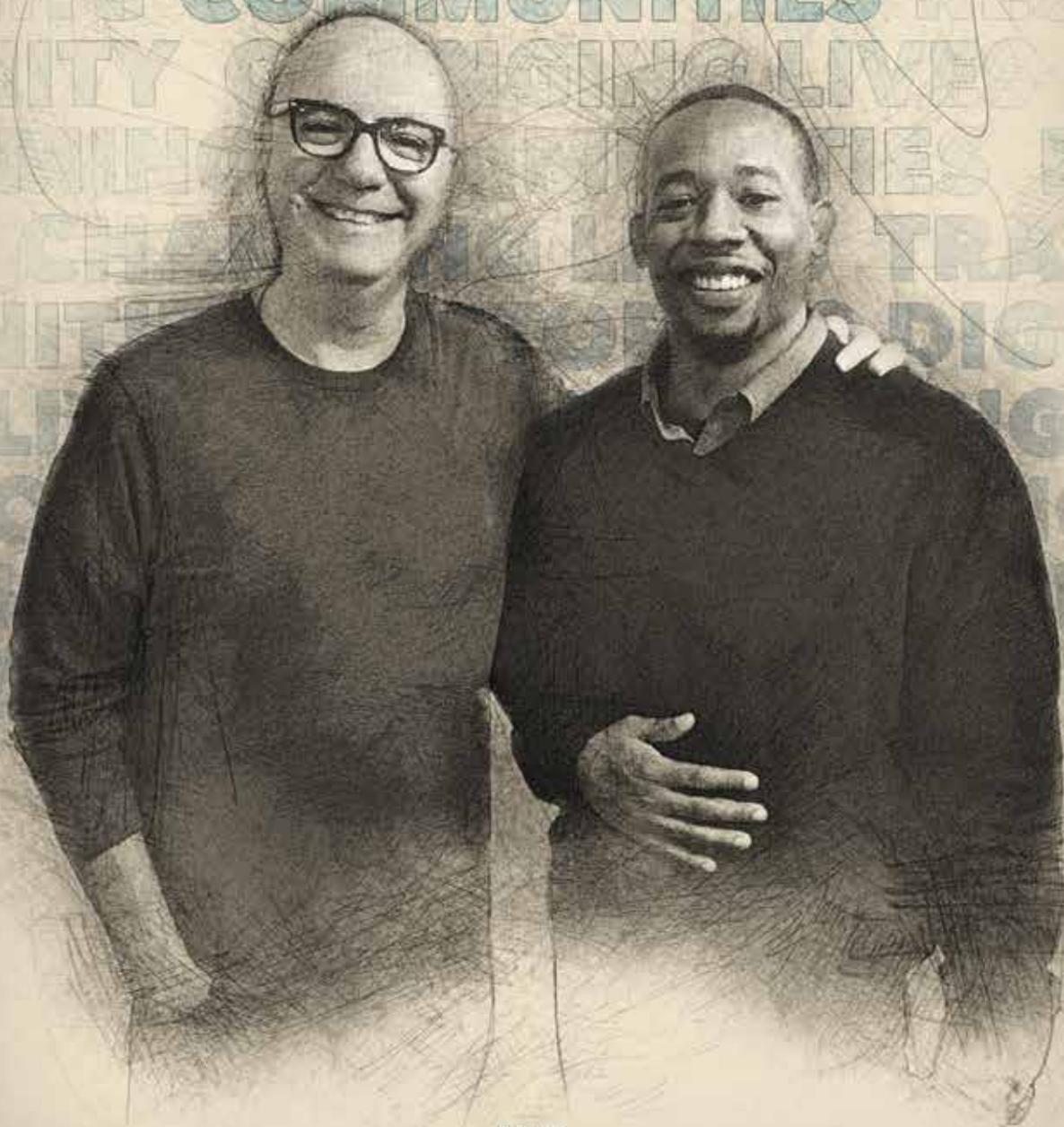


RESTORING DIGNITY  
CHANGING LIVES  
TRANSFORMING  
COMMUNITIES



2015

**J/L** JOBS *for* LIFE™

ANNUAL REPORT

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**"Solutions are not easy.  
They take time and require  
people to be committed  
to one another over the  
long haul."**

### Letter From The CEO:

Late in 2015, I along with Pastor James White facilitated a panel discussion in Raleigh, NC called "Lessons from Ferguson." Joining us were two pastors and one business owner from Ferguson, MO. They shared with us their perspective on the riots that took place there and the ways their community was moving forward. In the course of our conversation, we realized Ferguson is not unique. What happened in Ferguson could happen in any city across the country. We also learned how jobs can heal.

Leaving there, I felt a renewed sense of commitment to our mission at Jobs for Life to engage and equip the local church to address the impacts of joblessness through the dignity of work. As we have learned from our friends in Ferguson and seen in other places where we work, the lack of employment tears at the fabric of our society. Solutions are not easy. They take time and require people to be committed to one another over the long haul.

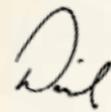
By the end of the year, **521 churches and community organizations** were leading Jobs for Life classes in 347 cities and 7 countries. While this was short of our goal of 600, over 5,800 people participated in these classes—a **10% increase from 2014**. Based on a sampling of these classes, **69% of students graduated and 64% of graduates obtained employment**.

In addition, as we continue to focus our efforts in local cities, we now have four Field Directors located in target markets with the addition of Atlanta and Tampa Bay in 2015.

While we're grateful for these results, we also faced a variety of challenges. Many churches and organizations canceled their classes because they could not find students. Several reported fatigue among their leaders. Others lost touch with their students and could not report outcomes. As a result, in the coming year, we're directing more resources toward our city networks, measurement and evaluation, and leadership training.

Many days I feel like we're trying to roll a large boulder up a hill only to see it roll back down. And yet, over and over again, we recognize success is not only getting the boulder to the top but also being willing to experience the pain and suffering of the climb.

**We praise God to have you pushing alongside us.**



**David Spickard**  
President & CEO

**MISSION**

To engage and equip the Local Church to address the impact of joblessness through the dignity of work.

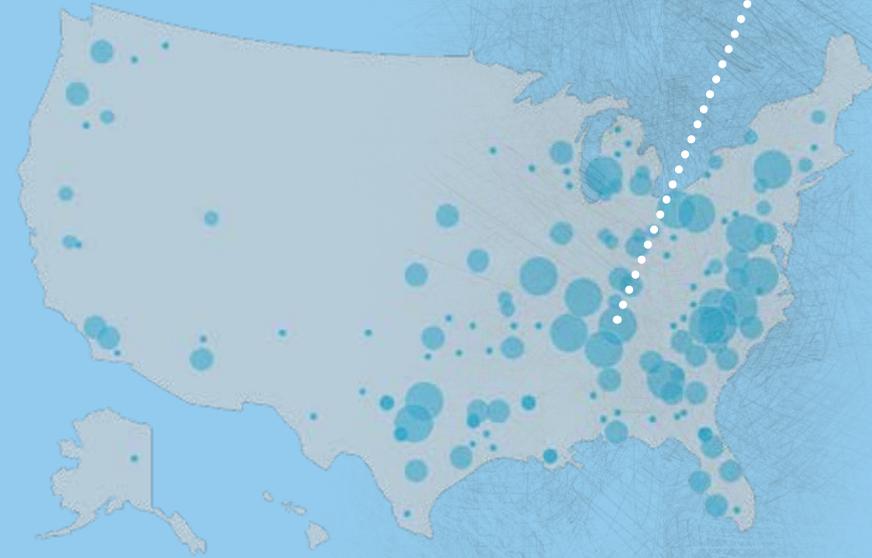
**VISION**

To see all people working and living for the glory of God.

**At Jobs for Life (JfL), we believe the solution to poverty and joblessness lies within the local Church.**

Established in Raleigh, North Carolina, in 1996, JfL is a global nonprofit organization that addresses the root causes of unemployment by uniting local churches, businesses, and community organizations and facilitating positive transformation within lives and communities. By mobilizing a worldwide network of volunteers committed to applying biblically-based training and mentoring relationships, JfL helps those in need find dignity and purpose through meaningful work.

Today, churches and ministries in **347 cities, 40 states, and 7 countries** are leading JfL classes and providing hope to those in their community who struggle finding and keeping employment. Both JfL's program for adults and its program for young adults, Powered for Life, provide powerful tools for churches and ministries to transform lives and their communities as people learn God's gift of work, find meaningful employment, and experience life in Christ.



**The JfL City Network**

The JfL City Networks consist of churches, businesses, non-profits, investors, and volunteers working together to bring lasting transformation. Whether it's hiring graduates, leading and participating in JfL classes, or investing resources, each level of involvement plays a critical role in addressing the impact of joblessness. The unity created among people with diverse interests, knowledge, and experience brings about lasting and sustainable change.



**The JfL Site**

In cities across the world, churches and ministries are implementing JfL's job training and support strategy enabling unemployed or underemployed individuals to obtain and maintain meaningful employment. In some cases, a site is a group of churches and organizations working together. The site has ownership of the outcomes that happen in their community and class.



**The JfL Class**

JfL sites are committed to running at least one class per year, with each class typically running for 16 sessions over the course of 8 weeks. These classes focus on helping unemployed or underemployed individuals obtain and maintain meaningful employment. The JfL curriculum is used as a discipleship platform for volunteers and students to connect, learn, and grow together as they experience the love and redemption of Christ and the value of work.



**Relationships**

Relationships are the foundation of the JfL class. Everything we do in life comes down to relationship. It is one of our greatest gifts and challenges. It is in deep, authentic, long-term relationships that we learn, grow, and develop. When we recognize strengths and weaknesses, and our differences and distinctions, we complement each other and gain a better understanding of God's love.

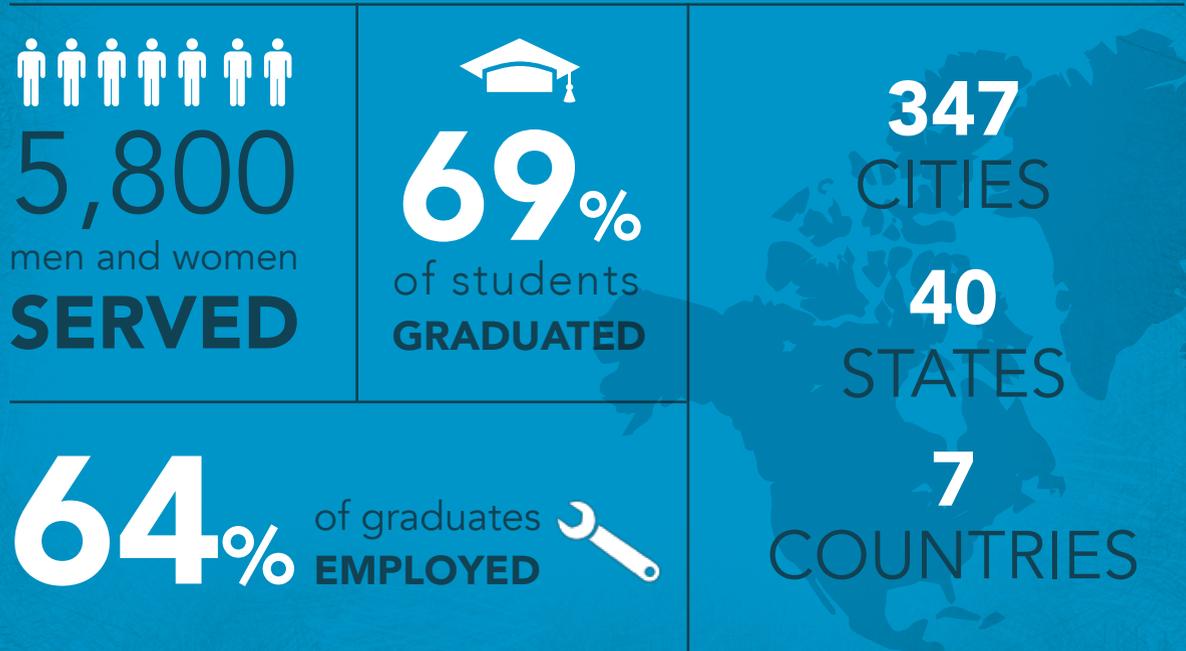
>> Learn more at [www.jobsforlife.org](http://www.jobsforlife.org)

# 2015: A YEAR IN REVIEW

**We celebrate God and His amazing work through Jobs for Life and the Local Church in 2015!**

In 2013, we shifted our strategy to allow us to serve more churches and organizations globally, while also going deeper in cities to better address joblessness locally. In 2015, we made significant progress toward these objectives. We are delighted to share with you not only key quantitative metrics outlining this progress, but also real, transformative stories of restoration, healing, and reconciliation that can only be attributed to the power of God.

## IMPACT



## Major Accomplishments



### ENGAGING THE LOCAL CHURCH:

- 521 churches and organizations ("sites") hosting classes
- 231 new sites
- 1,800 leaders and volunteers
- 330 donors supporting JfL's work



### MOBILIZING CITIES:

- Launched 2 new City Networks (Atlanta, GA and Tampa, FL)
- Hired 2 new Field Directors
- Hosted the first "Global Breakfast of Champions" event
- Hosted the first "Week of Prayer"



### EQUIPPING LEADERS:

- Trained and distributed training resources and tools to 1,965 leaders and volunteers
- Launched T3 ("Train the Trainer" - a certified training program for experienced leaders)
- Updated website with greater functionality

## Strategic Focus Areas

### MOBILIZE TARGETED CITIES:

Joblessness is a local problem that requires local solutions. One of JfL's key strategies is to expand into targeted cities and expend resources to mobilize churches, organizations, businesses, and community leaders to address unemployment.

### ELEVATE LEADERS:

Churches and community leaders are on the front lines every day tirelessly working to end joblessness in their city. Through their experience, knowledge, and expertise, they have significant impact in their neighborhoods and communities. By putting their work on display, we allow others to learn from and celebrate with them.

### LEVERAGE TECHNOLOGY:

Technology cannot replace relationships, but it can help us become more productive and efficient in serving JfL Network members. Through our web-based platform, we are providing training materials and resources, tools to facilitate classes, forums for connections and learning, and ways to measure impact.

# STORIES & TESTIMONIES



"This platform has given individuals in our church more of a purpose and a way to live out their faith. It's provided an opportunity to give back to their community."

- Kevin Riggs, JfL Site Leader

## RESTORING DIGNITY in Atlanta, GA

Hakeem was living the epitome of how our culture views young black men. His mother was an addict; his father was absent; and he grew up in poor, difficult neighborhoods. Hakeem knew God enough to resent Him and rebel. At the bottom, he found himself at the Atlanta Mission, ready to begin a sabbatical that would transform his life.

Dan worked for a computer software company and had been volunteering at Lazarus, an Atlanta-based outreach to the homeless, for seven years ([www.wearelazarus.org](http://www.wearelazarus.org)). He loved the relational aspect of the work and was ready for an opportunity to build some long-term relationships.

In a narrative that could only be orchestrated by God, Atlanta Mission, Lazarus and several churches came together to start a JfL class. Hakeem and Dan connected and became friends and student/champion in the class. Even though their experiences were very different, they had common ground as brothers in Christ.

Both Hakeem and Dan had reservations about the class but as each week went by they both grew as a result of the authenticity and transparency of the group. They met for lunch and kept in touch outside of the class. Dan shared his experience with work and Hakeem gained employment.

In an unexpected turn of events, Dan was laid off and found himself unemployed and struggling to understand God's will. It was Hakeem's encouragement and prayers that helped Dan learn to just "be" and listen to God.

Dan is now working part-time at Lazarus and started his dream business as a travel guide ([dtour.me](http://dtour.me)). Hakeem was so moved by his own encouragement toward Dan that he is also in the process of starting his own business.



In Hakeem's words, "We serve an intentional God. When we really step out of the way and allow God to maneuver, that is when things get uncomfortable. That is when our faith and trust matter—knowing He is in control—it will be for our benefit."

>> Read more about this story at [www.jobsforlife.org/Annual-Report-2015](http://www.jobsforlife.org/Annual-Report-2015)



## CHANGING LIVES in Salisbury, NC



At First Baptist Church (FBC) of Salisbury, NC there is a community at work. More than **125 volunteers** engaged in the JfL class in some capacity, transcending typical volunteer roles. FBC Salisbury has woven together a community of various businesses, local government officials, and six other churches. "Without this community throughout Salisbury," Rod Kerr, the Site Leader says, "we wouldn't be seeing the change we are witnessing."

Building community takes time. Relationships take time. According to Rod, a big part of their job requires being in contact with the diverse leaders throughout Salisbury who want to make the community stronger and seeking new partners to join the journey. Without these relationships, the community does not grow outside of the four walls of the Church.

The word community gets thrown around a lot, but Rod explains how the power of these relationships is real. When business owners in Salisbury see JfL on an applicant's resume, they move that candidate to the top of the list for an interview — that's powerful. Business owners are seeing the results in quality candidates.

Since starting their JfL ministry, FBC has hosted **5 classes; 30 students have graduated** and **23 have found work**. You feel the excitement when someone walks in the class and lets everyone know they just got a job. According to Rod "the whole room erupts in celebration."

William Dye, a JfL Graduate from the FBC Salisbury site, said, "When you first come here, you feel the welcome, the love, the power. It made me feel comfortable that I could open up. If you show love to people, you'll get good results."

**"Without this community, we wouldn't be seeing the change we are witnessing."**

- Rod Kerr,  
JfL Site Leader

>> Read more about this story at [www.jobsforlife.org/Annual-Report-2015](http://www.jobsforlife.org/Annual-Report-2015)

## THE POWER OF THE NETWORK

The JfL Online Network is a web-based platform designed to help mobilize and connect churches and ministries as they address joblessness in their cities. This tool enables users to store information about classes, track students progress and success, gain access to free training materials and videos to facilitate classes, and learn from like-minded leaders in their city and around the globe.

We launched the Online Network in 2014 but made major improvements in 2015 to make it more user-friendly and effective.

Technology will never replace one-on-one interaction, but it can help us stay connected and gain the resources we need to learn and grow.

**1,800 LEADERS**  
..... are utilizing the .....  
**ONLINE NETWORK**



### By joining the Online Network, sites have access to the following benefits:

- Unlimited access to curriculum, tools, and resources to conduct classes
- Use the JfL brand and likeness to promote their ministry
- Register classes, record progress, and receive impact reports
- Receive training through events, webinars, and resource libraries
- Track site's progress and measure success
- Share stories and publicize their impact to the world through the JfL website
- Connect to site leaders and volunteers around the globe to learn best practices and have opportunities for collaboration and encouragement

>> To join the Online Network, visit [www.jobsforlife.org/account/register](http://www.jobsforlife.org/account/register)

# TRANSFORMING COMMUNITIES in Middle Tennessee

While unemployment and joblessness are global problems, addressing them requires a local strategy. In 2015, JfL deepened its focus on the City Network strategy, expending time and resources to mobilize churches, organizations, businesses, and community leaders in targeted cities to address unemployment. Two new full-time Field Directors were hired: Danny Rohrdanz in Tampa, FL and Keynon Akers in Atlanta, GA. We are already seeing how God is moving in these cities through their leadership and the partnerships and connections they are building.

Since its launch in 2012, the City Network in Middle TN, under the leadership of field director Marten Fadelle, has continued to flourish. In 2015, **18 churches and organizations led a total of 25 JfL classes**, shared resources, and learned from one another as they united to tackle poverty and joblessness in their region. **120 total students graduated** from these classes and came away with a deeper understanding of God's design for work, their identity in Christ, and a community surrounding them with support.

As a result, we are seeing more people get jobs, more resources being leveraged to provide sustainable solutions, and deeper relationships being built around the transformative power and love of God. We are encouraged and inspired by the leaders and individuals who are part of the Middle TN City Network, and we celebrate the way God is using them to transform their communities.

>> Learn more by visiting [www.jobsforlife.org/Annual-Report-2015](http://www.jobsforlife.org/Annual-Report-2015)

**"Jobs for Life is a real vessel of hope."**  
- Carol, JfL Co-Site Leader and Champion

**Middle TN City Network  
2015 Stats:**  
33 Sites  
25 Classes  
120 Graduates

**"Everyone in the class supported me and encouraged me to follow my passions."**  
- James, JfL Graduate

## Kevin Riggs

Pastor and JfL Site Leader at Franklin Community Church



For the past four years, Kevin led a JfL ministry through his church in Franklin, TN (including three classes in 2015). They partnered with the Davidson County Jail, and Kevin and his team of volunteers came alongside men and women in the jail to help them overcome roadblocks hindering them from finding employment. "It has transformed the volunteers' attitudes towards incarceration," states Kevin, adding that most of the team had never stepped foot inside a jail prior to the class. "This platform has given individuals in our church more of a purpose and a way to live out their faith and a way to give back to the community. The volunteers are always telling me they are getting even more out of the experience than those they are seeking to help."

## Carol Holloway

JfL Co-Site Leader and Champion at The Next Door



The Next Door in Nashville, TN ran their first JfL class in the spring of 2015. Carol Holloway, a mentor (which we call "champion") in the class, helped to jumpstart this program at The Next Door with help from Site Leader Joshua Davis and members of Covenant Presbyterian Church. They had 10 women participate; 6 out of the 10 women graduated and are all currently working. In the spring of 2016, The Next Door started their second JfL class, which includes 10 more women as well as leaders and volunteers from 4 different churches. Carol says, "The students are given encouragement. By the time they leave they have a smile on their face, and they feel encouraged. Jobs for Life is a real vessel for hope."

## Matt McMurray

Owner, ServiceMaster  
(Franklin, TN)

## James Johnson

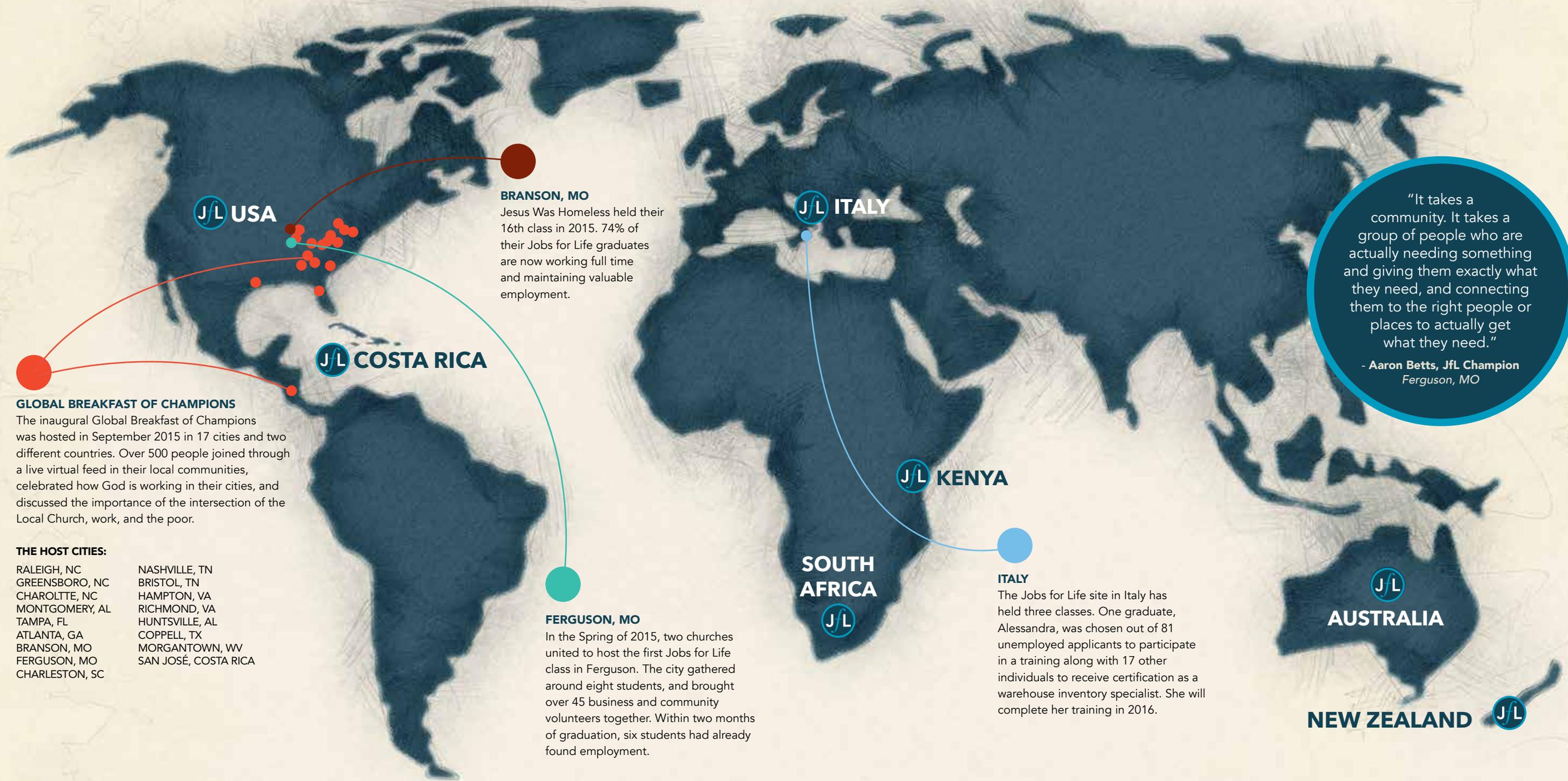
JfL Graduate and Employee  
at ServiceMaster



When the economy took a hit in 2008, James was left without a job and needed meaningful employment. His pastor, Kevin Riggs, encouraged him to enroll in the JfL class being offered at his church. "Everyone in the class supported me and encouraged me to follow my passions. My champion was very helpful and stuck with me," James adds. After graduating from the JfL class, he was introduced to Matt McMurray, owner of ServiceMaster. Matt started his company three years ago and was in the process of hiring new employees when he was introduced to James through his church in Brentwood, TN. Matt ended up hiring James, and states, "James is one of my best workers. I know that his time in the JfL class equipped him well for work." Matt firmly believes in the power of the Local Church focusing on the dignity of work and helping men and women find and keep a good job.

# A GLOBAL FAMILY

347 CITIES • 40 STATES • 7 COUNTRIES



**J/L USA**

**BRANSON, MO**

Jesus Was Homeless held their 16th class in 2015. 74% of their Jobs for Life graduates are now working full time and maintaining valuable employment.

**J/L ITALY**

**J/L KENYA**

**SOUTH AFRICA**

**ITALY**

The Jobs for Life site in Italy has held three classes. One graduate, Alessandra, was chosen out of 81 unemployed applicants to participate in a training along with 17 other individuals to receive certification as a warehouse inventory specialist. She will complete her training in 2016.

**J/L AUSTRALIA**

**NEW ZEALAND**

"It takes a community. It takes a group of people who are actually needing something and giving them exactly what they need, and connecting them to the right people or places to actually get what they need."

- Aaron Betts, JfL Champion  
Ferguson, MO

**GLOBAL BREAKFAST OF CHAMPIONS**

The inaugural Global Breakfast of Champions was hosted in September 2015 in 17 cities and two different countries. Over 500 people joined through a live virtual feed in their local communities, celebrated how God is working in their cities, and discussed the importance of the intersection of the Local Church, work, and the poor.

**THE HOST CITIES:**

RALEIGH, NC  
GREENSBORO, NC  
CHARLOTTE, NC  
MONTGOMERY, AL  
TAMPA, FL  
ATLANTA, GA  
BRANSON, MO  
FERGUSON, MO  
CHARLESTON, SC

NASHVILLE, TN  
BRISTOL, TN  
HAMPTON, VA  
RICHMOND, VA  
HUNTSVILLE, AL  
COPPELL, TX  
MORGANTOWN, WV  
SAN JOSÉ, COSTA RICA

**FERGUSON, MO**

In the Spring of 2015, two churches united to host the first Jobs for Life class in Ferguson. The city gathered around eight students, and brought over 45 business and community volunteers together. Within two months of graduation, six students had already found employment.

# 2015 FINANCIAL PERFORMANCE

2015 Revenue, Gains, and Support: **\$1,328,691**

**\$1,241,164**  
Contributions

**\$81,979**  
Sale of training materials

**\$5,496**  
Conferences and workshops

## Statement of Financial Position

December 31, 2015

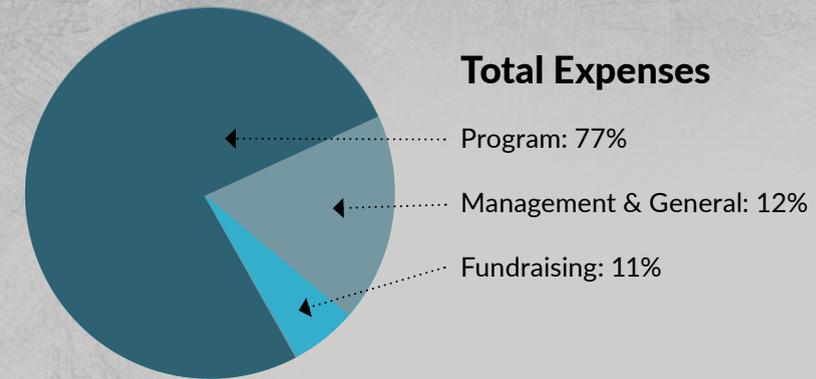
(With summarized financial information for December 31, 2014)

### ASSETS

	2015	2014
<b>Current Assets:</b>		
Cash	\$332,934	\$232,650
Pledges Receivable	\$326,940	\$310,000
Sales Tax Refund Receivable	\$3,179	\$1,458
Prepaid Expense	\$8,561	\$12,308
<b>Total Current Assets</b>	<b>\$671,614</b>	<b>\$556,416</b>
<b>Property and Equipment:</b>		
Office Equipment and Software	\$18,509	\$16,247
Less Accumulated Depreciation and Amortization	\$11,793	\$8,594
Net Property and Equipment	\$6,716	\$7,653
<b>Non-Current Assets:</b>		
Security Deposit	\$4,400	-
<b>Total Non-Current Assets</b>	<b>\$4,400</b>	<b>-</b>
<b>TOTAL ASSETS</b>	<b>\$682,730</b>	<b>\$564,069</b>

### LIABILITIES AND NET ASSETS

<b>Current Liabilities:</b>		
Accounts Payable	\$15,866	\$6,530
Accrued Payroll	\$39,318	\$35,908
<b>Total Current Liabilities</b>	<b>\$55,184</b>	<b>\$42,438</b>
<b>Net Assets:</b>		
Unrestricted	\$530,000	\$333,771
Temporarily Restricted	\$97,546	\$187,860
<b>Total Net Assets</b>	<b>\$627,546</b>	<b>\$521,631</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$682,730</b>	<b>\$564,069</b>



**5,800**

INDIVIDUALS SERVED

**\$211**

CHANGES A LIFE

## Statement of Activities

(for the years ended December 31, 2015 and December 31, 2014)

### SUPPORT AND REVENUES

	2015	2014
Contributions	\$1,241,164	\$1,159,106
Sale of Training Materials	\$81,979	\$99,752
Conferences and Workshops	\$5,496	\$14,358
Interest and Other	\$52	\$4
<b>Total Support and Revenues</b>	<b>\$1,328,691</b>	<b>\$1,273,220</b>

### EXPENSES

<b>Program Services:</b>		
Engagement and Awareness	\$470,470	\$548,862
Training and Leadership Development	\$316,372	\$135,044
Strategic Initiatives	\$142,374	\$91,217
International Development	\$17,806	\$303
<b>Total Program Services</b>	<b>\$947,022</b>	<b>\$775,426</b>
<b>Supporting Services:</b>		
Management and General	\$142,114	\$135,429
Fundraising	\$133,640	\$74,617
<b>Total Supporting Services</b>	<b>\$275,754</b>	<b>\$210,046</b>
<b>TOTAL EXPENSES</b>	<b>\$1,222,776</b>	<b>\$985,472</b>
<b>CHANGES IN NET ASSETS</b>		
<b>NET ASSETS (beginning of year)</b>	<b>\$521,631</b>	<b>\$233,883</b>
<b>NET ASSETS (end of year)</b>	<b>\$627,546</b>	<b>\$521,631</b>

Jobs for Life is a member of the Evangelical Council for Financial Accountability and adheres to its standards of effective stewardship.



**“God has used Jobs for Life to help me build supportive, healthy relationships and connections in the local community.”**

**- JfL Graduate**



## THE VISION

# ALL PEOPLE ARE WORKING AND LIVING FOR THE GLORY OF GOD

**Our vision is not accomplished by our organization alone.**

It involves a movement of God’s people restoring our world, one community at a time. People committed to pouring into those who are broken and hurting. People willing to embrace their own brokenness to pursue reconciliation and redemption.

It is only in deep, intentional relationships that we can possibly experience long-term solutions to joblessness and poverty.

The fullness and potential of this work is endless. Join us on this journey ahead.

**Pray for this vision in your city.**

**Mobilize your community to break down barriers of isolation, pride, and injustice and help people experience the dignity of work.**

## GET INVOLVED TODAY!

**Donate, Lead, Volunteer, Pray**

[www.jobsforlife.org/GetInvolved](http://www.jobsforlife.org/GetInvolved)



**Restoring** Dignity. **Changing** Lives. **Transforming** Communities.

P.O. Box 20368  
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