



ANNUAL REPORT

CHANGE LIVES. MAKE DREAMS.

2024

WWW.DREAMALIVEINC.ORG

2024 ANNUAL REPORT

TABLE OF CONTENTS



03 Message From Our President & CEO

04 Our Mission / Theory Of Change

05 What Sets Us Apart

06 Who We Serve

07 2024 Year In Review

08 Measuring Outcomes

10 Scholar Stories

12 2024 Events

14 In The News

20 Financial Statement

2024 ANNUAL REPORT

MESSAGE FROM OUR PRESIDENT & CEO



Welcome to our 2024 Annual Report. As we reflect on the past year, we are reminded of our unwavering mission: to change lives by mentoring youth toward career paths. At our core, we are dedicated to building authentic, lasting relationships that help youth in Indianapolis discover their career dreams and connect to the paths that will lead them to success. We take pride in serving as the bridge between passionate companies, community leaders, and the next generation of workforce leaders.

What sets DA apart is our ongoing commitment to youth mentorship. We walk alongside our students from 6th grade through high school, providing daily support in schools and after-school programs. This year, we expanded into three new Indianapolis Public Schools, growing our reach from 1,100 to 2,400 students. We provided over 19,000 hours of mentoring—a 33% increase from last year—and saw remarkable outcomes: a 99% high school graduation rate, a 3.27 average GPA, and a 91% reduction in suspensions among our scholars compared to their peers. These achievements reflect the power of our unique model, which integrates community, companies, and volunteers into every step of the journey.

We also experienced significant growth as an organization. We added three new full-time staff members, multiple part-time staff, and one new board member. Additionally, we earned accreditation from the United Way of Central Indiana - a true testament to the excellence of both our outcomes and our organizational development.

While we've made great impact, there's still work to be done. Our vision is to reach every IPS school by 2026, ensuring that every youth has access to opportunities that elevate their futures. To those of you who already advocate for DA, thank you for your continued investment. To those new to our mission, we invite you to join us in making our vision a reality. Whether through volunteering, donating, or partnering with us, your involvement will make a lasting difference. Together, we can continue to change lives and empower the next generation to thrive.

With Gratitude,

Eric Müller
DREAM Alive President & CEO

2024 ANNUAL REPORT

OUR MISSION

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

THEORY OF CHANGE

YEAR 1-3
6th - 8th GRADE

CHALLENGE

Generic & Systematic Poverty

POPULATION SERVED: YOUTH

Ages 12-20 High Free and Reduced Lunch Rates
Attending Partner Schools High Crime Neighborhoods

On-Site Mentoring

250 hours during school and after school

EQ Development

100 hours building emotional intelligence (EQ)

Career Exposure

50+ hours of career trips each year

SHORT-TERM OUTCOMES

- More likely to graduate
- More interest in college
- More aware of career paths
- Achieve higher grades
- Less likely to be involved in violence
- More likely to succeed & be a leader
- Gain a vision for future
- Aware of their community

YEAR 4-7
9th - 12th GRADE

Mentoring

2-4 hours per month during school hours
School lunches with staff & volunteers
1-on-1 mentoring with local professionals 4+ hours per month
Monthly social events

ELEVATE INDIANAPOLIS

DA partners deeply with Elevate to enroll DA scholars in Elevate's state-accredited elective classes and out of school high school programming, thus creating a 6-12th grade pipeline of mentoring together.

Career/College Prep

Career workshops throughout school year
College & HBCU overnight trips annually
College prep work & scholarship assistance

SHORT-TERM OUTCOMES

- High School Graduate
- College/Career/Military Ready

LONG-TERM OUTCOMES

- Large Professional Network
- Full-Time Career
- Increased Wealth Earnings

2024 ANNUAL REPORT

WHAT SETS US APART

DREAM Alive is a mentoring organization, focused on developing authentic, long-term, deep relationships with youth, and equipping youth to find and achieve their career dreams. Here are the three very distinct ways that set us apart:

1

We mentor youth for 7 continual years, at school sites.

2

We mentor with a focus on career development.

3

We integrate companies, community partners & volunteers deep in programming.

RESEARCH BASED FRAMEWORK

DA's programming helps youth build a career path, develop soft skills, and create a professional network before high school graduation. Our research-based program equips youth with the tools to achieve their career dreams while combining mentoring, career development, character development, community service and experiential learning.

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

CAREER-FOCUSED
EXPERIENTIAL
LEARNING
TRIPS

MENTORING

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

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

COMMUNITY
SERVICE

CHARACTER
DEVELOPMENT

Search
INSTITUTE
Developmental Assets®

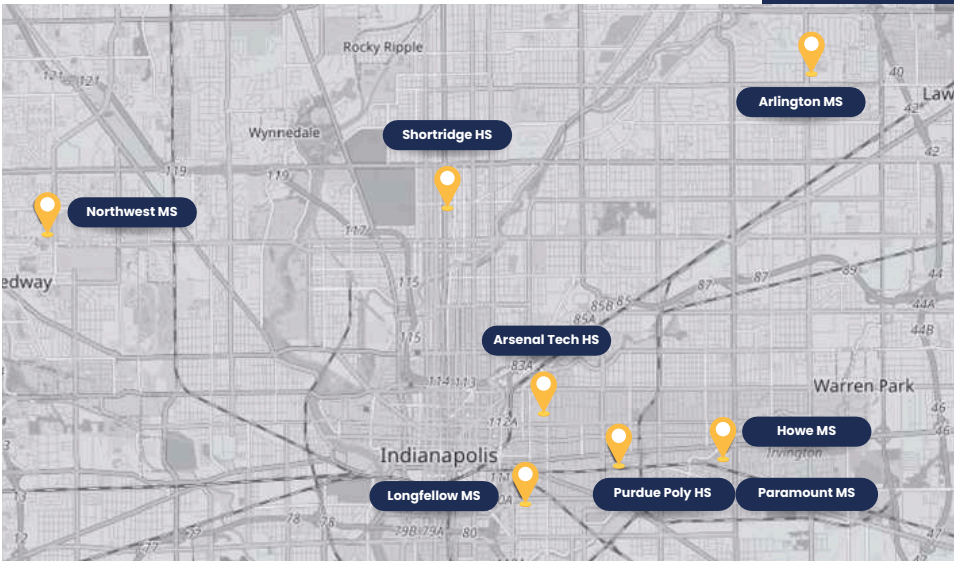
Developed alongside Butler University's College of Education, DA utilizes the Search Institute's Developmental Assets framework for our **Character Development** portion of programming.

blanchard
INSTITUTE

In 2024 DA began partnering with the Blanchard Institute for additional leadership development curriculum, content and resources.

2024 ANNUAL REPORT

WHO WE SERVE



2450

Students Served

871

Scholars Enrolled

631

Scholars Engaged



6th-12th GRADE STUDENTS

across 5 middle schools and 3 high schools



95%

of scholars at
or below poverty
level



95%

of scholars live in
high-crime
neighborhoods

ETHNICITY



2024 ANNUAL REPORT

2024 YEAR IN REVIEW



19,774

PROGRAM HOURS

33% increase from previous year



871

SCHOLARS

27% of school enrollment

99%

High School
Graduation
Rate for
Scholars
Who
Complete
DA Program
(Since 2011)

94%

Class of 2024
Students in
College,
Military or
Career
Immediately
After
Graduation



32

Class of 2024 Graduates

“

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

”

148

FIELD TRIPS



71

CAREER EXPERIENCE TRIPS



28

COLLEGE EXPERIENCE TRIPS



130

COMMUNITY PARTNERS



414

VOLUNTEERS



2026

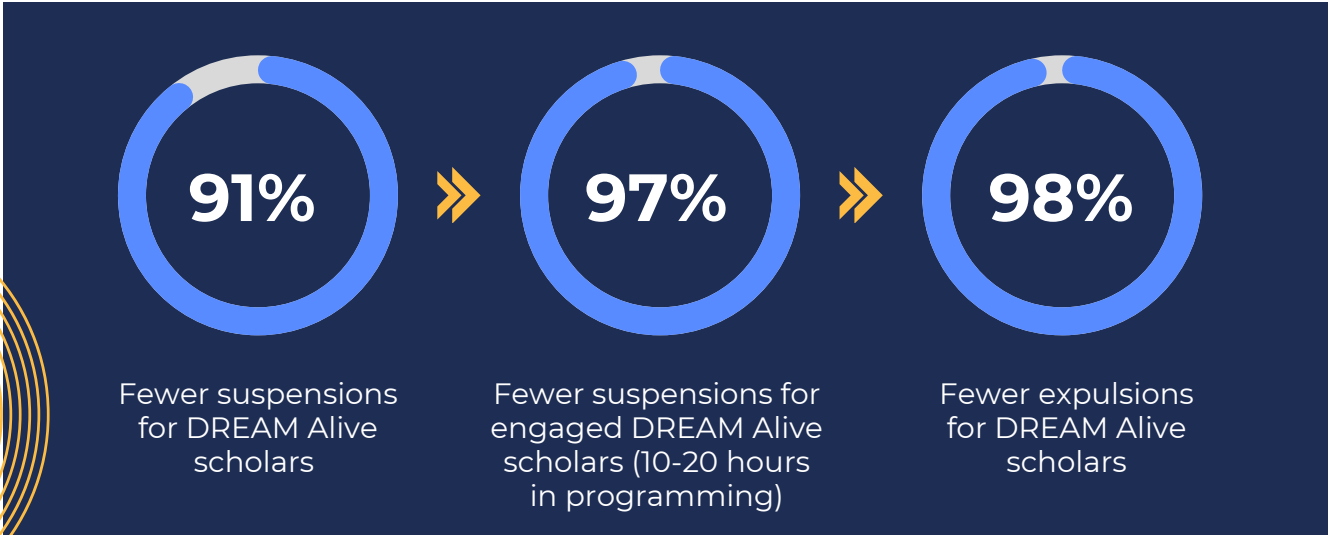
VOLUNTEER HOURS



72

MENTORS

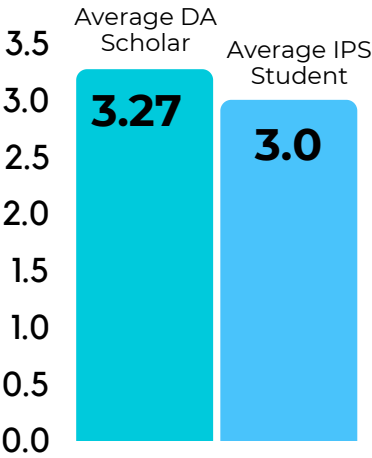
MEASURING OUTCOMES



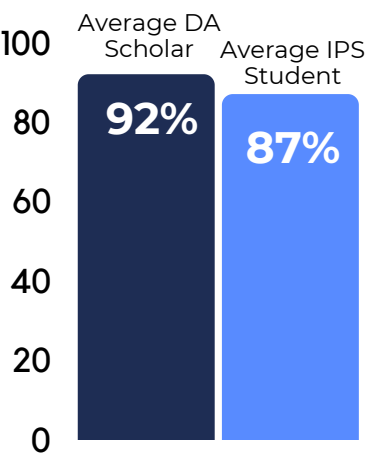
“My favorite thing about DREAM Alive is doing good things that help out other people. I love seeing the happiness all around.”

-Naylah, DREAM Alive scholar at Paramount Middle School

COMPARING GRADES



COMPARING ATTENDANCE



2024 ANNUAL REPORT

MEASURING OUTCOMES

Below are key insights from our 2024 biannual assessment of DREAM Alive scholars. These responses highlight the program's impact and help us refine our approach, with a noticeable focus on mental health as a result of increased developmental support.

97%

of scholars say that they feel like they belong at DREAM Alive

96%

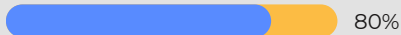
of scholars say that DREAM Alive connected them with mentoring relationships

96%

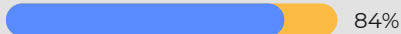
of scholars say that DREAM Alive increased their desire for a career



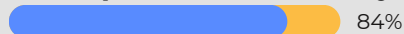
I feel good about myself.



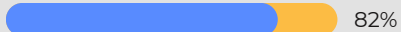
I believe my life has a purpose.



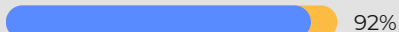
I am optimistic about my future.



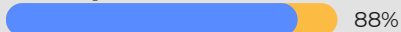
I can resist negative peer pressure and dangerous situations.



I want to do well in school.



I believe it's very important to help others.



2024 ANNUAL REPORT

SCHOLAR STORIES

Positive. Powerful. Life-Changing.

”

Just to be a faithful presence in a student's life has so much more impact than you realize.

- Julia, DREAM Alive Mentor



GABBY

.....

During her sophomore year of high school, Gabby met her mentor, Julia. Since this was during the era of COVID, Gabby and Julia had to meet virtually for the first several months. When they were finally able to meet in person, Gabby said that “it was just so refreshing; Julia was like meeting a friend who you haven’t caught up with in a long time and they just want to hear everything you have to say.” At one point, Gabby confided in Julia that she was sexually assaulted by someone she trusted. Gabby said that Julia was so kind, compassionate and understanding that she felt like she could tell her anything. “Julia helped propel me forward during a time I felt so stuck.” [Watch Gabby's Story Here.](#)



DAMICO

.....

Damico, a DREAM Alive sophomore at Warren Central High School, was recently praised this past Thanksgiving by his coach for showing remarkable growth from last year to this year. He has made a complete turnaround with his class grades and has also made huge strides with his anger management. He is also keeping himself busy outside of school and actively participating in flag football and wrestling.



JEMIMA

.....

After participating in a job shadowing experience at American Structurepoint last summer, Jemima decided to apply and join the company as an intern. Now working 2-3 days per week, she is honing in her stem skills, embracing the principles of engineering, and paving the way for her future success.

2024 ANNUAL REPORT

VOLUNTEER WITH US

Join us in life changing work by volunteering with our nonprofit, where you'll help youth discover their career dreams and connect them with real world opportunities. With our streamlined approach, individual volunteers and companies can easily make a lasting impact on both the community and the next generation of talent.

[Click here to fill out a volunteer interest form.](#)



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 and 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 navigate through their high school years.



SPECIAL EVENTS

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

- DREAM Christmas
- DREAM Awards
- DREAM Makers Fundraiser



COLLEGE ROAD TRIPS

Our programming team takes a group of 50+ high school students on two college road trips each year to explore various colleges. We need volunteers to help chaperone these 2 night, 3 day trips.



CAREER FIELD TRIPS

We believe dreams are created by exposure to new experiences and ideas. Volunteer with us by hosting a 1-hour field trip at your company to teach them about the career paths at your company.



SUMMER CAREER CAMPS

For the month of June, DA leads summer career camps for our scholars from 6th through 12th grade. We are looking for organizations to host job shadowing opportunities, career trips, and for individuals to come speak at our camp.

2024 ANNUAL REPORT

2024 EVENTS: DREAM AWARDS

Racing To A Bright Future.



Our 2024 theme “Racing to a Bright Future” was once again held at the Indiana Farm Bureau Football Center’s Gridiron Hall, where we had the pleasure of recognizing 32 DREAM Alive scholars for graduating from high school and completing 6 continuous years of DA programming.

In addition, we recognized several companies and individuals who had a sizable impact in our scholars lives during the 2023-2024 school year.

Senior scholars were presented with a framed certificate and backpack full of donated goodies including a refurbished laptop from Bastian Solutions and a brand new pair of Nike sneakers from A New Shoe Day. We couldn’t be prouder of our graduates!

28

Honorable awards were distributed to members of the DA community, including corporate partners, donors, volunteers and staff.

32

DREAM Alive scholars recognized for graduating from high school and completing 6 continuous years of DA programming.

2024 ANNUAL REPORT

2024 EVENTS: DREAM CHRISTMAS

2024 Marked our 20th Annual DREAM Christmas Celebration.

More than 600 guests attended our 20th Annual DREAM Christmas on Wednesday, December 4th, 2024. The Pacers were kind enough to host us at Gainbridge Fieldhouse and we added some new festive activities to the evening, including airbrush tattoos and old-school video games.

In addition to the DREAM Christmas celebration, our scholars participated in a budgeting workshop, a shopping day at Meijer and a gift wrapping event at one of our corporate partners' offices. Our scholars learned the true meaning of Christmas by giving back to others.

[Watch a video that highlights what DREAM Christmas is all about.](#)



105 children
received gifts



181 scholars
participated



155 shopping &
event volunteers



18 corporate
event sponsors



650 meals
provided



1 budgeting
workshop



3 shopping
days



8 wrapping
parties



2024 ANNUAL REPORT

IN THE NEWS: DA EXPANDS TO 3 ADDITIONAL MIDDLE SCHOOL SITES



In August of 2024, DREAM Alive added three new IPS middle school sites to our programming: Northwest, Howe and Longfellow Middle Schools.

Since school began in August, DA has served 574 students across all three schools and conducted 4,468 hours of programming, including more than 600 hours spent on college road trips with 6th grade students.

DA staff have experienced and overcome many challenges during the first semester of the year including the changing school hours, new principals, building relationships, and community unrest. Throughout all of these challenges, DA has adapted to meet the needs of the community, school, and students. DA is excited to see how these new sites continue to grow in the second semester of the 2024-2025 academic year and beyond.



2024 ANNUAL REPORT

IN THE NEWS: DREAM ALIVE BECOMES UNITED WAY ACCREDITED

The United Way of Central Indiana has added DREAM Alive to its network of accredited community organizations. Accreditation allows nonprofits to apply for all United Way grant funds and access resources, training and support to grow their organizations. DREAM Alive was one of two local nonprofits to receive accreditation.

"We are humbled and grateful to join the United Way family. The opportunity DREAM Alive now has to learn, develop and grow from the support of United Way of Central Indiana will help us to better serve our community together," said Eric Müller, President and CEO of DREAM Alive.

This is a major milestone for DREAM Alive, and we are looking forward to the opportunity we have to better serve our community through our new partnership with the United Way.

With the addition of DREAM Alive, United Way now has 90 accredited community organizations across its seven-county service area.



[READ THE FULL PRESS RELEASE HERE.](#)



2024 ANNUAL REPORT

IN THE NEWS: DA WELCOMES 4 NEW FACES TO THE DREAM TEAM

DREAM Alive welcomed three new staff members and one additional board member to the team in 2024.

With our expansion to three new middle schools, there was a need to have a dedicated staff member present at each site.

Derian Parker had been working part-time on the programming team and was promoted to a full-time role. He is now the Site Director at Northwest Middle School.

Joy Gayflor was also on the part-time programming team and was offered a full-time role as the Site Director at Longfellow Middle School.

As DA continues to grow, it's becoming more critical to have a dedicated staff member manage our data and grants. Nicole Watkins was hired to write grants and share data through numbers and storytelling.

Suzanne Gaidoo joined the DA team as the 9th board member. Suzanne is an Assistant General Counsel with Calumet Specialty and specializes in nonprofit law.

We are thrilled to add each of these new faces to the DREAM Team!



DERIAN PARKER

**SITE DIRECTOR
NORTHWEST M.S.**



JOY GAYFLOR

**SITE DIRECTOR
LONGFELLOW M.S.**



NICOLE WATKINS

**GRANT & IMPACT
DIRECTOR**



SUZANNE GAIDOO

**DREAM ALIVE
BOARD MEMBER**

2024 ANNUAL REPORT

IN THE NEWS: DA PARTNERS WITH THE CITY OF INDIANAPOLIS



DREAM Alive was awarded a \$248,278 grant through the City of Indianapolis' Elevation Grant Program, to support our programming efforts that target violence reduction.

In early 2024, with the help of this grant, DA scholars at Arlington Middle School experienced a 344% decrease in suspensions before entering DA compared to after participating in DA. Additionally, at least 95% of DA scholars were not involved in any violence at all during last school year.

The current Elevation grant has served over 900 students so far and has potential to reach double that number in the remainder of the school year.

DA is extremely thankful to the City of Indianapolis and the Indianapolis Foundation for their support and technical assistance as we navigate ways to continue to positively impact violence reduction in our community.

2024 ANNUAL REPORT

MEET THE TEAM

**ERIC MÜLLER****PRESIDENT & CEO****STEPHEN SMITH****VICE PRESIDENT
OF PROGRAMS****CLAIRE BASTIAN****DIRECTOR OF
OPERATIONS****JILL PATRICK****VOLUNTEER
ENGAGEMENT
DIRECTOR****NICOLE WATKINS****GRANT & IMPACT
DIRECTOR****KEON DOWDELL****HIGH SCHOOL
DIRECTOR****ANDY CONRAD****HIGH SCHOOL
DEVELOPMENT
DIRECTOR****DESTINEY LEE****MIDDLE SCHOOL
DIRECTOR****SIERRA TWIGG****MIDDLE SCHOOL
SITE DIRECTOR****ADRIANA
HERNANDEZ****MIDDLE SCHOOL
SITE DIRECTOR****DERIAN PARKER****MIDDLE SCHOOL
SITE DIRECTOR****JOY GAYFLOR****MIDDLE SCHOOL
SITE DIRECTOR**

2024 ANNUAL REPORT

BOARD OF DIRECTORS



TARIK GLENN, FOUNDER & PRESIDENT EMERITUS

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

CHARLES AKINBOLA, BOARD PRESIDENT

Assistant Vice President of Talent Development, Elements Financial

JEFF JOYCE, BOARD TREASURER

Treasurer, Chief Financial Officer, North Salem State Bank

BRANDON HIMES, BOARD SECRETARY

Assistant Truck Branch Manager, Enterprise

MATT CONRAD, BOARD EX-OFFICIO

Attorney, Frost Brown Todd

KIM BORGES

Vice President, Marketing & Public Relations, Regions Bank

SUZANNE GAIDOO

Assistant General Counsel, Calumet, Inc.

PATRICIA SHUNK

Director of Global Order Management & Billing, Genesys

JOHN SIEFER

Retired Senior Director of Internal Audit, Citizens Energy Group

2024 ANNUAL REPORT

FINANCIAL STATEMENT

TOTAL DONATIONS RECEIVED

\$1,192,250

VS

TOTAL OPERATING EXPENSES

\$1,128,874

ADMIN VS PROGRAM COST

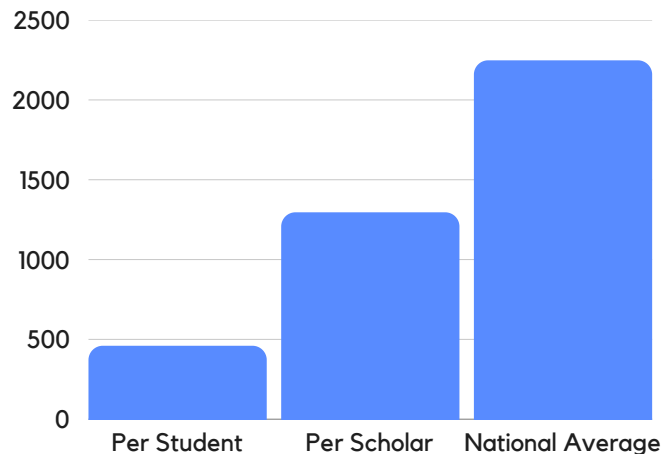


MENTORING COST

\$460
PER STUDENT

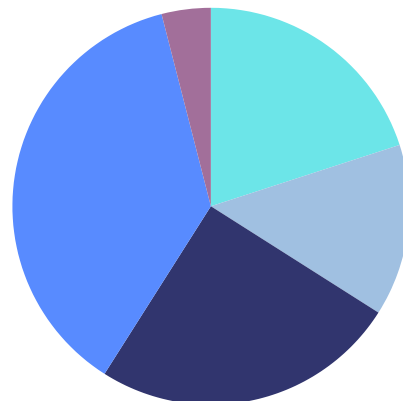
\$1296
PER SCHOLAR

\$2248
NATIONAL AVERAGE



SOURCES OF DONATIONS

- FOUNDATION/GRANT SUPPORT = 37%
- GOVERNMENT/CITY SUPPORT = 25%
- CORPORATE = 20%
- INDIVIDUALS = 14%
- INVESTMENTS = 4%



2024 ANNUAL REPORT

SUPPORT DREAM ALIVE

DONATE

Invest in our program. You can choose a one-time or monthly donation to help us change lives.

1

2

HOST A CAREER TRIP

Get your company involved by providing a one-hour career trip for our scholars.

MENTOR

Become a mentor or program volunteer. Build meaningful relationships with our scholars.

3

www.dreamaliveinc.org

317.762.6353

info@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
Nicole Watkins, Grant & Impact 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
Joy Gayflor, Site Director

DONORS

THE LEGENDS (\$20,000+)

American Structurepoint
Arthur Dean Family Foundation
Bill & Nan Bastian
City of Indianapolis - Elevation
Violence Prevention 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 Colts
The Indianapolis Foundation

DONORS

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

Anonymous Donor
Belden
Central Indiana Community Foundation
Circle Financial Planning
City of Indianapolis: CDBG
Delta Faucet Company
Enterprise
Finish Line Foundation
First Merchants Bank
Glenn Family
MCCOY
Merchants Foundation
MERL
MIBOR
NFL Foundation
Progressive Insurance
Summer Youth Program Fund
TJX Foundation
TriPhase Technologies
Verizon
Watson Family

BOARD OF DIRECTORS

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

YOUNG PROFESSIONAL BOARD

Jodeci Byrd
Caleb Hawks
James Peterson
Cameron Shepherd
Devonte Harpool

DONORS

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

Bastian Solutions
Bigger Than Sneakers
Burks Family Foundation
Card & Associates
Central Supply Company
Elements Financial
Indiana Pacers
Midtown
North Salem Bank
Roche
Ryan Fireprotection
Shunk Family
SME
SMPS
Trane Technologies
Trifectom
Two Oaks Fund

SCHOOL PROGRAM PARTNERS

Arlington Middle School
Arsenal Technical High School
Longfellow Middle School
Howe Middle School
Indianapolis Public Schools
Northwest Middle School
Paramount Middle School
Purdue Polytech High School
Shortridge High School

CONTINUED EDUCATION PARTNERS

Ball State University
Butler University
Depauw University
Indiana State University
Indiana University
Indiana Wesleyan University
IU Indy
Ivy Tech Community College
Marian University
Purdue University
St. Joseph's College of Marian University
University of Indianapolis
University of Southern Indiana



CORPORATE PARTNERS

American Structurepoint
Bastian Solutions
Belden
Bottleworks Hotel
Brick & Ember Outfitters
Built to Succeed
Card & Associates
Central Security & Communications
Central Supply Company
Chick-fil-A (Southport & At-the-Crossing)
Circle Financial Planning
Citizens Energy Group
Conner Prairie
Corporate
CUMMINS
Delta Faucet Company
DeveloperTown
Elate
Elements Financial
Emmis Communications
Encore Sotheby's Carmel
Enterprise
First Merchants Bank
FullStack PEO
Google
Gregory & Appel Insurance Group
Heartland Film
Homelight
Hoosier Heights Indianapolis
IBEW Local 481
Indiana Pacers
Indianapolis Colts
Indianapolis Fire Department
Indianapolis Indians Charities
Legends Global
Marian
Markle ReWork Alliance
McGowan Insurance Group
Meijer (North Keystone)
Merchants Bank
MERL
Midtown
MISO
Money Concepts
Müller Lawncare
Myriad Health + Fitness
National Bank of Indianapolis
National Football League
NFP
Protective Insurance
Radio One
Regions Bank
Republic Waste Services
Roche
Ryan Fireprotection
Salesforce
Schmidt & Associates
SME
SMPS
Soma Downtown
Stimulus, LLC.
Supply Kick
TCC

CORPORATE PARTNERS (CONT'D)

Thompson Thrift
TJX
Trane Technologies
Trifectom
Triphase Tech
UPS
Verizon

FOUNDATION & GRANT PARTNERS

Arthur Dean Family Foundation
Central Indiana Community Foundation
City of Indianapolis
Glick Philanthropies
Indianapolis Foundation
Lilly Endowment Inc
MIBOR
NBA Foundation
Nina Mason Pollium Trust
Regions Foundation
Rogers Family Foundation
The Thurston Foundation
TJX Foundation
United Way of Central Indiana

NON-PROFIT PARTNERS

A New Shoe Day
Dress for Success
Elevate Indy
Felege Hiywot Center
Indiana Latino Institute
Indiana State Museum
Latinas Welding Guild
Mary Rigg Community Center
New Shoe Day
Outreach Inc.
Patachou Foundation
Shepherd Community Center
Str8Up Ministries
St. Vincent Depaul
The Indy 500 Festival
Teachers Treasures
Walker Family Foundation
MCCOY
Bigger than Sneakers





TO LEARN MORE:



www.dreamaliveinc.org



317.762.6353



info@dreamaliveinc.org