



We stood up two new training facilities
MAKE Cafe and **MAKE Farm!**



70% job placement rate

of Adult Program Graduates hired into permanent jobs



75 refugee and immigrant individuals trained



18 different countries of origin in 2024



5,534 participant hours worked



\$112,883 participant wages & tips paid

MAKE Projects is a hyperlocal farm, cafe, and social enterprise that empowers refugee and immigrant women through food, agriculture, and community.

Welcoming Beginnings

We offer a gateway for newcomers to find their place and rebuild their lives. Our welcoming space helps them build connections and become part of the community—giving them the support they need to start fresh and thrive.

English coaching and job readiness workshops



Our 12-week Program

2 weeks working at MAKE Farm



1-on-1 services for job search, job applications and interview prep



10 weeks working as a kitchen assistant in the Back of House (BOH) track



10 weeks working as a server in the Front of House (FOH) track



Left: Recent graduate, Nejat, moved from Ethiopia to San Diego this past spring. After participating in our program, she says **“I have more confidence communicating with people. I am building for the future.”** Nejat is now working part-time at both Sharp Memorial Hospital and San Diego Unified School District. **“I want to be an independent woman. With financial independence, everything is possible.”**



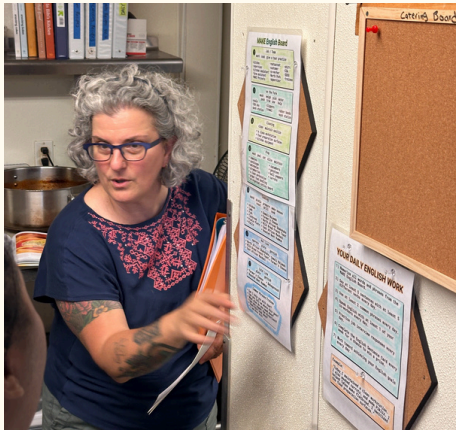
Top: Graduate Nimo was hired on as a BOH Team Member in our new expanded restaurant facility and has been **extraordinary leading new participants**, as shown here with 2024 participant Gulnara, to work “on the line”. Gulnara, originally from Kazakastan, has since graduated and gotten a job in finance and operations at a local nonprofit organization.

MAKE Projects’ mission is to empower refugee and immigrant women with the job readiness skills and confidence to achieve their dreams.

www.sdmake.org/program

Growing Community and a Sustainable Future

Strong Partnerships



Our partnership with San Diego College of Continuing Education (SDCCE) expanded and deepened this year! We are now **outreaching to over 20 classes each quarter** at SDCCE's three campus locations. Additionally, **SDCCE provided an embedded ESL instructor** to help make our training program more ESL-friendly to Beginning and Intermediate English language learners.

New Employer Pipelines



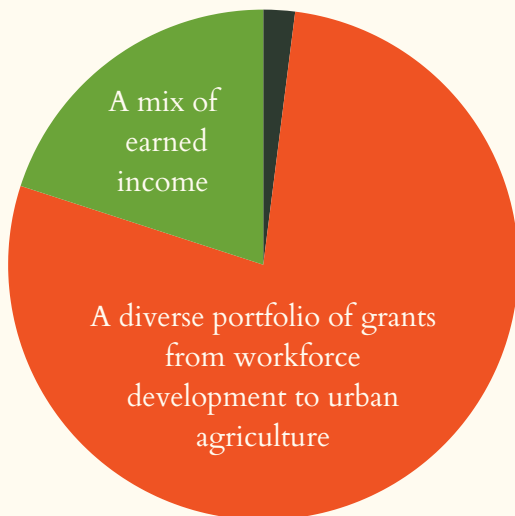
Throughout 2024, the MAKE Impact team grew its employer partnerships throughout San Diego County. To date, we have placed **four graduates in entry-level, part-time jobs at Sharp hospitals** (starting at \$23/hour!) as well as San Diego Unified School District, Gate Gourmet and Coast Care. These employer partners have a commitment to inclusive hiring and we are excited to grow our partnerships further in 2025.

A Long-Term Home



In late 2023, MAKE Projects secured a long-term lease to a beautiful new site in Normal Heights. Throughout 2024 we have been working with our architects and Board members to design **the perfect home for MAKE Projects that will include a cafe, garden and classroom/office**. The Normal Heights neighborhood has been exceptionally welcoming, and we hope to receive our final permitting approval to start construction in early 2025.

■ Donations ■ Grants ■ Business Income



Grants: \$879,215

- Federal, state and county agencies as well as private foundations
- 77% of 2024 revenues
- 25% growth from 2023 (\$702,165)

Business Income: \$227,910

- Expanded MAKE Cafe from 2 to 5 days a week
- 20% of 2024 revenues
- 26% growth from 2023 (\$181,420)

Donations: \$30,642

- Room to grow - year end fundraising is upon us!
- 3% of 2024 revenues
- 36% decline from 2023 (\$47,688)

Together, we can create new beginnings. Your donation provides the foundation for refugee and immigrant women to gain valuable professional skills, find community, and create a stable future.

www.sdmake.org/donate



MAKE
PROJECTS

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