

ydo

Youth Development  
Organization



'25

# impact: '25



Over nearly 20 years, YDO has grown significantly as an organization. Still, today, we understand that success looks different for everyone. Our work—to ensure each YDO Kid can explore, learn, and lead—is as critical as ever. And, our approach, providing personalized support, proves that success breeds success.

Older YDO Kids are foundational to this work. As they grow, they progress from students to student teachers. With our help, they plan for their futures in high school, college, and career. And, they are blossoming in a vibrant alumni community. YDO Kids are today's leaders in Lawrence and tomorrow's leaders far and wide.

Many incredible people make our impact possible: YDO families, donors, community partners, and our dedicated staff. Together, we served **750+ students** in FY 2025.

Other highlights include:

- **Youth Jobs:** 108 youth helped deliver STEM/arts courses—a 37% increase over FY24.
- **Community Collaborations:** We sustained partnerships with key programmatic collaborators, including Phillips Academy in Andover (since '06), Esperanza Academy (since '21) & Community Boat Building (since '24).
- **Public School Partnerships:** We expanded our work with Lawrence High School beyond Postsecondary Pathways to deliver a new summer experiential learning and internship program for students interested in education careers.

**Mark Kampert**  
Executive Director

- **Healthcare Career Pathways:**

YDO is one of 10 Lawrence nonprofits in a \$5M/5-year initiative of the Atrius Health Equity Foundation. Our role in this collaborative is to provide advising and career development opportunities for young Lawrencians interested in pursuing health-related professions.

Every day, our students motivate us with their curiosity, ambition, and talent, and our community inspires us with its generosity. Thank you for believing in our mission and investing in the future of YDO Kids.



**Cathy Lopez**  
President, Board of Directors

# mission & programs

Since 2006, YDO has served Lawrence youth with a holistic mission: **to grow a community of self-motivated students by offering high-quality educational activities, developing supportive long-term relationships, and providing personalized opportunities for success.**



stem



arts



advisory



ydo summer



At YDO, we make long-term investments in our students. We couple individualized support with opportunities—focused on STEM, arts, leadership, education advising—**designed to grow as YDO Kids do, from ages 8 to 18+.** These students take advantage of free programming, transportation services, and a team committed to their growth, persistence, and success ... whatever that looks like for each YDO Kid.



# ydo approach

Not a day care nor a drop-in center, YDO engages with youth consistently, coupling experiential learning with mentorship and leadership opportunities, all designed to put and keep YDO Kids moving through the following five stages:

**1 the hook**  
Initial engagement begins by clearly matching a student's recognized strength, talent, or passion to a YDO program.



**2 exploration**  
YDO invites curious students to broaden and deepen their exposure to STEM and the arts, with offerings designed to meet their needs and interests.



**3 buy-in**  
When students demonstrate a commitment to growth and long-term participation, YDO responds by investing in them—providing tailored support and opportunities for achievement.



**4 leadership**  
Progress builds, skills develop, experience accumulates—YDO challenges students to step into teaching, mentoring, and managing roles to expand their capacities.



**5 the world**  
Our kids go forth to engage with the world, equipped with a vision for their future and a resume and network that fuel success in school, work, and life.



**2,000+ students served since 2006**



# leaders of today

▶▶ At YDO, we develop the leaders of tomorrow by trusting Lawrence youth to be leaders, today. As they grow up in our organization, students step into roles as STEM and arts teachers and mentors for the younger YDO Kids following in their footsteps. **In 2025, we hired more than 100 Lawrence youth, and they earned over \$175,000 in wages.** As such, older students deepen their own learning while gaining the kinds of skills that are attractive on a college application, impressive on a resume, and important in a career.

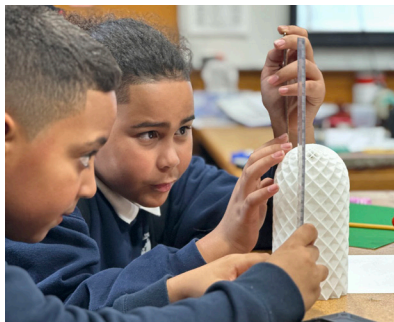
Today, the YDO alumni community is growing rapidly as more and more of these young Lawrencians transition from being YDO leaders to young professionals, including at our organization, where one-quarter of adult YDO staff are alumni of our program. Other alumni are making their mark in a wide variety of companies and institutions, including the following:



AllianceBernstein  
Amazon  
Apple  
Brooks School  
Butterfly Network, Inc.  
Choate, Hall & Stewart LLP  
City of Lawrence  
DCU Credit Union  
Fidelity Investments  
Google  
Junior Achievement of Greater Boston  
Kimley-Horn  
KPMG  
Mass General Brigham  
Merrimack Health Lawrence Hospital  
MIT Lincoln Laboratory  
Lawrence Public Schools  
Liberty Mutual Insurance  
Lockheed Martin  
MilliporeSigma  
Northern Essex Community College  
NTU Singapore  
Netflix  
The New School  
Posse Foundation Boston  
Project Learn  
Swift Current Energy  
TJX Corporation

## ▶▶ 265 students

In weekly classes, offered year-round, students get hands on in YDO's engineering and computer labs, robotics clubhouse, girls-centered makerspace, and life sciences lab. YDO Kids build skills and confidence and develop into creative thinkers, independent problem solvers, and self-directed experimenters, through curricula that grow as they do, from 3<sup>rd</sup> Grade to 8<sup>th</sup> Grade and beyond.



66% participated  
in multiple  
STEM  
programs



“ydo completely  
changed my life and  
set the foundation for  
my career in software  
engineering.”

**Youssef Bourouphael**

Joined YDO: 2011

YDO Summer Staff: 6 years

Denison University, Class of 2022

Software Engineer, Google

58% of  
Kids enrolled  
in basic  
stem ar

## ▶▶ 292 students

YDO Kids harness their creativity and discover their passions in weekly visual and performing arts courses, offered year-round. The majority of arts courses for younger YDO Kids are taught by older ones.



75% participated  
in multiple  
arts  
programs



“ydo gave me space  
to explore a curiosity  
that still shapes my art  
& design work today.”

**Elizabeth Rennie**

Joined YDO: 2006

YDO Summer Staff: 3 years

Suffolk University, Class of 2016

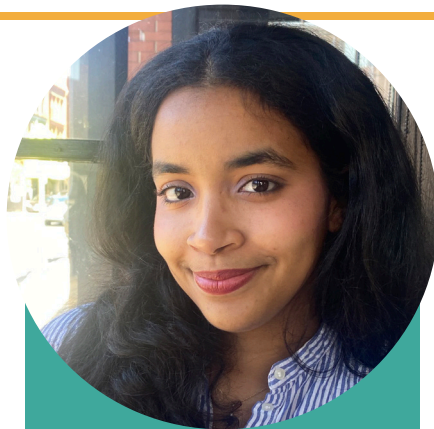
Lesley University, Class of 2023

UX Designer, Cengage



## ▶▶ 358 postsecondary pathways students ▶ 74 high school prep students

YDO Kids get the tools, connections, and advice that drive educational access and success. For middle schoolers, High School Prep supports students' secondary school exploration, preparation, applications, and decision making. For high schoolers, Postsecondary Pathways delivers personalized, expert advising to juniors and seniors along with continued support after graduation.



“with ydo, i secured a college scholarship, discovered a passion for teaching & found a mentor for life.”

**Wiralba Pichardo**

Joined YDO: 2020

YDO Summer Staff: 3 years

Grinnell College, Class of 2025

Grad student, WashU in St. Louis



# summer

- ▶▶ 175 ydo kids served
- ▶ 62 youth staff hired

This five-week program turns summer jobs into leadership opportunities. YDO Kids in high school and college design and deliver full-day STEM and arts enrichment to YDO Kids in 3<sup>rd</sup>-8<sup>th</sup> Grades. YDO Summer is our proof of concept—that students gain the knowledge, skills, and experience at YDO to create new opportunities for their near peers.



scan to watch the  
ydo summer  
video! ▼▼



“ydo is community...  
so many great people  
with so many different  
interests and talents.”

#### Jennifer Tran

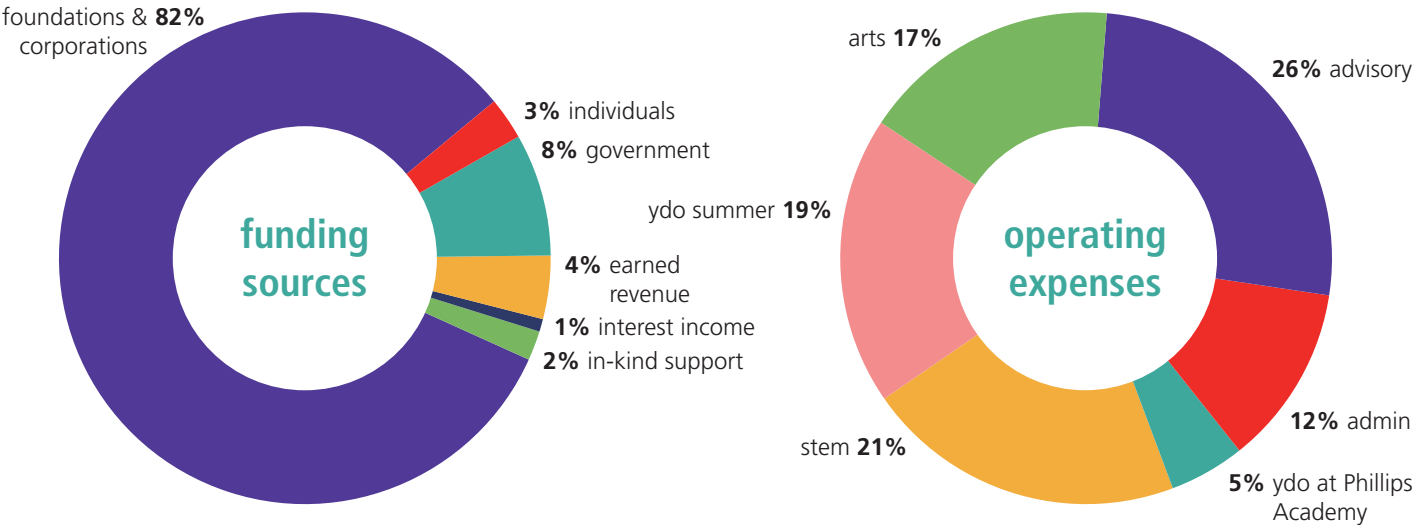
Joined YDO: 2008  
YDO Summer Staff: 4 years  
UMass Amherst, Class of 2019  
Product Development Engineer III,  
MilliporeSigma

# operations

Partnership is at the heart of our mission and success. Philanthropic support accounts for 87% of our revenue, which means our donors make YDO's impact possible. Over the last year, our cash position remained strong and our program delivery efficient. With the help of our supporters, we made investments in curriculum development, including in life sciences and performing arts, in our student teachers, in our experienced staff, and in more than 750 YDO Kids.



## \$2M budget



*These figures reflect unaudited financial statements for YDO's fiscal year ending August 31, 2025.*

# supporters

## thank you for investing in our future!!

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scan for a complete list of our  
recent individual donors





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helping our students discover  
who they are and  
who they can become



invest in ydo today!

**Youth Development Organization, Inc.**

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