Canopy Children’s Solutions’ (Canopy) mission is to help children thrive and families overcome extraordinary challenges by providing a continuum of behavioral health, educational, and social service solutions.
**HEROIC RESILIENCE**

**DANDELIONS ARE NATURALLY RESILIENT.** They can thrive regardless of their environment. Orchids, on the other hand, require a very specific environment to thrive. However, if given the right amount of water and sunlight, you will see a breathtaking outcome. When it comes to resilience, some people are naturally born like dandelions, others like orchids.

Decades of research has taught us resiliency can be learned. So, if someone is naturally born an orchid, they can learn the resiliency skills of a dandelion and thrive despite the environmental conditions surrounding them. We see these thriving mission moments every day with the children and families we are honored to serve.

The ability to learn resilience is not only true for people, but also organizations. Over the last decade, Canopy has learned the resiliency skills necessary to shift from being a good company to being a great company. These disciplines have uniquely prepared us to thrive during 2020. In the face of multi-layered crises in the environment, Canopy achieved historical outcomes for our children and families!

**BEFORE POINTING TO A FEW OUTCOMES, LET’S HIGHLIGHT SOME OF THE INPUTS THAT CREATED THE CONTEXT FOR THE OUTPUTS TO OCCUR:**

**DISCIPLINE PRACTICES OF ORGANIZATIONAL HEALTH** (trust, conflict, commitment, accountability, and results) AND **ORGANIZATIONAL SMARTS** (disciplined people, disciplined thought, and disciplined practices) THAT WILL BUILD A GREAT ORGANIZATION FOR THE NEXT 100 YEARS

**LASER-FOCUSED THEMATIC GOAL OF KEEPING OUR CANOPY FAMILY SAFE** (physically, psychologically, and financially) AND **THRIVING** (organizationally smart and healthy, high employee engagement, and empirical creativity)

**LEADING DIVERSITY, EQUITY, AND INCLUSION (DESI) CONVERSATIONS THROUGH A CROSS-SECTION OF ENGAGEMENT STRATEGIES** (CEO/Board President conversations, culture sensitivity training, small group discussions, town hall meetings, CEO lunches, and creating a space for people to be vulnerable to share their stories)

**RELENTLESS FOCUS ON METRICS THAT MATTER** (customer feedback, quality data reporting, and IT systems)

**PRACTICING INNOVATIVE CREATIVITY THAT PROTECTS OUR CORE SOLUTIONS WHILE STIMULATING PROGRESS** (Microsoft digital transformation and new clinical models)

**WHILE THE REPORT THAT FOLLOWS SPEAKS FOR ITSELF, LET US POINT YOU TO SEVERAL METRICS THAT DEMONSTRATE EXTRAORDINARY OUTCOMES IN THIS MOST EXTRAORDINARY YEAR:**

- Served 17% more children and families in 2020 than in 2019
- 2,359 children worked through their mental health challenges with a licensed therapist within our behavioral health clinics using face-to-face and telehealth solutions
- 97% of children at time of discharge from Canopy’s in-CIRCLE (in-CIRCLE) safely remained in their home
- 100% of Canopy’s CARES Schools (CARES Schools) students virtually attended school during COVID-19 in the spring of 2020

Transformational partners empowered the super heroes within Canopy to create an environment for every child to thrive (whether naturally born a dandelion or an orchid). Like the caterpillar that emerges into a beautiful butterfly that our logo represents, underneath the surface of every child’s struggle, there is a super hero ready to emerge triumphant. The canopy covering children across Mississippi is thriving and so are the emerging super heroes we are so privileged to serve – thank you!
A FAMILY LEGACY

STAMPED IN TRANSFORMATION

Richard C. (Rick) Bradley III’s history with Canopy Children’s Solutions is rooted in family, including his grandparents (Bret Beale Bradley, Sr. and Martha Elizabeth Littleton Bradley) and his mother (Mary Elizabeth Bradley). Rick learned the importance of advocacy from his grandparents’ legacy. In the mid-1920’s, their passion for others led them to establish, with construction funding from the Rosenwald Foundation, a publicly supported school for Black children in an underserved community in Marion County. The public support took the form of a voluntary tax on the Bradley property and that of their neighbors who consented to support the school. Inspired by that same passion, Mary Elizabeth Bradley, Rick’s mother, became involved in 1955 when she joined the board of the Florence Crittenden Maternity Home in Jackson which operated under the program umbrella of the Mississippi Children’s Home Society (now known as Canopy). Later, she served on the MCHS Board for many years and, together with Martha Stennis, led the revolution that installed professional leadership at MCHS. As a young man, Rick observed his mother in service as she found joy in organizing outings for unwed mothers at the Crittenden Maternity Home and hosting an annual Christmas party at the Bradley residence for the Crittenden residents. He recalls occasions when his parents financially assisted MCHS when payroll was difficult to meet. Growing up with service-minded role models shaped Rick’s own personal view that prioritizing the needs of others is just something one does. Rick, a graduate of the Yale Law School, followed his father’s professional path into the practice of law. Rick was a practicing attorney in Jackson in 1981 when his mother encouraged him to join the Board.
“I RECALL GETTING READY TO LEAVE MY PARENTS’ HOUSE AFTER DINNER ONE EVENING. I REMEMBER EXACTLY WHERE I WAS, HAVING JUST WALKED OUT OF THE KITCHEN AND INTO THE UTILITY ROOM, WHEN MOTHER STOPPED ME BY SAYING, ‘RICHARD, I THINK IT IS TIME FOR YOU TO JOIN THE CHILDREN’S HOME BOARD,’ TO WHICH I REPLIED, ‘WHY? I’M A BACHELOR!’”

He laughs at the thought now, but the reality is, Rick Bradley began his service to the organization in 1981 and has continuously served since that time. During his 40-year tenure, Rick has served three times as Board President. He played an integral role in key milestones for the organization including establishing Warren County Children’s Shelter and championing the Certificate of Need process for Psychiatric Residential Treatment Facility beds (CARES Center). Over the 109 years of service, Canopy has had seven CEOs, and Rick led the national search for the seventh and current CEO, Dr. John D. Damon.

Rick’s wife, Mimi, shares his passion, and together they have proudly witnessed the evolution and growth of Canopy as well as countless lives that have been transformed because of Canopy. When asked about his most memorable moment of witnessing that transformation, Rick recalled the time several board members were gathered on West Street in Jackson to erect a state historical marker about MCHS. He noted, “It was a cold and rainy Mississippi day, and there was a man in a black raincoat standing there, a man whom none of us knew. I made my way over to him to speak because everyone has a story, and I was interested in his. Boy, what a story he had to tell. One of the better stories I have ever heard about our organization. He had been adopted through the Children’s Home Society in the 1930s. His adoptive father had previously become great friends with William Faulkner whom he had met on a train to Canada where both were headed to join the Canadian military in WWI. His father taught Faulkner to fly and, ultimately, was the beneficiary of many of Faulkner’s papers. This adoptee was grateful he had been adopted and, like so many others, had a very rich life because of this organization.”

When asked what the Bradleys mean to Canopy, Dr. John Damon says, “THE 109-YEAR CANOPY STORY IS A MISSISSIPPI TREASURE, AND OUR NARRATIVE IS INSEPARABLE FROM THE CONTRIBUTIONS OF THE BRADLEY FAMILY. FOR NEARLY 70 YEARS, THE BRADLEY FAMILY HAS BEEN INTEGRAL IN SHAPING THE VISION, SCOPE, STRATEGY, AND SUCCESS OF THE CANOPY STORY. RICK HAS BEEN AT THE NEXUS OF THE MOST SIGNIFICANT MILESTONES IN OUR HISTORY, AND HIS STALWART LEADERSHIP AND COMMITMENT TO INNOVATION HAS CONSISTENTLY ADVANCED OUR MISSION. HE HAS BEEN A TRUSTED CONFIDANT, WISE ADVISOR, COMPASSIONATE LISTENER, STRATEGIC VISIONARY, AND A DEAR FRIEND TO ME, HIS COLLEAGUES, AND MOST IMPORTANTLY TO THE CHILDREN WE ARE PRIVILEGED TO SERVE. I AM IMMEASURABLY GRATEFUL FOR ALL RICK AND MIMI HAVE DONE, ARE DOING AND WILL CONTINUE TO DO TO ADVANCE THIS GREAT MISSION TO TRANSFORM THE LIVES OF MISSISSIPPI’S CHILDREN.”

Rick and Mimi Bradley have shared their time, talents, and treasures to advance Canopy’s mission. As the proverb states, “A society grows great when old men plant trees in whose shade they shall never sit.” Rick’s family tree is a shining example of generations that planted, watered, and nurtured the growth of the canopy under which we now sit. THE BRADLEY LEGACY WILL CONTINUE TO GROW AND PROVIDE A SAFE PLACE FOR CHILDREN AND FAMILIES TO THRIVE. IF YOU ASK RICK TO SUM UP HIS SERVICE ON THE CANOPY BOARD, HE SAYS, “SERVING ON THE BOARD OF CANOPY CHILDREN’S SOLUTIONS IS THE BEST THING I HAVE EVER DONE IN MY LIFE.”
Canopy provides life-changing, upstream solutions for Mississippi children and families to reach their full potential and thrive. We believe every child can be a success story with a solid foundation for strong brain development, access to premium and individualized therapeutic healthcare, and support from healthy relationships on the journey. Positive mental wellness in children and families builds stronger communities, and a brighter future for all.

## The Children We Serve

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<thead>
<tr>
<th>Gender</th>
<th>Male</th>
<th>Female</th>
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<tr>
<td></td>
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<table>
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<tr>
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<th>African American</th>
<th>Caucasian</th>
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<tr>
<td></td>
<td>32%</td>
<td>47%</td>
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<table>
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<tr>
<th>Age</th>
<th>0-5</th>
<th>6-12</th>
<th>13-19</th>
<th>Over 20</th>
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<tr>
<td></td>
<td>11%</td>
<td>41%</td>
<td>32%</td>
<td>16%</td>
</tr>
</tbody>
</table>

*Inclusive of children who received care through more than one solution.

## Heroic Outcomes

- **6,349** Lives of Children Transformed in 2020
- **17% Increase** in Children Served from 2019 to 2020

## Concentration of Solutions (Children Served)*

- **3,091** Behavioral Health Solutions
- **352** Educational Solutions
- **3,662** Social Service Solutions

*Inclusive of children who received care through more than one solution.*
SOME HEROES DON’T WEAR CAPES

17
STATEWIDE LOCATIONS
Including:
- 1 ADMINISTRATIVE OFFICE
- 2 CARES SCHOOLS
- 1 CENTER OF EXCELLENCE
- 2 CHILD ADVOCACY CENTERS
- 9 COMMUNITY OFFICES
- 1 EMERGENCY SHELTER
- 1 RESIDENTIAL FACILITY

PROFESSIONAL CERTIFICATIONS
Canopy employees hold over 200 professional licenses and certifications. Below are highlighted certifications and licenses along with the number of Canopy professionals holding the designations.

- 26 LICENSED SOCIAL WORKERS
- 19 LICENSED PROFESSIONAL COUNSELORS
- 75 COMMUNITY MENTAL HEALTH THERAPISTS
- 19 TEACHERS
- 18 REGISTERED NURSES
- 6 NURSE PRACTITIONERS
- 1 DOCTORAL LEVEL BOARD CERTIFIED BEHAVIOR ANALYST
- 5 BOARD CERTIFIED BEHAVIOR ANALYSTS
- 4 DOCTORS OF PHILOSOPHY
- 1 PSYCHOLOGIST

EXPERTS IN CHILDREN’S MENTAL HEALTH
LICENSED, CERTIFIED, AND ACCREDITED

- BETTER BUSINESS BUREAU (BBB) WISE GIVING ALLIANCE
- GUIDESTAR PLATINUM SEAL OF TRANSPARENCY
- THE JOINT COMMISSION
- MISSISSIPPI DEPARTMENT OF CHILD PROTECTION SERVICES
- MISSISSIPPI DEPARTMENT OF EDUCATION
- MISSISSIPPI DEPARTMENT OF HEALTH
- MISSISSIPPI DEPARTMENT OF MENTAL HEALTH

BETTER BUSINESS BUREAU (BBB) WISE GIVING ALLIANCE
GUIDESTAR PLATINUM SEAL OF TRANSPARENCY
THE JOINT COMMISSION
MISSISSIPPI DEPARTMENT OF CHILD PROTECTION SERVICES
MISSISSIPPI DEPARTMENT OF EDUCATION
MISSISSIPPI DEPARTMENT OF HEALTH
MISSISSIPPI DEPARTMENT OF MENTAL HEALTH
THROUGH CANOPY’S BEHAVIORAL HEALTH SOLUTIONS, CHILDREN ARE ABLE TO FIND THE HELP THEY NEED TO THRIVE IN THEIR HOMES AND COMMUNITIES. CANOPY PROVIDES SOLUTIONS FOR A WIDE VARIETY OF CHILDHOOD BEHAVIORAL ISSUES THROUGH A CONTINUUM OF CARE.

- **CANOPY BEHAVIORAL HEALTH CLINICS** offer a wide range of solutions for children and families including behavioral health evaluations, individual and family therapy, crisis management, medication management, and psychiatric services. *Gulfport, Hattiesburg, Jackson*

- **CANOPY’S CARES CENTER** is a psychiatric residential treatment center for children and adolescents ages 6 to 17 years old with severe emotional and/or behavioral challenges. *Jackson*

- **CANOPY’S EARLY INTERVENTION AUTISM CLINIC** provides early intervention autism therapy for children ages 18 months to 8 years old. *Jackson*

- **CANOPY’S MISSISSIPPI YOUTH PROGRAMS AROUND THE CLOCK (MYPAC)** is an intensive in-home and community-based solution that provides parents with an alternative treatment plan to psychiatric residential treatment services for youth with serious emotional challenges. *Statewide*

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**CareNet**

Canopy’s CareNet is a system of integrated care allowing a child to move seamlessly from one solution to another while remaining under the Canopy. This solution was created to remove the barriers to accessing quality mental and behavioral healthcare at various levels of care.

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**CANOPY’S CENTER OF EXCELLENCE**

**CHILDREN ON THE AUTISM SPECTRUM**

Despite the pandemic, many of Canopy’s autism families leaning on the assistance and support of the autism solutions team have seen amazing progress in their children, including successful potty-training and first spoken words. There was even a child who read his mom a full-length book during a telehealth session who just two years ago had no spoken words.

Autism has been growing at an alarming rate, such that the Centers for Disease Control and Prevention (CDC) has labeled the explosion of autism as a public health crisis. Recently, the CDC reported an estimated 1 in 54 children are identified with autism – this represents a ten percent increase over previous estimates of autism prevalence from 2016.

Canopy has been working hard to solve the problem of providing comprehensive autism therapy for children on the autism spectrum through telehealth and in-person methods. Every day, Canopy is creating a pathway for children on the autism spectrum to gain access to education by removing the barriers to learning via Canopy’s Early Intervention Autism clinic as well as creating individualized educational experiences for Canopy students at both CARES School locations.
HEROIC OUTCOMES

3,091
CHILDREN
SERVED THROUGH
CANOPY’S BEHAVIORAL
HEALTH SOLUTIONS

2,359
CHILDREN
WORKED WITH
LICENSED THERAPISTS
AT THE BEHAVIORAL
HEALTH CLINICS

14,271
HOURS OF APPLIED
BEHAVIOR ANALYSIS
EARLY-INTERVENTION THERAPY
FOR CHILDREN ON THE
AUTISM SPECTRUM

672
CHILDREN RECEIVED
INTENSIVE PSYCHIATRIC
TREATMENT, AND OF THOSE
67% RECEIVED CARE IN
THEIR OWN HOME

A (SPORTS) STAR IS BORN
Kyle, a 16-year-old, came to Canopy’s Mississippi Youth Programs Around the Clock (MYPAC) for challenges he was facing at school and in his community. While in MYPAC, Kyle learned how to control his anger, as well as ways to better communicate his feelings. After successfully exiting MYPAC, Kyle was featured in the local newspaper for receiving football and basketball awards.
EDUCATIONAL SOLUTIONS

CANOPY USES A MULTI-DISCIPLINARY, STRENGTHS-BASED APPROACH TO SUPPORT THE EMOTIONAL, BEHAVIORAL, AND EDUCATIONAL NEEDS OF EACH STUDENT.

- CANOPY’S CARES SCHOOLS are fully-accredited, private, non-public, special purpose schools designed to meet the educational and behavioral needs of children whose behavior prohibits them from succeeding in a traditional classroom setting.

- CARES SCHOOL AUTISM CLASSROOMS provide children on the autism spectrum with small classroom sizes that deliver education and therapy in a single location.

VIRTUAL SUCCESS LEADS TO A TRANSFORMED CHILD

When Aaron first enrolled in the upper elementary classes at CARES School Jackson, he had a history of extreme verbal and physical aggression. Aaron quickly began learning the skills he needed to manage his extreme emotions. There were times when the teachers thought he may have to be referred out for more intensive solutions but they kept working with Aaron because they believed he could succeed.

During the COVID-19 school closure, his teacher and therapist continued to work with him using virtual platforms and Aaron’s guardian supervised his participation. When the other students chose to physically return to school, Aaron’s guardian continued to participate remotely. His services continued on an individualized basis, and he participated in group and individual therapy virtually.

As soon as he returned to school in the fall, teachers and therapists noticed changes in Aaron’s behavior. He began to think before he acted, he took pride in his daily behavior sheet, and he happily showed it to the other teachers when he had a good day. When he did respond impulsively or aggressively, Aaron was able to calm himself down quickly and discuss his choices with the staff and therapist. He began to actively seek help when he was upset. At the end of 2020, Aaron’s teachers began discussions with his school district about his transition back to a traditional school setting. What a transformation he had made! Previously, Aaron was a child who expressed himself by destroying property and striking out aggressively. Now, he is communicating his feelings and needs and is thriving.
**HEROIC OUTCOMES**

- **352** students received specialized education through CARES schools.
- **34** public school districts were served by CARES schools in Mississippi.
- **100%** of CARES school students attended school virtually during COVID-19 in the spring of 2020.
- **18%** increase in day school students served in 2020 compared to 2019.
CANOPY’S SOCIAL SERVICE SOLUTIONS ARE TAILORED TO THE INDIVIDUAL NEEDS OF THE CHILD AND FAMILY. FOR SOME CHILDREN, THIS MEANS PLACING THEM IN A NURTURING ENVIRONMENT THROUGH FOSTER CARE, ADOPTION, OR TEMPORARY RESIDENCE IN CANOPY’S EMERGENCY SHELTER, WHILE OTHERS ARE PROVIDED WITH THE TOOLS NEEDED TO THRIVE WITHIN THEIR CURRENT ENVIRONMENTS.

- **CANOPY’S IN-CIRCLE** is a comprehensive home and community-based family preservation, reunification, and support solution for children and families.  
  *Statewide*

- **CANOPY’S LINK** connects families to Family Navigators to identify potential stressors and to connect with resources as well as implement education on teen pregnancy prevention, substance abuse, parenting skills, and family stability. LINK provides support and training to help navigate families toward success. LINK is funded by a grant through the Mississippi Department of Human Services.  
  *Statewide*

- **CANOPY’S SOUTH MISSISSIPPI CHILD ADVOCACY CENTER (SMCAC)** provides forensic interviews and healing solutions for children involved in allegations of physical or sexual abuse, neglect, or who may have witnessed a violent crime.  
  *Gulfport, Pascagoula*

- **CANOPY’S THERAPEUTIC FOSTER CARE (TFC)** is home-based foster care for children with special emotional, behavioral, and medical needs.  
  *Hattiesburg*

- **CANOPY’S WARREN COUNTY CHILDREN’S SHELTER (WCCS)** is an emergency shelter with diagnostic/evaluation services for abused, neglected, runaway, and homeless children and youth.  
  *Vicksburg*

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**FINDING A HOME IN THE STORM**

Eight-year-old Wesley came to Canopy’s Warren County Children’s Shelter (WCCS) in the spring of 2020. His mother needed help getting back on her feet and could not properly care for him. While at WCCS, Wesley visited with his family and thrived emotionally. He was eager to live with his family again, but he also said he hoped to stay at WCCS if he could not live with his family. Fortunately, Wesley was able to reunite with his mother.
HEROIC OUTCOMES

83% of children safely maintained or reunified with their families

97% success rate of keeping families preserved and safely together

69 abused, neglected, runaway, and homeless children and youth found a safe space at Canopy’s Warren County Children’s Shelter

45% increase Canopy’s South Mississippi Child Advocacy Centers served 394 more children in 2020 compared to 2019

1,286 victims of violent crimes found comfort and resources at Canopy’s South Mississippi Child Advocacy Centers
2020 Consolidated Statement of Accounts

**REVENUE**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fees and Grants from Government Agencies</td>
<td>$29,643,555</td>
</tr>
<tr>
<td>Program Fees</td>
<td>$1,365,902</td>
</tr>
<tr>
<td>Contributions and Special Events</td>
<td>$2,646,343</td>
</tr>
<tr>
<td>Investments and Rental Income</td>
<td>$301,134</td>
</tr>
<tr>
<td>Other</td>
<td>$175,934</td>
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<tr>
<td><strong>Total Support and Revenue Without Donor Restrictions</strong></td>
<td><strong>$34,132,328</strong></td>
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**EXPENSES**

<table>
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<th>Expense</th>
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<tr>
<td>Payroll Taxes and Benefits</td>
<td>$3,224,435</td>
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<tr>
<td>Professional Fees</td>
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<tr>
<td>Program Supplies</td>
<td>$709,728</td>
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<tr>
<td>Other Operating</td>
<td>$610,837</td>
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<tr>
<td>Travel and Auto Expenses</td>
<td>$705,161</td>
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<tr>
<td>Occupancy</td>
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<td>Depreciation</td>
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<tr>
<td>General &amp; Administrative Expenses</td>
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<td><strong>Total Program Service Expenses</strong></td>
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<td><strong>Total Expenses</strong></td>
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**CHANGES IN NET ASSETS**

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<tr>
<td>Net Assets at the End of the Year</td>
<td>$17,024,007</td>
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*Year Ended December 31, 2020, excerpt from audit.*
COMMITTED TO A CULTURE OF INCLUSION

Nearly a decade ago, Canopy made a commitment to create a very different work culture grounded in organizational health characterized by minimal confusion, minimal politics, high morale, high productivity, and low turnover. Based upon a genuine belief that the best way to achieve our mission is through a foundation of trusting relationships, Canopy’s healthy culture harnesses our diversity and our commitment that every voice and every relationship matters. Although we have made great progress in creating this culture, we have a long way to go.

In many respects, 2020 was a consequential year accelerating our journey toward organizational health. With the onset of the Covid-19 pandemic, Canopy adopted the rally cry of keeping our Canopy family safe (both physically and psychologically) and thriving by focusing attention on protecting our employees and those we serve to ensure solutions continued. In fact, within two weeks of Mississippi entering a near complete shutdown, Canopy was still actively serving 90% of those in our care through telehealth solutions. The stress of the pandemic was only exacerbated by the injustices that continued to take place around the world, throughout our nation, and in our communities.

Too often the call to address racial inequity flares up only after tragic events. A series of high-profile murders coupled with the pandemic further punctuated just how much inequalities and unsurfaced deep generational trauma from decades of injustice, inequity, and discrimination that still exist in America.

Over the course of 2020, countless people throughout the country stood together in the face of inequality to be seen and heard. Canopy, too, moved forward through empathy and action toward radical healing through inclusive conversations within the Canopy family. This moment required accelerated change in decision-making, enhanced staff training, updated operating models and a fresh and renewed eye toward mission responsibility to Mississippi where confronting brutal facts requires courage, honest dialogue, and a resolute commitment from everyone to risk connection. Canopy remains unwavering in our commitment to lean into our differences as we confront injustice and inequality.

Rooted in our culture at Canopy is the idea every person matters and everyone’s voice deserves to be heard. Canopy is a place that gives rise to hope and seeks to value diversity in all of its forms. As care providers and community partners, we bring a trauma-informed approach to the hard work of bias and reconciliation to provide much needed empathy and understanding on the long journey to lasting change.

RECOGNIZING HEROES DURING A TIME OF CRISIS

Despite the unknowns and health risks of the pandemic, more than 100 essential frontline Canopy team members demonstrated their commitment to caring for more than 250 children and youth at our CARES Center and Warren County Children’s Shelter by showing up in person every day to give care and deliver solutions. These hardworking heroes dedicated themselves to something bigger than themselves to keeping Canopy’s children safe while doing the same for their immediate families.

Canopy’s community programs, schools, and clinics continued to provide premium solutions through telehealth and virtual methods until they could transition back to in person formats so youth, children, and families could still receive services throughout the pandemic. This ability to change quickly is difficult for people in the best of times, but rapid changes required a great deal of fortitude, grace, and patience and the Canopy team stepped up to the task.
### EMPLOYEE DEMOGRAPHICS

<table>
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<th>EMPLOYEES</th>
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<tr>
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</table>

### CANOPY’S CORE VALUES

- **The VOICE** of our children and families always comes first.
- **RELATIONSHIPS** matter and our differences make us stronger.
- We take great **JOY** in service to others.
- Our families and our communities deserve our **VERY BEST**.

### CANOPY IS A CERTIFIED GREAT PLACE TO WORK™

Canopy Children’s Solutions, earned the designation of a Certified Great Place to Work™ in 2020. Great Place to Work is the global authority on workplace culture, employee experience, and the leadership behaviors proven to deliver market-leading revenue and increased innovation. Certification is a significant achievement as it is only held by three other organizations in Mississippi.
EVENTS

CANOPY BELIEVES IN THE POWER OF TOGETHERNESS – TOGETHER IN HOPE AND TOGETHER IN RESILIENCE.
Due to the pandemic, Butterfly Ball 2020 was cancelled. Illuminate Hope and Share Hope were both designed to be safe, in-home, and community experiences during this moment to elevate mental wellness.

SHINE THE LIGHT ON MENTAL HEALTH
Shine the Light on Mental Health, presented by Trustmark, provided resources, activities, and experiences to usher resilience, hope, and healing for all Mississippians. Two-time Pulitzer Prize finalist and Mississippi editorial cartoonist, Marshall Ramsey, illustrated a public service announcement urging Mississippians to shine a light on mental health.

“TRUSTMARK CARES DEEPLY ABOUT THE WELLNESS OF OUR COMMUNITY AND WAS PROUD TO PARTNER WITH CANOPY TO SHINE THE LIGHT ON MENTAL HEALTH. NOW IS THE TIME TO SHINE YOUR LIGHT FOR YOURSELF AND OTHERS.”
Jerry Host, Executive Chairman, Trustmark

ILLUMINATE HOPE ∙ SATURDAY, OCTOBER 10, 2020
Illuminate Hope, sponsored by Baptist Memorial Health Care, was an experience to bring communities together in one accord to focus on mental wellness, resilience and hope for the future. On World Mental Health Day, participants received a curated experience box to navigate a special evening dedicated to mental wellness and resilience that culminated with a paper lantern release.

“WITH THE INCREASED ANXIETY AND SEPARATION FROM FAMILY AND FRIENDS AS A RESULT OF THE COVID-19 PANDEMIC, WE ARE FACING A GLOBAL MENTAL HEALTH EMERGENCY. IT’S MORE IMPORTANT THAN EVER THAT WE SHINE A LIGHT ON THIS ISSUE AND PROVIDE ACCESS TO COMPASSIONATE CARE AND TREATMENT.”
Caitlyn Hayden, System Community Outreach Senior Coordinator, Baptist Memorial Health Care

SHARE HOPE ∙ FRIDAY, NOVEMBER 13 - SUNDAY, NOVEMBER 15, 2020
Share Hope, presented by the C Spire Foundation, was a weekend of shining the light on mental health in the community. Outdoors at Highland Village, the weekend featured activities focused on mental and physical wellness including the Kindness Fashion Show and sunset yoga. To anchor the experience, Highland Village’s Friendsgiving event on Friday benefitted the mission of Canopy.

“IT HAS BEEN SUCH A BLESSING TO SEE THE EATERIES AND RETAILERS OF HIGHLAND VILLAGE COME TOGETHER TO RALLY AROUND THIS IMPORTANT CAUSE, AND THE TIMING COULDN’T BE MORE PERFECT AS WE KICK OFF THE HOLIDAY SEASON. IT IS OUR HOPE THAT MANY LIVES WILL BE TOUCHED AS A RESULT OF THIS INCREDIBLE WEEKEND, AS WELL AS MANY MEMORIES MADE.”
Lynsie Armstrong, Marketing Director, Highland Village
5K4KIDS CANOPY CARES RUN · MAY 2020
The 5K4Kids Canopy Cares Run, presented by Southern Farm Bureau Casualty Insurance Company and Southern Farm Bureau Life Insurance, transitioned to a virtual race in 2020. Participants raced all month-long choosing their own date, time, and activity. The event kicked off Children’s Mental Health Awareness Month.

MICROSOFT INCLUSION ROCKS · MAY AND OCTOBER 2020
Inclusion Rocks, presented by Microsoft and benefitting Canopy, historically held in the Washington, D.C. area, transitioned to a virtual format in 2020. Virtual events included Trivia Night, Microsoft Families Got Talent and a celebration concert featuring Microsoft musicians.

“I’M PLEASED TO BE WORKING FOR A COMPANY LIKE MICROSOFT THAT IS AN ENABLER OF CHANGE. BUT EVEN MORE HAPPY, IF NOT ECSTATIC, THAT MICROSOFT AND CANOPY TOGETHER ARE NOT CHANGING BITS AND BYTES. WE ARE CHANGING CHILDREN’S LIVES.”

SCOTT PRICE, GENERAL MANAGER, MICROSOFT FEDERAL CONSULTING DELIVERY
BIG IMPACT REQUIRES SIGNIFICANT PARTNERSHIPS, COLLABORATION, FEEDBACK, INNOVATION, AND COMMITMENT. THAT IS WHAT CANOPY’S TRANSFORMATIONAL PARTNERS ARE ALL ABOUT. “WE SIMPLY COULD NOT PROVIDE THE DEPTH AND BREADTH OF OUR SOLUTIONS WITHOUT TRANSFORMATIONAL PARTNERS COMING ALONGSIDE US TO SUPPORT US, ENCOURAGE US, HOLD US ACCOUNTABLE, AND GIVE US THE FUEL TO DRIVE REAL OUTCOMES FOR MISSISSIPPI CHILDREN AND FAMILIES. WE ARE ALL IN THIS TOGETHER AND THAT NOT ONLY MAKES CANOPY BETTER, IT MAKES MISSISSIPPI BETTER.”  
  
John D. Damon, PhD Canopy’s CEO

### $100,000 AND ABOVE

- BANCORPSOUTH
- CAL-MAINE FOODS INC.
- ERGON FOUNDATION INC.
- MISSISSIPPI FARM BUREAU CASUALTY INSURANCE COMPANY
- SOUTHERN FARM BUREAU CASUALTY INSURANCE COMPANY
- TRUSTMARK NATIONAL BANK
- WARE FOUNDATION
- WARREN COUNTY BOARD OF SUPERVISORS

### $50,000 - $99,999

- CAPITOL STREET LLC
- LARRY AND MICHAEL JOHNSON FAMILY FOUNDATION
- MORGAN-WHITE GROUP
- THE NEIGHBOR’S KEEPER ADVISED FUND OF THE COMMUNITY FOUNDATION OF MIDDLE TENNESSEE
- REGIONS FOUNDATION

### $10,000 - $49,999

- DR. KAY AND DR. ROBERT ABNEY
- ADVANCE MISSISSIPPI
- BAPTIST MEMORIAL HEALTH CARE
- BOOLOS + OAKES CPA FIRM
- CENTURY CLUB CHARITIES INC.
- ENTERGY MISSISSIPPI INC.
- THE FOUNTAIN FAMILY FOUNDATION
- HENRY AND MARTHA HEDERMAN CHARITABLE FOUNDATION
- HELEN AND JOHN C. LEWIS
- MCNULTY FOUNDATION
- LYNN AND THE HONORABLE DELBERT HOSEMAN JR.
- LAURIE H. MCREE
- MICROSOFT
- HOLLEY AND DON NOBLITT
- REDMAN FOUNDATION
- REGIONS
- SIMMONS EROSION CONTROL INC.
- KRISTIE AND STEVEN SPEIGHTS
- SUNRAY TANNING LLC
- ST. DOMINIC - JACKSON MEMORIAL HOSPITAL
- UNITED WAY OF WEST CENTRAL MISSISSIPPI
- VICKSBURG FOREST PRODUCTS LLC
- SUSAN AND BUSTER WELLINGTON
- WILLIAM H. ELLSWORTH FOUNDATION
THE CHILDREN’S PROMISE ACT TAX CREDIT

In 2019, the Mississippi Legislature passed The Children’s Promise Act. This historic legislation encourages community partnerships by providing Mississippi state tax credit opportunities for businesses and individuals who donate to qualifying nonprofits that are working to create impact for children and families in or at risk of entering the foster care system. Businesses may receive a dollar-for-dollar state tax credit for up to 50% of their state tax liability and individuals may receive a dollar-for-dollar state tax credit up to $1,800 by donating to Canopy.

“The funding from this program has been transformational for Canopy. The partnerships and relationships we have gained along the way have and continue to make us better. It really does take everyone in the community collaborating to create big impact.”

Heidi Noel, Canopy’s Director of Development

PARTNERS IN COMPASSION
($500 - $999)

ARIN C. ADKINS
ATLAS ROOFING CORPORATION
BLAKE BADOLATO
JACKIE P. BAILEY
DAN BISCUP

MARIO BRANDAN
JEFF BRILL
SARA BROOKS
DONNA AND JOHN C. BRUCE
THE CAPITAL GROUP COMPANIES CHARITABLE FOUNDATION
KAREN AND WILLIAM CLEMENT
COSTCO WHOLESALE CORPORATION
ANNABELLE AND MICHAEL CRAWFORD
CRAWFORD STREET UNITED METHODIST CHURCH
DAVE DENNIS
DOTTIE AND JOE DONALDSON
CHUCK DORSETT
CAROL AND RONNIE EDMONDS
ELKS LODGE NO. 95 BPCE
SALLIE AND HUNTER L. FORDICE
FOSTORIA NEIGHBORHOOD ASSOCIATION INC.
JULIE AND GERARD GIBERT
REGINA GINN
NEVA F. GREENWALD
LOUISE AND TOM GRESHAM
HAMMETT GRAVEL COMPANY INC.
TROY HARRY
SARAH HOWE
WHITNEY L. JACKSON
JENNIFER AND PETER JOHNSON

PARTNERS IN PROMISE
($1,000 - $2,499)

WES ANDERSON
GINGER AND JOHN ARLEDGE
MIMI AND RICHARD C. BRADLEY III
DRS. NIKKI AND KEN CLEVELAND COMMUNITY FOUNDATION FOR MISSISSIPPI
MERRIED AND JAMES CREEKMORE CROSSWAY CHURCH
HELEN L. DALEHITE
PATTI AND BARNEY DALY
THOMAS S. DAVIS
BETH ANNE AND COREY DICKERSON
MARSHALL DICKERSON
RICHARD J. ELKUS
LEE G. FULLER
JOEY AND JAMES GARNER
DOLLY AND WESLY GOINGS
LINDSAY AND JASON GRINSTEAD
TOM HALL
JENNIFER AND ROGER HOLLAND
OLIVIA AND GERARD R. HOST
ELIZABETH AND STEVEN A. LINDSAY MAUREEN AND SAMUEL LONG
PEGGY AND JOHN M. LOUIS
JOYCE AND OSCAR MISKELLY
HEIDI AND MARK NOEL
NORTHWOOD CHURCH - GULFPORT/WIGGINS CAMPUS
JOSEPH ORAVEC
JOSHUA B. OWENS
JOEL PASTOREK
HEMANT PATHAK
DANA PETERKIN
GINA-KAYE ROLLINS
LORI AND RANDY SANDERS

MICHAEL SCHMIDT
SANDEEP SETHI
ANGELA K. SIDES
JUNE AND BILLY SIMS
ELIZABETH SMITH
JUDY AND JACK SPRADLING
ST. ALBAN’S EPISCOPAL CHURCH
JASPER STONE
SUNBELT SEALING INC.
KAREN AND ANDY TAGGART
STEPHANIE AND DEAN TANNER
ELIZABETH TAYLOR
MELANIE AND SAMUEL TAYLOR TAYLOR GROUP INC.
VICKSBURG HOUSING AUTHORITY
VIZALINE LLC
WADE WARD

PARTNERS IN PROGRESS
($2,500 - $4,999)

TAMMY AND MARK AMIS
BK D LLP
CHILI FOR CHILDREN
DANNY CUPIT
FACEBOOK PAYMENTS INC.
TONYA AND LARRY FAVREAU
FRONTSTREAM
TIM GALANTE
GRAEBER FOUNDATION
STACEY AND DR. TERRY L. HIGHT
SHEA AND JAKE HUTCHINS
JUNIOR LEAGUE OF JACKSON
DR. SHANI AND JACKIE MECK
LATOYA C. MERRITT
HELEN AND JAMES N. C. MOFFAT III
MARY MYERS
BETH CHADWICK AND MICHAEL POLLITT
PRESBYTERIAN WOMEN - FIRST PRESBYTERIAN CHURCH

KATHERINE AND ROB PUCKETT
ROSS AND YERGER INSURANCE INC.
SOUTHERN FARM BUREAU LIFE INSURANCE COMPANY
ANGIE AND WAYNE SUMRALL
TARVER FOUNDATION
DORIAN E. TURNER
THE ULTIMATE SOFTWARE GROUP INC.
TANETI AND ERIC WATSON

PARTNERS IN GROWTH
($5,000 - $9,999)

KATHY AND LARRY ACCARDI
LISA AND MIKE BENIS
C SPIRE FOUNDATION
THE CHEW FOUNDATION
CROWDER CONSULTING LLC
DAN DELANEY
KK BUTEAU LLC
CYNTHIA AND TIM MAHAFFEY
MS A AND B ENTERPRISES LLC
MUTUAL OF AMERICA FOUNDATION
DR. JILL AND DR. PAUL W. PIERCE
MARRY AND RICHARD PUCKETT
SAM E. AND BURNICE C. WITTEL FOUNDATION
MARGARET E. SWAIN
TONI TOWNES-WHITELEY
JEANINE AND MICKEY WATKINS
THE WESLEY A. CALDWELL FOUNDATION
HOLLY WOODEN

2020 DONORS
Canopy Children’s Solutions gratefully acknowledges all who support our mission.
Mission Moment

DRIVING A FRESH START

Renee left an abusive relationship while pregnant and parenting her 9-year-old. Hours away from her support system, she was placed in a Safe House and finally a housing assistance program to help her get back on her feet. After her daughter was born, Renee suffered severe complications that nearly killed her. Her newborn also contracted COVID-19 shortly after discharge from the hospital. With nowhere else to turn Canopy’s in-CIRCLE program became Renee’s source of support.

With limited income and no access to reliable transportation, Renee struggled to find employment as well as care for her family’s needs. Canopy’s in-CIRCLE team searched high and low for available resources to find Renee a car. Just then, a hero from within the Canopy family stepped in to provide Renee with a reliable car and a fresh start.
Margaret is a single mother to seven children. While they don’t have much, Margaret has taught her children to be respectful and to show gratitude for the things they do have. The family resides in a quaint three-bedroom home and has been blessed by donations through their affiliation with Canopy. However, one lingering need was beds for her daughters, who at ages 5, 10, and 15 all shared one full-size bed.

A generous hero gifted the family with a set of bunk beds and a new twin bed for the girls. They also provided the girls with accompanying sheets, bedding, pillows, and more. Canopy staff installed the beds and each of these children enjoyed being nestled all snug in their very own beds just in time for Christmas.
Mission Moment

Keeping It Cool for a Family

The Hammond family moved into a new home and had very limited income to purchase necessities due to medical bills and illness. The family was having a difficult time with the mother, Geanna, being in and out of the hospital. Prior to their move, the family’s refrigerator stopped working and their new home was not furnished with one upon arrival. Geanna tried desperately to locate a refrigerator which was a challenge with limited funds and inventory shortages due to the pandemic. The lack of refrigeration made it difficult to keep healthy foods in the home.

An anonymous hero provided the family with a refrigerator, which allowed the Hammonds to focus on getting Geanna healthy and providing for the family.
2020 VOLUNTEERS

INDIVIDUALS AND ORGANIZATIONS
MADISON ADCOCK
JENNIFER ADKINS
JANYA ANDERSON
ANNALEIGH ANDREWS
ABBY ARNETT
ANN PARKER BALDWIN
BEAUTIFULLY BROKEN
BRITNI BELL
DEVAN BERRY
JACK BISHOP
ENYLA BLACKMON
ABBY BLANKS
JUSTYCE BOGAN
LIZA BOOTH
HOLLIN BREWER
MACEY BREWER
ANDI BRICE
KENDALL BROOKS
TY BROOKS
WILL BROOKS
JOSEPH X. BROWN
LISA BRUFFY
BRENNA BURKE
ZAMAYA BURNSIDE
CHAUN-MICHAEL BYNOE
AJAI CABELL
DEVIN CADDLE
AVERY CALDWELL
MEGAN CAMPBELL
XAVIER CANNON
ADRINNA CARTER
BLAKE K. CASE
CARLY CHENNAULT
ANA CHUA
ZANIAH CLAYBORNE
VALORIE COCHRAN
ELIZABETH COLVER
RAYDEN CONERLY
CAITLYN CONN
BRANNA COX
MARTIA CRAWFORD
CAROLINE CROFT
DARYL DAMON
BRITTON DAVIS
DE’CAYLA DAY
MORGAN DILWORTH
JERRILYN DIXON
JENNIFER DRYDEN
HALEY DUKE
JACK DURR
Tiffany Durr
MCCOY EVANS
EMILY FARMER
ADDY FARON
FIRST PENTECOSTAL CHURCH
OF JACKSON
LILY FLOWERS
ALEXIS FOLSE
GIGI FRASER
ALEXA FRAZIER
DAYSHELLA GALLMORE
VANESSA GARDNER
RHIANNON GARRETT
CHARLOTTE GERMANY
BRANDON GILLIAM
MIRANDA GOSS
ARIA GRADY
KYMBRIANNA GRIGGS
BENTON GRUBBS
MARY BRATTON GUEST
AUDREY GUYNES
DAISY HAADDAY
BAKER HALL
LAUREN HARMON
VICKI HATCH
LESSIE HAYES
NATALIE HERNANDEZ
ERIANA HOLDEN
WILLIAM HORNBACH
HALLIE G. HOUSE
TAYLOR HOWARD
EVIE HUGDINS
MIKE HUGHES
KATELYN HULSEY
MIKASIA HUNTER
MARIA IBARRA
ANGELINA ISTPHAN
JACKSON MEDICAL
MALL FOUNDATION
CARLA JAMISON
ALEXIS JENKINS
ALYSSA JOHNSON
TYRA JOHNSON
JAMAYA JONES
PRECIOUS JONES
SIMS JONES
ELIZABETH KELLIUM
CAROLINE KEMP
KRISTIAN KING
DACHE KNIGHT
MAGGIE KOURY
APRIL LAHYAOUI
JENNA LANCION
LAYTON LANDRY
FRANCES LEDUFF
KATELYN LEE
MADISON LEE
NICOLE LEJEUNE
ANITA LOPEZ
NIYA LOVE
MADISON MAGOWN
HEATHER MARSHALL
TAMMY MARTINEZ
ANNA MATTOS
MICHAEL MAY
ROMY LA MAYS
KAITLYN MCCANN
JORDAN MCCLELLAND
CAROLINE MCCRARY
AMANDA MCDONALD
TYLIAH MCDOWAN
KIVIN MINER
LAUREN MONG
AUGUSTUS MOORE
CATHERINE MOORE
JUDITH MOOREHEAD
ADDIE MORRIS
ASHLEY MORRIS
VINI MURUGAVEL
KEJUAN NEESEE
KINSEY NICHOLSON
NATALIEH NIX
JACK NOEL
KATHERIN NOTBOHM
TAYLOR ODOM
TRINITRY ODOM
GRACE OWENS
NANCY PARKER
OLIVIA PATEN
SAM PENNEBEAKER
BRADY PERMENTER
ABBY PERRY
ARIEL PHILLIPS
SIERRA PHILLIPS
TAMMY PHILLIPS
MORGAN PITTMAN
WENDY POLK
SHIRIYA RAJAN
ERIC RAND
WENDY RAVENCRAFT
JACIRE RED
MA REED
STEPHANIE REMORE
MARIAN RICHARDSON
OWEN RIDGEWAY
WALTERINE ROBINSON
ALEXIS ROE
SHAMEKA ROOSEVELT
JADE ROSS
KIMBERLY ROSS
EMMA SAMMONS
TANYLA SCOTT
ROSINA SEARS
MONIQUE SELUY
KRISTEN SHARP
MILLS SHERIDAN
ODONNUS SIMMONS
JAMES SMITH
JOSHANA SMITH
SNACK ZONE
DAYASIA SNOW
AVERY STALLINGS
BRIAN STALLINGS
JASMANE STEWART
KIMBERLY STOKES
MALLORY STRODE
AIDAN SULLIVAN
HALLIE SWILEY
REBEKAH TATE
ALEXSUNDRA THOMAS
MAYKAYLA THOMAS
TYNESHA THOMAS
STELLA TPTON
REBECCA TROWBRIDGE
HALEY TURNAGE
ANNA WADDELL
CAITLYN WALKER
JASMINE WALKER
SAKINA WALKER
JARRED WARNER
DOUGLAS WATKINS
HALEY WATKINS
ANGEL WATKINS
STEPHYNE WEATHERSBY
AISHA WILLIAMS
DALYA WILLIAMS
MADDIE WILLIAMS
REKIA WILLIAMS
LAUREN WILLIAMS - RIDDLE
ZACHARY WILLIS
ANNETTE WOODARD
LAYA WYATT
JT WYNNE
CASEY YOUNG
LINDA ZAMPIERI
ALAYAH ZOUCOFFER

CANOPY’S WARREN COUNTY CHILDREN’S SHELTER ADVISORY BOARD
SUE BAGBY
WILLIAM BANKS
LANE CAMPBELL
ANNIE C. COLE
FRANK C. DANZCYK
JOHN FERGUSON
ALVIN FOSTER
FRANK GARDNER
SKIPPER GUZERIX
RACHEL HARDY
BUD HUSTED
ANNE JENKINS
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MICHAEL MAYFIELD
MILTON MOORE
KIM NAILOR
MARTIN RACE
DONALD ROESCH
PATRICK SMITH
RICKY SMITH
LEROY THOMAS
THE COLLECTIVE EVENTS OF 2020 HAVE SHAPED US IN PROFOUND WAYS, INDIVIDUALLY AND AS AN ORGANIZATION.  WE WILL NOT WASTE WHAT WE HAVE LEARNED.  AT ONE LEVEL, 2020 UNCOVERED A FRESH REALIZATION OF THE REMARKABLE PRIVILEGE WE HAVE TO STAND IN THE GAP FOR EACH OTHER TO KEEP OUR CANOPY FAMILY SAFE.  AT ANOTHER LEVEL, THIS SEASON EXPOSED THE WEIGHTY RESPONSIBILITY THAT RESTS ON CANOPY AS MISSISSIPPI’S LARGEST PROVIDER OF CHILDREN’S BEHAVIORAL HEALTH, EDUCATION AND SOCIAL SERVICE SOLUTIONS TO TAKE BOLD STEPS NOT ONLY TO KEEP OUR CANOPY FAMILY SAFE, BUT ALSO THRIVING!

IN ONE YEAR WE HAVE:
* advanced a decade in overcoming the stigma of mental health;
* removed access to care barriers through technology;
* seen the education systems look to mental health as the vehicle through which education goals can be attained;
* seen long-standing, ridged public policy become malleable to meet the immediate needs of children and families;
* seen a dedicated workforce rediscover their deeper mission and find a whole new gear of selfless service;
* seen old wounds of racism re-opened and the courageous work of reconciliation move front and center because we believe that relationships matter and our differences make us stronger;
* seen public-private partnerships emerge to reimagine our collective responsibilities for children and families; and
* seen life transformation for over 6,000 children and families that compel us to become more disciplined in our thoughts and actions to create a bright future for generations to come.

Looking forward, we anticipate a tsunami of mental health needs.  However, with great need comes great opportunity.  Like a snow globe that has been shaken, the homeostasis of our healthcare and mental healthcare systems have been forever disrupted and changed.  Now is our time to leverage sound public policy and evidence-based practices to redirect the “snowflakes” in their proper alignment before they settle.  Echoing Churchill, “this could be our finest hour!”  Now that the limitations imposed by healthcare systems, public policy and best practices of the day have been “shaken”, we see a new era of possibility through telehealth, digital therapeutics, and public-private partnerships being co-created!

As we look around the corner to the new era of healthcare, we do not approach lightly or on our heels, rather we are leaning in.  As Peter Drucker put it, “the best – perhaps even the only – way to predict the future is to create it.”  This is precisely what you can expect from Canopy as we look forward and lean into the year ahead.  We are resolute in our commitment to create a brighter future for children – one in which every child can thrive and be a success story.  We cannot achieve this vision without transformational partners who are committed to co-construct this vision together.  We look forward to looking forward together!
1465 Lakeland Drive • Jackson, MS 39216
P.O. Box 1078 • Jackson, MS 39216
601.352.7784 • 800.388.6247
mycanopy.org