

SPOTLIGHT:

**Boys & Girls Club of
Muncie Puts Kids First**

ALSO INSIDE:

- Tipton County Youth Leadership Program
- All Aboard Registration
- Congratulations to Empower Graduates





Executive Flips the Organizational Chart to Put Kids at the Top

Jason Newman, CEO of the Boys and Girls Clubs

Jason Newman's rise to leadership was a slow burn that started thousands of miles from Muncie, where he serves as CEO of the Boys and Girls Clubs. Life experiences and professional development through Shafer Leadership Academy has led Newman to embrace his unconventional, direct style that inspired him to flip the organizational chart to put the kids at the top.

Newman grew up in New York City, the eldest son of a successful lawyer and doctor. But outward appearances masked functional alcoholism and abuse, which resulted in divorce. Newman was the only student at his private high school who had previously attended a public school. The experience taught him that even among the rich, people draw lines and attach labels.

After high school, Newman enrolled in the "best college he could get into, not the best college for him," he said, and he flunked out after one semester. "That's what happens when you don't go to class," he laughed.

Newman worked his way through college No. 2 in Brooklyn. After two years on the dean's list, Newman transferred to New York University on a partial scholarship and worked at a financial consulting firm to fund his journalism degree.

The firm offered him "a lot of money" to stay on after college and soon asked him for a three-year commitment. However, a friend had quit her job, citing she wasn't happy: "It had never occurred to me your work could bring you happiness, so it got me thinking that I could find a more fulfilling role."

Newman turned down the offer.



Need an easy way to develop your people?

At Shafer Leadership Academy, we believe that growing your people is the best way to increase your impact. So find a program that's right for you. Now is the time to invest in your people. Let's multiply your success with more effective and enthusiastic leaders.

[Find A Program](#)





The Boys & Girls Clubs of Muncie provides a safe, structured, and positive environment for young people after school, during holidays, and summer vacation.

Newman's stepmother suggested that he should substitute teach at the preschool his brother attended in Brooklyn Heights. Newman said, "yes," fell in love with the work.

Newman started as a sub at the school and eventually worked his way up to a full-time position. When some parents expressed they didn't feel comfortable with a male teacher, the director said: "Sure, you can switch rooms, but it'll need to be at a different school. You either trust the people I hire, or you don't."

At the NYC preschool, Newman had become a popular teacher, mostly because of his hands-on, relevant lessons that often incorporated music. A jazz hobbyist, Newman presented about his infusion of musical instruments into lessons during a conference, and the session caught the attention of Philadelphia's Boys and Girls Clubs' CEO. The executive invited Newman to apply for a director of early childhood position, and Newman submitted his materials.

"At the preschool back in New York, I was working as a teacher, ran our summer programs, and took shifts as a musician and bartender to make ends meet," he said. "I loved it, but I was excited for a new opportunity, where I could grow professionally and impact more kids."

Wish granted. Newman shifted from the private preschool to a club that served children ages 6 months through 18 in a poor, working-class neighborhood with "old fashioned, Polish roots," he said. Parents fussed when he hired Black teachers, male teachers, and gay teachers, but Newman's commitment to a diverse staff changed perceptions.

In October 2017, Newman's own path shifted when he accepted the CEO position in Muncie. Dozens of invitations to meet leaders join councils greeted him. Newman recalls his team insisted he attend Shafer Leadership Academy's Nonprofit Executives Group, a network of area nonprofit leaders who gather for professional development and collaboration. The experience introduced him to all that Shafer offers — from one-on-one coaching and lunchtime workshops to tailored programs and retreats.

"I struggled my first year here, trying to be the person with all the answers because that's who a leader is, or so I thought," Newman said. "It wasn't until I enrolled in SLA programs and encouraged my staff to do the same that we really came together and started to grow and improve."

“It wasn't until I enrolled in SLA programs that we really came together and started to grow and improve.”

"I process while I talk, but when a CEO is spit-balling ideas in meetings, it can come across as orders," Newman said. "We needed to learn each other's personalities and work styles for people around me to say, 'here's what you didn't think about' rather than just saying 'yes' to appease the boss."

Newman also processes quickly, but he's learned to create pause for those around him who need time to reflect. He's worked hard to create an environment where everyone feels heard, valued and open to fail: "If we don't fail, it means we aren't trying hard enough," he added. Overall, Newman said he strives to be the least important person in the room.

"I hold a lot of responsibility, but I have the least amount of direct work with our kids and families — the reason we are here. For this reason, we flipped the organizational chart to have the kids at the top of the chart, followed by teachers, then directors, until it flows down to me. I should be the roots of the organization, growing the leadership upward."

The Boys and Girls Clubs of Muncie is his life, Newman said, and he is focused on expanding the clubs' reach. By 2025, he plans to grow the number of kids served daily from 175 to 500 and expand evening hours from two to five days a week. To accomplish these and other bold goals, Newman said he and his team will need Shafer Leadership to foster their leadership potential and to fuel productive collaborations.

Keep up with the Boys and Girls Clubs of Muncie online and on Instagram and Facebook. Check out information about Shafer Leadership Academy's resources for nonprofit executives as well as a calendar of upcoming events at shaferleadership.org.

Build confident leaders.

Explore custom leadership development and training

Shafer Leadership Academy offers customized sessions of many of our popular workshops and seminars. These custom programs can be delivered virtually, in-person, or hybrid to accommodate your team's learning requirements.



Since September, select high school students have gathered weekly to discover and develop leadership skills during the inaugural Tipton Youth Leadership Program.



Shafer Leadership Partnership Empowers Tipton Teens to Serve Their Community

Kegan Schmicker, executive director for the Tipton County Chamber of Commerce, said the program aims to empower students to impact the community and gain confidence about their abilities to lead and create chance. Educating them about varying leadership and communication styles is the “first step toward growing tomorrow’s leaders,” he added.

“The leadership curriculum helps them better understand how to work as a group and recruit others to a shared vision,” Schmicker said. “Learning different work personality and communication types helps students communicate better and assign work so tasks get done and get done well.”

Schmicker said he hopes students realize how easy it is to impact their community through hard work. Leading the targeted sessions is Ted Ward, a longtime Shafer Leadership Academy facilitator. Ward said the sessions are a fun and engaging way to gain self-awareness, leadership skills, and a “serving others” mindset.

“All people have the capacity to lead,” said Ward, who has worked in education, training and development in a variety of industries for more than 25 years. “Leadership is often about taking a risk, stepping outside our comfort zone, and sharing experiences with others along our journey. The earlier we start to develop a leadership mindset and related skills, the more practice we have as we move through our education and career development.”

The program kicked off in September with a full-day retreat before weekly meetings that fostered self-reflection, explored community issues, set expectations, and discussed conflict management. The gatherings turned into workshops for identified groups of students to decide on a community service project, to develop a mission statement and timeline, and to distribute the work.

Sessions ended in early December, but the teams will spend the spring working with community partners to carry out their projects.

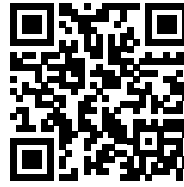
The program is a partnership among the Tipton County Chamber of Commerce, Tipton Community Schools, Tri-Central Community Schools, and Shafer Leadership Academy. Mitch Isaacs, executive director of SLA, said the program has allowed the Muncie-based nonprofit to expand its regional reach and engage younger participants. The hope, he added, is to continue the program with up to 30 teens each year.

“All people have the capacity to lead.”

“Shafer Leadership Academy serves all of East Central Indiana, and this program is an example of our commitment to the region and to growing leaders who may stay to invest their energy and expertise into their home state,” Isaacs said. “We’ve had success with a similar program in Muncie, and we are excited to help young people realize their potential and make a difference in their communities.”

Learn more about the Tipton Youth Leadership Program and other leadership development experiences for all ages at shaferleadership.com/tiptonyouth.





Register for Free!

shaferleadership.com/all-aboard






Saturday, May 20th, 2023

YWCA of Central Indiana
Community Room
310 E Charles St, Muncie, IN 47305

All Aboard: Board Leadership in Motion is a three-hour workshop ideal for individuals who have a desire to serve on a not-for-profit board but want to learn more about what serving as a board member entails, and how to find the potential board opportunity that suits their interests and skill sets.

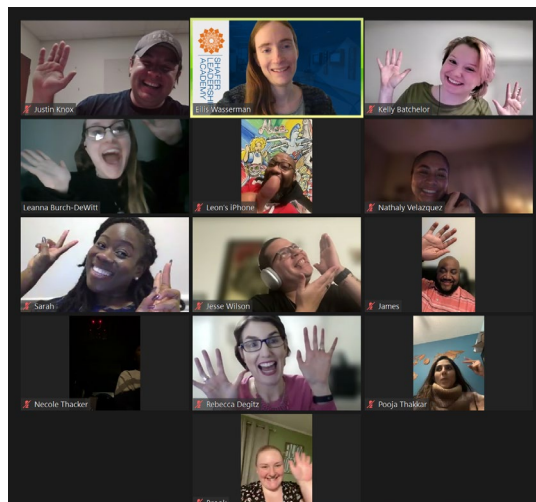
Participant Takeaways

- An understanding of the roles and responsibilities of a not-for-profit board member
- How to determine board opportunities that match interests, skills, & desired level of commitment
- Guidance on how to be an effective board member
- Insight on how to find potential board member opportunities
- Descriptions of board member opportunities currently available in the area

Moderator	Panelists				
					
John Anderson	Keith Doudt	Destinee Lewis	SteVen Knipp	Tania Said	



After 10 weeks, we have completed EMPOWER, our virtual career investment course for early career professionals! Congratulations to all our participants who invested their time to learn how to be career self-advocates and contribute to the learning of their peers!



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Upcoming Events

Shafer Leadership sessions are led by facilitators who guide participants to learn in community together around a leadership development topic.

Facilitation is different than lecturing, webinar, or presentation style format.

April

THU 06 **The Language Of Disability**
 In this session, the presenter will share some quick and (relatively) easy tips for everyday language to use when talking about disabilities and accommodations.

Virtual Early Riser



Dr. Courtney Jarrett

May

THU 04 **Direct Your Time To Maximize Your Potential**
 Participants will evaluate how they spend their time at work and home and build a time management system.

Virtual Early Riser



Amy K. Demchak

THU 13 **Speak With Confidence**
 This session will focus on the skills needed to speak persuasively and improve your professional presence.

In-Person Lunch & Learn



Peggy Cenova

TUE 09 **Chat That Clip: Object Lessons On Leadership**
 Engage in discussions on leadership, innovation / creativity, organizational culture change, and motivation.

In-Person Lunch & Learn



Dr. John Anderson

TUE 18 **Understanding Dementia Friendliness: Inclusion For All**
 Learn how you can make a positive difference in the lives of people living with dementia through increased awareness and support.

Coffee Talk



Holly Neal

TUE 16 **A Mindful Minute**
 Participants will learn about how practicing mindfulness allows one to become more aware and brings peace of mind.

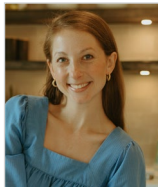
Coffee Talk



Nichole Linebaugh

WED 26 **Building The Next Generation Of Leaders Through Recruiting And Retention Practices**
THU 27
 Dig deeper into why young professionals job hop and how culture has a direct impact on this new phenomenon.

Virtual Workshop



Kamber Parker

WED 24 **Understanding How Bias Impacts Our Communication**
THU 25
 Discuss how to unpack difficult moments to be able to grow through them rather than be stunted by them.

Virtual Workshop



Megan Fuciarelli



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LUNCH & LEARN

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COFFEE TALK

A GREAT WAY TO START YOUR DAY



WORKSHOP

TIME TO DIVE DEEPER



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June

THU
01

Facilitating Unbiased Conversations

Discuss the foundational pieces of conversations and focus on the impact of having nonjudgmental conversations.

Virtual Early Riser



Megan Fuciarelli

TUE
06

Toxicity In The Kitchen- Growing Past The Poison

Learn how to attract new talent to the food industry, types of people to attract, and how to retain them.

In-Person Lunch & Learn



Kyle Reninger

TUE
13

The Listening Leader

We are adequate talkers, but inadequate listeners. Together we discuss four levels of listening and how listening impacts motivation.

Coffee Talk



Tisha Gierhart

WED
14

Middle Management Quicksand

This interactive session explores the challenges faced by those those continuing to serve in middle management roles.

In-Person Workshop



Ted Ward

WED
21

Using Emotional Intelligence To Manage Leadership Anxiety

In this session, participants will learn a few practical tools to discover, name and diffuse your leadership anxiety.

Virtual Workshop



Susan Rozzi

THU
22

Featured Facilitator



Susan Rozzi

President and Owner of Rozzi & Associates

Susan Rozzi (pronounced Row Z) is the President and Owner of Rozzi & Associates, a leadership and organizational development firm focusing on leadership development, emotional intelligence insight and career management.

Susan has a passion for unleashing the potential for greatness in good leaders and believes each person has a unique way of leading. She reminds her clients that great leadership skills are a product of time, practice and focused development.

What makes Susan different is her observant approach and ability to speak grace with candor.

Join Susan for:

- Using Emotional Intelligence to Manage Leadership Anxiety - 6/21/23 - 6/22/23

Our Mission

Shafer Leadership Academy provides inclusive leadership development so that people, organizations and communities reach their full potential.

PRESIDENTIAL



PREMIERE



EXECUTIVE



PARTNER



PROGRAM

