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,

Dennis E. Bland, Esq.
President

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

- African-American: 92%
- Asian-American: 1%
- Caucasian: 2%
- Hispanic: 2%
- Multi-Racial: 3%
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.
**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!

**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.

**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.

**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.

**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.

**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.
- USA Funds, Inc.
- Eli Lilly and Company Foundation
- Efroymson Family Fund

$20,000 OR MORE
- Celadon Group, Inc.
- Citizens Energy Group
- Indiana University Health
- OneAmerica Financial Partners
- SUEZ North America

$10,000 OR MORE
- Allison Transmission
- Ball State University
- Dow AgroSciences
- Eskenazi Health
- Fifth Third Bank
- Kroger Central Division
- Lumina Foundation
- Nicholas H. Noyes Jr. Memorial Foundation
- Purdue University

$5,000 TO $9,999
- Arthur Jordan Foundation
- Bowen Engineering Corporation
- Cathedral High School Community Health Network
- Davis & Associates
- Douglas and Phyllis Smith Fund
- Duke Realty
- Ernst & Young
- F. A. Wilhelm Construction Co.
- Franklin College
- Glick Family Foundation
- 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
- JP Morgan Chase, N.A.
- KeyBank Foundation
- LDI, Ltd./Lacy Foundation
- MacAllister Machinery Company
- Mays Chemical Company
- Metropolitan Indianapolis Central Indiana Health Education Center
- National Collegiate Athletic Association [NCAA]
- Old National Bank
- Old National Bank Foundation
- St. Vincent Hospital
- Taft Stettinius & Hollister LLP
- The PNC Financial Services Group, Inc.
- United Parcel Service
- UnitedHealthOne
- University of Indianapolis

$2,500 TO $4,999
- BCforward
- Butler University
- Central State University
- Comcast
- Cornerstone University
- DePauw University
- Eastern Star Church/ JEWEL Human Services
- EMMIS Communications Corporation
- 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.
- Anderson University
- Barnes & Thornburg LLP
- BKD LLP
- BMO Harris Bank
- Bose Public Affairs Group LLC
- CNO Financial Group, Inc.
- Community Education Coalition
- Conexus Indiana
- Cushman & Wakefield
- Dan & Marilyn Evans Family Foundation
- Earlham College
- Erie Insurance Group
- Faegre Baker Daniels
- Family Works, Inc.
- FedEx
- Franciscan St. Francis Health
- Fusion Alliance
- Global Parking Systems of Indiana
- Grace College
- Hunt Construction Group
- Independent Colleges of Indiana
- Indiana Department of Workforce Development
- Indiana Farm Bureau Insurance
- Indiana University Kelley School of Business
- Indianapolis Black McDonald’s Owner Operators
- Indianapolis Indians
- Indianapolis Neighborhood Housing Partnership
- Krieg DeVault LLP
- Lee Chou Family Foundation
- Lewis Wagner LLP
- Manchester University
- Marian University
- Metropolitan School District of Lawrence Township
- North Carolina A&T State University
- Ramey & Hailey Attorneys at Law
- Regions Bank
- Samerian Foundation, Inc.
- Shrewsberry & Associates, LLC
- Telamon Corporation
- United Hospital Services, LLC
- United Negro College Fund [UNCF]
- University of Notre Dame
- University of Southern Indiana
- USA Track & Field
- Vawter Foundation
- Wabash College
- Winston/Terrell Group
- WXIN/WTTV Tribune Broadcasting

$50 TO $999
- Alpha Kappa Alpha Sorority, Inc., Alpha Mu Omega Chapter
- arcDESIGN
- B & C Consulting Corp
- Becknell Industrial
- BHB Investments LLC
- Electronic Services Delivery
- Ellis Mortuary
- ERMCO
- Fortis College
- Goodness, LLC
- Gregory & Appel Insurance
- Indiana Plan for Equal Employment Opportunity
- Indiana University Office of Engagement
- InsuAScales Fund
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100 Black Women  
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Roche Diagnostics Corporation  
Smoot Construction  
State Auto Insurance Company  
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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

CLD VISIONARY  
$500 TO $999  
James Duke, CLD ’84  
Anthony Hester, CLD ’03  
Steven Jones, CLD ’81  
Stacy Kelley, CLD ’87  
Tony & Joy Mason, CLD ’83

CLD TRAILBLAZER  
$250 TO $499  
Terrell Bellamy, CLD ’84  
Yalonda Brown, CLD ’83  
Timothy Coleman, CLD ’85  
Stacy Lawrence Grooms, CLD ’78  
Anneka Miles, CLD ’99  
Lakesha Triggs, CLD ’98

CLD TORCHBEARER  
$100 TO $249  
Roderick Brown, CLD ’81  
Janis Crawford, CLD ’06  
Kevin & Judith Enders, CLD ’80  
Katrina Graves, CLD ’94  
Rana Fields Henss, CLD ’87  
Lena Hill, CLD ’99  
Michelle Hudson, CLD ’98  
Jarrett & Relia Jones, CLD ’88  
Lorenzo Lewis, CLD ’79  
Robert Marshall, CLD ’98  
Bonita Neal, CLD ’79  
Valerie PowellStafford, CLD ’81  
Eric & Natalee Summers, CLD ’88  
Kisha Tandy, CLD ’92  
William Taylor, CLD ’02  
Marriam Umar, CLD ’84  
Michael Whitt, CLD ’81  
Tamika Williams, CLD ’85

CLD ADVOCATE  
$50 TO $99  
Robert Black, CLD ’99  
Gwen Brewer, CLD ’78  
Itheam Blackmon, CLD ’90  
Barbara Clay, Parent, Stacie Maree Clay, Daughter, CLD ’93  
Krystle Ford, CLD ’99  
Darlene Green, CLD ’79  
Christine Hudson, ’05  
Vanita Johnson, CLD ’89  
Yvette Johnson, CLD ’87  
Debra Kennedy, CLD ’92  
Jarlon Liner, CLD ’91  
Robert Love, CLD ’98  
Stephanie McClain-Collins, CLD ’83  
Millicent Moyer, CLD ’83  
Carlicia Porter, CLD ’94  
Wyquetta Terry, CLD ’79  
Aliya Washington, CLD ’91  
LaTika R. Webster, CLD ’93

UP TO $49  
Kevin Alcorn, CLD ’81  
Danielle Alums, CLD ’98  
Jalen Anderson, CLD ’11  
Percy Bland, CLD ’02  
Tonya Doaks, CLD ’88  
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 Valentine Williams, CLD ’80  
Meisha Wide, CLD ’96

INDIVIDUALS

$25,000 OR MORE  
A.J. & Christine Hackl  
$10,000 OR MORE  
Derica Rice*  
Stephen Russell*  
$5,000 OR MORE  
Robert L. Bowens*  
$1,000 TO $4,999  
Nick Anthony*  
Adam Arceneaux  
Tom Benjamin  
Derrick Burks  
Denola Burton  
Matthew* & Nicole Conrad  
Jonathon & Sharon Costas  
Christopher R. Darrell  
Jeffrey Harrison*  
Bruce Hill*  
Raymond Hill  
Harry R. James  
Dr. Craig S. Kinchen  
Alison Kothe  
Sheriee C. Ladd  
James T. Morris  
John Otteson*  
Paul & Wilhelmenia Ravenell  
LaSalle & Billie J. Rhymes  
Jim Sadler*  
Jerry Semler*  
LaTanya Smith*  
Sydney Steele*  
Stephen & Betty Sterrett  
Patrick Walsh*  
$500 TO $999  
Nick Anthony  
Robert L. Bowen  
Robert L. Bowen*  
Robert L. Bowen*  
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Frank D. Davis  
Lonnie Davis  
Stephany Davis  
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Curtis Taylor*  
Anthony Thompson  
Troy Turner  
Janet White

*Denotes CLD Board Member
<table>
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<tr>
<th>Donation Range</th>
<th>Donors</th>
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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: 31%
- Grants & Foundations: 15%
- Special Events: 3%
- Program Fees: 51%

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*Figures are unaudited.

EXPENSES

- Programs & Services: 67%
- Fundraising/Development: 18%
- Administration/Overhead: 15%

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*Figures are unaudited.
CLD BOARD OF DIRECTORS

OFFICERS
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Assoc. Director, Patient & Visitor Services, IU Health

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Executive VP/ CFO & COO
Emmis Communications Corp.

Charles Williams
VP, General Manager
Radio One Indianapolis

Board member Steve Russell and wife Livia in foreground.
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Gail Bradford
Accountant
Colleen A. Heeter
Sr. Manager, Fund Development
Lena Hill
Director, College Prep Institute
Carolyn Ladd
Office Manager
Robert Marshall
Sr. Director, Programs

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Percy Bland Jr.
Program Assistant
Alyssa Branch
CPI Program Assistant
Ronald Brown
Mgr, Fund Development
Yalonda Brown
Program Coordinator
Jeff Bumgardner
Math Tutor
Jeanette Caston
Receptionist
Tara Cobb
FD & CPI Assistant
Jeanie Fleming
Licensed Guidance Counselor
Magdalene Gates
Licensed Guidance Counselor
Joi Harmon
Marketing & Recruitment Associate

Shelley Jackson
College Success Coordinator
Marlena Jacobs
CPI Assistant
Jeffrey Johnson
Licensed Guidance Counselor
Jonathan Jones
Program Coordinator
Terry Kenny
FD Associate/Alumni Relations Coordinator
Terrell Parker
English Tutor
Candace Pate
College Prep Coordinator
Deborah Ross
Manager, Program Administration
Erika Smith
Database Coordinator

CHANGE LIVES RIGHT WHERE YOU ARE
How You Can GET INVOLVED AT CLD

VOLUNTEER
Our facilitators
MAKE IT HAPPEN!
Make a difference for Central Indiana youth and receive comprehensive training and ongoing support during your service.
Assist at events, perform office duties, or share your professional expertise with us.
Complete a volunteer application at cldinc.org/cld-volunteer-opportunities/

PARTNER WITH US
Want to help provide students with real world experience? Become a CLD internship partner.
Help expand our outreach and refer students and families to our programs.
Join the CLD Alumni Association!

DONATE
Your gifts support the life-changing mission of the Center for Leadership Development.
Make a financial donation online or by using the enclosed envelope, and ask your employer if they match donations.
Make a deferred gift to CLD, or remember to include us in your will.
Become a sponsor for one of our events.

SHARE OUR STORY
Invite CLD to make a presentation at your school, organization, or church.
Introduce CLD’s work to your friends, neighbors, and professional networks.
What does CLD mean to you? Tweet us at @CLDincorg #shareCLD.
Follow us on Facebook!
CLD 2015 HIGHER EDUCATION AND COMMUNITY PARTNERS

The following higher education, community and corporate partners offer scholarships annually to CLD Scholars.

Anderson University
Ball State University
Butler University
Central State University
Cornerstone University
DePauw University
Franklin College
Hanover College
Indiana State University
Indiana University
Indiana University
Purdue University at Indianapolis (IUPUI)

Indiana Wesleyan University
Ivy Tech Community College
Manchester University
Marian University
North Carolina A&T State University
Purdue University
University of Indianapolis
Vincennes University
Wabash College

Cathedral High School
St. Richard’s Episcopal School
United Parcel Service
WRTV6
WTHR13

NEW 2016 PARTNERS
Brebeuf Jesuit Preparatory School
Earlham College
University of Notre Dame

SAVE THESE DATES
May 20, 2016
11th Annual CLD and 3’D Trophy Golf Outing
August 27, 2016
9th Annual CLD College Prep Conference & College Fair
March 23, 2017
37th Annual Minority Achievers and Scholars Awards Gala

FOR MORE INFORMATION VISIT WWW.CLDINC.ORG