



# 2021 IMPACT

Proud partner of



Greater St. Louis

# Contents

01

From the Executive  
Director  
Page 4

02

Highlights  
Page 5

03

Student Stories  
Page 16

04

Impact by the Numbers +  
Historic Impact  
Page 20

05

Meet some of  
Our Volunteers  
Page 24

06

Financials  
Page 29



# FROM OUR EXECUTIVE DIRECTOR

# From our Executive Director

**“If you can't fly, then run, if you can't run, then walk, if you can't walk, then crawl, but whatever you do, you have to keep moving forward.” - Martin Luther King, Jr.**

As 2021 draws to a close, we reflect on an exciting year full of both triumphs and difficulties. In the middle of many changes and adjusting to the "new normal," we continue to be committed to our mission of empowering students by providing on-the-job training in construction, leadership, and life. Despite the many challenges along the way, God continues to be faithful and strengthen us for this work!

It is a joy to walk alongside our students as they discover God's imprint on their lives. Through an environment full of grace and love, we give our students the freedom needed to grow, all-the-while, constantly raising the bar so they can reach their full potential. Every day, we continue to learn so much from our students and community, with a continual effort to serve them in a deeper and more meaningful way.

In our efforts to provide more opportunities for our students, we continue to cultivate partnerships with new organizations, businesses, construction contractors, and trade unions.

Our nation is experiencing a severe shortage of skilled laborers in the construction industry. By introducing our students to the trades, we hope to spark their interest in countless well-paying careers options available to them. Also, as we increase our students' exposure to the world outside of East St. Louis, we believe that their new experiences will challenge them to see a future filled with possibilities. With these initiatives, we are working to eliminate the income and employment disparities which are very prevalent in our community.

From teaching students construction math to the proper use of a paintbrush to collaborations with other organizations, the stories you will read in the following pages prove that as an organization, we keep moving forward!

Sincerely,

A handwritten signature in black ink, appearing to read "DKA" with a stylized flourish at the end.

Dave Kuntz  
Executive Director



# HIGHLIGHTS



# We've had such a great year!



We started tutoring programs in math and reading comprehension. Through individual learning experiences, our students are receiving the analytical skills required for the construction trades.



The Southwestern Illinois College Precision Machining Technology (PMT) mobile lab came to introduce machining technology to our students. This exposure to additional workforce opportunities inspires our students to think of a future with possibilities.





We incorporated field excursions during our Summer Work Academy. We visited several sites, including the 126th Air Refueling Wing at Scott Air Force Base where our students were exposed to a variety of construction related careers within the Illinois Air National Guard.

Our field excursions also consisted of fun, team building activities such as indoor rock climbing, laser tag and bowling.





# Our students learned so much during the summer!

We participated in a 2-week Painter's Workshop conducted by one of our volunteers, Mr. Larry Marler, owner of "The Works." Students learned the intricate details of proper equipment and materials set-up, detailed site preparation, and the painting techniques necessary to perform a nearly flawless paint job.



Our students built dog houses using an instruction manual created by our Construction Programs Manager. We conducted a 3-day workshop at the Christian Activity Center where our students worked with middle schoolers to complete the construction of the dog houses.





These dog houses are available at an affordable price to the residents of East St. Louis through our community partner, Gateway Pet Guardians.





Bricklayers Local 8 of Illinois came during the Summer Work Academy to introduce our students to the trowel trades. They also joined us at a 2nd Saturday working with students and performing masonry restoration on one of our rehab home projects.



Lansdowne Community Initiative (LCI) is a non-profit organization serving the Lansdowne community of East St. Louis. In partnership with Unity Lutheran Church, their mission is "changing the community by changing the community." They do this by providing new homes, renovating existing ones, and providing financial education. LCI and R3 have been working together in the renovation of a duplex house and a triplex apartment. Earlier this year, we finished one of the duplex apartments. We invited Welcome Home Ministry from O'Fallon, Illinois, to collaborate with us by furnishing the home and helping the family move in. Apartment #2 is 90% complete with the goal of moving a new family in by the end of the year.





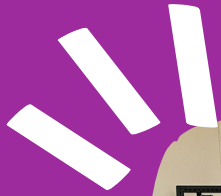
R3 accepted an invitation from the City of East St. Louis to partner in a civic beautification initiative. The first project was in support of Mayor Robert Eastern's initiative to create a School Safe Zone around East St. Louis Senior High School. R3 organized its traditional 2nd Saturday volunteer workday in collaboration with city employees, community organizations, residents, and R3 students and volunteers to clear brush and debris, pick up trash and paint houses along two city blocks facing the high school. With this project, 75 volunteers completed work tasks on 13 properties (12 houses, 1 vacant lot) in 5 hours. It was a fantastic day and we are looking forward to our next project in collaboration with the city!





# More snapshots from this year!





# STUDENT STORIES





Jordan W., joined R3 for the Spring 2021 Internship. He credits R3 with helping him decide on a career in the construction trades. Jordan has already been offered a job at \$22/hr with a residential painting contractor. He is currently enrolled in the Highway Construction Careers Training Program to, in his words, “broaden my knowledge of construction and make myself more valuable to my prospective employer.”



**Maleah P.** joined R3 for the Spring 2021 Internship. She initially hated the thought of daily R3 construction math class, but made the effort to plow through. Maleah graduated high school in May 2021 without clear plans for her future and decided to continue with R3's Summer Work Academy. During an R3 field excursion to Scott Air Force Base, she received inspiration from a female Air National Guardsman. She is currently pre-testing for the ASVAB exam and now sees the benefits of those R3 math classes. She hopes to join the Air Guard and be trained as either a Boom Operator on a refueling tanker, a Medical Technician, or Civil Engineering Support Tech. Her future plans are to use the Air Guard's educational benefits to attend college for nursing.





**Marquez W. and McKinley L.**, two young men from East St. Louis who graduated from the SWIC Highway Construction Careers Training Program, honed their skills while working with R3 student interns and skilled tradesmen on the R3 housing rehab projects in East St. Louis. In collaboration with our partner, the Lansdowne Community Initiative, R3 provided temporary jobs, helping them establish their careers in the trades. Both young men are now card-carrying members of trade unions (Iron Workers and Carpenters).





# IMPACT BY THE NUMBERS + HISTORIC IMPACT

# What are our students saying?

## Key Performance Indicators

## Outcomes



Students feel more hopeful about the future.

- 100% - "I used R3 to begin positive changes in my life."
- 82% - "I'm growing in my faith."



Students obtain job readiness skills.

- 91% - "My experience with R3 has improved my ability to get a job."



Students obtain employment.

- 32% of our active students currently have a job outside of R3 or are enrolled in post-secondary education.



# Services Offered and Volunteer Mobilization



- Employed 36 East St. Louis youth through our workforce development program.
- Served 88 East St. Louis youth and families through workforce awareness and housing initiatives.
- Mobilized 400+ volunteers to serve 4000+ hours in service to our students and city.



# Historic Impact



6.5 years



Generated \$2.5 mill



Employed 100+  
youth



Rehabbed 31  
homes



Partnered with 30+  
businesses & organizations



Mobilized 1000+  
volunteers



# MEET SOME OF OUR VOLUNTEERS



**Larry Marler** started volunteering with R3 during the 2020 Winter Break Internship. From the beginning, Larry displayed a passion for serving with our students. As a part of this year's Summer Work Academy, he organized a two-week Painting Workshop for R3 students at a local training facility. Under Larry's instruction, our students were introduced to the intricacies of proper equipment and materials set-up, detailed site preparation, and the techniques necessary to perform a nearly flawless drywall repair and painting job. He is committed to our students' success and the R3 mission, and we are honored with his service!



**Dave Henson** is a retired Marketing Executive who, after learning about R3, became interested in our work and the success of our students. He served as a full-time volunteer with R3 during the 2021 Summer Work Academy, sharing his story with our students and walking alongside to inspire and encourage them. As an avid amateur home remodeler, he was able to closely assist our students with their dog house construction project. Our students were very excited to spend time with him, learning life's lessons and receiving sage wisdom during informal conversations. We look forward to our continuing partnership with Dave!





**Virginia Hankins**, a church administrator, has been volunteering with R3 for four years. A Millennial at heart, she serves routinely on 2nd Saturdays and uses social media and word of mouth to introduce friends and acquaintances to R3. As a result, many of her friends and church members have now volunteered with R3. Virginia's passion for young people led her to teach a Bible class during our 2020 Winter Break Internship. Through her routine service, she's formed a bond and connection with our students and staff. We are so thankful for her commitment to making a difference in the lives of our students!





# More Amazing Volunteers!

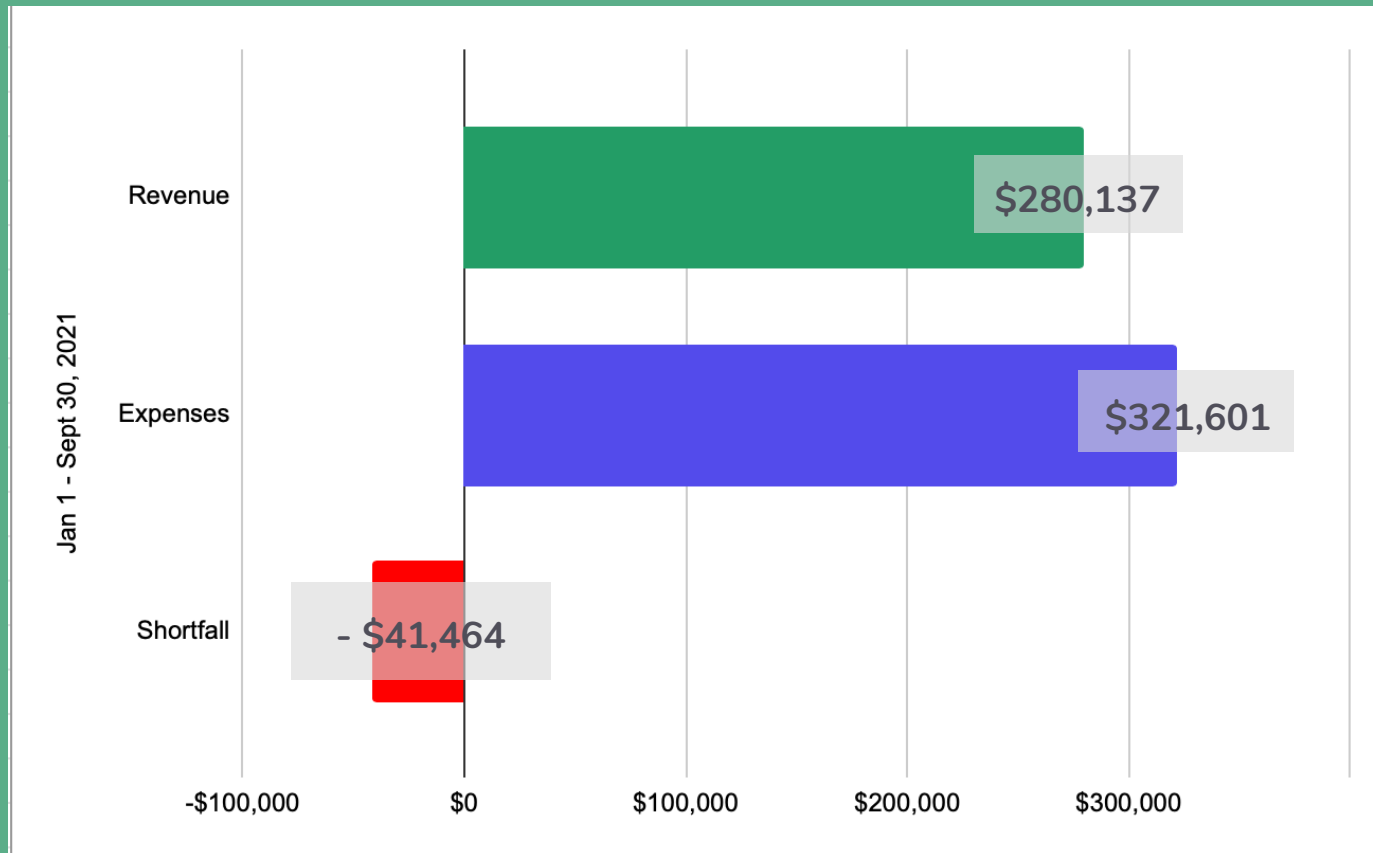




# FINANCIALS

# Profit & Loss (YTD)

Chart No. 1



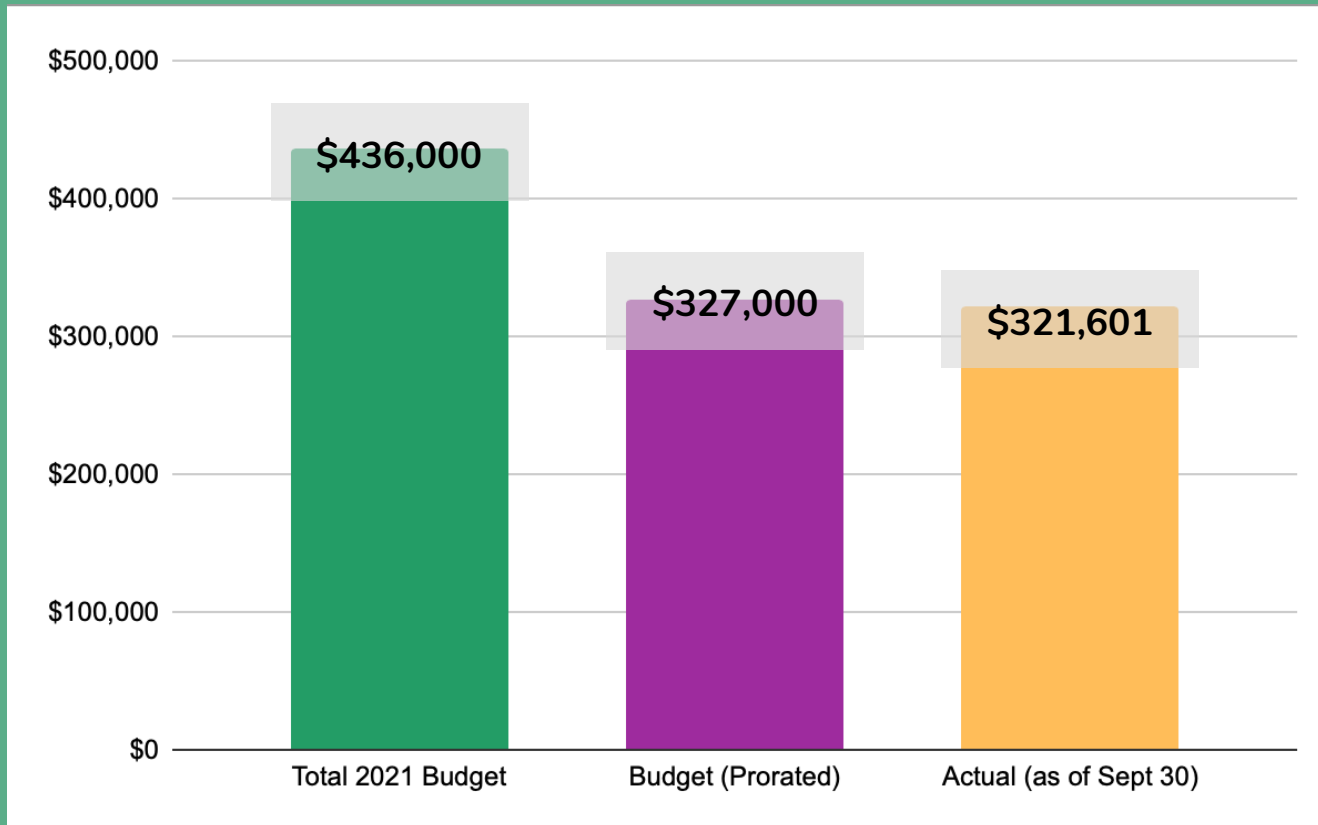
As we enter the final quarter of 2021, we are tremendously thankful for all the ways God's funded His mission in East St. Louis. This includes your support! Thank you! Furthermore, we are confident in the Lord's provision through the remainder of this year and beyond.

# Profit & Loss (YTD)

- **Revenue**: We are behind budget by a total of 15% - this includes donor revenue (-46%), and real state revenue (-66%). Grant revenue has stabilized our impact tremendously reflecting 33% above our goal. Note: we received and expensed the Paycheck Protection Program (PPP) loan in 2020, which was forgiven in 2021 and is reflected as income (\$42k) in the attached financials.
- **Expenses**: We are 2% behind our budgeted goal (See Chart No. 2). The following categories and percentages reflect the over/under relative to our goals: fundraising (-25%), community programs (-50%, Note: a community partnership significantly reduced our cost for youth wages), operations (+12%) & staff costs (even).
- Relative to our 2021 budget, we report a **-\$41,464 shortfall** through Q3. This is typical of R3, and many non-profits, because we rely heavily on year-end fundraising.

# Budget Vs. Actual (YTD)

Chart No. 2



Thank you for your financial support. You are making an eternal impact on so many lives, but especially those reflected in this report.





**Thank you for  
your support!**

Proud partner of



Greater St. Louis