

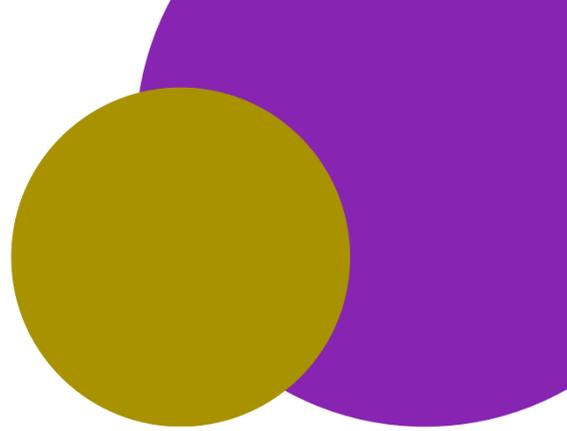
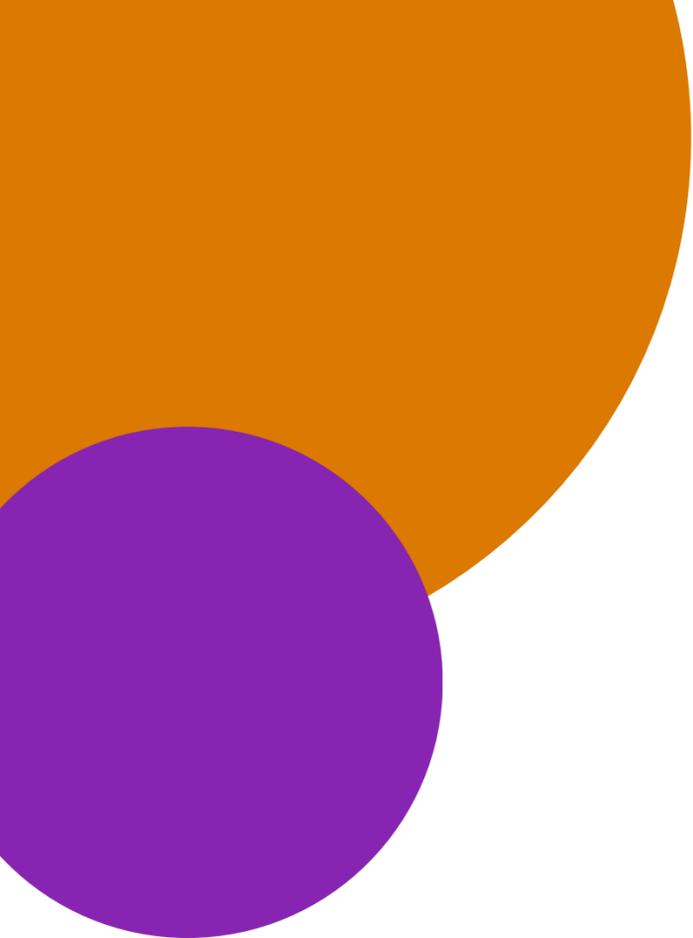


TRANSFORMING THE FUTURE,
TOGETHER

Annual Financial Report

Fiscal Year 2022-23

RELEASED MARCH 2024



WELCOME!

Like all nonprofits, each year we strive to provide some transparent insight to our financial standing and performance.

Rather than providing a single year's data - a snapshot in time - here you'll find some information on our performance in fiscal year 2022-23, as well as a few prior years. We hope that providing this data side-by-side helps you understand the larger trends and shifts happening at NEW.



TRANSFORMING THE FUTURE,
TOGETHER

Inspiring and equipping mission-driven leaders, organizations and communities towards into a just and thriving Southeast Michigan.

EMPOWERED LEADERS. FLOURISHING ORGANIZATIONS. VIBRANT COMMUNITIES

*Kallista Walker,
Our Community Reads*



COLLECTIVE POWER

Centering BIPOC (Black, Brown, Indigenous, and People of Color) and other marginalized people and communities

OUR PRIORITIES:



NURTURE ORGANIZATIONS & CULTURES

- Co-Created Solutions
- Practical Tools
- Inspirational Resources

STRENGTHEN OPERATIONS & INFRASTRUCTURE

- Information Technology
- Financial Services
- Office & Shared Space



BUILD POWER & LEADERSHIP

- Cohort learning
- Expert facilitators
- Peer support



OUR VALUES:

HUMANITY

we believe in treating people with dignity regardless of their role(s).

JUSTICE

we believe that repairing harm - to people and planet - requires addressing the root causes of inequity - systems and structures.

COLLABORATION

we believe that the best processes and solutions are built with input from the diverse folks they'll impact.

RELATIONSHIPS

we value relationships that connect us - we believe that embracing diversity and working across differences requires trust and accountability.

LEARNING & GROWTH

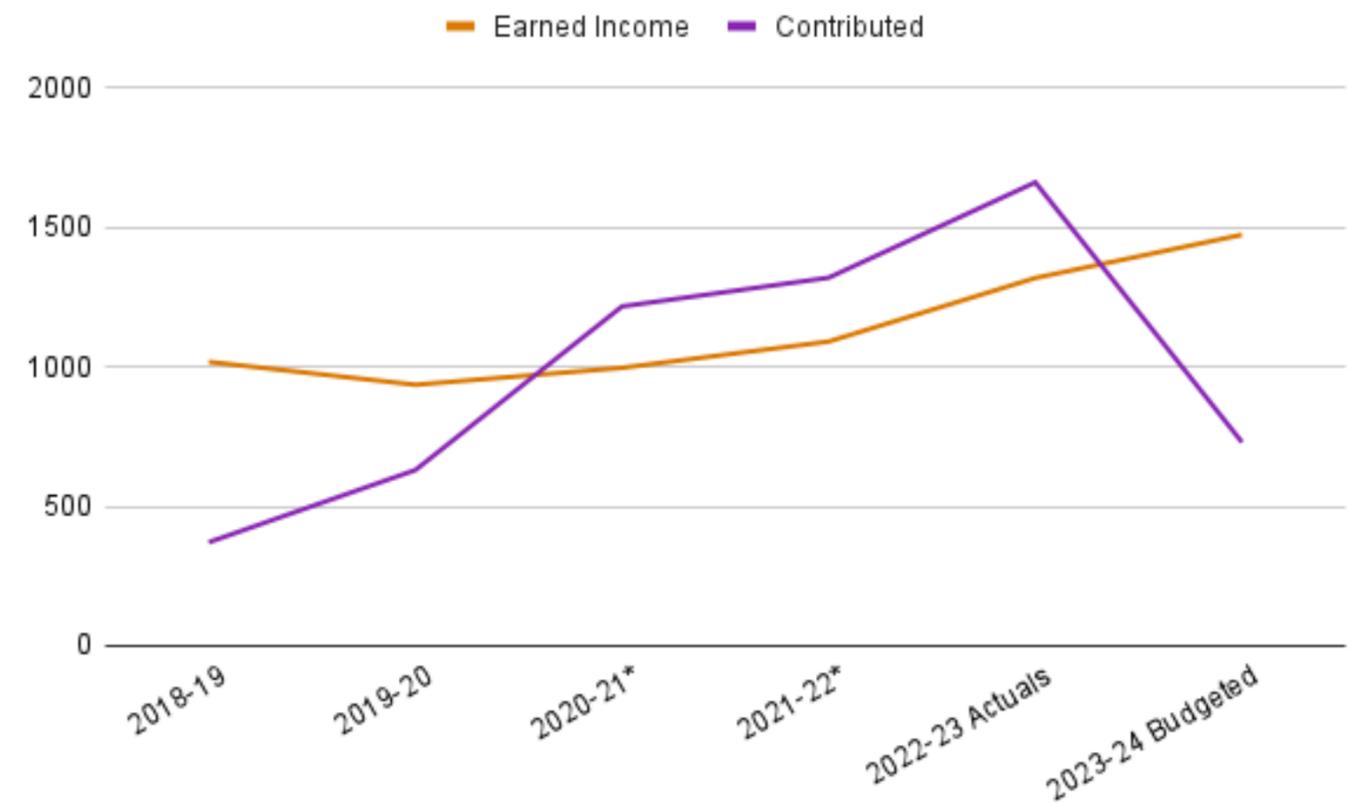
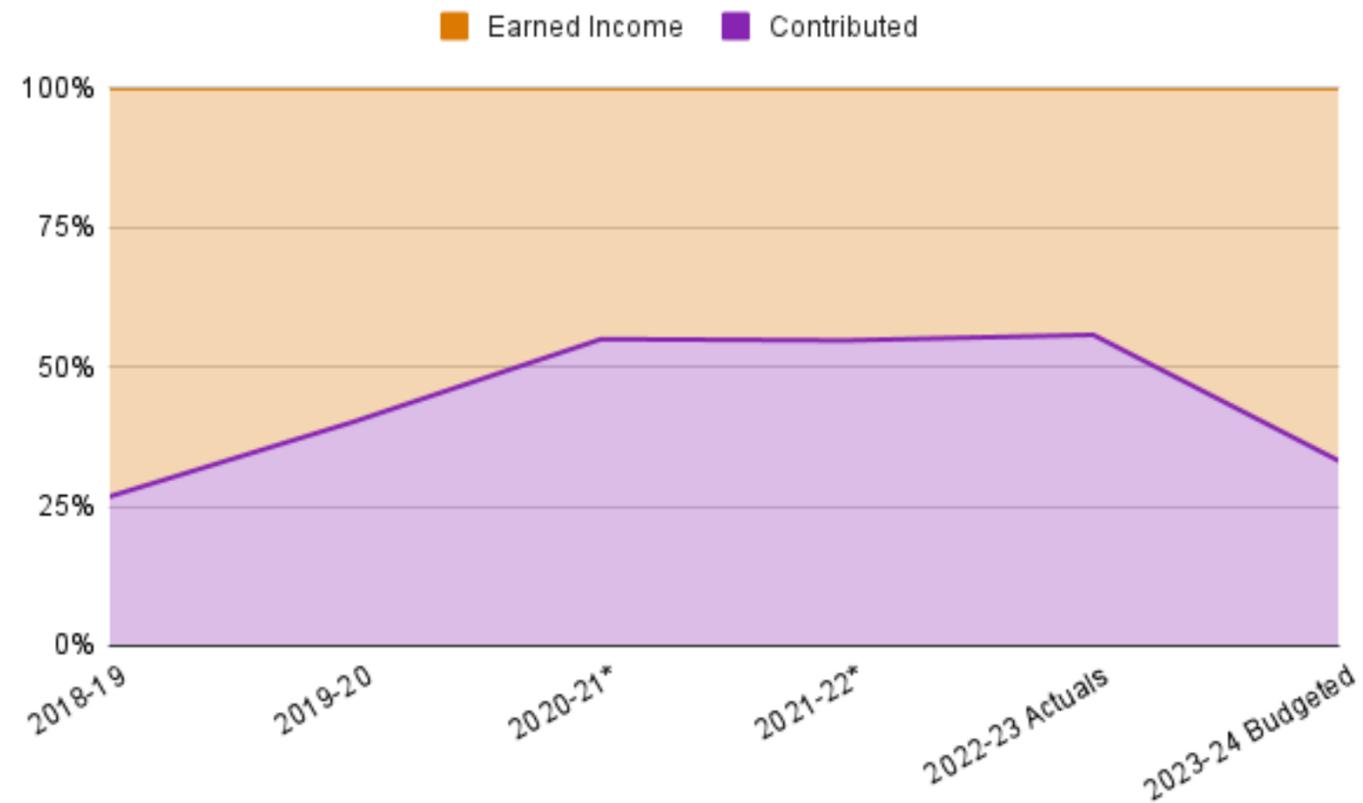
we believe that transformation requires continuous development of self and organizations.

COLLECTIVE LIBERATION

we believe that the only way to free ourselves from oppression is to do it together.

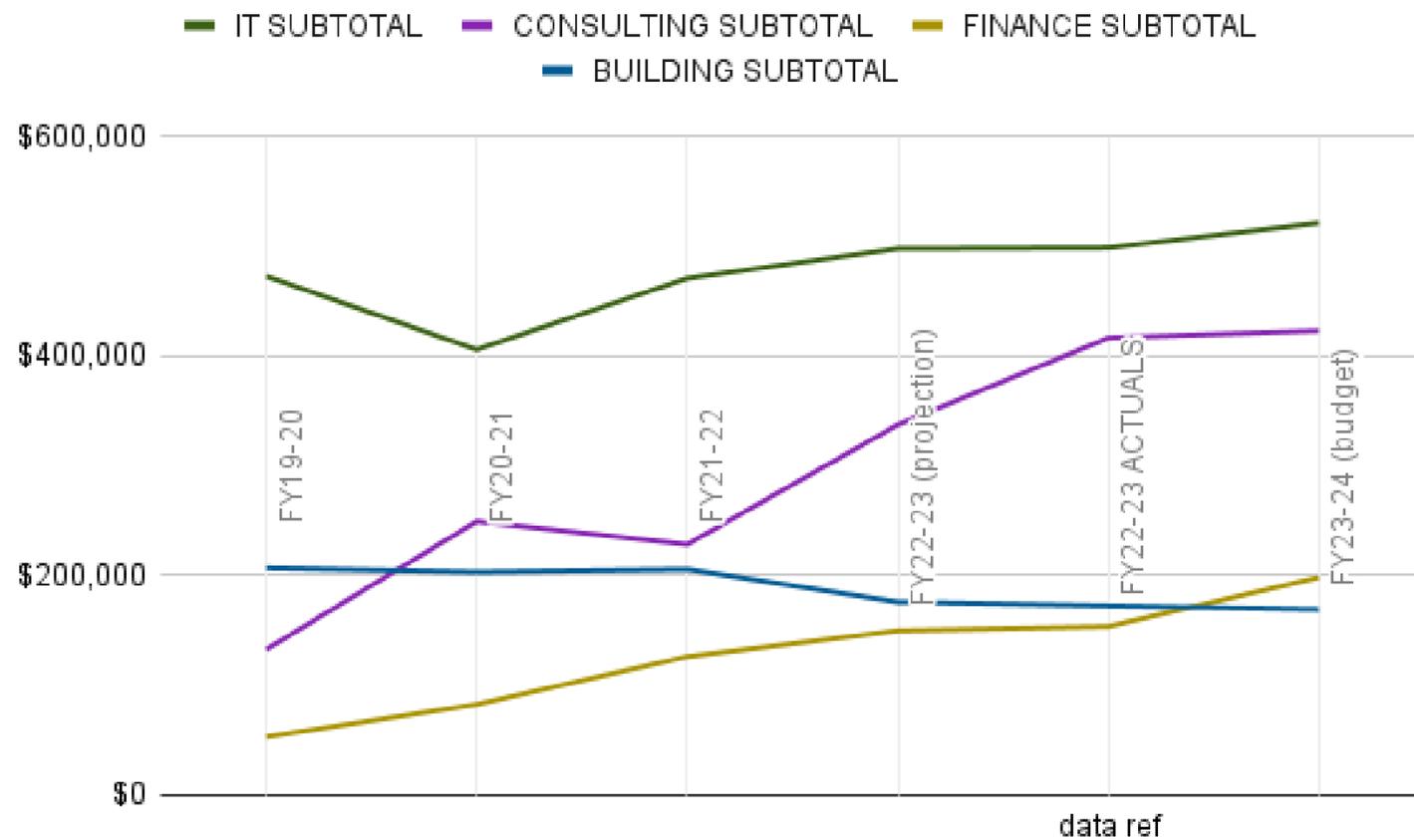
Earned vs. Contributed Revenue

At NEW, we use a fee-for-service model to bring in revenue from programs and services, as well as seeking contributions from philanthropy and community. Below, you can see the balance and shifts between earned revenue and contributions from year-to-year. You'll note that as the support from government funds through the COVID-19 pandemic has waned, our reliance on contributions has also declined.



Earned Income by Approach

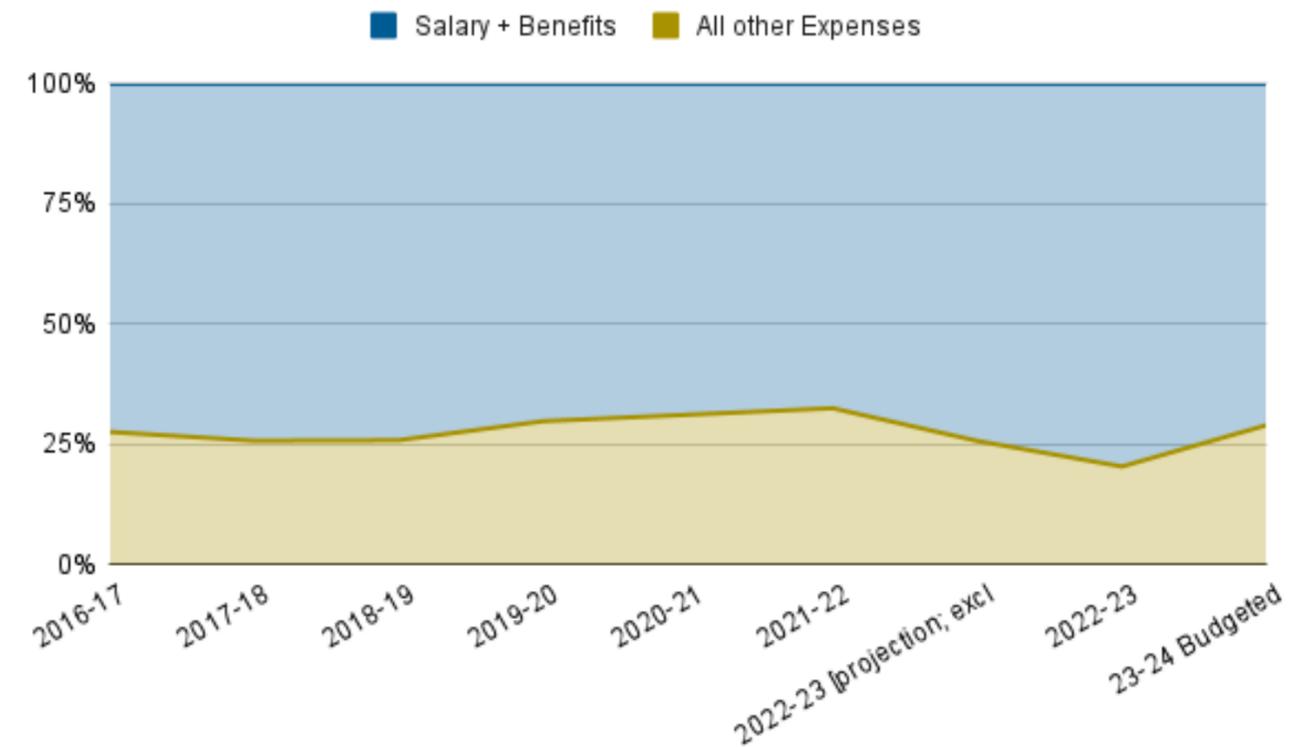
Below, you can see how each approach team has contributed to our overall earned income over the past few years.



As you'll note, all of our approaches have been steadily growing, with the exception of the NEW Center, which is decreasing in preparation for the building transformation.

Expenses Year-to-Year

And here you can see the balance of our salary and benefits expenses compare to all other expenses year-to-year. Since our team is our most important asset, you'll note that we continue to invest here heavily. Without a thriving team, we can't create the meaningful impact you've read about earlier in this report - so we plan to keep investing in their success and growth in the years ahead.



Thank you!

