



**2015-2016 Annual Report**

**Criminal  
Background?**

**58%**

**Homeless?**

**47%**

**Substance Use  
History?**

**42%**

**6%**

**Military Service?**

Many of StepUp Durham's participants have histories that make it challenging for them to move forward. **Stoff Lemmon** (*right*) is one of them, but he found the support he needed at StepUp. After completing an Employment Readiness Workshop in 2015, Stoff secured a position at Measurement Incorporated.



Photo/Cover Photo: Helen Kinser

In 2013, 12 servant leaders were brought together to create the foundation for StepUp Durham. They helped to establish the tenets and tone for the organization. Daily we work towards living into these values of being inclusive, asset-based and community-centered. Many of these leaders are still connected with the organization today – as board members, accountability partners and investors. We believe that their work has been honored, and they continue to be excited about what we are accomplishing together.

This first year has been about building – building trust, building partnerships and building a donor base. We have seen success on all fronts, having built strong partnerships with Durham agencies doing great work and exceeding our financial goals in the first fiscal year. Between October 2015 and the close of our fiscal year in June 2016, we assisted 33 adults in obtaining employment, helped 10 people work their way out of homelessness, established relationships with 40 Durham employers, and grew our donor base from zero to 180.

As we settle into our second year, the focus is depth and collaboration. We look to strengthen our relationship with partner agencies by sharing resources and pursuing collaborative funding. For our graduates, we will move beyond employment to supporting a better quality of life for the entire family.

*“StepUp’s Jobs Week gives you a true opportunity to be prepared – not only to go into an interview, but support that can prolong the entire job experience.”*

**- Stoff Lemmon**  
**StepUp Durham Graduate**

We ask you to walk with us on this journey. Check us out on Facebook, make a donation before the year ends, become a volunteer or connect us with folks within your network who have an interest in helping to transform the lives of adults and children through employment and training.



In partnership,

A handwritten signature in white ink that reads "Syretta Hill". The signature is fluid and cursive, written over a dark blue background.

**Syretta Hill**  
Executive Director

# EMPLOYMENT PROGRAM

## TRAINING



The first step in the StepUp process is employment. Our one-week, 32-hour Employment Readiness Workshop takes place at various sites in Durham (all with easy access to the bus line). Trained staff teach employment seekers how to complete a job application, build a resume, dress professionally, communicate effectively, manage time, and interview well. Meals are provided each day, and participants receive free professional attire through Dress for Success and SuitedNSuccess.

## PARTNERSHIP



After graduating from the Employment Readiness Workshop, participants become partners with StepUp Durham and receive an Employment Counselor. This staff member works one-on-one with each participant to create an action plan for securing employment. During the partnership, participants attend a weekly motivational class called ENER-G (Empowerment, Networking, Employment, Resources, and Growth). Here, participants meet employers, review job leads, practice interviewing and time management skills, and share community with other job seekers.

## CONNECTION



One of the unique elements of StepUp Durham is its joint focus on job seeker training and employer recruitment. The StepUp model includes staff members, known as Employment Recruiters, who spend time cultivating and maintaining trusted referral partnerships with local companies. StepUp Durham provides the businesses with candidate screening, training, referral, and support services.

*Photos: Helen Kinser (Training, Connection)  
Chris Lee (Partnership)*

# IMPACT

**60** Adults received pre-employment training

**12** Number of 32-hour workshops taught

**10** Adults worked their way out of homelessness

**33 FAMILIES, SUPPORTING 49 CHILDREN, BENEFITED FROM EMPLOYMENT VIA STEPUP**

Number of agencies referring job seekers to StepUp Durham **25**

Number of faith communities supporting StepUp Durham **20**

Number of volunteers who gave time (290 hours) **35**

# DEMOGRAPHICS

**MALE 56%**

**FEMALE 44%**

**AFRICAN AMERICAN 81%**

**CAUCASIAN 18%**

**ASIAN 1%**

# FINANCIALS

The StepUp Durham fiscal year spans July 1, 2015 – June 30, 2016.  
We opened our doors mid-year in October 2015.

## REVENUES BY SOURCE

|                     |           |
|---------------------|-----------|
| Band Together Grant | \$245,000 |
| Individuals         | \$33,834  |
| Special Event       | \$21,835  |
| Faith Communities   | \$17,055  |
| Corporations        | \$1,750   |
| Foundations         | \$3,650   |

## EXPENSES BY CATEGORY

|                                 |           |
|---------------------------------|-----------|
| Employment Program              | \$175,754 |
| Development &<br>Administrative | \$104,471 |
| StepUp NC Support               | \$21,458  |

Total Income: \$343,124

Net Difference: \$21,441

Total Expenses: \$301,683

COST TO REINCARCERATE  
AN ADULT IN NORTH  
CAROLINA FOR A YEAR

\$30,000 vs \$3,000

COST FOR STEPUP DURHAM  
TO HELP THAT SAME ADULT  
FIND EMPLOYMENT

# DONORS

## INDIVIDUALS

Elizabeth Adams · Gale Adland · Monique Albritton · Farad Ali · Michael Althoff · Mark Alviano · John Atkins · Tucker Bartlett · Chris Bell · Jim Bennett · Diane Bertsch · MaryAnn Black · Jacqueline Britt · Jennings Brody · Joseph and Antionette Burwell · Douglas and Rachel Campbell · Sue Campbell · Eugene Carver and Ann Green Carver · Dana Cassell · Heather and Frank Chambers · Julie Chappell · Rebecca Chappell · Jordan Clark · Kerr Craige and Ann Clark Ramsay · John Crumpler · Andrew Cummings · Keith and Lorna Daniel · Mindy Douglas · Brent Droege · Vivian Duffin · Susan Dunlap · Kurt Euler · Christa Evans · Indira Everett · Tom Everly · J.C. and D.M. Faulkenbury · Barbara and Peter Fish · Tony Fisher · Gil Fitts · Matthew Floding · Richard Ford · Allin and Barbara Foulkrod ·

Bryan Fox · William and Tyra Francis · Friendship Circle at Trinity Avenue Presbyterian · Gary Gartner and Susan Saenger · Justin Good · Joyce Gordon · Pamela Green · Terry Govoreau · Lauren Greenspan · Ann Hall · Scott Harmon · Rich Harris · Richard and Judy Hays · Bob Healy and Kay Edgar · Carl and Renee Hedstrom · Guy and Karen Hendrickson · Sally Hicks and Richard Hart · Drew and Aidil Hill · Joel Hillygus · Meredythe and Irwin Holmes · James Huckabee · Wendy Jacobs · Michael James · Lisa Johnson · Gracie Johnson-Lopez · Alan Jones · Susan and Greg Jones · Hetty Kaiserlik · Bill Kalkhof · Armeer Kenchen · John Kileen · Adam Klein · Beth Kurtz-Costes · Phil and Beth Lambert · Rick Larson · Gerry and Nancy Link · Christy Lohr Sapp · William Mahony and Joyce Boucheron · Micheline Malson · Laura Martin · Margaret McCann · Wendy and Pope McCorkle · Henry McKoy · David McNeill · Jay Mebane · Sam Miglarese · David Miller · Jeffrey Miller · Dorothy Mitchell · Shirley and James Moore · Rajendra Morey · Eileen Morgan · Karen and Rick Morgan · Karen and Lee Mortimer · Jeanne and Brian Murray · David Neal · Linda Nunnallee · Yami Olufolabi · Jim Overton · Beth Owen · Michael Page · Scott Panichelli · John Parker · Linda Patenaude · John Pinto · Sanjay Premakumar · Timothy Price · Anthony Privette · Gloria Quick · James F. Rabenhorst · Cathy Rimer-Surles · Erin and Henri Roesch · Arthur Rogers · Jill Ryder Friedman · Marie Sappenfield · David Scarborough · Steve Schewel and Lao Rubert · Scott and Kristen Selig · Truman Semans · Alice Sharpe · Arthur Smith · Scott Stankavage · Fred Stoppelkamp and Anne Zerrilla · Diane Strangis · Hana Suckstorff · Vickie Suggs-Jones · Sheron and Emmett Sumner · Brady Surles · Carolyn Surles · Elizabeth Taylor · Jeff Terrell · Kathy Tillet · Larry Tilley · David Townsend · Katina Townsend · John Twomey and Jean Sculati · Tom Vipperman · Heidi Vuletich · Isa Watson · Carl Webb · Jeremy Welch and Katie Douglas · Andrew Widmark · Laura Wiederhoeft · Lee Willard · Mel and Janis Williams · Matt and Laurie Williamson · Chuck Wilson · Tim Wollin · Corlis Wood · Michael Zimmerman

## CORPORATIONS

American Underground · Clorox · DeWhit Facility Services · Durham Ritz Car Wash · Ellen Cassilly Architect, Inc. · Fulbright Financial Consulting · Kenburn Restoration · Kontek · Measurement Incorporated · Pivot Point Media · Riggs-Harrod Builders · Southpoint Animal Hospital · SunTrust · University Ford

## FAITH COMMUNITIES

Beth El Congregation · First Presbyterian Church · Judea Reform Congregation · Monument of Faith Church · North Carolina Conference of The United Methodist Church · Oak Church · St. John's Missionary Baptist Church · The Congregation at Duke University Chapel · Trinity Avenue Presbyterian Church

## FOUNDATIONS

Burt's Bees Greater Good Foundation · Twelve Labours Foundation, Inc.

**Thank you for your commitment to StepUp Durham.**

## 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.

### BOARD OF DIRECTORS

**Dr. Liz Adams**, Chair, University of North Carolina

**Jacqueline Britt**, NC Mutual Life Insurance Company

**Kyle Cavanaugh**, Duke University

**Jordan Clark**, SunTrust

**Marilyn Hedgpeth**, First Presbyterian Church

**Fred Stoppelkamp**, Urban Ministries of Durham

**Katina Townsend**, Burt's Bees

**Umar Muhammad**, Southern Coalition for Social Justice

**Dr. Micheline Ridley Malson**, Consultant

### FULL TIME STAFF

**Syretta Hill**, Executive Director

**Erin Roesch**, Director of Development & Employer Recruitment

**Tim Wollin**, Employment Director

**Baqir Mujahid**, Employment Counselor

## JOIN US

Learn more about how you can support Step Up Durham and transform lives.

GIVE

VOLUNTEER

EMPLOY

[www.stepupdurham.org](http://www.stepupdurham.org)

