

# # TOGETHER SHE WILL SHINE







**AT HOME, SCHOOL  
AND IN THE FUTURE  
WORKPLACE.**



**POLISHED PEBBLES  
HELPS GIRLS  
BECOME GREAT  
COMMUNICATORS**

***LEARN MORE***

04	From the Heart of Our Founder
06	Our Girls Need Us Now
08	The Polished Pebbles Way
12	Answering the Call
14	Making Waves
16	Community Report
16	Financials
18	Donors



## To Our Polished Pebbles Community,

As we are approaching our seventh anniversary, I'm excited to usher in new milestones for the Polished Pebbles Girls Mentoring Organization.

In seven years, we've built our program from a monthly Saturday session on the southeast side of Chicago with only two girls at our first meeting. Today we've grown in to a well-respected, direct service organization

of girls and young women in need of supportive programming and mentoring to assist in unleashing their innate greatness.

In our seventh year, we're also expanding our offerings to not only provide direct mentoring services to girls, but also training educators and youth service professionals on implementing and building the Polished Pebbles model in their respective cities.

But, all of this has only been possible due to the support of community members, organizations, academic institutions and businesses like you. Although in our beginnings we may have started out with just two girls on the south side of Chicago, as we've grown

# FROM THE HEART OF OUR FOUNDER

having served close to 2,000 girls, 7-17 years old through partnerships with Chicago Public Schools, various charter schools, social service agencies, and the Chicago Housing Authority.

With a laser focused approach targeting girls' communication skills, career readiness, and community engagement, I'm excited to announce we have launched national pilots of Polished Pebbles in Northwest Indiana, Texas, and a program specifically designed for young women of color studying at Duke University. We're expanding our ability not only to heed and impact the needs of urban black girls, but also Latinas and other diverse populations

locally and now nationally, we recognize that every girl we encounter is *The Same Girl*, with the same hopes, same aspirations, and same abilities in need of us to help her SHINE.

Thanks for all you done, and continue to do!

Eternally grateful,



**Kelly Fair**

Founder | Executive Director  
Polished Pebbles Girls Mentoring Program  
Reflections Foundation

*"Because of Polished Pebbles, I received personal leadership development training and exposure to workforce development training provided by leading businesses like Bloomingdales and ThoughtWorks"*

*"I learned how to be more confident"*

*"I learned to keep following in my dreams because they matter. And I also learned to be successful and never give up"*

*"[I've learned] that there's opportunity in everything you just have to shine and go out and get them"*

## #TogetherSheWillShine



*"This past spring our Polished Pebble's mentor led us in workshops on how important it is to properly represent ourselves via social media, and how to be job ready"*

*"[I've learned] that you don't need drama in your life and that you can solve problems without fighting"*

**HELPING GIRLS SHINE SINCE 2009**



*"This past spring our Polished Pebble's mentor led us in workshops on how important it is to properly represent ourselves via social media, and how to be job ready"*

*"The Bloomingdale's mock interview was a truly incredible experience and helped me to develop stronger interviewing and professional skills"*

*"Because of Polished Pebbles, I received personal leadership development training and exposure to workforce development training provided by leading businesses like Bloomingdales and ThoughtWorks"*

# OUR GIRLS NEED US NOW

Girls in Chicago, and similar urban environments, are facing seemingly insurmountable challenges on a daily basis. Poverty, crime, unemployment, school suspension, lack of access to supportive services, and other such structural barriers, are the harsh realities of the girls Polished Pebbles intends to reach.

In recent years, life in Chicago has become particularly troubling for youth in communities of color. In 2015 nearly 3,000 Chicagoans were shot, and 81% of the homicide victims were Black. 2016 year to date (at the time of this report) 2,419 people were shot and wounded and there were 487 homicides. 2015 also saw the largest mass public school closings in U.S. history, with approximately 50 schools and 61 building being closed in one year, primarily affecting low-income students and communities of color. Chicago has recently been faced with the closing of a number of community mental health centers primarily on the South side of the city. Chicago leads in comparison to other major U.S. cities (NY, LA) with the highest percentage of Black youth aged 16-19 out of school and work. In this same report one youth stated, "my friend would be alive if he had a job".

How do our youth learn to succeed and thrive, not just survive, in an environment with daily exposure to violence/crime, decreased access to education and supportive services, and few opportunities for employment?

Nationally, the statistics for Black youth are equally concerning as that of Chicago. In 2016 the Congressional Caucus on Black Women and Girls was formed with a mission to "eliminate significant barriers and disparities experienced by black women". The formation of the Caucus is extremely significant as it makes the plight of Black women and girls a national priority. The 2015 White House Report on the Advancement of Women and Girls report sheds light on some of the disparities our girls face citing that girls from marginalized communities are suspended from school at disproportionate rates which puts them at higher risk for dropping out and are therefore more likely to be involved in the juvenile justice system. "Black girls represent 14% of the U.S. population, yet they constitute 32% of the girls detained and committed." Girls are disproportionately arrested for status offenses and outstanding warrants, and are more likely

to receive more severe punishment than boys. The report also posits that Black children under 18 make up 59% of all arrest for prostitution, and Black and Latina girls are twice as likely as white girls to become pregnant and experience higher levels of unemployment. How do we support young girls who exist in a society where the odds are against them in ways that are direct and systemic? What tools are needed to navigate these realities?



The need for effective methods of positive engagement and support for girls in Chicago is urgent! Polished Pebbles is committed to answering the call....



# THE POLISHED PEBBLES WAY

*"I learned how to be more confident"*

*"When you go into mentoring you think that you're there to impact girls, which you are! However, every young girl I've had the opportunity to step foot in front of has actually changed my life and my perspective on things"*

## MISSION STATEMENT

*"Polished Pebbles helps girls become great communicators at home, school and in the future workplace."*

Innovation, passion and commitment are the driving forces behind the birth of the Polished Pebbles approach to mentorship for young girls in urban communities. It is our belief that there is a direct link between communication skills and college/career readiness, which leads to informed, active community leaders. As our founding team developed our programming we considered creative ways to affect change within our girls. We were thoughtful in our desire to not only provide our girls with a positive outlet now, but to equip them with tools for success in important aspects of their life for years to come.

Research supports our belief that mentorship, communication and career preparation are

essential to positive youth development, particularly for girls in Chicago and other urban environments. According to Youth.Gov, mentorship can help youth develop leadership skills and confidence in their abilities, increase civic engagement and ultimately prepare youth for the workforce. Mentorship can also lead to lower dropout, increased high



school graduation rates, enhanced self-esteem, improve interpersonal skills and higher educational aspirations. Successful mentorship programs are noted to be flexible with the dynamic needs of mentors and mentees.

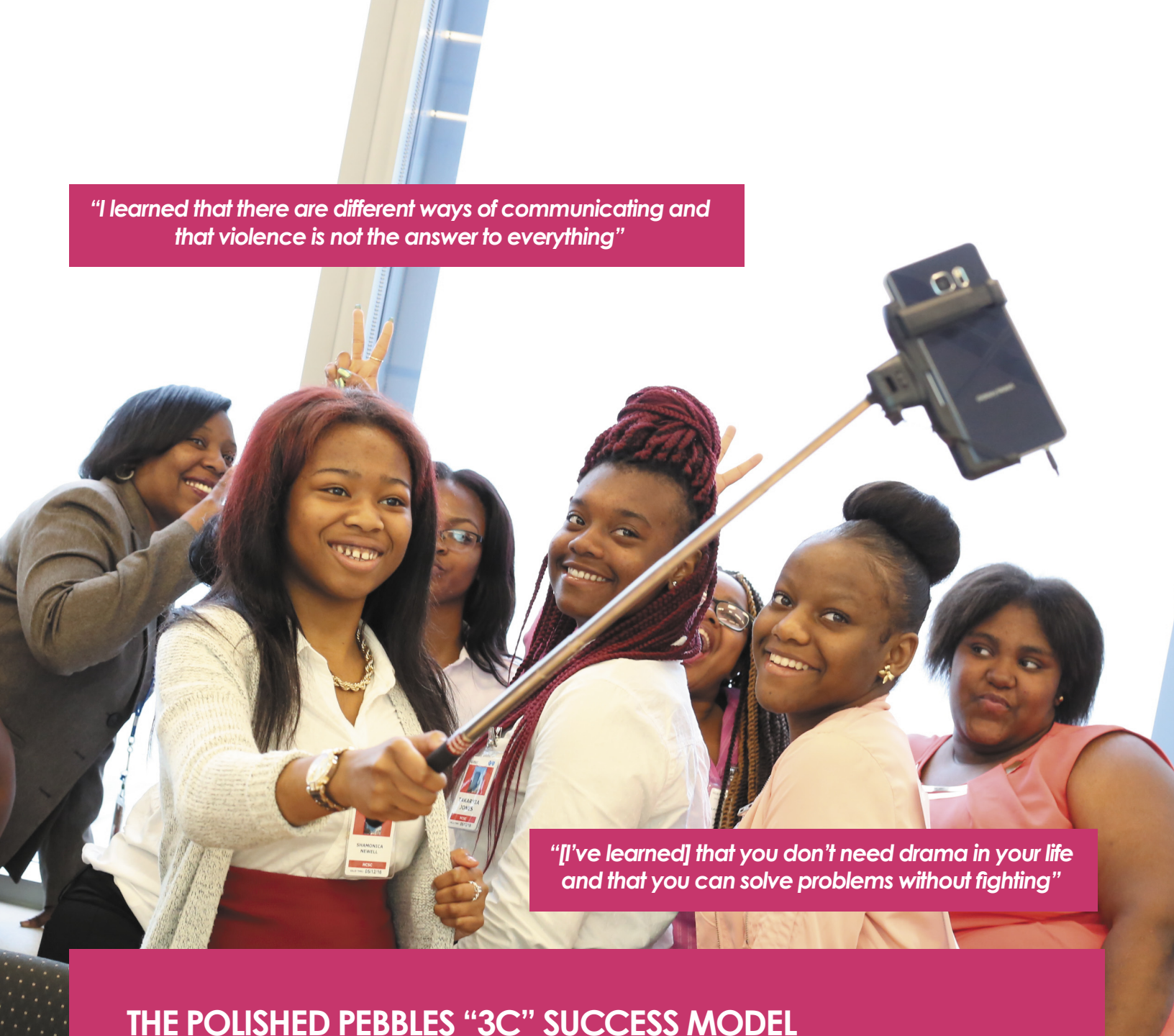
A report on the study of communication in college states "competence in oral communication – in speaking and listening – is prerequisite to students' academic, personal, and professional success in life". Communication is taught and can improve critical thinking skills and in turn supports youth in being more critical consumers of "modern media" forms. This is particularly important given the saturation of the internet and social media for today's youth. Communication is key for conflict resolution and appropriate social engagement. And "antisocial and violent behavior often accompany or occur with underdeveloped social and conflict management skills".

For Polished Pebbles, communication is the way!





*"I learned that there are different ways of communicating and that violence is not the answer to everything"*



*"[I've learned] that you don't need drama in your life and that you can solve problems without fighting"*

## THE POLISHED PEBBLES “3C” SUCCESS MODEL



**Communication + Career Exploration + Community = Success!**

Polished Pebbles has a unique approach to mentorship that stems from our foundational pillars of the Three Cs: Communication, Career Exploration, Community. Our model of school-based mentorship can be implemented in diverse school settings serving girls in K-12 and functions as an After School Program. The Polished Pebbles model is also designed to offer community-based group mentorship on Saturdays to girls in underserved communities.

## THE POLISHED PEBBLES SERVICE DELIVERY APPROACH



LOCAL GIRLS >



COMMUNITY MENTORS >



JOB SHADOWING

### POLISHED PEBBLES ENGAGES...

1. Girls 7-17 years old from local schools and in the community
2. Volunteers from the community to serve as mentors
3. Corporations to offer on-site job shadowing for career readiness

### TO ACHIEVE OUR VISION...

That ALL girls in underserved communities will have the communication skills necessary to confidently navigate challenging environments and be community leaders.

We provide:

### AFTER SCHOOL MENTORSHIP

- 1:20 Mentor/Youth Ratio
- 15-20 Week Sessions
- Culminating Job Shadowing Event with Corporate Partners
- Sample Themes:

S.H.I.N.E. (Smile, Say Hello, Introduce Yourself, Nod your head, End the conversation)  
Verbal and Non-Verbal Communication  
Communication through Self-Expression  
Common Forms of Female Aggression  
Representing Self in Social Media  
Leadership and Responsibility  
Social and Cross Cultural Skills  
Job Readiness

### SECOND SATURDAYS MENTORSHIP

- 10:25 Mentor/Youth Ratio
  - Monthly Group Sessions
  - Sample Themes:
- Thematic Communication  
Career Panel  
Team Building  
Service Project  
Non-traditional Daddy/Daughter Dance





# ANSWERING THE CALL

Our ability to partner with schools, community-based institutions, corporations, and individual volunteers has been essential to our success as an organization. We also contract with professional workshop facilitators. We recognize the ways in which funding opportunities for nonprofits have changed with a call for collaboration and partnerships amongst stakeholders.

**The challenges our girls face are complex and require a multifaceted response.**

Polished Pebbles is intentional and strategic in our work to build effective, meaningful partnerships that help to expand our reach to more girls, and expose our girls to people, places, and experiences that support their growth and development.

## THE POLISHED PEBBLES TEAM

### EXECUTIVE DIRECTOR

Kelly Fair  
Founder  
Board President

### BOARD OF DIRECTORS

Andre Fair  
Board Treasurer  
President  
Omar Medical Supplies

Andrea Harvey, Esq.  
Harvey Law Offices

Latrice Davis  
Non-Profit Consultant

Christa Hamilton  
CEO  
Centers for New Horizon

## EXPANDING OUR REACH

### 2015-2016 CHICAGO PUBLIC SCHOOLS PARTNERS

Team Englewood  
Harper  
Julian  
Corliss  
Washington  
Fenger  
Al Raby  
Sumner  
Yates  
Morgan Park  
Harlan  
South Shore  
DHW  
Mollison  
Mandrake

### COMMUNITY + CORPORATE PARTNERS

Nordstrom  
Blue Cross Blue Shield of Illinois  
Hyatt Place South Chicago  
Microsoft Store Oakbrook  
Carson's Outlet Morton Grove  
ThoughtWorks Chicago  
Bloomingdales Chicago  
University of Chicago Community Accelerator Program

### VOLUNTEERS – OUR MENTORS



We recruit volunteers from the community to support our mentorship programs. Our volunteers represent local women of all ages and all walks of life including women from various professional fields including, but not limited to, education, corporate finance, STEM, and social services. Unique to our community-based mentorship model we engage men as volunteers to provide our girls with positive exposure to men as an alternative narrative.



## MEET THE FOUNDER

Kelly Fair is a graduate of Howard University and holds a Master's degree from the University of Iowa. As an active member of the Chicago community, Kelly has served as a member of the Women's Board of the Chicago Urban League, the advocacy council of Women Employed, Inc., the Metropolitan Board of the Chicago Urban League, and was a member of the Christ Universal Temple Board of Directors.

Currently, as president of the Reflections Foundation, in addition to Polished Pebbles, Kelly has operated a Chicagoland women's discussion and networking group called "Our Common Thread" with women from different communities within the city. As a manager at McGraw-Hill, Kelly implemented launch campaigns for two innovative research studies. At Christ Universal Temple, she served as a program manager and curriculum designer for the Project Achieve College Prep Program. For her outstanding work in neighborhoods throughout Chicago, Kelly has been recognized by ComEd, Google, Verizon Wireless and the DuSable Museum's Women's boards, and AARP. As the face of the organization, Kelly is traveling throughout the country serving as the spokesperson for Polished Pebbles.



# MAKING WAVES

Since its inception, Polished Pebbles has made waves in the Chicago landscape of mentorship for underserved girls. Our approach to mentorship, with a focus on Communication, Career and Community was quickly accepted as a viable and effective intervention for girls. We have successfully expanded our reach through dynamic partnerships, and continue to work to build our infrastructure for sustainability and scalability.

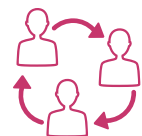
## IMPACT

Over the last five years Polished Pebbles has:



1500

Served over 1,500 African American and Latina Girls



500

Engaged over 500 Volunteer Mentors



40

Partnered with over 40 Schools and Community Organizations



10

Partnered with over 10 Corporations



\$1

Garnered over \$1 Million in Professional Volunteer Support, Resources and Exposure Opportunities for Our Girls

We mentor girls in many areas throughout the city of Chicago.

15



*"My experience with Polished Pebbles is one I will want to duplicate and grow for years to come. Having an organization like this that works with girls to prepare them with life skills was invaluable. The students from Polished Pebbles were more professional and poised than many other students. I was so impressed by the Polished Pebbles girls that I offered 15 of them summer internships. It takes a village to raise a child and the partnership between CPS and Polished Pebbles is a shining example of that!"*

*"We feel that our activities help improve the girls communication skills by conducting break out sessions that stress the importance of communication amongst coworkers, teammates, and peers"*

*"ThoughtWorks provides activities that allow the girls to communicate amongst ThoughtWorkers and themselves. We stress teamwork and innovation in regards to technology and we strive to show the girls the vast amount of opportunities in technology"*



# COMMUNITY REPORT

## 2015-2016 HIGHLIGHTS

- 

Twenty Polished Pebbles girls were offered summer internships through our corporate and community partners.
- 

Chicago Community Trust highlighted the work of Polished Pebbles and Founder Kelly Fair as a “portrait of change in our community”.
- 

Our Founder, Kelly Fair, was invited as a SHEntrepreneur in Residence at Duke University Women’s Center to share her journey and the success of Polished Pebbles.
- 

Polished Pebbles was selected to participate in the inaugural cohort of the University of Chicago Community Program Accelerator. This 2-year program offers Polished Pebbles professional development resources, assessments and technical assistance.
- 

Expanded Polished Pebbles programming to Humboldt Park, Englewood and Gary, IN.
- 

iHeart Media selected Polished Pebbles as a community partner for a targeted in-kind media campaign, valued at \$196,000, to promote and expose our mentorship program and model.
- 

Polished Pebbles received the national Roslyn Jaffe Foundation Award \$25,000 grant to restore funding to a CPS school that lost funding due to a budget crisis and expand to Indiana and Texas.

## 2015 FINANCIALS



### INCOME

Program:	\$81,006
Fundraising:	\$23,089
Sponsors:	\$37,000
Grants:	\$80,100



### EXPENSES

Program Services:	\$90,413
Admin Support:	\$84,976

Results of a recent Evaluation Pilot of our Community-Based Chicago Housing Authority Mentorship Sites:

- 95%

**PROBLEM-SOLVERS**  
95% of participants meet the problem-solving standards from the Employability and Life Skills Assessment.
- 87%

**DEVELOPING LEADERS**  
87% of participants held a leadership position in a school/ community club after program involvement.
- 100%

**CONFLICT RESOLUTION**  
One hundred percent of participants report having learned how to deal with conflict.
- 75%

**CIVIC PARTICIPATION**  
75% of participants joined a school club or community organizations after program involvement.

## 2016-2017 ONWARD

Our 2016-2017 school-based mentorship program outcomes for our girls include:

- 90% attendance rate at weekly program sessions
- 50% increase in class participation
- 90% reduction in conflicts and fights with peers
- 25% reduction in disciplinary infractions for girls referred by Social Workers
- 75% of girls will obtain after-school or summer employment
- 90% of participants will seek leadership positions

Polished Pebbles: The College Edition will launch at Duke University during the 2016-2017 academic year. We will expand our mentorship model to support undergraduate women of color through interactive workshops and initiatives aimed at leadership development, maintaining a healthy sense of self and career planning.

Polished Pebbles received funding through the Roslyn Jaffe foundation to implement our program at the Haley Elementary School in Irving, Texas during the FY16-17 school year.

In addition to providing direct services to underserved girls Polished Pebbles hopes to:

- Provide expert consultation on best practices and policy regarding career readiness for African American girls and young women
- Develop an online/digital tool for mentorship to reach more girls
- Develop a training tool for service providers working with girls in urban communities



*"[I've learned] that there's opportunity in everything you just have to shine and go out and get them"*

*"I learned to keep following in my dreams because they matter. And I also learned to be successful and never give up"*

# DONORS

Brenda Kay Shed  
Marquita Baltimore  
Richard Smith  
Tiffany Tapley  
Andrea F. Gordon  
Ashley Phillips  
Beverly Gatewood-Hall  
Bianca Roberson  
Dawn M Perry  
Detra Boyd  
Ebonie Durham  
Jamie Johnson  
Jamie Y. Johnson  
LaMailede Moore  
LynToi Riley  
Sharrell Hibbler  
Shayne Evans  
Jamila McClinton  
Andrea Harvey  
Christina Sampson  
Andre Fair  
Annika Knight  
Consuella Williams  
Essence Mitchell  
Kendra Turner  
Kimberley Williamson  
Reginald L. Cotton

Rosalita Johnson  
Sonya Harris  
Andrea Alexander  
Anjie Hosley  
Deborah Minor Harvey  
Johnathan Carthon  
Terea Murphy  
Adrienne Robinson  
Camille Clark  
Christopher Pope  
Cory Stevenson  
Cristal Thomas  
Dawn Henson  
Dawne Collier  
Deborah M Harvey  
Debra Ponder  
Delisher Bankole  
Derrick Young  
Djenne Clayton  
Ernest L Sanders  
First Giving  
Jade Simmons  
Jeanine Weston-Donaldson  
Jennifer Johnston  
JoAnn Newsome  
Jonathan Fair  
Joyce Rogers

Katina Edwards  
L3 Eventeurs  
Letitia Powell  
Marcy Schlessinger  
Meesha J. Pike  
Nicole Johnson  
Ovetta Brown  
Phaedra Leslie  
Rebekah Clerk  
Renee D. Hurley Lacey  
Thelma Simmons  
Whitney Wade  
Christina Sampson  
Lakisha Williams  
Christina Jackson  
D. Gray-Young, Inc.  
Free Lunch Academy  
Jason Burns  
Kelly Fair  
KimLeMay Woodfork-Moore  
Lanette Littlejohn-Brown  
LaTonya Fourte-Lyles  
Madalyn Frigo  
Porter Myrick  
Dr. Charlesnika T. Evans  
Therese Clarke  
Troy Alexander-El  
Kristopher Anderson  
Xopher Pollard  
Adiat Baker  
Craig Stevenson  
Derrick B Wells

Joyce Wilkos  
Nubia Henderson  
Quiana George  
shellie williams  
Tanika Echols  
William Rodney  
Shedrene O'Neal  
Felicia Williams  
Catherine Gottfred  
Cocktails Entertainment  
Truist  
William Cruikshank  
Jennifer Ammons  
Christa Hamilton  
Ollie Photography, Inc

St. James Evangelical  
Lutheran Church  
Yasmin Curtis  
Mary Ellen Angelucci

Macy's

Black Womens Expo:  
Chicago Diversity &  
Inclusion/Financial Literacy

Crankstart Foundation  
Ascena Grant/Jaffe

University of Chicago Grant  
Office of Civic Engagement

## TOGETHER SHE WILL SHINE

Polished Pebbles needs your support to continue to support underserved girls and achieve our vision that ALL underserved girls will know how to communicate effectively at school, home and in the future workplace. Support our work with girls.

### VOLUNTEER

Serve your community by becoming a mentor for our girls during our Saturday Community-Based group mentoring program. Share your unique journey and skill set to eager girls in dire need of positive models of success.

### CORPORATE PARTNERSHIPS

Provide our girls with on-site job shadowing opportunities and offer your staff and company a unique opportunity for civic engagement. Your company can also have a direct connection with an outstanding pool of dynamic young girls and women for summer internships and job opportunities.

### DONATIONS

Provide funding to expand our reach to serve more girls in the Chicagoland area. We are also in need of funding to build our infrastructure including administrative, fundraising sponsorship, operations, and program support. Our 2017 budget is estimated at \$225,000



### AMBASSADOR PROGRAM

Join our Ambassador Network by providing direct resources through in-kind donations to support our organizations and programming needs. Resources can include, but are not limited to; sharing network for fundraising and corporate partnerships, pink cardigans for girls with Polished Pebbles logo, office and storage space on the south side of Chicago, 100 copies of relevant books for our girls





# HELPING GIRLS SHINE SINCE 2009

@polishedpebbles