

Of Being in Service to Our Returning Citizens



From Henry Rock <contact_point@citystartuplabs.com>

To <sjohnston@tuesdayforumcharlotte.org>

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IN SUPPORT OF THOSE WE ARE HONORED TO SERVE

“Because, as compassionate people, we have been evaluating our charity by the rewards we receive through service, rather than the benefits received by the served.”

~ Robert D. Lupton, *Toxic Charity: How Churches and Charities Hurt Those They Help*

Another Class of New Healthcare Employees

Our Workplace Readiness Program, Restorative Pathways, in partnership with Advocate/Atrium Health, kicks off a new cohort of nearly 20 participants on October 7th, 2024. This 5-week/100-hour training, is our 7th in Charlotte and is slated to graduate on November 8th, 2024. City Startup Labs selects justice-impacted individuals due to their interest in a career in healthcare. The training, grounded in the [56 DELTAS](#), is designed to equip them for the dynamic world of hospitals and the healthcare industry.

In addition to our work with these prospective new employees, is Employer Workplace Readiness, which is focused on the cultivation of a supportive and inclusive work environment for this population.

In addition to our work with Advocate/Atrium Health, CSL is seeking to work with other potential Fair Chance Employers looking for highly motivated employees and the ROI that comes with changing the socio-economic trajectory of a household, neighborhood or community.



In the Business of Human Potential:

Celebrating City Startup Labs' 10th Year

On Thursday, October 10th, 2024, City Startup Labs will celebrate a momentous occasion – 10 years of working to build entrepreneurial talent and capacity in Charlotte, NC. We have done so starting with young Black men back in 2014, then millennials, and now justice-impacted individuals, as they endeavored to become entrepreneurs and value-added employees. While we have continued to morph over the years, CSL's dedication to the mission and our steadfastness have been mainstays.

The 10-Year Anniversary Breakfast Fundraiser will bring together a distinguished group of community leaders, entrepreneurs, supporters, and partners – all of whom have played a role in helping us get to this point. The event will include a morning of reflection, connection, and celebration, where stories of resilience and innovation will be shared. It is through the efforts of these partners and allies that CSL has been able to turn vision into action and build a brighter, more inclusive future for the people we have been honored to serve.

This breakfast will not only highlight CSL's journey but also preview the exciting work that lies ahead as we continue to partner with forward-thinking companies and deepen our work within the Charlotte community and beyond. We look forward to being in the same room with you as we celebrate our shared passion for entrepreneurship, equity, and restorative justice.

We invite everyone to stay tuned for a full recap of the event—complete with photos, videos, and key moments—which will be shared on our website and social media platforms.



A New Class of Entrepreneurs:

Another REEP Cohort Begins Their Journey

The latest cohort of 11 in CSL's ReEntry Entrepreneurship Program (REEP) is embarking on their own journey of developing their talent and capacity as aspiring business owners.

Before starting REEP, this set of participants completed pre-coursework as part of a comprehensive vetting process. We got them started with working on tech certifications through Coursera that they'll learn to apply with their new ventures.

REEP has three-phases designed to guide participants through the key elements of starting a business. They're currently working on business and professional core competencies – from understanding personal financial management to improving their communications and leadership acumen – they are building the necessary skills for the rigorous road ahead.

The cohort has participated in problem-solving teamwork and collaboration activities at District 57 and Escape Room. They have also been conducting GoVenture simulations, where the participants experience running progressively more sophisticated virtual businesses. Soon, participants will engage directly with local entrepreneurs and business coaches, who will mentor them as they start shaping their business ideas. With guidance, they will begin developing a lean startup model, preparing them to move from concept to execution.

You Can Help Us Develop the Next New Class of Entrepreneurs

We invite you to recommend budding entrepreneurs to REEP. If you know someone who has been formerly-incarcerated or justice-impacted, and has the passion and drive to start their own business have them visit our website – www.CityStartupLabs.com

With gratitude,

Henry Rock



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1112 Charlottetowne Ave. Office 206
Charlotte, NC 28204, United States

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