

# Community Report 2020

ASSISTING THE COMMUNITY THROUGH SERVICE



MEMBER FDIC

## 2020 Service Year

Like almost everyone, the Paragon team started 2020 the same as past years. We began the year serving several of our community partners including the Neighborhood Christian Centers, the Atlanta Community Food Bank, and Oxford’s More Than a Meal. Then, when the pandemic became prevalent in our communities, we, like much of the rest of the world, went into lockdown mode. As a result, we missed working with some of the organizations we serve each year. We did not get to spend a day cleaning up at the Dorothy Day Houses in Memphis. We also did not get to participate in DeKalb County, Georgia’s Habitat for Humanity program to fix up houses in need of repair. Nor did we get to spend time with our adopted class at Hawkins Mill Elementary.

While in-person service was restricted when the pandemic hit, we made several cash contributions to organizations in our communities we knew were on the front lines feeding and housing some of those most severely impacted by the pandemic.

By the fall we adapted our community service to the current COVID-19 environment, much like we have adapted the rest of our lives. Instead of all gathering as a team to stuff walking bags with food and hygiene kits for the Catholic Charities of West Tennessee to distribute to the homeless, we worked in shifts. We gathered, safely and socially distanced, to participate in the virtual Book It 5k race/walk. We also granted our 15th wish to a child with a critical illness; this time our wish was drive-by.

Because of COVID-19, our total number of hours worked in our communities during 2020 was reduced, but our commitment to each of them is as strong as ever—perhaps even stronger as we feel sadness for the personal and business losses around us and elsewhere. We look forward with optimism to the year ahead and look forward to continuing our support of each of our communities.

Robert Shaw  
President and CEO



Paragon team members collected monetary donations and participated in the Elwood’s Front Line Challenge.



Paragon team members Kin Kinney and Laura Parkinson present a donation to representatives of The Pantry in Oxford, MS.



## Our Philosophy

We believe that the mission of a bank is to serve. Serving means helping our employees flourish, helping our personal and business banking customers thrive, and helping the communities where we live and work be the best that they can be.

Since the bank was founded, service to the community has been ingrained in our culture and our mission. Throughout our history, our employees have served the community through donations and volunteerism, but they also have served on boards and committees of local non-profit groups, service clubs, chambers, and charitable organizations. Much of our community involvement stems from a dedicated group of employees who spend their personal and business time working to make our communities better places.



## Assisting the Community Through Service (ACTS)

Paragon created the ACTS program as a way for employees to give their time to the organizations that are important to them. Through the program, employees are granted 40 hours of paid time each year to support local, regional, and national non-profit organizations of their own choosing. The ACTS program is just one of our community outreach efforts, which also includes individual employee and bank-wide support of multiple non-profit organizations.





# ACTS

Assisting the Community Through Service

— BY THE NUMBERS —

# 2020

939.5

Hours Team Paragon spent serving the community

85.88

Percentage of Team Paragon who participated in the ACTS program

45

Organizations impacted by Paragon volunteers

12.87

Average number of ACTS hours per team member

11,814.5

Total number of Paragon ACTS hours since 2008

# 2020 ACTS Organizations

This year our team served 45 organizations through our ACTS program. Below are organizations served as well as some of our stellar employees who give their time for causes about which they are passionate.

- American Cancer Society
- Atlanta Community Food Bank
- Bon Lin Middle School PTSA
- Book-It 5K
- Books from Birth
- Boy Scouts of America
- Catholic Charities of West Tennessee
- Community Foundation of Greater Memphis
- Child Advocacy Center-Works of Heart
- Dennis H. Jones Living Healthy Network
- Dorothy Day House
- Ducks Unlimited
- Feeding the Frontline
- Germantown Baseball League
- Goodwill
- Goodwill Excel
- Greater Memphis Housing Fair
- Habitat for Humanity
- Hawkins Mill Elementary School
- Lebonheur
- Life Blood – now Vitalant
- Make-A-Wish
- March of Dimes
- Memphis Catholic High School
- Mid-South Food Bank
- Mid-South Immigration Advocates
- MIFA
- More Than A Meal
- National Association of Real Estate Brokers
- Neighborhood Christian Center- Spring Jam
- Neighborhood Christian Center- Trunk or Treat
- Pinecrest Camp and Retreat Center
- Project Transformation
- River City Capital
- Ronald McDonald House
- Room at the Inn
- Rotary Reader
- Sea Isle Elementary School
- South Memphis Alliance
- St. Jude Spirit of a Dream
- Tarik Black Foundation
- The Pantry
- United Housing
- United Way of the Mid-South
- Woodland Presbyterian School



Steve Maury of Construction Lending serves as the Sponsorship Chairman of Book It 5K.

The Book It 5k benefits the Emmanuel Center and Porter-Leath's Books from Birth program.



Nancy Walls is a member of the Development Committee for United Housing Inc. United Housing is a nonprofit affordable housing agency that serves the City of Memphis, Shelby County, and West Tennessee.



Mark Nance serves as the Financial Committee Secretary for Goodwill Memphis and on the Board of Directors for Goodwill Memphis and for Goodwill Memphis Excel Center.



Eric Larson serves as a Board Member of Habitat for Humanity - Dekalb and coordinates Paragon's volunteer day with the organization.

## 2020 Service Project Highlight



In February of 2020, our Small Business Capital group in Atlanta joined other community groups for a day of service at the Atlanta Community Food Bank.

The Atlanta Community Food Banks' mission is to fight hunger by engaging, educating and empowering the community. While the core work of the organization is food distribution, their efforts extend to engaging, educating and empowering both people in need and those who want to help. From volunteering your time to assisting people in finding economic security, the Atlanta Community Food Bank covers a wide range of opportunities for people to learn and get involved.

The Atlanta Community Food Bank partners with local food pantries, community kitchens, childcare centers, night shelters, and senior centers that receive food and goods from the Food Bank. In turn, these partners provide food and other critical resources for the more than 1 million people in the Atlanta service area estimated to be food insecure due to COVID-19. The Atlanta Community Food Bank also helps educate and inspire future public health and nutrition professionals through partnerships with local universities and hospitals.

During the day of service, Paragon Bank participated with three other groups that sorted over 6,000 lbs. of food that will provide over 4,700 meals!

Paragon is honored to be in partnership with the Atlanta Community Food Bank and we look forward to being involved in their initiatives again in the future!



## 2020 Service Project Highlight



Neighborhood Christian Centers, Inc.

Spring 2020 marks the seventh-year Paragon team members volunteered at the Neighborhood Christian Centers, Inc. Spring Jam.

The Neighborhood Christian Centers, Inc. (NCC) mission is to guide those in need toward stability and sustainability through compassionate Christ-centered ministries and empowerment programs. NCC programs strive to break the cycle of poverty prevalent in America's inner cities.

NCC seeks to meet and serve our Neighbors In Need, where they are. They first aid in stabilizing the individual/family and then, through the Holistic Home & Neighbor Engagement Services, provide an opportunity for long term success. Their services include emergency food pantries and clothes closets, family enrichment courses, adult and family services, job and life skills training for women and youth, and vocational and college preparatory programs.

Each year the Spring Jam event gives students from across the Mid-South, who do not have opportunities to travel during spring break, the chance to "visit" and learn about the culture and traditions of different countries. The 2020 country was South Korea.

Paragon is thankful for the opportunity to partner with the Neighborhood Christian Centers, Inc., and we look forward to continuing this partnership for many years to come.



## 2020 Service Project Highlight



In the Fall of 2020, Paragon team members gathered safely to participate in the 2020 Book It 5k. The race was hosted by Church of the Holy Communion and benefitted the Emmanuel Center and Porter-Leath's Books from Birth program.

Emmanuel Center, Inc. encourages and equips children and their families to reach their God given potential. The vision is hope, education, and success for ALL children.

Porter-Leath promotes kindergarten-readiness and strengthens family bonds by providing a book each month to all children enrolled in Books from Birth. Porter-Leath welcomed Books from Birth as its newest program on July 1, 2017. This amazing program promotes kindergarten readiness and strengthens family bonds in Shelby County by providing age-appropriate books for all children from birth to age five.



2020 is the 8th year Paragon has participated in Book It 5k/10k, helping raise over \$200,000.

"Emmanuel Center is grateful for the years of support by Paragon Bank and employees of the Book It 5K," says Angie Johnson, Executive Director of Emmanuel Center, Inc.

"The significant contribution from Paragon Bank this year supported Emmanuel Center's Virtual Learning Pod. The COVID-19 pandemic has been a challenge, particularly for children in the 38126-zip code who already face many hardships and insecurities. Emmanuel Center's learning pod is helping to bridge the educational gaps stemming from difficulties with virtual learning. The Emmanuel Center has been able to offer additional literacy and educational support services while helping to fulfill family's needs during this difficult time. Thank you, Paragon Bank, for making a positive impact in our community!"

Paragon is grateful for the opportunity to partner with Church of the Holy Communion and Book It 5k; we look forward to participating in the race in the future.



## 2020 Service Project Highlight



Serving the community is something Team Paragon and their families take pride in year after year. Typically we gather one Saturday in the Fall to assemble food and hygiene bags for the homeless in the community. However due to COVID-19, this service project became the "September of Service".

Catholic Charities of West Tennessee's mission is to provide help to those in need and bring them hope by supporting them on the path from poverty to self-sufficiency. By serving people regardless of religious beliefs, socio-economic status, or ethnic background, Catholic Charities of West Tennessee provides excellent human services to the poor and vulnerable while advocating for the dignity and rights of all people in West Tennessee.



The services provided by Catholic Charities of West Tennessee include Emergency Assistance Services, Housing Ministries, and Community Support Services. The Emergency Support Services program provides food, clothing, baby supplies, and seasonal programs to low-income families and individuals across a 21-county service area, with approximately 75% of these services happening in the Memphis area.

Our "September of Service" was a success! Paragon team members, their spouses, and family members gathered safely at our four banking centers throughout the month of September to assemble 1,500 food bags and 1,500 hygiene bags for the homeless to be distributed by Catholic Charities of West Tennessee.

Paragon is always appreciative to be in partnership with Catholic Charities of West Tennessee, and we look forward to being involved in their ministries again in the future!



## From our partners...

“Paragon Bank made a significant and appreciative contribution to the Oxford Food Pantry as we deal with the challenges of the 2020 COVID pandemic. We are blessed to have a patron such as Paragon who has stepped up and supported both a food drive and a sizable financial contribution. The Oxford Food Pantry is successful in our efforts to eliminate food insecurity thanks in part to corporate allies such as Paragon Bank.”

-John Kohne, Executive Director  
The Pantry of Oxford & Lafayette County



“During a challenging year for our community due to COVID-19, Paragon Bank’s continued sponsorship and its employees’ faithful participation in the virtual Book It 5K was exceedingly appreciated. Their support of the race assisted Porter-Leath’s Books from Birth program in funding its core work of providing early literacy resources for young children from birth to age five. In fact, Books from Birth mailed more than 517,000 books in 2020 at no cost to families.

Thank you, Paragon Bank, for supporting literacy in our community, and bringing the joy of reading and imagination to little ones throughout Shelby County!”

-Wynett Jones, Program Director  
Books from Birth



“Paragon Bank has been an outstanding partner with the Mid-South Food Bank for 16 years. When COVID-19 dramatically increased the rate of food insecurity in the Mid-South, Paragon quickly donated \$10,000 that provided 30,000 meals.

Paragon continued their support in 2020 by sponsoring our annual Christmas card fundraising endeavor. They are a wonderful corporate citizen and truly care about our community.”

-Cathy Pope, President & CEO  
Mid-South Food Bank



## Paragon's Non-Profit Leaders

Many of Paragon's employees have chosen to use their gifts and talents to serve in leadership positions with non-profits. Below is a list of these employees and the organizations and positions they hold.

Lea Carr	Dorothy Day House, Ambassador	Steve Maury	Book It 5K, Sponsorship Chairman
	March of Dimes, Board Member	Mark Nance	Goodwill Memphis, Board of Directors Financial Committee Secretary
	Rotary Club of Memphis, Board Member Cafe' Du Memphis Chair		Goodwill Excel Center Memphis, Board of Directors
	Bon Lin Middle PTSA, Board Member, Volunteer Lead, & Secretary	Anne Richards	Project Transformation Advisory Council Member
	MGMA, Board Member & Community Affairs Representative		Room at the Inn Emmanuel UMC Coordinator
	Greater Memphis Chamber, Chamber Ambassador	Jon Roskos	Ducks Unlimited, Chairman & Treasurer
George Daley	Desoto Youth League Sports, Board Member	Robert Shaw	Pinecrest Camp and Conference Center, Board Member & Treasurer
	St. Louis Catholic School, Cross Country & Track Coach		Memphis Child Advocacy Center Employee Engagement Committee
Mike Edwards	United Way, Board Member Finance Committee Member		Woodland Presbyterian School, Board of Directors & Chair
Deborah Howell	Boy Scouts of America, Registered Troop Leader Day Camp Archery Director	Marshall Talley	River City Capital, Loan Committee Member
Eric Larson	Habitat for Humanity DeKalb County, Board Member	Nancy Walls	National Association of Real Estate Brokers (NAREB), Secretary United Housing Development Co. Member



### Where to find us:

#### GROVE PARK

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#### FOUNTAIN PLACE

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#### PARAGON PLACE

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