



Athens Area Diaper Bank
Board Packet
2021

Our Mission

The Athens Area Diaper Bank's mission is to help local families have access to clean diapers for their babies and young children. AADB provides diapers to families through partner agencies that serve in Clarke, Barrow, Oconee, Oglethorpe, Madison, and Jackson counties.

Diaper need and its impact

Diapers are expensive, costing nearly \$1,000 every year, yet government assistance programs like food stamps or WIC (Women, Infants, and Children) do not help families cover the cost of diapers. This means that 1 in 3 families in the United States struggle with "diaper need," which is an inability to provide a consistent supply of diapers for one's child. Families experiencing diaper need often resort to re-using dirty diapers or keeping a baby in a dirty diaper far too long, which can lead to diaper rash and infections. In addition, low-income families must spend money on diapers instead of other necessities like food, rent, or clothing. Finally, without a clean supply of diapers, families cannot send their children to daycare. Without daycare, parents can't go to work or school. With over 3,100 children under the age of 5 living in poverty in the Athens area, many families in our community struggle with diaper need.

More information and stats on diaper need can be found on the website for the National Diaper Bank Network (www.nationaldiaperbanknetwork.org), of which we are proud members.

Our History

The Athens Area Diaper Bank started in October 2015. Erin Campbell, AADB founder, approached the Food Bank of Northeast Georgia about diaper need in the Athens area. The Food Bank was instantly on board with our mission, and served as our partner for storage, distribution, and fiscal sponsorship. Through them, we started collecting diapers from family, friends, preschools, local businesses, church groups, mom groups, etc. In 2018, we became members of the National Diaper Network, which connected us to over 200 other diaper banks around the country for advice, support, grant opportunities, and access to low-cost diapers for purchasing. Due to our growth and development, we came an independent 501c3 nonprofit organization in late 2018. In March 2019, we moved into our location on Huntington Road.

How do we get diapers?

The Athens Area Diaper Bank receives diapers from two sources: diaper drives and purchasing. We encourage community members, organizations, churches, etc. to collect diapers throughout the year, but especially during Diaper Need Awareness Week each fall. We accept brand new packs and opened packs of diapers. We also purchase diapers through low-cost suppliers that give steep discounts to National Diaper Bank Network members, allowing us to purchase the sizes we need to stock our shelves according to our partners' needs.

AADB sometimes receives donations of thoroughly cleaned cloth diapers. Because families need their own laundry machines for cloth diapers (laundromats do not allow cloth diapers in their machines) and an additional supply of disposable diapers for daycare, most of the families experiencing diaper need can only use disposables. We have them, though, for families that might be interested and able to use them.

How do we distribute diapers?

We rely on partner agencies to distribute diapers to families in need. Our partner list is attached and is always current on our website (under the "Need Diapers?" tab). We never distribute diapers directly to families. Our partner agency model allows us to keep our overhead low, but most importantly it means that our diapers get into the hands of families experiencing a wide variety of circumstances and situations. Some partners serve families dealing with financial emergencies and hardship, while others serve foster families, survivors of domestic violence, moms recovering from addiction, etc. Each of our partner agencies must be a Sec. 501(c)(3) non-profit organization, government agency, or religious organization. All organizations must sign our partner agreement, which lists specific and common-sense parameters to receive our diapers. This agreement must be renewed at the beginning of each calendar year.

For each of these partners, we provide 2 packs of diapers (or 1 pack of pullups) for each child each month. This 50-diapers-per-child-per-month is the standard that the National Diaper Bank Network suggests we provide in order to fill a family's "diaper gap"—the gap between what families are able to provide for their babies and what the babies actually need to stay clean, dry, and healthy. There are a few exceptions to this: 1) organizations that are shelters will receive double this (4 packs diapers and 2 packs pullups) or 2) if a partner only wants one pack of diapers/child (usually space issues, logistics, etc). Additional exceptions can be considered, as our partners know their families and their needs well.

Diaper distribution occurs once a month for each partner, on the first Friday of each month from 10am-12pm. Several days before the distribution, we send our partners an email asking for diaper requests. The diaper request form is a Google form that asks for specific sizes, numbers of babies, families, etc. Diapers are then packed into re-usable nylon bags (big laundry bags), and we ask our partners to return them at their next diaper pickup. On distribution day, partners pick up diapers from our location.

Our Board of Directors: Expectations

Our Board of Directors serves as the heart of our organization. We expect that all members feel a connection to the mission and understand how diaper need affects families and communities. Our Board members each have unique strengths....some are visionaries, or creative thinkers, or worker bees, or money-savvy planners, or people connectors. We expect Board Members to share their opinions and experiences and listen to those of others. We do not discriminate on any basis, and we do not tolerate bullying, hate, or unproductive negativity. As our organization grows and evolves, we will strive for diversity on our Board—diversity in age, gender, race, ethnicity, religion, and life experience.

We meet the second Monday of every month at 7pm at the diaper bank, with some months skipped for summer/holiday schedules. We expect a good faith effort to attend each of these meetings, but we're all parents, partners, and busy people who forgive and understand occasional absences.

We expect Board Members to be diaper need advocates in our community. Diaper need is a problem that many people don't know about or understand, and we want to change that. We expect our Board Members to be familiar with diaper need information and our mission.

We expect Board Members to be fundraisers for our organization, whether fundraising for dollars or diapers. Each Board Member's approach to this will be different based on personal preferences and social/professional circles. Attached is our corporate sponsor package for when you make personal or professional connections with businesses that would want to support us.

As an all-volunteer organization, our Board serves double duty as both managing the organization and governing the direction of the organization. Each Board member is expected to choose a Committee to serve on, as well as an Event Committee. Our Committee list is attached.

Board Member Requirements

(1) Each Board member must make a personal contribution of at least \$10 to the organization each year. Many grants ask what percentage of Board members make donations. This makes it easy for us to immediately and proudly say 100%.

(2) Each Board member must "Give or Get" at least \$500 for the organization each year. This \$500 can be a personal donation, a fund-raised donation (social media makes this easy), or coordinating (a) diaper drive(s) of at least 2500 diapers...or any combination of the three. If a Board member is facing circumstances that make this difficult, exceptions can be made.

(3) Each Board member is asked to remain on the Board for at least 3 years. If a Board member is facing circumstances that make this difficult, exceptions can be made.

AADB Goals for 2021 and beyond

For the year 2021, we aim to grow both as an Organization and a Board. The COVID-19 pandemic forced us to push our diaper capacity and distribution far more than we had intended, so 2020 will be about sustaining those levels. Our budget (attached) will help us on all facets of our mission: providing diapers to families in need, promoting diaper need awareness, and public policy advocacy. Our goals for our Board will help us achieve sustainability, easy transitions, and efficiency.

More information

General email: diapers@athensareadiapers.com

Website: www.athensareadiaperbank.com

Social media: Facebook, Instagram, and Twitter

Our location: 485 Huntington Road, Suite 192; Athens, GA 30606

AADB Partner Agencies (as of 12/2020)

Advantage Behavioral Health Systems, Women's Shelter

A residential program for pregnant women or women with children who have a substance-related disorder.

Adventure Bags

Provides age- and gender-specific backpacks, filled with essential and comfort items, to children entering foster care or other agencies throughout Georgia.

Athens Area Emergency Food Bank

Meets the food needs for families or individuals who live in Athens-Clarke County who are faced with emergencies.

Athens Area Homeless Shelter

Provides safe, comfortable living space with trained and compassionate staff for families, combined with comprehensive services to guide families to employment and stable housing.

Athens-Clarke County Extension - SNAP-Ed

SNAP-Ed, the Supplemental Nutrition Assistance Program Education, has been helping families with children learn how to eat healthier meals and snacks, stretch their food dollars and reduces the risk of food-borne illness. Athens-Clarke County SNAP-Ed offers a variety of nutrition education experiences for the whole family.

Athens Community Council on Aging

The ACCA's "Grandparents Raising Grandchildren" program supports non-parent caregivers living in Barrow, Clarke, Jackson, Madison, Oconee and Walton counties who are the full-time, primary caregivers of a child.

Athens First United Methodist Church

Athens First United Methodist in downtown Athens has a history of serving our community, nation, and world.

Brightpaths (formerly Prevent Child Abuse Athens)

Dedicated to preventing child abuse in all of its forms through education, support and public awareness.

Bulldog Basics

A UGA hygiene closet for University of Georgia students in need.

Children First

Dedicated to promoting safe homes for children in times of family crisis. Includes four programs: Athens-Oconee CASA (Court Appointed Special Advocates), Family Time Community Visitation, SPARC (Supportive Parenting and Access Resource Center), and Safe Care.

Children's Medical Services

Children's Medical Services (CMS) is a statewide program that supports low-income children, youth and young adults (birth-21) with special healthcare needs and their families.

Chosen for Life Ministries

Provides education, awareness, and support for potential and current adoptive and foster families in the Athens-Clarke-Oconee area.

Deliverance Temple Ministries

Advancing the Kingdom of God through giving and ministering to the needs of families in our community who are living below the poverty level.

Family Connection - Communities in Schools of Athens

Supports Neighborhood Leaders and Site Coordinators who work one-on-one with students and their families in Athens-Clarke County neighborhoods and schools.

Family Promise (formerly Interfaith Hospitality Network of Athens)

Provides immediate shelter and guidance to homeless families with children, due to the impact of misfortunes upon their lives. Once accepted into our program, IHNA provides food, shelter, daycare, and transportation as needed.

Oasis Católico Santa Rafaela

Oasis Católico Santa Rafaela was founded by the Handmaids of the Sacred Heart of Jesus, an international order of Sisters, in September 2002. Since then, the Sisters have been serving the families of the community with the help of many volunteers, various partnerships, and generous donors.

Oconee Area Resource Council

The Oconee Area Resource Council (OARC) serves as the local decision-making body for the Georgia Family Connection. OARC identifies the needs of the community and works to fill those needs by combining resources and services.

Peace Place

Empowers victims and survivors of domestic violence through safe shelter and supportive services in Banks, Barrow, and Jackson counties.

Project Safe

Working to end domestic violence through crisis intervention, ongoing supportive services, systems change advocacy, and prevention and education in the community.

The Sparrow's Nest

The Sparrow's Nest is a Christian ministry center for those in need in Athens, GA. Centrally located in Athens, their facility includes meeting and dining rooms, laundry and shower facilities, and space to organize and distribute clothing and food.

University of North Georgia, Oconee Campus - Nigel's Nest Food Pantry

Nigel's Nest Food Pantry provides assistance to the students, staff and faculty of the UNG - Oconee campus who may need aid.

WIC - Northeast Health District

The Women, Infants and Children (WIC) Supplemental Nutrition Program provides women and young children in low-income families with services to help improve pregnancy outcome, reduce infant mortality and give children a healthy start through nutritious supplemental food and education. Diapers are distributed through Breastfeeding Peer Counselors.

AADB Committees

Volunteer Committee

- Description: This committee will coordinate the scheduling of volunteer groups based on the purchasing/distribution calendar. This committee does not have to be present for volunteer sessions but will coordinate to ensure that a Board member will be there.
- Timing: Flexible! Communicating with groups to schedule volunteer sessions; manage GivePulse volunteer portal for open volunteer sessions.
- Ideal for outgoing folks who love to make and foster connections with the community.
- Email: volunteers@athensareadiapers.com
- UPDATE: DUE TO COVID, THIS COMMITTEE IS ON HOLD

Diaper Drives Committee

- Description: This committee will coordinate drives (providing information on collecting, coordinating a time for diaper drop-off or pick-up), seek out new locations for permanent drop-off locations, and oversee the Diaper Need Awareness Week diaper drive.
- Timing: Flexible with any schedule. This committee does not have to be responsible for physically handling the diapers but will coordinate those who can.
- Ideal for folks who are organized and have the time to manage the back-and-forth emails/texts to coordinate. Also good for folks who are willing to hustle for diaper drives.
- Email: diaperdrives@athensareadiapers.com

Distribution Committee

- Description: This committee packs distribution bags to prepare for partner pick-up day.
- Timing: About 2-3 hours a month, timed with the diaper order/distribution cycle. Can be flexible about the time and can invite others to help.
- Ideal for folks who want a straight-forward worker bee job.

Communications Committee

- Description: This committee will manage social media updates and the newsletter.
- Timing: Flexible from home.
- Ideal for folks who easily navigate multiple social media accounts, and folks with graphics expertise.

Fund Development Committee

- Description: This committee is responsible for planning the timing of campaigns, setting and communicating expectations for fundraising, and making sure we are on target to meet those expectations.
- Timing: Flexible, and from home (with occasional meetings outside of Board meetings).
- Idea for folks who like to work on the big picture. The fundraising part of this committee will also fit well with people who love their community connections and can translate that into support for our organization.

Advocacy Committee

- Description: This committee is responsible for connecting our mission with local, state, and federal policy makers. This committee also helps build awareness for diaper need and the AADB mission, most notably guiding the "Diaper Need Homework" series.
- Timing: Flexible from home, some meetings may crop up.
- Ideal for folks who like to work on the big picture, affect slow and steady change, and can connect the dots between the concept of "diaper need" and issues facing constituents/neighbors/community.