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Contents



Letter From the CEO

The 2022 fiscal year tested the fortitude and dedication of New Ventures. A nationwide employee shortage, alongside financial stress made it difficult to control turnover within our organization. However, our mission of serving individuals with barriers and helping them gain successful employment continued through this.

During the past seven years, the partnership between New Ventures, Inc. and the LaGrange Troup County Homeless Coalition highlighted the growing need for emergency shelter, resource assistance, and additional transitional housing options for homeless individuals and families in Troup County. Their combined vision for a Troup County Assessment Center in LaGrange, GA is a 3-pronged approach to provide year-round emergency shelter, help combat housing insecurities and provide easier access to human service and nonprofit agencies. New Ventures originally planned to renovate our building located at 306 Fort Drive to the Assessment Center but changed course to utilize a building better suited to the mission and that can be operational in a shorter amount of time.

Calumet Center for Healing and Attachment (CCHA) received their first CARF accreditation in Behavioral Health Services in February, 2022. This enabled the center to expand their opportunities for funds and program expansion.

Our partnership with Troup County School System continues to be strong and provide new opportunities for the 12+ program students to participate in work-based learning. This year saw an addition of several new students in the program.

The reinstatement of our quarterly newsletter enabled us to create a new fundraising avenue. Successes from the training program, as well as highlights of New Ventures operations are included in these newsletters to give donors and stakeholders insight into the implementation of our mission. Lastly, improvements were made to our 400-hour training program. These improvements included a development of a new soft skills and job readiness curriculum, department name change, and a staff addition. The Vocational Services department maintains both the 400-hour training program and a variety of GVRA services offered to clients from the state organization.

Despite being a long year, much was accomplished and achieved and we are excited what the future will bring to New Ventures.

CEO / President

Our Mission

To teach necessary skills for successful employment

Our Values

We RESPECT all people. We value each and every person as an individual, treating all persons with compassion and dignity. We serve with INTEGRITY. We are honest and fair with ourselves, each other, and our customers. We take pride in the work we do. No matter the task, project, or job, we strive for EXCELLENCE with every detail. We believe in TEAMWORK. A team rooted in similar values and goals will produce superior results.

Programs & Services





Janitorial

Our Janitorial Services offer well trained and supervised personnel, high quality customer service, Green Cleaning procedures, state-ofthe-art equipment, planned maintenance programs and competitive rates. Above all, we want to provide top-notch service to meet business' needs.

Production/Fulfillment

We have over 131,000 square feet of warehouse space equipped with a full range of production and manufacturing capabilities. Because of this, our facilities and resources allow us to support a wide variety of projects to meet business' needs. Services include baling cardboard, yarn, multiple assembly lines, and much more.



Lawn Care

New Ventures offers Lawncare Services to commercial customers throughout the LaGrange and Troup County area with great customer service, well-trained and supervised personnel, commercial grounds equipment, planned maintenance programs, and competitive rates.

400-Hour Training Program

A comprehensive vocational training that develops the work skills, behaviors, and habits needed to seek a job and keep a job that fits the individual's skills and abilities. Most of the learning will occur as real hands-on work that is outsourced from industry in Janitorial Services, Production/Manufacturing Services, and Lawn Care Maintenance.



CCHA

A division of New Ventures, Calumet Center for Healing and Attachment provides a nurturing environment for women and children seeking recovery-support services for trauma, mental illness or substance abuse.

News & Updates



Richardson Memorial Scholarship Award

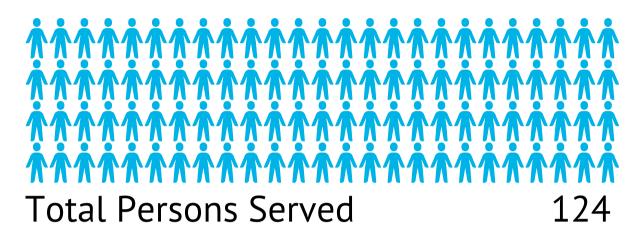
The Richardson Memorial Scholarship, established in 2019, honors the life and legacy of Doug Richardson, an employee of New Ventures for 37 years and a friend to everyone he met. Doug was known for his service to the community, his giving heart, and his passion for helping others. Scholarship recipients are young women and men that exemplify those characteristics of community care, service, and helping others. On May 19, 2022 New Ventures, Inc. announced the winner: Zach Taylor of LaGrange, GA, received a one-time award of \$1,000. Scholarship applicants were reviewed based on community service, academic accomplishments, extra-curricular achievements, and leadership.



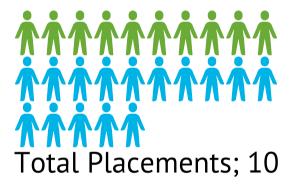
Spring Trainee Graduations

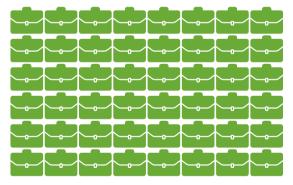
In April, two trainees completed their program at New Ventures after training with us for a little over 400 hours. Andrea Ware, pictured on the left, is working to go back to school for Healthcare Administration. Amber Cagle, on the right, was hired at Wild Animal Safari in Pine Mountain. She is still employed with the company and is greatly enjoying her time with them. Both trainees expressed their gratitude for the program upon their departure. Andrea stated, "New Ventures is a great service and a great place for people with disabilities or who need skills to do a job." Both ladies trained in our production department, cross-training in multiple areas within the department. Amber and Andrea were the first trainees to receive the new and improved soft skills and job readiness curriculum developed by the Vocational Services team.

Program Outcomes









Total Employees; 48



Strategic Plan

Early in 2022, Senior Leadership, Vocational Services Manager, Baylee Hadaway, and Board Member, Mike Angstadt met several times to review and develop the NVI Strategic Plan for a three-year timeframe. Initially, a goal to review Vision, Mission, and Values was identified and the review confirmed the Mission Statement and Values were a true reflection of the organization. The Vision Statement was revised: All Clients served gain skills for meaningful employment. In addition to goals related to Margin, Mission, and Manpower there was discussion of goals related to Calumet Center for Healing and Attachment's (CCHA) mission and how NVI can assist meeting the community needs of those affected by trauma, mental illness and/or substance abuse. Other goals discussed related to NVI's advances in Technology Planning as we update and expand our computer systems, policies, and procedures to address goals focused on stability of our hardware, productivity of our software and security of data.

NVI continues to identify three primary goal categories: Margin, Mission, and Manpower.

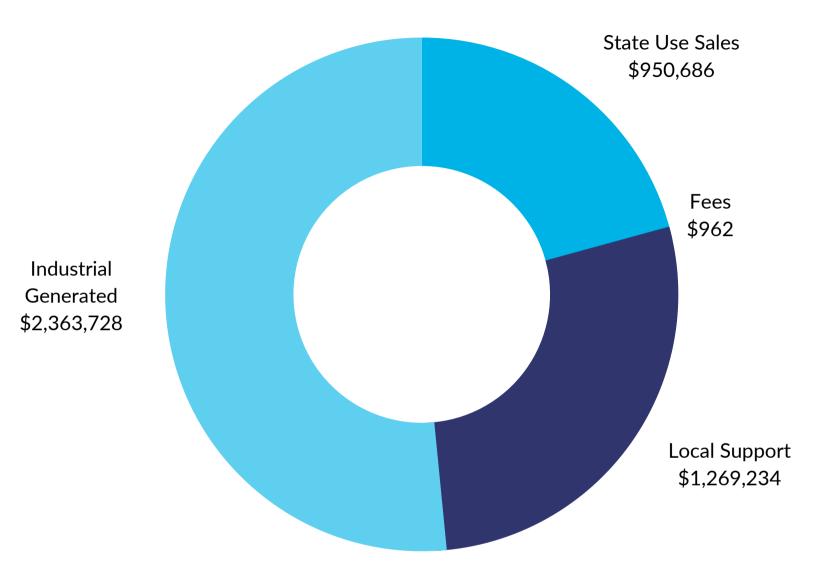
Margin - NVI has established a group of goals to include Financial Solvency for CCHA in 2022. To that end, aggressive pursuit of grants, donations and limiting expenses are planned. Also, NVI will seek to improve contract margins on new and existing business and continue to manage the physical assets owned by NVI to best advantage while seeking available Callaway Foundation money for property improvement. NVI will also continue to develop business opportunities for revenue generation as well as additional hands-on work training opportunities.

Mission - Maintain the necessary Local, State and Federal regulatory and licensure requirements enabling our organization to be in good standing as a State and Federally approved nonprofit. Also, NVI will maintain a strategic partnership with LaGrange-Troup County Homeless Coalition. Related to this is the goal to seek a MOI with other not-for-profit organizations to join forces to meet community needs. NVI will seek to expand our outreach to other geographical locations, adding services and continuing to improve our website outreach as we seek to be an accessible source of assistance.

Manpower - Succession planning: Corporate Compliance Officer and other staff plan to retire in the next year. Work has begun on replacements by Pam Bacon, HR Director and Mike Wilson, CEO. On-going training across all Staff occurs to build bench strength to support the organization's mission and vision. As the number of persons served increases, personnel additions will be budgeted to provide support which includes Vocational Services, Finance, Project Trainers, and additional stakeholders to supply work to utilize in on-thejob training opportunities. Talent in the workplace is reviewed annually in a formal setting and continuously through one-on-one conversations, project reviews, stand-up meetings, etc. Strengths, weaknesses, and gaps are identified through these processes and the CEO and HR Director discuss and strategize to fill those gaps with internal talent if possible. Consultants, Contractors, etc. are other sources for covering gaps.

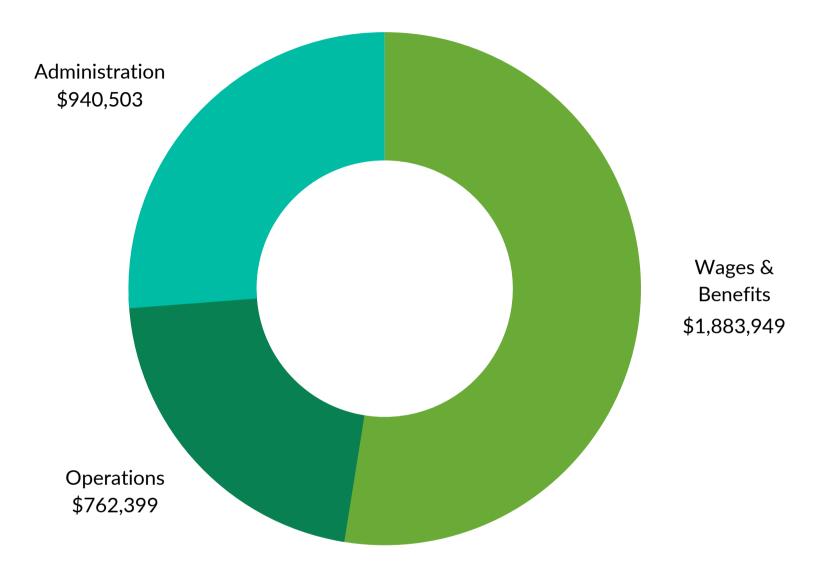
New Ventures will continue to evaluate our Mission, Vision, and Values annually and adapt as needed to change in the identified community we serve.

Revenue



Total Revenue: \$4,584,610

Expenses



Total Expenses: \$3,586,850

Board Members



Seated (L to R): Gail Stanford, David Kegel, J.M. Rawlinson, Kathleen Ernest, Jane Hollis Standing (L to R): Mike Angstadt, Clara Brown, Kristina Thurman, Mike Wilson Not pictured: Kim Bartley Dunn

Board Chair

David Kegel

Vice Chair

J.M. Rawlinson

Secretary

Kathleen Ernest

Mike Angstadt

Clara J. Keith Brown

Kim Dunn, RN

Dr. Jane Hollis

Gail Stanford

Kristina Thurman

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