

ALIVE & FREE

ANNUAL REPORT

2019



The More You Know

THE MORE YOU OWE

The More You Know

THE MORE YOU OWE



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LETTER FROM THE EXECUTIVE DIRECTOR

2019 was another great year for Alive & Free. There were nine more college graduates bringing the total to 239 and a host of new collegians starting their college journey. There were Training Institute trips to San Diego and Pasadena, CA and to West Palm Beach, FL to teach police officers and community members there how to stay Alive & Free. Our community partnerships continued to flourish, our alumni reached new heights and Alive & Free co-founder Jack Jacqua celebrated a special day in the City of San Francisco. You can read about all of this and more in this year's Annual Report.

As always I want to thank our Board of Directors and our Advisory Council for their wise counsel and guidance. And I can never say enough about excellent staff—the best that an Executive Director could ask for. They make it all work.

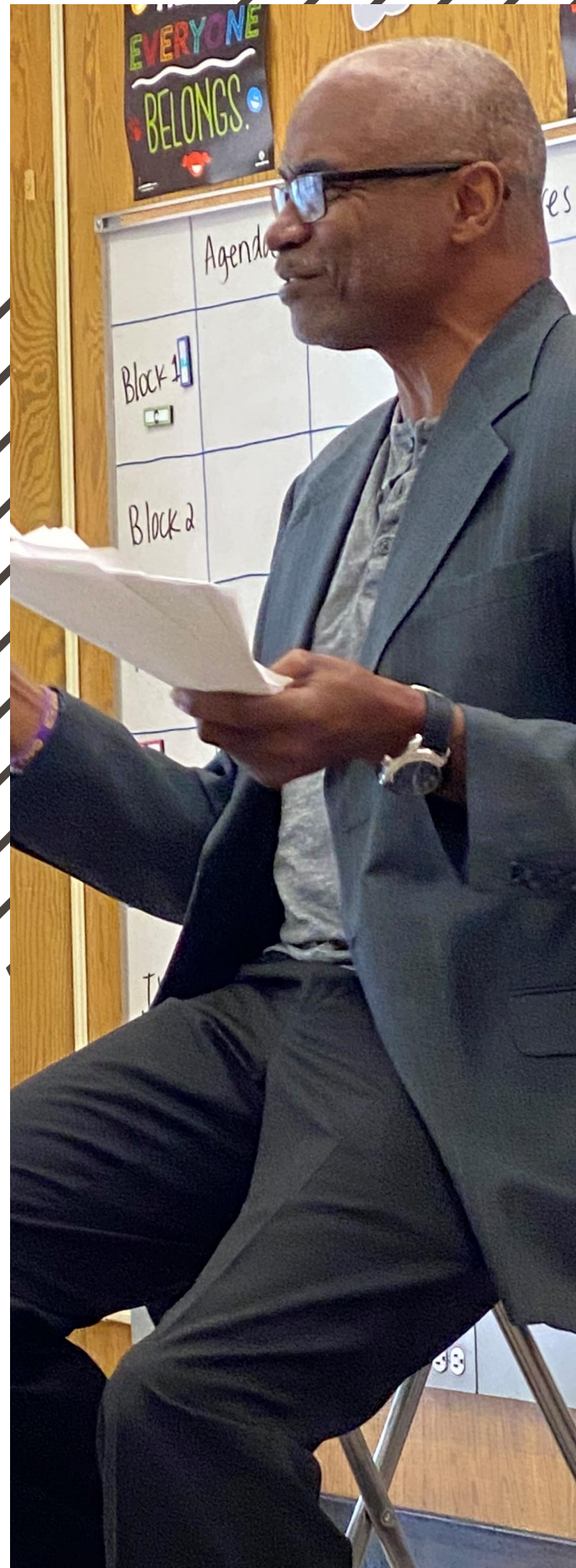
*The more you know,
the more you owe!*

But the biggest thanks goes out to you—our gracious and wonderful supporters and donors. Your generosity, support and belief in the young people we serve is amazing, and without you the results we get would not be possible. You have impacted a whole generation of youth. We cannot thank you enough and we look forward to another amazing Alive & Free year. Stay tuned.



DR. JOSEPH MARSHALL

Executive Director



STATEMENT FROM THE PRESIDENT OF THE BOARD

The Alive & Free/Omega Boy's Club organization continues to provide the utmost in opportunities and support for young adults who are most in need of just a small nudge to get to the top of their potential and dreams.

The success of the organization is primarily due to a cadre of dedicated staff members, volunteers and the generosity and support of many donors. But no matter what we do, we have to believe in the fact that every young person is important, every young person can make something good of themselves and every young person is essential to the building of a community that is responsible, nurturing, empathetic and sympathetic to all those who are in need.

Each one must teach one!

The constant in the equation of success is Dr. Joseph Marshall, Jr. and Jack Jacqua, whose vision and profound undying loyalty to the principles of the organization establishes this fortress in a community of changing attitudes and political shifts sometimes contrary to the development of young people who are looking for direction. The work due is the work we must do!

On behalf of the Board of Directors, I am honored to work with such an organization and group of people who "know WHAT we need to do" and "JUST DO IT".

Deacon Larry Chatmon

DEACON LARRY CHATMON

Board President



JACK JACQUA DAY

Alive & Free co-founder Jack Jacqua was honored by the San Francisco Board of Supervisors on April 16, 2019 in the Board chambers at San Francisco City Hall. We are excited, honored and proud at this recognition of his life and work. He has a heart of gold and now he has his own day!

Jack has been working with young people for over forty years. He shows up, listens, and calls out the things that don't work. He's genuinely concerned and has a certain aura that allows him to connect with everyone.

He knows how to make you feel like you're the most important person. He can do this one on one or in a whole a room filled with people. He meets everyone where they are. "Your life matters," he tells them.

City Supervisor Shamann Walton, an Alive & Free alum, says this about Jack:

"I remember when I was starting out, learning how to work with youth and went to observe Jack at the Youth court at Juvenile Hall. Jack was supporting and advocating for them and their families at court day in and day out. That's unmatched! No one else does what Jack does. I know people he's provided mentorship to. I know people he has saved. And I've been able to call on him for advice on how I can help and better serve young people. He is always available."

"Jack doesn't do this work for publicity, but he definitely deserved to be honored by the City that he serves. It was very important to celebrate him for the work he does and the number of lives he's helped to save. He's one of a kind. He never stops and he never gives up on anyone. It was a pleasure and an honor, and also my duty to honor the legacy of someone who's is so important to the young people of San Francisco."



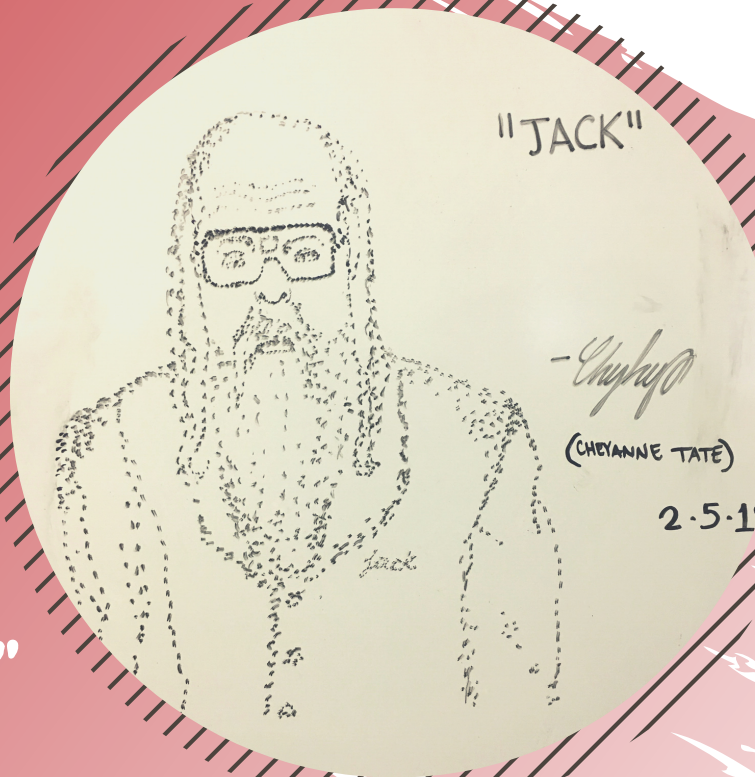
"DO YOU WANT TO FLY WITH THE TWEETY BIRDS OR DO YOU WANT TO FLY WITH THE EAGLES?"

"CHECK UP FROM THE NECK UP. WHAT'S GOIN' ON IN YOUR HEAD?"

"TAKE TIME FOR YOURSELF, WITH YOURSELF, AND GET TO KNOW YOURSELF!"

"FIND OUT WHAT HELPS YOU 'STAND' "

"IT AIN'T ALL ABOUT KNOWING BETTER, IT'S ABOUT DOING BETTER"



SAFE RETURN

RICHMOND, CA

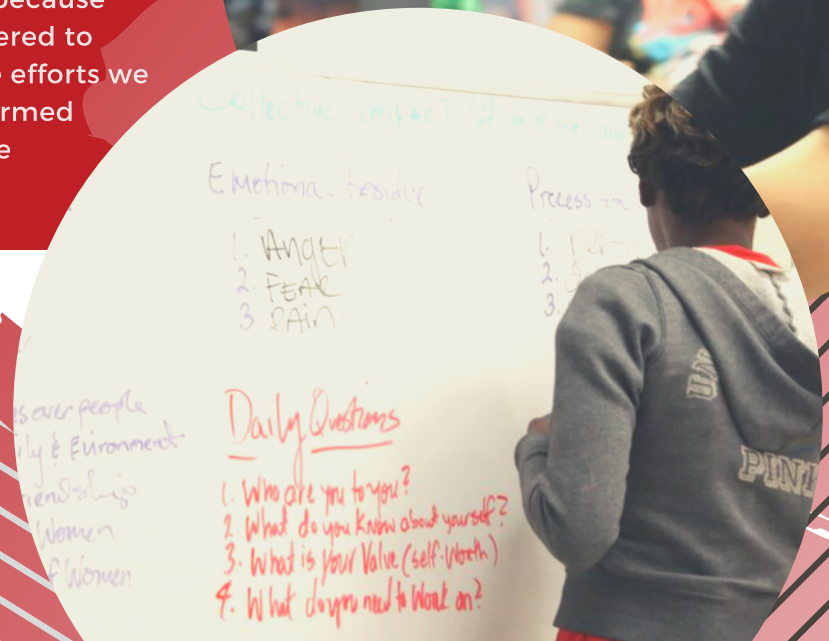
We partnered with The Safe Return Project in 2015 and the results have been impressive. The Safe Return Project is an organization of formerly incarcerated individuals and their allies working to strengthen the relationship of people coming home. We have been meeting with their clients and conducting Alive & Free workshops. Here are the words from Co-founder and Executive Director Tamisha Walker:

10 years ago I had the privilege of being invited to attend the Alive & Free Prescription Training. I was home from incarceration for a little over 24 months and less than a year in my new position as a criminally impacted community researcher with the Safe Return Project.

That training experience changed my life forever and shifted my world view. I left that space truly assessing my ability to serve my community if I was still sick, as Dr. Marshall put it.

Five years later Safe Return had the opportunity to launch a leadership development project for people impacted by criminalization and incarceration. It was a 10 week program for 20 or more individuals and we knew that life skills needed to be included in this process.

At that time Andre Aikins was our closest Omega partner on the ground working with young people. We launched the program in the summer of 2015 with over 30 participants and the Omega life skills workshops were a hit. The people enjoyed the rawness of the content and Andre's dynamic facilitation skills. At first we didn't know what the outcome would be because the Alive & Free method was largely administered to young people but with some strong collective efforts we were able to create a space that really transformed people at their core. Safe Return couldn't have chosen a better organization to partner with.



PARTNERSHIPS

ADEY TESHAGER

I made some decisions that led me down the wrong path. I was recruited by a reentry program, Safe Return, and joined the Richard Boyd Fellowship. The first six months of the program we spent with Mr. Andre' Aikins, which really changed my life. I thought he was going to be very strict, but I learned Andre' was creating and demonstrating boundaries by example and I really appreciated it.



I was aware I was walking around with a lot of trauma. I was showing up in the world isolated and defensive. In class, Andre' taught us the 9 risk factors of violence and then we had to identify our own risk factors. It made us take inventory of what's going on in our own lives to see how our current decisions were impacting our lives. I had to get rid of some friends! When you actually go through the process, talk to yourself, take inventory, I realized sometimes I wasn't making my own choices. I was allowing others to influence my choices and I learned this by Andre' challenging me in communication. He would pose questions that made me dig deep into myself to think about what I wanted, not what my family wanted. He was able to show me my pain and hang ups came from trying to live other peoples dreams and not my own. Through the journaling assignments, Andre' was able to see my patterns of self-sabotage. I learned I needed to find and nurture myself. I have the tools now to do that. The tools are still working in my house today! They helped to open up new dialogue between my partner and I.

Andre' allowed us to spill our guts, to unload on him and he took it all with grace. He never made us feel weird or ashamed to share. I didn't know how to deal with my pain before I got in trouble. He would always say "Trust the process," and we never realized we were in it until we were on the other side.

I got my self-identity back because of Alive & Free's workshop. I'm allowed to be complex. I made mistakes and I had to learn how to breathe again.

CONSORTIUM MEMBER

STEFAN WILSON

"I first got involved with the Alive & Free Movement at their first national conference in Birmingham, AL in 2006. I was totally amazed by what I saw and I was a changed man from that day on."

Stefan has dedicated himself to being Alive & Free and continues to share the message with everyone he meets. He will strike up a conversation with people he meets anywhere, and has them work through their anger, fear, and pain in one talk. His wrist is layered with at least 3 Alive & Free wristbands every time he walks outside, prepared to share the Alive & Free message with anyone who needs it. "I carry a prescription card with the Rules for Living with me in case I run into a young person on the street. It's what I call my everyday one-on-one treatment."



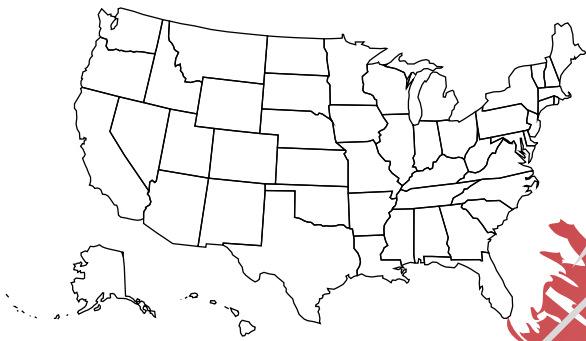
Stefan pivoted from a life that was taking him down the wrong path to helping those who were once in his position by starting Overcoming Gangs and Beyond San Diego. "The area mimics Los Angeles' gangs on a smaller scale. Some people don't realize there is a gang issue in San Diego, but it is definitely there. I took what I learned from Dr. Marshall about the Disease of Violence and began to model the change I wanted to see. We can't talk about saving the community with guns and 40 ounces of beer in our pockets."

Stefan is committed to living an Alive & Free lifestyle and has attended every Alive & Free Training except for one. He is essential to the class as he counsels the adult students through their discovery of how violence has impacted their lives and how to overcome it. "It's more than saying, 'I understand what you're going through.' It's giving them the prescription, something they can grab a hold of, wrap their head around to use and get on with their lives."

"I use Alive & Free in my life because it keeps me Alive & Free. I refer to the Rules for Living and Coachisms' regularly. I know that it saved my life, several times. I'm proud to be an Alive & Free Consortium Member."

"I truly believe this is a life saving program."

PARTNERSHIPS



ON THE ROAD WITH ALIVE & FREE TRAINING INSTITUTE

The Alive & Free Training Institute teaches communities everywhere the Prescription to treat and prevent violence. In 2019 over 200 participants learned the Alive & Free Prescription. The information given was relevant and necessary and the participants made sure to bring Alive & Free to their own communities to teach more people.

Dr. Marshall traveled across the United States to West Palm Beach, FL to work with young men and women in the juvenile justice system and teach the message of violence prevention. "I was really looking forward to talking to them and they were open to receiving the information. They had even read my book *Street Soldier* before I arrived and all of them wanted me to autograph it," Dr. Marshall reflected.

Later in the year, California's San Diego Police Department invited Alive & Free to do a Training Institute with their police officers. "We definitely enjoyed the training," shared Sgt. Errick Barnes. "It opened up our eyes to so many things that help us communicate better and to understand the communities that we serve. The way Dr. Marshall explains violence as a disease, it makes you take a step back and look at the different risk factors, the things we ourselves are allowing to happen and things that we're contributing to our lives whether it's music, social media or destructive language. These are things we can eliminate from our lives that can help us have a safer community."

In the Bay Area, Northbay Hospital in Fairfield, CA is implementing the Alive & Free Prescription to curb the recidivism of young people in prisons. "I'm so excited, we've been learning so much from the training. When we hear a testimony, we have to give them a remedy, give them medicine. We have to understand that violence is a disease but there's treatment," shared Andre Davis. LMalichi Dawson from the Fairfield PAL Center said, "It makes you do a lot of self reflection. It was important to learn to address myself and my challenges first."

And finally, National Consortium member, Garey Thompson, invited Alive & Free to D'Veal Family and Youth Services in Pasadena, CA to train to their entire outreach staff..

CELEBRATING MS. ESTELL & MS. DEMETRA

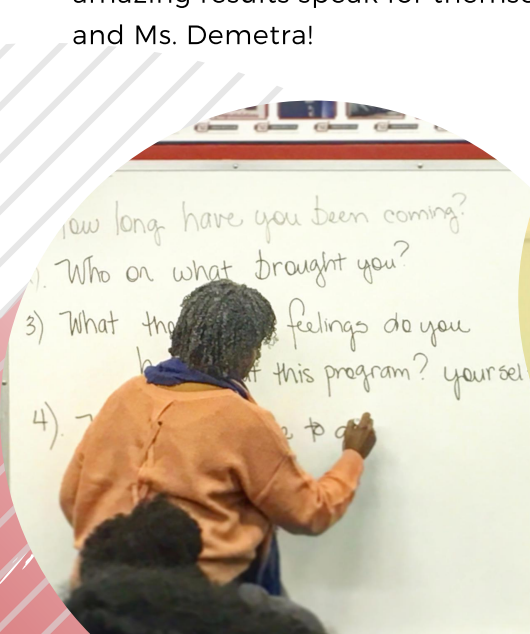
HEART OF A TEACHER

They give the Omega students the courage to be the best version of themselves. They show them how to dive deep inside themselves, face their traumas, and heal and move forward. They prepare them for success in college and in life. It takes a certain heart to teach our students. We celebrate Ms. Deborah Estell and Ms. Demetra Jones as they lead our College Prep class Thursday nights. They are the best.

Ms. Estell first blessed our classroom in 2004 with her grace, her passion for literacy, and the skill to help our students reach their full potential. "Listen to your background music," is something that can always be heard in her classroom.

Ms. Demetra started teaching math to our students in 2005. She then developed the Financially Alive & Free financial literacy class to help and our students learn how to manage their money and stay out of debt.

They both get excited when their students receive college acceptance letters. And they are also there at the college graduations. They are also there to pick up the phone at any hour when the students need to talk. They truly give their students their all and love them unconditionally, and the amazing results speak for themselves. We love you Ms. Estell and Ms. Demetra!



ALUMNI HIGHLIGHT

SHERVON HUNTER

HALL OF FAMER-ON THE COURT AND IN THE COMMUNITY

Shervon Hunter-Johnson was the first girl who joined Omega Boys Club back in 1987. “My peers were guys and we would play basketball at the gym and then go to the Neighborhood House for the meetings. They would cook dinners for us, feeding our bellies while they were also feeding our spirits. You don’t realize you need food for your spirit.”

Growing up in Potrero Hill’s public housing, Shervon’s biggest supporter was her grandmother, Vera Maye Blue. “My plan was always to go to college on a basketball scholarship. I knew I wanted to go to an HBCU and I had the opportunity to go on a college tour with 7 other students because of Omega.” She was offered a full-ride scholarship to Delaware State University, thanks to Mary “Honey” Lamb-Bowman. “I didn’t do it by myself, Honey Lamb was a great influence on that. I was far away from home when I was elevating my education, looking at the Atlantic Ocean when I was used to the Pacific. My teammates Kim Taylor and Christine O’Neil helped me to stay when I wanted to give up. I was still dealing with systemic racism and I didn’t know what to expect.” Shervon stayed focused though and kept her eyes on the prize—a college degree, graduating with a B.A. in Psychology. She did pretty good in basketball too, finishing as the school’s all-time leading scorer and 3rd all-time leading rebounder. This past fall she was inducted into the school’s Hall of Fame. “To be recognized by my alma mater’s Athletic Hall of Fame this past November was a great honor. I didn’t earn it by myself. I had a team behind me.”

“Shervon has truly made a difference to Alive & Free.” Says Dr. Marshall. “She’s a great representative of the Club. She attends every event and lets people know that the light is always on Tuesday nights.” Shervon continues to be a pillar in the community, participating in many violence-prevention events and activities. She has even started her own non-profit, Stand in Peace NOW, which helps to promote and support spaces and places where trauma has resided, to show that healing is possible. We are proud of Shervon and want to celebrate her success—on the court and in the community!



GRADUATE PROFILE

NGOZI HARRISON

Ngozi is passionate about learning. He graduated from Menlo College in 2019 with a degree in Information Technologies and is already putting his education to work. At the age of 20, Ngozi is employed by YouTube as a strategic project manager. He is also creating his own content as he continues to put his digital expertise to work.

My parents homeschooled me and my sisters. Because of this, I was able to adopt the energy and psychology of not separating home and school- no dichotomy of learning and life. We always would have discussions on the weekend. My parents- Alive & Free alumni themselves- were in grad school as we were in home school. I remember being on Mills College's campus meeting professors and being in classrooms. At the same time, home school allowed me to pursue the things I was really interested in like video game creation and coding classes.

I was always the youngest person in the room. While at Omega, I was the youngest at age 15. I went to Menlo College at 16 and graduated with my degree in Information Technologies at 20.

I've always been interested in technology. I wanted to first study computer science. I loved it but at the same time I wanted to get an understanding of the intersection of tech and society and how to apply information systems for businesses and society.

My parents were able to take us on a tour at YouTube when I was 10. Later, I was able to get an internship in between junior and senior year which then turned into a full-time job. I gained knowledge and experience and it all fell into place.



I was hired by Google and started working at YouTube right after I graduated from college. I'm advising YouTube creators using strategic and analytic advice, managing our relationship with creators and providing strategic and analytics to grow their success on the platform. It's a pretty diverse workplace, and I am the youngest on the team. We have the creative spirit. Day to day I'm on calls with creators to build their channels, brands and revenue. I'm a mix of creative director, brand and business consultant which are all of the things I like to do.

I am here to learn and do the things I do well and give my best.

'Move fast and break things,' is a common phrase used in technology. But I want to live by 'move slowly and serve humanity to make a more economical society.' That's where my passion is, to gain knowledge to create more positive spaces, advocating for equity and justice within the tech space.

I can't even count all of the ways Alive & Free has impacted my life, my family's life, and my extended family's life. It has a lot to do with the understanding of myself and my identity. Some of my earliest memories are of Jack teaching and Kareem asking me what I was drawing. A lot of the ways I was taught were influenced by Alive & Free, watching and dissecting and analyzing movies. You're constantly learning and analyzing the things your watching, reading and experiencing.

I was 15 while in the College Prep class. With your peer group, you go through the fire together and you really develop this close bond with others and you want them to succeed and vice versa. An extended family, a spiritual family, is created and they want to see you succeed as well. It all helped to prepare me for college and build my confidence while staying true to my passion and values.

If I can't be the person who changes the world, I want to be the person who sparks the mind of someone who does.



COLLEGIATE BROTHERS

The bonds which are formed because of Alive & Free are truly phenomenal and ever-lasting. Xavion Babers learned this when he decided to attend Tuskegee University.

"I went to a college fair and the recruiter for Tuskegee was telling me how the school is more like a brotherhood," shared Xavion. "It was something I wanted to be a part of." Xavion had an internship with SFO Airport. He watched his boss, the project manager, run everything like printing the blueprints for the construction workers and making sure their work was approved. "I liked working for him, it made me want to go into Mechanical Engineering".

Alabama was a new state for Xavion. Everything was brand new. And he only knew one person, Ayinde Chism, a senior on campus who is studying aerospace engineering, and is also an Alive & Free collegian.

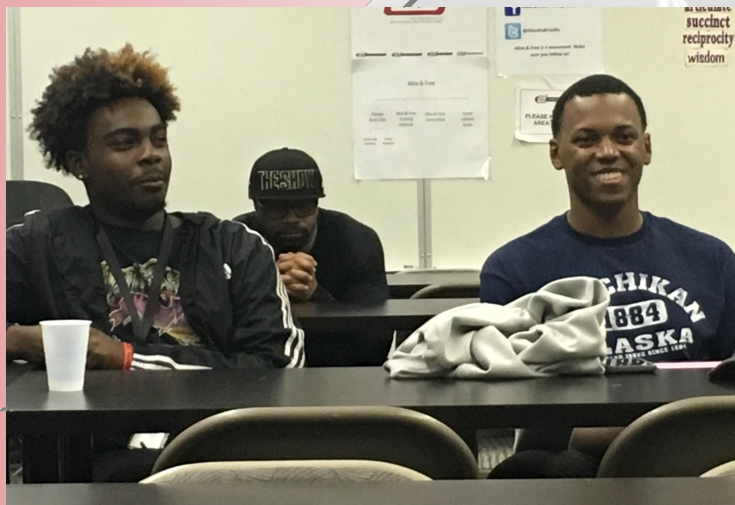
"When I first got to campus, I didn't want to ask Ayinde for help. He reached out to me first. I needed to wash clothes and he offered to come and pick me up so I could wash my clothes at his apartment. While washing, he asked if I wanted to fly an airplane.

I laughed and said yes because I thought he was playing. But we got into his car and headed over to the base where all of the airplanes were parked. Ayinde had to check the oil and inspect the equipment before we got into the plane. We climbed in and he put his headphones on, "Is it clear?", checking to make sure the air space was clear. Then he got to flipping switches up, down, down, up. When he turned the engine on, I knew this was real."

Ayinde has always dreamed of being a pilot. He worked hard and focused on his goal and this was a moment where he could share his achievement with someone who looked up to him.

"The circles on the dials started twirling. Ayinde pulled into the lane for take off. The plane was wobbling and I was a little nervous. Ayinde was so calm as I was praying that we make it! Then we got into the air and flew over Tuskegee's field. I was scared to move but I grabbed my phone to record the sights to show my mom. We flew in a whole circle above campus. We landed and he said "your turn!" Ayinde helped me through the instructions. "Turn the engine on. Pedal with your feet. Pull the steering wheel, but not too fast." Once we got into the air he let me control the plane! Wherever I go, the plane is going right with me. We flew over Tuskegee again and then he asked "You ready to land?" He guided me through the landing and we made it back to the ground safely."

"I look at Ayinde as my big brother. And I'm his little brother. He always invites me out to eat. He even picked me up on my birthday and drove me to Auburn, which is 25 minutes away from campus. He brought his friends and we all went out to eat together to celebrate. He took me under his wing, he checks up on me. It feels good to call someone Big Bro, especially since we both came from Omega and share the same values."



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DEMETRA JONES
Financial Literacy

ANN BASSETTE
Multimedia Marketing &
Development Coordinator

DR. CHRIS HARRISON
Math Instructor

SUPPORTER PROFILE

Rita Collins has been a supporter of Alive & Free since the beginning. Her three daughters Jamila, Layla and Rashida are all alumni and three of the Club's 239 college graduates. 'Mama' Rita, as she is known, is the Club's biggest supporter and we love her.

I had been having issues with my oldest daughter in middle school. She had always been a great student, then her whole attitude toward school started to change. She was getting picked on because she was smart. She wanted to be with the cool kids because they looked like they were having fun. I felt like I had to do something to help keep her on track, which would also help keep her younger sisters on track. We had church and our family, but I knew in my heart that it wasn't going to be enough. I knew her personality. I kept praying about it.

I was doing some community work in Sunnydale and found a newsletter article with Preston Worthy and a group of girls around him. The article was talking about how Omega was helping young people. I know that they were supporting young people with trying to get their lives back on track. I was desperate and in need of help, so I went up there. I met with Preston and shared my frustrations. I needed something more because extracurricular activities weren't enough to combat the peer pressure. I started crying in front of him, I was so afraid of losing her. Preston said, 'Just bring your daughter up here and listen to the other girls' stories,' so I just started bringing her. Her little sister who was 11 also wanted to go too, so we all attended.

The girls in class were talking about the pain in their lives, the things they regretted and the things they wanted in their life. After that first night, there was a shift in my daughter's communication-our communication. I don't think she thought about the long-term effect her current behavior would have on her life. She told me, 'Mom, I feel sorry for those girls. They are trying so hard to turn their lives around.' I had to explain to her, 'You don't have to turn around, you just have to not go into those places that bring you down. Your friends look like they're having fun, but what at price?' I noticed soon she was more calm, and wasn't trying to get out of her homework anymore. I knew Alive & Free was working.

When we started going, it was during the time where crack was really affecting the community. Families were in disarray and the kids were fending for themselves. I became totally committed to the organization and the kids. I would take kids home and we would talk about the subjects raised at the Family Meeting. I wanted them to know that tough times don't last, that things do get better. I told them to focus on their goals. Eventually, with some of the other adults I helped organize the Club's first Kwanzaa celebration, an event we still celebrate every year.

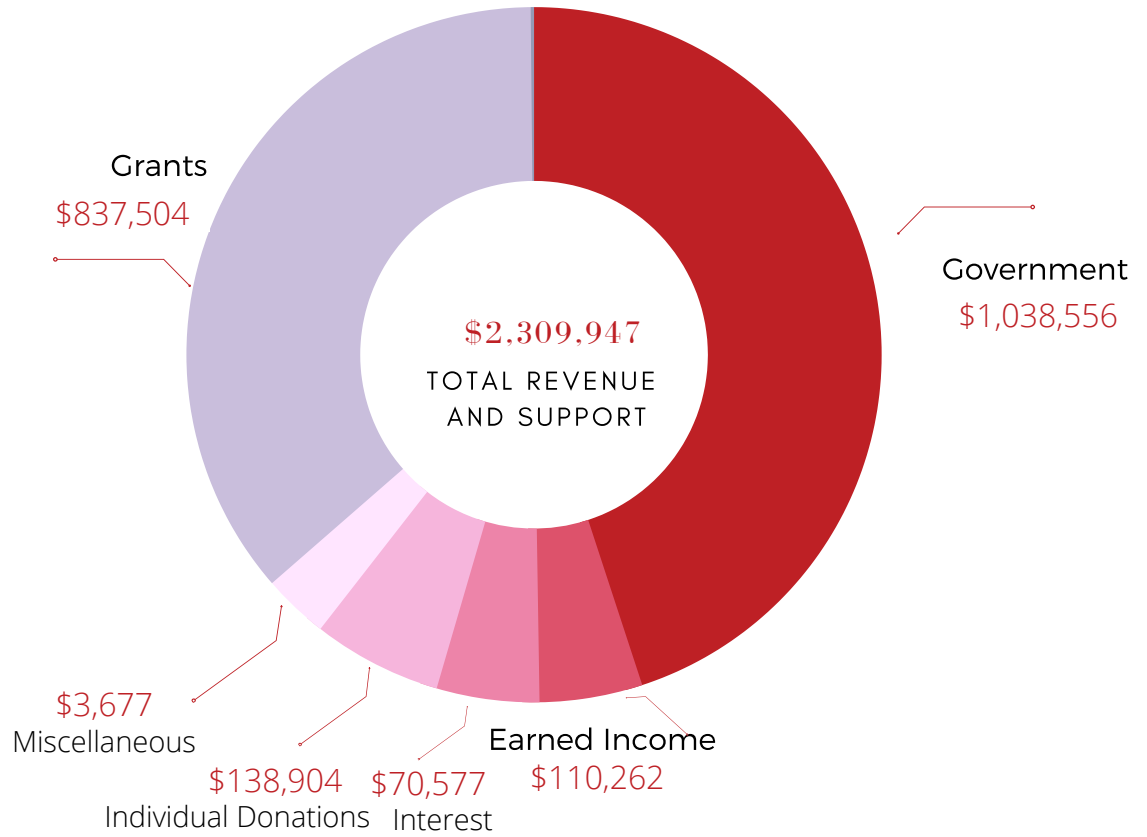
It's been wonderful to be part of Alive & Free/Omega Boys Club all these years. The excitement of seeing young people overcome challenges and grow and succeed has been amazing. They are like miracle workers. Everything the Club did helped to support the values my husband and I were teaching our daughters. They just needed to hear it from someone else. Thank you Alive & Free. I'm glad I found you.



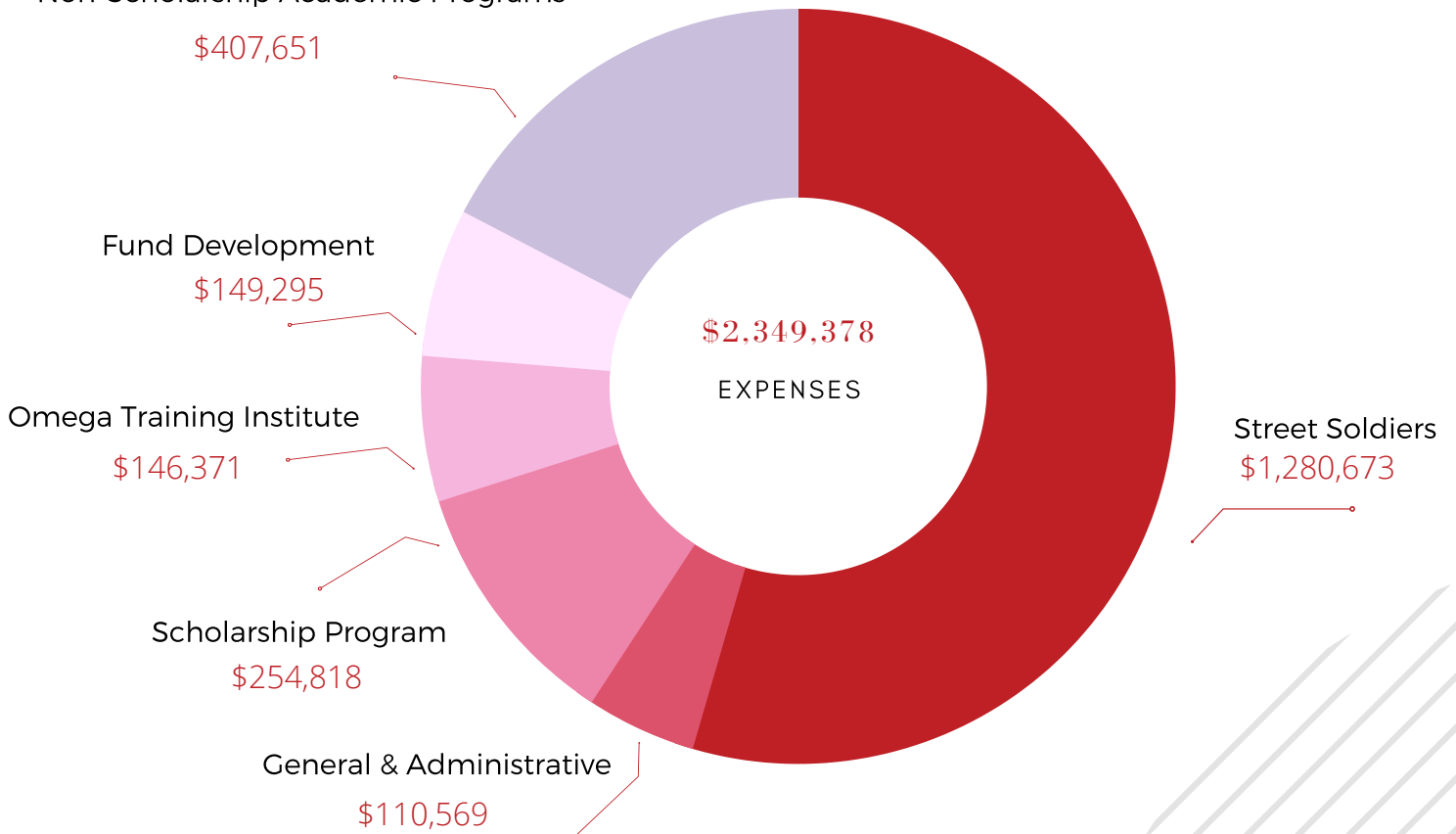
Financial Highlights

2019 ASSETS

NET ASSETS AT BEGINNING OF YEAR	\$4,671,807
DECREASE IN ASSETS	\$2,261,247
NET ASSETS AT END OF YEAR	\$4,632,376



Non-Scholarship Academic Programs



THANK YOU To Our Donors

\$100,000 and Above

Cabin Road Foundation
The California Endowment
City & County of San Francisco
Department of Children,
Youth & Families (DCYF)

\$99,999-\$25,000

CP Development Co., LP
Bill & Barbra Wood

\$4,999-10,000

Crankstart
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Golden State Warriors Foundation
Dr. Andrew Moyce
The San Francisco Police Officers Association
Roselyne Swig
Vista Equity Partners, LLC
Bruce Williams

\$ 4,999-2,500

Bank of America Matching Gifts Fund
Judy Binsacca
The Brush Family Foundation
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Charlie Cross
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Lennon BPO Inc.
The Sadie Meyer & Louis Cohn Foundation
Dr. Andrew Moyce
Pacific Gas and Electric Company
Paul & Jackie Schaeffer
Ken Sun
Union Bank Foundation

\$ 2,499-1,000

Tony Anderson
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Peter Guenther
Patrick Hitchcock
Rudy Hoffman
Darrel Huizenga
Brent Johnson
Just Tickets!
Susan Kitazawa
Henry Klyce
Sandy & Ralph Larson
Deborah Lynch
Dr. Joseph Marshall
Diane Marshall-Freeman
Mechanics Bank
Jeffrey Neidleman
Northbay Healthcare
Purple Heart Patient Center
William & Adrienne Riley
The San Francisco Foundation
Spinelli, Donald & Nott
Don Strand
Andrea Thomas
Turning Point Academy
John Yamaguchi

\$999-500

Charlie Bettencourt
BaumPritikin Family Fund
Sheila Brookes
Delois Bunch
Robert Burri
John Farber
Paul Fitzgerald
Folio Fine Wine Partners
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Bruce Harris & Jeannette Alexich
Robert Harris
Glenn & Dominique Hunter
Ann Kindberg
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OAKLAND PAL



2019

BY THE NUMBERS



OMEGA LEADERSHIP ACADEMY

45

Tuesday Night Meetings

317

Leadership Academy Participants

39

College Scholarship Recipients

39

College Attendees

11

College Graduates in 2019

239

Total College Graduates (YTD)



TRAINING INSTITUTE

6

Training Workshops Held

212

Number of Training Participants

9

Participant Cities

5,581

Overall Number of People Trained



STREET SOLDIERS RADIO

250K

Total Listening Audience

47

Radio Shows

4,181

Podcast Downloads

SPEAKING ENGAGEMENTS

21

Speaking Engagements

2,800

Speaking Engagement Attendees



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you KNOW
The more
you OWE





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