

Annual Impact Report

July 2021 - December 2022

New Pathways
for Youth

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friendship

ANNUAL IMPACT REPORT

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A Year to Level Up

New Pathways for Youth



We've dedicated the last year and a half to understanding the needs of our youth and how our program can best benefit them. Everything we do is rooted in research and is evidence based, and we're committed to making the necessary adjustments so our youth can stay engaged and better meet their goals.

During the summer of 2022, we hosted a focus group with a range of youth at NPFY to gather feedback on our program to see what's helping and what's not.

This group expressed that they wanted a program name that genuinely spoke to their ambitions and interests. Through this, we've found the need for a program name that resonates with youth as something they can own.

We began brainstorming names for our youth program that best represented the goal setting and achieving they do every day. During our retreats, teens come together from every background and begin bonding with one another over their similarities and differences. We've found that the one thing that most of our youth have in common is that they like to play video games. Much like our program, video games can be just as rewarding as it is challenging, with obstacles and new friends along the way.

**That's why we're rebranding our youth program as Level Up!
To be perfectly clear, we will still be named New Pathways for Youth, but our youth facing curriculum, goal setting and retreats will all fall under Level Up.**

This name encapsulates the hard work our youth put in towards their goal setting and achievements. Not only does this include academic successes, but also the ones that are deeply personal that can impact relationships and worldview. Most importantly, we hope this is something they can be proud of.

Our new facility is allowing us to dream bigger and Level Up as we're aiming to grow our program to serve more youth. Our youth enrollment team is expanding its reach in Maryvale, investing more time in assisting families in this area.

Our mentor recruitment team is cultivating relationships with organizations that can help achieve our goals to have a more diverse group of mentors.

Our Philanthropy team is expanding our reach with new third-party fundraisers benefiting NPFY.

Our youth enrollment team is continuing to create partnerships and relationships in the community that can refer families and youth who will best benefit from our program.

And our program team is continuing to be unstoppable for our youth so they can live their lives with joy and purpose.

Our community partners, investors and volunteers helped us embed our roots as a resource to Phoenix families. We're thankful for the contributions that led us here, and excited to continue expanding the number of youth we serve as we launch Level Up.



Where are They Now?

Eduardo

Checking in With Memorable New Pathways Storytellers

Last year, we touched on the difficulties that Eduardo had with virtual learning: missing the one-on-one time with his teachers and opportunities for tutoring. His mentor, Eleni, checked in with Eduardo several times a week to remind him that he has a caring mentor and a whole community at New Pathways that is invested in his journey.

He persisted through these challenges, meeting with his case manager regularly to tap into his strengths and try new solutions. He took every opportunity to tour colleges and looked ahead to his dreams of becoming a city planner or a forensic scientist.

In April 2022, Eduardo was named to Junior Achievement of Arizona's 18 under 18 – which sheds light on the positivity and transformation these youth bring to the community.

He's since graduated from high school and is focused on a career in construction at Northern Arizona University. Since Eleni and Eduardo have been matched for three years, it's no doubt that the goal-setting skills, NPFY curriculum, and the young adult workshops will serve his ambition to pursue his dreams.

With unlimited opportunities for the future, Eduardo is deciding his path with confidence.



WHAT'S NEW AT NEW PATHWAYS?

Breaking Barriers and Creating Opportunities

NPFY SCHOLARSHIP FUND

Despite difficulties with online or hybrid learning, the students in our program have seen tremendous academic successes in the last year and a half.

To prepare our graduates for college and beyond, our program hosts college tours, provides training on completing applications and assists with filling out FAFSA. Outside of self-defeating thoughts and patterns, one of the biggest hurdles to pursuing post secondary education and trade school is the financial burden that comes with it.

With skyrocketing tuition, along with the costs of books, technology, and housing expenses, college can seem out of reach for our graduates. This is why it's important to establish a New Pathways for Youth Scholarship Fund. We're dedicated to helping our youth get over this hurdle and continue their academic journey.



In our first year, we plan to provide up to 10 scholarships to students who qualify based on need and academic promise. With additional funding support, we can ensure that these scholarships are renewable for a second year.

As our scholarship fund continues to grow, we can provide more support and resources to NPFY graduates for years to come.



WORKFORCE DEVELOPMENT

To continue helping our teens meet their goals, we've put a focus on providing our youth with workforce development opportunities. In 2022, Xavier, Cyrus and Alejandro completed a DPR construction internship where they practiced interviewing skills, presentations, and learned the basics of construction.

All summer, they worked hard to understand the ins and outs of construction, and the professional responsibilities of each role. Typically, DPR picks one student to receive a scholarship and additional internships, based off of their performance during a presentation and formal interview.

By the end of the internship, all three were awarded a \$5000 scholarship and a summer internship at DPR. Xavier, Cyrus and Alejandro reinforced their confidence in their ability to decide their own path and ambitions for the future.

Once again, the support from our investors like DPR made these accomplishments possible. We hope to connect more youth with opportunities like these as we expand Level Up.





ROCCO'S PIN PALS

Building Community, One Pin at a Time

There is no one way to be a part of the New Pathways for Youth mission. Some donate their time, some contribute financially, some invite our youth to participate in life-changing workforce development programs. And then there are some who find fun and unique ways to drive our mission.

Rocco Mandala, a dedicated New Pathways supporter held his 13th Annual NPFY Rocco's Pin Pals this year. Rocco gathers his friends from around the Valley to come together to bowl some strikes (and gutter balls) while raising critical funds for our mission.



“I don’t know where I would be without the mentors in my life and paying it forward to a life-changing program like New Pathways is something I’m extremely passionate about,” Mandala said.

In 2022, Rocco and company raised over \$50,000 to help enroll more youth in our program and support them as they work toward bright futures. In total, Rocco’s Pin Pals has raised over \$650,000 for New Pathways for Youth.

“Thirteen years is a long time to do anything so it’s truly inspiring to see this event take place year after year,” John Patris-Browne, NPFY’s Director of Philanthropy said. “Rocco is unstoppable and it puts such a big smile on my face thinking of all the youth we’ve served because of him.”

Rocco always reserves a few lanes for teens in the NPFY program to come bowl with their mentors. He thinks it’s really important for the attendees to get an up-close look at our matches and where their money is going.

At this year’s event, Cyrus, a youth in the program, spoke to the entire group about the impact his mentor, Mike, and New Pathways have had on his life.

We invite all of our youth to bring their whole selves to New Pathways. That each of their unique perspectives contributes something special to our program. This is true for the entire New Pathways community and we’re so grateful to all our donors who contribute something from their distinct backgrounds and talents to further our mission.

If you’re interested in putting on an event with proceeds supporting New Pathways for Youth, we’d love to hear about it! Reach out to our Philanthropy Manager Nick Jensen, njensen@npfy.org to get started.

THE BOULDERS COMMUNITY

The Boulders & NPFY: a History of Transformation

When asked about what things you might do with your neighbor, most people would say chat about the weather, borrow hedge clippers, or maybe even have a friendly competition over landscaping. But for one community in North Scottsdale, giving to New Pathways for Youth has become their neighborly tradition.

The Boulders – a 400-member country club dotted with massive granite boulder formations has a notably high number of residents who are supporters of NPFY. In the past 5 years alone, Boulders residents have given over \$1.2 million to invest in our mission and have connected New Pathways to multiple foundation partners. Many residents played integral parts in bringing New Pathways' new facility to life as Capital Project donors.

So how did this community become such big fans of a nonprofit located 32 miles away from their desert oasis? It all started when Les Petersen volunteered to join the board of Directors and quickly recruited his friend Cal Gauss to also join the board in 2008. Les and Cal began by talking about NPFY to their golf buddies. Year after year, they would invite some prospects to the New Pathways' annual fundraiser.

One of those invitees was Jenny Murray in 2013 who had retired the year prior and was looking for a project that would make a difference. After the breakfast, then CEO Linda Lyman asked her if she would do some HR projects as a volunteer. She was then invited to join the Board in 2014. She was touched by the powerful stories of our youth finding their own path while facing adversity – and she wanted to tell everyone she knew. She thought her neighbors were a good place to start.

She convinced the ladies golf club to make NPFY the beneficiary of their charity golf day – so she had NPFY staff, mentors, and youth come and speak at the luncheon. Another match spoke at a “Give Thanks and Give Back” happy hour. Murray has hosted salons at her home where her neighbors have gotten to hear stories directly from NPFY youth.

“These events raised awareness of NPFY more than they raised donations,” Murray said. “Slowly and steadily over fifteen-plus years, Les, Cal, and I have spread the word about NPFY among our friends and neighbors. We have been well trained to work on connecting a prospect to the mission rather than leaning on them for a favor. We don't want their support of NPFY to be tied to us personally.”

Since then, over 150 Boulders residents have become donors or volunteers at New Pathways. Murray and her neighbor Mindy Gordon both serve on the Board of Directors and several others are involved in committees and councils. The Boulders clubhouse has played host to multiple salons and presentations dedicated to sharing New Pathways' mission with even more residents.

“There are many other clubs all around metro Phoenix, full of generous retirees interested in doing good and making a difference,” Murray said. “The Boulders may be unique in the friendliness of the community - so we’ve been told. But I think there are opportunities to create the same kind of magic.”



Making an Impact Because of You

A Message From the CEO

At New Pathways for Youth, we believe every young person can live their life with joy and purpose, confident in their ability to decide their own path. Because of the support of our many donors and partners, we are making an impact in our community. We are transforming the lives of youth by providing the support, stability, and skills they need to flourish in the community and in their families. Our holistic program is proven to generate remarkable outcomes for the youth we serve—from improved mental health and personal wellness to increased high school graduation rates and postgraduate attainment.

We have exciting things on the horizon for 2023. This summer, we will be rolling out the new name of our youth program—Level Up by New Pathways for Youth. This new brand connects to the teens we serve while reflecting the ways our program helps them level up their communications, their relationships, their opportunities, and their futures. We will soon launch our NPFY Scholarship Program, which will provide necessary gap funding for our youth to continue their post-secondary education in vocational or trade schools, community college, or university. We are actively exploring more workforce development opportunities, so our youth can gain confidence and experience in professional settings while building out their toolkit for future employment.

Thanks to the long-term support of many individual, corporate, and foundation partners, we have developed a strong foundation for continued growth. We have invested in our professional team so they can connect with more youth and families in our community who could benefit from our services. We are recruiting more mentors who want to be part of the amazing work of transforming young people's lives. We are expanding our Caregiver's Circle to more families and guardians throughout the community. We are building partnerships with fellow youth-serving nonprofits and expanding our advocacy efforts. Our goal is to grow our program over the next several years to reach 500 or more young people throughout Phoenix.

Working with teens who have their whole future ahead of them is incredibly rewarding. We have the privilege of seeing the light in their eyes when they realize they can do great things—that their past will not prevent them from pursuing their dreams. Our work can be challenging, and sometimes we face obstacles, but the successes along the way, make it all worthwhile. Thank you for being part of this journey with us.

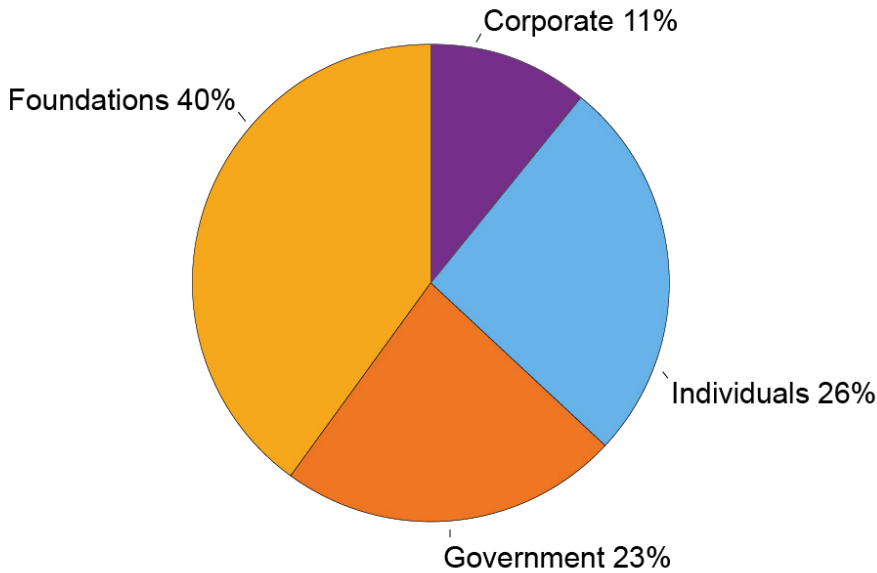
Dr. Karen D. Johnson

President & CEO



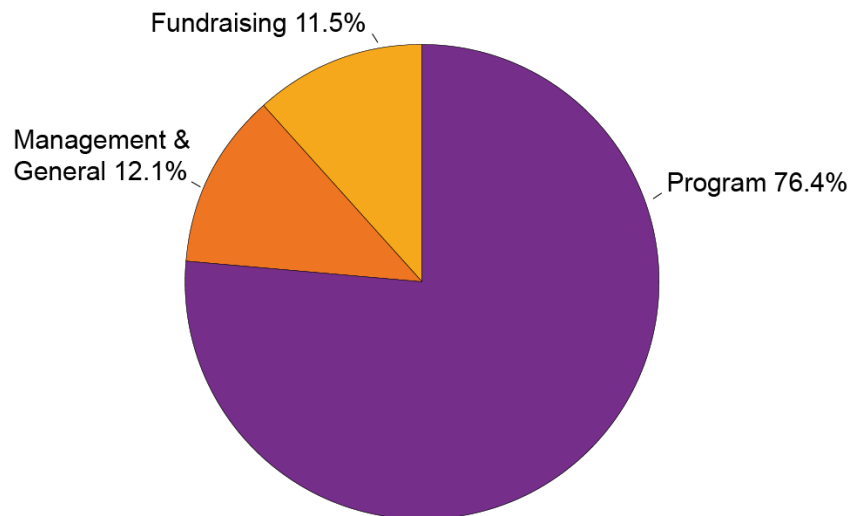
FINANCIALS

Total Revenue: \$3,543,262



Corporate: \$399,171
Government: \$808,152
Foundations: \$808,152
Individuals: \$808,152

Total Expenses: \$2,369,562



Program: \$1,810,589

Management/General: \$286,651

Fundraising: \$272,322

NPFY
LEADERSHIP TEAM
2022-23



Dr. Karen D. Johnson
President & CEO



Mark Teetor
Vice President of Operations



Briana Clark
Director of Programs



Mark Garcia
*Director of Curriculum
and Training*



John Patris-Browne
Director of Philanthropy



Farrah Fiegner
*Director of Marketing
and Mentor Recruitment*



Angie Santos
Executive Assistant



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Bill Blake
*Partner,
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Kelly Geary
*Executive Advisor,
International Sports Science
Association (SSA)*



Mindy Gordon
Community Volunteer



Robin Hilgart
Community Volunteer



Julie Johnson
*Executive Vice President,
Arizona, Colliers*



Jennifer Murray
Community Volunteer



Andrew Norris
*Training Consultant,
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Allen Plunkett
*Founder and CEO,
Pheonix Staff*



Robin White
*Assistant Vice President,
Define Mortgage
Solutions, LLC*



Chris Yakscoe
Director, Netsmart

THANK YOU

Donations made between July 1, 2021 and December 31, 2022

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\$100,000+

Arizona Department of Economic Security
Arizona Department of Education
Arizona Trout Camp
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The Diane and Bruce Halle Foundation
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Virginia G Piper Charitable Trust

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Herbalife Nutrition Foundation
Lauren C. Frank
Opus Foundation
The Saguaros
Thunderbirds Charities
U.S. Bank Foundation

Role Models

\$10,000 - \$49,999

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America's Charities
Andrew and Lori Norris
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AZCREW
Bank of America
Bank of the West
Blake and Oil Gas Corporation
Burdick Family Charitable Fund
Cassin & Cassin LLP
Cathy and Wayne Teeter
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Charro Foundation
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DeMatteis Family Foundation
Discover
David Donahue
Donald and Donna Devine
DPR Foundation
Dr. Scholl Foundation
Executive Council Charities
Fred Pakis
Freeport-McMoran Copper & Gold Foundation
Harry C & Deborah L Elliott Family Foundation
HILGARTWILSON, LLC
Howard and Ellen Katz
Ibis Foundation of Arizona

Role Models

\$10,000 - \$49,999

Imagine Learning Foundation

Jennifer and Brian Murray

Joan Norris

John and Kathleen Graham

John Williams and David Rice

Julie Johnson and Jerry Barnier

Karen D. Johnson, Ph. D.

Kemper & Ethel Marley Foundation

Maricopa County Attorney's Office

Motorsports Charities, Inc

Nakia Clark

Neal and Bobbi Speranzo

Obrzut Ling Foundation

Paradies-Lagardere

Patrick and Cathy Norton

Phoenix Coyotes Charities

Phoenix IDA

Phoenix Staff

Phoenix Suns Charities

Richard and Elizabeth Burns

Richard Saldivar

Rocco Mandala

Ron and Robin Hilgart

Salt River Project

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Tom and Linda Cheney

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Vanguard Charitable

Vogel Family Foundation

VT LandGroup

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Western Alliance Bank

William and Judith Schubert

Advocates

\$2,500 - \$9,999

APS

ACF: Anonymomous Fund

Albertsons Companies Foundation

Allen and Angelica Plunkett

American Studio Design

AmFund

Anita Fishman

Anuj Mathur

Arizona Roofing Industry Foundation

Bank of Arizona

Barbara and Demetrius Whye

Bell Bank

Blue Cross Blue Shield

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Brad Smith

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Buffalo Wild Wings

Calvin and Suzie Gauss

Cardinals Charities

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Carmel Pasadena Foundation

Charles and Frances Janda

Cox Charities Arizona

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Delta Construction

Desert Financial Services

Fiesta Bowl Charities

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Harriet Mazer

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Intel Corporation

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James and Lillian Reed

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Walt and Joan Koppenbrink

Waymo

Wendell and Michele Cook

West Valley Mavericks Foundation

William and Linda Langer

William and Loraine Graham

William Bendix and Joyce McCune Bendix

Zelenda Foundation

To all of those who believe in our mission and invested their time and resources - **thank you**. We are endlessly grateful for the support and commitment to our work. We're grateful to share the successes and progress of the resilient youth we serve.



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