



# CHANGE LIVES. MAKE DREAMS.



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**2023**  
**ANNUAL REPORT**



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# MESSAGE FROM OUR PRESIDENT & CEO



Legendary.

As I reflect on last year and welcome you to DREAM Alive's 2023 Annual Report, one word continues to come to mind: **legendary**. This term, though bold, only begins to capture the extraordinary impact we collectively achieved on our journey of empowering youth towards career paths.

Through the collective effort of the Dream Alive (DA) family, we reached remarkable milestones of impact with our youth. Last year, we realized the most hours of programming, the highest number of volunteers, the greatest number of community partners, and the highest level of engagement among our scholars in our organization's history. Additionally, we celebrated maintaining our 100% high school graduation rate, a 95% reduction in suspension rates for engaged DA scholars compared to their peers, and our DA middle school scholars averaging almost a letter grade higher on their school grades than their peers. Furthermore, we continue to witness improvements in our scholars' mental health as they progress along their career paths.

This legendary impact was not achieved alone but made possible through the efforts of the entire DA family – volunteers, organizations, staff, donors, foundations, and schools. Our community is a unique strength, and it's what sets DA apart, as we strategically integrate the community, companies, and volunteers deeply into our programs.

Finally, last year we saw the launch of our DREAM Campaign, our 3-year strategic plan to expand services so that every single Indianapolis Public School youth has access to our programs by 2026. And to stay on theme, nothing was more legendary than one of our community partners, TCC, and their jaw-dropping response to our strategic plan. But, you'll have to read through the annual report to see the full story.

As we venture into 2024, I hope this annual report gives you a glimpse into our labor and ignites a passion for you to join us in serving vulnerable youth in Indy, as our DREAM Alive family continues to 'change lives and make dreams.'

Sincerely Grateful,

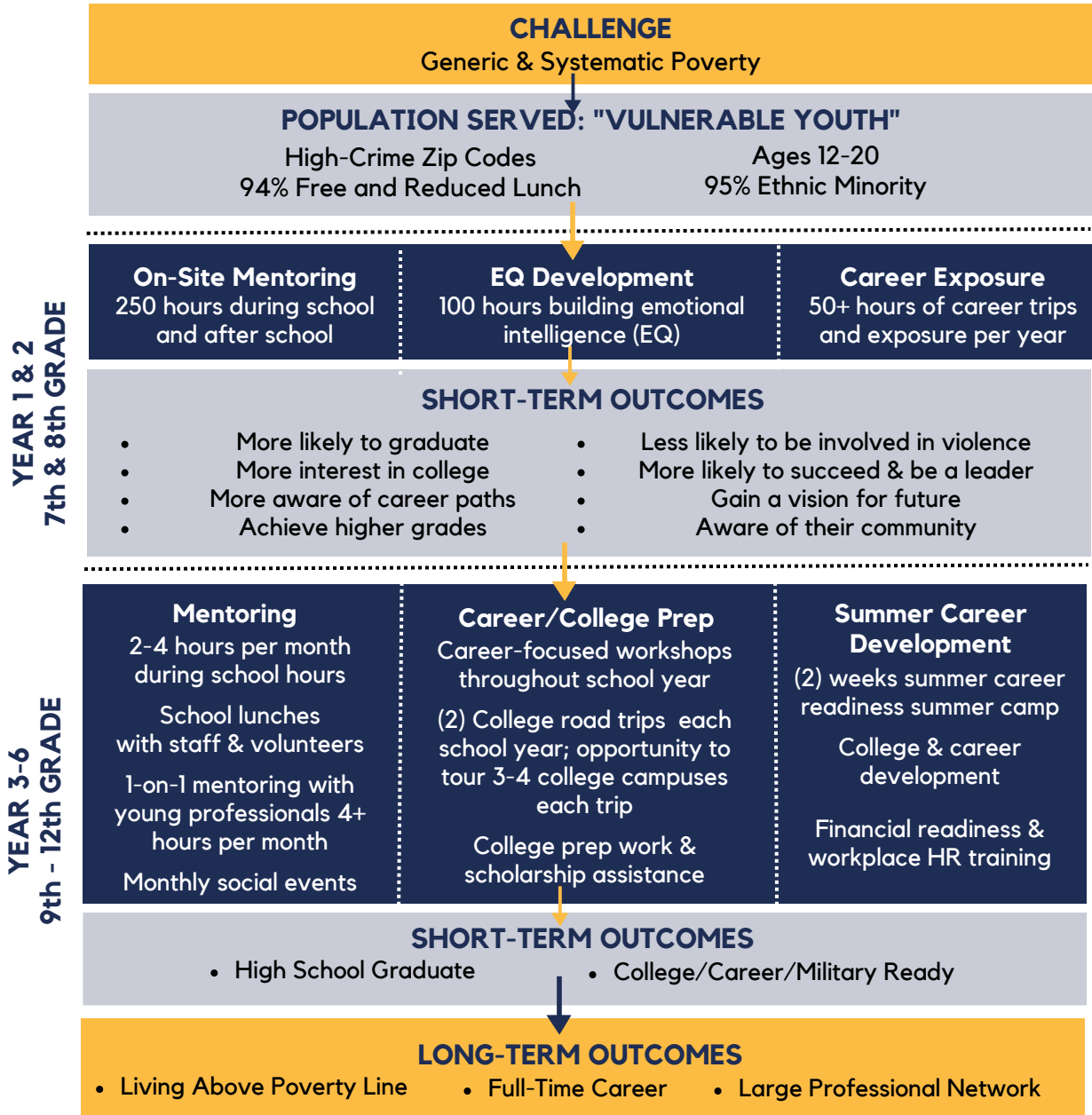
Eric Müller  
DREAM Alive President & CEO

# DREAM ALIVE MISSION



DREAM Alive seeks to break the cycle of poverty by helping vulnerable youth discover career paths and by mentoring them from seventh grade until high school graduation.

## THEORY OF CHANGE



# WHAT SETS US APART

DREAM Alive meets scholars where they are: schools. We call it site-based mentoring. Our end product is a group of young men and women of integrity and character who are confident, skilled, and willing to service the community.

- *We mentor youth for 6 continual years, on site.*
- *We mentor with a focus on career development.*
- *We integrate companies, communities & volunteers deep in programming.*



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

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

**50+ HOURS**

CAREER-FOCUSED  
EXPERIENTIAL  
LEARNING  
TRIPS



**UP TO 250 HOURS**

MENTORING



**100 HOURS**

CHARACTER  
DEVELOPMENT



COMMUNITY  
SERVICE



Research shows that people with strong EQ are more likely to succeed than those with high intelligence quotients or relevant experience.

**35 HOURS**

Youth who volunteer are 3x more likely to give back to their communities as adults.

# WHO WE SERVE



7th-12th  
**GRADE**  
**STUDENTS**



## **3 SCHOOL PIPELINES**

Arlington Middle School >>> Any IPS High School

Harshman Middle School >>> Arsenal Tech High School

Paramount Middle School >>> Purdue Poly High School

**1169**

STUDENTS INTERACTED  
WITH DREAM ALIVE  
THIS YEAR

**613**

SCHOLARS JOINED THE  
DREAM ALIVE  
PROGRAM

**399**

SCHOLARS ENGAGED  
WITH DREAM ALIVE 5+  
HOURS EACH MONTH

**AVERAGE COHORT SIZE**  
= 79 SCHOLARS



**39% INCREASE**  
SINCE 2021



**58%**  
FEMALE



**42%**  
MALE

## **ETHNICITY**



**94%**

OF SCHOLARS AT  
OR BELOW POVERTY LEVEL

**95%**

OF SCHOLARS LIVE IN  
HIGH-CRIME NEIGHBORHOODS

# 2023 YEAR IN REVIEW

## PROGRAMMING OVERVIEW



**14,891**  
PROGRAM HOURS

➤➤➤ 45% increase since 2022



**103**  
FIELD TRIPS

➤➤➤ 17% increase since 2022



**30**  
SENIORS GRADUATED



**52**  
CAREER EXPERIENCES

➤➤➤ 54% increase since 2022

## SUPPORT & COMMUNITY INVOLVEMENT



**2142**  
VOLUNTEER HOURS



**100**  
CORPORATE PARTNERS

➤➤➤ 25% increase since 2022



**412**  
VOLUNTEERS



**46**  
1-on-1 MENTORS

➤➤➤ 33% increase since 2022

**100%** ➤➤➤ HIGH SCHOOL GRADUATION RATE FOR SCHOLARS WHO COMPLETE DREAM ALIVE PROGRAM (SINCE 2011)

**100%** ➤➤➤ YOUTH IN COLLEGE, MILITARY OR CAREER IMMEDIATELY AFTER GRADUATION (CLASS OF 2023)

“

“DREAM Alive is honestly amazing and I’m glad I’ve been in it for so long, and even got my sister into it. She’s much happier to have more people support her.”

- Marisa Adams, Senior Class of 2024

”

# MEASURING OUTCOMES

## ➤➤➤ AVERAGE SUSPENSION RATES



All students at DA middle schools

**19%**

DA scholars at DA Middle Schools

**4%**

DA scholars with 20+ hours of DA programming

**1%**

0 5 10 15 20

**79%**

➤➤➤ DA scholars get suspended this % less than peers

**95%**

➤➤➤ Engaged DA Scholars get suspended this % less than peers

**0%**

➤➤➤ Expulsion rate for DA Scholars



**2.9**

Average DA Middle School Scholar GPA

**vs.**

**2.3**

Average IPS Middle School Student GA

“

DREAM Alive is a lifesaver and a game changer for our students and community. The program affords students the opportunity to obtain experiences beyond their community and open doors that they were unaware existed. DREAM Alive is an imperative partnership in developing the whole child here at Arlington MS.

- Dr. Iesha Billups, Arlington Middle School Principal

”



# MEASURING OUTCOMES

Below are some key findings from our biannual assessment given to all DREAM Alive scholars.



## Believing my life has purpose



## Feeling good about myself



## Caring about school



## Wanting to do well in school



## Handling conflict non-violently



**99%** of scholars say that DREAM Alive increased their desire to achieve at school

**99%** of scholars say that DREAM Alive increased their desire for a career

**99%** of scholars say that DREAM prepared them for a career post high school

**95%** of scholars say that DREAM Alive increased their desire to go to college

# SCHOLAR STORY: DWIGHT BUNTON

➤➤➤ POSITIVE. POWERFUL. LIFE-CHANGING.

Qualitatively speaking, our impact is seen through the amazing life changing stories we see from our youth and their lives. Young black men like Dwight Bunton who find their career path in DREAM Alive, are mentored, connected, and linked to career opportunities.

Dwight caught a vision to become an engineer in his 7th grade year at DREAM Alive. He participated in all DREAM Alive programming for six years through tumultuous life circumstances. Dwight earned his high school diploma in 2017, became a first-generation college graduate in 2022, and is a full time engineer with SME, who is also a DA community partner.



[Watch DJ's Story](#)



I literally saw myself change and a lot of it was from DREAM Alive helping me elevate myself to the young man I am today.

Who knows what I would have been without DREAM Alive giving me that push and helping me be who I am today... I have achieved some of my stepping stones so that my next stepping stone isn't impossible.

# VOLUNTEER WITH US

»»» We are committed to building servant leaders by giving youth opportunities to discover their community, grow in character and achieve their dreams. We couldn't do this without the support of our volunteers! **Fill out a volunteer interest form here.**

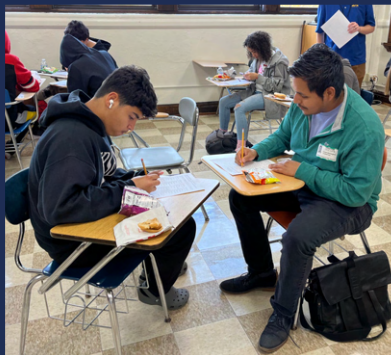
## INDIVIDUAL OPPORTUNITIES

### PROGRAM VOLUNTEERS



At both the middle school and high school level, we need volunteers to meet with our scholars after school to build relationships, teach lessons on various topics + have fun with scholars.

### LUNCH MENTORS



Want to develop a mentoring relationship with one of our scholars? Come alongside our students during their lunch hour and build relationships with them as they go through High School.

### SPECIAL EVENTS



DREAM Alive hosts special events each year and volunteers are needed to help them run smoothly.

- DREAM Christmas
- College Road Trips
- Annual Fundraiser

## CORPORATE OPPORTUNITIES

### CAREER FIELD TRIPS



We believe dreams are created by exposure to new experiences and ideas. Volunteer with us by hosting a 1.5-hour field trip at your company with our scholars to teach them about the career paths at your company.

### SUMMER BRIDGE CAREER CAMP



In early June, we host a summer camp for scholars to learn more about career exploration as a bridge between the school years. We are Looking for partners to come speak at our camp or host a field trip.

# 2023 EVENTS

## ➤➤➤ DREAM AWARDS ON THE BLUE CARPET

On May 4, 2023, DREAM Alive hosted its newly updated DREAM Awards ceremony and dinner at the Indiana Farm Bureau Football Center's Gridiron Hall.

This very special event honored the achievements of our 30 graduating high school seniors, while also recognizing local companies and individuals who had a sizable impact in our scholars lives during the 2022-2023 school year.

In addition to graduation certificates, each senior received a donated laptop from Bastian Solutions and a backpack of goodies from DREAM Alive partners.



 **30 DREAM ALIVE SENIORS RECOGNIZED**

 **22 DREAM AWARD RECIPIENTS**

 **183 EVENT ATTENDEES**





# 2023 EVENTS

## ➤➤➤ 19th ANNUAL DREAM CHRISTMAS

On December 13, 2023, DREAM Alive hosted its 19th annual DREAM Christmas celebration at the Indiana Farm Bureau Football Center.

Our biggest celebration to date! We hosted more than 500 attendees and provided Christmas gifts to 103 children from Theodore Potter Spanish Immersion School 74 on Indianapolis' east side.

Throughout November and December, DREAM Alive scholars participated in a budgeting workshop at Regions Bank, a shopping day at Meijer to purchase gifts for their sponsored child and a wrapping party at one of DREAM Alive's corporate partners' office to wrap their presents.

All DREAM Christmas guests enjoyed dinner provided by Chick-Fil-A, music from a local DJ, balloon twisting, a 360 photo booth, arcade and football games, cookie decorating, ornament crafts and photos with Santa.





103 children received gifts



146 scholars participated



500 meals provided



1 budgeting workshop



3 shopping days



6 wrapping parties



12 corporate event sponsors



500 event attendees



83 shopping & event volunteers



# THANK YOU SPONSORS



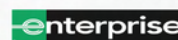
TRI Phase TECHNOLOGIES



DELTA



REGIONS



elements FINANCIAL



AMERICAN STRUCTUREPOINT INC.



LEGENDS INTERNATIONAL

# IN THE NEWS

## ➤➤➤ DREAM ALIVE RECEIVES \$740,000 TCC MEGA GRANT



In the summer of 2023, TCC announced that DREAM Alive was one of seven Indianapolis-based nonprofit finalists who had the opportunity to win a \$100,000 MEGA Grant, sponsored by Round Room.

In August, Round Room ended up giving all seven finalists \$100,000 plus a vehicle package for their transportation needs. On top of that, DREAM Alive was awarded an additional \$580,000. All together, TCC donated \$740,000 to DREAM Alive, specifically to jumpstart our strategic plan to serve all youth in Indianapolis Public Schools - our DREAM Campaign.

To say the least, we were blown away TCC's immense generosity. Their generous gift officially launched our DREAM Campaign into action and we are so grateful.



[Watch TCC's MEGA Grant Announcement](#)





# IN THE NEWS

## ➤➤➤ DREAM ALIVE LAUNCHES 3-YEAR DREAM CAMPAIGN

As our impact continues, we embark on the next generation of service in Indianapolis. DREAM Alive has launched our "DREAM Campaign," a 3-year, \$9 million initiative to expand DREAM Alive's reach and impact with vulnerable youth in Indianapolis. Ultimately, the DREAM Campaign is a project to expand DA's capacity so that EVERY youth living in the Indianapolis Public School district can have access to DA's programs. This means 2,600 youth impacted per year at over 8 different sites by serving over 18,000 hours of mentoring per year.

Financially speaking, our \$9m financial need for 2024-2026 consists of a budget that has \$3m dedicated to operations, \$3m dedicated to capacity building, and \$3m dedicated to capital. Additionally, this campaign would allow us to increase our operating budget to \$1.9m per year by 2027.

As of the end of 2023, we had raised \$1,983,993 of \$9 million towards the campaign.

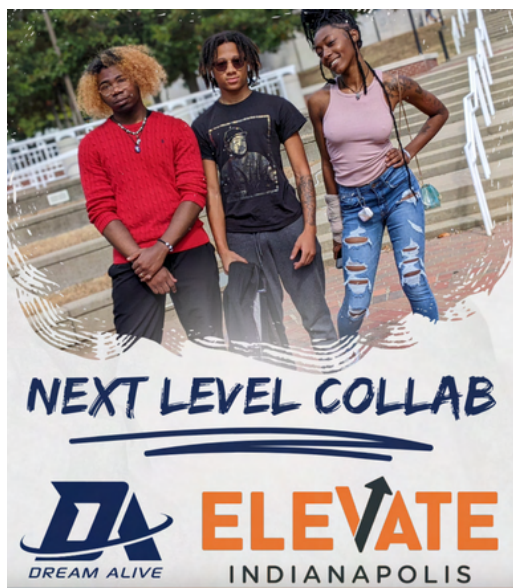
To learn more about our DREAM campaign and consider a donation, please [click here](#).



# IN THE NEWS

## ➤➤➤ DREAM ALIVE & ELEVATE EXPAND COLLABORATION IN INDIANAPOLIS PUBLIC SCHOOLS

October 31, 2023



DREAM Alive and Elevate Indianapolis are excited to announce a deeper partnership and collaboration aimed at better serving our youth and community. Both organizations have a longstanding commitment to youth in center township Indianapolis, providing impactful mentoring, character development, and career support.

In the coming year, we will embark on an intensified partnership, with a specific focus on enhancing our programming to better serve the youth of Indianapolis Public Schools in grades 6th through 12th.

Our joint efforts will not only expand our reach to more IPS youth, but also allow us to engage with them on a deeper level, ultimately making a more significant impact. IPS students will have the opportunity to participate in comprehensive programming and mentoring designed to foster relationships, character development and career growth. These opportunities will be available 24/7, with programs before school, during school, and after school hours.

The launch of our expanded joint collaboration in IPS is being funded through Lilly Endowment's recent initiative, "Strengthening Youth Programs in Indiana."



# IN THE NEWS

## ➤➤➤ NBA FOUNDATION ANNOUNCES GRANT TO DREAM ALIVE

November 28, 2023

The NBA Foundation announced that DREAM Alive (DA) is one of 23 nonprofits across the U.S. and Canada selected to receive a grant this season. This first-time community partnership will support and expand DREAM Alive's work in Indianapolis, allowing Dream Alive to continue to empower Black youth to discover career paths and mentoring them from seventh through twelfth grade.

Launched in August 2020 with a 10-year, \$300 million commitment by the 30 NBA team governors, the NBA Foundation is the NBA's first charitable foundation.

The NBA Foundation grant to DREAM Alive will support the nonprofit's current initiatives as well as help expand future programming through DA's DREAM Campaign, a three-year strategic plan developed to ensure all Indianapolis Public School youth in seventh through twelfth grade have access to DREAM Alive programming.



**Watch the NBA  
Partnership  
Announcement**



# IN THE NEWS

## ▶▶▶ INDIANAPOLIS COLTS NAME ERIC MÜLLER 2023 'INSPIRE CHANGE' CHANGEMAKER

December 16, 2023



The Indianapolis Colts named Eric Müller, executive director of DREAM Alive, as its recipient of the team's 2023 Inspire Change Changemaker Award.

The award recognizes individuals who are making a difference in their communities through social justice work across each of the NFL's 32 club markets.

DREAM Alive was founded in 2001 by former Colts great Tarik Glenn, and his wife Maya. "Eric has sacrificed his time, talents and treasure in leading DREAM Alive toward positively impacting underserved youth in Indianapolis," Glenn said. "He has an undeniable passion for developing young people and has built meaningful relationships with the Indianapolis community through his dedication to kids in need of mentorship and support."

Müller joined DREAM Alive in 2010 and has worked in every role within the organization, including working directly with schools as a site director, overseeing all youth programs as a program director and now serves as executive director, where he leads the development, management and advancement of the organization.

Under his leadership, DREAM Alive has grown from serving 20 students a year to serving more than 1,000 students a year. DREAM Alive also boasts a 100 percent graduation rate for students who have completed the program.

**[Watch the Colts Changemaker Award Video.](#)**

# MEET OUR TEAM



**ERIC MÜLLER**  
President & CEO



**STEPHEN SMITH**  
Vice President  
of Programs



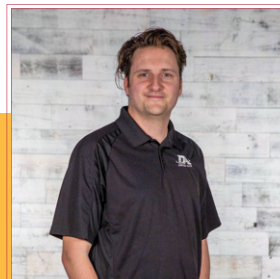
**CLAIRE BASTIAN**  
Director of  
Operations



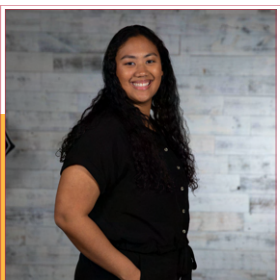
**JILL PATRICK**  
Volunteer Engagement  
Director



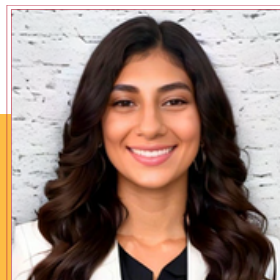
**KEON DOWDELL**  
High School  
Director



**ANDY CONRAD**  
High School  
Development Director



**DESTINEY LEE**  
Middle School  
Director



**ADRIANA HERNANDEZ**  
Site Director



**SIERRA TWIGG**  
Site Director



**DERIAN PARKER**  
Site Director

# BOARD OF DIRECTORS

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Deputy Director of Operations and Strategic Initiatives,  
University of California, Berkeley

**CHARLES AKINBOLA, BOARD PRESIDENT**

Assistant Vice President of Talent Development, Elements Financial

**KIM BORGES**

Vice President, Marketing & Public Relations, Regions Bank

**MATT CONRAD**

Attorney, Frost Brown Todd

**BRANDON HIMES**

Assistant Truck Branch Manager, Enterprise

**JEFF JOYCE**

Chief Financial Officer, North Salem State Bank

**PATRICIA SHUNK**

Director of Global Order Management & Billing, Genesys

**JOHN SIEFER**

Retired Senior Director of Internal Audit, Citizens Energy Group



# FINANCIAL STATEMENT

▶▶▶ TOTAL DONATIONS RECEIVED

**\$2,096,196**

▶▶▶ TOTAL OPERATING EXPENSES

**\$758,508**

*\*NOTE: Total donations received includes donations toward \$9 million 2026 DREAM Campaign.*

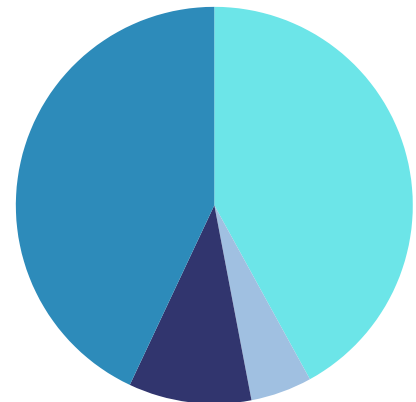
▶▶▶ PROGRAM VS. ADMIN COST



■ PROGRAMMING 97%  
■ ADMIN 3%

▶▶▶ SOURCES OF DONATIONS

■ FOUNDATION/GRANT SUPPORT = 43%  
■ CORPORATE = 42%  
■ GOVERNMENT/CITY SUPPORT = 10%  
■ INDIVIDUALS = 5%



▶▶▶ MENTORING COST

**\$648**

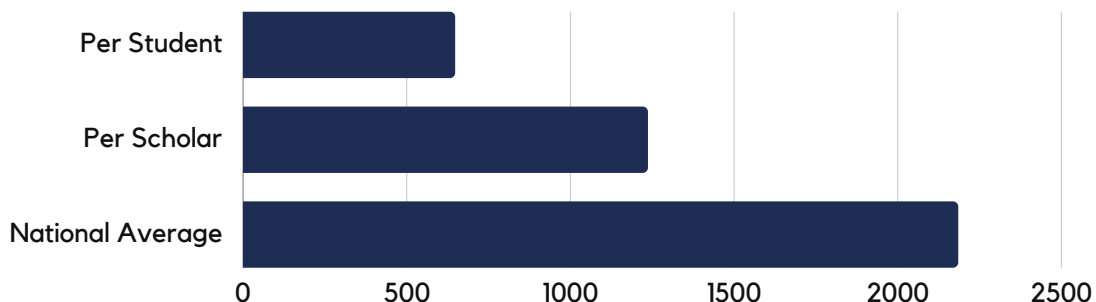
PER STUDENT

**\$1237**

PER SCHOLAR

**\$2185**

NATIONAL AVERAGE



# YOU CAN SUPPORT DREAM ALIVE IN SEVERAL WAYS.

We encourage you to visit our website and **make a donation.** You can choose a one-time or monthly donation to make dreams and change lives.

- Sponsor one of our annual events - DREAM Awards, Tailgate Fundraiser or DREAM Christmas.
- Get your company involved by providing a one-hour career trip for our scholars. Please contact Eric at 317.656.9982 or [emuller@dreamalivenc.org](mailto:emuller@dreamalivenc.org).
- Become a volunteer. Build meaningful relationships with our scholars as they navigate through their middle and high school years. Contact Jill at [jill@dreamaliveinc.org](mailto:jill@dreamaliveinc.org).



## DREAM ALIVE LEADERSHIP

Charles Akinbola, Board President  
Tarik Glenn, Co-Founder & President Emeritus  
Eric Müller, President & CEO

## DREAM ALIVE STAFF

Eric Müller, President & CEO  
Stephen Smith, Vice President of Programs  
Claire Bastian, Director of Operations  
Jill Patrick, Volunteer Engagement Director  
Keon Dowdell, HS Director  
Andy Conrad, HS Development Director  
Destiney Lee, MS Director  
Adriana Hernandez, Site Director  
Sierra Twigg, Site Director  
Derian Parker, Site Director

## DONORS

### THE LEGENDS (\$20,000+)

American Structurepoint  
Anonymous Donor  
Arthur Dean Family Foundation  
Bill & Nan Bastian  
City of Indianapolis - Elevation  
ViolencePrevention Grant  
Helmer Inc  
Lilly Endowment - Strengthening  
Youth Programs Initiative  
NBA Foundation  
Nina Mason Pulliam Trust  
Regions Foundation  
Rogers Family Foundation  
TCC  
The Glick Fund  
The Indianapolis Foundation

## BOARD OF DIRECTORS

Charles Akinbola  
Kim Borges  
Matt Conrad  
Tarik Glenn  
Brandon Himes  
Jeff Joyce  
Patricia Shunk  
John Siefer

## YOUNG PROFESSIONAL BOARD

Jodeci Byrd  
Caleb Hawks  
James Peterson  
Dr. Brooke Scott  
Cameron Shepherd

## DONORS

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

Card & Associates  
Central Indiana Community Foundation  
Citizens Energy Group  
City of Indianapolis: CDBG  
Delta Faucet Company  
Enterprise  
Glenn Family  
MERL  
MIBOR  
NFL Foundation - Changemaker  
Noye's Foundation  
Summer Youth Program Fund  
Stimulus, LLC  
TJX Foundation  
TriPhase Technologies  
Verizon  
Watson Family

## DONORS

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

Bastian Solutions  
Central Security & Communications  
Circle Financial Planning  
DeveloperTown  
Elements Financial  
Indiana Pacers  
Indianapolis Indians Charities  
Intrinz Inc  
McGowan Insurance Group  
Midtown  
Prime Smile  
Scales Family  
Shunk Family  
Trifectom



## CORPORATE PARTNERS

@Properties  
American Structurepoint  
Bastian Solutions  
Brick & Ember Outfitters  
Card & Associates  
Central Security & Communications  
Chick-fil-A (Southport & At-the-Crossing)  
Circle Financial Planing  
Citizens Energy Group  
Conner Prairie  
Corporate  
CUMMINS  
Delta Faucet Company  
DeveloperTown  
Elements Financial  
Emmis Communications  
Encore Sotheby's Carmel  
Enterprise  
FedEx (Indianapolis Hub)  
FullStack PEO  
Google  
Gregory & Appel Insurance Group  
Heartland Film  
Helmer Inc  
Homelight  
Hoosier Heights Indianapolis  
IBEW Local 481  
Indiana Pacers  
Indianapolis Colts  
Indianapolis Fire Department  
Indianapolis Indians Charities  
Indie Asset Partners  
Legends Global  
Marian  
Markle ReWork Alliance  
McGowan Insurance Group  
Meijer (North Keystone)  
MERL  
Midtown  
MISO  
Money Concepts  
Müller Lawncare  
Myriad Health + Fitness  
National Band of Indianapolis  
National Football League  
Prime Smile  
Protective Insurance  
Regions Bank  
Republic Waste Services  
Roche  
Ryan Fireprotection  
Salesforce  
Schmidt & Associates

## SCHOOL PROGRAM PARTNERS

Arlington Middle School  
Arsenal Tech Middle School  
Harshman Magnet Middle School  
Indianapolis Public Schools  
Paramount Middle School  
Purdue Polytech High School  
Shortidge High School

## FOUNDATION & GRANT PARTNERS

Arthur Dean Family Foundation  
Central Indiana Community Foundation  
City of Indianapolis  
Lilly Endowment Inc  
MIBOR  
NBA Foundation  
Nina Mason Foundation  
Regions Foundation  
Rogers Family Foundation  
The Thurston Foundation  
TJX Foundation

## CONTINUED EDUCATION PARTNERS

Ball State University  
Butler University  
Depauw University  
Indiana State University  
IUPUI  
Marian University  
Purdue University  
St. Joseph's College of Marian University  
University of Indianapolis  
University of Southern Indiana

## NON-PROFIT PARTNERS

Dress for Success  
Elevate Indy  
Indiana Latino Institute  
Latinas Welding Guild  
Outreach Inc.  
Patachou Foundation  
Shepherd Community Center  
Str8Up Ministries  
St. Vincent Depaul  
Walker Family Foundation





*DREAM ALIVE*

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