wellspring Advisory Committee, used the proceeds from the endowment to enhance education in Lee, Pontotoc and Union counties.



- With over 35,000 learner contacts per year, Career Coaches are preparing our students for their future careers.
- Career Coaches partner with community leaders to host mock interviews, student shadowing opportunities, and college tours preparing students for a wide range of post high school experiences.
- The Career Coach Cohort ensures students are prepared to implement the essential skills to be successful after graduation.





• Through the Creating Your Future, students participate in an impressive internship program at Toyota Motor Manufacturing. The intensive program allows high school students to earn national certifications, complete orientation, and experience aspects of the production floor.



- Over 35,000 eighth graders and 21,000 tenth graders have been exposed to the Imagine the Possibilities Career Expo, both in person and virtually, showcasing 18 career pathways.
- Through the virtual format, which includes a website, www.itpcareerexpo.com, and the Imagine the Possibilities app, students and parents can access resources to include 'day in the life' videos, mentor-for-a-minute clips, and podcasts featuring various careers.
- All Imagine the Possibilities career pathways are aligned to the Mississippi Department of Education College and Career Readiness Standards.



- Through the implementation of the Career Connections platform, https://careerconnections.tours, our local and regional businesses and industries are able to connect with students while in high school, by hosting on site tours.
- With real-time shadowing experiences, scheduled and hosted by businesses, students are immersed in career fields of their choice, leading to paid internships.
- Partners who host student tours expand the career opportunities for all of our students! Schedule a tour via https://careerconnections.tours

• To complement the Wellspring's initiatives of the ItP Career Expo, Career Connections, and YouScience, the Spain Foundation partnered with the CREATE Career Coach Cohort in Fall 2023 to launch an internship program. The successful experience is pairing our students with businesses and industries across the region.



In 2016, we lost Jack Reed, Sr. - a special leader who achieved an unparalleled record of service to our region. Jack was a founding board member of the CREATE Foundation and served as its chairman. He was also one of the original members of the Commission and served as its chairman. As a way to perpetually remember him, the CREATE Board of Directors established the Jack Reed. Sr. Northeast Mississippi Community Leadership Award. It is presented to individuals who have demonstrated vision, integrity, and a commitment to excellence in our region over an extended period of time. All recipients of the award recommend the disbursement of 2,000 dollars to charities of their choice from the Jack Reed, Sr. Community Leadership Endowment Fund at CREATE, which was established by a special dividend of \$50,000 dollars from Journal, Inc.

This year's recipient, Bill Renick has devoted himself to improving Benton County, the town of Ashland, our region, and our state. Bill has owned several small businesses in the Ashland area, including the Southern Advocate newspaper, but his main occupation has been to improve the lives of people in his community and region. He is chairman of the Commission of the Future of Northeast Mississippi, and helped organize and chair GET Smart, a statewide organization designed to increase the total miles of four lane highways in Mississippi. Through various positions of public service, Bill has been a mayor, alderman, county supervisor, hospital administrator, economic developer, state senator, and chief of staff for a governor and lieutenant governor. His greatest contributions have been made as a director of a 27-county workforce area, which includes our entire 17-county region.

Bill Renick

JACK REED, SR Community Leadership

#### Affiliate Boards & 2022-2023 Commission Members and Officers

#### COMMUNITY AFFILIATE BOARDS

#### ALCORN

H. L. "Sandy" Williams, *Chair* Abbie Butler Hull Davis Mona Lisa Grady Lanny Griffith Orma Smith Tim Smith Clayton Stanley Fred Joe Vann, Jr. Kenneth Williams

#### CALHOUN

John Burt, *Co-Chair* Becky Wright, *Co-Chair* Randy Baker Jim Blue Sheila Freely Joel McNeece Tina Scott Precious Thompson Mona Tillman Michael Watkins Bill Williams

#### CHICKASAW

Gus Clark, Chair Frank Alford Jason Brooks Tom Byrne Mike Colbert John Ellison Hassell Franklin Shenia Jones Bobby Mooneyham Millette Nabors Rayburn Parks Bob Scott Gary Staten Jackie Strong Cathy Spencer, Administrative Assistant

#### CLAY

Kenny Dill, *Chair* Dewel Brasher Jimmy Bryan Robin McCormick Louise Campbell, *Executive Director* 

#### ITAWAMBA

Luke Montgomery, *Chair* Vaunita Martin, *Chair* Jennifer Bost, *Secretary* Romona Edge Teresa Floyd Tony Green Jim McCullough Teresa McNeece Laken Osbirn Brian Quinn Bryan Wilson

#### LAFAYETTE

Elise Lee, President Amy Goodin, Vice President Dotsy Fitts, Secretary Donald Cole Earl Dismuke Anne Clark Downing Jennifer Eastland Campbell Helveston Jacob Jordan Melody Maxey Kate McNees Ken Rutherford Betsy Smith Hattie Steiner Afton Thomas Jody Holland, Executive Director

#### LEE

Gene McDade, Chair Judd Wilson, Vice Chair Amanda Angle Rashni Barath Pat Caldwell Eddie Dalton Lisa Hawkins Mickey Holliman Chuck Imbler Zell Long Victor McMillan Dr. Sam Pace Scott Reed Emily Tucker Mitch Waycaster Dr. Dick White David Wilson

#### LOWNDES

Dr. Josie Shumake, *Chair* Boyce Adams Stevan Black Joe Boggess Matt Bogue Tom Buckley Jim Davidson Jeff Farnham Rita Felton Jay Fisher Bobby Harper George S. Hazard, Jr. Wanda Holley Frank Howell Deborah Johnson Darren Jordan Ralph McLain Tango Moore Bain Nickels Bridget Pieschel Helen Pridmore Bob Raymond Pam Russell Jan Eastman, *Executive Director* 

#### NORTH MONROE

Bobby Cleveland George Darden Mary Lib Francis Art Gentry Dottie Haney Geneva Moon Larry Palmer Dr. Len Pinkley Tony Poss Deborah Rogers

#### SOUTH MONROE

Kathy Seymour, *Chair* Nan Corbell James Edwards, Jr. Helen Evans Martin Hansen Susan Honeycutt Bradley Lipsey Leon Manning Dwight McComb, Sr. Greg Miller

#### **OKTIBBEHA**

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#### Special Project Funds & Donor Advised Funds

#### **SPECIAL PROJECT FUNDS**

(CARE) COKE 10K KIDS GET FIT INITIATIVE (PACE) HHS MEMORIAL PLAZA SPECIAL PROJECT UNITE HELPING HANDS OF UNION COUNTY SPECIAL PROJECT A WAY OUT SPECIAL PROJECT (FULTON) ALCORN SCHOOL DISTRICT FOUNDATION FOR EXCELLENCE SPECIAL PROJECT FUND AMORY POLICE DEPARTMENT SPECIAL PROJECT ANDY HEWITT HELPING HANDS FOUNDATION SPECIAL PROJECT FUND ANTONE TANNEHILL GOOD SAMARITAN HEALTH SERVICES (FREE CLINIC) APRILS ANGELS ASSOCIATION FOR EXCELLENCE IN EDUCATION BECAUSE ALL LIVES MATTER BEE THE CHANGE BLUE CROSS AND BLUE SHIELD OF MS BUILDING HEALTH SCHOOLS PLAYGROUND FUND BREWER COMMUNITY CENTER PLAYGROUND BRIDGES OUT OF POVERTY CALHOUN AFFILIATE ADMINISTRATIVE FUND CALHOUN SPECIAL PROJECT FUND CAPTURING COLUMBUS CARE AFFILIATE ADMINISTRATIVE FUND CARE BISHOP PARK PLAYGROUND CARE KENNETH WILLIAMS CHARITABLE FUND CARE ROSEMARY WILLIAMS CHARITABLE FUND CARE SANDY WILLIAMS CHARITABLE FUND CARE SPECIAL PROJECT CARE STREET SIGN FUND CENTURY 21 BALANCE CHARACTER EDUCATION SPECIAL PROJECT FUND CHICKASAW FORWARD COLUMBUS CHORAL SOCIETY COLUMBUS LOWNDES AFFILIATE ADMINISTRATIVE FUND COLUMBUS LOWNDES FOUNDATION SPECIAL PROJECT COLUMBUS POLICE ACADEMY ALUM COLUMBUS SUZUKI-CARNEGIE SPECIAL PROJECT COLUMBUS-LOWNDES EXCEL BY 5 COALITION COMMISSION ON THE FUTURE OF ALCORN COUNTY COMMITTEE FOR KING SPECIAL PROJECT CORINTH BEAUTIFICATION PROGRAM SPECIAL PROJECT CORINTH SCHOOL DISTRICT FOUNDATION COTESWORTH CULTURE AND HERITAGE CENTER COTESWORTH-BOND PROJECT COVID-19 SUPPORT FUND CROSS 33 SALTILLO CROSS OF MONROE COUNTY DANCING AND SINGING WITH THE KING EVENT DREAMS UNIFIED SPECIAL PROJECT FUND EARLY CHILDHOOD COALITION ECEC ARTS INTEGRATION FUND ED AND BECKY MEEK FOUNDATION SPECIAL PROJECT ED GOODMAN MEMORIAL SPECIAL PROJECT EE MANNY DAVIS FUND (PACE) ELVIS PRESLEY FOUNDATION SPECIAL PROJECT ENDOW MISSISSIPPI EXPECT FALLING THROUGH THE CRACKS SPECIAL PROJECT FAMILIES AND COMMUNITIES TOGETHER FIRST AFFILIATE ADMINISTRATIVE FUND FIRST FOUNDATION SPECIAL PROJECT FUND FORGE FOUNDATION FORTY BELOW - TYP WINTER BALL FUNDRAISER FOX FOUNDATION - FOX HOLE GOLF TOURNAMENT FRANKLIN SPECIAL PROJECT FUND FRIENDS OF LLO FRIENDS OF MUSIC BEND NATURE TRAIL FULTON COMMUNITY VOLUNTEERS FULTON GRAMMAR SCHOOL SPECIAL PROJECT GRILLING ON THE RIVER GUMTREE MUSEUM OF ART-NANCY DIFFEE EXHIBITION HOPE CONTINUES 5K RUN HOUSTON COMMUNITY TENNIS ASSOCIATION HUNGER COALITION OF NORTHEAST MISSISSIPPI HUNTER AND RUTH ARNOLD CHARITABLE TRUST & JOHN R.

ARNOLD UNITRUST ITAWAMBA COUNTY ANIMAL SHELTER ITAWAMBA COUNTY BICENTENNIAL CELEBRATION ITAWAMBA COUNTY SHERIFF SPECIAL PROJECT ITAWAMBA FOOD ANGELS ITAWAMBA LEARNING CENTER SPECIAL PROJECT JOHN PAUL FRERER BICYCLE SAFETY FUND KEEP STARKVILLE BEAUTIFUL KEEP TUPELO BEAUTIFUL KIDNEY HEAD SPECIAL PROJECT FUND KMG CREATIONS COMMUNITY PRODUCTIONS KRISTEN MINGA FOUNDATION FOR TEEN CHALLENGE L.Q.C. LAMAR SPECIAL PROJECT LEADERSHIP UNION COUNTY SPECIAL PROJECT FUND LEE COUNTY HUNGER ASSISTANCE PROGRAM LINK CENTRE CAPITAL CAMPAIGN LITTLE'S 75th ANNIVERSARY GOLF TOURNAMENT LKT HYDROCEPHALUS MIRACLE FUND SPECIAL PROJECT LOFT AFFILIATE ADMINISTRATIVE FUND LOFT SPECIAL PROJECT LOWNDES COUNTY MONUMENT RELOCATION FUND M.B. MAYFIELD HOUSE MUSEUM MAMA'S GOT A BRAND NEW BAG MARCHBANKS GRANTS SPECIAL PROJECTS FUND MASRO SPECIAL PROJECT MAYOR'S TASK FORCE ON EDUCATION TUPELO READS MEMORY'S MAGICAL FORMAL WEAR MENT CONFERENCE MILL VILLAGE HISTORIC REVITALIZATION RENOVATION MISS MS VOLUNTEER SCHOLARSHIP FOUNDATION SPECIAL PROJECT MISSISSIPPI HILLS DEVELOPMENT ASSOCIATION SPECIAL PROJECT MISSISSIPPI LOCAL JOURNALISM TRUST SPECIAL PROJECT MLK CITY OF TUPELO RECEPTION SPECIAL PROJECT FUND MORE THAN RACING FOUNDATION MOSSY OAK GAMEKEEPER GRANTS MS AVIATION MUSEUM AND LEARNING CENTER MULTI-CULTURAL COMMUNITY DEVELOPMENT CENTER (FORD PROJECT) MY BOOK OF LOWNDES COUNTY NAN RUSHING MEMORIAL BOOK FUND (STARKVILLE KIWANIS) NANCY ANN KINCADE WILLIAMS MEMORIAL FUND NEW MS FAIRY GODMOTHER PROJECT NEWMS GENERAL FUND SPECIAL PROJECT NEWSPAPERS IN EDUCATION SPECIAL PROJECT NMCC CHARITABLE RACES NORTH MONROE AFFILIATE ADMINISTRATIVE FUND NORTH MONROE SPECIAL PROJECT NORTH MS COMMUNITY GREEK PICNIC FUND NORTHEAST MISSISSIPPI CHERRY BLOSSOM FESTIVAL NORTHEAST MS BIRTHING PROJECT NORTHEAST MS CHARITABLE SPECIAL PROJECT FUND NORTHEAST MS DOWN SYNDROME SOCIETY NOURISHING COMMUNITIES SPECIAL PROJECT OKOLONA DEVELOPMENT FOUNDATION CHARITIES **OPERATION FIT NATION** OXFORD HIGH SCHOOL THEATRE ARTS GUILD OXFORD SKATE BOARDING ASSOCIATION SPECIAL PROJECT PACE AFEILIATE ADMINISTRATIVE FUND PACE SPECIAL PROJECT FUND PACT AFFILIATE ADMINISTRATIVE FUND PACT SPECIAL PROJECT FUND PAL POLICE ATHLETIC LEAGUE SPECIAL PROJECT PASTURE TO PANTRY PIERCE SPECIAL PROJECT FUND PLAYGROUND OF DREAMS PONTOTOC HIGH SCHOOL BAND UNIFORM FUND PRESERVING FULTON HISTORY R.J. WILEMON MINISTERIAL ASSISTANCE SPECIAL PROJECT FUND REAL MEN STAND UP (RMSU) REBEL VENTURE CAPITAL FUND RED HILL COMMUNITY DEVELOPMENT ASSOCIATION RILEY TRAVEL SCHOLARSHIP SPECIAL PROJECT FUND RIPLEY CROSS FOR CHRIST ROBINS FIELD/ELIZABETH C FORD INITIATIVE ROTARY VETERANS PARK CLOCK PROJECT

SALUTE LOWNDES COUNTY FINEST SEVENTH AVENUE HERITAGE FEST SHOP WITH A COP SMILE INITIATIVE SPECIAL PROJECT FUND SNUGGLE BUDDY SPECIAL PROJECT SOAR AFFILIATE ADMINISTRATIVE FUND SOAR SPECIAL PROJECT SOCIALLY AWKWARD TIMELORDS CLUB SOUTH MONROE (ABERDEEN) AFFILIATE ADMIN SUPPORT SPECIAL PROJECT SOUTH MONROE SPECIAL PROJECT SPAIN INTERNSHIP INITIATIVE SPECIAL PROJECT SPORTSMEN ORGANIZED FOR LAW ENFORCEMENT STARKVILLE KIWANIS SPECIAL PROJECT STARKVILLE OKTIBBEHA UNITY LEAGUE (SOUL) START WITH THE ARTS STONEWATER NONPROFIT STOP SUICIDE TEACHER OF DISTINCTION SPECIAL PROJECT TEAM M.A.R.C.U.S./KIDS ACROSS AMERICA TEAM TUPELO/RESIDENT LEADERSHIP COMM SPECIAL PROJECT THE H.D. WAYNE PROJECT THE IDA B. WELLS COMMEMORATIVE STATUE COMMITTEE SPECIAL PROJECT THE JUDAH MARSHALL POWELL EMERGENCY DEPARTMENT KIDS FUND THE MAGGIE PROJECT FOR DIABETES THE PEOPLES BANK CHARITIES' SPECIAL PROJECT FUND The PROPEL AFFILIATE ADMINISTRATIVE FUND (PRENTISS) The PROPEL COMMUNITY FUND SPECIAL PROJECT (PRENTISS) THE REFUGE The ROAD LEE COUNTY THE VISUAL STATUS CHECKLIST THE WINDOWS INITIATIVE SPECIAL PROJECT THS ACTIVITY AND COMMUNITY FIELD FUND THS BAND BOOSTERS SPECIAL PROJECT TIPPAH AFFILIATE ADMINISTRATIVE FUND TIPPAH SPECIAL PROJECT FUND TMS WAVE MARKET TOM TIMMS MEMORIAL FUND TOYOTA IMAGINE SPECIAL PROJECT FUND TOYOTA SPECIAL PROJECT FUND TPD ADVANCED TRAINING AND NMLETC TRANSFORMATION TUPELO TRI-STATE CROSS FOR CHRIST TUPELO AQUATIC CENTER MEMORIAL AND HONORARIUM FUND TUPELO ELVIS FAN CLUB TUPELO LEE COUNTY PHANTOM BALL TUPELO LEE COUNTY SPECIAL PROJECT TUPELO POLICE DEPARTMENT COPS AND KIDS TUPELO POLICE DEPARTMENT HONOR GUARD TUPELO POLICE DEPARTMENT RESERVE DIVI FUND TUPELO POLICE DEPARTMENT RESOURCE OFFICER/DARE FUND TUPELO POLICE DEPARTMENT SWAT TEAM Tupelo POLICE DEPARTMENT TRAFFIC SAFETY FUND TUPELO PUBLIC SCHOOLS SPECIAL PROJECT FUND (GIFT) TUPELO ROCKS TUPELO VISION - GOODNIGHT MOON PROJECT TUPELO VISION - MS HEALTHIEST CITY TYLER SLOAN MEMORIAL SPECIAL PROJECT FUND UNITE AFFILIATE ADMINISTRATIVE FUND UNITE SPECIAL PROJECT UNITED FURNITURE/LANE FURNITURE EMPLOYEE ASSISTANCE FUND VIETNAM REPLICA WALL VISION 2040 - LOWNDES COMMUNITY FOUNDATION TASK FORCE VOLUNTEER NORTHEAST MS WE CARE FOR KIDS SCHOOL SUPPLY DRIVE WEST POINT AFFILIATE ADMINISTRATIVE FUND WEST POINT SPECIAL PROJECT WEST UNION PANTRY WILDROSE SERVICE COMPANIONS SPECIAL PROJECT FUND WINGS OVER COLUMBUS WIVES OF WARRIORS WOMEN ENTREPRENEURS OF NORTHEAST MISSISSIPPI YOUTH ASSISTANCE FUND

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#### SCHOLARSHIP ENDOWMENT FUNDS

(Calhoun) FRANCES MALLORY SCHOLARSHIP ENDOWMENT FUND (GOCF) LARRY BROWN CREATIVE ARTS SCHOLARSHIP ENDOWMENT (PACE) ELISE MOBLEY SCHOLARSHIP FUND PACE TODD HARDIN MEMORIAL LEADERSHIP SCHOLARSHIP (UNITE) TAYLOR MOORE MEMORIAL SCHOLARSHIP ENDOWMENT FUND ALBERT HORN AND FAHOMA CRUMBY HORN ENDOWMENT ALLIENE GIBENS SCHOLARSHIP ENDOWMENT AMORY ROTARY FOUNDATION SCHOLARSHIP FUND AMORY ROTARY HOLACE MORRIS SCHOLARSHIP ENDOWMENT AMORY ROTARY LEE MCCOWN MEMORIAL SCHOLARSHIP FUND BENNETT AND OMEGA BLANTON SCHOLARSHIP ENDOWMENT FUND BOB AND MARILYN MONROE SCHOLARSHIP ENDOWMENT FUND BOBBYE FRANKS JONES SCHOLARSHIP FUND BYRNE-FIELD SCHOLARSHIP ENDOWMENT FUND (BUSH) CASEY SPRADLING MEMORIAL ENDOWMENT FUND CHRIS WALL MEMORIAL SCHOLARSHIP FUND CLAUDIA RUTH CASTENIR SCHOLARSHIP ENDOWMENT FUND CLAY WAYCASTER MEMORIAL SCHOLARSHIP ENDOWMENT FUND CLIFFORD M. AND MILDRED S. BROCK SCHOLARSHIP ENDOWMENT FUND COACH JOE BRIGANCE SCHOLARSHIP FUND COACH LYNN WOOD SCHOLARSHIP FUND CORINTH COCA-COLA SCHOLARSHIP PROGRAM FOR CHILDREN OF EMPLOYEES DANIELLE ADAMS MEMORIAL SCHOLARSHIP ENDOWMENT FUND DAVID SKINNER SCHOLARSHIP FUND DOUGHERTY SCHOLARSHIP ENDOWMENT FUND DOUGLAS E. CLARK MEMORIAL SCHOLARSHIP ENDOWMENT FUND DR. AND MRS. WALTER BOURLAND SCHOLARSHIP ENDOWMENT DR. MARSHALL E. HOLLIS FAMILY FIRST BAPTIST CHURCH OF RIPLEY SCHOLARSHIP DR. MARSHALL HOLLIS FAMILY 4-H SCHOLARSHIP ENDOWMENT FUND DR. MARSHALL HOLLIS FAMILY HEALTH CARE SCHOLARSHIP END FUND DR. MARSHALL HOLLIS FAMILY SCOUTING SCHOL END FUND ED AND BECKY MEEK SCHOLARSHIP ENDOWMENT FUND EE MANNY DAVIS SCHOLARSHIP (PACE) ELGAR AND LUENE WAYCASTER MINISTERIAL SCHOLARSHIP FUND EMILY MCDONALD MEMORIAL SCHOLARSHIP ENDOWMENT FUND EMILY WRIGHT HORNE MEMORIAL FUND ERNEST CADDEN SCHOLARSHIP ENDOWMENT FUND ETHEL SIMPSON SCHOLARHSIP (PACE) EVA ANN BEASLEY DORRIS SCHOLARSHIP FUND FRANK BOUCHILLON-CHARLIE DUNCAN SCHOLARSHIP ENDOWMENT FUND G. HENRY SCHULTZ SCHOLARSHIP ENDOWMENT FUND GALE STAUFFER MEMORIAL SCHOLARSHIP FUND HARRISON AND WRIGHT FAMILY SCHOLARSHIP ENDOWMENT FUND IRENE ROGERS CARLISLE-HETTIE WOOD DUNCAN SCHOLARSHIP ENDOWMENT FUND J.C. MCDANIEL MEMORIAL SCHOLARSHIP FUND JACKIE FERGUSON PARKER MEMORIAL EDUCATION SCHOLARSHIP ENDOWMENT FUND JAMES T. HARRELL OUTDOOR ADVENTURE FUND JEFFREY HINES HOPPER MEMORIAL SCHOLARSHIP ENDOWMENT FUND JESSWAY FOUNDATION (JESSICA LEIGH MONET PANNELL) SCHOLARSHIP ENDOWMENT FUND JIM CRAIG ENDOWMENT FUND JIM WILLIAMS "FOLLOW AND FIGHT" MEMORIAL SCHOLARSHIP JORDAN LINDSEY CHRISTIAN CHARACTER SCHOLARSHIP ENDOWMENT JUNIOR AUXILIARY OF WEST POINT /MATT POSEY MEMORIAL SCHOL END KAYLA SUE MIZE SCHOLARSHIP ENDOWMENT FUND KELLEY ELIZABETH HUMPHREYS NURSING SCHOLARSHIP ENDOWMENT FUND KELLY CANTRELL CLARK MEMORIAL SCHOLARSHIP FUND KIM GREEN SCHOLARSHIP ENDOWMENT LD HANCOCK AWARD ENDOWMENT FUND LEE WESTON REED SCHOLARSHIP ENDOWMENT FUND LL ROBINSON SCHOLARSHIP (PACE) LORAINE ROGERS BOUCHILLON SCHOLARSHIP ENDOWMENT FUND LUCY GAINES SENIOR SCHOLARSHIP ENDOWMENT FUND M. GLEN AND LORA H. DAVIDSON SCHOLARSHIP ENDOWMENT FUND MARGARET BYRAM SCHOLARSHIP ENDOWMENT FUND MCLAUGHLIN HARRISON FAMILY SCHOLARSHIP ENDOWMENT

MICKEY LINDER SCHOLARSHIP ENDOWMENT FUND MISSISSIPPI FEDERATION OF MUSIC CLUBS SCHOLARSHIP ENDOWMENT FUND MR. AND MRS. B.L. RIEVES SCHOLARSHIP ENDOWMENT FUND MS THEATRE ASSOCIATION SCHOLARSHIP ENDOWMENT NANNEY PERFORMING ARTS SCHOLARSHIP FUND NELLIE MORGAN BALLARD SCHOLARSHIP ENDOWMENT NETTLETON CHURCHES BIBLE SCHOLARSHIP FUND NORTHEAST MISSISSIPPI PURCHASING ASSOCIATION SCHOLARSHIP ENDOWMENT FUND OWEN B. WHITEHURST SCHOLARSHIP ENDOWMENT FUND PAT "ROBIN" DOWS ENDOWMENT FUND (GS) PEBBLES EAST AULDS SCHOLARSHIP FUND OUEENIE BARNES "OUEEN B" EDUCATIONAL SCHOLARSHIP ENDOWMENT FUND RENASANT BANK - JIM AND NANCY INGRAM SCHOLARSHIP FUND ROBBY HALE "MAKE A DIFFERENCE" MEMORIAL SCHOLARSHIP ENDOWMENT ROBERT P. CHASE SCHOLARSHIP (PACE) ROTARY CLUB OF OXFORD EDWIN MOAK SCHOLARSHIP ENDOWMENT ROWLAND JOYNER LEARNING SKILLS ENDOWMENT RUSSELL DORMAN SCHOLARSHIP FUND SHERRY BUFORD MEMORIAL SCHOLARSHIP ENDOWMENT FUND STUBBS SCHOLARSHIP ENDOWMENT FUND TAMARA WALDROP "TOP DAWG" MEMORIAL SCHOLARSHIP FUND THE "DANNY MAC" MEMORIAL SCHOLARSHIP FUND THE GENTRY AND BRANDI LONG "BE A BULLDOG" SCHOLARSHIP THE MARY KIRKPATRICK HASKELL SCHOLARSHIP ENDOWMENT FUND TUPELO LUNCHEON CIVITAN SCHOLARSHIP ENDOWMENT FUND TYLER SLOAN MEMORIAL SCHOLARSHIP ENDOWMENT VALERIA MORGAN WHITFIELD SCHOLARSHIP FUND WHITESIDE SCHOLARSHIP ENDOWMENT FUND WILLIAM "W.C." TUCKER MEMORIAL SCHOLARSHIP ENDOWMENT FUND WINIFRED AND MAYFIELD RILEY TRAVEL SCHOLARSHIP WOOD COLLEGE INC. ENDOWMENT FUND

#### **ORGANIZATION ENDOWMENT FUNDS**

(UNITE) UNION COUNTY HERITAGE MUSEUM AGENCY ENDOWMENT FUND AGAPE HEALTH SERVICES ENDOWMENT FUND AMERICAN LEGION POST 49 ENDOWMENT FUND BOY SCOUTS OF AMERICA ENDOWMENT FUND BOYS AND GIRLS CLUB ENDOWMENT FUND BOYS AND GIRLS CLUB OF NEW ALBANY ENDOWMENT FUND BOYS AND GIRLS CLUB OF NORTH MISSISSIPPI OPERATING ENDOWMENT FUND BOYS AND GIRLS CLUB OF NORTH MISSISSIPPI PERMANENT ENDOWMENT FUND BOYS AND GIRLS CLUBS - OXFORD FACILITY FUND ENDOWMENT FUND DAVID O. PUCKETT, II - REGIONAL REHAB CENTER ENDOWMENT FUND DOORS OF HOPE TRANSITION MINISTRIES ENDOWMENT FUND DUGAN MEMORIAL HOME ENDOWMENT FUND EDWINA WILLIAMS "MOTHER GOOSE" ENDOWED FUND FOR CHILDREN'S LITERACY AND ADVANCEMENT FORTNIGHTLY MUSICALE AGENCY ENDOWMENT FUND GOOD SAMARITAN (FREE CLINIC) ENDOWMENT FUND GUMTREE MUSEUM OF ART ENDOWMENT FUND HOPE FAMILY MINISTRIES ENDOWMENT FUND INTERFAITH COMPASSION MINISTRY ENDOWMENT FUND JUNIOR AUXILIARY OF TUPELO ENDOWMENT FUND LA-MS-WEST TN KIWANIS FOUNDATION FUND LEE COUNTY LIBRARY BERRY ENDOWMENT FUND LEE COUNTY LIBRARY ENDOWMENT FUND LEE COUNTY LIBRARY HELEN FOSTER ENDOWMENT FUND LEE COUNTY LIBRARY WALKER-MCGILL ENDOWMENT FUND MISSISSIPPI ACADEMY OF FAMILY PHYSICIANS FOUNDATION NEW BEGINNINGS AGENCY ENDOWMENT FUND NEWMS ENDOWMENT FUND NORTH MS SYMPHONY ORCHESTRA ENDOWMENT FUND OXFORD FILM FESTIVAL ENDOWMENT FUND PAMELA MASSEY ENDOWMENT FUND FOR THEATRE OXFORD PUSHMATAHA AREA COUNCIL BSA ENDOWMENT FUND

REGIONAL REHABILITATION ENDOWMENT FUND SANCTUARY HOSPICE FOUNDATION ENDOWMENT FUND STARKVILLE KIWANIS CLUB ENDOWMENT FUND TRACEWAY RETIREMENT COMMUNITY ENDOWMENT FUND TRINITY PLACE RETIRMENT COMMUNITY ENDOWMENT FUND TUPELO COMMUNITY THEATRE ENDOWMENT FUND TUPELO/LEE COUNTY HUMANE SOCIETY ENDOWMENT FUND UNITED WAY ENDOWMENT FUND UNITED WAY OF OXFORD-LAFAYETTE COUNTY AGENCY ENDOWMENT FUND YOKNAPATAWPHA ARTS COUNCIL AGENCY ENDOWMENT FUND **ENDOWMENT FUNDS** (CARE) HARRY LEE WILLIAMS, SR. ENDOWMENT FUND (CARE) KENNETH AND NANCY ANN WILLIAMS ENDOWMENT FUND (UNITE) THE DEAN PROVENCE ENDOWMENT FOR EXCELLENCE IN EDUCATION ALCORN SCHOOL DISTRICT FOUNDATION FOR EXCELLENCE ENDOWED FUND ALICE LITTLE ENDOWMENT FUND ALICE LYNN ROEBUCK ENDOWMENT FOR UNITED WAY AMORY MUNICIPAL LIBRARY-JAMES VICTOR SMITH AND ELIZABETH LOUIS SMITH ENDOWMENT FUND AMORY TRI-CENTENNIAL ENDOWMENT FUND ANDY HEWITT HELPING HANDS FOUNDATION ENDOWMENT FUND ANN R. KIMBERLANE ENDOWMENT FUND ARLAND A. AND GRACE DIRLAM ENDOWMENT FUND BENJAMIN AND CORINNE PIERCE FOUNDATION ENDOWMENT FUND (RJ) BETH MCAULEY MUSIC ENDOWMENT FUND BOOTH FAMILY ENDOWMENT FUND BRIDGET ANN NICHOLS MEMORIAL ENDOWMENT FUND BRYAN YOUTH CENTER ENDOWMENT FUND C.A.R.E. CHARLESTON ENDOWMENT FUND CALHOUN CITY ROTARY CLUB ENDOWMENT FUND CAROLINE BRYAN HARRELL EDUCATION ENDOWMENT FUND CARON-ROSE ART EDUCATION ENDOWMENT FUND CDF/ LEHMAN LEADERSHIP FUND CHAD AND NICKY MCMAHAN ENDOWMENT FUND CHANGE AMORY ENDOWMENT FUND CHILDREN'S FOUNDATION OF MISSISSIPPI ENDOWMENT FUND CLAUDE AND GUSSIE ROEBUCK MEMORIAL ENDOWMENT FOR ST. LUKE UNITED METHODIST CHURCH CLAY COUNTY EDUCATIONAL ENDOWMENT FUND COLUMBUS ARTS COUNCIL ENDOWMENT FUND COLUMBUS MUNICIPAL SCHOOL DISTRICT ENDOWMENT FUND CORINTH COCA-COLA FAMILY LEGACY FOUNDATION DAN AND JANIE WILLIAMS FAMILY ENDOWMENT FUND DR. MARSHALL E. HOLLIS KAMANORO MINISTRIES FOOD FUND DR. MARSHALL E. HOLLIS RIPLEY FIRST BAPTIST CHURCH CAMP FUND DREAMS UNIFIED ENDOWMENT FUND DUDLEY WEATHERS ENDOWMENT FUND ED AND BECKY MEEK ENDOWMENT FUND #1 ED AND BECKY MEEK ENDOWMENT FUND #2 ELAINE DUNDY AND ROY TURNER ENDOWMENT FOR THE ARTS EVERGREEN DESIGNATED ENDOWMENT FUND (UBS) FAYE'S PURSE ENDOWMENT FUND FIRST UNITED METHODIST CHURCH OF PONTOTOC ENDOWMENT FUND FIVE SMOOTH STONES SCHOLARSHIP ENDOWMENT FUND FORRESTER FAMILY FOUNDATION ENDOWMENT FUND FOX FOUNDATION ENDOWMENT FUND FRANKLIN ENDOWMENT FUND GLEN AND PAIGE EVANS FAMILY FUND GRAHAM AND MARTHA WELLS ENDOWMENT FUND GUMTREE MUSEUM OF ART - NANCY DIFFEE EXHIBITION ENDOWMENT FUND HALFWAY HOME ANIMAL SHELTER ENDOWMENT FUND HANDS OF THE RESURRECTED CHRIST ENDOWMENT FUND HARDY REED ENDOWMENT FUND HARRY AND ELLEN WALKER ENDOWMENT FUND HHS MEMORIAL PLAZA ENDOWMENT FUND HTN ENDOWMENT FUND INGOMAR ENDOWMENT FOR EXCELLENCE ITAWAMBA CROSSROADS RANCH ENDOWMENT FUND JACK AND FRANCES REED ENDOWMENT FUND JACK REED, SR. COMMUNITY LEADERSHIP ENDOWMENT FUND JAMES HUGH RAY MEMORIAL ENDOWMENT FUND JOHN AND JANET MATTHEWS ENDOWMENT FUND JOHN AND SARAH FRANCES HARDY ENDOWMENT FUND

JOHN PAUL FRERER MEMORIAL ENDOWMENT FUND JOHN ROBERT ARNOLD ENDOWMENT FUND JOHNNY MORGAN FOUNDATION ENDOWMENT FUND JOYNER FAMILY ENDOWMENT FUND LAFAYETTE COUNTY AND OXFORD PUBLIC LIBRARY ENDOWMENT FUND LARRY P. AND DELOIS C. MONTGOMERY CHARITABLE ENDOWMENT FUND LEE COUNTY LIBRARY YOUTH ENDOWMENT FUND LESLIE M WESTBROOK ENDOWMENT FUND LESLIE M. WESTBROOK ESTATE ENDOWMENT FUND LISA MITCHELL GROWING GREEN MEMORIAL ENDOWMENT FUND LOU-HOME, INC. ENDOWMENT FUND LOVE PACKS ENDOWMENT FUND LQC LAMAR HOUSE ENDOWMENT FUND MARCHBANKS FAMILY TRUST ENDOWMENT FUND MARGUERITE BURTON MEMORIAL FUND: ADOPTION & ACEDEMICS MARY MALONEY EDUCATION ENDOWMENT FUND MEGAPOP ENDOWMENT FUND MIKE AND CATHY STEWART ENDOWMENT FUND MISS MS VOLUNTEER SCHOLARSHIP FOUNDATION MISSISSIPPI ALLIANCE FOR NONPOROFITS AND PHILANTHROPY'S ENDOWMENT FUND MISSISSIPPI ENTOMOLOGICAL ASSOCIATION ENDOWMENT FUND MISSISSIPPI HEART ENDOWMENT FUND MISSISSIPPI MAIN STREET ASSOCIATION ENDOWMENT FUND MIZE FAMILY ENDOWMENT FUND MONROE EDUCATION ENDOWMENT FUND MORGAN DALE ROEBUCK MEMORIAL ENDOWMENT FOR SALVATION ARMY MR. AND MRS. O.T. RAY ENDOWMENT FUND - FIRST BAPTIST CHURCH OF PONTOTOC NATIONAL CTR FOR COMPUTATIONAL HYDROSCIENCE AND ENGINEERING ENDOWMENT NEMYF YOUTH ENDOWMENT FUND NORTHEAST MISSISSIPPI COMMUNITY COLLEGE TUITION GUARANTEE ENDOWMENT NORTHEAST MS FOUNDATION FOR PERFORMING ARTS ENDOWMENT FUND NORTHEAST MS REGIONAL COMMUNITY DEVELOPMENT ENDOWMENT FUND ORMA SMITH JR. MEMORIAL ENDOWMENT FUND OXFORD SCHOOL DISTRICT FOUNDATION ENDOWMENT FUND PALMER HOME ENDOWMENT FUND PIRKLE LIBRARY ENDOWMENT FUND PONTOTOC CITY SCHOOLS ENDOWMENT FOR EXCELLENCE IN EDUCATION POWELL FOUNDATION ENDOWMENT FUND PROVERBS FOUNDATION ENDOWMENT FUND RANDY DUNNAM MEMORIAL CANCER ENDOWMENT FUND RJ WILEMON FOUNDATION ENDOWMENT FUND ROBERT AND JEANNIE FORTIER ENDOWMENT FUND ROBERT REED SPIRIT ENDOWMENT FUND ROBERTS/MOLL ENDOWMENT FUND ROSS AND DIANA WILLIAMS EXCELLENCE IN ATTENDANCE AND LEARNING FOUNDATION RUTH AND CLAUDE ROEBUCK ENDOWMENT FOR SALTILLO FIRST UNITED METHODIST CHURCH SALLY KATE WINTERS FAMILY SERVICES ENDOWMENT FUND SARA FRANCES MITCHELL EDUCATIONAL ENDOWMENT FUND SARAH AND MARSHALL JENKINS ENDOWMENT FUND SHOCKWAVE AQUATICS COMMUNITY ENDOWMENT SPECIAL MISSIONS ENDOWMENT FUND (FPC CORINTH) TCPS ACADEMIC CENTER FOR EXCELLENCE ENDOWMENT FUND THACKER MOUNTAIN RADIO ENDOWMENT FUND THE BERNICE GAMBREL ENDOWMENT FUND THE CORINTH-ALCORN ANIMAL SHELTER FOUNDATION ENDOWMENT FUND THE HELEN AND JOE WATSON ENDOWMENT FUND THE JUDAH MARSHALL POWELL MEMORIAL ENDOWMENT FUND THE MATT FUND THE NETTLETON MEN'S CLUB ENDOWMENT FUND THE PUCKETT ENDOWMENT TOMMY TOSH MEMORIAL ENDOWMENT FUND TOYOTA WELLSPRING EDUCATION ENDOWMENT FUND TUPELO COCA-COLA FAMILY LEGACY FOUNDATION TUPELO PUBLIC SCHOOL DISTRICT ENDOWMENT FUND TUPELO PUBLIC SCHOOLS FOUNDATION-A FUND FOR INNOVATION VIRGINIA H. CHRESTMAN MEMORIAL FUND FOR THE CITY OF OXFORD WALTER FAMILY ENDOWMENT FUND WEITZENHOFFER MEMORIAL ENDOWMENT FUND WELLSPRING COMMUNITY CHURCH ENDOWMENT FUND WEST UNION ENDOWMENT FOR PUBLIC EDUCATION WHITFIELD LEADERSHIP FUND WILDROSE SERVICE COMPANIONS ENDOWMENT FUND

# FINANCIAL REPORT



LARRY KIRK CHAIRMAN INVESTMENT COMMITTEE CREATE FOUNDATION INC.

#### Dear Friends,

As we reflect on 2022, we recognize it was a challenging year across investment markets. Stocks in the U.S., as measured by the S&P 500, were down -18% and bonds, which are usually considered a haven in down markets, declined -13% in the U.S. for the year. CREATE's investments were not immune to these market conditions and decreased in value by -15% for the year.

When we experience years like 2022, we must remind ourselves that CREATE's mission is for the long term and our investment strategy should reflect that same perspective. Down and up markets will come, but attempting to 'time' the market is not good stewardship of our donors' funds. Our commitment to fiduciary practices and a sound investment process gives us confidence in the impact our investments will have over the long term. CREATE's investment process has been certified by the Center for Fiduciary Excellence (CEFEX) for 12 consecutive years, longer than any charitable foundation in the country.

Despite the decline in 2022, CREATE's long-term track record is solid. Over the last 10 years including 2022 results—CREATE's investments have earned an average annual return of over 6%, outpacing the average return experienced by comparable foundations and endowments.

We hope you find the information in this letter helpful. We are grateful for your continued trust and support as we remain focused on CREATE's long-term success and our commitment to making a positive impact in our communities. If you have any questions, please feel free to contact the CREATE office.

Sincerely, Larry Kirk, Chairman Investment Committee CREATE Foundation Inc.



#### CENTER FOR FIDUCIARY EXCELLENCE CERTIFICATION

CREATE Foundation is the first foundation in the world to successfully complete the Center for Fiduciary Excellence (CEFEX) certification process. The CEFEX standard of excellence for investment stewards is based on 22 fiduciary practices that seek to increase long-term investment performance by diversifying the portfolio, evaluating investment management fees, and selecting investment managers. In 2022, CEFEX recognized CREATE for 12 consecutive years of fiduciary excellence.



CHARITY NAVIGATOR CERTIFICATION In 2022, CREATE Foundation earned

It is twelfth 4-star rating for its ability to efficiently manage and grow its finances. Only 3% of the charities rated have received nine 4-star evaluations, indicating that CREATE Foundation consistently executes its mission in a fiscally responsible way and outperforms most other charities in America.

# CREATE Foundation 2021-2022 SCOREBOARD

168M						
150M						
146M						
80M						
70M						
60M						
54M						
40M						
28M		-				
20M						
15M	ASSETS	ASSI	TS	ASSETS	;	ASSETS
10M	\$28,308,904			\$167,174,		45,977,806
0						
	2000	21	)10	2021	202	))
	2000					
Assets	\$28,30	8,904 \$5	3,723,287	\$167,174,515	\$145,000,00	3
Contributions	\$2,23	4,555 <b>\$</b> '	9,659,149	\$16,923,285	\$15,177,59	1
Grants	\$1,74	7,212 \$	5,969,016	\$11,084,823	\$13,800,21	6
Endowment Funds						
Number		36	135	276	29	0
New		11	8	21	1	4
Amount	\$3,77	0,948 \$2	8,958,847	\$133,024,632	\$102,682,28	37
Affiliates	\$68	0,622 <b>\$</b>	4,977,005	\$9,782,766	\$8,131,77	1
Donor Advised Funds		53	149	220	23	34
New		16	3	33	1	3 * Retired several
Special Projects		29	185	227	220	
New		10	27	21	2	3 transferred into other funds
						39

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Createfoundation.com



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