

CLEVELAND
LEADERSHIP CENTER

2023

CLEVELAND BRIDGE BUILDERS



Leadership Action Project Outcomes

BigHearted Blooms



TEAM MEMBERS

Angela Almasy, Hallie Crouch, Alaina Foster, Robert Guy, Bethany Majeski, Marissa Moore, Katie Steiner, Nate Walczuk

LAP CHAMPIONS

Sue Buddenbaum, Rachel Uram

BigHearted Blooms (BHB) upcycles used flowers from weddings, funerals, and corporate events into new bouquets and donates them to individuals in assisted living, nursing homes, and hospitals. BHB relies almost exclusively on a dedicated volunteer base to deliver thousands of bouquets every year and is seeking to increase service locations and partner with local community groups and businesses to host flower-arranging workshops.

The BHB LAP focused on the organization's operations, volunteer management, and partnership development. Deliverables included:

- An organizational map for volunteers, operations, and partnerships.
- A volunteer map that helps formalize the various roles volunteers play.
- A volunteer handbook that outlines policy and procedure.
- A guide of recommendations for starting a young professionals board.
- A user survey of feedback for the organization's website.

The LAP team also explored new revenue streams including event fundraising, annual memberships, and financial contribution levels for board members, as well as leveraged connections to several local organizations.

Black Professionals Association Charitable Foundation



TEAM MEMBERS

Alyson Clements, Sheri Dozier, Margaret Lann, Eva McKnight, Kimberly Prince, Lucas Reeve, Alex Schauer

LAP CHAMPION

Laurie Murphy

Black Professionals Association Charitable Foundation (BPACF) creates opportunities for African American professionals through scholarship, and leadership and career development. Despite its rich 40-year history, the nonprofit struggles with engagement and retention, especially with young professionals aged 25-35. The organization is comprised of one staff person and a Board of 13 trustees.

To address the challenges that come with having a single-person staff, the team proposed an Associate Board framework to attract young professionals. The Associate Board materials include:

- An application process geared toward a tech savvy audience with the option for a video submission.
- Onboarding documents (10 in total) such as the Statement of Expectations, Programs and Committees and Code of Regulations
- A rubric for candidate selection process.

The LAP team discussed the implementation of an Inaugural Associate Board of Trustees for a 2024 term with Laurie and several key Board members.

City Year Cleveland



TEAM MEMBERS

Joe Black, Cari Catts, Allison Gill, Alex Jones, Vontrice Jones, Jessica Redel, Mike Trivisonno

LAP CHAMPION

Caitlin Laschinger (CBB 2013)

City Year Cleveland was built on the belief in uniting and empowering idealistic young people to change the world. The organization was founded in 1988 as a national service program to unite young adults from diverse backgrounds. City Year is made up of more than 3,000 members serving in 29 US cities, as well as in South Africa and the UK. One of the biggest challenges for City Year Cleveland is recruitment of Corps Members, which has significantly diminished since COVID-19.

The City Year LAP focused on the establishment of the City Year Cleveland Alumni Board as a recruitment and retention tool to engage with current Corps members and attract potential new Corps members. The LAP team developed a toolkit for the alumni board, to include board structure, committee assignments, application forms, and marketing documents. The LAP team will present to the City Year Cleveland staff, who will then share with the interested Alumni.

Cleveland Police Foundation



TEAM MEMBERS

Ania Ediger, Brendan Heil, Joseph LaPlaca, Erin Reese, Scott Skinner, Hema Steele, Jessica Walters, Samuel Wright

LAP CHAMPION

Richard DeChant

The mission of the Cleveland Police Foundation (CPF) is to strengthen the bonds between the Cleveland Division of Police and the citizens it serves, working together to make our city safer for all. To accomplish that goal, the CPF works proactively to support and invest in programs, community policing initiatives, and engagement events that foster stronger relationships between citizens and police officers, and police charities. The CPF LAP originated from CPF's desire to increase support from the business community and is focused on providing three deliverables designed to help the CPF better define their mission and priorities moving forward:

- Sharing a community survey developed by CPF with the LAP team to provide initial feedback and opportunities for further refinement of the survey before it goes out to the public.
- A scorecard to help the CPF evaluate current and future programming to ensure it is aligned with the organization's mission.
- A timeline and list of best practices/recommendations for areas on which the CPF should focus as they build the organization (e.g., targeted board members, community partnerships, etc.).

Cornerstone of Hope



TEAM MEMBERS

Kari L. Burns, Brandon Farley, Katie Makar, Johanes Maliza, Stephanie Molnar, Leah Sardiga, LaToya Strickland, Ashley Yassall

LAP CHAMPIONS

Debbie Galland, Katherine Zucca

Cornerstone of Hope (COH) is a local nonprofit dedicated to providing grief support services to the community. The organization provides professional bereavement support to children, teens, adults, and families to limit the negative effects of trauma and loss and help individuals move forward with hope. Their programs include Individual Counseling, Support Groups, Summer Youth Camps, Training and CLEs, School Programs, Community Support, and Spiritual Care.

The LAP team helped COH assess organizational needs for bereavement support within the community in an effort to identify opportunities where COH could help to meet them. The LAP team researched and compiled a list of potential partners across Northeast Ohio; designed a New Partner Needs Assessment; and analyzed collected data to support more generalized trends and recommendations. Along with potential connections to new organizations that may want to directly explore training and partnership possibilities with COH, the COH LAP team's findings will be shared with Board members and staff as a final report and presentation.

International Women's Air & Space Museum



TEAM MEMBERS

Brandi Baker, Mac Clough, Isaac Robb, Jana Rossman, Ariana Smith, Kevin Tabor, Rachel Wojtkun

LAP CHAMPION

Sara Fisher

The International Women's Air & Space Museum (IWASM) collects, preserves, and showcases the history and culture of women in all areas of aviation and aerospace; educates people of the world about their contributions; and inspires future generations by bringing the history to life.

The IWASM LAP focused on expanding their education reach into local classrooms to develop long-term educational partnerships. The LAP team organized a focus group presentation with middle-school students consisting of a lecture and hands-on activities around Women in Space. The team utilized this opportunity to gain feedback and a deeper understanding of the museum which launched the team's ability to integrate each team member's network of contacts to facilitate new partnerships with the museum. In addition, the LAP team prepared a concise flyer to excite teachers and educators about potential opportunities to collaborate with IWASM.

Limitless Ambition



TEAM MEMBERS

Indigo Bishop, Elise Geither, Shelby Kaemmerer, Andy Moleski, Maria Paparella, Emily Peplinski, Christine Taylor

LAP CHAMPION

Alicia Robinson

Limitless Ambition (LA) uses creative approaches to help girls and young women overcome boundaries to their success. Built and led by women, the nonprofit preserves and promotes the visions of emerging women who have been discouraged from pursuing their goals. By providing resources, training, and support, this young organization assists girls and young women in developing their limitless ambitions. The LA LAP focused on providing tools and resources to expand LA's network beyond Akron City Schools into the Cleveland Metropolitan School District (CMSD) and other Cuyahoga County school districts by:

- Identifying the appropriate points of contacts and approval schedules within CMSD.
- Identifying the channels of service opportunities at local universities.
- Gathering a list of funding sources to support growth.

By engaging in these efforts, the LAP team has helped make in-roads into a new market, cultivated a pipeline of volunteers, and linked LA to sustainable sources of funding, which can help expand the program into Cleveland and also be used as a template for future growth.



TEAM MEMBERS

Anna Brandt, Heather Light, Emily Lord, Greg Pasiadis, Akeem Perry, Allen Schramm, Ryan Sowers, Kate Warren

LAP CHAMPIONS

Molly Vaughan, Brian Schaffran

Motogo is a local nonprofit organization dedicated to helping youth learn critical problem-solving skills through motorcycle builds. With a vision to spark confidence and resilience within all, Motogo's nationally recognized, talent development program utilizes STEM concepts and industrial arts curriculum to provide youth a unique, hands-on experience designed to equip them with skills applicable to any profession or challenge faced throughout life.

The Motogo LAP team developed a programming cost structure, identified and enhanced key fundraising opportunities, and strengthened the existing alumni network. Support within each of the aforementioned areas will allow Motogo to accurately track operating expenses versus incoming revenue utilizing a customizable, programming model. In addition, through targeted recommendations, Motogo will also be positioned to strategically maximize current and future philanthropic or sponsorship opportunities while increasing engagement with former students to maintain a desired sense of community. Thus, sustainable impacts such as those highlighted will enable Motogo to advance their mission for years to come.