



## 2021 Financial Aid Support and Financial Literacy Catalogue

The Business Equity for Indy (BEI): Learning and Talent Opportunities Taskforce conducted a landscape scan of existing programs and initiatives that support the education and training needs of Black and Hispanic individuals, ages 0 to 25, in greater Indianapolis, Indiana.

This document summarizes the Financial Aid Support and Financial Literacy Programs in Marion County, Indiana, that were identified during the landscape scan, and is one part of the overall [Education and Workforce Development Program Repository](#). The repository complements the BEI Learning and Talent Opportunities Taskforce's [recommendations](#) for companies to improve education and workforce development outcomes for Black and Hispanic individuals, and identifies specific programs and initiatives in which the corporate community can engage.

Date 11/9/2021

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## ABOUT BUSINESS EQUITY FOR INDY

Business Equity for Indy (BEI), a joint venture of Central Indiana Corporate Partnership (CICP) and the Indy Chamber in partnership with the Indianapolis Urban League, exists to help businesses take action and advance racial equity. We are bringing together business leaders, changing processes that no longer serve our community and creating measurable strategies that hold us accountable to make large-scale changes across our region.

Over the past year, the global pandemic has challenged our community in ways that we did not think possible. While hardships caused by COVID-19 have affected us all, these impacts are felt unequally. Our Black neighbors and communities of color have suffered disproportionately from COVID-19 in all its health-related, social, and economic impacts. Black populations and other people of color are experiencing one of the most tumultuous chapters in recent history, and we continue to see devastating racial disparities for individuals, families, and communities.

As business leaders, parents, children, friends, and human beings, we are strengthening our commitment to advance racial equity. We recognize that we play a vital role in removing barriers, reducing disparities, and expanding access. We have an extraordinary opportunity and responsibility to shift business behaviors that will help impact the quality of people's lives while creating inclusive growth for a more equitable future.

## ABOUT BEI: LEARNING AND TALENT OPPORTUNITIES

Learning and Talent is one of five BEI pillars for advancing racial equity. In December 2020, the BEI Learning and Talent Opportunities Taskforce (Taskforce) launched with a goal to identify specific actions that the corporate community can take to improve education and training outcomes for Black and Hispanic individuals in greater Indianapolis. Led by co-chairs Claire Fiddian-Green, President and CEO, Richard M. Fairbanks Foundation, and Dr. Adrienne Sims, VP Talent Management, Human Resources, OneAmerica, Taskforce members collected, analyzed and reviewed Marion County education and workforce data, and identified the following priorities where businesses can engage and take meaningful action:

1. Access to high-quality early learning programs
2. Support for K-12 student success with an emphasis upon:
  - a. STEM skills development
  - b. Successful transition from high school to postsecondary education and/or careers
3. Access to and persistence through postsecondary education, and access to careers.

# ABOUT THE EDUCATION AND WORKFORCE DEVELOPMENT PROGRAM REPOSITORY

In May 2021, the BEI Learning and Talent Opportunities Taskforce issued a survey to Marion County nonprofit organizations, K-12 schools, colleges and universities, and corporations to identify current programs and initiatives that are helping to address the education and training needs of Black people ages 0-25 years in Central Indiana, with an emphasis on Marion County. Respondents were made aware that responses to this request were to be included in a public-facing landscape scan that the BEI will release in 2021 and will help to inform recommendations developed by the Learning and Talent Opportunities taskforce regarding specific programs or initiatives that CICP and Indy Chamber members can support to help address racial disparities in education and workforce development in Central Indiana.

Organizations were asked to focus their survey responses on programs that fit within the following criteria:

<b>Geographic Focus</b>	<b>Central Indiana, with an emphasis on Marion County</b>
<b>Population Focus</b>	<ul style="list-style-type: none"> <li>• Phase 1: Black/African American individuals, ages 0-25 years</li> <li>• Phase 2: Hispanic/Latino individuals, ages 0-25 years</li> <li>• Phases 1 and 2:             <ul style="list-style-type: none"> <li>○ Individuals enrolled in early learning or childcare, school, college/university, or participating in a training program</li> <li>○ Individuals that are employed, unemployed, or underemployed</li> <li>○ Individuals disconnected from education systems</li> </ul> </li> </ul>
<b>Education/Workforce Development Focus</b>	<ul style="list-style-type: none"> <li>• Early learning (birth to 5)</li> <li>• K-12 education</li> <li>• Post-secondary education or training/workforce development program</li> </ul>

The Education and Workforce Development Program Repository consists of eight (8) separate documents: a summary of all programs identified in survey responses, as well as seven separate program catalogues, organized by program type. A program may appear in multiple catalogues if it has more than one program type classification.

<b>Program Type / Classification</b>	<b>Definition</b>
<b>Early Childhood</b>	Program targeted to children ages 0-5 (or through preschool), such as childcare programs, early learning centers, and other efforts to develop foundational academic or social skills.
<b>Academic</b>	Curriculum-based or other instruction to develop academic skills (e.g., literacy, math, computer science, CTE) to improve overall academic proficiency and future career preparation.
<b>Financial Aid Support and Financial Literacy</b>	Program that assists with scholarship access (e.g., FAFSA, 21 <sup>st</sup> Century Scholars, and completion of other scholarship applications applications), or program that develops financial literacy skills, such as budgeting, personal or professional financial management, and home ownership knowledge/skills.

<b>Job Shadow and Career Fair</b>	Career exploration program that allows students or individuals to learn about career opportunities and/or observe jobs in action to help inform their future career selection. Individual participants are not contributing hands-on work in a career fair or job shadow program.
<b>Leadership/Soft Skills and College/Career Prep Support</b>	Program that develops communications, leadership, or relationship-building skills or helps participant complete college/postsecondary application, develop a resume, prepare for interviews, or develop other skills to support postsecondary enrollment or secure employment.
<b>Mentoring and Career Navigation</b>	Program in which individual receives guidance and support identifying postsecondary and career pathways, or advice on soft skills development. This support is often provided through a one-on-one advisor relationship.
<b>Work-Based Learning</b>	Program providing on-the-job learning and training, such as an apprenticeship, internship, or other hands-on work experience. Program may or may not provide credit-bearing experience.

The Program descriptions within the program catalogues contain a subset of data collected from each survey response.

Programs were classified by type by the Taskforce, and any edits to program descriptions were made by the Taskforce for clarity. The BEI Taskforce accepts responsibility for any inaccuracies resulting from these classifications and edits.

# FINANCIAL AID SUPPORT AND FINANCIAL LITERACY PROGRAM INDEX

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# ATHLETICS AND EXTRACURRICULARS

By MSD Warren Township (K-12)

## Contact Information

**Website:** <https://www.warren.k12.in.us/>

**Respondent Name:** Courtney Burchett

**Email:** [cburchet@warren.k12.in.us](mailto:cburchet@warren.k12.in.us)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	Yes
Early Childhood	-
Financial Literacy	Yes
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	Yes
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** Athletics and extracurriculars are an opportunity for students to engage in the school process. Beyond the student's selected sports, MSD Warren Township's athletics department holds student athletes to high standards of academics and behaviors, develops study tables, provides mentoring and family outreach. Every Athlete has access to an academic advisor and support is available for athletes planning to compete at the collegiate level. This includes assistance with the college application process, filing for Federal and State Financial Aid and ACT/SAT testing.

In terms of extracurricular clubs and organizations, Warren Central High School/Walker Career Center offers over 20 Academic Clubs including: Speech team, Yearbook and Newspaper, Foreign Language, and National Honor Society. In performing arts, there are over 17 different clubs and groups including a state and nationally recognized marching band, indoor percussion and color guard. Student council, Best Buddies, Gay Straight Alliance and One Heart, One Mind are a few of the 15 service clubs available to students. MSD Warren Township's CTE programs offer almost 20 Skills USA teams, as well as clubs for robotics, leadership council, ACE Mentoring and more.

**Success Metrics:** Through MSD Warren Township's support, student athletes maintain academic eligibility, avoid student disciplinary infractions, and stay safe.

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
N/A	55%	18%

**Ages Served:**

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	Yes	-	-

**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Warren Township

**Resources**

**Annual Operating Cost:** N/A

**Initial Start-Up Cost:** N/A



# NAVIANCE

By MSD Warren Township (K-12)

## Contact Information

**Website:** <https://www.warren.k12.in.us/>

**Respondent Name:** Laura Butgereit

**Email:** lbutgere@warren.k12.in.us

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	<b>Yes</b>
Work-Based Learning	-

**Brief Program Summary:** Naviance is a comprehensive college and career readiness solution that is supporting MSD Warren Township as it works to align student strengths and interests to postsecondary goals, improving student outcomes and connecting learning to life. Students are introduced to the Naviance College, Career and Life Readiness platform in 5th grade and create their own individualized portfolio beginning in 6th grade. From 6th grade and continuing throughout high school, students complete multiple self assessments in learning styles, individual strengths and career interests. Students are able to explore careers, post-secondary options, plan for future courses, and participate in virtual college visits. Course planning, financial literacy and long term life skills are also part of the middle and high school Naviance experience.

**Success Metrics:** N/A

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>11,612</b>	<b>55%</b>	<b>18%</b>

### Ages Served:

<b>Ages: 0 to 4</b>	<b>Ages: 5 to 11</b>	<b>Ages: 12 to 18</b>	<b>Ages: 19 to 25</b>	<b>Age: N/A</b>
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-	Yes	Yes	-	-
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**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Warren Township

**Resources**

**Annual Operating Cost:** N/A  
**Initial Start-Up Cost:** N/A

# COLLEGE & CAREER READINESS - JUNIOR ACHIEVEMENT (JA)

By MSD Warren Township (K-12)

## Contact Information

**Website:** <https://www.warren.k12.in.us/>

**Respondent Name:** Laura Butgereit

**Email:** lbutgere@warren.k12.in.us

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	<b>Yes</b>
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** MSD Warren Township maintains a collaborative relationship with Junior Achievement of Central Indiana. Their program provides extensive college and career exploration and readiness opportunities, as well as specific skill development in financial literacy for MSD Warren students beginning in Kindergarten and continuing through the high school and graduating seniors. These annual programs include: JA Career Day for all grades K-4, Biztown, Finance Park, Job Spark and Career Day for all students grades 5-8, and the 3E (Enroll, Enlist, Employ) Career Fair for all students 9-12.

**Success Metrics:** JA participation data and individual student feedback

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>11,612</b>	<b>55%</b>	<b>18%</b>

### Ages Served:

<b>Ages: 0 to 4</b>	<b>Ages: 5 to 11</b>	<b>Ages: 12 to 18</b>	<b>Ages: 19 to 25</b>	<b>Age: N/A</b>
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-	Yes	Yes	-	-
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**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Warren Township

**Resources**

**Annual Operating Cost:** N/a

**Initial Start-Up Cost:** N/A

# SENIORFEST

By MSD Warren Township (K-12)

## Contact Information

**Website:** <https://www.warren.k12.in.us/>

**Respondent Name:** Laura Butgereit

**Email:** lbutgere@warren.k12.in.us

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	<b>Yes</b>
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** 2021 is the first of an Annual event for all MSD Warren Senior Students. SeniorFest will provide the opportunity for senior students to participate in workshops to support the college and post-secondary education process including: applications, personal essays and financial aid. Students interested in apprenticeship and high skilled certifications will be introduced to and interact with various local programs. Employers seeking high school graduates will be able to connect with prospective students and provide on-site interviews. Other career readiness supports will include development of soft skills, resume writing, and mock interviews.

**Success Metrics:** N/A

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>900</b>	<b>55%</b>	<b>18%</b>

### Ages Served:

<b>Ages: 0 to 4</b>	<b>Ages: 5 to 11</b>	<b>Ages: 12 to 18</b>	<b>Ages: 19 to 25</b>	<b>Age: N/A</b>
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-	-	Yes	-	-
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**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Warren Township

**Resources**

**Annual Operating Cost:** N/A  
**Initial Start-Up Cost:** N/A

# EMERGING SCHOLARS

By Center for Leadership Development (Nonprofit)

## Contact Information

**Website:** <https://cldinc.org/>

**Respondent Name:** Terry Bailey

**Email:** [tbailey@cldinc.org](mailto:tbailey@cldinc.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** In this one day initiative, students and their parents come together to learn about various scholarship opportunities, including those provided by Center for Leadership Development's (CLD's) college and university partners. Participants gain insight on essay writing, resume tips, scholarship eligibility, the application process and preparation for higher education experiences. Students and parents also have the opportunity to speak one-on-one with CLD college and university partner admissions representatives.

**Success Metrics:** CLD Logic Model and Benchmarks

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>330</b>	<b>91%</b>	<b>0%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	<b>Yes</b>	-	-

**Geographic Scope:**

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: N/A

**Resources****Annual Operating Cost: N/A****Initial Start-Up Cost: N/A**



# INDIANA EDUCATION AND TRAINING VOUCHER (ETV)

By Foster Success (Nonprofit)

## Contact Information

**Website:** <https://fostersuccess.org/>

**Respondent Name:** Monika Mala

**Email:** [monika@fostersuccess.org](mailto:monika@fostersuccess.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** The Indiana Education and Training Voucher (ETV) Program is a federally funded, state-administered program that provides financial and academic support for young adults who've left the foster care system and are enrolled in qualified colleges, universities, or vocational education programs.

**Success Metrics:** The number of youth enrolled in college, the number funded through ETV, the number of students returning each semester, amount funded, and the number of youth who meet with their regional coordinators.

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>283</b>	<b>28%</b>	<b>1%</b>

### Ages Served:

<b>Ages: 0 to 4</b>	<b>Ages: 5 to 11</b>	<b>Ages: 12 to 18</b>	<b>Ages: 19 to 25</b>	<b>Age: N/A</b>
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-	-	Yes	-	-
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**Geographic Scope:**

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: N/A

**Resources**

**Annual Operating Cost:** \$1,055,600

**Initial Start-Up Cost:** \$0

# ARCH

By Outreach (Nonprofit)

## Contact Information

**Website:** <https://www.outreachindiana.org/>

**Respondent Name:** Faith Musgrove

**Email:** [fmusgrove@outreachindiana.org](mailto:fmusgrove@outreachindiana.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	<b>Yes</b>
Work-Based Learning	-

**Brief Program Summary:** Outreach provides services to youth and young adults experiencing homelessness. Its ARCH (Advocacy, Relationship, Case Management in High Schools) Program assists homeless high school students with a wide range of services. Case managers help students obtain birth certificates, Social Security cards, Medicaid coverage, TANF/WIC, bus passes, and other important services. They provide educational assistance by helping with financial aid forms, taking students on college visits, and helping to apply for scholarships. ARCH staff champion youth towards graduation and beyond, journeying through life experiences with them.

**Success Metrics:** N/A

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>482</b>	<b>58%</b>	<b>4%</b>

### Ages Served:

<b>Ages: 0 to 4</b>	<b>Ages: 5 to 11</b>	<b>Ages: 12 to 18</b>	<b>Ages: 19 to 25</b>	<b>Age: N/A</b>
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-	-	Yes	-	-
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**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

**Resources**

**Annual Operating Cost:** N/A  
**Initial Start-Up Cost:** N/A

# SCHOLARSHIP WORKSHOPS

By IUPUI (College/University)

## Contact Information

**Website:** <https://www.iupui.edu/>

**Respondent Name:** Karen Dace

**Email:** kdace@iupui.edu

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** Support high school students' success at pursuing higher education, particularly Latino students, by hosting workshops at local high schools. Workshops support students in applying for college scholarships and prepare them to be successful through the entire college going process.

**Success Metrics:** Education: Access for underrepresented populations, English as a second language, Mentoring

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	<b>Yes</b>	-	-

**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

**Resources****Annual Operating Cost: \$0****Initial Start-Up Cost: \$0**

# IGNITE: FORMER FOSTER SUCCESS

By Ivy Tech Community College (College/University)

## Contact Information

**Website:** <https://www.ivytech.edu/indianapolis/34125.html>

**Respondent Name:** Kevin Hillman

**Email:** [khillmn5@ivytech.edu](mailto:khillmn5@ivytech.edu)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	<b>Yes</b>
Work-Based Learning	-

**Brief Program Summary:** IGNITE is a grant funded program at Ivy Tech Community College, sponsored by the Nina Mason Pulliam Trust. IGNITE serves former foster and homeless youth between the ages of 18 and 26 years old. The goals of the program are to provide wrap around services to current and future students who meet the program requirements. The students have access to enrollment assistance, financial aid assistance, connection to community resources and much more. These program supports are designed to help students navigate higher education and create a culture of belonging.

**Success Metrics:** Semester and Cumulative GPA, program participation, retention rates

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>30</b>	<b>72.7%</b>	<b>9.1%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	<b>Yes</b>	<b>Yes</b>	-

**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

**Resources****Annual Operating Cost:** \$100,000**Initial Start-Up Cost:** \$100,000



# UNCF STATEWIDE SCHOLARSHIP PROGRAMS

By UNCF (Nonprofit)

## Contact Information

**Website:** <https://uncf.org/>

**Respondent Name:** Andrea Neely

**Email:** [Andrea.Neely@uncf.org](mailto:Andrea.Neely@uncf.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** Provides need-based scholarships to students from Indiana to attend Indiana state schools, UNCF member schools and schools of choice.

**Success Metrics:** Degree attainment

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>100</b>	<b>90%</b>	<b>10%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	-	<b>Yes</b>	-

### Geographic Scope:

- Central Indiana Counties: Hamilton, Marion
- Additional/Other Areas of Focus: N/A

## Resources

**Annual Operating Cost:** 12% admin fee

**Initial Start-Up Cost:** \$50,000

# INDY ACHIEVES

By EmployIndy (Nonprofit)

## Contact Information

**Website:** <https://employindy.org/>

**Respondent Name:** Robin Kildall

**Email:** rkildall@employindy.org

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** The goal of Indy Achieves is to help youth, young adults, and adults reach postsecondary completion, and ultimately, a career pathway leading to earning a family-sustaining wage. Indy Achieves works with youth from middle school to postsecondary, providing Promise Scholarships, Completion grants, mentoring, and supportive services to Indiana-University Purdue-University Indianapolis (IUPUI) and Ivy Tech students to help bridge financial gaps and personal barriers to postsecondary completion. Furthermore, Indy Achieves pushes and assists eligible Marion County students to apply for 21st Century Scholars—a state-led program that provides up to four years of undergraduate tuition to income-eligible students. The program also helps Scholars develop a graduation plan and explore colleges and career pathways.

**Success Metrics:** One-year retention rates of Promise Scholars outperformed comparison groups at each postsecondary partner (7% higher at IUPUI and 12% higher at Ivy Tech).

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>1,259</b>	<b>33%</b>	<b>29%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	Yes	Yes	-

**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

**Resources**

**Annual Operating Cost:** \$700,000  
**Initial Start-Up Cost:** \$560,000

# GEMS (GIRLS EMPOWER THE MOMENT)

By MSD of Wayne Township (K-12)

## Contact Information

**Website:** <https://district.wayne.k12.in.us/>

**Respondent Name:** Denita Harris

**Email:** [denita.harris@wayne.k12.in.us](mailto:denita.harris@wayne.k12.in.us)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** Girls Empower the Moment (GEMS) is based on empowering young women to achieve emotional and economic self-sufficiency by ensuring they graduate from high school and begin their college or career journeys. GEMS focuses on academic readiness, social/emotional life skills, financial education, and community service.

**Success Metrics:** Ben Davis High School: Graduation rates, academic honors diplomas, dual credit/AP courses, college graduation rates.

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>35</b>	<b>45%</b>	<b>35%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	<b>Yes</b>	-	-

### Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Wayne Township, Ben Davis University High School

## Resources

**Annual Operating Cost:** \$650

**Initial Start-Up Cost:** \$650

# DOLLARS & \$ENSE FINANCIAL LITERACY

By 100 Black Men of Indianapolis, Inc. (Nonprofit)

## Contact Information

**Website:** <https://100blackmenindy.org/the-dollars-ense-financial-literacy-program>

**Respondent Name:** William Durham

**Email:** wdurham@100blackmenindy.org

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** Mentors guide male and female students in 9th-12th grades on managing and investing. Teams research, monitor, and assess their investments to go head to head in a national portfolio competition at the conclusion of the program.

**Success Metrics:** Committed students will be rewarded for their effort, become knowledgeable in personal finance and investments, and develop a desire to pursue these topics in a higher educational environment. Students receive scholarship amounts based upon their local co

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>20-30 students</b>	<b>N/A</b>	<b>N/A</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	<b>Yes</b>	-	-

### Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: -

## Resources

**Annual Operating Cost:** N/A

**Initial Start-Up Cost:** N/A



# CENTER FOR WORKING FAMILIES

By Community Alliance of the Far Eastside (CAFÉ) (Nonprofit)

## Contact Information

**Website:** <https://www.cafeindy.org/>

**Respondent Name:** Michael Howe

**Email:** [mhowe@cafeindy.org](mailto:mhowe@cafeindy.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** One of 12 Center for Working Families (CWF) sites in Indianapolis, CAFE helps families access a full range of services to lift them out of poverty and achieve long-term financial stability. Built on a model developed by the Annie E. Casey Foundation, CWF provides people with the tools they need to increase their income, reduce expenses, and build investments for their families. Specifically, CWF provides employment and career advancement services, financial literacy and coaching, and access to income supports – all in one location.

**Success Metrics:** Net worth increases, credit score increases, reduction in debt, job placements, wage increases, added benefits, job retentions

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>1,300</b>	<b>82%</b>	<b>8%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	-	<b>Yes</b>	-

**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Far Eastside

**Resources****Annual Operating Cost:** \$175,000**Initial Start-Up Cost:** \$220,000

# CENTER FOR WORKING FAMILIES

By Hawthorne Community Center (Nonprofit)

## Contact Information

**Website:** <https://www.hawthornecenter.org/>

**Respondent Name:** Caleb Sutton

**Email:** csutton@hawthornecenter.org

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** Hawthorne Community Center has been a Center for Working Families site for over 15 years, and provides two-generation support through focused case management, long-term and short-term case management. Two-gen coaches work with adults and families, by supporting family building, access to social capital, and quality of life improvements.

**Success Metrics:** N/A

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>666</b>	<b>46%</b>	<b>27%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	<b>Yes</b>	<b>Yes</b>	-

### Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Emphasis on near west side

## Resources

**Annual Operating Cost:** N/A

**Initial Start-Up Cost:** N/A

# CENTER FOR WORKING FAMILIES

By Shepherd Community Center & Church of the Nazarene (Nonprofit)

## Contact Information

**Website:** <https://shepherdcommunity.org/>

**Respondent Name:** Jay Height

**Email:** [jayh@shepherdcommunity.org](mailto:jayh@shepherdcommunity.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** One of 12 Center for Working Families (CWF) sites in Indianapolis, Shepherd Community Center provides employment coaching, financial coaching, and income supports coaching to assist neighbors in pursuing a job, a better job, or a career.

**Success Metrics:** Employment and employment retention. Increase in net worth. Increase in net income. Increase in credit score.

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>50</b>	<b>46%</b>	<b>34%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	-	<b>Yes</b>	-

### Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

## Resources

**Annual Operating Cost:** \$331,000

**Initial Start-Up Cost:** \$0

# EMCC WORKFORCE DEVELOPMENT

By Edna Martin Christian Center (Nonprofit)

## Contact Information

**Website:** <https://ednamartincc.org/>

**Respondent Name:** Barato Britt

**Email:** [bbritt@ednamartincc.org](mailto:bbritt@ednamartincc.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	Yes
Early Childhood	-
Financial Literacy	Yes
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	Yes
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** EMCC's workforce development programs are designed to support individuals in their employment, education and entrepreneurial pursuits. Specific programs under the EMCC workforce development umbrella include the Center for Working Families, Career and Education Training Academy and the Community Solutions and Entrepreneurship Center

**Success Metrics:** EMCC's workforce development outcomes are demonstrated via the following metrics: job readiness training, job placement, job retention, business creation, registration and capital attainment, business sustainability, education credential/certification achieve

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
350	89%	8%

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	Yes	Yes	

**Geographic Scope:**

- Central Indiana Counties: Marion and surrounding counties
- Additional/Other Areas of Focus: Martindale-Brightwood and surrounding Near Eastside neighborhoods located in 46218, 46205, 46201, 46219, 46208 and 46235

**Resources****Annual Operating Cost:** \$500,000**Initial Start-Up Cost:** \$175,000



# FAMILY OPPORTUNITY FUND, CENTER FOR WORKING FAMILIES FRAMEWORK

By United Way of Central Indiana (Nonprofit)

## Contact Information

**Website:** <https://www.uwci.org/>

**Respondent Name:** Jesamyn Sparks

**Email:** [jesamyn.sparks@uwci.org](mailto:jesamyn.sparks@uwci.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	

**Brief Program Summary:** Family Opportunity work supports integrated programs that improve the education, financial stability and overall health of the whole family. The Center for Working Families framework, developed in 2004 by the Annie E. Casey Foundation, is an evidence-based model of integrated service delivery designed to address the challenges of the working poor population and provide those community members with the financial capabilities, strategies, and tools needed on a path to self-sufficiency. Traditional workforce development and employment supports are bundled to assist with accessing public benefits, and financial literacy education and coaching.

**Success Metrics:** Impact demonstrated through community partner outcomes, utilizing a 2Gen (2 generational) approach building family well-being by intentionally and simultaneously working with children and the adults in their lives together. Focus areas include Education,

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>2,800</b>	<b>65%</b>	<b>5%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	Yes	Yes	-

**Geographic Scope:**

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Marion, Morgan, Putnam
- Additional/Other Areas of Focus: N/A

**Resources**

**Annual Operating Cost:** N/A

**Initial Start-Up Cost:** \$0

# FINANCIAL FREEDOM INSTITUTE

By Eastern Star Church Jewel Human Services Corporation (Nonprofit)

## Contact Information

**Website:** <https://www.easternstarchurch.org/>

**Respondent Name:** Leigh Evans

**Email:** [levans@easternstarchurch.org](mailto:levans@easternstarchurch.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	<b>Yes</b>
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** Eastern Star Church and its JEWEL Human Services provide assistance to the low income and working poor in Indianapolis, as well as the elderly, disabled, and families with children from the city. Emergency financial and cash assistance is offered from Community Partners and other JEWEL Human Services resources. Several different nonprofit organizations and charities work with the church to coordinate assistance. Depending on what the request is for (such as rent help, medications, utility bills, or a security deposit) in some cases applicants will receive a loan from JEWEL. There may also be referrals to community partners for low income housing and other services. Working with the Gleaner's Food Bank, JEWEL Services may offer free meals and other forms of food assistance to the needy. Another similar resource is Garden on the Go, which will offer vegetables, fruits, and similar items. This is located at Eastern Star Church and IU Health is a key partner. EBT Cards / food stamps can also be used to pay for the items at the pantry and Garden.

Self-sufficiency, such as education and employment resources are available. They can help develop skills or assist in other ways, such as increasing spiritual levels. As education, employment, lifestyle, and similar growth and development are also important for stability. Job Programs are being addressed as well by JEWEL Human Services, including through the Career Connection Computer Lab. This provides free use for activities such as job searching, creating a resume, computer skill development and free computer coding workshops.

**Success Metrics:** N/A

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
N/A	85%	10%

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	Yes	Yes	-

### Geographic Scope:

- Central Indiana Counties: Hamilton, Marion
- Additional/Other Areas of Focus: N/A

## Resources

**Annual Operating Cost:** N/A

**Initial Start-Up Cost:** \$0

# ROCK INITIATIVE

By Eastern Star Church Jewel Human Services Corporation (Nonprofit)

## Contact Information

**Website:** <https://www.easternstarchurch.org/>

**Respondent Name:** Leigh Evans

**Email:** levans@easternstarchurch.org

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	Yes
Early Childhood	Yes
Financial Literacy	Yes
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	Yes
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** Comprehensive community & economic development vision to impact quality of place in the Arlington Woods neighborhood through housing, financial literacy, education & community building efforts. The ROCK Initiative's education component includes strategic partnerships with the Day Early Learning Center located at Eastern Star Church and with the Sankofa School of Success @ Arlington Woods School 99.

**Success Metrics:** N/A

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
N/A	85%	10%

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	Yes	Yes	-

### Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Arlington Woods Neighborhood

## Resources

**Annual Operating Cost:** N/A

**Initial Start-Up Cost:** \$0

# FINANCIAL LITERACY

By Mapleton-Fall Creek Development Corporation (Nonprofit)

## Contact Information

**Website:** <https://mfcdc.org/>

**Respondent Name:** Allegra Maldonado

**Email:** [allegra@mfcdc.org](mailto:allegra@mfcdc.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** A comprehensive curriculum of financial literacy topics, including budgeting and saving, credit and debt, retirement planning, taxes, and more.

**Success Metrics:** Relationship (i.e., account holder) with mainstream banking institutions; Decreased use of predatory financial products or services; Increased savings amount; Increased income; Decreased debt; Improved credit

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>50</b>	<b>40%</b>	<b>10%</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	-	<b>Yes</b>	-

### Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

## Resources

**Annual Operating Cost:** \$20,000

**Initial Start-Up Cost:** \$0



# STRONG FATHERS/STRONG FAMILIES

By Fathers and Families Center (Nonprofit)

## Contact Information

**Website:** <https://fathersandfamiliescenter.org/>

**Respondent Name:** Joseph Palus

**Email:** [joseph.palus@fathersandfamiliescenter.org](mailto:joseph.palus@fathersandfamiliescenter.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	Yes
Early Childhood	-
Financial Literacy	Yes
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	Yes
Mentoring and Career Navigation	Yes
Work-Based Learning	-

**Brief Program Summary:** Fathers and Families Center (FFC) helps fathers (including from 15% to 50% between the ages of 16-24, depending on the year) to become better partners, providers and parents through a three week Strong Fathers class, workforce development services, case management/barrier assistance, and access to professional certifications as well as physical/mental/behavioral health services through relationships with partners. In addition to supporting the organization financially and hiring FFC graduates, corporate partners serve as board members, advocate for FFC in the community, and provide mock interviews and resume review for participants. Warren Township Community School Corporation affords FFC the opportunity to offer the High School Equivalency Test (HSET) on-site and provides a part-time instructional assistant to support the full-time education specialist who prepares participants to pass the exam. Ivy Tech works with participants interested in both degree programs and non-degree certifications leading to higher wages. All other partners above offer training programs leading to high-wage/high-demand jobs.

**Success Metrics:** Fathers and Families Center assess its economic impact in terms of job placement/retention, wages earned, credentials obtained, advancement/promotion from Any job to a Better job to a Career job. Non-economic impact is assessed across several domains incl

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>1000 fathers, impacting 4,000 children and about 50 women each year.</b>	<b>89%</b>	<b>2%</b>

**Ages Served:**

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	Yes	Yes	-

**Geographic Scope:**

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: A slim majority of participants come from the five zip codes designated by the mayor as high-crime/high-poverty: 46218, 46235, 46226, 46208 and 46201.

**Resources**

**Annual Operating Cost:** \$1.4 million

**Initial Start-Up Cost:** N/A

# INHP HOMEOWNERSHIP PREPARATION PROGRAM

By INHP (Nonprofit)

## Contact Information

**Website:** <https://www.inhp.org/>  
**Respondent Name:** Rob Evans  
**Email:** [revans@inhp.org](mailto:revans@inhp.org)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** INHP's Homeownership Preparation Program (HPP) consists of two interventions designed to work in tandem and empower participants to achieve their dream of homeownership:

**Financial Literacy Education:** INHP offers 15 hours of financial literacy to help clients interested in improving their financial health and credit, and become knowledge consumers in preparation for accessing a mortgage and becoming a homeowner. Participants will learn how to analyze spending and build a budget, set financial goals, learn how to read and improve their credit score, and complete an 8-hour HUD approved Home Buyer Education Course. This series of preparatory courses, when paired with homeownership advising, give program participants the skills to navigate the process of being a successful renter and homeowner.

**Homeownership Advising:** INHP's homeownership advising program enables families with low and moderate incomes to work one-on-one, every four to six weeks, for up to 24 months, with a HUD-certified, INHP homeownership advisor. This intense financial coaching teaches budgeting and credit management skills and develops savings habits as well as the discipline to consistently apply them. The goal is to enable families to qualify for a mortgage program that best meets their long-term sustainability objective.

**Success Metrics:** INHP measures the following:

- # of individuals that successfully complete the HPP program and qualify for a mortgage to purchase a home
- # of unique households that complete an INHP education class

- # of households that close on a home purchase loan

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
2,300	65%	5%

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	-	Yes	-

### Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

## Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: \$0

# CORPORATE EDUCATION REIMBURSEMENT PROGRAM

By Cook Medical (Corporate)

## Contact Information

**Website:** <https://www.cookmedical.com/>

**Respondent Name:** Marsha Lovejoy

**Email:** [marsha.lovejoy@cookmedical.com](mailto:marsha.lovejoy@cookmedical.com)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** To encourage employees to pursue continued education/learning, Cook Medical revamped its tuition reimbursement program to pay all tuition expenses for employees up-front. Cook also removed any requirements for the employee to reimburse the company if the employee resigns from his/her position within a period of time. The number of employees participating in the tuition reimbursement program increased from ~75 to 1000.

**Success Metrics:** N/A

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<b>1,000</b>	<b>N/A</b>	<b>N/A</b>

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	-	<b>Yes</b>	-

**Geographic Scope:**

- Central Indiana Counties: N/A
- Additional/Other Areas of Focus: N/A

**Resources****Annual Operating Cost: N/A****Initial Start-Up Cost: N/A**

# RACIAL AND SOCIAL JUSTICE VOLUNTEERISM

By PNC (Corporate)

## Contact Information

**Website:** <https://www.pnc.com/en/about-pnc.html?lnksrc=topnav>

**Respondent Name:** Chip Wood

**Email:** [chip.wood@pnc.com](mailto:chip.wood@pnc.com)

## Overview

### Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	-
Financial Literacy	<b>Yes</b>
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

**Brief Program Summary:** In April 2021, PNC announced a Community Benefits Plan to bolster economic opportunity for low- and moderate-income (LMI) individuals and communities, Black, Indigenous people and communities of color (BIPOC), over a four-year period beginning January 1, 2022. This builds upon PNC's existing commitment in June of 2020 to use our voices, influence and resources to help eliminate systemic racism and promote social justice; expand financial education and workforce development initiatives; and enhance low-income neighborhood revitalization and affordable housing. Employee involvement in communities is a key component of this commitment, which will be supported by volunteer opportunities rolled out to local markets over the next several months.

**Success Metrics:** PNC's markets will identify a limited number of local organizations that meet the criteria for racial and social justice volunteerism and have the biggest impact in the community. To meet the criteria, organizations must serve low- to moderate-income individuals.

## Demographics

### Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
N/A	N/A	N/A

### Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	Yes	Yes	-

**Geographic Scope:**

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: N/A

**Resources**

**Annual Operating Cost:** N/A

**Initial Start-Up Cost:** N/A