



opening doors to jobs

2015 Impact Report



dear friends

Thank you for making 2015 another successful year in our mission of preparing youth for work and life. Over 1,120 of you donated, volunteered, and employed youth interns. We are truly blessed to have such a supportive community that is committed to achieving our mission and walking alongside our youth and staff.

2015 was a busy and exciting year at New Door Ventures. Here are a few of the year's highlights:

- Completed the three-year PropelNext program of the Edna McConnell Clark Foundation, which advanced our capacity for monitoring and managing performance and impact
- Developed a strategic plan to further deepen and expand our work to help disconnected youth in the Bay Area advance their employability
- Opened a new GED education program to help youth without a high school diploma earn a credential that allows them to go to college
- Implemented new technology tools in fund development and human resources to support our growth

We also ended the one-year pilot of our Tech Door social enterprise. With our corporate partner, we determined the program was not sustainable, and parted ways amicably. The Tech Door experience taught us important lessons about competing in the global contract labor market and creating viable job opportunities for disconnected youth in the tech sector.

Let's celebrate the lessons learned as well as the successes of 2015. Both are valuable in our work together to prepare more young people for success in work and life!

Sincerely,



Tess Reynolds, CEO

the need

In the San Francisco Bay Area, there are 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.

YOUTH IN NEW DOOR'S PROGRAMS:

52%

Have a history of homelessness

38%

Have a history in the justice system

27%

Have a history of foster care

75%

Are receiving public assistance

the solution

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.

RESULTS OF NEW DOOR'S PROGRAMS:

76%

Made educational gains while in the program

85%

Were employed and/or in school at exit

94%

Were employed and/or in school 6 months after the program

93%

Had found stable housing 6 months after the program

98%

Had not re-offended 6 months after the program

SERVICE
LEVELS

67

Job sites

182

Youth employed

335

Youth served

EMPLOYMENT PROGRAM

valuable work & life skills

RECRUITING

441 attended group information sessions
282 attended 1:1 interviews
212 enrolled in programs

SKILL BUILDING WORKSHOPS

202 workshops facilitated
6,087 hours in workshop activities

JOB PLACEMENT

2 social enterprises
65 ally partners
182 total youth employed

CASE MANAGEMENT

11,421 total hours spent in direct service
166 performance reviews conducted
112 graduates in community

PILOT
PROGRAM
RESULTS

132

Youth receiving
educational support

21

Youth enrolled in
GED program

4

GED Graduates

EDUCATION PROGRAM

opportunities through learning

New Door Ventures launched a new education program in 2015. This pilot program offers GED prep classes twice daily in the New Door building. Youth interns work towards their own educational goals in a supportive, inclusive environment. Students prepare for standardized tests such as the GED and the HiSET, and can explore future opportunities, like college. In addition to working hard at test prep, youth have taken part in programs like Hour of Code to explore career possibilities and build hands-on skills. We are excited to expand these learning opportunities and provide the education youth need to succeed in work and life.

54% of New Door youth interns do not have a high school diploma

702,000

Custom prints

250

Bikes renovated

TWO SOCIAL ENTERPRISES

job creation through social enterprise

Ashbury Images and Pedal Revolution are businesses owned and operated by New Door Ventures. In addition to providing quality goods and services, they employ youth interns to screen print shirts and tune up bikes. 2015 was full of activity at both shops! Here's a peek at the highlights.

ASHBURY IMAGES: SCREEN PRINTING BUSINESS

- 702,000 custom prints
- New website - customers can now browse our catalog, design and place custom online orders
- Hosted a tour with the U.S. Conference of Mayors, attended by the U.S. Secretary of Labor who commended Ashbury Images for its contributions to workforce development

PEDAL REVOLUTION: FULL SERVICE BIKE SHOP

- Rebuilt 250 donated bikes into custom bikes, generating over \$100,000 in revenue
- Launched a new bike rental service
- Developed community partnerships with Patagonia, BiRite Creamery, Brave Cycling, and SF Bike Coalition

planning ahead

In 2015, we worked with our community to develop our 2016 - 2020 strategic plan. Our ultimate vision is that all youth, regardless of circumstances, have opportunities to be employable and become independent adults. After extensive listening and learning from community leaders, youth, partners, board members, and field experts, we have committed to these five key strategic priorities:

1

Reach more disconnected youth in and around San Francisco

2

Strengthen employment programs for even greater impact

3

Deepen education services to ensure youth without a high school diploma have access to postsecondary education and training

4

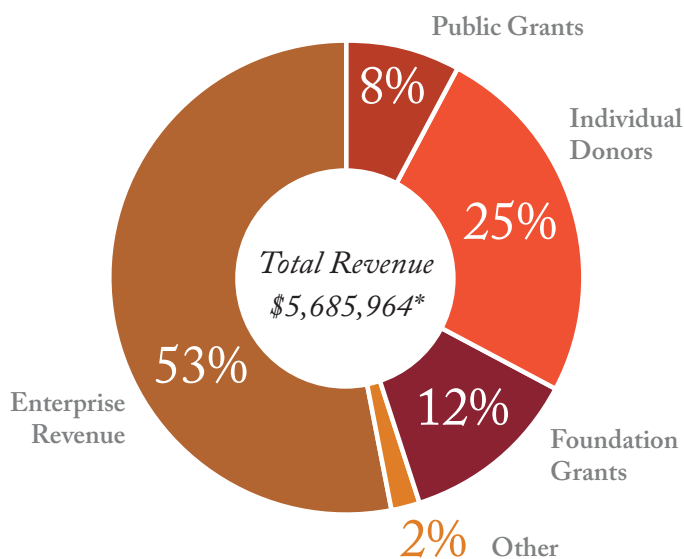
Replicate program in other Bay Area counties where there are 10 times more disconnected youth than San Francisco

5

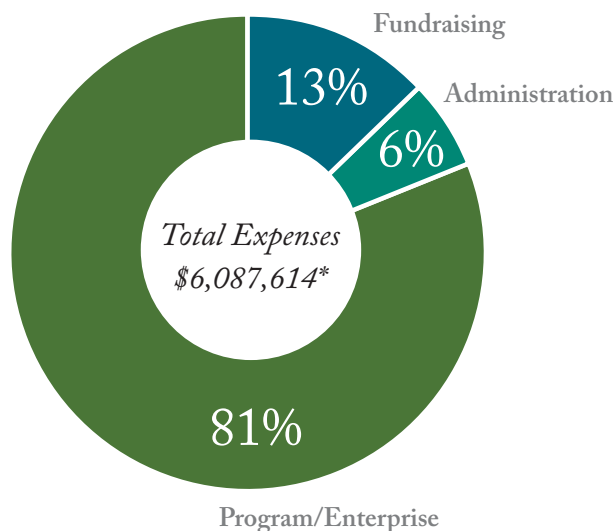
Connect graduates to next jobs and schools, partnering with employers, training programs, and education providers

2015 financials

Revenue Sources



Use of Funds



*Financial results are pre-audit. Audited financials will be posted to newdoor.org upon completion.

Bob Ceremsak, *Board Chair*
Anne-Marie Peterson, *Vice Chair*

Ken Byk
Alexa Cortes Culwell
Kathy Drake
Jenny Gregory
Niquette Hunt
Erin O'Donovan
Sally Johnston O'Neal
Allen Phipps
Tess Reynolds
Karen Skidmore
Greg VandenBosch

508

Individual Donors

65

Job Partners

347

Volunteers



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1661 Tennessee St #3G
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Pedal Revolution
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