

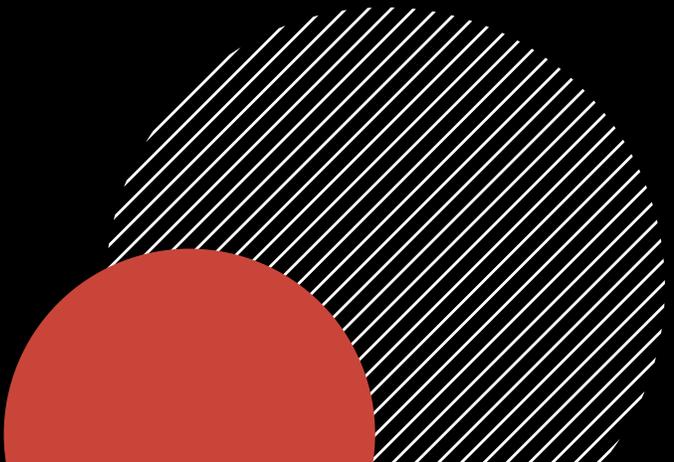


**2020
2021**



IMPACT REPORT

MELANATED
LEADERS





MISSION

MelanatED Leaders builds a powerful community of education leaders of color across Indianapolis to inspire, educate, and edify each other for students of color.

VISION

Our vision is that every school or entity that supports students of color is led by a leader of color at every level.



Alicia Hervey
The PATH School

THE STORY

It all started when Alicia Hervey visited Memphis to see schools. She was out for dinner and virtually the entire BIPOC education community was in the same establishment. She asked a friend she was with, "Did you all come together for me?"

The friend responded, "We do this all the time!" Alicia then knew we needed something to connect leaders of color in Indianapolis. Hervey shared this story with Patrick Jones and challenged him to create a similar space for Indianapolis. From this challenge, MelanatED Leaders was born.



BOARD OF DIRECTORS

Camille D. Blunt

Dir. of Public Affairs, Taft Law
Has over 15 years of legislative lobbying experience at the local, state, and federal levels. She represents clients in a wide range of policy matters before state legislative and executive agencies and is regularly called upon to advocate the interest of clients on government contracts, grant and incentive programs, and legislative and regulatory matters.



Gabrielle Wyatt

CEO and Founder of The Highland Project, an organization focused on building and sustaining a pipeline of Black women leading communities, institutions, and systems, resulting in the creation of multi-generational wealth and change in their communities.



Lamont Hatcher

CEO of AIS
An experienced entrepreneur with a demonstrated history of working in the information technology and services industries.



TABLE OF CONTENTS

04 Fundraising and Revenue

08 Updates

05 Community

09 Partners + Thanks

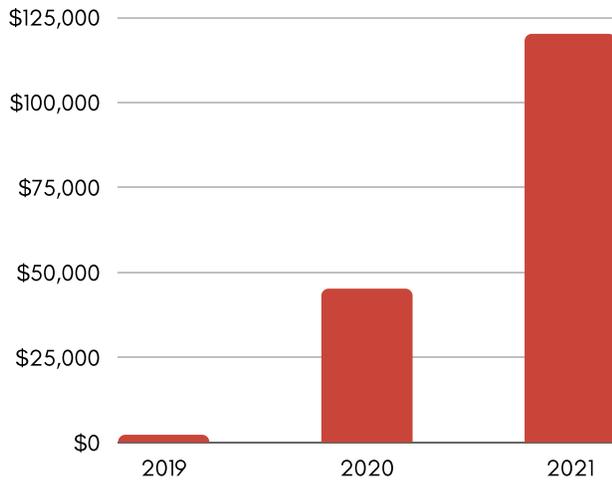
06 Capacity

10 Founder's Remarks

07 Candor



FUNDRAISING + REVENUE

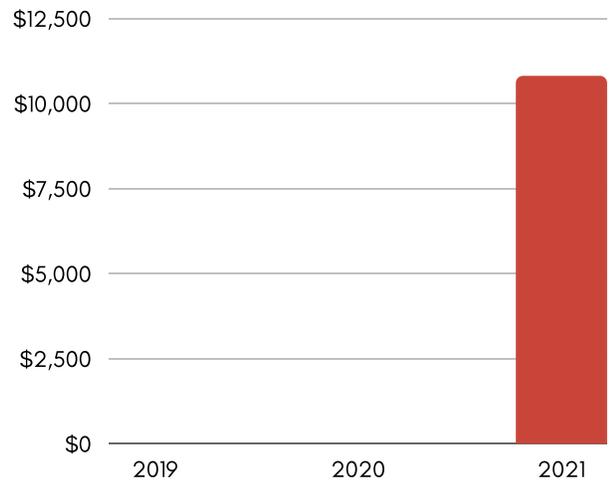


Fundraising

Thanks to generous gifts from The Mind Trust, MelanatED Leaders operated with a budget of \$2,000.00 in 2019. The funds were used to host a book study and several happy hours. In 2020, The Mind Trust contributed \$45,000 and we were able to host multiple book studies, provide coaching, and provide strategic assistance to leaders in Indianapolis. We are using funds for expanded programming and first-year organization costs in 2021.

Revenue

MelanatED Leaders had no stream of revenue in 2019 or 2020. In 2021, MelanatED Leaders developed programming for Teach for America Indianapolis which helped produce \$10,800 in revenue. More programming around leadership will be explored to increase revenue and sustainability.



Summary:

The ultimate financial goal of MelanatED Leaders is to become financially sustainable through responsible spending, strong philanthropic partnerships, and first-class programming that generates revenue. This will help MelanatED Leaders build the foundation to serve leaders for generations to come.



COMMUNITY

summer feast
winter feast
holding space
happy hours



144

people participated in the community space this year...

“

Winter Feast gave me an opportunity to disconnect from work, to connect with other phenomenal school leaders of color. I thoroughly enjoyed the fellowship, and opportunity to get to know my peers in an informal setting... I'm looking forward to meeting again in person later this month.



Rick Anderson
Allegiant Prep

“

Summer Feast rekindled the fire in me to continue doing the really challenging work we do every day. It was inspiring to see so many leaders of color in one place, building a coalition of adults who advocate fiercely for our students.



Eddie Rangel
Adelante Schools



CAPACITY

Leader's Lounge
Book Studies
Strategy Awards



1113

people participated in capacity building in 2020-21...



I had the privilege of attending the virtual Leader's Lounge with Dr. Santelises. It was amazing to share the space and hear from a highly respected educational leader. As someone who eventually hopes to sit in the Superintendent's seat one day, her honesty and openness about her leadership journey and experience was inspiring. I am appreciative of MelanatED Leaders for creating the space.



David McGuire
Tindley Summit



CANDOR

Candor Consultancies
Candor Coaching
Mentor Support
MCX: Male Fellowship



9 people launched a venture, were promoted, or received significant funding after their engagement with MelanatED Leaders...

117 people participated in coaching 2020-21...

“MelanatED Leaders found me a phenomenal executive coach. His insight, guidance, support, and encouragement has allowed me to think outside of the box about what I'm doing and where I am trying to go. His insight has also been instrumental in making sure i am able to strategically create opportunities that positively impact students, staff, families, and our community.



Dr. Dennisha Murff
MSD Wayne Township



Tia Taylor
The PATH School

“Candor coaching has impacted me in ways I couldn't have anticipated. It has led to me identifying the type of leader I am and how to work more effectively with my team. During the process, there were continual opportunities for growth. This experience has helped me prepare for my second year in my role with new perspectives and a new lens. This opportunity allowed me to be vulnerable, reflective, and more effective in my current role. I was thankful for the opportunity and have gained more than I could put into words.

UPDATES



MelanatED Leaders incorporated as a 501c3 in June of 2021.

Importance of MelanatED Leaders as a 501c3:

- Ensures that it is an autonomous organization dedicated to the betterment and the development of the leaders in communities of color.
- Ensures a sustainable and excellent future for the schools and organizations that serve children of color is created.
- The 501c3 structure will ensure that the organization can raise money for programming, it gives the organization the latitude to generate revenue to sustain programs.



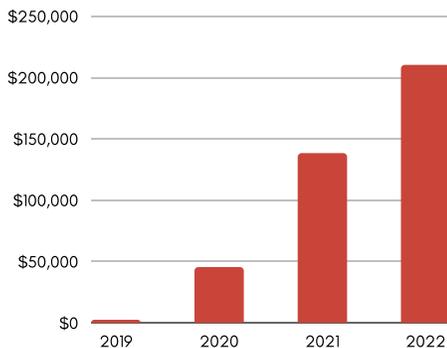
MelanatED Leaders is working with Teach For America (Indianapolis) through Candor Consultancies. The framework and process for the candor consultancies is as follows:

- Works with up to 20 participants in the program
- Has pre-work and pre-readings that engage leaders with content that helps them dig deeper within themselves
- Leaders will learn to be curious strategic problem solvers
- Leaders will engage in action planning that considers barriers to their success



Melanated Collaborative Experience (MCX) is a collaborative learning opportunity that aims to assist fellows by increasing their access to networking and power/social capital to achieve a greater impact for Black and Brown adults and youth in their communities and beyond. MCX is a:

- Micro-fellowship program with an application process and will then select a cohort of 12 young professionals to begin the 4-month series.
- Detailed micro-fellowship plan breaks down into five different sections that focus on the topics of: Personal Power + Black/Latino History, Power Mapping + Black/Latino Future, Overcoming Bias, Power and Politics + Innovative Leadership, and MCX Gateway.
- Fellowship that unifies the struggle and experience of Black and Latino men to drive change in a meaningful way.



Projecting Revenue

MelanatED plans to raise and earn over \$200,000 in the next year to support programming, sustainability efforts, and to onboard an executive director for Indianapolis. This is a crucial part of the plan to ensure MelanatED Leaders is supporting the tremendous leaders who serve students and believe that their leadership is the key to unlocking the potential of young people.



PARTNERS

Partners,

Thank you for the many contributions to the work. You have made it possible for MelanatED Leaders to have an impact in the community and the organization is grateful for your time, talents, treasure, and partnership. MelanatED Leaders wants to specifically thank The Mind Trust and its CEO Brandon Brown for believing in the MelanatED Leaders dream and making it a reality for Indianapolis leaders of color.



Thank You

The Mind Trust

Transformative education. Rooted in equity.



URBAN ACT
ACADEMY



FOUNDER'S REMARKS

Dearest Supporters and Friends,

Although this year has presented us with challenges not seen in several generations, leaders of color are stronger because of a community that was built to support them. Community is the cornerstone of all great human endeavor. Many would call personal hopes and dreams a singular focus of one individual, and not community. However, please know that a singular hope or dream is tethered to a universe of hopes and dreams and cannot survive without the interconnectedness of every single one of humanity's desires — a community of hope.

To build such a community, leaders must engage in building their capacity to hold more. Leaders must aim to not only live out their dreams, but operate in an ecosystem that sustains the community they have built together. They must lead the work around leadership, schooling, finance, human capital, and high level operations. Leaders of color must do so with the purpose of sustainability to offer children a life where they can openly explore their own desires. This work is about the ability to create foundations of freedom to dare anyone to threaten the worth or contributions of communities of color again. This work is about revealing the power in Black, LatinX, and Indigenous communities in a way that is powerful, uplifting, and tangible for generations to come. This is MelanatED Leaders.



Patrick H. Jones II





