



# 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 McGuiness 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.

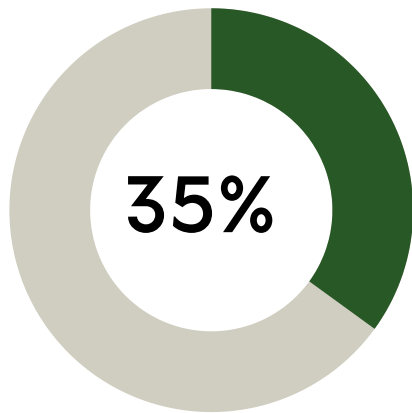
–Frederick Douglass

# Youth Programs Spotlight

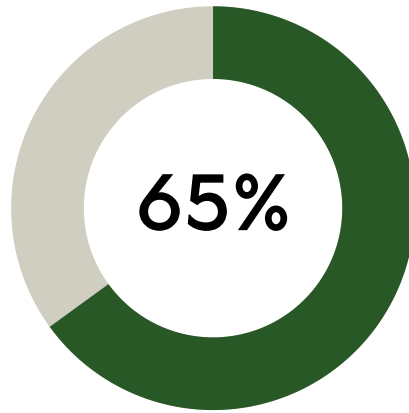
## Lugo-McGinness Academy



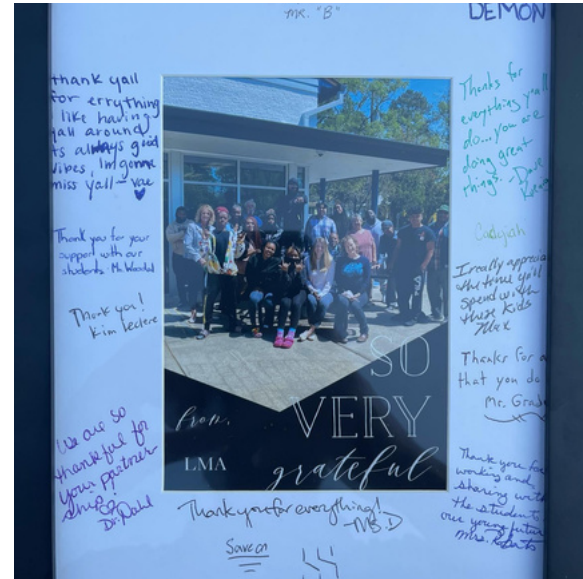
### Daily Attendance



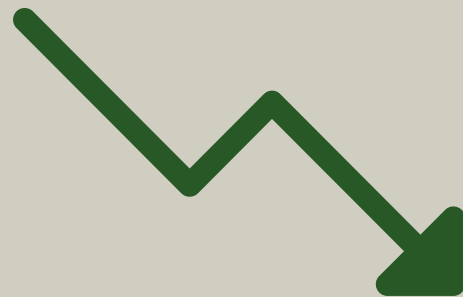
Before  
Uhuru Foundation  
Programs



After  
Uhuru Foundation  
Programs



### Incident Referrals



7%  
decrease  
on Wednesdays

10%  
decrease  
on Fridays



# 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.



