“You build bridges at New Door. They make you want to become an adult and start your own life. They’re the extra push that everybody at some point in time is going to need.”

DEMARIO

New Door serves disconnected youth — also known as opportunity youth — young people ages 16-24 who are neither working nor in school.* We believe that every young person has the potential to become an independent, self-sustaining adult. However, not all get the chance due to barriers such as poverty, homelessness, history with the justice system, and trauma.

Our program gives opportunity youth a way to connect to work and education with paid, meaningful jobs, skills training, educational support, and individualized case management.

**NEW DOOR YOUTH PROFILE**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54%</td>
<td>Have a history of homelessness or housing instability</td>
</tr>
<tr>
<td>38%</td>
<td>Have been in foster care</td>
</tr>
<tr>
<td>72%</td>
<td>Are receiving public assistance</td>
</tr>
<tr>
<td>40%</td>
<td>Have a history in the justice system</td>
</tr>
<tr>
<td>55%</td>
<td>Have dropped out of high school at some point</td>
</tr>
</tbody>
</table>

*“Two Futures: The Economic Case for Keeping Youth on Track” Measure of America. 2018*
New Door works with young people like Demario across the Bay Area. Our 14-week Employment Program provides opportunities for interns to learn new skills and gain confidence while surrounded by a supportive community. New Door youth hold jobs at our social enterprises, Pedal Revolution and Ashbury Images, as well as a variety of local businesses called Ally Partners. In the East Bay, we have five program site partners who share our vision for opportunity youth.

### TOP ALLY PARTNER INDUSTRIES

<table>
<thead>
<tr>
<th>Customer Service</th>
<th>Environmental</th>
<th>Construction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food and Beverage</td>
<td>Business Administration</td>
<td>Health Care</td>
</tr>
<tr>
<td>Education and Social Services</td>
<td>Arts and Entertainment</td>
<td>Financial Services</td>
</tr>
<tr>
<td>Hospitality and Tourism</td>
<td>Veterinary and Animal Care</td>
<td>Legal</td>
</tr>
</tbody>
</table>

**Statistics**

- **468** unique youth served
- **251** unique youth employed
- **45** Ally Partners in San Francisco County
- **48** Ally Partners in Alameda County
- **458** unique youth served
- **251** unique youth employed
“There’s always a place for me at New Door.”

Carla joined New Door’s Education Program with the intention of receiving her high school equivalency within the year. Along with one-on-one support from Education Program tutors, Carla took New Door’s math, science, and language arts classes and passed each test with flying colors. Not only did she achieve her goal of completing her high school equivalency, Carla was also accepted into a one-year technology training program. She is strengthening her coding skills and getting closer to achieving her dream of one day becoming a cyber security analyst.

“Sometimes I wouldn’t have anybody to talk to, but my case manager was always there. Even if I was sad, I would go, and afterwards I would feel great.”

As the sister of two New Door graduates, Nicie joined the Employment Program in West Oakland knowing she would gain valuable professional skills. What she didn’t expect was a personal transformation. Usually shy, Nicie felt supported by staff and interns and soon became known for leading conversations in workshops. She put this newfound confidence into action in her internship at a hair salon while greeting and supporting customers. The experience solidified her desire to pursue a career as a stylist when she graduates from high school.

**NICIE**

**CARLA**
**LARRIESHA**

“New Door Ventures is a great program to join if you are a teen who needs guidance, work experience, or help continuing your education. Thanks to New Door and Ashbury Images, I am a hard-working employee who is heading in the right directions in life.”

During her three-month internship at Ashbury Images, Larriesha’s hard work and dedication quickly made her an integral part of the team. After graduating from the Employment Program she was offered a full-time position, in which she was responsible for customer service inquiries and outreach to business prospects. She was then promoted to sales representative, working directly with Ashbury Images customers on their orders. She is now the office manager and continues to grow and thrive.

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**BAXTER**

“As soon as I started my internship at Pedal Revolution, I felt like I had a connection with my co-workers. They were teaching me things that I wanted to learn. Nothing felt forced. I learned how to be reliable and accountable.”

Baxter learned about New Door through a friend. He was excited to join and pursue his dream of becoming a bicycle mechanic. Baxter overcame his previous challenges with timeliness and was never late to his internship at Pedal Revolution. He is now a senior intern at the bike shop, a position only offered to interns who show tremendous growth and potential. Baxter is also currently enrolled in New Door’s Education Program, where he plans to earn his GED and eventually attend bike mechanic school.
Dear Friends,

2018 was a milestone year for New Door Ventures. Our first year of serving East Bay youth was a resounding success! As of March 2019, we have established five program-site partnerships across Oakland and Hayward in addition to our San Francisco operations. Last year, we served 468 unique youth and provided 251 paid jobs — a whopping 37% growth!

Our experiences affirmed first-hand what the census data shows: the need for our program is great, with Alameda County having three times as many disconnected youth as San Francisco. One in nine transition-age youth in the U.S. are disconnected from school and work.1 While we dream of eradicating this problem altogether, our work is just beginning.

Many young people come to New Door feeling as though they can’t successfully join the workforce. With backgrounds that include homelessness, poverty, foster care, and justice-system involvement, the obstacles seem too many and too high to overcome. However, New Door has over ten years of results showing that, if we help disconnected youth succeed in their first jobs, they are much more likely to advance to next jobs and further education.

Here are a few additional highlights from the past year:

• Collaborated with leading social service organizations across the country on advancing racial equity and socio-economic mobility as part of The Kresge Foundation NextGen Human Services Initiative.
• Showcased our work in beneficiary feedback at the annual conference of the Northern California Grantmakers Association and in articles by the Fund for Shared Insight.
• Unveiled a new mural by Mona Caron and Mauro Neri on our San Francisco headquarters.
• Premiered a feature-length film and an animated short created by our Youth Film Group, thanks to a grant from the San Francisco Public Utilities Commission.
• Expanded the New Door Ambassadors Council to 15 members. These professionals are committed to increasing awareness and support of our mission among their networks.

Your investments of time, talent and money make our work possible. Together, we press on to another year of reigniting hope and opportunity, one young person at a time.

On behalf of the lives you help transform, thank you!

Tess Reynolds
Chief Executive Officer

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**PROGRAM RESULTS**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed and/or in school at exit</td>
<td>93%</td>
</tr>
<tr>
<td>Employed and/or in school at 6-month follow-up</td>
<td>86%</td>
</tr>
<tr>
<td>In stable housing at follow up (with history of homelessness)</td>
<td>91%</td>
</tr>
<tr>
<td>Have not reoffended (with criminal history)</td>
<td>100%</td>
</tr>
</tbody>
</table>

1 Measure of America, 2017
2018 FINANCIALS

REVENUE SOURCES

REVENUE: $6,284,615

41% Enterprise Revenue
28% Individual Donors
17% Foundation Grants
12% Public Grants
2% Churches, Civic Groups, Corporations

USES OF FUNDS

EXPENSES: $6,970,718

84% Program/Enterprises
10% Fundraising
6% Administration

2017 AND 2018 NET INCOME

2017 $201,121

New Door's deficit in 2018 has been funded in advance by our Threshold Campaign.

2018 ($686,104)

2018 BOARD OF DIRECTORS

Bob Ceremsak, Chair
Karen Skidmore, Vice Chair
Ken Byk
Alexa Cortes Culwell
Katherine Drake
Niquette Hunt
Sally Johnston O’Neal
Tess Reynolds
Greg VandenBosch
Joyce Wang
Terrence Watson

* Financial results are pre-audit. Audited financials will be posted to newdoor.org upon completion.
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Sustain and grow our program by making a donation.
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315
VOLUNTEERS

VOLUNTEER
Learn more about how you can volunteer with New Door youth.
www.newdoor.org/volunteer

95
JOB PARTNERS

PARTNER
Learn more about hosting an intern as an Ally Partner.
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New Door Ventures is a 501(c)(3) organization. Federal Tax ID: 94-2780274.