THE RIPPLE EFFECT

OF TRANSFORMATIONAL RELATIONSHIPS

ANNUAL REPORT 2023

ELEVATE
INDIANAPOLIS

GENERATIONS OF
THRIVING LEADERS

> " We are called to build a movement to mend the social fabric of our nation. It will take all of us—individuals and families, schools and workplaces, health care and public health systems, technology companies, governments, faith organizations, and communities ... It will require reimagining the structures, policies, and programs that shape a community to best support the development of healthy relationships. "
>
> — U.S. Surgeon General Dr. Vivek Murthy

About This Report

Our Annual Report shares some of the findings from internal measurement methods as well as assessments collected by third-party firms, including the Thriving Youth Scorecard (Excellence in Giving) which engages students at multiple points in our programs. Our annual survey methodology and Student Growth Index (SGI) enable us to see the transformation in students. We not only measure educational progress, but also annually measure character, community and social-emotional impact – which together comprise the key indicators of thriving. The following pages illustrate how the Elevate program facilitates transformational and holistic growth among its students, propelled by the life-on-life mentoring of underserved Indianapolis youth.

A MESSAGE FROM OUR CEO

"Our Annual Report is a way we make an effort to share with our community a snapshot of the impact you are making by partnering with Elevate Indy. This investment in our city's present and future health is impossible without you!

At Elevate Indianapolis, we believe wholeheartedly that **no one gets there alone.** However, for so many of our students, no one is there to journey alongside them, and with almost 7 in 10 of Indianapolis Public Schools students living in economic poverty [SAVI, 2021], its life-threatening legacy passed from parent to child endangers our current generation. This year, our organizational theme – **Elevate Their Community, Elevate Our City!** – has sharpened our focus in building families, neighborhoods and seeing the students we serve as assets full of great potential for our city.

Preparing for college and career, mentoring 24/7/365, equipping as servant-leaders, growing through sports and adventure, all that we do with students fortifies holistic well-being, shifts life trajectories away from impoverished survival and toward lifelong fulfillment, ultimately enhancing their capacity to thrive and succeed in life and to serve as collaborative change agents who contribute to their communities and strengthen our city."
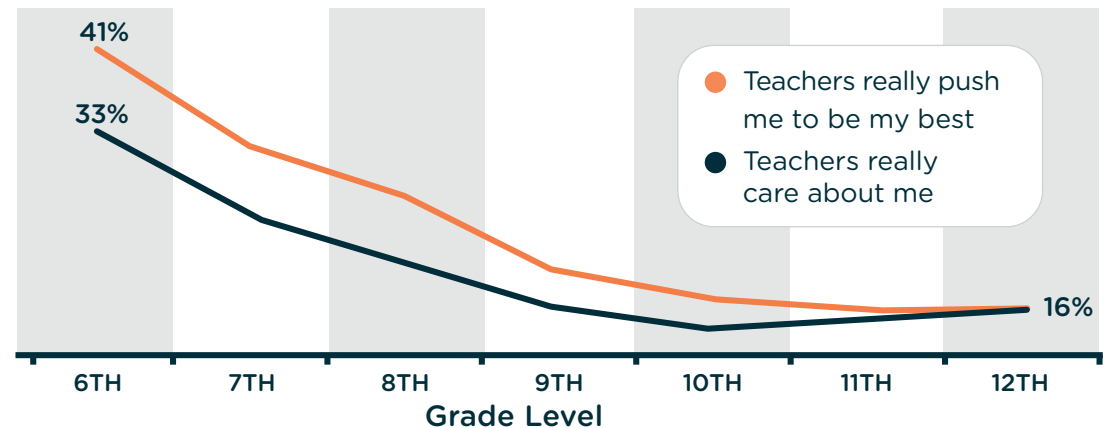
Aaron Story
CEO & President

THE PROBLEM:
RELATIONAL INSECURITY

In economically disadvantaged neighborhoods, children are negatively impacted by higher levels of trauma, violence, negative peer pressure, and relational insecurity. As a result of these economic and relational instabilities, youth in underserved communities often exhibit higher levels of social and emotional illness and struggle academically, dramatically impacting their ability to thrive as children and, ultimately, as adults.

The Gap in Adult Support

As students progress from 6th to 12th grade, there is a significant decline in young people reporting that their teachers care about them and challenge them.

DATA SOURCE: Search Institute surveys from 2012-2015 of 122,269 U.S. youth in grades 6-12
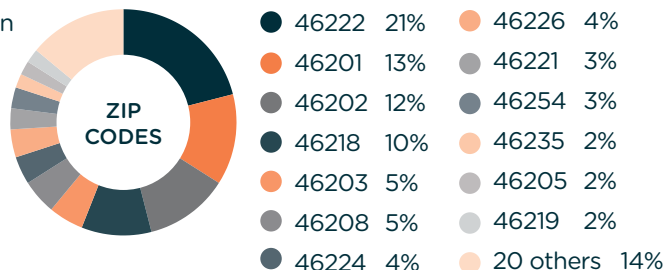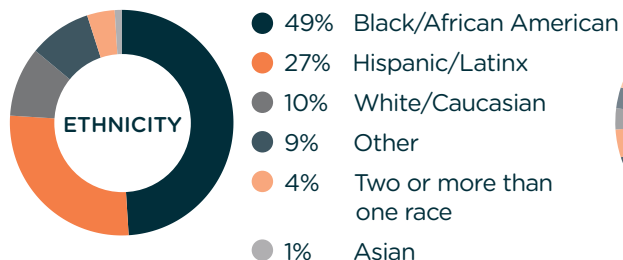
41%

33%

● Teachers really push me to be my best
● Teachers really care about me

16%

6TH   7TH   8TH   9TH   10TH   11TH   12TH
Grade Level

Our Students...

56% don't live with their biological father

31% moved 1+ time in the past year

39% non-English speaking households

ETHNICITY
- 49% Black/African American
- 27% Hispanic/Latinx
- 10% White/Caucasian
- 9% Other
- 4% Two or more than one race
- 1% Asian

ZIP CODES
- 46222 21%
- 46201 13%
- 46202 12%
- 46218 10%
- 46203 5%
- 46208 5%
- 46224 4%
- 46226 4%
- 46221 3%
- 46254 3%
- 46235 2%
- 46205 2%
- 46219 2%
- 20 others 14%

2 Pipelines

Northwest Pipeline
George Washington High School
Shortridge High School
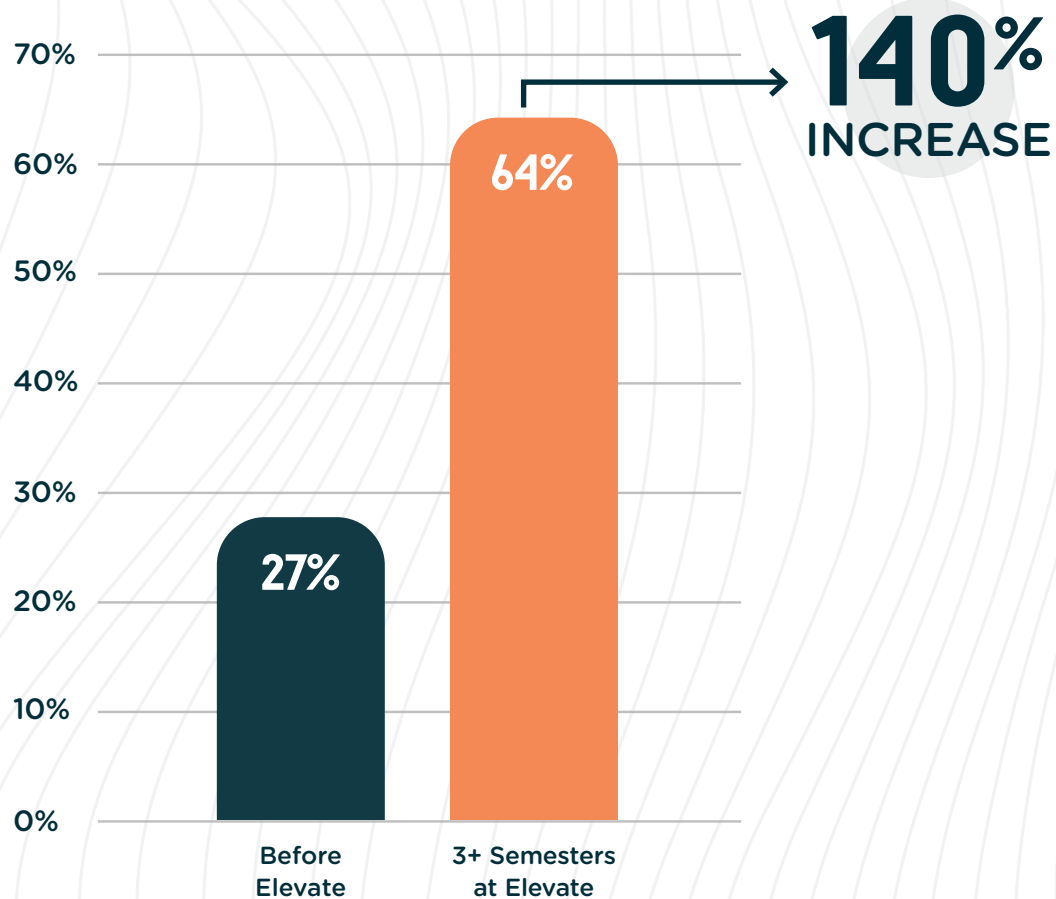Matchbook Learning (K-8) #63

Eastside Pipeline
Purdue Poly High School - Englewood
Arsenal Tech High School
H.L. Harshman Middle School
Paramount Middle School - Englewood
Theodore Potter Elementary #74
Thomas D. Gregg Elementary #15

REVERSING **THE TREND**

Studies consistently highlight the tremendous impact relationships can have in the lives of our students. Simply stated, the addition of one positive, long-term adult relationship can transform the lives of our country's youth. The Elevate model is centered on building these life-changing relationships to help kids overcome life obstacles and thrive – both during and after the school years.

Students Who Feel Engaged in School

140%
INCREASE

27%
Before Elevate

64%
3+ Semesters at Elevate

After just **THREE SEMESTERS,** Elevate greatly **outperforms** the national trend!

THE CATALYST:
TRANSFORMATIONAL RELATIONSHIPS

Elevate Indianapolis measures **four key outcomes** that make up thriving:

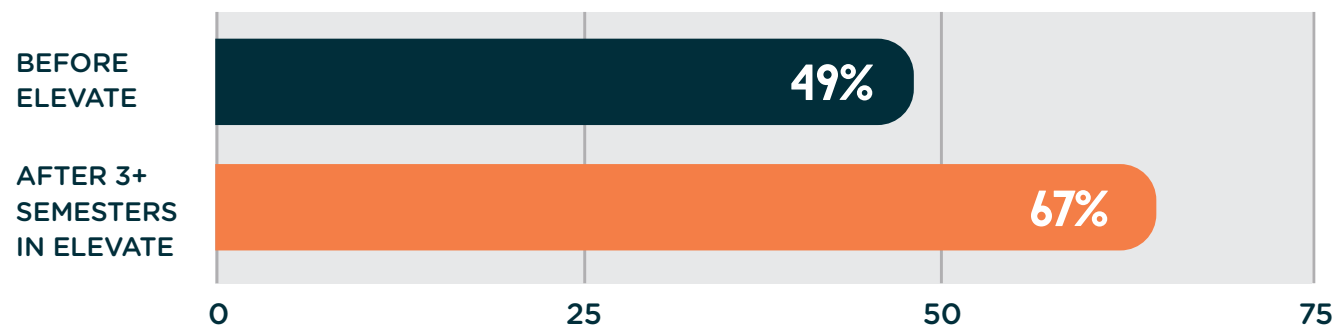>> Education   >> Community   >> Character   >> Social-Emotional Health

We track multiple indicators of growth across these four growth domains. Below are some of those indicators, which draw strong correlations to mental health, graduation rates, academic performance, college attendance, and career earnings.

How Students Improve After 3+ Semesters In Elevate When They Develop Close Relationships With Their Teacher Mentor

Students Who Think About Their Future When Making Decisions

BEFORE ELEVATE	49%
AFTER 3+ SEMESTERS IN ELEVATE	67%

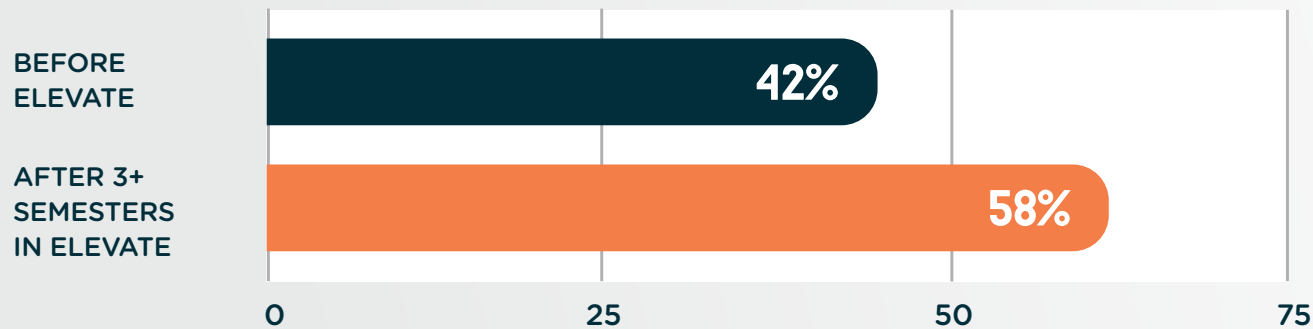0   25   50   75

35% INCREASE

(Note: an 18-point difference between these two percentages represents a 35% change)

Why Does This Matter?

>>   Research suggests that individuals who think far into the future better invest in their future, and avoid future harms.

(Thorstad R, Wolff P. A big data analysis of the relationship between future thinking and decision-making. Proc Natl Acad Sci. 2018;115:E1740–8.)

Students Who Ask Others for Forgiveness

BEFORE ELEVATE	42%
AFTER 3+ SEMESTERS IN ELEVATE	58%

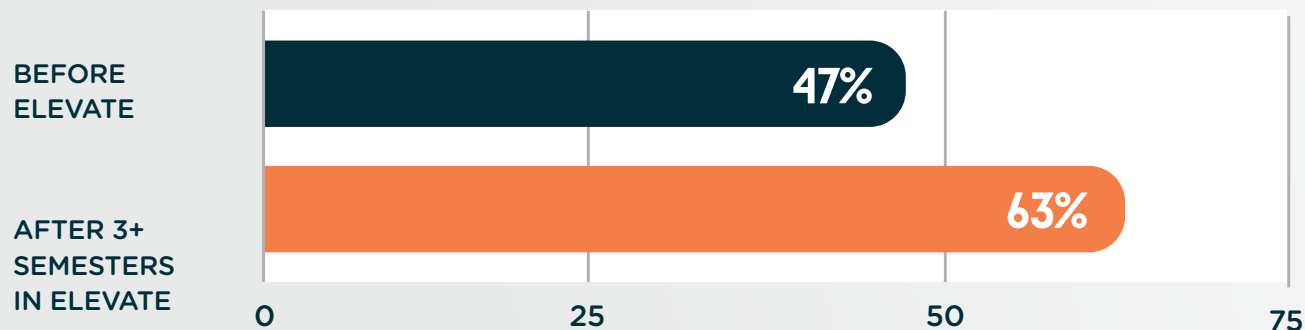0   25   50   75

40% INCREASE

(Note: a 16-point difference between these two percentages represents a 40% change)

Why Does This Matter?

>> Studies suggest that forgiveness is associated with decreased levels of depression, anxiety, hostility and substance abuse; plus higher self-esteem and greater life satisfaction.

(VanderWeele, T.J. 2018. "Is forgiveness a public health issue?" American Journal of Public Health, 108:189-190.)

Students Who End Unhealthy Relationships

BEFORE ELEVATE	47%
AFTER 3+ SEMESTERS IN ELEVATE	63%

0   25   50   75

35% INCREASE

(Note: a 16-point difference between these two percentages represents a 35% change)

Why Does This Matter?

>> Individuals in toxic relationships have a higher risk of developing anxiety, depression, suicidal ideation, PTSD and substance abuse disorders

(Forth, A., Sezlik, S., Lee, S., Ritchie, M., Logan, J., & Ellingwood, H. (2022). Toxic relationships: The experiences and effects of psychopathy in romantic relationships.)
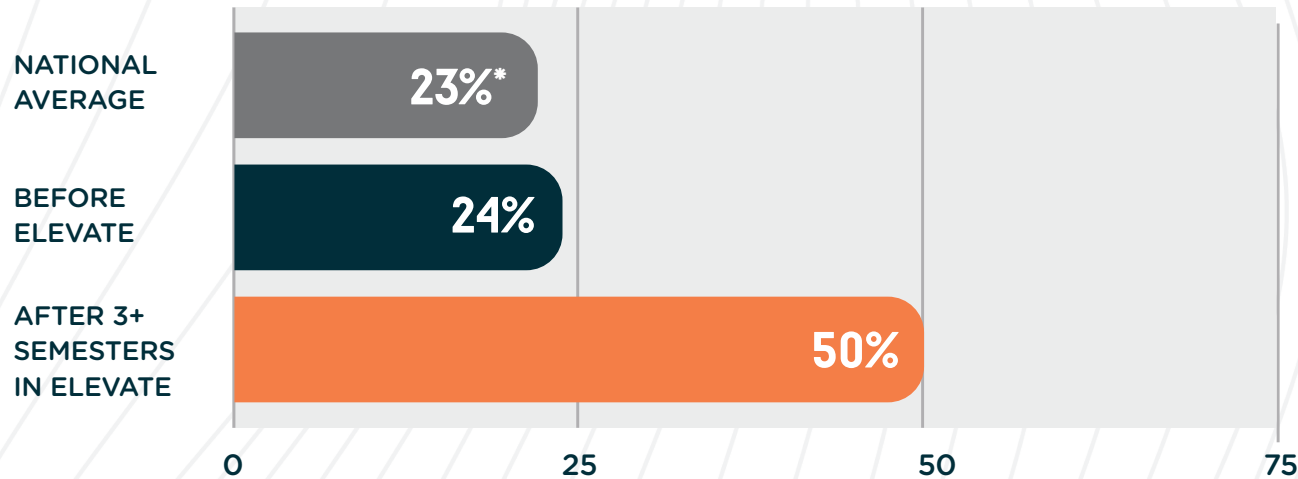
THE **RIPPLE** EFFECT

As a result of introducing a positive, caring, long-term relationship with a Teacher-Mentor, Elevate students are not only thriving and improving their own behavior and mental health, they are turning around and leading the people around them. They are actively taking part in restoring their communities.

Because of Elevate, students are

40%
more likely to hold a **LEADERSHIP POSITION**

Students Who Serve Their Community Regularly Because Of Their Teacher-Mentor

NATIONAL AVERAGE	23%*
BEFORE ELEVATE	24%
AFTER 3+ SEMESTERS IN ELEVATE	50%

0   25   50   75

111%
INCREASE

(Note: a 26-point difference between these two percentages represents a 111% increase)
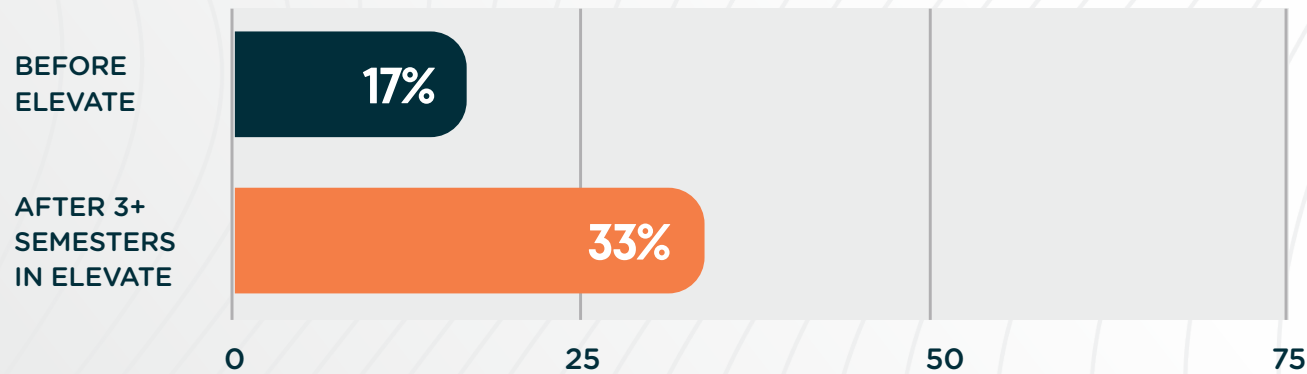
Why Does This Matter?

Because youth who volunteer...

>> Are more likely to feel connected to their communities, do better in school, and are less likely to engage in risky behavior.[1]

>> Are 19% more likely to graduate from college than those who did not volunteer.[2]

>> Have 27% higher odds of employment.[3]

*Data Source: AmeriCorps' Volunteering and Civic Life in America report; percentage represents those 16 and older who formally volunteer.

Students Who Say Peers Select Them to Lead

BEFORE ELEVATE: 17%

AFTER 3+ SEMESTERS IN ELEVATE: 33%

0 — 25 — 50 — 75

100% INCREASE

(Note: a 16-point difference between these two percentages represents a 100% change)

Why Does This Matter?

Because youth who are in leadership...

>> Exhibit increased self-esteem, teamwork and communication skills, and obtain higher pay after graduation (up to 33% more!).[4]

>> Show increased self-efficacy, decision-making and interpersonal skills that support success in the workforce and in adulthood.[5]

>> Have lower dropout rates than their peers.[6]

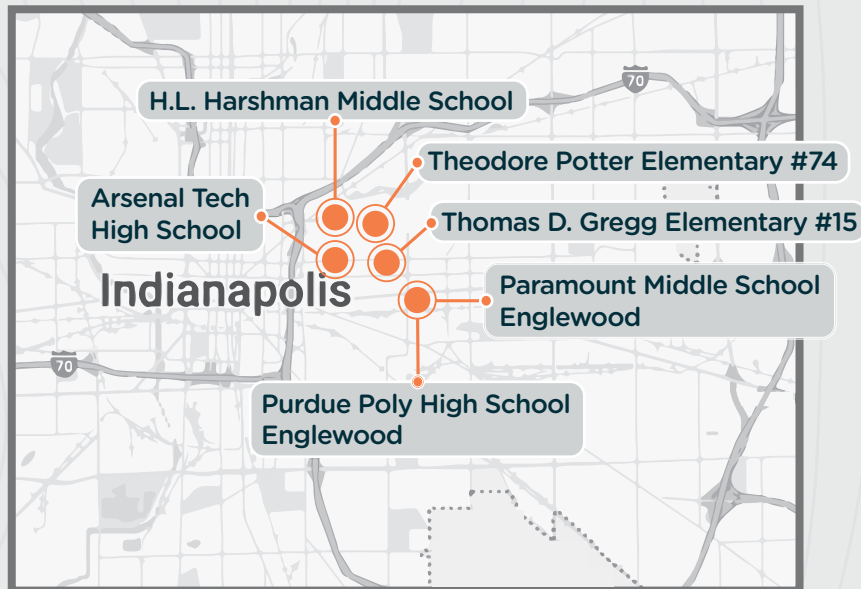>> Have 27% higher odds of employment.[7]

1. Americorps | 2. Davila & Mora, 2007 | 3. Troppe & Michel, 2002 | 4. 2017 Harvard Business Review | 5. National Collaborative on Workforce and Disability, 2005 | 6. Brockman, Tepper & MacNeil, n.d. | 7. Martin, Neal, Kielsmeier & Crossley, 2006
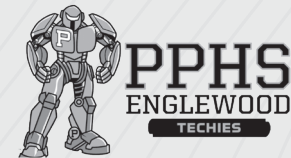
Elevate students engaged in various service-learning projects across the city. Below are some of the organizations where our students served.

ENGLEWOOD COMMUNITY DEVELOPMENT CORPORATION

GRIT INTO GRACE

NDC NEW DIRECTION CHURCH

CAFE COMMUNITY ALLIANCE OF THE FAR EASTSIDE

WHEELER MISSION help. hope. healing

shepherd community center

THRIFTY THREADS

EASTSIDE PIPELINE

Elevate serves hundreds of students living in 46203, 46201, 46218, 46226, 46219, 46229, and other Eastside Indianapolis neighborhoods.
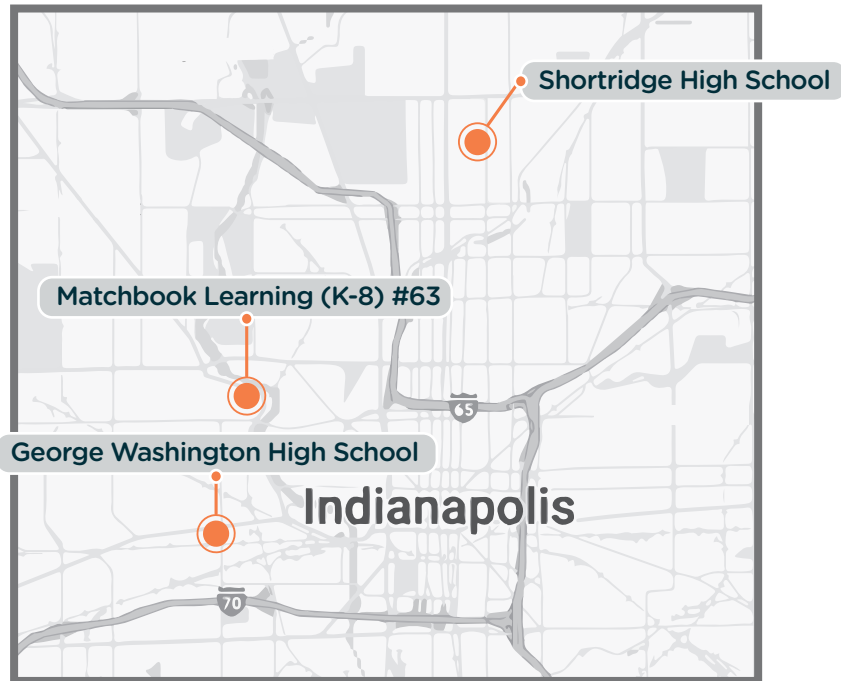
Map labels:
- H.L. Harshman Middle School
- Theodore Potter Elementary #74
- Arsenal Tech High School
- Thomas D. Gregg Elementary #15
- Paramount Middle School Englewood
- Purdue Poly High School Englewood

Indianapolis

"Elevate has supported me in many ways, they have opened my mind to many different job opportunities and given me advice on various life-situations I've had to work through."

- Mikhail, Arsenal Tech Class of '25

SCAN TO HEAR MORE ABOUT THE EASTSIDE PIPELINE

NORTHWEST PIPELINE

Shortridge High School

Matchbook Learning (K-8) #63

George Washington High School

Indianapolis

Elevate serves hundreds of students living in 46222, 46208, 46224, 46205, and many other West and Near North Indianapolis neighborhoods.

"I think [Elevate] is something that can set you up for life, you learn more than just the basics you would normally just learn about in school... like making new friends, you learn about different careers, and jobs that are out there for you.

- Kemiah, George Washington High School Class of '25

OUR FOUR CORE PROGRAM AREAS

ELEVATE IN-SCHOOL

Elevate's In-School program is in 9 different public schools across Indianapolis teaching 13 key character qualities and life skills. Students collaborate through experiential learning, group activities, and various discussions. Cross-age mentoring occurs when our high school students teach similar lessons to elementary-aged students on a weekly basis.

ELEVATE MENTORING

Teacher-Mentors are available to their students on evenings, weekends, and over the summer. They pay attention to the whole child - discovering their talents, interests, and hopes for the future through activities and quality time. Teacher-Mentors represent a positive role model in a student's life, influencing the trajectory of their future through meaningful mentoring moments.

ELEVATE PATHWAYS TO PURPOSE

Pathways to Purpose is organized around four themes designed to connect students with post-secondary opportunities including:

>> Exposing students to colleges, careers and businesses.

>> Equipping students with soft skills, leadership and financial literacy training.

>> Empowering students with college and career mentoring, social-emotional support, career and personality assessments and ACT/SAT prep sessions.

>> Engaging students in internships, job shadowing, apprenticeships and community college events.

ELEVATE INDIANAPOLIS SPORTS AND ADVENTURE

Elevate believes in pushing students to explore life beyond their comfort zone. Through Sports & Adventure programming, students will fail or prevail, learn to lean on teams, and discover how to have a "posture" toward life that is essential. Activities can include playing basketball, hiking, golfing, ice skating, camping, and much more.

TO LEARN MORE AND SEE REAL-TIME STATS ON OUR PROGRAM VISIT OUR IMPACT & METRICS SITE!

GET MORE INVOLVED

Elevate Indianapolis builds long-term, life-changing relationships with Indianapolis urban youth, equipping them to thrive and contribute to their community. They do this missional work with 4th through 12th graders and program alumni using a model developed 40 years ago in Denver, CO, that is currently used in 17 cities across America through the Elevate USA network of affiliates. This program includes four key elements: Accredited Classes in character and life skills during the school day and three types of after-school mentoring with students – Pathways to Purpose college & career programming, "life on life" mentoring, and Sports & Adventure programming, executed by a staff of full-time Teacher-Mentors who are representative of the students we serve. Our Teacher-Mentors spend half their time with students during the school day and half their time with them after school in a 24/7/365 relational mentoring model where they are accessible to students on a personal basis.

10 YEAR TARGET

BY 2033 ELEVATE INDIANAPOLIS WILL SERVE...

2,000+ students annually

>> with at least **250** "Elevate Seniors" achieving a...

80% having a plan for post-secondary success.

<< **100%** graduation rate, with...

WAYS TO ENGAGE

>> **Attend a Site Visit** – elevateindy.org/events

>> **Make a life-changing investment** – elevateindy.org/donate

>> **Volunteer with us** – Whether with a group or individually, we have monthly volunteer opportunities available – elevateindy.org/engagewithus

>> Involve your company through **corporate sponsorship** of one of our signature **Engagement Events** – email our Community Engagement Manager, Braylon Myers, at braylon@elevateindy.org to learn more.

ANNOTATIONS

The data and insights in this report have been pulled from the following reputable organizations:

Excellence in Giving
the joy of generosity

Dr. Paul Penley, Excellence in Giving Managing Director, Research Division // Dr. Penley manages the company's research division and leads projects to inform effective grant-making strategies. He has refined methods for nonprofit due diligence and tracking post-grant impact. He has completed on-site evaluations in a dozen countries around the world. Dr. Penley specializes in creating outcome measurement systems for internal and external reporting of program effectiveness. He has presented his approach at community foundations, Philanthropy Roundtable meetings, and Yale Philanthropy Conference. He has published research insights in Alliance magazine, Planned Giving Today, and OUTCOMES magazine. Dr. Penley's ability to identify predictive indicators of mission failure or success allows those he advises to support high-performing charities making the difference they want to fund.
http://excellenceingiving.com/

Search INSTITUTE

Search Institute // The Search Institute promotes positive youth development and advances equity through research and practical solutions. Search Institute is a nonprofit organization with a sixty-plus-year history of collaboration with partners to conduct and apply research that promotes positive youth development and advances equity. Their tools build connections that help all young people learn and grow. **searchinstitute.org**

salesforce

Salesforce // Elevate Indianapolis uses Salesforce's Program Management tools to track our Teacher-Mentors' time and interactions with our students as well as maintain records so we can determine the needs of our students and track their progress. **http://salesforce.com/**

NO ONE GETS THERE ALONE.

ELEVATE
INDIANAPOLIS

TO LEARN MORE:

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