100 BLACK MEN OF AMERICA, INC.
ANNUAL REPORT //2015

ADVANCING THE JOURNEY:

EXPANDING OUR REACH AND IMPACT

100
BLACK MEN
OF AMERICA, INC.®

ADVANCING THE JOURNEY

100 Black Men of America, Inc. (The 100) strengthens communities. Our advocacy and programmatic pillars positively impact children and address the deeper systemic and structural changes necessary to create environments where they can thrive. Last year, we established a new board and governing structure that allows the board to be more strategic in nature and chapters to more efficiently connect with and drive positive outcomes in the communities served. Additionally, The 100 as One strengthened its collective voice on issues that affect the ability of our youth and communities to advance – such as education, over-criminalization and economic inequality – while continuing to expand the impact of our mentoring. Such collective efforts have allowed us to unify the vision, solidify our core, drive systemic change, elevate our voice and expand our reach and impact.

This year's Annual Report reflects our continued commitment to advancing The Work of The 100 to serve more youth and strengthen more communities.

The 100 as One strengthened its collective voice on issues that affect the ability of our youth and communities to advance.

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CURLEY M. DOSSMAN, JR.

A LETTER FROM THE CHAIRMAN

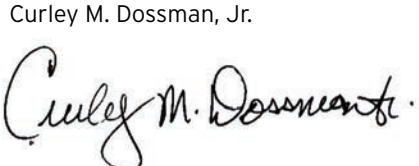
The 100 has successfully worked throughout the year to activate our new governance structure, expand our reach and enhance our impact. The Board has focused on identifying the areas in which The 100 can strategically leverage the composition of our membership, sponsors and collaborative partners to address issues of grave concern. It is without question that our core programmatic service, Mentoring The 100 Way *Across* A Lifetime℠ (sustained mentorship over multiple stages of life), remains a top priority. We determined that our continued focus on education reform and access to high-performing schools is vital to the success of the youth, families and communities we serve. Additionally, we identified the need to expand our efforts in social justice reform, addressing the associated disparities, inequities and effects on our youth and communities.

The new governance structure has also afforded our chapter presidents more time to devote to their local organizations, engage with their respective district representatives and cultivate their relationships with donors and sponsors. By capitalizing on this opportunity, our chapters are becoming stronger and better equipped to deliver the impactful results so desperately needed in our communities.

We also continued down the path of a sound financial foundation for long-term sustainability. Over the past two years, we retired the debt on our headquarters office building, reduced operating expenses, further diversified revenue streams and significantly increased our fundraising efforts. These accomplishments, coupled with new and enhanced fund development, have positioned The 100 to meet or exceed target revenues for the 2015–2016 fiscal year. We are also now positioned to create an operating reserve fund.

Throughout this report, we share some examples and highlights that demonstrate our increased reach, expanded advocacy and intensified impact in lives and communities across the United States and abroad. Thank you for your continued support and belief in our mission and vision. On the path forward, we invite you to stay the course with us. The best is yet to come!

Curley M. Dossman, Jr.



Chairman of the Board
100 Black Men of America, Inc.

2014-2017 BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

CHAIRMAN OF THE BOARD
Mr. Curley M. Dossman, Jr.
100 Black Men of Atlanta, Inc.

VICE CHAIRMAN
Mr. Marvin Dickerson
100 Black Men of Greater Washington, DC, Inc.

TREASURER
Mr. Milton H. Jones, Jr.
100 Black Men of Atlanta, Inc.

SECRETARY
Dr. Mark Alexander
100 Black Men of Bay Area, Inc.

GENERAL COUNSEL, EX OFFICIO
Mr. James "Mac" Hunter, Esq.
100 Black Men of Atlanta, Inc.

CHAIRMAN EMERITUS
Mr. Albert E. Dotson, Jr., Esq.
100 Black Men of South Florida, Inc.

PRESIDENT AND CEO OF 100 BLACK MEN OF AMERICA, INC., EX OFFICIO
Mr. Brian L. Pauling
100 Black Men of Atlanta, Inc.

MEMBERS AT LARGE

Mr. Acey Byrd
100 Black Men of Indianapolis, Inc.

Mr. Kevin C. Hill
100 Black Men of Metro New Orleans, Inc.

Mr. Jeffrey L. Jackson
100 Black Men of Chicago, Inc.

Mr. Fitzgerald Miller
100 Black Men of New York, Inc.

Mr. Robert B. Tapley
100 Black Men of Greater Dallas, Inc.

DISTRICT REPRESENTATIVES

NORTHEASTERN
Mr. Jerrid Douglas
100 Black Men of New Jersey, Inc.

SOUTHERN
Mr. Aaron A. Jackson, Jr.
100 Black Men of Metro New Orleans, Inc.

WESTERN
Mr. Marcellous "Mark" Reed
100 Black Men of Orange County, Inc.

SOUTHEASTERN
Mr. Stanley L. Savage
100 Black Men of South Metro, Inc.

INTERNATIONAL
Mr. Kolarele Sonaike
100 Black Men of London, UK Inc.

MIDWESTERN
Mr. Jourdan Sorrell
100 Black Men of Chicago, Inc.

CHAIRMEN & PRESIDENTS EMERITI

Dr. William H. Hayling
100 Black Men of Los Angeles, Inc.

Mr. Nathaniel R. Goldston III
100 Black Men of Atlanta, Inc.

Mr. Thomas W. Dortch, Jr.
100 Black Men of Atlanta, Inc.

Mr. Albert E. Dotson, Jr., Esq.
100 Black Men of South Florida, Inc.

APPOINTED BOARD COMMITTEE CHAIRS

CHAPTER DEVELOPMENT & NOMINATIONS CHAIR
Mr. Vernon Durden
100 Black Men of Greater Beaumont, Inc.

CONVENTIONS & MEETINGS CHAIR
Mr. Kevin L. Patterson
100 Black Men of Greater Charlotte, Inc.

TECHNOLOGY COMMITTEE CHAIR
Mr. Clint Walker
100 Black Men of Atlanta, Inc.

BRIAN L. PAULING

A MESSAGE FROM THE PRESIDENT AND CEO

The collective efforts of 100 Black Men of America, Inc. are helping to reshape the narrative as it pertains to underserved and under-represented communities across the country and abroad. We understand and embrace the fact that The Work of The 100 is a journey. This journey makes a fundamental difference in the lives of our youth and communities.

The 100's mentoring reach impacts approximately 125,000 youth and families. Our members' work has resulted in reduced in-school disciplinary actions, improved academic achievement, enhanced family relationships and increased accomplishment of goals.

Through intensified advocacy and support for high-performing schools, we have engaged thousands of parents, educators and community members to positively influence our youth's learning environments. Our goal is to have every child prepared for annual grade-level advancement without the need for remediation.

Our expanded advocacy efforts are addressing disparities and inequities across each of our programmatic pillars. These efforts, spanning from closed-door conversations to public marches, are making communities across the country safer and better places to live.

On this journey, the daily activities are only important when they deliver impactful outcomes. You can take pride in knowing that 100 Black Men of America, Inc. continues to be one of the most important influencers for affecting the positive life trajectory for youth and communities.

Brian L. Pauling

President and CEO
100 Black Men of America, Inc.

100 BLACK MEN OF AMERICA, INC. HEADQUARTERS' STAFF

Mr. Brian L. Pauling
President and CEO

Ms. Beverly Ferguson
Senior Vice President, Programs & Chapter Member Services

Mr. Guy Johnson
Controller

Ms. Danielle Kennedy-Jones
Senior Vice President, Development

Ms. Gennerre Crockett
Coordinator, Programs & Chapter Member Services

Ms. Trenese McNealy
Program Manager, Programs & Chapter Member Services

Ms. Lois Peart
Senior Staff Accountant

Mr. Stanley Savage, Sr.
Security

Ms. Sandra Tarver
Office Manager

Mr. Perrin Bostic
Intern

PAVING THE ROAD TO SUCCESS: THE COLLECTIVE WORK OF THE 100

"OUR MOTTO – WHAT THEY SEE IS WHAT THEY'LL BE!"

Each year through strong, sustainable leadership, relevant programs, committed chapters, generous partners and the consistent delivery of our mentoring model, 100 Black Men of America, Inc.'s positive impact on society continues to increase. We are changing lives one youth at a time and helping to strongly affect entire communities, one school at a time. Thanks to the efforts of our dedicated members and volunteers – the boots on the ground in our network of more than 100 chapters – our organization deepened its overall community impact.

Through our core service delivery of mentoring and our key advocacy initiatives, 100 Black Men of America, Inc. again focused its efforts to address some of the systemic issues that impede the growth and development of the underserved in the areas of education, health and wellness and economic empowerment. Across the organization, we worked at the grassroots and grass-tops levels to impact change.

EDUCATION

- ✔ **Equity for Youth** (particularly of color)
- ✔ **College Readiness & Access**
- ✔ **High-Performing Public Schools**
- ✔ **Education Options**
- ✔ **Community Coalitions**
- ✔ **School Board Governance**
- ✔ **Public Policy**
- ✔ **Leadership Development**

HEALTH & WELLNESS

- ✔ **Prostate Cancer**
- ✔ **Breast Cancer**
- ✔ **Chronic Diseases**
- ✔ **Childhood Obesity**
- ✔ **Healthy Living/ Eating**
- ✔ **Health Screenings**
- ✔ **Health Education**
- ✔ **Nutrition & Fitness**

ECONOMIC EMPOWERMENT

- ✔ **Financial Literacy**
- ✔ **Saving/Investing**
- ✔ **Entrepreneurship**
- ✔ **Wealth Generation**
- ✔ **Home Ownership**
- ✔ **Financial Planning**
- ✔ **Soft-skills Development**
- ✔ **Internships/ Employment**

Above are examples of where specific issues were addressed, awareness raised, advocacy performed and actions taken in communities with a 100 Black Men presence. Our motto – **"What They See Is What They'll Be!"** – was blanketed across each area with the presence of positive role models from within The 100's membership. Our advocacy was elevated in 2015 as our chapters created a strong presence in local communities to address and increase awareness on criminal justice reform and the over-criminalization of African Americans. Our collective voice in Ferguson, Mo., helped the community seek justice which led to advocacy efforts in other impacted communities, as well as on the public policy level.

We are proud of our collective contributions that have led to changes in our mentees, their families, schools and communities. As our journey continues, we will continue driving positive outcomes throughout our network of 100 Black Men chapters, both on a personal and public policy level.

Kai Millner

UNLEASHING POTENTIAL: THE POWER OF MENTORING

"YOU ARE EXPECTED TO BECOME EXCELLENT"

KAI MILLNER
2015 MENTEE
OF THE YEAR
100 BLACK MEN
OF AMERICA, INC.

In 1963, we laid the foundation on which 100 Black Men of America, Inc. is built. Since that time, 100 Black Men has blazed the trail and become recognized as one of the leading mentoring organizations in the United States and abroad. Curley M. Dossman, Jr., Chairman of the Board, stated "The personal relationships we develop with our nation's youth through mentoring help build their esteem, unleash their potential and advance their personal and professional journeys."

The members of 100 Black Men of Central Virginia, Inc. have done just that for 100 Black Men of America, Inc.'s 2015 Mentee of the Year, Kai Millner. The chapter nominated this accomplished young man for his self-discipline and ability to understand, set and accomplish goals. When speaking about how The 100 has helped him, Kai told a Virginia television station, "You are expected to become excellent, so as the expectations rise, all boats rise to the tide." The more this young man accomplishes, the more he expects to accomplish.

Kai is a student athlete, President of the African American Scholars Alliance and Vice President of the Student Council and English National Honor Society. He also received the Rotary Club's Youth Merit Award and served as an ambassador at the 2015 Black Male Achievement Conference in California. Kai gives back to the community through volunteerism at a local soup kitchen and as a teacher's assistant. Kai looks forward to setting and accomplishing new goals for himself, including studying aerospace engineering in college.

Like Kai in Virginia, Markus Brooks, a 100 Black Men of Central Illinois, Inc. mentee, also received regular encouragement, resulting in his belief that "if you set your goals high and apply yourself, you will go far in life." Markus' participation in the chapter's Mentoring4Life (M4L) program has taught him life skills, job readiness and goal setting.

Markus Brooks

Markus was named the 100 Black Men of Central Illinois' Mentee of the Year for his academic achievement and volunteer activities and was nominated for 100 Black Men of America, Inc.'s 2015 Mentee of the Year award. Markus plans to pursue a degree in education or social work at Jackson State University. His interactions with his mentors have helped him decide to use his degree to help build stronger communities.

Kai and Markus are not alone in their feelings about The 100's mentors. Talk to mentees from any chapter and similar experiences will be shared. Although we reach more than 125,000 youth annually, it is exciting to realize that the men of The 100 are changing lives, one youth at a time.

macy's

SUPPORTING THE JOURNEY

Macy's continues to support The 100 as a sponsor of our Annual Conference and host of the annual women's outing. These outings provide an opportunity for The 100 to say thank you to the ladies who share their husbands and significant others by allowing them time to do the amazing Work of The 100. Over the years, these special events included fashion shows, cooking demonstrations, city tours and art exhibits. No matter what the event, they always conclude with a shopping excursion at a local Macy's department store. This year, the major retailer added a Dress for Success workshop for the Collegiate 100®, further preparing students for success as they prepare to transition into their careers. Thank you Macy's, for your ongoing support of 100 Black Men of America, Inc.

WHY DOES MENTORING MATTER?

To answer this question, one can turn to scientific studies with empirical data, organizations with research experts, administrators of institutions of higher learning, parents or mentors. However, the most compelling responses to this question are often directly from our mentees. The following **2015 mentee testimonials** verify the impact of Mentoring The 100 Way *Across* A Lifetime℠ as evidenced by their feedback to the open-ended question,

"Mentoring has helped me to..."

"Become a better person, lead and show others paths to success."

"Respect others as well as myself, be more patient, learn how to tie a tie, and calm down sometimes."

"Become respectful, brave and a better man."

"Overcome fear of public speaking."

"Take a more serious attitude towards standardized testing and dress more professional."

"Get better grades in school."

"Remain motivated and intrigued in my work and goals."

"Become better in life, keep me on track, and believe in myself."

"Come out of my shell and become more confident by being able to share ideas."

"Become a better man and to take more responsibility."

"Love myself as opposed to not liking myself because of the stereotypes of Black men; to not only look to lend a hand to help others and do what's good, but do it because it's right by God."

Mentoring has helped me to...

"Believe in myself, and know that if I ever need anything, I am never alone."

"Become more confident in myself and my capabilities."

COX ENTERPRISES

PREPARING OUR YOUTH FOR THE NEXT LEVEL

Cox Enterprises, a relatively new partner, has made a big impact with our Collegiate 100® students. For the past two years, this leading communications, media and automotive services company has sponsored Collegiate 100® networking receptions during the Annual Conference of 100 Black Men of America, Inc., as well as our December Leadership Summit. In target markets, Cox also facilitates workshops designed to enhance effective communication and soft-skills for Collegiate 100® chapters. As a result of these workshops, college students are exposed to internship and career opportunities. The 100 welcomes and thanks Cox Enterprises for joining our efforts and supporting our Economic Empowerment and Education pillars.

PUBLIC EDUCATION: A STATE OF EMERGENCY!

> **"NO CITY OR STATE CAN EFFECTIVELY HAVE PRODUCTIVE CONVERSATIONS ABOUT ECONOMIC DEVELOPMENT WITHOUT SERIOUSLY AND CONSISTENTLY WORKING TO IMPROVE ITS PUBLIC EDUCATION SYSTEM."**
>
> **CHAIRMAN DOSSMAN**

For millions of disadvantaged youth, the right to earn equals the right to learn. "As education increases, so does earning potential, yet a large number of public schools in underserved communities remain in a state of crisis," stated Chairman Curley Dossman. In other words, many of the schools are consistently under-performing and failing to meet the common standard of Adequate Yearly Progress (AYP). 100 Black Men of America, Inc. has been an education equity advocate for decades. Dossman further commented, "No city or state can effectively have productive conversations about economic development without seriously and consistently working to improve its public education system."

Long before 100 Black Men of America, Inc. declared an Education State of Emergency in 2010 to galvanize its chapters toward education transformation, The 100 was steeped in working at the local school and policy levels to impact student outcomes. Long before Project *SOAR* (Student Opportunities, Access and Readiness) was created in 2012, The 100 was forming its strategy for a comprehensive plan, and its chapters were impacting change at the grassroots level through local initiatives.

This education advocacy space is not new to The 100, but the organization has placed an increased focus and intentionality on designing and applying targeted strategies through a phased approach that will change the trajectory and outcomes for marginalized African American youth. The 100's value proposition has always been providing sustainable, quality mentoring services to achieve excellence in education, as well as health and wellness, economic empowerment and leadership development. We have been staunch proponents and champions for effective teaching and learning, developing high-caliber educational leaders and ensuring ongoing academic achievement of youth, particularly Black males. Project *SOAR*, The 100's education platform for ensuring that African American youth are prepared for on-time high school graduation and post-secondary

readiness, was partially designed to impact change at the grass-tops level. Now two years into the five-year plan of Project *SOAR*, the momentum is gaining and is expected to attract numerous national supporters, who will advocate for education transformation in America. As The 100 continues to grow its existing coalition of synergistic African American organizational partners, others are invited to join the movement.

"If other synergistic organizations collectively support the cause for education transformation, we can close the educational divide within our communities," said Albert E. Dotson, Jr., Esq., immediate-past Chairman and current National Mentoring & Education Committee Chair. "African American youth will be afforded viable opportunities and gateways that lead to better outcomes and brighter futures when scores of African American champions and other advocates join the fight for education equity NOW!"

HOW CAN YOU HELP?

Help lead the way toward driving positive outcomes in our communities. Join us in trumpeting the collective voice of the African American community in both social and traditional media. Form a coalition of partners to advocate for public education transformation. Galvanize your networks to produce a national advertising campaign. Pen editorials, as did Brian Pauling — President and CEO of the World Headquarters of 100 Black Men of America, Inc. — whose opinion piece, titled "Black Minds Matter," was published by news outlets across the country. Every contribution counts. Be the difference.

DRIVING POSITIVE RESULTS **ACROSS OUR NETWORK**

The 100 is laser-focused on delivering results and driving positive outcomes, and that's exactly what we did in 2015. Take a look at how our efforts made a difference in the lives of deserving youth and underserved communities.

125,000 >

The Work of The 100 provided services and support for over 125,000 youth.

- The Work of The 100, executed by our network of more than 100 chapters in the U.S., England and the Caribbean, provided services and support for over 125,000 youth.
- Our network of chapter affiliates served nearly 70 Collegiate 100® programs across the U.S.
- Our chapters bolstered their membership, increased the number of mentors and volunteers and expanded their student support services to yield greater outcomes.
- Chapters attended training sessions and summits that helped to leverage their social capital and networking opportunities to increase fundraising efforts and broaden revenue streams at the local level.
- 2015 marked the second year of a five-year plan for Project *SOAR* (Student Opportunities, Access and Readiness). Thanks to continued investments by our education advocacy partners, successes in the form of increasing education inequity awareness, development of reform strategies, increased and enhanced governance training and increased participation in education policy have been achieved.
- To expand our Mentoring The 100 Way *Across* A Lifetime℠ platform, we revised the policies and procedures to strengthen our existing Collegiate 100® chapters and improve the intake process for forming new chapters.
- Collaborations with like-minded organizations have yielded greater impact nationally. We have partnered with key groups in our core areas to increase mentoring, combat over-criminalization, address the school-to-prison pipeline and ensure that "Black Lives Matter" is more than just a catch phrase.

Georgia-Pacific

BUILDING STRONG COMMUNITIES THROUGH EDUCATION

When Project *SOAR* (Student Opportunities, Access and Readiness) was only a vision for The 100, the Georgia-Pacific Foundation recognized its value and helped to make that vision a reality. Today, Project *SOAR* is a signature initiative that is aimed at transforming the educational landscape, expanding access to high-performing schools, preparing youth to graduate on time and increasing college readiness. The Georgia-Pacific Foundation's invaluable support for our community impact and expansion efforts has aided the organization in providing training for our leadership and chapters through the support of Annual Conference and Leadership Summits. The 100 appreciates Georgia-Pacific for helping us expand our impact and the educational opportunities provided to the youth we serve.

2015 IMPACT: **EDUCATION**

95% of 100 Black Men of America, Inc.'s students graduated high school in the 2015 fiscal year.

Chapter members of The 100 across the country were trained in school board governance, both traditional and charter, to provide strong leadership at the local policy level.

An education reform advocacy op-ed titled #BLACKMINDSMATTER was published by multiple media outlets that reached 200,000 readers across the country.

1.7 MILLION IMPRESSIONS!

More than 400,000 people purchased USA Today's 2015 Black History Month Edition, which featured an advocacy ad on education reform from The 100. With a pass-along readership rate of four times that number, our ad reached almost 1.7 million impressions!

(Source: 2012 MediaMark Research).

UNLOCKING THE POSSIBILITIES IN EACH INDIVIDUAL

One of our leading and valued education advocacy partners on Project *SOAR* (Student Opportunities, Access and Readiness) since 2012 is the **Bill & Melinda Gates Foundation**. The 100 is implementing Project *SOAR* through a phased process to address education inequities by enhancing opportunities and improving post-secondary readiness. 100 Black Men of America, Inc. salutes the Gates Foundation for its continued investments and influence in addressing education inequities. Our shared vision of changing the life trajectory and education outcomes of underserved youth is being realized through our partnership.

BILL & MELINDA GATES *foundation*

GOING THE EXTRA MILE TO CREATE SAFER COMMUNITIES

"THE 100 SUPPORTS THE MANTRA THAT BLACK LIVES MATTER"

100 Black Men of America, Inc. believes that strong communities are safe communities. Through our programmatic pillars of mentoring, education, health and wellness, economic empowerment and leadership development, we continue to demonstrate our commitment to building households and communities that thrive. However, over-criminalization and mass incarceration of African Americans and violence in our communities negatively affect these efforts. Further, there are methodologies that calculate the number of future prison beds that will be required by evaluating the number of third-grade students who

Although African Americans represent approximately 13 percent of the nation's population, they comprise about

40% OF THE PRISON POPULATION.

(Source: Federal Bureau of Prisons)

cannot read at grade level. Such alarming statistics underscore why education and over-criminalization, especially of disadvantaged youth, have become the most pressing issues threatening the future of our children and communities. In addressing the violence against African Americans, whether Black-on-Black crime, police brutality, racist attacks or otherwise, The 100 supports the mantra

that Black Lives Matter. Our youth, our most precious resource, are unable to achieve their full potential, which endangers the future of our communities. We are not standing idly by!

The 100's members and our network of chapters continue to actively address factors that help to reverse these trends. Our collective efforts include conversations with our youth and families; closed-door meetings with members of law enforcement, judges and policymakers; participation in police trainings; organizing collaborative town hall meetings; hosting, serving on and moderating panels; marching in protest; and publishing editorials. These are only a few ways in which we are combating this trend and attempting to reshape the narrative as it pertains to African Americans. Our participation in local Men and Boys of Color collaborations, policy reform initiatives, like Georgia Appleseed Center for Law & Justice and other efforts, such as the White House initiatives of My Brother's Keeper and the Advisory Commission on Educational Excellence for African Americans, are all ways in which we are actively working to create stronger and safer communities.

2015 FINANCIAL **STEWARDSHIP**

The financial statements included herein reflect 100 Black Men of America, Inc.'s operating fiscal year, ended June 30, 2015.

Throughout this report we have highlighted The Work of The 100 and our impactful outcomes. We accomplished these outcomes because of the strong financial support from our partners and stakeholders. THANK YOU FOR YOUR INVESTMENT!

Our stewardship of the resources entrusted to us is paramount and our favorable financial results demonstrate this focus. Our continued commitment to efficiency reduced administrative expenses; and we again beat the industry norms for administrative costs. Total funds, management and general costs were less than 13% of total expenditures for the fiscal year. More importantly, ***MORE THAN 87% OF OUR DONORS' AND SPONSORS' FINANCIAL INVESTMENTS AT THE NATIONAL LEVEL WENT DIRECTLY TO SERVING OUR YOUTH AND COMMUNITIES THROUGH PROGRAMS.***

During the fiscal year, 58% of our program expenses went to Mentoring and Leadership Development, 26% to Education, 8% to Health and Wellness and 8% to Economic Empowerment. This allocation demonstrates our continued commitment to our core programmatic service of mentoring and an alignment of resources to address the advocacy needs noted herein.

These financial statements are taken from the most recent audit of 100 Black Men of America, Inc. We are again pleased to report that we received an "Unmodified" audit opinion, the highest audit opinion available. Further, our auditors reported no deficiencies in our internal controls nor any violations of laws, regulations or sponsor agreements. Our local chapters are each unique charitable organizations and each has their own financials that are not reflected in the financial statements herein.

2015 FINANCIAL STEWARDSHIP (CONT'D.)

CONDENSED STATEMENT OF FINANCIAL POSITION: AS OF JUNE 30, 2015

ASSETS		LIABILITIES & NET ASSETS	
Cash & Investments	$2,536,977	Accounts Payable & Accrued Expenses	$1,305,215
Prepaid Expenses	$15,121	**Total Liabilities**	$1,305,215
Accounts Receivable	$16,990	Unrestricted Net Assets	$828,506
Promises to Give	$1,314,687	Temporarily Restricted Net Assets	$1,922,530
Property & Equipment	$172,476	**Total Net Assets**	$2,751,036
TOTAL ASSETS	**$4,056,251**	**TOTAL LIABILITIES & NET ASSETS**	**$4,056,251**

GOOD NEIGHBORS IMPACTING OUR NEIGHBORHOODS

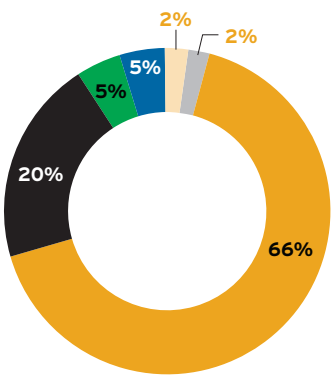
State Farm is a valued Legacy Partner that provides support for an array of The 100's operational and impact expansion programs and initiatives. This longstanding partner has continuously helped reduce the financial barrier of obtaining a college education by providing financial support to 100 Black Men of America, Inc.'s scholarship program. The insurer is also a Presenting Sponsor at our Annual Conference and funds both the State Farm Dollars and $ense Investment Education Program and the State Farm African American Academic History Challenge. State Farm has proven invaluable in our efforts to empower our youth in financial and economic literacy and improve the lives of young people at the national and local levels. We salute them for their commitment and partnership!

2015 FINANCIAL STEWARDSHIP (CONT'D.)

CONDENSED STATEMENT OF ACTIVITIES:

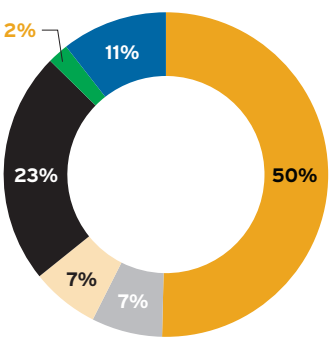
REVENUES	
Government Grants	$135,681
Private (Individual) Donors	$95,908
Corporations & Foundations (Sponsors)	$3,672,766
In-Kind Contributions (Sponsors)	$1,125,515
Total Public Support	**$5,029,870**
Chapter Membership Dues & Assessments	$246,515
Special Events – Conferences	$248,005
Other Income	$13,289
Investment Income	$20
Total Other Support	**$507,829**
TOTAL REVENUES	**$5,537,699**
EXPENDITURES	
Mentoring & Training	$2,491,490
Education (Including Scholarships)	$1,144,332
Health & Wellness	$335,517
Economic Empowerment	$349,329
Total Chapter Programs	**$4,320,668**
Fundraising	$103,657
Management & General	$521,394
Total Supporting Services	**$625,051**
TOTAL EXPENDITURES	**$4,945,719**

TOTAL REVENUE



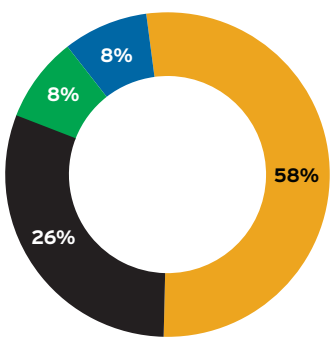
- Corporations & Foundations
- In-Kind Contributions (Sponsors)
- Special Events – Conferences
- Chapter Membership Dues & Assessments
- Government Grants
- Private (Individual) Donors

TOTAL EXPENDITURES



- Mentoring & Training
- Education (Including Scholarships)
- Health & Wellness
- Economic Empowerment
- Management & General
- Fundraising

TOTAL CHAPTER PROGRAM EXPENDITURES



- Mentoring & Leadership Development
- Education
- Health & Wellness
- Economic Empowerment

BRIDGING THE GAP WITH SOCIAL MEDIA

The Work of The 100 has been trending this year. People are chatting, posting and tweeting about the difference we're making in the lives of our youth. Connections and communications between our chapters, members and followers have increased, and we have gained more than 60,000 online supporters on Facebook, Twitter, LinkedIn and Instagram during the fiscal year. Let's take a look at some of the highlights along our journey.

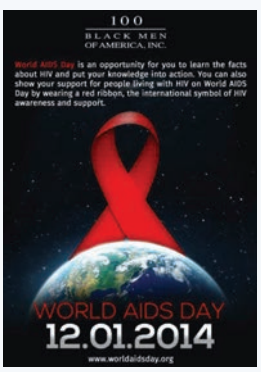
100 Black Men of America, Inc.
August 4, 2014 ·

A member of 100 Black Men of Prince George's County Chapter with his mentees. It doesn't take much to change the life of a child.

295 Like 6 Comment 775 Share

100 Black Men of America, Inc.
December 1, 2014 ·

More than 1.1 million people in the United States are living with HIV. #WorldAIDSDay #GetTested #WAD2014



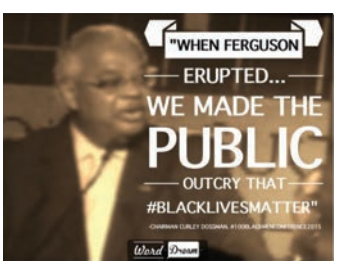
295 Like 6 Comment 775 Share

100 Black Men of America, Inc.
April 21 ·

#BlackMindsMatter. Our communities need high-performing schools; schools that promote high student expectations and achievement, insist on teacher accountability through regular evaluations, and encourage innovation among principals and other school leaders. Share your thoughts below on how you think we can get there. #100BlackMen

54 Like 5 Comment 33 Share

100blackmen 20w



33 likes

100blackmen"When Ferguson erupted... We made the public outcry that #BlackLivesMatter." - Chairman Curley Dossman. #100blackmenconference2015 #100blackmen #ferguson #mikebrown #handsupdontshoot

100blackmen 60w

86 likes

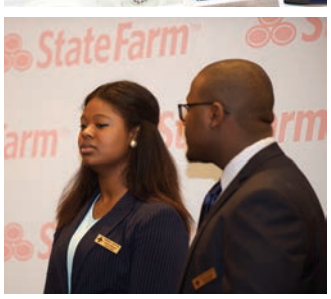
100blackmen What do you see? A group of young scholars or something else? #collegiate100 #UWF #mikebrown #ripmikebrown

100 Black Men of America, Inc.
March 10 ·

Last month, 100 Black Men of Omaha started their 12 week financial literacy program, Pathways to Success. This program is currently available in nine different cities across the U.S. It empowers our young students with the needed knowledge and job readiness skills to excel in life. Way to go #100BlackMenOmaha! #MentoringThe100Way

307 Like 11 Comment 95 Share

CASSIUS CLAY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OF AMERICA, INC.

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CELEBRATING TRAILBLAZERS: **2015 ANNUAL CONFERENCE AWARDEES**

Our 29th Annual Conference gave us the opportunity not only to celebrate our accomplishments and highlight the contributions of our sponsors and partners, but also to recognize the contributions of our chapters, members and other leaders who are helping us advance our mission. Below are the honorees:

2015 MENTEE OF THE YEAR:
Kai Millner, 100 Black Men of Central Virginia, Inc.

2015 MENTOR OF THE YEAR:
Leroy G. Walker, 100 Black Men of Jackson, Inc.

CHAPTER OF THE YEAR IN MENTORING:
100 Black Men of Greater Huntsville, Inc.

CHAPTER OF THE YEAR IN EDUCATION:
100 Black Men of Greater Mobile, Inc.

CHAPTER OF THE YEAR IN HEALTH & WELLNESS:
100 Black Men of Madison, Inc.

CHAPTER OF THE YEAR IN ECONOMIC EMPOWERMENT:
100 Black Men of New York, Inc.

COLLEGIATE 100 CHAPTER OF THE YEAR:
Collegiate 100® of Tennessee State University (Sponsored by 100 Black Men of Middle Tennessee, Inc.)

YOUTH LEADERSHIP IN ECONOMIC EMPOWERMENT:
Jasmine Lawrence, EDEN BodyWorks

CHAIRMAN'S AWARD FOR MENTORING:
Leroy G. Walker, 100 Black Men of Jackson, Inc.

CHAIRMAN'S AWARD FOR EDUCATION:
Dr. Larry L. Earvin, Huston-Tillotson University

CHAIRMAN'S AWARD FOR HEALTH & WELLNESS:
Dr. Curtis A. Pettaway, University of Texas MD Anderson Cancer Center

CHAIRMAN'S AWARD FOR ECONOMIC EMPOWERMENT & ENTREPRENEURSHIP:
Gregory Calhoun, Calhoun Enterprises
Leon Daggs, Hub City Ford
Gerald Smith, Smith Graham & Company

TRANSFORMATIONAL LEADERSHIP AWARD:
Ambassador Andrew Young, Jr., Andrew Young Foundation

LIFETIME ACHIEVEMENT AWARDS:
Earl G. Graves, Sr., Black Enterprise
Rev. Dr. C. T. Vivian, Vivian Leadership Institute

WIMBERLY AWARD:
Joseph Anderson & 100 Black Men of Metro St. Louis, Inc.

KNIGHT LEADERSHIP AWARD:
Retired Lt. Col. Dr. Edward Brown, 100 Black Men of Greater Montgomery, Inc.

DR. JAMES T. BLACK AWARD:
100 Black Men of Madison, Inc.

LEADERSHIP IN EDUCATION:
Rod Paige, U.S. Secretary of Education 2001–2005
James H. Shelton III, U.S. Department of Education 2010–2015

LEADERSHIP IN HEALTH & WELLNESS:
Evander Holyfield, Team Holyfield

LEADERSHIP IN COMMUNITY POLICING:
Dr. Lee P. Brown, Houston Chief of Police (Retired)

WELLS FARGO PATHWAYS TO SUCCESS STAR STUDENT AWARD:
Jamesia Rudolph, 100 Black Men of Greater Montgomery, Inc.

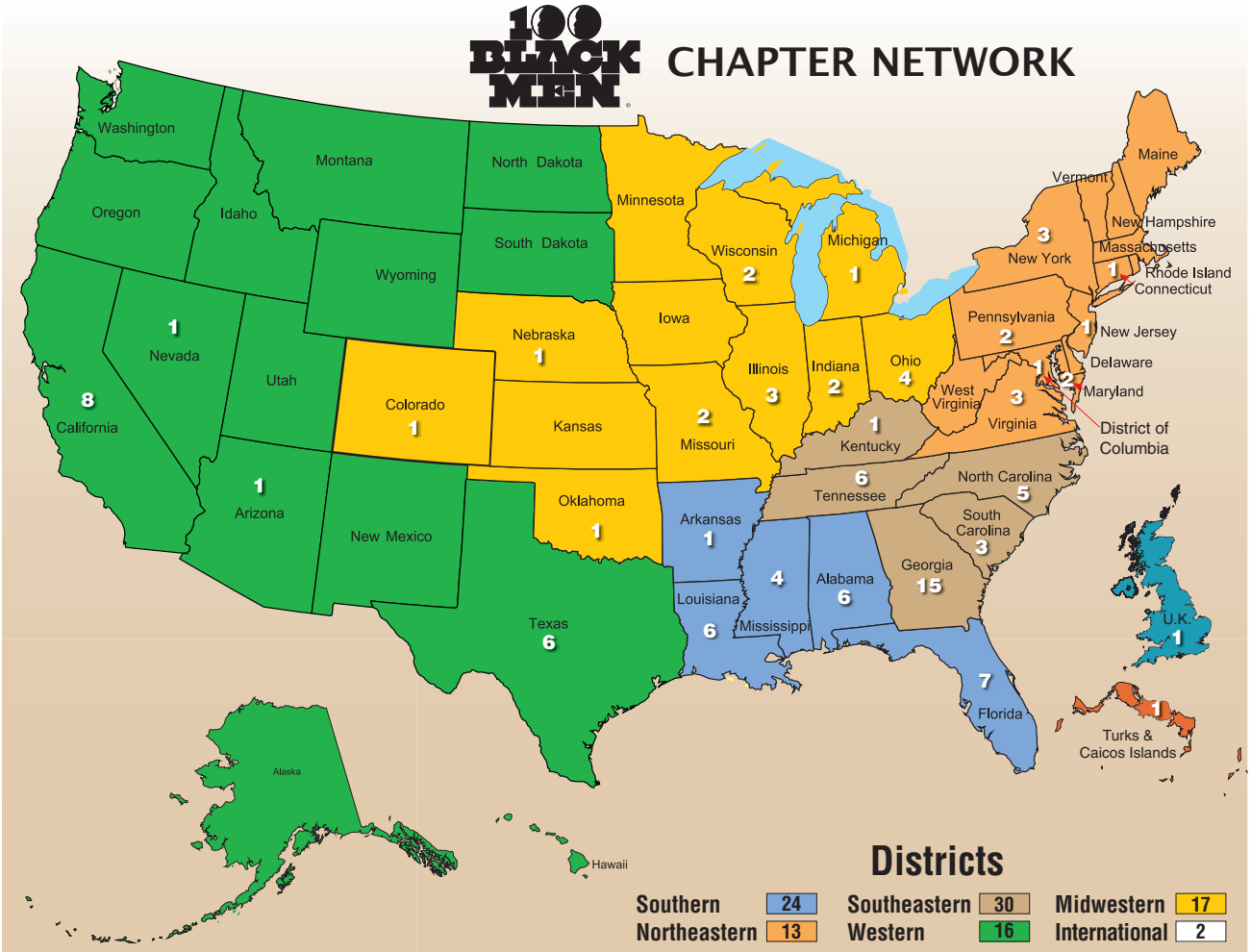
STATE FARM DOLLARS AND $ENSE WINNERS:
FIRST PLACE: 100 Black Men of Metro Baton Rouge, Inc.
RUNNER UP: 100 Black Men of South Florida, Inc.

STATE FARM AFRICAN AMERICAN HISTORY CHALLENGE WINNERS:

SENIOR DIVISION
FIRST PLACE: 100 Black Men of Philadelphia, Inc.
RUNNER UP: 100 Black Men of Houston, Inc.

JUNIOR DIVISION:
FIRST PLACE: 100 Black Men of Omaha, Inc.
RUNNER UP: 100 Black Men of Philadelphia, Inc.

CHAPTERS AND PRESIDENTS (AS OF OCT 1, 2015)



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100 Black Men of Central Virginia, Inc.	Dr. L. Bernard Hairston
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100 Black Men of Coastal North Carolina, Inc.	Mr. Marshall Gene Jones
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100 Black Men of Columbus, MS, Inc.	Mr. Johnny Johnson
100 Black Men of DeKalb, Inc.	Mr. Cornelius Stafford
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100 Black Men of Greater Lafayette, Inc.	Mr. Whalen Gibbs
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FUELING THE PATH TO SUCCESS

100 Black Men of America, Inc. greatly appreciates the financial and in-kind resources received from our generous partners, supporters and friends. Our organization could not have advanced along the journey of changing lives and communities without the support of a diverse array of partnerships. Your investment in our mission and confidence in our stewardship allowed us to develop and deliver new national initiatives and increase programmatic opportunities for our network of chapters to serve their local communities.

ALS Accelerated Learning Solutions

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Bill & Melinda Gates foundation

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As we advance in the journey, The 100 will continue to grow and diversify its revenue streams to expand our reach and deepen our impact. In 2016, we look forward to sustaining and strengthening the relationships of our existing supporters and invite new stakeholders to invest in The Work of The 100. THANK YOU!

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Reaching Farther. Together.

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OUR JOURNEY

The Work of The 100 is not possible without generous donors, supporters and partners who understand that through mentoring, lives are forever transformed and positively impacted. We are deeply grateful for your support!

Your investment in The 100 helps to eliminate the significant obstacles and dramatic disparities that stand in the way of our children's ability to succeed. Together, we are able to provide opportunities, exposure and experiences for underserved youth that certainly would not otherwise happen.

There are multiple ways that you can play a role in helping us make a difference, expand our reach and change lives and communities.

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Help us transform lives by supporting our mission!

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PHONE: 404.653.6030
Danielle Kennedy-Jones
Senior Vice President, Development

WEBSITE: www.100blackmen.org

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