ACTION

↓

INFLUENCE

↓

RESULTS



FATHERS INCORPORATED™

IMPACT 2020 REPORT

Jan 1, 2020 – Dec 31, 2020

www.fathersincorporated.com 770-804-9800 info@fathersincorporated.com 2394 Mt. Vernon Rd., Suite 210, Dunwoody, GA 30338


BLACK DADS
COUNT
WWW.BLACKDADSCOUNT.COM

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Letter from Our CEO

This 2020 Impact Report details Fathers Incorporated's accomplishments toward helping fathers be their best selves. In doing so, we've empowered them to connect with their children and families, equipped them with the services and supports they need to thrive, and educated them about potential barriers to their success and how to successfully navigate them. As you will see in the following pages, our work creates community; our work creates change.

A few highlights…

In 2020, Fathers Incorporated was awarded a Healthy Marriage Promotion and Responsible Fatherhood Grant of $5 million to fund our Gentle Warriors Academy, which provides fathers in Atlanta with help managing the responsibilities of being parents/coparents, delivers healthy marriage/relationship skills, and provides economic stability activities. We also continued operating the National Responsible Fatherhood Clearinghouse, or fatherhood.gov, which remains the largest online repository of fatherhood resources and includes the 2020 launch of #Dadication, the latest iteration of the NRFC's nationwide media campaign to promote responsible fatherhood.

Fathers Incorporated also published the comprehensive report, "The Blueprint—Reimagining the Narrative of the Black Father." In it, we outline factors that are necessary for understanding the Black father. The report challenges members of the Black community—and Black men particularly--to ask relevant questions:

- **Why does poverty look like me?**
- **Why do men killed by police look like me?**
- **Why does the majority of the prison population look like me?**
- **Why do the majority of people without healthcare look like me?**
- **Why do children at underperforming schools look like me?**
- **Why do the majority of college dropouts look like me?**
- **Why do "absent dads" portrayed in the media look like me?**

Why do these questions matter? Because it is not enough to discuss Black fatherhood without also understanding the context within which Black men operate.

Black men are arguably the most marginalized group in our country. *This is why promoting responsible fatherhood is more important now than ever. The world is demanding positive change, and Black fathers, and the organizations that support them, need to be at the helm.*

A vision for the future...

You've heard it said time and again now that 2020 was a year like no other. The events we experienced as a nation and individually have only served to deepen Fathers Incorporated's mission to engage, equip, and empower marginalized fathers. Our vision for the future is not complicated: If Black fathers are lifted up, Black families will be stronger. To that end,

–Fathers Incorporated will continue to ask critical questions and create solutions that prompt our leaders and citizens to increase their understanding of what it means to be a Black father in America.

–Fathers Incorporated will continue to take actions to influence needed changes in policy and practice at the same time as we continue to work to build the character and resolve of Black men and fathers.

--Fathers Incorporated will continue affirming—not just Black lives—but Black fathers specifically. This means declaring loudly and unapologetically that Black dads matter.

Thank you as always for your continuing support of our vital work.



Kenneth Braswell
Chief Executive Officer

"No one is going to give us the answer. We improve the lives of vulnerable children and families through the actions we take and the solutions we create."

- Kenneth Braswell, CEO, Fathers Incorporated



Kenneth Braswell brings over 30 years of experience managing and leading fatherhood and community programs. He also serves as the Project Director of the National Responsible Fatherhood Clearing House (NRFC), directing and guiding the strategic activities of the NRFC. Throughout his career, Kenneth has managed over $75 million in fatherhood programming and initiatives. Braswell serves on several national boards and committees, including being a Board Member of Little Free Libraries. With his vision and expertise, Kenneth has positioned Fathers Incorporated to serve as a prominent leader in the Responsible Fatherhood field. In 2020, Mr. Braswell personally led 72 trainings, speaking engagements, or media interviews.

Born and raised in Brooklyn, Kenneth currently resides in Atlanta, and is the father of five beautiful children. He also is an uncle, grand-father, and husband to his beautiful wife, Tracy.

About Our Organization

Fathers Incorporated (FI) is a an award-winning 501(c)(3) not-for-profit dedicated to providing professional development, organizational capacity building, and direct services through the promotion of responsible fatherhood.

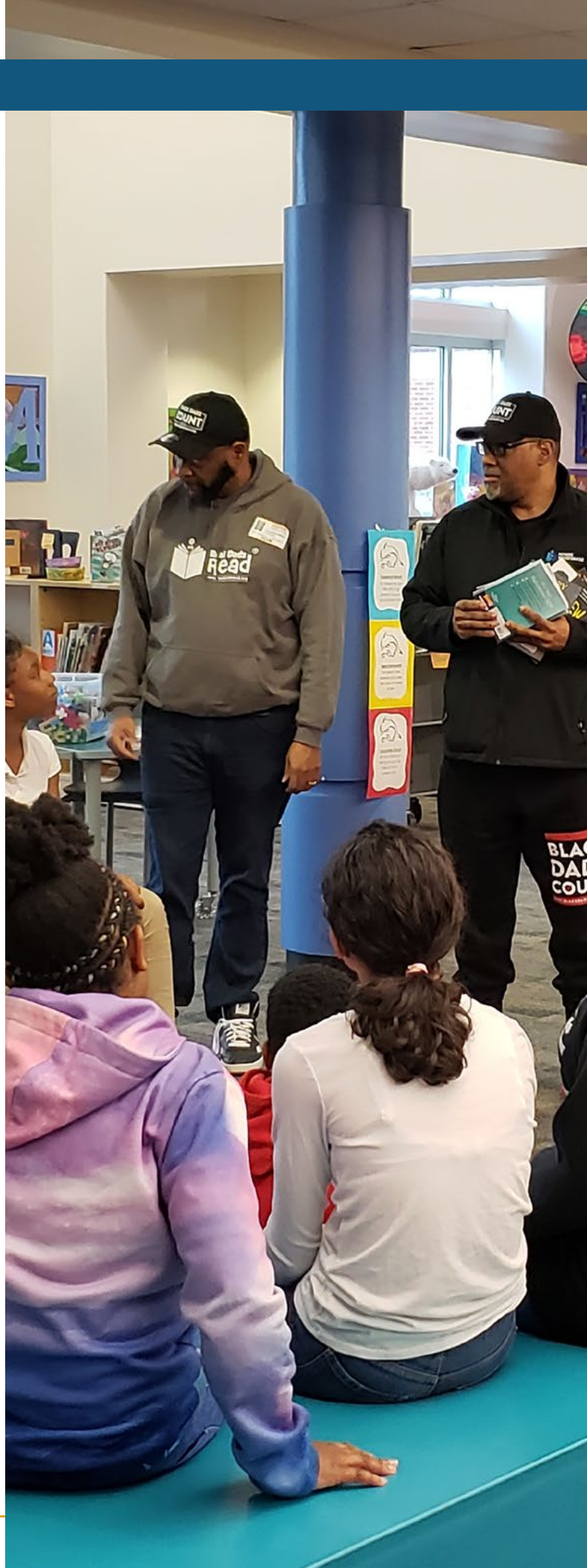
MISSION AND BACKGROUND

Fathers Incorporated works to change the current societal and cultural definition of family to be inclusive of fathers. Our mission is to engage, equip, and empower a community network of fathers and families by creating environments of support, parental education, positive societal narratives, and a father-focused blueprint to elevate the awareness of responsible fatherhood.

Established in 2004, FI has a unique seat at the national table, working with leaders in the White House, Congress, U.S. Department of Health & Human Services, Family Law, Business, Faith- and Community-Based organizations, and the Responsible Fatherhood Movement. We also work collaboratively with organizations around the world to identify and advocate for policy and practice changes that lead to healthy father involvement with their children.

Fathers Incorporated brings its expertise to the fields of fatherhood, human services, and criminal justice, serving as a resource for policymakers, government officials, state and local organizations, service providers, and fathers and families. By creating needed products and resources, making informed recommendations, and using innovative media, Fathers Incorporated helps fathers and children connect, raises awareness of the need for positive father involvement, and educates men and women about the importance of healthy father-child relationships.

Fathers Incorporated strives to be the “backbone support organization” that helps fathers, families, fatherhood organizations, and policymakers achieve the common agenda of strengthening families by building better fathers.



2020 SUPPORTERS AND PARTNERS

Ad Council

American Heart Association

Amerigroup

Annie E. Casey Foundation

Apogee Barbershop

Athletes In Action

Atlanta Gladiators

Atlanta Healthy Start Community Action Network

Atlanta Public Schools

Atlanta Public Schools Police Department

BCDI - Atlanta

Bethany Christian Services of Georgia

Black Star Project

Campaign for Black Male Achievement

Center for Black Women's Wellness

Child Find of America

Child Trends

Clayton County Department of Public Health

Clayton County Family and Children Services

Clayton County Healthier Generation (HRSA funded program)

Coalition of Schools Educating Boys of Colors (COSEBOC)

Daddy Saturday

Dadz Inc.

Dunwoody Springs Elementary School Governance Council

EDLanta

Element Sports (Lynn Bowden Jr.)

Fair Count

Fatherhood Research & Practice Network

Flawless Cuts

Foresters Financial

Georgia CAN (Steven Quinn)

Georgia Department of Child Support

Georgia Department of Juvenile Justice

Georgia DFCS - State of Hope

Georgia Early Education Alliance for Ready Students (GEEARS)

Georgia State University

Global Partners for Fathers and Families

Greater Atlanta YMCA

Hachette Books

HATCH Collection/Babe x HATCH

Healthy Youth USA

ICF International

Iron Cuts Barber Den

K.I.N.G. Movement

KPMG

Little Free Libraries

Manhattan Strategy Group

MDRC

Midwest Evaluations

Muscogee County Police District

National Association for Family, School and Community Engagement (NAFSCE)

National Cares Network

National Football League

National Head Start Association

National Institute for Children's Health Quality (NICHQ)

New Birth Missionary Baptist Church

NueWay Studios

Omega Psi Phi Fraternity Inc.

Process Success Foundation

Sesame Street Workshop

The 411 Brand

The Black Man Can

U.S. Census Bureau

United for Young Fathers

United Way of Greater Atlanta

University For Parents

Urban Institute

Urban One

VIA Consulting Group

Walton Family Foundation

WellCare

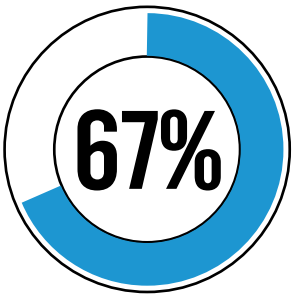
Westside Future Fund

BOARD OF DIRECTORS

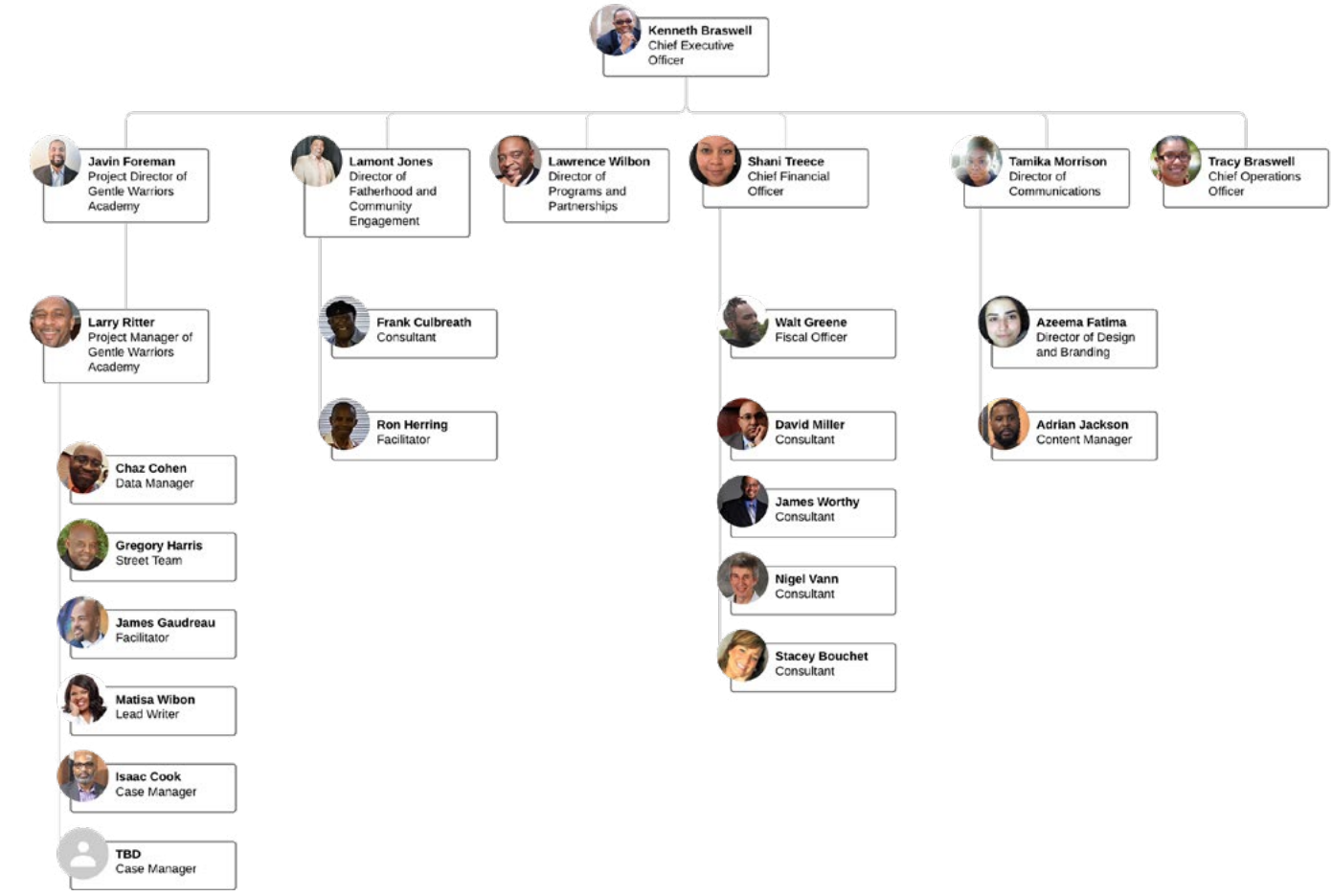
Kenneth Braswell, Chief Executive Officer
Dr. Darren Ferguson, Board President
Gary Eely, Board Vice President
Brett Chestnut, Board Treasurer
Dr. Jeff Gardere, Board Member
Dr. Janice Kelly, Board Member
Larry Ritter, Board Member
Andre Truman, Board Member
Ron Williams, Board Member

FATHERS INCORPORATED STAFF AND TEAM MEMBERS

In 2020, despite being in the midst of the COVID-19 pandemic, Fathers Incorporated was able to sustain its staff of with no layoffs or furloughs. While other non-profit organizations were downsizing and/or closing their doors, FI was able to increase staffing by 67% as a result of grant-awarded funding. 2020 began with 6 staff members and 4 part-time consultants. By the end of 2020, FI had increased its staff to 10. FI anticipates bringing on 5 additional staff members in 2021.



In 2020, Fathers Incorporated was able to increase staffing by 67%.



THEORY OF CHANGE

Fathers Incorporated - Theory of Change

FATHERS INCORPORATED

Fathers Incorporated's Theory of Change articulates the way we work with fathers and their families. This Theory—along with direct relations to other nonprofit organizations, funders and partners through our program implementation—provides a basis for accountability, continual learning, an intentional focus on our mission and innovative growth in the evolution of vital services and campaigns designed to support fathers and their families.

VALUES

- Equity and Inclusion
- Excellence
- Compassion
- Servant Leadership
- Innovative
- Evidence Based
- Family-Centered

Our Primary Vision: Black Fathers are positively visible and valued as essential contributors to our society.

RESULTS

- Children have healthy access to fathers regardless of parental relationship
- Necessary availability of relevant support and services exist for fathers
- Human Service agencies understand the essentialness of fathers
- Peer-to-Peer networks exist for fathers to mentor and be mentored in safe spaces
- Educational opportunities exist to strengthen the life skills of fathers
- Provide professional development and technical assistance to strengthen the field of responsible fatherhood



STRATEGIES

- **Build** - Innovative platforms to provide support and services to fathers
- **Deploy** - Strategies to increase fathers' connection to their children and family
- **Impact** - Systems and services that address the health and mental health of fathers
- **Influence** - The societal consciousness and media betrayals of fathers
- **Establish**- A data-driven, multi-stakeholder collaborative approach that leverages existing technology (ENTREPID)

BELIEFS

1. All children should have the love, care, emotional and financial support of both parents, regardless of whether the parents live together or not.
2. Fathers should take personal responsibility for their children and have the necessary resources to fulfill their parenting roles.
3. Policies and programs should affirm and promote responsible fatherhood.

Our Mission: To engage, equip and empower a community network of fathers and families by creating an environment of support, parental education, positive societal narratives and a father-focused blueprint to elevate the awareness of responsible fatherhood.





FATHERS INCORPORATED PROGRAMS

1. THE MOYNIHAN INSTITUTE FOR FATHERHOOD RESEARCH AND POLICY (MIFRP)

Implemented in 2020, this scholarly collaborative of 10 esteemed researchers conducts and disseminates research on fathers and families, policy analysis/recommendations, and evidence-based advocacy for fathers, with a special emphasis on fathers of color. MIFRP was awarded its first grant by the Annie E. Casey Foundation in September 2020 for a research project examining the circumstances and needs of young fathers in Atlanta's NPU-V neighborhoods.

2. GENTLE WARRIORS ACADEMY (GWA)

GWA is designed to help adult fathers (ages 18 and older) incorporate practices and behaviors for managing the responsibilities of being parents/co-parents and partners and support through a 26-hr/7-week cohort-based approach. These core areas are reinforced through GWA's coordinated case management process and wrap-around services, which are tailored to help address obstacles that fathers and their families face on their journeys to attaining and maintain healthy parental and partner relationships as well as program completion.

The 12-month GWA project design consists of three primary segments:

1. Ongoing planning
2. 12 months of program service delivery
3. 12 months of evaluation

Central to the program service delivery and evaluation phases is GWA's case management services, which ensures that the needs of each participant are assessed and addressed quickly and appropriately by case managers.

GENTLE WARRIORS 2020 OUTCOMES

Fathers Incorporated received a $5M grant in 2020 from the U.S. Department of Health and Human Services (Office of Family Assistance) to provide Responsible Fatherhood Services through GWA in Metro Atlanta through 2025. As of December 31,2020, GWA had over 800 fathers enrolled.

3. PARENT AND PROFESSIONAL TRAININGS

FI's trainings for parents and professionals include curricula and trainings developed by Fathers Incorporated that are research- and evidence-informed and provide comprehensive and culturally relevant content. Trainings include:

Next Level Fatherhood: This 10-module program is designed to empower and transform dads so they contribute to the strengthening of their children and family.

Next Level Life Skills: This 10-module course is designed to help fathers develop practical life skills that are transferable throughout all aspects of life.

Fostering Family Leaders: In this 10-module, peer-to-peer leadership development program, parents learn the competencies that will help them become effective advocates for their children, themselves, and their community.

Next Level Financial Foundations: This is a 10-module training to help low-income parents understand and implement sound fiscal decisions, create budgets, build credit, and engage in saving.

Standing in the Gap: This interactive, multimedia driven, one-day training is designed to help single moms understand and develop tools for raising their African American sons.

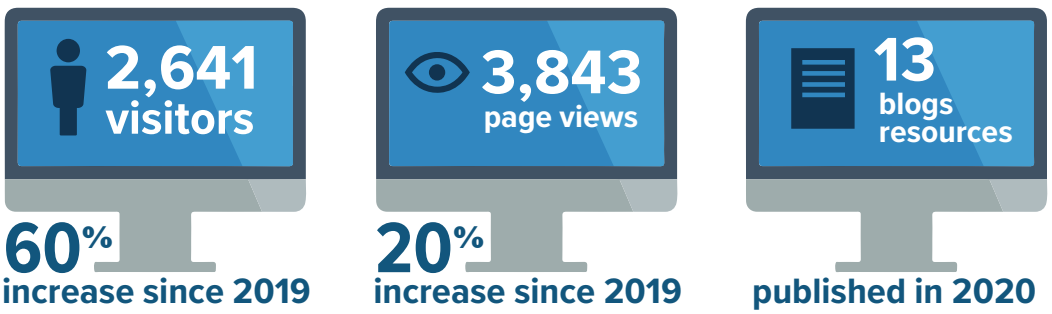
What About Dad?: This one-day training explores the role and practice of human service professionals and how they can effectively engage non-resident fathers by understanding issues of power, gender, race, and socioeconomic status of themselves and the fathers and families they serve.

198 TRAININGS
in 2020
144%
increase since 2019

1,081 ATTENDEES
in 2020
171%
increase since 2019

4. DADS PAD

A virtual place for news, views, and communications related to fatherhood and families. In 2020, Dads Pad had 2,641 visitors, a 60% increase from 2019, and 3,843 page views, a 20% increase from 2019. There were 13 blogs or resources published on Dads Pad in 2020.



5. REAL DADS READ (RDR)

Reading is a fundamental skill. A child's ability to read proficiently by third grade is the most significant predictor of his or her school success, high school completion, and future economic stability. However, approximately 80% of low-income children will not achieve this crucial milestone. RDR attempts to change this outcome by engaging barbershops, schools, and other educational entities to encourage fathers to read to their children. Reading to children is also a clear and beneficial way for fathers to spend quality time with their children.

The Real Dads Read program places little libraries in barbershops to encourage fathers to read to their children while they wait for a haircut. Fathers are able to share books in the barbershop and also take the books, which are intentionally chosen to be culturally relevant for African American families, home for free.

Georgia State University received funding from the Fatherhood Research and Practice Network to examine barbers' implementation of Real Dads Read in 21 barbershops located in Atlanta, Georgia. The report, published in 2020, can be found here: https://www.frpn.org/asset/frpn-grantee-report-examining-the-real-dads-read-program-barbers'-and-fathers'-reflections-and

Findings from qualitative interviews demonstrate that barbers had varying degrees of knowledge about and buy-in to the RDR program. Barbers who saw themselves as "readers" discussed the importance of the program in supporting children's learning, articulated specific strategies that they used to encourage fathers to share books with their children while at the barbershops, and endorsed the need for taking books home to bolster children's home libraries. These barbers were also much more likely to speak of themselves as a personal and professional resource for families and to articulate the importance of the barbershop as a gathering place for African American men.

REAL DADS READ 2020 OUTCOMES



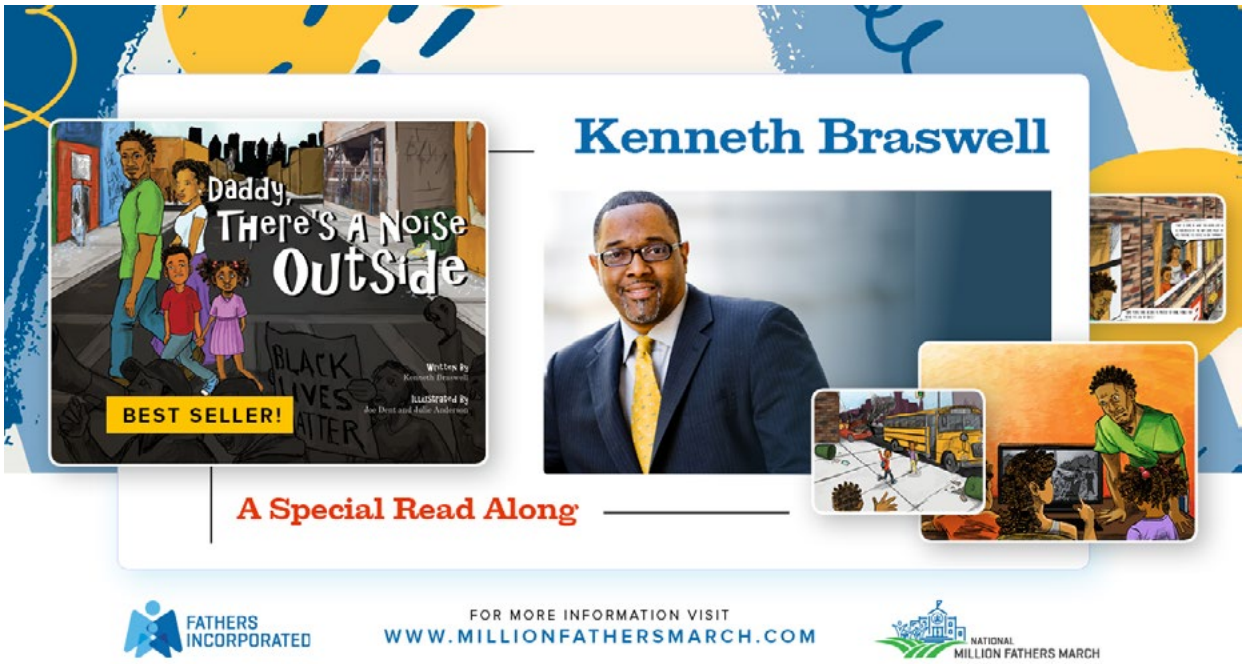


In 2020, Real Dads Read expanded during COVID to partner with Atlanta Public Schools and the Atlanta Police Department to launch our Real Dads Read Mobile Unit where 1,305 books were distributed by police officers to students during drive through lunch distributions over the summer months. Police officers would also take time to read to students as well.

lit·er·a·cy

6. LITERACY DEVELOPMENT

Kenneth Braswell has written 4 children's books that include a father playing a central role in the family and actively engaged with his children around a variety of issues. Each book addresses a different social-emotional topic that encourages meaningful dialogue between families and children. As a result of the racial unrest in 2020, Mr. Braswell's first children's book, *Daddy, There's a Noise Outside*, which focuses on protesting, was in high demand.





National Responsible Fatherhood Clearinghouse
fatherhood.gov

7. NATIONAL RESPONSIBLE FATHERHOOD CLEARINGHOUSE (NRFC)

FI was awarded the contract for management of the NRFC in 2010. The NFRC is funded by the Administration for Children and Families' Office of Family Assistance. It is a nationwide effort to assist states and communities in promoting and supporting responsible fatherhood. With a dual purpose of developing outreach efforts to fatherhood practitioners and dads, through the management of the NRFC, FI provides access to print and electronic publications, timely information on fatherhood issues, and targeted resources that support the fatherhood field.

The NRFC has matured into a robust and indispensable tool to support and engage fathers and stakeholders who invest efforts in responsible fatherhood. The goals of the NRFC are to provide, facilitate, and disseminate current research and proven and innovative strategies that will encourage and strengthen fathers and families and providers of services via the following activities:

- **A National Fatherhood Media Campaign** that promotes the essential role of fathers to their children's well-being: #Dadication.
- **A Robust NRFC Website** – Fatherhood.gov with a library of fatherhood resources and a searchable map and database of fatherhood programs across the country.
- **A Virtual Collaborative Community** offering real-time peer engagement and sharing of resources among fatherhood professionals and stakeholders.
- **Webinars** – The NRFC delivers at least 5 webinars each year focusing on promising practices and cutting-edge topics of interest to the responsible fatherhood field.
- **Social Media Engagement** via Twitter, Facebook, Instagram, YouTube, and LinkedIn.
- **Development and Dissemination of Written Products and Resources** that advance responsible fatherhood research and practice, as well as provide tips and guidance for fathers themselves.
- **A National Call Center (1-877-4DAD411)** for dads, practitioners, and other fatherhood stakeholders where dads in crisis can obtain critical resources and receive referrals to Parent Help for more in-depth case management and conflict resolution.
- **Outreach, Training, and Presentations** at conferences and events.
- **National and Regional Convenings** of fatherhood practitioners and stakeholders. In 2019, Fathers Incorporated led the planning, logistics, and execution of *The National Fatherhood Summit: Fanning the Fatherhood FIRE*, the first federally-led convening of its kind to engage stakeholders across the fatherhood field.

  The Summit brought together approximately 700 fatherhood stakeholders who were diverse in expertise but unified in passion for Fanning the Fatherhood FIRE.

Fatherhood FIRE
Family-focused • Interconnected
Resilient • Essential

OVER 90% OF ATTENDEES AGREED

1) THE SUMMIT INCREASED THEIR UNDERSTANDING OF CRITICAL FATHER ISSUES;
2) THEY MADE NEW PROFESSIONAL CONNECTIONS AT THE SUMMIT; AND
3) THEY WOULD SERVE FATHERS BETTER DUE TO WHAT THEY LEARNED AT THE SUMMIT.





Black Dads Count campaign team partnering with Fair Count Founder and Leader, Stacey Abrams, at an event in Columbus, GA.

NRFC

A robust and indispensable tool to

SUPPORT AND ENGAGE FATHERS

and stakeholders who invest efforts

IN RESPONSIBLE FATHERHOOD

FATHERS INCORPORATED CAMPAIGNS AND PROJECTS

1. BLACK DADS COUNT

Black Dads Count was a collaborative effort led by Fathers Incorporated to galvanize Black fathers to ensure they were counted in the 2020 U.S. Census. According to the National Coalition on Black Civic Participation, the Black community was undercounted by more than 800,000 in the 2010 Census. Black immigrants, children under 5, African American men, and the Black LGBTQ community made up much of the undercount, resulting in more than $675 million of government resources reallocated to other communities. In Georgia, it was estimated that as many as 67,000 Black men were at risk of being undercounted in the 2020 Census.

Based on these estimates and facts, Fathers Incorporated launched its messaging campaign, Black Dads Count (blackdadscount.com). Black Dads Count educated and empowered dads to become civically engaged by participating in the 2020 Census. The launch took place on January 20, 2020, commemorating the Dr. King holiday. This campaign intentionally targeted Black dads in the region's hardest to count areas: Clayton County and South Dekalb.

BLACK DADS PARTNERS:

- **Fair Count:** Fair Count is dedicated to partnering with Hard to Count (HTC) communities to achieve a fair and accurate count of all people in Georgia and the nation in the 2020 Census, and to strengthening the pathways to greater civic participation. Fathers Incorporated partnered with Fair Count to engage a hard-to-count group, Black men. Fathers Incorporated partnered on several events with Fair Count including:
  - Black Men Speak Series
  - Black Men Count--Barbershop Talk, Klouse Cuts, Columbus GA
  - Virtual Townhall
  - Fair Count Bus tour
- **City of Forest Park**
- **Clayton County Complete Count Committee**
- **Henry County Complete Count Committee**
- **New Birth Missionary Baptist Church**

BLACK DADS COUNT 2020 OUTCOMES

10
Events

2,770
Participants

Black Dads Count Facebook Group

3,307
Members

100%
Male

1,453
Posts

1,453
Comments

13,568
Reactions


A 2020 VISION FOR BLACK DADS AND THE U.S. CENSUS
MEN FATHERS COACHES MENTORS PASTORS
UNCLES GRANDFATHERS
BLACK DADS COUNT™
THREE WAYS TO CONNECT
Visit our website www.blackdadscount.com
Text "BlackDadsCount" to 66866.
Follow us on Facebook, Twitter and Instagram.
FATHERS INCORPORATED
WWW.BLACKDADSCOUNT.COM
Shape your future START HERE >
United States Census 2020


BLACK
DADS
ROCKS

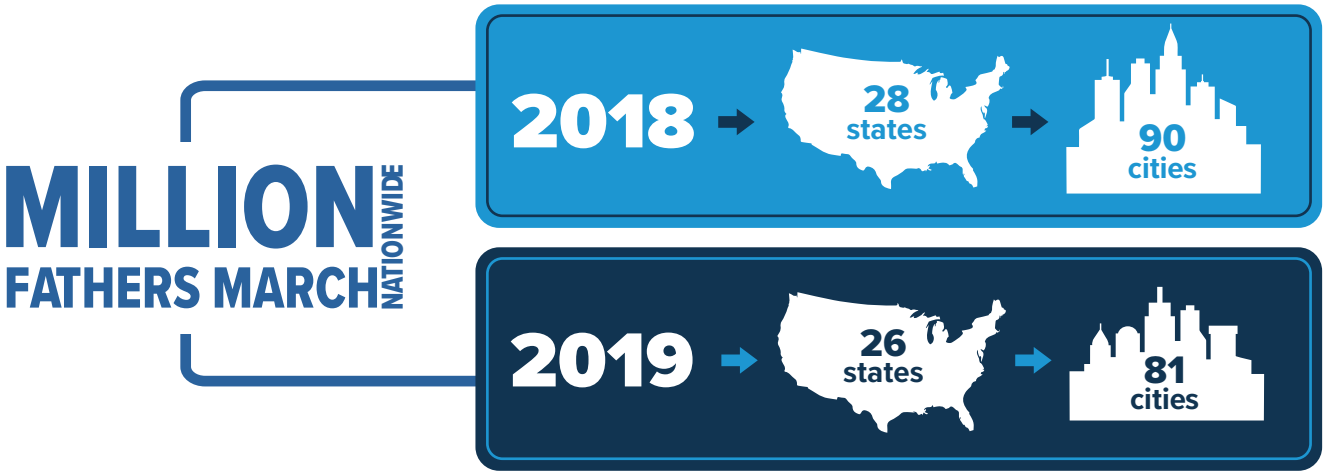


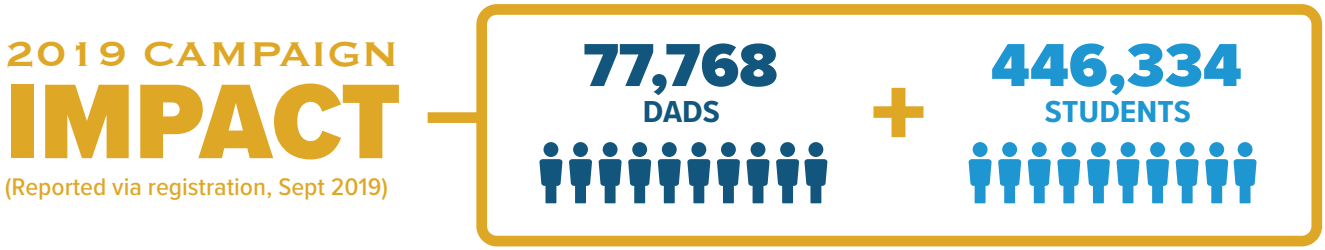
2. MILLION FATHERS MARCH (MFN)

The Million Fathers March is an opportunity for men to show their commitment to the educational lives of their children throughout the school year. Since the march began in 2004, fathers and other significant male caregivers across the United States have gathered to accompany their children to their first (or a designated day) of the new school year. Each annual MFM marks the beginning of a year-long commitment by men to their children's educational success.

MFM is a community-driven event inclusive of fathers and significant male caregivers, and other male role models. Additionally, representatives from entities such as public and private schools, community-based organizations, government agencies, local businesses, and faith-based institutions, along with elected officials are also asked to join in and support the march. In 2019, fathers and schools from 26 states and 81 cities registered to participate in the march.

In 2020, as a result of COVID-19, the Million Man March had to be held virtually. On September 25, 2020, from 8:00 a.m.-12:00 p.m., Fathers Incorporated hosted a four-hour virtual event to engage dads and their children in the comfort of their homes or in social distancing environments. The event was streamed on multiple platforms, including Facebook LIVE and YouTube. The event included performances by Culture Queen, Fun with Science, and an author interview with New York Times Best Selling Children's Author Jerry Craft. The event had 223 participants.






MILLION FATHERS MARCH
NATIONWIDE
OUR THEME FOR THE DAY!
Real Dads Read
SEPTEMBER 25 2020 FRIDAY
Take Time to Escort Your Child to School with Tens of Thousands of Dads across the country!
ENGAGE
VISIT
SIGN UP
BUILD
READ
FATHERS INCORPORATED
FOR MORE INFORMATION ON THE EFFORT VISIT
WWW.MILLIONFATHERSMARCH.COM


WELCOME TO
MILLION FATHERS MARCH
2020 Virtual Event
LIVE


IN THE WEST END


Special Edition
Lunch and Learn with GRIFF
Our Topic:
Real Dads Read
LUNCH & LEARN


Culture Kingdom Kids
With Culture Queen


Jerry Craft
NEW KID
Interview by
Andrew Brown


Kenneth Braswell
Daddy, There's a Noise Outside
BEST SELLER!
A Special Read Along


Derrick Barnes
I AM EVERY GOOD THING
NY Times Best-Selling
Multi-Award Winning Author
Interview by
Andrew Brown


Fun Weird Science
With Ronnie Thomas

Fathers Incorporated's web activity
increased substantially in 2020:

VISITORS
increased by
↑279%
for a total of 6,397 users

SESSIONS
increased by
↑315%
for a total of 8,576 sessions

PAGES
visited/session
increased by
↑42%
for an avg of 2.51 pages visited per session

DURATION
of avg session
increased by
↑78%
with an avg session lasting 2 min, 33 sec

PAGE VIEWS
increased by
↑489%
for a total of 21,549 page views

BOUNCE RATE
decreased by
↓14%
with an overall bounce rate of 60%

Fathers Incorporated's

Black Dads Matter Blog

was among the Institute for Family Studies'

Top 10 Most Viewed Blogs of 2020

The Blueprint, a 2020 FI publication, was FI's most accessed resource for the year.



Social Media Footprint

Fathers Incorporated operates multiple social media platforms for maximum reach and audience engagement.

@atlfatherhood
@blackdadscout
@BraswellKenneth
@Fathersincorp
@RealDadsRead
@wheremydadsat
blackdadscount
fathersincorporated
realdadsread
Fatherhoodisbrotherhood
Fathers Incorporated
The BluePrint
Moynihan Institute for Fatherhood Research

Increase in **SOCIAL MEDIA REACH** from 2019 to 2020

28,847 Engaged Users	**8,946** Fans	**7,900** Followers	**57%↑** Following
4,781 Social Mentions	**838** Posts	**2,200** Tweets	**1,200** Posts

Traditional Media Footprint

FI had 346 earned media mentions in 2020

138 of those mentions occurred on broadcast television, mostly from FI's mention on the Kelly Clarkson show on July 9, 2020. The most popular topic covered by the press was about FI's Real Dads Read partnership with the Atlanta Police Department..

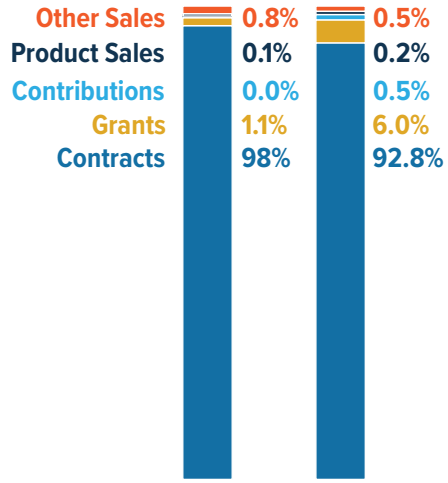
Financial Summary

Fathers Incorporated Financial Summary - Operates on a cash basis

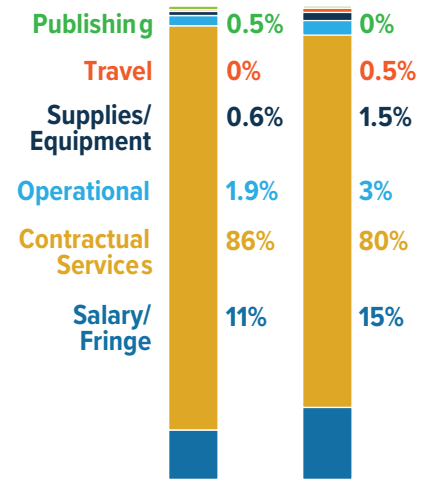
	2019	2020
Annual Income	$5,422,783	$4,912,365
Average Annual Income	$5,167,574	

	2019	2020
Income	$5,422,783	$4,912,365
Expense	$5,362,651	$4,904,313
Net Income	$8,052	$60,132

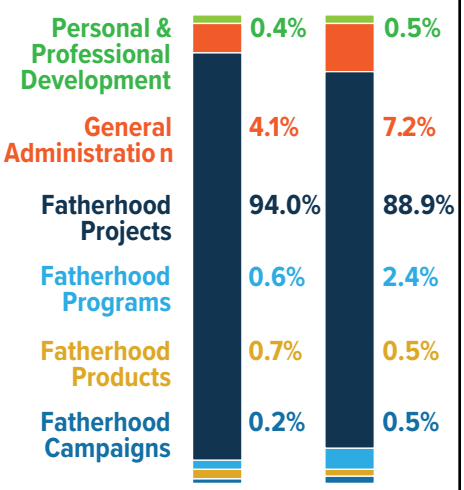
Income Allocation



Expense by Budget Category



Expense by Program Area













Meet Adrian!

Adrian Jackson is a 49-year-old Howard University Alum, former entrepreneur, and--most notably--a loving father to two little girls ages 5 and 1.

Adrian approaches his role as a father in earnest. In the past few years, Adrian has had to endure the exhausting battle of legitimation. Legitimation is the legal process wherein the father of a child born out of wedlock establishes his parentage and legal rights to his child. Working with Fathers Incorporated through this process has provided Adrian with the emotional and mental tools he needed to remain self-aware and steadfast in his pursuit of being legally recognized as his children's father. Fathers Incorporated provides a support system that has nurtured Adrian's self-esteem by honoring and respecting his role as a father. This support system helps Adrian to focus on the well-being of his daughters instead of conflict with their mother or the trials and tribulations that come with navigating our legal system as an unmarried father.

With the help of Fathers Incorporated, Adrian has been able to overcome other obstacles as well. Like many others, Adrian found himself unemployed due to the COVID-19 pandemic. Refusing to feel sorry for himself, Adrian enrolled in personal development, cooking, active parenting, family leadership, and fatherhood classes provided by Fathers Incorporated. His desire to continue to grow personally and as a father led to Adrian being hired to join the Fathers Incorporated team as a communication content manager.

Adrian is currently a devoted, gainfully employed father who, with the tools and resources made available to him through Fathers Incorporated, has developed an emotionally intelligent parenting style and the wherewithal to be a legal, actively engaged father and cooperative co-parent who prioritizes his children's needs and best interests above any other life circumstances he may face.



Meet Aaron!

Aaron Ashbury is a 27-year-old Atlanta native and--above-all--a loving father to four young men he affectionately refers to as his "young kings." Aaron is on course to graduate as a Certified Electrical Technician at the end 2021.

Aaron approaches his role as a father with humility and sincerity. One of Aaron's greatest fears is sending his children out into the world ill-prepared. He speaks to them often about the realities of what it means to be a Black man in America and the social injustices they are likely to face.

Due to his fiancée's participation in the Center for Black Women's Wellness, Aaron became connected with Fathers Incorporated by participating in its Next Level Fatherhood program offered there. Aaron is grateful that Fathers Incorporated has provided him with a supportive community of men with whom he can confide. Aaron says that the information Fathers Incorporated taught him has helped him become a better father. He now understands the role of accountability in his life—to his children and others. Aaron knows the pain of growing up without an active father, and he is working hard as a parent so that his children won't have to ever experience that pain.

While participating in Next Level Fatherhood, Aaron also was encouraged to reunite with his older brother who he has not seen or spoken to since he was a young boy. This renewed relationship has afforded the two men an opportunity to bond--both as brothers and fathers--with his brother becoming a father figure to Aaron, supporting him in his role as a father, and being another positive male role model and caregiver for Aaron's children.

Fathers Incorporated has helped Aaron build additional, supportive peer relationships with other fathers in its program. Engaging with others dads as soundboards and confidants, Aaron has learned there is great joy in being able to prepare his children for the world.

FATHERS INCORPORATED™

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