DEAR FRIENDS

I call you friends because friendship is a gift, and you all are a gift to the hundreds of young people we serve each year, who often don’t have other trustworthy adults to build up their lives. Thank you!

Every day the youth of New Door give us something new to celebrate as they make progress in becoming ready for work and life: a first paycheck; a positive performance review; praise from a supervisor or customer; passing all four high school equivalency tests; acceptance into college; a next job. I am impressed and inspired by these young people and so excited for their futures.

Together we had another successful year in 2016: 4% growth in jobs; fundraising 17% higher than last year; 87% of graduates working next jobs or continuing their education; and more.

At the same time, our staff and board are constantly asking, “How can we do better?” We continue to use data to learn and set new hypotheses to improve outcomes. Below we share how we’re “improving from the inside out” so we can make an even greater impact on our communities.

Enjoy the results here and on the succeeding pages. Our youth and staff truly couldn’t have done these without you!

In gratitude,

2016 HIGHLIGHTS

LISTEN FOR GOOD

Participation in this national pilot by the Fund for Shared Insight helps us to systematically obtain feedback from youth using the Net Promoter Score system.

TAY CONNECT COLLABORATIVE

New Door Ventures is one of six organizations collaborating to serve Transitional Aged Youth (TAY) in San Francisco and measuring shared data.

COMMITMENT TO EDUCATION

Our education program successfully delivered its pilot goals and is being expanded to help more young adults earn a high school equivalency.

PEDAL REVOLUTION MURAL

Our bike shop’s exterior was transformed with a magnificent mural by internationally-renowned artist Mona Caron.

IMPROVING FROM THE INSIDE OUT

We’ve been investing in our infrastructure so we can scale successfully. Our 2020 Strategic Plan calls us to reach more disconnected youth, replicate in another Bay Area city if feasible, deepen education services, and further strengthen impact.

Systems and databases have now been upgraded in all functions. We’ve invested in more senior staff to lead Evaluation & Learning. We’ve refined our employment program model to provide equal dosage of service for all participants and increase entry points from six to ten, resulting in improved persistence and completion rates for youth. The hope is that, as we replicate and scale, we are doing so with the most effective and efficient program possible, so we can maximize the return on investment for our funders and donors – and most importantly, our youth. New Door seriously believes that our communities will flourish if all young adults are successfully connected to education and employment.
DO YOU BELIEVE EVERY YOUNG PERSON CAN BECOME AN AMAZING ADULT?

WE DO.
72% LIVE IN HIGH-RISK NEIGHBORHOODS*

53% HAVE A HISTORY OF HOMELESSNESS

50% HAVE DROPPED OUT OF HIGH SCHOOL

43% AFRICAN AMERICAN
19% HISPANIC
15% MIXED/OTHER
12% ASIAN
11% CAUCASIAN

22% ALAMEDA COUNTY
10% OTHER COUNTIES
SAN FRANCISCO

20% COMMUTERS

OUR YOUTH’S CHALLENGES

54% HOMELESSNESS
33% FOSTER CARE
37% JUSTICE SYSTEM
65% HIGH RISK NEIGHBORHOODS*
51% HIGH SCHOOL DROP OUT

2012-2016 AVERAGE

*Based on unemployment and violent crime rates, as defined by the City and County of San Francisco.
In the San Francisco Bay Area, there are over 80,000 16-24 year-olds who are disconnected from education, employment and social supports needed to transition to adulthood.

Without intervention, these young people are at high risk of becoming chronically unemployed and dependent on public aid for the rest of their lives.

New Door helps disconnected youth overcome these barriers by providing the meaningful jobs, training, and personal support they need to succeed in the workplace and in the rest of life.
Through individualized case management, skill building workshops, educational support, and on the job learning, young people complete our 14-week program having mastered skills that help them land their next job. Youth intern at Pedal Revolution, Ashbury Images, and a variety of local businesses, which we call Ally partners. In 2016, we had 62 Ally Partners.
50% of all New Door clients enter without having completed high school. In May 2015, we launched a new high school equivalency program to help these young people earn a GED, HiSET or CHSPE. Our approach is highly individualized, teaching subject content alongside social-emotional learning, enrichment activities, and 1:1 tutoring. After a successful one-year pilot, New Door’s Board committed to continuing the Education Program and added a second part-time teacher to enable us to refine the curriculum and our Theory of Change.

*May 2015 - December 2016*
Pedal Revolution is a full-service bike shop, selling new and used bicycles, top quality accessories, and renting bikes by the hour or the day. Their new website, www.pedalrevolution.org, allows you to see all the goods and services they offer. International muralist Mona Caron designed and painted a new mural to adorn their exterior. Come visit us at 3085 21st St in San Francisco.
Ashbury Images creates promotional goods, screen printed apparel and custom embroidery. In 2016, Ashbury celebrated their highest graduation rate ever, with more youth interns successfully completing the program than ever before. Ashbury also debuted a new website allowing custom online orders at www.ashburyimages.org. Join our happy customers that include: MuleSoft, Habitat for Humanity, SF General Hospital, and Sports Basement.
YOGA
YOGA IS OFFERED EACH WEEK FOR INTERNS AND STAFF TO IMPROVE THEIR PHYSICAL AND MENTAL WELL-BEING.

AND MORE...

TUTORING
NEW DOOR CONNECTS VOLUNTEER TUTORS WITH YOUTH SEEKING ADDITIONAL HELP WITH THEIR STUDIES.

YOUTH RECEPTIONISTS
10 PROGRAM GRADUATES WORKED AS PART-TIME NEW DOOR STAFF TO ANSWER THE PHONE, GREET VISITORS, AND BE A POSITIVE INFLUENCE FOR THEIR PEERS CURRENTLY IN OUR EMPLOYMENT PROGRAM.

FILM GROUP
FILM GROUP WAS LAUNCHED IN 2016, AND PROVIDES YOUTH AN OPPORTUNITY TO LEARN ABOUT ALL ASPECTS OF FILM MAKING.

BEYOND EMPLOYMENT AND EDUCATION

YOGA
YOGA IS OFFERED EACH WEEK FOR INTERNS AND STAFF TO IMPROVE THEIR PHYSICAL AND MENTAL WELL-BEING.
New Door’s deficit in 2016 has been funded in advance by our Threshold Campaign in 2011-2014. In addition to funding a new building to accommodate more youth and staff, the campaign also ensured funding for five-year growth plus capacity investments in staff and systems. As a result, program service levels are now more than double what they were prior to the campaign. Capacity investments include a new Program evaluation system (Apricot), new Fund Development CRM (Salesforce NGOC), new HR system (Cornerstone on Demand) and upgrades to our financial system and websites. New Door maintains a robust cash balance that includes $1.5 million in operating reserves and growth funds to match new grants for geographic replication for at least two years.
THANKS TO OUR DONORS, JOB PARTNERS AND VOLUNTEERS

2016 BOARD OF DIRECTORS

Bob Ceremsak, Board Chair
Karen Skidmore, Vice Chair
Ken Byk
Alexa Cortes Culwell
Kathy Drake

Jenny Gregory
Niquette Hunt
Erin O’Donovan
Sally Johnston O’Neal
Anne-Marie Peterson

Allen Phipps
Tess Reynolds
Greg VandenBosch
Joyce Wang

HELP US IMPROVE
Click below to complete our supporter survey:

DONATE NOW
Click below to make a donation:

SURVEY

DONATE

New Door Ventures
3221 20th St
San Francisco, CA 94110
www.newdoor.org
415.920.9200

Ashbury Images
1661 Tennessee St #3G
San Francisco, CA 94107
www.ashburyimages.org
415.885.2742

Pedal Revolution
3085 21st St
San Francisco, CA 94110
www.pedalrevolution.org
415.641.1264

New Door Ventures is a 501(c)(3) organization. Federal Tax ID: 94-2780274.