

2012 ANNUAL REPORT

 **JOBS** *for* **LIFE**™





Jobs for Life Graduate Marie, Pictured Above

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MISSION

Jobs for Life's mission is to equip Christ-centered churches and organizations to prepare individuals for work and life.

VISION

Jobs for Life's vision is to see people in need working and living for the glory of God.



When Jesus was in the Garden of Gethsemane, he prayed to his Heavenly Father, "I have brought you glory on earth, because I have finished the work you gave me to do." John 17:4

Work is extremely important to God. We are created to work and it's one of the main ways we give glory to God. This past year, we have been amazed to see the way work has been used to transform lives all across the world.

In 2012, people of faith in churches and community ministries in over 220 cities, 37 states, and 4 countries led Jobs for Life classes teaching men and women God's design for work and helping them find and keep meaningful employment. 3,830 men and women participated in these classes, a 23% increase from 2011, with over 80% graduating and 60% finding employment.

In addition, we have focused our work in two cities – Raleigh-Durham, NC, and Nashville, TN – to create a broad network of churches, businesses, and community organizations attacking the devastating effects of unemployment and joblessness in a city. 18 months ago, each city had only four active JfL sites. Today, they both have over twenty and counting.

We believe the Church is in a unique position to provide a real solution to the job problem in the U.S. and throughout the world. Today, government programs spend up to \$25,000 per person helping someone find a job. And these strategies often do not address the underlying emotional and spiritual problems that tear at the fabric of our society.

By contrast, we have seen churches and ministries offer a much different solution – one that focuses on people's unique identity, reconnects them to their God given purpose, and provides a community of relationships to sustain them over the long haul. And the good news is, this strategy costs under \$250 per person and works in multiple environments – urban churches, suburban churches, prisons, rescue missions, substance abuse centers, ministries for at risk children, YMCAs, in a large urban city, a small rural town, in South Africa, for Russian orphans, in a slum in Costa Rica, and many more.

Going forward, we plan to double the amount of churches and ministries engaged in this effort and serve an additional 10,000 men and women by the end of 2014. In addition, we will work to replicate our city model in four other targeted markets.

We praise God for your partnership and belief with us that the Church is the means God is using to transform the world – and is doing so in the lives of people in need as they seek to experience the dignity of work. This is an exciting time of growth for JfL and we're grateful to know you are on the journey with us.

For His glory,

A handwritten signature in dark ink, appearing to read "David", with a long, sweeping horizontal line extending to the right.

David Spickard
President / CEO



ANA'S STORY

JfL GRADUATE

While Ana Balitzki was searching for financial assistance with her energy bill, someone mentioned North Raleigh Ministries. Ana met a volunteer at North Raleigh Ministries who then told her about their upcoming Jobs for Life class. Deeply discouraged by eight months of unemployment, Ana found in Jobs for Life just what she was looking for. "I got my faith and confidence back," Ana says. During the Jobs for Life class Ana learned so much and extended her network in such a way, that she actually found a job before the JfL course was over. Because of her job, Ana can now provide for her family. "I feel useful and I can help other people too."

GOD'S DESIGN TARNISHED

IMPACTS OF POVERTY

After God created man in His image, "[He] took the man and put him in the Garden of Eden to work it and take care of it" (Genesis 2:15) We were created and designed by God to work. And our work is one of the core places that we receive our purpose and dignity. But what if you didn't have access to good work? For millions of people in poverty this is reality. The US Census reports more than 46 million people in the United States live in poverty. Almost half the world — over 3 billion people — live on less than \$2.50 a day. Although there are many factors that aggravate poverty, arguably the most critical is the lack of work. Nothing attacks one's dignity like a lack of work.

RECIDIVISM

67% of ex-offenders are re-arrested within 3 years of their release from prison.³ Coupled with the detrimental social impacts of increased crime, it costs \$25,000/yr to incarcerate an individual in a federal prison.⁴

CRIME

Researchers at Ohio State University examined national crime rates and found much of the increase in crime can be explained by falling wages and rising unemployment among men without college educations.⁸

HOMELESSNESS

Climbing out of homelessness is virtually impossible for those without a job.⁵ The U.S. pours \$10.95 billion/yr in public funds into addressing the needs of over 150,000 chronically homeless.⁶

POVERTY

Over 46 million people live in poverty in the U.S. This is the highest amount in our country's history.¹ The costs associated with poverty in the U.S. total about \$500 billion per year.²



DEPRESSION & SUICIDE

In addition to a diminished sense of self, those exposed to unemployment exhibit higher levels of anxiety, depression, and lack of sleep.¹⁰ According to the American Association of Suicidology, there is also a relationship between suicide and unemployment. Unemployed people are two to four times as likely to commit suicide.¹¹

EFFECTS ON YOUTH

For many youths, attaining employment signals the start of real adult life. Unemployment can result in shattered dreams, loss of personal identities, and lack of zeal for life in general.⁹

DOMESTIC VIOLENCE

An extensive report by the National Institute of Justice found that the rate of violence against women increases as male unemployment increases.⁷

DIVORCE

Financial stress and pressure not only impacts businesses but is often the leading reason couples site for divorce according to the Institute for Family Studies.

Sources

1 U.S. Census Bureau, *Poverty in the United States* 2 Holzer, Harry, *The Economic Costs of Child Poverty*, Urban Institute 3 Bureau of Justice Statistics 4 Bureau of Justice Statistics 5 Long, D., Rio, J., and Rosen, J. *Employment and Income Supports for Homeless People*, 2007. 6 Cutting the Cost of Homelessness in the U.S., http://www.forbes.com/2006/08/25/us-homeless-aid-cx_np_0828oxford.html 7 Macmillan, Ross & Catherine Kruttschnitt, *Patterns of Violence Against Women: Risk Factors and Consequences*, January 2005 8 Weinburg, Bruce & David Mustard, *The Review of Economic Statistics*, April 2002 9 Allen, Virginia, *The impact of unemployment on our society*, www.helium.com 10 Goldsmith, Arthur, *The Psychological Effects of Joblessness*, Washington and Lee University 11 Von Döbeneck, Monica, *Study shows relationship between suicide rate and unemployment*, *The Patriot-News*, February 2009

GOD'S DESIGN TARNISHED

IMPACTS OF POVERTY CONTINUED

The suffering and consequences of unemployment and underemployment are pervasive and heart-wrenching. Joblessness contributes to poverty, crime, homelessness, domestic violence, substance abuse, unwanted pregnancies, divorce, and suicide – it is self-perpetuating and tears at the fabric of society. Christians have always been engaged in the fight to break the poverty cycle, but the majority of the church's effort and resources for those in need begins with food. Then housing. Then clothing. At the bottom of the list is work. Without employment, how will those in need ever be able to sustainably provide for themselves and their families?



1.9%
of churches focus
on **WORK** to
alleviate poverty
and its effects

WHAT IF WE FLIP THE LIST?

1. FOOD
2. CLOTHING
3. SHELTER
....WORK

1. WORK
2. SHELTER
3. CLOTHING
4. FOOD

Visit JOBSforLIFE.ORG to see how you can help flip the list.

5

LESSONS LEARNED

GENESIS 1:26
PSALM 139:14
ROMANS 12:5-7

1.

People need to know who they are. Yes, people need a job but that is not the main problem. The main problem is a lack of identity. Teaching people who they are – they’re fearfully and wonderfully made, made in the image of God, gifted with unique talents and abilities – is step one.

GENESIS 1:26
GENESIS 2:2
GENESIS 2:15

2.

People need to know why they should work. Work is not just a means to an end or something to do to pass the time away. We are created to work and it’s one of the main ways we worship God.

PROVERBS 11:3
PROVERBS 28:6
PSALM 41:11-12

3.

Character is most important. Skill is a very distant second. The most important quality companies look for in their employees is character. Character is a heart issue – it’s what you do when no one’s looking, how you respect others, whether you are trustworthy and timely, your willingness to do whatever it takes to get the job done. Companies not only hire people like this but they invest in them to help them receive the education and training needed to be successful on the job.

GALATIANS 6:2
ACTS 2:42-47
ECC. 4:9-12

4.

Everyone needs a community, a healthy “who you know” network. How do you get a job? Who you know and who knows you. Any successful employment strategy has to provide a healthy “who you know” network to provide support and access to opportunities in the area.

JAMES 1:27
PROVERBS 21:13
ISAIAH 58:6-11

5.

The solution lies with the Church. No one can address the core lessons above better than the Church. The Church not only provides the practical resources to attack the real problem at a fraction of the cost, but it holds the key to the Kingdom of God, the Gospel, which provides people what they ultimately need – life and hope through the work of Jesus Christ.



Sidney pictured left with N2N site leader, Casanova Womack.

SIDNEY'S STORY

JfL STUDENT

Sharpening relationships, learning the importance of volunteerism, and strengthening communication skills were only a few of the valuable takeaways Sidney reflects on from his Jobs for Life (JfL) class at Neighbor to Neighbor Ministries. His JfL class enabled him to build stronger character, and aided in the fine-tuning of personal strengths he embodied before his class began. Sidney relishes in the fact that Neighbor to Neighbor Outreach walked alongside him, and assisted him in any way they could. Instead of giving him a fish, they truly taught him how to fish; he considers himself a well-qualified fisherman now. What set his Jobs for Life class apart from any other aid was the people who were helping Sidney, how they cared for him, and how they didn't see him as just a number. "People need to know there are people out there who care." Thanks to the skills and active business leaders involved with the Neighbor to Neighbor JfL class, Sidney is now employed.



MORE THAN A JOB

Jobs for Life (JfL) is built on relationships. It's fueled by the willingness of people to commit to one another over the long haul. To be steadfast and persevere in the face of roadblocks. To understand what it means to humbly serve and decrease so that others might increase. And to recognize our desperate need for God and call to represent Him in the world. Churches and ministries lead JfL classes designed to teach individuals a biblical understanding of work and help them find and keep meaningful employment. Through these classes, the Church moves beyond temporary assistance of the materially poor and provides them what they really need – the tools, support and confidence to find a job and work for the glory of God.

RELATIONSHIPS ARE BUILT IN COMMUNITY



STUDENTS

Learn about God's purposes for their lives and address roadblocks to employment while developing supportive Christ-centered relationships. During 16 classes, students gain a community of support committed to walking alongside them, they experience the Gospel in action, and learn practical job readiness skills that increase their opportunities for finding and keeping employment.



SITES

Churches and nonprofit organizations engage members and volunteers in purposeful outreach to transform lives beyond temporary relief. JfL site leaders, instructors, mentors are given the opportunity to answer the call to love and serve their neighbors.



BUSINESS PARTNERS

Gain qualified employees while leading transformation in their communities. Local business and community representatives participate in job related class presentations (i.e. Employer Roundtables, mock interviews, community resources, etc.).



*Chris Mangum, JfL Founder
July 14, 1954 - May 2, 2013*

**"COMMITTED, STEADFAST,
HUMBLE, SERVANT OF GOD
WHO KNEW HIS HOME WAS
NOT HERE. IT'S IN HEAVEN."**

Chris Mangum instilled these principles throughout JfL. His heart for the underserved and faithfulness to JfL's mission have transformed lives for generations to come. Trusting his home was in heaven, he gave of himself willingly for the sake of others, knowing no one was out of reach of God's love and mercy. Through JfL, his legacy will never end as people all over the world experience the dignity of work, life giving relationships, and hope found in Jesus Christ.

A GLOBAL COMMUNITY

In 2012, JfL sites were located in 220 cities and 37 states and expanded beyond the borders of the United States – equipping Christ centered churches and ministries to share the dignity of work with youth and adults in Russia, South Africa, and Costa Rica.

snapshot MIDDLE TENNESSEE

In Middle TN, JfL's first field office, the number of JfL sites increased 24% in 2012. Dr. George T. Brooks, Sr., Pastor of St. James Missionary Baptist Church in Nashville and his congregation walked through JfL together during Sunday School for several months. He believes, "Everyone needs to understand this."

snapshot ST. LOUIS

Refuge and Restoration Church and Jubilee Community Church in St. Louis together have led over 40 JfL classes since 1999. Pastor Ken Jenkins has also taught Powered for Life classes, enriching the lives of the youth of St. Louis and preparing them for the work ahead.

snapshot DENVER

The community members of WellSpring Church have been investing their time witnessing lives changed through Jobs for Life. They have provided support and encouragement to unemployed job seekers. By leading Spring and Fall semester classes at 10 weeks/2 hours per week WellSpring is leading their community out of unemployment.

snapshot TEXAS

With focused efforts in Raleigh and building upon the Jobs for Life "city model", local sites grew from 6 sites in 2011 to 15 sites in 2012, and from 10 classes in 2011 to 25 classes in 2012.

snapshot RALEIGH

Attack Poverty believes it is about DEVELOPMENT, not charity; DIGNITY, not shame. Committed to promoting people's inherent worth and dignity, Attack Poverty graduated 10 students in its first JfL class.

snapshot KENTUCKY

Hope House graduated 3 men in the Warren County Jail from their first Jobs for Life class.

snapshot ALABAMA

Neighborhood Christian Center is teaching JfL classes at its own facility, four jails, one prison, three rehabilitation centers, the county drug court, and community corrections, reaching more than 420 people per month.

220 cities / **37** states / **4** countries

3,800 individuals served



Through partnership with Children's HopeChest, Jobs for Life classes were translated into Russian, culturally contextualized and offered to orphans and young mothers in the Vladimir region of Russia.

snapshot
RUSSIA

snapshot
SOUTH AFRICA

Through the tireless efforts of Suzanne and Rick Flammer, Powered for Life (Pfl) classes continue to share the hope of Christ, an invitation to "dream big" about the future, and practical job-readiness skills and vocational planning to young men and women at the Dunamis Christian School in Welkom, South Africa

snapshot
COSTA RICA

When Jobs for Life received two inquiries from separate Costa Rica-based ministries within the same week in 2011, we knew that God was up to something. Within the next few months, these ministry partners in Costa Rica—Dan Jenkins of ReachGlobal and Seth and Andrea Sears of darDignidad—were translating the JfL curriculum into Spanish and developing relationships with potential Costa Rican church partners. By summer 2012, the first pilot Jobs for Life class in Central America was in full swing, made possible through a partnership with Pastor Mario Castro, Ixora Correa and the Business Ministry team of Vida Abundante del Este church.



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GOING DEEPER INTO CITIES

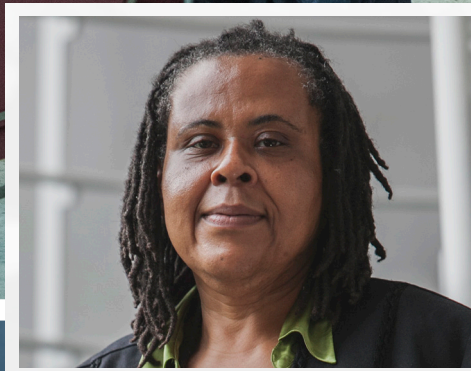
While unemployment and joblessness are global problems, eradicating them requires a local strategy. In 2011, JfL made a strategic decision to target two markets to see if we could build a local network of churches and ministries leading JfL classes. The goal is to serve more people as well as unite the broader Church in a local community to provide a transformative and sustainable solution to poverty and unemployment.

JfL hired two full time Field Directors – one in Raleigh-Durham, NC and the other in Nashville, TN – and have begun to see God move powerfully in these communities through their leadership and the partnerships they are building. A growing network of churches, organizations, and businesses are working together in each city supporting one another, sharing human and material resources, educating each other, and building deep relationships. As a result, more people are getting jobs, and more resources are being leveraged to provide sustainable solutions across both communities. Over time, we believe the impact will only deepen in these two cities, and give opportunity to replicate this strategy in many more cities across the U.S. and the world.



BILL ROY
BUSINESS PARTNER

Volunteering with and promoting Jobs for Life made perfect sense to Bill Roy and the business he works for, Tipper Tie. For over two years Bill has been working with Jobs for Life in different capacities, and Tipper Tie has been hiring JfL graduates. By hiring Jobs for Life graduates, Tipper Tie has harnessed the opportunity to give second chances to those who so desperately need them. Bill reflects on all of the second chances he has been given, and realizes that he wouldn't be where he is today without them. "Because of those opportunities I get it, I understand it. Seems I'd be a fool, to not offer that second chance to someone else."



BETTY ANDERSON
JfL GRADUATE

After being unemployed for nearly three and a half years, Betty visited a local food bank in search of prayer. In addition to finding prayer, Betty was introduced to a Jobs for Life instructor who recommended she look into the program. Betty was blown away by how she saw dignity restored in her life as well as the lives of her classmates. She is thankful for Jobs for Life and the blessing it has been. "It's fulfilling to complete things and see progress. I feel like I've accomplished something and am able to move forward." Betty is encouraged that Jobs for Life was the perfect place for her to go when she was doubting and unsure of her future. Upon graduating from Jobs for Life, Betty became employed and quickly realized that people cared deeply about her at her new job. Betty said she now feels a sense of self-worth and a new confidence that she is valued at her job.

GOD'S MARVELOUS WORKS

2012 MOMENTS



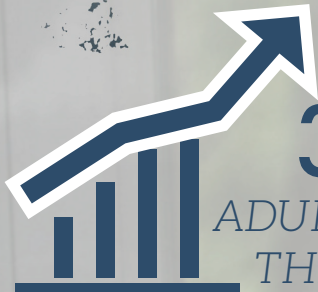
GRADUATION RATE

80%



GRADUATES RECEIVE JOBS

60%



3,800

ADULTS SERVED
THROUGH JFL



3,000

VOLUNTEERS



96,000

VOLUNTEER HOURS

MORE THAN

300

CLASSES HELD



90

NEW SITES JOINED
THE JFL FAMILY



\$2.1

MILLION VALUE OF TRAINING DONATED



———— DWIGHT'S STORY ————

JfL GRADUATE

As a child, Dwight lived in poverty and was surrounded by violence. After dropping out of high school at the age of 16, and losing his job at the age of 19, Dwight panicked under the weight of needing to provide for his wife and 10-month-old son. This decision cost Dwight his freedom, dignity, value, and purpose. He would experience the next 28 years of his life behind bars. When Dwight was released from prison, he spent the next two years jobless. As a convicted felon and a product of the prison system, no one would give him a second chance. We give thanks to God and others who believed in and reached out to Dwight through his Jobs for Life class at Trinity Baptist Church. Dwight has a renewed sense of his own dignity, value, purpose, freedom; he is providing for his family. He has started his own cleaning business and will soon be giving others like him the opportunity to experience the dignity of work.

2012 FINANCIAL PERFORMANCE

2012 REVENUE, GAINS & SUPPORT

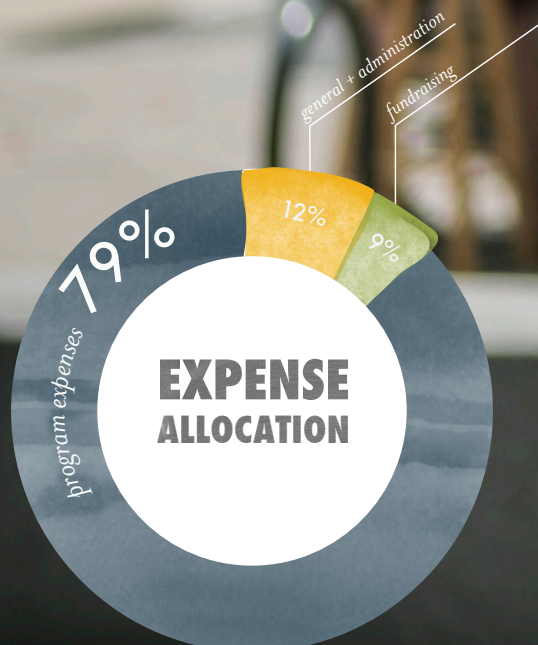
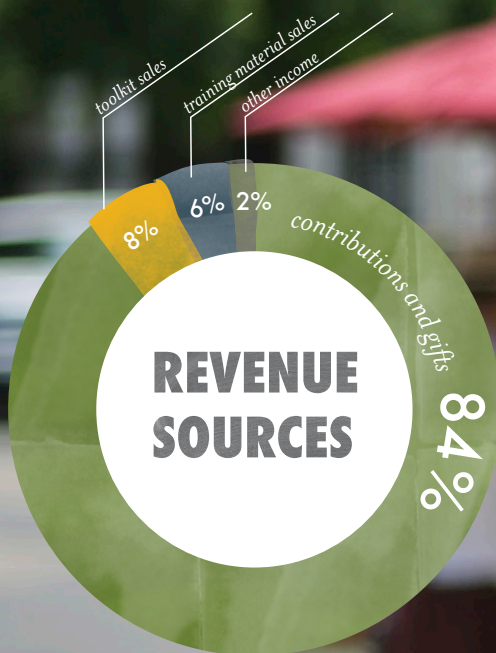
\$736,516

\$618,276
contributions and gifts

\$60,021
toolkit sales

\$47,084
training material sales

\$11,136
other income



Statement of Financial Position

(As of December 31, 2012)

	12/31/12	12/31/11
Assets:		
Cash and cash equivalents	\$292,497	\$102,007
Accounts receivable	6,145	1,102
Fixed assets, net	3,349	5,209
Total assets	301,992	108,317
Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	4,551	9,005
Accounts payable - credit card	1,818	17,886
Payroll liabilities	5,786	3,905
Total liabilities	12,115	30,796
Net assets:		
Unrestricted funds	272,106	77,521
Temporarily restricted funds	17,731	-
Total net assets	289,837	77,521
Total liabilities and net assets	\$301,992	\$108,317

Statement Activities

(As of December 31, 2012)

	12/31/12	12/31/11
Revenue, gains, and other support:		
Contributions and gifts	\$618,276	\$407,244
Toolkit sales	60,021	57,833
Training material sales	47,084	34,390
Other income	11,136	8,001
Total revenue, gains, and other support	736,516	507,468
Expenses:		
General and administrative	63,490	58,479
Fundraising	48,538	38,386
Program expenses	429,903	272,102
Total expenses	541,932	368,967
Change in net assets	\$194,585	\$138,501
Net assets, beginning of period	77,521	(60,980)
Increase in temporarily restricted contributions	17,731	-
Net assets, end of period	\$289,837	\$77,521



FOR EVERY
\$250
INVESTED IN JFL
a life is transformed



RAY BENNETT

DIGNITY PARTNER

Ray Bennett says that as a Dignity Partner his recurring giving is leveraged through Jobs for Life. The money he gives is “multiplied over and over again”. Because the Jobs for Life model doesn’t rely on a multitude of paid staff to do the work, but rather a lean staff that equips, empowers and encourages volunteer teachers, mentors, and church communities, it has an exponential impact. Ray not only shares his financial gifts, he also shares his knowledge, time and talents as a volunteer instructor in a JfL class at a local ministry.

Additionally it has given Ray the avenue to become a mentor to walk alongside students and build meaningful relationships. “Through JfL, God has given me a place to give and serve, taught me the theology of work, and introduced me to new friends.”

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