



FORWARD **TOGETHER**

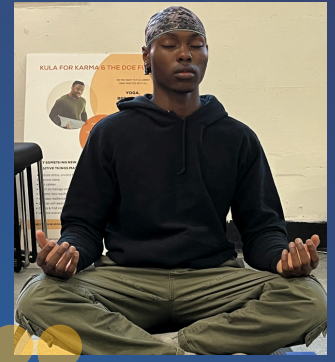
The Doe Fund 2024 Annual Report



The staff come from the **same background as I do**, same past, same kind of pain. Now, we share the same kind of **hope**. When they tell me their stories, they sound just like mine. And I think, **if they can do it, so can I**.



The moment I stepped in the lobby, I was floored. Words can't describe what it's like to be in a Doe Fund residence, especially coming from a shelter. **I love living here.**



The yoga classes **help me stay healthy**. I have so much on my mind... they ease my stress and block out negative thoughts so I can **stay on the right path**.



The Doe Fund inspired me to **believe in myself again**.



I've struggled with addiction for most of my life, but I'm finally getting myself where I need to be and living life on life's terms. **I'm five years sober thanks to The Doe Fund.**



The new **HVAC training** changed my life. I showed a job interviewer the certifications I earned in the class, and he hired me on the spot... for **double the salary!**



VIEW THE DIGITAL ANNUAL REPORT FOR MORE 2024 SUCCESS STORIES.

HELP US CONTINUE MOVING FORWARD TOGETHER. SUPPORT THE DOE FUND.





Hello from The Doe Fund!

While headlines spoke of record homelessness last year, we saw something different: people moving forward together. Hundreds of individuals stepped out of shelters and into jobs and homes of their own, some opening their own front doors for the first time in decades.

They didn't just find stability—they built it. With hands-on training, industry-recognized certifications, earned income, and a network of support, our community laid the foundation for long-term independence.

2024 marked a year of momentum. We opened two new supportive and affordable housing residences, creating beautiful, dignified homes for formerly homeless New Yorkers. Within our flagship *Ready, Willing & Able* program, we received a prestigious NYSERDA award to expand career pathways. And we relaunched our annual alumni barbecue with hundreds of graduates and their families—celebrating our commitment to “Doe Fund for Life.”

We also prepared for what's next. We completed a programmatic refresh of *Ready, Willing & Able*—drawing on 35 years of experience to streamline services and build more efficient pathways to lasting employment. We secured new private funding to expand wellness programming across our housing portfolio. And through a highly competitive award from the Citi Foundation, we began planning the launch of RWA@Home. This bold new program will bring our job training model directly to residents of our housing, empowering hundreds more New Yorkers.

Thank you for being part of this journey. Together, we are moving forward—with purpose, dignity, and each other.

Forward Together,

A handwritten signature in black ink, appearing to read "Jennifer Mitchell". The signature is written in a cursive style and is followed by a long horizontal line that extends to the right.

Jennifer Mitchell
President & CEO

P.S. Every success story in this report began thanks to supporters like you, whose generosity has enabled hundreds of people to rebuild their lives. Please consider making a gift today.



**415 placements into jobs,
housing, or both through
*Ready, Willing & Able***

Stepping out of shelters and into stability.

**\$5.9 million earned and
\$680,000 saved by trainees**

Training for dignity, purpose, and financial security.

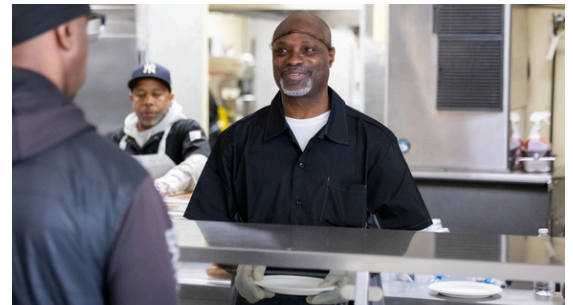


**13,140 hours of job
training completed**

Building skills and confidence for lasting careers.

**456,000 meals served by
culinary staff and trainees**

Nourishing bodies and building careers in the kitchen.





73% of *Ready, Willing & Able* graduates are still employed after six months

Building momentum and security that lasts.

70% of our program team are *Ready, Willing & Able* graduates

Leading with experience, compassion, and dignity.



628 hours of wellness programming delivered

Supporting healing and growth.

10 years of tenants sustaining housing, 162 new homes built

Bringing The Doe Fund's portfolio of affordable and supportive housing to 1,237 units—each one a lasting place to call home.





14,884 Lives Rebuilt and Counting.

Since 1990, *Ready, Willing & Able* has been a proven pathway from homelessness to housing, jobs, and brighter futures.

Trainees learn **workplace habits** and **essential skills** while removing **3,200 tons of waste** annually. With lifelong support and hands-on training, *Ready, Willing & Able* prepares people for **lasting stability**.

In 2024, we strengthened our programs to open more doors for people experiencing homelessness. We streamlined job and housing services, revamped training for today's job market, expanded graduate support, and launched new career tracks in HVAC and solar panel installation.



Learn more about *Ready, Willing & Able* here!





1.27 million square feet of affordable and supportive housing. 1,237 homes for New Yorkers in need.



With soaring rents pushing more people into homelessness than ever before, we're not waiting for affordable and supportive housing to catch up. We're **building it ourselves.**



In 2024, we opened two new residences totaling **162 units**. And that's just the start: over **800 more homes** are under construction or in pre-development.



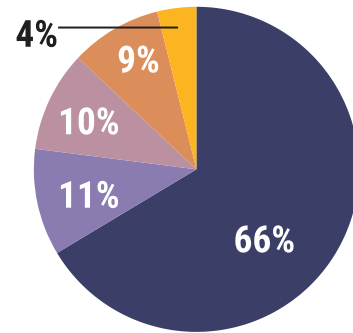
In 2025—for the first time ever—we're bringing *Ready, Willing & Able* programming into our supportive housing, connecting residents to paid transitional work experience, career training, and jobs that build economic mobility.

The **Doe Fund** maintains a strong financial position, with net assets increasing by **\$3.7 million** and total revenues increasing by nearly **\$3.6 million** over the previous fiscal year. 83% of expenses funded programs, earning The Doe Fund top marks from independent charity evaluators.



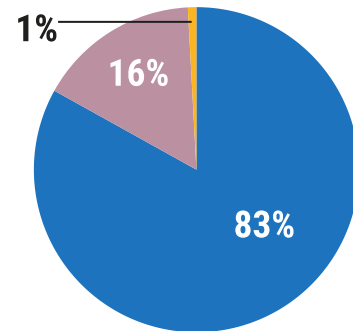
REVENUES

■ Earned income from government contracts:	\$44,537,393
■ Social Enterprises:	\$7,122,795
■ Contributions:	\$6,713,170
■ Other Earned Income:	\$6,098,105
■ Development and Management Fees:	\$2,606,818
TOTAL REVENUES:	\$67,078,281



EXPENSES

■ Program Expenses	\$52,647,450
• Ready, Willing & Able:	• \$31,962,770
• Supportive Housing:	• \$13,030,204
• Social Enterprises:	• \$4,054,129
• Affordable Housing:	• \$3,113,059
• Liberty Fund:	• \$487,288
■ Management and General:	\$10,192,044
■ Fundraising:	\$534,776
TOTAL EXPENSES:	\$63,374,270



NET ASSETS – BEGINNING: \$45,842,737

NET ASSETS – END: \$49,546,748

The financial summary excludes building operating revenues and expenses from The Doe Fund's real estate portfolio.



“Just two years ago, I was in a totally different place. Today, my kids tell me how proud of me they are and how much they love me on a daily basis. The Doe Fund gave me my life back.”

After decades lost to a cycle of substance abuse and incarceration, **Robert Cooper** knew he needed to change his life. “If I didn’t get it together, I knew that in a few years I’d be dead. But I didn’t know where to go or who to turn to,” he says. “Until I found The Doe Fund.”

Once he joined *Ready, Willing & Able*, Robert embraced everything the program had to offer. Through paid work training, he earned money to grow his savings while developing workplace skills. He advanced to a supervisor role and—with encouragement from staff—earned his commercial driver’s license. In Computer & Career Essentials classes, Robert learned how to apply for jobs online and how to write a compelling cover letter and resume. Last year, he became a commercial truck driver... and joined the *Ready, Willing & Able* Class of 2024.

Today, Robert earns **more than double** the median income where he lives, has reunited with his children, and regularly returns to our facilities to mentor trainees.



**VIEW THE DIGITAL
ANNUAL REPORT
FOR MORE 2024
SUCCESS STORIES.**

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THE DOE FUND IN NEW YORK CITY



Ready, Willing & Able street cleaning route



Transitional housing



Affordable and supportive housing



Housing under construction or in pre-development



**Ready
Willing
& Able**

The Doe Fund

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