

Case Study: Omega CDC

How Omega CDC has created an ecosystem to empower families to break the cycle of generational poverty



WHAT IS EMPATH?

Economic Mobility Pathways (EMPath) is a Boston-based national nonprofit that disrupts poverty through direct services, advocacy, research, and our global learning network. Our mission is to help people move out of poverty and to provide other institutions with the tools to systematically do the same.

WHAT IS THE ECONOMIC MOBILITY EXCHANGE™?

The Economic Mobility Exchange™ (“Exchange”) is EMPATH’s global learning network of human service organizations and agencies working to promote economic mobility in their own communities.

WHAT IS MOBILITY MENTORING®?

Mobility Mentoring is the professional practice of partnering with participants so that over time they may acquire the resources, skills, and sustained behavior changes necessary to attain and preserve their economic independence.

Omega Community Development Corporation (Omega CDC), a nonprofit founded in 1997 out of Omega Baptist Church in Northwest Dayton, Ohio, joined the Exchange in 2021. Dedicated to breaking the cycle of intergenerational poverty, Omega CDC delivers cradle-to-career, place-based services through cross-sector partnerships that support family stability through four pillars: Community Engagement, Education, Health and Wellness, and Economic Stability.

Omega CDC uses Mobility Mentoring to empower families in achieving economic stability through personalized goal setting and transformational change.



Coaching Through the Bridge: A Moment of Clarity and Hope

APPROACH

Omega CDC adapted the Mobility Mentoring model to Dayton’s context by triaging families by readiness, integrating existing services, and leveraging community partnerships such as the **Hope Center for Families** to deliver holistic, family-centered coaching that empowers caregivers toward lasting stability.

Through strong community partnerships and a personalized, goal-focused approach, families feel seen, supported, and equipped to take charge of their path toward lasting self-sufficiency.

IMPLEMENTATION

Omega CDC implemented a Family Readiness Assessment as part of its intake process to ensure participants are prepared to fully engage in Mobility Mentoring. This screening considers factors like crisis stability, basic needs, capacity for regular coaching, and commitment to long-term goals.



NOVEMBER 2021

Omega CDC joined the Economic Mobility Exchange learning network

Launched **The Hope Center for Families**

MARCH 2022

Mentors for first cohort are trained and complete EMPATH's Mobility Mentoring Foundations (MMF) course

SEPTEMBER 2022

Started the Maternal Family Coaching

Collaborated with Wright State University Moms 2 Be Sister Circle

JANUARY 2023

Launched Student Success Navigator program and the Hope Zone initiative

Received Promise Neighborhoods Grant

JUNE 2023 & BEYOND

Student Success Navigators received Mobility Mentoring training and implemented EMPATH's Goal Setting Framework with youth.

Omega CDC maintains **caseloads at 20 families**—below the recommended 30:1 maximum family to mentor ratio—to provide deeper, more personalized support through flexible, relationship-centered engagement in the community. By meeting families in the community, coaches provide flexible, relationship-centered engagement and more consistent, impactful support.

Quarterly surveys are administered to families to gather feedback. These surveys are conducted following training sessions, providing participants with an opportunity to share their experiences, support one another's growth, and offer suggestions for improving the program's structure. This collaborative approach helps foster strong community engagement and buy-in.

RESULTS & NEXT STEPS



Collaboration with local organizations and service providers strengthened the support system for families, creating a more integrated approach to addressing their needs.



Participant success stories and testimonials suggest a significant impact on families' ability to meet goals.



Program team observed higher rates of goal achievement for those participants engaged in mental health services.

For participants who completed at least two Bridges, the median scores on the wellbeing pillar were 14 for the first Bridge and 16 for the most recent – a 14% increase!

Mobility Mentoring has the power to create systemic impact for any organization that shares EMPATH's mission of fighting poverty.

Omega CDC integrates Mobility Mentoring across the agency, with over **30** staff trained, including but not limited to: Family Coaches, Navigators, and Outreach Team members. Currently, one Family Coach and one Maternal Coach actively provide support. To date, **266** participants have received mentoring through the Family Coaching program.

These results reflect Omega CDC's impact and will guide future strategies to expand its reach, strengthen goal completion, and drive transformative change for families through personalized, goal-driven coaching.



What was once taken from their hands, they now hold with strength and purpose, steering their family with resilience and determination toward self-sufficiency.

— MALLOREE, FAMILY SERVICES MANAGER

