

2025 ANNUAL REPORT



global
CATALYST
IGNITING GIRL-LED CHANGE.

&

GLOBAL
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FROM OUR CEO



Crystal Sprague
Chief Executive Officer

"Confident, empowered girls can change the world."

In Dzaleka Refugee Camp in Malawi, a half-finished building sits empty. Our local GLOW Team received a grant to turn it into an all-girls school, with hopes that 1,000 more girls who attended that school could also join GLOW Club. Sadly, the project was abandoned due to U.S. government funding cuts.

Dzaleka was originally established for 10,000 people fleeing their homes due to war, violence, and lack of safety. Today, it's home to nearly 60,000 people. The schools that are available are overflowing and expensive, so less than 50% of youth attend school. USAID and UNHCR had promised funding to build more schools.

In 2025, when the U.S. government reduced its global aid budget by 85%, the pain felt around the world by the communities most in need was devastating.

Dzaleka is one of those places. Despite the international community's withdrawal, we continued implementing GLOW Clubs on the ground there, as we've been doing for the past three years. When I visited last November, I saw firsthand how girls are boldly standing up for themselves and their peers. I spoke with Loyce, who is a powerful advocate for girls in her community and boldly told us that girls "are not just birth-givers, caretakers or homemakers." Loyce's advocacy is helping other girls have dreams for their own lives, too.

Our hearts break because of the way many communities' burdens have multiplied due to government funding cuts, but our commitment to communities who need us most is unwavering. We tripled GLOW Clubs in Dzaleka in 2026, resulting in 300 more refugee girls who are learning to raise their voices and building the confidence to chase their dreams.

Confident, empowered girls can change the world. And with the support of people like you, we will rise to launch even more GLOW Clubs wherever we can. Thank you for believing alongside us that girls are an important investment. We couldn't do this work without you.

Crystal Sprague

Chief Executive Officer,
Global Catalyst



Crystal in Malawi



ABOUT GLOBAL CATALYST



WHO WE ARE

We mentor girls 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.

This work is guided by our Theory of Change, which is grounded in developing girls' agency, voice, and power: principles that guide every aspect of our programs and enable girls to build lives of their own design.

AGENCY

The ability to make your own choices about your life and act on them

VOICE

The capacity to speak up, be heard, and influence decisions

POWER

Using your agency and voice to shape your life, your future, and your community

Our work comes to life through two core program areas:

GLOW CLUB

Our signature Social and Emotional Learning-based mentorship program provides safe, supportive spaces for girls to increase their confidence, strengthen their voice, and build their power to create meaningful change in their communities and beyond.



GIRL-LED ADVOCACY

Our advocacy initiatives provide a platform for girls to share their concerns and lived experiences with local and global stakeholders—including at the United Nations—while taking direct action through community engagement, local campaigns, and impact projects.



OUR REACH & IMPACT

Since our founding in 2012, we've built deep, trusted relationships with community-based leaders around the world, ensuring our work is rooted in local leadership and designed for lasting impact across global communities.

100,000+

GIRLS SERVED SINCE 2012



IN 2025...

7,356

GIRLS SERVED

30

COUNTRIES REACHED

447

ACTIVE GLOW CLUBS ACROSS 4 CONTINENTS



2025 HIGHLIGHTS



“

When I joined GLOW Club, for the first time, I was in a space where girls' voices mattered. We were not told to stay silent. We were encouraged to ask questions. To lead. To find solutions to the challenges we face in our lives as young girls.

I went from a shy girl shrinking in silence to someone who can stand before elders and demand change.

– Zareen, age 14, India

”



GLOBAL, GIRL-LED CHANGE

In 2025, we supported girl-led advocacy projects that reached an estimated **17,000 people** worldwide.

Building on skills gained in GLOW Club, girls implemented projects addressing critical issues, including

- **gender-based violence**
- **child marriage**
- **education access**
- **mental health**
- **digital safety**, and more

20

**GIRL-LED
PROJECTS
FUNDED**

For example...

**SOUTH
SUDAN**

In South Sudan, **Alima** is working to reduce early and forced marriages. Her project engages local chiefs, religious leaders, and community members to raise awareness about the harms of child marriage—including through a radio show, community meetings, and outreach to families.

ALIMA | AGE 15



So far, three chiefs publicly committed to discouraging forced marriages, **20** local leaders attended educational meetings, and the radio show reached **1,000+** listeners.

In Nigeria, **Christiana** is making an Internally Displaced Person (IDP) Camp safer for girls. Her project connects girls who have been displaced by war and conflict with trusted women counselors, and advocates for new rules and protections against sexual harassment.

CHRISTIANA | AGE 16



NIGERIA

PARAGUAY

In Paraguay, girls organized a city-wide march to raise awareness about issues facing women and girls in their community, including gender-based violence and education inequality. They engaged local leaders to mobilize 202 participants, extending their reach through national television coverage.

As a result of the march, **87.9%** of community members gained a clearer understanding of girls' rights, and **95.2%** of parents reflected on their role in their child's education.



BOLD YOUTH LEADERSHIP IN THE U.S.

Across the United States, girls are navigating rising mental health challenges and intensifying social pressures. In 2025, we expanded our U.S. programming to better meet their needs—creating more opportunities for girls to build community, strengthen their leadership skills, and raise their voices on issues that directly shape their lives and futures.

The Youth Visionary Lab: Change Built By Girls

Our new advocacy incubator, The Youth Visionary Lab, was designed to move girls from learning to leading. With hands-on mentorship and seed funding, **three high school students in Minnesota, Florida, and California** launched community impact projects addressing issues they care about, resulting in meaningful, real-world change.

SAMHITA

is empowering middle school students to see themselves as civic leaders.



ISABELLA

is supporting Spanish-speaking immigrant students.



BERLYN

is leading a peer-driven mental health workshop.



Speaking Up & Driving Dialogue at Key Events

Alumnae from our U.S. GLOW Clubs asked for more opportunities to speak up and lead—and we responded. In 2025, GLOW Club graduates led panel conversations on gender equality at prestigious venues like **L'Oréal USA Headquarters**, moderating dialogues with experts and industry leaders, including Emmy-nominated Writer and Producer **Charmaine DeGraté**.

7

GIRL-LED EVENTS
ACROSS THE U.S.
IN 2025

Topics included

- Using your voice
- Mentorship
- Representation in media
- Mental health



“Advocacy motivates me because I’ve seen firsthand how inequality impacts families and communities. I want to be part of building solutions that bring greater access, awareness, and equity.”

– Berlyn, age 16, Los Angeles

VIRTUAL SPACES BY GIRLS, FOR GIRLS

We expanded opportunities for girls around the world to connect virtually with experts, leaders, and decision-makers—creating spaces for shared ideas and collective problem-solving led by girls' insights.

By leveraging virtual platforms, we helped bridge geographic and economic barriers to participation, recognizing that equitable access to technology is essential for ensuring girls can meaningfully engage in global conversations.

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VIRTUAL
GIRL-LED
DIALOGUES

Youth Roundtable Series

Our new podcast connects youth advocates with leading industry experts—like music producer and menstrual health advocate **Kiran Gandhi**—for dynamic, intergenerational conversations on gender equality.



WATCH THE REPLAYS

Girl Representation at the United Nations

Through our Special Consultative Status with the UN's Economic and Social Council, we host an annual, girl-led virtual event at each Commission on the Status of Women (CSW).

For the 69th CSW, 8 girls from 7 different countries came together to discuss how girls' rights can be prioritized. Their voices and lived experiences were heard by key decision-makers to help drive change for girls worldwide.

“*Girls must be included in decision-making. Policymakers should not just discuss girls' issues—they must listen to their voices.*”

- Annabelle, age 14, Ghana



Virtual India Summit

In October, we brought together girls, stakeholders, policymakers, and practitioners to discuss how Social and Emotional Learning can strengthen Comprehensive Sexuality Education, specifically within India, where over 250 million adolescents face challenges like early marriage and pregnancy.

This dialogue—led and informed by girls' personal testimonies—generated actionable recommendations for holistic youth development in India.



COUNTRY SPOTLIGHT: KENYA

GLOW Clubs provide a safe, supportive space for 878 girls across Kenya. Led by 53 local mentors, these clubs help girls overcome significant barriers to education, safety, and opportunity. Many of the Kenyan girls we serve come from particularly at-risk communities, including urban slums and rescue centers for girls who have escaped exploitation and early marriage.

In Kenya...

4.2

MILLION
GIRLS MARRIED
BEFORE 18

40%

OF WOMEN
HAVE EXPERIENCED
GENDER-BASED
VIOLENCE

18%

OF WOMEN HAVE
COMPLETED
SECONDARY
EDUCATION

Sources: UNFPA, UNESCO, Newcastle University

Girls' Solutions for Girls' Problems

In November, we convened our **first girl-led regional summit in Nairobi**, bringing **120 GLOW Club** members together with leaders and advocates to discuss gender-based violence. Girls shared powerful personal testimonies—and more importantly, proposed solutions grounded in their lived experiences. Their ideas are now shaping how communities respond to gender-based violence.

Here's what we heard from girls:



In my culture, they think girls should just be married off and give birth. But I knew that I wanted to be a girl who could stand for herself. A girl who is educated. I found GLOW Club. And now, I can stand for myself and speak. I want to become a lawyer so other girls can stand for themselves, too.

— Faith, age 16, Kenya



COUNTRY SPOTLIGHT: MALAWI

In Dzaleka Refugee Camp, Malawi's largest refugee settlement, girls face compounding challenges: displacement, extreme poverty, and harmful cultural practices. Through GLOW Club—the only program of its kind in the camp—97 girls, supported by 5 dedicated mentors, are developing the skills and confidence to navigate unimaginable circumstances. In 2026, we're tripling our impact in the camp to reach 300 more girls.

In Malawi...

Sources: UNICEF, USCRI, UNHCR

46%

OF GIRLS ARE
MARRIED BEFORE
AGE 18

60K

REFUGEES IN
DZALEKA — 5X
OVER CAPACITY

93%

OF DZALEKA
RESIDENTS ARE
WOMEN AND
CHILDREN

Mentorship In Extraordinary Circumstances

Mentors report that girls in GLOW Clubs have begun standing up for themselves at school, at home, and in their communities. What club members learn, they now teach other girls in the camp. As one mentor said: "The girls have learned that they have power."

Despite global funding cuts, severe food insecurity, and camp overcrowding, girls in Malawi have never missed a GLOW Club session—not even during holidays, displaying an unwavering commitment to showing up for themselves and one another amidst extraordinary hardship.



Girls like Loyce are changing the narrative for refugee girls in Dzaleka.

I can't even imagine my life without GLOW Club. All around me, I saw girls getting married at early ages. You start imagining: Maybe tomorrow it will be me. Without this club, maybe I would have already been married.

— Loyce, age 17, Malawi

WATCH LOYCE'S STORY



COUNTRY SPOTLIGHT: VIETNAM

In rural Vietnam, harmful gender norms and a strong preference for sons continue to limit girls' opportunities. GLOW Clubs reach over 100 girls in communities across the country, providing mentorship, skills, and support so they can discover their true potential and confidently pursue futures they once thought impossible.

In Vietnam...

Sources: UNFPA, Plan International

2 IN 3

WOMEN HAVE
EXPERIENCED
SOME FORM
VIOLENCE

90%

OF WOMEN DO NOT
SEEK HELP AFTER
EXPERIENCING
VIOLENCE

14.6%

OF WOMEN AGED
20-24 WERE
MARRIED
BEFORE AGE 18

Igniting the Power and Potential of Girls

Growing up in a community where boys are preferred and violence against women is common, Huyen struggled to see her own worth—until she joined GLOW Club. With the support of her mentors, she gained confidence, found her voice, and began speaking out against gender-based violence in her school and community.

“Thanks to GLOW Club, I understand that I have potential. Now, I dare to speak up and share my opinions. I will keep raising my voice to help people understand the value of girls.”



Witnessing the Impact Firsthand

In Spring 2025, supporters joined us in Vietnam to observe GLOW Clubs, learn directly from girls, and witness the power of community-led change.

Be the first to find out how to join us
on-the-ground for our next trip in 2027:

JOIN THE NEXT INSIGHTS TRIP



FINDING MY VOICE AS A DAUGHTER

SANGITA'S STORY | NEPAL



Sangita grew up in a hilly region far from Kathmandu, Nepal, feeling unsure of her place in a world that often overlooked girls like her. When she joined GLOW Club, she discovered the power of her voice and learned how to speak up for herself and others. Returning to her village, she organized community discussions on caste discrimination, challenged unfair practices that excluded girls from school and public events, and supported her younger sister in pursuing her education.

Through these experiences, Sangita learned what it means to lead with empathy—listening to her neighbors' concerns, helping families understand the importance of equality, and finding ways to create small but meaningful changes in daily life. She dreams of giving her family a better future while inspiring other girls to raise their voices, stand up for themselves, and pursue their dreams—just as she has.

Sangita (right) with her mentor, Deepika (left)



In my village in Nepal, they have so many misconceptions about girls. They discriminate against being a daughter. So I want to prove myself. I want to be an example of what a daughter can be.

WATCH SANGITA'S STORY

OUR RESEARCH & LEARNINGS



LEARNING WITH GIRLS, FOR GIRLS

The heart of what we do is create safe spaces for girls to develop their **agency**, **voice**, and **power** to design lives of their own choosing.

To ensure our programs truly meet girls where they are, our Monitoring, Evaluation, and Learning (MEL) team carefully measures outcomes and analyzes what resonates. These insights are used to continuously refine our curriculum and ensure it meets girls' real needs.

Our Guiding Framework

Our MEL evaluation framework is guided by our Theory of Change that describes how girls move from participants to leaders.

Through SEL-based mentorship, girls begin developing **agency** and social and emotional skills, then grow to exercise their **voice with confidence**, and ultimately build the **power** to advocate for themselves and their communities.



This progression not only guides what we measure, but also shapes how we evaluate and continuously improve our curriculum. To ensure our programs are effective across diverse contexts, we combine rigorous curriculum assessments with girl-centered feedback tools.



Curriculum Assessment Process

To ensure our curriculum is responsive to girls' realities across diverse contexts, we conduct in-depth, module-by-module curriculum assessments. To date, we've completed five assessments across five countries—Ethiopia, Nigeria, Mexico, Nepal, and Ghana—with five more planned in 2026.

These sessions are led by our MEL team and regional program staff, who visit GLOW Clubs to observe sessions, administer surveys, interview participants, and assess girls' growth. This on-the-ground approach ensures we capture the realities of each community while generating insights that strengthen program quality.

The assessments evaluate alignment with Social and Emotional Learning best practices and measure growth in key Collaborative for Academic, Social, and Emotional Learning (CASEL) competencies. This includes relationship skills, decision-making, self-awareness, self-management, and social awareness.

In 2025, 8 team members across 9 countries visited over 40 GLOW Clubs across 28 communities to provide guidance, assess progress, and strengthen support for girls and mentors.



INSIGHTS FROM GLOW CLUBS IN INDIA

Our findings from three years of data collected in **Andhra Pradesh, India** show that GLOW Club is making a measurable impact on girls' lives.

Surveys conducted before and after each year of programming point to meaningful change: Girls are strengthening their self-advocacy skills, families are supporting higher education pathways, and community attitudes toward girls' futures are evolving. In rural India, where girls face barriers to education and limited decision-making power, these findings demonstrate the importance of girl-centered, mentor-driven programming.

Our research in India found...

36%

increase in responsible decision-making skills after Year 1 of GLOW Club.

29%

increase in leadership skills after Year 1 of GLOW Club

21%

overall increase in social and emotional learning and related skills after Year 1 of GLOW Club



100%

of girls advanced to the next academic grade after Years 2 and 3 of GLOW Club.

After Year 1 of GLOW Club, parental support for daughters' higher education rose from...

74% → 96%



These results show that girls are building the confidence to make choices. After just Year 1 of GLOW Club, parents raise their expectations and goals for their daughter. They are starting to value daughters the same as their sons.



*– Michele Coleman,
Monitoring, Evaluation, and Learning Director*



DIVE INTO THE DATA WITH OUR TEAM

AGENCY, VOICE, AND POWER IN INDIA

In addition to the quantitative data we collected in Andhra Pradesh, we spoke directly with 28 girls to hear their personal stories of change.

Girls described making meaningful changes in their daily lives—from traveling alone to school to speaking up for themselves within their families. Their stories show how agency, voice, and power come to life in girls' everyday experiences.

AGENCY

Girls described realizing that they can make changes in their daily lives. They spoke about feeling brave enough to travel alone to school, raise their hand in class, and communicate more openly with others. Importantly, girls could name *why* they had changed, frequently pointing to GLOW Club lessons, games, discussions, and mentor relationships as the source of their growing confidence and sense of belonging.



VOICE

As girls' confidence grew, so did their ability to speak up. Many began to articulate clear aspirations for their futures, including becoming doctors, teachers, police officers, artists, and community advocates. For some, these dreams were closely tied to a desire to help others or challenge unfair treatment of girls. Girls practiced using their voice to advocate for themselves—in their families, schools, and communities.



POWER

Girls demonstrated strong empathy and social awareness, expressing concern for peers and speaking about equity, equality, and mutual support. Together, these insights show how GLOW Club helps girls move from silence to self-expression, from fear to confidence, and from individual growth toward collective care. We learned that this builds girls' power—the ability to use their agency and voice to advocate for themselves and build self-determined lives of their own design.



Before GLOW Club, I thought that only elders or boys could make decisions. But now, I speak confidently in my family and community, sharing my ideas and standing alongside boys as equals.

– Chandini, age 14, India



OUR BOLD VISION FOR 2026



STRENGTHENING U.S. PROGRAMMING

Girls across the U.S. are facing rising mental health challenges, limited access to support, and increasing social pressure. But they are also asking for something more: The opportunity to lead. In 2026, we're expanding our national model to meet that demand, shifting to a youth-led, project-based approach where girls don't just learn leadership, they practice it. The need is clear.

Recent data shows concerning trends...

57%

of teen girls in the U.S. experienced persistent feelings of sadness or hopelessness

81%

of U.S. young women feel social pressures significantly impact their mental health

Sources: CDC, Forbes

For girls in under-resourced communities—particularly in Title I schools—these challenges are compounded by limited access to mental health support, mentorship programs, and spaces where they can develop leadership skills and advocate for issues they care about.

Based on learnings from our Youth Visionary Lab, our updated model will equip girls to lead peer-based GLOW Clubs and launch their own community action projects addressing real needs in their communities.

Launching Fall 2026, this new model will scale our impact nationwide and develop U.S. leaders who are ready to speak up, lead change, and develop actionable solutions to the issues that surround them.

NEW U.S. programming

Launching in
Fall 2026



In shifting to a youth-led and project-based model, girls won't just learn about agency, voice, and power. They will be actively building and living it – and seeing direct impact.

– Danielle Carlos,
NEW Director of U.S. Programs



CURRICULUM REDESIGN & EXPANSION

In 2026, we're growing with intention—strengthening our curriculum, expanding to new countries, and bringing our girl-centered programs to communities where resources and support for girls are most needed.

New and Improved GLOW Clubs

In 2026, we're strengthening our curriculum to better support girls as they grow from building confidence to leading change in their communities. This redesign is grounded in what we've learned works and what girls need most to succeed.



What This Means for Girls

We're strengthening our curriculum design to better support how girls learn, grow, and lead in diverse contexts. This ensures girls:

Understand and express themselves with confidence:

Activities use clear, accessible language so every girl can fully engage and find her voice.

Learn in ways that match their stage of development:

Content is tailored so girls can build skills at the right pace and apply them in real-life situations.

Build skills that strengthen over time: Each session connects to the next, helping girls deepen confidence, leadership, and decision-making.

Gain tools grounded in what works: Our approach draws on research in adolescent development and SEL to support meaningful, lasting growth.



Expanding Our Reach

As we expand to new countries, including our 2026 launch of GLOW Clubs in Costa Rica and Bolivia, this strengthened curriculum ensures that girls everywhere have access to a high-quality experience—one that supports them to lead, advocate, and create change in their communities.



📍 Costa Rica

📍 Bolivia

OUR TEAM & FINANCIALS



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*Served in 2025

RECOGNITION

Corporate Partners

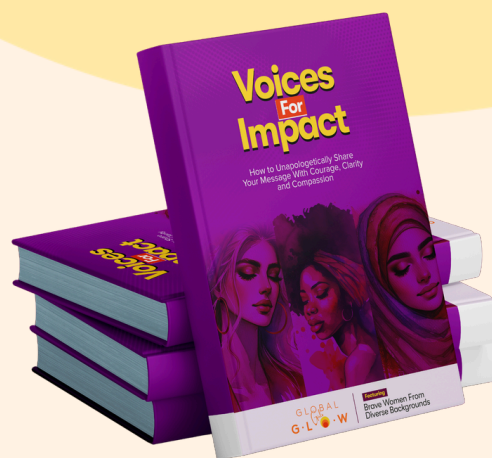
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Mamta Jain Valderrama
Meera Gandhi
Dr. Michele Goodwin
Nandini Sankara
Shruthi Kumar



April 2026 marks the one year anniversary of our anthology, Voices for Impact!

Girls First Monthly Giving Founding Members

Allison Suter
Cindy Glanzrock
Courtney Stricklin Borgan
Danae Hendrickson
Dawn Cox
Elaine & Tom Stricklin
Erica Alshuler
Evelyn Huang
Hope Dondero

Jessica Grinovero
Joseph Babineau
Julie Gibian
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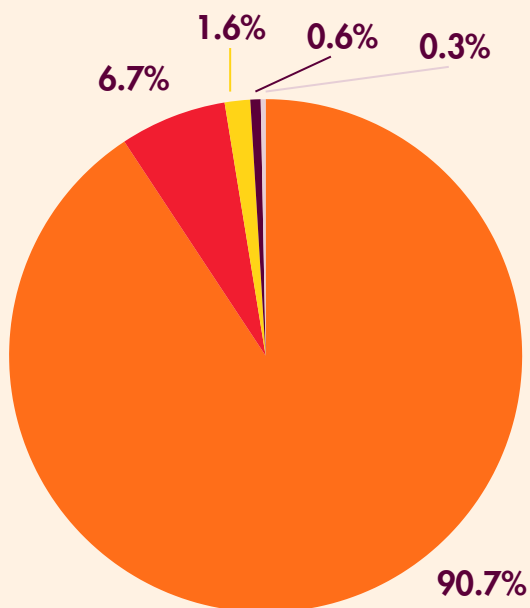


Put girls first every month. Become a monthly giver at global-catalyst.org/putgirlsfirst



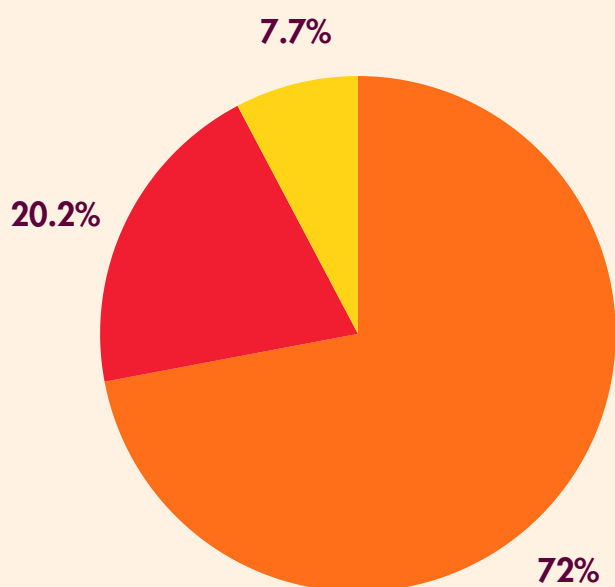
FINANCIAL SNAPSHOT

Thanks to a very generous funder, 100% of donations to Global Catalyst support programs that ignite the power of girls around the world.



Revenue

Total Individual Contributions	\$2,953,447.72
Total Foundation Donations	\$218,885.00
Total In Kind Donations	\$52,301.00
Total Corporate Donations	\$21,096.61
Total Grants	\$10,000.00
Total Revenue	\$3,255,730.33



Expenditures

Total Programs	\$2,094,844.00
Total Fundraising	\$588,672.00
Total Administration	\$224,841.00
Total Expenditures	\$2,908,357.00

THANK YOU FOR IGNITING THE POWER OF GIRLS!



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