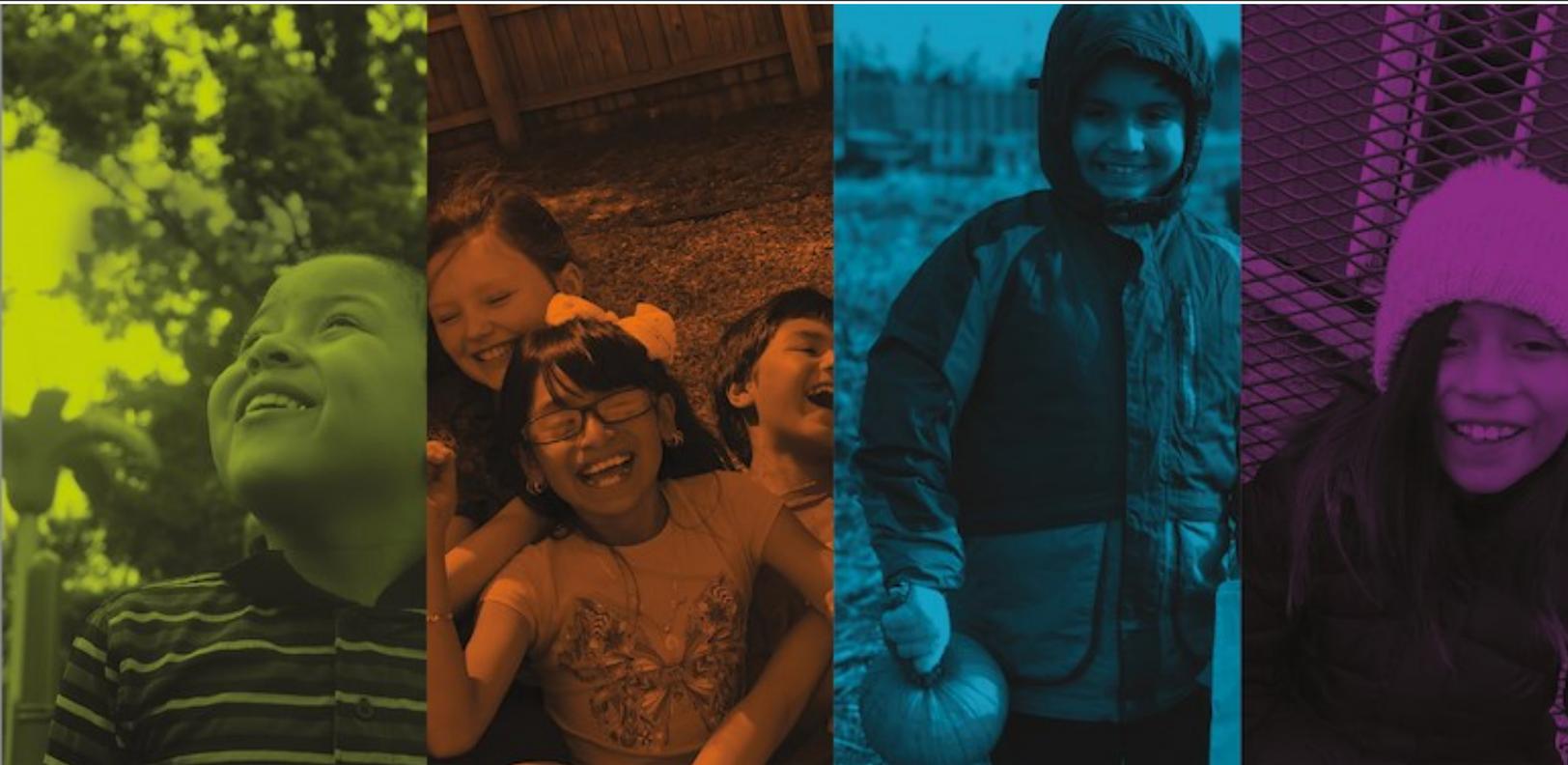


2018 YEAR IN REVIEW



We are reminded every day that our lives of faithfulness are a journey we share.

Children launch excitedly into learning and new relationships. Parents pray for better days and greater opportunity for their families. Volunteers, some with great means and others with nothing, reach out to lift those in need. An addict, sober for one week, draws strength from another who has been clean for two.

At Shepherd, we are all on the same path, placed there by God, even though we joined the journey at different stations in our lives. In 2018, we moved with hope toward new initiatives and worked to improve our existing programs, often by leveraging the abilities and resources of valued partnerships which we wish to acknowledge in these pages.

It's not easy to meld stories and strategy. Shepherd will always be a mixture of the two. We necessarily pay close attention to our objectives, processes and systems. Yet, at our heart, we will always be about people.

This is a look into the life of Shepherd Community in this past year. Thank you for your support and your prayers. You are a part of our story.



breaking the cycle of poverty

shepherd
community center



Healthy partnerships enable Shepherd Community to multiply the enduring impact of our ministry and services. Through profit and not-for-profit organizations, healthcare providers, government agencies, educational institutions, and other faith-based groups, we bring a myriad of passions and expertise to bear upon the well-being of our surrounding neighborhoods. We are forever grateful for our valued partners whose shared resources become the embodiment of our neighbors' dreams and hope. We highlight six of those partnerships below.

Indianapolis Metropolitan Police Department – Shepherd teams with IMPD to embed a full-time police officer, Adam Perkins, exclusively in our neighborhood. The result has been transformative. Because of Adam's consistent investment in the people of the near eastside, we have seen crime drop and relationships grow. While Adam is the face of IMPD, our collaboration with the department extends far beyond his presence. We share data, strategize on community needs, and work together to identify crime hotspots. We supply IMPD officers with school supplies, food and backpacks and they, in turn, distribute them throughout the area. At Christmas, we send officers to shop for 5-7 families of their choice. The department has even used our site for first responder training. Our close relationship is healthy, growing, and making an amazing difference.

Eskenazi Health – Shepherd's partnership with Eskenazi Health in 2018 continues to expand our neighborhood's focus on health and wellness. Eskenazi teams with us to staff a full-time paramedic, Shane Hardwick, who regularly monitors the medical needs of our neighbors. His constant presence has allowed us to connect our neighbors to health services unknown or out of reach to them in the past. With Eskenazi's help and expertise, we have identified those with the most profound medical needs and collaborated on addiction support. Eskenazi has even influenced the health and wellness of our staff directly through wellness screenings. Our flourishing partnership influences lives of in real and lasting ways.

Community East – Community East's Obstetrics team works closely with the women of our neighborhood to ensure their ongoing health. Additionally, we work hand-in-hand with Shepherd's Project Jordan and Marion County's WeCare to reduce infant mortality. Community East's interaction with the senior citizens and their embedded community health worker reflects their servant approach to healthcare. Shepherd staff members serve on various Community boards and committees that address the health needs of our families, and we have taught our Poverty 101 seminar to several of their staff and volunteers. We are indebted to

their commitment to our ministries and look forward to growing our relationship in the years to come.

Indianapolis Public Schools – Shepherd's relationship with IPS is a model for productive public schools-faith-based organizations partnerships. Whether through our combined after school programs at School 58, our hands-on mentoring at Arsenal Tech High School, or establishing a kindergarten "boot camp" at IPS's request, we dearly value our shared commitment to the educational future of our neighborhood's children. Our student ministry team is deeply involved in Tech's "Faith In Tech" program and our ActSix Program is focused on providing full-tuition, full-need urban leadership college scholarships to IPS students.

The 46201 Project – An ongoing five-year collaborative initiative between Englewood Community Development Corp., One Heart Many Hands, Shepherd, and Southeast Neighborhood Development (SEND), the 46201 Project draws on the expertise and resources of our urban partners to improve housing in our zip code area. Through demolitions, new builds and repairs, we are all committed to advancing housing opportunities. Along with these partners and other valuable stakeholders such as Habitat for Humanity and Gleaners Food Bank, we are literally changing the physical face of our neighborhood and with it, the hope and well-being of our citizens.

Edna Martin Christian Center – Founded in 1941, the Center works to bridge cultural, racial, and economic differences in the community through programs that "empower, encourage, and engender a vision of hope." The Center works, in part, out of facilities in the Martindale-Brightwood neighborhood gifted to them by Shepherd. In 2011, we partnered to open a Center For Working Families in Martindale-Brightwood which Edna Martin now runs exclusively. By reaching across the borders of our adjacent neighborhoods to help each other, we display our commitment to improving the lives of all people on the near Eastside.

Shepherd Community exists to break the cycle of poverty. This year, we worked to develop a deeper understanding of the **ten assets** or "**planks**" that help us bridge the gap for our neighbors between poverty and prosperity.

These ten assets, combined with an attitude of hope, break the cycle of poverty.

- 1-3 assets—In deep crisis with few ways of functioning in society.
- 4-6 assets—They could still be in crisis, but increasing chances of stability.
- 7-10 assets—Provide the resources to live a stable life.

Advantages of looking at poverty this way:

- It is holistic as it looks at the whole person, not just money.
- It can be applied to all socioeconomic classes.
- It helps identify poverty cycles to be broken in middle and upper classes as well since income and financial resources should not be the sole bases of wealth's definition.
- It provides actionable metrics around poverty alleviation.

FAITH

Belief in not just a creator God, but in a personal God who provides divine purpose and guidance. Faith is the foundation of Hope.

HEALTH

The physical health and mobility that allows you to function at a job or at school and within social networks.

SUPPORT

Relationships that can be counted on to provide help in times of need.

EMOTIONAL STABILITY

The ability to control your response to the circumstances of your environment, particularly negative circumstances.

MENTAL ACUITY

Not only abilities and acquired skills (reading, writing, computing, language and communication) but critical thinking skills that are the foundation of good decision making. Faith is the foundation of Hope.

MODELS

Frequent access to stable adults with whom you can personally identify (race, ethnicity, etc.) that model stability, planning, stamina and perseverance.

SELF-ADVOCACY

Belief that you have the right to question authority and pursue your dreams.

KNOWLEDGE OF DOMINANT CULTURE

Knowledge of the rules of mainstream culture, how systems and organizations function, and how to get things done.

FUTURE ORIENTATION

An attitude that focuses on long-term goals, which leads to planning, life-long learning and perseverance. This orientation is manifested in the ability to articulate a Future Story.

INCOME

The money to provide basic needs such as housing, food and healthcare.

Peña Family*

The Peña's are a wonderful example of a Shepherd family interacting with our programs and ministries at all levels. With five beautiful girls, a day doesn't go by when someone in the family is not here immersed in education or activities. Four of the girls are studying in our Academy in grades 5, 4, 3, and K4. The youngest Peña, only eight months old, is now part of Project Jordan. And the Peñas give back to Shepherd, volunteering in our Food Co-op.

In 2018, Shepherd's leadership moved toward establishing a greater understanding of our strategic approaches to our mission and vision. There are **six key guideposts** that will drive our success going forward, and we have developed a metrics scorecard for each.

Offer **Holistic Solutions** to systemic issues in the neighborhood through empowerment and deepening of relationships.

Commit to **People Stewardship** by investing time, resources, and training in developing volunteer experiences that create referrals to others to invest themselves within Shepherd's Mission.

Begin an **Orderly Process** of bringing systems, processes, programs and staff to a new level of excellence designed to deliver outstanding results and sustaining Shepherd into the future.



Impact systemic issues of poverty through deepening **Current Partnerships** and the establishment of new partnerships.

Invest in **Staff Development**, both personally and professionally.

Create **Fundraising Strategies** that fuel our organizational plans while cherishing the care of our donors.

Lorenzo*

Lorenzo has been involved in Shepherd's middle school, high school, and mentoring programs for many years. Though still in high school, he recently went to work for Eli Lilly through a partnership with Arsenal Tech High School's welding program. He has received his welding certification and applies those skills at Lilly, all while balancing his academic responsibilities at Arsenal Tech.

Evangeline*

Evangeline and her son John came to Shepherd Community in 2016 when John was only eight weeks old. We were able to connect Evangeline to Jobs for Life where she has the distinction of being the first from Shepherd to graduate from the program. She has attended Mommy and Baby Day Out events and will have John for one more year in Project Jordan. Evangeline is now employed, and she and her husband regularly attend our parenting classes.

Tess*

Tess came to Shepherd through our partnership with Wheeler Mission. She is a regular attends Shepherd's church services and Celebrate Recovery. After finishing Wheeler's Recovery Program, Tess was hired full-time at Wheeler. Now, she regularly meets with a financial coach at Shepherd while working on getting back her driver's license. Just recently, Tess got her own car for the first time in years.

Will*

In September, Shepherd's Shalom Team – IMPD officer Adam Perkins and paramedic Shane Hardwick – responded to a 911 call where they met Will. Will told Adam and Shane he wanted and needed help with his alcohol and drug addiction. The next morning, a Shepherd representative met with Will to start the process of considering treatment options. It was a difficult few months of starts and stops for Will, but he eventually landed in a 30-day inpatient treatment center. Upon completion, he agreed to be admitted into Talbot House, a halfway facility. He is already showing improvement and enjoys being busy doing small, odd-jobs and going to meetings. He attends church at Shepherd on Sundays and Celebrate Recovery at Shepherd on Tuesday evenings. The journey will be long, but Will is on his way.

**Out of respect for their privacy, we have changed some of the names of those in our Shepherd stories.*

Adamaris *

Adamaris wanted to be a part of our Summer Excel program. But her mother had her doubts. Could Shepherd accept and accommodate her who is bound to a wheelchair? After meeting with her mother to learn more about Adamaris and what she could and could not do, we welcomed her into the program. Simply said, she flourished. "I didn't feel different," she says. "I got to at least try what all the other kids were doing." With the help of our staff, she participated in activities that, in the past, had always found her on the sidelines, watching. Something as small as going down a slide became a joy. Her mom could not express her thanks enough to the staff for making this a summer to remember for Adamaris.

Key Initiatives in 2018

- We continue to develop systems to leverage our data to improve our outcomes and plan for the future
- Desiring to be good stewards of our resources and our environment, we have moved almost exclusively to LED lighting throughout our facilities.
- We will soon complete all deferred maintenance on all our properties.
- Next year we will open our new Childcare Center.
- We greatly enhanced the security of our facilities.
- We continued to perfect our budgeting systems.
- With growing commitment to our partnerships, we continue to embed Shepherd staff and volunteers in our partner organizations and ministries.
- When we discover other partners that can deliver services better than we can, we welcome the opportunity to work with them.

Shepherd Partnerships

We are equally grateful for our other partners in ministry and community development: Nina Mason Pulliam Trust, Lilly Endowment, Huntington Bank Foundation, The Indianapolis Colts, Eli Lilly Foundation, Citizens Energy, CICF Crime Prevention Fund, Church of the Nazarene, The City of Indianapolis, NAP Tax Credits, The Samaritan Foundation, One America, Kids Inc., Partners in Housing, Wheeler Mission, Horizon Christian Schools, Elevate Indy, Indiana Wesleyan University, Southern Nazarene University, Trevecca Nazarene University, Olivet Nazarene University, Eastern Nazarene College, Taylor University, and Oakland City University.

SHEPHERD COMMUNITY, INC.

Shepherd Community Center works with neighborhood youth and their families "to break the cycle of poverty on the near eastside of Indianapolis by engaging and empowering the community to cultivate health children, strong families, and vibrant neighborhoods through a Christ-centered approach that meets the spiritual, physical, emotional, and academic needs of our neighbors."

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