

NEW 
FUTURES

IMPACT
REPORT

2022



Jerome N.
Scholar
Spring 2022 Cohort

Dear Friends of New Futures,

It is my pleasure to share with you this 2022 Impact Report. As we emerge from the pandemic, New Futures continues its work to bring more equity and opportunity to the DC area's young people. **We selected 63 new scholars into our program, bringing the total number of Scholars served to 255.** With over 350 alumni, the New Futures community of Scholars is bigger than ever.

One of the best indicators of our program's success is that **the financial well-being scores of our surveyed alumni rose from 61% in 2020 to an impressive 79% in 2022.** In this impact report, you will find many more success stories, both from the data and from our amazing Scholars.

The year also brought change to New Futures with the departure of CEO Julie Green. In the seven years of her tenure, Julie took New Futures from a small scholarship-oriented organization to a much larger one that provides scholarships along with tailored holistic advising, academic support, and in-demand career-readiness skills.

With new leadership, generous supporters like you, and a commitment to evolve, we're forging fresh possibilities to unleash our Scholars' potential. We continue to refine our approach to align with the educational and workplace landscape of today and tomorrow, growing our impact in the DMV.

This work isn't easy, but you make it possible. Thank you for being part of our community as we walk alongside our Scholars on their path to vibrant, successful futures. The journey continues!

Susan K. Bell

Susan Krause Bell, Ph.D. | Chair, Board of Directors



Ever H.
Spring 2022 Cohort
and Family

Educational Opportunities for Rewarding Careers

Fueling New Futures

At New Futures, we don't just provide financial aid to young people pursuing postsecondary options. We partner with each Scholar to create a personalized pathway of experiences and ongoing support to achieve their academic and career goals.

Our approach weaves together:

- ◆ Flexible scholarships to make college affordable
- ◆ One-on-one advising from dedicated New Futures staff who accompany Scholars on every step of their journey
- ◆ Workshops to build career-readiness skills
- ◆ Opportunities to build professional networks in high-growth industries crucial to our region's economy

This holistic approach equips Scholars to take ownership of their futures.

Career Pathways

- ◆ Information Technology
- ◆ Health Sciences
- ◆ Public Service
- ◆ Education
- ◆ Construction & Trades
- ◆ Hospitality & Culinary Arts
- ◆ Business
(New in 2022!)

Vision Statement

We envision a vibrant and equitable Washington, DC, region where every person has access to a valued path through higher education, opportunity to thrive in a fulfilling career, choice of where and how to live, and voice in our communities.



Community College Degrees + Continuum of Support = Career Success



Scholarship
Funding



Career Exposure
& Networking



Skill-Building
Workshops



Personalized
Advising



► Scholar Spotlight

Rosa Amaya

Scholar, Fall 2022 Cohort | AA, Secondary Education | Montgomery College

Rosa's dream of becoming a teacher began at age seven while helping her grandmother in Honduras learn to read and write. "Something was born inside me, and I just felt so excited to teach." Despite many obstacles, including violence and corruption closing schools in her hometown, Rosa never lost her passion for educating others. She immigrated to the U.S. as a teenager with a clear vision for her future but few resources.

When she learned that you didn't need to be a U.S. citizen to earn a New Futures scholarship, she immediately applied.

"I was the first person in my family to attend college, and I didn't know anything about how to apply, available resources, or what happens after you get accepted," she said.

That's why Rosa so values her New Futures experience. "With New Futures I feel more prepared, not for just college, but for life. My advisor, Molly, has been with me through so much, from my most anxious moments to my greatest successes."

Rosa says her greatest strengths—her determination and work ethic—have helped her take advantage of all the opportunities New Futures offers. "The workshops help you build skills in time management, interviewing, study skills. I had never had the opportunity to develop these skills before, so I found it so helpful as a first-gen college student."

In 2022, she earned her AA from Montgomery College, and she's now working toward her Bachelor's degree at the University of Maryland. As she gets nearer to graduation, she's feeling "way more confident" about her job prospects. In fact, she's already used "all those practice interviews at the interview skills workshop" to land multiple jobs in her field: "I'm gonna be honest — I always get the job now," she says with a laugh.

"My grandma inspired me to make a difference as a Spanish teacher, and accomplishing that dream would be way harder without New Futures — they've shown up for me."

2022 Achievements



255 Scholars Served



63 New Scholars Selected



\$609K Awarded in Scholarships



115 Volunteers Engaged



366 Alumni



18 Scholar Workshops
with 203 Unique Participants



35 Scholars Graduated

**91% of graduates since 2017 agree or strongly agree
New Futures helped prepare them to enter the workforce.**



Evolving for Impact

At New Futures, we are constantly evaluating our approach to understand how to grow our impact.

This past year we made strategic investments to enhance our offerings, expand our reach, and enable us to deliver better outcomes for every Scholar we serve.

We have learned that career success must start on day one. Our Alumni Monitoring Survey revealed a disparity in career preparedness after graduation, especially for Scholars of color. We responded by reallocating resources to provide career development opportunities throughout Scholars' journeys.

As one alum put it, "My high school never taught me how to write a resume or prepare for a job interview. New Futures helps you develop the professional skills you need to build the life you want."

A newly launched LinkedIn job board exclusively for our Scholars and alums has introduced them to new career opportunities, and many have shared that they've landed jobs using this new resource.



Sabreea P.
Spring 2022 Cohort

We also commissioned research on equity gaps affecting Scholars of color. By understanding these challenges, we can be proactive in addressing them. As Deputy Director of Programs, Molly Friesenborg, shared, "We really set ourselves apart in terms of how much effort we put into understanding our data."

Restructuring our program team also strengthened our model. Advising now seamlessly integrates academic and career needs. Jasmine Froe, Assistant Director of Programs, explains that the new structure "ensures the consistency of our advising model, and it reflects the strengths of our team and how best to allocate resources to enhance Scholar outcomes."

"We really prioritized amplifying Scholar voice internally, which led directly to significant improvements in our program, such as restructuring our program staff to increase individual advising time and the launch of a new Career Pathway in Business," said Jamila Williams, Director of People, Culture, and Operations. "The Scholar-advisor relationship is truly at the heart of our mission, and these changes reflect that."

At New Futures, we evolve based on where Scholars are headed, not where we've been. By making thoughtful, strategic changes informed by data and feedback, we've become more agile in meeting individual Scholars' needs.

87% of Scholars served in the past five years have graduated or are persisting in their degree program - well above national averages for peer groups' completion and persistence rates.

Yotsi & Luz
CURRENT SCHOLARS
Fall 2022 Cohort



► Scholar Spotlight

Christian Rodriguez

Scholar, Fall 2021 Cohort | Northern Virginia Community College

Not every Scholar we serve is waiting to launch their career.

Christian came to us with a few years of professional cybersecurity experience but no degree. His goal wasn't to get his foot in the door, but to shore up the foundations of a blossoming career and pave the way for his advancement.

While many of his Scholar peers are yet to begin their careers, "I've already got experience, but New Futures helped me realize how much more I can do to improve my chances of gaining a leadership role by returning to school to finish my associate degree. Taking classes again has grown my network and kept me current with what's happening in my industry," he shared.

"Plus, I'm doing it 100% debt-free. I'm really grateful for that."

Christian hopes to leverage his professional success to help others like him. "I see myself in a lot of the other Scholars I've met, and I'm eager to get into a leadership role and give back the support I've received. Having someone believe in me just made the biggest difference. All I needed was an opportunity to show what I could do. I hope I can open doors for others who are just getting started."

Unlike his first stint in college at 18 years old, Christian, now 28, isn't leaving empty handed this time.

"I'm graduating this year! I did it! I've only scratched the surface of my potential, but hope I have set a good example for those who follow. I've come so far and I'm excited for what's next."



Spring 2022 Cohort



Business

Briana J. Freeman
Kaltuun Hussein
Jaheim A. Smith

Construction & Trades

Medhane H. Tesfamichael

Education

✧ Suzette A. Brempong
✧ Miguel C. Luna
Dynara Dukes
Ever A. Hernandez
Sabreea B. Petty
Rodin J. Ruiz

Health Sciences

Keiry Y. S. Alvarenga
Melody X. Correa
Marvin A. Fuentes
✧ Naomie I. Lubunda
Jerome Nkugwa
✧ Haimanot Tesfaye

Hospitality & Culinary Arts

Patrick A. Braden
✧ Mayra X. Hernandez

Information Technology

Jennifer C. Lloyd
Thiery Gilardi N. Koungwe
Mariam Mehmood
Luis F. Paiz
Rudy W. Ramos
Kwame F. Sarkodie
Yasmin Shafi
Eyerusalem A. Yimer

Public Service

✧ Donte D. Brooks
Jennifer X. Caceres
Yeymi J. H. Cruz
✧ Kelly A. Makimoto-Murphy

✧ = Second-time Scholar

Second-time Scholars are Scholars pursuing additional credentials (usually Bachelor's degrees) who have already completed a degree or certification with New Futures.

Fall 2022 Cohort



Business

Jocelyn Aguilar
✧ Jan A. Escobar
Davontae Bryant
Chidubem Ezimorah
Yefrey Garcia
Jonathan Granados
Roniqua Martin
✧ Jacqueline Medina
Nicole Paredes Lara
Ronelle Perry
Jean Rose Ventuzo

Construction & Trades

✧ Najmah Abdur-Rahman

Education

✧ Rosa Amaya
Luz Escobar

Health Sciences

Maria Aleman
Kenya Costley
Angelo M. Engama
Jennifer Lopez
✧ Eislym S. Villavicencio
Shalinka Williams

Hospitality & Culinary Arts

Yotsi Escobar
✧ Diana C. G. Bohorquez
✧ Diana Ramos

Information Technology


Meklit Ambaw
Kaela M. Dorsey
✧ Miguel Espinosa Joa
✧ Hammad Farrukh
Stephen Hogan
Eden Kahsai
Ronaldo Saravia
Jayden Socka

Public Service

✧ Jose Argueta Velasco
Ayline Deras

✧ = Second-time Scholar

Second-time Scholars are Scholars pursuing additional credentials (usually Bachelor's degrees) who have already completed a degree or certification with New Futures.



79% of surveyed alumni score at or above the medium-high level on the Consumer Financial Protection Bureau's Financial Well-Being Scale.

Gabi
SCHOLARS
PROGRAM
ADVISOR

Inspired by Scholars, Designed for Scholars

Innovation isn't just a buzzword at New Futures — it's central to our mission. We consistently evaluate ways to strengthen our offerings based on Scholar insights. In 2022, their feedback directly inspired an array of new program features including expanded workshops, community events, and online resources.

Discover the latest improvements driven by Scholar voices.

Taste of New Futures

Many of our Scholars have talents and aspirations not contained within their chosen career fields. Recognizing the incredible entrepreneurship of our young people, this new event showcased several businesses owned and operated by Scholars and alums, including a photographer, a chef, a DEI consultant, and a personal trainer.

Showcasing our alumni entrepreneurs, the inaugural event raised more than \$35,000.

Job Search Strategies Workshop

This *Career Launch* workshop was inspired by Scholars voicing in advising sessions their desire for more support identifying quality early career opportunities. In partnership with Stellarworx, the workshop teaches Scholars how to leverage the online platform to effectively search and apply for jobs in their chosen fields. It has been the highest-attended of all our skill-building workshops since its introduction.

Business Career Pathway

A growing trend in degree focus from prospective Scholars combined with requests from multiple community partners (who refer applicants) led us to add the Business Career Pathway. Doing so dramatically increased the number of applicants to our program, with nearly a third of our fall 2022 cohort selecting it.



Jessica Myers, Associate Board Member, and **Dinda Nugroho**, Alumni Advisory Board Co-Chair





Molly Friesenborg,
Deputy Director of Programs,
with **Jennifer L.,** Scholar

LinkedIn Job Board

Part of our expanded suite of career-readiness supports, the LinkedIn New Futures Job Board is a dedicated, easily accessible digital resource Scholars and alums can use to find relevant, vetted job opportunities. Staff routinely post job announcements, scholarship opportunities, and other career-focused content to the board.

Along with our LinkedIn and Personal Branding workshop, this tool has already helped several Scholars land roles in their career fields.

Creating Community

Based on participant feedback, Christopher Allen, Scholars Program Advisor, hosted a Scholar Mixer event to facilitate connections among New Futures Scholars and get to know them better through a casual evening of teambuilding activities. Scholars have expressed a desire for more opportunities to meet other Scholars with similar backgrounds, professional interests, and academic circumstances.

Equitable Outcomes For All

Beginning in late 2022, New Futures commissioned Kennedy & Company to conduct a series of focus groups and interviews in an effort to identify supports and organizational strategies necessary to improve equitable outcomes for all New Futures Scholars.

This work has a particular focus on improving outcomes across the spectrum of racial and immigrant Scholar identities. The results of this research will offer us a roadmap to better serve all our Scholars.



Yefrey G.
Fall 2022 Cohort

► Alumna Spotlight

Kathy Cuellar-Ocasio

Alumna, Fall 2017 Cohort | BA, Elementary and Special Education | Towson University

The summer after she graduated from high school, Kathy was at a crossroads.

“I was ready to give up on pursuing college. My high school didn’t adequately prepare me to apply for college, I didn’t have status here after moving from El Salvador, and I knew tuition was more expensive than I could afford. It took me a whole year working full-time as a nanny to save enough money to pay for a single semester of night classes at the community college.”

Despite the challenges, Kathy says she was “too stubborn to give up on my dream.” She’d been teaching her little brother for fun since she was seven. “By the time he got to elementary school, he was way ahead on his literacy skills because of what I’d taught him at home,” she says.

But Kathy didn’t see an obvious path to achieve her goals. After graduating high school she planned “to go straight to work and do whatever [job] I could do, accept low pay, and start somewhere, because what else could I do?” she recalls.

Kathy’s life took a positive turn when she ran into a high school friend who happened to be a New Futures Scholar.

“He knew how tired I was from working full-time and taking evening classes, so he

encouraged me to apply. I was so excited when I was invited to become a Scholar in the fall of 2017.”

With the support of her New Futures advisor, Kathy earned an associate degree from Montgomery College, then a Bachelor’s degree in Elementary and Special Education from Towson University.

“New Futures has been essential to me. They’ve become part of my family. The staff really helped me to stay focused when I was struggling or didn’t know what to do. I knew I could always go to New Futures to ask questions and get the support I needed.”

Eight years after nearly giving up on her dream, Kathy is just weeks away from starting her “dream career” as a fifth grade teacher in the Montgomery County Public School system. “I wouldn’t have been able to launch my career without New Futures. I’m finally getting to do what I’ve always wanted.”



She and her husband recently bought their first home, achieving yet another milestone. Looking back with pride on all she’s accomplished, Kathy is quick to remember what got her here. “I’ve stayed true to myself and I’m an incredibly hard worker. Still, I never imagined I’d be where I am now. Not because I doubted myself, just because it all seemed so implausible. I’m so happy with my life now.”

Her face lights up in a huge smile when it’s mentioned that her students will be lucky to have her enthusiasm, passion, and skill in the classroom. “This is the best way for me to make a change and give back to others what was given to me. It all starts with love.”



► Alumna Spotlight

Readet Kifle

Alumna, Fall 2021 Cohort
BS, Nursing | University of Maryland, Baltimore

For Readet, navigating the ins and outs of college was a daunting task as a recent immigrant from Ethiopia. Fortunately, she had her New Futures advisor, Allie, to rely on.

“I had to work a little bit harder just to understand what was happening, because I was so new to the country. Allie helped me with so much, from selecting courses to sharing scholarship opportunities. She helped me feel prepared — I knew what to expect during that first semester because of her.”

Navigating the unfamiliar higher ed landscape can be particularly challenging for the 70% of current Scholars who are immigrants. Their feedback consistently cites support from a New Futures advisor as a critical factor in their academic success. “Allie’s been a huge influence on guiding my decisions, helping me understand which path would get me closer to my goals,” Readet shared.

Even when Readet was “drowning in challenges,” Allie was there. “I was really stressed about exams, and Allie surprised me on campus and made me take a walk with her to clear my mind. She never lets me forget to practice self-care. She’s been my partner in navigating tough moments.”

Readet recently graduated from the University of Maryland with a BS in Nursing, passed her national certification exam, and is just weeks away from starting her career as a nurse, her long-term goal since she was a child. “This is a great first step for me in my career. It brings me so much satisfaction to be in a position to help other people. I plan to continue my education and eventually become a Nurse Practitioner.”



Congrats to Our 2022 Graduates

Abdulkerim (AK) Habib Yasin

Associate
University of the District of Columbia
Community College
Information Technology

Alyson Karen Jones

Associate
Prince George's Community College
Information Technology

Andrew Montano

Associate
University of the District of Columbia
Community College
Information Technology

Ange Bibiane Tankeu

Associate
University of the District of Columbia
Community College
Health Sciences

Brian Graham

Associate
University of the District of Columbia
Community College
Public Service

Carlos A. Moreno Acero

Associate
Montgomery College
Information Technology

Diana Nayely Ramos

Associate
Montgomery College
Hospitality & Culinary Arts

Donte Dewayne Brooks

Associate
University of the District of Columbia
Community College
Public Service

Eboney McIver

Associate
University of the District of Columbia
Community College
Education

Ephrata A. Kifle

Associate
Montgomery College
Public Service

Ezequias Rodriguez

Certificate
Northern Virginia Community College
Information Technology

Falla Mathieu

Certificate
Montgomery College
Health Sciences

Freddy Alejandro Caceres Rojas

Bachelor's
University of Maryland (College Park)
Information Technology

Gameli "Ben" Fenuku

Bachelor's
Virginia Commonwealth University
Information Technology

Haimanot Tesfaye

Associate
Northern Virginia Community College
Health Sciences

Hammad Farrukh

Bachelor's
George Mason University
Information Technology

Jan Escobar

Associate
Montgomery College
Business

Javier Leon Martinez

Associate
Northern Virginia Community College
Education

Johana Maciel Alvarado

Associate
Latin University of Panama
Hospitality & Culinary Arts

Jose Edgar Argueta Velasco

Associate
Liberty University
Public Service

Karishma Parvez

Bachelor's
Universities of Shady Grove
Health Sciences

Kelly Akemy Makimoto-Murphy

Associate
Northern Virginia Community College
Public Service

Lesley Paz

Associate
University of the District of Columbia
Community College
Hospitality & Culinary Arts

Luis Oswald Armenta Valencia

Associate
Montgomery College
Hospitality & Culinary Arts

Martha Adriana Rondon

Bachelor's
Trinity University
Health Sciences

Najmah Abdur-Rahman

Associate
Montgomery College
Construction & Trades

Nathnael Bekele

Bachelor's
University of the District of Columbia
Information Technology

Norlyn Javier Reyes Rodriguez

Associate
University of the District of Columbia
Community College
Information Technology

Rosa Amaya

Bachelor's
University of Maryland (College Park)
Education

Rowda Muhammad

Bachelor's
University of Maryland Global Campus
Health Sciences

Roxana Alejandra Castillo Madero

Bachelor's
University of the District of Columbia
Hospitality & Culinary Arts

Santos E. Amaya

Bachelor's
University of the District of Columbia
Public Service

Suzette Adu Brempong

Associate
Northern Virginia Community College
Education

Vaneisha Mintz

Associate
University of the District of Columbia
Community College
Education

Yanet Getaneh

Associate
Montgomery College
Business



Najmah



Suzette



Scholar
Grad Cap



Santos



Roxy

New Futures gave me the reassurance I needed to go through this new chapter of my life. They've been greatly helpful.

New Futures
Alum



**Claudia,
Halek & Renad**

NEW FUTURES ALUMNAE

More than 50% of New Futures alumni graduate with no educational debt.

Statement of Financial Position

Assets	2022	2021
CURRENT ASSETS		
Cash and cash equivalents	\$950,119	\$1,309,073
Accounts receivable	\$383,000	\$583,057
Prepaid expenses	\$8,544	\$9,413
Due from employee	\$782	\$886
Total Current Assets	\$1,342,445	\$1,902,429
PROPERTY AND EQUIPMENT		
Right-of-use assets	\$306,845	\$0
Computer equipment and software	\$20,276	\$20,276
Less: accumulated depreciation	\$(18,245)	\$(16,401)
Total Property and Equipment	\$308,876	\$3,875
OTHER ASSETS		
Accounts receivable, net of discount	\$164,947	\$465,734
Investments	\$1,044,054	\$966,796
Security deposit	\$14,167	\$14,167
Total Other Assets	\$1,223,168	\$1,446,697
TOTAL ASSETS	2,874,489	\$3,353,001

Liabilities and Net Assets	2022	2021
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$101,996	\$113,934
Scholarships payable	\$323,167	\$343,680
Deferred revenue	\$2,000	\$0
Operating lease liability	\$79,270	\$0
Total Current Liabilities	\$506,433	\$457,614
LONG-TERM LIABILITIES		
Scholarships payable	\$686,731	\$515,519
Operating lease liability	\$228,818	\$0
Total Long-Term Liabilities	\$915,549	\$515,519
TOTAL LIABILITIES	\$1,421,982	\$973,133
NET ASSETS		
Without donor restrictions	\$760,507	\$1,087,198
With donor restrictions	\$692,000	\$1,292,670
Total Net Assets	\$1,452,507	\$2,379,868
TOTAL LIABILITIES AND NET ASSETS	2,874,489	\$3,353,001

Statement of Activities and Changes in Net Assets

	2022			2021		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE						
Contributions and grants	\$1,313,554	\$112,000	\$1,425,554	\$798,995	\$412,670	\$1,211,665
In-kind contributions	\$74,073	\$0	\$74,073	\$0	\$0	\$0
Special event, net of expenses (\$ -0- and \$27,201 respectively)	\$0	\$0	\$0	\$240,302	\$0	\$240,302
Investment income, net	\$(176,004)	\$0	\$(176,004)	\$159,715	\$0	\$159,715
Paycheck protection program funds utilized	\$0	\$0	\$0	\$113,600	\$0	\$113,600
Other income	\$0	\$0	\$0	\$9,932	\$0	\$9,932
Net assets released from restrictions	\$712,670	\$(712,670)	\$0	\$607,970	\$(607,970)	\$0
Total Support and Revenue	\$1,924,293	\$(600,670)	\$1,323,623	\$1,930,514	\$(195,300)	\$1,735,214
EXPENSES						
Program services	\$1,566,172	\$0	\$1,566,172	\$1,344,726	\$0	\$1,344,726
Management and general	\$386,452	\$0	\$386,452	\$248,295	\$0	\$248,295
Fundraising	\$298,360	\$0	\$298,360	\$303,769	\$0	\$303,769
Total Expenses	\$2,250,984	\$0	\$2,250,984	\$1,896,790	\$0	\$1,896,790
CHANGE IN NET ASSETS	\$(326,691)	\$(600,670)	\$(927,361)	\$33,724	\$(195,300)	\$(161,576)
NET ASSETS AT BEGINNING OF YEAR	\$1,087,198	\$1,292,670	\$2,379,868	\$1,053,474	\$1,487,970	\$2,541,444
NET ASSETS AT END OF YEAR	\$760,507	\$692,000	\$1,452,507	\$1,087,198	\$1,292,670	\$2,379,868

► Our Incredible 2022 Donors

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We have made every effort to recognize all gifts received from January 1 to December 31, 2022. Please inform New Futures of any errors or inaccuracies at info@newfuturesdc.org so we may correct the record and appropriately express our gratitude.

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Eden K.
Scholar
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