

**PRESBYTERY OF GENESEE VALLEY
COMMUNITY AGENCY PROJECT REPORT**

**Coffee Connection/Project Empower
For 2018 Grant**

Name of Project:

A new model for career development for women in recovery

Name and Location of Community Agency

Coffee Connection (Project Empower)

Roastery and Café at 681 South Avenue, Rochester NY 14620

Greenhouse Café at 2271 E. Main St., Rochester NY 14609

Contact person for project

Joy Bergfalk, executive director

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1. What were you hoping to accomplish?

Our project for 2018-19 focuses on developing a replicable model for career development for women in recovery, with a digital presentation at the end to be available to other groups to use in their own context. The project includes identifying both program-focused and outcomes-based training for every intern and employee and tracking all training. That training would be adapted to employees' specific needs and desires for training, and the database would be designed to track everything from beginning to end.

What we have done after about nine months of this project:

- Developed the database
- Worked with key volunteers and staff leadership team to create an assessment to be used by every person on staff
- Began a mentoring program where we are pairing a volunteer with an employee - someone with experience in the area of their job roles and responsibilities
- Provided training this year in:
 - Management and leadership (pro bono by a volunteer who works for a company offering this training)
 - ServSafe food handling training - for all our staff who works with food and serving customers
 - Bookkeeping and Quickbooks for two different employees -one-on-one training by an outside accountant working with us
 - Continuing training, as part of our program, for all staff in life practices such as critical thinking, self-awareness, reframing, conflict transformation, healing of trauma, and communication skills

The project expanded in its future scope to include designing digital resources for our entire model of a nonprofit business working with people in recovery. The way we train

employees is only one part of the model, and all the intertwining parts are needed for people to understand and employ it.

2. Who was touched by your project or program?

The focus of all we do are the women of the Coffee Connection who participate in the integrated program and business we provide. They are our employees and interns who run the daily operations of the business. We empower them through the program and the jobs we provide to build sustainable recovery and move toward toward economic self-sufficiency. We currently have 16 employees and 2 interns, and with a planned expansion of our facilities later in 2019, we will create several more jobs. We always have transitions, of course, and our program has included more than 25 women over the past year.

What we do – including the training which is at the heart of this project – touches many people beyond the women. We have 8 board members and another dozen volunteers who regularly attend what we call our monthly “leadership group” meetings and work with the women in a variety of ways. We have about eight mentors and several other volunteers who support the training. Beyond that, though, people in churches and community groups – and people who are customers – learn about addiction and how they can live and work with people with addictions. – In 2019 the Coffee Connection is part of a grant-funded project of the United Church of Pittsford which focuses on transforming lives of people affected by addiction through several church and community learning events and support groups.

3. How did this grant energize or transform your congregation or community?

This specific grant energized the staff and volunteers involved to focus on developing the pieces of the program necessary to move toward a functioning and replicable model which can be shared with others.

4. What did you learn from this project and what are your next steps?

In the process of designing an assessment and a mentoring program and creating a focused training program, our learning reinforced much of what we had been learning in the past few years about a different approach to training for people in recovery. Our next steps are to complete this project in 2019 and complete the creation of digital resources, not just for the training but, for the complete model of what we do as a nonprofit business empowering women in recovery.