



2020 ANNUAL REPORT



TRANSFORMING FEAR INTO ACTION

A Letter from the Executive Director



2020 began just like any other year for Boys to Men Mentoring. We were midway through the academic year with 36 school partners from Fallbrook in North County down to Chula Vista in South Bay. We were hosting over 65 weekly circle meetings and mentoring over 700 teenage boys a week. We were in the midst of growing our list of school partners and were about to add two more school partners. The BTM community was growing and making a HUGE impact in the lives of hundreds of teenage boys in San Diego.

Just before our second Adventure Mountain Weekend of the year, the news of COVID-19 forced me to make the difficult decision to send all of our staff home to work remotely and suspend all of our programs immediately and indefinitely. At the time, I had hoped that this pandemic would only be a temporary disconnection for our boys and mentors. It quickly became apparent that it would not be without some kind of action on our part.

COVID-19 and its effects posed a great risk to this organization and actualized my biggest fear – that Boys to Men would not be able to continue its mission leaving hundreds, maybe even thousands, of teenage boys abandoned, isolated, and disconnected. Fear consumed my thoughts for quite some time, and, after speaking with the staff, I realized that we were all living in constant fear: Fear of the unknown, fear of failure, fear of letting our boys down.

So, we decided to continue moving forward keeping our boys first. We quickly developed and launched the Virtual Mentoring Program so our boys and mentors could stay in touch and worked tirelessly to secure the funds we needed to keep our doors open and programs active. By the end of December 2020, our virtual programs had kept the boys and their mentors connected for the last eight months, and we officially raised over \$1 million in revenue ensuring that Boys to Men is here to stay.

Now that 2020 is behind us, I am reflecting on what our boys have accomplished in these unpredictable times with pride. The new challenges of 2020 were difficult for all of us, and our boys showed up every day to tackle distance learning, social isolation, family dynamics, and the fog of political tension with optimism and grace.

In 2021, we are committed to creating more opportunities for connection while ensuring that nothing can break the bonds between the boys and their mentors. Thank you for making it possible for Boys to Men to transform our fear into action so our boys continue to receive the empowerment they deserve along their journey into manhood.

A handwritten signature in cursive script that reads "Rose Courtney". The ink is dark and the signature is fluid and elegant.

Rose Courtney
Executive Director, Boys to Men Mentoring

SPECIAL THANKS TO OUR MAJOR DONORS

Athletes Helping Athletes Foundation	\$10,000
Bruce & Lori Tabb	\$10,000
East County Posse	\$9,306
The Christenson Family	\$5,000
Ronald D. Martin Family Foundation	\$5,000

BOARD OF DIRECTORS

Craig Gagliardi, *Board Chair*
Bruce Crenshaw, *Vice Chair*
Marc Kase, *Secretary*
Dan Peda, *Treasurer*
Joe Christenson
Barry Mahlberg

SCHOOL PARTNERS

Cajon Valley High School
Cajon Valley Middle School
Canyon Crest Academy
E3 Civic High School
Emerald Middle School
Empower Academy
Golden Hill K-8 Dual Language Immersion School
Greenfield Middle School
Grossmont Union High School District
Harriet Tubman Charter
Hillsdale Middle School
Horace Mann Middle School
Howard Gardner Community School
Ivy High School
King Chavez Preparatory Academy
King-Chavez Academy of Excellence
KIPP Adelante Preparatory Academy
Knox Middle School
La Mesa-Spring Valley Union School District
Lincoln High School
MAAC Community School
Madison High School
Madison Middle School
Millennial Tech Middle School
Monarch School
Monte Vista High School
Oak Crest Middle School
Parkway Middle School
Perkins K-8th
Quest Academy
Rancho Buena Vista High School
Roosevelt Middle School
San Dieguito High School District
Spring Valley Academy
STEAM Academy at La Presa
Sunset High School
Tierra del Sol Middle School
Vista High School
Vista La Mesa Middle School
Vista Union High School District

STAFF

Rose Courtney, *Executive Director*
Joe Sigurdson, *Chief Development Officer*
Laurn Herpin, *Development Manager*
Jose Garcia, *Program Assistant Manager*
Marco Rodriguez, *Mentor Coordinator*
Craig McClain, *Co-Founder*

CONSULTANTS

Troy DaRonco, *Program*
Salazar-Vazquez Communications, *Grants*
Attila Tota, *Program*
Windansea Communications, *Public Relations*

MEMBERS

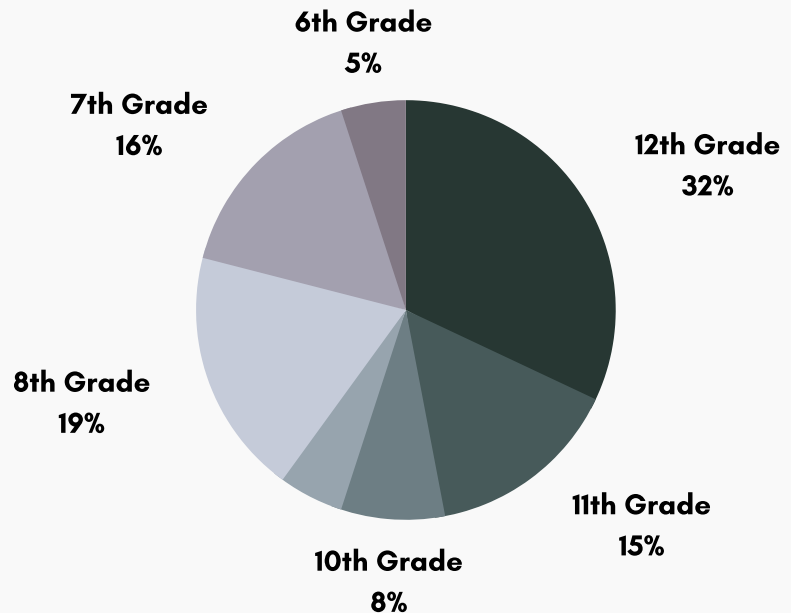
Ray Adler
Jim Barrera
Michael Barrett
Allen Barron
Raydeen Belliard
Joye Blount
Robert Butler
Tony Courser
Bruce Crenshaw
Andrew Cusick
Troy Daronco
EVERYMAN
Jeremy Ewing
John Fojtik
Debbie Gilday
Arnold Goularte
Cynthia Gutierrez
Scott Highfill
Jessie J. Knight, Jr.
Warren Manfredi
John Marone
Ron Martin
William McClain
Schahrzad Morgan
John Murray
Chris Rubin
Joe Sigurdson
Darren Silva
Marci Sischo
Bob Sloan
Randy Smith
Joash Sollenberger



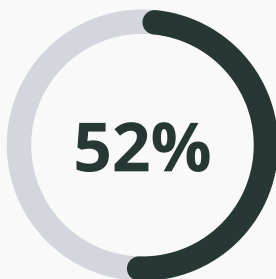
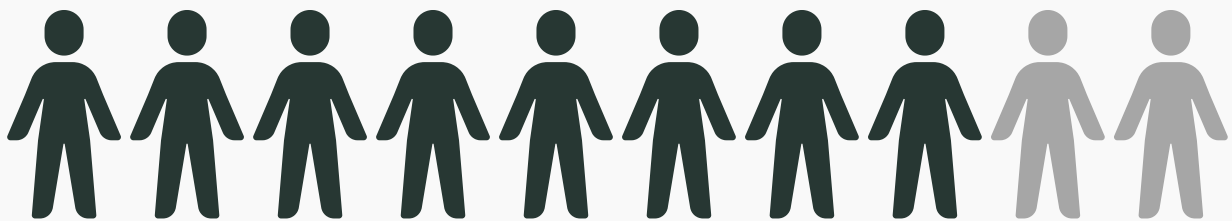
WHO WE SERVE

Our mission, at Boys to Men Mentoring, is to build communities of male role models who, through consistent group mentoring, encourage and empower teenage boys to follow their dreams. As our community of boys continue to evolve, it is our responsibility to provide them with opportunities for them to receive the support they need to grow and the resources they need to be successful.

64% LATINO
15% BLACK
15% WHITE
4% MIXED
1% ASIAN
1% OTHER



80% OF BOYS WE SERVE ARE RECEIVING FREE OR REDUCED LUNCH



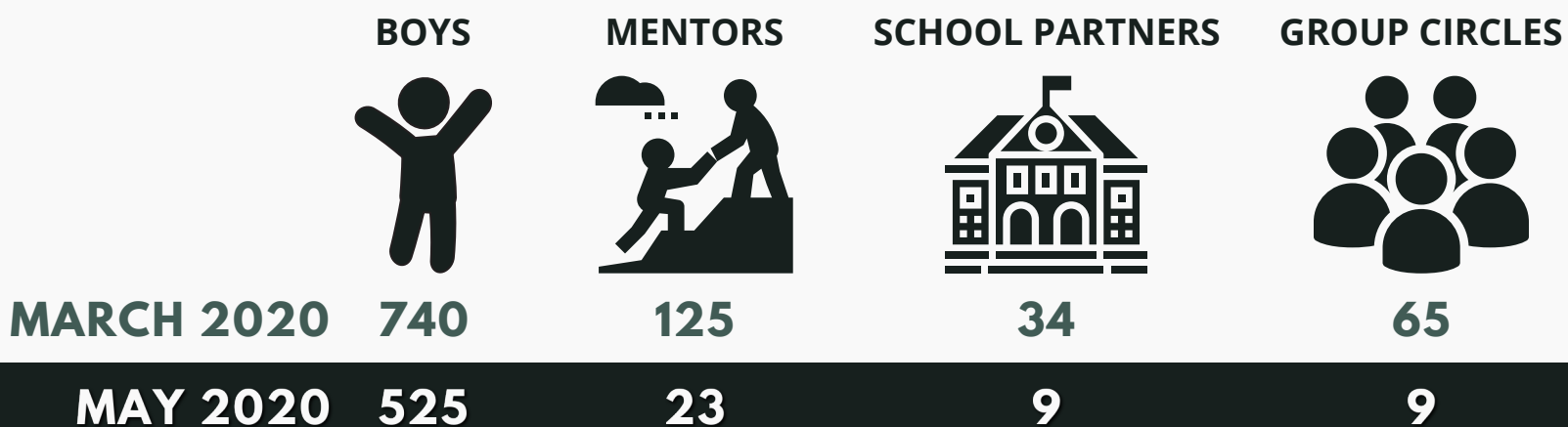
**of our boys are living in
single parent households**

OUR COMMITMENT TO THE FATHERLESS GENERATION

In San Diego County alone, there are 49,937 boys growing up in homes without fathers. Boys to Men Mentoring was created in 1996 to support the fatherless boys of the San Diego community. Serving boys without a dad at home, who are disproportionately more likely to manifest at-risk behaviors in adolescence that negatively impact their ability to succeed in adulthood, will always be our top priority.

THE IMPACT OF COVID-19

According to USD, 71% of surveyed nonprofits in San Diego reported a reduction in services and available resources and 47% of them instituted layoffs or furloughs. Additionally, in San Diego alone, 69% of them saw a critical loss of volunteers. At Boys to Men Mentoring, we experienced this as well and made drastic cuts to our overall organizational capacity and volunteer engagement. Additionally, as schools worked to establish virtual curriculums for their students, we saw a drastic decrease in school partner engagement from May to September.



+53%
SCHOOL PARTNERS

Immediately following the initial impact of COVID-19, BTM converted 9 out of 34 school-based program partners into Virtual Mentoring partners. By December 2020, that number increased from 9 to 17.

+50%
MENTOR ENGAGEMENT

BTM's volunteer engagement dropped by 81.6% as a direct result of COVID-19. Due to targeted outreach, mentor support has increased from 23 active mentors in May 2020 to 46 active mentors.

+65%
WEEKLY CIRCLES

Due to school closures, the number of groups decreased until the launch of the Virtual Mentoring Program in May. Since then, groups have increased from 5 to 17 weekly circles, and that number continues to grow.

ABOUT THE

LAUNCH DATE

**1ST MAY
2020**

VIRTUAL MENTORING PROGRAM

The Virtual Mentoring Program was designed to help teenage boys cope with typical problems and issues at home during the COVID-19 pandemic. BTM's program brings awareness and intention to the important choices all boys face in their adolescent development.

Our community based mentoring approach gives boys a variety of positive male role models who show up consistently and tell the truth about their struggles as men. Mentors ask the boys what kind of man they want to be and praise them for their gifts. Their community of mentors and peers support them when they mess up and encourage them to become the man they want to be. This approach gives the boys permission to tell the truth about the challenges all teenage boys face, make their own decisions on how to deal with those challenges, and begin to take responsibility for their choices and consequences of their actions.

Each virtual meeting lasts approximately one (1) hour and is supported by one group facilitator and 1-4 additional volunteer male mentors. Much of our curriculum has been adapted to facilitate groups in the virtual space so that every boy has access to positive mentorship regardless of where he is in the world.



VIRTUAL PROGRAMS AT WORK!

Virtual programs are proving to be crucial in keeping our boys accountable and connected during the pandemic. We surveyed the boys to see how virtual mentoring is making an impact in their lives.

53%

FEEL AWARE

A majority of boys understand the consequences of their actions while 34% are unsure; Results indicate BTM groups are more important than ever.

60%

FEEL OPTIMISTIC

An overwhelming majority of boys are generally feeling positive and looking forward to their futures despite the recent COVID-19 pandemic.

44%

FEEL POWERFUL

Although disconnected and quarantined, boys still feel hopeful that they can one day make a difference in their communities.



9 YEARS OF SUPPORT

and counting

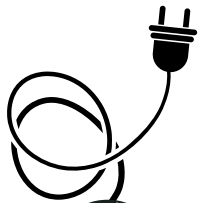
Aydan's story begins in 2012 when he participated in his first group circle at just 12 years old. Now 20, Aydan, who is a Journeyman and program graduate recently reached out to us. He was struggling, living in his car, did not have a job, and was hoping BTM could offer him some support.

AYDAN KNEW THAT HIS BROTHERHOOD OF MENTORS AND PEERS WERE THERE TO SUPPORT HIM IN HIS DARKEST HOUR.

We were able to introduce Aydan to the managers at Dixieline who committed to providing employment to our boys in need in 2020. Ayden was able to clean himself up, successfully complete his job interview, secure the job, and was eventually invited to move back into his parents' house.

Aydan found himself lost but knew where to find the support system that he knows will always be there for him. Because our doors have remained open throughout the pandemic, we were only one phone call away to get Ayden back on track.

Dixieline
LUMBER & HOME CENTERS



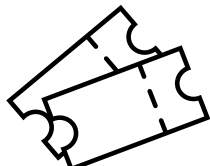
HOW WE STAY **CONNECTED**



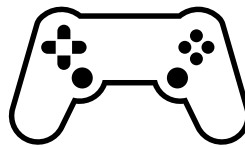
Virtual Mentoring
Program



Home
Visits



Attendance Raffle
Prizes



Game
Nights



Networking
Events



One-on-one
Phone Calls

SPREADING HOLIDAY CHEER



To celebrate the holiday season, our staff traveled across the County to surprise boys at their homes with gifts. It was such a joy to see the moms who were so excited that their sons were getting a personal visit from Boys to Men.



MENTORS MAKE A DIFFERENCE

Supporting over 1,000 groups in 2020!

Our mentors, in addition to facilitating groups and volunteering at Adventure Mountain Weekends, serve on our Board of Directors, support our Legacy Ranch projects, volunteer at our fundraising events, make financial contributions, and even contribute as Sustaining Members.

Our mentors took on the challenge of mentoring in the virtual world with enthusiasm and dedication. We also provided ongoing opportunities for them to network with each other virtually and collaborate on best practices throughout the year. Without them, we would not have been able to serve our boys throughout the pandemic. They are our heroes!



KING. MAGICIAN. WARRIOR. LOVER.



ADVENTURE MOUNTAIN WEEKENDS

This weekend, held at our rustic Palomar Mountain property, is the next important step for the boys to decide what type of men they want to become. This three day training is led by experienced facilitators and trained staff providing a 2:1 ratio of men to boys.

During the weekend, boys are challenged and supported through a series of carefully facilitated activities designed to help boys cope with the ordeals they will face during adolescence.

In February 2020, we held our only Adventure Mountain Weekend of the year with the support of 15 mentors and 14 Journeyman. By the end of this transformational weekend, ten of our initiate boys committed to begin their journey towards healthy manhood surrounded by their peers and mentors.

It has been busy at the Ranch! Yurts arrived early March just as the pandemic hit. We were ready to begin building and started with the bathrooms, a project that co-founder Craig McClain and Board Member Joe Christiansen initiated by pouring footings. We also approached Greg Brown, who heads The East County Posse, for additional project support. They immediately appropriated \$10,000.

After framing the bathrooms as well as running wire and plumbing, Aaron Molinar of Molinar Construction donated the plywood sheathing. Drywall was donated by Tyler McCalmon of McCalmon Construction and Joash Sollenberger of Picture Perfect Windows donated the windows. Another East County Posse Member, Bobby Basso, then donated aluminum siding for bathrooms and sent his crew up to the Ranch to install the siding for us.

With our devoted team of volunteers, we continued to hang the drywall and install the doors, showers and fixtures. In July, John Ellis of Ellis Contracting came up with three pieces of heavy equipment and a crew to complete the grading for the yurts. They also dug the sewer line from the bathroom to the septic system which totaled over 900 feet of trenching.

LEGACY RANCH



With the grading completed, Richard Barron took the initiative to purchase all of the footings and deliver them to the Ranch in late July. In early October, Molinar Construction donated over 200 sheets of plywood for yurt flooring and posts for the foundation which was a donation of over \$5,000 in materials. The following week, construction began on the yurt foundations while finishing work continued on the bathrooms.

The first yurt went up November 14 and final touches on the bathrooms were completed on November 21. None of this would have been possible without the commitment of our talented and tireless volunteers. We wish to extend our deepest gratitude to Luis & Erin Gutierrez, Keith Henderson, Jim Barrera, Beau McBreathy, Dale Christenson, Justin Herpin, Scott Dickson, Bruce Crenshaw, Gabriel Flores and our talented Journeymen Francisco Lopez, Toma, Toma, Jesus Lopez for all of their hard work. A special thanks to our caretaker, Corky Sigurdson, for always having a great breakfast and lunch spread prepared for our volunteers to let them know how loved and appreciated they are. Your heart and sacrifice makes our community stronger.



**The yurt construction project was also supported by generous contributions from
The Kiwanis Club of San Diego and The Rising Foundation.**



THE 100 WAVE CHALLENGE



The 11th Annual 100 Wave Challenge was our most successful fundraising campaign in the event's history. Challenging surfers this year to catch their waves at their own neighborhood break instead of the big event typically held at Mission Beach, Boys to Men attracted more sponsors, surfers, and donations than ever before. Raising over half a million dollars, the 100 Wave Challenge ensures the continuation of Boys to Men's mentoring programs in San Diego County.



PARTICIPATING SURF LEGENDS



Shaun Tomson



Damien Hobgood



John John Florence



CJ Hobgood



Josh Kerr



**OVER
\$500K RAISED**

TOP INDIVIDUAL FUNDRAISERS

Shaun Tomson	\$25,452.80
Brian Mulvaney	\$20,738.75
Brad Crowe	\$15,242.50
Dane Soderberg	\$13,274.86
Dermot O'Shea	\$8,345.00

TOP TEAM FUNDRAISERS

Degree 33 Surfboards	\$56,796.21
OG Surfers	\$51,157.65
TEAM SAND	\$44,961.10
Foam Ballers	\$32,971.39
SoleMen	\$21,541.25

SPONSORS





CaddyHack IV

On August 3, in the middle of a global pandemic, we were able to safely host 170 golfers, over 40 vendors, and 20 entertainment acts for our fourth annual CaddyHack Golf Festival at Fairbanks Ranch Country Club in Rancho Santa Fe, CA. Raising over \$160,000 for Boys to Men, this was the event's most successful year to date.





2020 SPONSORS



2020 VENDORS



MEET THE CREATOR OF CADDYHACK

ERNIE HAHN

Managing Partner, Wonderfront Music Festival



In 2017, Ernie Hahn approached Boys to Men to create a golf tournament during his birthday weekend to raise awareness and celebrate San Diego's best entertainment, food, and beverage vendors.

In 2020, with CaddyHack IV facing cancellation, Ernie conceptualized a pandemic safe tournament featuring COVID Cops to encourage social distancing, safe hole engagements, and a stay-in-your-cart afterparty with prepackaged dinner and live entertainment.

Following local, state, and federal guidelines and working closely with the Fairbanks Ranch, the tournament raised over \$160,000 for Boys to Men Mentoring.

Over the last four years, Ernie's tireless efforts have helped raise over \$500,000 for Boys to Men Mentoring through the CaddyHack Golf Festival.

SPECIAL VOLUNTEER COMMITTEES

100 WAVE CHALLENGE PLANNING COMMITTEE



Chris Mauro



Rodger Dougherty



Charlotte Hobgood



Damien Hobgood



John Gothard



Cristian Gorrino



Brett Morey



Brian Mulvaney

IMPACT ZONE



Pictured from l to r: Molly Bowman-Styles, Kelly McLaughlin, Development Manager Laurn Herpin, Executive Director Rose Courtney, and Peggy Ewing.
Not pictured: Leah Anshus

Without the support of our volunteers, we would not be able to execute our fundraising events at the scale in which we did in 2020. The 100 Wave Challenge Committee convened weekly between July and November to reinvent this year's event and bring in new community partners and sponsors.

The Impact Zone, established in 2017, has successfully raised funds to support special projects at Legacy Ranch and often provides volunteer support at several of the organization's fundraising events.

GRANT FOUNDATION PARTNERS



Building projects at Legacy Ranch experienced little interruption during 2020 due to the support of grant funding.

\$120,500 AWARDED IN 2020

In 2020, we experienced unprecedented grant foundation support. In order to sustain Boys to Men during the pandemic, our foundation partners provided the crucial funding we needed to keep our focus on supporting our boys and mentors. We are immensely grateful for our grant foundation partners who understood the value of our programs and invested in our boys when they needed it most.

\$15,000 OR MORE

The County of San Diego
KT Norris Foundation
Selander Foundation
SDG&E

\$10,000 OR LESS

SD Foundation COVID-19 Relief Fund
Rising Foundation
Finance of America
The Country Friends
Nordson Corporation

DENE OLIVER

\$50K DONATION MATCH



In 2020, Dene pledged to match all individual contributions of \$2,500 or more given to support Boys to Men. In November, this goal was met, and Dene made a generous contribution of \$50,000. Oliver, who cofounded OliverMcMillan, one of the largest mixed-use development companies in the US, considers Boys to Men to be a solution to some of the biggest problems currently plaguing our society. "It's really more clear

now than ever that this country has a problem with anger, emotion, and disconnection," Oliver shares. According to him, many people are left without an "emotional toolbox" making it difficult to work through problems and move forward in a positive way.

Oliver believes that his investment in Boys to Men will empower the young men of our future to learn how to deal with their emotions in a more positive way with the support of a community of men who they can trust. "We all crave connection. We all crave compassion and being understood. That never leaves us in life," Oliver adds.

Oliver continues to consult with Boys to Men in order to empower the organization's development initiatives and create innovative partnerships with corporations. According to Oliver, "I feel really grateful and fortunate to know Boys to Men and to have the opportunity to feel like I'm a part of living in the solution."

WE'VE MOVED!



After 24 years, we have finally moved into an office space located in Spring Valley, CA. We look forward to hosting groups, trainings, and events when time permits. Special thanks to Dr. Bronner's and Dene Oliver for making this possible!

THE LEGACY RESPONDS



Pictured from left to right: Legacy Foundation Executive Director Rick Peters, Legacy Foundation Executive Committee Member Ernie Hahn, Boys to Men co-founder Joe Sigurdson, and Legacy Foundation Founder Rolf Benirschke

Thank you to our friends at the Legacy Foundation for their generous donation of \$25,000. Their campaign, The Legacy Responds, raised dollars that could then be contributed to several of the foundation's previous beneficiaries during this critical time. In 2017, the Legacy Foundation donated \$100,000 to pay off the mortgage for the Boys to Men Mentoring Legacy Ranch located at Palomar Mountain.



THE NEW BTM OFFICE

FINANCIAL OVERVIEW

Like 71% of surveyed San Diego nonprofits, Boys to Men experienced a significant reduction of available operations in 2020. Due to the dedication and generosity of our donors, members, peer-to-peer fundraisers, and foundation partners, we received over \$1 million in revenue allowing us to invest in rebuilding strategies to increase organizational capacity and community impact.

REVENUE



FUNDRAISING
EVENTS

72%
\$775,926.26



INDIVIDUAL
GIFTS

15.5%
\$167,544.31



GRANT
FOUNDATIONS

11%
\$120,500.00



SUSTAINING
MEMBERSHIP

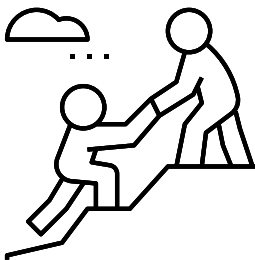
1%
\$9,325.00



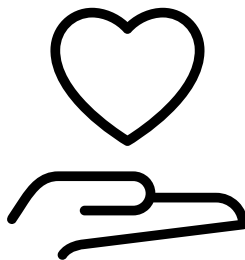
PROGRAM
FEES

0.5%
\$4,425.00

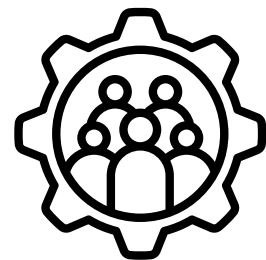
EXPENSES



57%
PROGRAM



30%
FUNDRAISING



13%
MANAGEMENT



Boys to Men Mentoring Network, Inc.

3322 Sweetwater Springs Blvd., Suite 204

Spring Valley, CA 91977

(619) 469-9599

www.boystomen.org

**OUR MISSION IS TO BUILD COMMUNITIES
OF MALE ROLE MODELS WHO,
THROUGH CONSISTENT GROUP MENTORING,
ENCOURAGE AND EMPOWER
TEENAGE BOYS TO FOLLOW THEIR
DREAMS**