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THE 2025 ANNUAL REPORT



Introduction

How we improve?

We've been having a lot of conversations with people at all experience levels about how we learn and grow.

Do we learn most on our own or with others? Do we need more support or less support? Is it soft or hard skills that matter most?

We wanted to share more where our approach comes from.

Our leadership development model comes from two primary influences: 1. Ella Baker's philosophy centered on developing the capacity of people to improve themselves and those around them, and 2. Adam Grant's recent research that focuses on developing character skills, scaffolding, and systems.

At the core of our approach is to develop people with the ability to make a positive impact for the Social Good (community, economic opportunity, and social change).

Improving yourself and those around you at every stage of the leadership development process is the core of Network Delaware.

Ella Baker said "what is needed is the development of people who are interested not in being leaders as much as in developing leadership in others."

This means contributing to a collective learning environment for our communities so you and others can find the tools, skills, and connections to succeed.

Adam Grant highlights the importance of developing character skills such as a growth mindset, determination, and discipline. Improving character skills are even more important in the long-term than a focus on only obtaining technical skills (though both are absolutely needed).

If someone has a growth mindset and personal discipline they will be in a much better position to learn any technical skill, no matter their age or background.

What are your thoughts on this model?

Team Network Delaware

2025 Metrics of Success

Here's a look at how we track our success at the Network. These numbers look at data over 2025 (5 is the highest):

- **“With Network Delaware I feel part of an extraordinarily positive community”=4.6 (2024=4.4, 2023=4.4)**
- **“Network Delaware cares about me as an individual”=4.23 (2024=4.39, 2023=4.27)**
- **“I empower others to grow and develop”=4.36 / 5 (New question this year)**
- **“Effectiveness of Network’s volunteer systems”=4.05 (2024=4.1, 2023=3.95)**

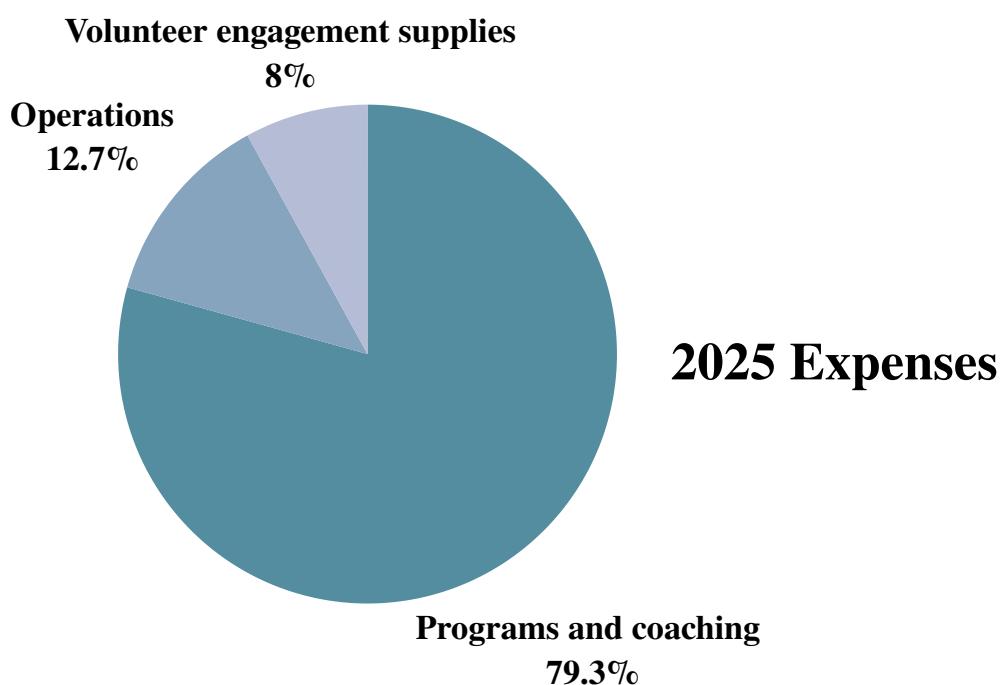
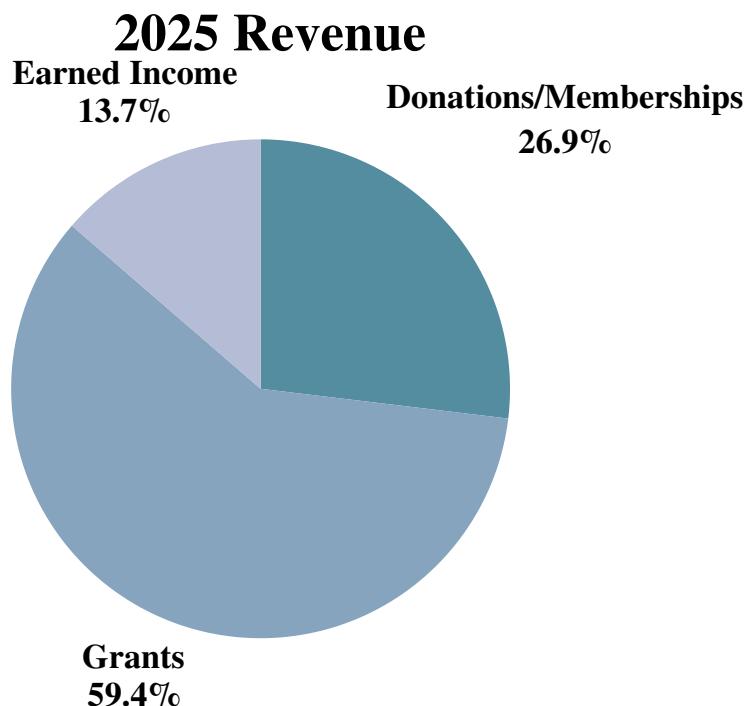


2025 Financial Summary

Here's a snapshot of Network Delaware's 2025 financials:

- We raised **\$518,918**
- We spent **\$514,637**
- We have **\$201,556 in assets** (including assets from previous years)

Note Network Delaware's fiscally sponsored issue campaigns and projects have a separate restricted set of funds.



What's Next For 2026?

For Network Delaware in 2026, our central priority for improvements is to ensure it feels easy, clear, and accessible for folks to get involved and improve their social change skills.

Here's just a short summary of what's new and upcoming:

- **Greatly Expand Social Good Project Support:** Social Good projects can be issue campaigns, social impact businesses, existing nonprofits, etc. Network Delaware's now has the capacity to work with many more organizations so we are focused on providing or connecting people to needed resources (e.g., people, money, ideas, etc.).
- **Volunteer Systems:** We have been volunteer-driven since our launch, however since we focus so much on getting people to volunteer with other groups we have not built up as strong internal volunteer system. This year we plan to increase the chance for people to develop as volunteer coaches, trainers, and resource connectors.
- **Organizer Fellowship:** We are expanding our Organizer Fellowship to support existing medium-to-large organizations, not just small or new ones. We believe we can develop even more folks to make an impact!

