

### CATALYST YOUTH NETWORK 2025 ANNUAL IMPACT REPORT

CHTHLYST

Rooted in Hope - Growing in Belonging - Rising in Confidence

# OUT IN DECE

172
TOTAL STUDENTS

Every student served reminds us that change begins when opportunity meets support.

Every workshop brought students one step closer to their goals, and to believing ir what they can achieve.

STUDENTS IN WORKSHOPS



PAID SUMMER INTERNS

Real experience.
Real growth. 45 stories
of youth stepping boldly
into their future.

#### TIME INVESTED IN YOUTH

Nearly 10,000 hours of mentorship, hands-on learning, and community. When we invest deeply in young people, they don't just grow, they return, they lead, they bring others with them.

7860
hours

5912
hours
2022
2023
2024
2025

#### STUDENT STORY

Through Catalyst programs, Marcel found community and belonging. "It was somewhere where we felt wanted," he remembers. That foundation led to bigger opportunities. Career Bridge connected him to an internship in civic engagement, exposing him to city council meetings and local government in ways he never imagined.

The real transformation was internal. "It's helped me gain confidence and knowing that there's people out there that actually care," Marcel shares. Through the Leadership Academy, he also learned what leadership really means: "The greatest leaders learn from people around them and I already knew that, but just hearing it and seeing it helped me apply it more."

Now serving on the Emerging Leaders Advisory Board, Marcel is giving back. "I see myself doing some type of work in the city to give back."

Marcel's journey from student to intern to leader shows what's possible when young people experience belonging and build confidence through real opportunities. This is the kind of transformation Catalyst is working to bring to Oakland youth.



#### FINANCIAL OVERVIEW

93%
PERSONAL GIVING
(Individual & Family Foundations)

79%
Corporate
Grants

FUNDING ALLOCATION

79%
PROGRAMS

This summer, **45 Oakland youth** gained hands-on experience across six internship sites. Through **mentorship** and **real-world projects**, they built confidence, skills, and purpose, fueling their futures beyond the classroom.

92%

grew in confidence and gained clarity about their future.

85%

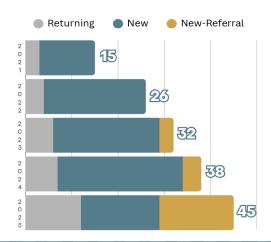
credited mentorship as key to their growth.

In 2025, **28 out of 45 interns** were either returning students or referrals from past participants, a powerful sign that **Catalyst's impact is multiplying through relationships.** 

Each returning intern reflects sustained growth, and each referral speaks to the transformative power of an experience worth sharing.

The Career Bridge internship program continues to grow not just in numbers but in loyalty.

#### 2021 - 2025 CAREER BRIDGE INTERNS





In August 2025, interns, mentors, and community partners came together to close the summer with pride and gratitude. The wrap-up celebration honored months of hard work, growth, and transformation, showing how one summer can spark lasting change.





## leadership

#### **ACADEMY**

This year we Launched our Leadership Academy. It was a remarkable success, empowering student leaders to grow in confidence, empathy, and purpose. Each participant completed the program with a deeper sense of direction and a stronger commitment to service. All three graduates are now stepping into the Emerging Leaders Advisory Board, continuing their journey as catalysts for change within the organization.

As Ciarra, one of this year's graduates, shared:

"Do it. Even if you don't think you're qualified or don't think you have anything to offer, you do. It's not about being the best speaker or having the best grades. It's about being willing to grow and show up." – Ciarra, Leaders Fellow

Her words capture the heart of what the Leadership Academy stands for courage, growth, and showing up for something bigger than yourself. Looking ahead, the program will evolve into a tiered model, welcoming students earlier in high school and creating a powerful cycle of mentorship and shared leadership that will keep the Catalyst mission thriving for years to come.



This year, we launched the Leadership Academy and watched something powerful unfold: students didn't just grow, they stayed, led, and invited others in. In the summer Nearly two-thirds of our 45 interns returned or were referred by peers. Our first Leadership Academy graduates are now serving on the Emerging Leaders Advisory Board. This is what sustainable change looks like. As we



deepen this leadership model in 2026, your trust and investment make it possible. Thank you for believing in Oakland youth and the leaders they're becoming.

Robert J. Rickett
Founder/ Executive Director

tor Jan Im

#### **COMMUNITY PARTNERS**













We're thankful for our community partners who walk alongside us in this mission. Together, we're building pathways of opportunity and hope for Oakland youth.