



ANNUAL REPORT

2025

FAM

ACADEMY

Free All Minds Academy, preparing young men for life after high school academically, professionally, and emotionally.



2025 ANNUAL REPORT



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LEADERS MESSAGE

Free All Minds Academy began with just three students: Danny, Jerry, and Jaquay. They were my students, but more than that, they became like my little brothers.

I created this program to support young people from underprivileged backgrounds like my own. What I never anticipated was how deeply it would shape me in return. Free All Minds has given me, and countless others, a family, a community, and a sense of purpose, a reason to keep pushing forward.

As we enter our fifth year, what started as a three student program has grown into a 70 student academy, while reaching thousands more through our community initiatives. I have watched Free All Minds evolve from a passion project into a life changing organization, grounded in impact, integrity, and long term sustainability.

None of this would be possible without the unwavering support of our donors, partners, volunteers, and community members. Your belief in our mission fuels every milestone we reach and every young person we serve. Looking ahead, we plan to launch an endowment fund in 2026 to ensure this work continues well beyond my time.

We believe every child deserves access to essential resources, a quality education, and consistent guidance within a supportive and caring environment. Free All Minds remains committed to fighting for that belief today and for generations to come.



Riccardo Dale

Founder and Executive Director
Free All Minds Academy

ADMINISTRATIVE TEAM

Free All Minds Academy is guided by a committed leadership team that brings together lived experience, professional expertise, and a shared passion for youth development. Our leaders work collaboratively to ensure that programming remains responsive, impactful, and grounded in the real needs of the young men and families we serve.

Riccardo Dale
Executive Director

Quinzell Bethea El
Director Finance & Operations

Mya Foster
Office Manager

Marcus Deloach
Program Coordinator

Martina Gobolt
Academic Advisor

BOARD MEMBERS

Board Chair **Riccardo Dale** Executive Director, Free All Minds. NON PROFIT

Board Mem. **Dr. Ali Houshmand** President, Rowan University.

Alt. Board Mem. **Dr. Penny McPherson-Myers** Alternate for Dr. Ali Houshmand

Board Mem. **Dr. James Coaxum** Professor, Rowan University.

Board Mem. **Robert Carr** Founder, Give Back.

Board Mem. **Seigha Omuso** Executive Director, The Opportunity League.

Welcoming 2 New Board Members

This year, we were honored to strengthen our governance and vision by welcoming two new board members whose leadership and insight will help guide F.A.M. into its next chapter:

Corporal Josiah Jenkins
U.S Army

Brian Kowalski, Esq.
Stockton University General Counsel

Their addition enhances our board's capacity to provide strategic oversight, community connection, and long-term sustainability.

YEAR AT GLANCE

Young men need safe, empowering spaces where they can grow into scholars, leaders, and healthy contributors to their communities. Free All Minds Academy provides this space through consistent mentorship, academic enrichment, mental wellness programming, athletics, and community leadership opportunities.

100%
College
Acceptance

F.A.M. Students Are:

- **Determined Scholars** – 100% of seniors graduated and received college acceptance letters.
- **Future Professionals** – 8 out of 15 graduating seniors gained employment this year.
- **Strong Leaders** – 100% Youth participated in service and leadership experiences that build character and accountability.
- **Physically Active & Disciplined** – Student-athletes trained, competed, and completed structured wellness development.
- **Mentally & Emotionally Equipped** – Youth engaged in healing-centered discussions and mental health awareness initiatives.



Our Mission

To empower young men, especially those facing systemic and socioeconomic barriers, to reach their full potential as confident leaders, scholars, and community change agents through mentorship, opportunity, and healing-centered development.

Scale & Reach

This year, Free All Minds Academy dramatically expanded our year-round academy and broadened our community reach through events, initiatives, and campaigns.

2025 Impact Highlights

- 70** **Students served** in our year-round academy (**up from 35** the previous year)
- 95%** Retention rate (students who entered and finished the year with us)
- 14** **Attended college,** **01** **Attended trade school**
- 2,000** **Youth served** through community events and initiatives
- 500,000+** **Individuals reached** through education + mental health social media campaigns
- 70+** **Meals shared together** through program gatherings and academy community meals

F.A.M. YEAR AROUND ACADEMY

Weekly Academy

The Weekly Academy remains the heartbeat of Free All Minds Academy's year-round wrap-around services. Through consistent weekly engagement, young men received academic support and tutoring, life skills and leadership development, mentorship and group discussions, and guidance on college and career readiness. This structure provided stability, accountability, and a sense of belonging for every participant.

Year-Round Wrap-Around Services (70 Young Men)

Free All Minds Academy provides comprehensive year-round wrap-around services supporting 70 young men, an increase from 35 the previous year, through a holistic model that addresses academic success, mental wellness, career readiness, and life stability. Our approach ensures youth are supported not only in the classroom, but also through the personal, emotional, and practical challenges that often impact long-term success.

Food Security & Nutrition Support (Sunday Meals + Grocery Assistance)

Food security is a vital part of Free All Minds Academy's wrap-around service model, as many of the young men and families we serve face barriers to consistent access to nutritious meals. To support stability and wellness, F.A.M. provides Sunday meals as a cornerstone of our weekly programming, creating a consistent space for nourishment, relationship-building, and community connection. When needed, we also offer additional grocery support to families and participants to reduce household strain and ensure youth can remain engaged in programming without the burden of food insecurity. This year, we are especially grateful to United States Cold Storage for their generous food donation, which strengthened our ability to meet basic needs, respond to emergencies, and ensure that every young man is supported.

Mentorship & Relationship-Based Support

At the core of our program is a strong mentorship framework, maintaining a

1:5 mentor-to-mentee relationship to ensure each young man receives consistent guidance, accountability, and individualized support. This relationship-based model allows mentors to build trust, reinforce positive development, and provide the personalized attention necessary for youth to thrive academically, socially, and emotionally.

Essential Supports & Stabilization

To reduce barriers and respond to immediate needs, Free All Minds Academy provides emergency supportive services for youth and families, transportation support to ensure consistent participation, and recreation and wellness opportunities that promote healthy development. These essential services help strengthen stability at home and in the community, ensuring youth have access to the resources needed to stay engaged, focused, and supported throughout the year.

Weekly Engagement & Skill Building

Young men are engaged weekly through structured programming that includes workshops and group activities focused on:

- Character development
- Career readiness and job preparation
- Stress management and emotional wellness
- Life skills and independent living preparation

This year, F.A.M. Academy programming took place at the Marjorie & Lewis Katz Clubhouse, located at 1725 Park Blvd, providing a safe, accessible, and youth-centered environment where young men could meet regularly, build community, and strengthen their personal and academic growth.

We extend sincere gratitude to The Ark and the Camden Charter Network for their partnership and generosity in helping make this program successful.

Their support allowed Free All Minds Academy to use this space and provided funding to help cover food, mentor stipends, and recreational resources, including game systems that promoted positive engagement, connection, and joy among youth in the clubhouse. Their investment strengthened our ability to provide consistent, high-quality wrap-around services and maintain a welcoming environment where young men could grow, connect, and thrive.



S2P WRAP AROUND ACADEMY

SCHOOL 2 PROSPERITY PIPELINE & ROWAN E3

School to Prosperity Pipeline (S2P)

Free All Minds Academy's School to Prosperity Pipeline (S2P) is designed to ensure young men enter postsecondary education and remain supported and successful beyond their second year, a critical milestone at which many students nationwide are most likely to disengage. S2P is a long-term investment in academic persistence, career success, and lifelong prosperity, providing young men with exposure and guidance.

Rowan University Exposure Visit — November 6, 2025

On November 6th, F.A.M. took 24 high school juniors and seniors to Rowan University for a campus experience. The visit provided students with direct exposure to campus life, academic programs, student supports, and the expectations of postsecondary success.

We extend heartfelt gratitude to Assistant Provost Dr. Sadler, the Chancellor, and the entire Rowan E3 Committee for their leadership, hospitality, and commitment to making the day a meaningful success for our young men.

Partnership Investment: Rowan University E3

Through our partnership with Rowan University E3, Rowan has committed \$40,000 toward the 2025–2026 academic calendar, including \$20,000 in scholarships to support F.A.M. young men as they pursue higher education. Together with Henry Rowan Foundation's support, this partnership reflects a powerful alignment of values and a shared belief that young men in our community deserve equitable access to opportunity and long-term success.

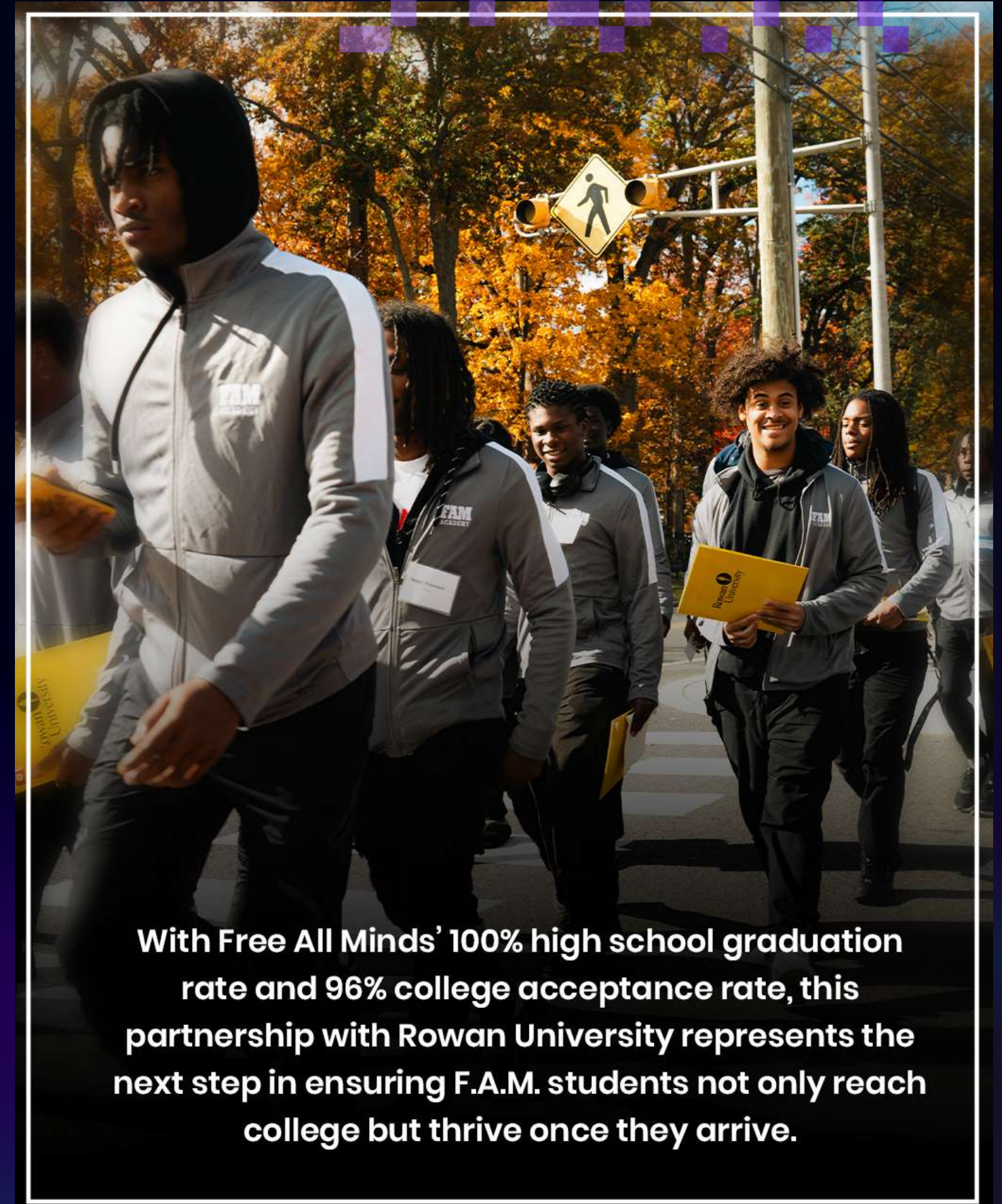


Postsecondary Success Outcomes

F.A.M. continues to see meaningful progress within our S2P pipeline: 6 alumni are currently beyond their second year of college.

2 first-year students are currently enrolled at Rowan University.

We are excited that Rowan University has joined our S2P Pipeline and remains committed to strengthening this life-changing initiative. With the Henry Rowan Foundation's long-standing support, we are building a pathway that moves young men from high school into college persistence and ultimately into careers, leadership, and prosperity.



With Free All Minds' 100% high school graduation rate and 96% college acceptance rate, this partnership with Rowan University represents the next step in ensuring F.A.M. students not only reach college but thrive once they arrive.



HEALTH & WELLNESS

Travel Basketball & Wellness Program

Free All Minds Academy's Travel Basketball & Wellness Program develops disciplined, healthy, and high-performing studentathletes through mentorship, character development, and whole-person wellness. The program combines elite competition with structured wellness supports that strengthen resilience, leadership, and long-term success.

Elite Competition & Exposure

F.A.M. was selected to compete in the Made Hoops Circuit, one of the premier youth travel basketball leagues in the nation, providing athletes with high-level competition, national exposure, and recruiting opportunities. This season, the Upperclassmen team finished 17-9, and the Lowerclassmen team finished 19-6. Teams completed three out-of-state trips, including two overnight trips to Baltimore, as well as additional travel across Pennsylvania, building maturity, accountability, and team cohesion.

College Pathways

Of 12 senior athletes, 6 received college basketball offers, reflecting our commitment to skill development, academic-athletic balance, and using sports as a pathway to higher education and prosperity.

Health & Wellness (Program-Wide Impact)

Health and wellness are core pillars of F.A.M.'s wrap-around model, supporting the full development of every young person we serve. This year, we provided consistent wellness opportunities to 150 youth across Camden & Burlington County through weekly open gyms, yoga classes, and structured recreation that encourages healthy routines, confidence, and positive peer connection. To reinforce wellness beyond physical activity, youth also benefited from healthy meals and nutrition-focused support that promotes better decision-making and stronger daily habits. During the summer, our Field Days brought participants together for outdoor games and team-building activities that strengthened community, reduced stress, and helped youth stay active in a fun and supportive environment.

MENTAL HEALTH YOUTH SUMMIT

Mental Health Awareness

Mental health remained a core focus of our work this year. The Young Men's Mental Health Youth Summit created a brave and affirming space for dialogue, healing, and education. Through panels, peer discussions, and community engagement, young men were encouraged to confront stigma, understand trauma, and prioritize emotional wellness.

Community Supporters & Event Partners

We extend special appreciation to Impact 13, Black Lives Matter, and U Good F.A.M. and Rowan Champ for their critical support of the Mental Health Youth Summit.

The summit brought together over 500 young men for a powerful, free community night centered on healing, expression, and joy. The evening featured:

- Open discussions on mental health and trauma
- A high-energy dance battle with cash prizes
- Giveaways
- Free food for all attendees
- Concert performance by national recording artist G Herbo

This landmark event demonstrated the power of collaboration in creating safe, culturally relevant spaces where young men can connect, express themselves, and prioritize their mental wellness. Together with our partners, we transformed mental health awareness into an experience that was accessible, engaging, and impactful for the entire community.



CAREER READINESS

Free All Minds Academy's Career Readiness & Employment Program equips young men with the skills, confidence, and preparation needed to transition successfully from school into meaningful employment and long-term career pathways. Through workshops, coaching, and hands-on support, youth develop professional habits and tools that strengthen stability, independence, and future success.

Participants engaged in career exploration and goal setting while building practical workforce skills such as resume writing, job applications, interview preparation, workplace communication, and professionalism. Programming also included life skills and financial literacy to help youth manage responsibilities, plan for adulthood, and make strong decisions beyond graduation.

This year, 8 out of 15 graduating seniors gained employment, reflecting the impact of consistent workforce preparation and individualized support.

American Water Awards \$25,000

American Water awarded Free All Minds Academy \$25,000 to strengthen and expand career readiness programming. This investment supported career workshops, coaching, participant resources, and essential supports, including transportation and work-readiness tools, ensuring young men can access opportunities without barriers.

Career readiness remains a critical part of F.A.M.'s wrap-around model, helping young men graduate with both education and a clear pathway toward prosperity.



STUDENT SPOTLIGHT

This year's student spotlight celebrates the resilience and growth of our scholars. From overcoming personal obstacles to achieving academic milestones, F.A.M. students exemplified determination, leadership, and purpose. Their stories remind us why this work matters.

F.A.M. Alumni **Tajir Clark** graduated from Rowan College of South Jersey

Student of the year **Rameji Conway**

Conway began attending our program during a period of homelessness after missing more than 60 days of school, which ultimately led him to drop out. Through his determination and the consistent support of his mentors, he re-enrolled in high school, graduated, and is expecting to attend Rowan College of South Jersey this January.

F.A.M. helped me see I was more than my environment. I knew I could do more. I just felt stuck for so long. F.A.M. gave me direction. Not easy being in Camden without a father in your life and a mother facing her own battles. F.A.M. is a home for me.

Rameji Conway

I started F.A.M. in 8th grade. I originally only came because my friend said it would be fun, but it was more than that. It was a place I felt safe. The first time I felt this way. I was exposed to numerous career fields and became the first in my family to attend college, and I'm currently attending Holy Family University on an Academic scholarship. Never imagine being here!

Carlos Mendez

Being the first person in my family born in the US, it was hard to navigate life without much guidance due to my family's limited knowledge on education, finances, and careers. F.A.M. helped me navigate this space during this difficult time and walked with me every step of the way. I am proud to say I am currently attending Temple University on an academic scholarship.

Amaita Sacko



**Rameji
Conway**



**Carlos
Mendez**



**Amaita
Sacko**

ORGANIZATIONAL GROWTH

This year marked a significant period of growth and strengthening for Free All Minds Academy (F.A.M.) as we expanded our internal capacity, improved program infrastructure, and increased the scale of services delivered to young men across Camden County—these strategic improvements position F.A.M. for greater sustainability, stronger program quality, and more profound long-term impact.

Strengthening Our Team

To support organizational growth and build stronger systems, F.A.M. added two full-time staff positions this year: an Office Manager and a Director of Finance & Operations. These roles strengthened administrative efficiency, financial stewardship, and program coordination, ensuring that F.A.M. continues to operate with strong accountability and excellence.

Investing in Mentorship

A significant milestone in our growth was the transition of our mentor workforce from volunteer-based support to a fully compensated model. This year, mentors went from volunteers to paid positions, reinforcing our commitment to consistent, high-quality, relationship-based support. This shift reflects our belief that mentorship is essential work and deserves sustainable investment.

Program Expansion & New Roles

To support increased enrollment and deeper youth engagement, F.A.M. expanded key program roles, including adding a Program Coordinator, Academic Advisor, and Mentor Coordinator. These positions enhanced our ability to provide structured wrap-around services, strengthen academic oversight, and ensure youth receive consistent guidance and individualized support.

Increased Fundraising & Sustainability

This year, F.A.M. raised over \$800,000, exceeding the previous year and demonstrating growing confidence from funders, partners, and community supporters. This growth strengthens our ability to maintain high-quality programming while expanding opportunities for youth year over year.

Community Engagement & Visibility

F.A.M. significantly expanded its community presence this year through direct engagement and public awareness efforts. Our team engaged over 500 participants across Camden City schools, reinforcing our role as a trusted youth development partner in the community. We also launched a public awareness social media campaign focused on education and mental wellness that generated over 500,000 insights, expanding visibility and strengthening community connection across local and regional audiences.

Regional Recognition

This year, Free All Minds Academy was selected as a finalist among three organizations for the Invest Fest, and we presented our academy model to an audience of over 20,000 people. This recognition reflects growing interest in F.A.M.'s wrap-around approach and highlights the strong potential for continued growth and investment.

Partnership Growth

F.A.M. also expanded key partnerships, strengthening programming, access, and opportunity. Notable partnerships included Rowan University and the Camden County Police Department, reflecting our commitment to building collaborative systems of support for young men and families.

Growth in Participation

As a result of these strategic investments, Free All Minds Academy expanded services from 35 youth participants in the previous year to 70 participants this year, demonstrating significant organizational growth and increased community demand for our yearround academy model.

FINANCIAL SNAPSHOT

January 1 – December 28, 2025 (Accrual Basis)

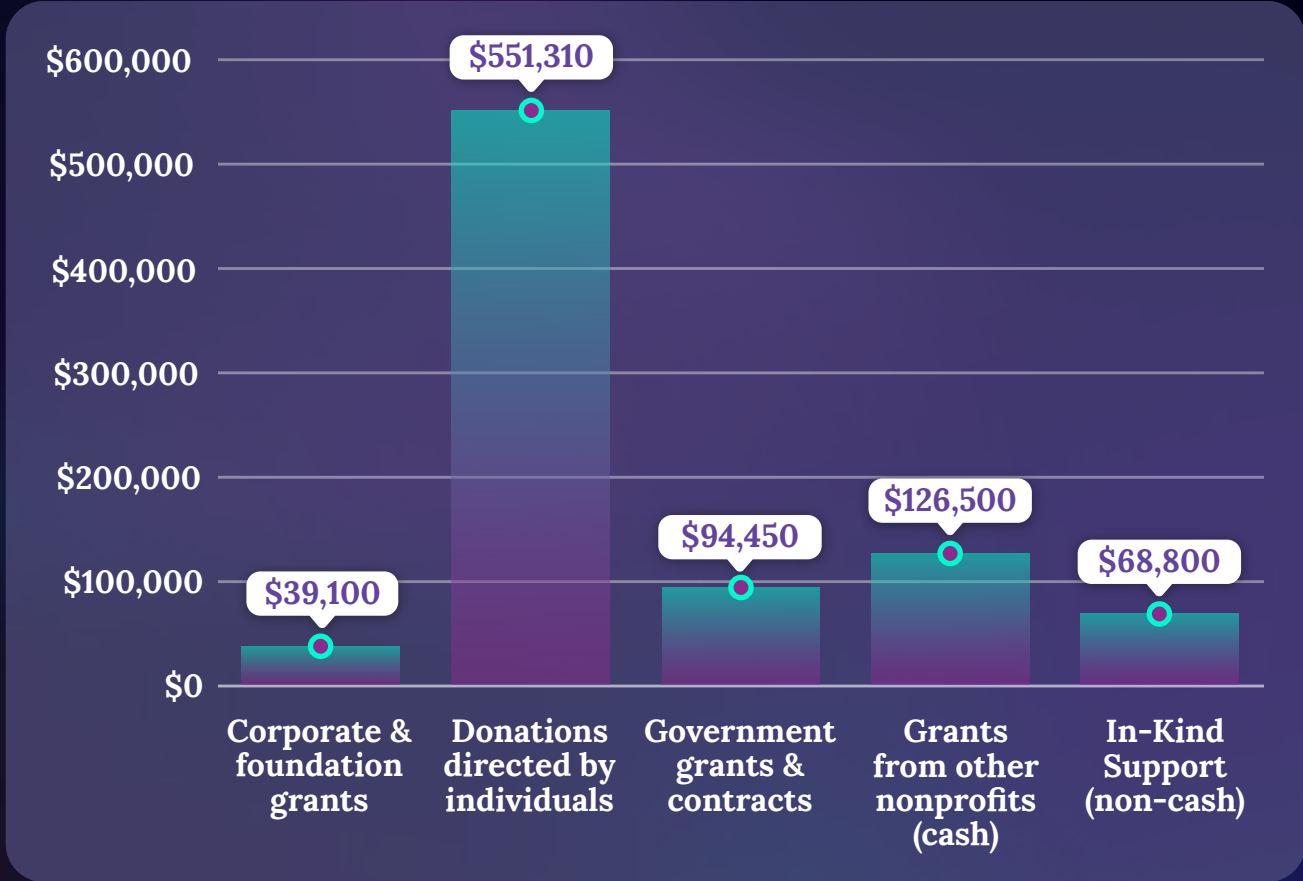
Free All Minds Academy is committed to transparency, strong stewardship, and mission-aligned spending. This snapshot reflects total income, total expenses, and the value of in-kind contributions supporting youth development, wrap-around services, and community impact.

Total Income (Revenue) — \$881,098

INCOME BREAKDOWN

Contributed Income (Total) (includes in-kind)	\$880,160
Program Revenue (Sales)	\$829
Interest Earned	\$108

Contributed Income Detail — \$880,160

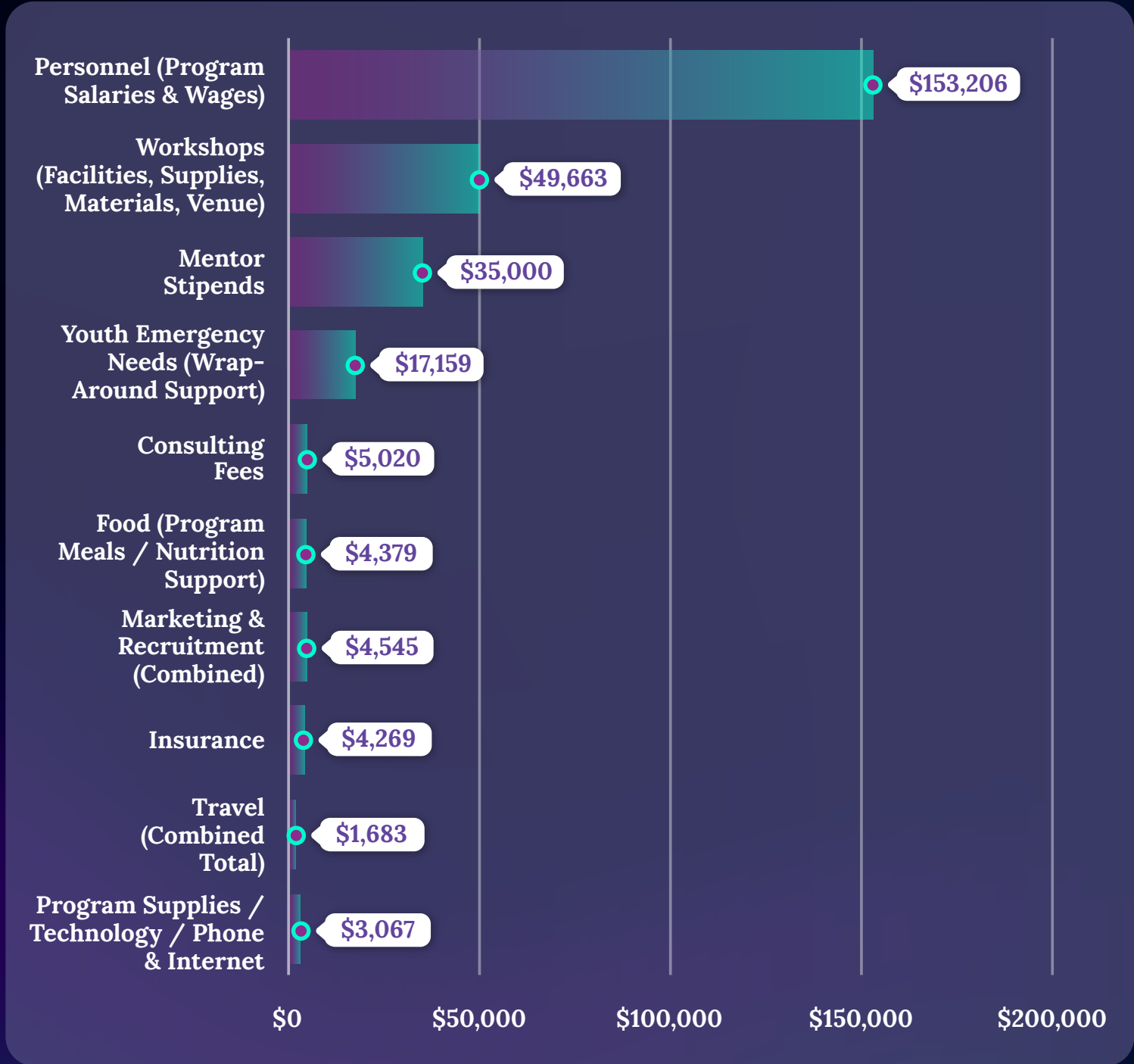


Total Expenses — \$279,496

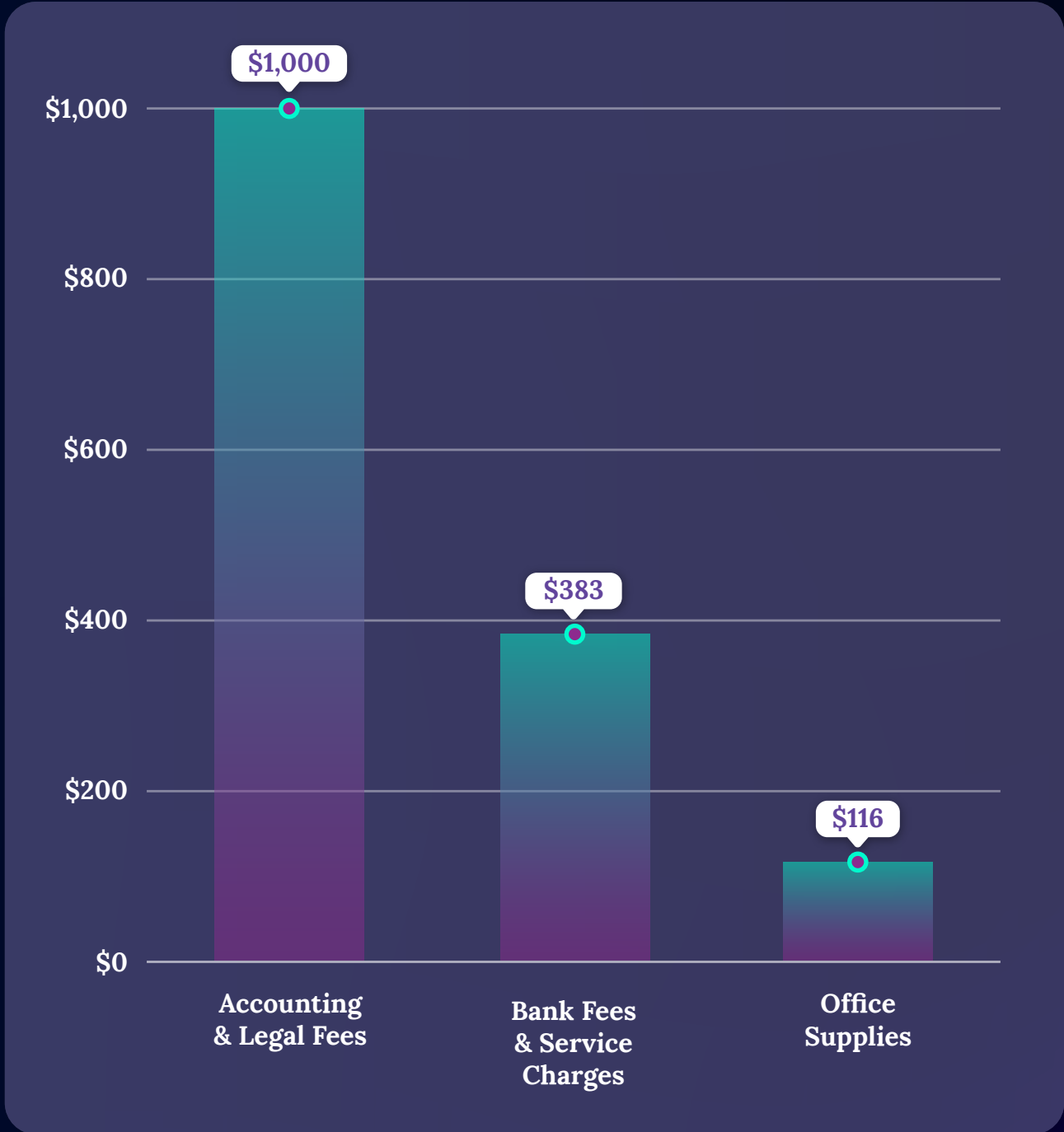
EXPENSES BREAKDOWN

Direct Program Expenses	\$277,996 (~99.5%)
Administrative / Indirect Expenses	\$1,500 (~0.5%)

Direct Program Expenses — \$277,996



Administrative / Indirect Expenses — \$1,500

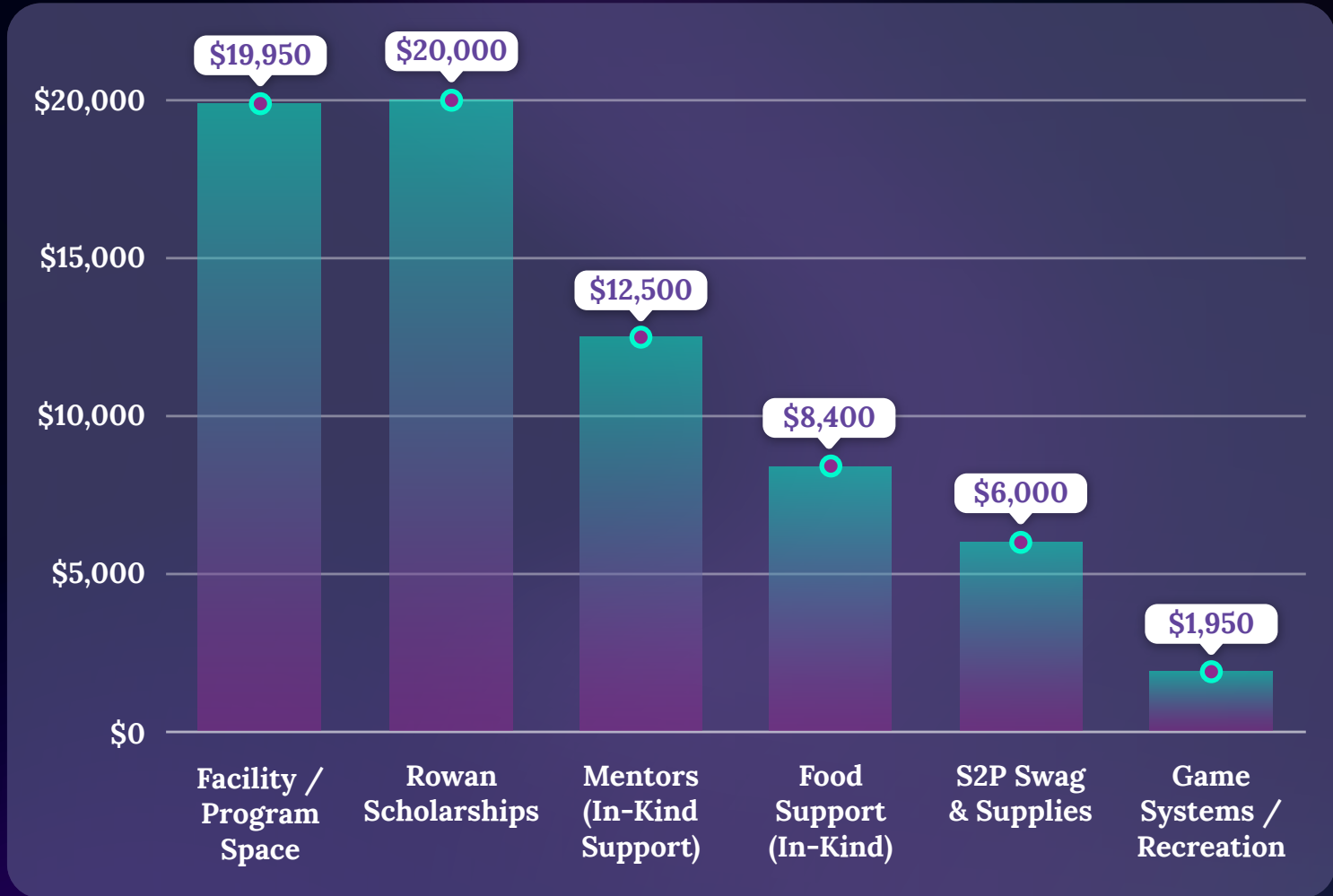


Total Expenses — \$279,496

(Total Income \$881,098 - Total Expenses \$279,496)

In-Kind Support (Non-Cash Contributions) — \$68,800

(Included within Contributed Income; shown separately for transparency.)



Stewardship Statement

F.A.M. prioritizes direct youth impact by investing nearly all expenses into programming, mentorship, and wrap-around supports while keeping administrative costs minimal and leveraging community partnerships to expand services.

HENRY ROWAN FOUNDATION

Thank You For Your Support

Free All Minds Academy is deeply grateful to the Henry Rowan Foundation for its continued belief in our mission and its long-standing investment in the success of young men in Camden and Burlington County. Over the past five years, the Foundation has contributed \$185,000, strengthening our capacity to guide youth toward higher education, long-term opportunity, and lasting stability. This support has been more than financial it has represented trust in our vision and confidence in the potential of the young people we serve.

This year, the Henry Rowan Foundation made a particularly meaningful impact through a \$75,000 gift in support of our School to Prosperity (S2P) Pipeline. At a critical moment, this investment filled a necessary funding gap and ensured that the Rowan E3 School to Prosperity Pipeline was fully resourced and positioned for success. This support, provided young men access to postsecondary pathways, receive consistent guidance, and benefit from the academic and personal supports needed to persist beyond their second year an essential milestone for long-term success.

The Henry Rowan Foundation's commitment reflects a deep understanding that opportunity is built through sustained investment, partnership, and care. We are profoundly thankful for their leadership, generosity, and continued partnership, which have helped make the promise of education and prosperity more accessible for the young men and families we serve.

“Education is still the most important means of changing a person's life...”

Henry Rowan

Thank You To Henry Rowan Foundation !

RIC & JEAN EDELMAN

Awarded \$500,000

In February 2025, Free All Minds received a transformational \$500,000 philanthropic investment from Ric & Jean Edelman, marking the organization's largest individual donation to date. This extraordinary gift strengthens Free All Minds' mission to ensure that young people, particularly those from under-resourced communities, have access to mentorship, guidance, and transformative opportunities that prepare them for success in school, life, and career.

Since 2020, the Edelmans have donated more than \$730,000 to Free All Minds Academy, helping improve the lives of dozens of young people through consistent mentorship, academic support, and leadership development.

This unprecedented contribution underscores the critical role of mentorship, youth development, and community-based solutions in building stronger families, neighborhoods, and society.

“Mentorship is a vital part of preparing young people for life beyond the classroom,” said a Free All Minds spokesperson. “Through meaningful relationships, mentorship helps cultivate essential life skills, social-emotional growth, postsecondary readiness, and a deep sense of belonging and purpose. While no single person or organization can do this work alone, one individual, through vision and generosity, can create lasting, life-changing impact.”

The Edelmans' belief in Free All Minds serves as a powerful affirmation of the organization's approach and proven impact. Their investment acts as a catalyst for expanding innovative programming, deepening mentorship opportunities, and reaching more young people at critical moments in their lives.

This historic gift reflects strong confidence in the collective work of Free All Minds' mentors, staff, board members, volunteers, and community partners who remain committed to uplifting young people through consistent guidance, accountability, and care.

Free All Minds hopes that the generosity and leadership demonstrated by Ric & Jean Edelman will inspire others to invest in the power of mentorship and community-driven change, helping to grow the village of supporters necessary to positively impact young lives for generations to come.



OUR SPONSORS

Thank you to our partners who make the Free All Minds Academy possible.

Legacy Sponsors

\$100,000–\$1,000,000

Ric and Jean Edelman

Champion Sponsors

\$25,000–\$99,999

Henry Rowan Foundation
CPAC
American Water

Impact Sponsors

\$10,000–\$24,999

Impact 13
Rowan University
Camden Education Fund
76ers
O.F.B.I.
BLM Global

Community Sponsors

\$2,500–\$9,999

Cold Storage
David Heinemann

Supporting Sponsors

\$1,000–\$2,499

Wawa
WSFS Bank
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endowment fund

Friends of Free All Minds

Under \$1,000

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FAM

ACADEMY

Free All Minds Academy, preparing young men for life after high school academically, professionally, and emotionally.

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