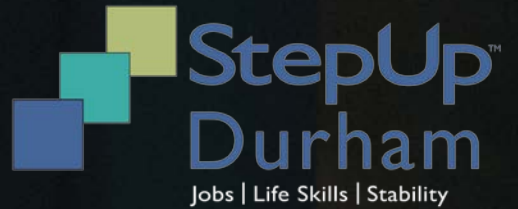




SECURITY



2016-2017 Annual Report

*“StepUp will not do anything for you. They will tell you, ‘We are not going to work harder for any job than you will.’”*

*– Rob Kinney,  
StepUp Graduate*



**M**any StepUp Durham participants have histories that make it challenging for them to move forward. Rob Kinney is one of those people, but the partnership he experienced at StepUp Durham has empowered him to determine his successes. “I had struggled for many years with drug and alcohol dependence,” Rob recalls. “As a result, my sobriety is very important to me; it has allowed me to open myself up to programs like StepUp, ask for help, and take chances. In turn, StepUp has helped me own my past, share my strengths, and realize my potential.” During the 32-hour Employment Readiness Training, Rob learned how to address gaps in his employment by taking ownership of his history and focusing on his current accomplishments.

Within weeks of graduating from the workshop, Rob Kinney was connected to the Umstead Hotel & Spa, a StepUp employer, and began working with them in Loss Prevention and Security. Rob will celebrate his two-year anniversary with the Umstead in April 2018. "I love coming to work. I bounce out of bed at five in the morning ready to go!" Rob shares. "What grounds me here is the community; we work very hard for our five-star rating and that really bonds us together. We're a part of something that is very rare."

The Umstead is the premiere Forbes Five Star and AAA Five Diamond Award-winning hotel and resort in the state of North Carolina. Rob, too, has received esteemed recognition as an employee. He received two quarterly star nominations within only five quarters on the job. Rob is one of only a handful of employees to receive this prestigious acknowledgement in a company of 320-350 employees. "It's funny because the changes are more often seen by my family and friends than they are seen by me, so it's important to be in a strong community, where people can reflect your successes to you and show you what you often times cannot see."



***"I'm proud to say that I've been on time every single day for over a year and a half at this job and that's very important! Suit up and show up."***

# EMPLOYMENT PROGRAM



## TRAINING

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

*Photos: Helen Kinser (Training), Erin Roesch (Partnering), and Ryana Bryan Photography (Connecting & Beyond)*



## PARTNERING

After graduating from the Employment Readiness Workshop, participants are partnered with StepUp Durham Employment Counselors. These staff members work one-on-one with each participant to create an action plan for securing employment. During the partnership, participants are expected to be in weekly contact with their Employment Counselors. They are also encouraged to attend a weekly class called ENER-G (Empowerment, Networking, Employment, Resources, and Growth). Here, participants review job leads, practice interviewing, and develop connections with other job seekers.



## CONNECTING & BEYOND

One of the unique elements of StepUp Durham is its joint focus on job seeker training and employer recruitment. StepUp staff spends time cultivating and maintaining trusted referral partnerships with local companies. StepUp Durham provides businesses with candidate screening, training, referral, and support services. At StepUp, we want individuals to flourish beyond employment. Step2, which launched in April of 2017, focuses on personal development, financial education, and career pathways, in order to help individuals move toward the goals they identify for themselves.

# IMPACT

145

ADULTS RECEIVED  
PRE-EMPLOYMENT  
TRAINING

19

NUMBER OF  
32-HR WORKSHOPS  
TAUGHT

8

ADULTS WORKED  
THEIR WAY OUT OF  
HOMELESSNESS

---

**104** individuals employed and  
**59** families, supporting **123** children  
benefited from employment via StepUp

---

25

NUMBER OF AGENCIES  
REFERRING JOB  
SEEKERS TO STEPUP  
DURHAM

15

NUMBER OF FAITH  
COMMUNITIES  
SUPPORTING STEPUP  
DURHAM

31

NUMBER OF  
VOLUNTEERS WHO  
GAVE TIME  
(335+ HOURS)

Criminal  
Background? **56%**

Homeless? **32%**

Substance  
Use History? **31%**

Military  
Service? **6%**

# FINANCIALS

The StepUp Durham fiscal year spans July 1, 2016 – June 30, 2017.

## REVENUES by source

Individuals	\$98,935
Special Events	\$10,687
Faith Communities	\$15,408
Corporations	\$157,450
Foundations	\$108,980
Other	\$65,000

## EXPENSES by category

Employment Program	\$168,004
Development & Administrative	\$123,640
Step2 Program	\$17,153

## TOTAL REVENUE:

\$456,459

## TOTAL EXPENSES:

\$308,797

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## NET DIFFERENCE:

\$147,662

**Thank you to our caring donors for your financial  
gift in support of our StepUp families!**

View our donor recognition page at  
[www.stepupdurham.org/donor-thank-you](http://www.stepupdurham.org/donor-thank-you)

In 2013, 12 servant leaders were brought together to create the foundation for Step Up Durham. In our first year of operation, the focus was on building - building trust, building partnerships and building a network of people who believed in and supported our mission. The following year, the goal was to strengthen those relationships. And as we close on our second year in the Durham community, we direct our attention to expanding our impact.

This fiscal year, July 1, 2016 to June 30, 2017, we exceeded our goals both programmatically and financially. And though we are proud of the 104 people we helped to place in employment this past fiscal year, it is equally, if not more, important for us to be able to speak about the long-term achievements of these individuals. Are they still employed six months and one year later? Has their economic stability increased, and are they reaching the financial goals they set for themselves?

StepUp Durham has already begun to focus on these long-term outcomes with the April launch of Step2, a nine-month curriculum centered on personal development, financial education and career pathways. In the spring of 2017, SAS began helping us streamline our database so that we could

better track participant progress. Months later, the City of Durham invited us to participate in the Innovation Team Project from Bloomberg Philanthropies, an effort that will look at the transition of formerly incarcerated individuals back into the community.

In honoring our community roots, StepUp Durham stays committed to the quality of our work and the lasting changes that occur in the lives of the people we serve. Thank you for walking with us on this journey. Be on the lookout for our newsletter pieces on StepUp Durham graduates, like Rob, who have secured and retained employment. Check us out on Facebook, make a donation before the year ends, become a volunteer or connect us with folks within your network who want to transform the lives of adults and children through employment and training.



Photo:  
Brett Seay | Blest Studios

In partnership

A handwritten signature in black ink that reads "Syretta Hill". The signature is fluid and cursive, with a large, stylized "S" and "H".

**Syretta Hill**  
Executive Director

## 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**, Co-Chair, the University of North Carolina at Chapel Hill

**Fred Stoppelkamp**, Co-Chair, Urban Ministries of Durham

**Jordan Clark**, Treasurer, SunTrust Bank

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

**Kyle Cavanaugh**, Duke University

**Rev. Dr. Keith Daniel**, Christian Community Development Practitioner & Consultant

**Manish Dayal**, Brooks Bell

**Jason Flack**, Square 1 Bank

**Rev. Marilyn Hedgpeth**, First Presbyterian Church of Durham

**Dr. Peter William Wooldridge**, Durham Technical Community College

**Pamela Thorpe Young, J.D.**, North Carolina Central University

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

## STEPUP DURHAM STAFF

**Syretta Hill**, Executive Director

**Tim Wollin**, Employment Program Director

**Emily Dao-Forrester**, Employment Counselor & Development Coordinator

**Juan Nelson**, Employment Counselor & Outreach Coordinator

**Debbie Vu**, Employment Specialist

**Pauline Robinson**, Volunteer Coordinator

**Adrienne Corley**, North Carolina Central University BSW Fellow

**Luke Ehrhardt**, Duke Divinity School Fellow

## JOIN US

Learn more about how you can partner with our StepUp Durham families.

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