

# Building businesses, changing lives

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**2021 Annual Report**

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BOARD OF DIRECTORS\*

- Yesenia Celestino
- David Goldberg, Vice President
- Doug Hall
- Renée Martin, Secretary
- Ronny Mendieta
- Ximena Juárez
- Lady O, President
- Chris Rooks, Treasurer
- Jamie Sherbondy
- Dave Spicer
- Lisa Taylor
- Erik Winters
- John Yu

STAFF\*

- María Alejandra Amiel
- Bonnie Chifelle
- Jennifer Collins
- Natosha Edmonds
- Laura Fletcher
- Mayra Gomez
- Amy Hollander
- Pamela Home
- Camilla Pusceddu
- Harper Rae
- Erica Skinner
- Marty Varela
- José Vázquez
- Celia Weisman
- Erin Williamson
- Nathan Wooden Knife
- Beto Yarce

\*Board members and staff as of 12/31/2021

# A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Ventures can be proud of the learning and growth our entrepreneurs and organization realized in 2021, despite ongoing challenges to small businesses caused by the COVID-19 pandemic. We continued innovating, pivoting and creating new strategies to meet the moment's needs. Perhaps foremost of 2021's achievements, however, was laying the groundwork for our new five-year strategic plan.

This strategic plan represents a dream come true for our organization, and for me. When I started as Executive Director in 2014, we were \$400,000 in the red and about to shut down. Over the course of the next six years, we worked hard to develop one- and two-year plans that were nimble, with smart goals, based on our values, and established a path for Ventures' financial sustainability. By 2020, we were poised to create a five-year strategic plan that would allow us to thoughtfully grow and do more. Then COVID hit: we addressed critical needs, created a one-year recovery plan, and postponed work on the five-year plan – until 2021. During the past year, we conducted an intentional and inclusive listening and dialoguing process that engaged staff, board, entrepreneurs, funders, partners and community members to create our new plan, ensuring every stakeholder group was included at the table.

## This new 5-year strategic plan will guide us to become and achieve the following:

**CLIENT-LED:** Ventures' client engagement is equitable, asset-based, community-centric, emphasizes clients' leadership capacity, and offers ongoing involvement and co-creation opportunities.

**FINANCIAL SUSTAINABILITY:** Ventures establishes and maintains diverse funding sources that allow the organization to be more flexible on its evolution.

**A CULTURE OF EMPOWERMENT:** Ventures staff, board, and clients work collectively to foster a culture of empowerment within the organization and across its programs.

**HIGH-QUALITY PROGRAMS & SERVICES:** Ventures' services, including training, capital, coaching, incubation, access to markets, and other programs, have a measurable impact on entrepreneurs and the community. Ventures explores opportunities to grow and expand its services to new Washington regions.



**Beto Yarce**  
Executive Director

### **DIVERSITY, EQUITY, AND INCLUSION (DEI)**

**WORK:** Ventures' DEI work is reflected in the diversity represented across the staff, board, and entrepreneurs, its growing offerings for communities systematically impacted by inequity, and through transparent and equitable decision-making processes.

**EFFECTIVE & ADAPTIVE PRACTICES:** Ventures approaches its work with adaptability and prioritizes lean practices, staff retention, sustaining a flexible hybrid work model, and adopting technology to support its work.

With this bold plan, Ventures will have greater impact than ever before in helping individuals move themselves and their families out of poverty through small business ownership. These strategies will strengthen Ventures; practices that are more effective will emerge and transform our organization, and the entrepreneurs and communities we serve.

We could not have successfully navigated the past year without our amazing entrepreneurs, talented and dedicated staff, board of directors and supporters. Thank you for being part of the Ventures community. Together, and fortified with our new plan, we will continue advancing equitable economic opportunities in our region!

A handwritten signature in black ink, appearing to read 'Beto Yarce'.

# A MESSAGE FROM OUR BOARD PRESIDENT

## Well hello there, Ventures friends and supporters!

Who knew after a near-death experience, one of the reasons I'd fight to stay alive would be to continue serving amazing volunteers and staff dedicated to supporting diverse, local small business owners.

Since 2019, I have had the privilege of emceeding InnoVentures, our annual pitch contest and signature fundraising event. In April 2021, days before our scheduled recording, I was admitted to a local hospital. Deep down inside, I knew there was no time for tears and goodbyes, I was fighting to stay alive for those I love, and this especially rang true in my role as Board President of Ventures. I was wholeheartedly determined to finish what I had started; if you're reading this, I made it. I was discharged just a day later with a zeal and passion I could not wait to share with the InnoVentures' team and have captured on screen!

There were still organizational dreams to convert into visions; ideas that needed to evolve into workable plans; and volunteers to ignite and inspire. Most importantly, there were still small business owners who deserve to be part of a community that appreciates and holds space for their ability to dare, to imagine, and actualize their full entrepreneurial potential.

One of the most important realizations I've had during the global pandemic is this: when we as humans understand our unique contribution and are willing to share it in environments which bring us joy, we gain access to a synergy, if you will, which makes an opportunity to volunteer at a place like Ventures extremely rewarding.

With that said, here are a few extraordinary 2021 highlights I would like to share with you. We worked on a new strategic framework and planned the growth of our coaching, advocacy, capital and e-commerce staff, eventually adding six new employees. Kudos to our rock star staff, who continued to provide all our core programs online, as well as create new trainings and services in response to unprecedented, yet urgent client needs.



**Lady O**  
**President, Board of Directors**

Our volunteers have been influencing deep waves of progress in every area of the organization as well! I would like to give a special shout out to our front line coaches for putting in nearly record-breaking service hours to empower Black, Indigenous, People of Color, (BIPOC), women, immigrants and LGBTQ+ entrepreneurs in Washington State. A huge thank you to our dynamic Board members; the stronger the Board, the better equipped we are as an organization to continue moving our mission forward — empowering small business owners, who bring great gifts of talent, drive and industriousness to our communities and beyond.

I can guarantee, as you read this report, you will see for yourself why eleven years after graduating from our Business Basics Course, I am still in love with Ventures, enjoy the synergy we generate together, and why I am thrilled to be leading Ventures with you all into the future.

XO Lady O<sup>my</sup>





Our Team

## OUR MISSION

Ventures empowers individuals with limited resources and unlimited potential to improve their lives through small business ownership.

Operating in the Puget Sound region since 1995, Ventures provides access to business training, capital, coaching and hands-on incubation opportunities for entrepreneurs. We serve those in our community for whom traditional business development services are out of reach, with a focus on women, BIPOC communities, immigrants and individuals with low incomes.

Our ultimate goal is to support individuals to increase their income potential, achieve long-term financial stability, provide for their families, and enrich their communities through small business ownership.

## OUR VISION

We envision a nation in which all individuals who seek to succeed as small business owners have access to the tools and resources they need to increase their incomes and achieve financial stability.

## OUR VALUES

Community

Client success

Empowerment

Integrity

Diversity

Innovation





Ventures entrepreneur, Chantel Jackson

# WHO WE SERVE



## DEMOGRAPHICS



## INDIVIDUALS

**705**

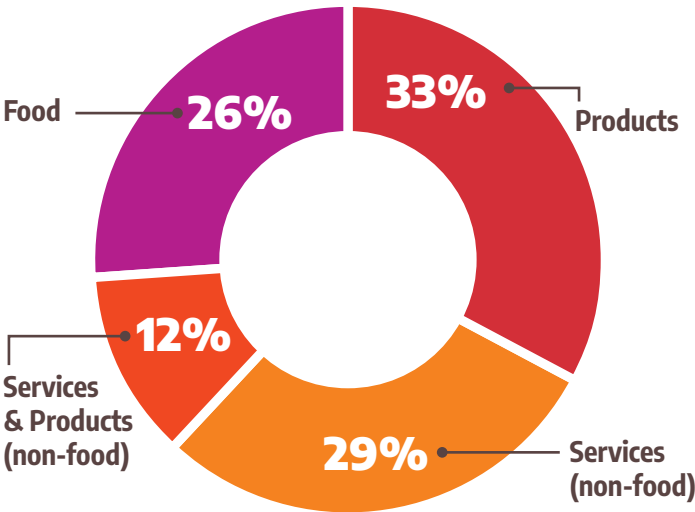
aspiring entrepreneurs served in 2021

**\$28,719**

the average amount Ventures' entrepreneurs support a family of two on per year when they enter our program



## BUSINESS TYPES



## MEET THE ENTREPRENEURS

# Therese Mambo

## Mambo Adults Family Home



When Therese Mambo was young, she wanted to take care of the elderly. She aspired to become a physician with a specialty in senior care. But when her father passed away, Therese was forced to discontinue her education, as medical training became too expensive. When Therese immigrated from the Democratic Republic of Congo to the United States, her passion to work with elders remained intact. She took various courses to become a Certified Nurse Assistant and later trained to become certified in medical coding. During this time, she also raised four children as a single mother, worked night shifts, cared for elderly friends on weekends, and drove for Uber. While juggling these responsibilities, Therese began dreaming of owning her own business to create a better life for herself and her children. While the journey was not easy and she often felt discouraged, Therese had faith that one day her dream would come true. And in 2021, it did! After buying a house in Arlington, Snohomish County, Therese opened an Adult Family Home. She and her team take care of elders with mental health conditions, dementia, and other disabilities. In addition to providing a home, residents receive care with daily activities of living, like taking a bath, feeding, or going to their doctors' appointments.

Therese believes it is important to support small businesses because "many [entrepreneurs] have dreams to have their own businesses to build better lives for [their] families ... but when you come to this country not knowing the language and not knowing the procedures, it makes this dream seems impossible."

Ventures provided Therese with the support and guidance she needed to launch her small business. Therese attended our eight-week Business Basics Course, received a loan from Ventures to purchase required resident furnishings, and worked closely with Ventures' coaches on filing her business taxes.

Mambo Adults Family Home is now thriving. Impressively, Therese has a waiting list for spots in her home! To meet demand for her services, she is planning to build onto her home, which will allow her to increase the number of residents from six to eight. Therese's ultimate goal is to own at least seven or more senior living homes and manage them all.

**“Having the support and resources made all the difference for me to realize my dream of owning a business. The guidance I have received helped me to open the doors of my business.”**



# HOW WE HELP: CORE BUSINESS PROGRAMS



## Training

Ventures’ training starts with our eight-week **Business Basics Course**. After completing that course, our entrepreneurs can access a toolkit of wraparound business development services: advanced trainings, capital, coaching, and hands-on learning opportunities. Ventures also offers special one-time workshops on topics ranging from self-employment tax preparation, payment processing systems, e-commerce strategies and more. Each month Ventures’ entrepreneurs also can obtain free, legal guidance through our partnership with the non-profit Communities Rise. Since the pandemic’s onset, we’ve offered free weekly online “Resource Round-Ups” for entrepreneurs to support one another and learn about specialized topics.

**12** orientation workshops  
for 102 people

**8** Business Basics Courses  
for 204 participants

**7** advanced training courses  
for 53 participants

**17** advanced workshops  
for 61 people



## Coaching

All Ventures entrepreneurs have free and unlimited access to our **Business Coaches** upon completion of the Business Basics Course. Our coaches work one-on-one with entrepreneurs to help with goal setting, marketing, business financial statements, and other issues from employee management to business operations.

**1,981** hours of individual  
coaching / technical  
assistance for 384  
business owners



## Capital

At Ventures, we offer **loans and micro-financing** for small business owners who have completed our Business Basics Course. As a mission-driven lender, Ventures makes capital available to small business owners who may not qualify for traditional financing. Ventures’ loan programs combine capital products with business coaching to support the long-term success of our loan recipients.

Since 2020, Ventures has also deployed mini-grants ranging in size from \$500 - \$5,000 to small businesses for support with start-up, growth, and pandemic recovery.

**46** loans approved

**\$165,458**  
dollars lent with 98% repayment rate

**\$2,000,000+**  
Loans distributed by Ventures since 1995,  
with an average loan size of \$2,500



## Incubation and Access to Markets

We strive to give our entrepreneurs access to markets and customers. To achieve this goal, Ventures operates a retail store and incubator in Pike Place Market, **the Ventures Marketplace**, which has an e-commerce platform: **venturesmarketplace.com**. We also manage an online Business Directory that allows entrepreneurs to increase their customer base and presence. Product businesses are further incubated through ongoing opportunities such as booths at gift shows and pop-up markets. Finally, Ventures provides access to affordable **commercial kitchen space** for food businesses.

**\$95,000**  
grants made to Ventures’ entrepreneurs,  
ranging in amounts from \$500 - \$1,600



## MEET THE ENTREPRENEURS

# Imelda Diez-Tipa & Joe Tuesta

## Señor Carbón Peruvian Cuisine



 @SenorCarbonperuviancuisine

 @senorcarbonperuviancuisine



Imelda and husband, “Chef Joe,” immigrated to the United States from Peru in 2014 with the dream of building a business that would provide for their family and build community at the same time. They started their business in 2020, doing pop-ups once a week at Don Lucho’s Peruvian Restaurant. In December 2021, they were able to open the doors of their first brick and mortar restaurant, Señor Carbón, which specializes in traditional Peruvian and Nikkei Cuisine (Peruvian and Japanese cuisine fusion). Their opening was a success, generating rave reviews from the Seattle Eater and Seattle Times.

As immigrant entrepreneurs, Imelda and Joe know how difficult it is to start a small business in a new country. Opening a restaurant during a pandemic was one of the hardest decisions that Imelda and Joe had to make, but they were confident in their business idea and in the quality of their food.

Imelda attended our Business Basics Course in 2020, and since then, she participated in several advanced trainings at Ventures and benefitted from our one-on-one business coaching. Imelda and Joe were also participants in our new Commercial Lease Pilot Project. Through this program and a Ventures-backed preapproval loan letter, they were able to sign the lease for their restaurant in a prime location in Seattle’s Pioneer Square.

Looking forward, the two entrepreneurs aspire to open a small specialty location near their restaurant, Señor Polleria, to offer rotisserie chicken for takeout or dine-in. This way, they can use the 500kg charcoal oven they brought from Peru to make Pollo a la Brasa. This is a Peruvian culinary icon and a traditional dish recognized by Peru’s National Institute of Culture as representative of the nation’s heritage. Imelda and Joe used this oven in their home pop-ups to sell “Pollo a la brasa” to go, but unfortunately, they cannot utilize it at their current location.

For now, Imelda and Joe will continue working hard to produce high-quality food and to provide excellent service, while sharing their Peruvian culture with responsibility and pride. With Señor Carbón’s increasing popularity, reservations are now required for weekend dining!

**“Having the support of Ventures made us feel we were not alone, and we were able to get ... resources and support to launch our business, including after business hours worktime, which we appreciate a lot.”**

# IMPACT: 2021 HIGHLIGHTS

## Advocacy

Ventures' **advocacy work** increases access to entrepreneurship and reduces barriers to business success for entrepreneurs. One way we do this is by advocating for Washington State to create a permit for micro-entrepreneurs to operate small food businesses from their home kitchens. Modelled on trailblazing California policy, Ventures worked during 2021 to pass the "Microenterprise Home Kitchens" law in our state, which we helped create and introduce during the 2019 legislative session. Named our "Tamale Bill," this is a vital step to reduce barriers and increase opportunities for home cooks from underserved communities. In 2021, we excitedly witnessed the Tamale Bill passed in three committees in the House, a full House vote, and three committees in the Senate. However, the Tamale Bill just missed the deadline for a full Senate vote in 2021, and therefore did not become law. This is a reminder that important change at the policy level does not always follow a linear path; and we have recommitted to continue making our voices heard on this issue until the bill is passed.

However, the 2021 legislative session did result in legislation to promote equity for small business owners and their families, the Working Families Tax Credit (WFTC). After more than a decade of advocacy by supporters, including Ventures, WFTC passed into law. The new law will provide cash assistance in the form of tax refunds for low- and middle-income Washingtonians across the state. Working within a coalition of 40+ organizations, Ventures represented the voice of small business owners. Importantly, Ventures' entrepreneurs and staff gathered virtually at our annual Advocacy Day in February 2021. After



“I recognize the importance of making kitchen space accessible to even the smallest local businesses. This is why I support the Tamale Bill.”

– Ventures entrepreneur Logan Niles, Pot Pie Factory

training sessions, we talked one-on-one with legislators and their aides about these efforts. Entrepreneurs shared moving stories about the beneficial impact such statewide change would have on their lives. Our representatives listened and learned.

During 2021 Ventures received a large grant from the Ewing Marion Kauffman Foundation to expand our advocacy work and partner with other grantees to promote America's New Business Plan (ANBP). This initiative will increase lawmakers' understanding of the obstacles faced by small business owners, and break down systemic barriers so that all Americans can achieve economic stability and mobility. With this funding we also expanded our advocacy team, strengthening capacities to bring about equity in entrepreneurship.



“I love my community and I want to share any knowledge I can, and be their voice if I can be, especially if I have an influence.”

– Ventures entrepreneur Chantel Jackson, Thyme Well Spent



# IMPACT: 2021 HIGHLIGHTS

## Ventures Marketplace

Please visit **Ventures Marketplace (VMP)**, a retail store and business incubator in the heart of Seattle's Pike Place Market. For over 10 years, VMP has provided a nurturing environment with training, coaching and hands-on learning to empower product-based entrepreneurs to launch and grow their micro-enterprises. If you can't make it to the physical market, our e-commerce **VenturesMarketplace.com** is a convenient way to shop and support local, diverse small businesses.

During 2021, VMP served 85 entrepreneurs through its incubation program at VMP, and generated \$58,507 in revenue that went directly to entrepreneurs. Because of the continuing COVID-19 pandemic, this number was lower than in years preceding the global health crisis. Even though VMP faced the same challenges that most small businesses and countless non-profits encountered during 2021, it was a highly important year in terms of advancing VMP's sustainability, and renewing its vision.

We engaged in a discovery and planning process to identify key steps to make VMP and its e-commerce function more efficient and profitable. We convened a brain trust of VMP stakeholders who met biweekly from early February into the summer of 2021, and an action plan emerged. Of

# \$2,700,378

total sales generated since VMP's inception

 @venturesmarketplace

 venturesmarketplace.com

foremost importance was the decision to reconfigure VMP into a space that is 50% smaller than its original size. A new incubation and retail strategy was developed that cycles entrepreneurs' products more frequently, keeping sales items updated. Marketing strategies have been designed that encourage one-time shoppers to become repeat customers, and eventually transform them into Ventures donors. We also obtained resources that allowed us to purchase a more efficient e-commerce platform, and restructure staffing to create two new full-time positions! Through implementation of this plan, VMP will continue as a center for product incubation, learning, community building and a vital source of income for aspiring, diverse entrepreneurs throughout the decades ahead.



## Diversity, Equity & Inclusion (DEI)

A commitment to diversity is at the heart of all we do at Ventures, and stands as one of our six core values. Four years ago, we launched a DEI team and a DEI initiative on staff and board levels. During 2021, we continued to advance this critically important work by identifying pressing needs and goals. A foremost need was to identify where DEI work would be located; we intentionally added these responsibilities to be under the purview of the Director of Programs. We also sought the guidance of an external consultant company with deep experience in this field. Together we determined to design and implement a DEI action plan that aligns with our new five-year strategic plan, and identifies more opportunities

to integrate DEI throughout our programmatic and operational functions. We will examine the structure of our DEI team, and define clear goals, roles, and expectations. This team will further create parameters that guide Ventures when and how to respond to and participate in regional community events, cultural celebrations, social justice movements, and dialogues that advance equity.

Ultimately, this work will help us to more completely embody our core values and strengthen our capacity to empower entrepreneurs in living their dreams and realizing economic stability.

## MEET THE ENTREPRENEURS

# Houa Lee

## Cut from the Culture



 @cutfromtheculture

 @cutfromtheculture

 cutfromtheculture.com



Cut from the Culture is a purpose-driven accessories shop, preserving and sharing Hmong paj ntaub (“embroidery”) through contemporary mediums, according to owner Houa Lee. Providing folks with accessories inspired by her people’s traditions is “a reclamation of Hmong history, culture, and stories—it’s an homage to the Hmong women who have had to bite their tongues one too many times.” Houa’s accessories empower Hmong people to express aspects of their authentic identities through apparel. Her business also introduces the beauty and traditional ways of the indigenous Hmong (who live mainly in China and Southeast Asia) to wider populations.

Since completing our Business Basics Course at Ventures in 2019, Houa received 1-on-1 business coaching, received a mini-grant, and attended several workshops during Ventures’ MicroBusiness week in October 2021. Recently, Houa was supported by Ventures’ coach Marty Varela, to become ready for tax season. “Marty has saved me a few times on all things related to taxes,” Houa appreciatively shares.

Cut from the Culture is one of the small businesses featured at Ventures Marketplace, our retail store in Pike Place Market that serves as incubator space for product-based entrepreneurs. Ventures’ Senior Manager of Retail and Incubation Program, Pam Home, coached Houa in the process of developing a product and bringing it to the retail space. Houa is grateful for Pam’s support and remarked, “aside from the business aspect of it, Pam has been affirming my work and has kept me motivated to continue working on my small business.”

Houa gave her business an intentionally broad name, because she hopes Cut from the Culture will continue to grow and more powerfully showcase her community’s values and beliefs. Houa dreams of transforming her small business into a social enterprise employing Hmong artisans; she’d also like Cut from the Culture to evolve into an educational platform that highlights the stories of her people. We are excited to observe how Houa continues interweaving her strong entrepreneurial spirit with her passionate commitment to preserving and celebrating Hmong cultural heritage.

**“Once I came into the Ventures shop to drop off some merchandise and Pam said to me ‘Our goal is to have you do this full-time.’ This still sticks with me because it showed her commitment to Ventures entrepreneurs.”**



# VOLUNTEERS

Paul Abodeely  
Jonathan Aisenberg  
Carolina Amezcuita  
Marcela Arreola  
Doug Baldwin  
David Bookhammer  
Henry Burton  
Marina Cigledy  
Chris Cindy Cordova  
Paulina Deschamps Ramírez  
Carl Donovan  
Quentin du Plessix  
Judith Estrada Echegaray  
Aladia Gan  
Dewey Gantz  
Suzi Goodwin  
Greg Gohsman

Maria Rosa Gómez Arizpe  
Karinda Harris  
Rock Hushka  
Jaquelina Jimena  
Lance Kezner  
Brad Krueger  
Lindy Laurence  
Yris Marrero  
Yuli Mendoza  
Catalina Minnig  
Fitsum Misgano  
Donna Moodie  
John Morse  
Charles Oxford  
Nancy Pasternak  
Riti Patel  
Leslie Pierson

Michael Posner  
Emily Powell  
Austin Rush  
Bryan Rutberg  
Eileen Ryan  
Rob Salvino  
Michael Scholzen  
Katie Sem  
Ankit Tandon  
Laura Troyani  
Valentina Vitols Bello  
Lynette V Garcia  
Garren Weiner  
Jeff West  
Kim Zhang

# 1,486

Volunteer hours in 2021

## VOLUNTEER OF THE YEAR

# Nancy C. Pasternak

Ventures is delighted to present Nancy C. Pasternak with our 2021 Volunteer of the Year award! Nancy, a long-time and passionate Rotarian, provided 63 hours of coaching during 2021 to Ventures' entrepreneurs enrolled in Spanish language Business Basics Courses. Inspiring Nancy's volunteerism is a deep and abiding passion for empowering entrepreneurs. Nancy comments, "I believe in micro-credit, and helping to grow small businesses means a lot to me. I've seen it work. Micro-credit holds people accountable. It is the best way to help develop their self-esteem and their overall well-being. The whole family and community benefits."

Nancy's involvement with micro-finance and empowering small business owners is a commitment spanning decades and continents. By the time

Nancy began her initial volunteer service with Ventures (then Washington CASH) in the early 2000s, she had already founded and was CEO of Prosperity Rings, a non-profit organization that funded micro-finance efforts to empower women entrepreneurs in India.

Nancy raised funds and traveled to India yearly on behalf of Prosperity Rings. Yet this contribution stands as just one example of Nancy's international volunteerism; she has participated in countless service endeavors aiding numerous East European, Central American, and South Asian communities.

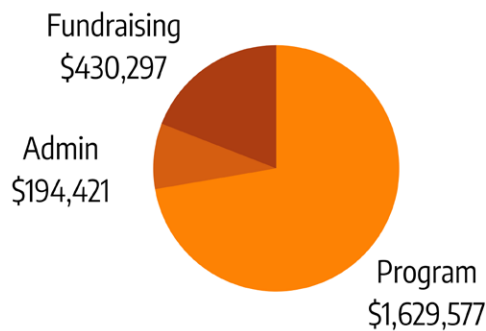
Nancy's life also encompasses professional work in the field of trauma and domestic violence counseling, as well as being a mother, a grandmother, and a dedicated beekeeper. Her abundant generative achievements illustrate one of

Nancy's core principles: "I believe in giving people an opportunity to develop themselves, and this can make waves throughout the whole community." We thank Nancy for her 2021 service to Ventures, and congratulate her for the decades-long impact she has made in empowering communities across the globe, and here at home.



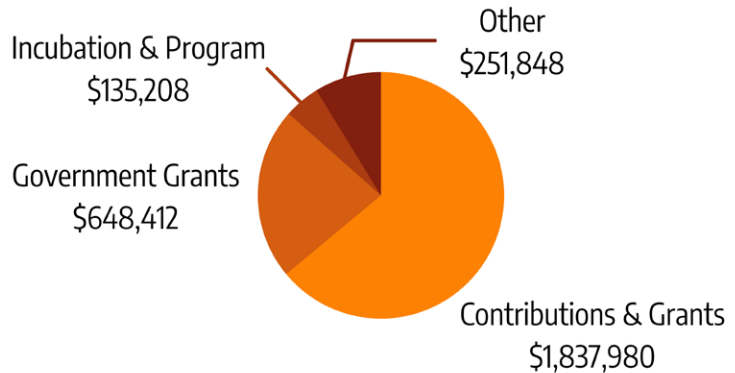
# FINANCIALS

## Expenses



**Total: \$2,254,295**

## Revenue



**Total: \$2,873,448**

2021 Ending Net Assets: \$3,245,511

**68%**

of entrepreneurs moved out of poverty  
within two years of completing  
our Business Basics Course

**\$15,540**

average increase in household  
income – from \$20,460 to \$36,000

**25%**

of business owners had paid  
employees within two years.  
On average, businesses with  
employees hired two persons in  
addition to the business owner



## SUPPORTERS

Robert Anderson  
Tad Anderson  
Max Baer  
Nathan Britton  
Henry Burton  
Mark Butler & Leslie Pierson  
Stephen Carstens  
Alexander Caskey & Carmen Lozano  
Yesenia\*\* & Carla Celestino  
Katherine Clary  
Leslie Cohn  
Chris Cindy Cordova  
David\*\* & Katherine De Bruyn  
John DeRocco & Eileen Ryan  
Marcellina DesChamps  
Brian & Patty Desroches  
Maggie Djenohan-Sparkman  
Susan Donaldson & Paul Fletcher  
Laura Fletcher\* & James McDermet  
Erica & Adam Dougherty  
James\* & Pearl Dunn  
Suzanna Egolf  
Michael Ernst & Carol Weisbecker  
Yvonne Fichtenau  
Maria Figueroa

Palmira & Marcos Figueroa  
Emily Donaldson Fletcher  
Clint Foss & Grace Lim  
Carlene Gaudette  
Linda B. Glenicki  
David Goldberg\*\*  
Larry Goldberg  
Sharon Goldberg  
Mike Goldstein  
Mayra Gomez\*  
Julia Gould  
Jacqueline Gruber  
Robert Hadley  
Doug Hall\*\*  
Vince Herberholt & Cathy Murray  
Carlos Herquinio Cruz  
Kneal Hollander & Irene Reynolds  
Bavan Holloway  
Nicolette & David Hornbeck  
Michael Hoyt  
Lori & Shaun Hughes  
Cole Hunter  
Rock Hushka  
Jane & Howard Jacobs  
Jeremy\*\* & Carmen Jensen  
Jeff Johnson  
Teresa Jones  
Ximena\*\*/\*\*\* & Edgar Juárez  
Holly Kean  
Kevin King

Jorji Knickrehm\* & Jason Rich  
Brad Krueger  
Penny LeGate & Craig Tall  
Erickson Lind  
Philip & Maureen Lucido  
Rogelio Manuel\*\*\*  
Renée Martin\*\*  
Gabriel Martinez  
Lori Mason Curran  
Christopher Mateo Sharnbroich\*  
Tom & Nalini McCormick  
Jim & Nancy McDermet  
The Mellinger McAlvay Fund  
Ronny Mendieta\*\*  
Nicole Milburn  
Fitsum Misgano\*\*  
Juliet Moore  
Christian Morales\*  
Emma Moreno  
Alexander Morgan  
The Nakamoto Charitable Fund  
Karola Negron  
David Neiman  
Chuan Nguyen  
Timothy O'Malley  
Omenn Darling Family Fund  
Charles Oxford  
Judy Pigott  
Nina Pine

Charlie Pollnow & Eleanor Pollnow  
Mark Pomerantz\*\*  
Camilla Pusceddu\*  
Justin Pratt  
Angela Prosper\*\*\*  
David Pugh & Laurie Robinson  
Lady O\*\*/\*\*\*\*  
Chuck & Jane Riley  
Peter Snow & Elizabeth Robertson  
Daphna & Michael\*\* Robon  
Chris\*\* & Alissa Rooks  
Peter\* & Jacquelin Rose  
Laura Ruderman\*\* & Craig Greenberg  
Robert Sadler  
Martha Sandoval  
Jamie Sherbondy\*\*  
Sergei & Hayley Shevlyagin  
Lisette & Matt Shields  
Marcia Sill\*\*  
Basant & Sheila Singh  
Chris Sinton  
Erica\* & Michael Skinner  
Judith Skorka  
Lisa Smith  
Patricia & Stuart Spencer  
Dave\*\* & Marti Spicer  
Katie Stam  
Laila Suidan\*\*\*

Jonathan Tanner  
Lisa Taylor\*\*  
Justin\*\* & Carly Teruya  
Ezra Teshome  
Rachel Theriot\*\*\*  
Betty Tong  
George Trejo  
Laura Troyani  
Valentina Vitols Bello  
Ashlynn Walker  
Celia Weisman\*  
Lisa Wellman\*\*  
Kip White & Greg Crick  
Donna & Joe Whitford  
David J. Williams  
Erin Williamson\*  
David Wine  
Dianna Winegarden\*\* & Noah Edelstein  
Erik Winters\*\*  
Paul & Lesley Chapin Wyckoff  
Beto Yarcé\* & Phil Smith  
John Yu\*\*  
Casey Zanetti

\*current or former staff  
\*\*current or former board  
\*\*\*Ventures entrepreneur

## PARTNERS

3C Communications  
Adrian Dominican Sisters  
Amazon  
Banner Bank  
BECU Foundation  
BECU / Mastercard  
Beeks Family Legacy Foundation  
Beneficial Ventures  
Bold Made  
Business Impact NW  
Butler Family Community Foundation  
Capital One  
Carrie Lewith Charitable Trust  
CDFI (Community Development Financial Institutions) Fund  
Cedarmere Foundation  
City of Bellevue  
City of Burien  
City of Seattle - Department of Neighborhoods

City of Seattle - Office of Economic Development  
City of Seattle - Office of Labor Standards (OLS)  
Communities Rise  
Community Foundation of Snohomish County  
Connect Casino Road  
Ellison Foundation  
Evergreen Business Capital  
Ewing Marion Kauffman Foundation  
Food Innovation Network  
Friends of the Waterfront Seattle  
Greater Seattle Business Association  
Herbert B. Jones Foundation  
HomeSight  
HSBC Bank  
Intentionalist

Jay Goldberg Memorial Fund of Jewish Federation of Greater Seattle  
Jean K. Lafromboise Foundation  
Kaiser Permanente Foundation  
King County Metro  
Kirkpatrick Family Foundation  
Laird Norton Wealth Management  
Lockwood Foundation  
LRCA Peterson Family Foundation  
Magic Cabinet  
Mama Lil's Peppers  
Metropolitan Market  
NALCAB  
National Development Council (NDC)  
Nick and Michele Keller Family Foundation  
Norman Raab Foundation

Northwest Area Foundation  
Pacific Premier Bank  
PCC Community Markets  
Pillar Impact  
Rotary Club of University District  
Salesforce  
Satterberg Foundation  
Seattle Credit Union  
Seattle Foundation  
Seattle Metropolitan Chamber of Commerce  
Skees Family Foundation  
Small Business Administration  
Stand Together Foundation  
Symetra  
TEW Foundation  
The Stable  
U.S. Bank Foundation  
Umpqua Bank Foundation  
Union Bank Foundation  
United Business Bank

Verafi  
Vulcan Inc.  
WA State Department of Labor and Industries  
Washington Economic Development Association  
Washington State Business Development Center  
Washington State Department of Commerce (DOC)  
Washington State Microenterprise Association (WSMA)  
Washington Trust Bank  
Wells Fargo Bank

# GET INVOLVED

## Shop

Shop at **Ventures Marketplace**, our retail store in Pike Place Market and **online**.

## Volunteer

**Volunteer your skills** and we'll customize your experience based on your talents.

## Partner

**Partner with us** to increase our impact based on our shared goals, values, or assets.

## Invest

**Invest in entrepreneurs** with a donation that helps low-income business owners access tools and resources.



Ventures is the recipient of a four-star rating (highest possible) from **CHARITY NAVIGATOR**, America's premier independent charity evaluator.



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