CULTIVATING CHARACTER, EMPOWERING YOUTH, ENRICHING COMMUNITY

2020 ANNUAL REPORT
Center for Leadership Development would like to thank the sponsors, table and seat purchasers, donors and supporters who, despite the cancellation of the in-person 40th Annual Minority Achievers Awards & Scholarship Gala, generously allowed CLD to keep their contributions to further our mission. Below are the sponsors who helped set a record-breaking fundraising year for CLD AND let us keep their support!

Ball State University
Bowen Engineering Corporation
Butler University
Cathedral High School
Citizens Energy Group
Comcast
Community Health Network
Corteva Agriscience
Cummins, Inc.
Davis & Associates
DePauw University
Duke Realty Corporation
Eastern Star Church
Eli Lilly and Co. Foundation
Emmis Communications Corporation
Eskenazi Health
Federal Home Loan Bank of Indianapolis
FedEx
Fifth Third Bank
Financial Center First Credit Union
Franklin College
Glick Philanthropies
Goelzer Investment Management
Grace College
Ice Miller LLP
Indiana Biosciences Research Institute
Indiana Department of Workforce Development
Indiana Wesleyan University
Indianapolis Airport Authority
Indianapolis Neighborhood Housing Partnership
Indianapolis Power & Light Company
IU Health
IUPUI
Ivy Tech Community College
JPMorgan Chase & Co.
KeyBank
Kroger Central Division
Lilly Endowment
Lumina Foundation
Marian University
Marion County Health Department
Mays Chemical Company
Milhaus
Old National Bank
OneAmerica
Pacers Sports & Entertainment
Park Tudor School
The PNC Financial Services Group Inc.
Southwest Airlines
Strada Education Network
Taylor University
The Mind Trust
UnitedHealthOne
Vincennes University

THEY SAID, KEEP THE Money!
Dear CLD Family of Supporters,

On January 3, 2021, the Center for Leadership Development celebrated its 44th birthday. We are grateful and honored that you are united with CLD. As an organization, we have nurtured thousands of African American youth who have discovered their potential and excelled as professional, business, and community leaders.

2020 was an unprecedented year that highlighted many grave challenges throughout our society. The heightened social and racial unrest reminds us of the pivotal and increasing role we must play in cultivating character, empowering youth, and enriching the communities in which we live.

Like you, the CLD board of directors and staff are up to the challenge and remain committed to helping our youth and community thrive. We are diligently working to ensure thousands more students and parents gain access to the powerful, informative programming CLD offers and benefit from the role models and mentors who lead our program experiences. We are establishing satellite locations in high-crime, low-income zip codes and building partnerships with area schools. We anticipate offering this new cohort an expanded array of services at our headquarters.

COVID-19 impacted CLD in several ways, but we adapted. First, health and safety concerns around the outbreak caused CLD to suspend many in-person programs. Much of our staff’s focus shifted to managing the organization’s impact and pivoted to offering our programs virtually and in new ways. The financial fallout from COVID-19 had an overall effect on CLD’s fundraising efforts, leading to lower revenue from events, individual giving, and grants. Despite the obstacles, many of you faithfully supported us. We also welcomed over 100 new donors to the CLD family. With the canceled Gala, we lost some corporate sponsors and seat revenue, and yet so many of you said, “Keep the money!” In the last few days of 2020, we exceeded our fundraising goal and could not have done it without your support. Thank you!

More than any other period in CLD’s history, our youth are crying out for help. You have responded through your unwavering faith in our mission and CLD answered. Our vision calls for CLD to remain steadfast in serving our youth and families with a bigger, better, and more significant presence. With your generosity, the best of CLD is yet to come. Our community requires nothing less.

As always, we thank you for your ongoing support of CLD, and we thank you for your trust.

Yours for the development of youth,

Dennis E. Bland CLD ‘82
President

Thomas A. King
Chairman of the Board
ABOUT CLD

MISSION:
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

VISION:
Establish CLD as one of the most preeminent centers in the nation for inspiring the highest character and leadership skills, and the highest academic, college and career achievement in African-American youth

BENCHMARKS

90 PERCENT of CLD students’ value CLD’s Principles for Success

95 PERCENT of CLD Alumni are neither suspended nor expelled from school

95 PERCENT of Alumni participants complete programs they start

65 PERCENT of CLD students in grades 10-12 report studying at least two hours per day for a total of 10 hours per week

95 PERCENT of CLD Alumni graduate from high school

98% school attendance

Each CLD Alumnus/Alumna achieves

90 PERCENT of CLD Alumni enroll in college or other post-secondary institution

90 PERCENT of CLD Alumni persist from first year to second year of college

75 PERCENT of CLD Alumni earn bachelor’s degree or credential within six years

95 PERCENT of CLD Alumni are self-supporting

50 PERCENT of CLD Alumni donate to CLD
As a result of our programs, 95% of our Imani Book Club participants engaged in reading at least 15 minutes per day.

91.5% of our Project MR. participants understood that acting responsibly will further their education and career goals.

91% of our Success Prep students reported spending at least 30 minutes each night doing school work, with 58% of them doing school work for 1 hour or more.

74% of our Jr. Self-Discovery 4th-6th grade students understood the importance of building positive and healthy friendships, and how those relationships impact their good or bad decision making.

100% of our Precious Miss participates reported studying/doing homework minimally 2 hours per day.
### Programs and Initiatives Data

<table>
<thead>
<tr>
<th>Program or Initiative</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Orientation Project</td>
<td>20</td>
</tr>
<tr>
<td>College Prep Conference &amp; College Fair</td>
<td>95 Students</td>
</tr>
<tr>
<td>College Prep*</td>
<td>69 Students</td>
</tr>
<tr>
<td>Emerging Scholars</td>
<td>137 Students</td>
</tr>
<tr>
<td>Imani Book Club</td>
<td>58</td>
</tr>
<tr>
<td>Jr. Self-Discovery/Career Exploration Project</td>
<td>22</td>
</tr>
<tr>
<td>Parents Chat</td>
<td>8</td>
</tr>
<tr>
<td>Precious Miss</td>
<td>86</td>
</tr>
<tr>
<td>Project MR. (Male Responsibility)</td>
<td>71</td>
</tr>
<tr>
<td>Rawls Scholars Medicine Initiative*</td>
<td>47</td>
</tr>
<tr>
<td>Role Model/Advisor Experience</td>
<td>36 Students</td>
</tr>
<tr>
<td>SAT Prep</td>
<td>51</td>
</tr>
<tr>
<td>Workshops</td>
<td>208 Students</td>
</tr>
<tr>
<td>Self-Discovery/Career Exploration Project</td>
<td>155</td>
</tr>
<tr>
<td>Success Prep</td>
<td>19 Students</td>
</tr>
<tr>
<td>Bowen Engineering/MEP Initiative*</td>
<td>19</td>
</tr>
<tr>
<td>Chase Youth Employment Summit*</td>
<td>12</td>
</tr>
<tr>
<td>Lilly Summit*</td>
<td>17</td>
</tr>
</tbody>
</table>

* Denotes Alumni status is a prerequisite

**Breakdown of Participant Ethnicity:**

- 91% African American
- 9% Other

**# of Participants Per Grade:**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>4th</td>
<td>34</td>
</tr>
<tr>
<td>5th</td>
<td>30</td>
</tr>
<tr>
<td>6th</td>
<td>58</td>
</tr>
<tr>
<td>7th</td>
<td>112</td>
</tr>
<tr>
<td>8th</td>
<td>81</td>
</tr>
<tr>
<td>9th</td>
<td>109</td>
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<td>10th</td>
<td>102</td>
</tr>
<tr>
<td>11th</td>
<td>153</td>
</tr>
<tr>
<td>12th</td>
<td>216</td>
</tr>
<tr>
<td>DID NOT REPORT:</td>
<td>152</td>
</tr>
</tbody>
</table>

**# of African American Males Served:**

- 479

"Virtual Imani Book Club was good. I did not feel any difference because I was not in the CLD building."

– J. Mohammed
### BREAKDOWN OF STUDENTS (WHO REPORTED) ANNUAL HOUSEHOLD INCOME:

<table>
<thead>
<tr>
<th>Income Range</th>
<th>Number</th>
<th>Percentage</th>
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<tr>
<td>$0-9,999</td>
<td>20</td>
<td>2.1%</td>
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<tr>
<td>$10,000-19,999</td>
<td>25</td>
<td>2.6%</td>
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<tr>
<td>$20,000–29,999</td>
<td>63</td>
<td>6.6%</td>
</tr>
<tr>
<td>$30,000–39,999</td>
<td>114</td>
<td>12%</td>
</tr>
<tr>
<td>$40,000–49,999</td>
<td>89</td>
<td>9.4%</td>
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<tr>
<td>$50,000–59,999</td>
<td>234</td>
<td>24.7%</td>
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<tr>
<td>$60,000–63,000</td>
<td>41</td>
<td>4.3%</td>
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<tr>
<td>$63,001+</td>
<td>157</td>
<td>27.1%</td>
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<tr>
<td>Did not report</td>
<td>110</td>
<td>11.6%</td>
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### BREAKDOWN OF STUDENTS BY HOUSEHOLD TYPES:

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<th>Household Type</th>
<th>Number</th>
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<tr>
<td>Single Parent/Guardian</td>
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<tr>
<td>Two Parents/Guardians</td>
<td>555</td>
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<tr>
<td>Other</td>
<td>82</td>
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<tr>
<td>Did not report</td>
<td>17</td>
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### # OF STUDENTS IN HIGH CRIME ZIP CODES:

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<td>46222</td>
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<td>46226</td>
<td>58</td>
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<tr>
<td>46235</td>
<td>51</td>
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### # OF STUDENTS WITH IEP:

<table>
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<tr>
<th>Number</th>
<th>Students</th>
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<tr>
<td>135</td>
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### FREE OR REDUCED LUNCH:

<table>
<thead>
<tr>
<th>Number</th>
<th>Students</th>
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<tbody>
<tr>
<td>319</td>
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### 21ST CENTURY SCHOLARS:

<table>
<thead>
<tr>
<th>Number</th>
<th>Students</th>
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<tbody>
<tr>
<td>189</td>
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</table>

### STUDENTS FROM IPS:

<table>
<thead>
<tr>
<th>Number</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>77</td>
<td></td>
</tr>
</tbody>
</table>

### Top Schools Served

**Top 5 Township Schools**
- M S D Pike Township
- M S D Lawrence Township
- Hamilton Southeastern Schools
- Washington Township
- Wayne Township

**Top 5 Indianapolis Public Schools**
- Herron High School
- Riverside High School
- Crispus Attucks Medical Magnet High School
- Purdue Polytechnic High School
- Shortridge High School

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THANK YOU FOR YOUR SUPPORT
I am proud to be CLD because it taught me the Principles for Success: Character, Education, Leadership, Service and Career. It showed me the value of providing service to the community and the importance of giving back. It connected me to other like-minded students who became life-long friends. It gave me access and exposure to professional leaders. It provided me with positive role models and mentors that I still seek out today. It equipped me with strategies for personal and educational success and helped me to expand my skills. It opened the door to opportunities and exceptional experiences. It helped me build the confidence I needed to become the best me I could be in school, career and life! It uncovered my worth and got me to focus on my life’s purpose to reach my full potential. It drilled in me, “In Time. On Time. Every Time. Except when ahead of time, and that’s better time.”
About Onebridge
Onebridge is a team of passionate employee-owners. We spend our time improving outcomes for the people we serve through data and technology, making them heroes throughout their organization. Focused on delivering data analytics solutions, we’ve proudly served some of the largest healthcare, life-sciences, manufacturing, financial services, and government entities in the U.S. for over 15 years.

At Onebridge, we know that highly engaged employees create the best experiences for our clients, and that engagement stretches far beyond the workplace and involves the whole person – our team’s passion for successful outcomes translates to critical work in the community. Service is one of our most nurtured core values and our team members lead with their hearts. We acknowledge corporate social responsibility as a key factor in the movement to dismantle systemic inequalities for minorities.

“Supporting CLD just makes sense for Onebridge. We share common values around desire for social equity. We can use our technical expertise to improve the technology landscape at CLD which addresses an active need. Finally, something very simple but very important to us – we like the people. We use the same gut check when deciding who to join our team of employee-owners. The sense of community is there with CLD.”

- Paul Rothwell, CEO at Onebridge

TOTAL CONTRIBUTIONS FROM ONEBRIDGE IN 2020:

$32,138

VOLUNTEER HOURS: 328
PROGRAM DESCRIPTIONS

Grade Level: 4-6th
JR. SELF-DISCOVERY (SUMMER)
During an exciting 8-week journey of Self-Discovery, elementary age youth learn effective communication skills, successful study habits and leadership behaviors.

Grade Level: 4-12th
IMANI BOOK CLUB (SUMMER)
In this 6-week summer reading program, students improve reading and comprehension skills and learn about the many reasons to appreciate the written word.

Grade Level: 7-10th
Males Only
PROJECT MR. (SPRING/FALL)
During 6 weekly sessions, young men learn the significance of being a responsible male, how to diffuse challenging pressures, set high academic and career goals, work collaboratively and communicate effectively.

Grade Level: 6-8th
Females Only
PRECIOUS MISS (SPRING/FALL)
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.

Grade Level: 11-12th
SD/CE Required
STUDENT AMBASSADORS (YEAR-ROUND)
Student Ambassadors serve as an essential component to CLD’s marketing efforts by coordinating school promotions, staffing events and recruiting peers.

Grade Level: Rising 9th
SUCCESS PREP (SUMMER/FALL)
Exclusively for students entering 9th grade and supportive adults, Success Prep is a 4-week, in-depth high school readiness program that culminates in a college tour.

Grade Level: 8-12th
ROLE MODEL/ADVISOR EXPERIENCE (SUMMER)
During this one-day experience, youth and their parents meet with professionals from career fields that match the student’s individual career aspirations.

Grade Level: 8-12th
& Supportive Adults
COLLEGE PREP CONFERENCE AND COLLEGE FAIR (SUMMER)
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.

Grade Level: Supportive Adults
PARENTS CHAT (SUMMER/FALL)
This all parent program covers issues that impact today’s youth through a series of meetings, activities and peer to peer networking.

Grade Level: 10-12th
SELF-DISCOVERY/CAREER EXPLORATION PROJECT (SPRING/FALL)
In this rigorous and life-changing 13-week experience, participants discover how to achieve their personal, educational and career goals. Self-Discovery/Career Exploration Project (SD/CE) is a prerequisite for other exciting opportunities including becoming a CLD Scholar.
Grade Level: 10-12th SD/CE Prerequisite
BUSINESS ORIENTATION PROJECT (SPRING)
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, and more.

Grade Level: 10-12th SD/CE Prerequisite
COLLEGE PREP (SUMMER/FALL)
Over 4 weeks, students and parents gain knowledge from collegiate guest speakers and current college students about proper planning and campus life. Program culminates in a college tour.

Grade Level: 10-12th SD/CE Prerequisite
RAWLS SCHOLARS MEDICINE INITIATIVE (SPRING)
Thanks to the partnership with Eskenazi Health, youth have the opportunity to gain firsthand knowledge on diverse careers in the medical field and an inside perspective from medical professionals during 6 weekly sessions.

Grade Level: 10-12th
SAT PREP (SPRING)
This 6-week program provides valuable insight, test-taking strategies and practical training on improving math and written scores.

Grade Level: 10-12th
EMERGING SCHOLARS (FALL)
During this one-day experience, participants learn from CLD’s college partners about outside scholarships, how to apply for financial aid, and more. Senior graduates of the Self-Discovery and College Prep program receive formal CLD scholarship applications.

Grade Level: 10-12th SD/CE Prerequisite
CHASE YOUTH EMPLOYMENT SUMMIT (FALL)
This once-a-year opportunity allows select student leaders who have expressed a career interest in business or finance to engage in a series of related workshops.

Grade Level: 11th-College Seniors SD/CE Prerequisite
LILLY SUMMIT (SPRING)
This three phase opportunity introduces 11-12th graders to career possibilities at Eli Lilly & Co., through workshops, tours and networking ending with possible internship and job opportunities.

Grade Level: 9-12th SD/CE Prerequisite
BOWEN ENGINEERING/MEP INITIATIVE (FALL)
Aspiring engineers are encouraged to apply! Made possible by the support of Bowen Engineering and in partnership with Purdue University IDEAS Learning Community, participants take a hands-on learning approach to engineering concepts and complete a group project.

FREE ACADEMIC AND COLLEGE-READINESS SERVICES
Grade Level: 4-12th
HOURS OF SERVICE:
M-Th: 10-7:30PM and SAT: 10-4:00PM
The College Prep Institute (CPI) is CLD’s college-readiness and career resource center. At CPI, licensed guidance counselors, math, science, reading and language arts tutors and a College Success Coordinator help prepare youth to gain college admission, persist and graduate with a college degree or credential. All CPI services are FREE and open to the public. Register online!
The vision of CLD’s College Prep Institute (CPI) is to create one of the nation’s leading community-based resource centers that strategically improves high school and college graduation rates, while building a culture of scholarship and learning among African-American youth.

<table>
<thead>
<tr>
<th>SERVICES PROVIDED</th>
<th># of PARTICIPANTS</th>
<th># of APPOINTMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Assessments</td>
<td>19</td>
<td>20</td>
</tr>
<tr>
<td>Guidance Counseling</td>
<td>77</td>
<td>72</td>
</tr>
<tr>
<td>Tutoring</td>
<td>125</td>
<td>832</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>221</strong></td>
<td><strong>924</strong></td>
</tr>
</tbody>
</table>

221 participants took advantage of CLD’s College Prep Institute’s FREE academic readiness services 924 times!

**COLLEGE PREP CONFERENCE**

*As a result of attending the College Prep Conference...*

CLD’s 13th College Prep Conference and College Fair presented by Strada Education Network was held with limited on-site capacity and numerous safety precautions in place at the Indiana Convention Center. The Conference provided resources for youth and supportive adults to help change behavior and values while guiding them to a self-directed path that supports college admission and persistence.

82.3% 82.3% of our 8th and 9th grade students were able to identify additional resources and support systems for personal wellbeing and educational excellence.

90% 90% of our 10th and 11th grade participants agreed, they know where to go and who to get help from in an educational setting.

91.4% 91.4% of our 12th grade participants were able to identify new educational and career goals after their session.

73.7% 73.7% of supportive adult participants identified their personal values and morals; beliefs which go to further their student’s educational excellence and character development.
PARTNERS & SCHOLARS

COLLEGE PARTNER/SCHOLAR
Ball State University
  Nena Summerville
  Kyra King
  Nia Denman
Butler University
  Amina Dalal
  Paul Ford
  Franklin Akers III
Cornerstone University
  Alexis Demery
DePauw University
  Livingston Benjamin
  Blake Hall
  Faith Harrington
Franklin College
  Kendall Griffen
Grace College and Seminary
  Leairra Carter
  Jerry Robertson
Hanover College
  Kennedi Burroughs
Indiana State University
  Marlon Davis
Indiana University
  Alexandria Armstrong
  Marvin Braxton
  Kayla Brooks
  Justis Gordon
  Jayana Hammonds
  Aniya Harris
  Clara Isaac
  Yves McMullen
  Yannick Ndongo
  Imari Walker
  Mackenzie Woodard
IUPUI
  Selena Anderson
  Jayla Proctor
Indiana Wesleyan University
  Brendan Douglas
Ivy Tech Community College
  Vichte Coffey
  Mariah Rankin
Marian University
  Daniela Santiago
Marian University/St. Joseph University
  Destiny Gomillia
North Carolina A&T State University
  Jaela Melton
Purdue University
  Reagan Fishback
  Gabrielle Hardy
  Theodore Daniels
Rose-Hulman Institute of Technology
  Amaya Davis
  Edward Sullivan
Taylor University
  Chance Blackwell
University of Evansville
University of Indianapolis
  Makayla Banks
  Ashlyn Winters
Wabash College
  Edreece Redmond
  Bradley Harrington

HIGH SCHOOL PARTNER/SCHOLAR
Brebeuf Jesuit Preparatory School
  Shaune Shelby
  Tannon Rogers
  Nia Stubblefield
  Marin Brooks
  Marissa Baker
  Arianaa Doaks
  Nyle Graham
  Laylah Packett
  Divine Reese
  Myles Berry
Cathedral High School
  Joshua Barlow
  Crew Vanderwoude
  Gabrielle Carroll
International School of Indiana
  Brian Shaw
Park Tudor School
  Luke Malone
University High School
  Quincy Harper
  Jackson Bledsoe
  Khari Dennis
  Bryce Gray
  Christopher Millen
  Lindsey Millen
  Jayden Seaton

CORPORATE PARTNERS/SCHOLAR
Faegre Drinker Biddle & Reath LLP
  Raegan Fishback
Regions Bank
  Jailaya Molett
FedEx
  Noble Thompson

TOTAL

<table>
<thead>
<tr>
<th>Scholarship Type</th>
<th>Amount</th>
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<tbody>
<tr>
<td>College Scholarships</td>
<td>$3,417,152</td>
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<tr>
<td>High School Scholarships</td>
<td>$689,160</td>
</tr>
<tr>
<td>Corporate Scholarships</td>
<td>$8,500</td>
</tr>
<tr>
<td>Total to 69 CLD Scholars</td>
<td>$4,114,812</td>
</tr>
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THANK YOU FOR YOUR SUPPORT
CLDAA COMMITTEES

PRESIDENT
Nicole Woodson

VICE-PRESIDENT
Jenee Green

TREASURER
Courtney Robinson

SECRETARY
Courtney Robinson

The five committees are:

Alumni Volunteer Committee
Co-Chairs: Jenee Green & Donald Eldridge

Corporate Relationships/Partnerships Committee
Co-Chairs: Marva Hunt & Jaylan Fisher

Fundraising Committee
Chair: Belinda Jernigan

Outreach/Marketing Committee
Chair: DeShara Doub

Program Recruitment Committee
Chair: Shamaine Waddell

Alumni Volunteer Committee:
The purpose of this committee is to establish a strong spirit of coordinated volunteerism and alumni re-engagement. The focus is to increase the number of Alumni volunteers by creating and communicating with Alumni to encourage Alumni volunteerism.

Corporate Relationships/Partnerships Committee:
The purpose of this committee is to engage corporations, companies, and organizations where CLD Alumni work and volunteer to increase support of CLD.

Fundraising Committee:
The purpose of this committee is to support CLD in securing financial support from alumni. This committee spearheads and expand outreach to Alumni to increase Alumni giving and annual contributions.

Outreach/Marketing Committee:
The purpose of this committee is to partner with CLD to expand alumni outreach and communication to connect more effectively with a higher number of alumni. Alumni primarily serve as Ambassadors for CLD.

Program Recruitment Committee:
The purpose of this committee is to help generate more significant participation in CLD’s programs and services using the alumni network to execute CLD’s recruitment strategy.

I am proud to be an Alumna of the Center for Leadership Development. CLD’s focus on excellence in academics, professionalism and character development are very important to helping children reach their God given potential. My completion of the Self Discovery program while in High School was instrumental to my academic success in college and my career as an Insurance Agent and Servant Leader.

— Tonya L. Reynolds, Business Manager
New Revelation Christian Church
2020 CLD FINANCIALS

Thank you to our monthly supporters who generously designate CLD as a beneficiary on a recurring, consistent basis – we appreciate your trust in us!

CLD – 2020 EXPENSES

<table>
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<tr>
<th>Expense</th>
<th>Totals</th>
<th>Percentages</th>
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<tr>
<td>Programs</td>
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<tr>
<td>Management and General</td>
<td>$697,800</td>
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<tr>
<td>Development</td>
<td>$440,455</td>
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<td><strong>Total</strong></td>
<td><strong>$2,398,576</strong></td>
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CLD – 2020 REVENUE

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<thead>
<tr>
<th>Revenue</th>
<th>Totals</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and Donations</td>
<td>$1,731,517</td>
<td>67%</td>
</tr>
<tr>
<td>Events</td>
<td>$490,446</td>
<td>19%</td>
</tr>
<tr>
<td>Fees</td>
<td>$29,431</td>
<td>1%</td>
</tr>
<tr>
<td>Federal Grant</td>
<td>$324,200</td>
<td>13%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$2,575,594</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

GIVING BY STATE – Last 12 Months

Alabama, California, Colorado, Washington, DC, Florida, Indiana, Kentucky, Maryland, Massachusetts, Michigan, Minnesota, New York, Ohio, Pennsylvania, Tennessee, Texas, Virginia.
<table>
<thead>
<tr>
<th>FUNDERS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$150,000.00 or More</strong></td>
<td>Strada Education Network</td>
</tr>
<tr>
<td><strong>$100,000.00 or More</strong></td>
<td>Eli Lilly and Company Foundation*</td>
</tr>
<tr>
<td><strong>$50,000.00 or More</strong></td>
<td>Anthem Blue Cross and Blue Shield Foundation, LLC</td>
</tr>
<tr>
<td><strong>$25,000.00 or More</strong></td>
<td>Old National Bank Foundation*</td>
</tr>
<tr>
<td><strong>$20,000.00 or More</strong></td>
<td>Eastern Star Church</td>
</tr>
<tr>
<td><strong>$15,000.00 or More</strong></td>
<td>Ivy Tech Community College*</td>
</tr>
<tr>
<td><strong>$10,000.00 or More</strong></td>
<td>Butler University</td>
</tr>
<tr>
<td><strong>$7,500.00 or More</strong></td>
<td>Healthcare Initiatives, Inc.</td>
</tr>
<tr>
<td><strong>$5,000.00 or More</strong></td>
<td>Allison Transmission, Inc.</td>
</tr>
</tbody>
</table>

**FINANCIAL SUPPORT**

- Cultivating Character, Empowering Youth, Enriching Community

Grace College & Seminary
Huntington Bank
Indiana Department of Workforce Development
Indiana University Health
Indiana University Purdue University Indianapolis
Indianapolis Colts
Indianapolis Power & Light Company
Indiana Public Schools
JPMorgan Chase Foundation* KeyBank*
Mays Chemical Company Purdue University
The PNC Financial Services Group, Inc. United Healthcare Services, Inc.*

**$2,500.00 or More**
- 3M Foundation
- Anderson University
- Anonymous
- Arthur Jordan Foundation
- Browning Investments, Inc.
- Cathedral High School
- Comcast - Heartland Region, Indiana & Kentucky
- Conexus Indiana
- Emmis Communications*
- Faegre Drinker Biddle & Reath LLP*
- FedEx
- Financial Center First Credit Union
- Franklin College
- Fusion Alliance*
- Goelzer Investment Management
- Ice Miller LLP
- Indiana Biosciences Research Institute
- Indiana University
- Indianapolis Airport Authority
- Indianapolis Neighborhood Housing Partnership
- INvestED
- Kite Realty Group
- Lilly Foundation Match Gifts
- Metropolitan School District of Lawrence Township
- Milhaus
- NextGear Capital
- Park Tudor School
- Saint Mary-of-the-Woods College
- The DeFrantz Family Foundation
- The Glick Family Foundation
- The Mind Trust
- University of Indianapolis
- University of Notre Dame
- Vectren Foundation
- Wabash College

**$1,000.00 or More**
- AECOM Hunt
- Advocates for Youth Education Indianapolis, Inc.
- Anonymous
- Barnes & Thornburg LLP

Bowen Family Foundation*
Brebeuf Jesuit Preparatory School
Charles Schwab Foundation
Central Indiana Community Foundation
Engaging Solutions LLC
Indiana Farm Bureau Insurance Company
Jeanne I Dickens Forever Free Charitable Fund
Lake City Bank
Light of the World Christian Church
Marni McKinney Foundation
Mike and Sue Smith Family Fund
Regions Bank* The Wonderful Company Foundation Inc.
Xerox Corporation

**$500.00 or More**
- Bernard Health
- BMWC Constructors Philanthropic Fund
- CNO Financial Group
- Conexus Indiana
- Emmis Communications*
- Faegre Drinker Biddle & Reath LLP*
- FedEx
- Financial Center First Credit Union
- Franklin College
- Fusion Alliance*
- Goelzer Investment Management
- Ice Miller LLP
- Indiana Biosciences Research Institute
- Indiana University
- Indianapolis Airport Authority
- Indianapolis Neighborhood Housing Partnership
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- Lilly Foundation Match Gifts
- Metropolitan School District of Lawrence Township
- Milhaus
- NextGear Capital
- Park Tudor School
- Saint Mary-of-the-Woods College
- The DeFrantz Family Foundation
- The Glick Family Foundation
- The Mind Trust
- University of Indianapolis
- University of Notre Dame
- Vectren Foundation
- Wabash College

**$250.00 or More**
- Alerding CPA Group
- Anderson University
- Anonymous
- Arthur Jordan Foundation
- Browning Investments, Inc.
- Cathedral High School
- Comcast - Heartland Region, Indiana & Kentucky
- Conexus Indiana
- Emmis Communications*
- Faegre Drinker Biddle & Reath LLP*
- FedEx
- Financial Center First Credit Union
- Franklin College
- Fusion Alliance*
- Goelzer Investment Management
- Ice Miller LLP
- Indiana Biosciences Research Institute
- Indiana University
- Indianapolis Airport Authority
- Indianapolis Neighborhood Housing Partnership
- INvestED
- Kite Realty Group
- Lilly Foundation Match Gifts
- Metropolitan School District of Lawrence Township
- Milhaus
- NextGear Capital
- Park Tudor School
- Saint Mary-of-the-Woods College
- The DeFrantz Family Foundation
- The Glick Family Foundation
- The Mind Trust
- University of Indianapolis
- University of Notre Dame
- Vectren Foundation
- Wabash College

**$100.00 or More**
- Alabama A&M University
- Alpha Kappa Alpha Sorority, Alpha Mu Omega Chapter
| $50.00 or More | Amazon Smile Foundation | Anderson-Madison County Black Chamber of Commerce | Central State University | DePauw University | Eastern Point Trust Company | Huston-Lynn Enterprises | Knarrnert School of Management- Purdue University | Saint Florian Center, Inc |
| *INDIVIDUAL DONORS* | $250,000.00 or More | Creators Camp | Health & Science Innovations | Martin University Alumni Association | The Oaks Academy Middle School |
| $50,000.00 or More | Anonymous |
| $25,000.00 or More | Anonymous |
| $15,000.00 or More | Anonymous |
| $10,000.00 or More | Anonymous |
| $5,000.00 or More | Anonymous |
| $3,000.00 or More | Anonymous |
| $2,000.00 or More | Anonymous |
| $1,000.00 or More | Anonymous |
| $500.00 or More | Anonymous |
| $200.00 or More | Anonymous |
| $100.00 or More | Anonymous |
FINANCIAL SUPPORT

Mr. and Mrs. Frank Craig
Brandon Delk
Adrienne Durham
Alia Edwards
Murvin and Linda Enders
Dwayne and Stephanie Engram
Amber Finley
Lisa Ford
Alexandria Foster
Mary Cano
Otis E. and Louise Coggans
Fon Gordon
Steven Graham
David Hatchett
Eric and Jennie Hofacker
Michelle Isaac
Monique Jackson
Lorraine Jensen
Kenneth and Erin Johnson
Josephus Jordan
Dr. William Katip
Shanea Lee
Allen B. Leslie
Deidre Lindsey
Joseph Loughmiller
Felechia May
Rhonda Merriweather
Anonymous
Stephen and Elizabeth Odle
Erica Oliver
Diane Phillips
William Polansky
Kristal Pressley
Deborah Ross
Carol Ryan
Kenneth Sauer
Kenneth Scott
Anonymous
Harvey Shannon III
Kelsey Sisko-Taylor
Emily Slabaugh
Johnny Smith
Heather Smith
Kimberly L. Sterling
Edward Vance
Mark and Tara Vanderwoude
Brian and Rhonda White
Dr. Eugene and Jetties White
Iris White-Pettigrew
Kevin Wright
Vincent and Roxanne Drnevich
Dean Esteses
Milton Flowers
Jean Emmanuel Fonkoua
Shawna Forbes
Violet Gaddis
Wynell Gaff
Phyllis Gonder
Tristen Greene
John Hall
Brittany Harding
Lisa Harrell
Marguerite Hart
Sacocha Holmes
Mariel and Gus Hutchins
Beverly Johnson
Belinda King
Andrea Knox
Peggy Lee
Dr. Richard and Beverly Markoff
Marcus May
Sia M’Bayo
Albert Moore
Doris Moore
Demi Motley
Joan Myers
Wanda Newman
Rachel Reckner
Geraldine Rogers
Mike Russell
Tami Silverman
Annette Skorupski
Carlene Stevens
Stephen and Alice Tarr
Kaia Thompson
Dawn Walker
Eric Williams
Betty Williams
Connie Yarrell

$49.99 and Under
Kayla Allen-Brown
Alyssa Armenta
Drew Ashcraft
Allison Baxter
Nicole Beck
Alex Bruggeman
Darryl Burgess
Mark Carter II
Ra’Shann Clark
Barbara Clay and Stacie Maree Clay
Tiffiny Clay
Lofton Davis
Damon Drew
Alex Dye
Dr. Holbrook Hankinson
Lolita Henderson
Ramonia Holt
Tracey Jones
Kellie Kierce
Danita Kirtley
Stephanie Kollmann Baker
Carлина Malone
Muhammad and Noorbanu Masharib
Yves McMullen
Martyn Miller
Sheila Murff
Donna Murrell
Serae Neildigh
Kristin Patterson
Olivia Power
Regan Seng
Ronald Simon
Scott Sims
Leslie Smith
Sandra Thomas
Carlene Webb-Burton
Dawn Michele Whitehead
Nikeya Wilson

ALUMNI GIVING

$25,000.00 or More
Kimberley Crews Goode . . . . . . CLD ’80

$5,000.00 or More
Dennis E. Bland . . . . . . . . . . CLD ’82

$3,000.00 or More
Steven Jones . . . . . . . . . . . . CLD ’81
Stephen and Ebonne Torain . . . . CLD ’98-Stephen

$2,000.00 or More
Stacy L. Grooms . . . . . . . . . . CLD ’78

$1,000.00 or More
Cicely Hart . . . . . . . . . . . . CLD ’92
Dexter Thompson . . . . . . . . CLD ’93

$500.00 or More
Kim Lawrence Curry . . . . . . CLD ’79
Donald Eldridge . . . . . . . . CLD ’01
Everett and Kimberly Greene . . CLD ’77 – Everett
Jamoni and Nicole Harper CLD ’92- Nicole
Michael and Maria Johnson . . . CLD ’78
Imani Parker . . . . . . . . . . . . CLD ’11
Kelvin Wade . . . . . . . . . . . . CLD ’86

$300.00 or More
Kevin Alcorn . . . . . . . . . . . . CLD ’81
Terrell Bellamy . . . . . . . . CLD ’84
Anthony Hester . . . . . . . . CLD ’03
Christopher and Leslie Mundy . . CLD ’77 - Leslie
Ai’Dis and Yolanda Thomas . . . CLD ’89 – Ai-Dis

$200.00 or More
Sebrina Campbell . . . . . . . . CLD ’07
John Charleston, Jr. . . . . CLD ’80
Mark Coleman . . . . . . . . CLD ’81
Terry Kenny . . . . . . . . CLD ’17
Amber Knox . . . . . . . . CLD ’05
Carl Long . . . . . . . . CLD ’86
Anthony and Joy Mason . . CLD ’83 - Joy
## TRIBUTE

### In Honor Of

#### KEVIN BARNETT JR.
- The Capital Group Companies

#### DENNIS E. BLAND
- Melanie Frazier

#### JACKSON BLEDSOE
- Sia M’bayo

#### DR. ROBERT L. BOWEN, P.E.
- Doug and Julie Bowen
- Brian and Stacy Stater

#### ROBERT AND TERRY BOWEN
- Christopher Stater

#### CAIL BRADFORD
- Rubi Devi

#### MR. LENN BROWN
- Stella and Lenn Brown

#### MARK CARTER II
- Michael Carter
- Stephanie Kollmann Baker

#### ALEXANDREA J. DANSBY
- Andrea Barber-Dansby

#### GARY DAVIS
- Anonymous

#### MR. AND MRS. THOMAS E. AND ISABELLE DICKENS
- Charles Schwab Foundation

#### MEGAN DORTON
- Ned Johnson

#### TIMMY & NICOLE FORD
- Nicole Ford

#### ALLI FETTER-HARROT
- Dr. Meredith Clark-Wiltz

#### ELIJAH JESSUP
- Sia M’bayo

#### ALBERT AND DORIS MOORE
- Albert Moore

#### BRENDA PHILLIPS
- Donald Eldridge

### In Memory Of

#### S. HENRY BUNDLES, JR.
- Ronald Brown

#### HENRY W. CREWS, JR.
- Kimberley Crews Goode

#### ROY C. DOBB
- Terry Kenny

#### LEROY GONDER
- Brittany Harding

#### A’LIA HALEY AND MARLENE HALEY
- Angela R. Hopson

#### LUCILLE BUSH KELLEY
- Julia Boone Baker

#### RUFUS AND SUSIE MYERS
- Renaissance Charitable Foundations Inc.

#### MR. AND MRS. THOMAS E. AND ISABELLE DICKENS
- Charles Schwab Foundation

#### TAMARA ZAHN
- Ronald Brown

### Financial Support

- **$100.00 or More**
  - Timothy Coleman.
  - Kevin Dryden.
  - Millicent Moye.
  - Angela R. Hopson.
  - Marva Hunt.
  - Belinda Jernigan.
  - Rochelle Leavell.
  - James Monger.
  - Kisha Tandy.
  - Dr. Terry Whitt Bailey.
  - Terrell Morgan.
  - Teresa Bradley.
  - Deirdre Burton.
  - Frank and Bonita Neal.
  - Nikiya Oliver.
  - Samuel Rogers.
  - Robert White, Jr.
  - Kentry Jones.
  - Stacy Kelley.
  - Cherry Marshall.
  - Ashlie Stallion.

- **$50.00 or More**
  - Thelesia Crenshaw.
  - Shayla Griffin.
  - Brooke Griffths.
  - Cheryn Holmes.
  - Asia Jernigan.
  - Stephanie McLain-Collains.
  - Nikkiya Oliver.
  - Samuel Rogers.
  - Robert White, Jr.
  - Kentry Jones.
  - Stacy Kelley.
  - Cherry Marshall.
  - Ashlie Stallion.

- **$49.99 or Under**
  - Briana Anderson.
  - Stacie Maree Clay.
  - Tonya Reynolds.
  - Jamie Rhodes.
  - Jeremy Swift.
  - Corey White.

---

“**These past several weeks have really taught me to think about who and what a man is, what men do for their families, how to be responsible, how to better stay focused, how to be hard working and how to be a better leader and person to our society.”**

— Mr. R. Porter III

---

"My mom was the person who found CLD when she knew I needed something and my mindset changed by her care and CLD’s teachings."

— Mr. Donald Eldridge

CLD ’01

---

THANK YOU FOR YOUR SUPPORT | 19
FACILITATORS

Business Orientation Project
Denola Burton
Ken Carrow
Kenny Cook
Kevin Day
Holli Harrington
Denise Herd
Immanuel Ivey
Louise Jackson
JaMon Paschall
Kenneth Riggins
Michael Schiele
Larry Smith
Brittani Wilson

College Prep
Erica Blakey
Lydia Glover
Paula Glover
Marva Hunt
Leroy Leach
Landon Radford
Anthony Smith

Imani Book Club
Ashley Caldwell
Natae Daniels
Jordan Edwards
Lydia Glover
Paula Glover
MacKenzie Isaac
Kraig Kinchen
Erin Potter
Jerika Richards

Precious Miss
Micah Fischer
Jaylan Fisher
Shavonne Gaddie
Cynecqua Goodridge
Janel Gordon
Rosalynn Hollowell
Angellica Jones
DaCoda Love
Arisa Moreland-Woodson
Temara Payton
Lynada Peeples
Kayla Plummer
Jerika Richards
Andrea Russell
Kaia Thompson
Brittany Veal
Cayla Wilson
Cora Wells
Nicole Woodson

Project MR
Tyreese Bowman
Anthony Cawdron
Steve Jefferson
James Johnson
Michael Nave
Michael Pace
Greg Stowers
Terrance Tharpe
Robert Young Jr

Self-Discovery
Rick Anderson
Tyreese Bowman
Nichole Brown
Victor Bush
Anthony Cawdron
Emanuel Daniels
Cree Harris
Lydia Glover
Paula Glover
Antwan Houser
Jennine Hunter
Annette Johnson
Reginald Simmons
Regina Majors
Michael Nave
Jasmine Page
Steven Streets
LaKesha Triggs

SAT Prep
Janeen Butler
Britney Fink
Tyris Ford
Landon Radford
Angelica Smith
Roderick Watts

Success Prep
Faith Girton
Kasha Hayden
Nicole Healy-Holmes
Michael Nave
Angelica Smith

Jr. Self-Discovery
Anthony Cawdron
Paula Glover
Michael Nave

Pre-COVID 19 spring 2020 Self-Discovery team building activity
“As I prepare for success in high school next year, I will use my faith and trust in myself to be successful, and in the end, I can look back and say thank you to Precious Miss, it just saved my life.”
— Ms. A. Mason
CLD TEAM LEADERS

CLD STAFF COMMITMENT TO PREEMINENCE

CLD has a goal of establishing one of the most preeminent youth development organizations in the nation. This vision of preeminence begins inside the organization—with staff. Preeminence begins inward and flows outward to constituents: donors, potential donors, youth, and community leaders. Because CLD staff is committed to preeminence, we, the staff, pledge to our constituents and each other the following goals:

1. We pledge to advance the CLD mission by offering youth, parents and our community the highest level programming experiences possible.
2. We pledge to be good stewards of the CLD organization and name.
3. We pledge to mutually respect all co-workers and maintain positive, open communications at all times.
4. We pledge to foster a cooperative, team-oriented work environment that supports each employee in becoming successful.
5. We pledge to offer the highest level of professionalism by providing courtesy and responsiveness to participants, community partners and other CLD constituencies.
6. We pledge to become experts in youth development through continuous learning and to operate at the highest levels of proficiency and efficiency.
7. We pledge to be a timely organization, delivering all programs in a timely, organized, excellent way. (In Time, On time, Every time...).
8. We pledge to assume collective ownership of, and assure the success of all CLD programs and events.
9. We pledge to make our work environment a pleasant and enjoyable one for ourselves and others.
10. We pledge to have fun as we achieve the CLD mission.

FULL-TIME STAFF

Anousheu Alie, Program Coordinator
Monique Anderson, Manager of Services
Tyla Ayers, Program Coordinator
Dr. Terry Whitt Bailey, Vice-President and Chief Programs Officer
Dennis Bland, President
Demetrius Blue, Program Assistant
George Bolds, Data Entry Assistant
Samirah Bongiovanni, Program Coordinator
James Borom, Program Coordinator
Gail Bradford, CPA, Accountant
Ronald Brown, Manager of Development
Mark Carter II, Alumni Relations Coordinator
Arelexa Croom, Program Assistant
Dr. Rubi Devi, Development Assistant
Jeanette Edwards, Receptionist
Joseph Fields, Evaluation Assistant

Melanie Frazier, CFRE, Director of Development
Tyanna Helton, Volunteer Coordinator
Carolyn Ladd, Office Manager
Enos Lewis, Recruitment and Outreach Coordinator
Emmanuel Olofinkua, Data Analyst
Deborah Ross, Manager of Program Evaluation
Kelsey Sisko-Taylor, Manager of Marketing and Communications
Yuri Smith, Manager of Community Programs
Stacy Southward, Operational Support Specialist
Shakara Strayhorn, Program Assistant
Jonathan Thomas, Program Assistant
Courtney Tyler-Hunt, Program Coordinator
Angelica Watts, Program Coordinator
Joshua Webb, Program Coordinator
Malybu White, Manager of Human Resources and Organizational Effectiveness
How to Get Involved

The Center for Leadership Development (CLD) prepares youth for success in school and life. Your generous, tax-deductible contribution will help CLD in furthering its mission of fostering the advancement of African American youth in Central Indiana.

With your support, CLD can make a $475 investment per participant, with students only paying on average, $25 for an exceptional experience. Programs range from 4 to 13 weeks.

• **DONATE:** make a financial contribution to support CLD programs and services, ask your employer about matching gifts, sponsor an event or include CLD in your legacy planning

• **VOLUNTEER:** our CLD volunteers are key to the success of our programs, serving as facilitators, assisting at events, helping with office needs and sharing their professional experience

• **SHARE:** invite CLD to present at your organization, school or church, introduce CLD to your network or follow us on social media

• **TRIBUTE GIFT:** You can remember and honor someone special by making a gift to CLD in their name. In their memory, help provides exceptional experiences to more students.

• **PLANNED OR DEFERRED GIVING:** Be a part of our future by including Center for Leadership Development in your estate plans. Your legacy can help support our shared vision of building a culture of academic and career excellence.
  - **Naming Center for Leadership Development in your will**
  - **Gifting a portion of your retirement assets or life insurance to Center for Leadership Development**

• **SOCIAL MEDIA**
  - **Facebook handle:** @CLDInc
  - **Twitter:** @CLDIncorg
  - **Instagram:** @CLDIndy

## Lilly Endowment Inc. $3M Match

**Gift option 1 - Capital contributions**

**Match = 1:1**

*Example: Mr. Jones provides a $10,000 gift to CLD Capital contribution. Lilly Endowment Inc. provides a match of $10,000.*

**$1 Million Match Limit for Capital contributions**

**Gift option 2 - CLD Endowment Fund**

**Match = 2:1**

*Example: Mr. Jones provides a $10,000 gift to CLD in writing to the CLD Endowment Fund. Lilly Endowment Inc. will provide a match of $20,000*

**$2 Million Match Limit for CLD Endowment Fund**

*The entire $3 million conditional funds can be raised based on only $1.5 million in gifts for unrestricted endowment.

**CONTRIBUTION DEADLINE TO QUALIFY FOR THE MATCH IS**

**SEPTEMBER 30, 2021**

For information contact

**Melanie Frazier, CFRE**
317-923-8111
mfrazier@cldinc.org

THANK YOU FOR YOUR SUPPORT
2020 ANNUAL REPORT

PROUD to BE CLD

More than an afterschool program, it’s a way of life!