



**2018 IMPACT REPORT**

MAY 17, 2019

## ABOUT US

*The 100 Black Men of the Bay Area, Inc. (“100 BMBA”) is a 501(c)(3) non-profit organization created in 1988 that is comprised of 114 professional African American men. The members of the 100 BMBA donate over 8,900 volunteer hours and \$74,000 in member dues annually. The 100 BMBA is one of 100 chapters of the [100 Black Men of America](#) national organization, which was founded in New York City in 1967. The national organization is comprised of 10,000 members that mentor over 125,000 underserved, underrepresented minority youth annually.*

## MISSION

*The mission of the 100 BMBA is to improve the quality of life within the Bay Area community and to enhance educational and economic opportunities for disadvantaged, disenfranchised and low-income youth and families. We are committed to helping those in our community make wiser health, lifestyle and economic decisions, and helping our youth create and accomplish educational goals that will lead to family-sustaining wages and long-term career and life success.*

*Our motto, “what they see is what they’ll be” refers to a “lead by example” approach that resonates with our youth who often lack the exposure or positive behavior modeling from caring and successful African American men.*

## 2018 ACCOMPLISHMENTS

### Mentoring

- *We increased our total roster of mentees served from **40** in 2017 to **325** in 2018 through a refined focus on recruitment, training, organized volunteerism and community partnerships.*
  - *Our mentoring program offers **daily** guidance sessions, **weekly** study halls, weekly Saturday sessions, **6 field trips** and **two large family events** that serve two middle schools, four high schools and one college in Oakland.*
  - *Schools served:*
    - *Colleges served:*
      - *UC Berkeley*
    - *High Schools served:*
      - *McClymonds\**
      - *Castlemont\**
      - *Oakland Tech*
      - *Bishop O'Dawd*
    - *Middle Schools served:*
      - *Frick\**
      - *West Oakland\**
- \*Title I OUSD schools*
- *Key highlights:*
    - *Out of the 325 mentees:*
      - ***100%** of 41 eligible-to-graduate mentees are expected to graduate*
        - *20 will attend a 4- year university; will 16 attend a community college*
      - *284 will be promoted to the next grade level*
      - ***0%** of mentees were retained*
    - *Facilitated summer internships for four of our college mentees, including Salesforce/Futureforce, AE3 partners and Men's Wearhouse.*
    - *Laborers Local 67 approved four apprentice spots for our HS mentees; one started an apprenticeship with IBEW Local 6 and a second was promoted up a tier with Carpenters Local 22.*
    - *Secured a six-figure software engineering job at Salesforce for one of our college mentees*
    - *Led Career exploration site visits to Cisco Systems, Salesforce, Nextdoor, Tesla, Reyes Coca-Cola Bottling, and Oakland Police Department.*

### Education

- *Awarded **\$50,500 in scholarships** to 18 young men and women from Bay Area high schools and/or colleges and returning college students.*
- *Awarded/secured **\$30,500 in scholarships** to 4 young men to attend Bishop O'Dowd college prep high school.*

- *Launched a weekly High School Tutoring Program as a complement to group mentoring; a average of 10 students per week received Math, English, Science & history tutoring*

#### Health & Wellness

- *Conducted bi-monthly Youth Movement Track & Life Skills Clinics for a total of 200 Bay Area youth throughout the year.*
- *Increased the total number of Youth Movement participants that were in the Cooper Institute' Fitnessgram Healthy Fitness Zone to 90%, up from the baseline of 25% to 35% - within 9 months.*
  - *These results demonstrate that the health and fitness of our children can be significantly improved relatively easily.*
- *Held the 16<sup>th</sup> Annual Tommie Smith Track meet at UC Berkeley's Edwards Stadium, hosting 800+ youth between ages of 5 and 17 in variety of AAU-sanctioned track and field events. **Update: Kaiser Permanente, Coca-Cola, Okta and KBLX are corporate sponsors for this year's event, June 1, 2019.***

#### Economic Empowerment

- *Three startups conducted pitch meetings to members of the 100 of the Bay to consider a member-financed \$100,000 angel/seed capital round for their ventures.*
- *Passed a board resolution to transfer a significant portion of funds into One United Bank, an African-African owner operated national bank, headquartered in Los Angeles.*

### **“YOUTH MOVEMENT” OVERVIEW**

#### Overview

*The 100 of the Bay Area established the Health and Wellness Initiative known as “Youth Movement” in 2002. The program consists of three components: (1) a school-based program to assess health and fitness of students in four Bay Area school districts, which includes baseline and benchmark fitness tests known as Fitnessgram; (2) athletic training and nutritional education through student participation in local track and field clubs; and (3) The Tommie Smith Youth Track Meet occurring in June of each year with 800+ Bay Area Youth athletes participating.*

*We are also focused on providing services to the adult population of our community by working with various organizations as a sponsor or co-organizer. These services focus on the following areas:*

- *Fitness and exercise*
- *Blood pressure monitoring*
- *Improving the food choices*
- *HIV awareness*

#### Youth Movement Background

*African Americans continue to experience a disproportionate burden of morbidity and mortality in this country. Cardiovascular disease, cancer, stroke, renal disease, respiratory conditions,*

arthritis, and depression are increasing at an alarming rate in the Black community. Much of this excess health risk is attributed to modifiable factors, such as obesity, which largely results from poor lifestyle choices and accessibility to healthy foods. In 2010, the Surgeon General reported that 74% of adults in the United States were overweight or obese. Particularly alarming is the fact that the prevalence of obesity has nearly tripled for adolescents over the last twenty years. Eleven year olds are 11 lbs. heavier today than they were in 1973. If the current trend continues, 1/3 of children born today will be diabetic. The roots of ethnic health disparities begin during early childhood. A study based on the National Health and Nutrition Survey (NHANES) found that the prevalence of overweight children ages 2 through 19, is continuing to grow especially among Blacks and Latinos. The future health of African American girls and Latinas is in particular jeopardy because their trajectory to obesity begins significantly earlier than in white girls.

The pathway to overweight/obesity is complex. However, sedentary lifestyles and poor diet are at the root of the problem. The cause and effects of these lifestyle choices are not distributed evenly among the population. African Americans face many social and structural disadvantages that lead to limited access to nutritious food, and few outlets for physical activity. Neighborhood setting also has a profound effect on physical activity levels among children. A common observation in poor communities is that fearful parents keep their children indoors to protect them from violence in the neighborhood. In these settings, sedentary behaviors are fostered through excessive television watching, playing video games, and eating unhealthy snack food. The decline/lack of structured sports programs is also blamed for contributing to the youth obesity epidemic.

School based intervention programs are one of the best strategies for preventing overweight/obesity among children. Girls in particular have an opportunity to improve their health while in school. A recent study found that an extra hour of exercise per week could significantly reduce obesity in young overweight girls. However, the level of participation in physical activity is declining largely because schools are demanding less of them. State and local school district policy requires that children receive 100 minutes of physical activity. However, overcrowded schools in poor neighborhoods lead to converting gymnasiums into classrooms, eliminating the space necessary to comply with this regulation. Furthermore, with pressure to improve math and reading test scores, many principals are opting to ignore physical education programs altogether. Ironically, research shows that exercise and movement enhances academic achievement. Additionally, physical activity relieves anxiety and stress in children.

To stem the tide of chronic disease among African Americans and Latinos, creative fitness programs in our communities are desperately needed. The success of such programs depends on collaboration between parents, teachers, community organizations, businesses, foundations, and government agencies. Youth Movement is a Bay Area wide initiative that harnesses the talent and resources of a variety of community organizations and local agencies to promote youth health and fitness. The 100 Black Men of the Bay Area developed this innovative program in 2003. The mission of Youth Movement is to improve the overall health and well-being of marginalized children through structured physical fitness training, wholesome food choices, character development, and mentoring. Through these activities, Youth Movement helps students improve their health, develop long-term goals, and overcome obstacles to lifetime success and achievement. Youth Movement builds confidence, resiliency skills, and reinforces the values of commitment and hard work, upon which youth can draw for achievement in academics and other areas throughout their lives.

*Through the Youth Movement program, we continue to:*

- *Develop a model low-cost, community driven-school based fitness program for at-risk youth,*
- *Develop healthy eating habits among children in low-income communities.*
- *Establish youth athletic clubs in low-income communities,*
- *Revitalize Bay Area after-school and weekend youth fitness/athletic programs.*
- *Provide mentoring to enhance character development, and*
- *Increase academic success.*

*Youth Movement is an after school and weekend program that features athletic training and the formation of track & field clubs. Track & field training is held year round, and leads to Bay Area wide competition with other schools and track clubs during late winter and early spring. Approximately 750 young people are participating in the Youth Movement health/fitness program this year.*

### *Nutrition*

*Well-balanced nutritious food choices, along with regular physical activity are crucial elements for the health and wellness of all people. We conduct school-based workshops. The aim of these sessions is to teach parents about:*

- *Identifying and purchasing healthy ingredients for cooking,*
- *Healthy cooking techniques, and*
- *Planning/preparing healthy and culturally appealing meals.*

*The Youth Movement program works in conjunction with the Alameda County Public Health Department's Nutrition Services and a host of community based organizations. The nutrition component of Youth Movement aims to educate African Americans and Latinxs about healthy food choices. For example, a lot of attention has been devoted to educating community participants about the importance of reading food labels, and to eliminate packaged foods that contain trans fats (hydrogenated and partially hydrogenated oils) from their family's diets. Nutrition workshops are generally held at participating schools, and nutrition education messages are routinely delivered during athletic training.*

### *Urban Farms*

*The purpose of the Urban Farms program is to present environmental curriculum as it pertains to gardening and healthy lifestyle choices. Students study the origin of food, learn about garden sustainability and seasonal planning in an urban setting. Students have the opportunity to prep, plan, plant, maintain and harvest vegetables and fruits that they can bring home to their families, and serve to fellow students in the after-school program.*

*Juicing for health is a topic of one of the nutrition lifestyle workshops during our Saturday Youth Movement clinics. We have invested in industrial strength juicers to extract the nutrients from vegetables and fruits for our participant's consumption. Through this workshop, we teach our children about the aggregate nutrient density index (ANDI), a measure of the amount of nutrients in food. The most nutrient dense vegetables are the green leafy variety such as collard greens.*

*These were the types of vegetables that we want the youth to consume more of. However, the nutritionists that partner with us predicted that the children in our program would only drink sweet juices such as apple, or apple carrot juice. They felt that we could not get them to drink celery juice, much less kale juice. Several of our volunteer coaches are world-class athletes, and one member of our Chapter is a nine-year NFL veteran. When these coaches explained the nutritional value of the wide variety of fruits and vegetables that we introduced to the participants, and then drank the juices, much to the amazement of the nutrition experts, our youth (especially the boys) happily followed suit. This anecdote exemplifies one of the slogans of the 100 Black Men, What they see, is what they'll be.*

### Evaluation

*State of California data finds that children in low-income Bay Area (Oakland, Richmond, Berkeley and San Francisco) public elementary schools continue to have significantly poorer health indicators, i.e., aerobic capacity, body composition, etc. than their counterparts in affluent communities. Youth Movement has proven that structured community-based running programs are a cost effective way of eliminating these early health disparities. Youth Movement is clearly improving the health and well-being of at-risk children in the communities that we serve. Aside from an abundance of anecdotal evidence from teachers, parents and school administrators that laud the program's impact on child health, we continue to demonstrate the ability to improve the aerobic capacity (our primary outcome) of youth in our program. A young person's aerobic capacity is estimated by measuring the time it takes them to run/walk a one-mile course, as outlined in the Cooper Institute's, Fitnessgram. During our Saturday Clinic baseline assessments every year in the fall and winter, we measure the aerobic capacity of 200 youth and found that in the baseline assessments of children new to the Youth Movement program typically find that only 25% to 35% of them are in the Fitnessgram's Healthy Fitness Zone). When we conducted follow-up aerobic capacity assessments (conducted approximately 4 months following baseline assessment) we found that over 90% of Youth Movement participants were in the Healthy Fitness Zone for aerobic capacity. These results demonstrate that the health and fitness of our children can be significantly improved relatively easily.*

### The Tommie Smith Youth Track Meet

*The Youth Movement program culminates with the Tommie Smith Youth Track Meet (TSYTM) held during the spring of each year. We are indebted to our program champion, Olympic Gold Medalist and social icon, Tommie Smith, who has opened many doors for us. He has graciously let us use his name for our annual signature athletic event. His participation in Youth Movement has brought public awareness to the program. He has helped recruit world-class athletes to train our volunteer coaches and athletes. He has solicited clothing, shoes and equipment for Youth Movement athletes from various companies, and he has personally conducted fitness/athletic-training clinics at various Bay Area schools. The TSYTM is not just a youth track meet; it is a celebration of the hard work of our youth and volunteer coaches. This year's event attracted over 1,000 youth, and the 100 Black Men of the Bay Area served over 3,000 meals to the athletes and volunteers free of charge. Edwards Stadium at the University of California, Berkeley has been the home of the TSYTM for the past 11 years. The young participants of our program are thrilled to compete at stately Edwards Stadium. We are grateful to the University of California for helping us inspire some of the Bay Area's most marginalized children. We hope that we can continue this*



partnership for the foreseeable future. The following YouTube link shows highlights of the performances of some of our youngest athletes at a past Tommie Smith Youth Track Meet: <http://youtu.be/gYnapWS4omU>.

In addition to our year-round Youth Movement Program, the 100 Black Men incorporates principles of health and wellness into our group mentoring sessions and our many one-time community events.

## DEMOGRAPHICS SERVED

### Overview

Our “bullseye” target population for the mentoring program expansion is African American male students between the grades 7 and 12, and the ages of 12-18. Through corporate grant support we plan to expand the number of students served from 325 to a minimum of 350. 85% of our students are African American males; 15% are Hispanic, and 100% speak English. 100% of the schools served are Title I schools.

### Breakdown

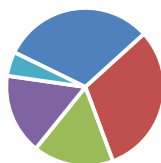
#### School Type



■ Middle School ■ High School

Middle School: 265  
High School: 138  
College: 22

#### Age

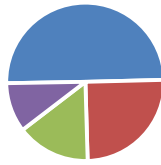


■ 11-12 ■ 13-14 ■ 15-16 ■ 17-18 ■ 18-23

11-12: 132  
13-14: 132  
15-16: 70  
17-18: 70  
18-23: 21



## Socioeconomic



Working Poor: 212  
Poverty: 106  
Working Class: 64  
Middle Class: 43



### Schools served (Planned 2019-2020)

- **Colleges:**
  - UC Berkeley (recruit additional students)
- **High Schools:**
  - McClymonds (recruit additional students)
  - Castlemont (recruit additional students)
  - Oakland Tech (recruit additional students)
  - Bishop O'Dawd
- **Middle Schools:**
  - Frick (recruit additional students)
  - West Oakland (recruit additional students)
  - Elmhurst (recruit new students)
  - Westlake (recruit new students)
  - Roots (just closed so they will most likely go to Frick)

## 2020 PLANNING

### Overview

*Our 2018 grants enabled us to expand our mentoring program from 40 to 325 students. In 2019-2020, we are seeking to expand our program to 425 students, leveraging our momentum and executional expertise. Our mentoring program is highly structured and focuses on fostering trusting relationship between successful African American men and the youth in the community. Our motto, “what they see is what they’ll be” resonates with our youth who often lack the exposure or positive behavior modeling from successful African America men. Every aspect of our lifestyle and behavior – the way we talk, the way we dress, the way we love our families, the way we care about our friends, the way we deal with conflicts, the way we treat the women in our lives, the way we compete, the way we manage our career, our continual search for knowledge and education, the way we worship – is carefully crafted and explained to our young men.*

### Expected Outcomes

*Our Qualitative Objectives include educational success, healthy living, good citizenship, a commitment to volunteerism and an advancement of life skills such as personal hygiene, verbal and written communication, sexual education, basic financial planning, respect for diversity and women’s rights (“equity”), the ability to resolve conflicts, how to deal with law enforcement and an understanding of decorum and a good attitude. More specifically, through our efforts, we expect our youth to understand the path to attend college; develop study skills and a thirst for knowledge; have the ability to navigate school and build relationships with teachers; gain exposure to careers and job opportunities; understand financial literacy such as budgeting, saving, credit, and investments; have the knowledge and desire to make healthy eating decisions; and have commitment to exercising.*

*Our Quantitative Goals are as follows:*

- 1. Increase number of mentee students served by +30.8%, to 425 total students, up from 325.*
- 2. Add two middle schools to setup a daily on-campus presence: Elmhurst Community Prep and Westlake*
- 3. Maintain at a minimum 95% graduation rate for eligible seniors.*
- 4. Maintain a minimum 95% promote to the next grade rate for all students.*
- 5. Maintain the current Step Field Trip incentive policy per grading period:*
  - a. 2.5 GPA minimum*
  - b. No suspensions*
  - c. Minimum of one volunteering event*
  - d. Minimum of one Saturday session*
- 6. Increase total trained mentors by 30%.*

### Programs / Activities

*The 100 of the Bay has historically relied on the volunteerism and a personal commitment of the Members of our Chapter; we have 15 core Members serving on our Mentoring Committee, who dedicate themselves to weekly mentoring modules at the existing school sites. Additionally, we rely*

on the remaining Members of our Chapter to provide support at periodic mentoring outings and events.

Here's an outline of our 100 of the Bay mentoring program, which is done in partnership with the OK program:

#### Overview of the OK Program

The OK Program (OK) offers a four way partnership among the City of Oakland, the Chief of Police, Bishop Bob Jackson and the 100 Black Men. OK secures the support of the chief of police to designate and pay for three (3) full-time police officers (PO) to run the program. Each PO visits target schools every day and conducts 10-20 "guidance sessions" with the mentee students. This could include conflict resolution, a high five on a good deed, or simply lending an ear. Teachers submit communication forms directly to the PO (usually via text) to express an issue or to congratulate a student. POs also conduct home visits and have full authority to use the OPD resources to go find a kid when necessary.

Bishop Bob Jackson provides financial and spiritual support and is intimately involved in training sessions and group mentoring efforts.

#### Overview of the 100 of the Bay Mentoring Program Partnership

##### *Daily*

- Guidance sessions with the PO or 100 of the Bay Program Coordinator (100 PC) (a part time teacher funded by the 100 of the Bay)

##### *Weekly*

- 30 – Wednesday Study halls (Wed 1:30 pm to 3:00 pm) administered by the PO, the 100 PC and one or more 100 of the Bay mentor volunteers
- 30 - Saturday "Kic'-It" sessions (10:00 am to 2:00 pm) administered by the PO, the 100 PC and one or more 100 of the Bay mentor volunteers

##### *Each Semester*

- 3 criteria-based Step Field Trips each semester (6 total) administered by the PO, the 100 PC and one or more 100 of the Bay mentor volunteers (please refer to Quantitative Goals #5 to view the criteria). These field trips provide a meaningful incentive for students to stack on track throughout the school.

##### *Family Events*

- Black Mentors Luncheon – 300+ African American men and 300+ African American young men -12-18 meet up at Frick middle school every March to conduct "healthy manhood" workshops in the morning session and fellowship over a huge lunch in the afternoon session.
- Parents Dinner – 200+ parents join their sons to mingle and network and learn about the mentoring program at the end of the year in June.

### *College Tour*

- *In October of this year, 20 students will participate in an HBCU College Tour. Target campuses will include Morehouse, Clark Atlanta, Alabama State University and Tuskegee University.*

### *Mentor training sessions*

- *3 throughout the year (Sat 9:00 am to 1:00 pm) administered by the PO, the 100 PC and one or more 100 of the Bay mentor volunteers.*

### Long-term goals

*We expect that by participating in our program for 3+ years, the target population will exhibit the following characteristics:*

- *100% high school graduation rate*
- *80% 4-year college acceptance rate (with 100% completion of the FAFSA application)*
- *100% on career trajectory at graduation (e.g., college, trade school, or military)*
- *100% of students with community involvement and reinvestment*
- *100% of students will have created a resume, opened a savings account, and developed a thorough plan for college/ career success*

### Measurement

*The 100 of the Bay evaluates its mentees on a quality of participation basis. Our requirements are simple and two-fold: (i) we ask our mentees to participate consistently in our activities, and (ii) we ask our mentees to engage fully in each session. We create surveys for each major section of the online curriculum to gauge the learning and understanding of each section and see their ability to implement it into their lives.*

*We measure the progress against success outcomes by establishing baseline measurement for students before they enter the program and providing a comprehensive quarterly report on key metrics: number of active student/mentees and progress reports per student/mentee. We also provide an annual report that summarizes our outcomes, including graduation rates, grade promotion rates, GPA elevation, establishment of a college/ career plan, internships and other key metrics.*

## **PARTNERSHIPS**

### OK Program

*Signed MOU of the joint venture (JV) partnerships that outlines responsibilities.  
100 BMBA provides mentoring resources and funding to the OK program  
OK Program provides facilities and overall program administration support*

Oakland Unified School District's African American Male Achievement (AAMA) program

4- year mentoring partnership with  
100 BMBA provides mentoring and funding for refreshments/ enrichment outings  
AAMA provides facilities and transportation for enrichment outings

Aspire & Achieve Tutoring Program

100 BMBA provides program structure, recruitment, and tutoring facilitation  
Aspire & Achieve (Lakeshore Ave Baptist Church) provides tutors

UC Berkeley

UC Berkeley provides facilities for Health & Wellness programs, college tours, and career exploration workshops  
100 BMBA provides sponsorship and coaching of Collegiate 100 Chapter, and joint development of career workshops

**2019-2020 GRANTS / SPONSORSHIPS**

Mentorship Program Grants

Coca-Cola Foundation \$50,000  
Aetna - \$5,000  
100 Black Men Membership Contribution - \$25,000

General 100 Black Men Bay Area Programming Financial Sponsorship (2018)

\$45,000  
World Wide Technology

\$15,000  
Salesforce/Futureforce

\$10,000+  
Wells Fargo

\$5,000 - \$9,999  
Union Bank  
Morrison Foundation  
Kaiser Permanente  
KMSG  
NextDoor.com  
Lyft  
ATU 1555  
Horizon Beverages  
Greystone Financial

\$2,000 - \$4,999

*ComCast*

*CSAA*

*AT&T*

*WalMart*

*PG&E*

*Google*

*Safeway*

*Pricewaterhouse Coopers*

*State Farm Insurance*

*CitiBank*

*California Healthcare Foundation*

*Uber*

*Jamba Juice*

*Genentech*

*Comerica Bank*

## MENTORING PROGRAM JUSTIFICATION OF NEED

*Justification of Need: Many of our African American students are consistently under-performing, under-achieving, and losing access to rigorous education. In Oakland Unified School District, where our mentoring program primarily takes place, only 57.2% of African American students graduate, 10% below the state average. Things become even more bleak when looking at college attendance, where, in 2010, only 3.4% of students were enrolled in the University of California system and, in 2014, only 4.3% of students were in the Cal State System. We can see why some of our premier schools, who used to have a large attendance of African Americans, have seen a significant decrease. At Oakland Technical High School, where our program is located, enrollment of African Americans has changed from around 70% twenty years ago to about 30% today. Many of the African American families are being priced out of Oakland, due to rising housing costs and a stagnation in wages, providing them less time to focus on the educational needs of their children, as they struggle to provide for their families. We aim to address these issues by working in partnership with the families and schools.*

*Program Description & Goals: The mentoring program for the 100 Black Men of the Bay is a structured program which brings about a trusting relationship between members of our organization and youth in the community. Our goals for our youth include educational and career awareness and success, healthy living, and ability to be financially sound. Through our help we expect them to understand the path to and attend college, developing study skills, have the ability to navigate school and build relationships with teachers, been exposed to careers and job opportunities, understand financial literacy such as budgeting, saving, credit, and investment, as well as a desire and knowledge to make healthy eating decisions, and have commitment to exercising. Some of the expectations of our students through program participation include maintaining a GPA above a 2.0 (or 2.5 to be eligible for Step Field Trips) and striving for above a 3.0, creating a resume, opening a savings account, and developing a thorough plan for attending college including milestones and checklist. All students will have achieved all of these goals by the end of the school year and upon the completion of this grant.*

*Activities: There are many activities that we have already implemented, or plan to implement, in order to provide our youth with the best experience and offer them the best chance for success. The foundation of our program has been a mentor-mentee contract that we created in partnership with our mentees, allowing them to set expectations for themselves, their fellow students, and us, as mentors, creating an environment of shared accountability. Educational success is the foundation of our program, prompting us to perform periodic grade and transcript reviews, and provide tutoring twice a week. We have also invited college recruiters and admissions officers to lead workshops on the college application process and eligibility. At every session, we do an SAT Question of the Day for early exposure, building test taking skills, and instilling confidence. We find it extremely important to prepare our students for employment by doing interview prep, having mock interviews, resume workshops, and dressing for success through a dress code and providing business attire to students who can't afford it. The health of our students and their families is also important, knowing that it will allow for their best performance, thus making it important that we provide a healthy meal, teach simple healthy meal preparation, and eating/drinking your vegetables through cooking and juicing demonstrations. It is important to us to creating engaging activities that will our young men to develop in well-rounded adults.*