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19

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Photos by Emily Baxter



 StepUp[™]
Durham

Annual
Report

One

By

One

When we started our new fiscal year on July 1, 2019, we never thought we would be here: national unrest, an upcoming contentious election, and during a global pandemic. Knowing that those served by StepUp Durham would be some of the most impacted during this crisis, our team responded quickly. By April, we had pivoted to virtual programming and held our first virtual Impact Luncheon. While many participants had employment challenges before COVID-19, during this crisis we have seen our folks lose hours, get laid off, struggle with housing, and being forced to choose between unemployment and taking high-risk essential work. Many have also had to juggle employment and supporting their children's remote learning.

Yet, we remain encouraged. IMPACT-20 raised more than we have raised at our four previous luncheons and community partners are providing emergency funding and resources. Recently, Microsoft gifted us new technology that allows us to provide a hybrid of remote and onsite training. We have witnessed people securing employment and are graduating our largest Step2 class since launching the program in 2017. StepUp Durham is using this time to innovate and increase participant outcomes. We hope to be stronger on the other side of this pandemic. After reviewing our data around recidivism, we will pilot a program which links our participants to direct counseling services and build out our Step3 curriculum to support those looking to build their social capital.

No one knows what is ahead, but we remain committed to our community, our work, and those we serve. We encourage you to take a moment to identify and deepen what roots you. Above all else, we want to thank each of you who helped our families work, grow and thrive this year.



SYRETTA HILL
Executive Director

In unity, 

Our Stories

03 Johnnie & Cary

05 Susan & Kevin

07 Our Demographics & Financials

09 Our Mission



“No one knows what is ahead, but we remain committed to our community, our work and those we serve.”

If you are struggling with obtaining employment and have barriers such as I had coming out of incarceration, trust their process.



I am a transporter working at Eye Listen Empowerment Center. I transport patients back and forth from their home to the facility. I stay with them while they are waiting to see their counselor. While with them, I give them words of encouragement, play games and keep them company. I make sure they stay safe and secure and generally keep them comfortable. One of the things that I love doing is driving. This job allows me to do that while also caring for people.

I would like to say to all the people in the struggle that need help with job skills to take a look at StepUp. I would definitely refer them to StepUp. It is a great place to get help and knowledge.

Johnnie Patient Transporter

I heard about StepUp while incarcerated at Orange County Correctional. I was in the reentry program. StepUp came to provide a workshop about job skills and topics particularly related to felons.

Having them in my life has helped me solidify my life even more. I've grown more conscious about the things that I think about along with the places I go.



Cary

StepUp Durham Volunteer,
Retired NC State Trooper

I had a rewarding career with the Highway Patrol. I worked as a road trooper for 12 1/2 years and a supervisor for 15 years. Throughout my career I have interacted with people from a broad range of backgrounds and lifestyles. One of the major things law enforcement officers do is help bring peace and order where there is chaos and crisis. I loved doing that whether internally or with the general public.

As a supervisor and manager I was also part of the employment and promotion processes for the Highway Patrol. So, I have some insight to give participants as to what it takes to be a successful candidate for employment and how to set goals to progress your career.

“Jesus commanded us to love our neighbor as we love ourselves. I don’t think anyone could watch how George Floyd died and not see the tragedy in it. I pray that as we deal with each other whether as a black person or as a law enforcement officer that we can interact with the love of Christ.”





Susan

Re-entry House Manager

My friends at The Summit Church told me about a renting program that coincided with the StepUp Durham program that rented to people with criminal backgrounds if you agreed to work with the StepUp program. Now, I am working at Durham Recovery Response Center, as a recovery coach for people with substance abuse issues and mental health issues. I am also the house manager at a new transitional home opening in Durham for women coming out of prison called Peace House where I assist women with their reentry.

My experience with the program has been wonderful. They have been a huge support system for me as well as letting me participate in classes that taught me to build my credit, budget and responsibly pay off debit I owe.

When I started StepUp, I lacked the confidence to try to go back to college even though it was a dream of mine.

\$2,178.00
Amount of money saved
by Step2 participants

116
Jobs secured

\$13.14
Average Wage

Kevin

Commercial Electrician

I heard from StepUp Durham while living at Urban Ministries and was given a flyer by the van driver. He told me good things about the program and from there I reached out to StepUp.

[StepUp Durham has] great information so far especially through financial literacy, detailed communication with case manager and copartner groups, and commitment to assist clients before COVID. They have especially helped me through COVID. StepUp has been great at supporting me through my growth process.

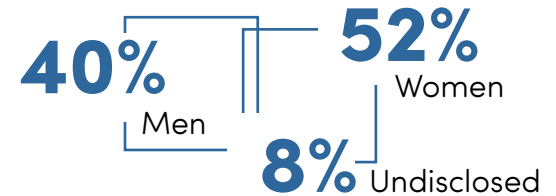
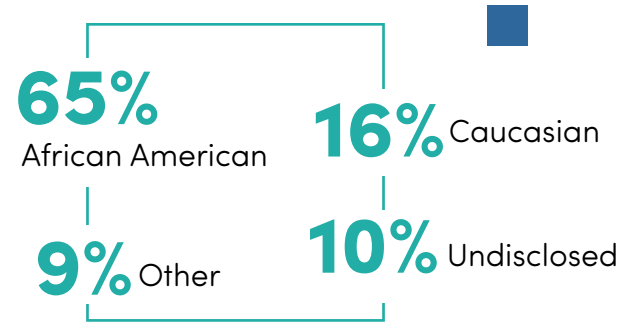
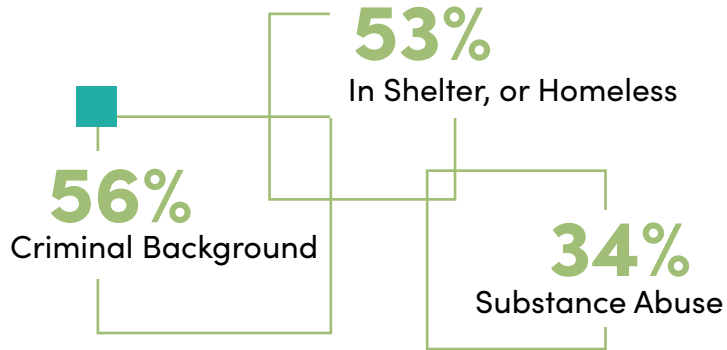
Their commitment to ensure all needs are taken care of and assisting with support through the process makes a big difference when I do not have many resources or supports at this time. The guidance is great especially when navigating to get back on my feet.



Top 3 Employment Industries



Our Demographics



97
Job Week Graduates

Our Financials

Foundations	\$181,436
Corporations	\$143,489
Individuals	\$98,435
Other	\$46,332 (county, faith communities)

Total Revenue:

\$469,692

Program	\$225,114
Fundraising	\$76,187
Administrative	\$116,652

Total Expenses:

\$417,954

Our donations are typically awarded on a calendar year basis and our fiscal year ends June 30, our revenues tend to exceed our expenses at the end of our fiscal year.

93

Served in Step2 program

93%

of those served live
below the poverty line

90%

of the people who came
though StepUp had **zero** income

re·cid·i·vism

noun

the tendency of a convicted individual to reoffend.

40%

the 3-year recidivism rate for **North Carolina**

6%

the 3-year recidivism rate for **StepUp Durham**



Our Mission

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

Our Vision

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

Our 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.

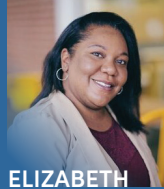
Our Team



**SYRETTA
HILL**



**TIM
WOLLIN**



**ELIZABETH
BUTLER**



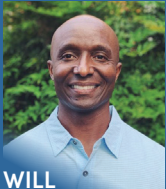
**JAMIE
ALMOND**



**BILL
DEFULVIO**



**BOBBY
HARRINGTON**



**WILL
ELMORE**



**PAULINE
ROBINSON**



**CARY
CAIN**



**MACKENZIE
LEGER**



**THEA
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StepUpTM Durham

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StepUp Durham is a 501(c)(3)
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