

ROADS SUCCESS

ANNUAL REPORT 2022-2023



Empowering Futures

& Paving Paths

Throughout New York City



Mission & Vision

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.

In collaboration with over 31 schools and community partners in underserved communities across the city, Roads to Success (RTS) serves more than 7,000+ youth annually, ages 4 to 24. They provide creative STEAM learning activities, athletics, performing arts, and youth leadership programs delivered after-school and in summer camps. Additionally, they offer college access initiatives, year-round career development activities, youth employment and internship programs, as well as youth leadership retreats and conferences.



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ROADS to SUCCESS

Dear Friends and Supporters,

As we reflect on the achievements and milestones of 2023, we are filled with immense pride and gratitude for the journey we have embarked upon together. It is with great pleasure that we share with you the highlights of this transformative year for RTS.

At the helm of our organization, we welcomed Sheila Duke as our CEO in January 2023, marking the beginning of a new era of growth and progress for RTS. With her visionary leadership and unwavering dedication, Sheila has steered RTS towards new horizons, ensuring our continued commitment to serving the youth and communities of Harlem, Bronx, and Brooklyn.

Throughout the year, RTS expanded its reach and impact, delivering vital services to over 2000 elementary and middle school youth across 21 sites through our after-school programs. Additionally, we provided more than 1200 youth with invaluable summer and winter internships, empowering them with essential skills and experiences for their future endeavors.



“Ring the opening bell” at Nasdaq Stock Exchange, August 1st, 2023. A moment of pride and progress.

One of the highlights of 2023 was our concerted advocacy efforts to advocate for the rights and opportunities of New York City’s youth. We spared no effort in ensuring that every young person in our community receives the support, resources, and attention they deserve to thrive. From career and college readiness workshops to collaborative initiatives with our partners, we remained steadfast in our mission to uplift and empower the next generation.

Our comprehensive report enclosed with this letter provides a thorough overview of everything we have achieved this year. We hope it serves as a testament to the impact of your support and the dedication of our team.

None of this would have been possible without the unwavering support and commitment of our supporters, partners, and donors. Your generosity and belief in our mission have been the cornerstone of our success, and we are deeply grateful for your continued partnership.

As we look ahead to the future, we are filled with optimism and determination to build upon the foundation laid in 2023. Together, we will continue to nurture and empower the youth of our community, ensuring that they have the opportunities and support they need to thrive.

Thank you for being an integral part of our journey and for your ongoing support.

With warm regards,



Sheila Duke
Chief Executive Officer
Roads to Success



Gregorio C. Toro
Board Chair
Roads to Success

Organizational Overview

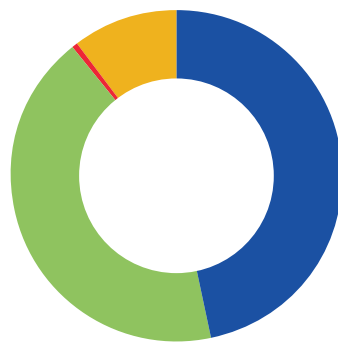
At Roads to Success, our priority is equipping students with tools for success. We strategically design programs in economically depressed areas, empowering youth to identify passions, chart future paths, and acquire essential skills for adulthood.

Additionally, we are committed to making a positive impact on schools and communities, recognizing parents as crucial partners. Through strong partnerships, we address issues such as absenteeism and academic performance, ensuring effective program delivery.



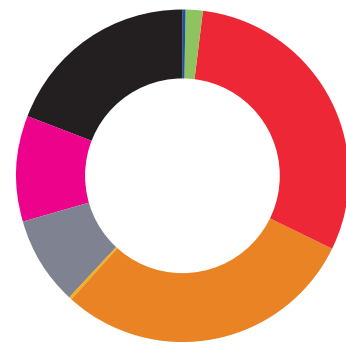
AGE
of youth served

- 0-5 years old: 4.6%
- 6-10 years old: 24.4%
- 11-13 years old: 23.0%
- 14-18 years old: 18.0%
- 18+ years old: 10.5%
- Unknown: 19.5%



GENDER
of youth served

- Female or Woman: 46.8%
- Male or Man: 42.6%
- Non-binary or genderqueer: 0.4%
- Other: 0.1%
- Unknown: 10.1%



ETHNICITY
of youth served

- American Indian or Alaskan Native: 0.3%
- Asian or Asian American: 1.9%
- Black or African American: 30.2%
- Latino, Latina, Latinx: 29.5%
- Native Hawaiian or Pacific Islander: 0.2%
- White: 8.5%
- Other: 10.4%
- Unknown: 19.0%

FAMILY INCOME LEVEL

Low to moderate income: 58.68%

Above median income: 3.28%

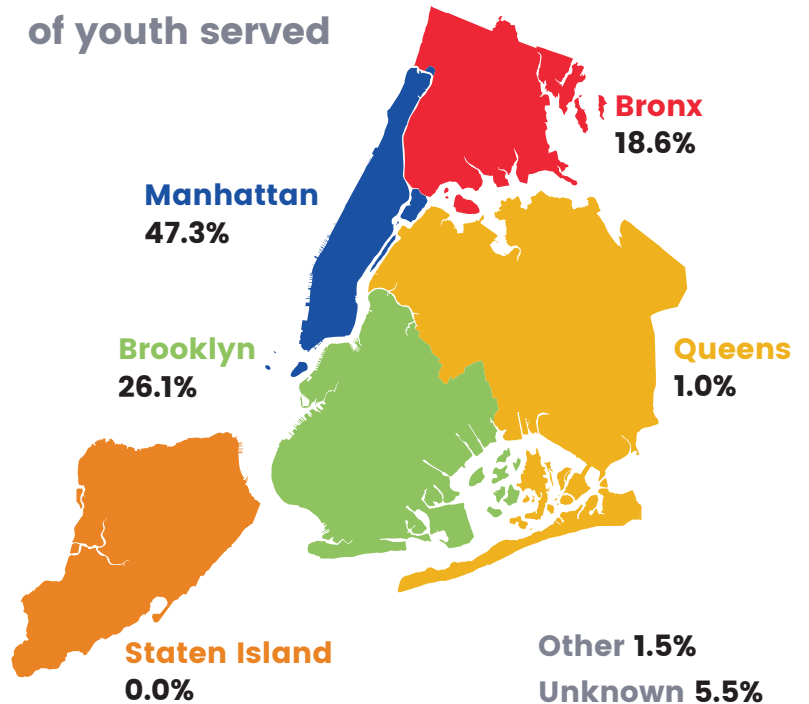
Unknown: 38.04%

7,000+
participants
served in FY '23

GROWTH PLAN

In the coming year, we plan to expand our services to additional boroughs, including Queens and the Tristate area. This expansion aims to reach more youth in underserved communities, providing them with the support and resources they need to succeed.

GEOGRAPHY of youth served



OUR APPROACH

Growth Mindset: At Roads to Success, we cultivate a growth mindset, instilling the belief that intelligence and abilities can be developed through dedication and effort. This mindset encourages resilience, motivation, and a willingness to embrace challenges, setbacks, and feedback as opportunities for growth.

Project-Based Learning: Our approach emphasizes project-based learning, where students tackle real-world challenges through research, collaboration, and presentation of their findings. This hands-on approach fosters critical thinking, problem-solving skills, and a sense of ownership over their learning journey.

Social Emotional Learning (SEL): Social Emotional Learning is embedded in all our programs, recognizing the importance of emotional intelligence in academic and life success. Through SEL, students develop skills such as self-awareness, self-management, empathy, and responsible decision-making, crucial for navigating school, work, and relationships.

College-Going Culture: Roads to Success promotes a college-going culture, exposing all participants to post-secondary options early on. Through career development programs, mentorship, and exposure to college concepts, we empower youth to envision and pursue higher education or vocational pathways, regardless of academic background, fostering aspirations for a brighter future.

Our Programs

Supporting young people at multiple points in their journey.

Roads to Success collaborates with 31+ NYC schools and community organizations, led by a dedicated team from Black, Hispanic, or Latinx backgrounds. Together, we offer empowering programs for youth aged 4-24, spanning afterschool, community, summer engagements, and more. Our holistic approach fosters empowerment, resilience, and success in education, career, and life.



ROADS TO SUCCESS AFTER-SCHOOL

Pre-K – Grade 8

From Brooklyn to Manhattan and the Bronx, our after-school programs provide diverse experiences in S.T.E.A.M., Athletics, Performing Arts, and Youth Leadership. Through tailored tutoring and workshops, we nurture holistic development, empowering future leaders to thrive in various arenas.



ROADS TO SUCCESS COMMUNITY SCHOOL

Pre-K – Grade 5

RTS Community School, supported by the NYC Office of Community Schools, stands as a beacon in underserved areas, dismantling barriers to education. Through comprehensive offerings in counseling, after-school programs, and restorative justice, we prioritize family engagement, wellness, academics, and leadership, empowering students and fostering systemic change.



RECESS PROGRAM

Pre-K – Grade 5

Our recess programs for elementary and middle school students prioritize physical fitness and social skills. Through a blend of structured activities and free play, we create an inclusive environment where students thrive in sports, creative games, and collaborative experiences, emphasizing safety and holistic development.



SUMMER CAMP

Pre-K – Grade 8

Our immersive summer camps, attended by 500-600 children annually, offer more than just recreation, providing a dynamic mix of arts, STEAM, sports, and theatrical showcases. Through diverse activities like sports tournaments and creative workshops, youths explore interests and develop leadership skills.



COLLEGE AND CAREER EXPLORATION PROGRAMS

Grade 6 – 12

College and Career Exploration: The College Access Pathways program guides students through a comprehensive set of workshops on college and career exploration, financial literacy, and project-based learning. To further support their journey, we organize numerous college trips, allowing students to visit campuses and experience college life firsthand, ultimately helping them make informed decisions about their future education and career paths.



WORKFORCE READINESS

Ages 16 – 24

RTS provides transformative summer job placements and internships for NYC youth. Last year, 120 students benefited from the Career Ready YY Program. Our OY programs secured 1,015 job placements, empowering future success.

Work Learn Grow, our winter internship program, offers high schoolers \$705 stipends for career-aligned college courses.

Year in Review

Sep 1st, 2022 – Aug 31st, 2023



CHARITY RUNNERS TRIUMPHS AT 2022 TCS NEW YORK CITY MARATHON

On November 6th, 2022, 10 charity runners united with Roads to Success for the TCS New York City Marathon, supporting our mission of enabling underserved youth through equitable education. #TeamRTS displayed resilience, completing the race in Central Park, embodying personal triumph and dedication to our cause. We thank each member for their selflessness and preparation, which significantly aids in fostering future leaders.

ANNUAL 3 VS. 3 BASKETBALL CLASSIC

The Roads to Success Annual 3 vs. 3 Basketball Classic cultivates community spirit, healthy competition, and personal growth among youth in Harlem, Brooklyn, and the Bronx. Beyond basketball, it promotes inclusivity and community engagement. With 40 students participating, our first in-person tournament post-COVID lasted four exciting days and included a thrilling 3-point shooting competition.



EXPANDING HORIZONS WITH SETON HALL LAW VISIT

Roads to Success orchestrated a transformative outing for 32 students from New Design Middle School and MS 57, visiting Seton Hall Law on April 11, 2023. This immersive experience included a campus tour, dynamic Q&A with active students, a mock trial, and class observation.



STEAM DAY

Roads to Success orchestrated a dynamic STEAM event on April 13th, 2023, welcoming about 150 students from grades K to 8 for an engaging day of exploration during Spring Break. The event featured a wide array of activities, including visual art projects, DIY Crafts, VR gaming, slime making, cooking demonstrations, and rock, minerals, and gem exploration.

CAREER WORKSHOPS WITH ADVANTAGE CAPITAL

Roads to Success proudly partnered with Advantage Capital's Skills-Based Volunteer Program to host a series of impactful workshops aimed at elevating the professional readiness and employment prospects of youth aged 16-21. These dynamic sessions covered vital topics such as resume writing, interview techniques, networking strategies, personal branding, and financial education.



JAMES WELDON JOHNSON LEADERSHIP ACADEMY

The James Weldon Johnson Zen Room, a collaborative effort between New York Cares, Tailwind Capital, and Roads to Success, serves as a transformative wellness hub for over 600 students from 3K through 8th grade. This innovative space offers mental health assessments, restorative practices, and behavior modification strategies to support students and educators. With the dedication of 40 financial technology company volunteers, the previously unused area has been revitalized into a multifunctional sanctuary.





COMMUNITY SCHOOL WELLNESS HUB EXPANSION

As the lead partner at an East Harlem Community School, serving 527 students from grades 3K to 8, Roads to Success aligns its programming with the four pillars established by the Office of Community Schools (OCS). The school grapples with challenges including poverty, food insecurity, and amplified mental health issues due to COVID-19. To address these, Roads to Success secured funding for a Wellness Hub, expanding resources to include mental health support, counseling, tutoring, and high school equivalency preparation.



7TH ANNUAL YOUTH LEADERSHIP SUMMIT

Roads to Success hosted its 7th Annual Leadership Summit at The Borough of Manhattan Community College on July 14, 2023, drawing over 600 attendees. Themed “Build Your Own Road,” the transformative half-day event featured keynote speaker Public Advocate Jumaane D. Williams, urging participants to challenge assumptions and embrace change. Workshops offered practical skills in business, finance, health, and STEM, while a Career Leadership Panel showcased professionals’ success stories. Sponsored by BMCC, Citi, United Way of New York City, and Blackstone LaunchPad, the event aligned with Roads to Success’ mission of empowering youth from underserved communities through leadership development and mentorship.



RINGING THE NASDAQ OPENING BELL, GAINING GLOBAL RECOGNITION FOR EMPOWERING NYC YOUTH

On August 1st, Roads to Success rang the opening bell at the Nasdaq Stock Exchange in Times Square, marking a watershed moment for the nonprofit.

RTS staff, students, board members and supporters gathered to take part in the iconic bell ringing ceremony.



Our Partner's Testimonials

“ Our current 3rd grader's counselors always make sure he completes his homework and are there to guide him when he is struggling with the subject matter.

As a busy parent, it is helpful to trust that it is being taken care of before we get home for the night and have just a couple of hours before its time for bed.

The RTS team is an extension of our school community, and our family cannot imagine Ampark without Roads to Success. **”**

Parent: Camila • Child: Marcelo

“ We feel incredibly blessed that our children are part of the RTS family at AmPark. The fact that they never want to leave early says it all!

What sets this program apart is the staff. They are not just educators; they are invested in our children's success.

From homework help to engaging activities, they serve as mentors and role models, supporting their social and emotional growth. The staff consistently go above and beyond, teaching valuable lessons and organizing unforgettable experiences. **”**

Parent: Jenna • Children: Marcus and Milena

“ Roads To Success has prided itself in ensuring that students are provided with experiences that support post-secondary planning and beyond for students of West Harlem. Goal setting, time management, career development, guest speakers and college tours are just a few of the ways that RTS has supported our students and school community.

As a result, we have seen an increase in student motivation and engagement as it relates to high school decision making and career readiness. ”

Principal: Marcellus Stovall • School: New Design Middle School

Thank you to our Donors!

Roads to Success extends its gratitude to the following individuals, corporations and foundations who generously donated between September 1, 2022 and August 31, 2023.

INDIVIDUAL DONORS

Alex Mastroianni
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Timothy O'Shea
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NYRR MARATHON 2022 TEAM RUNNERS

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Gregorio Concha-Toro
Ben Sataloff
Seth Samuels
Alfonso Vidal
Ashlee Trent
Mohit Sial

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Corporation
United Way
DYCD COMPASS & SONYC
DYCD SYEP
OCFS
ExpandedED
Office of Community
Schools, DOE



Statement of Activities

September 1, 2022–August 31, 2023

ASSETS

Current Assets

Cash	\$ 256,500	\$ 939,255
Grants and contracts receivable	1,548,054	891,600
Prepaid expenses and other current assets	40,416	42,697
Total Current Assets	1,844,970	1,873,552

Property and equipment, net	—	9,778
Right of use asset - operating lease, net	72,715	—
Security deposits	6,155	6,155
\$ 1,923,840	\$ 1,889,485	

LIABILITIES AND NET ASSETS

Current Liabilities

Accounts payable and accrued expenses	\$ 401,559	\$ 91,419
Accrued payroll and payroll taxes	48,568	180,041
Operating lease liability	36,593	—
Refundable advances	565,395	897,843
Deferred revenue	100,440	54,702
Total Current Liabilities	1,152,555	1,224,005

Operating lease liability, less current portion	36,171	—
Total Liabilities	1,188,726	1,224,005
Net assets, without donor restrictions	735,114	665,480
\$ 1,923,840	\$ 1,889,485	

REVENUE AND SUPPORT

Government grants and contracts	\$ 5,620,216	\$ 3,844,583
Contributions and grants	143,935	163,872
Program service fees	901,435	899,533
Program contracts	1,018,723	753,584
Other income	39,198	27,645
Total Revenue and Support	7,723,507	5,689,217

EXPENSES

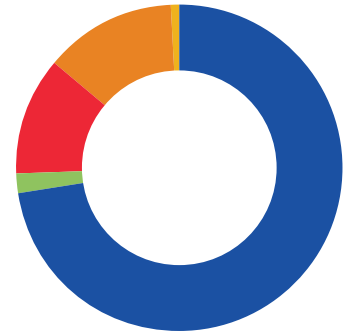
Program services	\$ 6,614,677	\$ 5,298,358
Management and general	872,633	657,985
Fundraising	166,563	135,512
Total Expenses	7,653,873	6,091,855

GAIN ON FORGIVENESS OF PAYCHECK

Protection Program loan	\$ —	\$ 471,005
Change in Net Assets	69,634	68,367

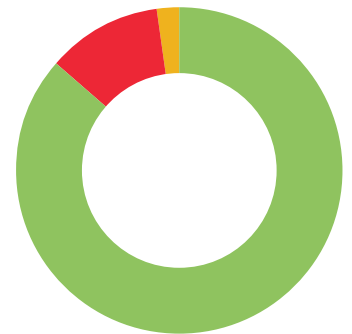
NET ASSETS, WITHOUT DONOR RESTRICTIONS

Beginning of year	\$ 665,480	\$ 597,113
End of year	\$ 735,114	\$ 665,480



2023 REVENUE AND SUPPORT

- Government Grants and Contracts: 72.7%
- Contributions and Grants: 1.86%
- Program Service Fees: 11.6%
- Program Contracts: 13.1%
- Other Income: .74%



2023 EXPENSES

- Program Services: 86.4%
- Management and General: 11.4%
- Fundraising: 2.2%



Ways to Support



DONATE AND BUILD ROADS FOR YOUTH

Empower youth with the tools and resources they need to shape their future. Your contribution doesn't just offer support; it fuels a movement towards equity and change. Visit roadstosuccess.org/donate to make a difference today.

JOIN THE HIGH FIVERS CLUB

Extend a heartfelt high five to youth facing adversity, igniting their resilience and spirit. Your monthly donation of \$5 or more solidifies you as a steadfast champion in their corner. Support their journey towards success at roadstosuccess.org/donate.

HIRE A YOUTH INTERN

Open doors of opportunity by providing valuable, paid, entry-level work experience to youth aged 16-24. Hosting an intern at your company isn't just about offering a job; it's about profoundly impacting their prospects. For more information, email syep@roadstosuccess.org.

JOIN THE RTS MARATHON TEAM

Step into the arena as a Charity Runner or donate for our RTS runners as they push themselves physically and philanthropically in the TCS New York City Marathon. Your involvement isn't just about completing a race; it's about championing youth achievement and empowerment.

VOLUNTEER

Dedicate your time and expertise to pave the way for a young person's future. Whether you're an individual or a corporate group, your involvement is a beacon of hope and opportunity for our "Future Leaders." roadstosuccess.org/events

HOST A CAREER DAY

Offer RTS youth a window into the world of work by showcasing a typical workday at your office. Your guidance and support expose them to various career paths, illuminating possibilities for their future. Write to us at development@roadstosuccess.org.

CAREER AND COLLEGE WORKSHOPS

Empower participants to make informed decisions about their future by hosting workshops that provide guidance and direction. Your support doesn't just offer information; it offers pathways to success. For more information, email development@roadstosuccess.org.

JOIN TEAM RTS

Be a Role Model and help support NYC communities and families. Take a step towards making a tangible difference in the lives of our participants and the broader community. Visit: roadstosuccessinc.applytojob.com/apply.

ROADS to SUCCESS

CORE VALUES



BELONGING

The practice of individuals having a positive sense of connectedness.



MASTERY

The practice of developing skills that produce and exercise competence.



INDEPENDENCE

The practice of autonomy and accepting responsibility.



GENEROSITY

The practice of showing selfless concern for the well-being of others.

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