



CENTER FOR
LEADERSHIP DEVELOPMENT

Empowering Youth / Strengthening Community

BUILDING COMMUNITY LEAVING A LEGACY

2005 ANNUAL PROGRAM REPORT



Nicole Duperon, CLD'92



CHARACTER DEVELOPMENT
EDUCATIONAL EXCELLENCE
LEADERSHIP EFFECTIVENESS
COMMUNITY SERVICE
CAREER ACHIEVEMENT

“We are what we repeatedly do.
Excellence then, is not an act, but a habit.”
–Aristotle

PRINCIPLES FOR SUCCESS

CHARACTER DEVELOPMENT

EDUCATIONAL EXCELLENCE

LEADERSHIP EFFECTIVENESS

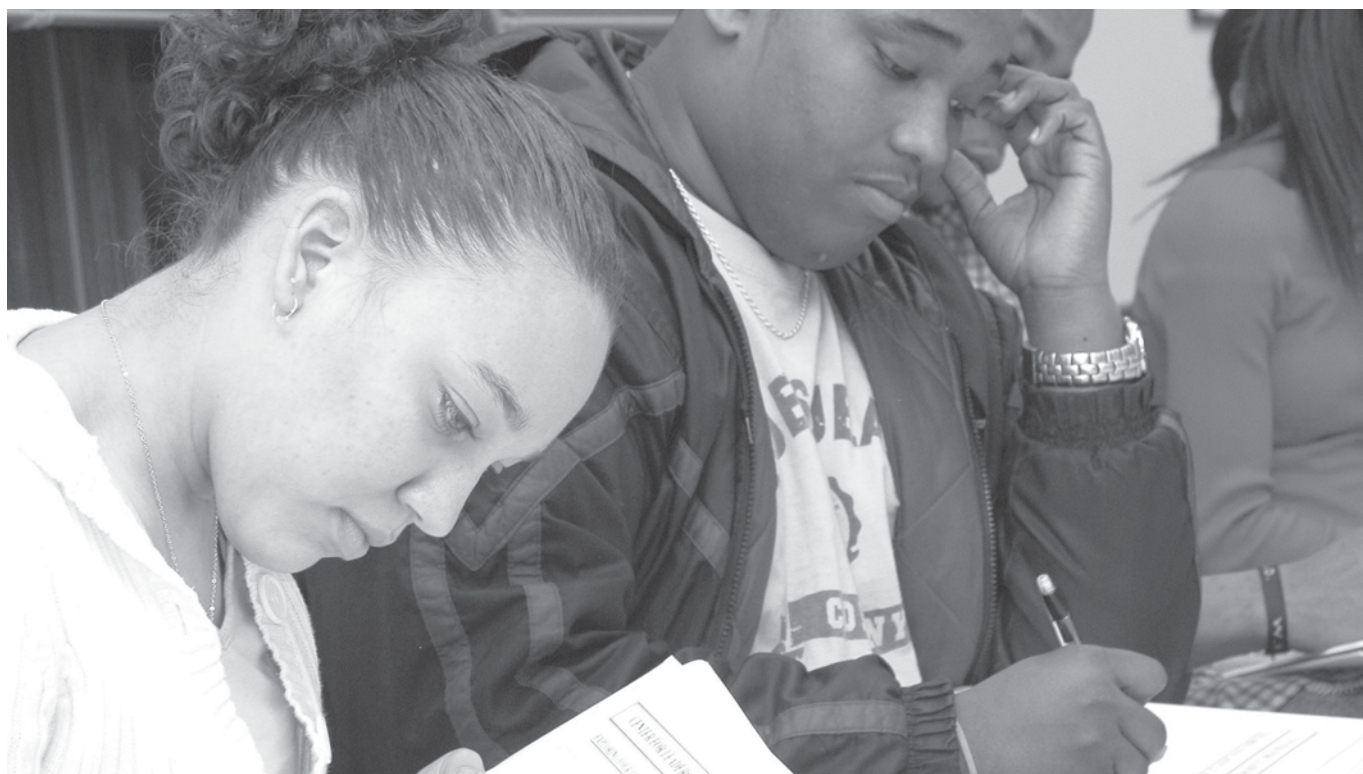
COMMUNITY SERVICE

CAREER ACHIEVEMENT



CENTER FOR LEADERSHIP DEVELOPMENT MISSION STATEMENT

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.



“CLD provides the academic preparation that enables students to succeed in high school, and thereby establish the record of achievement that equips them to compete for college scholarships. CLD also educates families about the process of applying for admission and financial aid, so that they are not daunted by the costs of higher education.”

Dr. Bobby Fong
Butler University President

Artist's rendering of future CLD High Achievement Learning Center

SOLUTIONS FOR OUR YOUTH AND OUR COMMUNITY

Dear CLD friends and supporters,

If given the opportunity, how would you help African-American youth excel? How would you significantly increase high school and college graduation rates? What strategies would you use to alter the course of low self-value, academic failure and hopelessness plaguing many of our youth? How would you inspire youth to value learning and pursue their highest academic and career goals?

At the Center for Leadership Development, we have solutions! The CLD board and staff are dedicated to providing enriching youth programs that offer bold and innovative answers to problems facing our community. In fact, during 2005, CLD exposed hundreds of Central Indiana youth and parents to outstanding programming unparalleled in quality, richness and a demonstrated value.

Whether participants are learning about the many dynamic careers in medicine through the Rawls Scholars Medicine Initiative, or parents and students are gaining information and guidance for achieving academically through Success Prep and College Prep Institute programs, CLD continues its 29-year tradition of offering powerful, proven programming solutions for our community.

In our ongoing effort to find insightful answers, CLD continues to prepare for the future CLD High Achievement Learning Center. This innovative youth development and college readiness resource center will provide meaningful solutions and guidance to thousands of youth and parents. We believe this learning center will become one of our community's most vital assets and the answer to the many glaring problems facing youth.

CLD's superb impact is made possible thanks, in part, to the outstanding CLD alumni who can be seen highlighted throughout this report. They are committed to leaving a legacy and willingly volunteer their services in various capacities. While it is obvious that the young people of our community are challenged with many difficulties, CLD will continue to create solutions which help our children achieve.

We welcome your involvement and thank you for supporting the Center for Leadership Development.

Yours for the development of youth,



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



Robert L. Bowen
Chairman & Chief Executive Officer
Bowen Engineering Corporation
Chairman, CLD Board of Directors

ROLE MODELS

LIVING THE DREAM

CHARACTER DEVELOPMENT

EDUCATIONAL EXCELLENCE

LEADERSHIP EFFECTIVENESS

COMMUNITY SERVICE

CAREER ACHIEVEMENT



Ask our students, "Why CLD?", and you will hear many answers to this important question.

Tasha Gibson, coordinator of teen programs at the Indianapolis Museum of Art and CLD alumni '94, remembers well her CLD days and 1995 high school graduation.

"I benefited from both the peer learning opportunities that are promoted through the Self-Discovery/Career Exploration (Project) curriculum and the facilitators who are living out what they are teaching us."

When you read articles about...

- Students
- Volunteers
- Teachers
- Facilitators
- Role Models
- Alumni

...do you skim quickly, thinking little about who these titles represent, or do you wonder what these people do and how they affect positive change?

These titles commonly represent groups of people who exist within our cultural fabric to satisfy important needs. Inside our classrooms and halls, these roles can be collectively referred to as "alumni," for it is our alumni who are active in all aspects of our learning organization, in addition to being:

- women and men who hold professional jobs
- mothers and fathers
- volunteers in the community.

SUBJECT MATTER EXPERTS

TEACHERS AND FACILITATORS

Often the best teachers are those who are not only able to deliver the material, but are also knowledgeable in the subject matter due to personal and professional experience.

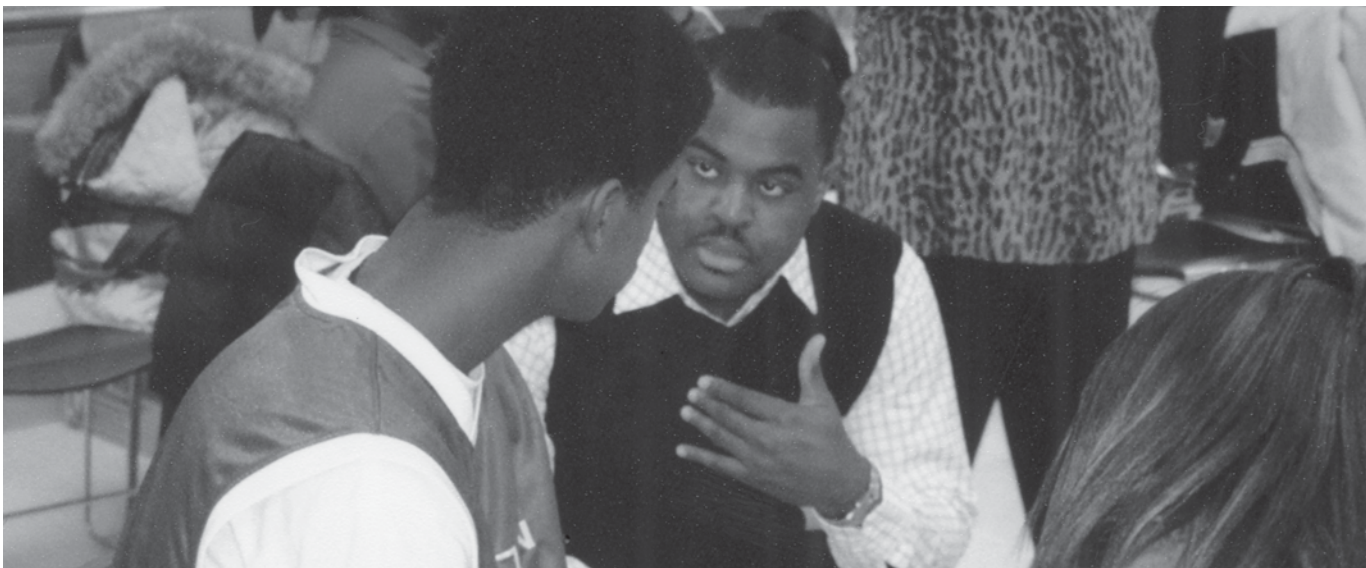
Annually, our facilitators deliver curriculum components to more than 1,200 minority students who participate in CLD's programs to augment what they're learning in middle and high school.



"CLD facilitators are great role models. Seeing well-rounded professional adults each week made success seem possible to me. Even now as a facilitator for some of the CLD programs, I strive to set that same example and help the young people that I work with know that success can truly be a reality."

Tasha Gibson

**Coordinator of Teen Programs
Indianapolis Museum of Art
1994 CLD Alumnae**



100% OF YOUTH AND PARENTS AGREE THAT THEY ARE BETTER PREPARED TO SUCCEED AND HELP THEIR CHILDREN SUCCEED IN HIGH SCHOOL AS A RESULT OF THE SUCCESS PREP PROGRAM.

CLD PROGRAMS

PROJECT MR. (MALE RESPONSIBILITY)

7th – 10th Graders

An intensive four-week, five-hour youth development program to educate African-American males in key attitudinal and behavioral traits that are consistent with helping them become responsible men. Now in its 15th year, this community program trains young men in the following topics:

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

The goal of this program 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, Book Club and other complementary programs which provide a systemic program infrastructure and opportunities. In 2005, 103 young men graduated from Project MR.



"The Center for Leadership Development has been the guiding force in developing and mentoring youth. For over 25 years, CLD has continued to identify and develop programs that meet the needs of youth and young adults in our community. What's even more amazing is how CLD has successfully continued to solicit the volunteer support and commitment of some of the top professionals, business and community leaders to serve as facilitators for workshops and programs."

Ramona Ridley Powell, Director of Diversity & Assistant Director for Enrollment Management, Cathedral High School

SUCCESS PREP

9th Graders and their parents

Success Prep is designed to assist African-American parents and their children who are incoming high school freshmen. Success Prep provides the knowledge, skills and resources to achieve high school success and prepare for college. Because Success Prep is offered in June and July, participants are given the opportunity to jump start their focus on high school and adjust their attitudes for academic success. In 2005, parents and students benefited from 12 hours of instructional time which included a tour of Franklin College.

Success Prep graduated 78 youth and 75 parents who participated in Success Prep in 2005. 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
- Ability to work in small groups



Participants of the College Prep Institute tour DePauw University campus.

SELF-DISCOVERY/CAREER EXPLORATION PROJECT

10th – 12th Graders

Since 1977, our Self-Discovery/Career Exploration Project has prepared high school sophomores, juniors and seniors for academic and career success. (Enrollment for our spring and fall sessions combined reached a record-level of 369 youth.)

This 13-week curriculum empowers youth to use CLD's Principles for Success to:

- Improve communication
- Study effectively
- Take on appropriate behaviors that lead to success
- Train as future facilitators

CLD alumni, community leaders and other business professionals facilitate classes by sharing their trials and accomplishments in education, career and life to help students learn about career goals, philanthropy and serving others.

Students are given the opportunity to apply this knowledge through the program's Leadership Service Project, completing at least four hours of community service to graduate.

BUSINESS ORIENTATION PROJECT (B.O.P.)

10th – 12th Graders

The Business Orientation Project is an intensive 11-week program held on the campus of IUPUI. Students learn about business and entrepreneurship via minority business professionals who share a wide range of knowledge and abilities gained from various professional experiences.

In addition to guest speakers and classroom discussions, participants each week, read a business-related article and submit a written report to explain issues related to management, sales, law and marketing in order to increase their knowledge of the business world.

The Business Orientation Project also provides student with the opportunity to learn first hand what it takes to succeed in various career paths in the realms of business. Course topics include marketing, finance, accounting and leadership within a business environment. Over the years, students have expressed that the basic skills and business knowledge that they acquired through the Business Orientation Project has helped them to understand the necessary steps it takes to own their own business; choose a career path; and become successful accounting financial analysts and business professionals.



"Professionally, CLD prepared me like no other program has. Just like its slogan says, it caused me to think about 'Who I Am,' 'Where I am Going' and 'How Do I' get there. I understand the importance of being able to present yourself in a professional manner no matter what the situation or environment."

James A. Duke

Diversity Director, BAA Indianapolis LLC
1989 CLD Alumnus

OF THE 57 COLLEGE PREP
INSTITUTE STUDENTS AND
110 PARENT PARTICIPANTS,
100% REPORTED THEY ARE BETTER
PREPARED TO PLAN FOR THE FUTURE
AS A RESULT OF THE INSTITUTE.

RAWLS SCHOLARS MEDICINE
INITIATIVE

10th – 12th Graders

Named after Dr. George H. Rawls, a renowned Indianapolis African-American surgeon, this initiative is designed to increase the number of minority physicians and medical professionals. Rawls Scholars participants obtain knowledge and understanding of the academic rigors for medical school admissions and future success as well as gained first-hand exposure to the medical professions.

Forty-four students and 33 parents participated in 2005. These students experienced tours of Indiana University School of Medicine, Riley Hospital for Children and Wishard Hospital. In addition to visiting medical labs, lecture halls and medical libraries, Rawls participants were able to observe surgical procedures. Thanks to Wishard Health Services for partnering with CLD to host this initiative.

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:

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

The College Prep Institute was developed to provide a curriculum experience in which students and parents simultaneously receive information and resources to assist their youths in achieving success. Participants learn about social responsibility and conflict resolution, as well as effective strategies for written and verbal communication and note taking.

Participation in the College Prep Institute has and will continue to increase due to competition for scholarships awarded to those who graduate with academic excellence.

The following CLD graduates and scholarship recipients achieved academic distinction and demonstrated exemplary leadership skills and community service.

COLLEGE PREP INSTITUTE SCHOLARSHIP
PARTNERS:

Butler University CLD Scholarship

Awarded one 4-year full tuition scholarship
Recipient: Phylicia Harris – Arsenal Technical High School

DePauw University CLD Scholarship

Awarded four 4-year full-tuition scholarships to:
Adrienne Cobb- Lawrence North High School
Coralyn Lowe – Arlington High School
Chris Tucker – Park Tudor High School (2004)
Anthony Turientine Jr. – Pike High School (2004)

Indiana State University CLD Scholarship

Awarded two 4-year full-tuition scholarships to:
Christina Cole – Pike High School
LaShelle Stewart – Arlington High School

Indiana University CLD Scholarship (Bloomington)

Awarded two 4-year full-tuition scholarships to:
Brittany Mitchell – Arsenal Technical High School
Joshua Payton – North Central High School

Purdue University CLD Scholarship

Awarded one 4-year full-tuition scholarship to:
Ronard Black – Pike High School

University of Indianapolis CLD Scholarship

Awarded two 4-year full-tuition scholarship to:
Gervy Charles Howard IV – Pike High School
Amanda Williams - Pike High School (2004)

OTHER SCHOLARSHIPS AWARDED IN 2005:

WTHR Channel 13 “Lis Daily” CLD Scholarship
Coralyn Lowe – Arlington High School

Cathedral High School CLD Scholarship

Awarded a 4-year full-tuition scholarship to:
Kyle David Torain – Northview Middle School

367 STUDENTS COMPLETED LEADERSHIP SERVICE PROJECTS PROVIDING 1,468 HOURS OF COMMUNITY SERVICE IN AND AROUND INDIANAPOLIS.



"This is a wonderful outreach for parents to relate to one another's successes and struggles, highs and lows, victories and valleys."

Henry "Hank" Mosley

Parents Chat Facilitator

CLD Volunteer & Program Participant

SCHOLASTIC APTITUDE TEST (SAT) PREPARATION COURSE

11th – 12th Graders

Now in its 10th 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.

PARENTS CHAT

Self-Discovery/Career Exploration Project Parents

Parents Chat is designed to empower parents so they are better equipped to help their sons and daughters excel. CLD hosts 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. We recognize the importance of parent involvement to student success – and 54 parents, who participated in Parents Chat in 2005 recognized the importance of being involved.



Judith Ball-Thomas, 1983 CLD Alumnae and parent participant.

"CLD prepares youth by helping them realize, in a way few organizations do, that the decisions they make today effect the likelihood their dreams and aspirations will come true."

John and Karen Crawford

CLD Volunteers & Program Participants



25th Anniversary Minority Business Professional Achievers Recognition Awards Dinner recipients.

CLD BOOK CLUB

In its third year, the CLD Book Club exposes high school students to the joys and importance of reading. The book club furthers CLD emphasis on educational excellence and demonstrates the relationship between effective reading skills and educational attainment. Held during the summer months, book club members read and discussed "Think Big," "A Lesson before Dying," and "Rich Dad, Poor Dad."

MINORITY ACHIEVERS DINNER

CLD's 25th Anniversary 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 to honor 18 local community leaders who have demonstrated excellence in life's work and rendering service to our community.

ALUMNI MAKE CONNECTIONS

CLD ALUMNI ASSOCIATION (CLDAA)

Participants who have graduated from our 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 enjoy fellow members. The jamboree formally launches our "Annual Fund for Youth Development" campaign fundraising drive. During the past 29 years, CLD has developed and nurtured an alumni base of 6,510 productive citizens who contribute to the growth and success of our programs, city, state and nation.



"We provide students and parents with an unprecedented opportunity to grow, learn and achieve success. CLD is feeding Central Indiana's intellectual capital pipeline to build effective leaders for tomorrow."

Nicole Duperon
1992 CLD Alumnae

FINANCIAL CONTRIBUTORS



2005 MAJOR CONTRIBUTORS OF \$100,000 OR MORE

Richard M. Fairbanks Foundation, Inc.
Guidant Foundation
Lilly Endowment, Inc.
Lumina Foundation for Education

2005 MAJOR CONTRIBUTORS OF \$50,000 OR MORE

Emmis Communications Corporation
Indianapolis Power & Light Company
Eli Lilly and Company Foundation
Radio One

2005 MAJOR CONTRIBUTORS OF \$25,000 OR MORE

The Clowes Fund, Inc.
Dow AgroSciences LLC
National City Bank

2005 MAJOR CONTRIBUTORS OF \$15,000 TO 24,999

Anthem Blue Cross and Blue Shield
Bowen Engineering Corporation
Citizens Gas & Coke Utility
Maurer Family Foundation/Mickey's Camp
JPMorgan Chase Foundation
Season for Sharing/Lend-A-Hand Foundation
General Motors Foundation
OneAmerica Financial Partners/American United
Life Insurance Company
Wishard Health Services

2005 MAJOR CONTRIBUTORS OF \$5,000 TO 14,999

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Emmis Communications Corporation
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· Allison Transmission Division
· Metal Fabricating Division
Hanover College
Herff Jones, Inc.
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Indiana State Foundation
Indiana University
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Lacy Foundation
M•Plan
Marion County Health Department
Mays Chemical Company
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National Collegiate Athletic Association [NCAA]
PeyBack Foundation
St. Francis Hospital & Health Centers
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Visteon Corporation - Indianapolis Steering
Systems Plant
Wabash College



"Although I completed the Self-Discovery Program in 1989, that wasn't the end of my involvement with CLD. Along with countless other CLD Alumni, I take every opportunity to serve my community and the youth of Indianapolis by supporting CLD programs and activities. CLD isn't just a program... it's a lifetime commitment.

Tracey Means — June 20, 2005
English Teacher / Drama Director
Lawrence North High School
1989 CLD Alumnae

2005 MAJOR CONTRIBUTORS OF \$2,500 TO \$4,999

Ball State University
 Butler University
 Comcast Cablevision, Inc.
 The Indianapolis Star
 Kiwanis Foundation of Indianapolis, Inc.
 Pacers Foundation, Inc.
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 WTHR Channel 13

2005 MAJOR CONTRIBUTORS OF \$1,000 TO \$2,499

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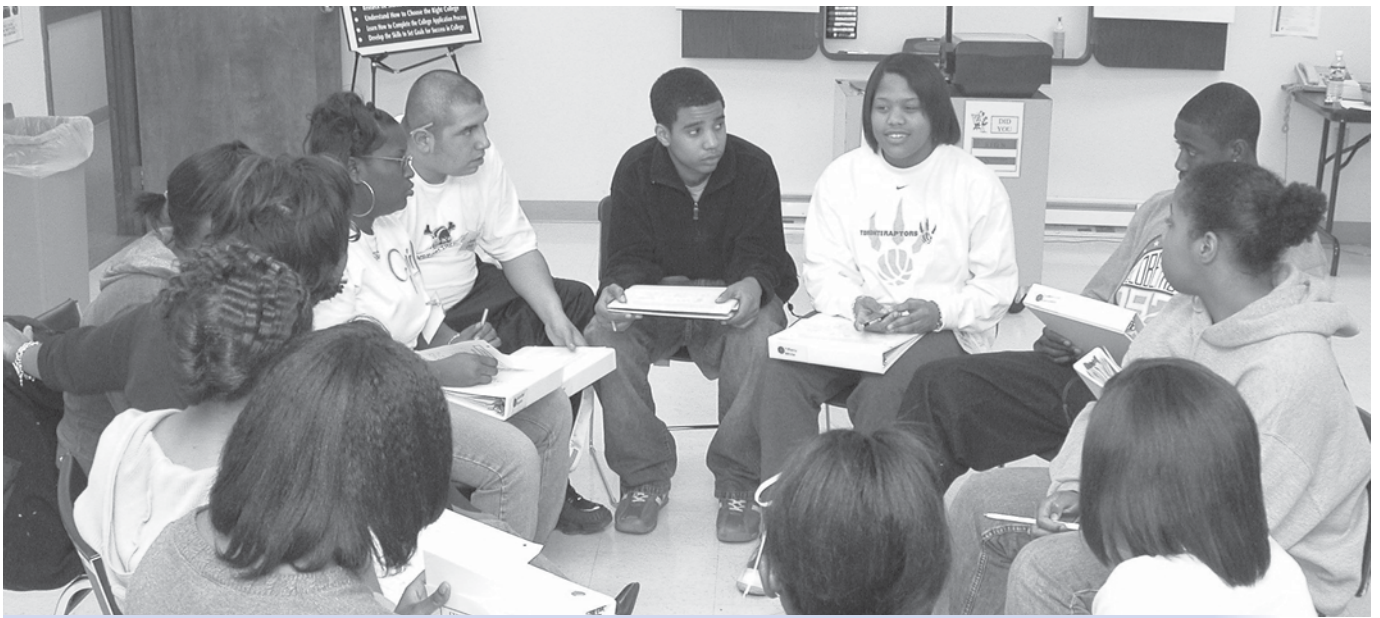
Individuals

Dennis Bassett*
 Dennis E. Bland
 Dr. Robert Bottoms*
 Robert L. Bowen*
 Ruth Iliff*
 James and Jackie Morris
 (In honor of Jerry and Rosie Semler)
 Mr. and Mrs. LaSalle* Rhymes, Jr.
 Jerry* and Rosie Semler
 Joseph Slash*
 Stephen A. Stitle*
 Bill West*
 Dr. and Mrs. David and Toni Wilkes

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 Indiana Farm Bureau Insurance Company
 Mass Mutual/Indianapolis Financial Group
 Morris Printing Company
 ProLiance Energy, LLC
 F.C. Tucker Company, Inc.

* Denotes CLD Board Member



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Denice Willoughby
Thomas and Marcia Wood
Vivian Woodward
Theresa Zoubul

* Denotes CLD Board Member

MICKEY’S CAMP

Mickey’s Camp is a long time dream of local businessman and community leader Mickey Maurer. In 2001, this dream came true with the first annual Mickey’s Camp. In the last four years, Mickey’s Camp has raised more than \$400,000 for local charities, and provided a place where area businessmen could leave behind daily pressures, explore new opportunities, perfect old skills and enjoy the camaraderie of fellow campers in a relaxed, informal atmosphere. The Center for Leadership Development wishes to acknowledge and thank the Maurer Family Foundation, Inc. and the following “campers” who designated their charitable contribution to CLD to benefit the youth we serve:

Jeff Abrams	Michael Goldberg	Alex Nelson
Mike Alley	Corey Harris	Ersal Ozdemir
Jerry Ancel	Wayne Harris	Brian Payne
Thomas Bedsole	David Hartley	Norman Pessin
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Nate Feltman	Mike Miller	Ben Wilhelm
Ron Fisher	David Morgan	Don Woodley
John Gibbs	Matt Murphy	Ed Yosowitz
Joe Giodano	Bud Myers	

* Denotes CLD Board Member



“Since 1981, I have had the pleasure of being involved with CLD. Whether as a student in the Self-Discovery/Career Exploration Project or as President of the Alumni Association during the mid-90s, CLD has remained a priority in my life. You might ask why; and the answer is simple. CLD is not just a program, but also an experience. CLD was the experience that provided me with the tools to achieve.

CLD prepared me to handle the rigors of Wabash College, the challenges of work and, more importantly, it instilled the importance of working in my community.”

Steven L. Jones
Human Resources Director, The Healthcare Group, LLC
(M Plan & Encore Health Network)
1981 CLD Alumnus

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Alumni Association President
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Director, Revenue Management
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Tamiko L. Jordan-Obregón, MEd., Vice President Programs and Administration

Tyrone F. Chandler, MPA, Vice President for Advancement

Ronald Brown, Fund Development Coordinator

Georgetta Smith, MBA, Program Coordinator

Judi Scott, Coordinator of Operations

Terry Kenny, Community Outreach

Rosietta Summers, Accounting Technician/Clerical Support

Robin Andrews, Program Assistant

John Murry, Program Assistant

Felicia Gilbert, Program Support

Patricia Scates, Part-time Clerical Support

“The best way to predict our future
is to create it.”
—Peter Drucker



CENTER FOR LEADERSHIP DEVELOPMENT

Empowering Youth / Strengthening Community

Center for Leadership Development
3536 Washington Boulevard
Indianapolis, IN 46205
(317) 923-8111
www.cldinc.org

On the cover: Nicole Duperon is the president of the CLD Alumni Association and is heavily involved in CLD. In addition to her busy role as Director of Revenue Management for Greater Lafayette Health Resources, you can find Nicole teaching class for CLD in the Self-Discovery/Career Exploration Project or the College Prep Institute.