



CENTER FOR
LEADERSHIP DEVELOPMENT

Empowering Youth / Strengthening Community

INTENTIONAL EXCELLENCE



2008 Annual Program Report



CENTER FOR LEADERSHIP DEVELOPMENT

Empowering Youth / Strengthening Community



“What’s missing in many children’s lives is the connection from where they are to where they need to go.

The vision and self-awareness CLD provides to children even before they know they need it is fantastic – the realization of a student that, **Hey, what I do matters.** Even if I do nothing, it impacts my life.”

- Chuck Williams, Vice President-General Manager, Radio One, Indianapolis
CLD Board Member



CLD’s future home, the Lilly CLD Achievement Center and College Prep Institute:
Construction photo against an artist’s rendering

Our Youth Require PREEMINENCE



Dear Supporters,

In 2007, the Center for Leadership Development created a bold strategic plan focused on establishing a truly preeminent program for inspiring transformational youth achievement outcomes. This transformational development would occur through rich, vibrant, interactive programs that steadfastly focus on nurturing youth around CLD's bedrock values of character, scholarship, leadership, service and career goal-setting.

In 2008, the CLD board, staff and volunteers continued to make great strides toward our lofty goals. CLD was able to offer middle and high school youth the option of participating in twelve vibrant curriculum-based programs and four exciting one-day initiatives focused on equipping them in the crucial areas of self-awareness, academic preparation, career planning, and college preparation. More than 1,700 youth participated in CLD in 2008, the largest participation number in CLD's thirty-one-year history. Even more exciting, if you visit CLD you will now see 4th, 5th and 6th grade CLD participants being nurtured and challenged to excel. Today, fifteen Indiana colleges and universities partner with CLD to award scholarships to CLD Scholars, alums who have committed themselves to excellence in character and academics. **Last year, our higher education partners awarded scholarships approaching \$1 million to CLD Scholars.**

Still, the best is yet to come. Construction continues on the new Lilly CLD Achievement Center, CLD's future home. What an awesome treasure this inspiring facility will be to the youth of Indianapolis! Once complete, this state-of-the-art center will serve as the home out of which CLD passionately works to dramatically increase the high school and college graduation rates of hundreds of African American youth. CLD aspires to achieve a new standard in youth development outcomes. The Lilly CLD Achievement Center will serve as the energy center from which this life-changing effort will occur.

While the educational and career opportunities available to today's youth are innumerable, these opportunities are equaled by the many daunting social and academic challenges our youth face. The answer to these challenges requires youth development experiences of preeminent quality. CLD offers these answers. We are committed to delivering programs of exceptional quality and impact...our youth require nothing less.

As always, we thank you, our corporate, educational and community partners, for helping make this vision of preeminent youth development a reality. With your continued support, we will realize a stratus of transformative youth development impact heretofore uncharted.

Yours for the development of youth,



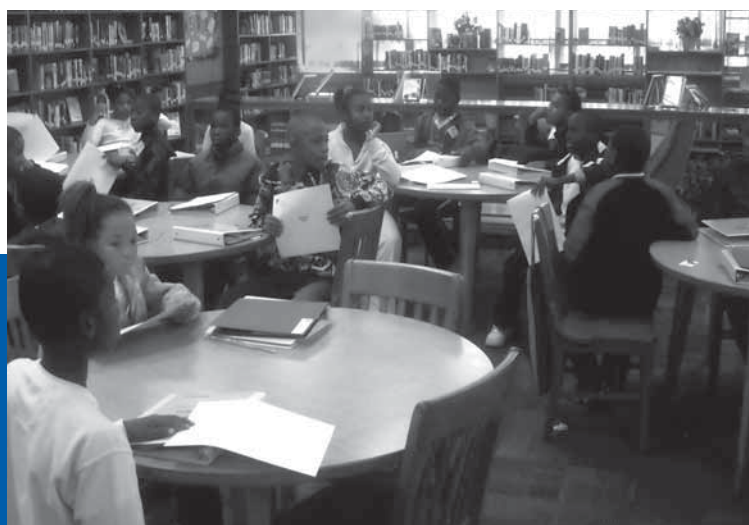
Dennis E. Bland, Esq.
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From Project MR. (Male Responsibility), answering the question, 'How many of you plan to go to college?'



Intentional Excellence in YOUTH DEVELOPMENT



INTENTION.

Few parents send their youngsters to school without the intention of having them graduate. Yet, following the 2006-07 school year, only 57 percent of African American students, 63 percent of Hispanic students and 70 percent of Native American students earned high school diplomas nationwide.

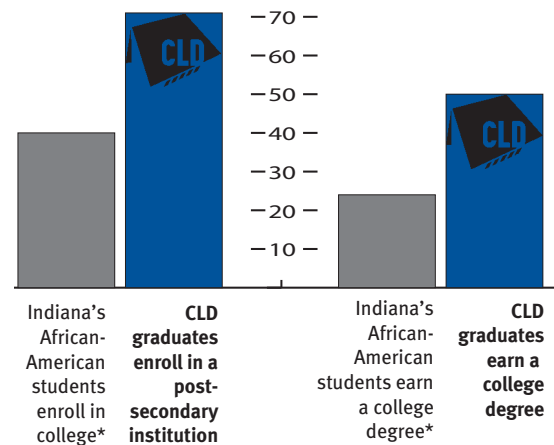
At the Center for Leadership Development, our intention is to change those figures. And we know that the more committed you are to a goal, the more likely you are to achieve it.

Never doubt that at CLD, our commitment and our intention are unwavering.

INTENTIONAL EXCELLENCE IN LEADERSHIP

CLD's mission 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.

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



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

“Going to CLD gave me a chance to step outside the stereotype of what a black youth could be. It offers you a definite image of another way to be – not just an idea, but a definite image. They don’t just say, ‘You can do this if you try.’ They say, ‘We tried, and look at what we have become.’”

- LaShell Finkton, Pike High School sophomore and CLD student

Intentional Excellence in PROGRAMS



LEADING THE WAY

In our continuing efforts to be leaders in education, CLD created three new programs in 2008.

Praxair Youth Employment Summit

Before you can get a job, you have to get through the job interview. CLD collaborated with Praxair Surface Technologies to give students the chance to experience an interview and receive real-world feedback on their performance.

Eighteen students learned how to enhance their:

- Brand – how to connect a resume, cover letter and reference list with the intended audience.
- Look – how to assess whether what they're wearing helps or hurts their hiring chances.
- Show – how to properly prepare for an interview.

Three students earned \$500 awards for exemplary character and participation. Now, Praxair is working with CLD to create internships.

Citywide College Prep Conference

What does it take to be successful in college? The inaugural Citywide College Prep Conference let students and parents know the answers through a wide range of workshops,

from selecting the right college and writing an admission essay to determining why a campus visit is important and how to fund a college education.

Seven college and university partners joined CLD on the planning committee, and more than 20 colleges/universities and community/state agencies took part in the resources fair.

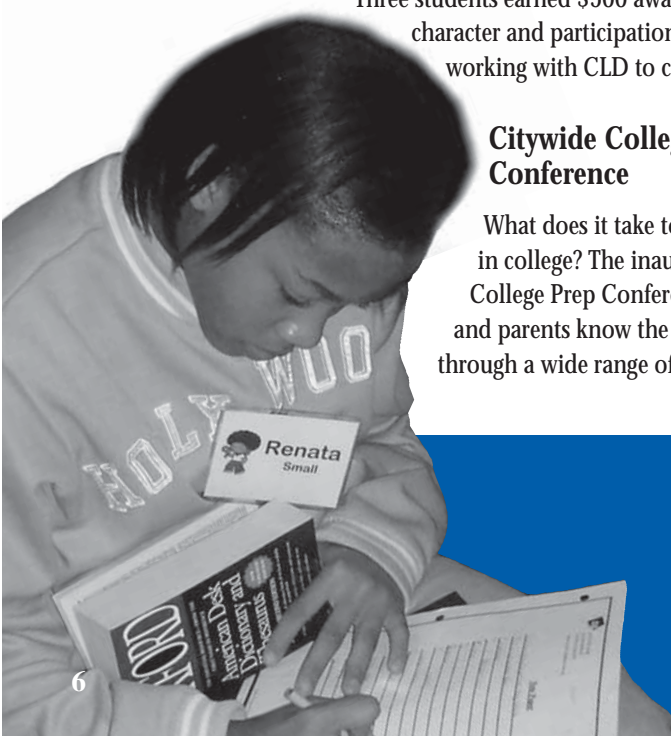
Sixty-five students and 36 parents heard from higher-education professions and CLD alumnus Brian Dinkins, who went from a single-parent, low-income home to meeting his educational goals and becoming a professional football player.

Jr. Self-Discovery

To many educators, fourth, fifth and sixth grade marks the last time students are the most amenable to establishing good study habits and goal-oriented behaviors. Jr. Self-Discovery targeted this group in four pilot sessions:

- Beginning a Journey of Self-Discovery
- Recognizing Healthy Home and Family Relationships
- Defining Successful Learning Behaviors
- Identifying Career Options

Thirty of the 31 students who started the 2008 pilot program completed it. One student spoke for them all: "I think about my future a lot more, and I do not take life for granted."





TRUSTED AND PROVEN

Our existing programs saw continued success in 2008. Thanks to generous donors, our programs are offered at nominal cost to students and their parents.

Self-Discovery/Career Exploration Project

Effective communication skill often is the missing piece in an otherwise successful career. In three decades, more than 8,500 Self-Discovery/Career Exploration Project students have studied how to be assertive and confident, how to translate life skills into business situations, and how to use their new self-awareness to choose a fulfilling career.

Parents Chat (for SD/CE families)

No one has more influence on a child than his or her parent. The five-week Parents Chat gives parents access to educational resources, a realistic understanding of their critical role, alternative strategies for dealing with their children and ways to help understand the outside influences their children face every day.

Business Orientation Project

Once out of college, most students will spend their lives in the business world. CLD's 11-week Business Orientation Project invites minority professionals to share their professional insights with students, an invaluable learning opportunity. Students also learn about banking, credit, group dynamics in the workplace and all careers offered by the Kelley School of Business.

Project MR. (Male Responsibility)

"I am important." For some young men, Project MR. ("mister") is the first place they begin to believe this statement. The program shows males in grades 7 to 10 how to set goals, make healthy choices about diet and exercise, work cooperatively and communicate effectively, handle pressures that lead to teen pregnancy and drug and alcohol abuse, and – perhaps most significantly – recognize the consequences of their choices before they make them.

SAT Preparation Course

Minorities historically have scored lower on the SAT – required by most colleges for admission – than Caucasians. Our SAT prep course will increase a student's math and English scores. 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 fresh.

Role Model/Advisor Experience

Wouldn't it be helpful if a student who wants to be a manufacturing CEO could get advice from one? He or she can through the Role Model/Advisors Experience, which matches students interested in professions with minority professionals who work in them. These professionals share how best to reach career goals, what educational requirements must be met, and the pros and cons of their professions.

**Precious Miss
program
participants.**

"I've worked at Walt Disney Studios, Warner Bros. and Nickelodeon, and now am vice president of production at Extra Large Technology Inc. Without CLD, I don't think I would have taken this journey. The program teaches skills, work ethic, character, hope and self confidence. Thank you for making CLD available to the many generations that came after me and the many to come."

- Mary Jo (Boyd) Miller, CLD Alumni, 1980-1982



Success Prep

Incoming high school freshmen are usually a nervous group. Through Success Prep at CLD, these teens will learn about Indiana's graduation requirements, be able to connect specific high school habits with college success, understand their roles within peer groups (and vice versa) and develop early skills for a basic college search.

Rawls Scholars Medicine Initiative

CLD and Wishard Health Services are proud to be partners in the Rawls Scholars Medicine Initiative, designed to help students figure out what it takes to be a medical student and what field of medicine they might like to go into. Students also tour Wishard Hospital, visiting such areas of interest as surgery, emergency departments and patient care units.

College Prep Institute

CLD is committed to increasing the number of minorities who graduate from college. The College Prep Institute gets students primed for

college by thoroughly exploring the admissions process, financial aid, and what kind of work it will take on their part to graduate.

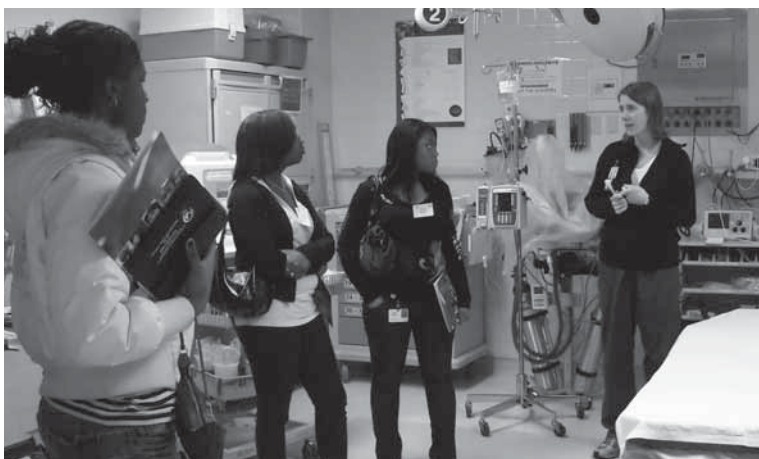
Graduates of the College Prep Institute become eligible for full-tuition scholarships to Indiana colleges and universities.

College Intern Project

Internships and community service make a new entrant in the job market stand out. The College Intern Project matches students with businesses in their field of study that need summer interns. The real-world working experience is invaluable and can lead to full-time employment.

CLD Book Club

Literacy can turn a struggling teen into a successful adult. The CLD Book Club uses innovative teaching techniques to engage teens in grades 7 through 12 in reading. We promise they'll never be the same.



Rawls Scholars Medicine Initiative participants.



Success Prep

THANK YOU!



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“CLD gives our youth an opportunity to connect with role models from similar backgrounds who they can directly identify with. This inspires them to excel and leverage not just the tools that are immediately available, but also to have the tenacity to seek out the resources they need to achieve their goals. CLD benefits students far beyond the classroom experience and long after they leave the program.”

- Bruce Hill, Campus Relations/Diversity, Eli Lilly and Company
CLD Board Member

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CLD graduates have a 31 percent higher occurrence of pursuing a post-secondary education than other Black students who have not participated in CLD, and a 26 percent higher occurrence of earning a college degree. Additionally, 96 percent of CLD participants who continue past the initial high school program, Self-Discovery/Career Exploration Project, and complete the College Prep Institute actually enroll in college.

CONTRIBUTORS

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2008 CLD Minority and Professional Achievers Award Recipients

Back row: A'Lelia Bundles (presenter) with Jerry Semler, Julio Fernandez, Joe Cooper, Kevin Hampton, Eugene Anderson, Albert Chen, William Durham, Jr., Dr. Khaula Murtadha

Front row: Tayisha McGuire, Stephanie Sanders, Dr. Nichole Wilson, Shannon Williams, Patricia Burton, Dr. Tina Harris, Dr. Cheryl Beal Anderson

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Empowering Youth / Strengthening Community



**Summer 2008
 construction photos
 of new building at
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**CENTER FOR
LEADERSHIP DEVELOPMENT**

Empowering Youth / Strengthening Community

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is to foster the advancement of minority youth

in Central Indiana as future professional,

business and community leaders

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CENTER FOR LEADERSHIP DEVELOPMENT

Empowering Youth / Strengthening Community

CLD Principles for Success

- Character Development
- Educational Excellence
- Leadership Effectiveness
- Community Service
- Career Achievement

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