

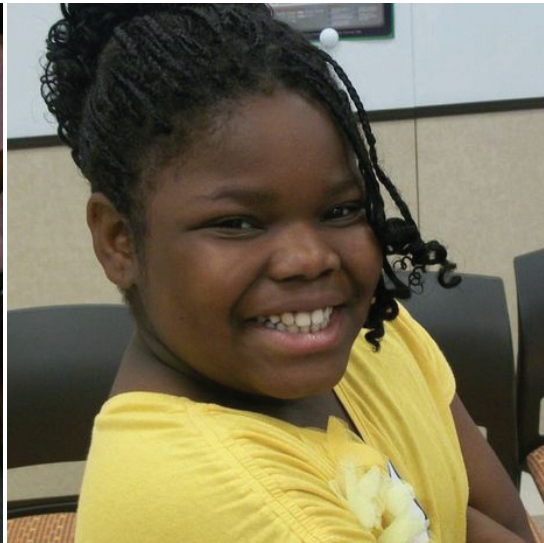
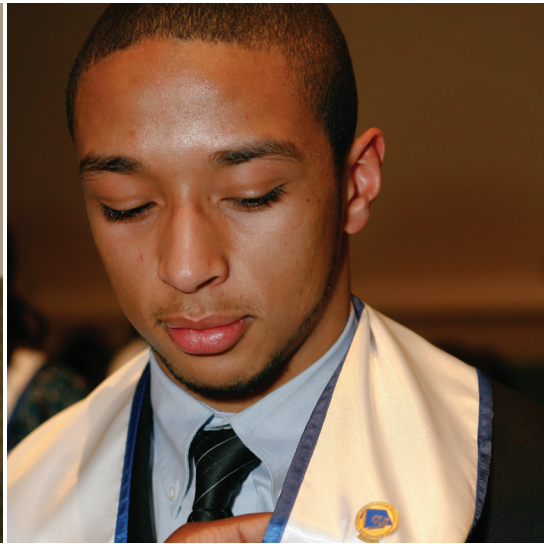


CENTER FOR
LEADERSHIP
DEVELOPMENT

Empowering Youth / Strengthening Community

Building the Standard of **AFRICAN AMERICAN YOUTH ACHIEVEMENT**

2012 Annual Program Report



Still I Rise

Still I Rise

Still I Rise

"CLD is an Indianapolis treasure. Its value lies in its ability to focus on our future."

Dr. T. Garrett Benjamin, Jr.
*Resident Bishop & Senior Pastor Emeritus
Light of the World Christian Church*

"The curriculum provides students with a sense of who they are, where they are going, and the best pathway to accomplish their goals."

Victor Bush
District Director of Athletics, IPS

"JUST LIKE MOONS AND LIKE SUNS,
WITH THE CERTAINTY OF TIDES,
JUST LIKE HOPES SPRINGING HIGH,
STILL I'LL RISE."

Maya Angelou
'Still I Rise'



*Still I Rise
Still I Rise
Still I Rise*

"I am more versatile,
focused and assertive
about my goals in life.
To all youth involved,
take full advantage of
this opportunity and
remember to give back."

Ayne Carson
2012 CLD Scholar, University of Indianapolis



2012 CLD Scholars and College &
University Partner Representatives

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Still I Rise

A Note from the President and Chairman

Over the past 35 years, the Center for Leadership Development has learned that one quintessential ingredient to truly transforming the lives of young people for a lifetime of academic and career achievement is an organization's unrelenting commitment to the highest program *standards*. Consequently, we have remained steadfast in creating rich, vibrant learning experiences and environments that represent the gold standard for advancing African American youth achievement.

This organizational trademark of continuously setting the bar higher and inspiring hundreds of youth to rise is evidenced by some of CLD's 2012 highlights:

- » The launch of our innovative College Prep Institute, CLD's community-based college and career counseling center
- » Sixteen curricula-based programs for youth and parents aimed at promoting development in CLD's keystone values of character, education, leadership, service, and career



Average programming offered with good intentions does not change attitudes and behaviors, improve decision-making and empower youth with the character needed to overcome the many challenges they face.

- » CLD services that impacted 5,278 youth, parents and other adults
- » A combined 63,600 hours of curricula instruction to Central Indiana youth
- » Scholarships offered by 21 college and university partners to 35 CLD Scholars totaling \$2,026,500 in value

CLD is serious about making sure hundreds of Central Indiana's young people are prepared to excel academically, thrive in college and compete in the global marketplace as business, professional and community leaders. Feel-good programs devoid of substantive curricula do not help youth graduate from high school and college. Average programming offered with good intentions does not change attitudes and behaviors, improve decision-making and empower youth with the character needed to overcome the many challenges they face. Only uncompromising excellence in program experiences will yield the level of youth impact and outcomes our community desperately seeks.

We thank you and cherish your ongoing support as we continuously strive to set the gold standard for developing one of society's most precious resources - our youth.

Yours for the development of youth,



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



THOMAS A. KING
*President & Chief Executive Officer
Indiana State Museum
Chairman, CLD Board of Directors*

A Snapshot:

The Center for Leadership Development

The CLD was founded in 1977, serving 42 students and parents in its first year. Thirty-five years later, 203 program instructors provided CLD program experiences and served 5,278 students and parents in Central Indiana, the highest program participation in its history.

FOUNDED IN 1977
SERVING

42 *students & parents*

TODAY

203 *program
instructors*

SERVE

5,278 *students & parents*



CENTER FOR
LEADERSHIP
DEVELOPMENT

Each chevron mark on the graduation cap represents one of CLD's five Principles for Success. These five cornerstone values drive the CLD program model and create achievement.



CLD Principles for Success

Character Development



Educational Excellence



Leadership Effectiveness



Community Service



Career Achievement



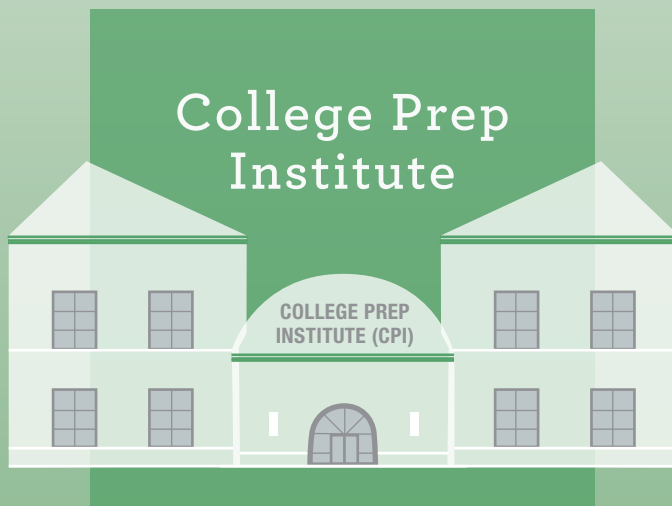
OUR MISSION

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.

The Path to Success

When One Rises, We All Rise

The Center for Leadership Development (CLD) and its College Prep Institute exist to promote and sustain the path of personal development, college readiness, graduation, achievement and the spirit of giving back.



CLD Principles
for Success

Character Development
Educational Excellence
Leadership Effectiveness
Community Service
Career Achievement



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www.CLDinc.org

I RISE
career



I RISE
intern



I RISE
college student



I RISE
high school student



I RISE
middle school student



I RISE
elementary student

12th

11th

10th

9th

8th

7th

6th

5th

4th

GRADE LEVEL

YOUTH DEVELOPMENT EXPERIENCE

**Alum Volunteers
& Mentors**

Internships

CLD Scholars

**Praxair Youth
Employment
Summit**

SAT Prep

COLLEGE PREP
college readiness program

SELF-DISCOVERY/
Career Exploration Project

**Rawls Scholars
Medicine
Initiative**

**Business
Orientation
Project (BOP)**

**Lilly & CLD
Corporate Youth
Summit**

**Emerging
CLD Scholars
Meeting**

SUCCESS PREP
high school readiness program

Project MR.

**College Prep
Conference &
College Fair**

**Role Model/
Advisor
Experience**

**IMANI
Book Club**

**Precious
Miss**

Parent Chat

**Jr. Self-
Discovery /
Career
Exploration
Project**

Character & College READINESS PROGRAMS

JR. SELF-DISCOVERY /CAREER EXPLORATION PROJECT:

A foundational eight-week journey of self-discovery for elementary-age youth. Features interaction focused on developing effective communication, study habits and leadership behaviors.

(Grades 4th-6th)



"I have always said that adults are history and children are destiny. CLD has taken on the task of training our children to be 21st century leaders. Their success is our success."

Dr. T. Garrott Benjamin, Jr.
Resident Bishop & Senior Pastor Emeritus
Light of the World Christian Church

PRECIOUS MISS: Designed to empower and support young ladies in their discovery of valuing themselves and others. This eight-week program helps to strengthen self-esteem, identify positive friendships and relationships, develop a positive body image, embrace educational values and create life-long goals of achievement. (Grades 6th-8th)












IMANI BOOK CLUB: This six-week summer reading program strives to improve literacy and nurture an appreciation for the written word. Participants engage in written and oral activities, including journaling, vocabulary logs, presentations and debates. (Grades 6th-12th)



"CLD has applied the 'it takes a village' approach to the responsibility of raising a child by providing educational opportunities that allow our children to establish strong foundations of excellence and positive character."

Victor Bush, Jr.
IPS District Director of Athletics

GRADE LEVEL GUIDE FOR PROGRAM ENROLLMENT

 4 th GRADE	 7 th GRADE	 10 th GRADE
 5 th GRADE	 8 th GRADE	 11 th GRADE
 6 th GRADE	 9 th GRADE	 12 th GRADE

PROJECT MR. (Male Responsibility): Over six weekly sessions, young men learn the significance of being a responsible male, how to defuse challenging pressures, set high academic and career goals, work cooperatively with others, and communicate effectively. (Grades 7th-10th)



ROLE MODEL / ADVISOR EXPERIENCE:

A one-day experience to expose youth to a variety of professional careers based on their individual aspirations. Distinguished physicians, RNs, financial planners, teachers, pharmacists, counselors, accountants, engineers, IT professionals and others share their career path, job responsibilities, personal challenges and future career opportunities. (Grades 6th-12th)



SUCCESS PREP: An in-depth high school readiness program that educates students and parents on the knowledge and tools necessary for a successful high school experience. Participants learn the significance of required standardized tests (e.g. ECA), importance of solid study habits, advanced coursework and parental support. (Rising 9th Graders)



"As a single mother, I was immediately interested in Project MR because I, too had been looking for a program that would allow my son to improve his self-confidence and develop male bonding in a safe, supervised setting, seeing male success stories firsthand. The male facilitators each stood up, introduced themselves and stated that they were there to be a positive leader for our sons. Well, I just thought that was awesome!"

Brenda White
CLD Parent

"Success Prep was life-changing for one of our girls. She was losing focus in school for a variety of reasons in 8th grade and I was concerned about how to redirect her. Success Prep leaders helped her understand that grades in high school would impact her college opportunities and choices, as well as potential scholarships. They gave her guidance on how to be successful throughout her high school years and truly opened her eyes on how to make better choices for her life."

Angela Cain
CLD Parent to Five Daughters

COLLEGE PREP CONFERENCE AND COLLEGE FAIR: This full-day conference at the Indiana Convention Center provides hundreds of parents and students the unique opportunity to learn important fundamentals about the path to college. Break-out sessions are presented by college and university representatives and divided into conference tracks for parents, athletes and each grade level. Topics include the college admissions process, campus life, financial aid and other essentials to college planning and success. The College Fair immediately follows, allowing parents and students to learn more about individual schools. (Grades 8th-12th)



EMERGING SCHOLARS MEETING: Opportunity for CLD high school students and parents to learn more about CLD's college and university partners as well as the millions of dollars in scholarship opportunities, eligibility requirements, and guidance on how and when to apply. Seniors are provided with formal applications.

(Grades 9th-12th)



For the second consecutive year, over 2 million dollars in college scholarships was awarded to well-deserving students, totaling over 9 million dollars to date.

FIND OUT MORE AT
cldinc.org/programs-initiatives

» continued

Character & College READINESS PROGRAMS

SELF-DISCOVERY / CAREER EXPLORATION PROJECT*:

In this rigorous and life-changing 13-week experience, participants discover how to achieve their personal, educational and career goals. Through individual and group activities, youth learn how to develop effective leadership skills and give back to the community.

(Grades 10th-12th)



In 2012, CLD Self-Discovery participants contributed a combined 2,180 service project hours toward bettering Central Indiana.

* This program is a prerequisite for admission into programs marked with an asterisk. GRADUATES OF SELF DISCOVERY/ CAREER EXPLORATION PROJECT become CLD Alumni.

COLLEGE PREP*: Through eight-week student sessions (with special break-outs for rising college freshmen) and four-week parent/guardian sessions, participants gain vital, first-hand knowledge from collegiate guest speakers and current college students who demystify financial aid, campus life, academic expectations, and career planning.

(Grades 10th-12th)



"This organization truly empowers its students to strive for excellence in everything they do. CLD is not only positively impactful on youth, but it empowers parents and the community at large as well. The staff is highly committed to the success of these young people and the scholars are simply outstanding."

Charles Haynes
Associate Director of Admissions
Ball State University

SAT PREP: Offered in advance of Fall SAT exams by professional educators, these six-week classes provide valuable insight, test-taking strategies and practical training on improving math and verbal/written scores. (Grades 10th-12th)



BUSINESS ORIENTATION PROJECT (BOP)*:

This 11-week program created in partnership with IUPUI's Kelley School of Business, connects students to minority entrepreneurs and professionals to gain knowledge of real-world career planning, the global market, traits of an effective entrepreneur, writing effective business communications and how to succeed in business. (Grades 10th-12th)



"It's a safe place to practice and develop skills needed to be successful in future endeavors, such as teamwork, public speaking, study habits and problem solving. CLD opened my eyes to the process of setting goals and having a vision for myself, but also to identifying the steps required to achieve those aspirations. The experience confirmed that I can do ANYTHING that I set out to accomplish. And not just do it, but do it with excellence."


Eric Summers
CLD Alum and Senior Sourcing Specialist
The Walt Disney Company



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cldinc.org/programs-initiatives

RAWLS SCHOLARS MEDICINE INITIATIVE*:

In partnership with the distinguished Dr. George Rawls and Wishard-Eskenazi Hospital, youth have the opportunity to shadow medical professionals and tour one of America's five largest safety net health systems. Over six weekly sessions, youth gain firsthand knowledge on diverse careers in the medical field and an inside perspective on schools offering programs in medicine. (Grades 10th-12th) 

"CLD has equipped me with the skills and knowledge to overcome any obstacles in college. The experience allowed me to network with groups of people who are like minded—people who are successful, determined and who will put forth the effort to accomplish their goals."

Linda Bellamy
2012 CLD Scholar, Ball State University

PRAXAIR YOUTH EMPLOYMENT SUMMIT*:


This half-day Summit introduces participants to employer expectations during the hiring process, including sessions on creating effective resumes and cover letters, choosing interview-appropriate clothing and preparing to be a strong candidate for hire. Over the past five years, Praxair has also awarded thousands of dollars to CLD students for educational expenses.

(Grades 10th-12th) 

"Unlike most programming designed for students, CLD makes parents and guardians feel welcome and needed. Parents learn how to support their student and are aware of expected outcomes. They involve parents from the very beginning and require our participation, which is essential!"

Deborah Floyd-Morrison
CLD Parent

LILLY AND CLD CORPORATE YOUTH SUMMIT*:

This one-day initiative created by CLD and Eli Lilly and Company's diversity team, introduces students and parents to African American executives in the corporate world. Participants gain vital information about the education and skills required to compete in a global marketplace, including academic preparation, career choice and advancement, financial literacy and how parents can encourage and influence their youth to succeed. (Grades 10th-12th) 

PARENTS CHAT: Parents benefit from five informative give-and-take sessions with knowledgeable educators who discuss timely and important topics, including sexuality, financial literacy, what a supportive home environment looks like and strategies on how to sustain positive support.

College Prep Institute

The College Prep Institute (CPI) is the CLD's new college and career readiness center. In 2012, the CPI helped provide over 2,000 African American youth and families with the guidance, care and confidence needed to overcome the challenges that prevent them from excelling academically, attending college and obtaining a post-secondary education. Highly qualified licensed guidance counselors are available days, evenings and weekends to students and parents free of charge. The CPI is ready to provide reading, math and career assessments, college searches, financial aid literacy, information on internships and referrals to internal and external community resources.

"We have provided high-school level paid internships since 1994, and last year through a new partnership with CLD, we have been able to enhance our internship program and take it to the next level. We appreciate the efforts that CLD has put into helping us grow one of our favorite initiatives. The caliber of students that come out of CLD's graduating classes are second to none and United Water looks forward to continuing this partnership in the years to come."

Tamara Cypress
Communications & Community
Relations Manager, United Water

2012 College Prep Institute

Thank you to our esteemed college and university partners who help shape our programs and leaders of tomorrow.

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Nichelle Harlan
 CLD '10

Mya Haywood
 CLD '03

Tiffany Powell
 CLD '88

Jeremy Swift
 CLD '87

Angela White
 CLD '87
in memory of Marlene Haley

Volunteers & Program Instructors

In 2012, 203 program instructors provided CLD program experiences and invested a combined 8,348 instruction hours.

"CLD fills a void for minority youth and does a most admirable job! This is signified by the success of its graduates and the number of alumni and parents who return as volunteers."

Deborah Floyd-Morrison
CLD Parent

JR. SELF-DISCOVERY

Lisa Bellamy
Terrell Bellamy
Tyrelle Collins
Sherry Curry
Amethyst Green
Delise Green
Rocky Harvey
Tiffany Jarrett
Annette Johnson(*)
Francita McMichel
Iyabode Okoro
Kola Olaosebikan
Charmonique Stallworth
Tiffany Tabb
Johnetta Thompson

PRECIOUS MISS

Meaghan Banks**(*)
Heather Bonds(*)
Erica Broadus
Jordyn Brown(*)
Domini Bryant
Morgan Clark**
Amber Collins(*)
Candace Crowder
April Ervin(*)
Carlotta Ford
Jihada Green
Lydia Harris
Tionda Harris
Regina Majors(*)
Jill Mockabee
Lynada Peeples
Joan Theodule
Takeena Thompson
Kristen Smith(*)
Dawn Summerville(*)
Alicia West
LaDeisha Williams
Nichole Wilson(*)
Peggy Wortham

IMANI BOOK CLUB

Janaya Anderson
Kyra Bowerman
Chaney Craft
Carlotta Ford
Annette Johnson(*)
Francita McMichel
Peggy Wortham

PROJECT MR (MALE RESPONSIBILITY)

Brent Anderson
Phillip Burton
Matthew Conrad
Mark Davis(*)
Jay Dawson
James Dix
Demaree Faulkner(*)
Bruce Ford
Steve Jefferson
Clarence Martin
David Mayes
Stephen Murrell**
Tim Oliver
Justin Penny(*)
Kent Smith
Corey White

SUCCESS PREP

Alonzo Anthony
Nichole Brown(*)
Domini Bryant
Lonzo Buggs
Brigetta Bullock
LaRon Carter
Demetrius Collins**(*)
Chaney Craft
Matt Glover(*)
Chloe Jefferson**(*)
Melissa Jones(*)
Asia Jernigan**(*)
Stan Law
Regina Majors(*)

Kristen Mercer(*)
Karis Merritt(*)
Lynada Peeples
Reggie Simmons(*)
Michael Smith(*)
Rhyann Smith(*)
Kelvin Wade(*)
Paige Webb**(*)

SELF-DISCOVERY/ CAREER EXPLORATION PROJECT

Aliza Anderson(*)
Alonzo Anthony
Brent Blackwell
Dennis Bland(*)
Nichole Brown
Lonzo Buggs
Bridgetta Bullock
Victor Bush(*)
Dorothy Cole
Chaney Craft
Tahira Damon
Yvonne Fitzgerald
Carlotta Ford
Beverly Griffiths
Cree T.C. Harris(*)
Reggie Henderson(*)
Jokima Hiller
Jeremy Jackson
Annette Johnson(*)
Kenny Johnson
Regina Majors
Keyrun Merrill(*)
Kristen Mercer(*)
Jason Miller
Leslie Montgomery
Alfonson Murry
Chinwe Nwazota
David Oliver

Justin Penny(*)
Kenya Perkins(*)
Keith Shanklin(*)
Dr. Juanita Taylor
LaKesha Triggs(*)
Keith Veal
Carl Waiters

SAT PREP

Marsha Brown
Art Bryant
TiShonda Clevenger
Gwendolyn Graper
Keyrun Merrill(*)
Scott Schreiber

BUSINESS ORIENTATION PROJECT (BOP)

Andre Arnold
Denola Burton
Dr. Ken Carow
Anthony Cawdron
Henry Crews
Angela Espada
Herschel Frierson
Holly Harrington
Kenneth Riggins
Larry Smith
Keith Veal

COLLEGE PREP

Eric Askew (*)
Jay Dawson
Brian Dinkins (*)
Monique Dupree (*)
Chris Evans
Clayton Hamilton
Charlie Harris
Charla Hayes
Shavonne Holton (*)
Kesha LaGrone

We would also like to thank our volunteers for their contributions.

(*) denotes Alumni

**student facilitator

Marsha Currin McGriff
Keyrun Merrill (*)
Leslie Montgomery
Jendayi Olabisi (*)
Sarah Vincent (*)
Byyinah Wilson (*)

PARENTS CHAT

Bianca Baird
LeAngela Colbert
George Crawford
Vivian Finnell
Nita Gates
John Girtan, Jr.

Clayton Hamilton
Satin Howard
Angela Huffman
Dr. Gwendolyn Johnson
Dionne Jones
Cynthia Newman
Tracy Pruitt

Cynthia Robinson
Keith Veal
Carol Young

(*) denotes Alumni
**student facilitator

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Joseph Slaughter

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Herff Jones

LaTanya Smith

Independent Consultant

Sydney L. Steele

Senior Counsel/Partner
Kroger Gardis & Regas, LLP

Rhonda L. Stoughton

Consultant
The Stoughton Group

Curtis E. Taylor

Consultant
CET Technology Solutions, LLC

Robert Vowels

Vice President of Educational Affairs
National Collegiate Athletic
Association [NCAA]

Patrick Walsh

Executive Vice President/Chief Financial
Officer & Chief Operating Officer
Emmis Communications Corporation

Marvin L. White

System Vice President &
Chief Financial Officer
St. Vincent Health

Charles "Chuck" Williams

Vice President and General Manager
Radio One/Indianapolis



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Fund Development Manager

Nicole Everett
Receptionist

Joi Harmon
Recruitment and Marketing Associate

Davetta Henderson
Director of College Prep Institute

Terry Kenny
Fund Development Associate
& Alumni Relations Coordinator

Carolyn Ladd
Office Manager

Aaryn Lynch
Program Assistant

Kenneth McMichel
Program Coordinator

Yalonda McTush
Program Coordinator

Terrell Parker
Program Assistant

Tiffany Powell
College Prep Institute Coordinator

Deborah Ross
Manager of Programs Administration

Pamela Ross
Senior Director of Programs

Melba Salmon
Licensed Guidance Counselor

Erika L. Smith
Database Coordinator

How You Can GET INVOLVED

With your gift of time, talent or treasure, you have the ability to empower a generation to rise to a higher level of excellence. 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.

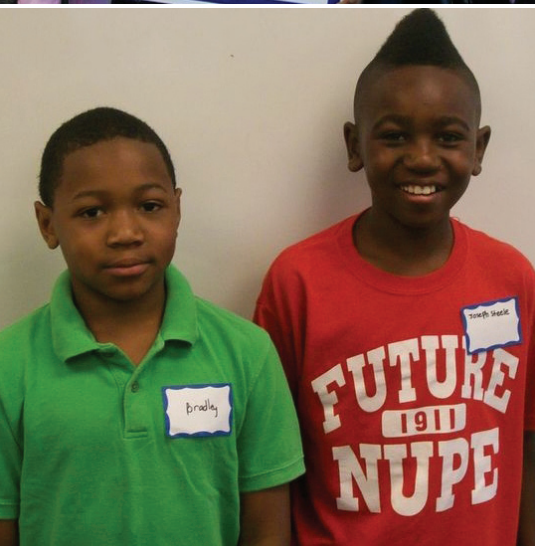
- » Make a financial donation to the CLD Annual Fund for Youth Development and ask your employer if they match donations
- » Introduce CLD's mission, vision and successes to upper management in your workplace and engage a CLD representative in the dialogue
- » Serve as a volunteer class facilitator, 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
- » Partner with the CLD to create an internship program
- » 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
- » Join the CLD Alumni Association, a group of 10,710 alumni we've nurtured and appreciate for their continued generosity and stewardship. The CLD Alumni Association is comprised of Self Discovery/Career Exploration graduates who assist CLD with its mission, fundraising efforts and recruitment

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

Thank you.





Out of the huts of history's shame

I rise

Up from a past that's rooted in pain

I rise

I'm a black ocean, leaping and wide,
Welling and swelling I bear in the tide.
Leaving behind nights of terror and fear

I rise

Into a daybreak
that's wondrously clear

I rise

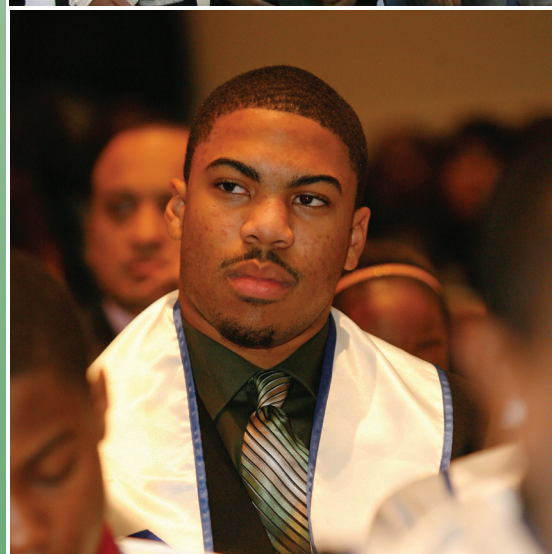
Bringing the gifts that my ancestors gave,
I am the dream and the hope of the slave.

I rise

I rise

I rise.

Maya Angelou
'Still I Rise'





CENTER FOR
LEADERSHIP
DEVELOPMENT

Empowering Youth / Strengthening Community

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