Dear Friends,

I am thrilled to share New Door Ventures’ 2019 results with you and celebrate the incredible accomplishments of our hardworking, resilient young people.

These success stories are the product of the collective work of community partners, supporters, and staff who are committed to creating pathways to economic mobility for young people. As New Door’s new CEO, it is an honor to be a part of the life-changing work this dedicated group is doing in the Bay Area.

The contents of this report affirm what we already know: a combination of meaningful jobs, skills training, education, and one-on-one support leads to financially stable, independent adulthoods.

In 2019, New Door:
- employed 303 interns in San Francisco and Alameda Counties, a 20 percent increase from the previous year;
- served a total of 516 through employment, training, alumni services, intake, education, and other supports;
- expanded to 107 job site partners on both sides of the Bay. Our diverse partners provide a wide variety of experiences and opportunities that introduce our young people to new skills and emerging career paths;
- maintained program quality and impact amid program growth: 86% of Employment Program graduates are employed, in school, or both 6 months after graduating.

It is an honor to lead an organization with such tremendous impact in addition to tremendous potential. This year, we look forward to continuing our tradition of meeting our young people where they are — and not just in the geographic sense. While New Door has long supported program graduates with alumni services, our 2019 landscape analysis confirmed that the youth we serve need access to long-term, vetted employment options, and want continued engagement with New Door after their internships. For this reason, we’re setting our sights this year on a program that bridges the gap between our transitional Employment Program and career paths that position them for a lifetime of choice and opportunity.

When talking about youth development and job training, we tend to think about the people we’re currently helping overcome barriers to employment and education. But, it’s important to remember that our work has ripple effects onto the next generation. I think about my participation in a program just like New Door’s, and how my children now have opportunities that I never could have dreamed of. Thank you so much for investing in our work. I hope our results in the present and vision for future impact will inspire your ongoing partnership.

In Community.

Omar Butler
CEO, New Door Ventures
New Door Ventures believes 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 of justice system involvement, 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.

**OUR SERVICES**

**168 Hours of Paid, Part-Time Work**
New Door’s three-month Employment Program provides a wide variety of job experiences that introduce youth to new skills and career paths.

**36 Hours of Workshops**
Youth participate in weekly workshops where they learn important work and life skills like interviewing, resume writing, money management, and career exploration.

**28 Hours of Case Management**
Interns get support overcoming barriers to employment and setting goals for the future through weekly meetings with a dedicated case manager.

**15 Hours of Weekly Education Supports**
New Door’s Education Program helps youth earn their high school equivalency by studying for and taking the GED or HiSET exam. Youth are paid a stipend for attending daily classes, one-on-one tutoring, and test preparation.

**Graduate Services**
New Door continues to support program graduates by providing education and employment counseling and ongoing case management.

**New Door Youth Profile**

- **19%** Have been in foster care
- **53%** Receive public assistance
- **26%** Have a history of justice system involvement
- **37%** Have a history of homelessness or housing instability
- **59%** Have a history of substance use
- **37%** Have been disconnected from high school at some point
Life Before

Before coming to New Door in December 2013, I was a gang member who had limited interpersonal and soft skills. I didn’t know how to create a resume, how to properly present myself in an interview, or even know what a cover letter was. [With my record of] being in jail and having interactions with law enforcement, employers did not want to hire me. I was in between temporary freelancing jobs with agencies and taking on any work I could get my hands on. However, the work was always limited and short-lived and that made it difficult to have an employment history that showed consistency. I began to lose hope. Then, a case manager I would visit in the Mission recommended I try New Door’s program.

Real-Life Work Experience

During my internship at New Door, I learned a lot from my site supervisor and received praise not only by my supervisor but also from the CEO and founder of the company. It was an amazing feeling that I had never experienced before, one of belonging and success and my potential. My New Door case manager not only worked with me on the fundamentals of how to present myself in the workplace and develop my soft skills, but also challenged my way of thinking. He helped me to not dwell on the misdeeds of my past, but to look ahead.

Educational Support

Not only did I graduate from the Employment Program, I also earned my GED through New Door. The entire team supported and rooted for me, and the feelings of belonging and sincere level of compassion were beyond anything I could ever imagine.

Thinking Bigger for Myself

Through my time at New Door my way of thinking completely shifted and I started approaching things differently. My mother noticed and she told me, in what I remember being the first time, ‘I’m proud to call you my son!’

Pathway to Opportunity

New Door gave me the tools and motivation to be successful in my professional endeavors. I now work as the eCommerce Operations Assistant Manager at SF Goodwill’s e-commerce division and have the privilege of paying it forward to those like me in need of second chances. My story is coming full circle, as San Francisco Goodwill recently became an Ally Partner to give training and employment to New Door interns. I am very thankful for the experience I had with New Door. I don’t know where I would be today if I had never interviewed with New Door and accepted their offer.
As the leading employment program for Transition Age Youth in the Bay Area, New Door Ventures provided jobs to 303 young people at 107 Ally Partner job sites in San Francisco and Alameda Counties in 2019, including our own social enterprises.

A rise in income inequality in the Bay Area has led to the displacement of low-income families. Unable to make ends meet, they are pushed further East toward a lower cost of living, which is why we’ve expanded our services to Alameda County.

56 Youth Employed at Social Enterprises
New Door owns and operate two social enterprises: Ashbury Images, a custom screen-printing company, and a full-service bike shop, Pedal Revolution. They serve a dual purpose of providing quality goods and services to the community and creating meaningful jobs with transferrable skills.
Kickstarting her journey
I came to New Door after having my baby. I didn’t have a high school diploma or a job, and no programs had really worked for me before. My aunt texted me a flyer about New Door’s Employment Program and I came to the information session knowing I wanted work experience.

A life-changing internship
I knew I wanted to work in the medical field, and I received my top internship choice at a pet hospital. I was able to see surgeries, tie a surgical knot, and learn all these amazing skills that I wouldn’t have gotten to do without this program and without work experience. I was able to learn about different types and sizes of needles, sometimes assisting with bottling medicine.

Reaching her goals
I knew that New Door had an education program, so I wanted to complete that and get my high school equivalency. My other goal was to get a next job with office skills that would help kickstart my career.

And New Door made both goals happen! Through the Education Program I passed all five GED tests and the next month after my Employment Program graduation I started a year-long front desk position at New Door. Having people recognize my work and saying they liked having me there and that I did a good job gave me a new sense of pride. I feel like I grew a lot in my personality.

Starting a career path
I definitely needed my GED so that I could get my Phlebotomy Technician Certification. I passed my certification test and I’m now in my phlebotomy externship at Kaiser. It’s hard to believe sometimes that this is my job. It’s exciting because I like the work but this is also a chance to see what other jobs there are in the medical field that I might want.

But New Door was the start. It gave me the foundation to start my life and I’m so happy. If people are serious about wanting to change their life in a better way, if they feel like their life is stagnant, they need to get to New Door.

Meet Diamond

2019 EDUCATION PROGRAM RESULTS

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<tr>
<th>Test Pass Rate</th>
<th>Graduation Rate</th>
<th>Retention Rate</th>
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<tbody>
<tr>
<td>90%</td>
<td>73%</td>
<td>85%</td>
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“NEW DOOR WAS WHAT I NEEDED TO GROW.”

Meet Jamiece

Ready for a change
Before New Door, I was living in Antioch and there weren’t many opportunities. I moved to Oakland because my dad got incarcerated and I had to go live with my mom. I heard about New Door through my school, Dewey Academy. I had said that when I came to Oakland that I wanted to get a job, and after looking into New Door I knew that this program could help me do it! I felt ready. I wanted a change and that job experience that everyone else was having. I knew a job would give me independence.

Building skills with supportive community
I really liked the skill-building workshops. Everything New Door taught us — from taxes, time management, to interviewing skills — were important parts of making a foundation for my adult life. Another great part of New Door was my case manager. She was awesome! She helped me stay on top of things and helped me write my resume, which I had never done before. It feels good that I can still ask her for help even after finishing the program.

Leadership opportunities
I’ve always been a leader, but I tapped into it more with New Door because there was an opportunity and the staff made me feel comfortable expressing myself. That’s why I joined New Door’s Alumni Leadership Council. I’m excited to bring new ideas and more people to New Door.

A lifetime of success
New Door will help you with your future. You get a job, not only a job but you get trainings. You get to learn and there’s a lot to learn. Certain programs that help you with jobs just put you in a random job with no say, but New Door lets you choose where you want to go. New Door prepares you for other strategies to get a next job and sets you up for long-term success.

“You get a job, not only a job but you get trainings. You get to learn and there’s a lot to learn. Certain programs that help you with jobs just put you in a random job with no say, but New Door lets you choose where you want to go.”
OUR IMPACT IN 2019

$88,821.97
TOTAL STIPENDS
EARNED BY
EDUCATION AND
ALUMNI SERVICES

70%
OF INTERNS
SUCCESSFULLY
COMPLETED THE
EMPLOYMENT
PROGRAM

$473,143.27
TOTAL WAGES
EARNED BY
EMPLOYMENT
PROGRAM INTERNS

CEO Transition
We welcomed Omar Butler as the fourth-ever leader of New Door Ventures. A highly experienced, well-qualified leader who has a great vision for New Door, Omar is a San Francisco native and first-generation college student with deep roots in the Bay Area and a personal connection to the youth New Door serves.

Expanding East
We served 152 youth at four Employment Program partner sites in Alameda County, where there are nearly three times as many Transition Aged Youth disconnected from work and school as there are in San Francisco.
OUR IMPACT IN 2019

516 YOUTH SERVED IN 2019

86% EMPLOYED AND/OR IN SCHOOL AT SIX-MONTH FOLLOW UP

303 YOUTH EMPLOYED

80% EMPLOYED AND/OR IN SCHOOL AT PROGRAM EXIT

Alumni Services
New Door continued its mission of helping interns find paths to stable, independent adulthoods. We provided Employment Program graduates with professional development opportunities and began strategically partnering with employers to connect graduates to next jobs.

Growing the Ambassadors Council
This passionate group of Bay Area professionals who are committed to raising awareness of New Door’s important mission throughout the community raised $62,000 through fundraising events and individual donations.
2019 Board of Directors

Bob Ceremsak, Chair | Karen Skidmore, Vice Chair
Omar Butler | Alexa Cortes Culwell | Greg VandenBosch | Joyce Wang
Kathleen Vignos | Kathy Drake | Ken Byk | Niquette Hunt
Sally Johnston O’Neal | Shoba Farrell | Terry Watson | Tess Reynolds

Ambassadors Council

The Ambassadors Council is a passionate group of professionals committed to increasing awareness of New Door’s mission throughout the Bay Area.

Kathleen Vignos, Board Liaison | Alyssa Taylor, Council Chair
Alden Seabolt | Ana Monga | Ann Lee Steinberg | Andrew Mattingly | Derek Ling
Devon Dufaux | Greg Matthews | Jason Lefley | Kristin Herzog | Madelyn Lemus
Meital Rosenberg | Melissa Rocque | Mike Shwe | Nashmeel Sadjadi | Rachel Shay
Sabeeha Islam | Siobhan Guthrie | Ted Marschall | Terrell Holmes | Tyler Connolly
In 2019, New Door received a remarkable one-time restricted gift of $1.8 million to pay off the mortgage on our San Francisco headquarters building, a fitting completion to the decade that started with the Threshold Campaign, which funded the purchase of the building and New Door’s significant expansion since 2011. We are immensely grateful to our donors and partners who have made building ownership a reality for New Door and the youth we serve.

**Revenue Sources**

Revenue: $8,509,014

- 27% Enterprise Revenue
- 21% Individual Donors
- 21% Foundation Grants
- 10% Public Grants
- 1% Corporate, Civic, and Faith-based Groups

**Uses of Funds**

Expenses: $6,945,115

- 82% Program/Enterprise Expenses
- 10% Fundraising
- 8% Administration

*Note: In 2019, New Door received a remarkable one-time restricted gift of $1.8 million to pay off the mortgage on our San Francisco headquarters building, a fitting completion to the decade that started with the Threshold Campaign, which funded the purchase of the building and New Door’s significant expansion since 2011. We are immensely grateful to our donors and partners who have made building ownership a reality for New Door and the youth we serve.*
JOIN OUR LIFE-CHANGING COMMUNITY

DONATE | 530 Individual and Institutional Donors
New Door pays the wages for every young person’s internship, transportation costs, and time spent in skill-building workshops. Every dollar makes a direct difference in the life of a local young person.
www.newdoor.org/donate

VOLUNTEER | 501 Volunteers
Share your skills, passion, and expertise with Employment Program interns at a workshop, or tutor an Education Program student working to get their high school equivalency.
www.newdoor.org/volunteer

PARTNER | 107 Job Sites
Provide meaningful first jobs to New Door youth or hire program graduates who are ready for their next long-term role.
www.newdoor.org/partner

SUPPORT | 56 Social Enterprise Interns
Order your company’s next t-shirt, tote, mug, or other promotional items from Ashbury Images. Buy your next bike or get your current one tuned up at Pedal Revolution. No matter which of New Door’s social enterprises you support, you’ll help provide meaningful job skills to Bay Area youth and support our program.
www.ashburyimages.org
www.pedalrevolution.org

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