

first step
STAFFING

STAFFING FOR BUSINESS. WORKING FOR GOOD.

ANNUAL REPORT



2024

Message from our CEO & Chairman

Since 2007, First Step Staffing has remained steadfast in our commitment to transform lives and restore dignity through the power of employment, and 2024 was no exception. First Step employed over 8,000 individuals who earned more than \$42M in wages. We entered into employment agreements with 26 new customers and expanded our wrap-around services to ensure our clients have the tools they need to excel at work.

To our donors: Your generosity and compassion propel the work of First Step Staffing. With your financial support, we have assisted our clients with housing, job training, economic empowerment, and personal encouragement; we are able to change the lives of individuals who otherwise have no place else to turn.

To our nonprofit partners: We are privileged to work alongside you, leveraging our collective resources to ensure our clients have access to the many resources and services they need to succeed at work and in life. Your dedication and commitment to our shared mission are truly inspiring, and we are proud to support your life-changing work.

To our employment partners: Thank you! We are honored to work beside you and grateful for your vision and proactive embracement of First Step Staffing's mission. You are leading the change in the world.

We look forward to another year of community collaboration and life transformation.



Amelia Nickerson

Chief Executive Officer



B. Aubrey Harrell

Chairman



MEET OUR LEADERSHIP TEAM



Matt Miller

Chief Operating Officer

As Chief Operating Officer, Matt has been overseeing the company's daily operations for eight years, during which time First Step has expanded into seven states and continues to grow, creating even more opportunities for those we serve.



Kellie Brownlow

Chief Mission Officer

As the Chief Mission Officer, Kellie oversees fundraising, marketing, communications, and client retention service programs at First Step Staffing, playing a vital role in advancing the organization's mission.

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First Step Staffing, Inc. (FSS) believes a job is more than just a paycheck—it represents dignity, opportunity, and hope for those facing barriers to employment. As a nonprofit staffing agency, we unlock the potential of untapped talent to deliver a reliable and ready workforce to our local business partners. From industry-specific expertise and personalized coaching to worksite transportation, First Step is committed to creating meaningful employment opportunities and ensuring successful staffing solutions in the communities we serve.



OUR VISION:

To create opportunities and foster dignity through employment, empowering everyone in our communities to THRIVE.



OUR MISSION:

First Step Staffing's mission is to create pathways to economic stability by providing employment opportunities and retention support.

2024 HIGHLIGHTS:



5,774
EXPERIENCING
HOMELESSNESS



1,436
JUSTICE
IMPACTED



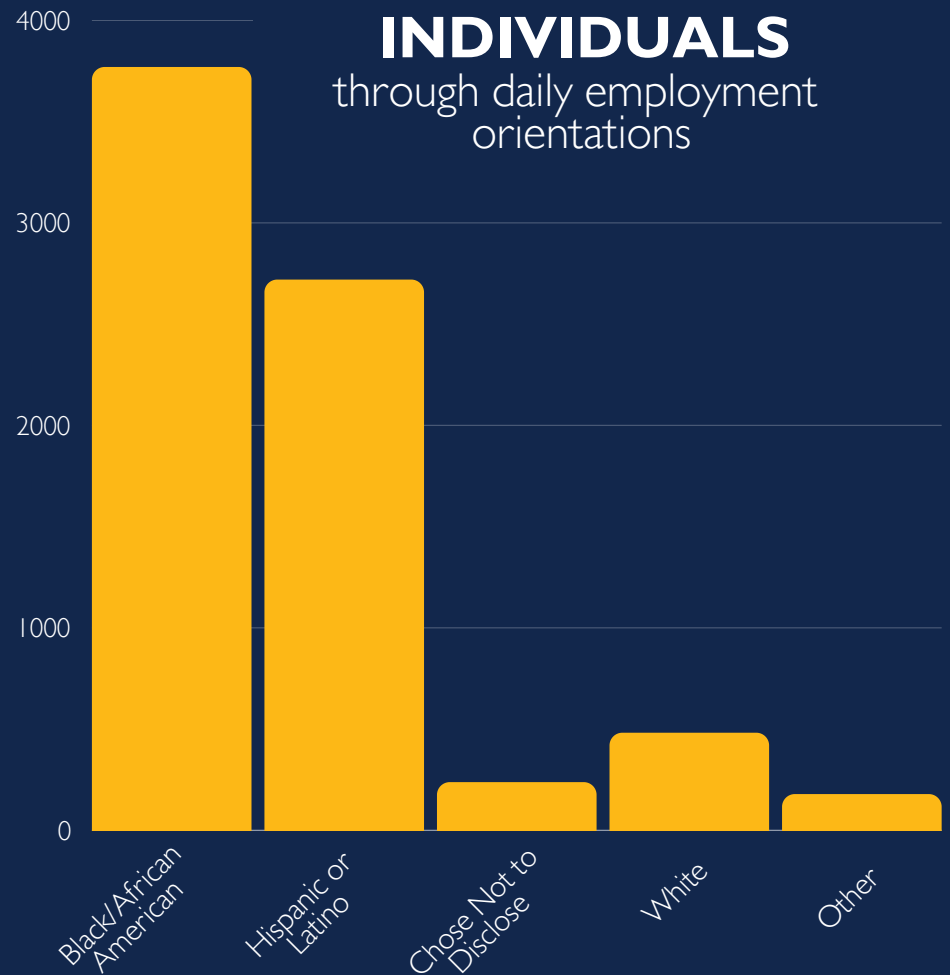
7,486
EMPLOYED



65,426
RIDES TO AND
FROM WORK

REACHED OVER
8,475

INDIVIDUALS
through daily employment
orientations

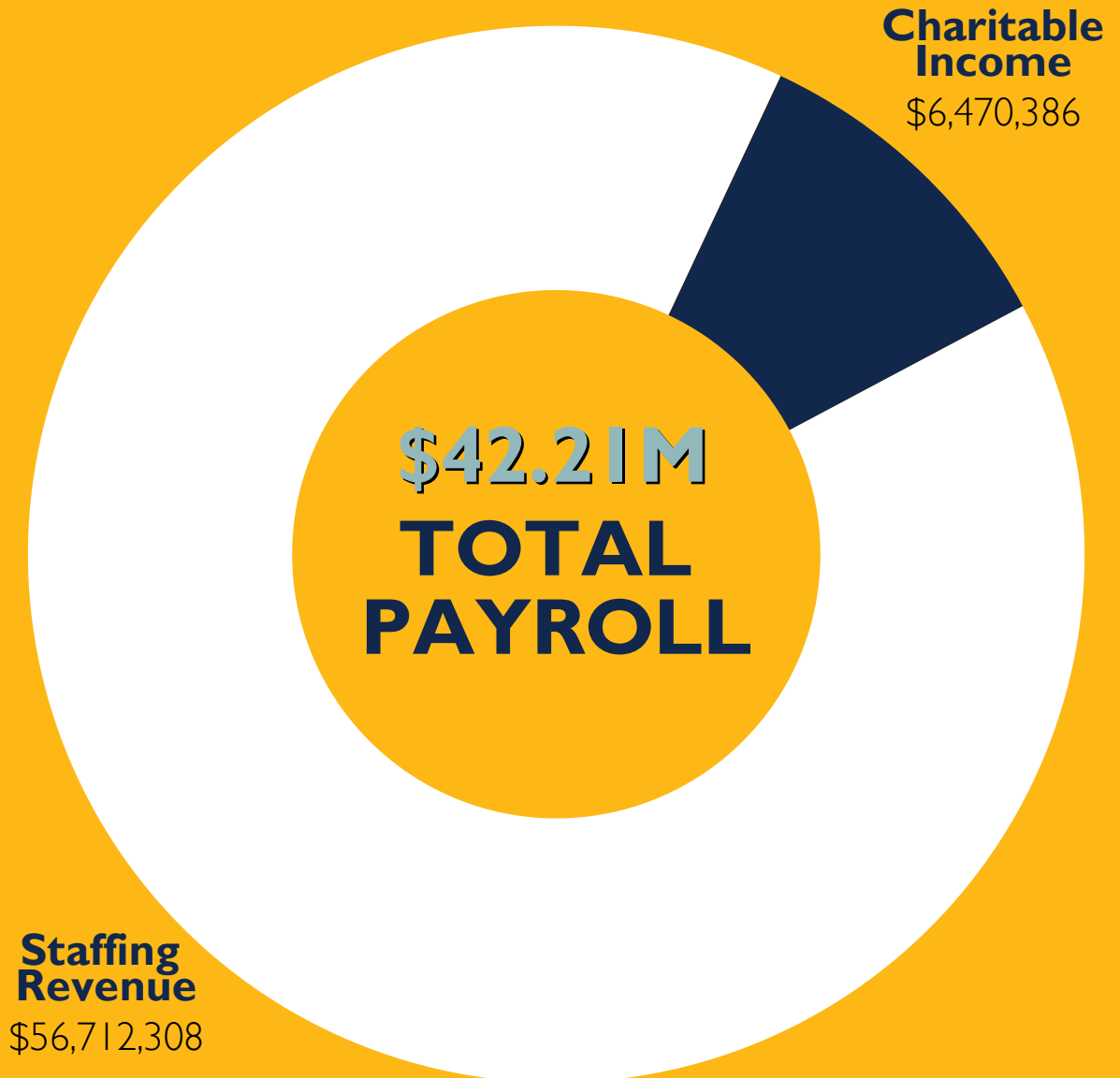


2024 FINANCIALS:



With 90% earned revenue, First Step’s social enterprise model continues to strategically invest in programs that increase economic mobility.

- In partnership with Atlanta Emerging Markets, Inc. (AEMI) and Truist Bank, First Step closed our first New Markets Tax Credit transaction
- 26 New Customers added as we grow in new markets and diversify our employer partnerships



RETENTION & DISABILITY SERVICES:

Disability Services: Ensuring Rapid Access to Benefits

Our unwavering commitment is to assist individuals in accessing the benefits they need, without delay or any financial gain. We give priority to expediting cases for chronically homeless individuals and those at risk of losing their housing through the Social Security Administration.

At First Step Staffing, we take this responsibility seriously, advocating tirelessly for our clients and leveraging every available resource to streamline the process and ensure timely decisions.

Retention Services: Strengthening Workforce Stability

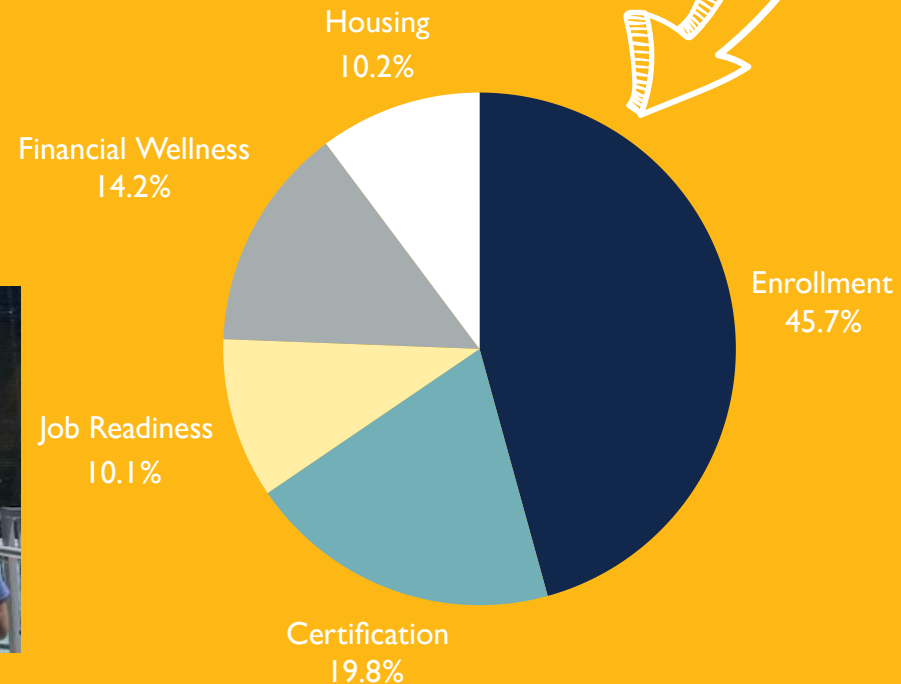
First Step Staffing helps clients secure and keep jobs. Our Retention Services team connects individuals with resources for job stability, including financial literacy, no-cost upskilling, and housing assistance.

In 2024, we launched financial literacy in Nashville, TN, furthering our nationwide mission to support workforce success.



\$863K

SOCIAL SECURITY BENEFITS PAID



ATLANTA, GA



• JUSTICE IMPACTED	517
• HOMELESS	1,372
• RIDES TO AND FROM WORK	8,148
• TOTAL NUMBER EMPLOYED	1,819
• TOTAL PAYROLL	\$7,127,795

AUGUSTA, GA



• JUSTICE IMPACTED	341
• HOMELESS	675
• RIDES TO AND FROM WORK	8,513
• TOTAL NUMBER EMPLOYED	842
• TOTAL PAYROLL	\$3,881,686

NASHVILLE, TN



• JUSTICE IMPACTED	72
• HOMELESS	263
• RIDES TO AND FROM WORK	4,549
• TOTAL NUMBER EMPLOYED	283
• TOTAL PAYROLL	\$1,383,979

ORLANDO, FL



• JUSTICE IMPACTED	16
• HOMELESS	88
• RIDES TO AND FROM WORK	3,875
• TOTAL NUMBER EMPLOYED	118
• TOTAL PAYROLL	\$1,655,997

SOUTHEAST REGION





PHILADELPHIA, PA



• JUSTICE IMPACTED	231
• HOMELESS	1,774
• RIDES TO AND FROM WORK	31,037
• TOTAL NUMBER EMPLOYED	2,406
• TOTAL PAYROLL	\$16,911,894

SOUTHERN CA



• JUSTICE IMPACTED	7
• HOMELESS	738
• TOTAL NUMBER EMPLOYED	990
• TOTAL PAYROLL	\$8,392,450

DALLAS, TX



• JUSTICE IMPACTED	292
• HOMELESS	692
• RIDES TO AND FROM WORK	9,304
• TOTAL NUMBER EMPLOYED	1,004
• TOTAL PAYROLL	\$2,859,395

THANK YOU: DONORS & FUNDERS

I-800-Flowers
 AEC Trust
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 City of Orlando Office of the Mayor
 Child Poverty Action Lab
 Community Foundation of the CSRA
 Connelly Foundation
 Coxe Curry & Associates
 Dekalb County Human Development Department
 Dentons
 Edward R. Fisher Charitable Foundation
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 Jack and Anne Glenn Charitable Foundation
 J.B Fuqua Foundation
 Georgia Dept. of Human Services- SNAP/E&T
 Georgia Pacific Foundation

Georgia Power Foundation
 Hearst Foundations
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 Holloway Foundation
 Homeless Assistance Fund
 James M. Cox Foundation
 John and Polly Sparks Foundation
 John Mary Franklin Foundation
 Kaiser Permanente Foundation
 Kilpatrick Townsend
 Kresge Foundation
 LuLuMa Foundation
 Marcus Foundation
 Orange County CDBG
 Patricia Kind Family Foundation
 PA Dept. of Human Services- SNAP JETS
 PHL Mac Arthur Criminal Justice Microgrant
 PNC Foundation
 RedF Growth Portfolio
 Rising Tide Foundation
 Rosenson Foundation
 Stand Together Foundation
 Stratton Foundation
 TANF- Georgia
 TD Bank Charitable Foundation
 Truist Foundation
 Turfstar Western
 Wells Fargo Foundation
 Welsh Family Foundation
 William Penn Foundation

City of Philadelphia Office of Homeless Services (OHS)
 United Way of Greater Philadelphia and Southern New Jersey
 Department of Behavioral Health and Intellectual disAbility Services (DBHIDS) | City of Philadelphia
 Office of Community Empowerment & Opportunity (CEO)- City of Philadelphia



THANK YOU: INDIVIDUAL DONORS



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Let's Connect:



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www.facebook.com/FirstStepAtl