



URBAN GREEN LAB™



2023 ANNUAL REPORT

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Hello,

Growth. That's the theme you'll find in the following pages.

Last year was a tremendous period of growth for Urban Green Lab. From our staff and board to the programs we lead, our mission grew in new directions and helped make learning about sustainable living more accessible to all Nashvillians.

Of course, what this annual report can't fully capture in pictures and words are the feelings of personal connection between all these educators and colleagues, residents and partners, and donors, especially in the way our staff works together every day. Inclusive, meaningful

citywide relationships will remain at the heart of all we do in the years to come, especially as we work to achieve the city's sustainability goals through learning and exploration.

Thank you for your part in helping us grow our mission in 2023. You are the champions we exist to serve, and we're grateful for you.

Sincerely,

Todd Lawrence & Parry Healy

Todd Lawrence, Executive Director
Parry Healy, 2023 Board Chair





We extend a special thank you to Stephanie Swart for taking most of the photographs displayed in this report.

The State of Sustainability in Nashville

There's never been a more critical time to teach Nashvillians how to live sustainably.

As director of sustainability and resilience for Mayor Freddie O'Connell and Metro Nashville and Davidson County, I am witnessing the opportunity to invest in sustainability like never before as our city experiences record growth that is impacting our vulnerable communities and more state and federal agencies look to invest in climate-related work.

We accomplished a lot as a city in 2023, but for the sake of space, I'll share four energizing accomplishments.

1. **We published a climate adaptation and resilience plan for Nashville** that compliments our published climate action plan, detailing what we need to do to be responsive to the changing climate affecting Nashvillians today.
2. **After ten years of conversation, we solidified a partnership with Nashville Electric Service to retrofit all streetlights in Davidson County with LED light bulbs and technology to detect when a light is out.** This results in less greenhouse gas emissions, increased public safety, and cost savings through energy efficiency.
3. **The city launched a curbside food scrap pick-up pilot program for 750 residents.** Data from that pilot will be used to potentially deploy a citywide food scrap pick-up program in the future.
4. **We conducted a Metro property solar cost-benefit analysis** and identified 100 megawatts of solar that can be installed across 200 Metro-owned properties.

Interest in mobility, transportation, and decarbonization is at an all-time high; there is potential to increase connectivity between places where people live, work, and play while reducing our environmental impacts. There's also a sense of urgency to solve our solid waste issues. If we can organize and focus hope and enthusiasm in the right places, we can accomplish our goals.

To reach our city's goals, organizations and residents must understand the concept of sustainability and connect their everyday choices to the changes we see in our environment and the effects on their neighbors. Education is the starting point for achieving a more sustainable Nashville, and I am proud of the culture-shifting education Urban Green Lab brought to Nashville in 2023.

Let's keep going,

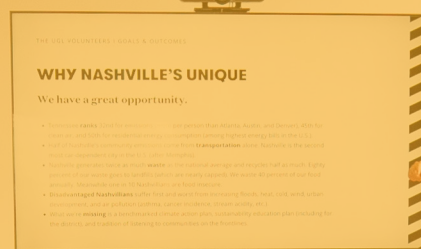
Kendra Abkowitz

Kendra Abkowitz, Director of Sustainability and Resilience





Our Mission



**We teach
communities
how to live
sustainably.**



Our Strategy

Urban Green Lab is making sustainability education a part of life in Nashville. That means ensuring all of us have access to the best solutions for making choices that protect our planet, people, and prosperity in all the places where we learn – our classrooms, households, and workplaces. To do this, we organize champions, train them on how to share resources, and connect them with each other for deeper, more collective learning.

Urban Green Lab also leads special initiatives that capture the imagination of Nashvillians around core current issues. Right now, that includes the Nashville Food Waste Initiative and the Nashville Environmental Justice Initiative.





Our Values

Sustainability is for all of us.

Sustainability is a human right, and our work is for everyone regardless of race, place, and identity. To us, living more sustainably is a journey rooted in compassion, inclusion, and justice.

Education leads to action.

We believe education is the first step toward taking meaningful action and that learning to live sustainably can be simple and fun. We empower people to try little changes that make a big difference.

Collaboration makes us stronger.

Nothing is achieved alone. Our diverse partnerships allow us to work creatively, accountably, and in harmony. We believe we go further together.

We are good stewards of our organization.

Taking good care of what we have is at the heart of who we are and what we do. We are committed to using your gifts of support responsibly and transparently to deliver credible work toward our shared goals.



Agenda

1

2

3

2023 at a Glance

With input from our funders and stakeholders, we increased our staff 100%, growing our capacity to further support our mission. We launched new programs, reached exciting milestones in existing programs, and made an impact for the planet, people, and our prosperity, one Nashvillian at a time.

The following program accomplishments go beyond the singular person trained or engaged; they represent systemic change being made in 36 classrooms, 34 households, and 52 workplaces.

Classrooms

36

Educators trained on bringing a sustainable lens into their K-12 classroom and equipped with our Sustainable Classrooms Curriculum

Households

34

UGL Volunteers trained on sustainability and how to share sustainability with friends, family, or neighbors in the program's pilot year

Workplaces

52

Businesses engaged across Middle Tennessee to create or improve a culture of learning about sustainability in their workplaces



Sustainability is for all of us.

Our Impact Mapped

Staying true to our value that sustainability is for all of us, we aim to bring sustainability education into all the places we live, learn, and work. The map on the following page showcases the schools and workplaces we have reached through 2023 and the distribution of our UGL volunteers throughout

Davidson County. You'll also see illustrations of key locations connected to our mission or organization. Due to space and geographic constraints, not all places we have reached are showcased on the following map. Please reference the table in the left corner of the map for a fuller picture of our reach.



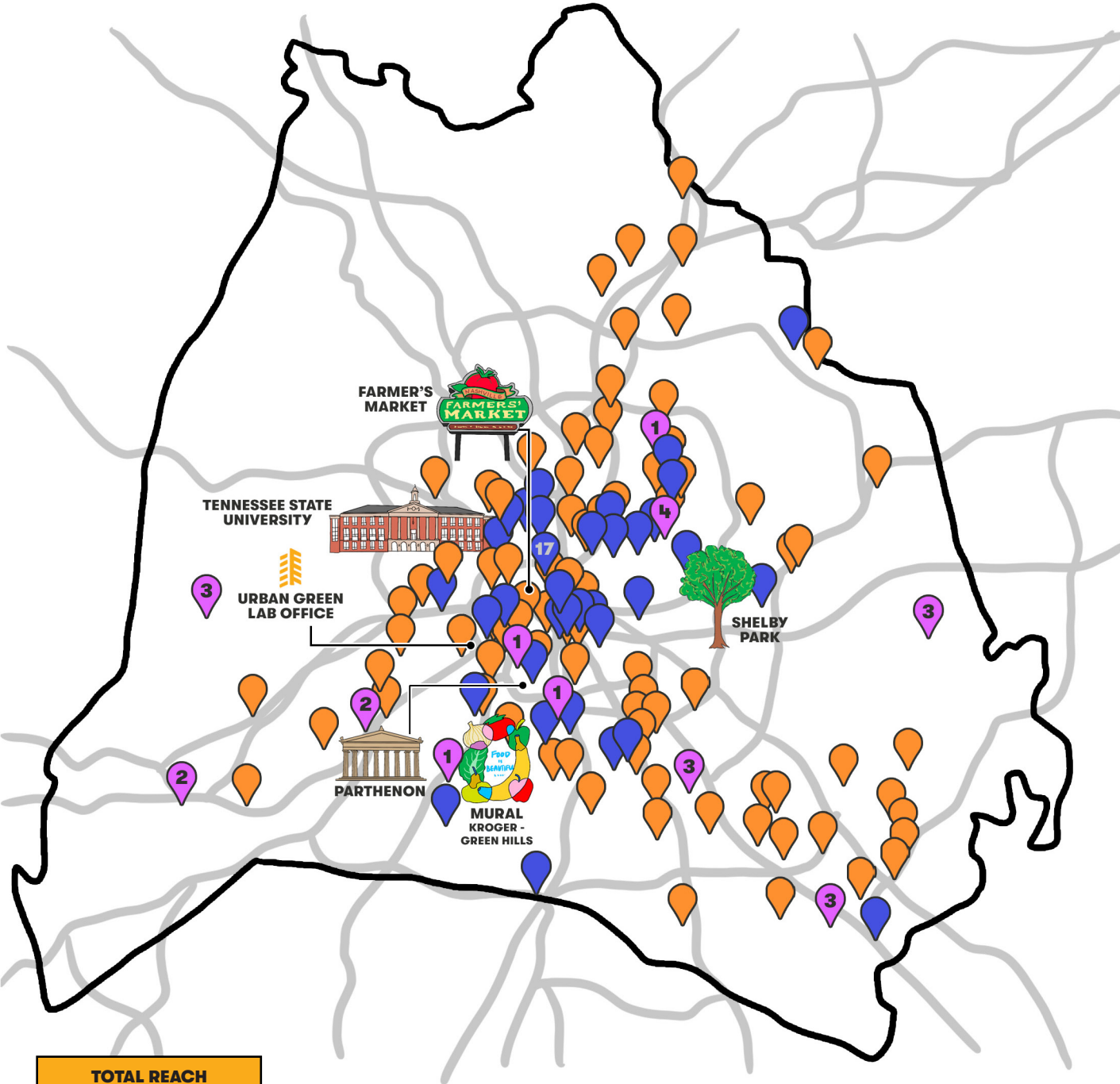
Reach Through 2023

MAP KEY

Classrooms

Workplaces

Volunteers



TOTAL REACH
112 Classrooms
34 Volunteers
60 Workplaces

Due to space and geographic constraints, not all locations reached are shown on the map.



Education leads to action.

Classrooms

Urban Green Lab's Classrooms Division trains educators of all kinds on sustainability and how they can bring a sustainable lens into their classrooms. Training educators creates opportunities for year-round learning about sustainability, empowering students to make lifelong sustainable choices.

2023 was a milestone year for the Classrooms Division. We surpassed over 300 educators trained in our Sustainable Classrooms program since its inception, providing the tools, resources, and community to bring a sustainable lens into their classrooms. We also launched a newsletter and online community for our trained educators to continue learning and connecting with their peers.

36

Educators trained in our Sustainable Classrooms program

7

New schools with Sustainable Classrooms trained educators

94%

Of educators trained in 2023 plan to integrate sustainability into their classrooms

Key Successes

- Surpassed 300 educators trained in the Sustainable Classrooms program
- Launched our digital learning community of trained Sustainable Classrooms educators
- Partnered with Recycle & Reinvest and Imani Montessori School to create a sustainability rap song with students - Listen to the song by clicking [here](#).
- Presented on sustainability and social-emotional learning at the Music City Social Emotional Learning Conference
- Hired our first sustainable classrooms coordinator, Erin Bloom

“

Overall, teaching sustainability helps my students become responsible global citizens.

CARLOS CALDERÓN
SUSTAINABLE CLASSROOMS
EDUCATOR



Meet Carlos Calderón

Carlos Calderón believes that learning and teaching about sustainability enables him to develop knowledge, skills, values, and motivations for action, allowing him to maintain his own well-being and that of his students and school community.

“Overall, teaching sustainability helps my students become responsible global citizens,” said Calderón. “They are able to consider the long-term consequences and outcomes of their actions to make better decisions, becoming better knowledgeable individuals in their life stages.”

This year, Calderón adapted the Home Investigations project-based learning assignment in our Sustainable Classrooms Curriculum for kindergarten and first-grade classes. He has found this assignment to be an excellent tool for engaging students and their families with sustainability. Teaching about sustainability in the classroom inspired his school to create an outdoor garden in partnership with the University of Tennessee Institute of Agriculture UT/TSU Extension.

Education leads to action.

Households

The Households Division provides sustainability education, tools, and resources to Nashville residents through Sustainable in the City and the newly launched UGL Volunteers program.

Sustainable in the City is a monthly webinar presented with Zero Waste Nashville to educate residents on topics related to sustainability and waste. This year's guests discussed everything from pollinators to the city's curbside composting pilot.

Piloted this year, the UGL Volunteers program provides Nashvillians with the resources, tools, and training on sustainable practices to share with friends, family, and neighbors. The program equips volunteers with the knowledge and confidence to facilitate meaningful conversations on sustainability.

842

Registrants for
Sustainable in the City,
our monthly webinar

34

UGL Volunteers trained
in the program's pilot
year

48%

Of Nashville zip codes
represented amongst
the UGL Volunteers

Key Successes

- Launched the UGL Volunteers pilot program, training 34 volunteers
- Hosted 20 experts in sustainability on Sustainable in the City
- Received an average of 39 attendees per Sustainable in the City episode
- Created an online community of tools and resources for UGL Volunteers to continue learning and connecting
- Hired and trained a sustainable households manager, Karissa Hampton



“

It makes me happy that there is such a community of inspired people with the goal of making Nashville more sustainable...

MARIA MORALES
UGL VOLUNTEER

Meet Maria Morales

Maria Morales thinks learning about sustainability with friends and family is essential because we're all on this Earth together, and having an action-oriented approach can make a significant impact. She became a UGL Volunteer because she was looking for a community of sustainability-minded people in Nashville, and she's found that through Urban Green Lab. **“It makes me happy that there is such a community of inspired people with the goal of making Nashville more sustainable on an individual and community level,” said Morales.**

When she shared a video on food waste with some of her extended family, it created the opportunity for a meaningful conversation. They discussed how waste and sustainability are generally not something people talk about. They expressed appreciation for the space to discuss those topics because of the lessons supplied by the UGL Volunteers program.

Education leads to action.

Workplaces

Our Workplaces Division works with businesses, nonprofits, schools, and government offices to implement sustainability education for employees. We help workplaces organize green teams, teach them about sustainability, and connect them to community resources that make a difference for their business through B Tennessee, Urban Green Lab Certification, and the Nashville Sustainability Roundtable.

In 2023, our Workplaces division prioritized opportunities for education and community building. We hosted in-person events, like the Roundtables, for organizations looking to foster a culture of sustainability in their workplaces and spoke on multiple panels about sustainable business. We also piloted a New Hire Orientation learning module on sustainability to continue making sustainability education a part of workplace cultures, beginning at onboarding.

150

Nashville Sustainability
Roundtable attendees

52

Businesses engaged to
increase sustainable
behavior

100%

Of surveyed Roundtable
attendees reported
increased knowledge of
sustainability

Key Successes

- Piloted a New Hire Orientation learning module on sustainability for seven organizations, including B Corps, nonprofits, and local government
- Co-presented the first in-person B Leadership Development (BLD) Southeast Conference in Raleigh, NC as the leader of B Tennessee
- Organized and led a panel at Bonnaroo with local ethical businesses to discuss sustainable consumption
- Hosted our first full calendar year of Nashville Sustainability Roundtable meetings
- Hired the first sustainable workplaces coordinator, Bethany Edwards



There's business as usual, and then there are those who come to the Sustainability Roundtable to see how it can be done factoring in true social responsibility.

GREG CROFTON
NASHVILLE SUSTAINABILITY
ROUNDTABLE MEMBER



Meet Greg Crofton

Greg Crofton is excited when he gets to learn how a workplace is conducting business sustainably. He believes sustainable practices increase the value of businesses - like the one he works for - exponentially. Greg is the General Manager at Bongo Java Roasting Co. and a proud member of the Nashville Sustainability Roundtable. “The Roundtable opened our eyes and helped us come to know other like-minded businesses in Nashville that care about how business gets done,” said Crofton. **“There's business as usual, and then there are those who come to the Sustainability Roundtable to see how it can be done factoring in true social responsibility.”**

Urban Green Lab first engaged with Greg and Bongo Java in 2021. Since then, we have accomplished a lot together, including creating a permanent solution for composting their coffee grounds at the roasting co. They sought creative, cost-effective solutions by partnering with another local business they share an alley with to split the cost of compostable and recyclable waste pickup services.

Education leads to action.

Nashville Environmental Justice Initiative

A partnership with Tennessee State University

The Nashville Environmental Justice Initiative (NEJI) is a partnership with Tennessee State University (TSU) that educates community stakeholders on environmental justice and collaborative problem-solving that protects and empowers Nashville's most marginalized communities from environmental hazards.

This year, the NEJI began creating an oral history archive to document the lived experiences of Nashvillians experiencing the effects of climate change first, worst, and longest. The archive was born out of a desire to create opportunities for active community listening. It is intended to document and increase awareness of the challenges the Nashville community is experiencing due to a shifting climate.

33

NEJI steering committee members representing 25 organizations across Nashville

4

TSU students creating informative climate briefs for the oral history archive

3

Oral histories recorded, in 2023, documenting the lived experiences of Nashvillians

Key Successes

- Convened an advisory team for the oral history archive consisting of TSU faculty and Geographic Information Sciences students, academics, journalists, and oral historians
- Began recording the lived experiences of Nashvillians through the oral history archive project
- Organized and led a panel at Bonnaroo with local environmental justice leaders to discuss how everyone plays a part in justice in Tennessee
- Threaded education on environmental justice throughout programs in the Classrooms, Households, and Workplaces Divisions
- Hired an assistant director of special initiatives, Stephanie Roach, to lead the NEJI for Urban Green Lab



“

I hope [the archive] will uplift those being left and help newcomers become aware of history that is worth protecting.

ARIA MCELROY
ORAL HISTORY ARCHIVE
CONTRIBUTOR



Meet Aria McElroy

Aria McElroy believes bringing about environmental justice begins with listening to the needs of the people. A native of Detroit, Michigan, and a Tennessee State University (TSU) student, McElroy knew she wanted to get involved in TSU's work in environmental justice after experiencing injustices in Michigan and learning about how environmental injustices have shaped Nashville communities.

McElroy's student perspective brings a fresh lens to the oral history project that Urban Green Lab conducts in partnership with TSU. Applying what she has learned from living and studying in Nashville, she works to compose background briefs that deepen the interviewer's knowledge base of climate science. She also identifies local empowerment resources of groups addressing environmental and social injustices in Nashville for participants. **“I hope the archive will help establish a picture of how Nashville has changed over time,” said McElroy. “It will showcase how some people who have created lives and businesses here are being left by the wayside. I hope it will uplift those being left and help newcomers become aware of history that is worth protecting.”**

Education leads to action.

Nashville Food Waste Initiative

A partnership with the Environmental Law Institute

The Nashville Food Waste Initiative (NFWI), in partnership with the Environmental Law Institute (ELI), drives citywide policies and strategies that reduce food waste through prevention, rescuing surplus food for those in need, and composting food scraps to build healthy soil.

In 2023, Urban Green Lab and ELI compiled and published a series of five resource guides with vetted, science-based resources and three videos showcasing our approach to food waste education to support others looking to educate communities on food waste. We also worked with Patagonia Nashville to install the second mural in our “Waste Less” murals project, sharing what food is and encouraging Nashville to waste less through the power of art.

2nd

Mural in the Waste Less mural series completed at Patagonia Nashville

24

Convenings of the NFWI steering committee with national and local thought leaders

100%

Attendance for a Climate Week lunch at 1 Kitchen, featuring a local, low-waste meal

Key Successes

- Compiled and distributed five resource guides with vetted, science-based materials for those looking to educate communities on food waste, with the partnership of ELI
- Developed three videos showcasing our approach to educating on food waste in classrooms, households, and workplaces
- Installed a mural about food waste at Patagonia Nashville in the Gulch
- Threaded education on food waste throughout programs in the Classrooms, Households, and Workplaces Divisions
- Hired an assistant director of special initiatives, Stephanie Roach, to lead the NFWI for Urban Green Lab



“

Our goal with this mural is to catch the attention of folks passing by and inspire them to think about what they can do right now to reduce food waste.

MATT HEINLY
PATAGONIA NASHVILLE

Meet Matt Heinly

Matt Heinly believes that “the food waste crisis in Nashville won’t just be solved by bureaucracy and policy. It will be solved by individual contributors analyzing their operation and thinking ‘what can we do better?’” said Heinly. Heinly’s team at Patagonia Nashville continually sees edible food in dumpsters instead of feeding underserved and unfed neighbors, so they decided to do something about it. Patagonia urges stores to use the business to save our home planet, including everything living on it. As a result, the Nashville team adopted waste reduction as a core community cause to focus on.

Out of this activist spirit carried by their team came a mural urging passers-by to waste less food. “Our goal with this mural is to catch the attention of folks passing by and inspire them to think about what they can do right now to reduce food waste,” shared Heinly. “You can’t pass one of artist Nathan Brown’s installations without stopping to take it in.” As a consumer, Heinly believes behavior change has to begin at the point of sale. **“The more we demand better from our food sources, the more the industry will be forced to adapt.”**

Collaboration makes us stronger.

Our Donors

GOLD



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FOUNDATION**
of Pittsburgh

W.L. Lyons
Brown
Foundation

SILVER



BRONZE

Bridgestone Americas
— TRUST FUND —
BRIDGESTONE



The Grateful Daniel
Fund of The Community
Foundation of Middle
Tennessee

Mission North



patagonia

PACESETTER

American Association of Medical Colleges

Core Development, The Core Fund of
The Community Foundation of Middle
Tennessee

Deloitte

HCA Healthcare Foundation

The Memorial Foundation

Nashville Predators Foundation

Vanderbilt University Medical Center Office
of Health Equity

SUSTAINER

Brian Bender

Heather Langford

Nakayah Box

Todd Lawrence

Melissa Cornejo-Nell

Bradley Pinson

Emily Davis

Lindsey Rueger

Mike Drongowski

John Sherman

Barbara Futter

Neely Tabor

Stephanie Gates

Jennifer Westerholm

John Harkey

Jenna Wolf

SUPPORTER

Kristine Alpi	Parry Healy	Laurae Pearson
Alvéole	Brandon Hill	McKenzie Poston
Lena Anthony	Darby Hoover	Sabrina Powell
Weronika Armstrong	Lisa Howley	George Rattin
Deborah Aron	Kenneth Hutchins	Linda Reimann
Renee Barker	Bearded Iris Brewing	Angie Renfro
Isaiah Beard Trust	Elizabeth Jarrard	Elizabeth Rose
Kristen Bettin	Jack Johnson All at Once	Allison Scheflow
Kristin Brassel	Shira Kaplan	Kevin Schiff
Jackalope Brewing Company	Elise and Patrick Karpinski	Jennifer Schlener-Thomas
Barbara Brown	Timothy Kemball	Allison Serra
Emerald Built Environments	Teresa Knott	Ana Serra
Joseph Calabrese	Tom and Carolyn Lawrence	PD Sharif
Ed Callaway	Winnie Lau	Mary Sinclair
Teresa Catignani	Keith Loiseau	Brian Smith
Jay Clayton	John Luk	Nathan Stuck
TrueNorth Companies	Joseph Martinez	Fifth Third Bank
Deborah Conway	Daniel McDonell	Jennifer Tribble
Carla Davis	McKesson	Danielle Turnipseed
Lauren Decker	Ross McKinney	Rockridge Venture Law
Mark DeVries	Julian Ernesto Gonzalez Medina	Alexa Voytek
Nashville Earth Day Grant	Bonnie Miller	Christa Wagner
Karl Ebert	Jocelyn Mitchell-Williams	Amy Weber
Elizabeth Ellinas	Meredith Montgomery	Julia Weber
Nora Few	Jennifer Nall	Larry Weber
Roshny George	Jennifer Neenan	Karen Wieckert
Raquel Givens	Kari Nelson	National Wildlife Federation
Sandra Gold	Patrick Newton	Tennessee Wildlife Resources Agency
Bria Grangard	John Noel	Kate Wingate
Alliance for Green Hills	Jennifer Novo	Randy Woods
Joel Griffith	Michelle Oakes	Ellen Zimmermann
Talbott Grimm	Amanda Osta	
Paul Gross	Orion Pahl	
Jenn Harbin	Geoffrey Parker	
Natalie and Louis Harrison	Devang Patel	

Collaboration makes us stronger.

Donor Spotlight



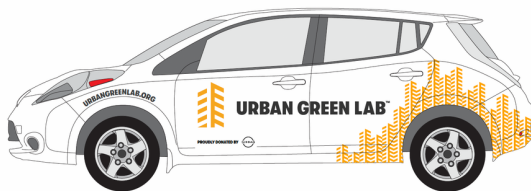
Emily Davis

SUSTAINING DONOR SINCE 2020

Emily Davis believes Urban Green Lab delivers vital information to address one of the most important issues of our time: sustainability.

“As a former board member, I know every dollar I donate is working harder and smarter to educate in classrooms, households, and workplaces across Nashville,” said Davis. She has witnessed how UGL programs bring excitement and hope, leading to more informed personal choices and leaders and better social and environmental outcomes.

“Time and time again, I have seen the need for information and resources met through UGL programs, like the Nashville Sustainability Roundtable,” shared Davis. “I encourage everyone reading to get involved with UGL too - donate, volunteer, and most importantly, educate.”



Nissan North America

FOUNDING SPONSOR

Nissan North America has supported Urban Green Lab’s mission of teaching communities how to live sustainably since the beginning with our first

education program, the Mobile Lab, a classroom on wheels driven to schools by a donated Nissan Titan XD truck.

Since then, Nissan has supported us in training teachers, coaching workplaces, and ensuring that sustainability becomes more accessible to all Nashvillians. Together, we have extended sustainability learning to some 30,000 Middle Tennesseans.

In 2023, Nissan donated a fully-electric LEAF as the latest mobile demonstration of the positive impact we can have for our environment and our city. Partnerships like these exemplify the power of companies and nonprofits working together on big problems and coming up with creative, community-driven solutions.

Partner Spotlight

Collaboration makes us stronger. Creating a more just and sustainable Nashville is not something we can do on our own. That's why we strategically partner with organizations working for a more just and sustainable

society. This year, we're highlighting our partners for the Nashville Environmental Justice Initiative and the Nashville Food Waste Initiative.



**Co-leader of the Nashville
Environmental Justice Initiative**

Tennessee State University (TSU) and Urban Green Lab work together through the Nashville Environmental Justice Initiative to educate community stakeholders on the tenets of environmental justice and collaborative problem-solving that protects and empowers Nashville's most marginalized communities from environmental hazards.

TSU and its Geographic Information Sciences Laboratory (GIS) have historically been champions for climate and environmental justice. Since its founding, GIS has provided technical assistance to environmental justice and community-based organization stakeholders in support of several community-based participatory research activities.



**Partner for the Nashville
Food Waste Initiative**

Through the Nashville Food Waste Initiative, Environmental Law Institute (ELI) and Urban Green Lab drive citywide policies and strategies that reduce food waste by preventing wasted food, rescuing surplus food for those in need, and composting and recycling food scraps to build healthy soil.

ELI makes law work for people, places, and the planet. Since 1969, ELI has played a pivotal role in shaping the fields of environmental law, policy, and management, domestically and abroad. They are an internationally recognized non-partisan research, publishing, and education center working to strengthen environmental protection by improving law and governance worldwide.

Collaboration makes us stronger.

Board of Directors



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Louisiana Pacific
Corporation
President



Alexa Voytek
Tennessee Department
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Conservation
Vice-President



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Parthenon PR
Secretary



Sabrina Powell
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Melissa Cornejo-Nell
Metro Nashville
Public Schools



Mike Drongowski
Nissan North
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Nashville Soccer
Club



Ashford Hughes, Sr.
Metro Nashville
Public Schools



Elise Karpinski
TrueNorth
Companies



Jennifer Novo
Futuro, Inc.



Rae Oleshansky
Nurses For
Newborns (YLC
Intern 2023)



Ana Paula Serra
Nissan Americas



Erica Weeks
Hastings
Architecture



Anna Weinroth Ward
McKesson

Our Staff

Urban Green Lab's staff is a community of people who are passionate about creating a culture of sustainable behavior in Nashville. This year, we added five new members to our staff, hiring our first-ever assistant director

of special initiatives, plus two coordinators for the Classrooms and Workplaces Divisions. We also added the Director of Education role to lead the direction of our educational programming to realize our collective goals.



Erin Bloom
Sustainable Classrooms
Coordinator



Bethany Edwards
Sustainable Workplaces
Coordinator



Jacqueline Goodwin
Assistant Director of
Workplaces



Karissa Hampton
Sustainable Households
Manager



Christina Langone, MA
Director of Education



Stephanie Roach
Assistant Director of
Special Initiatives



Todd Lawrence, MA
Executive
Director



Katie Miller
Communications
Manager



Geoffrey Parker
Assistant Director of
Development



Noah Spiegel, MFA, CNC
Senior Director of
Operations

We are good stewards of our organization.

2025 Strategic Plan

In 2020, Urban Green Lab created its first five-year strategic plan looking at six broad goals for strengthening how we deliver our mission of sustainability education in

Nashville. As described in the pages above about our programming in 2023, we're on the way to accomplishing these goals as a team.

1 Awareness

Increase visibility in the community

2 Diversity

Better respond to the needs of diverse communities

3 Messaging

More clearly communicate our mission and impact

4 Collaboration

Understand the field in order to catalyze change

5 Technology & Innovation

Utilize technology to be innovative and efficient

6 Stability & Expansion

Strengthen our business model to drive growth



We are good stewards of our organization.

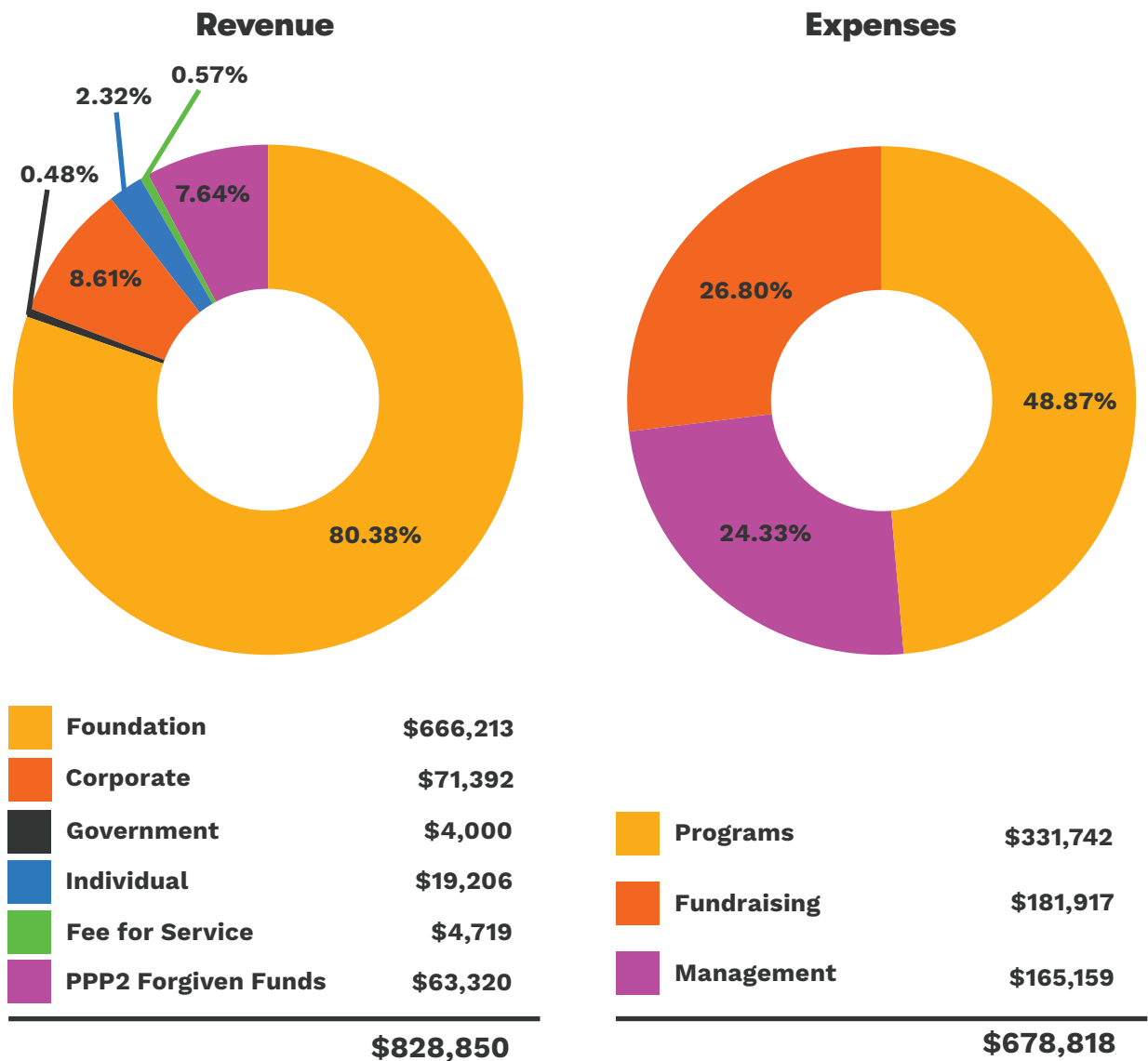
2022 Financials

This page reflects data from our most recently audited financials from the calendar year 2022. Urban Green Lab's fiscal cycle follows the calendar year. At the date of this report's publication, February 29, 2024, our

2023 financials have not been audited yet. For additional information, all financial reports are available [on our website](#). Our audited 2023 financial report will be available on our website after May 15, 2024.

Revenue & Expenses

Our programs are led by a team of highly credentialed educators. Therefore, a majority of our expenses are investments in human resources to further our educational mission.



Support our Work

Share



Spread the word about sustainability and our mission.

Participate



Volunteer with us, join our board or staff or enroll in a program.

Donate



Invest in sustainability education for Nashville.



URBAN GREEN LAB
2023 ANNUAL REPORT



**LIVE
SUSTAINABLY**