Over the past year, it has been my professional and personal pleasure to lead M.U.S.T. through a year of liberation. 2020 and 2021 brought so many challenges, both for organizations and individuals, but (and maybe I’m biased) especially for youth attending school during the pandemic.

I think it is important to acknowledge that in early 2020 we spent a lot of time looking at our mission and thinking about what it really means to be a nonprofit organization that serves a community of people. We decided to hyper focus on how Black males define liberation for themselves, which translated to redefining our mission and vision to create opportunities for all Black males to take full control of their self-worth together. Once we understood that, we were able to define the specific values we wanted to use to help us hold tight to our vision - envisioning a world in which Black males are free to discover who they are and what they can achieve.

Since 2012, M.U.S.T. has been guided by our mission - to provide a space for Black males to liberate themselves through mentoring - with the intent of influencing the development of a society that supports Black males’ discovery of who they are and what they can achieve.

In the 10 years M.U.S.T. has been operating in the South Seattle area, the Mentees and Mentors it’s served have improved their grades and attendance in high school, graduated, earned degrees, participated in internships and apprenticeships, and gained employment; but perhaps more importantly, they have learned the value of community, overcome personal hardships, and developed the inner strength and knowledge to envision the life path they want for themselves and begin taking the steps to achieve those dreams. M.U.S.T.’s success over the past decade has cultivated close relationships with Seattle Public Schools, The Department of Education and Early Learning, The Seattle Health Department and many more partnerships with those who not only believe in the value of mentoring but have seen the impact M.U.S.T. has made on its participants and the community as a whole.

M.U.S.T. family, I want to thank each board member, employee, volunteer, corporate sponsor, and supporter who has put their faith in our mission through their time, energy, funds, and trust. As an organization, we are firmly devoted to honoring that which you provide in us through accountability, growth, focus, and further liberation.

Executive Director,
Kelvin Washington
The following is a comparison of state and county high school graduation rates, college acceptance, enrollment and graduation rates, and involvement with the justice system among Black male youth as compared to M.U.S.T. participants. M.U.S.T. would like to acknowledge that although participating in M.U.S.T. programming has a significant impact on the decreased involvement of Black youth with the justice system, the numbers across the board represent a bigger social issue of racial disparities within the justice system and the justice system’s pervasive problems with racism.

https://www.uwkc.org/helping-students-graduate-news/whats-behind-washington-states-low-graduation-rates/
https://www.bestcolleges.com/research/college-enrollment-statistics/
To be free ain't a commodity
If anything, becoming free is a camaraderie
Some don't understand the word free
Some think it's purely glee
Yet, it's deeper than thee
It's about becoming the best version of me

~ By Donovan Bahall
M.U.S.T. Mentor
The **M.U.S.T.** Mentoring Model

Mentees join the M.U.S.T. community during the summer leading up to their freshman year in high school. They are paired with relatable, emerging adult Mentors (young Black males ages 18-25) to help guide and inspire them over the course of their high school tenure as they form a vision for their future and discover their authentic path in life. Likewise, Mentors are paired with volunteer Coaches committed to supporting them on their own path by assisting them in the development of their leadership styles and life skills. The Mentor/Mentee relationship is cultivated through weekly breakfast meetings before school as well as bi-weekly weekend outings with their cohort. In addition to creating a space for Mentees, Mentors and Coaches to liberate themselves via their relationships with our mentoring community, M.U.S.T. also provides support in the form of monetary compensation and transportation independence for Mentors, along with food assistance for participants and their families.
The past few years have been anything but easy for M.U.S.T. Mentees and Mentors - from dealing with COVID and how that affected their schooling, families and mental health, to flaring social and political landscapes that have kept everyone on edge – these extraordinary circumstances combined with the already stressful condition of being a Black teenager navigating a path to adulthood made for an unimaginable high school and college experience. Because of this, we felt compelled to celebrate the graduation of our senior Mentors and Mentees bigger than ever. This June, in honor of their accomplishments, M.U.S.T. graduates were invited on an unforgettable trip to Southern California. Led by M.U.S.T. executive director Kelvin Washington and area director JaaWell Faggins, the group spent several days exploring famous locations, sightseeing, and enjoying the incredible California sunshine. Most of the group had never been on an airplane, and many had never traveled out of state, so from the time they arrived at the airport for departure they were in awe and full of excitement. Once in California they had a packed itinerary visiting Universal Studios, Hollywood Blvd., Venice Beach, The Santa Monica Pier, The Hollywood Wax Museum, and Six Flags Magic Mountain. Over meals, Mentees and Mentors paused to reflect on their time being a part of the M.U.S.T. community and shared about their plans for their futures. This incredible experience designed by M.U.S.T. staff and made possible with the help and generous donations from M.U.S.T. supporters, was something these graduates will remember for years to come. The experience was so successful and impactful that we plan to make a M.U.S.T. graduation trip our new tradition.
FINANCIALS

ANNUAL BUDGETS BY YEAR:

<table>
<thead>
<tr>
<th>Year</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-2019</td>
<td>354,549</td>
</tr>
<tr>
<td>2019-2020</td>
<td>407,835</td>
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<tr>
<td>2020-2021</td>
<td>505,460</td>
</tr>
<tr>
<td>2021-2022</td>
<td>804,273</td>
</tr>
</tbody>
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EXPENSES: 2021-2022

- Program: $588,418
- Management: $188,270
- Fundraising: $13,662

REVENUES: 2021-2022

- Individuals: $857,191
- Foundations & Grants: $73,534
- Corporations: $176,480
- Government: $1,997
If you are trying to do ANYTHING on this planet, your physical, mental, emotional, spiritual, and social health directly affects how well you will do that thing.

So if you care about anything you are doing then you should care about your personal health.

~ Devan Bickham, M.U.S.T. Mentor
M.U.S.T. Staff

Felix Amenyo - Alumni Coordinator
Jamaica Aytch - Mentor
Davanand Bahall - Mentor
Donovan Bahall - Mentor
Josh Bass - Mentor
Devan Bickham - Mentor
Israel Brown - Mentor
Marvin Chapman - Area Director
Jared Doran - Mentor
Jaawell Faggins - Area Director
D’Carlo Ferguson - Mentor
Siobhan Gordan - Operations Manager
Josh Griffin - Mentor
Elijah Hardy - Mentor
Dom Hebert - Mentor
Cade Jackson - Mentor
Melissa McGillard - Social Media Strategist
Kevin McKee - Mentor
Evell Nelson - Mentor
Mark Phillips - Mentor
Malcolm Rosier-Butler - Mentor
Ginger Seslar - Grants/Communication Manager
Warfa Shifow - Mentor
Kelvin Washington Jr. - Executive Director/Mentor/Coach

M.U.S.T. Board

Amir Figueroa
Robert H. Fulton, II
Bob Lesko
Rick Newell
Andy Sullivan
Rashelle Tanner
Diane Terry
Thank You
M.U.S.T. family for your support