



of the Bay Area, Inc.

# Annual Report

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*The mission of the 100 Black Men of the Bay Area is to improve the quality of life within the San Francisco Bay Area and beyond by advancing the Social, Economic, Health and Educational progress of African Americans.*

# Letter from the Chairman

Last year, we experienced a record demand for services, and we owe a debt of gratitude to our members, staff, donors, and sponsors for your extraordinary support. Without your support, we simply could not deliver the impact on the scale that is necessary to respond to our community.

In 2021, the 149 members of this incredible organization showed up in a big way and on behalf of all the members, I am proud of what we've been able to accomplish. Here are some of our 2021 highlights:

## Scholarships

We were able to grant \$115,900 in scholarships to 59 Bay area scholars, which represents an increase of 5% vs 2020. Since we started our scholarship program 29 years ago, we have granted over \$1.8 million to over 800 scholars, 50% women and 50% men. Our scholarship program, which consists of a comprehensive online application and scoring rubric, represents the largest African American scholarship program on this side of the Mississippi. Hundreds of qualified students apply for just a few slots.

Impressively, our scholars clocked a 3.39 GPA despite the daunting challenges of remote learning and fewer resources.

## Mentoring

Our core pillar, mentoring, reached a record 859 students this year. Through our partnership with the OK Program, we conducted over a thousand one-on-one daily guidance sessions in the classroom, and over 200 home visits. We also conducted 21 in-person group sessions and 6 field trips, and our members served over 15,000 community service hours through dedicated volunteerism, day in and day out. Despite many devastating obstacles at home and in the classroom, our mentees achieved a 2.91 GPA. Because of your generosity, we expanded our mentoring services to 3 middle schools, 14 high schools, and 22 Colleges and Universities. We also founded

the Mentoring Opportunity League ("MOL") which is an innovative mentoring program that was formed in partnership with the 49ers. The MOL delivered an incredible impact to over 300 BIPOC students, covering important topics such as Teamwork: Leading Through An Assist; Networking: The Power of Loose Connections; Organizational Savvy: The Power of Getting Things Done and Technology: Changing the Game. Impressively our inaugural MOL cohort delivered a 3.41 GPA.

## Health and Wellness

Health, Wellness and Human Services is a critical focus area for our organization. Throughout the pandemic, we have responded by providing emergency services to the most vulnerable communities, including the unhoused, because there is a severe lack of services available. In 2021, we expanded our support in the form of direct rental assistance payments, weekly meal distributions, backpack giveaways, turkey drives, violence prevention measures, and grants to small businesses. The results are impressive but are bittersweet because ideally no one should need these services. As we reflect on our efforts to make the world a better, more equitable place to live, with your partnership and generosity, we can be even more responsive to our community next year.

**"Service to others is the rent you pay for  
your room here on earth." - Muhammad Ali**  
**Thank You!**



Clarence "Chuck" Baker

## Program Overview

In today's pandemic world, as heightened consequences of ingrained racial, social, and economic disparities have continued to unfold, it is evident there is more work to be done.

The effects of COVID 19 have continued its wave upon the global world. Businesses and organizations have shuttered their doors, and global communities are struggling with joblessness, homelessness, and strain on their financial and healthcare systems. The effects seen in the Bay Area have mirrored much of the global world. During these

challenging times, the work of the 100 Black Men has remained a beacon of hope.

Through our united efforts, the 100 Black Men has upheld its mission by continuing to provide the 4 four pillars of service to our community; Mentoring, Education, Health and Wellness, and Community. In 2021 we were able to rise up when we were most needed.

### 100 BLACK MEN OF THE BAY AREA FOUR IMPACT PILLARS

#### 100 Black Men of America primary objectives



##### Mentoring

to serve as role models and mentors for our youth



##### Education

to provide scholarship assistance for our youth



##### Economic Empowerment

to promote economic development in our community



##### Health & Wellness

to promote health and wellness and non-violence

As families in the Bay Area sustained wage and job loss, 100 Black Men of the Bay Area provided rent relief to keep families in their homes and over 10,000 meals to keep food on the table. Our work in schools has been just as impactful. We found continued success across our mentoring programs while providing scholarships and much needed school supplies.

**\$39,000**

in rent relief

**10,000+**

meals were  
served to many  
individuals and fam-  
ilies facing food  
insecurity

**800**

turkeys  
delivered to  
families in East and  
West Oakland

**3 City**

pilot to  
train 60 high school  
students in valuable  
pre trade  
apprenticeships

**800+**

backpacks filled with  
much needed school  
supplies to students  
at Castlemont  
High School

**Daily**

mentoring to  
349 at risk African  
American students

**Financial**

literacy workshops  
to over 750 African  
American students

**\$115,900**

in scholarships to 59  
students - nearly  
50/50 male and  
female

# Mentoring Program

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The 100 Black Men's signature mentoring program is an effective, evidence-based, and strategic intervention that helps Black youth reach their full potential by becoming contributing members of society. The mentoring programs of the 100 Black Men of the Bay Area provide fundamental support for African American students from elementary through college.

Our motto, "What They See Is What They'll Be" refers to a "lead by example" approach. Our approach resonates with our youth who often lack the exposure or positive behavior modeling from caring and successful African American men.

## OK Program Overview



**The OK Program serves students ages 11 - 18 on the campuses of three high school and three middle school campuses in Oakland.**

### High Schools

Castlemont High School

Fremont High School

McClymonds High School

### Middle Schools

West Oakland Middle School

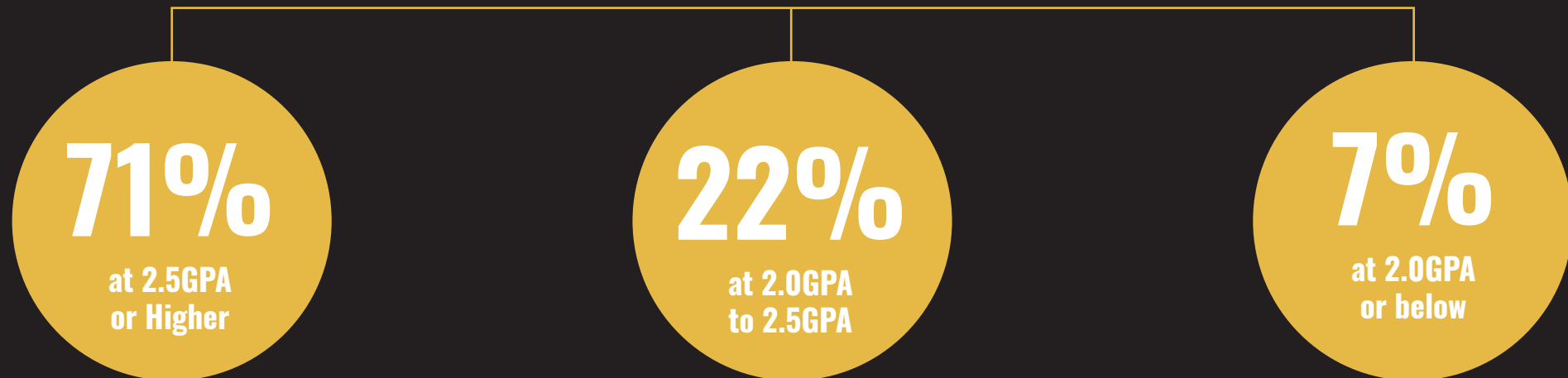
Frick Impact Academy

Elmhurst United Middle School

## Our Mentoring OK Program Data:

- » 349 Full-Time African American Male Students in the OK Program
- » 15 Saturday KIC'IT Sessions
- » Over 670 Students in Attendance at KIC'IT Sessions
- » Over 1150 Guidance Sessions Completed
- » Over 210 Home Visits Completed
- » Several Conflict Mediations Conducted and Resulted in Peaceful Outcomes
- » Over 300 Mentors (Teammates) Trained in Program; 24 New Teammates This Year

## Mentoring OK Program GPA's:





## MOL Program Overview



The goal of the Mentoring Opportunity League (MOL) is to engage our participants in educational advancement, career exploration, employment, and civic engagement through mentoring and service.

The MOL Program, a partnership with the San Francisco 49ers, provides unique opportunities for the most ambitious high school and college students. Proudly, our groundbreaking program was featured on the **Today Show**.

## **Our "Mentoring Opportunity League (MOL)" Program reached over 250 BIPOC students from 22 Colleges and Universities and 12 High Schools in or near the Bay Area:**

» 90 attended the 49ers practice

» 100 youth interviewed

» 55 youth were accepted

» 30 young men from Contra Costa College football program were supported

### **Session Topics Included:**

- Teamwork: Leading Through an Assist
- Networking: The Power of Loose Connections
- Organizational Savvy: The Power of Getting Things Done
- Servant Leadership: The Choice to Lead via Service
- Financial Literacy: Through the Lens of Social Justice
- Technology: Changing the Game

### **Mentoring Opportunity League GPA's:**

**3.4 AVERAGE GPA**  
(50% Collegiate Students, 50% High School Students)

### **MOL Mentoring Sessions:**

We have held 10 sessions in total in 2021;  
Four with the 49ers as in-person meetings,  
Four online meetings with Special Guests, plus two  
Introduction meetings including the Mentee Draft.

# ACCOMPLISHMENTS



**Head MOL Coach DeMari Walker was hired with the 49ers this NFL Season**



**Drafted 55 Students at the 2021 MOL Draft in July**



**Visited the NFL League Office in NYC & Washington DC Doug Williams Golf Tournament**



**Highlighted on NBC's Today Show**



**100% Negative COVID-19 Tests at Events (Fully Vaccinated)**



**90% of Mentees are requesting to continue in this program**



# Education - Scholarships

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Education is the key to opportunity and is embedded in the mission of our organization. Last year, we were able to grant \$115,900 in scholarships to 59 Bay area scholars. Since we started our scholarship program 29 years ago, we have granted over \$1.8 million to over 800 scholars, approximately 50% women and 50% men.

Our scholarship program, which consists of a comprehensive online application and scoring rubric, represents the largest African American scholarship program on this side of the Mississippi. Hundreds of qualified students apply for just a few slots. Impressively, our scholars clocked a 3.39 GPA despite the daunting challenges of remote learning and fewer resources.

## STUDENT HIGHLIGHTS



### Rickey Jackson

University of Chicago Booth School of Business

My name is Rickey Jackson and I am from Oakland, California. I went to Oakland Technical High School, where I was involved in African American Male Achievement and the 100 Black Men of the Bay Area. I was able to travel to different places in the US to shine my light on the work I was doing.

I was featured in a documentary by AJ+ that received critical acclaim. Also, I joined TEAM, where I received my license in sports analysis. I graduated from Oakland Tech in the class of 2016, and I recently graduated from California State University East Bay, as a business major with a focus in finance and accounting. I am an MBA student of the University of Chicago and work for First Republic Bank.

Educating myself is really important to me because, as they say, it

is something that can never be taken from you.

I spend a lot of my free time reading, and I want my physical to be as good as my mental.

I am the youngest of five kids. They all have children, so when I have time I spend it with my family and there are always good vibes. I am also the first of my family to attend and graduate from college.

I think it is very important to spend time with our youth because they are our future. I started working with the 100 Black Men of the Bay Area in my junior year of high school and have built a lasting relationship with many of the members and partnering organizations.

## STUDENT HIGHLIGHTS



**Amir Wright**

**Stanford Law School**

My name is Amir Wright and I am a 2L at Stanford Law School. The 100 Black Men of the Bay Area have helped ensure that my college experience was as rich and as fruitful as any should be. My involvement with the organization began in my sophomore year at the University of California, Berkeley, where I joined the re-activating Collegiate 100 chapter. During that year, I served as the Executive of External Affairs and met the brothers of the 100 Black Men of the Bay Area. In that, I learned what an incredibly dedicated group of men they were. I was taken aback by pride.

These are grown men - men with careers and obligations - and here they are giving their time to help people like me succeed in life. Members of the 100 even helped finance my campaign for student government on campus. I am proud to call several of the brothers my mentors and I greatly value the time that we spend together. During my senior year, I was honored to be the President of the UC Berkeley Collegiate 100. In this role, I learned and grew in ways that would not have been possible through other

organizations, and I have the 100 Black Men to thank for that. The 100 has provided me with immense financial support as well. I have had the privilege to be selected as a recipient of the 2018 National Scholarship, 2018 Bay Area Scholarship, 2019 National Scholarship, and 2019 Bay Area Scholarship. To understand what this means to me, it must first be understood that I have never been someone who has enjoyed long-term financial security. My every decision is driven by its fiscal impact, and my financial status has barred me from opportunities and engagements on multiple occasions.

These scholarships have gone a long way towards easing my worries, providing security, and most importantly, financing my education. I understand education as the key to future success, and I cannot possibly pursue my dreams if I cannot pay for my education. I am ever grateful to the 100 Black Men for both the financial assistance, as well as the growth and opportunity they have provided for me in my undergraduate career and beyond.

## STUDENT HIGHLIGHTS



**Jason Brown**

University of San Francisco

Since joining the 100 Black Men of the Bay Area as a volunteer and collegiate mentee in late 2019, I have grown tremendously not only as a student, but as a person as well.

Receiving the support from The 100 has been a game-changer for me knowing that I have older brothers who will support and guide me through my young adulthood.

When I first met the brothers of The 100, I was a community college student in search of my next destination. Through the guidance of The 100, I was able to make the best choice for me and landed at the University of San Francisco, where I am currently a senior studying business management.

As I complete my undergraduate education and navigate through the early stages of developing and managing my company, Game OVA, the support of The 100 has been extremely helpful.

I have realized that even though I envision my career in sports business, community service will always be important to me, and I will do what I can to ensure a better future for coming generations. The mantra of The 100, 'What They See Is What They'll Be', has shown true in my situation as I have gotten to witness the many great things that The 100 has done for the Bay Area community.

In October 2021, a group of us peer leaders got the opportunity to attend the 100 Black Men of America Annual Golf Tournament in the greater Washington DC area where we got to meet many of members of The 100, and more importantly, we grew as young leaders sharing our ideas and backgrounds amongst ourselves and others in sight of the vision at large. I can proudly say that I am more than a product of The 100, I am a visionary who will continue to lead the way to a brighter future.

# Economic Empowerment

The 100 Black Men of the Bay Area considers economic empowerment a necessary step toward creating a just society, not only here in the United States, but for people of color around the world. Communities that possess a strong economic base have better schools and are safer to live in. They are also healthier both physically and mentally, have higher employment rates in better jobs, and most importantly have stronger families with fathers in the home.

Under the pillar of Economic Empowerment, The 100 Black Men promotes and fosters the ability of our mentees and members to be self-determined in creating dreams, pursuing them, and ultimately perpetuating those dreams and aspirations by establishing the mechanisms to sustain generational wealth. Through comprehensive curricula and training opportunities, The 100 Black Men works diligently to promote economic self-sufficiency and break the cycle of generational debt.

Our Youth Wealth Initiative in partnership with Wells Fargo Bank instills financial literacy through a series of workshops that cover

topics such as budgeting, smart spending, managing credit/debt, charitable giving, fiscal responsibility, savings, investing, and home buying. This year we conducted six “Hands on Banking” workshops that reached 750 African American high school and college students across five Bay Area counties.

We further the cultivation of self-sufficiency by offering guidance on career pathways. Our Future Leaders Program (FLP), a joint venture with Epsilon Beta Boulé, is designed to prime our mentees with aspirations in the areas of science, technology, engineering, and mathematics (STEM) to assume roles of leadership in business, government, and community-based organizations.

Through our Non-Techs in Tech panel discussions, we elaborate on strategies for non-engineers to navigate their way to gainful employment in the tech industry. We provide hands-on training opportunities in the skilled trades and preparation for internships that will land our mentees life-sustaining jobs with our strategic and diverse alliances.



## Health and Wellness

The 100 Black Men of the Bay Area offers comprehensive programs that address the physical and psychological needs of the African American community. African American children are at particularly high risk for poor health and for the early onset of health conditions.

Our Health and Wellness Committee works with corporations, foundations, and other synergistic nonprofit organizations to develop strategic partnerships to help increase awareness and provide health education to mitigate chronic conditions and diseases that plague the African American community.

In 2002, under the pillar of Health and Wellness, 100 Black Men of the Bay Area established the now worldwide initiative known as Youth Movement. Youth Movement is an after school and weekend program that leads to the formation of track and field clubs.

Participants receive athletic training from outstanding volunteer coaches and world-class athletes. Track & field training is held year-round, and culminates in our annual Tommie Smith Youth Track

Meet, where athletes are able to showcase their athletic achievements. Despite the challenges of the COVID-19 pandemic, our Health and Wellness Committee has remained focused on:

- Implementing model community-driven/school-based fitness programs in low-income neighborhoods to assess the health and fitness of students in four Bay Area school districts. This includes baseline and benchmark fitness tests known as Fitnessgram
- Athletic training through student participation in local track and field clubs
- Nutritional education with a concentration on gardening and healthy lifestyle choices
- Providing mentoring to enhance character development
- Preparing youth for academic success

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



**Fitness & Exercise**



**Blood Pressure Monitoring**



**Improving Food Choices**



**HIV Awareness**



**COVID-19 Testing  
& Vaccinations**

## NEW MILESTONES ACHIEVED



**Co-Funded the OK Program of Oakland and helped overturn the Oakland Unified School District Board vote, which kept the successful 30-yr community policing program intact**



**Produced several Non-Techs in Tech and Google Ask Me Anything events**



**Sent over 30 at-risk African American boys to a full-immersion summer camp, the inaugural Male Development Leadership Academy (MDLA).**

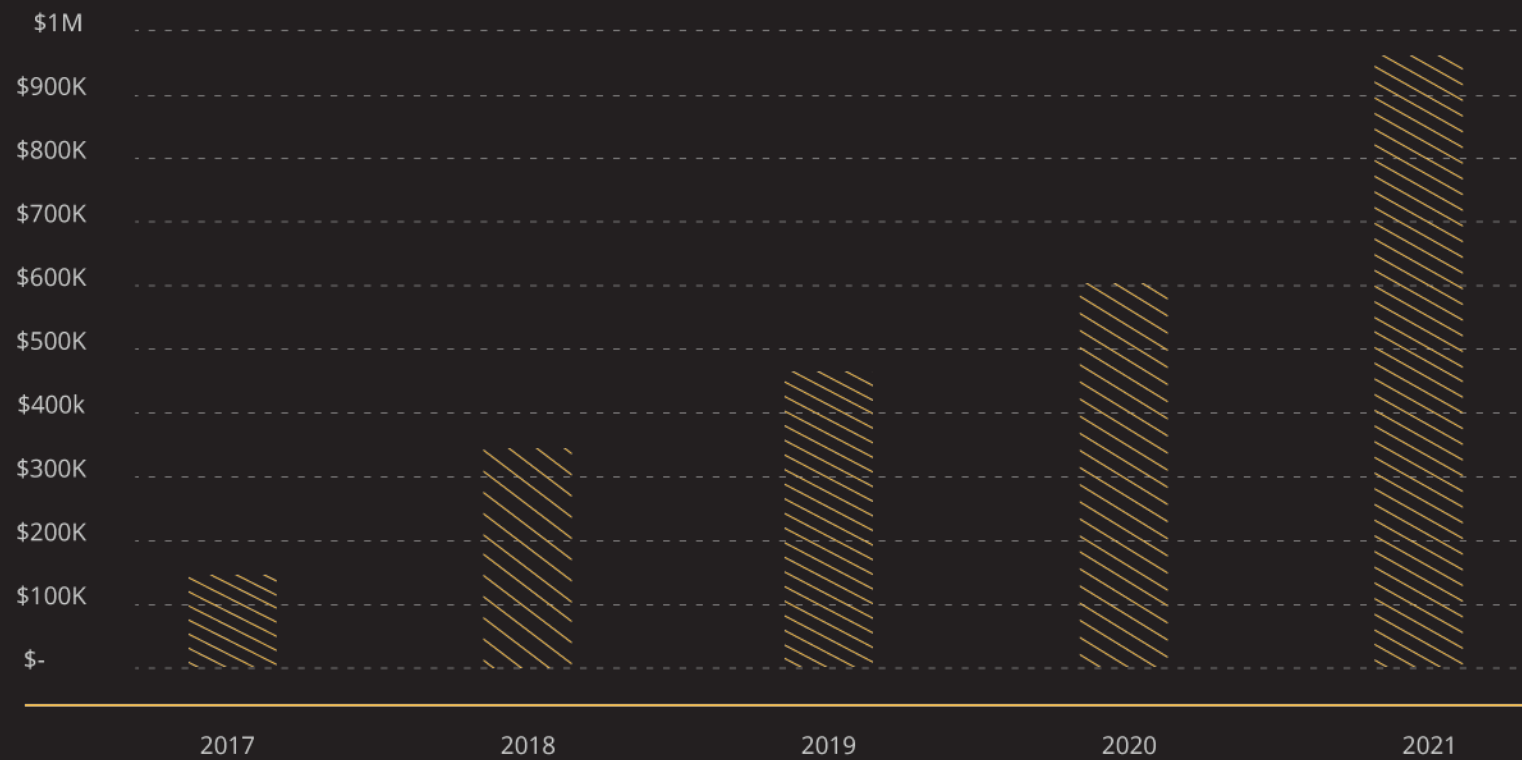


**Launched the Mental Health Committee**



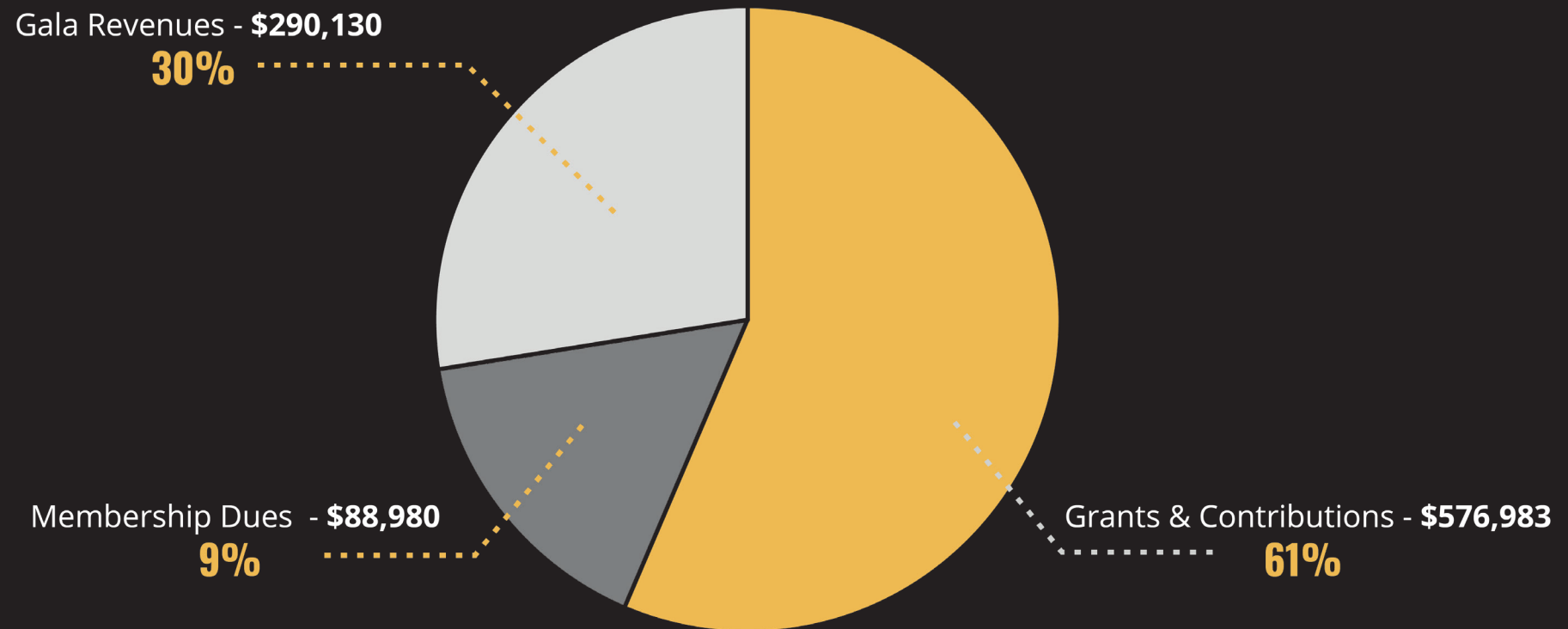
# FINANCIALS

## Gross Revenue by Year



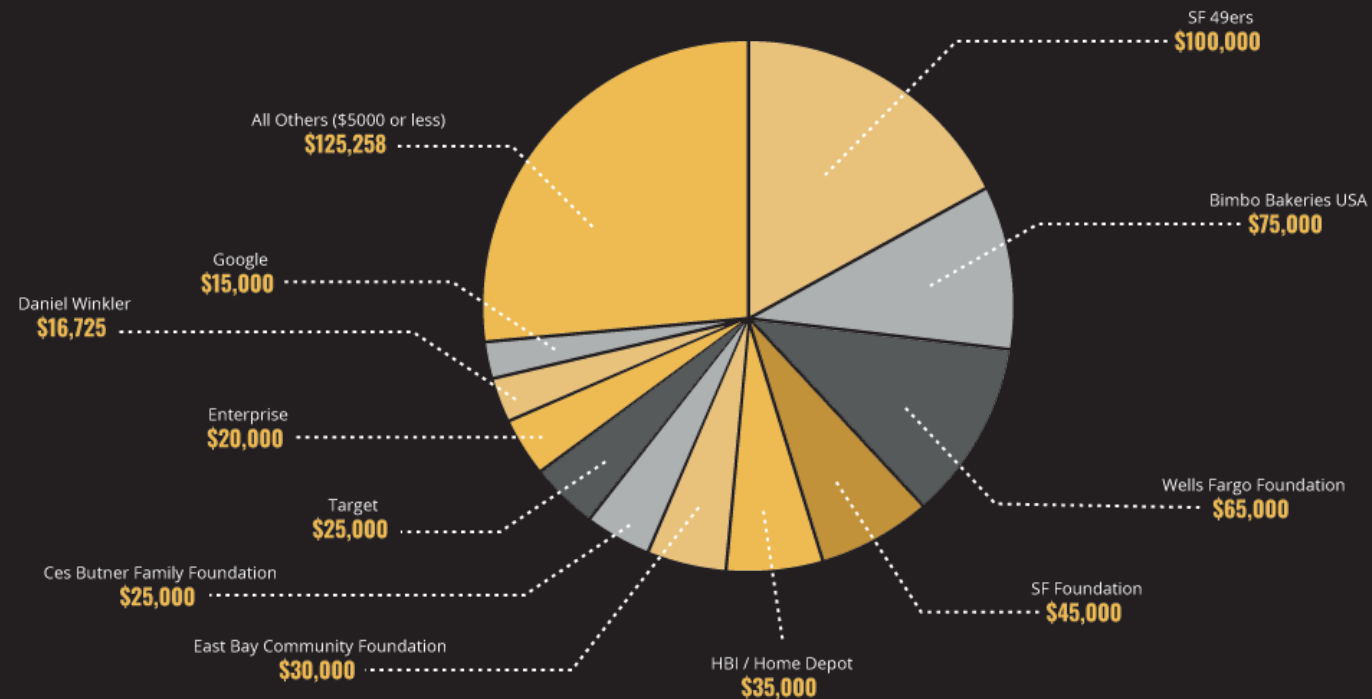
# FINANCIALS

## Sources of Revenues

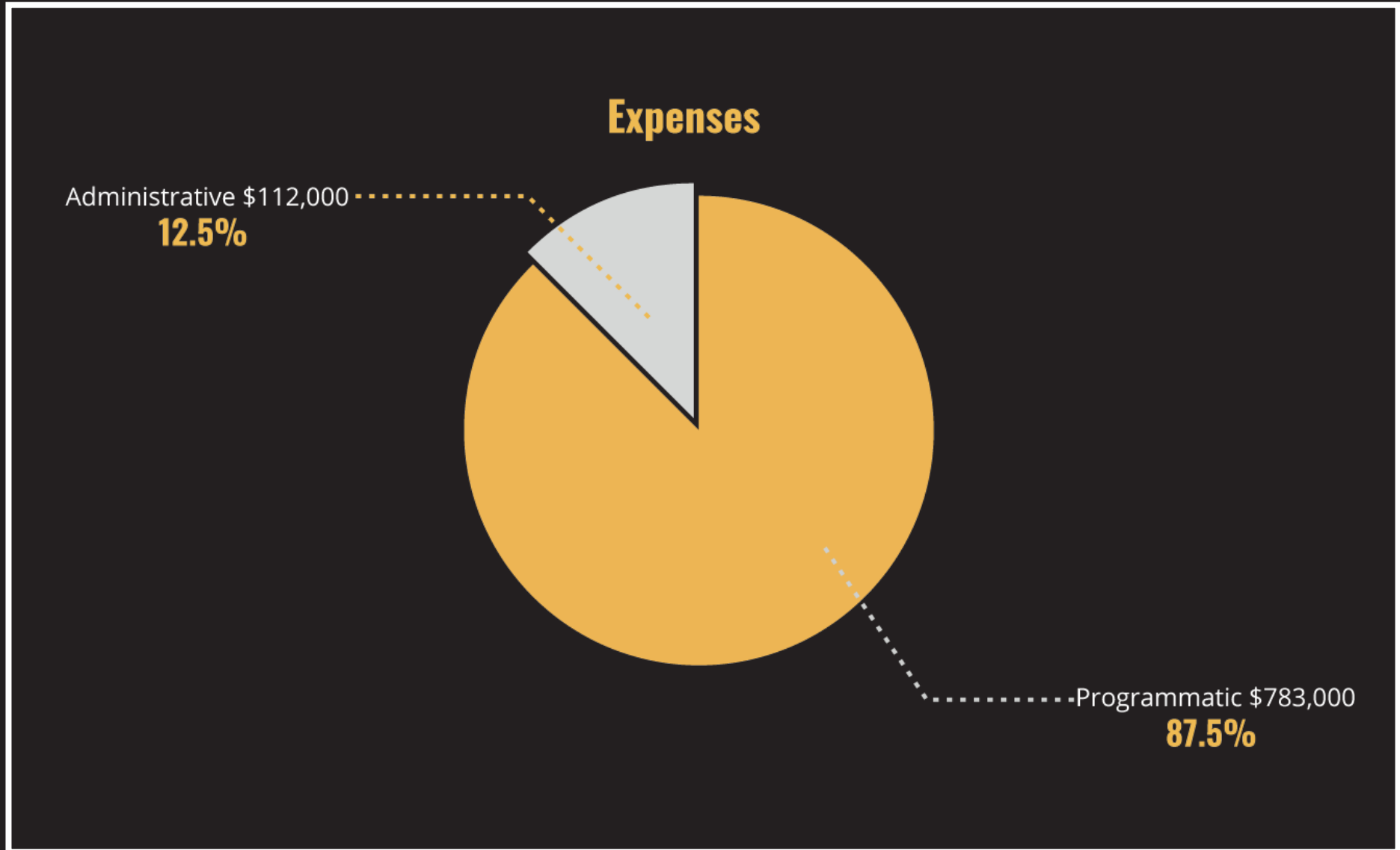


# FINANCIALS

## Diversified Grants & Contributions Base (Non-Gala)



## FINANCIALS







## The Year Ahead

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As we continue our emergence from some of the most challenging years, it is evident more than ever that we must not let up. It is imperative we remain committed to fostering an environment for positive health, lifestyle, and socioeconomic success as we move forward.

We thank you for being our partners, our supporters, and our friends, and we encourage you to continue to join us as we remain focused on creating and sustaining meaningful change in the San Francisco Bay Area and beyond.

# THANK YOU!

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