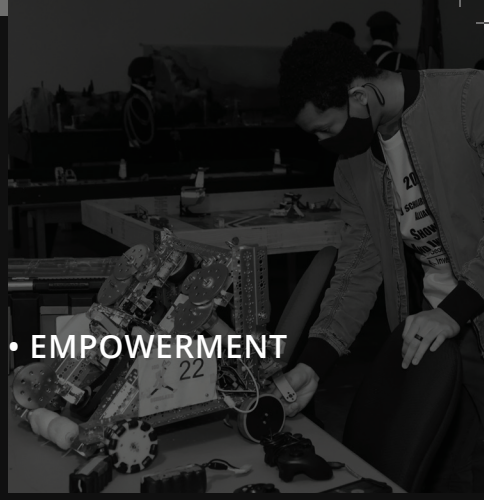
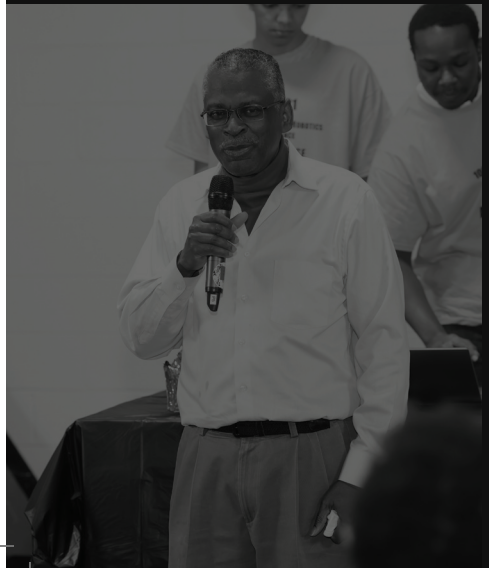




MENTORING • EDUCATION • ENRICHMENT • EMPOWERMENT



IMPACT REPORT



2021



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Robert J. Yancy, Ph.D.

Professor Emeritus
Kennesaw University

Letter from the **Chairman**

Greetings to All:

The mission of the 100 Black Men of Atlanta is as relevant today as it was thirty-six years ago when our organization was founded. Our ability to positively impact and improve the quality of life of African American youth in the Atlanta community by serving as mentors, supporting education excellence, economic empowerment and improved health and wellness is the foundation of our organization. We call these focus areas "Four for the Future."



As I reflect on the past year, I am proud of the impact we have had. In the pages of the Impact report, you will see the results of our efforts reflected in numbers, statistics, and charts. However, what may not be as evident is the profound impact our members and staff have had on students and their families.

Understanding the past is important, especially as a tool to learn how we can improve and celebrate our success. But our focus is on the future. We can do more. We must do more. Since becoming Chairman of the Board, my administration has centered on expansion and multiplication of our impact. The 100 Black Men of Atlanta Board of Directors, members, staff and I are engaged in work that is intentionally designed to support the expansion of programs, by scaling operational infrastructure and funding model. We are purposefully forging relationships with other like-minded organizations and individuals who share our passion and whose missions align with our own, allowing us to reach more students, serve more families and deliver greater outcomes to the communities we serve.

We are expanding Project Success beyond BEST Academy to Douglas High School officially launching in August 2022. We will launch programs to expose students to 21st century skill sets, to include coding, gamification, and artificial intelligence. Our mentoring models will be reimaged and infused with technology to allow more members to connect with more students efficiently.

As Chairman of the Board, I want our students, parents, and stakeholders to know that my legacy will be built upon three key areas:

- A solid operational model that supports programmatic growth;
- A funding model with diverse revenue sources, including the establishment of an endowment, and
- Ensuring the 100 Black Men of Atlanta brand continues to be synonymous with mentoring and excellence.

Colin Powell is famously known to say, "*Perpetual Optimism is a Force Multiplier.*" As Chairman, my leadership is anchored in optimism and the potential to multiply our impact. We will strive to do well by doing good, creating opportunities to bring us together in support of our mission for the benefit of the communities we serve.

With highest regards,

A handwritten signature in black ink that reads "Keith I. Millner". The signature is written in a cursive, flowing style.

Keith I. Millner

Chairman of the Board, 100 Black Men of Atlanta

Letter from the **Executive Director & Chief Operating Officer**

Greetings to All:

Maya Angelou penned an often-referenced quote that says, "People will forget what you said, people will forget what you did, but people will never forget how you made them feel." As I think about the past year, I am hopeful that our students, parents and communities remember how we displayed our care for them during a worldwide pandemic. The 100 Black Men of Atlanta Board of Directors and I, along with our corporate and philanthropic partners, strive to support children and families by filling in educational and resource gaps. We collaborate with foundations and corporate sponsors to ensure communities living in food deserts have access to nutritious food especially when there were restrictions on traveling during COVID-19. Our members stepped in to provide rental and utility assistance. We secured funding to provide tutorial support to recover from learning loss that occurred because of students not being in classrooms.

In reflecting on the pandemic, I can see where it narrowed our focus to execute a two-generation approach helping both young people academically, socially, and emotionally, as well as their parents. For instance, we received funding from Google to help parents get certifications to improve their digital literacy skills. This two-generational approach is in harmony with our mission of economic uplift and empowerment for family and children. To expand our student support services, we have partnered with the Fernbank Science Museum, Microsoft, Grove Park Foundation, the Hispanic Chamber of Commerce and Gas South. Gas South donated unrestricted funds which support the expansion of our STEM and robotics programs. I see my legacy as cemented in building internal systems for data collection and analysis, reestablishing the trust and credibility of the 100 BMA and catapulting the organization's resurgence of being at the forefront of helping families and children experience the love and care they rightfully deserve.

With highest regards,



Louis Negrón, Sr.

Executive Director & Chief Operating Officer, 100 Black Men of Atlanta



The two-generational approach is in harmony with our mission of economic uplift and empowerment for family and children.

Our Mission

The mission of the 100 Black Men of Atlanta, Inc. is to improve quality of life by supporting and enhancing educational and economic opportunities particularly for African-American youth in the Atlanta community.

Our Vision

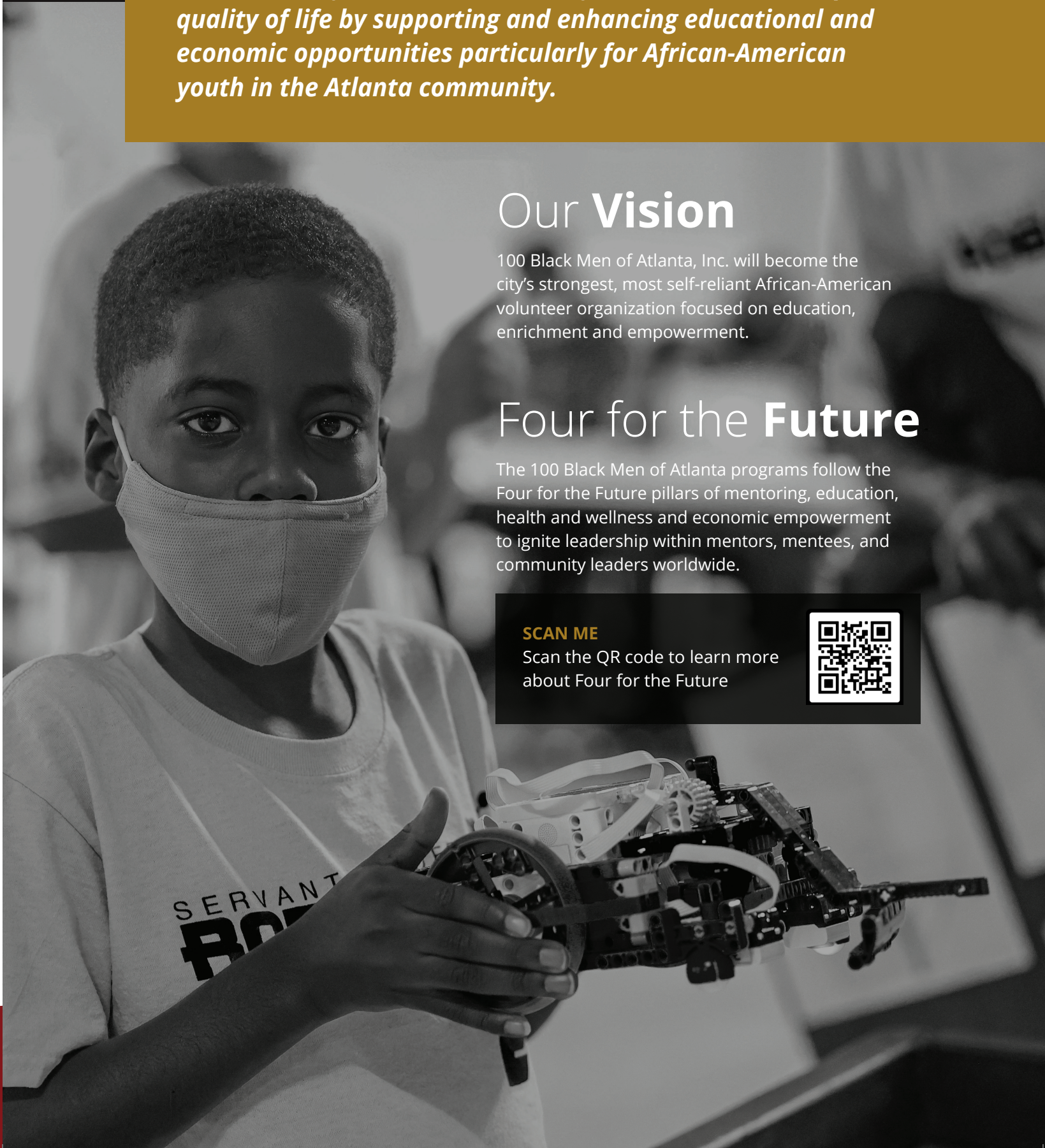
100 Black Men of Atlanta, Inc. will become the city's strongest, most self-reliant African-American volunteer organization focused on education, enrichment and empowerment.

Four for the Future

The 100 Black Men of Atlanta programs follow the Four for the Future pillars of mentoring, education, health and wellness and economic empowerment to ignite leadership within mentors, mentees, and community leaders worldwide.

SCAN ME

Scan the QR code to learn more about Four for the Future





“...building self-confidence skills for success...”

“The Robotics Alliance helped me recalculate the trajectory of my life. 100 Black Men of Atlanta’s STEM program shifted me from being part of the 30% in my neighborhood who won’t make it out of high school to becoming a college student.”

— *Former 100 Black Men of Atlanta Student*

“Youth in underserved school districts aren’t any less intelligent than other students; they simply lack exposure, guidance and the chance to show they can excel. The 100 Scholars Robotics Alliance provides that opportunity by helping students build self-confidence and life skills essential for success.”

— *Kevin Gooch,
Chairman of 100 Black Men of Atlanta, Incorporated*

Our Impact

Project Success is a post-secondary preparation, tuition assistance and mentoring program for Atlanta Public Schools (APS) students. Each year, we measure the impact of Project Success on students' interests in certain career professions. Sixty-three percent of students selected STEM career professions while 37% selected non-STEM career professions.

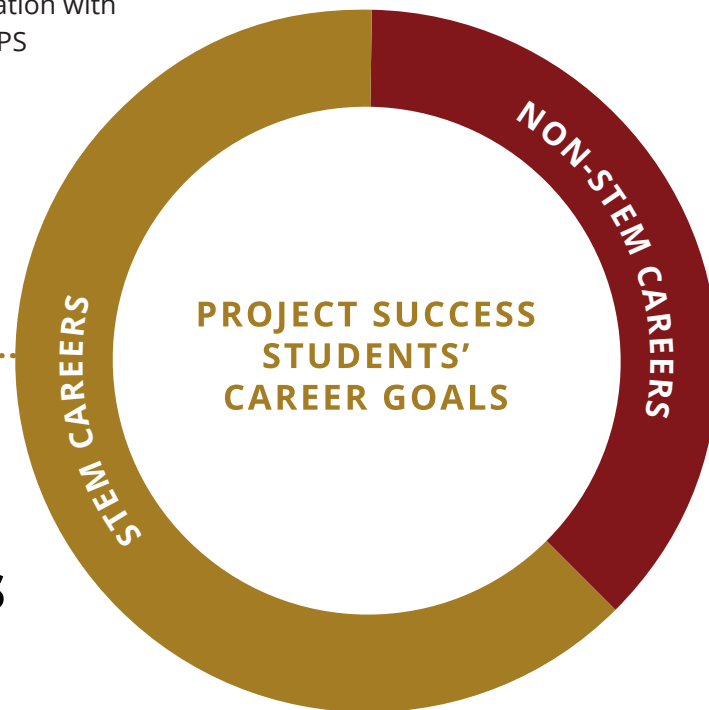
Twenty-seven percent of the students completing the survey were female and 73% were males.

The two-generation design of our programs allows parents to increase their interests and preparation in STEM careers. Specifically, the Digital Inclusion Program is intended to support the parents and grandparents of the students in Project Success. The program is intended to provide parents and grandparents with an opportunity to improve basic computer skills that will empower them to improve communication with teachers and administrators through the APS parent portal, Infinite Campus.

**27% of students
were female**

**73% of students
were male**

63%
of students in
Project Success
**aspire to careers
in STEM**



STEM CAREER INTERESTS

CHEMICAL ENGINEER • COMPUTER TECHNOLOGIST • VETERINARIAN •
REGISTERED NURSE • PHYSICAL THERAPIST • BIOLOGIST • PSYCHOLOGIST •
ELECTRICAL ENGINEER • PHYSICIAN

Scholarships Pave the Way

I was granted the 100 Black Men Scholarship worth \$24,000, [A] Project Grad scholarship worth \$4,000, and the Posse Scholarship which paid my full tuition all 4 years at college.

*— Former
100 Black Men of Atlanta Student*



\$150,263^{.48}

awarded in scholarship
tuition assistance during 2021

10 458



70% of students in Project Success are eligible for the **HOPE Scholarship**.



100% of students applied to at least **4 colleges or universities**.



Our Programs

100 SCHOLARS ROBOTICS ALLIANCE

A featured program at the 100 Black Men of Atlanta is the 100 Scholars Robotics Alliance. The 100 Black Men of Atlanta collaborates with Millennium Training Systems, Johnson STEM Activity Center, and FIRST® to create the 100 Scholars Robotics Alliance. This groundbreaking after school and summer program provides students with hands-on opportunities to plan, build, test, and modify robots and compete on the FIRST team, based on their age and experience. For the 12th consecutive year, the 100 Scholars Robotics Alliance hosted the Robotics Showcase Invitational in December 2021. Some of the activities implemented during the 2021 school term included the following: STEM and Tic-Toc, in-person and virtual robotics camps.

2021 Highlight

\$260,000 for programs

The Annual 100 Black Men of Atlanta Golf Classic raised over \$260,000 in revenue to support programmatic initiatives.



Class of 2021

SCAN ME

Scan to learn more about Project Success



PROJECT SUCCESS

Project Success has four goals. The first two are provide academic support geared towards preparing students for college and future careers in technology, business, law and finance and leverage the career experiences of the 100 Black Men of Atlanta members, who dedicate their time and resources to break the cycle of poverty and academic under-achievement, in targeted communities in the Atlanta metropolitan area.

GRADUATION RATES

- 100% of Project Success students graduate from high school.
- 100% of students applied to at least four colleges or universities.
- 95% of students plan to attend post-secondary institutions, and 5% have enlisted in the military.

SYMBOLS OF SUCCESS

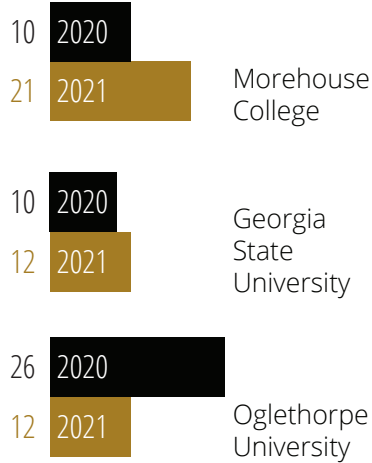
Symbols of Success sessions influenced 817 Atlanta high school students. 488 Washington High School students participated in Talk Up Tuesdays, 161 North Atlanta High School students participated in Talk Up Wednesdays, and 168 BEST Academy and MBK students participated in PODS.

MENTORING

The 100 Black Men of Atlanta mentors spent 343.5 hours mentoring students in 2021. Mentors engaged in one-on-one mentoring of students and mentored students in group sessions.

Collegiate 100 of Atlanta

NUMBER OF COLLEGE STUDENTS IN THE COLLEGIATE 100 OF ATLANTA



COLLEGIATE 100 OF ATLANTA

Collegiate 100 of Atlanta was the original formation of the 100 Black Men of Atlanta mentoring activity and professional development activities with Atlanta Metro college students. In 2020, the 100 Black Men of Atlanta established a formal presence at three metro Atlanta colleges: Morehouse College, Spelman College, Georgia State University, and Oglethorpe University.

CAREER PIPELINE PROGRAM

The mission of the Collegiate 100 of Atlanta Career Pipeline Program is to assist college students in developing their unique gifts and talents into marketable attributes to launch them into successful careers. Our comprehensive curriculum equips the next generation of global leaders with the necessary skills to not only find and sustain a career but also advance in their chosen career profession.

PARTNERING COLLEGES

ATLANTA METROPOLITAN COLLEGE • AGNES SCOTT COLLEGE • CLARK ATLANTA UNIVERSITY • GEORGIA INSTITUTE OF TECHNOLOGY • GEORGIA STATE UNIVERSITY • KENNESAW STATE UNIVERSITY • MOREHOUSE COLLEGE • MORRIS BROWN COLLEGE • OGLETHORPE UNIVERSITY • SPELMAN COLLEGE • UNIVERSITY OF GEORGIA



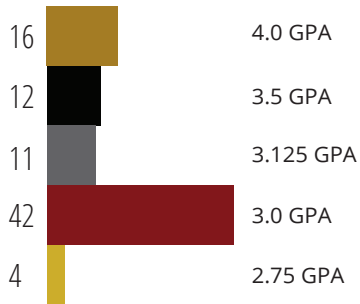
2021 Student Highlights

“
...an integral part
of my success...”

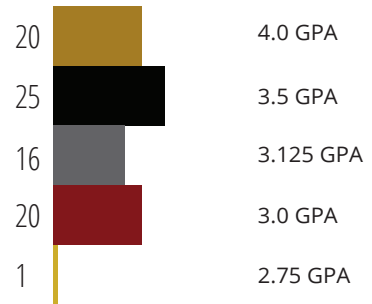


12 • Investing in tomorrow's future today

GPA FALL 2020



GPA SPRING 2021



THE EMERGING 100

Founded in 2010, the Emerging 100 of Atlanta serves as the official young professional auxiliary of the 100 Black Men of Atlanta, Inc. Atlanta holds the honor of being the flagship chapter of the Emerging 100 within the 100 Black Men of America system. Composed of 115 high-achieving young men, aged 25-35 years old representing an array of professions, the Emerging 100 are dedicated to the academic and vocational success of youth at B.E.S.T. Academy High School and metro-Atlanta chapters of the Collegiate 100. The Emerging 100 awarded \$370,000 in scholarships to 44 students who were either graduating seniors from Atlanta Public Schools or who were Collegiate 100 graduates. In 2021, in addition to hosting quarterly community service and programming initiatives, members provided mentoring and professional development services to nearly 300 high school and college students.

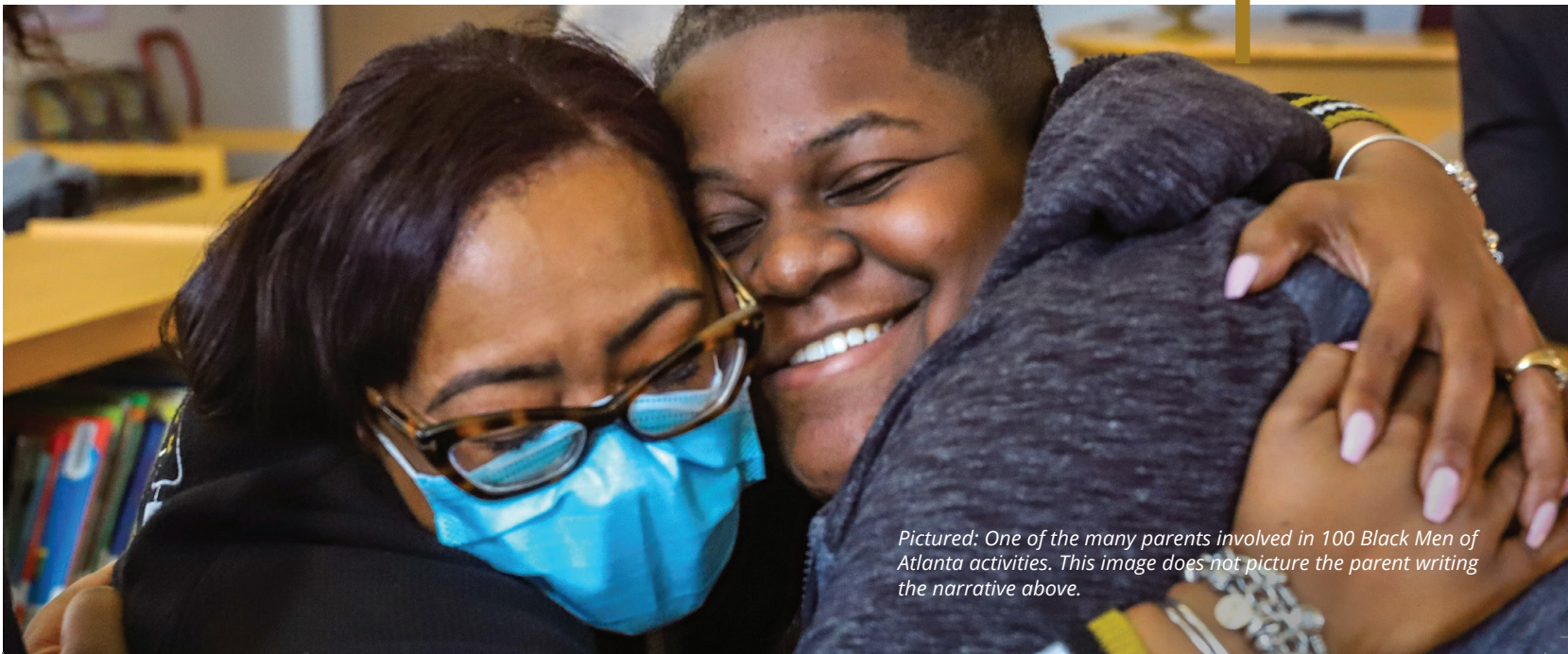
100 Black Men of Atlanta Through the **Eyes of a Parent**

It gives me great pleasure to share with you the impact Ray Singer, 100 Black Men of Atlanta, Inc. and the Emerging 100 has had on my son. My son attended BEST Academy from 6th grade through 12th grade. As a graduate and Scholar Athlete he was also an Emerging 100 scholarship recipient. Currently, my son is a rising sophomore and honor student at a large university in Georgia majoring in Criminal Justice with a concentration in Homeland Security. Likewise, my son is a Head 12U Baseball Coach and mentor for a Recreational Center.

During my son's tenure with the 100 Black Men of Atlanta and engaging with Ray Singer, he was an introvert with untapped potential. Through the opportunities afforded to him including Leadership and Entrepreneurship PODs, his involvement with community service projects, Career Day, and sponsored trips i.e., college tours or the Nissan Resume Challenge, each have contributed to the expansion of his knowledge in determining what success looks like at the Business Executive level. My son understands the importance of effective leadership and its influence on the world we live in.

My son has also benefited from mentors still in communication with him. They continue to encourage and support his future goals by connecting him with resources that assist in preparing him for a career with the Federal Government as a Special Agent in the Federal Bureau of Investigation (FBI). Thanks, Ray, for allowing my son to be a part of the select leadership and life changing initiatives sponsored by the 100 Black Men of Atlanta, Inc and the Emerging 100.

My son has benefited from multiple mentors that still are in communication with him. Thanks for allowing my son to be a part of the select leadership and life changing initiatives sponsored by the 100 Black Men of Atlanta, Incorporated.



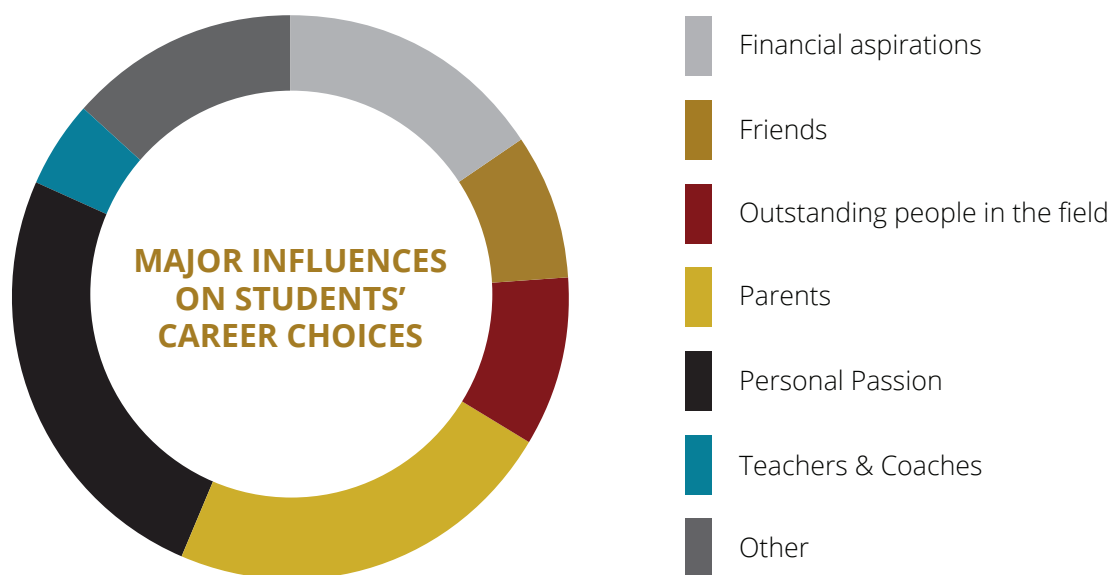
Pictured: One of the many parents involved in 100 Black Men of Atlanta activities. This image does not picture the parent writing the narrative above.

Looking Ahead

We are expanding partnerships to advance the academic and physical health of students and families. We are expanding our engagement with the Latino community through joint efforts between the 100 Black Men of Atlanta and the Hispanic Chamber of Commerce. We are expanding our robotics program to include teaching students how to code and increasing their knowledge about artificial intelligence to prepare them for the future of work. Microsoft Corporation is our partner and has offered to provide free software and give the 100 Black Men of Atlanta organization access to their intellectual capital in terms of other African American men inside their organization.

As Chairman of the Board, I want our students, parents, and stakeholders to know that my legacy will be built upon three key areas: 1) a solid operational model that supports programmatic growth; 2) a funding model with diverse revenue sources, including the establishment of an endowment, and 3) ensuring the brand of the 100 Black Men of Atlanta continues to be synonymous with mentoring and excellence. We have formalized partnerships with the African American Wellness Initiative, based out of Columbus, Ohio. They have a focus on black male health and one of their signature programs is a 5K walk. We are partnering with them to host a 5K walk in September 2022. We're expecting 30,000 people to participate.

We are improving our internal systems to promote the social and emotional health of our internal teams, so they have opportunities to focus on their health and wellbeing. In partnership and community, as we look ahead, we remain dedicated to improving the academic, economic, physical, and mental health of our members and those they serve.



DESIGNING THE FUTURE WITH STUDENTS IN MIND

Looking ahead, we will use data to design our Pathways of Development (PODs) and mentoring activities. Students' survey responses show that personal passions, parents, and outstanding people in the field influenced their career choices.

STUDENT PERSPECTIVES

The impact of being a part of the 100 Black Men of Atlanta

During semi-structured interviews, students described their experiences as beneficial. They characterized the program as an entity that brokered access to resources. Former students expressed their experiences as putting them on the pathway to college, providing scholarships, and brokering access to networking opportunities. A key benefit related directly to a featured characteristic of Project Success revealed that former students felt that they did not have to worry about college tuition. Scholarships from the 100 Black Men of Atlanta alleviated the financial stress of attending college. Consequently, students described being inspired to pursue advanced degrees.



Student
Advancement

"I will be going back to school to achieve a doctoral degree in Library science, with future plans of being a Library Director."



Started the
program at a
critical point in life

"I was blessed to become a student of the 100 Black Men of Atlanta eleven years ago, during my last year of middle school."



Scholarship

"As a Project Success student I didn't have to worry about how I was going to pay for school."



Filled a void

"The members and employees of the 100 Black Men of Atlanta helped fill the void for me."



College and
Advanced Degree

"Completed Law School."



College Attendance
Impact

"The 100 Black Men of Atlanta made it easier to study and earn my degree."

Our Partner's Perspective

Dear 100 Black Men of Atlanta Organization,

My name is Jeff Rosen, and I am the Operational Partner for the FIRST LEGO League program in the State of Georgia. I wanted to take a moment and send a letter of appreciation to the organization for the efforts through the Project Success for the impact on minority participation in the FIRST LEGO League program. Since working together the percentage of minority youth participation has almost doubled and the success rate of those participants has almost tripled.

This year Georgia became the largest single region in the country and the 4th largest state in the country for FIRST LEGO League team participation with 672 teams. The FIRST LEGO League program reports a minority participation rate at about 15% of the total student population in the program. Through our efforts with Project Success, 100 Scholars Robotics, and the 100 Black Men of Atlanta, Georgia has a participation rate of 27%. As we enter our 10th year of the partnership, I wanted to let you know just how much this program has created a sustainability model for youth interest and success in STEM.

Thank you again for your continued efforts,



Jeff Rosen

Georgia Tech Center for Education Integrating Science, Mathematics and Computing Program Director – Engineering and Robotics ,
FLL Operational Partner

As we enter our 10th year of the partnership, I wanted to let you know just how much this program has created a sustainability model for youth interest and success in STEM.



Our Partners and Sponsors

The work we do could not be done without you.

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Mr. Cassius L. Williams Sr.
Veolia North America
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Georgia Hispanic Chamber of Commerce
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Spelman College
The Atlanta Braves Foundation
United Way of Greater Atlanta
University of Georgia - AAMI

*The work we do
could not be done
without you!*

Statement of **Financial Position**

ASSETS

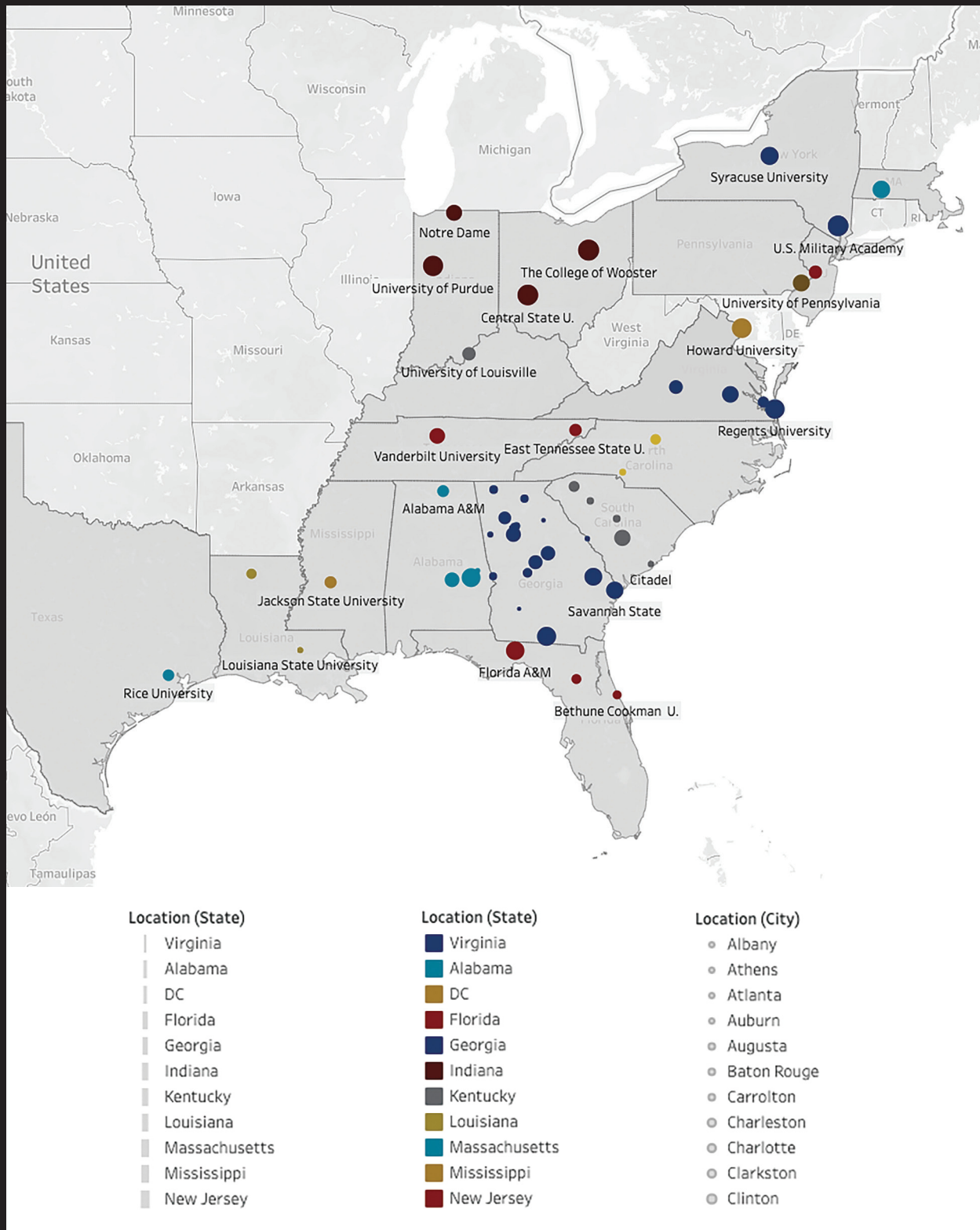
Cash & Cash Equivalents	\$553,508
Accounts Receivables	\$30,400
Prepaid Expenses	\$12,625
Long-Term Investments	\$716,559
Property & Equipment	\$133,827
Other Net Assets	\$136,744
Total Assets	\$1,583,663

LIABILITIES & NET ASSETS

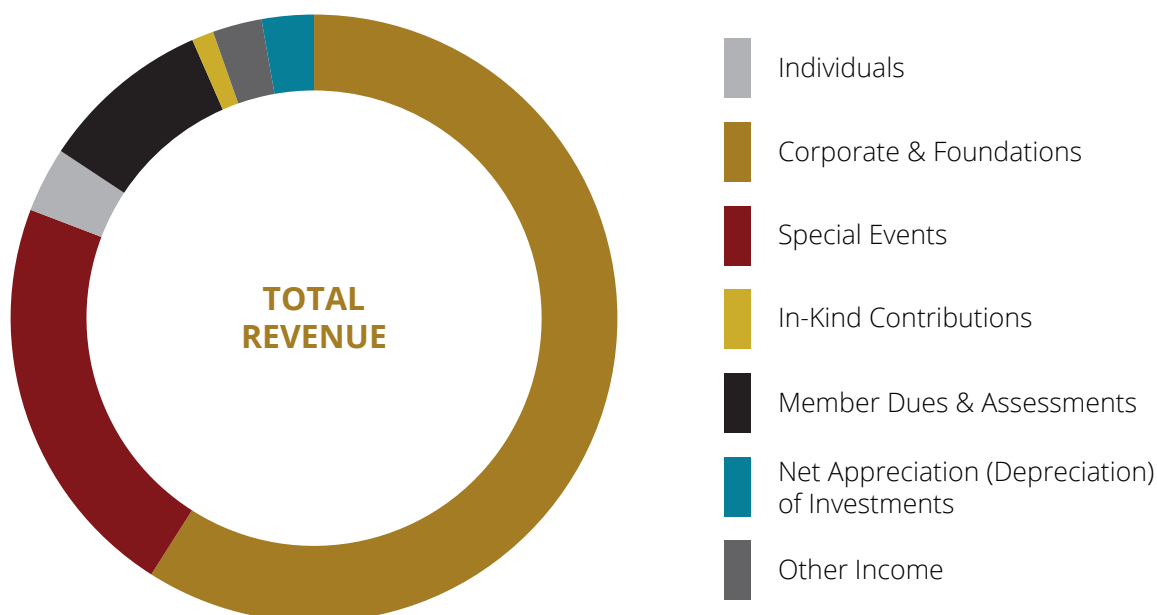
Total Current Liabilities	\$86,412
Total Non-Current Liabilities	\$136,744
Total Liabilities	\$223,156
Unrestricted Net Assets	\$874,289
Net Assets Released from Restrictions	\$486,218
Total Net Assets	\$1,360,507
Total Liabilities & Net Assets	\$1,583,663

**Preliminary results, subject to further review and final audit.*

Project Success Alumni College Attendance



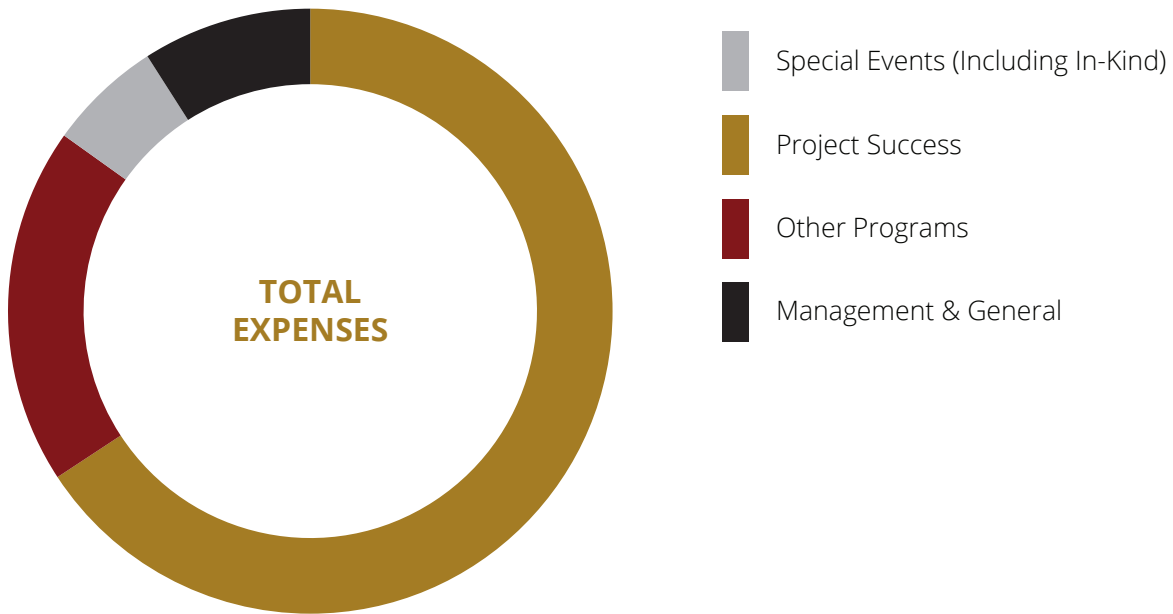
Statement of **Activities**



REVENUES

		% of Total Revenue
Individuals	\$60,644	3%
Corporate & Foundations	1,029,859	55%
Special Events	\$380,381	20%
In-Kind Contributions	\$10,000	1%
Total Public Support	\$1,480,884	79%
Member Dues & Assessments	\$297,966	16%
Net Appreciation (Depreciation) of Investments	\$48,422	3%
Other Income	\$45,890	2%
Other Support	\$392,278	21%
Total Revenue	\$1,873,162	

**Preliminary results, subject to further review and final audit.*



EXPENSES

		% of Total Expenses
Special Events (Including In-Kind)	\$129,028	6%
Project Success	\$1,393,666	66%
Other Programs	\$404,675	19%
Total Programmatic and Fundraising Expenses	\$1,927,369	91%
Management & General	\$191,918	9%
Total Expenses	\$2,119,287	

**Preliminary results, subject to further review and final audit.*



The mission of the 100 Black Men of Atlanta, Inc. is to improve quality of life by supporting and enhancing educational and economic opportunities particularly for African-American youth in the Atlanta community.



101 Jackson St., NE 2nd Floor
Atlanta, GA 30312

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