Even as community college enrollment declines, peripheral education expenses become even more burdensome, and inequity further encroaches on the most vulnerable in our communities, New Futures remains steadfast in our commitment to helping Scholars achieve their dreams. Our advising approach helps Scholars cultivate support systems they can leverage as they continue their journeys toward success.

**New Futures is uniquely positioned to meet the evolving interests of college-aged adults, who are eager for quicker credentials and clearer job pathways.**

But we’re not offering a shortcut to work. Rather, we are providing a suite of customized experiences that position our Scholars to pursue their academic and career aspirations—regardless of their starting point.

In 2021, we continued to lay the groundwork for the planned scaling of our programs’ impact. We leaned into the year’s challenges, facing them head-on with patience, optimism, and determination. We further solidified our organizational infrastructure to improve our offerings to Scholars—evolving our programming, increasing our staff capacity, and further investing in a culture of equity—as we carry out our strategic growth plan. By 2025, New Futures will double the number of Scholars we serve each year.

Just as our Scholars and alumni have come to know that they can always count on us, so too we recognize that you have been there for New Futures, volunteering at our skill-building workshops, attending our virtual events, donating generously, and believing in our mission. Thank you!

New Futures is stronger than ever before because of our community—that includes you! Together, we’re helping to launch bright futures, and creating a more equitable, connected Washington, DC, region.
Our Unique APPROACH

We partner with young people to design an individualized suite of resources and experiences that they can leverage in pursuit of their academic and career aspirations. Our unique approach combines flexible scholarships, expert advising, skill-building workshops, and career exposure opportunities aligned with our region’s high-growth industries.

Career Pathways

- IT/Cybersecurity
- Health Sciences
- Public Service
- Construction and Trades
- Education
- Hospitality and Culinary Arts

“New Futures makes sure I have opportunity and access, they connect me with resources, they help me build practical skills, and they’re a constant source of support.”

- GLORIA, New Futures Scholar
**2021 BY THE NUMBERS**

Bigger team, bigger impact, all in support of our Scholars’ biggest dreams.

- **246** Scholars served
- **41** Scholars graduated from their programs
- **331** Alumni
- **62** New Scholars selected
- **16** Scholar workshops
- **88** Scholars receiving emergency funds
- **215** Volunteers engaged
- **$530,997** Awarded in scholarships
- **$44,190** Total Emergency Funds disbursed (2021)

**NEW FUTURES | 2021 Impact Report | 3**
At New Futures, 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.

Read on to learn how New Futures is positioning Scholars to pursue their goals on their own terms.
[Growing up in Kinshasa, Democratic Republic of Congo] there weren’t a lot of women in politics— not because they weren’t capable, but because society was not structured to encourage or support women to get into the field.”

- GLORIA NZITA
Ever since she was a child, Gloria has dreamed of a career in politics. Growing up in Kinshasa, Democratic Republic of Congo, Gloria says, “there weren’t a lot of women in politics—not because they weren’t capable, but because society was not structured to encourage or support women to get into the field.”

She had to resist the voices of people around her who said of her dream, “That’s not a job for a girl.” Gloria’s parents were always supportive and encouraging, countering her self-doubt with their conviction that she “could be the first to do it.”

But when Gloria began her college career in the United States, she faced a dilemma: what major should she choose? “I was confused as to what I wanted to study,” she recalls; she was unsure how to combine politics, law, and nonprofit work.

Gloria decided to pursue business and international relations, but she soon began to second-guess her decision.

Fortunately, Gloria had her New Futures advisor, Silvana, to help her think about her next step. “New Futures met me where I was at, and through conversations with my advisor, I came to understand that I could pursue my dream job more directly” by switching majors to political science. “My advisor helped me see that I had a way forward,” she says.

Beyond thought partnership, Gloria says that New Futures’ skill-building workshops were of great value to her growth. “New Futures gives Scholars lots of opportunity to practice these very important professional skills,” she says. She even used the résumé she built with volunteers at our Career Launch skill-building workshop to land her first job.

Outside the classroom, “New Futures is part of my support system,” Gloria says. When she lost her job during the pandemic, she was able to access much-needed financial assistance through New Futures’ Emergency Fund. “I know I can count on them for anything,” Gloria says.

Most importantly, Gloria notes that her belief in herself now outweighs her self-doubt. “I feel more confident in my own skin” she says, because New Futures “makes sure we know we have a voice, and how to use it.”

So when she had the chance to use her voice in service to her community while also gaining valuable experience, she seized it. Gloria began volunteering with an immigrants rights organization, lobbying the Virginia legislature to pass a law granting driver’s licenses to undocumented community members. The state enacted the law in 2021.

As she pursues her second degree with New Futures, Gloria has her eyes set on her next goals: a law degree, a family-run non-profit benefiting school-aged girls in Congo, and a career in politics.

Listing her aspirations, she laughs confidently: “I told you, I can do it all.”
Opportunity, Choice, Voice

New Futures helps me to feel confident about myself and what I can do.”

– CESAR MENJIVAR
As the first in his family to attend college, “I didn’t have that much information about college, especially as a recent immigrant. I didn’t know what to do,” Cesar says. He craved additional guidance and a thought partner to aid him on his postsecondary journey, but “I didn’t have a very close relationship with my college advisor.” So when he learned about the opportunities and support available to New Futures Scholars, he immediately took action, applying to the program in order to jumpstart his future.

As a New Futures Scholar, “I’m better able to take advantage of the school’s resources because I trust Allie [his New Futures advisor]—she understands the higher ed system better than me,” Cesar says.

The authentic, supportive partnership that Cesar and Allie have built over more than two years has inspired him to pay it forward. “I’m grateful for New Futures’ help, so I’d like to do the same thing for someone in the future,” Cesar says. He hopes to launch his career in education and social work, guiding others on their own paths to success.

Cesar believes his optimistic nature can be an inspiration to other young people like him who face challenges while pursuing their academic and career goals. “When there’s adversity, or negative things happening around me, I try to keep myself focused on the good things, on the things I have, on the opportunities I have, so I’m always thinking about how fortunate I am,” he says.

Cesar’s unshakable positivity and drive, combined with the holistic support offered by New Futures, have positioned him to make his dream of earning a college credential a reality. “Since my first day with the program, I’ve just felt even more motivated to succeed,” he says.

“I’m grateful for New Futures’ help, so I’d like to do the same thing for someone in the future.”
New Futures Alumni Monitoring Survey Respondents since 2019:

98% are “satisfied or very satisfied with their New Futures experience”

100% Agree or Strongly Agree that “New Futures helped prepare me to enter the workforce.”
I’m excelling in my college education now, and I’m not sure that would happen without the support of New Futures.”
- ALYSON JONES
As Alyson neared high school graduation and began to consider her options, she felt anxious. "I was really worried about how I was going to pay for college. Not just that, but how would I balance going to class, paying for college, and having a job all at the same time?" she says.

For Alyson, earning a scholarship with New Futures was a relief. "New Futures has really alleviated that stress from my life. I've been terrified of the cycle of college debt, and I have not fallen into that, thanks in large part to New Futures."

"Rather than focusing on a job, New Futures has given me a lot more time to dedicate myself to improving my math skills," a critical part of the computer science degree she's pursuing.

"I struggled with algebra in high school, and now I'm in Calc 2 getting 110 percent. I'm just so grateful to New Futures for giving me that support and opportunity. I never thought I would be doing this well."

The ability to focus only on her studies has given Alyson more opportunity to deepen her passion for climate activism. Support from New Futures has helped her move closer to her dream of developing technologies to fight climate change.

"I'm volunteering for more green movements so I can understand both the climate and technical aspects of climate change," she says. In fact, it was Alyson's New Futures advisor, Jamila, who introduced her to an opportunity that landed Alyson a leadership role in a local climate advocacy group.

The experience of building a professional network while she is still in school has helped Alyson feel more confident about her career path.

"New Futures can help me get to the position of following my passion," Alyson says. "I definitely feel closer to my goals."
I’ve found a community among the Scholars because many of them have been through the same things as me. Sometimes you just need someone to talk to, and I’ve found a safe space at New Futures.”

- LITZY KOGA
If she had to choose three words to describe herself, Litzy says she would pick “resilient, self-reliant, and tenacious.” She “had to become an adult at a young age,” she says, so she’s used to doing things on her own. But she admits that “if it weren’t for New Futures, I’d probably still be finding my way.”

Like many New Futures Scholars, Litzy was prevented by her mixed immigration status from accessing student aid programs like FAFSA at the time she graduated from high school.

“I was worried about paying for college as an 18-year-old immigrant woman with no family in the United States,” she said, “so it was the happiest moment when I received my scholarship from New Futures.”

Litzy soon discovered that New Futures offered something else she craved: a community.

“It’s more than just a scholarship, it feels like you’re part of something— you’re part of a bigger change.”

She credits New Futures for its intentional focus on cultivating mutually supportive relationships within the program. “I’ve found a community among the Scholars because many of them have been through the same things as me,” Litzy says. “Sometimes you just need someone to talk to, and I’ve found a safe space at New Futures.”

She remembers being encouraged by some Scholars while waiting nervously to interview for the program at New Futures’ office. “I liked their energy, I loved their hype—they told me I was going to do great.”

Equipped with a caring circle of peers “who have different stories but have fought for the same reasons as you— to overcome and succeed,” Litzy says that New Futures has given her “more confidence and more voice” in her future.

“Who you become depends on who you surround yourself with, so I’m grateful for the New Futures family,” Litzy says. “They encourage you to follow your dreams, no matter what they are. They don’t diminish your enthusiasm.”

Looking to the future, Litzy envisions herself making an impact as a member of a marketing team at a top tech company, and she hopes for “an opportunity to inspire others by sharing my story and my path to success.”
The COVID-19 pandemic led to a sharp decline in community college enrollment and student persistence, particularly among lower-income students of color. According to the National Student Clearinghouse Research Center, 65% of part-time community college students “stop out” (that is, leave their degree programs before earning a credential) within six years of enrollment. Meanwhile, community college enrollment has declined by 13% since 2020.

But this downturn hasn’t taken hold at New Futures. In fact, our approach is defying national trends, even as we serve more Scholars.

What makes our approach so successful?

1. Research shows that college persistence and graduation rates rise with increased academic advising, and that advising is more successful with consistent relationships and more touchpoints between advisor and student.

2. Consistent, holistic advising relationships are overwhelmingly named the most beneficial component of the New Futures program by our Scholars and alumni.

94.2% of all Scholars served in 2021 are persisting in their programs

89% of all Scholars selected in the last five years are persisting in their programs

100% of recently surveyed Scholars agree or strongly agree that having a New Futures advisor has improved their college experience.

55% more scholars selected in 2021 (vs. 2020)
Launching BRIGHT FUTURES

New Futures’ partnership with Scholars doesn’t end when they earn their first college credential, though. Our alumni benefit from our continuum of support, reporting increased financial stability and career satisfaction compared to national averages.

80% of 2021 graduates are either employed or enrolled in a subsequent education program.

70% of alumni are satisfied or very satisfied with their current job.

63% of alumni are employed in their desired career field.

80% of 2021 graduates are either employed or enrolled in a subsequent education program.

70% of alumni are satisfied or very satisfied with their current job.

63% of alumni are employed in their desired career field.

New Futures alumni exceed the national average for financial well-being across various demographic groups:

- Financial well-being: a state wherein a person can fully meet current and ongoing financial obligations, can feel secure in their financial future, and is able to make choices that allow them to enjoy life. Source: CFPB

---

**Percentage of Alumni Scoring At or Above Medium-High Level of Financial Well-Being Scale**

<table>
<thead>
<tr>
<th>Score Distribution</th>
<th>NF Alumni</th>
<th>US Adults</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>72% (2021)</td>
<td>61% (2020)</td>
</tr>
<tr>
<td>Latinx</td>
<td>+11% year-to-year improvement</td>
<td>First year of metric reporting</td>
</tr>
<tr>
<td>SOME COLLEGE OR ASSOCIATE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BACHELOR'S DEGREE</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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*Financial well-being: a state wherein a person can fully meet current and ongoing financial obligations, can feel secure in their financial future, and is able to make choices that allow them to enjoy life. Source: CFPB*
### Audited Financials

Statement of Financial Position  
December 31, 2021 and 2020

<table>
<thead>
<tr>
<th>Assets</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
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<td></td>
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<tr>
<td>Cash</td>
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<td>$704,928</td>
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<tr>
<td>Accounts receivable</td>
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<tr>
<td>Prepaid expenses</td>
<td>$9413</td>
<td>$3,103</td>
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<tr>
<td>Due from employee</td>
<td>$886</td>
<td>$82</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
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<td>$1,235,231</td>
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<tr>
<td><strong>PROPERTY AND EQUIPMENT</strong></td>
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<tr>
<td>Computer equipment and software</td>
<td>$20,276</td>
<td>$14,774</td>
</tr>
<tr>
<td>Less: accumulated depreciation</td>
<td>($16,401)</td>
<td>($14,145)</td>
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<tr>
<td><strong>Total Property and Equipment</strong></td>
<td>$3,875</td>
<td>$599</td>
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<tr>
<td><strong>OTHER ASSETS</strong></td>
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<tr>
<td>Accounts receivable, net of discount</td>
<td>$465,734</td>
<td>$853,769</td>
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<tr>
<td>Investments</td>
<td>$1,417,280</td>
<td>$1,256,680</td>
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<td>Security deposit</td>
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<tr>
<td><strong>Total Other Assets</strong></td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$3,353,001</td>
<td>$3,346,279</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
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</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$113,934</td>
<td>$61,026</td>
</tr>
<tr>
<td>Scholarships payable</td>
<td>$343,680</td>
<td>$446,236</td>
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<tr>
<td>Due to employee</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>$457,614</td>
<td>$507,344</td>
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<tr>
<td><strong>LONG-TERM LIABILITIES</strong></td>
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<tr>
<td>Scholarships payable</td>
<td>$515,519</td>
<td>$297,491</td>
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<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>$973,133</td>
<td>$804,835</td>
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<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without donor restrictions</td>
<td>$1,087,198</td>
<td>$1,053,474</td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>$1,292,670</td>
<td>$1,487,970</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>$2,379,868</td>
<td>$2,541,444</td>
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<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$3,353,001</td>
<td>$3,346,279</td>
</tr>
</tbody>
</table>
### 2021

#### Support and Revenue

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>$798,995</td>
<td>$412,670</td>
<td>$1,211,665</td>
</tr>
<tr>
<td>Special event, net of direct expenses ($27,201 and $24,126 respectively)</td>
<td>$240,302</td>
<td>N/A</td>
<td>$240,302</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>$159,715</td>
<td>N/A</td>
<td>$159,715</td>
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<tr>
<td>Paycheck protection program funds utilized</td>
<td>$113,600</td>
<td>N/A</td>
<td>$113,600</td>
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<tr>
<td>Other income</td>
<td>$9,932</td>
<td>N/A</td>
<td>$9,932</td>
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<tr>
<td>Net assets released from restrictions</td>
<td>$607,970</td>
<td>($607,970)</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Total Support and Revenue</strong></td>
<td><strong>$1,930,514</strong></td>
<td><strong>($195,300)</strong></td>
<td><strong>$1,735,214</strong></td>
</tr>
</tbody>
</table>

#### Expenses

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services</td>
<td>$1,344,726</td>
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</tr>
<tr>
<td>Management and general</td>
<td>$248,295</td>
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<tr>
<td>Fundraising</td>
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<td>N/A</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$1,896,790</strong></td>
<td>N/A</td>
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<tr>
<td>Change in Net Assets</td>
<td>$33,724</td>
<td>($195,300)</td>
</tr>
<tr>
<td>Net Assets, beginning of year</td>
<td>$1,053,474</td>
<td>$1,487,970</td>
</tr>
<tr>
<td><strong>Net Assets, End of Year</strong></td>
<td><strong>$1,087,198</strong></td>
<td><strong>$1,292,670</strong></td>
</tr>
</tbody>
</table>

### 2020

#### Support and Revenue

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>$1,202,462</td>
<td>$1,487,970</td>
<td>$2,690,432</td>
</tr>
<tr>
<td>Special event, net of direct expenses ($27,201 and $24,126 respectively)</td>
<td>$244,025</td>
<td>N/A</td>
<td>$244,025</td>
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<tr>
<td>Investment income, net</td>
<td>$121,381</td>
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<td>$121,381</td>
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<tr>
<td>Paycheck protection program funds utilized</td>
<td>$113,600</td>
<td>N/A</td>
<td>$113,600</td>
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<tr>
<td>Other income</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>$235,000</td>
<td>($235,000)</td>
<td>N/A</td>
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<tr>
<td><strong>Total Support and Revenue</strong></td>
<td><strong>$1,916,468</strong></td>
<td><strong>$1,252,970</strong></td>
<td><strong>$3,169,438</strong></td>
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</table>

#### Expenses

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Student programs and education</td>
<td>$1,031,731</td>
<td>N/A</td>
</tr>
<tr>
<td>Management and general</td>
<td>$186,252</td>
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<tr>
<td>Fundraising</td>
<td>$290,175</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$1,508,158</strong></td>
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<td>Change in Net Assets</td>
<td>$408,310</td>
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<tr>
<td>Net Assets, beginning of year</td>
<td>$645,164</td>
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<tr>
<td><strong>Net Assets, End of Year</strong></td>
<td><strong>$1,053,474</strong></td>
<td><strong>$1,487,970</strong></td>
</tr>
</tbody>
</table>
Our 2021 DONORS

$200,000+
A. James and Alice B. Clark Foundation
The Sunrise Foundation / Emily and Antoine Van Agtmael

$100,000–199,999
Anonymous
Capital One

$50,000–99,999
The Morris and Gwendolyn Cafritz Foundation
deLaski Family Foundation
Mike Kershaw and Marianne Keler
V&S Foundation
The World Bank Community Connections Fund

$25,000–49,999
The Arcana Foundation
Capital for Children
The John Edward Fowler Memorial Foundation
The Richard E. and Nancy P. Marriott Foundation
Marshfield Associates
The Scheidel Foundation

$10,000–24,999
Susan Krause Bell and Robert Bell
Robyn and Andy Brown
Mary Challiner
The Clark-Winchcole Foundation
Hilda and Preston Davis Foundation
The Galena-Yorktown Foundation
Meg and John Hauge
Elizabeth and David Hayes
Barbara Kafta and Samir El Daher
Erna and Michael Kerst
The Letaw Family Foundation, Inc.
NBC Universal
Nonna Noto
Louise Novotny
Rebecca Rice and Lionel Dripps
The Share Fund of the Greater Washington Community Foundation
Emily and Frank Vogl
Westat
Dorothy and Kenneth Woodcock

$5,000–9,999
AVIXA
Betsy Banks
The Bloedorn Foundation
Building Hope
Christ Church Georgetown
Crowell & Moring Foundation
Brian and Tracey Cullen
DC Prep Public Charter School
Justin and Nimet DuFour
Anne and Gus Edwards
Joanna and Grant Ehat
Lori and Charles Jackson
Betsy Karel/The Lodestar Foundation and the Trellis Fund
Anne and David Kendall
Jonathan D. Mathis, PhD
Ronie Nieva
Patience and Daniel Peabody
PNC
Sheri and Rob Rosenfeld
Charles and Barbara Rossetti
Iris and Gene Rotberg
Venable Foundation Inc.
Kim Vinick
Dr. Heather Wathington
Beatrice Welters

$2,500–4,999
Davis Construction
Dimick Foundation
The Nadel Family Charitable Fund
EagleBank
Jon Ettinger and Kate Vlach
Ray Henger
Marian and Stuart Lemle
Miller & Chevalier Chartered
Charitable Foundation
Minhchau Nguyen and Per Ljung
Laurence Platt and Elizabeth Clare Herington
The Jane Bancroft Robinson Foundation
Rotary Foundation of Washington, DC
Eluned and Julian Schweitzer
Tyler Technologies

$1,000–2,499
Ted Ahlers and Barbara Ormond
Anonymous
Jim Allenchey and Carolyn Miller
Alloy Family Foundation, Inc.
Anonymous
Joy and Leonard Baxt
Sara Bennett
The Blackbaud Giving Fund
Jane and Scott Brown
Travis Brown and Teresa Barger
Susan and Dixon Butler
The CityBridge Foundation
Peter D’Ascoli
Michele de Nevers
Easterns Automotive Group
Judith Edstrom
Jessica and Bob Einhorn
Elizabeth Farrell
Julie and Jon Fiechter
Lisa Flam
Forrester Construction
Jamey Fry
Bruce Gilbert and Melissa Vinick
Gilbert
Samuel and Sarah Goldman
Erika Gray
Julie Green and Bill Murray
Stephen Green and Susanne Walker
Furman Haynes
Tara Husain
Perrin Ireland and Thomas Ramey
Donna and Pete Jervey
Roy Jones
Tom Karr
Eileen Kessler
Regina and Jeremy Krasner
Romana Li and Bruce Bartels
Susan and Joe Manes
Branko Milanovic
Cathy and Scot McCulloch
John Nellis
Joe Oppenheimer and Edie Fraser
Diana Negroponte
Margaret Pastor
Mary Frances Pearson and Joseph Howe III
Carla Peterson and David Rosenbloom
Stephen Plume
Susan and Bob Post
Julie Rasdorf
Irene and Steve Rosenthal
Paul Rosenthal
John Sargent
Robert Saum
Allie Sirrine
Patricia Steele
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