



## STEPUP BUILDS STABILITY FOR ADULTS AND CHILDREN

StepUp inspires adults and children at economic risk to take responsibility for every aspect of their lives through holistic programs, meaningful relationships, and compassionate accountability.

The StepUp approach is described in three steps:

**Step One – Get a job.** The first step to stability is employment, and StepUp’s Employment Readiness Workshop teaches the skills to find work. Currently, the workshop is a three day virtual training where participants build impactful resumes, practice interview skills, and refine application processes. Workshop graduate receive ongoing support from a case manager including referrals to StepUp employment partners.

**Step Two – Create Stability.** Once employed, adults may participate in Step2, the 48-week Life Skills program that teaches financial literacy, relationship building, and goal setting. Each adult is matched with a mentor called a copartner. Currently, each pair meets virtually every week for the class and to review budgets and goals. In short, Step2 helps to build community. Step2/Life Skills offers a concurrent Children’s Program, which follows an age-appropriate life skills curriculum in addition to arts, etiquette, and other special activities. At the same time as Life Skills, a program for young adults called Real World builds a community of support to explore topics such as legal rights, mental health, substance abuse, relationships, and arts and etiquette, while pursuing education or employment. Most Real World participants are in school and working to help pay household bills. All Life Skills and Real World programs are currently offered virtually and through individual case management.

**Step Three – Build a career.** Through the Alumni Program, graduates of Step Two/Life Skills meet weekly for continued professional development while their children also benefit from interactive programs and school support. Alumni participate in Toastmasters and may earn continuing education credits through Wake Tech. Alumni can also serve as Toastmaster officers, program ambassadors, board members, volunteers or staff.

StepUp was founded over 30 years ago by a group of leaders at White Memorial Presbyterian Church, which remains a top supporter and host of the majority of StepUp group programs. Other churches host programs and provide financial and volunteer support. StepUp also partners with the local business community for employment opportunities and sponsorships. The majority of StepUp financial support is from local individuals in Wake County.

StepUp is an interfaith, ecumenical ministry that invite individuals of all backgrounds and beliefs to join our mission of adults and children transforming their lives through employment and life skills training.



## 2019-2020 STATISTICS

- 178 employment opportunities secured by StepUp participants with an average entry wage of \$13.52 per hour
- 130 adults (ages 21+) served in the Life Skills Program
- 73 children (ages 0-16) served in the Children's Program
- 75 Life Skills graduates engaged as Alumni Ambassadors
- 235 employers have hired StepUp participants
- 411 volunteers supported our mission
- 401 young adults (ages 16-21) served in Real World Program & Outreach

## KEY CHALLENGES FACED BY STEPUP PARTICIPANT

- 47% of participants are justice involved
- 27% have a history of substance abuse
- 23% have experienced homelessness
- 18% are survivors of domestic violence

## DEMOGRAPHICS OF STEPUP PARTICIPANTS

- 70% Women
- 30% Men
  
- 67% Black
- 23% White
- 7% Two or more races
- 2% Latino
- 1% American Indian/Alaskan Native
- 1% Asian
  
- 16% Children (birth-17 years)
- 26% Young Adults (18-24 years)
- 58% Adults (25-64 years)

## IMPACT ON RECIDIVISM

Last year, StepUp supported 179 adults with a history of justice involvement. We completed our second Recidivism Study in July 2020 and found that participants in StepUp programs have a 17% recidivism rate compared to 40% among all adults in Wake County.

## SUPPORT FROM THE ENTIRE COMMUNITY:

### \$1,496,000 IN FISCAL YEAR 2020

- Individuals 39%
- Foundations 24%
- Congregations 16%
- Local businesses 7%
- Other 14%

## RETURN ON INVESTMENT:

- Place individual in a job: \$1,362
- One year in Life Skills: \$4,186
- One year in Children's Program: \$2,645
- One year in Real World: \$2,895



## STEPUP LEADERSHIP

### 2020-2021 EXECUTIVE COMMITTEE

Anna White Hosea, Board Chair  
Libby Stubbs, Finance Chair  
John Chapman, Personnel Chair  
Katrina Lyons, Secretary  
Andrew Rose, Development Chair  
Harriet Stephenson, Program Chair  
Katherine Anne Hamlin, Past Board Chair  
Jack Clayton, At Large

### 2020-2021 BOARD MEMBERS

John Chapman, Apex, *Pastor Peak City Full Gospel Baptist Church*  
Jack Clayton, Raleigh, *Retired Wells Fargo Executive*  
Betsy Davis, Raleigh, *Community Volunteer*  
Angie Dowd, Raleigh, *Retired Financial Expert*  
Maeve Gardner, Raleigh, *GlaxoSmithKline*  
Allison Glenn, Raleigh, *Community Volunteer*  
Kathleen Hofstadter, Raleigh, *Community Volunteer*  
Anna White Hosea, Raleigh, *Moss + Ross Associates*  
James Adam Ivy, Jr. Raleigh, *Executive Grooming*  
John Little, Raleigh, *The Bancorp Bank*  
Brandon Lowery, Pittsboro, *Owner BLLC Landscaping and Royal Touch Mobile Detail*  
Katrina Lyons, Raleigh, *Cardinal Advisors*  
Pierre Marcella, Raleigh, *WingSwept, LLC*  
Jeff Minor, Raleigh, *Insperity*  
Jacques Oury, Raleigh, *Red Hat*  
Makeda Pride, Cary, *Cisco Systems*  
George Ramsay, Raleigh, *OneDigital Health & Benefits*  
Jay Risinger, Raleigh, *First National Bank*  
Andrew Rose, Raleigh, *Capitol Financial Solutions*  
Cameron Rosenow, Raleigh, *Curi Capital*  
Katherine Ross, Raleigh, *Parker Poe*  
Gregg Sandreuter, Cary, *HM Partners*  
Elizabeth Scott, Raleigh, *Williams Mullen*  
DeShelia Spann, Raleigh, *Lenovo*  
Harriet Stephenson, Raleigh, *WakeMed*  
Libby Stubbs, Raleigh, *Kane Realty*  
Bill Wenner, Raleigh, *Wells Fargo*

### STAFF LEADERSHIP TEAM

Linda Nunnallee, Executive Director  
Nancy Bromhal, Development Director  
Angela Coleman, Adults Program Manager  
Colisha Stanford, Children's Program Manager

## STEPUP SUCCESS STORY

### Lea Andra Faulkner: Hope is the Greatest Accomplishment

In 2007, LeaAndra packed up her car and three daughters and moved from Baltimore to Raleigh for a new start.

*"My instability was two-fold: surviving a traumatic event and moving my family to a different environment... I was in survival mode at all times."*



As LeaAndra sought resources to build a new life, she found StepUp and enrolled in the Employment Readiness Workshop. Caring for her daughters kept her motivated.

*"They inspired me to make a change because no matter what I go through it's not their fault and they need opportunities to grow and become the best adults they can."*

After beginning full-time work as a certified nursing assistant, LeaAndra continued on to the 48-week Life Skills program where she learned to develop a household budget and set goals.

Through StepUp, LeaAndra learned to be patient with herself, enjoy the process and celebrate successes.

She began setting and achieving goals. As a result, her daughters were able to just be children, finding joy in visiting parks and befriending the geese at their apartment.

StepUp encouraged LeaAndra to regain her adult life, establish routines and find a support system.

*"My greatest accomplishment was not losing hope. As long as you have hope you can accomplish anything in your path. If you don't have hope, there's nothing."*

Through StepUp, LeaAndra developed tools that are helping her succeed.

Today, we celebrate with LeaAndra and her family as they achieved their longtime goal of homeownership by moving into their new home at the end of August. She continues to work as a certified nursing assistant, which provides the flexibility for her daughters' schedules. Her oldest daughter Jessica, 27, is an EMT in Baltimore and is earning her Masters in Forensic Science at Towson University. Joelle is in 10th grade, works as a camp counselor, and aspires to be an orthopedic surgeon. Johanna is in 8th grade and is exploring different sports and arts activities.

