



CENTER FOR  
LEADERSHIP  
DEVELOPMENT

*Empowering Youth / Strengthening Community*

# INSPIRED AND PREPARED TO EXCEL

*The story of youth, leaders and lifelong learning*

.....

2011 Annual Program Report



“CLD NOT ONLY ENCOURAGES YOU TO PURSUE HIGHER EDUCATION, THEY TEACH YOU TO OBTAIN THAT DEGREE, PURSUE EMPLOYMENT AND SUCCESS AND, MOST OF ALL, TO REACH BACK TO HELP YOUR FELLOW PERSON.”

Tonya Burroughs  
*CLD Graduate and Parent*



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# INSPIRED AND PREPARED TO EXCEL

## *A Note from the President and Chairman*

THE CENTER FOR LEADERSHIP DEVELOPMENT IS ABUZZ IN PROGRESS. MANY HIGH QUALITY PROGRAMS ARE BEING OFFERED, HUNDREDS OF YOUTH AND PARENTS THROUGHOUT CENTRAL INDIANA ARE TAKING ADVANTAGE OF THESE RICH EXPERIENCES AND, MORE IMPORTANTLY, CLD PARTICIPANTS ARE LEARNING, GROWING, DEVELOPING, AND ACHIEVING. IN SHORT, THE CRITICAL MISSION OF CLD IS BEING ADVANCED IN A BOLD, EXCITING WAY.

The CLD board, staff and volunteers continue to work hard, passionately, and with purpose to execute the vision outlined in our strategic plan, *Preeminence in Empowering Youth and Strengthening Community*. The results of these dedicated efforts are having a rich, direct impact on the youth we serve and on the community we call home. Listed below are highlights of CLD's accomplishments, impact, and contributions in 2011:

- » Sixteen programs and initiatives for youth and parents
- » 2573 youth and parents enrolled in CLD programs
- » Increased enrollment and achievement of African American males with second session of Project MR. (Male Responsibility)
- » A record 281 participants in Self-Discovery/Career Exploration, the largest enrollment figure in CLD's 35 year history
- » Sixteen Indiana college and university scholarship partners
- » More than \$2 million in scholarships awarded to 40 CLD participants

With a year of unparalleled success behind us, we are sharpening our focus to achieve even greater success, outcomes, and opportunities for CLD youth in 2012. Five additional colleges and universities have come aboard to award scholarships to our CLD Scholars, participants who have distinguished themselves in the classroom. For the first time, our group of partnering institutions includes two schools outside of Indiana—Cornerstone University in Grand Rapids, Michigan and North Carolina A&T in Greensboro, North Carolina. We welcome all of our new college partners to the CLD family.

“CLD IS IMPORTANT BECAUSE OUR YOUNG PEOPLE NEED TO KNOW THAT THEY CAN ACHIEVE ANYTHING AND SEE IT MODELED BY PEOPLE WHO CARE.”

**Kelvin Wade**  
*Supervisor Patient Transportation/IU Hospital,  
Parent and CLD Alum*



We will again dial up the intensity on our efforts to make sure our participants are truly ready for college admissions and graduation by launching the CLD College Prep Institute (CPI). CPI will be devoted solely to building comprehensive college preparation, will provide open access to counseling professionals, and will create precious accessibility for youth and families by operating in the evening and on weekends. With CPI, we will work proactively and strategically to make certain hundreds of Central Indiana students and their parents are soundly equipped for academic and college achievement.

We are beyond merely bemoaning the alarmingly low high school and college completion rates, we are committed to helping our community deliver answers.

These and other exciting CLD initiatives speak ultimately to a single vision—to build one of this nation’s premier program models dedicated to inspiring exceptional high school and college graduation and career achievement. We believe youth can be inspired and prepared to excel at the highest levels. We aspire to give the youth of Central Indiana the absolute best...so they are empowered to do theirs.

On behalf of the CLD board and staff and on behalf of the students and families who benefit from CLD’s commitment to creating exceptional youth through preeminent programming, we thank you for your support. Most importantly, we thank you for your trust.

Yours for the development of youth,



**DENNIS E. BLAND, ESQ.**  
*President,  
Center for Leadership Development*



**DR. ROBERT L. BOWEN, P.E.**  
*Founder and Chairman  
Bowen Engineering Corporation  
Chair, CLD Board of Directors*

# THE CENTER FOR LEADERSHIP DEVELOPMENT AT A GLANCE

THIS YEAR-IN-REVIEW IS THE STORY OF THE PEOPLE BEHIND OUR PLAN. THE PEOPLE WHO ARE READY AND WILLING TO INVEST THEIR RESOURCES AND THEMSELVES IN CHANGING LIVES AND EMPOWERING MINORITY YOUTH IN CENTRAL INDIANA. THE YOUNG PEOPLE FILLED WITH POTENTIAL AND PROFOUNDLY WORTHY OF OUR GUIDANCE AND NURTURING. THE LEADERS AND STAKEHOLDERS WHO STEPPED UP AND INTO THE BEAUTIFUL NEW COLLEGE PREP INSTITUTE, MAKING IT A PLACE TO BELIEVE AND ACHIEVE FOR THE NEXT GENERATION. THE PARENTS, INSTRUCTORS, MENTORS, VOLUNTEERS, COLLEGES AND UNIVERSITIES, CORPORATE PARTNERS AND DONORS WHO SUPPORTED THE DREAM AND MADE IT POSSIBLE FOR EVEN MORE YOUTH PARTICIPANTS.



“ MY GOAL IS CHARACTER DEVELOPMENT. MY GOAL IS EDUCATIONAL EXCELLENCE. MY GOAL IS LEADERSHIP EFFECTIVENESS. MY GOAL IS COMMUNITY SERVICE. MY GOAL IS CAREER ACHIEVEMENT.”

CLD Student Pledge

FOUNDED IN 1977

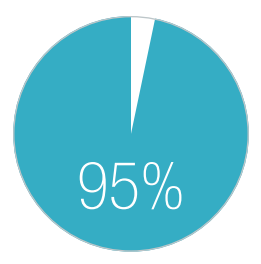
1977 ENROLLMENT: 42 parents & students

2011 ENROLLMENT: 2573 parents & students

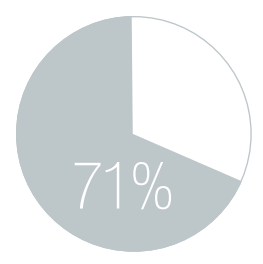
TOTAL NUMBER OF PARTICIPANTS SERVED SINCE INCEPTION:

22,691»

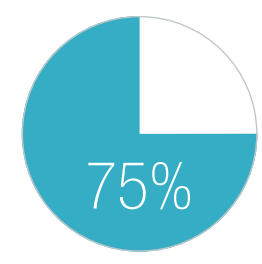
STUDENT POPULATION: 4th GRADE THROUGH COLLEGE



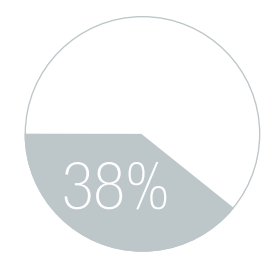
of CLD students graduate from high school



state of Indiana



of program alumni graduate from college within six years



state of Indiana

16 | >100 | >250 | 21

NUMBER OF PROGRAMS | NUMBER OF PROGRAM FACILITATORS AND VOLUNTEERS | NUMBER OF K-12 PUBLIC AND PRIVATE PARTICIPATING SCHOOLS | NUMBER OF CLD COLLEGE AND UNIVERSITY PARTNERS

TOTAL SCHOLARSHIPS AWARDED: \$6.2 MILLION



**YOUR CAREER**

**YOUR FUTURE**



**GRADUATION**



**COLLEGES & UNIVERSITIES**



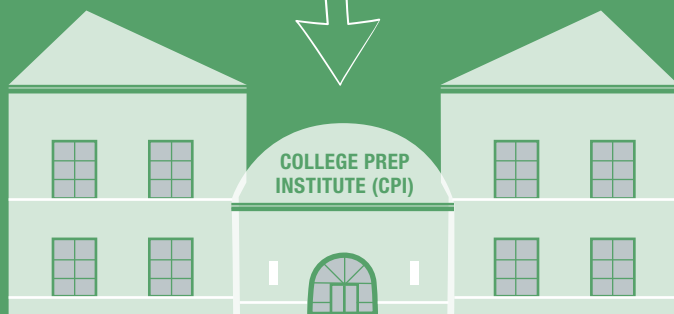
**ACADEMIC AND GUIDANCE COUNSELORS**

- » AVAILABLE EVENINGS AND WEEKENDS
- » LICENSED COUNSELORS AND FINANCIAL AID SPECIALISTS
- » AVAILABLE FOR STUDENTS AND PARENTS

**\$2 MILLION**  
IN SCHOLARSHIPS IN 2011



**COMPUTER LAB**



**COLLEGE PREP INSTITUTE (CPI)**

**CENTER FOR LEADERSHIP DEVELOPMENT (CLD)**



**INDIVIDUAL AND CORPORATE DONORS AND SPONSORS**



**THE BIG PICTURE  
YOU ARE HERE**

.....  
INSPIRED AND PREPARED TO EXCEL  
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[www.CLDinc.org](http://www.CLDinc.org)



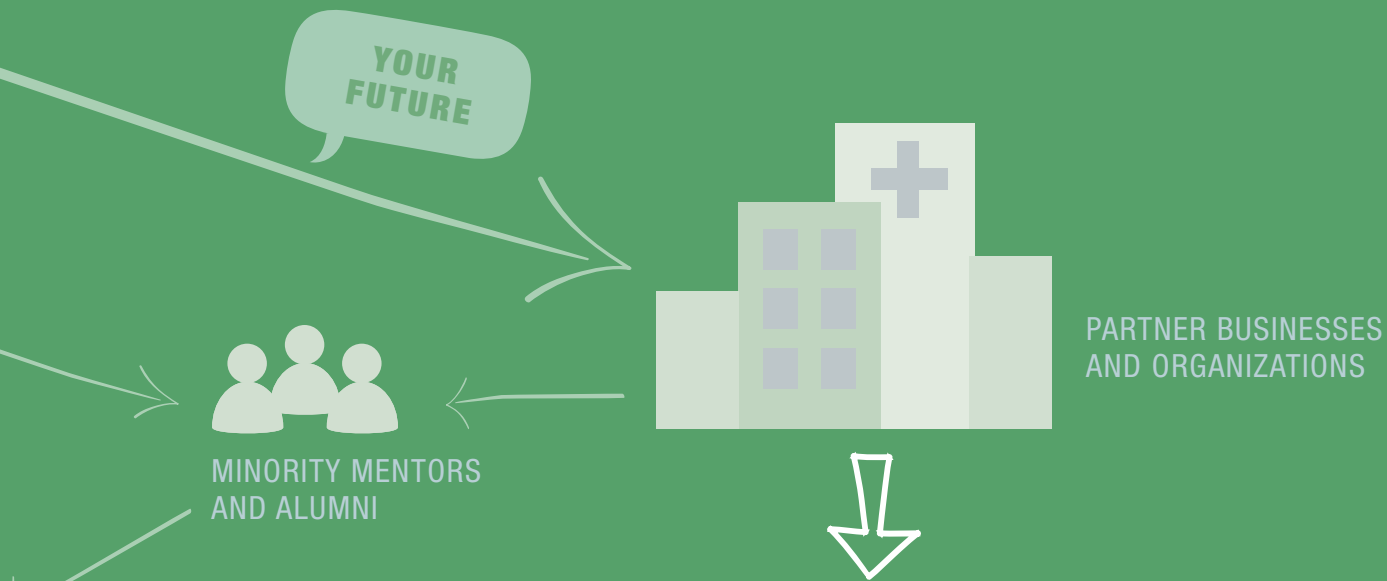
**CENTER FOR LEADERSHIP DEVELOPMENT**

**CLD PRINCIPLES FOR SUCCESS**

- » CHARACTER
- » EDUCATION
- » LEADERSHIP
- » SERVICE
- » CAREER



**WELCOME STUDENTS & PARENTS...** TO A PLACE LIKE NO OTHER. THE CENTER FOR LEADERSHIP DEVELOPMENT AND ITS COLLEGE PREP INSTITUTE EXIST TO PROMOTE AND SUSTAIN PERSONAL DEVELOPMENT, COLLEGE READINESS, GRADUATION, ACHIEVEMENT AND THE SPIRIT OF GIVING BACK. RICH EXPERIENCES, CHALLENGES, SUPPORT AND SUCCESS AWAIT YOU. **ARE YOU READY TO GET STARTED?**



## PROGRAMS AND INITIATIVES

### CHARACTER DEVELOPMENT

- » **JR. SELF-DISCOVERY** (grades 4-6)
- » **PRECIOUS MISS** (girls grades 6-8)
- » **IMANI BOOK CLUB** (grades 6-12)
- » **PROJECT MR. (Male Responsibility)** (boys grades 7-10)

### COLLEGE AND CAREER READINESS

- » **ROLE MODEL/ADVISOR EXPERIENCE** (grades 6-12)
- » **COLLEGE PREP CONFERENCE AND COLLEGE FAIR** (grades 8-12)
- » **SUCCESS PREP** (rising 9th graders)
- » **LILLY AND CLD CORPORATE YOUTH SUMMIT** (grades 9-12)
- » **EMERGING SCHOLARS INFORMATIONAL MEETING** (grades 9-12)
- » **PRAXAIR YOUTH EMPLOYMENT SUMMIT** (grades 10-12)
- » **SELF-DISCOVERY / CAREER EXPLORATION PROJECT** (grades 10-12)
- » **SAT PREP** (grades 10-12)
- » **BUSINESS ORIENTATION PROJECT (BOP)** (grades 10-12)
- » **RAWLS SCHOLARS MEDICINE INITIATIVE** (grades 10-12)
- » **COLLEGE PREP** (grades 10-12)
- » **PARENTS CHAT**

# CHARACTER DEVELOPMENT



**JR. SELF-DISCOVERY:** We're never too young to know ourselves better. This foundational eight-week journey of self-discovery and interaction helps elementary school youth recognize and overcome barriers to academic success. Focuses on effective communication, study habits and inspired development. (Grades 4th-6th)



**PRECIOUS MISS:** Led by African American female professionals, this all-female program was created to help young women discover and value themselves, strengthen character, explore friendships and relationships, develop a positive body image and increase self-esteem. (Grades 6th-8th)












**IMANI BOOK CLUB:** Reading opens doors! This six-week summer reading program improves literacy and nurtures an appreciation for the written word. Participants engage in written and oral activities, including journaling, vocabulary logs, presentations and debates. (Grades 6th-12th)



**PROJECT MR. (Male Responsibility):** Led by African American male professionals, this all-male program focuses on male responsibility, how to recognize and defuse pressures, how to set goals, make healthy lifestyle choices, work cooperatively with peers and adults and communicate effectively. (Grades 7th-10th)

## GRADE LEVEL COLOR GUIDE

	4 <sup>th</sup> GRADE		7 <sup>th</sup> GRADE		10 <sup>th</sup> GRADE
	5 <sup>th</sup> GRADE		8 <sup>th</sup> GRADE		11 <sup>th</sup> GRADE
	6 <sup>th</sup> GRADE		9 <sup>th</sup> GRADE		12 <sup>th</sup> GRADE



# COLLEGE AND CAREER READINESS

**ROLE MODEL /ADVISOR EXPERIENCE** – Hear directly from top African American professionals who have volunteered their time to share details of their education, work ethics, daily routine, personal challenges and opportunities. This one-day experience is made possible by area physicians, RNs, financial planners, teachers, pharmacists, counselors, accountants, engineers, IT professionals and others. (Grades 6th-12th)



**4TH ANNUAL COLLEGE PREP CONFERENCE AND COLLEGE FAIR** – The 2011 one-day event brought 297 students and 118 parents to the Indiana Convention Center to hear from academic professionals on Creating a Standout Application, Financial Aid Literacy, On and Off Campus 101, Student Athlete Eligibility, Academic & Career Planning and more. More than 35 in state, out of state, and historically black colleges also interacted with participants as part of the college fair. Thank you to our title sponsor, Community Action of Greater Indianapolis. (Grades 8th-12th)



**SUCCESS PREP** – The ultimate high school readiness program for students and their parents or guardians. Participants learn how to study, take notes, prepare for tests, make wise decisions, understand resources and apply academic abilities. Includes a thorough overview on the importance of academic success and the preparation involved to realize the highest level of achievement. (Rising 9th Graders)



**EMERGING SCHOLARS INFORMATIONAL MEETING** – An annual informational meeting for all CLD high school students and parents to come together and learn more about scholarship opportunities provided by 21 CLD college partners. Each college and university partner presents information regarding scholarship eligibility, the application process and the benefits of attending their institution. Students and parents also have the opportunity to speak one-on-one with admission representatives. (Grades 9th-12th)



**6TH ANNUAL LILLY AND CLD CORPORATE YOUTH SUMMIT\*** – Since 2006, more than 900 students and parents have participated in this Youth Summit. Created by Lilly's diversity team, alongside CLD, to expose participants to African American executives in an environment of success. This year's Summit focused on what it takes to survive in a rapidly changing global environment with four interactive student sessions on Social Media, Getting a Seat at the Corporate Table, Managing the Stress of Success, and Financial Literacy. Parents were treated to sessions on Social Media and Teens, Managing the Parent Brand and Parenting: Good to Great. (Grades 9th-12th)



\* Program requires completion of SELF-DISCOVERY/CAREER EXPLORATION PROJECT

» *continued*

## COLLEGE AND CAREER READINESS

### A RECORD 281 STUDENTS IN 2011

**SELF-DISCOVERY/CAREER EXPLORATION PROJECT** – With questions, choices and uncertainties—Who am I? Where am I going? How do I get there?—the future can seem overwhelming. Through this rigorous and life-changing 13-week curriculum, participants gain insight into personal, educational and career goals. Includes discussions, role play, activities, and presentations. (Grades 10th-12th)

**COLLEGE PREP\*** – From exploring the reasons for college to admissions, overcoming obstacles along the way, graduation and everything in between. This eight-week student session (with special break-outs for rising college freshmen) and four-week parent/guardian session draw from collegiate guest speakers and current college students to demystify financial aid, academic expectations, and career planning. (Grades 10th-12th)










**SAT PREP** – Working toward 2400! Valuable insight and six weeks of practical training for both the verbal/written portion and math portion. In 2011, and for six weeks leading up to the annual October test, 103 participants learned how to improve their overall performance. (Grades 10th-12th)

**BUSINESS ORIENTATION PROJECT (BOP)\*** – This 11-week program created in partnership with IU Kelley School of Business, pairs students with minority business owners, entrepreneurs and professionals for real-world business perspective. Work includes career planning, how to operate a business, write business correspondence, interview and speak publicly. (Grades 10th-12th)

**RAWLS SCHOLARS MEDICINE INITIATIVE\*** – A rare and exceptional opportunity for students to closely interact with medical students and professionals of our Rawls Scholars partner, Wishard Health Services. Participants shadow trauma services staff, tour Wishard Hospital (one of America's five largest safety net health systems), and gain an insider's perspective on the Indiana University School of Medicine. (Grades 10th-12th)

\* Program requires completion of SELF-DISCOVERY/CAREER EXPLORATION PROJECT

### GRADE LEVEL COLOR GUIDE

	4 <sup>th</sup> GRADE		7 <sup>th</sup> GRADE		10 <sup>th</sup> GRADE
	5 <sup>th</sup> GRADE		8 <sup>th</sup> GRADE		11 <sup>th</sup> GRADE
	6 <sup>th</sup> GRADE		9 <sup>th</sup> GRADE		12 <sup>th</sup> GRADE



**4TH ANNUAL PRAXAIR YOUTH EMPLOYMENT SUMMIT\*** – This half-day Summit introduces participants to the expectations of employers during the hiring process. The Praxair diversity team, in collaboration with CLD and Leaders for Tomorrow delivered sessions on creating effective resumes and cover letters, choosing interview-appropriate outfits, and tips on preparing for an interview. Over the past four years, Praxair has awarded over \$2,300 in cash and prizes for educational expenses. (Grades 10th-12th)

\* Program requires completion of *SELF-DISCOVERY/CAREER EXPLORATION PROJECT*

**PARENTS CHAT** – A five-week parent-exclusive program dedicated to finding honest answers and helpful resources as you support your child. Parents benefit from trusted information on issues ranging from sexuality to financial literacy and take part in role-playing discussions and alternative parenting strategies.

Find out more at [cldinc.org/programs-initiatives](http://cldinc.org/programs-initiatives)

## COLLEGE PREP INSTITUTE (CPI)

COLLEGE PREP INSTITUTE SUPPORTS CLD PROGRAMS AND INITIATIVES AS AN INNOVATIVE COLLEGE LITERACY RESOURCE FOR STUDENTS AND PARENTS. IT EXISTS TO BUILD POSITIVE PEER PRESSURE: A CULTURE THAT NURTURES, DEVELOPS AND EXPECTS CHARACTER AND COLLEGE ACHIEVEMENT. CPI SUPPORTS THIS GOAL WITH TRUSTED AND ACCESSIBLE ACADEMIC AND GUIDANCE COUNSELING, INFORMATION, AND HANDS-ON COLLEGE READINESS FOR STUDENTS BEGINNING AS EARLY AS FOURTH GRADE AND THROUGHOUT COLLEGE.

## 2011 CLD SCHOLARSHIP PARTNERS AND RECIPIENTS

**Ball State University** – Laura Crawford and Maurissa King

**Butler University** – Jasmine James

**Central State University\***

**Cornerstone University\***

**DePauw University** – Tiara Winston

**Franklin College** – Macey Dickerson

**Goshen College\***

**Hanover College** – Alyssa Branch and Marcell Gibson

**Harrison College\***

**Indiana State University** – Jared Jones and Sheena Wheaton

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**Indiana Wesleyan University**

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**Ivy Tech Community College** – Tacarra Call-Bridgewater and Christopher Karimu

**Manchester College** – Briana Harris

**Marian University** – Vinicius Goodman

**North Carolina A&T State University\***

**Purdue University** – Shelby Dartis & Jasmine Williams

**University of Indianapolis** – Brandy Hooker

**Vincennes University**

**Wabash College**

\* Denotes new scholarship partners

# FINANCIAL SUPPORT

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Community Health Network

YOUR GENEROSITY HAS IN NO SMALL PART CHANGED  
THE WORLD FOR MORE THAN 2500 STUDENTS AND  
PARENTS IN OUR COMMUNITY. WE ARE PRIVILEGED  
TO PUT YOUR GIFTS INTO ACTION. *Thank you.*



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*\*Denotes CLD Board Member*



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» *continued*

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Daijah Asumang  
 Alexis Hardman

\* Denotes CLD Alumni

# HOW YOU CAN GET INVOLVED

WITH YOUR GIFT OF TIME, TALENT OR TREASURE, YOU HAVE THE ABILITY TO EMPOWER A GENERATION AND TO TOUCH THE LIVES OF THOUSANDS. IT IS OUR PRIVILEGE TO PARTNER WITH INDIVIDUALS AND ORGANIZATIONS WHO SEE THE VALUE IN OUR WORK AND OUR PROMISE TO CREATE A CULTURE OF LEARNING, THRIVING AND GIVING BACK.

- » Make a financial donation to the CLD Annual Fund for Youth Development and ask your employer if they match donations
- » Introduce CLD's mission, vision and successes to upper management in your workplace and engage a CLD representative in the dialogue
- » Serve as a volunteer class facilitator, assist at events or perform office duties
- » Recruit youth for CLD programs and spread the word to family, friends, other parents, church members and neighbors
- » Invite CLD to give a presentation at your business, organization or church
- » Encourage church leadership support and involvement
- » Support the CLD *Pathways to Achievement* by dedicating a brick that leads into the Lilly CLD Achievement Center (\$50 and \$75)
- » Commemorate a loved one with a contribution to the CLD *In Loving Memory* tribute fund
- » Make a deferred (planned giving) gift to CLD
- » CLD Alums: Become an active member of the CLD Alumni Association

FOR MORE INFORMATION OR TO GET INVOLVED, PLEASE CONTACT THE CLD DEVELOPMENT OFFICE AT (317)923-8111.



CENTER FOR  
LEADERSHIP  
DEVELOPMENT

# INSPIRED AND PREPARED TO EXCEL

## *A Personal Story*

“ I MET MR. DENNIS BLAND. HE REMEMBERED ME AFTER I GRADUATED [AND TOLD ME HE WAS PROUD OF ME. I WAS BLOWN AWAY WHEN HE ASKED ME TO SPEAK AT THE 2009 MINORITY ACHIEVERS DINNER.] ”

**NAME:** BROOKE MORELAND

**BACKGROUND:** Brooke came to CLD at a time when she, her mother and two brothers were homeless. An abusive father and husband had abandoned them. The family first lived in a van, then in various motels and homeless shelters.

Brooke was an honor student at Broad Ripple High School at the time, but often missed school due to her family's erratic housing conditions. She studied ahead and completed assignments at night, in shelter bathrooms after lights-out. And each day, she took a city bus to CLD from school, then another city bus back downtown to meet her family wherever they were staying. *She went on to become the first person in her family to attend and graduate college.*

**CAME TO CLD:** Fall 2006

**FIRST PROGRAM:** Self-Discovery / Career Exploration Program

**GRADUATED:** Butler University 2011

**WHERE IS SHE NOW:** Pursuing a Masters degree in Higher Education and Student Affairs at Indiana University

**MESSAGE TO OTHER STUDENTS:** “The classes will be challenging and they will sharpen your skills and bring out new ones. There is a no-excuses attitude, but also fun, hands-on activities. I have nothing but positive memories of CLD.”



“SUCCESS IN OUR GLOBAL SOCIETY REQUIRES THAT WE HAVE DIVERSE OPINIONS, IDEAS AND AN EDUCATED POPULATION. ACADEMIC PREPARATION AND ACHIEVEMENT OF OUR AFRICAN-AMERICAN YOUTH IS NOT ONLY CRITICAL FOR THEIR SUCCESS, BUT FOR THE SUCCESS OF ALL OF OUR COMMUNITIES. CLD UNDERSTANDS THIS AND IS DOING SOMETHING ABOUT IT.”

Alan P. Hill  
*Vice President Enrollment & Marketing  
Franklin College*

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CENTER FOR  
LEADERSHIP  
DEVELOPMENT

*Empowering Youth / Strengthening Community*

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