

Tiffany W. and Gio,
March 2024 Graduates



35
YEARS

“What I learned from StepUp is how to ask for help.”

—TIFFANY W.

2024 Annual Report



Dear Friends,

The StepUp Ministry staff and Board of Directors thrived this year as we embraced our E.P.I.C. model—continuing to be Enthusiastic, Polished Professionals who are Informed and Caring in executing our mission, vision, and values.

This year we celebrated 35 years of providing transformational support to families and individuals who walk through our doors. We have demonstrated that our model works and that we are dedicated to serving the needs of our community. We know engaging with us at any level transforms you, whether you are a participant, volunteer, donor, partner, or staff member. In continuing to work our three-year strategic plan, established in 2023, we are opening more doors and creating connections to reach even more people.



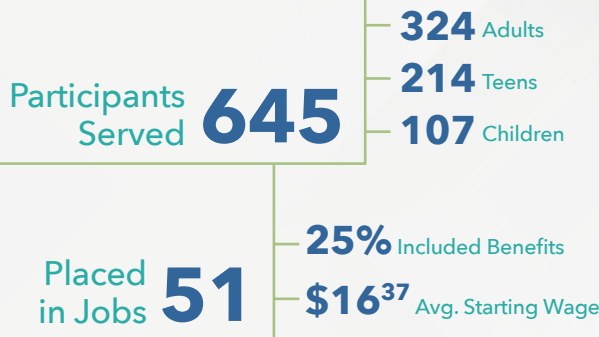
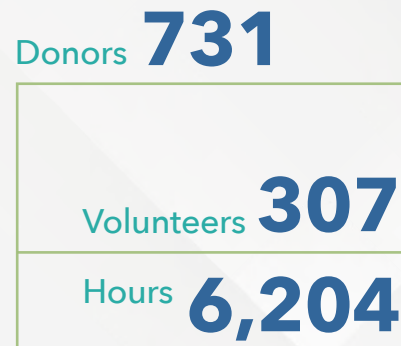
Colisha C. Stanford, CEO

Having the support of this community is an honor, and I am proud to be the leader of an agency that prioritizes ALL people and relationships.



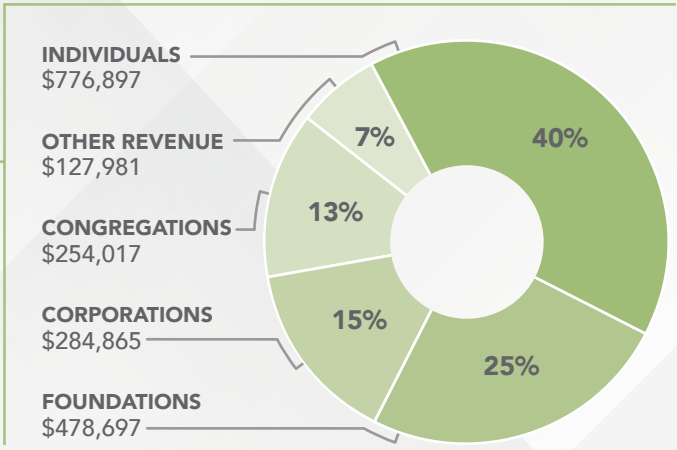
Colisha C. Stanford, CEO

2024 BY THE NUMBERS



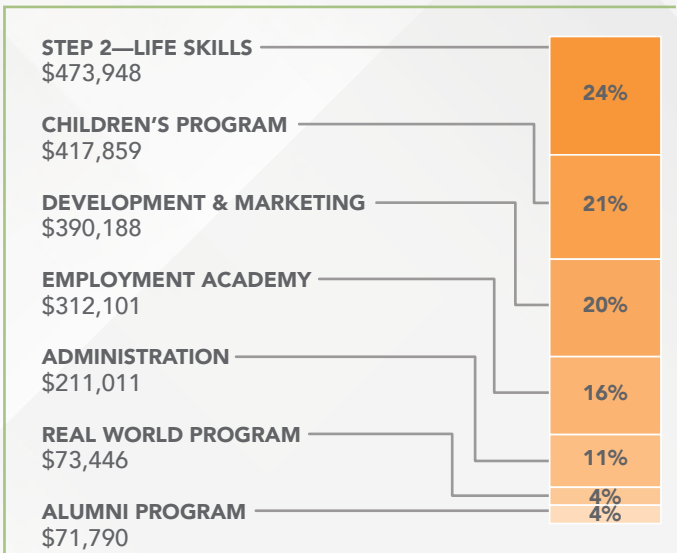
Funding Sources

Total Revenue \$1,922,457



Expenditures

Total Expenses \$1,950,343





StepUp Ministry's Outreach Director, Laura Martin with Amy S., Donations Coordinator at Green Chair

“ I love what a resource you are to our community. Several of our employees are StepUp graduates and have gained so much from what they have learned. ”

– RAE MARIE CZUHAI
CEO, The Green Chair Project

Community **Collaboration Is Key**

Our community partnerships have shaped StepUp's 35-year history. Together, we have addressed complex issues and created sustainable outcomes.

Our extensive network of over 75 community partners refer participants to our program, provide them with resources, and serve as our “village” in this work. Some of the partners we work with include Wheels 4 Hope, The Green Chair Project, and Note in the Pocket. These partners provide participants with transportation, furnish homes for those who are coming out of homelessness, crisis, or disaster, and contribute clothing to StepUp children.

StepUp participant Amy S. is the perfect example of this holistic partnership. After 20 years incarcerated, Amy found her way to StepUp Ministry with the help of ARISE Collective. Through StepUp's programming, she was outfitted by Dress for Success, received a vehicle from Wheels 4 Hope, and now works as a Donations Coordinator for The Green Chair Project. We are so proud of Amy's accomplishments and her continued relationship with StepUp. And, we love the community of partners that supported her.

Employment

Partnering for Program Enhancement

In response to the new employment landscape, over the last two years StepUp has been evolving our Employment Academy offerings. We have been piloting new program content and class formats to better serve the unemployed, underemployed, and justice-involved.

The Truist Foundation's generous grant of \$250,000 supports our ambitious Employment Academy goals, and over the next three years, allow us to strengthen our curriculum to better serve our community. Our program emphasizes four core competencies: **adaptability, communication, professionalism, and time management.** As a result, participants leave the program with a resume, networking and interview skills, as well as the ability to communicate their past while focusing on their future.

These efforts are already yielding results. This year, the number of individuals in our program who have secured employment has increased by almost 38%. Over the past year, the percentage of participants who obtained jobs with benefits has tripled to 24%, and the average wage has increased to \$16.26 an hour.

Our sincere thanks and gratitude go out to the Truist Foundation for its generosity and support.

Truist and Truist Foundation staff with StepUp Ministry's Employment Academy Director, Dennis Jarmon



“ We are humbled that the Truist Foundation entrusted StepUp Ministry with this transformative gift and excited to incorporate this grant into our mission. ”

– COLISHA C. STANFORD
CEO, StepUp Ministry

35
YEARS

“ The Real World has exposed me to lots of different career paths and helped me realize that I can take my interests and turn them into a career. ”
– MARCUS P.



Real World

Building Confidence and Community in Teens

When Marcus P. was a rising junior in high school, he was invited to check out StepUp’s Real World Program by his friend, Malachi. Eager to acquire business skills and intrigued by the positive things he had heard about the program, Marcus decided to give Real World a try. That’s when he was introduced to a community of supportive staff, dedicated volunteers, and like-minded peers. This inclusive and welcoming environment made an impression on him, and he quickly recognized there was a wealth of new opportunities available to him through the Real World.

One of Marcus’ greatest takeaways was his ability to overcome his social anxiety and fear of public speaking. He had always felt uncomfortable speaking in front of groups, but with the program’s support and lots of practice, he now speaks with confidence.

Having experienced transformation himself, Marcus believes the program could also benefit the people closest to him. A true community builder, Marcus now brings his group of friends to the Real World every Tuesday evening.



Impact

Tiffany W: Taking Initiative

At the time Tiffany W. entered StepUp’s Employment Academy Program, she was underemployed, living with family, and seeking gainful employment to support herself and her seven-year-old son, Gio. Two months after enrolling in the program, Tiffany landed a full-time job, changed her life’s trajectory, and ignited her passion for transformation.

Having found so much success with StepUp initially, Tiffany decided to enroll in the 48-week Life Skills Academy. She immersed herself in financial literacy classes, worked to strengthen her parenting skills through the Triple P program, and learned how to create SMART (specific, measurable, achievable, realistic, and time-bound) goals. Gio was enrolled in StepUp’s Children’s Program and quickly made friends while also learning important skills like conflict-resolution. Even though Tiffany and Gio’s drive to StepUp temporarily increased to an hour each way due to a relocation, to Tiffany, that drive was always a means to a better life.

Through StepUp partner Wheels 4 Hope, Tiffany received a reliable car. When she began her search for safe and secure housing for her and Gio, Tiffany knew exactly where to turn. She took StepUp Ministry’s Ready to Rent class and worked towards her first apartment, moving into it two months later, fully furnished

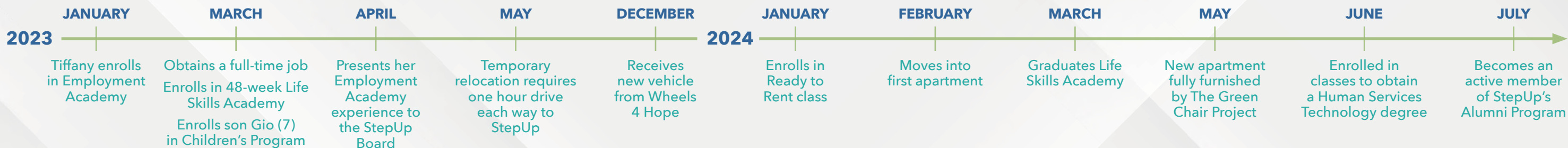
through StepUp’s partnership with The Green Chair Project. Through StepUp, Tiffany had access to all the resources she needed to support her family.

As a recent graduate of the Life Skills Academy, Tiffany knows she has gained a network of support that will assist her wherever her future takes her. In addition to currently working towards a degree in Human Services Technology, Tiffany is an active member of StepUp’s Alumni program, where she now serves as a resource to others.



Tiffany W. working with her mentor and StepUp Board Chair, Emily Walser

Tiffany’s StepUp Journey



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2023-2024

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Capitol Financial Solutions

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Microspace Communications Corp.

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York Properties