



10

YEARS
THRIVING
TOGETHER

2024
IMPACT
REPORT

New American Pathways



A LANDMARK YEAR FOR WELCOMING NEW AMERICANS

2024 was a landmark year for New American Pathways and the refugee and immigrants we serve. This year marks our 10th anniversary as refugee serving organization, coinciding with a significant increase in refugees arriving through the U.S. Refugee Admissions Program.

We also saw a remarkable rise in the diversity of people — humanitarian parolees and others with protected status — being welcomed into our communities. We delivered a continuum of services to over 15,000 individuals this year, through a diverse array of programs and services, setting a record for us.



The demand for our services has driven us to adapt and innovate, ensuring everyone who seeks our help has access to the resources they need to succeed. We secured a competitive grant to collaborate with corporations on onsite job training for refugees. Additionally, we expanded our women’s economic empowerment initiatives, workforce development programs, and health and well-being services to reach a broader and more diverse population. We also enhanced our capacity and core expertise to provide linguistically and culturally appropriate support in over 20-plus languages.



With a scarcity of affordable housing, in places like Clarkston, Stone Mountain, and Tucker where we have traditionally located new arrivals, **we expanded into new parts of metro Atlanta**, resettling families

outside of central DeKalb County into communities like Jonesboro and Lithonia. To nurture and support these budding communities, in 2024, we expanded after-school academic enrichment at DeKalb County schools with high refugee and immigrant populations, ensuring that more students have the support they need to succeed. We also extended access to early childhood resources, afterschool educational support, mental health and other vital services for fami-



lies who reside outside of our core service delivery area.

As we enter 2025, we anticipate potential changes to the nation's immigration system, including a possible reduction in refugee admissions and other policies that could affect new American communities. Despite these challenges, our holistic approach enables us to continue supporting thousands of new Americans already living here.

We remain steadfast in our commitment to helping refugees and Georgia thrive. Thanks to our extended family of donors, partners, volunteers, clients and staff, we are ready to face the year ahead with confidence and courage



715

Refugee Arrivals
Welcomed

621

Humanitarian
Entrants Served

189

Students Enrolled
in Bright Futures

92%

New Arrivals
Achieve
Self-Sufficiency

99%

Citizenship
Applications
Approved

37K

People Reached—
Voter Engagement



CIVIC PATHWAYS

Civic Pathways is a key component of New American Pathways A.L.I.V.E. (Advocacy, Leadership, Immigration, Voter Engagement) initiative. It is an 8-month professional development program designed to prepare emerging new American leaders for civic

engagement, community organizing, and public service. It was created in partnership with the University of Georgia's J.W. Fanning Institute for Leadership Development and is open to refugees and immigrants living in Georgia.

The program provides skills-based training, guidance, and mentorship. Participants attend sessions covering such topics on leadership development,



45

**Graduates
Since its
Inception
in 2020**



effective communication, strategic and innovative thinking, advocacy, and community building. These sessions are led by leaders in the community and provide real-world opportunities and applications.

A key feature of the program is to carry out projects related to civic engagement at the local, state, or federal level. Since its inception in 2020, the Civic Pathways program has graduated 45 members, with 15 current participants completing the program in May 2025.



Graduates of the program have achieved managerial positions in local government and non-profit organizations, worked as Congressional staffers, established their

own community groups, and arranged events to aid and advance their respective refugee and immigrant communities.

Several alumni have achieved remarkable milestones:

- One has **published two children's books** and a self-development book for adults.
- Another has **launched a digital business** and developed an app to connect underserved communities and business leaders with licensed accountants.
- One alum **chairs the Coalition of Refugee Serving Agencies (CRSA)**, while others are part of the development of the CRSA Advisory Council.

Civic Pathways embodies our commitment to ensuring every new American is self-sufficient and actively engaged in their community. Through skills training, mentorship, and real-world opportunities, graduates are breaking barriers, leading initiatives, and making lasting impacts. Their achievements underscore the transformative power of civic engagement and the vital role refugees and immigrants play in shaping vibrant, inclusive communities.




Our Approach

We 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.



1. Safety and Stability



- Secure safe housing
- Have basic needs
- Access healthcare
- Orient to community
- Learn English
- Enroll children in school



On the Path



2. Self-Sufficiency

- Have a household budget
- Start job
- Pay own bills
- Navigate the community
- Parents involved in school
- Children adjusting
- Apply for green card



3. Success

- Enroll in training or college
- Become a citizen
- Reunite with family
- Grow in a career
- Children excel in school

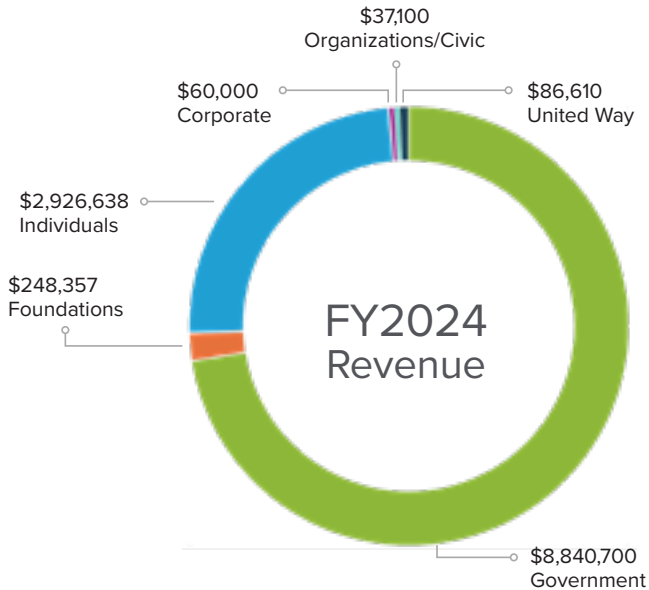
4. Service

- Volunteer
- Be a leader in the community
- Participate in civic life
- Vote



Advocacy and community engagement support the continuum by ensuring that Georgia continues to be a welcoming place where New Americans can thrive.





Expenses



LEADERSHIP



Donal Graham
Human Resource Director

Carey Serafin
Director of Learning
and Program Quality

Nancy Gaddy
Chief Advancement Officer

Prabodh Devkota
Senior Director Strategy
and Programs

Paedia Mixon
Chief Executive Officer

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Director of Finance



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