



Village of
PROMISE
A FAMILY ADVANCEMENT CENTER

2023 ANNUAL REPORT



Empowering others through education and social services. Advancing families out of poverty.



SERVING FAMILIES, SERVING HOPE

OUR STORY

The Village of Promise story started nearly 70 years ago. Bobby Bradley and Gloria Batts were young girls growing up in a neighborhood in Northwest Huntsville where families supported one another. At the time, it was one of only a few neighborhoods in Huntsville where African Americans owned their own homes, and most households were two-parent families. Parents had hopes and dreams for their children and consequently, children had hopes and dreams for themselves. While Bobby and Gloria were in elementary school in 1956, Catholic nuns and priests, belonging to the Society of the Divine Savior, came from Wisconsin to start a mission school for African American children in their neighborhood.

The mission of the church was to bring quality education to this minority area in Huntsville. With the opening of St. Joseph's Mission School, children in the neighborhood had access to a Christian, high quality education, and this was key to Bobby and Gloria's success. Parents in the neighborhood were supportive and believed that education was the key to success in the segregated society of that time. As Huntsville grew over time, the neighborhood changed, and Bobby and Gloria saw that change. Crime and poverty crept in and the city began to spread out.

As an adult, Gloria saw in her professional career the downward spiral that children and families were experiencing. Bobby was first involved at Lincoln Village Ministry in Huntsville, and through this connection Bobby and Gloria visited the home of a single mother who was living without running water, electricity, furnishings, or food in the cabinets. The shocking reality of this visit inspired Bobby and Gloria to do something to disrupt the cycle of poverty in Huntsville. Rooted in the loving and educated environment in which they were raised, an idea was born to build back their neighborhood and interrupt the cycle of poverty which had overtaken the area.

Bobby and Gloria connected with The Harlem Children's Zone (HCZ) in Harlem, NY and were able to use the HCZ as a template and become students of their model. In 2009, an interest group of 9-10 community leaders met to help develop the framework and determine viability of a nonprofit organization to address education and generational poverty.

Early in the formation process, it was decided that VoP would replicate the four basic principles of HCZ: implement best practice programs with proven success, identify and focus on a target neighborhood, partner with others in the community, and show progress towards goals by collecting data and producing metrics. Through community connections, Bobby was introduced to strategic planning consultant Ian Simmons. Mr. Simmons generously worked with the organization to identify neighborhood statistics via census data to determine the target neighborhood.

At the time it was chosen, 48% of the people living in the neighborhood in which VoP decided to focus were below the poverty level, which was the highest in Huntsville. This neighborhood also contained a continuum of schools, which was part of the initial strategy: University Place Elementary School, Ed White Middle School and Butler High School. The neighborhood of focus was originally defined by the boundaries of Holmes Avenue, Oakwood Avenue, Sparkman Drive and Pulaski Pike. All programming was held in public schools that served the families living within the neighborhood.

The initial goal of VoP was to break the cycle of generational poverty one neighborhood at a time. To do this, the organization's strategy was to build a pipeline of services from cradle to college focusing on the following four areas as the guiding strategy for the organization: Education, Health, Social Services, and Housing. VoP focused initially on education to optimize its community impact. The organization worked with partners in the community to fulfill any additional needs identified as barriers to success for the scholars and families. With the solid groundwork having been laid, VoP was incorporated and launched in January 2011, received 501(c)3 status in May 2011, and held its first major event in September 2011 in order to raise funds for the organization. Geoffrey Canada, then CEO of HCZ, spoke to a sold-out crowd in the Von Braun Center North Hall to impress upon Huntsville residents the positive impact that quality education and long-term wholistic support can have on reducing generational poverty. With funding and awareness in place, the employees and volunteers at VoP immediately began to get to know teachers, parents and children in the neighborhood. An after-school tutoring program at University Place Elementary School was launched in September 2011.

In 2015, Village of Promise moved into the Northwoods public housing community, in the VoP target neighborhood, and began providing all programs in classroom space in the Cavalry Hill building. In 2022 the VoP board underwent an extensive strategic planning initiative to provide direction for the next 5 years and refocus the mission of the organization based on the needs of the families served. The current mission reads: Village of Promise empowers families to advance out of poverty using a multi-generational approach, promising support through a continuum of services, and inspiring them to achieve their goals and contribute to their community.

Just as the mission has evolved, so have the programs offered by VoP. Starting with tutoring in University Place and Montview Elementary Schools, VoP now conducts Infant, Toddler and Pre-K classes in the facility in Northwoods community. Family and Adult education classes have also expanded to include GED, English as a Second Language (ESL) and Workforce Development training. A complete family on boarding process has been defined and includes setting family goals and connecting families with partner organizations in Huntsville that specialize in services that VoP does not offer. With the support of the City of Huntsville, numerous local companies and organizations, generous donors, countless volunteers and a dedicated staff, board of directors and advisory council, Village of Promise continues to evolve to meet the needs of families and strives to drive toward its original goal of eradicating generational poverty in Huntsville.

OUR IMPACT

SNAPSHOT OF 2023

400

VOLUNTEERS

180

FAMILIES
PROVIDED WITH
GROCERIES DURING
COVID

200

INDIVIDUAL
DONORS

SCHOLARS

ENROLLED IN
EARLY
CHILDHOOD



56

PROMISE
READING
ACADEMY



68

MIDDLE/ HIGH
SCHOOL
SUCCESS



12

COLLEGE SUCCESS

FIRST GENERATION
COLLEGE STUDENTS
7

INFANT UNIVERSITY

30

20

NEXT STEPS PARTICIPANTS

ENGLISH AS A SECOND
LANGUAGE
11

GED AND ADULT
LITERACY
10

WORK FORCE/CAREER
DEVELOPMENT
6

FAMILY CONNECTIONS

FAMILIES ENROLLED
IN 2019 **4**
FAMILIES ENROLLED
IN 2020 **18**

NUMBER OF
SERVE
DAYS
7

MEALS SERVED
DURING
ONE TABLE
2,500



OUR WHY



1 in 6

Children in America live in poverty-making them the poorest age group in the country.

nccp.org



30 Million Words

By age 3, there is a 30 million word gap between children from the wealthiest and poorest families.

[-naecy.org](http://naecy.org)

\$700 Billion Per Year

Lost productivity, worsened health and increased crime stemming from child poverty cost the nation about \$700 billion dollars a year, or about 3.5 percent of GDP.



McLaughlin, Michael and Mark Rank. 2018. "Estimating the Economic Cost of Childhood Poverty in the United States." Social Work Research 42(2): 73

Eliminating these inequities requires early intervention. At **Village of Promise**, our focus on Cognitive, Language, Physical, and Social-Emotional Development allows scholars in poverty to begin school on a level playing field with children from higher socioeconomic backgrounds. Simultaneously, we **empower** our adults through education and resource connection, providing a future filled with **hope and dignity**.



GROWING AT THE VILLAGE

NEW PROGRAMS AND EXPANSIONS

PROMISE PREPARATORY

- New Infant and Toddler Program
- New equipment
- Additional teachers
- Facilities upgrade
- Free childcare for low-income families
- DHR Certified
- Promise Reading Academy/Dyslexia Tutoring

PROMISE INSTITUTE

- Next Steps expansion
- Added Adult Literacy with a dyslexic component
- Creation of a Workforce Development and Career Preparation Program with new WFD Coordinator- Elton Akins



GROWING AT THE VILLAGE

NEW PROGRAMS AND EXPANSIONS

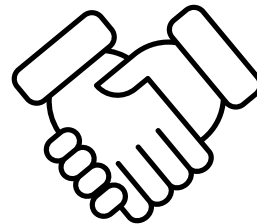
CORPORATE PARTNERSHIP PROGRAM 2023

The Corporate Partner Program allows you to be a part of VoP's mission and vision with a fixed up-front yearly commitment.

Contributions from Corporate Partners enable Village of Promise to empower families to advance out of poverty using a multi-generational approach,

Promising support through a continuum of services, and inspiring them to achieve their goals and contribute to their community.

THANK YOU FOR ALL YOUR SUPPORT



Morgan Stanley



OUR PROGRAMS

PROMISE PREPARATORY

FREEDOM SCHOOL*

A 6-week summer program that uses The Children's Defense Fund Freedom Schools Integrated Reading Curriculum (IRC) which provides culturally relevant books and hands-on enrichment activities.



PROFESSIONAL DEVELOPMENT

- Professional Development at Camp Maranatha
- DiSC Workplace workshop
- Five Behaviors of High Performing Teams Workshop

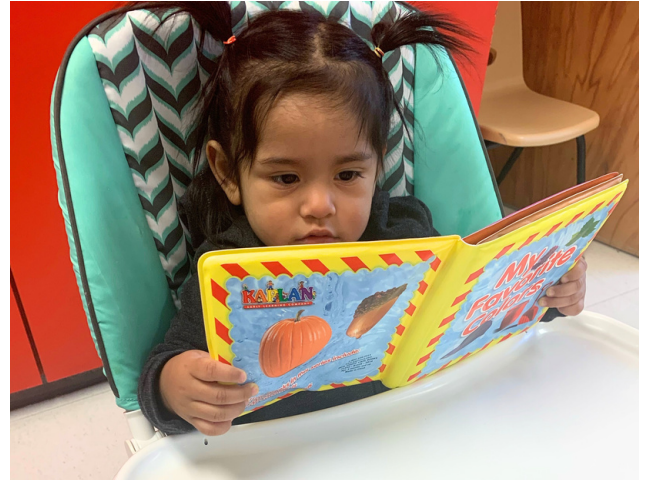


OUR PROGRAMS

PROMISE INSTITUTE

INFANT UNIVERSITY

An eight class course that covers infant, child, and mother health care, immunizations, safety, health hazards, and other subjects for parents/expectant parents of children ages 0 to 4.



FAMILY CONNECTIONS

A multi-generation family literacy program that promotes strengthening the family unit through Parent Time Workshops, Parent and Child Time Together (PACT), Family Mentoring, and Family Service Learning Components.



NEXT STEPS

Provides instruction and coursework for adults preparing to take the General Equivalency Diploma (GED) exam, English as Second Language, Adult Literacy, and Work Force Development.



TESTIMONIAL

I moved from New York in August of 2021, and I was looking for a preschool for my daughter, that was four at the time. So, I went online looking for different schools, I registered for Village of Promise, and they called me back. What I love about Village of Promise is that it is not only about the students, and it is not only about making sure the students are okay, it's about the whole family. It is a Family Advancement program, so they try to get the families involved. I informed the Family Advancement Specialist that I just had moved here, and I was looking for a job, so they put me in the Workforce Development program. I worked with Elton Akins, and he asked me things like what type of job are you looking for, what is your major, did I graduate from college, and things like that. He recommended I join Village of Promise. Mr. Elton recommended that I to join the Infant University and the Family Connections program.

I think I was successful because of the support, it was a lot of support, and I hadn't received this much support living in New York, so that was a big plus for me. Village of Promise wants you to advance, to be better and grow, to go after your goals, and go for your dreams. At the Village, I was constantly asked: are you okay, and is there anything needed? I enjoyed going through the different programs that help families learn skills like cooking, healthy eating, budgeting, and things to better our lives and not just focus so much on our children alone but the family unit. At Village of Promise, you don't have to be afraid or ashamed or feel like you're being judged, because there's no judgment, we treat everyone equally, and we try to help the best way that we can.

ORAJAH SCOTLAND

EMPLOYEE HIGHLIGHT



Regina Miller

Regina Miller has been selected to attend Management Academy
Class xxx, Presented by Leadership Greater Huntsville

EVENTS

MAY 2023

SPEAKER SERIES

Tuesday, May 16, 2023, at 5:30 pm
U.S. Space and Rocket Center
One Tranquility Base, Huntsville, AL 35805

Upon hanging up his space boots, he led NASA Education and co-chaired the White House's Federal Coordination in STEAM Education Task Force, developing the nation's 5-year STEM education plan. After 24 years with NASA as a researcher, astronaut and Senior Executive Service leader, he shares his life story as an athlete, astronaut, scientist, engineer, photographer, and musician to help inspire the next generation of explorers to pursue STEAM careers. Leland holds five honorary doctorates for his service in education, the sciences, and philanthropy. In May 2017, Leland released his memoir, "Chasing Space: An Astronaut's Story of Grit, Grace, and Second Chances." In "Chasing Space," Leland shares his personal journey from the gridiron to the stars, and examines the intersecting roles of community, perseverance, and grace that align to create opportunities for success.

Leland Melvin
Engineer, Educator, Former NASA
Astronaut and NFL Wide Receiver

Leland Melvin is an engineer, educator, former NASA astronaut and NFL wide receiver. He served on board the Space Shuttle Atlantis as a mission specialist on mission STS-122 (2008) and STS-129 (2009), helping to construct the International Space Station.



Village of
PROMISE
A FAMILY ADVANCEMENT CENTER
Presents

Speaker
SERIES
a night with

Leland Melvin
Engineer, Educator, Former NASA Astronaut and NFL Wide Receiver

presented by
AXIENT

EVENTS

NOVEMBER 2023

ONE TABLE

Nominated for Best Outdoor Event 2022.

SAVE THE DATE!

Monday, November 20, 2023

11:30 am-1:30 pm

On Monday, November 20th, from 11:30 am-1:30 pm, Village of Promise will host One Table Huntsville, a FREE city-wide Thanksgiving meal in downtown Huntsville. Our goal is to unite people from all walks of life across our city, give thanks, create unity, and celebrate diversity. The meal will be catered and we will also offer a vegan option!

one table
HUNTSVILLE



EVENTS

2024

**CELEBRATION OF LIFE
Mary Rankin**

OUR TEAM

STAFF



DR. LIBBY PARKER
EXECUTIVE DIRECTOR



RITA MCADOO
EXECUTIVE ASSISTANT



REGINA MILLER
FACILITIES MANAGER
EVENTS COORDINATOR



ELTON AKINS
WORKFORCE
DEVELOPMENT
COORDINATOR



CHRISTINA HEARNE
DEVELOPMENT DIRECTOR



KENDRICK EPPS
MARKETING & GRAPHIC
DESIGN



TRACY THOMPSON
LEAD FAMILY
ADVANCEMENT
SPECIALIST



**KRISTIN MYRICKS-
LOYDE**
FAMILY ADVANCEMENT
SPECIALIST



KENYA EPPS
INFANT UNIVERSITY
COORDINATOR



ABENI WELCOME
FAMILY
CONNECTIONS
COORDINATOR



MARTHA FERGUSON
SPANISH TRANSLATOR/
INTERPRETER



ALYSSA MAI
PRE K4-I
LEAD TEACHER



CHRISTINE CASTRO
PRE K4 AUXILIARY
TEACHER



DANÉ TAYLOR
PRE K4-II
LEAD TEACHER



DALAYSIA CANNON
PRE K4 AUXILLARY

OUR TEAM

STAFF



MEGAN TURNER
LEAD INFANT TEACHER



KIMBERLY RICHARDSON
TODDLER 1
LEAD TEACHER



CIERA JORDAN
TODDLER 2
LEAD TEACHER



AMBER PEOPLES
TODDLER II ASSISTANT



ANABEL CASTRO-CUMPLIDO
INFANT & TODDLER
ASSISTANT



ELVIA CHAVEZ
INFANT & TODDLER
ASSISTANT



FAITH WALKER
MIDDLE & HIGH SCHOOL
SUCCESS/ INFANT &
TODDLER ASSISTANT



ANTHONY BELL
MIDDLE SCHOOL &
HIGH SCHOOL SUCCESS



AMAYA BELL
AFTER SCHOOL
ENRICHMENT



CINDY MARKUSHEWSKI
LIBRARIAN



RHAQUEL WILLIAMS
PROMISE READING
ACADEMY TUTOR
ORTON GILLINGHAM
TRAINED



TESSA DIXON
PROMISE READING
ACADEMY TUTOR
ORTON GILLINGHAM
TRAINED



KRISTI DUNN
PROMISE READING
ACADEMY TUTOR



SHARI WILLIAMS
PROMISE READING
ACADEMY TUTOR
ORTON GILLINGHAM
TRAINED



JUANITA SMITH
OFFICE & CAFE STAFF

OUR TEAM

2022-2023 BOARD OF DIRECTORS

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Vice Chair- Huntsville Hospital
Foundation

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Ex-Officio

WENDY YANG
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BOBBY BRADLEY
Genesis II, Village of Promise
Co-Founder

DR. VIOLET GILBERT

DR. RUSS ALEXANDER



THANK YOU TO OUR 2023 DONORS

PROMISE KEEPER

+\$100,000

Anonymous

Pre-K Alabama Department of
Education Office of School
Readiness

State of Alabama

Torch Technologies

PROMISE LEGACY

\$50,000-\$99,999

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PROMISE PROTECTORS

\$25,000-\$49,999

Fran & Randy Cash

Anne Lanier

PROMISE BUILDERS

\$10,000-\$24,999

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Claudia Conn

Violet & James Gilbert

Susy & Bob Thurber

Ernie Wu

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Twickenham Advisors- A Hightower
Company

United Way of Madison County

PROMISE BUILDERS

(CONT.)

Grantors

The Carmax Foundation

The Daniel Foundation of Alabama

Google Fiber Digital Inclusion Fund

In God We Trust Fund

MILHOL Fund

Shearwater Foundation

Thurber Family foundation

PROMISE SOCIETY

\$2,501-\$9,999

Benefactors

Diana & Craig Akridge

Drs. Ana & Jim Byrne

Cindy & Ron Gray

Alice & Frederick Lanier

Emily & Jack Moody

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Flo & John Stallworth

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Jurenko Foundation
Vector Wealth Strategies Community
Impact Fund
Wells Fargo Foundation

PROMISE HONOR ROLL \$1,001-\$2,500

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Stender Family Foundation

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Caring C's Family Fund
Doris Burwell Foundation
Greater Huntsville Rotary Foundation
Lowery Foundation
Ruth Fund
UBS Donor-Advised Fund

**THANK
YOU FOR
ALL YOUR
SUPPORT**



LOOKING FOR MORE WAYS TO GET INVOLVED WITH THE VILLAGE?

Consider **volunteering** with us!

Contact **Regina Miller** for volunteer
opportunities via regina@villageofpromise.org

Visit our website, and schedule a tour
villageofpromise.org

