

**ydn** YOUTH  
DEVELOPMENT  
NETWORK

# 2016 - 2017

**ANNUAL REPORT**

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# Greetings friends,

**I know you feel it...  
and so do we.**

It's like someone hit the turbo button and took away the breaks. Days feel like hours and months feel like weeks. It's Go, Go, Go. Two years have gone by since our last yearly report. Those 24 months have felt like six months. Don't get me wrong- I am far from complaining. I am simply acknowledging that TIME flies when you are having FUN!

For YDN, FUN is getting to impact the lives of youth, youth developers, and business partners. It's about sparking hope, compassion, trust, and a sense of stability in people, teams, and organizations. FUN is about creating engaged work and learning places where people live out their strengths in support of others. Simply put, FUN wakes us up in the morning because we can't wait to do what we do best with the people that we enjoy building with the most.

Speaking of building together, that brings me to a second reason why time has flown right by us in the last two years. We get to work with awesome people throughout California. People like yourself, who are committed to making the world a better place for young people and entire communities. It is an honor to serve next to you in Sacramento, San Jose, Oakland, San Diego, Los Angeles, Stockton, Galt, Lincoln, Fresno, Davis, and Woodland, and in all of the surrounding communities who are connected by the invisible thread we call "strengths-based development." As a wise soul once said;

**"What we know about individuals, no matter how rich the details, will never give us the ability to predict how they will behave as a system. Once individuals link together they become something different. Relationships change us, evoke more from us. Only when we join with others do our gifts become more visible, even to ourselves."**

We are truly stronger and more intelligent together than apart — even when time flies and the only constant is change. The combination of positive relationships and FUN helps us collectively find our FLOW and accomplish wonderful things on behalf those that we serve.

BRAVO! to all of you who made the following pages a living document. Join us in slowing down just for a minute to reflect and appreciate the goodness of being a network committed to the development of our young people and of those who choose to live life through their strengths.

In community,



**Adrian Ruiz, Executive Director**  
*of a small but mighty tribe known as,*



## 2016 Summary at a Glance:

**Strengths Development:** 890 participants from over 40 unique entities discovered their top five talent themes using the Clifton StrengthsFinder Assessment and took the next step to incorporate the use of this discovery into the culture of their organizations and campuses.

During the strengths sessions participants are able to identify the power of understanding these themes as they Name, Claim, and Aim their thoughts and actions to make their signature themes their own. They also generate the dialogue necessary to build dynamic teams through a strength based language and approach as they collectively decide on goals that will bring them together as a cohesive team.

**Youth Development, Youth Engagement, and Organizational Development:** over 280 individuals from over five programs, schools and organizations enhanced their skillset and added new tools to their teaching, facilitation, and training bucket attending learning communities on youth development and youth engagement.

**Coaching, Consulting, and Technical assistance:** YDN support does not end with trainings, we believe training sessions are just the beginning.

- 50 individuals from two organizations took their strengths journey even deeper with Adrian Ruiz, Certified Gallup Strengths Coach. To take the organization to the next level with strengths, YDN provided coaching for team members to further understand the shine and struggles of their talents. Further, he coached team members to discover action steps to utilize strengths on a daily basis with the goal of maximum time spent each day in ‘The Strengths Zone.’
- One education program tapped into the youth development expertise of YDN and the Youth Program Quality Assessment (YPQA). They involved 60 program and adult advisors in evaluating the bright spots of their program and areas that could be enriched through additional development.

**2,025** clients served in 2016 from over **120** unique organizations, school sites, districts, and businesses.



In 2016 one government organization supported 50 of their team members as they engaged in deep conversation and activities through a 4-day Cultural Relevancy Institute demystifying the many components of culture to improve their surrounding climate and strengthening their interactions with the clients they serve.

**Leadership Programs:** youth engagement and youth voice and choice

- Twin Rivers Unified School District supported the Districts Student Leadership 21st Century Youth Skill Building Sessions for the 5th year. 150 middle school and high school students from 23 school sites participated in eight leadership development sessions during the 2015-2016 school year.
- 100 youth, 12 Peer youth facilitators, and 15 adults—what do they have in common? Each of them participated in the TRUSD 4th Youth Leadership Strengths Development four day/three night outdoor camp. These “at promise” youth and their adult leaders have a new perspective on life. They are filled with hope for their future and have new skills to support their making a difference within their circle of influence.
- CAMP SOL 2016: 35 students from throughout the Greater Sacramento Region, engaged in an interactive program where they learned practical leadership skills through a strengths-based lens. Using the StrengthQuest assessment top five talent themes they focused on how they naturally think, feel, and behave. The outdoor experience provided youth with a strong sense of belonging & team cohesion.
- Grants Advisory Board of Youth (GABY): In 2016 the Sacramento Region Community Foundation partnered with YDN to oversee the program. Fifteen high school juniors and seniors gained a stronger understating of philanthropic and community endeavors through their involvement with the Board.

**Conferences and Convenings:** over 275 participants gathered at various conferences and events with the key purpose of improving and motivating change that improved the lives of the people they serve. The YDN team provided keynote presentation and conference presentations to support that goal. Sparking ideas, provoking thoughtful dialogue, and helping people feel emotionally connected to important concepts for improving their lives and the lives of those around them.

150

MIDDLE SCHOOLS

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275

PARTICIPANTS  
AT CONFERENCES

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## 2017 Key Accomplishments:



**2,863** clients served in 2017 from over **75** unique organizations, school sites, districts, and businesses.



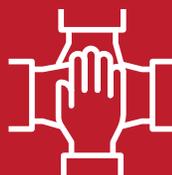
**38** change-makers learned to think in 3D in the brand new LEGO SERIOUS PLAY strategic sessions that YDN offers.



Coaching - YDN support does not end with trainings, we believe training sessions are just the beginning. **128** individuals/**9** organization took their strengths journey even deeper with Adrian Ruiz, Certified Gallup Strengths Coach



Strengths Development - **1,831** participants/**61** unique entities discovered their top **5** talent themes using Clifton Strengthsfinder and took the next step to incorporate into the culture of their organizations.



**146** individuals from **3** organizations engaged in deep conversation and activities during Cultural Relevancy Institutes.



Over **1,208** individuals/**39** programs, schools and organizations enhanced their skillset and added new tools to their teaching, facilitation of youth development and youth engagement principles.



YDN is proud to have worked with over 5,000 team members from over 300 unique organizations, over the last four years, from a diverse array of sectors, through their strengths journey. These organizations have taken the knowledge they gained and developed policies and procedures that support a strengths-based culture. They have created environments that give their teams a common language, helps them recognize their strengths, and allows them to use their talents at work every day.

### Leadership Programs:

- TRUSD Student Leadership 21st Century Youth Skill Building 6th year. 133 middle/high school students/23 school sites/seven leadership sessions.
- YDN supported 96 rising leaders in the Summer @ City Hall program.
- Grants Advisory Board of Youth (GABY) the Sacramento Region Community Foundation partnered with YDN to oversee program. 14 high school juniors/seniors gained a stronger understating of philanthropic and community endeavors.

### Operations

Youth Development Network (YDN) was formed as a California public benefit nonprofit corporation in 2007. YDN's purpose and mission is inspired by the power of strengths and relationships. We believe that young people who know their strengths and talents and who feel connected to their peers, adults, and community will develop into amazing individuals who will lead and change the world.

# 5,000

TEAM MEMBERS

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# 96

RISING LEADERS

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YDN is changing the world for the people they serve by creating places and settings where they can thrive and succeed. We are a central support on the youth development strengths-based approach. Our training, coaching, technical assistance, and youth leadership programs improve the quality of participants experiences. We are proud of the relationships and collaborations we have cultivated with youth-serving organizations, schools, faith-based groups, juvenile justice agencies, and businesses. We facilitate sustainable organizational change, while working toward the common goal of strengthening individual and teams by recognizing and applying their talents and highlighting the power of positive relationships and role models.

YDN's vision is to have communities filled with people who know how to achieve personal and academic success; who know how to connect to youth, adults and to their community; who have a positive vision of their future; and who strive to be healthy, productive, and civic-minded adults.



**YDN's purpose and mission is inspired by the power of strengths and relationships.**

### **Core Values**

In working to improve the community, YDN lives and breathes the same core principles we inspire others to bring to their environments. YDN hires and grows highly talented people who are committed to the success of those we serve and the following core values, which are the heart of our success:

- **Relationships:** We build open and honest relationships that foster knowledge and trust. In this way everyone's unique ideas are brought to bear, and the results are awesome.
- **Social Justice:** To promote inclusion, our work honors diversity, equal voice, and equal choice for all.
- **Change:** We embrace and drive change. To do this, we must be more curious than certain. Continuous improvement often means doing things differently.
- **Fun:** We bring a positive team and family spirit to our work. We create ways to enjoy the work and engage the heart and soul.



Youth Development Network (YDN) team members are proud to support the mission and vision of the organization:

- **Building Dynamic Strengths-Based Teams:** where organizations learn to build teams that are connected, creative, and innovative.
- **Extraordinary Leadership Camps:** where young people reaching their fullest potential in challenging and supportive environments.
- **Positive Youth-Adult Partnerships:** where young people are doing better in school, getting more involved in the community, and recognizing the value of diversity.
- **Engaged Learning Communities:** environments where individuals are connected and motivated to learn.
- **Businesses:** Employees working in their strengths zone are six times more likely to be engaged in their jobs and perform at higher levels. We believe all professionals must be equipped with a passion, a focus, and effective tools and strategies to focus on best practices.
- **Individuals:** YDN encourages people to take their learning and skills to the next level by engaging in interactive personal and professional development. We provide customized coaching and consulting to give participants ideas and strategies that stick. We pride ourselves on our ability to meet people where they are and customize our content to meet their needs and move them forward.
- **Organizations:** Organizations and teams that experience the “YDN way” rave about the positive impact on their programs. These learning communities are designed to provide participants with a knowledge and understanding of group dynamics around customized content areas.

YDN provides a wide range of training related services and programs to:

- **Schools:** YDN is proud to partner with schools to develop climates that create increased student engagement, higher grades, increased safety, and higher attendance.

YDN services and programs motivate participants, help them implement

change, and develop buy-in from key staff and managers. Core services include: presentations and orientations, conferences, training workshops, customized coaching and technical assistance, planning and designing forums, and networking events. Direct youth programs and services offered include: developing strengths-based leadership camps, and training youth as leaders, facilitators, strengths ambassadors, peer mentors, conflict mediators.

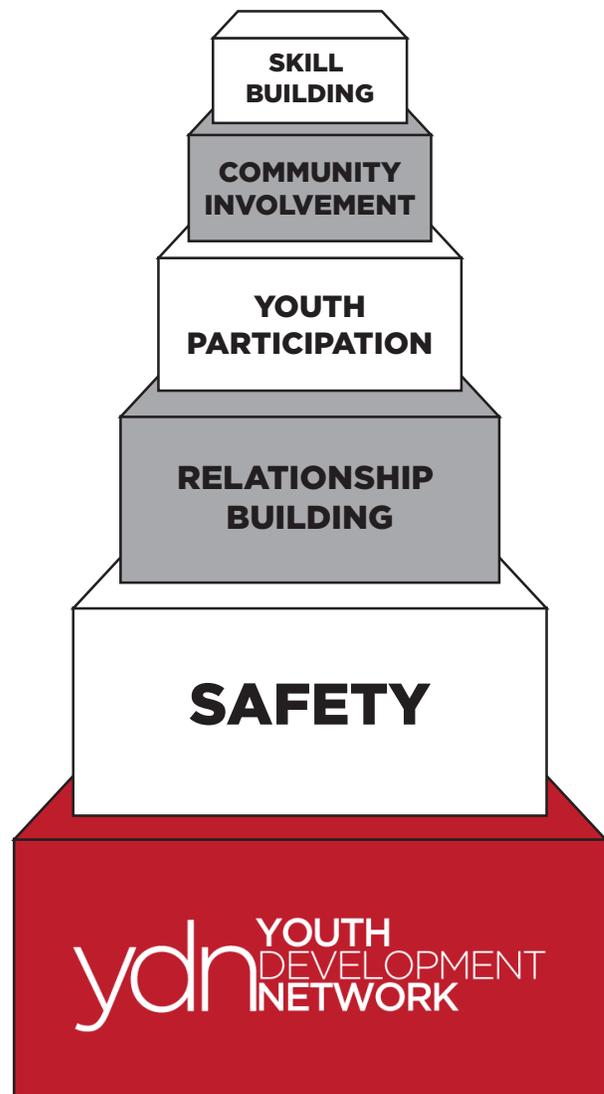
### Inspiring Leaders and Cultivating Learning

YDN seeks to change the world by impacting the people, organizations, and systems served through an asset-based, strengths-based lens. We strive for changes to programs, policies, and procedures that lead to a stronger focus on what people need to grow, survive, and thrive: the five supports and opportunities that are critical to youth and human development.

- **Skill Building:** opportunities to build applicable skills in engaging and challenging ways.
- **Community Involvement:** Opportunities to contribute to and gain knowledge of the community.
- **Youth Participation:** Opportunities for meaningful participation (youth have voice and choice).
- **Relationship Building:** Caring and consistent healthy relationships between adults and peers.
- **Safety:** Access to emotionally, culturally, and physically safe environment.

### Training

YDN’s dynamic and customized trainings cultivate a mindset for asset-based development within those who attend. These trainings light fires in the belly. They focus laser beams on quality. We challenge participants and support their work as they make it happen. We feel confident that participants will come away from YDN trainings with “a-hah!” moments, concrete tools, and a renewed sense of energy and purpose in their work and team engagement.



The staff at YDN works closely with our clients to design training specially tailored to the needs of each organization.

One of the most requested training topics is Strengths Development.

- Training and coaching around Strength Development including: *Group Dynamics, Building a Well-Rounded Team, Leading with Your Strengths, and Strengths Development-Maximizing Youth Potential.*
- YDN's extensive experience with the Gallup Strengths approach helps make our strengths-based training and coaching offerings powerful and impactful for the professionals, business leaders, schools, programs, and organizations who participate. We focus on strengths-development for professional businesses and organizations as well as youth serving teams and programs.



## Youth Development, Youth Engagement, and Organizational Development

YDN offers training sessions focused on youth development and youth engagement topics. Core topics included the following area of content:

- **Youth Development:** Training on the youth development approach, which focuses on
  - 1.) The critical experiences all youth in your program need for their successful, healthy development.
  - 2.) How to make these experiences happen at your program as much and as often as possible.
- **Facilitation:** Training focuses on the tools and skills that facilitators need for working with groups, whether they are young people or adults, in a way that is engaging, empowering, and harmonious.
- **Youth Engagement:** Training on creating optimal environments for youth to step up and take on responsibility and leadership in a variety of ways; from youth as part of your board, to peer tutors and mentors. Trainings focus on the skills and tools that adults and youth need for a successful experience together.
- **Organizational Development:** These trainings focus on support and assistance in program development, program improvement, strategic planning, best practices, mission alignment, and even retreats. These sessions and series offering are designed to take an organization from

good to great, from “getting by” to high functioning, from a place where youth hang out to a place where youth come to thrive and succeed.

- **Human Development:** Content designed by adapting the youth development principles and approach into a training that focuses on a process and an approach that creates an optimal working environment throughout an organization for the administration, management, and staff. A process of human growth through which people move from being taken care of to taking care of others and themselves. An approach in which people are supported as they build their capacities and strengths to meet their personal social needs and those of the organization.



- **Cultural Relevancy Institute (CRI):** The training is designed to help professionals, schools, businesses and organizations demystify the many components of culture to improve their climates. Sessions are focused to create a shift in thinking that are the foundation to systems change. YDN encourages workshop participants to focus on providing the basic supports and opportunities needed to promote optimal development of employees.

Cultural Relevancy is defined as effectively reaching and engaging communities in a manner that is consistent with the cultural context and values of that community; while effectively addressing the disparities of diversity and inclusion within an organization’s entire structure.

The Cultural Relevancy Institute establishes a learning community with participants that allows them to spend time learning about and becoming familiar with the definitions and fundamental elements of diversity, as well as opportunities to identify and implement changes to policy, procedure, and/or practice based on learning objectives. The workshop sessions create a safe place for participants to discuss topics that are deemed uncomfortable. The goals include increasing the participants’ cultural awareness, knowledge, and skills in order to benefit an organization by increasing the inclusion of different identity groups, and by promoting better teamwork. The overall goal and objective of the CRI is for organizations to use the insight and learning of the workshops to create an action plan and develop implementation stages to improve and embed a more culturally relevant lens and language into their programs and services.

- **Coaching, Consulting and Technical Assistance:** We want ideas and strategies to stick. This is why our staff provides coaching to help implement new content or strategies across communities, schools, businesses, and organizations—from

line staff to management—making these new ideas a part of the policies and procedures that will sustain them. We pride ourselves on our ability to meet people and organizations where they are, and to customize its coaching and consulting to meet the needs of the organization.

- **Youth Leadership Programs:** Providing youth engagement, youth voice and choice: In its mission to change the lives of youth, YDN serves and supports youth-serving professionals and organizations that work and support youth. However, we also run some amazing high-impact, engaging programs directly with youth, seeing the impact and change up close and personal that youth experience. We are proud of our youth leadership programs, which we feel are a model of a quality setting that offers dynamic opportunities for youth.
- **Youth Leadership Camp Program:** The purpose of this program and its curriculum is to build the capacity of youth, community youth-work leaders, organizations and other interested groups with a goal of engaging youth in meaningful ways and to see youth as resources. YLP engages youth (from ages 12-24) typically tagged “at-risk” by our culture.

Youth are typically tagged “at-risk” by our society for various reasons such as being impoverished, pre-gang or gang affiliated, adjudicated youth, homelessness, and other exhibiting risky behaviors such as truancy, academic failure, drug use, or poor social skills. Through proven



asset-based youth development programming the youth who participate begin to see themselves not as “at risk” youth but more as youth who are “at promise.” This shift in thinking means they are filled with hope for their future, are engaged in academic and mentorship opportunities provided for them and are less likely to participate in behaviors and situations that will negatively affect their well-being.

- **Youth Engagement Youth Listening Circles:** Listening circles are a means of creating effective dialogue forums for youth to share their experiences, thoughts and ideas around the topic of climate. The primary facilitation method YDN uses is commonly known as “student fishbowls” or “listening circles”. The listening circle format optimizes the listening of key stakeholders as they pay close attention to the experiences, feelings and perspectives of a targeted group of young people. YDN strives to create a sense of equality and positive direction by asking effective questions that capture the reality of the current school climate as well as the dominant ideas youth have to strengthen the climates of tomorrow. Using the data learned from this process, the focus

and action plans generated have proven to be effective in making the desired changes within classrooms and programs.

- **School Site and Student Leadership Programs:** YDN believes in the power of building emotionally safe, caring, and consistent relationships for new students. This is why we design and facilitate leadership programs and orientations that build comfort for students at the beginning of the school year and help young people form connections with other students and staff.
- **Peer Conflict Mediation and Peer Mentoring:** Participants learn practical skills that reduce and mediate conflicts within the classroom, school or program (active listening, paraphrasing, I-messages, triggers, etc.), and examine conflict mediation models, including peer conflict mediation programs.
- **Student Leadership 21st Century Youth Skill Building Session:** The overall goals of the Student Leadership program includes: improving the student leadership structures so that youth are more engaged in true positions of responsibility and decision-making; expanding youth and adults' vision for student leadership at school to include a focus on school climate; and improving the student experience at their school by increasing the amount of authentic youth voice provided by student leaders. Additionally, we provide adult leaders with the core skills to facilitate an authentic leadership process with their students.

- The Student Leadership Skill Building sessions are designed to provide youth participants in the leadership program with ongoing support for their school wide leadership efforts, as well as knowledge and understanding of effective strategies for making change and getting their voices heard.

**Networking events:** Promoting Best Practices and Connecting Resources

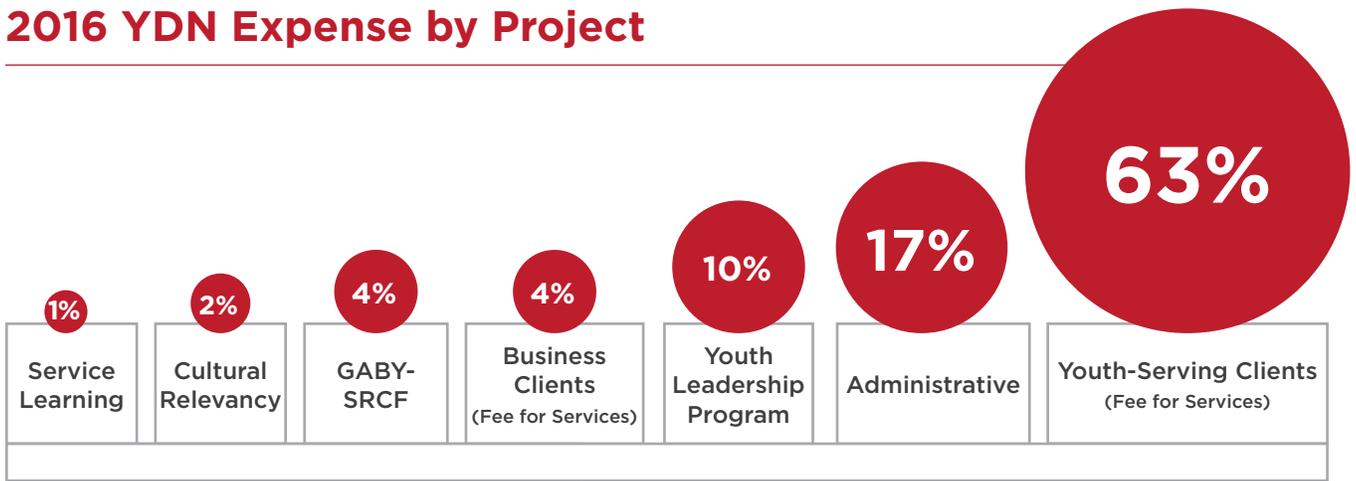
YDN knows that the more people learn about each other, the more they feel connected. These connections lead to increased collaboration and a tighter community that is more effective at supporting our youth.

- **Convenings:** YDN facilitates convenings and fundraisers that bring people together to find areas of common language and approach and ultimately help them find new ways to work together. YDN shapes community events that highlight key issues, promote collaboration around a topic, and incorporates basic networking opportunities.

- **Keynote presentations and Conferences:** Our message is to inspire and motivate change that improves peoples' lives. For this reason, we provide inspirational presentations that crystallize ideas, build momentum among staff, and raise awareness.

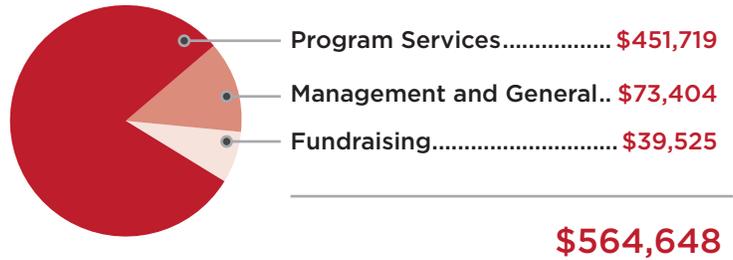
Our customizable keynote presentations spark ideas, provoke thoughtful dialogue, and help staff feel emotionally connected to important concepts for improving the quality of programs and environments.

## 2016 YDN Expense by Project

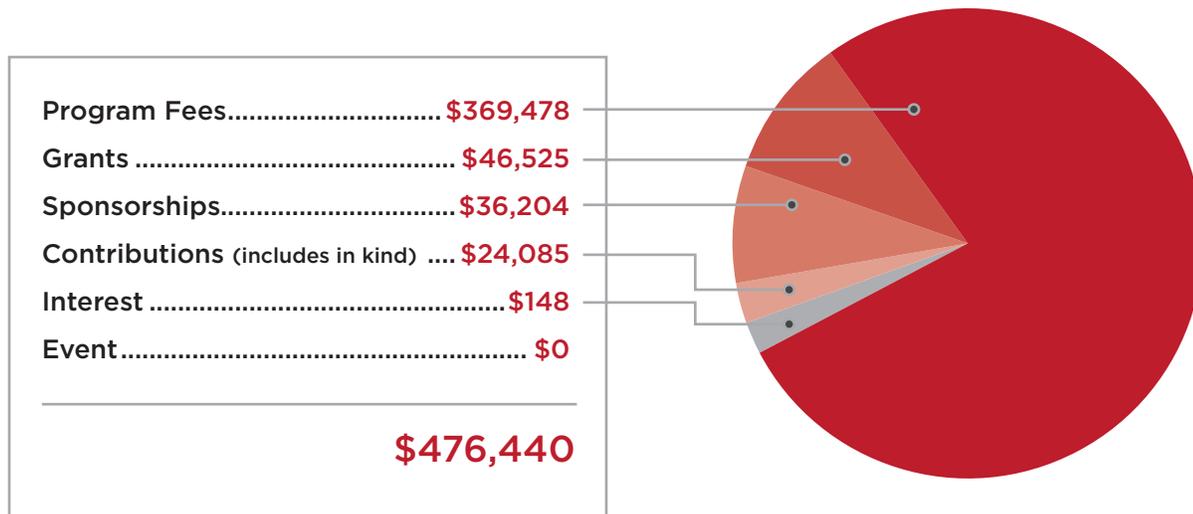


Youth-Serving Clients .....	\$354,236
Administrative .....	\$96,767
Youth Leadership Program.....	\$53,842
Business Clients .....	\$21,413
GABY-SRCF .....	\$20,697
Cultural Relevancy.....	\$10,278
Service Learning .....	\$6,128
Special Events .....	\$1,287
	<b>\$564,648</b>

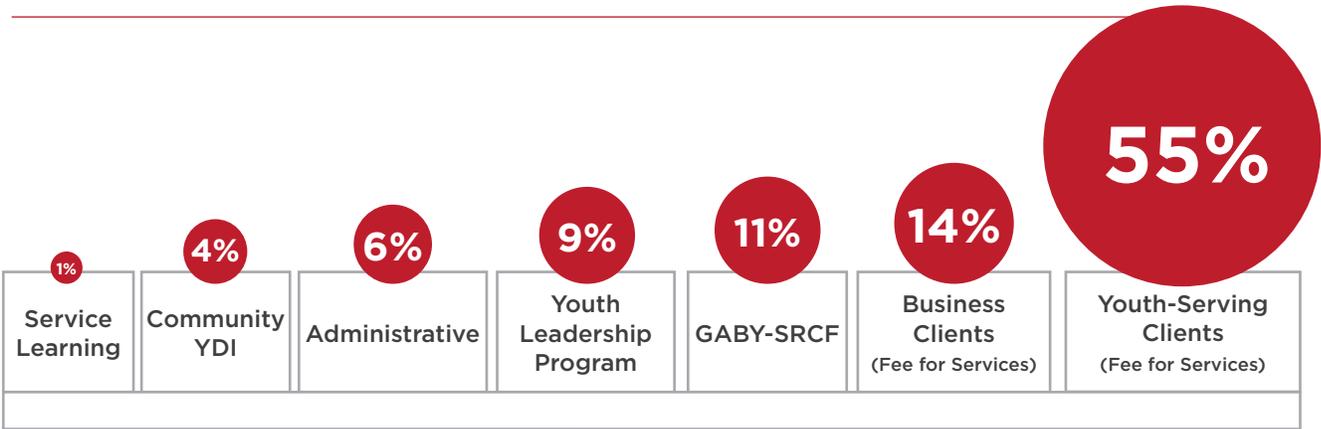
## YDN 2016 Expense Allocation by Key Category



## YDN Revenue Sources 2016

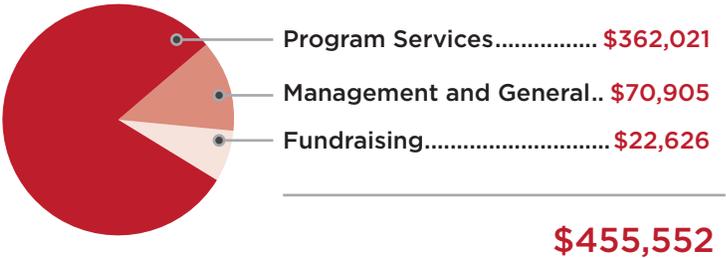


# 2017 YDN Expense by Project

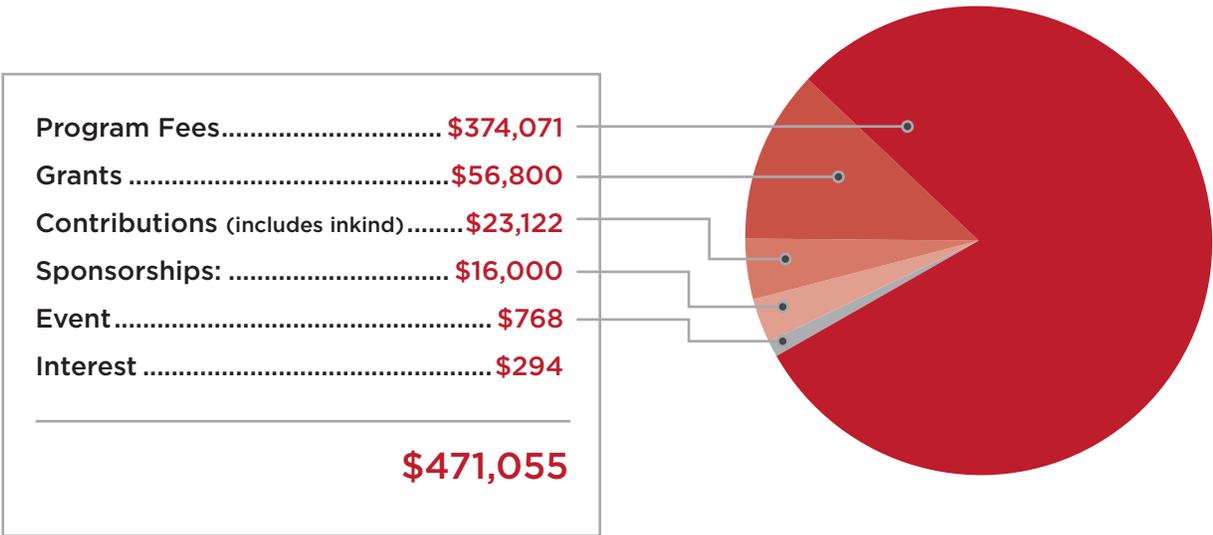


Youth-Serving Clients .....	\$250,922
Business Clients .....	\$64,005
GABY Program .....	\$49,200
Youth Leadership Program.....	\$41,420
Admin .....	\$28,659
Community YDI .....	\$18,404
Service Learning .....	\$2,939
<hr/>	
	<b>\$455,549</b>

## YDN 2017 Expense Allocation by Key Category



# YDN Revenue Sources 2017



**ydn** YOUTH  
DEVELOPMENT  
NETWORK

**OFFICE LOCATION**

5320 Hemlock Street, Room 17,  
Sacramento, CA 95841

PHONE: 916.979.8673

**YDNETWORK.ORG**

