

EXCELLENCE IN YOUTH DEVELOPMENT... THE NEXT GENERATION



Center for Leadership Development 2004 Program Report



**CENTER FOR
LEADERSHIP DEVELOPMENT**

Empowering Youth / Strengthening Community



CENTER FOR LEADERSHIP DEVELOPMENT

Empowering Youth / Strengthening Community



"I attended the Center for Leadership Development's Success Prep Program on a Saturday morning. When I arrived, I was surprised to see there were more than 125 parents and students there! It's rare for any program to draw that kind of attendance -especially on a Saturday! It's clear these parents and their children are truly engaged in learning what it takes to be successful in school. CLD impresses me in how it prepares young people and their families for the effort it takes to ensure a bright and fulfilling future."

Dr. Suellen Reed

Superintendent of Public Instruction

CLD Mission

To foster the advancement of minority youth in Central Indiana as future professional, business and community leaders by providing experiences that encourage personal development and educational attainment.

Principles for Success

Character Development
Educational Excellence
Leadership Effectiveness
Community Service
Career Achievement

Commitment

Despite a rapidly changing world, leadership remains crucially important in institutions ranging from schools to nations. CLD is helping Central Indiana develop today's youth into leaders and achievers, and remains focused on the next generation of leadership.

On cover: : Jeffrey A. Johnson, a 1978 CLD graduate and senior pastor at Eastern Star Church, and son, Jeffrey "Jay" Johnson II, a 2004 CLD graduate and a junior at Hamilton Southeastern High School, explore life through relationships, learning and doing for others. Pastor Johnson is amazed at how the organization has evolved. His son, on the other hand, didn't know much about CLD beyond the fact his friends told him, "It's fun."

*See Pg. 11 for their story.

State of CLD Address

Dear CLD friends and supporters:

Just one visit to our CLD learning center or to one of our satellite locations and visitors are hooked. Visitors learn the secret behind CLD's impressive 28-year track record of empowering minority youth to excel at the highest levels via substantive curricula, vibrant programs and dynamic facilitators. Under the nurturing but firm tutelage of minority professionals, who have chosen to share their vast skills and valuable time as volunteer facilitators, hundreds of Central Indiana youth receive professional instruction and preparation in such bedrock areas as character building, academic preparation, leadership development, career planning and philanthropic service.

For instance, youth obtain highly structured guidance about learning styles and study skills, effective communication and public speaking, and how to research colleges and careers. From learning how to prepare for tests and engaging in mock college admission interviews to developing time management skills to help with the rigors of college, CLD participants are groomed for high achievement. Moreover, CLD students are not only learning – they are modeling good behavior so they will, in turn, positively influence their peers. In short, the next generation of business professionals, scholars and community leaders are in good hands.

College Scholarship Support

CLD remains committed to offering the highest quality programs, and our community is taking notice. Colleges and universities want our students at their campuses and employers want these equipped youth at their places of employment. Such outstanding educational institutions as DePauw University, Hanover College, Indiana State University, Indiana University, Marian College, and University of Indianapolis have agreed to award scholarships to graduates of our College Prep Institute.

Growing Demand

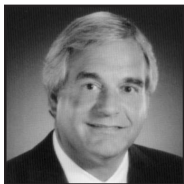
Needless to say, we are pleased with the strong, positive impact CLD is having on youth, parents, families and our community. In fact, Central Indiana youth and their parents have expressed such overwhelming appreciation for our success in empowering youth that we are now grappling with the challenge that often accompanies success – increased demand for services. We hear the calls and are positioning CLD to meet this need. While we obviously recognize the many serious problems facing our youth, we at CLD choose to dedicate our experience and resources to offering meaningful solutions to these problems.

There are so many exciting activities and growth taking place at the Center for Leadership Development for which our donors, supporters and the entire Central Indiana community can feel a sense of pride. We thank you and seek your continued support as we resolve to take the organization to an even higher level of distinction in youth development.

Yours for the development of youth,



Dennis E. Bland
President
Center for Leadership Development
1982 CLD Alumnus



Stephen A. Stitle
Chairman and CEO
National City Bank of Indiana
Chairman, CLD Board of Directors



A CAMPUS TOUR

Visiting CLD

Students getting ready to leave home for their first year of college are filled with emotions and anticipation about what life has in store for them. Will homework be unbearable? Will they like their roommate? Have the high school classes they've taken prepared them well enough?

African American students have an additional burden resting on their shoulders.

They've heard the statistics – only 24 percent of their African American peers who enroll in college earn a bachelor's degree, compared with 46 percent of white students who go to college, according to the Indiana Commission for Higher Education.

Dennis Bland uses facts and negative messages to challenge students in his CLD classes as well as community leaders. "What is your expectation of African American young people?" he asks. "Our organization's expectation," he says, "is that they will graduate from high school, college and then move into a successful career."

CLD bases its existence on fulfilling that need. This focus and dedication has helped raise the bar for minority students – 70

percent of those who graduate from CLD programs attend college.

"The organization is run in a professional manner which encourages everyone to give her best," says Clarence Abernathy, father of three daughters, ages 15, 13 and 9. He and his wife are involved in their oldest daughter, Stacy's, education and participate in a CLD program that encourages parent involvement.

"African American students are closing the achievement gap," Abernathy notes. "I like how these programs involve black men and women business leaders as authority figures who teach our children. I think it's important for our young people to see us in these roles."



"The community has a responsibility to provide leadership and role models for young people. If the leadership and role models don't come from the correct sources, young people will find their sources elsewhere."

Michael D. Whitt, Ph.D.

Assistant Professor, Purdue University, CLD Alumnus



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Empowering Youth • Strengthening Community

Course Offerings

Thousands of African American teenagers have participated in CLD's programs during the past 27 years. More than 50 percent have graduated from college. For this reason, the Indiana Youth Institute awarded CLD with a 2004 Investment Award for its innovative College Prep Institute.

Project MR. (Male Responsibility)

7th – 10th Graders

An intensive four-week youth development program to educate African American and minority males in key attitudinal and behavioral traits that are consistent with helping them become responsible men. Now in its 14th year, Project MR. trains young men in the following topics:

- Academics
- Health and physical activity
- Drugs and violence
- Career planning
- Sexual abstinence
- Money management

The goal is to not only teach important traits and skills, but to also give participants the confidence they need to enroll in our Self-Discovery/Career Exploration Project, CLD Book Club and other complementary sessions which provide a systematic program infrastructure and opportunities to be included. In 2004, 85 young men attended Project MR. Cathedral High School awards an annual scholarship to a Project MR. graduate to attend its institution.

Success Prep

9th Graders and their parents

100% of youth and parents agreed that they were better prepared to succeed and help their children succeed in high school as a result of the Success Prep.

Success Prep is an exciting high school readiness program that equips incoming high school freshmen, and their parents or guardians, with the knowledge, resources and preparation that will

help youth succeed in high school. In addition, the program educates participants about high school graduation requirements and the social-academic performance needed to successfully achieve this goal. The Success Prep Program occurs during the month before participants start high school so the retention of information is at its prime. In 2004, parents and students benefited from 12 hours of instructional time, along with a tour of Franklin College to emphasize the importance of how success in high school translates to success in college.

Seventy-two youth and 98 parent graduates participated in Success Prep. All youth participants reported increased confidence in the following skill areas:

- Reading and comprehension
- Verbal & written communication
- Ability to solve problems
- Note-taking, study skills and test-taking
- Library research
- Time management
- Goal setting and ability to achieve goals
- Ability to work in small groups

Self-Discovery/Career Exploration Project (SD/CE)

10th – 12th Graders

Since 1977, the Self-Discovery/Career Exploration Project has prepared thousands of high school sophomores, juniors and seniors for academic and career success. The spring and fall sessions combined for record-level enrollment reaching more than 350.

SD/CE's 13-week curriculum empowers youth to use CLD's Principles for Success to become aware of the importance of communication, how to effectively study and what appropriate behaviors lead to success. CLD alumni, community leaders and other business professionals serve as class facilitators.

These facilitators share their trials and accomplishments in education, career and life to help students learn about career goals, philanthropy and serving others. Students are then given the opportunity to apply this knowledge through the

GOING THE Distance

Leadership Service Project (LSP). Through the LSP, each student completes at least four hours of community service in order to graduate.

"Students must take the Self-Discovery/Career Exploration class before taking other classes offered by CLD," says participant Mark Harsley, 15, a Warren Central sophomore who is preparing to study engineering. "In life, you must first discover who you are and where you are going before you can pursue your dreams and desires," Harsley shares. "Through participation in this program, I am learning who I am, and what I'm capable of doing."

Harsley often grabs his CLD binder, which offers motivational messages and educational tips, for inspiration and direction. "It offers advice which reminds me that if I'm going to achieve my goal it's going to cost me something. It helps me stay focused and motivated."

Business Orientation Project (BOP)

10th – 12th Graders

The Business Orientation Project is an intensive 11-week program of study, held on the campus of Butler University. Minority business professionals teach youth participants about business and entrepreneurialism. These professionals share a wide range of knowledge and abilities gained from various career experiences. Participants undergo intensive business planning and development sessions, and each week they are assigned to read a business-related article and submit a written report to explain issues related to management, marketing, sales, law and ethics.

PHOTO (Above Right): Rose-Hulman Freshman and CLD alumni Thomas Reives, earned first place finishes in the 55-meter dash (6.72 seconds) and the high jump (6' 2") which helped the Rose-Hulman track and field team capture top honors in its January 2005 meet against Illinois College, Washington University and Franklin College. Reives gives credit to CLD for helping him refine his study skills and know that all things are possible with hard work and dedication.



Thomas Reives, a 2004 CLD graduate and freshmen at Rose-Hulman Institute of Technology, is using the time management skills he learned from his involvement in both the Self-Discovery/Career Exploration Project and Business Orientation Project, and his own desire to succeed, to make sure he stays on top of his studies and athletics while in college.

Reives, 2004 Arsenal Technical High School valedictorian, is just one example of how doing well in school, community and CLD can have its pluses, such as receiving an academic scholarship to pay a portion of his college education.

"The CLD experience taught me many things," Reives says. "Projects were both fun and challenging," he notes. "I learned how to work on teams, respect others thoughts and ideas and sort through ideas to find the ones that will help us rise above the rest."

Featured in Ebony Magazine as one of its 2004 Top 37 U.S. High School Seniors, Reives hasn't let his notoriety go to his head. "I like to stop by CLD when I'm home and talk with students in the program," he shares. "I'm no different than they are – and since I'm only a couple years older than them, they see me and realize it won't be long before they're in college, too."

A partnership with Indiana University Kelley School of Business allowed BOP students to attend its Junior Executive Institute. CLD students participated on teams to identify new business approaches with existing business structures. Teams presented business plans before a panel of judges.

Initiative is designed to increase the number of minority physicians and medical staff. Rawls Scholars Medicine Initiative participants obtain knowledge and understanding of the rigorous academic requirements for medical school admissions and future success in the medical professions.



"Ultimately, the mission of our two organizations is the same. We both care deeply about the health of our community and fulfilling the needs of a population which is underserved.

It's a natural fit for us to collaborate with CLD to offer the Rawls Scholars Medicine Initiative in 2005. This effort makes sure that our medical professionals are equally as diverse as the patients and students we serve. We've seen a renewed interest during the past few years from minorities who want to work in the medical field. This program gives them a first-hand look at various career options in medicine."

Kimberly J. Harper
Vice President, Human Resources & Public Affairs,
Wishard Health Services

Fifty-five students and 49 parents participated in 2004. These students experienced tours of Indiana University School of Medicine and St. Vincent Hospital. In addition to visiting medical labs, lecture halls and medical libraries, students were able to observe six surgical procedures being performed simultaneously. Wishard Health Services in conjunction with CLD hosts this educational initiative which helps students excel in life, education and health in 2005.

College Prep Institute

11th – 12th Graders

Since 2002, the College Prep Institute has equipped college-bound students with information, skills and resources to succeed in college. The institute is structured with three primary goals in mind:

Rawls Scholars Medicine Initiative

10th – 12th Graders

Named after Dr. George H. Rawls, an Indianapolis African American surgeon, the Rawls Scholars Medicine

Of the 42 College Prep Institute student and 45 parent participants, 100% reported they are better prepared to plan for the future as a result of the institute.



- College admissions (and the process of securing financial aid resources)
- College matriculation
- College graduation

The College Prep Institute was developed to provide a simultaneous curriculum experience in which parents also receive information and resources to assist their child to achieve the three core components. Youth learn effective note taking, conflict resolution, social responsibility and effective written communication skills.

Participation in College Prep Institute has and will continue to increase due to the growing need for these services. Four-year scholarships are awarded by Indiana colleges and universities to participants who complete the College Prep Institute.

Scholastic Aptitude Test (SAT) Preparation Course

11th – 12th Graders

Now in its ninth year, this intensive six-week SAT Prep Course provides participants with effective methods for test taking, interpreting test questions and improving overall testing performance on the SAT. Of the SAT participants who reported scores, the average SAT score was 1150.

College Intern Project (CIP)

Begun in 1987, the College Intern Project provides college students with the opportunity and employment resources to gain valuable hands-on knowledge and experience by working as summer interns with local businesses and corporations. The College Intern Project encourages college educated minority youth to stay in Indiana thereby helping to reduce the “brain drain.” During 2004, seven interns were placed with local corporations for summer employment.



PARENTS Involved

Dorothy Cole knows how to be a mother. She has four children who give her lots of practice. She is also part of our parental network, called Parents Chat. Parents Chat is a group whose facilitators and members offer each other support and ideas for helping their children succeed.

“We’ve always been involved in helping our children develop to be the best they can be,” Cole shares. “They also have to be prepared for life both spiritually and naturally – you don’t send your children to church, you go with them. As parents, we participate in the entire process.”

Cole not only attends church with her children, she goes to CLD with them, as well.

“Parents Chat allows parents to learn from one another,” Cole says. “We learn about high school and college level resources, common situations that our teenagers are facing and the atmosphere helps us feel comfortable requesting information about those same opportunities for our children and schools,” she says. “This network simply lets you feel comfortable asking questions you might not otherwise ask. It is an awesome experience!”



In 2004, 315 students completed CLD's Leadership Service Project and provided 1,260 hours of community service in and around Indianapolis.

Minority Achievement

Our 24th Annual Minority Business & Professional Achievers Recognition Awards Dinner welcomed a sell-out crowd of more than 1,200 to the Sagamore Ballroom in the Indianapolis Convention Center on March 15, 2004 to honor 17 local community leaders who have demonstrated excellence in life's work and rendering service to our community.

"As an instructor, it occurred to me that I was mining the talents and gifts of individuals who will make contributions to business, community and the world that will last a lifetime," recalls Gwen Brewer, instructional designer for Eli Lilly and Co. and CLD alum. "Graduates of the program tell me what they've learned and implemented years after participating in the program."

CLD Alumni Association (CLDAA)

Participants who have graduated from CLD's Self-Discovery/Career Exploration Project become members of the CLD Alumni Association. The CLDAA assists CLD with fundraising efforts and program recruitment. Alumni are involved in everything from facilitating classes to hosting its annual Parking Lot Jamboree. The Jamboree is an event that gives alumni a chance to network and meet fellow members. The Jamboree also formally launches the CLD "Annual Fund for Youth Development" fundraising drive. During the past 28 years, CLD has developed and nurtured an alumni base of 6,511 productive citizens who contribute to the growth and success of our programs, city, state and nation.

Parents Chat

Self Discovery/Career Exploration Parents

Parents Chat is designed to empower parents so they are better equipped to help their sons and daughters excel in academics, college and career. CLD hosts interactive group discussions for parents to share knowledge and discuss issues they confront while parenting teens. As a result, parents obtain information to help them develop their children into successful, productive, healthy and responsible members of society.

CLD Book Club

9th – 12th Graders

The CLD Book Club is designed to boost academic achievement by exposing high school students to the joys and importance of reading. This book club furthers CLD's emphasis on educational excellence and demonstrates the relationship between effective reading skills and educational attainment. Held during the summer months, 2004 book club members read and discussed the following literary offerings: "The Autobiography of Malcolm X," "Bronx Masquerade" and "The Pact."



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"Great attention and generous efforts are being invested in the social, cultural, and economic development of our state.

There is no more critical issue in this effort than improving the educational preparedness of our residents, especially for people who have been underrepresented in higher education. Marian College is very encouraged and optimistic about the work the Center for Leadership Development is doing with young people in Indianapolis to prepare them for college. The center's thoughtful and rigorous programs are designed to advance the academic achievement of our youth and teach them the skills necessary to be successful in college."

Daniel J. Elsener
President, Marian College

MAKING the Grade

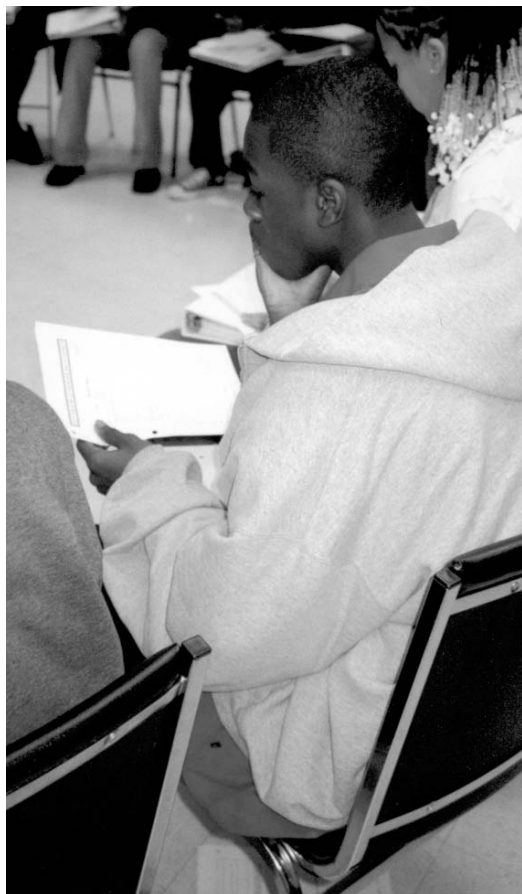


Jeffrey A. "Jay" Johnson, II, (right) class of 2004, loves music. You might find him writing rap lyrics for his gospel band, "JC Squad." Jay, a junior at Hamilton Southeastern, knows what he wants to be when the band breaks up and school commences. "An entrepreneur," Jay answers, "I want to do something related to business." He knows this because he's had a chance to meet local businessmen and women – learn what they do, what they're made of and how they tick.

CLD students know entrepreneurs are more than a fine suit or pleated skirt. They're transformers.

And they are people like Jay's father, Jeffrey A. Johnson, (shown left), 1978 CLD grad and senior pastor at Eastern Star Church in Indianapolis. CLD helped Pastor Johnson to become a leader and now his son, Jay, not only models after his father, but is learning the same skills taught to his dad and generations of others.

Jay's father is not only involved in his son's life, but also in the lives of some 10,000 others who are members of Eastern Star Church. "Some kids are juveniles and some are college-prep," Pastor Johnson observes. "They all have so much potential, and that's where CLD comes in. They give direction early and often, and remind us that sometimes people just need a second chance."



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WTHR Channel 13

“CLD has gotten universities to award scholarships to kids who meet academic criteria and participate in its programs,” says Lloyd Tucker, parent of two sons – one of whom received a scholarship to attend DePauw University. “A lot of people talk about public/private partnerships, but CLD has done it,” he notes. “I don’t know of any other organization that is doing this on a city-wide basis.”

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