



"Nurturing tomorrow's leaders, one child at a time"

Where did we *begin*?

As a reporter for the *South Florida Sun-Sentinel*, C. Ron Allen, got tired of writing about young boys in the police blotter and court system who could have been saved from a life of crime had there been a positive male role model in their lives. He enlisted the support of two local men and, in the late 1980s, began working with three rambunctious boys who were recommended to attend the informal program by local police officers in lieu of getting arrested. They met on Saturday mornings at the old Delray Beach fire station on the northwest corner of West Atlantic and NW First avenues. As mentoring was not a household word, the men assisted the boys with homework and basic life skills. Occasionally, they picked up paper on city property and washed cars for community service hours.

News of the gatherings, soon spread, and the number rose to nine. The three original boys became Pied Pipers and recruited their peers. The organization has been one of the primary sources for mentoring, educating, remediating, and a place of refuge for several hundred boys and girls in South Florida.

Today, at least 700 students (ages 7-17) have completed the year-long program and more than 4,000 others have been impacted indirectly.



We have seen an expansion in youth mentoring from a relatively small youth intervention (usually for youth from single-parent homes) to a cornerstone youth service that is being implemented in schools, community centers, faith institutions, school-to-work programs, and a wide variety of other youth-serving institutions.

In the past 25 years, there have been at least nine mentoring programs for children in Delray Beach. During that same period, six have been defunct, primarily from lack of funding and interest. Mentoring programs require tremendous effort to start, organize, and maintain. Few last more than two years, studies show.

A glance at our *Evolution* since the 80s

March 1989: Local news reporter C. Ron Allen approached then Delray Beach Police Chief Charles Kilgore about enlisting some officers to start a group for area boys who were getting into trouble in the community.

1989-1991: A team of local volunteers, in an informal structure, met weekly with a group of boys at the old Delray Beach fire station on the northwest corner of West Atlantic and NW First avenues.

1991: The program was formally organized and was named DreamMakers. It expanded to the migrant camp on the Rangeline along U.S. 441 in Boynton Beach.

1992: Through a one-year grant from the Florida Chamber of Commerce, it moved to Congress Middle School in Boynton Beach.

August 1993: Delray Beach-West Rotary Club and F.W. Woolworth sponsored the inaugural Back to School Bash at Lake Ida Park. Seventy students and their parents were given snow cones, bananas, oranges and back packs with school supplies. The event grew every year since.

August 1993: The Boca Raton Parks and Recreation Department awarded Allen and Margaret Keefe, a former teacher at Omni Middle School, a grant to operate the SCOPE program at the Old Carver Middle School in Delray Beach and Omni Middle School in Boca Raton. They met with the students one hour each day before school.

April 1996: Grand Master directed members of the Delray Beach Masonic Lodge No. 275 to start a youth program. Local masons adopted DreamMakers and renamed it Knights of Pythagoras No. 5 in the summer of 1996.

January 1997: Attended the second inauguration of Bill Clinton as President of the United States on Monday, January 20, 1997, on the West Front of the United States Capitol Building in Washington, D. C.

January 2001: Attended the first inauguration of George W. Bush as the 43rd President of the United States on Saturday, January 20, 2001, on the West Front of the United States Capitol Building in Washington, D. C.

December 2005: The Internal Revenue Service granted KOPMN its 501(c)3 non-profit status.

November 2006: Visited the Governor's Mansion in Tallahassee to accept the 2006 Florida Governor's Point of Light Award. We also toured Rosewood, Florida A&M University, Florida State University and E-One, the leading designer, manufacturer and distributor of fire engines in

Gainesville over three days.

January 2007: KOPMN sponsored an auxiliary for girls ages 7 to 17. Six months later, KOPMN partnered with nine organizations to form “Lend A Helping Hand” mentoring program at Delray Full Service Center. Volunteers conducted seminars on several pertinent topics. The Department of Agriculture sponsored a small vegetable garden and WXEL Radio staff taught radio broadcasting and basic television production classes after school. Students also received training on preparing a basic meal and washing, folding and ironing their clothes.

October 2007: A high point in the program came when retired businessman Leon Ruchlamer introduced the youth to the art of starting and maintaining a successful business. They operated a retail store for one year, and sold brand name jeans and other clothing.

August 2008: KOPMN launched “Moon Chasers” at Delray Full Service Center to emphasize character for preschoolers ages 3 to 6. Each month, 20 kids were recognized at an assembly for displaying character traits throughout that month.

2008: Dr. Kathleen Weigel, principal of Atlantic High School, invited KOPMN to mentor eight students. Mentors met weekly with them and the number quickly grew to 20 students. The meetings were moved from the principal’s conference room to the media center. For the next three years, different speakers including local judges, an engineer for Amtrak, U.S. Congressman Ted Deutsch, Comedian Dick Gregory and former FAU football coach Howard Schnellenberger addressed the students.

January 2009: Attended the first inauguration of Barack Obama as the 44th President of the United States on Tuesday, January 20, 2009 in Washington, D. C. The highlight for several of the children was playing in the snow at a rest stop in Rocky Mount, North Carolina.

2009: The Back to School Bash merged with Spirit of Giving Network to create a larger Bash, which serves up to 3,200 local students

2011: KOPMN began mentoring students at Village Academy. Among the services: sponsored Healthy Sack Pack program where all 60-plus third graders received sack packs with food every Friday, provided athletic shoes for several athletes, arranged for sponsorship for the music and dance programs, assisted in coordinating the annual Career Day and introduced a structured, professionally-run tennis program for third- and fourth-graders in the after school program.

2013: KOPMN was rebranded to KOP Mentoring Network. Board members said the new name (which means Knowledge plus Opportunity equals Prosperity) best depicts the organization’s mission.

By *the Numbers*

Year	Total enrolment in KOPMN	Seniors	Graduated	College	Armed Forces
2006	17	2	2	1	*
2007	27	11	9	6	*
2008	24	17	17	15	1
2009	36	15	15	5	*
2010	42	17	14	11	1
2011	47	11	11	9	2
2012	54	27	22	18	0
2013	68	41	40	26	5
2014	73	39	39	32	0
2015	66	44	40	36	3
2016	81	48	42	29	3
2017	82	9	9	5	*

Data compiled from 2006 to present.

* Totals cannot be verified

How we engage *Tomorrow's Leaders*

We have created a culture with high levels of discipline, manners and demand strong academic rigor. While we set high expectations for every learner, we know how to have fun in a meaningful and real life context. For example, we attended three Presidential inaugurations, visited the Governor's mansion, witnessed two space shuttle launches, received a VIP tour of Kennedy Space Center, toured the American Police Hall of Fame Museum and attended the World Money Show and annual leadership conferences in Orlando, Tampa, Miami and Jacksonville for the last 17 years.

Over the years, they also have attended several Air & Sea Shows, have been on numerous field trips across the State of Florida, been exposed to horseback riding, canoeing, kayaking, golfing, hockey, polo and were

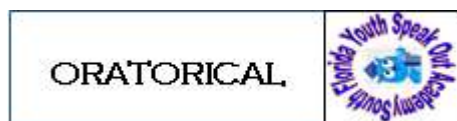


at the first home games of both the Miami Marlins and Florida Panthers.

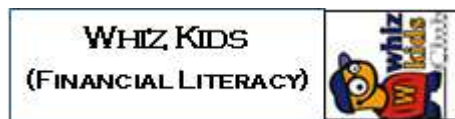
The students have met and interacted with several newsmakers including Oprah Winfrey, CNN Hero Estrella Pyfrom, Gen. (Ret.) Colin Powell, Tommy LaSorda and former Governor Jeb Bush.

While the world has changed, public school still looks like it did 100 years ago. KOP Mentoring Network has been doing its part to help educate our children by working to reimagine mentoring programs for the modern world. Over the years, we have created a mentoring community that is vibrant, sustainable and represented by sophisticated practitioners of quality mentoring. Practitioners (mainly from industry) continually help to improve our practices and positively impact young people.

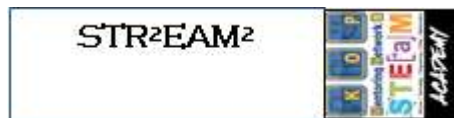
Believing that learning does not only have to happen in a school, KOPMN sponsors three signature academies with industry partners:



The Oratorical Academy, which helps students develop a deeper knowledge and appreciation for public speaking by researching, writing and delivering speeches.



The Financial Literacy Academy, which teaches them the importance of money and investing.



The STRE²AM² (Science, Technology, Reading, Engineering, Entrepreneurship, the Arts, Mathematics and Medicine) Academy, which helps youth develop the skills needed in the 21st Century.

How do we plot a path to sustainability?

As youth mentoring has increased in popularity over the last decade, so has the competition for funds to support local mentoring programs. While mentoring programs come in all shapes and sizes—from small grassroots efforts with shoestring budgets to multimillion-dollar nonprofits—we all face the constant challenge of finding sufficient funds to deliver our services over time.

KOP Mentoring Network faces competition not only from other mentoring programs, but from other youth-serving and social nonprofit organizations as well.

We are blessed and honored to have as an advisor and mentor, Joe Houghton, Vice President of Training and Flight Operations Support, Airbus Americas.



Haughton has been leading us through some resource development planning sessions to create a road map to fiscal stability. These sessions include setting short- and long-term goals for acquiring the financial resources needed to support KOPMN.

We recognize it is important to weather temporary challenges, provide quality services in the present, and maintain a solid foundation for our future. Therefore, we have strengthened our foundation to increase our ability to carry out the organization's mission.

Knowing that an organization with strong organizational capacity is more likely to succeed, we have employed the following four strategies to ensure sustainability:

LEADERSHIP: Our strong formal organizational structure combined with inspirational leadership has permitted KOPMN to achieve sustainable excellence for more than 25 years. Our leadership cultivates and creates an environment that has the capacity to stimulate continuous improvement on a broad front. Our leaders are also adroit at navigating the winds of change and fostering creativity. They support our students in their respective journeys for success and prepare leaders-followers to address community and market needs



Staffers and mentees are encouraged to draw upon the wealth of experience that exists on our team, which will allow them to prosper in the increasingly complex environment in which they operate.

Nonetheless, with additional resources we will be able to positively influence more lives.

PARTNERSHIPS: We know that partnerships or collaborations are most effective when connections are established early and cultivated over time. We have forged some effective partnerships with respected community leaders, groups affected by the problems our program addresses, companies that are essential players in our community and others who are interested in the goals of our program.

Our partnerships have benefited KOPMN's sustainability in many ways, including allowing us to maximize resources through the sharing of space, administrative services and in-kind contributions that have made a huge difference. Shared visibility from media coverage, marketing and other public information that showcases the partnerships have also provided access to potential volunteers.

COMMUNICATIONS: Our communications and marketing strategies involves the use of social media and the local media to inform the public about our program's mission, vision and successes. This creates a base of support for our programs, engage our students, key community members and decision-makers, which has led to new partnerships and funding opportunities.

FINANCE: We use an array of revenue-generating strategies to support our programs with fundraising being the main one. These programs originally were supported entirely with grant funds.

We also have some individual donors who sponsor mentoring relationships or provide in-kind donations of materials or free activities for mentor-mentee pairs.

Sustainability planning has enabled us to determine the resources that are essential to achieve desired program outcomes, identify which program can be carried out with existing funding and which programs require new funding.

We will continue to forge relationships with local, state, national and international companies. Below is a listing of our current partners:

Local
Center for Technology, Enterprise & Development CRA Media Group Delray Beach Clergy Association The City of Delray Beach Delray Beach Clergy Association Delray Beach Community Improvement Department Delray Beach Community Redevelopment Agency Delray Beach Parks and Recreation Department Delray Beach Police Department Delray Beach Public Library Delray Beach Rotary Club Frances J. Bright Women's Club HackLab Boynton Horses Healing Hearts Inner City Youth Golfers Wellness Financial School District of Palm Beach County West Palm Beach Fishing Club Ceasar's Famous Ribs Bear's Restaurant Palm Beach Sheriff's Office
State
Code Fever Florida Atlantic University Islamorada Beer Company Cheney Brothers
National
Anthony's Coal Fired Pizza Royal Life Centers Urban League of Palm Beach County Noel Apparel Group Inc. Alpha Phi Alpha Fraternity, Inc. Alpha Kappa Alpha, Sorority, Inc. Sigma Gamma Rho, Sorority, Inc.

International
Airbus of Americas Toastmasters International Quantum Foundation Teammates Fund Delray Beach Masonic Lodge, No. 275

How can others *Help*

- Refer funding opportunities and programs
- Grant writing assistance
- Letters of Support
- Facility to serve as a hub
- Sign up www.kopmn.org to volunteer and list your expertise

Our *Success*

KOPMN is not a program to rest on its laurels. In fact, the staff and mentors pride themselves on making the necessary adjustments to best serve their students.

“We’re constantly radically dissatisfied with what we can do with students. We always believe we can do more.” – C. Ron Allen, founder

We have created a program that inspires discipline, academic excellence, leadership, collaboration, and a world-class education for our students. To date our graduates are:

- in the armed forces
- in the U.S. Peace Corps
- working as educators
- numerous have graduated college and universities
- several are enrolled in higher education institutions.

Among our notable graduates are Tavarus “T.J.” Jackson, Atlantic High School Football Coach, Randy Murray, Atlantic High School Assistant Football Coach, motivational speaker and author Kevin Dorival and our very own, Mr. Jamael Stewart.



Testimonials

"Learning for me stopped in the 6th grade. School was boring. I didn't want to go to school. But if it was not for my mother, Mr. C. Ron and KOPMN, I would be in jail now."

- Geovanni Martinez, 2016 graduate of Atlantic High School and former vice president of Atlantic All Stars Leadership Academy.

"C. Ron has been the lifeline for about 600 children in and around the Delray Beach community, many of who have witnessed life's hardships and tragedies at too early an age. His organization, KOPMN, has impacted several thousands more indirectly."

He works with the poorest of the poor, the latchkey and the tossed aside, with many of his kids coming from desperate Haitian immigrant homes or African-American single-parent households in Delray Beach and the surrounding cities.

C. Ron is able to run programs with a fraction of the funds most similar non-profits run on. More so, he does it all without a salary, and for many of these kids, 'Mr. C. Ron' is the closest symbol of a dad they have."

- Leon Ruchlahmer, Noel Apparel Group Inc,
Board Member, KOPMN

"I have had the pleasure of working closely with Mr. Allen as a volunteer at my school for the past four years."

He and his mentoring program, the KOP Mentoring Network, are considered the trusted and reliable source for troubled students in my school.

A major part of what Mr. Allen does involves programming at local schools including mine. Its summer and after-school programs address learning basics. He enlists speakers from local law-enforcement and other agencies and runs presentations and workshops. The students still talk about dissecting a cow's eye and riding and grooming horses on a nearby ranch. A huge part of it revolves around providing experiences for these kids outside of their normal realm.

What most of us consider normal activities for families and kids, to this population of children, it simply isn't."

- Guarn Sims, former principal, Village Academy

Mr. Allen is an accomplished, motivated individual, with an enthusiastic outlook on life. Moreover, he is a very positive person, extremely professional and has provided the necessary tools for young men and women to be successful. He demonstrates this through his fine character and integrity.

He has strong family, religious ties and is always setting an example for his peers and community leaders throughout South Florida.

Mr. Allen's ability to look beyond the obvious is one of the strengths that set him apart.

He is always willing to get involved, assist and do whatever possible to reach the desired goal. This quality is undoubtedly one of his strongest attributes.

He has always displayed a strong sense of purpose, dedication and determination to succeed, as well as being a positive influence in the lives of youth in our community.

- Anthony W. Strianese, former Delray Beach Chief of Police.

Our Leadership

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D. Stephenson Construction, Inc.



Working to Educate Next Generation Learners



Homework assistance program at Village Academy



Village Academy Honor Roll students and principal



Essay winner with State Senator Maria Sachs



Village Academy students on Estella's Brilliant Bus



Student with acceptance letter to Palm Beach State College



Oratorical Contest winner speaks at MLK breakfast



Students in tennis program receive tennis racquets



Officer Luis Skeberis trains Color Guard at Village Academy



Color Guard prepares for the annual Martin L. King walk



We see no Limit to Students' Creative Learning Potential



Students at Arts Summer Camp Students receive bikes for Christmas



Teen Scene at miniature golfing



All-Stars students at John Maxwell Leadership seminar



Students at annual Crime Prevention Conference in Orlando



Students at International Tennis Competition at Delray Beach Tennis Center



Singing at the annual South County Judges Holiday Lunch



Students at the 2017 World Money Conference in Orlando

Developing students who are independent thinkers, creators, entrepreneurs and learners for life

KOP Mentoring Network hopes to create multiple learning pathways and opportunities for internships and place-based learning. We will continue to empower the new generation of change makers with the knowledge, skills and mindsets to create positive ripple effects across our community.