

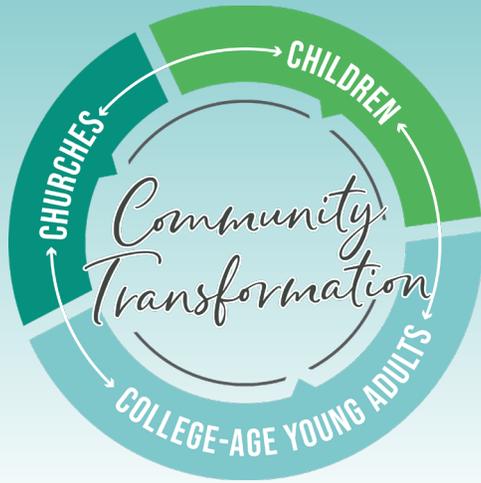


Project Transformation

North Texas

Belonging

2020-2021 Impact Report

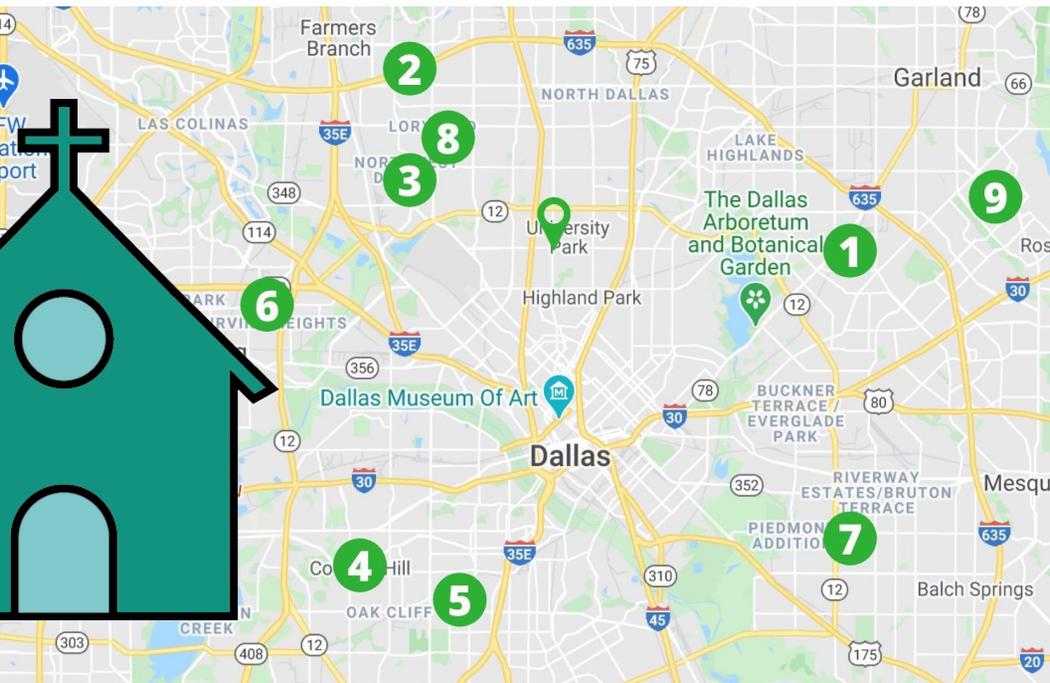


MISSION

To transform communities by engaging children, college-age young adults, and churches in purposeful relationships.

VISION

We envision a world that is rooted in love, pursues the equity of all people, and amplifies God's call on every life.



Dear PTNT Supporters,

Belonging

I have now had the privilege of leading Project Transformation North Texas for over a year, and it has been a year of both great achievements and challenges. COVID-19 continued to impact many activities, and we also had major damage to our offices from winter storm Uri, but we were able to continue to serve and fulfill our mission despite all obstacles. Most importantly, we were able to return to in-person programs and saw numerous relationships change both individually, and in communities. We believe that at the center of all we do is the importance of belonging.

Belonging in Mission

After the social isolation of COVID-19, we saw a need in both our children and our college-age young adults to belong to a greater good and to be in community. From one of our summer participants: "I have friends and teachers that care about me at PTNT and love me and help me when I am sad."

Belonging in Relationship

We cannot accomplish our mission without the relationships of our church and community partners, our donors and volunteers. And relationships are at the heart of everything we do. It is through these relationships that lives are transformed. One of the most important accomplishments this past year was our work in racial equity. We look forward to working towards our goals as we strive to be an anti-racist organization working in mutual relationships.

Together with all of our partners, we envision a world that is rooted in love, pursues the equity of all people and amplifies God's call on every life. We belong to God, to each other and to the greater world.

Sincerely,

Kirsten Brandt James

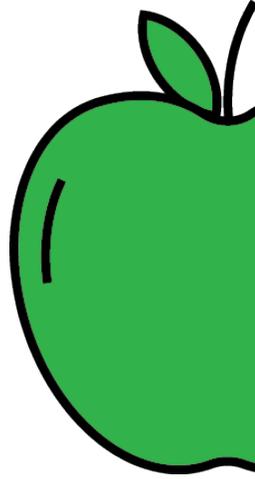
Kirsten Brandt James
Executive Director



Afterschool Program

During our 2020-2021 Afterschool Program, 100% of our program participants maintained or improved their literacy skills over the course of the program (September - May) with 13% improving and 87% maintaining.

Due to the COVID-19 pandemic, all programming was held virtually over the course of the fall semester and we returned to in-person learning in January 2021. In-person learning allowed us to conduct our reading assessments and interventions as designed.



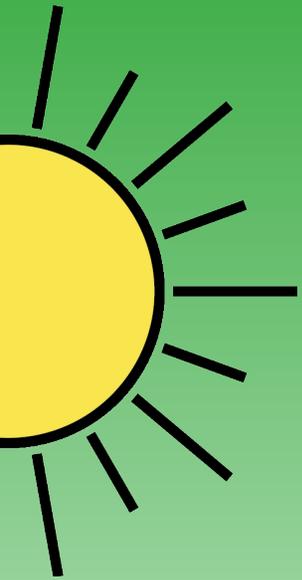
“Young kids are so full of hope and enthusiasm and aren’t beaten down by the system. It’s part of our job to make sure they don’t get beaten down.”

Craig
Virtual Reading Buddies Volunteer

100
elementary students
participated in our
Afterschool Program
across 4 sites.



Summer Program



We were overjoyed to return to a fully in-person Summer Program in 2021 with continued safety protocols in place. 65 college-age young adults were in mentoring relationships with over 600 children and youth, grades 1-12, at 9 host churches.

Mandy Brooks (featured right) served as a PTNT Corps Member this summer at Walnut Hill UMC. There she led the LITE (Leaders in Training Experience) Program for our high school participants, where they gain volunteer hours helping with the elementary students in the mornings and go through college and career prep in the afternoons.

With the help of over 159 volunteers reading one-to-one with children in our Bookworm Buddies program,

92%
of elementary
participants



100%
of youth
participants

maintained and/or improved their reading scores.



"I like that they give you a lot of advice. They help you out. And if you're having a bad day they will just push you on and tell you good things about yourself or just give you really good confidence about yourself."

Giovanna
LITE Participant

Racial Equity Statement

Over the course of 12 months, PTNT undertook a detailed process to develop our Racial Equity Statement and goals for our organization with the assistance of Racial Equity Coach, Caazena Hunter, from Dallas, Truth, Racial Healing and Transformation. The process included interviews and surveys of key stakeholders and then weekly meetings with staff and Board members to revisit our past and envision our future. The PTNT Board of Directors unanimously approved our statement at their September 2021 meeting and we are currently working on our goals. We will continue to update our stakeholders and community on our progress.

Project Transformation North Texas believes in the equality of all people - as God created all human life, all human life bears God's image, and all human life is intrinsically sacred and beloved by God. This is why we are committed to the work of racial equity. Throughout the history of this country, racism and White supremacy have been woven into the fabric of our society, which has marginalized the BIPOC (Black, Indigenous and People of Color) community. We acknowledge systemic racism persists today. Project Transformation North Texas has not been immune to the impact of systemic racism.

PTNT has operated from a White perspective that has sought to fix instead of partner. We have perpetuated harm through not fully including BIPOC community voices, past practices that hindered racially and culturally equitable recruitment, and our

failure to promote racial equity within our organization. Our impact and intentions were disconnected. We repent. PTNT commits to being a change agent for racial equity in mutual partnership with our communities. We understand that this is a journey within our organization.

Next steps in our journey are as follows:

- **Increase racial diversity at all levels (i.e. Board members, advisory council, staff, members, volunteers, and community partners) within the organization**
 - 50% BIPOC representation on the board (2023) and staff (as positions become available)
 - Pursue new partnerships that will enable us to reach additional BIPOC partners (May 2022)
- **Dismantle White cultural norms**
 - Require annual unconscious bias and cultural awareness and humility training for board, staff and volunteers by May 2022
 - Update policies, procedures, trainings, and job descriptions for PTNT to better reflect racial equity by August 2022
- **Uplift BIPOC Community voice**
 - Establish a framework for a Community Council by December 2021 (implementation April 2022) to amplify BIPOC voices in an equitable way through Board of Directors representation
- **Implement racially equitable curriculum**
 - Commit to a curriculum that is racially equitable and represents communities served (est. Summer 2022)

We envision a world that is rooted in love, pursues the equity of all people, and amplifies God's call on every life.

College-Age Young Adults

65
college-age
young adults

30
colleges
represented

11
states
represented



Staff & Board

Staff

Kirsten Brandt James, Executive Director
Elspeth Allen-Glaubitz, Director of Programming & Leadership Development
Kelsey Borgeson, Director of Development
LaDonna Gaut, Youth & High School Program Manager
Marcos Gonzales, Volunteer & Church Engagement Manager
Andrea Gordon, College Program Manager
Briana Jasso, Site & Family Engagement Program Coordinator
Erin Kiel, Donor Relations & Communications Manager
Channing Parker, Afterschool Program Coordinator
Clara Saavedra, Program Manager of Operations
Renee Thompson, Finance & HR Administrator
Nicholas Ward, Elementary & Reading Program Manager

Board of Directors

Rev. Susan Robb, Board Chair
Karen L. Kendall, Vice Chair
Pennie Beauchamp
Dianne Boone
Rev. Edlen Cowley
Bob Dupuy, Secretary
Rev. Andy Lewis
Amber Long
Rev. Debra Hobbs Mason
Meredith McKee
Rev. Caesar Rentie
Jodi Smith
Deborah Vela

"Getting to know these incredible kids impacted me way more than I expected. I also learned a lot about myself and how to be a good leader and role model."

Lizzy
PTNT Corps Member

RELATIONSHIPS GROW
leaders emerge
COMMUNITIES CHANGE



Project Transformation North Texas
4024 Caruth Blvd | Dallas, TX 75225 | 214-946-3600



@ptnorthtexas

www.ptnorthtexas.org