



2023 annual report



Message from Executive Director

2023: A Year of Momentum and Milestones

If 2023 were a treadmill, the incline and speed would've both been set to 10—steep, fast, and exhilarating. And you know what? We loved every second of it.

This past year, we hit our stride—confident, courageous, and committed to going BIG. And BIG we went. From spearheading 10-year youth development initiatives for entire cities, to hosting transformative programs like 4-day Youth Development Institutes for administrators and teachers, 2-day Strengths-Based Institutes for county offices of education, and Youth Leadership Summer Camps for school districts, we showed up. Our 7-month Latinx Leadership Series impacted entire regions, and we empowered organizations to uncover their core values for lifelong impact.

Was it a marathon, race, or sprint? Honestly, we don't know. What we do know is that we ran with intention, purpose, and precision—delivering meaningful, powerful experiences every step of the way.

This yearly report isn't just a snapshot of what we accomplished—it's a celebration of the incredible people we partnered with, side by side, to cross the finish line together in service of something greater than ourselves.

To everyone who encouraged us, challenged us, and ran alongside us: thank you. Your unwavering commitment inspired us to strive for more and finish strong.

In community,
Adrian Ruiz, Executive Director





A note from YDN Board Vice Chair, Addie Ellis

As a Board, we simply would like to say, thank you. We've had the privilege of watching this remarkable team face each endeavor with confidence, courage, and an unwavering commitment to going BIG in service to our communities. Year after year we see high-quality, transformative work. As we move forward, we embrace the opportunity to continue to serve.



2023 Hours & Sessions

935

Total Number of
Hours Facilitated
(Partners: 689 | GABY: 62 | Creciente: 184)

221

Total Number
of Sessions
Facilitated
(Partners: 165 | GABY: 24 | Creciente: 32)

3455

Total Number of
Attendees
(Partnerships | Events | Series)

102

Virtual Hours
(Partners: 53 | GABY: 15 | Creciente: 34)

36

Stand-Alone
Sessions

2855

Unique
Participants

833

In-Person Hours
(Partners: 636 | GABY: 47 | Creciente: 150)

32

Multi-Session
Series
(Total sessions: 185)

55

Unique
Organizations
(Partners: 35 | Creciente: 20)

Vision, Mission & Purpose

Youth Development Network (YDN) was formed in 2007. YDN’s purpose and mission is to create environments and cultures where people are valued for who they are and encouraged to become their best.

YDN believes that training, networking, and professional development for all is a critical component of achieving its vision. YDN’s training programs, networking, resources, and policy efforts all work together to improve the quality of services and offers customized developmental solutions across a broad range of communities, youth serving organizations, education, faith groups, juvenile justice agencies, county and government entities, and businesses. YDN facilitates sustainable organizational change, while working toward the common goal of strengthening individuals 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.

“

The heart of YDN is to empower and embolden young leaders to step into their power and participate in creating strong communities. The relationships and partnerships developed this year are a testament to the mission that YDN carries out daily.

MARYAM IRFAN,
YDN BOARD MEMBER



Core Values

In working to improve the community, YDN lives and breathes the same core principles we inspire others to bring to their work with youth. YDN hires and grows highly talented people who are committed to youth success and the following core values, which are the hearts 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 Descriptions

YDN offers customized development solutions to Education, Business, and Government entities and organizations. They provide tailored services and programs that motivate participants, facilitate change implementation, and garner support from key staff and managers.

Strength-Based Development—Group Dynamics:

YDN promotes positive engagement, collaboration, and personal growth within businesses, organizations, and youth programs. They focus on building well-rounded teams, leading with strengths, and maximizing youth potential. By fostering a strengths-based mindset, YDN enables individuals and teams to thrive, achieve their goals, and succeed. Their approach supports growth through effective leadership, collaboration, and a commitment to developing strengths, helping individuals and teams flourish across various sectors. YDN is dedicated to helping organizations and communities reach their full potential.

Youth Development—Youth Engagement:

YDN focuses on creating critical experiences for youth, fostering engagement, and developing optimal environments for youth leadership. They train facilitators to work effectively with groups, encouraging youth to take on leadership roles and collaborate successfully.

YDN also provides organizational development support to help organizations reach high-functioning levels, ensuring environments where youth thrive. Emphasizing human development, they integrate youth development principles into programs, transforming youth from service recipients to valuable resources, and supporting their growth, responsibility, and leadership potential.

Organizational Development - Cultural Relevancy & Inclusion:

YDN offers expertise and facilitated activities focused on organizational development support, and promoting cultural relevancy, inclusion, and diversity. They emphasize human development by integrating asset-based development principles into the organization's culture. Focusing on core values, and mission statements they support the engagement and growth of an organization.

They also offer workshops and sessions to promote cultural relevancy, inclusion, and diversity, encouraging a shift in thinking and the provision of supports for optimal development for all employees.



Over the past 20+ years, the city of Sacramento, Department of Youth, Parks, & Community Enrichment has partnered with YDN to strengthen the infrastructure of delivering youth services in the Sacramento region. YDN has been instrumental in using their youth development expertise to educate and train city facilitators who, in turn, have trained thousands of youth service providers. This partnership has improved the quality of programs for young people, and elevated youth voice and participation in programming citywide.

MONICA BLANCO - YOUTH DIVISION MANAGER

Core Services

01

Training Workshops:

YDN’s dynamic workshops cultivate an asset-based development mindset in participants. They provide practical tools and renewed energy and purpose in their work and team engagement.

02

Coaching, Consulting & Technical Assistance:

YDN offers customized coaching and consulting services to support the implementation of new strategies across various sectors.

03

Networking Events—Promoting Best Practices and Connecting Resources:

YDN organizes events that promote collaboration, share best practices, and facilitate connections within the community.

04

Direct Youth Leadership Programs:

YDN facilitates high impact programs directly with youth, including leadership camps, youth engagement circles, student leadership programs, peer conflict mediation, and 21st-century skill-building programs.

05

GABY:

The GABY program empowers youth to engage in hands-on grantmaking, supporting community-driven projects. It promotes leadership, philanthropy, and impactful youth-led initiatives in the Sacramento region.

06

Creciente Latinx Leadership Program:

YDN is dedicated to this transformative initiative designed to empower members of the Latino/Hispanic/Latinx community. The program focuses on leadership development, community awareness, and addressing unique challenges faced by the Latinx community. Participants engage in a comprehensive curriculum, learn from representatives in various sectors, and have access to influential mentors. The program aims to empower Latinx leaders, foster community engagement, and drive positive change within the Sacramento Region.



Service Offerings

one

Training Workshops:

YDN’s dynamic and customized training workshops cultivate an asset-based development mindset in participants. These workshops ignite passion and focus on excellence, challenging participants while providing support to help them achieve their goals. Participants can expect “a-ha!” moments, practical tools, and renewed energy and purpose in their work and team engagement. YDN collaborates closely with clients to design training programs that meet their specific organizational needs.

two

Coaching, Consulting & Technical Assistance:

YDN offers coaching and consulting services to support the implementation of new strategies and content across various sectors, including communities, schools, businesses, government entities, and organizations. The YDN staff excels in meeting clients where they are and customizing coaching and consulting approaches to address specific organizational needs.

three

Networking Events—Promoting Best Practices and Connecting Resources:

Convenings:
YDN facilitates convenings that bring people together, fostering collaboration and a stronger community capable of supporting youth effectively. These events focus on common language and approaches, providing networking opportunities.

Keynote Presentations and Conferences:
YDN delivers inspirational presentations to inspire change, foster staff momentum, and raise awareness. The customizable keynote presentations stimulate ideas, encourage meaningful dialogue, and establish emotional connections to important concepts for program and environment improvement.

four

Direct Youth Leadership Programs:

YDN facilitates high impact, engaging programs directly with youth, aiming to transform their lives. These programs serve as models of quality settings that provide dynamic opportunities for youth.

Youth Leadership Camp Program:

Empowers and engages youth (ages 12-24) who are often considered “at-risk” by society, helping them shift their self-perception to “at promise” individuals. The program focuses on building hope for the future, academic engagement, mentorship opportunities, and positive behaviors.

Youth Engagement Youth Listening Circles:

Establishes effective dialogue forums for youth to share their experiences and perspectives on climate-related topics. Through a listening circle format, key stakeholders gain insights into the realities of the current school climate and collaborate on action plans to improve it.

School Site—Student Leadership Programs:

Designs and facilitates programs that foster connections among students and staff, creating emotionally safe and caring relationships.

Peer Conflict Mediation and Peer Mentoring:

Equips participants with conflict resolution skills and mediation models to reduce conflicts within classrooms, schools, or programs. Emphasizes peer conflict mediation programs.

Student Leadership 21st Century Youth Skill Building Program:

Enhances student leadership structures, amplifies authentic youth voices, and improves the overall student experience at school. Provides adult leaders with essential skills to facilitate an authentic leadership process with students.



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Grants Advisory Board for Youth (GABY) Program

The Grants Advisory Board for Youth (GABY) program, a partnership between the YDN team and the Sacramento Region Community Foundation, wrapped up its 7th year and kicked off its 8th in 2023. Over the course of 14 meetings, the 7th board, made up of 9 dedicated members, actively engaged in group facilitation, participating in key events such as the grant review day, grantee award day, grantee convening, and year-end celebration.

Throughout the year, board members deepened their understanding of philanthropy by leading hands-on grantmaking, learning about the role of community-based organizations, and exploring the long-term impact of funded projects. The experience also allowed members to develop stronger leadership skills, recognize their individual strengths, and foster meaningful relationships within the group.

During the 2022-2023 grant cycle, the board awarded a total of \$2,900 in funding to six youth-led projects, each receiving up to \$500. These initiatives focused on key community needs, including equitable youth literacy, food accessibility, arts for well-being, physical and mental wellness through mentorship, and expanding social justice awareness.

Looking ahead, the 8th board is already making an impact. In addition to developing 2024’s grant theme—“Youth-led initiatives that provide opportunities to equitably access wellness, the outdoors, arts, or other community supports.”—members have been attending community events to share the mission of GABY, promote youth-led philanthropy, and inspire more young people to get involved. The board has also expanded its reach by recruiting 8 new members, bringing fresh perspectives and energy to the program.

With a new year underway, our facilitation team is eager to see how this board will continue to grow, lead, and support youth-driven initiatives in the region.

“GABY is one of the most fulfilling projects I’ve ever been a part of, being able to make a change in my community has really changed my life and my perspective on community service.”

HAZEL HILLENBURG, GABY VICE CHAIR 2022-2023 AND CHAIR 2023-2024



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six

Creciente Latinx Leadership Program

In 2021, the Latinx leadership program was established under the umbrella of Youth Development Network (YDN). Cohort IV and Cohort V were engaged in the program during 2023 and more than 70 graduates since the inception of the program are actively engaged, leveraging their knowledge, skills, and confidence in the economic and civic landscape of the Sacramento Region. The program was named Nueva Epoca to symbolize the world's transition into a new era post-Covid. Now that this new era is upon us., YDN is launching its 6th cohort of Fellows, class of 2024-2025, under the identity, Creciente, which means growing or increasing, and symbolizes a rising wave of Latinx leaders fully equipped to tackle the challenges of the future.

The program encompasses four key areas that contributes to the participants' growth and development:

Fellowship Orientation Retreat:

As part of the curriculum for Cohort V, a 3-day/2-night overnight outdoor orientation was introduced to the curriculum to jumpstart the team building. This added component was generously funded by JBMF, and has added a whole new dimension of depth to the Fellows' development. They were able to challenge themselves on the ropes course and in telling their stories. The retreat aims to increase bonding and foster longer-term relationships among Fellows. The retreat provides a unique opportunity for Fellows to connect on a deeper level, build trust, and develop a strong sense of community. These experiences are crucial for enhancing the overall impact of the Creciente Leadership Program, ensuring that Fellows are not only well-prepared for their roles but also supported by a robust network of peers.

The Toolbox:

Participants engage in skill building sessions that cover a wide range of topics, including self-awareness, leadership strengths, team building, effective communication, navigating differences, successful difficult conversations, public speaking, and feedback. The Toolbox programming is facilitated by the experienced Creciente Leadership Team, subject matter experts, influential Latinx leaders, and other professionals who provide valuable insights and guidance.

Community Awareness:

Through a series of engaging activities, participants gain a deeper understanding of how various systems, such as government, business, social services, health, and the justice system, operate and impact the Latinx community. Speakers, panels, and dialogues are organized by the participants themselves, enabling them to actively explore specific issues within the Latinx community that they are passionate about addressing.

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The impact of this leadership program has been two-fold: not only has Maria become more self-aware of her strengths and has confidently contributed so much more to our nonprofit, but she has also shared her insights with her peers so that our larger group of Directors has benefitted as well. I will always sponsor a participant from my team-this program triggers so much personal growth!

**KAREN BAKER EXECUTIVE
DIRECTOR, YOLO FOOD BANK**

Latinx Issues Discussions:

Program participants and their Apoyados gather for sessions dedicated to discussing topics related to the Latinx experiences. These sessions involve small group dialogues, guest speakers, and panel discussions, focusing on themes such as the diversity of the Latinx population, immigration experiences, the use of power and influence by Latinx business and community leaders, and collaboration strategies for achieving goals. This unique monthly program provides participants with valuable insights into the experiences of the Latinx community and connects them with influential leaders who can contribute to their professional and civic growth.

Unique to the program, participating fellows are paired with dedicated Apoyados-Mentors who provides personal coaching and mentoring. These mentorship triads meet monthly to support participants' professional and civic career development throughout their time in Creciente and beyond. Graduating fellows are expected to join a nonprofit board or public commission as a key element of program completion.



**Cohort IV (Class of 2023)
Cohort V (Class of 2023-24)**

2

Cohorts

28

**Graduating
Fellows**

40

**Sessions Virtual
and in-person**

246

**Hours of
Engagement**

14

**Volunteer Community
Apoyados Mentors**

45

**Facilitators, Keynote
Speakers, and Panelists
Engaged**



Financials

January 1, 2023 to
December 31, 2023

OPERATING REVENUE & SUPPORT STATEMENT

At a glance:	Amount
Contributions—Donations	\$4,385
Fee for Service/Foundations	\$58,000
Fee for Service /School/ Non Profit Programs	\$188,142
Fee for Service / Business— Government Programs	\$548,491
Creciente Latinx / Nueva Epoca Program	\$222,205
Interest/Dividends	\$139
Misc Revenue	\$135
Non-Financial Contributions	\$17,536
Total:	\$1,078,033

Operating Expenses

January 1, 2023 to
December 31, 2023

STATEMENT

At a glance:
Program Services
\$495,402
Creciente Latinx / Nueva Epoca Program
\$163,012
Fund Development
\$61,572
Management & General Admin
\$94,737
Total:
\$814,723

Operating Expenses

STATEMENT

January 1, 2023 to
December 31, 2023

Operating expenses	Amount
Salaries, taxes and benefits	\$461,508
Consulting	\$461,508
Travel	\$35,116
Professions Fees	\$34,681
Marketing	\$25,766
Meetings	\$25,687
Copy & printing	\$18,429
Facility Costs	\$18,006
Supplies	\$9,465
Dues & Subscriptions	\$9,314
Insurance	\$9,216
Depreciation expense	\$5,644
Equipment Lease	\$5,547
Interest expense	\$4,036
Telecommunications	\$3,175
Staff development	\$2,000
Bank charges	\$1,410
Postage	\$66

Total: **\$814,723**



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Youth Development Network (YDN) has been instrumental in supporting the training and delivery of our career pathway and internship programs. Their in-depth analysis through YPQA feedback, coupled with expert and energetic coaching, has provided invaluable improvement strategies. Thanks to their dedication, we consistently deliver high-quality programs that empower youth and young adults to succeed.

KIM IANNUCCI, ASSISTANT CHIEF, SACRAMENTO FIRE DEPARTMENT, DIVERSITY, OUTREACH, AND RECRUITMENT DIVISION





Engage
to succeed.

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VALUES



Relationships
Social Justice
Change
Fun