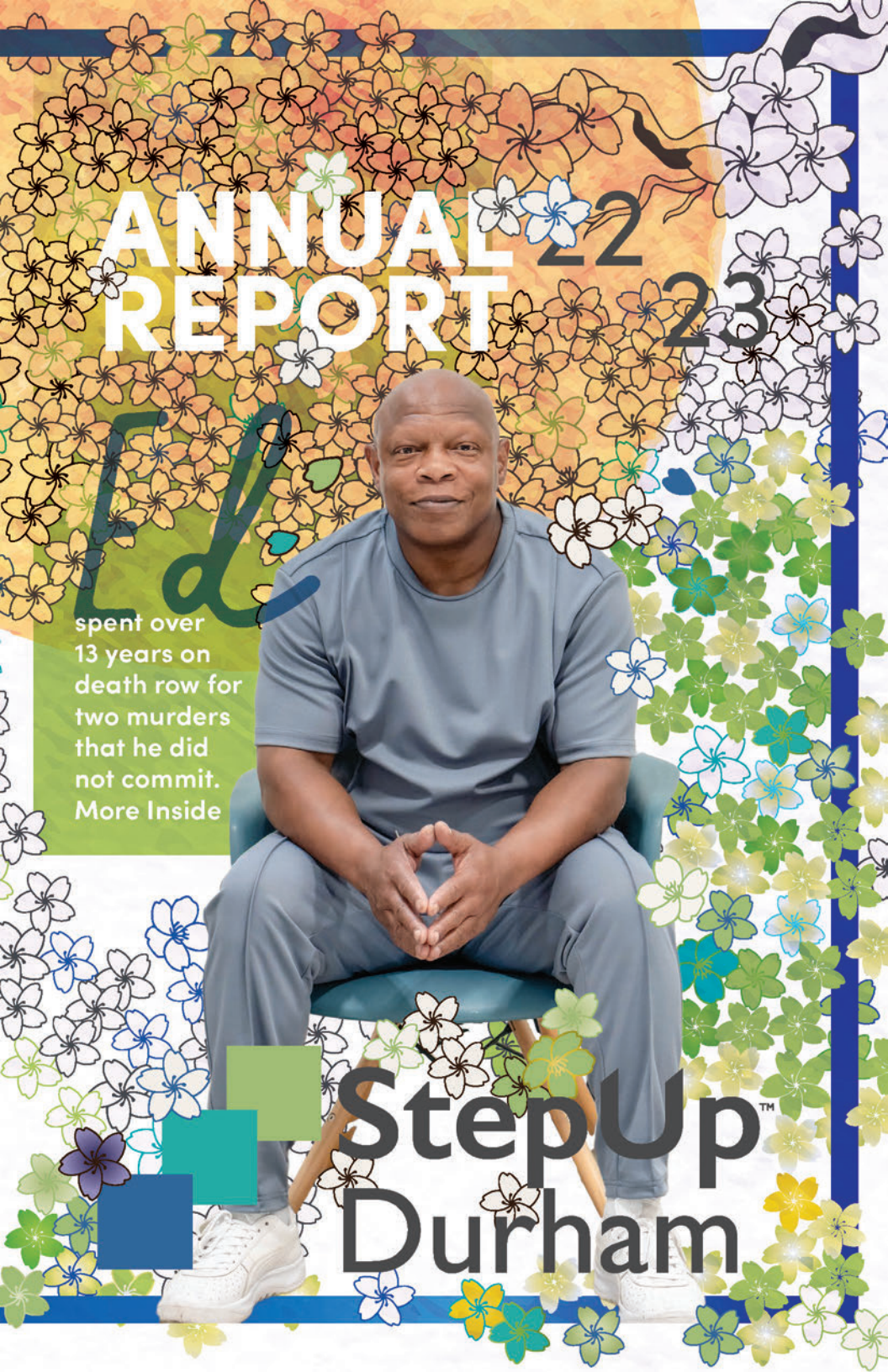


ANNUAL REPORT 22 23



spent over
13 years on
death row for
two murders
that he did
not commit.
More Inside

StepUp™
Durham

Executive Director

What a year! Infinite possibilities has not just been a campaign slogan but the reality of our work this fiscal year. We ended the year with an average wage of a dollar more per hour compared to the previous year; completed what was one of two national guaranteed income pilot programs focused on formerly incarcerated individuals; raised the most money – EVER – in our IMPACT event, and launched two additional programs – our social enterprise, Feel Good Donuts and the Justus Cohort.

As we continue with the theme of infinite possibilities, we acknowledge that the people we serve often don't just come to StepUp Durham looking for employment. They are also challenged with housing, transportation, food insecurity and mental health needs. Therefore, in this upcoming year, we will be highlighting our wrap-around services that support our work and keep our families employed. Recently, we completed a pilot supporting the transportation needs of our participants.

In this report, we have included some statistics around one of our mental health partners. StandUp Speak Out, who works with predominately sexual assault and domestic violence survivors, has been providing one-on-one and group counseling to our families. Check out the information on our Fall Campaign to see how you can support job retention by supporting holistic services. And thank you for supporting StepUp Durham families as they work, grow and thrive.

Syretta Hill

Syretta

Retention

346 Days 56%

average job retention period for folks with StepUp Durham support

are still on the job when surveyed

Annually, a survey is sent out to all of our participants we have served since 2015 to look at job retention. In our job readiness training, we have partnered with approximately 500 individuals. Through this past fiscal year's survey, from the nearly 200 individuals who responded, we learned that the average job retention for individuals in their StepUp job is 346 days. More than half (56%) of respondents were still employed at their StepUp Durham job at the time they answered the survey. For the communities we serve who are often relegated to underpaid positions in less-than-healthy environments, we are pleased with these numbers but also see growth opportunities.



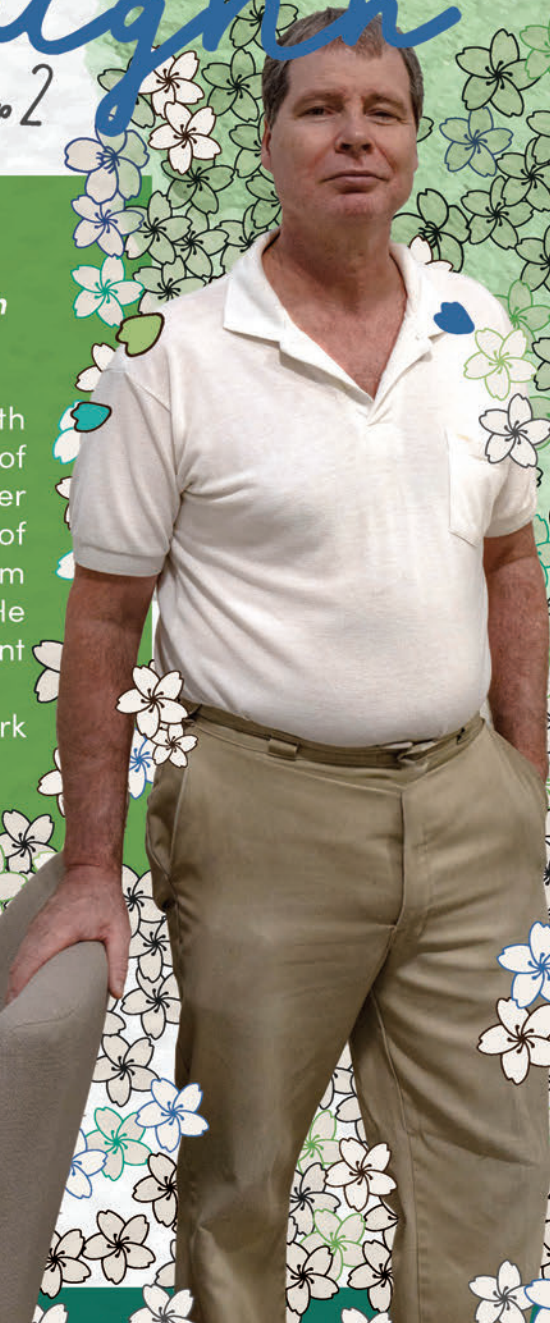
Vaughn

Step 1 & Step 2

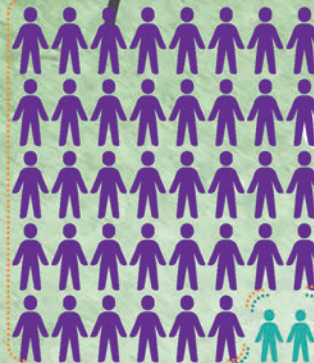
Graduate

“StepUp Durham helped me most with interview skills.”

Vaughn started with StepUp in the spring of 2020 after a member of his family heard of StepUp and sent him the information. He has been at his current job for over 2 years. “I like the people I work with every day.”



Step 2 Numbers



38

Adults saved a total of \$14,436 (bonuses and savings)



31

Children saved a total of \$5,469 (bonuses and savings)

\$20,000

Almost \$20,000 saved in our matched savings program!!!



Leigh-Ann

Excel Participant

“My goals are for my daughter and myself to be happy and [for me to] be able to provide for us.”

“I heard about StepUp Durham when my daughter and myself was in a homeless shelter called Families Moving Forward. When I got my home in 2018, I thought I would not hear from [StepUp Durham] but they reached out to see how we were. I heard about the Excel program online so I applied thinking I would never get picked. I got the call that I got picked. I was so excited. **The \$600 helped me in so many ways. It helped with rent and other bills. I was working a full-time job but only making \$9 per hour, but the \$600 helped with my bills.**

If I needed something for my daughter, I was able to get it. I’m very grateful for that. StepUp Durham has been there for me when nobody was and I’m very grateful for them, and I’m thankful I was picked for the \$600 a month. It really did help me. StepUp helps so many people and the staff is awesome and they honestly do care.”

Leigh-Ann has recently completed StepUp Durham’s Step1 to secure better employment.

EXCEL

Durham’s Guaranteed Income Program

109 formerly-incarcerated individuals were randomly selected by the Center for Guaranteed Income in Pennsylvania to receive an unconditional, cash transfer of \$600 per month. The pilot lasted one year.

Excel Recidivism Rate



NC Recidivism Rate

According to data calculated by the Bureau of Justice Assistance, a federal agency, North Carolina’s recidivism rate is approximately 40%. Unfortunately, the state’s own reporting suggests the recidivism rate is much higher than the federal estimate, likely closer to 49%.

EXCEL Who Are The 109?

Durham's Guaranteed Income Program



“Excel allowed me to have a savings account, like for if something went wrong.” - Tyler



“Guaranteed income is a societal statement that by virtue of your humanity, citizenship, and residency there is a line beneath [which] we will not allow you to fall.” - Terry



“It has impacted my life tremendously, making it more efficient for me to be a mother [in] a single parent home,” Tydricka said. **“I’m able to provide reliable decent transportation for my children.”** - Tydricka

Excel Demographics

Age
41
Avg. Age Of Respondent (Years)

Ethnicity
97%
Non-Hispanic

3%
Hispanic

Gender
73% Male
26% Female
1% Other

Children
42% Yes
58% No

Marital Status

59% Single

26% Married

15% Partnered/
In-relationship



Scan QR code with the camera on your phone or tablet to visit Excel - Durham's Guaranteed Income Pilot Program



April

Justus Participant

April was sentenced to two consecutive life sentences for circumstances beyond belief at the age of 15 and was granted clemency by Governor Cooper in March 2022 after a Juvenile Sentence Review Board took a closer look at her case.

While incarcerated April became a published author, having written "Memoirs of Suzie", "31 Days of Growth and Reflection", "Quote 365", and "Fenced In: Fighting For Freedom", her most recent book. It's a true story about a girl who became a woman behind bars. The book depicts her struggles, encounters, and how she copes through it all. Written in the voice of the girl and young woman she once was is a raw and unfiltered account of April's journey of personal growth and efforts to win release from prison.



Scan QR code with the camera on your phone or tablet to visit April's website



Justus started with a story – a story of a participant who called us because she was selling T-shirts, and she wanted to see if we could help her promote her product. She needed additional revenue to pay her bills. Her T-shirt simply said, No. The “no” spoke to her life and history – no more homelessness, no more abuse.

The Justus Cohort came from the idea that what StepUp Durham could most offer participants was access – access to our resources and networks. With The Justus Cohort, SUD entrepreneurs are matched with our marketing team to help create their brand. We pay our outside marketing firm to create a website and branding, social media audit and provide coaching. That “branding” is something that SUD can share with its network, providing a level of validation and amplification of the product and participant. Our first Justus participant is April.



Scan QR code with the camera on your phone or tablet to visit Justus

2022 Fiscal Year Data

Served

353

Number served (462 including Excel)

Placement

56 Days

Top Industries for Jobs Obtained

23%
Food Service

14%
Health Care

12%
Administration

10%
Retail & Sales

5%
Maintenance

5%
Social Work

Income

\$16.29

Average Wage

74%

No income prior to landing a job in StepUp programming

Demographics

70%
Lacking Personal Transportation

48%
Housing Instability

Gender

52%

Male

47%

Female

1%

Non-binary

37%
Previously Incarcerated

24%
Substance Abuse

BUILD

100%

of graduating apprentices secured permanent employment

11

Enrolled



Scan QR code with the camera on your phone or tablet to visit the interactive data visualization dashboards



Support & Research Projects



Elon: provided analytical assessments and an interactive analytical tool for our all-time Step1 outcomes, which is posted on our website for anyone curious to learn more about our outcomes and impact.



Duke Sanford School of Public Policy: assessed and provided participant-oriented, best practices of public-policy informed responses to Step1 and Step2 programmatic challenges.

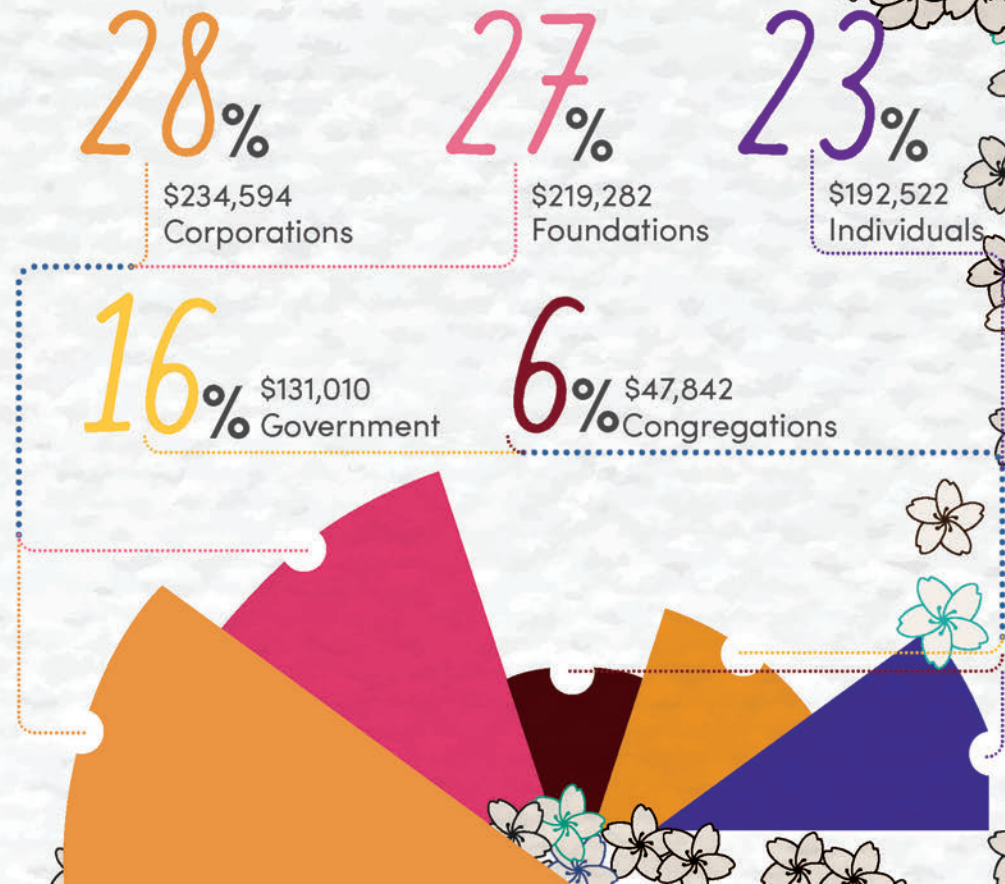


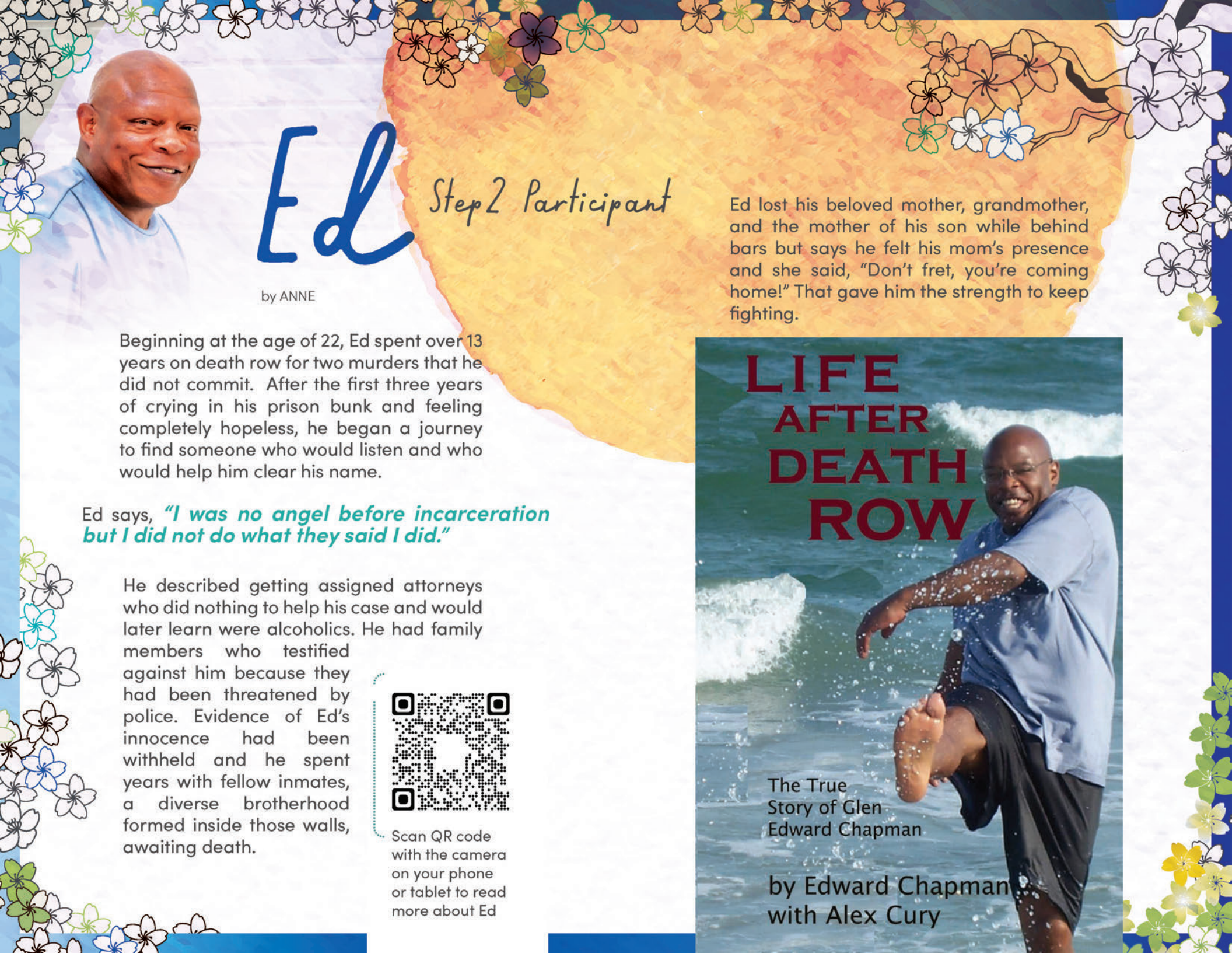
Duke Human Centered Design Program: Creating a playbook that will help Step1 more quickly deliver on the expectations and goals of new participants based on their initial conversation with us, helping ensure we are well equipped to see people employed within 45 days of starting StepUp programming.



Fidelity, via their non-profit Common Impact: creating an online hub to for job seekers and StepUp alumni to access StepUp digital content, making it easier to obtain and maintain employment whenever and wherever they are.

Fiscal Year 2022-23 Income Breakdown





Ed

Step 2 Participant

by ANNE

Beginning at the age of 22, Ed spent over 13 years on death row for two murders that he did not commit. After the first three years of crying in his prison bunk and feeling completely hopeless, he began a journey to find someone who would listen and who would help him clear his name.

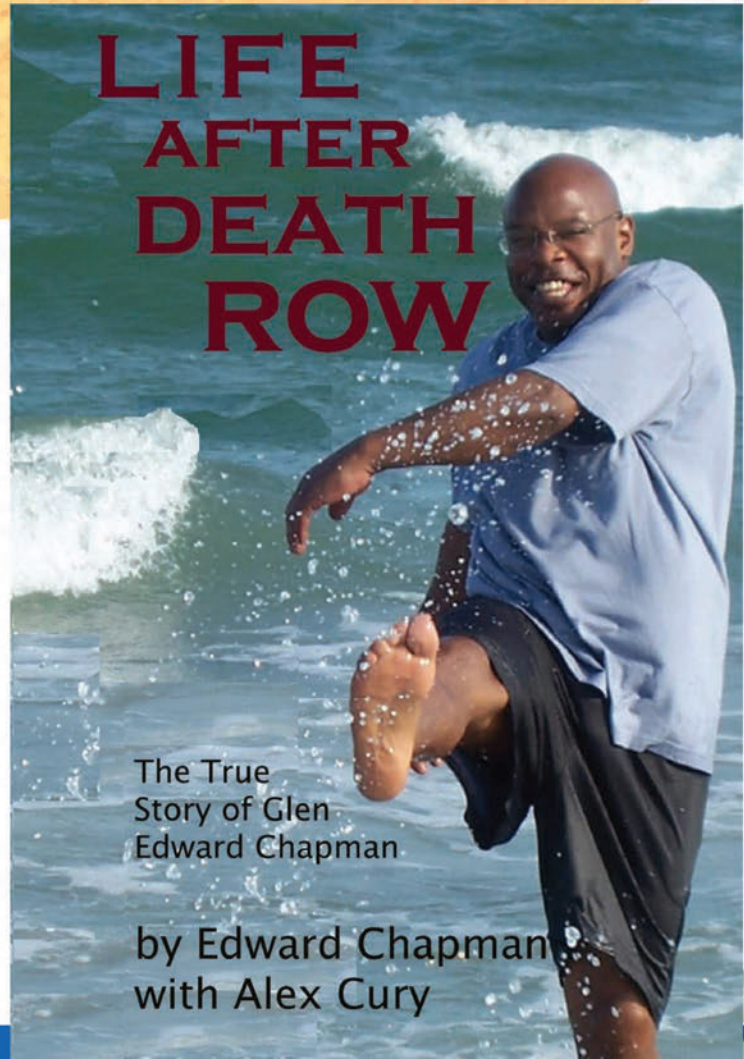
Ed says, *"I was no angel before incarceration but I did not do what they said I did."*

He described getting assigned attorneys who did nothing to help his case and would later learn were alcoholics. He had family members who testified against him because they had been threatened by police. Evidence of Ed's innocence had been withheld and he spent years with fellow inmates, a diverse brotherhood formed inside those walls, awaiting death.



Scan QR code with the camera on your phone or tablet to read more about Ed

Ed lost his beloved mother, grandmother, and the mother of his son while behind bars but says he felt his mom's presence and she said, "Don't fret, you're coming home!" That gave him the strength to keep fighting.



The True Story of Glen Edward Chapman

by Edward Chapman with Alex Cury



JONATHAN
Former Duke Intern

“StepUp Durham has been impactful for the Durham Community and has profoundly influenced my current work in workforce development at Jobs for the Future. StepUp Durham invests in the economic advancement goals of Durham residents by creating opportunities through community-powered programming, providing resources, upskilling, and facilitating job placement. This work is necessary to challenge and transform the existing paradigms and systems that have left out so many folks.”

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.

StepUp Durham Is A 501(c)(3) Nonprofit Organization

Team



SYRETTA
Executive Director



TIM
Operations Director



KEVIN
ENERG Coordinator



CASHMERE
Program Manager



PAULINE
Volunteer
Co-Coordinator



CARY
Volunteer Employment
Counselor



BILL
Success Coach &
Partnership Coordinator



JAY
Success Coach &
Step2 Coordinator



LARHONDA
Kid's Coordinator



KEITH
Success Coach &
Intake Specialist



JANE
Development Director

Board

JOHN WROTON
VP, Pacific Western Bank

AMANDA BARNETT
Operations Director, ABA Therapy

ALEA CRUMP
Senior Tax Analyst For Glaxosmithkline

GREGORY EDWARDS
Senior Investment Advisor For ONC Wealth
Management

ARIEL V. GERMAIN
Lincoln Health Foundation Board

NANCY GRIGG
Board Member

RYANA JONES
Board Intern

JIM KINNEY
Board Member

SHAJUANA D. MCMILLAN
Board Member

DOMINIQUE GRIMES-MEDLIN
Board Member

DENISE MOTLEY, JD
Board Member

BETH PAYNE
Senior Director Of Corprate Services For Durham Technical
Community College

SIMONE THOMAS
Global Career Coach, S&P Global

THOMAS WICKER
Analyst, Mckesson Specialty Health Technology

RASHAD WILSON
Director Of Technology At The Forest At Duke



Erin

Step 1 & Step 2 Graduate

“StepUp has helped me through some of my most trying times as a young adult. Having a community of people who do what they can to help you and create a more positive atmosphere while doing so.”

brush up on my interview skills and more.”

Through StepUp Erin got connected with StandUp Speak Out. “With the help provided, I have been able to make a 180 in how my life was before up to now. I am able to emotionally regulate, not create scenarios or bad situations, and I am able to speak up for myself and ask for help.”

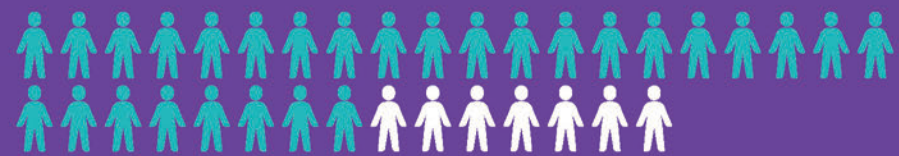
Erin came to StepUp in 2021 after getting into a major car accident. She had lost her job and wanted to brush up on employment skills. “StepUp has helped me find new jobs, has shown me how to budget, helped me get professional help for my mental health, helped me

STANDUP SUSO | SPEAKOUT

StepUp Durham Referrals Data

\$20K

Since December of 2021, over \$20,000 of therapeutic services have been given to survivors at no cost to them and their families.



Since 2021, 35 people have been referred through StepUp Durham. Of those 35 clients, 28 successfully completed, or are in the process of completing, services through StandUp-SpeakOut’s Direct Care team.

840

Up to 840 sessions were available at no cost to clients referred by StepUp Durham. Each client is able to receive 24 therapeutic sessions and up to 14 weeks of groups.

Development



Introducing Jane

Jane has been a longtime supporter of StepUp Durham's work, as a volunteer and a donor since 2018, and is so excited to be able to spread her enthusiasm to others. Since moving to Durham in 2015, she has come to fully embrace the Bull City as her new home, and feels so lucky to be able to support all the work that SUD does for her neighbors. She looks forward to meeting other SUD supporters and would love to take you to coffee!

We are in the process of renovating and furnishing our new space! We're so excited to create a welcoming space for our participants. Stay tuned for opportunities to get involved in sponsoring pieces and technology!



Fall Campaign

Join us for the 2023 Fall Campaign launching on October 3rd. The Michael and Susan Hershfield Family Fund will be matching contributions up to \$25,000! The campaign will center on our holistic services that help participants retain their employment and build thriving lives

We partner with several organizations to provide these services such as mental health supports from SUSO and Darkness Rising and transportation from WeMovv. These resources help participants overcome barriers to maintaining stability. StepUp Durham is committed to supporting our participants as whole people, and we know that getting the job is not where their challenge ends. We are honored to be able to walk alongside our participants and their families as they work toward meeting all of their goals.



Scan QR code with the camera on your phone or tablet to support the 2023 Fall Campaign

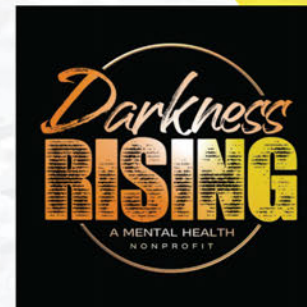


Photo Credit
Beth Lowery Photography

Thank You



Scan QR code
with the camera
on your phone or
tablet to visit the
Donors page

We want to give special recognition to the StepUp Durham partners for their financial contributions in support of our families. Your gift allowed us to connect job seekers to new employment opportunities and support them in building their careers. Thank you for your partnership!



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2023 Annual Report