

Scan of Leadership Development Programs

Full Report

In Detroit

1. Art of Leadership Foundation

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- Academic Research Model
- Community Service Model

The ART of Leadership Foundation's mission is to inspire vision and leadership in young people, giving them the skills to succeed in their lives and to be leaders in their communities. In the ART of Leadership program, students experience the rewards of making positive change in the community.

The ART of Leadership program has seven core levels:

- Level One – Skill Development – focuses on building the essentials skills of Leadership, Management, and Coaching. Students participate in six months of coaching, given by local business professionals as volunteer “coaches” who work closely with each student.
- Level Two – Integrity – During the six months of the Level Two Program, students focus on the meaning and application of Integrity, integrating a personal life vision with our every day activities and decisions.
- Level Three – Character Development – The program explores the meaning of personal core values and their importance in each person’s life as well as their importance in a healthy, vibrant community. Students focus in exemplifying these characteristics in their personal lives as well as taking the lead with their peers in doing the same
- Level Four-Six – These levels focus on gaining an understanding and appreciation for the many complex elements that comprise a healthy community. Students will learn about and meet local representatives from many types of organizations: Government, Neighborhood Associations, Business, Nonprofit Organizations, etc.
- Transforming the Community – During the year, senior students conduct “Leadership Programs” in which they train hundreds of area students and business executives in the art of visionary leadership. These programs take place in public, parochial, and independent schools as well as in professional and governmental organizations throughout the community.

While ART of Leadership Foundation also offers programs in Kalamazoo and Lansing, its Detroit programs include working with Cornerstone Middle School and Heilmann Elementary School as well as the Advanced Leadership Forum.

In this Advanced Leadership Forum, high school students have the opportunity to participate in a variety of trips, public speaking events, train the trainer events, and programs for younger students. Each student is guided through projects and programs that introduce them to many components of a successful community: government, business, nonprofit agencies, faith based organizations and more. Levels of

decision-making and responsibility are increased, and staff and coach support are used as guidance tools for success in each endeavor. During the summer after middle school, students participate in a week long, high adventure summer trip designed to introduce them to people in a variety of careers and expose them to various options to gaining higher education after high school. Past trips have been to Virginia and Montana, and activities have included flying an airplane, visiting corporations and universities, and enjoying local activities such as mountain climbing or white water rafting. During the 4 years of high school, students select a variety of community service projects based on their perception of the needs of the community. These projects have ranged from fashion shows designed to exemplify “respectable yet fashionable” dress and music, scholarship fairs, mayoral debates, working with the Detroit Pistons on their “Read to Achieve” program and more.

2. Detroit Youth Foundation

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The Kids & Youth Development Seminars (KYDS) is an 18-month leadership and youth development series for youth and adults. It is designed to foster positive youth development through building leadership and partnerships between youth and adults. The KYDS Leadership Program has several components in order to create a supportive environment for young people to develop on all levels, emotionally, physically, socially, intellectually and spiritually. This is done through helping to broaden skills, ideas, relationships, and networks among those interested in creating a long-term supportive environment for youth. Over the years, in excess of 400 adults and youth have completed this program. The goal of the KYDS program is to provide participants (students, volunteers, residents, professionals, etc.) with the skills and experiences that enable them to:

- Understand issues, programs and strategies that impact youth and families;
- Work to develop ideas, plans and activities that support youth development;
- Build personal leadership skills and networks that in return strengthen the capacity of community efforts for youth; and
- Identify resources that can be used to improve the community for youth.

Program Components include:

- Kick Off - celebration is intended as an orientation for selected participants and their families. It is usually a reception with entertainment.
- Parent Orientation – Detroit Youth Foundation staff meet with the parents of the youth in the program to share information about what the program is trying to accomplish and how the parents can best support that effort.
- General Retreat – At the beginning of each KYD’s Leadership Program, an overnight General Retreat is held at an out-of-town location. The purpose is to help set the tone for promoting teamwork and a sense of community among the KYDS participants. It also helps to provide an opportunity for the participants get to know one another and to practice group development and leadership skills.

- Monthly Meetings - dinner meetings held for adults and youth enrolled in the program. The monthly meetings address various topics that affect youth and families and allow for exploration of various topics such as "Bridging the Generation Gap: Hip Hop Music", "What Is Positive Youth Development"? , "Youth Employment Opportunities" and more.
- Youth Meetings – topics of particular interest to the young people are addressed including: "How to Deal with Peer Pressure", "How to Prepare for College," and "How to Find a Job". The focus of the youth meetings promotes personal development. Young people volunteer to help plan and run these meetings. Pizza and other favorite foods are served.
- Travel Seminars – allow small groups of 6-12 participants to visit exemplary youth programs and meet with national leaders in youth development. These seminars usually last between two to three days. Previous destinations include Chicago, San Francisco, Washington, DC, Atlanta, and Cleveland.
- Youth Swing Outs - provides opportunities for KYDS youth and adults to hang out together in social and recreational environments. They are meant to promote community building and networking among KYDS participants in order to improve the quality of life for both as well as to promote improved communications between adults and youth. KYDS also hopes to encourage adults and youth to be knowledgeable about cultural events and institutions in the Detroit area.
- Special Community & Civic Events – DYF supports many local civic events and organizations that promote the well-being of youth and families. Often youth and adults are offered opportunities to participate in these events. Additionally, occasionally DYF sponsors special events such as the KYDS Leadership Reunion Cookout held during the summer.
- Closing Banquet - A culminating event celebrating the completion of the leadership program usually completes the program!

3. *City Year – Detroit*

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City Year is a 10-month (Sept-late June), full time AmeriCorps commitment in which young people tutor and mentor K-8 grade students in one local school, run after-school programs, participate in physical revitalization projects in neighborhoods, and share experiences with community leaders to help promote the value of service. Formal training for all duties is provided.

To qualify for City Year, an individual must:

- Be a US citizen or legal resident
- Be a young adult up to age 24
- Have attained (or willing to attain) a high school diploma
- Exemplify good character, commitment, competency, and cooperation

The benefits of City Year include:

- Weekly living allowance/stipend

- \$4,725 Educational award
- Basic health insurance
- Child care allowance
- Free Timberland uniform
- Paid travel and paid time off
- Personal development and leadership (including opportunities to assume positions of leadership as well as training in specific skills, a 5-day internship at a nonprofit agency, retreats, and participation in the national convention)
- Loan deferment

4. *Detroit Orientation*

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The Detroit Orientation Institute (DOI) is a program at Wayne State University that provides a historical perspective and candid look at the region. DOI's three-day session welcomes anyone wishing to learn about the city and metro area, especially newcomers. Business executives, professionals from nonprofit organizations, university faculty, government administrators, and journalists typically attend. DOI three-day programs are held twice a year and feature about fifty university and community experts engaged in panel discussions on a variety of topics. Sessions are held at sites that relate to the subject being addressed. Issues discussed include population demographics and diversity, arts and culture, health care, crime, education, economic development, and politics. In addition, participants receive tours of the city of Detroit – the East Side and West Side -- and some surrounding suburbs as well as extensive background information on each subject covered.

Each participant receives a CD-Rom with over 200 pages of background information, which is updated annually, and is written exclusively for the Institute by Wayne State University faculty, local journalists, and community experts. A typical Detroit orientation programs includes:

- **Day One**

Welcome and Introductions

Who are we? Where are we? How Did We Get to Be This Way?

Metropolitan Detroit's Diverse Population: a Closer Look

Arts, Culture and Entertainment: Detroit is Connected!

Crime in Metropolitan Detroit: Analysis and Action

- **Day Two**

Public Education: Many Paths to Improvement

Touring the West Side

Community Action At Focus: HOPE

Rebuilding Downtown Detroit: One Step at a Time
Living Here: Meeting a Community's Residents

- **Day Three**

Think of Detroit - Think of Cars: The Automobile Industry
Touring the East Side
Meeting one of Detroit's Own
All Politics is Local: Public Issues in Southeast Michigan
A Talk Among Ourselves

5. Leadership Detroit

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- Stakeholder representatives

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Leadership Detroit, sponsored by the Detroit Regional Chamber, is a regional community leadership program founded in 1979. Its mission is to provide the foundation for a lifelong commitment to leadership by creating awareness of key issues that affect the Detroit region and to challenge emerging and existing community leaders to bring about positive change in the community through informed leadership. Approximately 65 individuals annually participate in the program representing a cross-section of the community, including business, organized labor, government, education, media, civic groups, health services, and community organizations.

Participants must have full support of the corporation or organization they represent. Attendance at the Orientation Retreat is mandatory, and attendance at each session is expected. Participants may not miss more than two sessions. Those who fail to fulfill the attendance requirements will not graduate. The commitment is 12 full days over 9 months. Tuition is \$3,200 per person for Detroit Regional Chamber members (\$3,500 for non-chamber members). A limited number of partial scholarships are available.

Previous Leadership Detroit sessions have included content on regional history and affairs, economic and neighborhood development, education and workforce development, diversity and inclusion, scout car ride-a-longs, criminal justice and public safety, health care and human services, arts and culture, and leadership seminars.

6. *New Detroit*

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Youth

Adult

Special Interest Group

Organizations and businesses

Grassroots Community Model

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New Detroit is a coalition of leaders from civil rights & advocacy organizations, human services, health & community organizations, business, labor, foundations, education, media, and the clergy. It is a private, non-profit, tax-exempt organization. New Detroit has several programs that can contribute to resident leadership development

- Multicultural Leadership Series

This program offers a highly innovative approach to building cultural competency. The goal is to develop a greater understanding of the distinctive and subtle differences between racial and ethnic groups and to provide the tools to enhance communication. The program objectives are (a) to identify and build a strong and ongoing network of leaders in the metropolitan Detroit area who will facilitate cross-cultural collaborations for closing the racial, ethnic, and cultural divide; (b) to develop skills for facilitating ongoing dialogue, cross-cultural collaboration and advocacy among metro Detroit's racial, ethnic, and cultural groups; and (c) to bridge communication gaps, promote better understanding, communication, and appreciation among people. This experience highlights the history, culture, and socioeconomics of the following communities of color: African American, Arab, Asian, Chaldean, Latino, and Native American. Participants attend a daylong orientation plus five eight-hour sessions. Tuition for the Multicultural Leadership Series is \$500.00. For more information about the Multicultural Leadership Series, contact Marshalle S. Montgomery.

- Camp Enterprise

Being focused on economic equity also requires preparing the future leadership of the business community to advantage of business opportunities. Camp Enterprise is the best example of the way that is accomplished through New Detroit. The Intent of Camp Enterprise is to develop the future business leadership by providing the tools necessary to take an idea and create a business plan. The four-day camps consist of classes taught by business professionals in their particular discipline. Lawyers teach law, accountants teach finance, advertisers teach marketing, etc. The participants form teams and develop business plans based on needs in the community. They will then present these plans to a panel of community leaders who select the best plans. The camp also helps young people experience college. The participants stay in the residence halls of the Universities that host the camps and the classes are conducted on campus. The experience culminates with a business plan competition and an awards banquet. The camp happens at both the University of Michigan and Michigan State University.

- Community Capacity Building

New Detroit has been the principal incubator of small community and faith-based organizations since its inception in the late 1960s, making tremendous progress in creating a model of capacity building that can be used by grassroots organizations. New Detroit's capacity building efforts offer expertise to these organizations in the areas of organizational development, program development, information technology, financial management, research, evaluation, fundraising, strategic planning, and board development. The goals of the Capacity Building focus area are to: (a) effectively assist community and faith-based

organizations to build, strengthen, and enhance their human and organizational capacity to meet the needs of the community; and (b) create and expand initiatives designed to develop and enhance the management and staff of community and faith-based organizations.

7. Detroit Parent Network, Parent Leadership Training

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The Parent Leadership Training is for emerging (or experienced) parents leaders who are interested in building their individual skills and awareness as leaders. The curriculum is designed to strengthen parent leader's involvement in schools, churches, community organization, and/or other groups. From Parent Leadership Training, participants may move to the Advanced Parent Leadership Training. This training curriculum is for the experienced leader or the completer of the basic leadership curriculum. This series will provide additional tools to help parent leaders mobilize other parents to address family and children issues. The curriculum provides parent leaders with tools to network, handle the media, and develop projects. Detroit Parent Network also offers Parent School Leadership Training. This specialized training is for school leaders who desire to be more active and effective in their school leadership role. The curriculum helps parents understand school culture, decode education jargon, and engage other parents to address student achievement. The training will share concrete strategies for parent school leaders to use to strengthen their organizations and engage other parents.

8. Local Initiatives Support Corporation (LISC) Detroit

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Detroit LISC works primarily with Community Development Corporations (CDC). In order to request assistance from Detroit LISC in any of the areas mentioned, a CDC must:

- Be a non-profit, 501(c)(3) corporation in the State of Michigan;
- Serve community development needs in the City of Detroit;
- Have a board that is representative of the area served;
- Have staff capability to design, implement and manage community development projects in Detroit

LISC offers leadership development through its *Neighborhoods Now* program. LISC believes that the quality of its community development work is only as good as the community development corporations (CDCs) and other invested Neighborhoods NOW partners through which LISC works. These nonprofits vary from small groups with limited staff and assets to major organizations that have been in business for more than three decades. To ensure that their businesses run as effectively and efficiently as possible, LISC maintains Neighborhood Partnership Academy (NPA) as its organizational development arm to provide trainings, tools and technical assistance for improving day-to-day operations and strategic planning and management of LISC's partner CDCs and invested partners. The LISC-NPA provides state-of-the-art programs to help invested Neighborhoods NOW organizations' staffs enhance their ability to carry out their discrete lines of business that collectively re-build our communities.

To support the initiatives of the Neighborhoods NOW campaign, Detroit LISC supports the capacity building efforts of CDCs and other partners who are directly responsible for initiative outcomes. LISC dedicates resources to a "chest" of capacity building "tools" generally referred to as "Technical Assistance" that include but are not limited to:

- Capacity Mapping
- Coaching
- Consultant Assistance
- Scholarships
- Electronic and paper-based templates and guides
- Academic Research and white papers
- Targeted capacity building grants
- Speaker Engagements
- Peer learning opportunities Web casts

9. Project: A.R.T.

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Project A.R.T. (awareness.respect.truth) is a nonprofit 501c(3) membership-based organization that works to decrease various forms of juvenile delinquency and victimization in Metro Detroit by focusing students', ages 6-17, attention on the "Hip Hop Arts". Project A.R.T. uses Hip Hop to shift youth's focus from violence, substance abuse, disrespect, and self-destruction to economic empowerment, personal development, cultural appreciation, and community activism.

Established in 1996, Project A.R.T. has been instrumental in developing and showcasing many talented young people. Members of Project A.R.T. played a very active role in the first even "Hip Hop Summit," sponsored by the Detroit NAACP. Noting the summit's success, Project A.R.T. developed an organization that addresses the needs of the Hip Hop Generation. Project A.R.T. has conducted ongoing

workshops featuring motivational speakers, panel discussions, community forums, and entertainment. In the spring of 2004, Project A.R.T. developed a Hip Hop based curriculum designed to teach social skills, professional development, conflict resolution, as well as drug and alcohol prevention to middle and high school age youth. These 2 hour workshops at schools, community centers, and juvenile detention facilities utilize the history, artistic expression, and business acumen of hip hop music to inspire and positively influence young people. The ZigiDeeBooM Hip Hop workshops are a "hip," culturally relevant recreational alternative to the violence, misogyny, materialism, intolerance and social irresponsibility that permeate the psyche of young Detroiters through today's music and videos as well as creative life skills teaching tool.

10. Mosaic Youth Theatre of Detroit

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Mosaic's internationally acclaimed, professional performing arts training program achieves youth development through the arts. On stage and backstage, the young artists refine their crafts, producing first-rate theatrical and musical performances while developing disciplined work habits, effective problem-solving skills and respect for differences.

- Youth Ensemble

The Youth Ensemble is the core program of Mosaic, providing nine months of free intensive training in acting, vocal music and technical theatre. Ensemble members work with their directors and professional actors, writers, musicians and designers. Rehearsing after school and on weekends, the students are involved in every element of production, which include writing the play, composing the music, and designing and building the set. Each year a full season of plays and concerts are presented to audiences at the General Motors Mosaic Theatre, the Max M Fisher Music Center and the Detroit Institute of the Arts. More than 100 young people, ages 12-18, are chosen for the ensemble through auditions held annually in October. All ensemble members must memorize the mission statement, help fundraise, and follow the Mosaic Policies and Expectations. An exclusive seven month Metro Tour of the motor city brings the Youth Ensemble's original performances to schools, libraries, nursing homes, community centers and museums.

- Mosaic Intermediate Training Program

The Mosaic ITP is designed as an intensive seven-month training program, modeled on the main Ensemble Program, where 11-16 year-olds can acquire the necessary skills and develop the professionalism and maturity that are a pre-requisite for Mosaic's main Ensemble Program.

Each year, Mosaic's young artists participate in a performance tour to colleges throughout the U.S. The exciting exposure on this tour sponsored by Compuware coupled with Mosaic's demanding curriculum yields great successes for the young artists educationally. Mosaic proudly reports that 95% of Mosaic youth ensemble artists go to college upon graduating from high school. Mosaic's annual Holiday Perform-A-Thon, made possible by DaimlerChrysler, finds the actors, singers and technicians providing

more than 70 free performances to homeless shelters, nursing homes, juvenile detention centers, women shelters, soup kitchens and other community locations.

Mosaic's youth development model has also been recognized by the U.S Conference of Mayors, the American Federation of Teachers, the National Council on Foundations, and the American Council for Education. Because of the significant impact Mosaic has on the lives of youth, particularly in a city where more than 90% of schools fail to offer drama programs, the University of Michigan Detroit Initiative and Edward Ginsberg Center for Community Service and Learning are conducting a three-year research study to illustrate the Youth Ensemble program as a vital one integral to young people's personal and educational success. Focusing on the development of academic ability, artistic skills, professionalism, leadership skills, and community participation, this research will provide the necessary documentation to aid in the development and dissemination of the "Mosaic Model" of working with youth.

Outside Detroit

1. Public Allies

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With their signature AmeriCorps program, Public Allies identifies talented young adults from diverse backgrounds and prepares them for careers working for community and social change. Allies serve 10-month, paid apprenticeships at local nonprofits, and participate in a rigorous and rewarding leadership development program with a diverse group of peers who are also of and working within their home community.

To participate in the program, individuals must be between ages 18 and 30, have at least a high school diploma or GED, and be committed to making a difference. Allies serve 4 days a week for 10 months at local nonprofits, where they create, improve, and expand services that address issues including youth development, education, public health, economic development, and the environment. Once a week, Allies participate in a leadership development program in which local community leaders and expert practitioners lead workshops. In addition, Allies participate in community building activities, contribute to team service projects, and receive individual coaching to support their professional development.

Allies are AmeriCorps members and receive a stipend and benefits for their service. Allies are paid a stipend between \$1,250-\$1,800 a month and they receive health care, childcare, interest-free student loan deferments, and a \$4,725 education award to help pay back student loans or pay for future education.

Public Allies collaborates with nonprofit organizations and university centers to operate its local programs. Public Allies seeks organizations that have complimentary missions, effective management and organizational capacity, and a culture supportive of Public Allies' leadership philosophy and values. It currently operates in 15 locations: Connecticut, New York, Pittsburgh, Cincinnati, Delaware,

Milwaukee, Chicago, North Carolina, Miami, San Antonio, Eagle Rock (CO), New Mexico, Arizona, Los Angeles, and Silicon Valley.

Public Allies provides its nonprofit partners with:

- Recruitment and selection of candidates and coordination of the apprenticeship matching program
- Ally coaching and support through a robust leadership development curriculum, personalized coaching, structured evaluation and reporting, and other supports
- Contribution of 20%-35% of the Ally stipend (depending on site), plus health care, child care, and a \$4,725 education award – all provided through our affiliation with AmeriCorps

In return, Partner Organizations provide:

- A positive and supportive work environment
- A well-defined position with significant responsibilities and measurable service objectives that can be achieved working 32-40 hours per week for ten months
- 65%-80% of Ally stipend and FICA taxes (depending on site)
- Direct Ally supervision, support, and reporting on service objectives

Public Allies supports the continued leadership of our Alumni through an active network. They also offer training and consulting through The Leadership Practice, which helps groups better engage and strengthen communities and support diverse young leaders. The Leadership Practice employs a network of its most talented Public Allies staff and alumni who have excellent facilitation and interactive learning design experience. It also offers an additional faculty of highly experienced and successful community leaders through its partnership with The Asset-Based Community Development Institute at Northwestern University led by noted community builders John McKnight and Jody Kretzmann.

Public Allies is a model national service program

2. *Green Corps*

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As a “field school for environmental organizing”, Green Corps' mission is to teach the next generation of environmental leaders the strategies and skills they'll need to win tomorrow's environmental battles while providing critical field support for today's pressing environmental problems. They have trained thousands of young people in the skills of organizing and advocacy that, in turn, have led scores of critical environmental campaigns, and helped launch the careers of 190 Green Corps graduates currently holding positions of leadership in the environmental and social change movement.

Green Corps' one-year, full-time, paid Environmental Leadership Training Program gives the best instruction and experience available to launch an organizing and advocacy career. The program includes

intensive classroom training, hands-on field experience running urgent environmental and public health campaigns, and career placement in permanent leadership positions with leading environmental groups.

The Green Corps program begins with a three-week Introductory Classroom Training each August. Through instruction and practice, staff and trainers present an overview of the environmental movement; explore different organizing strategies, such as volunteer recruitment, media outreach, and coalition building; and teach a variety of tactical skills, such as petitioning and writing a press release. Four subsequent weeklong classroom training sessions held throughout the year teach the organizers additional skills and hone their abilities to plan and implement effective campaigns. After completing the Introductory Classroom Training in August, Green Corps organizers lead three to five different campaigns in communities across the country. Green Corps Organizing Directors provide one-on-one support, supervision, and feedback through weekly phone consultations and site visits during each of the campaigns. Working with several different campaign partners exposes organizers to a diversity of issues, tactics, and organizations. Green Corps organizers travel to different cities for campaigns, allowing them to work with different communities and constituencies.

As the year concludes, Green Corps helps the graduating organizers secure permanent jobs in the environmental and social change field by:

- Developing a Career Plan

Green Corps helps organizers develop a long-term career plan, whether that includes a future as a grassroots organizer, policy advocate, or founder of their own group. In addition, Green Corps graduates serve as mentors and facilitate opportunities to talk with other organizers and leaders in the field.

- Technical Assistance

At the classroom trainings in February and April, Green Corps central staff provides technical assistance in résumé writing and interviewing techniques. Green Corps provides sample résumés and leads interview role-plays to prepare the organizers for their job searches.

- Networking Opportunities and Alumni Network

On average, Green Corps receives about ten requests a week from non-profit groups seeking a trained leader. Green Corps circulates these announcements to our graduating organizers and our alumni network. They also help graduates identify possible employers, make inquiries about available positions, and proactively provide references.

3. Center for Leadership Development

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It is the mission of the Center for Leadership Development to foster the advancement of minority youth in Central Indiana as future professional, business and community leaders by providing experiences that encourage personal development and educational attainment. The Center for Leadership Development (CLD) was conceptualized in 1974 and established in 1977 with the mission of empowering African American youth so that they could first see the value and potential locked within them. CLD was charged

with working with these high potential youth and challenging, training, teaching and inspiring them to pursue the highest levels of achievement in academics, college, career and life.

CLD Programs are designed around several objectives that help clarify purpose and determine the success of outcomes:

- Increase awareness and competence in communication skills (i.e. verbal and written, assertiveness, leadership).
- Explore various career options and identify compatible occupations
- Explore and identify educational pursuits which will aid in reaching career goals
- Identify and learn to cope with environmental and personal barriers which hinder academic success
- Develop skills and behaviors necessary to seek, obtain and retain employment

CLD Programs include:

- Self-Discovery/Career Exploration Project

Who Am I? Where Am I Going? How do I get there? These are three critical youth development questions that the Self-Discovery/Career Exploration Project participants contemplate and ponder during 32.5 hours of intensive curriculum instruction over a period of 13 weeks. The Self-Discovery/Career Exploration Project takes the participant through a "journey to success" by providing each student with insightful information that will assist them in their educational pursuits and career goals, learn to identify and overcome barriers to academic and career success, increase their knowledge and competence in leadership and communication skills, and identify career/college options and requirements. The nucleus of the instruction is in emphasizing and promoting CLD's Principles for Success: Character Development, Educational Excellence, Leadership Effectiveness, Community Service and Career Achievement. As a result of their participation in the Self-Discovery/Career Exploration Project, participants better understand the importance of communication as it relates to success; how to effectively study; the proper behavior for successful individuals; and are empowered with skills that will lead to their secondary, post-secondary and career successes. SD/CE is offered twice a year.

- Business Orientation Project (BOP)

The Business Orientation Project (BOP) is an 11-week program which helps students with business related career interests learn more about the workings of the business world and related ventures. BOP sessions are facilitated by minority business professionals who bring to the classroom a wide range of knowledge and ability in the areas of management, accounting, marketing, sales, and entrepreneurship. This program provides students with an opportunity to learn first hand what it takes to succeed in various career paths in the realms of business. Course topics include marketing, finance, accounting and leadership within a business environment. Over the years, students have expressed that the basic skills and business knowledge that they acquired through the Business Orientation Project has helped them to understand the necessary steps it takes to own their own business; choose a career path; and become successful accounting financial analysts and business professionals.

- Project MR. (Male Responsibility)

Project MR. is a six-week intensive program designed to educate adolescent males between grades 7-10 in key attitudinal and behavioral traits. The program is designed to provide the participant, referred to as "misters," with core life skills in the following area: academics, responsibility, health, career, time management, financial literacy and respect for themselves. All of the sessions are facilitated by adult professional African-American men. Project MR. will take place on six consecutive Saturdays.

- Parents Chat

Parents Chat is a five-week series which is designed to help parents understand the critical influence they have on their children and their child's home life. Some of the issues parents must face on a daily basis include: family values, competing priorities, discipline, school/teacher/home relationships and a host of other issues. The difficult task of raising a child in today's world can be made easier through the alliance

and insight of other parents and professionals. Parents Chat addresses this need by creating a forum where discussion, interaction, and learning can take place. Parents have the opportunity to share resources and discuss issues as they relate to their particular child, as well as the opportunity to learn from the lessons and experiences of other parents.

- **Role Model/Advisors Experience**

The Role Model/Advisors form a multi-member volunteer group of minority professionals, representing a variety of professional careers to serve as role models and advisors for participants in the CLD Youth Development Programs. The Role Model/Advisor Experience provides an opportunity for participants to gain valuable insight and knowledge on their career choice. Role Models counsel and associate with participants and parents their specific individual career profession, how to reach individual career goals, dedication needed to reach career goals, educational requirements to fulfill career goals, and the pros and cons associated with excelling in their specific career profession.

- **Success Prep**

Students and parents—are you ready to make the transition from middle school to high school? Do you know what it takes to be successful throughout high school and go on to college? The Success Prep Program provides students and parents with the knowledge, skills and resources needed to succeed in high school. During the program, both students and parents gain information on high school academic expectations, study skills, time management, peer pressure and how to successfully enter college. The Success Prep Program will take place on four consecutive Saturdays in June and July and is open to eighth grade graduates and their parents/guardians.

- **College Prep Institute**

The College Prep Institute is a program designed to equip college bound students and their parents with the necessary tools to succeed in college. The purpose of the College Prep program is to educate both students and parents/guardians concerning what it takes to be successful in college. This will be accomplished by providing instruction, and interactive activities in (1) Admissions; (2) Matriculation/Persistence; and (3) Graduation. A college writing workshop and financial aid seminar is provided for participants. The program culminates with a college tour. Graduates of the program become eligible for full tuition scholarships to Indiana colleges and universities.

- **College Intern Project (CIP)**

The College Intern Project provides college students with the opportunity and employment resources to gain valuable hands-on knowledge and experience as summer interns with local businesses and corporations. By participating in internships students have the opportunity to obtain higher quality jobs, gain valuable experience and achieve greater success in their future career path. The College Intern Project aims to ensure that students are exposed to various aspects of interest in their chosen major and perspective career field. Furthermore, participants in the College Intern Project have the opportunity to intern at a company each summer they are in college with the possibility of full-time employment upon graduation from college.

4. National Coalition Building Institute

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Email: ncbiinc@aol.com

Website: www.ncbi.org

- Youth
 - Adult
 - Special Interest Group
-

- Grassroots Community Model
- Individual Skills/Capacity Building Model
- Social Entrepreneurial Model
- Award Model
- Organizational Model
- Academic Research Model
- Community Service Model

The National Coalition Building Institute is an international, non-profit, leadership training organization based in Washington, DC, USA. Since 1984, NCBI has worked to eliminate racism and all other forms of prejudice and discrimination throughout the world. NCBI workshops and trainings cover leadership development, prejudice reduction, coalition building, conflict resolution, and violence prevention. In addition, skilled NCBI leaders are available to conduct on-site programs for communities and organizations.

- Leadership for Diversity Institute -- Trains participants to lead the Welcoming Diversity Workshop, introduces the Controversial Issues Process, and teaches an array of valuable leadership skills.
- Welcoming Diversity / Prejudice Reduction Workshop -- Shows how participants have been taught to think and act as members of their racial, gender, and other identity groups and provides skills for bridging differences.
- Welcoming Diversity Train-the-Trainer -- Teaches participants how to lead the Welcoming Diversity Workshop.
- Leadership Clinic -- Assesses individual and group skills for leading diverse communities and organizations and teaches an array of key leadership and managerial skills.
- Coalition Building Workshop -- Teaches skills for bringing diverse elements of a community or organization together to successfully achieve common goals.
- Controversial Issues Process -- Demonstrates a method for assisting diverse groups to work together even in tough, emotionally-charged conflicts.
- Controversial Issue Practicum -- Introduces the Controversial Issues Process and uses it to address a challenging issue brought by the sponsoring group.
- Controversial Issues Train-the-Trainer -- Teaches participants how to lead the Controversial Issue Process.
- Violence Prevention Workshop -- Teaches skills and increases motivation to address violent or potentially violent situations in a non-violent and thoughtful way.
- Violence Prevention Train-the-Trainer -- Teaches participants how to lead the Violence Prevention Workshop

NCBI has developed workshop and training models that have been used successfully in a wide variety of settings. As experience has been gained with particular groups, these models have been adapted to provide more precise and useful programs. Included are corporations, schools, law enforcement and protective services, healthcare, college and university campuses, and government

5. Direct Action Research and Training Center

John Calkins, Executive Director
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 Website: <http://www.thedartcenter.org/>

- Youth
- Adult
- Special Interest Group
- Congregations

- Grassroots Community Model
- Individual Skills/Capacity Building Model
- Social Entrepreneurial Model
- Award Model
- Organizational Model

Academic Research Model

Community Service Model

The Direct Action and Research Training (DART) Center is committed to building powerful, diverse, congregation-based and democratically run organization capable of winning justice on issues facing the community. Congregation-based community organizing is a deliberate process of bringing religious congregations together around shared concerns and values to challenge the economic, political, and social systems to act justly.

The DART Organizer Institute is a paid field school created to recruit and training community organizers, as well as to strengthen DART's mission to build power and win justice. The training begins with an intensive 7-day classroom orientation led by veteran organizers. The orientation includes over 75 interactive workshops covering the philosophical and practical concepts necessary to launch a career in congregation-based community organizing. DART will pay for travel and provide room and board at the conference center. Organizer Trainees are officially added to payroll on the first day of training. Next, organizer trainees are placed for 4 months in the field with a mentor at a local community organization to practice and develop their skills. As part of their in-field training, organizer trainees will expand the power of the local organization, read material related to organizing, undergo regular infield training session, and write reflections of their experience. All of this occurs with weekly coaching and mentoring from local organizers and DART Center staff. DART will then work to place successful graduates in full-time, salaried positions within its 21 affiliated organizations. Initial salaries start at \$30,000 per year, plus benefits. DART also provides two years of advanced training for graduates to ensure ongoing support and professional development.

6. Youth Venture

Email: info@youthventure.org

Website: <http://www.genv.net/>

Youth

Adult

Special Interest Group

Grassroots Community Model

Individual Skills/Capacity Building Model

Social Entrepreneurial Model

Award Model

Organizational Model

Academic Research Model

Community Service Model

Youth Venture invests in young people to launch their own sustainable Ventures that create lasting benefit to their communities, and then connects them into a global network of like-minded youth. The Ventures are entirely youth-initiated and youth-led. Youth Venture helps each young Venturer to form a youth team and develop an action plan for their social change idea, with the support of a non-controlling "adult ally." The team then presents their action plan to a panel of peers and adults, who will determine whether the team's Venture is ready to launch. When the Venture Team is ready to launch, Youth Venture offers:

- Seed funding of up to \$1,000
- Guidance, tools, and support
- Allies who provide advice, mentoring and expertise
- A supportive network of fellow Youth Venturers
- The opportunity to be part of the global Youth Venture movement

After the team has launched, Youth Venture works to stay continually involved with the team. Youth Venture also connects Venturers into a fellowship of like-minded young people around

the world, where they can share ideas, learn from each other, support each other, and build the Youth Venture movement. Every young person is eligible and has the capacity to become a Youth Venturer. However, Youth Venture has certain criteria that teams must fulfill in order to launch, receive funding, and join the global YV movement. There are many young people doing great things to benefit their communities and Youth Venture would like to support your Venture, in which:

- Your Venture's leadership team is between the ages of 12-20.
- Your Venture benefits the community.
- Your Venture is youth-created and youth-led.
- Your Venture is a new organization, club, or a major new initiative within an existing organization.
- Your Venture is ongoing/ sustainable (not a one-time event).
- Your Venture has clear, attainable goals, and a realistic budget.
- Your Venture has the support of an adult Ally.
- You are part of a team that is trustworthy and committed to ethical standards.

Seed funds are one of many ways Youth Venture supports Venturers.

Youth Venture provides start-up grants of up to \$1,000 to Venture Teams. The purpose of this funding is to help Ventures operate until they can start generating their own revenue. Seed funding should be used to fund items that are essential to the success of the Venture.

Use seed funds for:

- Initial costs, such as supplies, equipment, trainings, transportation, the cost of the first fundraiser, and space for teams for one year
- Equipment that is necessary for the success of the Venture and that will permanently belong to the Venture. If the equipment becomes outdated, it should be sold as a fundraiser or donated to an organization.
- A conference or training necessary to the success of the Venture
- Transportation necessary to the success of the Venture

Do not use seed funds for:

- Money that goes into Venturers' pockets. Youth Venture will not pay for salaries
- Equipment that is unnecessary for the success of the Venture or will later become the personal property of a Venturer
- A conference or training with an unclear relationship to the Venture
- Transportation unnecessary to the Venture, or that could be provided through some less expensive means