



THE STRENGTH TO CHANGE



BREAKING BARRIERS, CHANGING CYCLES, TRANSFORMING LIVES

April 2016

Homeboy Industries is the place where more gang members and felons come than anywhere else in the world: to learn they have goodness, worth, and value; to reckon with their pasts and heal their wounds; and to find a positive path back into the community.

Since 1988 we have been in the business of breaking barriers, changing cycles, and transforming lives. But it's our point of view—the foundational belief that we belong to each other—that drives Homeboy Industries' success.

We bring compassion and unconditional love to every interaction. We know that every day offers hope for new beginnings. We demonstrate an irrational commitment to transformation, because that value helps people to realize they have the power to change.

This is our “special sauce” (as our leadership team calls it). At Homeboy Industries, we stand together and say: it takes strength to change your path; but with us, you don't have to go it alone.

Dear reader, your support draws you into this community of strength.

Together, we remove tattoos. We teach parenting and life skills. We offer high school and college assistance.

We provide mental health and substance abuse support services. We help overcome legal hurdles and register people to vote. And we provide vocational training for men and women and we place them in jobs.

Homeboy works. A UCLA study, which found that 70% of Homeboy graduates have not been arrested on new charges two years after leaving Homeboy, attributes our success to a unique mix of “therapeutic attachment and unconditional positive regard.”

In the next few pages you'll see not just how Homeboy Industries is transforming individuals' lives, but our Los Angeles community and the larger world.

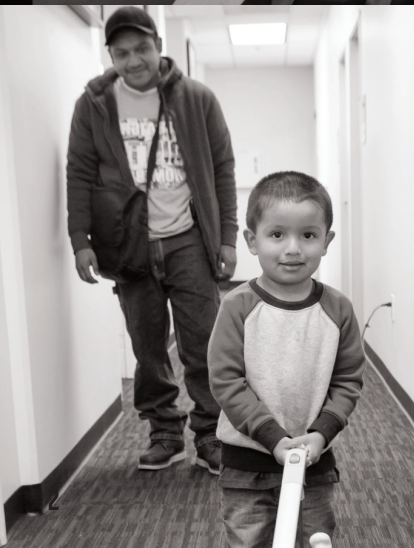
With your help, we will enlarge this community of kinship that triumphs over gang violence and despair.



Father Gregory Boyle,
Founder



Thomas Vozzo
CEO



ABOUT HOMEBOY

Over the past 28 years, Homeboy Industries has become the preeminent gang rehab and re-entry organization in the world, transforming lives locally in Los Angeles and leading a global movement for compassionate community.

Homeboy Industries breaks barriers to employment and integration into society for former gang members and felons. Homeboy helps men and women break a cycle of violence and despair and replace it with hope and healing. This year, Homeboy will impact the lives of more than 9,000 people with life-changing programs, and job training and placement.

With Homeboy's help these individuals will develop the strength and skills to change their lives and contribute to our community. Homeboy takes a holistic approach with therapeutic and educational offerings (case management, counseling, and classes); practical services (tattoo removal, work readiness, and legal assistance); and social enterprises (Homeboy Bakery, Homegirl Café & Catering, and Homeboy Silkscreen & Embroidery).

Two years ago the Global Homeboy Network was created to nourish like-minded organizations that are creating healthier communities by standing with those on

the margins of society. Now, more than 70 organizations across the US and around the globe model and apply Homeboy's principles to help men and women of all kinds to come integrate into society.

In 2015, social enterprise accounted for 40% of Homeboy Industries' revenue while providing compensation and benefits for hundreds of men and women. The paycheck helps legitimize a population that has never had access to a traditional ladder of success.. It offers dignity and spending power, and a reason to get up in the morning.



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Silkscreen and Embroidery

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Diner, City Hall

CHANGING CYCLES

2015 Impact

9,200+

People impacted by Homeboy Industries, employing our tools to transform their lives

370+

Families reunited every year including closed DCFS cases, child support financials and core relationships

70%

of program graduates don't recidivate according to the UCLA School of Public Affairs

CYCLE OF DESPAIR



ABANDONMENT

DOMESTIC VIOLENCE

DRUG/ALCOHOL ABUSE

CRIME AND PUNISHMENT

JOBLESSNESS

ILLITERACY

POVERTY

WORTHLESS/HOPELESS

SOCIETAL DISCONNECT

PRISON

THE HOMEBOY LENS

LOVE IS
THE ANSWER



TENDERNESS IS
OUR METHOD



KINSHIP IN
COMMUNITY



TOOLS FOR TRANSFORMATION



TATTOO REMOVAL



PEER MENTORING AND FAMILY SUPPORT



HIGH SCHOOL AND COLLEGE

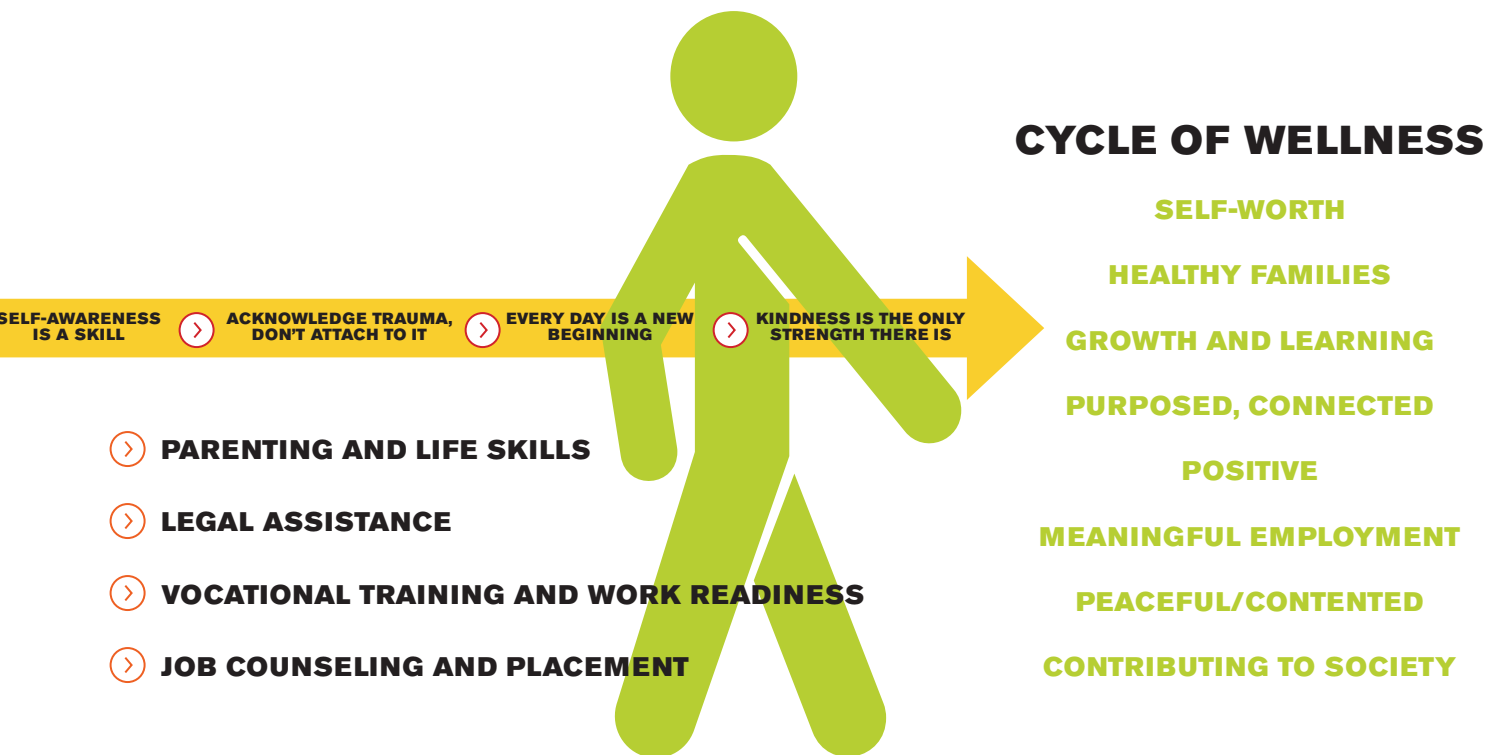


MENTAL HEALTH SERVICES AND
SUBSTANCE ABUSE RECOVERY SUPPORT



329

Men and women immersed in Homeboy's 18-month program, developing the strength and skills necessary to reenter the community in a state of wellbeing.



GLOBAL HOMEBOY NETWORK

Edmonton Canada • **Saskatoon** Canada
Vancouver Canada • **Calgary** Canada
Surrey Canada • **Spokane**, WA
Seattle, WA • **St. Paul**, MN
Minneapolis, MN • **Keswick** Canada
Worcester, MA
Syracuse, NY
New York, NY
Philadelphia, PA
Washington, DC
Charlotte, NC
Cincinnati, OH
Fort Wayne, IN
Omaha, NE
Kansas City, KS
Wichita, KS
Chattanooga, TN
San Diego, CA
Los Angeles, CA
Oakland, CA
Napa, CA
Denver, CO
Austin, TX
Prichard, AL
Houston, TX
Monterey Mexico
West Palm Beach, FL
Miami, FL
Kingston Jamaica • **St. Thomas** Virgin Islands
Antigua Guatemala • **Bridgetown** Barbados
San José Costa Rica
San Salvador El Salvador
Quetzaltenango Guatemala

Glasgow Scotland • **Denmark** Copenhagen

London UK

• **Santiago** Chile

70+

Partner
Organizations

60+
Cities

Over two decades, Homeboy Industries has become the model for grassroots organizations creating healthier families and communities by standing with me and women on the margins of society.

In August 2015,

185+

Service Providers

from organizations around the globe convened to learn from Homeboy Industries and each other about using trauma-informed therapeutic services, intentional attachment repair, and jobs/skills training to create healing alternatives to gang life.

● **Mariefred** Sweden
● **Stockholm** Sweden

● **Shanghai** China

● **Kampala** Uganda

● **Polokwane** South Africa

19+

Countries

FINANCIAL SNAPSHOT

Homeboy Industries' free programs and services break the intergenerational cycle of incarceration, violence, crime, and substance abuse. Clients have the capability to raise children who feel valued and nurtured, children who will have opportunities not just to survive, but to flourish in society.

2015 Impact

\$4.0M

**Earned in compensation by
Homeboy Industries clients
while in the 18-month program**

\$16.0M IN REVENUE

\$6.4M

SOCIAL ENTERPRISES

\$4.3M

INDIVIDUALS

\$5.4M

PROGRAMS

\$4.0M

TRAINEE COMPENSATION

\$15.8M IN EXPENSES

Homeboy Industries has a Gold rating on GuideStar. To see our complete financial information, please visit guidestar.org.



\$2.8M

FOUNDATIONS & CORPS

\$1.9M

EVENTS

\$0.6M
GOVERNMENT

\$3.2M

SOCIAL ENTERPRISES

\$1.8M

ADMIN

\$1.4M

FUNDRAISING

2015 DONORS

\$200,000+ Donors John and Geri Cusenza | Johnny Carson Foundation | Dr. Richard and Patricia Meehan | Eileen and Robert O'Leary

\$100,000 - 199,000 Donors AT&T Aspire | The California Endowment
The California Wellness Foundation | Carl & Roberta Deutsch Foundation
Children's Institute, Inc. | John Diamond | Emerson Collective
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\$50,000 - \$99,999 Donors The Herb Alpert Foundation | Carrie Estelle Doheny Foundation
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The Roddenberry Foundation | National Christian Foundation | The Purcell Family
Charitable Foundation | Michael & Irene Ross Endowment Fund of the Jewish Community
Foundation of Los Angeles | Walmart | Chris Weitz and Mercedes Martinez

\$25,000 - \$49,999 Donors The Ammon Foundation | Barbara Ross Charitable Trust | Lisa and John Brady | Collingwood Foundation | DevTo Support Foundation | Emma J. Dry | Dwight Stuart Youth Fund | Eastdil Secured | Fiduciary Trust Company International | Fred & June MacMurray Foundation Hanley Foundation | Mary Hayley and Selim Zilkha | Tom Jankovich | J. Stanley and Mary W. Johnson Family Foundation Lilly and Bruce Karatz | Martha and Bruce Karsh | DM Color Express | Fabian Nunez Jami Gertz and Tony Ressler | Michael B. Rosenfeld | Specialty Family Foundation | Thomas and Lindy Vozzo |

\$10,000 - \$24,999 Donors AEG | Albert & Elaine Borchard Foundation, Inc. | Mike Aparicio | Apfelbaum Family Foundation | Augustine Stewardship Fund Trust | Debbie and Paul Baker | The James and Juliana Bancroft Charitable Fund The Bank of America Charitable Foundation, Inc. | Bank of the West | Conan Barker | Robert Barth | The Fred & Cecile Bartman Foundation | Jane Bindl Oi | Robert Brazelton | California Community Foundation | California Resources Corporation | California State Association of Counties | Mark Carlin | Dan Carlson | CBS | Carole Cooney | Jeff and Nancy Davis | Kelvin Davis | Edison International | The Eleanor Lloyd Dees Foundation | Employees Community Fund of Boeing California | Felipe Esparza Lani and Brad Fauvre | Jonathan and Samantha Firestone | Gibson, Dunn & Crutcher LLP | Northgate Gonzalez Markets | Greater Los Angeles New Car Dealers Association Michael Hackman | Phyllis and Michael Hennigan | Mary and Mel Herbert | David and Jacki Horwitz Interior Removal Specialist, Inc. Dana Jackson | The Jankovich Company | JIB Fund | John & Hilda Arnold Foundation | Marilyn and Tom Johnston | Susan and Daniel Kane | Kasperick Family | Power 106 FM | Learning Works! | Robert Looker | Lowe Enterprises, Inc. | Loyola High School | Vince Lumia | William Milligan | Dr. Mario and Therese Molina | Oarsmen Foundation | O'Connor & Mikhov LLP | The Olson Company | Pfaffinger Foundation | Lynda and Stewart Resnick | Reynolds Family Foundation | Anne Ryder Mary Beth and Viktor Rzeteljski | Satterberg Foundation | Sawchuk Family Foundation | Sebastian Professional Scott Shepherd | Sisters of St. Joseph of Carondelet | Nancy and Michael Sitrick Skanska USA Civil | Lon V. Smith Foundation | LA County Supervisor Hilda Solis | Debra and David Solomon and Family | Mike Stoller and Corky Hale Stoller Stone Family Fund | Terry and Bill Szymczak | Tappan Foundation | Tides Center | Lauren Tom and Curt Kaplan | Union Bank Foundation | United Methodist Church of Los Altos | Universal Studios Hollywood Discover A Star Foundation | VCA Realty Jeff Weiss | Jeffrey White | White Memorial Medical Center | Ann Marie and James Van | Larry and Jane Lee Winter | Wendy and Jay Wintrob | Otto and Marianne Wolman Foundation | Women in Institutional Investments Network | Kathleen Youngerman



**It takes strength to
change your path,
but with us you won't
have to go it alone**

PROGRAMS

“I was involved in the programs at Homeboy for two years. Then I started an internship to get experience and when I finished it, I got a job. I love what I do, when I work with people and I share my story and let them know that we can do it. As a counselor feels so good to be an inspiration giving hope to people.”

— Dominique Frazier

“My story is familiar,” says Homeboy graduate Dominique Frazier. She was raised by a single mother and bullied at school. She acted out and landed in foster care, juvenile hall, and eventually prison. She became involved in an abusive relationship.

Her inspiration to change this pattern would also be familiar to others who seek Homeboy’s help: “With the arrival of my beautiful son Demarion, I began to imagine a better life for the two of us.”

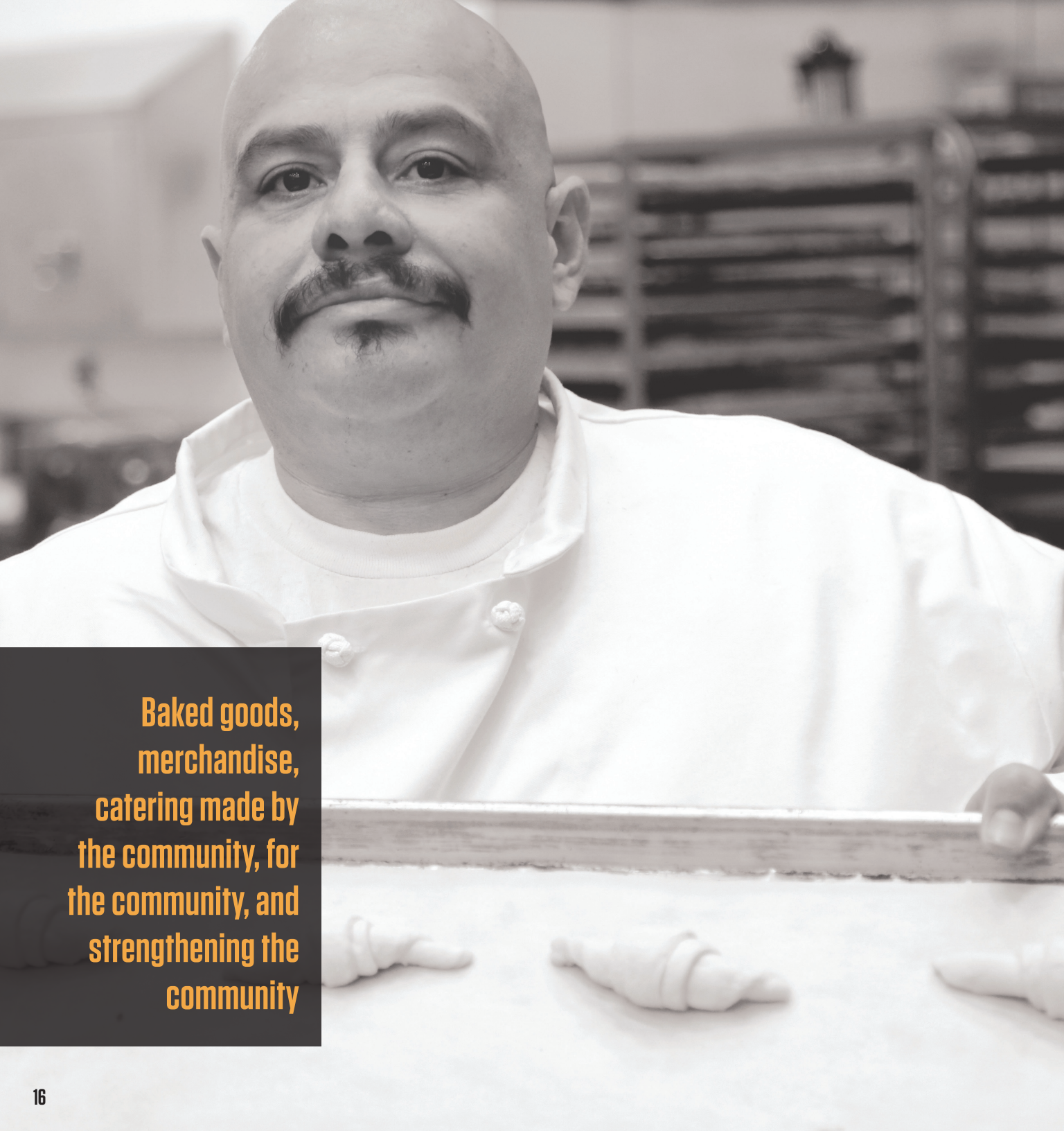
That’s when her script began to change. She began working on Homeboy’s maintenance crew, and then as an assistant in the Advancement department. Eventually she took charge of all tours coming through Homeboy Industries. She taught a public speaking class and shared her story at public events. She earned her GED.

After graduating, she began working as an

administrative assistant at Viamericas/Fortress Guard Services. After six months on the job, she became Acting Human Resources Manager.

“I am very grateful that my mother sent me to Homeboy Industries,” she emailed us recently. “I wouldn’t be sitting here typing from my own desk otherwise.”

“I am not a victim, I am a survivor,” became her mantra.



**Baked goods,
merchandise,
catering made by
the community, for
the community, and
strengthening the
community**

ENTERPRISE

“There is something that I learned from Father G that we can’t be afraid and have to look forward...I see myself helping the community and able to share with them what I learned and show them that I know exactly what they have been through. I learned at Homeboy to mentor and help the youth...It felt good to leave that impact and let them know that streets are not the solution.”

— Javier Medina

Anyone who’s watched reality TV knows that commercial kitchens and bakeries are notoriously high-stakes environments. But Javier Medina, a former trainee who now works at Thomas Keller’s Beverly Hills restaurant Bouchon, has faced far more frightening things in his time.

Javier fell into gang life and addiction as a young teen trying to escape his problems. “I was facing charges, my girl had just passed away. I was doing drugs and I didn’t care about anything. I started to feel lost. I didn’t know where to go.”

With the help of his mother, Javier started recovery with Alcoholics Anonymous. Soon after, he came to Homeboy Industries for tattoo removal. “I was curious about this place. I started asking around. They gave me an interview.”

The Homeboy community was instrumental in helping Javier transform his circumstances. Nearing the end of his time here, he recalled: “I’ve never seen any gang [rehabilitation] program like this. They helped me out with my anger issues. I see a therapist. I’m always happy now. I’m calm. I was known for my violence. When I run into people I knew back in the day, they say, ‘I’m not used to you being so nice!’ I say, ‘I’m in recovery.

I don’t do drugs, I’ve been clean!’ And they say, ‘You look happy, man. I want what you have!’ I tell them, ‘You want this? I can take you to a place when you’re ready to stop messing around.’”

Javier found it hard to leave Homeboy Bakery. Like many trainees, he got comfortable there. When he was offered an internship at Bouchon, he initially turned it down. Beverly Hills was a world away from everything he knew. “I turned it down, like, 20 times; I was afraid of change,” Medina recently told the Los Angeles Times. “I told them, ‘I’m not going over there with all those snobby people.’”

But Javier had faced his fear of change before, so he decided to face it again in order to begin the next phase of his life. “When I got [to Bouchon], I started getting to know people, and I noticed that everybody was cool. Nobody was dissing me, and it felt good.”

In the recovery community, people often say that “the program works if you work it.” Javier knows that the same is true at Homeboy Industries.

“ In 2013, at Lo Maximo, it was the first time I was able to express myself It was a message to let people know the struggle we have to go through. I realized that I need to tell the story and people need to know and Father G was the first that believed in that. Homeboy is my family, where I feel like home. ”

— Richard Cabral

The financial
support of the
community helps
give Homeboys
and Homegirls the
strength to change

HOW YOU

BE A CHAMPION

Read Tattoos on the Heart. Learn more about Homeboy at **homeboyindustries.org**, Facebook, Twitter and YouTube and share Homeboy in the community

INVITE OTHERS TO BE ENGAGED

Tour Homeboy Headquarters and see transformation in action. If you see Homeboy's work as significant, invite others to get involved.

LEARN MORE

Give your email and we'll keep in touch with updates about Homeboy and stories of men and women changing their lives. We are working on a 1,000 day plan to expand the impact of Homeboy Industries.

Call our advancement team to come visit. We'll share our bold vision for the future and talk about specific ways that you can help.

Call us at **323-526-1254x376**.

YOU CAN HELP

When 2014 Homeboy Hero Andre Hollins walked through Homeboy's doors after being released from prison, "I was afraid. I was used to self-sabotage," he said. "At Homeboy I realized the good in humanity...it offered me love and compassion."

Honoring a promise made to a slain homie, Andre committed to taking classes and working in our merchandise store; today he is a proud father with a thriving career in television production.

You can change the trajectory for men and women like Andre: "I am grateful to you, benefactors and supporters. You keep this wonderful place running."

With you on our side, thousands of people will discover a community of kinship and unconditional love that triumphs over gang violence and destruction.

Invest

\$100+ K

Enables Homeboy to scale its transformational impact locally and globally

\$25 K

Supports Homeboys or Homegirls working full-time through our 18-month program

\$10 K / YEAR

Grows, strengthens and expands Homeboy's Social Enterprises

\$1 K / YEAR

Funds tattoo removal, legal and educational support, work readiness, parenting skills, and substance abuse support for a Homeboy or Homegirl.

\$25 / MO

Over the course of a year covers a week of job training and wraparound services for one Homeboy or Homegirl.



MORE WAYS TO SUPPORT

PRODUCTS WITH A PURPOSE

Our products fuel the transformation for thousands of former gang members on a journey to recovery through Homeboy Industries. With every purchase, you join a virtuous circle helping men and women to develop the strength and skills to change for the better.

Homeboy Bakery

Homegirl Café & Catering

Homeboy Farmers Markets

HomeboyFoods.com


Homeboy Silkscreen & Embroidery

Find out more at www.homeboyindustries.org/businesses

SAVE THE DATE

October 23, 2016 Every Angeleno Counts 5K & Festival EveryAngelenoCounts.org

March 25, 2017 Lo Máximo Awards & Dinner LoMaximo.org



“There’s no way
out of pain other
than through it,
but here you
can go through
it surrounded
by love.”

— Father G



THE STRENGTH TO CHANGE

www.HomeboyIndustries.org
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