



**Our Growing Circle**



THE PRESCRIPTION TO  
END VIOLENCE AND CHANGE LIVES

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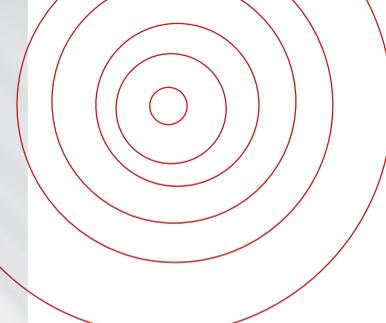
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## Dr. Joseph Marshall

In 2015, we celebrated a monumental milestone — our 200<sup>th</sup> college graduate. That's 200 caps, gowns and diplomas. But more than that, it's 200 leaders, community builders and touchstones of positive change. Milestones such as this one make me step back and reflect. I remember every single kid we've impacted: the day they walked through our doors for the first time, and the day they went off to school. As I saw each one graduate, I hoped they would become agents of positive change. And that's exactly what they did, as leaders in their communities.

In addition to celebrating our 200<sup>th</sup> graduate this year, we also finished fielding and analyzing results from our alumni survey, a project that's allowed us to learn more about the long-term impacts of our program. The numbers (page 3) speak for themselves: graduates of our program are living proof that change is possible. The Alive & Free Prescription works — it's not just stopping violence and breaking the cycle. It's actually starting new cycles by creating good citizens and building strong families.

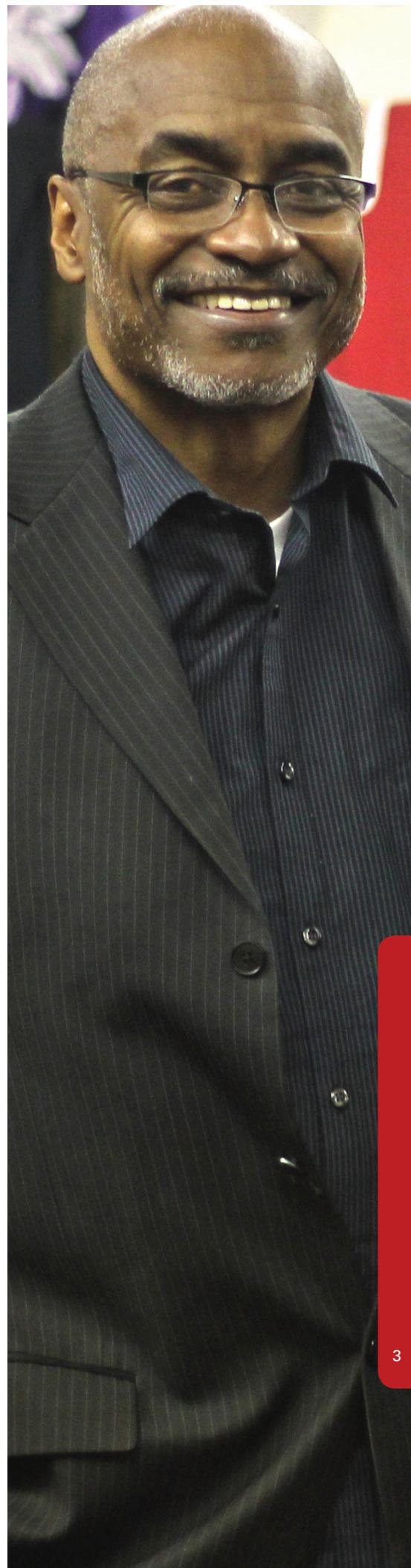
The success of our graduates is the fuel that moves us forward. Their achievements inspire us, and give

us the proof we need to expand our reach. Word travels fast. People hear about us from their peers, they listen to our radio show, they see us at conferences, and they ask us how they too can keep young people in their communities alive and free.

Through the National Consortium, we're making sure communities across the country can use our model, and through the Training Institute, we're helping organizations and institutions of all kinds — from churches to health departments — learn to help keep kids safe from violence and free from incarceration.

**With your support, our growth and impact is just beginning.**

And with beautiful momentum, we will make sure all kids have the opportunity to thrive. They will be our doctors, teachers, pastors and presidents and we need each of them to be healthy and safe. I hope you'll join us in making this year's success a springboard into a future where all of our children have the opportunity to stay alive and free.



# THE CRISIS OF POLICE VIOLENCE:

## Words from Dr. Marshall

At Alive & Free, we don't just hope our young people stay safe, we work unflaggingly to make it so — teaching them to make safe choices and follow the path away from violence. Typically, this has been a discussion about community violence. At this moment, however, our community must also reckon with another crisis: police violence.

There's been a steady drumbeat of news about shootings of unarmed black men around the country, teens dragged from school desks, or slammed to the ground at pool parties at the hands of police. It's a crisis.

This is not a contest between police violence and community violence. They are both bad, and we need to tackle both challenges. I joined the San Francisco Police Commission in an effort to reduce police violence. This is of urgent importance to our community, especially in the wake of the officer-involved shooting of Mario Woods right in our backyard that shook us to the core.

Not only is his death a tragedy, but what was already a shaky relation-

ship between police and communities of color in San Francisco was completely shattered.

I aim to deal with the issue of police violence just like I deal with the issue of community violence: by bringing the central principles of Alive & Free to bear in advocating for police reform and accountability.

Alive & Free Policing means improving police community relations and making changes to training and policy. Many of the police killings of unarmed people of color have been ruled "in-policy," meaning, the officers were said to have been acting within the rules. To me, that means we need new rules. Police officers need different training, different policies and different procedures that minimize the chance of the loss of life.

We need new policies around de-escalation of force, around support fire (current rules say that when one officer fires, others must follow suit), and around creating time and distance — especially when it comes to edged weapons like knives. We need to emphasize crisis

intervention training for officers, especially when it comes to the mentally ill. In short, we need to create new use of force policies nationwide that make shooting someone the absolute last resort, while at the same time maximizing safety for police officers. It's a tough thing to do, but it must be done.

Through my involvement in the Police Commission, I have the opportunity to make changes that will help create a new way of policing in America. I am working to advocate for police practices that will have a high regard for the value of life, work to rebuild damaged relationships, and exercise respect for the humanity of every single person. Alive & Free will continue working tirelessly to keep more young people safe from violence and free from incarceration. That means guiding more and more young people through high school and off to college and spreading the Alive & Free Prescription far and wide. It means making the effort to reduce both community and police violence.

**Wish me luck.**





## Marcus Byrd Ray

I found out about Alive & Free through my probation program, where I attended a workshop led by Alive & Free staff member Mr. Aikins. He invited me to come and mentioned it every time he saw me. I didn't really want to go, but when I finally did, I felt like I was home. I was always was a good student, but I didn't really have any goals. I had dreams, but I didn't feel like I had a way to get there, and nobody ever pushed me to finish my school career. I was focused on working for a paycheck to help support my kids. Alive & Free made me look at education differently.

At Alive & Free, they teach black history from the beginning of human-kind in Africa, not just starting at slavery. I learned about Malcom X, Jim Crow laws, and today's criminal justice system.

That education changed the way I think about the neighborhood where I grew up in Richmond. I realize now



that everything I went through — the gangs and the bullets flying in the streets — I learned that it is all system that has persisted since slavery. My condition was not accidental; it was something that was created on purpose, and something that I could have the power to get out of.

**Alive & Free has totally changed the way I think about my future.**

The lessons at Alive & Free lit a fire in me to continue my education and do my part to end these cycles. I want to bring our community together and create positive change that spreads.

I was waiting at a bus stop with my fiancée, my children and my sisters. We ran into someone from the other side of town, and he was in the mood to fight. I didn't want to fight him, so even after he started throwing punches, I did not react. I held him off so someone could step in and break it up. We walked away. Nobody got hurt, but it chills me to think about how differently it could have gone. Before Alive & Free, I

probably would have had a gun on me in that situation, and I could have shot him in front of my children.

I've suffered from violence, I've lost loved ones and friends, and I don't want someone else's family to suffer because of harm I cause. Alive & Free has shown me how to value other people's lives and my own. I want to look to a future with my kids, not behind bars. I'm setting aside money so my kids can go to college. I want them to fulfill their education and be good people.

I'm living proof that "Alive & Free" is not just a name — it's what they did for me. Thanks to Alive & Free, my mom is not going to bury me, and my kids aren't going to grow up with a father in prison. I'm graduating from Laney College next semester, and I've got my whole life and career in front of me. With Alive & Free, I learned about real adulthood — about responsibility, and self-control, and I've become a man that my children can look up to.

# Bill Wood: Why We Give

I got involved with Alive & Free about 5 years ago. I met Dr. Marshall through a social organization. The more I spoke with him, the more I learned about Alive & Free. I asked if my wife Barbra and I could sit in on one of his leadership classes, and he kindly welcomed us.



I was impressed with the lessons and the values that Dr. Marshall and his staff were instilling in these young people and with the young people themselves. It was clear that they were working very hard to break away from the difficult circumstances in their neighborhoods and lives.

In the class, Ms. Estell asked everybody in the room to raise their hand if they'd had a friend or a relative shot or shot at. I think every hand in the room went up. I live in Menlo Park, California, and if she were to ask that question in a classroom around here very few, if any, hands would go up.

In the car on the way home, we discussed what we had seen. It struck us that Alive & Free was doing exactly what needed to be done. They were providing those young people with the guidance and positive influence required for them to have the opportunity to improve their lives. They were giving these kids access

to things that many people take for granted because of the relative privilege they've been born into.

We both prefer to give to small local organizations where the impact of our dollar is greater, and we agreed that Alive & Free was an organization we wanted to support. Since we started giving, we've been able to see that Alive & Free gets real

results. As we've watched these young people over the years, we've seen them mature. We've seen some leave and go to college and

then return as leaders. No matter what they were dealing with when they started, time and again we've seen them come out of it with big ambitions, with high expectation of themselves, and as leaders and role models for others. It's wonderful to see them living up to their potential, and sobering to think that in the absence of that organization, that potential might have been wasted.

We are not concerned enough in this country for the young people who are our future. If my donation can help provide some young people with the tools they need to fulfill their potential and become productive citizens—I can't think of a better way to pay it forward from my generation to the next.



“Alive & Free  
helped restore my  
hope for living and  
not just existing.”





# ALIVE & FREE AND MARCUS FOSTER EDUCATION INSTITUTE: Collaborating to help Bay Area School Districts

At Alive & Free, we work with any and all kids that come to us, and we support them relentlessly by doing everything in our power to guide them toward success. At the same time, we know there are many, many young people who need support that may never walk through our doors.

In 2014, Alive & Free began a collaboration the Marcus Foster Education Institute, as part of a Bay Area-wide effort to improve education outcomes for black students through changes in school culture and policy. The public school system serves thousands of low-income students each day, so it holds huge potential to change the norm.

It's no secret that of all the demographic groups, school outcomes for boys and men of color are the most deplorable. With Marcus Foster, conversations with school districts begin by looking at these negative outcomes in a different way. Instead of asking why these young men are performing poorly and putting the onus on their shoulders, The Marcus Foster Institute encourages schools to start by looking at their own prac-

tices by asking questions like; "What are we doing to create a barrier for these students?" and "What could we be doing to pave the way for their success in high school and beyond?"

Alive & Free is partnering with San Francisco, Oakland, West Contra Costa County, Hayward and Antioch Unified School Districts to implement policy changes that can move the needle on post-secondary success for young men of color — whether that's gaining a bachelor's from a four-year college, transferring from a two-year college, getting an associate degree, completing a technical education program, or earning credentials from a certificate program.

Alive & Free is helping districts ask the questions around what is affecting young men in their every day life — in their experiences with their teachers, counselors and peers — to foster an environment and culture that supports their success. We're asking our school district partners to look at discipline policies, teacher training and school culture management.

We believe school districts can shift

perceptions and practices around who goes on to college through simple changes. Marcus Foster is encouraging schools to track demographic participation data on their career tech programs, enter all students' GPAs into the CalGrant system every year, and help all students complete the FAFSA, so that anyone eligible for state or federal financial aid has the chance to take advantage of it.

Many programs prioritize assisting high-achieving students who want to go to a four-year university, while not providing as much support for other students. Marcus Foster and Alive & Free believe that ALL students should have the support and information they need to get a quality education that sets them up for career success. For our young people to succeed, we need to tell them it's possible. We need to hold them to the same expectations as students in affluent districts and we need to be there to support them in overcoming the challenges and obstacles along the way. Join us in making college and career education a reality for students across the Bay Area.

# Navida Banderas

From as early as I can remember, I was surrounded by poverty, negativity and people making dangerous choices.

I was 13 when my boyfriend at the time introduced me to drugs and alcohol. That was the beginning of a long, on-and-off relationship with him and with addictive substances. With those influences, it was really hard to get on the right track. I didn't have anyone in my life to offer support or to push me toward positive choices.

I cared more about my boyfriend than I did about myself, and for most of my teen years and into my early 20s I was in a long, downward spiral. The turning point was when I took the fall for a drug charge against my boyfriend. I took the blame because I loved him. As I was being taken away in handcuffs, he was laughing and drinking a beer. It wasn't until then that I realized where my path was heading.

Looking back on it, all I can do is be thankful that I landed in jail that day, because it was the push I needed to get out and get help. I knew about Alive & Free already and when that incident happened, I decided to commit myself to the program. The community at Alive & Free welcomed me with open arms and told me they were always going to be there for me when I need them.

## Alive & Free helped me focus on my goals, my choices and myself.

Our work in the Leadership Academy helped me heal from the trauma I've experienced, allowing me to move on and look toward the future. Alive & Free is a place where you're able to share your story and feel supported in that process. It's a part of the healing process, and it has helped me be a stronger person.

Through the College Prep program, I've been able to both learn the skills I need to succeed in my education and get the inspiration I need to achieve my goals. I've learned how to sign up for classes, how to choose the right classes for me, how to do the FAFSA and apply for scholarships. I've been able to talk to lots of different people about their paths to success and how they've overcome their own challenges.

Right now, I am in my last semester at City College of San Francisco and will graduate with an associate degree in behavioral science in a few weeks. I plan to transfer to a four-year school to complete a bachelor's degree in psychology or political science.

I found out recently that my ex boyfriend is now serving 15 years in prison, which is a dramatic reminder of the path I was able to leave behind me. Thanks to Alive & Free, I got the help I needed to turn my life around. Now, my whole future is ahead of me.





## Bryanna Santee

Alive & Free is like a family — it feels like going home when I walk in the door.

I started the program in 2001, my freshman year of high school. They were with me through high school, and when I graduated they helped me pay for college.

When I first started at Alive & Free, I was young and hadn't found myself. I sat in the back and I didn't talk much, but the Club challenged me to find my voice. They worked with me to feel comfortable speaking in front of others and helped me to warm up enough to share my story with the group. Alive & Free helped me move past the block I had, and now I'm in a position where I have to speak in front of a group every day.

I went to Howard University in Washington D.C. and received my Master of Education from San Francisco State. I'm a special education teacher at A.P. Giannini Middle School in the Sunset District in San

Francisco. I work with children on the autism spectrum who have mild to severe disabilities. It's a challenge, but I love it.

When I was in high school, Alive & Free helped fundraise for a group of 10 of us to do a civil rights tour of the South. We traveled all across the South — from Georgia to Arkansas. We walked the Edmund Pettus Bridge to Selma, we learned about Bloody Sunday, the Voting Rights Act, and the Little Rock Nine. It was a life-changing experience.

At the school where I teach, I'm now the co-advisor of the Black Student Union. I've been able to teach them what I learned at Alive & Free, helping my students feel steeped in their history by learning about those who have walked the path before them.

The media portrays African American youth very negatively. If kids grow up without exposure to positivity in their communities, it's easy to see how they could learn to live that negative

narrative. I try to create positive interactions for my students with their peers and role models, and I have seen how it helps them grow. When they learn that their heritage is a matter of pride, they learn to have more respect for themselves and for their elders.

**The family at Alive & Free has been a guiding light in my life,** and I show my appreciation

by both working to share that same light with my students and by giving back to the organization itself. Even now, I regularly attend classes at Alive & Free to share my story and talk to young people who are going through the same things. I see the kids growing like I did, and it's a great reminder to never take opportunity for granted.

As Dr. Marshall always says, "the more you know, the more you owe."

My dad is an alumni of Alive & Free, and he says it saved his life. He always wanted me to join when I was old enough. I'm 17 now and in my last year of high school before going on to college. Even though I have always known about Alive & Free — actually going has still made a big difference in my life.

The lessons and relationships are like enrichment for the soul. I feel good when I go, because I know that the things I am learning are bettering my life and protecting my future so I can stay alive and free.

We share personal stories in class. I haven't shared my story yet, but in listening to others speak I have realized how much other people share my same dilemmas and problems. When you feel alone, it can be hard to cope with the stresses of life — but when you learn we're in it together, you realize that others have gone through the same things and that you can get through them too.

In my junior year of high school, I didn't really feel safe or supported at school. I was bored in my classes. I didn't like my teachers, and I started skipping school. When I started going to Alive & Free, I learned to think about my education as a whole and started to value my heritage. I realized that my behavior was really hurting my grades and I needed to pick up the slack. Alive & Free helped me "strap on my boots" and get back to work. The teachers at Alive & Free gave me the motivation and inspiration I needed. I worked really hard to fix my grades, and now I'm back on track.

I am headed to community college next year, and then plan to transfer to a four-year university so I can earn my bachelor's degree and achieve my goal of eventually becoming an accountant.

**When I'm at Alive & Free, I know it's 100% safe, and everybody there is trying to enrich me and make me a better person.**

I am so thankful that Alive & Free exists and to all of the people who dedicate themselves to keeping it going. I know for sure that without Alive & Free my dad's life would have turned out differently, and I am thankful to have the opportunity to benefit from it too.

## Enoch Hawkins

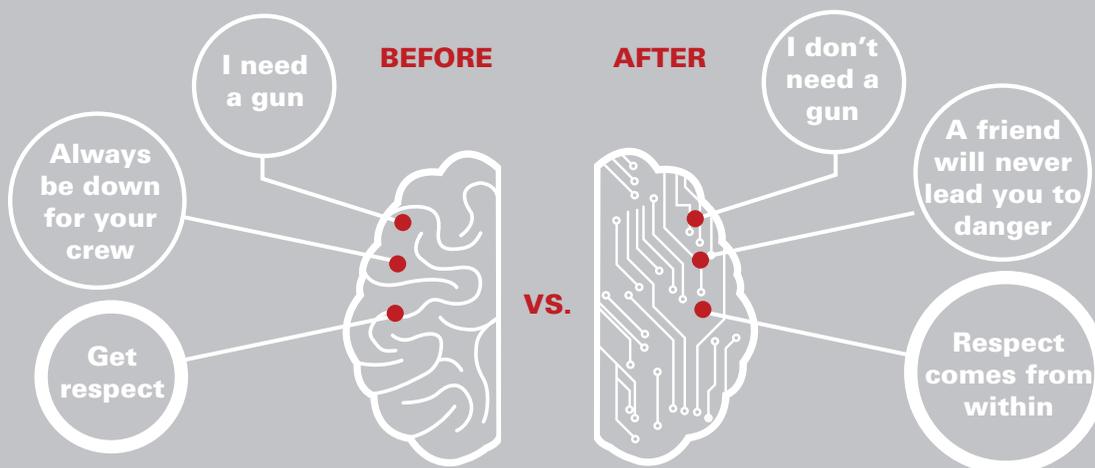


# THE ALIVE & FREE PRESCRIPTION AT WORK

At the heart of the Alive & Free methodology is the notion that violence is a disease with an explicit treatment process, what we call the Prescription. The Alive & Free Prescription identifies and addresses: the harmful thought framework that puts young people at risk, the actions that put young people at risk for violence, and the feelings and emotions that contribute to violent behavior. And then sets out guiding principles that help young people learn a new set of positive life skills. The Alive & Free Prescription helps young people build the skills to fulfill their true potential.

## STEP 1: DEPROGRAM THINKING

Expose destructive mindset that leads to death & incarceration



## STEP 2: ELIMINATE RISK FACTORS

Change behaviors that often lead to violence



strongly agree Alive & Free has challenged them to modify their thinking and lifestyle

## STEP 3: DEAL WITH EMOTIONAL RESIDUE

Break the cycle of Anger, Fear and Pain

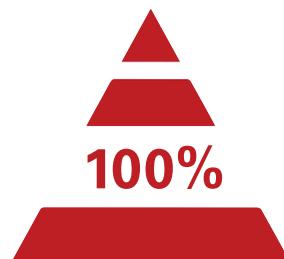
**"I have learned how to overcome fear and how to be succinct and real with myself and others."**



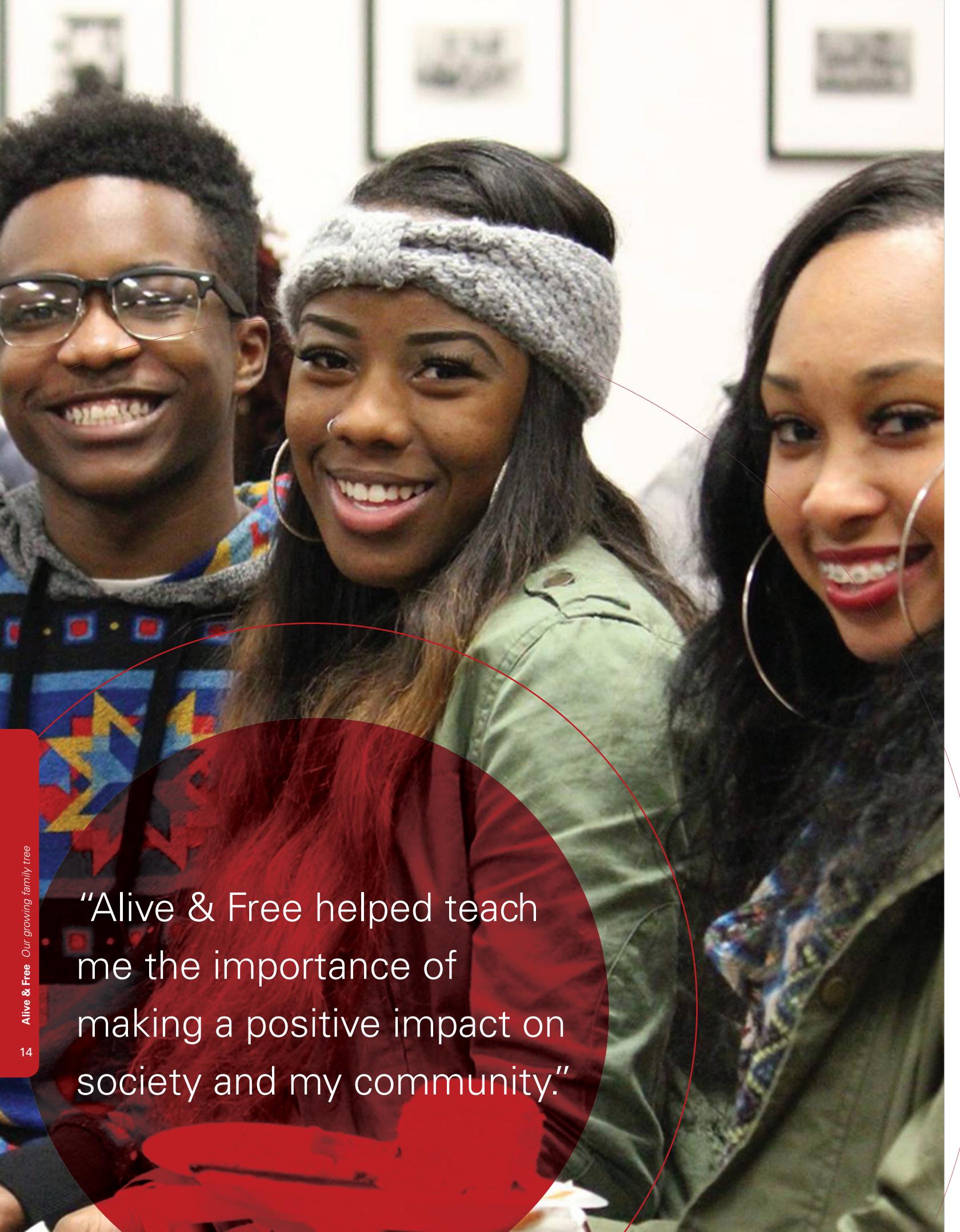
## STEP 4: INTRODUCE NEW MINDSET

How to say Alive & Free in a world of violence: Rules of Living

- 1. There is nothing more valuable than an individual's life**
  - 2. A friend will never lead you to danger**
  - 3. Change begins with individuals**
  - 4. Respect comes from within:**
- NO ONE CAN DISRESPECT YOU IF YOU RESPECT YOURSELF**



**strongly agree they learned how cultural influences could challenge their life and freedom**



“Alive & Free helped teach me the importance of making a positive impact on society and my community.”

# 2015 Alumni Survey

Last year we completed our first ever alumni survey, an effort to understand what kind of impact Alive & Free has made over the years. We sent the survey to 377 Leadership Academy attendees and received 174 responses (a high response rate of almost 50 percent).

The data and reflections from our alumni confirmed a lot of what we already knew – Alive & Free’s impact is life-changing and spreads far beyond the individuals we have touched directly. Our alumni are not only succeeding in their careers, they are also leaders in their communities and they are paying it forward.

## Where alumni started from...



grew up in a single parent home



grew up in foster care or with non-parent relatives



are first-generation college graduates



would not have attended the college they selected if not for Alive & Free



percent graduation rate

## Where they are now...



have a Master's or PhD



currently employed or in school



hold Senior or Executive-level positions

ALUMNI REPORTED HIGH LEVELS OF: POSITIVE ECONOMIC MOBILITY  
CIVIC ENGAGEMENT  
COMMUNITY SERVICE  
CHARITABLE GIVING

96% AGREE VOLUNTEERING OR DONATING TO CHARITY IS IMPORTANT

“THE MORE YOU KNOW, THE MORE YOU OWE!”



## THE MASK YOU LIVE IN



2015 marked the premiere of the award-winning documentary film, *The Mask You Live In*, an exploration of America's narrow definition of masculinity. The film examines how telling boys and young men not to cry and to "man up" pressures them to disconnect from their emotions. At the same time, media and popular culture teaches them that violence is the solution to resolving conflicts and getting respect. The film begins the discussion on how we as a society can raise a healthier generation of boys and young men. Dr. Marshall was featured in the film, and has participated in premiere events and panel discussion alongside the producer, Jennifer Siebel Newsom, as part of the Representation Project's #BeAModelMan campaign.

# 2015 Program Data

## Leadership Academy



**166**

students served  
in Leadership  
Academy



**206**

college graduates



**52**

collegians

## School Adoption



**9**

Bay Area schools A&F has  
worked with worked to  
reduce violence

### RESULTS AT SCHOOLS:

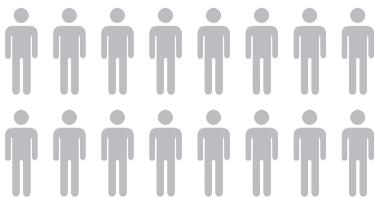
- ✓ Reduction in the number of fights reported at school
- ✓ Teachers and students reporting that the school environment is more positive, better learning environment
- ✓ Grade point average and test scores increase to varying degrees

## Growing the Circle



**10K+**

people reached through groups,  
presentations, schools, juvenile  
halls, colleges, community  
organizations and events



**5,035**

people trained in  
the method

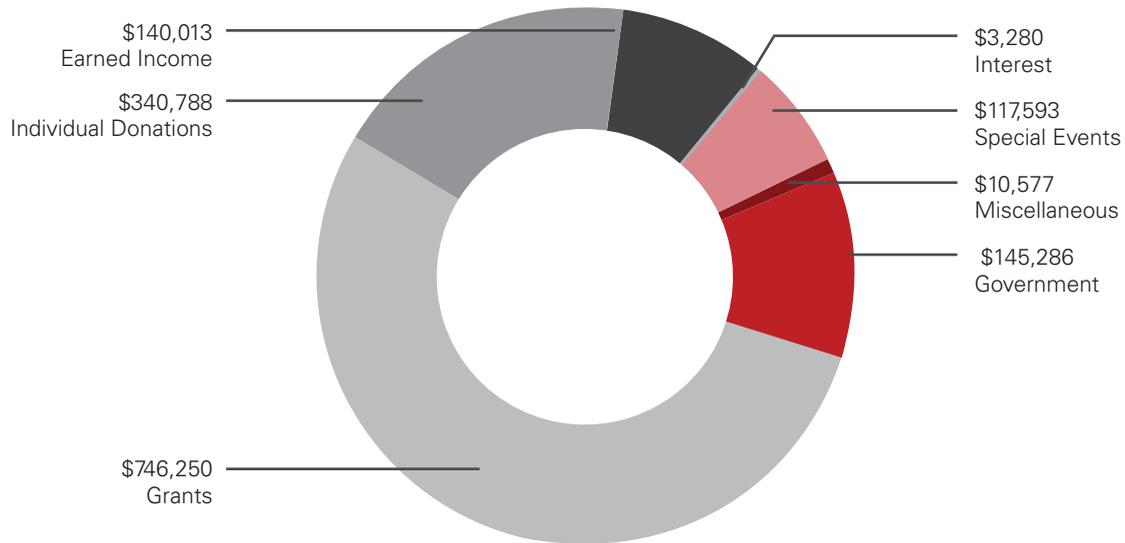


**150,000**

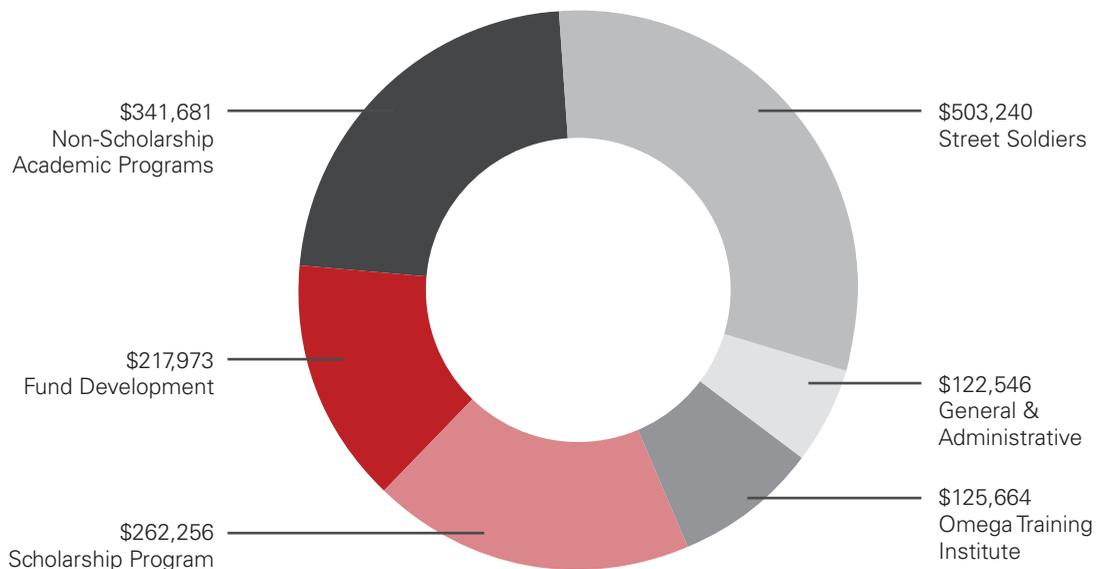
weekly Street Soldiers radio  
show listeners

# Alive & Free/Omega Boys Club FINANCIAL HIGHLIGHTS

## 2015 REVENUE AND SUPPORT | \$1,503,788



## 2015 EXPENSES | \$1,573,360



## ASSETS

Net assets at beginning of year	\$2,298,621
Increase (decrease) in net assets	(\$69,573)
Net assets at end of year	\$2,229,048

# THANK YOU to our Donors

## \$100,000+

Anonymous  
Challenge to Learning School, Inc.  
City & County of San Francisco's  
Department of Children, Youth & Their  
Families (DCYF)  
CP Development Co., LP  
The California Endowment

## \$25,000 - \$99,999

Crescent Porter Hale Foundation  
Larry and Jane Solomon  
Marcus Foster Education Fund  
The Shifting Foundation  
Warren and Katharine Schlinger Foundation  
Wells Fargo Foundation

## \$10,000 - \$24,999

4 Richmond  
Capital Group Companies Charitable  
Foundation  
Dodge & Cox  
Dominic and Leona Tarantino  
Frederick Duhring  
Genentech, Inc.  
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Mimi and Peter Haas Fund  
Richard and Kim Beleson  
The HELTS Foundation  
The Horace W. Goldsmith Foundation  
Will and Barbra Wood  
William Campbell  
William G. Gilmore Foundation

## \$5,000 - \$9,999

Altria Group  
Andrew and Mary Moyce  
Anonymous  
AT&T  
East Bay Community Foundation  
Executive Press Inc. Philanthropic Fund  
Harriet Heyman and Michael Moritz  
John C. Cawley and Christine Marshall  
Kaiser Permanente  
PSN Family Charitable Trust  
Purple Heart Patient Center  
Stephen and Jill Cowan Davis  
The Brandi Law Firm  
Thurman V. White Jr.  
United Way Bank of America Campaign  
UPS Foundation, Inc.  
van Löben Sels/RembeRock Foundation  
Vista Equity Partners, LLC

## \$1,000 - \$4,999

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Adrienne and Bill Riley  
Ann Kindberg  
Anthony Anderson  
Aruna Katira  
Bayview Association for Youth  
Bernard and Gail Nebenzahl Family  
Philanthropic Fund  
Brent Johnson  
Brightpath Capital Partners LLC  
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Cecily & Larry Cassel  
Christopher and Pamela Rupright  
Comerica Bank  
Deborah Lynch

Deborah Wald  
Denise and Gordon Weiss  
Denise Childs  
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Edward and Hilda Maibach  
Foy Cooley  
Galen & Leah Hoskin  
Goldman, Sachs & Co.  
Grocery Outlet, Inc.  
Henry Brown  
Herbert & Lenore Griffin  
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