



2024-2025

# Annual Report



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# TABLE OF CONTENTS

Message from the CEO	2
Our Impact	3
Our Work	5
Youth Wellness	7
Youth & Facilitator Spotlight	8
Collective Impact	10
Youth Voice	12
Youth-led Projects	14
Financial Information	15





## Message from the CEO

In a year marked by continued uncertainty, whether personal, societal, or global, young people have once again felt the impact in profound and often unspoken ways. Even when they lack the words to fully articulate their experiences, our youth are acutely aware of the world around them. They are listening. They are watching. And they are feeling.

At PRO Youth, we believe that in these moments of ambiguity, our greatest strength lies in our presence. As caring adults, mentors, and leaders, our consistent, compassionate engagement offers stability amidst disruption. Simple yet intentional acts—asking meaningful questions, making space for emotions, and showing up reliably—send a powerful message: you are seen, you are heard, and you matter.

Presence, when practiced with authenticity, builds trust. It creates a foundation of safety and empathy from which young people can begin to grow, heal, and lead. We may not be able to resolve every challenge they face, but our willingness to stand beside them—especially when the path forward is unclear—can be a steadying force.

At PRO, presence is not just a value, it is a daily practice. Through our partnerships with schools, community organizations, and families, we cultivate a resilient network of care that surrounds youth from all sides. The results speak for themselves: young people consistently report feeling supported and affirmed, confirming that our presence is not only visible but deeply felt.

As we reflect on the past year and look ahead, let us recommit to being that unwavering presence. Especially in times when clarity is scarce, our patience, compassion, and consistency can offer the assurance every young person deserves that they are not alone.

# OUR IMPACT

2990



Youth Served

1208

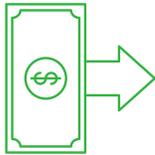


Program Hours

115



Community Partners



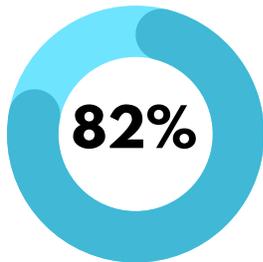
Funds invested into the community:



\$203,428 in youth stipends.



\$730,185 to Community Based Organizations.



of youth now know they have the power to make a difference in their community.



of youth agreed facilitators created a safe & welcoming environment for all participants.



of youth feel hopeful about their future.

*"I know that I will be a well-rounded adult with the power I have over myself and my decisions." – PRO participant*

*"It gave me a sense of hope for my future – to dream big." – PRO participant*



## YOUTH TESTIMONIAL

*“One of the most useful things that I have learned is that I have a voice to make a change in my community. I’ve learned to take risks and take action, as well as take initiative to go out for what I believe should be done.”*

# OUR WORK

We fulfill our mission through our three areas of work: Youth Wellness, Youth Voice, and Collective Impact.



## DID YOU KNOW?

**Protective factors** are the supports that help young people overcome challenges, reduce the impact of stress, and promote well-being and resilience. At PRO, our positive youth development programs strengthen these protective factors—helping youth build brighter futures.



*“Keep this program going. We need safe places to go with adults we can trust.”*

## **YOUTH TESTIMONIAL**

# YOUTH WELLNESS

## Equipping Youth to Thrive: Building Resilience, Inspiring Healthy Choices

Our youth development programs give youth tools to improve their mental wellness, skills to support their development as leaders, and platforms to make their voices heard. Whether we are facilitating a substance use prevention, mental health literacy, or relationship skills program, we start with mental wellness first. **We know Hope Rises when youth feel empowered to shape their own lives and reach goals they set for themselves.**

## PROGRAM OFFERINGS

HEALTHY RELATIONSHIPS

SUBSTANCE MISUSE  
PREVENTION

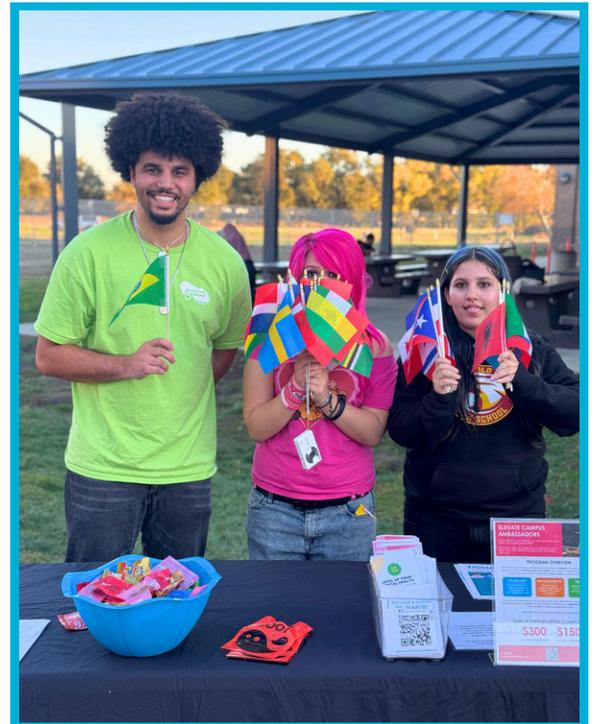
MENTAL WELLNESS

## DID YOU KNOW?

Having at least one supportive, caring adult outside the home is one of the strongest protective factors for youth well-being. Young people who report feeling connected to an adult at school are **48% less likely to experience persistent sadness or hopelessness** compared to their peers (CDC, 2023).

At PRO, our wellness programs intentionally build those trusted relationships by connecting youth with mentors, facilitators, and peers who listen, guide, and encourage them.

**95% of our youth agree that PRO facilitators seemed to truly care about participants.**



# YOUTH & FACILITATOR SPOTLIGHT



## **Ernesto, Peer Mentoring Participant**

*"Being a part of the mentoring program with PRO has taught me patience. For one, we only have two meetings a week, so I have to be very patient. But working with children has also taught me patience, which has affected my day-to-day life.*

*I feel more connected to my community because I am affecting children's lives as a mentor. It's positive and I feel more connected at my school as well because I am also engaging with my peers. I feel more present at school, and I want to be more involved in after-school activities like sports and community service.*

*PRO has definitely given me ideas for my future. I learned that I like being around kids and that I would like to be in a profession that not just helps me but helps my community. I want to be more involved with others outside of myself. I've been thinking of becoming a teacher or being involved in the community in some other way.*

*I would like to thank Jordan because she was very kind to me and is the reason I joined PRO in the first place."*

## **Jordan Black, PRO Youth Facilitator**

*"I remember the first time Ernesto came to the mentoring program. He showed up the very first day of orientation and was interested in joining.*

*Throughout the program, I was able to watch Ernesto grow from someone who was quieter and more reserved, to being more comfortable interacting with the other mentors in the group and the mentees at the elementary school. It was really cool to see him engage and get to know the mentees more.*

*When it came time to do teach backs of the Mental Wellness program to the 4th and 5th graders, that was a challenging process, and it was cool to see Ernesto brainstorm and collaborate with the other mentors to come up with the best ways to deliver the information to them.*

*It's been such a great time having Ernesto as part of my program and I hope he'll be able to join us again next year."*





## YOUTH TESTIMONIAL

*“PRO helped me feel more hopeful about my future because my mentors showed me how to believe in myself and reminded me I have the skills I need to succeed.”*

# COLLECTIVE IMPACT



PRO's **Youth & Family Collective (YFC)** was created to make collaboration work for everyone. The YFC brings together community-based organizations, government partners, and funders to streamline how high-quality, responsive programming is delivered for young people. The Collective builds trust, shares resources, and strengthens the lasting impact of youth programs—helping partners offer real-world experiences that foster connection, build skills, and inspire hope.

**To date, the YFC has overseen 15 collaborative projects, distributed over \$7 million in stipends and nonprofit funding, and reached more than 5,000 youth.**



# COLLECTIVE IMPACT



*“HYPU has been part of PRO Youth’s YFC for over five years, and each year our partnership continues to teach us something new. Through day-to-day collaboration and the curriculum trainings provided by the YFC, we’ve strengthened our capacity to design a robust Youth Development Program and better identify the gaps in services our youth face.*”

*One of the greatest strengths of YFC is its ability to bring CBOs together, organizations that might never cross paths or have access to larger funding opportunities on their own. What we appreciate most about YFC is that it truly brings together like-minded organizations committed to putting youth first.”*

**– Douagee Cheng, Director of Programs,  
Hmong Youth & Parents United**

*“I love being part of the Youth & Family Collective at PRO because the work is truly rooted in authentic relationships with community partners. Our deep connections, shared resources and collaboration make our collective impact feel both meaningful and energizing. Most importantly, we have FUN! Each interaction and new connection brings me immense joy, and I hope we can continue to spread that joy throughout our community.”*

**– Taylor Intermill, Assistant Director, Youth &  
Family Collective**



## PROGRAM OFFERINGS

CIVIC  
ENGAGEMENT

PROFESSIONAL  
DEVELOPMENT

PEER MENTORSHIP

Our Civic Engagement and Advocacy programs empower young people to become advocates for themselves, their peers, and their communities. We educate youth on effective strategies for enacting and advocating systemic change.

**We inspire youth to believe that making a difference is achievable at any age!**

## DID YOU KNOW?

A strong sense of agency is a key protective factor for youth—boosting confidence, reducing feelings of hopelessness, and helping young people make healthier choices as they navigate life's challenges. Our civic engagement programs spark a powerful sense of agency - helping youth realize they have the power to influence decisions and drive change where it matters most.



# YOUTH TESTIMONIAL

*“Being part of a PRO Youth program gave me real world tools not just for work or school, but for life. It taught me how to lead, how to listen, and how to make a difference in my community.”*



# YOUTH-LED PROJECTS

At the end of our programs, youth get to share what they learn and teach it back in a way that makes sense to them. Youth in our Substance Misuse Prevention programs created a Zine to share what they learned with their peers!

**How can addiction be prevented?**  
Addiction can be prevented by educating people, especially youth, on the dangers of substance use. Spreading awareness and stories about addiction makes a big impact on preventing it.

**Misusing opioids poses serious health risks.**  
If someone takes too much of an opioid, they could overdose and stop breathing. Opioids are also highly addictive.

**FOR ADDICTION**

- Addiction is a disease, and people suffering from it need medical support. If someone addicted to opioids tries to stop using the drug, that person may have severe cravings, seizures, trembling, and nausea. These are known as withdrawal symptoms.
- Medications are available to reduce the symptoms of addiction and help people who are trying to recover. Medications help a person stop misusing opioids and can restore balance to brain circuits altered by the person's disorder.
- People who use these medications are more likely to stay off opioids, reducing the risk of overdose.

**What Causes Addiction?**

Effects of Xanax: Xanax is used for its calming effect. It makes you calm and level, but it has other side effects when misused. Effects include drowsiness, irritability, memory problems, fatigue, and dry mouth. Since Xanax is highly addictive, stopping use leads to withdrawal symptoms. They include sweating, rapid pulse, hand tremors, nausea and vomiting, insomnia, restlessness, and seizures (in severe cases). Psychological symptoms include increased anxiety or panic attacks, hallucinations, and delirium (confusion and disorientation).

What addiction can do to you and your body: Addiction to any drug can change you as a person. It makes you do things you wouldn't normally do. Addiction makes you go to great lengths to get the drug, and can heavily impact your relationships. Addiction makes your body dependent on the drug, so when you stop you can get bad withdrawal symptoms.

Xanax (alprazolam) is a drug known as a benzodiazepine and is used to treat anxiety and insomnia disorders. It can be beneficial if used as prescribed, but it can quickly become dangerous. Xanax has a high potential for addiction, especially if misused.

Xanax Addiction Helpline: [Duff's Super Valu SAMHSA National Helpline](https://www.samhsa.gov): Call 1-800-662-H information on substance use disorders and treatment facilities.  
The Recovery Village Xanax Hotline: A 24-hr family members and friends of those struggling with addiction. Call 877-270-9484 for support.  
Zinnia Health Hotline: Offers a private 24/7 helpline for assistance with addiction. Call 617-333-3333 for help.  
National Drug Helpline: A free, confidential helpline for questions about prescription drug misuse. Call 1-800-487-3333.

**FENTANYL**  
Is a synthetic opioid used medically for severe pain  
**KILLS**  
Illicit Made  
JUST 2 MILLIGRAMS CAN BE LETHAL!  
WARNING  
Fentanyl is the #1 cause of OVERDOSE DEATHS in the U.S!  
NO 2nd CHANCES!  
You can tell if a drug contains FENTANYL by sight, taste, or smell  
**FALSE! FENTANYL is odorless**

Signs of an overdose include limp body, pale face, slow breathing and heartbeat, blue fingernails or lips, vomiting, or unconsciousness.

If you see someone with these symptoms, call 911. Emergency responders can reverse the effects of an opioid overdose. If time, it can save lives.

In most states, naloxone is available from pharmacies without an individual prescription. This is any bystander can administer it to someone having an opioid overdose.

Slow/No breathing  
Cold clammy skin  
Blue/Gray lips/fingertips

**FETAL alcohol syndrome**

**Fetal Alcohol Syndrome (FAS) is a lifelong condition caused by alcohol exposure during pregnancy, leading to physical, cognitive, and behavioral challenges.**

**Cell Death:** Alcohol can kill fetal cells, leading to abnormal physical development.

**Nerve Cell Disruption:** It interferes with development, migration, and function of nerve cells, particularly impacting the brain and central nervous system.

**FAS is a lifelong, preventable condition. The most effective prevention strategy is complete abstinence from alcohol during pregnancy.**

**NO ONE SHARING**

**Danger's**

**Diseases**  
Tuberculosis  
Human immunodeficiency (HIV)  
Viral Hepatitis A, B, C

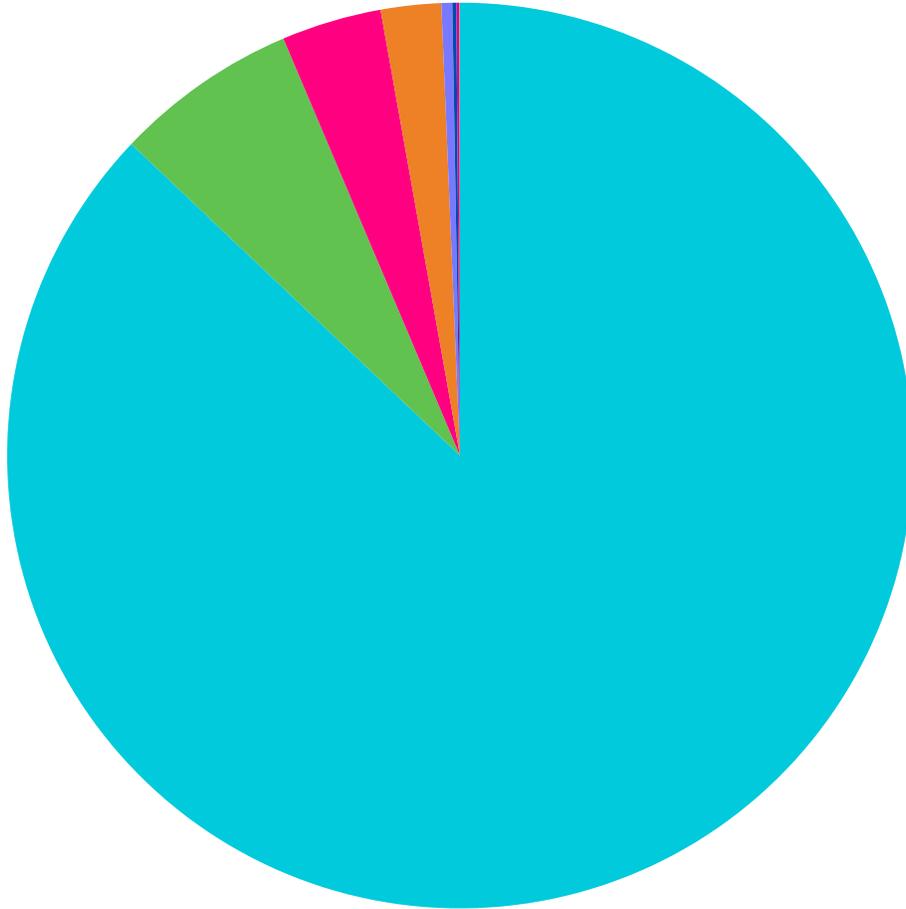
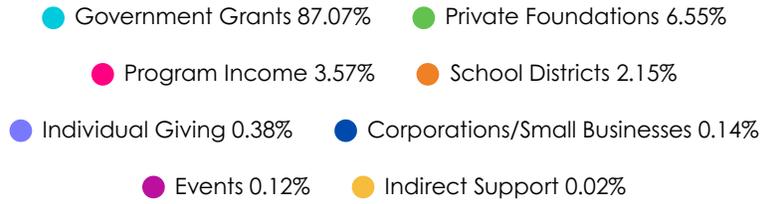
**Resources**  
Suicide & Crisis lifeline (988)

Using needles to inject drugs also known as intravenous (IV) drug use presents serious health risks involving overdose, blood-borne infections and tissue damage. Because IV drug use delivers a substance directly into the bloodstream, it produces a more rapid and intense high, which can increase its addictive potential.

- Blood-borne infections: Sharing needles and other injection equipment at the primary vector for transmitting viruses such as HIV and Hepatitis B and C, it is estimated that 1 in 8 people who inject drugs worldwide are living with HIV.
- Heart infections: Bacteria of fungi into the bloodstream can cause infective endocarditis.

Some people think using needles will help saving money but don't know how dangerous it can be. You can get diseases or blood pathogens.

# INVESTING IN HOPE



Government Grants \$4,203,533.30  
Private Foundations \$316,246.73  
Program Income \$172,365.29  
School Districts \$103,862.50

Individual Giving \$18,651.77  
Corp/Small Business \$6,713.36  
Events \$5,520.76  
Indirect Support \$804.81

**TOTAL INCOME \$4,827,698.52**

***\$730,185 redistributed in youth stipends and partner support.***



Join us in our mission to affirm, educate, and inspire young people! To learn about making an investment in PRO, please contact [kieraa@proyouthandfamilies.org](mailto:kieraa@proyouthandfamilies.org).



Scan to visit our website and donate