

GANG**ALTERNATIVE**, INC.  
BUILDING CHARACTER THAT LASTS

# 2023 Annual REPORT



WE EXIST TO SAVE LIVES

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# “MESSAGE FROM OUR CEO

Dear Supporters and Friends,

As we reflect on the accomplishments of the past year, I am filled with overwhelming gratitude and humility. In 2023, Gang Alternative, Inc. celebrated its 18th year of service to the South Florida community—a journey marked by dedication, collaboration, and profound impact.

Turning 18 is not just a milestone for our organization; it's a testament to the unwavering support and generosity of countless individuals, families, and community partners who have believed in our mission and walked alongside us every step of the way. It is with deep humility that we acknowledge the trust and confidence you have placed in us, allowing us to serve and uplift those in need across South Florida.

Our mission, "To build character that lasts in children and families through positive alternatives to crime, violence, dependency, and delinquency by offering a holistic approach to their academic, physical, social, economic, and spiritual development," encapsulates the essence of our work. It reflects our commitment to providing comprehensive support and guidance to individuals and families, empowering them to overcome challenges, build resilience, and lead fulfilling lives.

At Gang Alternative, Inc., we recognize that true transformation goes beyond addressing immediate needs—it requires a holistic approach that nurtures the mind, body, and spirit. Behind every success story and every life transformed, there is a dedicated team of individuals who work tirelessly to advance our mission.

I am immensely proud to acknowledge the dedication and unwavering commitment of our staff. Each day, they embody the values of compassion, empathy, and service as they work tirelessly to support and uplift the children, families, and communities we serve.

Their tireless efforts, creativity, and compassion are the heart and soul of our organization, driving our programs and initiatives forward and making a tangible difference in the lives of those we serve.

In addition to our dedicated staff and supportive Board of Directors and Management Team, I am deeply grateful for the transformative partnerships we have cultivated with various agencies, organizations, and churches. These partnerships are not just collaborations; they are the cornerstone of our work, strengthening our impact and enabling us to leverage resources, expertise, and networks to better serve our community. Together, with our partners, we are able to tackle complex challenges, pioneer innovative solutions, and foster lasting change.

In celebrating this significant occasion and looking to the future, we embrace a mindset of thankfulness and modesty. Our collective progress in South Florida is a testament to the dedication of our Board, team, volunteers, partners, and churches. I'm deeply thankful for the enduring support and generosity that has fueled Gang Alternative, Inc.'s 18-year journey, allowing us to make a lasting difference together.

*Michael Nozile*

**Michael J. Nozile**

President and CEO of Gang Alternative, Inc.





# AGENCY OVERVIEW

## OUR MISSION

To build character that lasts in children and families through positive alternatives to crime, violence, dependency, and delinquency by offering a holistic approach to their academic, physical, social, economic, and spiritual development.

## OUR VISION

A global community-based organization connecting youth and adults to holistic services and tools to develop their full potential and good character to become self-sufficient community stewards.

## Our Values

**Putting God First**

**Positive Community Change    Being Servant Leaders**

**Treating Others With Respect**

**Good Moral Character    Positive Family Lifestyle**

**Building and Transforming Communities**

# 37

**Programs under our  
5 Pillars of Service,  
catering to the needs  
of our communities in  
the Tri-County area of  
Miami-Dade, Broward  
and Palm Beach**



# GA'S 5 PILLARS OF SERVICE

## 1. Positive Youth Development

### Programs providing the following services:

- ▶▶Afterschool Care (K-12) ▶▶Youth Substance Use Prevention Education
- ▶▶Healthy relationships education ▶▶Anti-school violence education ▶▶Academic enrichment
- ▶▶Male mentorship focusing on ending violence against women and girls
- ▶▶Education reintegration ▶▶Spiritual growth ▶▶Paid work experience and internships
- ▶▶Violence intervention programming ▶▶Community violence intervention
- ▶▶Life skills development ▶▶Career advisement and planning



## 2. Family Strengthening

### Programs providing the following services:

- ▶▶Wrap-around care coordination ▶▶Development of individual and family-level care plans
- ▶▶Crisis intervention and support ▶▶Temporary family stabilization support
- ▶▶Family strengthening ▶▶Parenting education and support
- ▶▶Family engagement coordination ▶▶Community resource coordination
- ▶▶Benefits navigation ▶▶Social awareness education ▶▶Client advocacy





## 5 PILLARS OF SERVICE

### 3. Health and Wellness

#### Programs providing the following services:

- ▶▶ Trauma-focused cognitive behavior therapy ▶▶ Addiction counselling
- ▶▶ HIV and STI education and testing ▶▶ Mental Health First Aid Training
- ▶▶ Substance use prevention and intervention
- ▶▶ Community-level awareness and advocacy focused on underage drinking, tobacco, marijuana, and opioid use and abuse
- ▶▶ Co-occurring disorders (mental health and substance use) support services
- ▶▶ Individual-level violence prevention advocacy



### 4. Workforce Development

#### Programs providing the following services:

- ▶▶ Soft skills assessment and development ▶▶ Occupational skills training ▶▶ Vocational training
- ▶▶ Work readiness support ▶▶ Career pathways development and navigation ▶▶ Credential training
- ▶▶ Earn-as-you-learn opportunities ▶▶ Job placement services ▶▶ Skills enhancement services
- ▶▶ Integrated employment services for persons with co-occurring disorders
- ▶▶ Paid work experience for opportunity youth ▶▶ Employment rights and labor laws education
- ▶▶ Work-related support (e.g. transportation assistance, work attire)
- ▶▶ Pre and post-release re-entry support for self-sufficiency
- ▶▶ Employment retention services ▶▶ Organizing sectoral collaborative partnerships



# 5 PILLARS OF SERVICE

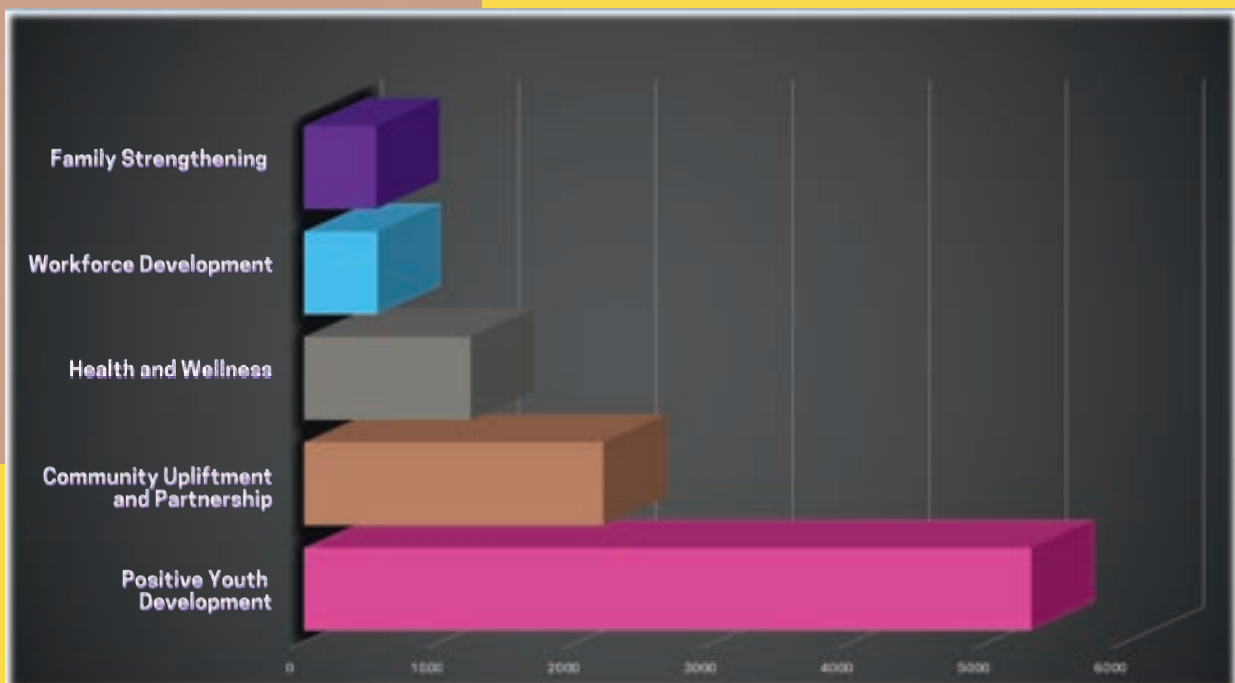
## 5. Community Upliftment & Partnership

### Programs providing the following services:

- Community learning initiatives ➤ Collective community trauma intervention
- Promoting and spearheading drug-free community alliances
- Promoting and spearheading violence prevention and intervention alliances
- Undertaking community needs assessment ➤ Coordinating integrated care networks
- Facilitating interdisciplinary forums ➤ Community-level violence advocacy
- Economic development initiatives ➤ Social support initiatives ➤ Civic engagement initiatives



## CLIENTS SERVED UNDER GA'S 5 PILLARS OF SERVICE



## WHO WE SERVED

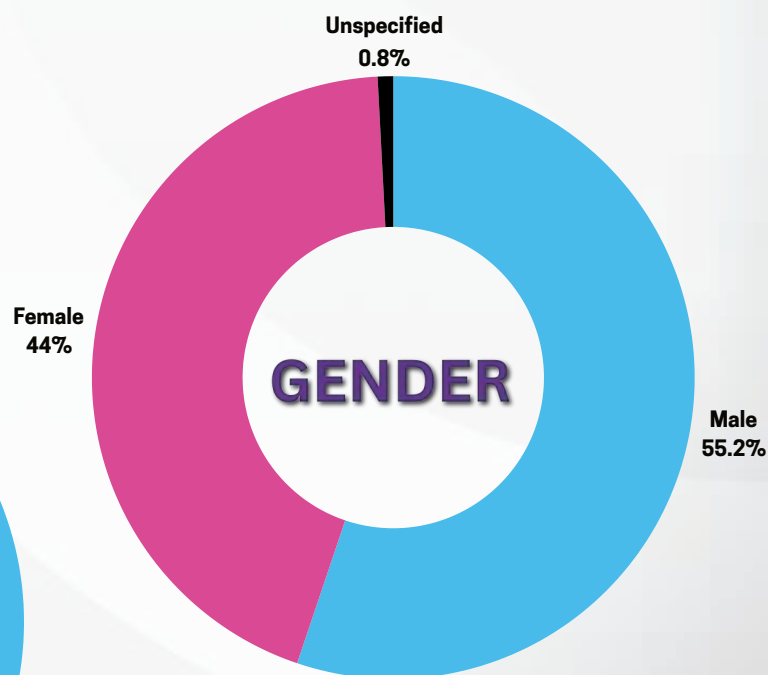
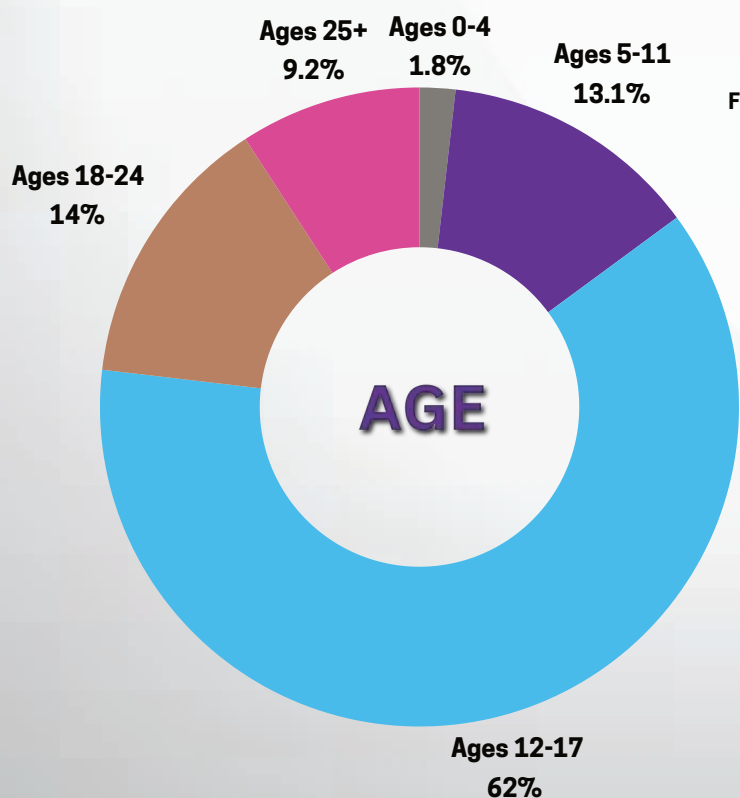


**23,946**  
**Participants**  
**Impacted**

330% increase   
from 2022

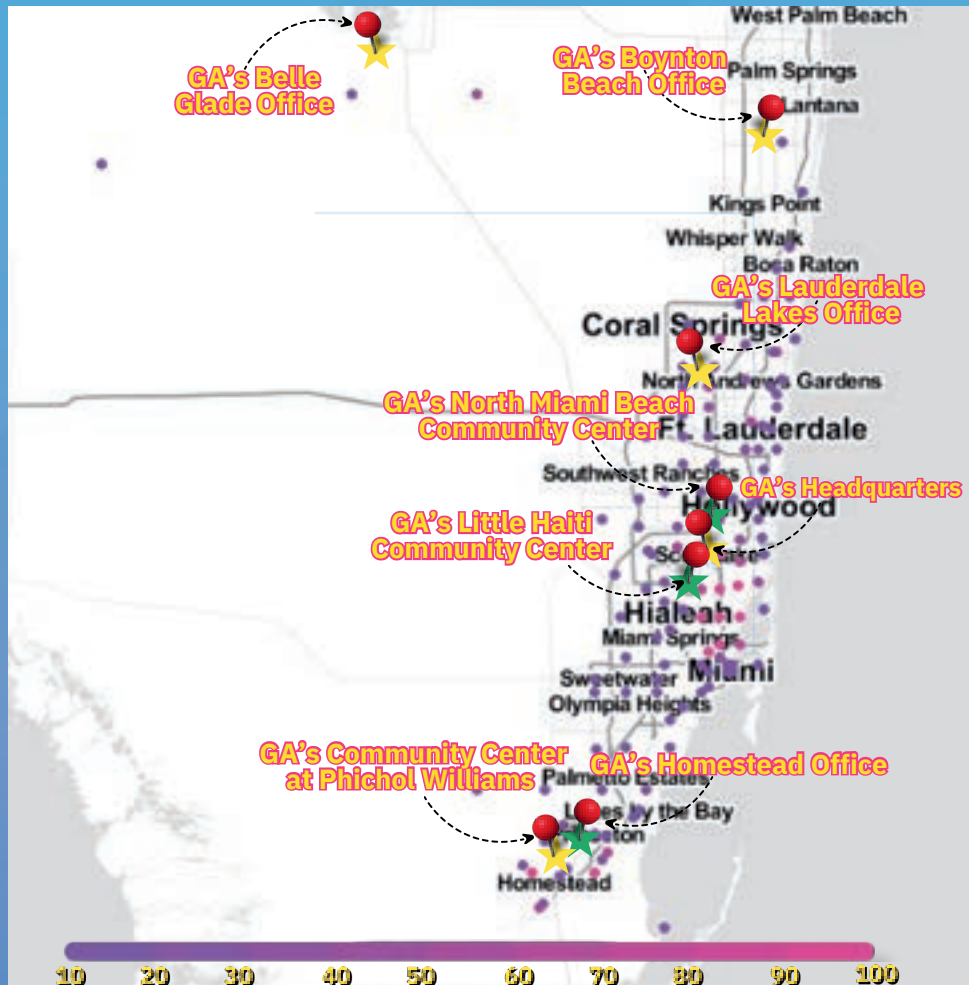


**2,287**  
**Households**  
**Served**





## SERVICE FOOTPRINT



140

Zipcodes Served

Most Served  
Neighborhoods  
in 2023

North Miami

El Portal

Homestead

Little Haiti

Miami Shores

- ★ GA's Corporate Offices
- ★ GA's Community Centers

## MEDIA HIGHLIGHTS



83,536

Social Media  
Impressions



208,239

Total Media  
Impressions

## PILLAR 1: POSITIVE YOUTH DEVELOPMENT



**17**  
YOUTH  
PROGRAMS  
4 new programs  
added in 2023

**1,922**  
children and  
youth benefited  
from sessions  
on reducing  
risky behavior



**1,109**  
elementary, middle,  
and high schoolers  
benefitted from  
safe afterschool  
programming

PILLAR 1:

# POSITIVE YOUTH DEVELOPMENT



**100**

elementary,  
middle, and high  
schoolers in  
our faith-based  
programs

**39**

youth completed  
junior lifeguard  
training during  
spring break and  
summer camps



**736**

middle schoolers  
trained on  
in-school violence  
prevention

**23**

students  
participated in  
college tours

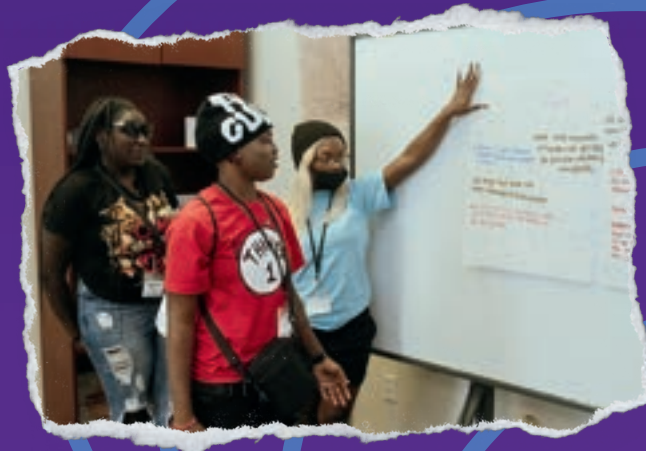




## PILLAR 1: POSITIVE YOUTH DEVELOPMENT

**3,550**

Healthy  
relationship  
sessions  
offered



**3,803**

children and youth  
benefited from  
increased  
protective factors  
and decreased risk  
factors

**CONTEST WINNER**



**38**

middle schoolers  
participated in  
youth substance  
use prevention  
poster competition

**1,023**

children and  
youth recieved  
backpacks and  
school supplies



**PILLAR 2:**

# **FAMILY STRENGTHENING**



**2000+**  
turkeys distributed  
to families for  
Thanksgiving

**82**

families received  
Temporary Family  
Stabilization funds for  
emergency housing  
assistance, food, and  
clothing



**76**  
parents were trained  
with evidence-based  
Nurturing Parenting to  
strengthen their  
relationship with their  
children



**46**

Parent/caregiver engagement  
events held with

**1,260**

Parents/caregivers attending

**5**

Family Dinners Serving

**172**

family members were held in  
disadvantaged communities

## **The Benefits of Family Dinners**

1. Better family relationships
2. Better academic performance
3. Less stress and tension at home
4. Improving communication between children and their parents/caregivers
5. Lower risk of substance abuse, teen pregnancy and depression
6. Healthier eating patterns in children

## PILLAR 3: HEALTH AND WELLNESS

**7**  
Programs

**1,105**

students participated  
in weekly nutrition  
sessions and learned  
how to prepare healthy  
snacks

42.3% increase from 2022 ↗



### EDUCATION AND TRAINING



**819**

individuals received  
HIV and other STI  
prevention education

83.6% increase from 2022 ↗



**43**

parents/caregivers,  
educators, and social  
service providers were  
trained in Youth  
Mental Health First Aid

### SERVICES

**164**

children benefitted from  
Trauma-Focused  
Cognitive Behavioral  
Therapy



**106**

children who were  
directly impacted by the  
opioid epidemic received  
substance use intervention  
support services





PILLAR 4:

# WORKFORCE DEVELOPMENT

8

Programs

883

individuals received  
case management  
services from our  
workforce programs

70%

of the returning  
citizens enrolled in GA  
programs received free  
industry-recognized  
credential training

74

individuals  
received free  
occupational  
skills training



PILLAR 4:

# WORKFORCE DEVELOPMENT

**207**  
individuals  
placed in jobs

**2**  
job fairs held  
with over 700  
jobseekers in  
attendance

**73%**  
Credential attainment  
rate across six  
industry clusters



PILLAR 5:

# COMMUNITY UPLIFTMENT AND PARTNERSHIPS

3

Community  
Coalitions

Urban Partnership Drug Free  
Community Coalition

Anti-Violence Community  
Coalition

Urban Partnership for  
Success Collaborative-Miami

12 years of  
coalition building

Violence Intervention Through  
Community Engagement

4 years of promoting collaboration  
of drug free community coalitions in  
Miami-Dade County



46

adults and youths served on  
the drug free community  
coalition



26

direct service providers served  
on UPLIFT Service Partnership  
Network



16

community-based organizations  
served on the anti-violence  
community coalition



55

public school partnerships  
in the Tri-County area





## CHARACTER BUILDING SUCCESS STORIES



Z.G., a standout student participating in our Project RESIST in Belle Glade, received a \$500 book scholarship from GA to support his pursuit of higher education in Business Administration at Morehouse College. Actively engaged in our program sessions, Z.G. attests, "Participating in these sessions helped me learn how to cope with life circumstances." These sessions not only foster lasting relationships among students and teachers but also enhance communication skills and promote healthy dialogues within the home. GA remains dedicated to providing a safe and supportive learning environment for students and families, empowering them to thrive. Z.G. credits Project RESIST workshops for equipping him with coping strategies and improved communication skills, acknowledging the invaluable support from program staff who shared their own experiences.

Isaiah, a participant in our GPS K-5 afterschool program, diligently studied with our staff for the prestigious 5000 Role Model National Spelling Bee. We are proud to announce that he emerged victorious in the first round and has earned the opportunity to compete in the final competition scheduled for April 2024.



**CHARACTER BUILDING SUCCESS STORIES**

Ms. C, a mother of seven whose partner is incarcerated, was referred to GA's Project UPLIFT by a Miami-Dade County Public School administrator. She needed assistance with her 13-year-old daughter, who had recently discovered she was pregnant. Facing challenges with rent, Emergency Medicaid, and WIC for her daughter, Ms. C turned to UPLIFT for support. Through intervention of the UPLIFT program team, Ms. C secured better-paying employment, preventing further financial strain. Additionally, her daughter obtained WIC and Emergency Medicaid, and the family received assistance with two months' worth of rent through temporary family stabilization funds. The family was referred to GA's COS program for counseling and to our COSP program for parenting classes, contributing to their stabilization. Ms. C expressed unwavering gratitude for the comprehensive care and support provided by the UPLIFT program team.

**CHARACTER BUILDING TESTIMONIAL**

"I want to express my gratitude for the Walmart gift card you provided through your CAREERRS program. With it, I was able to purchase an outfit suitable for job interviews. I have some exciting news to share: I have an interview scheduled for next Tuesday for a customer service phone operator position. This role involves providing callers with information on pet adoption, and I'm eager to be a part of helping pets find their forever homes. Additionally, I have an interview for a front desk assistant position at a doggie daycare and hotel. Thanks to your support, I feel confident in my appearance, which plays a significant role in leaving a positive impression on potential employers. I truly appreciate your assistance."- A.B.



**CHARACTER BUILDING SUCCESS STORIES**

D. P. is an 8th grader attending a Miami-Dade County Public School. He has faced significant challenges, as he has never met his father, and his mother, who struggled with serious mental health issues and economic instability, found it difficult to maintain employment and support their family. D.P. experienced feelings of sadness and loneliness and showed symptoms of depression. Through participation in therapeutic sessions within our COS program, D.P. has exhibited remarkable progress. These sessions, geared towards enhancing social skills, fostering confidence in peer relationships, and improving academic performance and behavior, have proven instrumental in his development. Today, D.P. proudly serves as an active member of a junior varsity basketball team and has recently attained Honor Roll status, showcasing his resilience and unwavering determination to overcome obstacles.

J. R., currently 21 years old, is a trainee in our YouthBuild program and has shown remarkable progress since joining in July 2023. Despite facing significant barriers common among opportunity youth, including family, socioeconomic, and legal challenges, Mr. Rivera has demonstrated exceptional determination and commitment to his success. Within just 4 months, he achieved his high school diploma through the support of the YouthBuild program team with a commendable 3.0 GPA. Additionally, through the program, he completed NCCER certification training in introductory craft skills in construction. Furthermore, his overall behavior and attitude toward personal growth have shown significant improvement, reflecting his dedication to achieving his goals.



**CHARACTER BUILDING SUCCESS STORIES**

In the midst of adolescence, A. A., a 16-year-old middle school student, confronted the challenging realities of her mother's opioid use. Responding swiftly to her needs, our OPP program promptly enrolled her in afterschool programming, extending crucial support to both her and her family during this critical period. As our comprehensive services unfolded, including therapeutic sessions and tutoring, it became evident that A. A. faced unique educational obstacles. Despite her age, she grappled with the demands of middle school. Recognizing this gap, our staff intervened with unwavering advocacy, acknowledging the importance of an Individualized Education Plan (IEP) in her academic journey and advocating for its implementation. Our efforts were fueled by the belief that, at 16, A. A. deserved an educational experience tailored to her needs. Through persistent advocacy, we not only secured the much-needed IEP but also ensured her placement in the correct grade. This strategic intervention became a turning point, allowing A. A. to not only overcome her struggles but to flourish academically in an environment that finally aligned with her unique circumstances. This success story is a testament to the transformative power of GA's personalized support and dedicated advocacy.

**YOUTH VOLUNTEERS FROM  
THE 13TH ANNUAL COMPASSION PROJECT**

# EVENTS & HIGHLIGHTS



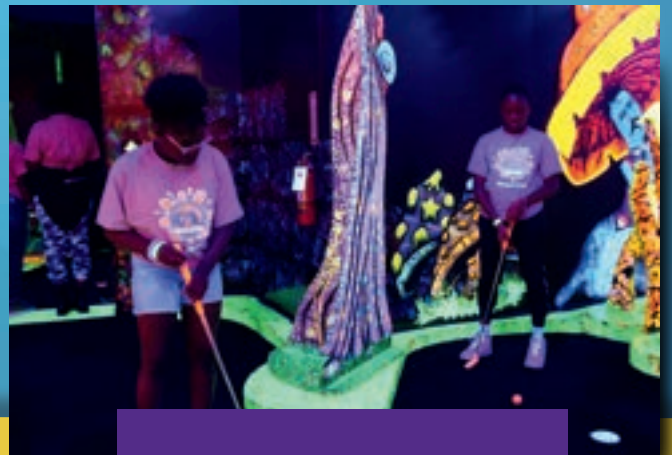
BLOC College Tour



GPS Summer Camp



SELFI Summer Camp



W3 Summer Camp



# EVENTS & HIGHLIGHTS



BLOC Spring  
Break Camp



GPS Spring  
Break Camp



W3 Spring  
Break Camp



Harvest Festival



# EVENTS & HIGHLIGHTS



13th Annual  
Compassion Project



GPS 100th Day of  
School Activity



Haitian Flag Day



Resurrection/Easter  
Sunday Church Service

# EVENTS & HIGHLIGHTS



GPS Juneteenth  
Celebration



BLOC/Youth Splash  
Officers Election



Kid Splash  
Graduation Day



GPS Valentine's  
Day Event



# EVENTS & HIGHLIGHTS



Strategic Planning  
Retreat



Youth Splash/Kid Splash  
Christmas Party



GPS Giveaway  
Toy/Christmas Show



DEA Prescription Take  
Back Day



# EVENTS & HIGHLIGHTS



Red Ribbon Week



COSP Parent  
Circle Event



BLOC Officers  
Recognition Awards



Thanksgiving  
Luncheon

# EVENTS & HIGHLIGHTS



End of  
Summer Bash



Staff Christmas  
Spirit Week



Workforce  
Department  
Career Fair



National Family  
Dinner Day

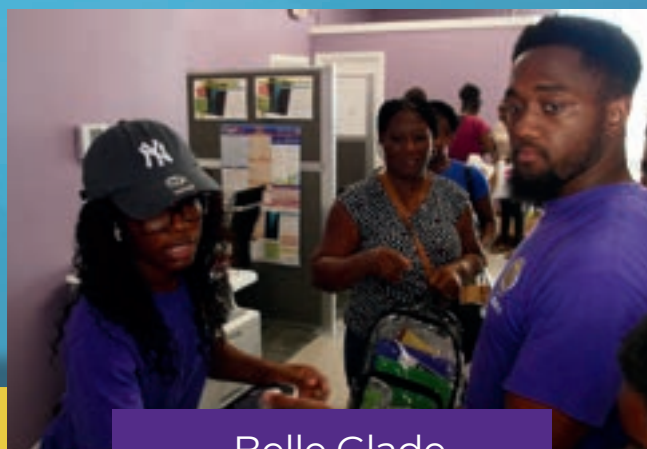
# EVENTS & HIGHLIGHTS



"Bringing The Reel"  
Healthy Adolescence  
Conference 2023



YouthBuild  
College Tour



Belle Glade  
Backpack Giveaway



## MORE INFO ABOUT THE PILLARS

### Positive Youth Development



This pillar engages young people in their homes, schools, and communities by offering services and activities aligned with the Jesus Model: that of serving, helping, respecting, uplifting, and inspiring. Our programs and community sites provide a safe space for children and youth to learn, grow, and fellowship without fear of judgment, discrimination, or harassment.

### Family Strengthening



These programs are designed to provide parents and other caregivers with resources, support, and strategies to positively contribute to a healthy home environment.



### Health and Wellness



This pillar is based on and derives from the premise of scripture's holistic take on every aspect of our personalities, being, and thoughts all of which influence our intentions and actions.

### Workforce Development



These programs target the efforts and activities that provide incumbent workers with upskilling for career advancement and job seekers with occupational skills training for increased employability.

### Community Upliftment and Partnership



Under this pillar, GA proudly fulfills its role as a community convener, respected and trusted by our constituents. We are renowned for our steadfast commitment to staying informed about the diverse communities we serve and for our unwavering dedication to serving the underserved.

# BECOME A GA CHARACTER BUILDER

Your support helps sustain our programs that are not grant-funded allowing us to continue our community upliftment projects like our Annual Compassion Project.

## Donate Online



Character Builders are our recurring donors who are dedicated to supporting our work year-round.

Be sure to select monthly, quarterly or annually on our donation page.

## In-Kind Donations



You can support our programs by sponsoring meals, toiletries, groceries, and other essential needs.

## Mail a Check



Make your check out to:  
Gang Alternative, Inc.

Mail to:

Gang Alternative, Inc.  
12000 Biscayne Blvd,  
Ste 402, North Miami,  
FL 33181

Scan here to  
donate today!





**GANG ALTERNATIVE, INC.**  
BUILDING CHARACTER THAT LASTS

**Visit us @ MyGA.org**

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**1854 NE 164th St, North Miami Beach, FL 33161**

**6620 North Miami Ave., Miami, FL 33150**

**15600 SW 288th St, Suite 402, Homestead, FL 33033**

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**To God Be The Glory**  
**Galatians 1:5**



**Thank you to our federal, state, local, private, and individual donors for another successful year of serving South Florida's most underserved.**