



...a place to belong.

ANNUAL REPORT 2025

CONCEIVE*BELIEVE*ACHIEVE



LETTER FROM THE EXECUTIVE DIRECTOR

2025 marked the first full year in our new home in Southeastern San Diego. More than a new address, it marks the culmination of over a decade of thoughtful systems-building and disciplined financial stewardship.

We completed our facility renovations, building out offices and upgrading shop power to support 20 CNC machines and long-term growth. In June, our community gathered to celebrate our Grand Opening – a day we'll treasure for decades to come.

We expanded the Reentry Program by 66%, serving 20 members at a time by year end, and were awarded a \$1.8M, three-year contract with the California Governor's Office of Business and Economic Development to grow the program even further. Even as we scaled, we sustained quality: 100% of graduates secured employment, with median post-exit wages of \$25/hour, rising to \$30 after 6 months. We also strengthened our apprenticeship with two new stackable credentials – California state apprenticeship and Forklift certification.

Rise Up Leadership Academy, our gang prevention program for vulnerable youth, completed its first full year in 2025, providing daily afterschool and summer programming for 54 5th and 6th graders in City Heights. The results speak for themselves: 100% of students were promoted to the next grade level, and reading scores rose by an average of 1.5 grade levels.

This impact reflects a team committed to excellence and a community willing to stand in the gap believing in someone's dignity until they believe it for themselves.

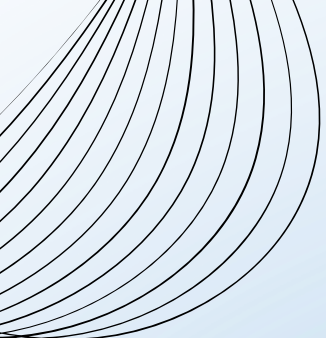
To our funders, partners, volunteers, customers, and board members: thank you. Your investment is visible in every justice-impacted graduate who walks out as a certified CNC Machine Operator and every child who feels more connected, grounded, and confident.

With gratitude,



Jonathan Yackley
Executive Director

**This report's data and accomplishments cover January 1 through December 31, 2025.*



REENTRY PROGRAM

Breaking Barriers and Building Economic Power

The full-time, 18-month Reentry Program is in its tenth year of operation and provides the following comprehensive services:

- Employment
- Job training
- Case management
- Tattoo removal
- Mental health services
- Mentoring
- Financial literacy
- Education assistance
- Life skills training
- Work ethic development

Learn more at riseupindustries.org/helping-them-rise



62

People Served
(28 in full-time program + 34 add'l with short-term case management)

100%

Grads Employed by Manufacturing Companies

\$52K

Median Annual Wage Upon Exit

\$62K

Median Annual Wage 6 Months Post-Exit



MACHINE SHOP SOCIAL ENTERPRISE

The Machine Shop Social Enterprise is a full-service CNC precision machine shop, manufacturing high-quality metal components for individual, business, and government customers. It also provides paid, on-the-job-training for Reentry Program members – turning every order into an opportunity for someone rebuilding their life.

2025 Major Customers

Brian Crower, Inc.
INOVATIV
San Diego Cable Railings
Two Fish Jigs

2025 Employer Partners

Core Systems
High Precision Grinding & Machining
Price Products
Rise Up Industries
Solar Turbines

Learn more at riseupindustries.org/machine-shop

\$276K

Revenue Generated

21K

Parts Produced

118

Job Orders

27

Customers Served

“These folks are able to meet fast deadlines with impeccable accuracy and attention to detail. The price point is always realistic and the turnaround time is the best in the area. I recommend Rise Up to all of my colleagues!”

– Brian K.



MEMBER SPOTLIGHT: DAVID

I experienced a lot of violence in my childhood. I was six when I first remembered the physical abuse my dad caused my mom and siblings, and nine when my 16-year-old brother was killed in a gang-related shooting. I heard the gunshots, and I saw him on the ground. But my dad didn't show any feelings that day – he didn't cry when they pronounced him dead, and he didn't go to the funeral. These images showed me that being unfeeling and violent was what a man was supposed to be. At 13, I joined a gang, driven by a desire for revenge for my brother's murder. At 18, I became incarcerated with a life sentence.

After 15 years, I changed my way of thinking. My dad passed away, and I cried for the first time in a long time. It felt so human to release those feelings, and I felt a change within me. I started helping others going through family challenges or grief. My quest for revenge became a quest to help people better their lives and feel comfortable sharing their emotions. I started going to church, taking college classes, and developing my own moral values. After serving over 20 years, I was released in 2023 to start a new path.

I'm proud of what I've been able to accomplish since earning my freedom. I'm a full-time student studying Manufacturing at San Diego City College, and I have an apartment, driver's license, and car – things I never had before. Before my brother's passing, my family owned a house and a mini market, but we sold everything after he was murdered. We moved constantly after that – cars, motels, apartments, never more than a year. Now, having my own apartment feels stable and secure, like a home is supposed to.

I found Rise Up in 2018 while still in prison. I wanted to remove some of my tattoos, and a friend suggested reaching out to local organizations for support. Joe Gilbreath responded to my letter and told me about the CNC program at Rise Up. I was already doing CNC in RJ Donovan and knew I wanted to continue with Rise Up.

It can be hard for me to appreciate the small wins alongside the big ones, but I'm learning to see the good in myself and how hard I've worked to be where I am today. My future goals are to move into a house within a few years, have a permanent CNC job, and travel the world. I'm excited for what's still to come.



RISE UP LEADERSHIP ACADEMY

Breaking Barriers and Expanding Horizons

Rise Up Leadership Academy (RULA) offers vulnerable elementary and middle schoolers a fun, safe, year-round space to grow, lead, and belong.

Launched in August 2024 in partnership with the City Heights community, RULA provides students with over 1,000 hours of support each year. In 2025, we doubled our capacity to serve up to 40 students at a time. With students entering and exiting the program throughout the year, 54 youth participated in RULA during 2025.

Learn more at
riseupindustries.org/rula



academic
support



social-emotional
learning



skill-building
workshops



sports &
recreation

54

Youth Served

1.5

Average reading growth by
grade level

100%

Students promoted to the
next grade level

8%

Lower chronic absenteeism
compared to school

"My favorite part is having friends."

-Nhi

"I like that RULA supports us with our homework."

- Noemi

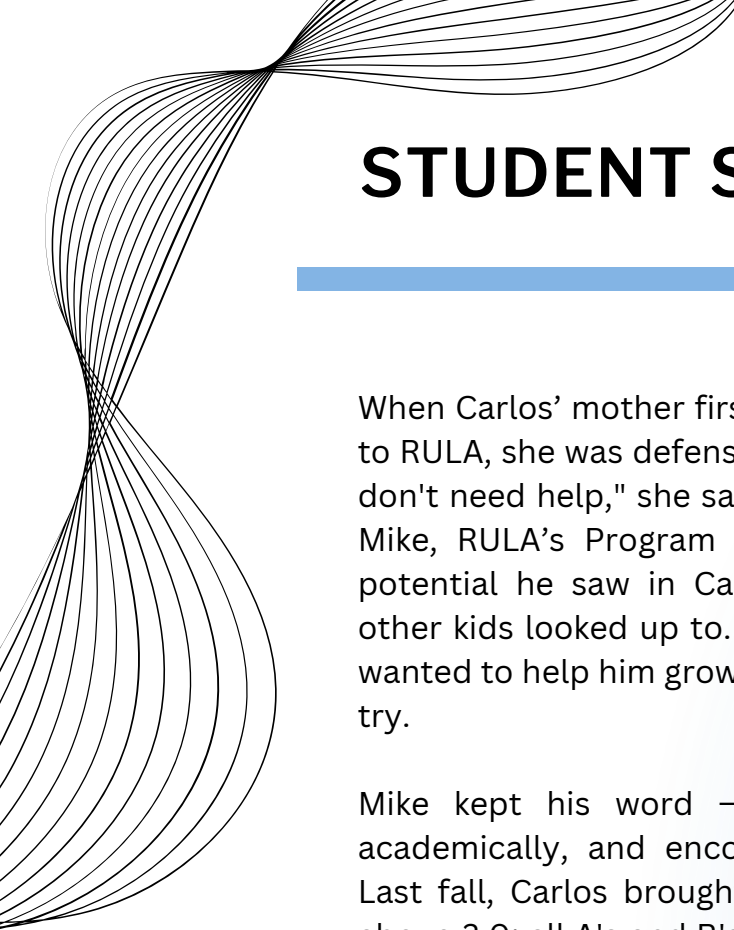
"My favorite part is Project ROOTS because we learn life lessons."

-Cameron

"I love seeing all the staff and doing crafts."

- Aimee



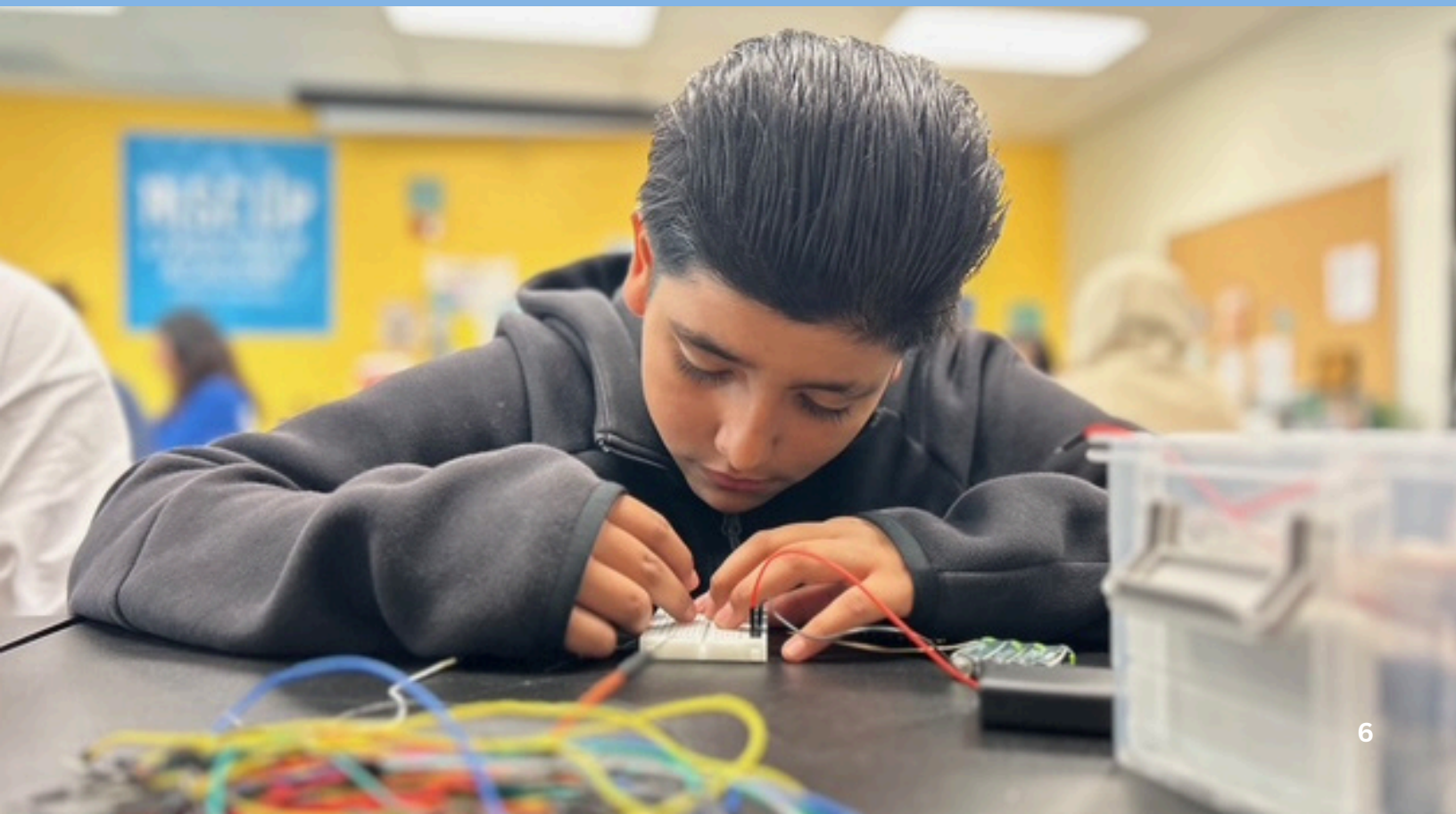


STUDENT SPOTLIGHT: CARLOS*

**name changed to protect privacy*

When Carlos' mother first heard her son had been referred to RULA, she was defensive. "Who are they to judge us? We don't need help," she said. But that changed after she met Mike, RULA's Program Director. He told her how much potential he saw in Carlos – a natural leader, someone other kids looked up to. He wasn't there to "fix" Carlos; he wanted to help him grow. Cautiously, she agreed to give it a try.

Mike kept his word – checking in, supporting Carlos academically, and encouraging his sports and passions. Last fall, Carlos brought home a report card with a GPA above 3.0: all A's and B's, and just one C. His mother called Mike, her voice full of pride and emotion: "Rise Up did exactly what you said you would. You kept your promise. Thank you for believing in my son."



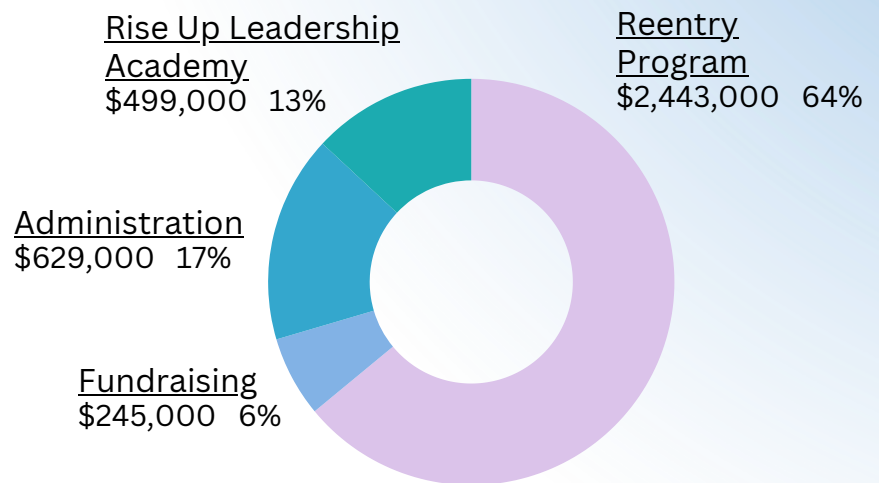
Financial Highlights

In 2025, Rise Up Industries generated \$6.3 million in revenue against \$3.8 million in expenses – a strong financial position that allowed us to invest \$2.5 million to complete facility renovations, add CNC machines, and expand impact. Of every dollar spent, 77 cents went directly to program services, reflecting our continued commitment to efficient, mission-driven stewardship.

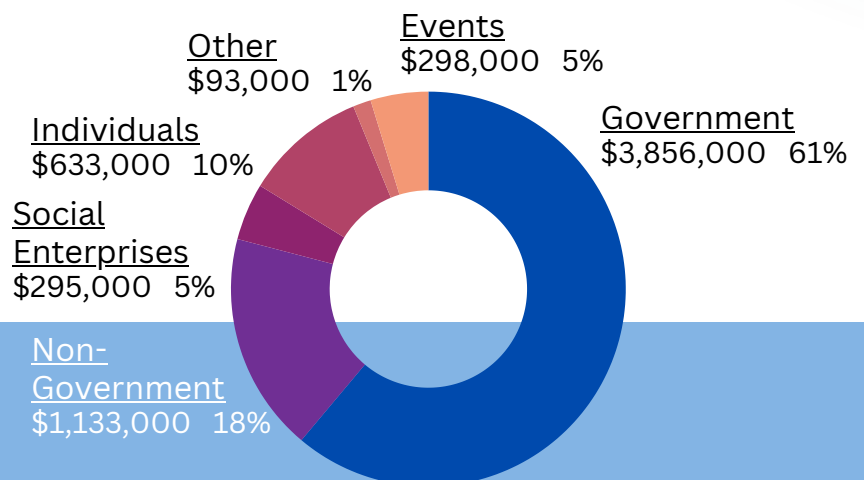
View audited financials at riseupindustries.org/reports-financials.



Expenses



Revenue



Looking Ahead

Rise Up Industries' mission is to minimize gang involvement by providing integrated gang prevention, gang intervention, and post-detention reentry services. Our premise is simple but powerful: lasting exits from gang involvement require opportunity, belonging, and sustained support over time.

SCALE THE MACHINE SHOP SOCIAL ENTERPRISE

In 2025, the Machine Shop Social Enterprise expanded significantly, increasing from 7 to 20 CNC machines. As we grow our customer base and manufacturing capabilities, we aim to generate substantially more earned revenue to support the Reentry Program and reduce our dependence on contributed revenue – all while staying true to the shop's core purpose: giving Reentry Program members real-world employment and training while helping meet the region's demand for skilled CNC operators.

EXPAND APPRENTICESHIP

We grew the Reentry Program 66% in 2025, reaching 20 members at a time by year-end. We plan to continue expanding the apprenticeship while deepening industry partnerships, strengthening wraparound supports, and maintaining the outcomes that have defined the program's success.

STRENGTHEN AND GROW YOUTH SERVICES

After doubling RULA's capacity in 2025, our next phase is focused on building the foundation for long-term growth: sharpening how we measure academic, attendance, and social-emotional outcomes; securing a permanent home; and building the philanthropic support needed to sustain and ultimately expand the program.



2025 SUPPORTERS

**This list recognizes gifts of \$100 and above*

Our gratitude to the partners who make this work possible!

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Rehabilitation
California Division of
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Standards
Center for Employment
Opportunities
City Heights Recreation
Center
City Heights/Weingart
Library

Clark Middle School
San Diego County District
Attorney's Office
East County Economic
Development Council
Goodwill Industries of San
Diego County
Homeboy Industries
IAMAW Local Lodge 389
Lighthouse 4Kids, Inc.
Project ROOTS
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Rosa Parks Elementary
School
San Diego City College
San Diego Commission on
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San Diego Reentry
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Build With Us

Make a Donation

Your gift helps justice-impacted adults and vulnerable youth break barriers, build skills, and reach their full potential.

Tour Our New Home

See the Machine Shop Social Enterprise in action, meet Reentry Program members, and hear their stories first-hand.

Help Launch Our Endowment

As we look to the future, we're building an endowment to sustain our mission for generations to come. Include Rise Up Industries in your will, trust, or retirement plan, or reach out for a confidential conversation about a current gift.



Rise Up Industries

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Mission

Rise Up Industries minimizes gang involvement by providing integrated gang prevention, gang intervention, and post-detention reentry services.

