



ALL ARE WORTHY  
A MINISTRY WITH ALCOA TEENAGERS

2022

# ANNUAL REPORT







## A NOTE FROM JAMIE:

Before we jump into all the financial reports, percentages, numbers and exciting stories of how All Are Worthy has grown in just a short period of time, I want to take a moment to thank YOU! Thank you for believing in me as a leader, thank you for loving the Alcoa community and thank you for choosing to invest in the lives of our young people! All Are Worthy has been a dream of mine for a long time and I am still in awe of how this dream has turned into a reality and how quickly this community has turned into family. For so long, students have been craving a place where they could gather for fun, belonging, encouragement, accountability and where they would be accepted for exactly who they are.

All Are Worthy is that place for so many Alcoa students and none of this would be possible without your continuous support, prayers, and generous financial contributions! I will never be able to express my gratitude for you and I could never thank you enough for the impacts you are making in our community! On behalf of our board and the AAW family, we say a big THANK YOU for choosing to partner with us in serving the future leaders and world changers in our community!

*Jamie Dulany*

**JAMIE DULANY**

*All Are Worthy, Executive Director*

# MINISTRY HIGHLIGHT

MEET OUR PROGRAM & STUDENT RELATIONS INTERN



## WHY TYREN IS ONE OF AAW'S GREATEST ADDITIONS & ASSETS:

Tyren has played a HUGE role in cultivating relationships with all students, planning & implementing small group material that is enriching, while also building connections with other organizations & leaders in our community.

*"My role at All Are Worthy is defined as the student and relations intern, but to me, it means much more than that. My position is to guide our kids through their journey in high school. I try to be the person I wish I had whenever I was in high school. I try to build & create a safe space for everyone to share their ideas. I get to do this by leading our small groups with our boys. I also help Jamie with planning our Wednesdays & creating blog posts."*

He does all of this while being a full-time student & Lady Vols practice player at the University of Tennessee. Tyren is an Alcoa High School alumni & has grown up in this community. He was a part of Jamie's youth group throughout his middle & high school years & always stood out as a leader among his peers.

His high energy & positivity is contagious & people are naturally drawn to him. He has the ability to communicate with & build relationships with people from all walks of life & he is passionate about pouring back into the lives of young people in his community.

*"I have two goals for All Are Worthy in the future: The first one is that I want to expand not only to our high school students, but have something for the kids after they graduate. I want to lead a group like this because it is important to have guidance while you are fresh out of high school. My second goal is to be able to do mission trips & our own trips for our kids. When I was in high school I was fortunate enough to go on mission trips & other trips with our youth group & it was the most memorable experience I had. Seeing a world outside of their own would benefit the kids a lot!"*

Tyren has been such a joy to work with & he brings so many great ideas & perspectives to this organization! It will be leaders like him that will make lasting impacts in our community & in our world as a whole!







# HOW WE ARE BUILDING COMMUNITY: INTENTIONAL GATHERINGS & SMALL GROUPS



Small groups are intended to create a space for students to read & discuss scripture together & discover what they believe it means as an individual, as a group & how that translates into their day-to-day lives. Also, we want students to tackle tough questions about the world & brainstorm ways they can make it a better place, while also becoming the best versions of themselves!

Some of the topics we have covered this year are: *Grace, servant leadership, giving a voice to the voiceless and discussing what following Jesus really means vs. what the world says it means. We also discussed some of the characteristics of Jesus & how we can begin to embody the same qualities of: compassion, humility, forgiving, being prayerful & showing self-control.*

We are always so impressed by the quality of our small group discussions, but we also want to create a culture of fun that will bring lasting memories for the leaders & students like pumpkin carving, gingerbread house making & fun games each week!





# HOW WE ARE BUILDING COMMUNITY: SERVING TOGETHER



Not only are we passionate about building community & sharing in intentional conversations together, we want to serve our neighbors & our community as a whole TOGETHER! This year we have participated in approximately 40 hours of community service projects as a group which consisted of:

*Cheering on & supporting our friends at the Challenger League, participated in the city-wide Alcoa community cleanup, led different stations & games at the Alcoa Elementary School Fall Festival, volunteered at Second Harvest Food Bank, shopped for & packed Thanksgiving meal boxes for families, packed hygiene bags for children through the Alcoa schools family resource center, decorated tables for the H.O.M.E Inc. Christmas party, provided toys & led kids in Christmas crafts at the Pat Dean 1st Annual Toy Giveaway, along with creating an ALL Are Worthy campaign promoting unity, inclusion, love, & equality for ALL people!*

One of All Are Worthy's biggest goals is to create a culture of loving & serving our neighbors through intentional service projects & community outreach!





# HOW WE ARE BUILDING COMMUNITY: COMMUNITY PARTNERSHIPS



AAW intends to partner with and connect our students to local churches, ministries & community leaders who have a heart for the Alcoa community. We believe the more people connected to & pouring into our young people THE BETTER!

Since the start of AAW, we have partnered with Fellowship of Christian Athletes & serve as a presence in their bi-weekly gatherings at the high school. We help facilitate games & build relationships with the students who attend FCA on club days. We have also been invited to partner with & work alongside the H.O.M.E Inc. organization that partners with local churches & ministries to serve our Alcoa families. We are excited to join in on future service opportunities & events that H.O.M.E Inc. provides.

Our partnership with Alcoa schools & their Family Resource Center is continuing to grow. Through these relationships we have been called on to participate in school-wide days or prayer & crisis counseling. We are also able to serve families through the Thanksgiving boxes, hygiene bags, Christmas gifts & individual needs that may pop up through out the school year. AAW is becoming an organization that is known for showing up, serving & loving kids well and we could not be more excited!





# HOW WE ARE BUILDING COMMUNITY:

## DOING LIFE TOGETHER



The main focus of our ministry is building & cultivating relationships. Although we believe weekly gatherings are essential to building community, the majority of our weeks are spent going where young people are & celebrating them as they do what they love to do. Whether we are building gingerbread houses, carving pumpkins, cheering at ball games, having family dinner nights, or going bowling, this group loves any time spent together! We have quickly developed a culture of fun & inclusion that has strengthened the bonds within our group & welcomed new friends into the AAW family!

Although we have not yet established an official Young Adult program, we still work to maintain relationships with & provide opportunities for young adults to remain in community with one another. We have 7 young adults who serve as small group leaders & mentors every week in our high school ministry. We also work to have regular fun gatherings such as family dinner nights, gingerbread house making, attending sporting events together & more!









# YOUR GENEROSITY

**2021:**

**TOTAL INCOME:** \$82,168.16

**TOTAL EXPENSES:** \$39,427.33

**\*\* JULY- DECEMBER 2021**



**100%** DONATIONS & CONTRIBUTIONS

**2022:**

**TOTAL INCOME:** \$ 43,526.62

**TOTAL EXPENSES:** \$ 83,636.41

**\*\* JANUARY - DECEMBER 2022**

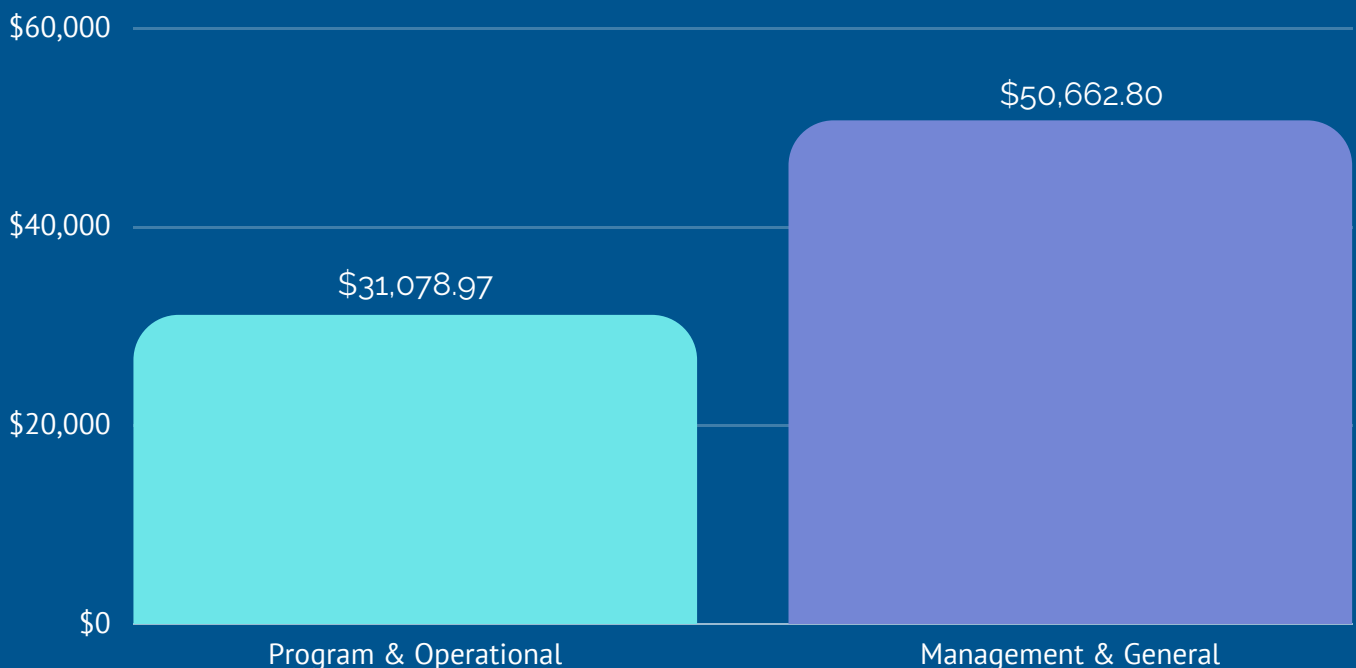
**39%** PROGRAM & OPERATIONAL COSTS

**60%** MANAGEMENT & GENERAL EXPENSES

## FUNCTIONAL EXPENSES

The largest portion of our expenses, right now, are going toward paid staff positions (one full-time & one part-time) along with general administrative costs. We believe these elements are crucial in building & maintaining relationships with students while also establishing the desired culture of AAW.

We have been able to keep our program costs low due to the drastic change in rental fees made by the very generous Springbrook Gym management team & the creativity of our staff & volunteers when purchasing supplies for gatherings.





# OUR HEARTBEAT



Based on the feedback from the students actively involved in our ministry, here are some of the ways AAW is making impacts:

➤ Total # of hours spent with students outside of AAW gatherings:

**1,440** total hrs!  
30 hrs per week | 120 hrs per month  
January - December 2020

➤ # of students actively involved in AAW:

**35**

➤ % of students who feel seen, heard, & valued for their differences within our larger group:

**100%**

➤ # of partnerships made within community:

**3** FCA | H.O.M.E Inc. |  
Alcoa Schools Resource Center

➤ % of students engaged in active mentorship relationships outside of AAW gatherings:

**68%**

➤ Amount of time students spend serving the community as a whole per year:

**4** hrs per month  
**20** hrs per semester

➤ % of students who attend weekly gatherings along with participating in extra trips, events & meaningful community experiences:

**83%**

➤ % of students who believe they have grown in their love for the Alcoa community, for the people around them & their relationship with Jesus:

**77%**







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[www.allareworthy.com](http://www.allareworthy.com)

Mailing Address:  
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Keep up with us on social media!

 @allareworthyalcoa

 @all\_areworthy

*Building community & empowering young people, in Alcoa, is what AAW is all about!*

