



**CENTER FOR
LEADERSHIP
DEVELOPMENT**

Empowering Youth • Strengthening Community

**A CENTER OF HOPE:
Envisioning an Exemplary
Youth Experience in
Indianapolis**

**2015 ANNUAL
REPORT**



The mission of the Center for Leadership Development 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.



Principles for Success

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

STRATEGIC PLAN 2016—2020

Executive Summary

The strategic plan is the result of a comprehensive process that included invaluable input from a strong, diverse cross-section of Central Indiana business, educational and community leaders. We are confident the resulting goals are relevant and meaningful for Indianapolis and its progress. We gratefully acknowledge the staff and faculty from the Department of Technology, Leadership and Communication at the IUPUI School of Engineering and Technology who provided key assistance and recommendations during the initial stages of the process.

The overall organizational goal is to build and enhance capacity for CLD's unrivaled transformative programs. Five specific strategic goals have been identified to guide CLD from 2016 through 2020:

- 1.** Increase Program Participation
- 2.** Engage At-risk Youth and Expand Outreach
- 3.** Increase Parental/Family Involvement
- 4.** Increase Funding and Awareness
- 5.** Explore Building and Capacity Expansion

A MESSAGE FROM THE PRESIDENT AND THE CHAIRMAN OF THE BOARD

Dear CLD Supporters and Friends,

We are deeply honored to provide you the Center for Leadership Development's most recent annual report. We thank our funders and volunteers for making the CLD experience a reality.

One way CLD chooses to express its abiding gratitude to our backers and participants is by continuing to provide exceptional programmatic experiences and services for Indianapolis youth and families. Our new strategic plan calls for CLD to expand its capacity to provide 15,000 services to 8,000 individuals annually by the end of 2020. We will also aggressively target youth and families residing in our city's most impoverished neighborhoods. Additionally, we will explore options for expanding the space at our headquarters to accommodate anticipated growth.

We maintain our vision of making Indianapolis home to one of this nation's exemplary organizations dedicated to inspiring the most remarkable achievements in African American youth. Only programs of exceptional quality yield the outcomes we seek. Through the support of our donors, CLD will continue striving to become a national leader in empowering thousands of youth to discover their potential and become outstanding business, professional and community leaders.

Yours for the development of youth,



A handwritten signature in dark ink, reading "Dennis E. Bland".

Dennis E. Bland, Esq.
President



A handwritten signature in blue ink, reading "Thomas A. King".

Thomas A. King
Chairman

WHO WE ARE

You Are Our Driving Force

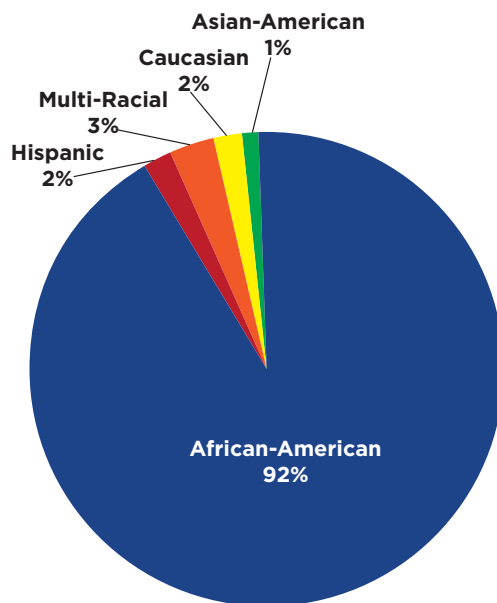
For 39 years you have demonstrated your commitment to CLD's transformative programming for students and families who have benefited from values-based, results-driven guidance, instruction and mentoring from caring, local, college educated professionals. Our values-based curricula go beyond the assumption that success depends on cognitive skills, such as IQ and test scores, to provide students with a holistic understanding of how to set goals, overcome adversity, and persevere in their journey to success. Our 15 program experiences along with CLD's College Prep Institute address the persistent opportunity gaps faced by young people of color. We help them

develop their social and academic skills and connect them to resources, support networks and tutoring needed for success in high school, college, and beyond.

In 2015, you helped us reach out to the Indianapolis community and give **3,749** students and individuals the *gift of hope*. You helped us change lives through the offer of **\$2.9 million in scholarships to 48 scholars** by 25 college and community partners. Your support made it possible to deliver nearly **7,400** services to those students who needed it the most. You have driven us to achieve more for our community and look forward to our continued journey together.



STUDENT ETHNIC REPRESENTATION



WHAT WE DO

We Provide Services You Need and Want

Grade Level 4th 5th 6th

JR. SELF-DISCOVERY

(JULY-SEPTEMBER)

During an exciting 8-week journey of self-discovery, elementary age youth learn effective communication skills, successful study habits and leadership behaviors.

Grade Level 4th 5th 6th 7th 8th 9th 10th 11th 12th

IMANI BOOK CLUB (JUNE-JULY)

In this six-week summer reading program, students improve reading and comprehension skills and learn about the many reasons to appreciate the written word.

Grade Level 6th 7th 8th

Offered Spring/Fall

PRECIOUS MISS

(MARCH-MAY & SEPTEMBER-NOVEMBER)

In 8 weekly sessions, girls strengthen self-esteem, identify positive friendships and relationships, develop a healthy body image, embrace educational values and create life-long achievement goals. (Females only)

Grade Level 7th 8th 9th

Offered Spring/Fall

PROJECT MR.

(JUNE-JULY & OCTOBER-NOVEMBER)

During 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.

Grade Level 8th

SUCCESS PREP (JUNE)

Exclusively for students entering 9th grade and their parents, Success Prep is a 4-week, in-depth high school readiness program that educates participants on the skills and tools necessary for a successful high school experience.

Grade Level 8th 9th 10th 11th 12th

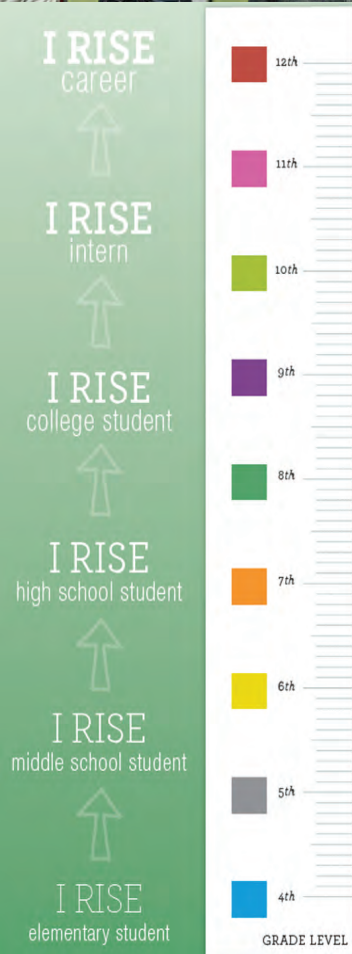
and College Freshman

ROLE MODEL/ADVISOR EXPERIENCE

(JULY)

During this one-day experience, youth and their parents meet with professionals from career fields that match the student's individual aspirations. Distinguished physicians, educators, accountants, engineers, IT professionals and others share their career path, job responsibilities, personal challenges and future career opportunities.





Grade Level 8th 9th 10th 11th 12th

COLLEGE PREP CONFERENCE AND COLLEGE FAIR (AUGUST)

This full-day conference provides hundreds of participants throughout the state and surrounding areas the unique opportunity to learn important fundamentals about the path to college. Topics include: saving for college, creating a standout application, being a student athlete and more!

Grade Level 10th 11th 12th Offered Spring/Fall

SELF-DISCOVERY/CAREER EXPLORATION PROJECT

(JANUARY-APRIL & SEPTEMBER-DECEMBER)

In this rigorous and life-changing 13-week experience, participants discover how to achieve their personal, educational, and career goals. Topics include the importance of integrity, time management, dressing for success, developing presentation skills, and more.

Grade Level 10th 11th 12th

***BUSINESS ORIENTATION PROJECT (BOP)**

(JANUARY-MARCH)

This 11-week program created in partnership with IUPUI's Kelley School of Business connects students to minority 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.

Grade Level 10th 11th 12th

***RAWLS SCHOLARS MEDICINE INITIATIVE**

(FEBRUARY-MARCH)

Thanks to the partnership with Eskenazi Hospital, youth have the opportunity to gain firsthand knowledge on diverse careers in the medical field and an inside perspective from medical students and professionals during 6 weekly sessions. Students also tour the facilities.

Grade Level 10th 11th 12th

***COLLEGE PREP (JUNE-JULY)**

Through 4 weeks of curriculum-based sessions for students and parents, participants gain vital, first hand knowledge from collegiate guest speakers and current college students who discuss financial aid, campus life, academic expectations, and career planning.

Grade Level 10th 11th 12th

SAT PREP (JULY-AUGUST)

These six-week classes provide valuable insight, test-taking strategies and practical training on improving math and verbal/written scores.

*Reserved for Self-Discovery graduates

CLD'S COLLEGE PREP INSTITUTE

Building a Culture of Preparation, Academic Achievement, and Graduation

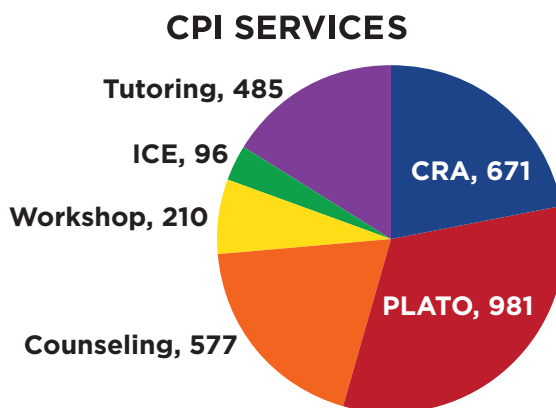
Since 2004, CLD Scholarship Partners have offered **\$16.3 million dollars** in full and partial scholarships to **278 students**. In 2015, \$2.9 million was offered to 48 CLD Scholars.

College Prep Institute (CPI) is CLD's college resource center and your personal headquarters for discovering your potential and achieving success. Licensed guidance counselors, tutors, and college access and success professionals are dedicated to assisting youth and adults prepare for college admissions, persevere, and ultimately earn their college degree or credential(s). Best of all, services are **FREE** and open to the public.

CPI Resources:

- One-on-one licensed guidance counseling
- Personalized instruction and study skills development
- Educational, college, and career assessments
- In depth scholarship and internship information
- Math and reading skill building software
- Tutoring in math and reading

In 2015, the College Prep Institute delivered **3,020** services (College Readiness Assessment (CRA), Counseling, Indiana Career Explorer (ICE), PLATO Online Academic Assistance and Tutoring) and workshops to **1,398** students and individuals.



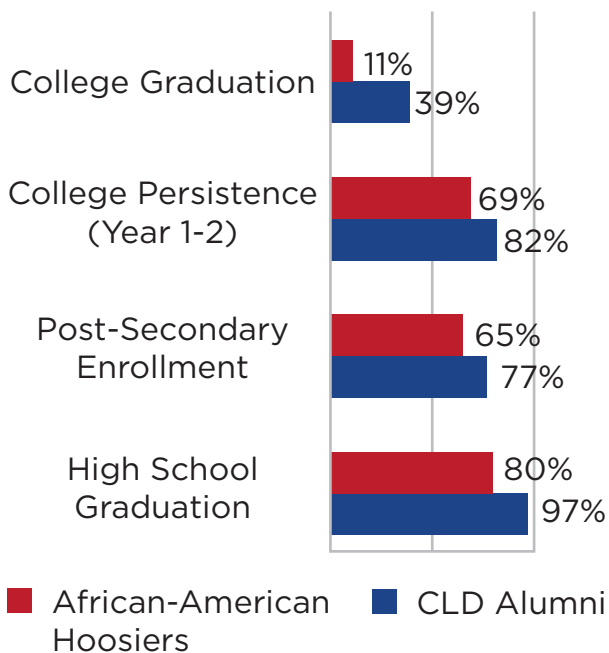
The chart represents the number of students and individuals who received CPI services or attended workshops in 2015.

COMMUNITY IMPACT

Your Support Enables Us To Change Lives In Our Community

Because of your support, many youth are in school that wouldn't be otherwise. But how are they doing once there? Quite well, in fact.

The Center for Leadership Development's students are outperforming their peers. And the best advances are occurring in students that are at the highest risk of failing or dropping out. CLD Alumni are graduating high school, enrolling in postsecondary educational institutions, persisting and graduating at a higher rate than their peers.



40% of CLD students live at or below the poverty line. Students served by CLD represent 249 different schools across Indianapolis and in the doughnut counties with Indianapolis Public Schools (IPS) as our leading feeder school district. In 2015, CLD served 572 IPS students. For 2015, CLD's goal was to serve 900 unduplicated African American males. At the year's end, CLD served 949 unduplicated African American young males. Additionally, CLD served 718 Indiana 21st Century Scholars. 2015 has been a banner year for the organization, with CLD delivering more services to more people than any year in its rich history.



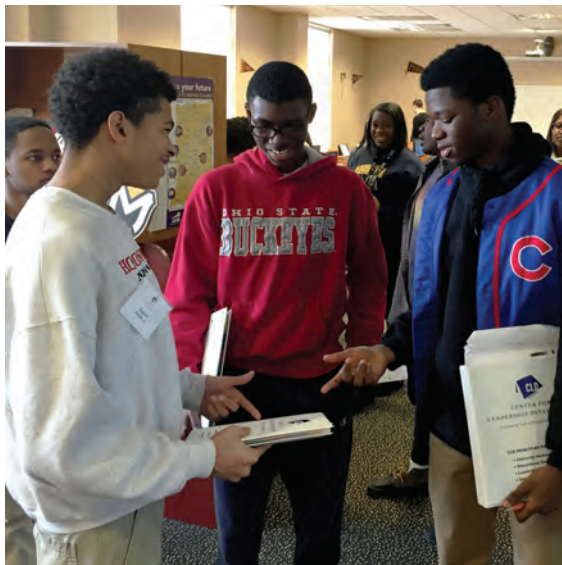
STUDENTS AND ALUMNI ASSESS CLD

"The stuff I learned in here is literally what they don't teach in school. We talk about the real problems of life. School helps for more school, but here we learned about life."

Mr. C.G., Project MR. (Male Responsibility), Spring 2015

"It means so much to me to be able to be surrounded by strong and smart Black men. I appreciate their positive messages. With all the wrong going on in the Black community, it's great to be surrounded by good men with a purpose."

Mr. J.M., Project MR. (Male Responsibility), Fall 2015



"Before joining the Self-Discovery Career Exploration Project this fall, I was your average high school student, trying to find my place in the world. Who am I, where am I going, and how will I get

there, were the questions posed to me on the first day of Self-Discovery. Since then, I have learned valuable tools that have helped me answer those three questions, and ultimately shape the young man I desire to become. Understanding and implementing CLD's five Principles [for Success] have prepared me for college by challenging me to identify my values and what I want out of life".

Rezon Coleman, Ben Davis High School Senior



"The Center for Leadership Development is the one stable place in the city where we can learn life's most precious lessons away from home, and welcomes us all with open arms. The leadership,

facilitators, and programs offered me all of the pieces I needed to confidently arrange them into becoming the best version of myself. That's why I commit myself to the cycle of CLD, now giving what I received for the leaders to come up next. From editing resumes to conducting mock interviews, I am obliged to respect my history with CLD enough to participate in someone else's future."

Brent Lyle, CLD '02

2015 FINANCIAL SUPPORT

Thank you to all of our donors! Together with CLD, you are promoting educational opportunities deserving of all students.

\$500,000 OR MORE

Lilly Endowment, Inc.

\$100,000 OR MORE

USA Funds, Inc.

\$50,000 OR MORE

Eli Lilly and Company Foundation
Efroymson Family Fund

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OneAmerica Financial Partners
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Indianapolis Power & Light
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\$5,000 TO \$9,999

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Hanover College
Ice Miller LLP
Indiana University Office of Diversity, Equity, and Multicultural Affairs
Indiana University Purdue University Indianapolis
Indiana Wesleyan University
Indianapolis Colts

The Indianapolis Foundation, a CICF affiliate
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KeyBank Foundation
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National Collegiate Athletic Association [NCAA]
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United Parcel Service
UnitedHealthOne
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BCforward
Butler University
Central State University
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Financial Center Federal Credit Union
FINCH Constructors
Goshen College
Indiana State University/
Indiana State University Foundation
Indiana University
Indianapolis Airport Authority
Indy Eleven (Keystone Construction)
ISM Education Loans
Ivy Tech Community College
Marion County Public Health Department
McDonald's

Netwise Resources
Pacers Sports & Entertainment
Simon Property Group
Smith Family Fund
Vincennes University

\$1,000 TO \$2,499

AMG Engineering & Machining Inc.
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BKD LLP
BMO Harris Bank
Bose Public Affairs Group LLC
CNO Financial Group, Inc.
Community Education Coalition
Conexus Indiana
Cushman & Wakefield
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Indianapolis Black McDonald's Owner Operators
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Winston/Terrell Group
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Light of the World
Christian Church
(Disciples of Christ)
Marni McKinney
Foundation
Mt. Zion Baptist Church
National Coalition of
100 Black Women
Incorporated –
Indianapolis Chapter
Perfect Impressions
Printing
Roche Diagnostics
Corporation
Smoot Construction
State Auto Insurance
Company
Thomas P. Miller &
Associates, LLC
Xerox Corporation
Yamaha Precision
Propeller Industries

**ALUMNI CONTRIBUTORS
CLD ACHIEVER
\$1,000 OR MORE**

Dennis E. Bland*, CLD '82
Kammy Bronaugh, CLD
'90
Dr. Dana M. Bush M.D.,
CLD '85
Kimberly Curry, CLD '79
Kelvin Wade*, CLD '86

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Steven Jones, CLD '81
Stacy Kelley, CLD '87
Tony & Joy Mason, CLD
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Timothy Coleman, CLD
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Anneka Miles, CLD '99
Lakesha Triggs, CLD '98

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William Taylor, CLD '02
Marriam Umar, CLD '84
Michael Whitt, CLD '81
Tamika Williams, CLD '85

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Ithream Blackmon, CLD
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Stacie Maree Clay,
Daughter, CLD '93
Krystle Ford, CLD '99

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Christine Hudson,'05
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Stephanie McLain-
Collains, CLD '83
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LaTika R. Webster, CLD
'93

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Jalen Anderson, CLD '11
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Kevin Dryden, CLD '88
Daleah Goodwin, CLD '96
Janelle Goodwin, CLD '94
Malina Jeffers, CLD '98

Jonathan Jones, CLD '00
Regina Majors, CLD '82
April McCanns, CLD '83
Tia M. Stanford, CLD '97
Karen ValentineWilliams,
CLD '80
Meisha Wide, CLD '96

INDIVIDUALS

\$25,000 OR MORE

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\$10,000 OR MORE

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Stephen Russell*

\$5,000 OR MORE

Robert L. Bowen*

\$1,000 TO \$4,999

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Ed & Peggy Bonach
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Denola Burton
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Conrad
Jonathon & Sharon
Costas
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*Denotes CLD Board Member

\$100 TO \$249

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Murvin & Linda Enders
Wayne & Stephanie
Engram
James & Ernestina
Erborwor Becksen
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Darrell & Thecla Gossett
Jamal Greene
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Harrington
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Coleman
Bryan & Sonia Dandridge
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Vincent & Roxanne

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Francis & Linda Dwumah
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Deborah Ellis
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Cassandra Garner
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Belinda Jernigan
Jeff Johnson
Sharon Johnson
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Cherry Marshall
Jack Martins, in honor of
Cynthia Peoples
Terrell Morgan
Beverly Polk
Yolanda Richey
Deborah Ross
Michael Schiele
Mark Schloer
Samuel & Sheila Simpson
Kent B. Smith
Melissa Smith
Shurhonda Terrell
Kimberly Townsend
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Brian & Rhonda White
Monica White
Kelley & Renee Wigfall
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Felecia Williams
UP TO \$49
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Barnett
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Jocelyn Combs
Valerie Cook
Phyllis Dowe
Felicia Duffin
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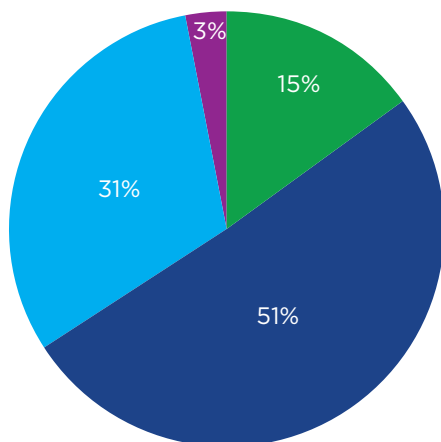


"CLD programs have great impact. We support CLD because we love to see other children have the opportunity to move forward in life and succeed like our children have."

Mr. & Mrs. Winston & Dorothy Summers, CLD donors and proud parents of two CLD alumni, Joel Summers, CLD '85 and Eric Summers, CLD '88.

2015 FINANCIAL OPERATIONS

REVENUES



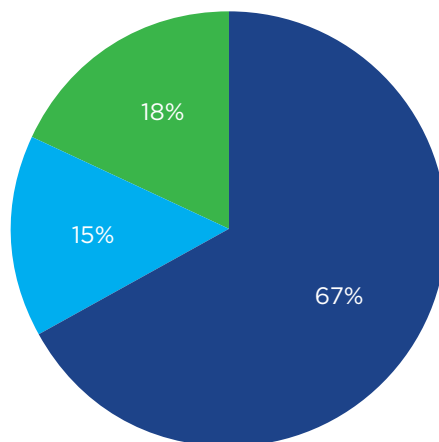
- Contributions
- Grants & Foundations
- Special Events
- Program Fees

REVENUES*

Contributions	\$293,163
Grants & Foundations	\$971,500
Special Events	\$581,363
Program Fees	\$47,783
TOTAL	\$1,893,809

*Figures are unaudited.

EXPENSES



- Programs & Services
- Fundraising/Development
- Administration/Overhead

EXPENSES*

Programs & Services	\$1,265,146
Fundraising/Development	\$278,926
Administration/Overhead	\$343,371
TOTAL	\$1,887,443

CLD BOARD OF DIRECTORS

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Indiana State Museum
and Historic Sites

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Bill A. West
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WestReyna LLC

SECRETARY

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LLP

TREASURER

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PAST CHAIRMAN

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