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.
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,

Syretta Hill
Executive Director
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.

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.

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.
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

25 Number of agencies referring job seekers to StepUp Durham
20 Number of faith communities supporting StepUp Durham
35 Number of volunteers who gave time (290 hours)

DEMOGRAPHICS

MALE 56%
FEMALE 44%

AFRICAN AMERICAN 81%
CAUCASIAN 18%
ASIAN 1%
The StepUp Durham fiscal year spans July 1, 2015 – June 30, 2016. We opened our doors mid-year in October 2015.

**FINANCIALS**

**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 & 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**

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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.

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Baqir Mujahid, Employment Counselor

JOIN US

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

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www.stepupdurham.org