



annual report

100
BLACK MEN
OF AMERICA, INC.

What They See Is What They'll Be®

2007



ABOUT THE COVER PHOTO: A MESSAGE FROM THE CEO

“The Black community is in a state of crisis: too many of our children are dropping out of school, too many of our adults are chronically under or unemployed, our families constantly struggle to stay together, to stay on track, to raise their kids, and to build communities. In 2007, the 100 Black Men of America, Inc. declared it time that we start, Taking Control of our Future. Throughout the year, our focus was on solidifying the gains we have made over the past twenty-one years, laying a foundation for future growth, and embracing our role as a voice and global leader in support of the children and communities we serve around the world.

The picture on the front cover of our annual report was chosen because too often we think of Taking Control of our Future in terms of the outcome, and not the process – both are overwhelming ideas to grasp. But, we at the 100 believe that the journey to achieving a greater level of self-determination begins with small moves: taking individual responsibility, holding ourselves and others accountable and being the change we want to see in the world!”

John B. Hammond, III

what they see is what they'll be



c o n t e n t s

2	MISSION VISION VALUES STATEMENTS	11	MENTORING
3	UNPRECEDENTED LEADERSHIP ALBERT E. DOTSON, JR. CHAIRMAN OF THE BOARD	12	EDUCATION
4	SUSTAINABLE PROGRAMS CURLEY M. DOSSMAN, JR. VICE CHAIRMAN OF OPERATIONS	13	HEALTH & WELLNESS
5	GLOBAL STRATEGIES JOHN B. HAMMOND, III CEO	14	ECONOMIC DEVELOPMENT
6	100 REACH	15	DIVERSIFYING REVENUE: IMPACT FOR FUTURE PROGRAMMATIC SERVICE FRANK L. HAYES VICE CHAIRMAN OF FINANCE
8	YOUTH LEADERS	16	FINANCIALS
10	FOUR FOR THE FUTURE	17	OUR PARTNERS
		20	EXECUTIVE COMMITTEE
		21	BOARD OF DIRECTORS
		24	WORLD HEADQUARTERS STAFF

100

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MISSION

The mission of the 100 Black Men of America, Inc. is to improve the quality of life within our communities, and enhance educational and economic opportunities for all African Americans.

VISION

The 100 Black Men of America, Inc. seeks to serve as a beacon of leadership utilizing our diverse talents to create environments where our children are motivated to achieve, and to empower our people to become self-sufficient shareholders in the economic and social fabric of the communities we serve.

VALUES

The 100 Black Men of America, Inc. is committed to the intellectual development of youth and the economic empowerment of the African American community based on the following precepts: respect for family, spirituality, justice, and integrity.

i s s i o n v i s i o n

UNPRECEDENTED LEADERSHIP

It is with great pride and even greater gratitude that I declare 2007 as our best year yet. We surpassed our programmatic and revenue goals and expectations for the year with the help of the largest membership and sponsor attendees at our annual conference in Las Vegas, our partnership with the Congressional Black Caucus Foundation to host our second annual Brain Trust, and a record-setting annual meeting in Orlando in terms of dollars and services. Our global effort to uplift our communities through mentorship, education, health & wellness, and economic development initiatives is on track and on a positive trajectory.

The 100 Black Men of America, Inc. led a number of initiatives this year that strengthened our position in this area. One of our biggest accomplishments was the graduation of our first class of 100 Leadership Development Institute (LDI). This event marked the strengthening of our focus on educational leaders in our community. The establishment and successful continuation of programs like 100 LDI continue to position our organization as a leader in education and education policy for African American youth.

We strengthened the internal support of the great work of our chapter network by hiring a strategic leader and his staff to better serve our chapters and communities. John B. Hammond, III, Chief Executive Officer, comes with great vision, passion, and experience to take us to the next level. He has already begun to lay the foundation for this work this year, and I look forward to working with him to progress towards this vision in the near future.

Our work inspires others to join us in affecting positive change. We launched Black Men Care in 2006 in Atlanta as a movement to bring positive recognition of black men throughout the community who take leadership roles in creating a positive environment. Our chapters convened meetings with like-minded organizations and individuals to focus their collective efforts on mentoring our youth. The 100 Black Men of America remain committed to leaving a gift and a legacy in every city that is home to our annual conference. In Atlanta, our legacy was to train mentors and trainers of mentors to expand the number of adult mentors available to young people throughout the greater Atlanta area. This work extends into each of our chapters through the establishment or maintenance of charter schools, enhanced mentoring initiatives, leadership programs, and a plethora of other community-building activities. Our work in June 2006 soon became the foundation of Essence Cares and the National Cares Mentoring Movement.

Extending our existing reach into the African continent and the Caribbean basin, we hosted a special briefing of ambassadors and members of the Diplomatic core of several nations who were interested in continuing the 100 Black Men movement in their countries. This work was launched in September 2006 and continues today.

Looking forward, I am steadfast in my belief that we are positioned to truly dream the biggest dream possible and achieve it. Our leadership, strategic planning, international expansion plans, partnering sponsors, and chapter members are aligned like no other time in history to launch on the positive trajectory that is meant for the 100 Black Men of America.

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Albert E. Dotson Jr.
Chairman of the Board

SUSTAINABLE PROGRAMS

As the 100 Black Men of America, Inc. (100) continues to evolve, it is our mission to improve the quality of service provided to all the communities we serve. We rely on the personal involvement and influence of our members, the support of our partners and the quality of our operational support staff to successfully implement our programs, and evaluate their effectiveness.

The 100 is committed to excellence in whatever we do; and by creating *Solutions for Healthy Living* in our communities, we have assumed a responsibility to empower our youth with methods of action in *Personal Choice, Community Action and Policy Change*. As we prepare to sharpen our focus, enhance our program delivery and position ourselves to address the needs of the future, we have begun our strategic planning process to gain broader insight and strengthen our foundational platform. This is required to reach the next level of performance in meeting the changing needs of our communities and for our youth.

The 100 has created programs which provide an environment where young people are encouraged and motivated to learn and achieve. Each member serves as a strong Black role model for our youth in today's society. *Four For The Future™*, and *Leadership Development* are the strategic areas of focus that support the mission of the organization. The accomplishments made through these programs have allowed the 100 to gain notable prominence internationally as one of the world's leading organizations for mentoring African American youth.

Looking forward we will offer *Mentoring the 100 Way* training, financial management training and workshops that inform our membership about issues impacting the intellectual, emotional, behavioral and spiritual development of our youth. Also, we want to encourage and facilitate the development of programmatic initiatives that address the educational needs of our youth and those of the broader community.



Curley M. Dossman Jr.

Vice Chairman of Operations

GLOBAL STRATEGIES

This has been an incredible year of transition for the 100 Black Men of America, Inc. We have laid a foundation for significant change and growth. Even as these foundations were laid, we continued to do the work of the 100, both in our communities on a local level as well as on the national and international stage.

In May of 2007, an almost entirely new team of staff leaders took the helm of the 100 – I among them. Consequently, the second half of 2007 was an incredible learning and growing experience for us all. We have begun coming together as a management team, and figuring out how to be good stewards of the resources that our stakeholders have entrusted with us.

At our 21st annual conference in Las Vegas, Nevada, I was able to see firsthand the power of the 100. Seeing the broad diversity of our members, partners and youth was at once both impressive and affirming. I was heartened to see that those who would stand in support of the positive development of our youth are represented by many colors, ages, and folks from a variety of economic, political and religious situations. In that moment, I was reminded of the words of Dr. Martin Luther King, Jr. who spoke of the, “fierce urgency of now.” Never before had the meaning of that statement been driven home for me than when watching the eager faces of our youth participants – we do not have time to waste, and even one lost life or soul is one too many.

Our theme for 2007, Taking Control of our Future, is a sentiment that requires both great and small acts of courage. Taking control of one’s future does not only involve those wide-sweeping displays of power and influence (certainly some of that is involved); more frequently, taking control from the aggregated outcomes of small acts of courage, day-to-day acts that are self-affirming , uplifting and respectful of others. The 100 Black Men of America, Inc. believe that by modeling socially constructive behaviors for our youth, we help create interaction frameworks that promote developmental outcomes which are positive, stable and transferrable. In other words, we truly believe, “What they see is what they’ll be.”



John B. Hammond, III

Chief Executive Officer

As I look forward to next year and beyond, we will continue building on the strong foundations set in the past and reinforced in the present. We continue to be excited by interests in our organization that has been expressed by a disparate collection of American cities and a diverse set of international locales -- we have received inquiries from as far away as the Netherlands -- clearly what we are doing resonates with a broader audience than can be found in our national borders. Our efforts to remain creative in the way we positively shape the environments in which our youth are nurtured and develop will always require that real men continue giving real time. Thank you, as always, for your continued and generous support.

100 REACH

100 BLACK MEN OF GREATER CLEVELAND

The 100 Black Men of Greater Cleveland, Inc. (100 BMOGC) in collaboration with the Cuyahoga Community College hosted Dr. Bill Cosby to speak in response to his national outcry throughout the United States of our black youth being out of control. His speech was addressed to many social service agencies, community partners, and civic leaders, and referenced a number of statistics that have caused this level of concern for Cosby including the facts that there are more young men in prison than in college; today there is a 50 percent high-school drop-out rate, and too many children are born to teen-aged parents who are ill-equipped and disinterested in parenting.

These problems have been fermenting for years, but few have called them out with as much force and determination as Dr. Cosby. Dr. Cosby and Dr. Alvin F. Poussaint Jr., renowned professor of Psychiatry at Harvard Medical School, collaborated on the book "Come On People! On the Path from Victims to Victors". Dr. Cosby's concerns and this book inspired light-hearted conversation with the audience of well over 600 in attendance. After an hour and a half of fielding questions from The Plain Dealer author, Sam Fulwood, Dr. Cosby signed scores of books for several attendees that purchased them.

"His inspiring words energized many of us that were there to hear him speak," said Franklin Martin, Vice Chairman of the 100 Black Men of Greater Cleveland Chapter.

After the Tri-C event, Dr. Cosby traveled on to The Mt. Zion Baptist Church of Oakwood Village to address more than 2,000 captive listeners. This event was hosted by the 100 BMOGC along with "Pastors in Mission of Cleveland, Ohio". There, he again inspired the audience to stand up and make a commitment to our youth. The pastors also held a symposium prior to Cosby's arrival to address the many challenging issues concerning our children.

100 BLACK MEN OF DEKALB CHAPTER, INC.

After 13 years at the Omega World Center in Decatur, the DeKalb Chapter of 100 Black Men (100) packed up and relocated its headquarters to McNair High School in Atlanta, Georgia. The move came after a year of negotiations with DeKalb County School Superintendent, Crawford Lewis. The Chapter is now housed in a 5,000 square foot facility at a fraction of the cost, enabling the 100 to provide an entrepreneurship program for its students.

"This wonderful opportunity will benefit the Chapter and the School System. McNair has a need for an adult black male presence, and this arrangement addresses this need directly. The school only has a few male teachers and young males, and the 100's presence will bring an even greater awareness and positive influence to our students," said Superintendent, Crawford Lewis.

The entrepreneurship program was launched in January 2008. The Chapter is developing criteria for student enrollment in the program. The organization has a large pool of talent to make the program successful. Mentors help the students develop their ideas, to reach their potential. The 100 Black Men of America, Inc. has become a vital part helping youth to realize that positive and legitimate business-building opportunities exist.

100 BLACK MEN OF GREATER WASHINGTON DC, INC.

Since its inception in 1995, The 100 Black Men of Greater Washington, DC (100 BMGWDC) has shown its dedication to the improvement of our youth. More than 500 children and their parents joined the 100 BMGWDC, The Three Doctors Foundation and AETNA as they honored the winning teams of the "Positive Peer Pressure Challenge" at the Mary & Daniel Loughran Clubhouse during their "Day for Kids" celebration. The Challenge, which ran from early June through the end of August, had 14 teams of approximately 100 children who were affiliated with either the Boys and Girls Club or the 100 BMGWDC. The primary goal of the contest was to challenge teams to develop projects that would have a positive impact in their communities.

100 REACH CONTINUED

First place winners, "Lending Library for Literacy" of Silver Spring, MD created a project that combined leadership and literacy at the Boys & Girls Club in Silver Spring, MD. The project's goal was to provide a resource for children to gain easier access to books. The team of six children between the ages of 7 to 11 years old collected donations of more than 100 books to create a library. They also had the opportunity to "shadow" local librarians at their jobs for the day. AETNA, a co-sponsor of the event, supplied the winning teams with Dell laptop computers.

The second and third place went to teams affiliated with the 100 BMGWDC. The second place winning theme - "Stop the Violence" - focused on eradicating violent crime by developing an anti-violence campaign. Team members created and distributed fliers in and around their communities.

The third place team's topic was health care. Named "Scripted Discussion", the project's creators developed a script that addressed the challenges a community faces when affected with STDs.

"People often talk about the negative impact of peer pressure," said Dr. Sampson Davis, co-founder of The Three Doctors Foundation. "What we hope to teach is that positive peer pressure has a powerful impact on our youth and it can help them to 'Think Big', to achieve their greatest dreams."

The concept of The Three Doctors Foundation is rooted in a childhood promise made between three youngsters growing up in Newark, New Jersey who were determined to become doctors. Even as children, Drs. Sampson Davis, Rameck Hunt, and George Jenkins recognized the need to create a network of positive peer pressure to realize their dream. Today these inspiring healthcare providers (two physicians and a dentist) use The Three Doctors Foundation to encourage young people to participate in similar positive activities. The "Positive Peer Pressure Challenge" has proven to be an excellent vehicle for involving the community in the creation of helpful activities for young people.

100 BLACK MEN, NEW YORK CHAPTER

The 100 Black Men, New York Chapter has education as the key to addressing the challenges that plague our communities. Through their Scholarship Program, they have awarded nearly a million dollars to students going on to college that have attended New York City Public Schools. These youth receive mentoring during their college years and well beyond into adulthood.

Through the efforts of their members, the Department of Education and New Visions for Public Schools, they founded The Eagle Academy for Young Men. A milestone in education, this all-boy high school located in the Bronx has been in existence since 2004, and continues to build upon the foundation of disciplined learning and effective mentoring.

In December of 2007, the 100 Black Men, New York Chapter held a "Ground Breaking" ceremony for Eagle Academy, a new \$42 million complex in Bronx, NY. This groundbreaking marked a continuation of a journey to move the academy to its own facility, bringing hope to the entire community. The new four-story complex, designed for 580 students is scheduled for completion in September 2009. It will include computers in all classrooms, a music and orchestra room, and a full-sized gym that will double as an auditorium. For the first time, Eagle academy will include middle school grades as well.

"The number one lesson that we have learned through all of this is that if we want to sustain a level of success for young men, we have to start earlier than high school," said David Banks, Principal & President of the 100 Black Men, New York Chapter. "An Eagle has to have its own nest, and that's what this building will be".

The All Boys program opened and serviced 100 young men, with hopes of reversing alarming high school dropout and unemployment rates among African American men. Only about 24% of black male students graduate from high school in the Bronx. The academy's mission is to prepare students to become leaders in their communities and families, and 100 Black Men is a bold step in that direction.

YOUTH LEADERS: RISING ABOVE THE CROWD

BRANDON CURLEE

Brandon Curlee is a 15-year-old freshman in the 9th grade, and has been a member of The North Metro Chapter's "Men of Tomorrow" mentoring program for 5 years. He enrolled in the International Baccalaureate Honors Program during his freshman year in high school, and maintains a 3.5 GPA while being an active participant in several extracurricular development programs including: Weekend Aviation Academy, Boy Scouts of America, The Civil Air Patrol, Honors Chorus, French Club and the High School Baseball Team.

Brandon demonstrates leadership in a multitude of activities, and was elected by his peers as the Assistant Senior Patrol leader in his Boy Scout Troop. He is also a community service volunteer with his Boy Scout Troop and is focused on maintaining a green and sustainable community by leading clean-up efforts along local hiking trails. He also volunteers at his church to serve dinner to the homeless and others.

Brandon was selected to attend Boy Scouts World Jamboree in England in the summer of 2007 as one of the 2000 scouts that were selected from thousands of applicants. Brandon is also a 2nd Lt. in the Civil Air Patrol, and plans to be promoted to Cadet Colonel by the time he reaches age 17.

Brandon is a senior in the Aviation Career Enrichment Program (ACE), a weekend aviation academy that teaches young men to become aviators. Brandon would like to attend the Air Force Academy when he graduates from high school and become a commissioned officer and an Air Force Pilot.



Brandon Curlee

YOUTH LEADERS: I AM MY BROTHER'S KEEPER

TYRON BRIDGEWATER

Tyron Bridgewater, an exceptional 15 year old mentee from 100 Black Men of Greater Kansas City mentoring program's "Operation Breakthrough" (www.operationbreakthrough.org). Tyron is 3.5 GPA student, as well as an outstanding athlete on his basketball and football teams. Tyron is also noted for being the morning announcer for pre-class announcements and is a lead member of the student stage crew that coordinates and sets up the school assemblies.

"Operation Breakthrough" serves primarily single mothers that have been in abusive relationships or have been involved with drugs. In March 2007, The Greater Kansas City Chapter partnered with "Operation Breakthrough" to establish a mentoring program for nearly 30 male youth between the ages of 12 and 16, in which we meet with on a monthly basis.

Tyron exemplifies himself as a leader who clearly demonstrates his ability to lead his peers socially and academically in addition to being an ever-present youth resource for the "Operation Breakthrough" staff.

In 2007, Tyron was selected by the "Operation Breakthrough" staff to become a member of the Aspen Youth Experience (AYE). AYE provides inner city youth the opportunity to experience new things, step outside their comfort zone and overcome fears. Tyron was recently selected to be a speaker/youth leader at the "AYE Annual Gala last month with more than 400 guests in attendance.

Tyron is the oldest of three children and has taken on a lot of responsibility at home. His mother works long hours and Tyron stepped up and has become the male figure in the household as well as care provider, for the two younger children.



Tyron Bridgewater

FOUR FOR THE FUTURE™

Four For The Future™ is the organizing theme for the 100's collection of programmatic initiatives designed to inspire our youth and uplift our community. The *Four For The Future™* include: Mentoring, Education, Health and Wellness and Economic Development.

MENTORING the 100 Way is one of the signature programs of the 100 Black Men of America, Inc. (100) This holistic program addresses the social, emotional and cultural needs of children ages 8-18. Members of the 100 are trained and certified to become mentors, advocates, and role models for the youth within their communities. Through chapter operated one-on-one and group mentoring efforts, our members forge relationships that positively impact our greatest resource, our youth. The program focuses on building essential skills needed to become productive, contributing citizens.

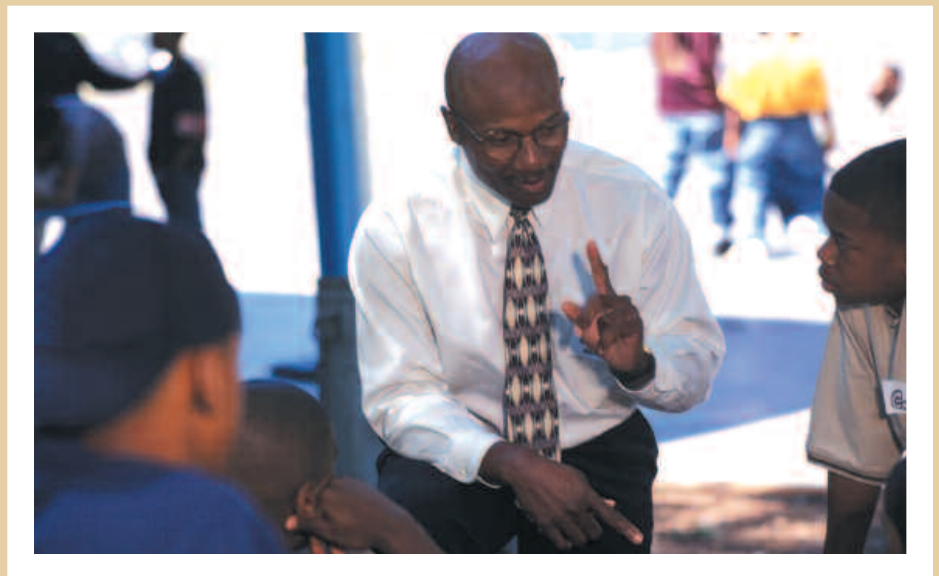
The Collegiate 100 is an auxiliary organization to the "100". The Collegiate 100 membership is drawn primarily from male African American college students through chapters on university campuses across America.

The purpose of the Collegiate 100 is to implement the mentoring and tutoring programs of the "100". The participants assist the parent organization with the development of the social, emotional, educational, and physical needs of young black males who have few or no positive role models in the communities in which they live.

EDUCATION is one of the core foundations of our mission. Our programmatic activities include providing support services that enable our youth to achieve their educational goals. To facilitate their intellectual growth and development, the "100" is active in monitoring educational policy trends and their implications for our students. The organization engages local, regional, and national leaders and officials who impact educational policies and practices, in addition to providing forums that address educational needs of our youth and those of the broader community.

HEALTH & WELLNESS is a vital component of a thriving community. The "100" is concerned about the well being of the whole community and the whole person: physical, emotional/psychological, and spiritual. Our initiatives are aligned with three objectives: 1) increasing public awareness regarding health issues which disproportionately impact the black community, 2) increase awareness and expand knowledge among black people regarding current research, therapies and practices which have demonstrated efficacy in the treatment of illnesses that disproportionately affect black people, and 3) to help shape public policy regarding the local, state, and national health policy impacting the black community. The "100" teams up with other non-profit organizations to promote preventative health strategies, deliver screenings and provide education on prevalent diseases.

ECONOMIC DEVELOPMENT is a necessary step toward creating a just society, not only here in the United States, but for black people around the world. When we think of economic empowerment we are thinking about the individual's or a community's ability to be self-determined in creating dreams, pursuing them and ultimately perpetuating them by establishing the mechanisms to sustain generational wealth. Our program initiatives promote economic self-sufficiency through financial literacy, family wealth building and entrepreneurship.



MENTORING

The *100 Black Men of America, Inc.*'s mentoring initiative for 2007 grew at an unprecedented rate in 2007. The number of chapters whose members participated in our mentoring program had more impact on our global community than ever before. One key reason for this was the level of commitment that each member made to building strong, lasting mentoring relationships with our youth in a way that only our organization can deliver. The brothers of the 100 have diverse backgrounds, perspectives, and skill sets that are collectively leveraged along an aligned mission to both understand our youth's environment and help our youth realize a new reality for the future.

Mentoring the 100 Way, the flagship program of the 100 Black Men of America, has proven that investment in our youth leads to higher matriculation and retention rates, higher graduation rates, and an overall more productive outlook on the future. It is a contingency-based mentoring philosophy whereby both parties must contribute to build sustainable programs. The initiative represents a culture shift in the way that



systemic problems within the African American community are addressed. The success of this shift is clear in the record number of chapters that have joined the initiative.

Looking forward, the mentoring committee is laser-focused on honing our best practices to deliver better, more efficient outcomes. Formalized programs will be delivered in the near future to effectively spread this groundbreaking initiative through recognized leaders in the field of education. Through this work, the successes experienced and enjoyed by our community will be optimized to build greater capacity to affect neighborhoods worldwide.

EDUCATION

The 100 Black Men of America, Inc. (100) is committed to the encouragement of young people to thrive in all areas of their lives. Reaching out into our communities, we provide scholarships and numerous tutoring programs while members take an active role in primary and secondary education. Annually, hundreds of students receive financial assistance through our national and chapter-based scholarship programs. Current 100 education programs include:

ACT/SAT Preparation Course
Chartered School Initiative
Collegiate 100 Programs
African American History Challenge
Wimberley Initiative
100 Scholarship Programs
STEP Tutorial Program
School Academy Initiative

The 100 feel that Education is one of the core foundations of our mission. Our programmatic activities include providing support services that enable our youth to



achieve their educational goals. To facilitate their intellectual growth and development, the 100 is active in monitoring educational policy, trends and their implications for our students. The organization engages local, regional, and national leaders and officials who impact educational policies and practices, in addition to providing forums that address the educational needs of our youth and those of the broader community.

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HEALTH AND WELLNESS

The focus of the Health and Wellness Committee is on the importance of maintaining a healthy lifestyle to eliminate health disparities in our communities. The 100 Black Men of America, Inc. realizes that reducing disability and death is paramount and will require lifestyle alterations and modifications.

This year, as part of the Community Empowerment Program, panelists including educators, public health workers, community activists, faith based leaders and health providers will assemble in a “Town Hall” setting to design and implement creative approaches to solving many health care issues. We continue to address an even greater issue - how to change the mindset and the “health culture” in minority populations.

Chapters across the country continue to focus on various diseases; providing information, inspirational lectures and awareness programs on the importance of disease prevention, treatment and risk reduction measures. Chapters partner with schools, community based organizations, churches and medical institutions to achieve their program goals. For the first time, excellence in health and wellness programming was acknowledged by giving the *Dr. James T. Black Health and Wellness Award* to the chapter with exemplary progress.



ECONOMIC DEVELOPMENT

The 100 Black Men of America, Inc. (100) launched the Economic Development initiative to address the financial and educational needs of the *Four for the Future*[™] framework. The structure initially highlighted programs like *Dollars & \$ense* and the *Chronicle of Black Wealth*, encouraging participants to seek financial education to positively change their communities. *Dollars & \$ense* was the beneficiary of numerous grants that funded boys and girls across the country to participate in this educational journey. The program educated youth on topics including investment principles, insurance, stock, stock selection and others. Speakers were integrated into the curriculum to enhance the student's understanding of the core concepts. Northwestern Mutual provided the airfare for children to attend the conference and compete in the newly unveiled new business plan competition. *Dollars & \$ense* inspired countless members and mentees to take valuable steps towards economic empowerment through education.

The Economic Development Committee focuses on increasing financial literacy throughout our communities by enhancing the organization's ability to generate recurring income. The 100 plans to encourage members to partner in creating a financial mainstream for the organization. The Committee meets quarterly to discuss progress and enhancements to a series of investments that generate recurring income to build and sustain programs aligned with the mission of *Four for the Future*[™].



DIVERSIFYING REVENUE: IMPACT FOR FUTURE PROGRAMMATIC SERVICE

The theme for our 2007 Conference was *Taking Control of Our Future*. The 100 Black Men of America, Inc. continues to do just that as evident in our financial performance for the year ending December 31, 2007. Our financial stability and our revenue growth reported in our 2005 and 2006 annual reports served as a foundation to broaden our future impact. We have secured diverse revenue streams and higher amounts of income in the areas of in-kind revenues, multi-year commitments, and foundation grants in addition to our traditional corporate legacy. With this broadening support, we have been able to fund future scholarships for our youth and deliver new programmatic efforts for our community. Total revenue has increased to over \$5 million in 2007, a first in the organizations 20 year history, with a projected budget of \$5.3 Million for 2008.

The long-term and diversified operating and programmatic resources that have been entrusted to the 100 Black Men of America, Inc. will be directed towards national and chapter initiatives, thus ensuring programs that impact our community are led with a standard of excellence through committed leadership and strong financial management. Financial measurements for 2007 continue to mirror the organizations commitment to manage resources in a manner that consistently outperforms generally accepted norms for nonprofit organizations. Funds spent on programmatic initiatives increased over \$900,000 from prior year and management and general expenses as a percentage of total expenses remains lower than industry average at 22%. New programs initiated during 2007 that speak volumes to our future impact on our youth and communities include:

- APEX Leadership Academy
- Fatherhood Initiative
- Statewide Health Disparity Public Education Program
- Long-term Support for Scholarship Program
- Childhood Obesity Program
- Diversified In-Kind Revenue to Support the 100's Training Initiatives

As we look forward to the coming years, we thank you; our partners, sponsors and friends. We greatly appreciate the support we have been given. Your trust and confidence allows us to create new opportunities for our chapters in service to our communities. We thrive on the mighty impact those commitments and diversified funding streams will bring to the future sustainability, growth, and impact of our organization. We look forward to continuing our work in 2008.

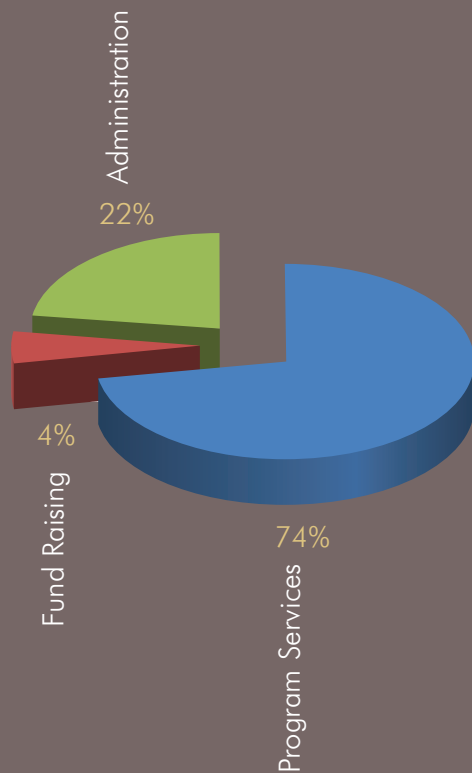


Frank L. Hayes

Vice Chairman of Finance

FINANCIALS

DISTRIBUTION OF EXPENSES



2007 FINANCIAL HIGHLIGHTS

Total Public Support & Revenue	5,197,696
Program Services	3,822,966
Fundraising & Administration	1,366,603

Operating Surplus	8,127
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PROGRAM SERVICES

Training	3,190,999
Mentoring	387,462
Economic Development	149,089
Health and Wellness	2,000
Education (including scholarships)	93,416

Total Program Services	3,822,966
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FUNDRAISING AND ADMINISTRATION

Fundraising	199,289
Administration	1,167,314

Total Fundraising and Administration	1,366,603
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BALANCE SHEET

ASSETS

Cash & Investments	463,474
Pledges and Other Receivables	1,613,736
Prepaid Expenses & Other Assets	31,367
Property & Equipment	241,444
Total Assets	2,350,021

LIABILITIES & NET ASSETS

Total Liabilities	577,773
Total Net Assets	1,772,248
Total Liabilities & Net Assets	2,350,021

LIABILITIES

Accounts Payable & Accrued Expenses	123,519
Deferred Revenue	20,633
Debt Obligations	433,621
Total Liabilities	577,773

NET ASSETS

Unrestricted	1,048,667
Temporarily Restricted	723,581
Total Net Assets	1,772,248

OUR PARTNERS

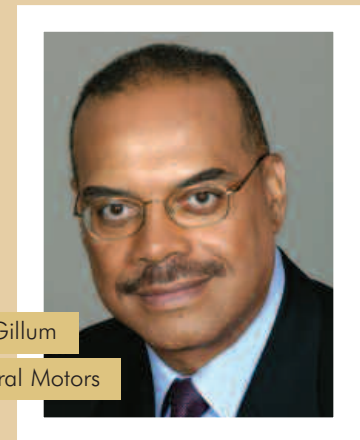
GENERAL MOTORS CORPORATION

General Motors has enjoyed a long and mutually beneficial partnership with 100 Black Men of America, Inc. For GM, the opportunity to engage with a national group of progressive, goal oriented African American leaders and the people and communities that they impact has been quite rewarding. Not only do we get to share our latest vehicles and technological advancements with the organization, but we are also afforded the opportunity to increase the awareness of how people of color at GM have contributed to the development of those great cars and trucks and related technologies. These individuals are a source of pride within the company and they also represent visible examples for young people as they aspire to achieve greatness, and benefit from the guidance and mentoring of the 100 Black Men of America, Inc.

In addition, GMAC, GM's financial partner, provides the 100 Black Men of America, Inc. with a financial literacy program that's aimed at helping people make better monetary decisions concerning budgeting, credit reports and credit scoring.

This relationship – this partnership – has grown over the years and has resulted in a greater understanding of what business leadership and social and civic commitment can accomplish together. After all, both GM and the 100 Black Men of America, Inc. are in the business of building futures.

Rod Gillum
Vice President of Corporate Responsibility and Diversity
General Motors



Rod Gillum

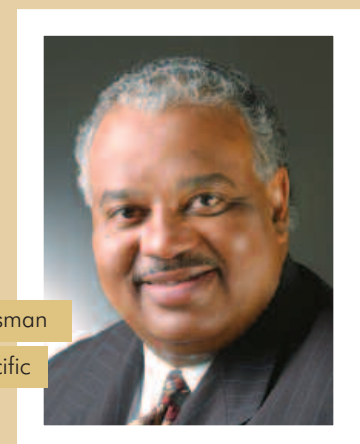
General Motors

GEORGIA-PACIFIC

For more than a decade, Georgia-Pacific and the 100 Black Men of America, Inc. (100), have had a strong relationship based on a shared belief in the importance of improving the communities where we work and live. Just as our products make people's lives better – from improving health and hygiene, and making life more convenient, to providing dependable shelter and helping people build their dreams – I believe the work of the 100 Black Men of America, Inc. has had the same impact on many communities across the country.

Georgia-Pacific believes that the creation of long-term economic value is the key to stabilizing and growing strong communities. We also believe that education is the enabler to creating that long-term value. Whether mentoring, supporting education through scholarships, or helping to develop new entrepreneurs, the work of the 100 fosters this same belief in every program and every student it touches. I am proud to be a member of the 100 and also proud that Georgia-Pacific sees the value in the work the 100 does in every community it serves."

Curley M. Dossman, Jr.
President
Georgia-Pacific Foundation



Curley Dossman

Georgia-Pacific

OUR PARTNERS



Michael J. Brown

State Farm Insurance Company

Michael J Brown
Corporate Relations Manager
State Farm Insurance Companies

STATE FARM INSURANCE COMPANIES

Over the last five years, I have had the great opportunity to witness the outcomes of State Farm's social investment with the 100 Black Men of America, Inc. (100). Our work together has touched young men and women crying out for the type of mentorship, leadership development, and educational encouragement we provide through programs like the African American History Challenge and Dollars and \$ense Competition.

More importantly, as a charter member and current chapter president of the 100 Central Illinois chapter, I observe daily the positive impact of the 100 in our local community. Still in our infancy, we are beginning to establish ourselves as the resource for youth mentorship and intervention in Central Illinois. Our members are very passionate about living the 100 mission and vision.

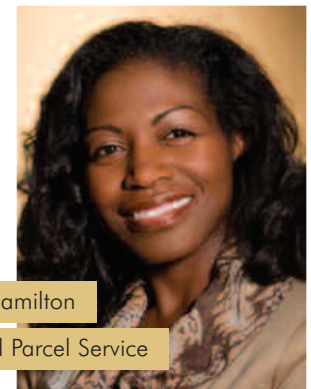
Brand and reputation: The collective sum of both between State Farm and the 100 is being felt across this great land of ours. We look forward to continuing this valued relationship in growing our efforts to build safer, stronger and better educated communities.

UPS

The 100 Black Men of America, Inc. (100) has been working to improve communities for nearly 50 years. The 100's mission to improve the quality of life and enhance educational opportunities for our youth is an important one. The UPS/100 Black Men of America, Inc. partnership provides support to the communities where we all live and work. This partnership helps align the appropriate resources to develop meaningful mentorships, promote economic development and encourage equal educational opportunities for our youth. By educating and empowering young people and their families, we are working to positively impact those communities.

By making these investments, UPS and the 100 Black Men of America, Inc. are jointly making a significant impact on the future of the next generation of leaders.

Lisa Hamilton
President
UPS Foundation



Lisa Hamilton

United Parcel Service

OUR PARTNERS

WELLS FARGO

At Wells Fargo, our vision is to help all of our communities succeed financially. We are proud to work with The 100 Black Men of America, Inc. (100), whose mission is improving the quality of life within our community. The visions of our two organizations create a powerful force that truly makes a difference.

Like Wells Fargo, 100 Black Men of America, Inc. understands the importance of education and economic empowerment. They believe that creating healthy, viable communities begins with educating our youth, and know that achieving this cannot be accomplished without supporters from the corporate, political and social arenas.

At Wells Fargo, we understand that our goals cannot be achieved through our work alone. Earlier this year, we announced that we had reached our goal of lending \$1 billion to African American small business owners two years ahead of schedule. This is a milestone we could not have reached alone, and it is a testament to building strong alliances with organizations like the 100. Having their support helps us live up to our vision of helping everyone succeed financially.

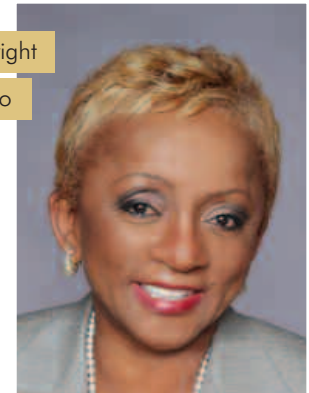
Through our work with 100 Black Men of America, Inc. we have had the opportunity to share our Hands on Banking® program and facilitate small business workshops, providing the tools necessary for people of all ages to become financially literate. Through these programs, we provide resources, education and expertise to help everyone achieve their dreams—dreams of owning a home, owning a business, educating their children – which ensure they have an opportunity for a strong financial future.

We congratulate the 100 Black Men of America, Inc. for their success and express our gratitude for allowing us the opportunity to support their building of healthier communities.

Brenda Wright
Senior Vice President and Regional Director of Community Development
Wells Fargo

Brenda Wright

Wells Fargo



100
BLACK MEN
OF AMERICA, INC.

What They See Is What They'll Be®

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Coordinator, Events



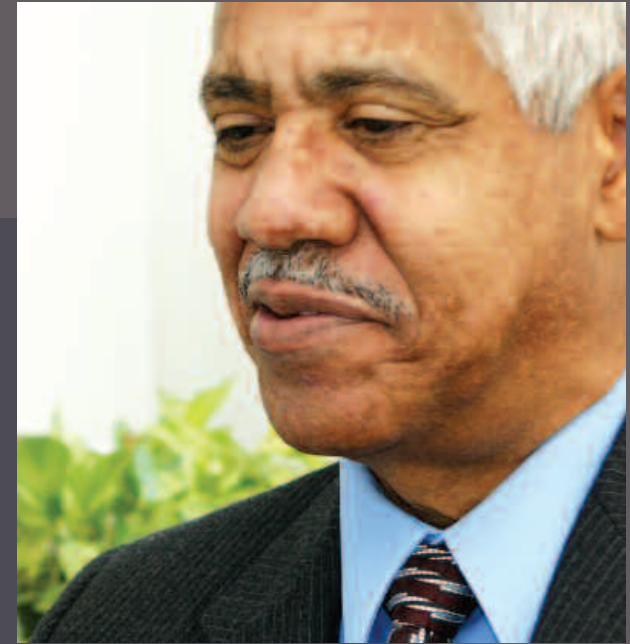
LOIS PEART
Sr. Accountant



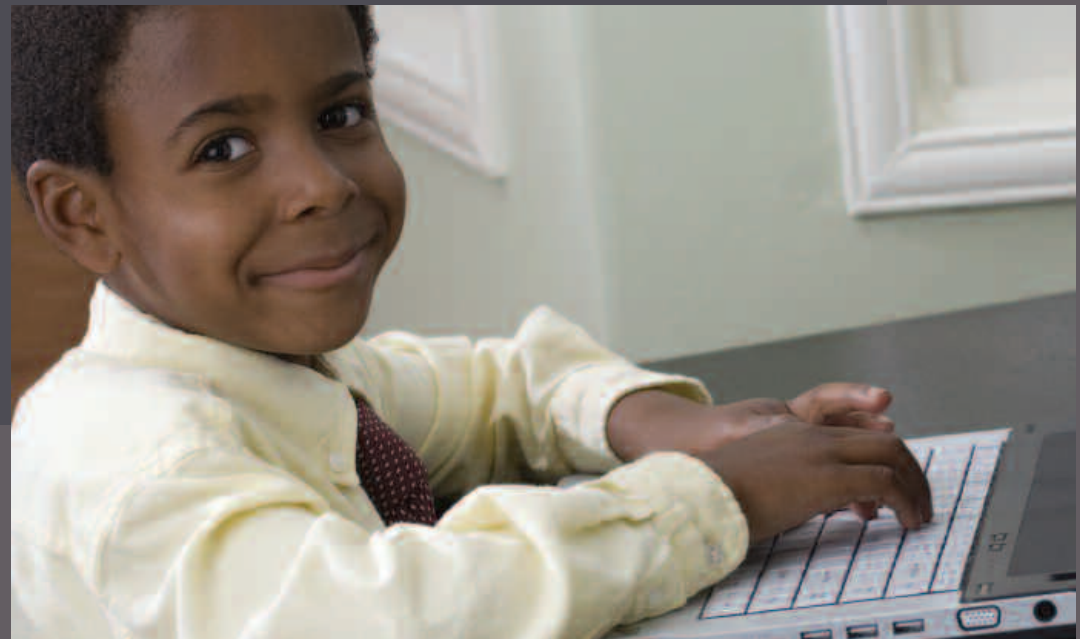
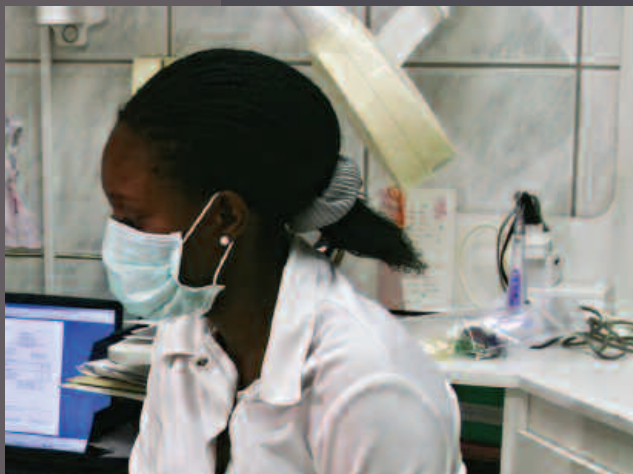
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Security



ERIKA BOXLEY
Receptionist/
Administrative Professional III



what they see
is what they'll be



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