

INDUSTRIES



For **Neighborhood Industries**, growth isn't just about expanding, making more money, or recycling more material. It's about doing more of what we're good at, and what we're good at is revealing the value of the people right in front of us.


In 2023, we experienced record growth in the number of people we employed, the amount of financial assistance we distributed, and number of job applications we received each month. It was our biggest program year, with more people in our workforce development programs than ever before. And yet, there were still more people who wanted jobs than we could possibly employ.

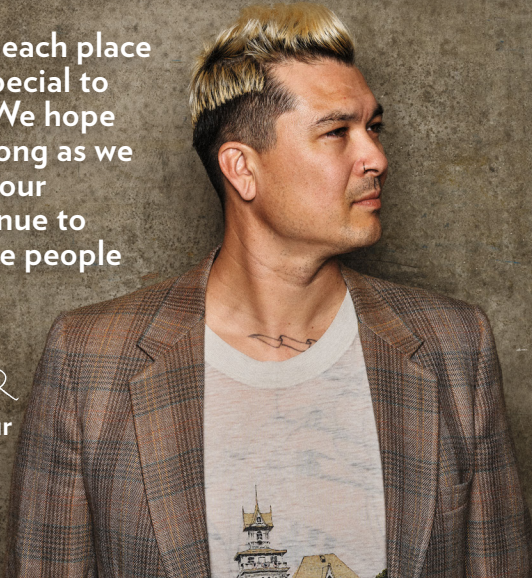
To us, these numbers expressed a greater need in our community. They forced us to reconcile the type of growth we were experiencing with our desire to provide jobs and opportunities for more people. In this case, it meant finding a sustainable way to do that.

There are only so many jobs that one thrift store, one recycling warehouse, and one boutique can support. So, over the course of the year, we figured out what it would take for us to open another thrift store and began exploring neighborhoods for a second location.

Working to provide more jobs at this scale is a challenge we haven't faced before, but we have built our business by going to great lengths to meet people where they are. We already know that the people and places most overlooked have the greatest room for opportunity.

Each person and each place has something special to offer the world. We hope you will follow along as we work to increase our capacity to continue to reveal value in the people of Fresno.


Anthony "AP" Armour
CEO|Co-Founder



neighborhood
INDUSTRIES

OUR MISSION

"To Operate businesses that reveal value in people so they can be positive contributors in their homes and neighborhoods."

We envision a future where every individual has the opportunity to grow and thrive. We believe that jobs are transformative, offering pathways for individuals to transition from receiving services to becoming active contributors in their communities. Through our workforce development programs, we empower participants with paid opportunities to cultivate essential skills, navigate the evolving job market, and achieve self-sufficiency. By revealing the inherent value in every person and interaction, we foster a culture of growth, resilience, and community impact.

Educate, Employ, Empower



People We Serve

We work to uplift a vibrant community of resilient men and women residing in neighborhoods impacted by concentrated poverty. We stand by those bravely navigating long-term dependence on public assistance, overcoming the trials of homelessness or unstable housing, and surmounting barriers stemming from involvement with the criminal justice system. We empower each individual to embark on a transformative journey, reclaiming dignity through meaningful employment and charting a path toward self-sufficiency amidst adversity.



IMPACT

\$2.1M

Paid in
employee
income

100+

People
employed

\$440K

Reinvested
back
into the
community

5M

Lbs. of
waste kept
out of
landfills

70K

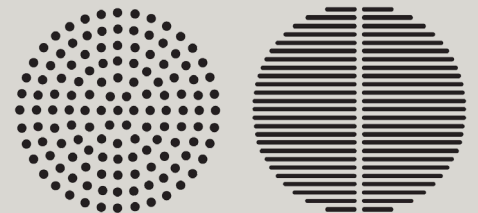
Equitable
retail
transactions

150K

Meals
distributed

\$14.6K

Free clothing
vouchers



HIGHLIGHTS

In 2023, Neighborhood Industries witnessed remarkable growth, marking a significant milestone in our journey of community empowerment. We proudly employed a record number of individuals, issuing a historic number of paychecks that not only supported families but also invigorated local economies.

Our commitment to reinvesting in our neighborhood was stronger than ever, fueling economic vitality and fostering a sense of belonging. Moreover, our retail locations shone brightly as beacons of service, welcoming community members seeking support, opportunity, sustainable fashion, and thrift treasures.

However, 2023 also revealed the depth of need within our community, prompting us to recognize the urgency of our mission. With unwavering resolve, Neighborhood Industries is poised to address this call with planned expansions in 2024, Adding a second Neighborhood Thrift location. As we reflect on our achievements and challenges of 2023, we remain steadfast in our commitment to uplift and empower, catalyzing positive change one individual and one neighborhood at a time.





WHO WE ARE

In 2023, Neighborhood Industries flourished with 70 dedicated employment positions spanning our diverse enterprises, comprising Neighborhood Thrift, Neighborhood Recycling, and Black Marketplace Vintage Boutique. These positions not only fueled our operations but also served as platforms for empowerment and skill development. Our lived experience leadership and near-peer mentoring model are central to our success, where individuals who have overcome similar barriers guide and inspire current program participants. Through these initiatives, we served over 100 individuals, equipping them with the skills and confidence to secure sustainable employment and chart a path toward self-sufficiency.

Executive Staff:

Anthony Armour - CEO | Co-Founder
Ricky Bravo - Development Director
Cody Campbell - Work Exp. Director
Addie Carr - Social Services Director
Sarah Davis - Finance Director
Aqua Davison - Retail Director
Stephen Love - Operations Director

Management Staff:

Robert Carpenter - Security Manager
David Garcia - Logistics Manager
Kameisha Green - Executive Admin.
Tenaya Grigsby - Department Manager
Crystal Gutierrez - Case Manager
Zuleika Lopez - Case Manager
Saul Ramirez - Facilities Manager
Alvaro Romero - Store Manager
Chue Yang - Compliance Manager

BOARD OF DIRECTORS

Officers:

Michelle Wong
Board Chair
Meza Studios, F.C.S.S.

Angela Cardona
Treasurer
Anza Consulting

Deseree Coronado
Secretary
Fresno Unified School District

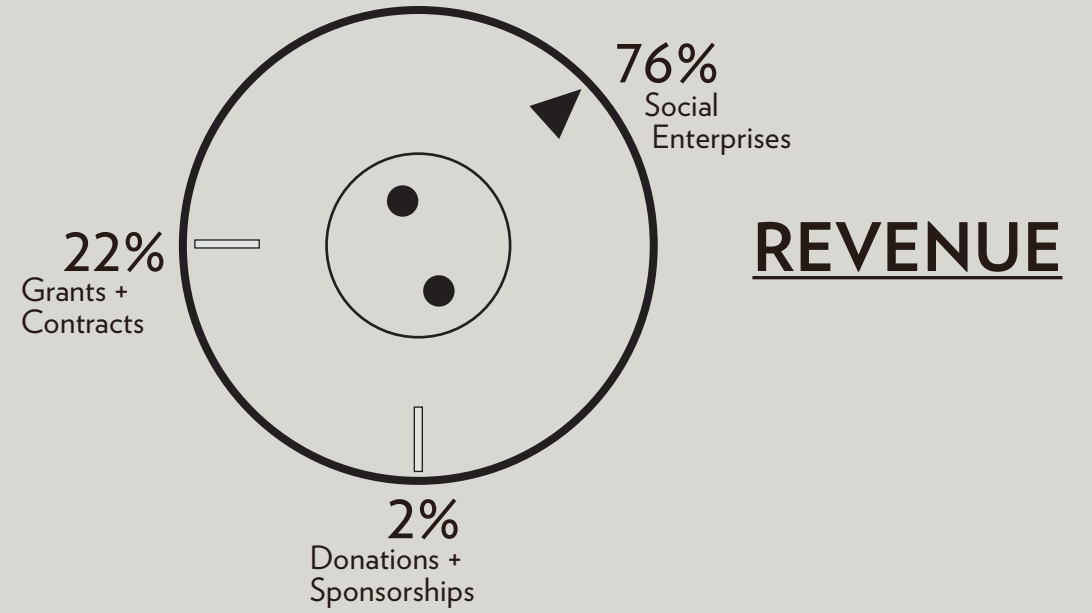
Members:

Bryan Feil
Caddis Consulting

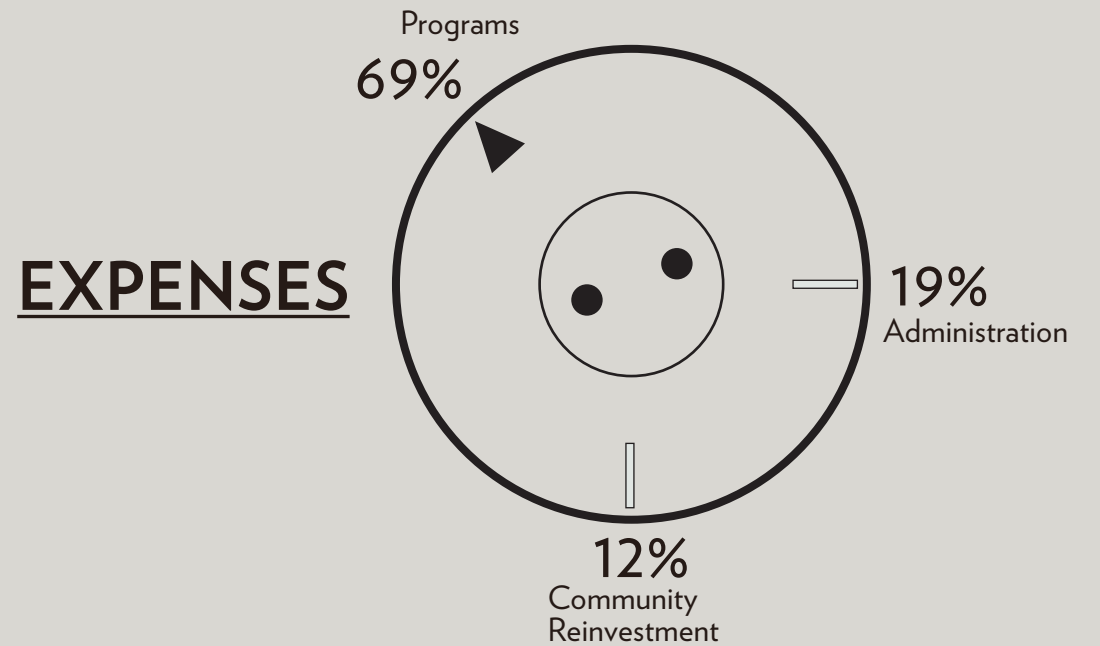
Eric Sha
TRACS Group

Marcel Woodruff
Cellblock Enterprises

Jeff Bennett
Ampersand Ice Cream



FINANCIALS



STAFF SPOTLIGHT



Ro didn't see herself staying long when she started the Pathways to Employment Program at Neighborhood Thrift in 2018. Now she likes to remind people, "If I can go from where I was to where I am, anyone can do it."

"If I can go from where I was to where I am, anyone can do it."

In Pathways to Employment, she struggled with consistent attendance, and laughs when she recalls the conversation that made her turn things around. "It should've been obvious," she says, "but I had to decide to show up."

She was permanently hired in 2019. Her natural curiosity and problem-solving skills made her a resource people could turn to for guidance and support. She became an invaluable asset, taking on a leadership role in the pandemic-era Fresno Cares Program and offering insight for new employees as a Pathway Navigator. She volunteered to participate in the Rework the Bay Job Quality Project, interviewing coworkers and compiling responses for a research project aimed at improving conditions for low-wage workers, and creating pathways for quality jobs across California. Ro's promotion to Production Lead in 2023 seemed like a natural next step, with her experience allowing her to bring vital understanding, empathy, and respect to her interactions with the people she manages.





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Bryan Feil	REDF
Soledad Freeman	Rework The Bay

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Center for Community Transformation	Poverello House
Fresno Regional Workforce Development Board	Fresno Unified School District
	Meza Studios
	ESA/Love INC



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•INDUSTRIES•

Neighborhood, dedicated to revealing the value in every person, place, and thing we come into contact with.

CONNECT

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