LEGISLATIVE TRACKING FORM

Filing for Council Meeting Date: 07/21/26 ☑ **Resolution** ☐ **Ordinance**

Contact/Prepared By: Brad Thompson **Date Prepared:** 06/15/26

Title (Caption): Opioid Recovery Services grant to We Are One Recovery to expand access to prevention education, peer navigation, and linkage to care for adults in Davidson County at elevated risk for opioid misuse, relapse and overdose.

Utilizes the Opioid Settlement account for funding, 30173. 7/26 - 6/28

Submitted to Planning Commission? ☐ **N/A** ☐ **Yes-Date:** ______ **Proposal No:** ______

Proposing Department: Health **Requested By:** Health

Affected Department(s): Health **Affected Council District(s):** all

Legislative Category (check one):

- ☐ Bonds
- ☐ Budget - Pay Plan
- ☐ Budget - 4%
- ☐ Capital Improvements
- ☐ Capital Outlay Notes
- ☐ Code Amendment
- ☐ Condemnation
- ☑ Contract Approval
- ☐ Donation
- ☐ Easement Abandonment
- ☐ Easement Accept/Acquisition
- ☐ Grant
- ☐ Grant Application
- ☐ Improvement Acc.
- ☐ Intergovernmental Agreement
- ☐ Lease
- ☐ Maps
- ☐ Master List A&E
- ☐ Settlement of Claims/Lawsuits
- ☐ Street/Highway Improvements
- ☐ Other: ______

FINANCE **Amount +/-: $** $ 106,000.00 **Match: $** ______

Funding Source:

Capital Improvement Budget
Capital Outlay Notes
Departmental/Agency Budget
Funds to Metro
General Obligation Bonds
Grant
Increased Revenue Sources
Judgments and Losses
Local Government Investment Project
Revenue Bonds
Self-Insured Liability
Solid Waste Reserve
Unappropriated Fund Balance
4% Fund
Other: ______

Approved by OMB: ______
Approved by Finance/Accounts: ______
Approved by Div Grants Coordination: ______
Date to Finance Director's Office: ______
APPROVED BY FINANCE DIRECTOR'S OFFICE: ______

ADMINISTRATION

Council District Member Sponsors: ______

Council Committee Chair Sponsors: ______

Approved by Administration: ______ **Date:** ______

DEPARTMENT OF LAW Date to Dept. of Law: ______ Approved by Department of Law: ______

Settlement Resolution/Memorandum Approved by: ______

Date to Council: ______ For Council Meeting: ______ ☐ E-mailed Clerk

☐ All Dept. Signatures ☐ Copies ☐ Backing ☐ Legislative Summary ☐ Settlement Memo ☐ Clerk Letter ☐ Ready to File

Department of Law – White Copy *Administration –Yellow Copy* *Finance Department - Pink Copy*

Grant contract between the Metropolitan Government of Nashville and Davidson County and We Are One Recovery, Contract #___________

GRANT CONTRACT
BETWEEN THE METROPOLITAN GOVERNMENT
OF NASHVILLE AND DAVIDSON COUNTY
AND
WE ARE ONE RECOVERY

This Grant Contract issued and entered into pursuant to Resolution R2026- by and between the Metropolitan Government of Nashville and Davidson County ("Metro"), and We Are One Recovery, ("Recipient"), is for the provision of Peer-led Harm Reduction and Opioid Prevention Services, as further defined in the "SCOPE OF PROGRAM" and detailed in this Grant Contract. Attachments A through H are incorporated herein by reference.

A. SCOPE OF PROGRAM:

A.1. The Recipient will utilize grant funds to provide opioid prevention, harm-reduction, peer recovery support, and linkage-to-care services for Davidson County residents who are at risk of opioid misuse, opioid overdose, relapse, or other opioid-related harms, with a focus on populations disproportionately impacted by the opioid epidemic.

a. Services will include peer-led harm-reduction and overdose-prevention education;
b. weekly prevention and recovery-support groups;
c. individualized peer navigation and recovery support;
d. screening and assessment;
e. care coordination;
f. referral and linkage to behavioral health, substance use treatment, medication-assisted treatment, primary care, and HIV prevention and care services;
g. naloxone education and distribution;
h. outreach and engagement activities;
i. transportation assistance to medical, behavioral health, recovery-supportive, and prevention-related appointments;
j. follow-up services to support engagement in care;
k. and collection of program data necessary to evaluate service utilization and outcomes.

The overall purpose of these services is to reduce barriers to care, increase engagement in prevention and treatment services, strengthen recovery support, reduce relapse and overdose risk, and mitigate opioid-related harm among Davidson County residents

A.2. The Recipient must spend grant funds consistent with the Grant Spending Plan, attached and incorporated herein as **Attachment A**. The Recipient must collect data to evaluate the effectiveness of their services and must provide those results to Metro upon request.

Recipient must provide to Metro the data and results within fifteen (15) days of receipt of Metro's request.

A.3. The Recipient will only utilize these grant funds for services the Recipient provides to residents and/or visitors of Davidson County.

B. GRANT CONTRACT TERM:

B.1. **Grant Contract Term.** The term of this Grant will commence on the dated filed with the Metropolitan Clerk after receiving all required Metro approvals, and end on June 30, 2028. Metro will have no obligation for services rendered by the Recipient that are not performed within this term, although it is understood that Recipient has provided services prior to commencement of the term of this agreement and will be allowed to submit invoices and be paid for services rendered beginning July 1, 2026

C. **PAYMENT TERMS AND CONDITIONS:**

C.1. **Maximum Liability.** In no event will Metro's maximum liability under this Grant Contract exceed One Hundred Six Thousand dollars ($106,000). The Grant Spending Plan will constitute the maximum amount to be provided to the Recipient by Metro for all of the Recipient's obligations hereunder. The Grant Spending Plan line items include, but are not limited to, all applicable taxes, fees, overhead, and all other direct and indirect costs incurred or to be incurred by the Recipient.

Subject to modification and amendments as provided in section D.2 of this agreement, this amount will constitute the Grant Amount and the entire compensation to be provided to the Recipient by Metro.

C.2. **Payment Methodology.** The Recipient will only be compensated for actual costs based upon the Grant Spending Plan, not to exceed the maximum liability established in Section C.1

Upon progress toward the completion of the work, as described in Section A of this Grant Contract, the Recipient shall submit invoices and any supporting documentation as requested by Metro to demonstrate that the funds are used as required by this Grant, prior to any payment for allowable costs. Such invoices shall be submitted no more often than monthly and indicate at a minimum the amount charged by Spending Plan line-item for the period invoiced, the amount charged by line-item to date, the total amount charged for the period invoiced, and the total amount charged under this Grant Contract to date.

Recipient must send all invoices to Metro Public Health Department, healthap@nashville.gov**.**

Final invoices for the contract period should be received by July 15, 2028. Any invoice not received by the deadline date will not be processed and all remaining grant funds will expire.

C.3. **Annual Expenditure Report.** The Recipient must submit a final grant Annual Expenditure Report, to be received by Metro Public Health Department, within forty-five (45) days of the end of the Grant Contract. Said report must be in form and substance acceptable to Metro and must be prepared by a Certified Public Accounting Firm or the Chief Financial Officer of the Recipient Organization.

C.4. **Payment of Invoice.** The payment of any invoice by Metro will not prejudice Metro's right to object to the invoice or any other related matter. Any payment by Metro will neither be construed as acceptance of any part of the work or service provided nor as an approval of any of the costs included therein.

C.5. **Unallowable Costs.** The Recipient's invoice may be subject to reduction for amounts included in any invoice or payment theretofore made which are determined by Metro, on the basis of audits or monitoring conducted in accordance with the terms of this Grant Contract, to constitute unallowable costs. Any unallowable cost discovered after payment of the final invoice shall be returned by the Recipient to Metro within fifteen (15) days of notice.

C.6. **Deductions.** Metro reserves the right to adjust any amounts which are or become due and payable to the Recipient by Metro under this or any Contract by deducting any amounts which are or become due and payable to Metro by the Recipient under this or any Contract.

C.7. **Travel Compensation.** Payment to the Recipient for travel, meals, or lodging is subject to amounts and limitations specified in Metro's Travel Regulations and subject to the Grant Spending Plan.

C.8. **Electronic Payment**. Metro requires as a condition of this contract that the Recipient have on file with Metro a completed and signed “ACH Form for Electronic Payment”. If Recipient has not previously submitted the form to Metro or if Recipient’s information has changed, Recipient will have thirty (30) days to complete, sign, and return the form. Thereafter, all payments to the Recipient, under this or any other contract the Recipient has with Metro, must be made electronically.

D. **STANDARD TERMS AND CONDITIONS**:

D.1. **Required Approvals.** Metro is not bound by this Grant Contract until it is approved by the appropriate Metro representatives as indicated on the signature page of this Grant and approved by the Metropolitan Council.

D.2. **Modification and Amendment.** This Grant Contract may be modified only by a written amendment that has been approved in accordance with all Metro procedures and by appropriate legislation of the Metropolitan Council.

D.3. **Termination for Cause.** Metro shall have the right to terminate this Grant Contract immediately if Metro determines that Recipient, its employees, or principals have engaged in conduct or violated any federal, state, or local laws which affect the ability of Recipient to effectively provide services under this Grant Contract. Should the Recipient fail to properly perform its obligations under this Grant Contract or if the Recipient violates any terms of this Grant Contract, Metro will have the right to immediately terminate the Grant Contract and the Recipient must return to Metro any and all grant monies for services or programs under the grant not performed as of the termination date. The Recipient must also return to Metro any and all funds expended for purposes contrary to the terms of the Grant Contract. Such termination will not relieve the Recipient of any liability to Metro for damages sustained by virtue of any breach by the Recipient.

D.4. **Termination - Notice.** Metro may terminate the Grant Contract without cause for any reason. Said termination shall not be deemed a Breach of Contract by Metro. Metro shall give the Recipient at least thirty (30) days written notice before effective termination date.

a. The Recipient shall be entitled to receive compensation for satisfactory, authorized service completed as of the effective termination date, but in no event shall Metro be liable to the Recipient for compensation for any service that has not been rendered.
b. Upon such termination, the Recipient shall have no right to any actual general, special, incidental, consequential or any other damages whatsoever of any description or amount.

D.5. **Termination - Funding.** The Grant Contract is subject to the appropriation and availability of local, State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, Metro shall have the right to terminate the Grant Contract immediately upon written notice to the Recipient. Upon receipt of the written notice, the Recipient shall cease all work associated with the Grant Contract on or before the effective termination date specified in the written notice. Should such an event occur, the Recipient shall be entitled to compensation for all satisfactory and authorized services completed as of the effective termination date. The Recipient shall be responsible for repayment of any funds already received in excess of satisfactory and authorized services completed as of the effective termination date.

D.6. **Subcontracting.** The Recipient shall not assign this Grant Contract or enter into a subcontract for any of the services performed under this Grant Contract without obtaining the prior written approval of Metro. Notwithstanding any use of approved subGrantee, the Recipient will be considered the prime Recipient and will be responsible for all work performed.

D.7. **Conflicts of Interest.** The Recipient warrants that no part of the total Grant Amount will be paid directly or indirectly to an employee or official of Metro as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Recipient in connection with any work contemplated or performed relative to this Grant Contract.

D.8. **Nondiscrimination.** The Recipient hereby agrees, warrants, and assures that no person will be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Recipient on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification which is in violation of applicable laws. The Recipient must, upon request, show proof of such nondiscrimination and must post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

D.9. **Records.** The Recipient must maintain documentation for all charges to Metro under this Grant Contract. The books, records, and documents of the Recipient, insofar as they relate to work performed or money received under this Grant Contract, must be maintained for a period of three (3) full years from the date of the final payment or until the Recipient engages a licensed independent public accountant to perform an audit of its activities. The books, records, and documents of the Recipient insofar as they relate to work performed or money received under this Grant Contract are subject to audit at any reasonable time and upon reasonable notice by Metro or its duly appointed representatives. Records must be maintained in accordance with the standards outlined in the Metro Non-profit Grants Manual. The financial statements must be prepared in accordance with generally accepted accounting principles.

D.10. **Monitoring.** The Recipient's activities conducted and records maintained pursuant to this Grant Contract are subject to monitoring and evaluation by The Metropolitan Office of Financial Accountability or Metro's duly appointed representatives. The Recipient must make all audit, accounting, or financial records, notes, and other documents pertinent to this grant available for review by the Metropolitan Office of Financial Accountability, Internal Audit or Metro's representatives, upon request, during normal working hours.

D.11. **Reporting.** The Recipient must submit a Final Program Report, to be received by Metro Public Health Department, within forty-five (45) days of the end of the Grant Contract. Said reports shall detail the outcome of the activities funded under this Grant Contract.

D.12. **Strict Performance.** Failure by Metro to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this agreement is not a waiver or relinquishment of any such term, covenant, condition, or provision. No term or condition of this Grant Contract is considered to be waived, modified, or deleted except by a written amendment by the appropriate parties as indicated on the signature page of this Grant.

D.13. **Insurance.** The Recipient agrees to carry adequate public liability and other appropriate forms of insurance, and to pay all applicable taxes incident to this Grant Contract.

D.14. **Metro Liability.** Metro will have no liability except as specifically provided in this Grant Contract.

D.15. **Independent Contractor.** Nothing herein will in any way be construed or intended to create a partnership or joint venture between the Recipient and Metro or to create the relationship of principal and agent between or among the Recipient and Metro. The Recipient must not hold itself out in a manner contrary to the terms of this paragraph. Metro will not become liable for any representation, act, or omission of any other party contrary to the terms of this paragraph.

D.16. **Indemnification and Hold Harmless.**

a. Recipient agrees to indemnify, defend, and hold harmless Metro, its officers, agents and employees from any claims, damages, penalties, costs and attorney fees for injuries or damages arising, in part or in whole, from the negligent or intentional acts or omissions of

Recipient, its officers, employees and/or agents, including its sub or independent Grantees, in connection with the performance of the contract, and any claims, damages, penalties, costs and attorney fees arising from any failure of Recipient, its officers, employees and/or agents, including its sub or independent Grantees, to observe applicable laws, including, but not limited to, labor laws and minimum wage laws.

b. Metro will not indemnify, defend, or hold harmless in any fashion the Recipient from any claims, regardless of any language in any attachment or other document that the Recipient may provide.

c. Recipient will pay Metro any expenses incurred as a result of Recipient's failure to fulfill any obligation in a professional and timely manner under this Contract.

d. Recipient's duties under this section will survive the termination or expiration of the grant.

D.17. **Force Majeure.** "Force Majeure Event" means fire, flood, earthquake, elements of nature or acts of God, wars, riots, civil disorders, rebellions, or revolutions, acts of terrorism or any other similar cause beyond the reasonable control of the party. Except as provided in this Section, any failure or delay by a party in the performance of its obligations under this Grant Contract arising from a Force Majeure Event is not a breach under this Grant Contract. The non-performing party will be excused from performing those obligations directly affected by the Force Majeure Event, and only for as long as the Force Majeure Event continues, provided that the party continues to use diligent, good faith efforts to resume performance without delay. Recipient will promptly notify Metro within forty-eight (48) hours of any delay caused by a Force Majeure Event and will describe in reasonable detail the nature of the Force Majeure Event.

D.18. **Iran Divestment Act.** In accordance with the Iran Divestment Act, Tennessee Code Annotated § 12-12-101 et seq., Recipient certifies that to the best of its knowledge and belief, neither Recipient nor any of its subcontractors are on the list created pursuant to Tennessee Code Annotated § 12-12-106. Misrepresentation may result in civil and criminal sanctions, including contract termination, debarment, or suspension from being a contractor or subcontractor under Metro contracts.

D.19. **State, Local and Federal Compliance.** The Recipient agrees to comply with all applicable federal, state, and local laws and regulations in the performance of this Grant Contract. Metro shall have the right to terminate this Grant Contract at any time for failure of Recipient to comply with applicable federal, state, or local laws in connection with the performance of services under this Grant Contract.

D.20. **Governing Law and Venue.** The validity, construction, and effect of this Grant Contract and any and all extensions and/or modifications thereof will be governed by and construed in accordance with the laws of the State of Tennessee. The venue for legal action concerning this Grant Contract will be in the courts of Davidson County, Tennessee.

D.21. **Completeness.** This Grant Contract is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions of the parties' agreement. This Grant Contract supersedes any and all prior understandings, representations, negotiations, and agreements between the parties relating hereto, whether written or oral.

D.22. **Headings.** Section headings are for reference purposes only and will not be construed as part of this Grant Contract.

D.23. **Severability.** In the event any provision of this Agreement is rendered invalid or unenforceable, said provision(s) hereof will be immediately void and may be renegotiated for the sole purpose of rectifying the error. The remainder of the provisions of this Agreement not in question shall remain in full force and effect.

D.24. **Metro Interest in Equipment.** The Recipient will take legal title to all equipment and to all motor vehicles, hereinafter referred to as "equipment," purchased totally or in part with funds provided under this Grant Contract, subject to Metro's equitable interest therein, to the extent of its *pro rata* share, based upon Metro's contribution to the purchase price. "Equipment" is defined as an article of nonexpendable, tangible, personal property having a useful life of more than one year and an acquisition cost which equals or exceeds Five Thousand dollars ($5,000).

The Recipient agrees to be responsible for the accountability, maintenance, management, and inventory of all property purchased totally or in part with funds provided under this Grant Contract. Upon termination of the Grant Contract, where a further contractual relationship is not entered into, or at any time during the term of the Grant Contract, the Recipient must request written approval from Metro for any proposed disposition of equipment purchased with Grant funds. All equipment must be disposed of in such a manner as parties may agree as appropriate and in accordance with any applicable federal, state or local laws or regulations.

D.25. **Assignment—Consent Required.** The provisions of this contract will inure to the benefit of and will be binding upon the respective successors and assignees of the parties hereto. Except for the rights of money due to Recipient under this contract, neither this contract nor any of the rights and obligations of Recipient hereunder may be assigned or transferred in whole or in part without the prior written consent of Metro. Any such assignment or transfer will not release Recipient from its obligations hereunder. Notice of assignment of any rights to money due to Recipient under this Contract must be sent to the attention of the Metro Department of Finance.

D.26. **Gratuities and Kickbacks.** It will be a breach of ethical standards for any person to offer, give or agree to give any employee or former employee, or for any employee or former employee to solicit, demand, accept or agree to accept from another person, a gratuity or an offer of employment in connection with any decision, approval, disapproval, recommendation, preparations of any part of a program requirement or a purchase request, influencing the content of any specification or procurement standard, rendering of advice, investigation, auditing or in any other advisory capacity in any proceeding or application, request for ruling, determination, claim or controversy in any proceeding or application, request for ruling, determination, claim or controversy or other particular matter, pertaining to any program requirement of a contract or subcontract or to any solicitation or proposal therefore. It will be a breach of ethical standards for any payment, gratuity or offer of employment to be made by or on behalf of a subGrantee under a contract to the prime Grantee or higher tier subGrantee or a person associated therewith, as an inducement for the award of a subcontract or order. Breach of the provisions of this paragraph is, in addition to a breach of this contract, a breach of ethical standards which may result in civil or criminal sanction and/or debarment or suspension from participation in Metropolitan Government contracts.

D.27. **Communications and Contacts.** All instructions, notices, consents, demands, or other communications from the Recipient required or contemplated by this Grant Contract must be in writing and must be made by email transmission, or by first class mail, addressed to the respective party at the appropriate email or physical address as set forth below or to such other party, email, or address as may be hereafter specified by written notice.

Metro

For contract-related matters:	For inquiries regarding invoices:
Holly.Rice@nashville.gov	Nancy.Uribe@nashville.gov
2500 Charlotte Avenue	2500 Charlotte Avenue
Nashville, TN 37209	Nashville, TN 37209
(615) 340-8900	(615) 340-5634

Recipient
We Are One Recovery
Director
3228 Lakeshore Drive
Nashville, TN 37138

D.28. **Lobbying.** The Recipient certifies, to the best of its knowledge and belief, that:

a. No federally appropriated funds have been paid or will be paid, by or on behalf of the Recipient, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, and entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.

b. If any funds other than federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this grant, loan, or cooperative agreement, the Recipient must complete and submit Standard Form-LLL, “Disclosure Form to Report Lobbying,” in accordance with its instructions.

c. The Recipient will require that the language of this certification be included in the award documents for all sub-awards at all tiers (including sub-grants, subcontracts, and contracts under grants, loans, and cooperative agreements) and that all subcontractors of federally appropriated funds shall certify and disclose accordingly.

D.29. **Certification Regarding Debarment and Convictions.**

a. Recipient certifies that Recipient, and its current and future principals:

i. are not presently debarred, suspended, or proposed for debarment from participation in any federal or state grant program;

ii. have not within a three (3) year period preceding this Grant Contract been convicted of fraud, or a criminal offence in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) grant;

iii. have not within a three (3) year period preceding this Grant Contract been convicted of embezzlement, obstruction of justice, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property; and

iv. are not presently indicted or otherwise criminally charged by a government entity (federal, state, or local) with commission of any of the offenses detailed in Sections D.29(a)(ii) and D.29(a)(iii) of this certification.

b. Recipient shall provide immediate written notice to Metro if at any time Recipient learns that there was an earlier failure to disclose information or that due to changed circumstances, its principals fall under any of the prohibitions of Section D.29(a).

D.30. **Effective Date.** This contract will not be binding upon the parties until it has been signed first by the Recipient and then by the authorized representatives of the Metropolitan Government and has been filed in the office of the Metropolitan Clerk. When it has been so signed and filed, this contract will be effective as of the date first written above.

D.31. **Health Insurance Portability and Accountability Act.** Metro and Recipient shall comply with obligations under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") and its accompanying regulations.

a. Recipient warrants that it is familiar with the requirements of HIPAA and its accompanying regulations and will comply with all applicable HIPAA requirements in the course of this Agreement.

b. Recipient warrants that it will cooperate with Metro, including cooperation and coordination with Metro privacy officials and other compliance officers required by HIPAA and its regulations, in the course of performance of this Agreement so that both parties will be in compliance with HIPAA.

c. Recipient agrees to sign documents, including but not limited to Business Associate agreements, as required by HIPAA and that are reasonably necessary to keep Metro and Recipient in compliance with HIPAA. This provision shall not apply if information received by the Recipient from Metro under this Agreement is not "protected health information" as defined by HIPAA, or if HIPAA permits Recipient and Metro to receive such information without entering into a Business Associate agreement or signing another such document.

(THIS PAGE LEFT INTENTIONALLY BLANK.)

Grant contract between the Metropolitan Government of Nashville and Davidson County and We Are One Recovery, Contract #__________

Recipient: We Are One Recovery

By: J. Chad Curtis

Title: CEO/Board President

Sworn to and subscribed to before me, a Notary Public this 15th day of June, 2026, by J. Chad Curtis, the CEO of Contractor and duly authorized to execute this instrument on Contractor's behalf.

KRISTI STEGALL
STATE OF TENNESSEE NOTARY PUBLIC
SUMNER COUNTY

Notary Public: Kristi Stegall

My Commission Expires: Nov. 20th, 2029

Grant contract between the Metropolitan Government of Nashville and Davidson County and We Are One Recovery, Contract #___________

METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

Signed by:
Sanmi Areola
0872295CD81A4B1...

6/15/2026

Director, Metro Public Health Department | Date

Signed by:
Tené Hamilton Franklin
BEBF0BBF14D14B0...

6/15/2026

Chair, Board of Health | Date

APPROVED AS TO AVAILABILITY OF FUNDS:

Signed by:
Jenneen Reed/mjw
62377A2A8742469...

Initial
BN

DS
AP

6/16/2026

Director, Department of Finance | Date

APPROVED AS TO RISK AND INSURANCE:

Signed by:
Balogun Cobb
68804BE12ED741C...

6/16/2026

Director of Risk Management Services | Date

APPROVED AS TO FORM AND LEGALITY:

Signed by:
Matthew Garth
66F60922930844F...

6/30/2026

Metropolitan Attorney | Date

FILED:

_______________________ | _______________________

Metropolitan Clerk | Date

Grant contract between the Metropolitan Government of Nashville and Davidson County and We Are One Recovery, Contract #___________

Table of Contents of Attachments:

A. Grant Spending Plan
B. Application
C. Certificate of Assurance
D. Non-Profit Grants Manual Receipt Acknowledgement
E. Internal Revenue Service 501(c)(3) Tax-Exempt Organization Letter and Tennessee Secretary of State Non-Profit Confirmation
F. Non-Profit Charter
G. Independent Audit completed by Certified Public Accountant
H. Certificate of Insurance

ATTACHMENT A

GRANT BUDGET (BUDGET PAGE 1)

We Are One Recovery Opioid

APPLICABLE PERIOD: The grant budget line-item amounts below shall be applicable only to expense incurred during the grant period.

Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY [1] (detail schedule(s) attached as applicable)	GRANT CONTRACT	GRANTEE MATCH 3	TOTAL PROJECT
1	Salaries[2]	$ 100,000.00	$ -	$ 100,000.00
2	Benefits & Taxes	$ -	$ -	$ -
4, 15	Professional Fee/ Grant & Award [2]	$ -	$ -	$ -
5	Supplies	$ -	$ -	$ -
6	Telephone	$ -	$ -	$ -
7	Postage & Shipping	$ -	$ -	$ -
8	Occupancy	$ -	$ -	$ -
9	Equipment Rental & Maintenance	$ -	$ -	$ -
10	Printing & Publications	$ -	$ -	$ -
11, 12	Travel/ Conferences & Meetings[2]	$ -	$ -	$ -
13	Interest [2]	$ -	$ -	$ -
14	Insurance	$ -	$ -	$ -
16	Specific Assistance To Individuals[2]	$ -	$ -	$ -
17	Depreciation [2]	$ -	$ -	$ -
18	Other Non-Personnel [2]	$ -	$ -	$ -
20	Capital Purchase [2]	$ -	$ -	$ -
22	Indirect Cost (0% of S&B)	$ 6,000.00	$ -	$ 6,000.00
24	In-Kind Expense	$ -	$ -	$ -
25	**GRAND TOTAL**	$ 106,000.00	$ -	$ 106,000.00

[1] Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: https://www.tn.gov/assets/entities/finance/attachments/policy3.pdf).

[2] Applicable detail follows this page if line-item is funded.

[3] A Grantee Match Requirement is detailed by this Grant Budget, and the maximum total amount reimbursable by the State pursuant to this Grant Contract, as detailed by the “Grant Contract” column above, shall be reduced by the amount of any Grantee failure to meet the Match Requirement.

ATTACHMENT A

GRANT BUDGET (BUDGET PAGE 1)

We Are One Recovery Opioid YR1

APPLICABLE PERIOD: The grant budget line-item amounts below shall be applicable only to expense incurred during the grant period.

Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY [1] (detail schedule(s) attached as applicable)	GRANT CONTRACT	GRANTEE MATCH 3	TOTAL PROJECT
1	Salaries[2]	$ 51,000.00	$ -	$ 51,000.00
2	Benefits & Taxes	$ -	$ -	$ -
4, 15	Professional Fee/ Grant & Award [2]	$ -	$ -	$ -
5	Supplies	$ -	$ -	$ -
6	Telephone	$ -	$ -	$ -
7	Postage & Shipping	$ -	$ -	$ -
8	Occupancy	$ -	$ -	$ -
9	Equipment Rental & Maintenance	$ -	$ -	$ -
10	Printing & Publications	$ -	$ -	$ -
11, 12	Travel/ Conferences & Meetings[2]	$ -	$ -	$ -
13	Interest [2]	$ -	$ -	$ -
14	Insurance	$ -	$ -	$ -
16	Specific Assistance To Individuals[2]	$ -	$ -	$ -
17	Depreciation [2]	$ -	$ -	$ -
18	Other Non-Personnel [2]	$ -	$ -	$ -
20	Capital Purchase [2]	$ -	$ -	$ -
22	Indirect Cost (0% of S&B)	$ 5,000.00	$ -	$ 5,000.00
24	In-Kind Expense	$ -	$ -	$ -
25	**GRAND TOTAL**	$ 56,000.00	$ -	$ 56,000.00

[1] Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: https://www.tn.gov/assets/entities/finance/attachments/policy3.pdf).

[2] Applicable detail follows this page if line-item is funded.

[3] A Grantee Match Requirement is detailed by this Grant Budget, and the maximum total amount reimbursable by the State pursuant to this Grant Contract, as detailed by the “Grant Contract” column above, shall be reduced by the amount of any Grantee failure to meet the Match Requirement.

GRANT BUDGET LINE-ITEM DETAIL (BUDGET PAGE 2)

SALARIES							AMOUNT
Name - Title	Salary	x	Percentage of Time	+	Longevity Bonus		
Chad Curtis - Ceo	150000	x	20%	+		$	30,000.00
Transport Driver & Peer Support	40000	x	40%	+		$	16,000.00
Jason Emerson - Housing Director	50000	x	10%	+		$	5,000.00
ROUNDED TOTAL						$	51,000.00

ATTACHMENT A

GRANT BUDGET (BUDGET PAGE 1)

We Are One Recovery Opioid YR2

APPLICABLE PERIOD: The grant budget line-item amounts below shall be applicable only to expense incurred during the grant period.

Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY [1] (detail schedule(s) attached as applicable)	GRANT CONTRACT	GRANTEE MATCH 3	TOTAL PROJECT
1	Salaries[2]	$ 49,000.00	$ -	$ 49,000.00
2	Benefits & Taxes	$ -	$ -	$ -
4, 15	Professional Fee/ Grant & Award [2]	$ -	$ -	$ -
5	Supplies	$ -	$ -	$ -
6	Telephone	$ -	$ -	$ -
7	Postage & Shipping	$ -	$ -	$ -
8	Occupancy	$ -	$ -	$ -
9	Equipment Rental & Maintenance	$ -	$ -	$ -
10	Printing & Publications	$ -	$ -	$ -
11, 12	Travel/ Conferences & Meetings[2]	$ -	$ -	$ -
13	Interest [2]	$ -	$ -	$ -
14	Insurance	$ -	$ -	$ -
16	Specific Assistance To Individuals[2]	$ -	$ -	$ -
17	Depreciation [2]	$ -	$ -	$ -
18	Other Non-Personnel [2]	$ -	$ -	$ -
20	Capital Purchase [2]	$ -	$ -	$ -
22	Indirect Cost (0% of S&B)	$ 1,000.00	$ -	$ 1,000.00
24	In-Kind Expense	$ -	$ -	$ -
25	**GRAND TOTAL**	$ 50,000.00	$ -	$ 50,000.00

[1] Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: https://www.tn.gov/assets/entities/finance/attachments/policy3.pdf).

[2] Applicable detail follows this page if line-item is funded.

[3] A Grantee Match Requirement is detailed by this Grant Budget, and the maximum total amount reimbursable by the State pursuant to this Grant Contract, as detailed by the “Grant Contract” column above, shall be reduced by the amount of any Grantee failure to meet the Match Requirement.

GRANT BUDGET LINE-ITEM DETAIL (BUDGET PAGE 2)

SALARIES							AMOUNT
Name - Title	Salary	x	Percentage of Time	+	Longevity Bonus		
Chad Curtis - Ceo	150000	x	20%	+		$	30,000.00
Shadron Graham	40000	x	35%	+		$	14,000.00
Jason Emerson - Housing Director	50000	x	10%	+		$	5,000.00
ROUNDED TOTAL						$	49,000.00

MetroPublicHealthDept
Nashville/Davidson County
Protecting, Improving, and Sustaining Health

Complete this Cover Sheet and sign where indicated. Attach it to the Program Narrative, Spending Plan, and Spending Plan Narrative. Email the entire Application Packet to OpioidResponseandHarmReductionl@nashville.gov

FY26 Opioid Response & Harm Reduction FUND APPLICATION COVER SHEET (Application Part A)

CIRCLE THE CATEGORIES OF FUNDING THAT YOU ARE APPLYING FOR:

Youth_	Family	Linkage to Care ✓	Education: ___ Provider Education___ Harm Reduction ✓ Community Education ___

WILL THE PROPOSED PROGRAM BE: (Choose One)

A New Program: ___	An Existing Program: ___	An Expansion of Existing Program: ✓

APPLICANT INFORMATION

Legal name of Applicant (Agency)	We Are One Recovery		
Contact Person Name	Chad Curtis	Title:	Ceo
Contact Person Phone:	615.962.2528	Email Address:	chad@weareonerecovery.org
Agency CEO Name:		Title:	
Agency CEO Phone:		Email Address:	

AGENCY'S MAIN OFFICE

Complete Address: PO Box 1636 Madison Tn 37116		
Phone: 6159622528	Fax:	Website: www.weareonerecovery.org

FINANCIAL INFORMATION

Agency's most recent FY Actual Revenues ▶ *(See Note Below)	$829,409	Amount of current grant or direct appropriation (if applicable):	
Total FY26 ORHR Request ▶ (round to nearest $100)	$300,00	Agency's Fiscal Year Start Date (Month/Day):	01/01
This amount should not exceed 20% of most recent actual revenues. Requests over 20% will render application ineligible. ▶	#DIV/0! $30,000	(Leave Blank)	

For the current fiscal year, list funds received from Metro Nashville Government, including funds received from any department or Metro Council Appropriation (attach additional pages if necessary)

Source: Community Safety, MPH	Amount: $ $32,000
Source: Ryan White, MPH	Amount: $ $286,000
Source:	Amount: $

Does the applicant have a certified audit performed each year? Yes No

Applicants are required to submit an electronic copy of 1.) the most recent agency audit and 2.) a copy of agency's current registration status with the Secretary of State, Division of Charitable Solicitations and Gaming to fred.adom@nashville.gov. (See page 10 of CEF Handbook for details.) IS THIS THE CURRENT PROCESS

SIGNATURES

I certify under the penalty of law that the information in this application (including, without limitation, the "Certifications and Assurances") is accurate to the best of my knowledge. I am aware that my agency will not be eligible for funding if investigation at any time shows falsification. If falsification is shown after funding has been approved, any allocations already received and expended are subject to be repaid. I further certify that I am authorized to sign this application for the applying agency.

Signature of Authorized Official:	Date: 12/22/25

* Per most recent agency audit. Revenues stated above must not include in-kind contributions.

Applicant Information

- Organization Name: We Are One Recovery
- Date Established: December 2019
- EIN: 83-3272780
- Address: PO Box 1636 Madison, TN 37116
- Primary Contact: J. Chad Curtis, CEO, 615.962.2528, chad@weareonrecovery.org
- Agency have physical presence in TN: Yes
- Determination Letter: Yes, Attached
- Licensed by Dept. of Health: No
- Licensed by TDMHSAS: No
- Number of Employees: 4
- Volunteers: 33
- Annual Operating Budget: $829,409

Project Name: Pathways to Prevention by We Are One Recovery
Strategy: Primary Prevention- Linkage to care
Funding Amount total: $300,000 ($150,000 per year)
Proposed time frame: 2 years

Organizational Readiness & Capacity

Does the organization have the staffing, infrastructure, and fiscal systems necessary to successfully implement and manage the proposed project? Yes

What experience does the organization have providing similar services or serving similar populations? We Are One Recovery has extensive experience serving individuals at high risk for opioid-related harm, including LGBTQ+ community members, people living with HIV, individuals experiencing homelessness, and others facing significant barriers to care. Since receiving our first state grant from the Tennessee Department of Mental Health and Substance Abuse Services in 2023, the organization has successfully delivered care coordination, transportation support, and low-barrier linkage to medical, behavioral health, and social services designed to prevent a return to opioid addiction or overdose.
Our trauma-informed, culturally responsive approach is intentionally structured to engage populations who are frequently disconnected from traditional systems due to stigma, discrimination, or structural barriers. Through peer-supported navigation and proactive outreach, We Are One Recovery has demonstrated strong demand for its services, receiving 144 new referrals in the past seven months alone, and consistently improving participant engagement, continuity of care, and access to services that reduce overdose risk and support long-term stability.

What experience does the organization have managing government or public funding? We Are One Recovery has successfully managed multiple government-funded grants, including state contracts through TDMHSAS, a Ryan White Part A grant, and the Community Safety Grant administered by the Metro Public Health Department. Our organization maintains strong fiscal oversight, internal controls, and standardized reporting systems to ensure compliance with all funding requirements. We consistently meet monitoring expectations, manage expenditures responsibly, and deliver services as contracted, demonstrating a strong capacity to steward public funds effectively.

Program Implementation

How will the proposed project be implemented? The proposed project will be implemented as a targeted prevention initiative designed to mitigate the opioid crisis in Nashville by reducing access barriers, expanding early intervention, and strengthening linkage-to-care among populations disproportionately impacted by the opioid epidemic. In Year One, We Are One Recovery will purchase a 12-passenger van and begin improving our transportation efforts to ensure individuals can reliably access behavioral health assessments, primary care, OBOT/MAT services, HIV/STI testing, and recovery-supportive appointments. Until a dedicated driver is hired, trained staff and house managers will safely operate the van using written protocols. At present, the Housing Director is using a personal vehicle each week to transport clients to the food bank and essential appointments; the project will immediately shift these responsibilities to the agency's van, expanding safety, capacity, and reliability while ensuring more clients can engage in prevention-focused services.

A key component of implementation is the integration of Certified Peer Recovery Specialist Stuart Stokes, who will serve as the Peer Navigator across both years of the project. Stuart will facilitate weekly one-hour groups focused on harm reduction, opioid overdose prevention, relapse prevention, and core addiction recovery education. He will also provide individual navigation and prevention sessions to at least five high-risk clients each month, supporting their engagement in needed services, offering personalized harm-reduction planning, and strengthening continuity of care.

In Year Two, the project will expand transportation capacity through the addition of a full-time Transport Driver, enabling daily availability and more efficient linkages to care. Throughout both years, the Peer Navigator will conduct weekly groups & individual sessions with the highest risk clients, and the Care Coordinator will conduct assessments, schedule referrals, complete follow-up contacts, and provide harm-reduction and prevention education to individuals at elevated risk for opioid-related harm. Outreach efforts will prioritize populations that experience disproportionate impact from the opioid epidemic, including LGBTQ+ individuals and allies, people experiencing homelessness, uninsured individuals, and those who face persistent barriers to behavioral health care.

Implementation will be supported by structured workflows, documentation standards, and regular data review to maintain fidelity to prevention best practices and ensure that all project components remain closely aligned with Nashville's goal of reducing opioid-related morbidity and mortality.

What is the timeline for implementation? Implementation will occur over a structured two-year period. During the first quarter of Year One, We Are One Recovery will finalize procurement of the 12-passenger van, develop transportation protocols, and train staff in safe driving, routing, documentation, and client-support procedures. Part-time transportation will begin immediately after vehicle acquisition, replacing the current practice of the Housing Director using a personal vehicle for weekly foodbank trips and essential appointments. The Peer Navigator will launch weekly harm-reduction and relapse-prevention groups and begin providing monthly individual sessions for higher-risk clients. Outreach, screening, and linkage-to-care activities will run continuously throughout Year One with monthly internal reviews to refine workflows, strengthen partnerships, and ensure alignment with opioid-prevention objectives.

In Year Two, the transportation component will expand through the hiring of a full-time Transport Driver, enabling daily appointment coverage and increased reach to individuals disproportionately impacted by the opioid crisis. The Peer Navigator will continue group facilitation and individualized support, while the Care Coordinator will maintain referral scheduling, follow-up, and linkage. Quarterly evaluations will be conducted to assess progress, review data trends, and adjust strategies to maximize prevention impact and service access for high-risk communities.

Who will be responsible for carrying out the project activities? Project activities will be carried out by a multidisciplinary team with expertise in prevention, harm reduction, and recovery support. The Chief Executive Officer will oversee program implementation, fiscal management, data reporting, and compliance with all ORHR requirements. The Care Coordinator will conduct initial assessments, facilitate linkage-to-care, schedule appointments, maintain documentation, and provide ongoing follow-up to support continuity of care. Certified Peer Recovery Specialist Stuart Stokes will serve as the Peer Navigator, leading weekly harm-reduction and relapse-prevention groups, providing individualized support to at least five high-risk clients each month, and participating in outreach and engagement activities.

During Year One, the Housing Director and designated staff will assist with transportation using the agency van under established safety protocols. In Year Two, a full-time Transport Driver will assume responsibility for daily transportation, ensuring clients can reliably access prevention, early-intervention, medical, and recovery-supportive services. All team members will work collaboratively to maintain smooth implementation and strengthen the project's impact on opioid-related harm in Nashville.

How will the organization ensure fidelity to the proposed model? Fidelity to the proposed model will be maintained through structured procedures, continuous oversight, and data-informed review. The organization will implement written transportation protocols, harm-reduction education standards, referral workflows, attendance tracking, and follow-up requirements to ensure consistent service delivery. Weekly internal check-ins will allow staff to review progress, identify barriers, and verify that prevention-focused practices are being followed across all components of the project. Monthly supervisory reviews led by the CEO will assess adherence to grant expectations, documentation quality, data accuracy, and alignment with Nashville's opioid-mitigation goals.

The Peer Navigator and Care Coordinator will use standardized assessment tools, prevention curricula, and engagement methods to ensure consistency across group and individual sessions. Transportation services will follow detailed operational guidelines, safety procedures, and routing systems. Partnerships with community providers will also reinforce fidelity by maintaining coordinated referral pathways and shared prevention objectives. Through these layered accountability measures, the organization will ensure that all activities remain aligned with evidence-based prevention strategies and the project's intended outcomes.

Financial Management & Oversight

How will grant funds be managed and tracked? Grant funds will be managed and tracked through We Are One Recovery's established fiscal systems, which include detailed budgeting, coded expense tracking, and monthly reconciliation processes. All grant expenditures will be entered into QuickBooks using line-item coding specific to the ORHR project to ensure clear separation from other funding streams, including Ryan White and Metro Public Health grants. Each transaction is time-stamped within the accounting software, allowing for transparent tracking of costs by category, grant year, and activity. The CEO and fiscal support team will monitor expenditures regularly to ensure spending remains aligned with the approved budget and project timeline.

What internal controls are in place to ensure appropriate use of funds? Internal controls include dual authorization for all expenditures, restricted access to financial accounts, and documented approval pathways for personnel costs, vendor payments, and mileage or transportation-related reimbursements. Monthly bank reconciliations are completed within 35 days of each transaction cycle, and supporting documentation—including receipts, payroll records, invoices, and mileage logs—is stored electronically for ease of monitoring and audit review. Separation of duties is maintained between staff who approve expenditures and those who enter them into the accounting system.

How will the organization ensure compliance with reporting and monitoring requirements? Compliance with reporting and monitoring requirements will be ensured through routine internal audits, scheduled financial check-ins, and adherence to Metro's quarterly reporting schedules. The CEO will oversee submission of financial and programmatic reports, ensuring accuracy, completeness, and timely submission. The organization will respond promptly to any requests from ORHR for documentation, clarification, or monitoring visits. Policies and procedures are updated as needed to remain in alignment with Metro's fiscal requirements and best practices for grant stewardship. These systems collectively ensure transparency, accountability, and proper use of funds throughout the duration of the project.

Accessibility & Equity

How will the organization ensure services are accessible to individuals experiencing barriers related to language, identity, transportation, disability, or stigma? We Are One Recovery ensures that services are accessible to individuals who experience barriers related to language, identity, transportation, disability, or stigma by providing a culturally responsive, trauma-informed environment designed to meet the needs of marginalized populations. Staff are trained in LGBTQ+ cultural humility, gender-affirming practices, and non-stigmatizing communication, which is critical for populations disproportionately impacted by opioid-related harm. The organization offers flexible appointment times, accessible communication channels, and transportation support through the project's van and public transit assistance for clients not eligible for Ryan White services. Written materials are provided in plain language, and interpretation tools are available as needed. Physical and programmatic accommodations are made for individuals with disabilities, ensuring all clients can fully participate in prevention and linkage-to-care services.

How does the proposed project address disparities and inequities in opioid-related harm? The proposed project addresses disparities and inequities in opioid-related harm by intentionally reducing structural, cultural, and logistical barriers that prevent marginalized populations from

accessing prevention and early-intervention services. LGBTQ+ individuals, people experiencing homelessness, uninsured or underinsured residents, and individuals without reliable transportation experience disproportionately high rates of opioid misuse and overdose due to stigma, discrimination, fragmented care systems, and limited access to timely support.
This project mitigates these inequities by delivering low-barrier, peer-led harm-reduction education, individualized navigation, and reliable transportation to medical, behavioral health, and prevention services. Transportation support directly addresses one of the most significant access barriers contributing to missed appointments, treatment disengagement, and elevated overdose risk. Peer navigation further reduces inequity by building trust, addressing stigma, and supporting engagement among individuals who may avoid traditional systems due to prior discrimination or fear of mistreatment.
By prioritizing outreach to communities most impacted by opioid-related harm and tailoring services to meet their specific needs, the project improves continuity of care, reduces relapse and overdose risk, and advances equity by ensuring that prevention resources are accessible to those historically excluded from effective opioid-response efforts.

Collaboration

Does the organization currently collaborate with other community providers or systems? We Are One Recovery actively collaborates with a wide network of community providers and systems that support individuals disproportionately impacted by the opioid crisis. Current partners include medical and behavioral health providers, HIV service organizations, peer-led harm-reduction groups, recovery courts, and community-based organizations serving Davidson County residents, individuals experiencing homelessness, LGBTQ+ populations, and people with limited access to transportation or consistent healthcare. The organization routinely works with Nashville CARES, the Metropolitan Public Health Department, the Mental Health Cooperative, Cumberland Heights, Music City Prep Clinic, Meharry Medical College, Vanderbilt University Medical Center, Middle Tennessee Mental Health Institute, Samaritan Recovery, and numerous additional prevention and recovery partners. These collaborations strengthen referral pathways, support rapid access to assessments and treatment, and ensure continuity of care for individuals at highest risk of opioid-related harm.

How will coordination and information-sharing occur among partners? Coordination and information-sharing among partners will occur through secure communication channels, warm handoffs, scheduled check-ins, and standardized referral processes. With client consent, the Care Coordinator and Peer Navigator will share relevant information to promote safe transitions between services, avoid duplication, and maintain continuity in prevention and early-intervention efforts. The organization will maintain ongoing communication with partner agencies to confirm appointment attendance, identify follow-up needs, and support linkage completion. By participating in community meetings, cross-agency outreach events, and collaborative care-planning, We Are One Recovery will ensure that this project integrates seamlessly into Nashville's broader opioid-prevention and harm-reduction ecosystem and enhances the collective impact across the county.

Impact

The citizens of Nashville are experiencing epidemic levels of addiction, overdoses, and death secondary to opioid use disorder. Therefore, having a positive impact on Nashville's opioid crisis is imperative.

Define the target population or populations to be served by the project, including age and other relevant demographic information. Describe how the project will positively impact the identified population.

State how many individuals will be impacted by the proposed project.

Describe how the organization will measure the success of the project, including the outcomes that will be tracked and the frequency of assessment.

Describe how the organization will ensure accessibility of the proposed services to individuals impacted by the opioid crisis.

Describe how inequities in care will be identified and remediated.

Identify the areas of Davidson County that will be served by the project, including the specific zip codes.

Maximum length: 2 pages

Nashville continues to experience epidemic levels of addiction, overdose, and death related to opioid use disorder, with disproportionate impacts on LGBTQ+ individuals, people experiencing homelessness, and residents facing systemic barriers to healthcare. This project is designed to directly mitigate the opioid crisis in Nashville by expanding access to prevention, harm-reduction education, transportation to care, and individualized support that reduces the risk of relapse and overdose and strengthens continuity of care for populations most affected.
The proposed project will serve adults ages 18–65 across Davidson County who are at risk of, overdose, actively using, or recovering from opioid use disorder. Priority will be given to individuals facing the greatest barriers to care, including LGBTQ+ residents, people experiencing homelessness or housing instability, low-income individuals, uninsured or underinsured residents, people involved in recovery court or leaving incarceration, and individuals living in zip codes with the highest overdose rates as identified by Metro Public Health Department data. While We Are One Recovery's residential services are based in zip codes 37115 and 37138, the organization serves individuals from across Middle Tennessee and will intentionally focus this project on Davidson County communities experiencing the highest opioid-related harm.
Across the two-year grant cycle, the project will directly serve approximately 300 individuals through structured harm-reduction and relapse-prevention groups, one-on-one peer navigation, transportation to addiction treatment and medical care, assessments, and case-management support. An estimated 100 additional encounters will occur through outreach, education, naloxone distribution, and linkage-to-care activities. By reducing transportation barriers, providing consistent peer support, and delivering evidence-based prevention education, the

project will increase engagement in care, improve completion of medical and behavioral health appointments, strengthen coping and safety planning skills, reduce relapse risk, and decrease the likelihood of overdose among high-risk individuals.

Success will be measured using both quantitative and qualitative indicators tracked on an quarterly basis and reviewed annually by organizational leadership. Outcomes will include completed transportation rides to medical, behavioral health, and prevention appointments; attendance and participation in weekly prevention and harm-reduction groups; successful linkage to care and follow-up completion; naloxone distribution and overdose-response education participation; self-reported reductions in opioid use and crisis events; and demographics to ensure priority populations are being reached. Data will be documented in the organization's secure case-management system and used to guide continuous quality improvement and alignment with Nashville's opioid-mitigation goals.

Accessibility is a core component of the project design. The program will ensure access by providing transportation through a 12–15 passenger van, eliminating one of the most significant barriers to treatment and care for low-income and uninsured individuals. Services are delivered in a trauma-informed, culturally responsive environment with staff trained in LGBTQ+-affirming practices to reduce stigma and discrimination. Interpretation services are available through Metro-approved vendors and low-barrier engagement strategies such as flexible scheduling and predictable group times are used to encourage participation among individuals with complex needs.

Inequities in care will be identified through ongoing review of disparities in service utilization or outcomes. These strategies ensure that services remain responsive, equitable, and effective. Although core residential services operate in zip codes 37115 and 37138, this project will serve individuals throughout Davidson County, with explicit preference given to zip codes with elevated overdose rates as identified by Metro Public Health Department surveillance data. This includes, but is not limited to, zip codes 37207, 37208, 37218, 37210, 37206, 37211, 37217, and 37203. Through expanded transportation, targeted prevention education, and culturally competent peer support, this project strengthens Nashville's capacity to prevent opioid-related harm and save lives across the communities most affected by the ongoing epidemic.

Innovation

The opioid crisis has existed for decades, and while innovative measures have been used, continued innovation is necessary to effectively address the epidemic.

Describe the new or innovative approaches to existing challenges proposed by this project, including the use of medical technologies, partnerships, alternative service pathways, or other novel methods.

Describe any plans to share project learnings with the medical community or broader community, and explain how this dissemination will occur.

Maximum length: 2 pages

The opioid crisis continues to evolve, with increasingly potent synthetic opioids, rising overdose deaths, and persistent inequities among marginalized populations. While evidence-based interventions exist, many individuals most affected by opioid-related harm remain disconnected from prevention and early-intervention services due to stigma, transportation barriers, and lack of culturally responsive care. To address these challenges, We Are One Recovery proposes an innovative, community-based prevention and harm-reduction model designed specifically for populations disproportionately impacted by the opioid epidemic in Davidson County, including LGBTQ+ individuals, people experiencing homelessness or housing instability, individuals living with HIV, and those facing significant barriers to accessing healthcare.

A central innovation of this project is the implementation of a prevention-driven, identity-affirming service pathway that integrates harm reduction, relapse prevention, and care navigation within a culturally safe environment. We Are One Recovery is the only LGBTQ2IAS+ focused recovery program in Tennessee, positioning the organization to reach individuals who often avoid or disengage from traditional systems due to discrimination, fear, or prior negative experiences. The project delivers trauma-informed, peer-led prevention education tailored to LGBTQ+ populations, incorporates early identification of opioid-related risk factors, and provides direct navigation to HIV prevention and care, primary care, and medication-assisted treatment and office-based opioid treatment providers. This approach is innovative because traditional prevention models rarely address the compounded risks created by minority stress, family rejection, unsafe housing, and barriers to affirming healthcare, all of which increase vulnerability to relapse and overdose.

Another key innovation is the integration of peer navigation with dedicated transportation support. While transportation assistance exists in limited forms across Nashville, individuals at risk for opioid-related harm rarely have access to consistent, harm-reduction–trained support that accompanies them through the full continuum of care. This project pairs a Certified Peer Recovery Specialist with reliable transportation to ensure clients can attend assessments, medical and behavioral health appointments, HIV care visits, pharmacy pickups, and recovery-related services. The peer navigator remains engaged before, during, and after appointments, reinforcing education, addressing barriers in real time, and supporting follow-through. This integrated model reduces missed appointments, improves initiation of care, and strengthens engagement in prevention services—outcomes that are strongly associated with reduced opioid-related morbidity.

The project also introduces early-stage intervention through structured, peer-led group prevention. Weekly harm-reduction and relapse-prevention groups facilitated by a Certified Peer Recovery Specialist are designed for individuals before they reach crisis. These groups incorporate overdose-prevention education, fentanyl-risk awareness, naloxone training, trauma-informed coping strategies, and LGBTQ+-specific risk-factor mitigation. Few programs in Davidson County offer prevention-focused groups embedded within LGBTQ+ affirming recovery and housing settings, making this model both novel and responsive to a critical service gap. By intervening earlier and reinforcing protective behaviors, the project reduces the likelihood of relapse and overdose while strengthening recovery capital.

We Are One Recovery will share project learnings with both the medical community and the broader public health and prevention ecosystem in Nashville. Dissemination will occur through collaboration with existing partners, including healthcare providers, HIV service organizations, and behavioral health systems, using case summaries, outcome reports, and shared best practices related to peer-led prevention and transportation-supported care. Staff will participate in community coalitions, professional meetings, and prevention-focused convenings to share lessons learned and inform future opioid-response strategies. In addition, community education events and outreach activities will be used to share prevention messaging and harm-reduction strategies with residents most impacted by opioid-related harm.

Through these innovative approaches—identity-affirming prevention pathways, integrated peer navigation and transportation, early-stage group intervention, and intentional knowledge-sharing—this project advances Nashville's capacity to prevent opioid-related harm and reach populations that have historically been excluded from effective prevention efforts.

Dissemination of Learnings

We Are One Recovery will intentionally disseminate project outcomes, lessons learned, and best practices to strengthen Nashville's opioid-prevention and treatment ecosystem. Learnings will be shared through ongoing collaboration with healthcare, behavioral health, and HIV service partners, including Metro Public Health, the Ryan White Program, and community-based providers, using aggregate outcome summaries, case examples, and implementation insights related to peer-led prevention and transportation-supported care. Staff will participate in opioid-response coalitions, professional convenings, and prevention-focused meetings to inform system-level practice improvements. Through this intentional dissemination, the project contributes to a replicable, community-rooted, identity-affirming prevention model that strengthens countywide overdose-prevention efforts.

Integration
When combating an epidemic, organizations must research, collaborate, and leverage existing community resources to be effective.

Explain how the proposed project fits within the existing landscape of opioid prevention, harm reduction, and care efforts in Davidson County.

Describe any plans to collaborate with other community organizations, systems, or partners as part of the proposed project.

Maximum length: 2 pages

When addressing an epidemic as complex as the opioid crisis, effective initiatives must align with existing community systems, fill documented service gaps, and complement ongoing public health strategies. The proposed project is intentionally designed to integrate into the broader prevention, harm-reduction, and care ecosystem in Davidson County, strengthening—not duplicating—the efforts already underway to mitigate opioid-related harm.

Metro Nashville's opioid response currently includes naloxone distribution, public education campaigns, peer support initiatives, hospital-based rapid response programs, medication-assisted treatment providers, and community-based outreach efforts. Despite these resources, significant gaps persist for individuals facing intersecting vulnerabilities such as homelessness, LGBTQ+ stigma, poverty, HIV risk, transportation barriers, and limited engagement with healthcare systems. These gaps contribute to delayed care, disengagement from treatment, and increased overdose risk among already marginalized populations.

We Are One Recovery integrates directly into this landscape by addressing three persistent service gaps that are not consistently met through existing systems: the lack of culturally responsive harm-reduction and relapse-prevention support for LGBTQ+ and other disproportionately impacted populations; insufficient transportation to treatment, recovery housing, medical care, and behavioral health appointments; and limited access to consistent, structured peer-led navigation and recovery support. By embedding peer navigation, group-based prevention education, linkage to care, and transportation assistance within an affirming recovery-housing environment, the project enhances the reach of existing countywide efforts while extending services to individuals who have historically been underserved or disconnected from traditional care pathways.

The organization is already a trusted partner within Nashville's prevention and recovery network, and this project deepens that integration through close coordination with medical, behavioral health, HIV service, and public health partners. We Are One Recovery routinely collaborates with Nashville CARES and Music City Prep Clinic for HIV prevention, PrEP, STI care, and linkage services; with the Metro Public Health Department through the Ryan White Program, naloxone distribution efforts, and opioid-response initiatives; and with providers such as Cumberland Heights, the Mental Health Cooperative, MTMHI, Vanderbilt University Medical Center, and Meharry Medical College for referrals, discharge coordination, crisis stabilization follow-up, medication management, and addiction treatment. The proposed transportation component further strengthens these relationships by ensuring clients can reliably attend appointments, intake assessments, outpatient therapy, probation requirements, and medical visits, reducing care dropout, relapse risk, and overdose likelihood.

Coordination and information-sharing will occur through established referral pathways and ongoing communication with partner agencies. Warm handoffs from medical providers, harm-reduction workers, and outreach teams to the project's Peer Navigator will support rapid engagement and continuity of care. Regular check-ins with collaborative partners will be used to resolve barriers, improve service flow, and enhance coordination across systems, while secure documentation practices aligned with Metro Public Health requirements will ensure confidentiality and compliance. Participation in community coalitions related to overdose prevention, LGBTQ+ health, and public health response will further integrate the project into the countywide strategy.

The project leverages existing community resources, including countywide naloxone distribution, emergency departments, outreach programs, and testing initiatives, while filling critical gaps related to culturally competent peer support, transportation access, and sustained engagement in recovery-oriented services. Harm-reduction groups and one-on-one peer navigation complement public-sector services by reinforcing prevention education, strengthening relapse-prevention skills, and encouraging earlier help-seeking behaviors. The addition of structured transportation significantly improves access to HIV care, medication-assisted treatment, and mental health services that already exist but remain inaccessible for many individuals without reliable transportation.

By integrating fully into Nashville's established opioid-prevention and response infrastructure, this project strengthens the citywide approach to reducing overdose deaths. It connects individuals disproportionately impacted by the opioid crisis—including LGBTQ+ adults, people experiencing homelessness, uninsured residents, and individuals living in high-overdose zip codes—to existing community resources that are often underutilized due to systemic barriers. This integrated model enables Davidson County's prevention and care systems to function more effectively, ensures fewer individuals are lost between service systems, and enhances the community's overall capacity to mitigate opioid-related harm.

Evidence-Based Approach

Evidence-based strategies have been used to address the opioid crisis, including but not limited to fentanyl screening, targeted naloxone distribution, syringe services programs, and peer navigation.

Describe the evidence-based practices that will be used as part of the proposed project. Include references or descriptions of data, literature, or prior outcomes that demonstrate the effectiveness of the proposed approach.

Maximum length: 2 pages

The proposed project is grounded in evidence-based strategies shown to reduce opioid-related harm and strengthen long-term recovery outcomes among high-risk populations. Research consistently demonstrates that individuals with limited access to transportation, medical care, and culturally responsive support have significantly higher rates of relapse, overdose, and untreated co-occurring conditions. This project directly incorporates proven interventions—including peer recovery support, harm-reduction education, naloxone distribution, transportation services, and linkage to medical care—to mitigate overdose risk and improve health outcomes for communities disproportionately impacted by Nashville's opioid crisis.

Peer recovery support is a nationally recognized evidence-based practice that improves engagement, treatment retention, and sustained recovery. Studies published in the *Journal of Substance Abuse Treatment* and *Psychiatric Services* show that peer support specialists increase client motivation, reduce relapse rates, and improve connection to care by leveraging shared lived experience. Peer navigation has been shown to be especially effective among individuals who historically experience mistrust or stigma in traditional clinical settings, such as LGBTQ+ communities, people experiencing homelessness, individuals with prior justice involvement, and persons with co-occurring mental health conditions. By integrating a Certified Peer Recovery Specialist who will facilitate weekly harm-reduction and relapse-prevention groups, provide one-on-one recovery coaching, and support individualized safety planning, this project applies an intervention proven to reduce overdose risk and promote engagement in ongoing care.

Peer-led group interventions are also supported by strong empirical evidence. Research demonstrates that peer-facilitated psychoeducation and relapse-prevention groups improve coping skills, enhance social connectedness, and reduce substance use frequency over time. Group-based harm-reduction education—such as safer-use strategies, overdose recognition, and naloxone training—has been shown to significantly decrease lethal overdose events and increase help-seeking behaviors during crises. By delivering structured weekly groups focused on overdose prevention, relapse-prevention strategies, and recovery capital development, this project strengthens protective factors known to reduce the likelihood of recurrent opioid use.

Access to appropriate medical care is another critical evidence-based component. Peer-reviewed studies confirm that individuals who obtain timely primary care, behavioral health treatment, and medication management—especially for co-occurring disorders—experience lower relapse rates, improved health outcomes, and reduced emergency department utilization. Failure to access care often results in unmanaged withdrawal symptoms, untreated mental health needs, and increased overdose vulnerability. Through active linkage to medical and behavioral health providers, warm handoffs, and assistance with appointment transportation, this project ensures clients receive the clinical support necessary to stabilize and remain engaged in recovery.

Naloxone distribution is one of the most well-documented overdose-prevention strategies available. According to the CDC and SAMHSA, community-based naloxone distribution programs are associated with substantial reductions in opioid overdose fatalities. Individuals trained in naloxone administration are more likely to respond effectively during overdose events, and widespread access to naloxone is directly correlated with decreased mortality rates. This project incorporates ongoing naloxone education, distribution, and refresher training as a foundational harm-reduction measure.

Transportation access is also supported by strong research as a determinant of overdose risk. Studies from the National Academies of Sciences and multiple state opioid response evaluations show that lack of transportation is one of the most common barriers to treatment access, employment, and health stability. Individuals who cannot reliably attend appointments, jobs, or recovery programming experience significantly higher relapse and overdose rates. Conversely, employment stability is consistently identified as a protective factor against overdose, providing structure, social support, and increased self-efficacy. By purchasing a 12–15 passenger van, providing transportation to treatment and medical visits, and supporting employment-related transportation, this project addresses a core barrier that contributes to opioid-related harm.

The project's service model also aligns with evidence-based harm-reduction principles endorsed by the CDC, SAMHSA, and the American Society of Addiction Medicine. These include nonjudgmental engagement, practical risk-reduction strategies, overdose reversal tools, linkage to care, and peer-delivered support. Research shows that harm-reduction programs increase treatment initiation, reduce high-risk opioid use behaviors, and strengthen overall recovery capital.

Collectively, these evidence-based strategies—peer support, harm-reduction education, naloxone training, transportation access, employment support, and facilitated connection to medical care—form a comprehensive prevention approach that addresses the root contributors of overdose risk. By combining proven interventions with the lived-experience expertise of peer specialists and the structural support of transportation services, this project offers a robust, research-backed

Attachment 2
ORHR Proposed Workplan

Project: Pathways to Prevention by We Are One Recovery

Outcomes: The project will reduce opioid-related harm among adults at high risk for relapse or overdose in Davidson County by improving access to prevention services, harm-reduction education, peer-led support, and transportation to care. Anticipated outcomes include increased engagement in prevention and early-intervention services, improved attendance at medical and behavioral health appointments, increased naloxone access and overdose-response knowledge, reduced missed appointments due to transportation barriers, and decreased relapse and overdose risk among participants.

Key Activities: The project will reduce opioid-related harm among adults at high risk for relapse or overdose in Davidson County by improving access to prevention services, harm-reduction education, peer-led support, and transportation to care. Anticipated outcomes include increased engagement in prevention and early-intervention services, improved attendance at medical and behavioral health appointments, increased naloxone access and overdose-response knowledge, reduced missed appointments due to transportation barriers, and decreased relapse and overdose risk among participants.

Time Frames: The project will be implemented over a two-year period. Year One will focus on peer-led prevention services, purchasing and deploying the transportation vehicle, initiating transportation using trained staff, and establishing workflows and data tracking systems. Year Two will expand transportation capacity through the addition of a full-time transport driver while continuing peer-led groups, individual navigation, outreach, and linkage-to-care activities throughout both years.

Responsible Entities: We Are One Recovery will serve as the implementing agency. The Chief Executive Officer will oversee project implementation, fiscal management, reporting, and compliance. The Care Coordinator will conduct assessments, referrals, scheduling, follow-up, and documentation. Certified Peer Recovery Specialists (Jason Emerson and Thea Coalescing) will deliver peer-led prevention groups, individual peer support, harm-reduction education, and navigation. In Year Two, a dedicated Transport Driver will be responsible for daily transportation services. Community partners will support referrals, care coordination, and linkage to services.

Attachment 3
Selected Indicators

Indicators Currently Monitored

We Are One Recovery currently informally tracks service engagement, appointment attendance, group participation. Through our secure case-management and documentation systems we track referrals completed and demographic data. These indicators are already tracked across existing programs and will be applied to this project.

Indicators to Be Monitored or Expanded Under This Project

The project will monitor the following indicators to assess effectiveness and outcomes:

- Number of individuals receiving peer-led harm-reduction and relapse-prevention group services
- Attendance rates for weekly groups
- Number of one-on-one peer navigation and prevention sessions provided
- Number of completed transportation rides to medical, behavioral health, addiction treatment, HIV care, and prevention appointments
- Reduction in missed or no-show appointments due to transportation barriers
- Number of naloxone kits distributed and individuals trained in overdose response
- Successful linkage to care, defined as completed referrals and follow-up contacts
- Self-reported improvements in overdose awareness, safety planning, and engagement in care
- Demographic data to ensure priority populations (LGBTQ+ individuals, people experiencing homelessness, uninsured individuals, residents of high-overdose zip codes) are equitably served

Data Sources and Collection

Data will be collected through intake assessments, attendance logs, transportation logs, naloxone distribution records, and case notes maintained in We Are One Recovery's secure case-management system. Transportation usage and appointment outcomes will be documented at each encounter. Data will be reviewed monthly by program leadership and analyzed quarterly to assess trends, identify disparities, and guide continuous quality improvement.

model capable of reducing opioid-related harm and improving long-term outcomes for Nashville residents most disproportionately impacted by the epidemic.

Detailed Budget Narrative by Year

Year One Budget Narrative

In Year One, grant funds will support initial implementation of the opioid prevention and harm-reduction project, with a focus on staffing, peer-led prevention services, and establishing transportation infrastructure. Personnel costs include partial salary support for the Chief Executive Officer at fifteen percent. This allocation reflects direct oversight of the project, including program supervision, coordination with Metro Public Health and community partners, fiscal management, grant compliance, reporting, and quality assurance. This salary allocation does not duplicate any portion of the CEO's salary supported through the Ryan White Program or other funding sources.

Year One funding also supports a Certified Peer Recovery Specialist, Stuart Stokes, who will deliver weekly one-hour group sessions focused on harm reduction, opioid prevention, relapse prevention, and recovery education. In addition, the Peer Recovery Specialist will provide individual peer navigation to approximately five higher-risk participants per month, offering early-intervention support, linkage to care, and overdose-prevention education. These services are central to the project's prevention goals and directly address risk factors associated with opioid relapse and overdose.

Transportation access is established in Year One through the purchase of a 12–15 passenger van. This vehicle will be used to transport participants to addiction treatment appointments, medication-assisted treatment providers, medical and behavioral health care, HIV prevention and care, food banks, and other prevention-related services. Prior to this project, staff and the Housing Director relied on personal vehicles to transport clients, creating limitations and liability concerns. The van purchase creates a stable, program-owned transportation resource that eliminates a major barrier to care for high-risk individuals.

In Year One, transportation services will be provided by existing staff, PRN staff, and house managers using the project vehicle until a dedicated driver position is established in Year Two. Operating costs associated with transportation include fuel, vehicle insurance, and routine maintenance to ensure safe and reliable use throughout the year.

Programmatic costs in Year One include assessment fees to support timely access to clinical and behavioral health evaluations, which are critical for early identification of opioid-related risk and appropriate care planning. Outreach costs support prevention education, community engagement, and harm-reduction messaging designed to reach individuals disproportionately impacted by the opioid epidemic. Bus passes are included solely for individuals who are not eligible for transportation assistance through the Ryan White Program, ensuring compliance with non-duplication requirements.

Administrative costs in Year One are limited to allowable direct administrative expenses and remain within the approved cap. These costs support grant administration, financial tracking, documentation, reporting, and monitoring required by Metro Public Health.

Year Two Budget Narrative

In Year Two, grant funds support continued delivery of peer-led prevention services while expanding transportation capacity and strengthening program sustainability. Personnel costs continue to include 15% salary support for the Chief Executive Officer to ensure consistent leadership, fiscal oversight, reporting, and coordination with funders and partners. This allocation remains non-duplicative of Ryan White or other funding sources.

The Certified Peer Recovery Specialist continues to deliver weekly harm-reduction and relapse-prevention groups and individual peer navigation for high-risk participants, maintaining continuity of prevention services and reinforcing engagement in care. In Year Two, salary increases are provided to key staff members whose roles directly support program implementation, client engagement, and coordination of services. These increases recognize expanded responsibilities associated with transportation coordination, partner collaboration, and prevention service delivery.

A major expansion in Year Two is the addition of a full-time transportation driver. This position ensures reliable, consistent access to medical care, addiction treatment, assessments, recovery supports, and prevention services. The driver role significantly reduces missed appointments, improves retention in care, and lowers relapse and overdose risk among participants who face transportation barriers.

Transportation operating costs continue in Year Two, including fuel, vehicle insurance, and maintenance, to support safe and uninterrupted service delivery. Bus passes remain limited to individuals not covered under the Ryan White Program to maintain strict compliance with funding guidelines.

Programmatic costs for assessments, outreach, and prevention activities continue in Year Two, supporting early intervention, linkage to care, and community engagement. Administrative costs remain capped and support required financial management, monitoring, and reporting functions. As in Year One, no indirect costs are requested.

Summary

Across both years, the budget reflects a deliberate, prevention-focused investment that aligns with ORHR priorities and Metro Public Health strategies to mitigate the opioid crisis in Nashville. All costs are directly tied to program implementation, no services are duplicated with Ryan White funding, and the budget demonstrates efficient use of public funds to reduce opioid-related harm among populations most impacted.

METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

Department of Finance
700 President Ronald Reagan Way, STE 201
Nashville, Tennessee 37210

Metropolitan Government of Nashville and Davidson County
Recipient of Metro Grant Funding
Certifications of Assurance

As a condition of receipt of this funding, the Recipient assures that it will comply fully with the provisions of the following laws.

- The Americans with Disabilities Act (ADA) of 1990, 42 U.S.C. Section 12116;
- Title VI of the Civil Rights Act of 1964, as amended which prohibits discrimination on the basis of race, color, and national origin;
- Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;

CERTIFICATION REGARDING LOBBYING - Certification for Contracts, Grants, Loans, and Cooperative Agreements
By accepting this funding, the signee hereby certifies, to the best of his or her knowledge and belief, that:

a. No federally appropriated funds have been paid or will be paid, by or on behalf of the Recipient, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, and entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.

b. If any funds other than federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this grant, loan, or cooperative agreement, the Recipient shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

c. The Recipient shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including sub-grants, subcontracts, and contracts under grants, loans, and cooperative agreements) and that all sub-recipients of federally appropriated funds shall certify and disclose accordingly.

____

Signature of Authorized Representative

Name: ___J. Chad Curtis___________
Title: __CEO_______________________________
Agency Name: _We Are One Recovery
Date: ____5/15/26______________________________

METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

Department of Finance
700 President Ronald Reagan Way, STE 201
Nashville, Tennessee 37210

Metropolitan Government of Nashville and Davidson County
Recipient of Metro Grant Funding
Non-Profit Grants Manual Receipt Acknowledgement

As a condition of receipt of this funding, the recipient acknowledges the following:

- Receipt of the Non-Profit Grants Manual, updated February 2, 2023, issued by the Division of Grants and Accountability. Electronic version can be located at the following: Non-Profit Grant Resources

- The recipient has read, understands and hereby affirms that the agency will adhere to the requirements and expectations outlined within the Non-Profit Grants Manual.

- The recipient understands that if the organization has any questions regarding the Non-Profit Grants Manual or its content, they will consult with the Metro department that awarded their grant.

**Note to Organizations: Please read the Non-Profits Grants Manual carefully to ensure that you understand the requirements and expectations before signing this document.*

Signature of Authorized Representative
Name: ___J. Chad Curtis___________
Title: __CEO________________________________
Agency Name: _We Are One Recovery
Date: ____5/15/26________________________________

Attachment E

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: APR 0 9 2019

WE ARE ONE
C/O JAMES CURTIS
1100 NORVEL AVE
NASHVILLE, TN 37216

Employer Identification Number:
83-3272780
DLN:
17053044303019
Contact Person:
LEE CROUCH ID# 17141
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
170(b)(1)(A)(vi)
Form 990/990-EZ/990-N Required:
Yes
Effective Date of Exemption:
January 14, 2019
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We're pleased to tell you we determined you're exempt from federal income tax under Internal Revenue Code (IRC) Section 501(c)(3). Donors can deduct contributions they make to you under IRC Section 170. You're also qualified to receive tax deductible bequests, devises, transfers or gifts under Section 2055, 2106, or 2522. This letter could help resolve questions on your exempt status. Please keep it for your records.

Organizations exempt under IRC Section 501(c)(3) are further classified as either public charities or private foundations. We determined you're a public charity under the IRC Section listed at the top of this letter.

If we indicated at the top of this letter that you're required to file Form 990/990-EZ/990-N, our records show you're required to file an annual information return (Form 990 or Form 990-EZ) or electronic notice (Form 990-N, the e-Postcard). If you don't file a required return or notice for three consecutive years, your exempt status will be automatically revoked.

If we indicated at the top of this letter that an addendum applies, the enclosed addendum is an integral part of this letter.

For important information about your responsibilities as a tax-exempt organization, go to www.irs.gov/charities. Enter "4221-PC" in the search bar to view Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, which describes your recordkeeping, reporting, and disclosure requirements.

WE ARE ONE RECOVERY

Entity Type: Nonprofit Corporation
Formed in: TENNESSEE
Term of Duration: Perpetual
Religious Type: Non-Religious
Benefit Type: Public Benefit Corporation

Status: Active
Control Number: 000999856
Initial Filing Date: 1/14/2019 9:09:00 AM
Fiscal Ending Month: December
AR Due Date: 04/01/2026

Registered Agent
JAMES CHAD CURTIS
1171 SIOUX TER
MADISON, TN 37115

Principal Office Address
1171 SIOUX TER
MADISON, TN 37115-5551

Mailing Address
1171 SIOUX TER
MADISON, TN 37115-5551

AR Standing: Good | RA Standing: Good | Other Standing: Good | Revenue Standing: N/A

History (12)

Type	Date	Tracking Number	Change History
2024 Annual Report for WE ARE ONE RECOVERY	6/16/2025 4:38:15 PM	B2025436587	○ Annual Report Due Date changed from: 4/1/2025 to: 4/1/2026 ○ Annual Report Status changed from: Delinquent to: Good ○ Officers Changed
Notice of Determination for WE ARE ONE RECOVERY	6/10/2025 6:46:35 AM	B2025388499	○ Delinquent Annual Report
2023 Annual Report for We Are One Recovery	1/16/2024 4:17:56 PM	B1492-9663	
2022 Annual Report for We Are One Recovery	2/1/2023 12:21:09 PM	B1330-6230	○ Registered Agent First Name changed from: CHAD to: JAMES
Application for Reinstatement for We Are One Recovery	9/16/2022 11:42:00 AM	B1276-3264	○ Business Name changed from: We Are One to: We Are One Recovery ○ Filing Status changed from: Inactive - Dissolved (Administrative) to: Active ○ Inactive Date changed from: 08/11/2021 to: No Value
2021 Annual Report for We Are One Recovery	9/13/2022 5:09:43 PM	B1277-2728	

2020 Annual Report for We Are One Recovery	8/27/2022 1:28:30 AM	B1269-9263	○ Principal Address 1 changed from: 1100 NORVEL AVE to: 1171 SIOU TER ○ Principal Address 3 changed from: No value to: CHAD CURTIS ○ Principal City changed from: NASHVILLE to: MADISON ○ Principal Postal Code changed from: 37216-2506 to: 37115-5551 ○ Registered Agent First Name changed from: JAMES to: CHAD ○ Registered Agent Physical Address 1 changed from: 1100 NORVEL AVE to: 1171 SIOUX TER ○ Registered Agent Physical Address 3 changed from: No Value to: CHAD CURTIS ○ Registered Agent Physical City changed from: NASHVILLE to: MADISON ○ Registered Agent Physical Postal Code changed from: 37216-2506 to: 37115-5551
Dissolution/Revocation - Administrative for We Are One Recovery	8/11/2021 1:41:15 AM	B1079-7498	○ Filing Status changed from: Active to: Inactive - Dissolved (Administrative) ○ Inactive Date changed from: No Value to: 08/11/2021
Notice of Determination for We Are One Recovery	6/3/2021 1:40:42 AM	B1045-6664	
System Amendment for We Are One Recovery	4/15/2021 1:48:26 AM		
2019 Annual Report for We Are One Recovery	2/29/2020 11:17:56 AM	B0825-5912	
Initial Filing for We Are One Recovery	1/14/2019 9:09:00 AM	B0630-9102	○ Record Status changed from: Pending to: Active

Details ×

WE ARE ONE RECOVERY

120 RAYON DR OLD HICKORY TN 37138
Mr. CHAD CURTIS
(615) 962-2528
www.weareonerecovery.org
Status: Active
CO Number: CO39434
Registration Date: 12/06/2020
Renewal Date: 06/30/2026

Purpose

LBGTQ2iA+ recovery housing for people living with substance use disorder. Teaching them life-coping skills & how to be productive members of society.

Financials (5)

Officers (7)

Charity Events (0)

Secretary of State Tre Hargett

Tre Hargett was elected by the Tennessee General Assembly to serve as Tennessee's 37th secretary of state in 2009 and re-elected in 2013, 2017, 2021, and 2025. Secretary Hargett is the chief executive officer of the Department of State with oversight of more than 300 employees. He also serves on 16 boards and commissions, on two of which he is the presiding member. The services and oversight found in the Secretary of State's office reach every department and agency in state government.

Details ×

WE ARE ONE RECOVERY

120 RAYON DR OLD HICKORY TN 37138
Mr. CHAD CURTIS
(615) 962-2528
www.weareonerecovery.org
Status: Active
CO Number: CO39434
Registration Date: 12/06/2020
Renewal Date: 06/30/2026

Purpose

LBGTQ2iA+ recovery housing for people living with substance use disorder. Teaching them life-coping skills & how to be productive members of society.

Financials (5)

Officers (7)

Charity Events (0)

000999856

B0630-9102 01/14/2019 9:09 AM Received by Tennessee Secretary of State

CHARTER
NONPROFIT CORPORATION

SS-4418

Division of Business Services
Department of State
State of Tennessee
312 Rosa L. Parks AVE, 6th FL
Nashville, TN 37243-1102
(615) 741-2286

Filing Fee: $100.00

Tre Hargett
Secretary of State

For Office Use Only

Control # 000999856

Amount Due: $100.00
Please file before 01/15/2019

The undersigned, acting as incorporator(s) of a nonprofit corporation under the provisions of the Tennessee Nonprofit Corporation Act, adopt the following Articles of Incorporation.

1. The name of the corporation is: We Are One

2. Name Consent: (Written Consent for Use of Indistinguishable Name)
☐ This entity name already exists in Tennessee and has received name consent from the existing entity.

3. This company has the additional designation of: None

4. The name and complete address of its initial registered agent and office located in the State of Tennessee is:
JAMES CHAD CURTIS
1100 NORVEL AVE
NASHVILLE, TN 37216-2506
DAVIDSON COUNTY

5. Fiscal Year Close Month: December **Period of Duration:** Perpetual

6. If the document is not to be effective upon filing by the Secretary of State, the delayed effective date and time is:
(none) (Not to exceed 90 days)

7. The corporation is not for profit.

8. Please complete all of the following sentences by checking one of the two boxes in each sentence:
This corporation is a ☑ public benefit corporation / ☐ mutual benefit corporation.
This corporation is a ☐ religious corporation / ☑ not a religious corporation.
This corporation will ☐ have members / ☑ not have members.

9. The complete address of its principal office is:
1100 NORVEL AVE
NASHVILLE, TN 37216-2506
DAVIDSON COUNTY

(Note: Pursuant to T.C.A. §10-7-503 all information on this form is public record.)

B0630-9103 01/14/2019 9:09 AM Received

CHARTER NONPROFIT CORPORATION

SS-4418

Division of Business Services
Department of State
State of Tennessee
312 Rosa L. Parks AVE, 6th FL
Nashville, TN 37243-1102
(615) 741-2286

Filing Fee: $100.00

Tre Hargett
Secretary of State

For Office Use Only

Control # 000999856

Amount Due: $100.00
Please file before 01/15/2019

The name of the corporation is: We Are One

10. The complete mailing address of the entity (if different from the principal office) is:
1100 NORVEL AVE
NASHVILLE, TN 37216-2506

11. List the name and complete address of each incorporator:

Title	Name	Business Address	City, State, Zip
Incorporator	James C Curtis	1100 NORVEL AVE	NASHVILLE, TN 37216-2506

12. School Organization: (required if the additional designation of "School Organization - Exempt" is entered in section 3.)

☐ I certify that pursuant to T.C.A. §49-2-611, this nonprofit corporation is exempt from the $100 filing fee required by T.C.A. §48-51-303(a)(1).

☐ This nonprofit corporation is a "school support organization" as defined in T.C.A. §49-2-603(4)(A).

☐ This nonprofit corporation is an educational institution as defined in T.C.A. §48-101-502(b).

13. Insert here the provisions regarding the distribution of assets upon dissolution:
In the event of dissolution of the Corporation, all assets will be distributed to another nonprofit organization with a similar purpose.

14. Other Provisions:

(Note: Pursuant to T.C.A. §10-7-503 all information on this form is public record.)

Electronic Signature

Incorporator
Title/Signer's Capacity

James C Curtis
Printed Name

Dec 16, 2018 11:33PM
Date

RDA 167

WE ARE ONE, INC.

FINANCIAL STATEMENTS

DECEMBER 31 2024

(With Independent Auditor's Report Thereon)

Table of Contents

A. Jack Farmer, CPA
1044 Lewisburg Pike
Franklin, TN 37064
A J Farmer CPA
ajfarmer.cpa@farmercpapllc.com
Telephone 615.429.3771

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of We Are One, Inc.

Opinion

I have audited the accompanying financial statements of We Are One, Inc. (a nonprofit organization), which comprise the statement of financial position as of December 31, 2024, and the related statements of activities, functional expense and cash flows for the year then ended, and the related notes to the financial statements. In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of We Are One, Inc. as of December 31, 2024, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

I conducted my audit in accordance with auditing standards generally accepted in the United States of America. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. I am required to be independent of We Are One, Inc. and to meet my other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. I believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about We Are One, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, I:

· Exercise professional judgment and maintain professional skepticism throughout the audit.

· Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

· Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of We Are One, Inc.'s internal control. Accordingly, no such opinion is expressed.

· Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

· Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about We Are One, Inc.'s ability to continue as a going concern for a reasonable period of time.

I am required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that I identified during the audit.

A J Farmer, CPA

Franklin, Tennessee
August 27, 2025

WE ARE ONE, INC
STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2024

		2024
ASSETS		
CURRENT ASSETS		
Cash and cash-equivalents	$	85,924
Accounts receivable		44,649
Total current assets		130,573
PROPERTY AND EQUIPMENT		
Real property		555,858
Less accumulated depreciation		(3,523)
Total property and equipment		552,335
Total Assets		682,908
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable		
Accrued expense		
Total current liabilities		-
NET ASSETS		
Without donor restrictions		682,908
Total liabilities and net assets	$	682,908

See notes to financial statements

WE ARE ONE, INC
STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS
YEAR ENDED DECEMBER 31, 2024

CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS	**2024**
Support and revenue	
State of Tennessee grant and contract revenue	594,959
Grants from non profits	133,000
Rent income	97,052
Other income	4,397
Interest	1
Total support and revenue	829,409
Program expense	114,165
Managemnet and general expense	19,266
Fundraising expense	6,445
Total expense	139,876
Increase (decrease) in net assets without donor restrictions	689,533
Net assets without donor restrictions beginning of year	(6,625)
Net assets without donor restrictions end of year	$ 682,908

WE ARE ONE, INC
STATEMENT OF FUNCTIONAL EXPENSE
YEAR ENDED DECEMBER 31, 2024

	2024			
	Program	**Management & General**		**Total**
Salaries	28,229	6,416		34,645
Employee benefits				-
Vehicle expense	1,799	-		1,799
Fund raising	-		6,445	6,445
Software and applications	180	1,430		1,610
Postage and delivery	65	560		625
Printing	633	112		745
Repairs and maintenance	4,796	-		4,796
Dues and subscriptions	-	1,701		1,701
Interest		3,583		3,583
Bank fees and service charges	-	399		399
Miscellaneous supplies and other program	23,659	-		23,659
Rent	31,003	-		31,003
Utilities	13,192			13,192
Equipment rental	1,208	-		1,208
Insurance	-	4,395		4,395
Furniture and house supplies	5,670			5,670
Depreciation	3,523	-		3,523
Staff development	14	14		28
License and permits	-	657		657
Client assistance	195	-		195
	$ 114,166	19,266	6,445	139,877

See notes to financial statements

WE ARE ONE, INC
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2024

	2024
Cash Flows From Operating Activities	
Increase (decrease) in net assets	$ 689,533
Adjustments to reconcile increase (decrease) in net assets to cash provided (used) by operating activities	
Forgiveness of debt - non cash	
Depreciation	3,523
(Increase) decrease in contracts receivable	(44,649)
Increase (decrease) in accounts payable	-
Increase (decrease) in accrued liabilities	-
Total adjustments	(41,126)
Net cash provided (used) by operating activities	648,407
Cash Flows From Investing Activities	
Acquisition of plant property and equipment	(555,858)
Net cash used by investing activities	(555,858)
Cash Flows From Financing Activites	
Net cash provided by financing activites	-
Increase (decrease) in cash	92,549
Cash and cash equivalents beginning of year	(6,625)
Cash and cash equivalents end of year	$ 85,924

See notes to financial statements

We Are One, Inc.
Notes to Financial Statements

1. ORGANIZATION AND NATURE OF BUSINESS

We Are One , Inc. a Tennessee not-for-profit corporation (the "Organization"), is dedicated to providing members of the LGBTQ2iA community a safe, non-violent and non-judgmental place to live free of alcohol and drugs in the state of Tennessee. This approach was developed as a way to rebuild lives. Focusing on healing the whole person our program helps residents identify behaviors that can lead to substance use disorders then implement a restorative approach to treatment and recovery.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation.

The Organization reports information regarding its financial position and activities in accordance with FASB ASC 958. Under ASC 958 as updated by ASU 2016-14, the organization is required to report information regarding its financial position and activities according to two classes of net assets: net assets with no donor restrictions, net assets with donor restrictions which can be temporary or permanent based upon the existence or absence of donor-imposed restrictions. (The Corporation has no material assets that meet the definition of net assets with donor restrictions.) In addition, the Corporation reports information regarding contributions in accordance with ASU 2016-14. In accordance with ASU 2016-14, contributions received are recorded as donor restricted, or with no donor restrictions. (The Corporation has received no material contributions with donor-imposed restrictions that would result in net assets with donor restrictions.) The Organization adopted ASU 2016-14 effective for the year ended June 30, 2019.

Basis of Accounting.

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles.

On August 18, 2016, FASB issued ASU 2016-14, Not-for-Profit Entities (Topic 958) Presentation of Financial Statements of Not-for-Profit Entities. The update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. The ASU has been applied retrospectively to all periods presented.

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of Corporations management and the board of directors.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Corporation or by the passage of time. Other donor restrictions are perpetual in nature, where by the donor has stipulated the funds be maintained in perpetuity. Donor restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statements of activities.

Measure of operations – The statements of activities reports all changes in net assets, including changes in net assets from operating and nonoperating activities. Operating activities consist of those items attributable to the Corporations ongoing services and interest and dividends earned on investments. Nonoperating activities are limited to resources that generate return from investments and other activities considered to be of a more unusual or nonrecurring nature.

Recently Adopted Accounting Pronouncements

In February 2016, the Financial Accounting Standards Board issued accounting standards update ("ASU") 2016-02 "Leases (Topic 842)". Under this guidance, an entity is required to recognize right-of-use assets and lease liabilities on its balance sheet and disclose key information about leasing arrangements.

The Organization adopted the new standard effective December 31, 2024 using the modified retrospective approach. This approach allows the Organization to initially apply the new accounting standard at the adoption date and recognize a cumulative adjustment to the opening balance of net assets in the period of adoption. The prior year comparative information if presented has not been restated and continues to be reported under accounting standards in effect for the period. The adoption of the new standard had no impact on net assets.

The new standard provides a number of optional practical expedients at transition. The Organization elected a short term lease exception policy, which allows entities to not apply the new standard to short term leases (i.e. leases with terms of 12 months or less) and elected to utilize a risk free rate for calculating the lease liability. See note 9.

In June 2016 the Financial Accounting Standards Board issued accounting standards update ASU 2016-13 Financial Instruments (Topic 326): Measurement of credit losses on Financial Instruments (ASC 326) which significantly changed how entities will measure credit losses for most financial assets and certain other instruments that are not at fair value through net income. The most significant change in this standard is a shift from the incurred loss model to the expected loss model. Under the standard, disclosures are required to provide users of the financial statements with useful information in analyzing an entities to credit risk and measurement of credit losses. Financial assets held by the Organization that are subject to the guidance in FASB ASC 326 were accounts receivable.

The Organization adopted the standard effective January 1, 2024. The impact of the adoption was not considered material to the financial statements and primarily resulted in new and enhanced disclosures only.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles and the modified cash basis of accounting requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Cash and Cash Equivalents

The Organization considers all short-term, highly liquid investments with an original maturity date of three months or less to be cash equivalents. All are available for use in current operations.

Property and Equipment

Property and equipment are reported at cost. Donations of property and equipment are recorded as support at their estimated fair value at the date of donation. Property and equipment are depreciated principally using straight-line methods over their estimated useful lives.

Long-lived Assets

The Organization periodically reviews the values assigned to long-lived assets to determine if any impairments are other than temporary. Management believes that the long-lived assets in the accompanying statement of assets, liabilities, and net assets are appropriately valued.

Revenue Recognition - Contributions

The Organization recognizes contributions as revenue when they are received or unconditionally pledged and records these revenues as with donor restrictions or without donor restrictions according to donor stipulations that limit the use of these assets due to either a time or purpose restriction. Contributions received with donor restrictions that are met in the year of receipt are recorded as revenues without donor restrictions. When a restriction expires or is met in a subsequent year, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the consolidated statements of activities and changes in net assets. Conditional contributions or promises to give are not recognized until they become unconditional, that is, when the conditions on which they depend are substantially met. Contributions to be received in future periods are discounted at an appropriate discount rate. Amortization of discounts on multi-year pledges is recorded as additional contribution revenue as either with or without donor restrictions based on any donor-imposed restrictions, if any, on the related contributions.

Revenue Recognition - Grants and Contract Liabilities

The majority of the Organization's revenue is derived from cost-reimbursable state contracts and grants, which are conditioned upon certain performance requirements and/ or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when the Organization has incurred expenditures in compliance with specific contract or grant provisions. The Organization received cost-reimbursable grants of $594,959 that have been recognized at December 31, 2024. The Organization has also recognized $44,649 in grant receivables at December 31, 2024.

Revenue Recognition – Program Service Fees

The Organization recognizes revenue when goods or services are transferred to customers in an amount that reflects the consideration which it expects to receive in exchange for those goods or services. In determining when and how revenue is recognized from contracts with customers, the Organization performs the following five step analysis: (1) identification of contract with customer, (2) determination of performance obligations, (3) measurement of the transactions price, (4) allocation of the transaction price to the performance obligation, and (5) recognition of revenue when or as the Organization satisfies each performance obligation.

. Revenue and Support

We Are One. Inc receives most of its income, approximately 98%, from grants paid by the State of Tennessee Department of Finance and Administration. The reimbursement is driven by when the Organization spends the money. During 2024 a grant from the state for $555,858 was used to purchase real property at 120 Rayon Dr, Nashville, TN 37138 in furtherance of their mission of providing housing for their clients.

Revenue Recognition – Nonfinancial Assets

Volunteers have made contribution of their time in furtherance of our mission. These services were not reflected in the accompanying statement of activities because they do not meet the necessary criteria for recognition under US GAAP.

We Are One, Inc.
Notes to Financial Statements

Grants Contracts and Other Receivables

Grants and contract receivables consist of amounts due related to services provided under nonexchange grant and contract agreements and are presented net of an estimation of credit losses. Managements estimate of credit losses is based on historical collection experience and a review of the current status of the account. It is reasonably possible that managements estimate of credit losses for uncollectible accounts could change. There was no estimation for credit losses December 31, 2024.

Contributions

Contributions received are recorded as donor restricted either temporarily or in perpetuity, and contributions without donor restrictions, available for use in the current period, depending on the existence and nature of any donor stipulations that limit the use of the donated assets. When a donor restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported as net assets released from donor restrictions. If a restriction is fulfilled in the same time period in which the contribution is received, the Organization reports the support as net assets without donor restrictions. There are no nonfinancial contributed assets.

Income Taxes

The Organization is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. Accordingly, no provision for income taxes has been included in the accompanying financial statements.

Functional Allocation of Expenses.

The costs of providing the various programs and other activities have been summarized on a functional basis and natural basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited based on hours worked in each area.

Advertising

Advertising costs are expensed as incurred.

2. AVAILABILITY AND LIQUIDITY

The following represents The Corporations financial assets at December 31, 2024:

Cash and cash equivalents as of December 31, 2024 is	$85,924.
Grant receivables as of December 31, 2024 is	44,649
Total	$130,573

The Organization's goal is generally to maintain financial assets to meet 60 days of operating expenses (approximately $12,152). As part of its liquidity plan, excess cash is invested in short-term investments, including money market accounts and certificates of deposit.

3. DUE FROM THE STATE OF TENNESSEE:

We Are One, Inc. is due monies from the State of Tennessee Department of Finance from time to time. There are $44,649 in receivables for the year ended December 31, 2024. Due to the timing and nature of receivables it was deemed more effective to test them, if any, by verifying subsequent receipts than requesting balance confirmations.

4. COMMITMENTS

The Organization received a line of credit renewable yearly with a facility of $47,000 December 31, 2025 at a 5% rate of interest secured by property at 120 Rayon Dr, Nashville, Tennessee.

5. QUESTIONED COSTS / CONTINGENCIES

Questioned costs are those amounts charged to a funded program that may not be in compliance with requirements set forth in contracts, statutes, and regulations governing allowability or eligibility. A questioned cost may not be reimbursed by the State or the State agency may require that the funds already expended be refunded back to the State. These amounts can be "questioned" by the State for the specific grant to which they apply. The final determination as to whether such costs will be allowed or disallowed under the grants will be made by the individual grantor agencies at a later date.

6. SUBSEQUENT EVENT

Management has evaluated events and transactions subsequent to the statement of financial position date through the date of the auditor's report, August 27, 2025 (the date the financial statements were available to be issued), for potential recognition or disclosure in the financial statements. Management has identified one item, disclosed in Note 4 requiring disclosure.

7. UNCERTAIN TAX POSITIONS

The Organization follows the accounting guidance for uncertainty in income taxes using the provisions of Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 740, Income Taxes. Using that guidance, tax positions initially need to be recognized in the financial statements when it is more-likely-than-not the position will be sustained upon examination by tax authorities. Such tax positions initially and subsequently need to be measured as the largest amount of tax benefit that has a greater than 50% likelihood of being realized upon ultimate settlement with the tax authority assuming full knowledge of the position and relevant facts. The adoption of FASB ASC 740 did not have a material impact on the Corporation's financial statements. Management has concluded that there are no significant uncertain tax positions requiring disclosure, and there are no material amounts of unrecognized tax benefits.

8. TAX STATUS

The Organization, obtained its determination letter dated April 9, 2019 in which the Internal Revenue Service stated that the Corporation was in compliance with the applicable requirements of Internal Revenue Code Section 501 (c) 3. The Corporation has had no significant modifications of its programs since receiving the determination letter. Management believes that the Corporation is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code and is exempt from federal income tax under IRC Section 501 (a).

9. LEASES

The Organization primarily has operating leases for client residence and copiers, which are third-party leases. The Organization's leases have remaining lease terms that are less than one year, and therefore are not considered financing leases as management does not intend to renew.

The Organization determines if an arrangement is a lease at inception by determining whether the agreement conveys the right to control the use of the identified asset for a period of time, whether the Organization has the right to obtain substantially all of the economic benefits from use of the identified asset, and the right to direct the use of the asset.

Lease liabilities are recognized at the commencement date based upon the present value of the remaining future minimum payments over the lease payments over the lease term using the rate implicit in the lease or the Organization's incremental borrowing rate. The incremental borrowing rate is defined as the rate of interest the Organization would have to pay to borrow on a collateralized basis over a similar term in an amount equal to the lease payments in a similar economic environment. The Organizations lease terms include options to renew or terminate the lease when it is reasonably certain that it will exercise the option.

The right-of-use assets are initially measured at the carrying amount the lease liability and adjusted for any prepaid or accrued lease payments, remaining balance of lease incentives received, unamortized initial direct costs, or impairment charges relating to the right-of-use asset. Certain leases contain escalation clauses, which are factored into the right-of-use asset where appropriate. Lease expense for minimum lease payments are recognized on straight line basis over the lease term.

Variable lease expenses include payments for variable common area maintenance are expensed as incurred. The Organization's lease agreements do not contain any material residual value guarantees or restrictive covenants.

Operating expense was $31,003 for the year ended December 31, 2024.

Attachment H

CERTIFICATE OF INSURANCE	ISSUE DATE 09/24/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: IF THE CERTIFICATE HOLDER IS AN ADDITIONAL INSURED, THE POLICY(IES) MUST BE ENDORSED. IF SUBROGATION IS WAIVED, SUBJECT TO THE TERMS AND CONDITIONS OF THE POLICY, CERTAIN POLICIES MAY REQUIRE AN ENDORSEMENT. A STATEMENT ON THIS CERTIFICATE DOES NOT CONFER RIGHTS TO THE CERTIFICATE HOLDER IN LIEU OF SUCH ENDORSEMENT(S).

PRODUCER

The Mutter Agency
1994 Gallatin Rd N
Ste 312
Madison, TN 37115

INSURED

We are One Recovery
1171 Sioux Terrace
Madison, TN 37115

INSURER(S) AFFORDING COVERAGE

INSURER	A:	Scottsdale Insurance Company
INSURER	B:	N/A
INSURER	C:	N/A
INSURER	D:	Scottsdale Insurance Company
INSURER	E:	N/A

COVERAGES

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE	POLICY EXPIRATION DATE	LIMITS	
A	GENERAL LIABILITY	CPS4050574	9/19/2025	9/19/2026	GENERAL AGGREGATE	2,000,000
					PRODUCTS-COM/OP AGG.	1,000,000
					PERSONAL & ADV. INJURY	1,000,000
					EACH OCCURRENCE	1,000,000
					DAMAGE PREM RENTED TO YOU	100,000
					MED EXPENSE (Any one person)	5,000
B	Directors & Omissions Liability	NDO2561993B	07/13/2025	07/13/2026	COMBINED SINGLE LIMIT	$1,000,000
					MEDICAL PAYMENTS TO OTHERS	$1,000,000
C	Cyber Liability	P105.255.882.1	08/01/2025	08/01/2026	EACH OCCURRENCE	$1,000,000
					AGGREGATE	$1,000,000
D	Errors and Omissions	CPS4050574	9/19/2025	9/19/2026	Each Claim	1,000,000
					Aggregate	2,000,000
E	PROPERTY	WCIWV			BUILDING	$412,000
					CONTENTS	$30,000
					BUSINESS INCOME	

DESCRIPTION OF OPERATIONS / SPECIALTY ITEMS

Shelters, Mission, Settlement or Halfway House Not Church or Office Building

Metro Government of Nashville & Davidson County, its officials, officers, employees and volunteers are named as additional insureds per the General Liability insured endorsement.

CERTIFICATE HOLDER

Metro Public Health Department
Attn: Beverly Glaze-Johnson
Attn: Anidolee Melville-Chester
2500 Charlotte Avenue
Nashville, TN 37209

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED SIGNATURE

Keith E. Allred