



ANNUAL REPORT 2024

HOMEGIRL CAFE

Bruno St
100 W





ANNUAL REPORT 2024



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Dear Friends

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2024 marked a powerful year of transformation at Homeboy Industries. More than 10,000 people walked through our doors seeking a better life and we welcomed a record number of trainees into our nationally recognized 18-month reentry program. We added our 14th social enterprise, a dog grooming salon called Puppy Fades, to our portfolio of businesses creating more quality jobs. And we relocated the Homeboy Art Academy to a modern space in the Capitol Milling building in Chinatown, cross-corner from our main campus at 130 Bruno. Each of these milestones represented new investments in hope for those for whom hope has been foreign, all made possible by a community of donors and volunteers who believe in the idea of Homeboy – that we belong to each other.

With the conclusion of Tom Vozzo’s twelve years of indelible leadership, we step forward as Co-CEOs with deep gratitude and an unwavering commitment to build on the foundation he helped strengthen—and to chart a vision to change the way the world views, treats and judges the most marginalized amongst us.

At Homeboy, we meet people at the margins with radical kinship and practical hope. As Surgeon General Dr. Vivek Murthy named loneliness and isolation among the greatest public health crises of our time, we see how these forces deepen the trauma experienced by those who have long been pushed aside. But we don’t just help people survive—we’re committed to helping people thrive. Too often, society settles for making people less miserable. We aim higher: to ensure people are well.

To that end, in 2024 we expanded our Wellness Department to meet trauma from every angle—through therapy, on-site psychiatry, sidewalk sessions, and healthcare partnerships that meet people where they are. We know healing begins with connection—and at Homeboy, it often begins with a job.

We are a national model for alternatives to incarceration—offering an exit ramp from cycles of violence, trauma, and imprisonment. Our first job is to help people transform their pain, so they don’t transmit it. That transformation ripples out—into families, neighborhoods, and the broader community. It’s how we build public safety, and more importantly, how we build healthy communities.

With Puppy Fades and expanding employer partnerships, we invested further in creating quality jobs through our social enterprises and new career pathways. More of our participants than ever before enrolled in higher education—earning degrees at every level. These are not just milestones—they are proof that with the right support, people can and do flourish.

All of this is possible because our community of supporters that has continued to invest in the transformational movement of Homeboy Industries. More than 9,000 thousand donors invested over \$28 million dollars of support in 2024, supporting every area of the organization. And impactful government partnerships generated critical funding to build a new future for our community.

Our hearts remain filled with gratitude to our Homeboy family of supporters and partners who power a movement that began nearly four decades ago with a prayer: that the day will come when we stop throwing people away. With your support, we bring that future closer—every single day.

In Kinship,
Steve Delgado and Shirley Torres



Steve Delgado
Co-CEO



Shirley Torres
Co-CEO



Our Mission

Connect

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Support



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

Each year over 10,000 former gang members from across Los Angeles come through Homeboy Industries' doors in an effort to make a positive change. They are welcomed into a community of mutual kinship, love, and a wide variety of services ranging from tattoo removal to anger management and parenting classes.

Currently, employment is offered for more than 180 men and women through a thoughtful, strategic 18-month program that focuses on healing just as much as it focuses on developing work readiness skills. Our overarching goal is to see individuals heal from trauma, allowing them to contribute fully to their family and community. The five key outcomes we strive for as an organization are: 1) Reduce recidivism, 2) Reduce substance abuse, 3) Improve social connectedness, 4) Improve housing safety and stability, and 5) Reunify families.

Programs

- Anger Management
- Batterer's Intervention
- Case Management
- Domestic Violence Support
- Educational Services
- Homeboy Art Academy
- Homeboy Youth Reentry Center
- Legal Assistance
- Mental Health Services
- Parenting Classes
- Solar Panel Training
- Substance Abuse Support
- Tattoo Removal
- Workforce Development

Social Enterprises

- Feed HOPE
- Homeboy Bakery
- Homegirl Café
- Homegirl Catering
- Homeboy Diner
- Homeboy Electronics Recycling
- Homeboy Farmers Market
- Homeboy Grocery
- Homeboy Media
- Homeboy Merchandise
- Homeboy Puppy Fades
- Homeboy Silkscreen
- Homeboy Threads



Financial Highlights

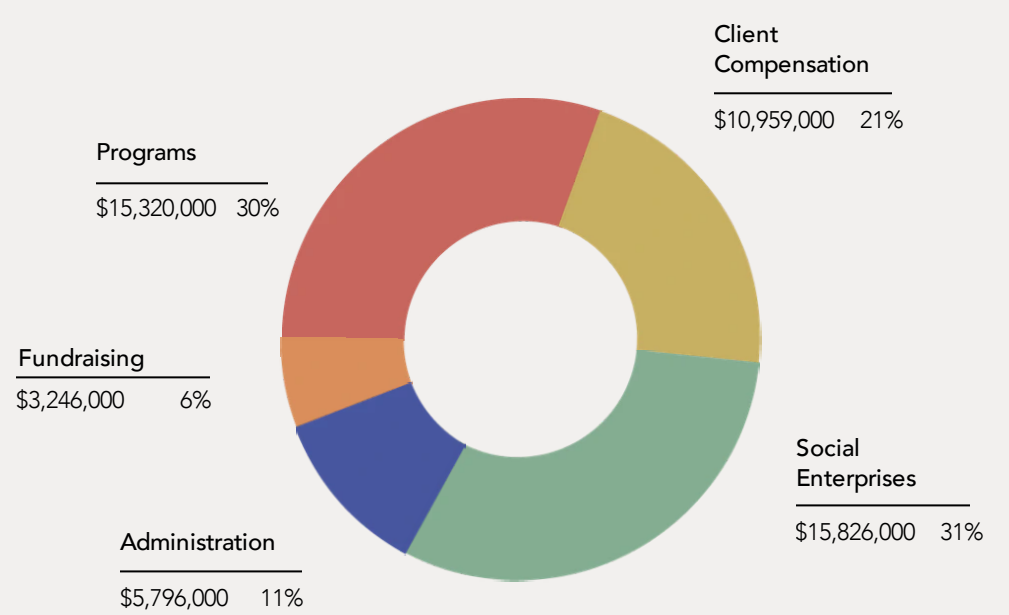
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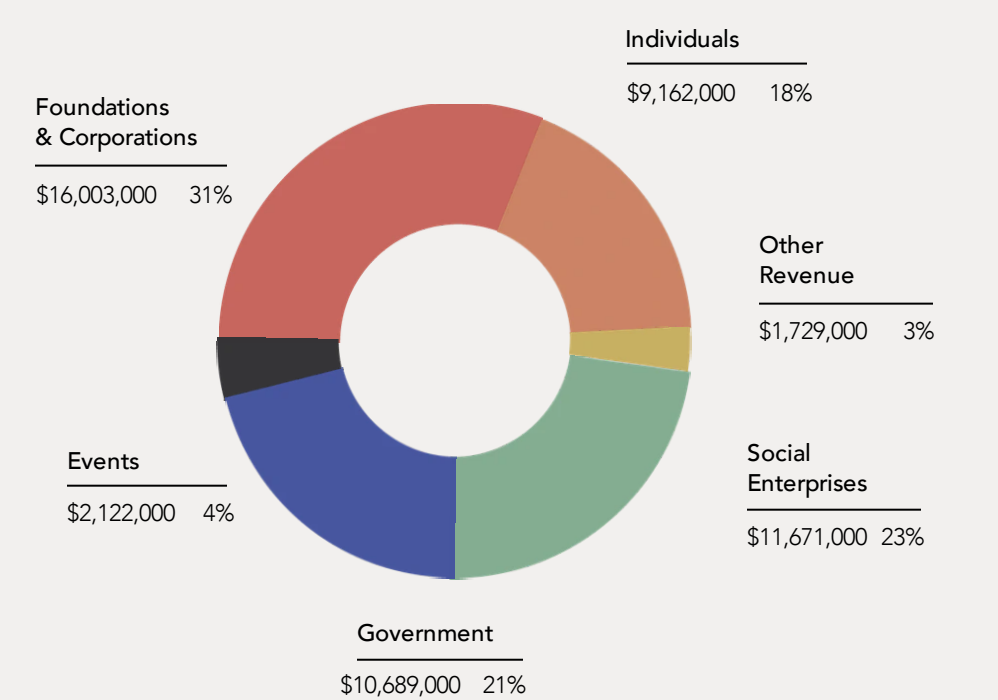
[Support](#)

In 2024, Homeboy Industries’ overall revenue was \$51.4 million, with an event revenues increase of 2% and social enterprise revenues increase of 13%. Program expenses represent an investment in trainee workforce development, wrap-around services for trainee and community clients, and social enterprise, and these costs comprise 83% of our total expenses.

Expenses



Revenue Sources





2024 Accomplishments





2024 Accomplishments

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Support



897

Trainee participants

9,637

additional community members
receiving program and service
support

Case
Management:

17,315

Total Case management
appointments

Mental
Health:

4,036

Mental health sessions provided

Tattoo
Removal:

9,107

Treatments provided

Education:

49,619

Total classes attended

Quality Jobs:

607

Individuals who have retained
their jobs for 12 months or more

Homeboy Media

In 2024, we established the Homeboy Media arm of Homeboy Industries. The mission is to create new revenue channels for Homeboy Industries as well as economic mobility pathways for our population within the media and content creation sectors. By leveraging Homeboy's innate storytelling gifts and the proximity to the entertainment industry in Hollywood, Homeboy Media will create three verticals or foundational channels: multiplatform content creation, workforce development in media, and the promotion of Homeboy Industries' own social enterprises within the entertainment industry of Los Angeles.

Homeboy Harvest

Homeboy Harvest (previously Homeboy Agriculture) has a mission to cultivate our food economy by providing local produce to marginalized communities who lack access to healthy foods and education surrounding nutrition. Homeboy Harvest provides hands-on job training to trainees in the 18-month program. In July 2024, Homeboy Harvest received a CFCL grant from the JCOD County of Los Angeles. This grant helped launch construction on a 5,000 sq ft warehouse in Lincoln Heights, adjacent to the Commissary Kitchen and Job Training Center under construction.



Our Team

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Support



Board of Directors

Mercedes Martinez
Chair

Joe Argilagos

Camilla Belle

Kelli Bernard

Fr. Gregory Boyle, SJ

Cecilia Cabello

Martin Cabrera, Jr.

John Cusenza

Troy Dawson

Valarie De La Garza

Hilda Echeveria

Jane Fonda

Alfred Fraijo Jr.

David Herbst

Bruce Karatz

Fr. John McGarry, SJ

Joseph Tomás McKellar

Charlie McPhee

Rick Olivarez

Lupita Sanchez-Cornejo

David Solomon

Michael Tubbs

Emeriti Board Members

J. Michael Hennigan †

Rob Smith III

Senior Leadership Team

Fr. Gregory Boyle, SJ
Founder

Steve Delgado
Co-Chief Executive Officer

Shirley Torres
Co-Chief Executive Officer

Jose Arellano
V.P. of Operations

Steve Avalos
V.P. of Operations

Mary Ellen Burton
V.P. Trainees Social Enterprises

Dre Comers
Director of Strategic Projects

Fabian Debora
Executive Director, Homeboy Art Academy

Maria Flores
Director of Youth Services

Donna Harati
V.P. of Wellness & Community Care

Gilbert Muro
Chief Financial Officer

Mikala Rahn
Chief of Research Evaluation & Strategy

Hector Verdugo
Associate Executive Director & External Affairs

Thomas Vozzo
Senior Advisor



Thank You Donors

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Support

\$1,000,000 and higher (\$1,000,000.00+)

Bancel Philanthropies
The Change Reaction
McCourt Partners
New World Foundation
Corky Hale Stoller and Mike Stoller

\$500,000 - \$999,999 (\$500,000.00+)

The Aqualia International Foundation, Ltd.
Ballmer Group

\$250,000 - \$499,999 (\$250,000.00+)

BMO
Cusenza Family Foundation
Johnny Carson Foundation
John Templeton Foundation
James Kohlberg and Tara Mercurio
The Rose Hills Foundation
UniHealth Foundation

\$100,000 - \$249,999 (\$100,000.00+)

Blue Shield of California Foundation
The Boeing Company
Greg and Kristin Chapman
Cedars-Sinai Medical Center
The Carl & Roberta Deutsch Foundation
Elevance Health Foundation
Ellen McNally
Ercasa, LLC
The Estate of Anne Kiley
The Estate of Kathryn Ann Bernatz- Meihaus
Eugene Kapaloski
Good Hope Medical Foundation
Manly Stewart & Finaldi, APC
The Mervyn Seldon Arts Trust
Snap Foundation
The Fran & Ray Stark Foundation
TOMS Shoes, LLC
William Witchger

\$50,000 - \$99,999 (\$50,000.00+)

All Within My Hands
Annenberg Foundation
Ayrshire Foundation
The Annie E. Casey Foundation
Barbara Jean Wilkinson Charitable Gift Fund
Capital One
Carrie Estelle Doheny Foundation
Converse Inc.
Danhackl Family Foundation
Stephen and Susanne Dyke
Estate of Nora Louise Hamilton
The Estate of Clare Marie Kalthoff
Harry Bronson and Edith R. Knapp Foundation
HEDCO Foundation
The Herb Alpert Foundation
John Gogian Family Foundation
Lilly and Bruce Karatz
Leonard Green & Partners
Michael & Irene Ross Endowment Fund of the Jewish Community Foundation of Los Angeles
Monica and Philip Rosenthal, Rosenthal Family Foundation
PAI Partners Inc.
Pema Chödrön Foundation
Philip & Patricia Muck Foundation
QueensCare Health Centers
T June and Simon K.C Li Charitable Fund
Thomas Safran & Associates
Lindy and Thomas Vozzo

\$25,000 - \$49,999 (\$25,000.00+)

David and Linda Adams
Anthony Marguleas - Amalfi Estates
Anthony and Jeanne Pritzker Family Foundation
Eileen and Harold Brown
Martin Cabrera
The Carol & James Collins Foundation
CPT Group
Edison International
Jane Fonda
Freedom Finders, LLC
The Fred and June MacMurray Foundation
Goldhirsh Foundation
Zac and Sarajane Guevara
Phyllis Hennigan
Mary and Mel Herbert
Nathalie and David Herbst
Rachel Hollis
HRH Foundation
Jewish Community Foundation of Los Angeles
John N. Rosekrans, Jr Marital Trust Fund
Joseph Drown Foundation
Nancy Jundi
Kaiser Permanente
Kazrus Foundation
Jill Kirshner
L-X Ranch Foundation
Stephen and Dena Larson
Pernille and Jason Lopez
The M.S. Grumbacher Foundation
Kathy Mandato and Joseph D. Argilagos
Donald McCammack
Lanning Melville, PsyD, LCSW
Lillian B. Vash Family Fund
Michelson 20MM Foundation
MUFG Bank Foundation
Fabian Nunez and Michelle Nunez
Ego Nwodin
Oarsmen Foundation
The Otis Booth Foundation
Page Family
Parks California
Pfaffinger Foundation
Anne Ryder
Saint Paul American Coptic Orthodox Church
Lis Sines
Skylight Foundation
Steele Family Foundation
Elizabeth Stinson
Tito's Handmade Vodka
U.S. Bank Foundation
UCLA Health
Veterane Family Foundation
W.M. Keck Foundation
Walter and Holly Thomson Foundation
Waymo
Sue and Dan White

\$10,000 - \$24,999 (\$10,000.00+)

Accenture
Adina Beaumont Goldmoney Trust
The Anderson Family
Jeanne Anderson
Apple
Argyros Family Foundation
Gale and Dokson Arvanites
Barbara and Ed Wilson Charitable Fund
Jane and Philip Bellomy
The Biondi Family Fund
John and Susan Boken
Wendy Lees and Tom Boyle
The Braille Institute
Bravo Foundation
Amy Brodigan
Mark and Margaret Bubenik
Mary and James Buckingham
Elaine Burke
Chip Caldwell
California State University Community Partnerships
The Capital Group Companies Charitable Foundation
Capital Group
Annette Cardadeiro
Sheva Carr
Joshua Cartmell
Castruccio Family Foundation
City National Bank
Theodore and Penelope Clark
Come to Believe Foundation
Confidence Foundation
Conrad N. Hilton Foundation
Costco Corporation
David and Betty Cronin
Daniel Family Caritas Fund
Dave & GERALYN Hickey Giving Fund
Nancy and Jefferson Davis
Discover a Star Foundation
The Dodson Foundation
Greg Dollarhyde
Michael and Kathleen Dooling
Dove Communications inc
Matt and Sharon Edmonds
Felipe and Lesa Esparza (Felipe's World)
Ethel Josephine Scantland Foundation
Kellie Evans-O'Connor
EY
Fairchild-Martindale Foundation
Lani and Brad Favre
Jon and Emily Favreau
Fenton Communications, Inc
First Citizens Bank
Ed and Sue Fish
Don Foster
The Frances & Benjamin Benenson Foundation
The Fred and Cecile Bartman Foundation
Gallagher
George H. & Estelle M. Sands Foundation
Elizabeth and Adam Gibbons
Give Lively Foundation
Deepthiman Gowda
The GR Fund
Paul and Pascha Griffiths
Janet Grings
Gursey Schneider LLP
Carolyn and Bernard Hamilton
Heinemeier Hansson Family
Henry L. Guenther Foundation
Sara and Matt Hill
Lena Hines
John and Ann Hisle
William Holmes
Hudson Philanthropic Fund
Howarth & Smith
IBEW Local Union 11 International Brotherhood of Electrical
Interior Removal Specialist, Inc.
International Academy of Trial Lawyers Foundation
The Jess Witt Trust, Santiago F. Uranga
Joe MacPherson Foundation Inc
The Jokaela Fund
Joo Family Dream Foundation
The Julia Stearns Dockweiler Charitable Foundation
Ric & Suzanne Kayne & Jenni, Maggie and Saree
Kennedy Law Firm
Therese Kelly and Peter Kovac
The Kroger Co. Foundation
KTLA
Laloo Vision Inc
The Langeloth Foundation
Theresa and Robert Lass
Winnie Leh
Leonard Hill Charitable Trust
Mark and Tamara Litman
Lon V. Smith Foundation
The Lopez Larson Family Fund
Los Angeles Capital
Mr. and Mrs. Jeffrey Lucas
Katie Lunday
Jeffrey Lutz
The M.A. Roberts Charitable Foundation
Amanda and Anthony Mansour
Kathleen Martin
Mercedes Martinez and Chris Weitz
The Mary Alice Fortin Foundation, Inc.
Mary F. Kennedy Living Trust
Kavita Mathews
Mazda North American Operations
KLM Foundation
Robert and Peggy McKennon
Menard Family Foundation
Ray and Beverly Mentzer
Ann and O'Malley Miller
Eleanor Miller
Marcie and Douglas Minor
Pia Moriarty and Bob Murd
Jacqueline and Eric Mowat
Kurtis Mundell
The Nancy P. and Richard K. Robbins Family Foundation
Jeffrey and Jane Nobbs
Norman Raab Foundation
Matt O'Connor
Olson Family Fund
Sandra Kathleen Orange
Otto and Marianne Wolman Foundation
The Pauline A. Rouleau Trust
Mary Pautz
Lucy Perricone
James Peters
Charles Petithomme
Amelia Perez Silverman and Jeff Silverman
The Ratkovich Family Foundation
Bill Resnick and Michael J. Stubbs
Reynolds Family Foundation
Susan and Donald Rice
The Richard Dunn Family Foundation
Bob and Blythe Rider
David and Lori Russo
Donna and John Rubino
SA Recycling
Sawchuk Family Foundation
Jacqueline Seeno Homes
Molly and Michael Shapiro
Sisters of Charity of the Incarnate Word
Sisters of St. Joseph of Carondelet
SJB Fund
Aaron and Allison Smith
SoCalGas
Debra and David Solomon and Family
Krystie and Steve Souza
Specialty Family Foundation
St. Nicholas Foundation
Starbucks
Julie Keese and Glenn Stebbings
Barbara and Tom Stevens
Sysco Los Angeles
Tappan Clancy Foundation
Tappan Foundation
Three Sisters Foundation
The Venable Foundation
Vera R. Campbell Foundation
Lauren Tom and Curt Kaplan
Traylor Bros., Inc.
Michael Tubbs
Viameerics Corporation
The W. O'Neil Foundation
Terri Walsh
The Walt Disney Company
Amanda Weitman
The Weber Living Trust
Jim and Lia Whitehead
William H. Hannon Foundation



Government Partners

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Support

Board of State and Community Corrections
CA Department of Health Care Services
CA Workforce Development Board
Community Investment for Families Department
Department of Labor
Economic and Workforce Development Department
Economic Development Administration
Governor's Office of Business and economic Development
Justice Care and Opportunities Department
LA County Department of Arts and Culture
LA County Office of Violence Prevention
Mayor's Office of Gang Reduction and Youth Development

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



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