



ALL ARE WORTHY
A MINISTRY WITH ALCOA TEENAGERS

2023
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 SOME OF OUR GRADUATING SENIOR LEADERS



LEAVING A LEGACY OF: LOVE, LEADERSHIP, KINDNESS & BOLD FAITH

When I started All Are Worthy, I had a dream of creating a safe space for students to grow in their love for serving others & become leaders that have a desire to pour back into their community. I would have never imagined that in year 3 we would already be seeing students showing such significant growth & making such incredible impacts in our AAW family & the Alcoa community as a whole! I want to honor & highlight the impacts of 3 very special seniors who embody these qualities: **Amelia Pfeiffer, Jahvin Carter & Keylee McNear.**

Keylee's growth over the past 3 years has been so significant & because she is so vulnerable & open about her journey, she empowers everyone else to pursue the same growth! She is so wise & truly has a heart to serve others. She brings honesty, creativity & so much laughter to our group. She never wants to be the loudest voice in the room, but has the ability to build such incredible & meaningful relationships. As Keylee reflects on her time at AAW she shares her favorite memory:

I loved participating in the AAW fundraiser event. I had the opportunity to speak to people from the community about what we do & as I answered their questions it put into perspective why we do this & why we want more people to be involved. This event helped me grow as an individual & better leader.

Jahvin has one of the biggest & most fun personalities that naturally attracts people to him. Whether he is helping our

friends at the Challenger League play basketball, sharing in small group, or playing a silly game in the park he is making impacts & creating a space where others can feel safe being themselves. He pours all of himself into others & gives so freely. He is unashamed to share his faith & has led others to become more bold in their walks. He sees the value in gathering together & invites everyone to be a part! As Jahvin reflects, he shares the most memorable & impactful moments:

AAW gave me the opportunity to be around great people who bring me happiness & relationships that I will cherish forever!

Amelia has a smile that lights up every room, she has such a contagious positive personality & she truly makes everyone around her better! She has the super power of making people feel seen, heard & so loved at all times & she has played a huge role in inviting others to be a part of our very special group. Her impacts in small group are tremendous because of the wisdom & kindness she expresses so freely. She creates an environment where others feel safe to learn, share & grow! As Amelia reflects on her time at AAW she says that her favorite memory is:

I really enjoyed the opportunities to give back to our community in ways that allowed me to connect with others & show them love! As I reflect, I am grateful for such an accepting & supportive community!



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: *What a relationship with Jesus looks like, what & who is the church, Fear, what is our calling, forgiveness, grief, redemption, sin, hope & grace.*

Along with discussion time, we want to introduce students to some healthy rhythms & practices that they can carry with them such as: *quiet time, journaling, self-care activities, prayer & goal setting.*

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, ice cream making, painting & other fun activities that students do not typically get to participate in.*



SMALL GROUP HIGHLIGHTS:

CHANGING THE WAY WE VIEW MENTAL HEALTH



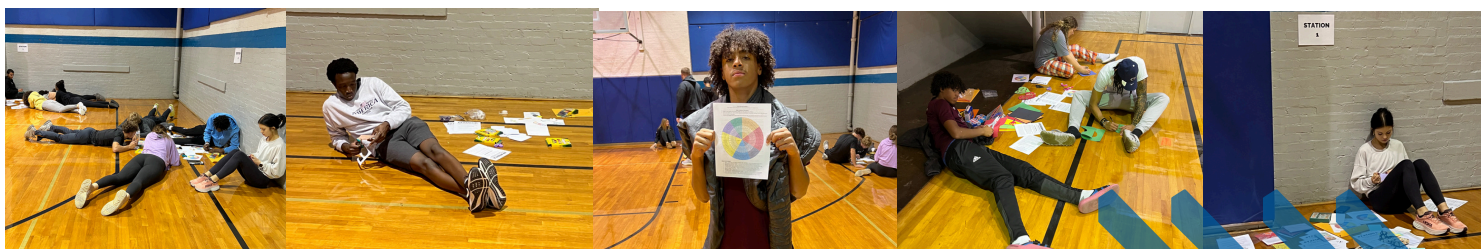
Grief Night

At AAW we want to support our students in every area of life, provide meaningful resources that will help them be successful & healthy, while also discovering how to love people like Jesus. We do not shy away from difficult topics & we always want to provide spaces for students to learn, grow & process all the things they experience in life. We hosted our very first grief night & our students learned what grief is, learned that we can grieve so many different things in our lives & they worked individually through different stations that help them process & work through their own grief.

We wanted to be very intentional on this night because we have students who have experienced all different levels of loss & trauma. In order for us to protect students privacy & allow the proper space to process, we came up with 10 different stations that students could pick from & move around to on their own time which included:

- 1. WHAT TO DO OR SAY WHEN OTHERS ARE GRIEVING** - How to love people who are hurting
- 2. DIFFERENT TYPES OF GRIEF** - Understanding the different ways you may be grieving
- 3. MEMORY BRACELET** - Making a bracelet in honor and loving memory of someone you've lost
- 4. JOURNALING** - Quiet time writing out responses to a journaling prompt of your choice
- 5. LETTER TO YOUR GRIEF** - Taking time to address your grief & feelings through a letter
- 6. MAKE A GRIEF PLAYLIST** - Create a music playlist that can help you make time for grief
- 7. MAKING A SELF CARE PLAN** - Becoming proactive in taking care of yourself!
- 8. JOURNALING: UNDERSTANDING MY GRIEF** - Answering important questions to help process
- 9. ART THERAPY: HANDPRINT ART** - Using art to decide what you want to let go of & hold on to
- 10. HEALING HEART ACTIVITY** - Using art to help see how your strengths can help you cope

We ended the night by allowing kids to go play after the time was up or they could be a part of a debrief activity & time of prayer. We had a group of around 10-12 students gather at the end to pray together, support one another & light candles in honor of their own situations & the hurt of others. This was EASLIY one of the most powerful nights of the year!



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, created “Unsung Hero” awards for leaders in our community, 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, created materials for the AAW table at the MLK Community Celebration, provided games & activities for kids attending the H.O.M.E Inc. Christmas party, provided toys & led kids in Christmas crafts at the Pat Dean 2nd Annual Toy Giveaway, wrote letters of encouragement & prayer to families in need, along with creating an ALL Are Worthy campaign promoting mental health awareness.

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



SERVICE HIGHLIGHTS:

THANKSGIVING MEALS FOR FAMILIES IN ALCOA



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I enjoy going shopping for the Thanksgiving meal boxes every year. It's my favorite service project we do because I like giving back to people in need & I think it's important because not everyone is as blessed as others. Some people need help & I think it makes me grow as a person when I get to help provide for others.

- Gabriel

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Our group participates in this service project every year. The students are completely in charge of purchasing food items from a shopping list, packing all items carefully in boxes, decorating the boxes & writing encouraging letters to include with meal items.

- **35 students** helped shop for Thanksgiving meal food items
- **10 boxes** were packed & were delivered to **10 different families**
- **\$883.79** spent on food items - **all donated** by generous givers!
- Partnered with **Alcoa Family Resource Center**

HOW WE ARE BUILDING COMMUNITY:

COMMUNITY PARTNERSHIPS



AAW intends to partner with & 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. One of our largest partnerships is with Church of the Redeemer who has a heart to serve Alcoa. We have worked closely together to recognize needs within our community & collaborate to meet those needs. They are extremely generous & proactive in serving our families.

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!



PERSONAL HIGHLIGHTS:

WHY DOING LIFE TOGETHER IS THE MOST IMPORTANT



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I love the girls & guys weekend! We get to spend time together & build relationships. I also like it because I get to spend more time with people I don't always get to talk to on a daily basis.

-Halle

-Moro



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Any time we are all together it is a time of bonding and fun! No one is left out when we are all together & it feels like we grow as friends & enjoy just being with each other!

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I love how we all show up for one another & support each other in our different sports!

-Jacy

-Dylan

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My favorite days are the fun activities at the end of summer because it is great to see everyone after being a part for so long & everyone can just talk & have fun together! I also love doing service projects together because it brings us closer together & it feels good to give back!

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I have a lot of fun doing things with the big group like the girls & guys weekend! Those nights are a lot of fun because I enjoy just being with everyone & I feel like it makes me feel closer in those different relationships.

-Joseph

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YOUR GENEROSITY

2022:	2023:
TOTAL INCOME: \$ 43,526.62	TOTAL INCOME: \$ 64,739.65
TOTAL EXPENSES: \$ 83,636.41	TOTAL EXPENSES: \$ 68,029.50

**** JULY- DECEMBER 2022**

**** JANUARY - DECEMBER 2023**



100% DONATIONS & CONTRIBUTIONS

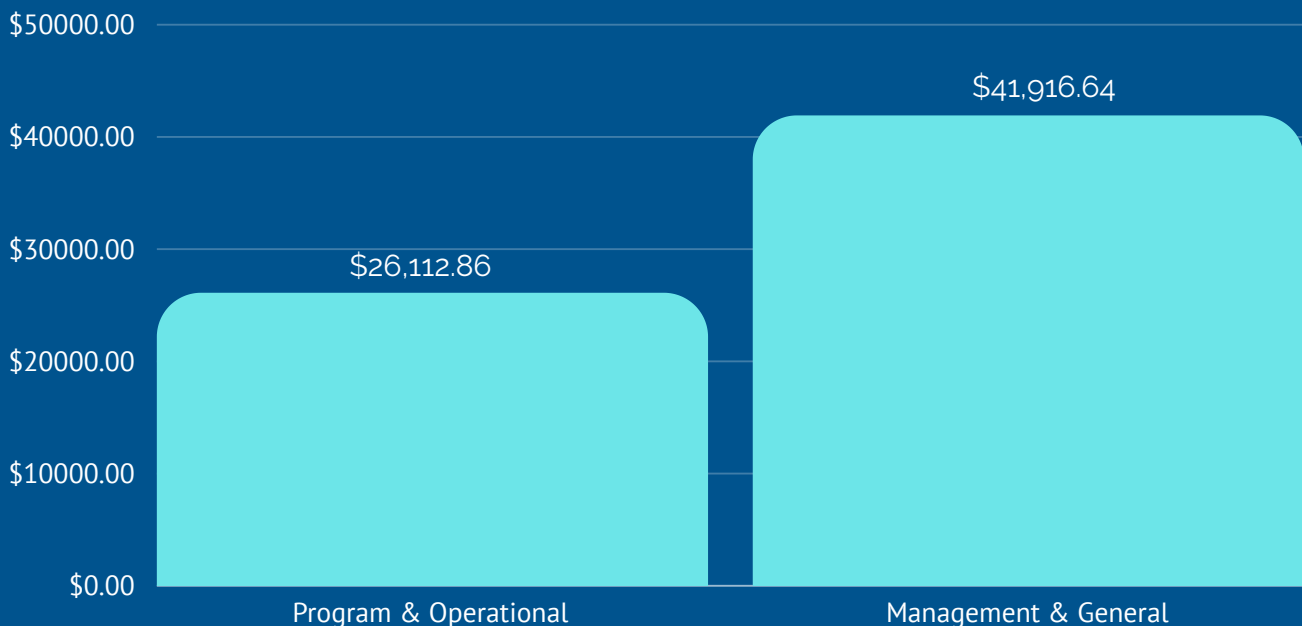
38% PROGRAM & OPERATIONAL COSTS

62% 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:

<p>»» Total # of hours spent with students outside of AAW gatherings:</p>	<p>1,440 total hrs! 30 hrs per week 120 hrs per month January - December 2023</p>
<p>»» # of new students actively involved in AAW & total # of students gathering each week:</p>	<p>17 new students 35 total active</p>
<p>»» % of students who feel seen, heard, & valued for their differences within our larger group:</p>	<p>100%</p>
<p>»» # of partnerships made within community:</p>	<p>4 FCA H.O.M.E Inc. Church of the Redeemer Alcoa Schools Resource Center</p>
<p>»» % of students engaged in active mentorship relationships outside of AAW gatherings:</p>	<p>62%</p>
<p>»» Amount of time students spend serving the community as a whole per year:</p>	<p>4 hrs per month 20 hrs per semester</p>
<p>»» % of students who attend weekly gatherings along with participating in extra trips, events & meaningful community experiences:</p>	<p>88%</p>
<p>»» % of students who believe they have grown in their love for the Alcoa community, for the people around them & their relationship with Jesus:</p>	<p>76%</p>





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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!

