

IMPACT REPORT 2019

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<Tech>



<Trauma Informed>

**HOPE
WÜRKs**
Recode your future.



HOPE WORKS CAMDEN

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From The Executive Director

Dear Friends of Hopeworks,

A lot of the time, we talk about success like it is an easy thing.

"Work hard!" we say. "Be curious!" we say. Do a few simple things, we say, and success will surely follow.

Anyone who has really walked the path of success, however, knows that cracking the code of success -- with all its challenge and nuance -- is much harder. Success means being afraid. Success means challenging yourself and those around you. Success means doing the work of moving from what is familiar and unsatisfying, to your dream -- which may be scary and difficult.

At Hopeworks, we teach youth to code computer applications. The more important code we help our youth learn, however, is cracking the secret code of success, one that is much more complicated than a few simple sayings or even hundreds of lines of HTML or Javascript.

At Hopeworks, we help our youth not only get job ready with technology skills, but also help them get success-ready, building the social, emotional, professional skills they need. At Hopeworks, we get to work with youth like Xavier, who always worked hard, but finally reached success with the additional support of the community here at Hopeworks. We get to work with Pabel, who was always curious, but used the additional training and support of Hopeworks to become a licensed drone pilot and employee at American Water.

In these pages, you will get to read the stories of Xavier, Pabel, and youth like them. You will get to see what your support means, and how your support translates into success for hundreds of youth each year.

Most importantly, however, you will see how your support shows our youth each and every day that while the pathway to success is not easy or quick, it is never a path they have to walk alone.

Thank you for joining them, and Hopeworks, on the journey!

With Gratitude

Dan Rhoton, Executive Director



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Meet Xavier

Xavier walked through Hopeworks' doors for the first time almost three years ago, with the goal of getting his High School Diploma and an internship. He progressed through the training, but was pulled away from his goals by challenges in his physical health and personal life. He kept coming back and navigating through his frustration because his goals didn't change, and he liked that everyone at Hopeworks made him feel comfortable and accepted throughout his challenges. This summer, Xavier officially finished the training and was hired as an intern for the Youth Healing Team!

When talking about his choice to join the Youth Healing Team Xavier says, "It's a perfect fit for me. I, myself, experience anxiety, stress, and trauma, so to be able to help other people deal with that and not get as low as I got is a good thing for me. I want to help people deal with their emotions."

Meet Kristina

As a Hopeworks alumna and former Hopeworks- Townsend Scholarship recipient, she continues to shine bright while tackling the goals she has set for herself after coming to Hopeworks. She graduated from Camden County College in May 2019 and plans to start working on her Bachelors degree at Rowan University this fall, while working full-time in her new position as the Keyboarding Clerk at the Camden County Sheriff's Office.

A constant model of dedication and perseverance in the workplace and the classroom, Kristina is also the proud mother of her three year old daughter Madison, and she and her husband recently became first time homeowners!

Kristina said, "I'm looking forward to gaining more knowledge beyond the training period. I am the only Spanish speaking person in the office, which is great. I'm asked to help in all areas. I'm hoping to move up in city hall one day and retire with a pension and amazing benefits for my family."



Meet Eternity



After coming to Hopeworks in the Fall of 2018, she quickly mastered the training. With an eye for graphic design and the skills to match, she joined the Hopeworks Communications team in October as the Graphic Design Intern. When Eternity was nearing the end of her internship and was tasked with onboarding and training the next intern, she took the initiative to draft an extensive internship manual with detailed instructions and templates. Her manual was extremely useful for the communications department interns, but also served as a template for other department manuals as well.

Eternity's skills, portfolio, motivation, and professionalism has now earned her a permanent job at TwoTwo Creative, a print, design, and marketing agency in Sicklerville, New Jersey.

TwoTwo owner, John Lorenzo, was excited to report that, "It's been three months since we hired Eternity Riley from Hopeworks Camden but it feels like she's been here for an eternity! As a busy, fast growing design studio and print shop, we were on the hunt for a graphic designer. But not just any designer, we wanted someone who was creative, kind, hard working and humble. That's the kind of people we hire at TwoTwo Creative! Naturally we asked our friends at Hopeworks who have a very similar culture as we do if they had any students that they could refer and we couldn't be happier with Eternity. Thank you Hopeworks!"

Meet Shane, Pabel, and Chris

Shane, Pabel and Chris all have passed their drone pilot exams this year! They are now officially certified drone pilots. With GIS Manager Kadeem Pratt being certified earlier this year, we now have four pilots in our GIS Department!

Chris is a Full-time Contractor at American Water. Shane is a Hopeworks Townsend Scholar, and is currently a GIS Intern. Pabel is also a Full-time Contractor at American Water who has previously served in the U.S. Marines.

All of them have shown great initiative and drive to be certified as drone pilots to be more knowledgeable and to **"prepare for several future clients who are interested in our Drone capabilities."**





Web Development

"This project will provide a needed resource to the youth of Camden and we're thrilled that the individuals helping with this project are those that will benefit from it most," said Rosy Arroyo, Camden County Youth Service Commission Administrator. "By partnering with Hopeworks, we are filling a necessary void to better our local community."

In May of 2019, Hopeworks and Camden County Youth Services Commission partnered together to create a new resource that identifies local community assets that help better the local community. Utilizing the Geographic Information System (GIS) skills of Hopeworks youth, the project resulted in a map that details all of the community assets available to Camden youth. Hopeworks Web Design team then built a user friendly website to help provide access to all of the available resources including physical structures, community services, community organizers and neighborhood leaders.

Check out the website here: www.njacysca.org/



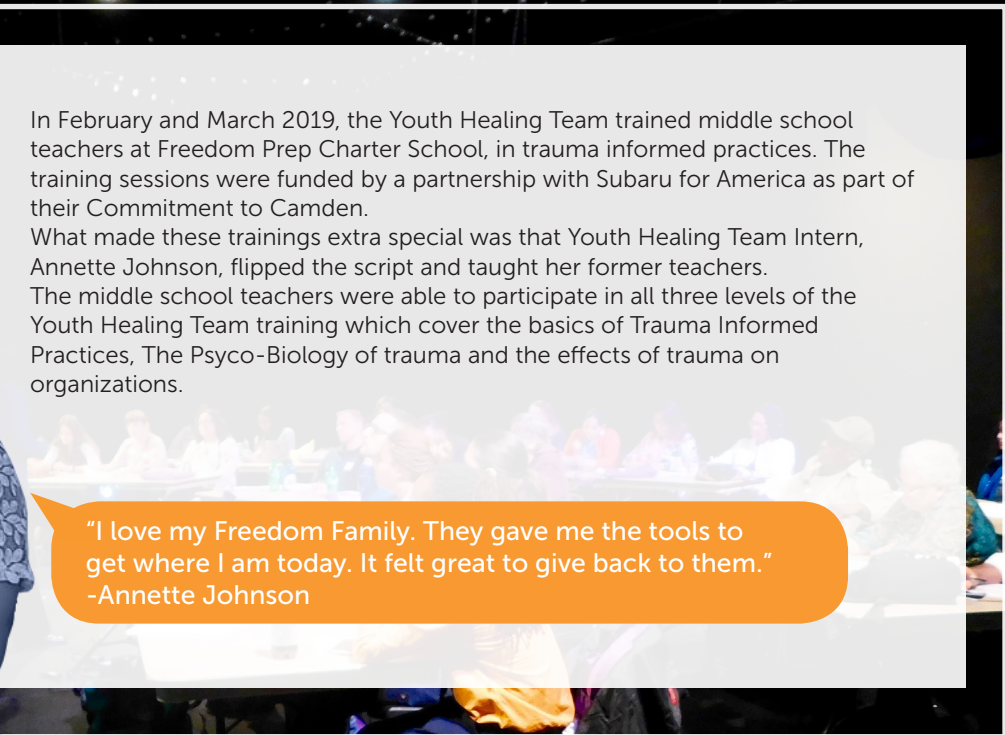
Youth Healing Team

In February and March 2019, the Youth Healing Team trained middle school teachers at Freedom Prep Charter School, in trauma informed practices. The training sessions were funded by a partnership with Subaru for America as part of their Commitment to Camden.

What made these trainings extra special was that Youth Healing Team Intern, Annette Johnson, flipped the script and taught her former teachers.

The middle school teachers were able to participate in all three levels of the Youth Healing Team training which cover the basics of Trauma Informed Practices, The Psycho-Biology of trauma and the effects of trauma on organizations.

"I love my Freedom Family. They gave me the tools to get where I am today. It felt great to give back to them."
-Annette Johnson





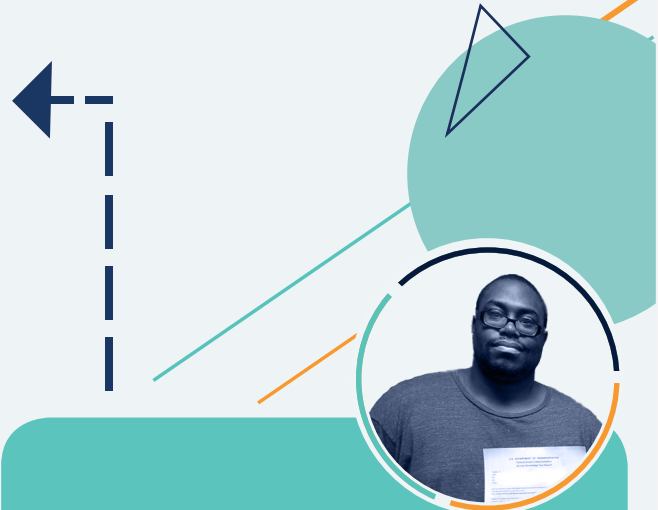
While many of our alumni have gone on to do amazing work for other organizations, some have decided to grow with Hopeworks--

from trainee, to intern, part-time staff, full-time staff, and even onto becoming a member of our Board of Directors!



Yesenia Veysman, Hopeworks Board Member

"During my experiences as a trainee, a staff member, and now a board member there has been one common denominator.....opportunity. As a trainee, I was given the opportunity to learn new things, visit new places, and lead my peers. As a staff member, I was able to attend graduate school while simultaneously giving back to the organization through my fundraising and event coordination efforts. As a board member, I am able to use my history and passion to help shape the future of this organization."



Chris Newbill, Contractor at American Water (Former Full Time Hopeworks GIS Technician)

"I'm not a person that's trying to get out of Camden and never look back. And I'm not the type... to think that maybe I can, with my mighty power, change the city. I just want to change one life at a time... that's my dream right now."



Yanlexis Arizaga, Hopeworks Part time Youth Training Specialist

"Hopeworks creates a pathway for all youth to have an equal chance to succeed. When I was deprived of opportunities because of uncontrollable disadvantages, Hopeworks was there."



Kiara Ramos, Hopeworks Intern *Designer of Impact Report 2019

"I could enumerate all the reasons as to how Hopeworks has helped me find my passion, but what definitely deserves acclamation, is the amicable staff that encouraged not just me, but other youth."

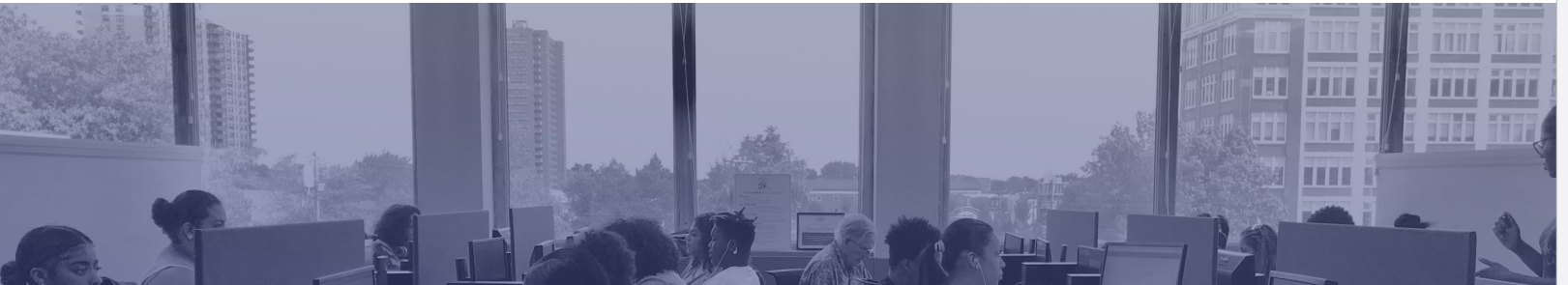


Jahmir Mungo, Hopeworks Trainee

"Dare to achieve, believe and dream: this is my life motto. Hopeworks gave me a better foundation to focus on making goals and setting my dream."

With dreams to change his past and efficiently mold his future, Jahmir Mungo arrived at Hopeworks.

Early on, Jahmir received the trainee of the week award, proving to himself that he could accomplish anything he puts his mind to. He realized that the experiences and connections you build and develop through time are what matter most throughout your journey. Though his path had been tedious and rough, what kept him going was the fact that he had people - Hopeworks and his family - who were willing to pick him up when he fell. Jahmir now finds himself gracefully transitioning from being misunderstood, to well equipped for success with Hopeworks support. - **written by Hopeworks intern, Annette Johnson**



Average Reading Gain

3.2

Math Average Gain

3.7

Jobs Earned

106

Revenue

Special Events
5.9%

Grants
37.7%

Businesses
17.7%

Donors
38.8%

Expenses

Fundraising
9.3%

Scholarships
3.4%

Businesses
37.5%

Admin and Support
6.7%

Youth Development
43.1%

College Credits Earned

510

Wages Paid to Youth

\$476,606

Revenue

\$2,712,988



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