

ANNUAL REPORT  
2016





# COMMUNITY GROWS US FULLY INTO THE PEOPLE WE ARE MEANT TO BE.

// *"Every dude my mom knew was a gangbanger — my grandad, my pops, my stepdad. Those were my role models. I thought I knew myself, but I didn't. Today I'm still growing and learning. The family you were born into is your biological family, but you have a spiritual family too."*

ANTHONY, TRAINEE //

Now thriving in the 18-month Job Training program at Homeboy Industries, Anthony describes himself as a "humble giant." That's a fitting description for Homeboy Industries as well. Since our early days at Dolores Mission Parish, we've grown into a \$16+ million organization with multiple social enterprises. Our campus takes up half a city block. Most importantly, we serve thousands of formerly gang-involved and previously incarcerated men and women with our 18-month program and free services.

Yet we are humbled each day by the adversity our clients have endured, and by the urgency of our mission. Humility is the knowledge that none of us is self-made; we break when our communities fail us, and it is only in community that we can regrow. We can share individual and collective success stories (see page 5 for some of our 2016 accomplishments), but when trying to explain what makes Homeboy Industries Homeboy Industries, we often find ourselves saying "Just come visit us." Only by experiencing kinship with those our society has demonized can we begin to heal the wounds created by such divisions.

At our headquarters, you will discover what—or rather who—makes us who we are. Homeboy Industries is the young man who has traded the

baggy uniform of his neighborhood for a college sweatshirt. Homeboy Industries is the woman who once taught her children to fight and now shows them how to be tender. Homeboy Industries is the volunteer who phones landlord after landlord, trying to help a client find an affordable apartment. Homeboy Industries is you, the person who supports us financially, who welcomes Homegirl Catering into your events, or shares our Thought of the Day videos on social media. Together we are stronger than the sum of our parts.

Warmly,

Fr. Greg Boyle, S.J.  
Founder

Thomas Vozzo  
CEO





# THE STORY ABOUT US



Hope has an address.

Homeboy Industries was born out of necessity in Los Angeles, during what is sometimes called the Decade of Death (1988-1998). Gang violence was rampant—a thousand homicides a year. But where others saw hardened criminals, a Jesuit priest named Father Greg Boyle saw young people who had lost hope for a better life. He listened to them and gave them simple jobs around the church. Homeboy Industries is known as a job training organization, but it is the first tactic—the listening—that enables people to “discover the truth of who they are,” as Fr. Greg often says.

A former trainee named George, who is now part of our security team, recently described the internal change that Homeboy Industries’ combination of training, education, and therapeutic services facilitated in him.

“I never made goals, except to be the baddest person on the block,” George recalled. “I didn’t have role models to direct me on the right path. I lost my mother while I was in prison. I just recently forgave myself for that, with help from my therapist and my sponsor. Now I’m training to be a wild land firefighter, and I’m hungry for that.”



*“I’ve never been hungry for anything positive before.  
I’m a father to my kids. I deal with my problems instead of running from them.  
I found out that if you stick around, it ain’t that bad.”*

GEORGE

“Sticking around” is another way to describe what we do at Homeboy Industries. We model trusting relationships and provide a secure base of support in the form of case managers, therapists, employment counselors and, most importantly, other former gang members who can say with confidence “I’ve been there and I know what it’s like. I changed my life, and you can too.”

Stick around and you’ll see exciting developments at Homeboy Industries: new business growth, successful programs, and stories of a community healing itself one person at a time.





# 18-MONTH TRANSFORMATION

Most people, if they're lucky, get 18 years to learn and grow in a safe environment before venturing out into the world. The men and women who come to Homeboy Industries typically did not have that luxury. They lived in survival mode, doing whatever was necessary to cope with abuse and neglect at home and violence in their communities. When they are accepted into our Job Training program, they are welcomed into learning a new way of life. It's challenging, intense, and nothing short of transformative.



Reception



Relationship



Transformation

Re-identification



We provide intensive case management to ensure that trainees who are fresh from prison are seen and accepted, and that basic needs like food and housing are secure. Trainees participate in 20 hours per week of "work therapy," or short work cycles that will familiarize them with new environments and relationships under the guidance of a workplace mentor.

Clients begin therapy to work through traumas and develop new narratives about their lives. They become more active participants in the Homeboy Industries community, increase work therapy hours, and take academic and life skills classes. Trainees begin meeting with employment counselors to plan for careers beyond Homeboy Industries.

Trainees begin classroom instruction and on-the-job training based on an individualized employment plan. As their futures take shape, staff and peer mentors provide extra support to combat feelings of unworthiness and anxiety that often arise during this phase.

Now that trainees have a solid base of personal and professional skills, we facilitate interviews and internships, and help them cultivate a network of post-graduation support (alumni mentors, support groups, family, etc.).

T

## TRAINEE

A former gang member or previously incarcerated individual who is participating in the 18-month Job Training program.

N

## NAVIGATOR

A Homeboy Industries graduate who has turned his or her life around and now mentors others. The Navigator guides cohorts of trainees through the program and is often the first person to deal with any problems that may arise.



## Q&A WITH SHIRLEY TORRES

DIRECTOR OF RE-ENTRY SERVICES

Shirley Torres has worked with Homeboy Industries for 13 years, starting as a Release Counselor for girls coming out of detention camps, later as Director of Curriculum & Training, and most recently as Director of Re-entry Services.

**Q:** How has Homeboy Industries changed in the past decade? How has it stayed the same?

**A:** I came here during a time when Fr. Greg rolled up his sleeves and did everything from his desk. He was employment counselor, therapist, case manager, and crisis interventionist. It was like an emergency room where you treated the most visibly wounded and got them immediate relief. Hope was a job; it was the avenue to engage and build community and offer unconditional love. There was a sense of belonging and purpose. There were no formal service departments that really engaged gang members in taking a deeper dive. We knew everyone's name, and we offered former gang members something they had never been afforded, not in their homes, not in their neighborhoods. It was a sanctuary where they could unpack their stories and take off their masks.

With the development of formal services, many homies started to see how employment at Homeboy Industries was more than a job. It was an invitation to stop chasing death and start choosing life. Healing became the goal. Now we're like a hospital offering holistic care to those who have survived unimaginable early-childhood experiences. They have the courage to keep getting up every time they fall. And I am glad we receive them with a "no matter what-ness."

*continued on page 6*

finding hope



C

## COMMUNITY CLIENT

Usually a former gang member or previously incarcerated individual who is not in our paid program, but comes to Homeboy Industries for free services (GED prep, Workforce Development, support groups, etc.). We serve thousands of community clients each year.

H

## HOMIE

Traditionally, a friend from the neighborhood; here, it means all members of the Homeboy Industries family, from former gang members to volunteers.



Q&A

*continued from page 5*

**Q:** As part of the Executive Team, what leadership qualities are most important to you?

**A:** Understanding the mutuality of this place—making sure that we are both leading and being led by the men and women who walk through these doors. Additionally, my parents immigrated here from Mexico, hungry for a better life. They instilled in me the importance of treating everyone with dignity and respect, especially those individuals historically denied the right to belong.

**Q:** What keeps you motivated and inspired?

**A:** The homeboys and homegirls. I have seen men and women who come here with their head down, no eye contact, allergic to hugs. Over time, with consistent unconditional love, they begin to stand a little taller and embrace themselves and this community. Then they hold the door open for the next person. It's a miracle. Homeboy Industries is a miracle and a beacon of hope for everyone, including me.

**Q:** Where would you like to see Homeboy Industries in ten years?

**A:** I would like to see Homeboy Industries as a village of hope rather than a beacon of hope. I want us to offer transitional housing, child care, and employment, and still be a place where everyone knows your name.



life  
changing

In addition to the 250+ men and women who participate in the 18-month program each year, thousands more seek our free services: academic and life skills classes, support groups, substance abuse treatment, legal assistance and referrals, tattoo removal, and employment assistance. Some services act as a “gateway”; a client may come to get a tattoo removed as part of a parole agreement and start to think about making even bigger changes.

2016  
highlights

EDUCATION

Our academic, life skills, arts/enrichment, and work readiness classes logged a total attendance of 22,195 sessions.

LEARNING WORKS @ HOMEBOY

Our charter high school had an average monthly enrollment of 96 students. Approximately 60 clients enrolled in college for the first time or made progress toward a degree.

TATTOO REMOVAL

11,236 laser tattoo removal treatments were provided by our volunteer doctors and physicians’ assistants. 1,696 new clients came to Homeboy Industries to have tattoos removed.

WORKFORCE DEVELOPMENT

We facilitated more than 260 certifications in First Aid/CPR, Forklift, Manufacturing, OSHA-10, and more.

CASE MANAGEMENT

11 trainees gained custody of their children.  
49 trainees obtained a driver’s license.

MENTAL HEALTH

3,878 therapy sessions were provided by our licensed Mental Health clinicians.

SOLAR PANEL PROGRAM

73 individuals graduated from Homeboy Industries Solar Panel Training program; 32 of them passed the prestigious NABCEP test.

Q&A WITH JESSI FERNANDEZ

TRAINEE

Jessi Fernandez first came to Homeboy in 2012, but dropped out of the program. Since returning in 2016, he has gotten a driver’s license and enrolled at Pasadena City College. In 2017 he will travel to Oxford, England for a semester abroad.

**Q:** What’s the difference between when you were here before, and now?

**A:** I saw Fr. Greg at a few funerals and he started saying to come back. I’ve matured. Back in 2012, I was here for the money. Now I’m here for the resources.

**Q:** How are you feeling about studying abroad?

**A:** It’s something I always wanted to do but never thought I’d be able to. It was like something I’d seen in movies.

**Q:** How have you changed internally since coming to Homeboy Industries?

**A:** I have a different mindset now. Before I had no direction. Now I’m more goal oriented. Before I had too much time on my hands, and now I have a lot of things to do. I’ve worked in the bakery, the reception desk, maintenance, the café. They’re all cool. I just do what has to be done.

**Q:** What would you say to someone like your younger self?

**A:** Progress is a process. It gets tough before it gets better. But what you do about it makes you who you are, and hard work pays off.





## KINSHIP THROUGH SOCIAL ENTERPRISE

Social enterprise has been at the heart of our work for almost 30 years, even before we had a title for what we were doing. Fr. Greg popularized the radical notion that even the most demonized individuals can thrive when given a second chance. He partnered with local businesses in the Boyle Heights neighborhood, encouraging them to hire homies. Today we operate nine social enterprises, including Homeboy Bakery, Homegirl Café & Catering, and Homeboy Silkscreen & Embroidery. We also make grab-and-go food items for several outlets throughout Los Angeles. Our businesses provide a vital training ground for clients, many of whom never held “real” jobs before. They also show employers what we have long known: that people can transcend their pasts and become valuable, empowered workers.

Anyone who has perused our online merchandise store knows that **Homeboy Silkscreen & Embroidery** makes high-quality logo shirts and gear. But did you know you can also order customized apparel, pens, mugs, cups, umbrellas, aprons, water bottles, backpacks, and more for yourself, your team, your school, or your business? Visit [homeboyindustries.org/silkscreen](http://homeboyindustries.org/silkscreen) for more info.

*“My self-esteem went from zero to 100.”*

ERIKA, TRAINEE



At Homeboy Industries, we talk a lot about “breaking bread” together; sharing food creates kinship, fosters mutual understanding, even between rival gang members. In 1992, we launched **Homeboy Bakery** and began baking bread together as well. It’s not just any bread. Daily, we handmade preservative-free, artisan breads, rolls, pretzels, and batards. We also make the most delicious cakes you’ll find anywhere, from our holiday Kugelhopf to our delectable cupcakes. Next time you want to say thank you, consider sending a basket of cookies (macaroons, almond horns, Mexican wedding cookies, and more). As we often say, giving back never tasted so good! To place an order visit [homeboyfoods.com](http://homeboyfoods.com).



**Homegirl Café** is a Zagat-rated gathering place for L.A. locals, serving fresh fare with Mexican flare—from tacos to chile relleno grilled cheese sandwiches. The café is also a safe space for our female clients, especially. Many have experienced domestic violence and the challenges of single parenthood in addition to the usual obstacles created by gang involvement and incarceration. At Homegirl Café, trainees work with strong female leaders who can say “I’ve been where you are, and I know you can do it.” **Homegirl Catering** is one of our fastest-growing social enterprises. Invite us to cater your next event, and bring a little piece of Homeboy Industries to you! Visit [homeboyindustries.org/catering](http://homeboyindustries.org/catering).





# GLOBAL THOUGHT LEADER

The Homeboy Industries’ model works precisely because our free programs and services were developed in and by the community they serve. Accordingly, more than one third of our staff is comprised of former trainees who graduated and have been promoted from within. In 2014, the Global Homeboy Network (GHN) was formed in response to requests by organizations and communities wishing to learn from our model. The GHN’s goals are to disseminate best practices, increase our impact and scale by working

collectively with organizations across the globe, and create a movement of exquisite mutuality. Over the years, we have welcomed hundreds of organizations to our headquarters for technical assistance and site visits while also sending subject matter experts into the community to locations such as: El Salvador, Mexico, Washington, Colorado, Virginia, Georgia, New York, Tennessee, and Washington, DC. Visit us at [homeboyindustries.org/ghn](http://homeboyindustries.org/ghn) for more info.

# FINANCIAL HIGHLIGHTS

OUR 2016 ANNUAL INCOME

\$16,646,000

Our revenue increased slightly over last year and was sufficient to offset our costs. The largest component was our social enterprises, led by Homeboy Bakery and Homegirl Catering. We are grateful for government support from the Department of Labor and the City of L.A.’s Gang Reduction Youth Development program (GRYD) and our generous private funders.



Donations and volunteer support are integral in helping us directly impact lives every day.



### HOW TO DONATE

Homeboy Industries is a not-for-profit organization that relies on your support. For more information or to make a tax-deductible contribution, please contact us at: [giving@homeboyindustries.org](mailto:giving@homeboyindustries.org) or to contribute online at [homeboyindustries.org/donate](http://homeboyindustries.org/donate).



### Global Grass Roots

Homeboy Industries has become the model for grass roots organizations creating healthier families and communities by standing with men and women on the margins of society.

70+

Partner Organizations



Throughout our 29 years, we have become leaders in what it means to help the least likely to succeed.



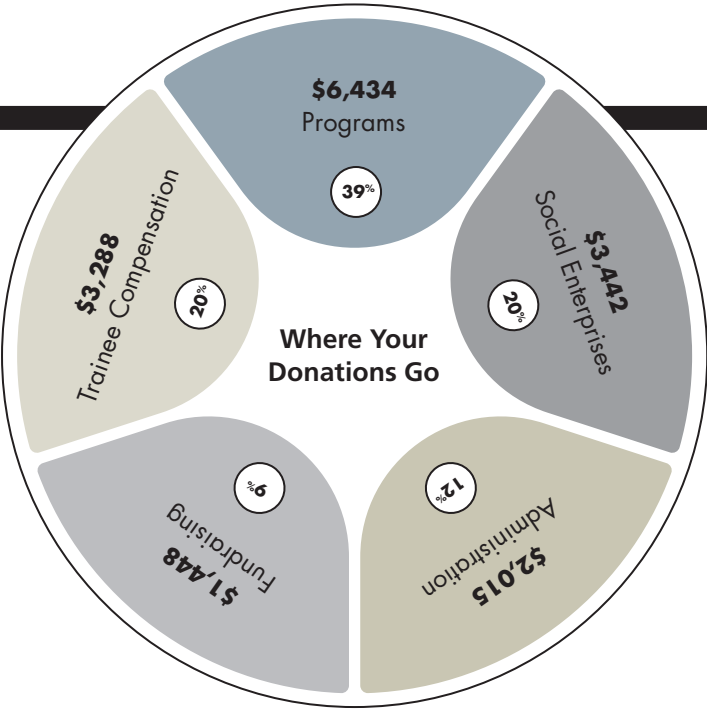
Kinship, mutuality and celebration are integral parts of the Homeboy Industries’ model.

### Global Homeboy Network



### Revenue Sources *(in thousands)*

\$6,140	Social Enterprises	37%
\$4,209	Individuals	25%
\$2,335	Foundations and Corporations	14%
\$2,263	Events	14%
\$1,699	Government	10%





# THANK YOU

Homeboy Industries is grateful for the generosity of its dedicated supporters, who recognize there is no “Us and Them,” there is “Just Us.”



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*“I don’t think of just myself anymore.”*

DAVID, TRAINEE

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Homeboy Industries provides hope, training, and support to formerly gang-involved and previously incarcerated men and women, allowing them to redirect their lives and become contributing members of our community.



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FIND OUT MORE AT [HOMEBOYINDUSTRIES.ORG](http://HOMEBOYINDUSTRIES.ORG)