



CENTER FOR
LEADERSHIP DEVELOPMENT
Empowering Youth / Strengthening Community

2007 ANNUAL
PROGRAM REPORT

EXCITED ABOUT OUR FUTURE: STRIVING TOWARD PREEMINENCE

**IF YOU ARE GOING TO ACHIEVE EXCELLENCE IN BIG THINGS,
YOU DEVELOP THE HABIT IN LITTLE MATTERS. EXCELLENCE
IS NOT AN EXCEPTION, IT IS A PREVAILING ATTITUDE.**

COLIN POWELL



*Artist's rendering of CLD's future home and Lilly CLD
Achievement Center and College Prep Institute*



**CENTER FOR
LEADERSHIP DEVELOPMENT**

Empowering Youth • Strengthening Community

The mission of the Center for Leadership Development is 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.

OUR ASPIRATION FOR PREEMINENCE

Dear CLD Supporters and Friends,

There are few moments more personally rewarding than watching youth gain the vital character teaching, social skills, and overall leadership development we know will lead to heightened self-value, personal growth, and, ultimately, college and career success. At CLD, we witness these transformational sessions almost daily. In 2007, we observed many outstanding youth empowerment efforts and outcomes of which you would be proud. In program after CLD program, we enthusiastically watched seasoned CLD facilitators guide hundreds of youth through proven program methodologies that help youth improve their academic standing and increase their self-confidence. As a result of these efforts, CLD participants are graduating from high school and college and are excelling in their chosen careers. Our newest program influencing this impact is *Precious Miss*, an exciting, hands-on program designed to increase the self-esteem, academic success and goal-setting of middle-school females.

Whether the CLD offering is *Project MR.*, *Success Prep*, *Self-Discovery* or *College Prep Institute*, CLD's underlying aspiration remains clear: to create one of this nation's pre-eminent program models designed to inspire real achievement in thousands of African American youth. Through our efforts, CLD participants become leaders in business, the professions, throughout our community and within their families. We believe our youth, if given consistently high levels of guidance and mentoring, can achieve their highest career aspirations. Whenever youth experience such a thriving, cultivating environment, our entire community wins.

The CLD board and staff are committed to offering the youth of Indianapolis an exceptional program experience. To this end, progress continues on the new, forward-thinking *Eli Lilly CLD Achievement Center*. Once complete, this visionary center will inspire a culture of youth achievement for years to come. Statistics and headlines reveal that our youth are crying out for enriching programs offering holistic development in the crucial areas of *character, education, leadership, service* and *career*. Thanks to the outstanding support of our partners, donors and volunteers, CLD will continue to deliver.

We thank you for making CLD available for youth through your enthusiastic support!

Yours for the development of youth,



Dennis E. Bland, Esq.
President
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Development



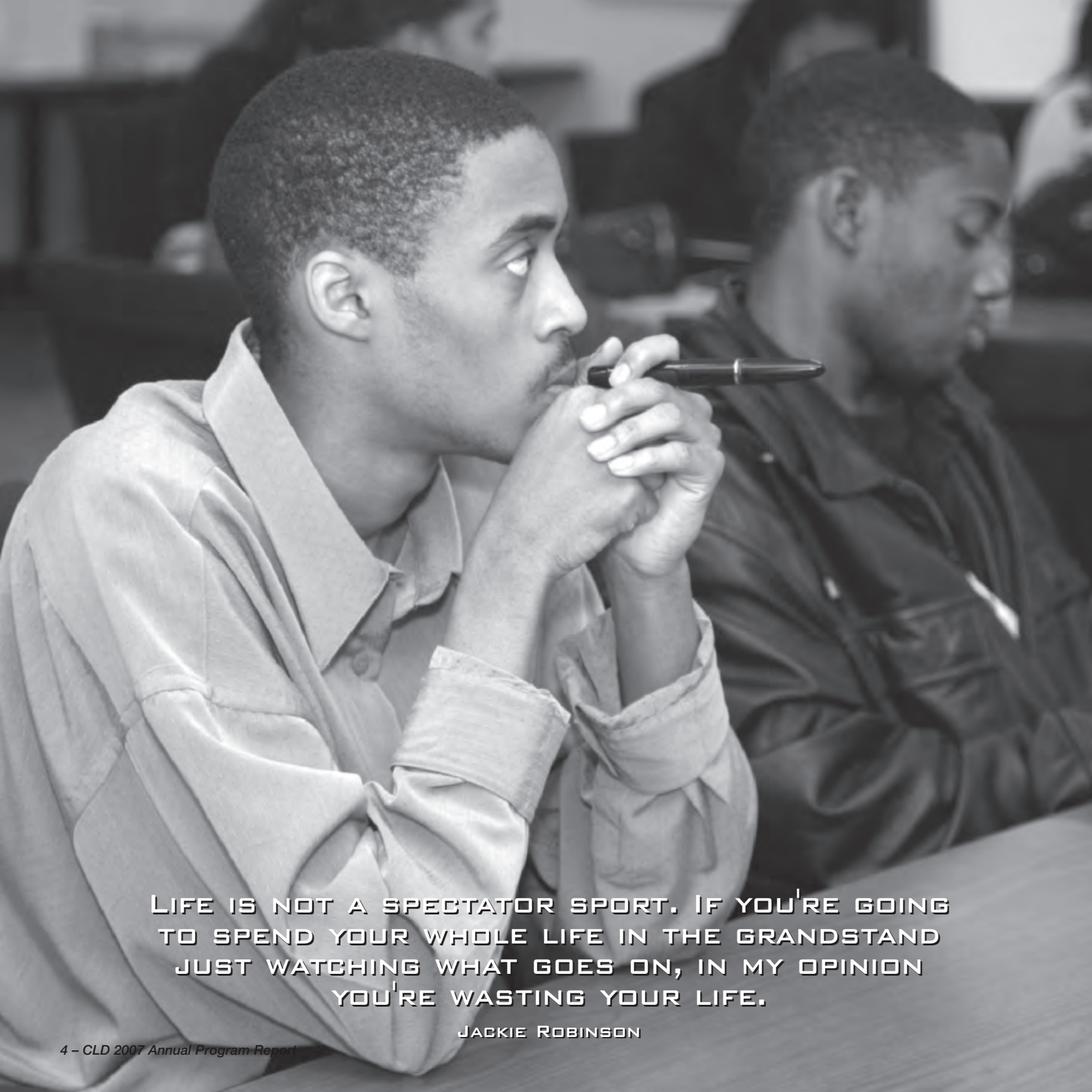
Robert L. Bowen
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A facilitator congratulates a CLD Book Club participant at the end of the program.



Dennis Bland counsels a CLD student during the Lilly/CLD Youth Corporate Summit.



LIFE IS NOT A SPECTATOR SPORT. IF YOU'RE GOING
TO SPEND YOUR WHOLE LIFE IN THE GRANDSTAND
JUST WATCHING WHAT GOES ON, IN MY OPINION
YOU'RE WASTING YOUR LIFE.

JACKIE ROBINSON

ENVISIONING PREEMINENCE

Only 40 percent of Indiana's African American high school graduates enrolled in college in 2006. In the same year, more than 70 percent of Center for Leadership Development graduates did so. Our program is working. Still, we dream of something more.

In 2007, we pledged to aspire to preeminence in empowering youth and strengthening community. To achieve this vision, we launched a five-year strategic plan that aims to see 90 percent of CLD graduates enrolling in college and 75 percent of them earning a degree. We raised the bar, committing ourselves to establishing an exceptional environment in which youth not only will succeed, but excel.

To create this preeminence, CLD took specific action steps during the past year supporting the strategic plan's four critical goals:

1. Enrichment

Enriching and replicating the center's already outstanding youth programs.

2. Engagement

Engaging key stakeholders in the very framework of the organization.

3. Awareness

Increasing the community's awareness of what we do.

4. Advancement

Strengthening and expanding our fundraising efforts to assure the organization's long-term financial health.

Progress has been robust, and many of the initiatives set forth in the plan already have become realities. At this pace, we are well on our way to positioning CLD as one of the most dynamic, life-affecting youth services organizations in the nation by 2012, able to equip thousands of African American youth with the academic and social competencies they need to realize their dreams – and ours.

PREPARING TOMORROW'S PREEMINENT LEADERS TODAY

For organizations and for individuals, realizing dreams starts with an honest look at ourselves – and a commitment to consistent, hard work.

CLD provides central Indiana minority youth with realistic guidance on achieving their goals while striving for excellence and becoming leaders in their businesses, communities and families. We teach the value of education as a lifelong process, the significance of parental involvement and a philosophy of character, leadership, responsibility and maturity.

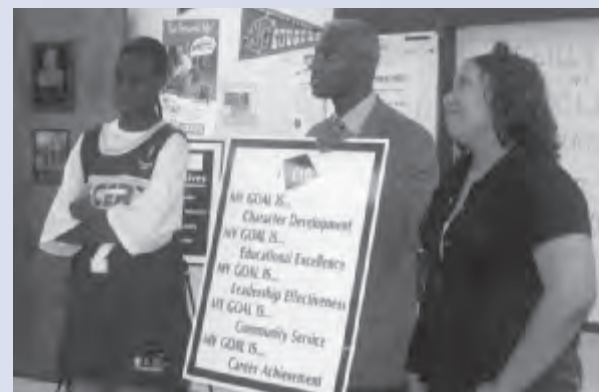
As we implement the second year of CLD's five-year strategic plan in 2008, we continue our focus on self-discovery, service and high expectations – core values that have made our program successful for three decades.

PREEMINENT PROGRAMS

CLD programs focus on the core values of character, education, leadership, service and career. As a result, CLD participants study better and harder, use their time more effectively and better plan for a successful college and career experience.

In this first year of our strategic plan, we began to develop or launched new programs as part of creating an exceptional learning environment. This year, you'll hear more about a program for middle-school females called "Precious Miss," an annual youth corporate summit in partnership with Eli Lilly and Company, and a CLD Citywide College Prep Institute conference.

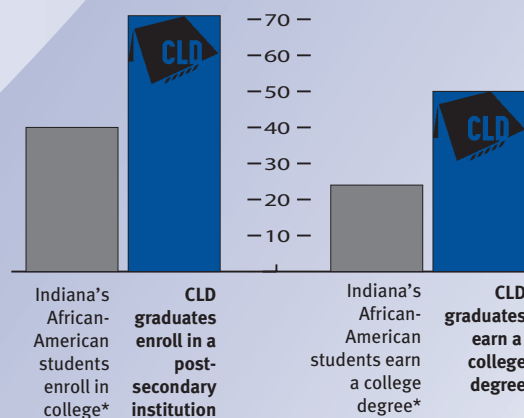
Thanks to generous donors, our programs are offered at nominal cost to students and their parents.



A facilitator shares the CLD Principles for Success with a group of Self-Discovery/Career Exploration Project students.



Facilitator Kent Smith teaches character development and discipline to Project MR. teens.



* Indiana African-American students enrolled in publicly-supported high schools.

THERE IS NO ROYAL FLOWER-STREWN PATH TO SUCCESS.
AND IF THERE IS, I HAVE NOT FOUND IT, FOR IF I HAVE
ACCOMPLISHED ANYTHING IN LIFE IT IS BECAUSE I HAVE
BEEN WILLING TO WORK HARD.

MADAME C.J. WALKER



PREEMINENT PROGRAMS

Self-Discovery/Career Exploration Project

Who am I? Where am I going? How do I get there? Nearly 7,800 participants have pondered these critical questions in the 30 years of the Self-Discovery/Career Exploration Project – and 91 percent have answered by graduating. This intensive 13-week program gives students insight into educational and career goals and how to overcome the barriers that may get in their way, knowledge and competence in leadership and communication skills, and tools they need to identify career and college options and requirements.

Parents Chat (for SD/CE families)

We can't forget the critical role a parent can play in a child's self-discovery and career exploration. Parents Chat is a five-week series giving parents of SD/CE participants the opportunity to share ideas, insights and questions and learn from the experiences of other parents. Guest speakers present valuable information on finances, philanthropy, teen sexuality, college admissions and financial aid, and much more.

Business Orientation Project

The best of mentoring, internships and real-world experience meet in the Business Orientation Project, where real business professionals bring their knowledge of management, accounting, marketing, sales and entrepreneurship to the classroom. During this 11-week program, they share what it takes to succeed. All Self-Discovery/Career Exploration Project graduates are eligible to enroll.

Project MR. (Male Responsibility)

Finding an appropriate role model can be tough in today's society. Project MR. ("mister") shows males in grades 7 to 10 the key attitudes and behavioral traits they must develop toward

academics, responsibility, health, career, time management, financial literacy and self-respect in order to overcome barriers and make smart life choices. Sessions are led by African American professional males on six consecutive Saturdays.

SAT Preparation Course

Minorities historically have scored lower on the SAT – required by most colleges for admission – than Caucasian students. Our SAT prep course helps motivate students as instructors teach them how to interpret questions and improve their overall performance. Three weeks of intensive instruction covering the verbal/written portion of the SAT and three weeks covering the math portion end just before the annual October test date, keeping the information and enthusiasm fresh. Open to SD/CE graduates.

Role Model/Advisors Experience

The best career advisors are those who actually hold the jobs. The CLD's Role Model/Advisors Experience matches students interested in specific careers with minority professionals who work in them. These professionals share how best to reach individual career goals, what educational requirements must be met and the pros and cons of their professions. Advisors vary each year according to students' interests.

This one-day program is open to any student who has participated in any CLD offering.

Success Prep

How different is high school from middle school? What does it take to have a successful and rewarding high school experience today? Success Prep at CLD tells teens what will be expected of them academically and gives students and parents the tools they need to address peer pressure, develop solid study and



"Precious Miss" participants--new middle school program.



Success Prep participants--CLD's exciting high school preparation program.



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time-management skills and be ready to enter college at graduation.

Success Prep is held on four consecutive Saturdays evenings in June and July for incoming high school freshmen and their parents or guardians.

Rawls Scholars Medicine Initiative

CLD and Wishard Health Services are proud to be partners in the Rawls Scholars Medicine Initiative, designed to bring young minority participants in contact with medical professionals and medical students to hear first-hand what medical school is really like. They also tour Wishard Hospital, shadow its trauma services staff and get an insider's look at the Indiana University School of Medicine.

College Prep Institute

CLD is committed to increasing the number of minorities who enroll in and graduate from college. Thus, the College Prep Institute gets students primed and ready to succeed in college by explaining the admissions process, classroom instruction and the rewards of persistence, and what effort it takes from them to graduate. In addition, the institute includes a college writing workshop and a seminar on seeking financial aid and culminates in a college tour.

Graduates of the College Prep Institute become eligible for full-tuition scholarships to Indiana colleges and universities. The program is open to graduates of SD/CE (eight sessions) and their parents or guardians (four sessions).

College Intern Project

In the competition for jobs, real-world experience can mean the difference between getting one and getting passed over. The CLD College Intern Project matches college students with businesses in their field of study that need summer interns. Best of all, many companies hire former interns as full-time employees after they graduate. Regardless, summer internships offer valuable experience that stands out with any potential employer.

CLD Book Club

Reading is integral to so much educational and career success and enjoyment, yet minority students historically under-perform in this area. The CLD Book Club uses experimental methods and innovative teaching techniques designed specifically for minority students. Give this program a try – we guarantee you'll change your mind about reading. Open to students in grades 7 through 12.



Derica Rice, Senior Vice President and CFO at Eli Lilly and Company, introduces students to corporate America during the Lilly/CLD Youth Corporate Summit.



Sixteen individuals received awards at the 2007 Minority Achievers Award Dinner, attended by more than 1,200. The awards recognize community members who excel in their field.

**ENERGY IS THE ESSENCE OF LIFE. EVERY DAY YOU
DECIDE HOW YOU'RE GOING TO USE IT BY KNOWING
WHAT YOU WANT AND WHAT IT TAKES TO REACH
THAT GOAL, AND BY MAINTAINING FOCUS.**

OPRAH WINFREY

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Groundbreaking at the Lilly CLD Achievement Center



CLD's 2nd Annual Golf Tournament drew a crowd.



Rawls Scholars Medicine Initiative Ceremony

THE MAN WHO HAS NO IMAGINATION, HAS NO WINGS.

MUHAMMAD ALI

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LIFE LOVES TO BE TAKEN BY THE LAPEL AND TOLD, "I'M WITH YOU KID. LET'S GO."

MAYA ANGELOU

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Parents chat.

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**IF YOU HAVE NO CONFIDENCE IN SELF YOU ARE TWICE
DEFEATED IN THE RACE OF LIFE. WITH CONFIDENCE YOU
HAVE WON EVEN BEFORE YOU HAVE STARTED.**

MARCUS GARVEY

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NO PERSON HAS THE RIGHT TO RAIN ON YOUR DREAMS.

**MARIAN WRIGHT EDELMAN, AMERICAN ACTIVIST
FOR THE RIGHTS OF CHILDREN**



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