



SHAFER
LEADERSHIP
ACADEMY

LEADERSHIP DEVELOPMENT FOR EAST CENTRAL INDIANA

VISION:

Through personal leadership development, our vision is to see vibrant communities and workplaces developed within East Central Indiana supported by skilled, collaborative and engaged leaders.

MISSION:

Our mission is to ensure that individuals who have the desire to demonstrate leadership have access to world class leadership training close to home.

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shafer leadership academy 2014 board of directors

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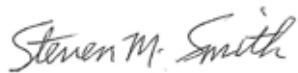
watching the ripple effect

Shafer Leadership Academy would like to thank everyone involved in another powerful year of leader building in 2014. It would not have been possible without our dedicated staff, engaged board of directors, generous donors and sponsors, encouraging community partners, and of course, our program participants. These stakeholders came together to make possible this exciting investment in our community's current and emerging leaders.

In this annual report, we are taking a look into the lasting effects of our leadership foundations class, Emergence. This program has been inspiring leaders to apply their unique strengths and passions to a personal mission since the first class in 2007. We want to share some of their stories with you because we're excited to see what our graduates are accomplishing. We are watching a ripple effect in these leaders that started with seminal moments like the Emergence program, and carries on today in the ways they are making their community a better place to live and work. We are encouraged by their leadership, and invite you to be encouraged as well.

Please enjoy this annual report as we look forward to another exhilarating year developing the potential of East Central Indiana's most talented leaders.

Sincerely,



Steve Smith, President of the Board



Richard Crist, Executive Director



UTURES
HERE.





Micah Maxwell & Antonio Binford

leaders of leaders

Micah Maxwell's top priority as Executive Director of the Boys and Girls Club of Muncie isn't serving up after school programs for kids, although that's important. He sets his sights higher. He likes to ask his new hires up front, "What are your personal goals?" He can work with someone who says they want to be at the BGC for a couple years, then move on, as long as he's helping them get where they want to go. His passion for training leaders inspired him to advocate for a strong leadership development program in Muncie.

My biggest responsibility is to develop leaders. Everything I do focuses on that.

Though already an experienced leader, Micah took the first Emergence class through Shafer Leadership Academy in 2007 with the intention of evaluating the pilot program.

Seven years later, Micah sent Antonio Binford, Unit Director at the BGC, to Emergence. Antonio was impressed by the people he met through Shafer Leadership Academy. The course gave Antonio a greater hunger to drive positive change in his childhood neighborhood of Southside Muncie.

Antonio once thought he was going to be a teacher, now four years with the Club, Antonio is in a key management role; and though he changed course, he wasn't entirely wrong. Responsible for day-to-day operations, he wants to create programming to teach teens that hard work in the classroom is what will help them reach their goals.

Micah has found at least one worker who wants far more than a short-term job. He and Antonio are partners in helping Muncie's youth succeed, and to become the next generation's leaders.



Kristi Bitzegaio

Kristi
Bitzegaio



Kristen Bitzegaio

an irresistible drumbeat

Kristen Bitzegaio thought she was going to be a magazine editor until one day, while working on the WIPB-TV newsletter, she opened up to her boss about how discontent she was as a student in the Ball State journalism department. Her boss sat her down and told her she could do so much more. WIPB had exposed Kristen to too much of the great work local service organizations were doing for her to resist the call of nonprofit work.

Just after completing her undergraduate degree, Kristen joined Muncie Young Professionals and learned that some of the leaders of the group had been through one of the first Emergence classes. She was impressed.

By the time she was ready to take Emergence, her drive was beginning to wane. She was pregnant with her second son and it was becoming harder to juggle the roles of community leader, student, wife and mother.

When you have the internal leadership drum that's always beating it's hard to turn anything away.

Staying strong and putting herself through Emergence taught Kristen how prioritizing her life actually makes her a better citizen. Emergence helped Kristen understand that saying no to some things meant she could better focus on, and say yes to, her personal mission.

Her path through Shafer Leadership Academy led Kristen to accept a position as Executive Director of the Back to School Teacher's Store in 2014. The organization provides free school supplies to local public school educators. Overseeing dozens of volunteers, leading a board, and working with community supporters, Kristen says she uses what she learned about her versatile personality style in Emergence to maintain relationships and help heal broken ones.





Chad Shelley

the missing puzzle piece

Chad Shelley's son was three years old when he was diagnosed with autism. Chad says he had previously been in a state of denial. His son's behavior had been difficult to handle, but he had convinced himself it was just a phase.

The diagnosis came just a week before Chad attended Emergence in the fall of 2009. He frankly wasn't very interested in attending. As it would take time away from his work at First Merchants Bank, and it was especially difficult to be away from his family. Despite all of that, he went, having no idea the incredible impact the class would have on his life. The program challenged Chad to find his passion and determine where it intersected with needs in the community. Wondering if there was an organization that worked with autism that he could look into, a classmate connected him with Interlock.

Chad participated in Interlock's annual fundraising walk and began attending monthly support group meetings. He showed a keen interest in the organization's funding model and programming. It only took a few months after joining the board that consisted of parents, professors and therapists, Chad began to see how his skill set matched a previously unfulfilled need. He introduced and developed a golf outing as an additional fundraising event. He also began to organize activities for families with autistic children that are sensitive to their behavioral needs, like sporting events and swim nights.

A lot of times we don't think we can make a big difference. All you can do is impact where you stand in your corner of the world. If we all do that it makes a big impact.

Chad later became President of Interlock in 2012, and soon thereafter formed a partnership with The Facing Project which launched Facing Autism - the booklet that includes a listing of community resources and featured stories told by parents of children with autism just like him.

HIGHLIGHTS

shafer leadership academy 2014

scholarships

Shafer Leadership Academy provided in-kind leadership training valued at more than \$3,000 to various groups in 2014, and we awarded \$12,750 in full or partial scholarships to twenty-seven individuals. This was a 67% increase in scholarship awards over the previous year, all made possible by contributions from individuals, companies, and foundations. Consistent with our mission of providing access to world-class leadership training close to home, we have set our scholarship budget at \$20,000 for 2015!



programming



We offered our five core programs once again in 2014 including Emergence, Ingenuity, Propel, Fusion and All Aboard



A total of 45 individuals graduated from Class #13 and Class #14 of Emergence bringing our total alumni from that program to 341!



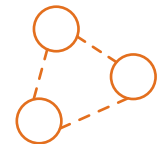
We took the show on the road delivering programs to groups in Indianapolis, New Castle, and Columbia City



Leadership programs were conducted for youth through collaborations with the Youth Opportunity Center and WorkOne's JAG Program



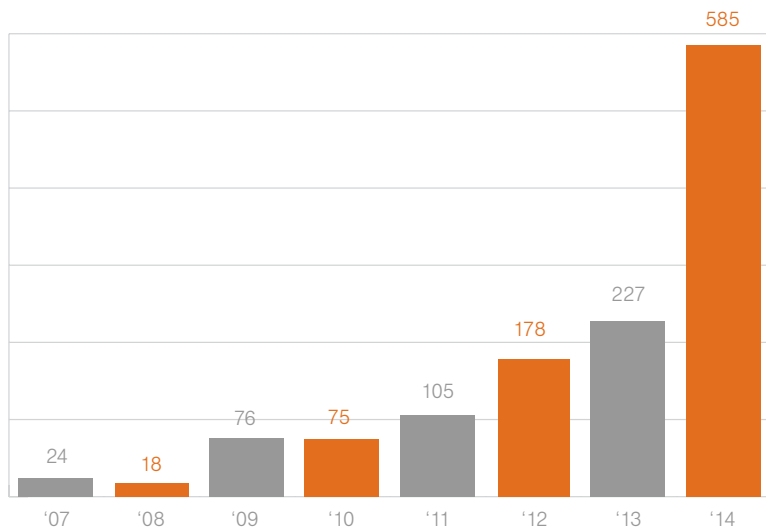
We were able to facilitate two sessions with neighborhood association presidents through a partnership with Muncie Action Plan



We hosted and facilitated a total of seven custom leadership programs for three different companies in Delaware County

67% INCREASE IN SCHOLARSHIP AWARDS

substantial growth



INDIVIDUAL PARTICIPANTS IN SLA PROGRAMS



thank you to our sponsors

We would like to recognize the organizations that have partnered with us over the past year. They share our vision to see vibrant communities and workplaces developed within East Central Indiana supported by skilled, collaborative and engaged leaders.

THANK YOU!

- Hamer D. & Phyllis C. Shafer Foundation
- Ball Brothers Foundation
- The Community Foundation of Muncie & Delaware County
- MutualBank Charitable Foundation
- The Winchester Foundation
- Indiana Michigan Power
- Muncie Power Products
- MutualBank
- Ontario Systems
- First Merchants Bank
- First Merchants Trust
- Whiting & Company
- Defur Voran
- The Thompson Group
- Star Financial Group
- Innovation Connector
- Whiting Strategic Services

Tisha Gierhart

program director



There were many milestones reached in 2014, but none more impactful than the hiring of Tisha Gierhart as Shafer Leadership Academy's first full-time employee in January 2014. In her new role as Program Director, she took on the responsibility for all activities related to the development, delivery, and assessment of leadership programs presented by Shafer Leadership Academy. Her responsibilities also include assisting the organization with financial sustainability primarily through attracting participants to various class offerings and through the delivery of custom programming.

The tremendous increase in program participation we experienced in 2014 was directly related to Tisha's passion for making a difference, building relationships, and motivating others. She led the planning and delivery of custom programs in Indianapolis, Whitley County, Henry County, and numerous programs in Delaware County. She personally facilitated more than a dozen workshops and training sessions to youth and adults of all ages.

As a proud Emergence Alum (Class #5), she knows the impact our programs have on individuals looking to discover and expand their individual leadership skills. Through her infectious personality, she was able to connect with our participants and relate to them on a personal level. In true SLA fashion, Tisha not only worked diligently in her new position, she also engaged the community in meaningful ways through leadership roles with East Central Indiana HR Association, Jay County Cancer Society, Muncie Young Professionals, Women In Business Unlimited, and more. She believes in leading by example and developing purposeful connections.

Well Done Tisha!

core programs

We currently offer five Core Programs that provide participants with a distinctive understanding of how they can personally lead others and be a catalyst for change in the communities and organizations they represent. We facilitate powerful exercises and enlightening interactions so that participants discover what effective leadership is for themselves. Each course consists of participants from a wide variety of organizations, who come together to learn from one another in addition to our professional facilitators.

tailored programs

We are able to customize three of our Core Programs into Tailored Programs that can be delivered on-site or hosted at an off-site location in half-day and full-day sessions for individual companies. Each Tailored Program is distinct, extremely interactive, and focused on creating a cohort of leaders within an organization.

targeted programs

Our Targeted Programs provide organizations with a unique selection of leadership programming to choose from. Each two-hour session provides an interactive and engaging leadership development experience that hones in on one of twelve targeted topics.

custom programs

We work with individual organizations to create programs that fit the leadership development needs of their team, from a single day event to a comprehensive staff development program.



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