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ANNUAL REPORT

BUILD CAREER PATHS. END POVERTY.



DREAM ALIVE



DREAM ALIVE

Welcome to the 2020 DREAM Alive annual report. The year 2020 presented DREAM Alive with the biggest challenges in our history, just as it did for countless other nonprofits serving youth. While the COVID-19 pandemic threw many roadblocks at us, DA continued finding ways to improve and better serve vulnerable youth in Indianapolis.

We pivoted in March 2020 from in-person programming to using technology to offer all-digital programming via the web and social media. This resulted in DREAM Alive connecting with more youth than we could ever reach in person. In many ways, the changes the pandemic brought made us a stronger, more responsive organization. Here are some highlights of our notable 2020 outcomes. More details can be found throughout this report.

- Record number of youths served: 640
- Record number of graduating high school seniors: 34
- Summer youth program growing over 400%
- Increased youth job readiness
- Increased partnerships, adding the Walker Family Foundation, Zotec Partners, and St. Joseph's College of Marian University
- Continued our 100% high school graduation rate with 96% of DA scholars entering a career path after graduation

While those highlights hit the best things that happened to DREAM Alive during 2020, I must be clear that we still have many challenges ahead of us. Meeting for 10+ months virtually is definitely not preferable for a youth mentoring organization, and we regularly face challenges on how to engage regularly and deeply with our scholars during this health crisis that prevents us from being on school campuses. However, we have continued to rise to the challenge time and time again. And like our scholars, we will continue to be resilient.

Finally, we can't summarize 2020 without talking about racial equality. A more in-depth statement is included on pages 26-27, but let me say this: while this may be a newer topic of conversation across the country, this is not a new topic to DREAM Alive. The reality is that over 95% of the youth we serve are minority in ethnicity, and DREAM Alive has consistently been on the front lines of advocating for our scholars, their education, their future, and their personhood. Together as a DREAM Alive family, we will continue our mission to help our youth develop career paths and to be a part of breaking down barriers and building up a healthy community.

We look forward to growing together with you in 2021 and beyond. Thank you so much for all you do to support DREAM Alive as we continue changing lives and making dreams.

Sincere Thanks,

Eric Müller
DREAM Alive Executive Director



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DREAM ALIVE

MISSION



DREAM ALIVE SEEKS TO BREAK THE CYCLE OF POVERTY BY HELPING AT-RISK YOUTH DISCOVER CAREER PATHS AND BY MENTORING THEM FROM SEVENTH GRADE UNTIL HIGH SCHOOL GRADUATION.

We partner with schools, communities, and corporations to provide scholars with three key opportunities: mentoring relationships, character development, and experiential learning. DREAM Alive helps break the cycle of poverty through mentoring, with 100 percent of high school seniors graduating ready for college or their career.

Our end product is a group of young men and women of integrity and character who are confident, skilled, and willing to serve the community.



HOW WE WORK



DREAM ALIVE MEETS SCHOLARS WHERE THEY ARE: SCHOOLS.

WE CALL IT SITE-BASED MENTORING.

DREAM Alive targets seventh-grade students and makes a six-year commitment to help them through high school, partnering with Indiana companies to provide internships, field trips, and various mentoring programs.

96%

YOUTH IN COLLEGE,
MILITARY, OR CAREER
IMMEDIATELY
AFTER GRADUATION



95%
ETHNIC
MINORITY

34%
LATINO

61%
AFRICAN
AMERICAN

INCREASED
PROGRAMMING BY

17%

GOING VIRTUAL

85% AT OR BELOW
POVERTY LEVEL

3

SCHOOL
SITES

100%

HIGH SCHOOL
GRADUATION
RATE

640

SCHOLARS
SERVED

75

EXPERIENCE
TRIPS
ANNUALLY

MENTORING
7-12th
GRADERS



\$343,900
ANNUAL BUDGET

58 CORPORATE PARTNERS
PROVIDING SUPPORT



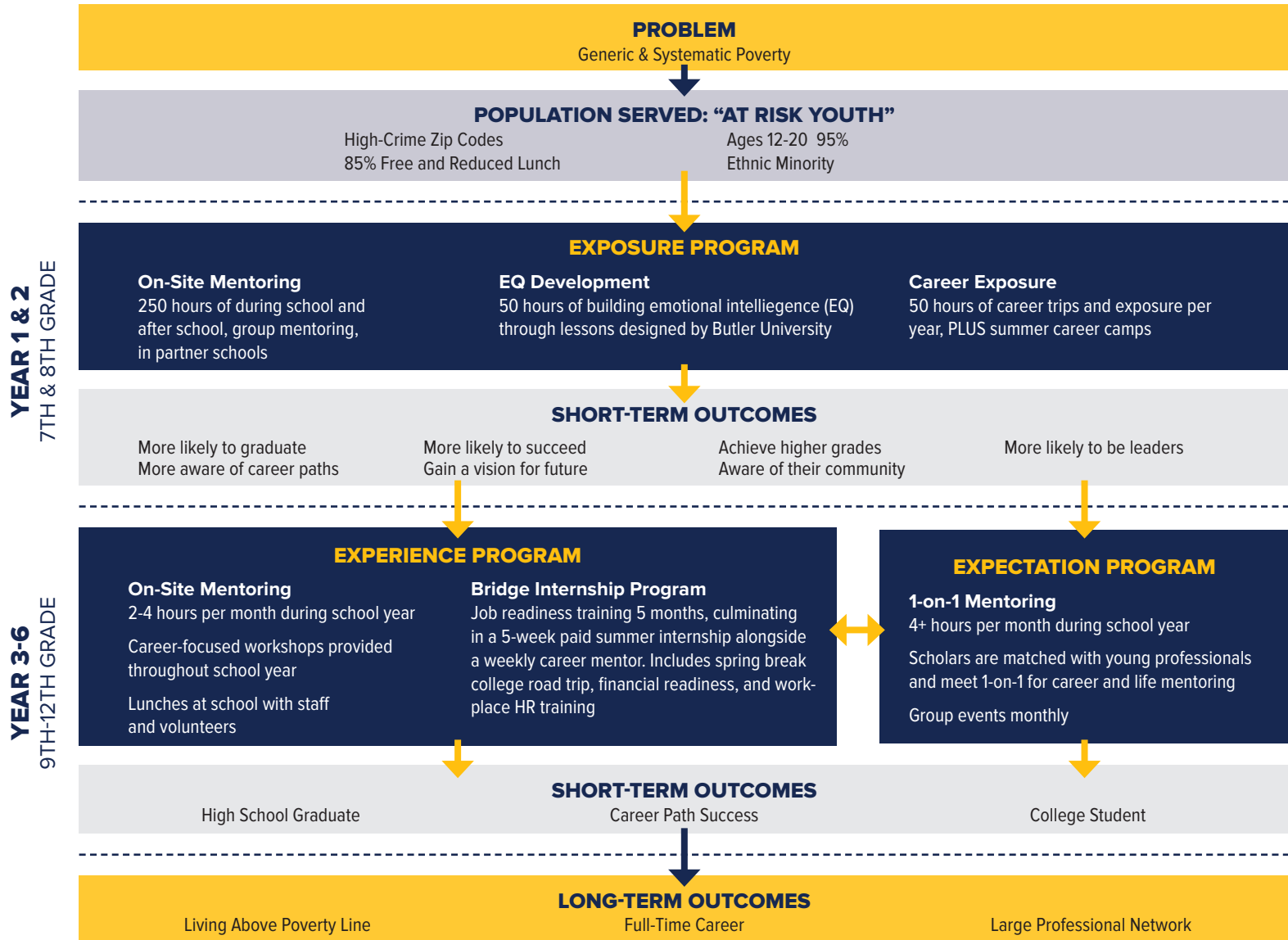
ABOUT OUR PROGRAM



**WE ARE COMMITTED TO BUILDING
SERVANT LEADERS BY GIVING
YOUTH OPPORTUNITIES TO
**DISCOVER THEIR COMMUNITY,
GROW IN CHARACTER, AND
ACHIEVE THEIR DREAMS.****

In 2020, all 34 of our seniors graduated after completing six years of DREAM Alive programming. Seventy percent were accepted into college, and 96% are on their career pathway.

DREAM ALIVE THEORY OF CHANGE



WHAT OUR SCHOLARS ARE DOING

250 MENTORING HOURS EACH YEAR PER SCHOLAR

Experiential learning has been proven by research to help youth become aware of their community, achieve higher grades, and develop as leaders.



**EXPERIENTIAL
LEARNING TRIPS**

40 STEM HOURS

This helps scholars in their current studies and supplements their studies with STEM enrichment activities.



**STEM &
ACADEMIC WORK**



DREAM ALIVE



MENTORING

At-risk youth with positive adult mentors are five times more likely to graduate from high school and 136 percent more likely to hold leadership positions.



**CHARACTER
DEVELOPMENT**

60+ HOURS

With Butler University's partnership, we address character and build emotional intelligence (EQ) skills. Research shows that people with strong EQ are more likely to succeed than those with high intelligence quotients or relevant experience.



**CORPORATE VISITS,
CAREER DAYS, AND
COMMUNITY SERVICE**

50 HOURS

Community service provides youth an avenue for thinking beyond themselves and grow in leadership. Corporate visits and careers days give our scholars opportunities to dream and see what's possible.



HIGHLIGHTS

20

SUMMER BRIDGE CAREER CAMP

DREAM ALIVE
Hope for homeless youth

ELEVATE INDY
community center

OUTREACH
Hope for homeless youth

WESTMINSTER
Westminster Community Center

Hulu Picks Keep Watching Jump Back In My Channels News Sports TV

The DREAM Alive Impact

NEW VOLUNTEER OPPORTUNITIES ARE AVAILABLE

A mentoring program has transitioned to all digital and continues to impact underserved youth in Indy.

TVMA Drama, Reality TC Nonprofit 2020

[→ DETAILS](#)

SBCC SUMMER CAMP

100% Grad Rate TV-MA 10 Seasons

Week 3 Coming Tuesday

DA transformed our internship program into a virtual career camp. Then we partnered with 4 other local nonprofits to quadruple our impact with youth in Indianapolis.

Coming This Summer

- Virtual Volunteering
- Change lives with us
- DreamALIVEinc.org

DREAM ALIVE

DREAM ALIVE

2020 TV-14 9 Seasons HD

DreamALIVEinc.org

S9:E10 New Volunteer Opportunities

9m remaining

SUMMER PROGRAM REACHES RECORD NUMBER OF STUDENTS

The DREAM Alive Summer Bridge Career Camp (SBCC) reached record heights in 2020 thanks to taking the program virtual and forging new partnerships. We transformed from offering about 15 in-person summer internships at partner companies to presenting college prep and professional skills development content to a record number of 60 high school students. We expanded our reach by partnering with four other nonprofit organizations, Shepherd Community Center, Outreach Inc., Elevate Indy, and Westminster Neighborhood Services. The new mission became helping underserved youth develop future career pathways, including becoming better prepared for college, a professional career, or military service.

DREAM Alive ensured that every participant had devices and internet access to participate via live Zoom sessions or recorded Zoom sessions shared in Google Classroom. Career development content included creating a resume, cover letter, and LinkedIn profile; establishing a budget; and developing references and networking skills. Weekly assignments to create a resume, LinkedIn profile, etc., were implemented with Google Classroom. Weekly mentoring also was provided from each individual organization. Students successfully completing the program received a stipend for their efforts.

Student feedback bear out phenomenal SBCC results.

- 100% of participants grew in professional development skills
- 100% of participants learned or increased their knowledge of the career they want for themselves.
- 83% are now more certain of their career pathway.

We are truly thankful for the success of our first-ever virtual Summer Bridge Career Camp. We look forward to even more success in 2021 as we continue to collaborate with our new partnerships.



DREAM CHRISTMAS DELIVERS JOY

Our 16th Annual DREAM Christmas celebration became a drive-through and deliver event in 2020 due to pandemic restrictions on large gatherings. We hosted a “Drive-Thru Santa Day” on Saturday, December 5, 2020, in which 51 volunteers graciously donated their time to personally deliver holiday gifts to 98 children and families. Volunteers received holiday cheer via ugly Christmas sweater T-shirts and coffee while DREAM Alive scholars packed car trunks with presents. Volunteers received their driving directions, and DREAM Alive volunteers kept tabs via texts and phone calls to ensure all deliveries made it to their destinations.

Seventy DREAM Alive scholars and volunteers shopped specifically for each child in need, purchasing presents via Amazon. Our scholar shoppers received budgeting tips from Regions Bank staff to make every dollar count when shopping.

Regions Bank Community Relations Officer and Vice President Schiela Pena found great meaning in volunteering at DREAM Christmas. “Many times in my life our family had times of need and people stepped up to help. It means so much to me to now be able to serve and give back in the community.”

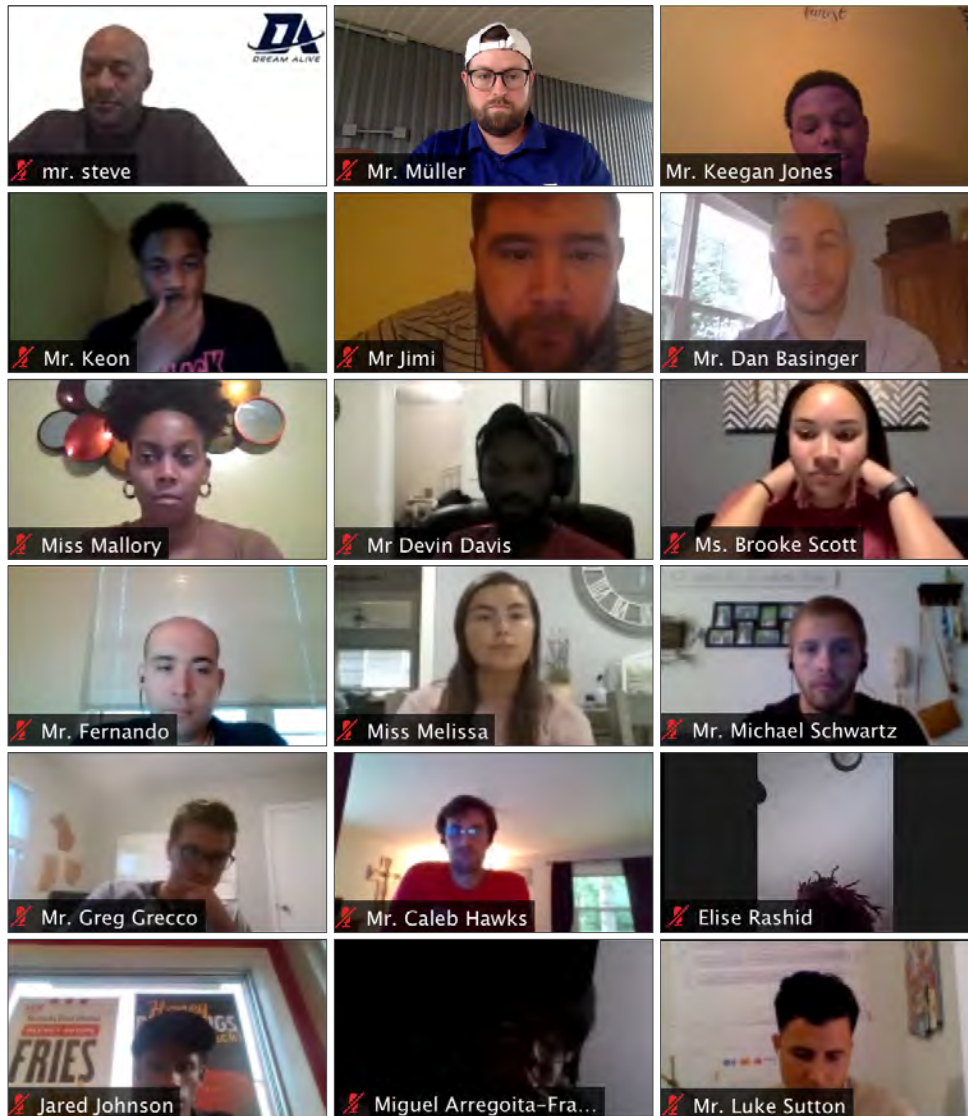
The gifts carried extra joy this holiday season for our families. One parent said this: “I am so thankful that somebody actually remembered us. Thank you so much for blessing my kids and my family.”

We extend a big thanks to our event sponsors and volunteers for partnering with us to serve the community amid the trying times of 2020. These included CSC, Elements Financial, Marian University, Midtown, and Regions Bank.

SUCCESS STORIES

DREAM ALIVE THRIVES AMID COVID-19 CHALLENGES

DREAM Alive became one of the first Indianapolis nonprofits in March 2020 to transition from offering after-school, in-person programming to going all virtual for every program. Our staff responded beautifully, adapting well to reach vulnerable youth in our community. Read on for three success stories.



MOST SUCCESSFUL HIGH SCHOOL YEAR EVER

Going virtual boosted our high school programming. In 2020, we served 189 high school scholars, and 86 students attended our regular virtual Monday meetings. A new partnership with St. Joseph's College of Marian University allowed us to launch Marian Mondays. These weekly sessions help our scholars with college prep work and walk them through the college preparation, search, test, and application process. We also achieved a record number of one-on-one mentorships via virtual tools. Thirty-four high school scholars worked with personal mentors. Going virtual also allowed us to recruit mentors not just from Indianapolis but from across North America. Partner company Bastian Solutions has employees in Canada mentoring DREAM Alive youth. A Chicago organization seeking our guidance on serving youth agreed to provide virtual members as well. Demand is up for virtual mentors, and we now have a waiting list looking for volunteer mentors.

DREAM Alive also has its own channel-based messaging platform via Slack. The Slack app provides a social media-like gathering space exclusive to members of a given organization. Slack's developers gave DREAM Alive a free account because of our nonprofit status. Our high school youth use Slack to communicate with each other, their mentors, and DREAM Alive staff via a smartphone or the web. We are excited about where this tool can take us in the years ahead.

DREAM ALIVE GRADUATION GOES VIRTUAL

Our DREAM Alive graduation celebration transformed into a “2020 DREAM Awards” virtual event honoring 34 graduating scholars, our largest group ever. Each graduating senior received a new laptop, a \$200 gift card, and a Grubhub meal for their entire family. The Zoom call featured keynote speaker Tarik Glenn, DREAM Alive co-founder and retired Indianapolis Colts offensive tackle. Tarik encouraged scholars to use skills acquired from the DREAM Alive program to achieve. He shared Mother Teresa’s inspirational quote to spur them on for even more lifetime accomplishments. “I alone cannot change the world, but I can cast the stone across the waters to create many ripples.”

The event also recognized three corporate partners for their support. The Dream Destination Award, voted the company DREAM Alive scholars would most like to work for, went to Matchbook, a full-service Indianapolis public relations and branding agency. Verizon B2B Team received the Employee Engagement Award for most combined volunteer hours served with DREAM Alive. TCC, an Indianapolis IT consulting services company, received the Scholars Choice Awards as voted by middle school scholars as the most career-inspiring experience.






VIRTUAL CAREER TRIPS FOR MIDDLE SCHOOL STUDENTS

In-person field trips to partner companies have been a mainstay for our middle school program. Enter COVID-19 and field trips halted. In fall 2020, we transitioned to virtual career trips via Zoom. American Structurepoint help DREAM Alive determine how best to provide these trips during the school day. Much to our delight, 110 Harshman Magnet Middle School students participated in our first virtual career day hosted by American Structurepoint employees. They shared information about careers in road and bridge engineering, architecture, land surveying, and business development. Since then, virtual career days have been a rousing success. DREAM Alive served 550 middle school students via virtual trips throughout the fall semester.

JOIN OUR CAUSE FOR RACIAL EQUALITY

Racial equality is now a topic of conversation everywhere across the world, but what can be done to truly end racism? It's not an easy conversation, and it's not a simple solution. However, the NAACP lists six focus areas to end race-based discrimination: advocacy, education, economic opportunity, criminal justice, health, and environmental justice.



DREAM Alive addresses at least two of those areas **every day**. While our mission is to mentor and help our youth develop career paths, we do that by providing education and economic development programs for our youth. The reality is that **over 95% of our youth are minority in ethnicity**, and we've consistently been on the front lines of advocating for our scholars, their education, their future, and their personhood. Together as a DREAM Alive family, we have always been breaking down barriers and building a community.

So if you're thinking about what more could you do to eradicate racial inequality, partner with us, volunteer with us, invest in our scholars, and share our mission with others who want to make a difference on the front lines of seeking racial equality.

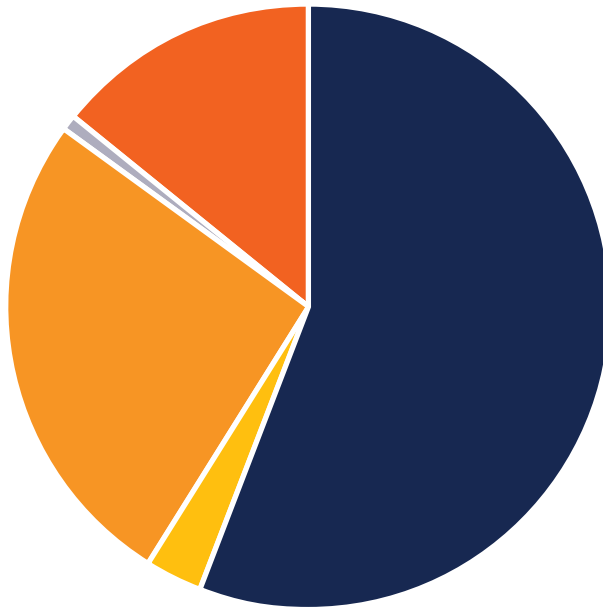
Together, we can make a difference. Together, we can build a healthy community. Together, we can change lives. Together, we are DREAM Alive.



FINANCIAL STATEMENT

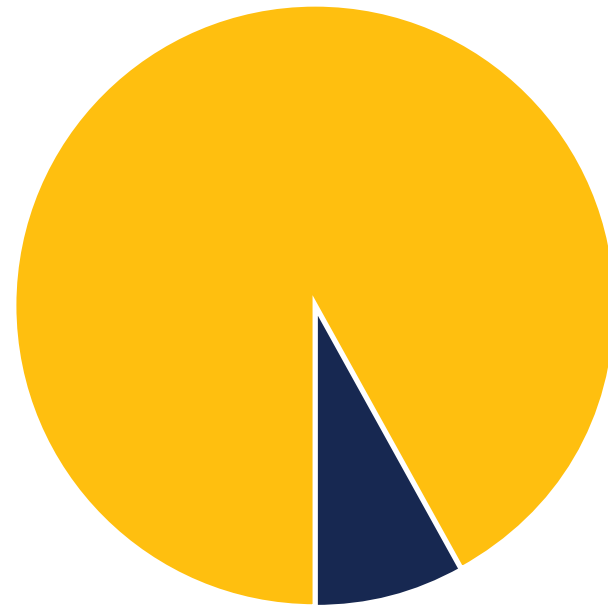


KEY SOURCES OF DONATIONS



- CORPORATIONS & BUSINESSES **56%**
- GRANTS **26%**
- INDIVIDUALS **14%**
- IN-KIND **3%**
- EVENTS **1%**

OUR PROGRAMMING VS. ADMIN COST



- PROGRAMMING EXPENSES **92%**
- ADMIN / SUPPORT **8%**

TOTAL DONATIONS
\$403,636

OPERATING EXPENSES
\$244,881

**MENTORING COST
PER STUDENT SERVED**

\$1,695
NATIONAL
AVERAGE

\$383
2020 DREAM
ALIVE COST

DREAM ALIVE WAS PLEASED TO RECEIVE SEVERAL END-OF-YEAR GRANTS FOR 2021 TO ADD CAPACITY TO OUR STAFF.



ABOUT OUR PROGRAM



YOU CAN SUPPORT DREAM ALIVE IN SEVERAL WAYS.

- Visit our website and select the Donate button. You can choose a one-time or monthly donation to make dreams and change lives.
- Shop smile.amazon.com and choose DREAM Alive, Inc. as your charity.
- Get your company involved by providing a one-hour career trip for our scholars. Please contact Eric at 317.656.9982 or emuller@dreamaliveinc.org.

DREAM ALIVE LEADERSHIP

Tarik Glenn, Co-Founder and President Emeritus
Matt Conrad, Board President
Charles Akinbola, Treasurer
Kim Borges, Secretary
Eric Müller, Executive Director

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Stephen Smith, Program Director
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James Peterson, Site Director

DONORS:

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THE LEGENDS (\$20,000+)

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THE ELITE (\$5,000-\$19,999)

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TCC
Verizon

THE CORE (\$1,000 - \$4,999)

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DeveloperTown
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McGowan Insurance
MERL
Midtown
Republic Waste Services
St. Joseph's College of Marian University



DONORS:
COMMUNITY PARTNERS

(In-kind gifts and gifts up to to \$1,000)

Arlington High School
Arsenal Technical High School
Butler University (School of Business)
C-Spring
Castlevue
Chick-fil-A (Broad Ripple)
Conner Prairie
Emmis Communications
Encore Soetheby's
Harshman Magnet Middle School
Google
Gregory & Appel
Indiana Pacers
Indianapolis Public Schools
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TCC
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