

# New Pathways for Youth



# 20 Annual Impact Report 23









# ANNUAL IMPACT REPORT

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*Sir'Pierre, mentee & Michael, mentor*





# Creating New Pathways *Together*

*A Message From the CEO*

Dear Supporters of NPFY,

Every day, we are inspired by the young people we serve here at New Pathways for Youth. They all face daunting challenges, and with the support of our program and their mentors, they move ahead with their hearts full of dreams and their minds rich with possibilities.

In 2023, our team imagined new and exciting ways to advance our mission and to expand our footprint in the Valley. We gave our teen program its own identity and look—bringing Level Up to life with all the energy, positivity, and relevance that our youth deserve. Emblazoned on everything from t-shirts to tumblers to bold signage, our constituents now have a clear vision of what our program provides.

As we strive to bring our unique tailored curriculum to more communities, we created a school-based program—Level Up Academy—to deliver our distinctions in the classroom. We know that the skills and mindsets developed by our program—critical thinking, problem solving, goal setting, time management, and taking responsibility—can benefit all teens academically and personally.

We have been able to accomplish these goals—and so many more—this past year because of the support and trust of donors and friends like you. Your investment in our youth has allowed us to continue to grow our program, strengthen our team, and enhance our services. We are so grateful for your continued commitment to our mission. Thank you for allowing us to dream big and to deliver amazing outcomes for those we serve.

Sincerely,

*Karen D. Johnson, Ph.D.*

*President & CEO*



# Stories of Impact

## Cherry & Angelina

Since they were matched in 2015, Cherry and Angelina have formed an inspiring bond as mentor and mentee. They have grown together, and have learned valuable lessons from each other that have shaped their lives in profound ways.

By the time they graduated from the Level Up program, both Cherry and Angelina had transformed into stronger, more confident women. Angelina has spent years discovering the importance of self-love and has built a life for herself that is filled with stability and contentment. She radiates positivity and strength wherever she goes.

By the same token, Cherry has embraced the power of consistency and dedication. To further her impact, she has taken on a new role at NPFY as a facilitator. Her knowledge and experience guide more youth in learning new skills, setting goals, and achieving their dreams.



Cherry, mentor & Angelina, mentee



Wendell Cook & mentees, Mark & Chris

## Champion of Youth, Wendell Cook

When we think of champions at New Pathways for Youth, the name Wendell Cook immediately comes to mind. As a dedicated mentor to two young men, Mark and Chris, Wendell has witnessed firsthand the transformative power of mentorship. His commitment helped both of his mentees achieve their goals. Today, Mark and Chris are leading successful careers with families of their own, and Wendell continues to keep in connection with both of them.

Shortly after becoming a mentor to Mark, Wendell was elected Chair of the Board, and stepped up during critical moments to ensure the continuation of NPFY. Wendell is not just an extraordinary mentor but also a volunteer, leader, donor, and an unwavering champion for New Pathways for Youth.

This year, we had the privilege of honoring Wendell with the inaugural **Champion of Youth Award** at our annual Champions of Transformation event, where his two mentees presented him with the award on stage.

## Our Year by the Numbers



**15,456**

Hours Mentoring



**209**

Year-Long Goal  
Planning Sessions



**2,051**

Hours of  
Mentor Support

# From Poverty to Prosperity

**New Pathway's programming paves the way**

## Level Up

In 2023, we launched Level Up, the new name for our signature teen program. Level Up is an engaging brand that inspires teens to get involved and reach their goals. Carefully crafted with input from NPFY teens, it has been enthusiastically embraced by youth, mentors, and the entire NPFY community.



## Level Up Academy

This year, we brought our curriculum into high school classrooms through Level Up Academy (LUA). This 10-week course is designed to help students develop the skills and mindsets they need to succeed in high school and beyond.

Academy students are supported by volunteer mentors who guide them through exercises and discussions. After completing the course, students will have a growth mindset and a greater ability to think critically and solve problems creatively.

## Level Up Scholarship

At New Pathways for Youth, we recognize the financial barriers preventing students from attending post-secondary education. That's why we launched the Level Up Scholarship. The Level Up Scholarship fund fuels academic opportunities, enabling youth to decide their own path with confidence. In August of this year, it was our honor and privilege to present the Level Up Scholarship to eight deserving youth. We can't wait to see the incredible impact these young people will make on the world.



Scholarship award recipient, Ilse Aguirre





Denise, mentee & Karina, mentor

“

*You're always going to have someone, no matter what. You have the team from Level Up, you have your mentor. If you think you're alone, **you're not alone.***

*Denise, mentee*

”

## Young Adult Programming

Upon turning 18 or graduating from high school, youth are welcomed into our Young Adult Program. We offer continued support to our young adults until they reach 21, equipping them with essential life skills. From filing taxes and choosing the right career path to creating a budget, we provide comprehensive support, skills development, and resources.

We also offer a virtual option for those away at college and those who need flexibility as they begin building their careers. By setting long-term goals and providing the necessary tools, we ensure our young adults have everything they need to achieve success.

## College & Career Readiness

Before youth graduate high school, we offer college tours, internships, and college and career readiness sessions designed to prepare them to enter college or the workforce. Considering that 75% of our youth are first generation graduates, we recognize that this is the first time

those youth and their caregivers are navigating the road to post-secondary education. Our college and career readiness program fills that gap and guides them as they prepare for that journey.

## Caregivers' Circle

Caregivers' Circle is a one-of-a-kind support group for caregivers across the Valley. All caregivers are encouraged to join the program, regardless of whether or not they have a youth enrolled in Level Up. Caregivers' Circle provides skills,

resources, and community to guardians seeking support in their parental role. Our caregiver support specialists are bilingual, making Caregivers' Circle accessible to Spanish and English speaking families.



217

Caregiver Check-Ins



737

Youth Served  
in 2023



322

Active Youth  
in Level Up

# Our Vision for the Future

## Big Plans for Level Up Academy

In 2023, New Pathways for Youth launched Level Up Academy in order to bring our transformational Level Up curriculum to youth directly into their schools. Level Up Academy allows us to serve more youth and make a bigger impact on the community.

Over 10 weeks, Level Up Academy participants are introduced to several powerful Level Up distinctions, such as “Being Comfortable Being Uncomfortable” and “Thoughts Give Rise to Action,” and they are challenged to practice short-term goal setting. Through the practice of goal setting, some Academy Youth got better test scores and did better turning in homework. Others improved relationships or met other goals as simple as cleaning their rooms.

Level Up Academy is facilitated by trained staff and supported by volunteer mentors, who lead small group discussions so that students can dive deeper into the topics and explore how they can apply what they learn in the Academy to their daily lives.

This mentoring arrangement has been a great alternative and has opened the door for volunteers who don’t necessarily have the time or capacity to mentor for a year or more in Level Up. As a result, we have re-engaged with adults across the Valley, and several of them have heeded the call.

To begin, we piloted the program with Camelback High School and enrolled 18 students.

The following semester, we doubled our impact by partnering with Robert L Duffy’s Career Success School.

The results after just one year have been terrific. Already, three Academy students have joined our signature program, Level Up, to continue their journeys of personal growth. In exit surveys, Academy students reported feeling more confident and prepared to pursue their goals. From post-secondary education to building relationships, Academy students walk away with the knowledge and skills to move them closer to the futures they want and deserve.

In the coming years, New Pathways plans to grow Level Up Academy to serve more youth. In partnership with public and charter schools and other youth-serving institutions in the Greater Phoenix metro area,

## Level Up Scholarship

### Class of 2023 Recipients

**Q:** How did **Level Up** and your mentor support you in your journey to earning your high school diploma?



“While my family is the biggest reason to continue making great financial decisions, my mentor and New Pathways were the people who allowed me to start. **When I got to New Pathways, I was matched with my mentor, and he is the ‘hero’ I aspire to be.**”

Cyrus



As New Pathways for Youth continues to expand its footprint in the communities we serve, we intend to deepen our impact by providing our distinctive curriculum in classroom settings and by supporting the postsecondary dreams of our high school graduates.

our growth plan will enable us to impact hundreds of teens across the Valley.

“ Coming here the last couple of weeks has shown me that I can talk to people and open up. ”  
*Rachelly, LUA student*



“ Having a community like New Pathways is the biggest blessing in my life by far. Their support, not just in my personal life, but within my education, is something I will forever be grateful for. ”  
*Eduardo*



“ The skills taught at Power Ups and the strong support system provided at NPFY have allowed me to think bigger and strive for more than I would have ever thought possible. ”  
*Nayeli*

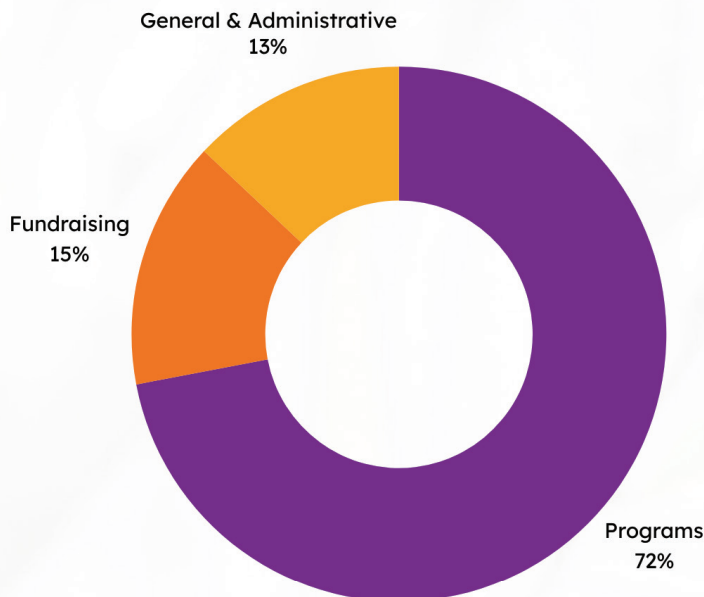
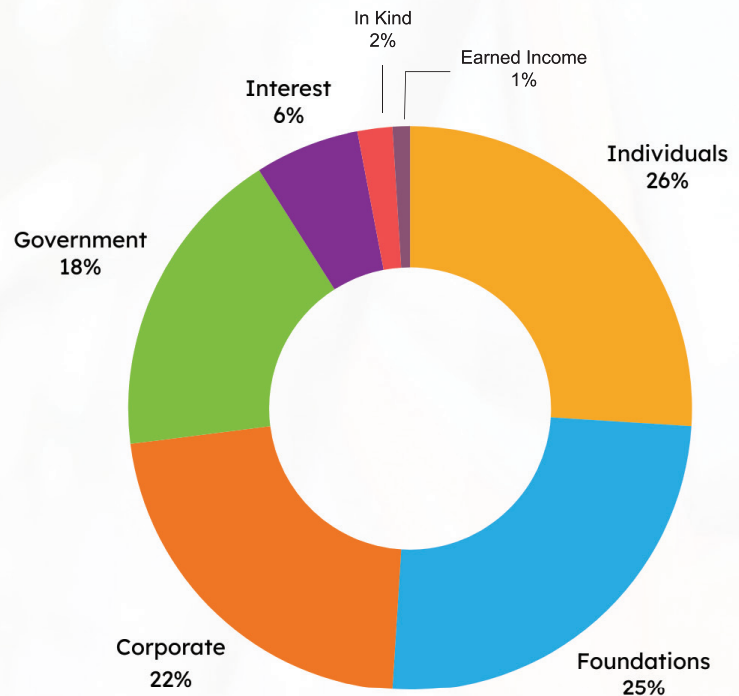


Sarah, mentee & Rori, mentor

# Financials

## Total Revenue

**Individuals:** \$957,288  
**Foundations:** \$906,550  
**Corporate:** \$818,912  
**Government:** \$647,485  
**Interest:** \$209,094  
**In Kind:** \$85,469  
**Earned Income:** \$25,825  
**Total: \$3,650,623**



## Total Expenses

**Programs:** \$2,410,837  
**Fundraising:** \$484,496  
**General & Administrative:** \$435,074  
**Total: \$3,330,408**



# NPFY Leadership Team



**Karen D. Johnson, Ph.D.**  
*President & CEO*



**Mark Teetor**  
*Senior Vice President of  
Finance and Operations*



**Briana Clark**  
*Vice President of  
Program and Impact*



**Mark Garcia**  
*Director of Curriculum  
and Training*



**John Patris-Browne**  
*Vice President of  
Philanthropy and Strategy*



**Farrah Fiegenger**  
*Director of Marketing  
and Mentor Recruitment*

## Mission & Purpose

At New Pathways for Youth, we are building a future where every young person can live their life with **joy** and **purpose**, confident in their ability to decide their own path. To make it happen, we're transforming the lives of youth by providing the **support**, **stability**, and **skills** they need to flourish in the community and in their families.



NPFY

# Board of Directors



Chair  
**John Williams**  
*Senior Vice President,  
Ricondo & Associates, inc.*



Vice Chair  
**Joshua Shade**  
*Senior Vice President,  
U.S. Bank*



Treasurer  
**Adaliz Gimenez**  
*Vice President,  
Bell Bank*



Secretary  
**Cathy Teetor**  
*Managing Director,  
CBRE*



**Hector Arevalo**  
*Attorney Advisor,  
Dept. of Justice - Exec.  
Office for Immigration*



**Bill Blake**  
*Partner,  
Lee & Associates*



**Kelly Geary**  
*Executive Advisor,  
International Sports Science  
Association*



**Mindy Gordon**  
*Community Volunteer*



**Julie Johnson**  
*Executive Vice President,  
Arizona, Colliers*



**Robin White**  
*Community Volunteer*



**Chris Yakscoe**  
*Director, Netsmart*



**Allen Plunkett**  
*Founder and CEO,  
Phoenix Staff*



**Nicholas Velasquez**  
*Senior Manager,  
Cox Communications*



**Richard Chazal**  
*Director,  
Opus Group*



**Jay Twitchell**  
*Programs Manager,  
Arizona Public Service*



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# Create Change for *Generations to Come*



CHAMPION SOCIETY

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## 1. Wills and Bequests

By leaving New Pathways for Youth in your will, you're creating long-lasting change for generations to come. Determine the amount or percentage of your estate you wish to leave, and consult an estate attorney to ensure your wishes are properly documented. Update your will or create a codicil to include NPFY as the beneficiary, and communicate your intentions to your loved ones so they are aware of your wishes. By leaving a bequest, you can leave a lasting legacy and make a meaningful impact.

## 2. Gifts of Stocks and Bonds

Donating appreciated securities, including stocks or bonds, is an easy and tax-effective way for you to make a gift to our organization.

## 3. Gifts of Real Estate

Donate a gift of appreciated real estate, such as a home, vacation property, undeveloped land, farmland, ranch or commercial property.

## 4. Gifts of Retirement Assets

Donate part or all of your unused retirement assets from your IRA, 401(k), 403(b), pension or other tax-deferred plan.

## 5. Gifts of Insurance

If you own a life insurance policy that has served its initial intention, you may want to donate it as a gift (for instance, if you bought a policy to ensure the support of your young children who are now self-sufficient adults).

## 6. Gifts of Business Interests

As an entrepreneur, you hold the potential to not only grow your business and accumulate wealth for your loved ones but also to achieve your charitable aspirations through strategic planning. By gifting your corporate stocks or assets, you can avail yourself of tax advantages, generate income, and contribute to the advancement of our mission.

## 7. Join the Transformations Society

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 \$2,500 or more will qualify you as a Transformations Society member. You can be a part of this incredible group by committing to a monthly investment of \$208.



To learn more and make your gift, please reach out to **John Patris-Browne**.  
**[JPatris-Browne@npfy.org](mailto:JPatris-Browne@npfy.org)**  
**602-422-9269**

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

# Transformations Society

Thank you to all of our donors who donated \$2,500 or more to join our Transformations Society.

## Heroes

### \$100,000+

Arizona Department of Education  
Charles E. Benidt Foundation  
Ibis Foundation of Arizona  
NBA Foundation  
Nina Mason Pulliam Charitable Trust  
State of Arizona  
The Diane and Bruce Halle Foundation  
USAA Foundation  
Virginia G Piper Charitable Trust

## Champions

### \$50,000 - 99,000

Arizona Community Foundation  
Arizona Trout Camp  
CBR Management Services  
Charles and Jana Sample  
Cox Communications  
Deloitte  
DPR Foundation  
Edward and Emily Lesser  
Executive Council Charities  
Gila River Indian Community  
Opus Foundation  
Valley of the Sun United Way

## Role Models

### \$10,000 - \$49,999

Alice Jo and Walter Saubert  
American Family Insurance  
Andrew and Laurie Skipper  
Andrew and Lori Norris  
APS  
Arizona Coyotes Foundation  
AssetMark  
Azteca Bridal  
Bank of America Charitable Foundation, Inc.  
Bank of the West  
Bell Bank  
Bill and Barb Blake  
Boeing  
David and Carolyn Johnston  
David and Sharon Schwartz

## Role Models

### \$10,000 - \$49,999

David Donahue  
Desert Financial Services  
Digital Building Components  
Discover  
Dr. Scholl Foundation  
El Dorado Holdings  
Freeport-McMoRan Copper & Gold Foundation  
Genesis Academy  
Haehn Foundation, Inc.  
Harry C & Deborah L Elliott Family Foundation  
Herbalife Nutrition Foundation  
James and Lillian Reed  
Jim and Mimi Dew  
Joe and Mary Gaudio  
John and Kathleen Graham  
John Williams and David Rice  
Julie Johnson and Jerry Barnier  
Karen Johnson  
Kroger  
Lauren C. Frank  
Maricopa County Attorney's Office  
Obrzut Ling Foundation  
Opportunity4Kids  
Patrick and Cathy Norton  
Pharos Foundation  
Phoenix Suns Charities  
QuikTrip Corporation  
Saguaro  
Season for Sharing  
Seattle Foundation  
SRP  
Sundt Foundation  
Suntec Concrete  
Support Sky Harbor Coalition  
Tabor Cook  
The Kellenberger + Tollefson Center for LGBTQ Philanthropy  
Thunderbirds Charities  
US Bank  
Van Tuyl Companies  
Vanguard Charitable  
Vogel Family Foundation Inc  
Walmart Headquarters  
Western Alliance Bank



## Advocates

\$2,500 - \$9,999

Allen and Angelica Plunkett  
American Studio Design  
Andrew Cohn  
Anne Jones  
Anuj Mathur  
Arizona Commission on the Arts  
Arizona Roofing Industry Foundation  
AZ Labor Force  
Benevity Community Impact Fund  
Beth McMullen  
Blake and Oil Gas Corporation  
Bob and Holly McMenamy  
Bob Webster  
Bruce and Marjorie Hambro  
Calvin and Suzie Gauss  
Cardinals Charities  
Cassin & Cassin LLP  
Cathy and Wayne Teeter  
Ceco Concrete Construction  
Charro Foundation  
Chris Thomas  
Creative Business Resources  
Danny Swancey  
David and Patricia Cornwall  
Derek and Angela Wright  
Diane and Gary West  
Donald and Donna Devine  
Fidelity Investment  
Fiesta Bowl Charities  
George and Jill Garcia  
Greg Vogel  
Groundswell Charities  
Ian Anderson  
Jason and Trina Cook  
Javelina  
Jay and Kelly Twitchell  
Jeff Manelis  
Jeff Semonovich  
Jennifer and Brian Murray  
Jewish Community Foundation of Greater Arizona  
Joan B Norris  
John and Vicki Panhuise  
John F Long Foundation  
Joshua Shade and James Longton  
Julie Frisoni Shumway  
Kathryn Bradley  
Kelley Bros  
Kelly Geary and Andrew Wyant

## Advocates

\$2,500 - \$9,999

Kind Hospitality, Inc  
Matson Foundation  
Matson Navigation Co  
McDowell Mountain Music Festival  
Meritage Cares Foundation  
Michael and Michelle Jesberger  
Nancy Swanson  
Nicholas and Mary Ann Velasquez  
Nicholas Vasquez  
Pat and Karen Fletcher  
Penta Cares Foundation  
Phoenix College  
Richard Chazal  
Robin and Daniel White  
Rocco Mandala  
Ron and Robin Hilgart  
Sandra and Nathan Hyde  
Seldin Real Estate  
Shannon Albert  
Shea Homes  
Snell & Wilmer, LLP  
Sunwest Bank Charitable Foundation  
Sydney and Melinda Gordon  
The National Christian Foundation  
The Opus Group  
Tom and Linda Cheney  
Toyota Financial Services  
True Metal Solutions  
Walt and Joan Koppenbrink  
Washington Federal Foundation  
West Valley Mavericks Foundation  
William and Linda Langer  
William Bendix and Joyce McCune Bendix  
Zelenda Foundation



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