



**CENTER FOR
LEADERSHIP DEVELOPMENT**

Empowering Youth / Strengthening Community



**EXCELLENCE
In
Youth Development**

**From
Dreams To
Achievement**

**Center for Leadership Development
2003 Program Report**



CENTER FOR LEADERSHIP DEVELOPMENT

Empowering Youth / Strengthening Community

Our 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.

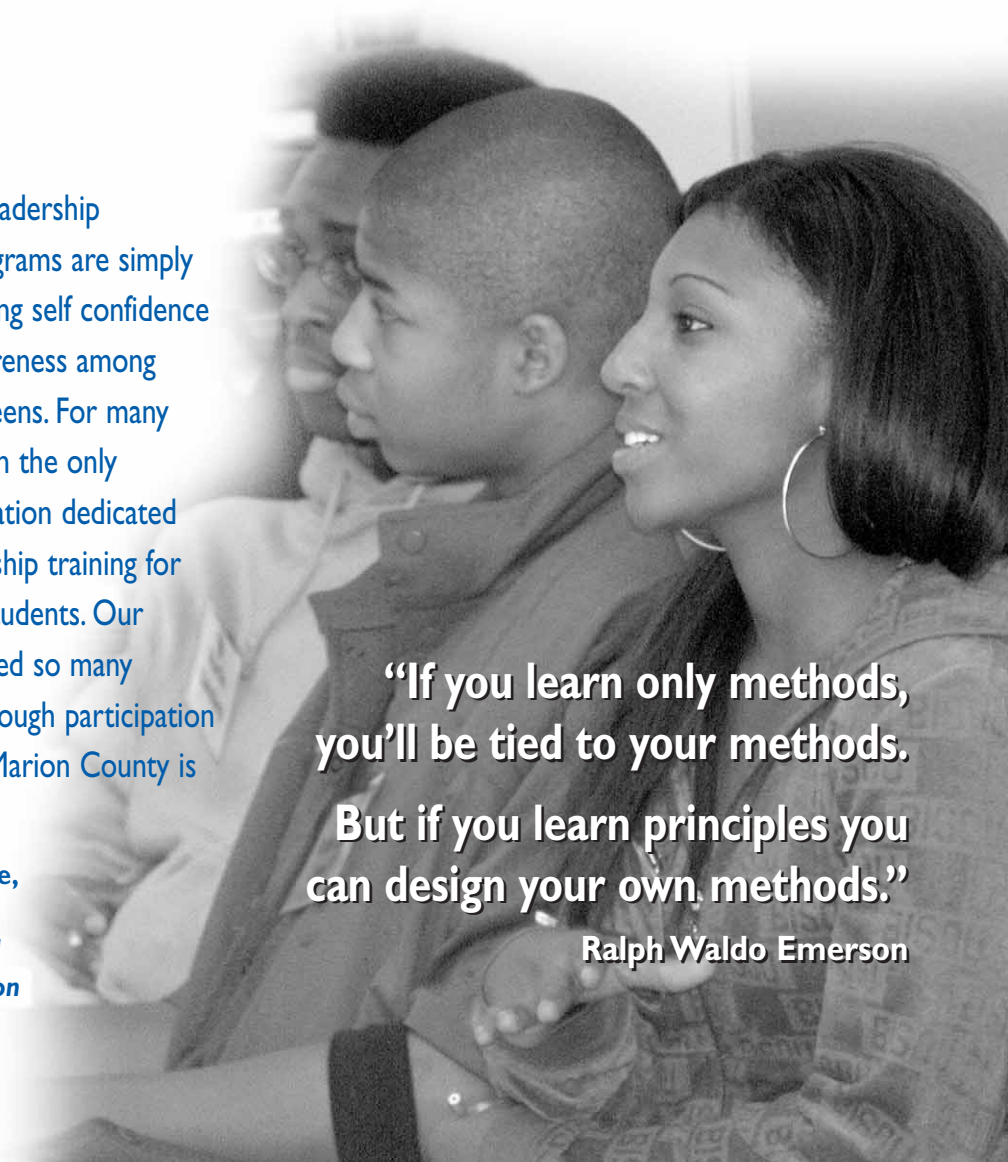
CLD Principles for Success

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



“The Center for Leadership Development’s programs are simply invaluable for building self confidence and leadership awareness among African American teens. For many years, CLD has been the only community organization dedicated to providing leadership training for African American students. Our students have learned so many valuable lessons through participation in CLD programs. Marion County is in your debt CLD!”

Dr. Eugene G. White,
*Superintendent,
Metropolitan School
District of Washington
Township*



**“If you learn only methods,
you’ll be tied to your methods.
But if you learn principles you
can design your own methods.”**

Ralph Waldo Emerson

CLD Proudly Introduces Innovative Youth Programs

How do we begin in Indianapolis to increase the number of African American and minority youth who have been thoroughly prepared to attend college and earn a degree? At the Center for Leadership Development (CLD), we believe one achieves this ambitious goal by joining with community partners to implement results-oriented youth programs designed for that exact purpose. And in 2003, CLD did just that! Through the invaluable financial support of corporations, foundations, colleges and universities, individuals, and volunteers, CLD boldly launched not one, but two, new innovative education enrichment programs designed to help minority youth excel in high school and college.

Success Prep and College Prep Institute Programs Arrive

We proudly introduced to youth, parents, educators, and other community stakeholders interested in education, SUCCESS PREP and the COLLEGE PREP Institute. These cutting edge “prep” programs were specifically designed to empower minority youth to excel academically. Our goal is not merely to see CLD participants attend college; our goal is to see these bright, talented youth persist through college—and *graduate!* With these new programs, CLD intends to build a strong pipeline of minority youth who have been thoroughly equipped to meet the rigors and expectations of college. Our ultimate goal is to help Central Indiana produce a larger pool of residents who have earned a post-secondary degree. An independent program evaluator described both SUCCESS PREP and the COLLEGE PREP Institute as “high quality,” “innovative” and “grounded in theory and best practices.” We have good reason to be excited.

CLD Youth Provide Community Service

Not only is CLD helping our youth prepare for higher learning; CLD is also training them for a lifetime of philanthropy and service to others. For example, while we are naturally proud of the fact that 2,316 youth and parents took advantage of CLD’s nine enriching programs, we are equally effusive and proud to report to our stakeholders that 357 young, CLD-nurtured civil servants showed their civic mettle by providing 1,428 hours of valuable service throughout our community. When donors invest in CLD, the returns to our community and neighborhoods are immediate and high.

What a phenomenal year of empowering youth we experienced in 2003! We can enthusiastically report to all stakeholders that CLD once again fulfilled its commitment to Central Indiana of “*Empowering Youth, Strengthening Community.*” We invite other community stakeholders to join us as we work to build one of the strongest youth development experiences in this country. Together, we can establish CLD as a national model for how a community based organization partners with schools, businesses, and colleges and universities to prepare minority youth for academic achievement and college graduation. Community partners, we thank you for helping to make our success in youth development possible. Our youth thank you, too.

Yours for the development of youth,



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



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

CHARACTER DEVELOPMENT

“Students Develop Pride In Work And Respect For Self, Others”

Ask Dennis Bland about CLD’s Principles for Success, and chances are he’ll start with character development. “It’s not by chance we’ve listed that one first among our five principles,” Dennis says. “It’s the bedrock from which the others are built.”

Programs start by teaching young people about integrity, discipline, purpose and how to respect self and others. CLD realizes it must first teach program participants about self worth before they will be motivated to work on any attitudinal changes and educational goals.

“I liken it to a kid who walks down the street kicking a rock,” Dennis explains. “If we clean off the rock to reveal an eight-carat diamond, and discuss its value and worth, chances are that kid won’t kick the rock anymore; he’ll nurture it,” Dennis says. “The same is true when students see value in themselves and their education.”

CLD develops excellence and college preparation through a series of interactive programs that do what many schools today cannot. That is to teach and develop:

- moral responsibility.
- sound ethical behavior.
- a capacity for discipline.
- a moral and ethical sense of values and goals.
- standards of personal character and ideas.

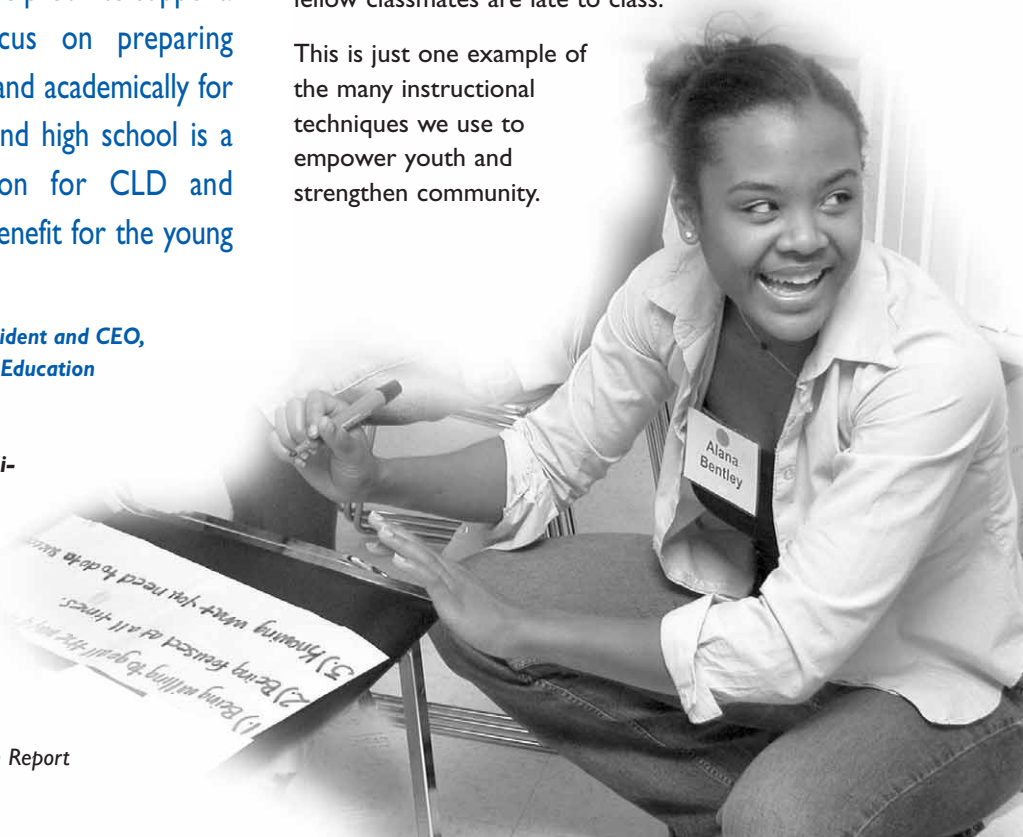
“The Center for Leadership Development’s strong tradition of building the character and self-esteem of young people has expanded in an exciting new way that we are proud to support. Its expanded focus on preparing students mentally and academically for an education beyond high school is a natural progression for CLD and another valuable benefit for the young people it serves.”

*Martha D. Lamkin, President and CEO,
Lumina Foundation for Education*

Alana Bentley participates in an exercise to help focus life goals and clarify expectations during the Self-Discovery/ Career Exploration 2003 class.

As a means of teaching about the importance of timeliness and responsibility, students become accountable to fellow classmates and daily recite statements such as, “In time, on time, every time – except when a little ahead of time, and that’s better time!” This statement is spoken by peers emphasizing “Being On Time” when fellow classmates are late to class.

This is just one example of the many instructional techniques we use to empower youth and strengthen community.



EDUCATIONAL EXCELLENCE

“Students Prepare For Academic Success in High School and College”

According to Scott Gillie, executive director of Encouragement Services Inc. and network consultant, Indiana Pathways to College Network, there is a real disconnection between what high school students say about going to college and what they actually do when it's time to enroll.¹ “We see in Indiana very high rates of aspiration in the ninth grade for all races and ethnicities.” Gillie says. “If participation were at the level of ninth-grade aspiration, Indiana college-going would double.”

According to Kids Count in Indiana Data Book, published by the Indiana Youth Institute, about one third of Hoosier high school students who start as freshmen do not graduate from high school.

Not only do CLD students dream big, more importantly, they learn how to achieve their dreams. One secret to our students' success is that we begin working with them as early as middle school to prepare them for high school and, ultimately, college. That's one of the primary reasons 72 percent of those who enroll in CLD programs not only graduate from high school but go on to enroll in college.

Programs build upon success

With 27 years of experience, CLD is recognized as a leader in youth development programming. During 2003, CLD launched not one but two innovative programs – Success Prep and the College Prep Institute. These cutting-edge programs prepare incoming high school and college freshmen for admission, matriculation and graduation requirements, and teach parents how to help their children succeed.

Success Prep and the College Prep Institute were recognized as “*innovative, effective, exemplary, and exceptional*” by an Indiana Youth Institute professional evaluator who reports that Success Prep and the College Prep Institute are “delivered in a fashion that incorporates best practice in teaching by combining large and small group discussions, experiential learning and follow-up assignments to reinforce session objectives.”



Thanks to Franklin College, DePauw University and others, Success Prep and the College Prep Institute students and parents learned academic skills, improved study habits and experienced college life by participating in university tours. They also benefited from various guest speakers who shared life lessons for academic success.

CLD offers the following exemplary programs: Project MR., Success Prep, Self-Discovery/Career Exploration Project, Business Orientation Project, Pre-Rawls Scholars Medicine Initiative, College Prep Institute, SAT Preparation Course, CLD Book Club, College Intern Project, and Parents Chat.

¹Alvin Sanoff, Summer 2003, Restricted Access, Lumina Foundation Focus, Lumina Foundation for Education (2003).

Project MR. (Male Responsibility)

7th – 10th Graders

Project MR. is an intensive four-week youth development program designed to teach African American and minority males the key attitudinal and behavioral skills that are consistent with helping them become responsible men. Now in its 13th year, this program empowers youth in the following topics:

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

Success Prep

9th Graders and their parents

Designed to assist African American and minority students who are incoming high school freshmen and their parents, Success Prep provides the knowledge, skills and resources to achieve high school success and prepare for college. This program occurs the month before participants begin high school so that they can get a jump start to excel in high school with the right attitude and school work ethic. In 2003, parents and students benefited from 12 hours of instructional time which included a tour of Franklin College.

Thirty-seven youth and 40 parents participated in the first Success Prep session. Of these, 33 students and 35 adults completed the program. At least 85% of youth reported increased confidence in the following skill areas:

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

“This past summer, I attended the Success Prep program with my daughter. I knew very little about the importance of high school transcripts, but we learned to view them as building blocks. She can now appreciate how each day affects that week’s accomplishments, how each week affects the month, and how each month affects the semester.”

Rodney Smith, parent and Success Prep participant



96%

of youth and parents were better prepared to achieve academic success in high school as a result of the Success Prep program.



CLD

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

10th – 12th Graders

The Self-Discovery/Career Exploration project prepares high school sophomores, juniors and seniors for academic and career success. Our spring 2003 session had the highest student enrollment since SD/CE's inception in 1977 with 195 minority students. This 13-week curriculum empowers youth to use CLD's Principles for Success to discover self and develop career goals. Many CLD alumni serve as class facilitators. Facilitators share their experiences and accomplishments in education, career and life. They help student participants learn about philanthropy and serving others. Students are then given the opportunity to apply this knowledge through CLD's Leadership Service Project (LSP). Through the LSP, each student completes at least four hours of community service to fulfill SD/CE graduation requirements.

COMMUNITY SERVICE

“Service projects teach youth about the rewards of giving back and being successful,” says Brian Harrington, local sales manager for Radio One and CLD alumnus. CLD participant Michael Haliburton volunteered at Radio One to promote its Mozel Sanders Telethon last November. “He gained experience in event promotions and helped set up and tear down for the Thanksgiving dinner. He did a fantastic job.”



Since 2001,

958 students

have completed the CLD Leadership Service Project and have provided

3,832 hours

of community service in and around Indianapolis.

Business Orientation Project (BOP)

10th – 12th Graders

The BOP is an intensive 11-week program, held on the campus of Butler University. This program educates high school students about business and entrepreneurship.

Minority business professionals share a wide range of knowledge and abilities gained from various professional experiences. A partnership with Indiana University Kelley School of Business allowed BOP students to attend its Junior Executive Institute. Five CLD students participated on teams to identify new business approaches with existing business structures. Teams presented business plans before a panel of judges.

“CLD’s programs and instructors are very supportive. They’ve helped us see who we really are. We’ve learned that as long as we keep our eye on the prize and have our education to back us up, we’ll succeed.”

Mercedes Frierson, Pike High School Junior, 2003 CLD graduate

Pre-Rawls Scholars Medicine Initiative

10th – 12th Graders

The Pre-Rawls Scholars Medicine Initiative is designed to increase the number of African American and minority physicians. Participants obtain knowledge and understanding of the rigorous academic requirements for medical school admissions and future success. Medical students and physicians support this initiative and meet with students interested in medical careers. Students toured Indiana University School of Medicine and St. Vincent Hospitals to learn about patient admissions, pre-surgery procedures, and even observed a surgery procedure.

A Profile Of Success



Robert Branch

Robert Branch, Indiana University Purdue University - Indianapolis sophomore and CLD graduate, had a dream. But a high school grade point average of .667 on a 4.0 scale wasn't going to help him achieve it. In November 2001, Robert's senior year of high school, he enrolled in CLD programs and graduated from high school with a 1.67 GPA. Continued involvement in CLD's College Prep Institute and Pre-Rawls Scholars Medicine Initiative taught Robert how to study and prioritize his schedule which enabled him to earn a 3.4 GPA at IUPUI. Robert's dreams of becoming an oncologist are now within his grasp.

“CLD has brought us to the roundtable that prepares us for the real world. I was able to get an internship matched to my medical interests. In this role, I met oncologists, pediatricians and people in hospital admissions. The testimony of these people and CLD graduates saying what it takes to become successful, and what's worked for them are real life examples. These people have helped me figure out what I need to do to achieve my goals and I've developed a blue print for turning my dreams into reality.”

Robert Branch, IUPUI Sophomore, 2001 CLD Graduate

College Prep Institute

11th – 12th Graders

Since 2002, the College Prep Institute equips college-bound students with information, skills and resources to succeed in college. The College Prep Institute provides instruction to achieve three primary goals:

- 1) College Admission
- 2) College Matriculation
- 3) 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 program components.

100% of College Prep Institute parents and students reported they are better prepared to plan for college and careers.

CLD

Scholastic Aptitude Test (SAT) Preparation Course

11th – 12th Graders

Now in its eighth 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.



College Intern Project

College Students

The College Intern Project provides college students with the opportunity and employment resources to gain valuable hands-on knowledge and experience as summer interns with local businesses and corporations. The College Intern Project also encourages college educated minority youth to stay in Indiana thereby helping to reduce “brain drain.” Twelve interns were placed with five local corporations for summer employment in 2003.

“The Center’s efforts are literally changing lives and bettering our nation and world, giving students motivation, direction, encouragement and the knowledge that, with education, anything is possible. Empowering youth and strengthening community have never been more important. The Center and its president, Dennis Bland, an alumnus of DePauw, are to be commended for their efforts, which are giving young people confidence, hope and opportunities to succeed in life and life’s work.”

Robert G. Bottoms, DePauw University President



Parents Chat

Parents of students in the Self-Discovery/Career Exploration Project are encouraged to participate in engaging group discussions to share knowledge and discuss issues they confront while raising adolescent 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 52 parents, who participated in our 2003 Parents Chat, recognized the importance of being involved.

“I’m most impressed with the way CLD involves parents in their children’s education and empowers them to be involved in their children’s development as students and future leaders. This is a key ingredient for successful programs. If there are ways to replicate and extend the CLD model and programs, I’m all for it.”

Jay Moseley
Franklin College President

CLD Book Club

9th – 12th Graders

New this year, the CLD Book Club was established to expose high school students to the joys and importance of reading. The CLD Book Club furthers our emphasis on educational excellence and demonstrates the relationship between effective reading skills and educational attainment. Held during the summer months, CLD Book Club members read and discussed the following literary offerings: “The Pact,” by Samson Davis; “Things Fall Apart” by Chinua Achebe; and “Who Moved My Cheese?” by Spencer Johnson, M.D.

LEADERSHIP EFFECTIVENESS

The capacity of an organization's leadership to successfully manage and inspire its people is increasingly recognized as the single most important key to creating a high performance organization. Without effective leadership, everything else suffers. That's why it's critically important that we expose our youth to the best and brightest role models.

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 it's annual Parking Lot Jamboree. The jamboree is an event that affords alumni an opportunity to network, and enjoy the company of fellow alumni association members. The jamboree launches "CLD's Annual Fund for Youth Development" campaign fundraising drive. During the past 27 years, CLD has developed and nurtured an alumni base of 6,354 productive citizens who contribute to the growth and success of our programs, city, state and nation.

"As an alumni and member of the corporate community, I am a big advocate for CLD. I currently train students and their families through the Success Prep program. I love working with incoming high school freshmen because their future is so bright, and they have their whole lives ahead of them. We challenge them to dream big, work hard and build on their strengths to prepare for college."

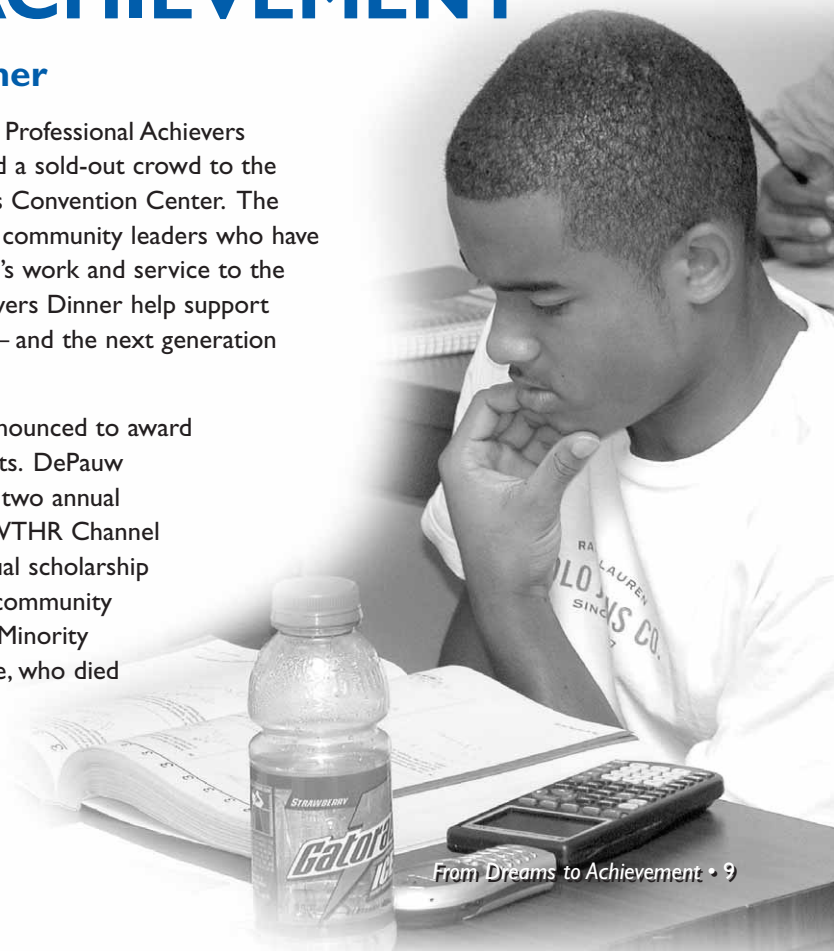
**Teresa Bell, Organizational Consultant
Vectren Corp., 1981 CLD Graduate**

CAREER ACHIEVEMENT

Minority Achievers Dinner

Our 23rd Annual Minority Business & Professional Achievers Recognition Awards Dinner welcomed a sold-out crowd to the Sagamore Ballroom in the Indianapolis Convention Center. The 1,300 in attendance honored 16 local community leaders who have demonstrated high achievement in life's work and service to the community. Proceeds from the Achievers Dinner help support our 10 youth development programs – and the next generation of ACHIEVERS.

During the 2003 event, plans were announced to award academic scholarships to CLD students. DePauw University announced it would award two annual scholarships to attend DePauw, and WTHR Channel 13 announced it would award an annual scholarship in honor of Lis Daily, former WTHR community affairs director and a member of our Minority Achievers Dinner Planning Committee, who died in 2002.





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Empowering Youth / Strengthening Community

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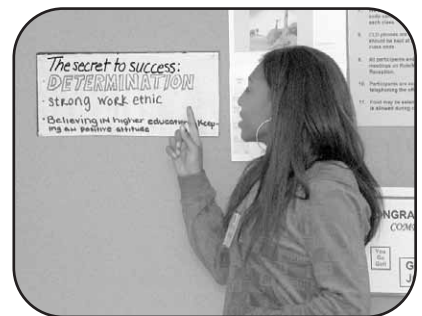
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CLD participants contemplate the meaning of success as they sort out their career and life goals in the Self-Discovery/Career Exploration Project by creating "success bumper stickers."

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Cover photo is Robert Jackson, 1987 CLD graduate. Robert graduated from Western Kentucky University on May 8, 1994 receiving a Bachelor of Science degree in Industrial Technology Computer Integrated Manufacturing. He is currently the manager of Resident Services with the Indianapolis Housing Agency.



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This report reflects results from programs occurring in calendar year 2003.