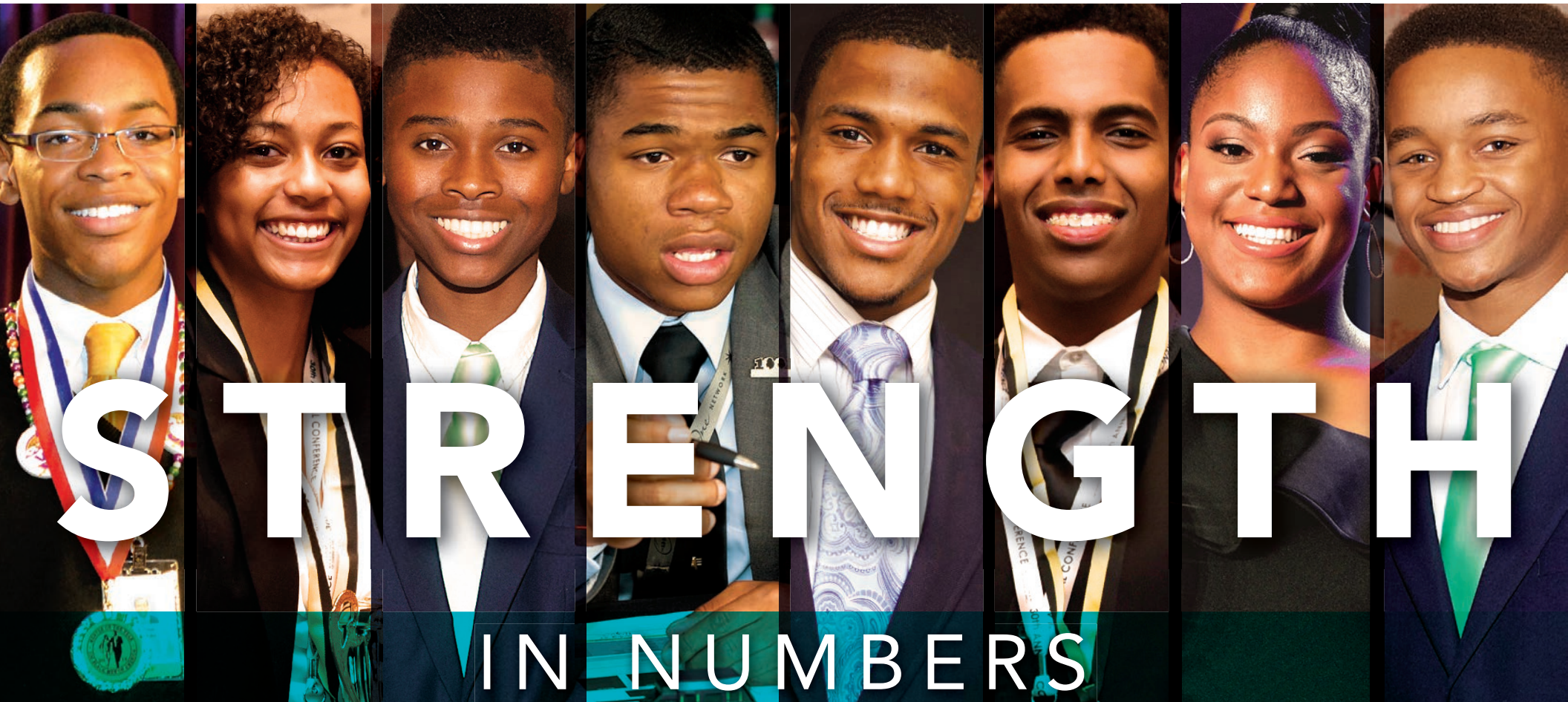


100
BLACK MEN
OF AMERICA, INC.®



THE 100 AS ONE
2017 ANNUAL REPORT



MORE THAN
10,000

is the number of dedicated men that have taken the membership oath committing to improve the lives of our nation's youth. They've laughed with our mentees. They've led our mentees. But most importantly, they've persevered with our mentees. Our members continue to be real-life examples of the kinds of ambitious, courageous, and intelligent men that our mentees will become to empower future generations and mold them into prominent leaders of tomorrow.

STRENGTH IN NUMBERS

THE WORK OF THE 100 CONTINUES TO EXPAND TO TOUCH MORE MENTEES.

33

is the number of new members that are a part of 100 Black Men of Selma, Inc., the newest chapter of 100 Black Men of America. These individuals have joined The 100 to leverage their talents so the mission of The 100 can be executed and its foundation sustained.

THE MOST IMPORTANT NUMBER OF ALL IS...



THIS NUMBER REPRESENTS THE YOUNG MEN AND WOMEN THAT ALLOW THE 100 TO COME INTO THEIR LIVES, HOMES, AND SCHOOLS TO HELP SHINE A LIGHT ON THEIR ENDLESS POTENTIAL EACH YEAR. THIS IS THE NUMBER OF YOUNG PEOPLE THAT FEARLESSLY WORK TO BECOME BETTER EACH DAY WITHIN OUR CORE PROGRAMS. THIS IS THE NUMBER THAT GIVES US **STRENGTH** AS A COLLECTIVE MOVEMENT.

38

is the number of major corporations and foundations that partnered with The 100 in 2017 to help us achieve our mission. Their generous support has allowed us to offer mentorship and guidance to boys and girls in

30

states in the U.S. and two chapters internationally. Our corporate partners have contributed to countless national initiatives for The 100. We are grateful for their investment in the lives of our mentees.



LETTER FROM THE CHAIRMAN

During my tenure as Chairman of the Board (2012-2017), we have brought remarkable and exciting change to The 100 as we continued to fulfill our mission to transform the lives of youth and help improve our communities through a unified mission, network, and cause. The past 12 months have been filled with many rewarding and challenging moments that have reinforced my commitment to our cause of mentoring.

During my 2012 installation remarks, I committed to doubling-down on key issues to make a sustainable and verifiable difference in our organization. My goal from the onset was multi-faceted: produce favorable outcomes of our programmatic pillars; bolster an organizational infrastructure focused on the future; strengthen the capacity of our chapter network, and position our organization to respond to crisis. Working alongside my leadership team, we have made significant progress.

The need to diversify our revenue streams was an important measure to ensure the long-term sustainability of our organization. In doing so, we expanded our friend-raising, fundraising development activities beyond corporate and private donors, and broadening our base to include several foundations. As a result, we successfully executed extremely ambitious fundraising initiatives and increased private funding by over 40%. This success enables us to provide numerous and diverse chapter sub-grants and funding opportunities that supported our programmatic pillars: Mentoring, Education, Health & Wellness, and Economic Empowerment. Furthermore, our financial sustainability significantly improved and I'm proud to exit the helm of Chairman with nearly \$1.6M in reserves.

Our rigorous development initiatives forced us to re-evaluate how we measure success to ensure our programs produce evidence-based outcomes. The adoption and seamless implementation of an evidence-based governance structure improved how we measured outcomes and impact. Our Chapters were further empowered to redirect their energy and efforts by defining the success of their programs and quantifying their local impact in Mentoring, Education, Health & Wellness, and Economic Empowerment. As a result, The 100 can better pair the quantifiable outcomes with the expectations of external partners, sponsors, and donors.

Curley M. Dossman Jr.

Chairman of the Board

100 Black Men of America, Inc.

During my tenure, the unsettling uptick in police-involved shootings of unarmed black males became an issue of grave concern. As Chairman, I rallied our Board leadership to confront the issue head-on. A Criminal Justice Reform Task Force was established, focused on improving police-community relations, reducing violence in our communities, and overcriminalization. We collaborated with the National Organization of Black Law Enforcement (NOBLE) and other like-minded organizations in advocating for the adoption and implementation of the President's Task Force Recommendations on 21st Century Policing. 100 Black Men Chapters, our boots on the ground, engaged their local law enforcement agencies, police associations, and local elected representatives to implement better policing standards. This ongoing work continues to-date.

100 Black Men of America, Inc. has experienced continued success in the development and implementation of relevant initiatives across each of our four programmatic pillars. Most recently, this year's annual conference, "Improving Health & Wellness: Addressing Community, Causation and Change," focused attention on critical areas within our communities and addressed a growing national healthcare market, our workshop content, speakers, and panelist equipped our chapters with the tools necessary to help close the gaps in their respective Communities.

I am honored to have served as the fifth national leader of 100 Black Men of America, Inc. My parents often challenged me to "leave a company or an organization in a better state than I found it". As Chairman, I am proud of the accomplishments achieved over the past five years, fully aware that the efforts of many stakeholders helped me get us to our current state of an advanced and accelerated mission. Our success is attributed to several factors, including but not limited to: a strong and committed cadre of 100 Black Men chapters and members who are dedicated to our cause of mentoring; a supportive and collaborative Board leadership team who provided dedicated service to advance our mission; an unwavering and tenacious Headquarters staff (past and present), who went above and beyond the call of duty to implement the Board's policies; and a host of longstanding, dedicated partners, sponsors and donors who believed in our mission and stuck with us through valleys and victories.

I honored my parents challenge by building on the legacy of those who preceded me. The 100's firm foundation, built on a legacy of visionary leadership, is the truest testament to my success. My predecessors believed in the importance of our purpose and relevancy, and I thank them for helping to ensure the longstanding success and stability of 100 Black Men of America, Inc. To Nathaniel Goldston, one of our founding heroes and champions, may you rest in perpetual peace, knowing that your labor in the 100 Black Men of America's vineyard was not in vain.

Cirely M. Dosmonde

SPONSOR

**WELLS
FARGO**

**WELLS
FARGO**

100 Black Men of America, Inc. is deeply thankful of the support and commitment from Legacy Partner, Wells Fargo. Wells Fargo's financial literacy education and youth career training have drastically enabled The 100 to focus its energy on the delivery and impact of our programmatic pillars.

The robust Collegiate Opportunities and Sophomore Scholars Programs supported by Wells Fargo provide both training and intern/leadership opportunities for students.

During this year's annual conference, Wells Fargo helped sponsor various events and workshops, including Youth Workshop: Financial Fitness for Life and Pathways to Success. The support of Wells Fargo provided conference attendees with a better understanding of financial literacy education and wealth management.

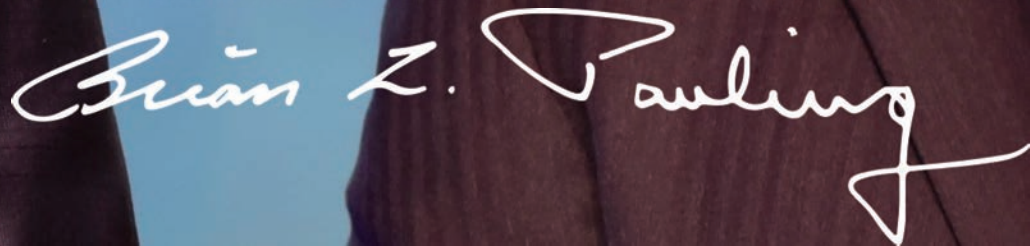
LETTER FROM THE PRESIDENT

During the 2017 fiscal year, 100 Black Men of America, Inc. continued to deliver impactful outcomes addressing the critical needs of the youth, families, and communities we serve. Through our members commitment to implementing our programmatic initiatives, we helped shape our mentees' understanding of being both successful and significant, stressed the importance of obtaining and applying education, providing tools that empowered them for self-sufficiency and cultivated civic and business leadership.

Included in this year's annual report are highlights of some of the remarkable work accomplished by our chapters. These include the creation of new technology-based mentoring programs to address the significant underrepresentation of minorities in STEM (Science, Technology, Engineering and Mathematics) fields; holding law enforcement and community leaders accountable to challenge the predisposition for so many police officers to use deadly force when encountering African Americans; expanding the voice of our families and youth in education; initiating health initiatives that combat health disparities; and providing financial literacy education to increase economic viability.

At world headquarters we continue to improve our utilization of technology, through the introduction of new mobile and social media functionality. We are focused on increasing the methods by which we share the work of our chapters, enhancing the capacity and ability of our chapters through SWOT (Strength, Weakness, Opportunity and Threat) analyses and excellent programmatic execution with our youth! Our dedicated staff at world headquarters and mentors across America and abroad are working relentlessly to positively affect the life trajectory of our students and their families.

I cannot overstate the incredible work of this organization. However, we must also accept and respond to the fact that there is still much more to be done. It is through our combined efforts that we are able to see the impactful change being made in the communities we serve. Hence the theme of this years annual report, **"Strength in Numbers."**



Brian L. Pauling

President and CEO

100 Black Men of America, Inc.



MISSION

The mission of the 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.



SPONSOR

Thanks to the generous support of our legacy partner, State Farm, The 100 continues to help students shape and achieve their dreams. It's important to know from whence you came to appreciate where you are and are going.

Through the sponsorship of the State Farm African American History Challenge competition, youth participants learn about the hardships and triumphs of African American heroes whose roles and contributions shaped the growth of America. Through the State Farm Dollars & \$ense Investment Education Program students learn the concepts of financial management and apply these standards to become economically empowered at an early age. State Farm's support of Project SOAR (Student Opportunities, Access and Readiness) helps to ensure that our students achieve academically and are able to attend college.

We thank State Farm for their longstanding commitment to The Work of The 100 and significant contributions to support our chapters and their vital impact in their local communities!



MENTORING PROGRAMS: EDUCATION

21,000 is the number of students that 100 Black Men of Los Angeles, Inc.'s Young Black Scholars program has supported since it began in 1986. The comprehensive college preparatory program for African American and other minority high school students brings together some of the best and brightest future leaders to participate in more than **30** workshops, programs, seminars, and conferences throughout the academic school year. The workshops and one-on-one activities help scholars and parents prepare for college admissions and offers continuous guidance throughout students' college careers.

The program's theme for this year was "Pursuing Your Passion, Achieving Your Dream." Support for the program was provided by West Los Angeles College, Wells Fargo, and Loyola Marymount University. The chapter's 31st Annual Young Black Scholars Celebration of Achievement event was held on the campus of program partner, Loyola Marymount University. The event honored the accomplishments of its 2017 graduating class as well as the inaugural Pathways to Success Entrepreneurial Training Program – a 16-week course designed for male and female high school students to gain personal development skills and explore careers in business.



39 students completed the program this year with **18** of those students being graduating high school seniors.

Currently, the Young Black Scholars program includes:

170 participating high schools and **1,000** students throughout the Los Angeles area.



100 Black Men of Los Angeles, Inc. Readies Students for College With its "Young Black Scholars" Program

100 Black Men of Rome-Northwest, Inc. Hosts Foundation Camp at Georgia Highlands College

100 Black Men of Rome-Northwest Georgia, Inc. hosted its Foundation Camp on the campus of Georgia Highlands College in Rome, Georgia. The purpose of the camp is to help build an educational foundation for young men by providing positive enrichment experiences on a college campus. The summer camp utilizes academics and athletics to introduce students to the college environment in the hopes of inspiring them to look at college as an expected outcome.



Approximately **70** campers signed up to participate in this year's program. Helping make the 10-day summer camp memorable were students from Georgia Highland College's African American Male Initiative serving as camp counselors. **11** members of 100 Black Men of Rome-Northwest Georgia, Inc. were also in attendance.

Campers attended a number of directed workshops where they learned leadership development and self-awareness skills. Professors were on-hand to lead academic sessions in some of the college's labs and classrooms. Nestled against Paris Lake, campers enjoyed the beautiful north Georgia scenery while participating in sports activities aimed at broadening their understanding of teamwork. The kids enjoyed swimming, tennis, canoeing, and kayaking.

Rounding out the trip, campers received hands-on experience from professionals representing a broad range of professions, including emergency management, healthcare, technology, science and the arts. They also learned more about community service and the ongoing value of mentoring.



MENTORING PROGRAMS: EDUCATION



100
BLACK MEN
OF AMERICA, INC.®

SPONSOR

BILL & MELINDA
GATES *foundation*

BILL & MELINDA
GATES *foundation*

One of our leading and valued education advocacy partners on Project SOAR (Student Opportunities, Access and Readiness) since 2012 is the Bill & Melinda Gates Foundation. 100 Black Men of America, Inc. salutes the Gates Foundation for its continued investments and influence in addressing education inequities! Through our impactful partnership, together we are inspiring and empowering the voices of underserved students, families and communities to advocate for improving educational outcomes.

100 Black Men of Atlanta, Inc. Empowers Students with Project Success

100 Black Men of Atlanta, Inc. surpassed a milestone this year helping kids reach college. Their Project Success program celebrates **30** years of providing free college tuition to students.

The mentoring program created in the late eighties targets youth in troubled areas and works with them through their local schools. The program is open to students located in metro Atlanta, as early as 3rd grade. Students follow specific academic requirements and are actively involved in social, cultural, and recreational events. The education initiative is composed of nine program elements: 100 Academy (Saturday School), Mentoring, 100 Resource Learning Center, Collegiate 100®, B.E.S.T (Business, Engineering, Science, and Technology) Academy, Project Success, Project Success Robotics, Project Success Family & Youth Empowerment Programs, Project Success Health & Wellness Initiatives.

Nationally recognized as a premier youth development initiative, the program boasts a **99%** on-time, high school graduation rate. Success continues through to college, as 80% of the students graduate college in four years.



MENTORING PROGRAMS: EDUCATION

MENTORING PROGRAMS: EDUCATION



Students Prepare for SAT with 100 Black Men of Syracuse, Inc.

100 Black Men of Syracuse, Inc. continue to help provide free SAT exam preparation classes for local high school students in the Syracuse area. Now in its fourth year, Collegiate Saturdays provide students the opportunity to learn SAT test-taking strategies and review test content in the areas of math, writing, and critical reading. The five-week course is held consecutively every Saturday.

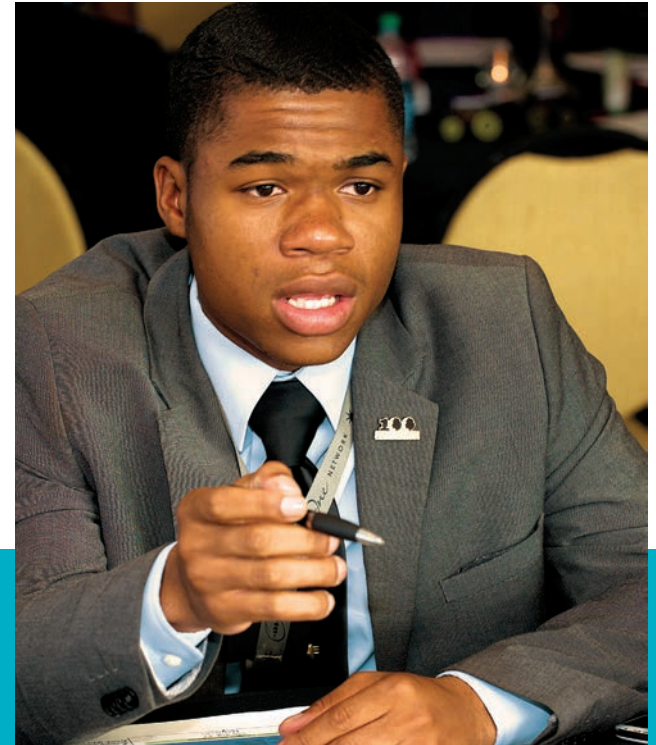
Collegiate Saturdays was established in 2013 as a collaboration between Say Yes Preparatory Academy, 100 Black Men of Syracuse, Inc. and Syracuse University.

100 Black Men of Syracuse, Inc. is eager to continue to build on the progress achieved through countless hours of mentoring and utilizes SAT prep courses as a means to help students establish a testing framework for the SAT exam. The program supports students with developing mental focus exercises for standardized testing.

100 Black Men of Louisville, Inc. Hosts the Derby Gala

100 Black Men of Louisville, Inc. hosted its annual Derby Scholarship Gala at the Galt House Hotel in downtown Louisville. The event helped raise money for the chapters scholarship fund, which provides financial assistance to students entering college at local post-secondary institutions within the state of Kentucky. The institutions include University of Louisville, Kentucky State University, and the University of Kentucky. The evening featured food and fun with a guest performance from the O'Jays.

Local area students in The 100's high school mentoring program qualify to receive scholarship assistance by maintaining specific academic requirements, abstaining from drugs and alcohol, and demonstrating leadership qualities at school and amongst peers. Students receive weekly college mentoring classes in addition to assistance with fulfilling college entrance requirements. To date, the program has raised nearly **\$500,000** in scholarship money.



Students Receive ACT Prep Support from 100 Black Men of Metro Baton Rouge, Inc.

100 Black Men of Metro Baton Rouge, Inc. hosts its ACT Prep Academy program for high school students in grades 10th thru 12th. The course is offered twice per year in the spring and fall and held on the campuses of Southern University and Louisiana State University (LSU). LSU's Office of Strategic Initiatives is a co-sponsor of the program.

The academy provides ACT prep courses and helps students develop standardized test-taking skills and strategies. The purpose is to help improve their composite ACT score to become eligible to receive state scholarships from Louisiana's Taylor Opportunity Program for Students (TOPS).

The program consists of an intense 8-week session which includes classes in Science, Math, Literature, and Reading. Participation in mock ACT exams, pre- and post-course assessment, and registration to take the official ACT exam are the requirements to enter the program. Classes are held twice per week. Students that complete the program increase their ACT scores by an average of **2** points.



100 Black Men of Metro Baton Rouge, Inc. also offered services and resources for parents through the program. College aid and planning workshops are also available to assist parents with navigating college entrance requirements. Additionally, 100 Black Men of Baton Rouge, Inc. facilitate in-person consultation with financial aid counselors to help parents complete the Free Application for Federal Student Aid (FAFSA) forms.



MENTORING PROGRAMS: EDUCATION

MENTORING PROGRAMS: EDUCATION

100 Black Men of West Texas, Inc. hosted its 22nd Annual Sponsorship Gala at the Overton Hotel and Conference Center in downtown Lubbock, Texas. The event featured an award presentation, live auction, and guest band. Money raised from the event went towards 100 Black Men of West Texas, Inc.'s scholarship fund for incoming college freshman and currently enrolled college students.

During the event, 100 Black Men of West Texas, Inc. recognized several members of the community for their work as mentors. Ms. Jarvis Scott was awarded the Lifetime Service Award. A standout track and field athlete, Ms. Scott was a member of the USA Olympic Track and Field team during the 1968 Olympics held in Mexico City. In 1975, she went to Texas Tech University to coach women's track, becoming the first African American coach in the school's history. She is an active member of her church, community, and has mentored numerous students in the community.

Eddie Dixon was honored with the Lifetime Achievement Award for his extraordinary work as an artist. His sculptures are featured on numerous national historical sites including the Pentagon and West Point. In 2005, Mr. Dixon was awarded the Department of Army Combined Armed Forces Command Special Troop medallion award.



Dr. Paul Frazier was the recipient of the Mentor of the Year award. An educator for nearly 30 years, Dr. Frazier has served as an administrator and teacher in both middle school and high schools. Currently, he serves as the Associate Vice President of the Division of Institutional Diversity, Equity and Community Engagement at Texas Tech University.



**100 Black Men of West Texas, Inc.
Hosts Scholarship Gala**



Students Soar at Summer Law Camp Sponsored by 100 Black Men of Savannah, Inc.

100 Black Men of Savannah, Inc. organized its 4th annual Summer Law Camp. Over **30** campers participated in the three-day event designed to provide a closer look into the inner workings of Chatham County's legal system. The camp featured a hands-on introduction to the roles and functions of the U.S. legal system, campers learned the basic rule of law legal principles and outlined how laws are enforced and interpreted by the courts.

Campers were given the opportunity to analyze an actual criminal case. A mock trial was conducted in which attendant's role played as judges and practicing attorneys.

Retired prosecutor and current 100 Black Men of Savannah, Inc. President Lloyd A. Johnson and Superior Court Judge James F. Bass, Jr. spent time with the campers sharing their experiences from long careers in the legal profession. When asked the reason behind the Summer Law Camp, 100 Black Men of Savannah President Lloyd Johnson said, "the objective is to expose these kids to all that is involved in our justice system."

MENTORING PROGRAMS: HEALTH & WELLNESS



100 Black Men of Metro St. Louis, Inc.'s Annual Community Health Day Raises Awareness for Prostate Cancer

100 Black Men of Metropolitan St. Louis, Inc. held its 14th Annual Community Health Day and Prostate Run/Walk on the campus of Harris-Stowe State University. The event helped promote education and awareness around the philosophy of “improving mind, body, and soul.”

The event featured a 5k run, 2-mile walk, Zumba class, boot camp workout, and a “Kidz Workout Zone”. All adult participants received a free Prostate-Specific Antigen (PSA) health screening at the event. The impact of the event has yielded positive results throughout the community. Since its inception, medical researchers in metropolitan St. Louis have seen an uptick in rates of early prostate cancer diagnosis. Researchers credit the 100 Black Men of Metropolitan St. Louis and the Community Health Day and Prostate Run/Walk for helping bring awareness to the need for testing and early detection.

Sponsors of the event include U.S. Central Intelligence Agency; State Farm; Saint Louis University Cancer Center; Edward Jones; Siteman Cancer Center; Saint Louis University Hospital; Logan University; Radio One; Aetna; Centene Charitable Foundation; and the Missouri Foundation for Health.





100 Black Men of St. Mary Parish, Inc. Host 5K

100 Black Men of St. Mary Parish, Inc. celebrated the 20th anniversary of the Marcus Jones 100 Black Men of St. Parish 5K Run/Walk in Morgan City, Louisiana. The race, part of the 82nd annual Shrimp and Petroleum Festival, helped raise money to support 100 Black Men of St. Mary Parish, Inc.'s scholarship fund. Every year the Chapter awards scholarships to graduating seniors from West St. Mary, Franklin, Centerville, Patterson, Berwick and Morgan City high schools.

The race traversed beautiful sections of Morgan City. Roughly **50** runners and walkers signed up to participate in the event. The top male and female finishers received a cash reward of \$300 and a trophy.

In 2009, the race was renamed to honor local St. Mary Parish resident, avid runner, and 5K participant— Marcus Jones.

100 Black Men of South Florida, Inc. Inspires Mentees To Be Active

100 Black Men of South Florida, Inc. held its annual Zoo Walk/Run 5K at Zoo Miami. Zoo Walk/Run 5K serves to promote an active and healthy lifestyle in African American communities and helps raise money for the 100 Health and Wellness Fund. The money raised during the event went to support the 100 Black Men of South Florida, Inc.'s health and wellness initiatives.

Friends, co-workers, church groups, fraternities, and sororities turned up to support the worthy cause. The certified 5K Walk/Run drew a wide range of runners and walkers from all age groups. Participants 10 years old & under participated in the Kid Dash competition.



MENTORING PROGRAMS: HEALTH & WELLNESS

MENTORING PROGRAMS: ECONOMIC EMPOWERMENT



22 STUDENTS had the opportunity to take part in 100 Black Men of Indianapolis, Inc.'s 15th Annual Financial Literacy Investment Competition and the State Farm Dollars and Sense program. Over eighteen weeks, students participated in lectures; one-on-one sessions with mentors; and workshops hosted by speakers from Fortune 500 corporations and private firms.

The Chapter's Financial Literacy program is a hallmark among initiatives as members of The 100 feel obligated to teach, educate, and instruct this generation about financial awareness. In addition, the program is designed to encourage students to pursue careers in the field of corporate and personal financial management. 100 Black Men of Indianapolis, Inc. continues to facilitate students' growth and development. The knowledge of personal finance and investing the students gain helps improve their quality of life and build financial freedom. Without wealth, African Americans are not able to start businesses, invest,

or send their children to college – all means to securing financial independence throughout retirement.

Out of the twenty-two students in participation this year, the Chapter achieved an

87% RETENTION RATING.

Since the program's debut in 2002, the financial literacy program has impacted over **250** African American and minority students in central Indiana and has awarded over

\$200,000
IN SCHOLARSHIP AWARDS

**100 Black Men of Indianapolis, Inc. Provide
Mentees with Interactive Financial Literacy Program**





Students Learn Money Management Techniques with 100 Black Men of Inland Empire, Inc.

15 MENTEES received hands-on instruction in personal development, academic enrichment, and financial literacy at the Chapter's Summer Saturday Academy. Students received support in mathematics and money management as part of the workshop.

10 MENTORS were present during the event to support the students. The Chapter says that initiatives like the Summer Saturday Academy are necessary due to the extreme wealth gap in our country which often forces African Americans to incur lower earning potential. Because of this, 100 Black Men of the Inland Empire, Inc. commits to closing the wealth gap by educating children on personal wealth building, not just in their families, but in their communities as well. The Chapter's president, Corey Jackson, cites the Summer Saturday Academy as a critical milestone for the organization that marks its ability to do their part in fulfilling the overall mission of The 100.

Collegiate Opportunities & Sophomore Scholars

The Sophomore Scholars Program is designed to provide early awareness of the Wells Fargo Collegiate Opportunities and increase participation and applicant quality. The program targets college freshmen and offers interview preparation for would-be applicants to the Wells Fargo Sophomore Intern Program. The Scholars Program aims to enhance each student's writing skills and strengthen their application completion capabilities. Through the Collegiate Opportunities and Sophomore Scholars Pipeline Pilot programs, The 100 has impacted **384** Collegiate 100® students. Through the Sophomore Scholars component, **163** students on **31** college and university campuses were reached.

MENTORING PROGRAMS: ECONOMIC EMPOWERMENT

MENTORING PROGRAMS: LEADERSHIP DEVELOPMENT

Emerging 100 - Metro Houston

55 MENTEES & MEMBERS of 100 Black Men of Metro Houston, Inc.'s Emerging 100® gathered to help bridge the gap between senior leaders of prominent corporate brands and African American young professionals who aspire to grow into senior and executive management roles. The Chapter has committed itself to providing career development opportunities to young professionals, citing numerous barriers that can often hinder the progress of young Black men and women. Accenture, a global management consulting company, sponsored the consulting and IT networking event at the new Accenture Innovation Center in Houston, TX. Attendees were given the opportunity to interact with Accenture employees to learn more about the organization. Job-seeking professionals were given the opportunity to submit their resume and interview for various open positions within Accenture.

100 Black Men of Central Virginia, Inc. Hosts M-Cubed Program

25 YOUTH completed 100 Black Men of Central Virginia, Inc.'s M-Cubed Program this year. Students ranging from the 5th to 8th grade were equipped with skills in mathematics and also exposed to life skills that help them grow as individuals. The Chapter celebrated the students' completion of the program with a formal awards ceremony.

The summer program focuses on three M's: Math, Men, and Mission. The goal of M-Cubed is to increase the number of black males enrolled in upper-level math classes. Program participants gain more than just academic skills through the program. They described the experience as a safe environment that enables them to feel comfortable and confident in school settings. The 100 credits the program with helping students to build math and life skills.

4 full-time job offers happened as a result of this partnership between the Metro Houston Chapter and Accenture, and set the groundwork for the company to be able to sponsor similar events in the future where they can connect with more young professionals.



The Coca-Cola Company

S P O N S O R

The Coca Cola Company is an invaluable partner of 100 Black Men of America, Inc. Throughout the years, they have helped support many of The 100's Health and Wellness initiatives, specifically nutrition and healthy lifestyles.

Additionally, each year during The 100's Annual Conference, The Coca Cola Company helps honor and recognize our members and mentees for their outstanding accomplishments in mentoring, community service, and civic leadership. Through their generous support, The Coca Cola Company joins us in celebrating the remarkable achievements of the men and women who have blazed trails in their respective fields and in public service, sponsored the conference's opening ceremony, and helped facilitate the event's youth Community Empowerment Projects.

A strong advocate for The 100's programmatic pillars, The Coca Cola Company reaffirmed its support for The 100's education initiatives with its close partnership and steadfast support of Project SOAR (Student Opportunities, Access and Readiness).

The Coca-Cola Company

ENHANCING THE STRENGTH OF OUR NETWORK

100 Black Men of America's greatest asset is its membership that comprises its chapter network. Although the size of the network is impressive, it's how The 100 is able to leverage that network to deliver impactful outcomes for the youth, families, and communities they serve that counts. The continuous increase in the diverse composition of industries represented by these successful professionals enhances the network's strength.

Over the past five years, 100 Black Men of America, Inc. has implemented countless initiatives across each of our four programmatic pillars at both the chapter level and national headquarters. The diversity of thought applied to creating evolving strategies and tactics designed to amplify the work the organization's mentors and volunteers reflect the adaptability of the organization. We are proud to see chapters incorporate best practices and lessons learned from their peers. Successful programmatic initiatives have been replicated across our network with similar success and speak directly to the importance of a strong diverse network of chapters focused on a singular mission.

There are numerous new challenges confronting our youth that dictate we remain flexible and responsive in order to remain relevant and effective in providing guidance and answers. Additionally, there are youth in cities across this country that do not benefit from the mentorship and programmatic services of The 100. We will grow our chapter network by identifying these areas and implementing plans to deliver our critical services and impactful outcomes. Our strength is in numbers and our ability to mobilize and grow our numbers is vital to meeting the needs of our youth, families, and communities.





SPONSOR

Walmart, long-term sponsor of 100 Black Men of America, Inc., returned to this year's 31st Annual Conference, bringing the popular onsite barbershop for conference attendees. Attendees of this year's conference were treated to courtesy haircuts, thanks to the generous support of Walmart. Attendees also participated in Walmart's "Real Talk at the Barbershop" livestream, where moderator Tony Waller shared ideas to elevate awareness for some of the most pressing issues in African American communities.

Walmart graciously helped sponsor a number of workshops and panels during annual conference, including the Collegiate Workshop: Empowered to Stop Risky Behavior, Youth Game Night, and participated as a guest panelist during the Collegiate Workshop: Prepping for Success-Internship and Career Opportunities.



COMMUNITY MOBILIZATION: ADVOCACY

52 MEMBERS of 100 Black Men of America, Inc. traveled to their respective state Capitols to make their presence felt and voices heard among lawmakers on a variety of important legislative issues.

A **40 MEMBER** delegation representing **5** of The 100's Chapters in Texas visited the Texas State Legislature in Austin on April 19 during its annual Policy Day, which falls on the 100th day of the session. Two weeks earlier, a delegation of **12 MEMBERS** from The 100's Las Vegas Chapter traveled the Nevada State Legislature in Carson City.

While in their respective Capitols, members met with their state senators and representatives and briefed lawmakers about The Work of The 100 related to the organization's programmatic pillars of Mentoring, Education, Health and Wellness, Economic Empowerment and Leadership Development. They also spoke in favor of proposed bills under consideration within the current legislative session on issues of critical concern to The 100 that support youth, families, and communities, such as public education, criminal justice reform, job creation, access to healthcare, juvenile justice, and voting.

100 Black Men of Las Vegas, Inc.'s trip to the Nevada State Legislature marks the second time members of the Las Vegas chapter have made



the 430-mile trek from Las Vegas to Carson City. The members were invited to sit on House floor with members of the Black Caucus and were introduced to members of the state Assembly. They also used their time to voice support for a proposed bill that, if approved, would create a state advisory commission on mentoring. The Chapter also backed legislation

100 ON THE HILL



that would permit 17-year-olds in the state to preregister to vote. "This is the first time in Nevada's history that the Senate and the Assembly are led by African Americans," Las Vegas Chapter President Shawn Smith said, noting that Senate Majority Leader Aaron Ford and Speaker of the Assembly Jason Frierson are former members of the Las Vegas Chapter. "The legislative leaders were overjoyed to see The 100 in the building."

This was the first such trip for the Chapters in Texas, which included Houston, Dallas, Beaumont, San Antonio and West Texas. The idea for Texas delegation of chapters originated with Vernon Durden, 100 Black Men of Greater Beaumont, Inc., who worked with other members of The 100's Task Force on Overcriminalization to organize the visit for Texas Chapter Presidents.

Having The 100 present in the State Legislature made an indelible impression on state lawmakers in Austin, said Richard Johnson, Chief of Staff for Texas Rep. Jarvis D. Johnson.

The visit also had a profound impact on members from the Texas Chapters, Mr. Durden said. "They each said this was an overwhelming success, and we should make it an annual event – and to that, I say, 'Amen, brothers.'"



COMMUNITY MOBILIZATION: ADVOCACY

COMMUNITY MOBILIZATION: ADVOCACY



2017 brought unsettling challenges for African American communities. Community-police relations eroded following a series of lethal confrontations involving law enforcement and unarmed African American males. Compounding the issue, prosecutors across the country failed to convict any of the offending officers. In the high-profile wrongful death case of Alton Sterling, U.S. Department of Justice declined to file charges against two Baton Rouge police officers.

As one of the largest representatives of the Black community, 100 Black Men of America, Inc. continues to advocate for young black men who have been slain at the hands of police officers. Some of the many ways the organization fights for the rights of members of our communities is by raising awareness in local and national media, hosting town halls, community forums, meeting with law enforcement and legislators, participating in panels and training, supporting new legislation and collaboration with like-minded community organizations.

During the year, President and CEO of 100 Black Men of America, Inc. Brian L. Pauling, penned several opinion columns challenging elected officials to hold law enforcement accountable in the aftermath of police-involved killings of unarmed African Americans. The editorials were published in The Commercial Appeal (A USA Today publication), The Huffington Post, and the Dallas Examiner. The published works reached a combined

23.5 MILLION READERS & VIEWERS ONLINE



THE 100 IN THE MEDIA



SPONSOR

Thank you Georgia-Pacific Foundation for your unwavering support for our community impact and expansion efforts! In addition to Georgia-Pacific Foundation's invaluable support of The 100's efforts to transform the education landscape through our education advocacy initiative, Project *SOAR* (Student, Opportunities, Access and Readiness), they have also championed our advocacy efforts in Criminal Justice Reform.

Georgia-Pacific's support of The 100 makes the communities in which we live safer and creates the environments needed for students to achieve their full potential. Thank you for supporting our work to positively affect the life trajectory of the youth and families we serve!



SPONSOR



100 Black Men of America, Inc. appreciates EdChoice for being a partner that supports Project *SOAR* (Student Opportunities, Access and Readiness). Our Project *SOAR* initiative champions student, parent and community engagement in order to strengthen the quality of education offered to students and transform the education landscape to ensure every child has the learning environment necessary to succeed.

Through our Project *SOAR* initiative, students and community members across the country are informed and encouraged to play an active role in education.



Chairman Curley M. Dossman, Jr. Honored at NNPA Leadership Awards

40 is the number of years Chairman Curley M. Dossman, Jr. has served as a prominent public servant and community advocate. Chairman Dossman has given a lifetime to serving his community and was recognized for his work during 2017 National Newspaper Publisher Association (NNPA) Leadership Awards in Washington, D.C.

The NNPA, a 75-year old trade association that represents African American-owned community newspapers, convened to celebrate the 190th anniversary of The Black Press and honor individuals who have worked to strengthen the collective through leadership in various industries. Chairman Dossman joins a reputable list of honorees which includes Commissioner Mignon L. Clyburn of the Federal Communications Commission; and Macy's Senior Vice President of Diversity Strategies & Legal Affairs, William L. Hawthorne, III, Esq.

Chairman Dossman and the entire 100 Black Men chapter network thank the NNPA for providing a voice for Black communities, and their tireless dedication to the public good which supports our mission.

COMMUNITIES

COMMUNITY MOBILIZATION:
ADVOCACY

COMMUNITY MOBILIZATION: ADVOCACY

Chapters of The 100 Work Together to Empower Communities With Its “Mobilizing the Village” Tour

8 community forums were held this year throughout the network of The 100 to engage public leaders and connect them with members of various communities in an effort to strengthen the quality of education offered to children, and to improve future outcomes.

100 Black Men of America, Inc.’s Project SOAR (Student Opportunities, Access and Readiness) kicked off a national campaign in 2017 called, “Mobilizing the Village” to bring together local stakeholders in communities across the country for a much-needed conversation about improving access for all children to a high-quality public education.

Under the leadership of Acey Byrd, national Board Member-at-Large and Education Options Subcommittee Chair, “Mobilizing the Village” forums were held in Cleveland, OH, Beaumont, TX, Dallas, TX, Denver, CO, Houston, TX, Las Vegas, NV, San Antonio, TX, and Greenville, SC. These events combined engaged

more than **1,000** concerned parents, teachers, students, business owners, and community leaders in discussions about the current state of education in their communities as well as a myriad of education options available to students and families.

Mr. Byrd, also a member of 100 Black Men of Indianapolis, Inc., said the community conversations were a major success and demonstrated how important the topic of education is to our community. “Participants left these conversations with best practices and tangible ideas that they could put into action,” he added. “The conversations underscored the importance of the community getting involved and being informed about the educational outcomes of the schools that their kids attend and how they have a voice in the process.”

Here are highlights from six participating Chapters...

MOBILIZING THE VILLAGE

100 Black Men of Greater Beaumont, Inc. hosted a “Mobilizing the Village” community at Lamar Institute of Technology activity center. They had three objectives: Educate the community on current and proposed changes in the Texas school system; increase awareness on the need for high-performing schools; and identify ways the community can get involved to advance higher-performing schools. The format was a panel discussion followed by questions from the audience. The panel consisted of a Texas state representative, two area superintendents, the CEO of a local charter school, the president of Lamar Institute of Technology, and a successful home-school parent. The session opened with a question to the panel: “How do you define high-performing schools?” After the 30-minute panel discussion, questions were taken from the audience.

The forum was highly successful with about **120** community members in attendance. The Texas state representative reviewed some key proposed changes to the Texas education system. The superintendents described several issues occurring in our schools, and the panelists outlined tangible actions community members could take to make a big difference in schools. The audience was enthusiastic, with more questions than time allowed for the panel to answer. The excitement generated from the forum was reflected in audience comments.



**COMMUNITY MOBILIZATION:
ADVOCACY**

COMMUNITY MOBILIZATION: ADVOCACY

100 Black Men of Denver, Inc., under the leadership of Chapter President Justin Brooks, hosted a community conversation on increasing access to quality public education for the youth of our community. The forum held at the Blair-Caldwell Library for African American Research in the historical Five Points Neighborhood drew over **200** members of the community including educators and administrators, local business owners and community leaders, parents and students, as well as fellow youth enrichment programming organizations.

During the main event, 100 Black Men of America, Inc. Board Member-at-Large, Acey Byrd, led a panel of local and national authorities discussing major issues impacting youth today. Featured guest panelist for the evening included Dr. Steve Perry, a nationally renowned educator, author, speaker and youth advocate, serving as an education contributor on multiple cable news outlets. Emceeding the event was Pastor Kyle Speller, local youth basketball coach, PA announcer, and team Chaplain for the Denver Nuggets. Other panelists offering very valuable perspectives were Tamara Rhone, Dr. Darlene Sampson, AUSA Jason St. Julien, and Tay Anderson.

100 Black Men of Las Vegas, Inc.'s "Mobilizing the Village" forum regarding the state of education was held in the heart of the community at Nevada Partners in historic West Las Vegas. The forum was made possible by the efforts and Chapter members and the SOAR committee, comprised of Jarron Gray, Gentry Richardson, and Ray Lambert. More than **200** members of the community attended the standing-room-only forum, including community activists, educators, local business owners, local politicians, students, and parents. Members of other like-minded organizations, including Alpha Phi Alpha Fraternity, Omega Psi Phi Fraternity and the youth program at Nevada Partners, also participated.

The featured moderator for the forum was Clark County Commissioner Lawrence Weekly. Panelists leading the discussions were Dr. Tiffany Tyler, Communities in Schools; Bart Patterson, President, Nevada State College; Linda Williams, Principal, Rainbow Dreams Academy; and Dr. Beverly Mathis, Public Education Foundation. The panel discussion was followed by an energetic question-and-answer period focused on ensuring that all children have the same access to high-quality education. The evening was a call to action to begin the process of providing success-driven outcomes for our children.

MOBILIZING THE VILLAGE

100 Black Men of Greater Cleveland, Inc., under the leadership of President Dr. Gary Carrington, hosted a “Mobilizing the Village” community conversation about increasing access to quality public education for local youth. The forum was held on the campus of Cuyahoga Community College and attended by about 30 members of the Greater Cleveland Chapter and more than **100** members of the community. Participants included educators and administrators, local business owners and community leaders, parents and students.

The discussion was moderated by Margaret Bernstein, Director of Advocacy and Community Initiatives at WKYC-TV. Featured guests included Meryl Johnson, State Board of Education, District 11; Natalie Woods, Principal at Iowa Maple School, Cleveland Municipal School District; Tim Goler, founder of HBCU Preparatory Schools; Tonya Dumas, Invictus High School; Steve Munn, Cleveland Central High School; and Marzell Pink, educator with the Cleveland Municipal School District. Cleveland City Councilman Zack Reed also attended the event, as well as several members of the local clergy.

The discussion was engaging and robust, and participants became especially fired up when it was suggested that parents shouldn’t look for better options to educate their children. A local news affiliate covered the forum and aired television coverage.

100 Black Men Upstate South Carolina, Inc.’s educational initiative was held at the West End Community Center in Greenville. The event was attended by over **160** parents, teachers, professional educators and political leaders from the Upstate community.

Dialogue was facilitated by Mr. Leon Wiles. Dr. Roy Jones, former Chief of Diversity and Inclusion at Clemson University was a panelist during the forum and stressed the importance of mentors in the community. He said Clemson’s “Call Me Mister” program has helped focus Black males on career opportunities in the professional education system. Dr. Jermaine Whirl, Vice President for Economic Development and Corporate Training at Greenville Technical College, informed audience members about weekly academic scholarships the school offers. Ellen Weaver, President at Palmetto Promise Institute, and William Brown, President at Legacy Charter School, voiced their support for school choice. Representatives from Greenville County Schools showcased various options to traditional classroom learning, including technical and professional skilled trades, in high school years. It was most rewarding to observe students interacting with the panelists after the session.



COMMUNITY MOBILIZATION: ADVOCACY

COMMUNITY MOBILIZATION: ADVOCACY



100 Black Men of Tennessee, Inc. Hosts Youth Citizen Police Academy

50 MENTEES of 100 Black Men of Middle Tennessee, Inc. attended the Chapter's inaugural Youth Citizen Police Academy event this year. The four-week long program allowed the mentees to engage in numerous police activities which afforded them the opportunity to improve engagement between youth and police while learning more about the various police departments, and the individuals who dedicate their lives to public service. The youth experienced the K9 and mounted patrol units, crime lab, SWAT and role played traffic stop scenarios.

The Youth Citizen Police Academy was a collaborative partnership between 100 Black Men of Middle Tennessee and the Metro Nashville Police Department. Chief of Police Steve Anderson and Nashville Mayor Megan Barry attended the event to provide encouragement, as well as to ensure the community that they can depend on the police department to protect and serve them.

MOBILIZING THE VILLAGE

100 Black Men of Greater Dallas, Inc., under the leadership of Chairman Robert B. Tapley, hosted a “Mobilizing the Village” community conversation, with a focus on increasing access to quality education. The event was held at the Martin Luther King, Jr. Recreation Center in South Dallas. Invited panelists and selected guests also attended a private roundtable discussion in the boardroom of Foremost Family Health Center prior to the public conversation.

The event drew more than **175** members of the community, including youth, parents, elected officials, city employees, educators, and members of other organizations. The morning kicked off with the panelists engaging in a private roundtable discussion on the state of education from a national perspective and discussing the many challenges educators, states, and local governments face to provide a quality education to all children.

The featured moderator and speaker was a nationally renowned educator, author, and youth advocate Dr. Steve Perry, who discussed the importance of a quality education in young people’s future success. Dr. Perry also provided strategies parents and others can use to ensure every child receives a quality education. Other panelists included James Tucker, candidate for Dallas City Council; Dr. Marcelo Cavazos, Superintendent of Arlington Independent School District; Michael Glaspie, Deputy Mayor Pro Tem for the City of Arlington; David Ray, Superintendent and Principal at St. Anthony School of Dallas; and Leslie Hiner, Vice President of Programs at EdChoice. Each of the panelists offered examples of what is working well in education and the areas that need improvement. Audience members were engaged during the exchange and left the forum with examples of best practices and tangible ideas they could put into action. The conversation underscored the importance of understanding the educational outcomes of the schools their children attend and encouraged involvement in the process of education transformation.



COMMUNITY MOBILIZATION: ADVOCACY

STEM (SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS): PROGRAMMING TOMORROW'S LEADERS

This year, we continued to put great emphasis on STEM-based programs. Chapters across our network galvanized students and mentees to participate in programs that help increase the number of minorities in STEM-related fields. Here are a few examples of the work our Chapters are accomplishing in the area of STEM.

100 Black Men of Metro Baton Rouge, Inc. sponsored a four-week STEM program for **30** students at Kenilworth Science and Technology School this year. The educational program provides personal development training through hands-on workshops in science, mathematics, wellness, and friendship.

Kenilworth Science and Technology faculty shared their expertise with students, helping students develop skills in programming, web coding, and computer technology. Students were also afforded the opportunity to network and connect with peers who also share a passion for science, technology, engineering, and math.

A competition portion was also included as part of the interactive initiative. During the competition students built and programmed robots to navigate a maze. Certificates in outstanding engineering, science, and programming skills were distributed to students after the competition.

The program was free to students through a grant from DOW Chemical.

100 Black Men of Long Beach, Inc. has been a longtime advocate for STEM. The Long Beach Chapter recently partnered with an educational nonprofit to help bring some of their efforts to life through week-long sessions into the wonderful world of robotics. The relationship brought a fresh and innovative perspective on STEM-related jobs and programs to students. During 2017, the program reached its **100TH** session. The program was led by mentor and charter member, Howard Perry. "The idea was to bring a rudimentary understanding of robotics to the kids, along with their regular growth mindset motivational training," said Perry. Students were challenged with building fully functional Lego robots—roughly the size of a small hobby car. On day one, the students could not make the robots move in a straight line. By the second day, students were able to make the robot turn left or right. By the end of the week, students were competing to navigate their robots through mazes. Perry believes that STEM-related programs will offer students a chance at fair pay and equal employment opportunities.

100 Black Men of America, Inc.'s 31st Annual Conference in New Orleans, included our biggest STEM-related events. Thanks to our sponsors Shell, General Motors, 100 Black Men of Metro New Orleans, Inc., and partner STEM NOLA, for making The 100's biggest STEM event possible. Students participated in hands-on experiences that taught fuel, force and motion; oil and natural gas extraction; and how organs operate within the body. The STEM activities were coordinated by 100 Black Men of Metro New Orleans, Inc. members Dr. Calvin Mackie and Dr. Eric Griggs.



S.T.E.M.



SPONSOR

Delta Air Lines continues to support The Work of The 100. As the Official Airline of 100 Black Men of America, Inc. Delta's support ensures that The 100 is able to deliver its programmatic initiatives across our chapter network. From support of our Annual Conference, Leadership Summits, Career Readiness Programs and Community Empowerment Projects, Delta helps The 100 to "Keep Climbing."

We appreciate Delta for the support provided to further The Work of The 100 and amplify our brand through supporting our mission!



CONFERENCE HIGHLIGHTS: 2017 AWARDEES & RECOGNITION

2017 MENTEE OF THE YEAR



Darren Stanley, 100 Black Men of Myrtle Beach, Inc.

Communities that lack leadership, lack vision, and are devoid of commitments needed for sustainable forward progress. An issue 100 Black Men of America sought to change since its inception.

Darren Stanley, the 2017 Mentee of the Year award recipient, epitomizes what members of The 100 hope mentees grow to become—the next generation of African American male leaders. A truly remarkable young man, Darren has been a mentee in the Youth Leadership Academy with 100 Black Men of Myrtle Beach, Inc. for nearly seven years. A respectful steward of his community, he is actively involved in coordinating community service events, such as a local blood drive and a community clean-up project. He also regularly visits the local senior center.

The Conway High School senior is a talented athlete who serves as the team captain for both his high school's varsity basketball and football teams. He maintains a stellar 3.8-grade point average and will attend Dartmouth College in the fall of 2018, where he hopes to pursue a degree in physical therapy.

During our 31st Annual Conference in New Orleans, we celebrated the exceptional work and accomplishments of our chapters, members and other leaders who are helping us advance our mission.

100
BLACK MEN
OF AMERICA, INC.®

2017 MENTOR OF THE YEAR



Paul Vaughn, 100 Black Men of South Metro, Inc.

Positive role models exemplify certain qualities—self-confidence, compassion, courage, optimism, and sense of community. Objectively accepting of challenges, role models adopt positive habits and often act as their own coach. They provide the moral compass to help guide us toward a positive path within our own lives.

For nearly 60 years, African American mentors across the U.S. have embraced a common mission: help improve the living conditions of underrepresented, disenfranchised, marginalized youth and the communities in which they live. Paul Vaughn, a dedicated member 100 Black Men of South Metro, Inc., exemplifies the characteristics of a positive role model.

Paul's nomination for Mentor of the Year is no surprise, as he has been a youth mentor for nearly two decades. He has committed countless hours encouraging youth to overcome their own barriers, constantly pushing them to uncover their hidden potential. Called to "give to others and touch the lives of many," he feels an obligation to give back and commits nearly 60 hours per month to mentoring through the 100 Black Men of South Metro, Inc.'s Rites of Passage Academy.

Affectionately described as a good listener, his empathetic manner has helped him develop close bonds with mentees. A longtime corporate executive, Vaughn recognizes the potential within African American male youth but understands many lack the resources, guidance, and leadership to reach their full potential.

In the absence of positive male role models, male youth struggle to grasp the essential life skills and qualities needed to reach their maximum potential. The power of The 100's mentoring mission has had a demonstrable impact in communities throughout the U.S. Members like Paul Vaughn embody the organization's core mission and continue to build a new generation of mentors, leaders and positive male role models ready to carry our founders' vision into the future.

CONFERENCE HIGHLIGHTS: 2017 AWARDEES & RECOGNITION

CONFERENCE HIGHLIGHTS: 2017 AWARDEES & RECOGNITION

2017 COLLEGIATE 100® CHAPTER OF THE YEAR



Collegiate 100® of Tennessee State University

The Collegiate 100® of Tennessee State University is making a tremendous impact in their community with a number of mentoring initiatives organized within metro Nashville.

This Collegiate 100® Chapter, sponsored by 100 Black Men of Middle Tennessee, Inc., helps mentor and tutor middle and high school students. The chapter frequently assists with performing community service projects in coordination with local non-profits. In an effort to advance their belief in “Mentoring The 100 Way® Across a Lifetime,” the Chapter initiated the member-mentee reading initiative at Lead Academy Charter School in Nashville. Every Friday members from the Chapter read to elementary school students. Their commitment to service has served as a beacon of leadership for youth in the community, especially young black males.

2017 PINNACLE CHAPTER OF THE YEAR

100 Black Men of Orange County, Inc.

2017 PINNACLE CHAPTER OF THE YEAR

100 Black Men of Madison, Inc.



SPONSOR

The U.S. Army and The 100 believe mentorship builds great leaders. Through their ongoing partnership with 100 Black Men of America, Inc., the U.S. Army has directly helped our organization achieve programmatic success in the areas of leadership development and education. This year, during the 31st Annual Conference, the U.S. Army partnered with The 100 to host an interactive exhibit, testing attendees' mental agility and critical thinking skills. The U.S. Army's continued support demonstrates its long-term commitment to building the next generation of African American leaders in communities across the country.



SPONSOR



UPS has been a strong supporter of 100 Black Men of America, Inc. for more than 20 years, directly sponsoring our various education initiatives resulting in direct scholarship support for thousands of students. The financial support provided by UPS has been invaluable, helping to advance the work of our chapters to deliver programmatic initiatives to communities across the country.

Additionally, over the past two decades, UPS has provided logistical expertise and volunteers for our annual conference.

2017 TRAILBLAZER IN ECONOMIC EMPOWERMENT AWARD



Dr. William "Bill" Pickard, Chairman, Global Automotive Alliance; CEO, Bearwood Management Company; and Co-Managing Partner, MGM Grand Detroit Casino.

Dr. William "Bill" Pickard is the Chairman and CEO of Global Automotive Alliance – a logistics and manufacturing conglomerate with over \$1.5 billion in sales, with facilities located in both the United States and Canada. Global Automotive Alliance is one of the largest minority employer's in the nation.

Dr. Pickard serves on the boards of several corporate, service, community and academic organizations, including: a member of the Board of Trustees for the Community Foundation for Southeast Michigan; a member of Business Leaders for Michigan, Incorporated; a member of the Board of Trustees for the Detroit Symphony Orchestra; a Director for the Detroit Public Schools Foundation; a member of the Board of Directors of the National Black College Alumni Hall of Fame Foundation, Inc.; a member of the NAACP and a life member of Alpha Phi Alpha Fraternity.

More recently, he published his first book titled, *Millionaire Moves – Seven Proven Principles of Entrepreneurship*.

2017 CHAPTER OF THE YEAR IN ECONOMIC EMPOWERMENT

100 Black Men of Dekalb, Inc.

CONFERENCE HIGHLIGHTS: 2017 AWARDEES & RECOGNITION

WELLS FARGO PATHWAYS STAR STUDENT



The Pathways to Success program sponsored by Wells Fargo supported **13** chapters and **316** youth to help prepare them for career and college readiness. Based on the participation, progress, and innovation of the students, each chapter nominates a student to be awarded the Wells Fargo Pathways Star Student award. **Mack Nelson** is this year's recipient of the Wells Fargo Pathways Star Student. A Pathways to Success 2017 graduate, Mack credits the Pathways program with helping to sharpen and expand his entrepreneurial skills. When asked what the award means to him, he responded, *"the award confirms the idea that if you try your hardest and are creative in your efforts, especially with the help of other mentors, you can be successful no matter where you come from."* He added, *"I didn't expect to win an award like this, but it was through the help of my mentors and my own dedication that I was able to make it here. It means a lot that The 100 believes in me and believes in my idea."* Prior to completing the Pathways program, Nelson had developed a gaming platform for independent developers called Indiscover. The platform allowed independent developers to show and test their product while earning a percentage per usage. More recently, Mack has developed a role-play gaming community that has already begun to make a profit.

2017 CHAPTER OF THE YEAR IN EDUCATION

100 Black Men of Greater Charlotte, Inc.

Wells Fargo Hands on Banking®

During 2017, **13** 100 Black Men of America, Inc. chapters participated in the Wells Fargo Hands on Banking® Program. Hands on Banking® teaches people in various stages of life about the basics of responsible money management. The program directly served a total of **141** mentees, adults, and parents. Additionally, more than 100 members of The 100 served as Hands on Banking® facilitators. This program underscores that financial well-being and proper money management are fundamental skills every person should learn at an early age. We could not make this kind of an impact without the support of our legacy partner, Wells Fargo.



2017 State Farm Dollars and \$ense & African American History Challenge

This year, **25** chapters participated in the State Farm Dollars and \$ense and African American History Challenge Competitions. Chapters from across the organization have taught financial literacy and African American history to students throughout their communities. 100 Black Men of America, Inc. initiated the African American History Challenge as an innovative, relevant, and exciting way for youth to learn about the hardships and triumphs throughout African American history. Prior to the on-site competitions held during Annual Conference, students engaged in local programs to learn facts about African American heroes whose roles and contributions shaped the growth of America. The lessons helped to correct ill-informed teachings from the past, and empower the youth with knowledge of their history, which aids in preventing future inaccurate teachings. Local chapter winners advanced to the National Competition.

2017 CHAPTER OF THE YEAR FOR LEADERSHIP IN MENTORING

100 Black Men of South Metro, Inc.

CONFERENCE HIGHLIGHTS: 2017 AWARDEES & RECOGNITION



YOUTH INNOVATION IN HEALTH & WELLNESS

Lauren Seroyer



CHAIRMAN'S CHOICE

Mitch Landrieu

Mayor of New Orleans



TRAILBLAZER IN EDUCATION

Dr. Walter M. Kimbrough



THE LIFETIME ACHIEVEMENT AWARD

Katherine Johnson

(This award was accepted by Ms. Katherine Moore, Ms. Johnson's daughter and namesake.)

WIMBERLY SERVICE AWARD

Tim Hollows

DR. JAMES T. BLACK HEALTH & WELLNESS AWARD

Charles Lathan, 100 Black Men of Grenada, Inc.

KNIGHT LEADERSHIP AWARD

Michael Victorian, 100 Black Men of Baton Rouge, Inc.

CHAIRMAN'S CHOICE AWARDS

Jesse Parker, 100 Black Men of Greater Washington, DC, Inc.



TRAILBLAZER IN MENTORING

Reverend Dr. C.T. Vivan

Al Vivian



TRAILBLAZERS IN HEALTH & WELLNESS

Dr. Hadiyah-Nicole Green



KNIGHT LEADERSHIP

Michael Victorian

100 Black Men of Baton Rouge, Inc.

CONGRATULATIONS TO THE 100's NEW 2017-2020 BOARD OF DIRECTORS

During the June 2017 Annual Conference, new members were elected to the board of directors. The officers were installed to the Board in September 2017. The board is comprised of the following:

CHAIRMAN OF THE BOARD

MR. THOMAS W. DORTCH, JR.

VICE-CHAIRMAN OF THE BOARD

MR. ALBERT E. DOTSON, JR., ESQ.

TREASURER

MR. MILTON H. JONES, JR.

SECRETARY

DR. MARK ALEXANDER

IMMEDIATE PAST CHAIRMAN

MR. CURLEY M. DOSSMAN, JR.

PRESIDENT EMERITUS

DR. WILLIAM H. HAYLING

GENERAL COUNSEL, EX OFFICIO

MR. JAMES "MAC" HUNTER, ESQ.

PRESIDENT AND CEO, EX OFFICIO

MR. BRIAN L. PAULING

DISTRICT REPRESENTATIVES

MR. CHARLES GRIGGS

Southern

MR. CURTISS JACOBS

Northeastern

MR. WILLIAM LUSTER

Midwestern

MR. MARCELLOUS "MARK" REED

Western

MR. STANLEY SAVAGE, SR.

Southeastern

MR. KOLARELE SONAIKE

International

MEMBERS-AT-LARGE

MR. ACEY BYRD

MR. BETHEW "BERT" JENNINGS

MR. MICHAEL VICTORIAN

MR. CHARLES WALKER

REV. JEWETT L. WALKER JR.

APPOINTED MEMBERS

MR. VERNON DURDEN

By-Laws & Governance Committee Chair

MR. KEVIN C. HILL, ESQ.

Partner Relations Committee Chair

MR. AARON A. JACKSON, JR.

Collegiate 100® Committee Chair

DR. JOSHUA MURFREE

Programs Committee Chair

MR. KEVIN PATTERSON

Conventions & Meetings Committee Chair

MR. AL SULLIVAN

Change & Transformation Committee Chair

MR. ROBERT B. TAPLEY

Operations Policy Committee Chair

THANK YOU, CHAIRMAN DOSSMAN!



12 is the number of years that our outgoing Chairman has devoted to selflessly serving on the national Board of Directors. During this time, Curley M. Dossman, Jr. has served in various capacities on the Board of Directors, including **5** years as Chairman of 100 Black Men of America, Inc. Mr. Dossman will continue on the Board of Directors as the Immediate Past Chairman for the next **3** years. In addition to the positions held on the national Board of Directors, Mr. Dossman served **2** years as President of 100 Black Men of Atlanta, Inc. He has been instrumental in some of the organization's most successful moments.

40% is the amount by which The 100's private funding was increased under the leadership of Chairman Dossman, as he strengthened the development of the organizational infrastructure and its fundraising initiatives. Also under his leadership as Chairman, The 100 made great strides in criminal justice reform advocacy, expanded the capacity of the Chapter network, implemented an evidence-based governance structure, and continued to raise local and national awareness for issues that affect all those touched by The 100.

On behalf of the youth and families served, Board of Directors, members, stakeholders, and staff at world headquarters, we sincerely thank Chairman Dossman for his fearless, strategic leadership and dedicated work as a community advocate.



Office of Juvenile Justice
and Delinquency Prevention

SPONSOR

The 100 Black Men of America, Inc. believes that the focal point for reforming education is high performing schools and the students they serve; particularly African American boys. Although closing the opportunity gulf seems daunting, we have worked vigorously to identify ways to uniquely address this issue.

Support of The 100's Project *SOAR* (Student Opportunities, Access and Readiness) initiative by the Department of Juvenile Justice and Delinquency Prevention has helped communities reduce truancy rates, increase high school graduation rates, develop citizenship and provide guidance through mentoring to youth in underserved communities.



**Office of Juvenile Justice
and Delinquency Prevention**

2017 FINANCIAL STEWARDSHIP

The financial statements included herein reflect 100 Black Men of America, Inc.'s operating fiscal year, ended June 30, 2017.

As we celebrate our 31st year as an incorporated organization, throughout this annual report we have highlighted the impactful outcomes achieved through The Work of the 100. The strong financial support from our corporate partners and sponsors and individual donors are critical drivers of our ability to accomplish and sustain positive outcomes.

In 2017, we continued to focus our efforts on adequately resourcing our programmatic initiatives. During the past fiscal year, National Headquarters streaming operations to help maintain low fundraising, management, and general costs as a percentage of total expenditures.

As a result, 87% of our donors' and sponsors' financial investments at the national level went directly to funding our four programmatic pillars.

During fiscal year 2017, 69% of our total chapter program expenses went to Mentoring and Leadership Development, 14% to Education, 4% to Health and Wellness, and 13% 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 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 sponsors 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 FINANCIAL POSITION AS OF JUNE 30, 2017

ASSETS	
Cash & Cash Equivalents	\$2,656,778
Investments	\$514,672
Prepaid Expenses	\$34,230
Accounts Receivable	\$937
Promises to Give	\$1,805,812
Property & Equipment	\$138,891
TOTAL ASSETS	\$5,151,320

LIABILITIES & NET ASSETS	
Accounts Payable & Accrued Liabilities	\$981,355
Total Liabilities	\$981,355
Unrestricted Net Assets	\$1,978,707
Temporarily Restricted Net Assets	\$2,191,258
Total Net Assets	\$4,169,965
TOTAL LIABILITIES & NET ASSETS	\$5,151,320

REVENUES

Government Grants	\$243,242
Private (Individual) Donors	\$96,218
Corporations & Foundations (Sponsors)	\$4,426,100
In-Kind Contributions (Sponsors)	\$581,862
Total Public Support	\$5,347,422
Chapter Membership Dues & Assessments	\$234,330
Special Events — Conferences	\$287,302
Other Income	\$61,213
Investment Income	\$11,131
Other Support	\$593,976
TOTAL REVENUE	\$5,941,398



Corporations & Foundations	74%
In-Kind Contributions (Sponsors)	10%
Special Events — Conferences	5%
Chapter Membership Dues & Assessments	4%
Government Grants	4%
Private (Individual Donors)	2%
Other Income	1%

EXPENDITURES

Mentoring & Leadership Development	\$2,671,934
Economic Empowerment	\$488,029
Health & Wellness	\$141,233
Education (Including Scholarships)	\$555,452
Total Chapter Programs	\$3,856,648
Fundraising	\$80,609
Management & General	\$511,095
Total Supporting Services	\$591,704
TOTAL EXPENDITURES	\$4,448,352



Mentoring & Leadership Development	69%
Education (Including Scholarships)	14%
Economic Empowerment	13%
Health & Wellness	4%



Mentoring & Leadership Development	60%
Education	13%
Management & General	11%
Economic Empowerment	11%
Health & Wellness	3%
Fundraising	2%

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100 BLACK MEN OF AMERICA, INC. HEADQUARTERS STAFF

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MR. NESBY INGRAM

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MS. LOIS PEART

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Security

CONNECT WITH US ON SOCIAL MEDIA

100 Black Men Of America, Inc.
November 3 at 10:26am · 🌐

Mentoring to Medicine - hosted by the 100 Black Men of Metropolitan Houston. Program pairs students of color with physicians and Mentors. #100blackmen #realmengivingrealttime <http://bit.ly/2zbrBrS>



Program pairs students of color with medical mentors
Abigail Sapp's Saturday mornings are usually reserved for basketball practice, but the opportunity to meet with professionals doing the work she aspires to do was tempting enough to draw her off the court. "I want to be a doctor to help people,"...
[WWW.HOUSTONCHRONICLE.COM](http://www.houstonchronicle.com)

100 Black Men Of America, Inc.
November 4 at 7:10am · 🌐

100 Black Men of Omaha Inspiring the next generation of leaders. #100blackmen #realmengivingrealttime <http://bit.ly/2zbrBrS>



Organizers hope Omaha teens' trip to civil rights sites will inspire them to lead
Forty high schoolers from north Omaha will visit more than 15 Southern civil rights venues, including the Lorraine Hotel in Memphis, Tennessee, where Martin Luther...
WWW.OMAHA.COM

100 Black Men @100BlackMen · Oct 4
Our #100blackmen of Omaha chapter is Mentoring the 100 Way at the Striving for Success Summit.



Summit helps start young black men on career paths
Giving the boys the tools to achieve their dreams is the focus of the annual Striving for Success: African-American Male Summit, which brought together...
omaha.com

100 Black Men @100BlackMen · Oct 20
Our Metropolitan St. Louis Chapter puts on free health screening at community Health Fair #workofthe100



Harris-Stowe hosts Community Health Day
More than 250 free health screenings for men, women and children took place on Saturday, September 23 at the annual Community Health Fair, he...
stlamerican.com



100blackmen · Follow
Hyatt Regency New Orleans

100blackmen "We're here because @goarmy shares the same mission as the 100 Black Men of America, Inc.: Preparing our youth to be the next generation of leaders. Personally, I enjoy mentoring young people and what I see here is an organization who cares about the youth and values education." - Brigadier General Ural Glanville #100blackmen #100acnola17 #GOArmy

35 likes
JUNE 9
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100blackmen · Follow

100blackmen Once again, 100 Black Men of Greater Lafayette, Inc. partners with @coxcommunications in executing Kuts for Kids, a program that provides free haircuts and school supplies to #youth. Students return to school with a great look AND a great attitude! #backtoschool

50 likes
SEPTEMBER 2, 2018
Add a comment...

WAYS TO SUPPORT *THE 100*

BENEFACTOR'S PROGRAM

Monthly Giving Made Easy - By joining the 100 Benefactor Program you can support The 100 through monthly or quarterly contributions. 100 Benefactor donations can be automatically withdrawn from checking or credit card accounts. This is a simple and cost-effective way to contribute because it reduces administrative costs, allowing more of your dollars to go directly to 100 programmatic initiatives.

FRIEND'S OF THE 100

Your annual membership contribution to Friends of The 100 supports The 100's operating budget. A distinctive benefit of membership is having access to news about the 100 Black Men of America's programs, resources, events, and services.

100 PARTNER'S CIRCLE

The 100 Partner's Circle was established to recognize individuals who have remembered 100 Black Men of America, Inc. in their wills or through other types of planned giving. This type of critical support for the organization work will help ensure The 100's future. If you would like to make such a donation, please contact us by phone at 404-688-5100.

STOCK GIFTS

If you have held a security for longer than a year, your gift qualifies as a charitable deduction. Contributing stock is one of the few ways a donor can avoid the significant bite of capital gains tax. The process is easy; whether done electronically or through the mail. If you would like to make such a donation, please contact us by phone at 404-688-5100.

MATCHING GIFTS

Matching gift programs are an excellent way to increase the value of your individual donation, at no cost to you! Often, employers will match employee donations to charitable organizations on a one-to-one (or more) basis. Check with your employer to see if your workplace has a matching gift program in place. If so, be sure to send in any necessary forms to 100 Black Men of America when making a donation and we will contact your workplace to obtain the matching gift. If you have any questions about matching gift programs and how to include The 100 in your company's list of beneficiary agencies, please contact us by phone at 404-688-5100.

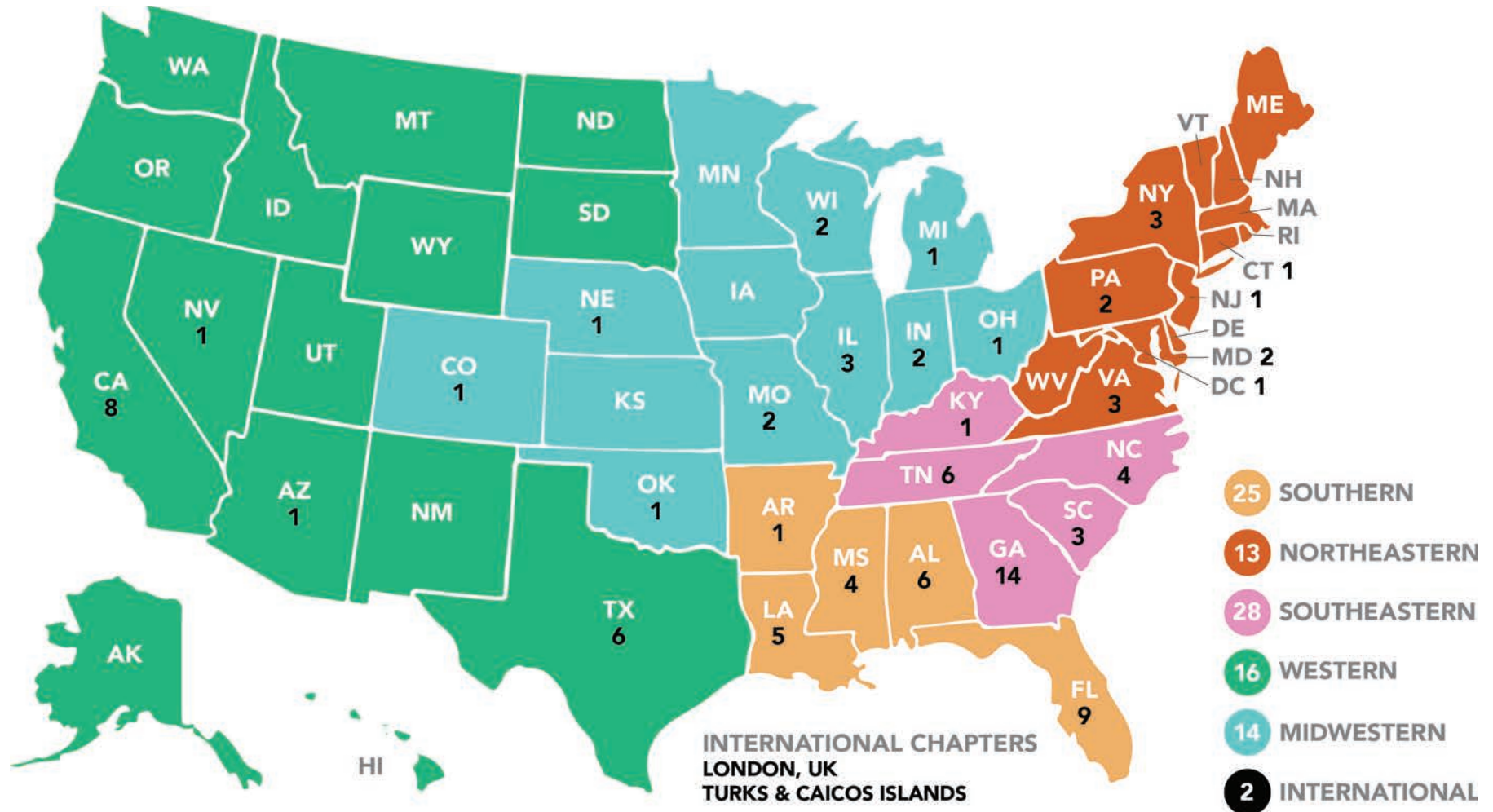
100 WINE CLUB

Whether you enjoy great wines, giving wines as a gift or you're seeking wines for your event or party, we have a club selection to fulfill your particular needs. Your club participation, most importantly, supports 100 Black Men of America's commitment to enhancing educational and economic opportunities for all African Americans, youth in particular. A portion of the proceeds from each bottle sold is pledged to support the mission of the organization.

- We provide only the best quality wines.
- We care about our communities.
- Fast and professional service.
- Great value.

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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, support, volunteers, and partners.

We extended 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.

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100 Black Men of America, Inc.
World Headquarters
141 Auburn Avenue NE
Atlanta, GA 30303

404-688-5100

info@100bmoa.org

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100 Black Men of America, Inc. relies on the support of individuals, volunteers, private foundations and corporations to carry out its mission. Your contribution will make a difference in helping 100 Black Men of America, Inc. empower children and build stronger communities.