



Step Up Savannah, Inc.

Financial Capability
at Work

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Who we are

Our vision

We believe Savannah is a community where all people have hope and opportunity, where we challenge injustice, where all community members Step Up to reduce poverty.

Our mission

Step Up Savannah, Inc. engages all sectors of the community to improve the economic mobility and financial stability of families in Savannah, Chatham County.

Poverty matters.

- Savannah's poverty rate is 26%
- In some neighborhoods, the poverty rate jumps to 50% or higher
- 10% of households in Savannah are unbanked
- More than 40% of Savannah's households pay greater than 30% of their gross income on housing
- Less than 1% of our population is on welfare financial assistance (TANF)
- Concentrated poverty impairs the economic development of the entire community

What We Do

Step Up Savannah works in four strategic areas:

1. Workforce Development
2. Wealth Building
3. Advocacy & Education
4. Capacity Building

Workforce
Development

Wealth Building

Advocacy & Education

Capacity Building

Financial Capability at Work

Why should employers care about employee financial wellness?

- **81%** of workers state that financial problems have affected their productivity. ¹
- A 2012 study by MetLife found that **1 in 5 workers had skipped at least one day of work** in the past year to deal with a financial problem
- 39% of workers who are concerned about their finances spend at least **3 hours each week** either thinking about or dealing with their financial problems at work. ¹
- Financial problems are an important stress factor that show up indirectly as a health care expense. A recent report in Health Affairs analyzed the health risks and medical expenses of more than 92,000 employees over a three-year period. Those reporting high stress were **\$413 more costly per year** on average than workers who were not at risk from stress. ¹

¹ http://files.consumerfinance.gov/f/201408_cfpb_report_financial-wellness-at-work.pdf

Financial Capability at Work

Partnership between Step Up and Consumer Credit Counseling Service

Financial Education (One-off or serial)

- Preventative
- Group setting, topic-based, provide small steps for change

Financial Counseling (30-60 minute sessions)

- Addresses financial crisis and/or immediate needs
- Individual action plan developed, advice given

Small dollar loan – Life Line Loan

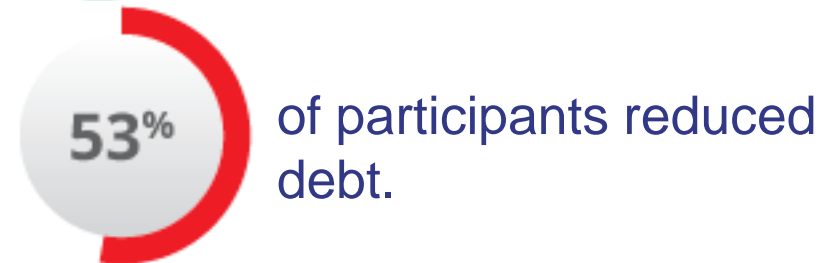
- Low-risk tool to practice responsible lending, credit building and saving
- Partnership with Georgia Heritage Federal Credit Union

DIRTT case study

Before the Workshops



After the Workshops





76%

of participants talked to their family about working together toward financial goals after the workshops.

Participant Feedback

- “I never took any classes on personal finances. It was great that it happened at work. I am now more attentive to where my money is going. I am not as carefree with my spending.”
- “Loved taking classes at work. We are busy and do not have time to take classes outside of work. Since the class, now working to save 20% for house.”
- “Anything is possible. Since taking the class, I have the confidence to take control of not just my money, but my life. Since the class, I have reduced spending in various ways by quitting smoking and not buying cigarettes to going to buy groceries instead of going out to eat. I want to make better decisions not just for me, but for my son so that I can be a better example.”

Life Line Loan

- Partnership between Step Up, CCCS and Georgia Heritage Federal Credit Union (GHFCU)
- Employer-based loan for emergency needs – alternative to predatory loans or withdrawing from retirement account
- Seven employers participating:
 - City of Savannah, Chatham County, Chatham Area Transit, Goose Feathers Café, Senior Citizens, Inc. Fulfillment.com, and Hospice Savannah
- Employers sign simple MOU with GHFCU to participate
 - Agree to promote the program, facilitate applications and communicate with GHFCU

Life Line Loan

How it Works:

- Employees can borrow \$300-\$1500
- Employees must have been employed with company at least 6 months and be in good standing
- Credit score is not a factor in loan approval (though ability to repay is assessed)
- Loan is repaid through payroll deduction
- Loan payments are reported to the credit bureaus and work to build positive credit history
- When loan is repaid, the deduction continues into their savings account (employee can opt out)



Life Line Loan

357 loans made since May 2015

- \$478,800 in loans funded
- Average loan \$1,300
- Average credit score ~500



*GHFCU one of six credit unions to receive the CUNA Lending Council's Excellence in Lending Award for this product

Get involved

Integrate financial capability services into your workplace

Participate in a Step Up poverty simulation

Volunteer with our Chatham Apprentice Program

Interview a Chatham Apprentice Program graduate

Donate to Step Up Savannah and its partners

Get Informed – Sign up to receive our monthly

eNewsletter at www.stepupsavannah.org

Questions?

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