



StepUpTM Durham

Annual Report

2018 - 2019

Cover Page/Photos by Emily Baxter

Employment.

Places by Caroleana Kvarterchuk



Matt

StepUp Graduate

After a series of medical issues, Matt found himself unable to maintain employment and struggling with drug addiction. "It's hard enough to keep a stable life, but when employment falls through, it is even more difficult." Following inpatient recovery, incarceration, and unemployment, he realized, "I have to do this for myself." Fortunately for Matt, he did not have to move forward alone. Matt loves networking, which is how he found out about StepUp Durham's Employment program. "It was through a mutual friend in recovery," he recalls. "I was looking to connect with likeminded individuals and resources for employment."

\$35,252 vs \$3,295

Average cost of incarceration per individual in North Carolina

Cost of employment training per participant at StepUp Durham

For Matt, it was simple. He knew he needed to revamp his interview and resume skills and more importantly, to regain confidence. "Confidence will give you what you need to take chances and help you move forward." Through the Employment Readiness Workshop, Matt gained new skills, increased his confidence, and researched the right employer. After several months with the same company, Matt secured more stable employment that served his needs. While Matt has moved on from his first job after the workshop, he is still engaged in Step2 and StepUp continues to walk with him as he makes the best moves for his situation.

Taddeo

StepUp Graduate

After migrating to the United States, Taddeo struggled to find a job. “I had not yet gotten a job since coming to the United States from Uganda,” he says. “I had interviews but didn’t know how to approach the issue of landing a job.” Then, he attended the Employment Readiness Workshop. “When I joined StepUp, I was told how to write a resume,” Taddeo recalls. “I was taught how to keep time, dress for the interviews, and present at the interview.” Taddeo is now employed full-time with benefits at Duke University, and he is working toward stability in many ways. “I now have my own apartment [and] I am on the verge of submitting my application to Wheels4Hope,” he says. Having housing and his own transportation will make Taddeo’s commute and daily life a lot easier.

However, for Taddeo, it is not just about himself. He supports his family back in Uganda. “I am able to send money home to Uganda that pays for my two daughters (18 and 15) to go to school,” he proudly asserts. “I pay their tuition fees. I also can support them with money for food and medical care.” Stability for Taddeo means stability for his family.



Stability is achieved in many ways and Taddeo is taking the necessary steps to ensure he continues on the path towards financial and personal growth. “Step2 has taught me a lot, especially how to handle and manage money,” he says. “Also, I’m not a very talkative person. I had low self-esteem but now, I am able to speak up for myself.” Taddeo achieved employment and continues to work toward financial stability and personal growth daily.

\$12.14

Average Wage at Entry –
within 39 days of graduation



2830
Volunteer Hours

46
Volunteers

111
Job Placements

157
Employment Week
Graduates

20
Youth Summer Career
Academy - (a collaboration
between PYO and SUD)

Ebony

StepUp Graduate

Prior to starting the Employment Readiness Workshop, Ebony had been looking for employment for a long time. Ebony reflects on her graduation from the workshop and says that “not long after I completed the Employment Readiness Workshop, I got a job offer, and to this day, I am working with the same employer.” Ebony works as a call coordinator with HB Hospitality, a StepUp Durham employer, and is passionate about the work. “I love the job and the company,” says Ebony.

However, it is not just about employment when it comes to StepUp Durham and our participants. Ebony serves as one of StepUp’s inaugural Ambassadors and attends Step2. Since joining Step2, Ebony says she has gained more than a job: “I have developed a more focused attitude about the goals that I am pursuing.” Ebony utilizes Step2 to figure out what her goals are. “My goals with StepUp are to network with as many people as possible to build business relationships as well,” she claims.

“The ambassador’s program is something that I want to do to help draw more people to this great experience.”



Served.



559

Total people trained in StepUp's Employment Program

346

Individuals Served

23 & 35

23 families supporting 35 children benefited from employment training through Step2.

111

*Transitional Re-entry Program - 111 currently incarcerated individuals

Our top three communities served:



Finances.



Total revenue

\$408,801

Total expense

\$335,804

Net difference

\$73,997

THANK YOU to our caring donors for your financial gift in support of our StepUp families!

View our donor recognition page at stepupdurham.org/donor-thank-you

\$0

Volunteer. Hire. Give.

In September, StepUp Durham celebrated its fourth year in this community. I am reminded daily of how fortunate I am to live and work in a community that strives to embody the values of inclusivity and justice for all. As you read the annual report, you will see that we are aligned with the values of this great city. Our participants, like Ebony, Taddeo and Matt, come from diverse places and experiences. StepUp Durham continues to move beyond numbers and look for ways we can support the transformation of individuals.

From July 2018 to June 2019, we partnered with participants to secure 111 job placements. StepUp Durham graduates were employed in approximately 39 days at an average wage of \$12.33/hour. We served over 100 currently incarcerated individuals in our new transition re-entry program and over 40 individuals and their children in our Step2 program. In Step2, participants opened checking accounts to access non-predatory financial services. They secured transportation, purchased furnishing for their new apartments, and secured affordable housing through a new restorative housing partnership. Volunteers logged 2830 hours, and donors continued to support our work, helping us exceed our financial goal at our annual Impact Luncheon—more than doubling the amount we raised last year.

It is amazing to think that we have entered our fifth year. For this fiscal year, we have increased our goal to serve 300 individuals through our traditional employment training, transitional re-entry programming, and Step2. We strive to support at least 100 individuals in securing living-wage employment and more Step2 participants in reaching their goals of securing transportation, housing, and education. Recently, we had our first participant take advantage of the dollars that Durham Tech has set aside for StepUp graduates to continue their education. We have seen our employment training class sizes grow, and last month, our eight job placements secured employment at an all-time high – \$17.65/hour.

StepUp Durham could not have accomplished what we have without the support of folks like you. Thank you for the many ways you have partnered with StepUp to help our participants gain stability for themselves and their families.

Please consider investing in this work.
Volunteer. Hire. Give.



Syretta Hill
Syretta Hill
Executive Director

Join Us

StepUp Durham is a 501(c)(3) nonprofit organization

Mission

Adults and children transforming their lives through **employment** and life skills training.

Vision

To be the premier resource in Durham County for people seeking to improve their lives and develop **stable careers**.

Values

We believe lives are transformed through **God's love and grace**. We are guided by the needs of our participants. We are careful stewards of all relationships and resources in our care. We seek and value diversity, inclusiveness, equity, accountability and collaboration. We joyfully celebrate efforts and success.



TIM
WOLLIN



ELIZABETH
BUTLER



MICHAEL
OLIVER



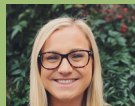
DEBBIE
VU



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CAROLEANA
KVATERCHUK



ALLIE
EIDSON



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