

# MANDO

YOUTH DEVELOPMENT GROUP



M ENTORS  
A GAINST  
N EGATIVE  
D ECISIONS  
O UTREACH

CREATED

2024

S G G R

STRENGTH GRIT GROWTH RESILIENCY

PREVENTATIVE PROGRAM



# THE JOURNEY FROM LOST TO FOUNDERS

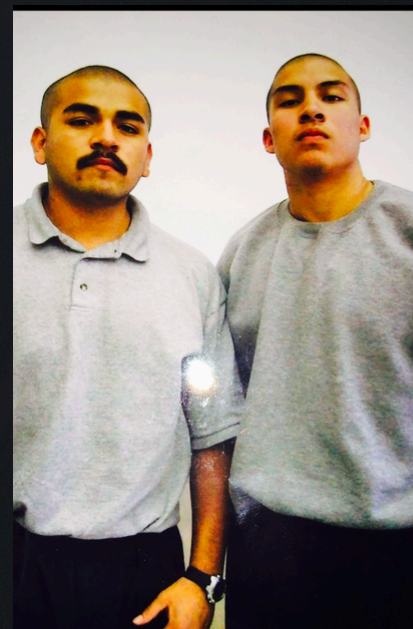


## A Journey from Adversity to Purpose, and what makes us credible messengers

Growing up, experiencing Adverse Childhood Experiences (ACEs) led to involvement in gangs and ultimately incarceration in the California Youth Authority (CYA). Those years were a profound turning point—marked by confusion, anger, and a deep sense of being lost in a system that often seemed more focused on punishment than understanding. Yet, even in those dark moments, a seed of resilience was planted—a quiet but growing desire for change. Today, coming full circle to work with at-risk youth is both a privilege and a calling. Drawing from our own experiences, we use the lessons hard-earned through adversity to connect with young people facing similar challenges.

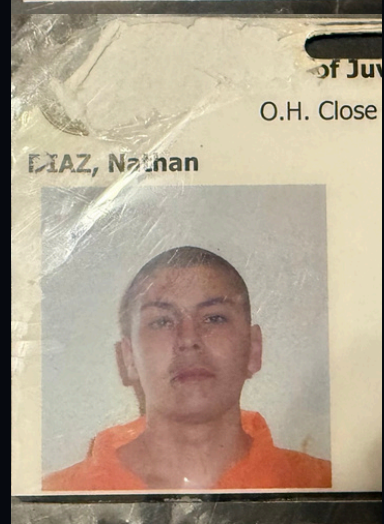
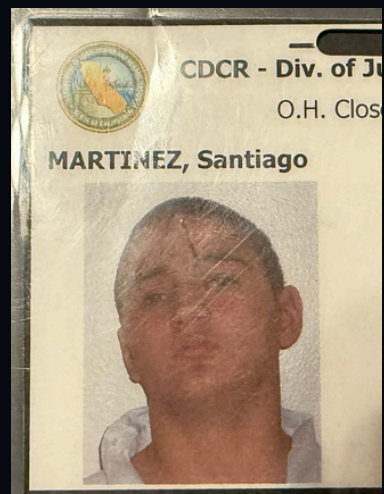
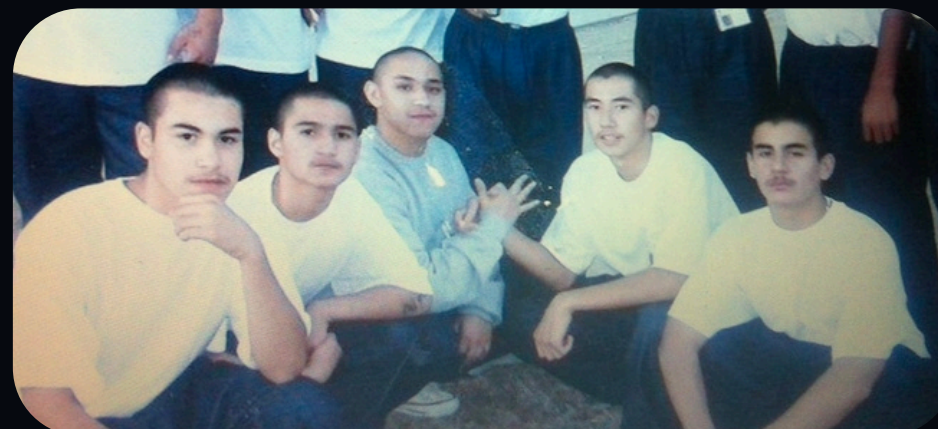
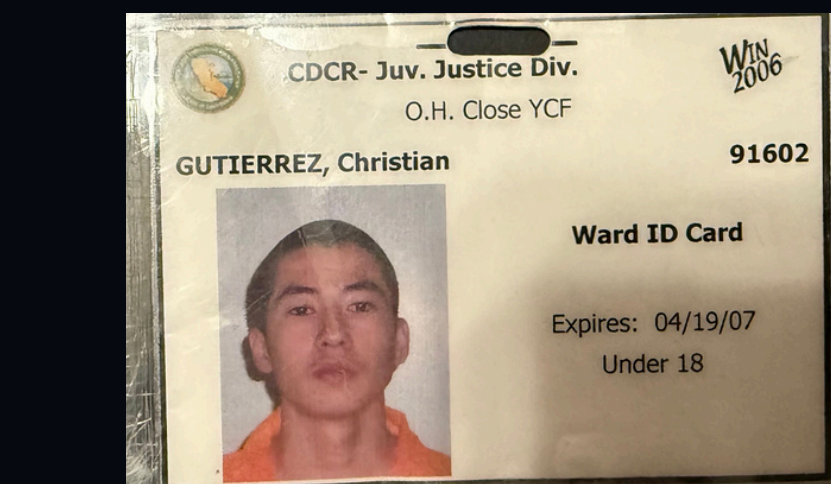
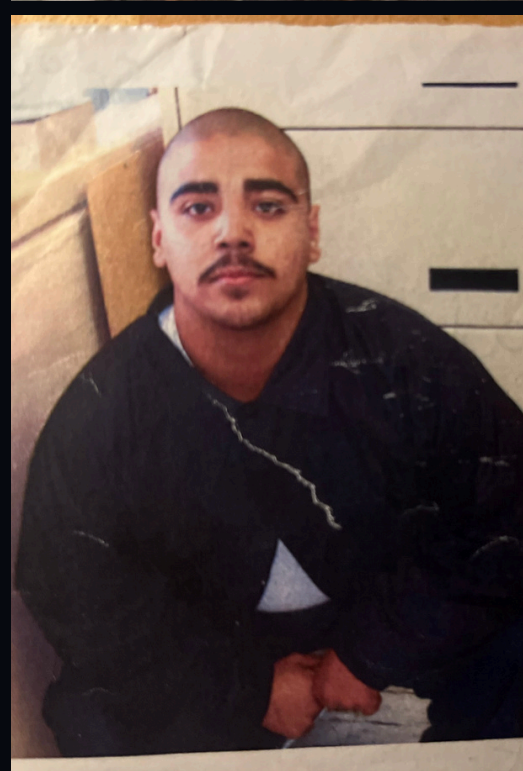
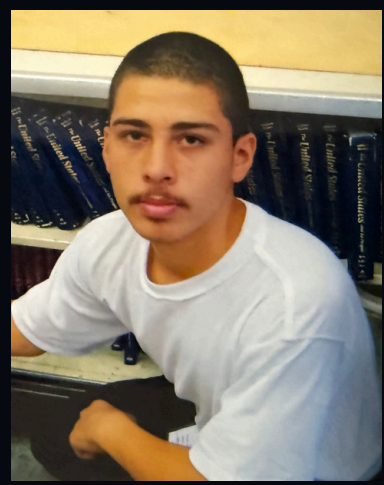
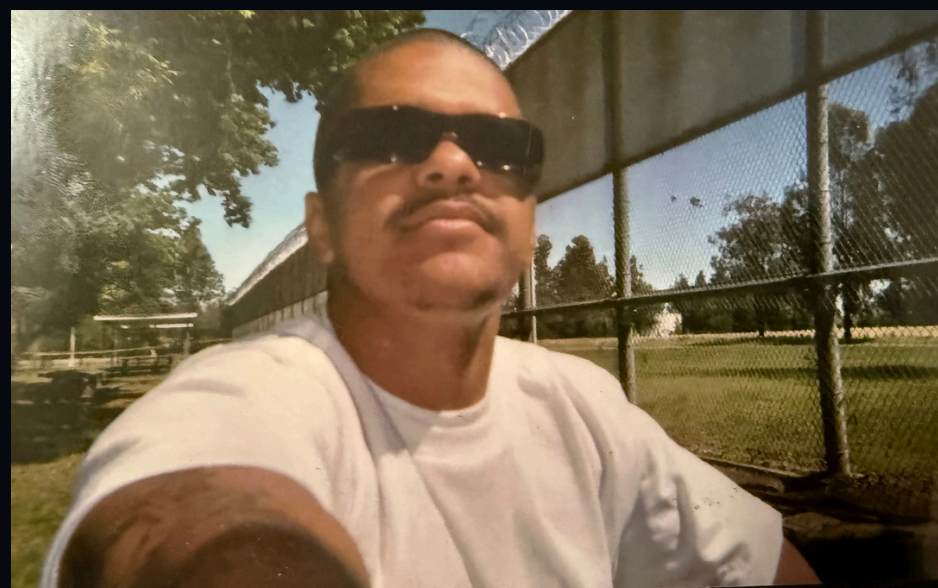
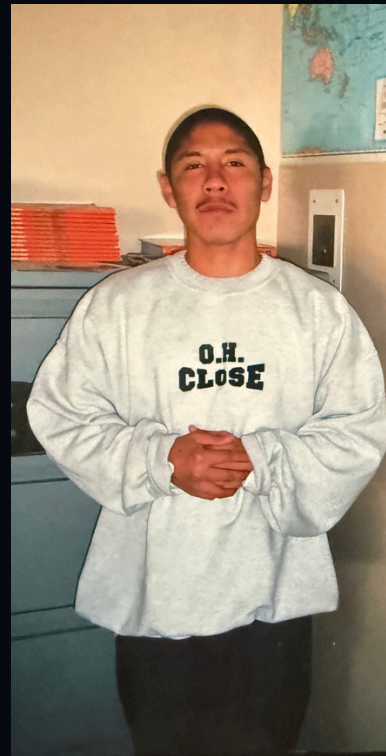
This work is about more than offering guidance; it's about providing empathy and hope. By sharing our stories and, just as importantly, listening to theirs, we strive to show that change is possible, that setbacks don't define us, and that every young person deserves a chance to rewrite their future.

As we reflect on this journey, it becomes clear: the challenges of the past were not just obstacles but stepping stones toward a purpose-driven life—helping the next generation find their way toward a brighter future.





# WHAT'S AT STAKE





**40+ YEARS OF CYA CONFINEMENT ALTOGETHER**

**FATHERS**

**LOW  
VOLTAGE**

**CHEF**

**P.A**



**RAD-TECH**

**NURSE**

**COMMUNITY  
LEADERS**

**MACHINIST**

**15+ YEARS OF EXPERIENCE IN VARIOUS DEFINITIONS OF A SUCCESSFUL LIFE**



# VENTURA COUNTY

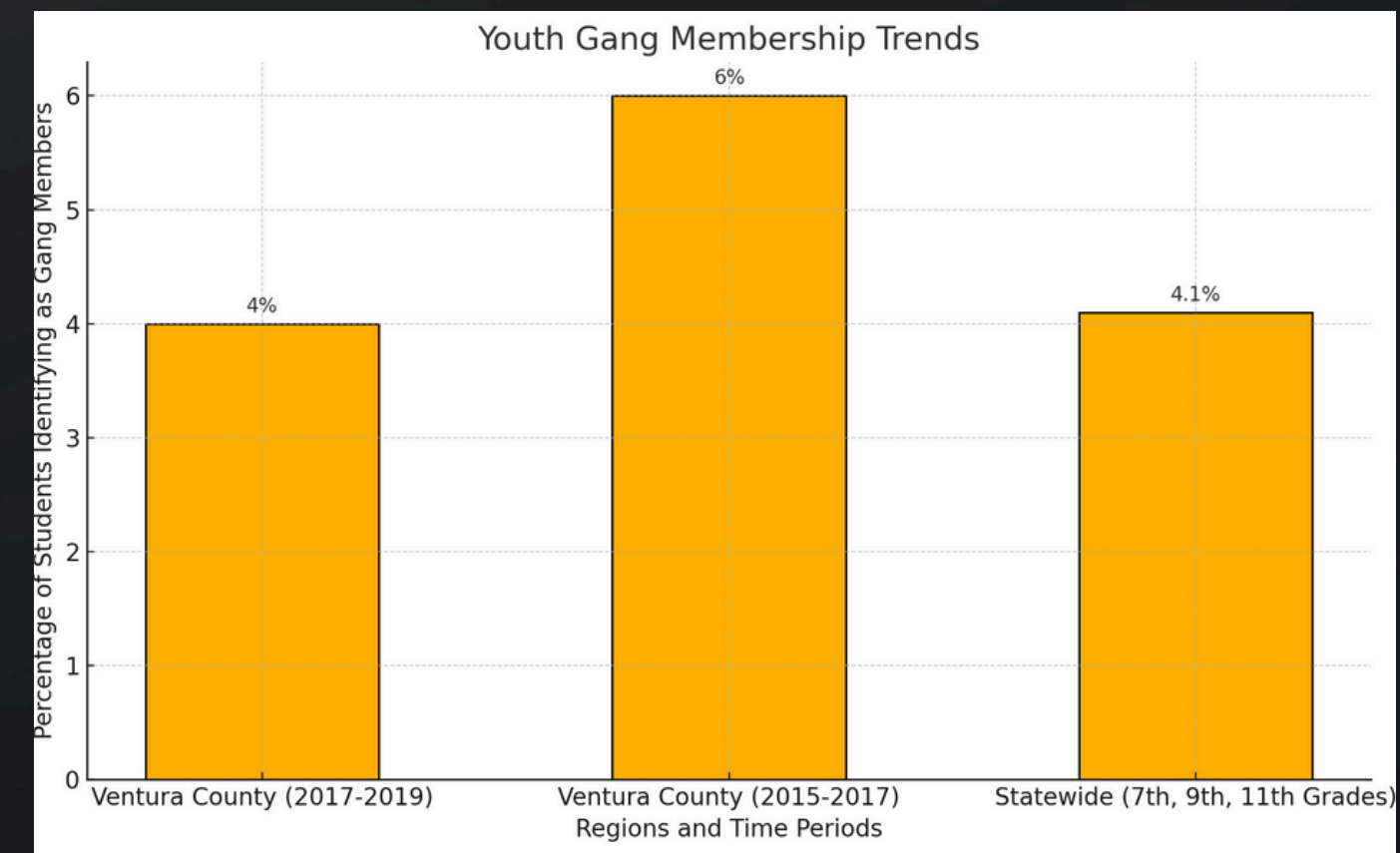
## YOUTH GANG RATES

### HISTORICAL TRENDS:

- 4% OF VENTURA COUNTY 11TH-GRADE STUDENTS REPORTED GANG MEMBERSHIP DURING 2017-2019, DOWN FROM 6% IN 2015-2017.
- THIS DECLINE SUGGESTS PROGRESS BUT HIGHLIGHTS THE CONTINUED PRESENCE OF GANG INFLUENCE AMONG YOUTH.

### CALL TO ACTION:

- REDUCING YOUTH GANG INVOLVEMENT REQUIRES COMPREHENSIVE STRATEGIES THAT STRENGTHEN FAMILIES, SCHOOLS, AND COMMUNITIES BY ADDRESSING THE PSYCHOLOGICAL, SOCIAL, PHYSICAL, AND ECONOMIC NEEDS OF YOUNG PEOPLE.
- RECOMMENDED PARTNERSHIPS:
- ENGAGE WITH LOCAL LAW ENFORCEMENT AND ORGANIZATIONS LIKE THE VENTURA COUNTY PROBATION AGENCY FOR UP-TO-DATE DATA AND COLLABORATIVE INTERVENTION EFFORTS.





# M.A.N.D.O

## MISSION STATEMENT

“OUR MISSION IS TO EMPOWER AT-RISK YOUTH BY FOSTERING SAFE, SUPPORTIVE ENVIRONMENTS THAT INSPIRE HOPE, RESILIENCE, AND POSITIVE GROWTH. AT THE HEART OF OUR WORK IS MENTORSHIP, PROVIDING GUIDANCE AND INSPIRATION TO HELP YOUNG PEOPLE NAVIGATE LIFE’S CHALLENGES. THROUGH PREVENTATIVE PROGRAMS, WE EQUIP YOUTH WITH TOOLS RAISING GANG AWARENESS, COMBATING SUBSTANCE ABUSE, AND BUILDING STRONG COMMUNITY PARTNERSHIPS, WE EMPOWER YOUNG PEOPLE TO MAKE HEALTHY, CONSTRUCTIVE LIFE CHOICES. TOGETHER, WE ARE CREATING BRIGHTER FUTURES, STRONGER CONNECTIONS, AND SAFER COMMUNITIES.”



# OUR TEAM



**MARCOS AVILES**  
Executive Director



**FELIX GAMEZ**  
CO-Executive Director



**DOHEEN PRATT**  
Director of athletic activities



**DANIEL RAMIREZ**  
Director of Personal Care.



**AMANDA PENAGOS**  
treasurer/strategic planning



**DILLAN ALVAREZ**  
Board Member  
VCSO



**MIKE LOTH**  
Board Member  
VCSO



**JOEY LOPEZ**  
Board Member and Data Analytics



**THOR SKANCKE**  
Board Member and Boxing  
program director



**ALEX BUENROSTRO**  
Community Outreach  
Director, Educational services



**JOSE GUZMAN**  
Youth Mentor



# TARGET POPULATION

- YOUTH IN LOW-INCOME COMMUNITIES
- DETENTION CENTERS
- YOUTH 12-18 YEARS OF AGE
- SCHOOL DISTRICT REFERRALS
- PROBATION REFERRALS
- LAW ENFORCEMENT REFERRALS
- FOSTER CARE





# OUR PROGRAMS

## YOUTH CENTER

GUEST SPEAKERS

MENTORSHIP

MUSIC, ART AND OTHER ACTIVITIES

FREE MEALS

PARENT PROGRAM

## ATHLETICS

FREE BOXING MEMBERSHIP AT PUGILIST GYM

OUTDOOR SPORTS AND RECREATION ACTIVITIES

## PERSONAL CARE

CATCHIN FADEZ

FEMALE SELF CARE

MONTHLY FREE HAIRCUTS FOR YOUTH

## DETENTION CENTER

MENTORSHIP FOR YOUTH

ACTION PLANS CREATED FOR RELEASE

ACTION PLANS CONTINUED UPON RELEASE

## COMMUNITY

COMMUNITY ENGAGEMENT EVENTS QUARTERLY

G.A.P PARTNERSHIPS WITH LOCAL AND COUNTY AGENCIES. CVUSD, VCPA, VCSD, CRPD, SAFE PASSAGE, BREAKTHROUGH, AND THE DA'S OFFICE

## EDUCATION

COLLEGE AND TRADE SCHOOL CAMPUS TOURS

FNANCIAL LITERACY COURSES BY PREMIER AMER BANK

COLLEGE READINESS ADVISEMENT

SUBSTANCE ABUSE AND GANG AWARENESS

CAREER PLANNING AND PLACEMENT (AGE DEPENDANT)

# BUILD SELF WORTH AND PURPOSE





CATCHIN FADEZ  
BARBERSHOP PROGRAM



COMMUNITY COLLABORATIONS



PINS BOWLING OUTING



UNIVERSAL STUDIOS  
OUTING

# ACTIVITIES AND PROGRAMS AT A GLANCE

NPBS GUEST SPEAKING 60+  
STUDENTS

FINANCIAL LITERACY COURSE  
WITH PREMIER AMERICA BANK

BUILDING BRIDGES  
UNITY IN THE COMMUNITY

GRAFITTI ART THERAPY





# BUILDING COMMUNITY





# TESTIMONIAL'S

THEY PUSHED ME  
TO BE THE BEST OF  
MYSELF.

BEING IN  
MANDO NOT  
ONLY HELPED  
ME BREAK A  
LOT OF BAD  
HABITS, BUT IT  
GAVE ME A  
SECOND  
FAMILY AND A  
PLACE TO CALL  
HOME

BEING IN MANDO HAS IMPACTED MY LIFE INCREDIBLY IN SO MANY WAYS I DIDN'T KNOW IT COULD. IF IT WASN'T FOR MARCOS TAKING THE TIME TO SIT DOWN & UNDERSTAND MY STORY I WOULDN'T BE HERE TELLING YOU ABOUT THIS AMAZING PROGRAM THAT CHANGED MY LIFE FOR THE BETTER. BEING IN MANDO NOT ONLY HELPED ME BREAK A LOT OF BAD HABITS BUT IT GAVE ME A SECOND FAMILY AND A PLACE TO CALL HOME. MARCOS NOT ONLY TAKES THE TIME TO HELP & UNDERSTAND EACH KID WHO WALKS THROUGH THE DOOR BUT IS ALWAYS THERE AND SOMEONE EVERY KID AT MANDO CAN COUNT ON. WHEN WE WANT SOMETHING HE MAKES IT POSSIBLE HE SHOWED ME THAT EVEN THOUGH PEOPLE TALK SO MUCH DOWN ON ME I COULD BE SO MUCH MORE THAN WHAT THEY SAY. HE PUSHED ME TO BE THE BEST OF MYSELF. I MET MARCOS BY JUST NEEDING TO COMPLETE COMMUNITY SERVICE JUST DOING THAT COMMUNITY SERVICE WITH MANDO NOT ONLY HELPED ME GET OFF PROBATION EARLY BUT ALSO HELPED ME STAY OUT OF TROUBLE. EVERY BEGINNING OF THE WEEK I LOOK FORWARD TO BEING AT MANDO AT 5:30 ON FRIDAY, THIS PROGRAM HELPED ME MEET NEW PEOPLE I DIDN'T KNOW & HELPED ME FIX FRIENDSHIPS THAT I THOUGHT WERE DONE. THIS PROGRAM GIVES US KIDS THE SUPPORT WE NEED NOT ONLY A SECOND CHANCE, BUT TO SHOW EVERYONE THAT WE CAN CHANGE IF WE HAVE THE SUPPORT WE NEED. I DON'T KNOW NOT ONE PERSON THAT I'M RELATED TO THAT HAS HELPED ME THE WAY MARCOS AND THE MANDO TEAM HAVE STILL TO THIS DAY. I DON'T KNOW HOW I COULD EVER REPAY MARCOS FOR EVERYTHING HE'S DONE NOT JUST FOR ME BUT FOR MY FAMILY. NOT ONLY ME BUT BOTH MY SISTERS ATTENDED MANDO WE LOVE BEING IN THIS SAFE PLACE AND FOREVER WILL BE THE PLACE WE CALL HOME. IF SOMEONE WAS CONSIDERING JOINING MANDO I WOULD DO NOTHING BUT ENCOURAGE THEM TO DO IT. WE NOT ONLY ARE A FAMILY BUT WE HELP GIVE BACK TO OUR COMMUNITY BY HOSTING EVENTS THAT WE THE YOUTH COMPLETELY ORGANIZE WITH THE HELP OF THE MANDO TEAM THESE EVENTS NOT ONLY HELP US GIVE BACK TO THE KIDS IN OUR COMMUNITY BUT BRING US EVEN CLOSER TO EVERYONE IN OUR COMMUNITY SO THAT OUR FAMILY CAN EXPAND AND EVERY PERSON THAT WALKS THROUGH THAT DOOR NOW & FOREVER I WILL ALWAYS WELCOME THEM WITH OPEN ARMS THE WAY MARCOS DID TO ME THAT DAY BECAUSE IT FOREVER CHANGED MY LIFE & I WOULD LOVE FOR ME TO CHANGE ANOTHER PERSON LIFE THE WAY MANDO DID TO ME. THANK YOU FOR GIVING ME THE CHANCE TO TELL YOU A LITTLE ABOUT MY STORY.

-YOUTH IRIS A

YOUTH IRIS A

NOT ONLY ME BUT BOTH MY SISTERS ATTENDED MANDO WE LOVE BEING IN THIS SAFE PLACE AND FOREVER WILL BE THE PLACE WE CALL HOME. IF SOMEONE WAS CONSIDERING JOINING MANDO I WOULD DO NOTHING BUT ENCOURAGE THEM TO DO IT. WE NOT ONLY ARE A FAMILY BUT WE HELP GIVE BACK TO OUR COMMUNITY

COMMUNITY  
SERVICE WITH  
MANDO NOT  
ONLY HELPED  
ME GET OFF  
PROBATION  
EARLY, BUT  
ALSO HELPED  
ME STAY OUT  
OF TROUBLE.



# TESTIMONIAL'S

“

A LOT OF THE POSITIVITY I RECEIVED AND ANALYZED WAS FROM THE MENTORS AROUND MANDO. ONCE EVERYONE WAS TOGETHER AS ONE, YOU WOULD SEE THE BRIGHTER SIDE OF ALL OF THOSE AROUND YOU.

I BELIEVE THAT THE MANDO GROUP WAS A VERY IMPORTANT FACTOR IN HELPING ALL OF THOSE WHO WERE GOING THROUGH SOMETHING IN LIFE OR FELT LEFT OUT AND OR LONELY. I THANK EVERYONE INDIVIDUALLY WHO IS A PART OF THIS PROGRAM OR HELPED BECAUSE THESE ARE SOME AWESOME PEOPLE

”

YOUTH HENRY T

“

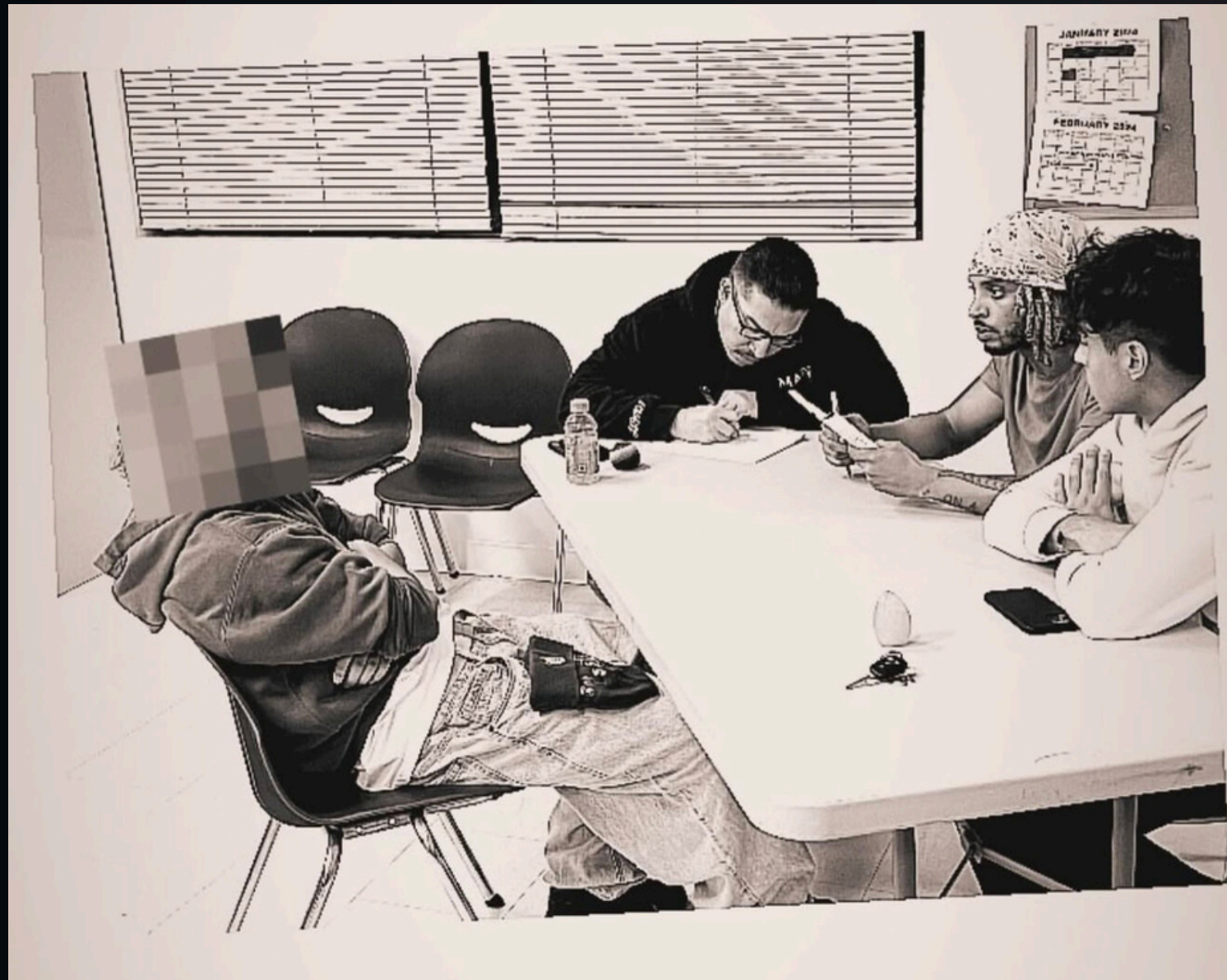
BE YOURSELF, AND DO NOT LET ANYONE NEGATIVE TELL YOU WHAT TO DO, AND FOCUS ON YOUR DREAMS

YOUTH STEVEN B

”



# INTAKE PROCESS



INTRODUCTION  
AND INITIAL  
ASSESSMENT

1

BUILD TRUST AND UNDERSTAND AND LOG THE YOUTH'S NEEDS, GOALS, AND CHALLENGES.

ORIENTATION  
AND GOAL  
SETTING

2

EQUIP YOUTH WITH ESSENTIAL INFORMATION ABOUT THE PROGRAM AND CO-CREATE AN INDIVIDUALIZED DEVELOPMENT PLAN.

SKILLS  
DEVELOPMENT  
AND  
ENGAGEMENT

3

INTEGRATE YOUTH INTO MANDO'S STRUCTURED ACTIVITIES AND FOSTER ACTIVE PARTICIPATION.

INTEGRATION  
AND ONGOING  
SUPPORT

4

EMPOWER YOUTH TO FULLY ENGAGE WITH THE PROGRAM AND MEASURE PROGRESS.

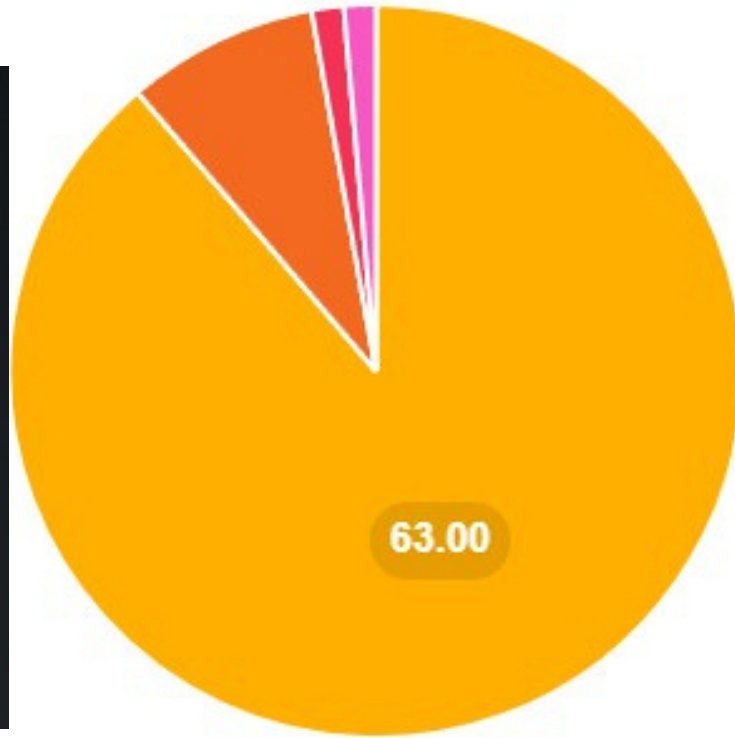


# EVALUATION, MEASURABLES

## Attendance Trends By Place

For ■ Teen Center, ■ Place, ■ PLACE, and ■ Movie Theatre

IT HAPPENS IN  
THE PROGRAM  
CENTER! 63%



- DOMINANT VENUE: THE MAJORITY OF YOUTH ENGAGEMENTS OCCURRED AT THE PROGRAM CENTER, ACCOUNTING FOR APPROXIMATELY 50 VISITS, HIGHLIGHTING ITS CENTRAL ROLE IN FOSTERING COMMUNITY INTERACTION.
- YOUTH ENGAGEMENT: HIGH PARTICIPATION RATES SUGGEST A STRONG INTEREST AND CONSISTENT INVOLVEMENT AMONG YOUTH, SHOWCASING THE PROGRAM'S APPEAL AND EFFECTIVENESS.
- FREQUENT VISITORS: REPEAT PARTICIPANTS WERE IDENTIFIED, INDICATING A SENSE OF LOYALTY AND THE POTENTIAL FOR DEEPER DEVELOPMENTAL IMPACTS ON CONSISTENT ATTENDEES.



DEVELOPING SOCIAL SKILLS AND ATHLETICS

## MEASURABLES

- CONDUCT SURVEYS, BEFORE, AND AFTER TO TRACK DEVELOPMENT.
- DO THEY COME BACK?
- ACHIEVEMENT OF PLAN COMPLETION

- SOCIAL AND EMOTIONAL DEVELOPMENT
- PARTICIPATION AND INVOLVEMENT
- ACADEMIC PERFORMANCE
- BEHAVIORAL ASSESSMENTS



TWO 2023 NPHS GRADUATES WITH FOUR MORE YOUTH ON PACE FOR 2024 GRADUATIONS



# RESPONDING TO A GROWING DEMAND

## INCREASED DEMAND

SCHOOL DISTRICT REFERRALS

PROBATION REFERRALS

WALK INS

OTHER ORGANIZATION  
REFERRALS

LAW ENFORCEMENT

POST RELEASE FROM VCJJF

## INCREASED SERVICES

MORE YOUTH

MORE EVENTS

MORE SERVICES

MORE VOLUNTEERS

## INCREASED STAFFING

STAFFING FOR MORE ROBUST  
CASE MANAGEMENT

TRAINING FOR STAFFING

PROGRAM MANAGEMENT

DEVELOPING PARTNERSHIPS

FUNDRAISING

DATA ANALYTICS

GRANT FUNDING  
ENABLES GROWTH AND  
IMPACT



# BUDGET FOR OPERATIONAL CAPACITY

Personnel

Full time Executive Director (\$7,200.00 X 12 months, 1,920 Hours per year, \$6,000 for benefits)  
 Responsible for project oversight of staff, deliverables, project evaluation, program compliance, relationships with collaborative partners, mentorship, community outreach, intern supervision, and exploration of opportunities expansion coordination.

**\$92,400.00**

Part time Operations Manager and Assistant community outreach (1,200 hours per year, \$2,241.07 per month)  
 Responsible for oversight, youth and family intake, follow up & continuous engagement, assistance with community outreach and recruitment.

**\$26,892.80**

Part time Operations Manager and Assistant community outreach (960 hours per year, \$1,792.00 per month)  
 Responsible for day to day program activities and engaging with youth and families including coordinating facility use and activities during business hours.

**\$21,504.00**

Part time Operations Manager and Assistant community outreach (768 hours per year, \$1,433.60 per month)  
 Responsible for program and administrative support including set up and clean up, activity registration and check in, survey and data collection, anecdotal information gathering and data base management.

**\$17,203.20**

Operational Needs

Facilitys  
 Facility utilities, Insurance, internet, licences, software

**\$18,000.00**

Outreach  
 Travel, advertising/marketing, printing and administrative cost

**\$12,000.00**

Outsourced Services  
 Grant tracking and reporting, Book keeper/Accountant/Taxes

**\$11,000.00**

\*We will provide funding for direct program cost through grants, donations and other fundraising efforts

**Total**

**\$199,000.00**



# COMMUNITY PARTNERS AND SPONSORS

