READ USA



2025 Impact Report

Preparing the Workforce of Tomorrow Through Career and Literacy Excellence



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

-Frederick Douglass

Our Mission

Transforming America's future by ensuring every child and teen reads on grade level and is prepared to succeed in the workforce and beyond.

Our Vision

A nation where every child and teen is joyfully literate — curious, confident, and equipped to think freely, speak boldly, and build a more vibrant future for all.

Our Purpose

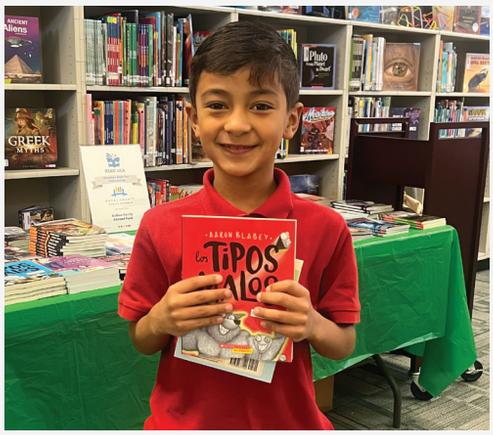
READ USA is shaping America's next generation of leaders. We exist to ensure that every child reads proficiently and every teen is prepared for meaningful work and lifelong learning.

Literacy and workforce readiness are not separate challenges. They are part of a single continuum. When children master reading early and teens gain the skills to navigate education, careers, and opportunity, we strengthen the foundation of our economy, national security, and long-term prosperity.

Our proven, multi-faceted model has earned the trust and investment of public, private, and nonprofit partners alike. Together, we are accelerating student growth, expanding opportunity, and creating measurable momentum across Duval County.

By aligning community action with national need, READ USA and our partners are preparing young people for their futures and strengthening America's competitive edge for generations to come.







A Message from Our **President & CEO and Board Chair**

Dear Friends of READ USA,

Thank you for coming to the table.

Your commitment — as donors, partners, educators, volunteers, and advocates — made it possible for READ USA to deepen its impact in meaningful ways throughout 2025. Our work moves forward because a community chooses to come together around a shared purpose: ensuring every child can read and every teen is prepared for what comes next.

Together, we saw real progress. Hundreds of elementary students strengthened the foundational reading skills that unlock lifelong success, with the majority making significant gains in just a few short months. At the same time, teen tutors stepped into leadership roles — building confidence, earning real-world experience, and developing the workforce skills that will shape their futures. Teachers deepened their instructional practices and classroom impact through robust professional development, and families became more equipped to support literacy at home.

What you will see throughout this report is a reflection of the progress we have made together. These outcomes are not just the result of a program — they are the result of people showing up, investing in one another, and believing in what is possible when we work together.

We are deeply grateful for the role you play in our mission. Your investment, generosity, partnership, and trust continue to open doors for the students, teens, and educators we are honored to serve.

Thank you for continuing to come to the table and helping build a stronger future for our community and our country.

With gratitude,



Dr. Robert H. Kelly, Jr.
President & Chief Executive Officer



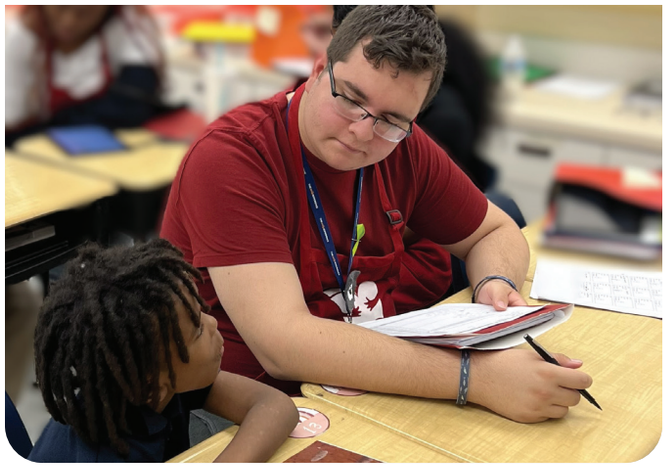
Ellen Wiss
Board Chair

The People We Serve **Today...**

Teenagers

Local teenagers are at the center of READ USA's model. As tutors, they build real-world skills — communication, leadership, and accountability — while shaping brighter futures for themselves and the students they serve. In the process, they gain the experience and confidence needed to succeed in the workforce and beyond.





Who They Are

- 73% Female and 27% Male
- 70% Currently Attend Duval County Public Schools (DCPS) High Schools
- 88% Are Under 20 Years of Age
- 27% Previously Worked for READ USA

Teachers

Quality teaching drives lasting impact. READ USA invests in educators by embedding professional development into our programs and providing opportunities to apply new strategies in real time. Teachers who work with READ USA receive ongoing training, actionable data, and additional compensation — strengthening both their reading instructional practices and their reach. The result is stronger classrooms, more effective tutoring, and greater outcomes for students.

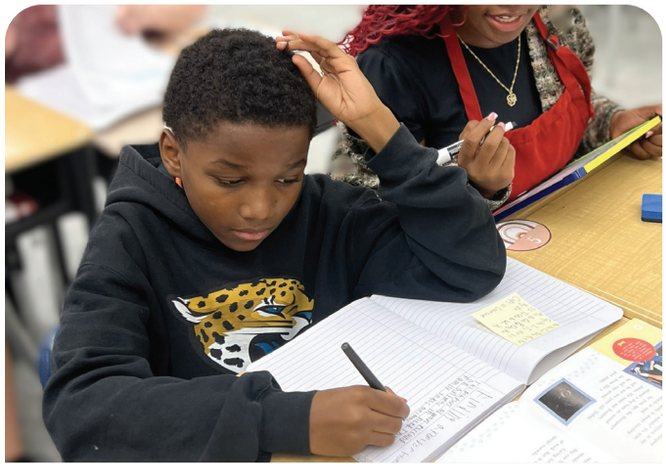
Who They Are

- 100% Are Florida Dept. of Education-Certified Teachers
- 85% Are Teachers Who Work Full-Time in the DCPS Schools We Serve
- 15% Are Recently Retired Teachers

...Build Our Country's **Future**

Elementary Students

With READ USA, elementary students are working toward one critical milestone: reading on grade level. Across the country — and here in Duval County — too many students are falling behind. READ USA meets this moment with focused, high-impact support. Our programs strengthen foundational skills in fluency, comprehension, and critical thinking, helping students build the literacy proficiency they need to succeed in school and eventually, the workforce.





Who They Are

- 50% female and 50% male
- 63% free/reduced lunch
- 13% English Language Learners (ELL)
- 79% 1+ year below grade-level reading proficiency and 52% 2+ years below

Families

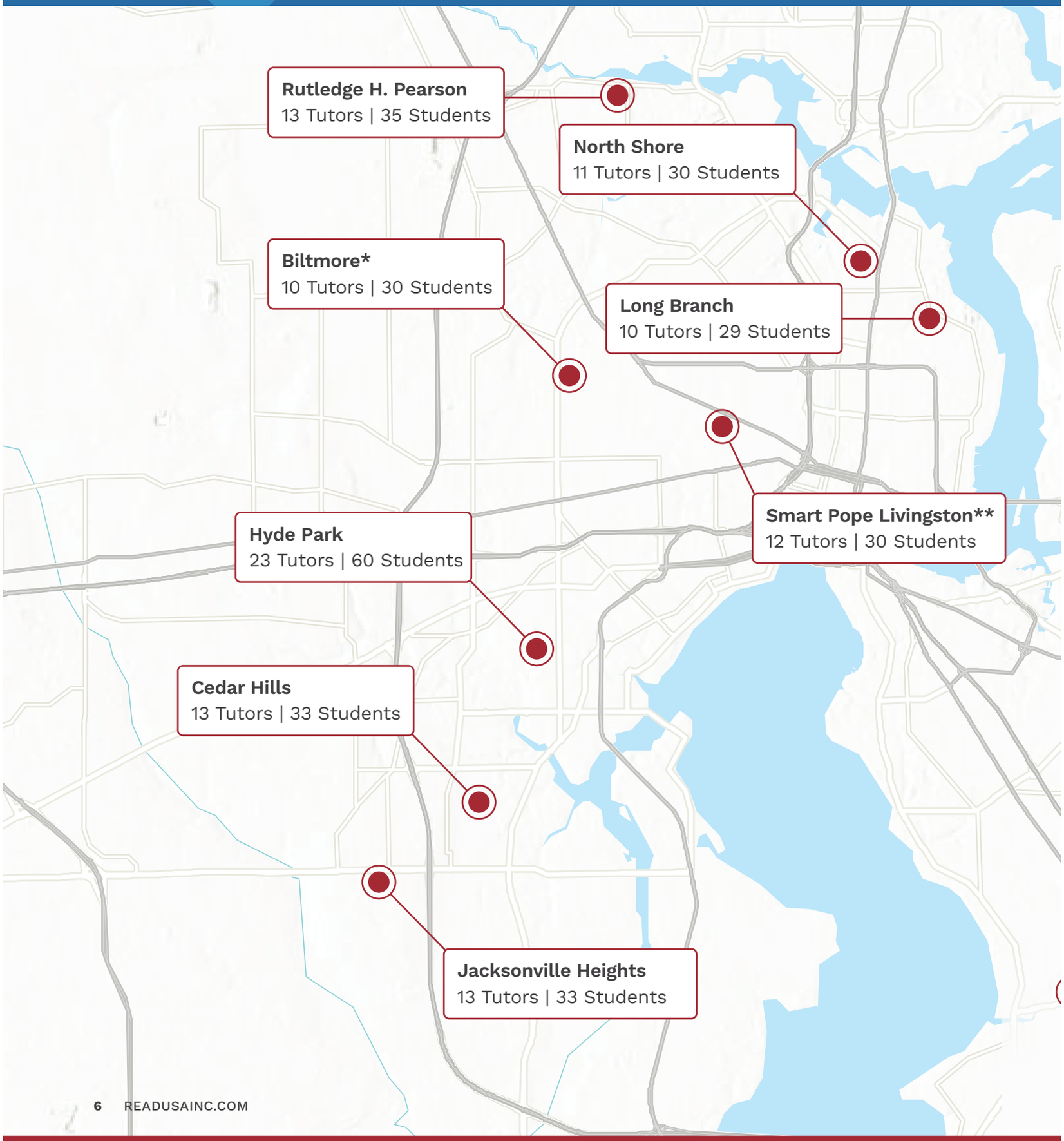
Learning to read begins at home — and families are essential to a child's success. READ USA equips parents and caregivers with books, tools, and practical strategies that make reading part of everyday life. By increasing access and building confidence, we help families create environments where literacy can grow — turning small, consistent moments into lasting impact for their children.

Who They Are*

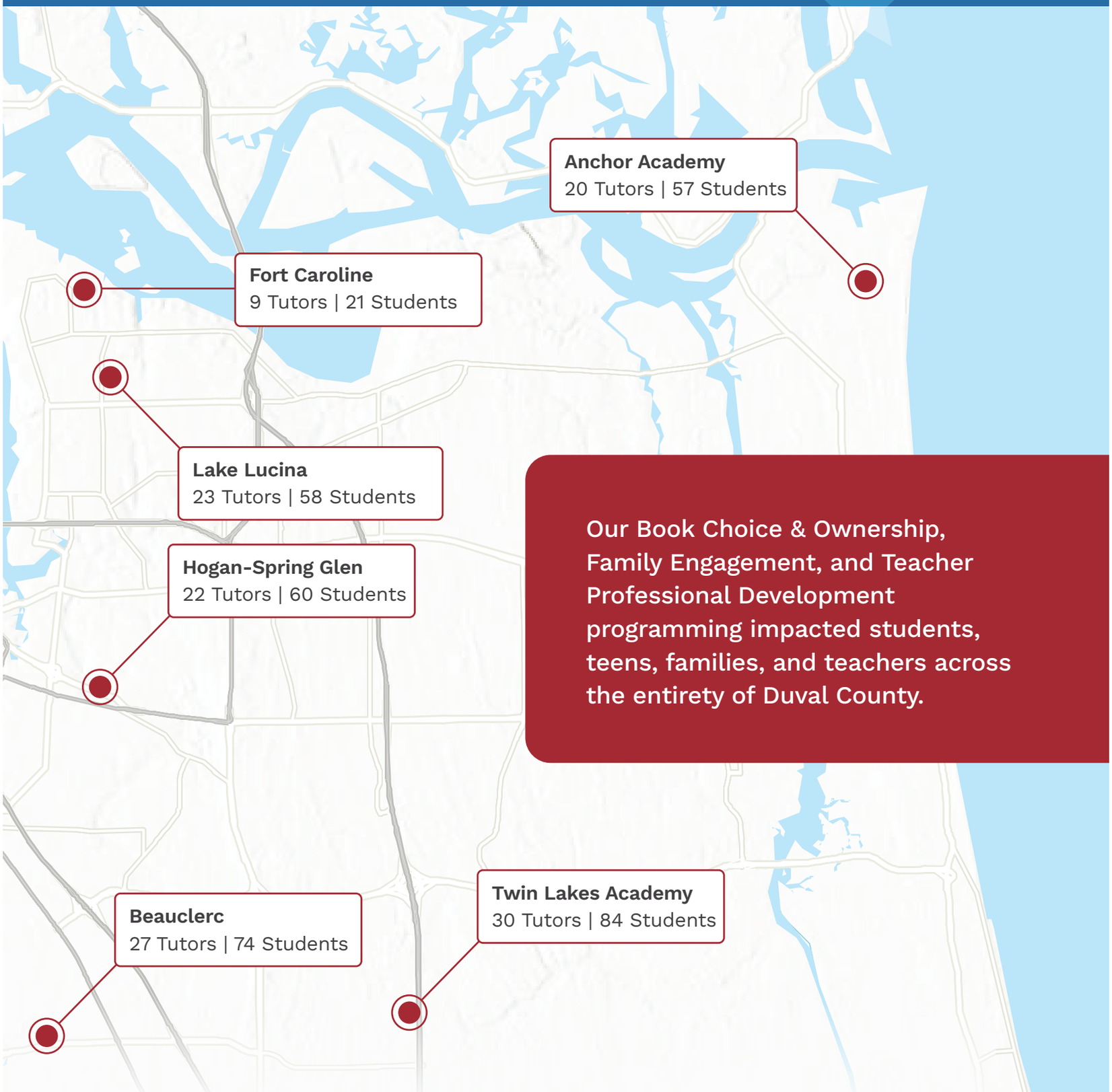
- 425,663 Households
- 183,340 Children Aged 0–14 (18% of Population)
- 2.4 Average Household Size

**Data from Jacksonville.gov (ESRI 2024)*

Our Impact Footprint



READ USA Literacy Tutoring & Workforce Development was active in 14 DCPS elementary schools, where we employ 3-4 teachers at each site.

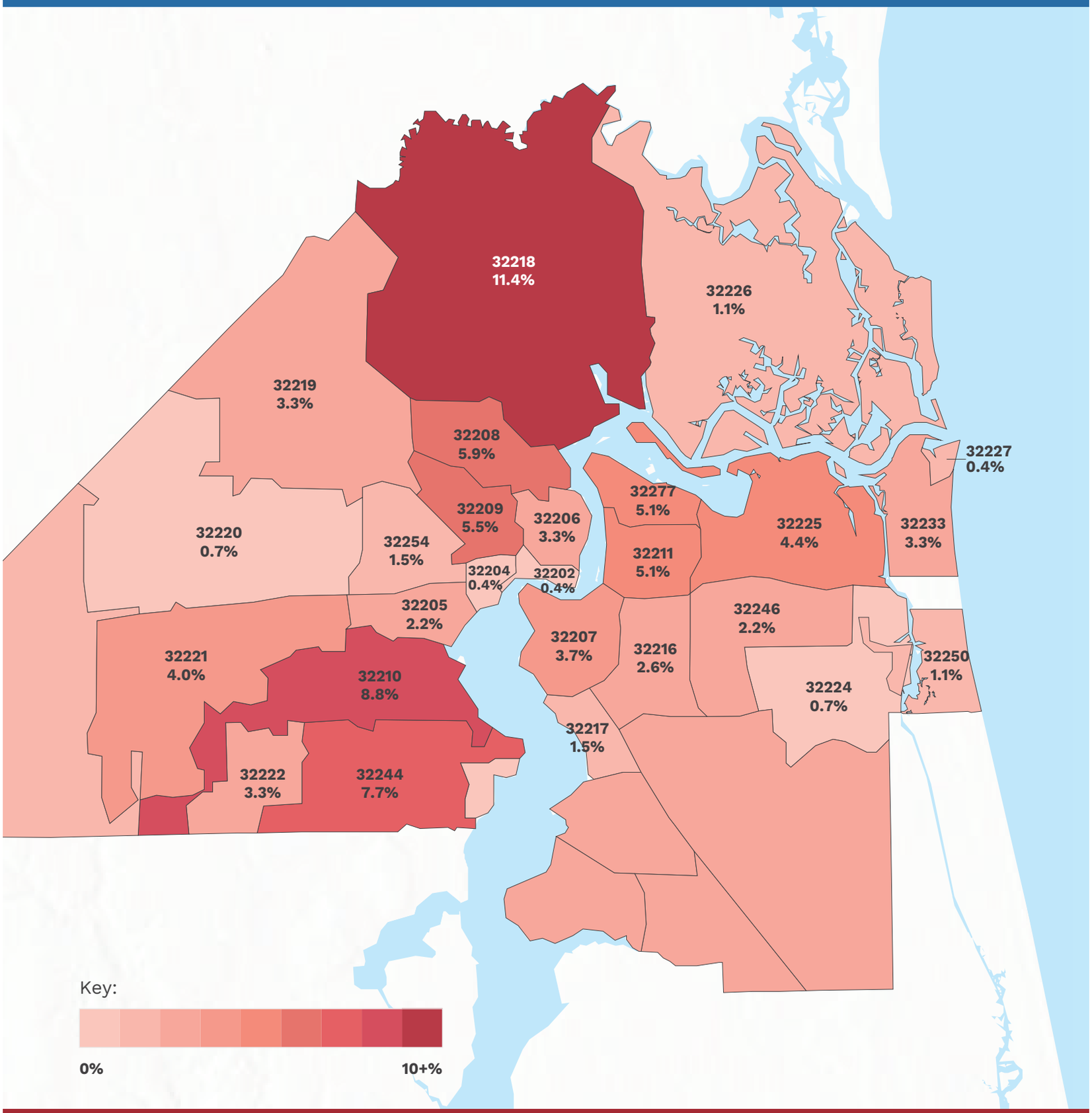


Our Book Choice & Ownership, Family Engagement, and Teacher Professional Development programming impacted students, teens, families, and teachers across the entirety of Duval County.

**Includes students and tutors from former Annie R. Morgan Elementary.*

***Includes students and tutors from former Susie Tolbert Elementary.*

Where Our Tutors Live, Learn, & Grow



Nearly all

of our tutors reside in Duval County and serve at elementary schools within the communities they call home.



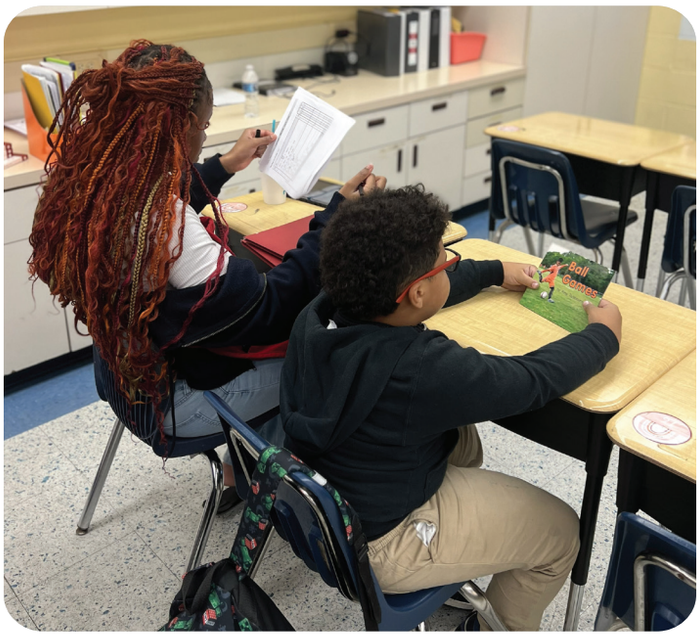
Institutions our Tutors Attend:

DCPS High Schools

Charter and Private High Schools in Duval County

Local Universities





1 in 5

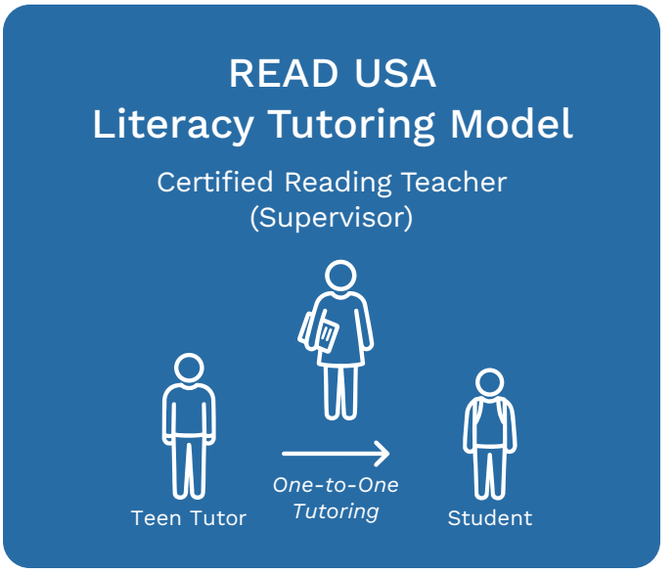
READ USA tutors reside in ZIP codes with median incomes at or below the poverty line.

Closing the Literacy Gap While Preparing Tomorrow's Workforce

Our Literacy Tutoring & Workforce Development model produces life-improving outcomes in three populations of people who are vital to America's future: elementary students, teens, and teachers.

How it Transforms Lives

READ USA recruits and trains local teenagers to deliver daily one-to-one literacy lessons to elementary students who are below grade-level reading proficiency. Tutors undergo rigorous training to implement a proven, evidence-based literacy curriculum and receive in-the-moment coaching and support from teachers – who are trained and paid by READ USA and take the professional development they learn back into their classrooms – to be successful in their roles.



S.P. Livingston Elementary

22 of 24 students made 6+ months of reading growth in three months of school.

"READ USA Literacy Tutoring makes the message in my favorite quote come alive – 'If you do today what others will not do; you will have tomorrow what others will not have.' – in so many ways. READ USA does the work and invests the time to close learning gaps, address reading deficiencies, and target skills that others will not do, resulting in improved student outcomes and ultimately gains that others will not have."

-Principal Barbara Sims

Hyde Park Elementary

27 of 28 students made 6+ months of growth in three months of school.

"READ USA Literacy Tutoring has been a powerful driver of student success in our school. Beyond improving reading skills, it builds confidence, strengthens performance across all subjects, and helps students see themselves as capable learners. We've watched our students at Hyde Park grow not only academically, but also in their communication, independence, and overall mindset. This support doesn't just benefit individual students—it uplifts our entire school community by reinforcing the foundation that every learner needs to thrive."

-Principal Shirley Winfrey

Removing Barriers, Expanding Opportunity

Access should never determine a child's ability to learn or a teen's opportunity to lead. Yet for many of the students and tutors we serve — many of whom come from low- to moderate-income households — everyday challenges like transportation, work schedules, and basic needs can stand in the way of participation.

That's why READ USA intentionally removes these barriers.

By providing transportation, aftercare, and meals, we make it possible for elementary students to consistently attend tutoring sessions and focus on building critical reading skills. At the same time, these supports ensure teen tutors can show up reliably, fully engage in their roles, and gain the workforce experience that sets them up for future success.

These investments are essential, not optional. When barriers are removed, students learn, teens lead, and real progress takes hold — just as READ USA has demonstrated.

Through the generosity of our donors and partners, access becomes possible, and opportunity becomes real.

> **"READ USA consistently improves the reading skills of our elementary students who are the furthest behind in reading. We are grateful for our ongoing partnership."**
>
> **-Dr. Christopher Bernier,**
> *DCPS Superintendent*

How We Support



Transportation

Reliable transportation can be the difference between showing up and missing out. READ USA provides need-based transportation so students and teen tutors can fully participate and stay on track.



Aftercare

For many families, the hours after school are the hardest to navigate. Our aftercare provides a safe, structured environment where students keep learning while parents or caregivers have peace of mind.



Meals & Snacks

Hunger is a barrier to learning. While some Title I schools provide free meals at dinnertime, READ USA provides snacks at elementary schools that do not offer meals. In doing so, we ensure students are nourished, focused, and ready to make the most of every tutoring session.

Data-Driven Impact

During the 2025-2026 academic year, the life trajectories of hundreds of elementary students and teens were forever changed through our Literacy Tutoring & Workforce Development model.

The students we served — who started the school year the furthest from grade-level reading proficiency compared to their peers — demonstrated incredible reading growth, while our teens gained real-life skills that better prepare them for their next step.

Just as importantly, both students and tutors gained something much deeper: the confidence and belief that they are capable of far more than they once imagined.

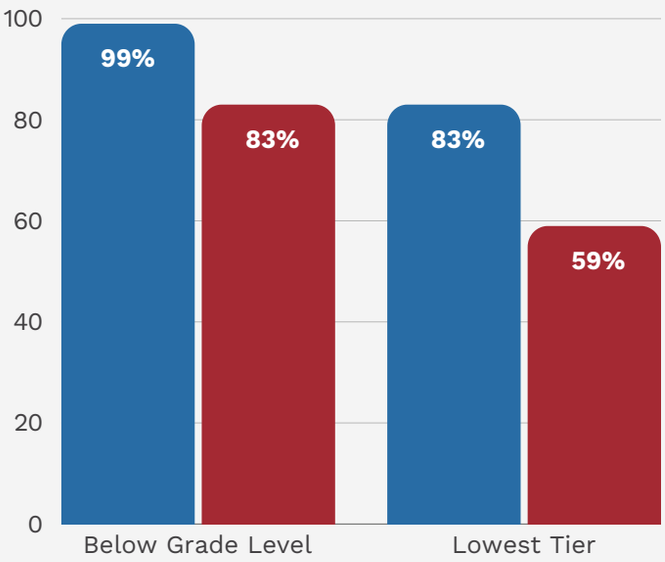
That impact is not anecdotal — it is measurable. As a data-driven organization, we rigorously track outcomes and engage third-party evaluators to validate the effectiveness of our model and the real progress achieved.

Our students began the 2024-2025 school year well behind a comparison group of their peers who did not receive tutoring on the Florida Assessment of Student Thinking (FAST). By the end of the year, due to the dedication of our tutors and teachers, our students advanced more performance levels and gained more scale-score points than the comparison group, demonstrating the accelerated growth these students needed to “close the literacy gap.”

The data proved a central tenet of our programming: *Literacy Tutoring met students where they were and moved them forward.*

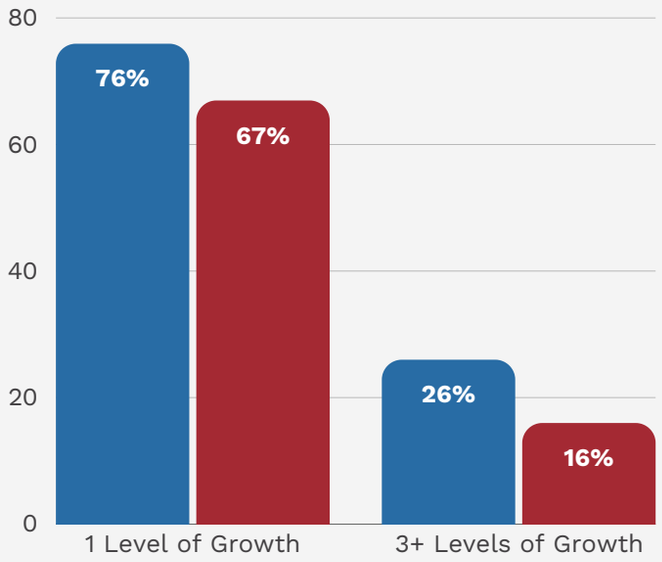
Start-of-Year

Students started the year well behind their peers.



End-of-Year

READ USA student growth outpaced their peers.



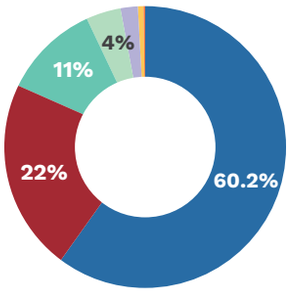
READ USA Students
Comparison Students

Growth is measured on the FAST ELA assessment using Florida’s Learning Gains performance levels, comparing each student’s fall (PM1) and spring (PM3) results for the 2024-25 school year. READ USA results reflect 432 tutored students in grades 3 and 4, compared with 1,869 grade-matched DCPS students who did not participate in tutoring, in a comparison-group analysis.

The Students We Serve

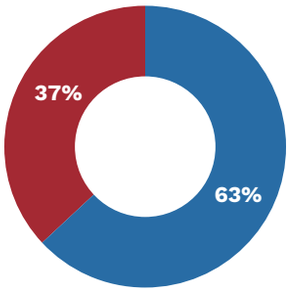
The elementary students we serve represent a diverse population, many of whom reside in some of Jacksonville's most vulnerable communities.

- Black/African American
- Hispanic
- White
- Multi-Racial
- Asian
- Native American
- Pacific Islander



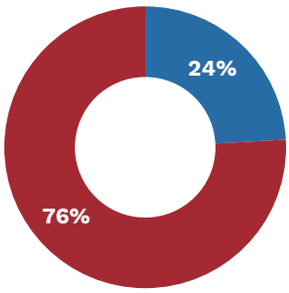
Two-thirds of the students we serve qualify for free or reduced lunch:

- Yes
- No



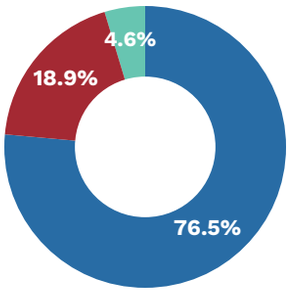
Students we serve who have an Individual Education Plan (IEP):

- Yes
- No



Languages spoken in the homes of the students we serve:

- English
- Spanish
- 23 Other Languages



During the fall and spring semesters of 2025, **628 students** received **17,875 tutoring lessons** from **239 tutors** who were supervised and coached by **110 teachers**.

During the 2023-2024 school year, we conducted our first-ever Literacy Tutoring randomized controlled trial (RCT). With our partners at The Ohio State University, who regularly provide independent evaluations, the RCT ***provided evidence*** **that students across all demographics who participate in Literacy Tutoring demonstrably improve their reading skills.**

Read more about our RCT results here:

Real Impact, Real Results

Princess, 3rd-Grader at Rutledge H. Pearson Elementary

“Princess Brown has made remarkable growth in her reading! She has grown in both confidence and skill, and it truly shows. Princess is no longer hesitant when answering questions, she speaks up, shares her thinking, and trusts her understanding of the text. As her confidence has increased, so has her love for reading. She is engaging more deeply with stories and informational texts, and that enthusiasm has had a direct impact on her fluency. Princess now reads with smoother pacing, stronger expression, and improved comprehension. Her willingness to step outside of her comfort zone and participate more fully has made all the difference. Growth like this doesn’t happen by accident; it comes from effort, persistence, and a positive mindset. We are so proud of Princess!”

-Mrs. Waymer, *READ USA Teacher of Content*

Athena, 4th-Grader at Beauclerc Elementary

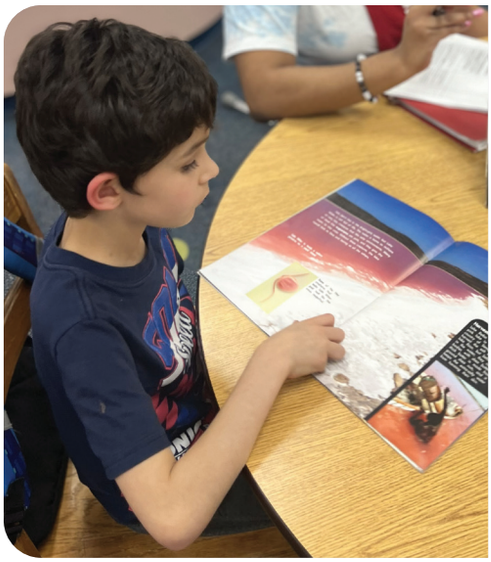
“Athena is a charismatic and energetic learner who brings great enthusiasm to each tutoring session. She arrives ready to learn, tries her best, and has built a strong positive relationship with her tutor. This progress shines through in her attitude and her willingness to follow instructions. With a 91% attendance rate, a respectful demeanor, and a genuine eagerness to grow, Athena has made between 1-2 years of progress in her reading skills. She is a joy to work with and a wonderful example of a committed young learner.”

-Mrs. Walker, *READ USA Teacher of Content*

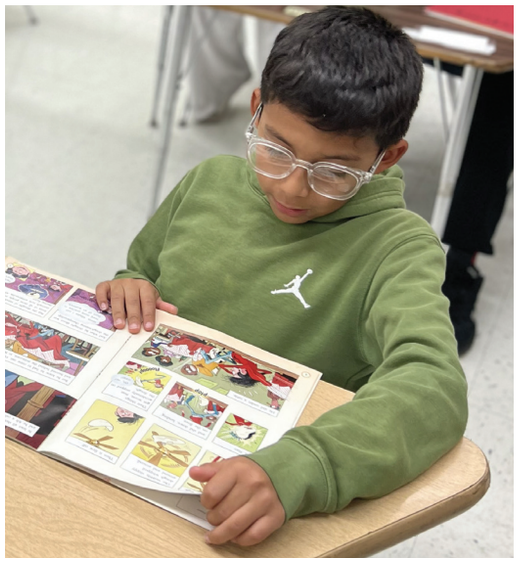












Jacob, Teen Tutor at Biltmore Elementary

"Jacob has been an exceptional asset to READ USA and is an excellent example of a tutor who goes above and beyond in his role. A student at Baldwin Middle-Senior High School, every one of the students he tutors has grown at least two reading levels. This measurable progress reflects his ability to connect with young learners, provide meaningful support, and foster genuine academic confidence. Jacob approaches each session with enthusiasm and a strong work ethic. He is dependable, punctual, respectful, and highly engaged with both his students and his team. His positive attitude makes him a role model and a dependable leader among his peers. Jacob consistently demonstrates maturity, compassion, and professionalism—qualities that reflect the overall impact of the READ USA program. Jacob is not only an effective tutor but also a young leader with exceptional potential."

-Mrs. Grissett, *READ USA Teacher of Organization*

Akhairi, Teen Tutor at Jacksonville Heights Elementary

"Akhairi is an exceptional tutor who consistently fulfills his professional responsibilities with excellence. He not only embraces feedback but actively implements it to enhance his instructional practices. Akhairi is consistent, personable, and intentional in building strong relationships with his students. He proactively delivers engaging, high-quality instruction that connects with students on a personal level. When presented with a challenge, he never takes the matter personally; he just attempts to find a solution. If a student is reluctant to participate in tutoring, he skillfully engages them in meaningful conversation, using personal connections to guide them back to the text, and seamlessly completes the lesson. His approach reflects creativity, adaptability, and a deep commitment to student success. Akhairi exemplifies diligence, professionalism, and a genuine investment in the academic and personal growth of his students."

-Mrs. Garner, *READ USA Teacher of Content*

Tutors Become Workforce Ready at READ USA

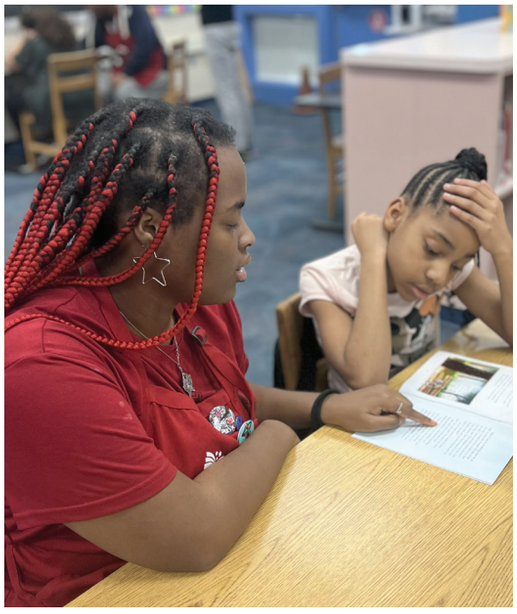
Our workforce development outcomes are powered by our Literacy Tutoring program. Through this experience, teen tutors build practical, transferable skills that prepare them to succeed across a wide range of career pathways.

As they support younger students, tutors develop critical workplace competencies — including communication, adaptability, problem-solving, and accountability — in real-world, high-responsibility settings.

For employers, this translates into a pipeline of capable, coachable professionals who are ready to contribute from day one. READ USA tutors enter the workforce with hands-on experience, the ability to think on their feet, and the discipline to deliver results under pressure — qualities that position them for long-term success in any field.

Through the Literacy Tutoring experience, teen tutors cultivate character traits and job skills that equip them to be:

- **Skilled** at applying what they learn to the task at hand
- **Motivated** to do what it takes to achieve results
- **Experienced** at teaching others and responding to individual needs
- **Coachable** to learn virtually any skill necessary to perform their job
- **Adaptable** to shifting tasks and fast-changing work environments







Experienced & Credentialed

Tutors have the opportunity to earn credentials through the Duval Ready for Work Capstone Experience, and many of our tutors graduate high school with the Duval Ready diploma designation, part of the Florida Ready to Work curriculum.

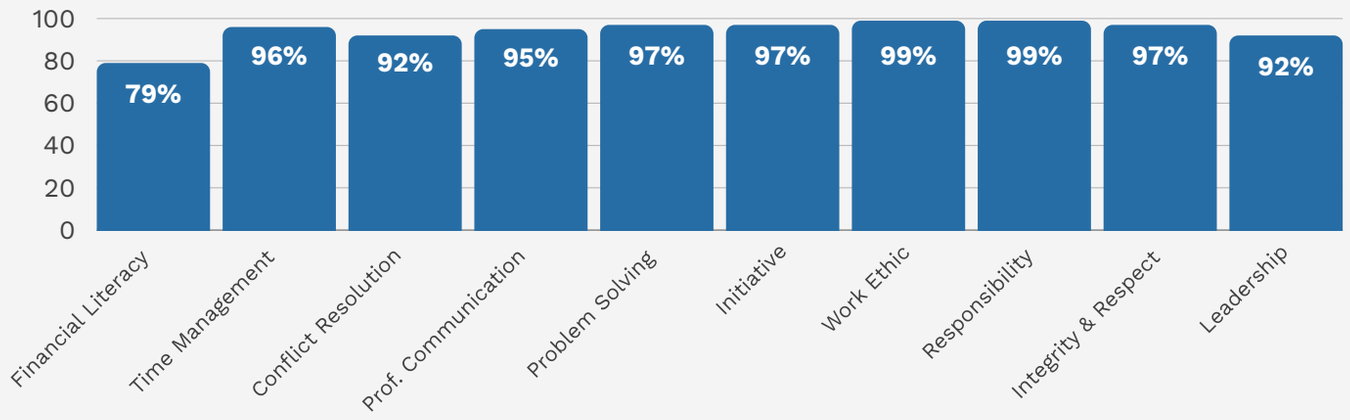
Tutor Career Aspirations

Our teen tutors aspire to careers in a variety of fields and industries, and about 18% desire to become teachers or educators of some kind in their future. For some, READ USA solidifies their decision to become a teacher, while others are exposed to the field through READ USA and decide to pursue it.

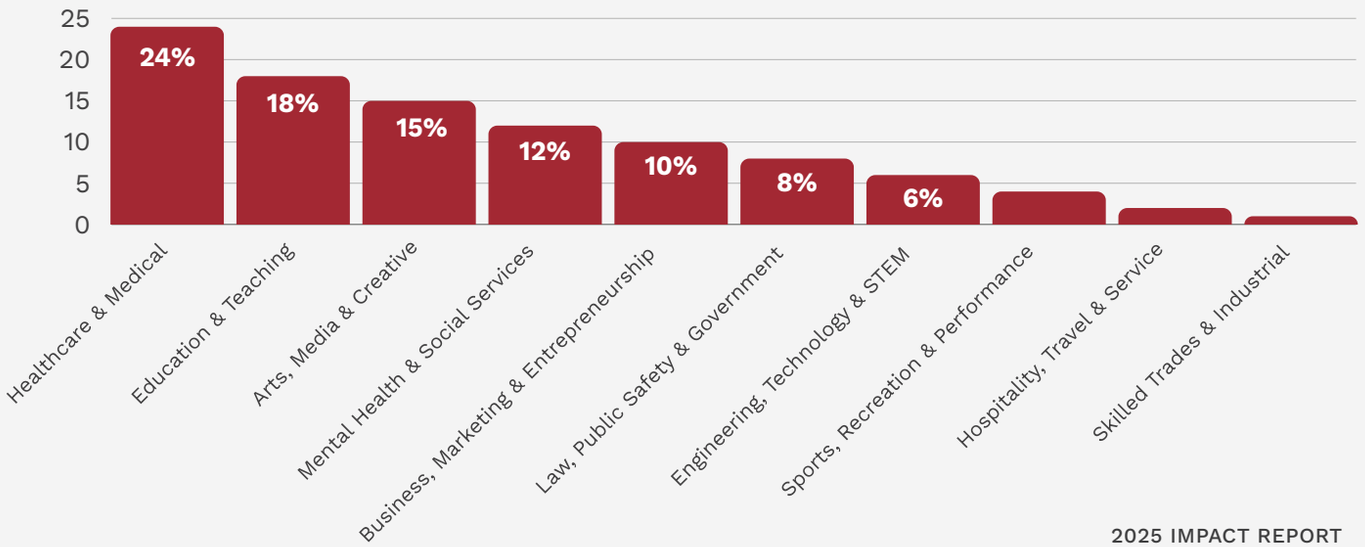
Regardless of their career interests, the skills they develop through READ USA position them for success in any industry.

In a self-reported survey, our tutors shared that they learned or improved the following job skills and character traits:

Tutor Skills & Traits



Career Aspirations



AmeriCorps Partnership Expands & Deepens Our Impact

READ USA became an AmeriCorps grantee in 2023, and we have since become the largest AmeriCorps grantee in the state of Florida in terms of AmeriCorps Members.

Administered through Volunteer Florida, our AmeriCorps grant provides funding to enhance our AmeriCorps members' workforce development training and service to the community. Our members receive specialized training to work with all students who struggle to read, better enabling them to help children approach tutoring interventions calmly and with purpose. Our members also receive training in:

Citizenship | Disaster Preparation & Response | CPR | First Aid



AmeriCorps Tutor Leaders

Our AmeriCorps Tutor Leaders provide daily, one-to-one Literacy Tutoring after school to students who are struggling to read at DCPS elementary schools.

AmeriCorps Team Leaders

In November 2025, we welcomed our AmeriCorps Team Leaders. Our AmeriCorps Team Leaders serve in those same schools, but with a full-time schedule: During the school day, they gather small groups of students for literacy lessons. They join their fellow AmeriCorps Tutor Leaders when the school day ends to provide after-school Literacy Tutoring.

READ USA

volunteerflorida

AmeriCorps Florida

In 2025, our **186 AmeriCorps members** conducted **7,600+ service hours** through READ USA!

As part of AmeriCorps Week in March 2025, our members self-recorded short videos about "Why I Serve."

You Can Watch Their Inspirational Videos Here:

Benefits of AmeriCorps

For AmeriCorps Tutor and Team Leaders:

- Living Allowance
- Education Stipend (Upon Completion of Their Service)
- Access to National Network of AmeriCorps Members
- Resume Enhancement Through Training, Community Involvement, and Work Experience

For READ USA:

- Funding Support for Literacy Tutoring and Workforce Development Programming
- Ability to Scale Our Programming and Impact





Community Partners

Our Partners Amplify Our Impact

Cross-sector partnerships greatly enhance READ USA's capacity by amplifying the workforce experience our tutors and AmeriCorps members receive. The partnership, funding, or in-kind support of numerous public, private, and nonprofit organizations furthers our impact on preparing our teens for their future careers

We are grateful to the following organizations that support READ USA and our teens through:

Credentialing: Duval County Public Schools, City of Jacksonville, State of Florida

Financial Literacy: VyStar Credit Union

Supplemental Pay & Payroll Processing: CareerSource Northeast Florida, Goodwill Industries of North Florida, Mayor's Youth at Work Partnership

Digital Literacy: AT&T

Enhanced Training: AmeriCorps and Volunteer Florida

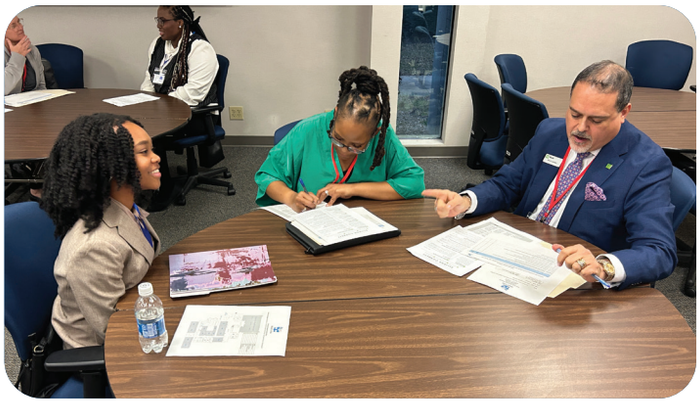
Resume Writing: University of Florida Career Connections Center

Introduction to STEM Careers and Trades: STEM2 Hub

Thank you to all of our incredible partners who are helping READ USA improve the lives of our teens through workforce development!

AmeriCorps
AT&T
CareerSource Northeast Florida
City of Jacksonville, City Council
City of Jacksonville, Mayor's Office
Cummer Museum of Art & Gardens
Duval County Public Schools
Florida Blue
Florida Department of Education
Florida State College at Jacksonville
Goodwill Industries of North Florida
Jacksonville Zoo & Gardens
Jacksonville Jaguars Foundation
Jacksonville Transportation Authority
JAXPORT
JEA
Kids Hope Alliance
Mandelblatt Foundation
Mayor's Youth at Work Partnership
Northeast Florida Builders Association (NEFBA)
State of Florida
STEM2 Hub
Taylor Institute
United Way of Northeast Florida
University of Florida
University of North Florida
Volunteer Florida
VyStar Credit Union









"VyStar Credit Union is proud to be both a partner and supporter of READ USA: we have seen first-hand the skills and leadership traits that tutors develop during their time with READ USA, and the life-changing impact they have on their students. READ USA develops teens into dependable, trainable, and employable individuals who are passionate about working as a team to serve their community."

-Brian Wolfburg, *President & CEO, VyStar Credit Union*

Expanding Book Access

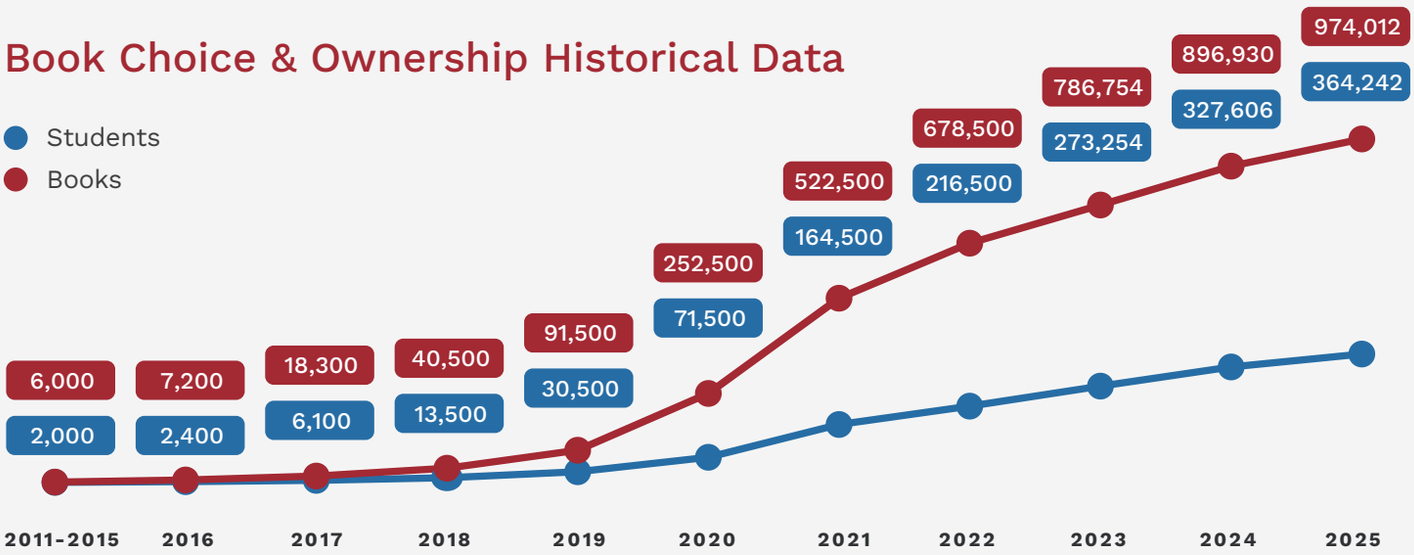
15th Annual READ USA Book Fairs

Our first free READ USA Book Fair was hosted at George Washington Carver Elementary School in 2011, and since that time, we have provided more than **970,000 free books** to elementary students across Duval County.

For many students, the ability to purchase books that interest them is inaccessible, as many low-income families must financially prioritize basic needs. This is why READ USA Book Fairs are vital to expanding access to books that students get to choose, thus increasing their interest and enjoyment of reading—while vitally improving their reading skills.

Our 2025 READ USA Book Fairs, made possible by Duval County Public Schools and private donors, took place in **77 DCPS elementary schools.** Over the course of six weeks, READ USA Book Fairs put **73,200+ free books** in the hands, homes, and hearts of **36,600+ students!**

Book Choice & Ownership Historical Data



Our immense gratitude goes to the **204 volunteers** who ensured each Book Fair ran smoothly and efficiently!



& Choice Across Duval County





Community Partners & Events

To expand Book Choice & Ownership to even more students across Duval County, READ USA participated in **17 community events** in 2025.

We were grateful to participate in events alongside Beaches Emergency Assistance Ministry (BEAM), the Cummer Museum of Art & Gardens, DCPS, Florida Blue, I'm A Star Foundation, the Jacksonville Public Library, Mayor Deegan's River City Readers, WJCT Public Media, and others to bring smiles and free books to hundreds of children across our community!

Armstead Academic Project

We partnered with the Armstead Academic Project, founded by Jacksonville Jaguars player Arik Armstead, in 2024, and together we continued our collective impact last year by providing elementary students with free books and memorable story times.

Literacy Locker Rooms

Reading should feel exciting, visible, and worth celebrating, and our continued partnership with the Jacksonville Jaguars helps make that happen!

In 2025, alongside standout partners and sponsors like the Florida Lottery, Gallagher, JEA, and Whataburger, we expanded to **six Literacy Locker Room events**, reaching thousands more students across our community.

Each event transforms reading into an experience. Students select free books, read with Jaguars players, and take part in high-energy pep rallies—featuring Jaxson de Ville and the ROAR of the Jaguars—that bring the room to life!

The impact is both immediate and long-lasting. Students leave energized, proud of their choices, and more connected to reading in a way that feels personal, social, and fun.

Professional Development Powers Every Outcome

Strong outcomes start with strong educators. Professional development is the engine behind nearly every aspect of READ USA's impact: strengthening reading instruction, accelerating student reading growth, and equipping educators with tools they can use immediately in their classrooms.

Professional development is built into the READ USA Literacy Tutoring program. We train and employ teachers to coach teen tutors in real time, ensuring every tutoring session is effective and results-driven. Through weekly learning sessions and targeted data plans, teachers and tutors work together to support students with clear strategies and measurable goals.

The impact extends far beyond our program. Many READ USA educators bring these practices into their own classrooms across Duval County, amplifying student success throughout the school day. Others, including retired teachers, continue to shape the next generation of learners by staying actively engaged through READ USA.

Our reach also spans statewide and beyond. In 2025, READ USA delivered literacy-focused training sessions to hundreds of educators through conferences and conventions, sharing proven strategies and expanding our impact across schools and districts.





READ USA-employed teachers received **173 sessions** of professional development and learning opportunities during 2025.

Empowering Families to Embrace Literacy at Home

Literacy doesn't stop when the school day ends. READ USA equips families with the tools, confidence, and support they need to help children build reading skills at home.

Through intentional family engagement, we connect parents and caregivers with practical, easy-to-use resources, from virtual read-alouds to hands-on workshops across the community. Every interaction is designed to be accessible, supportive, and immediately useful.

By meeting families where they are and building on their strengths, we make at-home literacy feel achievable, engaging, and part of everyday life.

Last Year We:

Provided **36,000+** parents/caregivers with **Parent Resource Guides**

Released **50 weekly resource topics and children's books** in our newsletter



Mayor Deegan's River City Readers

Together, we helped young readers in Jacksonville read more than **800,000 minutes** during 2025!

KIDS HOPE ALLIANCE™

DUVAL COUNTY PUBLIC SCHOOLS

READ USA

JACKSONVILLE PUBLIC LIBRARY

READ JAX

2025 Peace in the Pages Presented by...

A National Expert Affirms READ USA's Impact

Our annual donor appreciation event, Peace in the Pages, is a celebration of literacy and literacy champions in our community. Our 2025 event brought together 350+ of READ USA's donors, partners, supporters, volunteers, and friends for a very special celebration and to hear a keynote presentation by the world-renowned Dr. David Steiner.

Dr. Steiner, who serves as the Executive Director of the Johns Hopkins Institute for Education Policy and a former New York State Commissioner of Education, brought a national perspective to the literacy crisis and what it will take to solve it.

Drawing on decades of research and global insight, Dr. Steiner emphasized that early, high-quality literacy instruction — grounded in strong curriculum, consistent practice, and skilled educators — is essential to getting students reading on grade level.

He also delivered a clear and compelling message: **READ USA's model is working**. By combining structured literacy tutoring, real-time coaching, and a focus on both students and educators, READ USA reflects the strategies that are proven to drive measurable results.

In a field searching for scalable solutions, Dr. Steiner affirmed that READ USA is not only aligned with best practices — we are helping define them.

> "When we go through everything that we know about what makes tutoring work: dosage, training, quality of tutoring... READ USA read the book. They looked at the truth. They did the research on the research. ...I wish I could just wave a magic wand and have READ USA everywhere."
>
> **-Dr. David Steiner**



Dr. David Steiner

The Community Foundation for Northeast Florida

Their Remarks, Our Gratitude

We are grateful to the passionate and highly esteemed individuals, representing multiple sectors across the Jacksonville community, who generously participated in Peace in the Pages.


Isaiah Oliver


The Honorable Charlotte Joyce

Announcement of Expansion of READ JAX Initiative

Dr. Christopher Bernier, *DCPS Superintendent*
Meredith Chartrand Frisch, *Kids Hope Alliance Board Member*
Isaiah Oliver, *President of The Community Foundation for Northeast Florida*

Inspirational Guest Speakers

The Honorable Charlotte Joyce, *DCPS School Board Chair, District 6*
The Honorable Kevin Carrico, *Jacksonville City Council President, District 4*
Rabbi Maya Glasser, *The Temple Jacksonville*
Keith Russell, *Westside Baptist Church*

Thank You to Our Sponsors!

Peace in the Pages was generously presented by The Community Foundation for Northeast Florida and supported by multiple community-minded organizations and local businesses. For their support of our annual event and their embrace of our mission and impact, we are forever grateful!

DUVAL COUNTY PUBLIC SCHOOLS · Ellen & Jim Wiss · KIDS HOPE ALLIANCE™ · Prattify Move on From Normal · PRI PRODUCTIONS · STEM2 Hub Science | Technology | Engineering | Mathematics | Medicine · THE COMMUNITY FOUNDATION FOR NORTHEAST FLORIDA

2025 Peace in the Pages Presented by The Community Foundation for Northeast Florida

Our 2025 Award Honorees

Every year at Peace in the Pages, READ USA proudly honors exceptional local leaders whose dedication to students, education, and literacy is transforming our community. Our 2025 honorees represent the very best of servant leadership: individuals who not only credit literacy as a cornerstone of their own success, but who actively champion it as a pathway to opportunity for others.

Through their unwavering commitment, mentorship, and advocacy, they are opening doors, inspiring future leaders, and advancing a culture where literacy empowers individuals of all ages to thrive.

Congratulations to our 2025 Award Honorees!



READ To Lead Award:

Peter Racine

Retired President, Jacksonville Jaguars Foundation

Read about Mr. Racine here:





Mark Landen Memorial Award for Democracy Through Journalism Award:

Will Brown

Reporter, WJCT News

Read about Mr. Brown here:





Marjorie Broward Memorial Scholarship Award:

Jennifer Beale-Collier

Principal, Anchor Academy Elementary School

Read about Mrs. Beale-Collier here:



The Ellen & Jim Wiss Center for Career & Literacy Excellence

Ellen and Jim Wiss have played an extraordinary role in shaping READ USA's impact, providing steadfast support and transformational philanthropy that continues to expand opportunity for students, teens, and educators across our community.

In recognition of their enduring commitment, READ USA established the **Ellen & Jim Wiss Center for Career & Literacy Excellence** — a reflection of both their belief in our mission and the lasting difference they make possible. Through their generosity, critical programs that strengthen literacy and prepare young people for the workforce continue to grow and reach more families each year.

Ellen's leadership as READ USA's Board Chair further underscores a deep, personal dedication to advancing literacy and educational access. Together, Ellen and Jim are among Jacksonville's most impactful philanthropic leaders, championing initiatives that uplift communities and create pathways to success.

We are profoundly grateful for their vision, partnership, and unwavering investment in a stronger future for all.



"Supporting children's literacy isn't just an investment in education—it's an investment in dignity, opportunity, and lifelong empowerment. We believe every child deserves the chance to discover the world through reading, regardless of their circumstances. This cause matters deeply to us because the ability to read opens doors that would otherwise remain closed, shaping confidence, independence, and future success.

We are especially inspired by how READ USA's dedication goes beyond tutoring to truly uplifting the communities it serves. The team's commitment, compassion, and measurable impact make READ USA a powerful force for change. We are proud to support the mission and help more children, teens, and teachers build the skills—and the hope—they need to thrive."

-Jim Wiss

Michael Ward & Jennifer Glock's Everlasting Impact

The **Michael Ward & Jennifer Glock Literacy Institute** was established in 2024 following a transformational $1 million investment from the Michael Ward & Jennifer Glock Foundation — a gift that has fundamentally accelerated READ USA's ability to expand impact across Duval County and beyond.

Michael and Jennifer's leadership inspired others to act. Through their challenge match, a community of committed donors stepped forward, multiplying the reach of this investment and setting in motion lasting change for generations to come. We are deeply grateful for their vision, generosity, and unwavering belief in the power of literacy to transform lives.

The Institute directly fuels READ USA's core programming embedded in schools and community institutions:

Literacy Tutoring | Family Engagement | Professional Development for Educators

Together, these efforts are strengthening skills, expanding opportunity, and shaping brighter futures for children, teens, families, and educators across our community.

"READ USA has created clever, well-constructed programming. We saw the impressive results and the real progress being made, particularly among students who are the furthest behind. You have to also think about the broader picture of what READ USA is doing. With the teacher shortage and pipeline struggles we face and other challenges, READ USA is exposing young people to the profession, which is so important."

-Michael Ward

2025 Reach:

- **240+ Teens**
- **43,000+ Students**
- **40,000+ Families**
- **100+ Teachers**



Thank You for Investing in Tomorrow's Leaders

Through READ USA, our sponsors and donors are having a daily, tangible impact on the teen tutors, students, teachers, and families we serve. Thank you for entrusting us to deliver upon our mission and for investing in the next generation of leaders.

Literary Legend

($50,000+)

AmeriCorps †

AmeriCorps VISTA †

Delores Barr Weaver Legacy Fund*

Duval County Public Schools †

Ellen & Jim Wiss*

Kids Hope Alliance †

Michael Ward & Jennifer Glock Foundation*

Volunteer Florida †

Literacy Game Changer

($30,000 - $49,999)

AT&T

JB Foundation*

The Community Foundation for Northeast Florida

VyStar Credit Union*

Literacy Champion

($20,000 - $29,999)

Diane & Steve Halverson*

DuBow Family Foundation*



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

† Denotes contracts or grants for services rendered.

Thank You for Investing

Literacy Partner

($10,000 - $19,999)

Beaches Community Fund
Christina Little
Florida Blue
J.B. Coxwell Contracting, Inc.
Jacksonville Jaguars Foundation*
Jacksonville Transportation Authority
Kimmie Winston
Kris & Frank Lonegro
Partnership for Child Health †
Dr. Robert H. Kelly, Jr.*
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Sheila & Claude Collier*
Simply Healthcare
TD Charitable Foundation
The Schultz Center for Teaching and Leadership

Literacy Advocate

($5,000 - $9,999)

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Boies Schiller Flexner
Brian & Jake Wolfburg*
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Federal Bar Association – Broward County Chapter
Gallagher
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Dr. Johnnetta Betsch Cole
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Paul & Debra Duran Family Charity
STEM2 Hub
Stephanie & Tim Cost*
Tina Clary
Vanessa & David Tussey*
Williams & Rowe Company, Inc.

Literacy Angel

($1,000 - $4,999)

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Ashley Goggins Blue
Blue Ocean Title
Bob Pfohl
Brooks Rehabilitation*
Charlene Landen*
Chester Spellman*
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Vicki Lee & James Henry Van Horn
Vincent Taylor
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in Tomorrow's Leaders

READ USA Supporter

(Up to $999)

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Additional Founders for the Future*

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

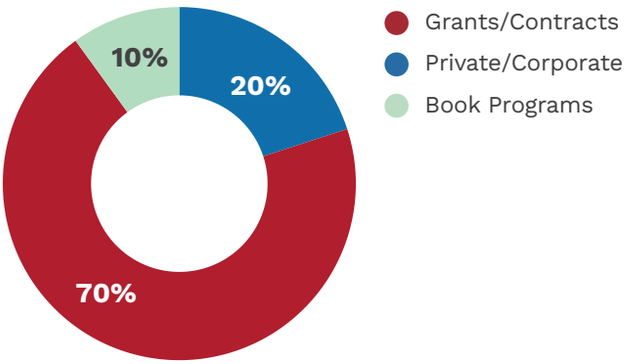
† Denotes contracts or grants for services rendered.

2025 Financial Impact

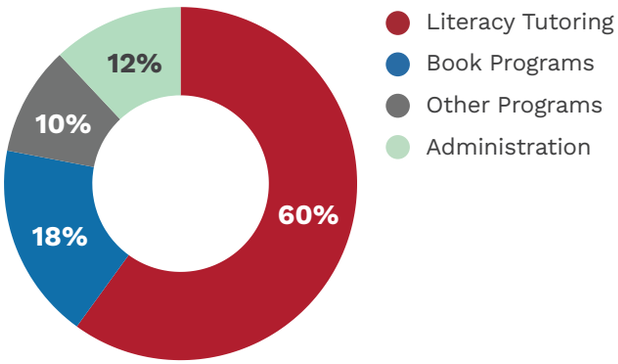
READ USA's work is powered by a strong network of individual donors, foundations, corporate partners, and public funding sources — all united by a shared commitment to advancing literacy and workforce readiness. Support from granting organizations, including city and federal partners, helps scale our impact, while strategic contracts enable us to deliver high-quality programming directly in schools and across the community.

We take seriously the responsibility that comes with every dollar entrusted to us. READ USA is a disciplined and mission-focused steward of resources, investing nearly 90% of all funding directly into program execution — significantly exceeding the nonprofit benchmark. This intentional approach ensures that every investment translates into meaningful outcomes for students, teens, and educators, maximizing both efficiency and long-term community impact.

Income by Type



Expenses Distribution







Our Team

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Joe Wolf, *Development Director*





Thank You for Your Support!

Contact Us

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rob@readusainc.com



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