



New Pathways
for Youth

35 Years of Impact and Momentum: *Building Together*

New Pathways for Youth 2024 Annual Report

2024



A Message *from Our CEO*

Dear Supporters and Friends,

After celebrating 35 years of supporting incredible young people to shape their own futures, one word drives us forward: **MOMENTUM**.

In the pages that follow, you'll read a story of measurable impact:

- Through the **Level Up** program, our dedicated mentors are helping teens recognize their own strength and potential. They know they matter, and they are exploring new opportunities for their lives.
- With the support of our school and community partners, **Level Up Academy** is reaching more young people in classrooms, equipping them with skills and mindsets to succeed academically and personally.

As we look ahead, we are committed to growing our impact in meaningful ways:

- Expanding **Level Up** and **Level Up Academy** into new schools and communities, ensuring more young people have access to the support they deserve.
- Strengthening our presence in the Hispanic and Latino community through the **Caminos** initiative, building relationships with new mentors and advocates.

- Reaching more kids and families in Black communities through our partnership with the **NBA Foundation**, bringing life-changing opportunities to those we serve.

All of this momentum is possible because of you—the donors, partners, sponsors, and supporters who have provided us with the funding and connections to dream big for our youth. Thank you for believing in our mission and supporting our team. We are beyond excited to turn these dreams into reality for those youth and families we serve.

Sincerely,



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

“

Julie was a stranger who became a friend, who became a family member.

LEON PERALTA

Julie Frisoni Shumway's mentee from NPFY's first retreat in 1989

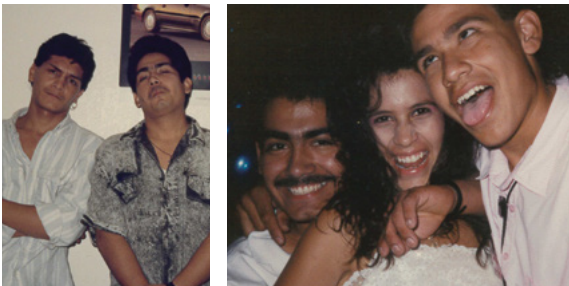
Celebrating 35 Years: A Legacy of Transformation

Where it All Began

In the summer of 1989, 60 youth and adults came together for a 10-day intensive retreat. Teens shared their struggles and the changes they hoped to make before being matched with adult mentors who could help them do it.

What followed was a profound transformation. Youth facing abuse, homelessness, and addiction—many without a support system—began forging new paths. They gained confidence, built stronger relationships, graduated high school, and pursued college and careers.

This retreat marked the beginning of New Pathways of Youth—the first step in a 35-year journey of transforming the lives of youth.



1989

First 10-day intensive retreat for teens is held, 40 mentors and youth attend



1995

A local grantor funds the purchase of the first NPFY headquarters



2008-2015

NPFY acquires 2 mentoring programs and doubles our youth services



2018

NPFY refines its program scalability and replicability to other high-need neighborhoods in Phoenix



2020

NPFY moves into its new headquarters to serve more youth and double its impact



2023

NPFY debuts Level Up, a name for its signature teen program, and Level Up Academy, expanding its curriculum into schools. 2023 also marks the first edition of the Level Up Scholarships



2024

NPFY expands its Level Up Scholarships, benefiting 28 first generation high school graduates.



Where We Are Today

35 years later, we've seen that cycle of transformation continue again and again. We've served **thousands of youth**, partnered with nearly **400 schools and organizations**, and worked with generous donors to raise **over \$45 million**. Most importantly, countless lives and entire communities have been transformed.

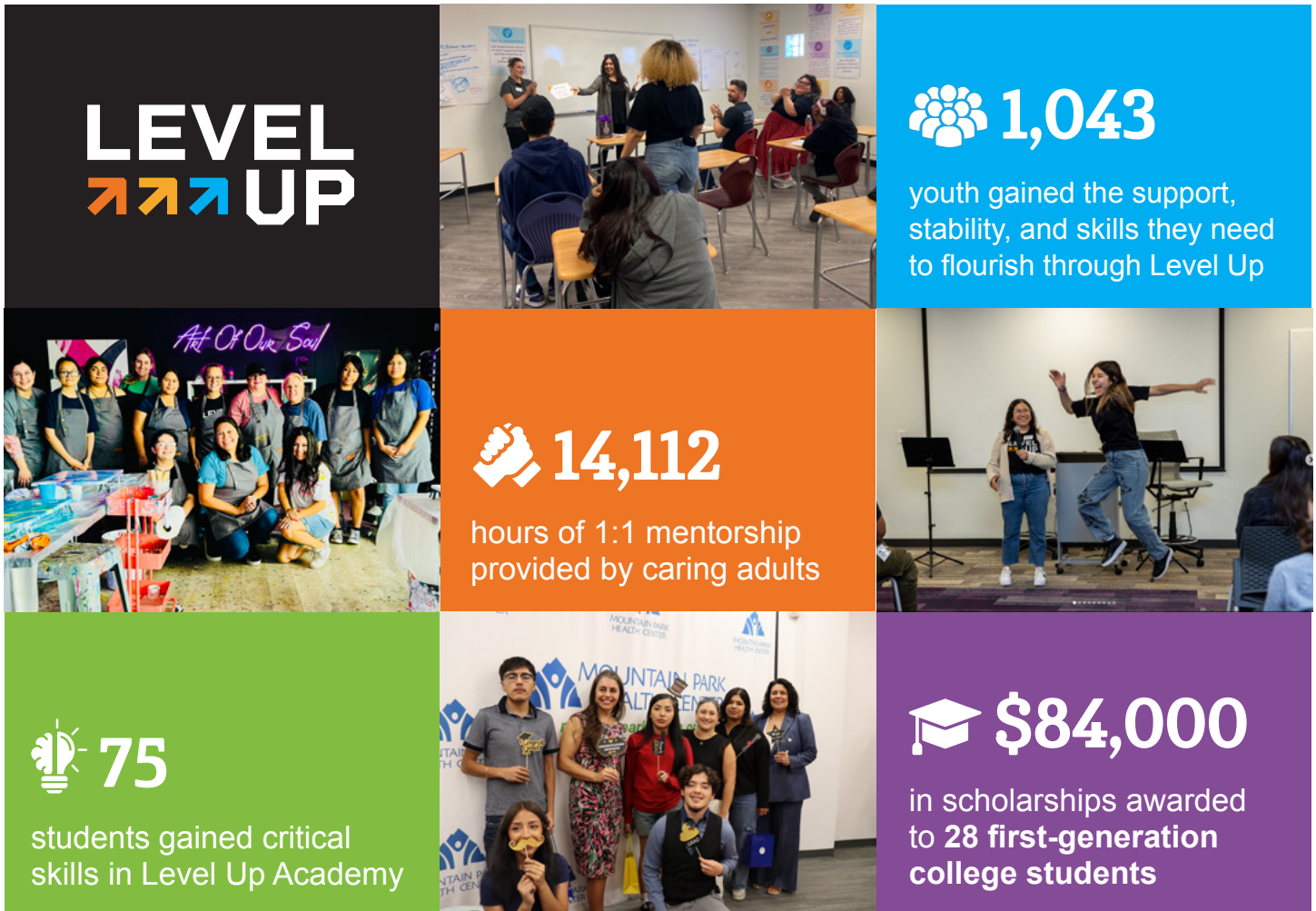
Read on to learn how your generosity is giving youth the support, stability, and skills they need to flourish.

1000s
of youth served

400
partnerships with
schools & organizations

\$45 million
raised to transform
the lives of youth

The Year in *Numbers*



Level Up Academy

In 2023, we launched **Level Up Academy**, bringing our curriculum into schools for the very first time. During this 10-week, on-campus course, **75 teens learned essential skills** and mindsets that set them up for success in high school and beyond, including:



Goal
Setting



Time
Management



Stress
Management



Critical
Thinking



Creative
Problem-Solving



Self-Directed
Learning



Cox Innovation Lab

This year, we opened the Cox Innovation Lab, giving youth a space to explore technology, develop new skills, and connect with their peers.

The lab provides:

- Hands-on learning in design and digital tools like Adobe Creative Suite
- A collaborative place for students to work on projects, play games, create music and audio content, and build relationships
- A foundation for future careers in tech, construction, and creative media



Scholarships

We awarded **\$84,000** in scholarships to **28 highly deserving students** to fund their education at universities, colleges, and trade schools.

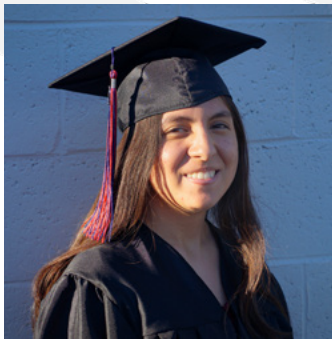
These scholarships cover tuition and essential expenses so that these students—many the first in their families to attend college—have the support they need to reach their full potential.



◀ **Veronica Llamas De La Rosa**
South Mountain Community College



◀ **Emanuel Olivares**
Gateway Community College



^ **Isvic Ruiz**
Arizona State University



▶ **Itzel Barros Hernandez**
Arizona State University



▶ **Karen Jaime Lopez**
Northern Arizona University



◀ **Markc Duran**
Arizona State University



◀ **Josue Chavez Clavel**
Arizona State University



2024 Champions of Transformation: *Cathy Todd West & Julie Frisoni Shumway*



Julie, Karen and Cathy at our 2024 Champions of Transformation Awards

In 1989, **Cathy Todd West** and **Julie Frisoni Shumway** became two of NPFY's first-ever mentors. From that moment on, they have remained deeply dedicated to our mission, shaping the lives of countless youth for 35 years.

Beyond the individual lives they've changed as mentors, they continue to transform our community as Emeritus Council members and NPFY Level Up Scholarship reviewers.

Their steadfast dedication to supporting youth has made a lasting, meaningful impact.



Cathy Todd West (right) in 1989

More than 35 years after being matched with her first mentee, Leon, Julie Frisoni Shumway remains a positive, inspirational force in his life. Her consistent support and steadfast belief in him paved the way for Leon to recognize his worth and become the outstanding individual he is today.

Julie's and Leon's story illustrates the transformative power of a kind, caring, and nurturing adult in a young person's life. In the words of Leon: "Julie was a stranger who became a friend, and then, a friend who became family."

Your support has been **creating stories of transformation** like this one every single year for 35 years.



NPFY Mentor Julie Frisoni Shumway (far left) & Mentee Leon Peralta (middle) in 1989



NPFY Mentor Julie Frisoni Shumway & Mentee Leon Peralta circa 1998.

“

She kept showing up in my life, reminding me how much I was worth, even when I didn't know.

NITA WILSON

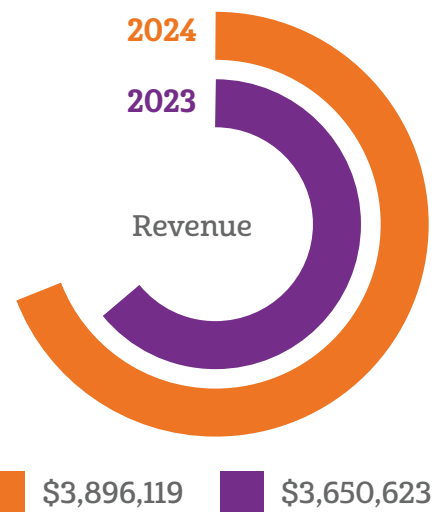
Cathy Todd West's mentee
from over 30 years ago



NPFY Mentee Nita Wilson & Mentor Cathy Todd West at our 2024 Champions of Transformation Awards

Your generosity supported 1,043 youth in 2024

Every dollar you gave to NFPY in 2024 **directly funded** the transformative programs, hours of 1:1 mentorship, and case management support that **empowered 1,043 youth**.



The Level Up program has prepared me for future opportunities by equipping me with essential skills such as leadership and communication. My favorite part has been the 1:1 sessions with my mentor, as they **provided me with valuable guidance and support** that helped me navigate challenges and achieve my goals.

MAURICE



My favorite part of the program has always been how everyone cares about you and **they make you feel seen and important**. [The Level Up program] inspires us to be better in relationships, school, work or anything they give us, to prepare ourselves to be successful in life.

KIMBERLY



The biggest achievement I am most proud of is being able to overcome my past and not allowing it to hold me back as a person. New Pathways helped me **open up and be able to be confident and trust myself in decisions** I make now and in my future.

ARIZA

Financials

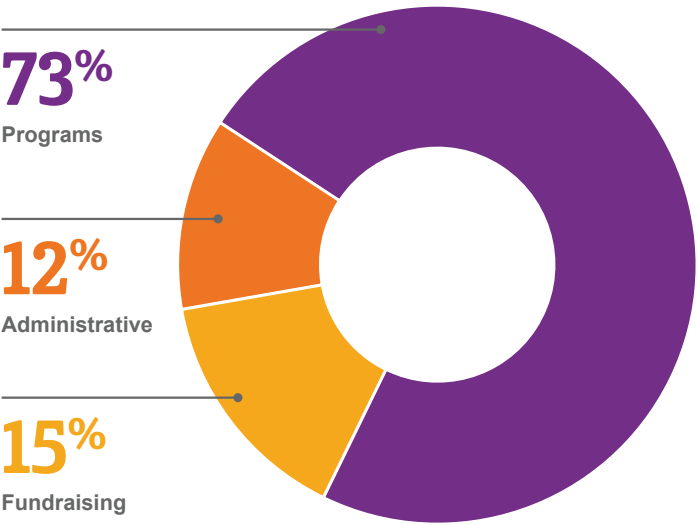
Thanks to your generosity, NPFY had a strong financial year in 2024, raising nearly **\$4M** to directly support life-changing programs for youth and their families.

We take great pride in being responsible stewards of every dollar entrusted to us. Our commitment to transparency, impact, and financial integrity earned us a **100% Charity Navigator score** and a prestigious Four-Star rating, designating New Pathways as a “Give with Confidence” organization.

This rating reflects our excellence in:

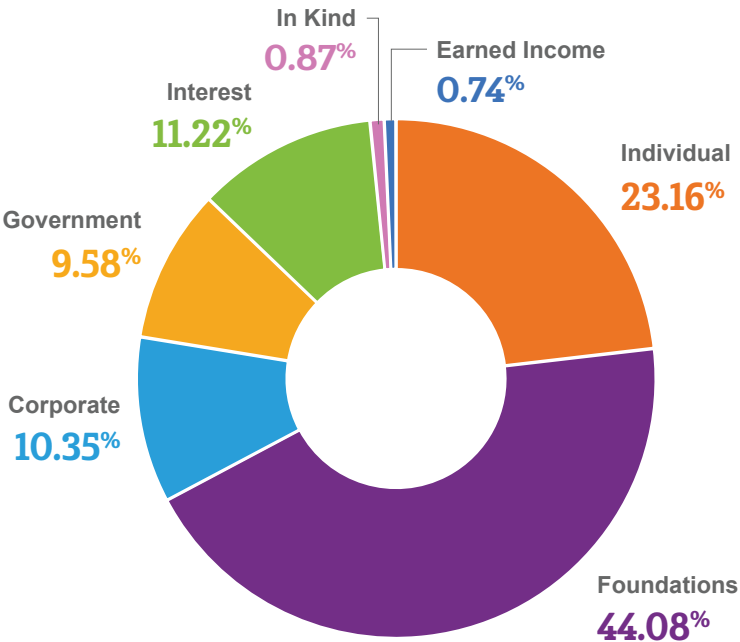
- Accountability & Finance—Ensuring donor dollars create meaningful change.
- Leadership & Adaptability—Growing and evolving to serve more youth.
- Culture & Community—Building a network of mentors, partners, and supporters who make our mission possible.

Expenses



Programs	Administrative	Fundraising
\$2,814,006	\$462,012	\$570,135
Total		\$3,846,154.00

Revenue



Individual.....	\$902,193
Foundations.....	\$1,717,354
Corporate.....	\$403,196
Government.....	\$373,228
Interest.....	\$437,175
In Kind.....	\$34,086
Earned Income.....	\$28,887

Total \$3,896,119

Your investment is making a difference. Thank you for fueling transformation for the next generation.





Caminos Initiative

A strategic expansion into Hispanic and Latino communities to recruit more mentors and advocates



Level Up Academy

Bringing Level Up Academy into more schools and communities to reach more students



Scaling Mentorship & Workforce Readiness Programs

- Expanding one-on-one mentorship capacity to serve more youth
- Growth in career readiness programs with campus tours, internships, and professional skills development



Strengthening Community Partnerships

Increasing collaborations with schools, corporations, and local organizations to deepen impact



Momentum for the *Future*

After 35 transformative years, 2024 proved to be our most incredible yet. Together, we took bold strides toward our vision of a future where every young person can live their life with joy and purpose, confident in their ability to decide their own path.

With a stronger foundation than ever, we're poised for **extraordinary growth**. In the coming years, we'll build on this momentum by:

- Expanding partnerships to reach even more youth
- Bringing our programs to new communities in need
- Deepening our impact through mentorship, workforce programs, and enrichment opportunities

Because of you, our mission isn't just growing—it's *thriving*. Thank you for being a part of what's next.

Join Us in *Transforming Lives*

You have made 35 years of transforming lives possible.
Together, we can change even more in the decades to come.

Join us in building a brighter future for youth, their families, and our community in many ways:

- **Donor Advised Funds (DAFs)**—A flexible and convenient way to give during your lifetime while building a legacy your children can continue.
- **IRA Charitable Rollovers**—Make a direct gift from your IRA, reducing your taxable income while transforming the lives of youth.
- **Gifts of Appreciated Securities**—Maximize your contribution by donating stocks or bonds, avoiding capital gains taxes while fueling change.
- **Leave a Legacy Through Bequests**—Include NPFY in your estate plans, will, living trust, or codicil to ensure your impact lasts beyond your lifetime.
- **Matching Gifts**—See if your employer will match your donation to double its impact.

Get in touch with us today to explore how you would like to help continue the momentum.

602-258-1012 | info@npfy.org





Left to right: Vanesa Contreras Rodriguez - Vice President of Programs and Impact, Mark Garcia - Director of Curriculum and Training, Alejandra Ruiz - Director of Programs, Mark Teetor - Senior Vice President of Finance and Operations, Karen D. Johnson - President & CEO, John Patris-Browne - Vice President of Philanthropy and Strategy, Sarah Parker - Executive Communications Manager, Trish Anderson - Director of People and Culture, Farrah Fiegenger - Director of Marketing and Mentor Recruitment

Leadership Team

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

Mark Teetor
Senior Vice President of Finance and Operations

John Patris-Browne
Vice President of Philanthropy and Strategy

Vanesa Contreras Rodriguez
Vice President of Programs and Impact

Trish Anderson
Director of People and Culture

Farrah Fiegenger
Director of Marketing and Mentor Recruitment

Mark Garcia
Director of Curriculum and Training

Alejandra Ruiz
Director of Programs

Sarah Parker
Executive Communication Manager



Dr. Karen Johnson receiving the Non-Profit Leader of the Year Award



Board of Directors

Joshua Shade

Chair
U.S. Bank

Robin White

Secretary
Community Volunteer

Kelly Geary

International Sports Science
Association (ISSA)

Julie Johnson

Colliers

Allen Plunkett

Phoenix Staff

Laura Wallace

Desert Financial
Credit Union

Adaliz Gimenez

Vice Chair
Bell Bank

Hector Arevalo

Department of
Justice

Mindy Gordon

Community Volunteer

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Cathy Teeter

CBRE

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evolvedMD

CJ Miller

Sensible Money, LLC

Nicholas Velasquez

Cox Communications



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