



SHAFER
LEADERSHIP ACADEMY

Annual Report **2024**

The year the roots took hold.

We didn't begin 2024 feeling bold. After a tough 2023—one marked by unexpected losses and hard lessons—we entered the year with caution. There was momentum, yes, but also uncertainty. Would the strategies we planted take root? Could we regain our footing?

Slowly, steadily, the answers emerged. As programs filled and new partnerships formed, the ground beneath us began to firm. Month by month, growth returned—not as a sprint, but as something more meaningful. More sustainable.

By year's end, we had served more participants than ever before, delivered more programs, and reduced our dependency on grants while strengthening custom and membership revenue.

What began as a year of doubt became a year of grounding. This wasn't a return to normal. It was the start of something stronger.

In 2024, the roots took hold—and now, we're ready to grow again.

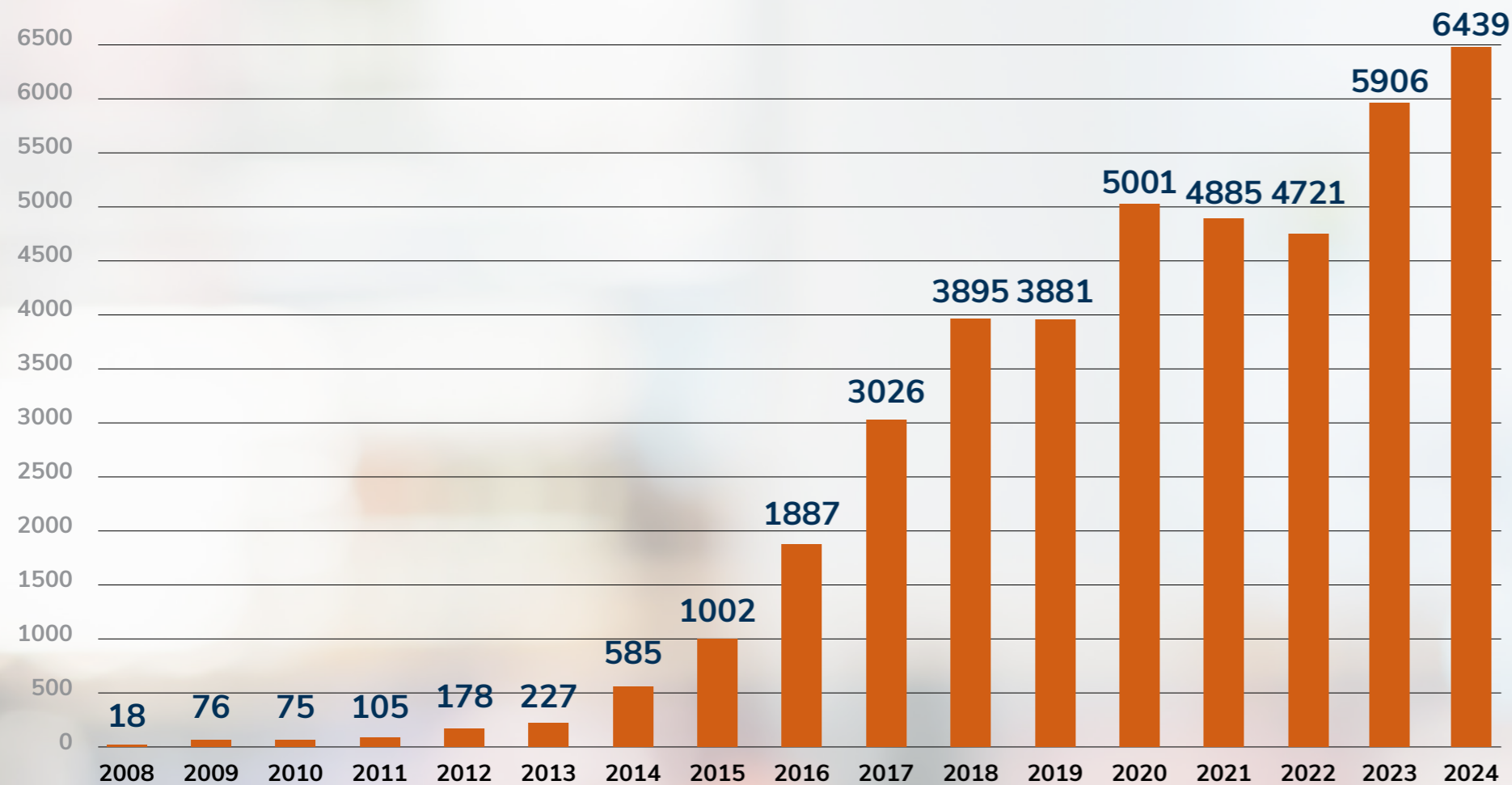
Let's celebrate our achievements and look ahead to an even brighter future!



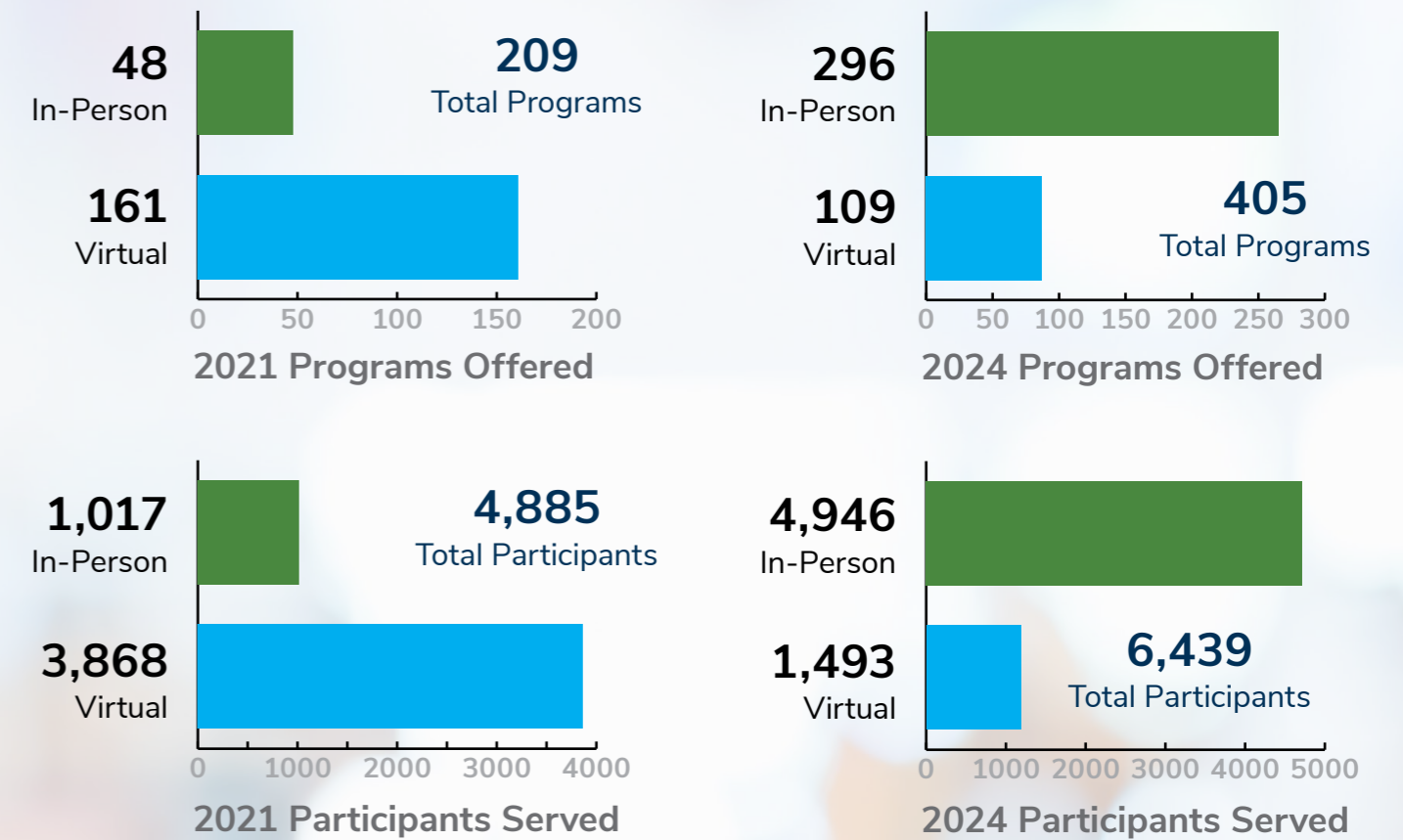
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Increase your **impact.**

Participants Served Per Year



In-Person vs Virtual Breakdown

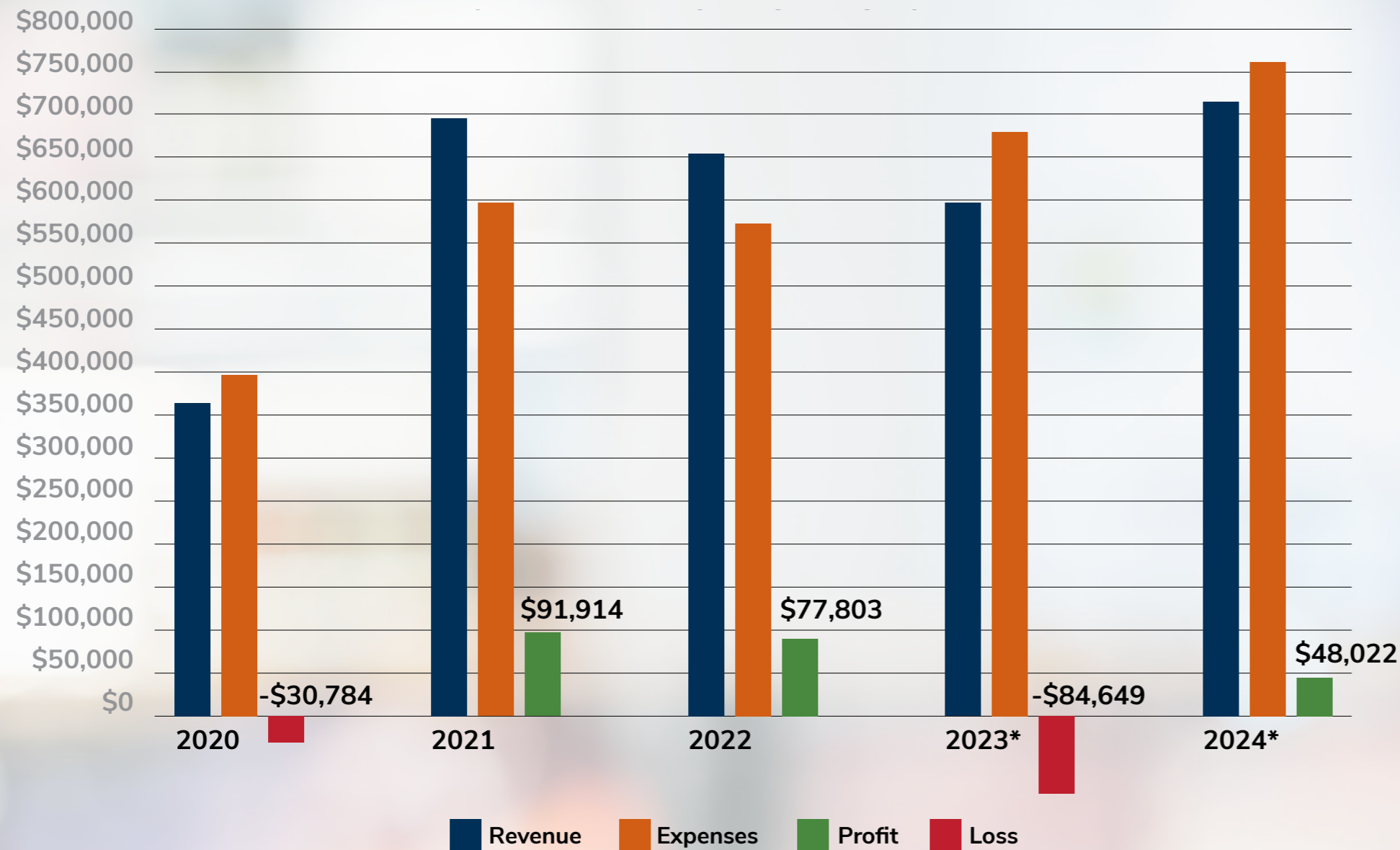




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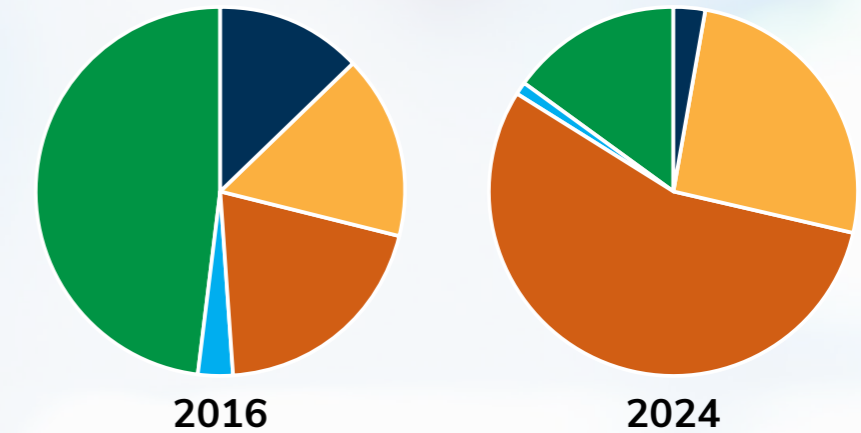
Financial Snapshot



*2023 revenue / expenses / profit are projected figures

Revenue Breakdown

REVENUE TYPE AS % OF OVERALL INCOME

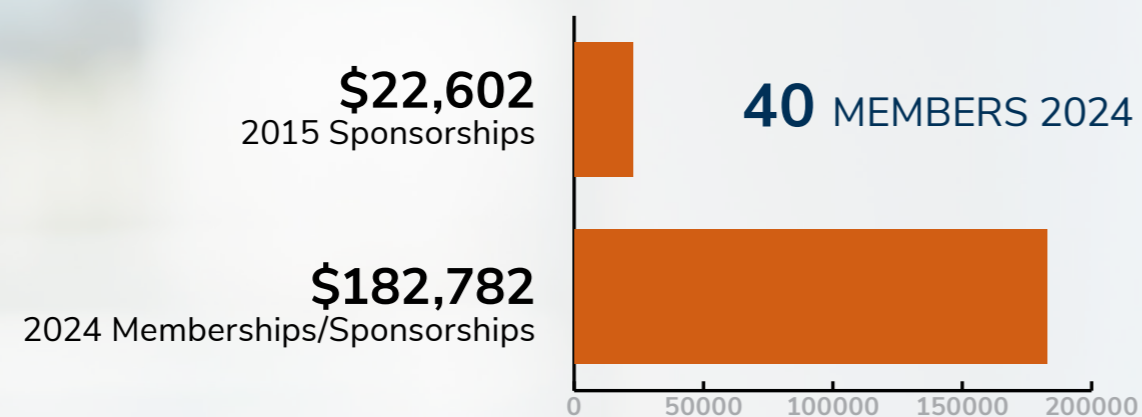


	2016	2017	2018	2019	2020	2021	2022	2023	2024
Tuition	13%	12%	7%	5%	2%	1%	3%	3%	2%
Sponsorship/Membership	16%	15%	15%	26%	27%	20%	26%	26%	24%
Custom Programming	20%	29%	38%	33%	32%	52%	56%	54%	53%
Donations	3%	3%	2%	1%	1%	1%	<1%	1%	1%
Grants	48%	42%	38%	34%	38%	26%	15%	16%	19%

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



Continued Membership Growth



- 3Rivers Federal Credit Union
- 4/4 Solutions
- Academy of Model Aeronautics
- Accutech Systems
- Aspen Root Collective
- Ball State University
- Boyce Systems
- Boy's and Girl's Club
- CS Kern
- Delaware County Government
- Destination: Muncie
- Eastern Indiana Works
- eKeeper
- FCC Portland
- First Merchants
- Henry County REMC
- Hills Pet Nutrition
- Horizon Convention Center
- Innovation Connector
- INRLA
- Leap IT
- Lifestream Services
- Meridian Health Services
- Moser Consulting
- Muncie, City of
- Muncie Power Products
- Muncie Public Library
- Open Door Health Services
- Primex Plastics
- Redkey Veterinary Clinic
- Second Harvest Food Bank
- Thrive Credit Union
- Tipton, City of
- Tyson Foods
- Wayne County Chamber
- YWCA Central Indiana
- Youth For Christ
- Yorktown Chamber of Commerce
- Whitely Community Council
- WoofBoom Radio

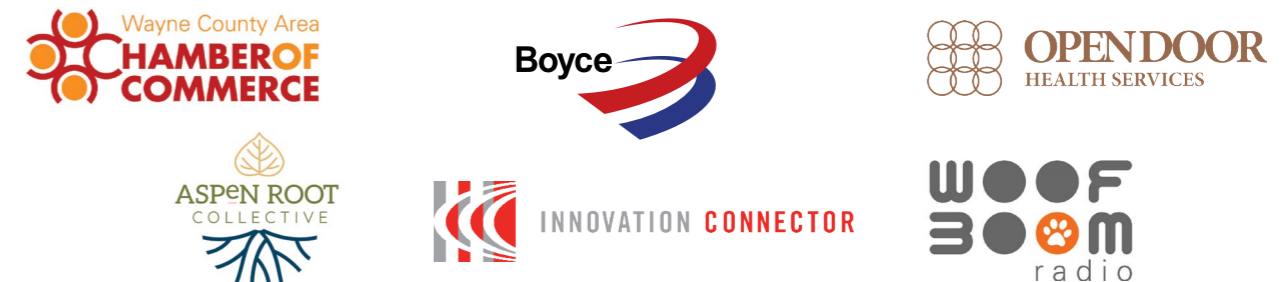


ACADEMY MEMBERS

PRESIDENTIAL



PREMIERE



EXECUTIVE



PARTNER



2024 DIVERSITY AND INCLUSION PROGRAMS

- Total Offered – 11
 - Examining Biases and Stereotypes
 - Cultivating a Trans-Inclusive Workplace
 - Diverse Minds, Powerful Solutions: Reframing How We Solve Problems
 - Learning to Co-Exist with Your Inner Ageist
 - Uncovering Unconscious Bias
 - Cultivating a Sense of Belonging Through Social Justice, Equity, Diversity, and Inclusion
 - Off the Shelf: Metamorphustice
 - Fusion: Leading Multi-generational Teams
 - Navigating the Job Search Journey with Confidence – The Power of Disclosing Disabilities
 - Belonging Beyond Boundaries: 5 Leadership Strategies for Building Inclusive Remote & Hybrid Teams
 - The Future of Work is Here: How to Attract and Retain Top Young Talent in a Digital World

2024 SLA FACILITATORS:

- Women – 70%
- People of Color – 22%
- Open members of the LGBTQ community - 15%
- Differently abled – 15%



COMMUNITY INCLUSION AMBASSADORS:

- 1:1 meetings with 16 community members from diverse backgrounds
- 20 hours attending community events

SLA Staff

Mitch Isaacs

Executive Director

Tisha Gierhart

Program Director

Jeff Robinson

Development Director

C. Ted Ward, II

Membership Director

Eilis Wasserman

Virtual Program Manager

Dr. Courtney Jarrett

Community Inclusion Ambassador

Charlize Jamieson

Community Inclusion Ambassador

Gabrielle “Gabby” Lloyd

Community Inclusion Ambassador

Board of Directors

Dr. John Anderson *(Chair of the Program*

Development and Assessment Team)

Director of the Ryan Family Scholars & Navigator Program, Ball State University Teachers College

WaTasha Barnes Griffin

CEO, YWCA of East Central Indiana

Stephen Brand

Delaware County Commissioner

Michelle Carr *(Secretary)*

Executive Director for Learner Experience, Ball State University

Ragan Dalton

Manager, Support & Services, Boyce Systems

Brian Haughn *(VP / Chair of Resource Team)*

Relationship Manager, First Merchants Bank

C.S. Hendershot *(Vice President)*

Director of Grants and Development for Second Harvest Food Bank

Justin Knox

Firefighter, Brownsburg Fire Territory

Destinee Lewis *(Chair of the Board*

Recruitment and Development Team)

Engagement Manager – Prosperity Indiana

Gus Linde *(Treasurer, Chair of the Resource*

Development and Finance Team)

CEO, Eastern Indiana Works

Jenni Marsh

President & CEO, Heart of Indiana United Way

Kellie Pearson – Carroll *(Chair of the Diversity and Inclusion Team)*

Vice President Human Resources, Meridian Health Services

Kegan Schmicker

Mayor, City of Tipton

Adam Unger

CEO, Accutech Systems Corporation

Amber Young

Vice Chancellor for Human Resources, 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

Steve Smith

Director Emeritus, CEO, Mid-West Metals



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

Visit: www.shaferleadership.com