From the CEO

“We at New American Pathways walk side by side with refugees and other new Americans on their individual pathways to becoming successful, contributing, and welcomed members of Georgia’s communities.”

Pathways to New Futures

Welcome to New American Pathways, a local nonprofit that helps refugees and Georgia thrive. Our amazing staff members, many of whom are former refugees themselves, provide a continuum of services that supports new Americans on their individual pathways from arrival through citizenship. We focus on key milestones along the pathway that build on one another and contribute to long-term success.

Our comprehensive model is unique. We begin with resettlement services and offer steady guidance and advocacy for each family as they pursue jobs, education, cultural integration, individual and female empowerment, civic engagement, and whatever each person needs to realize their full potential and dreams as they build new lives.

New American Pathways is a place where we celebrate the remarkable contributions that refugees and other new Americans make in the community every day. By matching peoples’ unique assets with opportunities in the community, we ensure that each new American we serve can succeed, strengthen the American workforce and help Georgia thrive.

Americans have a long history of welcoming people from all over the world, and we hope that you will be a partner in achieving our mission.

Paedia Mixon
Chief Executive Officer

Revised 1/2019
Prior to the merger, RRISA and RFS shared a deep legacy of service to the refugee community in metro Atlanta. For more than two decades, the organizations provided complementary services ranging from initial resettlement to literacy, employment, youth education and school services, and immigration and citizenship assistance.

Together as one stronger organization, New American Pathways provides more than 5,000 new Americans per year with the necessary tools to rebuild their lives and achieve long-term success. Our specially designed programs provide proven pathways for refugees and other immigrants to realize their full potential and dreams while becoming productive, contributing members of Georgia’s communities.

New American Pathways
Helping Refugees and Georgia Thrive
Established October 1, 2014
A merger of RFS and RRISA

With Deep Appreciation
To the trustees and directors of these foundations who shared our vision and made it a reality:

The Community Foundation for Greater Atlanta
A Friend of New American Pathways

The Goizueta Foundation
The Imlay Foundation
SeaChange-Lodestar Fund for Nonprofit Collaboration
Tull Charitable Foundation
Joseph B. Whitehead Foundation
Arrival in Refugee Camp or Urban Center

Refugees can bring little with them when they leave their homes and are forced to seek shelter elsewhere. Many refugees wait in refugee camps, often for 10 years or more. Conditions in camps are dangerous and tedious. Refugees must stay there until a new country gives them permission to remain permanently or until stability returns to their home country.

Processing & Screening

The U.N. High Commissioner of Refugees and Resettlement Support Centers work with the U.S. Department of State to assist with the processing of all refugees headed to the United States. Then, U.S. Citizenship and Immigration Services interviews these refugees while the U.S. Department of Homeland Security conducts thorough security screenings. The screening process alone averages between 18-24 months. In order to be admitted, refugees must prove they are facing persecution in their countries.

Resettlement & New Life in the U.S.

The United States admitted 70,000 refugees in FY2017, but the ceiling was cut to 45,000 for FY2018 and 30,000 for FY2019. Each arriving refugee is assigned to a resettlement agency (RA) such as Church World Service. Each RA works through local affiliate offices, such as New American Pathways, to resettle refugees in our communities and provide them with food, shelter, and access to education and jobs as they begin new lives.

Refugee:
A person who flees his or her homeland because of persecution or a well-founded fear of persecution on the basis of race, religion, political belief, ethnicity, or belonging to a certain social group.
How do refugees reach New American Pathways?

To be eligible for resettlement in the U.S., a person must meet the following criteria:

- Qualify as a “refugee” according to the definition in the Refugee Act of 1980
- Be among the groups/nationalities of special humanitarian concern to the United States
- Be admissible under the Immigration and Nationality Act
- Not be permanently resettled in any foreign country
- Not qualify for an Immediate Relative Immigrant Visa Petition

1. Resettlement Support Centers (RSCs) work in countries of asylum to process refugee applicants. RSCs operate on behalf of U.S. resettlement agencies (RAs) to provide initial screening, interviewing, and processing of cases for USCIS interviews and post-arrival out-processing.

2. Refugee Cases pass from RSCs to the United Nations High Commissioner for Refugees (UNHCR), then to the U.S. Department of State and the Department Homeland Security (DHS). The cases are then sent to the RAs, which assign refugee individuals and families to local affiliates like New American Pathways.

3. New American Pathways partners with Church World Service (CWS), one of the nine national resettlement agencies authorized by the Department of State to resettle refugees.

4. New American Pathways works closely with the metro Atlanta community to serve our clients. When they arrive, we provide essential and ongoing services to help them become settled and self-sufficient in their new homes.
Advocacy and community engagement support the continuum by ensuring that Georgia continues to be a welcoming place where New Americans can thrive.
### Mission Results

#### Safety and Stability
- Resettlement
- Cultural orientation
- English language literacy
- Healthcare navigation
- School enrollment
- Specialized women’s services

#### Self-Sufficiency
- Employment readiness
- Job placement
- Financial literacy
- Immigration services

<table>
<thead>
<tr>
<th>Result</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>91%</td>
<td>Refugees working and paying their own bills within 180 days of arrival.*</td>
</tr>
<tr>
<td>58</td>
<td>Women placed in jobs through new women’s employment program.</td>
</tr>
<tr>
<td>76</td>
<td>New Americans receiving career counseling placed in school, job training or an advanced job in their field.</td>
</tr>
</tbody>
</table>

*Excludes those who out-migrated from GA.

#### Success
- Vocational counseling
- Parents as Teachers (PAT)
- School liaison services
- Bright Futures Afterschool and summer programs
- Citizenship

<table>
<thead>
<tr>
<th>Result</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>90%</td>
<td>Children in PAT advanced to pre-K or an early learning program.</td>
</tr>
<tr>
<td>1 ½</td>
<td>Avg. increase in reading grade levels for refugee youth in our afterschool programs.</td>
</tr>
<tr>
<td>92%</td>
<td>Families in afterschool achieved parental involvement goals.</td>
</tr>
</tbody>
</table>

#### Service
- Service and volunteerism
- Community and civic engagement
- Voter registration

<table>
<thead>
<tr>
<th>Result</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>8,122</td>
<td>New Americans registered to vote.</td>
</tr>
<tr>
<td>33</td>
<td>New Americans served their community through the Service and Volunteerism program.</td>
</tr>
</tbody>
</table>

#### FY2018 Actual

<table>
<thead>
<tr>
<th>Category</th>
<th>Revenue</th>
<th>Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Government 57%</td>
<td>Programs 85%</td>
</tr>
<tr>
<td></td>
<td>Foundations/Utd Way 22%</td>
<td>Administrative/ Fundraising 15%</td>
</tr>
<tr>
<td></td>
<td>Individuals 8%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>In-kind Donations 5%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Immigration Fees 4%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Corporate 3%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Faith 1%</td>
<td></td>
</tr>
</tbody>
</table>

#### Volunteer Impact

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td># of volunteers</td>
<td>823</td>
</tr>
<tr>
<td># of hours served</td>
<td>12,910</td>
</tr>
<tr>
<td>$ value of hours served</td>
<td>$311,647</td>
</tr>
</tbody>
</table>

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New American Pathways is an Atlanta-based nonprofit serving refugees and other immigrants throughout their journey from arrival to citizenship. We focus on ensuring that new Americans in Georgia have the services they need to thrive, are received by welcoming communities, and have a voice in the issues that impact their lives.

*All along the pathway, we serve more than 8,000 new Americans each year.*

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New Americans receiving career counseling placed in school, job training or an advanced job in their field.

New Americans applied for U.S. Citizenship.

83 Volunteers taught refugees English through English at Home program.

249 Refugees welcomed to Georgia. Primarily from Burma, DRC and Afghanistan.

263 New Americans applied for U.S. Citizenship.

1 ½ Avg. increase in reading grade levels for refugee youth in our afterschool programs.

90% Children in PAT advanced to pre-K or an early learning program.

8,122 New Americans registered to vote.

33 New Americans served their community through the Service and Volunteerism program.

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Atlanta, GA 30345
404-299-6099
www.newamericanpathways.org

Instagram: @newamericanpathways
Twitter: @NewAmPaths
Facebook.com/NewAmericanPathways
LinkedIn: New American Pathways
Our Leadership

Chief Executive Officer
Paedia Mixon
Under her leadership, the organization’s resettlement program has been recognized nationally as one of the most successful in the country, placing more than 90% of refugees in jobs within their first six months of resettling in the U.S. Paedia is a recognized leader in the refugee community.

Chief Financial Officer
Paula Scotman
The newest addition to the New American Pathways leadership team, Paula has 20 years of experience in non-profit financial management and human resources. Most recently Paula worked as the Associate Director of Finance at Emory University’s Campus Life Finance Service Center where she managed a budget of $47M.

Chief Advancement Officer
Amy Crownover
Amy brings over 20 years of experience in communications, marketing and fundraising to her new role of developing and leading the Advancement department. Before New American Pathways, Amy served as the Development Director for RRISA and as a freelance writer and editor, including grant, training, and communications development for a variety of for-profit and non-profit organizations.

Program Director
Carey Serafin
Carey brings significant experience working with refugees, diverse communities, and underserved populations to her new position. Before New American Pathways, Carey worked as the Employment Manager at RRISA and, before that, she worked in the Physical Activity and Nutrition Branch of the North Carolina Division of Public Health. She also had served as a Resettlement Case Manager for World Relief in Atlanta and as Communications Coordinator for Food for the Hungry in Ethiopia.
Our Board

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Director of Marketing and Customer Engagement

Aisha Rahman
PricewaterhouseCoopers
Risk Assurance Services Director

Jodi Rausch
Marketing Consultant

Tom Rawls
AT&T Legal Department
Entertainment Counsel, Retired

Tunstall Rushton
The Benevolink Corporation
Founder, President and CEO

David Valentine
Bain & Company
Manager

Paedia Mixon, ex officio
New American Pathways
Chief Executive Officer
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ellen Ott Marshall</td>
<td>Advisory Council Chair, Emory’s Candler School of Theology, Professor</td>
</tr>
<tr>
<td>Charles F. Barnwell, Jr.</td>
<td>Advisory Council Chair, Barnwell Consulting, LLC, Founder and President</td>
</tr>
<tr>
<td>Claire Bartlett</td>
<td>Advisory Council Chair, Congressman Barry, Loudermilk, Field Director</td>
</tr>
<tr>
<td>Robert Boas</td>
<td>Advisory Council Chair, The Coca-Cola Company, Senior Litigation Counsel, Retired</td>
</tr>
<tr>
<td>Connie Bryans</td>
<td>Advisory Council Chair, Global Village Project, Board Member</td>
</tr>
<tr>
<td>Gareth Clarke</td>
<td>Advisory Council Chair, Innovation Technologies and IrriMax Chairman and CEO</td>
</tr>
<tr>
<td>Lovely Dhillon</td>
<td>Advisory Council Chair, Jodevi Consulting, CEO</td>
</tr>
<tr>
<td>Linda Gabbard</td>
<td>Advisory Council Chair, Vistage International, Group Chair</td>
</tr>
<tr>
<td>Patti Garrett</td>
<td>Advisory Council Chair, City of Decatur, Mayor</td>
</tr>
<tr>
<td>Jack Gilbert</td>
<td>Advisory Council Chair, Fundraising Professional, Retired</td>
</tr>
<tr>
<td>Dick James</td>
<td>Advisory Council Chair, R. James Properties, Commercial Apartment Owner and Manager</td>
</tr>
<tr>
<td>Heval Mohamed Kelli</td>
<td>Advisory Council Chair, Emory University, Cardiology Fellow</td>
</tr>
<tr>
<td>Justin King</td>
<td>Advisory Council Chair, King and Spalding, Partner</td>
</tr>
<tr>
<td>Susan Mittleman</td>
<td>Advisory Council Chair, Freelance Journalist</td>
</tr>
<tr>
<td>Sam Moss</td>
<td>Advisory Council Chair, East Lake Foundation, Director of Finance</td>
</tr>
<tr>
<td>Ken Reichel</td>
<td>Advisory Council Chair, Deloitte Tax LLP, Partner</td>
</tr>
<tr>
<td>David Ross</td>
<td>Advisory Council Chair, Powell Goldstein, Attorney/Partner, Retired</td>
</tr>
<tr>
<td>Bethany Schneider</td>
<td>Advisory Council Chair, Schneider Law P.C, Founding Partner</td>
</tr>
<tr>
<td>Marty Speight</td>
<td>Advisory Council Chair, The Darden School at University of Virginia, Career Coach</td>
</tr>
<tr>
<td>Ken Stewart</td>
<td>Advisory Council Chair, Georgia Institute of Technology, Senior Advisor of Industry Strategy</td>
</tr>
<tr>
<td>Sachin Varghese</td>
<td>Advisory Council Chair, Bondurant Mixson &amp; Elmore, Associate</td>
</tr>
<tr>
<td>Hank Woolard</td>
<td>Advisory Council Chair, U. S. Air Force, Retired</td>
</tr>
</tbody>
</table>
Employers

Want to diversify your workforce?

Contact one of our Employment Specialists at 404.299.6099:

- Abdul Haikal, ext. 228
- Carole Simon, ext. 246

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Amplio Recruiting
Atlanta Kitchens
Bain Staffing
Best Buy
Buford Highway Farmer’s Market
Clarkston Townhomes
Comfort Suites
CSM Bakery
Diamond Crystals
Dorough Landscape
Dr. Bombay’s Underwater Tea Party
Dwell
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Masonite
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McDonald’s
Medside
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Men’s Warehouse
Millennium Mats
Movie Tavern
NOVO Healthcare Systems
Omni Hotel
Patel Brothers
Perimeter Staffing
Pilgrim’s Pride
Plaza Security
Ply Gem
Publix
Pure Knead Bakery
QRS Recycling
Randstad
Ritz-Carlton Hotel
Select Staffing
Silver Line
Simoniz Carwash
Smart Staffing
Southern Sweets Bakery
Rainbow Natural Foods
Re:loom
St. Regis Hotel
Staffworks
Starwood Hotels
Subway
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TRC Staffing
Trojan Battery
Tyson Foods
United Temps
Wal-mart
Waste Eliminator
Wayne Farms
Westin Peachtree Plaza Hotel
White Brothers
World Emblem
Your DeKalb Farmer’s Market
Zyka
How to Get Involved
Sign me UP!

There are many ways you can get involved with New American Pathways...

• Donate
• Volunteer
• Intern
• Join AmeriCorps
• Join Our Team

For the most current information, including job postings and staff contacts, please visit our Website.

Connect
New American Pathways
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Atlanta, GA 30345
404-299-6099
www.NewAmericanPathways.org

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