



# ALL ARE WORTHY

A MINISTRY WITH ALCOA TEENAGERS

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JOIN THE FAMILY





# CONTENTS

## 3-5 AT A GLANCE

## 6-7 THE NEED

- 6 THE STATS
- 6 OUR APPROACH
- 7 WHY WE'RE DIFFERENT

## 8-9 IMPLEMENTATION

- 8 VALUES, GOALS, AND STRATEGIES
- 9 METRICS

## 10-11 OUR TEAM

## 12-13 FINANCES

- 12 PROJECTED EXPENDITURE
- 12 FUNDRAISING
- 12 FORECAST REVENUE BY MONTH
- 12 FORECAST EXPENSES BY MONTH
- 13 PROJECTED 3-YEAR BUDGET

## 14-15 WHERE YOU CAN FIND US

[WWW.ALLAREWORTHY.COM](http://WWW.ALLAREWORTHY.COM)



WE EXIST TO EMPOWER, EQUIP AND ENCOURAGE YOUNG PEOPLE IN THE ALCOA COMMUNITY TO PURSUE A LIFE DEDICATED TO FOLLOWING JESUS, SHARING THE LOVE OF CHRIST WITH ALL PEOPLE AND SERVING AS LEADERS AMONG THEIR PEERS AND IN THEIR COMMUNITY.



# AT A GLANCE

A brief overview of who we are and why we exist.



## WHO WE SERVE

Our ministry focus is to serve high school students and young adults in the Alcoa community who are not already plugged into a traditional youth group and/or who do not have a church home of their own.

## WHY US?

All Are Worthy is a ministry that is designed specifically for the Alcoa community. There are no goals to reach all of Blount County or recruit from other ministries. We want to create a space that welcomes high school students and young adults, in Alcoa, who are craving community and looking for a family-like and positive environment to belong to. Our main focus is not programs or numbers, but ongoing mentorship and partnerships that will help connect our students to resources that will benefit their futures and lives as a whole. AAW staff, board and volunteers will be made up of leaders who are already immersed in the Alcoa community, mirror the diversity that it has, and who have a passion for loving and serving the young people who live there.

## FINANCES

We project total donations to run at approximately \$60,000 in the first year, \$135,000 in the second and \$170,000 in the third.

## THE NEED

There are young people in Alcoa craving community who are unable to find groups made up of students and leaders who look like them, who can connect with them or who come from the same communities.

## OUR APPROACH

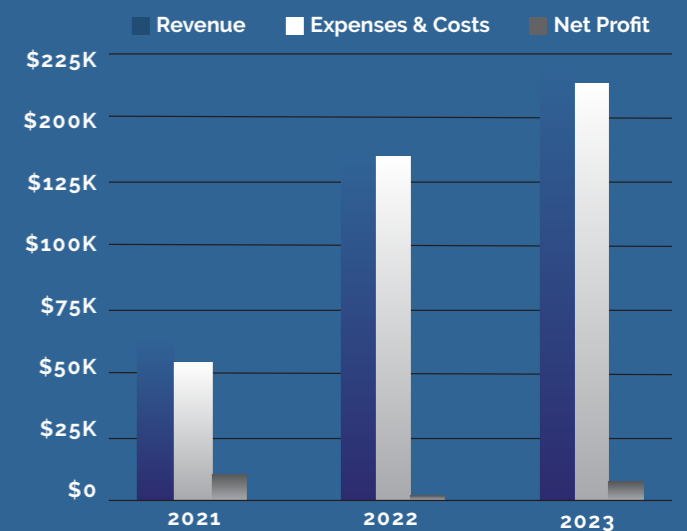
All Are Worthy will create an all-inclusive, loving, family-like community that will empower our young people to pursue a relationship with Christ, while also becoming servant-minded leaders in their community. We intend to accomplish this by working to partner with local churches and other parachurch organizations, and by employing staff, board members and volunteers who are invested in the Alcoa community, reflect its diversity and have a passion for students and the Gospel.



## FINANCIAL NEEDS

- Executive Director full-time salary in 2021 and a second full-time staff member by 2022.
- The rental fee for Springbrook gym along with weekly food and supplies
- Initial start-up costs including: website, marketing materials, liability insurance, applications fees, etc.
- Long-term goal: a building with a basketball gym, office space for AAW staff and other ministry partners, along with large areas for gatherings and small groups

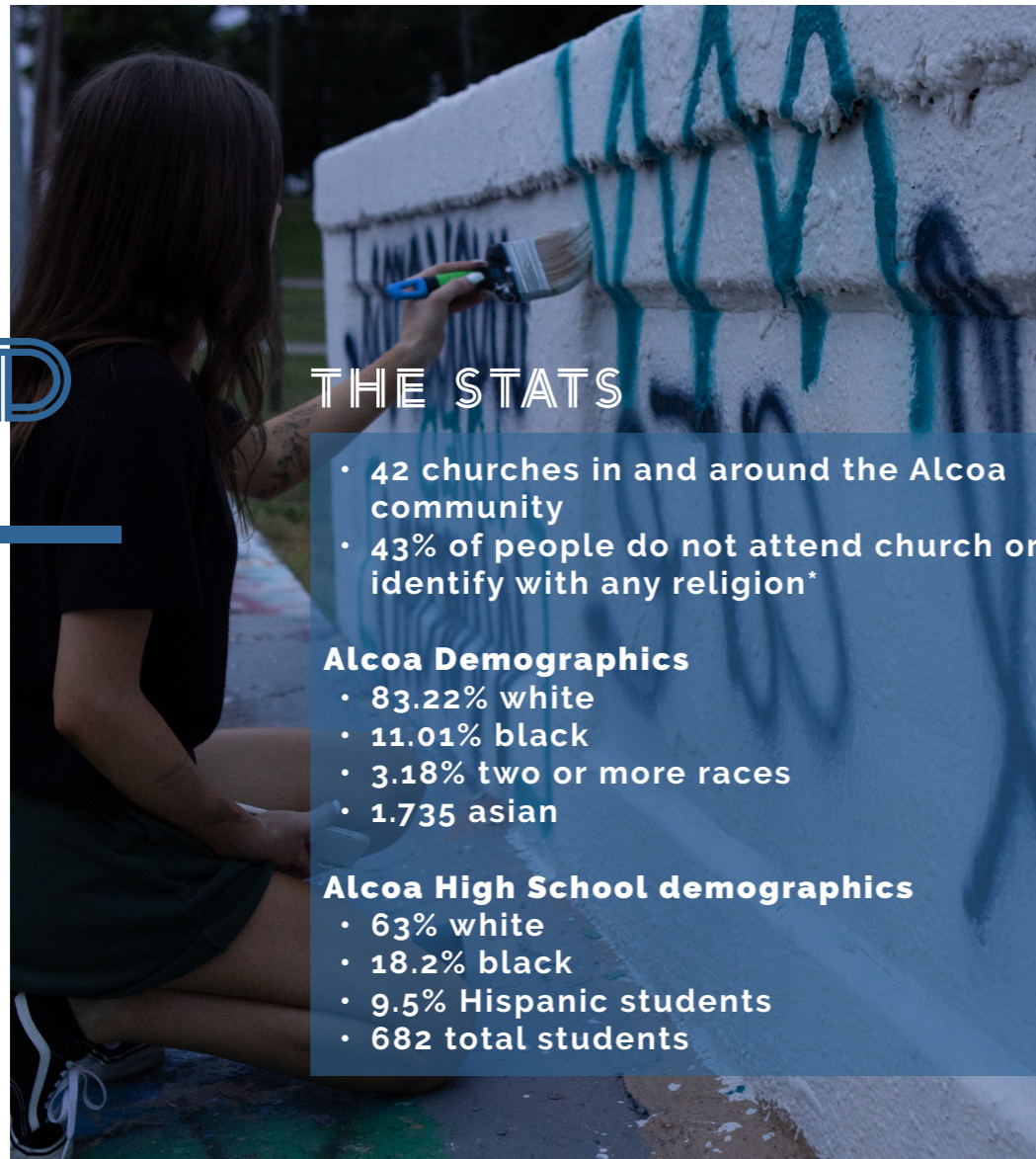
## FINANCIAL HIGHLIGHTS BY YEAR





# THE NEED

*\*This data was taken from a 2010 study. We assume this percentage to be even higher in present day.*



## THE STATS

- 42 churches in and around the Alcoa community
- 43% of people do not attend church or identify with any religion\*

### Alcoa Demographics

- 83.22% white
- 11.01% black
- 3.18% two or more races
- 1.735 asian

### Alcoa High School demographics

- 63% white
- 18.2% black
- 9.5% Hispanic students
- 682 total students

## OUR APPROACH

All Are Worthy will provide a safe place for students to gather for community and support along with fun and fellowship mixed in!

We also intend to create a space for young adults and college students to continue their journey of growth after graduation. We want to offer a safe space for Bible study and fellowship along with opportunities to serve the younger students and their community as a whole. Our hope is to secure a building with a basketball gym, office space for All Are Worthy staff and other ministry partners, along with large areas for gatherings and small groups that will serve as a central hub for students. Additionally, we desire to

provide meaningful experiences, trips, and events that will help students grow closer together and closer to Jesus. We intend for our ministry to be a missions-focused group that is out serving the neighborhoods and communities in which we live. All Are Worthy wants to create a welcoming, inclusive and unified culture for students in Alcoa to belong to and to reflect that back into the world they live in. We want to be a ministry who promotes diversity and equality as well as the pursuit of the Gospel together.

## IMPLICATIONS

Our community is unique and more diverse than the surrounding neighborhoods in Blount County, so the programs, staff and culture of an organization should reflect those qualities. Students are craving positive community and safe spaces to gather where they can be accepted and empowered for who they are and we hope to fill the gap we see in our community for just such an organization.

## WHO WE SERVE

High school students who do not already belong to a traditional youth group, and/or who do not have a church home of their own, or who are searching for a positive and enriching community to be a part of in Alcoa.

Young adults, from the ages of 18 to 23, who live in and around Alcoa city who are searching for a positive community to be a part of as they navigate college, joining the workforce, starting a young family or any other major life changes.

## WHY WE'RE DIFFERENT

Although there are several quality youth programs available for Alcoa students, we believe that we will fill specific needs not already being met within the community.

### Relationship Focused

All Are Worthy has a personal approach and is focused on relationships and growth outside of specific programs. We want to create a space for intentional conversations about the world, life and how Jesus fits into all of that, while also being community-focused and serving the neighborhoods our students live in. We want to encourage students and young adults to use their giftings to serve others and spread the love of Jesus through projects they are passionate about and have vested interest in. Our intentional gathering time will consist of a Discovery Method Bible Study, which will allow students to participate in their learning opposed to sitting and listening to a lesson.

### Community Focused

Our staff and volunteers will consist of leaders who are already immersed in the Alcoa community and have vested interest in the local neighborhoods, churches, schools, sports and who have a passion for serving and sharing the love of Jesus with young people. We want to see students and young adults have a community to be a part of, while also being mentored, empowered and connected to beneficial resources outside of weekly gatherings.

### Holistic Success Focused

We desire to help students be successful in every aspect of life. As they begin making the transition out of high school, our staff and volunteers want to help prepare them for whatever they plan to do post-secondary. Whether it is applying for schools, filling out the FAFSA, or looking for jobs we want to assist them and point them to the resources they need.



*“ Our hope is to see young people, in Alcoa, develop a love for their neighbors, their peers, their community and begin forming a loving relationship with Jesus. ”*



# IMPLEMENTATION

## OUR MISSION

We exist to empower, equip and encourage young people in the Alcoa community to pursue a life dedicated to following Jesus, sharing the love of Christ with all people and serving as leaders among their peers and in their community.



# VALUES, GOALS, AND STRATEGY

## GOSPEL-FOCUS

**GOAL:**  
Intentional, Christ-centered conversation about real life and the real world.

**STRATEGY:**  
Utilizing the Discovery Bible Study Methods to allow our staff to engage students through intentional questions and discussion, opposed to a teacher-led lesson, while allowing students to read scripture together and discover what they believe it means as an individual, as a group and how that translates into their day-to day lives.

## UNITY/EQUALITY

**GOAL:**  
All who join are seen, valued and treated with kindness, respect and generosity despite differences in culture, ethnicity, gender, or socio-economic status.

**STRATEGY:**  
AAW will be intentional about hiring staff and finding volunteers that reflect the diversity listed in our values and seen in the Alcoa community. We will also equip our leaders to facilitate conversations with students that will promote listening and respecting differences in perspectives.

## RELATIONSHIPS

**GOAL:**  
For all students involved in ministry to feel connected to and valued by their peers, AAW staff members and volunteers along with other leaders in the Alcoa Community.

**STRATEGY:**  
We will dedicate, at least, one day a week to intentional community time which will include fun, fellowship, group activities, a shared meal and small group time. The majority of the week will be spent going where young people are and continuing to cultivate relationships and celebrate students doing what they love.

## DISCIPLESHIP

**GOAL:**  
For each student to be mentored by one of our staff, volunteers or other community leaders while also taking on the role of a mentor for younger students coming up.

**STRATEGY:**  
Provide leadership and discipleship training for young adults along with continued program opportunities. This will allow our young adults to continue to be discipled through AAW while also coming alongside younger students to begin encouraging, celebrating and mentoring them along their journey.

## MISSION-MINDED

**GOAL:**  
To have students participating in community service projects along with local and foreign mission work that they feel called to.

**STRATEGY:**  
Allow students to share ideas for community service projects, connect with and serve alongside other leaders in Alcoa, while also planning and providing opportunities to serve people in other parts of the country and around the world through mission work and projects.

# OUR HEARTBEAT

We hope to see our ministry impact through the following metrics:

- Total number of hours spent with students outside of AAW gathering time
- Number of students who attend weekly gatherings and hear the truth of the Gospel
- Percentage of students who feel like they are seen, heard and valued for their differences within our larger group
- Number of ongoing partnerships made within the community
- Percentage of students engaged in active mentorship relationships (with staff, volunteers, community partners, etc.) outside of regular AAW gatherings
- Amount of time students spend serving the neighborhoods and Alcoa community as a whole per year
- Percentage of students who attend weekly gatherings along with participating in extra trips, events and meaningful community experiences
- Percentage of students who believe they have grown in their love for the Alcoa community, for the people around them and in their relationship with Jesus





# OUR TEAM



**JAMIE DULANY**  
*Executive Director*

Jamie has grown up in the Alcoa community and in the Alcoa school system. She has coached volleyball at Alcoa High School for over ten years and is going into her fifth season with women's basketball. She has worked in ministry in Alcoa for approximately 8 years as the Youth Director at Alcoa First United Methodist Church and then as an Area Representative for the Fellowship of Christian Athletes (FCA). Jamie's role will be to manage all aspects of the All Are Worthy organization while also coming alongside the Director of Programs and Student Relations to create intentional community and build relationships with students, families and community partners.

**MADJOEL DOUGLASS**  
*Director of Programs and Student Relations*

Madjoel and Jamie worked together at Emerald Youth Foundation for almost 2 years in their high school Calling and Career program. Madjoel has worked at Emerald Youth Foundation for approximately 6 years in different capacities. He has worked with students from elementary age up to high school. He worked as an Urban Youth Worker for the Restoration House, in Knoxville, where he planned and implemented programs for all age students, while also administering trauma-informed care with families and students in the facility.

Madjoel's most recent position is held at Yoke as an Area Director for all inner-city schools in Knoxville. Madjoel is extremely gifted in building and maintaining relationships with students and families, planning and implementing programs, and recruiting and training volunteers. He will be a huge asset to the All Are Worthy organization as a whole.

*This is us.*

All Are Worthy's management team and board of directors will consist of leaders who are already immersed in the Alcoa community and have vested interest in the local neighborhoods, churches, schools, sports and who have a passion for serving and sharing the love of Jesus with young people.



## BOARD OF DIRECTORS

**CLAIRE CARTER**  
*Ardour Enterprises*

**GLORIA MILLER**  
*Retired Alcoa Middle School teacher*

**AMY LONG**  
*Alcoa Automobile Auction*

**LINDSAY MIZELL**  
*Lead Pastor at Springbrook Vineyard Church*

**DAVE STRUNK**  
*Lead Pastor at Church of the Redeemer in Alcoa*





# FINANCES



## PROJECTED EXPENDITURE

### Weekly Gathering

We want to provide a space, once a week, for high school students to gather for community. We want to provide them a place to play and have fun, share a meal together, while also gathering and growing together in small groups.

### Enriching Experiences

We also want to create experiences and opportunities outside of regular gatherings for students to grow together while also building deeper community through extra trips and gatherings. Along with this we want to serve the neighborhoods and community they live in through service projects and community partnerships.

### Staffing

In order to make all of this happen, we initially want to pay two full-time staff people to plan, organize and implement community time. Recruit and train volunteers and young adults to become involved in our organization and go where kids are to build relationships and build community.

## FUNDRAISING

We will depend heavily on individual contributions, community sponsorships, grants, church partnerships and regular ongoing donations to create revenue for All Are Worthy. Executive Director investments will also be necessary for start-up costs.

The Board of Directors and Executive Director are

currently working together to plan several large community fundraisers, while also hosting small luncheons designed for intentional conversations and casting vision among potential donors. We also see opportunities for some online and virtual events and fundraising campaigns.

## FINANCIAL FORECASTING

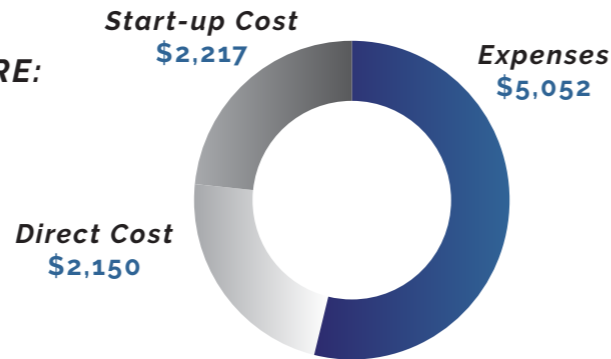
The following projections are based on:

- Patterns of giving toward local churches and parachurch organizations in the area
- Modest numbers for 2021 based on a shorter term and only one paid staff
- The intent to raise double for 2022 in order to accommodate more students and hire an additional full-time staff member

### 2021

**DESIRED MONTHLY REVENUE: \$10,000**

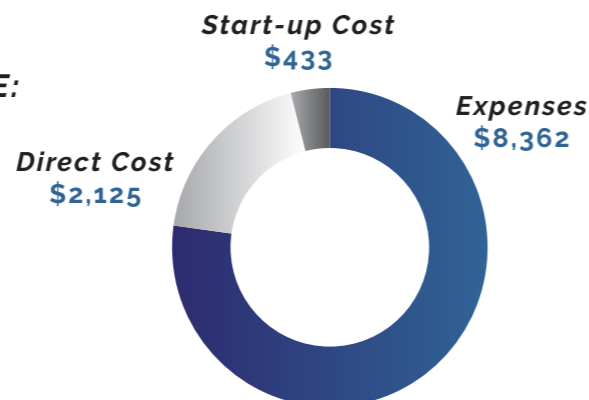
**PROJECTED MONTHLY EXPENDATURE: \$9,419**



### 2022

**DESIRED MONTHLY REVENUE: \$11,250**

**PROJECTED MONTHLY EXPENDATURE: \$10,920**



	2021	2022	2023
<b>INCOME</b>			
Individual Contributions	\$20,000.00	\$25,000.00	\$30,000.00
Community Sponsorships (churches/businesses)	\$30,000.00	\$55,000.00	\$70,000.00
Grants/ Institutional Donors	\$0.00	\$20,000.00	\$20,000.00
Special Events Revenue	\$10,000.00	\$35,000.00	\$50,000.00
<b>Total Income:</b>	<b>\$60,000.00</b>	<b>\$135,000.00</b>	<b>\$170,000.00</b>
<b>REGULAR EXPENSES</b>			
<b>Ministry Costs</b>			
Food	\$6,000.00	\$12,000.00	\$12,000.00
Springbrook gym rental	\$2,000.00	\$4,000.00	\$4,000.00
Activity supplies & materials	\$2,500.00	\$5,000.00	\$5,000.00
Transportation-gas	\$0.00	\$0.00	\$1,000.00
Transportation-van rental	\$0.00	\$0.00	\$2,000.00
Printing	\$400.00	\$500.00	\$1,000.00
Miscellaneous	\$2,000.00	\$4,000.00	\$6,000.00
<b>Ministry Costs Subtotal:</b>	<b>\$12,900.00</b>	<b>\$25,500.00</b>	<b>\$31,000.00</b>
<b>Personnel Costs</b>			
Salaries	\$25,700.00	\$77,500.00	\$93,000.00
Health Benefits- Medical, Dental, Vision, Disability	\$0.00	\$12,000.00	\$12,000.00
Expense Accounts	\$600.00	\$1,800.00	\$2,400.00
<b>Personnel Costs Subtotal:</b>	<b>\$26,300.00</b>	<b>\$91,300.00</b>	<b>\$107,400.00</b>
<b>Administrative Costs</b>			
Postage	\$0.00	\$0.00	\$200.00
Office Supplies	\$0.00	\$0.00	\$1,000.00
Canva	\$119.99	\$120.00	\$120.00
Fundraising costs	\$2,000.00	\$4,000.00	\$8,000.00
Liability Insurance	\$2,500.00	\$2,500.00	\$2,500.00
Professional Services (Accounting, etc.)	\$2,000.00	\$4,000.00	\$4,000.00
Annual Report Submissions	\$22.50	\$23.00	\$23.00
Alliance for Better Nonprofits Membership Fee	\$75.00	\$75.00	\$75.00
Volunteer/ Board/ Donor Appreciation	\$300.00	\$600.00	\$800.00
Professional development	\$0.00	\$500.00	\$1,000.00
Background Checks	\$200.00	\$500.00	\$700.00
<b>Administrative Costs Subtotal:</b>	<b>\$7,217.49</b>	<b>\$12,318.00</b>	<b>\$18,418.00</b>
<b>START-UP COSTS</b>			
Printing- booklets & donor materials	\$5,000.00	\$5,000.00	\$5,000.00
Website Creation/Hosting	\$1,000.00	\$200.00	\$200.00
Federal Tax Exemption 501(c)3 Status filing fee	\$600.00		
Application for the Registration of a Charitable Organization	\$50.00		
<b>Start-Up Costs Subtotal:</b>	<b>\$6,650.00</b>	<b>\$5,200.00</b>	<b>\$5,200.00</b>
<b>TOTAL EXPENSES</b>	<b>\$53,067.49</b>	<b>\$134,318.00</b>	<b>\$162,018.00</b>





# WHERE YOU CAN FIND US



*Don't be a stanger -  
let's keep in touch!*

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**ALL ARE WORTHY**  
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**2021**