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*Building Upward Mobility*

**ANNUAL REPORT  
FY 2023-2024**

**The Do School**

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# TO OUR PARTNERS AND DONORS

## Year in Review

- Honoring our mission to narrow the economic equity gap.
- Recognizing various support channels.
- Spreading the word; sharing The Do School story.

## Operating Highlights

- Inspiring and promoting collaboration.
- Leveraging construction trade skills.
- Transforming lives, properties, and communities.

## Strategic Highlights

- Somewhere between “coincidence and skill.”
- Building economic mobility.
- Poised to make greater impact.

## Financial Message and Statements

- Solid financial footing.
- Wide variety of generous donors.
- Financial “proof of principle”.
- Income Statement
- Balance Sheet
- Proforma Balance Sheet

*“To inspire and promote collaboration in training a capable and sustainable workforce in underserved communities.”*

## **A Look Back**

During fiscal year 2023-24, The Do School continued to honor its mission to uplift individuals, neighborhoods, and our beloved town in narrowing the economic equity gap. The year brought many successes along with the challenges inherent in any worthwhile effort, but the board of directors and staff proudly state that it has been an outstanding year of achievement. The challenges encountered along the way will serve as learning opportunities in the progression of this experiment.

As you review this report, know that we are extremely grateful to you and all the support that we received during the year - whether in grants received, other monetary and in-kind gifts, volunteerism, public exposure, and the encouragement of the community to stay the course. Our lessons will serve as guidelines in our diligence to improve each year toward the goals of connecting “changed individuals” to sustainable work; providing a pipeline for workforce-ready men and women for our training partners in the construction industry; and the uplifting of neighborhoods with affordable housing.

We were also honored during the year to share our story both locally and nationally with other organizations committed to economic equity. I was invited by fellow board member, Jim Wolfston, to serve as a panelist discussing shared experiences at events in Portland, Oregon and San Diego, California. Two of our board members also attended a non-profit summit in New Jersey at the invitation of a donor for presentations by non-profit professionals on best practices in maintaining and sustaining an organization. We continue to reach out to available resources locally, nationally as well as through technology, which provide the tools for success in our mission.

The Do School team looks forward, enthusiastically, to another year of milestones in this important mission. Thank you for your partnership and on-going encouragement for our success.

**Jerry W. Anderson**  
**Founder and Executive Director**  
March 8, 2024



# IN RETROSPECT

## Accomplishments summarized:

- Continue to hold various conversations (meetings, discussions, brainstorming sessions, coffee meet-and-greets, presentations, walking tours, etc.) throughout the city to “introduce ourselves.”
- Increased partner-base to 26 partners: talents, expertise, services, funds, support.
- Placed LL1 on the market and sold our first property for a profit.
- Purchased our second property (LL2).
- Interviewed and enrolled trainees: six selected from the 11 interviewed.
- Kicked off and completed another innovative program cycle of skills training in the construction industry.
- Website kept up to date. Created and distributed quarterly newsletters (to distribution list of about 175)
- Applied for grants and conducted our first fund raiser.
- Received generous donations and was awarded several grant opportunities.
- Hired an awesome site supervisor (tradesman, teacher, and mentor) who is a great fit for our organization.
- The CAN DO Crew completed:
  - Approximately 60 hrs on a new construction build sited with Habitat Forsyth
  - Approximately 2,000 hrs in our learning lab
  - Approximately 225 hrs in a classroom environment
  - A life skills series with topics such as making right choices, good decision making, developing a personal awareness of values, how to create an elevator pitch, speaking confidently, diversity awareness, personal money management, and leading with purpose.
  - And job readiness skills such as job success, business communications, writing your résumé, and mock interview skills (application and feedback).
- Trainees receive a sustainable living weekly stipend for the 20-wk program and are able to work with licensed trade professionals and others providing their expertise through hands-on, job shadowing opportunities for observing and doing.
- Held our first fundraiser with a goal of \$30,000, raised \$25,975.
- Held our first Volunteer Days and had 10 volunteers from Piedmont Federal to register for the very first.



- Upgraded our online construction training offerings for the next cohort and site supervisor has already completed the courses and is prepared to apply principles from the training to in-house training going forward.
- Completed the rehab of LL2.
- Placed our second property on the market.



## Strategic Outlook

“Once is happenstance. Twice is a coincidence. Three times is enemy action” is a quote from Ian Fleming, the James Bond novelist. Perhaps this has been adapted over the years into other forms and applied to various aspects of life, such as a sports skill. “Once is lucky, twice is coincidence, but three times is a skill,” or even the shorter version, “once is lucky, twice is a skill.”

While The Do School has been in development for several years prior to 2022, 2023 completes The Do School’s second year as a not-for-profit that is active in the community.

2023 brought several notable accomplishments. The sale of the first “learning lab” (our term for the hands-on learning sites and the property that is being renovated), which returned to Underwood Avenue and the Boston-Thurmond neighborhood a cared for and owner-occupied home. The sale of this home allowed us to immediately move to purchase “LL2,” also on Underwood Avenue. As of this writing, this home is nearly completed and ready to be marketed for sale. The Do School is now actively looking for “Learning Lab 3, and 4!”

In 2023, The Do School “team” was greatly enhanced by the hiring of Jake Morgan to handle the supervision of the restoration and the hands-on learning. The Do School’s ability to hire Jake was made possible by a generous grant from The Winston Salem Foundation. As we go into 2024, we are thankful for the ongoing role Jake will play as well as the other members of the board that include construction, real estate, and personal development professionals. We have expanded the number of collaboration partnerships, local companies that donate their time, materials, and experience to the projects. We look to expand and deepen these partnerships in 2024. With this team and partnerships in place, we can see a path to complete two more learning labs in 2024 along with the training of several new groups of individuals looking to learn about construction trades.

While our financial position is strong, The Do School continues to seek additional grants and donors so that we can expand our capacity. There is not a shortage of need for the work that The Do School is accomplishing.

Some might say that with the completion of our second year in operation, we have graduated from being “lucky” and have moved on to somewhere between “coincidence and skill.” As an



inside observer, I can tell you without a doubt that luck has never played a role in The Do School's success. Instead, the success is due to Jerry Anderson's dedication to a vision, the work of the board and staff and to the commitment of our community financial and trade partners. It is with this team and their skills that we can confidently look forward to The Do School's growth and accomplishments in 2024.

**John Lenham**  
**Board Chair**  
February 8, 2024



# FINANCIAL SUMMARY

As the Treasurer of The Do School, I am pleased to report that our organization is on rock solid financial footing, and we are excited to begin our third full year of operations. The Do School continues to benefit from partnerships from a wide variety of generous donors - from institutional grant providers around the country to individuals in our community who share our passion for making a difference in our community. We can also boast a staff that understands the importance of cost control and efficiency. We also continue to be humbled by the organizations who support our efforts through in-kind donations of everything from office supplies to roofing shingles. Those three critically important pillars of our business model have helped to generate exceptional results to date.

In this Annual Report you will see our financial position as of our fiscal year end of February 29, 2024. On the surface, our Statement of Activities may look concerning, with a large reduction in Net Assets. However, keep in mind that these results do not yet take into consideration the net proceeds that we will receive from the sale of our second Learning Lab, affectionately known as “LL2”. That property was listed for sale on February 27, 2024, and as of 3/11/24 we accepted an offer greater than the asking price. While we have not yet closed on the sale of LL2, we believe that our “pro-forma” balance sheet following that sale will show cash in excess of \$160,000 and net assets approaching \$185,000.

We believe that these results provide financial “proof of principle” for The Do School. We can make a difference in the lives of people in our community who have been marginalized in some way. And we can do so in a way that allows us to be excellent stewards of the generosity of our partners.

Thanks to each of you for your support. We look forward to great things in 2024!

**Bill Ball**  
**Board Treasurer**  
March 11, 2024

# FINANCIAL STATEMENTS

## Statement of Activities - Income Statement

### The Do School

For the 12 Months Ended Feb 29, 2024  
Unaudited, Internally Prepared

#### Statement of Activities ("Income Statement")

	<u>29-Feb-24</u>
<b>SUPPORT AND REVENUE</b>	
Contributions & Grants	228,217.42
<b>Total Support and revenue</b>	<u>228,217.42</u>
<b>EXPENSES</b>	
Salaries and employee benefits	145,140.12
Stipend Expense	26,013.00
Payroll Service Fees	3,963.07
Consulting Services	26,750.00
Payroll & Related	<u>201,866.19</u>
Building Materials	76,479.35
Insurance premiums	10,608.48
Legal Start Up Fees	-
Office Supplies and Other expenses	16,778.42
Total Other Expenses	<u>103,866.25</u>
<b>Total Expenses</b>	<u>305,732.44</u>
<b>Change in Net Assets Current Period</b>	<u><u>(77,515.02)</u></u>
<u>Cash Reconciliation</u>	
Cash, Beginning of Period	120,637.90
Capital Expenditure - LL#2 Purchase	(19,172.44)
Capital Expenditure - Truck	(30,010.00)
Construction Loan Proceeds	\$45,000.00
YTD Increase/(Decrease) in Net Assets	(77,515.02)
Cash, End of Period	<u>38,940.44</u>

## Statement of Financial Position - Balance Sheet

### The Do School

At Period End February 29, 2024  
 Unaudited, Internally Prepared

#### Statement of Financial Position ("Balance Sheet")

	<u>At February 29, 2024</u>
<b>ASSETS</b>	
Cash and cash equivalents	38,940.44
Accounts receivable	
Pledges receivable	
Investments	
Land and buildings	\$121,664.79
Other assets	24,008.00
<b>Total Assets</b>	<u>184,613.23</u>
<b>LIABILITIES AND NET ASSETS</b>	
Liabilities	
Accounts payable	70.05
Notes payable	45,000.00
	<u>45,070.05</u>
Net Assets	
Without donor restrictions	95,480.23
With donor restrictions	44,062.95
	<u>139,543.18</u>
<b>Total Liabilities and Net Assets</b>	<u>184,613.23</u>

## Statement of Proforma Balance Sheet

### The Do School

#### Possible Proforma Balance Sheet Post Closing of Sale of LL2

	<b>Proforma Balance Sheet Post LL2 Sale</b>
<b>ASSETS</b>	
Cash and cash equivalents	163,140
Accounts receivable	
Pledges receivable	
Investments	
Land and buildings	-
Other assets	24,008
<b>Total Assets</b>	<b>187,148</b>
<b>LIABILITIES AND NET ASSETS</b>	
<b>Liabilities</b>	
Accounts payable	-
Notes payable	-
<b>Net Assets</b>	
Without donor restrictions	143,085
With donor restrictions	44,063
	<b>187,148</b>
<b>Total Liabilities and Net Assets</b>	<b>187,148</b>



# FY 2023-2024 DONORS

A sincere THANKS to our generous donors

<u>Award</u>	<u>Grant</u>
110,250.00	The Winston-Salem Foundation*
50,000.00	The Truist Foundation
31,300.00	Focus for Health Foundation*
30,000.00	Twin City Development Foundation
15,000.00	Black Philanthropy Initiative of W-S*
2,000.00	Knollwood Baptist Church*

  

<u>Donation</u>	<u>Donor</u>
\$5,000 to \$10,000	Dudley & Julie Bell
	Betty P. Sutton*
	Jim Wolfston & CollegeNET*
	Mr & Mrs James B Sutton*
\$1,000 to \$4,999	Liz & Mark Stafford*
	Clement Little*
	Pam & Bill Ball*
	John Lenham*
	Willette Mosby-Reynolds*
	Jay & Jane Helvey
	Wendy Miller & James Barefoot
	Jerry Anderson*
	Sandra Fishel-Booth
The Renaissance Charity Foundation*	
\$500 to \$999	Mr. & Mrs. James Stem
	Hope Church
	Richard & Patricia Lenham
	Gayle Anderson
	Fletcher & Anna Steele
\$100 to \$499	Jake Morgan
	ChoicePay
	Mr. & Mrs. McGee



Perry & Karen Miller\*  
 Michele & Nathan Mitchell\*  
 Dee S. Matthews  
 Betty A. Dent\*  
 Tim Graham\*  
 Clay Fielding  
 Joanna Reynolds  
 Jeff Trollinger  
 Andrea Adams

\$50 to \$99

Judi Meighan  
 Jahn Gazder

#### IN-KIND Donations

FL Blum Construction Company\*  
 Sunbelt Rentals\*  
 Plyler Supply Company\*  
 Sunnyside Millwork (David Dalholt)  
 Sutton Brothers\*  
 Kay Heating & Air Conditioning  
 Diversified Electrical Technologies  
 The Budd Group\*  
 Sir Speedy\*  
 Habitat for Humanity of Forsyth County\*  
 Womble Bond Dickinson\*  
 Winston-Salem Tees\*

Board Director

Staff

\*Repeat Donor

## PERSONAL IMPACT STATEMENTS

*J and I are very proud to be associated with this effort. I hope we can all make it bigger and better and really help some people who just need a chance.*

*J and I had supportive parents that helped push us to get educated and then apply what we learned to our work. That's how we were raised. We know others are not so fortunate. Single parent homes and being born way down the socio-economic ladder puts you at a disadvantage. We hope to help rectify this by offering our time, talents, and money. We received so much basic help and instruction in our childhood that many people did not. We are empathetic to this and through the Do School we can turn empathy into action. (Donor)*

\*\*\*

*We are firmly convinced that there are a lot of folks out there who would benefit from learning a construction trade that can lead to full-time employment. Not everyone should go to college and there are many formerly incarcerated men and women that find it extremely difficult to find work without job skills.*

*The before and after pics are impressive. (Donor)*

\*\*\*

*WHY: The mission of the program is one of an opportunity, and one that would give a second chance to those who have found themselves as part of underserved communities. To give themselves the tools in construction to properly construct for themselves a better way of life. The only way to lose is to NOT try. (Donor J)*

\*\*\*

*I give to TDS for primarily three reasons.*

*I like that TDS provides:*

- 1. Practical skills training to people that have had difficulties in life, in an effort to enable them to better support themselves and their family.*
- 2. Trainees a stipend to help support their needs while they complete the training process.*
- 3. Potential first-time homeowners the opportunity to purchase an affordable home. (Donor T)*

\*\*\*

Keep spreading the word, you never know who you might reach!

J lives in Cincinnati Ohio and is a friend of my parents from when they lived there. My father thought he would be interested in The Do School and sent him the "before and after" photos. (John Lenham)

Here are his comments:

*John, your dad shared with me a link to the "Do School." My grandfather owned a construction firm. Paula and I have restored 3 homes (2 historic). While driving through disadvantaged neighborhoods, she has always said "these residents need to be trained to restore their own neighborhoods. Give them pride and a vested interest in it."*

*I TOTALLY believe in the vision of the charity. I just made a small donation. I believe in you. I will donate annually from now on (we have a list of charities we support).*

*Please accept my best wishes to you and yours. (Donor J)*

\*\*\*

*"Having an organization such as yours in the community not only beautifies the neighborhood, but also helps its members with affordable living and a place they can call home. Multiple projects have been built around here, and it gives me a sense of pride and achievement seeing this neighborhood strive and shine thanks to your contributions. Thank you for your past, ongoing and future commitment. Keep up the amazing job." (Neighbor - S)*

\*\*\*

*"My wife and I have been residents of the Boston/Thurmond neighborhood for 20 years. The project that's spearheaded by the Do School has brought value to this neighborhood that's unprecedented, the care for the existing homes, while construction is underway is invaluable." (Neighbor - R)*

\*\*\*

*The revitalization that is taking place on Underwood Ave in Winston Salem is breathing new life and new purpose into a neighborhood that was hungry for change. As a new resident, I was amazed at the beauty that was created by the house that I purchased. I had always dreamed of owning my own home but never thought it could be reality. The blessing that came from The Do-School and the amazing work they have done and continue to do not only allowed me a chance to make my dream a reality, it also allowed me a chance to be a part of a neighborhood with people that I've come to care about so much about, as well as a chance to be a part of the future of so many wonderful things to come. I can't thank you enough for helping me achieve my dream. (Neighbor - A)*

\*\*\*

*My family and I live in this neighborhood where in the past few months houses have been newly renovated. This project has been a great improvement for our neighborhood. From seeing old, abandoned houses to making them into someone's new home, just what the neighborhood needed. Indeed, it has welcomed new neighbors. We are glad to see this happen, hopefully more neighborhoods will continue to progress like ours has thanks to projects like "The Do School". (Neighbor - J)*

\*\*\*

*My family and I became homeowners in this neighborhood back in 2005 and have had the opportunity to build our lives as first-time homeowners in a way that reflects our values. This area has had its moments where the community was not really maintained or cared for in such a way as it needed in the prior years before these for years lately. I have seen a small change on my immediate street that has made a good impression on how much of a difference some improvements to older structures can make in bringing a new phase to the neighborhood overall.*

*Thanks to the vision of Mr Jerry Anderson and his desire for a welcoming neighborhood and community on a whole he has been able to create a positive impact on our surroundings. (Neighbor - E)*

\*\*\*

*I was so honored to be part of Saturday's clean-up day. The passion I witnessed and the stories I heard were beyond inspirational. I met so many new people and even got to connect with some old friends. The day was beyond amazing. I would love to stay involved in whatever capacity that you see. Thank you again for opening up an opportunity for me to serve our community. I am beyond blessed to work for a company that allows me the opportunity to fulfill my passion and support my personal values. (Volunteer - M)*

\*\*\*

*I got the opportunity to meet Jerry Anderson and then volunteer for 4 hours - great job you guys are doing. I was impressed with the Do School! Let me know if you need me to help... I am not a construction guy, but have done some energy saving modeling and research... (Volunteer - J)*

\*\*\*

*This program has impacted my life in many ways. Not only did they care for the program, but they also cared for the instructors and students as well. The program has taught me a lot from framing, building decks, management skills, communication skills, building a foundation from the ground up, and so much more. (Cohort Grad)*

*I learned how to be committed to something I want to do. I learned how to take down a kitchen and walls. I learned how to take carpet up. (Trainee)*

*Learned how to saw down the front of the porch. Tearing down walls. Learned that it's teamwork then working by yourself. Learned to communicate more with each other. (Trainee)*

*Think wisely. Make better choices. Watch the company you keep. Strive to do better. To apply myself fully. To treat others as I want to be treated. (Trainee)*

*Make better decisions in life. Your decisions affect your future. (Trainee)*

*Observe and make good choices. Learn to think before you do. (Trainee)*