



SHAFER
LEADERSHIP ACADEMY

Annual Report **2022**



Another “New Normal”

2022 marked a “return to normal” of sorts. After almost two years of almost exclusively virtual programming, Shafer Leadership Academy began offering in-person activities and events, alongside our virtual programs.

At first, in-person attendance was slow as folks worked to find yet another new normal. Eventually however, participants came back through our physical doors to improve themselves and their community.

As the year unfolded, we realized that while the world was “normal” again, it would never return to what we knew before the pandemic. Shafer Leadership Academy, once again, put our participants first by offering by in-person and virtual options. We learned what worked best as a long form in-person program and what

people wanted to see as a shorter virtual experience. There were no rules, no guidelines, just a desire to help people learn in a way that best suits them.

In a post-pandemic world, many are looking for flexibility. They want choices about how they learn, where they learn, and when they learn. They guard their time more closely and choose more carefully what matters to them.

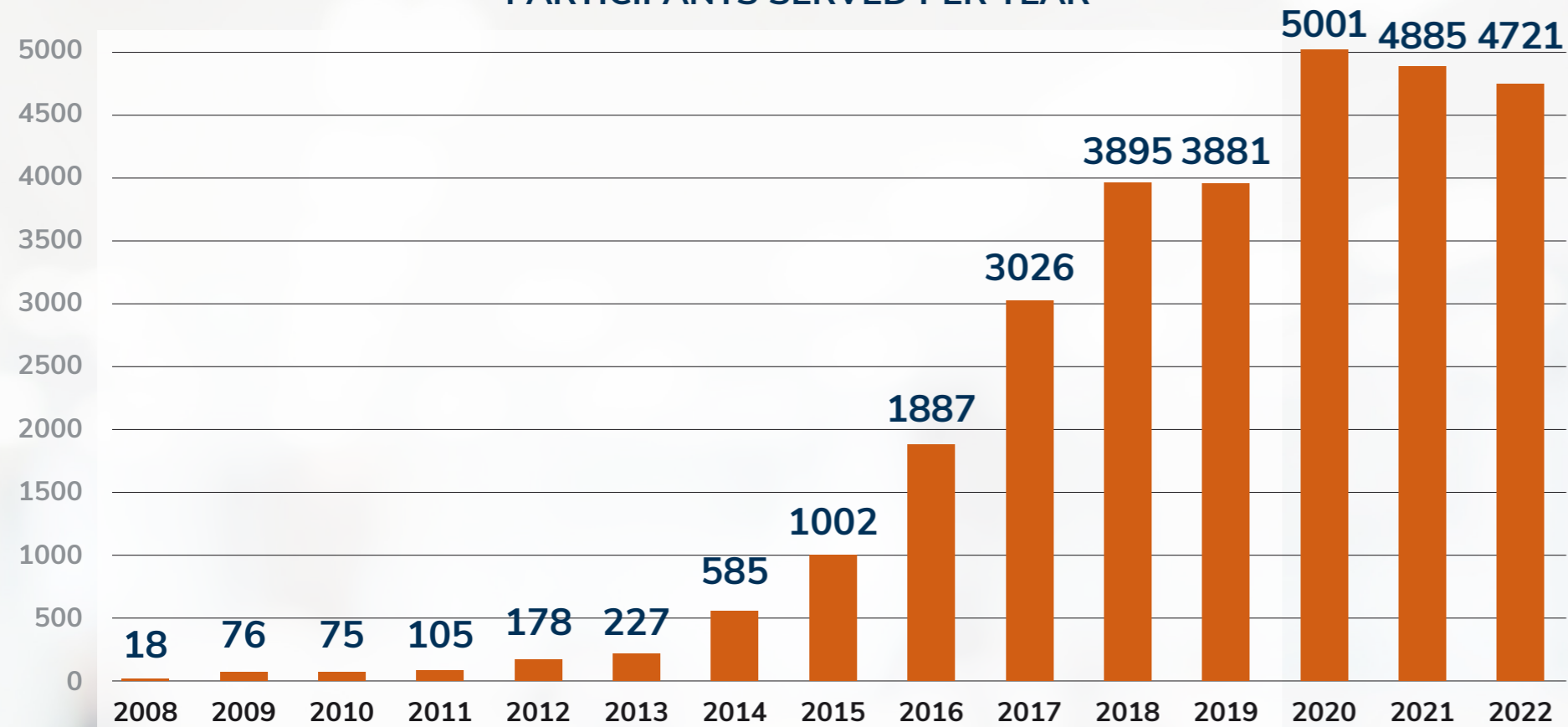
In that world, Shafer Leadership Academy remains committed to providing inclusive leadership development which helps individuals, organizations, and communities reach their full potential. It is our responsibility and our intention to do so in a way that meets the needs of today’s community leader.



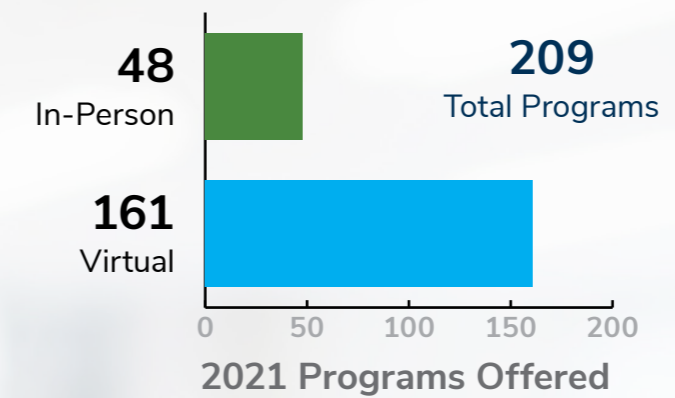
SHAFER
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Increase your impact.

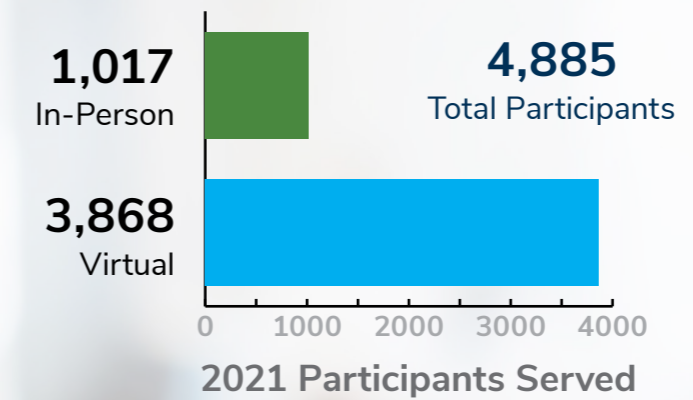
PARTICIPANTS SERVED PER YEAR



2021 PROGRAM DELIVERY

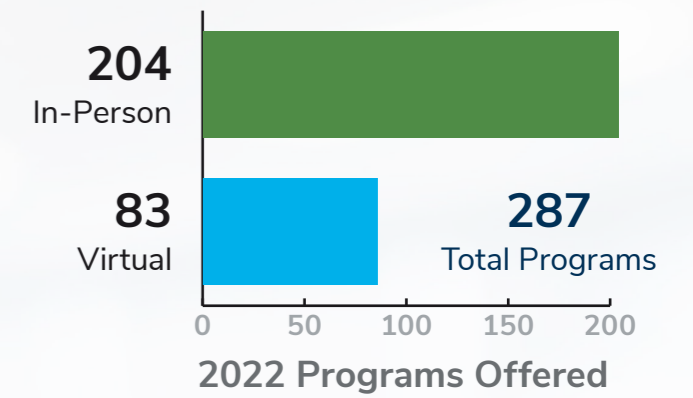


2021 Programs Offered

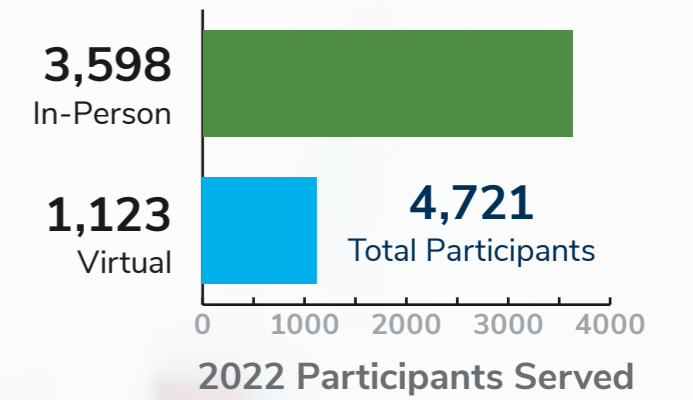


2021 Participants Served

2022 PROGRAM DELIVERY



2022 Programs Offered



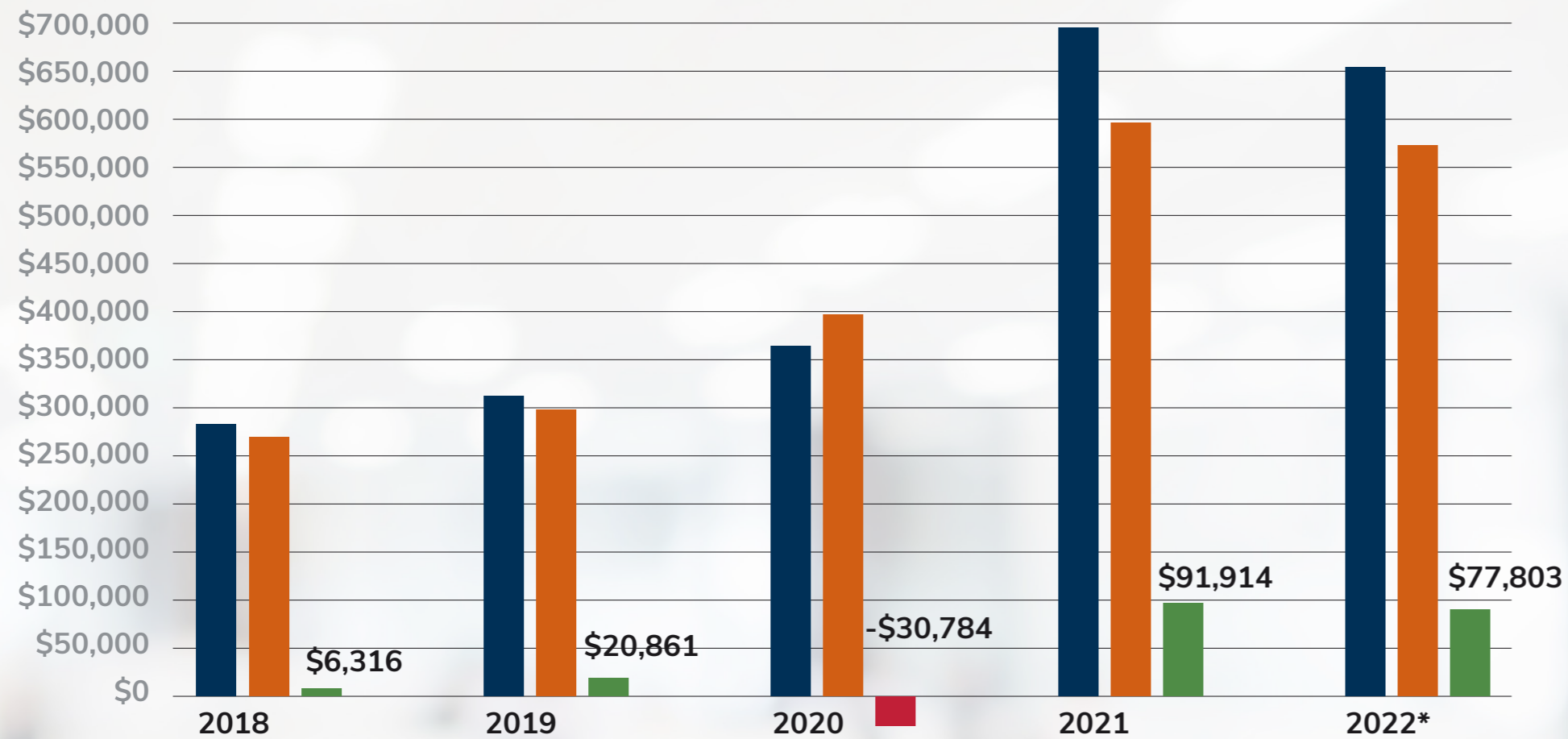
2022 Participants Served



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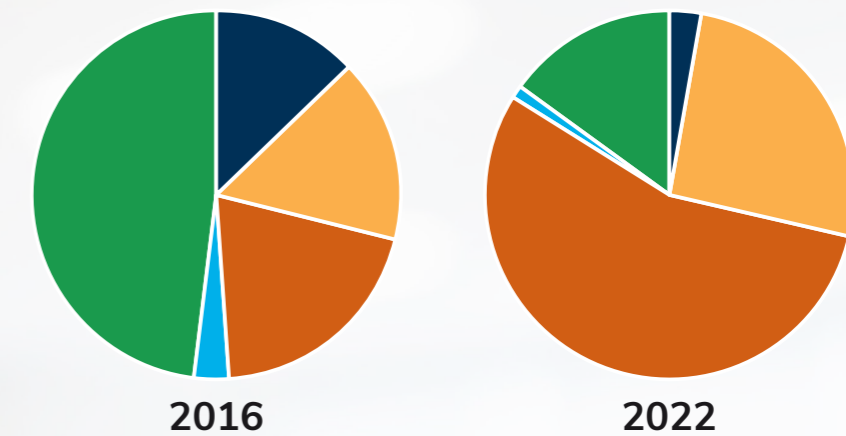
Financial Snapshot 5 YEAR FINANCIAL SNAPSHOT



■ Revenue ■ Expenses ■ Profit ■ Loss

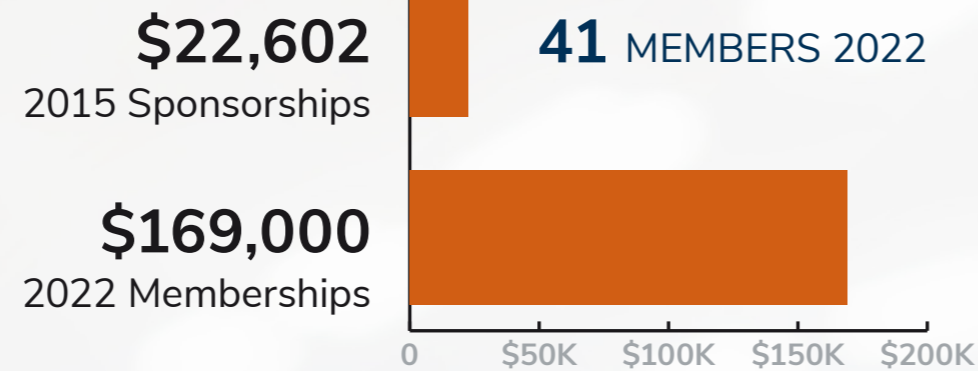
*2022 revenue / expenses / profit are projected figures

Revenue Breakdown



	2016	2017	2018	2019	2020	2021	2022
Tuition	13%	12%	7%	5%	2%	1%	3%
Sponsorship/Membership	16%	15%	15%	26%	27%	20%	26%
Custom Programming	20%	29%	38%	33%	32%	52%	56%
Donations	3%	3%	2%	1%	1%	1%	<1%
Grants	48%	42%	38%	34%	38%	26%	15%

GROWTH IN CUSTOM AND SPONSORSHIP/MEMBERSHIP REVENUE HAS LED TO REDUCTION IN GRANT DEPENDENCY



- City of Muncie
- Tyson Foods
- Eastern Indiana Works
- Muncie Sanitary District
- Magna Powertrain
- Muncie Power Products
- Meridian Health
- Lifestream Services
- Ball State University
- Delaware County Government
- Boyce Systems
- Open Door
- Innovation Connector
- First Merchant's Bank
- Muncie Community Schools
- Yorktown Chamber of Commerce
- Muncie Public Library
- YMCA
- eKeeper Systems
- Tipton County Chamber
- Boy's and Girls Club
- ISAE
- FCC Portland
- Ardagh Group
- Ivy Tech
- Leap IT
- Second Harvest
- Academy of Model Aeronautics
- Redkey Veterinary Clinic
- Zionsville Chamber
- Horizon Convention Center
- Minnetrista
- Cornerstone
- In and Out Cleaning
- Muncie Excel Center
- Anderson Excel Center
- Metanoia Foundation
- Farmhouse Creative
- Wagglebottoms
- MAFP
- YWCA



ACADEMY MEMBERS

PRESIDENTIAL



PREMIERE



EXECUTIVE



PARTNER



PROGRAM



2022 DIVERSITY AND INCLUSION PROGRAMS

- Total Offered – 11
 - Leaders are Inclusive, Fostering a Welcoming Workplace
 - 5 Steps to Creating Your Diversity & Inclusion Action Plan
 - Introspective: Discovering the POWER of Introverts
 - Why Do My Young Professional Employees Keep Leaving?
 - Calling In versus Calling Out: Having Impactful Conversations
 - Creating an Inclusive Work Environment for College Graduates and Individuals with Disabilities
 - Advocacy Within Our Community
 - Micro-Aggressions And Me
 - The Human Library- Off the Shelf event
 - Allied: Combatting Workplace Toxicity
 - Fusion: Leading Multi-Generational Teams

2022 SLA FACILITATORS:

- Women – 42
- People of Color – 9
- Open members of the LGBTQ community - 4
- Differently abled – 1



COMMUNITY INCLUSION AMBASSADORS:

- 1:1 meetings with 66 community members from diverse backgrounds
- 67 hours attending community events



SHAFFER
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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 *(Chair of Diversity & Inclusion)*

Senior Project Manager,
First Merchants Corporation

WaTasha Barnes Griffin *(Vice President)*

CEO, YWCA of East Central Indiana

Carrie Barrett *(Secretary)*

Executive Director, New Castle Main Street

Michelle Carr

Learning and Development Manager,
Muncie Power Products

Dr. Abbie Comber

Principal, Burriss Laboratory School

Jason Harrington

CEO, Boyce Systems

Brian Haughn

(Treasurer / Chair of Resource Team)
Relationship Manager, First Merchants Bank

C.S. Hendershot

Director of Grants and Development for the
Heart of Indiana United Way

Justin Knox

Firefighter, Brownsburg Fire Territory

Destinee Lewis

Intercultural Coordinator,
Ivy Tech Community College

Dr. Melinda Messineo *(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

Chris Walker

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



CALENDAR BLOG DONATE CONTACT

SHAFER LEADERSHIP ACADEMY

ABOUT FACILITATE BECOME A MEMBER **FIND A PROGRAM**

Build confident leaders

Training to help people grow and reach their full potential.

FIND A PROGRAM **ASSESS YOUR TEAM**

Grow your leadership skills Increase your impact Create effective leaders

The screenshot shows the website's main navigation and hero section. The navigation bar includes links for 'CALENDAR', 'BLOG', 'DONATE', and 'CONTACT' on the left, and 'ABOUT', 'FACILITATE', 'BECOME A MEMBER', and a prominent 'FIND A PROGRAM' button on the right. The hero section features a background image of hands stacking wooden blocks, with the headline 'Build confident leaders' and the subtext 'Training to help people grow and reach their full potential.' Below this are two buttons: 'FIND A PROGRAM' and 'ASSESS YOUR TEAM'. At the bottom, three icons represent 'Grow your leadership skills', 'Increase your impact', and 'Create effective leaders'.

Find a Program.
Assess Your Team.
Become a Member.

Visit: www.shaferleadership.com