



Impact Report

2021-22





OUR VISION

The **Uhuru Foundation** envisions a world where the most vulnerable youth and families have the power and resources to lift themselves out of poverty to **upward social and economic mobility** that will enable them to create healthy lifestyles for their families and communities.

OUR MISSION

The **Uhuru Foundation** works to **interrupt the poverty to prison pipeline** by providing financial literacy training, business skill development, and credible messenger mentoring, to transform the thinking, attitude, and behavior of high-risk youth and adults so their past circumstances don't define their futures.

SPECIAL THANKS TO OUR FUNDERS



**Public Welfare
Foundation**



COPS
Community Oriented Policing Services
U.S. Department of Justice



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Letter

From the Founders

How do you illustrate the impact of lives changed for at-risk youth and adults in our central Virginia community?

Maybe it is the high school student who said that our programs helped him understand his weaknesses and emotions and become a better father. Or, the now college student whose eyes were opened through one-on-one mentoring and college visits, and who is now majoring in computer science. Or, the gunshot victim in our Peace in the Streets cohort who started his own business.

Our programs are working. Through our multi-pronged approach, which includes a community violence hotline, community gun violence awareness events, and our Peace Circles, we contributed to a decrease in homicides in Charlottesville from 4 (2020) to 0 in (2021).

Here are some additional highlights from our 2021-22 year:

- Expanding our reach through more one-on-one mentoring, totaling 830 hours
- 30% increase in attendance and 10% decrease in incident referrals at our partner, Lugo-McGinness Academy
- Having more of a presence in the community through 55 community events
- Partnering with Habitat for Humanity, Goodwill, and Offender Aid & Restoration (OAR) to provide supportive housing, coaching, and employment resources
- Increasing our staff to 7, 85% of whom are returning citizens

We are so proud of what we have accomplished together, and hope you are as inspired as we are by the stats and stories in this report.



Robert Gray
Co-Founder &
Executive Director



Derek Rush
Co-Founder &
Deputy Director

Organizational Snapshot

4,458
Total Clients
Served



147
Total Youth
Served

90
Hours of Group
Mentoring

830
Hours of 1-on-1
Mentoring



83%
Average
attendance

0
Homicides in
Charlottesville
(2021)

100%
Students think program
helped improve their
decision making



97%
Participants enjoyed
being a part of the
program

Our Team

Board

Robert Gray
President
Derek Rush
Vice President
Michele St. Julien
Secretary
David Yoken
Treasurer
Scott Hamler
Marketing Chair
Jerrod Smith
Development Chair

Staff

Robert Gray
Executive Director | Co-Founder
Derek Rush
Deputy Director | Co-Founder
Nicholas Feggans
Community Outreach Coordinator
LaShawna Gray
Administrative Assistant
Claiborne Maupin
S.T.E.E.L.E. Coordinator
Jamey Rush
Peace Circle Life Coach
Martize Tolbert
Community Outreach Coordinator

85% of Uhuru Foundation staff
are **returning citizens**

Community Partners

Bon Air Youth Correctional Facility
Boys and Girls Club of Central Virginia
Charlottesville Abundant Life
City of Charlottesville
Community Climate Collaborative
Habitat for Humanity
Lugo McGuinness Alternative School

Monticello Area Community Action Agency
PVCC Network to Work
Richmond Alternative School
Richmond Juvenile Detention Center
United Way of Greater Charlottesville
UVA School of Education and Human Development
Wright Group Consulting
YMCA Charlottesville

Youth Programs

The Uhuru Foundation works with moderate to high-risk youth through:

- **diversion programs** at alternative schools and community sites;
- **re-entry programs** at youth detention centers.

Diversion Programs

- Lugo-McGinness Academy
- Richmond Alternative School



2

Schools

32

Youth Reached

67%

Daily Attendance Rate

Re-Entry Programs

- Richmond Juvenile Detention Center
- Chesterfield Detention Center
- Bon Air Youth Correctional



3

Centers

96

Youth Reached

“

It is easier to build strong children than to repair broken men.

–Frederick Douglass

Youth Programs Testimonials



I would like to say Uhuru has really helped me grow as a father and young adult in understanding my weaknesses and my emotions and being smart with my choices. This group has helped me understand that in life it can get rough but that does not mean it's the end. You can always push through and challenge obstacles that comes your way. After working with Uhuru I understand my trigger points and I am better with telling my self to calm down and think before I react. I really love this group and would like to see them do more work with other schools because it's benefiting the youth who feel like no one else is there for them.



-Eddison Duolo



If the world was filled with Robert Grays, it would be a much better place. My son was going through a rough time before graduation and entering adulthood, and Mr. Gray was there to help transition and give my son skills that he will need forever. I pray Mr. Gray and his team continue to bless our youth with hope and dedication that change is possible no matter where you come from or your background.



-Courtney Brown

Adult Programs

The Uhuru Foundation works with targeted groups of adults to:

- prevent them from becoming **re-offenders**;
- reduce the instances of **gun violence**.

Peace in the Streets

14-week long Peacemaker Fellowships include daily one-on-one mentoring with credible messengers, conflict mediation, and service navigation. The program also helps participants develop their own strategy and an individualized Life MAP, a life management action plan.



9

Adults in
Peace in the Streets
Cohort

126

Violence Interventions

15

Adults who
Secured Employment

5

Adults who
Secured Housing

2

Bank Accounts
Opened

1

Business Started

Peace in the Streets Profiles

25

Average
Age

55%

Have
previously
been shot

100%

African-
American
male

88%

High history of
criminal justice
involvement

77%

High school
dropout

66%

High-risk of
gun activity

11%

Rearrested or
sentenced to
jail time

77%

Unemployed

“ Testimonial

Through the course of the classes I was taught a lot. Rob helped me understand how to start a business and make it grow.

He was a mentor in class and out of class, any time I needed him or to just talk, he was right there with no hesitation. He showed me there's a lot of opportunities out here in the world, so don't never settle for less. If I ever needed help he was the right one to go to and I appreciate him for all of it.



–Anonymous Gunshot Victim & Peace Circle Graduate

College Exploration

The Uhuru Foundation organizes group visits to Virginia colleges and universities to encourage youth to **think differently about their futures** and **take steps towards upward social and economic mobility**.



Visit to Virginia State University



Visit to Norfolk State University

2

Group
College Visits

2

College
Scholarships

1

College
Acceptance



Meet Andre

I worked with Uhuru while I was leaving the group home. Leaving the detention center in Richmond and coming to a whole new city was eye opening for me. The mentoring program helped me budget my money and think about my future more. I didn't want to end up like my peers who are dead or locked up. The college visit exposed me to Virginia State University. I ended up applying there and getting accepted. I'm currently in my first year majoring in computer science. My future is bright to say the least.

Advocacy and Awareness

The Uhuru Foundation has been a voice in the community by participating in a variety of community events.

55

Community
Events

Highlights include:

- **Redefining Redemption Panel Discussion**
Virginia State University
- **Restorative Justice, Gun violence and Community-Based Alternatives to Incarceration**
UVA School of Law
- **Charlottesville Freedom School**
UVA Center for Race and Public Education
- **Conversation and Cuts Bullying and Gun Violence Awareness Event**



Supportive Housing Program

The Uhuru Foundation formed a partnership with Habitat for Humanity, Goodwill, and Offender Aid & Restoration (OAR) in hopes of **changing the narrative of homelessness**.

Through our **A Key to Love Supportive Housing Program**, we will provide up to 6 individuals with rent-free living for a year at our all-inclusive duplex residence. During this 12-month tenure, individuals will be assigned a life coach that will prep them to succeed with important life skills such as financial literacy, critical thinking, self awareness building, amongst other valuable life skills. All members of the A Key to Love Supportive Home will also be connected with community employers to ensure employment shortly after acceptance into the program.

Residency will include daily transportation options to ensure workplace punctuality and off-site leisure activities. With great partners such as OAR, Habitat for Humanity, and Goodwill understanding our vision, we're ready to stare poverty face-to-face and help implement change, one individual at a time. Be on the lookout for our fundraising campaign.



