



MENTORING • EDUCATION • ENRICHMENT • EMPOWERMENT



IMPACT REPORT 2022





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LETTER FROM THE CHAIRMAN

The theme of our work over the past year is *"Preparing for the future, while impacting the present."* In 2022, we had a dual thrust: strengthen our operational foundation to support future growth and amplify our impact on students and families with new programs and member engagement.

We successfully executed six priorities of our strategic plan: provide a mentor for every student in Project Success; improve frequency and content of our communications with our stakeholders and members; revised our member intake and engagement process resulting in immediate engagement and higher retention of new members; modified our fundraising strategy to focus on individual donors and less on events; redefined and expanded Project Success to include adoption of Douglas High School's 9th Grade Leadership Academy and, track and report metrics that clearly demonstrate the impact of our programs to stakeholders and partners.

We improved our financial policies and procedures, updated our bylaws, and implemented a new governance model. The results of our internal focus better enables our ability to communicate measurable programmatic impacts as positive indicators of our work over the past year.

Our mission has been the same since 1986. Yet, *"How we execute that mission continues to change and evolve, as it should, so that we are being relevant and meeting our mentees and their parents where they are today."* Our Anti-violence program which continues to expand in popularity with our students and funders and the Fatherhood Initiative are two examples.

The continued growth of our membership is another testament to our relevance. We have active members from age 80 to 30, spanning five generations. Our intergenerational model of mentoring is a tremendous asset to our students and our organization. We truly **mentor across a lifetime.**

The 100 Black Men of Atlanta *is well positioned to continue to deliver on our mission of positively impacting our students and families and the community, now and in the future.*



A handwritten signature in black ink that reads "Keith I. Millner". The signature is fluid and cursive.

Keith I. Millner

Chairman of the Board, 100 Black Men of Atlanta

LETTER FROM THE EXECUTIVE DIRECTOR & CHIEF OPERATING OFFICER

Greetings to All:

In reflecting on the advancements we've made as an organization, I am humbled. We have triumphed over some major organizational challenges. We not only recovered from the COVID pandemic, but also initiated major restructuring to stabilize our organization. Collectively, we agreed that an unstable organization can't meet the needs of students, parents or community. It also means that we inadvertently diminished our value to funders. I selected 'Resiliency' as the theme for 2022.

We've doubled our efforts to provide quality programming and services to children and families. We've invested heavily in our Project Success programs and our scholarships. We adopted a new school--the Frederick Douglass Freshman Academy. We've expanded our programming to service West Atlanta. We doubled our efforts towards becoming a social, economic mobility, and empowerment organization for the families and children of Atlanta.

I feel most accomplished about the successful implementation of our intergenerational financial literacy workshops and Fatherhood Initiative. It is within the intergenerational workshops that we assess transformation. Our core tenet is strengthening generational patterns of financial literacy. We measure and see nuanced changes that can impact our families trajectories. Our Fatherhood Initiative was a major accomplishment because it was the first state and government contract that our organization ever received. We are servicing single fathers and helping them become better fathers and men for their children. Looking back, Yes, Resiliency, is the appropriate theme for 2022. It is this resiliency that places us on the pathways for 21st century success.

"We've expanded our programming to West Atlanta. We are doubling our efforts to be a social, economic mobility, and empowerment organization for the families and children of Atlanta."

With highest regards,



A handwritten signature in black ink that reads "Louis Negrón, Sr." in a cursive style.

Louis Negrón, Sr.
Executive Director & Chief Operating Officer, 100 Black Men of Atlanta



OUR MISSION

The mission of the 100 Black Men of Atlanta, Inc. is to improve quality of life by supporting and enhancing educational and economic opportunities particularly for African-American youth in the Atlanta community.

OUR VISION

100 Black Men of Atlanta, Inc. will become the city's strongest, most self-reliant African-American volunteer organization focused on education, enrichment and empowerment.

FOUR FOR THE FUTURE

The 100 Black Men of Atlanta programs follow the Four for the Future pillars of mentoring, education, health and wellness and economic empowerment to ignite leadership within mentors, mentees, and community leaders worldwide.



Scan the QR code to learn more about Project Success



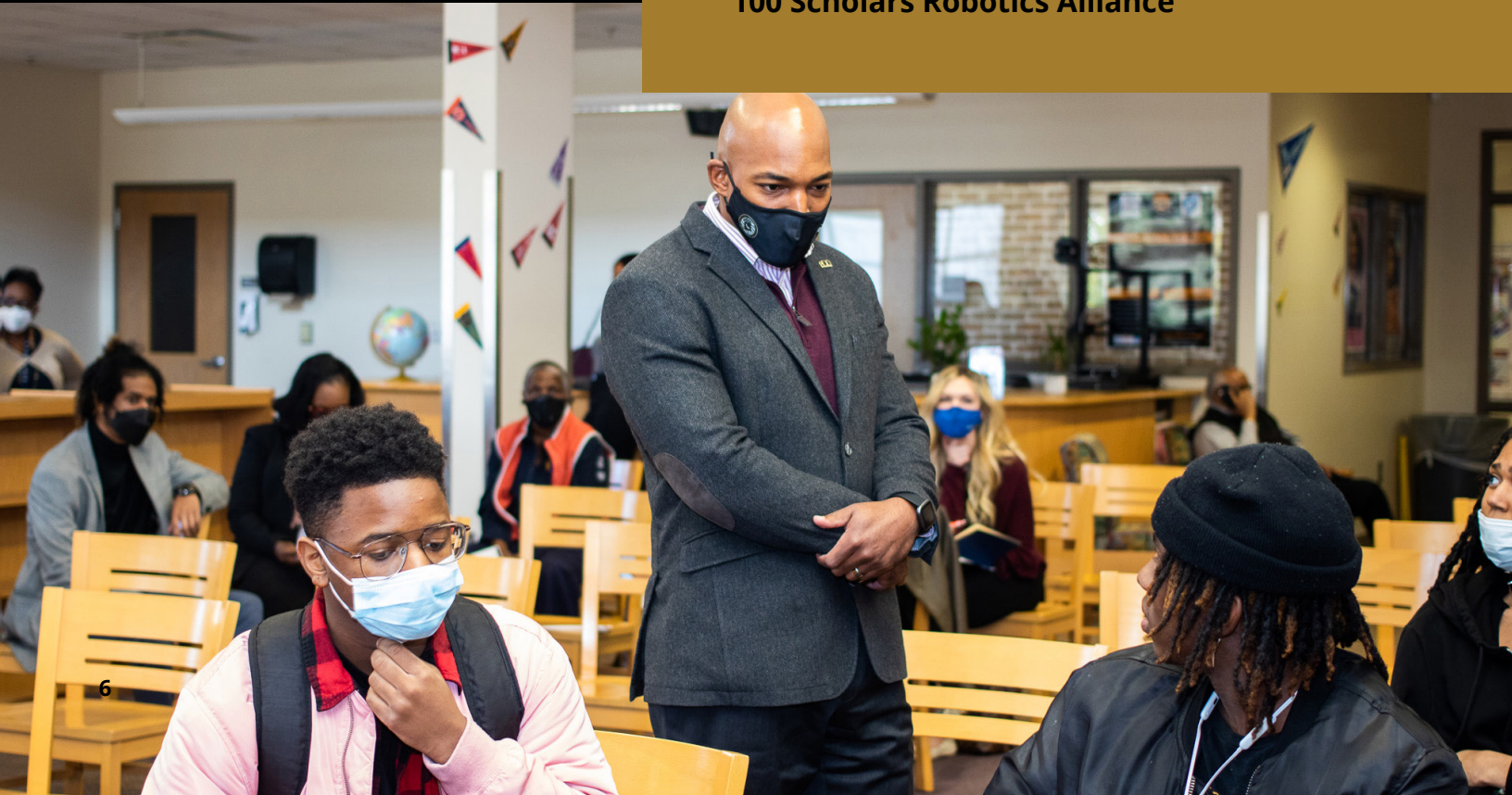
There are approximately 515 scholars in our Middle School. This year they have all been impacted by the 100 Black Men of Atlanta

“There are approximately 515 scholars in our Middle School. This year they have all been impacted by the 100 Black Men of Atlanta, the 100 Scholars Robotic Alliance, and Georgia Power. As we continue to strengthen our school’s curriculum, having these entities as partners all but guarantees scholars are exposed to careers in STEM.”

Former 100 Black Men of Atlanta Student

“I remember when I walked into your office two years ago in search of a coding class for my daughter, I told you that I am just a homeschooled mom and definitely ill-equipped to coach a robotics team. Mr. Bart encouraged me and gave me a Johnson STEM Activity Center tour. I was in awe, inspired and motivated and as well as intimidated. Being an adoptive parent, I was touched by Dr. Johnson’s mission to educate and expose underserved children in underserved communities. [I want] the opportunity presented to me for my children and our team at Epic Homeschool Academy, and [also] for the underserved community in the West End where we live.”

Parent of a student enrolled in the 100 Scholars Robotics Alliance



OUR IMPACT

THE GOALS FOR PROJECT SUCCESS STUDENTS:

1. Provide academic support geared towards preparing students for college and future careers in technology, business, law, and finance,
2. Leverage the career experiences of the 100 Black Men of Atlanta members, and
3. Increase high school students' mathematics, reading, and writing proficiency and expose students to a variety of study skills to support current and future learning goals.

Program leaders measure Project Success each year on students' perceptions of their mentoring experiences and what they would like to see more of in the program. Ninety-six percent of students reported enjoying the collegiate mentoring experience.

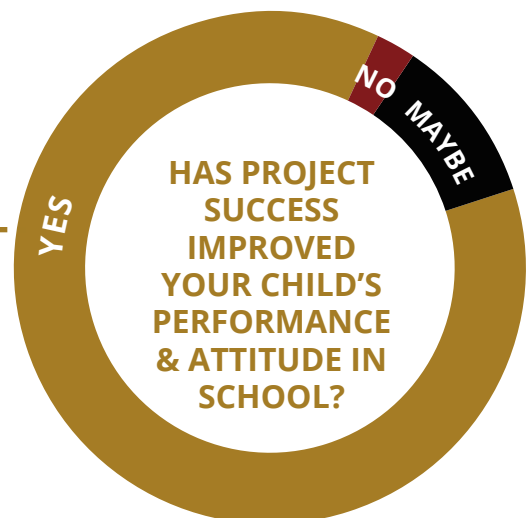
WHAT STUDENTS SAID THEY WOULD LIKE TO SEE MORE OF:

"The mentoring and networking the program provides." •
"Support received from everyone involved with 100 Black Men." • "Everything" •
"I enjoyed the atmosphere and the lessons we learned. It never felt like school, and the people surrounding me were amazing. Always a bright Saturday." • "The feeling of community and family." •
"Classes and curriculum."



96% of students said they enjoyed Collegiate mentoring time

87% of parents said Project Success is improving their child's overall academic performance and attitude towards school



SUMMER OF INVENTION & INNOVATION



“Mr. Bart’s weekly coaching sessions prepared me to coach our team of mostly girls with no experience coding. We attended a Braves game and interface with their digital mascot. Most had never been to Truist Park.”



175 scholars enrolled in the Summer Program hosted by **100 Scholars Robotics Alliance.**



Over 3500 student hours of instruction were delivered over the course of the 2022 summer program.

Since 1987, 100 Black Men of Atlanta has worked in partnership with Atlanta Public Schools (APS) and provides intensive academic after-school and weekend enrichment programs. The 100 BMA programs are designed to prepare Atlanta Public School students to successfully graduate from high school and enter and complete post-secondary educational pursuits. Students participate in a Saturday program throughout the school year and actively engage in academic, leadership, and community service activities, as well as other opportunities geared toward helping them succeed in their future endeavors.

OUR PROGRAMS

100 SCHOLARS ROBOTICS ALLIANCE

A featured program at the 100 Black Men of Atlanta is the 100 Scholars Robotics Alliance. The 100 Black Men of Atlanta collaborates with Millennium Training Systems, Johnson STEM Activity Center, and FIRST Lego League® (FLL) to create the 100 Scholars Robotics Alliance (SRA). This groundbreaking after-school and summer program provides students with hands-on opportunities to plan, build, test, and modify robots and compete in the FIRST® team based on age and experience. During the 2022-2023 school year, 11 100 SRA teams were formed to participate in FLL activities. Two teams participated in the FIRST Tech Challenge in The Marist FTC League, and two participated in the FIRST Robotics Competition.

2022 HIGHLIGHT

Graduating
with honors

A highlight of the 100 SRA was the graduation of three high school students in 2023. These students graduated from high school with Honors. They were awarded admission into STEM programs at Morehouse College, Kennesaw State University, and Tuskegee University.





PROJECT SUCCESS



SCAN ME
Scan the QR code to learn more about Four for the Future

Project Success parents are asked to provide feedback on how Project Success is improving their child's overall academic performance and attitude toward school. Approximately 87% of parents responded yes. Some parents, 10%, perceived that the program 'somewhat' improved their child's overall academic performance and attitude toward school. However, when parents were asked whether they would recommend Project Success to other parents, almost 95% responded 'yes' to recommend the program to other parents.

SYMBOLS OF SUCCESS

- Approximately 151 students participated in Talk Up Tuesdays at Washington High School.
- The Emerging 100 volunteered 466 hrs.
- The Collegiate 100 volunteered 1800 hrs.
- Average ACT Scores: 23



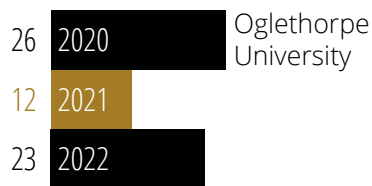
GRADUATION RATES

- 100%** High school graduation rate for retained students*.
- 95%** Post-secondary institution attendance, and 5% - enlisted in the military.
- 100%** Of students applied to at least four colleges/universities.
- 80%** Of students applied to at least four colleges/universities.
- 80%** Are HOPE Scholarship eligible.

*students participating in the program

COLLEGIATE 100 OF ATLANTA

NUMBER OF COLLEGE STUDENTS IN THE COLLEGIATE 100 OF ATLANTA



PARTNERING COLLEGES

ATLANTA METROPOLITAN COLLEGE • AGNES SCOTT COLLEGE • CLARK ATLANTA UNIVERSITY • GEORGIA INSTITUTE OF TECHNOLOGY • GEORGIA STATE UNIVERSITY • KENNESAW STATE UNIVERSITY • MOREHOUSE COLLEGE • MORRIS BROWN COLLEGE • OGLETHORPE UNIVERSITY • SPELMAN COLLEGE • UNIVERSITY OF GEORGIA

COLLEGIATE 100

Collegiate 100 of Atlanta was the original formation of the 100 Black Men of Atlanta, mentoring and professional development activities with Atlanta Metro college students. In 2020, the 100 Black Men of Atlanta established a formal presence at three metro Atlanta colleges: Morehouse College, Spelman College, Georgia State University, and Oglethorpe University.

CAREER PIPELINE PROGRAM

The mission of the Collegiate 100 of Atlanta Career Pipeline Program is to assist college students in developing their unique gifts and talents into marketable attributes to launch them into successful careers. Our comprehensive curriculum equips the next generation of global leaders with the necessary skills to find and sustain a career and advance in their chosen profession.

THE EMERGING 100

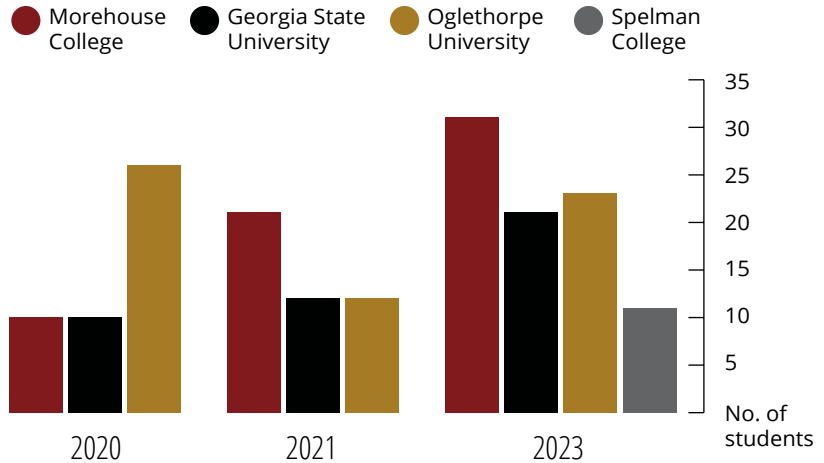
Founded in 2010, the Emerging 100 of Atlanta serves as the official young professional auxiliary of the 100 Black Men of Atlanta, Inc. Atlanta is the flagship chapter of the Emerging 100 within the 100 Black Men of America system. Composed of 115 high-achieving young men aged 25-35, representing various professions, the Emerging 100 is dedicated to youth's academic and vocational success at B.E.S.T. Academy High School and metro Atlanta chapters of the Collegiate 100. The Emerging 100 awarded \$370,000 in scholarships to 44 students who were either graduating seniors from Atlanta Public Schools or who were Collegiate 100 graduates. In 2022, in addition to hosting quarterly community service and programming initiatives, members provided mentoring and professional development services to nearly 300 high school and college students.



2022 STUDENT HIGHLIGHTS



COLLEGIATE 100 UNIVERSITIES ATTENDED



THE EMERGING 100

Founded in 2010, the Emerging 100 of Atlanta serves as the official young professional auxiliary of the 100 Black Men of Atlanta, Inc. Atlanta is the flagship chapter of the Emerging 100 within the 100 Black Men of America system. Composed of 115 high-achieving young men aged 25-35, representing various professions, the Emerging 100 is dedicated to youth's academic and vocational success at B.E.S.T. Academy High School and metro-Atlanta chapters of the Collegiate 100. The Emerging 100 awarded \$370,000 in scholarships to 44 students who were either graduating seniors from Atlanta Public Schools or who were Collegiate 100 graduates. In 2021, in addition to hosting quarterly community service and programming initiatives, members provided mentoring and professional development services to nearly 300 high school and college students.



“
...I love that my child gets reinforcements for schools and the life lessons and skills they gain from their instructors/mentors...”

100 BLACK MEN OF ATLANTA THROUGH THE EYES OF A PARENT

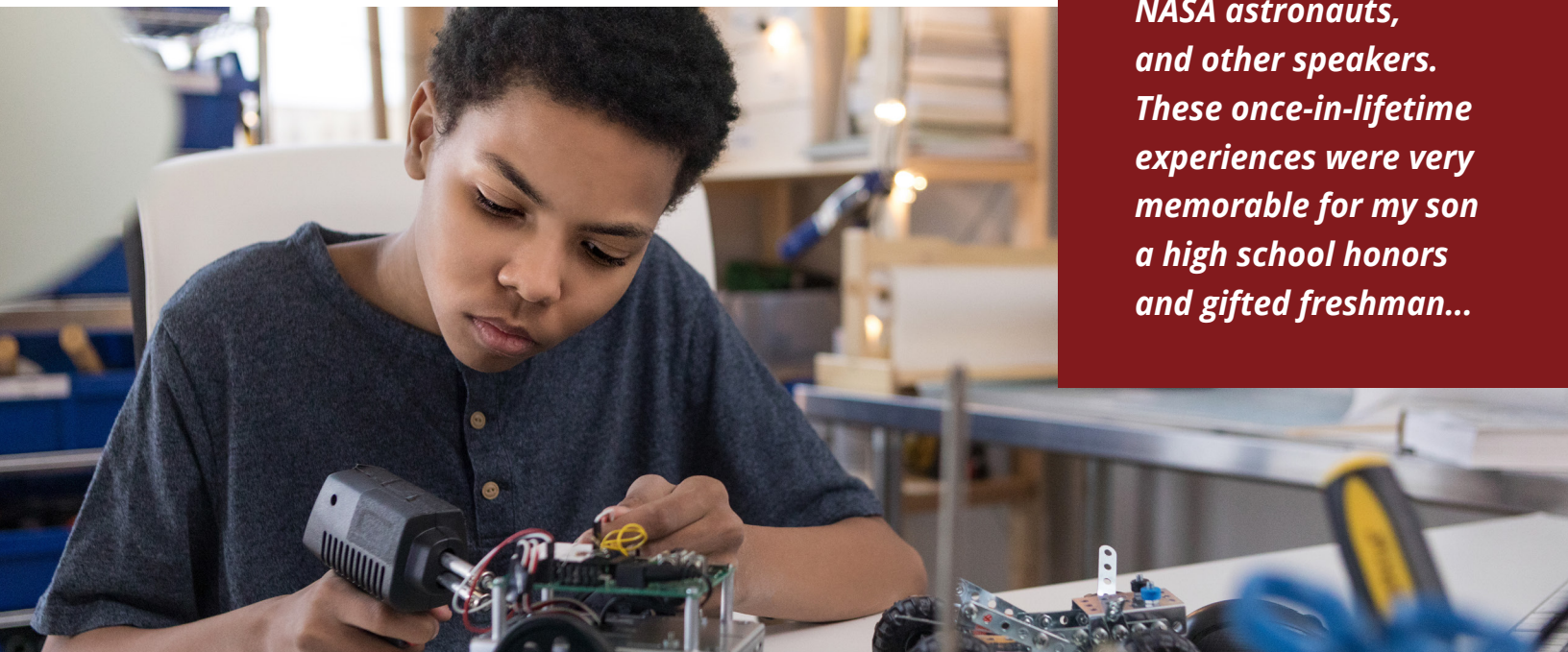
This is a letter to share my experiences with the Lonnie Johnson STEM Center Summer of Invention & Innovation summer STEM camp sponsored by Georgia Power and the 100 Black Scholars of Atlanta Alliance. These companies should be recognized for the community support of time, resources, and financial support towards programs such as this to assist in bringing STEM development programs to the urban communities. First, I am a proud parent of a vibrant and energetic fourteen-year-old. In addition, I am a middle school educator in science. I must express my extreme satisfaction with my son's summer camp experience. The camp was well organized with an exuberate curriculum that included robotics, Virtual Reality, coding, and other STEM-related activities. They had impactful guest visitors, including inventor Mr. Lonnie Johnson, NASA astronauts, and other speakers. These once-in-lifetime experiences were very memorable for my son, a high school honors and gifted freshman attending Landmark Christian School in Fairburn, GA, who desires to be an architect. He was so inspired that he sat on the building and created his model RC plane. This camp experience was quite rewarding, such that I kept my son in the Innovation STEM camp for the entire summer instead of letting him experience a similar camp at Georgia Tech. My son was also quite pleased because he chose not to join me in tennis camp for part of the summer as planned. He shared that he wanted to assist the team and see his project through. What a sensational compliment for such a great experience. Finally, Coach Bart and all the volunteers, coaches, and camp counselors were phenomenal throughout the entire experience, with in-depth information and guidance. This camp, Coach Bart, and all involved should be commended!

PS., my son wishes to continue with the robotics team experience through the fall. He has already created, designed, and planned the financing budget for his model plane, hopefully with sponsorship support going forward.

Thank you,

Anthony Cooley

They had impactful guest visitors, including inventor Mr. Lonnie Johnson, NASA astronauts, and other speakers. These once-in-lifetime experiences were very memorable for my son a high school honors and gifted freshman...

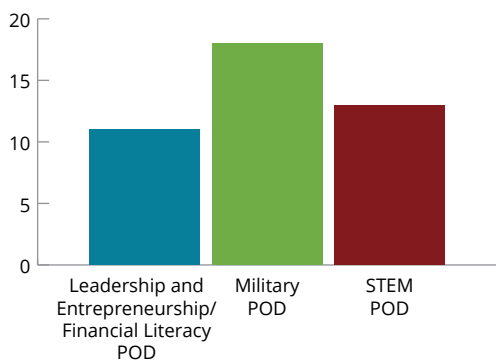


FINANCIAL LITERACY

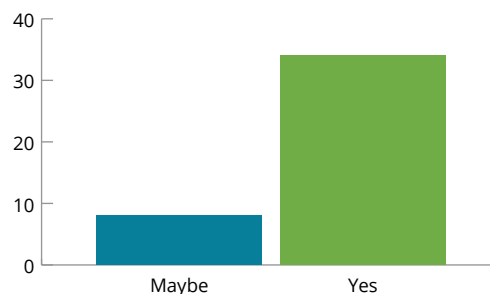
This page provides a descriptive summary of the Project Success Students' Perceptions of PODS. The sample consists of 42 participants assigned to one of the three pod groups. The responses to the questions that discuss what information participants learned from the PODS and information they wished they'd learned more of was manually coded into specific themes. The analysis report contains:

- Descriptive Summary Table of Main Variables
- A barchart that displays the themes of learned information from the PODs
- A barchart that displays the themes of information participants wanted to learn more of from the PODs

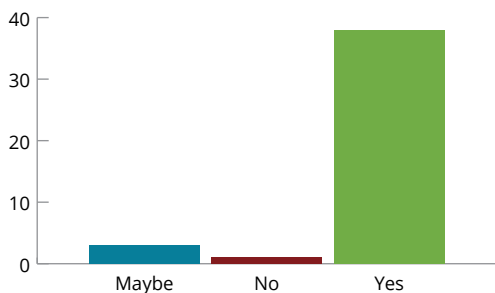
POD MEMBERSHIP



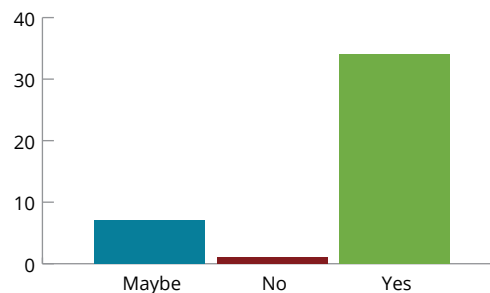
WAS THE POD ENJOYABLE?



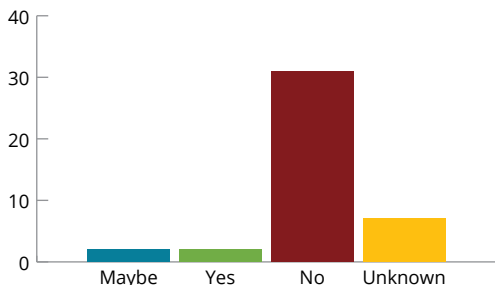
WAS THE PRESENTER INFORMATIVE?



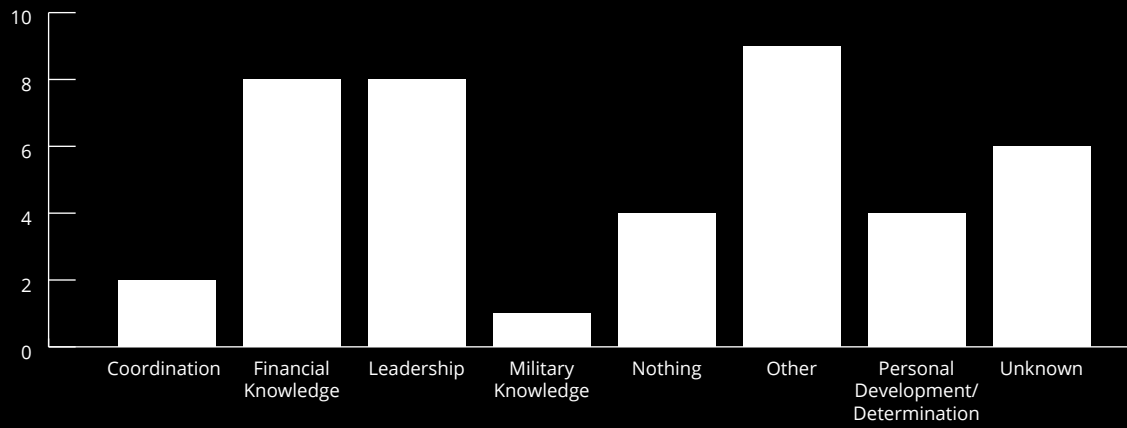
WAS THE PRESENTER FUN?



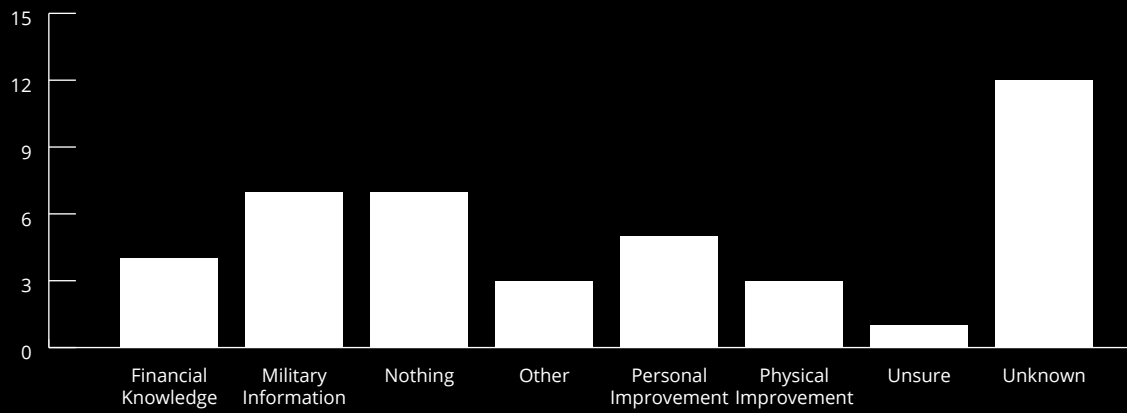
DID YOU GAIN ANY BENEFIT FROM THE SESSION?



WHAT DID YOU LEARN FROM IN THE PODS?



WHAT DID YOU LEARN MORE OF?



OUR PARTNERS AND SPONSORS

The work we do could not be done without you.



OUR DONORS & COMMUNITY PARTNERS

\$100,000 - \$299,999

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NOT BE DONE WITHOUT
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to donate to 100 Black Men
of Atlanta.



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Univeristy of Georgia - AAMI

STATEMENT OF FINANCIAL POSITION

ASSETS

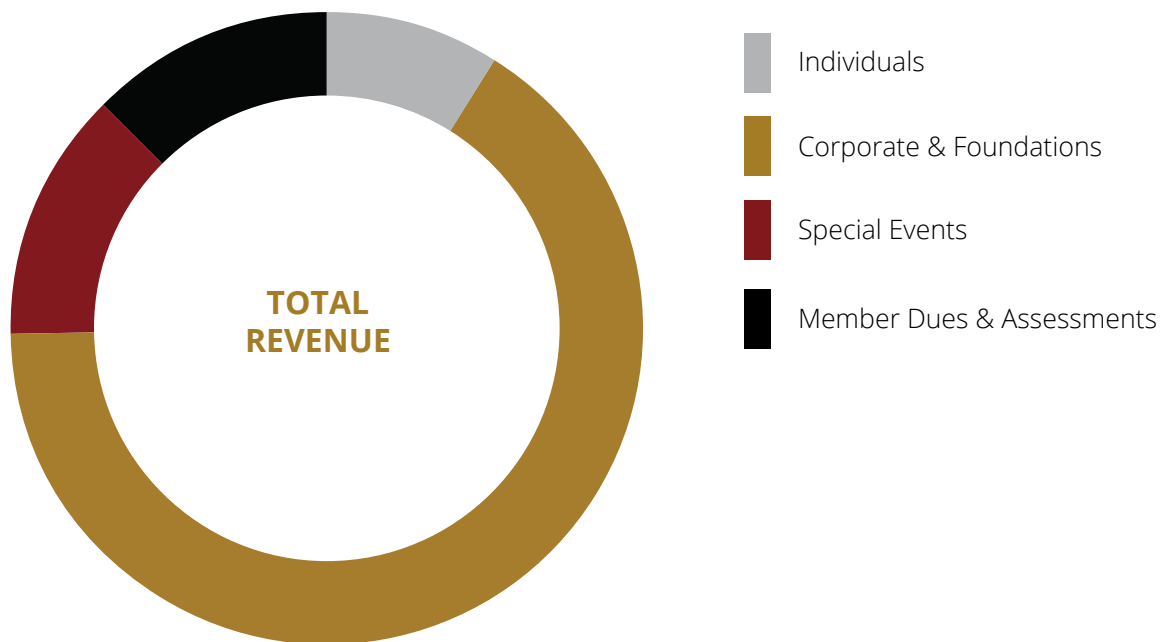
Cash & Cash Equivalents	\$565,656.79
Accounts Receivables	(\$53,985.98)
Long-Term Investments	\$697,476.91
Property & Equipment, Net	\$120,895.44
Other Net Assets	\$136,744
Total Assets	\$1,466,787.16

LIABILITIES & NET ASSETS

Total Current Liabilities	\$89,209.30
Total Long-Term Liabilities	\$461,744
Total Liabilities	\$550,953.30
Unrestricted Net Assets	\$915,833.86
Restricted Net Assets	\$0
Total Net Assets	\$915,833.86
Total Liabilities & Net Assets	\$1,466,787.16

Preliminary results, subject to further review and final audit.

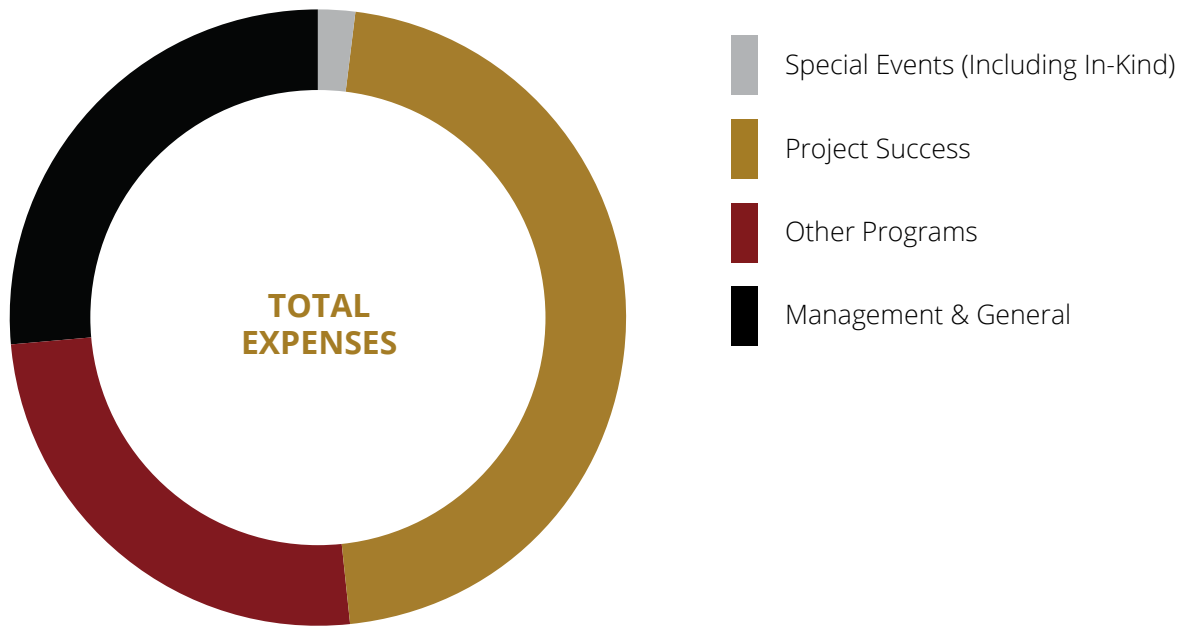
STATEMENT OF ACTIVITIES



REVENUES

		% of Total Revenue
Individuals	\$161,546.00	9%
Corporate & Foundations	\$1,184,670.16	65.8%
Special Events	\$228,942.47	12.7%
Total Public Support	\$1,575,158.63	87.5%
Member Dues & Assessments	\$224,652.41	12.5%
Total Revenue	\$1,799,811.04	

Preliminary results, subject to further review and final audit.



EXPENSES

		% of Total Expenses
Special Events (Including In-Kind)	\$43,949.97	2%
Project Success	\$1,021,152.16	46.6%
Other Programs	\$550,512.34	25.1%
Total Programmatic and Fundraising Expenses	\$1,615,614.47	73.7%
Management & General	\$577,919.71	26.3%
Total Expenses	\$2,193,534.18	

Preliminary results, subject to further review and final audit.



MENTORING • EDUCATION • ENRICHMENT • EMPOWERMENT

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101 Jackson St., NE 2nd Floor, Atlanta, GA 30312
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