

A CALL TO MEN

The Next Generation of Manhood



2023 IMPACT REPORT

acalltomen.org

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A Message from Our CEO

As I reflect on our work this past year at A Call to Men, I find myself needing to lean into Healthy Manhood and make space for the multitude of feelings that are coming up for me.

In looking back on 2023, I am filled with deep gratitude for the donors and supporters who made this impactful year possible. I am filled with pride for the incredible team behind this work, and excitement at the record number of men and boys who came to trainings, joined us for live conversations, and brought #HealthyManhood to their communities in 2023. I have a healthy dose of anticipation for the projects and initiatives we have on the horizon, and I am sitting with the knowledge that we still have such a long way to go. This work doesn't stop until everyone—especially those at the margins of the margins—is seen, valued, and respected. But the strides we've made this year? That deserves a round of applause.

And it's all thanks to you.

To the parents who are determined to heal their hurt and show up better for their kids. To the coaches and educators who put endless hours into creating an environment of compassion and accountability for the next generation. To the relatives, friends, leaders, and mentors who model #HealthyManhood and help others on their journey to break out of the #ManBox. To the people who never miss an opportunity to speak up against hate and prejudice.

Because of the unwavering dedication and support that each of you has shown to this organization, our journey in 2023 has been one of profound impact and meaningful progress toward a world where all men and boys are loving and respectful and all women, girls, and those at the margins of the margins are valued and safe. This year, we have seen incredible strides in our mission to promote healthy, respectful manhood and to create a violence-free future. We hosted our first in-person Leadership Academy, continued to explore storytelling through film and media, and cultivated several new partnerships to bring our services to even more folks.

This year's impact report highlights all of this transformative work and more — from engaging young men in schools to collaborating with global leaders. We have seen hearts and minds change, and that shift fuels our optimism for the future.

As we look ahead, our resolve to end gender-based violence and discrimination remains steadfast. The challenges ahead aren't insignificant, but with your support, we are making a difference. Thank you for being a part of this transformative movement. Let's continue to stand together in solidarity and purpose.

With hope for a bright year ahead,

A handwritten signature in white ink that reads "Tony Porter". The signature is fluid and cursive, with a large, sweeping "P" at the beginning.

Tony Porter
A Call to Men



SPOTLIGHT ON

COMMUNITY ENGAGEMENT



Lina Juarbe Botella

Sr. Director of
Community Engagement

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Nasir Grayman

Coordinator of
Community Engagement

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In 2023, the Community Engagement team continued our work in advancing the collective liberation of all. We have expanded our commitment to working with organizations to become unapologetically anti-racist, center the margins of the margins, and engage men in the process. We have partnered with teams across the country to support intentional men’s engagement in gender and racial justice work—providing technical assistance, trainings, critical conversations, and affinity spaces. As we look to the coming year, we are excited for the opportunity to continue working with different organizations, communities, and individuals to promote healthy masculinity.

Training Successes

In the past year, our Community Engagement efforts totaled approximately 550 Community Connection Hours. This is time spent developing and nurturing relationships with groups across the nation to explore ways in which we can support efforts for collective liberation.

Hear a testimony of the trainings here



Training Institutes for Gender and Racial Justice

A Call to Men’s signature Training Institute for Gender and Racial Justice continues to provide in-depth coaching and education to help advocates, community members, educators, and corporate leaders create meaningful impact in their work and allyship practice. This year, our team hosted two National Virtual Training Institutes for Gender and Racial Justice, including an institute for white aspiring allies in leadership positions.

Participants in our Training Institutes:

- Join a community of individuals committed to using their influence and platforms to affect systemic change and create anti-sexist and anti-racist organizations.
- Understand how white supremacy, trauma, erasure of Indigenous Peoples, and anti-Blackness negatively impact all of humanity.
- Receive tools that can help promote healthy manhood, cultivate healthy relationships, and prevent all forms of gender-based violence and discrimination.
- Are met with love, accountability, and encouragement to take concrete action toward collective liberation.



“This training institute quite literally embodied ‘love with accountability.’ I am so grateful to each and every facilitator for the ways they held, challenged, invited, and stewarded this space. This is an indispensable learning opportunity for all white people committed to anti-racist work.”

– Sarah Ferrato



VTI Reach at a Glance

28

Trainings in 2023

228

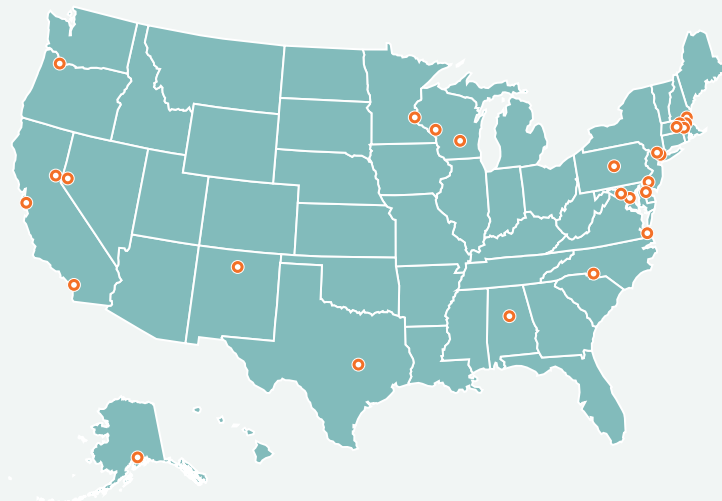
Total number
of attendees

76

Male-identified
attendees

A CALL TO MEN

VTI Participant Hometowns



Our virtual training institute participants come from:

- Amesbury, MA
- Anchorage, AK
- Austin, TX
- Birmingham, AL
- Bridgeton, NJ
- Brooklyn, NY
- Charlotte, NC
- Chimayo, NM
- Eau Claire, WI
- Grass Valley, CA
- Laurel, MD
- Lawrence, MA
- Los Angeles, CA
- Neenah, WI
- New York, NY
- Newark, DE
- Newburyport, MA
- Portland, OR
- Reno, NV
- San Jose, CA
- St. Paul, MN
- University Park, PA
- Virginia Beach, VA
- Waltham, MA
- Washington, DC
- Watertown, MA

**Click here to bring
A Call to Men
to YOUR
Organization**

Jane Doe, Inc. Reimagine Manhood Circles

In addition to our signature training institutes, the A Call to Men team worked closely with Jane Doe, Inc. to expand their work around men’s engagement and healthy masculinity—both in-person and virtually in their statewide coalition in Massachusetts. This series of three conversations, called Reimagine Manhood Circles, offered small groups of participants a loving and intimate space to connect, learn, heal, and grow.



Los Sures

The Community Engagement team worked with Los Sures in New York City to help their staff embrace working with multi-system-involved youth to decrease risk factors and increase protective factors by learning more about healthy manhood, the intersection of oppressions, and centering community well-being. Team members Paul and Lina joined a small group of Los Sures staff in the spring to establish the foundation of our work ahead of a larger staff training retreat in May.



Brother Let’s Talk

In the spring of 2023, our Community Engagement team worked closely with the city of Birmingham, Alabama to elevate healthy masculinity in their communities. We worked collaboratively with a local organization, Brother Let’s Talk, which brought together a group of influential community members to introduce the work of A Call to Men and our vision for the future of Healthy Manhood. We held an intimate breakfast discussion for leaders in the community where we shared hopes for and learnings about masculinity, men’s mental health, and collective liberation with Tony Porter. We are continuing to advance this work in the coming year by developing a multi-year community engagement model to make the city of Birmingham safer for all.



Jeanne Geiger Crisis Center (JGCC)

Throughout 2023, the Community Engagement team worked diligently with the Jeanne Geiger Crisis Center to continue their efforts in becoming an unapologetically anti-racist domestic violence intervention and prevention organization. Our work has consisted of the following key components:

- Ongoing White Affinity Groups (for White-identified staff)
- Ongoing POC Affinity Groups (for POC-identified staff)
- Clinical Lead Staff Coaching
- 1:1 Leadership Development
- 1:1 Coaching with Executive Director
- Ongoing Technical Assistance
- Immersive Site Visits
- Board Trainings

Our efforts have empowered JGCC to think critically about their programmatic scope of work, centering the margins of the margins, considering the ways white supremacy culture impacts their work, and strategies to deconstruct white supremacy culture to better align their practices and values. This work would not be possible without the amazing leadership and commitment of JGCC staff and the wisdom of our team. Together, we made significant strides toward helping the team embrace authenticity and hold the humanity of their community. We honor JGCC for continuously investing their time, energy, and resources to work towards becoming unapologetically anti-racist.



I have had the privilege to be in relationship with A Call to Men for close to two years. They have provided essential expertise and guidance to our staff and board of directors by facilitating racial equity and anti-racism work as we strive to dismantle white supremacy within our organization, reach survivors in the margins of the margins, and center community in our work.

The staff of A Call to Men have brought curiosity and intention to their work with our organization, asking thoughtful and at times challenging questions about the decisions and practices that inform our work. By building trust with our staff they have created an environment for us to wrestle with how we undo the practices that no longer serve us or the survivors we support. They have generously and thoughtfully shared their expertise and lived experiences and remained readily available to our staff to respond to what comes up because of this work.

– Kate Liddy, Programs manager @ JGCC

Click to see our
impact in action

SPOTLIGHT ON PROGRAMS



Rickie Houston

Chief Programs Officer
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RaKim “RahK” Lash

Director of Programs
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A Call To Men’s Programs Department welcomed several new staff Members this year.

Please join us in welcoming Rakim “RahK” Lash as our new Director of Programs and Joshua Shepherd as our new Program Manager.

RahK has worked alongside A Call to Men as a contracted trainer since 2016. He was first introduced to the organization in 2011, and uplifted the vision of Healthy Manhood in his career as a graduate and undergraduate student. We are thrilled to welcome RahK as a full-time employee this year.

“It’s an honor to join this dynamic team in this new capacity. I have the chance to align my purpose with my passion. The vision of A Call to Men sent me down a different path in life and has informed how I chose to show up in life for over a decade. I’m invested in reaching the hearts and minds of boys and men while helping them build a highway between the two through our work in Healthy Manhood Initiatives and Youth Initiatives.” – RaKim “RahK” Lash

Youth Initiatives

A Call To Men's Youth Initiatives has had an exciting year — please join us in welcoming two new members of the Programs team!



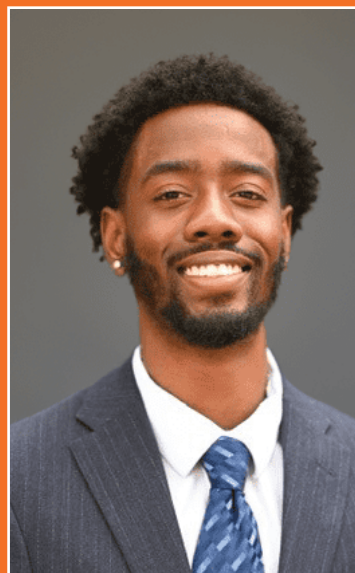
Nicole Dillon

Coordinator of Youth Initiatives

nicole@acalltomen.org

Nicole Dillon brings a decade of expertise in youth development, career services, and community engagement to A Call to Men as the Coordinator of Youth Initiatives. Her leadership as a Program Manager at Project Basta, an organization that serves first generation college students, underscores her dedication to driving innovation and aligning with the goals of youth-focused initiatives. With a Master's in Public Administration from Baruch College, and a Bachelor's in Sociology from Brooklyn College, Nicole combines data-driven insights with a passion for being a resource for young people. Notable contributions at New York City College of Technology showcase her commitment to impactful program management.

"Hi there. I'm really excited to engage the youth in NYC and beyond in the important work of A Call to Men! I truly believe that young people shape the future, and it is an honor to support them in doing so, with ACTM's vision as a guide."



Joshua Shepherd

Programs Manager

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Joshua Shepherd is the Programs Manager for the Programs Department of A Call to Men. A 2021 graduate of the University of North Carolina at Charlotte, he earned his Bachelor of Arts degree in Biology with a minor in English. Following graduation, his love of community service and programming led him to pursue a career in Public Health. Previously, Joshua worked at Mecklenburg County's Public Health Department and Johnson C. Smith University, coordinating public health grants where he established strong connections to create community health events and provide strategic planning in response to the COVID-19 Pandemic. In his free time, Joshua can be found anywhere from coaching recreational teams, producing music, and volunteering with his fraternity, Alpha Phi Alpha Fraternity, Incorporated.

"Greetings! I am extremely excited to be joining A Call to Men and our community as we work to create a world where all men and boys are loving and respectful and all women, girls, and those at the margins of the margins are valued and safe. I believe that you have to be the change you want to see in this world, and in my role with ACTM I am looking forward to doing just that. "

Youth Initiatives



This past year, the Youth Initiatives team and Youth ACT! leaders continued working with schools, educators, and youth advocates across NYC – elevating issues of healthy relationships and healthy masculinity at the intersection of mental health. Through our efforts, we reached over 500 students across the city. We also partnered with Marino Jeantet Elementary School and Robert Van Wyck Middle School to lead an all-day event about breaking out of The Man Box, which included educators, coaches, parents, and over 200 boys.

In partnership with the Mayor’s Office to End Domestic and Gender-Based Violence and the New York City Department of Education, we hosted our second Youth Rising Summit in April 2023. We welcomed 120 youth and community partners to host dynamic workshops and facilitate critical conversations around fostering healthy relationships and modeling healthy masculinity for all. We also celebrated the winners of our second *dismantle*. Art Contest, which challenged high school students to envision a world without oppressive systems and reimagine healthier and more authentic versions of themselves and their communities.

Project Pivot

Now in our second year partnering with New York City’s Department of Education (DOE) Project Pivot program, we are supporting and guiding youth toward academic success and social-emotional well-being. Our Youth Initiatives team partnered with NYC public schools to reimagine school safety and provide tools to promote healthy masculinity, foster healthy relationships, and support the mental well-being of boys and young people. A Call to Men facilitators also worked throughout NYC to implement our Live Respect curriculum lesson plans for educators, students, and parents.



682

Live Respect
Curriculum Downloads

43

Dismantle Patriarchy
Art Contest
submissions

145

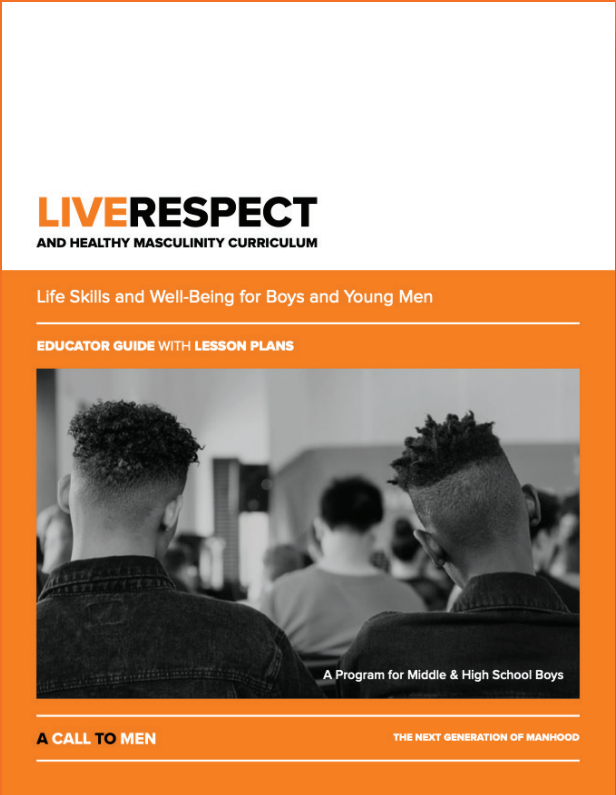
Youth Summit
attendees

70

Boys and young men
reached

SPOTLIGHT ON PROGRAMS

Relaunch of our Live Respect Curriculum



The A Call to Men staff proudly launched the refreshed Live Respect and Healthy Masculinity Curriculum: Life Skills and Well-Being for Boys and Young Men, an in-depth guide first developed in 2017 as a resource for coaches, educators, mentors, and youth advocates to build young people of character. The recent updates to this program include three additional lesson plans on race, privilege, and aspiring allyship – as well as updated gender-expansive language.

The new lesson plans – “History and Race in the United States”, “What’s Up with Privilege?”, and “Aspiring Allyship: What Does All this Mean For Me” – offer young men and boys the intellectual framework to see patriarchy as an intersectional issue, and provides them with resources to help promote a healthier, more respectful world.

6,795

Boys and men reached

85

Training sessions and workshops

Healthy Manhood Initiatives



Paul Mulbah, Jr.

Coordinator of Healthy Manhood Initiatives

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Chucho Ruiz

Coordinator of Healthy Manhood Initiatives

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University of Oregon

We know that when athletes speak, their campus communities listen. College athletes have platforms through their sports to influence change and demonstrate leadership at the individual and team levels. This means that when they model healthy manhood, their peers are inclined to reflect those behaviors.

In August, we visited Eugene, Oregon to facilitate a discussion on Healthy Manhood with the University of Oregon football team. This live discussion about masculinity allowed the team to explore our collective socialization as boys and men, our relationship with the Man Box, and our commitment to preventing domestic violence and sexual assault together.



“Thank you again for spending some time with our program! Your visit made an impact on our team. I’ve heard some conversations in passing generated from your experience with us. Domestic violence is an issue that can’t be stressed enough, and I’m grateful our guys were able to hear your story!”

- Leadership from the Athletic Department

A Call to Men Football Camp

In June of 2023, A Call to Men teamed up with Kristin’s Fund and Utica University Football to host the fifth annual free football camp for over 100 area athletes that included skills training; character development; healthy, respectful manhood education; and prevention strategies for dating violence and sexual assault.

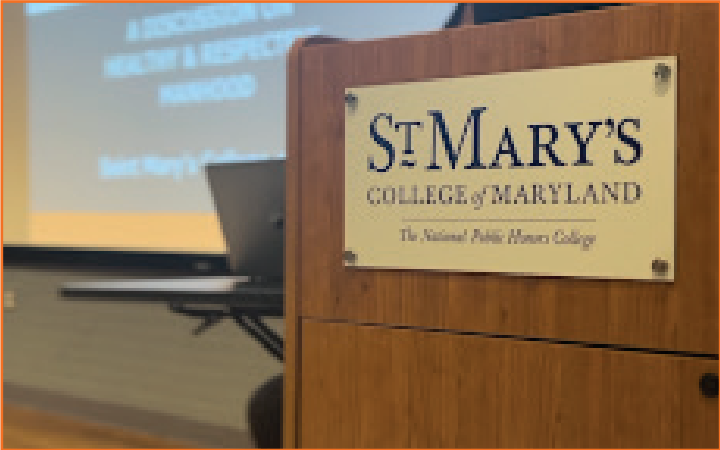


St. Mary's College



Over the course of our four-year engagement with St. Mary's College, we have been able to build a body of work that serves their male athletic sports teams as well as their coaches. This year, we focused our impact on the male mental health space. Our trainings offered athletes an intimate space where heart-felt questions about their personal struggles were welcomed. As we explored the Man Box teachings and how it hurts women and girls, we also were able to show its effects on men and boys. Players felt comfortable enough in the space to open up, be vulnerable, and support one another on a deeper level. The framework we use, entitled "Your Influence, Your Platform" empowered them to create a culture of accountability and support on campus. As a result of this work, St. Mary's Title IX Department committed to continuing their partnership with us for next year.

The feedback we received from students and staff was truly inspiring. We had student-athletes come back multiple times to sit in on training sessions and after each session concluded, multiple student-athletes waited to ask more questions. One individual even asked how they can intern with us. They also voiced how much they appreciated the training over the years and the authenticity they felt in our approach with them.



Click to hear Jack's
testimonial from St. Mary's

Click to hear Jayden's
testimonial from St. Mary's

SPOTLIGHT ON PROGRAMS

The Healthy Masculinity Project



Our Second Year in Review

In April of 2023, A Call to Men launched a second cycle of the Healthy Masculinity Project, which has engaged 32 programs across the country to participate in the Live Respect and Healthy Masculinity Curriculum: Life Skills and Well-Being for Boys and Young Men. Through this program, we work with male-identified youth across the country to promote healthy, respectful masculinity; decrease language and actions that degrade women, girls, and those that reside in the margins of the margins; challenge harmful cultural and societal norms; and reduce instances of bullying and homophobia.

Originally developed in 2015 by A Call to Men in partnership with Scholastic, we have broadened our curriculum to include three additional lessons on power and privilege. Additionally, the curriculum is now available in Spanish.

The ultimate goal of this program is to help boys and young men develop:

- Emotional literacy
- Self-awareness
- Self-confidence
- Strong, resilient interpersonal skills
- Healthy relationships with other students
- Confidence to ask for support when needed
- Healthy masculinity and gender equity leadership skills

25

Cities

32

Programs

603

Youth participants in the Live Respect Curriculum

790

Adults completed the Breaking Out of the Man Box Training

12

Lessons in the curriculum

110

Program Facilitators

SPOTLIGHT ON PROGRAMS

Human Trafficking PSA

A Call To Men recognizes that human trafficking continues to be a pressing issue. COVID-19 has put a strain on mental health, financial health, and physical health of individuals across our nation, which is why it is so critical to deter acts of Human Trafficking and the solicitation of sex. In the digital world we now live in, the questions still remains: How do we connect with those we are trying to influence? And how do we convey relevant messages that will change behavior?

In partnership with The North Carolina Department of Health & Human Services, Division of Public Health, Chronic Disease and Injury Section, The UNC Chapel Hill School of Social Work, The North Carolina Coalition Against Human Trafficking, The North Carolina Coalition Against Sexual Assault, and Capitol Broadcasting Company, A Call to Men has created a successful human trafficking prevention campaign that is currently running across several counties in North Carolina. The goal of the campaign is to target individuals soliciting sex across those areas and deter them from continuing this lifestyle choice using worldview shifting messages. These messages are currently being served using hyper-targeted digital outreach tactics.

A Call to Men developed the framing and content for all campaign assets. Campaign assets included display ads, video ads, and the creation of a website in both English and Spanish.

[Visit the Website](#)

WHAT ARE YOU
SEARCHING FOR?



Military



A Call to Men has worked with the U.S. military for over 12 years — offering trainings at numerous domestic and international military installations. We work with service members to deepen their awareness and understanding of domestic violence and sexual assault, and to provide resources to help them take an active role in violence prevention. A Call to Men’s training team has military backgrounds, extensive military training experience, and a deep understanding of military culture. The team provided both virtual and in-person trainings at Naval, Air Force, and Army installations around the country in 2023. The team has also provided trainings for several Army National Guard units around the country.

SPOTLIGHT ON PROGRAMS

SPOTLIGHT ON

EDUCATION AND TRAINING



This year, A Call to Men launched its Education and Training Department with the additions of Kenya Hall, Director of Education and Training, and Jade Porter, Coordinator of Education and Training. The E&T Department is committed to expanding our work as we look to offer continuing education opportunities for social workers, advocates, counselors, and more. In 2024, we will formally launch our asynchronous online learning community. The learning management system will house our on-demand training, discussion boards, and knowledge management system for enrolled users.

The addition of our Education and Training Department also includes the rollout of the A Call to Men's internship program. Our 2023-2024 interns supported A Call to Men with research and evaluation support as well as training development. We are excited to expand this program in 2024 to welcome more interns!



Kenya Hall

Director of Education
and Training

kenya@acalltomen.org

Kenya began with A Call to Men as a trainer in 2022. During this time, her passion grew for creating spaces where people can show up both bravely and vulnerably. She now uses the information she has learned to fuel her continued growth and development as she works with historically and presently excluded communities in therapeutic settings and facilitation spaces.

“I can honestly say that I am so glad ACTM found me! It feels really good to work at an organization that is dedicated to centering the voices of people at the margins of the margins. Additionally, this is an organization that embraces all of me. This includes knowing that I always mess up song lyrics and that I would eat lasagna every day if I could.”



Jade Porter

Coordinator of
Education and Training

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Jade began working with A Call to Men in May 2023 after graduating with her MSW in 2023. Jade has a background in working with individuals who are unhoused and who have severe and persistent mental health conditions and substance abuse disorders. These vast work experiences have fueled her desire to dedicate her career to working for equity for black and brown people who experience multiple systematic barriers. Jade came to ACTM with the goal to continue to uplift black and brown voices who are normally unrepresented.

“It has been such an honor to work with ACTM as a recent graduate. I have been accepted with open arms, quirks and all, some being my love for makeup, maximalist outfits, and obsession with house plants. Working with an organization who dedicated themselves to telling the stories of Black and Brown women and working for racial justice has been such a privilege. I have built wonderful connections with our staff, contracted trainers, and many more people in our community. I am incredibly excited to continue our work towards collective liberation!”

Affinity Spaces

A Call to Men offers several opportunities to join a virtual community of multi-generational, like-minded folks – where we offer guided discussions, present key concepts, and create intentional time and space to support the work men are doing to promote healthy manhood in their life, their family, and their community.

The overwhelming response from participants is that these circles have become a space where participants feel safe to be vulnerable and authentic with others – without the constant pressure to show strength. We are always working to evolve our offerings and listen to the voices of all the communities we serve, so be on the lookout for new culturally-specific Circles coming soon.

A Call to Warriors



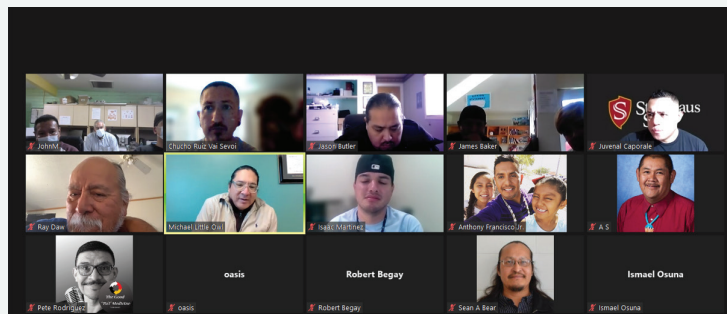
A Call To Warriors – A Virtual Talking Circle for Indigenous Men

Launched in 2022, A Call to Warriors invites Indigenous men to join a loving online community led by and created for Indigenous men. In these virtual talking circles, participants collectively reflect and share sacred words about how Man Box teachings manifest in our lives, relationships, and communities, and we convene to promote healing, accountability, justice, and liberation for ALL.

In this virtual space, we dissect the impact of the Man Box and colonial ideas of masculinity and gender and how they disrupt traditional roles within Indigenous communities. These talking circles also address important topics relevant to Indigenous communities and Peoples, and sessions begin and end with a ceremony. Throughout this year, we had several specific topics to guide our open dialogue, including:

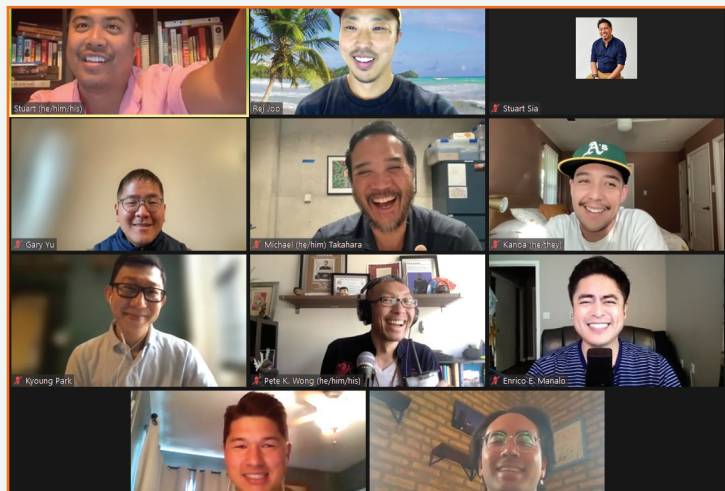
- We Belong To The Earth, Missing and Murdered Indigenous Women/Girls/Relatives (MMIWGR)
- 2Spirit (homophobia and transphobia in Indian Country, Pre-invasion gender expression and sexuality)
- Earning Feathers, Coming of age and rites of passage
- Sonny Boy Who Grew You Up (upbringing; whether we were loved, nurtured, and by whom)
- The “R” Word – Representation, Erasure & the Impact of Native Mascots • Anti-Blackness in Indigenous communities and continued need for Black & Indigenous people’s solidarity
- Showing Up For The Elders

This year A Call To Warriors had 16 different tribes and nations represented in our space as participants.



A Call to Asian Men

A Call to Men continued its five-part community conversation series for men of Asian descent – led by A Call to Men Trainer Rej Joo. Participants met virtually to collectively examine their connection to violence against all women/girls and explore their sources of pain, fear, and grief to seek healing together.



A Call to Asian Men Affinity Group

A Five-Part Group Series for Asian Men

All sessions start at 7pm EST/4 PST

- SESSION 1: MAY 11 — THE MAN BOX FOR ASIAN MEN
- SESSION 2: MAY 18 — EXPLORING OUR MULTIPLE IDENTITIES
- SESSION 3: MAY 25 — WORKING TOWARDS HEALING
- SESSION 4: JUNE 01 — LET'S WALK THE WALK
- SESSION 5: JUNE 08 — CHECK POINT

HOSTED BY Rej Joo

Registration for new participants ends on May 17

A CALL TO MEN
The Next Generation of Manhood

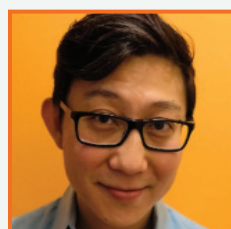


“This Call to Asian Men group is one of the best online communities I’ve ever belonged to. From the first meeting I attended, I felt a real community of safety to explore my identities, thoughts, and emotions with other Asian men. A Call to Asian Men is the only community of all Asian men doing this important developmental work that I have

ever been in during my 53 years of life. I was able to take risks, be vulnerable, share my stories, and be challenged by others who were doing the same, in real time each week.

This is because of the amazing leadership and facilitation skills of Rej and Stuart. And all the men who showed up, committed to be authentic and real. The diversity of what it means to be an Asian man was on full beautiful display in each of our lives at this meeting. I made friends who I may never see again. But those friendships are real. These friends are key to my belonging, my sense of worthiness, my desire to struggle and learn to be less harmful and inspire other men to do the same. I am inspired to gather Asian men at my university (UCSB) in the fall to come together once a week and support each other with their growth as Asian Men. We’ll see how that goes. Regardless, I’m grateful for this opportunity A Call to Men provided me and our community. I am better because of you. Thank you!”

— Michael Takahara, Santa Barbara, California



“A Call To Men, facilitated by Rej and Stuart, was an empowering space where I could challenge my misperceptions and miscommunications as an Asian man. This was of particular use when considering the rising anti-Asian violence impacting

Asian women and elders in my community, those targeted for perceived weakness. This series gave me an opportunity to heal traumatic narratives related to my own relationship to my identity as an Asian male and provided me with an opportunity to more deeply connect with friends and allies- old and new. I’m sure the relationships seeded by this space will continue to grow with time, and at a time of increased anti-Asian, gendered violence, I found comfort, healing and safety with Asian men of various gender and sexual identities and together we found deeply necessary connections and affirmation to change.”

—Kyoungh H. Park, Brooklyn, NYC

Black Women's Affinity Group

A Call to Men trainers Afua Addo, MHC, Annika Leonard, and Dr. Shanita Brown continued to lead a free, open, and brave space for Black alumnae of our Training Institute. This space was created to share resources and knowledge, process experiences, hone skills to combat systemic oppression, network, validate one another, and generate joy. This close-knit community of 93 participants meets monthly to co-create a community where Black women can feel seen, heard, celebrated, and supported.

BLACK WOMEN'S AFFINITY GROUP

Every 3rd Thursday of the Month
5:30 - 7:00p ET

Black Women's Affinity Group

A brave space to share knowledge, healing, support, and joy.



Annika Leonard, M.B.A.
Co-Facilitator



Dr. Shanita Brown
Co-Facilitator



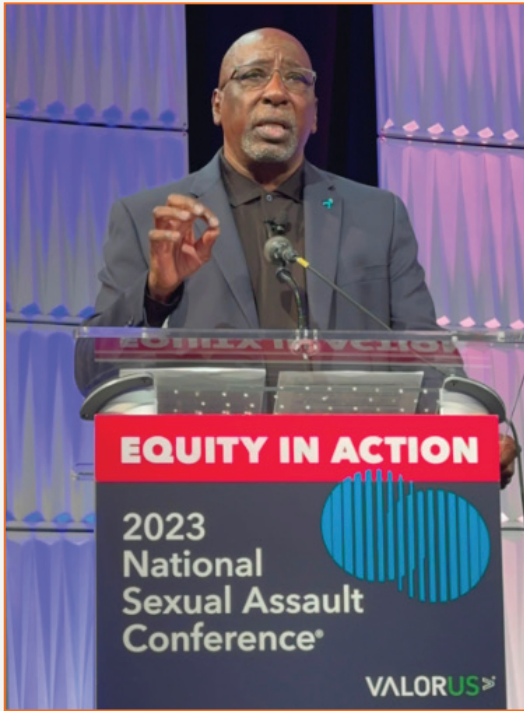
Afua Addo, MHC
Co-Facilitator

www.acalltomen.org

A CALL TO MEN

NSAC

Our team also presented at the National Sexual Assault Conference® (NSAC), hosted by VALOR, in San Francisco, CA. Joined by over 2,000 advocates, activists, survivors, prevention practitioners, policymakers, and more, we answered the call to model Equity in Action. Our CEO participated in a plenary about the importance of amplifying the voices of and celebrating Black and Brown women doing the work to end violence.



NOVA Conference

The A Call to Men conference team presented at NOVA's 49th Annual Training Event, July 31 – August 3, 2023 in New Orleans! This year, NOVA's theme was the Power of Connection. We were joined by 1,700 victim assistance professionals from around the world!



SPOTLIGHT ON COMMUNICATIONS



Kimya Motley

Chief Communications
Officer

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Morganne Kay

Communications Associate

morganne@acalltomen.org

The past year has brought immense growth and opportunities to deepen our connection and service to our community. We've expanded the reach of our work through an amazing grassroots film tour of our film, *Intentionally Erased*, filmed one new project, and created an innovative new space for coaches to connect and support one another. We look forward to another season of service ahead.

We are Growing by Leaps and Bounds in the Comms Department!

As our work is expanding, in our effort to meet culture with culture, our team is growing to accommodate such immense growth.



Bailey Buckles

Film and Media
Associate

bailey@acalltomen.org

Bailey Buckles is the Film and Media Associate in the newly launched Film and Media Division at A Call to Men. She is a proud Colorado native, transgender activist and outdoor athlete working to end violence and discrimination against all marginalized communities. Buckles studied at the New York Film Academy, where she studied filmmaking, acting for film, producing, photography, cinematography, and documentary filmmaking. She has since taken to social media to elevate her platform for social justice. Bailey is our resident expert on everything dealing with Marvel, Star Wars, Anime, and Cosplay.

“I am truly honored to be a part of the A Call to Men team, dedicated to crafting a world where safety, inclusivity, and equity reign supreme. Together, we are weaving a tapestry of positive change, fostering a society where every individual is embraced and empowered.”



Esteban Arellano

Graphic Design Manager

esteban@acalltomen.org

Esteban Arellano is the graphic design manager at A Call to Men specializing in brand identity, print, and digital communication, and the strategic use of design systems to foster culture and community. An alumnus of Harvard University, Esteban holds an A.B. Honors degree in History and Literature with a senior thesis exploring a photographic archive of New York’s queer underground nightlife in the 1970s. Beyond his design work, Esteban’s creative endeavors span various mediums, including photography, film, and writing. He is also the “website whisperer” at the organization.

“It has been such an honor to join the A Call to Men family this past year. I love helping organizations bring their vision to life, and it is all the more rewarding to do so with a group of folx committed to reimagining a better future for us all!”



Kenny Williams, Jr.

Communications
Manager

kenny@acalltomen.org

Kenny is the communications manager at A Call to Men with a background in higher education from Michigan State University. He holds a Bachelor's in Communication and a Master's in Public Relations. As an entertainment journalist, he's contributed to Forbes, ESSENCE Magazine, and EBONY Magazine, interviewing celebrities like Serena Williams, Kelly Rowland, Missy Elliott, and Mary J. Blige. Beyond work, he enjoys concerts, travel, and serves as the President of the Beyhive, Beyoncé's fan club.

"Hello, beautiful people. I'm super excited to be a part of the ACTM family! Working alongside a team who put their all into making the world a safer place for women and girls worldwide is such a privilege. It's an honor that I don't take lightly."



Ashleigh DeLuca

Director of
Communications

ashleigh@acalltomen.org

Ashleigh DeLuca serves as the Director of Communications at A Call to Men, where she develops strategic marketing plans for the organization. Her inspiration comes from a deep commitment to advancing gender equality.

Before her time at A Call to Men, Ashleigh worked at National Geographic magazine, Gray Television, Women's World Banking, and Temple University. She also worked as a freelance journalist covering gender and health for publications such as nationalgeographic.com, The Washington Post, and MEL Magazine.

Ashleigh believes that empowering individuals with the skills to understand their own experiences, connect with people around them and express themselves in healthy and productive ways transform individuals and empowers them to uplift their communities.

Outside work, Ashleigh enjoys exploring the world and getting lost in a good book.

"In all ways, this role has been my dream job. Not only do I get to concentrate 100% of my attention on promoting collective liberation, but I get to do so surrounded by a family of colleagues who share this same commitment. They have made me feel welcomed, supported, safe, and accepted. I'm excited to see what we can all accomplish together in the coming year."

Spotlight on our new Coaching Community!



A Call to Men is pleased to announce a new virtual community of Healthy Manhood mentorship for coaches!

This community meets monthly for a virtual A Call to Coaches Huddle Ups — facilitated by coaches, former pro athletes, and A Call to Men leaders — where coaches can learn, connect, and recognize their role in molding boys and young men into responsible and respectful individuals. These 30-minute community convenings provide coaching professionals with the resources to support the holistic development of themselves and their players. Coaches, athletes, violence prevention advocates and community members come together on Zoom to educate and share information on healthy, respectful masculinity and offer tools to nurture these values in others—both on and off the field. We have over 1,055 members and counting!



SPOTLIGHT ON COMMUNICATIONS

A Call to Boy Moms

A Call to Boy Moms

An online community for moms committed to promoting healthy manhood, gender equity, and inclusion with their sons.

Sign up for free at
actm.org/boymoms

A CALL TO MEN

HOSTED BY:

Kimya Motley



A COMMUNITY FOR MOMS COMMITTED TO RAISING HEALTHY, AUTHENTIC BOYS

In just over a year, our online group for moms to connect, share, and learn has grown to over 3,300 members. Together, we are creating a brave space of vulnerability and support where we can share ways to promote authenticity, gender equity, and inclusion with our boys.

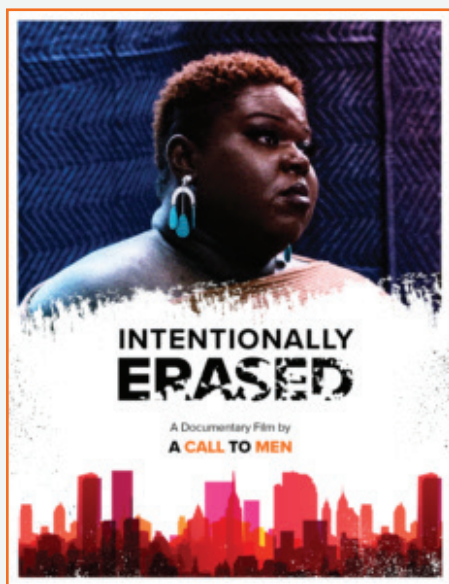
We are returning to monthly gatherings in 2024, where A Call to Boy Moms founder and host Kimya Motley will be regularly joined by experts and thought leaders for group Q and A sessions to offer practical parenting tips and answer tough questions about the evolution of masculinity.

Click here to join this Free
Community for Moms of Boys

SPOTLIGHT ON COMMUNICATIONS

What's New in our Film and Media Division?

Because of the deep impact media has in driving the cultural narrative and shaping our society, A Call to Men is pivoting to increase educational opportunities through film and other forms of media.



INTENTIONALLY ERASED CAST

Tony Porter
Diamond Stylz
CaTe'a Thailand Warr
Breonna McCree
Bryanna A. Jenkins
Alexis J. Roberts
Troy D. Kennedy
D. Wayne Smith

Listen to what people are saying about this absorbing film

Intentionally Erased

In partnership with award-winning social impact agency Picture Motion, we launched a grassroots screening tour of our powerful documentary, **INTENTIONALLY ERASED**, which shows a series of honest, heart-wrenching interactions that uplift the experiences, challenges, and humanity of Black trans women in the United States, through spotlighting four Black trans women in conversation with Black cisgender men. The film had its world premiere in September 2022 at the Out On Film Festival in Atlanta.

The tour targeted companies, nonprofits, educational institutions, and community and corporate events in an effort to promote education, inclusivity, and anti-violence, as well as celebrate and recognize Black trans women and girls. It also empowered stakeholders with complementary resource materials to cultivate conversations and galvanize communities to achieve their goals.

To date, the film has been screened in over 30 locations nationwide. "Intentionally Erased" was executive produced by our CEO, Tony Porter.

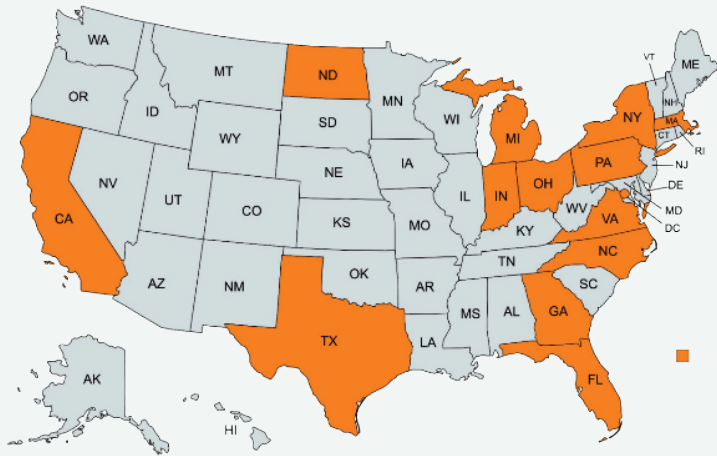
The film was directed, co-written, and co-produced by A Call to Men's Chief Communications Officer Kimya Motley.

"I made this film to foster a greater understanding of the experiences of Black trans women, to uplift the humanity of Black trans women, to expand awareness about the violence levied against Black trans women, and, ultimately, to reduce that violence in any way possible. Each and every one of us needs to be invested in centering and supporting those folks living at the most extreme margins of society." - Kimya Motley.



Intentionally Erased Campaign Goals

- **Inform:** Educate audiences about the issues, themes and audiences shown in the film, including Black Men; Black Trans Women; Trans Rights & Visibility; Violence Against Trans Women & People.
- **Inspire:** Inspire audiences to prevent violence against Trans Women, especially Black Trans Women, particularly with Black men & boys.
- **Activate:** Empower stakeholders with the film and complementary materials to help educate, inspire, and galvanize communities to achieve their organizational goals and use the film as a template for conversations centered around education, visibility and harm and violence reduction.



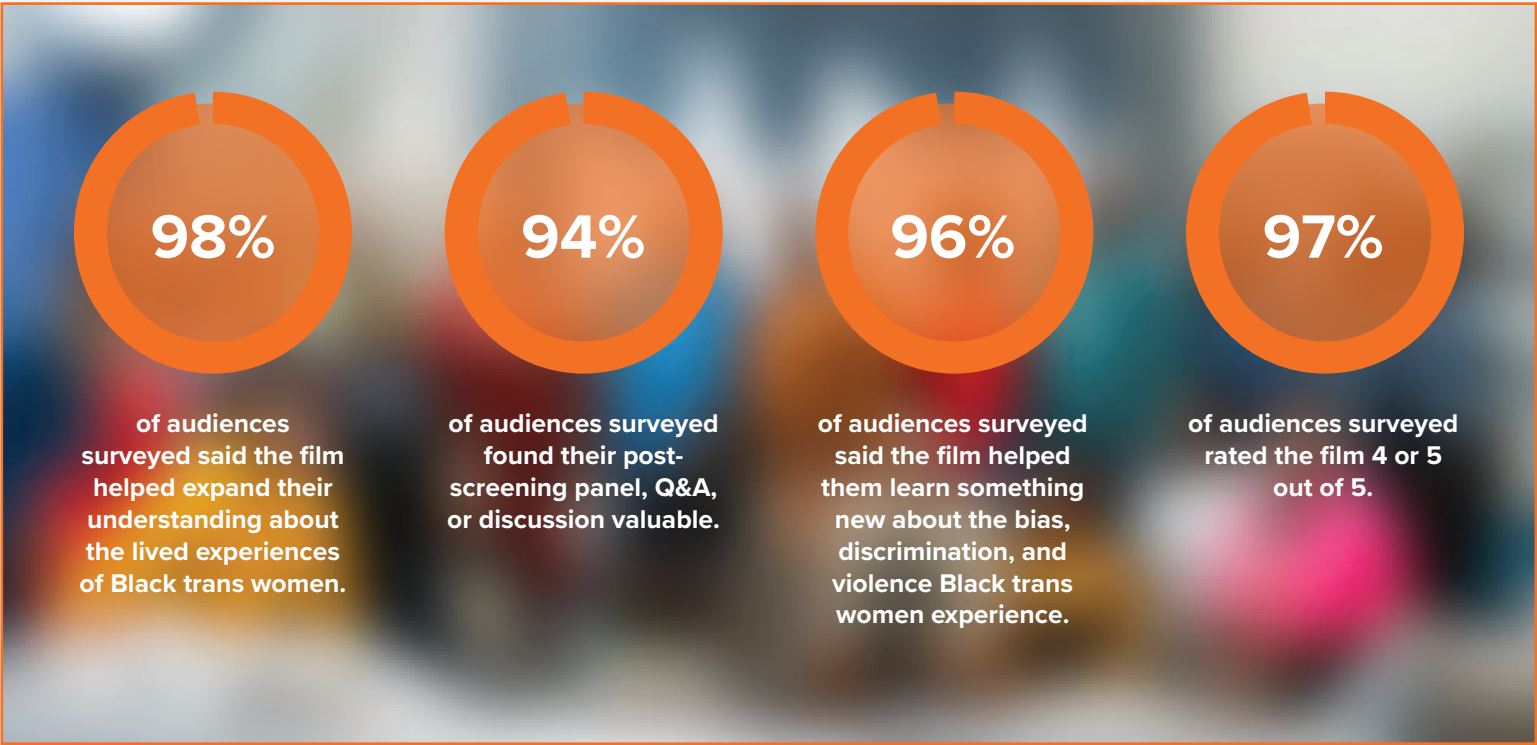
“I gained a greater understanding of Transgender people and the challenges they face for being true to their identity as a person. Very powerful conversations were shared during the documentary and then during the panel discussion following. Thank you for bringing light to this topic with real stories.”

“As a trans person, it was interesting to get to hear cishet Black men’s perspectives on trans issues— I had not before experienced cishet Black men talking about transness with such vulnerability”

32	2,300+	12
Confirmed grassroots screenings	Individuals reached across 35+ screenings	U.S. States reached
2,428+	250+	30
Digital Clicks across assets	Post-screening surveys completed	U.S. Cities reached

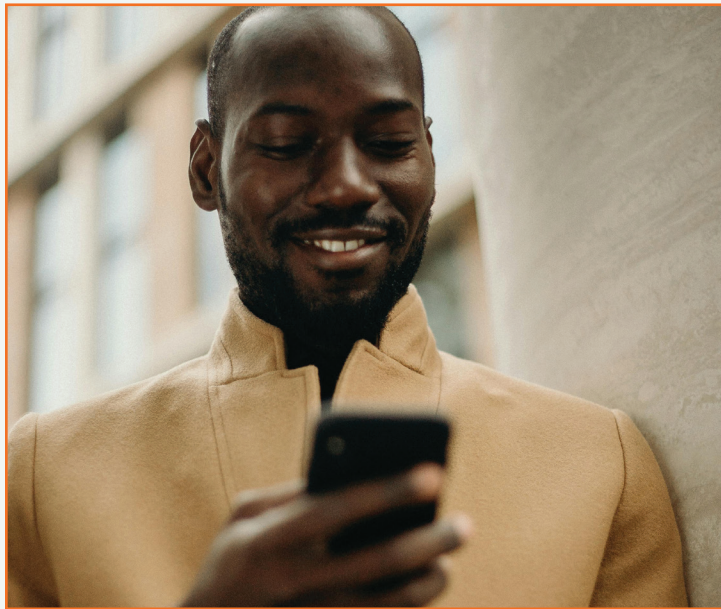
SPOTLIGHT ON COMMUNICATIONS

Intentionally Erased Audience Reactions



<p>“This movie brought up issues that I did not know about. I would watch documentaries like this again. The movie made me ask myself questions that made me uncomfortable, which was a good thing.”</p> <p>—ATTENDEE, KEUKA COLLEGE</p>	<p>Thank you! Incredible film and sharing of info, emotions, vulnerabilities, strength, courage, transformation, justice-making, and beauty.”</p> <p>—ATTENDEE, NILES DISCOVERY CHURCH</p>
<p>“So happy this documentary was created! The honest and heated moments made this doc feels so real!”</p> <p>—ATTENDEE, THERAPY FOR BLACK GIRLS</p>	<p>“As a Black trans person, thank you.”</p> <p>—STAFF, DUKE UNIVERSITY</p>

Healthy Manhood Facebook Group



This virtual community offers people of all gender identities a forum to learn from one another, grow, and deepen their commitment to promoting the practice of healthy manhood. Now in its third year, this group has become a place of authenticity and compassion for all aspiring allies.

1,600 MEMBERS AND COUNTING...

Thought Leadership

A Call to Men is deeply committed to furthering the global conversation around healthy manhood, preventing violence against those at the margins of the margins, and working toward collective liberation for all.

Our thought leadership earns over **5,000 media impressions a year, 2.3K Editorial mentions with a potential reach of 2.4 billion.**

Blog Posts Authored by Our Team

- [What I've Learned Since My Child Changed Their Pronouns](#)
- [From Trayvon Martin to Ralph Yarl](#)
- [Embracing Authenticity: My Journey Out of the Man Box and into Womanhood](#)

Editorial Mentions

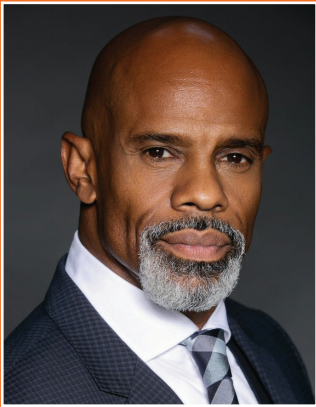
- “What Do We Really Want from Chris Brown?”, *MSN.com* (185.2m reach)
- “Match Group Announces “Are You Sure?””, *AP* (51.1m reach)
- “A Call to Men Launches Refreshed Live Respect & Healthy Masculinity Curriculum”, *Yahoo Finance* (44.9 reach)

Top Performing Social Posts

<p>Total Engagements 89,097</p> <p>Reactions 38,985</p>	<p>Total Engagements 1,972</p> <p>Reactions 783</p>	<p>Total Engagements 9,052</p>	<p>Total Engagements 3,034</p>	<p>Total Engagements 723</p>	<p>Total Engagements 592</p>

SPOTLIGHT ON COMMUNICATIONS

SPOTLIGHT ON DEVELOPMENT



Ted Bunch
Chief Development
Officer
ted@acalltomen.org



A Call to Men’s programs, trainings, thought leadership, technical assistance, and expertise is sought after now more than ever. In 2023, A Call to Men’s Development Department was able to share the good news of the organization’s transformational offerings and programs with a diverse group of philanthropists and potential funders to help support the growth of the organization’s staff and reach. One of the most monumental accomplishments this year have been the exponential expansion of our educational programs and resources. This was made possible through both persistent efforts in our community engagement efforts and strategic partnerships. The Development team’s dedication to fostering relationships with donors who are aligned with the organization’s vision, have secured the funding necessary to ensure that our message of healthy manhood and creating a respectful and inclusive world reaches new communities. Our team has worked hard to show the impact of A Call to Men and support the financial health of the organization as well as broadening the diversity of our funding sources, ensuring the sustainability and autonomy of our programs.

Match Group

In the latter part of this year, we embarked on a partnership with Match Group, which owns and operates the largest global portfolio of popular online dating services — including Tinder, Match.com, Meetic, OkCupid, Hinge, PlentyOfFish, and more. We have a continued commitment to promoting the wellbeing and safety of its global community of dating app users—with a specific focus on healthy masculinity/ manhood and respect—as well as providing support on all forms of gender-based violence, harassment, and Discrimination.

In honor of Mental Health Awareness Month, we collaborated with Aly Raisman and Match Group to provide daters with tools and tips focused on prioritizing mental well-being, creating boundaries for dating, and setting realistic expectations in support of developing meaningful relationships.

Raisman led a Q&A discussion with Tasha Menaker, Match Group Director of Social Advocacy and A Call to Men's Chief Development Officer Ted Bunch, which focused on stigmas associated with male vulnerability, how experiences and backgrounds impact behaviors in relationships, and how positive self-worth can drive meaningful connections.

Match Group Announces Safety Feature “Are You Sure?”

We are proud to partner with Match Group on a new, responsible, forward-thinking initiative and believe it will help promote healthier interactions and relationships. “Are You Sure?” is an anti-harassment feature that asks users to think twice before sending a message. It provides the person with a warning in real-time about their first sentence. Automated tools within the feature detect potentially harmful language. Then, it proactively intervenes to warn the sender that their message could be considered offensive, asking them to review, and consider editing it before hitting send.

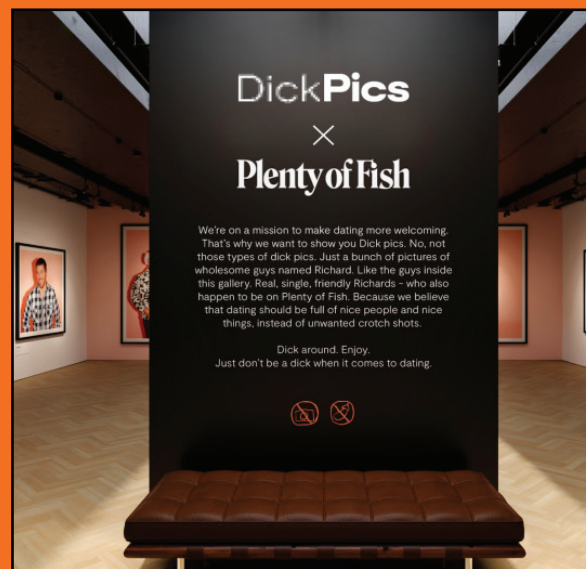


Plenty of Fish Partnerships

In partnership with Plenty of Fish (POF), in an effort to further encourage positive dating behaviors, POF introduced the No Dick Pic (NDP) badge, which members could add to their profiles to indicate that they aren't interested in sending or receiving unsolicited nudes.

To better understand how these experiences impact singles, the brand polled its members and found that 62% of singles, including 75% of women, would find value in a dating app feature that indicates that the person they are chatting with is not interested in sending unsolicited nude photos.

To promote and support a more welcoming dating environment, for every NDP badge added to a member profile during the month of May, Plenty of Fish made a donation to us.



SPOTLIGHT ON DEVELOPMENT

Celebrating Healthy Manhood Events & Programs

Celebrating Healthy Fatherhood



This year, A Call to Men’s Development Department orchestrated two landmark events that captured the spirit of our mission and broadened our national impact. The Father’s Day event brought our community together virtually to celebrate five amazing men and fathers. It was a heartfelt celebration of love for men, fathers, and father figures.

On June 15, A Call to Men hosted a Celebrating Healthy Fatherhood virtual event where we honored men who are doing the necessary work to break out of the Man Box, aids us in promoting healthy manhood, and helps to build and sustain more equitable communities.

Watch the recap video [here](#).



Francisco Cordero is a former Major League Baseball player and a loving father. In presenting him with a 2023 Leadership and Commitment Award, we celebrate and honor his commitment to use his platform and influence to promote Healthy Manhood and to create a more equitable world.

Gregor Blanco is a former Major League Baseball player and devoted father of two. His commitment to the values of authenticity and compassion inspire us, and we look forward to celebrating him as a recipient of the 2023 Leadership and Commitment Award.

Troy Vincent is the Executive VP of Football Operations at the NFL and winner of our 2023 Love and Hope Award. His dedication to ending violence against women and girls and fostering unity and optimism is what makes him so special. We hope you will join us in celebrating his accomplishments.

Anthony Francisco Jr. is a changemaker in his community, the Tohono O’odham Nation. His diligence and openness are only some of the many reasons why he has been selected as a winner of the 2023 Humanity and Service Award.

Mike Tiliakos’ zealous dedication to collective liberation is evident. As the recipient of the Humanity and Service Award, our chair of the board at A Call to Men continues to model authenticity for all.



Celebrating Healthy Manhood Events & Programs

Cultivating Change, Inspiring Men: 21st Anniversary Breakfast



In addition, we recognized our 21st Anniversary of promoting healthy manhood and positively impacting our society. As part of our reflection, we honored six amazing change-makers and partners. The room was filled with more than 150 of our supporters at the Bryant Park Grill in NYC. The event wasn't just a fundraiser; it was a testament to the journey we've embarked on together. It celebrated our shared victories, learned lessons, and reaffirmed our collective commitment to create a world where all men and boys are loving and respectful and all women, girls, and those in the margins of the margins are valued and safe. The unforgettable morning, rich with inspiring stories, acknowledgments, and forward-looking conversations raised substantial funds for our work and mission.

Watch a recap video [here](#).

Salamishah Tillet— Community Leadership Award

Scholar, author, educator, and activist Salamishah Tillet has been a long-time partner with A Call to Men through the non-profit organization she founded with her sister, Scheherazade—A Long Walk Home. The courage and vision of the organization's co-founding sisters have empowered countless young people to rise up against gender-based violence and affect positive change across the city of Chicago, our nation, and within the work of A Call to Men.

Scheherazade Tillet — Community Leadership Award

It is our pleasure to celebrate the talented photo-based artist, curator, and feminist activist, Scheherazade Tillet. She uses her art to explore the themes of Blackness, play, freedom, trauma, and healing and currently serves as the Executive Director of A Long Walk Home, a non-profit she founded with her sister, Salamishah. For the past twenty years, A Long Walk Home has emerged as a leading organization in the United States, using a Black feminist justice approach to combat gender violence and racism.

Leonor Colon — Visionary Award

We are proud to honor Leonor for her commitment to visionary leadership. As a 22-year veteran in the world of Major League Baseball and the Managing Director of International and Domestic Player's Operations, she has used her platform to educate professional athletes and other influencers to "impact our culture with culture" in order to have a more equitable and just society.

Yenifer Fauche — Visionary Award

As Senior Director of Player Programs, Baseball Operations at Major League Baseball, Yenifer has dedicated her time to promoting and encouraging healthier attitudes that value women, girls, and those in the margins. Her visionary leadership within the MLB has helped educate professional athletes and other influencers on the importance of Healthy Manhood as an avenue to prevent all forms of gender-based violence.

Jordan Pierre — Next Generation Leader Award

We are thrilled to uplift rising leader Jordan Pierre—a Master's Program Candidate at Syracuse University Newhouse Public School of Communications. It is rare to witness the brilliance of a young leader unfolding in front of our eyes, but Jordan has given us that chance.

Celebrating Healthy Manhood Events & Programs

21st Anniversary Breakfast (cont.)

Jordan is a thoughtful, caring, and devoted young man with a heart of service who embraces the humanity of all. That is why we have chosen him to receive the Next Generation Leader Award. His 2023 commencement speech, “Being a Black Student,” went viral—inspiring many young people across the country to grapple with the reality of what it is like to be a student of color at our nation’s higher education institutions.

Aaron T. Barnette — Healthy Manhood Influencer Award

Aaron is a fearless change agent, advocate, and champion for our nation’s youth. He has changed the trajectory of tens of thousands of young peoples’ lives through his work and leadership as the Deputy Executive Director for the Office of Safety and Prevention Partnerships for the New York City Public Schools—as well as his prior groundbreaking efforts as the Director of Strategic Partnerships and Mentoring Services for the Eagle Academy Foundation.



Thank You to Our Event Sponsors



Celebrating Healthy Manhood Events & Programs



Impacting Culture with Culture

On Thursday, October 26, the Television Academy Foundation hosted a panel discussing television's role in portraying healthy masculinity on screen. Moderated by Tarah Malhotra-Feinberg, Executive Producer of the "Man Enough" podcast, the panel included Glen Mazzara, Gary Barker, Matt Walsh, and our very own, Chief Development Officer, Ted Bunch.



The Courage to Survive at the Apollo

The Apollo and Ta-Nehisi Coates, Apollo's Master Artist in Residence launched At The Intersection, The Apollo's Festival of Arts & Ideas. The three-day event was held October 6- Sunday, October 8, 2023 at The Apollo's Historic Theater to explore the global impact of Black art and culture through live panel discussions, workshops, and music performances.

Our CDO Ted Bunch participated in a panel facilitated by Journalists and the Dean of Columbia School of Journalism, Jelani Cobb, Pulitzer prize Author and Rutgers University Professor Salamishah Tillet, and A Long Walk Home's brilliant Scheherazade Tillet to explore the role sexual assault and sexual exploitation play a role in violence against Black communities, the harm that sexual abuse inflicts on those who live at the intersection of racism and sexism and what we can do to support victims of gender-based violence, prevent it and build a better future.

The event was also the official launch of Courage Award.

SPOTLIGHT ON OPERATIONS



Danielle Nicholson
Chief Operations Officer
danielle@acalltomen.org



ww
Director of Operations
heather@acalltomen.org

We are thrilled that our organization is experiencing remarkable growth as we continue to make a positive impact in our communities. Our team continues to expand, and we now have 21 dedicated and passionate individuals working full-time towards our mission.

Leadership Academy

This year, we were able to launch our first-ever Leadership Academy. This transformative four-day in-person gathering embraces the foundational principles of A Call to Men, resulting in a truly game-changing experience for all participants. The Leadership Academy served as an opportunity for personal growth, skill enhancement, and fostering meaningful connections within our community. We are proud of the impact it had on those who attended.



Conferences

In addition to our first-ever Leadership Academy, we had a presence this year at three National Conferences. These events provided invaluable opportunities to connect with new community members, forge partnerships, and engage with passionate community organizers. As a result, we reached an audience of over 5,000+ individuals across all of the conferences.



ACTM Total Reach

16,120

Total event attendees

9,250

Male attendees

SPOTLIGHT ON OPERATIONS

TRUSTED, COMMITTED LEADERSHIP

Board of Directors

- Peter Buffett
- Anthony Campanelli
- Ralph Carter
- Alan Gardner
- Chelsey Goodan
- Danielle Herzlich
- Mark Herzlich
- Jonathan Jacobs
- J.R. Martinez
- Mike Mason
- Janna Meyrowitz Turner
- Petal Modeste
- Mauricio Mota
- Lee Roper-Batker
- Michael Tiliakos
- Kerry Watterson
- Geraldine White

Advisory Board

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- John Choi
- Bea Hanson
- Sarah Jones
- Dr. Michael Lindsey
- Suzanne Lerner
- Beckie Masaki
- Eric J. Jolly, Ph.D.
- Alyssa Milano
- Carl Murrell
- Jane Randel
- Dr. Beth Ritchie
- Gloria Marie Steinem
- Diamond Stylz
- Isaac Taylor
- V (Formerly Eve Ensler)
- Gwen Wright

Young Adult Advisory Board

- Akhila Chilakala
- Jasmin Langomas
- Jordan Elliot
- Chad Henry
- Ayman Siam

We are thankful for our

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- Major League Baseball
- Major League Baseball Players Association
- Major League Soccer
- Male Behavioral Health, Inc.
- Match Group
- National Basketball Association
- National Basketball Association Foundation
- National Hockey League
- National Football League
- New York Women's Foundation
- NO MORE Foundation
- NoVo Foundation
- Shippy Foundation
- Starry Night Fund
- Michael Stars
- Project Pivot
- Plenty of Fish
- Publicis Groupe
- Laurie M. Tisch Illumination Fund
- Joe Torre Foundation
- Women's Foundation of Minnesota
- VB Cosmetics
- Nina and Norman Wain Family Foundation
- Wayfarer Foundation
- Leonard Wheeler
- Wise-Axelrod Charitable Fund

2023 IMPACT REPORT



A CALL TO MEN
The Next Generation of Manhood

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