

Facing the Future: Together.



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*Southwest Tennessee
Development District
2015 Annual Report*



Who We Are & What We Do

Southwest Tennessee Development District is an organization created by the Tennessee General Assembly under the Tennessee Development District Act of 1965. SWTDD provides comprehensive planning and promotes economic, community and human resource development in a defined geographic area.

As a public non-profit association of local governments, SWTDD serves Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, McNairy and Madison counties. An Executive Director & Board of Directors (including member government officials, state representatives and minority representatives) manage SWTDD. Its 24-member Executive Committee meets six times per year to set policy and conduct business.

Organized in 1971, SWTDD is staffed by 31 people with expertise in district management, economic development, community development, housing, environmental planning, regional planning, aging assistance, social work, nursing, grant writing, educational assistance, and public guardianship for the elderly. Financial support is provided from EDA; THDA; Tennessee Departments of Economic & Community Development, Transportation and Environment & Conservation; TACIR; Tennessee Commission on Aging & Disability; TennCare; Delta Regional Authority; USDA Rural Development and others. SWTDD's REDI Program is funded by community investments and through grants from local, state and federal agencies.

Funds received from the Commission on Aging & Disability are distributed through contracts to senior centers and regional service provider agencies. SWTDD also receives fees for grant management services rendered for member governments and income from its small business loan program. SWTDD is designated as a regional clearinghouse for projects under Executive Order 12372 and acts as the Regional Affiliate Data Center for the Bureau of the Census.

Facing the Future: Together



Southwest Tennessee Development District 2014-2015 Annual Report

Table of Contents

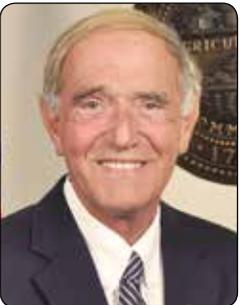
Executive Committee & Board of Directors	3-4
Administration	5
Area Agency on Aging & Disability	6-8
Economic & Community Development	9-12
Staff Contact Information	13
2015 SWTDD Award Winners	14



Bobby King, Mayor of Henderson,
Chairman of the Board



Franklin Smith, Mayor of Haywood
County, Vice Chairman



Jerry Gist, Mayor of Jackson,
Secretary/Treasurer



Joe W. Barker
SWTDD Executive Director



A Letter from Joe W. Barker, SWTDD Executive Director

Thank you for taking the time to read the SWTDD FY2015 annual report. It has been an amazing year as we continue to bring quality, professional services to the citizens of Southwest Tennessee. SWTDD continues to expand services to the aging and disabled (SWAARD), high school seniors through our college access program (REDI), and economic and community development opportunities (ECD).

As we all know, we have many challenges in Southwest Tennessee but working together as a region we are making a difference in the future of our region. I want to thank our local elected officials for their guidance and support of SWTDD. We are very fortunate to have dedicated men and women who serve their communities and provide a vision for success in each of our cities and counties. Southwest Tennessee is also very fortunate to have an abundance of volunteers who are always ready to provide assistance to help create a “sense of place” where we are proud to call our communities home!

I also want to commend the many partners we have across the region. Sometimes it does “take a village” to implement programs and ideas that have life-long effects on our citizens. These partners make it possible to stretch dollars and services that otherwise would not be available. Working together we create a synergy that will propel us into the next year and decades to come.

Thank you for allowing me the opportunity to serve as Executive Director of SWTDD. It is an experience that is challenging but rewarding to be able to touch so many people’s lives each and every day. This organization is your organization! SWTDD will only be as successful as we want it to be. I look forward to working with each of you and making Southwest Tennessee the BEST of Tennessee!!

Southwest Tennessee Development District Board of Directors

CHESTER COUNTY

County Mayor Dwain Seaton*
Vacant, Industrial Representative
John Welch, Minority Representative*
Mayor Melinda Johnston, Enville
Mayor Bobby King, Henderson*

DECATUR COUNTY

County Mayor Mike Creasy*
Charles Taylor, Industrial Representative
Joseph Fisher, Minority Representative
Mayor Gerald Buchanan, Decaturville
Mayor Tim David Boaz, Parsons*

HARDEMAN COUNTY

County Mayor Jimmy Sain*
Larry Crawford, Industrial Representative
Elmer Cobb, Minority Representative
Mayor Barrett Stevens Sr., Bolivar*
Mayor Curtis Lane, Grand Junction
Mayor Ricky Ayers, Hickory Valley
Mayor Mack Carter Jr., Hornsby
Mayor Jackie Cox, Middleton
Mayor Jim Daniel, Saulsbury
Mayor Bill Mayfield, Silerton
Mayor Joseph Jones, Toone
Mayor James Bellar, Whiteville

HARDIN COUNTY

County Mayor Kevin Davis*
Steve Bunnell, Industrial Representative
Allen Cherry, Minority Representative*
Mayor Glen Spencer, Crump
Mayor Dannie Kennedy, Milledgeville*
Mayor Larry Lowery, Saltillo
Mayor Bob Shutt, Savannah

LEGISLATIVE MEMBERS

Senator Ed Jackson*
Representative Jimmy Eldridge*

HAYWOOD COUNTY

County Mayor Franklin Smith*
Vacant, Industrial Representative
Robert Green, Minority Representative*
Mayor William Rawls Jr., Brownsville*
Mayor Allan Sterbinsky, Stanton

ENDERSON COUNTY

County Mayor Dan Hughes*
Mark Bartel, Industrial Representative
Barbara Parker, Minority Representative*
Mayor David Jowers, Lexington*
Mayor Kenneth Kizer, Parkers Crossroads
Mayor Jim Freeland, Sardis
Mayor Danny Rhodes, Scotts Hill

MADISON COUNTY

County Mayor Jimmy Harris*
Tammy West, Industrial Representative
Herbert Slack, Minority Representative*
Mayor Jerry Gist, Jackson*
Mayor Connie Mullins, Medon
Mayor Larry Sanders, Three Way

McNAIRY COUNTY

County Mayor Ronnie Brooks*
Vacant, Industrial Representative
Harry Crayton, Minority Representative*
Mayor David Leckner, Adamsville
Mayor Gary Bizzell Jr., Bethel Springs
Mayor Jessie Robbins, Eastview
Mayor Robert Heathcock, Finger
Mayor Keith Rinehart, Guys
Mayor Anthony Smith, Michie
Mayor George Armstrong, Ramer
Mayor John Smith, Selmer*
Mayor Larry Raines, Stantonville

*Denotes Executive Committee Member



Individual commitment to a group effort -
that is what makes a team work, a company work,
a society work, a civilization work. ~Vince Lombardi

Administrative Accomplishments

SWTDD's Administrative team works closely with all staff members and governmental groups. Administration includes staff members who work in the roles of human resources, office management, financial management, IT management and communications. Some administrative highlights during the past year include:

- Computers & Technology:** During FY1205, SWTDD began work with Younger & Associates to develop a new, mobile-friendly, interactive website. This new website will launch in the first quarter of 2016. We also have been testing the new Microsoft Windows 10 operating system to see if it is compatible with our existing equipment/software. Windows 10 is a free upgrade.
- Health & Wellness:** SWTDD joined Governor Bill Haslam's "Working for a Healthier Tennessee" and "Small Starts for the Workplace" initiatives in FY2014 -- and our organization was recognized during FY2015 as an official "Healthier Tennessee Workplace." This accomplishment is due in part to opportunities created each month to educate and inspire employees toward healthier behaviors and by employees willingness to make small steps toward a healthier lifestyle.
- External Communications:** SWTDD distributes its newsletter three-to-four times each month through an internet-based software company and assists as needed with publicizing events and happenings through SWTDD's and REDI's Facebook page, area newspapers/radio stations, etc.
- Management of human resources and financial matters:** During FY2015, SWTDD invested in new accounting software called NextGen modules for purchasing and general ledger. This change, while extensive in scope, has enabled our finances to be managed more efficiently and allows staff members to have access to more timely and accurate financial data/information regarding grants and other contracts for services. In FY2016, SWTDD's payroll and other HR functions will also be moved over to this new software system.



SWTDD Financial Overview:	
FY 2015 - Operating Budget	\$ 4,337,837
Pass Through Budget	\$ 1,355,012
Total Assets & Liabilities	\$ 827,352
Full-time Staff.....	31

Aging & Disability Services

The Southwest Tennessee Area Agency on Aging & Disability improves the quality of life for consumers in the service area. The Agency administers state and federal programs that allow seniors and persons with disabilities to remain independent within their homes and communities. With a dedicated staff of 16, SWAAD strives to meet the needs of this underserved population. Some of the programs provided include:

- OPTIONS:** The OPTIONS for Community Living Program administered by the AAAD is a home- and community-based program that provide services to older adults and other adults with disabilities who are at risk of losing their independence. Services include homemaker, home-delivered meals, and personal care.
- Nutrition:** AAAD uses federal Older Americans Act dollars to provide nutritious meals to older adults and persons with disabilities. Meals are provided through a contracted service provider.
- Public Guardianship:** The Public Guardianship for the Elderly Program is designed to aid persons 60 years of age and older who are unable to manage their own affairs and who have no family member, friend, bank or corporation willing and able to act on their behalf. Services provided include conservatorship and durable power of attorney.
- CHOICES:** TennCare CHOICES in Long-Term Care (or "CHOICES" for short) is TennCare's program for long-term care services. This care includes help doing everyday activities that persons may not be able to do for themselves -- like bathing, dressing, getting around the home, preparing meals, or doing household chores. Long-term care services can include care in a nursing home -- but it also can include care in the home or the community that helps keep a person from having to go to a nursing home for as long as safely possible.
- National Family Caregiver Support Program:** This program provides services to caregivers who are providing care to someone age 60 or older. Services include training, support, information, respite, homemaker, personal care, and home delivered meals.



Area Agency on Aging & Disabilities

Help For Those in Need

The Southwest AAAD continued to administer the “Facing Future Choices” fund during FY2015. This fund is for persons within the service area who have emergency needs that will not be met by other sources. Monies generated for the fund come from vendor fees at the “Facing Future Choices” conference and the annual SWTDD Golf Tournament. To date, the fund has provided \$16,926.96 in assistance. Examples of assistance provided includes: payment of utility bills, rent, and medications.

CHOICES in Long-Term Care

The AAAD continues to maintain a contractual relationship with the Bureau of TennCare to assist non-Medicaid consumers with enrolling in long-term services and supports. Specifically, the Agency completes a screening and in-home assessment on persons requesting LTSS. The AAAD employs seven people to work in the CHOICES department to provide the service. The CHOICES program provided information and assistance to 885 consumers.

Home- and Community-Based Services

As an integral part of fulfilling the mission of the AAAD, home- and community-based services are provided to ensure seniors have the opportunity to age in place for as long as possible. Under the state Options for Community Living Program and the federal Title III Program, the Agency provides nutritious home delivered meals, homemaker service, and personal care service. These services are seen as a life-line to those who wish to delay or prevent institutionalization. During FY2015, the AAAD served 123,289 home delivered meals, provided 9,988 hours of homemaker service, and provided 4,149 hours of personal care service. The AAAD employs three Options Counselors to complete in-home assessments, provide service coordination and case management.

Helping Caregivers to Help Themselves

The National Family Caregiver Support program is administered locally by the AAAD in order to provide support and training to persons who are caring for someone age 60 and over. Services in this program include respite care, home-delivered meals, homemaker, personal care, support groups, training, education, and information. During FY2015, the program boasted a 38% increase in caregivers served.

Long-Term Care Ombudsman Moves In-House

The Long-Term Care Ombudsman Program works on behalf of institutionalized residents to resolve conflicts and concerns between themselves and staff. For many years, the Long-Term Care Ombudsman Program had been a service that was contracted out by the AAAD. During

Accomplishments in Fiscal Year 2014-15

FY2015, the AAAD made the decision to provide the service directly due to the changing landscape of the current provider. In February 2015, the program moved into the SWTDD office and a new Ombudsman was hired. In FY2015, the program resolved 92 complaints within the eight county service area.

Public Guardianship for the Elderly

The Public Guardianship Program provides services for persons who are 60 and older who have no one else willing and able to take care of their affairs. The program operates either by conservatorship for persons or through a durable power of attorney. During FY2015, the program added an Assistant Public Conservator to assist with financial responsibilities. The program has provided 931 hours of service for FY2015.

Fighting Fraud and Abuse

The AAAD operates the Senior Medicare Patrol Program within the Southwest Tennessee service area to teach seniors how to watch for and detect fraud. As part of SMP’s mission to educate consumers, the AAAD sponsored and hosted “The Many Faces of Fraud Against the Elderly” conference in October of 2014. Attended by over 100 seniors, the conference featured a panel of professionals from the Better Business Bureau, the Office of the Inspector General, the Tennessee Bureau of Investigation, Adult Protective Services, and West Tennessee Legal Services. Attendees learned about current scams targeting the senior population, ways to protect personal information, and victim statistics in the area.



Economic & Community Development Services

SWTDD's ECD team works with regional governments to improve the quality of life for citizens. Services are performed free-of-charge to governments – except planning services which are performed on a contractual basis with participating communities. Highlights of Economic & Community Development services include...

Grant Writing/Administration

SWTDD has a community & economic development administrator and grant writer on staff. Grant writing services are free to our member governments. SWTDD receives a nominal administration fee only when a grant is funded.

Types of Grants Written by SWTDD

EDA, FastTrack Infrastructure, USDA-RD, CDBG, DRA, SAFETEA-LU, LPRF/LWCF/RTP, TDOT, Assistance to Firefighters, Governor's Highway Safety Office, Solid Waste, Byrnes, Broadband, Disaster, and Clean Energy grants.

Small Business Loans

Southwest Tennessee Development District provides low interest loans to businesses that do not qualify for traditional bank financing. Since 1989, SWTDD has loaned more than nine million dollars to small businesses in our eight county region, creating over 1,500 jobs. An eight-person, multi-county committee oversees our small business loan process.

Housing & Preservation

SWTDD contracts with THDA to provide assistance in applying for, implementing and developing affordable housing for low and very low income families in the eight-county area through THDA programs.

Our preservation services include research, applications and nominations to the National Register of Historic Places.

SWTDD also works with the Tennessee Downtowns and Main Street programs and is a resource for governments and individuals with all types of housing and preservation issues. In FY2015, Savannah adopted a Historic District overlay and now operates as a CLG community.

Solid Waste & Environmentals

SWTDD contracts with TDEC to provide services, like solid waste progress reports, needs assessments and grant writing. In FY2015, Solid Waste Needs Assessments were updated for Madison and Decatur counties. In FY2015, SWTDD counties received grant dollars for waste tire recycling, recycling hub and spoke grants, recycling rebates, used oil recycling, and recycling equipment grants.

Rural Roads & Transportation

SWTDD is one of TDOT's 12 rural planning organizations for enhanced service and rural transportation development. Our RPO serves all SWTDD counties, except Madison. Leadership of the RPO is through a technical and an executive committee.

TACIR

SWTDD is the point organization for the Tennessee Advisory Commission on Intergovernmental Relations (TACIR), which monitors intergovernmental relations and makes recommendations to the General Assembly. TACIR serves as a forum for resolving of intergovernmental problems; provides research support to state and local government officials to improve the overall quality of government in Tennessee; and seeks to improve the effectiveness of the intergovernmental system to better serve Tennessee citizens.

EDA

SWTDD, a designated Economic Development District, conducts the

Economic & Community Development Services

Comprehensive Economic Development Strategy (CEDS) process for our region. Partially funded by EDA dollars, this keeps regional goals, strategies, and statistical data up-to-date for cities/counties.

Regional Planning

SWTDD contracts with local governments to protect and develop communities. Our planners provide services to build development processes, develop guidelines compatible with local values, and provide counsel that is enforceable within the scope of local authorities.

Environmental Reviews

SWTDD prepares environmental reviews for state and federal grants and for loans with review requirements. These include CDBG, THDA, homes (preservation and THDA-related), Transportation Enhancement, LPRF/LWRF/RTP, Revolving Loan Fund, Intermediary Relending Program, FEMA, DRA and USDA-Rural Development projects.

REDI & Improved Attainment Levels

REDI celebrated its fifth year in 2015. Although it now serves fewer counties, work continues on the goal of changing the region's educational culture.

In FY2015, REDI was named an official partnering organization for the Tennessee Promise last-dollar scholarship program introduced by Gov. Haslam as part of the Drive to 55 workforce initiative. This is a state-funded scholarship program to provide last dollar funds for tuition and fees for seniors who enroll at a Tennessee community college, college of applied technology, or four-year institution offering an associate degree.

REDI Digital Factory

The Parson's Digital Factory and the Digital Factory in Ripley are creating flexible, telephone-based jobs for this region. A third digital factory will be created in Stanton during FY2016 through grant funding provided by the Delta Regional Authority.



Economic & Community Development

Community Development Block Grant

Hardin County received CDBG funding for a \$422,940 water system improvement for its First Utility District. CDBG funding can be used for economic and community development purposes. CDBG funds are also distributed for disaster recovery projects. SWTDD writes/administers these grants.

Delta Regional Authority Grants

In FY2015, the City of Stanton received \$80,000 for a digital factory and Haywood County/Brownsville/Stanton received a \$50,000 workforce development grant. DRA focuses on information technology and transportation to improve the region's economy; grants typically focus on projects that create jobs.

Tennessee DOT Grants

TDOT grant applications funded in FY2015 totaled nearly \$1.7 million in new infrastructure investment for the region. These include Brownsville's Transportation Alternative Grant - \$590,252.50 for a Downtown Enhancement Project, Phase II; and Parsons' Transportation Alternative Grant - \$578,440 for its Downtown Enhancement Project, Phase IV.

Clean Energy, FastTrack, LPRF, & RBEG

Besides CDBG, DRA, TDOT, and AFG, SWTDD secured several other grants. These include Clean Energy grants - \$183,209 for Savannah City Hall and \$47,800 for Henderson County/Lexington's JSCC Campus. McNairy County's \$94,000 FastTrack grant for the Monogram Refrigeration expansion. Two LPRF grants: Bolivar's \$119,600 grant for Hatchie Town River Park & Nature Center and Lexington's \$488,002 grant for a swimming pool improvement project. Additionally, Savannah received a \$42,000 RBEG grant for a retail development strategic plan and Hardin County received a \$40,000 RBEG grant for business presentation equipment.

Assistance to Firefighters Grants

Chester County received an \$64,080 AFG Grant for the purchase of personal protective equipment. Assistance to Firefighter grants are for fire departments, state fire training academies, and emergency medical service organizations.

Small business loans help create 22 jobs

Southwest Tennessee Development District's small business loan program made loans to four businesses in FY 14-15 totaling \$445,000 and creating 18 jobs. These companies are A&A Auction Co. (Brownsville), Medic Response & Transport LLC (Jackson), Express Printing, Signs & Shipping (Jackson), and Princess Theater (Lexington).

Planning Milestones

Southwest Tennessee Development District's planners achieved several milestones with our contracting communities. A few include: the City of Lexington completed a Land Use and Transportation Plan; the City of Saltillo adopted a Zoning Ordinance and Map; and the City of Savannah was awarded a Community Transportation Planning Grant.

Planning Training Sessions

SWTDD's Planning team hosted three regional training events in FY2015 for attendees from across the region. Two flood training sessions (including the National Flood Insurance Program and Tennessee Association of Floodplain Management) and a four-hour planning conference focused on property rights, planning ethics and Robert's Rules of Order.

TACIR

Southwest Tennessee Development District surveyed 78 School Inventory projects and 594 General Inventory projects including Tennessee Department of Transportation bridge projects throughout our eight county region. All projects were submitted and

Accomplishments in Fiscal Year 2014-15

returned to SWTDD with a 0% error rate. The inventories include both active and planned projects for the next 20 years.

SWTDD/REDI Annual Legislative Lunch

More than 100 governmental, community, and business leaders gathered at SWTDD to present the SWTDD/REDI Legislative Agenda. 2015 was the fifth year that a "legislative wish list" was presented to elected officials at a January luncheon.

College Summits, AnyCollege Simulations and Digital Factories

In FY2015, REDI held multiple events to connect students and adults to post secondary educational opportunities including scholarship bootcamps, FAFSA workshops, college summits, an adult college summit, and AnyCollege Simulations.

Digital Factories in Parsons and Ripley continue to train and employ individuals for customer service jobs that involve the use of a telephone and an internet connection. A third digital factory will open in Stanton in the coming year.

REDI helps 2,700+ graduating seniors

REDI is a Tennessee Promise partnering organization, a new last dollar scholarship program to help graduating seniors earn an associate's degree. During FY2015, REDI worked with 2,732 seniors in eight counties to successfully complete the many steps in the Tennessee Promise application process.

Pathways to Prosperity Partnership

SWTDD is the regional intermediary for Pathways to Prosperity, a statewide partnership to ensure more youth complete high school, attain a postsecondary credential, and enter the workplace with value to the local labor market.

A \$352,155 Perkins IV Reserve Grant was awarded to Pathways Southwest TN to enhance career and technical curricula in school districts in Jackson/Madison, Chester, and Haywood counties. Programs in Manufacturing and IT (Mechatronics, Welding, Coding, and Networking Systems) were offered during the 2014-15 school year, with plans to expand into other Southwest school systems next year.





2015 SWTDD Golf Tournament (Kneeling, l-r) Beverly Vos, Tonia Moss, Renee Tavares, Alicia Strain. (Row 2) Debbie Dunaway, Melissa Davis, Lisa Hankins, Nicole Guin, Jo Matherne, Dayle Mathis, Jessica Rice, Shelley Matthews, Nell Tanner, Carolyn Ross, Shannon King, Summer Howell, Katherine Markley, Deanea Mercer, Eric Wiseman. (Back Row) Charley Brown, Jessie Rosales, Alan Mitchell, Martha Lyle Ford, Craig Clay, Dixie Spencer, Joe Barker, Teresa Sanders, Thomas Skehan, Curtis Cherry. Not Pictured: Terrie Adkins, Cedric Deadmon, Kim Essary, Beverly Hopgood, Kamillah Kelly, Dorothy Montague, Sarah Petty and Rita Singleton.

2015 SWTDD Award Winners



AAAD Innovative Programming Award:
Hollie Knight, Selmer Senior Center



AAAD Partnership of the Year:
Corley Roberts, Q-Source



AAAD Advisory Council member of Year:
Gail Stanfill, Scotts Hill Senior Center



ECD Small Business of the Year:
Tara Pratt, Cornerstone Pharmacy, Decaturville



ECD County & City Project of the Year:
Chester County & City of Henderson



REDI Leadership Award:
Jeff Huffman, Tipton County Mayor

At Your Service: Our Staff Directory

ADMINISTRATION:

Joe Barker, Executive Director – 731.668.6402; jwbarker@swtdd.org
Carolyn Ross, Human Resources & Office Manager – 731.668-6400; cross@swtdd.org
Kim Essary, Financial Director – 731.668.6401; kessary@swtdd.org
Charley Brown, IT Manager – 731.668.6425; cbrown@swtdd.org
Debbie Dunaway, PIO & Executive Assistant – 731.668.6439; ddunaway@swtdd.org

AREA AGENCY ON AGING & DISABILITY:

Shelley Matthews, Director – 731.668.6423; smatthews@swtdd.org
Jessica Rice, Asst. Director & Financial Manager – 731.668.6413; jrice@swtdd.org
Dorothy Montague, SMP Regional Coordinator – 731.668.6404; dmontague@swtdd.org
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Tonia Moss, Information & Assistance Specialist – 731.668.6418; tmoss@swtdd.org
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Nell Tanner, Program Specialist – 731.668.6426; ntanner@swtdd.org
Gladys Warren, LPN, CHOICES Coordinator – 731.668.6424; gwarren@swtdd.org
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Alicia Strain, Choices Support Clerk – 731.668.6422; astrain@swtdd.org
Beverly Hopgood, Choices Support Clerk – 731.668.6427; bhopgood@swtdd.org
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Summer Howell, SPOE Support Clerk – 731.668.6419; showell@swtdd.org
Sarah Petty, LPN, CHOICES Intake Specialist – 731.668.6416; spetty@swtdd.org
Alan Mitchell, Assistant Public Conservator – 731.668.6807; amitchell@swtdd.org
Dayle Mathis, Long Term Care Ombudsman – 731.668.6407; dmathis@swtdd.org

ECONOMIC & COMMUNITY DEVELOPMENT:

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Renee Tavares, Historic Preservationist – 731.668.6420; rtavares@swtdd.org
Shelton Merrell, Regional Planner – 731.668.6430; smerrell@swtdd.org
Kamillah Kelly, Regional Planner – 731.668.6429; kkelly@swtdd.org
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Beverly Vos, REDI Coordinator – 731.668.6449; bvos@swtdd.org

About 200 people came to SWTDD's 2015 Annual Board of Director's Meeting & Awards Banquet at Jackson Fairgrounds Park. The event celebrated contributions by individuals, accomplishments in communities and collective successes of the Southwest Tennessee region in FY2015. Besides the award winners pictured above, certificates were given to the counties of Chester, Hardin, Haywood, Henderson, and McNairy; and to the cities of Bolivar, Brownsille, Lexington, Parsons, Savannah, and Stanton. Philip Trauernicht and Mark Chandler were recognized for service to the state and the citizens of West Tennessee and Teresa Sanders was named SWTDD Employee of the Year.