

EMPOWERMENT RESOURCES INC.



*Empowering youth and families
to succeed since 2003*

2019 ANNUAL REPORT

Message from the Executive Director

Seventeen years ago the concept of Empowerment Resources Inc. was born when I saw the need for gender-relevant programming for at-risk girls in the Jacksonville community. This pilot “rites of passage” project became our flagship program, Journey into Womanhood (JIW).

Based on feedback from JIW families and other voices in the community it quickly became clear that more social and emotional support was needed for many local families and their children. This led to the development and implementation of two more evidence-based programs, Life Skills Workshops for all youth and Parenting Education Seminars for parents and other caregivers.

The ultimate goal of Empowerment Resources Inc. is to become a whole-family system that supports the achievement of children and their families. When the community’s people reach their highest and best potential, the result is stronger neighborhoods and cities.

As we conclude 2019, the demand for these programs continues to grow.



Elexia Coleman-Moss

We are excited by our success and grateful to the Jacksonville community for the generous support provided over the years.

Stay Empowered

A handwritten signature in black ink that reads "Elexia Coleman-Moss".

Elexia Coleman-Moss
Founder and Executive Director

WHO WE ARE

Since 2002, **Empowerment Resources, Inc. (ERI)**, a private 501 (c)(3) nonprofit organization, has empowered more than 1,200 youth and adults in Duval and surrounding counties through OUR signature programs. ERI's programs help us meet the needs of the community by exposing families to valuable community resources.

Through our work we empower neighborhoods with community building to effect change. We seek to create self-sufficient families by equipping them with knowledge and skills to lead quality and productive lives. The target populations for our programs and services are youth and families with limited financial resources living in economically depressed communities.

Our Mission

is to make children and families stronger by empowering them to be successful leaders in the community.

Our Goals

are to promote leadership development; increase self-esteem; deter crime and violent behavior; encourage academic excellence; and increase communication skills with families.

OUR PARTNERS AND VOLUNTEERS

Key partner organizations include Microsoft, Junior Achievement, Duval County Teen Court program, the National Council of Negro Women, Inc., and Team-Up afterschool programs. In 2019, more than 30 community partner agencies provided their assistance with family resources.

As a volunteer-driven organization, the work that happens year after year is possible only because our diverse group of dedicated members and partners continues to deliver their time, talent, and treasure to sustain these community efforts for the whole family. Our dedicated volunteers donate more than 900 hours of their time annually to empower children and families, including the volunteers serving on our Board of Directors and the Advisory Council. Their time equates to approximately \$25,000 in value to the organization.

Volunteer Opportunities

- Mentoring
- Tutorial in reading, writing, science, math, history
- Computer training and/or instruction
- Marketing and Communications
- The Arts: music, dance, drama, photography and filmmaking
- Guest speakers
- Advisory Council Member
- Administrative, mailings and phone calls



2018-2019 BOARD OF DIRECTORS

Daphne Colbert
Penelope Knox
Chad Smith

2018-19 Advisory Council

Carla Flowers
LaTonya Lipscomb Smith
Jennie Oswald
Lakeisha Wells-Palmer
Veronica Ward



Journey Into WomanhoodSM

In 2019, we celebrated fifteen years of our flagship program, Journey Into WomanhoodSM (*JIW*). During that time, the program has touched the lives of more than 175 young ladies. More than \$25,000 in scholarships has been awarded to 38 program graduates upon their high school graduation.

A unique and inspiring program, this 25-week “rites- of-passage” initiative for girls ages 9 to 17 focuses on their healthy transition from girl to young woman. It addresses the real issues facing today’s youth.

JIW is facilitated by experienced leaders and volunteers who help participants cultivate their self-awareness, develop leadership skills, and put them on the path to positively impact the communities in which they live. Topics focus on the 12 vital aspects of life, including the value of SELF; avoiding at-risk behaviors with drugs and alcohol; academic achievement; health and nutrition; relationships and social skills; understanding racism and prejudice; career skills; community building; and financial well-being.

2019 Volunteer Project Highlights:

An important aspect of *JIW* is the opportunity to make a difference in the community through volunteerism.

Our teens joined 15 ERI volunteers for a project with partner agency Family Promise of Jacksonville titled Cardboard City. During this annual event, individuals, families, and groups experience what it might be like to be homeless. This empathy-building project has a lasting effect on participants.

In December 25 *JIW* members participated in a holiday family event at the Oakland Terrace Apartments. The girls had fun bringing holiday cheer to 50 children living at the complex by doing arts and crafts projects and playing games.

JIW by the numbers:

6

average number of years
a girl participates in *JIW*

18

number of *JIW* graduates
who have earned a
bachelor's degree (to date)

38

number of scholarship
awards made to *JIW*
graduates

75

percent of *JIW* alumnae
who give back with their
time or treasure

93

percent of *JIW* graduates
who enroll in college

100

percent of *JIW* participants
who graduate from high
school

25,000

scholarship dollars awarded to *JIW* graduates (to date)

JIW 2019 Success Story

Nikayla Byirt was the JIW Outstanding High School Senior in 2019. The Douglas Anderson School of the Arts student was not only accepted for admission by four colleges or universities she was also offered scholarships by three of them.

An accomplished musician who is proficient with six instruments, Nikayla plays in the Douglas Anderson Orchestra and the Jazz Band.

She plans to study commercial music, music business, and production at the Berklee College of Music. “My ultimate career I want to pursue is being an entertainer,” she said.

Nikayla has been a member of JIW for several years and is currently on the JIW Youth Advisory Council, serving as a mentor to other young women.

“My most enjoyable experience was during the first year of coming to JIW when we did the lock-in. It forced me to be social (something that I wasn’t comfortable with doing at that time). I ended up getting to know wonderful people. All of them became my family overnight.”





PARENTING EDUCATION SEMINARS

Our Parenting Education Seminars are designed to help parents and families develop non-violent parenting beliefs and practices through empathy, self-worth, empowerment, self-awareness, and discipline with dignity. The program uses evidence-based initiatives designed to build nurturing parenting skills to more effectively deal with the difficult teen years.

In 2019, more than 75 families attended the seminars.

Topics include:

- Understanding feelings
- Alternatives to spanking
- Communication with respect
- Building self-worth in children
- Praising children and their behaviors
- Ages and stages of growth development

*ERI utilizes **The Nurturing Parenting Programs®**, a family-centered initiative developed by Dr. Stephen Bavolek that is designed to cultivate nurturing parenting skills. The program employs proven approaches that help develop non-violent parenting beliefs and practices through empathy, self-worth, empowerment, self-awareness, and discipline with dignity. Nurturing Parenting Programs® is included in Substance Abuse and Mental Health Services Administration's National Registry of Evidence-Based Programs and Practices.*



One parent summed up the program this way:

“Excellent class! Sorry I started crying. I just feel like I am failing as a parent when I can’t fix the issues going wrong in our home. That’s why I am here.”

Following their participation in the *Parenting Education Seminars*:

- 67% said they **gained** new knowledge
- 84% were **satisfied** with the seminar
- 100% were satisfied with the **quality** of the facilitators
- 83% who completed the program noted a **positive** retention rate

From the Duval County Teen Court program:

“We have been working with ERI since 2008. With the help of ERI and their programs, Teen Court boasts a very low recidivism rate.”



LIFE SKILLS WORKSHOPS FOR YOUTH

Our Life Skills Workshops empower students in grades three through twelve to engage in positive behaviors that nurture their well-being and equip them with the tools necessary to make positive life decisions. In 2019 more than 125 students took part in the workshops.

Sessions range from 60 minutes to a half day. They can be customized to meet the specific needs of the youth in after school programs, summer programs, schools, churches, and other organizations.

Workshops include an engaging variety of hands-on activities, role playing, age-appropriate group discussion, and more.

Topics include:

- Building self-esteem and self-confidence
- Leadership 101
- Effective and healthy communication
- Conflict resolution
- Goal setting
- Career development
- Relationship and social skills

2019 Life Skills Workshops highlights:

- 87% reported an increase in skillsets to use in their daily lives
- 60% said they would take another Life Skills workshop
- 35% noted an increase in their knowledge on relationships
- 11% noted an increase in their knowledge of career planning
- 23% noted an increase in their self-esteem

From Team Up Youth Services:

“Aligning our programs with tools and life skills workshops from ERI has provided an array of activities, resources, and community alliances to assist in our efforts to support young people.”



ASSESSING OUR IMPACT

At Empowerment Resources, we know our successes and accomplishments are due in large part to our continuous assessment of all our programs and services to ensure we are fulfilling our mission, vision, and values to meet the current needs of our clients.

Evaluation tools include:

- Pre- and post-assessments to measure change in knowledge and attitude
- Surveys to measure program satisfaction and relevance
- Census counts to confirm the number of participants served
- Interviewing individuals and utilizing focus groups to identify service gaps
- Parent satisfaction surveys



DONORS/SUPPORTERS

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- Dr. Jevetta Stanford
- Family Promise
- First United Methodist Church
- Fidelity Investments
- JasmineChanelle.com
- JIW Parents and Caregivers
- Marsha Grant
- Mygani Design / Felicia Wright

GRANTS RECEIVED

- Rice Family Foundation
- Remmer Family Foundation
- City of Jacksonville
- Kids Hope Alliance
- Jacksonville Jaguars Foundation
- United Way
- Florida Blue
- Fidelity Investments
- Delores Barr Weaver Fund
- Macquarie
- Gilchrist Enterprises
- AaSys
- Law Office of Clinton Paris
- DMor Voyage II/Expedia Cruiseship Center

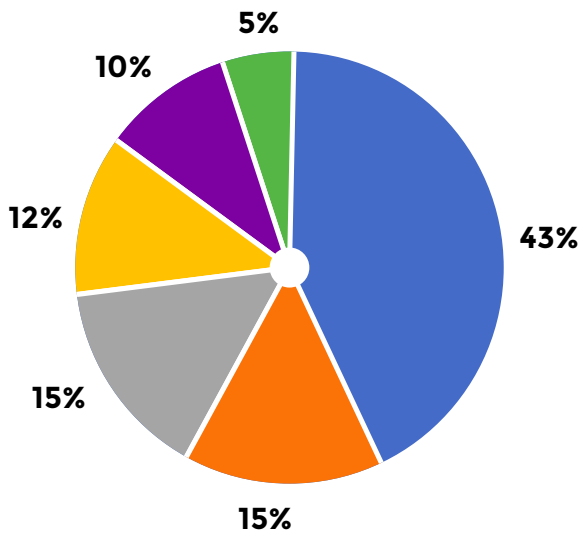
In-Kind Donations

- Affinity Consulting Group
- Ale'ta and Allan

FINANCIAL

Revenue 2018

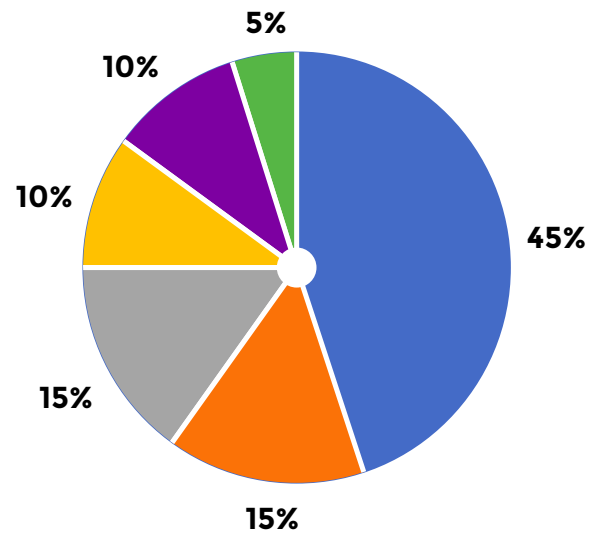
Total 2018 Revenue:
\$69,000



- Grants
- Corporate Giving
- In-kind Donations
- Program Income
- Individual Donations
- Contracts

Revenue 2019

Total 2019 Revenue:
\$106,000



- Grants
- Corporate Giving
- In-kind Donations
- Program Income
- Individual Donations
- Contracts

In 2019 ERI realized a revenue increase of approximately 53 percent, an additional \$37,000 over the previous year. The largest percentage of our income is derived from grants, with individual and corporate donations making up 30 percent of our revenue. This consistent support shows the importance of our programs to the community we serve.



Empowerment Resources Inc.

Empowering Youth and Families Since 2002



Ways you can help us empower youth and families:

- Become a Community Involvement Volunteer for any of our programs
- Donate your time and talent for our community events and fundraisers
- Make a financial donation or gift match
- Provide in-kind service support
- Include ERI in your Planned Giving: bequests, annuities, etc.

Contact us:

Help us reach our potential by calling us at **904.268.8287**. You may also contact us by email at **info@empowermentresourcesinc.org**

To learn about becoming a volunteer, visit **www.empowermentresourcesinc.org/volunteer.asp**

Make a financial donation online at **www.empowermentresourcesinc.org** or mail your donation to **Empowerment Resources Inc., 3832-010 Baymeadows Road #348, Jacksonville, FL 32217**