

The Uhuru Foundation



Impact Report

2019-2020



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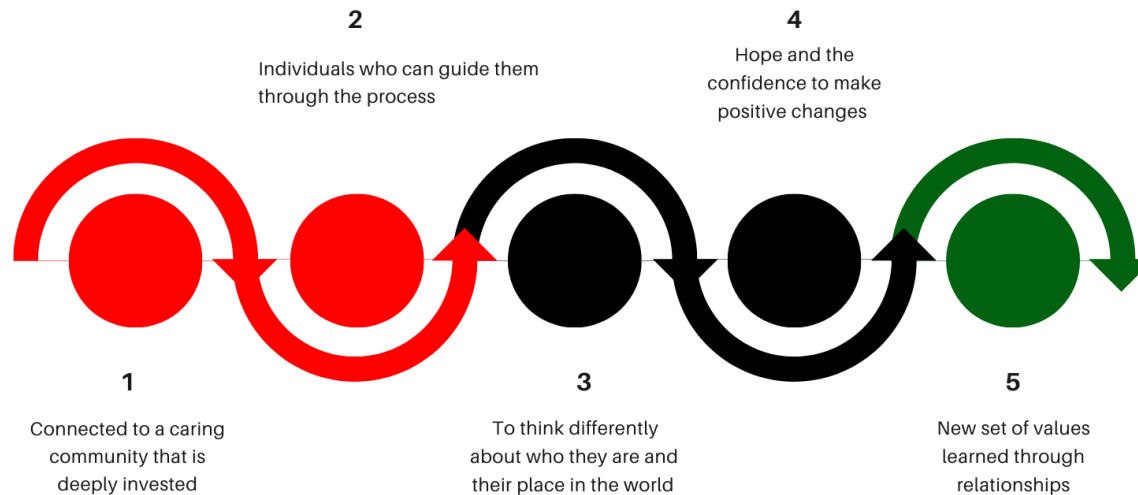
Vision



The Uhuru Foundation (TUF) works to **interrupt the school 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 so their past circumstances don't define their futures.

The Uhuru Foundation envisions a world where the most vulnerable youth 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.

THEORY OF CHANGE



Letter From The Founders



Robert Gray
Executive Director

What a year! Together, we built the Uhuru Foundation from zero—what started as an idea in a workshop has already grown into a model for transforming the thinking, attitude, and behavior of kids to ensure that their past circumstances don't define their futures.

In our founding year, we began with programs at two sites in Charlottesville: the Boys and Girls Club on Cherry Avenue and the Blue Ridge Youth Detention Center, serving kids 7th through 12th grade. Then, the COVID-19 pandemic hit, and we were forced to rethink programming, pivoting from providing support in large group settings to more small groups and one-on-one contacts. Over the 2019-2020 fiscal year, we served over 60 different area youth through a combination of in-person and virtual programming.



Derek Rush
Deputy Director

What were our biggest outcomes? The Uhuru Foundation's Learning Pods helped students stay out of trouble, engage in life skills training, and tutoring sessions helped them complete missing assignments. 93% of Learning Pod Students attended programs more than 80% of the time. The recidivism rate of students participating in our programs was less than 8%, compared to the highest reported recidivism rate for juvenile offenders: 76% within three years, and 84% within five years (MST Services, 2018).

We wouldn't have been able to accomplish nearly as much were it not for our strong community partnerships, especially the Boys & Girls Clubs of Central Virginia, City of Charlottesville, Charlottesville City Public Schools, and the Charlottesville Area Community Foundation. The insightful feedback from our partners has allowed us to iterate on our program models and deepen our impact. We were honored to receive the Volunteer of the Year Award from the Boys & Girls Club of Central Virginia.

Together we can work towards positive youth transformation and self sufficiency.

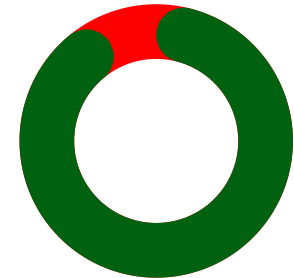
Organizational Snapshot

The Uhuru Foundation is proud of what the organization accomplished in its founding year.
(FY 2019-2020)



60

Youth Served



93%

Learning Pod Students
Attended More Than
80% of the Time



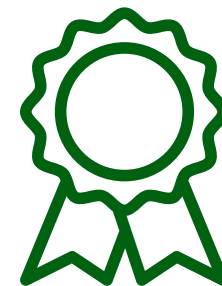
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Programs Piloted



< 8%

Recidivism
by Re-Entry Program
Participants



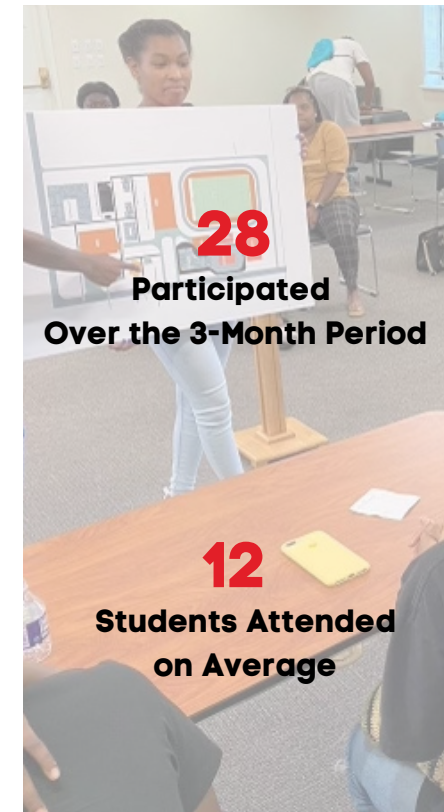
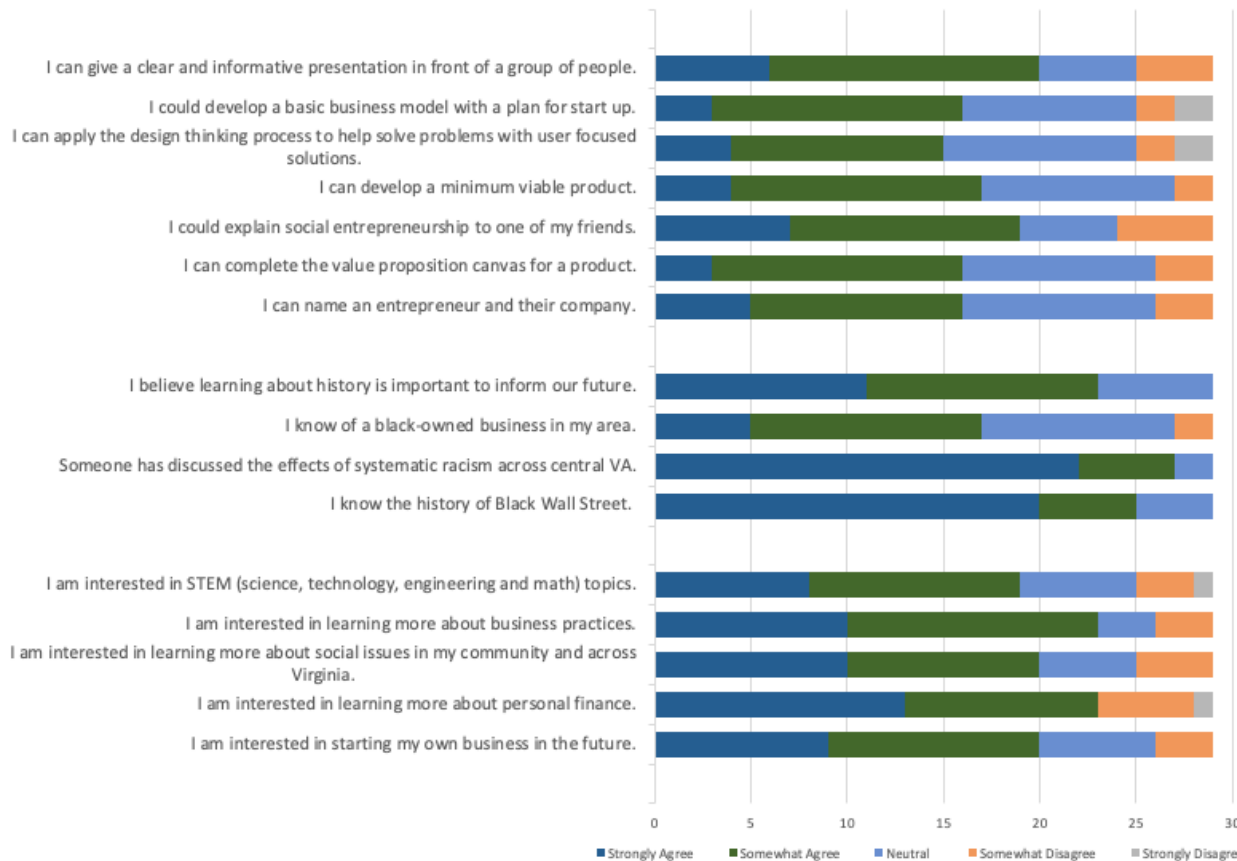
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Community Award
Received

Social Entrepreneurship Cohort: Boys & Girls Club

Social Entrepreneurship training took place at the Cherry Avenue Boys and Girls Club in Charlottesville, Virginia. From January-March 2020, the program worked to provide youth with comprehensive educational training in the area of responsible social and entrepreneurship. Once the COVID-19 pandemic hit, the program was put on hold until Summer 2020.

Post Survey, Social Entrepreneurship Cohort, Cherry Avenue Boys & Girls Club



Social Entrepreneurship Cohort: Teens Give

Teens GIVE is a service-learning program that places children, ages 9 to 18, in supervised relationship-based volunteer activities. Volunteering is supplemented with mentoring, life skills training, case management, reflection activities, counseling, and other services. This program is for youth who were court involved. Participants can receive credit for community service hours and can earn a restitution allowance. Participation typically lasts 3 to 12 months.



71%
Program Participants
Were Interested
In Learning More About
Personal Finance,
Black-Owned Businesses,
and Starting Their Own
Company

5/7
Teens Attended
at least 50%
of Sessions

Juvenile Justice Re-Entry: Blue Ridge Juvenile Detention

Youth enrolled in TUF's services have the opportunity to participate in weekly culturally relevant and trauma-informed cognitive behavioral therapy (CBT) groups through our transformative mentoring program. Our Healthy, Wealthy, and Wise curriculum guides high risk youth through a series of facilitated group sessions addressing decision-making, identity, overcoming pain and trauma, life skills development, financial literacy and social entrepreneurship.

I find the program to be an extremely valuable asset and opportunity for our youth to learn concepts, ideas, and real life meanings as it could potentially relate to their future endeavors. As I have openly expressed in the group, I wish I would have had this information presented to me in such a manner when I was their age. Mr. Gray and Mr. Rush do a fantastic job conveying the program information, as well as and their own knowledge and experiences, in a way that is relatable, easy to understand, and relevant to what the residents will face as early as their first day back in the community. I look forward to what is hopefully a longstanding relationship between the Uhuru Foundation and the youth we serve at BRJD.

—Jay Boland, Deputy Director,
Blue Ridge Juvenile Detention



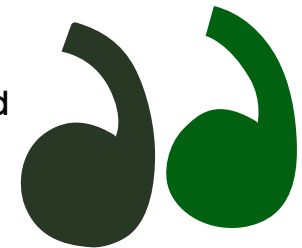
Testimonials

From Program Participants



My experience in the 20-week entrepreneurship group was great. The entrepreneurship group taught me things that I didn't learn in my college business course at PVCC. It's hard to teach someone something they have never seen, but it's easy when you are being taught by someone who achieved the goal for starting a business. —M. Jackson

This group inspired us to challenge ourselves and not settle for less. The entrepreneurship group taught me how to save money. We've completed multiple business plans during the 20-week experience. —Anonymous



The Entrepreneurship group was actually a very upstanding group. It taught me a bunch of knowledge I should have at the age of 18 about how to live right in today's world. Knowing the difference between (Wants and Needs) in life can take you a long way. It teaches you how to keep a budget so you can save and possibly invest your money the right way. —R. Richards

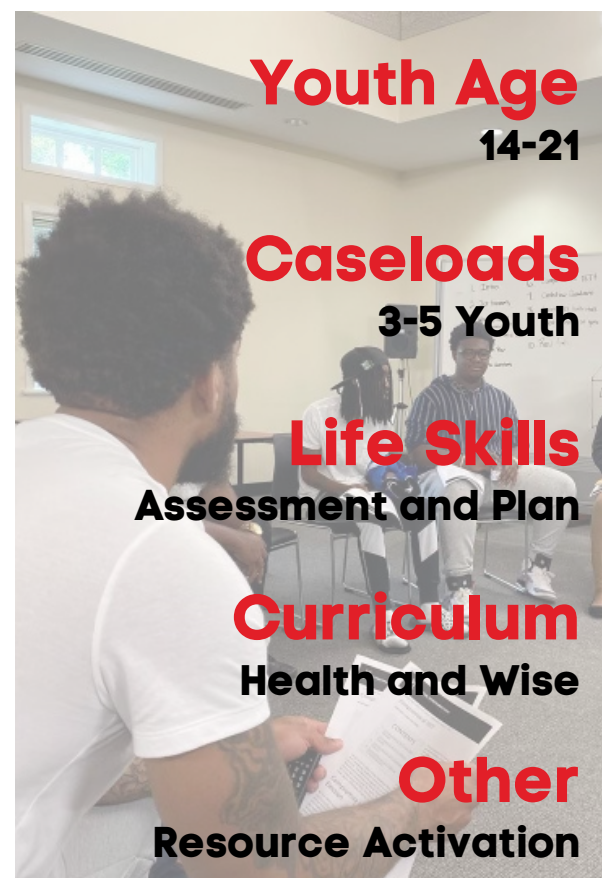
On the Horizon

Expanding Credible Messenger Mentoring Across Virginia

We will be building on the Credible Messenger model as we grow and expand across the state of Virginia. We are currently Virginia ambassadors for the Credible Messenger movement—a national coalition of organizations doing transformative work with justice-involved people across the country.

In 2021-2022, The Uhuru Foundation plans to:

- Expand our program into the Chesterfield Detention Center, Richmond Detention Center, and Bon Air Youth Correctional in Richmond.
- Pilot programs with Richmond Alternative School and the Lugo McGinnis Alternative School in Charlottesville.
- Recruit local talent and returning citizens to provide authentic mentoring as we expand to reach more youth across the state.



Board and Partners

2019-2020 Board of Directors

Robert Gray, President
Derek Rush, Vice President
Bellamy Brown, Treasurer
Lisa Herndon, Secretary
Latara Ragland
Jerrod Smith
Zikki Munyao
Scott Hamler
Nyshae Carter

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Christian Patrizia	PJ Harris
Christine Mahoney	Rob Archer
George Michie	Sarad Davenport
Lee Elbersen	Susan Thomas
Lynn Divers	Ty Cooper
Melissa Fountain	Wes Bellamy

Community Partners

Boys and Girls Club of Central Virginia
Blue Ridge Detention Center
Charlottesville Area Community Foundation
Charlottesville City Schools
Martha Jefferson Sentara
United Way of Charlottesville



Help Us Transform Lives



\$10,000

covers the cost of 25 UF Participants for field trips and extracurricular activities for one year

\$5,000

provides 1 month of intensive life coaching for 5 UF Participants

\$500

helps cover restitution and legal fees for a UF Participant needing legal help

\$1,000

covers 1 month of intensive life coaching for 1 UF participant

\$250

provides the highest incentive stipend to a UF Participant who has completed their life goal plan, such as securing employment

uhurufoundation.org

