

MANDO

YOUTH DEVELOPMENT GROUP



M ENTORS
A GAINST
N EGATIVE
D ECISIONS
O UTREACH

CREATED

2024

S G G R

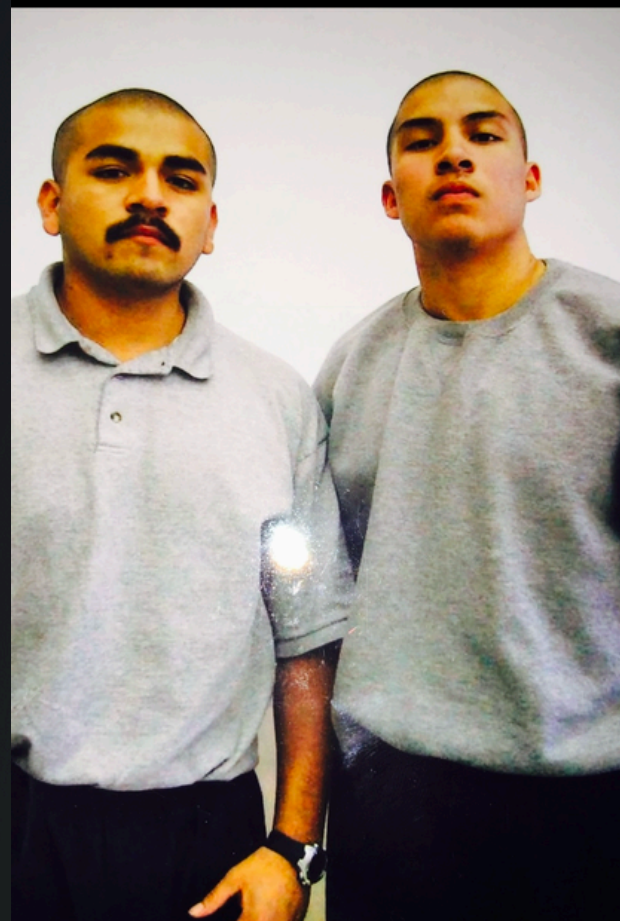
STRENGTH GRIT GROWTH RESILIENCY

PREVENTION, INTERVENTION AND RE-ENTRY PROGRAM

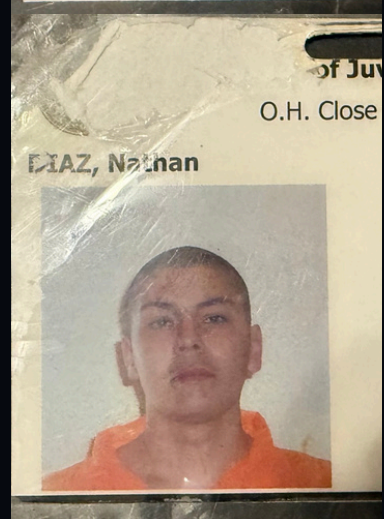
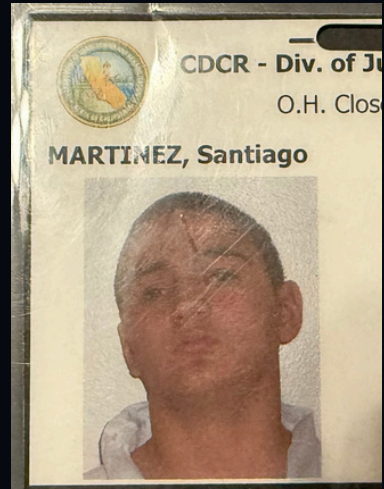
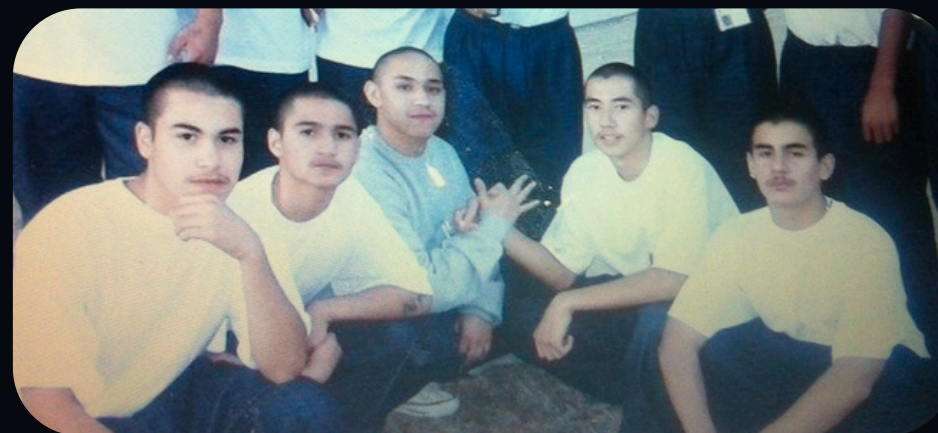
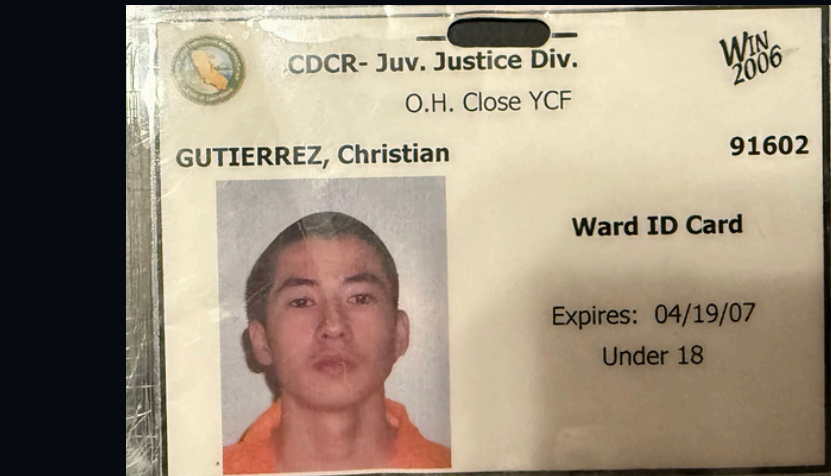
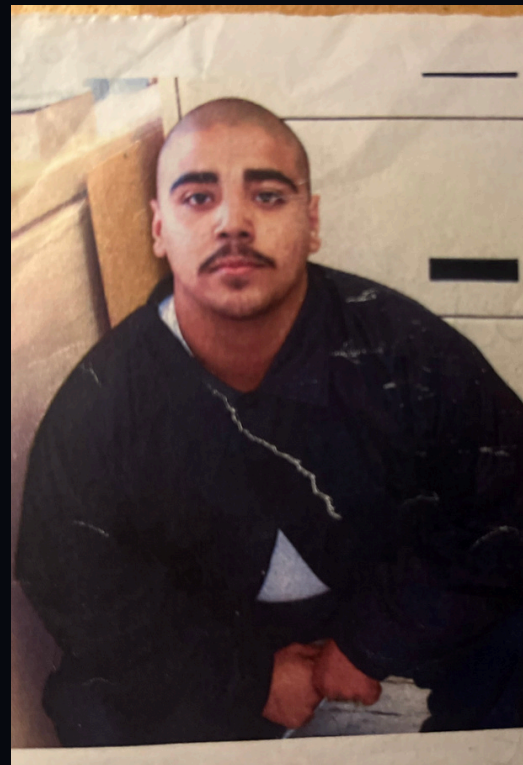
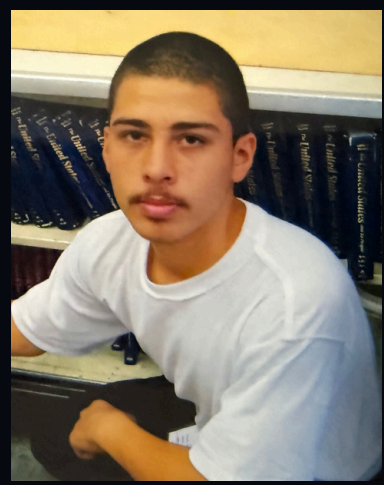
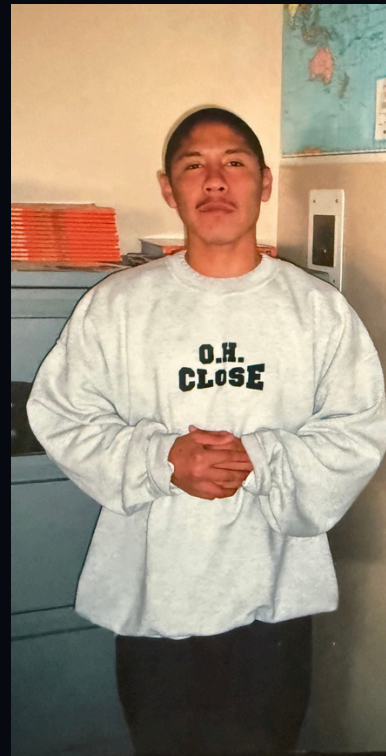


From lost to founders

Our lived experiences make us credible messengers.



WHAT'S AT STAKE



40+ YEARS OF CYA CONFINEMENT ALTOGETHER

FATHERS

LOW
VOLTAGE

CHEF

P.A



RAD-TECH

NURSE

COMMUNITY
LEADERS

MACHINIST

STORIES OF HOPE

VENTURA COUNTY

YOUTH GANG RATES

HISTORICAL TRENDS:

- 4% OF VENTURA COUNTY 11TH-GRADE STUDENTS REPORTED GANG MEMBERSHIP DURING 2017-2019, DOWN FROM 6% IN 2015-2017.
- THIS DECLINE SUGGESTS PROGRESS BUT HIGHLIGHTS THE CONTINUED PRESENCE OF GANG INFLUENCE AMONG YOUTH.



CALL TO ACTION:

- REDUCING YOUTH GANG INVOLVEMENT REQUIRES COMPREHENSIVE STRATEGIES THAT STRENGTHEN FAMILIES, SCHOOLS, AND COMMUNITIES BY ADDRESSING THE PSYCHOLOGICAL, SOCIAL, PHYSICAL, AND ECONOMIC NEEDS OF YOUNG PEOPLE.
- RECOMMENDED PARTNERSHIPS:
- ENGAGE WITH LOCAL LAW ENFORCEMENT AND ORGANIZATIONS LIKE THE VENTURA COUNTY PROBATION AGENCY FOR UP-TO-DATE DATA AND COLLABORATIVE INTERVENTION EFFORTS.

ONE IS TOO MANY!

M.A.N.D.O

MISSION STATEMENT

“OUR MISSION IS TO EMPOWER AT-RISK YOUTH BY FOSTERING SAFE, SUPPORTIVE ENVIRONMENTS THAT INSPIRE HOPE, RESILIENCE, AND POSITIVE GROWTH.

AT THE HEART OF OUR WORK IS MENTORSHIP, PROVIDING GUIDANCE AND INSPIRATION TO HELP THE YOUTH FIND BELIEF IN THEMSELVES TO NAVIGATE LIFE’S CHALLENGES.

THROUGH PREVENTATIVE PROGRAMS, WE EQUIP YOUTH WITH TOOLS RAISING GANG AWARENESS, COMBATING SUBSTANCE ABUSE, AND BUILDING STRONG COMMUNITY PARTNERSHIP.

TOGETHER, WE ARE CREATING BRIGHTER FUTURES, STRONGER CONNECTIONS, AND SAFER COMMUNITIES.”

OUR TEAM



MARCOS AVILES
Executive Director



FELIX GAMEZ
CO-Executive Director



DOHEEN PRATT
Director of Athletic Activities



DANIEL RAMIREZ
Director of Personal Care



JOSE GUZMAN
Youth Mentor



DILLAN ALVAREZ
Board Member
VCSO



MIKE LOTH
Board Member
VCSO



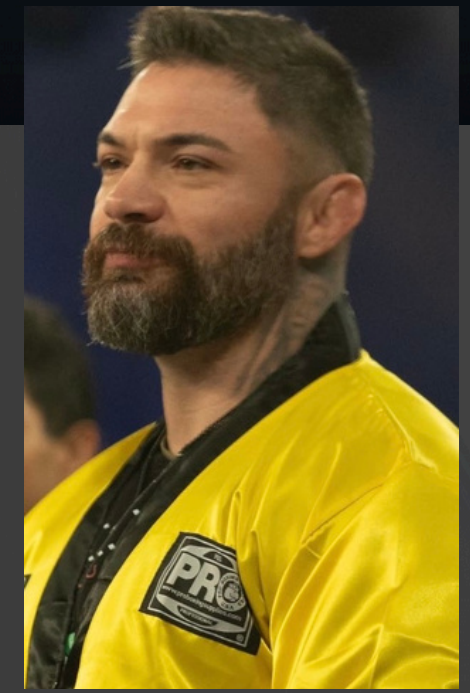
AMANDA PENAGOS
Treasurer/Strategic Planning



JOEY LOPEZ
Board Member
and Data Analytics



ALEX BUENROSTRO
Community Outreach
Director of Educational Services



THOR SKANCKE
Board Member and Boxing
Program Director

MANDO YOUTH DEVELOPMENT GROUP

WHAT WE ARE DOING

WHO WE ARE TRYING TO REACH

- YOUTH 11-24 YEARS OF AGE
- YOUTH IN UNDERSERVED COMMUNITIES
- DETENTION CENTERS
- SCHOOL DISTRICT REFERRALS
- PROBATION REFERRALS
- LAW ENFORCEMENT REFERRALS
- FOSTER CARE



CREATING CHANGE AT A PIVOTAL MOMENT

OUR PROGRAMS

YOUTH CENTER

GUEST SPEAKERS

MENTORSHIP

MUSIC, ART AND OTHER ACTIVITIES

FREE MEALS

PARENT PROGRAM

ATHLETICS

FREE BOXING MEMBERSHIP AT PUGILIST GYM

OUTDOOR SPORTS AND RECREATION ACTIVITIES

PERSONAL CARE

CATCHIN FADEZ

FEMALE SELF CARE

MONTHLY FREE HAIRCUTS FOR YOUTH

DETENTION CENTER

MENTORSHIP FOR YOUTH

ACTION PLANS CREATED FOR RELEASE

ACTION PLANS CONTINUED UPON RELEASE

COMMUNITY

COMMUNITY ENGAGEMENT EVENTS QUARTERLY

G.A.P PARTNERSHIPS WITH LOCAL AND COUNTY AGENCIES. CVUSD, VCPA, VCSO, CRPD, SAFE PASSAGE, BREAKTHROUGH, AND THE DA'S OFFICE

EDUCATION

COLLEGE AND TRADE SCHOOL CAMPUS TOURS

FNANCIAL LITERACY COURSES BY PREMIER AMER BANK

COLLEGE READINESS ADVISEMENT

SUBSTANCE ABUSE AND GANG AWARENESS

CAREER PLANNING AND PLACEMENT (AGE DEPENDANT)

BUILD SELF WORTH AND PURPOSE

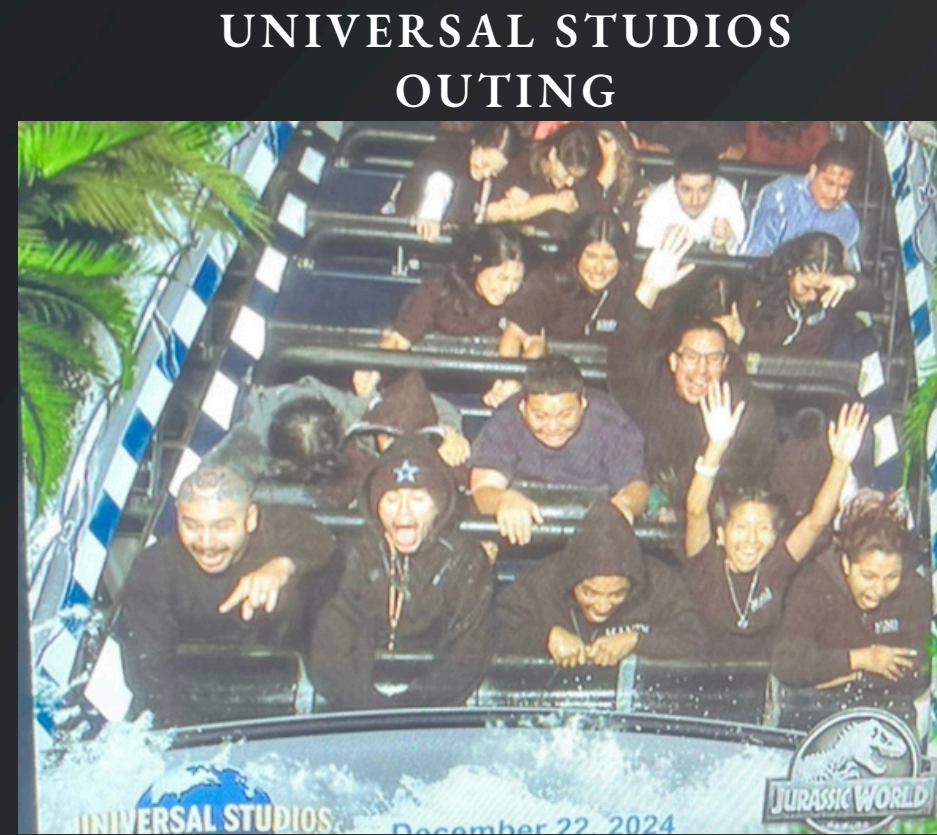
CATCHIN FADEZ
BARBERSHOP PROGRAM



COMMUNITY COLLABORATIONS



PINS BOWLING OUTING



UNIVERSAL STUDIOS
OUTING

ACTIVITIES AND PROGRAMS AT A GLANCE



NPBS GUEST SPEAKING 60+
STUDENTS

FINANCIAL LITERACY COURSE
WITH PREMIER AMERICA BANK



GRAFITTI ART THERAPY



BUILDING BRIDGES
UNITY IN THE COMMUNITY

TESTIMONIAL

“THEY PUSHED
ME TO BE THE
BEST OF MYSELF.”



“BEING IN
MANDO NOT
ONLY HELPED
ME BREAK A
LOT OF BAD
HABITS, BUT IT
GAVE ME A
SECOND
FAMILY AND A
PLACE TO CALL
HOME ”

MANDO YOUTH DEVELOPMENT GROUP

YOUR GRANT
WILL BUILD
ON A SOLID
FOUNDATION!

INTAKE PROCESS

INTRODUCTION
AND INITIAL
ASSESSMENT

1

LOG THE YOUTH'S **NEEDS, GOALS, AND CHALLENGES.**

ORIENTATION
AND GOAL
SETTING

2

CO-CREATE AN INDIVIDUALIZED
SERVICE PLAN (**ISP**)

SKILLS
DEVELOPMENT
AND
ENGAGEMENT

3

FOSTER ACTIVE **PARTICIPATION**
IN MANDO'S STRUCTURED
ACTIVITIES.

INTEGRATION
AND ONGOING
SUPPORT

4

MEASURE PROGRESS AS YOUTH
ENGAGE IN THE PROGRAMMING.
REVISIT INITIAL (ISP)



MEASURABLES

FACILITY UTILIZATION & ENGAGEMENT TRACKING:

TO MEASURE HOW EFFECTIVELY THE FACILITY SERVES ITS PURPOSE, MANDO WILL MAINTAIN SIGN-IN LOGS AND ATTENDANCE RECORDS, TRACKING THE FREQUENCY OF VISITS AND PARTICIPATION LEVELS. THIS WILL HELP ASSESS OVERALL ENGAGEMENT AND IDENTIFY TRENDS IN GENERAL PROGRAM USAGE.

INDIVIDUAL DEVELOPMENT & PROGRAM EFFECTIVENESS:

YOUTH PROGRESS WILL BE MEASURED USING PRE- AND POST-QUARTERLY SURVEYS EVALUATING ACCESS TO RESOURCES, SKILL DEVELOPMENT, AND PERSONAL GROWTH. GOAL-SETTING REPORTS WILL HELP TRACK INDIVIDUAL MILESTONES, SUCH AS EDUCATIONAL ACHIEVEMENTS, WORK FORCE READINESS, OR PARTICIPATION IN LEADERSHIP ACTIVITIES.

DELIVERABLES

CURRENT PREVENTATIVE PROGRAM

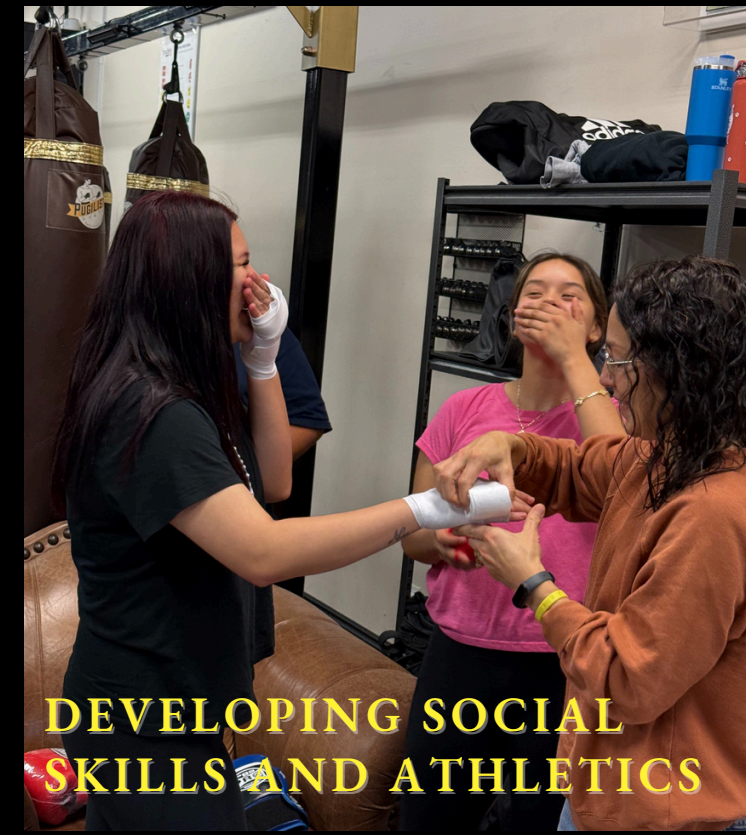
- INCREASED SELF CONFIDENCE AND FUTURE ASPIRATIONS
- INCREASED YOUTH IN WORKFORCE

VCSD, VCPA

- REDUCE RECIDIVISM RATE
- YOUTH REMAIN FREE IN THE COMMUNITY AFTER ATTENDING AND PARTICIPATING IN PROGRAM
- INCREASED POSITIVE INTERACTIONS WITH LAW ENFORCEMENT

EDUCATION

- IMPROVEMENT IN GRADES - % OF YOUTH ACADEMIC INCREASING
- ATTENDANCE- % INCREASING
- SOCIAL DEVELOPMENT- DECREASE IN DISCIPLINARY ACTIONS (SUSPENSIONS, EXPULSIONS)



DEVELOPING SOCIAL SKILLS AND ATHLETICS



TRADE WORK SHOPS

THESE PROGRAMS HIGHLIGHT THE IMPORTANCE OF USING COMPREHENSIVE, REAL TIME METRICS TO TRACK SUCCESS.

RESPONDING TO A GROWING DEMAND

INCREASED DEMAND

SCHOOL DISTRICT REFERRALS

PROBATION REFERRALS

WALK INS

OTHER ORGANIZATION
REFERRALS

LAW ENFORCEMENT

POST RELEASE FROM VCJJF

INCREASED SERVICES

MORE YOUTH

MORE EVENTS

MORE SERVICES

MORE VOLUNTEERS

INCREASED STAFFING

STAFFING FOR MORE ROBUST
CASE MANAGEMENT

TRAINING FOR STAFFING

PROGRAM MANAGEMENT

DEVELOPING PARTNERSHIPS

FUNDRAISING

DATA ANALYTICS

**GRANT FUNDING
ENABLES GROWTH AND
IMPACT**

2011 ANNUAL COST TO HOUSE
ONE YOUTH AT A DETENTION
CENTER IN VENTURA COUNTY
WAS A STAGGERING \$224,712.00 .

**CREATING A SUSTAINABLE PROCESS IS
INTEGRAL AND COUNTY COST EFFECTIVE**

BUDGET FOR OPERATIONAL CAPACITY

Personnel

Full time Executive Director (\$7,200.00 X 12 months, 1,920 Hours per year, \$6,000 for benefits)
Responsible for project oversight of staff, deliverables, project evaluation, program compliance, relationships with collaborative partners, mentorship, community outreach, intern supervision, and exploration of opportunities expansion coordination.

\$92,400.00

Part time Operations Manager and Assistant community outreach (1,200 hours per year, \$3,000 per month)
Responsible for oversight, youth and family intake, follow up & continuous engagement, assistance with community outreach and recruitment.

\$36,000.00

Part time Operations Manager and Assistant community outreach (1,200 hours per year, \$2,466 per month)
Responsible for day to day program activities and engaging with youth and families including coordinating facility use and activities during business hours.

\$29,600.00

Operational Needs

Facilities
Facility utilities, Insurance, internet, licences, software

\$18,000.00

Outreach
Travel, advertising/marketing, printing and administrative cost

\$12,000.00

Outsourced Services
Grant tracking and reporting, Book keeper/Accountant/Taxes

\$11,000.00

*We will provide funding for direct program cost through grants, donations and other fundraising efforts

Total **\$199,000.00**

MANDO TIMELINE

LATE 2023

Join GAP known at the time as GOAT, Gang activity is high amongst few. violent crimes are frequent.

As mentors we host our first MANDO potluck signaling the start of our Friday programs.

EARLY 2023

Speaking at events to parents, about gang awareness and negative influence

MID 2024

48+ youth program nights conducted.
3+ community events conducted.
various guest speaking events held throughout CVUSD.
300+ Youth served through outreach and program

services

EARLY 2024

Through the support and sponsorships of Safe passage and The Social justice fund VC we filed and acquired our 501-c3 status

LATE 2024

Community conscience Approval given for the acquisition of a larger space, giving MANDO its first official headquarters and program site for youth to receive services (Pending Renovations)

PRESENT

Building on collaborative efforts.
Seeking Contract with VCPA.
Expanding Referral systems.

MID 2025

Seek partnership with school districts to expand mentorship to in school services.

FUTURE

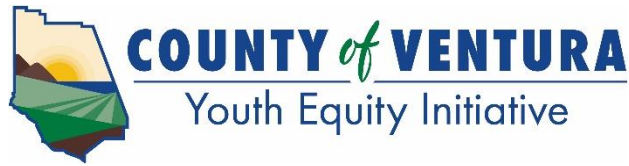
Expand to diversion program, allowing for an alternative to incarceration.

COMMUNITY PARTNERS AND SPONSORS



SAFE PASSAGE YOUTH FOUNDATION





[04/04/2025]

Re: Application MANDO Youth Development Group to Receive JJCC Funding
(Strength, Grit, Growth, and Resiliency Program)

To the Juvenile Justice Coordinating Council,

On behalf of MANDO Youth Development Group, we are pleased to write a letter of support for consideration of funding for their Strength, Grit, Growth, and Resiliency Program.

For many years, there has been a need for credible messenger and mentor programming for youth both in and outside of the Juvenile Facility. In the city of Newbury Park, we have gathered data marking a significant lack of resources for historically marginalized youth, as well as a significant risk of victimization via gang violence.

The mission of the Youth Equity Initiative is to center youth voice, build capacity among community-based organizations, and connect collaborative efforts in serving historically minoritized youth in the County of Ventura. In all aspects, the staff of the MANDO Youth Development Group demonstrate outstanding commitment to these core values in their service to our community.

The MANDO Youth Development Group has been a proactive partner of Youth Equity Initiative efforts: utilizing consultation services, fostering communication of partner resources, and expanding their engagement capacity. From their initial mentorship work within the juvenile facility itself, to the community events, youth field trips, and dedicated workshops featuring local leaders and mentors, the MANDO Youth Development Group has worked to construct a network of credible messengers and youth-oriented support programming.

MANDO's expansion into career/vocational planning, sports/fitness activities, mental health counseling, family education, and anti-gang violence endeavors highlights the receptive accomplishments of their staff to respond to youth needs, all while centering youth empowerment.

The Youth Equity Initiative supports the financial and logistical bolstering of the efforts of the MANDO Youth Development Group. We look forward to continuing our collaboration with MANDO Youth Development Group and their community partners to provide aid for this much needed resource.

Sincerely,

Kate English, County of Ventura Youth Equity Manager
Lucas Saucedo, County of Ventura Youth Equity Coordinator



Michael Teasdale
Chair, Social Justice Fund for Ventura County
michael.teasdale1@gmail.com
March 30, 2025

To Whom It May Concern,

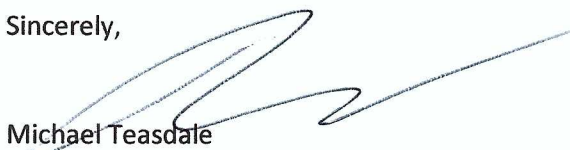
I am honored to provide this letter of reference for MANDO, led by Marcos Aviles, Felix Gomez, and Doheen Pratt. MANDO is an organization that embodies the power of mentorship and community transformation, by providing role models and coaching to at-risk youth. Through their commitment and lived experience, MANDO serves as a beacon of hope for young individuals seeking guidance and a path toward success.

The dedicated mentors at MANDO are more than just role models; they are credible messengers who understand the challenges faced by at-risk youth. By fostering trust, offering real-world wisdom, and demonstrating unwavering support, they break down the barriers of a negative lifestyle and create the hope of a more fulfilling and productive life. Their personal stories give them credibility that allows them to connect with the youth they are working with.

In my personal experience with Marcos, Doheen and Felix as Chair of the Social Justice Fund, which provided a grant to MANDO, I have been struck by their passion, dedication and willingness to sacrifice time, energy and personal money for the mission of MANDO. They combine this commitment with judicious management the funds of their grant.

I wholeheartedly support and endorse MANDO, Marcos Aviles, and Felix Gomez in their mission. Their work is invaluable to the community, and I have no doubt that their impact will continue to inspire and uplift countless lives. Please do not hesitate to contact me if you require further information.

Sincerely,



Michael Teasdale
Chair, Social Justice Fund for Ventura County
Trustee, Ventura County Board of Education
Director at Large, California School Board Asso.
Former Senior Director, Strategy and Operational Excellence, Baxter Bioscience

PO Box 1271
Camarillo, CA 93012
Socialjusticefundvc@gmail.com



March 31, 2025

Subject: Letter of Support for Mentors Against Negative Decisions and Outcomes (MANDO) – Probation Contract Application

Dear Members of the Full Committee on Probation Contracts,

I am writing to express my strong support for Mentors Against Negative Decisions and Outcomes (MANDO) as they seek to secure the probation contract with the Oxnard Juvenile Courthouse. MANDO has demonstrated a steadfast commitment to mentoring at-risk youth in Thousand Oaks and surrounding communities, providing guidance and support that lead to transformative outcomes.

As a nonprofit leader myself—one who works directly with at-risk youth to intervene, prevent, and divert them from entering or re-entering the juvenile justice system—I can speak from experience about the immense value organizations like MANDO bring to this space. I have seen firsthand the importance of passion, consistent execution, and deep compassion when working with vulnerable youth. MANDO exemplifies all three. Their program model is not only responsive to the needs of the young people they serve, but also thoughtfully designed to build trust, accountability, and long-term success.

MANDO's evidence-based mentoring programs align directly with the goals of the Ventura County Probation Agency by focusing on rehabilitation, resiliency, and successful reintegration. Their work stands out in how it centers human dignity while providing structured support to youth navigating complex life circumstances.

By partnering with MANDO, the Oxnard Juvenile Courthouse would enhance its ability to deliver community-based, culturally relevant, and trauma-informed services—exactly the kind of interventions that change lives and strengthen our communities.

I wholeheartedly endorse MANDO for this contract and am confident that their involvement will contribute significantly to the rehabilitation and long-term success of the youth we all seek to serve.

Sincerely,

Brandie McAdams

Executive Director, R.M. Pyles Boys Camp

brandie@pylescamp.com

580-747-4781

1707 CALLE DIAMONTE
NEWBURY PARK CA
91320

M.A.N.D.O

FRIDAYS
5:30-8:30PM

***A STRONG SUPPORT SYSTEM CAN
MAKE ALL THE DIFFERENCE IN THE
SUCCESS OF TODAY'S YOUTH.***

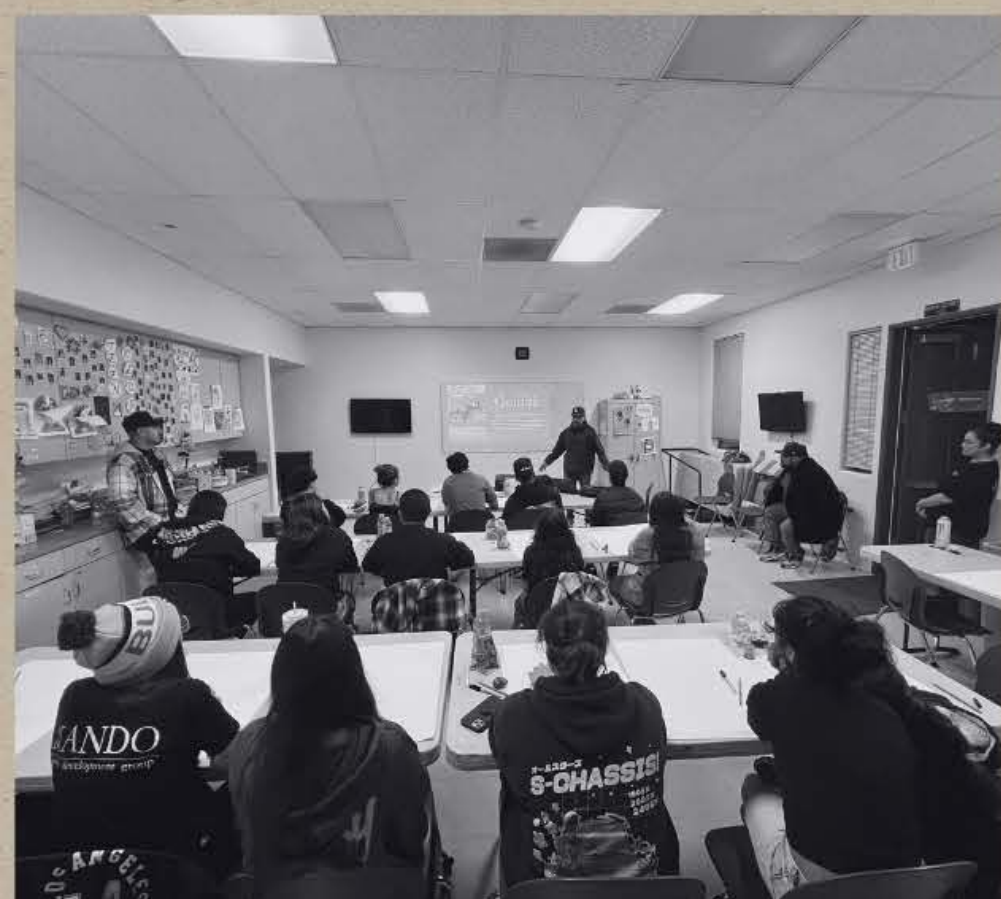


MANDO Youth Development Group began as a way to support youth at risk of incarceration, especially due to gang activity, youth who are incarcerated, and those who have been previously incarcerated.

Over time, our program has expanded to include youth of all ages who could benefit from ongoing, long-term support and social services.

Through partnership with community members and social services such as school counseling programs, and juvenile correction, MANDO seeks to assist, mentor, and develop youth through daily and recurring activities, career and vocational planning, sports/fitness stimulation, and behavioral health counseling and services.

Our services are intended to be long-term so that youth always feel like they have someone available to support them.



- **MENTORSHIP**
- **MUSIC THERAPY**
- **GRAFFITI ART THERAPY**
- **PERSPECTIVE THROUGH POETRY**
- **CATCHIN FADEZ (BARBER PROGRAM)**
- **PUGILIST BOXING COLLABORATION**
- **GUEST SPEAKERS**
- **OUTINGS**
- **YOUTH ORGANIZED COMMUNITY EVENTS & MORE**

IG: M.A.N.D.O_YOUTH_OUTREACH
WEBSITE: MANDOYDG.ORG



THOUSAND OAKS HEADQUARTERS
COMING SOON

MANDO
YOUTH DEVELOPMENT
GROUP