



CENTER FOR
LEADERSHIP
DEVELOPMENT

Cultivating Character / Empowering Youth / Enriching Community

2023 Annual Report



CENTER FOR
LEADERSHIP
DEVELOPMENT

Cultivating Character / Empowering Youth / Enriching Community

MAKING A BOLD DECLARATION

CLD Made These Bold Declarations in 2023

CLD earned the distinguished Candid (formerly Guidestar) Platinum Seal of Transparency.	On December 8, CLD cut the ribbon on its 20,000 square foot building expansion.	CLD continued to focus efforts in under-resourced and underserved neighborhoods through satellite and in-school partnerships.
CLD has 14 internship program partners. CLD Alumni completed summer internships in industries including engineering, product strategy, publishing, and healthcare.	CLD students who complete the College Prep Program tend to have a higher college enrollment rate , a greater rate of persistence , and a higher college completion rate.	On April 21, CLD hosted King Klean , a community service event to remove debris from along Dr. Martin Luther King Jr. Street.
On March 23, CLD partnered with 25+ colleges and universities to award \$4,640,661 in full and partial scholarships to CLD Scholars.	CLD has partnerships with FIVE Central Indiana private high schools that provide scholarships to incoming freshmen.	CLD has a network of more than 10,000 Alumni , and has served over 40,000 students and supportive adults , through all of its programming.

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Message from CLD President and Chairman of the Board



Dear Center for Leadership Development stakeholders,

This past fall, the Center for Leadership Development made perhaps one of the boldest declarations in its forty-seven year history.

On December 8, CLD made a loud declaration when it held a ribbon cutting ceremony to announce the successful attainment of our lofty \$33 million Rise Campaign goal and to unveil our stunning \$8.5 million building expansion and renovation—our gift to youth. The impressive building expansion includes eight additional classrooms with state-of-the-art technology for dynamic learning; an expanded, fully-resourced College Prep Institute to drive deeper college preparedness so that hundreds more Indianapolis students are equipped to not only attend college but to actually earn their degree or credential; and an auditorium-style space that seats over 400 guests!

Funds from the Rise Campaign also enable CLD to expand our program reach to many more youth and parents through CLD in-school services and through satellite programs offered within some of our city's most trying neighborhoods. Furthermore, support from our Rise Campaign donors enabled us to bolster the size of our staff and increase the depth, breadth and richness of programming. Finally, an endowment fund has

been established to help insure the rich, powerful CLD programming for which CLD is known can be sustained over time. The result is that we are empowered to achieve maximum impact with the Indianapolis and central Indiana students and parents we honorably serve. What a testament to our many, kind donors who entrusted CLD with the resources necessary to bring these noteworthy accomplishments to fruition.

Yet, for all the successes and excitement the Rise Campaign and the beautifully appointed new space represent, the biggest statement the CLD board and staff sought to make during our ribbon cutting and unveiling was not the attainment of the \$33 million goal nor the completion of the splendid and inspiring building.

The most fundamental and striking declaration we sought to message when we cut the ribbon on that chilly December afternoon is the CLD board's and staff's categorical love and commitment to cultivating African American youth for the highest academic, college and career achievement.

Utilizing the values-based approach of our CLD *Principles for Success*, CLD is committed to nurturing youth hope and excellence through our five touchstone values of *character, education, leadership, service, and career*. While we are obviously so excited for the space, we are more excited about the role this magnificent, expansive, inspiring space will play in helping CLD elevate and transform the lives of hundreds more youth and families. Moreover, we are committed to using these special resources as tools to strengthen our city. The building and other resources, while very impressive, are just further evidence of our stronger overarching commitment to insure youth and families of our community excel and thrive. **This is the declarative message we want to share with the city we call home.**

We thank you for all you have done and continue to do to advance the Center for Leadership Development mission and, as always, we thank you for your trust.

Yours for the development of youth,

Dennis E. Bland, CLD '82 President
John Otteson Chairman of the Board

About Center for Leadership Development

The Center for Leadership Development works with minority youth to put them on an academic, college, and career track so that they can become professional, business and community leaders. CLD aims to close the academic and professional achievement gaps by offering values-based programs and academic support for students 4th through 12th grade and continued support through college graduation. The success of our students can transform our entire community.

MISSION

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.

VISION

Establish the Center for Leadership Development 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.

PRINCIPLES

FOR SUCCESS

Character Development
Educational Excellence
Leadership Effectiveness
Community Service
Career Achievement



CLD ASPIRATIONAL BENCHMARKS

90% of CLD students value CLD's Principles for Success.

65% of CLD students in grades 10 through 12 grade report studying 2 hours per day for a total of 10 hours per week

60% of CLD students report reading a minimum of 15 minutes per day.

98% school attendance achieved by each CLD alumnus

95% CLD Alumni are neither suspended nor expelled from school.

95% of CLD Alumni complete programs they start.

95% of CLD Alumni graduate from high school.

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

90% of CLD Alumni persist from first to second year of college.

75% of CLD Alumni earn bachelor's degree or credential within six years.

95% of CLD Alumni are self-supporting.

50% of CLD Alumni donate to CLD.

THE YEAR IN REVIEW



Participants Served

2,112

Returning Participants

1,222

First-Time Participants

890

Overall Touches

4,286

Participants with one or more parents who are CLD Alumni

133

Participant Demographics



Male Participants
831
(39%)



Female Participants
1,281
(61%)



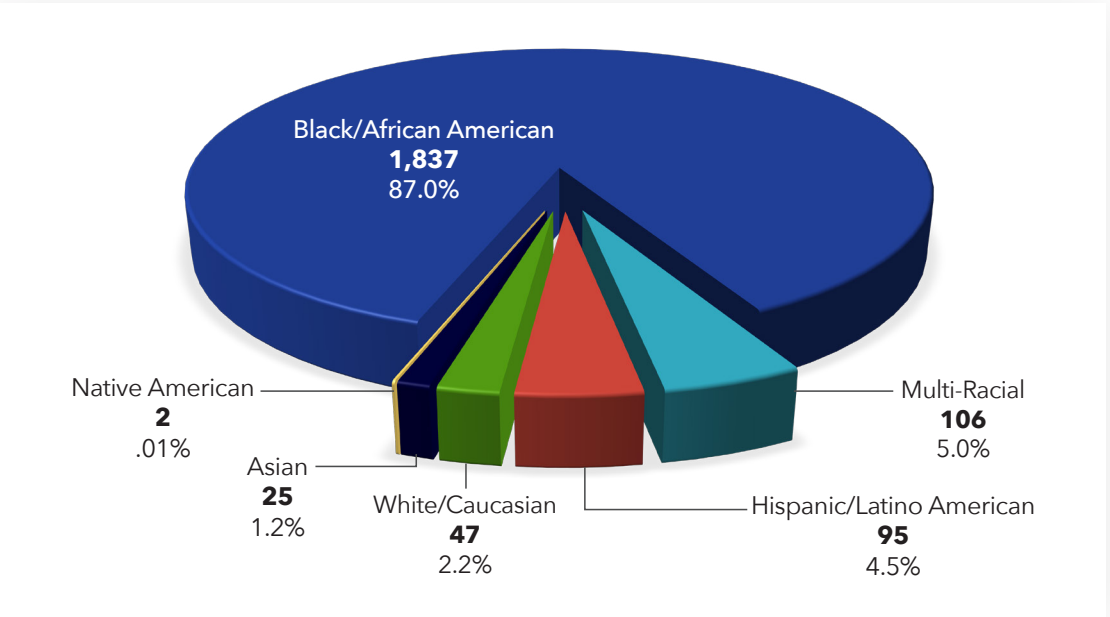
Free/Reduced Lunch
940
(43%)



21st Century Scholars
374
(18%)



IEP Participants
228
(11%)



2023 College Prep Conference & College Fair attendees learn how grade point average affects college admissions.

CLD Events

43th Annual Minority Achievers Awards & Scholarship Gala



\$5,449,808

Awarded in scholarships

74

Scholarship recipients

70

Honored nominees

1,334

Guests

18th Annual CLD/3'D Trophy Golf Outing



127

Golfers





16th Annual College Prep Conference & College Fair

58

Schools

21

Districts

16


Cities

16

Group Partners



CLD Programs and Initiatives



Every CLD program and initiative is designed to enrich students' lives through curricula based on the CLD Principles for Success: Character Development, Educational Excellence, Leadership Effectiveness, Community Service, and Career Achievement.

4TH-6TH GRADE

JR SELF-DISCOVERY/CAREER EXPLORATION

Summer

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

4TH-12TH GRADE

IMANI BOOK CLUB

Summer

The goal of the Imani Book Club is to improve literacy by fostering a positive self-image and nurturing a love and an appreciation for the written word. Students read culturally relevant books written by African-American authors. Students engage in written and oral activities such as presentations, debates, journaling and keeping a vocabulary log.

6TH-8TH GRADE

PRECIOUS MISS

Spring/Fall

Females Only

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.

7TH-10TH GRADE

PROJECT MR.

Spring/Fall

Males Only

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.

8TH-12TH GRADE & SUPPORTIVE ADULTS

ROLE MODEL/ADVISOR EXPERIENCE

Summer

During this one-day experience, youth and their supportive adults network with professionals from career fields that match the student's individual career aspirations.

RISING 9TH GRADE & SUPPORTIVE ADULTS

SUCCESS PREP

Summer/Fall

Success Prep is a 4-week, in-depth high school readiness program exclusively for rising 9th grade students and supportive adults.

10TH-12TH GRADE

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 graduates become CLD alumni.

10TH-12TH GRADE

BUSINESS ORIENTATION PROJECT

Spring

SD/CE Prerequisite

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.

CLD Programs and Initiatives CONTINUED

HBCU HOMECOMING AT CUMMINS

NEW initiative introduced in 2023

On June 26, Cummins invited CLD Alumni to hear from Cummins executive leaders of color and Cummins associates who are HBCU alumni about their individual college experiences. CLD Alumni participated in a Lego engine-building activity and enjoyed playing games, music, and food.



CLD Alumni participate in HBCU Homecoming at Cummins



CLD Alumni participate in Lego Engine-Building Activity

10TH GRADE-COLLEGE CUMMINS-CLD SENIOR LEADERSHIP SPEAKER SERIES

Cummins Inc., a global power technology leader, offers CLD Alumni who are interested in building a career in a STEM field the opportunity to learn about the company. High school 10th - 12th graders meet with Cummins executive leaders within the Cummins-CLD Senior Leadership Speaker Series. Students are also exposed to potential internships and job opportunities for future employment at Cummins.

10TH-12TH GRADE CHASE YOUTH SUMMIT

Fall
SD/CE Prerequisite
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.

10TH-12TH GRADE EMERGING SCHOLARS

Fall
During this one-day experience, participants learn from CLD's college partners about scholarships, how to apply for financial aid, resume development, and essay writing.

10TH-12TH GRADE PURDUE AGRICULTURE INITIATIVE

Fall
In partnership with Purdue University, CLD's Purdue Agriculture Initiative provides students and supportive adults with the opportunity to learn more about the agriculture industry, and tour Purdue's campus.

11TH-12TH GRADE IU BOWEN INITIATIVE

Fall
SD/CE Prerequisite
With the IU Bowen CLD Business Initiative, students and supportive adults learn about academic, professional, and social opportunities in the business field through the Kelley School of Business at Indiana University Bloomington.

10TH-12TH GRADE PURDUE BOWEN INITIATIVE

Fall
SD/CE Prerequisite
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.

10TH-12TH GRADE LILLY CORPORATE YOUTH SUMMIT

Spring
SD/CE Prerequisite
This summit introduces students to career possibilities at Eli Lilly and Company, through workshops, tours, and networking.

10TH-12TH GRADE SAT PREP

Summer
This 6-week program provides valuable insight, test-taking strategies and practical training on improving math and written scores. Students take practice tests which ultimately help improve test-taking abilities.

10TH-12TH GRADE & SUPPORTIVE ADULTS COLLEGE PREP

Summer/Fall
SD/CE Prerequisite
Over 4 weeks, 10th-12th Grade and supportive adults gain knowledge from collegiate guest speakers and current college students about proper planning and campus life. Program culminates in a college tour.

10TH-12TH GRADE RAWLS SCHOLARS MEDICINE INITIATIVE

Spring
SD/CE Prerequisite
This 6-week program is named after the late George Rawls, M.D., founding director of the Master of Medical Science Program at IU School of Medicine.

Through a partnership with Eskenazi Health, participants receive firsthand knowledge about the diverse careers in medicine and an inside perspective from medical professionals.

8TH-12TH GRADE & SUPPORTIVE ADULTS COLLEGE PREP CONFERENCE AND COLLEGE FAIR

Fall
This full-day conference provides hundreds of participants throughout the state and surrounding areas with the unique opportunity to learn important fundamentals about the path to college.

COLLEGE PREP INSTITUTE

4TH-12TH GRADE FREE ACADEMIC AND COLLEGE READINESS SERVICES

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 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.

FREE SERVICES

- Tutoring
- College Advising
- Guidance Counseling
- Career Coaching
- Workshops

CLD's Alumni Readiness Program

This is a program that is comprised of robust sessions focused on preparing high school & college students for exploratory learning experiences and current internship opportunities.

The CLD Internship Program partners currently with: Kroger, Roche, Cummins, Ernst and Young, Eskenazi, Old National Bank, Eli Lilly & Company, Pacers Sports & Entertainment, The Heritage Group, One America, DNA Publishing, and Simon Property Group.




NEW program introduced in 2024

Community Programs




Participating Schools and Schools Districts




MSD Lawrence Township




MSD Pike Township




MSD Washington Township




Indianapolis Public Schools




Hamilton Southeastern Schools




MSD Warren Township




Fort Wayne Community Schools




MSD Wayne Township



Brebeuf Jesuit Preparatory School



Cathedral High School



Total Charter Schools and Students served

CLD Scholars

CLD Scholars are students who have completed the 13-week Self-Discovery/Career Exploration Project, College Prep, and Emerging Scholars programs and received a scholarship award from one of CLD’s partner universities, colleges, or high schools.



Class of 2023 CLD Scholars PICTURED ABOVE

Moyosoreoluwa J. Adeleye Brownsburg High School	Nevaeh S. Felemban Avon High School	Daylon P. King Mount Vernon High School	Steven A. Scott University High School	Maliya D. Turner Ben Davis High School
Edred Azziz Warren Central High School	Alena M. Gillum Herron High School	Tioluwani E. Kujore Avon High School	Payton G. Seay University High School	Victoria C. Vance Hamilton Southeastern High School
Lael J. Bickham Mount Vernon High School	Brinli Helms North Central High School	Adonis L. Lane Franklin Central High School	Madison L. Shields Brebeuf Jesuit Preparatory School	Didier Vohito Ben Davis High School
Kaylee R. Britton Lawrence North High School	Jailen D. Johnson Avon High School	Ryan S. Mason Anderson High School	Stuart Stovall Hamilton Southeastern High School	Dominique Vohito Ben Davis High School
Hannah K. Broadnax Carmel High School	Edward E. Jones Hamilton Southeastern High School	Jamila S. Mohammed Fishers High School	Autumn Taylor Lawrence North High School	Faith G. White Avon High School
Amadou T. Diallo Brownsburg High School	Kamille J. Jones Herron High School	Sierra O. Pritchett Brebeuf Jesuit Preparatory School	Kiara N. Taylor Cathedral High School	Tamia Williams Pike High School
Elinam F. Doe Pike High School	Mikayla A. Jones Herron High School	Noah G. Pryo Brebeuf Jesuit Preparatory School	Trevon T. Thomas North Central High School	Trinity E. Williams Pike High School
	Robert Joseph Fishers High School			Sidney D. Woods Cathedral High School

Class of 2023 Private High School Scholars

Mikala R. Allen University High School	Zion Dupree Brebeuf Jesuit Preparatory School	Jace Harvey University High School	Faisal M. Mohamud University High School	Sydney A. Sanders Brebeuf Jesuit Preparatory School
Jalyn J. Bland University High School	Eland D. Edwards Park Tudor School	Joshua Henderson University High School	Chloe E. Moss Cathedral High School	JaReil Z. Smith University High School
Nia Breaux Park Tudor School	Landon W. Evans Cathedral High School	Christian Jackson Brebeuf Jesuit Preparatory School	Ava N. Munsell Brebeuf Jesuit Preparatory School	Kennedy A. Tillman Brebeuf Jesuit Preparatory School
Jacob M. Caine Cathedral High School	Brandon D. Gulley Jr. University High School	Montell S. Johnson II Park Tudor School	Kingston P. Neeley Brebeuf Jesuit Preparatory School	Nya Wright Park Tudor School
Jayda Dawn University High School	Gerald E. Hardister Jr. University High School	Dylan K. Logan Brebeuf Jesuit Preparatory School	Make (Mala) Pugh Cathedral High School	
Grant A. DeFrantz Cathedral High School	Dagim Harrott Brebeuf Jesuit Preparatory School	Luke A. Malone Park Tudor School	Caden Rhodes University High School	
Julian DeFrantz Park Tudor School	Courtney Hart Jr. Brebeuf Jesuit Preparatory School	Kaelyn E. Melson Brebeuf Jesuit Preparatory School	Caleb Rhodes University High School	

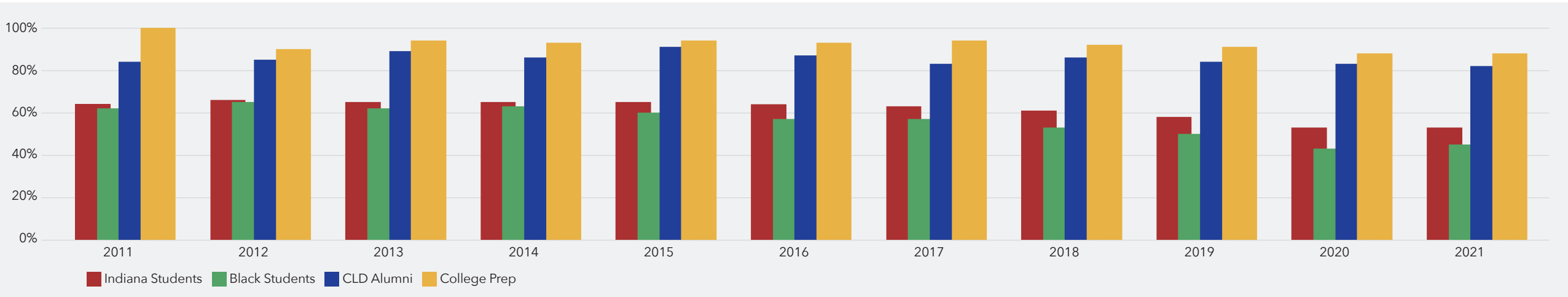
College Prep Impact Report

In 2023, CLD conducted a longitudinal impact study of CLD programming on CLD Alumni. The purpose of this study was to determine what if any impact CLD’s Self-Discovery Program and its College Prep Program, which enrolls students and

supportive adults, has on the post-secondary performance of CLD Alumni. The study included CLD alumni from high school graduation class of 2011-2021 and involved 1,619 alumni. For the study, CLD compared the college enrollment, persistence and graduation rates for four distinct groups of students pursuing a Bachelor’s degree.

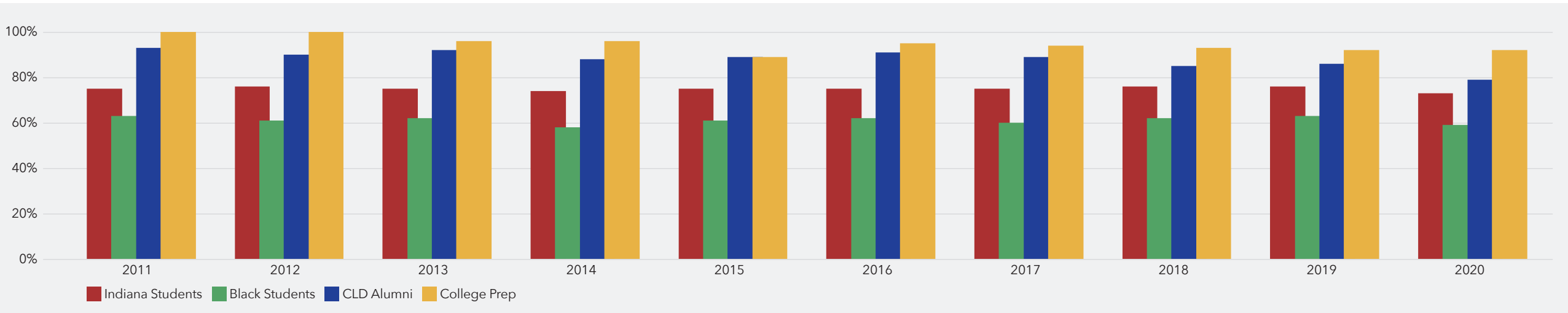
College Enrollment Rate Class of 2011-2021

Comparing college going rates, the rate for all Indiana students was 62% and the rate for all Indiana African-American students was 56%. By comparison, the college going rate for CLD Alumni jumped to 85%. Moreover, the enrollment rate for CLD Alumni who also completed the College Prep Program was 92%, thus surpassing all of their peers.



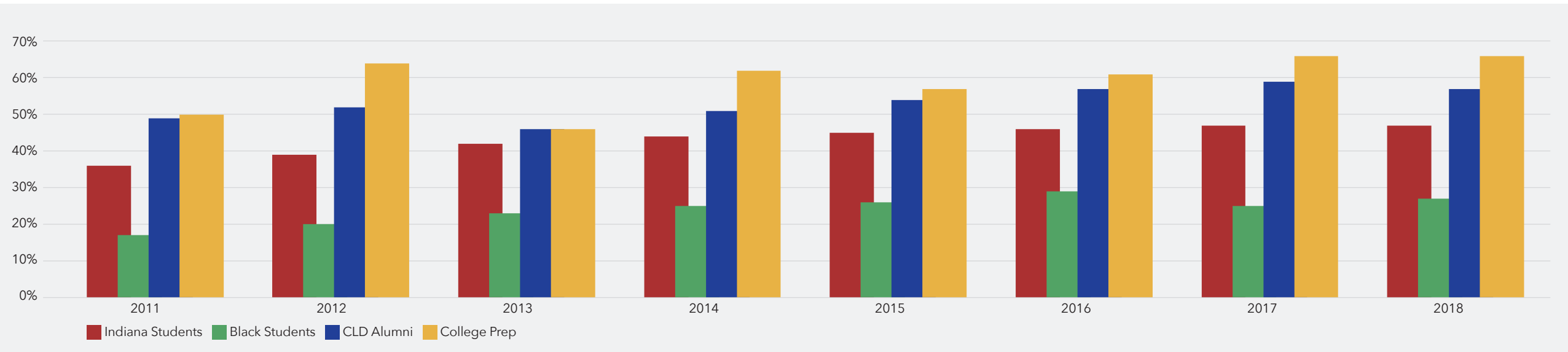
College Persistence Rate Class of 2011-2020

Regarding first to second year persistence rates, the rate for all Indiana students was 75% and the persistence rate for all Indiana African-American students was 61%. Meanwhile, the college persistence rate for CLD Alumni was 88%. Furthermore, the CLD Alumni who completed the College Prep Program outperformed all of their peers with a college persistence rate of 95%.



College Graduation Rate Class of 2011-2018

FOR 4-YR. ON-TIME COMPLETION
Comparing on-time college graduation rates for students pursuing a Bachelor’s degree, the college graduation rate for all Indiana college students was 43% and the college graduation rate for Indiana African-American students was 24%. However, for CLD Alumni, the four-year, on-time graduation rate was 53%. For CLD Alumni who also completed the College Prep Program, they attained a college graduation rate of 59%.



CLD Alumni



Dr. Terry Whitt Bailey (CLD '81) is admired as an arts administrator, community activist and advocate for health and educational equity. Terry currently serves as the President & CEO of Cancer Support Community Indiana, providing free cancer survivorship programs and services that empower and strengthen individuals who are impacted by cancer. Prior to this, Terry served as Vice President and Chief Program Officer for CLD. Over the course of her career, she has also held positions as an arts administrator—serving as President & Chief Executive Officer of the Historic Madame Walker Theatre Center and Cornerstone Center for the Arts in Muncie—and Chief of Staff for the Office of the President at Ball State University.

Terry holds two Bachelor's degrees from Rutgers University and her Master's degree from the University of California, Los Angeles (UCLA). She completed post-graduate work at Harvard University and earned a Doctor of Ministry Degree (D.Min) from Newburgh Theological Seminary.

In 2019, Terry campaigned for Mayor of Muncie, Indiana and became the first African American of either political party to win a primary bid for mayor in Muncie and subsequently run in the general election.



Dr. James A. Knight II (CLD '09) is the new Chief Radiation Oncology resident at the University of Kentucky School of Medicine. Dr. Knight II received his undergraduate degree in Molecular, Cellular and Developmental Biology from Yale University in 2015. Then after completing a year-long Fulbright U.S. Student Fellowship at the Cajal Institute in Madrid Spain, Dr. Knight attended the Indiana University School of Medicine and graduated in 2020.

Dr. Knight recently won the competitive *American College of Radiation Oncology (ACRO) Global Radiation Oncology Workforce (GROW) Travel* grant to participate in a month-long elective at the Cameroon Oncology Center in Douala, Cameroon, to develop understanding of the healthcare system, patient population and treatment modalities that undergird cancer care in Cameroon.

As Chief Radiation Oncology Resident at the University of Kentucky School of Medicine, Dr. Knight's research interests include novel applications of spatially fractionated radiotherapy (GRID) for cancer patients. The GRID technique has been championed for the past four years to combat aggressive large tumors with excellent results.



CLD Alumna **Nicole Harper (CLD '92)** became the Chief Financial Officer and Vice President of Revenue Cycle Services at Eskenazi Health in Indianapolis, Indiana. As CFO, Nicole plays a crucial role in ensuring the financial well-being of the organization while impacting patient outcomes with a commitment to financial transparency and intentional patient communication. She is a transformational leader that drives results by focusing on strategic alignment, employee empowerment, professional development, and creating synergies that will optimize the future of healthcare.

Nicole holds a Bachelor's in Health Information and Administration from IU Bloomington, a Master's in International Business from Anderson University, and a Doctorate in Leadership and Organizational Change from Walden University.



In 2023, **John C. Turner, Ph.D., (CLD '98)** received his doctorate degree in Urban Education Studies from the Indiana University School of Education at Indiana University Indianapolis. Dr. Turner hails from Indianapolis, Indiana and is also an alumnus of Indiana State University, where he earned his B.S. in Electronics Technology and M.S. in Student Affairs & Higher Education.

As an education advocate, Dr. Turner is founder and CEO of The Professor JT Educational Counseling LLC, he hosts "The Doc Chat" Show on LinkedIn and YouTube, and he recently authored his first book titled *The Doctor Talker*. The book highlights the incredible journeys of six doctors from various disciplines who overcame odds to complete their doctorate degrees. Dr. Turner also creates educational programming to promote learning and networking opportunities for minority doctoral candidates around the country.

1 in 10 CLD participants have at least 1 CLD Alumni Parent

2023 CLD Financials

	Revenue	Total	Percentage
Income			
	Grants and Donations	2,232,247	74%
	Special Events	750,455	25%
	Program Fees	36,080	1%
	Total	3,018,782	100%



	Expense	Total	Percentage
Expenses			
	Programs	1,242,245	48%
	Management and General	722,101	28%
	Development	611,350	24%
	Total	2,575,696	100%



Platinum
Transparency
2023

Candid.

A PLATINUM Seal of Transparency Organization

In 2023, the Center for Leadership Development earned GuideStar's **PLATINUM Seal of Transparency**. This industry honor is awarded to charitable organizations that are found to be transparent and trustworthy. CLD is determined to be open, honest, and transparent with all of its donations. CLD will be an excellent steward of every gift and every resource; and, we commit to upholding the highest industry standards to ensure that donors can confidently support our work to champion the youth and families we serve.

2023 Support

AECOM Hunt	Benjamin and Lanette Young Fund	Congressman Andre Carson	DePauw University	Adam Gilliatte	Ice Miller	KeyBank Foundation	Muhammad and Noorbanu Masharib
AES Indiana	Tom Benjamin	Cathedral High School	Eric Dozier	Caryn Glawe	Indiana Chapter Association of Fundraising Professionals (AFP)	Thomas and Verletta King	Joy Mason
AFSCME Local 725	Betley Foundation	John Charleston	Eastern Star Church	Global Prep Academy at Riverside 44	Indiana Department of Education	Kiwanis Foundation	David B. and Annie Mayes
Adam Alavi	BG Investment Company	Charter Services, Inc.	Carol Edwards	Golf Buddies	Indiana Farm Bureau Insurance	Kroger	Mays Chemical Company
Kevin Alcorn	Mark and Mary Black	Wanda Chenault	Elements Financial FCU	Grady Grant III	Indianapolis Airport Authority	Kroger Community Rewards	McKinney Family Foundation
Allison Transmission, Inc,	Dennis E. Bland	Child Advocates (CASA)	Eli Lilly & Co. Foundation	Gregory & Appel Insurance	Indiana State University	Lacy Foundation	James Melton
AllState Foundation	Larry and Elizabeth Boulet	Citizens Energy Group	Amr Elshazly	Hamilton Southeastern High School	Indianapolis Colts	Carolyn Ladd	Mickey's Camp
Amazon - IND1	Bowen Engineering Corporation	Roselyn Cole	Emmis Communications	Hanover College	Indianapolis-Marion County Public Library	Lake City Bank	Milhaus
AMG Engineering & Machining Inc	Julie Bowen	Arlene Coleman	Erie Insurance	Max Harper	IndyGo	Paul and Barbet Lamberg	Doris Moore
Monique Anderson	Gail Bradford	Timothy Coleman	Ernst & Young	Rita Harris	Infrastructure Engineering	Kerri A. Lewis	MSD of Lawrence Township
Anderson University	Robert L. Branch	Columbus NAACP	Eskenazi Health	Health and Hospital Corporation Inc.	Kerry Ingram	Lilly Endowment	MSD of Pike Township
J. Michael Antrim	Brebeuf Jesuit Preparatory School	Comcast	Eventbrite	Health Care Initiatives, Inc.	INvestEd	Brent Lollar	MSD of Washington Township
arcDesign	Sonya Broadnax	Community Health Network	Faegre Drinker	Susan Hedglin	IUPUI	Carl Long	MSD of Wayne Township
Arthur Dean Foundation	Marisa Brown	Bessie Conn	Federal Home Loan Bank of Indianapolis	Hirons & Company	Ivy Tech Community College	Lumina Foundation	Leslie Buckner Mundy
Arthur Jordan Foundation	Colletta Bryce	Ciaran Connery	FedEx	Amanda Horan	Antjuan Jackson	MacAllister Machinery Company Inc.	Joe Macri
Krista Johnson Awomoyi	Carla Burke-Taylor	Cox Automotive	Fifth Third Bank	Calvin Houston	Kierstin Janik	Joe Macri	Marian University
Terry Whitt Bailey	John and Deborah Burnett	Erik Coyne	Firefly Children & Family Alliance	Bobbie Howard	Lorraine Jensen	Marion County Public Health Department	Marion County Public Health Department
Tim and Cynthia Baker	Andrew and Susan Buroker	Clarence Crain	First Merchants Bank	John Huber	JPMorgan Chase	Dr. Richard and Beverly Markoff	Marni McKinney Foundation
Sid Baker	Dr. Mary E. Busch	Cummins Inc.	Nicole Ford	Hyatt Regency Indianapolis	Terry Kenny	Martin University	Angie Martin
Helen Baker-Bundles	Busey Bank	Kimberley Curry	Franklin College	Indianapolis African American Quality of Life Initiative (IAAQLI)	Key Bank		
Ball State University	Butler University	Corteva Agriscience	Melanie Frazier				
Richard M. Barnes	Richard Cambridge	Cassandra Curtis	Joe Froehle				
Christopher Barney	Cynthia Cardona	Davis & Associates	Gene B. Glick Co.				
BCforward		Stephany Davis	GEO Foundation				
Charles Benberry			Keon Gilbert				
Vicky Wolfe Bender			Gilliatte General Contractors, Inc.				



2023 Support CONTINUED

Jamil Odom	Recycle Force	State of Indiana	Patricia Treadwell
Old National Bank	Anna Reed	Michael Stephenson	University High School
Nikkiya Oliver	Marcia Reed-Woodard	Kimberly Sterling	University of Evansville
OneAmerica Financial	Regions Bank	Stimulus, LLC.	University of Indianapolis
One Putt	Reis-Nichols Jewelers	Strada Education Network	University of Notre Dame
David O'Neal	Republic Airways	Edward Sullivan	Mark and Tara Vanderwoude
Onebridge	Richard M. Fairbanks Foundation	Sycamore Foundation	Vincennes University
John Otteson	N. Clay Robbins	Taylor University	Visit Indy
Pacers Foundation	Roche Diagnostics Corp.	Curtis Taylor	Wabash College
Pacers Sports & Entertainment	Geraldine Rogers	Kelsey Taylor	Andre Warren
William and Jennifer Payne	Rose-Hulman Institute of Technology	Nolan and Theresa Taylor	Washington University of St. Louis
Park Tudor	Ed Ross	Teachers Credit Union	Brian and Rhonda White
Penske Entertainment	Sabrina Campbell	Tec Technologies	Charles White
Joe Pettygrove	David and Anne Shane	The Heritage Group	Brian Williams
Sean Pfaff	Keith Shanklin	The Huntington Foundation	Caleb Williams
PNC	SHK Inc.	The Indianapolis Foundation	Jeannie Williams
William Polansky	Shrewsberry & Associates	The Margaret Bradshaw & Tarr Family Fund	Kim Williams
Project Lead the Way (PLTW)	Simon Property Group	The Mind Trust	Leslie Williams
Purdue - College of Agriculture	Joe Slash	The PATH School	Stephanie Williams
Purdue University	Christopher Slater	Ai'Dis and Yolanda Carr Thomas	Trey Wolverton
Purdue University - Office of Diversity	Heather Smith	Dexter Thompson	Curtis Wright
Schawayna Rayford	LatanyaSmith	Tamara Timms	WTHR Channel 13
RCI	Daniel and Susanne Spitzberg	H. G. Torain	Joe Zachery
	Tia M. Stanford		



RISE Campaign

During 2023, \$1,426,554.50 was raised for the RISE Campaign. With this support, CLD can help more youth RISE and actualize their immense potential. Together, our combined efforts make a BOLD declaration to empower minority youth to learn, achieve, excel, and succeed in academics, college, career, and life. TOGETHER, WE RISE. And, TOGETHER, WE ROSE to the challenge. Thank You.

\$33M RISE Campaign

\$8.5M
Building Expansion, Maintenance & Infrastructure

\$6M
Endowment for Sustainability

\$4.5M
Capacity Building & Program Expansion

\$13.5M
Annual Operating - 5 Years

\$500K
Marketing & Campaign Awareness



RISE 2023 COMMITMENTS

Arthur Jordan Foundation	Carmi and Chris Murphy
Dennis Bland	Nicholas H. Noyes Jr. Memorial Fund
Ronald Brown	John Otteson
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How to Get Involved

Help us Develop the Leaders of Tomorrow

CLD prepares youth for success in school and in life. Your generous, tax-deductible contribution will help CLD in furthering its mission of fostering 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 Center for Leadership Development is a not-for-profit organization that puts values into practice through programs that cultivate character, empower youth and enrich community. When you give to CLD, you're doing your part to

Program Fee/CLD Investment



build tomorrows leaders, today. In fact, Center for Leadership Development is so passionate about the youth it serves that for every program participant registered, CLD makes a **\$475 investment**. With the **average program fee being around just \$25** for an exceptional program experience ranging from 4 to 13 weeks, we remain proud of our charitable status and rely on funders like you to keep our mission alive and thriving.

Our goal is to align your philanthropic interests with the growing needs of our organization. We're pleased to offer a wide variety of giving options, developed with you in mind.

Donate

Make a financial contribution to support CLD programs and services, ask your employer about matching gifts, sponsor an event, include CLD in your legacy planning, or make a tribute gift.



Volunteer

Our CLD volunteers are key to the success of our programs. You can serve as a program instructor (facilitator), become a student or parent ambassador, assist at events, help with office needs.



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Invite CLD to present at your organization, school or church, introduce CLD to your network or follow us on social media.

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Thanks to our Facilitators and Volunteers

Facilitators and volunteers are vital to CLD's mission of advancing the success of minority youth in Central Indiana. We are so grateful for these exceptional mentors who have committed their time and support leading our youth to program completion.

CLD Staff

Mia Black, CLD '97	Vanessy Cortes	Fnu Kiranjyoti	Marcia Reed-Woodard
Dennis Bland, CLD '82	Azhar Dalal	Kiera Kirk	Belinda Richardson
George Bolds	Tony Dickerson	Carolyn Ladd	Deborah Ross
Samirah Bongiovanni	Ivon Egbus	Fnu Litika	A'Mya Springer, CLD '15
Vanessa Bowser	Amr Elshazly	Solomon Mabry	Melody Taylor
Gail Bradford	Nicholas Greven	Bennie McPherson	Melody Tharpe
Ronald Brown	Lisa Holland	Kyle Miles	Jazlyn Visor, CLD '15
Lashanti Burgess	Annjatica Imani	Cheri Moore	Darrell Wells, CLD '05
Randall Cork	Jeffrey Johnson	Osarumen Obaseki	Dr. Terry Whitt Bailey, CLD '81
	Rickira Johnson	BraylenPorter	KeAyra Williams
	Lauryn Jones	Rachel Ragland	Joe Zachery, Jr., CLD '80

I help each and every person who I encounter at CLD know that they are loved. And in collaboration with CLD, I make a bold declaration by using my God-given gifts to enable students and their parents realize and achieve their potential. – Bennie McPherson

As a CLD Program Coordinator, I make a bold declaration by admonishing youth to heed the words of poet Ralph Waldo Emerson to “not {simply} go where a path may lead, but go instead where there is no path, and leave a trail. – Lisa Holland

In my role, I make a BOLD declaration by developing effective people, teams, and processes and aligning them around the common mission to foster the advancement of minority youth. – Deborah Ross

I AM CHANGING BLACK LIVES ONE PROGRAM AT A TIME. – MIA BLACK

My bold declaration is reminding our youth that every accomplishment matters and deserves commemoration. Big success is a series of small wins, and even small wins mean that you are doing better and becoming better for yourself and for all of those around you. – George Bolds

As the Manager of Community Programs, I make a bold declaration in support of minority youth by intentionally connecting with under-recognized youth to ensure their success despite the barriers that they encounter. Within my role, I operate as a leader and champion for student success. I have been charged with the responsibility of providing students with safe opportunities within their neighborhoods to learn, grow, and excel. Of the many responsibilities that I have, this has truly been the most transformative of them all; I have truly been blessed to see students develop and advocate for themselves in the face of adversity; and I look forward to seeing the future professional, business, and community leaders that they become. – KeAyra Williams

In my role as VP & CPO, I make a bold declaration in support of minority youth by overseeing efforts to grow CLD’s footprint by leading partnership development with schools, community centers, and other community-based organizations to deliver CLD programming to allow for the most impact in our communities. – VP and Chief Programs Officer Samirah

I make a bold declaration supporting minority youth by collecting, analyzing, and reporting on critical data that furthers our collective understanding of the current state of black educational attainment and distilling that data to inform CLD best practice programming and interventions. I am especially grateful for this job affording me the opportunity to track, quantify, and report on the remarkable, often EXTRAORDINARY, success of CLD student achievement. – Amr Elshazly

I make a bold declaration in support of minority youth in my role as the CPA by stewarding CLD’s financial resources so that future generations can learn and use CLD’s Principles for Success to SUCCEED academically, professionally, and most of all personally, and they can give back to their communities. – Gail Bradford

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In Memory Of



In the loving memory of longtime Center for Leadership Development’s board member and friend who passed away:

Jerry D. Semler

Jerry D. Semler, was fully invested in the work and mission of CLD. We are immensely grateful for his numerous contributions. CLD will forever honor his legacy of service to our youth and our city.



In the loving memory of longtime Center for Leadership Development’s board member and friend who passed away:

Joe Slaughter

Joe Slaughter, was fully invested in the work and mission of CLD. We are immensely grateful for his numerous contributions. CLD will forever honor his legacy of service to our youth and our city.



In the loving memory of longtime Center for Leadership Development’s partner, sponsor, and friend who passed away:

David Mayes II

David Mayes II, was fully invested in the work and mission of CLD. We are immensely grateful for his numerous contributions. CLD will forever honor his legacy of service to our youth and our city.



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