EXPANDING OPPORTUNITIES

TAKE A LOOK INSIDE!

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2017 IMPACT REPORT
SERVING YOUTH IN THE EAST BAY

We launched our East Bay employment program in partnership with Dewey Academy, the first and largest continuation school in Oakland.

2017 MILESTONES

ADVANCING THE NEXT GENERATION OF HUMAN SERVICES

The Kresge Foundation named New Door Ventures to a national cohort aiming to “set the pace of evolution for human services with a focus on advancing and accelerating mobility.”

DEVELOPING EMERGING LEADERS OF COLOR

New Door’s employment program manager Joel St. Julien is participating in The Tipping Point Emerging Leaders Fellowship, which supports the growth and leadership skills of emerging nonprofit leaders of color.

COLLABORATING WITH OTHER ORGANIZATIONS

With six partner organizations, we continued the TAY Connect Collaborative to improve services to San Francisco Transition Age Youth.

LISTENING TO OUR YOUTH

New Door participated in Listen for Good, a nationwide movement to systematically gather feedback from youth to improve our services.

BREAKING THE CYCLE

Studio Becker chose New Door as the beneficiary of inaugural Break the Cycle auction, at which designers reimagined the bicycle, creating one-of-a-kind art pieces.

BUILDING OUR ALUMNI LEADERSHIP COUNCIL

This group of program graduates is dedicated to improving the employment and education programs for current and future interns.

EXPANDING OUR AMBASSADOR’S COUNCIL

These committed volunteers support and implement projects to increase community awareness and support of New Door.

CRACKING THE GIVING CODE

New Door hosted a convening to discuss the Bay Area’s “Prosperity Paradox” with Alexa Cortes Culwell, co-author of “The Giving Code.”
At New Door, we believe that every young person has the potential to become an independent, self-sustaining adult. But they don't all get the chance. That's why we exist — to create the opportunity for disconnected young people to get ready for work and life.

Disconnected youth — young people who are neither in school or working — want to work, but face significant hurdles. If we help them succeed in first jobs, they are much more likely to advance to next jobs that will help them pay for rent and food while pursuing further education and training. For many young people, college is feasible only with a steady paycheck.

According to Measure of America’s 2017 report, in the U.S. there are 4.9 million 16 to 24-year-olds who are neither working nor in school — one in every 8 youth in this age group! Without intervention that reconnects them to school and work, these young people are at high risk of being poor, unemployed, homeless or incarcerated throughout their adult lives. There is much need for New Door’s work.

We’ve continued to enrich and grow our San Francisco programs while maintaining outstanding outcomes. Last year, 90% of our employment program graduates were employed in next jobs and/or continuing their education six months after completing our program.

New Door’s strategic plan includes expanding our successful services to other parts of the Bay Area, where there are ten times as many disconnected youth as there are in San Francisco. We spent much of last year developing relationships and listening in the East Bay, and I’m pleased to announce that in December 2017, we launched our first program site in Oakland!

We’re offering our first Oakland program as part of the Extended Learning curriculum at Dewey Academy, Oakland’s largest continuation high school. The principal and staff at Dewey have welcomed us with open arms and we expect to serve 4 cohorts of youth there in 2018. This spring, we plan to launch two more program sites in Alameda County, and we are looking toward expansion to neighboring counties, as well.

One of those sites is in Hayward. There, we recently signed a partnership agreement with Sunny Hills’ Bay Area Youth Center, which provides housing and mental health services to youth in the foster care system.

2017 was a year of many successes and exciting new initiatives. Your investments of time, talent and money make all these possible. On behalf of the young people whose lives you help transform and the New Door team, thank you!

With gratitude,

Tess Reynolds
Chief Executive Officer

“LAST YEAR, 90% OF OUR EMPLOYMENT PROGRAM GRADUATES WERE WORKING NEXT JOBS AND/OR CONTINUING THEIR EDUCATION SIX MONTHS AFTER PROGRAM COMPLETION.”
NEW DOOR’S STRATEGIC PLAN INCLUDES EXPANDING OUR SUCCESSFUL SERVICES TO OTHER PARTS OF THE BAY AREA, WHERE THERE ARE 10 TIMES AS MANY DISCONNECTED YOUTH AS THERE ARE IN SAN FRANCISCO. IN DECEMBER 2017, WE LAUNCHED OUR FIRST EXPANSION SITE IN OAKLAND, AND WE CONTINUE TO EXPLORE MORE OPPORTUNITIES TO SERVE YOUNG PEOPLE THROUGHOUT THE BAY AREA.

8,205
SOLANO

2,275
MARIN

6,550
SAN FRANCISCO

6,770
SAN MATEO

15,535
CONTRA COSTA

20,000
ALAMEDA

19,640
SANTA CLARA

78,975
TOTAL DISCONNECTED YOUTH IN BAY AREA

“DEWEY ACADEMY IS EXCITED TO HAVE NEW DOOR VENTURES AS A PARTNER ON SITE TO PROVIDE COLLEGE AND CAREER READINESS SKILLS, JOB OPPORTUNITIES, AND SOCIAL AWARENESS IN A COLLABORATIVE ENVIRONMENT.”

DARRELL ROSS,
DEWEY ACADEMY PRINCIPAL

Data source: 2016 American Community Survey
“WE LIVE IN A REGION WITH ENORMOUS INEQUALITY. THERE ARE GLARING GAPS BETWEEN HOW PEOPLE OF COLOR ARE DOING COMPARED TO OTHER COMMUNITIES. WE HAVE AN ECONOMY THAT IS GALLOPING FORWARD AT THE SPEED OF LIGHT AND SEEMS TO LEAVE MORE AND MORE PEOPLE BEHIND DAY BY DAY, WEEK BY WEEK, YEAR BY YEAR.”

JUDITH BELL
VICE PRESIDENT OF PROGRAMS, SAN FRANCISCO FOUNDATION

OUR YOUTH

“WE LIVE IN A REGION WITH ENORMOUS INEQUALITY. THERE ARE GLARING GAPS BETWEEN HOW PEOPLE OF COLOR ARE DOING COMPARED TO OTHER COMMUNITIES. WE HAVE AN ECONOMY THAT IS GALLOPING FORWARD AT THE SPEED OF LIGHT AND SEEMS TO LEAVE MORE AND MORE PEOPLE BEHIND DAY BY DAY, WEEK BY WEEK, YEAR BY YEAR.”

JUDITH BELL
VICE PRESIDENT OF PROGRAMS, SAN FRANCISCO FOUNDATION

RISK FACTORS

52% HAVE DROPPED OUT OF HIGH SCHOOL AT SOME POINT

25% HAVE BEEN IN FOSTER CARE AT SOME POINT

48% HAVE EXPERIENCED UNSTABLE HOUSING OR HOMELESSNESS

68% HAVE LIVED IN A HIGH-RISK NEIGHBORHOOD

34% HAVE EXPERIENCE WITH THE CRIMINAL JUSTICE SYSTEM

DEMOGRAPHICS

56% MALE

38% AFRICAN AMERICAN

24% HISPANIC

13% ASIAN

10% CAUCASIAN

9% MULTI-RACIAL

2% TRANS-GENDER

2% DECLINE TO STATE

6% OTHER

FEMALE

40%
“NEW DOOR HAS OPENED UP SO MUCH OPPORTUNITY FOR YOUNG ADULTS TO MAKE A POSITIVE IMPACT IN THEIR LIVES AND THE COMMUNITY. WE ARE VERY GRATEFUL TO BE A PART OF THIS PROCESS.”

JACKIE JONES, REGIONAL DIRECTOR OF OPERATIONS, CRUNCH FITNESS (ALLY PARTNER)

Young people overcome barriers to work and master skills for their next job through meaningful employment, individualized case management, skill building workshops, and educational support through our 14-week employment program. Youth hold jobs at our social enterprises, Pedal Revolution and Ashbury Images, as well as a variety of local businesses, called Ally partners.

ALLY PARTNER INDUSTRIES
- ART
- AUDIO/VISUAL
- CLEANING
- CLOTHING/FASHION
- COMMUNICATIONS
- CONSTRUCTION
- ENERGY
- ENVIRONMENTAL
- FINANCIAL SERVICES
- HEALTHCARE
- HOSPITALITY
- LEGAL
- MANUFACTURING
- SOCIAL SERVICES
- RESEARCH & DEVELOPMENT
- FOOD SERVICE
- RETAIL
- SPORTS & FITNESS
- STAFFING
- TECHNOLOGY
- TOURISM
- VETERINARY SERVICES

183 YOUTH EMPLOYED
12 NEW DOOR RECEPTIONISTS
60 SOCIAL ENTERPRISE INTERNS
111 ALLY INTERNS

~250 HOURS IN PROGRAM PER INTERN
377 YOUTH SERVED
55 ALLY JOB PARTNERS

183 YOUTH EMPLOYED
Our education program helps youth who are not on track to receive a high school diploma to earn a GED or other forms high school equivalency. Youth receive individualized teaching of subject content within a social-emotional learning framework, enrichment activities, one-on-one tutoring, and test preparation to support them in achieving high school equivalency.

EDUCATION PROGRAM

“I CAME FROM A BACKGROUND WHERE YOU HAVE TO BE STRONG AND FIGURE OUT LIFE BY YOURSELF. WHEN I CAME TO NEW DOOR VENTURES, I HAD TO ASK FOR HELP. I WAS NOT USED TO IT. AFTER I DID, IT OPENED NEW DOORS. ASKING FOR WHAT I NEEDED, BEING PERSISTENT, AND ACCEPTING THE HELP GOT ME WHERE I AM TODAY. THIS IS ONE LITTLE STEP. COLLEGE IS NEXT.”

JENNIFER, GRADUATE OF NEW DOOR’S EDUCATION PROGRAM

HIGH SCHOOL EQUIVALENCIES EARNED

11

2017 STUDENTS WHO STARTED TESTING AND EARNED GED OR HISET

85%

32

STUDENTS ENROLLED IN 2017 AND WORKING TOWARDS COMPLETION

2017 GRADUATES WORKING AND/OR IN COLLEGE

91%

90%

2017 TEST PASS RATE

9-MONTH AVERAGE TO EARN A HIGH SCHOOL EQUIVALENCY
Ashbury Images provides screen-printed apparel, custom embroidery, and promotional products. In 2017 Ashbury Images added full kitting and fulfillment services for customers who wish to outsource distribution and storage of their product. In addition to providing added value to many customers, this new service will allow us to employ more youth.

**ASHBURY IMAGES**

WE LOVE WORKING WITH ASHBURY IMAGES TO MAKE AWESOME BAGS. IT WAS AN EASY CHOICE TO GIVE THEM OUR BUSINESS. IN ADDITION TO GREAT PRICING AND A THOROUGH, RESPONSIVE STAFF, ASHBURY PROVIDES YOUNG PEOPLE WITH THE OPPORTUNITY TO LEARN AND THRIVE AT A JOB. IT TAKES A WINNING TEAM TO GET BIG PROJECTS DONE WELL, AND ASHBURY IS DEFINITELY THAT TEAM.”

CARLOS GODINEZ, PRODUCTION ARTIST
RICKSHAW BAGWORKS

492
CUSTOMERS

1,414
ORDERS

40
YOUTH
EMPLOYED

$1.87M
2017 REVENUE

CUSTOMERS
- MULESOFT
- HABITAT FOR HUMANITY
- THOUSANDEYES
- ANCHOR BREWING
- RICKSHAW BAGWORKS
- REPRESENT RUNNING
- UNITED STATES TENNIS ASSOCIATION
- THE ANEURYSM AND AVM FOUNDATION
- FORT POINT BEER COMPANY
- SIFT SCIENCE
- UBER
- SF INTERNATIONAL AIRPORT
- GAP FOUNDATION
Pedal Revolution is a full-service bike shop, offering new and used bicycles, top-quality accessories, and bike rentals by the hour or the day. Youth employed at Pedal Revolution learn valuable skills through hands-on training in a professional environment.

"BUILDING MY OWN BIKE WAS ONE OF THE BEST EXPERIENCES. I THOUGHT I WAS GOING TO CRY WHEN IT WAS DONE!"

RAFAEL, NEW DOOR GRADUATE

$721K
2017 REVENUE

5,015
BIKES SERVICED

446
BIKES SOLD

20
YOUTH
EMPLOYED

223
(NEW)

223
(USED)

PRODUCTS

BIKE BRANDS
• NORCO
• KHS
• SURLY
• BROMPTON
• LINUS
• SOMA
• NEW ALBION

• VARIOUS MAKES AND MODELS OF RECONDITIONED USED BIKES

ACCESSORIES
• BAGS & PACKS
• COMPONENTS
• TIRES
• HELMETS
• LIGHT SYSTEMS
• LOCK SYSTEMS
• REPAIR TOOLS
• SEATS
• BIKE RACKS
• BASKETS & PANIERS
KEY OUTCOMES

88% Employed/in School (At Program Exit)

91% In Stable Housing at Follow-Up (With History of Homelessness)

96% Have Not Reoffended (With Criminal History)

90% Employed/in School (At 6-Month Follow-Up)

THE FUTURE

CONTINUED EXPANSION
New Door’s plans for expanding to other parts of the Bay Area are bearing fruit! Our current focus outside San Francisco is Alameda County, but we are exploring opportunities in other Bay Area counties as well.

NEW PARTNERSHIPS
The success of our youth demands that we collaborate with other organizations, especially in the areas of housing, mental health, criminal justice, foster care, and education. We are deepening current partnerships and forging innovative new ones as we expand.

SECTOR LEADERSHIP
To advance solutions for opportunity youth and the human services field, we actively engage with other leaders across the nation. Our work includes policy advocacy, national collaborations to innovate new solutions, and data collection/sharing efforts.
Our positive net income in 2017 reflects strong fundraising and the receipt of several significant grants and gifts for future years. New Door maintains a robust cash balance for operating reserves and growth funds for geographic expansion, made possible in part by the 2011-14 Threshold Campaign. 2018 investments will focus on further growing our East Bay program.

* Financial results are pre-audit. Audited financials will be posted to newdoor.org upon completion.
DONATE
Sustain and grow our program by making a donation.
www.newdoor.org/donate

VOLUNTEER
Learn more about how you can volunteer with New Door youth.
www.newdoor.org/volunteersignup

PARTNER
Learn more about hosting an intern as an Ally Partner.
www.newdoor.org/partner

THANKS TO OUR DONORS, JOB PARTNERS AND VOLUNTEERS

620 INDIVIDUAL & INSTITUTIONAL DONORS
362 VOLUNTEERS
55 JOB PARTNERS

2017 BOARD OF DIRECTORS
Bob Ceremsak, Chair
Karen Skidmore, Vice Chair
Ken Byk
Alexa Cortes Culwell

Katherine Drake
Niquette Hunt
Sally Johnston O’Neal
Tess Reynolds

Greg VandenBosch
Joyce Wang
Terrence Watson

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San Francisco, CA 94107
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415.885.2742

Pedal Revolution
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415.641.1264

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Photo credit: Break the Cycle event, Nikki Ritcher Photography