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ANNUAL
REPORT



MEETING THE MOMENT

first step
STAFFING
for good

FROM OUR CHAIRMAN & CEO

Friends:

Even as we continued to navigate the impacts of a global pandemic, **2021 was a big year for First Step Staffing**. Our team worked hard to advance our mission to put those most in need on the path out of homelessness into self-sufficiency. **In sum, we employed 8,094 men and women who earned \$57 million in wages in 2021!**

While navigating through a global pandemic presents challenges, it also brings opportunity. Over the last two years, the world began to recognize the value of the type of work our clients perform daily, from mail sorting to logistics to food manufacturing – what was once considered entry-level, low-skill, or low-wage work – is now ESSENTIAL to our lives and our economy. With the recognition of essential work comes increased pay rates and a new willingness to hire First Step clients.

First Step's ongoing successful organizational growth results from years of experience in replicating our alternative staffing model. In 2021, we officially launched operations in Orlando, FL. As a result of strong partnerships with the City and peer community-based organizations, in less than 12 months, First Step Orlando employed 241 individuals and provided more than 4,400 rides to and from work.

As we continue to grow, our mission remains the same – providing a hand up through the dignity of work. While increased pay for our clients is important, we know for our clients, work is so much more than a paycheck. It is hope and an opportunity to take the First Step on the path out of homelessness.

Mick Cochran
Chairman

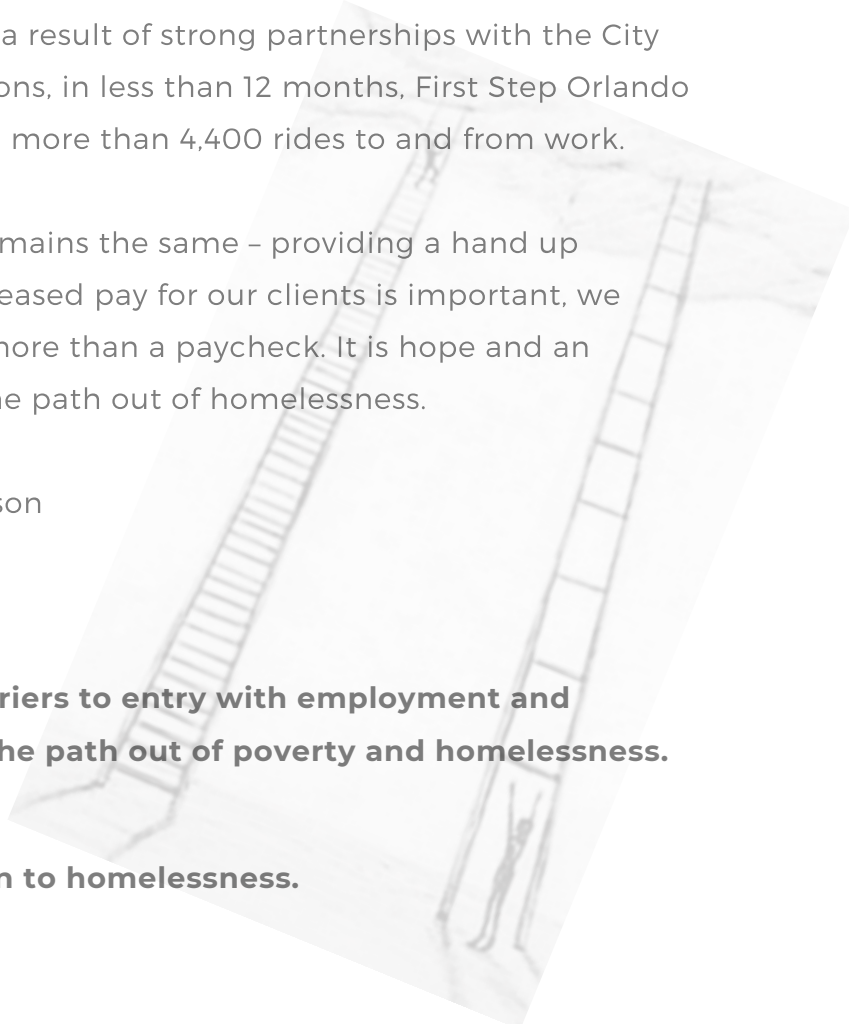
Amelia Nickerson
CEO

MISSION

We empower individuals with barriers to entry with employment and income to take the First Step on the path out of poverty and homelessness.

VISION

To become America's jobs solution to homelessness.





WHO WE SERVE

Homelessness in America is a national crisis that disproportionately impacts people of color.

Unfortunately, the same is true regarding most vulnerable population statistics. African Americans are over-represented relative to the general population when it comes to poverty, homelessness, and incarceration. African Americans make up 13 percent of the general population, but 21 percent of people in poverty, 40 percent of homeless people, and 30+ percent of males in prison.

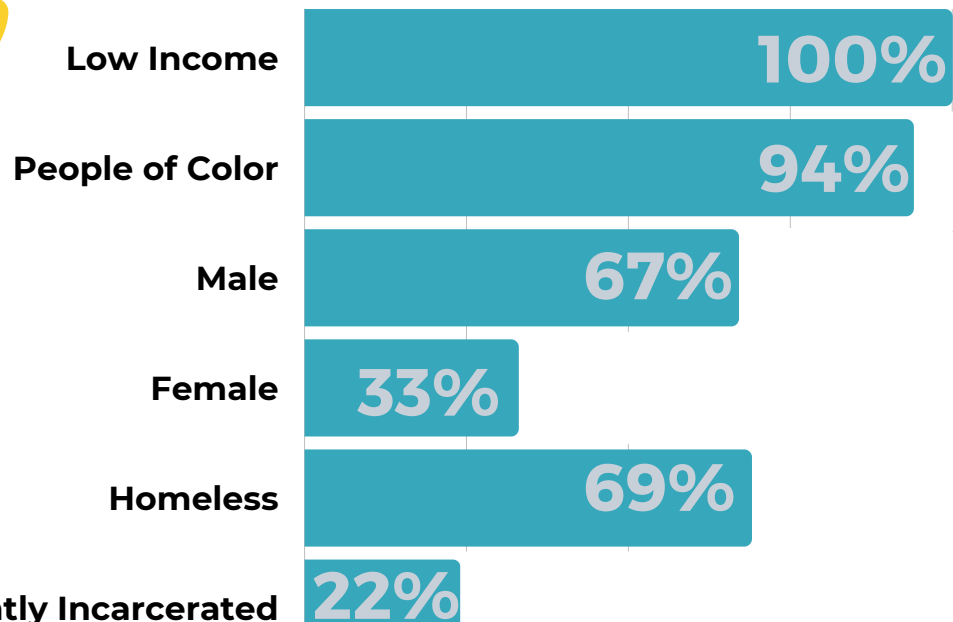
People in poverty, those who are homeless, and/or recently incarcerated face barriers to securing employment; however, emerging out of poverty is not possible without employment. Barriers include lack of job skills, criminal records, and lack of transportation, to name a few. Many employers consider these barriers a risk.

First Step Staffing believes that all men and women, regardless of color or personal background, deserve the dignity of work and opportunity for economic mobility

“

If I have the right opportunity, I can take my own future into my own hands. That is what I gained from First Step.
- Freddie

”



2021 IMPACT SUMMARY



Selected as 1 of 6 organizations in the US to pilot the internationally recognized Poverty Stoplight tool.



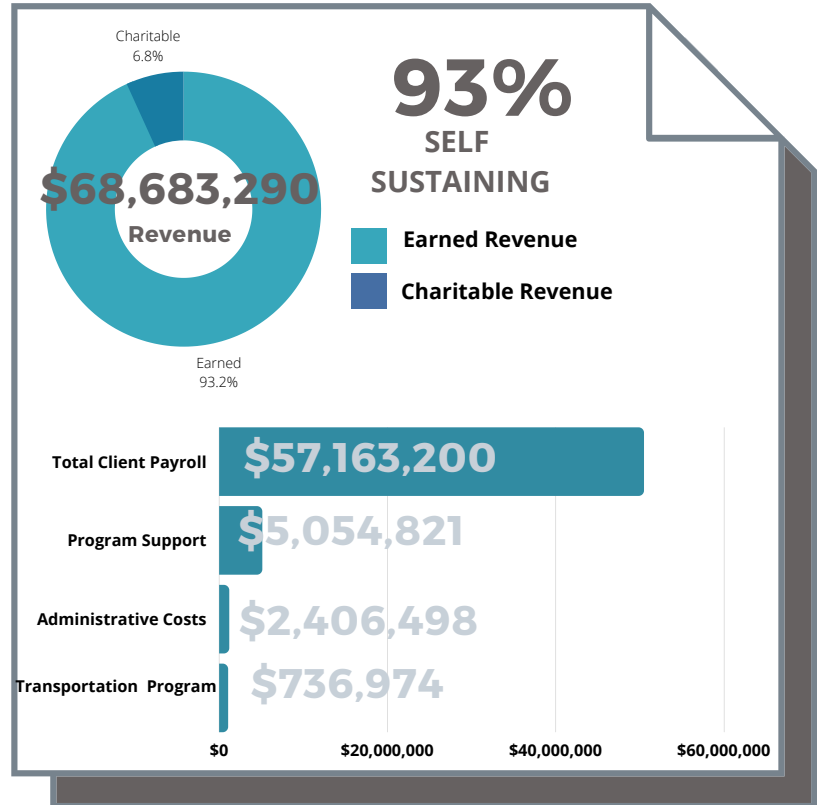
5,576
HOMELESS



1,756
PREVIOUSLY
INCARCERATED



FINANCIALS



WHAT'S IN STORE FOR 2022?



Launch national "Working Our Way Home" capacity campaign.



New Atlanta headquarter office co-located with housing and healthcare service providers.



Pilot enhanced client supportive services.



Launch Second Step upskill training program in Orlando and Los Angeles.

ATLANTA

Atlanta is First Step Staffing's headquarter location.

790
PREVIOUSLY
INCARCERATED

1,801
HOMELESS

253 DISABILITY
SCREENINGS

\$495K DISABILITY
BENEFITS
PAID



34,400
RIDES TO AND
FROM WORK

\$15 M
WAGES PAID



Having a job has made me a better person. I am financially stable and overall a happy individual. I am now able to make ends meet as far as paying my bills on time and having a little extra money to save weekly."- Calvin

ORLANDO

First Step Orlando officially launched in the first half of 2021.

\$1.2 M
WAGES PAID

4,483
RIDES TO AND
FROM WORK

208
HOMELESS

NASHVILLE

First Step Nashville opened in 2017 and has grown from employing 50 people annually to almost 400.

\$1.6 M
WAGES PAID

136
PREVIOUSLY
INCARCERATED

388
HOMELESS

PHILADELPHIA

First Step Philadelphia was the busiest branch in 2021, employing 3,100+ men and women.

 **23.7M**
WAGES PAID

2,148
HOMELESS

719
PREVIOUSLY
INCARCERATED



33,559
RIDES TO AND
FROM WORK

“
The individuals First Step Staffing has placed in our organization have been consistent and dependable. We have already moved 3 First Step clients into permanent, full-time positions. We are also very pleased with First Step's conversion rates.
- FSS Customer

”

LOS ANGELES

 **15.4M**
WAGES PAID

896
HOMELESS

The homeless population in Los Angeles has increased dramatically since the start of the pandemic. The most recent county is more indicates more than 65,000 people experiencing homelessness in Los Angeles County, up 15% from the prior year.

A report released by the Economic Roundtable indicates that because of the impact Covid-19 has had on vulnerable populations, “over the next four years the Pandemic Recession will cause chronic homelessness to increase 49 percent in the United States, 68 percent in California and 86 percent in Los Angeles.”

“

I was not having any luck securing employment. Then, First Step hired me and I started work immediately. It brought hope back for me.

Brayaira

”

THANK YOU

From the smallest donation to the largest, each individual, corporate, and philanthropic contribution to First Step Staffing helps put the men and women who need us most on a stable path out of poverty and homelessness.

INDIVIDUAL DONORS

Karen Adams
Ivin Arias
Paulino Rego Barros
Lawrence Bailey
Monica Block
Nadine Block
Steve Block
Bridget Brady
Kellie Brownlow
Camden Cherbonnier
Rebecca & Michael
Cochran
Sue Cochran
Mike Dahl
Katherine Daley
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Rachel Lyalls
Vijay Madisetti
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Benjamin Mobley
Eric Mozley

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Barbara Peters
Angela Pickens
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Anna Prasinou
Lauren and Brent
Reid
Pam Reynolds
AJ Robinson
Ethan Robinson
Adam Ross
Richard Sand
Pastor Antwone
Sanford
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Kim-Van Pham
Anitra Walker
Leigh Wood
Jeannette Yoder

LOCATIONS

ATLANTA

236 Auburn Ave.
Suite 203
Atlanta, GA 30303
404-577-3395

NASHVILLE

2501 Gallatin Ave.
Suite A
Nashville, TN 37206
404-759-1829

PHILADELPHIA

1952 E. Allegheny Ave.
Suite 500
Philadelphia, PA 19134
215-333-3349

FONTANA

8546 Sierra Ave.
Fontana, CA 92335
909-690-4922

ORLANDO

808 W Central Blvd.
Orlando, FL 32805
407-425-2523

Municipal Services Bldg
Lower Concourse 1401
John F. Kennedy Blvd.
Philadelphia, PA 19102
215-333-3349

PARAMOUNT

8527 Alondra Blvd.
#130
Paramount, CA 90723
562-232-0240



THANK YOU

FUNDING PARTNERS

FOUNDATIONS

25th Century Family Foundation
American Family Dreams Foundation
Bank of America
Benevity Impact Fund
Betty&Davis Fitzgerald Foundation
Caring Works
Connelly Foundation
Edward R. Fisher Foundation
Gateway Center
HAFL
J.B. Fuqua Foundation
John & Polly Sparks Foundation
Kaiser Permanente

Kresge Foundation
Lenfest Foundation
Notre Dame's Wilson Sheehan Lab for Economic Opportunities (LEO)
MUFG Bank
PECO
PHL Mac Arthur Criminal Justice Microgrant
RC Cares
Rising Tide Foundation
REDF Growth Portfolio
Rose Hills Foundation
Samuel S. Fels Fund
Sartain Lanier Family Foundation
Snider Foundation
Sorenson Impact Fund

South State Bank
Stratton Foundation
T&D Bank
The Cathedral of St. Phillip
The Marcus Foundation
Trisons Foundation
Truist Cares
Tull Charitable Foundation
United Way of Greater Atlanta
United Way of Greater Philadelphia
Wells Fargo Foundation
William & Hilda Glenn Family Foundation
William Josef Foundation
William Penn Foundation

PUBLIC SECTOR

County of Bucks, Department of Housing & Community Development
City of Philadelphia: Office of Community Empowerment & Opportunity (CEO)

Partners for Home
Georgia Department of Human Services
DeKalb County Human Services
Gwinnett County CDBG
City of Orlando CDBG
City of Orlando Office of the Mayor
Orange County, FL CDBG

County of Los Angeles Workforce Development, Aging and Community Services (WDACS)
San Bernardino County

Department of Behavioral Health and Intellectual disAbility Services

Office of Homeless Services

In-kind Contributions

Better Tomorrows
Central Atlanta Progress
Dentons
elap Services
Kilpatrick Townsend & Stockton LLP
Network for Emergencies and Relief

LENDERS

Access to Capital for Entrepreneurs (ACE)
Betsy & Thomas Balderston
Chrissy Kind
Chris Pappo
Dignity Health
Frederick J. Schindler Trust
Impact Loan Fund, Inc.
Invest Atlanta's Atlanta Emerging Markets, Inc.
Jeffery Welsh

John A. Moore
Leigh Wood
Local Initiatives Support Corporation
Nonami Foundation, Inc.
Nonprofit Finance Fund
OTS Staffing
PIDC Local Development Corporation
REDF Impact Investing Fund
Reinvestment Fund
RSF Social Finance

Silverchin Holdings LLC
Sophie Glover
The Curaterra Foundation
The Patricia Kind Family Foundation
Thomas Scattergood Behavioral Health Foundation
Truist
Valentine Foundation
Van Ameringen Foundation

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Leigh Wood, Community Volunteer

Los Angeles Board

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