



The **GROWING LEADERS** Initiative

Annual Report 2018



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Vocab
Syn/A

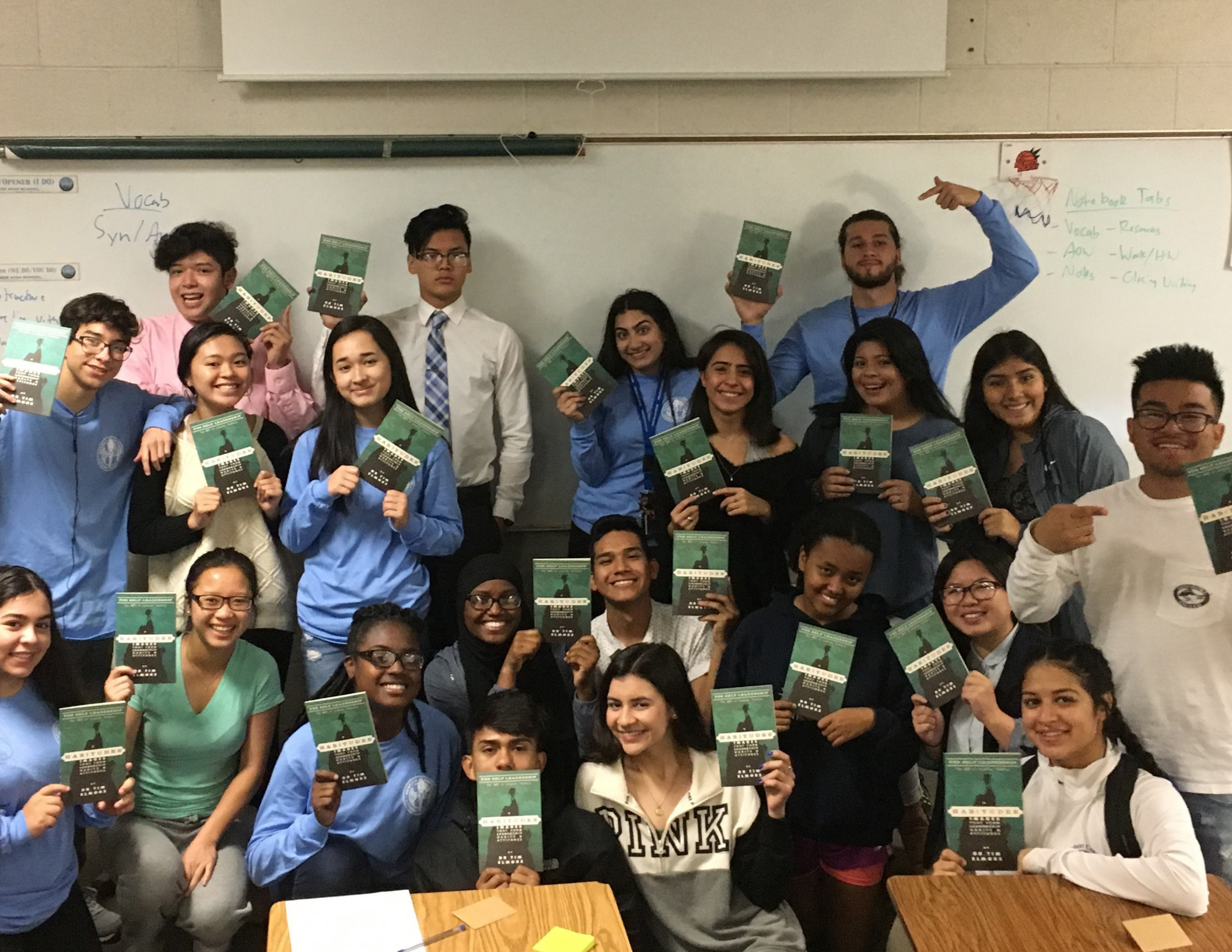
ON THE DO-YOU DO

Franchise



Notebook Tabs

- Vocab - Resumes
- AOW - Work/HW
- Notes - Closing Unit



OUR MISSION

Turning everyday students from disadvantaged environments into growing leaders who will transform society.

OUR VISION

We envision 1% of the world's youth population, which is 35 million young leaders, solving problems and serving people in their communities around the world.

THE ICEBERG



THE ICEBERG

The iceberg represents your leadership. The 10% above the water is your skill.
The 90% below the water is your character. It's what's below the surface
that sinks the ship.

GROWING LEADERS

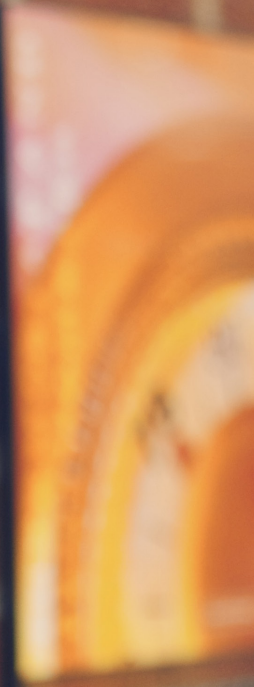
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LEADERSHIP

Leadership is not a position, it is a character. It is the ability to inspire and influence others to achieve a common goal.

GROWING LEADERS



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GROWING LEADERS

Dear Friends,

Thanks to you we are celebrating our biggest year yet.

We experienced explosive growth both domestically and globally. Even bigger than last year! Since our founding in March 2013 as the philanthropic arm of Growing Leaders, together we have equipped 125,977 kids to build healthy habits and attitudes, so they can graduate as world-changers who think and act like life-giving leaders.

The Growing Leaders Initiative provides image-based learning tools to schools and organizations that cannot afford to offer any leadership or soft skills development programs. The ultimate goal is to spark meaningful conversations and experiences that equip students to solve problems and serve people.

For us, that's the essence of leadership: Solving Problems and Serving People

While there are loads of great causes accepting donations, I believe this cause—to equip the emerging generation to thrive as leaders in the future—is vital to addressing other worldwide issues. And many of these issues are happening in places that need our help the most.

1 in 4 young people in the U.S. are growing up in poverty. Almost 9 in 10 kids around the world are growing up in developing nations. These students have so much potential but just need our help to learn practical life and leadership skills, so they can make a difference in their communities.

Pause and consider what our world would look like if our young people knew how to lead the way into the unknown future. We believe they can literally change the course of history.

This 2017-2018 Annual Report will show you where your gifts were used, how they were used, and the difference they made. Thank you for the significant impact you are making on the next generation.



A handwritten signature in black ink that reads "Tim Elmore".

TIM ELMORE
Founder & President
The Growing Leaders Initiative



A handwritten signature in black ink that reads "Morgan Hill".

MORGAN HILL
Board Chairman
The Growing Leaders Initiative

THE BIG PICTURE:



*1/2 of the world's population
is under 25 years old...*

and 89% of the world's youth live in developing nations.

This means around 3 billion young people are responsible for the future leadership of our companies, communities, and societies. But are they prepared?

Who is the emerging generation?

Generation Z: born since 2001

Challenges

- Learn more from a portable device than from a class
- Lower ability to show empathy
- Experience same level of anxiety as a psychiatric patient in the 1950s

Opportunities

- See their future as entrepreneurs
- Desire to use technology to solve problems
- Have a greater interest in leadership than predecessors



Methods used to instill character and leadership must be taught in a relevant and engaging way to develop long-lasting impact.

*The learning style
of Generation Z is
"EPIC:"*



EXPERIENTIAL



PARTICIPATORY



IMAGE-RICH



CONNECTED

HABITUDES®

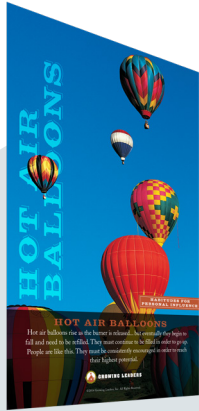
IMAGES THAT FORM LEADERSHIP HABITS & ATTITUDES

What is the Habitudes® program?

Habitudes is an "EPIC" learning system created by Dr. Tim Elmore that teaches leadership principles through the power of images, conversations, and learning experiences. These images instill timeless character and leadership principles every student needs to succeed in life. Habitudes are simple, sticky and sharable.

Your donations equip partners with these Habitudes® Resources:

1



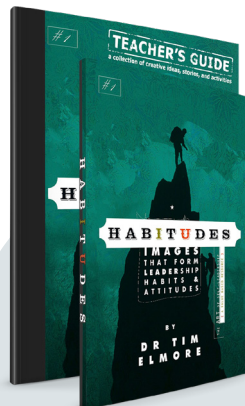
*Course Sets of
Habitudes Posters*

2



*HabitudesOnline
Licenses*

3



*Student Books &
Facilitator's Guides*

4



*Habitudes Facilitator's
Training Sessions*

THIS YEAR:

*You helped to develop **33,587** young leaders in:*



*11 Domestic
Schools*

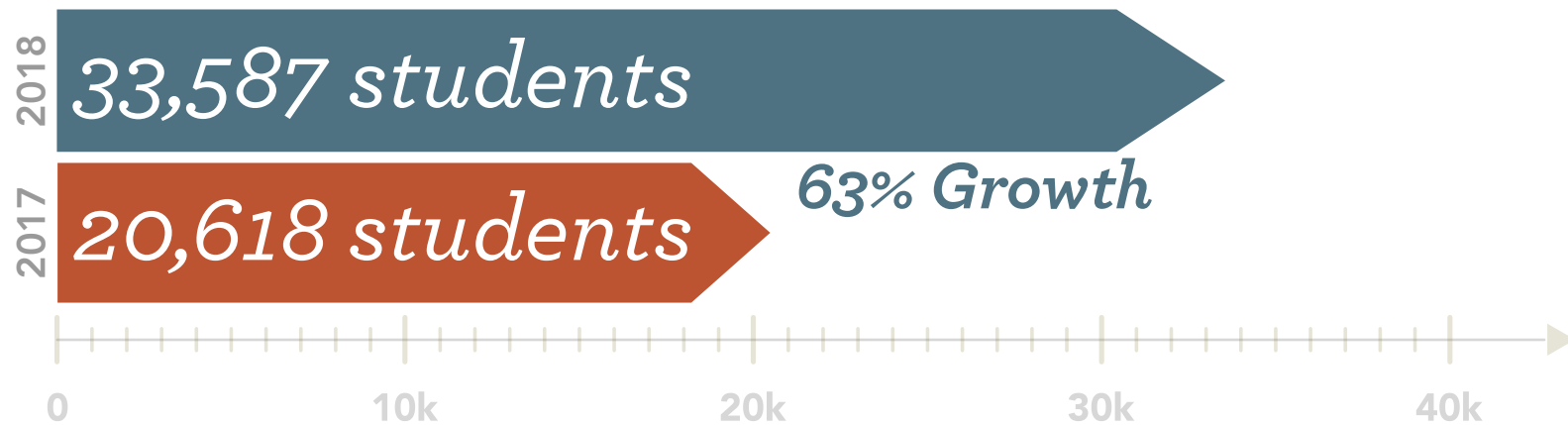


*9 Domestic
Organizations*



*11 International
Organizations*

and enabled record growth



Measuring Leadership Growth in Students



We partnered with Panorama Education to create an assessment to measure the effectiveness of Habitudes®.

What is SEL?

Social and Emotional Learning (SEL) is the process through which students acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.

Measurements of the Assessment:

GRIT:

Persevering through setbacks

GROWTH MINDSET:

Perceiving potential to change one's performance

SELF-EFFICACY:

Believing in oneself to succeed

SELF-MANAGEMENT:

Managing one's own emotions, thoughts, and behaviors

SOCIAL AWARENESS:

Considering others' perspectives with empathy

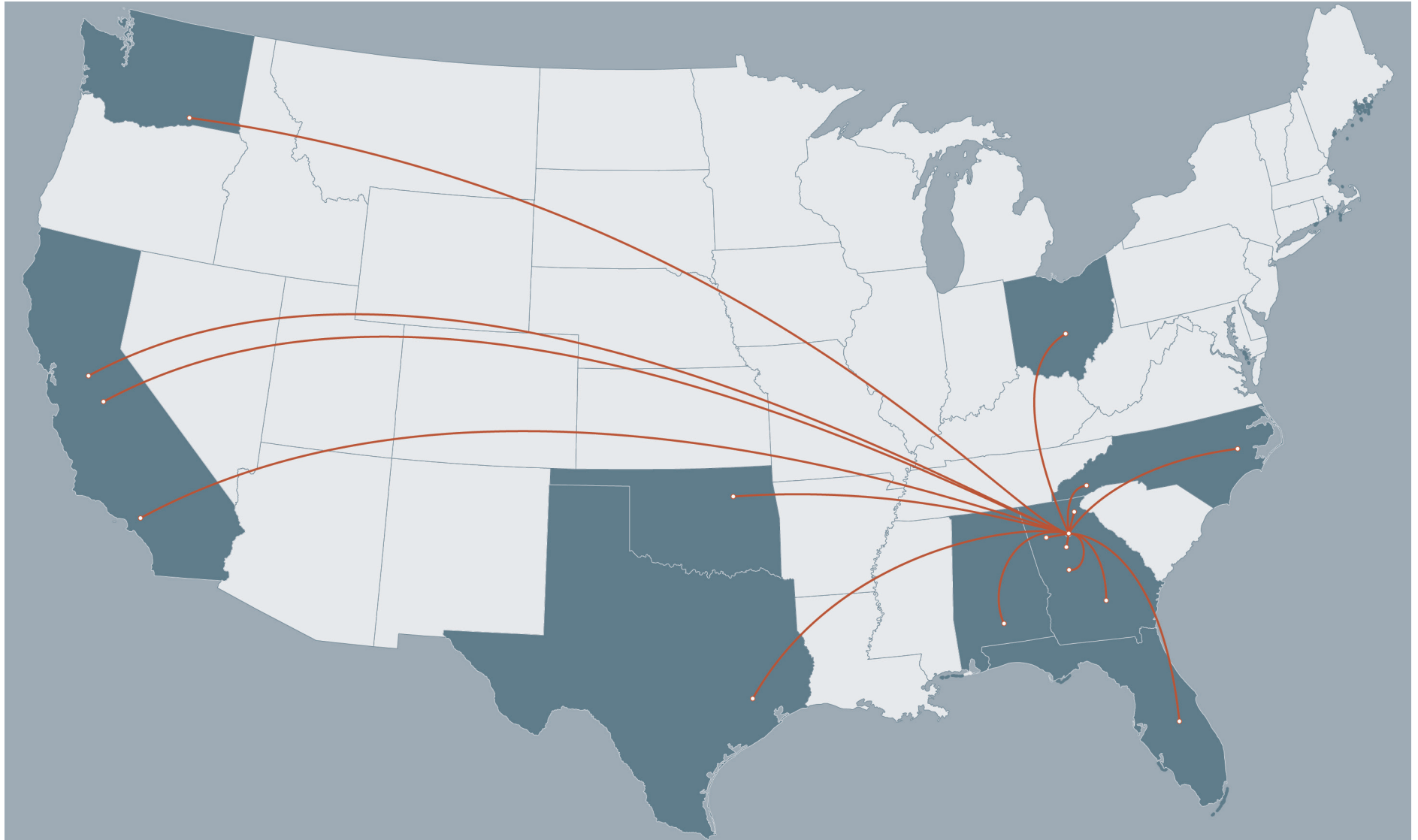
Assessments results:

100% of partners increased:

- *At least one SEL measurement*
- *Facilitator-pupil relationship scores*
- *Overall social awareness*

The Stories of Your Impact





You developed students across the U.S. in:

Butler, Alabama
Atwater, California
Galt, California
Los Angeles, California
Kissimmee, Florida

Atlanta, Georgia
Clarkesville, Georgia
Hiram, Georgia
Meansville, Georgia
Norcross, Georgia

Tifton, Georgia
Falcon, North Carolina
Frankland, North Carolina
New Albany, Ohio
Tulsa, Oklahoma

Spring, Texas
Richland, Washington



Teen Challenge

Meansville, GA

Each week the young men of Teen Challenge engage in a fun activity that leads to a Habitudes conversation around character, responsibility and strength discovery. This residential program for teens dealing with substance abuse utilizes their Habitudes grant as a tool for guidance, support, discovery of identity, and to help gain freedom from addictions.



Breakloose Prison Ministry

New Albany, OH

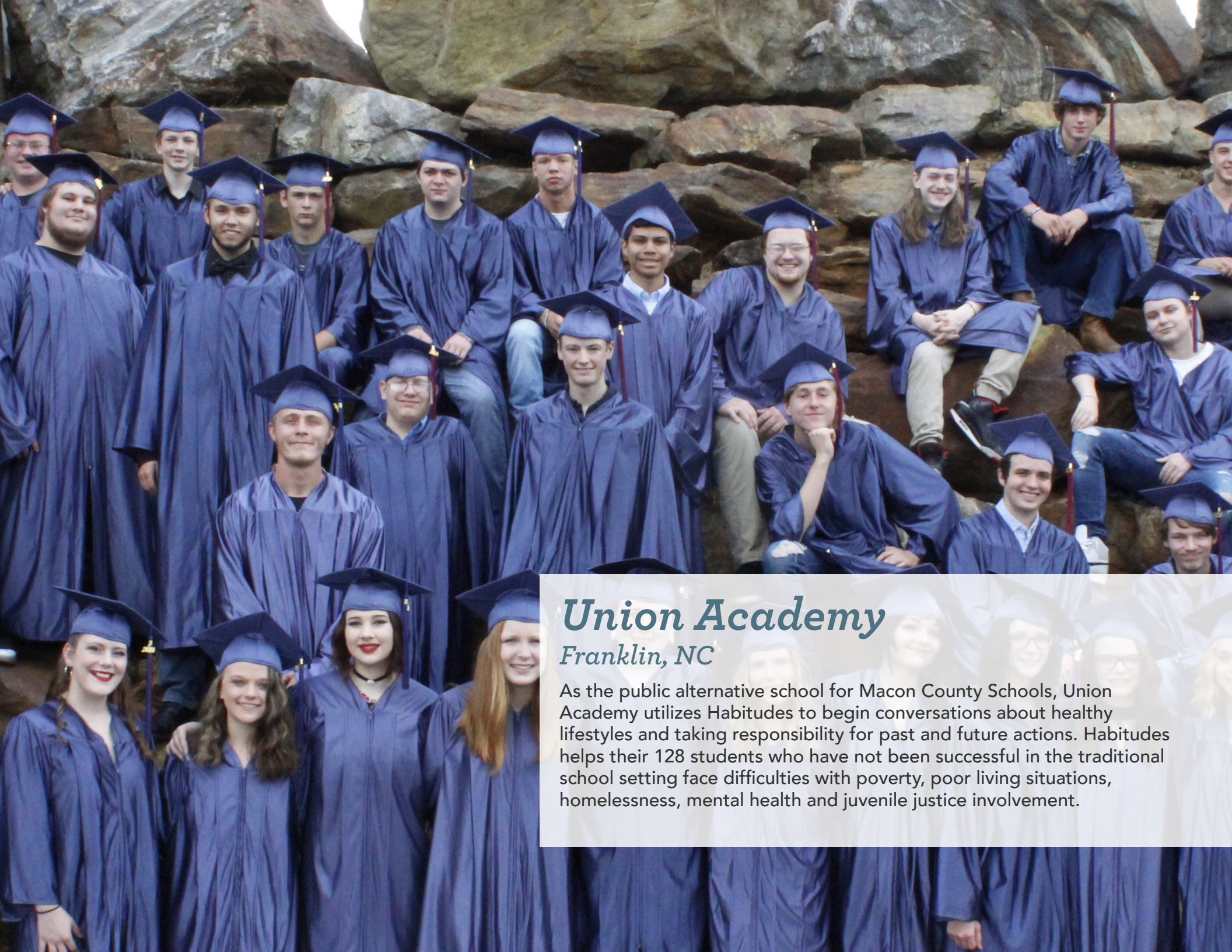
Helping inmates find and fulfill their purpose, Breakloose integrates Habitudes during their outreach sessions to rehabilitate and reintegrate inmates. Inmates have reported that the images and stories spark conversations that encourage them to think differently.

A photograph of four students sitting around a circular concrete table outdoors. From left to right: a young woman with dark hair in a ponytail and glasses, wearing a white shirt; a young man with short dreadlocks wearing a pink and white patterned shirt; a young woman with dark hair in a bun and glasses, wearing a blue and white striped shirt; and a young man with short dark hair wearing a white long-sleeved shirt. They are all smiling and looking at books they are holding. The background shows a brick building with large windows and a tree trunk on the right.

Meadowcreek High School

Norcross, GA

This Atlanta school with a history of high disciplinary incidents began implementing Habitudes with their student council and results soon followed: The men's soccer and basketball teams won the state championships, the first for any Meadowcreek team since '87. Then, at the Student Council State Convention, Meadowcreek made history by becoming the first Title 1 school to be elected President School for the state association.



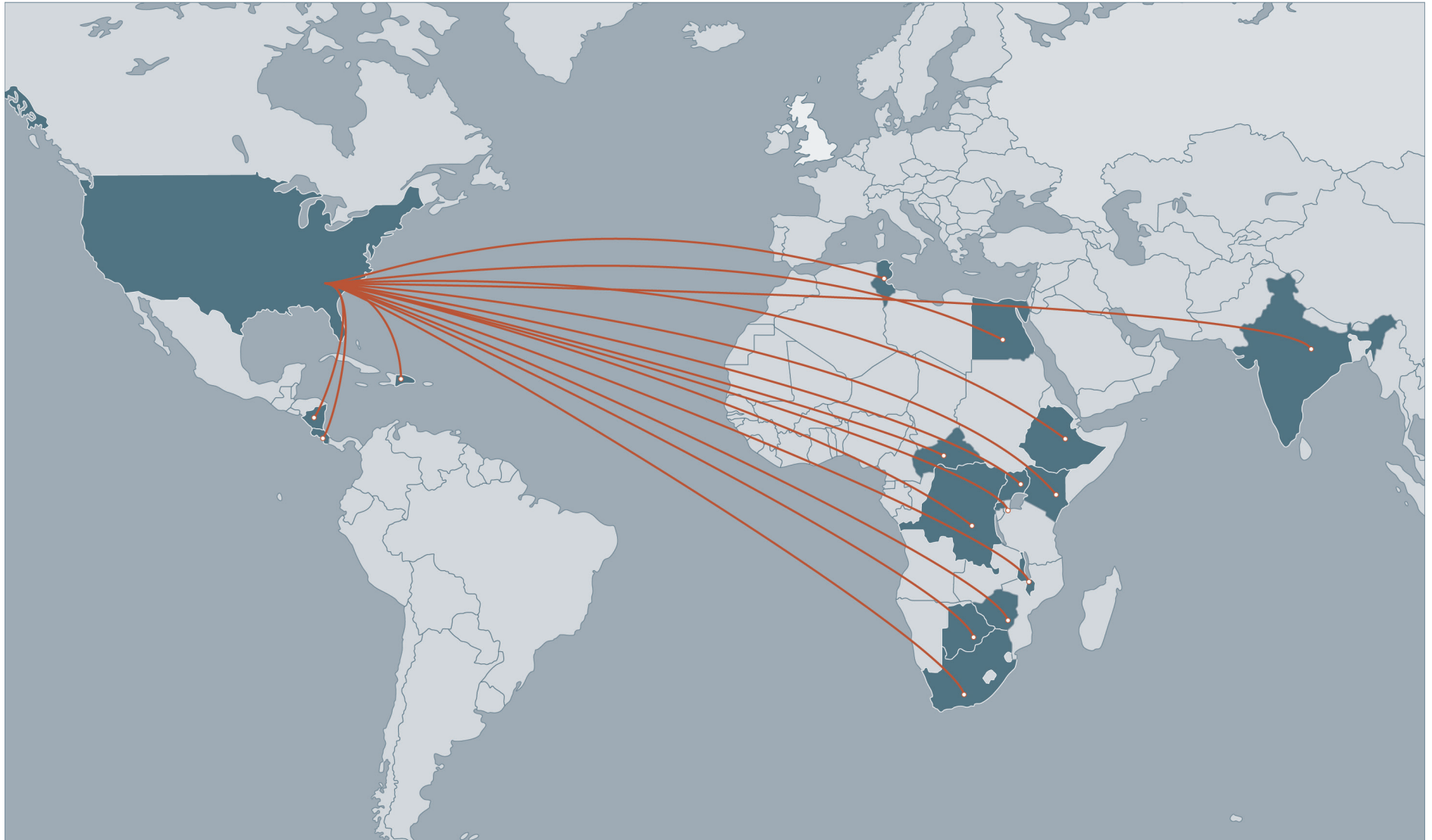
Union Academy

Franklin, NC

As the public alternative school for Macon County Schools, Union Academy utilizes Habitudes to begin conversations about healthy lifestyles and taking responsibility for past and future actions. Habitudes helps their 128 students who have not been successful in the traditional school setting face difficulties with poverty, poor living situations, homelessness, mental health and juvenile justice involvement.

The Stories of Your Impact





You developed students across the world in:

Botswana
Central African Republic
Costa Rica
Democratic Republic of Congo
Dominican Republic

Egypt
Ethiopia
Kenya
Malawi
Nicaragua

Rwanda
South Africa
Tunisia
Uganda
United States

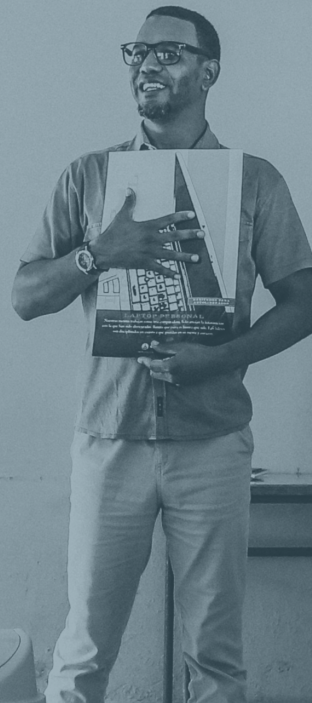
Zambia
Zimbabwe



LeadNow Africa

Nairobi, Kenya

Using peer-to-peer environments and non-traditional methods, LeadNow develops young leaders to expand comfort zones and explore new behaviors. In a pilot program of 120 students, Habitudes was reported to be effective in encouraging students to “break out of a herd mentality.” LeadNow plans to implement Habitudes in 96 schools to impact 20,000 students this year.



Global Effect

Dominican Republic

As students shift from negative behavior to more positive thinking because of Habitudes integration, community transformation is taking place. Our partnership with Global Effect instills values to prevent negative outcomes including early teen pregnancy, high dropout rates and disorderly behavior in schools. 12 schools in the La Vega region also experienced a 7% increase in graduation rates in just one year.



Zambia Training

Lusaka, Zambia

Every Anglican Church in the diocese of Central Africa is now using Habitudes in their youth ministry programs. Thanks to you, 45 youth pastors and leaders from Zambia, Malawi, Botswana and Zimbabwe experienced the two-day Habitudes Intensive this year. Through practice teaching, participants learned how to leverage their natural storytelling abilities to host Habitudes conversations with over 3,000 students.



Dominican Republic Training

La Vega, Dominican Republic

The Habitudes Intensive hosted in La Vega, Dominican Republic equipped fifteen facilitators with the tools to teach Habitudes in local schools. Following the training, these individuals were employed with full time jobs as Habitudes Facilitators focused on intentional student developmental impact.



India Training

Delhi, India

As LiveJam expanded from a pilot Habitudes program into more local schools across India, 12 new facilitators were certified at the two-day Habitudes Intensive training. Learning more about teaching with images to share timeless truths has helped LiveJam effectively follow their catalytic concert events for continued student-leader development.



Kenya Training

Nairobi, Kenya

The Nairobi, Kenya Habitudes Intensive made history as our largest attended training to date. The Growing Leaders Initiative trained 170 youth leaders, school administrators, teachers and youth pastors to host Habitudes conversations across Nairobi, Rwanda, Uganda, Zimbabwe and Democratic Republic of the Congo and impact 20,000 youth.



100%

Private donors cover our operating costs so 100% of other donations go directly towards providing Habitudes[®] resources to develop young people.

Every fall, a select group of passionate supporters gather for our "Fireside Chat," to discuss operations and future plans. Their generosity raised 20% more than the previous year, covering operating costs for our fiscal year 2018.

Foxworthy's Hilarious Inspiration



“Who closes the door when the bus driver gets off? Think about that, it’ll give you a headache!”

SPRING DONOR EVENT 2018

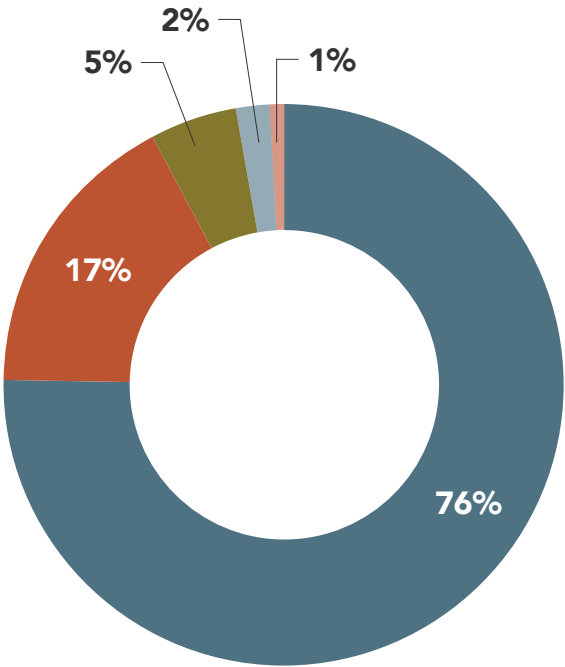
Record Amount Raised:
\$212,970
to develop young leaders

Over 300 generous supporters gathered in April to laugh and be inspired by Jeff Foxworthy. From comedy on pet cats and vacation packing to motivation on investing in things that outlast our lives, Foxworthy created a memorable experience for all.

FISCAL YEAR 2018 FINANCIAL OVERVIEW:

Amount Raised: \$556,816

- Individual Contributions
- Corporation Contributions
- Foundation Contributions
- Organization Contributions
- Church Contributions



FISCAL YEAR 2018 FINANCIAL STATS:



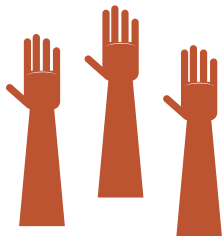
18%

Increase in total funds raised



63%

Increase in total donors



149%

Growth in staff & board generosity

Thank you for your generosity and support.



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Russ and Danielle West
Alysse Whatley
Carrie Wilkerson
Johanna Wise

New Giving Societies

The members of our giving societies make life-changing investments in the emerging generation. Each society builds community through unique opportunities for donors to connect and interact with our mission in action.

The Growing Leaders Initiative Board Members



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President & Owner
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Chief Strategy Officer
Lutheran Services Florida

The Growing Leaders Initiative Staff Members



Dr. Tim Elmore
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Holly Moore
Chief Operations Officer
holly@growingleaders.com



Matt Nolan
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mattnolan@growingleaders.com



Anya Cooper
Director of Onefluence
anya@growingleaders.com



Mary Steves
Programs Coordinator
mary@growingleaders.com



Jessie Sexton
Development & Event Coordinator
jessie@growingleaders.com



A full-page background image featuring three young adults (two women and one man) jumping joyfully in a snowy, open field. The image is overlaid with a semi-transparent orange filter. The person on the left is a woman with curly hair and glasses, wearing a brown jacket and jeans. The person in the center is a man with glasses and a baseball cap, wearing a grey hoodie and a denim jacket. The person on the right is a man with glasses, wearing a black t-shirt and dark pants. They are all smiling and have their arms raised in the air.

ONE1FLUENCE

History is expecting you.

Onefluence™ challenges students to:

GROW

by **Habitudes**
leadership
lessons

ENGAGE

by serving communities
and posting photos and
videos of their service

INFLUENCE

by recruiting peers to
Onefluence.com

The Growing Leaders Initiative's traditional programs equip adults to facilitate Habitudes leadership courses to young people. Onefluence is a new initiative allowing

us to reach and develop young people directly, through the Onefluence.com free online leadership community.

So, why launch Onefluence?

We're Seeing History's
LARGEST YOUTH GENERATION

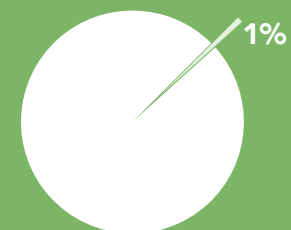
3 BILLION
Y O U N G
P E O P L E



Onefluence gathers this generation
digitally to lead and serve.



History shows us that just 1%
of the people in a society can
influence the other 99% by
participating in movements.



The Beta Onefluence.com Featured:

- Habitudes Leadership Library
- Create a Personal profile and connect with others
- Post comments, photos, and videos
- Explore social issues and get service ideas
- Formatted for smartphones

Phase 2 of Website Development Goals:

- Making leadership content interactive
- Redesign and streamline navigation
- Enhanced graphics
- Incentivizing user engagement

To learn more visit Onefluence.com
or contact Anya Cooper at anya@growingleaders.com or 678-374-3743

“If we can equip young people with new leadership habits and attitudes, we can prevent societal problems for years to come. We want to address the crises before they begin, by preparing young people to be leaders.”

Dr. Tim Elmore



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Apply tax-advantages of asset based giving.



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Visit TheGrowingLeadersInitiative.com and click “Donate”



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The Growing Leaders Initiative

190 Technology Parkway, Suite 100, Norcross, GA 30092



MAKE A NOMINATION

Nominate a school or organization serving young people in disadvantaged environments to receive Habitudes training and resources.

Call: 209-681-6279 for assistance or email: mary@growingleaders.com



Call: 678-977-0960 for assistance or email: mattnolan@growingleaders.com