



# Empowering Georgia

Resilience Through  
Partnerships

2021







Policing Alternatives & Diversion Initiative



Greening Youth Foundation



South River Watershed Alliance



Camp Hope



Georgia Small Business

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Spend time with any Georgia Power employee and you will hear the message repeated time and time again: **A Citizen Wherever We Serve.** More than just a motto, this has been our calling since the early 1900s, when we first began our commitment to powering the State of Georgia by lighting the streets of Atlanta. Empowering the communities we serve is an obligation we don’t take lightly, and we continue reframing the way we understand our communities through social justice conversations that are changing the ways in which we view and approach equity. We have the greatest impact on the world around us by equipping those whose lives are dedicated to empowering their communities. We partnered to help Georgia to continue to be resilient.



In 2021, we deepened our commitment to equity by investing more than \$31 million across the state including \$18 million into social justice initiatives while our employees showed their commitment to our communities by volunteering thousands of hours to nonprofit organizations and community projects. Our partnerships, both on a corporate and individual level, helped create an impact that vastly outpaced the value of our inputs. Because of the partnerships created and sustained last year, Georgia continues to be an open and welcoming place for all to live, work, and thrive.

As we move into the next year, Georgia Power is committed to continuing to foster an environment of collaboration that can see our state and all those within it continue to grow and flourish.



This year's report, titled *Empowering Georgia: Resilience Through Partnerships*, highlights some of the ways our employees, communities, partners, and nonprofit organizations continued to thrive and remained committed to bringing about meaningful assistance and support for Georgia's citizens.

Our employees are actively engaged corporate citizens and volunteered with resilience to uphold the needs of our communities. Their efforts – truly being “A Citizen Wherever We Serve” – made lasting impacts to our state and acted as a driving force for community advancement and economic growth.

Not only have our employees volunteered their time and talents working in their communities, volunteering in schools, improving our environment, and empowering local citizens, they have also made impacts in our Move to Equity Social Justice efforts through mentoring. Approximately 65% of our total giving supported these efforts focused on Educational Equity, Criminal Justice Equity, and Economic Empowerment.

Together, Georgia Power and the Georgia Power Foundation financially contributed over \$28M, while the time volunteered and donations given by our employees and retirees were valued at \$2.8M, totaling more than \$31M in giving. Through the Georgia Power Foundation's efforts, we will continue to focus on our giving pillars of emPowering Education, emPowering Environment, and emPowering Communities.

We are so proud of our Georgia Power team and hope you are too. We can all help make Georgia thrive, whether individually or in partnership with others. We hope this report will inspire you to find a way to build on your commitment to your community as well.



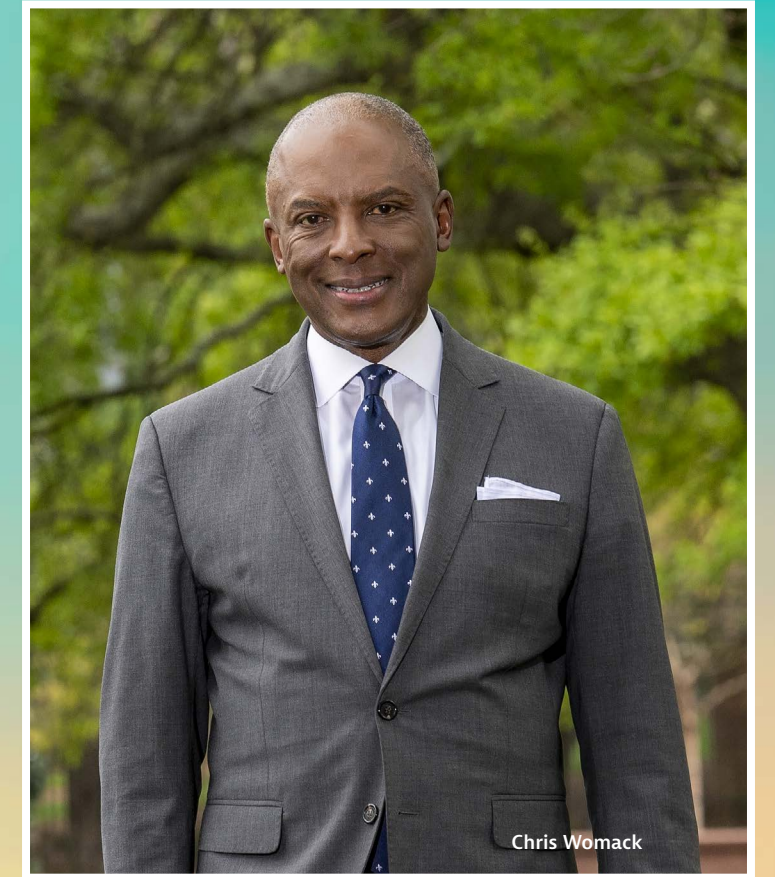
**In 2021, efforts continued to adjust to changes in our lives – a new normal, still masked and socially-distanced. Conducting business virtually, while challenging, created new opportunities to develop partnerships and innovative ways of serving our communities. As you will see throughout the Citizenship Report, we remained committed to staying strong as we adapted to these changes.**

**Mike Anderson**  
Senior Vice President,  
Charitable Giving

**Chris Womack**  
Chairman, President and CEO,  
Georgia Power



Mike Anderson



Chris Womack

## A Strategic Approach to Community Engagement

For more than a century, Georgia Power has supported efforts that exemplify its motto, "A Citizen Wherever We Serve." This long-standing commitment to citizenship was especially tested during 2021 yet remained unwavering. We were able to continue finding new ways to volunteer and support nonprofit organizations throughout the state. Some of the ways we believe we were **Empowering Georgia: Resilience Through Partnerships** include the following:

### Citizens of Georgia Power (Citizens)

A volunteer group of employees and their family members with 39 chapters and more than 2,900 members statewide. Our chapter members work with community organizations throughout Georgia.

### Ambassadors

A volunteer service organization of retired employees and their family members with 17 chapters and more than 1,400 members statewide.

### Georgia Power Foundation, Inc.

The nonprofit arm established by the Company to ensure ongoing support for nonprofit charities. The foundation has invested over a quarter of a billion dollars, since 1986, to support philanthropic efforts in Georgia..

### Corporate Giving

Our Company supports hundreds of organizations and initiatives throughout our service territory. Our community investments are designed to focus resources on emPowering education, emPowering the environment and emPowering communities throughout the state.

Being A Citizen Wherever We Serve goes far beyond delivering power. Last year Georgia Power, the Georgia Power Foundation as well as our employees and retirees, **committed more than \$31 million and nearly 70,000 hours to charitable causes**, affirming our commitment to education, the environment, and our community.





## Kidz2Leaders & Camp Twin Lakes—addressing intergenerational incarceration



**Kidz2Leaders** (K2L) provides year-round camps, weekend retreats, and mentorship for children and teens with an incarcerated parent. One of the key parts of the program is Camp Hope, offered with their partner Camp Twin Lakes.

Camp Hope's programs have been an integral piece of the K2L curriculum since 2018. Programming includes a week-long summer camp, one for younger students and a separate one for teens. There is also weekend programming during the school year, including sessions for families and weekend retreats.



**Camp Hope** helps campers develop important social, emotional, and life skills, with the goal of improving their peer and family bonds and preventing their own incarceration. Ninety-nine percent of kids who graduate from K2L multi-year program remain free from state or federal incarceration.

Georgia Power Foundation provided 60 camp scholarships, making a week of Camp Hope possible at no cost to the children and their families.

**99% of kids who graduate from K2L multi-year program remain free from state or federal incarceration.**

## Removing housing and employment barriers while reducing recidivism

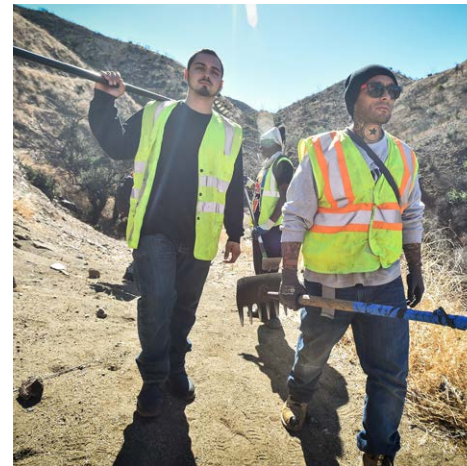


Gateway Center, whose mission is to provide programs and services for people experiencing homelessness, is partnering with the **Center for Employment Opportunities (CEO)** through a pilot program funded by the Georgia Power Foundation to help those with criminal histories get back on their feet.

**The goal of the strategic partnership is to create a pathway to employment and economic mobility that can be replicated by other organizations addressing homelessness for the re-entry population.**

Gateway refers job seekers who have been in prison or jail to CEO for training, employment opportunities, and ongoing re-entry support. In addition, CEO serves as an entry point to Gateway Center's short-term residential programs.

The goal of the strategic partnership is to create a pathway to employment and economic mobility that can be replicated by other organizations addressing homelessness for the re-entry population. By doing so, they will reduce the rate of recidivism and increase this group's chances of finding stable housing and employment.



## Celebrating the power of learning



**Learning Power**, Georgia Power's signature energy efficiency education program, celebrated its 10th anniversary last year with enhanced digital and virtual resources, along with the addition of an innovative new STEM truck – dubbed a rolling field trip for schools. That was along with its existing traditional curriculum of in-class presentations, interactive games, and experiments.

Twenty statewide education coordinators deliver hands-on, STEM-based (Science, Technology, Engineering, and Math) energy and energy efficiency lessons for all grade levels, Pre-K through high school.

**Since kicking off in 2011, Learning Power has partnered with educators and others to reach more than 900,000 students throughout the state.**

The COVID-19 pandemic prompted the need for more virtual and digital offerings and pre-recorded lessons in 2021. A new Learning Power app helped expand the program's reach.

The Learning Power team hosted webinars over the summer to introduce teachers from throughout the state to their local company coordinators who instructed them on how to incorporate the program into their classrooms. Learning Power's curriculum is aligned with the Georgia Standards of Excellence in science and math. All programs, lesson plans, and activities are provided at no cost to teachers or schools.



Georgia Power's Learning Power team is gearing up to return to the classroom with exciting STEM experiences!

**Learning Power's curriculum is aligned with the Georgia Standards of Excellence in science and math.**





Photo credit: Amanda Woomer, Policing Alternatives & Diversion Initiative (PAD) Atlanta, Georgia

We are committed to social justice. **In 2021, Georgia Power gave over \$18 million to advance equity initiatives and policies in Georgia.** This is a journey, and we're in it for the long-term.





## The Center will tackle justice reform on critical frontlines



The City of Atlanta and Fulton County are establishing a jail diversion program to provide care and services to people with mental health and substance abuse issues who would otherwise face incarceration.

**The Center for Diversion and Services (the Center)** will be a facility where law enforcement officers and first responders can provide an alternative resolution for such individuals, as well as those

experiencing homelessness, when they engage in criminal activity. Prior to this, many would likely be taken to the county jail, city detention center, or hospital emergency rooms.

The Center will represent a creative and progressive way to help people who might otherwise cycle through the judicial system instead of getting the support they need.

The Georgia Power Foundation is supporting the Center, expected to open in downtown Atlanta in 2022, with a \$100,000 grant to assist with capital costs.

Other key allies in the strategic partnership include Grady Hospital and the **Policing Alternatives & Diversion Initiative (PAD)**, which works to reduce the arrest of people in the same circumstances the Center seeks to address – those who are typically nonviolent and have committed lower-level crimes.

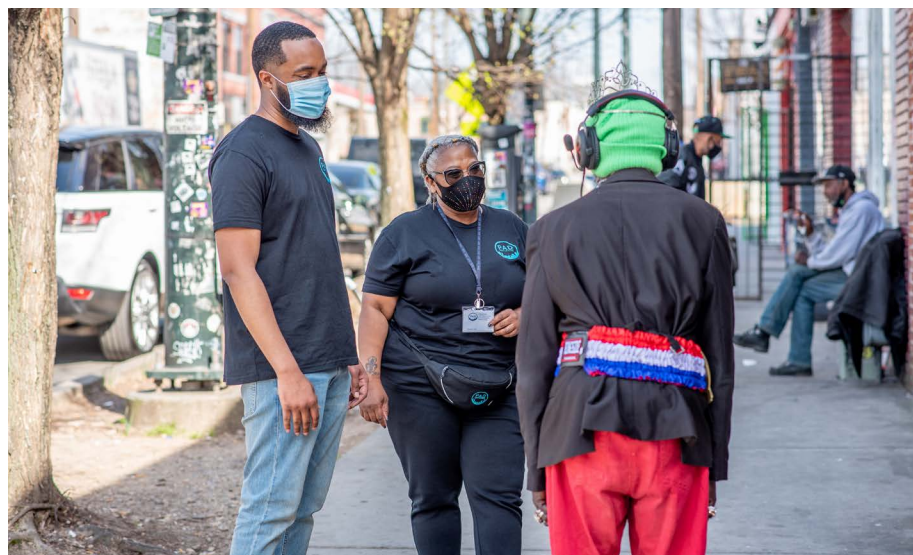


**POLICING  
ALTERNATIVES  
& DIVERSION  
INITIATIVE**

Allies will help staff the Center to address immediate basic needs, such as providing food and showers. Partner agencies will also provide physical and mental health screenings, basic first aid, and connections to housing, health care and other stabilizing resources. Personnel will provide ongoing case management.

The Center will not only provide greater access to support services and resources but also help reduce the overall population at the city and county's jail and detention centers.

**The Center represents a creative and progressive way to help people who might otherwise cycle through the judicial system instead of getting the support they need .**



Photos courtesy of Policing Alternatives & Diversion Initiatives (PAD)

## Setting the pace to a fresh start



Girls and young women in Macon and Bibb County who find themselves in need of a fresh start have a supportive ally in the **Pace Center for Girls**.

The center provides resources, counseling, and education in a nurturing environment for those who need help healing from trauma or involvement in unhealthy and unsafe behaviors, as well as those facing academic or social obstacles.

Founded in Florida, Pace's REACH program moved into Georgia in 2019 under the direction of the Girls Coordinating Council and Bibb County District Attorney's office.

Its collaborative approach involves schools, community leaders, and criminal justice officials all sharing an overall goal of delivering hands-on intervention to girls at risk of becoming caught up in the juvenile justice



**pace**  
Center for Girls.

system. The center also provides case management and a curriculum for community professionals who work with the girls.

All services are provided out of local schools and the Macon-Bibb Juvenile Detention Center. Girls between the ages of 11 and 17 are eligible to receive services in coordination with the schools' or detention center's administration and guidance counselors.

The Georgia Power Foundation is among those lending its support to the non-profit in its mission to help provide girls and young women an opportunity to thrive through education, counseling, training, and advocacy.



**Pace provides girls and young women an opportunity for a better future through education, counseling, training, and advocacy.**



## Preventing violence through mentoring

100  
BLACK MEN  
OF AMERICA, INC.®



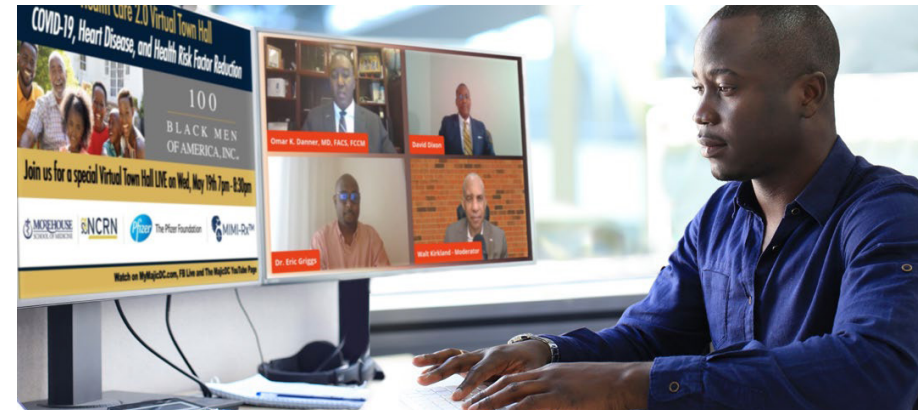
Five Georgia chapters of **100 Black Men of America, Inc. (the 100)** are expanding their legacy of mentoring and educational programming to amplify an anti-violence message.

The 100 developed the **Violence Prevention Through Mentoring Program (VPTMP)** to address dismal statistics revealing that violence, overall, is a public health crisis, and disproportionately so in many Black

communities. The public health approach to violence focuses on prevention through addressing the known factors that increase or decrease its likelihood.

Program goals are to reduce violence in the communities served and restore a sense of hope to participants. The 100 reached out to the Georgia Power Foundation for support due to the company's demonstrated historical commitment to its work and their shared values of investing in individuals and communities.

VPTMP consists of three components, the first of which is direct mentoring. Next comes an applied strategy phase, which includes bi-monthly meetings and workshops, including sessions with the National Organization of Black Law Enforcement Executives (NOBLE). Participation in a community service project is also required.



The third component measures program success through surveys of students and the collection of monthly data.

VPTMP will roll out with the Atlanta, Augusta, Columbus, Savannah, and South Metro Atlanta chapters. It will expand to Georgia's remaining 10 chapters of the 100 in 2023.



## Family Justice Center initiative aims to facilitate help and healing



Victims and survivors of domestic violence and other abuse will have a new avenue for help, hope, and healing thanks to three new centers that will consolidate the array of services many need to recover and move forward.

**Family Justice Centers** serve as a one-stop shop for victims and survivors of domestic violence, sexual assault, child abuse, elder abuse, and human trafficking. They are a community-wide collaborative that centralizes staff in a single, convenient location to better serve the multiple needs of victims and survivors. The goal is to alleviate many of the obstacles that hinder victims, such as traveling to multiple locations to receive services, and repeating their story to multiple agencies.

The Georgia Power Foundation supported the development and growth of the centers at three sites statewide including the **Cobb County District Attorney's Office** in Marietta, the **Crisis Line & Safe House of Central Georgia** in Macon, and the **Magnolia House for Abused Persons** in Waycross.

"It is an honor to bring the Family Justice Center model to new communities across Georgia," said Bentina Terry, senior vice president of Customer Strategy & Solutions at Georgia Power. "Our Foundation is making focused investments in a variety of social justice areas, all designed to help create stronger and safer communities. The new centers will bring critical services closer to survivors every day, helping them heal."



**The family justice center model has been named the best practice in the field of domestic violence intervention and prevention by the U.S. Department of Justice's Office on Violence Against Women. Outcomes include reduced homicides, increased victim safety, reduced fear and anxiety for victims and children and more.**



# Economic EMPOWERMENT

## Supporting small businesses for big impact in Georgia



When a small business owner receives assistance to help grow their business either through a loan, counseling, or other benefit – the entire state benefits. Small businesses are a vital part of the heart of Georgia’s economic development and help to create over 40% of jobs in the state,

according to the US Small Business Association Office of Advocacy.

Through grants and impact investments, Georgia Power and the Georgia Power Foundation are helping to build social and economic opportunities in communities across the state through partnerships that incubate new business owners and ideas, support growth for minority-owned businesses, and help them thrive despite the lingering obstacles from the Covid-19 pandemic.

A few of the programs supported include:

The **Georgia Minority Supplier Development Council** created the Community Business Development Program to increase the expertise, skills, and capacity of localized community businesses that have been in operation for at least two years, have at least one full-time employee, and have a minimum of \$200K in annual revenue. The small cohort of businesses selected for the program receive coaching to ensure they achieve their business growth goals.

Through the “Power Georgia Forward” initiative, the **Georgia Small Business Capital Fund** is partnering with three Community Development Finance

Institutions across the state to assist diverse, low to moderate income and women-owned small business to become and remain sustainable through capital grants for loan recovery, operations and support, and infrastructure.

At a recently formed Community Development Financial Institution in central Georgia, **NewTown Macon**, works with local entrepreneurs and developers who have traditionally been denied access to financing and related resources to invest in revitalization efforts in the area. They believe helping start and expand businesses is an effective strategy to make their community more equitable, especially for people of color. The program provides training, coaching, and investment capital primarily to individuals with low incomes, low net worth, women, and people of color.

The **Latin American Chamber of Commerce** offers an entrepreneurship, technical assistance, and business support program to benefit Latino and Latina entrepreneurs and business owners in northern and eastern Georgia. The program delivers culturally and linguistically relevant and appropriate programming in communities that are home to 70% of the state’s Latino population through in-person and virtual training, business accelerations, technical assistance, and mentoring with tailored curriculum.

To support the future small business leaders in the community, the **Latino Community Fund** established a program to support technical assistance and community education and attainment of high school seniors. The program seeded a scholarship endowment for low-income high school students of Latinx decent, community education in the areas of social and racial justice, and technical assistance program supporting emerging and current Latinx leaders in the nonprofit and education space.



## New HUB rising in heart of Augusta



An ambitious and wide-ranging plan to revitalize Augusta's historic Harrisburg and Laney Walker neighborhoods is transforming the community's landscape.

Launched last year by a coalition of local organizations, the project is centered around construction

of two facilities known as the **HUB for Community Innovation**. One building will house four non-profits already working in the community. The other will serve as a new headquarters and support center for **The Boys and Girls Club of Greater Augusta**.

The two buildings will serve as the cornerstone of a multi-year community revitalization strategy to uplift the thousands of families who live in the area.

The Georgia Power Foundation is lending its support as part of its core philanthropic mission to emPower education and communities.

The HUB's first phase focuses on working with **RISE Augusta**, the **Augusta University Literacy Center** and The Boys and Girls Club. All three will work together to bring new and enhanced opportunities to youth and children, helping them find pathways to a brighter future.

The three programs are closely aligned in their work and focus, providing wraparound support, educational enhancements, enrichment activities and



career development programs for youth and families in the Harrisburg and Laney Walker Communities. The new facilities are set to open in the spring of 2022.

**Each organization operates under the belief that offering tangible solutions is the key to accessing the tools needed for disadvantaged youth to break the cycle of poverty and vulnerability.**



## Three communities, one shared goal for greater equity and economic mobility



Three Atlanta neighborhoods are in a better position to thrive thanks to **Purpose Built Communities**, an organization that connects community leaders with resources and like-minded partner organizations with the same goals for community revitalization.

East Lake, Grove Park, and Historic South Atlanta are part of the Purpose Built network, and all three are embraced by the Georgia Power Foundation to support holistic efforts in ways that specifically address their equity and economic empowerment initiatives.



The **East Lake Foundation's** (ELF) Resident & Community Support Program (RCSP) launched in 2011 to assist residents in meeting three economic stability and mobility goals: employment if unemployed; improved, higher paying jobs for the employed; and greater financial literacy.

RCSP is central to ELF's mission, and its programming shares knowledge and skills needed to obtain and maintain jobs, identify career goals, and increase compensation.



The **Grove Park Foundation** grew out of the efforts to restore several historic neighborhoods suffering from decades of neglect and environmental degradation on Atlanta's Westside. A major focus now is on reviving a Black Main Street in the heart of the community, which would include retail services such as a grocery store and bank. Funding specifically addresses building a

business incubator and affordable retail spaces, as well as beautification and safety improvements.



In Historic South Atlanta, **Focused Community Strategies** (FCS) is currently spearheading efforts to make affordable housing and home ownership a reality for residents. Additional efforts include incubating and championing various community and economic development initiatives.

Grants from the Georgia Power Foundation and others will help complete 30 new rental properties and create 45 single-family homes. Other projects include creating 17 new micro-commercial spaces, establishing a minority-owned restaurant with neighborhood staff, and expanding an existing market/small grocery store to include more retail space.







# Education EQUITY

## Setting infants and young children on a course for success

A commitment to making education more equitable for learners at every level is the impetus behind a trio of early child-care programs supported by the Georgia Power Foundation.

The Foundation is dedicated to improving and strengthening educational initiatives to help students across the state build brighter futures, and that starts with infants and young children.

Grants to Berry College and the South Rome Early Learning Center; Los Niños Primero; and Quality Care for Children (QCC) will support children and child-care providers, improving and strengthening education in underserved communities.



**The South Rome Early Learning Center (SRELc)** provides quality education for 3-year-olds from primarily low-income area homes. SRELc provides activities and enriching experiences to encourage growth and development.

SRELc is a partnership between Berry College, Rome City Schools and the South Rome Redevelopment Corporation. Berry provides the curriculum, and the school system provides space and food. The goal is to create a cradle to college pipeline designed to improve vocabulary and other skills needed to put children on a track to read at grade level by third grade.



**Los Niños Primero** seeks to address the widening education gap affecting the Latino community. Year-round programs are specifically designed for Latino children from 3 to 19-years-old.

The organization already serves numerous Metro Atlanta counties with year-round educational support and is expanding its reach to include more sites, as well as more Saturday sessions.



**Quality Care for Children (QCC)** equips families and child-care providers with resources they need to nurture and educate Georgia's infants and young children. When the pandemic

revealed how essential child-care programs are to the economy, it also illustrated their vulnerability. Many had to close, and others are struggling.

QCC is helping by enhancing and expanding its suite of business support services, through its QCCworks program to help more child-care businesses improve their sustainability. QCCworks will help grow and increase the resiliency of the child-care system.





## You can believe this HYPE



**Hope for Youth, Inc.**, better known as HYPE, is a nonprofit organization offering a variety of programs to help girls of color gain technology skills and prepare them for future leadership roles in the tech industry.

COVID-19 restrictions forced much of their programming online the past two years, so coming together in person to reflect upon their accomplishments was a special – as well as educational and uplifting – event.

The gala production, modeled after a television game show, pitted HYPE scholars against professionals from various tech firms. The evening was interspersed with testimonials, trivia contests, and interactive quizzes that included live and virtual audiences. Scholarships were awarded to four

students, and more than \$30,000 was raised. “HYPE Night 2021 was an amazing evening with a huge amount of support. Best of all, our scholars truly felt seen, loved, supported, inspired, and encouraged,” said HYPE founder Kristina Smith-Newton.

She said the event wouldn’t have been possible without the support of donors and sponsors like Georgia Power. “The work we do aligns with the goals and initiatives of the Foundation,” said Smith-Newton.



**“We’ve reached more than 500 underrepresented girls in 25 counties throughout Georgia with our programming, cultivating a pipeline of diverse talent for the tech industry.”**

— Kristina Smith-Newton, Founder, HYPE

## Young Colquitt County leaders want you to know: “We don’t try. We do.”



A leadership development program in Moultrie and Colquitt County is helping prepare young African-American men to become positive role models in their community.

**Leadership Legends**, a collaboration between local leaders and the University of Georgia’s (UGA) **J.W. Fanning Institute**

**for Leadership Development**, began in 2018 with an inaugural class of 13 eighth-grade boys and followed them through their junior year in high school. Another cohort will start the program soon, and the new graduates will help mentor them.

Legends sessions focused on life skills, including the importance of personal and professional etiquette, public speaking, and community engagement. Participants visited colleges, businesses, cultural sites, and community organizations. One memorable session saw them navigating an obstacle course with UGA equestrians and their horses.

Brian Knighton, principal at Stringfellow Elementary School in Moultrie, and Ralph “R.J.” Taylor, a local financial advisor, brainstormed the idea during a spontaneous conversation. They reached out to the Fanning Institute to help develop what they knew could be a life-defining experience for young men in their community.

They chose a motto and ethic embraced whole-heartedly by the young men: “We don’t try. We do.”

Brent James, Georgia Power’s local manager in Moultrie, said the program’s goals and over-arching mission align perfectly with the Foundation’s framework around education equity and community investment.

At their graduation in September 2021, Taylor marveled at how far the poised and confident young men before him had come, saying, “Seeing you grow, the level of maturity you’ve attained -- It’s been amazing to be along this journey with you. You invested in yourselves, and I look forward to seeing what you’ll continue to do in the future. Not just here in Moultrie and Colquitt County, but in life.”

**“We wanted to cultivate a program that allowed us to do this in a way that no one else has ever done. We chose eighth grade because it is a pivotal time in a young man’s life.”**

— Brian Knighton, Principal, Stringfellow Elementary School



Shannah Montgomery/UGA Public Service and Outreach





# Empowering ENVIRONMENT

## Opening doors to Georgia's outdoors



**Georgia Wildlife Federation** (GWF) is expanding its outreach efforts to attract more participation from diverse audiences. The organization's mission is to develop greater opportunities to enjoy outdoor experiences for all citizens, while also ensuring Georgia's land, water, and wildlife are healthy and sustainable for future generations to enjoy.

GWF is looking to bring more minority voices to the conservation table and into leadership roles as well. They have developed a comprehensive action plan to move forward with help from the Georgia Power Foundation and others. Key aspects of their strategy involve forming partnerships with existing minority organizations to gain insight into what is preventing greater participation.

The next step is to develop new methods to reach these audiences, with proposed activities such as the following:

- Hiring Academic Afield (a collegiate hunting association) interns at two of Georgia's Historically Black Colleges and Universities (HBCUs) to promote hunting, fishing, and shooting sports and build a supportive community around them.
- Hosting a minimum of four in-person outdoor events with each of the two HBCU institutions selected.
- Hosting an at-large event with several academic stakeholders from throughout Georgia, thus bringing together a diverse group of young adults to share common experiences and their passion for outdoor sports.

## GYF: training youth to safeguard Georgia's green resources



Georgia is known for its abundant green forests and vast acres of timberland. And with 52% of Atlanta covered in trees, it is sometimes referred to as the "city in a forest."

Given that, it's becoming more and more critical that these natural resources are protected and sustainably managed. A shortage of tree care professionals is making that difficult, however, with many in the business saying finding reliable help is their biggest challenge.

That's where the **Greening Youth Foundation** (GYF) is seeking to make a difference.



In keeping with their mission, GYF is working with local vegetation management providers to engage and train under-represented youth and young adults for tree worker jobs and careers in conservation.

GYF recently launched a Tree Management Training program, a seven-week course that combines training in the technical aspects of tree care, as well as instruction in soft skills such as communication, teamwork, and time management.

Technical skill training includes workplace safety, chain saw operation, chipper operation, tree pruning, tree care and invasive species removal.

With funding from the Georgia Power Foundation and others, GYF is running three cohorts of training with nine students per session. Participants are employed trainees working on green infrastructure and tree care projects. They are assigned to the program full-time, working both in the field and receiving instruction at GYF's Urban Conservation Training Institute in west Atlanta.

The program ultimately aims to bridge the gap between tree care professionals and under-served youth while holistically preparing them for work in the industry. Long-term objectives are to provide a foundation for both a life-long interest in environmental protection and future employment in a natural resource field.




**The program ultimately aims to bridge the gap between tree care professionals and under-served youth while holistically preparing them for work in the industry.**





Georgia Power's philanthropic efforts focus on three core pillars: emPowering Education, emPowering Environment, and emPowering Communities. The Foundation's signature programs were launched in 2019 & 2020. The programs include **Waters for Georgia** to support the environment, **Workforce for Georgia** to support the community, and **Teachers for Georgia** to support education. Each program initiative is designed to provide sustainable overall impact for years to come. This targeted approach is

designed to foster greater engagement and lasting impacts from our time, talent, and resources. The next several pages provide more information about each signature initiative. Combining the efforts of these targeted approaches has impacted over 40 communities in the state. Each have experienced challenges and roadblocks due to the ongoing Covid-19 pandemic but have learned lessons along the way to apply to future rounds of funding and engagement.

 Waters for Georgia	 Workforce for Georgia	 Teachers for Georgia
<b>YEAR LAUNCHED</b> 2019	<b>YEAR LAUNCHED</b> 2020	<b>YEAR LAUNCHED</b> 2019
<b>PURPOSE</b> Enhanced Water Quality	<b>PURPOSE</b> Increased educational pathways to meet local workforce needs	<b>PURPOSE</b> Recruitment and retention of male educators of color
<b>FUNDS</b> \$2M since inception	<b>FUNDS</b> \$279K since inception	<b>FUNDS</b> \$625K since inception
<b>NUMBER OF PROJECTS SUPPORTED</b> 15 projects	<b>NUMBER OF STUDENTS REACHED</b> 3,200 students	<b>NUMBER OF PROGRAMS SUPPORTED</b> 13 grants and endowments

## Waters for Georgia



Chattahoochee River in Atlanta

Investing in water quality throughout the state is at the heart of the **Waters for Georgia** signature program sponsored by the Georgia Power Foundation. The Foundation funded eight projects designed to improve water quality and contribute to measurable benefits for environments and communities across the state of Georgia. Each project was designed to implement and complete within a two-year cycle.

All Cycle 1 projects (2020-2021) were scheduled to launch in 2020 just as news of the pandemic was revealed. Despite the challenges associated with the pandemic, which delayed the start and completion for some, all organizations were able to implement their projects; several have completed while others continue to move forward with plans to complete before yearend 2022.



TNC staff seining near a culver crossing – Murray County, GA

A few project highlights include:

— **Trees Atlanta's Green Streets and Clean Streams** program installed 12 rainwater gardens in residential neighborhoods across Atlanta impacting the Proctor Creek and Utoy watersheds.



Residential stormwater planer installed by Trees Atlanta

— In Chatsworth, **The Nature Conservancy** removed barriers to aquatic connectivity by opening 4.5 miles of stream for wildlife & habitat improvement which increased populations of fish and streambed species.

— **ECO-Action** in Atlanta completed design activities and plans to mitigate stormwater capture and reuse for Proctor Creek on Spelman campus.

— **The Golden Triangle Resource Conservation and Development Council** restored approximately 300 linear feet of stream band to increase water quality and protect critical habitats for federally listed mussel species at the Spring Creek Stream Bank in Boykin.



The Foundation launched mid-year 2021 another two year cycle (2022-2023).



## Workforce for Georgia



The **Workforce for Georgia** signature program was launched in 2020 to strengthen educational offerings in the state to match the needs of local industries and businesses. Thirteen Georgia schools and districts were selected to build capacity in their existing Career, Technical, and Agricultural Education (CTAE) or College and Career Academy programs or improve Career Pathway offerings to address any gaps in need or demand.

Using the Workforce Development Grant, recipients were able to expand CTAE and career academy offerings, putting their students on the pathway to college and career success following high school. Despite challenges related to the pandemic, grantees were able to largely complete the goals they set out for their programs and, in some cases where work was derailed, were able to continue implementation in the 2021-2022 school year.



Greene College &amp; Career Academy

In one program, only 50% of high school students returned to in person instruction and teachers were providing in-person and virtual instruction at the same time. In addition, some manufacturing-focused and medical-focused programs had to delay partnerships with local industry and hospitals, respectively, due to temporary business closures and hospital restrictions due to the pandemic. Grantees indicated successes and challenges during the grant year, most importantly, they were able to build the infrastructure for long-lasting programs to continue in the 2021-2022 school year and beyond.

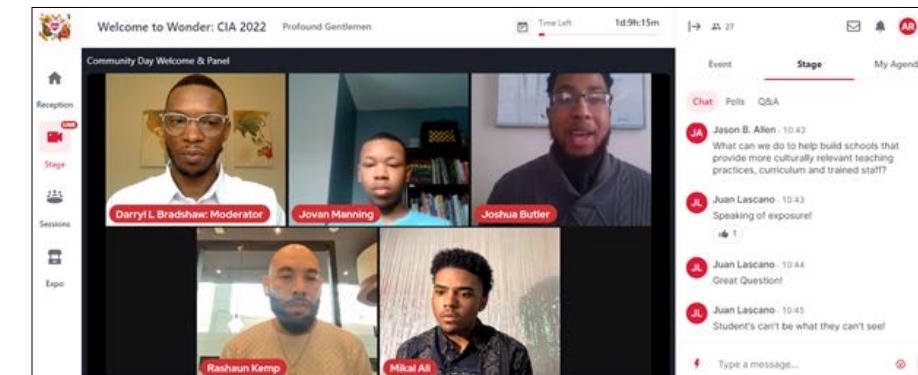


Chattooga County High School

## Teachers for Georgia

The Foundation established the **Teachers for Georgia** signature program to increase the recruitment and retention of male educators of color and ultimately improve educational outcomes for K-12 students. Since program inception in 2020, the Foundation has contributed \$625K to support programs and educational institutions working toward this cause.

In 2021, the Foundation contributed to scholarship endowments for eight universities throughout the state with the highest rates of male educators of color in training. These scholarships will support students at universities with Call Me MISTER programs and underrepresented students in education at other universities.



The Foundation also continued its partnership with **Profound Gentlemen**, **Relay Graduate School of Atlanta**, and Call Me MISTER programs throughout the state with operating funds support.







# Volunteerism

## MENTORSHIP

## Clothing donations help weave a brighter future



Boxes of old Georgia Power company shirts and uniforms are being woven into colorful and creative new items that will help a non-profit organization

dedicated to providing affordable housing for people in Metro Atlanta.

Employees from the Community & Economic Development department and the Columbus Citizens of Georgia Power and Ambassadors chapters donated the now outdated clothing bearing the company's distinctive logo to **re:loom**, a program of the **Initiative for Affordable Housing**, a non-profit based in Decatur.



Employees at the weave house upcycle donations, transforming them into runner's reflective cuffs, beltline bags – an immensely popular crossbody option – coasters, and numerous other items that are then sold online and in the community.

**Central to re:loom's operation is a weave house that helps people address obstacles to employment through paid on-site job training and leadership opportunities.**



## Thomson's Citizens create new outdoor learning areas in Lincoln County



Thomson's Citizens of Georgia Power chapter helped create a new outdoor learning area and surrounding nature trails to help advance environmental education and programming in their community.

Citizens partnered with [Lincoln County Extension Services](#) on the project with an overall goal of preserving the natural environment.

The ambitious undertaking involved 14 Georgia Power volunteers dedicating 84 hours that will leave a legacy for many years to come.

So far, volunteers have constructed a 30' by 40' outdoor classroom with woodland seating that can accommodate up to 30 children. They have also laid the initial foundation for a walking trail which, when completed, will extend 2.5 miles and include signage describing plant and animal species along the way.

The first phase of a picnic area has also been cleared near a creek running alongside the trail. A pollinator garden – one that attracts bees, butterflies, and other beneficial creatures to transfer pollen – was designed to meet state environmental education standards.

"Each project was designed by the University of Georgia's County Extension," said Christopher Rogers, Transmission Maintenance area foreman.

Students in 4-H, a hugely popular program in the county, and adult learners enrolled in classes at the Extension office, are among those already enjoying the new amenities.



**"The overall hope is that the nature trail and pollinator garden will provide unique resources for the community and meet the Extension's mission of service."**

— Christopher Rogers, Transmission Maintenance Area Foreman

## Citizens chapters making bikes accessible for special-needs children



Several children with mobility limitations now have bicycles specifically tailored to meet their needs, thanks to the combined efforts of five Citizens of Georgia Power chapters.

Heart of Georgia, Milledgeville, Plant Scherer, Albany, and Dublin chapters worked with [Wellspring Wellness Center](#) on the organization's **Smiles on Wheels Build a Bike initiative**.

Wellspring is a Warner Robins-based non-profit therapy clinic and outreach ministry that works with families of children with special needs to help them thrive.

While adaptive bikes aren't typically covered by insurance, they provide multiple benefits.



"Adding an adapted bike to a child's regular therapy regiment enhances their therapeutic responsiveness and overall health," said Beth Bryan, a Wellspring physical therapist leading the project. "Adaptive mobility devices provide a sense of individuality for the kids and can help them interact with their peers."

Collaborating remotely with representatives of the bikes' manufacturer, volunteers from each Citizens chapter assembled the cycles before presenting them to the children, who had already been evaluated to determine their customized specifications.





## Euharlee's Black Pioneers Cemetery: Uncovering a historic past



A historic, but formerly neglected, cemetery in Euharlee is being restored with the help of Plant Bowen's Citizens of Georgia Power chapter.

The **Black Pioneers Cemetery** was mostly forgotten until 2002, when the **Euharlee Historical Society** saved it from development. Bowen volunteers have since partnered with the city and Historical Society to help restore what was an active burial site from about 1830 to 1900.

The more than 300 graves identified so far had become overgrown with downed trees and brush that all but obscured the one-acre property located between two churches in the mostly rural community.



A cadre of Bowen volunteers, along with a team of Euharlee city employees and others, are restoring trails leading to the graves with the help of \$5,000 in funds from the Georgia Power Foundation.

Inclement weather and pandemic restrictions delayed the work for almost two years, but the restoration is now almost complete.



"The cemetery is within a mile of the plant. We are part of this community and want to help our local neighbors," said Jonathan Blair, Plant Bowen Citizens chapter president.

**"We want to make sure all the graves are marked, and once restoration is complete, have an ongoing role in the cemetery's future maintenance."**

— Jonathan Blair, Chapter President, Plant Bowen Citizens



## Metro East Citizens team up with community for South River cleanup



Employees from Metro East's Citizens of Georgia Power chapter worked alongside volunteers from throughout the community last summer for a cleanup of the South River that netted more than 240 pounds of trash and debris. The project took place in the area around the Panola Shoals Trailhead.

"The South River was recently placed on the American Rivers' Most Endangered Rivers list due to chronic pollution problems, which is why the Citizens team decided to become involved," said ChiQuita George, Environmental specialist and first vice president of the Metro East chapter.

Adding to its importance, the South River is part of the basin feeding into the mighty Altamaha River that runs all the way to the Atlantic Ocean.

"We put special focus on keeping our state's rivers, lakes and streams clean for families to enjoy and for wildlife to thrive," George said. "We see it as part of our duty to leave our communities better than we found them."

Volunteers from the **South River Watershed Alliance**, Arabia Mountain

National Heritage Alliance, and Stonecrest Parks and Recreation department were all part of the cleanup effort.

"It has been great to watch the phenomenal growth in support over the past 10 years," said Jackie Echols, board president of the South River Watershed Alliance.



**"Events such as the river cleanup are one example of the surge in community interest the South River has experienced over the past several years."**

— Jackie Echols, Board President, South River Watershed Alliance





## Daniel Veiga: Offering a better way to Bartow County's at-risk youth

For Daniel Veiga, serving and protecting others doesn't end when he wraps up his day as a Corporate Security professional at Georgia Power. Veiga also leads an intervention program for at-risk youth in his community, a role that grew out of his previous job as a school resource officer.

"I was approached by a fellow resource officer I worked with at the Cartersville Police Department a few years ago to team up on starting a diversion program for kids we already knew from our work in the schools," Veiga recalled.

That program evolved into Youth Against Violence and Drugs, an initiative dedicated to offering troubled youth classes and mentors to assist with life lessons and character building.

"Most of these kids have already been in trouble for a variety of offenses," Veiga said. "Our students want to learn better behaviors to avoid getting into even more serious trouble."

Veiga, who is also a part-time police officer in nearby Kingston, leads the program with other area police officers. They get support from school personnel and local pastors, who assist with the 10-week regimen.



Cam Parker, Georgia Power's area manager in Cartersville, is a strong believer in the mentoring initiative and enlisted the company's Foundation for financial assistance and support.

"This was a great opportunity for us because we are heavily focused on at-risk children and families in the area," Parker said. "Daniel and his fellow first responders are making a true difference where a true difference is urgently needed."



## Hala Davis: An affinity for mentoring and volunteerism



Aspiring to create supportive environments for others is a large part of what fuels Hala Davis' strong spirit of volunteerism – especially when it comes to children.

Even as a high school student in Memphis, Tenn., Davis, now a key account manager at Georgia Power, volunteered at her local elementary school's after-care program, mentoring and bonding with younger pupils.

"I'm the child of immigrants [from Kurdistan], and there are so many adults, including my parents, who played such an important role in my life, contributing to my sense of belonging," Davis said. "I always think, 'How can I play that role for others?'"

She said creating comfortable spaces where everyone is free to be themselves and thrive is what motivates her.

Davis' affinity for mentoring and helping others blossomed during her college years at the University of Tennessee. She chose a living community where leadership and service were encouraged, and it opened a whole new world for her.

"I felt fulfilled and like I was adding value to the world," Davis said. "I realized that even if it's not something I can do every day, I want to

position myself so I can support others the way adults in my life supported me." Davis now works with kids through Big Brothers, Big Sisters of Metro Atlanta and the Boys & Girls Clubs of Metro Atlanta.

Her "little" is now an adult who has graduated from Big Sisters, and given the scope of all her volunteer endeavors, Davis is weighing how best to manage her commitments going forward.

"I'm evaluating where I want to dedicate more of my time and give the most of myself," Davis said. "I don't want to do anything 50 percent."





Sutton honored with 6th annual Community Impact Award



**Melinda Sutton** received Georgia Power’s 2021 Community Impact Award in recognition of her long-time support and advocacy of the American Cancer Society’s Relay for Life.

This internal award recognizes employees who uphold the

company’s motto of being “A Citizen Wherever We Serve.”

Sutton, a senior Geographic Information Systems (GIS) technician in Savannah, is a 38-year company veteran. She joined Savannah Electric and Power Company in 1983, before its merger with Georgia Power in 2006.

Sutton has supported and, most recently, led the company’s Relay for Life activities in the Savannah area, where she was born and raised. Her passion for Relay for Life is fueled by the cancer battles of her mother and sister.

“Melinda truly embodies the values of being ‘A Citizen Wherever We Serve,’” said J.D. Wilson, Engineering supervisor at Georgia Power who nominated Sutton for the award. “It’s easy to see the passion she has for the people she works with and the community that she lives in, and she does a great job of getting her team rallied to this worthy cause.”

**April Hale**, a senior GIS technician in Carrollton, was named Impact Award runner-up.

Employees were nominated for the award by their colleagues, with finalists selected by a panel and winners chosen by employee voting. As part of the award, Sutton received a \$5,000 donation to a nonprofit of her choice. Hale received a \$1,500 donation to the nonprofit of her choice.



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Andre Person, *Metro East*  
Sheana Drake, *Metro South*  
Craig Bell, *Metro West*  
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**Number of Citizens Chapters — 39**  
**Number of Citizens members — 2,930**

**Number of Ambassadors chapters — 17**  
**Number of Ambassadors members — 1,478**





A Citizen Wherever We Serve

[georgiapower.com/citizenship](http://georgiapower.com/citizenship)

#WeHelpBecauseItsHome

#GAPowerfulService