


The logo for StepUp Durham is a large, stylized number '8'. The left loop of the '8' is dark blue, the middle vertical bar is green, and the right loop is dark blue. The background features a grid of small, light blue human figures, a faint grid pattern, and abstract light blue shapes on the right side.

StepUpTM Durham

 2022 Annual Report

Executive Director

As we go into our 8th year in Durham, I am struck by the significance of the number eight. Biblically, the number represents a new beginning. It is a number of hope, new horizons and a bright future. It is a holy number in Japan, and the number of material freedom, financial abundance and wealth, self-reliance, independence and freedom.

All of these meanings resonate with me and the work we do at StepUp Durham. We see individuals overcoming their challenges to secure employment and create stability for themselves and their families as symbols of hope, freedom and power.

As much of our community emerges from the pandemic, we are pleased that StepUp Durham's work has continued to thrive. We finished the fiscal year with our strongest average wage ever! We were able to honor our commitment to serving holistically by connecting 23 individuals to mental health services through our newly launched partnership with Darkness Rising and Stand Up Speak Out. And, we became one of two national guaranteed income pilots in the country providing support to formerly incarcerated individuals, allowing us to serve our largest number of individuals in a year since opening our doors in 2015.

Interestingly, when you turn the number eight on its side, it is the symbol of infinity. I hope as you review our work from last fiscal year, you want to continue to be part of the infinite possibilities.

Syretta Hill

Syretta Hill



Photo Credit
Beth Lowery Photography

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

MISSION

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

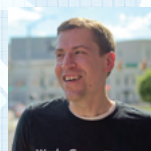
VISION

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

STAFF



SYRETTA
Executive Director



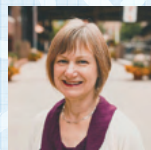
TIM
Operations Director



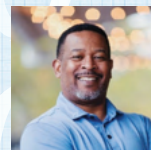
KEVIN
ENERG Coordinator



CASHMERE
Elevate Coordinator



PAULINE
Volunteer
Co-Coordinator



CARY
Volunteer Employment
Counselor



BILL
Step1 Coordinator



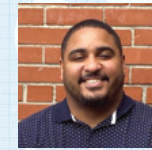
JAY
Step2 Coordinator



LARHONDA
Volunteer
Co-Coordinator



SHANTI
Excel Coordinator



KEITH
Intake Specialist

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.

BOARD OF DIRECTORS

JOHN WROTON, CHAIR
AMANDA BARNETT
BRIA BERRY-HOLLY
KIADA CAPEL
ALEA CRUMP
GREGORY EDWARDS
NANCY GRIGG

DOMINIQUE GRIMES-MEDLIN
SHAJUANA MCMILLAN
JIDE OLUTOKE
AMY RAWLS
MARIE HESTER SAPPENFIELD
THOMAS WICKER
RASHAD WILSON



Demographics

415

number of
Individuals served

66%

had no income of any kind
before landing their job in Step1

Gender

50%
male

41%
female

9%
did not disclose

Barriers For People Served



20%

substance
abuse
recovery



13%

domestic
violence
survivors



25%

with mental health
diagnoses that make
work challenging



33%

previously
incarcerated



51%

lack their
own housing



73%

lack their own
transportation



Top Industry Placements

13%

Healthcare

11%

Food Service

10%

General Labor

9%

Warehouse

8%

Admin

7%

Customer Service

7%

Social Services

6%

Cleaning/Maintenance

4%

Education



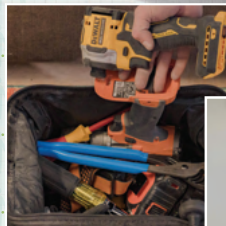
81

Number of
Step2 Graduates

\$

\$15.29

Average Wage



Step1, Step2, & Elevate Participant

Misty

“ I went with nothing but the clothes on my back, and I have come from nothing to doing a lot since February. ”

StepUp met Misty through Peace House, a transitional home for women returning from incarceration. She has accomplished so much this year and wants to give back.

“Paying it forward is my journey for the future. I’ve been through all walks of life, the ups and downs of homelessness, poor and rich, the haves and have nots. Fortunately, I’ve grown in my faith and realized I’d enjoy helping others and making them feel better about themselves. I love to encourage the positive and the best in people. Currently, I am in Cosmetology and Beauty school and building the stages of my perfection. One day I pray to have built myself up enough to have the salon of my dreams, to give back and allow less fortunate people to come get special services to make them feel pampered and confident about themselves, and put joy in my heart to put a smile on their faces. I will be the one to say that was a gift given to me to give to you by God.”



Photo Credit
Beth Lowery Photography



Photo Credit
Beth Lowery Photography

2022 Annual Report

Step1, Step2, Step3, & Elevate Participant

Wyatt

“Balancing work, life and the program were a challenge, but I made it happen.”

In 2016, Wyatt’s mother introduced her to StepUp. Step2 helped her recall things she already knew but should be practicing, like financial strategies. She moved from Georgia, leaving an eight-year abusive relationship. She was just starting over. Wyatt’s goal is to use her creativity and be paid for it. She is taking a music production class through Elevate.

“I just want to be happy, and I want the work I do to be fulfilling. I want to get up and love it. With the pandemic, it has opened my eyes and I am sure a lot of other people’s eyes that life is extremely short. You have to have that work life balance. If you are tired all the time from working, how are you going to accomplish your goals?”



Scan to learn more about StepUp Durham Programs or visit stepupdurham.org/programs



Durham's Guaranteed Income Program

EXCEL

\$8,769 vs **\$61,962**

Median income of Excel participants

Median income of all Durham residents

109 formerly-incarcerated individuals have been randomly selected by the Center for Guaranteed Income to receive an unconditional, \$600 per month. The pilot will last one year.

The objective of Durham's Excel Pilot Program is to evaluate guaranteed income's effects on recidivism and re-incarceration, employment, economic security and income volatility, as well as physical functioning, mental health, stress and coping, parenting, housing, and interactions with other institutional systems. StepUp Durham is the program administrator for the pilot.

Scan to learn more about Excel
or visit stepupdurham.org/excel





Excel Participant

Tyler

“ There were jobs where I got turned down, definitely I got turned down. They said ‘your background check came through,’ and they said ‘it’s a little more than we want to take on.’ ”



Scan to watch a video about Tylers journey or visit stepupdurham.org/latest-news

Photo Credit
Beth Lowery Photography

Research Partnerships

Organization



(2018)

Activity

Website

Learned

Components that make a more easily accessible and visually appealing website for people seeking services or wanting to engage with StepUp Durham

Outcome

A woman-led initiative that revamped our entire website and regularly generates about 10-30% of our volunteer and program participant engagement



(2019-Present)

Recidivism Checks

StepUp participants are 4-8x less likely to recidivate or return to prison after completing StepUp programming

StepUp committed to spending more time in prisons and jails, and also forming deeper partnerships with substance abuse recovery and mental health specialists, as nearly 100% of those who did recidivate had challenges in those areas

J.P.Morgan

(2022)

Social Enterprise

Examples of the most viable social enterprise opportunities for a workforce development non-profit serving Durham job seekers in 2022

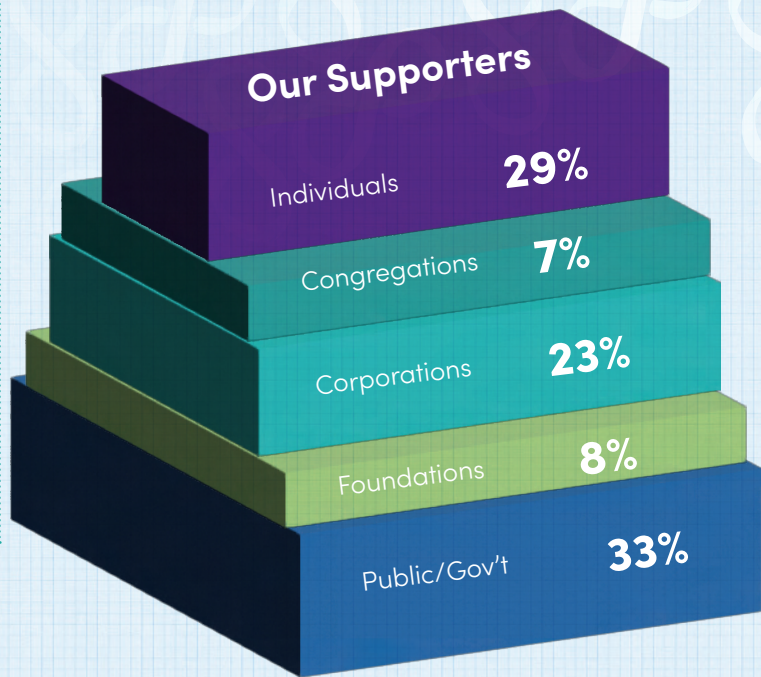
Social Enterprise tentatively scheduled to launch by end of FY23



2022 Operating Budget

\$900,000

Our operating budget grew from \$300,000 to \$900,000 from 2015 to 2022



\$4010

43 StepUp Kidz earned a total of \$4010 in bonuses through report card grades, helping with household chores, having impactful conversations with parents, playing outside and working on crafts



Scan to visit our donor recognition page or stepupdurham.org/donors22

Photo Credit
Beth Lowery Photography



Scan

Join us for the 2022 Fall Campaign

We are excited to be celebrating 8 years of impactful work in the Durham community. Walking hand-in-hand with adults and children to transform their lives through employment and life skills training is an amazing journey.

www.stepupdurham.org/campaign

 **StepUp[™]
Durham**
2022 Annual Report

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