



MENTORING: POSITIVE INFLUENCE **POWERFUL OUTCOMES**

100
BLACK MEN
OF AMERICA, INC.®

2016 ANNUAL REPORT



THIRTY YEARS STRONG

The overall concept and Work of The 100 began in 1963 in New York City; however, in 1986 the organization officially incorporated as 100 Black Men of America, Inc. Accordingly, this year's annual report recognizes a significant milestone in the history of 100 Black Men of America, Inc. — our 30th Anniversary since incorporation. Our influence, however, has spanned more than half a century. Over this duration we have developed a strong and consistent track record of impactful outcomes through our core service delivery of mentoring, which includes programmatic initiatives in education, health and wellness, economic empowerment, and leadership development.

We are proud to be recognized as the nation's top African American led mentoring organization. In this report, we pay homage to our past, celebrate our present and take an expectant glimpse into our future. "What They See Is What They'll Be®" is more than a motto. It is a source of motivation for all members in our 100 Black Men chapter network.

Additionally, our motto serves as a constant reminder that we must consistently commit ourselves to personifying the type of people our children will look up to and emulate. We fully embrace the immense responsibility we have to our mentees and our communities. We hope that in the pages that follow you will see and be inspired by the richness of our history, encouraged by our powerful outcomes and intrigued by the boundless possibilities of what is yet to come.

A LETTER FROM THE CHAIRMAN

We have had an exciting time this year updating and celebrating 100 Black Men of America, Inc.'s 30-year legacy of mentoring and service to our youth and communities. Each of you has been instrumental in reaching this major milestone of our organization and achieving the impactful outcomes for the scores of young lives we have touched. As we look ahead to 2017, we must also recognize that there is a tremendous amount of work left to be done.

We have been highly successful in the initiatives supporting our Mentoring, Education, and Health and Wellness pillars. However, we need to also urgently address the more pressing issues that we will face over the next 30 years, such as Economic Empowerment and by extension, Black male achievement.

Many of the issues that plague our communities stem from the economic disadvantages and generational poverty that many African Americans experience. The 100 is implementing solutions to break the cycle of poverty. We are encouraging youth to stay in school and delivering support services for students to graduate on time. Additionally, we are providing the guidance, skills and tools necessary for students to find a career that will ensure their financial stability and lead to them becoming contributing members of society.

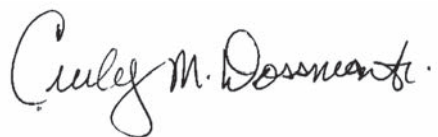
Beyond that, we need more job creators. To significantly help our communities, we must emphasize entrepreneurship, economic empowerment and spending our money in ways that will build an economic base. I want to continue to challenge you to become more conscious of helping our mentees and families in the communities we serve to better understand what is required to build generational wealth. There must be a paradigm shift from being consumers only and/or spending all of the income generated. There is no doubt, the power to build wealth is possible and can be transformational.

Organizationally, The 100 has a strong foundation thanks to solid leadership over the past 30-plus years. Dr. William Hayling and Nathaniel Goldston III, the first and second leaders of the national Board of Directors, respectively, created a vision that has grounded and guided us. Chairman Emeritus Thomas W. Dortch, Jr. shepherded our expansion and under his tenure we experienced immense growth. Chairman Emeritus Albert E. Dotson, Jr. enhanced that growth by emphasizing sound programmatic initiatives and creating a cohesiveness around the organization.

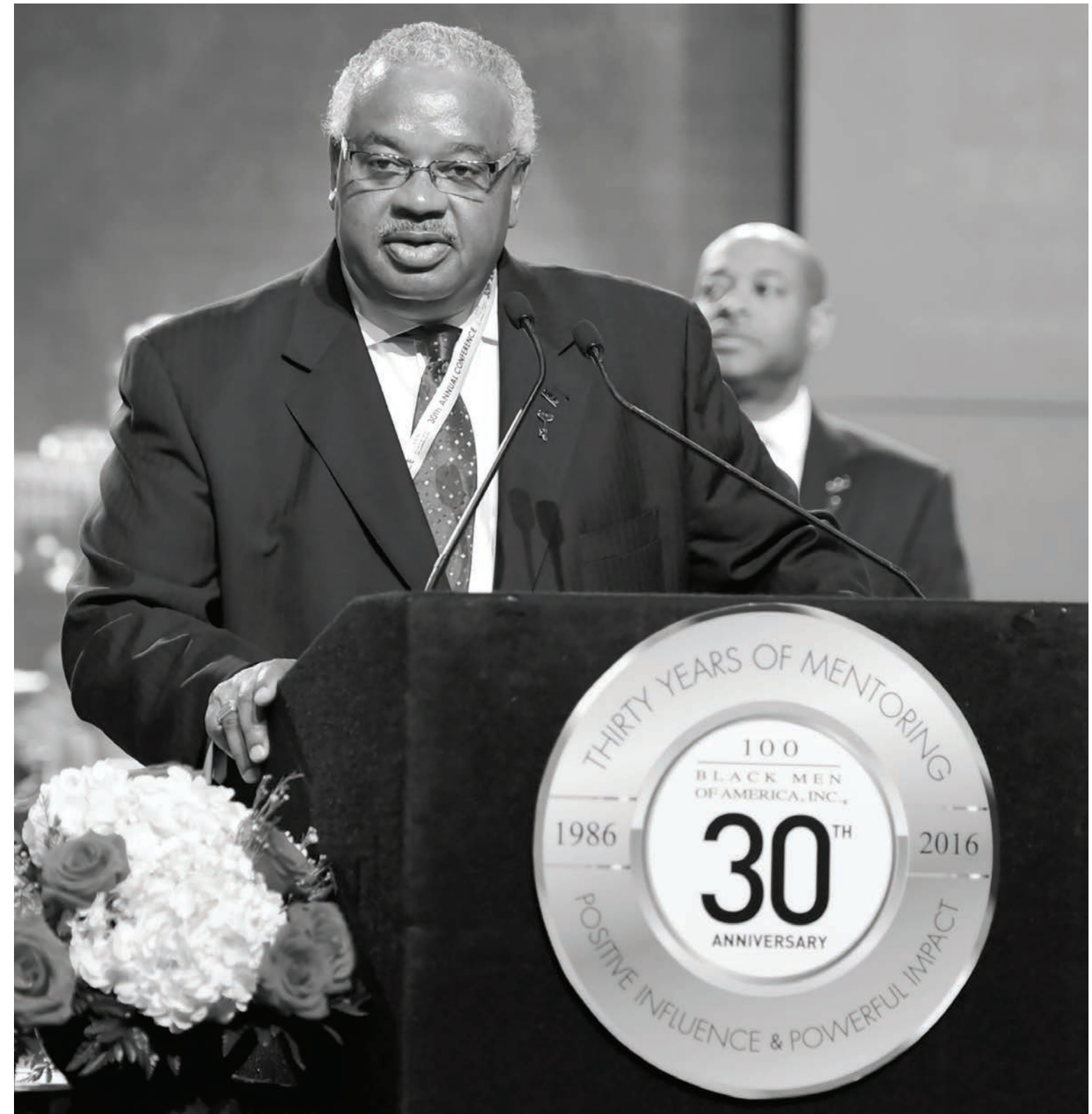
My goal is to build the organization's long-term financial sustainability, increase advocacy efforts that help to transform public education and expand advocacy initiatives to achieve significant criminal justice reform. In order to grow as an organization, we must further develop key programmatic initiatives. This will require greater resources and commitment from our membership, with ongoing assistance from our partners, supporters and friends because the need in our communities is so great.

Together, through our hard work and our resources, we can make our communities better than ever before. Thank you for your current support and we look forward to your renewed commitment to our mission and vision.

In your service,



Curley M. Dossman, Jr.
Chairman of the Board
100 Black Men of America, Inc.



MR. CURLEY M. DOSSMAN, JR. *Chairman of the Board, 100 Black Men of America, Inc.*

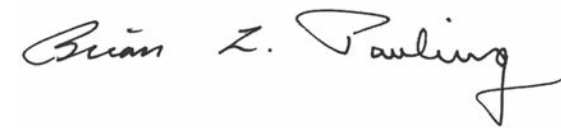
A MESSAGE FROM THE PRESIDENT AND CEO

During fiscal year 2016, 100 Black Men of America, Inc. enjoyed tremendous highs as we received accolades and recognition for the Positive Influence and Powerful Outcomes we delivered to the youth, families and communities we serve. Some of these accolades include the Excellence in Mentoring Award (Southern Company), Excellence in Mentoring Award (Mentor.org), and Chairman Dossman named as a Power 100 Honoree (Ebony Magazine's Top 100 Most Influential Black Men in the country for his dedication to Black male achievement). Additionally, we participated in national conversations and implemented actions across our network to expand mentoring, address gun violence and over-criminalization of African Americans, advocate for high performing schools, and increase health and wellness initiatives.

Unfortunately, we also experienced sobering tragedies from the death of several mentees, chapter presidents and members. Furthermore, during this year we continued to see the travesties of unarmed black men and women killed by law enforcement.

As we celebrated our 30th year since incorporation and all of the youth and families served, we are reminded that we must continue to affect change for the youth and families within our communities. We must boldly stand up for those that can't stand for themselves; speak up for those whose voices have been silenced, and advocate for those who don't have a platform to challenge for themselves. These are our children! These are our communities! We must stay in the fight, elevate our voice, document our outcomes, demonstrate our collective power, and continue to turn the tide in securing better futures for our children and communities.

In your service,



Brian L. Pauling
President and CEO
100 Black Men of America, Inc.



MR. BRIAN L. PAULING *President and CEO, 100 Black Men of America, Inc.*

2014-2017

BOARD OF DIRECTORS

CONSTITUTIONAL OFFICERS

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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 (2004-2012)
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.

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100 Black Men of Indianapolis, Inc.

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

PR & MARKETING COMMITTEE CHAIR
Mr. Jeffrey L. Jackson
100 Black Men of Chicago, Inc.

INVESTMENTS SUB-COMMITTEE CHAIR
Mr. Fitzgerald Miller
100 Black Men of New York, Inc.

CHAPTER GRANTS & SPONSOR ACTIVATIONS CHAIR
Mr. Robert B. Tapley
100 Black Men of Greater Dallas, Inc.

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ECONOMIC EMPOWERMENT COMMITTEE CHAIR**
Mr. Jerrod Douglas
100 Black Men of New Jersey, Inc.

**SOUTHERN
COLLEGIATE 100® COMMITTEE CHAIR**
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
PUBLIC POLICY COMMITTEE CHAIR**
Mr. Stanley L. Savage
100 Black Men of South Metro, Inc.

**INTERNATIONAL
INTERNATIONAL COMMITTEE CHAIR**
Mr. Kolarele Sonaïke
100 Black Men of London, UK Inc.

**MIDWESTERN
SCHOLARSHIP COMMITTEE CHAIR**
Mr. Dale Avery (Interim)
100 Black Men of Central Illinois, Inc.

FORMER NATIONAL BOARD LEADERS

CHAIRMAN EMERITUS (1994-2004)
Mr. Thomas W. Dortch, Jr.
100 Black Men of Atlanta, Inc.

CHAIRMAN EMERITUS (2004-2012)
Mr. Albert E. Dotson, Jr., Esq.
100 Black Men of South Florida, Inc.

PRESIDENT EMERITUS (1989-1994)
Mr. Nathaniel R. Goldston III
100 Black Men of Atlanta, Inc.

PRESIDENT EMERITUS (1986-1989)
Dr. William H. Hayling
100 Black Men of Los Angeles, Inc.

APPOINTED BOARD COMMITTEE CHAIRS

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

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

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

100 BLACK MEN OF AMERICA, INC.

HEADQUARTERS STAFF

MR. BRIAN L. PAULING
President and CEO

MS. BEVERLY FERGUSON
Senior Vice President of Programs and Chapter Member Services

MS. DANIELLE KENNEDY-JONES
Senior Vice President of Development

DR. JAMAR JEFFERS
Vice President of Development

MR. GUY JOHNSON
Controller

MS. TRENESE MCNEALY
Program Manager

MS. LOIS PEART
Senior Staff Accountant

MR. STANLEY SAVAGE, SR.
Security

MS. SANDRA TARVER
Office Manager

MR. DECARLOS WARDLAW
Development Manager

MR. PERRIN BOSTIC
Intern

HISTORY OF 100 BLACK MEN

The overall concept of "The 100" began in 1963 in New York City when a group of concerned African American men began to meet to explore ways of improving conditions in their community. These visionaries included businessmen and industry leaders such as David Dinkins, Robert Mangum, Dr. William Hayling, Nathaniel Goldston III, Livingston Wingate, Andrew Hatcher, and Jackie Robinson. In 1986, the organization was officially incorporated and 100 Black Men of America, Inc. was born. The vision has materialized to be shared by more than 10,000 members reaching over 125,000 underserved, underrepresented minority youth annually.

Throughout our history, the leadership of 100 Black Men of America, Inc. has been impeccable. The men chosen as national leaders all have contributed to the growth and strength of the organization. Their unique contributions have helped The 100 to become one of the premiere mentoring organizations anywhere. Consider the impact each leader has made.

MISSION

The mission of 100 Black Men of America, Inc. is to improve the quality of life within our communities and enhance educational and economic opportunities for all African Americans.

VISION

100 Black Men of America, Inc. seeks to serve as a beacon of leadership by utilizing our diverse talents to create environments where our children are motivated to achieve, and to empower our people to become self-sufficient shareholders in the economic and social fabric of the communities we serve.

VALUES

100 Black Men of America, Inc. is committed to the intellectual development of youth and the economic empowerment of the African American community based on the following precepts: respect for family, spirituality, justice, and integrity.

1960

1970

1980

1990

“Responding to the ongoing police beatings of African Americans by New York police officers in the early 1960s: **We wanted to create programs that would improve the quality of life for Black people and identify resources to develop youth initiatives. So we began to address social, political and educational injustices in New York, especially in Harlem. We called ourselves “The 100.”**”

President Emeritus **DR. WILLIAM H. HAYLING**

“It is and has been very important to me that we help educate our young people and guide them to a fruitful life.”

President Emeritus **NATHANIEL R. GOLDSTON III**

1963-1989



“Hayling Harvest”

Dr. William H. Hayling crafted the framework and assembled the brainpower that led to the founding of the first chapter of “The 100” in New York. He went on to establish and lead two other chapters and was influential in the founding of several others during The 100’s early years. He was elected to serve as the first national leader of the organization as President upon its incorporation in 1986. His legacy lives on and his impact is felt across The 100’s Chapter network to this day.

- Advocated for change in conditions that adversely impacted Blacks
- Oversaw the incorporation of the organization in 1986
- Instrumental in establishing Chapters in New York, New Jersey, Los Angeles, St. Louis, Indianapolis, Pittsburgh, Atlanta, and the San Francisco/Oakland Bay Area
- Led the first national conference in Atlanta in 1987

1989-1994



“Goldston Gain”

Under Nate Goldston’s leadership as the second national President of the Board of Directors, the organization quadrupled in size, enhanced its organizational infrastructure and expanded its culturally sensitive mentoring programs and other support and services to help empower youth for successful futures.

- Became The 100’s second national President in 1989
- Grew organization to 43 Chapters
- Oversaw establishment of The 100 as a nonprofit organization
- Acquired first national office and executive director
- Secured federal trademark and copyright protection for the mottos, “What They See Is What They’ll Be®” and “Real Men Giving Real Time®”



"Dortch Dividend"

Under the leadership of Thomas W. Dortch, Jr., 100 Black Men of America, Inc. expanded internationally to incorporate other parts of the African diaspora, England, Caribbean, and the West Indies. He also drew on his business knowledge, entrepreneurial experience, and fundraising expertise to expand youth programming and support for Chapters across the network.

- Established Four For The Future™ programmatic pillars of Mentoring, Education, Health & Wellness, and Economic Empowerment
- Elevated the title of the national leader from President to Chairman of the Board
- Led international expansion in 1997, growing the organization to 103 Chapters, with presence in Africa, England, and the West Indies
- Purchased the office building on Auburn Avenue in downtown Atlanta, establishing Atlanta as the organization's Headquarters in 1997
- Collegiate 100® auxiliary program formed to focus the next generation on mentoring

1994-2004

“*Our Nation finds itself at the crossroads of prosperity challenges. In light of the recent National elections many are questioning whether we will continue to be a Nation that will embrace its diversity or reject it. Now is the time for the men of 100 Black Men of America, Inc. to step up and provide the voices of reason and take the appropriate actions to insulate our youth from the negative attitudes, racism, sexism, bigotry and voices of hopelessness. We must stand as a beacon of hope and men of action for the future of this great nation we call home.*”

Chairman Emeritus **THOMAS W. DORTCH, JR.**



"Dotson Difference"

During his Chairmanship, Al Dotson worked closely with chapters and elected national leaders to scale the organization's mentoring efforts, create collaborations with other community-minded nonprofits, and expand The 100's educational focus by creating advocacy initiatives that support the increase of high-performing schools that produce students ready for college and/or careers.

- Launched the Leadership Development Institute (LDI)
- Created the Community Empowerment Project (CEP)
- Established Mentoring The 100 Way® Across a Lifetime
- Launched the National Cares Mentoring Movement
- Participated in President Obama's White House Summit on Fatherhood and Mentoring
- Initiated the organization's Strategic Plan
- Launched education initiative, Project SOAR (Student Opportunities, Access and Readiness)

2004-2012

“*True leadership within The 100 recognizes the importance of accountability to our stakeholders, whether those stakeholders are the community, corporate partners, our youth, or our members.*”

Chairman Emeritus **ALBERT E. DOTSON, JR., ESQ.**

1994

2000

2010

2016

2012-PRESENT "Double-Down Dossman"



Chairman Dossman moved the organization towards accelerating the mission, goals and strategic plan established under the Mentoring The 100 Way® Across a Lifetime platform by promoting sustained mentorship over multiple stages of life. He also expanded the organization's focus on efforts to address social justice reform and the economic, educational, and health disparities negatively impacting our youth and communities. Key initiatives under his leadership include formation of the Emerging 100®, a young professionals affiliate to 100 Black Men Chapters that support and help expand the programmatic initiatives and positive impact delivered to the community. He also has forged and strengthened partnerships with major donors and corporations, as depicted later in this annual report, to ensure long-term viability and financial sustainability of the national organization and all of its Chapter network for years to come.

- Established new evidence-based governance structure
- Led the first High-Performing Schools Summit for African Americans to advocate for education transformation efforts to improve academic outcomes for students of color
- Led the private and corporate foundation fundraising efforts to support Phase 1 implementation of Project SOAR, which yielded more than \$3.5 million in donor investments
- Spearheaded 30 for 30 Campaign to build endowment for long-term sustainability
- Established a Criminal Justice Reform Task Force and network-wide advocacy efforts to combat violence and address the over-criminalization and police-involved killings of African Americans across the U.S.
- Stabilized the 100 Black Men Chapter network by gaining funding for chapter sustainability sub-grants and revoking the charters of inactive affiliates
- Received numerous local, regional and national awards on behalf of the organization for mentoring leadership and impact

“*2016 launched a year of celebration honoring The 100's 30 years of positive impact on the lives of hundreds of thousands of youth and adults through the successful outcomes achieved in mentoring, education, economic empowerment, and health & wellness. The National 2016 elections revealed how much more work there is yet to be done in reaching the inclusive society we aspire to become.*

The election shows how deeply divided our nation remains. Healing the wounds of divisiveness is imperative. The United States is One nation and we must not allow racism, bigotry, sexism, and exclusion to rip us apart. The 100 must lead the way in bridging these divides. It is up to each of us to make that happen.

We each must remember that The 100's values are about giving and receiving respect, honoring the dignity and worth of each person and advocating on behalf of our youth to ensure they are provided the opportunities and protections this country offers all its citizens, whatever their background or identity. WE ARE ONE! ONE MISSION, ONE CAUSE, ONE NETWORK!

Chairman **CURLEY M. DOSSMAN, JR.**

OUR HISTORY: OUR FOUNDATION

On October 2, 1986, representatives from 100 Black Men Chapters converged in Washington, DC, for a final meeting to establish a national organization. During previous meetings, they determined the structure, governance and model that would provide the most effective physical and financial resources to support the communities and Chapters. At the final gathering, the organization's name — 100 Black Men of America, Inc. — was unveiled and attendees elected four accomplished, professional men from within their ranks to serve as its first and founding officers.

Each of the four were selected based on their demonstrated commitment to give back in a holistic way that addressed the educational, social, emotional, and cultural needs of youth in their own communities. They put their hands to the plow and did the hard work necessary to establish a foundation for a network of Chapters in their infancy, which today is an international nonprofit organization that positively impacts more than 125,000 youth across the United States and abroad.

Dr. William H. Hayling, co-founder of the very first 100 Black Men Chapter in New York City in the early 1960s, was elected as the new national organization's first and founding President. A prominent physician specializing in obstetrics and gynecology, Hayling's medical practice took him from New York to Newark, NJ, and later to Los Angeles, CA, where he joined with other professional, community-minded men to establish 100 Black Men of New Jersey, Inc. and 100 Black Men of Los Angeles, Inc. He served as founding President of both Chapters.



Oliver Lofton, Esq. and Dr. William H. Hayling

Oliver Lofton, Esq., who, like Hayling, was a founding member of the New York Chapter and later instrumental in establishing 100 Black Men of New Jersey, Inc., was elected the national organization's first and founding Vice President. Known for his legal acumen and passion for public service across the state of New Jersey, Lofton worked as a lawyer in state and local government before entering private practice. He was recognized as a champion of civil rights and defender of the poor. During his many years with the New Jersey Chapter, he endeavored to build strong bonds between African American men and youth; to create hands-on mentoring, wellness and academic initiatives that benefited mentees; and to encourage interaction between the Chapter and the community. Though he passed from this earthly plane in November 2015, Lofton's influence on the New Jersey Chapter and national organization will be felt for generations to come.



Moses W. Gray (second from right) and other early members of the 100 Black Men of Indianapolis Chapter



Moses W. Gray, former employee of General Motors and founding member of 100 Black Men of Indianapolis, Inc., was elected as the national organization's first and founding secretary. Before his election to the national board, Gray served as the Indianapolis Chapter's president for nine years and its secretary for four years. Becoming involved with the Work of The 100 provided the vehicle that enabled him to put into practice a strong-held belief that African American men must be in the forefront of nurturing our children to become scholars in the classroom and future leaders in their communities.



Jesse C. Swanigan, a founding member of 100 Black Men of Metro St. Louis, Inc., where he served as president for seven years, was elected the first and founding national Treasurer. His extensive financial background and experience gained during 32 years working in finance and quality productivity capacities at McDonnell Douglas Aircraft Corporation made him the ideal candidate for the office. He also served as The 100's first convention coordinator, drawing on his experience as past president and annual conference chairperson of the National Black Presbyterian Caucus.

On May 27, 1987, in Atlanta, Georgia, this newly formed mentoring organization known as 100 Black Men of America, Inc., held its first national conference and introduced itself to the nation. Noted speakers included the late Alex P. Haley and the late Honorable Maynard H. Jackson.

OUR HISTORY: POSITIVE INFLUENCE

*Advocacy and activism. Perseverance and persistence. Courage and conviction. These are the hallmarks of African American icons **Jackie Robinson**, **Congressman John Lewis** and **Ambassador Andrew Young**. At 100 Black Men of America, Inc., we are proud to count them among our brothers in our mission to uplift and empower our youth and communities.*

Most people know **Jackie Roosevelt Robinson** for breaking the color barrier in Major League Baseball in 1947. However, many don't know that he also was among the visionaries in New York City in 1963 who joined forces to form our organization to improve the lives and outcomes for African Americans, targeting Black men and boys in particular. It is not surprising that Robinson would be a part of such a movement. He endured taunts, slurs and death threats on and off the baseball field to pave the way for generations of baseball players who would follow him. He was a forerunner for Black citizens everywhere who battled racial segregation and discrimination because of their color of their skin. Robinson continued his activism after retiring from sports, becoming a businessman and co-founding Freedom National Bank in New York, which would become the largest Black-owned bank in New York State.



Congressman John Lewis

Another trailblazing member of The 100 is Civil Rights icon **Congressman John Lewis**. Lewis participated in many of the pivotal moments of the Civil Rights Movement of the 1950s and 1960s, often placing his body in harm's way to challenge the injustice of Jim Crow segregation in the South. Lewis led sit-ins at White-only lunch counters; spearheaded the Student Nonviolent Coordinating Committee's voter registration drives and community action programs during the Mississippi Freedom Summer; led nonviolent protesters over the Edmund Pettis Bridge as they attempted to march from Selma to Montgomery; and at only 23, was an architect of and a keynote speaker at the historic 1963 March on Washington. In 1986, the same year 100 Black Men of America was incorporated, Lewis was elected to represent Georgia's 5th District in the U.S. Congress. Beaten, bloodied and jailed, he has never given up and has continued his fight for civil and human rights. His efforts have opened doors and changed laws. Most recently, he helped create

a lasting monument to the African American story of struggle and triumph in the United States with the opening of the National Museum of African American History and Culture on the National Mall in Washington, DC.

Visitors to the new museum will also find 100 Black Men of America, Inc. member **Ambassador Andrew Young**. An ordained minister, Ambassador Young organized voter registration drives during the Civil Rights Movement. In 1961, he led the efforts of the Southern Christian Leadership Conference (SCLC) to tutor African Americans in literacy, organizing and leadership skills in what were then called citizenship schools. While at SCLC, he worked closely with the Rev. Dr. Martin Luther King, Jr., becoming one of King's trusted lieutenants and coordinating desegregation efforts throughout the South. In 1972, Young shaped history by becoming the first Black Georgian elected to the U.S. Congress since Reconstruction. President Jimmy Carter appointed him



Ambassador Andrew Young (center)

U.S. Ambassador to the United Nations in 1977. Through Ambassador Young, protection of human rights and economic advancement in underdeveloped countries became objectives of U.S. foreign policy. In 1981, President Carter presented Young with the Presidential Medal of Freedom, America's highest civilian award. Young returned to Georgia, where he was elected Mayor of Atlanta for two terms. As Mayor, he pushed for a rapid transit system in the city. He also traveled extensively, working to establish Atlanta as a financial participant in the global markets, and he was instrumental in helping to bring the Olympic Games to the city in 1996. Today, he chairs the Andrew J. Young Foundation, a nonprofit organization established to promote more just and prosperous communities in the United States and the world by developing and supporting new generations of multiracial leadership.

These 100 Black Men members, giants of history and industry, embody the qualities 100 Black Men of America, Inc. values, aspires to and seeks to model every day for the young people we serve. We thank these mighty men of valor for being a part of the history, mission and Work of The 100.



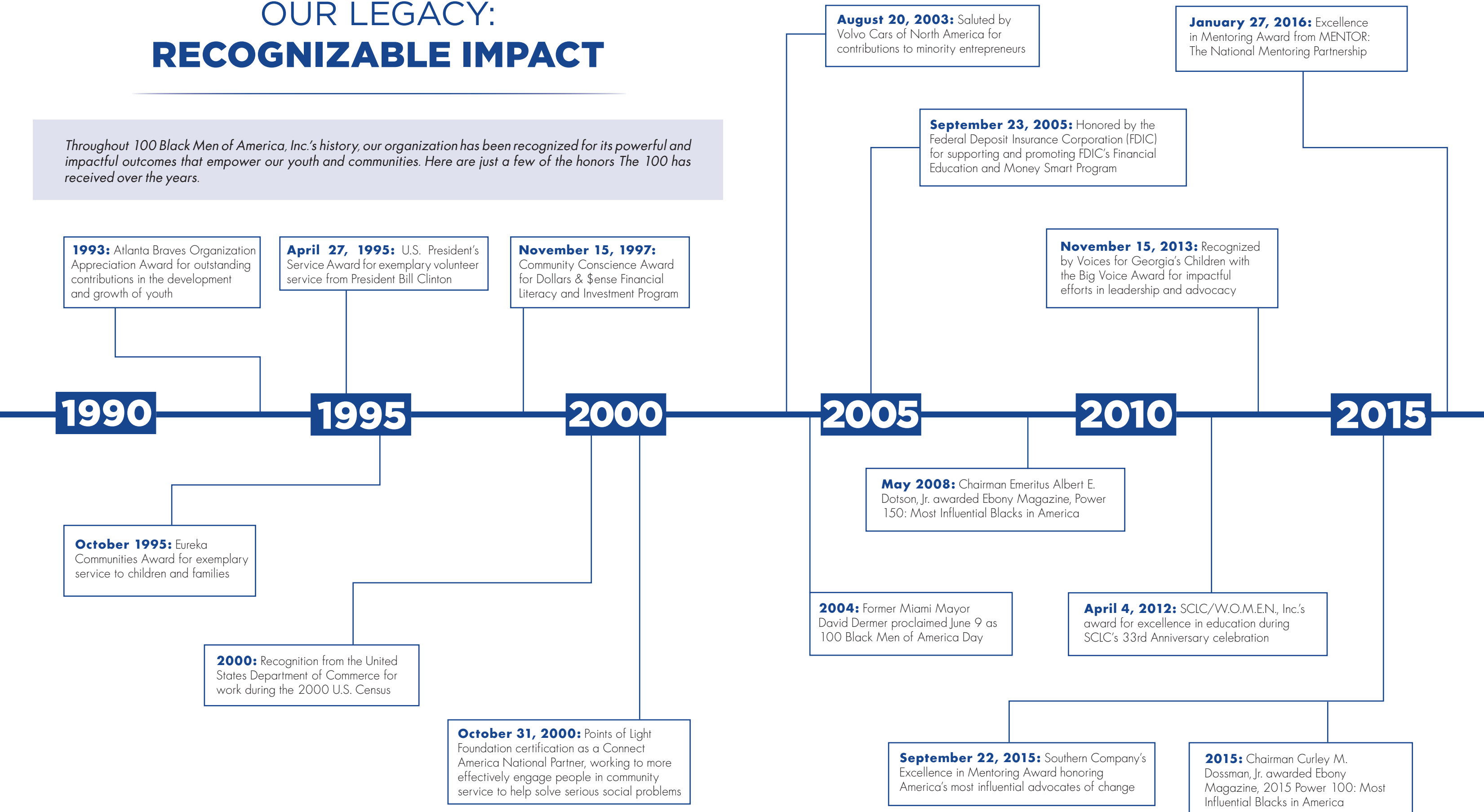
Jackie Robinson



Reverend Joseph E. Lowery

OUR LEGACY: RECOGNIZABLE IMPACT

Throughout 100 Black Men of America, Inc.'s history, our organization has been recognized for its powerful and impactful outcomes that empower our youth and communities. Here are just a few of the honors The 100 has received over the years.



OUR PRESENT: SHAPING LIVES

The death of 100 Black Men of Greater Knoxville mentee Zaezion Dobson gripped the heart and soul of the nation. News of his death reverberated from his home in Knoxville, TN to the White House and ultimately around the globe.

On December 17, 2015, the popular 15-year-old high school football player was killed while shielding three girls from bullets after a gunman drove by and opened fire. Since that fateful day, the name Zaezion Dobson has become synonymous with sacrifice, heroism, and courage.

**“IT’S UP TO US TO
BUILD A COUNTRY
THAT’S WORTHY OF
ZAEVION’S PROMISE.”**

President Barack Obama

At the White House, President Barack Obama praised him as a hero and called on Congress to pass legislation to address gun violence. ESPN honored him at the ESPYs with the Arthur Ashe Courage Award. The NFL aired a mini documentary about him during the Super Bowl 50 pre-show. Closer to home, the Knoxville Police Department recognized Zaezion with a Citation of Excellence and proclamations from the Knoxville mayor and Knox County Commissioners. January 24 was declared “Zaezion Dobson Day” in his memory.

At the age of 11, Zaezion was introduced to 100 Black Men of Greater Knoxville, Inc. where his mentors and fellow mentees called him Zae. He was encouraged to live up to his potential and believe that he could become more than he dreamed.

During our Salute to Youth Luncheon at the 30th Annual Conference, Chairman Curley M. Dossman, Jr. fought back tears as he spoke about Zaezion, still unquestionably impacted by the tragic loss of “one of our own.”

“I had the pleasure of being in DC to receive the National Mentoring Partnership’s Mentor of the Year Award,” Dossman said. “As part of my acceptance speech, I shared the story of Zaezion’s sacrifice and the work that the men of our Knoxville Chapter have done in terms of pouring into his life. When I completed those remarks, there was not a dry eye in the house. You see, while many had heard about Zaezion’s tragic death, they did not realize he was one of our mentees.”

The same was true during the conference luncheon as Zaezion’s mother, Zenobia Dobson, rose to accept The 100’s inaugural Youth Courage & Heroism Award on behalf of Zaezion. She described him as her ‘beautiful, handsome, bold, young man of valor.’ “He was a son, brother, neighbor and friend. He served as an usher and in the men’s group at our church. He played linebacker and wore #24 on his jersey. He excelled in robotics during summer programs at the community college. He looked forward to going to college. And he was a “proud mentee” of the Greater Knoxville Chapter.”

In her final remarks, Ms. Dobson thanked The 100’s mentors and mentees for the positive and lasting imprint they made on her son during his time with them. “You have made a difference in Zaezion’s life, whether it was a phone call, text message, handshake, meeting, or even a field trip. You made a difference in our son’s life,” she said, her voice filled with emotion. “I am so proud of him, and I am so honored to be here on my baby’s behalf. Thank you all.” She then wished continued success; encouraged The 100 to remain faithful; and applauded The 100’s commitment to empower and embrace our youth.



President and CEO Brian Paulling, Chairman Emertius Thomas W. Dortch, Jr., Zenobia Dobson, Chairman Curley M. Dossman, Jr.

100 Black Men of America, Inc. is committed to embracing and empowering our youth through mentoring and standing with others to end the epidemic of gun violence in our communities. In doing so, we honor the legacy of our founders, Zaezion’s memory and his mother’s words – today and for years to come.

OUR PRESENT: EXPERIENCING POWERFUL OUTCOMES

Our network of Chapters is doing The Work of The 100 every day on the ground in their communities and experiencing outcomes that make headlines. Here is a sample of some of the noteworthy initiatives they undertook and outcomes achieved during 2016.

100 Black Men of Chicago, Inc. hosted its 14th Annual College Scholarship Fair on Saturday, October 8. The event, one of the Chapter's major education initiatives, attracted nearly 3,500 high school students from the Chicago area, downstate Illinois, Indiana, Michigan, Wisconsin, and Missouri to the UIC Pavilion, a 9,500-seat multi-purpose arena on the University of Illinois' Chicago campus. Attendees had the opportunity to meet with recruiters from more than 250 colleges and universities. Students and parents were able to participate in 12 workshops covering a variety of topics including financial aid, scholarship opportunities, and transitioning from high school to college.

Since inception, the Chicago Chapter's College Scholarship Fair — considered one of the premier events of its kind in the Midwest and largest college fair put on by an all-volunteer organization — has helped enable participating colleges and universities to provide millions of dollars in scholarships and grants, and thousands of college acceptances to attending high school students. "You really don't realize the impact of this event until you hear from parents and students about receiving scholarships or financial support," says Chicago Chapter President and CEO Carl H. Tutt, Jr. He estimates students were offered between \$5 million and \$7 million in scholarships during the event. "In some cases, if students had not received this support, they would not be able to attend college, or it would have been a severe hardship for the family."

100 Black Men of Central Virginia, Inc. offers a summer program for African American males entering fifth through eighth grades to increase their skills in higher-level math. The M-Cubed Program, as it is called, focuses on three M's: Math, Men and Mission. During the last



100 Black Men of Central Virginia, Inc.

two weeks in June, participants meet daily from 8:30 a.m. to 3:30 p.m. at the local school, where they are taught a rigorous pre-algebra curriculum using instructional approaches tailored to their individual learning styles. They also receive mentoring support and parental coaching designed to help build healthy relationships between student, family, and school.

More than 300 students have gone through the program during its seven years. M-Cubed participants' final average math grades have risen from C's to B's in their first year. Additionally, two out of three are enrolled in advanced or honors math classes, 90 percent have shown year-to-year growth, and the academic achievement gap has closed significantly between them and their White male counterparts. "We encourage our young men daily to defy stereotypes, to take the challenge to be the best, and to have the courage to accept the challenge of doing what is difficult now in preparation of things to come," says Central Virginia President Wes Bellamy. Due to the fact that we have set the bar extremely high, we aren't where we want to be, but we are moving forward in the right direction."



100 Black Men of Columbus, Inc.

100 Black Men of Columbus, GA, Inc. participated in the first Masters in the Making Conference in 2016. The one-day event was hosted in collaboration with a local community group, One Empower One, Inc. The event was designed to empower, encourage, teach, and motivate young African American males in elementary through high school to become successful, productive adults. Approximately 100 young men participated in the conference, where they heard from speakers representing a wide range of disciplines, including education, law enforcement, entertainment, athletics, and business.

Discussions focused on the importance of obeying and respecting the law and members of law enforcement, setting realistic life goals, and exhibiting self-control, discipline, and respect for oneself and others. Columbus Chapter President Robert D. Wilson says the conference made a powerful impression on all involved. "The young men who participated were appreciative that men from different walks of life would take out of their time to come and provide positive information that would help them make better choices," he explains. "Members of The 100 left the program with a deeper commitment to continue to apply positive intervention over multiple stages of a young person's life."

100 Black Men of St. Louis, Inc. mentors incarcerated males in the St. Louis Juvenile Detention Center as a way to address issues, such as over-criminalization, the school-to-prison pipeline and the need for mentors and mentoring to transform youth's lives — even those who are paying the price for ending up on the wrong side of the law. Since the program began in 2014, mentors from the Chapter have visited the center each Thursday where they discuss various topics. "Our goal is to give them tools they can use when they get out. If they don't get help the cycle continues," says member Steve

Harmon, an attorney and a retired police officer, who has witnessed the program's success. "We've seen kids get out and do much better."

100 Black Men of Tallahassee, Inc. is inspiring dozens of students to read with its R. Frank Nims Book Club. Established by Robert Brantley, a 100 member and reading coach at Nims Middle School, the book club is an extension of the Chapter's mentoring initiative to encourage students to read at least 30 minutes each night. The book club meets for discussions every day during students' lunch periods and promotes books with themes relating to personal responsibility, self-efficacy, high expectations, community involvement, knowledge of self, and scholarly identity. Books the students have read include *Running for My Life: My Journey in the Game of Football and Beyond* by Warrick Dunn and Don Yaeger, and *Jesse: The Man Who Outran Hitler* by Olympic great Jesse Owens with Paul Neimark.

The students are rewarded for completing each book. Those who finished Dunn's book were invited on a tour of Florida State University and its athletic center as well as lunch on campus. Those who completed Owens' book were treated to a limousine ride to see "RACE," the movie about the Olympian's life, followed by lunch and a meet-and-greet with top local and state educators. As the number of children who can't read at grade level by third grade is a function of some calculations to determine the number of jail beds needed, this program's success increases student success rates while decreasing the school-to-prison pipeline.



100 Black Men of Madison, Inc.

100 Black Men of Madison, Inc. launched its chapter's *Project SOAR* (*Student Opportunities, Access, and Readiness*) initiative this spring with the goal of reducing the achievement gap among African American males ages 12 to 17 in middle and high schools in the Madison Public School District. Project SOAR is one of 100 Black Men of America, Inc.'s signature programs offered by Chapters across its international network. It provides one-on-one mentoring to students living in low-income families, single-parent households or foster care, as well as those who are in the juvenile justice system or homeless. The community has embraced the objectives and support of Project SOAR far beyond all expectations. For example, the Madison Club Charitable Foundation has selected Project SOAR as the recipient of its November Charity Gala. Project SOAR also is the only program solely governed by African American men to become a funded partner of the United Way of Dane County. In addition, more than 100 individuals have registered to be *SOAR* volunteers as one-to-one mentors, instructors in the Chapter's Career & Success Academies, or become involved in the programing of

the 100 Black Men of Madison. "The community totally understands the importance of this effort," says Floyd Rose, President of 100 Black Men of Madison, Inc. "We anticipate that numbers will grow."

100 Black Men of Metro New Orleans, Inc., in partnership with New Orleans Ballet Theater and Lawrence D. Crocker College Prep Elementary School, kicked off the 2016-17 school year offering an extracurricular program called "School to Stage" to expose interested students in third, fourth and fifth grades to the fine arts. Professional New Orleans Ballet Theater dancers teach the students how to dance, leap, and twirl, and the New Orleans Chapter picked up the tab for the students' ballet attire, portable bars for their classes, and any other fees. In addition to providing needed arts education in the school environment, the program also encourages positive outcomes, such as character building. "Our members believe in the impact of fine arts. A large portion of our members participated in either music or theater and have a real interest in

that," says Chapter President Jonathan Wilson. "We're exposing young, African American females to a different kind of dance and giving these students the opportunity to learn something that is not typically provided in their communities." The 100's motto, "What They See Is What They'll Be®," is not restricted to the mentors. By broadening students' experiences, new doors of opportunity are opened.

100 Black Men of the Bay Area, Inc.'s Youth Movement Program seeks to encourage young people ages 4 to 18 to embrace a healthy lifestyle based on nutrition and physical fitness as part of its overall mentoring strategy. Developed in 2002 by Bay Area Chapter member Dr. Mark Alexander, the Youth Movement Program does not charge a fee, providing the opportunity for large numbers of economically disadvantaged youth to participate. Members of the Bay Area Chapter help offset expenses such as track meets, uniforms, breakfast, and lunch for weekend clinics, and other costs, through grants and donations. Typically, members of the Chapter and its Collegiate 100® students actively participate in the program's weekly fitness clinics that begin each winter. More than 80 Chapter members assist with the annual Tommie

Smith Youth Track Meet held each spring. The Chapter recruits another 40 volunteer coaches, trainers and health professionals from the community. Youth Movement Program serves 400 to 600 youth each year. "They show dramatic improvement in their aerobic capacity within a six-month period," Alexander says. "Some have even developed into talented athletes, competing in national and international meets in the United States and other countries including Greece, France, the United Kingdom, Canada, Australia, and the Netherlands. One participant was the 100-meter champion in the 2016 International Children's Summer Games in Taipei, Taiwan. Since the first Youth Movement Program began 14 years ago in the Bay Area, it has been replicated in Louisville, KY; New Orleans, LA; Washington, DC; Hampton, VA; and Gulfport, MS. "Youth Movement is a nationally recognized children's fitness program that was cited as one of the best in the state by the Governor of California," Alexander says. "Children that started Youth Movement in elementary school are now graduating from high school and college. One of its greatest impacts is that it has served as a conduit in bringing together families, organizations, government agencies, and local businesses to improve the lives of our children. It is a shining example of community building."

100 Black Men of the Bay Area, Inc.

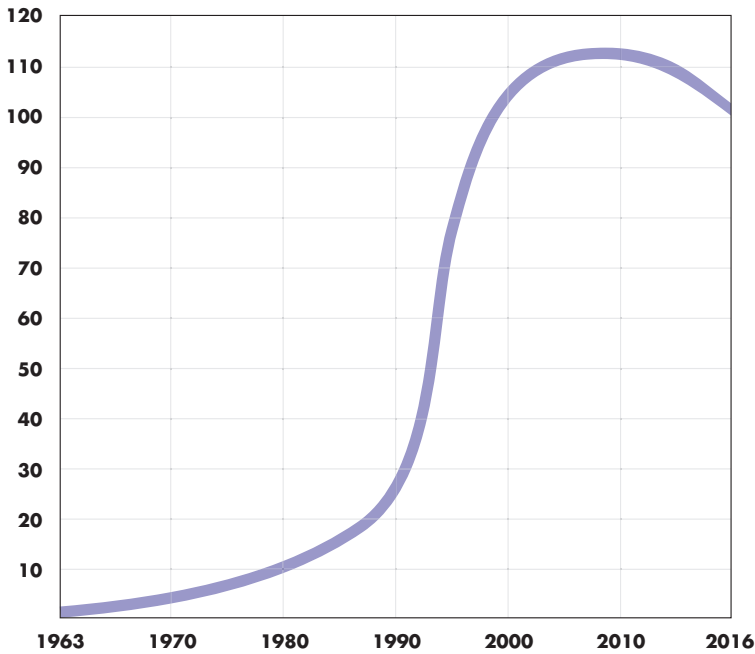


OUR GROWTH

100 Black Men of America, Inc. has experienced explosive growth since the formation of the first Chapter in New York in 1963.

CHAPTER EXPANSION

Total number of Chapters from 1963 to 2016



More important than the chapter growth are the number of lives positively touched. These investments in our youth and families will yield continued dividends for generations to come!

LIVES TOUCHED ANNUALLY

125,000

SPONSORS & PARTNERS: COMMITTED TO THE CAUSE



100 Black Men of America, Inc. salutes its Legacy Partner, Wells Fargo, for its long and steadfast relationship. Their multi-faceted support included financial literacy education and career training for youth; financial literacy training at annual conference; and leadership training and career readiness opportunities for the Collegiate 100®. Wells Fargo's collaboration with The 100 dramatically increased the talent pipeline and access to opportunities for community members of all ages. We appreciate Wells Fargo's longstanding commitment to further The Work of The 100 by helping to secure our mentees' future through improving financial literacy and career readiness initiatives, and building stronger communities through economic empowerment initiatives.

OUR PAST: MENTORING MILESTONES

Sonya Jelks was an eighth-grader at Atlanta's Samuel Howard Archer High School when she first heard about 100 Black Men of Atlanta, Inc. The Atlanta chapter had randomly selected her class to participate in its new program called Project Success.

They purposefully chose the school because of its challenges: located in one of Atlanta's poorest and toughest neighborhoods; a 60 percent dropout rate; a large number of students being raised by mothers or grandparents struggling to make ends meet in households without a father present.

**“THEY GAVE US EXTRA
CONFIDENCE AND
EXPERIENCES TO SEE
BEYOND WHERE WE
LIVE TO WHAT WE
COULD BECOME.”**

Mentee, Sonya Jelks

New school programs come and go, but what Jelks heard next made her sit up and take notice. 100 Black Men of Atlanta committed that the organization would pay for each student who graduated from high school to go to college. That was not all. The Chapter's members would be with them every step of the way, providing mentors, role models, tutors, social activities, and any other support needed to help them achieve success.

Four years later in 1991, Jelks and each one of the other 34 students in her class graduated from high school and 100 Black Men of Atlanta sent each of them to college.

She enrolled at Syracuse University in New York, where she received a bachelor's degree in Anthropology and a master's degree in Information Sciences.

Today, Jelks lives with her two daughters, Zari and Aja, in Meriden, CT, where she works as an independent information technology consultant. In high school, she told a newspaper reporter she wanted to grow up and become a politician. Last November, she fulfilled that childhood dream when she was elected to a seat on the Meriden City Council, where she serves the City Council as vice chair of the health and human services committee, a member of the economic development, housing and zoning committees, and council liaison to the Meriden Public Schools' Board of Education. She also is involved in several community organizations and coaches extracurricular robotic programs in Meriden and neighboring municipalities.

In June, Jelks returned to Atlanta for the 100 Black Men of America, Inc.'s 30th Annual Conference, where she spoke during the "Salute to Youth Luncheon" about her time in Project Success. She recalled the tutoring sessions, Saturday academies and outings to local events attended with her mentors. She also thanked the men and the organization for investing so much of their time and themselves in her life and that of her classmates.

"They gave us extra confidence and experiences to see beyond where we lived to what we could become," said Jelks. She added that she follows their example in her work, volunteering and public service and encourages others to do the same. "Find a child. Encourage them and any dreams [they have], so that they have to dream bigger, to want to achieve more in their lives, to be successful, and to be change agents in the community."



Chairman Curley M. Dossman, Jr., Cynne' Simpson (Fox 5 Atlanta), Bernard Porche (100 Black Men of Atlanta Inc., Sonya Jelks' mentor), Sonya Jelks, President and CEO Brian Pauling

OUR PRESENT:

2016 MENTOR & MENTEE OF THE YEAR AWARDS

As mentoring is the primary focus of everything we do at 100 Black Men of America, Inc., we would like to spotlight two very special individuals whose efforts stood out and earned them the titles of Mentor and Mentee of the Year for 2016.

The Mentor of the Year Award is given to an outstanding Chapter mentor who encourages student development and involvement in professional and academic opportunities. This year, we recognized Karif Carroll, a member of 100 Black Men of Metro Houston, Inc. Chief among his efforts has been creating the Houston Chapter's Mentoring to Medicine program, an initiative designed to demystify the process of becoming a physician and encourage more African American males to study medicine. The program is offered in partnership with Baylor College of Medicine and the Houston Health Department. In addition to overseeing the Mentoring to Medicine program, Carroll served as health and wellness coordinator for The 100's Community Empowerment Project during the 2015 Annual Conference in Houston and secured several external vendors to support the community health fair. Along with several mentees, he also volunteered to distribute water to participants during the Stop the Silence Breast Cancer Walk/Run in Houston.

MENTOR OF THE YEAR Karif Carroll, 100 Black Men of Metro Houston, Inc.



MENTEE OF THE YEAR Markus Brooks (left), 100 Black Men of Central Illinois, Inc.

The 2016 Mentee of the Year Award is given to the student mentee who has achieved the goals and objectives of one of our programs, as well as carrying out our mission and values. To say that Markus Brooks, a mentee in 100 Black Men of Central Illinois, Inc.'s Mentoring for Life Program (M4L), is active in his community, is an understatement. The Normal Community High School senior volunteers at the Mt. Pisgah Baptist Church's food pantry and clothing closet; with the local NAACP's Santa Station; and with the Salvation Army's gift-giving project for low-income families. He entered Jackson State University in Mississippi this fall, where he plans to study criminal justice. His career aspiration is to work as a juvenile probation officer.

OUR PRESENT: EDUCATION



Dr. Leroy Zimmerman (Chapter President), mentor and mentees visit the historic King Center in Atlanta

100 Black Men of Savannah, Inc. started a college savings program, “The 100 Wall Street Club”, to educate dozens of third, fourth and fifth-graders about how to open a bank account and begin to save toward their college education. The new program is a partnership with the Rotary Club of Savannah and Black-owned Carver State Bank. As a result, the youth participating in the program established college savings accounts. With help from the Rotary, the students received matching funds up to a maximum of \$100 to deposit into their accounts. One member of The 100 deposited an additional \$50 to each student’s account. In total, many of the young men’s accounts started with \$250. Due to their early start and with consistent contributions and compounding interest, these young men have been placed on a trajectory to achieve the funding needed to attend college.

OUR PRESENT: HEALTH & WELLNESS

100 Black Men of America, Inc.’s national Health and Wellness Committee promotes physical fitness, nutrition, and participation in preventative health screenings, as components of a healthy lifestyle among the youth and families in the communities across the chapter network. Several Chapters sponsored health fairs in their communities. Others hosted Tommie Smith track meets — named for the 1968 U.S. Olympic gold medalist — in various cities, including Phoenix, Chicago, and Louisville, among others.

The 100 recognizes that quality of life — the things you are able to do and how long you are able to do them — improves tremendously when you are physically active and healthy. We help our mentees understand that their health is not just about them. It is really about those whom

they love and those who love them. When we are not active, do not eat nutritious foods and do not make good choices regarding our overall health, we significantly shorten the time that we are able to share in special moments. We are not able to share in the achievements of those we love. Making great health choices now will return great dividends and rewards later, whether it is being alive to participate in those major life moments — prom, graduation, marriage or the birth of children or grandchildren — or those smaller moments — like seeing the joy on your child’s face after tying his/her shoe for the very first time, or learning to ride a bike, or having a tea party with grandma or grandpa. These great choices not only will help to extend lives, but also the quality of those extended days.

OUR PRESENT: ECONOMIC EMPOWERMENT



“Rise of the Black Pound” 100 Black Men of London, United Kingdom, Inc.

100 Black Men of London, United Kingdom, Inc. recognized at the 30th Annual Conference as Chapter of the Year in Economic Empowerment, has led the way in this area among our chapter network. The chapter offers a number of programs, events and workshops at local schools, universities and community venues as part of its Economic Empowerment platform. The goal is to foster and develop financial literacy skills and entrepreneurship in their youth and communities. The activities include “Rise of the Black Pound,” a series designed to increase the power of the economy within Black communities. The Chapter also offers a one-year Youth Leadership Academy Business Program to instruct its mentees on how to start and operate a business. Additionally, the Chapter’s Me I Can Be Mentoring Program teaches mentees and parents about money management and specific financial literacy abilities. According to London Chapter President, Kolarele Sonaike, approximately 2,500 participants have directly benefited from the chapter’s events, business programs and workshops over the past decade. “The significant outcomes have included dramatic improvement in the financial literacy of participants, direct impact on the manner in which

parents and mentees handle their family finances, and mentees’ increased fundamental knowledge of how to start and run a business.”

100 Black Men of Omaha, Inc. held a recruiting event at Salem Baptist Church in North Omaha, NE in February, where several of its members issued a clarion call during both services. Local men were challenged to volunteer with the organization to mentor disadvantaged boys in the North Omaha community. These types of recruiting efforts were happening across the Chapter network in 2016. The Rev. Dr. Selwyn Q. Bachus, Salem Baptist Church’s Senior Pastor, is a mentor with the Omaha Chapter. That February day, 39 people signed up to become mentors, with 22 completing the process to be matched, says Chapter President John Ewing. “We were able to garner extensive television and media coverage in the community and needless to say, it was a tremendous branding opportunity for us to have the pastor lead by example and bring his mentee up front,” said Ewing. “We will be duplicating our efforts this fall at other churches with Pastor Bachus leading the campaign.”

OUR FUTURE: COLLEGIATE 100®



Feeding more than just a hunger to learn

The Collegiate 100® of Queens University

was recognized by 100 Black Men of Greater Charlotte, Inc. for its work in building relationships in the community through its mentoring initiative at Sedgefield Elementary School. Ninety percent of the students live in low-income households and are eligible to receive free or reduced-priced lunch. The mentoring initiative began in 2014 to mentor students who were having behavior issues or other challenges in the classroom setting.

“Our collegiate chapter saw an opportunity to engage and support minority students who come from single parent or parentless households,” says Malyk Hannah, Queens University student and Collegiate 100® Chapter President. “Each of the mentees were good kids that could be even better students with consistent role models who were present in their lives, not just to teach lessons through our weekly programs, but also to show them that they could do anything they aspired to achieve.”

Mentors met with mentees for about an hour each week. In addition, the Chapter also sponsored a food drive to help Sedgefield families in need. Hannah says the initiative has had positive results with the participating mentees, including their increased participation and improvement in their behavior and academic performance.

“The mentees were full of joy when we arrived each week and hungry to learn,” he adds. “Hearing about their week and how they applied our different conflict-resolution lessons proved to be an integral part of their success. It showed me that our presence meant the world to them and that sometimes just showing up when you say you will can mean the world to someone.”

For its hard work, the Queens University Collegiate 100® was recognized by 100 Black Men of America, Inc.’s world headquarters as the number one collegiate Chapter at this year’s 30th Annual Conference.



The Collegiate 100® of Queens University at Sedgefield Elementary School

OUR FUTURE: EMERGING 100®

In observance of the Martin Luther King, Jr. federal holiday, the Emerging 100® participated in 100 Black Men of America, Inc.’s Day of Service. Each Chapter was charged to give back to underserved communities across the country, reaffirming the organization’s mantra, “The 100 As One – One Mission, One Cause, One Network™.”

Not only was the King Holiday devoted to service, but it also served as an ideal time for members of the Emerging 100® to foster meaningful relationships and partnerships with other youth and community focused organizations.

As members of Emerging 100® continue to be mentored to carry on the legacy, mission, and Work of The 100, they already are proving themselves to be role models and change agents in their respective Chapters and communities.



Emerging 100® making communities better

SPONSORS & PARTNERS: COMMITTED TO THE CAUSE



During 2016, through the College Tour collaboration with the U.S. Army, 100 Black Men of America chapters have been able to provide hundreds of students across the country leadership training, college access and career guidance. Through this partnership, students have been provided unprecedented opportunities, increased access, and the applicable tools necessary to achieve the success they seek. Based on one of the College Tours of over 100 participants, student surveys indicated that 92% of the students participating felt the information from the program helped them in the college planning process, 83% agreed the information presented was useful in helping to make an academic or career choice, and 93% stated they gained more knowledge about the U.S. Army.

SPONSORS & PARTNERS: COMMITTED TO THE CAUSE

The Coca-Cola Company

Throughout the years, The Coca-Cola Company has provided invaluable assistance for an array of operational and impact expansion programs. Their commitment to The 100's Health and Wellness initiatives have helped our youth and families better understand the positive effects of nutrition and healthy lifestyles. Further, through participation in our annual conference, The Coca-Cola Company helped to recognize our members for their outstanding achievements in changing the life trajectory of our youth and providing impactful training for our chapter leadership. The 100's education transformation initiative, Project SOAR, is another way the collaborative partnership with The Coca-Cola Company is enhancing and positively affecting our youth and communities.

OUR FUTURE: FULL STEM AHEAD

In the area of education, 100 Black Men of America, Inc. has placed great network-wide emphasis on the importance of STEM (Science, Technology, Engineering, and Mathematics) for the youth we serve. Chapters across our network have risen to the challenge in an effort to increase the numbers of mentees entering STEM-related fields and careers, where African Americans are woefully underrepresented. Here are a few examples of what is happening in the area of STEM and robotics among our Chapters.



Metro St. Louis STEM Class

100 Black Men of Stamford, Inc. has offered a comprehensive STEM-based Lego Robotics program each fall since 2012 through its Technology Mentoring Institute (TMI), a group-mentoring curriculum for youth of color in grades 4 through 8 lower Fairfield County, CT. The initiative includes two competitive components. The first is First Lego League, which immerses youth in in real-world science and technology challenges. Teams design their own solution to a current scientific question or problem and build autonomous LEGO robots that perform a series of missions. In the design and creation of the robot, the youth gain technology skills, use mathematical, and applied physics concepts, and learn computer programming. The research project teaches them analytical and presentation skills, while also encouraging them to creatively devise solutions to current societal challenges. In addition to learning about science and technology, the youth also learn valuable employment and life skills, such as teamwork, friendly competition, time management, respect, community sensitivity, leadership and integrity. Chapter members serve as coaches and mentors for the program, which begins in late August and runs through the Connecticut State First Lego League Tournament in December. “We have been able to sponsor up to three teams each year due to generous support from a local corporate sponsor, GE Asset Management,” says Curtis C. Battles, Stamford Chapter President.

100 Black Men of Greater Washington, DC, Inc., through its Achievement Academy, provides innovative STEM curriculum to students in grades 9 through 12 during weekend mentoring sessions throughout the school year. The Chapter offers two distinct programs. The first program, which began in 2016, offered eight weeks of instruction in biomedical science, coding, remote-controlled cars, engineering, forensic science, robotics, and



Rites of Passage Class of 2016

unmanned technologies to approximately 65 sophomores at National Collegiate Prep High School, which is located in an underserved area of Washington, DC, where most freshmen begin the year reading on a fourth- or fifth-grade level. The students also have up to two additional weeks to prepare projects and presentations. The Chapter also took a group of students to the USA National Science and Engineering Festival to man their booth and describe their robocars and genetic testing exhibits to attendees. The second program, which has been under way for more than five years, sent 200 youth to Walter Reid Army Institute of Research in Silver Spring, MD, for a one-week class during the summer where they engaged in each of the STEM disciplines. “As a consequence of our efforts at National Collegiate Prep, grades for participating students increased by 5 percent and standardized test scores improved by 20 percent,” says Greater Washington Chapter President, Ivory Jerome Johnson, Jr.

100 Black Men of South Metro Chapter, Inc. organized its mentoring program, known as The Rites of Passage Academy, to assist African American males ages 12 to 18 as they developed into manhood. The 18-week program is offered for three hours on Saturday mornings from August to April. Mentors are assigned to each of the mentees who are accepted into its flagship program. While the initial focus was on offering one-on-one mentoring, education, and leadership training and to serve as role models, the program has evolved since it began in 1990 to now concentrate on providing intensive training focused on positive self-identity, personal vision, life skills, and social and emotional development. Training

modules place emphasis a number of topics, including conflict resolution, public speaking, financial literacy and management, criminal justice, college prep, career selection and male-female relationships. At the end of the program each year, high school seniors receive an additional eight-week expansion of the economic development and investment module, utilizing the curriculum of the High School Financial Planning Program and other resources.

Since inception, 200 mentees have graduated from the Rites of Passage Academy program. Thanks to the Chapter and its sponsors, graduates of the Rites of Passage Academy have received scholarships to assist them in attending some of the nation’s top colleges and universities, while others have joined the United States Air Force Academy and the United States Marine Corps. “The Rites of Passage Program has made a tremendous impact in the life of a large number of youth over the years, however, it’s still not enough,” says Kevin Bean, President and CEO, South Metro Chapter. “The need to place priority on gender-specific activities to assist in addressing the myriad of risk factors most threatening to males in an urban city like Atlanta (e.g., violence, drugs, gangs, etc.) continues to grow. Every day, families are forced to navigate the pressures of social, environmental, economic, family, and other stressors, which at times take the focus off these young men and places greater importance on things like just keeping a roof over the family’s head. I am greatly appreciative of our members, sponsors, and community partners. As a result of their efforts, the South Metro chapter is able to make an impact in our area of influence.”

OUR FUTURE: ADVOCACY, OUTCOMES AND IMPACT

The impact made by 100 Black Men of America, Inc.'s network of local Chapters was felt throughout the communities we served in 2016. When tragedy struck, when people were in need, when violence erupted, we responded.

Our members publicly condemned the tragic deaths of unarmed Black men killed by police officers in communities across the country, not only sending condolences to their families, friends and communities, but also continuing to work with our local Chapters to change policies and open dialogue with law enforcement agencies, local leadership, and community members to end the senseless killing of Black men by the very individuals who have been sworn to protect them. The 100's focus across our network has been to ensure accountability and sustainable change utilizing a 360-degree approach. At the community level, our Chapters have held community meetings, forums, and symposiums. At the governance level, we have engaged federal, state and local officials about policy and procedural change. With law enforcement, we have helped to modify training, and we have advocated for additional equipment, such as body cameras, as well as support for community policing initiatives. With our mentees and youth, we have held conversations, implemented training and reviewed practices to help ensure that they survive encounters with law enforcement and others in the community.

We were devastated by the impact of floods and storms, so we donated personal care items and money both directly and through the American Red Cross to support relief efforts for flood victims in Baton Rouge. On the ground in Louisiana, 100 Black Men of Metro Baton Rouge, Inc. and 100 Black Men of East Feliciana Parish, Inc. purchased and delivered toiletries, youth and adult clothing, shoes, baby essentials, nonperishable food items, MoneyGrams and other supplies to local shelters set up at the Dr. Martin Luther King Community Center and the F. G. Clark Activity Center on the campus of Southern University. Working in partnership with IDEA Public Schools, the Chapter distributed more than 2,000 items, including school uniforms and a variety of school supplies for male and female students in kindergarten through 12th grade affected by the flood so they could return to classes. 100 Black Men of Metro Baton Rouge, Inc. also organized a flood relief fund, with the proceeds from tax-deductible donations going to assist youth and families directly impacted by the flood.



Pictures from the Over-Criminalization of Black Males Panel



2016 Annual Conference Mentoring Education Summit



The Work of the 100 (from the 2016 Annual Conference)



Mentees pose with Chairman Dossman at the 2016 Annual Conference

President and CEO Brian Pauling wrote editorials that were published by news outlets from coast to coast, trumpeting The 100's support of high-performing traditional schools and high-performing nonprofit charter schools to ensure that all students, no matter their skin color or zip code, have access to nurturing classroom environments, qualified and caring teachers, strong academic curricula, relevant and up to date technology, and materials and the necessary support to move to the next grade level without remediation.

2016 ANNUAL CONFERENCE

THIRTY YEARS OF MENTORING: POSITIVE INFLUENCE, POWERFUL IMPACT

This year's 30th Annual Conference, held June 15-19 in Atlanta, GA, marked a major milestone in the history of 100 Black Men of America, Inc. The energy and excitement were palpable, starting with our opening ceremony and town hall on Wednesday and culminating with a spirit-filled ecumenical service and Father's Day tribute on Sunday.

Working under the guidance of Chairman Curley M. Dossman, Jr. and President Brian L. Pauling, with assistance from members of the national Board of Directors, headquarters staff, and a small army of volunteers, our Conference Committee executed four days of interactive discussions, training, and celebrations of outstanding servant leaders. The 2016 Annual Conference theme, **"Thirty Years of Mentoring: Positive Influence, Powerful Impact,"** was based on the 1986 incorporation date of the national organization. We used this time to pay homage to our founding fathers, first elected officers and other visionary leaders, partners, and supporters who helped shepherd and grow The 100 from a small group of brothers with a mission

to reverse the societal, educational, and economic conditions negatively impacting African Americans to become the largest African American-led mentoring organization in the country. We also honored those men who were instrumental in the growth, expansion and sustainability of 100 Black Men of America, Inc. as a national organization dedicated to strengthening African American youth and communities through nurturing relationships between successful male mentors committed to sharing their experience, wisdom and time with the next generation.

Among the thousands of people attending this historic conference, we welcomed several first-timers, who included our 2016 Mentee of the Year, Markus D. Brooks, a community-minded, rising college freshman from Bloomington, IL.

During our workshops, we tackled some of the most pressing issues of the day, including violence, crime and justice reform. Our panel discussion on the Over-criminalization of Black Males, moderated by Chairman Dossman, attracted one of the largest

audiences during Annual Conference. Panelists discussed the realities behind the troubling statistics that African Americans, who make up nearly 13 percent of the U.S. population, represent 40 percent of the prison population. They also urged participants to vote and become part of the political governance process to change unfair sentencing, support effective community policing practices and advocate for criminal justice reform efforts — and vigorously support those who do at the local, state, and federal levels.

In his address to the membership about the Work of The 100, Chairman Dossman re-emphasized the importance of mentoring, now more than ever, as one of the most important investments our organization can make in our youth. President Brian Pauling echoed those sentiments, leading a session that gave members time to share best practices with their brothers in an effort to continue to elevate the level of positive impact and outcomes in their individual Chapters and across the breadth of our network.



The Founding Officers, Board of Directors, and current Chapter Presidents of The 100 Black Men of America, Inc.

As always, our mentees were front and center during the Annual Conference, which included a multitude of youth focused workshops and events on topics ranging from the importance of gaining financial literacy and understanding money management to tips on pursuing internships and career opportunities. Our mentees brought their best during our annual youth competitions. Always a phenomenal display of knowledge and understanding, the **State Farm African American History Challenge** and the **State Farm Dollars and \$ense National Youth Competition** gave our mentees the opportunity to earn prizes and bragging rights — at least until next year's Annual Conference

— while demonstrating their historical knowledge and financial acumen. Our mentees also shined brightly during the mentee-led **Voices of Our Youth Breakfast** on Saturday, sharing their talents, insights and perspectives concerning the state of their schools and communities.

After long days of workshops and meetings, conference attendees were encouraged to take in the sights and sounds of Atlanta. This year's entertainment was also spectacular, with a lineup of local, national and international artists, who included **Will Downing, Estelle, Kelly Price, Latice Crawford, DJ Frost, Terisa Griffin, La'Porsha Renae, and the Infinity Show Band.**

Our **30 for 30 Campaign**, which commemorates the Work of The 100, celebrates our 30th anniversary and prepares our organization for the future, kicked into high gear during the 30th Annual Conference. We will continue our fundraising efforts through the end of 2016, challenging our members to make a minimum donation of \$30 and then ask 30 friends, family, co-workers, and supporters to do the same. This special endowment initiative will help establish our long-term sustainability and legacy of impactful outcomes for our youth and communities. We thank all those who have supported the **30 for 30 Campaign.**



Images from the 2016 Annual Conference Awards Banquet

2016 ANNUAL CONFERENCE AWARDEES AND AWARDS

Throughout the Annual Conference we recognized the accomplishments of our mentees; the dedication of mentors and Chapters making significant strides in our programmatic pillars of Mentoring, Education, Health and Wellness, Economic Empowerment, and Leadership Development; and the exceptional efforts of trailblazers and change agents in their respective fields, our communities, our country and around the globe. Below is a full list of this year's honorees.

2016 MENTEE OF THE YEAR:

Markus D. Brooks, 100 Black Men of Central Illinois, Inc.

2016 MENTOR OF THE YEAR:

Karif Carroll, 100 Black Men of Metro Houston, Inc.

WELLS FARGO PATHWAYS STAR STUDENT:

Lukas Hill, 100 Black Men of South Metro, Inc.

INAUGURAL YOUTH COURAGE & HEROISM AWARD:

Zaezion Dobson (posthumously),
100 Black Men of Greater Knoxville, Inc.

COLLEGIATE 100® CHAPTER OF THE YEAR:

Queens University

Sponsored by 100 Black Men of Greater Charlotte, Inc.;
Charles Walker, Chapter President

INAUGURAL PINNACLE 100 BLACK MEN CHAPTER OF THE YEAR:

100 Black Men of South Florida, Inc.

Stephen H. Johnson, Esq., Chapter President.

CHAPTER OF THE YEAR IN MENTORING:

100 Black Men of Central Virginia, Inc.

H. Bernard Hairston, Chapter President

CHAPTER OF THE YEAR IN EDUCATION:

100 Black Men of South Metro, Inc.

Kevin Bean, Chapter President

CHAPTER OF THE YEAR IN ECONOMIC EMPOWERMENT:

100 Black Men of London, United Kingdom, Inc.

Kolarele Sonaika, Chapter President

CHAMPIONS OF HEALTH & WELLNESS:

Dr. Adewale Troutman, International Health & Wellness
Committee Chair, 100 Black Men of Atlanta, Inc.

Charlie Hill

Committee Co-Chair, 100 Black Men of Virginia Peninsula, Inc.

Dr. Romeo Stockett

Committee Co-Chair, 100 Black Men of DeKalb County, Inc.

Dr. Mark Alexander

Committee Co-Chair, 100 Black Men of DeKalb County, Inc.

CHAMPION OF CRIMINAL JUSTICE REFORM:

Vernon Durden, Over-Criminalization Task Force
Chair, 100 Black Men of Greater Beaumont, Inc.

TRAILBLAZERS IN EDUCATION:

David J. Johns, Executive Director of the White House
Initiative on Educational Excellence for African Americans

Alvin H. Darden III, Associate Dean, Morehouse College

CHAIRMAN'S CHOICE:

Ingrid Saunders Jones, former Senior Vice President
of Global Community Connections, The Coca-Cola
Company, and Chair, National Council of Negro Women

Evern Cooper Epps, former President, The UPS Foundation

Scarlet Pressley-Brown, former Community Relations

Manager, Delta Air Lines; current Vice President of

Marketing, National Center for Civil and Human Rights

Vivian Pickard, retired, former Director of Corporate Relations,
General Motors; former President of the General Motors Foundation

VISIONARY LEADERSHIP:

Dr. William H. Hayling, 100 Black Men of Los Angeles, Inc. and
Founding Board President of 100 Black Men of America, Inc.

Moses W. Gray, 100 Black Men of Indianapolis, Inc. and

Founding Board Secretary of 100 Black Men of America, Inc.

Jesse C. Swanigan, 100 Black Men of Metro St. Louis, Inc. and

Founding Board Treasurer of 100 Black Men of America, Inc.

Oliver Lofton, Esq. (Posthumously) 100 Black
Men of New Jersey, Inc. and Founding Board Vice
President of 100 Black Men of America, Inc.

TRAILBLAZERS IN MENTORING:

Nathaniel R. Goldston III

President Emeritus (1989-1994)

Thomas W. Dortch, Jr.

Chairman Emeritus (1994-2004)

Albert E. Dotson, Jr., Esq.

Chairman Emeritus (2004-2012)

TRAILBLAZER IN HEALTH & WELLNESS:

Dr. Valerie Montgomery Rice

President and Dean, Morehouse School of Medicine

TRANSFORMATIONAL LEADERSHIP:

Alexis M. Herman, 23rd United States Secretary of Labor

TRAILBLAZER IN ECONOMIC EMPOWERMENT:

Henry "Hank" Thomas, President and CEO, Victoria

Hospitality Properties, Inc., 100 Black Men of DeKalb, Inc.

THE LIFETIME ACHIEVEMENT:

Rev. Dr. Joseph Lowery

Joseph & Evelyn Lowery Institute for Civil and Human Rights

WIMBERLY SERVICE:

Dale Avery, President, 100 Black Men of Central Illinois, Inc.

DR. JAMES T. BLACK HEALTH AND WELLNESS:

Charles Griggs, President, 100 Black Men of Jacksonville, Inc.

KNIGHT LEADERSHIP:

Acey Byrd, 100 Black Men of Indianapolis, Inc. and Board
Member At Large, 100 Black Men of America, Inc.,

2016 FINANCIAL STEWARDSHIP

The financial statements included herein reflect 100 Black Men of America, Inc.'s operating fiscal year, ended June 30, 2016.

As we celebrate our 30th year as an incorporated organization, throughout this report we have highlighted the impactful outcomes achieved over these years through The Work of The 100. The strong financial support from our partners and supporters are critical drivers of our ability to accomplish and sustain these vital outcomes. **THANK YOU FOR YOUR SUPPORT!**

We have continued our relentless focus on pushing resources to the programmatic initiatives that serve our youth, families and communities. We have continued the trend of reducing our Total fundraising, management and general costs as a percentage of total expenditures for the year from 18% in 2014, 13% in 2015 to only 10% in 2016. As a result, **90% OF OUR DONORS' AND SPONSORS' FINANCIAL INVESTMENTS AT THE NATIONAL LEVEL WENT DIRECTLY TO SERVING OUR YOUTH AND COMMUNITIES THROUGH PROGRAMS.**

During fiscal year 2016, 65% of our total chapter program expenses went to Mentoring and Leadership Development, 22% to Education, 4% to Health and Wellness and 9% to Economic Empowerment. This allocation demonstrates our continued commitment toward 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 happy 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.

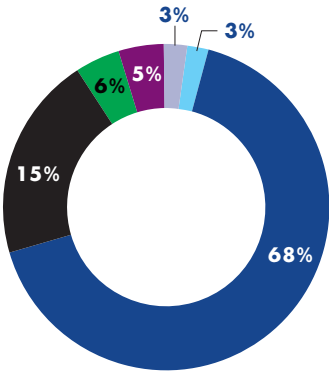
CONDENSED STATEMENT OF ACTIVITIES:

REVENUES	
Government Grants	\$143,921
Private (Individual) Donors	\$151,058
Corporations & Foundations (Sponsors)	\$3,511,128
In-Kind Contributions (Sponsors)	\$742,543
Total Public Support	\$4,548,650
Chapter Membership Dues & Assessments	\$242,520
Special Events — Conferences	\$321,656
Other Income	\$15,020
Investment Income	\$156
Total Other Support	\$579,352
TOTAL REVENUES	\$5,128,002
EXPENDITURES	
Mentoring & Training	\$3,048,861
Education (Including Scholarships)	\$1,009,368
Health & Wellness	\$194,092
Economic Empowerment	\$400,989
Total Chapter Programs	\$4,653,310
Fundraising	\$123,029
Management & General	\$425,780
Total Supporting Services	\$548,809
TOTAL EXPENDITURES	\$5,202,119

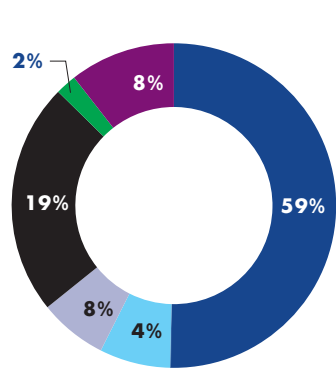
CONDENSED STATEMENT OF FINANCIAL POSITION: AS OF JUNE 30, 2016

ASSETS		LIABILITIES & NET ASSETS	
Cash & Investments	\$2,953,423	Accounts Payable & Accrued Expenses	\$1,417,623
Prepaid Expenses	\$23,253	Total Liabilities	\$1,417,623
Accounts Receivable	\$11,992	Unrestricted Net Assets	\$747,155
Promises to Give	\$940,170	Temporarily Restricted Net Assets	\$1,929,764
Property & Equipment	\$165,704	Total Net Assets	\$2,676,919
TOTAL ASSETS	\$4,094,542	TOTAL LIABILITIES & NET ASSETS	\$4,094,542

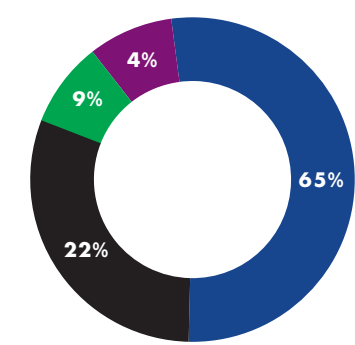
TOTAL REVENUE

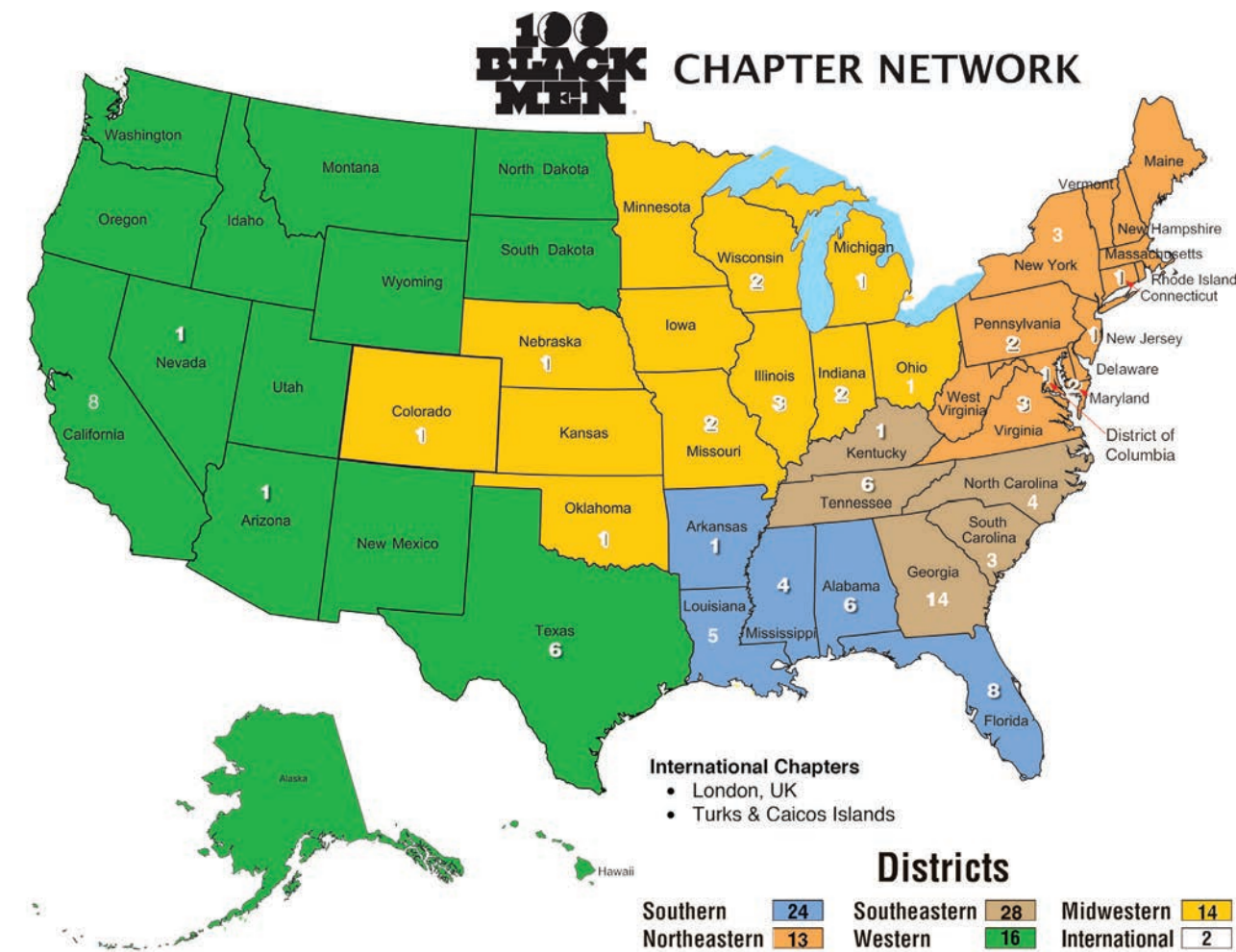


TOTAL EXPENDITURES



TOTAL CHAPTER PROGRAM EXPENDITURES





CHAPTERS AND PRESIDENTS

(AS OF NOVEMBER 7, 2016)

100 Black Men of Alton, Inc.	Mr. Anthony Booker
100 Black Men of Atlanta, Inc.	Mr. William "Bill" Lamar
100 Black Men of Augusta, Inc.	Mr. Larry Durr
100 Black Men of Austin, Inc.	Mr. Patrick Patterson
100 Black Men of Bay Area, Inc.	Mr. Frank Tucker
100 Black Men of Bradley County, Inc.	Mr. Jonathan C. Porter
100 Black Men of Brooks-Grady-Thomas, Inc.	Mr. Michael F. Bryant
100 Black Men of Canton, Inc.	Mr. George Cole
100 Black Men of Cape Fear Region, Inc.	Mr. Stephen Hunter
100 Black Men of Central Illinois, Inc.	Mr. Jerome Maddox
100 Black Men of Central Virginia, Inc.	Mr. Wesley J. Bellamy
100 Black Men of Chattanooga, Inc.	Mr. Erskine Oglesby, Jr.
100 Black Men of Chicago, Inc.	Mr. Carl H. Tutt, Jr.
100 Black Men of Coastal North Carolina, Inc.	Mr. Marshall Gene Jones
100 Black Men of Columbus, GA, Inc.	Mr. Robert D. Wilson
100 Black Men of Columbus, MS, Inc.	Mr. Johnny Johnson
100 Black Men of DeKalb, Inc.	Mr. John W. Hollins, Jr.
100 Black Men of Denver, Inc.	Mr. Justin Brooks
100 Black Men of East Feliciana Parish, Inc.	Mr. Tyrone Dunn
100 Black Men of Greater Auburn/Opelika, Inc.	Rev. Dr. Clifford E. Jones
100 Black Men of Greater Beaumont, Inc.	Mr. Carl Alexander
100 Black Men of Greater Charlotte, Inc.	Mr. Charles Walker
100 Black Men of Greater Cleveland, Inc.	Dr. Gary Carrington
100 Black Men of Greater Columbia, Inc.	Mr. Lee Marvin Cole
100 Black Men of Greater Dallas, Inc.	Mr. Robert B. Tapley

100 Black Men of Greater Detroit, Inc.	Mr. Bill Luse
100 Black Men of Greater Ft. Lauderdale, Inc.	Mr. Dennis L. Wright
100 Black Men of Greater Huntsville, Inc.	Mr. Eddie C. Williams
100 Black Men of Greater Kansas City, Inc.	Mr. Herston R. Foils
100 Black Men of Greater Knoxville, Inc.	Mr. Eston Williams
100 Black Men of Greater Lafayette, Inc.	Mr. Whalen Gibbs
100 Black Men of Greater Little Rock, Inc.	Dr. John Miller, Jr.
100 Black Men of Greater Milwaukee, Inc.	Dr. Kenneth Harris, Jr.
100 Black Men of Greater Mobile, Inc.	Mr. Rufus Hudson
100 Black Men of Greater Montgomery, Inc.	Mr. Jameal D. Brown
100 Black Men of Greater Richmond, Inc.	Mr. Wendell B. Fuller
100 Black Men of Greater South Bend, Inc.	Dr. Alfred Guillaume, Jr.
100 Black Men of Greater Tulsa, Inc.	TBD
100 Black Men of Greater Washington, DC, Inc.	Mr. Ivory J. Johnson, Jr.
100 Black Men of Grenada, Inc.	Mr. Charles H. Latham
100 Black Men of Indianapolis, Inc.	Mr. James A. Duke
100 Black Men of Inland Empire, Inc.	Mr. Willie W. Williams, Esq.
100 Black Men of Jackson, Inc.	Mr. Donnell Lewis
100 Black Men of Jacksonville, Inc.	Mr. Charles L. Griggs
100 Black Men of Las Vegas, Inc.	Mr. Shawn Smith
100 Black Men of London, England, UK Inc.	Mr. Kolarele Sonaike
100 Black Men of Long Beach, Inc.	Mr. Eric G. Jackson, Jr.
100 Black Men of Long Island, Inc.	Mr. Curtiss D. Jacobs
100 Black Men of Los Angeles, Inc.	Rev. Jewett L. Walker
100 Black Men of Louisville, Inc.	Mr. Reggie Gresham
100 Black Men of Macon-Middle, Inc.	Mr. Rudell Richardson
100 Black Men of Madison, Inc.	Dr. Floyd Rose
100 Black Men of Maryland, Inc.	Mr. R. Wesley Webb
100 Black Men of Memphis, Inc.	Mr. Ronald Redwing
100 Black Men of Metro Baton Rouge, Inc.	Mr. Michael W. Victorian
100 Black Men of Metro Houston, Inc.	Mr. Reco O. Caston
100 Black Men of Metro New Orleans, Inc.	Mr. Jonathan Wilson
100 Black Men of Metro St. Louis, Inc.	Mr. Quintinus Henry
100 Black Men of Middle Tennessee, Inc.	Mr. Alfonzo Alexander
100 Black Men of Milledgeville-Oconee, Inc.	Mr. Robert Fuller
100 Black Men of Myrtle Beach, Inc.	Mr. Kenneth Generette, Esq.
100 Black Men of New Jersey, Inc.	Mr. Greg Parris
100 Black Men of New York, Inc.	Mr. Michael J. Garner
100 Black Men of North Metro, Inc.	Mr. Julian Pouncy
100 Black Men of Omaha, Inc.	Mr. John W. Ewing, Jr.
100 Black Men of Orange County, Inc.	Mr. Marcellous "Mark" Reed
100 Black Men of Orlando, Inc.	Mr. Ronald O. Rogers
100 Black Men of Pensacola, Inc.	Mr. Samuel A. Horton, Sr.
100 Black Men of Philadelphia, Inc.	Mr. Keith D. Warren
100 Black Men of Phoenix, Inc.	Mr. Prentice Moore
100 Black Men of Prince George's County, Inc.	Mr. Emerick A. Peace
100 Black Men of Rome-NWGA, Inc.	Mr. Rayford A. Horne
100 Black Men of Sacramento, Inc.	Mr. Sam Williams
100 Black Men of San Antonio, Inc.	Dr. Milton B. Harris, Sr.
100 Black Men of Savannah, Inc.	Dr. Leroy Zimmerman
100 Black Men of Silicon Valley, Inc.	Mr. Kevin Lee
100 Black Men of Sonoma County, Inc.	Mr. William B. Clarke
100 Black Men of South Florida, Inc.	Mr. Stephen H. Johnson, Esq.
100 Black Men of South Metro, Inc.	Mr. Kevin D. Bean
100 Black Men of Southeast Georgia, Inc.	Mr. Johnny Mathis
100 Black Men of Southwest Florida, Inc.	Mr. Vernon Cook
100 Black Men of St. Mary Parish, Inc.	Mr. Clarence Robinson, Jr.
100 Black Men of Stamford, Inc.	Mr. Curtis C. Battles
100 Black Men of Syracuse, Inc.	Mr. Vincent B. Love
100 Black Men of Tallahassee, Inc.	Mr. Ronald M. Joe, Sr.
100 Black Men of Tampa Bay, Inc.	Mr. Barney D. Morris
100 Black Men of Triangle East, Inc.	Mr. Harold R. Hicks
100 Black Men of Turks and Caicos, Inc.	Mr. Arthur Forbes
100 Black Men of Upstate South Carolina, Inc.	Mr. Gregory Stephens
100 Black Men of Valdosta, Inc.	Mr. Nathaniel Haugabrook II
100 Black Men of Virginia Peninsula, Inc.	Dr. Jeremiah Williams
100 Black Men of West Alabama, Inc.	Mr. Rodney Pelt
100 Black Men of West Georgia, Inc.	Mr. Matthew Avant
100 Black Men of West Tennessee, Inc.	Dr. Jerry Woods
100 Black Men of West Texas, Inc.	Mr. Anthony Flunder
100 Black Men of Western Pennsylvania, Inc.	Mr. Ronald R. Lawrence

SUPPORTING FRIENDS OF THE 100

The Work of The 100 is positively changing the life trajectory of youth and families across the country and abroad. This work is not possible without the generous support of donors, supporters and partners.

We extend a special thanks to those that accepted the challenge to support the long-term financial stability of 100 Black Men of America, Inc. through their participation in our 30 for 30 Giving Campaign.

Scenario Abedesin	Vernon Durden	Yergan Jones	Nichoas Penland
Claude Ames	Bernard Felder	Danielle Kennedy-Jones	Gordon Pethick
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Terry J. Austin	James Glenn	Donnie Koonle	Michael Radford
Maurice Ball	Wilma Glenn	Markos Lagos	James Ray
Ples Banks	Angela Godwin	Ron Lawrence	Sabrina and Leroy Robinson
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Kevin Brown	Ronald Hardy	James Miller	Kolarele Sonaike
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Staphea Campbell	Tammie Henderson	Steven Myers	Ned Spektor
Charlie Carter	Robert Hillman	Earl Nero	Johnny Stephens
Christopher Cherry	Betty Hines	Promise Ojukwu	Greg Stephens
Reggie Collins	Kevin Holland	Jude Onwumeka	Gregory Stephens
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Marvin Dickerson	Beverly Hudson	Rosetta Pauling	Brianna Tureaud
Albert Dotson	Lisa Humphrey	Richard Payton	Charles Walker
Curley M. Dossman, Jr.	Dr. Jamar Jeffers	Rodney Pelt	Laura Yancy

*30 FOR 30 CAMPAIGN SUPPORTERS IN BLUE

PARTICIPATING CHAPTERS IN THE 30 FOR 30 CAMPAIGN

100 Black Men of Atlanta, Inc.	100 Black Men of Rome - NGWA, Inc.
100 Black Men of Bay Area, Inc.	100 Black Men of Sacramento, Inc.
100 Black Men of Chicago, Inc.	100 Black Men of South Florida, Inc.
100 Black Men of Greater Charlotte, Inc.	100 Black Men of South Metro, Inc.
100 Black Men of Greater South Bend, Inc.	100 Black Men of Triangle East, Inc.
100 Black Men of Greater Washington, DC, Inc.	100 Black Men of Upstate South Carolina, Inc.
100 Black Men of London, England, UK Inc.	100 Black Men of West Alabama, Inc.
100 Black Men of Pensacola, Inc.	

SPONSORS & PARTNERS: COMMITTED TO THE CAUSE



UPS has been a staunch supporter of The 100 for more than 20 years. They have consistently contributed their logistical expertise and warm hearted volunteers to enrich the participant experience at our annual conferences. UPS has provided funding to bolster the delivery and impact of our chapter’s programmatic initiatives for the youth and families we serve. More importantly, our scholarship partnership with UPS has directly helped thousands of students gain access to colleges and universities across the country.

SOCIAL MEDIA

Our social media presence on Facebook, Twitter and Instagram serves as a highly effective way to enhance relationships between world headquarters, local Chapters and supporters around the world by sharing information crucial to our stakeholders and maintaining a robust dialogue among our members, mentees, partners, sponsors, friends and followers. Through our different portals, we deliver messages that promote the outstanding work The 100 is doing both domestically and internationally. We want to hear from you! Share the stories of the positive impacts and outcomes Chapters, mentors and mentees in your area are making in your communities today!

SPONSORS & PARTNERS: COMMITTED TO THE CAUSE



Walmart’s support of The 100 has delivered phenomenal annual conference experiences throughout the years. The barbershop is often the place where African American men congregate to discuss the issues of the day, politics, their experiences, lives, careers, neighborhoods and relationships. As such, in addition to creating an actual onsite barbershop during this year’s annual conference, Walmart sponsored a thought provoking workshop entitled *The Barbershop Conversation: Black Men and Politics*. This discussion and other programmatic services supported by Walmart during the year focused on engaging our next generation of leaders.



SPONSORS & PARTNERS



SPONSORS & PARTNERS



WAYS TO SUPPORT THE 100

The Work of The 100 is not possible without the generosity of those who share in our vision and mission to change lives of underserved and marginalized youth in communities across this nation and abroad. We have demonstrated tremendous stewardship and impactful outcomes with the financial support you have already given, and we unreservedly thank you.

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.

BECOME AN INDIVIDUAL DONOR BY PROVIDING:

Planned Gifts
Matching Gifts
Stocks or Other Assets

BECOME A PROGRAM PARTNER OR SPONSOR THROUGH:

Programmatic Support
In-Kind Support
Event Sponsorship
Scholarship Sponsorship
Employee/Volunteer Engagement

Help us transform lives by supporting our mission!

development@100bmoa.org
404.653.6036
DeCarlos Wardlaw
Development Manager
www.100blackmen.org

The Annual Report is available for review online at:
www.100blackmen.org



100
BLACK MEN
OF AMERICA, INC.®

WORLD HEADQUARTERS

141 AUBURN AVENUE | ATLANTA, GA 30303

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