



FROM OUR EXECUTIVE DIRECTOR

Dear Friends:

How do you connect the dots between a former employee, the Action News 5 Mid-South Hero segment, the owner of a local construction company, Cambodia and the Mekong River, the invention of both air conditioning and television? Well, let me tell you!

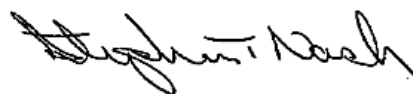
A few years ago, a former employee recommended me for a Mid-South Hero award. Action News 5 ran the story locally. The next day I got a call from Brian at a local construction company who said his boss saw the segment and wanted to know who this Steve Nash guy was. I met Mike, the owner and a brother in Christ. He told me that he had been doing mission work in a small Cambodian village for years but was convicted of not engaging his own city. That day he pledged to make Advance Memphis his local mission focus if we would have him (You guessed it - I said yes.)

Now, fast forward to 2022. Mike and I were recently talking about his latest trip to Cambodia where he observed a group of 200-ish villagers exercising together on the banks of the Mekong River. He recounted how they were the happiest and most humble people he had ever met. He asked a local missionary why we don't see this in our American culture, and the answer he got is one we all know, but I think we need to hear again... With the invention of air conditioning and televisions, Americans moved indoors and

into isolation. We now have more back porches than front porches, 500+TV channels, and social media instead of potluck dinners.

Friends, Satan is about isolating and dividing us, but the Lord is about unity, community, and love. I want to raise a voice for it. When someone walks through our doors, we are not just offering a job or an education but **a loving community**. Each graduate leaves this place with an expanded community through friendships with staff, each other, guest speakers and other volunteers, and connection with the local church. Please prayerfully consider how you can come alongside our students as we seek to cultivate this loving community!

Merry Christmas!



Steve

Going Deeper in Workforce Development

WHERE ARE THEY NOW?

Stephanie Kizer

Ms. Stephanie Kizer graduated in 2006 and has been working at National Guard Products (NGP) as a projection welder for almost ten years! Stephanie shared that she found it somewhat challenging finding work prior to going through the Work Life class. "Advance Memphis helped get me where I'm at today," she said. Since graduating, she attributes her success to: "hard work and dedication; I'm on time and I help others when they need it." Stephanie will be receiving another award for her ten years of service at NGP and she says she's working toward her next goal of owning her own home! We celebrate Stephanie's hard work, our relationship with her over the years, and the strong partnership we have with staffing customers like NGP!



Throughout 20+ years of work we have experienced change, growth, and redirection in our programming, but one thing remains the same:

The life-transforming outcomes we desire for South Memphis do not come without serving our neighbors spiritually, physically, and mentally.

Last year, we reported our efforts to understand how trauma impacts long-term decision-making skills, health outcomes and our ability to be successful in all areas of life. It's because of this deeper understanding that we are continuing down this uncharted territory of incorporating trauma-responsive strategies. And we do this in response to Christ's love for us and because He first modeled this kind of love for our neighbors. Here's how we're putting our findings into practice:

Mobility Mentoring

We recently partnered with [EMPath](#) and their Mobility Mentoring® program, which pairs individuals with a coach as they assess their family life, health, finances, education, and career. The coaches then help students set long-term goals and work with them to create action plans for accomplishing them.

"One thing that attracted me to Mobility Mentoring® is that it's inherently trauma-informed, so the way we walk alongside our students takes into consideration all aspects of their life," said Kelsey Dees, Director of Programs & Community Engagement. "I love that we are able to practice what we teach in class—breaking cycles of poverty isn't just about money, but about overall wellbeing."

We launched Phase 1 of the Mobility Mentoring® pilot at the end of September with nine Work Life students and nine graduates who are working through Advance Memphis Staffing Services.

Ikisha Parnell, one of our Work Life students in the program, told us, "I'm so thankful to the whole team for the resources they've given me to reach out to people and make important decisions for myself and my career." Ms. Parnell has inspired us all with her commitment to achieving her goals. "I just got the keys to my new apartment and my next goals are to get employed, get a car, and bring my daughter home!" she explained.

Each of these goals accomplished contributes to our participants deepening their opportunities for long-term economic stability and personal growth, not just focusing on employment. In other words, it is helping provide more structure and accountability to what Advance Memphis is already committed to doing in South Memphis.

Equine Therapy

Horses in South Memphis? We partnered with [Panther Creek Stables](#) and their team of licensed equine therapists who brought two ponies to our neighborhood. We worked on things such as overcoming fear, adapting to being out of our comfort zone, and talked about how horses respond in fear or under stress.

We hope you will join us in celebrating these successes, but this is just a start. Our plan is to build Mobility Mentoring® into all of our programming as well as extend our trauma-informed initiatives into areas of art therapy, garden therapy and more. We also see this as a way to steward our volunteers and get the body of Christ in the mix, so please consider how you can step into this with us in 2023!

2022 OUTCOMES

ADVANCE MEMPHIS STAFFING & OUTSOURCING

GROSS WAGES EARNED BY OUR GRADUATES: FULL YEAR ESTIMATED **\$603,332**

AVG. HOURLY WAGE EARNED BY OUR GRADUATES:

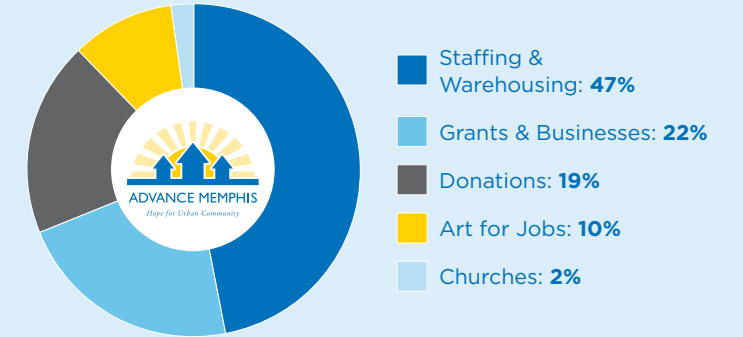


22 NEW GRADUATES ENTERING THE WORKFORCE

HIRED FULL TIME FROM TEMP ASSIGNMENT

2	20	19
2022	2021	2020

HOW WE'RE FUNDED 2022



RETURN ON INVESTMENT

Every dollar invested in Advance Memphis generates **\$1.50 - \$1.75** in estimated poverty-fighting benefits for our neighbors in South Memphis.*

*Slingshot Memphis Report for 2021 published 2022

2022 ART FOR JOBS

Thanks for making our 12th annual Art for Jobs a special one. We brought back the beloved in-person party after a two-year hiatus and, boy, did y'all show up! Over 400 tickets were reserved for the week of events and 111 pieces of artwork were sold. What a joy it was to come together and celebrate "Hope for Urban Community" in actual community. Through your generosity, we surpassed last year's event and raised \$237,738 toward our mission of equipping adults for the workforce and promoting economic stability.



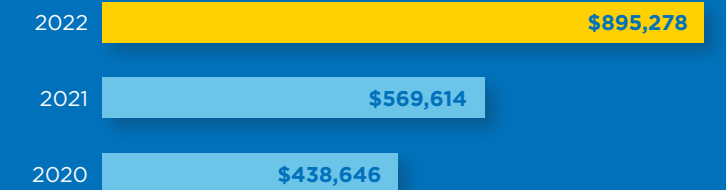
WAREHOUSING

Over the past year, we have been implementing a Warehouse Management System (WMS), which is now operating at about 75% of its capacity. The WMS has helped streamline inventory processes and provide greater product visibility to our customers. However, it goes beyond just helping our customers and our warehouse staff—it is truly a benefit to the community as a whole. "Having real work, in a real warehouse in the neighborhood, is really, really valuable," said Mark Gosney, Director of Operations and Programming.

To be operating a warehouse in 2022 requires a WMS not only to retain current customers, but to attract new ones, so our investment in this technology is two-fold: we are committed to growing a thriving warehousing business AND investing in the professional development of our neighbors in South Memphis.

To learn more about our warehousing services, visit the website or contact Ronald Proctor at proctor@advancememphis.org.

WAREHOUSE REVENUE FROM OUTSOURCING



ADVANCE MEMPHIS VOLUNTEERS

147

UNIQUE VOLUNTEERS

20% increase

IN VOLUNTEER HOURS FROM 2021 TO 2022



GIVE A GIFT THAT LASTS THROUGHOUT THE YEAR!

Consider becoming a monthly donor and partnering with us in ongoing, relational workforce development through your monthly giving.



Scan the QR code or visit advancememphis.org/give to join the Good Neighbor Network!

VOLUNTEER SPOTLIGHT

Melinda Selberg is one of our volunteers who help make Advance Memphis a welcoming and safe community.

For eight years, she and her Bible Study have faithfully served a meal every month to our Work Life students, which beautifully reflects our core value of cultivating long-term relationships.

You've been faithful to this ministry for a long time. What keeps you coming back? Honestly it is the students and the staff of Advance. When we come we feel so welcome and appreciated. We are doing something so easy and simple but the students and staff make us feel so wonderful and loved.

What has been your favorite experience so far? One month when we served our usual lasagna lunch, we accidentally were short one whole lasagna. There happened to be a large class that day. We all looked at each other and said "God will provide". We served lunch and gave everyone as much as they wanted! After it was all done we still had a serving of lasagna left! We all laughed and said "God is so good!"

Work Life

This year we added an equine therapy partnership with Panther Creek Ranch and work opportunities in our garden with the help of Milton Craft and family. These new initiatives, coupled with our efforts to invest holistically in students, have created more opportunities and provided the tools for graduates to try new things and accomplish their goals.

PROGRAM GRADUATES

51 WORK LIFE **29** FAITH & FINANCES

IDAs

An IDA is a matched savings account for an asset. We match \$2 to every \$1 saved.

14

NEW ACCOUNTS OPENED IN 2022

10

ASSETS PURCHASED

5

BUSINESSES

3

VEHICLE

1

EDUCATION

1

HOME

Faith & Finances

There has been a lot of growth in Faith and Finances this year! Our allies have engaged more with participants outside of class by using group text messages to offer encouragement and support, and we were able to bring back acting out skits after a break due to Covid-19. We have seen a deepening in community and support while building healthy budgeting & savings habits.



Check out advancememphis.org for more volunteer opportunities!