



Impact Report 2023

Solving illiteracy through
high-interest books and
high-quality teaching

Once you learn to read, you will be forever free.

- Frederick Douglass

The Literacy Crisis in our Community

Only 46% of third-graders in Duval County are reading on grade level, according to the Florida Assessment of Student Thinking (FAST), which is lower than the state of Florida’s average of 50% and below Florida’s six largest urban school districts. We are experiencing a literacy crisis in Jacksonville, but we are working hand-in-hand with our community on solutions.

READ USA’s research-based, multi-layered programming is helping children achieve – and sometimes surpass – grade-level reading proficiency. We have developed and refined our unique approach to equip and empower students to become proficient readers and writers.



The ability to read by third grade is critical to a child’s success in school, life-long earning potential, and their ability to contribute to the nation’s economy and its security.

- Annie E. Casey Foundation

A Message from Our CEO and Board Chair

Reflecting on the past decade, as READ USA has been entrusted and honored to add much-needed capacity to the school district during an unprecedented time of teacher and funding shortages, we are filled with gratitude, inspiration, and more commitment than ever before to realize a literate community.

A community where teens are ready to positively contribute to society, teachers are empowered and respected in their profession, and where all children are free and able to accomplish their dreams. We continually witness the individual empowerment and joy that occurs when students learn to proficiently read a book that is personally selected by them. Choice energizes personal growth, which is why choice has remained at the center of our work in solving the literacy crisis in our community.

It has also been remarkable to see the transformational change that one person has the power to spark in others. That is the very foundation upon which READ USA was built: our first free Book Fair in 2011 was the result of one person identifying a need and gathering support to address that need.

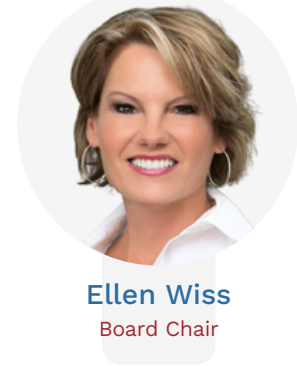
Our foundational belief in the power of one only continues to grow and resonate more every day. Reading proficiency is foundational to learning. Every teen tutor we train and employ is teaching literacy skills to a student who is struggling to read using a unique, one-to-one model. The power that one teen tutor possesses to help a student read proficiently and confidently is not only transformational for that student, but for our whole community in becoming more literate, empathetic, and productive. We help facilitate this transformation daily. One by one, we are closing the literacy gap because a teen tutor—one person—saw an opportunity and a pathway to make a difference.

Enabled by our donors, partners, and supporters, READ USA is humbled and honored to provide these opportunities and pathways for the students and teen tutors we serve. In our 2023 Impact Report, you will see the tremendous progress we are making towards solving the literacy crisis by providing high-interest books and high-quality teaching. Our supporters have rallied alongside us in our work because they too have seen the transformational impact that one person can have on others. For their confidence and investment in our mission, we are immensely grateful.

Concurrently, our team remains grounded in how much progress is still needed in our community to fully close the literacy gap. We are thankful to our donors, partners, and supporters who continue with us on our laser-focused, evidence-based journey to ensure that every child and teenager has the skills, resources, and support to accomplish their dreams. Together, we know that a fully literate community is within our reach.



Robert H. Kelly, Jr., Ph.D.
President and
Chief Executive Officer



Ellen Wiss
Board Chair

Solving the Literacy Crisis


Our Mission: READ USA works to solve illiteracy through high-interest books and high-quality teaching.

We have formulated programming that is transformational for every child, teenager, and teacher we engage and has the ability to uplift our entire community and education system in Duval County. Our whole-child approach improves literacy, cultivates social-emotional skills, builds confidence, and ensures that every child and teen we support feels seen, heard, and valued.

High-Interest Books

Our foundational concept is that **Book Choice & Ownership** are essential to improving literacy proficiency in students. Access to books and book ownership are vital to reversing the grade-level reading crisis with 61% of low-income households having zero books in the home. Through our free, annual READ USA Book Fairs at all public elementary schools in Duval County, students can explore and choose titles and topics that interest them most, exponentially increasing their desire to read those books. Just as importantly, our Book Fairs level the playing field by providing every student with free books, eliminating a barrier to access for many. Furthermore, our Book Fairs and other book events provide resources to encourage **Family Engagement** in literacy skill development.

Our commitment to diversity and inclusion is represented through our **Multicultural Literacy** programming, ensuring that elementary-aged children have access to books and online resources that feature characters who look like them.



I was so moved by the work that READ USA is doing. I thought, what amazing work they are doing in schools and with books; I knew I wanted to get involved and support.

- Ashley Goggins,
READ USA Board Member



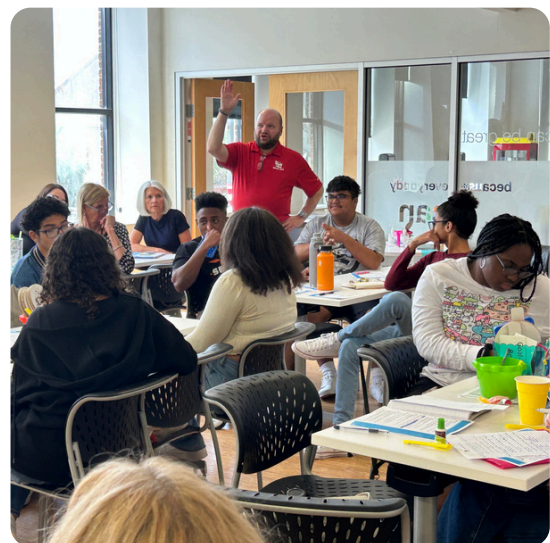
We also publish a monthly children’s book series featuring a fictional character, Jeremy, who tells the stories of local community leaders. Through these offerings, our focus is to make diversity and representation – both vital to a child’s development – more visible through literacy.

High-Quality Teaching

We have refined our literacy intervention to focus on three core groups: children, teenagers, and educators. We train and employ teenagers to provide daily, intensive, one-to-one Literacy Tutoring to elementary students. Verified by third-

party evaluators, our unique intervention produces statistically significant growth in reading proficiency – yet the benefits reach even further. **Workforce Development** and a focus on mental and emotional health also facilitate improved, lifelong outcomes.

Teachers benefit from enhanced pay through our **Professional Development for Educators** programming, which embeds learning opportunities inside the classroom and beyond. We provide teachers, reading coaches, paraprofessionals, and other instructors with free training, tools, and resources for them to improve literacy outcomes in their classrooms.



Literacy Tutoring

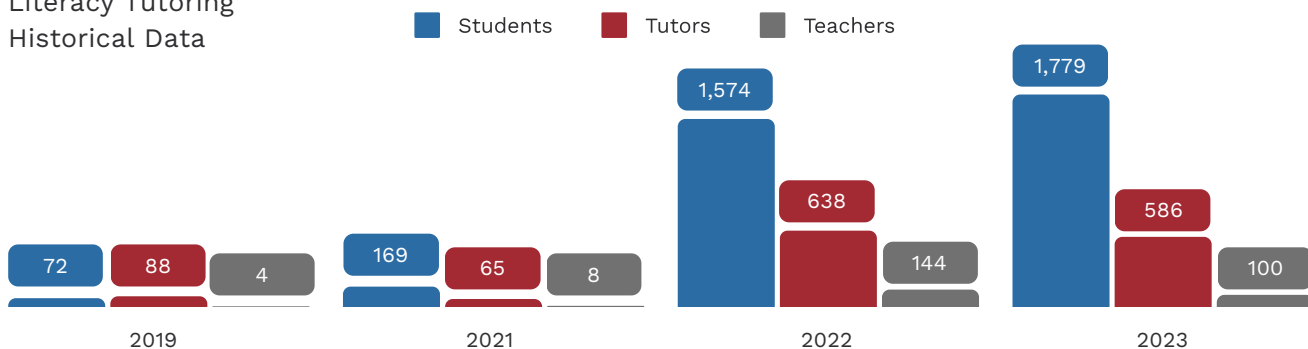
Our Literacy Tutoring program deepened its reach and influence in our community in 2023, further demonstrating the impact and efficacy of our model in improving literacy skills and closing the literacy gap. Additionally, our program elevates the teaching profession and provides much-needed additional capacity to schools during a time of high teacher vacancies in the district.

In Literacy Tutoring, we train and employ teens mostly from under-resourced communities to provide daily, intensive tutoring to Duval County elementary students from those same communities.

Tutors receive in-the-moment coaching and support from certified reading teachers during tutoring and progress is intricately measured before, during, and after each tutoring semester. Professors from The Ohio State University have continued to be our partners and third-party evaluators of tutoring results, which are reported back to Duval County Public Schools leadership and the community at large.

Last year **1,779** students received tutoring from **586** teen tutors who were supervised and coached in-the-moment by **100** certified reading coaches.

Literacy Tutoring Historical Data



Watch our tutors address what their work means to them.



Randomized Controlled Trial Demonstrates Success

READ USA conducted our first-ever randomized controlled trial in 2023 and announced the results in 2024. This scientific study measured Literacy Tutoring’s effectiveness on a group of students who received tutoring in fall of 2023, while another “control” group of students received tutoring in spring 2024.

Both groups were evaluated pre- and post-study using the same methods, and the results were compared to measure tutoring’s impact on the first group. The full report analysis is available on our website, which demonstrated that students:



- Were 68% more likely to have a greater improvement on the FAST (Florida Assessment of Student Thinking)
- Grew an average of 8 months in accuracy, 7.5 months in comprehension, and 5.1 months in fluency in just 3 months of tutoring
- Showed higher on-average school attendance rates



READ USA intentionally adds capacity to our District’s efforts by bringing additional funding for evidence-based instructional programming that results in accelerated literacy outcomes for children.

- Paula Renfro, Chief Academic Officer,
Duval County Public Schools

Workforce Development

Our Literacy Tutoring program serves a dual purpose: not only is it improving elementary students and their own reading skills, the program is also empowering our teen tutors with Workforce Development skills.

In 2023, we sharpened our intentional focus on Workforce Development. READ USA formalized a program that provides professional, career, and transferrable workforce skill development to better position our teen tutors to compete and excel in the global marketplace – no matter the career or industry they choose. As part of this, we routinely evaluate and cultivate opportunities to enhance and expand the program’s resources and impact.

Vision 2024: READ USA Tutor Apprentices

An apprenticeship experience and credentials further transform teen tutors into the adult workforce of tomorrow. Our aim is an enhanced capstone experience that addresses two areas concurrently: working (tutoring) and building (professional development).

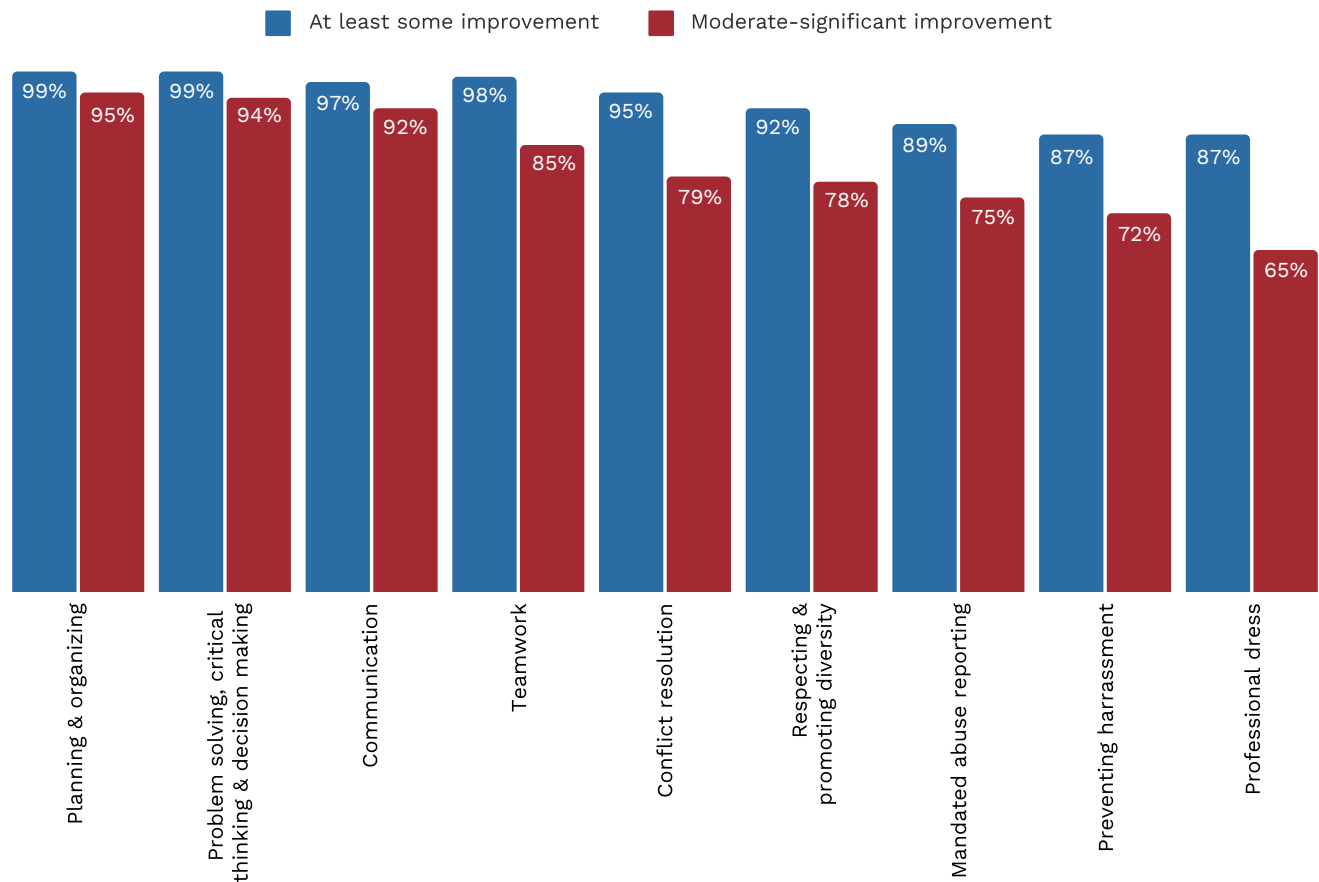


Areas of Skill Development

- Literacy improvement – *our teen tutors are improving their own reading, too!*
- Financial and digital literacy
- Career exploration
- Interview practice, mentoring, and preparation
- Resume building
- Professional conduct
- Trauma-informed training
- Regular, on-site, real-time coaching and virtual trainings on personal and professional development topics
- Duval Ready For Work Capstone Experience and credentials



Learned or Improved Job Skills or Traits



AmeriCorps Partnership Enhances Workforce Development

Last year, READ USA received a tremendous opportunity to diversify our funding through an AmeriCorps grant to provide enhanced workforce development training to our teen tutors. In fact, READ USA was the largest grant recipient in the region and was one of the largest programs funded in the state! As a national organization, AmeriCorps is the perfect partner to grow with us as we scale our Literacy Tutoring program, and we have continued to cultivate this partnership.

Introducing Our First AmeriCorps Tutor Leader Cohort

In October, we had the honor to host our first “Apron Ceremony” and induct our inaugural group of AmeriCorps Tutor Leaders! While AmeriCorps Tutor Leaders’ day-to-day activities in Literacy Tutoring are similar to other tutors, these exceptional teens received additional intensive training specifically tailored to working with children in our community with the most critical needs.

AmeriCorps Tutor Leaders received training in citizenship, disaster preparation and response, CPR and first aid, and other areas. The purpose is to more fully prepare AmeriCorps Tutor Leaders for the workforce, while also providing them with the benefits of being an AmeriCorps service member: an educational stipend, living allowances, and participation in ongoing professional development trainings, among others.



AmeriCorps VISTA Program

We joined the ranks of an esteemed group of organizations last year when READ USA was selected into the AmeriCorps VISTA program! As part of this, we received full-time, year-long service positions to help us grow and expand our impact. Our VISTA members join 7,000 other service members nationwide who help local nonprofits across the country expand organizational capacity to make positive change in their communities.

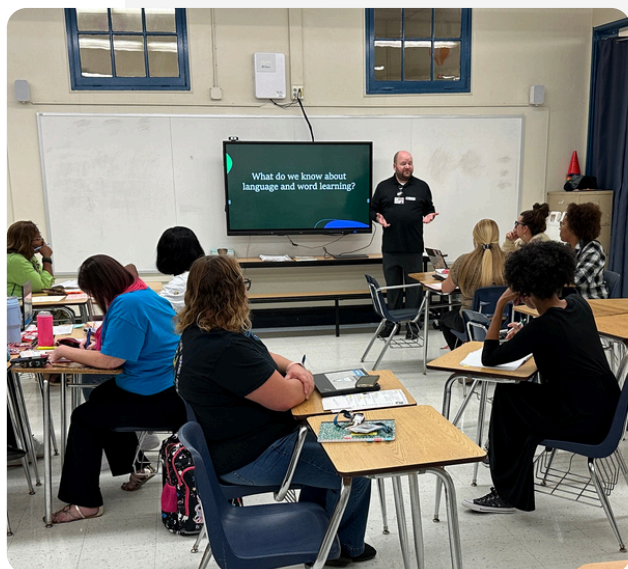
Professional Development for Educators

Professional development is embedded in nearly everything we do. Passionate about what they do every day, educators – including our teen tutors – are hungry for in-the-moment coaching and ongoing learning opportunities to elevate their impact. Through our focus on Professional Development for Educators, READ USA empowers teachers to further develop their instructional pedagogy. We are a go-to resource for educators across the region and state, and 2023 was a year of tremendous reach!

Educators in Duval County play an essential role in our Literacy Tutoring program by providing coaching and real-time support to teen tutors during tutoring sessions. We provide enhanced training to these teachers and tools and resources to not only support our tutors, but to implement those learnings in their classrooms as well.

Every training and resource we provide is free-of-charge to the educators who receive them. Throughout the year, READ USA experts provide school-based development opportunities and lead district-level training programs through our partnership with Duval County Public Schools.

We also participate in a number of educator-focused conferences and symposia to network, share best practices and resources, and conduct



training seminars – all focused on equipping educators and district-level training leaders with the latest tools and instructional resources available. In 2023, our leadership participated in:

- Florida Literacy Association Annual Conference
- TEACH Conference
- Stem2 HUB Learning Ecosystems Community of Practice Convening
- Jim Moran Institute for Global Leadership

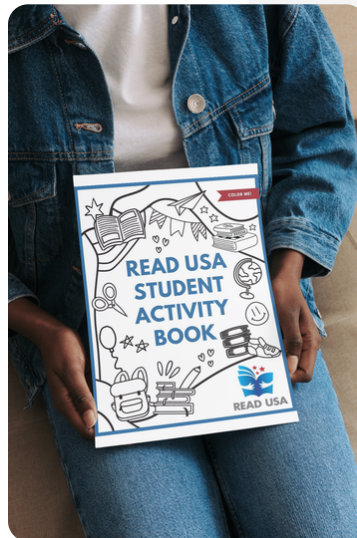
Family Engagement

Providing parents and caregivers with resources to help them cultivate a love for reading in the home is part of our focus on Family Engagement. We also participate in a number of community events across Duval County throughout the year that provide those resources as well as free books, backpacks, and other items to children and families.

We do this to bring books and a passion for literacy to families in their own communities, thus also helping eliminate a barrier to access for many. Last year, we participated in many community events, including Family Reading Days, community book giveaways and read alouds, and others.



In 2023, READ USA created all-new reading activity and resource guides available in nine languages – from Spanish to Farsi to Chinese – for children and parents/caregivers. These were provided to every elementary student across Duval County during our 2023 Book Fairs and are also available at other READ USA and community events.



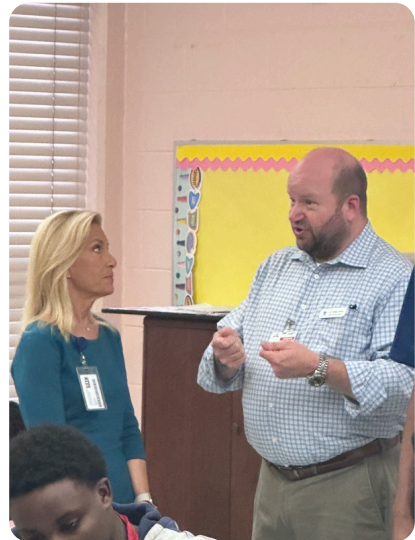
Check out our parent resource videos and Read Alouds on our YouTube channel.



We provide additional resources year-round to families and caregivers to empower them with information, tools, and resources to build literacy skills and make reading fun at home, including:

- Online parent resource videos addressing topics such as how to discuss books, selecting books, and when kids ask hard questions
- Online Read Alouds of diverse, popular stories read by local leaders and families for families to enjoy at home
- 52 resource topics provided yearly in our weekly newsletter

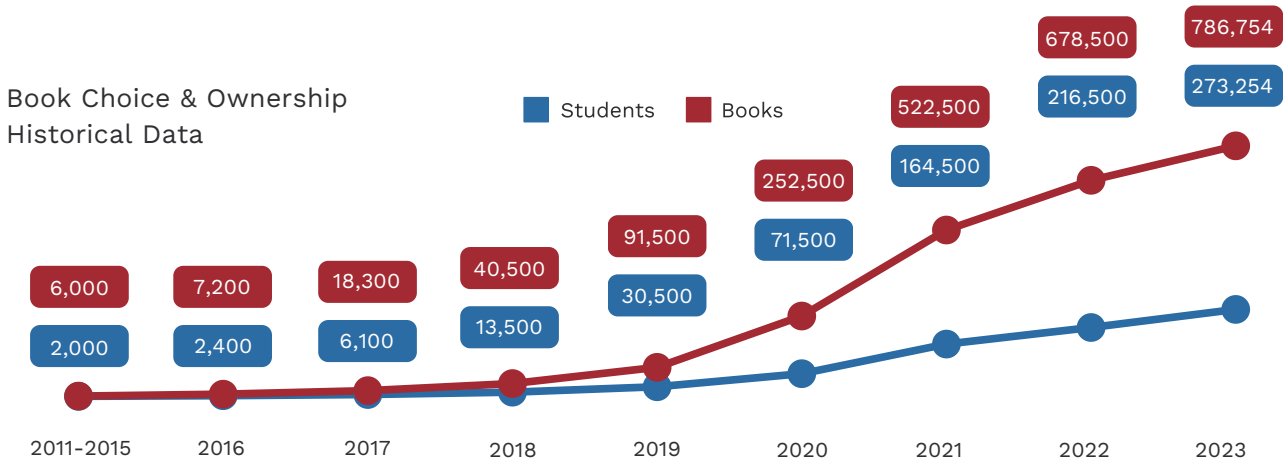
Mayor Donna Deegan's River City Readers launched in January 2024 and READ USA has been a strong partner and supporter of our Mayor's citywide reading initiative – with much more to come!



Book Choice & Ownership

READ USA hosted our first free Book Fair at George Washington Carver Elementary School in 2011, and since that time, we have put hundreds of thousands of new, colorful, and culturally relevant titles into the hands of elementary school students across Duval County.

Our 2023 READ USA Book Fairs provided STEM (Science, Technology, Engineering, and Mathematics)-related books, giving 50,000+ local elementary students the ability to choose from hundreds of STEM-related titles and topics, ranging from animals and science to robotics and coding.



Hear from our READ USA teen tutors and donors about why Book Choice is so important.



Jacksonville Jaguars & Literacy Locker Rooms



Our partnership with the Jacksonville Jaguars continues to build, and together we hosted five Literacy Locker Room events at Duval County elementary schools in 2023. At these events, students get to choose free books from READ USA and the Jacksonville Jaguars Foundation to keep. Jaguars players, Jaxson de Ville, and the ROAR of the Jaguars bring the fun by hosting literacy pep rallies and read alouds for the students, facilitating a stronger relationship between students and positive role models in our community.



Since 2011, READ USA has provided **786,000+** free books to **273,000+** students



Multicultural Literacy

During our READ USA Book Fairs, we have seen first-hand how essential it is to provide children from all backgrounds with books depicting people, places, and experiences that reflect themselves. Representation is powerful and has the ability to transform a child’s outlook on life. It enables them to see themselves, the world, and potential careers in a whole new light and inspires them to think, “Reading can take me anywhere.”

Jeremy’s Journey Through Jacksonville

In 2022, we launched our very own children’s book series titled *Jeremy’s Journey Through Jacksonville*. Our fictional namesake of the series, Jeremy, meets with local, diverse leaders in our community and tells their life stories and literacy’s impact on their own lives. The purpose is to expose children to diverse leaders, careers, and geography to demonstrate attainability and perpetuate representation through literacy and learning.

Jeremy hit the road last year!
At Jeremy's Winter Book Festival at elementary schools across Duval County, Jeremy and our team distributed **2,700+** backpacks stuffed with books and other goodies.

In 2023, we featured 12 new local leaders representing a variety of backgrounds, successes, challenges, and career paths:

- Harry Frisch
- Marsha Oliver
- Jennifer Glock
- David Miller
- Adriel Rocha
- Brian Wolfburg
- Judge Brian J. Davis
- Nina Waters
- Mayor Donna Deegan
- Dr. Johnnetta Betsch Cole
- The Honorable Warren Anthony Jones
- Tim Cost

Jeremy’s Journey Through Jacksonville books can be yours to take home! Last year we made all past and current *Jeremy’s Journey* volumes available on our website for \$20 per book.



New Read Alouds at the Cummer Museum of Art & Gardens

At the end of 2022 we announced our partnership with the Cummer Museum of Art & Gardens and the Rotaract Club of Jacksonville's Beaches that launched a new series of Read Alouds for 2023. The 10-video series provides children with a variety of stories that reflect different cultures and ethnicities, which are read aloud by Beaches Rotaract members in front of Cummer Museum artworks and garden features that connect to and complement what each story is about. These Read Alouds join our collection of many others on our YouTube channel.



Watch our new Read Alouds on our YouTube channel.



Accelerating Our Impact: Michael Ward & Jennifer Glock

READ USA was the recipient of a transformational, extraordinarily generous \$1 million donation from the Michael Ward & Jennifer Glock Foundation, disbursed over four years. We are so excited and pleased to show the proof of positive return on Michael and Jennifer's gift and challenge that includes other donors' contributions, resulting in a generous investment in children, teens, and teachers through READ USA that is closing the literacy gap here in our community. Thank you for funding what works!

Generosity of this magnitude enables READ USA to accelerate our impact through programming enhancements and position our organization for scalable, sustainable growth. The immensely deep gratitude we feel for Michael Ward and Jennifer Glock's generosity is unparalleled in READ USA's history.

“A lot of our giving is focused on education, which is the best gift you can give to anyone,” Michael Ward shared. “Reading is a basic skill set. Many less advantaged children don't have access to good reading material, so it's very important to provide books to all young children – and, when you give them a choice, they are more likely to read them and develop their skills.”

Jennifer Glock grew up in West Virginia and loved the local bookmobiles, so Michael and Jennifer were “very attracted to the book choice program.” Both Michael and Jennifer have been generous donors of READ USA for several years and support a variety of education and literacy-focused initiatives across the region. Both have been highly successful in their careers – Michael as retired president and CEO

of CSX Corporation and Jennifer as a licensed marriage and family therapist – and attribute literacy as a key to their success.

“The best gift you can give to anyone is education.”

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“Michael and I feel that reading is the building block... We were able to do what we love and reading gave us an important tool so we could do just that,” Jennifer told Jeremy in her *Jeremy’s Journey* book, which was released last year; a volume was also published about Michael in 2022. They have both been impressed by READ USA’s positive impact on student literacy and learning.

“Literacy Tutoring is a clever and well-constructed program. We saw the impressive results and the real progress being made, particularly among students who are the furthest behind,” shared Michael. “The tutor training is important as well. Most people, whatever their endeavor, want to do a good job and feel good about what they’ve done at the end of the day, and training is part of doing that good job. Part of higher education is really about demonstrating that you

can learn and conform enough to succeed, and training prepares tutors for that future.”

“You have to also think about the broader picture of what READ USA is doing. With the teacher shortage and pipeline struggles we face, education programs at universities declining, and other challenges, READ USA is exposing young people to the profession, which is so important.”

In recognition of their transformational gift, READ USA has named the Michael Ward & Jennifer Glock Literacy Institute in their honor. Additional recognitions will be announced in 2024.



2023 Peace in the Pages Presented by David & Monique Miller

Our annual celebration of literacy and champions of literacy in our community, Peace in the Pages, is intentionally held every fall near Mahatma Gandhi's birthday. The connection to Gandhi, who was a peaceful pioneer of freedom, is intentional to promote the link between literacy and the values of empathy, peace, non-violence, health, education, freedom, leadership, and success.

Our 2023 event was a stellar success, thanks to the generosity of our presenting sponsors David & Monique Miller and all of our donors and supporters who joined us. Our guests were treated to an inspirational program that illuminated the many sides of literacy – from our teen tutors who spoke about their experiences and impact in Literacy Tutoring to our inspirational keynote speaker, Shelley Read, an exceptional author and lifelong educator. Everyone in attendance also received a copy of Shelley Read's first novel, *Go As a River*.



Interviews with our 2023 Peace in the Pages award honorees, presenting sponsors David & Monique Miller, and keynote speaker Shelley Read are viewable on our READ USA YouTube channel.



Congratulations to our 2023 Award Honorees!

Our Peace in the Pages award honorees demonstrate a lifelong commitment to uplifting literacy, education, and our youth throughout their careers and personal lives. These exceptional individuals continue to leave their inspiring mark on nearly everyone they encounter and have given immeasurable contributions to our community in numerous ways. It was our privilege to honor and recognize them.

- READ to Lead Award: **Betty Seabrook Burney**, Founder and Executive Director of I'm a Star Foundation
- READ to Succeed Award: **Tim Cost**, President of Jacksonville University
- READ to be Free Award: **Kevin Gay**, Founder of Operation New Hope
- READ to Heal Award: **Nicole B. Thomas**, Hospital President of Baptist Medical Center Jacksonville
- READ to Remember Award: **Dr. Floyd Willis**, Physician at Mayo Clinic
- Marjorie Broward Memorial Scholarship Award: **Paula Findlay**, Principal of Arlington Elementary School
- Mark Landen Memorial Award for Democracy through Journalism: **Mark Woods**, Columnist for the Florida Times-Union

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Thank you to Melanie Lawson, News4JAX Anchor, for serving as our emcee!

Save the date for our 2024 Peace in the Pages in Honor of Roseann Duran luncheon on Oct. 2 at EverBank Stadium!

Our keynote speaker will be the internationally acclaimed anthropologist and author Dr. Johnnetta Betsch Cole, an iconic woman of tremendous accomplishment. You can watch a recent interview with Dr. Cole on our YouTube channel.



Committed to Education: David & Monique Miller

The generous support of David & Monique Miller as the presenting sponsors of our 2023 Peace in the Pages event underwrote the luncheon, making it possible for 100% of other donations and sponsorships to go directly to READ USA's programming and community impact year-round.



For David and Monique, education has played an important role in both of their lives, and they have committed themselves generously to helping all children in our community improve their literacy skills, build confidence, and achieve success on their own terms.

“We see a brighter way ahead for all.”

David Miller is a co-founder of Brightway Insurance and his wife, Monique, is a former elementary

school teacher. Both were raised by readers and educators and consider READ USA to be a major factor in improving the quality of education in our community.



“My brothers and I were surrounded by books in our home. Our parents were always reading and discussing what was being read,” shared David, whose mother, Sandy Miller, was a music teacher as well as being a widely known and respected community activist. “My wife, Monique, taught kindergarten, first, and second grades, her father was a history teacher, and her grandfather a school principal. She literally grew up in a family of educators.”

David & Monique are passionate about bringing people together to address the complex issue of improving educational outcomes. Holding family always at the center of their lives, David and Monique are the parents of two children and yet, they feel a deep kinship to all of the children served by READ USA. “We are firmly invested in the future of our community,” David shared, “and through READ USA’s fabulous approach to closing the literacy gap by paving the path for youth to choose, own, and learn to read books, we see a brighter way ahead for all!”



Watch David and Monique share more deeply why they feel that, “Literacy is foundational to our society... it underpins everything in our democracy.”



Thank you for funding what works!

Through READ USA, our sponsors and donors are closing the literacy gap in Duval County and having a tangible impact in creating lifelong readers and learners. Our gratitude is boundless for you entrusting us to execute our mission and ensure that every child has the literacy skills they need to pursue a life of success.

READ USA Supporter (Up to \$999)

Allana Forte	Diane Lewis	Jasmin Esparza	Lorrie DeFrank	Soo Gilvarry
Amber German	Eli Zimmerman	Jim & Mary Burt	Lynn Sherman	Susan D. Brandenburg*
Angela Campbell	Elizabeth Colledge	John & Davalu Parrish	Mari Ganues	Susan King*
Angela Cox	Emily Pfohl	Joseph Wolf*	Marie M. Forbes	Tabetha Cox
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Daniel Miller	Janice Knapik	Linda McCallum	Rose Conry	
Diane Hale	Jasmin Blitch	Lisa Baccich	Shannon Shanklin	

READ USA Literacy Angel (\$1,000-\$4,999)

Ameris Bank	Chester Spellman*	Jodie & Eric Leach*	Melissa Shrader	Dr. Sherry P. Magill*
Barand Builders	Cynthia W. Smith	Joe Maier	Meredith Guess	Sunbelt Rentals
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Carmen North	Glori Katz*	Laura & Travis Smith	Paola Harris	Vanessa Tussey*
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Charles & Carolyn Nofal	Jan Healy and Chuck Hyman*	Marla Buchanan*	Sean & Kate Nesselt	Zach Family Foundation

Thank you for funding what works!



Literacy Advocate (\$5,000-\$9,999)

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| Auld & White | Martha & Tom Baker Family Fund* |
| Baker Family Advised Fund* | Mary Ellen Willis Charitable Trust |
| Bobby & Polly Family Fund | Dr. Robert H. Kelly, Jr.* |
| Mr. & Mrs. Brent Trager* | TD Bank Foundation |
| Kawanza Humphrey | TD Charitable Foundation |
| Kevin Gay | William Rowe and Co. |

Literacy Game Changer (\$100,000 or greater)

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| Accelerate | Kids Hope Alliance |
| AmeriCorps State & National | Mandelblatt Foundation |
| CareerSource of Northeast Florida | Michael Ward and Jennifer Glock Foundation* |
| Ellen and Jim Wiss* | United Way of Northeast Florida |
| Florida Blue | |

Literacy Partner (\$10,000-19,999)

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| Black Knight, Inc. | Roseann Duran Charitable Foundation |
| Boies Schiller Flexner | Sheila and Claude Collier* |
| J.B. Coxwell Contracting, Inc. | Tim and Stephanie Cost* |
| Jacksonville Jaguars Foundation* | William C. Gentry |
| RECAST CARE Grant with Partnership for Child Health | |

***Founders for the Future** are donors who pledged one-time gifts at \$25,000 or greater and multi-year gifts in response to the 2020 Delores Barr Weaver \$225,000 matching challenge and the 2022 Michael Ward and Jennifer Glock Foundation \$1 million matching challenge.

Literacy Champion (\$20,000-\$49,999)

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| DuBow Family Foundation* | Jacksonville Public Education Fund (JPEF) |
| Edelman Family Advised Fund* | JB Foundation* |
| Mr. & Mrs. Gary Chartrand* | VyStar Credit Union* |

Literacy Legend (\$50,000-\$99,999)

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| AmeriCorps VISTA AT&T | Delores Barr Weaver Legacy Fund* |
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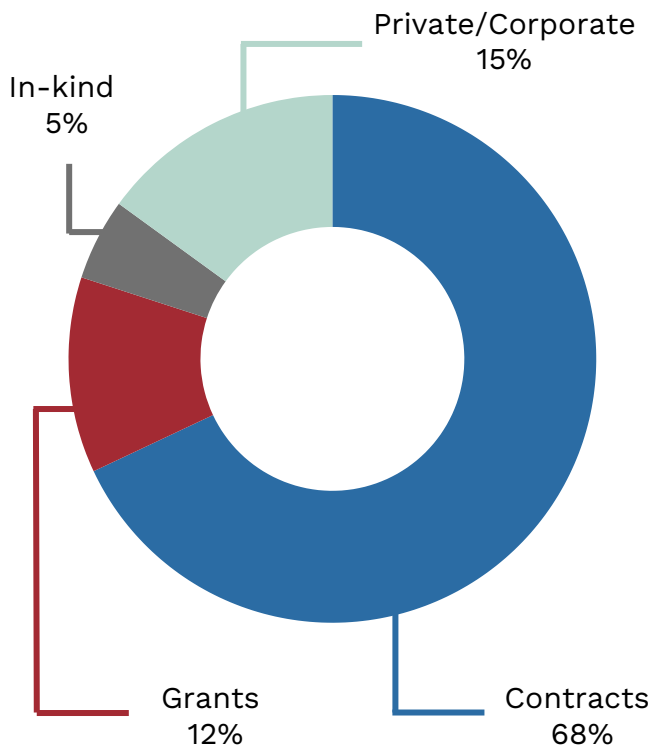


2023 Financial Impact

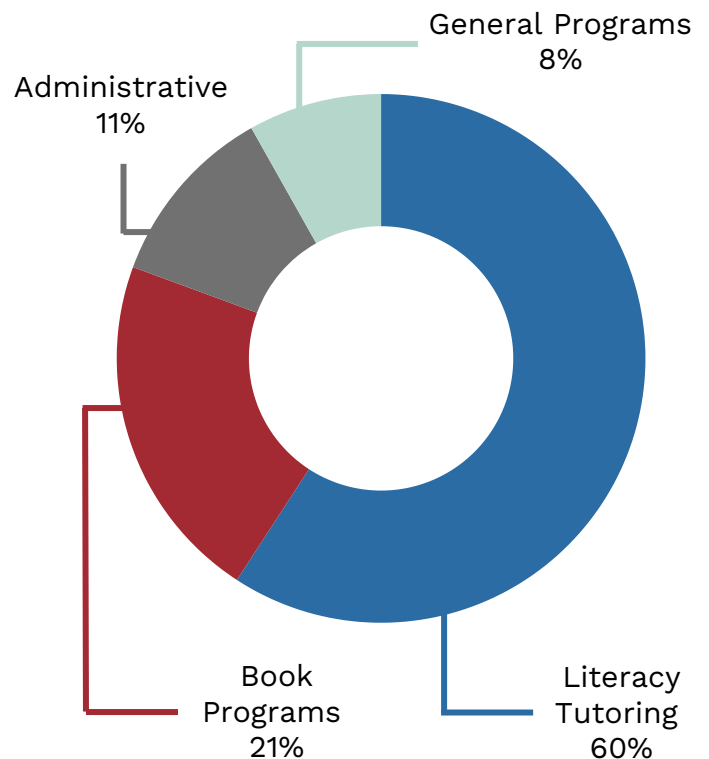
Our work is generously supported by many individuals, foundations, and corporate donors to advance our mission. Granting organizations also provide vital funding to support and scale our programmatic impact while contracts with our partners provide essential funds that drive our work in elementary schools across Duval County.

READ USA remains committed to being an impactful and thoughtful steward of the dollars entrusted to us by infusing nearly 90% of our income directly into program execution - well above the nonprofit industry standard of 80% - demonstrating our commitment to maintaining low administrative expenses and maximizing our impact.

Income by Type



Expenses Distribution



Our Team

Our Board of Directors

- Ellen A. Wiss, Board Chair
- Vanessa Tussey, Board Vice Chair
- Dr. Rudy F. Jamison, Jr., Secretary
- Meredith Guess, Treasurer
- Tee Ambrose
- Marla Buchanan
- Greg Burton (Emeritus)
- Ashley Goggins
- Moné Holder
- Kawanza Humphrey
- Kevin Hyde
- Glori Katz
- Carmen North
- Margaret Sherrill
- Vincent Taylor
- LaKeisha Wells-Palmer



Our Staff

- Dr. Robert H. Kelly, Jr., President and Chief Executive Officer
- Tabetha Cox, Chief Tutoring Officer
- Holden Scyster, Chief Information Officer
- Joe Wolf, Chief Communications Officer
- Jordyn Coleman, Transportation Coordinator
- Stephanie Darilus, Operations Senior Director
- Vernon Forrest, Finance Supervisor
- Kathi Hart, Lead Content Specialist
- Judy Howard, Michael Ward & Jennifer Glock Literacy Institute Senior Director
- Joshua Howell, Executive Assistant
- Jonathan Huffine, AmeriCorps VISTA
- Natalie Jones, Tutoring Program Assistant
- Sydney King, Development Senior Director
- Kathleen McArthur, Grants Manager
- Patrick Odoyo, AmeriCorps Program Director
- Sophia Oliveira, Events and Communications Manager
- Tracy Suter, Bookkeeping and Compliance Supervisor
- Piper Weber, Tutoring Program Operations Director
- Pam Young, Data and Technology Associate

Thank You for Your Support!



Through READ USA, you are enabling children to become lifelong readers and learners.

Contact Us

To become a READ USA sponsor, contact:

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