



# 2025 Annual Report

Building Character That Lasts

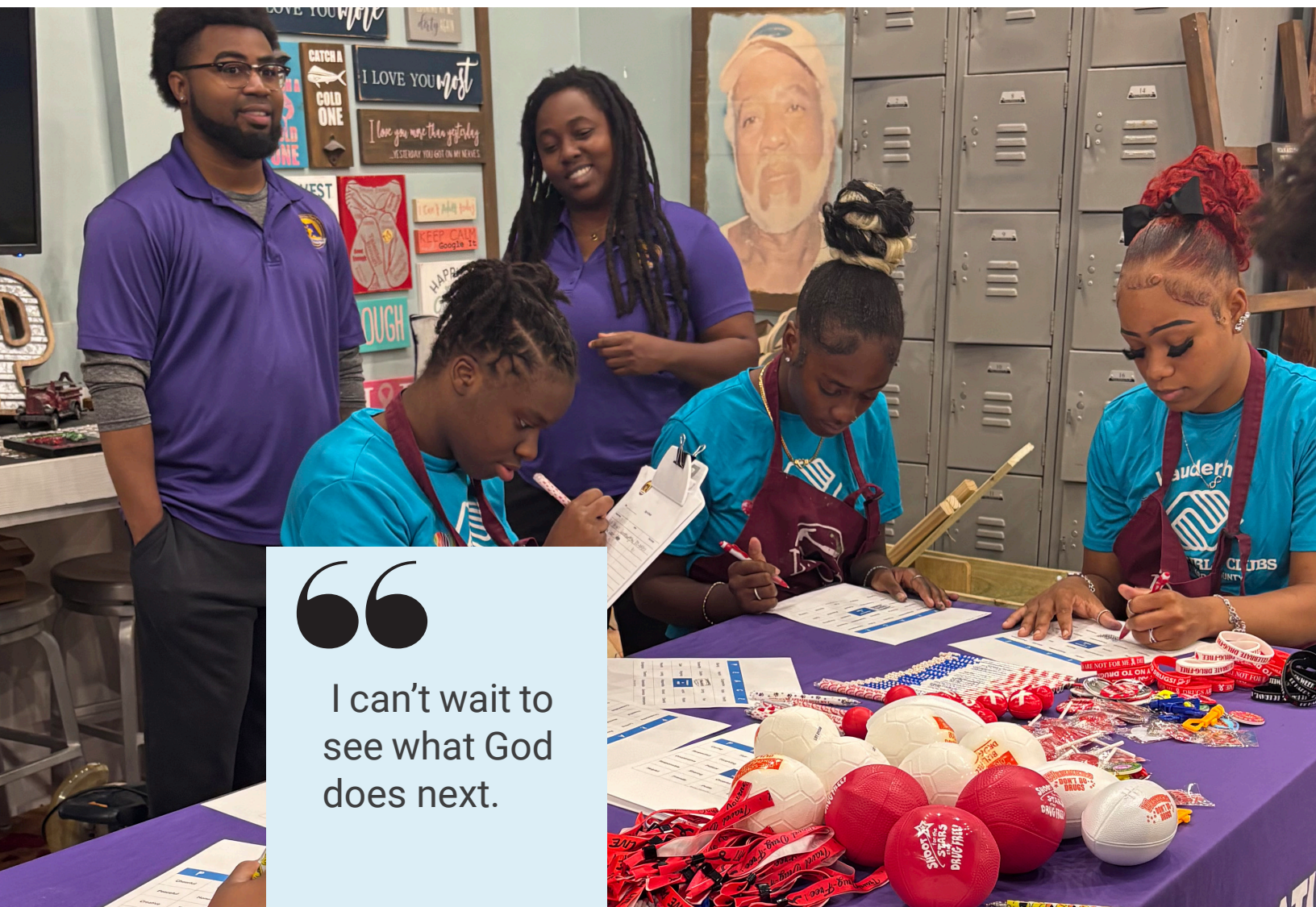
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# Message from Our CEO



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I can't wait to see what God does next.

## Dear Friends and Supporters,

Twenty years is not just a milestone. It is a reflection of lives touched, families strengthened, and communities changed.

In 2025, Gang Alternative, Inc. reached that 20-year mark. We did not celebrate with a large event. Instead, we paused to reflect quietly, with gratitude and humility. Because the work has never been about recognition. It has always been about impact.

For twenty years, God has entrusted us with the responsibility to serve. We have walked alongside individuals and families navigating some of life's most difficult circumstances. From prevention to intervention, from youth development to workforce advancement, our commitment has remained steady. We meet people where they are and support them in building a path forward, guiding them toward healing, stability, and hope. Along the way, we have seen doors open, lives transformed, and restoration take place in ways only God could orchestrate.

This year gave us the opportunity to look back and to look ahead with clarity. As the needs in our communities continue to evolve, we have remained intentional in how we pivot, ensuring that our programs and services stay responsive and aligned with the realities our communities face. That has meant strengthening our programs, expanding partnerships, and continuing to build a team deeply committed to this mission. Every service delivered and every life touched reflects the dedication of our staff, partners, and supporters. Because this work requires more than programs and services, it calls for compassion, consistency, and a commitment that goes beyond a job description.

We are mindful that this work is never done alone. Our community partners, funders, and supporters make it possible for us to serve at the level we do. Their trust in our work continues to move us forward.

As we move beyond this 20-year milestone, our focus remains the same. To build character that lasts. To provide real alternatives to crime, violence, delinquency, and dependency. To create opportunities for individuals and families to thrive.

We are grateful for where we have been and focused on where we are going. We move forward grounded in faith, steady in our calling, and deeply committed to the mission. I can't wait to see what God does next.

*Michael J. Nozife, Jr.*

President and CEO  
Gang Alternative, Inc.





# 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.

# Values

- Putting God First
- Being Servant Leaders
- Treating Others With Respect
- Good Moral Character
- Building and Transforming Communities
- Positive Family Lifestyles
- Positive Community Change

# 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.

Your roadmap to every chapter in our journey.

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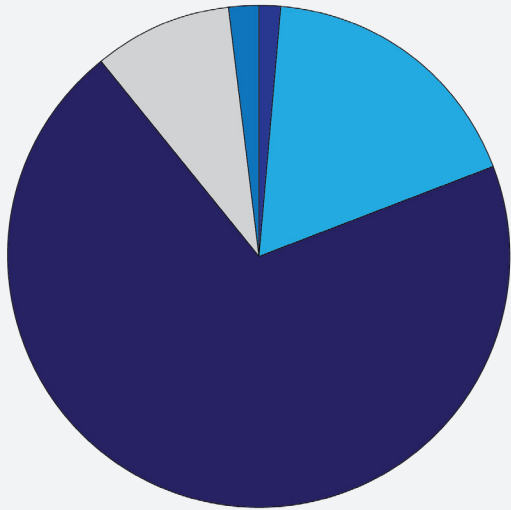
26  
GA Events

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# Who We Served

**participants**  
**16,380**

Clients by Age



- Ages 25+ (150)
- Ages 18-24 (780)
- Ages 12-17 (6,031)
- Ages 5-11 (1,527)
- Ages 0-4 (142)

**male**  
**55%**

**female**  
**45%**

**households served**

**1,895**

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

**28**

## SERVICE FOOTPRINT



# zip codes 109

32168	33133	33186
32550	33134	33187
33002	33135	33189
33009	33136	33193
33010	33137	33194
33012	33138	33196
33013	33139	33197
33014	33140	33261
33015	33141	33294
33016	33142	33309
33020	33143	33311
33021	33144	33312
33023	33145	33313
33024	33147	33316
33025	33150	33319
33030	33155	33321
33031	33157	33323
33032	33160	33324
33033	33161	33325
33034	33162	33351
33035	33164	33404
33050	33165	33407
33054	33166	33414
33055	33167	33417
33056	33168	33426
33060	33169	33430
33063	33170	33432
33064	33172	33434
33065	33173	33435
33068	33174	33441
33069	33175	33461
33124	33176	33462
33125	33177	33472
33126	33178	33473
33127	33179	33907
33130	33181	
33132	33185	

## GA's Five Pillars of Service

# Positive Youth Development

Building confident, capable youth

### Highlights of 2025

Programs under our Positive Youth Development pillar engage young people in their homes, schools, and communities by offering services and activities aligned with the Jesus Model: 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.



## Services provided:

- Afterschool care (K-12)
- Spiritual growth
- Anti-school violence education
- Education reintegration
- Violence intervention programming
- Life skills development
- Male mentorship focused on ending violence against women and girls
- Academic enrichment
- Paid work experience and internships
- Healthy relationships education
- Community violence intervention
- Career advisement and planning
- Youth substance use prevention education



# 7,422

clients served



“

GA understands that children and youth are shaped by their social and economic environments, and our programs support their growth and success.

## Programs include:

ASSIST (Addiction Support Services to Increase Safety and Treatment)

BLOC (Building Leaders of Character)

BRAVE (Building Resiliency through Anti-Violence Education)

GPS (Guiding the Path to Success)

HAPPINESS (Health, Abstinence, Pregnancy Prevention, Information and Nurturing through Educational Support Services)

Kids Splash

M<sup>3</sup> (Molding Male Minds)

Project Frontliners

Project SELF I

RESIST (Risk Education and Supportive Interventions for Safe Teens)

VICE (Violence Intervention through Community Engagement)

W3 (We Will Wait)

YEP (Youth Excellence Program) Broward

YEP (Youth Excellence Program) Dade

Youth Splash

## GA's Five Pillars of Service

# Family Strengthening

Strong families, stable futures

We believe that family is the foundation of society. The way a family is organized and how its members interact play a big role in shaping a child's personality and character. For children to grow into successful and responsible adults, they need to learn how to communicate clearly, manage their emotions, and get along with others. They develop these skills mainly through their relationships with their families and the people around them.



## Services provided:

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



“

Our family strengthening programs and services give parents and caregivers the tools, support, and guidance they need to help create a healthy home environment.

**446**  
clients served



## Programs include:

COSP (Circle of Strength – Parenting)

CAATS (Collective Action for Addressing Trauma and Stress)

UPLIFT (United People Lifting Individuals and Families Together)



# GA's Five Pillars of Service

# Health and Wellness

Healthier lives, stronger communities

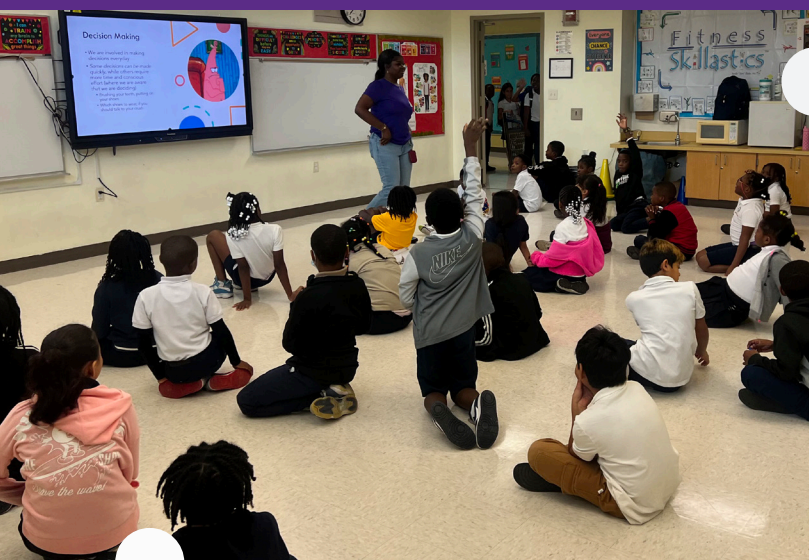
At GA we believe true health and well-being are gifts that reach beyond the physical body to include the mind, emotions, relationships, and spirit. When people live with purpose, find joy in their lives, and draw on healthy ways to handle stress, they are better able to thrive and grow.

Our approach to health and wellness is grounded in faith and guided by a holistic view of the person. We recognize that our thoughts, character, and spirit work together to shape our choices and actions, and we seek to nurture every part of a person so they can live a balanced, meaningful, and God-centered life.



## Services provided:

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



**“And you shall love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength.” This is the first commandment” (Mark 12:30).**



## Programs include:

ASSIST

COS (Circle of Strength)

HAPPINESS (Health, Abstinence, Pregnancy Prevention, Information and Nurturing through Educational Support Services)

RESIST (Risk Education and Supportive Intervention for Teens)

Project SELF I

SMART (Supporting Mental Health Awareness, Recognition, and Training)

SUPPORT (Supporting Urban Populations with Prevention Opportunities to Reduce Transmission)

W3 (We Will Wait)

“

Our Health & Wellness programs and services are designed to strengthen the mind, body, and spirit — empowering people to build a strong foundation and become the healthiest, best version of themselves.

**3,231**  
clients served



GA's Five Pillars of Service

# Workforce Development

Pathways to sustainable employment

We use a multi-layered approach to workforce development, helping people build knowledge, practical skills, and professional attitudes needed for self-sufficiency.

Our programs support workers seeking career advancement, job seekers gaining new skills, unemployed individuals preparing for local job opportunities, and businesses needing trained employees.

Training is guided by local labor market needs and focuses on careers that are in demand. We measure success by helping participants find stable jobs, keep employment, and grow in their careers.



## Services provided:

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





**588**  
clients served



## Programs include:

Project ACTION (Accessing Careers through Integration, Opportunities and Networks)

ENGAGE (Embracing Navigational Guidance to promote Autonomy in Gainful Employment)

Project GO (Growth Opportunity)

REWIND (Returning with Initiative Networks and Determination)

YouthBuild



Our workforce development programs focus on building the skills and knowledge people need for their career goals. Our mission is not just to help someone find a job, but to support them in developing a lasting career.

GA's Five Pillars of Service

# Community Upliftment and Partnerships

Thriving communities, shared progress



GA serves as a trusted community partner, known for staying closely connected to the needs and realities of the neighborhoods we support and for our deep commitment to underserved populations. Because we are firmly rooted in the community, we are able to bring together government agencies, community organizations, and grassroots groups to work toward shared goals.

We believe lasting change happens when people collaborate and pool their strengths. For this reason, we remain committed to building strong partnerships across sectors, working alongside others to create positive, sustainable improvements in the communities we serve.

## Services provided:

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





GA believes that when individuals are supported and strengthened, families grow stronger, and stronger families build healthier communities.



# 7,766

clients served

## Programs include:

CAATS (Collective Action for Addressing Trauma and Stress)

UPDFCC (Urban Partnership Drug-Free Community Coalition)

UPLIFT (United People Lifting Individuals and Families Together)

YE-DFC (Youth Empowerment Drug Free Coalition)



# Positive Youth Development

Building confident, capable youth

**7,422**

Youth benefited from education on reducing risky behavior



**2,828**

Youth benefited from evidence-based healthy relationship sessions



**979**

Elementary, middle, and high school students benefited from safe afterschool programs with academic enrichment.



**68**

Students participated in our faith-based programs



**1,297**

Participants were trained on in-school violence prevention



**85**

Middle school boys were empowered to act to reduce violence against women and girls



**3,000**

Children and youth received backpacks and school supplies



# Family Strengthening

Strong families, stable futures

**2,386**

Individuals received case management/care coordination support



**895**

Families participated in holistic programs designed to strengthen family systems and support collective growth



**264**

Parents and caregivers united through Parent Circle to build fellowship and strengthen their families



# Health and Wellness

Healthier lives, stronger communities

**3,128**

Youth participated in substance use prevention education through evidence-based life skill training.



**72**

Adults received free Youth Mental Health First Aid training to help identify the early onset of mental health challenges in adolescents



**89**

Children and their families benefited from Trauma Focused Cognitive Behavioral Therapy (TF-CBT)



# Workforce Development

Pathways to sustainable employment

**588**

Individuals received case management services through workforce development



**119**

Individuals with co-occurring disorders were supported in attaining gainful employment



**\$612,392**

Was invested in free industry-recognized credential trainings, creating pathways to prosperity for individuals striving for career advancement and long-term stability



**\$144,204**

Was allocated to provide clients with free access to legal services



**\$180,934**

Was allocated to provide clients with support services



# Community Upliftment and Partnerships

Thriving communities, shared progress

**261**

Households were uplifted with the high-quality home and personal care essentials-bringing comfort, restoring dignity, and renewing hope



**2371**

Individuals received an array of diverse trainings, including Motivational Interviewing, Team Cohesiveness, Cultural Competency, Thinking 4 a Change, LS/CMI, Youth Mental Health First Aid, Teen Mental Health First Aid, OSHA, Conflict Management, Group Facilitation Skills, Healing Through Art, Anger Regression Training, and Verbal De-Escalation



**4912**

Individuals participated in community events



**2000+**

Turkeys were distributed to families for Thanksgiving



# Fab Lab



# Media

## Positive Norms Campaign August-October



## IMPRESSIONS

Comcast 1,384,856

CTV 76,559

Social media 1,375,903

## Gang Alternative Inc.'s Social Media Views



**719.4K**



**107.6K**



**98.4K**

# Success Stories



Eugene

In 2021, Eugene was released from a 19-year prison sentence. At the time, he was unhoused and lacked the marketable skills necessary for meaningful employment. Despite these hurdles, Eugene remained determined to build a better life but needed a community of support to turn his ambition into a career.

He enrolled in one of GA's workforce development program where he completed a free Commercial Drivers License (CDL) course. Beyond technical training, GA provided the essentials for a fresh start: resume updates, mock interview practice, and professional clothing.

The investment paid off. Eugene soon landed a driving role with Coca-Cola, eventually moving into positions with Cisco and US Foods. This stability allowed him to secure permanent housing and support his grandchildren. Today, Eugene visits correctional facilities to share his story, proving that with the right tools, everyone deserves—and can achieve—a second chance at success.



Jermarion

In July 2025, Jermarion faced a devastating house fire that left him and his mother unhoused. At the time, he was working at Pizza Hut and participating in one of GA's workforce development initiative for youth navigating the justice system.

Because Jermarion was already connected to the program, the team was able to respond immediately. They helped him replace lost essentials, provided work clothing, and offered the emotional support needed to navigate such a profound loss. When Jermarion relocated to Georgia to stay with family, his Job Developer continued working with him remotely. This dedicated partnership led to a new position at FedEx as a package handler—a role offering higher pay and better growth potential.

Jermarion's journey reflects the core mission of GA's workforce department: turning obstacles into opportunities. Today, he is employed and stable, serving as a powerful example of how consistent support can help young people rise stronger.



Shamariona

Through enrollment in a GA program, Shamariona was able to reach two key milestones: strengthening her relationship with her family and securing her first job.

She shared: "...My mom never had the chance to finish school, so she always encouraged me to achieve what she couldn't. She wanted me to have more opportunities, and I'm proud to make that a reality..."

Through case management support, Shamariona and her mother now engage in open and respectful two-way communication. Shamariona has also earned her high school diploma and has been accepted to Miami Dade College, where she plans to pursue a culinary arts degree.

GA covered costs for her occupational skills training certification and helped her to secure employment at a well-established restaurant where she is currently gaining on-the-job culinary skills.

# Success Stories



Antonio



Maurice

Antonio's journey with GA began unexpectedly when a simple inquiry led him to join one of its programs. Since then, his growth has been remarkable; he is currently preparing for a career as a bus driver with the local transit system.

However, Antonio's impact extends far beyond career preparation. While participating in one of GA's outreach initiatives, he faced a sudden housing crisis. GA stepped in immediately, securing safe housing within 24 hours. The income earned through his outreach work with GA—over \$1,500—further provided the stability he needed to stay on track.

Today, Antonio is more than a participant; he is a vocal leader and a source of inspiration for his peers. His resilience and dedication to giving back perfectly illustrate the power of transformation and GA's mission of building character that lasts.

In November 2024, Maurice was facing substance abuse challenges and multiple criminal charges. GA responded immediately, providing weekly work-readiness and counseling sessions during his detention. This support helped Maurice envision a different future, leading him to earn his GED—a major educational milestone.

Upon his release in September 2025, GA's staff provided critical transition support, including resume development, interview practice, and a cell phone for employer communication. By coordinating care with his probation officer, GA ensured Maurice remained on a path of stability.

Today, Maurice is thriving in a construction career. His journey from detention to steady employment demonstrates the power of consistent guidance and personal responsibility. He remains a dedicated member of the GA family, embodying sustained growth and forward momentum.



Wellness Wonderland



Harvest Festival



Trunk or Treat

# Select GA Events



Red Ribbon Week



BLOC Career Day Expo



Project BRAVE Bullying Prevention Contest



**BLOC College Prep**



**Farmer's Market Food Distribution**



**Backpack Giveaway**



All year,  
every year



**Compassion Project**



**GPS Summer Camp**



**Parent Circle**

## Get in Touch

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We exist  
to save lives.

To God Be  
The Glory  
Galatians 1:5

