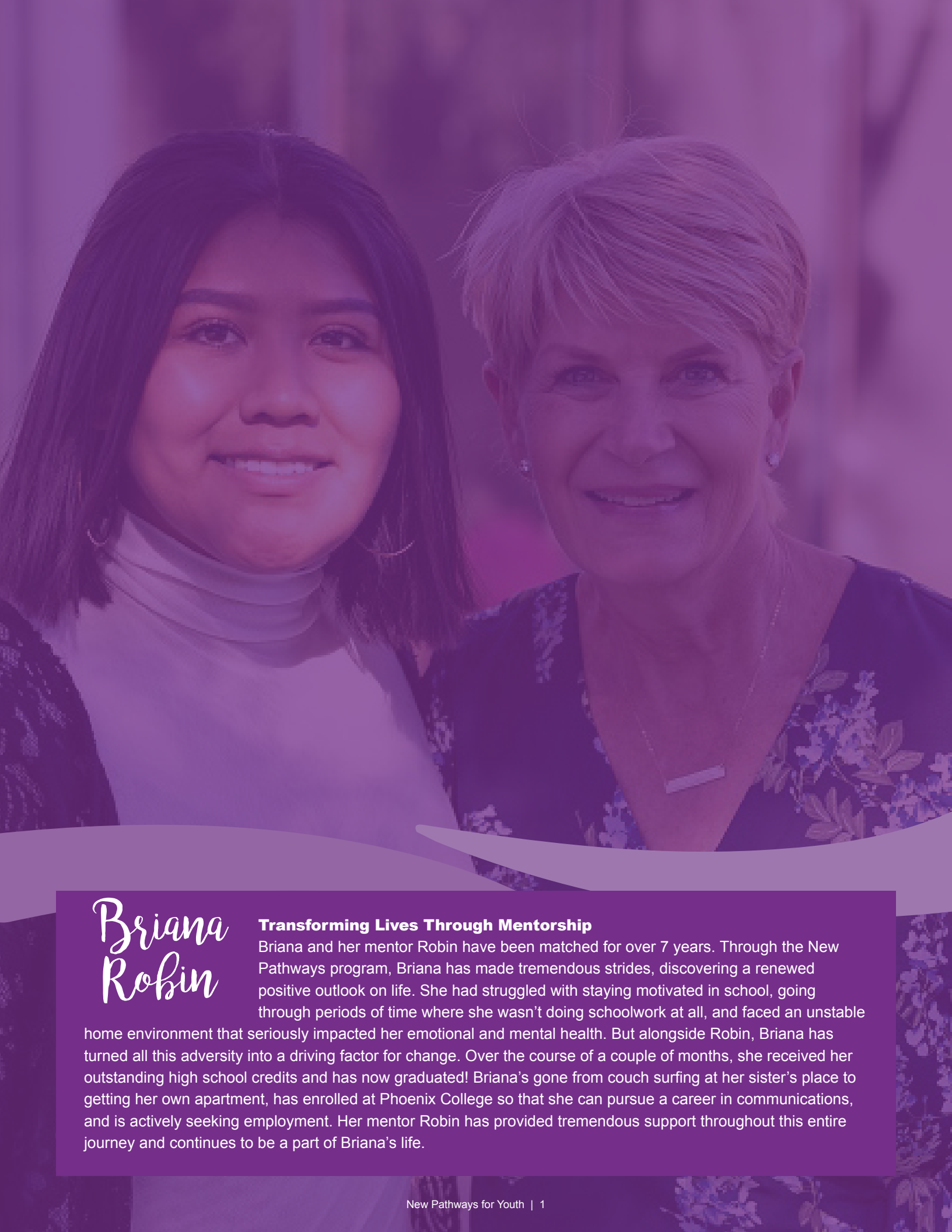




Awakening

THE FULL HUMAN POTENTIAL

New Pathways
for Youth



*Briana
Robin*

Transforming Lives Through Mentorship

Briana and her mentor Robin have been matched for over 7 years. Through the New Pathways program, Briana has made tremendous strides, discovering a renewed positive outlook on life. She had struggled with staying motivated in school, going through periods of time where she wasn't doing schoolwork at all, and faced an unstable

home environment that seriously impacted her emotional and mental health. But alongside Robin, Briana has turned all this adversity into a driving factor for change. Over the course of a couple of months, she received her outstanding high school credits and has now graduated! Briana's gone from couch surfing at her sister's place to getting her own apartment, has enrolled at Phoenix College so that she can pursue a career in communications, and is actively seeking employment. Her mentor Robin has provided tremendous support throughout this entire journey and continues to be a part of Briana's life.



Awakening the full human potential to bring about individual and community transformation.

New Pathways for Youth is a youth-focused organization that guides young people experiencing poverty and four times the adversity of other youth, through a holistic, research-based development program and 1:1 mentoring within community groups.

Research-based & proven to generate remarkable outcomes:



Greater high school
graduation rates



Increased
personal wellness



Prevention of
harmful behaviors

New Pathways designs a tailored plan for every youth we serve, intentionally designed to provide the most effective support they need to realize their full human potential. This includes individualized action planning to meet short- and long-term goals, as well as connections to critical resources for:



Personal
well-being



Ongoing personal
and educational
development



Daily necessities
that support a youth's
entire family



OUR PURPOSE

Awakening the full human potential to bring about individual and community transformation

OUR MISSION

Guiding youth as they discover renewed outlooks on life and realize unwritten possibilities for their futures



OUR PRINCIPLES

Relationships create possibilities and opportunities. We nurture relationships with our youth, mentors, partners, colleagues and each other for the advancement of good.

... Relationships 

When all people have the knowledge and skills to rise, entire communities are lifted. We care about and promote the safety, health and equality of those we serve, including ourselves, youth, mentors, and stakeholders.

 Well-Being

Transforming lives is our purpose. We learn and apply research, data, and experience to reach intended short and long-term results for our youth and mentors.

..... Impact 

We are disciplined in our pursuit of results so that all youth can be their best selves. We focus our energies and resources to strategies and relationships that have the greatest impact.

 Intentionality

We are entrusted to create good for our community. We honor ourselves as our word and are accountable for decisions and results.

... Responsibility 

We model the teachings of our program. We act with honesty, care, commitment, and courage for our mission and community.

 Integrity

We believe everyone has assets to share. By sharing, advancing and challenging our ideas, talents, and skills, we guide innovation and the creation of more good.

..... Purpose 

We treat everyone with respect and dignity. We build community by listening for possibility and including diverse perspectives, ideas, knowledge, and people.

 Inclusion

Bern
Jacob

Transforming Lives Through Mentorship

Jacob, a youth in our program, has been feeling isolated and lonely. He lives with his mom and older brother, but they both work full-time, meaning Jacob is home alone for much of the day. His mentor, Bern, recognized this struggle, and had a great idea.

Bern started putting together care packages for Jacob and his family, and drops them off every week. While this is a great morale boost in a tough time, it also gives Bern and Jacob a chance to connect face-to-face and strengthen their New Pathways bond.

That important connection keeps Jacob nourished and focused on his goals, but most importantly, ensures he feels cared for every single day.

Amelia
Dailyn

Transforming Lives Through Mentorship

For Dailyn and her mentor Amelia, discovering renewed outlooks on life is all about finding unique opportunities for growth. For example – while Dailyn is already focused on her academics, Amelia has supported her as she set goals in new areas, like reading a book every month outside of class, or taking on new physical challenges like

adopting daily stretching practices.

Dailyn is also building a stronger understanding of how she interacts with the people around her. She's working with Amelia to overcome false perceptions about how other people see her while building powerful skills that will serve her throughout life.

Alongside her mentor, Dailyn is growing in her self-confidence, her willingness to advocate for herself, and in building a well-rounded social-emotional skillset - awakening more and more of her potential every single day.

Our Program

Evidence-based programming is essential to our approach to youth development.

This means that we make decisions based on data and scientific research. We know that cancer can be reversed by chemotherapy, so people choose chemotherapy when facing a cancer diagnosis. We know that vaccines prevent certain diseases from occurring, so we vaccinate our children. And the data and research tells us that mentorship ends the cycle of poverty and adversity. So at New Pathways, we provide 1:1 mentoring within community groups, alongside a holistic development program and individualized case management for each youth we serve.

How do we know that mentorship works?

The evidence comes in part from a Center for Disease Control (CDC) report on interventions for youth that have experienced trauma. The CDC identified the nine most harmful childhood experiences and environments that limit a young person's potential, and a key event that has a lasting impact on reversing the impact of those traumas: a stable, nurturing relationship with a caring adult. New Pathways youth have experienced at least four of the CDC's nine identified traumas. If no intervention occurs, brain circuitry often does not develop properly. They face a greater risk of health and social problems – depression, anxiety, employment issues and a shortened life expectancy. And, if no intervention occurs, often the cycle of poverty and adversity continues.

New Pathways intervenes.



Our program is proven to generate remarkable outcomes for the youth we serve; from greater high school graduation rates, to increased personal wellness and prevention of harmful behaviors. Nobody goes it alone. **Every youth takes root in and is supported by the entire New Pathways community, discovering healthier, more conscious ways of thinking and taking transformative steps together.**

Examples of ACEs (Adverse Childhood Experiences)

- » Physical abuse, emotional abuse, sexual abuse, and neglect
- » One parent, or no parents
- » Alcohol and/or drug abuse in the household
- » Traumatic separation from a family member, i.e. incarceration, death, or deportation
- » Someone in the household who was depressed mentally ill, institutionalized, or suicidal
- » A female caregiver who was treated violently

Social and Health Consequences of ACEs

- » Social, emotional, and cognitive impairment
- » Adopting health-risk behaviors
- » Disease, disability, and social problems
- » Early death

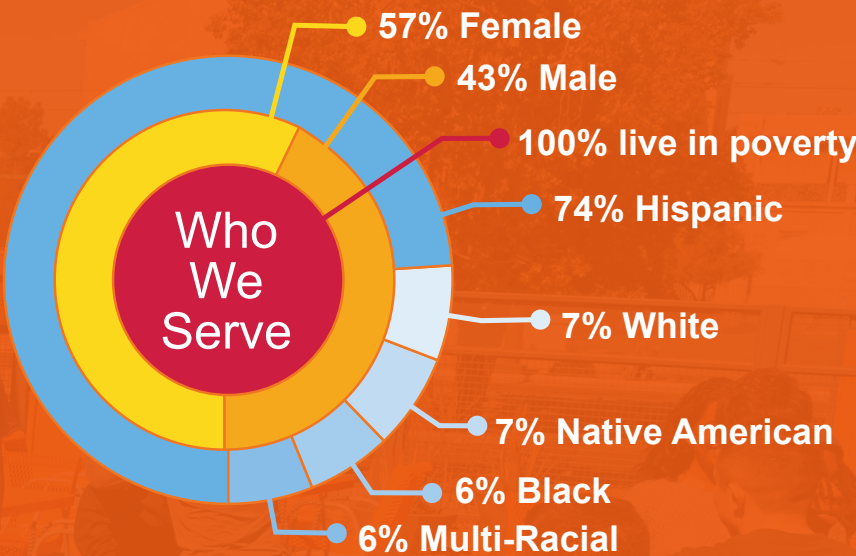
Source for ACEs claim: Digital version: www.cdc.gov/violenceprevention/aces/index.html

Print version: "Adverse Childhood Experiences (ACEs)." Centers for Disease Control and Prevention, www.cdc.gov/violenceprevention/aces/index.html.

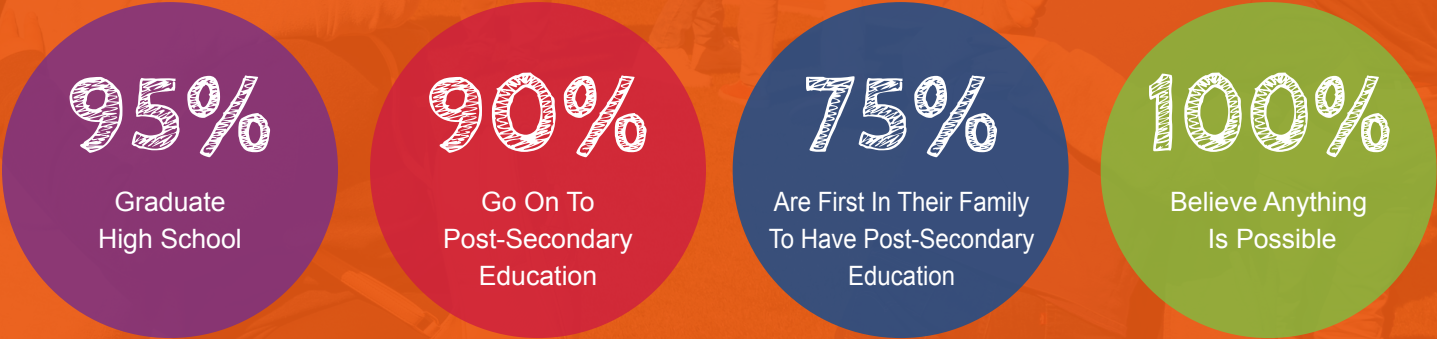
Our Impact

Who We Serve

For our most recent impact metrics, please review our annual report, which is available in hard copy by request, or on our website.



Long Term Youth Outcomes



Short-Mid-Long Term Outcomes

Short-Term

- » Reduced delinquent behaviors and values
- » Improved academic skills
- » Renewed outlooks on life
- » Increased competency in goal setting and decision-making skills

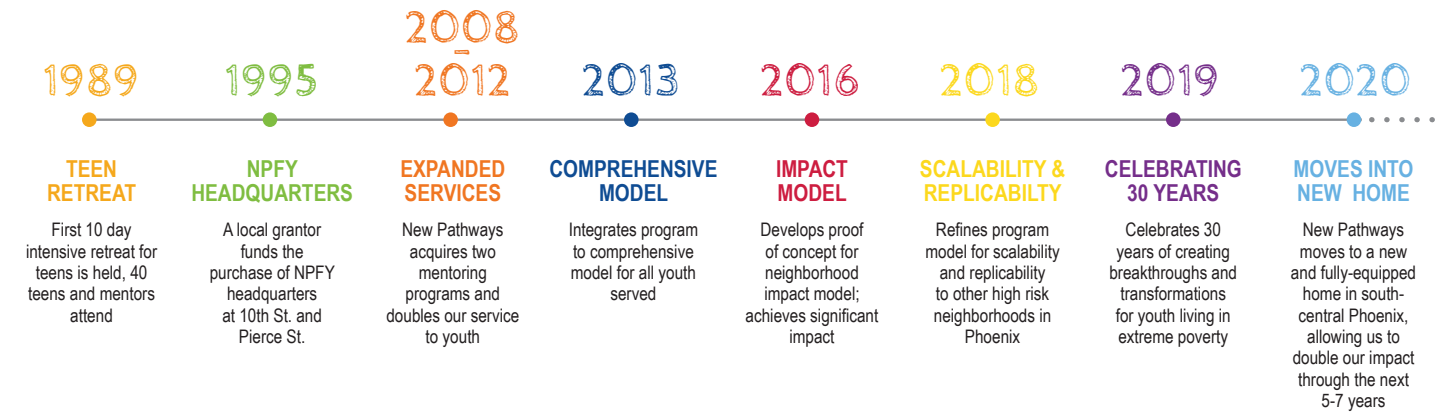
Mid-Term

- » Improved social and leadership skills
- » Successful graduation from high school
- » Completed enrollment in post-secondary opportunities
- » Attainment of living-wage employment

Long-Term

- » Strong social, emotional, and intellectual development necessary for growing and thriving in adulthood
- » Unlimited possibilities for education and career growth
- » Increased lifelong academic attainment and community involvement
- » Increased lifelong earnings, health, and social mobility, all extending to family and community

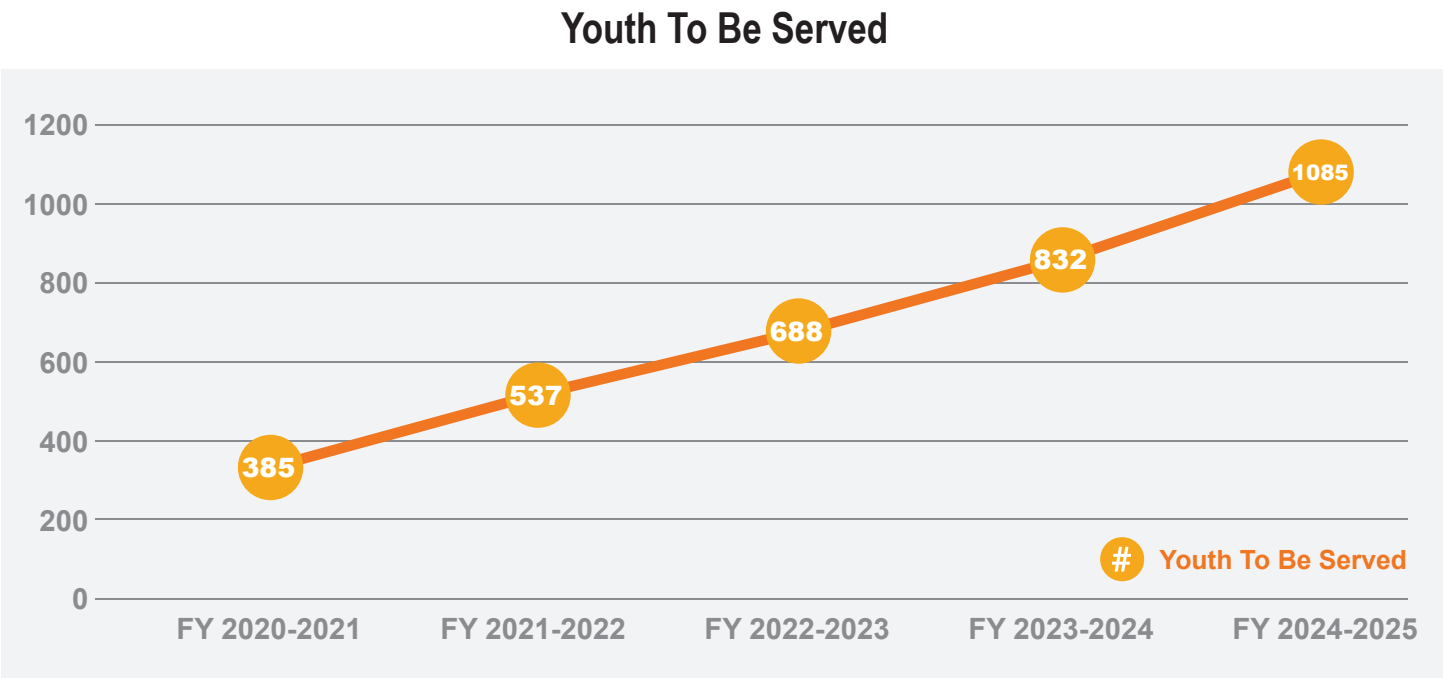
The New Pathways Story



In 1989, a small group of thoughtful and committed Phoenicians decided to change the world. They knew youth experiencing poverty and adversity could transform their lives and awaken their full potential. They just needed to be reconnected to the truth - that each one of us has immeasurable, inherent value. These trailblazers believed to their core that these adversities didn't define a person and that with the right skills, mindset, and a network of caring adults – anything was possible! These beliefs became the cornerstones of New Pathways for Youth.

Over the years, New Pathways has grown and evolved. Where we once served 40 youth a year, we now serve over 400.

What has never changed, never wavered, is the bedrock of our organization – a commitment to awaken the full human potential to bring about individual and community transformation. Today New Pathways for Youth serves youth, ages 12-21, experiencing poverty and four times the adversity of other youth—adversities such as abuse and neglect, parent incarceration, & substance abuse. We have transformed more than 7,000 lives since our founding.



Goals and Growth

At New Pathways for Youth, we’re awakening the full human potential to bring about individual and community transformation. When our youth experience the support and personal development that our program offers, they feel unstoppable – and that spirit extends beyond the self to impact their family, community, and the world around them.

Every dollar invested in New Pathways for Youth translates to as much as a \$30 return by preventing future spending on costly social and criminal justice services. When you invest in New Pathways, you’ll not only see an enormous return on investment, but you’ll transform Phoenix’s future.

Over the next five years, we aim to expand our services to serve 1,000 youth. Our staffing model and program structure are tested and ready for scalability, and New Pathways is ready to expand our reach into more high-risk neighborhoods where our services have been requested.

We are extremely proud of our programs and the life-changing influence we have in our community. At the same time, we know there is so much more work to be done, and that with your investment, many more youth can awaken unlimited possibilities with our research-based program.

Our Goals



Growing into Phoenix’s most vulnerable neighborhoods to reach the youth that can most benefit from our program, while expanding the support we provide to youths’ families.



Building long-term sustainability by diversifying revenue streams and engaging champions through board and leadership council memberships.



Bolstering our programming through investment in further training and development for our staff, and mentors, allowing us to prepare more youth to take on their futures with readiness and resilience.



Cheryl
Alondra

Transforming Lives Through Mentorship
When Cheryl became a mentor, she had no idea how much her mentee would change her life.”I’ve watched Alondra bravely face challenges I never could at her age. She’s learned how to become vulnerable and become brave with sharing her feelings. And that’s inspired me to be brave too. Because if Alondra can do it, and she’s 16, I better step up. I better start being brave.” Learn how you can become a mentor at one of our upcoming mentor introduction sessions



Cara
Alexis

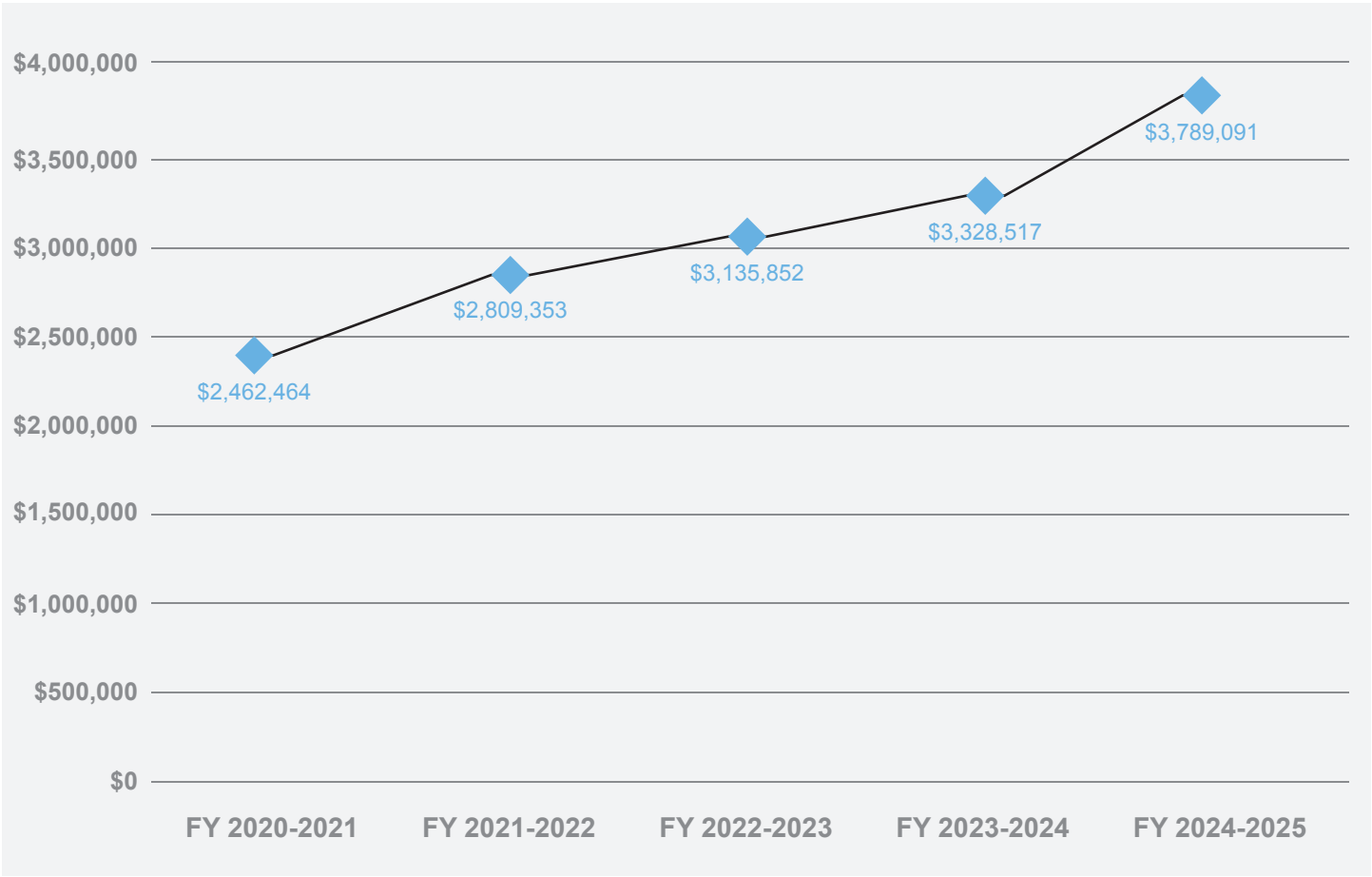
Transforming Lives Through Mentorship

For Cara, being a mentor has been life changing. Her mentee, Alexis, has shown her how to look at the world with a new perspective. Their outings have given them both the opportunity to try new things and grow as people. One of their favorite outings came from Alexis’ goal to stay organized. They each picked out planners and spent the afternoon in a coffee shop planning goals together. What began as a desire to stay organized has become a core relationship that has helped Alexis break through barriers and achieve his personal goals. Cara’s advice to future mentors; “Don’t overthink it. My youth is now one of the most important people in my life, and I could not imagine not having him around!”

Financial Health

In order to meet our goals outlined on page 9, we have ensured New Pathways for Youth is positioned and poised financially for this growth. We have fully funded our \$5.7 Million Capital Expansion Project and created a five-year proforma or projection plan to assist New Pathways for Youth in predicting the infrastructure needed to support the organization in our plans for expansion. This includes growth in expenses, revenue, and an increased staffing pattern to ensure that as the organization grows, it does not compromise program quality and subsequently, youth outcomes.

5-Year Growth Projection



**For New Pathways, fiscal years begin on July 1st and end on June 30th.*

Transform Your Community

Monthly Installments and One-Time Gifts	To make a one-time investment in New Pathways for Youth or set up a monthly installment, visit npfy.org/donate or contact Marlo Dykeman at mdykeman@npfy.org .
Multi-Year Gifts with the Hope Giving Circle	<p>The Hope Giving Circle provides an opportunity for our closest supporters to pledge their ongoing commitment to the organization over 3 to 5 years, maximizing their investment in Phoenix youth.</p> <p>To learn more about multi-year giving, contact Marlo Dykeman, mdykeman@npfy.org.</p>
Legacy Gifts	<p>Imagine the future you can create for youth by Including New Pathways for Youth in your estate plan. You'll create a legacy of transformation that will awaken the full potential of youth across Phoenix.</p> <p>If you would like information on how to include New Pathways for Youth in your will or estate plan, please contact Marlo Dykeman at mkdyeman@npfy.org.</p>
In-Kind Gifts	<p>New Pathways accepts many in-kind donations for activities. We are especially in need of gift cards, certain academic supplies, individually packed snacks, and other day-to-day necessities. We also gratefully accept gifts of in-kind services, and are always looking for help with printing, facility maintenance, event planning, and more.</p> <p>To make a contribution of in-kind goods or services, please contact us at info@npfy.org or 602-258-1012.</p>
Tax Credit	<p>You can help a young person unlock new possibilities this tax season! Here's what you need to know:</p> <p>You can receive a dollar-for-dollar credit on your Arizona taxes when you make a charitable donation to New Pathways : up to \$400 per person and up to \$800 for married couples. The existing deduction cap for corporations has been increased to 25% of taxable income. This new deduction cap is only applicable to cash gifts going to a public charity.</p> <p>As always, please consult your tax professional for additional details.</p>
Mentorship	<p>Stable, caring adults are crucial to awakening the full potential of the youth we serve. With over 180,000 young people across the Valley in need of support, we are seeking dedicated individuals interested in becoming a youth mentor.</p> <p>If you're passionate about transformational change and ready to make an impact (or know somebody who is), we are always welcoming potential mentors to our virtual mentor introduction sessions, where you'll learn more about the opportunity of mentorship.</p> <p>Visit npfy.org/get-involved/</p>
Transformations Society	<p>The Transformations Society is an inspired and inspiring group of friends—individuals, businesses, foundations—committed to expanding the impact of New Pathways for Youth. A contribution of \$1,000 or more will qualify you as a Transformations Society member, giving you access to special New Pathways for Youth events, and transforming lives and communities. You can be a part of this incredible group by committing to a monthly investment of only \$83.</p> <p>Learn more at npfy.org/donate</p>

Thank you for your investment in transforming the lives of our youth!



Jennifer Priscilla

Transforming Lives Through Mentorship

“To be honest, the idea of a mentor scared me. I was scared that this person was going to judge me. All these years later, I realized that my mentor and the support of this program closed the opportunity gap for me. It’s given me an advantage: having someone willing to listen, provide advice...help me focus on my goals, and share the accomplishments of coming into adulthood.

I am breaking the cycle of poverty and violence I knew growing up, thanks to New Pathways and my mentor, Priscilla. She was present in the most challenging times... and continues to be part of the most rewarding yet. I am extremely excited for my future.

I graduated from USC in 2019 with a BA in Health and Human Sciences and I'm headed to grad school with plans to pursue a career in social work.”

- Jennifer, Graduated New Pathways Youth



New Pathways for Youth

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