



2025 ANNUAL REPORT

FRESH START WORX



www.FSWorx.org

OPENING MESSAGE

As **Fresh Start Worx** proudly celebrates its tenth anniversary, we reflect on a year defined by growth, resilience, and deepened impact throughout Hartford and the surrounding communities. Since our beginnings in 2015 as Fresh Start Pallet Products and our rebranding to Fresh Start Worx in 2025, our commitment to a whole-person approach has remained at the core of our work—supporting individuals rebuilding their lives through hands-on training, wraparound supports, and meaningful employment pathways. This past year has been especially inspiring: our Richard P. Garmany Fresh Start Academy continued to equip students with carpentry, woodworking, and job-readiness skills, contributing to the more than 40 graduates who have transformed their futures over the past five years. As you read the 2025 Annual Report, I am proud to share the stories, partnerships, and accomplishments that demonstrate how Fresh Start Worx continues to rebuild lives—and why our mission is more vital than ever.

-Jenna Columbus, President/CEO



Physical Address: 20-28 Sargeant Street. Hartford CT 06105

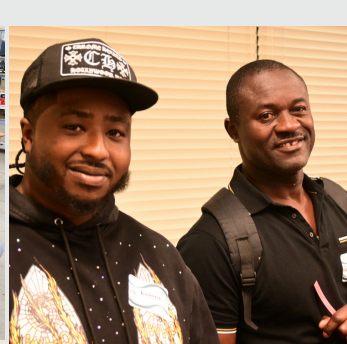
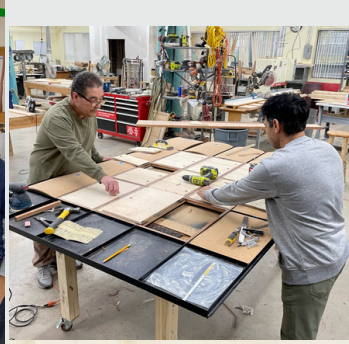
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OUR MISSION

Fresh Start Worx employs and trains individuals seeking to improve their lives with a future in building high-quality custom products and, in partnership with community organizations, provides education and training through the Richard P. Garmany Fresh Start Worx Academy.

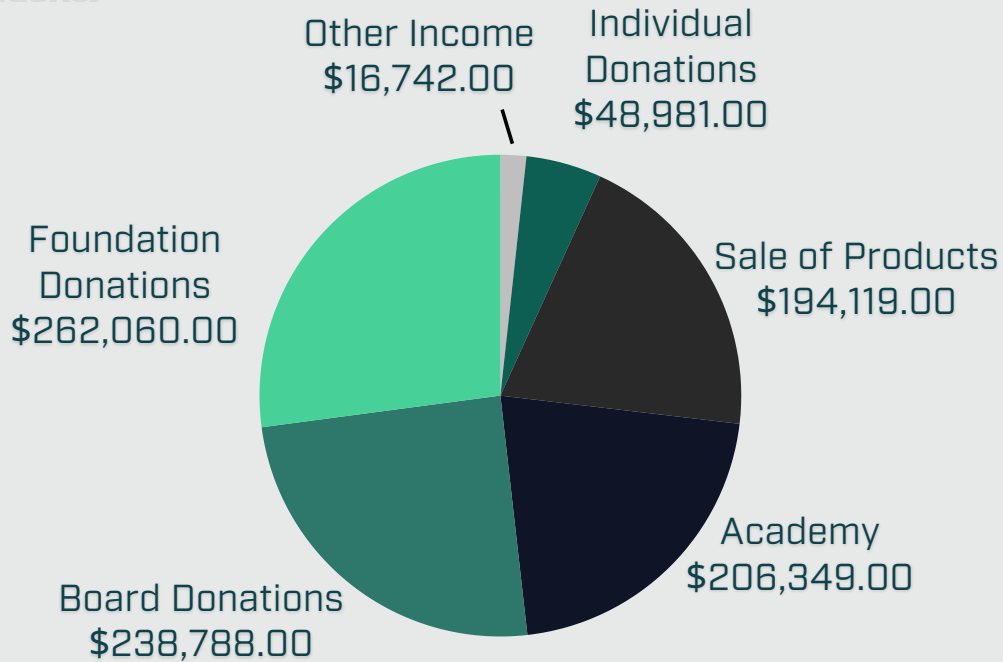


OUR WORK

01. Financial Charts & Data
02. 2025 Success Metrics
03. Mission Investors
04. Looking Forward to 2026

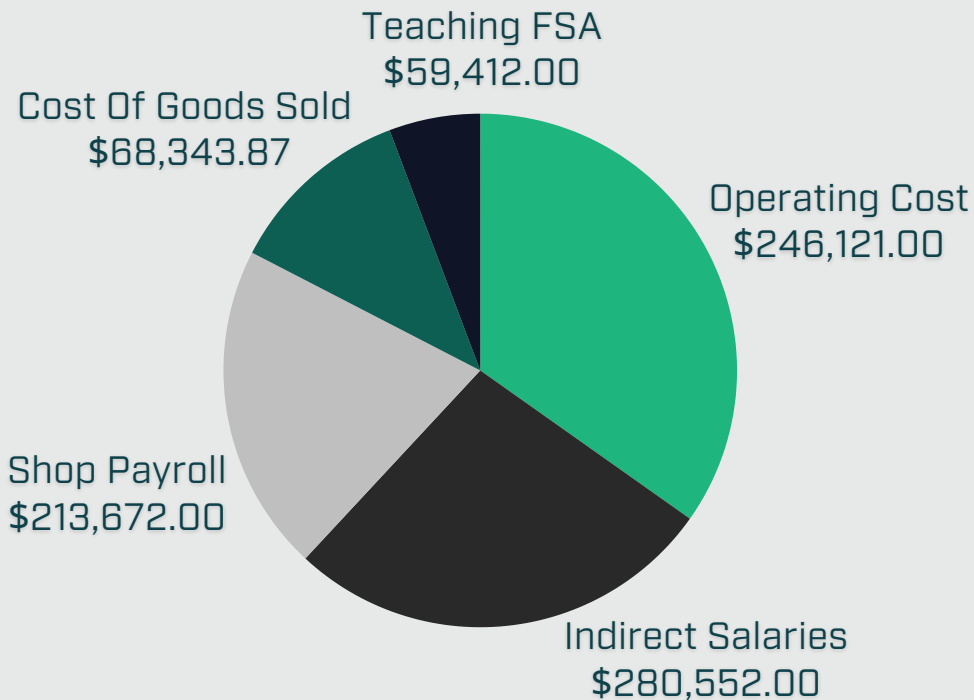
REVENUE

Our revenue reflects strong support across our community. Foundation and board giving, individual donations, earned income from the Academy, and product sales all play a key role in sustaining Academy training, certification, and daily operations.



EXPENSES

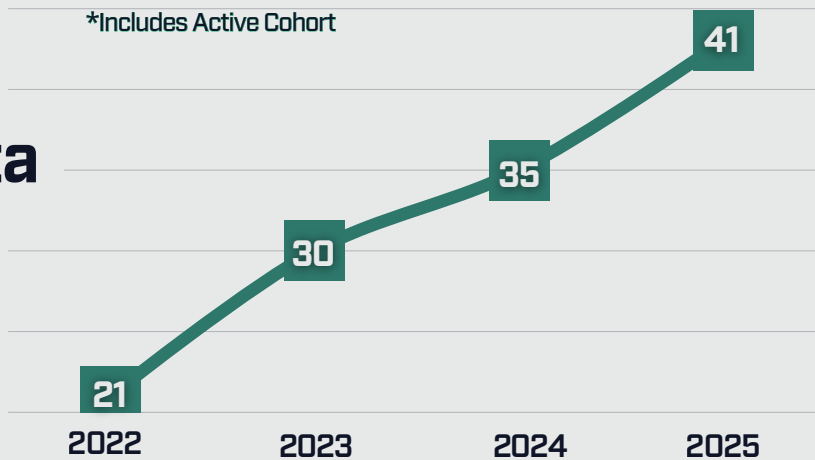
Our expenses show a strong investment in the people and operations that make our training possible. Indirect salaries, shop payroll, and operating costs ensure our Academy and social enterprise run safely and effectively.



Of Students Trained

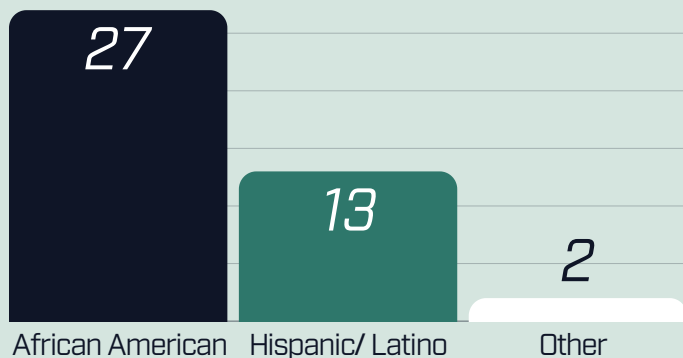
*Includes Active Cohort

2025 Data

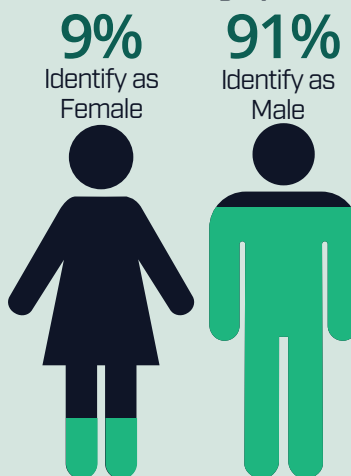


Demographics

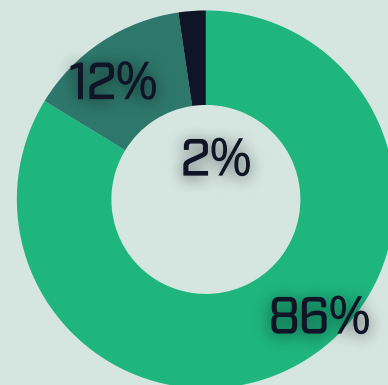
Cultural Identity



Student Demographics



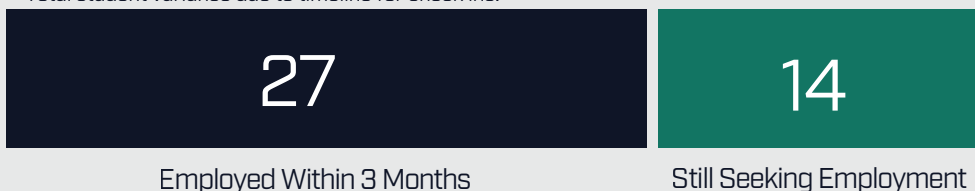
Communities Served



- Formerly Incarcerated
- Economically Disadvantaged
- Immigrants and Refugees

Employment Outcomes After Graduation

*Total student variance due to timeline for check ins.



Celebrating Cecil's Next Chapter



Cecil graduated from the Academy and joined the Fresh Start team before moving on to a new position as a HAAS operator. He's now earning a solid wage and supporting his family, showing what's possible when someone builds stability and keeps moving forward.

2025 MISSION INVESTORS

We would like to recognize the **Champions of Fresh Starts**, these lead donors strengthen our mission and makes it possible to imagine a future filled with growth, stability, and opportunity for those we serve. Without their commitment, it would be impossible to think boldly about what comes next. We are deeply grateful for the impact their investment creates every day.



Ambassadors (Annual Gift \$10,000+)

Warren Boley Jr & Nancy Loughlin, Mark & Jamie Summers, Joe & Bobbi DeMartino, Howard & Ann Orr, Pastor Rick & Judy Kremer, Summers Family Charitable Fund, Meghan & Brendan West, Warren Boley Sr. & Anne Boley

Architects (Annual Gift between \$5,000-\$9,999)

Jim & Barbara Carter, Rich & Barb Carman, Steven Franklin

Builders (Annual Gift between \$2,500-\$4,999)

Anonymous, Cindy & Phil Rockwell

Designers (Annual Gift between \$1,000-\$2,499)

Anonymous, David L. Elovich, John Hall, Dr. Edward Johnson, Allan Polak & Deborah Zipkin

Artisans (Annual Gift between \$500-\$999)

Maureen Dougherty, Peter Scanlon, Rick Skodinski, Katrice Sponzo

Woodcrafters (Annual Gift between \$100-\$499)

Mary Cockram, Patricia Bourne, Chester Brodnicki, John Gilmore, Donald Kannenberg, Dilip Rangnekar, Megan Wunderlich, Tom Breen, Kevin Boley, Sam Boley, David Spartin, Bernie Michel, George Coppolo, James F Solomon, Anne O.Brian, Jennifer Sargent, Elizabeth Sorensen

2025 MISSION INVESTORS FOUNDATIONS & COMPANIES



THE ILSABABY FOUNDATION



GREATER
HARTFORD
GIVES
FOUNDATION

The Richard P.
Garmany Fund

THE WILLIAM AND ALICE
MORTENSEN FOUNDATION



GREATER
HARTFORD GIVES
FOUNDATION



Cigna

J. WALTON Bissell
FOUNDATION



BANK OF AMERICA
CHARITABLE FOUNDATION



FARMINGTON BANK
Community Foundation

Charles Nelson Robinson
Fund



Tiffany Thompson
Foundation



George A. & Grace L.
Long Foundation,
Bank of America. N.A.. Co-Trustee



Duncaster ion BANK

Lisa & John Behan
Family Fund



LOOKING ON TO 2026

In 2026, the team at Fresh Start Worx remains deeply focused on securing our organization's long-term presence in the Hartford community by strengthening the programs, partnerships, and people **who bring our mission to life.**

We plan to deepen collaborations with foundations, municipalities, museums, and local employers—building on the strong project partnerships that have shaped our reputation for craftsmanship and community impact. In the year ahead, we aim to grow our production capabilities within our woodshop, leveraging our talented staff and upskilling employees to take on more custom, architectural, and historical restoration projects that continue to elevate the standard of our social enterprise work.

We also look forward to increasing enrollment and engagement in the Richard P. Garmany Fresh Start Academy, expanding hands-on training, workforce readiness, and specialized skill-building so that more students can pursue stable careers in carpentry, woodworking, and advanced manufacturing sectors in high demand across Connecticut.

Through these goals—strengthening our workforce pipeline, enhancing our regional impact, and investing in the people we serve—we aim to ensure that Fresh Start Worx remains a resilient, innovative, and trusted anchor in our community for years to come.

-Fresh Start Worx Team