



2024 Annual Report

“Keeping young men from prison by helping them build better lives”

Letter from the Executive Director

2024 was a year of resilience and transformation. Despite challenges—unexpected facility repairs, leadership transitions, and uncertain funding—1st Step deepened its impact, expanded its footprint, and remained steadfast in its mission: to break cycles of incarceration through habilitation, not punishment.

This report highlights not only the stories of change we witness every day but also the metrics that validate our approach. We are proud of what we’ve built and even more committed to where we’re going.

-David Phillips

2016-2024 AT A GLANCE

METRIC

RESULT

Recidivism Rate

8%

Employment at Program Exit

100%

Average Participant Age

22.4 years



Empowering Change in 2024

Celebrated the graduation of 6 participants, many of whom earned their GEDs, secured employment, and reunited with family.

Sustained our hallmark low recidivism rate.

Enriched programming through airsoft, bowling, Smokey Valley retreats, and other pro-social activities.

Hosted or attended major community events: Unity Picnic, Fall Carnival, Hicks Park Carnival, and our annual Christmas Party.

Expanding Our Reach

Acquired a five-building residential compound in June 2024 to serve up to 14 men.

Received zoning approval and launched a capital campaign to remodel and unify service delivery at our office site.

Welcomed the community to our Open House on July 12, 2024.

Strategic Partnerships:

Cherokee Nation – Cultural support for Native participants.

OSU Strong Dads Program – Family engagement and fatherhood support.

Center for Employment Opportunities (CEO) – SNAP E&T reimbursement for workforce development.



Advancing the Field

Wrote a white paper on Desistance Theory.

Presented at the Zarrow Mental Health Symposium for the second year.

Led a Continuing Legal Education (CLE) seminar at the Tulsa County Bar Association.

Participant Profile

Average Age: 22.4

100% report substance use history

85% have experienced childhood trauma

90% report untreated mental health conditions

30% have experienced homelessness

100% express a desire to change

Key Initiatives & Innovations

Introduced the Pathways to a Flourishing Life (PTFL) framework to measure long-term growth and transformation.

Expanded experiential and vocational programming.

Published three participant- and staff-focused newsletters.

Meeting Challenges Head-On

Challenge: Loss of major donor – Response: Secured tribal and SNAP E&T funding streams

Challenge: Mold at Rob Nigh House – Response: Completed remediation and repairs

Challenge: Development Director turnover – Response: Reorganized grant strategy and oversight

Financial Overview (As of Dec. 31, 2024)

Total Assets: \$1,133,723.27

Total Liabilities: \$125,090.60

Net Assets: \$1,008,632.67

Net Revenue (2024): \$88,402.22

Key Assets:

Property & Equipment: \$896,582.99

Tulsa Community Foundation Fund: \$134,585.87

IRS Employee Retention Credit Receivable: \$55,085.25

Looking Ahead to 2025

Pursuing certification through the Oklahoma Department of Mental Health and Substance Abuse Services (ODMHSAS)

Expanding services and residential capacity at our new compound

Enhancing our PTFL framework to support academic research partnerships

Building organizational resilience through leadership development and funding diversification

Final Reflections

1st Step continues to demonstrate that habilitation is not only humane, but also transformative. Our graduates are securing employment, rebuilding families, and contributing to safer communities. With every successful participant, we not only reduce recidivism, but we also foster human flourishing.