

# BY THE DATA

The growth and reach of StepUp Durham 2020-21

Timing Is Everything continued

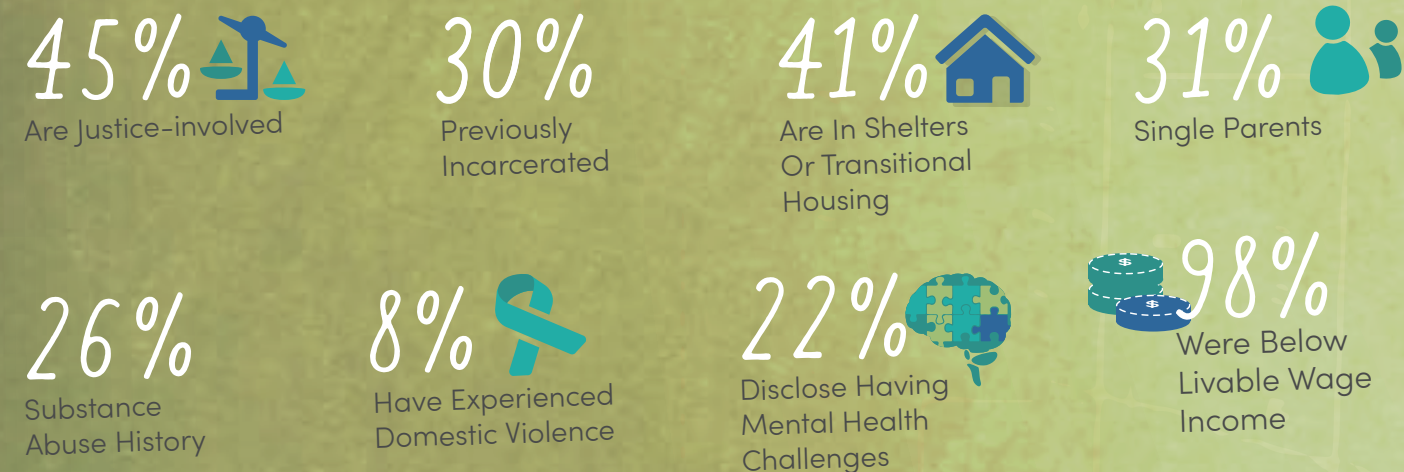
This fiscal year, we increased our job placements, grew our Build apprenticeship program, deepened our partnership with Durham Tech through Elevate, and launched resiliency trainings to support our participants with some of their mental health needs. Our work has positioned us to lead Durham's Guaranteed Income pilot, giving us the opportunity to explore ways to eradicate poverty on a national level. Excel, which will provide an unconditional payment of \$500 per month to help evaluate the impact of guaranteed income on recidivism and re-incarceration, launches this fall.

This year and a half has reaffirmed my belief that we should embrace every season on our journey, because when an opportunity presents itself, we want to seize it. As I look back, my sincere thanks to each of you for the investments of time, talent and treasure you have made in StepUp Durham! I invite you to continue to walk with us as we say "YES" to new opportunities before us.

# ANNUAL REPORT 202021



## Challenges That Participants Are Overcoming



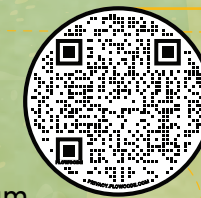
## BEE campaign

Build Elevate Excel

Our goal is to raise \$38,000

Half of those funds will be applied to Build and Elevate, and half will be applied to Excel - our new Guaranteed Income Initiative - which Mayor of Durham Steve Schewel has primed with a \$10,000 matching gift!

View our BEE Campaign page at [stepupdurham.org/bee](http://stepupdurham.org/bee) or scan with your smartphone to access.



### OUR TEAM



### BOARD MEMBERS

TYRONE LAMONT BAKER, AMANDA BARNETT, SECRETARY, GREG BELLAMY, KIADA CAPEL, ALEA CRUMP, TIMOTHY S. DOWNS, CO- VICE CHAIR, GREGORY EDWARDS, NANCY GRIGG, BRIA BERRY-HOLLY, ANTWAN LOFTON, CO- VICE CHAIR, MICHAEL DELANO PAGE, AMY RAWLS, MARIE HESTER SAPPENFIELD, ANN VERDINE-JONES, THOMAS WICKER, JOHN WROTON, BOARD CHAIR

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## Timing Is Everything

by Syretta Hill, Executive Director of StepUp Durham



I rarely say no, but I'm also a person who does not like to hear the word no. Fundamentally, I believe that many "noes" are really "not right now," AND that in many cases a no can become a yes if given time. When you read the stories of David, John, and Vivian, the theme of timing emerges - the doors that opened when John felt like he had limited options, the opportunities that arose when Vivian was positioned for a new career, and how David's readiness to use the skills he learned at StepUp helped him secure his dream job.

When I think back on StepUp's six years in Durham, our journey has been similar. At one point, we thought we might have to close our doors due to limited resources. Now, even in the midst of what feels like a never-ending pandemic, we have seen growth and feel ready and well-placed to take on new and exciting challenges.

## 2020-21 BUDGET

Total Budget \$500,000



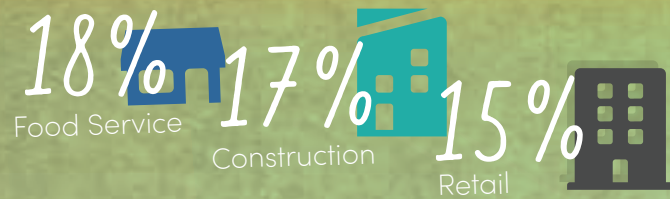
THANK YOU to our caring donors for your financial gift in support of our StepUp families!

View our donor recognition page at [stepupdurham.org/donors-thank-you](http://stepupdurham.org/donors-thank-you) or scan with your smartphone to access.



Access at [stepupdurham.org/programs](http://stepupdurham.org/programs) or find out more about participants journey inside!





# PARTICIPANTS' JOURNEY

## Step 1 Work.

StepUp Durham offers FREE employment readiness training, personalized job coaching, employer referrals, and supportive services to job seekers, including those with challenges like a criminal background or gaps in work history.



When **David** found StepUp Durham, he was struggling with substance use, living in a shelter, and on probation. "When StepUp came through, I knew I needed a change staying at [Urban Ministries of Durham]. Because StepUp had a reputation and was present in the community, I decided to give them a chance."

David entered the Job Readiness Workshop with StepUp and found he could benefit from the skills taught. "I started working on interview skills and working on my resume. I thought I had things going well and doing things right with my resume and interview skills being a college graduate, but it couldn't've been further from the truth."

StepUp taught David how to navigate discussing his criminal background during interviews, and it has made all the difference. **"It's been phenomenal. I've referred everyone that I'm talking to. Especially if you have a tethered background, gaps in employment history or if you've been incarcerated."**

### ENER-G

Employment. Networking. Empowerment. Resources. and Growth! ENER-G is the kick start to your job search each week, after completing our free 3-day employment workshop. Step1.

### Build

Apprenticeship pathways to permanent employment for participants in Step1. Build supports people with a skills gap or stigma preventing them from landing permanent employment.

StepUp Durham pays Build apprentices \$13.50/hr for their work with the placement organization

Since joining StepUp Durham, David has been able to secure safe transportation and begin a career that has set his eyes on the future. **"When I first started StepUp, I really only thought I'd have a job in construction, nothing career oriented."** Thankfully, David is now in a career as an Outreach Specialist at Housing for New Hope, assisting people who have had similar experiences to himself.

Because of the skills StepUp has given David, he has set goals to secure his own living space, reunite with his son, and to continue developing strong relationships like the ones he has cultivated in StepUp.

## Step 2 Grow.

Step2 offers four phases of programming that occur in eight-week blocks. The four phases are: Personal Development, Financial Education, Career Development, and Leadership Development.



When **Vivian** began working with StepUp Durham in 2018, she had just lost her job and needed help. She found StepUp, enrolled in the Job Readiness Workshop, and after securing work, she enrolled in Step2 to develop other skills. **"I have been a part of the StepUp community ever since."**

Vivian participated in classes and built lasting relationships with StepUp Durham staff - then the global pandemic hit and she was faced with job loss again. "I reached out to StepUp and re-engaged to find work." Through StepUp, Vivian was able to learn about Hope Renovations and secure a spot in their program. "StepUp wants to see me succeed. If they don't know the answer, they work with someone who can help me."

After her experience with New Hope Renovations, she pursued furthering her education through StepUp Durham's Elevate program. Vivian chose to seek out a Forklift Certification from Durham Tech, not realizing how soon her certification would come in handy. "I got the training before I knew about the job, and it ended up being exactly what I needed!"

### StepUp Kidz

StepUp Kidz supports the children of Step2 parents as they develop their own financial stability and habits, while also encouraging personal and academic well-being and success.

After receiving her certification, Vivian was able to secure a new position with an independent lumber company in Carrboro, NC and uses her certification often. Because of the skills developed during StepUp programming, Vivian has her eyes set on the future.

**"I have a lot of goals, and with guidance they are attainable. I want to build a savings account and turn \$1000 into \$10,000. I want to create a retirement account so I am not uncomfortable in my old age. I want to prepare for my child's retirement so they don't have to struggle like I have. In our country many of us are one bad accident from being bankrupt and homeless. I would like to be part of the solution that helps people avoid that."**



**Kennisha**

**"**Certification is opening the door to endless possibilities and will allow me to make more money so that I can support my family stress free. **"**

## Step 3 Thrive!

Step3 is a 12-month program that provides a programmatic opportunity for participants to become stronger community assets through receiving mentorship, accomplishing a life goal, and completing a community service project.



**John**

found StepUp when he had nowhere else to turn. Looking for work in the middle of a pandemic with a felony on his record, it seemed like there was little hope for his future. "It was during a time when things were so hard for me. I didn't know which way to go or what to do. It was at a point in my life that felt like rock bottom."

Timing is everything, and luckily, one of the case managers for Volunteers for America recommended StepUp Durham to John. **"I was having trouble finding a job because I am a felon, you know. One of the facilitators with StepUp made me feel comfortable because he shared my experience of having a criminal background. I told them about my experience and what I've been through, they made me feel really good, counseled me, prayed with me - everything a family could do for me. They were there for me when I didn't have anyone else."**

Through collaboration with StepUp Durham's Build program, John was given the opportunity to work with Scrap Exchange and met amazing, loving people there. He was able to secure permanent job with the Scrap Exchange because of this. After his initial success, John decided to pursue StepUp Durham's other programs. Through Elevate, he was able to continue his learning to be better equipped to advance and serve the organization.

### Elevate

Elevate gives participants in Step3 the opportunity to take short-term courses that will help them fill in skill gaps that have been hindering them from gaining livable wage employment.

## Excel



Learn more on our Excel Pilot Program page at [stepupdurham.org/excel](http://stepupdurham.org/excel) or scan with your smartphone to access.

In Durham's Guaranteed Income Pilot, or Excel, 115 formerly-incarcerated individuals will be randomly selected to receive an unconditional, cash transfer of \$500 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.

John enrolled in Durham Tech's Forklift Certification program at no cost, and has now been promoted within the Scrap Exchange to play a major role in operations, customer service, inventory, scheduling and more. He is one of only two employees within the Scrap Exchange with a Forklift Certification.

John says, "It makes my job a lot easier and I can support my coworkers. I'm looking forward to earning more certifications with StepUp Durham's help." Throughout this process, John has modeled patience, optimism, and gratitude. All of that said, John has been most grateful for StepUp Durham because, "They instilled a belief that I can keep going. They have shown me to never give up." John thrives in a community where he is seen, heard, and valued, not based on his background, but for his authenticity. Thankfully, he found that with StepUp Durham.