

ROADS & SUCCESS

ANNUAL REPORT JULY 1, 2024, TO JUNE 30, 2025



Rooted in Community,
Reaching New ***Heights***

Mission & Vision

The mission of Roads to Success (RTS) is to inspire and empower all young people to take control of their futures. We believe in a world where everyone has equal opportunities to succeed.

Roads to Success is committed to the growth and development of young people in New York City. Operating in over 30 public schools and community sites, and serving up to 8,000 youth annually, our programs are rooted in high-need communities across Manhattan, Brooklyn, and the Bronx. We partner with designated schools to address chronic absenteeism and strengthen academic performance, while providing robust out-of-school programming that nurtures academic achievement, personal growth, and long-term professional readiness.

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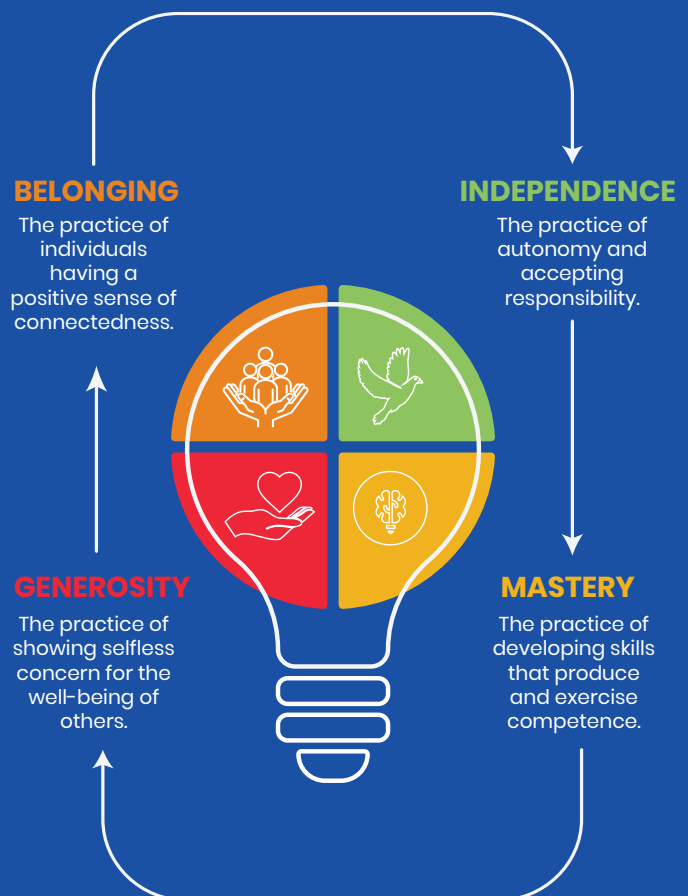
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Core Values



A Letter From Our Leadership

Dear Friends and Supporters,

As we close the books on FY 2025, we are moved by gratitude, for your partnership, your generosity, and your unwavering belief in the young people of New York City.



This year was one of extraordinary growth. Roads to Success expanded its reach, deepened its impact, and welcomed new programs and partners that extend our ability to serve. We opened the doors of our first Cornerstone Community Center in the Bronx, a 7-days-a-week hub offering year-round programming for youth and adults alike. We launched our Digital Literacy Program, bringing critical technology skills to communities that need them most. And we served more than 8,000 young people through 30+ school and community sites across Manhattan, Brooklyn, and the Bronx.

Internally, this year brought both challenge and renewal. We made important leadership transitions with intention and care, ensuring stability while building capacity for the future. Our commitment to organizational strength is inseparable from our commitment to the youth we serve, because sustainable programs require a sustainable organization.

Our young people showed up this year in remarkable ways. They advocated for themselves in Albany and Washington. They competed, performed, built, and created. They stepped into internships, earned paychecks, opened bank accounts, and visited college campuses. They brought joy and purpose to everything they do, and reminded us, every single day, why this work matters.

Looking ahead, we are more energized than ever. With expanded programs on the horizon, new corporate and government partnerships in place, and a team dedicated to excellence and equity, Roads to Success is built for what's next.

Thank you for standing with us, and with the 8,000+ young New Yorkers whose lives are brighter because of your support.

With deep appreciation,



Sheila Duke,

Chief Executive Officer,
Roads to Success

Gregorio Concha-Toro,

Board Chair,
Roads to Success

Organizational Overview

Our Approach

At Roads to Success, we take a holistic, youth-centered approach to programming, one that supports academic achievement, personal development, and long-term success. Four core strategies guide everything we do:

Growth Mindset : We instill the belief that intelligence and abilities grow through dedication, effort, and perseverance. This mindset fosters resilience, motivation, and the willingness to embrace challenges as opportunities.

Project-Based Learning : Students tackle real-world challenges through research, collaboration, and creative expression — developing critical thinking, communication, and leadership skills that extend far beyond the classroom.

Social Emotional Learning (SEL) : SEL is embedded across all RTS programs. Youth build emotional regulation, empathy, and responsible decision-making — essential foundations for wellness, achievement, and healthy relationships.

College and Career Readiness : We cultivate a strong college- and career-going culture, exposing youth early to postsecondary options. Through mentorship, internships, campus visits, and resume workshops, students build a clear roadmap toward their future.

RTS strengthened our impact across the Bronx, Brooklyn, and Manhattan, serving more than

8,000+

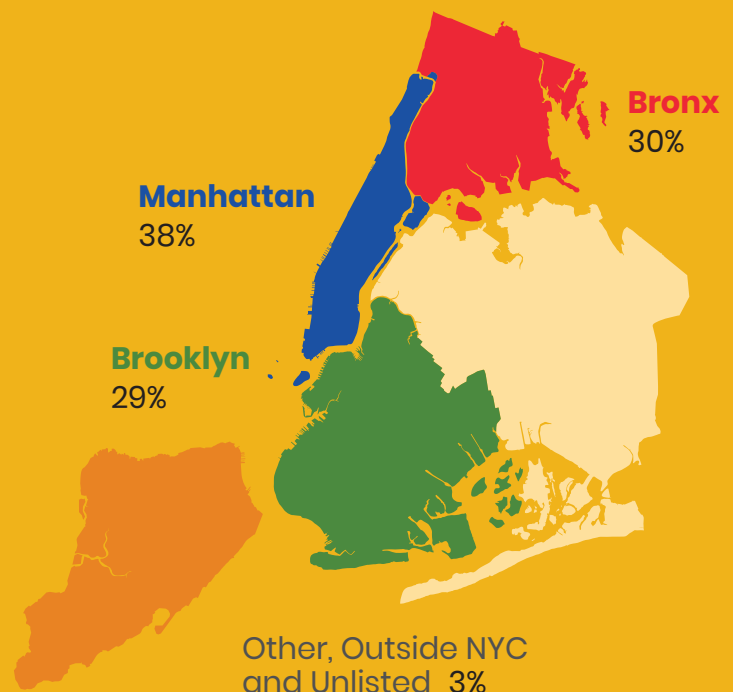
young people in FY '25

through dynamic programs designed to nurture curiosity, build essential skills, and open doors to a future full of possibilities.

Growth Plan

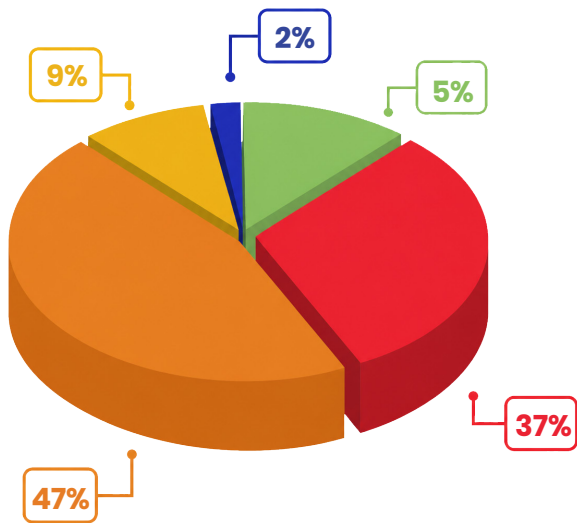
In the coming year, RTS will expand targeted literacy, workforce, and digital skills programs for underserved youth across NYC, maximizing our existing expertise while deepening our reach into communities with the greatest need.

Geography

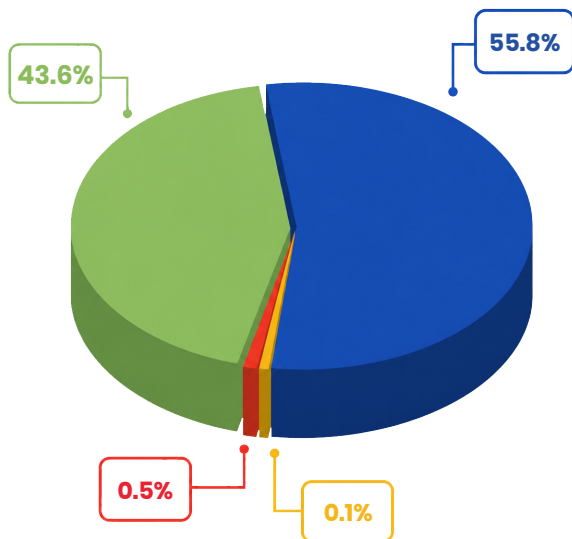


Who We Serve

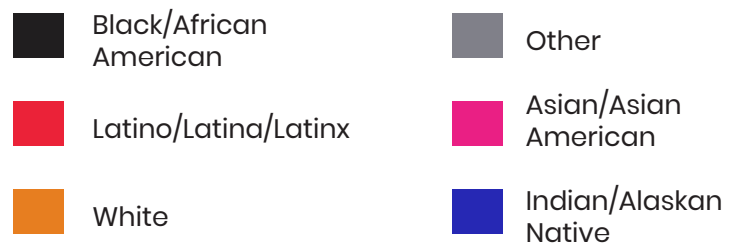
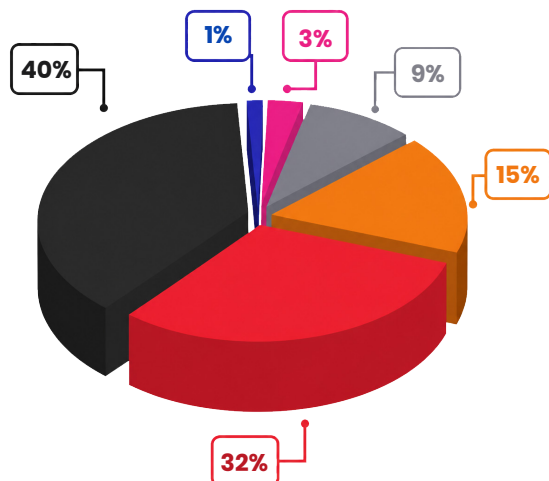
Age of Youth Served



Gender



Ethnicity



Our Programs

Led by a team that reflects the communities we serve, many of whom identify as Black, Hispanic, or Latinx, RTS delivers holistic, culturally responsive programming designed to foster leadership, creativity, and long-term success in school, work, and life.

Three signature tracks serve youth at every developmental stage:



For Pre-K through Grade 5

Focuses on creativity, exploration, and collaborative learning.



For ages 12–14

Introduces career pathways and leadership development through hands-on projects.



For ages 14–24

Prepares teens and young adults for college, career, and independent living.



Cornerstone Community Program

All Ages | Year-Round | 7 Days a Week

In FY 2025, RTS acquired its first Cornerstone Community Center at Boston Secor in the Bronx, a milestone that transformed our capacity to serve. Open seven days a week, year-round, the center offers programming for youth and adults of all ages, including STEAM activities, fitness, performing arts, workforce training, and community events. This vibrant hub is a safe space for growth, wellness, and connection, and a powerful testament to what's possible when community comes first.



College and Career Access Programs

Grades 6 – 12

Our College Access Pathways program equips middle and high school students with the tools, knowledge, and confidence to pursue postsecondary success. Programming includes financial literacy workshops, college campus visits, career exploration events, youth leadership summits, and one-on-one mentorship, helping students make informed decisions and envision themselves in higher education.



After-School Programs

Pre-K – Grade 8 | School-Year Programming

RTS offers enriching after-school programs at public schools across NYC. Elementary and middle-school students explore STEAM, athletics, performing arts, and youth leadership in safe, supportive environments. Recess & Enrichment Programs are also a part of our offerings at RTS after-school.



Workforce Development Programs

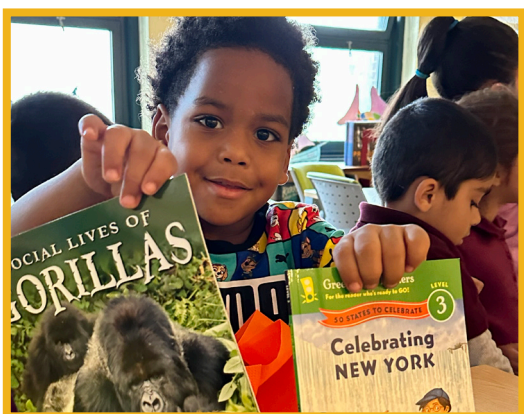
Ages 14 – 24

RTS is a trusted provider of youth career readiness and employment opportunities across NYC. Three signature workforce programs serve young people at different stages of their career journey:

Summer Youth Employment Program (SYEP) – Over 1,200 young people gained paid work experience in FY 2025, with placements spanning healthcare, tech, law, finance, and the arts.

Learn & Earn (L&E) – The program provides academic support, college application assistance, work readiness training, paid summer internships, and post-graduation follow-up services to support postsecondary persistence and successful workforce transition.

Work Learn Grow – Paid winter internships paired with college-level coursework, including a \$705 stipend to remove financial barriers to participation.



RTS Community School

Pre-K – Grade 5 | East Harlem

Funded by the NYC Department of Community Schools and Department of Education, RTS Community School in East Harlem stands as a beacon for families navigating systemic barriers. Through a wraparound model integrating academic support, counseling, wellness services, restorative justice practices, and family engagement, we ensure every child in our community has what they need to thrive, inside and outside the classroom.



Summer Rising & Camps

K – Grade 8 | Summer Programming

RTS leads Summer Rising, a NYC DOE and DYCD partnership, blending academic instruction with enrichment and recreation.

Year in Review

JULY 1, 2024 – JUNE 30, 2025

School-Year Highlights & Celebrations

Annual RTS STEAM Fair | April 16, 2025

Over 250 students from RTS after-school programs gathered at East Harlem Scholars Academy High School for the Annual STEAM Fair. As a flagship event of STEAM Week, the fair gave young learners a powerful platform to explore science, technology, engineering, art, and math through interactive workshops and hands-on exhibits.



Annual Basketball 3v3 Tournament | February 20, 2025

More than 150 young athletes from Harlem, Brooklyn, and the Bronx came together at The Post in Brooklyn for the RTS Annual Basketball 3v3 Tournament, a day of competition, teamwork, and community in a professional sports-like atmosphere, made possible with support from DYCD.

Career Readiness & Workforce Exposure

Columbia University College Fair | July 17, 2024

Students from RTS SYEP and Pathways program attended the Columbia University Summer College Fair, meeting representatives from more than 50 colleges and universities.

Citibank Headquarters Visit | October 28, 2024

Over 90 students explored careers in finance and banking through a dynamic visit to Citibank's New York headquarters, engaging directly with finance professionals and discovering possibilities they hadn't imagined.

NYC Teenspace Youth Summit | August 6, 2024

More than 50 RTS youth participated in this citywide summit, co-hosted with NYC Talkspace, NYC Health, and DYCD, focused on mental well-being and the tools young people need to thrive emotionally and academically.

Invest Fest- Atlanta, Georgia | August 2024

In partnership with Assembly Member Chantel Jackson and Council Member Kevin Riley, 120 Bronx youth traveled to Atlanta for Earn Your Leisure's 2024 Invest Fest. The trip immersed participants in the worlds of financial literacy, entrepreneurship, and investment, planting seeds of generational wealth.



8th Annual Success Summit | July 26, 2024

Over 800 young people from New York City's underserved communities gathered for RTS's signature annual event. Attendees engaged with industry leaders through panel discussions spanning technology, finance, law, media, and community development, walking away inspired and informed.

Digital Literacy Program Launch | November 21, 2024

With the support of AT&T, RTS launched its Digital Literacy Program at Boston Secor Community Center in the Bronx, a milestone in our commitment to bridging the digital divide. Offering two tailored tracks for youth and adults, the program equips community members with the skills and confidence to navigate the digital world safely and successfully.

Whitney Museum Visit | December 3, 2024

Forty students from RTS's MS 57 after-school program experienced the Edges of Ailey exhibition at the Whitney Museum of American Art an unforgettable introduction to the intersections of dance, culture, and history through the extraordinary legacy of Alvin Ailey.

Dataiku Career Day | February 2025

A cohort of 30 RTS teens spent a full day at Dataiku's Manhattan office, exploring careers in tech, sales, and artificial intelligence through immersive hands-on experiences and conversations with industry professionals.

AI Workshop at RTS | December 10, 2024

Students from across RTS programs gathered for a hands-on Artificial Intelligence workshop led by Stephanie Griffiths of Dataiku.

Financial Literacy Workshops | December 13, 2024

Over 150 RTS students from Esperanza Preparatory Academy participated in financial literacy workshops covering essential money management topics, from budgeting and saving to credit and investing.



Celebrating Empowerment & Community

TCS New York City Marathon | November 3, 2024

Eleven remarkable runners represented Roads to Success at the TCS NYC Marathon. Thanks to 528 generous supporters, the team raised \$47,566 for RTS, a powerful demonstration of community in motion.

Summer Sips Mixer | July 15, 2024

RTS Associate Board members hosted more than 50 professionals from across New York City's industries at The Chelsea Bell for an evening mixer.

TD Five Boro Bike Tour | May 4, 2025

Five dedicated charity cyclists participated in the TD Five Boro Bike Tour as champions of youth potential, raising \$8,182 for RTS.

Summer Kick-Off at Boston Secor | July 13, 2024

Over 140 attendees came together for a joyful community celebration marking the launch of summer programming at the new Boston Secor Cornerstone Center.



2nd Annual Women Empowerment Brunch | March 27, 2025

At The Hidden City Loft in Manhattan, RTS brought together extraordinary women leaders, entrepreneurs, and changemakers to celebrate Women's History Month, and the boundless potential that women bring to every space they enter.

Citi Financial Empowerment Day | April 15, 2025

Citi volunteers partnered with RTS to deliver an engaging day of financial education at Boston Secor, reaching more than 100 community members from elementary-age youth to seniors through workshops, performances, and one-on-one conversations about financial independence.

2nd Annual Spring Benefit | June 11, 2025

More than 170 partners, supporters, and champions of youth gathered at the Edison Ballroom for an extraordinary evening celebrating the power of community. Four honorees, Timothy Tapia (AT&T), Larissa Longchamp (Citi), Omari Holtz (Microsoft), and Dr. De La Cruz (District 4 Superintendent), were recognized for their exceptional contributions to youth empowerment.



Civic Engagement & Community Service

Back-to-School Backpack Giveaway | September 3, 2024

With the support of sponsors and volunteers, including Council Member Kevin Riley, Senator Jamaal Bailey, New York Cares, and Speaker Carl Heastie, RTS distributed 300 fully stocked backpacks to students in our community, ensuring they started the school year ready and equipped.

MLK Day of Service | January 20, 2025

RTS team members came together on Martin Luther King Jr. Day to honor the legacy through hands-on service, preparing soup kits for families facing food insecurity, sewing fleece scarves for neighbors in need, and packing meals for distribution throughout the community.

Holiday Gift Drive | December 2024

Through the collective generosity of New York Cares, Sia employees, RTS Associate Board members and supporters, more than 400 carefully chosen gifts were distributed across 12 RTS program sites, transforming wishes into reality and creating lasting moments of joy for young people citywide.

Thanksgiving Turkey Distribution | November 20, 2024

RTS distributed 300 turkeys across two simultaneous Food Distribution Drives, partnering with Assembly Member Amanda Septimo to reach families across different neighborhoods and bring holiday warmth to those who needed it most.

Baby Formula Distribution | March 2025

Following a \$344,000 donation of baby formula from New York Attorney General Letitia James (7,520 cans of powder formula and 3,510 bottles of liquid formula) RTS and the Boston Secor Resident Association worked tirelessly to distribute the supply to families facing formula insecurity across the Bronx, reaching parents through local schools, community partners, and direct outreach.



Voices of Impact

The most powerful measure of our work is heard in the words of those who live it. Young people, families, and partners who have walked the roads we help build.

The Columbia campus visit brought the light back to me. I attend Baruch College, I'm first-generation, and from a background of poverty, and sometimes I feel like I won't succeed the way I see my peers getting ahead. Building my network with RTS gives me a little more hope, and that is what I truly want to share with others just like me.

— Tasmia, College Access Pathways Participant

From our first orientation I could see that Roads to Success, or as our family so lovingly calls it, RTS was special! Seeing your children grow in a safe, inspiring space is everything. RTS has given my children that space since 2017. It's more than after-school, it's a family.

— Odaliz, RTS Parent and supporter.

Our RTS interns brought fresh energy, tech-savvy skills, and a genuine eagerness to learn. It's a true two-way street, our staff gains from mentoring, and the youth gain from being mentored.

— Craig Watson,
Owner, Baked Cravings
| Work, Learn & Grow
Internship Partner



Thank You to Our Donors

Roads to Success extends its heartfelt gratitude to the following individuals, corporations, foundations, and government partners who generously donated between July 1, 2024, and June 30, 2025. Your investment in young people makes everything we do possible.

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M. Amirkhanashvili	M. Fermawi	R. Tesler	T. Krause		
M. Ippolito	N. Pinnock	R. Altamirano	T. Crossley		
M. Portocarrero	N. Wheat	R. Martinez	T. Sullivan		
M. Moyses	N. Thanki	R. Sadler	T. Gesell		
M. Beiling	N. Bzadough	R. Koontz	T. Davis		
M. Graham	N. Buie	R. Black	T. Harrigan		
M. Victor	N. Chun	R. Mattie	T. Folwell		Government Partners NYC Department of Youth and Community Development (DYCD) New York State Office of Children and Family Services (OCFS) Empire State After-School Program Office of Community Schools, NYC DOE Friends of Carl E. Heastie Council Member Sanchez Bronx Delegation (Ayala) BLAC Council Member Salaam Council Member Louis Council Member Ayala Assembly Member Williams Assembly Member Zaccaro Assembly Member Septimo Speaker Heastie
M. Jarashow	N. Duke	R. Romenesko	T. Dillon		
M. Bolster	N. Cuchel	R. Yaraghi	T. Brown		
M. Carpenter	N. Rivera	S. Cecil	T. Weiss		
M. De Rosa	N. Tomlinson	S. Mehta	T. Friedman		
M. Mccourt	N. Palmer	S. Kalarn	T. Guinan		
M. Victor	N. Srivalwat	S. Engel	T. Hittinger		
M. Amr	N. Grant	S. Routhier	T. O'shea		
M. Mooney	N. Figueroa	S. Kurlander	T. Zavakos		
M. Gianquinto	N. Benatti	S. Pierce	T. Spencer		
M. Ator	N. Carta	S. Zucker	T. Lougee		High Fivers Club Gregorio Concha-Toro Ambra Malagola Lakimja Mattocks Sarah Stamboulie Matthew Wray
M. Briggs	N. Ferro	S. Aguilar	T. Malott		
M. Burrill	N. Funk	S. Kahn	T. Schmidt		
M. Johnson	N. Koontz	S. Rowland	T. Tapia		
M. Londa	N. Race	S. Trumps	T. Hubbard		
M. Storey	N. Simitian	S. Lee	T. Orlander		
M. Wilkinson	N. Jayawickrama	S. Haig	T. Tashiro		
M. Bernstein	N. Kyriakopoulos	S. Millan	T. Steelman		
M. Hill	N. Ellison-Greene	S. Molinari	T. Stepic		
M. Hootstein	N. Profili	S. Han	T. Pearson		
M. Thorp	N. Yonack	S. Kim	T. Lomonaco		Government Partners NYC Department of Youth and Community Development (DYCD) New York State Office of Children and Family Services (OCFS) Empire State After-School Program Office of Community Schools, NYC DOE Friends of Carl E. Heastie Council Member Sanchez Bronx Delegation (Ayala) BLAC Council Member Salaam Council Member Louis Council Member Ayala Assembly Member Williams Assembly Member Zaccaro Assembly Member Septimo Speaker Heastie
M. Victor	N. Mitchem	S. Mckani	T. Martin		
M. Victor	O. Donations	S. Naco	T. Nelson		
M. Walker	O. Songlingco	S. Stamboulie	T. Turner		
M. Wray	O. Coyle	S. Kanahara	T. Bivens		
M. Kantack	O. Ajayi	S. Rogers	T. Donahue		
M. Smith	O. Holtz	S. Nelson	T. Whitaker		
M. Francese	O. Cundangan	S. Re	V. Vahid		
M. Concha	P. Bhugra	S. Claude	V. Lemieux		
M. Shnaper	P. Bauer	S. Samuels	V. Wells		
M. Hume	P. Grey	S. Weintrob	V. Gomez		Government Partners NYC Department of Youth and Community Development (DYCD) New York State Office of Children and Family Services (OCFS) Empire State After-School Program Office of Community Schools, NYC DOE Friends of Carl E. Heastie Council Member Sanchez Bronx Delegation (Ayala) BLAC Council Member Salaam Council Member Louis Council Member Ayala Assembly Member Williams Assembly Member Zaccaro Assembly Member Septimo Speaker Heastie
M. Goswitz	P. Smalls	S. Hossain	V. Winters		
M. Baumbach	P. Butler	S. Shaffi	V. Jenkins		
M. Hunter	P. Jr	S. Ecclesine	V. Wolf		



Financial Statement

For the Period Ending June 30, 2025

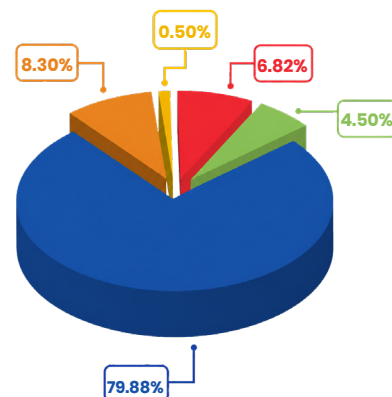
Statement of Activities	FY 2025 (6/30/25)	FY 2024 (6/30/24)
Assets		
Cash	\$29,841	\$221,669
Grants & Contracts Receivable	\$101,734	\$383,564
Accounts Receivable	\$1,01,734	\$3,83,564
Prepaid Expenses & Other	\$58,520	\$70,936
Total Current Assets	\$2,217,478	\$1,319,500
Property & Equipment, net	\$64,664	\$73,715
Right-of-Use Asset (Lease)	\$160,004	\$41,939
Security Deposits	\$37,483	\$6,155
Total Assets	\$2,479,629	\$1,441,309

Liabilities And Net Assets		
Accounts Payable & accrued expenses	\$605,422	\$277,525
Accrued Payroll & Payroll Taxes	\$8,487	
Operating Lease Liability	\$87,219	\$87,219
Refundable Advances	\$30,876	\$30,876
Deferred Revenue	\$0	\$52,315
Other Liabilities	\$530,000	\$0
Operating Lease liability, less current portion	\$85,789	\$0
Total Liabilities	\$1,347,793	\$403,193
Net Assets - Without Donor Restrictions	\$1,124,836	\$913,116
Net Assets - With Donor Restrictions	\$7,000	\$125,000
Total Net Assets	\$1,131,836	\$1,038,116
Total Liabilities & Net Assets	\$2,479,629	\$1,441,309

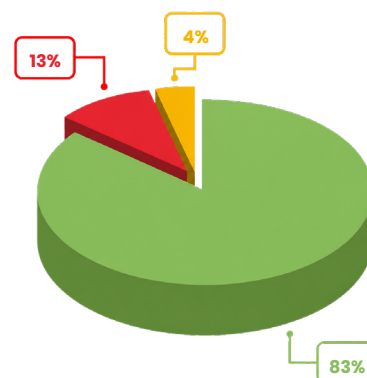
Revenue And Support		
Government Grants & Contracts	\$6,933,531	\$4,009,365
Contributions & Grants	\$392,950	\$500,437
Program Service Fees	\$591,817	\$851,329
Program Contracts	\$720,560	\$1,032,735
Other Income	\$41,213	\$35,153
Total Revenue & Support	\$8,680,071	\$6,429,019

Expenses	
Program Services	\$7,094,215
Management & General	\$1,131,974
Fundraising	\$360,162
Total Expenses	\$8,586,351

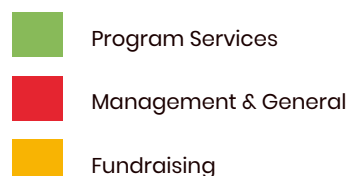
Net Assets, without donor restrictions
 Beginning of period (7/1/24) : \$913,116
 Change in Net Assets : \$211,720
 End Period (6/30/25) : \$1,124,836



2025 Revenue & Support



2025 Expenses



Ways to Support

Every action, large or small, builds a road for a young person's future.

DONATE

Fuel a movement toward equity and change. Every dollar empowers a young person with the tools, mentorship, and opportunity to shape their future.

<https://www.roadstosuccess.org/support-us>

JOIN THE HIGH FIVERS CLUB

A monthly gift of \$5 or more makes you a steadfast champion for youth facing adversity. Consistent support creates consistent opportunity. <https://givebutter.com/RTSHighFiversClub>

HIRE A YOUTH INTERN

Open doors of opportunity for youth aged 16–24. Hosting an intern isn't just about offering a job, it's about profoundly impacting someone's life trajectory. syep@roadstosuccess.org

HOST A CAREER DAY

Give RTS youth a window into the world of work. Showcase your career, host a workshop, and illuminate possibilities for young people's futures. development@roadstosuccess.org

JOIN THE MARATHON TEAM

Run the TCS NYC Marathon as a charity runner for RTS, and make every mile matter for the young people we serve.

VOLUNTEER

Bring your skills, time, and energy to support RTS programs. Individual and corporate group volunteering opportunities available year-round.

Our Team

Executive Team

Sheila Duke	CEO
Esther Kuykendoll	Chief Administrative Officer
Bashan Fernandez	Chief Program Officer
Jessica Didier	Director of HR
Mary De Rosa	Chief Financial Officer

Senior Leadership

Elizabeth Recio	Director Finance
Nathalie Louis	Dep. Dir – After School and Community Programs
Junior Manon	Deputy Dir – Education Pathways
Vidhi Guleria	Marketing Communications Manager
Diasia Lee	Operations Manager
Ashley Moguel	Program Manager
Rebecca Frazier	Program Manager
Bossman Ohene Boadi	Program Manager
David Filpo	Program Manager
Maurice McDonald	Program Manager
Yasmin Rodriguez	Community Center Director
Kelly Miraglia	Master Education Specialist
Courtney Seymore-Watson	Human Resources Generalist
Shreya Ghosh	Development Manager

Associate Board

Peter J. Rodriguez	Rhea Sali
Daniel Buehler	Adem Abrham
Dara Brody	Megan Baumbach
Delphine Djomo	Meghan Guilfoile
Esha Raman	Mitchell Roy
Ethan Altmayer	Mitchell Cole
Gabriel Rosen	
Paloma Bhugra	
Roland Huang	
Tom Orlander	
Debra Cox	
Katharine Shao	

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✉ info@roadstosuccess.org



@roadstosuccessnyc