

ENCOURAGED

TO BE YOUR

Best

2020

ANNUAL

REPORT





“

IN THIS REPORT YOU WILL READ HOW OUR CUSTOMIZED PROGRAMS AND OFFERINGS CONTINUE TO FOCUS ON VOICE AND QUALITY ENVIRONMENTS AND CULTURES FOR ALL. YOU WILL ALSO NOTICE OUR NEW BRANDING BUT OUR CORE VALUES AND MISSION REMAIN THE SAME.



Greetings Friends

This past year was particularly challenging, with the additional burden of COVID-19 and the stay at home orders throughout the year. Each and every element of our lives was impacted. March 2020 will forever be known as the month that changed the modalities of providing services to the impact on our communities overall wellbeing. It's been a time of challenge and as we look back, also a time of reward. To meet the challenges, the YDN team responded in ways we had never imagined, continuing to serve while adjusting to the constraints of the pandemic. We focused on immediate needs to create learning opportunities for teachers and program advisors to interact with program participants virtually in a safe, meaningful and engaging way. We offered a community series on virtual icebreakers and energizers. We supported coaching sessions with business and organizational leaders using phone and virtual platforms to provide strength-based dialogue and activities during the initial times of uncertainty, and then as the virtual way of life became more comfortable. We held true to our values and our mission and dedicated our support to building environments and cultures where people are valued for who they are and are encouraged to become their best.

Last year, YDNs existing community relationships and partnerships remained strong as new relationships and partnerships were developed. Service commitments were lost, then reimaged, redesigned, and reengaged throughout the year. Our team dedicated support to 35 unique organizations, schools, and businesses, providing services and learning communities to over 1,125 individuals, over 210 sessions. These sessions ranged from full day (pre-covid) to 60 minute virtual energy boost connections focusing on content that has been outlined in this year's program highlights.

We are grateful for our dedicated staff, our numerous business, school, and community partners and clients and funders who made it possible for the YDN team to successfully carry out our mission and serve our community. Through it all the dialogue, strategic planning and visioning continues to spark new ideas and even more creative "ways of doing things" as we venture into 2021.



Adrian Ruiz
Executive Director, YDN

FOCUSED ON BECOMING OUR BEST

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.

To better serve our community, whether young people or businesses and government YDN has taken the time to refocus the vision, the purpose and a series of other elements of our brand compass. As a team, and with the help of a brand strategy firm, we articulated our purpose, our offering statement, clarified and confirmed our core values and defined the audiences we are passionate about serving.

Our Purpose

We exist to ensure everyone is valued for who they are and encouraged to become their best. YDN offers customized development solutions to

educational and business organizations so they can create a culture where people are encouraged to become their best.

We do this through:

- training
- coaching
- facilitation
- programs
- other development solutions

2020 WAS ABOUT VIRTUAL LEARNING, PROVIDING AN EXPERIENCE THAT IS ENGAGING WHETHER IN-PERSON, HYBRID OR ONLINE.

Trao Thao
Youth Development Specialist, YDN



WE BUILD OPEN AND HONEST RELATIONSHIPS THAT FOSTER TRUST AND KNOWLEDGE.

YDN CULTURE & VALUES

IN WORKING TO IMPROVE THE COMMUNITY, YDN LIVES AND BREATHES THE SAME CORE PRINCIPLES WE INSPIRE OTHERS TO BRING TO THEIR WORK. YDN HIRES AND GROWS HIGHLY TALENTED PEOPLE WHO ARE COMMITTED TO SUCCESS AND THE FOLLOWING CORE VALUES, WHICH ARE THE HEART OF ITS 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.



CHANGE

We embrace and drive change. To do this, we must be more curious than certain. Continuous improvement often means doing things differently.



SOCIAL JUSTICE

To promote inclusion, our work honors diversity, equal voice and equal choice for all.



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.

Program Highlights

Our team dedicated support to 35 unique organizations, schools, and businesses, providing learning communities to over 1,125 individuals over 210 sessions. These sessions ranged from full day (pre-covid) to 60 minute virtual energy boost connections focusing on content that has been outlined in this year's program highlights.





YOUTH PHILANTHROPY

- 2 Grant Boards

- 25 Youth Board Members

- \$6,230 Awarded

- 8 Youth-led Programs

In YDN's fifth year supporting the **Grants Advisory Board for Youth (GABY) program** (sponsored by the Sacramento Community Region Foundation), four returning board members and ten new members engaged in the 2020-2021 program. This year GABY's Theme is "Youth Promoting Adaptability and Rebuilding Through Community Equity". The board awarded \$2,400 in grants to support the following five youth-led programs:

- 4-H On the Wild Side
- Social Justice Art: Engineering Change
- At Home Student Film Photography
- Equity in the Community, Operation Helping Those Having Challenge
- Arts matter

The Sacramento County Office of Education (SCOE) sponsored a new program this year in response to the challenges brought on by the Pandemic. The **COVID Youth Response Board (CYRB)**. Recruitment for board members began in September 2020. Eight youth, ages 14 to 25, joined the Board and began enhancing their knowledge and skill-set knowledge

to become better community leaders. The board members were empowered to evaluate and respond to community needs related to COVID-19 and its impact on the Sacramento Region. During the first round, three organizations received funding of \$3,830 for youth-led community based project support. The projects ranged in service from providing food to community members in need, to creating podcasts for students to feel more connected to their campuses and communities, to translation services to ensure equitable civic engagement.

These programs were:

- Encina Preparatory High School—Encina High School Garden Revitalization
- APAPA (Asian Pacific Islander American Public Affairs Association)—Give Back Communities
- Veritable Good Consulting, LLC—Activate Sacramento

A second round of funding will take place in 2021.

STUDENT LEADERSHIP

• 5 Programs

• 250 Participants

Student leadership program support YDN provides are each uniquely customized and content tailored to each program. The overall goals and objectives of each program focuses on participants achieving a common language and understanding of what positive climate, and youth leadership means. This includes five broad areas of social and emotional competence that are central to a youth's optimal development: self-awareness, self-management, social awareness, relationship skills, and responsible decision making. The approach YDN infuses into program facilitation involves a strengths-development component in each program, using the CliftonStrengths assessment, a tool supported by Gallup.

CliftonStrengths provides a language and an approach for youth to engage with each other and their support system, in an environment that builds them up and allows them to discover and strengthen the areas where they excel. By incorporating strengths work into these programs, youth gain skills that not only support their work as student leaders, but also apply in all aspects of their life, including their education goals and future aspirations. They develop a greater self-awareness so that they can understand how to be more effective and productive. When youth understand both their own and others'

talents, they are able to develop themselves and also work together to coach and develop each other.

A strengths-based approach is a positive psychology perspective that emphasizes the strengths, capabilities and resources of a young person. By creating a strength-based environment, youth can name, claim and aim, their strengths in ways that create meaningful and sustainable progress toward change and goals.

The objective of strength-based youth leadership is to aid young people in applying their talents to reach previously unattained levels of personal excellence thereby helping them become confident, life-long leaders who are instilled with a greater sense of purpose. Focusing on strengths allows young people to not only learn more about themselves, how they work best, and how they can be successful, but also allows team members to get to know each other and work together more effectively.

Strengths provides a positive lens for young people to work together as a team which can result in a more successful year. This is because youth will better understand what roles they and their peers will thrive in and allow each person to reach their greatest potential, together.

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Fifty students engaged in **San Juan Unified School District—Students With a Voice (SWAV); Superintendents Student Advisory Council (SSAC); and the Campus TUPE funded program** each continued its mission of students making a difference on campus under YDNs facilitation.

San Diego County Office of Education—Strengths-Based Leadership Academy (SBLA)—Over 100 students and their campus Adult advisors participated in the program focusing on using the knowledge they

These programs spanned over the 2019-2020 and 2020-2021 academic school year. Pivoting from in-person to virtual gatherings in March.

Capital Area Program Scholars (CAPS) Summer Institute hosted by Sacramento Region Community Foundation—CAPS is a program that aims to increase college completion rates among local students who are traditionally underrepresented in higher education by pairing public financial aid awards with private scholarships and wraparound services that promote college attainment and completion.

The Summer Institute incorporates high-impact programming to support student success, deepened engagement and a sense of belonging in higher education for local area students. This multi-day academic preparedness program for young men of color has traditionally been held in person. This year to accomplish the goal of “creating a highly interactive, student-centered Institute” while navigating pandemic-related limitations SRCF leveraged the strength of its existing partnerships—with YDN, IYT, Cal-SOAP, and Paper Wings Creative—and held the summer institute over three days in late June sponsoring over 100 young men and boys of color during this annual Summer Institute for CAP Scholars.

**DISRUPTION.
AGITATION.
PIVOTING.
THE GIFT THAT CAME
OUT OF IT WAS THE
OPPORTUNITY TO
RETHINK AND REDESIGN
HOW WE DELIVER OUR
TRAINING.**

Adrian Ruiz
Executive Director, YDN



LEARNING COMMUNITIES

- 850 Participants
- 125 Sessions
- 30 Organizations

In the years that YDN has operated, trainings have been created that can help identify areas of growth in staff-to-staff relationships, skill and strengths development, and organizational culture and climate. We are proud to have provided an array of customized developmental solutions to educational and business organizations that are dedicated to building environments and cultures where people are valued for who they are and encouraged to become their best. 2020 proved to be a year of pivots and reinventions, and the YDN team continued to create and facilitate offerings that served communities in a positive and engaging way.

Whether you are a government agency or business or if you run an after-school program for elementary school students or a non-profit organization serving thousands, the principles of youth development and human development greatly impact your organization and the individuals you serve and work with. We continue to create trainings that can help you identify areas of growth in staff-to-staff relationships, skill and strengths development, and organizational culture and climate. The difference is that these offerings are now available in a virtual format.

Over 850 attendees from over 30 businesses and organizations engaged in the trainings and community events YDN team members facilitated during the 2020 year. YDN's dynamic and customized trainings cultivate a mindset for asset-based development within those who attend. It was important that we maintained the quality and engaging elements of our in-person "YDN Style" in the virtual arena and we believe we did so successfully. Participants experienced "a-hah!" moments and a renewed sense of energy and purpose in their work and team engagement from attending both our in-person YDN facilitated events in quarter one and our virtual offerings the remainder of the year.

These events provided participants with a forum to gain the resources and tools that sparked ideas, provoked thoughtful dialog and helped people feel emotionally connected to important concepts for improving their lives and the lives of the people they serve during a time that we all benefited from the camaraderie and communities these gatherings offered.

Some of the key content areas the YDN team facilitated during 2020 included:

Cultural Relevancy, Diversity & Inclusion Series:



This virtual series was developed for participants to spend time learning about and becoming familiar with the definitions and fundamental elements of each topic. Each session created a safe place for participants to discuss topics that are deemed uncomfortable. The goals included increasing the participants' cultural awareness, knowledge and skills in order to benefit the participants by increasing the inclusion of different identity groups, and by promoting stronger student engagement.

During the modules participants examined definitions and the fundamental elements of diversity. There was a focus on oppression and power and how that impacts youth; examine adultism and other "isms" and their impact on youth. They explored personal beliefs around diversity, learned ways to create caring environments for youth that acknowledge youth culture, and build trust and empower youth to overcome diversity challenges they face in their lives.

SOCIAL JUSTICE HAS BEEN REALLY BIG FOR US THIS YEAR. 2020 WAS REALLY A YEAR OF GREAT DISRUPTION, AND THE IDEA OF PROMOTING EQUITY AND SOCIAL JUSTICE HAS BEEN OUTWARD FACING.

Meg Birmingham

Youth Development Specialist/Trainer



Building Dynamic Teams—Through a Strengths Based Lens:

This training is designed to provide participants with a knowledge and understanding of group dynamics and how individual talents impact and influence these dynamics. Participants discovered their unique top 5 talent themes using the CliftonStrengths assessment, a globally-recognized, research-based instrument and platform developed by Donald Clifton of Gallup.

Participants begin the journey with an opportunity to: link their strengths to successes, see a connection between their individual themes and past and present behaviors, recognize and value the natural talents and strengths in others, develop awareness of how natural talents and strengths can be interpreted by others.

As the strengths-development journey continues into the learning community series, participants gain the knowledge of: the difference between groups and teams, strategies for dealing with team conflict and common situations, a basic understanding of individual talent themes, and how individual talents and strengths can be used to strengthen their organization. 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.

Managing—Through a Strengths Based Lens:

People who use their strengths at work are more likely to be engaged and perform at high levels. Learning how to lead with your strengths not only helps leaders set the example for others, but will also help them achieve their highest potential as a leader within their direct sphere of influence and within the overall organization. This learning series incorporates activities to deepen knowledge of participants' individual talent themes as well as maximizing the talents and developing the strengths of their team.

Virtual Icebreakers and Energizers—Having Fun Virtually—YDN Style

As a facilitator or program lead, you have an important role in modelling engagement for your online gatherings. Creating a positive culture online is more important now than ever before, as many schools and programs are engaging with staff and students virtually. Virtual icebreakers and energizers are beneficial for fostering community, helping everyone get to know each other, and introducing participants to new perspectives. YDN created this community offering to share and model activities they found successful. Taking some of our usual icebreakers and translating them to an online space, as well as sharing some new activities and platforms that will help connect and engage with students and staff to keep them engaged and coming back time and time again.

Creating Safe and Engaging Virtual Gatherings:

Creating an online community that has the Supports and Opportunities is vital to the success of any program. A portion of the series is dedicated to ensuring that Safety, Relationship Building, Student Voice and Choice, Community Involvement, and 21st Century Skill Building is built into all YPCE virtual program offerings. YDN sees ourselves playing a critical role in enhancing others' skillsets for being effective facilitators that create safe and meaningful space.

This series was created specifically to support the needs our community was experiencing due to COVID 19 restrictions. The series incorporated



learning and activities designed to create an engaged online presence through platforms similar to Google Hangouts and Zoom.

The content and activities that the YDN team developed were created to help professionals and organizations improve their climates by incorporating an asset-based approach to how they operate. Creating optimal environments for youth to step up and take on responsibility and leadership in a variety of ways is key to this vision. These sessions focus on the skills and tools that adults and youth need for a successful experience together. The critical experiences all youth in a program need for their successful, healthy development and how to make these experiences happen within a program as much, and as often as possible.

Youth Development Essentials:

This offering examines asset, youth development and resiliency research. It explores the shift in beliefs that is needed to move forward with this approach and helps participants begin to examine how they can integrate this work into their programs and offerings. The session includes strategies for implementing the 5 Supports and Opportunities of the youth development framework for practice. By means of this dynamic and experiential training, participants receive insight on: Safety, Relationship Building, Youth Participation, Community Involvement, and Skill Building.

Opportunities to build applicable skills in engaging and challenging ways.

SKILL BUILDING

Opportunities to contribute to and gain knowledge of the community.

COMMUNITY INVOLVEMENT

Opportunities for meaningful participation.

YOUTH PARTICIPATION

Caring and consistent healthy relationships between adults and peers.

RELATIONSHIP BUILDING

Access to emotionally, culturally, and physically safe environment.

SAFETY

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.

YDN TRAINING

LANTINX LEADERSHIP PROGRAM

Nueva Epoca Career Development Program— Following years of dreaming and hoping for a program dedicated to bringing more Latinx people to the tables of leadership in the Sacramento Community, the planning, development, recruitment and fundraising for a Pilot Program began in July 2020. Recognizing that YDN had the expertise and experience to bring this concept to reality, the Program Advisory Committee partnered with YDN for management of the program.

Nueva Epoca is designed to build confidence, skills, knowledge and connections to enable young Latinx professionals to achieve success in their professional and civic lives. The three-strand curriculum provides a toolbox of skills, including the Clifton Strengths model for which YDN is known, a series of sessions designed by the class members on community institutions such as Health, Justice, the Social Safety Net and the Business Sector, and a set of sessions devoted to understanding the particular issues of the Latinx population. These issues-based sessions are also attended by the Apoyados, or mentors, of the Fellows - Latinx leaders who volunteer to coach and support the Fellows.

The first of three cohorts began formally gathering through a virtual platform in February 2021, and will be a key program highlight in the 2021 YDN annual report. Cohort II will begin meeting in August.

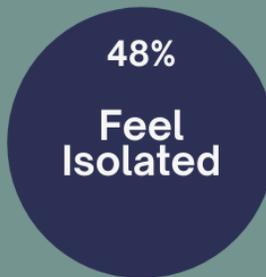
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IN 2020 WE STARTED NUEVA EPOCA, CREATING A WONDERFUL COMMUNITY OF LATINX LEADERS.

Nicoda Adams
Project Specialist, YDN

Youth Engagement Survey Summary

December, 2020 YDN set out to reach and learn from 100 young people in the Sacramento Region to see if there were clear reasons engagement was down in school and community programming. We received feedback from 467 young people. The data collected provided an honest and transparent account of how young people view their lives during the COVID-19 Pandemic. The survey and subsequent report were used by YDN and our partners to ensure that necessary adjustments were made as we entered a new year of working toward engaging young people and keeping their needs at the center of everything we do. It was really about making sure there was nothing about them, without them.



Youth in Sacramento are struggling with a lot during the lockdown

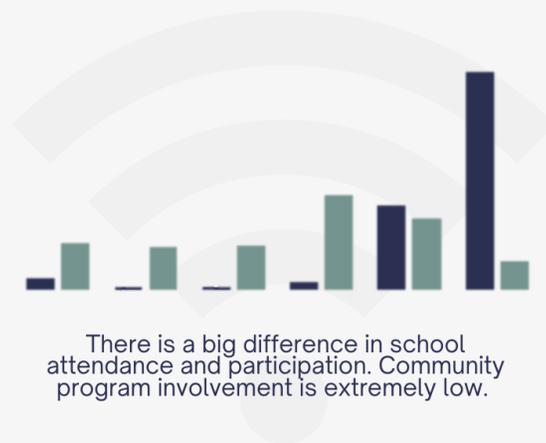


<https://ydnetwork.org/sacyouthengagementreport>

“[The best support adults in our lives could give us is] knowing that we are doing our best, and if that isn't enough we really are sorry.”



Young people in Sacramento need more support, patience, and hope.



THE “IN OUR TRIBE” PODCAST SERIES

In YDN’s podcast, in our tribe, we shine a light on the hearts and minds of creative youth developers, strengths enthusiasts, and community change makers. Highlights of the 2020 seasons include Principal Louie Zumstein shining a light on strengths-based school culture, Dr. Addie Ellis sharing how to navigate the world of education during the perfect storm, Doni Blumenstock and Larry Garcia discussing establishing a new Latinx leadership network in the Sacramento Region, Superintendent Garth Lewis considering equitable education during a pandemic and more.

Find episodes of in our tribe at
<https://ydnetwork.org/category/podcast>



EPISODE 19

In Episode 19 we shine a light on what it takes to create a strengths-based culture on campus with Principal of Montgomery High School, Louie Zumstein. Principal Zumstein has dedicated the last three years to sharpening his skills as a strengths-based leader and creating a school culture where all can be there best and valued for who they are and where they want to go in life.



EPISODE 22

In Episode 22, Adrian is joined by Doni Blumenstock and Larry Garcia to discuss leadership best practices and the establishment of a new Latinx leadership network in the Sacramento Region.



EPISODE 24

Dr. Addie Ellis - Education During Times of Disruption. Dr. Ellis shares on navigating and leading the world of education during this perfect storm of racism, a pandemic, and unemployment.



EPISODE 26

Equitable Education. Listen in as Yolo County Office of Education Superintendent Garth Lewis considers equitable education during a pandemic and the possibility of a Yolo County Master Plan for Youth.



Financials



OPERATING REVENUE & SUPPORT STATEMENT

January 1, 2020 to
December 31, 2020

AT A GLANCE:		AMOUNT	PERCENTAGE OF TOTAL
Contributions-Donations	=	\$44,312	11%
Grants	=	\$73,885	18%
Community Training / Registration Fees	=	\$1,650	<1%
Fee for Service / School / Non Profit Programs	=	\$222,144	55%
Fee for Service / Business— Government Programs	=	\$29,000	7%
Special Events / Fundraising	=	\$50	<1%
Interest / Dividends	=	\$759	<1%
Inkind	=	\$33,146	8%
TOTAL	=	\$404,945	100%



OPERATING EXPENSES STATEMENT

January 1, 2020 to
December 31, 2020

AT A GLANCE:

AMOUNT

PERCENTAGE OF TOTAL

Fee for Services / Schools /
Nonprofit Programs



\$312,851

62%

Fee for Services / Business—
Government Programs



\$25,192

5%

Fund development



\$40,282

8%

Management and General Admin



\$127,590

25%

TOTAL



\$505,915

100%

Forgiven PPP Draw 1 Feb 2021 \$66,670



OPERATING EXPENSES STATEMENT

January 1, 2020 to
December 31, 2020

OPERATING EXPENSES	AMOUNT	PERCENTAGE TO TOTAL
Salaries, taxes and benefits	\$339,900	67%
Bank charges	\$994	0%
Consulting	\$25,785	5%
Depreciation	\$2,938	1%
Equipment / Lease costs	\$5,570	1%
Insurance	\$6,681	1%
Interest expense	\$2,074	0%
Marketing	\$12,142	2%
Meeting expenses	\$2,120	0%
Miscellaneous	\$1,276	0%
Occupancy costs	\$34,182	7%
Office—Training expense	\$21,405	4%
Professional fees	\$36,104	7%
Telecommunications	\$2,650	1%
Travel	\$12,093	2%
TOTAL EXPENSES	\$505,914	100%

THANK YOU

A Heartfelt

Thank you

to All Our
Supporters!

FUNDERS, PARTNERS, CLIENTS, FAMILY & FRIENDS

Youth Philanthropy Programs

- Sacramento Region Community Foundation—Grants Advisory Board Youth (GABY) program
- Sacramento County Office of Education (SCOE)—Covid Youth Response Board (CYRB).

Facilitating Youth Programs

- San Diego County Office Of Education—Strength Based Leadership Academy Program
- San Juan Unified School District: Students With a Voice (SWAV)
- San Juan Unified School District: TUPE Afterschool Enrichment Program
- Sacramento Region Community Foundation—Capital Area Program Scholars (CAPS) Summer Institute

Facilitating learning communities (Trainings) for business & county departments team development and foundation organizational development and teams

- CA Health & Human Services-Office of Information Integrity
- Central Valley-JB McClatchy Foundation
- Mono County Dept Behavioral Health

Special grant programs offered during covid 19—YDN supported with the following awards:

- Non-Profit Insurance Alliance - purchase of ergonomic devices / equipment for staff during shelter at home
- Sacramento Region Community Foundation - COVID Relief
- SBA - EIDL Advance Grant
- Umpqua Bank Charitable Fund Covid-19 Recovery & Relief

Facilitating Learning Communities (Trainings)

- California Forward c/o Third Plateau
- California Hispanic Chambers of Commerce
- City of Sacramento, Community Centers
- City of Sac - Youth Enrichment Services
- Los Rios Community College District (LRCCD)
- The Nehemiah Corporation
- Regional School of Public Administration (ReSPA) Western Balkans Program
- RISE, Inc
- San Juan Unified School District: Equity & Student Achievement Services
- Sweetwater Union Adult School
- UC Davis - Early Academic Opportunity Program (EAOP)
- The University of California Davis - Upward Bound
- Western Placer Unified School District
- Woodland Joint Unified - Youth Master Plan
- City of Woodland - Youth Master Plan
- Yolo County Human Resources Office
- Yolo County Office of Education
- Youth & Family Collective

YDN Board members personal donations and corporate direct and matches, and the YDN staff and community supporters personal donations

- Nicoda Adams
- June Alexander
- Meg Birmingham
- Rob Chase
- Beverly Ching
- Addie Ellis
- Carol Hinzman
- Jeffrey Jensen
- Keegan MacNichol
- Brent McClure
- Lilly Rankins
- Adrian Ruiz
- Vernon & Eleanor Stockbridge
- Vicki Stockbridge
- Trao Thao
- Helen Yee

THANK YOU

NUEVA EPOCA CAREER DEVELOPMENT PROGRAM

FOUNDATION PROGRAM SPONSORS

- SMUD - Sustainable Communities Program Support
- Placer Community Foundation
- Lift Initiative of The James B. McClatchy Foundation

ORGANIZATIONAL PAC MEMBERS COMMUNITY SCHOLARSHIP SPONSORS

- Dignity Health - Edmundo Castaneda
- Union Pacific Railroad Company - Francisco Castillo

INDIVIDUAL PAC MEMBERS COMMUNITY SCHOLARSHIP CONTRIBUTIONS

- Caroline Cabias
- Maggie Carrillo-Mejia
- Philip (Phil) Garcia
- Larry Garcia
- Sam Perez
- Randall (Randy) Reynoso
- Jesse Salinas

Staff & Board

Youth Development Network (“YDN”) Board of Directors:

- **Jeffrey Jensen**, Board President, Crowe LLP
- **Addie Ellis, EdD**, Board Vice President, Natomas Charter School, Student Services Director
- **Brent McClure**, Board CFO/ Treasurer, BBVA Commercial Banking
- **Rob Chase**, MassMutual Northern California
- **Lilly Rankins**, California ISO
- **Keegan MacNichol**, Mach 1 Equity, LLC

Youth Development Network (“YDN”) Team:

- **Adrian Ruiz**, Executive Director—Gallup Certified Strengths Coach
- **Vicki Stockbridge**, Board Secretary, YDN Assistant Director
- **Trao Thao**, YDN Trainer / Facilitator / Coach
- **Meg Birmingham**, YDN Trainer / Facilitator / Coach
- **Nicoda Adams**, YDN Program Associate
- **Helen Yee**, Gallup Certified Strength Coach

Nueva Epoca Career Development Program Advisory Council

- **Leticia Alejandre**, Consultant / Formerly California Endowment
- **Caroline Cabias**, UC Davis, Co-chair
- **Lisa Cardoza**, CSU Sacramento
- **Edmundo Castaneda**, Dignity Health, Co-chair
- **Francisco Castillo**, Union Pacific
- **Lawrence Garcia**, Lawyer / Consultant
- **Phil Garcia**, CSU Sacramento (Retired)
- **Rita Gallardo Good**, CSU Sacramento
- **Melinda Guzman**, Lawyer / Vanir Construction
- **Magdalena Mejia**, Educator / Former Supt, SCUSD.
- **Jose Bodiop Memba**, SMUD
- **Alice Perez**, ATT
- **Sam Perez**, Accountant
- **Randy Reynoso**, Wells Fargo (Retired)
- **Marco Rodriguez**, Financial Advisor
- **Jesse Salinas**, Yolo County Assessor

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OVER THE PAST 10 YEARS RISE HAS BEEN STRIVING TO BECOME A STRENGTHS BASED ORGANIZATION. YDN PROVIDED THE TRAINING, COACHING, AND TECHNICAL SUPPORT TO OUR ORGANIZATION TO FOCUS ON THE STRENGTHS OF OUR TEAM. STRENGTHS TRANSFORMED OUR ORGANIZATION AND TEAM. EMPLOYEE ENGAGEMENT HAS INCREASED, STAFF TURNOVER HAS FALLEN TO RECORD LOWS, AND OUR TEAM REPORTS ENJOYING THE WORK THAT THEY DO EACH DAY. YDN IS A LEADER THROUGHOUT THE STATE OF CALIFORNIA IN EFFECTIVE STRENGTHS BASED DEVELOPMENT TRAININGS FOR ORGANIZATIONS. WE ARE PROUD PARTNERS AND ARE EXTREMELY GRATEFUL FOR THEIR SUPPORT AND GUIDANCE OVER THE YEARS.

Dr. Tico Zendejas
Executive Director RISE, Inc.



Engage
to succeed.

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VALUES



Relationships
Social Justice
Change
Fun