



The Possibilities Effect



Possibilities
Connecting People. Changing Communities.



MOORE STRONG

NURTURING *growth*

In 1950, seeking a good home for their young family, Alton and Evelyn Fritts built a simple farmhouse and chicken coop on a 160-acre farm at the southwest corner of what is now Southwest 19th Street and Telephone Road in Moore, Oklahoma. The area was rural, shopping was limited and services were few, but a supportive community made it an ideal place to raise a family.

Fast-forward over half a century, and Moore is still a great place for families, and Fritts Farm hosts a bustling retail development where neighbors find everything they need. As we plan for future generations, our vision is to provide a high quality, mixed-use development that will grow alongside our neighbors' families. Come join us.

ON THE FARM...

Young Fritts makes friends and learns how to live in the country, just like Pop and Grammy Fritts' family did in 1950. Read about their adventures in Moorey Mole books! Available online from Amazon and Barnes & Noble.



EXPERIENCE FRITTS FARM

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Hemispheres (new, opened in 2013)

DINING

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Starbucks
Chili's
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Dairy Queen (coming soon)

OUR 660 S.W. 19TH RETAIL CENTER

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COMMUNITY

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A proposed mixed-use development including office, retail and residential



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At Telephone Road and Southwest 19th Street, Moore, OK



In the 1960's, Edward Lorenz coined the butterfly effect concept that small events can have large, widespread consequences. It is called the butterfly effect because Lorenz believed a hurricane could be caused by the impact a butterfly flapping its wings has on the wind across the globe. *Possibilities* believes that when we engage with our program partners from the foundation of our core values, they in turn create innovations that transform the world we live in. You may wonder how treating someone with dignity or building trust or having integrity can make a significant change in Oklahoma City. We call this the "Possibilities effect." Like the butterfly effect, seemingly small and insignificant acts can make monumental changes. In fact, read on to hear about many of our partners *Possibilities* effect; the impact *Possibilities* has had on them as individuals, how that has impacted their families, and the impact they have had on their communities. We are humbled by the *Possibilities* effect and the lives that have been transformed because of building our work from a foundation of values.

Message from the President

Are you familiar with the theory of “the butterfly effect”? Essentially, this is the theory that a small change at one place in a complex system can have large effects elsewhere. In other words, a single change that may appear to be of little consequence can create the impetus for driving other changes that are collectively significant in their positive impact on the outcome of the efforts. Sound like a sci-fi scenario? It most definitely is not. Although we did not coin the phrase or the theory, we do believe that there is a **“Possibilities Effect”** when one of our community partners makes a positive change as a result of the support and mentoring provided by our organization. This was the vision in an initiative that preceded the formation of *Possibilities, Inc.* which was called **Central Oklahoma 2020**.



The 1994 Central Oklahoma 2020 initiative was developed jointly by Leadership Oklahoma City and the Oklahoma City Community Foundation, and brought together ninety diverse citizens to create a vision of what Central Oklahoma should be by the year 2020. Our organization emerged from the goal to strengthen families through neighborhood based systems. Although the Oklahoma City area has undergone numerous changes since 1994, the central founding principle for *Possibilities, Inc.* is unchanged—to connect people and change lives by strengthening their families and their neighborhoods.

The ability to relate on a personal level, literally one-on-one, to all of our participants and alumni is a unique feature of our organization. We believe that strong relationships are needed before strong communities can be built. It was true in 1994, and it is true now. Our community partners don't need us to tell them what to do or to do it for them. What they want and need is training, coaching, mentoring, encouragement and support. People own the processes they make happen themselves; the ownership of the change comes from the pride and courage along the journey to make it happen. Small successes DO grow to large accomplishments, and we have seen our community partners blossom as their confidence in their own ability grows. The staff at *Possibilities* develops lasting relationships with the people going through the program, but more importantly they provide continuous training and support on how to build relationships with others. Many community efforts fail, or must be repeated as a result of the relationship building step being skipped or minimized. No change can be sustained unless the owners believe in it and continue to do so.

Oklahoma City continues to pick up the pace, moving more rapidly toward being a city of the future, and is reinventing itself in the midst of some very exciting times. We are seeing more

inner-city communities being rebuilt. Midtown has grown and expanded substantially, as well as the Plaza District. Downtown and Bricktown are drawing more residents and those areas are moving to support neighborhoods as well as businesses. Thus, this is potentially the very best time for growth in community work in the surrounding areas. Despite the facts, we continue to see not-for-profit agencies struggle to survive and carry out missions, especially in community outreach and improvement. Our organization needs investment in our ongoing and future projects of the seasoned Community Innovators in our program. Our staff provides an amazing level of service and strives to cover all possible avenues to manage through the challenges which they must navigate. Like all organizations, we must find support from the area in which our work is done. *Possibilities* continues to reach out in some new ways to develop additional support networks.

Because we are in a period of reinventing our city and turning our older areas back into thriving communities, Oklahoma City is in great need of community involvement and connecting people who can and should work together for a better life in their neighborhoods and schools. Most people intuitively know this, yet there is a strong tendency to set aside goals that are difficult and require the support of others. Uncertain economic times have contributed to these pressures, and without the motivation and mentoring of organizations like ours, we cannot expect that community improvement will be strong and rise above the struggles that our Community Innovators are facing. Oklahoma City needs *Possibilities* tools, training and moral support to lead their neighborhoods, schools, and communities through improvement.

The programs of *Possibilities* are long-term in nature by design. The journey begins with our new participants, but a critical use of funding received is deployed into supporting community work and projects that are underway and showing successful results, in addition to supporting current projects for our latest Community Innovators. This support is critical in allowing community changes to become permanent, rather than resulting in the need for assistance from various charitable organizations again and again. The full cycle of the **“Possibilities Effect”** cannot be experienced unless the small changes implemented today are supported in the future to become lasting and significant changes.

For the third consecutive year, we have a **Founders Vision Match in honor of Linda Lambert and John Rex** to match December donations. Please join in the continued support of the permanent positive changes resulting from the work being done by *Possibilities*, so that together we can pursue constant improvement for Oklahoma City and its neighborhoods, schools and communities. Many of you have faithfully and generously devoted your time and financial support to our organization over the years, and for that we wish to convey to you our utmost gratitude.

Lucy Fritts
American Fidelity Assurance Company
President, *Possibilities* Board of Directors

About Possibilities



Possibilities

Connecting People. Changing Communities.

Twenty years ago, 90 private and public stakeholders created a plan for the future, called *Central Oklahoma 2020*. As they pursued input from over 2,000 individuals, including people of all backgrounds, religions, ages and cultures, those from small cities and towns, rural areas and cosmopolitan communities, a shared vision of an extraordinary, caring and generous community emerged. Much of the renaissance that we enjoy today began with this effort.

But even more important than the vision, this success was based on 12 Initiatives, some designed to be replaced or reformed over time. Of the original 12, the only initiative still in existence, and still continuing to strengthen central Oklahoma families through neighborhood-based support systems is – *Possibilities, Inc.*! In part, the sustainability of this effort grew out of a basic premise that continues to exist today – that most problems faced by families and their neighborhoods cannot be addressed effectively on a broad nor permanent scale by outside agencies. That belief defined then, as it does today, the strategic decision to include those most affected by crime and poverty- the individuals and families themselves.

Possibilities has, for almost 20 years, with its small but mighty staff of community workers and modest financial resources, been strengthening the ability of people to work together for community change. *Possibilities* core is *Possibilities Innovation Program (PIP)* that provides training, coaching and project support for citizens working to transform local communities. This unique program builds leadership skills and community connections that create transformations. 122 communities have participated in *PIP* over the last 15 years. Remarkably, the work of *Possibilities* trained community leaders, who we call Community Innovators, impacts around 50,000 people annually. And so, the vision continues.

We invite you to join the Community Innovators, Board of Directors and staff of *Possibilities*, who share the same passion and commitment to "community" – a place where people live, work, learn, worship and play, free from crime, and full of hope and opportunity.

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- POSSIBILITIES, INC.
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- YOUTUBE.COM/USER/POSSIBILITIESINC
- POSSIBILITIESINC.ORG

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(405) 525-3131

POSSIBILITIES, INC. IS
PROUD TO BE A



The Possibilities Effect

JESSE WELLS

DEVON ENERGY
POSSIBILITIES, INC. MEMBER OF THE BOARD



I first heard about *Possibilities* through two avenues at the same time. First, I became friends with staff member Byron Jackson about 9 years ago, and also members of the Board were my colleagues at work and they were always talking about the organization and the love John Rex had for it. These 2 things made me want to get to know what they did and when I found out all the positive influences they have on the community, I wanted to be a part of it. I now serve on the Board myself.

Before getting to know *Possibilities*, I was already a very spiritual person and had a very caring, open heart. I did what was in front of me to do, but didn't really think much about what those around me were doing. *Possibilities* has helped me to look outside just myself and my immediate family and begin to see where I can help lift others up also, by example and by offering a hand. *Possibilities* has helped me to be more aware that all people are alike. We have many more similarities than differences.

Possibilities is a responsible organization that's primary objective is to make the community better through hands on involvement with individuals who are empowered by their relationship with *Possibilities* to make positive changes in their own and others' lives. The people that work at *Possibilities* are a living example of what they teach to others. *Possibilities* is uniquely equipped to help people that others cannot because of the experience and passion that they bring to their work every day. There is lots of work to be done, and that requires resources. I believe that *Possibilities* already has the best people and they make huge sacrifices to help others. The good they do far outweighs their individual rewards. The people at *Possibilities* are conscious, responsible and caring people. The more resources they have, the more they cultivate that. They could do so much more with the proper funding and volunteering from others, and everyone benefits from associating with *Possibilities*. Every major change begins with small steps. Small acts of kindness, thoughtfulness and inconvenience usually are the beginning of significant change in others.

POSSIBILITIES INNOVATION PROGRAM

ENGAGING AND TRANSFORMING COMMUNITIES FROM WITHIN



Great transformations occur through connections with others. *Possibilities Innovation Program (PIP)* participants, known as **COMMUNITY INNOVATORS**, come from all walks of life and dream for a better community. They make their dreams a reality by participating in the yearlong *PIP* to increase their confidence and leadership skills to work with others to transform communities.

An opening retreat kicks off the program where Community Innovators are immersed in *Possibilities* tools and learn to work from a set of values and principles. Next, Community Innovators participate in a training series on topics such as Building Participation, Effective Communication, Conflict Resolution, Creating a Collective Vision, and Raising Resources and practice what they are learning. Then, Community Innovators assess communities and decide on a community project to work on with others. They create a vision, plan, implement and evaluate their projects, working in neighborhoods, schools, houses of faith and businesses throughout greater Oklahoma City and beyond. They celebrate and share their journey during graduation.

It is worthy to note that the Oklahoma City Public Schools are participating in a significant way in *PIP* 15. Nine schools, with 32 representatives from elementary to high school, along with 7 central administration representatives, are experiencing the unique program that builds leadership skills and community connections that create transformations.

A few recent projects focused on providing young people healthy alternatives to gangs and crime and encouraging education, beautifying areas that have suffered from long-term neglect, encouraging school and community partnerships, and empowering parents and students to advocate for educational success.



Join us in thanking our **COMMUNITY INNOVATORS** who have the courage to explore the possibilities for their communities through *Possibilities Innovation Program*! As always, we can't wait to see what innovative transformations are in store for our communities next...



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I heard about *Possibilities* through a *PIP* graduate, Pat Grizzard. She was working on a crime prevention project in North Highlands neighborhood and I helped with a community picnic she was organizing in the local park. I saw the relationships she had formed in that neighborhood with churches, schools and businesses and was impressed. When I heard *Possibilities* was taking applications for *PIP*, I was in the process of starting my own nonprofit, the Oklahoma African Heritage Network Inc. (OAHNI) and thought *PIP* would be a good place to start.

I didn't know that the program would bring me together with human beings from different cultures, including Hispanic, Black and White. During the program, we evolved into a family of one. I have met a group of very different people that I can call family. The tools I learned in *PIP* help me look at the whole human being. We all need someone to help us on our journey to share our hopes and fears, our ups and downs. Also, to help us see that we are unique and different and as we look at ourselves, we will be better able to grow in community.

I took on the Project SONFEST 2014 combined with a summer program at Upper Greystone Elementary School. SONFEST was a one day event where people came to gather and kick off the six week educational program. There were many challenges. Learning more about my personality type through *PIP* let me look at myself. I am powerful, a risk taker, competitive, visionary, motivating, fun, courageous, impactful, skillful and artistic. But a weakness can be how those traits come out to others. So, I am a work in progress. *Possibilities* helped me to set better boundaries as we were working on SONFEST. Some team members made excuses why they did not get things done. I learned to call and ask the right questions without an attitude. To build relationships, it has to start with me.

My journey has had a lot of adventure; laughs, tears, inner struggles and joy and fun with the team of *Possibilities*. *Possibilities* helps people emerge from a cocoon to a butterfly. To spread your wings when you didn't realize you had wings. They have changed many lives for the betterment of relationships in our neighborhoods. *Possibilities* is about building and knitting people together. It takes time to get to know people and build relationships and the talent that each person brings. *Possibilities* helps grow people to become better citizens in our changing world. As each person takes responsibilities for his neighbor, we will be able to have a better city. May our journey keep on being fruitful!

Community Innovator Effect



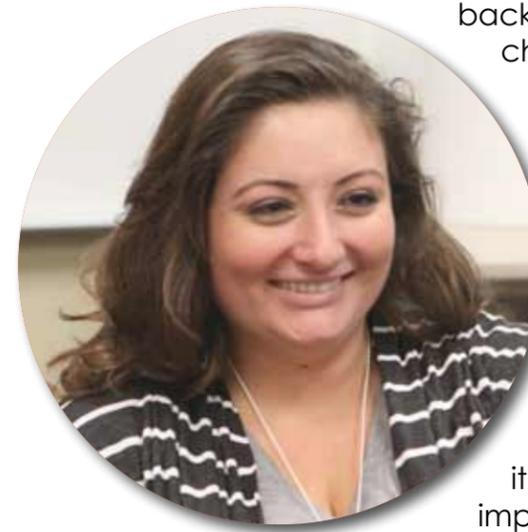
KALI COCHRAN

DOUGLASS
MID-HIGH SCHOOL

After I first moved to Oklahoma City through Teach for America, I was introduced to *Possibilities*. I really connected with their mission to help communities and build advocacy within people and neighborhoods, as I myself no longer belonged to a community. Throughout my first year in Oklahoma, I attended a few People's Network Dinners and slowly got more involved in my community through teaching at Douglass High School. After my first school year, I wanted to get even more involved with *Possibilities* and worked as a summer intern. The *Possibilities* staff members are like a family, something that I was desperately missing, and through that summer they adopted me as one of their own. *Possibilities* made me feel a sense of family and purpose in Oklahoma. When I moved here I didn't know anyone or have any family members close by; the staff at *Possibilities* took me in and made me feel like one of their own. They are my Oklahoma family.

I've gotten involved with *Possibilities* through my work as a teacher and the *PIP* program because they treat people the way they deserve to be treated, they empower people and neighborhoods to better themselves, and work to make the city as a whole a better place. Before *Possibilities*, I was extremely quiet and reserved. I often felt like I had good ideas, but never had the confidence to bring up my ideas or opinions in a group of people. *Possibilities* has given me a sense of purpose, a guide and resources to do what I want in my community. *Possibilities* has helped me grow as an individual by helping build my confidence in my own ability and intelligence. It has given me focus in my want to help my students and community and lead me to a path to be successful. As I worked within *PIP*, I began to come out of my shell, connect with people, and see that my thoughts were something to share out loud. Now, I definitely see a difference as I interact with others, gain confidence at work, and in my abilities. I always had ideas, but *Possibilities* – through *PIP* – connected me with like-minded people and helped me turn those into a reality. *Possibilities* not only helped me to become knowledgeable and comfortable with my community, it helped me to make changes happen. Rather than simply talking about all the things I wanted to do at the school, I was able to work to make them happen.

Possibilities is a great place to meet people who are interested in helping their community and want to get involved to make a positive change in the city. Often non-profit organizations and companies donate money and resources to communities that need it; however, that only helps for a short amount of time. *Possibilities* trains community members and gives them the tools to help themselves. Community members that work with *Possibilities* are able to bring skills and resources



back to their neighborhoods to help make their own changes. Simple acts build up to larger, more important acts. If one person makes a change in one person's life that can be enough to start a chain reaction as that person, in turn, helps another to change their life and so on. Every little act of kindness, helping each other on the street, working together, can influence others to make another change. As we influence people in doing the right thing, we can truly make a difference.

In any way that we can, we must invest in *Possibilities* because of all the positive things that come out of it. Through *PIP*, people work together to build and implement projects in their community that directly and indirectly effect people throughout the city. It is so important that it continues to benefit thousands of people across many communities. *Possibilities* brings resources and tools into communities that are so often struggling. The success of many communities and people often rely on the skills learned at *Possibilities*. *Possibilities* is a place where people come together to create change, build families, and bring excitement into their communities. People doing great things and making a difference need a place to exchange ideas, build skills, and encourage each other to continue to influence the world around them. That is what *Possibilities* is for Oklahoma City.



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MARY SOSA COLLEGE HILL NEIGHBORHOOD



Looking back at my life, I realize how many different experiences I have had. I worked for the City of Oklahoma City for 26 ½ years, raised 2 daughters and enjoy 4 grandsons, a granddaughter and a great grandson. I have been involved with many volunteer efforts throughout my life, many having to do with schools and my neighborhood, College Hill. It is hard to believe that at one time, I was homeless living with my two children in my 1989 Oldsmobile. The despair one feels in that moment is awful. I wish that feeling on no one. Luckily, it was for a very short time. During that time, I had no self esteem. But with the help of many people, and especially *Possibilities*, I know I can be a leader. *Possibilities* saw something in me that I could not see at the time. They saw potential, not just in me, but in all the people that they help by providing the tools we need to achieve a better future.

I truly believe that the past 14 years that I have worked with *Possibilities* have been the most positive in my community and in my personal life, as they have helped me accomplish many things. I have secured grants for street lighting in my neighborhood, raised funds to rebuild a playground at Lee Elementary, and held six national night out crime prevention events to name a few. I was even able to have the confidence needed to run for the State House of Representatives for District 89. And even though we did not get a seat on the House floor, I opened the doors to my community and for Latinos. It is through *Possibilities* help that I can continue my community involvement. *Possibilities* is an organization that needs to continue to provide the skills residents need to accomplish their goals and to help improve our communities.



LASSO Corp

Believes in the people and power of *Possibilities!*

PEOPLE'S NETWORK



A SPECIAL GATHERING OF PEOPLE

Want to know more about *Possibilities* work and the local leaders we work with who transform communities? The People's Network is your opportunity to meet our amazing partners and stay in touch with grassroots efforts right here in Oklahoma City. Individuals of all ages and backgrounds from neighborhoods, schools, non-profit organizations, businesses, and houses of faith come together once a month to share a meal and discuss what's happening in local communities. Dinner is served at no charge and optional on-site childcare is available. All that is missing from the People's Network is **you!**

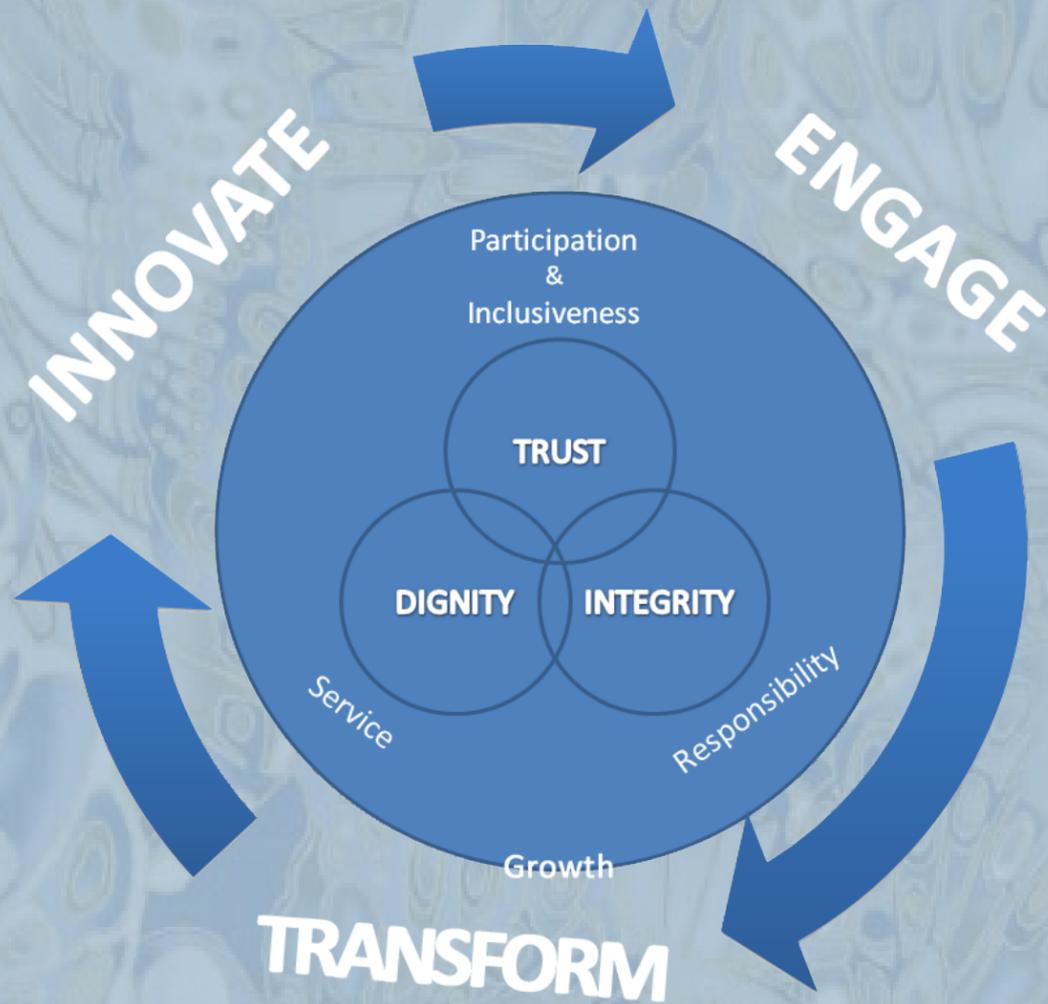
WHEN

People's Network is held on the second Monday of **each** month from 6:00-7:30pm

WHERE

This is a gathering that travels around our local communities. Call our office 405-525-3131, email opal@possibilitiesinc.org or visit possibilitiesinc.org to find out where we are this month!

Values and Principles



We believe in the worth of each person.

We believe local people have the solutions to local problems & every person is a part of the solution.

We believe success & failure give opportunity to learn.

We believe people support what they help create.

We start where people are & join their journey.

We believe people function best when they feel safe.

We believe our success depends on our actions matching our words.

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Community Innovator Effect

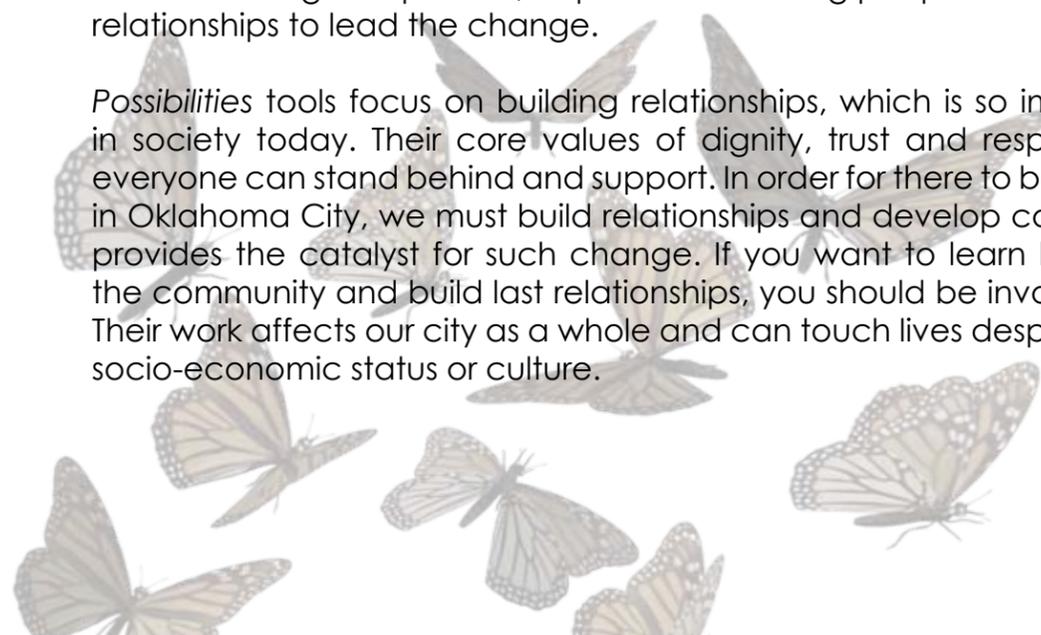


TIERNEY TINNEN OKLAHOMA CITY PUBLIC SCHOOLS

The new superintendent for Oklahoma City Public Schools has placed an emphasis on authentic community engagement. Part of our goal is to create a cultural shift and strengthen community relationships in our schools and administration building. *Possibilities PIP* program has a proven track record of equipping participants with the tools to properly engage the community; their approach is fun, interactive, motivating and so far beneficial for our schools.

In the time I have been working with *Possibilities*, I have learned the importance of setting boundaries, the power of a good icebreaker and how to motivate my staff to stay focused and be patient because our circle will grow. I worry less and focus on what is within my power to change. It has been very liberating and inspiring. I am learning ways to better inspire my staff to be the change agents for the cultural shift. I am using compassion, respect and treating people with dignity while building relationships to lead the change.

Possibilities tools focus on building relationships, which is so important and lacking in society today. Their core values of dignity, trust and respect are actions that everyone can stand behind and support. In order for there to be sustainable change in Oklahoma City, we must build relationships and develop core values. *Possibilities* provides the catalyst for such change. If you want to learn how to connect with the community and build last relationships, you should be involved with *Possibilities*. Their work affects our city as a whole and can touch lives despite political affiliation, socio-economic status or culture.



Community Innovator Effect



APRIL MARLER BETHEL CHRISTIAN CENTER

Even before joining *Possibilities*, I knew that I wanted to become a part of something bigger than myself. I just wasn't sure where to start. I became involved with the *Possibilities Innovation Program* during one of the very first PIP Groups. A friend recommended the program and helped me sign up. My intentions were to make an impact in the lives of others. I had no idea of the impact that the group would have on me. It was an inspiration to meet other people who wanted to make a difference. Hearing each of their stories, struggles and passions encourages me and gives us hope for a better tomorrow right where we live.



Possibilities guides everyday people into an adventure of positive change, helping us to resolve our own issues by expanding our perspectives, promoting self-sustaining community efforts and reinforcing positive values. *Possibilities* encourages techniques and principles that can be applied to all aspects of life. We gain the courage to step out and engage in the world around us. We gain the ability to identify challenges and barriers we will face. *Possibilities* give us strength to initiate progress and follow through with commitment and insights to relate to others in empathy. These values extend to friends and family as well as our own community.

13 years after my first PIP experience, I found that *Possibilities* had grown from helping a handful of volunteers to reaching out in businesses, neighborhoods and schools across the entire metro area. Each one of us is an important asset in the building blocks of our communities. We have a responsibility. We have a purpose. We have a voice. Together, we have the power to make a difference. We are stronger together than we are apart. With one small step, I challenge you to join us and experience the difference you can make.

We give our time and energy to better the communities we serve.

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Community Innovator Effect



LASHAWN MARTIN SISTERS WITH HEART
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I was first introduced to *Possibilities* when asked to volunteer on a project from a *Possibilities* Community Innovator. The following year, I decided to become a Community Innovator myself. Through *Possibilities*, I was able to awaken a spark within me that had been dormant for some time. My walk with *Possibilities* introduced me to the path to being an intentional leader. As a Community Innovator with *Possibilities*, I have learned to look beyond my circle of comfort and embrace the fact that all people have the same common values. Each of us will have an effect on the world in which we live. We can choose if the legacy we leave will be one of positivity or negativity.

Possibilities helped nurture the skills and confidence I needed to move wishful thinking into plans of action. While learning to recognize and accept the diversity of others, I embraced my unique peculiarities. I learned my life experiences are valued resources to be utilized to help others. With the help of *Possibilities*, I joined with other concerned members of my neighborhood and took actions for the betterment of our community. I have developed relationships with people from all walks of life, like-minded individuals wanting to improve the quality of the community. I have witnessed the fact that one person can make a change with the right skills and resources. Simple gestures shared with just one person can have a positive effect that ripples out to touch a multitude of lives.

I joined *Possibilities* to have them help me to complete a project to better my community. I received much more. Along with redefining my definition of community, I have received tools to bring the dreams of a little girl who wanted to help people to fruition. I must keep my thoughts and in return my actions focused on the positive. In this manner, I find success. *Possibilities* made me aware that a collective consciousness can affect the world. Today's world is driven by fear and negativity. *Possibilities* helps to redirect energies to positive thoughts, action and results. If each person takes the opportunity to do one small thing on a regular basis, big things happen.

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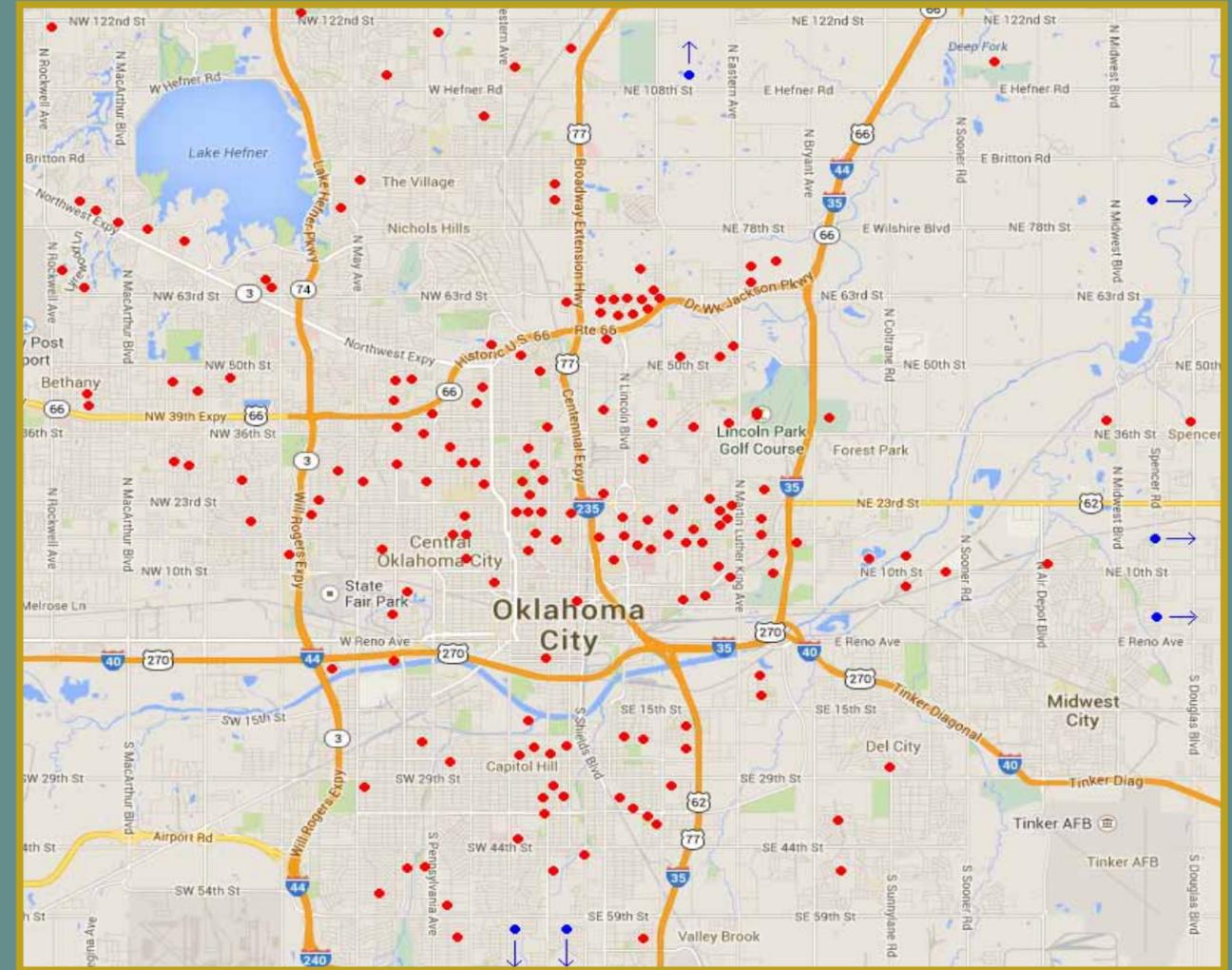
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Possibilities Innovation Program Graduates' Communities



2013-2014 PIP GRADUATES' COMMUNITIES

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CHISHOLM CREEK NEIGHBORHOOD
COLLEGE PARK NEIGHBORHOOD
SPENCER NEIGHBORHOOD
(UNORGANIZED)
DEL CITY NEIGHBORHOOD
(UNORGANIZED)

PEER ORGANIZATIONS, COMMUNITY GROUPS & HOUSES OF FAITH:

BETHEL CHRISTIAN CENTER
GIRL SCOUTS OF WESTERN
OKLAHOMA
FOUNDATION FOR OKLAHOMA CITY
PUBLIC SCHOOLS
HISPANIC COMMUNITY (EMERGING
GROUP SERVING HISPANIC WOMEN
AND FAMILIES)
MARY MAHONEY MEMORIAL HEALTH
CENTER
MT MORIAH BAPTIST CHURCH
TEACH FOR AMERICA, OKC
YWCA

SCHOOLS:

CAPITOL HILL HIGH SCHOOL
DOUGLASS MID-HIGH SCHOOL
UPPER GREYSTONE ELEMENTARY
SCHOOL
LANGSTON UNIVERSITY
OKLAHOMA CITY EDUCARE
SANTA FE MIDDLE SCHOOL
UNIVERSITY OF CENTRAL OKLAHOMA
U.S. GRANT HIGH SCHOOL

SEE POSSIBILITIESINC.ORG "AT A GLANCE" IN THE ABOUT US SECTION
FOR 2001-2012 PIP GRADUATES' COMMUNITIES.

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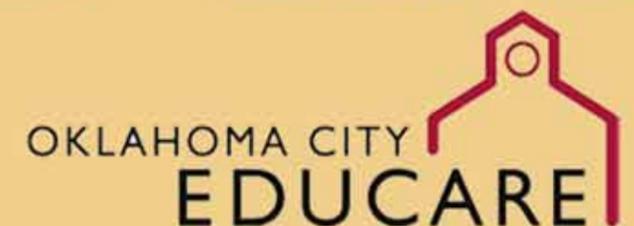


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