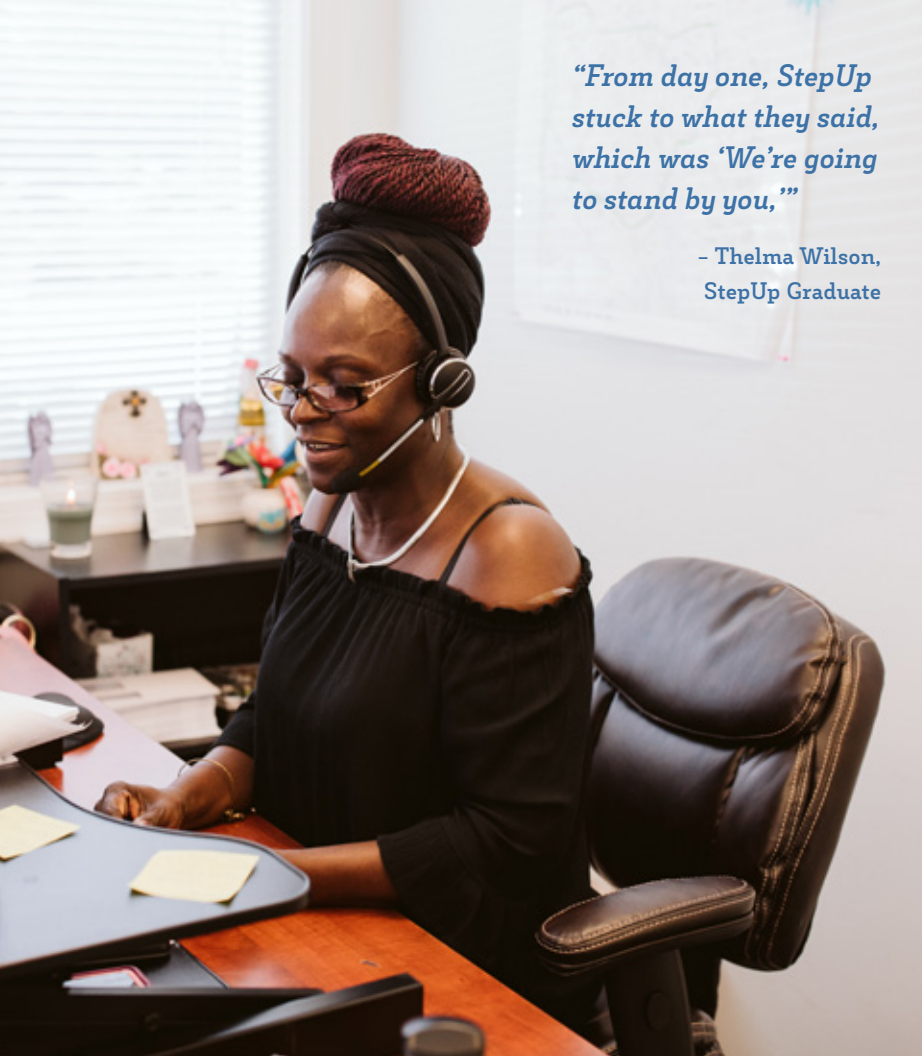




Annual Report 2017-2018



“From day one, StepUp stuck to what they said, which was ‘We’re going to stand by you,’”

*- Thelma Wilson,
StepUp Graduate*

“I have a very unique story,” says Thelma Wilson, a 2016 StepUp Durham graduate. “The things I’ve gone through aren’t for my benefit alone. If I don’t tell my story, it was all in vain.” Thelma has faced many challenges in her 54 years, including single motherhood, near-fatal domestic abuse, homelessness, and serious illness, but you’d never guess it. If you call Agape Lawn Company in Durham, a kind and friendly voice will answer. It’s Thelma and she’ll do whatever she can to make your day.

When she started StepUp’s Employment Program, Thelma was unemployed and living in an extended-stay hotel with her daughter. She had completed several similar programs, but StepUp was different. “From day one, StepUp stuck to what they said, which was ‘We’re going to stand by you,’” Thelma recalls. “They wanted to see me go from where we met to my absolute best, and they have literally walked with me step by step, side by side since day one.”

StepUp helped Thelma find a job tailored to her strengths, as an administrative assistant

*Article by: Dr. Julie Nelson,
NCCU professor and StepUp Durham volunteer*

Cover Page/Photos: Brett Seay | Blest Studios



Closed on house September 2018

at Agape, where she's been employed since November 2016. Often answering more than 100 calls a day, she considers herself Agape's gatekeeper: "I'm their first point of contact. My interaction with customers is going to make or break their Agape experience." Despite having good jobs in hospitality, law, and finance in the past, this is the first time Thelma has felt truly valued. "They want to see me happy and successful," she says. "I love working hard for Agape and our clients because of the fulfillment I receive by providing A-1 quality service."

Thelma refers to both StepUp and Agape as her family. During Thelma's darkest days, following the death of her mother and life-threatening health troubles, StepUp and Agape came together to support her. "They gave me the strength and



courage to keep fighting," she says. With the guidance of Agape's Owner Brent Droege, Thelma just bought her first home--a dream she never believed was possible. As a current participant in StepUp's Step2 Program, she is learning more about personal finance and budgeting and receiving valuable emotional support. Thelma is proud of her accomplishments and looks forward to the future. "I wouldn't be where I am today without StepUp and Agape," she claims. "If there's a Step3, I'll take it!"

"I wouldn't be where I am today without StepUp and Agape. If there's a Step3, I'll take it!"

STEPUP DURHAM PROGRAMS



TRAINING

The first step in the StepUp process is employment training. Our week-long, 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 partner, Dress for Success, or from our in-house suiting closet.



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 spend 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. The second phase after securing a job is Step2, which focuses on personal development, financial education, and career pathways. This phase allows individuals to move toward the goals they identify for themselves.

IMPACT

25

Number of community partners referring job seekers to StepUp Durham

35

Number of employers hiring from StepUp Durham

17

Number of faith communities supporting StepUp Durham

59 FAMILIES supporting 117 CHILDREN

109 JOB PLACEMENTS

153 INDIVIDUALS SERVED

29

Currently incarcerated individuals received employment training*

17

Number of 32-hour workshops taught

33

Number of volunteers who gave time (1186+ hours)

POPULATIONS SERVED

Criminal Background 46%

Homeless 40%

Substance Abuse 15%

Domestic Violence 16%

FINANCIALS

The StepUp Durham fiscal year spans July 1, 2017 – June 30, 2018.

REVENUES by source

Foundations	\$189,500
Corporations	\$47,205
Individuals	\$30,664
Churches	\$10,763
County	\$12,500
Events	\$16,581

EXPENSES by category

Employment Program	\$195,214
Development & Administrative	\$80,717
Step2 Program	\$4,619

TOTAL REVENUE:

\$307, 213

TOTAL EXPENSES:

\$280,551

NET DIFFERENCE:

\$26,662

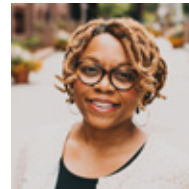
Thank you to our caring donors for your financial gift in support of our StepUp families!

View our donor recognition page at
www.stepupdurham.org/donor-thank-you

When I first met with former mayor Bill Bell, he asked thoughtful questions about our statistics. Although he was impressed by the number of individuals who had graduated from StepUp Durham and by our percentage of job placements, he was more interested in the number of individuals who had kept their jobs for six months and a year. Now over a year after our initial meeting, Bell's challenge has stuck with me. He expanded my idea of success and helped me understand that StepUp Durham's story must include job retention.

As we mark our third year in Durham, we recognize the individuals who went from having no income to paid income, which is over 70% of our graduates, and we celebrate those who have retained employment and are approaching their one and two-year anniversaries since graduating from StepUp. Approximately 39% of our graduates have retained employment for six months or more.

I am grateful for the opportunity we have to partner with individuals transforming their lives. If you have been moved to volunteer, hire, and give this year - thank you. Please continue to walk with us on this journey - sign up to receive our monthly newsletter, check us out on Facebook or Twitter, consider making a donation before the end of the year, or connect us to folks within your network who have an interest in our work. Together, we can impact our community as we walk alongside individuals like Thelma, who have overcome challenges, secured and retained employment, and created stability for themselves and their families.



*Photo:
Brett Seay | Blest Studios*

In partnership

A handwritten signature in black ink that reads "Syretta Hill". The signature is fluid and cursive, with the first name being more prominent.

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

Rev. Marilyn Hedgpeth, *Co-Chair*, First Presbyterian Church of Durham

Fred Stoppelkamp, *Co-Chair*, Bergman Rentals

Jordan Clark, *Treasurer*, SunTrust Bank

Andrea Breazeale-King, Capital Associated Industries

Dan Brenner, Retired Educator

Jacqueline Britt, NC Mutual Life Insurance Company

Kyle Cavanaugh, Duke University

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

Manish Dayal, Brooks Bell

Tarryn Henry, Tarryn Henry Enterprises

Bob Phoenix, Crawford Sprinkler Company of Raleigh

Dr. Peter Wooldrige, Durham Technical Community College

John Wroton, Square 1 Bank

Attorney Pamela Thorpe Young, North Carolina Central University

STEPUP DURHAM STAFF

Syretta Hill, Executive Director

Tim Wollin, Program Director

Emily Dao-Forrester, Employment Counselor & Development Coordinator

Juan Nelson, Employment Counselor & Outreach Coordinator

Debbie Vu, Employment Specialist

Pauline Robinson, Volunteer Coordinator

Caroleana Kwaterchuk, Duke Divinity Intern

Jonathan Osei, Duke Pathways Intern

Brandon Scicluna, North Carolina Central Intern

JOIN US

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

STEPUP DURHAM

112 Broadway Street, Suite B
Durham, NC 27701

www.stepupdurham.org

MAILING ADDRESS

PO Box 1955
Durham, NC 27702
(919) 973-0890



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