



August 19, 2016

David Kim  
The Bascom Group  
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Irvine, CA 92606

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Dear David,

We are now midway through our year, and I'd like to update you on our progress.

We entered the year in sound fiscal shape and have been able to focus our energy on our fulfilling our mission and planning for Homeboy's future.

A few years back we put on paper our "theory of action" that articulated the services and programs we offer to our clients. Fundamentally it's about creating a safe, accepting, therapeutic community, where former gang members and previously incarcerated individuals can overcome even the steepest challenges over the course of an intensive 18-month program.

In implementing the model, we learned a few things, which we have incorporated into what you might call a "Theory of Action 2.0." Here is what we learned:

1. That the complex trauma our folks have experienced necessitates that they receive comprehensive mental health services in order to fully heal, and that healing takes a long time.
2. Our entire organization, including our businesses, needs to be trauma-informed.
3. Healing happens through many modalities, including work therapy, group therapy, and one-on-one mentorship.

Beginning in July of this year, we started incorporating these lessons into the structure of our 18-month program. By making small but significant adjustments to our program, particularly in the area of Work Therapy, we will be able to serve more clients as effectively as when we were a smaller organization. I will keep you informed on the progress of this important organizational shift.

Of course, taking on more clients takes financial resources as well. We were fortunate to receive tremendous support from our donor community in the first half of the year. A new fundraising event, Real Estate Night, allowed us to engage the Southern California real estate community, a group of professionals that readily understand our mission. In the spring, our annual Lo Maximo Awards dinner drew more than 1,000 people, who came out to support our homies' triumphs and experience the kinship and connection that drive our agency.

On the social enterprise front, our core businesses, Homegirl Café & Catering and Homeboy Bakery, continue to grow at double-digit pace. Our businesses are also important because they provide a bridge for trainees to enter society with the skills and confidence to be successful. Stay tuned for further updates on new business opportunities on the horizon.

Finally, I'm pleased to provide an update on workforce development. Last year Homeboy won a Department of Labor contract to build career pathways for an ex-offender population. The grant enabled us to bring on an experienced Employment Services staff, and we are now launching a manufacturing pathway—a partnership between community colleges and aerospace contractors.

Despite all of these resources, the demand for our services is greater than our ability to provide them. The heartbreaking stories never stop. We are grateful for our dedicated team and for your support, without which our work could not happen.

On behalf of Fr. Greg. who continues to hold us true to our mission, our board chair John Brady, and myself, we say thank you.

Sincerely,

Thomas J. Vozzo  
Chief Executive Officer

*Hope has an address*

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