

# 2019 ANNUAL REPORT



CATALYSTS

# A more inclusive society - one relationship at a time



# What we do

Catalysts is a non-profit organization working to strengthen young people in positive self-development and in finding and reaching their goals.

Catalysts works across Norway designing and implementing mentoring programs to promote the strengths and well-being of young people to support them in reaching their goals

With the help of trained volunteer mentors, Catalysts programs support positive relationships and the growth of social capital for hopeful futures, increased self-esteem and a more inclusive society.





# A word from our founder

The stories from our mentees in 2019 have been truly inspiring! From the youth who have gained support in setting and fulfilling their goals, to the students, highly skilled immigrants and refugees who have forged strong relationships with their mentors. Mentoring relationships have assisted them in gaining employment, understanding Norwegian society, building social capital and promoting a greater sense of well-being.

Catalysts has strengthened its position as an evidence-based supplier of mentoring for better outcomes for an expanding target group. In 2019 we increased the number of mentor pairs with 16.5% in activities across 7 municipalities.

Supporting our strength-based approach, rooted in positive psychology, we adapted and developed our own Strengthfinder Cards. The cards have translations in different languages and added strengths inherent in having a multicultural background.

We've worked closely with our key «customers», our mentees, to continue to learn how to improve our program and its impact. They have been instrumental in giving insight and inputs for program design, our digital project and our Strengthfinder cards.

In 2020 and going forward, our strategy is focused on a system change approach. Our aim is to work collaboratively with a diverse group of actors in our field to get mentoring into the school system. As we see it, this will be the start of directly addressing the improvement of school outcomes and general employment possibilities for our mentees.





# 2019 Impact numbers

In order to see effects of our mentoring activity, we rely on research based data collection for measuring self-esteem, social capital, program fidelity and self-assessed learning in the program.

## Rosenberg Self-Esteem

At the beginning and end of all programs Catalysts conducts a measure of self-esteem. Self-esteem is a central starting point to build strengths, goals and achievement. The Rosenberg Self-Esteem Scale (RSES) is a measure widely used in social-science research. It uses a scale of 0–30 where a score less than 15 may indicate a problematically low self-esteem. Our respondents typically score between 18 -26.

## Social Capital - Survey with NORCE

In 2019, Catalysts worked with a researcher from NORCE Social Sciences to develop a measurement of social capital. With our new survey tool and interactive survey administration, we collect anonymous data on trust, relationships and feelings of belonging. Among many measures we found that at the beginning of the program only 50% of respondents felt confident in their ability to achieve their goals, compared to 90% at the end of the program.

### Note

1. Our volunteer hours are based on our mentors commitment to a minimum of 28 hours throughout the program. Many give more.
2. The response rate for the Rosenberg Self-Esteem survey was an average of 30% lower at the end of the programs, which does deteriorate the quality of impact data

18  
mentor  
programs

145  
mentoring  
couples

5  
cultural  
activities

273  
youth  
served

4060  
volunteer  
hours

5,8%  
increase in  
self-esteem



# In the words of our mentees

"I received a lot of help in how I can plan my future. I received guidance in finding my strengths and plenty advice on how to achieve my dream studies"

Feruz (17)

"(Catalysts is) A place you can be open! There, you can be heard and voice your opinions in the meetings"

Iqra (17)

"The Catalysts program has been amazing for me. I received a great mentor who 'got me' and was good at guiding me. Through this program I got to know different friends. Ok, I like this program"

Rahwa (18)

"It was very nice to be a part of it, because I got friends, learned Norwegian and met new people. I'd like to do it again"

Seynab (17)

"Catalysts has been a positive change in my life. I feel I get to be a big part of Catalysts and that many experienced people help me reach my goals. I love Catalysts, really."

Aisha (19)





# 2019 Highlights

Led by a group of 9 creative young women and sponsored by LNU, Catalysts organized a cultural community night at Furuset and at **Månefestivalen** with music, poetry, dances and fun with 80 youth from all over Oslo and Østfold. They were the **ArrangørCrew!**

We believe in strengths, and think that everybody should know theirs. That's why Catalysts and our youth developed our own **Strengthfinder Cards**

**Michelle Obama** visited Norway in April and 20 mentees joined to see her talk about becoming who you are. Catalysts led an evening of conversations about how Obama has inspired young women

In November we successfully launched the first **Nordic Mentoring Summit** with 80 guests, in collaboration with a Swedish and Finnish partner. We were also asked to establish the **Nordic Center for Evidence Based Mentoring**, which we hope will have a great impact on practice of evidence based approach to mentoring in the Nordics.

In 2019 we have increased our focus on **collaboration** for higher impact and have successfully run programs with **Fretex** for highly skilled immigrants and **UiO** for newly arrived refugees. In August it manifested in a session at **Arendalsuka** with Sandefjord Red Cross, the Foundation Der Du Bor and Globale Bærum on Social Sustainability.

Our collaboration with OUS on developing a **digital platform** with the Catalysts methodology (consolidated under Catalysts Technologies) is in its final year and we are excited for the scaling potential it can produce in 2020 and beyond.





Arrangør Crew



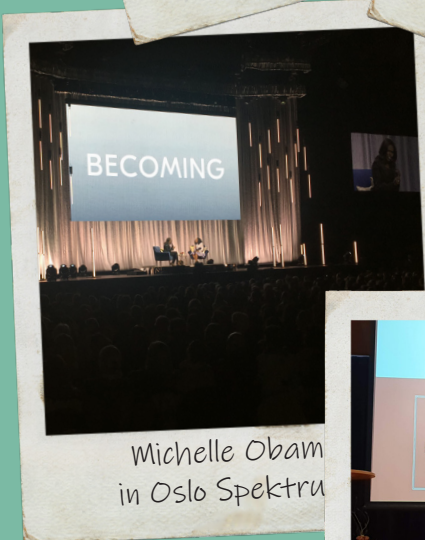
Månefestivalen



digital platform  
for mentoring



Catalysts' own  
Strengthfinder Cards <3



Michelle Obama  
in Oslo Spektra



Nordic Mentoring Summit



Powered Up for Work with  
Fretex



Social Sustainability at  
Arendalsuka



# Oslo



The Oslo office is our busiest hub! The region is a populous one, and we have served several target groups, from multicultural first generation youth to highly skilled migrants and recently arrived refugees.

Our community partners have taught us a lot and we are grateful to work with high schools such as Kuben, Oslo Handelsgym and Hersleb. At these schools, passionate teachers introduce us to their incredible students, giving us a chance to meet the youth on their turf.

The mentors in Oslo keep showing up, and in 2019 we trained more mentors than ever before. Previous mentors are some of our best recruiters, and we appreciate all the people who give us their time and endorsement.

Catalysts has increasingly collaborated with corporate partners to provide mentoring to many of Oslo's youth. Large organizations, such as NRK, Nordic Choice Hotels, EY and Storebrand, see mentoring not only as a way to engage and support their local community, but also a way of providing leadership training to their employees and increasing employee engagement.









# Østfold

Catalysts Østfold ran two mentor programs in 2019, with 14 mentor relations. The programs are filled with students from the local introduction program led by NAV Sarpsborg and local volunteers. In addition to the evidence-based programming, participants have also enjoyed social activities together, like bowling and exploring the town.

The summer holiday was unusual for Catalysts youth in Østfold. It was filled with creative activities and get togethers, as Catalysts ran musical workshops with youth leading up to a grand performance during Fredrikstad's annual Månefestival.

It is important for Catalysts to share what we know about mentoring and creating inclusive spaces. In October we were invited to Østfold University College in Fredrikstad to share our take on how to collaborate with the corporate sector in the ongoing research project *Gode Grannar* (Good Neighbours).

# Bergen

Our Bergen office completed four mentoring programs in collaboration with Nygård School, Fyllingsdalen school and Årstad School. The office ran two volunteer programs in parallel from January to June which altogether had 19 mentor-mentee pairs. In september, Catalysts started our first corporate program in Bergen with the company BRABank, with 9 mentors and 9 mentees.

Catalysts Bergen carries out the core activities of running mentor programs for multicultural youth, which they do in increased collaboration with community actors.

Throughout 2019, the team has hosted events at Bergen's House of Literature, worked closely in high schools with the minority counselors from IMDI and with Child protection services, in addition to working with Fagforbundet (Norwegian Union of Municipal and General Employees) and NORCE. The Bergen work enjoyed great support from the municipality and the Grieg Foundation.





# 2020 focus

In 2020 we will continue our focus on collaboration, systems change, quality and scaling.

## **Our key strategic aims are:**

- To be a preferred partner within mentoring for the private and public sector based on our evidence based approach and focus on achieving high impact.
- To achieve sustainable scaling through our efforts to get mentoring into schools, leveraging our expertise within mentoring, positive psychology and diversity.
- Ensuring we maintain and continuously improve our practices to achieve high quality mentoring relationships and effective outcomes.
- Effective use of resources and competence internally and with our partners to leverage and build on our strengths and achieve.

**We also strive to have fun in all that we do!**





# Social sustainability

Sustainable Development Goals are the United Nations' blueprint for achieving a better and more sustainable future for all. UNSDGs help guide and support the work of development operations addressing global challenges related to poverty, inequality, climate, environment, education, health, prosperity, peace and social justice. The target for the UNSDGs is 2030

Catalysts is aligned with the following United Nations Sustainable Development Goals. Our programs help create a sustainable society. Through workshops and conversations, we strengthen young people. Adults learn life skills to better support young people in their everyday lives. Strengthening individuals in supportive relationships and working for systems change is Catalysts' way to create a more sustainable future and society.





## Goal 1 No Poverty

Our goal is to reduce relative poverty in Norway by supporting multicultural youth into the labour market, by strengthening their social capital, self esteem, success at school and growing their network.



## Goal 4 Quality Education

Together with the mentors, our mentees make a plan for the future. The plan is often focused on school and career. The mentor couple identifies the mentees strengths and how the strengths are applicable.



## Goal 5 Gender Equality

Youth facing risk factors leading to school drop out have 130% greater chance of becoming a leader later in life if they have a mentor. This way we contribute to promoting girls and young women in leadership positions



## Goal 8 Decent Work and Economic Growth

Our mentees are provided with mentors from the local community, who share knowledge and experiences from their career and support their future goals.



## Goal 10 Reduced Inequalities

Our focus is on social and economic inclusion and we give people with multicultural background an opportunity to grow their network and get support to complete school or get a job.



## Goal 11 Sustainable Cities and Communities

We are focused on social and economic inclusion and diversity in the labour market. Youth at a risk of dropping out of school are 78% more likely to participate voluntarily in the local community at a later point in life if they are connected to a mentor.



## Goal 17 Partnerships for the Goals

What we are trying to accomplish, we cannot do alone. Luckily, people and organizations are ready, willing and able to collaborate to meet our shared goals.



# Our financial report

	2019	2018
<b>INCOME (NOK)</b>	<b>5,736,980</b>	<b>4,096,183</b>
<b>EXPENDITURES (NOK)</b>	<b>4,189,358</b>	<b>2,488,182</b>

Note:

1. Catalysts forening is a non-profit organisation with no shareholders nor dividends payout.

2. Unused funds have been allocated to project implementation in 2020, including a 1 million kroner gift that Catalysts received in 2019.





## Board

Barbro Bakken  
Cathrine Skar  
Live Leer  
Lisa Cooper

## Thanks to our 2019 collaborators

FreteX  
Knutepunktet (UIO)  
Mitt Liv  
Startup Refugees  
Asker kommune  
Globale Bærum

## Thank you to our funders

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The Grieg Foundation  
Sparebankstiftelsen Østfold  
Ashoka Nordic  
LNU

Oslo kommune/OXLO  
Bergen kommune  
Fredrikstad kommune  
Moss kommune

IMDI  
NAV  
BufDir

**And a big thank you to all our mentors!**



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