



EMPOWER UC

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



PROSPERITY FOR ALL

2024-2025





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Grantee's Name: Upper Cumberland Human Resource Agency

Edison ID: 2551

Term: November 2023 - October 2024

Total Amount: \$25,000,000.00

STATISTICS

This data was collected from the start of program implementation to October 2024.



92%
Women



8%
Male

Average age - 33.7 years

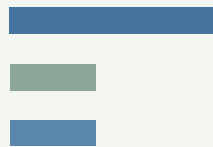


Race

White, 92%

Black, 4%

Hispanic, 4%



Employment

\$14.00

Average hourly wage

67% Employed



Education

90% High School Diploma,
GED, no degree



Children in the Household

2.1

Average number



Finances

79%

Have a checking account

7%

Have savings of
\$500 or more

25%

Have a savings
account



Health

82% had good health
standing



Food

43% Unable to pay for food
in last 12 months



Housing

6% Evicted in last
12 months

40% Unable to pay rent
in last 12 months

JANUARY

MACON COUNTY CIRCLES IN FULL SWING

Macon County Circles has been very busy throughout the past several weeks with training Allies and serving families. The youth program is going strong with the help of the Macon County High School student volunteers.

NEW STAFF HIRED

We welcomed five new employees; Adam Knepp - Putnam County Navigator, Caitlyn Like Program Specialist, Jeannie Tinnon - System Specialist, Jeremy Conner - Cumberland County Navigator, and Josh Yoder - Putnam County Navigator.

HIGHLANDS TRAINING CENTER HOST WORKSHOP

Highlands Training Center hosted a workshop on Mental Health and Finances 101. Twenty one participants attended the event.





CRMC Foundation continues to link donors across the region with local charitable needs of Empower UC clients, while supporting vital work in county Circles meetings.

This year, we successfully addressed medical needs, specialized health services, emergency transportation, medical equipment, and essential home needs for clients and families. Out of 178 requests for assistance from Empower UC families, only 12 went unmet, demonstrating our commitment to making a difference.

In 2024, we sought twenty-eight grants for Empower and proudly secured funding from five new grantors. Furthermore, we hosted three impactful fundraising lunches in Putnam, Jackson, and Cumberland counties, engaging with over one hundred donors to share the inspiring story of Empower UC.

Connecting local donors with regional needs is essential, and we are thrilled to have provided 32 meals at circles meetings in 2024. We are proud of this strong collaboration and, are excited about opportunities for continued growth in 2025.



PARTICIPANT SPOTLIGHT

MEET JASMINE

After facing years of financial struggles, childcare challenges, and a long commute, Jasmine and Chris were ready for change. They were determined to create a better life for their two young children—one where they could own their own home, have another vehicle, and build a stronger support system. Their breakthrough came when they discovered Empower UC at a local community baby shower.

With the guidance of their Empower UC Navigator, Jasmine and Chris began to focus on budgeting, strategic planning, and setting actionable goals. Jasmine's determination to find work-from-home opportunities paid off, and although she faced setbacks, she didn't give up. Meanwhile, Chris' only vehicle broke down, but Empower UC helped them find a repair shop that provided a loaner car while covering the repair costs. This allowed Chris to maintain his job and secure a promotion.

The family also used their newfound financial skills to renegotiate the purchase of their rental home, a major step toward their dream of homeownership. By completing the Prosperity Pathway Workbook, they built a solid financial plan, regained positive standing with their student loans, and set themselves up for a brighter future. With renewed hope and determination, Jasmine and Chris are now on track to achieve their goals—proof that with the right support, a better future is always within reach.

FEBRUARY

CRMC Luncheon Held in Putnam County

Empower UC staff met with State Legislators and their staffs about services available through UCDD and 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

Empower UC Certified Employers Recognized

Workforce Connections recently held their Certified Employer presentations at Jackson Kayak, THK Rythm, BASF, Aphenia, and TLD Logistics. To become a Certified Employer, employers must complete Cost of Poverty Training program which includes valuable insights and tools to reduce poverty's impact at work, while promoting inclusivity, empowerment, and shared prosperity. Certified Employers commit to offering wages that fulfill each participant's financial needs at a given time.

Advisory Board Meeting

The Empower UC Advisory Board met this month and talked about the progress the program has made and the future of the program.



HIGHLANDS TRAINING CENTER



In 2024, Highlands Training Center made significant strides in workforce development, providing 90 mentorships to individuals seeking career guidance. They hosted 17 workshops, with 161 attendees participating in skill-building and career advancement sessions. Through the My Strategic Compass program, they awarded 75 certifications to participants, helping them gain valuable career tools and strategies. Additionally, 79 participants received personalized job placement services, resulting in 17 individuals securing employment. These initiatives underscore our commitment to empowering individuals with the resources and support needed to succeed in the workforce.

Success

During Callie Hite's time as a participant at the Highlands Training Center, she attended the inaugural Workforce Development Workshops in January 2024. The first workshop covered the topic of Mental Health Awareness. Callie said, "During this workshop, I was able to identify and assess the different signs and symptoms of mental health diagnosis. This has helped me avoid becoming overstressed and burnt out with all the extra responsibilities that go along with my new role of a Program Manager." The other workshop Callie attended discussed the importance of Financial Reality. Callie explained, "This workshop really opened my eyes to all the different retirement options available to employees. Though I am a long way from retirement age, I now have the knowledge to choose the best options available for me and my family."

Since Callie has been successfully exited from the program, she has been promoted to her current role as a Program Manager with Family and Children's Services, a non-profit program that helps individuals navigate the complicated world of healthcare. Her role and success as a participant at the Highlands Training Center has allowed her to give back to Empower UC and the HTC by conducting several "Guide to Health Insurance" workshops for participants. Callie also serves on the Empower UC Gaps and Barriers Subcommittee to help participants overcome the TennCare benefits cliff.



PARTICIPANT SPOTLIGHT

MEET REBECCA

Rebecca's journey as a single mother and educator is nothing short of inspiring. Despite facing many challenges, she has remained committed to both her family and her career, demonstrating incredible strength and determination. As a single parent, Rebecca navigated the pressures of raising children while pursuing her professional goals in early education. Supported by a strong network of family and friends, she has shown resilience and grace, ensuring her children's well-being and education. Rebecca's willingness to step outside her comfort zone, guided by her Navigator, has opened doors to new job opportunities. By recognizing her worth and capabilities, she has secured positions that not only align with her qualifications, but also offer greater financial stability. Through programs like PBS Kids Ready to Learn, Rebecca has shown a deep commitment to her children's development, even in the face of financial constraints. Her resourcefulness allowed her to move beyond reliance on assistance programs, build savings, and aim for a higher-paying job that offers long-term security. Rebecca's journey reflects a desire to improve not just her own circumstances, but to positively impact her community. Through her involvement with Empower, she is breaking the cycle of poverty and inspiring others to create better futures. Her story is a powerful reminder of the transformative power of perseverance, self-belief, and the support of a strong community.

APRIL

Empower UC Participant Resource Page

Empower UC launched a new resource page for our participants on Facebook. This platform keeps everyone informed about events and opportunities in the Upper Cumberland area that could be beneficial.

Outreach & Enrollments

April is still buzzing with outreach and enrollments as we push to hit our goal of 720 participants by June 1st.



MAY

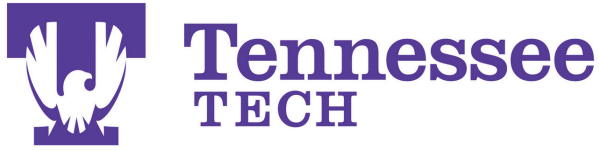
Smith County Circles Launches

We are thrilled to announce the successful launch of the Smith County Circles Group, which saw an impressive turnout of approximately 15 individuals. Hosted with enthusiasm and determination, this event marks a pivotal moment in community commitment to fostering support and empowerment.

CRMC Foundation Luncheon Held in Jackson County

The CRMC Foundation recently organized a fundraising luncheon at the Wildwood Resort and Marina in Jackson County, aimed at supporting the Circles Group in Jackson, Smith, and Macon counties. The event attracted a turnout of over 50 attendees, demonstrating a robust community commitment to the cause. Through the collective efforts of participants, the initiative successfully raised upwards of \$5,000.





Tennessee Tech continues to enhance its educational impact through several key initiatives in collaboration with Empower UC. New positions, such as the Education Manager and Resilience Strategist, have been introduced to further support both academic excellence and emotional resilience among students. The Tennessee Tech referral program has seen 229 total referrals in 2024, with 100 percent of them contacted, reflecting the team's commitment to personalized outreach. Additionally, the Tennessee Tech team has been actively participating in and presenting at Circles Groups, including the newly added Overton/Pickett group, and has scheduled further involvement for the upcoming year. The Individual Learning Pod (ILP) initiative has been a resounding success, with 590 pods taken by participants and an expansion to 20 total options by January 2025. In the STEM arena, the STEM Center has conducted tutoring sessions for both Empower UC participants and their children, delivered over 240 STEM boxes to families, and facilitated interactive STEM activities during Circles meetings. The STEM Center also continues to offer various family and community programs that promote holistic development and community engagement. Together, these efforts underscore Tennessee Tech's ongoing commitment to empowering families, enriching education, and fostering resilience in the communities it serves.

Success

When Jeri came to Empower UC, she was eager to grow and make a difference. Though she had the passion and skills, she needed the right guidance to take her journey to the next level. That's where we stepped in. We connected Jeri with Dr. Dennis Tennant at Tennessee Tech University, a leader in online learning and innovation. The moment they met, the connection was clear. As Dr. Tennant said, "After meeting with Jeri, I knew she was destined for great things. Her passion and commitment were evident from the start, and I'm excited to see what she'll achieve."

With Empower UC's support, Jeri received personalized advice on application strategies, financial aid, and academic preparation. This guidance gave her the confidence to apply, and she was accepted into Tennessee Tech's program with enthusiasm. Today, Jeri is already making waves in online education, and her contributions to Tennessee Tech's initiatives are just beginning. Empower UC is proud to have played a part in her success. This is only the start of her incredible journey.





PARTICIPANT SPOTLIGHT

MEET KATHRYN

As a single mother, Kathryn has faced significant financial challenges. She has juggled multiple jobs as a CNA and caregiver to support her family while pursuing her education. This struggle has understandably taken an emotional toll. Kathryn's motivation to pursue a better life for her children has been her driving force. When her father passed away, her mother moved in to help, providing much-needed support. This transition gave Kathryn the opportunity to focus on her studies and pursue her dream of becoming an RN, knowing she was setting an example for her children. In October, Kathryn started a new role as a Registered Nurse, earning more than she ever has before. This achievement will empower her to provide for her family fully, alleviating the need for public assistance. Kathryn's transformation doesn't just benefit her family; it positively impacts the entire community. As a nurse, she will provide essential care to the sick and elderly, giving back to the very community that has supported her journey.



JUNE

CRMC FOOD BOXES

The CRMC Foundation started distributing food boxes to participants who might need them across all counties.



JULY

UCDD CHILDCARE UPDATE

Rosa Smith, Assistant Director of Economic and Lending recently facilitated a crucial childcare discussion between regional childcare directors and prospective directors with TACIR, the agency responsible for assessing the state's current childcare licensure and operational processes.



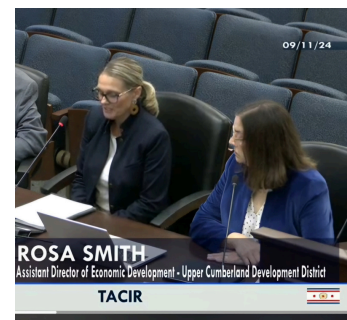
WCTE-PBS

Fentress County recently held PBS Ready to Learn. There were 4 participants along with their families in attendance. They will complete the four week series this week.



HIGHLANDS TRAINING CENTER

Highlands Training Center held a workshop in July focusing on resumes, interviewing, and the importance of soft skills.



The Upper Cumberland Development District (UCDD) is dedicated to addressing critical regional challenges in childcare, housing, and workforce development through its involvement in the Empower UC Program. Over the past two years, UCDD has worked to identify key issues, secure necessary resources, and remove barriers to support families across the Upper Cumberland region.

Achievements and Progress

Workforce Housing: UCDD's Housing Specialist has participated in regional collaboration efforts to address community-specific housing challenges. One initiative involves working with a local community to secure housing grants and additional resources aimed at supporting Empower Families.

Childcare Availability & Affordability: UCDD is addressing barriers to childcare while working to expand childcare capacity throughout the Upper Cumberland region. Investments in early childhood education are helping to create safe, high-quality environments with trained staff, enabling parents to rejoin the workforce.

This year marked a significant milestone with the introduction of House Bill 2317, which tasks the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) with conducting a comprehensive study of the laws, rules, and regulations impacting childcare businesses in Tennessee.

Throughout the year, TACIR has examined the pre-licensure and licensure processes for childcare providers. On September 11, Rosa Smith represented UCDD in a six-person panel, presenting challenges impacting childcare in the Upper Cumberland region. TACIR will present its final recommendations to the legislature in January 2025 which will inform future legislative actions to strengthen childcare infrastructure statewide.

Bright Start Plan and Collaborative Efforts: UCDD has partnered with the Tennesseans for Quality Early Education (TQEE) initiative and actively participated in the advocacy efforts of the organization. Rosa Smith represented Empower on a panel at the Align Summit for Policy Changes in November 2024. Additionally, UCDD has supported prospective childcare providers through the licensure process and collaborated with local churches to identify potential childcare service locations.

Through programs like the Small Business Development Center, UCDD's revolving loan fund, and the Empower Upper Cumberland program, the Upper Cumberland Development District has played a key role in expanding childcare capacity, which contributes to sustainable solutions for families and communities across the region.

OUR PARTNERSHIPS ARE TRANSFORMING LIVES

Tate's journey is one of resilience, determination, and transformation. As a wife, mother of three, and primary caregiver to her disabled veteran husband, Tate has faced numerous challenges. Yet, through hard work and unwavering dedication, she has successfully created a better life for her family, overcoming financial hardships and launching her own business.

Tate holds a bachelor's degree in Business Management from Western Governors University (WGU) and has always been passionate about entrepreneurship. Over the years, she has used her skills to support her family, while also serving as a domestic violence victim advocate. At home, she balances the demands of family life, making sure her children stay involved in school and activities despite their financial struggles.

Living at the lowest level of poverty in a rural area, Tate's family faced constant financial stress. With her husband's disability and three children to care for, Tate relied on state assistance, managing every expense carefully. The financial strain left little room for personal fulfillment or social engagement, but Tate remained focused on her goal: providing a better future for her children and breaking the cycle of poverty.

Tate's breakthrough came when she discovered our program. While she already had entrepreneurial skills, Empower offered the support and resources, through UCDD's Small Business Development Center, she needed to take her business ideas to the next level. The program helped relieve some of the daily pressures, giving Tate the mental space to launch her business in Cookeville and focus on long-term success.

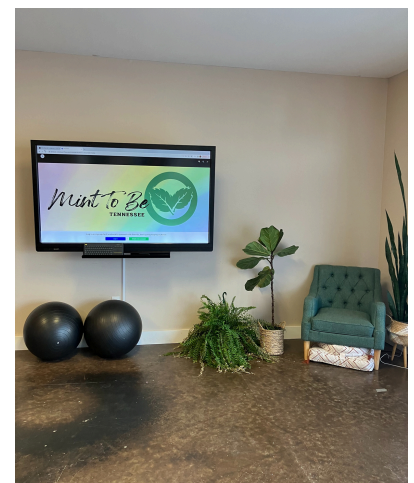
As Tate's business grew, so did the challenges. Managing a growing business, caring for her family, and looking after her husband's health often felt overwhelming. But with clear boundaries, delegation, and support from Empower, Tate found ways to manage her responsibilities and prevent burnout. The program helped her stay focused on solutions, allowing her to keep moving forward with confidence.

Through Empower UC, Tate not only gained practical business skills but also developed the emotional resilience and confidence needed to succeed. Her business is now thriving, and she's on her way to financial independence. Tate's success story is proof that with determination and the right support, it's possible to overcome adversity and create a better future. Tate's journey continues, and her story inspires others to break through their challenges and pursue their dreams, no matter the obstacles.



Mint to Be

**Your love.
Your ceremony.
Your way.**





WCTE PBS is proud to present its 2024 annual report highlighting efforts under the Empower UC Initiative. This initiative is focused on lifting 1,600 children and their families out of poverty by 2026. As part of this goal, WCTE PBS implemented Family Community Learning Workshops across eight hubs in 14 counties within Tennessee's Upper Cumberland region. The workshops emphasized family engagement, community connections, and the use of PBS's Ready to Learn (RTL) curricula. This is the third year of this initiative.

The Ready to Learn program is an evidence-based resource that enhances early science and literacy skills for children aged 2-8, particularly those from low-income families. Supported by the Corporation for Public Broadcasting and the U.S. Department of Education, RTL integrates videos, games, apps, and hands-on activities inspired by PBS shows.

Goals and Objectives

WCTE PBS's contributions to Empower UC were guided by the following objectives: 1. Implementing the RTL curricula within Family Community Learning workshops and Circles sessions for Empower participants. 2. Providing trained, RTL-certified teachers to facilitate workshops. 3. Assisting with participant recruitment, planning, and execution of four workshops per curriculum. 4. Delivering comprehensive experiential learning opportunities. 5. Awarding RTL certificates of completion to each participant.

Timeline and Milestones

WCTE PBS achieved significant milestones:

- **Expanded Reach:** By early 2023, workshops were conducted in new counties, including Cannon and Smith, followed by Pickett, DeKalb, Clay, and Fentress, bringing the total to 12 counties served.
- **Facilitator Training:** By August 2024, WCTE completed its third facilitator training session.
- **Outreach and Awareness:** Promotional efforts began in February 2023 to raise awareness about workshops within Circles chapters, followed by teacher and project manager training in March.
- **Workshop Features:** Sessions included food, engaging instructions, hands-on activities, and take-home resources to maximize family participation and learning

Key Impact

WCTE PBS successfully delivered the Ready to Learn curriculum to 149 Empower families through 74 workshops, reaching 480 participants across 12 counties.

All is from November 2023 and October 2024



PARTICIPANT SPOTLIGHT

MEET STACEY

Stacey, a recently divorced single mother of three, faced overwhelming challenges balancing bills, emotions, and her children's needs. The pressure of being the sole provider took its toll, but Stacey was determined to build a better future for her family.

Realizing she couldn't do it alone, Stacey sought help and found Empower UC. The program gave her the tools to improve her finances, reignite her career, and build confidence. Through Empower, Stacey was promoted into a leadership position, increasing her income by 225%. The skills and support from the program empowered her to reclaim her future and secure a stable life for her family. Stacey's story shows that with determination and the right resources, it's possible to overcome any obstacle and create a better life. Empower UC was the turning point she needed to thrive.

AUGUST

Ready to Learn Fentress County

WCTE-PBS Fentress County recently wrapped up the 4 part series of Ready to Learn with 15 participants in attendance.

Highlands Training Center Holds Workshop

Highlands Training Center held a workshop on a Guide to the Eight Dimensions of Wellness on September 23rd. If you have any questions please contact Highlands Training Center.



Circles Cumberland County

Circles Cumberland County recently had a pumpkin carving activity; the kids and adults loved it.





In its second year, the Empower Upper Cumberland (UC) program achieved significant milestones in enhancing services to local businesses while strengthening its collaboration with Empower UC partners. The year saw a focused effort on engaging new employers and fostering deeper relationships with existing partners to provide meaningful career opportunities for program participants.

One of the standout initiatives of the year was the launch of video recruiting efforts, aimed at promoting employer engagement and helping participants make informed career decisions. These 3-5 minute videos, shared across multiple media platforms, spotlight employers that have been vetted and certified as quality workplaces for Empower UC participants. The videos were well-received by both employers and participants, enhancing the program's outreach and visibility.

Workforce Connections set ambitious goals for the year, including the goal of engaging 75 new employers and conducting a comprehensive employer survey to better understand business needs and preferences. These efforts helped identify quality job opportunities that not only met the criteria of the program but also promoted upward financial mobility for participants. This outreach has helped expand the network of certified employers, creating a direct path to long-term career opportunities for participants.

Workforce Connections implemented streamlined tools such as a web-based dashboard to facilitate smooth communication between employers, participants, and Navigators. This platform allows job openings to be posted with detailed information on qualifications, benefits, salary, and location, along with quick links for applicants to apply directly. These job opportunities are shared across social media platforms and through weekly updates, keeping both participants and employers well-informed. In addition, Workforce Connections partnered with eTransX to create a user-friendly virtual platform, making it easier to communicate job opportunities to both Navigators and participants in real-time.

A key element of this year's growth was gathering employer feedback. The employer survey reached 48 businesses across the Upper Cumberland region, with 52 responses from human resource managers and key company stakeholders. The results provided crucial insights into the needs and preferences of local businesses, including:

- **Training Needs:** Businesses expressed strong interest in training programs focusing on workforce retention, recruitment, leadership for frontline supervisors, and the Benefits Cliff.
- **Communication Preferences:** Most businesses preferred email communication, with some requesting phone calls for specific topics. Updates were preferred on a monthly, quarterly, or weekly basis, depending on the relevance of the information.
- **Wage Reimbursement:** There was notable interest in initiatives such as wage reimbursement for hiring job-seeking participants.
- **Positive Feedback:** A majority of businesses rated their experience with Workforce Connections positively, emphasizing the value of strong partnerships and the collaborative effort in placing Empower participants in quality roles.

The second year of the Empower UC program has been a period of growth, innovation, and deeper collaboration. The program's efforts to engage new employers, enhance communication, and gather feedback have laid a solid foundation for continued success. Moving forward, the program will continue to focus on strengthening partnerships, expanding job opportunities, and addressing training needs, ensuring that both businesses and Empower participants thrive. Through these initiatives, Workforce Connections is not just helping local businesses meet their workforce needs, but also creating long-term career pathways for Empower UC participants, contributing to the broader goal of building a stronger, more connected community.

SEPTEMBER

CRMC Empower Luncheon Held in Cumberland County

We're thrilled to announce the success of our recent fundraiser in Cumberland County for the Circles groups in Cumberland, White, and Fentress Counties! Thank you to everyone who participated and contributed to this wonderful cause. Your support makes a real difference in our communities!

Overton County Ready to Learn

WCTE-PBS Overton County recently concluded its successful four-part series, 'Ready to Learn,' featuring 12 dedicated Circle Leaders. Families enthusiastically embraced these evenings, finding them both enjoyable and enriching. The positive response underscores the importance of community engagement in early childhood education.



OCTOBER

WCTE Receives Public Media Award

The Public Media Awards, presented by NETA, honor their member's work in the highest caliber community engagement, content, education, and marketing and communications. A mosaic of relevant content that reflects both creativity and diversity that paint rich stories of truth and consequence. Piece-by-piece and member-by-member, we come together as choreographers of the public good, to spark more imagination and inspiration than we ever could have alone.



NOVEMBER

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 UC. Informational tables were manned by partners in hopes of making deeper connections with those who attended.

Putnam County Circles

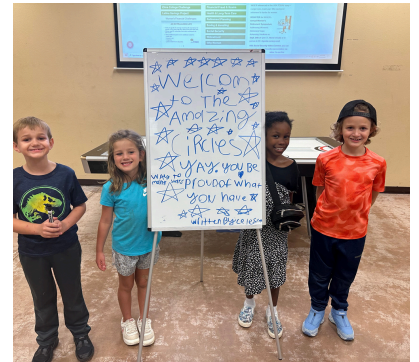
Congratulations to Brittany Vaughn for being recognized as Circle Leader of the Year and to Adam Knepp for being recognized as Volunteer of the Year during Putnam County Circles' second cohort graduation.



DECEMBER

Launch New Marketing Videos

Empower Upper Cumberland is excited to announce the release of a new three-part video series (paid for through the TOPI Grant). These videos highlight the incredible work of Empower Upper Cumberland, its partners, and the success stories of program participants. The videos are part of an ongoing, collaborative mission to provide transparency into the work that Empower Upper Cumberland is conducting under the Tennessee Opportunity Pilot Initiative (TOPI) Grant, led by TN DHS.





PARTICIPANT SPOTLIGHT

MEET MARSHA

Marsha's story is truly inspiring! Her determination to not only support her family but also invest in her personal growth and education is a powerful example of resilience.

Achieving her GED and continuing her studies at Tennessee Tech University while raising six children shows incredible strength and perseverance. It's clear that her journey is fueled by a deep commitment to both her own development and the well-being of her family. With the support of Empower UC, she's making strides that will positively impact her future and her children's lives as well. Marsha's story highlights how community support can unlock potential and create opportunities for transformation. I'm sure she will continue to thrive in all her endeavors!



UC[★]HRA Upper Cumberland Human Resource Agency

Goal

- The primary objective for Empower Upper Cumberland this program year was to achieve our target enrollment sample size for the research component of the project.

Outcomes

- Enrollments: We surpassed our goal by enrolling over 700 families by June 2024.
- Successful Exits: 28 families have successfully exited the program after reaching 225% of the Federal Poverty Level.
- Circle Chapters: 7 out of 8 Circle Chapters were successfully launched and are now fully operational.

Successes

- This program year, Empower Upper Cumberland successfully ensured that all components, partner programs, and processes were fully operational. Additionally, we made key adjustments to improve the enrollment process and better serve families. Our greatest achievement was reaching the sample size enrollment goal for our delayed intervention research design.

Setbacks

- One challenge we faced this year was navigating new systems and materials. Midway through enrollment, we introduced a participant journal that initially caused some confusion for staff as they worked with families. The original hard copy version of the journal made it difficult for Navigators to access and review the families' documented responses. To address this, we transitioned to an online version of the journal and revamped its design to better meet the needs of the families we serve and effectively track their progress.



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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.*

