

2021

YEAR IN REVIEW

RESILIENCY THROUGH REFLECTION

STRIVE
How You Lead Matters

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A NOTE FROM OUR PRESIDENT

DEAR STRIVE FAMILY,

MAYA ANGELOU ONCE SAID, “DO THE BEST YOU CAN UNTIL YOU KNOW BETTER. THEN, WHEN YOU KNOW BETTER, DO BETTER.” THIS QUOTE CLEARLY ARTICULATES THE IMPORTANCE OF “RESILIENCY THROUGH REFLECTION,” OUR 2021 STRIVE YEAR IN REVIEW THEME.

AS WE TAKE THE TIME TO LOOK BACK INTO THE PAST YEAR AND ACKNOWLEDGE THE WORK OF OUR ORGANIZATION, OUR VISION REMAINS CLEAR AND NECESSARY. WE ARE DEVOTED TO SPREADING THE POWER OF CHARACTER-DRIVEN LEADERSHIP BY CONTINUING TO ALWAYS BE THE FIRST TO LOOK IN THE MIRROR, EMBRACE OUR OPPORTUNITIES FOR GROWTH AND MAKE CHANGES TO DO BETTER FOR OURSELVES AND OTHERS. IT IS WITH THIS COMMITMENT TO SELF-REFLECTION THAT STRIVE CONTINUES TO REDEFINE LEADERSHIP FROM YEAR TO YEAR FOR THE PAST 25 YEARS.

YES, 2021 MARKED OUR ORGANIZATION'S 25TH ANNIVERSARY. IT HAS BEEN 25 YEARS SINCE OUR FOUNDER, KEVIN MORGAN AND CO-FOUNDERS, JEREMY EDWARDS AND KEVIN SMALL SERVED AS PIONEERS IN IDENTIFYING THE NEED TO INTENTIONALLY TEACH CORE LEADERSHIP SKILLS TO YOUNG LEADERS. THEIR DECISION TO TAKE ACTION IN 1996 WITH THE CREATION OF SPORTS CHALLENGE LEADERSHIP ACADEMY REMAINS THE DRIVING FORCE BEHIND THE VARIOUS WAYS THAT WE STRIVE TODAY, IMPACTING YOUNG LEADERS IN SPORT, EDUCATION AND COMMUNITY ORGANIZATIONS. IN KEVIN'S WORDS, “WE ENCOURAGE YOUNG LEADERS TO FIND THE BEST IN THEMSELVES SO THEY CAN INSPIRE THE BEST IN THOSE AROUND THEM.”

I AM PROUD TO SHARE THAT, IN TRUE STRIVE FASHION, OUR ORGANIZATION EMBRACED THE CHALLENGING TRANSITION FROM A PANDEMIC RIDDEN 2020 INTO A PRODUCTIVE AND HEALING 2021. OUR STRIVE EFFORT DIRECTLY IMPACTED 1,836 PROGRAM PARTICIPANTS IN OVER 40 ORGANIZATIONS WITH A 90% INCREASE IN IMPLEMENTATION HOURS. ALSO, 90% OF THIS WORK WAS SUBSIDIZED OR PROVIDED FREE OF CHARGE THANKS TO THE GENEROSITY OF DONORS, FOUNDATIONS, AND DELAWARE STATE FUNDING. WE ARE TRULY GRATEFUL TO ALL OF OUR BENEFACTORS!

MOVING FORWARD TO 2022 WE ARE EAGER TO CONTINUE TO PLACE ANCHORS IN THE LEADERSHIP GROUND, AS OUR WORK IS JUST AS RELEVANT TODAY AS IT WAS IN 1996. WE WILL FOCUS OUR TIME AND ATTENTION ON BUILDING OUT OUR NEXT STRATEGIC PLAN



WITH AN IMMEDIATE FOCUS ON THE FOLLOWING THREE AREAS:

- **PEOPLE:** CONTINUE TO BUILD CAPACITY THROUGH OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION AND INVESTING IN OUR INTERNAL PROCESSES.
- **PURPOSE:** CONTINUE TO STAY MISSION DRIVEN AS WE STANDARDIZE AND REFOCUS OUR OFFERINGS IN SPORT, EDUCATION AND COMMUNITY ORGANIZATIONS
- **PERFORMANCE:** CONTINUE TO TRACK OUR PROGRESS AND IMPACT THROUGH A VARIETY OF METRICS.



ON BEHALF OF OUR STRIVE STAFF AND BOARD OF DIRECTORS, WE ARE GRATEFUL FOR YOUR CONTINUED SUPPORT AND HOPE THAT YOU WILL CONSIDER MAKING AN END-OF-YEAR DONATION AS WE JOURNEY ON. AS YOU ALL KNOW WELL, OUR TANKS ARE COMPLETELY FULL WHEN SHARING OUR PASSION FOR CHARACTER-DRIVEN LEADERSHIP IN DELAWARE AND BEYOND.

PLEASE FEEL FREE TO REACH OUT AT ANY TIME TO CONNECT AND JOIN US IN OUR MISSION!

STRIVE ON,

Belle Koclanes

BELLE KOCLANES
PRESIDENT



CELEBRATING



YEARS IN LEADERSHIP



WHO WE ARE

VISION

TO SPREAD THE POWER OF
CHARACTER-DRIVEN LEADERSHIP

CORE VALUES

AT STRIVE WE STAND FOR THE
FOLLOWING VALUES:

- KNOW THYSELF
- BRUSH IT OFF AND GROW
- BE FAIR AND HONEST
- CHOOSE LAUGHTER
- STICK WITH IT
- FIND THE BEST IN YOURSELF SO
YOU CAN INSPIRE THE BEST IN
THOSE AROUND YOU



2021



OUR IMPACT

RESILIENCY THROUGH REFLECTION

WE AT STRIVE UNDERSTAND CHARACTER-DRIVEN LEADERSHIP AS THE PROCESS OF CONNECTING TO YOUR OWN GENUINE POWER AND INTERNAL CORE VALUES, IN ORDER TO LEAD. 2021 HAS BEEN A YEAR OF LOOKING WITHIN, REFLECTING ON WHO WE ARE AND WHAT WE DO, IN ORDER TO CONTINUE TO LEAD IN THE SPACES WE WORK.

OVER 43

SCHOOLS AND ORGANIZATIONS PARTICIPATED IN STRIVE'S LEADERSHIP DEVELOPMENT PROGRAMMING



1,836

STUDENTS, ATHLETES, EDUCATORS, COACHES AND MENTORS PARTICIPATED IN OUR 2021 PROGRAMMING



90%

OF PROGRAMMING WAS **SUBSIDIZED** OR **FREE** IN 2021



1,114 HOURS
OF PROGRAMMING
IMPLEMENTATION



90%

INCREASE

IN PROGRAMMING
IMPLEMENTATION FROM 2020

LEADING IN 2021

AS THE WORLD PRESENTED US WITH NEW OBSTACLES AND OPPORTUNITIES WE UNDERSTOOD THAT OUR WORK WOULD BE CONTINUOUSLY ADAPTING. THROUGH PROGRAMMING AND PARTNERSHIPS IN SPORTS, EDUCATION AND COMMUNITY SPACES WE RESPONDED TO THE SPECIFIC NEEDS OF EACH OF THESE UNIQUE ENVIRONMENTS.



PROGRAMMING HIGHLIGHTS

STARTING WITH SPORTS CHALLENGE LEADERSHIP ACADEMY IN 1996, STRIVE ESTABLISHED DEEP ROOTS IN SPORTS. WITH THE MISSION OF SUPPORTING HIGH SCHOOL STUDENT-ATHLETES TO DEVELOP SKILLS FOR SPORTS AND SKILLS FOR LIFE, THE LESSONS OF SPORTS CHALLENGE LEADERSHIP ACADEMY GREATLY INFLUENCED THE PROGRAMMING WE DELIVERED IN 2021. FROM STRENGTHENING ALLIANCES, TO FREE 100% STRIVE LED COACHES CERTIFICATION SESSIONS, OUR 2021 SPORTS PROGRAMMING PRIORITIZED THE NEEDS OF THE COACHES AND ATHLETES WE SERVE.



COACH & STAFF DEVELOPMENT

IN 2020 STRIVE ALONG WITH SIX OTHER ORGANIZATIONS, LAUNCHED THE DELAWARE ATHLETIC ALLIANCE TO DEVELOP, SUPPORT, AND ADVOCATE FOR DELAWARE'S SPORTS BASED YOUTH DEVELOPMENT SECTOR TO ENSURE YOUTH HAVE EQUITABLE ACCESS TO HIGH QUALITY SPORTS PROGRAMMING THROUGHOUT K-12 EDUCATION. IN 2021 STRIVE CONDUCTED THE ALLIANCE'S FIRST EVER COACHES TRAINING PROGRAM WHICH INCLUDED **12 HOURS OF STRIVE-LED LEADERSHIP DEVELOPMENT WORKSHOPS.**

“

STRIVE'S COACHES TRAINING TAUGHT ME HOW TO **PREPARE** MY ATHLETES TO IDENTIFY RISK. I WOULD **RECOMMEND** THIS TRAINING TO MY COLLEAGUES

”

- PROGRAM PARTICIPANT



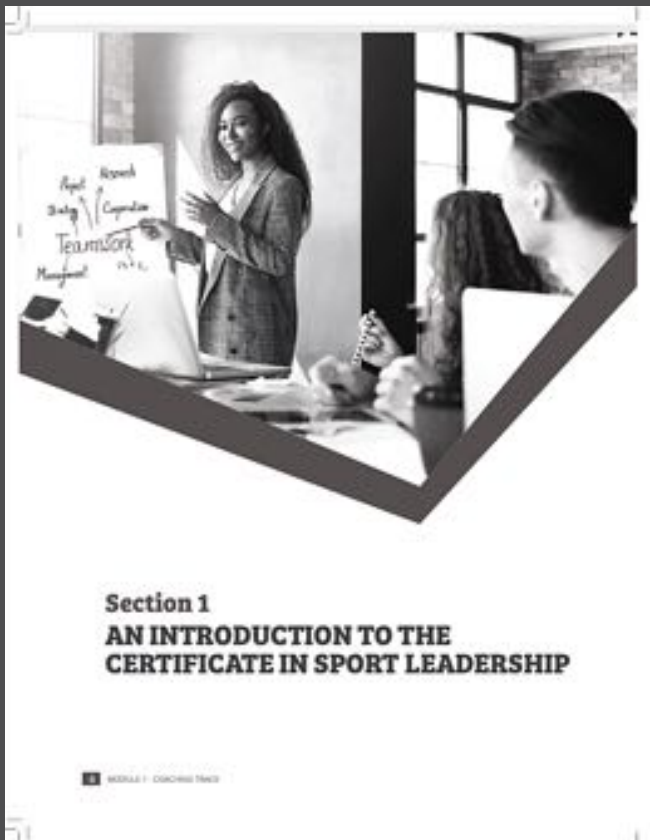
SPORTS

COACH & STAFF DEVELOPMENT

IN SEPTEMBER OF THIS YEAR STRIVE PARTNERED WITH THE SPORT INDUSTRY RESEARCH CENTER, THE SCHOOL OF SPORT, TOURISM, AND HOSPITALITY MANAGEMENT OF TEMPLE UNIVERSITY AND PHILADELPHIA YOUTH SPORTS COLLABORATION TO LAUNCH THE CERTIFICATE IN SPORT COACHING LEADERSHIP - COACHING TRACK. THIS PROGRAM ALLOWS PHILADELPHIA'S YOUTH COACHES TO COMPLETE THE 4-PART COACHES CERTIFICATION FOR FREE.

2 COHORTS COMPLETED
IN 2021

50 PARTICIPANTS RECEIVED
THEIR CERTIFICATE



SPORTS

LEADERSHIP WORKSHOPS

THROUGHOUT 2021 STRIVE HELD **VIRTUAL** AND **RECORDED** LEADERSHIP WORKSHOPS FOR STUDENT ATHLETES AND COACHES. OUR FOCUS WAS TO **SUPPORT PROGRAMS** IN ADDRESSING THE **SPECIFIC NEEDS** THAT AROSE AS THEY **RETURNED TO PLAY** IN 2021.

100%

OF PARTICIPANTS **AGREE** THAT STRIVE'S COACHES TRAINING **IMPROVED** THEIR KNOWLEDGE OF THE KEY COMPONENTS OF SUCCESSFUL **TEAM CULTURE**



WE FACILITATED AT THE BALTIMORE RAVENS L.I.F.T PROGRAM WHICH **EMPOWERS** FEMALE IDENTIFYING ATHLETES TO **HARNESS AND DEVELOP** THEIR LEADERSHIP SKILLS BOTH ON AND OFF THE FIELD



IN SEPARATE PARTNERSHIPS WITH THREE DIVISION III COLLEGIATE ATHLETIC CONFERENCES STRIVE DELIVERED VIRTUAL CONFERENCE-WIDE LEADERSHIP WORKSHOPS. OUR SESSIONS COVERED TOPICS SUCH AS **CULTURE, MOTIVATION AND ENERGY.**





FROM STRIVE I
LEARNED THAT YOU
CAN'T **CONTROL**
MAKING MISTAKES
BUT YOU CAN
CONTROL WHETHER
YOU **LEARN**
FROM THEM

- PROGRAM PARTICIPANT



EDUCATION

2021 PROVIDED US ALL WITH UNIQUE CHALLENGES AND OBSTACLES AND THIS IS PARTICULARLY TRUE OF OUR EDUCATORS. WE ARE IN THE MIDST OF A SEVERE TEACHER SHORTAGE WITH 30,000 PUBLIC SCHOOL TEACHERS GIVING NOTICE IN SEPTEMBER OF 2021 ALONE (US LABOR DEPARTMENT, 2021).



71%

OF HIGH SCHOOL TEACHERS NAMED **SOCIAL EMOTIONAL STRATEGIES** SUCH AS THOSE TO KEEP STUDENTS **ENGAGED AND MOTIVATED** AS A MAJOR OR MODERATE NEED

*CENTER ON REINVENTING PUBLIC EDUCATION, 2020

AS A RESPONSE TO THESE STATISTICS, WE PRIORITIZED DIRECT SERVICE PROGRAMMING IN 2021. IT WAS OUR FOCUS TO REDUCED OR COMPLETELY ERASED ANY TEACHER AND SCHOOL STAFF LIFT IN ORDER TO SUPPORT STUDENTS AS THEY DEVELOP SKILLS THAT ARE MOST TIED TO FUTURE SUCCESS.

MIDDLE SCHOOL CURRICULUM & PROGRAMMING

AS 2021 PRESENTED US WITH NEW OPPORTUNITIES FOR GROWTH, WE WORKED ALONGSIDE INCREDIBLE PARTNERS TO PRIORITIZE THE STUDENTS THEY SERVE. WE OFFERED PROFESSIONAL DEVELOPMENT FOR TEACHERS AND STAFF AS WELL AS DIRECT IMPLEMENTION OUR CURRICULUM TO STUDENTS.

93% OF PARTICIPANTS WERE **CONFIDENT** IN THEIR ABILITY TO CREATE AN **EMOTIONALLY SAFE** CLASSROOM ENVIRONMENT AFTER OUR CURRICULUM **PROFESSIONAL DEVELOPMENT**



Communities
In Schools
Delaware



Serviam
Girls Academy
EDUCATING • INSPIRING • TRANSFORMING



CHOIR SCHOOL
OF DELAWARE
Harmonizing Life & Learning



tyler's camp



HIGH SCHOOL PROGRAMMING

AT THE HIGH SCHOOL LEVEL, OUR 2021 PROGRAMMING SET OUT TO IMPACT AS MANY STUDENTS AS POSSIBLE TO CONNECT THEM TO THE CHARACTER-DRIVEN LEADER WITHIN THEMSELVES. FROM WORK BASED LEARNING TO FULL YEAR STRIVE LEADERSHIP CLASS AT SUSSEX TECHNICAL HIGH SCHOOL WE SAW IMMENSE GROWTH IN OUR PARTNERS AND THEIR STUDENTS.



245

FRESHMAN STUDENTS WILL HAVE PARTICIPATED IN THE STRIVE LEADERSHIP CLASS BY JUNE 2022

90

MINUTE BI-WEEKLY CLASSES FOCUSED ON EMPATHY, PROBLEM SOLVING AND MORE



72%

OF STUDENTS WOULD RECOMMEND STRIVE CLASS TO A FRIEND



“ STRIVE BROUGHT ME AND MY CLASSMATES TOGETHER MORE THAN ANY OTHER CLASS HAS ”
- PROGRAM PARTICIPANT



COMMUNITY

OUR ORIGINAL LEADERSHIP CURRICULUM YIELDED RESULTS THAT LASTED FAR BEYOND THE FIELD AND COURT. IN 2021 OUR LEADERSHIP WORKSHOPS CONTINUED TO PRODUCE TRANSFORMATIONAL CHANGE IN OUR COMMUNITY PARTNERS. STRIVE UTILIZED STRENGTHS-BASED APPROACHES GROUNDED IN OUR GRIT AND MOTIVATION LEADERSHIP MODULES TO SUPPORT OUR PARTNERS AS THEY CREATED INNOVATIVE PROGRAMS TO ENGAGE THEIR YOUTH.



BOYS & GIRLS CLUBS
OF DELAWARE

100%

OF PARTICIPANTS **STRONGLY AGREE** THAT THEIR STRIVE TRAINING WAS **IMPORTANT** TO THEIR WORK AND PROFESSIONAL DEVELOPMENT

WORKFORCE DEVELOPMENT

IN 2021 OUR PARTNERS WERE ADAPTING THEIR PROGRAMS TO MEET THE NEEDS OF THE PEOPLE THEY SERVE. THEREFORE, WE WORKED AT THE GROUND LEVEL, DIRECTLY WITH TEENS PREPARING FOR THE WORKFORCE AS WELL AS OFFERING CONSULTATION AT THE PROGRAMMATIC DESIGN LEVEL. OUR DIRECT SERVICE INCLUDED A PARTNERSHIP WITH THE TEEN WAREHOUSE AND BUCCINI POLLIN GROUP IN WHICH WE PROVIDED WORKFORCE DEVELOPMENT TRAINING TO TEENS INTERESTED IN HOSPITALITY AND CULINARY ARTS.



92%

SURVEYED EXECUTIVES SAY SKILLS SUCH AS **PROBLEM-SOLVING** AND **COMMUNICATION** ARE EQUAL TO OR **MORE IMPORTANT** THAN TECHNICAL SKILLS

*THE WALL STREET JOURNAL, 2016



“

I HAVE SEEN
GROWTH IN MYSELF AND
MY CAMPERS AS A
RESULT OF
STRIVE'S TRAINING.
COMMUNICATION
AND FEEDBACK
SESSIONS ARE HELPFUL
FOR US ALL!

- PROGRAM PARTICIPANT

”

WORK FORCE DEVELOPMENT

THE TEEN WAREHOUSE'S REACHING AND INVESTING IN YOUTH FOR SUSTAINABLE EMPLOYMENT (R.I.S.E.) PROGRAM PROVIDED TEENS WITH EMPLOYMENT AT VARIOUS RESTAURANTS AND HOTELS THROUGHOUT WILMINGTON. STRIVE'S INSTRUCTION FOCUSED ON THE CRUCIAL 21ST CENTURY SKILLS SUCH AS COMMUNICATION AND CONFLICT RESOLUTION.

100%

OF R.I.S.E. PARTICIPANTS RECEIVED **JOB PLACEMENTS** IN THE CULINARY AND HOSPITALITY FIELDS



THIS PROGRAM WAS MADE POSSIBLE BY FUNDING FROM DELAWARE HEALTH AND SOCIAL SERVICES. WE AT STRIVE ARE GRATEFUL FOR PARTNERS SUCH AS THESE AS WE CONTINUE IN THE EVER EVOLVING FIELD OF LEADERSHIP DEVELOPMENT.

“
AT FIRST I THOUGHT
LEADERSHIP WAS
FORMULATED, AFTER
STRIVE I LEARNED
THAT MY **CORE VALUES**
CAN GUIDE ME TO
BEING MY OWN TYPE
OF LEADER

- PROGRAM PARTICIPANT

”



OUR PARTNERS

MIDDLE SCHOOLS & HIGH SCHOOLS

- THE CALHOUN SCHOOL
- CAPITAL SCHOOL DISTRICT
- CHARTER SCHOOL OF NEW CASTLE
- FREIRE CHARTER SCHOOL WILMINGTON
- NATIVITY PREPARATORY SCHOOL OF WILMINGTON
- POLYTECH HIGH SCHOOL
- SERVIAM
- SMYRNA HIGH SCHOOL
- SUSSEX TECHNICAL HIGH SCHOOL
- THE CANNON SCHOOL
- TOWER HILL SCHOOL

COLLEGES, UNIVERSITIES & COLLEGIATE ATHLETIC CONFERENCES

- NEW ENGLAND COLLEGIATE CONFERENCE
- LANDMARK CONFERENCE
- NORTHEAST-10 CONFERENCE
- MONTGOMERY COUNTY COMMUNITY COLLEGE
- STEPHEN F AUSTIN STATE UNIVERSITY
- PURDUE KRANNERT SCHOOL OF MANAGEMENT

COMMUNITY BASED & YOUTH-SERVING ORGANIZATIONS:

- ATHLETIC ALLIANCE
- COMMUNITY EDUCATION BUILDING
- CHRISTINA CULTURAL ARTS CENTER
- CHRISTIANA CARE,
- CODE DIFFERENTLY COMMUNITIES IN SCHOOLS
- DELAWARE BOYS AND GIRLS CLUB
- DELAWARE FUTURES
- DELAWARE UNION
- DUAL SCHOOL
- FIRST STATE SQUASH
- GRAIL SPORTS
- HARLEM LACROSSE
- JOBS FOR DE GRADS
- LATIN AMERICAN COMMUNITY CENTER
- LIVE LIKE BLAINE
- NERDIT NOW
- NETWORK CONNECT
- THE CHOIR SCHOOL OF DELAWARE
- NEWARK BOYS AND GIRLS CLUB
- PUBLIC ALLIES OF DELAWARE
- RAVENS LIFT CONFERENCE
- RODNEY STREET TENNIS
- SUMMER COLLAB
- THE TEEN WAREHOUSE
- UPWARD BOUND
- WAVE
- WILMINGTON YOUTH ROWING ASSOCIATION



THANK YOU

“

INDIVIDUALLY WE ARE
ONE DROP, **TOGETHER**
WE ARE AN OCEAN
- **RYUNOSUKE SATORO**

STRIVE'S 6TH ANNUAL VIRTUAL 5K SPONSORS

PLATINUM:

GREAT STUFF SAVVY RESALE
INDEPENDENCE WEALTH SERVICES
THE COBB FAMILY
THE ARENBERG FAMILY

GOLD:

GB HOME IMPROVEMENT AND
REMODELING
BIG FISH RESTAURANT GROUP

SILVER:

SNUFF MILL RESTAURANT
THE PULSFORT FAMILY
NEXT PLAY SPORT
RYAN GOLDSTEIN
THE BIBB FAMILY

ADDITIONAL LEADING DONORS

PELZ CHARITABLE LEAD TRUST
BELLE KOCLANES
MICHAEL GORDON
GARRY FOLTZ
THE VALENTINE FAMILY
JAMES CHIARIERI
KATHY & RICK SKINNER
PHILLIP & ANNETTE KIAMIE
JONATHAN DEBRICH

OUR MAJOR DONORS

LON CHARITABLE FUND

ALIXANDRA AND KEITH
MORGAN FAMILY FUND

BACCHIERI FAMILY
FOUNDATION,

ROBERT MCELDFOWNEY JR
FAMILY FOUNDATION

STRUTHERS FAMILY
FOUNDATION

BLACKROCK

ROCANELLI VEALE
CHARITABLE FUND



LOOKING TO 2022

AS WE EAGERLY PREPARE FOR 2022 OUR PLANS INCLUDE:

- IMPLEMENTING STRIVE'S COACHES CERTIFICATION PROGRAM, WHICH UTILIZES THE MOST RECENT RESEARCH TO BRING COACHES THE BEST AND MOST EFFECTIVE TRAINING.
- CONTINUING TO SUPPORT SCHOOLS, SPORTS ORGANIZATIONS AND COMMUNITIES AS THEY WORK TO RESPOND TO THE IMPACTS OF THE COVID-19 PANDEMIC
- REVITALIZING OUR FOUNDATIONAL PROGRAM, SPORTS CHALLENGE
- ELEVATING OUR CURRICULUM AND TRAINING BY CONNECTING WITH EXPERTS IN THEIR FIELDS TO ENSURE THAT DIVERSITY, EQUITY AND INCLUSION ARE EMBEDDED IN EVERY FACET, FROM PROCESS TO PRODUCT
- REDESIGNING OUR WEBSITE TO SERVE AS A PLATFORM TO ACCESS OUR SERVICES AND COMMUNICATE CLEAR AND EFFECTIVE MARKETING MESSAGES.

BOARD OF DIRECTORS

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KEVIN MORGAN, FOUNDER
CHLOE DAVIS-CARDEN
JAMIE CHIARIERI
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ELENA VEALE, CFP®



FIND THE BEST IN **YOURSELF** TO INSPIRE
THE **BEST** IN THOSE AROUND YOU

KEVIN MORGAN
STRIVE FOUNDER



WAYS TO GIVE



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