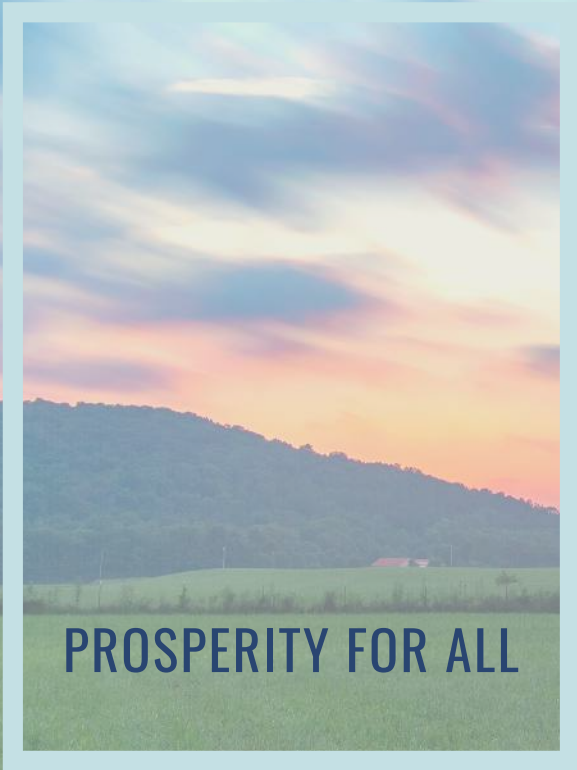




# EMPOWER UC

INSPIRING AND EQUIPPING FAMILIES,  
INDIVIDUALS, AND COMMUNITIES TO PROSPER.



PROSPERITY FOR ALL



## **CONTACT US**

### **EMPOWER UPPER CUMBERLAND**

580 S. Jefferson Ave.  
Cookeville, TN 38501

833.367.9782

[connect@empoweruc.com](mailto:connect@empoweruc.com)

[www.empoweruppercumberland.org](http://www.empoweruppercumberland.org)

## **SOCIALS**

### **FACEBOOK & INSTAGRAM**

*Empower Upper Cumberland*

### **YOUTUBE**

*Connect UC*

# ANNUAL REPORT

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*Grantee's Name: Upper Cumberland Human Resource Agency*

*Edison ID: 2551*

*Term: November 2022- October 2023*

*Total Amount: \$25,000,000.00*

# STATISTICS

This data was collected from the start of pilot implementation in November 2022 through October 2023.



**93%**  
Women



**7%**  
Male

**Average age - 33 years**

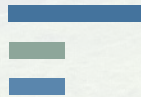


## Race

White, 92%

Black, 4%

Hispanic, 4%



## Employment

**\$14.43**

Average hourly wage

**72%** Employed at enrollment



## Education

**57%** High School Diploma,  
GED, no degree

Post-Secondary  
certificate or diploma **28%**



## Children in the Household

**2.2**

Mean number



## Finances

**84%**

Have a bank account

**9%**

Have less than  
\$500 in savings

**23%**

Have a savings  
account



## Health

**87%** Enrolled in  
Medicaid



## Housing

**6%** Evicted in last  
12 months

**43%** Unable to pay rent  
in last 12 months



## Food

**47%** Unable to pay for food  
in last 12 months

*\*Data collected by the TN Department of Human Resources*

# JANUARY

## **ENROLLMENT OFFICIALLY OPENS**

Empower Upper Cumberland began accepting applications for potential participants.

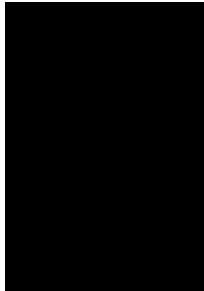
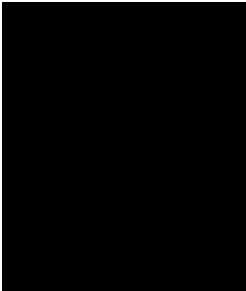
## **READY TO LEARN LAUNCHES IN PUTNAM COUNTY**

Ready to Learn was a success with kids in our Putnam County Circles chapter. The program focuses on family engagement and activities through child-led projects.

## **HIGHLANDS ECONOMIC PARTNERSHIP GRAND OPENING**

One of our collaboration partners, the Highlands Economic Partnership (HEP), held a grand opening for their new Training Center. The Center focuses on workforce reentry for Empower UC participants.





Cookeville Regional Medical Center (CRMC) Foundation has completed work for year one of the Empower Upper Cumberland Grant and reports the below pertaining to second D.18 of our contract. CRMC Foundation hired two staff in February of 2023; Grants Coordinator and Corporate Relations Coordinator. These staff completed onboarding and training in donor relations, data/records management, grants research and writing, corporate giving, donor perfect software, as well as required onboarding provided by (UCDD/UCHRA) Empower Upper Cumberland and CRMC. CRMC Foundation Board designated one member to serve on the Empower UC Governing Board. CRMC Foundation Board members worked with Empower Upper Cumberland Leadership to establish an Empower UC Fund at CRMC Foundation to allow the collection of local donations for long-term program sustainability, and to assist clients or families with needs that fall outside of Empower grant guidelines. CRMC Foundation staff actively participated in committee meetings for Empower including Collaboration, Leadership, Gaps/Barriers, and Prosperity. We established a Sustainability Committee to organize and direct outreach solicitation aimed at generating local support for the program, and county-based program sustainability. Staff have attended various county Circles USA meetings, and regularly communicate with Navigators and Outreach Coordinators to understand group and client needs. CRMC Foundation worked with Sustainability committee members and designed and distributed an acquisition mailing for Empower. Empower UC was also promoted through bi-monthly Email communications to thousands of potential supporters across the region, and newsletter articles to medical staff. We exceeded the December 2023 fundraising goal of \$50,000 for the local Empower UC fund, with \$88,330 collected in donations toward the final contract end goal of \$300,000. CRMC Foundation staff responded to Navigators submission of requests to assist clients/families with medical or health concerns. In total 32 requests were received, and all needs were addressed through pathways and processes with appropriate providers within the CRMC and Foundation partner systems.



#### **PARTICIPANT SPOTLIGHT**

# **MEET KELLY**

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Kelly and her husband have two children and have both always worked but could not get caught up on bills that needed to be paid. Kelly decided to go back to school and she just finished her certification in massage therapy through the TCAT in Crossville. They went from being three months behind on bills to now being able to make a budget and pay bills on time. "Empower has been a lifesaver. It has made starting a career and juggling life so much less stressful. Catching up is a battle in itself. Having support makes a difference. Having someone to back you up and cheer you on makes THE DIFFERENCE."

# FEBRUARY

## VISITS WITH LAWMAKERS

Empower UC staff met with State Legislators and their staffs about services available through UCDD & UCHRA. We discussed Empower UC enrollment and the ways our program is serving their constituents. UCAssist.org was also introduced as a comprehensive resource for the region.

## CRMC FOUNDATION INITIATES GRANT RESEARCH

CRMC's Charitable Foundation started their research of potential grant sources and organizing an approach for donor solicitations to support Empower UC's sustainability.

## UC WORKFORCE MEETS WITH EMPLOYERS

Representatives from Upper Cumberland Workforce met with 19 employers including 16 new companies in the region.



# MARCH

## FIRST ADVISORY BOARD MEETING

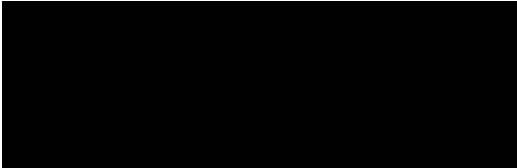
In March, the Empower Advisory Board came together for the first time. Jackson County Mayor, Randy Heady, was appointed as Chairman, and White County Mayor, Denny Wayne Robinson, as Vice-Chairman. The Board supported Empower's efforts by participating in community events, sharing the message about the program's benefits, and getting the word out about Empower. Other members include Kelly Clarkson, Bob Young, Dr. Robert Owens, Diana Beranowski, and Jasen Knight. Empower Advisory Board Members were nominated by each of Empower's Core Partner organizations.

## COMMUNITY ENGAGEMENT

Navigator Managers Casey Eschette and Tephany Randolph joined Community Engagement Coordinators Lehra Trobaugh and Balinda Westmoreland at several events throughout the region. They shared the message that enrolling in Empower was crucial for the program's success, and the team was determined to reach as many new audiences as they could.



# HIGHLANDS TRAINING CENTER



The Highlands Training Center (HTC) had a goal of promoting Empower UC and the HTC within 90 days of the effective date of year one of the contract. The HTC team was assigned to help with outreach efforts in Clay and DeKalb Counties. The staff was able to assist the Navigators in attending different meetings in those counties, and they created a good working relationship with the Navigators in the process. This is one of the things that helped get referrals to the HTC. The HTC staff also promoted Empower UC and the HTC by setting up workshops with community partners, attending Circles chapter in Putnam County, and attending all internal and external Empower UC meetings we were invited to. Two of the HTC team members were on additional Empower UC subcommittees which consisted of marketing our services for sustainability purposes, as well as to our Workforce Development partners. We have also filmed two participant success stories, as well as the Resume/Interview Workshops.

The HTC had a goal of enrolling individuals within 180 days of the effective date of the one year contract. We began receiving referrals in July 2023.

## Success

Our number one success for the first year was the number of participants who graduated from our training program. We were able to document their successes and struggles through progress reports during their time at the HTC. We were also able to capture their thoughts about the HTC during exit interviews upon their completion of the program. All of the participants considered the mentorship training the most important part of their time at the HTC. Several of the participants received employment during their training time at the HTC.

# APRIL

## HIGHER EDUCATION OUTREACH KICKS OFF

Empower Navigators set up at TCATs and community colleges to talk to parents currently enrolled in classes, as well as graduating students about how Empower could help them and their families.

## FAMILY FUN NIGHT FOR PUTNAM COUNTY CIRCLES

Putnam County Circles held its first Family Fun Night. Our Navigators did a great job coordinating the event where they had a pizza party, popcorn, cake walk, and other fun games.



# MAY

## EMPOWER PARTICIPANT BECOMES A HOMEOWNER

A dream came true for Krystal and her three children when they qualified for a USDA Rural Development home loan. Krystal recently closed on her new home in Putnam County; pictured below with her is Kelly Davis, her realtor, and Heather Thomas, Krystal's Circles Ally.

## SPREADING THE WORD IN CANNON COUNTY

An Empower participant, who is a manager at Piggly Wiggly in Woodbury, joined Cannon County Navigator Cortlind McCutcheon pictured below, at the "Good Ole Days" to help pass out brochures and spread the word about Empower UC!





# CIRCLES USA

The first Circles USA chapter in Tennessee was founded in Putnam County. Since that first cohort, we have launched more chapters in the Upper Cumberland, with plans to make a chapter available in eight counties in the region. Thanks to all the volunteers who help make Circles happen.





**Tennessee  
TECH**

For this, year, our program goals encompassed short, medium, and long-term objectives, all designed to empower individuals with the education and resources they need to achieve a better future. Each of the goals have been met.

Our immediate focus for the year was to achieve two pivotal goals. The first was the recruitment of an Education Coordinator, a role expertly filled by Debbie Roddy. With her extensive background in career and education counseling, Debbie brings invaluable expertise to the program, ensuring our participants receive the guidance and support they need. The second short-term objective was the appointment of a Graduate Research Assistant, a position now held by Stefanie Byrd. Stefanie's experience in working with TANF and her trauma-informed approach perfectly align with Tennessee Tech's mission to facilitate higher education attainment with the program's target population.

We aimed to establish key partnerships across Tennessee Tech University colleges and departments and author the Higher Education Attainment Plan. The Center for Rural Innovation leads our initiative, while the College of Education STEM Center offers tutoring services and STEM education at home kits, among other inputs. The College of Interdisciplinary Studies Extended Programs & Regional Development developed and manage seven Individualized Learning Pods, online courses designed to nurture student excellence and persistence. Furthermore, the iCube is preparing, during year two, to build an interactive website to help program participants navigate the higher education landscape effectively. As a collective team, all Tennessee Tech partners came together to collaboratively author the Higher Education Attainment Plan. This comprehensive plan outlines the strategies for higher education attainment, ensuring a cohesive and coordinated effort to serve our program participants.

Our long-term vision for this year encompasses two fundamental objectives. First, we sought to initiate the process of receiving referrals for program participants. We are delighted to share that we have successfully received a total of 16 referrals during the months of October and November, underlining the growing recognition and trust established with program navigators and participants. Secondly, we aimed to develop, launch, and enroll participants in the Individual Learning Pods by November 2023. As of November, one participant was enrolled, with an additional nine expected to join in the coming weeks. In summary, despite facing some noteworthy setbacks, we are realizing our program goals with a resulted mission of making a significant impact in the lives of those we serve.

## **Success**

As detailed in the Goals section, we have achieved significant successes. We successfully hired Debbie Roddy as our Education Coordinator, and Stefanie Byrd as our Graduate Research Assistant, each bringing valuable expertise to the program. In the medium term, we expanded our program through partnerships with various Tennessee Tech University divisions and colleges. The Center for Rural Innovation leads our initiative, while the College of Education STEM Center, College of Interdisciplinary Studies Extended Programs & Regional Development, and the iCube have all played integral roles in delivering essential services and resources to program participants. In the long term, we began receiving referrals of program participants, totaling 16 during October and November. Additionally, we successfully launched and enrolled our first participant in the Individual Learning Pods, with nine more expected to follow shortly.

By way of example, a heartwarming success story illustrates our achievements thus far. A participant in need of tutoring support was assisted by our Education Coordinator. The Education Coordinator helped the participant set up a tutoring appointment for her history mid-term exam. The participant indicated she "would have never made the appointment by [herself]".



# JUNE



## **PUTNAM COUNTY CIRCLES EXPANDS**

Putnam County Circles expanded to a second cohort with six families in attendance. The meetings are held on Thursday evenings at the same time as the original group. They enjoy a meal, as well as "new and good" together. Afterward, they split up to complete coursework, while the kids work on their own curriculum.



## **WCTE WRAPS UP READY TO LEARN IN CUMBERLAND COUNTY**

WCTE-PBS completed the first Ready to Learn program in Cumberland County with four families regularly attending classes using PBS Kids characters and content.



## **HIGHLANDS TRAINING CENTER LAUNCHES**

Highlands Training Center launched its program with two participants. HTC's goal is to provide the working skills necessary to gain employment and the life skills to create a sustainable future for themselves and their families. Training included guest speakers from Raymond James Financial Services, Vol State Community College, and other organizations.



The Upper Cumberland Development District's (UCDD) contribution to the Empower program is to address critical challenges in housing, childcare, and workforce development across the region. Through the dedicated efforts of our economic development specialists, and in conjunction with numerous stakeholders, the initiative made significant strides in tackling these pressing community needs during the first contract year.

The UCDD team has worked consistently throughout the first year of the Empower program to meet the contractual obligations agreed upon and has surpassed many of those metrics. The team has met with over 130 individuals or organizations gathering data on the specific areas of focus; submitted and/or administered 12 funding proposals seeking system fixes; actively engaged in the Circles USA and Big View Team meetings; met consistently with the advisory, leadership, collaboration, and prosperity teams; participated in all sub-committees established; and met reporting requirements.

## Success

**Housing Specialist Engagements** The housing specialist, Charles Cobb actively participated in conferences, planning commission meetings across the region, and discussions across multiple counties to network with stakeholders, gather insights into housing market trends, and address community-specific challenges. The primary challenges have been identified that will be shared with the leaders across the state and region in the position to impact change in the next contract year.

**Childcare Specialist Engagements** Rosa Smith's relentless efforts in fostering collaborations with childcare providers and policymakers yielded significant progress. Her involvement in facilitating renovations, expansions, and regulatory compliance for multiple childcare facilities contributed to improving childcare access and quality across the region. Through the CDBG-CV Grant, administered by UCDD, five different childcare centers within the Upper Cumberland region will provide 300 additional childcare slots for working parents once renovations are completed. UCDD partnered with TQEE/Bright Start (Tennesseans for Quality for Early Education) and developed a Steering Committee for the Upper Cumberland region, which will drive decision-making while addressing gaps in early childhood education. The willingness to use data and evidence to accelerate progress and the ability to convene and coordinate the diverse array of stakeholders necessary to accomplish the work is expected to make a tremendous impact in the region. Programmatic and legislative changes have been a top priority. Currently, any childcare center that is keeping 24+ children and/or greater than 3,000 sq. ft. requires a limited plan review for the State Fire Marshal Office to evaluate the property. This includes a requirement for time-consuming and costly digital architectural designs. These buildings also require a Fire Sprinkler System. Due to our efforts this rule is being updated from 24 to 49. Other programmatic changes and advocacy include providing one-on-one assistance to overcome obstacles with state and local agencies. For example, one provider is trying to open a Special Needs childcare center in a former assisted living building, which met all building code requirements but was held up because the architectural plans were not labeled childcare. Rosa Smith was able to make the necessary contact to get this unnecessary challenge and the project moving forward again.

**Workforce Specialist Engagements** Sheila Scruggs led the broader effort to bridge gaps in workforce entry and advancement. Her leadership of the gaps and barriers sub-committee as well as her involvement in Empower meetings, training sessions, and sub-committee discussions underscored a commitment to addressing barriers and enhancing opportunities for individuals seeking employment and career advancement. The lack of quality involvement of the fathers in the lives of the Empower children has prompted recent research and focus on creating a program to build a community of resources that support and educate fathers to have the most positive impact on their children in critical years of development.



# JULY

## **TVA DONATES BACK TO SCHOOL ITEMS FOR PARTICIPANTS**

We expressed our sincere appreciation to the Tennessee Valley Authority for their generous donation of backpacks and school supplies. The backpacks were assembled by Empower Upper Cumberland, TVA staff, and local power company representatives. Empower Navigators then distributed these backpacks to our families in all 14 counties.



## **UCDD FUNDING CHILDCARE FACILITIES FOR EXPANSIONS**

Cumberland Childcare received a grant to purchase a residential home to expand an in-home child care facility to a childcare agency. This will allow 40 additional childcare slots and 10 positions in Cumberland County.



Wonderbees also received a grant to purchase an office building to expand the current childcare facility to take an additional 16-20 children and create three to seven jobs in Overton County.

## **READY TO LEARN KICKS OFF IN WHITE COUNTY**

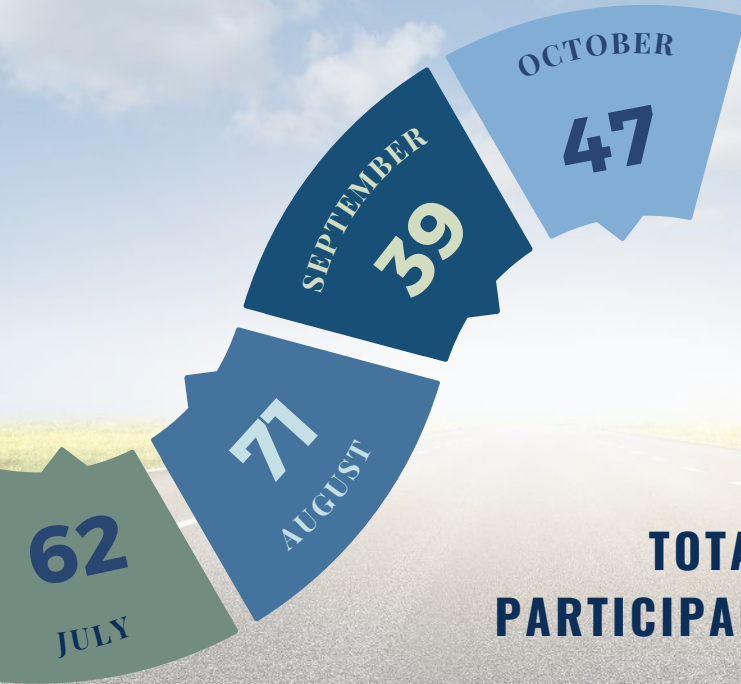
WCTE-PBS held its first Ready to Learn session in White County with two families and a total of six kids in the program that focuses on connectedness and problem-solving skills.



# ENROLLMENTS

Interested families may apply for Empower UC by going to [www.empoweruppercumberland.org](http://www.empoweruppercumberland.org) or by calling 833.367.9782





**TOTAL  
PARTICIPANTS: 432**

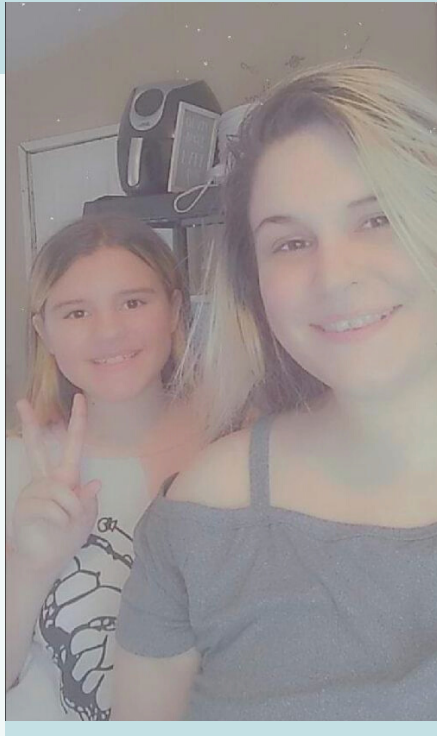


WCTE PBS contributed to the initiative by implementing Family Community Learning workshops across eight hubs in 14 counties in the Upper Cumberland region of Tennessee. The organization primarily focused on engaging families, fostering community connections, and utilizing the Ready to Learn curricula. Ready to Learn is an evidence-based educational resource that helps to build early science and literacy skills for children, especially those from low-income communities. The resource includes media-rich, multi-platform resources such as videos, games, apps, and hands-on activities by PBS shows, targeting students aged 2-8. Ready to Learn is provided by PBS stations and funded by the Corporation for Public Broadcasting and the U.S. Department of Education.

During the reporting period from November 2022 to October 2023, WCTE PBS achieved significant milestones and overcame challenges to deliver impactful results. The program's primary objectives were to provide immersive learning experiences, encourage active participation, and establish partnerships to broaden its impact. The project began with the hiring of a project manager and a Social-Emotional Interventionist in November 2022. The WCTE PBS board of directors actively participated by contributing as a member to the Empower board of directors. Evaluation tools were carefully crafted by January 2023, with a focus on effectiveness. In February, the recruitment process for workshop facilitators began, resulting in the hiring of eight individuals, exceeding the original target of six. Promotional efforts to raise awareness about the Family Community Learning workshops among Circles chapters began in February 2023. In March 2023, teacher and project manager training sessions were conducted to ensure preparedness. The workshops aimed to provide a comprehensive experience, offering food and drinks, top-quality instructions, hands-on activities, and take-home resources and materials for attendees and their families. The subsequent months saw consistent communication with teachers and partners and proactive submission of progress reports to the Empower team. Outreach efforts extended to participation in conferences and meetings, aligning with the shared mission of Empower UC.

Although we did not reach the grant specification of 75 families, we were able to deliver the Ready to Learn curricula to a total of 59 Empower families across various counties, including Putnam, Cumberland, White, Warren, Overton, and Macon. Despite facing some initial participant recruitment challenges leading to a two-month delay in the workshop implementation, we were able to successfully conduct 33 workshops that had a total of 200 participants.

WCTE PBS is proud to have contributed to the Empower UC initiative by implementing the Ready to Learn curricula within the Family Community Learning workshops across eight hubs in 14 counties in the Upper Cumberland region of Tennessee. Despite facing some initial recruitment challenges and a two-month delay in the workshop implementation, WCTE PBS was able to deliver the curriculum to a total of 59 Empower families and conduct 33 workshops that had a total of 200 participants. The program was effective in providing valuable experiences for participating families, as demonstrated by the high levels of satisfaction among participants, with overwhelmingly positive responses to various aspects of the workshops. We look forward to continuing our efforts under the Empower UC Initiative and making a positive impact on the lives of children and families in our community.



#### **PARTICIPANT SPOTLIGHT**

# **MEET SARA**

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Sara is a high school graduate who entered the workforce right after graduating and has been in it ever since. Sara is a supervisor at Burger King after receiving a promotion and a pay raise. Her ultimate goal is to one day have her own store to manage, whether it's Burger King or another company/organization. Sara, who has been a mother since she was 18, and her 13-year-old daughter, Serinity, had been living in a hotel for a couple of months. Most of her wages went to stay there because it cost more than a rental property. She and Serinity now have their own apartment through Highlands Residential. Sara is learning to budget properly and is even talking about opening a savings account. Both of them are more positive and excited about the future.

# AUGUST

## CIRCLES CHAPTERS ARE BUZZING WITH ACTIVITY

The Circles Chapter in Cumberland County started on August 23 with a group of 12 families who enjoyed spending time together. A big shoutout went to UCDD's Rosa Smith for leading the charge in creating a wonderful childcare program for Cumberland County.

## EMPOWERING THE UC

Our Empower team members are always active in the community, participating in fun events like back-to-school gatherings, radio interviews, conferences, and many more.

## READY TO LEARN ROLLS ON

WCTE-PBS wrapped up Ready to Learn in White County and created a new cohort in Warren County. Putnam County Circle Leaders also successfully completed the Ready to Learn program, using free resources such as books, toys, and flashcards.





During the first year of the Empower program, Workforce Connections has made great strides in developing the partnership with UCHRA and providing services to our local businesses. The primary goal and ask for Workforce Connections this first program year was to make contact with 140 employers, educate them on the program, identify 800 job opportunities for Empower participants, and train at least 25 employers on the dynamics of poverty in the workplace.

Also, multiple services are provided as a benefit to the employers for working with the Business Service Coordinators. One of these benefits includes the promotion of their open positions to the Empower Upper Cumberland program. Workforce Connections has created a dashboard to communicate openings to the Empower Navigators. This dashboard communicates the position, qualifications, benefits, salary, preferred status, county that position is in, and quick links for the participant to apply with the company. Promotions of these positions are done virtually through social media sites and weekly communications. Workforce is currently working with EtransX to build a virtual site to create an easy-to-use program for communicating these opportunities to the Navigators and participants.

Beginning in December, the Coordinators launched the Cost of Poverty virtual training to assist in educating employers on the cost of poverty in the workplace, empowering employees, and understanding workplace retention. With the target of 25 employers Workforce Connections is on track to have that completed by the end of January 2024. Once the employers complete the training, Workforce Connections will create a marketing campaign for the company to promote them as a certified employer for the Empower program. In addition to promoting and posting the company's position on the dashboard, Workforce will place the company's logo on the Empower website, do a certification presentation, and marketing video to showcase the company and its positions.

Looking into the next program year, Workforce Connections will continue to provide the services currently available but also will be working directly with the Department of Tennessee Apprenticeship to promote the development of career pathways for the Empower participants. As part of the partnership, the Coordinators will provide the opportunity to be the liaison between the State Apprenticeship Department and the employer.

## Success

Since the beginning of the program, the Business Service Coordinators have been able to work with 179 employers while uncovering 1,328 employment opportunities for participants of the program. Of the 179 employers, the Coordinators have identified 57 of them to be labeled as Preferred Employers. To be labeled as a Preferred Employer the employer must meet certain criteria. These criteria have been identified by Workforce Connection as character traits for an ideal workplace environment for Empower participants.

# SEPTEMBER

## Empower Annual Summit

In September, Empower UC held the Empower Annual Summit at the Upper Cumberland Development District. Program updates were provided to community partners who have been with us since the planning process. The Annual Summit also provided education to those who have just heard about Empower. Informational tables were manned by partners in hopes of making deeper connections with those who attended.

## Putnam County Circles

Congratulations to Brittany Vaughn for being recognized as Circle Leader of the Year and to Adam Knepp for being recognized as Volunteer of the Year during Putnam County Circles' second cohort graduation.



# OCTOBER

## CRMC Foundation Attends Several Outreach Events

CRMC Charitable Foundation attends several outreach events spreading the word about Empower and how the Foundation can provide assistance for families.

## Community Support

Zade Brown, a 12-year-old student and athlete at White County Middle School, chose Circles White County for his monthly service project. He assembled special treat bags for each of the Empower children and personalized each bag with a special message.





## PARTICIPANT SPOTLIGHT

# MEET TIERA

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Tiera has been actively participating in Empower UC since March. She is a small business owner of two successful businesses and has worked hard for her family to provide a better life for her and her four children. Through Empower UC she has been able to come out of her comfort zone, recently being on a local podcast, and realizing she can do anything that she sets her mind to, despite any obstacles she may face along the way. Because of Circles USA, she has been matched with an Ally who has helped her build intentional relationships and most recently landed a job that will double her income.



## UC★HRA Upper Cumberland Human Resource Agency

### Goal

Launch Empower Upper Cumberland, including formalizing partnerships, hiring staff, establishing processes and begin working with clients.

### Outcomes

Throughout the first year of our TANF Opportunity Act Pilot Project, we have successfully launched the Empower UC Project, including: onboarding over 35 direct service staff, establishing six subcontracts with partner agencies to provide service delivery, developing and refining workflows and enrolling 432 individuals into the program.

### Successes

Launching this magnitude of a project was a major success in and of itself. We are extremely proud of the work that has gone into lifting this project off of the ground and establishing this landmark program in our region. In addition to establishing this program, Empower UC exceeded our original enrollment benchmark goal of 400 families by 8% by enrolling 432 individuals into our program in year one.

### Setbacks

With any new project, there will inevitably be setbacks. The sheer magnitude of developing, implementing and refining a project of this size would typically take years. We are proud to say that we were able to concurrently develop, implement and refine our program while also beginning the process of working with families. Empower UC has truly added a much needed level of capacity and support for the Upper Cumberland, and we are well on our way to reducing dependency on public assistance for those we serve.



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*This project is funded under a Grant Contract with the State of Tennessee Department of Human Services.  
Empower UC is a part of a study funded by the Tennessee Department of Human Services which is being conducted to determine how these pilot programs help people improve their economic well-being. During the study, all new eligible applicants will be randomly selected into one of two/three groups that receive a different mix of program services.*

