Message from the Board Chair & Executive Director

Dear Friends,

The past year was a challenge for all of us. Here at Roads to Success, we adapted to our community’s needs — serving over 18 neighborhoods throughout NYC by providing 15 in-person programs, 50 events and hosting 300 virtual classes. More than 2,100 youths took part in these programs combined. Thanks to our generous partners, we were also able to continue growing our summer jobs for youth program, providing paid virtual and in-person employment to 836 youth around the city.

While the virtual village we created is no substitute for in-person service, we believe it demonstrated a vital truth to our community: You are not alone.

Over the course of the pandemic, RTS pulled from all our friends to address one obstacle at a time. What we witnessed was something phenomenal: Caring individuals and organizations partnering with us to address the needs of our communities; generous donors who continued to support our mission; and a community of young people who would not allow this struggle to defeat them.

Thank you to all our friends for standing by us. Our work is far from over as our communities’ needs evolve throughout the academic year. However, with you our vision of a world where everyone has equal access to a path to success can be a reality. So thank you. Please continue to stand with us in this journey towards a world where we all succeed.

With sincere gratitude,

Elizabeth Recio
Executive Director

Gregorio Concha-Toro
Board Chair
Our mission is to inspire and empower all young people to take control of their future.

We envision a world where everyone has access to an equitable path to success.
Empowering youth during a worldwide pandemic

Although our mission to empower and inspire youth would be executed differently in 2021, we continued to provide the necessary resources to promote success in the new environment, including expanding our capacity for a broader reach.

With limited ability to operate in public school spaces at the beginning of the pandemic, we explored the use of educational technology such as whiteboards and interactive online courses, and videoconferencing tools such as Zoom and Google Classroom, to maximize our access.
Community in a Time of Isolation

As we emerge from quarantine, connectivity has become ever more critical for youth in pursuit of promise. We adopted a hybrid model for our after-school programs to safely offer engaging activities both in-person and virtually.

Community Circles and RTS Rallies offered a welcoming environment for participants to interact with their peers and have a sense of belonging through discussions, games, teamwork and laughter.

Direct connections with families kept us abreast of the needs of each of our students so that we could provide additional resources where available.

Young people worked together on project-based activities, turning a potentially isolating time into an opportunity to explore new skills in STEM, arts, workforce readiness, and more.

We are so grateful for RTS! Benjamin loves staying connected to his friends and school community and has a great time every afternoon. Thank you so much for going the extra mile to support our kids during this crazy time.

- Karen B., Parent
Building a Network of Inspiration

In addition to connecting youth to one another, it was equally important to us that we continue to connect youth with inspiring mentors and role models.

With the transition to virtual platforms, we were able to connect more youth with more role models, and build a larger network within NYC and beyond, including connecting with students internationally such as the UK.

**RTS Staff Mentors**
Daily programming run by youth development professionals both online and via social media provided a consistent and reliable resource for youth.

**College Students**
Live conversations with college students through our virtual college and career conferences allowed youth to explore the idea of college, some for the first time, and get insight directly from those who are currently on that journey.

**Career Professionals**
Career panelists and guest presenters not only introduced youth to different career paths, but they also empowered youth to build their network of support and practice their networking skills.

As a first-gen student, it was important for me to have mentors and resources like this at every step of the application and job search process, and I am now glad to be able to pay it forward.

- Ike, MBA Student & Volunteer
Closing the Equity Gap

Economic concerns stemming from the pandemic made free, high-quality programming even more valuable for our communities. All of our virtual programs were offered free of charge and welcomed all youth.

After-School & Summer Camp

Hybrid Create and Explore after-school programs in the fall followed by fully in-person summer camps helped ease students back to in-person interactions.

Focus Program

Skills development classes in chess, guitar, music programming and coding were made available to youth in grades K-5.

Learning Lab

Free, all-day, in-person programming for children of essential workers at the height of the pandemic helped families in need of childcare.

Go PRO - Workshops for Teens

Workshops keyed in on a special topic or career with a guest speaker and provided an intimate opportunity to learn more about a specific career.
Program Highlights

Summer Youth Employment Program

We offered hybrid opportunities for NYC youth ages 14 - 21 to gain workforce experience and discover new, life-pivoting vocational interest, all while earning a wage.

Employment opportunities are a high need for NYC teens, as we received nearly 1,700 more applications than our city contracts could fund.

Advantage Capital & WeHero Workshop

Advantage Capital, in partnership with WeHero, hosted our teen students at their Midtown Manhattan office, providing a workshop covering 5 key topics supporting career opportunities in the finance sector: resume writing, interviews, networking, financial tips, and personal branding.

Community School Partnership

The Office of Community Schools has selected RTS to expand service in the PS/MS 57 community in Harlem to include morning clubs, small group mentoring, recess programming, daytime classroom support, mental health workshops, parent engagement events, and school-wide integration of our Pathways curriculum.

Leadership and College & Career Events

- BUILD YOUR OWN ROAD YOUTH LEADERSHIP SUMMIT
- TOGETHER WE RISE
- GO PRO WORKSHOPS FOR TEENS
- ADVANTAGE CAPITAL WORKSHOP

Registrants from 9 different states, including NYC
What I liked the most about this event was the opportunity to learn from others and their experiences with their college or career path.

I was able to learn about their unique struggles and how they managed to find their passion regardless of the struggles and hardships that would come their way. It made me feel empowered to stay dedicated to my personal goal of working in healthcare and sciences, even if everything I wish for doesn’t go exactly according to plan. I feel encouraged to stay committed, work hard, and trust the process like many of the panelists did in order to get to where they are now.

This event made me realize that I’m not alone and that I could always reach out for support wherever I go and take advantage of opportunities like this to ultimately find the road to my own success.

- Sarvia, Together We Rise participant
Building Pathways to Success

In response to the increased need and demand for remote learning, we updated and expanded on our existing College Access and Career Development curriculum to better suit the different needs of users. Now called Pathways, this virtual learning and teaching solution brings the educational experience of Roads to Success online in an interactive and experiential way.

CUSTOMIZABLE, FEE-BASED PREMIUM FEATURES SUCH AS:

- Electronic workbooks
- Interactive virtual lessons
- Live training support
- Support from staff for implementation
- On-site facilitated workshops

150 RTS Students Enrolled
10k+ Curriculum Download Reach

Money Matters:

NEEDS vs WANTS

Sample Lesson:
Needs vs. Wants
The High Fivers Club is a new community of monthly donors (aka High Fivers) who are passionate about celebrating the milestones of young people as they work their way towards success.

High Fivers create equal opportunities for young people of color and children in neighborhoods affected by poverty by investing in the constant growth and evolution of programs and ensuring their availability to all youth, no matter their zip code.

HIGH FIVERS HELP PROVIDE

- More mentors
- More college tours
- More after-school clubs
- More employment opportunities

visit [www.giveahighfive.org](http://www.giveahighfive.org)
Thank you to our Donors!

Roads to Success extends its gratitude to the following individuals, corporations and foundations who generously donated between September 1, 2020 and August 31, 2021.

A-Team Personal Training
AbbVie
Orson Adams
Fabio Adduci
Robert Agresti
Armando Alcazar Magana
Luis Alvarez
Amazon Smile
AMSkier
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Hieu Khuu
Anthony Khuu
Tiffany Kim
Charles Kolisek
Our donors are very important to us. Every effort was made to ensure the accuracy of this report. If we have omitted or misspelled your name, please accept our apologies and let us know so that we may make the correction.
Financial Report

Statement of Activities | September 1, 2020 - August 31, 2021

- **Total Revenue:** $3,792,661
  - Government Contracts: 84%
  - Program Fee-for-Service: 11%
  - Contributions: 5%

- **Total Expenses:** $3,740,860
  - Program Services: 80%
  - Administrative: 15%
  - Fundraising: 5%

80% of expenses go directly to services for youth.
Board and Leadership

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Senior Program Director (Explore)
Ways to Support

DONATE AND
#BUILDROADS FOR YOUTH
Your support will provide youth with the tools and resources to take control of their future by creating opportunities for support, equity and change. roadtosuccess.org/donate.

DONATE

GIVE A HIGH FIVE

HIRE A YOUTH INTERN
Provide a young person with paid, entry-level work experience and host a young person between the ages of 16-21 at your company - at no cost to you!

HIRE A YOUTH

HIGH FIVERS CLUB
Join the club and champion the ongoing success of youth with a small, sustainable monthly gift. www.giveahighfive.org

JOIN OUR TEAM

VOLUNTEER
By dedicating your time and expertise, you can help build the roads to a young person’s future. We welcome individuals and corporate groups.

BE A ROLE MODEL

JOIN OUR MARATHON TEAM
Roads to Success is a proud charity partner of the TCS New York City Marathon. Guaranteed entries are available for runners who want to support the achievement of youth while completing the world’s largest marathon.

JOIN OUR TEAM