



SHAFER
LEADERSHIP ACADEMY

Annual Report **2020-21**



Annual Report 2020-21

March 12, 2020 — Shafer Leadership Academy's second board meeting of the year, and it's final in person meeting for nearly 14 months – confronted with an unexpected, and unique, challenge, our board grappled with how to respond, and how to prepare. We discussed staff safety. We examined operations. We evaluated finances. What emerged from that meeting was less of a plan and more of a commitment – no matter what came next Shafer Leadership Academy would continue meeting its mission. Two weeks later we held our first virtual program, a service we made free for the public. Two weeks after that, we had a series of virtual programs planned through August of 2020.

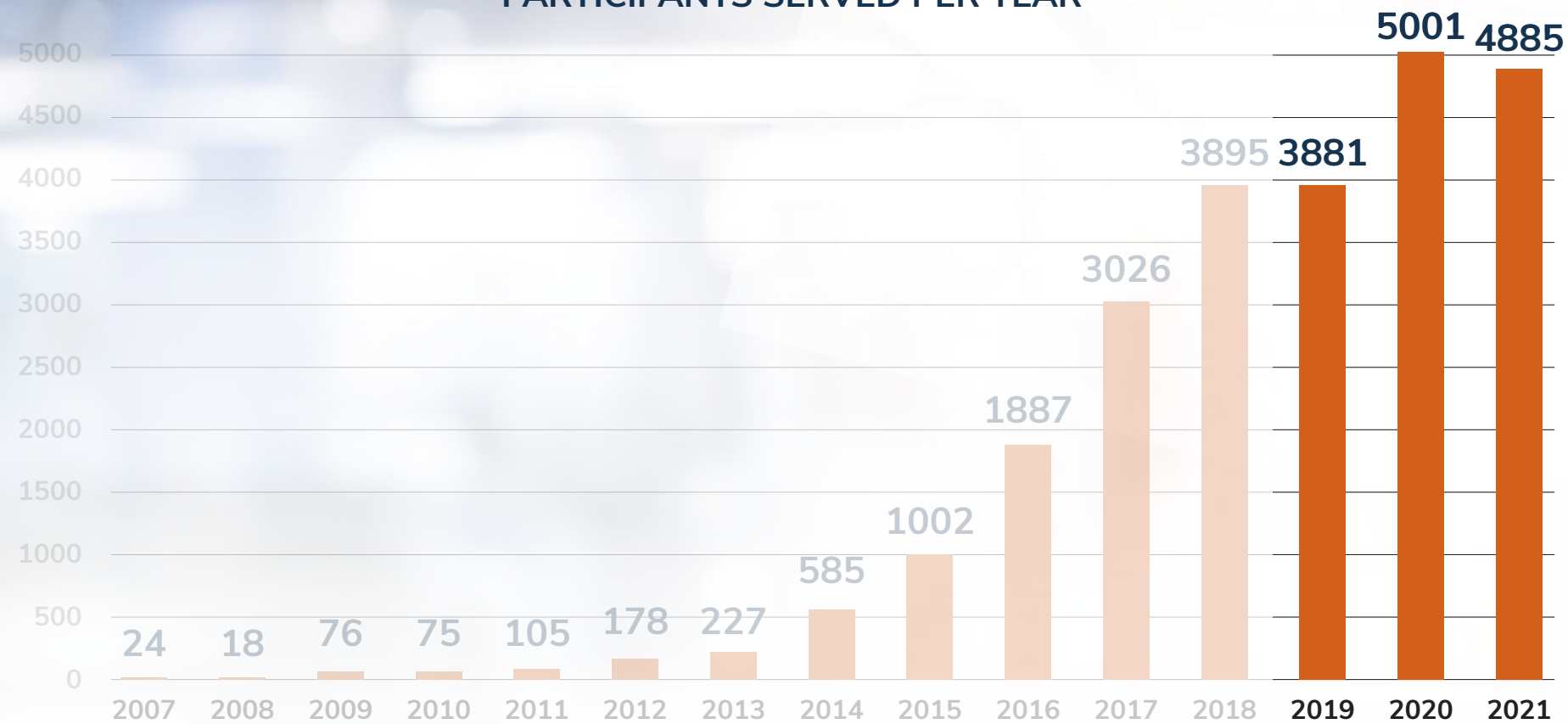
In the follow weeks the country would react to George Floyd's death on a street in Minneapolis. Once again, we responded by offering free Implicit Bias trainings, something consumed by over 500 people from various states, and a book club regarding How to Be An Antiracist. As the pandemic stretched on, we continued to look for ways to meet our mission by staying innovative and paying attention to current events. As a result, Shafer Leadership Academy emerged from serving more participants through more programs, than any set of two years before that. We are more dynamic, a little more informed, and more resourced. This "Pandemic Annual Report" details how key performance indicators changed during the "pandemic years."



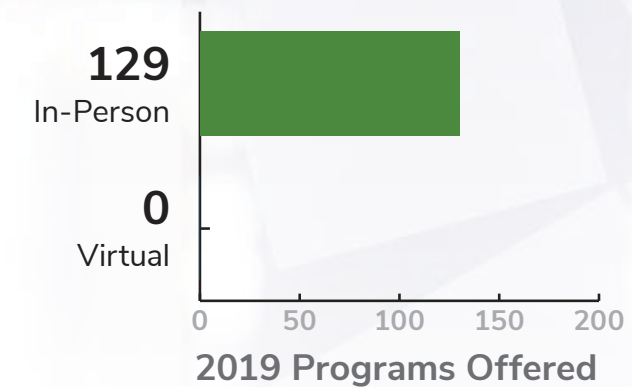
SHAHER
LEADERSHIP ACADEMY

Increase your impact.

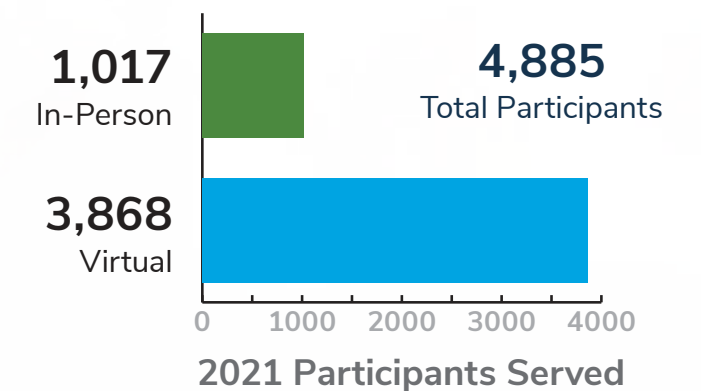
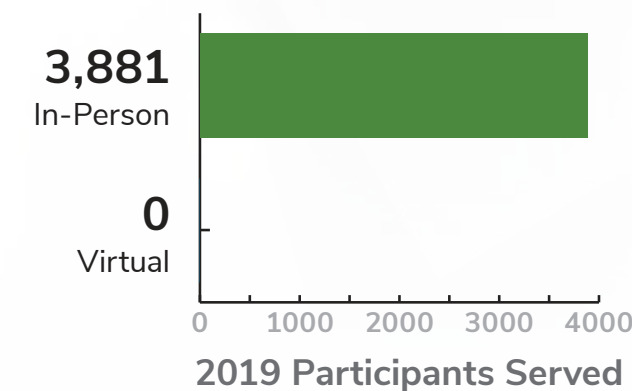
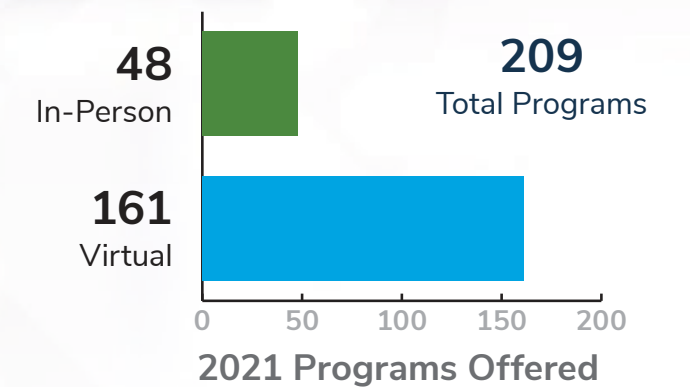
PARTICIPANTS SERVED PER YEAR



2019 PROGRAM DELIVERY



2021 PROGRAM DELIVERY

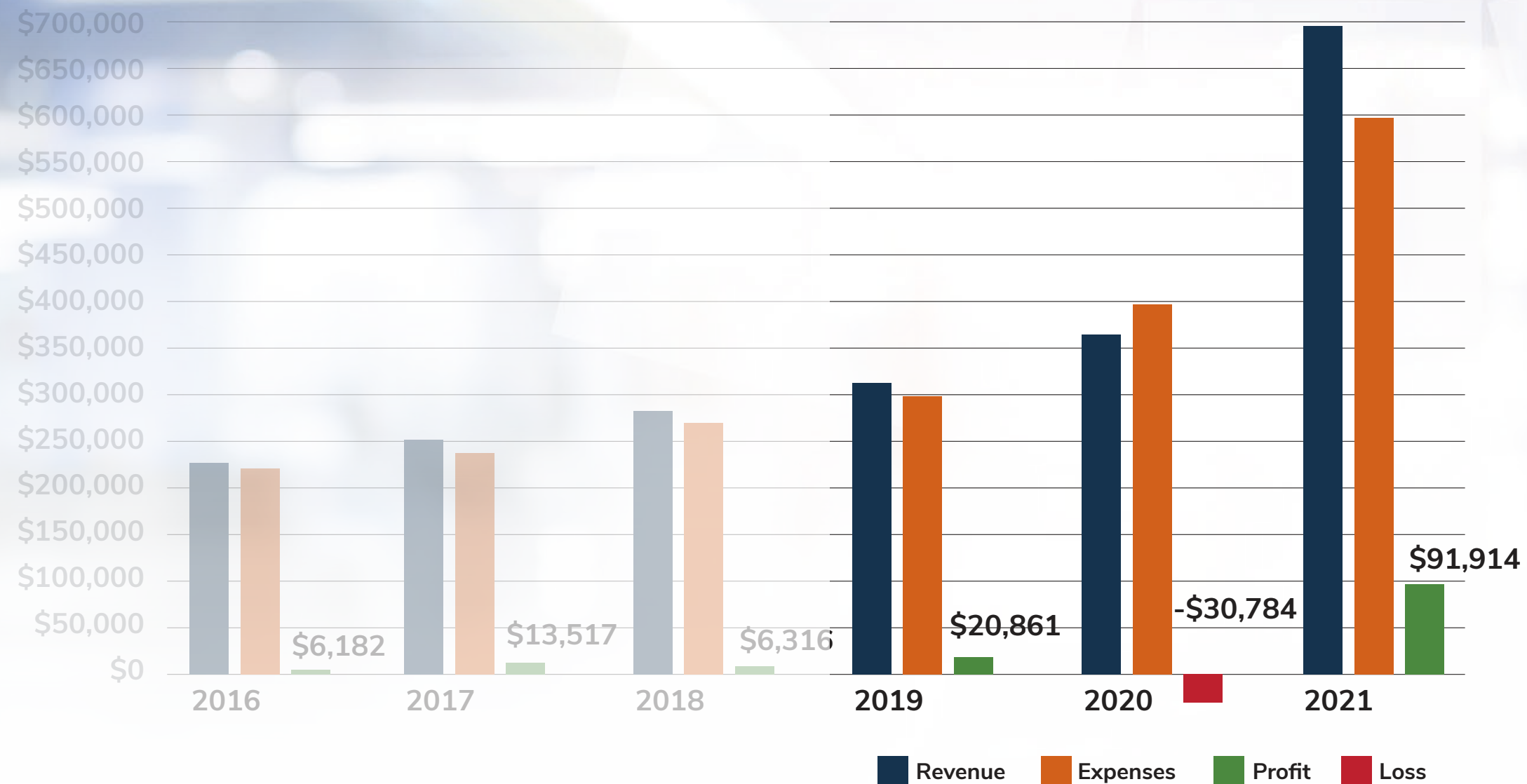




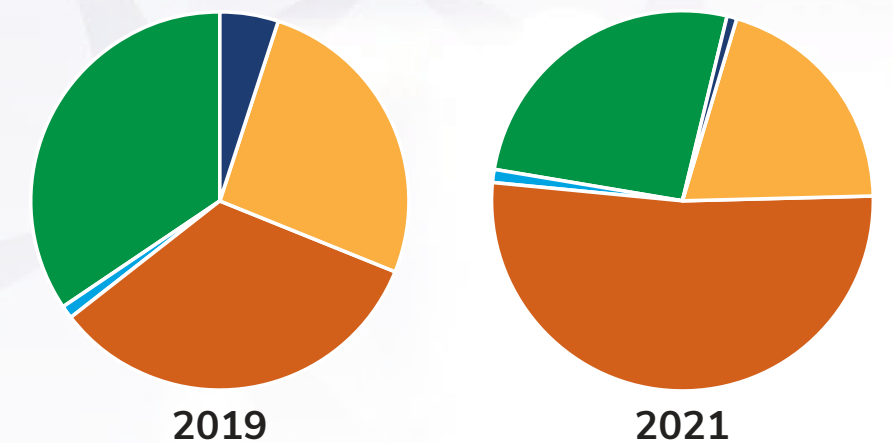
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Multiply your success.

Financial Snapshot



Revenue Breakdown

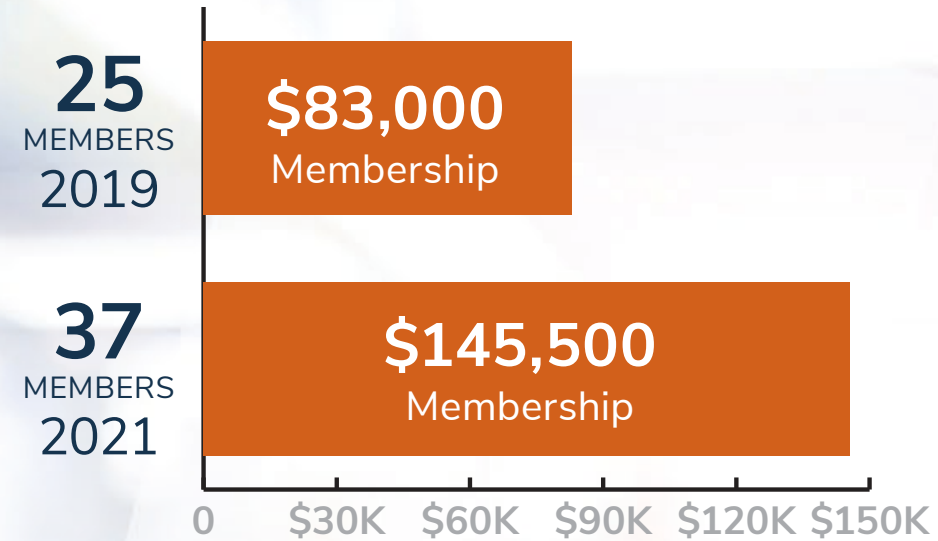


	2019	2020	2021
Tuition	5%	2%	1%
Sponsorship/Membership	26%	27%	20%
Custom	33%	32%	52%
Donations	1%	1%	1%
Grants	34%	38%	26%



SHAFER

LEADERSHIP ACADEMY



- Muncie Power Products
- Tyson Foods
- Ball State University
- LifeStream Services
- City of Muncie
- Meridian Services
- Magna Powertrain
- Muncie Sanitary District
- Eastern Indiana Works
- Delaware County Indiana
- Boyce Systems
- Innovation Connector
- Open Door Health Services
- First Merchants
- Muncie Community Schools
- Woof Boom Radio
- ISAE
- Minnetrista
- Second Harvest Food Bank
- Boys & Girls Club of Muncie
- YMCA of Indiana
- eKeeper Systems, Inc.
- Redkey Veterinary Clinic
- Horizon Convention Center
- Academy of Model Aeronautics
- Leap Manged IT
- FCC Clutch Technology
- Muncie Public Library
- Ivy Tech Community College
- Yorktown Chamber
- Ardagh Group
- In & Out Cleaning Services
- Cornerstone Center for the Arts
- Farmhouse Creative
- Wagglebottoms
- MI Academy of Family Physicians

PRESIDENTIAL



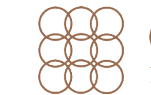
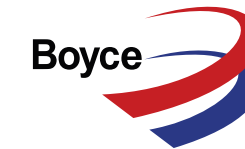
Muncie®
Power
Products



BALL STATE
UNIVERSITY



PREMIERE



OPENDOOR
HEALTH SERVICES



INNOVATION CONNECTOR



First Merchants



EXECUTIVE



PARTNER



PROGRAM





Increase your **impact.**

PARTICIPANT DIVERSITY

- **Gender**
 - 74% Female
 - 24% Male
 - 2% Transgender, Variant or Non-Conforming
- **Age**
 - 12% 18-34
 - 47% 35-50
 - 31% 51-65
 - 10% 66+
- **Ethnicity**
 - 15% are from minority populations

DEI PROGRAMMING

- **Understanding Microaggressions & Implicit Bias**
919 participants 2020/2021
- **Diversity and Inclusion Training**
1342 participants 2020/2021

SINCE COMPLETING EMERGENCE

- **96% of graduates are more involved or received an advancement**
- 33% of graduates have taken a leadership role in the community
- 29% have volunteered on committees or taken on extra assignments at work
- 71% have had a job advancement
- 50% have served on nonprofit boards

**within 5 years of graduation*



Grow your people.

SLA Staff

Mitch Isaacs

Executive Director

Tisha Gierhart

Program Director

Jeff Robinson

Development Director

Eilis Wasserman

Virtual Program Manager

Daniella Flowers

Community Inclusion Ambassador

Dr. Courtney Jarrett

Community Inclusion Ambassador

Sophie Richau

Community Inclusion Ambassador

Board of Directors

Charlotte Adams

Senior Project Manager,
First Merchants Corporation

WaTasha Barnes Griffin (Secretary)
CEO, YWCA of East Central Indiana

Carrie Barrett

Executive Director, New Castle Main Street

Chase Batt

Leader Development Manager,
FORUM Credit Union

Dr. Abbie Comber

Principal, Burriss Laboratory School

Jason Harrington

CEO, Boyce Systems

Brian Haughn (Treasurer)

Relationship Manager, First Merchants Bank

Brian Ison

Rehabilitation Manager, Jay County Hospital

Justin Knox

Firefighter, Muncie Fire Department

Dr. Melinda Messineo (Vice President)

Professor of Sociology, Ball State University

Stefanie Onieal

Instructor of Elementary Educator,
Burriss Laboratory School

Stacie Paxson

Human Resources Manager, FCC

Kellie Pearson – Carroll

Vice President Human Resources,
Meridian Health Services

Gary Thomas

President, LEAP Managed IT

Michelle Vore

Learning and Development Manager,
Muncie Power Products

Chris Walker (President)

Principal, Muncie Central High School

Dr. Amy Ward

Vice Chancellor for Student Success,
Ivy Tech Community College

Director Emeriti

Andrew Dale

Co-Founder

Richard Douglass

Co-Founder

Lindsey Arthur

CEO, Muncie Habitat for Humanity

Dr. George Branam

Dearly Departed

Ray Chambers

President and CEO, Muncie Power Products

Wil Davis

President, Ball State Innovation Corporation

Jeannine Harrold

Director Emerita,
Ball State University Career Center



1208 W. White River Blvd., Muncie, IN 47303
765-748-0403 • info@shaferleadership.com



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