



# IMPACT REPORT

WHERE THE IMPOSSIBLE FINDS A WAY.

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## LETTER FROM THE FOUNDER

## DEAR SURGE FAMILY

*Ten years ago, all I wanted to do was offer a Bible study to a small group of local youth. I called a few community centers simply to ask if it might be possible. After two rejections, someone offered a piece of advice that would change the course of what would later become known as The Surge Project.*

*With the support of a local community center—led by someone who had never even met me before—The Surge Project officially launched in 2016 as a 501(c)3 organization.*

*Since that time, we have witnessed more transformation than we can truly measure. While the data in this report capture important outcomes, they can only tell part of the story. They cannot fully reflect the depth of change, resilience, and hope we have seen grow within our community of more than 500 families.*

*As we continue to strengthen and expand our work, we remain deeply grateful for every life touched and every leader, partner, and supporter who has walked alongside us.*

*As you read through this report, remember that, as our name suggests, this is an expanding and powerful movement—one that continues to rise. It is a legacy built on love, fortified by sacrifice, and sustained by a community of people committed to life, light, and hope.*

*Whatever lies ahead... together, we **SURGE FORWARD!***

*With love and immense gratitude,  
T. Ellis*



CRIME  
AGAINST  
YOUTH IN AL.

*Our commitment matches the urgency  
of the cause.*



COMMITTED  
TO THE WORK

# mission. vision. philosophy.

## m.

*Our mission is to address the interlocking forces that shape pathways to harm and co-create adaptable solutions with communities to break cycles of gun violence, foster hope, and support healing, economic mobility, and opportunity.*

## v.

*To create safer communities where families can thrive.*

## p.

- *We bridge the gap between what seems unlikely and what becomes possible.*
- *We dismantle barriers rooted in inequity and limited opportunity.*
- *We help communities rediscover their strength and confront what feels overwhelming.*
- *We act as a catalyst for community-driven transformation.*

# programs.



WORK WELL

over  
**90%**

Client  
satisfaction  
rate

**105**

Individuals  
licensed in  
healthcare  
since program  
began

**300+**

Currently  
waitlisted

**500+**

Hours of direct  
student learning and  
skill-building.

**The Work Well Program** is designed to equip individuals with the tools, confidence, and support needed to enter and thrive in the workforce. Through mentorship, skill development, and community-based support, the program helps participants build the foundation necessary for long-term personal and professional success.

Work Well focuses on **strengthening essential workplace skills such as communication, problem solving, accountability, and leadership**. Participants engage in guided training sessions, career preparation activities, and personal development opportunities that encourage both professional growth and self-confidence.

More than just job readiness, the program emphasizes holistic development—helping individuals develop discipline, purpose, and a clear vision for their future. By connecting participants with a licensed therapist, supportive facilitators and community resources, **Work Well creates pathways toward stable employment, economic mobility, and stronger families**.

Through this initiative, The Surge Project continues to invest in people, believing that **when individuals are empowered to work well, communities grow stronger and opportunities expand for everyone**.

# training partner.

## Organizational Overview

Founded in 2018, The National Training Institute for Healthcare Technicians was established by Jessica Clark to provide accessible, high-quality healthcare training programs that prepare individuals for nationally recognized certifications and entry-level roles in the medical field.

Located in Birmingham, Alabama, the institute focuses on workforce development by equipping students with practical clinical skills and certification preparation needed to enter the growing healthcare industry. The organization offers training programs in:

- Certified Clinical Medical Assistant (CCMA)
- Certified Patient Care Technician (CPCT/A)
- Certified EKG Technician (CET)
- Certified Phlebotomy Technician (CPT)

Since its founding, the National Training Institute for Healthcare Technicians has trained individuals who are seeking to begin careers in healthcare.

### Key outcomes include:

- **60–75 students trained annually**
- **98% certification exam pass rate**
- **Hands-on clinical training designed to prepare students for national certification**
  - **Preparation for entry-level healthcare roles in hospitals, clinics, and laboratories**

By offering accessible training opportunities, the institute helps individuals gain the skills and credentials needed to pursue stable employment while also supporting the healthcare workforce needs of the local community.



THE NATIONAL TRAINING INSTITUTE FOR  
HEALTHCARE TECHNICIANS

JESSICA CLARK  
FOUNDER & OWNER

*THE NATIONAL  
TRAINING INSTITUTE  
FOR HEALTHCARE  
TECHNICIANS*





# 50

youth  
participated  
in conflict  
resolution  
sessions in  
2024-2025

# 500+

served since  
inception

**The Grow Well Program** focuses on strengthening individuals and communities through personal development, wellness practices, and practical life skills. Central to this mission, we offer mental healthcare at no cost to students ages 10 to 18, ensuring young people have access to the support they need. The program equips participants with tools to navigate challenges, build healthier relationships, and cultivate a deeper sense of balance in their daily lives.

Through guided workshops and community-centered learning, **Grow Well emphasizes conflict resolution and communication skills, helping participants approach disagreements with understanding, respect, and a focus on constructive solutions.** The program also introduces holistic wellness techniques, encouraging individuals to care for their mental, emotional, and physical well-being.

As the program continues to expand, Grow Well will soon introduce opportunities for participants to learn how to grow their own food and plants, connecting wellness with sustainability and self-sufficiency. For many, this work is also a homecoming, a way to reconnect with ancestral healing traditions and the wisdom embedded in caring for the land. These hands-on experiences are designed to do more than teach farming. **They are meant to cultivate a space where families can gather, heal together, and experience a true sense of belonging.**

By nurturing both personal growth and collective well-being, the Grow Well Program reflects The Surge Project's belief that **when people are given the tools to grow from within, stronger and healthier communities naturally follow.**

# community partners.

- Birmingham City Schools
- Bounce Back Together
- City of Birmingham Mayor's Office
- Councilor Crystal Smitherman
- Department of Human Resources
- Jackson Olin High School
- Leaders of Excellence
- Prosper
- Sixth Avenue Baptist Church
- The Cohill Foundation
- Turner & Associates LLC
- Washington K8 School





*Jackson-Olin High School students who completed soft skills training through the Work Well Program, with several earning healthcare industry certifications.*





# CITY OF BIRMINGHAM

OFFICE OF THE MAYOR

PUTTING PEOPLE FIRST

January 7, 2026

To Whom It May Concern,

As a lifelong Birmingham resident and Mayor of the City of Birmingham, I am proud to support The Surge Project and the work they are doing to uplift our people and strengthen our neighborhoods.

The Surge Project understands that when we put people first, we create real and lasting progress. Through their commitment to education, workforce development, and violence prevention—and through partnerships such as their collaboration with Birmingham City Schools they meet our residents where they are and help open doors to opportunity.

Their workforce programs prepare individuals for meaningful employment and economic stability, while their gun violence prevention efforts focus on prevention, engagement, and healing helping to create safer spaces for our children, families, and communities to grow.

This is the kind of work that moves Birmingham forward. It reflects our shared belief that progress is not measured only by development, but by the well-being of our people and the strength of our neighborhoods.

The City of Birmingham values The Surge Project as a trusted community partner and supports their continued impact. I encourage supporters and funders to stand with them as they continue building pathways to opportunity and a safer, stronger Birmingham for all.

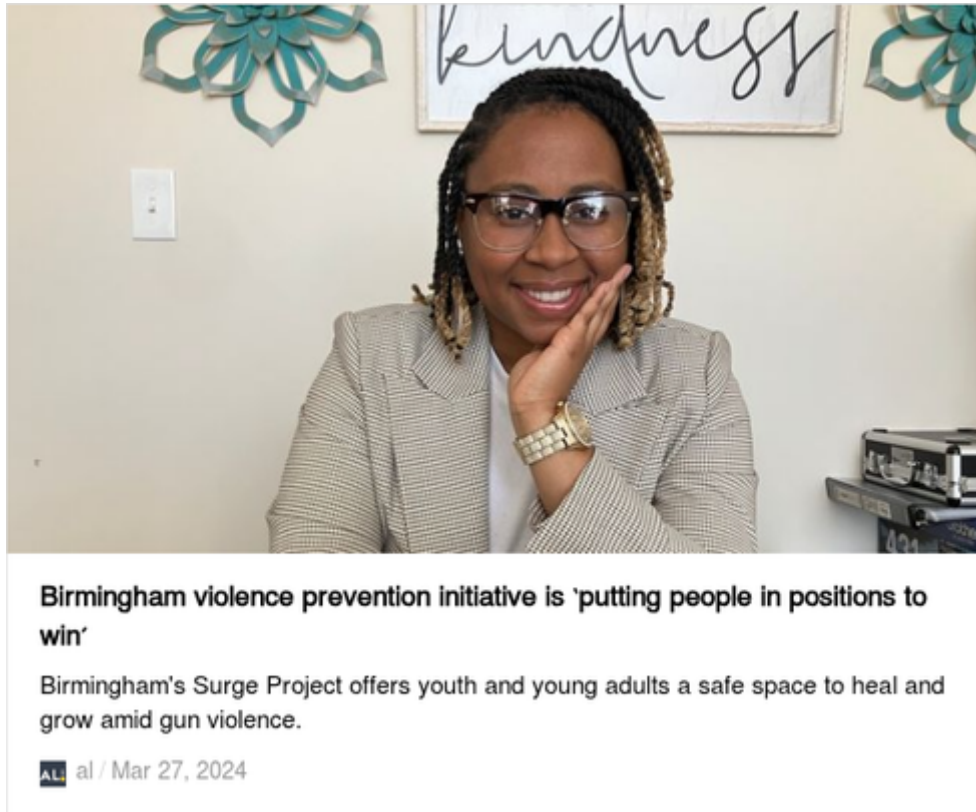
Sincerely,

A handwritten signature in black ink, appearing to read "R. Woodfin".

Randall L. Woodfin  
Mayor, City of Birmingham

# community impact.

[Click Here.](#)



*"The Surge Project has given me a second chance at building a career. I left an abusive relationship and became a single mom, after being a stay at home mom for years, I was worried I wouldn't be able to care for my son and myself.*

*I knew I needed a fresh start and a new career and the Surge Project graciously gave me that opportunity. I'm so thankful for them and their partners/sponsors. Now I'm confident I can take care of my son on my own and build the life we both deserve. Thanks TSP Bham for believing in me!"*

-M. Gaines

# financial snapshot.

## Financial Impact Report 2025: Investing in the Future of Birmingham



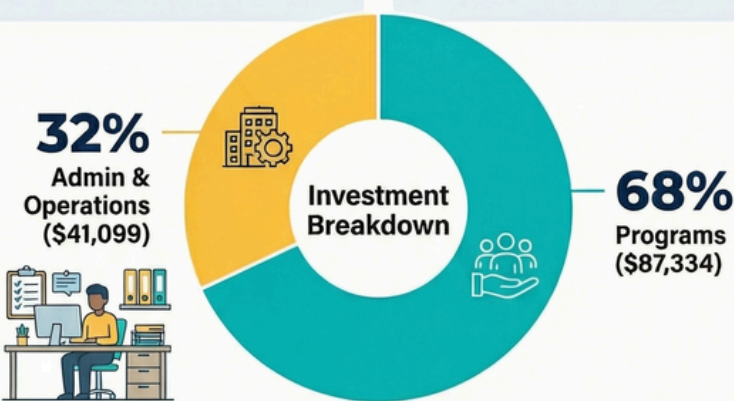
The Surge Project (TSP) transitioned in 2025 from a mobile organization to establishing a permanent headquarters in Birmingham's District 7. This financial overview highlights the efficient allocation of resources, maintaining a healthy operating surplus while prioritizing direct community program investment.

**\$145,109**  
Total Resources

The total capital mobilized to support TSP initiatives throughout the 2025 fiscal year.

**\$128,433**  
Total Investments

Combined funding utilized for direct community programs and necessary operational infrastructure.



The Surge Project began 2025 as a mobile organization and ended the year with a permanent headquarters, a growing team, and a clear path forward.

Our building was acquired in December 2024 with funding personally provided by organizational leadership, ensuring that 100% of donor dollars directly support programs and operations.

In 2026, our operating surplus will fuel Work Well and Grow Well, with program investments projected to grow to 75-80% as we activate our new space.

## Strategic Allocation & Growth



**From Mobile to Permanent HQ**  
TSP ended 2026 by securing a permanent headquarters at the former Eureka School.



**100%**

**Donor Impact**  
Leadership personally funded the headquarters, ensuring donor dollars only support programs and operations.



**80%**

**Projected Program Growth**  
Program investments are projected to reach 75-80% as the new facility is activated.

This past year was one of foundation building, made possible by the trust of our donors, the dedication of our staff and board, and the resilience of the Birmingham community we serve.

**Together, we are planting roots that will sustain generations to come.**

# surging forward.

## Introducing The Surge Center for Opportunity

A new chapter is unfolding in District 7. The former Eureka School—a place where generations of children learned and grew—will soon become something new: **The Surge Center for Opportunity**.

This space will be home to:

- An early childhood development center, giving young learners a strong foundation
- A workforce hub, equipping adults with skills and pathways to meaningful careers
- Community farming on an adjacent lot, where neighbors can learn to cultivate the land while reconnecting with ancestral healing wisdom through working with the earth

The Surge Project will operate directly from this space, embedding our programs in the heart of the community we serve. This is more than a building. It is a gathering place, a classroom, a garden, and a launchpad for generational change.

We are launching a capital campaign to bring this vision to life and are seeking investors who believe in the power of place-based change. If you share our belief that every community deserves a center for opportunity, we invite everyone to join us.



# meet the team.



EXEC.  
DIRECTOR



HOLISTIC  
WELLNESS  
LEAD



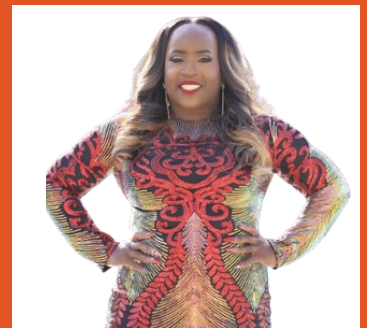
THERAPIST



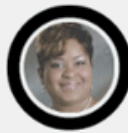
CPA



PROGRAM  
COORDINATOR



# BOARD OF DIRECTORS



**Dr. Sakema  
Porterfield**

President &  
Principal, Norwood Elementary



**Christy Christian**

VP & Principal,  
Crestline Elementary



**Nathan Pitner**

Treasurer &  
Principal,  
Brookwood  
Forest



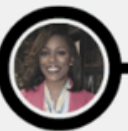
**Robbie Martin**

Director & City of  
Birmingham  
Business Partner  
Manager



**Dewayne Moore**

Director & CEO  
of Entrusted  
Choices



**Benita Jenkins**

Director &  
Attorney



**Bobby Davis**

Director &  
Attorney

# Gratitude & Call To Action

There are moments when you realize that something bigger than yourself is at work. For us, that moment happens every single day—when a young person finds their voice, when a family takes the first step toward healing, when a neighbor kneels in the soil and remembers that the earth knows how to take care of us, just as it always has.

**At The Surge Project, none of this would be possible without you.**

To the participants who trust us with your stories and your dreams: thank you for letting us walk alongside you. To the volunteers who show up, not because you have to, but because your heart tells you to: thank you for your time and your tenderness. To the donors and partners who believe in a vision that is still unfolding: thank you for planting seeds with us, as we eagerly anticipate the harvest.

We carry your generosity with us every day. And now, as we look toward opening The Surge Center For Opportunity, a place where children will learn, where adults will build careers, where families will gather, and where the soil will be turned by hands seeking to reconnect with ancestral wisdom—we are asking you to walk with us still.

This is not just a building. It is a homecoming.

**You can be part of this next chapter:**

**Volunteer | Lend your hands and heart.**

**Partner | Let your mission meet ours.**

**Support | Every dollar plants a seed.**

**Invest | Help build a space for generations.**

**Contact us to learn how.**





THE SURGE PROJECT... WHERE THE IMPOSSIBLE FINDS A WAY.





THE  
SURGE  
PROJECT

# IMPACT REPORT

## 2025