

2024 IMPACT REPORT



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FROM OUR YOUTH CORRESPONDENT

I'll never forget the moment when I realized that being a peer leader isn't just about giving advice — it's about holding space for stories too heavy for anyone's shoulders to carry alone.

At the annual Global Catalyst summit, my role was to provide mentorship and sisterly advice to a group of younger girls when one girl raised her hand and poured her heart out. Her emotions were raw as she looked into my eyes and said, "My family is forcing me to forgive my cousin for something very dark that happened. What am I supposed to do?" Tears streamed down her face. Before I knew it, I was crying too. I embraced her and gently told her that it was okay to take her time on the road to forgiveness. I wanted her to know that I was there for her, no matter what.

That day, I realized something important. I wasn't just talking to these girls — I was impacting them in ways I hadn't even realized. I had an epiphany: My words — my presence — mattered to these younger girls who looked up to me. I was showing them that they are beautiful, valued, and that their lives have purpose.

That moment showed me how the skills I'd gained from GLOW Club could light the way for young people like me to lead and shape change. I learned how to listen with my heart, speak with intention, and stand up for what matters. GLOW Club taught me that I have a voice, the confidence to call out injustice, the empathy to uplift others, and the strength to persevere, no matter the obstacles I face.

I strive daily to empower young women through my mentorship program, Inspire and Bloom, that I created after realizing that more girls in my community could benefit from the skills I've gained in GLOW Club. These skills don't just help us survive; they enable us to lead and create real, positive change. In the words of the great Maya Angelou, "Each time a woman stands up for herself, she stands up for all women." I stand not only for myself and my GLOW sisters, but for the young woman who opened up and trusted me with her challenges, and for all young women like her across the world who need someone to listen.

Janiyah Spears, age 17, Detroit

Youth Correspondent & GLOW Club Member

Janiyah Spears





THE FUTURE IS GIRL-LED.

At Global Catalyst, we believe every girl deserves the opportunity to live a life of her own choosing — a life where she has the power to dream big dreams and boldly pursue them. Unfortunately, this is far from reality. Every day, millions of girls hear the word “No” in countless, heartbreaking ways that hold them back from realizing their true potential.



Girls are told “No” when they try to continue their education, “No” when they reject unwanted advances, and “No” when they aspire to careers beyond traditional expectations. They are told “No” because of their gender, their background, or simply because society has decided that girls’ futures are not theirs to define.

AT GLOBAL CATALYST, WE’RE FLIPPING THE SCRIPT. WE’RE TELLING GIRLS, “YES.”

Yes to self-expression. Yes to ambition. Yes to dreaming, leading, and achieving without limits. Because when girls are supported and encouraged to live authentically, they can break through even the strongest barriers and envision futures beyond what they ever thought possible.



Imagine a world where every girl is told, “Yes.” Imagine a world where girls can be bold, fearless, and unapologetically themselves. That is the world we’re fighting for. That is the world that girls deserve. We’re honored you’ve chosen to join us in making that vision a reality.

FROM OUR EXECUTIVE DIRECTOR

A lot has changed in the past year. But one thing remains clear: Young people are not just the future — they are the present. And if we want a better world tomorrow, we have to equip them today.

As a mother, a wife, and a human being, I often find myself grappling with how to respond to the unprecedented challenges unfolding in my own community, nation, and world. But as an advocate for girls' rights, the answer has never been more clear: We must give young people — especially girls — the tools, opportunities, and mentorship they need to stand up, speak out, and lead.

Our recent research confirms what we've long known to be true: Even just eight weeks in GLOW Club can change a girl's life. I witnessed this transformation firsthand on a recent trip to Vietnam, where I visited four GLOW Clubs, each at a different stage of their journey. The newest club members spoke about newfound confidence and daring to dream bigger dreams. But it was the girls who had been together for three years who moved me to tears — girls who had challenged fathers, grandfathers, and male classmates who believed girls' voices didn't matter. They were not only speaking up, but courageously challenging the very norms that once tried to silence them.

Throughout this report, you'll find story after story like theirs of GLOW Club Girls around the world who are doing the same: using their voices to create lasting change. Janiyah's letter on the previous page is one example. As a long time GLOW Club member from Detroit and our current Youth Correspondent, Janiyah is a shining example of what happens when girls who are taught how to use their voice take those skills and apply them to uplift others. You'll also read about the GLOW Club Girls in Sierra Leone whose advocacy helped outlaw child marriage, and Christine in Malawi who is fighting for equal access to education for children with disabilities.

These are just a few examples. There are countless more. So if you're wondering how to respond to the changes in our world, start here: Invest in girls. Because when girls are equipped to lead, they don't just imagine a better world — they build it. GLOW Club Girls are already on the front lines, challenging injustice and driving solutions. And with your support, they'll keep pushing forward. Because the world can't wait, and neither can they.

Crystal Sprague
Executive Director

Crystal Sprague



ABOUT GLOBAL CATALYST

We mentor girls in the U.S. and around the world to become powerful advocates and confident leaders.

Our programs provide adolescent girls with the skills and support they need to understand themselves and their rights, raise their voice at home and in their communities, and advocate for the issues they care about on a local and global scale.

GLOW CLUB

Our signature SEL-based mentorship program provides a safe space for girls around the world to do 3 transformative things: increase their confidence, strengthen their voice, and build their power.



GIRL-LED ADVOCACY

Our advocacy initiatives provide a platform for girls to share their concerns with local and global stakeholders, including at the United Nations, while taking direct action to create change in their local communities.



GLOW Club Girls report growth in the following key competencies...



Self-Advocacy



**Responsible
Decision-Making**



**Healthy
Relationship
Skills**

WHY MENTORSHIP MATTERS

Our work is made possible through the unwavering passion of mentors who are committed to changing girls' lives for the better. GLOW mentors are ordinary, extraordinary women — mothers, teachers, homemakers, and more — who come from the very communities they serve. Their deep understanding of local challenges enables them to effectively support club members as they navigate and challenge the unique societal barriers girls face every day.

Here's what a few of our mentors are saying about the life-changing impact of GLOW Club.

"I wish I had a mentor growing up. If I had, my life may have turned out differently. If I had, maybe I wouldn't have been forced to marry at such a young age. I love my club members like I love my own children. I want them to achieve all the things I dreamed of when I was younger. I want them to know that they can do anything."

- Mentor Urmila, India



"In GLOW Club, we're creating a safe space for girls to connect and play. I want them to know that they can turn their dreams and wishes into actual goals that they can strive towards. I want them to know that they can make those wishes come true, and I'm giving them the tools to get there."

- GLOW Club Mentor in The Middle East



OUR GLOBAL IMPACT

Since 2012, we've worked tirelessly alongside girls and the mentors who strengthen them to create a future where girls can truly lead.

The statistics you see here are more than just numbers. They represent all of the resilient GLOW Club Girls across the globe who have developed the confidence, self-awareness, and determination to change their lives and their communities for the better.

30+ countries
reached by
our programs

30 girl-led
community
impact projects
funded

100,000+
girls transformed

2 million

people impacted annually through our programs



**In 2024, GLOW Clubs officially
launched in Native American
communities in the United States!**

2024 IN NUMBERS

These numbers speak volumes. From GLOW Clubs to mentorship trainings, every number tells a story — of empowered girls, dedicated mentors, and the unstoppable momentum behind our mission to cultivate confident, capable young leaders and advocates around the world.



57 unique communities brought GLOW Clubs to life

34,677 hours of GLOW Club



347 mentors trained in one month*

*In our highest participation month

GLOW CLUB IS THE MOST IMPACTFUL SOURCE OF MENSTRUAL HEALTH LEARNING FOR GIRLS IN HUANCHACO, PERU.

We know that GLOW Club is making a real, measurable impact on adolescent girls worldwide — and we can prove it.

In 2024, independent researcher Amelia Van Komen from the University of Sheffield reached out to us with an incredible discovery: While studying menstrual health in the small Peruvian fishing town of Huanchaco, she found that the most impactful source of menstrual health knowledge for girls in the community is our signature program, GLOW Club.

Through in-depth conversations, both girls and their mothers repeatedly emphasized that GLOW Clubs offer something rare and vital: A supportive space where girls can speak openly about their changing bodies, receive essential education on the physical and emotional journey of puberty, and feel empowered to take charge of their health and futures.



“Global Catalyst is helping girls advance their own empowerment and the state of gender equality in their community.”

- Amelia Van Komen,
University of Sheffield



[READ THE FULL REPORT](#)

THE 2024 GIRL ADVOCACY COMMITTEE YOUTH VOICES, GLOBAL IMPACT

Our 2024 Girl Advocacy Committee discussed global challenges, collaborated on solutions, and presented girls' recommendations to global leaders.

Across 15 countries, 33 members represented the voices of girls in their communities.



“I am proud to be a Girl Advocacy Representatives because I am contributing to addressing issues girls face in my community.”

- Deborah, Rwanda



The Girl Advocacy Committee at the United Nations

At the United Nations' 68th Commission on the Status of Women (CSW68), our annual girl-led event put girls' voices at the forefront of global change. As a part of this key United Nations convening on women's and girls' rights, GAC members put in countless hours of prep work to lead an important dialogue on girls' rights and priorities. Because decisions about girls should be made by girls.

“Girls, keep making your voices heard; and adults, keep listening to and showing up for girls.”

- Mearodey, Cambodia



GLOW PROJECTS: GIRLS DRIVING CHANGE

Our GLOW Projects initiative provides funding and support for youth-led advocacy work, giving girls the opportunity to pitch and implement projects that address important issues in their communities while building critical thinking, problem-solving, and leadership skills.

In 2024, we championed 4 girl-led projects across 4 countries, each addressing a critical issue impacting girls' futures and livelihoods.



India | Menstrual Health

600 women and girls reached.*

GLOW Club Girls provided menstrual health education and led workshops teaching women how to manufacture their own reusable sanitary pads.



Nigeria | Female Genital Mutilation

100 girls reached.

GLOW Club Girls led a weekly radio program that raised awareness about the harmful effects of FGM, and other health-related topics.



Rwanda | Education

60 girls brought back to school.*

GLOW Club Girls worked with parents and community leaders to tackle the issue of school dropouts and challenge systemic barriers to education.



Sierra Leone | Child Marriage

10,000 people reached each week.*

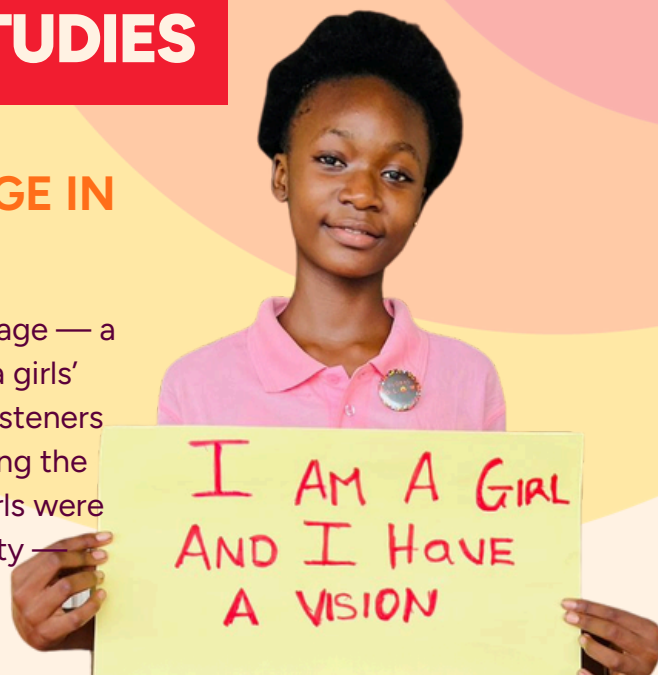
GLOW Club Girls led a weekly radio program that raised awareness about the devastating effects of child marriage. Child marriage officially banned in 2024!

*Since the project's inception

GLOW PROJECTS CASE STUDIES

GIRLS HELPED END CHILD MARRIAGE IN SIERRA LEONE

In July 2024, Sierra Leone officially outlawed child marriage — a historic victory. Through our GLOW Project supporting a girls' radio program, GLOW Club Girls implored over **10,000** listeners each week to protect girls' rights and futures by endorsing the bill. These efforts were so impactful that GLOW Club Girls were publicly recognized for helping make the new law a reality — proving the power of girls as advocates and leaders.



THE GIRLS FOR SCHOOL PADS PROJECT, 6 YEARS LATER

In 2018, we funded **Girls For School Pads Uganda**: a social enterprise created by two teen girls that sells affordable, reusable sanitary pads to Ugandan women to meet a critical need while raising money for girls' education.

To-date, the project has paid the school fees of **60 girls** across **3 Ugandan cities** and provided hundreds with menstrual health education.

WATCH TO MEET CO-FOUNDER KASHISH



Kashish in
2024



“Through this project, I learned that I can make a change and so can other girls. I was very shy, but through this project I have developed myself, and now, I’m a role model to other girls.”

LIGHTS, CAMERA, ACTION: GLOW YOUTH CORRESPONDENTS TAKE THE STAGE

Our Youth Correspondent program offers exceptional GLOW Club members and alumni the platform to amplify their voices by hosting and participating in important dialogues with girls and their allies, sharing valuable perspectives on crucial topics. Here's how they led last year:

Panel Discussions for International Day of the Girl

Taylor is a GLOW Club member in Detroit who, at just 16 years old, has founded her own beauty company and plans to open her own non-profit organization.

As our Youth Moderator, Taylor led panel discussions in celebration of IDG in New York City and Los Angeles, covering topics ranging from mental health and self-advocacy to representation and inclusive storytelling.

Panelists included:

- **Angela Lindvall - Model, Actress, TV Host, and Health Advocate**
- **Danielle Kwateng - Executive Editor at Teen Vogue**
- **Dr. Kathleen M. Pike - CEO of One Mind**
- **Maryam Banikarim - Managing Director of Fortune Media**
- **Dr. Izdihar Jamil - TEDx Curator, Author, and Visibility Expert**
- **Joy Donnell, Co-Founder Center for Intersectional Media + Entertainment**

GET TO KNOW TAYLOR

Virtual Dialogue on Menstrual Health and Equity

Nuri, a GLOW Club alumna and Youth Correspondent from Detroit, is a girls' rights advocate passionate about closing the gender gap in STEM.

As our Youth Correspondent, Nuri hosted a virtual panel on menstrual health and period stigma with GLOW Club Girls from Nepal and Uganda.

WATCH THE POWERFUL DISCUSSION



GLOW CLUB CHANGES LIVES

WHAT WE'VE LEARNED

To understand how well GLOW Club works in different settings, we analyzed data from programs in India, Uganda, and Nigeria using the “meta-analysis” research technique to gain a clear understanding of GLOW Club’s impact.

Across three years of programming, GLOW Club demonstrated a positive impact on girls’ skills and confidence, with varying outcomes across countries. Uganda consistently showed strong gains, especially in the early years, while India and Nigeria experienced more gradual progress.

Year-over-year results highlight the importance of adapting programs to each community’s unique context, reinforcing that localized approaches are essential for sustained impact.

OUR MAIN TAKEAWAY

Not every community is the same, and what works well in one place may need adjustment in another. By paying attention to local factors — such as culture, program implementation variance, and community support — we can make GLOW Clubs even more effective.

This ongoing process of learning and adapting ensures that every girl, no matter where she lives, gets the best possible support.

In India, GLOW Club participants not only gained confidence — they excelled in school.

In Year 2 and Year 3 of GLOW Club,

100%

of girls advanced to the next academic grade level.

That's 13.5% and 8.7% higher than the national average per year!



THE POWER OF HER

In 2024, GLOW Club Girls led with courage and confidence, defying expectations in communities worldwide where girls are often told to remain silent and submissive. Here are just a few snapshots of their remarkable global impact.

Malawi

Christine advocated for herself and other children living with disabilities by imploring parents and community leaders to ensure equal access to education and build more inclusive facilities.



Nigeria

Angela, Isabella, Precious, and Toluwani started recycling plastic bottles to raise school fees for local girls. To-date, their efforts have allowed six girls in their community to continue their education.



Uganda

Patience is writing a book titled "A Girl Child's Success" to inspire girls in her community to never give up on their dreams. The autobiographical work shares how Patience overcame hardship to complete her education, and offers practical tips on advocacy and self-love.

Patience is working with an editor in Uganda to publish the book, and plans to empower other girls through storytelling.



ALICE'S FIGHT AGAINST FEMALE GENITAL MUTILATION



GLOW Club Alumna Alice escaped female genital mutilation as a child. After joining GLOW Club and learning the power of her voice, she later returned to her home village to save her younger sister in a dramatic rescue that transformed both of their lives forever.

We caught up with Alice last year to learn more about how she's using her GLOW Club education to build a brighter future for girls in rural Kenya. Today, she leads a mentorship program for other girls who have overcome trauma, and plans to return home to rescue other girls from FGM so they, too, can follow their dreams — just like she has.

WATCH ALICE'S INCREDIBLE STORY

Alice with her GLOW Club Mentor, Grace, and younger sister, Tabitha



“If I didn't join GLOW Club, I would not be the person I am today. GLOW Club has helped me, and it is allowing me to help other girls.”

MARIANA'S STORY

“ My name is Mariana. I'm 15 years old, and I'm a GLOW Club member.

When I first started this club, I had very bad ideas about machismo. I was surrounded by people who told me that women are only good to take care of children and provide food to their husband. Before joining the club, I was normalizing that.

But GLOW Club helped me understand that women can also work. We can do the same things men can do.

Coming to the club helps me to feel more free. I feel good here at the club. I feel good about myself, and my friends feel good about themselves, too. It gives me peace that I can't always have at home. Here, our mentors give us the freedom to express ourselves.

Being able to talk and laugh here is something we can't always do in other places. It helps me stop thinking about my problems. Everything I've been through, I forget it the moment I'm here.



I am a different person now. Before GLOW Club, I didn't think I was going to finish high school.

I am a different person now. Before GLOW Club, I didn't think I was going to finish high school.

I thought I was going to have children and live off my husband. But the club has opened my mind, and now I think differently. Now, what I have clear is that I want to finish high school, go to university, and study law. And if I one day have children, I'm not going to cling to a man just because I have to depend on him. I'm going to dedicate myself to being a lawyer, and training to become a mentor and leader in GLOW Club, too.



GLOW IN 2025: OUR EXPANDING IMPACT

In 2025, we're expanding our global impact by launching GLOW Clubs in five new countries — Argentina, Chile, Guatemala, Mexico, and South Africa — as well as a new U.S. club for Indigenous girls in Hawaii. Through this exciting growth, we're bringing life-changing mentorship to vulnerable girls who need it most.

In each of these communities, girls face unique challenges. In Argentina, five adolescent girls become mothers every hour, while more than a quarter (1/4) of missing girls in Hawai'i are Native Hawaiian. GLOW Clubs will provide a vital lifeline for these girls by equipping them with the support, guidance, and mentorship to break through barriers and thrive.

**Argentina,
Chile,
Guatemala,
and Mexico**



**Hawaii and
South
Africa**



GLOW Clubs create safe spaces where girls learn about their rights and strengthen their confidence. Our goal is for them to grow up free, safe, and with more opportunities for their future.

- New GLOW Team Member in Mexico

OUR NEW GLO-W-CAL APPROACH TO ADVOCACY

In 2025, we're empowering girls to drive change both globally and within their home communities. While we've long supported girl-led advocacy on the global stage, we're launching three new initiatives that give them the tools to advocate locally, alongside their peers, so they can create lasting change where it matters most.

By creating platforms for girls to speak directly with community leaders, we're ensuring that their concerns can be met with meaningful solutions.



1. **GLOW Club Master Trainers**

Through a new training program, exceptional club members will learn how to develop and actively implement advocacy campaigns to address issues in their communities.

2. **Local Summits**

We're planning girl-led summits in Kenya and India that will bring together girls, local leaders, and decision-makers to create tangible community impact.

3. **U.S. Advocacy Initiative**

We're launching a request for applications from girls across the U.S. to pitch, develop, and implement advocacy projects, offering funding of up to \$5,000.



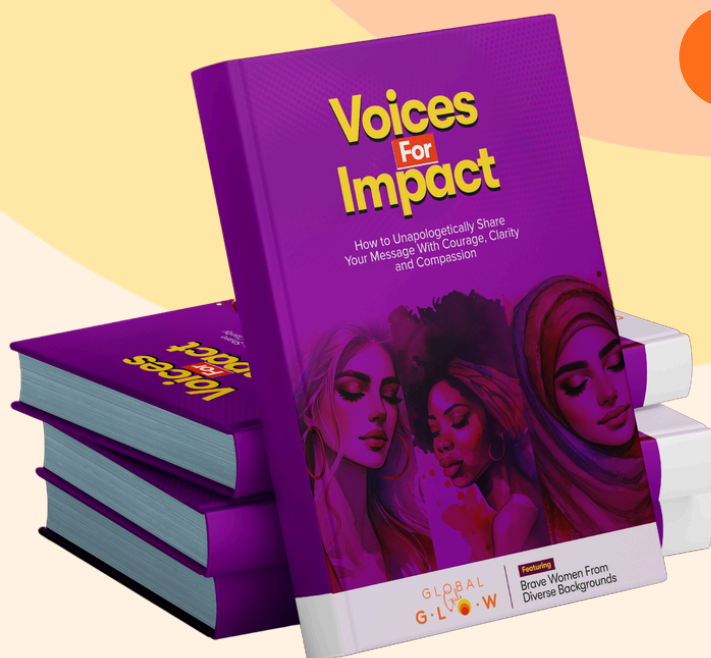
“Give girls equal opportunities and I will be a world changer.”

- Ifeoma, age 13, Nigeria

WE'RE OFFICIALLY A #1 BESTSELLER!

We're proud to announce the launch of our first anthology book, *Voices for Impact: How to Unapologetically Share Your Message With Courage, Clarity and Compassion*, a collection of inspiring stories from both girls and women around the world who have used their voices to create meaningful change.

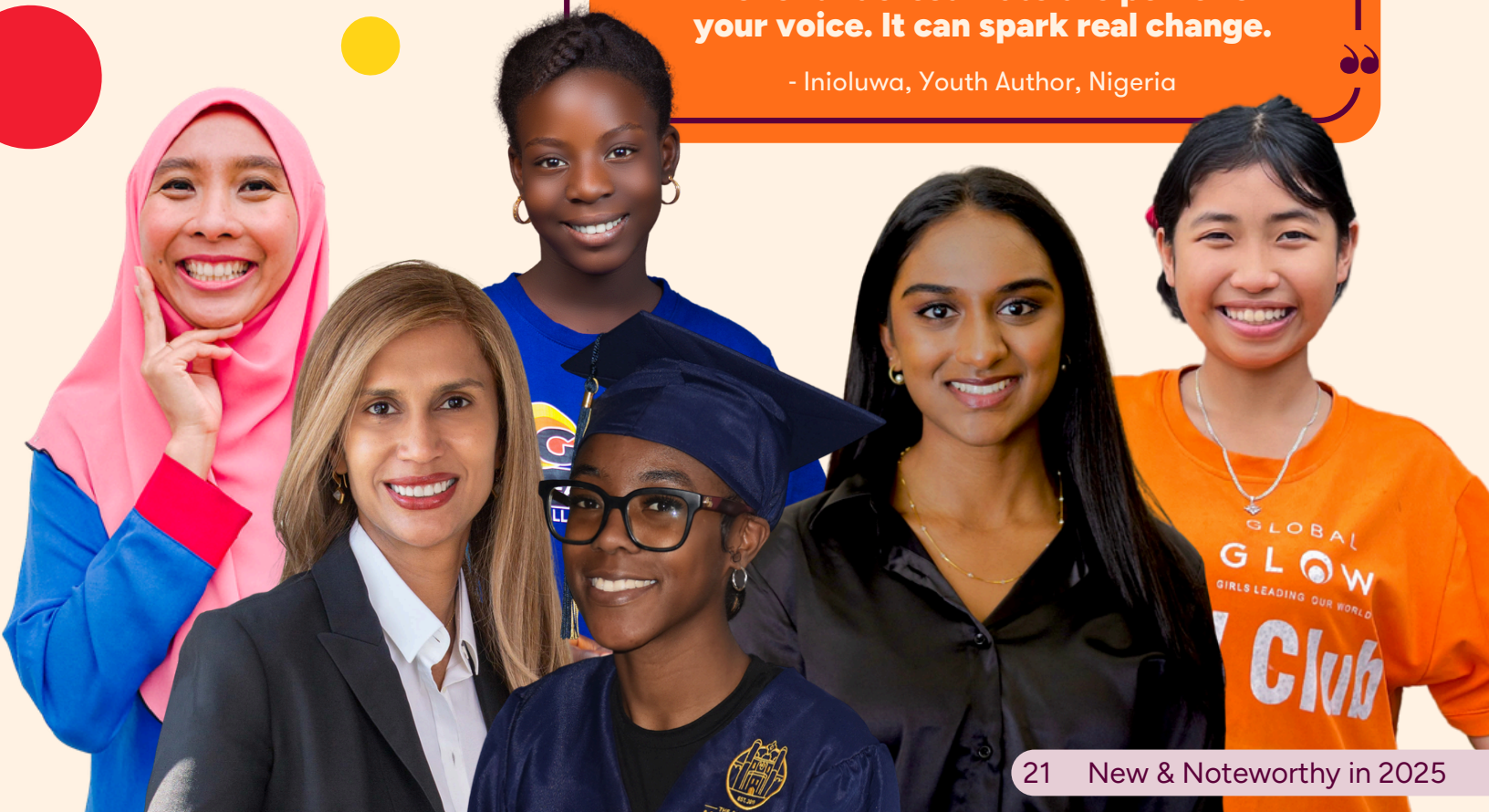
Now an Amazon best-seller in multiple categories, *Voices for Impact* is more than just a book — it's a movement. Every page is a testament to the power of speaking up and standing strong, and the remarkable potential girls have to change and lead our world.



GET YOUR COPY

Never underestimate the power of your voice. It can spark real change.

- Inioluwa, Youth Author, Nigeria



“What a lasting impact GLOW Club has had on my life! It taught me that as girls, we are priceless. We should be included in decision-making and leadership roles, and our futures should not be pre-determined. I call upon all to be proactive in mentoring, financing, and empowering the girl child. Because my education today will impact society tomorrow.”

- Linet, Kenya



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*Board members who served in 2024

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Katherine Ramos

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Mukonyo Muendo

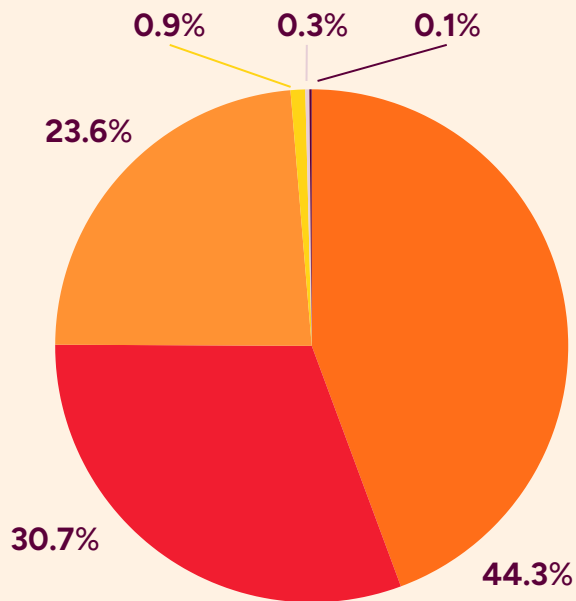
Pallavi Gahlaut

Riya Thakur

Simileoluwa Ashimolowo

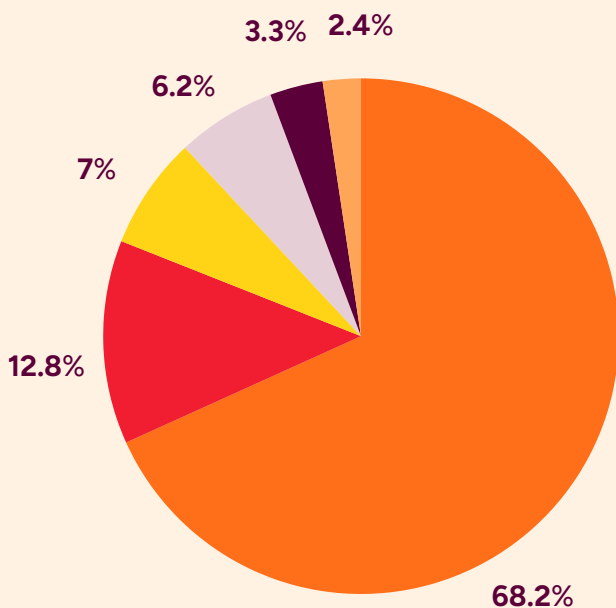


FINANCIAL SNAPSHOT



Revenue

Total Individual Contributions	\$1,754,622.54
Total Foundation Contributions	\$1,215,400.00
Total Net Assets	\$933,989.00
Total In Kind Contributions	\$36,406.62
Total Special Events	\$10,125.00
Total Corporate Contributions	\$5,780.00
Total Revenue	\$3,956,323.16



Expenditures

Total Program	\$2,216,642.14
Total Development	\$414,826.29
Total Administration	\$228,655.11
Total Communication	\$202,906.26
Total Global Advocacy	\$108,047.71
Total Monitoring, Evaluation & Learning	\$77,432.34
Total Expenditures	\$3,248,509.85

THANK YOU FOR IGNITING THE POWER OF GIRLS





global-catalyst.org

