



STEPUP MINISTRY

2006 ANNUAL REPORT

BOARD OF DIRECTORS 2006–2007

Gregg Warren CHAIR  
Jim Hodge VICE CHAIR  
Tom Everly SECRETARY  
Al Jenny TREASURER  
Sandra Baird  
Eileen Cochrane  
Helen Evans  
Patricia Evans  
Katrina Gooch  
Jane Howard  
Gray Hutchison  
Jim Hyler  
Ken Kaufher  
Ed Lilly  
Pat Lindsay  
Bill Mullins  
Sheila Porter  
Marie Sumerel

STAFF

John Bush EXECUTIVE DIRECTOR  
Kay Barnes  
Robert Battle  
Grace Evans  
Sharon Hayes  
Gina Lipscomb  
Donna Turner  
Marsha Watson  
Chris Wegwart

**MISSION STATEMENT**

StepUP Ministry is an interfaith community that prepares people who are ready and willing to make positive changes in their lives to become self sufficient.

**VALUES AND BELIEFS**

As a caring community, StepUP staff, volunteers, and participants are guided by shared values and beliefs.

- We witness to and are inspired by a loving God.
- We believe that people have the capacity to change their lives.
- We value each staff member, volunteer, and participant.
- We hold fast to compassion, mutual respect, and a shared hope.
- We expect honesty, discipline, and fairness of ourselves and others.
- We honor diversity and understand that every individual has a voice.
- We understand that collaboration and mutual support are vital to our mission.
- We strive to be careful stewards of human and financial resources.
- We joyfully celebrate effort and success.

**CONTENTS**

Letter from StepUP Board Chair .....	3
2006 Program Highlights .....	4
Jubilee Jobs Milestone .....	7
Life Skills Graduation .....	8
2006 Jubilee Awards .....	12
2006 Donors .....	14
2006 Volunteers .....	15
2006 Financials .....	17



**GREETINGS FRIENDS OF STEPUP** StepUP is a life-changing community comprised of dedicated program participants, community volunteers, staff, donors, employers, and housing partners. I am pleased to share this snapshot of our collective work this year and the potential and challenges that we face as we look to the future.

Whenever we invest our time or money in a service or activity, we aim to understand the impact of this investment. In this report you will learn that our jobs program has exceed expectations by placing a record number of participants in new jobs—most of whom stay in their jobs or move on to better paying positions. You will also read compelling personal stories of lives that have been changed thanks to the opportunity and hope that StepUP and its network of supporters can provide.

For example, our Life Skills program, which requires a 12 month commitment from program participants, has moved from being an idea to seeing off our first seven graduates. Many more are working through a rigorous curriculum directed at maintaining a healthy, stable, self-sufficient home life with the opportunity for financial stability and wealth-building.

While StepUP has a growing base of financial supporters, we are faced with the challenge of replacing a major five-year grant that will diminish over the next two years.

Whether a long-time supporter of StepUP or someone new to this program, please take a few minutes to read this report to learn more about us and the participants who work so hard to make positive changes in their lives. As you learn about our program and its merits, I invite you to join me in making a commitment to help StepUP continue to grow and thrive.

Thank you for your interest in and support of StepUP and its participants.

Gratefully,

**GREGG WARREN**  
BOARD OF DIRECTORS CHAIR

**2006 PROGRAM HIGHLIGHTS**

- Those in crisis were given direction and hope—253 unemployed and/or homeless adults successfully completed a week-long orientation/workshop experience.
- The unemployed were placed in jobs—180 placements were made.
- Those placed in jobs are staying employed—81% remain employed after 6 months; (12-month retention rates will be tracked in 2007).
- A faith-based community of support was offered to those seeking independence and stability—100 adults and children gathered weekly for devotion and to share in food and fellowship.
- Life skills were taught to those committed to self-sufficiency—50 adults and 62 children enrolled in a rigorous, year-long curriculum offering weekly classes and monthly workshops. 83% of the adults in this program completed their quarterly goals.
- The homeless were housed—27 homeless families (including 69 children), 9 single women, and 9 single men lived in StepUP housing for up to six months.
- Adult scholarships were offered—13 adults received scholarships toward certification/degrees that would lead to life-sustaining employment. Their average GPA was 3.6.
- As an inter-faith community, StepUP engaged 178 volunteers to serve the particularly vulnerable members of our community. Specifically, 76% of those served by StepUP in 2006 had a criminal record, 41% were in recovery from substance abuse, and 85% were unemployed.





**421 AND COUNTING** In mid-December, StepUP's Jubilee Jobs program made its 400th placement of an unemployed adult in a stable, full-time job. That number has now grown to 421 and counting. This remarkable achievement has been accomplished in less than three years.

StepUP's mission is to promote self-sufficiency. In 2006, the Jubilee Jobs program made a dramatic impact in the lives and families of 206 people: 180 people were placed in first time jobs with a six-month retention rate of 81%, and 26 of those previously placed were able to secure "move up" jobs—better pay and/or greater opportunity. These numbers are even more impressive considering that 76% of those placed in jobs had a criminal record and 41% were in recovery from substance abuse.

Who is behind this great program? The Jubilee Jobs staff consists of: Robert Battle, Director of Employment Services; Grace Evans, Job Counselor; and Gina Lipscomb, Director of Program Services. Robert and Grace concentrate on job placements. Gina is responsible for job retention and move up opportunities. As a result, the immediate need for employment is augmented by the long-term need for stability and a life-sustaining wage.

Jubilee Jobs is a win/win for program participants and employers. Participants placed in jobs have successfully completed a week-long training experience. Included in this week are: one-on-one assessments that identify strengths and honestly address deficiencies; resume preparation; and, a series of workshops dealing with positive communication skills, conflict management, dressing for success and interviewing techniques. Employers are supported with the same care as the participants. They are asked what they are looking for in an employee in regard to training, experience and personality types. Every effort is made to send applicants to employers who match their criteria—thus leading to the outstanding retention rates experienced by the program.

StepUP's Jubilee Jobs program is positioned to build on its past success. Greater name recognition in the community, positive relationships with employers and the strength of the larger StepUP team will positively impact the program. As a result, the staff has challenged itself to place 225 in first time jobs and 75 in move up jobs in 2007. The program is on course to make its 500th placement by early summer.

**SEVEN EXTRAORDINARY GRADUATES** On Thursday, January 11, 2007, StepUP celebrated the graduation of seven extraordinary women. Raquiyba Bolton, Velma Luckett, Rena McClean, Angela Nelson, Atonya Reed, Doretha Turner and Keesha Waters were recognized for completing all requirements of the year-long Life Skills curriculum.

These women represent the first graduating class of the new, comprehensive Life Skills Program instituted in January of 2006. This rigorous, year-long curriculum designed for those committed to self-sufficiency requires participants to attend weekly classes and monthly workshops. These classes address budgeting, goal setting, personal change plans, healthy communication, vocational planning, and home ownership.

The challenges facing these women when they came to StepUP included job loss, incarceration, family tragedy, recovery and homelessness. As StepUP graduates, they are all in stable jobs (and have been steadily employed for over a year) and are in independent housing of their choosing. Five out of the seven are taking classes toward certification or degree programs. They are independent and on their way in life! StepUP salutes these extraordinary graduates.





**A GRADUATE'S PERSPECTIVE** When I reflect back on my journey at StepUP, the first thing that comes to mind is growth. When I say growth I mean I have matured and looked at my life in a very different way. I can see very clearly, and I know that I'm traveling down the right path. I have very high self-esteem and I'm so confident in myself and where I'm going in my future that I will let nothing or no one get me off track. My goals are to take everything I have learned and use it in my everyday life.

It is so amazing to see how far I have come, how much I have changed and how my life has also changed. Things that I took for granted and didn't think were important to me; I now know that they are. I took a big loss in my life and have had to start over, but I'm not mad about it. I'm just glad that StepUP was there to give me a hand up and not a hand out and to help me through the hard struggles—teaching me how to accept change in a positive way and to deal with everyday life and not give up. I learned through all of what they gave me to stand straight and hold my head up high and to know that I'm somebody.

I'm also thankful to God for giving me three new sisters who will from this day be a big part of my life—(fellow graduates) Angela, Doretha, and Raquiyba. My saying for us is that *a family that prays together stays together.*

—ATONYA REED

**2006 JUBILEE AWARD RECIPIENTS** StepUP Ministry's Jubilee Award is this organization's highest honor. It recognizes individuals who have embodied the ideals of StepUP and made extraordinary contributions to the success of this ministry. The 2006 recipients of the Jubilee Award are Arthur Edson Durfee and Gordon Lyles Blackwell.

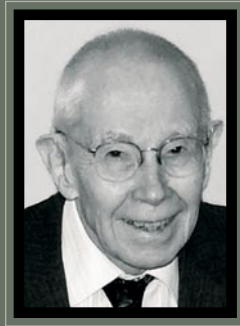
Art Durfee's contributions to StepUP are immense. Art was present 18 years ago to help move furniture into the apartment that housed StepUP's first family. In those early StepUP years, he and his wife, Martha, cooked meals for the weekly Tuesday night program and delighted in providing books for StepUP children. Art has long been inspired by Martha's devotion to children. As a couple they presented a five-year grant in the mid-1990s to strengthen the children's program of StepUP. More recently Art was instrumental in establishing the Martha Durfee Fund for children, an endowment fund that has grown to over \$200,000 and generates about \$10,000 annually for StepUP's children's ministry—a program that dramatically impacts 100 children a year. Art has twice served on StepUP's Board of Directors and continues to provide strong leadership to the program.

Gordon Blackwell's association with StepUP was relatively brief. Over three short years Gordon brought his passion and energy to bear on StepUP's efforts to adopt a new comprehensive program model that would lead participants to self-sufficiency. In the spring of 2003 he agreed to chair a task force brought together to address employment issues faced by the working poor. In that capacity, Gordon single-handedly offered the vision and financial support necessary to make possible the creation of StepUP's Jubilee Jobs program. Since its inception in the spring of 2004, StepUP's Jubilee Jobs program has placed over 400 unemployed adults in stable jobs with an average retention rate (after six months on the job) of 80%. Gordon died on March 16, 2006 after a courageous battle with cancer.

Art Durfee and Gordon Blackwell have honored StepUP Ministry with their vision, passion and remarkable contributions to this organization. More importantly, their legacy will make possible the transformation of thousands of lives by StepUP Ministry in the years to come.



GORDON BLACKWELL



ART DURFEE

**PARTNER CONGREGATIONS**

White Memorial Presbyterian Church  
Temple Beth Or

**SUPPORTING CONGREGATIONS**

First Baptist Church  
Fulfilled Promise Tabernacle  
Grace Community Church  
Kirk of Kildaire Presbyterian  
New Birth Community AME Church  
Saint Andrews Presbyterian Church  
St. Giles Presbyterian Church  
West Raleigh Presbyterian Church

**SUPPORTING ORGANIZATIONS  
AND FOUNDATIONS**

A.J. Fletcher Foundation  
Bell Family Foundation  
Blackwell Family Foundation  
CAPCI (Capital Area Presbyterian Council, Inc.)  
Capital Community Foundation  
Christmas Share, Presbyterian Women of  
White Memorial Presbyterian Church  
Circle A, Presbyterian Women of White  
Memorial Presbyterian Church  
Community Foundation of Western NC  
Community Fund of White Memorial  
Presbyterian Church  
Cozart Foundation, Inc.  
Exchange Club of Raleigh  
GlaxoSmithKline Foundation  
Junior League of Raleigh  
Martha Durfee Fund for Children  
Presbytery of New Hope  
Progress Energy Foundation  
Raleigh Kiwanis Foundation  
Rotary Club of Raleigh  
Sisters of Mercy of North Carolina Foundation  
T. Rowe Price Foundation  
Triangle Community Foundation  
United Way of Richmond and Petersburg, Virginia  
Wachovia Foundation  
William C. Ethridge Foundation

**INDIVIDUAL DONORS**

Maureen and Alan Aarons  
Anita and Sandy Acton  
Jane Pinsky and Richard Adelman  
Barbara Anderson  
Paula and Kirk Andrews  
Corinna and Ed Bailey  
Sandra Baird  
Mary Baker  
Kay Barnes  
Robert Battle  
Elizabeth Bell

Phyllis and Tyler Bennett  
Bill Berman  
Beth and Andy Betts  
Joy and Larry Bolton  
Richard Boyette  
Bob Branch  
Beth and Ken Brody  
Luanne and Jim Brown, Jr.  
Mary K. and Ronald Brown  
Susan and John Brown  
Kate and John Bush

**CORPORATE PARTNER**

Wachovia Bank

**CORPORATE LEADERS**

First Citizens Bank  
Martin Marietta Materials, Inc.  
Newcomb & Co.  
Regions Financial Corp.

**CORPORATE SUPPORTERS**

Chandler Financial, Inc.  
Clancy & Theys Construction Co.  
Eye Care Associates  
Hamlin Companies  
JDavis Architects  
Manpower  
North State Bank  
Northwestern Mutual Financial Network  
Ready Mixed Concrete  
SunTrust Bank  
Zeno Design

**CORPORATE FRIENDS**

Adstracts, Inc.  
American Home Health Care  
Associated Real Estate Brokers  
BB&T  
Greg Paul Builders, Inc.  
Monaghan Group PLLC  
Paragon Bank  
Raben Investments LLC  
Raleigh Association of Realtors  
Safran Law Offices

**GOVERNMENT ENTITIES**

Cavalcorp (Federal halfway house)  
City of Raleigh  
N.C. Department of Corrections  
Raleigh Housing Authority  
Wake County Human Services

Stephanie Byrd  
Ellen and Dan Byrum  
Cindy Canning  
Joyce Carothers  
Patty Cepull  
Janet Cherry  
Adrienne and Lee Clark  
Adryon Clay  
Mary and Jack Clayton  
Eileen Cochrane  
Beth and Don Comer

Karen and Andy Cook  
 Melinda and Thomas Cook  
 Frank Daniels  
 Angela and Edward Davis  
 Kay and Charles Davis  
 Sandra and Lawrence Davis  
 Debbie and John Day  
 Sarah Devine  
 Steve Dibble  
 Anna Lee Dorsett  
 Art Durfee  
 Rufus Edmisten  
 Grace Evans and Jay Butler  
 Helen and Murphy Evans  
 Patricia Evans  
 Beth and Tom Everly  
 Judy and Jeff Ford  
 Debbie and Sheldon Fox  
 Ella and Stuart Frantz  
 Carole and Frank Gailor  
 Lynn Gaito  
 Jessica and Bill Gammon  
 Eva Gentile  
 Ruth and Ken Gilbert  
 Katrina Gooch  
 William E. Graham, Jr.  
 Craig Green  
 Elizabeth and Jim Grunewald  
 Ted Haigler  
 Carol and Tom Hall  
 Susan Hamilton  
 Jane and Max Hamrick  
 Tricia and Dan Hartzog  
 Anita Harwood  
 Harriet Hassinger  
 Jean and John Hawes  
 Sarah Hawks  
 Sherry and Smokey Hay  
 Sharon Hayes  
 Carol and Jim Hodge  
 Meg and John Hodge  
 Jane and Paul Whit Howard  
 Catherine Hudson  
 Connie and I.B. Hudson  
 Susie and Dewey Huffines  
 Lane and Craig Huggins  
 Virginia Huntley  
 Gail and Gray Hutchison  
 Betsy Hutchison  
 Jeanette and Wallace Hyde  
 Natalie and Jim Hyler  
 Lois and Al Jenny  
 Anne and Sam Johnson  
 Brenda and Wesley Jones  
 Katherine and Stuart Jones  
 Ken Kauffer  
 Jackie Kast

Bruce Keene  
 Janet and Brian Kelleher  
 Jim Kellenberger  
 Jean and Ben Kilgore  
 Brian Kinahan  
 Jerianne and Lawrence Lackey  
 Rande Gordon and Bob Leker  
 Betsy and Steve Levitas  
 Susie and Roger Liddle  
 Nancy and Ed Lilly  
 Pat and Bob Lindsay  
 Gina Lipscomb  
 Sharon and Shawn Lorden  
 Katie Marvin  
 Ashley and Albert May  
 Lynda and John McConnell  
 Barbara McDonald  
 Ginny and Dick McKay  
 Nancy and Ed McLean  
 Siobhan and Press Millen  
 Ryn Millican  
 Betty Mittag  
 Carol Anne and Richard Moehring  
 Diane and Bill Mullins  
 Jerry Myers  
 Betsy and Clinton Neal  
 Minetta Newbold  
 Jean and Ben Nottingham  
 Mabel and John Pace  
 Pats Palmer  
 Laretta and Joseph Parker  
 Anna and Robert Paschal  
 Mary and Mike Patterson  
 Margaret Pettyjohn  
 Margie and Ash Pipkin  
 Celia and Grey Poole  
 Greg Poole, Jr.  
 Sheila Porter  
 Marie and Stephen Porterfield  
 Sydnor and Lacy Presnell  
 Betsy Anne and Wallace Price  
 Paula Quirin  
 William M. Ragland  
 Anne and George Ramsay  
 Sara and Byron Ransdell  
 Dorothy Raynes  
 Mary and Bill Riddick  
 Sara Rion  
 Mary Jane Rivers  
 Laura and Drew Robinson  
 Linda and Tom Robinson  
 Ann and David Rosar  
 Helen and Dick Rose  
 Barbara and Stuart Rosenberg  
 Mr. and Mrs. William Rosenberg  
 Lisa and Michael Sandman  
 Cynthia and David Satter

Marjorie and Leon Schafer  
 Nancy and Ron Scheeler  
 Elizabeth and Bob Scott  
 Peter M. Scott III  
 Edith Seifert  
 Bettye and Jeff Senter  
 Sandi Simone  
 Debbie and Steve Simpson  
 Ginny and Michael Sledge  
 Wilma and Richard Smith  
 Doris and Leo Snow  
 Bobby and Miller Stanley  
 Jane and Henry Steele  
 Wynn and Bud Steele  
 Harriet Stephenson  
 Martha Stevenson  
 Mary Sugg Styres  
 Jewel Deane and George Suddath  
 Marie Sumerel  
 Nancy and Bob Sumner  
 Beth and Paul Thomas  
 Rex Thomas  
 Candice Thompson  
 Donna Turner  
 Mary Ann Turner  
 Rebecca Turner  
 Ann Walker  
 Gregg Warren  
 Marsha Watson  
 Margaret and Jim Weaver  
 Ginger and Charlie Webb  
 Nancy and Michael Weddington  
 Chris Wegwart  
 Cynthia and Bart White  
 Danita Morgan and Chris White  
 Nancy and Monty White  
 Sally and William White  
 Ina and Joe Whitehead  
 Gwen and Andy Whiteman  
 Katie and Rob Willingham  
 Jan Woodard  
 Mr. and Mrs. Edward Woolner  
 Courtney Worley  
 Mary Brent and Bob Wright  
 Rosemary and Smedes York  
 Judy and Steve Zelnak

#### VOLUNTEERS

Anita Acton  
 Jim Adams  
 Lynn and Tom Ashby  
 Fran Ashford  
 Marty Avery  
 Sandra Baird  
 Evelyn Barrett  
 Regina Bennett  
 Beth Betts

Veronica Bitting  
Ceil Blackwell  
Merritt Brinkley  
Suzanne Brooks  
David Buchanan  
Anne Bullard  
Wendy Burkard  
Ellen Byrum  
Stephanie Cabe  
Renee Chou  
Eileen Cochrane  
Jewel Coleman  
Beth Collins  
Catherine Corbett  
Sunya Crofton  
Kelly Cunningham  
Julie Daly  
Becky Dare  
Sandra Davis  
Steve Dibble  
Hal Eddins  
Melissa Edlin  
Ann Edmondson  
Gretchen Edwards  
Flavia Eifrig  
David Elliott  
Helen Evans  
Patricia Evans  
Tom Everly  
Caroline Farmer  
Maria Fields  
Caretta Fisher  
David Fountain  
Sheldon Fox  
Shanah Eve Fuerst  
Christa Fulenwider  
Lynn Gaito  
Heather Godwin  
Jennifer Godwin  
Katherine Goff  
Katrina Gooch  
Kelly Graham  
Carrie Gray  
Stacey Hardin  
Reid Hartzoge  
Jean Hawes  
Smokey Hay  
Rene Hebacker  
Jim Hodge  
Dale Hollar  
Jane Howard  
Ken Howard  
Roy Huntley  
Gray Hutchison  
Jim Hyler  
Susan Ingram  
Robin Jackson

Al Jenny  
Ann Johnson  
Joe Jordan  
Tara Kalsu  
Ken Kaufher  
Brian Kelleher  
Jim Kellenberger  
Jim Keown  
Sandra Kipp  
Christy Knight  
Lawrence Lackey  
Stan Lambeth  
Dick Lank  
Dean Leake  
Rhonda Leary  
Susie Liddle  
Ed Lilly  
Pat Lindsay  
Stephen Magers  
Ronni Margolin  
Ashley May  
Meredith McBurney  
Press Millen  
Marion Miller  
Kristen Minshew  
Jane Mitchell  
Mike Mittenzwei  
John Montgomery  
Cassie Mozingo  
Bill Mullins  
Kim Nabors  
Angela Nelson  
Lisa Northup  
Norma Owen  
April Page  
Margaret Pettyjohn  
Hillary Pollan  
Sheila Porter  
Cheryl Proctor  
Ron Radtke  
Wendy Ray  
Sara Emily Rion  
Sara Rion  
Dana Roberts  
Bill Rohrer  
Ann Rosar  
Dick Rose  
Helen Rose  
Corey Savage  
Ron Scheeler  
Elizabeth Scott  
Jim Scott  
Danielle Shuirman  
Mary Sibrack  
Kelley Sides  
Sandi Simone  
Steve Simpson

Bruce Sladick  
Michael Sledge  
Jim Snell  
Wyn Steele  
Mae Stephens  
Harriet Stephenson  
Martha Stevenson  
Jane Stokes  
Marie Sumerel  
Tina Taylor  
Rita Terrago  
Katherine Thomas  
Laura Turner  
Colleen Vogler  
Emily Walsler  
Liz Ward  
Amy Warren  
Elizabeth Warren  
Gregg Warren  
Cara Watson  
Caressa White  
Monty White  
Sarah White  
Elaine Whitefield  
Vera Wilkerson  
Walter Wilkerson  
Regina Williams  
Carol Willingham  
Lori Winfield  
Roy Winston  
Courtney Worley  
Harriet Worley  
Bob Wright  
Andrea Young

**ORGANIZATIONS AND  
INDIVIDUALS PROVIDING  
OR SERVING FOOD**

First Baptist Church  
Food Runners Collaborative  
Grace Community Church  
Wanda Leffler  
National Charity League  
(Pat Barnard)  
Anna Paschal  
Presbyterian Campus Ministry  
Peggy Rhyne  
Debbie Simpson  
St. Giles Presbyterian Church  
St. John Baptist Church  
Temple Beth Or  
Wake Forest Presbyterian Youth  
West Raleigh Presbyterian Church  
Westminster Presbyterian Church  
White Memorial Presbyterian  
Church  
Ina Whitehead

## FINANCIAL HIGHLIGHTS

### INCOME

Community Fund Grant .....	43%
Individuals .....	24%
Congregations .....	9%
Foundations .....	7%
Corporations .....	7%
Program Fees .....	4%
Other .....	4%
Public Funding .....	2%
Total Annual Income: .....	\$690,069

### EXPENSES


Direct Program Services .....	78%
Program Support and Administration .....	13%
Communications and Fund Raising .....	9%
Operating Expenses: .....	\$616,378
Depreciation expense for office renovation .....	\$35,938
Total Expenses: .....	\$652,316


 **STEPUP MINISTRY**

1701 Oberlin Road  
Raleigh, NC 27608

[www.step-up.us](http://www.step-up.us)

 [info@step-up.us](mailto:info@step-up.us)

 (919) 781-0156

 (919) 571-2879