



STACY

Maintenance Technician with



RANGEWATER



2023 ANNUAL REPORT

Opening the Door for Talent



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**New name.
Same great
mission.**

In June 2023, Shelters to Shutters officially announced that we would be rebranding our organization with a new look and new name: Entryway!

The rebranding to Entryway signified the evolution of our organization moving beyond job placements and housing opportunities to the addition of a robust pre-employment training program. This name – in addition to new messaging, visuals, and more – reflects our commitment to providing motivated, trained, and job-ready talent while opening the door to opportunities for that talent to step into.



“Entryway has been a blessing. To be able to have a career and have stable housing has given me stability, confidence and opportunity to be able to take care of me and my kids. And it makes me excited about the future and where we are going.”

LEKITA
Assistant Property Manager and
Entryway South Carolina Participant

Read LeKita’s story on page 10.

A Letter from Our Leadership

Dear friends of Entryway,

Thank you for taking the time to read our 2023 annual report. Last year was a pivotal year in many ways. With the help of Austin-based marketing agency, Catalyst, we changed our name and brand from Shelters to Shutters to Entryway, a name that encapsulates the open door and new beginning our participants are stepping into.

We added a programmatic focus on workforce development with classroom, online, and on-the-job training for up-skilling our program participants. This effort was to not only assist our participants with being more attractive to potential employers, but more importantly, to increase their opportunity to regain economic self-sufficiency. Nearly 7,000 courses were completed by 528 enrolled participants. We doubled the number of individuals hired and housed in the apartment industry from 2022 and began keeping track of program participants offered employment in other industries and in temporary roles made possible through our training.

From an expansion viewpoint, in 2023, we added to our existing nine active program markets by launching in Denver, Colorado. And we started a pilot program in Philadelphia with a staffing agency to create a 10-week, “on-the-job” training program for Entryway participants to be hired in temp to permanent positions with industry partners. We also added 31 new industry partners interested in receiving talent from Entryway for their open entry-level positions.

Our work at Entryway is more crucial than ever. By providing training, a competitive wage, a job with benefits, and a stable place to live, we are changing lives and offering an open door to dignity that comes with providing for oneself and family.

In these pages you will see some of the inspiring participants we have the privilege of working with every day and the incredible partners, leaders, and donors who make our work possible. At Entryway, we have big goals. Goals that will require us to continually grow wider and deeper. And if our mission resonates with you, we would love your support in that endeavor. If Entryway is an organization you are already associated with and support, our message is simple: thank you!

In partnership and with appreciation,



Chris
CHRIS FINLAY
Founder and Chairman



David
DAVID WILLIAMS
President and CEO

Our Mission and Core Values



OUR MISSION

Entryway is a national nonprofit organization that transitions individuals and families at risk of or experiencing homelessness to economic self-sufficiency by providing career training, employment, and housing opportunities in partnership with the real estate industry.

OUR VALUES

Entryway’s core values create a framework for organization-wide actions.

These values guide everything we do, including how we interact with our program participants, how we interact with our partners and community, and how we interact with our colleagues. As we grow, our processes and strategies may change, but these values will remain the same.



Humility

At Entryway, we recognize there are always challenges ahead to tackle, and as an organization we approach those challenges from a posture of learning and humility. We will be respectful of everyone and listen to their unique voice and opinion. We treat others how we would want to be treated. We will do our work with an attitude of service and display quiet confidence to further advance our mission.

Innovation

Entryway has the flexibility and size to be malleable in our solutions to addressing homelessness and providing economic sustainability. Being a learning organization is vital for our growth and ability to serve our participants. Each day, we learn more about the industry we partner with and the needs of our participants. This allows us to pilot new solutions and best serve the situationally homeless and at-risk population.

Outcomes Driven

Entryway is a results-focused organization utilizing resources, time, and actions prudently. Entryway prioritizes measuring for impact to inform strategies and initiatives to best serve at-risk individuals and families and our employment partners.

Collaboration

At Entryway, working together internally across teams and externally with our partners and stakeholders is the secret sauce to reaching our goals and purpose. Our organization was founded and built on collaborative partnerships with community agencies, real estate companies, corporate sponsors, volunteers, program participants, and teamwork among staff. Collaboration is in the DNA of our organization and fuels our ability to successfully achieve our mission.

2023 SUCCESS STORY

Michael and Jessica: Stepping into Opportunity After a Devastating Medical Crisis



In May 2023, Michael and Jessica faced an unexpected crisis that would test the strength of their family.

Michael suffered a widow-maker heart attack, spending nine days in the ICU and sending shockwaves through their lives. The aftermath was not only a struggle for Michael's health but also a devastating blow to their financial stability. The ensuing job loss for both of them cast a shadow over their once-secure life, leading to the heart-wrenching reality of homelessness for the couple and their two young boys. Even while living out of motels and their vehicle, Michael and Jessica were both very positive and grateful that Michael survived.

They remained hopeful for an opportunity at a new start. They found that opportunity when they connected with Entryway in August 2023. With the guidance of Central Florida Executive Director Jessica Corton, Michael and Jessica embarked on a transformative journey of career training and personal development, determined to overcome the challenges life had thrown their way. By the end of August, the couple's resilience and the support they received at Entryway bore fruit.

Both Michael and Jessica secured employment at Riverstone Communities, a testament to their newfound skills and the unwavering commitment of Entryway and Riverstone staff members. Michael took on a role in maintenance, while Jessica found her place in leasing.

Michael and Jessica have not only regained their footing with new careers but also secured stable housing for their family. The family is thriving and in Jessica's words, "We owe everything to Entryway...You showed us that there are people out there that truly do care...and follow through."

"We owe everything to Entryway...you showed us that there are people out there that truly do care... and follow through."

JESSICA
Entryway Central Florida Participant

LISTEN AS JESSICA AND MICHAEL SHARE THEIR STORY.

[Click here](#) to watch the full video.



HIRED BY
BRICK LANE

LISTEN AS LEKITA SHARES HER STORY.
[Click here](#) to watch the full video.

2023 SUCCESS STORY

LeKita: Opening the Door for Talent

LeKita is a resilient mother who was determined to break free from the generational cycle of poverty and addiction that had gripped her family for years.

While in transitional housing with her four children, she found an open door with Entryway, offering her a pathway to a new life that she and her family needed.

LeKita enrolled in Entryway Charleston's leasing training program and never looked back, absorbing everything she could from the training and leaning into the support provided by staff and volunteers. Entryway's

industry partner, Brick Lane, recognized her potential and offered her a full-time position as a Leasing Agent. This marked the beginning of a profound transformation for LeKita and her family as they moved into a three-bedroom apartment on site where she worked. Their new home was more than just a physical space; it's stability, security, and the promise of a better tomorrow.

In just six short months on the job, her hard work and dedication were rewarded with a promotion to Assistant Property Manager! This promotion not only reflects LeKita's personal triumph but also highlights the impact that support and opportunity can have on breaking the cycle of poverty.



2023 SUCCESS STORY

Martika

In November 2022, Martika was living in a shelter with her preschool daughter after experiencing difficulties in her family. She found out about Entryway through our referring partner, Maggie's Place, but she was afraid to take the first step to even apply. She didn't believe she could have a career instead of working in entry-level jobs the rest of her life. She courageously decided to go for it, and with support from Entryway, was hired as a Leasing Agent at an AMC property in Phoenix, AZ.

Today, Martika has graduated from Entryway's program with a year of experience as a Leasing Agent under her. She is looking forward to continuing her career in the multifamily industry. Martika is grateful for the opportunity Entryway afforded her and is most proud of one thing: being a mom who provides for her daughter.

"Entryway put me in a position to learn skills I can use and take anywhere. Outside of that, I was able to step into adulthood with a near fresh start and everything I need to better myself — and in some ways, the people around me as well."

KAYVON
Resident Relations Specialist and Entryway NCR Participant



HIRED BY
DONALDSON



“Thank you so much, Entryway.”

INDIA
Property Monitor and Entryway Atlanta Participant

2023 SUCCESS STORY

India: An Inspiring Story of Resilience and Change

Like many individuals in our country, India’s story of homelessness began due to the impact of the COVID-19 pandemic.

The employer she was working for in 2020 was forced to close during the pandemic, and India found herself no longer able to make rent. She began working a steady job at Walmart but could not find affordable housing anywhere close to her work. She found herself checking into the Atlanta Mission until she could find a new pathway to self-sufficiency. It was there that she learned about Entryway.

Entryway Atlanta Executive Director April Cline referred India to the Goodwill of North Georgia Certified Apartment Maintenance Technician training program. India worked hard with her fellow classmates and passed the 7-week course with flying colors. After graduation, April set India up with an interview with Entryway industry partner, Kinstone Communities. India was hired as a full-time Property Monitor in January 2023 and moved into a discounted apartment on site where she works.

Today, India is thriving in her position.

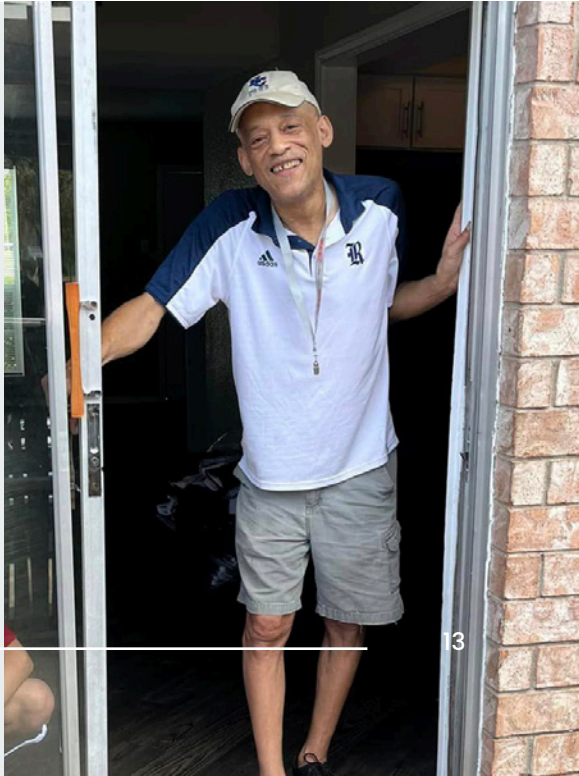


LISTEN AS INDIA SHARES HER STORY.

[Click here](#) to watch the full video.

“I don’t know where I would be at right now without Entryway...not only did they give me a job and an apartment, but they also gave me a chance to be a dad.”

TONY
Entryway Houston Participant



National Board of Directors



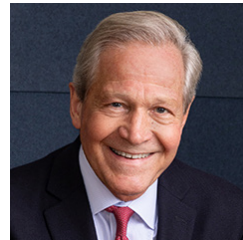
CHRISTOPHER C. FINLAY

Founder and Chairman, Entryway
CEO, Middleburg Communities



JESSIE BARTER

Founder, Charger Ventures, Inc.



DOUG BIBBY

Former President, National
Multifamily Housing Council (NMHC)



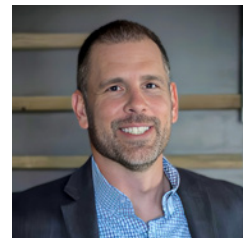
MARGO DRAKOS

Managing Director, Draper Richards
Kaplan Foundation (DRK)



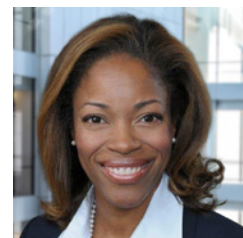
VITO JOHN GERMINARIO

CEO, Glass Projects Resource, Inc.



SCOTT HERMANN

CEO, IDIQ



JAMILA HOUSER

Executive Director, Deputy Chief
Underwriter, PGIM Real Estate



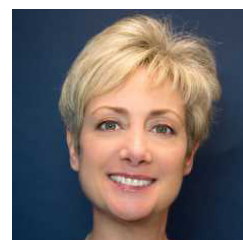
CHRISTY MCFERREN

President, Catalyst



MARC ROBINSON

Investor, Commercial Real Estate



SUSAN WEBER

Executive Vice President, Community
Engagement, Walker & Dunlop



“I am honored to join the Entryway Board of Directors and be a part of an organization dedicated to transforming lives and communities. At IDIQ, we understand the importance of financial inclusion and security, and are committed to supporting initiatives that empower individuals and families to achieve economic self-sufficiency.”

SCOTT HERMANN

CEO, IDIQ
Entryway National Board Member



Thank You to Our City Advisory Boards

Atlanta

- Rick Burkhalter, President, Sales Inc.
- Chris Burns, Senior Vice President, Lincoln Property Company
- Tiffanie Dowd, Managing Director of Experience, Rangewater
- Patrick Flanigan, Vice President, POPIC LLC
- Jack Geraghty, Development Associate, Pine Grove Communities
- Sharp Gillespy, Director of Business Development, OneApp
- Natalie de Guardiola, Director of Asset Management, Vista Realty Partners
- Dan Haefner, CAB Chair, Senior Vice President, OMNIA Partners, Multifamily Housing
- Ali Jamal, Chief Executive Officer, Stablegold Hospitality
- Dr. Debbie Phillips, President, The Quadrillion
- John Rebol, Founder, Xtreme Wellness LLC
- Jamie Teabo, Senior Managing Director, Real Estate, Southeast, Greystar Real Estate Partners
- Matthew Teague, Development Director, Walton Communities
- Jack Weissman, CFO, Real Floors
- Dennis Weyenberg, Chief Operating Officer and Managing Director, Higginbotham HR Services

“The mission delivery of Entryway has never been more critical than it is today. Our ability to connect individuals with opportunity is the greatest hand up we can ever offer to someone, and along the way our industry becomes stronger for it.”

JIM RAINBOLT-BAILEY

Chief Marketing Officer, Thiel and Team, and Entryway North Texas City Advisory Board Member



Central Florida

- Heather Alzate, Vice President of Education, Apartment Association of Greater Orlando
- Joelis Barandica-Rodriguez, Regional Director of Education, CONAM Management Corporation
- Kara Bonzheim, 2024 CAB Chair, Vice President, FSI Construction
- Ed Buckley, Senior VP of Client Relations, Essential Staffing Solutions
- Dean Christian, Outside Sales, Winsupply West Orange
- Tyler Christiansen, CEO, Funnel Leasing
- Chellee Clemmons, CEO, Essential Staffing Solutions
- Alex Colasuonno, Regional Manager, Bridge Property Management
- Shawn Geddes, Business Development Manager, First Onsite Property Restoration
- Matt Gladden, Founder, Community Concierge Services
- Julia Hayden, 2023 CAB Chair, Regional Manager, Middleburg Communities
- Bryce Heath, Account Executive, Real Floors
- Nicole Johns, Director of Business Development, Tempest Roofing
- Melissa Miller, SVP, Property Management, Allegiant-Carter
- Seth Otey, Vice President, ZRS Management
- Ashlee Partin, Sr. Regional Account Executive, Affinity Waste Solutions
- Kara Rice, VP of Education, Swift Bunny
- Lee Rogers, Vice President of Operations, Asset Living
- Josie Toung, Senior VP of Sales, ET&T Distributors, Inc.
- Lori Trainer, National Account Executive, WeDoTrash
- Christina Vaughan, Senior Account Executive, Elite Flooring
- Kara Young, Regional Property Manager, Wendover Group

Denver

- Cara Athmann, COO, Cardinal Group
- Peter Braun, Managing Director, Real Estate, Omnia Partners
- Dori Brewer, Principal, Level 10 Property Group
- Lynett Brockman, CAB Chair, CEO, Career Options
- Robyn Cue, Director of Training, MAXX Properties
- Brian Davis, Regional Vice President, BlueSky Restoration
- Brenda Gammie, Executive Vice President, Avanti Residential
- Lisa Godbehere, Vice President, Apartment Association of Metro Denver
- Lyn Jacobs, CCO / Partner, Real Floors
- Zack Jacobs, Portfolio Performance Analyst, Monarch Investment and Management Group
- Michelle Lyng, President, Novitas Communications
- Eddie Moreno, Managing Partner, The Turn Company
- Brandon Rich, Senior Managing Director, Greystar Real Estate Partners
- Terry Simone, Founding Partner, Four Mile Capital; NAA Region 8, VP
- Lori Snider, Head of Learning & Development, RedPeak Properties
- Tina Tamondong, Senior Vice President, People Services, Simpson Housing

Houston

- Helen Vollmer Caudle, Principal and Consultant, Caudle Crisis & Communications Counsel (4C)
- Katie Croasdale, 2023 CAB Chair, President, Guaranty Bank & Trust
- Chris Curry, Senior Managing Director, Berkadia
- Scot Davis, 2024 CAB Chair, Senior Managing Director, Trammell Crow Residential
- Frank Larkey, President, LOCI International
- Sarah Mangrem, Community Volunteer
- Stephen Miranda, Senior Vice President, Private Client Advisor, Bank of America
- Leya Nguyen, Director of Human Resources, SYNC Residential
- Matt Phillips, Sr Vice President, CBRE
- Nick Pontikes, Vice President Construction & Design, Satterfield & Pontikes Construction
- JC Reeves, Executive Vice President, Asset Living
- Randy Risher, Owner, The Risher Companies
- Ricardo Rivas, CEO, Allied Orion Group
- Derek Speigner, Co-Founder, Arise Equity Management
- Doug Yarger, Owner, SouthCross Security

Greater Phoenix

- Chapin Bell, CEO, PB Bell
- Bry Carter, VP of Sales and National Recruitment, The Phoenix Staffing
- Sean Cunningham, Vice Chairman, CBRE
- Libby Ekre, Principal, MEB Management
- Lucas Haldeman, CEO, SmartRent
- Josh Hartmann, CEO, NexMetro
- Robert Hicks, Division President – West, Asset Living
- Michelle Jenson, Chief Property Officer, PB Bell
- Lesa LaRocca, Division President, Southwest & North Central Avenue 5 Residential
- Courtney Levinus, President & CEO, Arizona Multihousing Association
- Dave McLurg, CEO, Anavate Partners
- Jay Petkunas, CEO, The Wolff Company
- Jennifer Staciokas, Executive Managing Director, Property Management, Western Wealth Communities

Nashville

- Lynn Calkins, Deputy Section Leader, Litigation, Holland & Knight
- Blair Carroll, Senior Vice President, Elmington Property Management
- Jim Cary, Controller, OMNIA Partners
- Josh Chapman, Chief Marketing Officer, Wellvana
- Kirby Davis, retired COO, Freeman Webb
- Nancy Everitt, President and CEO, HEOPS, Inc.
- Dan Ford, Director of Asset and Property Management, The Clearblue Company
- Lisa Gunderson, CAB Chair, Vice President of Asset Management, Bristol Development Group
- Sara Hoover, Principal, SFH Consulting
- Brett Kingman, Managing Director, Walker & Dunlop, Nashville
- Nancy Morris, Vice President of Procurement, Freeman Webb
- Melissa Steinhart, Senior Vice President, OMNIA Partners
- Charlie Tallent, Owner, Katy's Hallmark
- Michael Weichart, Executive Vice President and Chief Operating Officer, TeamHealth, Inc.

National Capital Region

- Alex Bensahel, Director, Investment Sales Division for Mid-Atlantic Group, Eastern Union
- Daniel Din, Senior Managing Director, Co-Head Impact Housing at Kayne Anderson Real Estate
- Andy Helmer, 2023 CAB Chair, Chief Commercial Officer, Wagestream
- Martin Fayer, Senior Managing Director, NewPoint Real Estate Capital
- Brenda Ntim, Director, Strategic Finance, Hogan Lovells US LLP
- Bobbie Pollard, Vice President, Operations, Bell Partners
- Pam Rothenberg, Partner, Womble Bond Dickinson (US) LLP
- John Whitt, 2024 CAB Chair, Vice President, Property Management, CIM Group
- Devin Wirt, Vice President of Business Development, Livly

North Carolina

- Randy Baker, 2023 CAB Chair, CEO, RCB Management
- Fletcher Dunn, Senior Director, Investment Sales, Walker & Dunlop
- Todd Farrell, Partner & Head of US Multifamily Development, Ares Management
- Gio Gallo, Co-Chief Executive Officer & Chief Development Officer, Compliance Line
- Ryan Halbrook, CPA, Partner, CohnReznick
- Andrea Howard, Managing Director, Northmarq
- Jason LaBonte, 2024 CAB Chair, Chief Investment Officer, Crescent Communities
- Hunter Miller, Managing Director Commercial Real Estate, Wells Fargo Corporate & Investment Banking
- Bob Moore, Co-Founder & CEO, FCA Management, LLC
- Bobbie Norris, Managing Director Business Development, Property Management, Rangewater
- Mike Susen, Senior Director, Real Estate, Greystar
- DuBose Williamson, Principal, Collett Capital
- Gigi Ghanayem, Regional Property Manager, Real Estate, Greystar
- Elliot Howell, Principal, Tribridge Residential



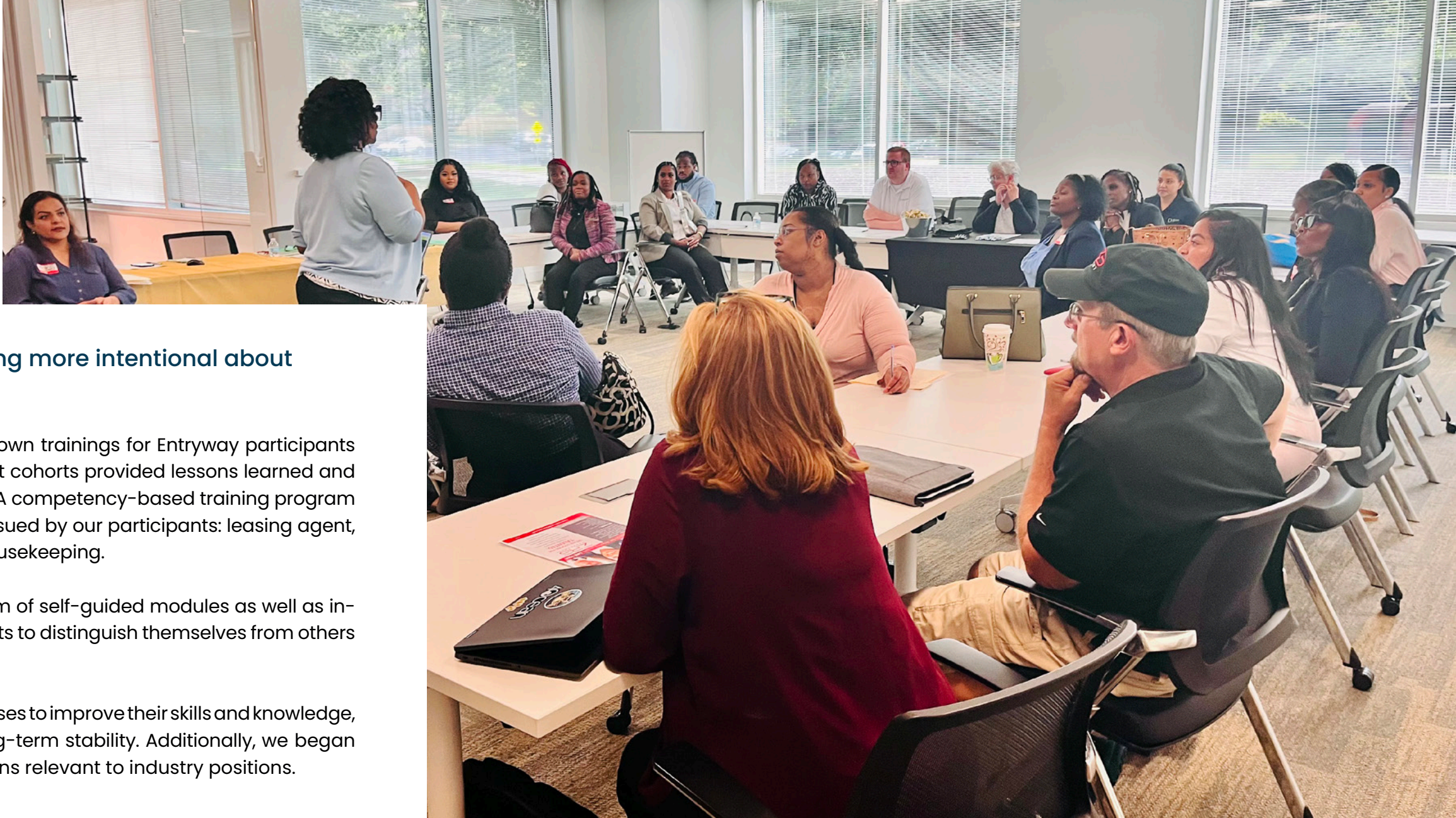
North Texas

- Ann-Marie Bomba, CEO, Strategic Properties
- Joe Bruce, Senior Vice President, AMLI Residential
- Steve Cagle, Senior Benefits Advisor, MarshMcLennan Agency
- Janine Jovanovic, CEO, LeaseLock
- Michelle King, Vice President, Operations, JPI
- Scotty Landry, CAB Chair, Managing Director, Salvation Army North Texas Area Command
- Kin Oldham, Executive Director, Apartment Association of Greater Dallas
- Zachary Patterson, Senior Vice President, The Meridian Group
- Jim Rainbolt-Bailey, Chief Marketing Officer, Thiel & Team
- Durell Vieau, Vice President, Talent Acquisition & Retention, Lincoln Property Company

South Carolina

- Susan Burke, CAB Chair, Regional Property Manager- Continental Realty Corporation
- Victoria Cowart, Director of Education & Outreach, Petscreening
- Wendy Dorchester, COO, Lake County Living
- Dave Lansbury, Vice President, CBRE
- Ryan Layne, CEO, Guardian Alliance Technologies
- Whitney Nicholson, VP of Property Services, Bricklane
- William "Billy" Pelloni, President, Adalease Property Management
- Austin Sneed, Senior Analyst, Walker & Dunlop
- Turner Waldrup, Owner, Lowcountry Waste Collectors

Training and Upskilling Talent for Opportunity



In 2023, a programmatic focus was put on being more intentional about workforce development.

Starting in Charleston, South Carolina, we developed our own trainings for Entryway participants interested in maintenance and leasing careers. These pilot cohorts provided lessons learned and a road map for additional Entryway markets to follow suit. A competency-based training program was developed for each of the occupational positions pursued by our participants: leasing agent, maintenance tech, groundskeeper, administrative, and housekeeping.

Training through Entryway consists of a blended curriculum of self-guided modules as well as in-person classes. Career training has enabled our participants to distinguish themselves from others seeking employment in the multifamily sector.

In 2023, 528 Entryway participants took more than 7,200 courses to improve their skills and knowledge, preparing them for careers with upward mobility and long-term stability. Additionally, we began using SkillCat for online training and access to certifications relevant to industry positions.

Certifications achieved by participants:

94 ENTRYWAY PARTICIPANTS RECEIVED THEIR EPA

90 ENTRYWAY PARTICIPANTS RECEIVED OSHA 10

97 ENTRYWAY PARTICIPANTS COMPLETED A LEASING TRAINING PROGRAM

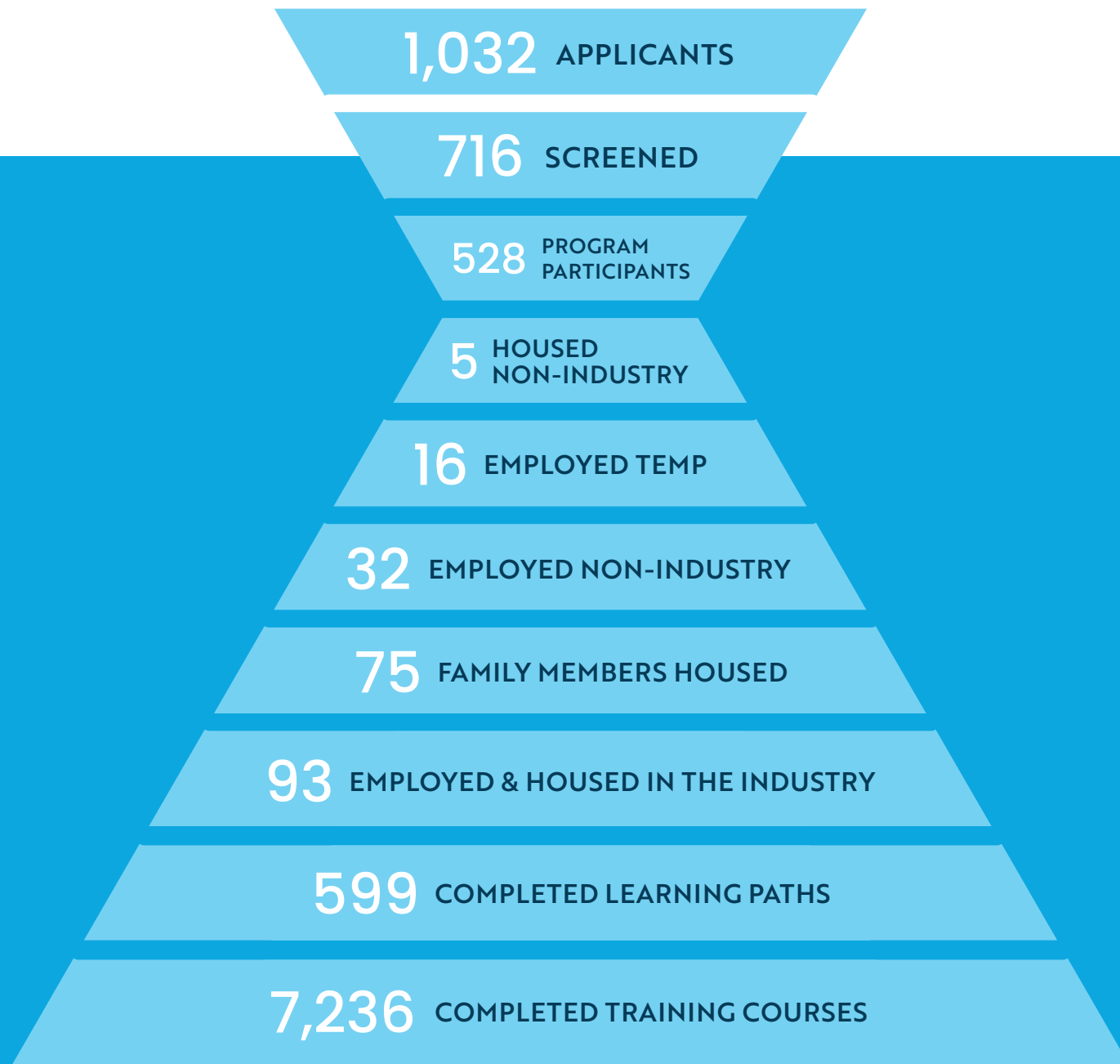
107 ENTRYWAY PARTICIPANTS COMPLETED A MAINTENANCE TRAINING PROGRAM

including Certified Apartment Leasing Professional curriculum

including Certified Apartment Maintenance Technician curriculum



INPUTS



OUTPUTS

In 2023, Entryway added a programmatic focus on workforce development, including classroom, online, and on-the-job training for up-skilling our program participants. More than 7,200 courses were completed by 528 program participants. We also hired and housed over 90 individuals in the apartment industry — a huge step toward long-lasting economic self-sufficiency.

2023 Program Impact

Demographic Breakdown

Age Breakdown	%
18-25	14%
26-30	13%
31-40	32%
41-50	22%
51-59	12%
60+	7%

Gender Breakdown	%
Male	40%
Female	60%

Race and Ethnicity Breakdown	%
Asian/Asian American	2%
Black/African American	58%
First Nation	0%
Middle Eastern	0%
Native Hawaiian/Pacific Islander	0%
Other	5%
Two or More Races	6%
White/Caucasian	27%
Hispanic/Latino	10%
Missing/Refused/Unknown	5%
Non-Hispanic/Latino	85%



Stepping into Impactful Solutions

When a participant completes the Entryway program after one year, the financial impact per person plus savings to the community is approximately \$88,982!

TOTAL ENTRYWAY FINANCIAL IMPACT PER PERSON + SAVING TO COMMUNITY:

\$88,982

2023 FINANCIAL IMPACT:

\$8 MILLION

2023 BUDGET:

\$2.6 MILLION



In 2023, hired Entryway participants reported an average pre-program hourly wage of \$7.65 but were hired at an average \$19.06 – a 145% increase in income.

\$44,176

Average per-person increase in income, benefits, housing discount, and goods and services received from Entryway

\$36,366

Average per-person savings to a community when an individual is transitioned out of homelessness to self-sufficiency

\$8,440

Average per-person taxes going back into a community

73%

Of participants hired and housed in 2023 were still with their original employer

48%

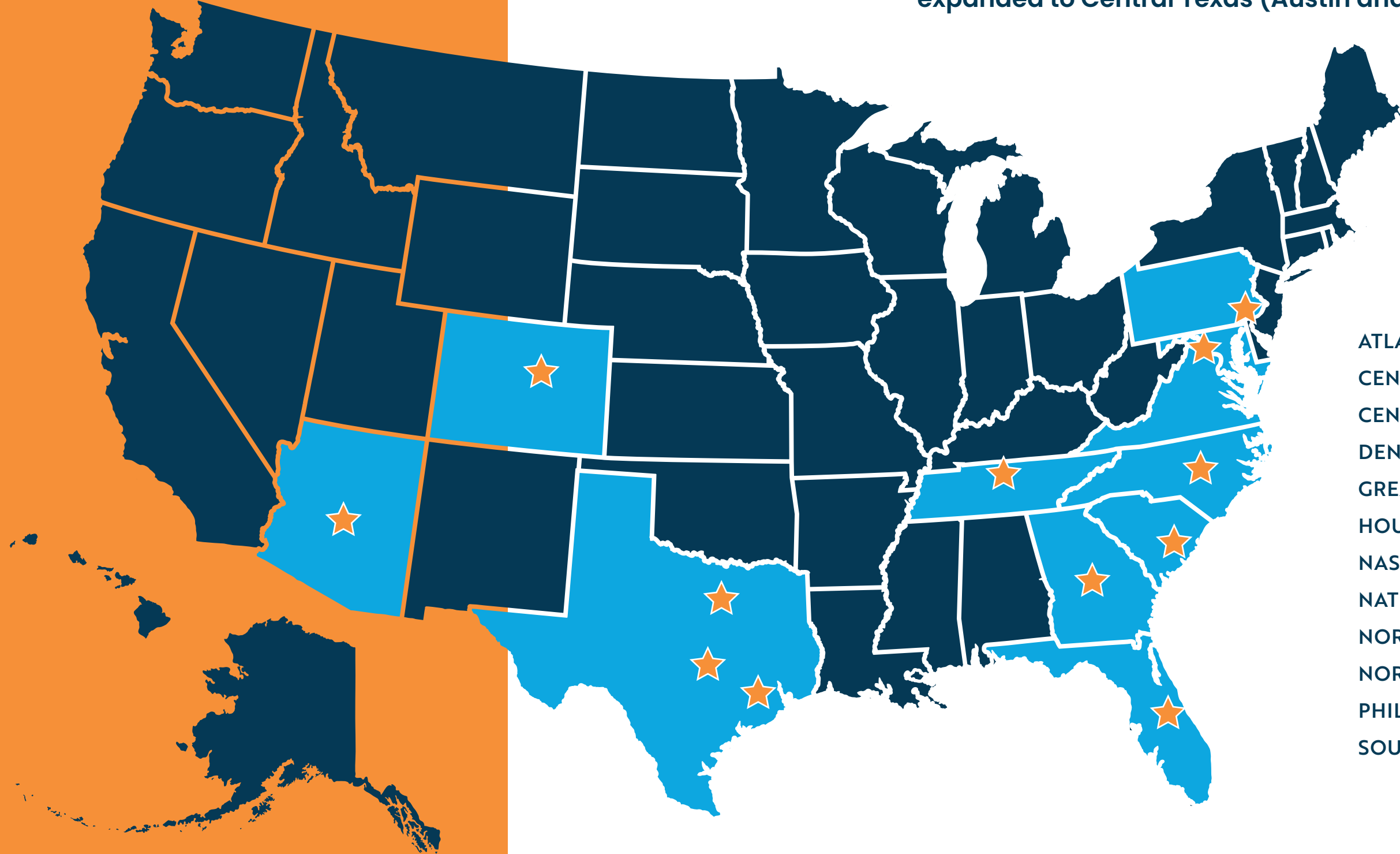
Of hired participants had dependents in their household in 2023

11%

Of participants hired in 2023 were veterans

Program Markets

Entryway is now in twelve markets across the U.S. In 2023, we officially launched operations in Denver, and we began a pilot project in Philadelphia. In the first quarter of 2024, we have expanded to Central Texas (Austin and San Antonio).



- ATLANTA
- CENTRAL FLORIDA
- CENTRAL TEXAS
- DENVER
- GREATER PHOENIX
- HOUSTON
- NASHVILLE
- NATIONAL CAPITAL REGION
- NORTH CAROLINA
- NORTH TEXAS
- PHILADELPHIA
- SOUTH CAROLINA

INDUSTRY PARTNERS

Talent at Your Doorstep

Thirty-one multifamily companies (bolded in the list below) joined our existing industry partners to have access to our pipeline of pre-screened, trained candidates for their open on-site positions. In return, they provide full-time employment and discounted housing opportunities to those hired. For a current list of partners, visit entrywaytalent.org/program-partners.

- Acento Real Estate Partners
- AdaLease Property Management
- **AMCS**
- **Asset Living**
- **Avanath**
- **Audubon**
- **Banner Property Management**
- Bell Partners
- **Birge & Held**
- Bonaventure Realty Group
- Borger Management
- Bricklane Properties
- **Bridge Property Management**
- **CAF Capital Partners**
- **Cardinal Group**
- Charger Ventures
- Collett Capital
- **Community Housing Partners**
- Concord Rents Management
- Cortland Partners
- Crescent Communities
- Cushman & Wakefield
- Dominion
- **Easlan Management**
- **ECI Group**
- **Eller Residential Living**
- Equity Residential
- First Communities
- FCA Management
- Gables Residential
- Gates Hudson
- GEM Management
- Grubb Properties
- Horning Brothers
- IMT Residential
- **Jair Lynch**
- **JPI**
- Kinestone Communities
- **Lion Real Estate**
- LUMA Residential
- Marsh Properties
- **MAXX Properties**
- Mill Creek Residential
- **Mission Rock Residential**
- Monument Real Estate Services
- **Monarch (MIMG)**
- **Morgan Properties**
- Olympus Property Group
- Park Properties
- Pegasus Residential
- Pennrose
- **PRG Real Estate**
- PGIM Real Estate
- **RADCO**
- **RangeWater Real Estate**
- RREAF
- **Sales, Inc.**
- **Simpson Housing**
- Stone Mountain Properties
- Sunbelt Multifamily
- **Sync Residential**
- The Wolff Company
- **Tribridge Residential**
- Walton Communities
- Western Wealth Communities
- ZRS Management

“We are grateful for the partnership and happy to be a small part of the great things the Entryway team is doing to help people get back on their feet!”

CHERYL BROCK
President, Banner Property Management

2023 Industry Partners

Featured 2023 Industry Partners

(HIRED THREE OR MORE PARTICIPANTS IN 2023)



New partner in 2023



FREEMAN WEBB
COMPANY



2023 Events

Thank you to all who volunteered, attended, and donated to our events in 2023!



Charleston Topgolf Event

Atlanta Topgolf Event



CAA Recognition Event

Houston Homecoming Harvest Luncheon



National Capital Region Topgolf Event



North Texas Topgolf Event



Central Florida Entryway to Excellence Event



Charlotte Topgolf Event



Charlotte Entryway Awareness Event



Nashville Topgolf Event



2023 Entryway Awards

Congratulations to Entryway's national award winners!

Winners were chosen based on a set of criteria for individuals and companies who went above and beyond to further advance our mission.

National Ambassador of the Year:
DEBBIE PHILLIPS, PH.D., CPM

National Volunteer of the Year:
COREY GIBSON

National Industry Partner of the Year:
INDEPENDENCE REALTY TRUST INC.

National Philanthropy Partners of the Year:
**CORT
 WALKER & DUNLOP**

National Volunteer Partner of the Year:
CATALYST MARKETING

“We are winning the war on talent and addressing situational homelessness. It’s a triple win: Lives are changed, employers gain skill-ready talent, and our organization impacts society with a lasting ripple effect! Congrats to all! We are just getting started. Find a plus-one and invite them to join us in this HEART work!”



DEBBIE PHILLIPS, PH.D., CPM
 President, The Quadrillion
 and Entryway National Ambassador of the Year

Some Entryway local markets also presented awards to those who made a significant contribution to their efforts. Each local winner received their award in hand from their local Executive Director.

Denver

Ambassador of the Year:
 Lynett Brockman
Industry Partner of the Year:
 Tina Tamondong – Simpson Housing
Philanthropy Partner of the Year:
 Terry Simone
Referring Partner of the Year:
 Emily Berger – Denver Economic
 Development and Opportunity

Central Florida

Ambassador of the Year:
 Apartment Association of Greater Orlando
Volunteer of the Year:
 Kari Christiansen
Industry Partner of the Year:
 Riverstone Communities
Philanthropy Partner of the Year:
 Lloyd Jones
Referring Partner of the Year:
 Family Promise of Greater Orlando

Charleston

Volunteer of the Year:
 Cathy Hontz

National Capital Region

Volunteer of the Year:
 Todd Elliott
Volunteer Partner of the Year:
 PGIM RE
Industry Partner of the Year:
 The Donaldson Group
Philanthropy Partner of the Year:
 Hogan Lovells

Phoenix

Ambassador of the Year:
 Jay Petkunas



Thank You to **Our Donors**

\$100,000+

Draper Richards Kaplan Foundation
 Rebecca and Chris Finlay
 Bill Freeman
 Walker & Dunlop Gives Back

\$25,000+

BluSky Restoration Contractors
 Charleston Apartment Association
 CIM Group
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 Marc Robinson
 The Saunders Family Foundation
 Truist

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 Lloyd Jones LLC
 Walton Communities
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 of Metro Denver
 Avenue5 Residential
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 Engler Realty Advisors
 Greystar Real Estate Partners
 HLH Family Foundation
 The Medallion Foundation

\$10,000+

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 PB Bell
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 Capital One
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 Chadwell Supply Inc.
 Christ Episcopal Church Foundation
 Sean Cunningham

Christopher Curry
 Ann and Kirby Davis
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 Corey and Laura Gibson
 Paula Goldstein
 Lucas Haldeman
 Randal and Ashley Harrell
 The Hartselle Family Fund
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 Robert Hicks
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 JPI
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Maxx Properties
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 NexMetro
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 Pellco Construction, LLC
 Jay Petkunas
 SouthCross Security
 Sydney Steiner
 Matthew Teague Charitable Giving Fund of
 the Cobb Community Foundation
 Steve Trollinger
 United Way of Metropolitan Dallas
 Willow Bridge Property Company

“The Entryway program is a godsend for the survivors living in our domestic violence shelter! Chris and his team are very professional, responsive, and helpful to our residents. They go the extra mile in meeting with them on site, interviewing them quickly, referring them to helpful training/webinars, and connecting them to the best opportunities available!”

TARA MORGAN

Director of Supportive & Family Services,
 YWCA Nashville & Middle Tennessee

ROSE

Leasing Specialist with



MIDDLEBURG
 COMMUNITIES



\$5,000+

Alliance Bank of Arizona
American Landmark
Avanti Residential
Randy and Nancy Baker
Bell Partners
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The Christ Foundation
The Clear Blue Company
CohnReznick
Crescent Communities
Samantha Davenport
Devinney Foundation
Dan Din
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Essential Staffing Solutions
Guaranty Bank & Trust, N.A.
Lisa Gunderson
The Halifax Group
Andrea and Matthew Hardison
Kayne Anderson
Brett Kingman
Jason LaBonte
Kenneth Lawrence
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\$2,500+

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Rubicon
Rotach Family Charitable Fund
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Three Sixteen Foundation
Valach Family Foundation
Valet Living
Vista Residential
Volvo Car US Operations Community Fund of
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Windermere Insurance Group
Womble Bond Dickinson (US) LLP

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Artisent Floors
Sheryl Clark and Kit Baker-Carr
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BH Management
Bravo Flooring
Brookfield Properties
Tim Brown Construction
Steve and Lauren Cagle
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Kristen Klingbeil-Weis
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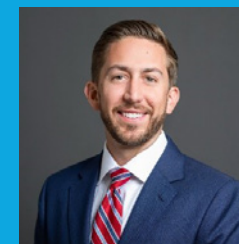
Gateway Management Co.
 Shawn Geddes
 Chris Goldsmith
 Betsy Goodman
 Google Fiber
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 Larry Griffin
 Grubb Family Fund
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 James Hardison
 William and Linda Hay
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 Susan Weber
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 Joyce Witmer
 Carol Womack
 Yield Giving

\$500+

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“I really enjoyed getting involved with Entryway more intimately as a mentor...My mentee is a great guy and very self-sufficient...We chatted about some tough housing decisions, and I just checked in every now and then. His strong work ethic is very evident, and everything he has achieved he has 100% earned himself.”



GEORGE ELIAS

Development Manager, Middleburg Communities, National Capital Region

Thank You to Our In-Kind Donors

In-kind donations made to Entryway reduced operating expenses, supported program initiatives, and helped raise additional funds through events.

\$200,000+

CORT

\$50,000+

ALN Data
Catalyst
Middleburg Communities

\$25,000+

IDIQ

\$10,000+

Swift Bunny

\$1,000+

3C - Compensation Consulting Consortium
Robert Lipman
Dave Price and Associates
Sherwin-Williams
WorkFaith

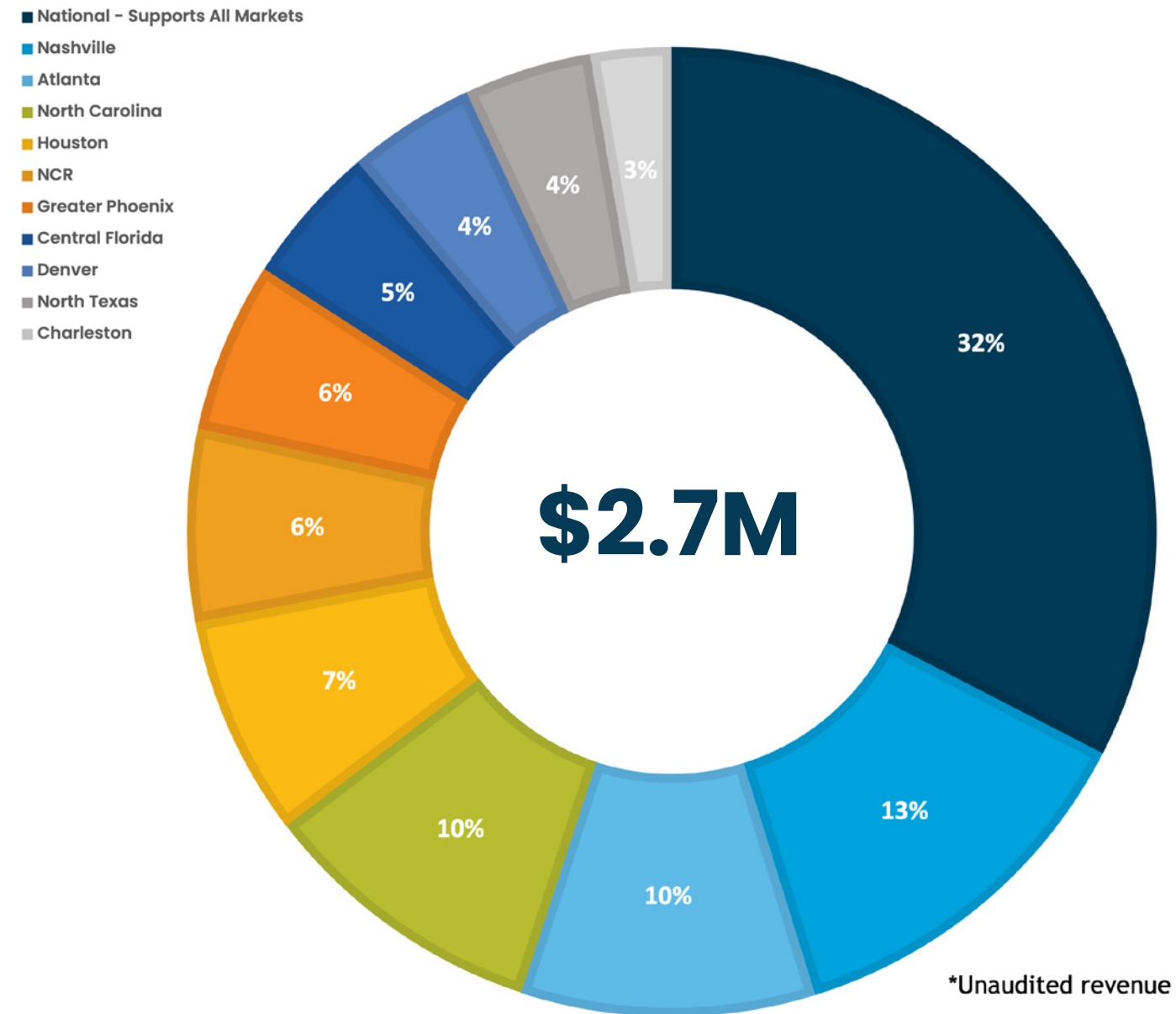
2023 FINANCIALS

Overall Financial Statement

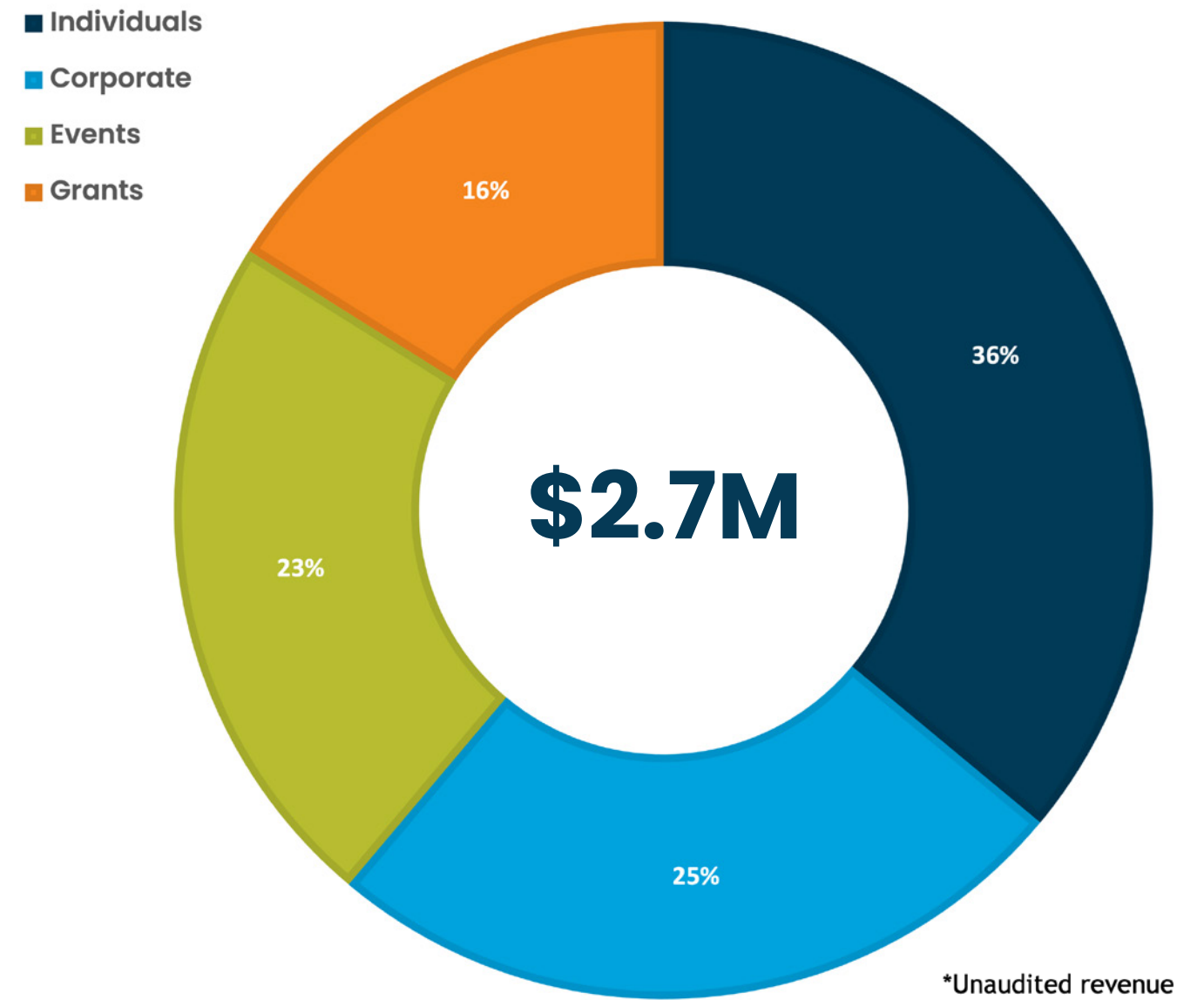
Support	
Contributions	\$2,660,560
In-Kind Contributions	\$60,000
Total Support	\$2,720,560
Expenses	
Program Services	\$1,569,371
Support Services	\$429,946
Fundraising Services	\$633,037
Total Expenses	\$2,632,354
Change in Net Assets	\$88,206
Net Assets, Beginning of Year	\$635,639
Net Assets, End of Year	\$723,845

Numbers reflect unaudited financials. To receive a copy of audited financials upon completion, please email info@entrywaytalent.org.

Total Contributions **By Location**



Total Contributions **By Type**

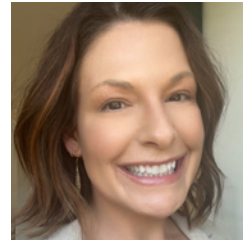


Entryway Team



KIT BAKER-CARR

Executive Director, Denver



EMILY GARNER

National Partnerships Manager



LAUREN JUMP

National Program Assistant



CHRIS SMITH

Executive Director, Nashville



TIKEYA CALHOUN

Program Coordinator, North Texas



MICHAEL GILROY

Program Director, Houston



BREANNA LUCKADOO

Program Director, Nashville



DANIEL STERN

Executive Director, South Carolina



JACKIE CAMPBELL

Executive Director, North Carolina



ANDRE GREEN

Salesforce Administrator VISTA



SARAH MANGREM

Executive Director, Houston



QUYNH TONNU

Marketing & Development
Coordinator VISTA



APRIL CLINE

Executive Director, Atlanta



ROBIN HEAD

Executive Director, North Texas



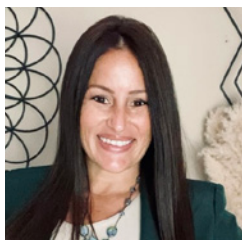
RICHARD MCDANIEL

Vice President,
Programs and Operations



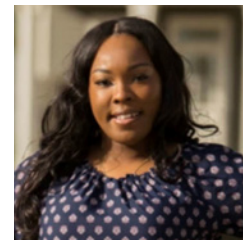
ROBERT WHITEHEAD

National Training & Talent Manager



JESSICA CORTON

Executive Director, Central Florida



ARNIESHA HOLLMAN

Executive Director, National Capital Region



JACQUELINE MULLEN

Program & Ops Assistant VISTA



DAVID WILLIAMS

President & CEO



TRISH FRIES

National Marketing &
Development Manager



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Advisor, Houston



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