CREATIVE EXCHANGE

OCTOBER 25, 2019

NASHVILLE, TN

CONNECTION • EDUCATION • ENTREPRENEURSHIP
The Arts & Business Council of Greater Nashville leverages and unites the unique resources of the arts and business communities to create a thriving, sustainable creative culture in Nashville. We accomplish this through five main programs: Volunteer Lawyers & Professionals for the Arts, Periscope: Artist Entrepreneur Training, Fiscal Sponsorship, Education for the Creative Community, and Arts Board Matching, among many other resources and opportunities. For more information, visit www.abcnashville.org.

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SESSION FORMAT

Each 60-minute breakout window includes several concurrent sessions. All sessions will begin and end promptly.

SESSION CATEGORIES

**Arts Leadership |** Determined to make a difference in the world with your work? Expand your personal vision to create meaningful and sustainable community engagement for all artistic genres.

**Creative Entrepreneurship |** Set yourself up for success by learning the essentials of setting up and growing a business in the creative industries.

**Marketing & Branding |** Explore best practices and innovative techniques for defining your brand, building your communication strategy, and communicating with your current and future audience.

**Music Business |** Master the modern music industry with tips and tricks from leading industry professionals and experts.

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DEAR FRIENDS,

Welcome to the inaugural Creative Exchange, presented by the Arts & Business Council of Greater Nashville!

The idea for Creative Exchange was borne out of feedback we’ve received over the past few years that artists increasingly need spaces and places to convene to share resources, build networks, and learn additional strategies to navigate the increasingly complex arts landscape, both here in Nashville and across the country. There is no substitute for face-to-face conversations and networking in this field, and the sixteen Creative Exchange workshops by incredible facilitators will inspire and illuminate strategies to replicate in your own artistic practices, arts organizations, and creative businesses. We are excited to share the fruits of our many months of labor with you today, and hope that Creative Exchange will become a staple in the community for years to come.

Creative Exchange will now be an integral part of the Arts & Business Council’s educational programs, which share knowledge and build capacity for the critical work of developing communities through the arts in Middle Tennessee. Our other educational programs include our monthly drop-in workshops and seminars and the annual Periscope: Artist Entrepreneur Training. More details on both of those programs can be found on our website: www.abcnashville.org. Investing in artists is central to our long-term vision of a community where artists are valued as critical assets to be engaged, supported, and empowered. A strong sector of artists and creative businesses will enhance the overall economic profile of Greater Nashville, and we believe that having a large population of engaged, capable artists will lead to a more just and equitable society overall.

Thank you to our venue partner, Studio615, for being our host today, and for serving the creative community in a multitude of ways throughout the entire year. We extend our appreciation to our founding Creative Exchange sponsors and partners for their support as well. This gathering also could not have happened without the dedicated work of our planning committee and volunteers, whose insight and expertise proved invaluable during the past year. Thank you.

The creative industries are an especially potent force in Nashville. Thank you for the work you do to create, empower, and strengthen the creative community — and thank you for joining us!

With gratitude,

Jill McMillan Palm
Executive Director
SCHEDULE AT-A-GLANCE
Friday, October 25, 2019

8:30 AM    Registration & Breakfast    Foyer
9:00 AM    Opening Keynote    Halls A & B
  Welcome by the Arts & Business Council of Greater Nashville
  Performance: KYNDLE
  Keynote: Rashad thaPoet
10:00 AM    Headshot Happy Hours    Green Room
10:10 AM    Session I Breakouts
  Making Space: The Impact of Creative Community Spaces    Classroom
  Bigger is Better: Designing Your Growth Strategy    Hall B
  Your Brand Is You    Hall A
  Legal Issues In Music Publishing    Black Room
11:20 AM    Session II Breakouts
  Get Your Art Funded... By Any Means Necessary!    Hall B
  Negotiation for the Creative Community    Black Room
  Collaborating with the Algorithm    Classroom
  Music Licensing & Placement    Hall A
12:30 PM    Lunch & Keynote Panel: A Seat at the Table    Halls A & B
  Performance: Haviland Whiting, Poet Ambassador to the Southeast
2:30 PM    Ask the Experts    Hallway
2:30 PM    Session III Breakouts
  Using Data to Make Strategic Decisions    Black Room
  Understanding Your Unique Value & Pricing Accordingly    Hall B
  Protecting Your Brand Identity    Classroom
  Streaming Platform Masterclass    Hall A
3:40 PM    Session IV Breakouts
  Do You REALLY Want to Start a Nonprofit?    Black Room
  Building the Bridge: From Side Hustle to Creative Career    Hall B
  Podcast Marketing    Hall A
  Music Modernization Act: Where We Stand Today    Classroom
4:45 PM    Closing Remarks: Jill McMillan Palm    Halls A & B
  Performance: Moves & Grooves
FULL CONFERENCE SCHEDULE
Friday, October 25, 2019

REGISTRATION | 8:30 AM – 5:00 PM  
Foyer

COMMUNITY SPACE | 8:30 AM – 5:00 PM  
Foyer
Enjoy a super chill, fun "community lounge" where you can return an email or make a new friend. Curated by Creative Mornings.

NETWORKING BREAKFAST | 8:30 AM – 9:00 AM  
Foyer
Meet someone new and enjoy delicious treats provided by Bongo Java.

OPENING KEYNOTE | 9:00 AM – 10:00 AM  
Halls A & B
Presented by Sagemont Real Estate.

Welcome by the Arts & Business Council of Greater Nashville
Speaker: Jill McMillan Palm, Executive Director

Performance: KYNDLE

Introduction of the Keynote Speaker: Trent Yates, Co-Founder, Sagemont Real Estate

Elevate Your Vibe
Speaker: Rashad thaPoet
Rashad Rayford, also known as Rashad thaPoet, is an award-winning actor/artist/speaker and author of the new book Elevate Your Vibe: Ten Ways To Grow You. His company Elevate Your Vibe, LLC is a non-traditional speaking company that seamlessly blends inspirational speaking and spoken word poetry. He speaks to businesses and corporations to help them tell more concise stories. As an artist, he is an eight-time NIMA Award winner and was named The Moth's Nashville GrandSLAM Story Champion in October 2019. He has 14 albums and has opened for acts like Big Boi from OutKast, Talib Kweli, Saul Williams, Robert Glasper, Bilal, Oddisee and a special performance with the Black Music Honors at TPAC just to name a few.

HEADSHOT HAPPY HOURS | 10 AM – NOON  
Green Room
Two photographers are on hand to make new headshots for all full conference attendees at no extra charge. Appointments are limited, so make sure you reserve your spot by signing up at the registration desk! Powered by Snapshot Interactive.
SESSION I BREAKOUTS | 10:10 AM – 11:10 AM

Making Space: The Impact of Creative Community Spaces in Nashville
Location: Classroom
Moderator: Jennifer Deafenbaugh, Data Working Group Lead, Nation of Makers
Panelists: William Harper, Executive Director, Make Nashville; Megan Kelley, President, Platetone Printmaking, Paper & Book Arts; Bob Mendes, Metro Council At-Large
What are the creative space needs in this community? Where do they need to go? What is the vision for Nashville? This panel will take a look at what Nashville's collaborative creative spaces offer to support artists, artisans, and small businesses. The conversation will focus on what our communities and local government can do to ensure that these spaces thrive.

Bigger is Better: Designing Your Growth Strategy
Location: Hall B
Moderator: Harry Allen, Chief Relationship Officer, Studio Bank
Panelists: Margaret Dolan, President & CEO, Launch TN; Patrick Hayes, Owner & Designer, 1767 Designs; Channing Moreland, CEO & Co-founder, EVAmore
You've started your own creative business. It's doing well, but what do you do next? Designing a growth strategy that's right for you means building a team around you to add capacity where it's needed. It also means knowing when to take the leap and when to step back. In this session, you'll gain insights from leaders and entrepreneurs who've been there, so you can learn from what they did right and what they wish they'd known then.

Your Brand Is You: How to Build A Brand That Is Authentic & Sustainable
Location: Hall A
Moderator: Mayter Scott, Creative Director, Kurtz Hospitality Marketing
Panelists: Libby Callaway, Principal, The Callaway; Sarah Gavigan, CEO, The Otaku Group; Anna Haas, Owner & Creative Director, Anna Haas Creative; Beth Inglish, Founder, Nashville Creative Group; Chad Smith, Account Director, Snapshot Interactive
Your brand is your identity in the marketplace. Building authentic and sustainable brands that are also marketable takes perseverance! Join us for a dynamic panel filled with valuable wisdom from successful creatives who are building distinctive brands. You'll hear how they got started and what the unique challenges and solutions are to creating a brand around your art.

Legal Issues In Music Publishing*
Location: Black Room
Speakers: Eric Griffin, Music City Counsel, and Jeremy Brook, The Brook Law Firm
This seminar breaks down key legal issues for music publishing including recent developments such as the Music Modernization Act (MMA), California’s AB5 “Gig-Work Bill,” and others. Drawing on their own experiences, attorneys Eric Griffin of Music City Counsel and Jeremy Brook of The Brook Law Firm provide insights into how these issues are taking shape in the
music industry. There will be time for Q&A at the end of the presentation for those with questions about songwriting agreements, split sheets, etc.

*This course is approved by the Tennessee Commission on Continuing Legal Education for a maximum of one (1) hour of general credit.

SESSION II BREAKOUTS | 11:20 AM – 12:20 PM

Get Your Art Funded... By Any Means Necessary!
Location: Hall B
Speaker: Lauren Elysse Fitzgerald, Neighborhood + Artist Development Coordinator, Metro Arts

This is not a proposal writing workshop. This fun and interactive session will encourage participants to think creatively about diversifying their funding streams by exploring different models for generating value, resources, and revenue.

Negotiation for the Creative Community*
Location: Black Room
Speaker: Jack Waddey, Partner, Waller

For artists, musicians, and other creators, what is agreed upon during a negotiation can have a dramatic effect on earning potential and future growth. Speaker Jack Waddey provides a practical overview of interest-based negotiation methods based on four decades of experience as an attorney and mediator. Artists, musicians, and attorneys will gain insights into their current negotiation styles while learning new tools to help them prepare & adjust for any given negotiation. More money is gained or lost per minute negotiating than any other activity, so don't leave money on the table. Sharpen your negotiation skills with this valuable seminar.

*This course is approved by the Tennessee Commission on Continuing Legal Education for a maximum of one (1) hour of general credit.

Collaborating with the Algorithm
Location: Classroom
Speaker: Mayter Scott, Creative Director, Kurtz Hospitality Marketing

Is the algorithm stunting your growth on social media? Join content creator Mayter Scott for a breakout session on what the algorithm even is and how to work with it to grow your social media presence. You’ll walk away with applicable and strategic ways to work alongside the algorithm to engage and reach the audience you need.

Music Licensing & Placement
Location: Hall A
Moderator: Bruce H. Phillips, Bruce Phillips Law
Speakers: Thalia Ewing a.k.a. Muziqueen, Founder, Nashville Is Not Just Country Music; Zach Hartley, Talent Agent, Paradigm Talent Agency; David Pomeroy, President, Nashville Musicians Association
How do you get your music in front of millions of ears and eyeballs all at once? This panel of experts from the music industry will discuss music licensing and placement strategies for both film and television in today’s music landscape. Participants will walk away with specific strategies for sync licensing success.

**LUNCH & KEYNOTE PANEL | 12:30 PM – 2:15 PM**

*Presented by DesignWorks Collective. Lunch provided by D’Andrews Bakery & Cafe + Hattie B’s.*

**A Seat At The Table**

**Moderator:** Audra Ladd, Manager, Creative Economy/Small Business, Mayor’s Office of Community & Economic Development  
**Panelists:** Sheila Calloway, Judge, Juvenile Court of Metropolitan Nashville & Davidson County; Manuel Delgado, Owner & Luthier, Delgado Guitars; Steve Hinkley, CEO, Adventure Science Center; Nancy VanReece, Metro Council, District 8

Nashville’s creative community is arguably its greatest asset, but where is the creative community’s voice in the conversations about the issues facing our city? From transit to affordable housing to juvenile justice, Nashville needs innovative thinkers able to balance the necessities of a rapidly changing metropolis while preserving the diverse legacies of the creative citizens who call Nashville home. This conversation is meant to explore a big-picture view of the creative community's role in solving Nashville’s greatest challenges and building on its unique cultural heritage.

**Performance:** Haviland Whiting, Poet Ambassador for the Southeast

**ASK THE EXPERTS | 2:30 PM – 4:30 PM**

Could you use a one-on-one consultation with an industry expert in legal, insurance, HR, professional development and more? Appointments are limited, so make sure you reserve your spot by signing up at the registration desk! *Powered by the Nashville Entrepreneur Center.*

**Advisors:** Dr. Kemi Elufiede, Founder & President, K&E Educational Consulting Services; Matt Felgendreher Executive Vice President, WC Dillon Company, LLC & Insight Risk Management; Jesse Harbison, Director of Legal Services, Arts & Business Council of Greater Nashville; Danny Pippin, Owner & Consultant, Pippin Leadership Services; Christy Pruitt-Haynes, Consultant, Christy Pruitt-Haynes; Contrecia T. Tharpe, MS, Ed.D, Chief Storyteller & Strategist, Neu IMC
Using Data to Make Strategic Decisions

**Location:** Black Room

**Speakers:** Amy Campbell and Jennifer Gibbons-Benton, Co-Founders, Elevate Consulting

In today’s information-driven age, the push to collect and use data is more prevalent than ever. New technologies are developed every day to help us harness the power of information to improve our lives and our organizations, but without a clear understanding of how to strategically collect and use the information we need, it is easy to become overwhelmed and unfocused. In this session, participants will unpack some basic fundamentals of evaluation and data collection, understand the connection between learning and improvement, and learn how to infuse data-driven decision making throughout their organizations.

Understanding Your Unique Value and Pricing Accordingly

**Location:** Hall B

**Speaker:** Frank Shields, Principal, Looking Glass Strategy

This session will provide an overview of how the costs of materials, unique design, and labor affect value & price and how creative entrepreneurs can identify their value proposition in relation to pricing. You will learn how economic conditions affect purchases, how to use market research to recognize the added value for your customers, and how awards and accolades affect perceived value. Determine what the market will bear and gain a greater understanding of the promotional and recognition value of your work.

Protecting Your Brand Identity*

**Location:** Classroom

**Speaker:** Steven Wolfe, Associate, Brothers Business Law

The presentation will begin with a trademark law primer—concepts of trademark law and an introduction to the Lanham Act, including the differences between registered and unregistered trademarks and the difference between copyright protection and trademark protection—for the legally-savvy creatives and the unfamiliar attorneys. Following that, the presentation will discuss some of the most important issues in trademarks for creatives—not being able to trademark proper names or geographical descriptions, a discussion of personality/publicity rights, and what “use in commerce” means. Finally, the presentation will focus on the most important advice for a creative as far as expanding and protecting their brand: become famous, because fame overrides most of the restrictions on trademarks.

*This course is approved by the Tennessee Commission on Continuing Legal Education for a maximum of one (1) hour of general credit.
Streaming Platform Masterclass

Location: Hall A

Speakers: Alison Junker, Artist & Label Marketing, Manager, Spotify; Mary Catherine Kinney, Artist & Label Marketing, Manager, Spotify; Brittany Schaffer, Head of Artist & Label Marketing, Nashville, Spotify

Please join Spotify Nashville’s Artist & Label Marketing team for a comprehensive presentation on how to make the best out of the tools that Spotify offers to you as an artist. We hope to give you a deeper insight into Spotify 101!

SESSION IV BREAKOUTS | 3:40 PM – 4:40 PM

Do You Really Want to Start a Nonprofit?*

Location: Black Room

Speaker: Alandis Brassel, Associate, Meridian Law PLLC

You’re thinking about starting a nonprofit, but you don’t know where to start. Maybe you’re an artist who wants to provide educational opportunities to the community. You could be a choreographer with a community dance studio or in an acting group looking to start a community theater. In this seminar, you’ll learn the process required to establish a legal entity, what you’ll need to be able to apply for tax-exempt status, and what the legal requirements are to create and maintain a 501(c)(3) nonprofit organization moving forward. Explore the various issues & considerations involved so you can decide… do you REALLY want to start a nonprofit?

*This course is approved by the Tennessee Commission on Continuing Legal Education for a maximum of one (1) hour of general credit.

Building a Bridge: From Side Hustle to Creative Career

Location: Hall B

Speaker: Meredith C. Bullock, Visual Artist & Creative Consultant

Have you ever wanted to quit your job in order to pursue your art but the risks were too big to take the leap? What if, instead of jumping without a plan or a safety net, you built a bridge? Building a Bridge is the process of getting you from where you are to where you want to go with confidence and clarity. It's taking your big dreams and breaking them down into daily steps. It's identifying opportunities and mapping out a plan. It's shifting your mindset from fear to courage. It's uncovering everything you need in order to achieve your goals. It's making the process of jumping into the known more calculated.
Podcast Marketing
Location: Hall A
Moderator: Clark Buckner, Chief Creative Officer, Relational Marketing
Panelists: Risha Chesterfield, Podcaster, “222: a podcast by risha leondra”; Brynn Plummer, Vice President, Inclusion & Community Relations, Nashville Entrepreneur Center; Sheila Wysocki, President & Investigator, “Without Warning” podcast
This panel discussion will examine new trends in podcast marketing including how individuals and brands can build new audiences. Experienced podcasters and marketers will discuss success stories, hurdles in the marketplace, and how to do it well.

Music Modernization Act: Where We Stand Today
Location: Classroom
Speaker: Erin McAnally, Consultant & Writer, Artist Rights Alliance
The Music Modernization Act was unanimously passed by the House and Senate and was signed into law in October of 2018. But what does it really mean for the music industry? The law is long and attempts to solve many complicated issues facing creators and copyright owners. Join us as we anecdotally talk through the history of what led to the historic legislation, what the law actually means, and how it is being carried out today. We will break down the three main components of the legislation and catch up on all the current events. Artist Rights Alliance’s Erin McAnally will present the overview and hold Q&A following the presentation.

CLOSING REMARKS | 4:45 PM – 5:00 PM
Halls A & B

Closing Remarks by the Arts & Business Council of Greater Nashville
Speaker: Jill McMillan Palm, Executive Director
Performance: Moves & Grooves, Inc.
**BIOGRAPHIES**

**Harry Allen, Co-founder, EVP & Chief Relationship Officer, Studio Bank**

Harry L. Allen is the Co-founder, Executive VP and Chief Relationship Officer of Studio Bank. Studio Bank is Nashville’s newest locally-headquartered bank and is a full-service financial institution with the purpose of empowering Nashville’s Creators. As co-founder, Allen was integral in the formation of the bank including recruiting members of the team, board of directors, completing the necessary regulatory applications and helping raise $50M in start-up capital. Allen serves as the Bank’s lead business development officer, key point of contact for stakeholders and strategic partners, such as the bank’s Founders’ Advisory Board, and manages the Bank’s involvement and investment in community efforts. A native of Nashville, Allen is active in the Nashville community serving on the board of directors for the Center for Nonprofit Management and is a Trustee of Belmont University. He is also the President of the Rotary Club of Nashville, the world’s third-largest Rotary Club. He has been listed as a 2014 Nashville Top 40 Under 40 and 2018 and 2019 Power Leader in Finance by the Nashville Business Journal.

**Alandis Brassel, Associate, Meridian Law PLLC**

Alandis Brassel is an Associate at Meridian Law where he advises and represents organizations and individuals in their litigation and transactional needs. Alandis’ practice includes entertainment, intellectual property (copyright and trademark), breach of contract and estate matters. He has helped entrepreneurs, artists, songwriters, nonprofit organizations, small companies, and individuals negotiate and enforce agreements and protect their assets and intellectual property rights.

Before entering private practice, Alandis worked as Counsel for U.S. Representative Jim Cooper (TN-05), where he advised the Congressman on policy, handled complex casework, and represented Cooper in the community. Alandis also served as Program Director for the Arts & Business Council of Greater Nashville, where he supervised the legal and educational programs. Alandis is a graduate of Vanderbilt University Law School, where he was a Dean’s Scholar and served as Executive Development Editor of the Vanderbilt Journal of Transnational Law. Prior to law school, Alandis worked as a professional audio engineer and served a client list that included major record labels, a national television network, and a Grammy-winning record producer. He received a M.A. in Music Business from New York University and a B.S. in Music Engineering Technology (magna cum laude) from Hampton University where he was a member of the Honors College.

When he isn’t assisting clients, Alandis enjoys collecting vinyl records, officiating football games, and spending time with his wife, Thallen, and their two sons, Alandis, Jr. and Theodore.

**Jeremy Brook, Founder, The Brook Law Firm**

Jeremy Brook is the founder of The Brook Law Firm, PLLC, a boutique entertainment, music, and business firm. His clients include recording artists, songwriters, producers, film production companies, entrepreneurs, investors, and other businesses serving the needs of the music, film, and entertainment industries. With a broad business law background that includes music and
film industry contracts and licensing, business entity structuring and strategy, mergers and acquisitions, private equity, debt financing and commercial lending, Jeremy brings a varied and unique perspective to each client's business. Jeremy serves on the International Board of Directors for Alpha Epsilon Pi Fraternity, the Board of Directors for the Gordon Jewish Community Center in Nashville, and the Temple in Nashville. Additionally, Jeremy serves on the Legal and HR Committee for the National Museum of African American Music. When he’s not thinking about the future of the music business, Jeremy is a good cook, a mediocre bass player, and an embarrassingly bad guitar player. Spirited debates about the merits of various barbeque styles and the best guitarists are favorite pastimes. Saturdays in the fall are devoted to the Georgia Bulldogs, and the rest of the time, to his wife Jamie and children Anna, Cece & Richard.

Clark Buckner, Co-founder & Chief Creative Officer, Relationary Marketing
Community builder and entrepreneur Clark Buckner is co-founder of Nashville-based podcast production agency Relationary Marketing, which primarily works with mid-to-large sized organizations seeking to leverage podcasting in their content marketing strategy. Utilized by brands like Jack Daniel’s and Vogue Knitting, Relationary serves national corporate clients in healthcare and technology along with award-winning PR firms including DVL Seigenthaler. Additionally, Clark is a team member at the Nashville Entrepreneur Center, a Nashville based non-profit connecting entrepreneurs with critical resources to create, launch and grow businesses. As lead organizer of the Nashville Podcasters meetup, Clark is regularly working to support new and existing podcasters.

Meredith C. Bullock, Visual Artist & Creative Consultant
Meredith C. Bullock is a self-taught visual artist, writer, storyteller, speaker, entrepreneur, and creative consultant. She attended one semester of college but quickly decided the debt was too massive. Instead, she made a personal commitment to educate herself and pursue her dreams. Meredith quickly launched her career as an artist and exhibited her work in dozens of shows while being a full-time hairstylist. She opened two successful businesses and founded a women’s wilderness retreat. Her art has been collected all over the world and her online challenges #dailybraverypaintings and #21daysofbrave gained global recognition. Meredith lives in Nashville, TN with her musician/producer husband and two sons and is currently writing her first two books: The Brave Map (self-help) and Violets in the Snow (a memoir).

Libby Callaway, Principal, The Callaway
Libby Callaway is the founder and principal of The Callaway, a Nashville-based communications agency that provides strategic leadership, marketing and PR services, event management, and retail curation for creative companies in areas of fashion, design, retail, hospitality and non-profit. She is the former media director for the Nashville denim company imogene + willie and marketing director for the Alabama fashion house Billy Reid. As a fashion editor and journalist, Libby has contributed to some of the country’s most widely regarded magazines and newspapers, including the New York Post, where she was a staff writer and editor from 1997 to 2004. Elsewhere, she has penned stories for publications including Elle, InStyle, the New York Times, Travel + Leisure and Glamour, where she had a fashion advice column in 2006 and 2007. Stories about her unique personal style and interior design ethos have appeared in Vogue, Elle,
The Selby, The Coveteur and Harper’s Bazaar. She is on the board of directors at the Nashville Sexual Assault Center and will join the board of the Arts & Business Council later this fall. A native of Cleveland, Tennessee, Libby lives in East Nashville.

Sheila Calloway, Judge, Juvenile Court of Metropolitan Nashville & Davidson County
Sheila Calloway, a native of Louisville, KY, came to Nashville, Tennessee in 1987 to attend Vanderbilt University Law School. She received her Bachelor of Arts degree in Communications in 1991 and her Doctor of Jurisprudence in 1994. After graduating from law school, Sheila Calloway worked at the Metropolitan Defender’s Office in the adult system as well as the juvenile system. In January 2004, she was appointed by Judge Betty Adams Green to the position of Juvenile Court Magistrate and served in that position until November 2013, when she announced her intention to run for the position of Juvenile Court Judge. Sheila was elected Davidson County’s Juvenile Court Judge in 2014 and was sworn into office for her eight-year term on August 28, 2014. Judge Calloway also serves as an Adjunct Professor at Vanderbilt University where she teaches both in the Undergraduate and Law Schools, and an Adjunct Professor at Belmont College of Law where she teaches Juvenile Law. Judge Calloway uses her unique combination of humor, passion, and judicial wisdom to change the way we look at justice in the United States.

Amy Campbell and Jennifer Gibbons-Benton, Co-founders, Elevate Consulting
Elevate Consulting is a Nashville-based consulting firm that partners with mission-driven organizations to help them find ways to better solve problems, tell their stories, and share their impact. Founded in 2016, Elevate utilizes innovative, rigorous, and participatory methods to support learning, improvement, and impact measurement. Elevate’s consultants specialize in research and evaluation, program design/development, and process consultation and facilitation for organizations and collaboratives. Elevate has worked with nonprofit, government, and philanthropic clients of various sizes and with a wide range of focus areas. Co-founders Amy Merritt Campbell and Jessica Gibbons-Benton are consultants experienced in research and evaluation, systems change, and organizational development. Both received Master of Education degrees in Community Development and Action from Vanderbilt’s Peabody College, and both spent their early careers evaluating multi-year, multi-million-dollar federal investments and engaging stakeholders to improve these programs and initiatives. Along with Elevate’s third co-founder, Hannah Wohtljen, Amy and Jessica work directly with clients in using information to improve their programs, organizations, and systems.

Risha Chesterfield, Podcaster, “222: a podcast by risha leondra”
Risha Chesterfield is a podcaster from Nashville, TN. Her podcast 222, is focused on creative entrepreneurs and encourages them to move from dreaming to doing. She works in the music business, helping artists with marketing and branding. Also, she coaches social media to small business owners. You can catch her at Frothy in the Nations or at Hip Hop Karaoke at Bastion.
Jennifer Deafenbaugh, Data Working Group Lead, Nation of Makers
Jennifer Deafenbaugh is a driving force in new media storytelling, technology, and design. She is as passionate about creating exceptional multimedia experiences as she is about empowering others to develop their creative and technical abilities through hands-on learning. Presently, Ms. Deafenbaugh is a Co-Director of the Nation of Makers Metrics of Impact and Data Working Group. She also serves as the Director of Education and was one of the founders of the Make Nashville Makerspace in Nashville, Tennessee. Ms. Deafenbaugh received her Master of Professional Study degree in Information Visualization from the Maryland Institute College of Art in 2018. Using interactive technologies, motion graphics and video, she writes and produces videos and educational content as a Senior Instructional Multimedia Designer at Schneider Electric. She is highly skilled at design thinking, presentation development, public speaking, and data visualization. Ms. Deafenbaugh has assistant-taught coding at Vanderbilt University’s Full-Stack Bootcamp and through Girl Develop It! She helped launch The Fuse Factory Digital Media Arts Lab and helped operate the Weinland Park Community Computer Lab. Jennifer served as an Assistant Venue Manager at Sundance Film Festival’s New Frontier and Volunteer Manager at the Columbus International Film+Video Festival and the IMERSA Summit. She has written articles and presented webinars for Americans for the Arts and is serving as a 2019 Media Arts Fellowship Panelist for National Endowment for the Arts. She has presented at the TN Women in Science, Technology, and Research Conference for high school youth for the last two years.

Manuel Delgado, Owner & Luthier, Delgado Guitars
Manuel A. Delgado is a third generation Luthier (Instrument maker) with a history that dates back to 1928. Manuel has had instruments in the Fowler museum at UCLA, two separate exhibits with the Smithsonian Institute in Washington and a traveling exhibit, is featured in the Fretboard Journal magazine (winter 2007), American Songwriter magazine (Feb 2010), Acoustic Guitar Magazine (August 2015), and has been included in the L.A. Times, Esquire, Travel, The Best of L.A., The Tennessean, The City Paper, Vida Nueva, La Opinión, Daily Paper, The East Nashvillian, Nashville's Spirit Magazine, Instrumentheads a book by Michael Weintrob, Hearts and Hands a book of builders around the U.S., NBC Latino and many other prints. Manuel has also been on ABC, NBC, CBS, NAMM Oral History, “Movers and Thinkers” PBS podcast, “Music in 2 Flavors” podcast, Reading Rainbow, Huell Howser, KTTV, KCAL, Spanish TV (Nashville), Tennessee Crossroads, Univision, Telefutura, Telemundo, PBS, NPR, Good Day L.A., 2 on the Town, a Hartford commercial, National League of Cities and a BOSE commercial. Delgado Guitars has also been sought out by Pixar for help in the movie “Coco” and by Lexus to show the similarity in “Takumi” craftsmanship (a highly trained craftsman with meticulous attention to detail that possesses a true belief in excellence, stopping at nothing to achieve it.) After 9/11, Manuel designed and built, "The Unity Guitar." Created to raise money for the undocumented victims of 9/11, the guitar raised over $35,000 and was awarded “Local Hero of the Year” in 2002, a certificate of appreciation from the City of Los Angeles and a certificate of recognition from the City of New York’s Tepeyac association. Manuel serves as a commissioner for Metro Nashville Arts Commission and Co-Chairs the Grants Committee. He has sat on the boards for; “Nashville Repertory Theatre”, “Resilient Nashville”, and was a founding board member of "Music Makes US" and "Make a Mark". He is a member of NAMM (National Association of
Music Merchant), has done work with the “National Endowment for the Arts” (NEA) and works with school districts around the U.S. to help grow or create music programs. Manuel created, "La Tradición Music", a Music company that serves the public school music programs.

**Margaret Dolan, President & CEO, Launch TN**
Margaret Dolan joined LaunchTN as President and CEO in October 2018, bringing a wealth of executive, financial, and civic experience to her role. Most recently, she served as Principal for neil Strategies, an independent consulting firm, and Managing Director for AuthEX. Dolan also served as President and CEO of LocalShares, President and CEO of Saint Thomas Health Foundations, and Executive Vice President for Institutional Advancement, Saint Thomas Health. Dolan spent more than two decades at Ingram Industries Inc., where she advanced to Vice President of Community Relations, leading family and corporate philanthropic and civic activity. Dolan began her career at KPMG. Dolan serves on the board of Cumberland Emerging Technologies, which serves to bridge the development gap and bring biomedical technologies from research and development laboratories to the marketplace. She is also a Board and Executive Committee Member of the Tennessee Business Roundtable (past Chair).

**Dr. Kemi Elufiede, Founder & President, K&E Educational Consulting Services**
Dr. Kemi Elufiede, educator, author, editor, poet, consultant and entrepreneur has over 10 years of professional experience in public, higher, community (education), non-profit sector, and social services. She is the Founder and President of Carnegie Writers, Inc. and K&E Educational Consulting Services, where she provides assistance in writing, editing, non-profit management, business development, leadership and life coaching. She has presented at over 20 professional conferences, workshops and facilitated over 30 programs in areas such as residence life; leadership development; business; writing, literacy; technology; career and workforce development; effective tutoring strategies; mental health; self-directed learning; community education; adult learning; and mentoring. She holds a degree in P-12 Special Education from Abraham Baldwin Agricultural College, B.L.S in Psychology and M.Ed. in Adult Education and Community Leadership from Georgia Southern University. In addition, she holds a Doctor of Education from Lipscomb University.

**Thalia Ewing a.k.a. Muziqueen, Founder, Nashville Is Not Just Country Music**
Thalia Ewing a.k.a. Muziqueen is a native of Nashville, TN and has an extensive career in the music business that spans over 15 years and includes artist development, copyright, licensing, and royalties. She has worked for some of the biggest companies in music such as Sony Music Entertainment, Sony/ATV Music Publishing, EMI Music Publishing, and currently BMG Rights Management. She also owns Muziqueen Publishing, an independent publishing company that focuses on urban and pop music. Thalia is also founder of Nashville Is Not Just Country Music, a community-based organization aimed at providing music business education, networking opportunities and career advancement support to urban music creators.
Matt Felgendreher, Exec. Vice President, WC Dillon Company, LLC & Insight Risk Management
A native of Lexington, Kentucky, and a 2006 graduate of Rhodes College, Matt began his business career as a property and casualty insurance producer in Memphis, Tennessee before joining WC Dillon Company / Insight Risk Management in August 2011. He combines strong technical insurance knowledge with the business acumen to fully interpret and mitigate a client’s exposure. Matt is a member of the Phoenix Club of Nashville, providing fundraising support for the Boys & Girls Club of Middle Tennessee. He is also a current board member of the Insurors of Nashville and Insurors of Tennessee and past board member of the Nashville Humane Association. He enjoys running, golfing and rooting for the Kentucky Wildcats.

Lauren Elysse Fitzgerald, Neighborhood + Artist Development Coordinator, Metro Arts
Lauren is a multi-disciplinary performing artist and arts administrator. She serves as the Neighborhood and Artist Development Coordination for Metro Arts: Nashville Office of Art + Culture where she primarily manages the THRIVE Funding Program that awards local artists up to $9,500 to implement community arts engagement in Nashville and Davidson County. Her work’s mission is to seek societal justice for disenfranchised, oppressed, and marginalized peoples in America by leveraging culture as a currency and capital. As a performing artist, Lauren’s work has been centered at the intersection of theatre and social change for the past 12 years. Currently she continues the development of a performance artwork that celebrates and recognizes the silenced voices of intercultural ancestral memory. Lauren is excited to share this tidbit of knowledge that she has collected along the way.

Sarah Gavigan, CEO, The Otaku Group
After 17 successful years in the advertising, film production and music licensing world, Sarah Gavigan made the shift many dream of: to become a chef. In 2010 she relocated with her family back to her native Nashville, and in the transition found she desperately missed the Japanese food culture of Los Angeles. In 2012, she took the plunge and taught herself how to make the famed and beloved RAMEN. With lines around the block for each of her pop-ups it was clear what came next. In 2015 POP Nashville, a pop-up restaurant and space for culinary innovation, was born. In 2016, Otaku Ramen opened, and in early 2019 the group followed with Bar Otaku, an Izakaya and pub. In November 2018, Sarah published her first cookbook, *RAMEN OTAKU: MASTERING RAMEN AT HOME*. Gavigan’s mission is to bring ramen to the ramenless.

Eric Griffin, Principal, Music City Counsel; Adjunct Professor, Belmont University
A member of both the California and Tennessee State Bars, Eric Griffin founded Music City Counsel, a boutique law office based in Nashville. MCC acts as both legal counsel and business consultant to a wide variety of clients. In addition to having a healthy transactional law practice that focuses on entertainment related transactions, the office assists developing businesses in their birth, planning, or ongoing operations.
Areas covered by the firm include incorporation, 501(c)(3) compliance, drafting of business plans, branding and brand management, business formation and development, intellectual property, entertainment law, and general counseling and consulting. Past and current clients include Brian McKnight, The Howlin’ Brothers, The Trailer Choir, Muddy Roots Entertainment, Kane’s Kitchen LLC, Novus Content, Inc., The Pharcyde, Robert Chartoff Productions (Ender’s
Game, Raging Bull, the Rocky series of films), Nine Yards Entertainment (Monster’s Ball, 2 Fast & 2 Furious, etc.), Wiseman Worldwide (James Woods, Michael Madsen, etc.), as well as various other artists, songwriters, record producers, labels, management companies and publishers.

Griffin has a lifelong love for teaching and service. He currently enjoys teaching students as an adjunct professor at Belmont University. Prior to that, he proudly taught in the Music Business program at the University of Colorado in Denver. Griffin serves on the Alumni Board of S.O.L.I.D. (Society for Leaders in Development) a Nashville non-profit made up of leaders in the music business. He previously served S.O.L.I.D. as a board member, Education Committee Chair (2008 & 2009), and University Outreach Committee Chair (2010). When not living all things music business, he loves to travel and explore this great, beautiful globe and meet its inhabitants. He’s also partial to a spicy meal paired with a well-chosen stout or ale. This is where Griffin would love to say something witty; but he has 90 exams to grade and 60 papers to read by class time tomorrow...

Anna Haas, Owner & Creative Director, Anna Haas Creative

Anna Haas is a creative director, photographer and recording artist based in Nashville, TN. After graduating from Emerson College with a degree in theatre, directing and dance, she has accumulated a wealth of experience in many creative disciplines. Her accomplishments range from performing for stage, dance and film, to recording two full-length albums of original music, and composing the score for an off-Broadway play. Currently, Anna owns and operates Anna Haas Creative, a visual media company specializing in photography, video production and graphic design for musicians. Over the last several years, her company has produced music videos, photos and visual content for both local and national recording artists, resulting in over forty awards for Anna at various international film festivals. Recently, Anna exhibited her photography series Ghosted at Oz Arts Nashville, in conjunction with artist and designer Tony Perrin. She also participated in Periscope, through the Arts & Business Council of Nashville, an intensive entrepreneur training program for artists, which allowed her to hone, shape and further execute the vision of her business. At the closing ceremony of the program, she was featured as one of nine presenters and took home the award for Judge’s Choice. In the coming year, her focus will be to empower and expand the potential of the musicians with whom she works, collaborating closely with them to produce the images and content for which she is rapidly becoming known.

Jesse Harbison, Director of Legal Services, Arts & Business Council of Greater Nashville

Jesse Harbison comes to the Arts & Business Council from the Tennessee Human Rights Commission, a state agency that enforces the laws prohibiting discrimination in housing, employment and public accommodations. In her role as Associate General Counsel for the THRC, she oversaw the work of thirteen investigators and educated the public on the Commission’s mission and objectives. Prior to working for the Tennessee Human Rights Commission, she was an associate at Baker Donelson, where she represented employers in cases involving violations of employment laws, trade secret protection and business torts. While at Baker Donelson, she also had the opportunity to represent a local non-profit arts organization. Jesse graduated magna cum laude from the University of Tennessee College of
Law, where she was a member of the Tennessee Law Review. After graduating from law school, she served a one-year term as a judicial law clerk in Hamilton County Chancery Court. She graduated cum laude from Belmont University, where she studied public relations and art history. She is admitted to the Tennessee bar. She is a native Nashvillian and lives in East Nashville with her husband, Jay, who is also a lawyer.

William Harper, Executive Director, Make Nashville
William Harper is the Executive Director of the Make Nashville makerspace in Nashville. He has a passion for teaching engineering through hands-on making, and he also works inspiring youth at Studio NPL at the Nashville Public Library. William believes strongly in the power of community. Through his work and practice, he is a mentor that strives to help others see the importance of caring for and nurturing the people in our world. By demonstrating compassion and teaching people to simplify and solve problems, he helps others learn to become good stewards of the world itself. Harper has a Master of Science in Engineering Management from Middle Tennessee State University, and a Bachelor’s degree in Environmental Science with a concentration in Energy Technology. He was active in the Experimental Vehicles program, where he learned CAD modeling, laser cutting, CNC technologies and welding. He is most interested in transforming the transportation infrastructure of cities, and focuses on building electric vehicles and sustainable infrastructure solutions. He consults professionally for local businesses developing custom products and design prototypes. He is a versatile and efficient engineer who leverages 3D technologies and electronics to find solutions to current problems.

Zach Hartley, Talent Agent, Paradigm Talent Agency
Zach Hartley signed on with Paradigm Talent Agency in the summer of 2014, operating out of the agency’s Nashville outfit. Paradigm is a full-service entertainment agency based in Beverly Hills and is considered to be one of the "Big Five" major U.S. talent agencies. Paradigm provides representation to clients across its motion picture, television, music, comedy, personal appearances, theater, books, branding, new media, commercial and physical production departments. After beginning as an assistant almost five years ago, today Zach negotiates on behalf of some of today's biggest entertainers including Blake Shelton, Jesse McCartney, JOHNNYSWIM, Old Dominion and more.

Patrick Hayes, Owner & Designer, 1767 Designs
Patrick Hayes is the founder of 1767, an art collective that creates one-of-a-kind works made from homes torn down in the Nashville area. A graduate of Cal State Fullerton’s Mihaylo College of Business, Hayes started the company in 2014 after moving to Nashville from Southern California. Since the company’s start on the balcony of his apartment, 1767 has grown into a full-scale operation employing a team of craftspeople and has collaborated with brands such as Anthropologie, Williams Sonoma, and WeWork. Their work can be seen locally at Urban Cowboy, The Thompson Hotel, and a number of other restaurants and commercial spaces around the U.S. In addition to a full furniture fabrication shop, in 2017, 1767 expanded to offer full design and build services for commercial clients to help them bring their creative vision to life on a larger scale.
Steve Hinkley, President & CEO, Adventure Science Center
Steve Hinkley is the President and CEO of Adventure Science Center (ASC) in Nashville, Tennessee. Alongside board members, staff and community leaders and volunteers, ASC is implementing a multi-year transformation to become a premiere hands-on science and innovation center. Prior to moving to Nashville, Hinkley served as the President and CEO of MOXI, The Wolf Museum of Exploration + Innovation in Santa Barbara, California, where he completed a $27-million-dollar startup capital campaign and the grand opening of a new, 25,000-square foot science center in the heart of Santa Barbara’s waterfront district. Hinkley began his museum career in 2007 with the Perot Museum of Nature in Science in Dallas, Texas, where he oversaw exhibit and education program development for the highly successful launch of an all new 185,000-square-foot science center in downtown Dallas. Before joining the science museum field, Hinkley earned his degree in biology from Tufts University and spent 10 years in the classroom teaching middle and high school biology, physics, and physiology.

Beth Inglish, Founder, Nashville Creative Group
Beth Inglish has a mission to empower people to discover their joy and live their best possible life. As an artist and speaker, she shares her story to inspire others to connect to their creativity. As a rising powerhouse in the Nashville community, Beth inspires thousands every day. She has worked diligently to expand awareness of the Nashville creative scene to a national and global audience and has helped to bring about a renaissance period in the local creative community. As the founder of the Nashville Creative Group, Beth has built an audience with thousands of members creating Middle Tennessee’s largest artist network that established a new standard for the way artists connect online and offline. As a speaker, Beth shares her message of seeking joy through her work as an artist and uses her insights to inspire people to believe that lasting joy is possible.

Megan Kelley, President, Platetone Printmaking, Paper & Book Arts
Megan Kelley’s career includes a diverse and thorough approach to the arts in educational, corporate and community spheres. Inviting others into collaboration, curiosity and cross-pollination, Kelley helps create immersive, interactive spaces for dialogue, design thinking and connection. As a Maker, Artist and Curator, their civic and social practices revolve around providing educational and developmental opportunities to artists and audiences alike. Kelley’s work focuses on sustainability for artists at all levels, through creative placemaking, civic consulting, community development, advocacy, equitable access and mentorship, with a focus on building and activating creative community workspaces. They are a graduate of The Learning Lab, the Racial Equity in Arts Leadership Institute, Vanderbilt’s Leading Innovation in Arts and Culture and a member of the Metro Nashville Antiracism Transformation Team. Their portfolio includes venues and collections throughout the world, including work for clients such as Toyota Prius, NRDC, RedBull, USAID, The Ad Council, and Harvard University, among others.
Kyndle, Singer, Songwriter & Writer
A master singer, a true performer and a skilled writer. Kyndle is a triple threat, to say the least! Between performances with Stevie Wonder, Kirk Whalum, Stax great William Bell, and the National Civil Rights Museum’s Freedom Award Ceremony honoring the late Aretha Franklin (with Joe Biden, Reverend Jesse Jackson, & Pitt Hyde as award recipients), as well as a recent opening slot with India Arie at the Ryman Auditorium, Kyndle is the definition of a rising star. It’s no wonder GRAMMY-winning producer Paul Ebersold has found himself in the studio working with her on her debut project.

Audra Ladd, Manager, Creative Economy/Small Business, Mayor’s Office of Community & Economic Development
Through the Mayor’s Office of Economic and Community Development, Audra works to encourage entrepreneurship, support existing local small businesses and focus on growing Nashville’s creative economy.

Erin McAnally, Consultant & Writer, Artist Rights Alliance
As a music business professional of more than 15 years, Erin McAnally has extensive experience in A&R, production, music supervision and scoring for film and television, publishing, concerts and festivals. Now working as a consultant and writer, she helps artists, brands and non-profits with marketing and advertising, fundraising, education, events and operations. One of her main focuses in the past few years has been developing and teaching an education program with Artist Rights Alliance to empower artists and music creators as well as aiding the organization with strategic growth initiatives.

Jill McMillan Palm, Executive Director, Arts & Business Council of Greater Nashville
As Arts & Business Council Executive Director, Jill McMillan Palm serves the cultural sector in Middle Tennessee through providing education, services, and opportunities at the intersection of arts and business. She graduated from Pepperdine University with a degree in Integrated Marketing Communication, and prior to Nashville, worked with various arts organizations and creative businesses in Los Angeles, CA; Phoenix, AZ; and Boston, MA. An arts advocate at the local, state, and national levels, she sits on the Private Sector Council of Americans for the Arts, and was named to the Nashville Emerging Leaders class of 2019.

Bob Mendes, Metro Council, At-Large; Member, WayPoint Law LLC
Bob concentrates his practice in the areas of commercial litigation, business bankruptcy, and business planning. He represents businesses and business owners in a diverse range of matters including directors’ and officers’ liability, contract disputes and general business disputes. Bob is one of Nashville’s “go to” lawyers for bet-the-company litigation. A portion of Bob’s practice is devoted to representing debtors, creditors, creditors’ committees, trustees, and purchasers of assets in Chapter 11 bankruptcy cases. He appears in Bankruptcy Court on matters including stay relief motions, cash collateral litigation, valuation litigation, preference and fraudulent conveyance actions, discharge and dischargeability actions, lease disputes, and contested confirmation hearings. Bob also acts as outside general counsel for a number of companies. He
counsels clients in forming and operating businesses and participates in clients’ management teams to formulate policy and strategy. Bob also provides guidance to help clients avoid and resolve disputes and navigate through change management challenges. Bob graduated from University of Illinois and University of Chicago Law School and is licensed to practice law in Tennessee and Illinois. He has been selected for inclusion in the Mid-South Super Lawyers® from 2008-2019 and The Best Lawyers in America® from 2007-2020. In addition to his law practice, in September 2015, Bob was elected to represent all of Nashville as a Councilmember-At-Large in Nashville’s Metro Council.

Channing Moreland, CEO & Co-founder, EVAmore
Channing Moreland lives in Nashville, TN where she is currently the CEO and co-founder of EVAmore. Moreland and her business partner launched EVAmore in 2015. They saw how technology could vastly improve the booking sector for the music industry by building a platform that connects event planners and artists, which automates booking live entertainment. Moreland and her team have expanded EVAmore to Austin and Atlanta with additional cities underway in 2019. She was named Young Entrepreneur of the Year and featured in Forbes, Nashville Business Journal and Forward Beat.

Bruce H. Phillips, Principal, Bruce Phillips Law
Bruce Phillips has practiced law on Music Row for over 25 years. He chaired the NBA’s Entertainment and Sports Law section in 1997 and 2005. Phillips taught Entertainment Law at the University of Tennessee - Knoxville College of Law, where he served as Adjunct Professor for ten years. He is a 2007 graduate and former member of the Board of Leadership Music and is a Fellow of the Nashville Bar Foundation.

Danny Pippin, Owner & Consultant, Pippin Leadership Services
Danny Pippin is a respected Business Consultant that helps build and grow retail and service-based businesses - specializing in personal growth, leadership development, effective communication, team collaboration and sales impact. Danny and his team have been trained and mentored by the #1 Leadership Expert, Dr. John C. Maxwell. He is an Executive Director with the largest training and development organization in the world, The John Maxwell Team.

Brynn Plummer, Vice Pres., Inclusion & Community Relations, Nashville Entrepreneur Center
Throughout her career, Brynn has committed to 3 causes: justice, joy and joining diverse communities together for causes too big to tackle alone. Though a native of Greensboro, North Carolina, Brynn moved to Nashville to join Teach For America, through which she taught sixth grade English Language Arts and Social Studies. After her time in the corps, Brynn spent the next five years with Teach For America’s Nashville regional team tackling a slate of projects from diversity & inclusion learning strategy to alumni engagement and leadership. Today, Brynn sits as the Vice President of Inclusion & Community Relations at the Nashville Entrepreneur Center, a 501(c)(3) organization on a mission to make Nashville the best place in America to start a business. Brynn holds a BA in English & Comparative Literature from Columbia University and a Master of Education degree from Lipscomb University.
**David Pomeroy, President, Nashville Musicians Association**

Dave Pomeroy has played bass on more than 500 albums with artists such as Emmylou Harris, Earl Scruggs, Alison Krauss, Peter Frampton and Trisha Yearwood, and has performed in concert with Don Williams, Steve Winwood, Mose Allison, Willie Nelson, John Fogerty, Victor Wooten and many others. His songs have been recorded by Chet Atkins, Sweethearts of the Rodeo and Don Williams, and he has released 14 solo and band projects on his label, Earwave Music. His latest release is “Angel in the Ashes,” his third all-bass and vocal solo album, which has gotten rave reviews worldwide.

A longtime activist for musicians, Dave was elected President of the Nashville Musicians Association, AFM Local 257 in 2008, and has been re-elected three times. In 2010, he was elected to the International Executive Board of the American Federation of Musicians and was re-elected in 2013, 2016, and 2019. His charitable work includes raising more than $300,000 for the Room in the Inn homeless organization with his annual “Nashville Unlimited Christmas” concerts at Christ Church Cathedral. www.davepomeroy.com

**Christy Pruitt-Haynes, Consultant, Christy Pruitt-Haynes Consulting**

Christy Pruitt-Haynes is a speaker, coach, and consultant who moves individuals and organizations towards excellence. Combining her desire to solve tangible business problems and strategic thinking with degrees in Personnel & Labor Relations and HR Development, and years of cross-functional leadership experience; Christy launched Christy Pruitt-Haynes Consulting in 2017 and hasn’t looked back. A Nashville Emerging Leader Award recipient, she has displayed her expertise in leadership development, diversity, strategic planning and adulting through recent speaking and consulting with Dollar General, Rutherford County Cable, Montgomery Chamber of Commerce, Auburn University, Pathway Women’s Business Center, the International Conference on Diversity and many more. When she isn’t working, you will likely find Christy laughing with her family, adding stamps in her passport with friends, singing slightly off-key or hunting for new cabernets to add to her list of favorites.

**Rashad Rayford a.k.a. Rashad thaPoet, Speaker & Author**

Rashad Rayford, also known as Rashad thaPoet, is an award-winning actor/artist/speaker and author of the new book *Elevate Your Vibe: Ten Ways To Grow You*. His company Elevate Your Vibe, LLC is a non-traditional speaking company that seamlessly blends inspirational speaking and spoken word poetry. He speaks to businesses and corporations to help them tell more concise stories. As an artist, he is an eight-time NIMA Award winner and was named The Moth's Nashville GrandSLAM Story Champion in October 2019. He has 14 albums and has opened for acts like Big Boi from OutKast, Talib Kweli, Saul Williams, Robert Glasper, Bilal, Oddisee and a special performance with the Black Music Honors at TPAC just to name a few.

**Mayter Scott, Creative Director, Kurtz Hospitality Marketing**

Mayter has spent the last 15 years of her career in hospitality operations and is currently the acting Creative Director for Kurtz Hospitality Marketing. Her scope of knowledge runs from back of house to front of house. She has been a line cook, barista, host, food runner, server, dishwasher, manager and most recently a consultant. Her goals are to take the experience she
has gained from operations and make it easier for hospitality concepts to thrive. Hospitality
concepts thrive when they build communities and networks that support them. Mayter excels
at building relationships in the community and connecting the two. Her ground up knowledge
of building a restaurant and her love for bespoke hospitality services create a powerhouse
combination when it comes to operations. Mayter loves to serve people and her clients. A
natural born teacher, she can teach the fine point of what a great hospitality experience should
feel like.

Mayter also brings to the table the creative side of hospitality as a food & lifestyle
photographer. While managing 5th and Taylor in 2017, her images of the restaurant were
published in The Wall Street Journal Magazine for an article on restaurants in Germantown.
Mayter photographs chefs, restaurants, hotels, and people. In the three years she has added
this service to her portfolio, she has been published in many notable publications such as The
Wall Street Journal, Garden & Gun, HGTV Magazine, Nashville Lifestyles, Eater Nashville and
Edible Nashville. She has also photographed large food brand landing in Nashville, TN such as
True Food Nashville and Shake Shack in 2018. She drives the content creation and gives our
brands a voice and visuals that consumers respond to, from social media to community
activation. Mayter is an excellent creative asset to have on your team.

Frank Shields, Principal, Looking Glass Strategy
Frank Shields is a leader in guiding innovation, ideation and commercialization activities for
large companies & entrepreneurial start-ups. He is a strategy & execution leader in business
segment development, new market entry and determination of customer value. His experience
determining “Go To Market” strategies, taking new technologies & innovations to fruition, and
managing innovation pipelines have been gained through a background in the Food &
Beverage, Consumer Goods, Pharmaceuticals and Animal Health industries. In addition to
consulting in these areas, he participates in venture investment reviews, and is an Advisor &
Mentor at the Nashville Entrepreneur Center. He is an avid SCUBA Diver, participates in cycling
& outdoor activities, and enjoys teaching ideation methodologies to innovators.

Chad Smith, Account Director, Snapshot Interactive
Chad lives to tell stories. First trained as a traditional brand planner and copywriter, and then
later jumping head-first into digital marketing, he carries a unique mix of both right and left-
brain strengths. For nearly 15 years, he’s been helping brands find their voice in order to truly
connect with their audiences and grow. Endlessly curious, Chad has an innate ability to dig
down to the soul of a brand. He then uses those insights to fuel ideas that stand out from the
noise. Born beside the waves and sand of Lake Michigan, Chad later moved to earn his Master’s
Degree in Advertising at Boston University. Seeking warmer winters and new opportunities, he
is now extremely excited to both work and live in wonderful East Nashville. Currently, he is an
Account Director at Snapshot Interactive.
Contrecia T. Tharpe, MS, Ed.D, Chief Storyteller & Strategist, Neu IMC

Contrecia T. Tharpe (Ed.D candidate) is a marketing and communications professional with over seven years’ experience in the industry. Specializing in strategy development, implementation and management, she has worked with national and international brands, businesses and individuals in the non-profit, sports, entertainment, small business and education sectors. Specializing in strategy and brand development and management, Contrecia works to create stable brand foundations, optimized brands and maximized opportunities. With a Master of Marketing, New Media and Communications degree, Contrecia is experienced in marketing, communication and brand development efforts and strategies. In addition to strategic growth and development efforts, she works in media relations, advertising and website development, as well as manages and oversees graphic design, promotion of events and programs, marketing training and more. She is currently attending Trevecca Nazarene University in pursuit of her Doctorate of Education with a concentration in Leadership and Professional Practices. The author of Branding Blocks: A Guide for Developing a Brand and Image for Success, she is also a public speaker spreading the word of effective, efficient, unique & sustainable brands.

Nancy VanReece, Metro Council, District 8

Nancy VanReece’s personal mission is to advocate creative opportunities to help communities, businesses, and individuals achieve their full potential. This has been the driving force throughout her successful career and inspiring life. The first openly out lesbian elected to a legislative body in Tennessee, she is the Nashville and Davidson County Metro Council member responsible for surging popularity and citizen activism in District 8. She served as Chair of the Convention, Tourism Committee and Vice-Chair of the Parks, Libraries & Arts Committee and was appointed by the Mayor’s Office onto the Metro Nashville Diversity Advisory Council. She is an At-Large Board Member of the National League of Cities Elected Officials constituency group. She was appointed to the Mayor's Council on Women to prepare for the 100 Anniversary of the Women’s Right to Vote Anniversary in 2020. Hon. Nancy VanReece is also the Vice President of Business Development at Batch Nashville, LLC., a brand builder and advocate that concentrates on client experience. She is a brand builder and an advocate that concentrates on the client experience, contributing a long strategic vision with a keen eye for relationship building. In 2015 she was added as a speaker to the State Department's Bureau of International Information Programs. VanReece was also a trailblazer for more than 25 years in the music business, as well as served as the Executive Director/CEO of The Nashville Shakespeare Festival from 2007-2009; the first Senior Director of Partnership Development at Cool People Care, Inc.; and as a strategist for GivingMatters.com, and the Nashville Library Foundation. She was the first new media consultant for the Transit Alliance of Middle Tennessee. She has paintings showing in six cities, three universities, and two countries. She is the 2017 recipient for the Steine Award for Public Leadership in the Arts, awarded by the Nashville Arts Coalition.
Jack Waddey, Partner, Waller
For more than four decades, Jack Waddey has focused his legal career on intellectual property law and protecting valuable intellectual property assets for clients in a wide range of industries. Jack views intellectual property strategy as a critical component to a company’s long-term success both in terms of profitability and competitive positioning. Over the course of his career he has assisted clients in obtaining more than 200 patents and developing and managing intellectual property portfolios comprised of thousands of patents and trademarks. His experience includes intellectual property litigation in federal and state courts throughout the country and United States Courts of Appeal. Highly sought after for his experience and insight, Jack enjoys working with startup companies that are developing new products and technologies as well as advising established organizations that require enhanced IP protection as part of its overall business strategy when they expand into new markets or face new competition.
Over the last 18 years, Jack’s practice has increasingly concentrated on Alternate Dispute Resolution. Trained, certified and approved as a Rule 31 Mediator by the Supreme Court of the State of Tennessee, Jack has gained a reputation locally, regionally and nationally as the go-to mediator for difficult IP and commercial cases. He is one of three mediators approved by the International Trademark Association for trademark cases in the eleven-state Southeast region. Jack was recently selected to be a member of the Tennessee Supreme Court Alternative Dispute Resolution Commission. Additionally, Jack is an adjunct faculty member at the Pepperdine University School of Law’s Straus Institute for Dispute Resolution where he teaches “Selected Issues in Dispute Resolution: Intellectual Property Disputes.”

Haviland Whiting, Poet Ambassador for the Southeast
Born in New York and raised in Nashville, Haviland Nona Gai Whiting is a 2019 United States Youth Poet Laureate Ambassador, the 2019 Southeast Region Youth Poet Laureate, a 2019 Semi-Finalist for The National Student Poets Program—a collaboration of the Institute of Museum and Library Services and the Alliance for Young Artists & Writers, the 2018 Nashville Youth Poet Laureate, and a 2018-2019 recipient of the Dr. Martin D. Jenkins Scholar Award for Highly Talented and Gifted Black Children from the National Association of Gifted Children. She sits on the Nashville Mayor’s Youth Council, in addition to participating in the Global Scholars Program at the Harpeth Hall School for girls and young women where she is in her senior year. In 2019, Haviland won the Scholastic Art & Writing Award Silver Medal for Poetry as well as an Honorable Mention for Fiction, and a 2018 Gold Medal. She was awarded the Concours National de Français Silver Medal by the American Association of Teachers of French. Her work appears in Nashville Arts Magazine and in At Least I Know My Neighbor’s Name: 2019 National Youth Poet Laureate Anthology published by Penmanship Books. An honor roll student, Haviland is the First Chair Cello in Harpeth Hall’s Upper School Orchestra, serves as a school student ambassador, a staff writer for LOGOS, the Harpeth Hall School student newspaper, and contributes literary works to Hallmarks: Art & Literature from the Upper School. In her spare time, she pursues photography, ballet, and is represented by AMAX Models.
Sheila Wysocki, President & Investigator, “Without Warning” podcast
Sheila Wysocki takes matters into her own hands using unique methods such as crowd-sourcing and podcasts. Wysocki became a household name in the private investigation world after she helped solve the cold-case murder of her college roommate, Angie Samota, more than 25 years later. Since then, Wysocki has worked on over 100 complicated cases and has been voted the number six most influential women private investigator. She has been featured in The Washington Post and has appeared on Anderson Cooper, Dateline, Katie Couric, A&E Biography’s “I Solved a Murder,” and ABC’s 20/20. Her show debuted on Apple Podcasts as a Top 50 True Crime, made #7 Overall Best, and reaches 500K downloads a month.

Steven Wolfe, Associate, Brothers Business Law
Steven Wolfe has experience, in firms and as in-house counsel, acquiring trademark rights and managing intellectual property portfolios domestically and abroad. He has worked with clients from large and small companies and has advised creatives—including bands, authors, photographers, artist management companies, and publishing companies—regarding their brand and image expansion and protection. He currently focuses on a variety of business matters, including transactional and litigation work as well as intellectual property management. He is an Associate Attorney at Brothers Business Law of Nashville and is a graduate of Middle Tennessee State University and the University of Gonzaga School of Law. He is licensed in Tennessee, Washington, and USPTO.

Trent Yates, Co-Founder, Sagemont Real Estate
Trent provides a unique perspective in advising clients with leasing and acquisition/disposition projects. As a former attorney, he is skilled in balancing creative vision with realistic deal-making. His clients are diverse across product types including corporate office, multi-market healthcare clinics, and retail. He has extensive experience in adaptive reuse projects with mixed components of both creative office and amenity retail.

Away from work, Trent values spending quality time with his wife, Alex, and their 4-year-old son. He’s a frequent jogger, an avid sports fan, and loves to try new restaurants. Trent appreciates the creative culture in Music City and serves on the Board of Directors for the Arts & Business Council of Greater Nashville.
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