

SPRING 2026 NEWSLETTER

BRIGHTSTONE



WHAT'S NEW AT BRIGHTSTONE P4
SERVING THE MISSION P7
2025 FINANCIAL REPORT P8

BRIGHTSTONE IS A COMMUNITY FUNDED 501(C)3 NONPROFIT SERVING ADULTS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES IN MIDDLE TENNESSEE.

BRIGHTSTONE.ORG

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**New Board Directors
who joined in 2025*

BrightStone's Mission

To provide a comprehensive work, social support, and residential community for adults with intellectual and developmental disabilities, expanding their potential and helping them develop mentally, physically, socially, emotionally, and spiritually.



FROM THE CHAIRMAN OF THE BOARD

The Heart of BrightStone: Honoring Our Staff

Normally as Chairman of the Board, we'd write to talk about all the magnificent accomplishments going on at BrightStone (and there are). Instead I'd like to focus on what makes this community at BrightStone so special. Our mission centers on the amazing adults we serve. Today, I want to shine a light on what makes that mission possible every single day – our remarkable staff.

Working in an adult day and residential program for adults with special needs is both stupid hard and super rewarding. It requires patience, skill, emotional EQ, persistence, consistency, and above all, heart. Our team members are teachers, caregivers, mentors, encouragers, and advocates. They navigate challenges with grace. And they do it all with compassion.

So, our mission is the adults while our number one strategy is the highest quality care of our team members. *Why? Because the way our team members are supported transcends to the adults and families we serve.*

In a day program and residential setting, there are no shortcuts. Progress is built in moments: helping someone try again, reinforcing a new skill, calming a difficult situation, celebrating a small but meaningful victory. These moments rarely make headlines, but they change lives.

I want our staff to know that their work matters more than they may ever fully see. Families sleep better at night because of you. Growth happens because of you. Hope is sustained because of you.

To the leadership and staff of BrightStone: thank you for bringing your love, courage and heart into a role that demands all three.

**You are the engine.
You are the difference.
You are BrightStone.**

With Gratitude,

A handwritten signature in black ink that reads "Mike Cairnes". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Mike Cairnes
Chairman of the Board



LETTER FROM THE CEO

Dear Friends,

There are moments in the life of an organization when you can feel the momentum shifting — when progress is no longer incremental, but transformational.

This is that moment for BrightStone.

Having been fully established at the Land of Dreams for just over three years, we are proving that we are more than a campus. We are proving what is possible when doors are continually opened for adults with intellectual and developmental disabilities and a community that believes in their potential.

Our students are flourishing! Last year, we not only strengthened our programs, we strengthened our vision. The adults at BrightStone are stepping into employment across our community and growing in confidence through expanded vocational coaching. They are discovering talents through 11 elective offerings that range from creative arts to wellness and entrepreneurship. They are receiving incredible on-campus resources through our partnerships with local universities and their talented students in special education and occupational therapy. They are developing deep, committed friendships that are changing their everyday outlook. And, residents living in our residential homes are embracing greater independence and ownership of their lives.

But this is about more than growth. It is about redefining what adulthood can look like for individuals too often underestimated. It is about creating a model that families can trust – not just for today, but for decades to come.

This year, we take yet another step forward. The infrastructure is now in place for two additional residential homes, with construction beginning later this year. These homes represent our long-term commitment to sustainable growth and to families seeking peace of mind for the future of their loved ones.

And, as enrollment increases, so does our responsibility to innovate. We are thoughtfully expanding our programming to align with individual strengths, interests, and lifelong learning pathways. Our growth is intentional and our standards are higher than ever. Yet, our mission remains unwavering.

BrightStone is becoming more than a campus. It is becoming a model – one that demonstrates what is possible when faith, excellence, and community converge.

I am deeply honored to lead this work. And I am profoundly grateful for the role you play in it. Your support fuels not only today's impact, but tomorrow's possibilities.

The future we are building is one of dignity, purpose, and belonging – and it is all made possible by your belief and support.

With gratitude,

Lee Rose
President and CEO

What's New

AT BRIGHTSTONE

Program Highlight *In Case You Missed It*



BELMONT UPDATE

We are excited to welcome the next group of Belmont University students to campus as they help enrich the lives of our students. Before the year ended, Level II Occupational Therapy students completed their on-campus requirements. We are now hosting two Level III students who are completing their final doctoral requirements, along with five first-year students who will be completing their required 40 hours per semester of Occupational Therapy observation. We are extremely grateful for – and excited about – our ongoing and invaluable partnership with Belmont University.



CHRISTMAS PROGRAM HIGHLIGHTS

With a growing number of students, our annual student Christmas program just gets more magical every year! Thank you to the nearly 1,000 community members who joined us for the program, appropriately titled *I Believe!*, to celebrate BrightStone and the holy season. Led by Music Director J'Nae Fincannon, the students entertained and touched the hearts of attendees with their talents and personalities. The night also included a reception by Jo's Custom Cakes & Catering and a BrightStone Christmas pop-up shoppe. A special thank you to Atmos Energy for presenting the evening, with supporting sponsors Walmart and United Communications.



PATH EXPLORATION AT WSMV

Students in the PATH (Preparation and Training for HireAbility) program and the WBST news team recently enjoyed career exploration days to learn more about the world of journalism and music production! Students visited WSMV television studios, where they were able to tour the studios, show off their camera skills, and see the WSMV news team in action. Their visit was even featured on a recent WSMV news segment! Check out our WBST news segment on YouTube @BrightStonetn to see some more action shots from the day!

Several students also visited In:cite Studios in February to get a behind-the-scenes look of the different roles involved with music production, and were able to listen to music that the In:cite team was working on.

We are grateful for our community partners who invite us in to help expand our student's skillset and allow them to learn more about what it takes to be professionals in these industries.

I BELIEVE IN BRIGHTSTONE

On February 12th, parents and students had a fun-filled day celebrating BrightStone's first *I Believe in BrightStone* project that concluded at the end of last year. The campaign itself was a celebration of our students and families, highlighting their inspirational stories and the impact BrightStone has had on their lives. The campaign ran from August-December, 2025, and helped create awareness and support for BrightStone within the community.

The celebration day kicked-off with a family breakfast and students also enjoyed day-long activities including a visit from Predators mascot Gnash, along with entertainment by the Fletcher Brothers Band. And, since the friendships students form at BrightStone are part of their life-changing experience, it was fitting to add a sweet Valentine's celebration into the mix of fun too!

We are excited to launch our second annual *I Believe in BrightStone* project this August. Stay tuned for more details, more stories, and more ways to make an impact.



In February, students were treated a wonderful rendition of the play *Chicago* at Independence High School. Each year, the school invites BrightStone to their dress rehearsal. The BrightStone students love visiting with the actors following the performances too. It has become a wonderful tradition of friendship and inclusion.

Save the Dates

BRIGHTSTONE EVENTS

Follow BrightStone on social media @BrightStonetn, and visit BrightStone.org/news-and-events to stay informed as our events for 2026 are announced. Mark the dates now for these upcoming events!

A NIGHT FULL OF STARS - Join us for a fun-filled impactful evening of great music with artist Carly Pearce. Dinner, concert, silent auction, and special performances from the BrightStone Show Choir too. **Saturday, May 30th, 5:30 pm, Liberty Hall, The Factory@Franklin**

BRIGHTSTONE GOLF - Join us as we tee off in a big way! It's our 25th Annual Golf Benefit and we couldn't be more excited to mark this tremendous Anniversary! **Monday, October 26th at The Grove**

Sponsorships for all of our events are now available. Contact mc.mousourakis@brightstone.org. 617.790.4888

BRIGHTSTONE
A Night Full
OF
Stars

MAY 30, 2026

5:30pm Cocktails • 6:30pm Dinner & Concert
Liberty Hall - The Factory@Franklin



carly
pearce

BrightStone Choir Performance
Dinner • Cocktail Reception
Silent Auction

SPONSORSHIPS NOW AVAILABLE!

MC.Mousourakis@BrightStone.org

615.790.4888

Stars26.givesmart.com



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Serving the Mission

BrightStone is an exceptional place to work — a mission-driven organization where purpose and professionalism come together in the most rewarding way. Every day offers the opportunity to make a meaningful difference, creating a deep sense of fulfillment that extends far beyond a typical workplace. We actively invest in staff development, providing training, support, and growth opportunities that empower employees to thrive both personally and professionally. BrightStone attracts talented, highly skilled individuals who are not only experts in their fields but also deeply devoted to the people they serve and to one another. The result is a collaborative, compassionate culture where excellence is expected, contributions are valued, and employees feel inspired, supported, and proud to be part of something truly special.

We recently surveyed our employees to ensure employee satisfaction needs are being met. According to the survey, 90% rated their employment experience at BrightStone as Excellent or Good. Nearly 90% also described company culture as positive or very positive.



Other high results and rankings included:

- Confidence about professional development
- Teamwork
- Support by team management
- Connection to the mission and the reward of impacting students

WELCOME TO OUR NEWEST STAFF MEMBERS!

Halle Harper, PATH Job Coach

Residential Direct Support:

Amara Kallay

Delana Potts

Sheena Kelly

Dewayne Reecer

Mekides Lakew

Jim Rink

A SPECIAL THANKS FOR YOUR SERVICE!



Diane Frazier, Director of Finance, recently celebrated 10 years of service. We are deeply grateful for Diane's 10 years of dedicated service, commitment, and lasting impact on our team and those we serve.



Elaine Farmer, Admissions and Tour Coordinator, retired from BrightStone March 31st following 9 years of service. Elaine has been an integral part of our BrightStone community, wearing many hats including volunteer organization, tour management, working with the programs, admission team, our Board of Directors, and much, much more!

CONGRATS TO OUR HOMETOWN HERO!!

Big congratulations to Randy Price, Day program Coordinator who was named the Nashville Predators and Ponce Law Smashville Hometown Hero! In addition to being recognized at the Predators game on April 13, we held an exciting announcement on campus to share the news with our students.

Randy has worked at BrightStone for 11 years. He earned his degree in Special Education from Middle Tennessee State University, taught in the Middle Tennessee school system, and served in the U.S. Coast Guard.

We are so proud to see Randy recognized for his commitment to our staff, students, and the families that we serve.



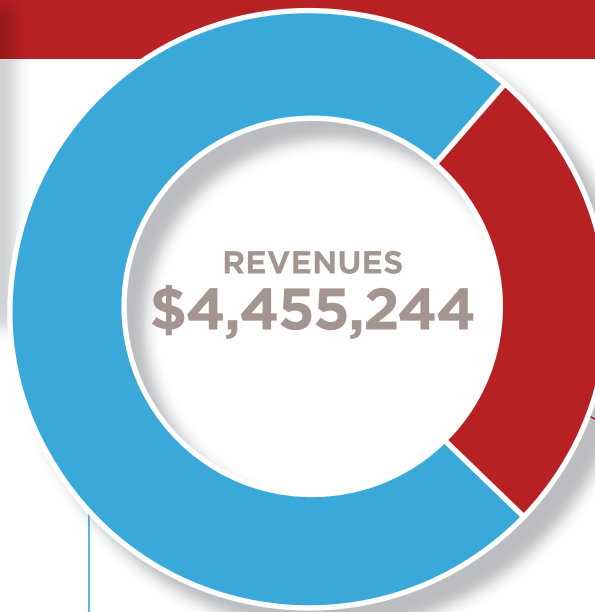
BRIGHTSTONE'S YEAR IN REVIEW

2025 Operating Results

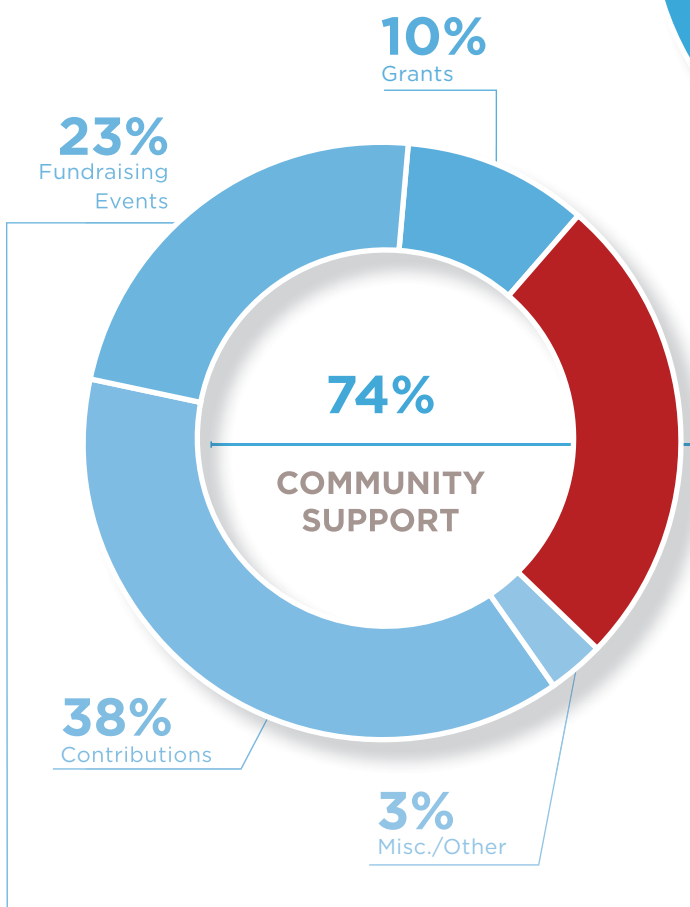
REVENUES **\$4,455,244**

EXPENSES **\$3,602,910***

NET INCOME **\$852,334**



BrightStone was blessed to have 74% of its \$4,455,244 revenue come from the Community.



2025 EVENT REVENUE

NIGHT FULL OF STARS	\$606,878
NIGHT FULL OF COMEDY	\$213,153
JIM HINTON MEMORIAL GOLF BENEFIT	\$198,421
TOTAL	\$1,018,452



2026 Operating Budget

REVENUES **\$3,921,000**

EXPENSES **\$3,921,000**

NET INCOME **\$0**

*2025 Operating Expense does not include depreciation



A Special Thank You

**TO EVERYONE WHO SUPPORTED
THE 2025 *I BELIEVE IN BRIGHTSTONE* PROJECT!**

This project was launched for the first time in 2025. Running August-December, the project showcased the personal stories of our students and families and the life-changing transformations that BrightStone has had on their lives. **\$717,772** of general fund contributions were attributed to this powerful campaign. The 2026 *I Believe In BrightStone* project will kick off in August - stayed tuned for more information on this year's campaign at BrightStone.org

Capital Update



We are paving the way for more BrightStone residents! Last year, the infrastructure was laid for the building of additional homes to provide a life of independence for more adults. Our Homecoming Capital campaign began in 2024 to help set the stage for future growth. That same year, BrightStone was also selected by the state of Tennessee to be a Pilot Residential Program for on campus housing for adults with IDD. We take this honor seriously and are ready to forge ahead with serving more adults.

We are planning to begin the building of our next residential home this summer! To show your support, please follow our Homecoming Capital Campaign at brightstone.org/capital-campaign/#capital-campaign.



Randy Elliott's Retirement

As Director of Advancement, Randy spent more than eight years cultivating relationships and creating opportunities for individuals, families, businesses, foundations, and community leaders to experience BrightStone's mission firsthand. Through his leadership of the Land of Dreams Capital Campaign, the Stinnett Center for Learning, Art, and Enterprise, and the first two residential homes on the current campus came to life.

It is bitter-sweet that we officially announce the retirement of Randy Elliott. Randy retired on December 31, 2025, following a decade of service as Director of Advancement and, most recently, Chief of Staff. Elliott played a key role in connecting BrightStone's mission with the broader community and helping to position the organization for long-term sustainability.

Most recently, Randy served as Chief of Staff in a cross-functional role supporting organizational leadership, governance, and strategic initiatives. His focus remained on strengthening funding, community support, and long-range planning to ensure BrightStone can faithfully serve families now and for generations to come.

Prior to his retirement, Randy also launched the Homecoming Capital Campaign to support future residential expansion. The ground infrastructure for additional homes was completed this year, laying the foundation for continued growth.

We are excited for Randy to enjoy his retirement, and forever thankful for his talents and dedication to BrightStone.

"Randy combined strategic leadership with a deep commitment to our mission," said Lee Rose, CEO of BrightStone. "He helped others see what is possible when a community comes together with faith, generosity, and shared purpose."

Thank You For Your Support!

Thank you for supporting BrightStone! There are many ways to do so, and each one has a profound impact on those we serve. Since BrightStone does not accept government funding, we rely on the generosity of donors like you to serve more families and ensure the success of our programs.

SCHOLARSHIPS

This is your chance to truly change a life! Support BrightStone's scholarship fund and help provide a life-changing opportunity for a student who may not otherwise be able to go to BrightStone!

In the past five years, *\$209,650 in scholarship funds* have been awarded in the to BrightStone students. *100% of every dollar donated* to the scholarship fund goes directly to supporting scholarships for our students.

BELIEVER'S CLUB

Support BrightStone all year long as a monthly donor and help bridge the gap between student tuition and the cost to run our life-changing programs.

As a monthly donor, you will receive:

- A Handmade gift created by a BrightStone student
- A 10% discount on BrightStone products year-round
- An invitation to the Believer's Club Christmas reception where you can shop early for holiday gifts
- Your name on the Monthly Donor recognition board in BrightStone's lobby
- The joy of spreading hope, dignity, and purpose year-round

Make your monthly gift at BrightStone.org/donate, or contact Diane.Frazier@BrightStone.org

PLANNED GIVING

Join the **BrightStone Legacy Society** and secure your personal legacy, ensuring that the values you cherish continue to make a profound difference for generations to come. By including BrightStone in your will, establishing a trust (such as a charitable lead or remainder trust), or naming BrightStone as a beneficiary of a life insurance policy, retirement, or investment account, you're not just making a gift; you're committing to changing lives and providing brighter futures. Planned giving is your opportunity to define the impact you wish to leave on the world, creating a legacy that reflects your compassion and generosity. Contact Jenny.Myhr@BrightStone.org to learn more.



Scan the QR code or visit BrightStone.org/donate for all the ways to support BrightStone and our mission.





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Join the Believers Club

Become a monthly donor and make an impact all year long! As we continue to grow, the collective impact of monthly donors enables us to move forward with programs that make a lasting difference in the lives of the individuals and families that we serve, providing hope and stability.

YOU CHOOSE THE AMOUNT TO GIVE.

Simply choose the "monthly" option when you "give now" at brightstone.org. Or, scan the qr code.



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