



“It may be possible for each to think too much of his own potential glory, but it is hardly possible for him to think too often about that of his neighbor. The weight of my neighbor’s glory should be laid daily on my back, a load so heavy that only humility can carry it, and the backs of the proud will be broken.”

–C.S. Lewis

Steadfast was founded in 2021 with the mission of bridging the gap to life-changing resources and limitless career opportunities.

Our vision is to connect the steadfast members of our society so that, together, we can build a stronger community. We are privileged to have you join our network of contributors, participants, allies, and affiliates.

Your commitment to building a path where the disempowered members of our community are equipped with restored hope, supportive relationships, and the needed resources to pursue their best future is an investment for the future of our city.

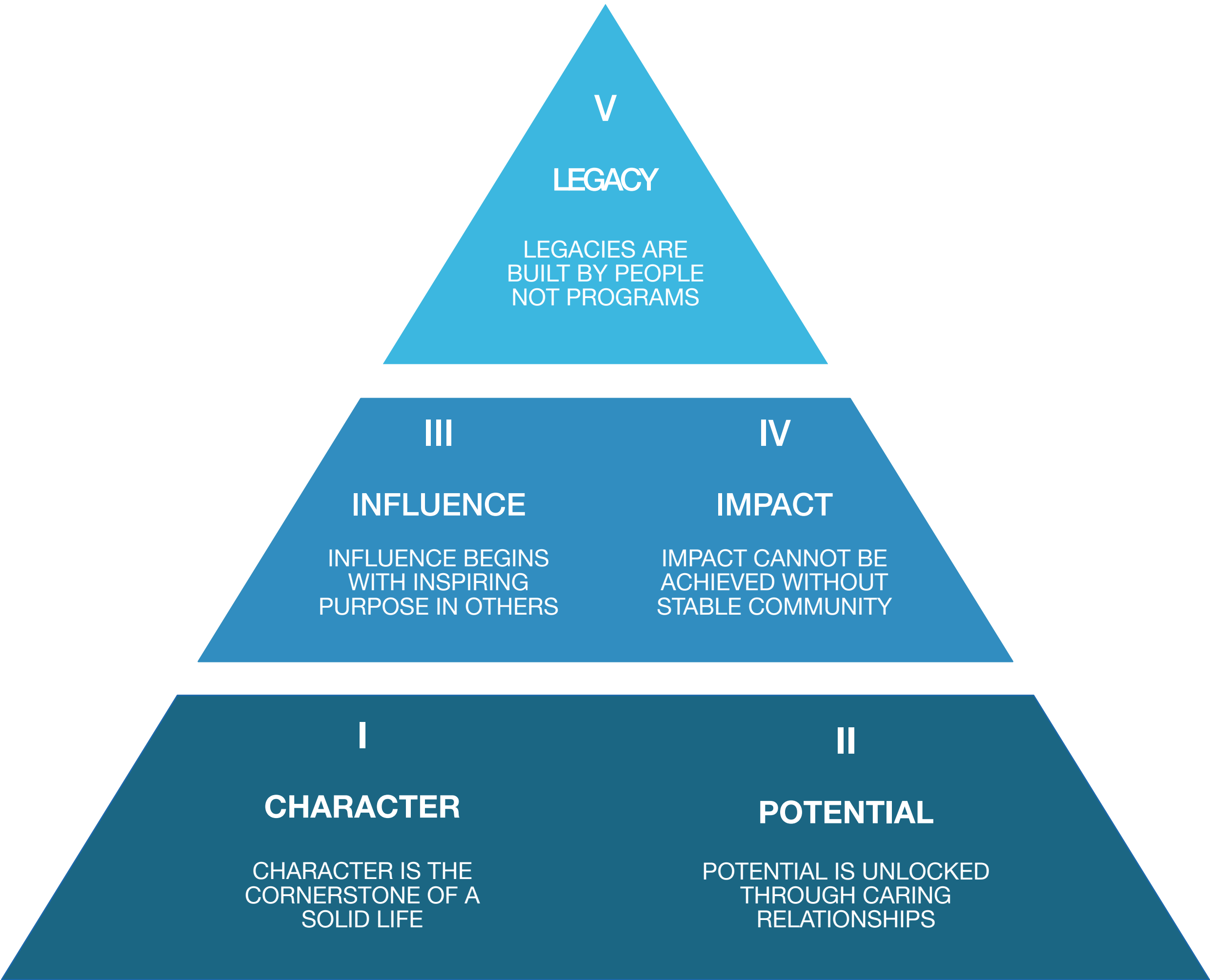
Welcome to Steadfast

A handwritten signature in black ink, appearing to read 'George Gillam', with a stylized, flowing script.

George Gillam,  
*Executive Director*

*Welcome*  
to  
Steadfast  
Foundation

OUR VALUES



*Steadfast Launch Event (2021)*

# FOUNDATION PRIORITIES

## ■ RESTORED RELATIONSHIPS

STEADFAST PLACES THE RELATIONSHIPS BETWEEN INDIVIDUALS OF ALL SOCIAL CLASSES AND INCOME DEMOGRAPHICS AT THE CENTER OF OUR EFFORT TO ADDRESS POVERTY.

## ■ INDIVIDUAL EMPOWERMENT

AS A FOUNDATION, WE ACKNOWLEDGE AND SUPPORT THE CAPACITY FOR SELF-DETERMINATION AND POTENTIAL IMPACT HELD BY EACH MEMBER OF THE COMMUNITY.

## ■ FINANCIAL INDEPENDENCE

STEADFAST EQUIPS INDIVIDUALS WITH THE FINANCIAL OPPORTUNITIES AND RESOURCES THAT ALLOW THEM TO CHOOSE THE BEST PATH FORWARD FOR THEMSELVES AND THEIR FAMILIES.

By directly connecting members of the community with the individualized support and opportunities they need to thrive, we are reversing the cultural narrative that promotes learned helplessness and perpetuates the cycle of generational poverty.



TOGETHER WE ARE

# BRIDGING THE GAP



1

LOCATE

We connect directly with members of the communities we aim to serve through a boots-on-the-ground approach to discovery and recruitment.

2

ANCHOR

We provide individualized assessment and support services to each participant to improve their ability to reach their personal and professional life goals.

3

BRIDGE

We create a network of resourceful and accountable groups and businesses committed to reintegrating the disempowered and isolated members of the community.

4

SUSTAIN

We come alongside individuals while communicating that they are seen, valued, and capable of sustaining impact in their local community to cultivate hope for the future.

# DEVELOPMENT PRIORITIES

52<sup>K</sup>

STAFFING & TRAININGS



BY SUPPORTING OUR COMMITTED OPERATIONS TEAM THROUGH SECURE EMPLOYMENT AND ONGOING TRAINING WE ARE BETTER EQUIPPED TO BUILD INTENTIONAL SYSTEMS AND PROCESSES THAT CONNECT, SUPPORT AND STRENGTHEN THE RELATIONSHIPS THAT ARE CHANGING THE FUTURE OF OUR CITY.

STAFF SALARIES  
DEVELOPMENT  
TRAINING

54<sup>K</sup>

FACILITIES & OPERATIONS



BY CONTRIBUTING TO A BASE OF OPERATIONS IN THE LOCAL COMMUNITY, STEADFAST IS BETTER ABLE TO PROVIDE DIRECT SERVICES TO OUR PARTICIPANTS IN ADDITION TO FACILITATING A STRONGER CONNECTION TO OUR NON-PROFIT PARTNERS AND BUSINESS AFFILIATES.

OFFICE  
ADMIN  
INSURANCE  
FEES

181<sup>K</sup>

PROGRAMS & GRANTS



THE BEATING HEART OF STEADFAST IS THE DIRECT CONNECTIONS AND CRITICAL SUPPORT WE PROVIDE TO THOSE STRUGGLING IN THE COMMUNITY. THROUGH INDIVIDUAL SUPPORT GRANTS, JOB PLACEMENT, AND CARING RELATIONSHIPS, WE ARE EMPOWERING THE PARTICIPANTS WITH THE NETWORK AND RESOURCES TO CHANGE THEIR FUTURE.

JOB PLACEMENT  
SUPPORT GRANTS  
CAREER RESOURCES

10<sup>K</sup>

SPECIAL PROJECTS



AS AN ORGANIZATION THAT CELEBRATES INDIVIDUALS, WE WANT TO CAPTURE THEIR STORIES IN A MANNER THAT HONORS AND RESPECTS THE VALUE OF THEIR JOURNEY AND INSPIRES OTHERS TO START THEIR OWN.

FILM DOCUMENTARY

# WHAT YOUR CONTRIBUTION MEANS

**\$15 hourly wage (+\$5 per hour for every dependent)**

*The Steadfast Standard of Living that we have identified as the determiner for an individual to successfully reach financial stability and step out of poverty.*

**Steadfast Identified Poverty Line**

*(\$30k for single individual)*

**Federal Poverty Line**

*\$9 hourly wage*

*(\$17k for single individual)*

**Average Steadfast Candidate**

*\$8 hourly wage*

*(Less than \$16K in annual income)*

*connection and opportunity*

\$

## INVESTMENT

- Career Assessment
- Resume Writing
- Documentation Assistance
- Mentorship Programs
- Support Grants

*Investment support is aimed at addressing immediate or critical needs of individuals looking to be placed with employment*

*opportunity to stability*

## UPVESTMENT

- Financial Literacy Resources
- Career Counseling
- Certification Pathways
- Education/Job Training
- Career Advancement Grant

*UPvestment support helps participants upgrade their current job or career through advanced certifications and credentials*

*stability for community*

## OUTVESTMENT


- Small Business Start-Up Package
- Business Coaching/Mentorship
- Entrepreneur Start-Up Grants
- Higher Education Pathways

*OUTvestment support is designed to create a launching pad for participants who have a proven track record and are ready to start their own business*




FREDDIE

WE **START** BY INVESTING IN FREDDIE'S FUTURE




STEADFAST PROVIDES TOOLS AND CONNECTIONS THAT RESULT IN A **SOLID CAREER OPPORTUNITY** FOR FREDDIE



OPPORTUNITY

EXCITED ABOUT MEANINGFUL EMPLOYMENT, FREDDIE IS ON TRACK FOR AN **ANNUAL SALARY OF 70K** BY HIS SECOND YEAR OF EMPLOYMENT



STABILITY

STEADFAST **COMMUNITY PARTNERS** PROVIDE FREDDIE WITH THE SAFTY NET THAT MINIMIZES HIS RISK OF RE- INCARCERATION



COMMUNITY

STEADFAST IN ACTION

SUSAN

WE **START** BY INVESTING IN SUSAN'S FUTURE




**SUPPORT**

A **STEADFAST SUPPORT GRANT** ALLOWS SUSAN TO AFFORD CHILD CARE SO SHE CAN FINISH HER MEDICAL CODING CERTIFICATE




**CONNECTION**

THROUGH OUR AFFILIATE NETWORK, **STEADFAST CONNECTS** SUSAN TO A NEW JOB OPPORTUNITY THAT OFFERS BETTER HOURS AND COMPENSATION FOR HER SKILLSET



**INVESTMENT**

BETTER HOURS AND WAGES MEANS **SUSAN CAN INVEST** MORE TIME INTO BEING A MOM FOR OUR NEXT GENERATION



Scenarios pulled from actual participants. Names and certain details have been modified for their anonymity.



# CURRENT IMPACT

50  
COUNTING

SUCCESSFUL JOB PLACEMENTS AND

- *PRIOR TO PLACEMENT THE AVERAGE STATUS OF A STEADFAST PARTICIPANT WAS EITHER UNEMPLOYED OR MAKING LESS THAN \$10 AN HOUR.*
- *ALL CURRENT JOB PLACEMENT PARTICIPANTS ARE EARNING \$15+ PER HOUR BRINGING AN ANNUAL REVENUE INCREASE OF **\$525,000** TO FAMILIES IN THE INNER CITY.*

60

INDIVIDUALS RECEIVING SUPPORT THROUGH

- *TEMPORARY JOB PLACEMENT*
- *INDIVIDUAL SUPPORT GRANTS*
- *HOUSEHOLD & CLOTHING DONATIONS*
- *CAREER COACHING/RESUME BUILDING*
- *COMMUNITY SUPPORT*

## HOW YOU CAN HELP

## Spread the Word

You can tell people about the work Steadfast is doing in the community or host an event and we will share the amazing story about how Steadfast came to be and what we are up to today.

## Become a Volunteer

Contact us at [info@thesteadfast.org](mailto:info@thesteadfast.org) to find out how you can get involved with serving our participants.

## Job Scouting

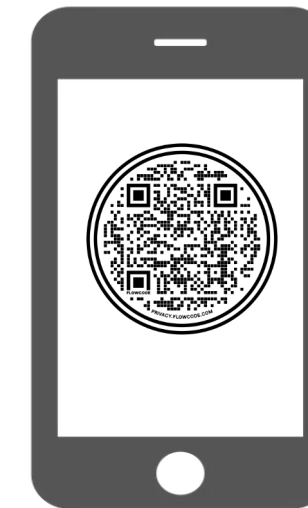
Know of an entry level position that needs to be filled? We are always looking for good work opportunities in supportive environment for our participant network. Send job posting info to [info@thesteadfast.org](mailto:info@thesteadfast.org)

## Candidate Referral

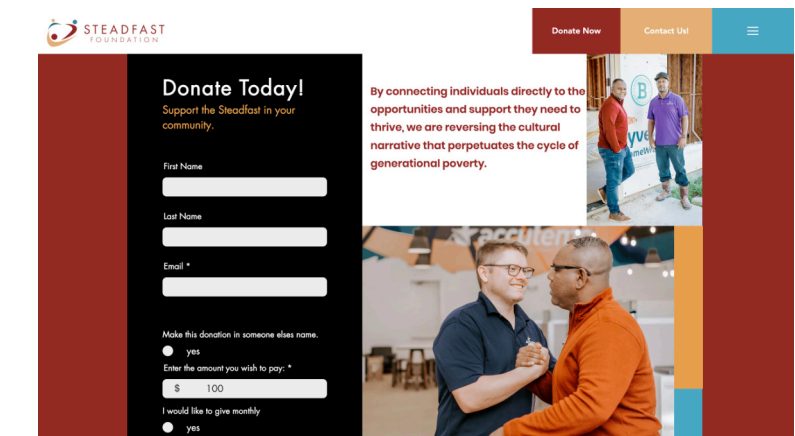
Those interested in serving as the ARMs (*Active Referral Methods*) for Steadfast can help us locate, anchor, and bridge local individuals from the community to our job placement or life essential grant opportunities. Reach out to us at [info@thesteadfast.org](mailto:info@thesteadfast.org) to learn more.

## Donate Online

Use the QR code to access our donation page



*website pages*



## Mail-in Donations

All Checks should be made payable to:

*Steadfast Foundation  
2019 Government St  
Baton Rouge, LA 70806*

Use the pledge form included in this packet for all mail in donations or for annual gifts.





# STEADFAST FOUNDATION

## CONTRIBUTOR PLEDGE FORM

ContributorName: \_\_\_\_\_

Mailing Address: \_\_\_\_\_ ☐ *I would like to remain anonymous.*

Email/Phone: \_\_\_\_\_

I would like to give a:	Gift of
<input type="checkbox"/> Monthly*	<input type="checkbox"/> Annual*
<input type="checkbox"/> Quarterly	<input type="checkbox"/> OneTime Gift
<input type="checkbox"/> Bi-Annual*	

<input type="checkbox"/> \$25	<input type="checkbox"/> \$250	<input type="checkbox"/> \$5,000	
<input type="checkbox"/> \$50	<input type="checkbox"/> \$500	<input type="checkbox"/> Other Amount	
<input type="checkbox"/> \$100	<input type="checkbox"/> \$1,000	\$ _____	

**to Steadfast Foundation and authorize Steadfast to process this contribution using the selected payment option below.**

☐ *This gift is in honor of:* \_\_\_\_\_

### Payment Options

**Credit Card**

☐ Visa      ☐ Discover

Name on Card: \_\_\_\_\_ Card Type: \_\_\_\_\_ ☐ Mastercard ☐ American Exp. ☐ Other

Card Number: \_\_\_\_\_ Exp Date: \_\_\_\_/\_\_\_\_ SVC: \_\_\_\_\_

Billing Address: \_\_\_\_\_

**Bank Draft (ACH)**

Bank Name: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Name(s) On Account: \_\_\_\_\_

Routing Number: \_\_\_\_\_ Account Number: \_\_\_\_\_

Billing Address: \_\_\_\_\_

I agree to allow Steadfast Foundation to initiate a single or recurring credit card or ACH/electronic debit withdrawal from my account. I also understand that this authorization will remain in full force and effect until I notify Steadfast (in writing, by phone, or in person) that I wish to revoke this authorization.

Signatory: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

\*Starting Date: I wish to have recurring charges to my card/bank begin on (Date): \_\_\_\_/\_\_\_\_/\_\_\_\_

Recurring payments will be processed on the 1st of the month based on the frequency indicated in the contribution box above.

# FAQ

## What is Steadfast?

Steadfast Foundation is a 501(c)(3) not-for-profit public foundation that provides financial support and direct services to individuals facing poverty and the organizations committed to addressing such underlying causes of poverty.

## What is our mission/vision?

Bridging the gap to life-changing resources and limitless career opportunities by connecting the steadfast members of our society so that, together, we can build a stronger community.

## Why do we exist?

As a community-run and led foundation, we strive to restore relationships, promote financial independence, and empower individuals through a community network that spans a wide array of socioeconomic territories and is fueled by a mission to identify, celebrate and reward moral character and the persons who choose to build their life upon a higher value.

## What do we provide?

In order to facilitate our mission, Steadfast provides direct services to combat the effects and mindsets that contribute to generational poverty through job placement, support grants, community engagement, and relational support.

## Contact Info

Address: *2019 Government Street  
Baton Rouge, LA 70806*

Email: *[info@thesteadfast.org](mailto:info@thesteadfast.org)*

Website: *[thesteadfast.org](http://thesteadfast.org)*

## Staff/Admin

George Gillam (Executive Director)  
*[george@thesteadfast.org](mailto:george@thesteadfast.org)  
225-505-7867*

Wesley Horobetz (Program Coordinator)  
*[wesley@thesteadfast.org](mailto:wesley@thesteadfast.org)  
901-484-7822*

Erik Sampson (Operations Director)  
*[erik@thesteadfast.org](mailto:erik@thesteadfast.org)  
505-316-6116*

Shawna Gose (Administrator)  
*[shawna@thesteadfast.org](mailto:shawna@thesteadfast.org)  
225-931-9856*

## Board of Directors

Shawna Gose (*Board President*)

Edie Mitchell (*Vice President*)

Ethan Bush (*Treasurer*)

Julianna Dougherty (*Secretary*)

Ty Gose (*Chair of Growth & Development Committee*)