2021

Annual Report

employment connection

empower. employ. inspire.

Our Mission

Assisting individuals with limited opportunities to self-sufficiency.

Employment Connection's Story

Employment Connection was founded in 1977 after a study by the Young Lawyers Division of the Bar Association of Metropolitan Saint Louis (BAMSL) discovered that employed ex-offenders were 66% less likely to return to incarceration. Our agency immediately began work to reduce recidivism.

In 1980, Employment Connection became a full United Way member agency and expanded its service beyond ex-offenders by assisting recovering substance abusers, the homeless, high school dropouts, women on welfare, U.S. veterans, and non-custodial fathers.

Today Employment Connection assists nearly 2,000 individuals who have barriers to employment every year.

Our Core Values

Employment Connection shall maintain a fundamental commitment to exceptional client service in our community. To accomplish that commitment, we believe we are a part of a team that is mutually shared by ALL.

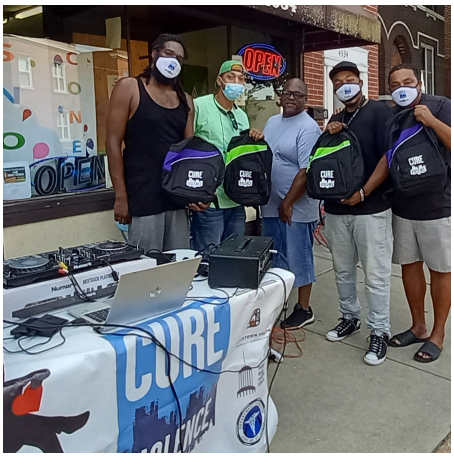
We welcome everyone regardless of race, color, age, religion, sex, familial status, disability, gender identity, gender expression, sexual orientation (real or perceived),national origin or ancestry.

We shall provide an environment that encourages the personal growth of both staff and clients and a system that will empower them to meet the employment needs of the people of our community.

We are committed to developing and maximizing resources required to meet our mission.

Our Vision

Break down barriers to self-sufficiency, creating a safer and more inclusive community.



How Employment Connection Helps

Job Training

Annually, Employment Connection assists over 1,500 people with training, job placement, and supportive services.

Homelessness Assistance

Every year, our Housing Case Managers assist 120 unhoused individuals and their families into affordable housing.

Gainful Employment

We have helped over 4,000 individuals gain employment for 2012-2019

Community Asset

92% of Employment Connection dollars are spent on direct programming.

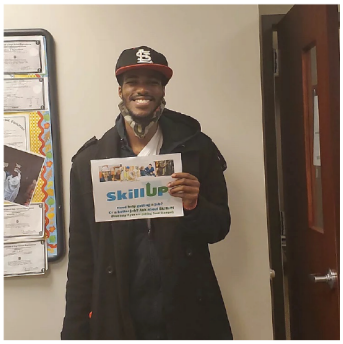
Our Numbers

Employment Program Outcomes

379
employed through our employment programs

41%
maintained employment for 90 days

$12.30
avearge hourly wage of placed clients



Reducing Recidivism Through Employment

Average re-offense rate among Employment Connection clients*

3%

15.4%

Average re-offense rate among 39 other agencies*

* University of Missouri-Columbia Evaluation of 39 Statewide Agencies Receiving Department of Corrections Community Reentry Funding in 2015-2016

Housing and Homelessness Prevention

Employment Connection, in partnership with HUD and other agencies, provides services aimed at promoting housing stability and preventing homelessness, including eviction prevention (short term assistance with rent/utilities to keep individuals and families housed) and emergency housing (long term support for individuals and families dealing with literal homelessness). While our Prevention numbers decreased in 2021, the increase in Emergency Housing more than offset the decrease.

Prevention (Short-Term)

158

individuals and families provided with rent, mortgage, and utility assistance

Emergency Housing (Long-Term)

88

unhoused individuals and families placed into housing

Cure Violence

78 high-risk clients currently working with a Cure Violence staff member

553 interventions and conflict mediation sessions conducted by Cure Violence staff

The Cure Violence program in St. Louis takes a public health approach to reducing gun violence and aims to change the behaviors that lead to violence. Cure Violence staff are trained to provide services such as counseling and job placement to help reduce the likelihood that clients will return to violence.

Addressing Client Needs

845 hours dedicated to behavioral health intakes and counseling

Employment Connection performs behavioral health assessments for each participant in job readiness training and offers follow-up virtual and in-person counseling.

Our Budget

Community supporters can be assured that their charitable dollars are utilized in the most effective and efficient way. Employment Connection works continuously to ensure that every dollar donated goes to those who need it most.

Below is the summary of our financial year ending December 31st, 2021. Employment Connection remains in a solid financial position by diligently appropriating our fiduciary responsibility.

Revenues

Contributions	$686,768.00
United Way	$639,684.00
Grants and contract revenue	$4,472,503.00
Investments/miscellaneous	$188,296.00
Total revenues and support	**$5,987,251.00**

Expenses

Competitive Employment Program	$4,393,592.00
Managed Work Services	$1,029,606.00
Total program service expenses	**$5,423,198.00**
Management and general expenses	$338,281.00
Fundraising expenses	$205,370.00
Total expenses	**$5,966,849.00**

Net assets at end of year (accumulated)	**$6,827,223.00**

Our Team

Employment Connection Board of Directors

Stephen M. Fiamingo
President

Richard E. Buckley
Vice President

Al Sears *Treasurer*

Elicia Eskew *Secretary*

Brenda Mahr *Past CEO*

Brian Davies
Christopher Forbringer
Trudi M. Foushee
Justin King
Kem Mosley
Tyler Olsen
Melva Pete
Lisa Shelley
Directors

Executive and Managerial Staff

Sal Martinez *CEO*
David Kessel *Executive VP & CEO*
Nora Davis *Director of Finance*
Karla Humphrey *Manager of Career Services*
Michael McCoy *Co-Manager of MWS, Ticket to Work, and Career Services*
Lisa Shelton *Co-Manager of MWS and Ticket to Work*
Christina Brewington *Co-Manager of Client and Housing Services*
Andrea Lewis *Co-Manager of Client and Hosuing Services*
Sara Brown *Manager of WIOA*
Charles Hatley *Cure Violence Site Manager, Wells-Goodfellow/Hamilton Heights*
Christopher "El" Jones *Cure Violence Site Manager, Dutchtown*

Volunteers contributed over 6,000 hours to Employment Connection in 2021!

Employment Connection is tax exempt under Section 501(c)(3) of the Internal Revenue Code. Donations are tax deductible to the extent allowed by law.

To learn more about our agency and programs, visit **employmentstl.org**.

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