



Stories of Impact

Uniting the cause. **Empowering** the next generation.
Transforming the out-of-school time field.



Unite. Empower. Transform.

The California School-Age Consortium (CalSAC) believes that every young person should have access to high-quality, affordable out-of-school time options like before school, afterschool, and summer enrichment programs - regardless of income, race, or zip code. Every year, we train and empower thousands of adults who work in California's out-of-school time programs to strengthen their skills, deepen their impact, and advocate for policies that benefit children and families. In turn, they shape the lives of tens of thousands of young people, helping them unlock their full potential.

By transforming the out-of-school time field, we are building a more just and equitable California.

Together, we are:



The hub of a strong out-of-school time professional identity and community



An innovative provider of leadership and professional development



A catalyst for systems change through grassroots advocacy



A leader and model in the field for racial, economic, and educational equity



A nationally recognized organization and valued partner

Key CalSAC Programs

Training

We develop the skills and capacity of the youth development workforce

People who work in out-of-school time programs are hungry for the tools and resources they need to help all children succeed. CalSAC's Trainer Network provides a diverse array of interactive in-person and online trainings that build the knowledge and confidence of out-of-school time professionals at all levels.

A key component of the program is the development of the professionals who join the network as trainers - through training and mentorship, these individuals expand their leadership and facilitation skills as well as connect to a professional community and network, which benefits both those receiving training and the programs where trainers work.

Programs include:

- Dual Language Learners Training
- Mental Health & Wellness Project
- Science Action Club
- Social-Emotional Learning Training
- Trainer Institute and Certification

Leadership

We build equity-driven leaders who are advancing the out-of-school time field and their careers

Youth benefit greatly when the people who make decisions about funding, policies and services reflect the communities they serve. Although California's out-of-school time staff mostly mirror the racial, ethnic and cultural diversity of the young people served, disparities exist in executive leadership, upper management, policy creation and board positions.

CalSAC has made a strategic investment to address the equity gap through year-long leadership fellowships and 3-day intensive retreats, designed with an equity framework for emerging leaders in the field.

Programs include:

- Equity and Leadership Consulting
- Leadership Development Institute for Emerging Leaders of Color
- Leadership Development Institute 360°/365 for teams
- Leadership Intensive Retreats

Advocacy and Civic Engagement

We are building an informed and educated base to influence policy and drive change

CalSAC's advocacy efforts help show young people and emerging leaders how to speak out and use their voices to create change, raising social awareness and building a base of active and engaged individuals.

Through visits with state legislators and policymakers, training workshops and an annual statewide advocacy event, CalSAC educates and empowers professionals, youth, and families to engage in grassroots advocacy. The organization also works collaboratively with policy coalitions and leading policy organizations to advance the out-of-school time field and advocate for the needs and interests of children, youth and families.

Programs include:

- Advocacy Ambassador Program
- California Afterschool & Summer Challenge
- Teens Advocating for Civic Action (TACA)



1,070

Professionals have joined
the Trainer Network since 1998



8,000

Participants trained on
average each year



200

Hours of training curriculum

Training

Developing the skills and
capacity of the youth
development workforce



“Becoming a trainer has given me the tools and certification to grow as a consultant and facilitator.”

Rosalinda Mancillas

Sacramento, CA
We Rise, Inc.

Senior Certified CalSAC Trainer

When I was first introduced to CalSAC I had been at the same agency for nearly 8 years. I was the person who was “doing too much”, spending extra time with the kids, and overall was very involved in the program. A friend of mine who was a CalSAC trainer asked if I could take her place at CalSAC’s advocacy event, the California Afterschool & Summer Challenge. At the Challenge, I remember feeling empowered and overwhelmed, with a sense of agency. I felt welcomed by a community that I did not know existed and grateful to meet other professionals who were just as motivated and passionate as I am about the out-of-school time field.

After attending the Challenge, I applied to become a CalSAC trainer. I knew that I wanted to grow professionally but did not know how to move forward. Becoming a trainer has given me the tools and certification to grow as a consultant and facilitator. I gained visibility, I began to realize my potential and was recognized for my impact as a facilitator. Now I am moving forward and developing the career that I envisioned for myself. As a trainer and through my involvement with the Trainer Network, I feel as though I work in partnership with CalSAC—I did not know that agencies could work like that and really invest in the horizontal growth of their constituents. I stay involved because CalSAC has supported me to grow and develop as a professional.

To learn more about CalSAC’s Trainer Network, visit www.calsac.org/training



117
Emerging leaders have become LDI Fellows



94%
Of Fellows are leaders of color



60%
Of LDI Fellows have advanced in their careers to Executive Directors, VPs, Directors, Managers, School Administrators and Boards of Directors

Leadership

Building equity-driven leaders who are advancing the out-of-school time field and their careers



“The CalSAC model works to continually invest in its leaders and now I can invest in my staff and in my community.”

Jennifer Best

San Diego, CA
YMCA of San Diego

LDI Fellow
CalSAC Board Member

Before the Leadership Development Institute (LDI), I was in a personal and professional rut. I had been in the same job for 6 years and did not know how to go forward—I wanted to return to school to finish my undergraduate degree but did not know how to start. From the first day of the LDI opening retreat, I knew I was in the right place. The content about privilege and oppression validated experiences and thoughts I'd been having for a long time but did not know how to address in a work environment. I was overwhelmed by the sense of connection I had from being in a room of people who identified in the same way, with so much shared experience.

Participating in LDI connected dots that helped me get my life back on track. The fellowship lit a fire in my heart that motivates me to be a powerful leader of color—I'm inspired and determined to better myself and my community. Since the fellowship, I have completed my undergraduate degree and am now pursuing my master's degree. I have moved up four positions inside my organization and have the tools, skills, and confidence to advocate for more equitable policies.

The CalSAC model works to continually invest in its leaders and now I can invest in my staff and in my community. I am passionate about leveling the playing field and ensuring that my staff are heard, supported, and encouraged—many of whom I have sent to participate in the LDI fellowship.

To learn more about CalSAC's leadership programs, visit www.calsac.org/leadership



2,726

Youth and professionals engaged in grassroots advocacy through the CA Afterschool & Summer Challenge



93%

Of Challenge event participants were inspired to engage in advocacy again



\$50 Million

Won for afterschool in 2017



Advocacy and Civic Engagement

Building an educated base to influence policy and drive change



“This experience solidified my commitment to the out-of-school time field and to youth work, as I now understand the big picture and the importance of the work that we do.”

Desiree Torres

Torrance, CA
arc

LDI Fellow

Advocacy Ambassador

I was so inspired and moved at the California Afterschool & Summer Challenge - it was amazing to see so many people fighting for one cause - together with the children who are impacted. My most distinct memory happened while we were marching—there was a group of kids on a field trip who saw us and were so excited to see what we were doing that they ran over and were encouraging us, shouting how much they loved afterschool. I remember thinking that I was advocating not only for my own students, but for all students.

When I returned to my site after the Challenge, I explained to my students what I had been doing in Sacramento, how we were advocating for increased afterschool funding, and the repercussions of budget cuts for our program. My students really understood the issue, and one came up to me and thanked me for standing up for afterschool and expressed how important it was for him to have a safe place to go every day. This experience solidified my commitment to the out-of-school time field and to youth work, as I now understand the big picture and the importance of the work that we do.

Now, my organization brings students to the Challenge every year. I love seeing how the ripple effect works—I’m bringing adults from my network to the Challenge, as well as building the advocacy skills of young people. Together we can make change for the causes that are important to us!

To learn more about CalSAC’s advocacy work and for opportunities to get involved, visit www.calsac.org/advocacy

CalSAC's Journey in Cultivating a Culture of Philanthropy

Paying forward a brighter future for the next generation

The story of CalSAC's individual giving program is the story of a movement. In 2015, CalSAC set out to cultivate a culture of philanthropy in the out-of-school time field. This was no small feat - in the organization's 35 year history, an individual giving program had never been attempted. And, with a base largely comprised of young, often part-time hourly workers, many on the ground didn't identify themselves as people who could or should be donors. For CalSAC, building an individual giving program was not just about sustaining the organization - it was about creating opportunity for every person to contribute to and take ownership for those things that are most important to them and to pay forward a brighter future for the next generation. It was to build power in and for the out-of-school time field, alongside every person in the community.

A new addition is the Giving Ambassador program, where key CalSAC stakeholders are equipped to fundraise,

providing the opportunity for these individuals to build their fundraising capacity as well as take ownership for a cause that is important to them. This model works across CalSAC's board, staff and constituents because of shared values, shared accountability, and a deep belief in the transformative work of the organization.

CalSAC's unique programs exist because people who care have taken ownership through their financial contributions and fundraising – ensuring the services they care about continue to grow, and can reach the next generation of out-of-school time professionals. At CalSAC, every person is challenged to take active, collective responsibility for making change - giving is one way this transformative work is accomplished.

Join us! Donate at www.calsac.org/donate



223%

Increase in individual giving since its inception in 2015



84%

Increase in donors since 2015



400%

Increase in individual giving by 2021



"The greatest lesson I took ... is that there is support and belief in the youth development field and I feel supported to continue pursuing this work in the long term."

Steven Cong

Milpitas, CA
Public Allies

Senior Certified CalSAC Trainer
Giving Ambassador

I was working at a youth-serving agency and we participated in a training led by a CalSAC trainer, and it was extremely well received. I decided I wanted to be part of CalSAC's professional network, grow my skills as a trainer, and support youth development work by becoming a CalSAC trainer.

Through my work as a trainer, I was recruited to join the Giving Ambassador program to help raise funds for CalSAC and to receive professional development around individual giving fundraising. I learned so much from this experience. Before becoming a Giving Ambassador, I had never fundraised, and certainly had never asked anyone from my personal network for money! Growing up I was taught that it isn't okay to ask for money, so this work sparked a big mindset shift for me. Going into the campaign, I was doubtful that I would get anywhere near my goal and expected that I would not hear back from anyone. When the people in my personal and professional network began donating to my campaign, I felt extremely validated! I felt as though they were supporting me to do the work I am so passionate about, and that they saw the work that I do as something worth investing in.

The greatest lesson I took from being involved with the Giving Ambassador Program is that there is support and belief in the youth development field, and I feel supported to continue pursuing this work in the long term.

For more information about CalSAC's individual giving work, and for professional development in individual giving fundraising, visit www.calsac.org/giving-ambassadors



Unite. Empower. Transform.

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Join the movement!

- Become a **Trainer**
- Invest in your **Leadership**
- **Advocate** for the field

Learn more at www.calsac.org



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