What will they be when they grow up?
Gabrielle Mitchell
THIRD GRADE TEACHER

E: Gabrielle@Gabreads.com
P: 555.392.0211
W: gabreads.com
Anything they want to be.

A small donation can make a huge difference.
It’s magical. The first time you see the light bulb go off in a child’s head. The first time they think, “I will graduate high school and go to college.” When they confidently say, “I can be whatever I want to be.”

When kids feel safe and loved it’s amazing what they can do. We’ve been providing students with a safe, secure place for two decades, thanks to the support of valuable donors like you. It’s with your help that we’ve been able to develop curriculum to engage them in academics and prepare them for life. The results are extremely gratifying. 100 percent of our alumni graduate from high school.

Even after they graduate high school, our alumni remain committed to Open Doors Academy—often participating and giving back to the program they love.

We have set aggressive goals for the future as we know there are even more children in need. Without donors like you, we will not be able to continue our good work.

Thank you for continuing to make this possible.
OUR MISSION

Open Doors Academy works to nurture, protect, inspire and challenge adolescents to reach their full potential through the provision of meaningful out-of-school enrichment activities in a safe and structured environment.
A Job at Foot Locker
Air Force
Army
Navy
Manie
po-po's
baseball
Innovation/Quality Programming

Because of generous foundations and individual donor gifts, ODA was able to extend our program staff’s responsibilities to include time during school hours in the classroom with our students. Each programming staff member now spends 6 to 8 hours each week directly in the classroom, meeting with teachers, providing special help to ODA students and observing classroom lessons. Not only does this observation allow program staff to develop individual improvement plans for our students and build stronger relationships with teachers, but also more effectively relate in-class instruction to programming lesson plans.

Additionally we were able to provide professional tutors familiar with the subject matter that 6th through 8th graders were studying in school.

Planning for the Future

With support from The Cleveland Foundation, and in partnership with Jeff Glebocki and Ron Stewart, ODA and its board of directors successfully developed a 3-year strategic plan to determine the future growth and direction of the organization. This foresight will help ensure the programming stability and consistency that our students need to succeed.

New Experiences

In a summer camp sponsored by Time Warner Cable, ODA youth learned 21st century technology skills using “Scratch”—a new programming language that makes it easy to create interactive stories, games, music, art, and animation.

Students who participated in the Athlete Within summer camp got a chance to visit the Cleveland Clinic Sports Medicine Center and observe a world-renowned surgeon conduct a mock orthopedic surgery. Students learned the power of prevention in successful health and nutrition maintenance.

ODA students who helped create and develop the 2009-10 annual report were recognized at the 2011 Cleveland AAF Awards, where they joined Little Jacket in accepting the Judges’ Choice award for their project.

ODA partnered with Lincoln Electric to offer a welding summer camp so that students could learn real-life technical and trade skills. Students learned welding safety procedures, created lamps, picture frames, airplanes, and even built a barrel charcoal grill that was later raffled off at ODA’s annual fundraiser, the Summer Fling.

Chief Executive Officer, Annemarie M. Grassi, received the 2011 Athena Young Professional Leadership Award presented by Athena International.
Leadership Development

ODA students participated in the Leaders in Training program, developed in a partnership with Cleveland Heights-University Heights City School District and Cleveland Heights-University Heights Public Library that ran from April through the summer, and included leadership workshops, designing and hosting a fundraiser for a local charity and a two-week internship at the Lee Road Library.

ODA students gave back to their communities by collecting over 2,000 pounds of food for The Cleveland Foodbank, spending over 40 hours with local senior citizens, cleaning Garfield Park from top to bottom (collecting over 2 full pickup trucks full of garbage), and wrapping holiday gifts for a men’s shelter.

40 ODA high school students travelled to the Appalachian Mountains this past summer to build homes for families in need. This service-learning trip underscored the importance of community development, peer leadership, and good citizenry.

Open Doors Academy youth proved responsive to community issues like the flash mob riots in Coventry, actively participating in the youth forum hosted by Open Doors Academy in July.

Students participated in the strategic planning process as stakeholders in ODA, sharing their opinions and ideas for the future.

In the 2010-11 Arts Showcase held at Heights High School, students from all 4 sites performed and displayed art they had created throughout the year.

Gaining Life Skills and Confidence

Thanks in part to our numerous and wonderful community partners, Open Doors Academy provides year-round quality enrichment programming that addresses the unique developmental needs of our students. One highlighted partner this past year was the Cleveland Rape Crisis Center, which provided a series of classes on understanding the difference between flirting and sexual harassment and how to address bullying issues.

In partnership with local experts, ODA offered many parent programs during the year, including “Know Your Learning Style.” This workshop helped parents identify their own learning styles, recognize that their children may learn in a variety of ways, and learn how to support their children despite learning style differences.

Thanks to the strong response from the Greater Cleveland community, Open Doors Academy doubled the number of families that were “adopted” during the holiday season — providing 47 families with much needed holiday gifts.

Over 600 members of the ODA family attended the 9th Annual Holiday Dinner at the Terrace Club, designed to bring the whole family together. Even Santa Claus made a surprise appearance to pass out stockings filled with gloves, socks, and toothbrushes.
100%  
High school graduation rate

160  
Middle school students served

84  
High school and college alumni served

98%  
Parents/guardian participation rate
Providing individual attention to each child is imperative to his or her success.
# FINANCIAL SUMMARY

## REVENUE AND SUPPORT

<table>
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<tr>
<th>Source</th>
<th>Amount</th>
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<tr>
<td>Donations and Grants</td>
<td>$450,743</td>
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<tr>
<td>Government Support</td>
<td>$608,402</td>
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<td>Program Service Revenue</td>
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**Total Revenue and Support**: $1,114,434

## EXPENSES

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<td>Management &amp; General</td>
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<td>Fundraising</td>
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**Total Expenses**: $1,159,517

**Net Surplus (Deficit)**: ($45,083)

## DONATIONS & GRANTS

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<tr>
<th>Type</th>
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<td>Foundations</td>
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<td>Ecumenical</td>
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<tr>
<td>Individual</td>
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<tr>
<td>In-Kind</td>
<td>$136,074</td>
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**Totals**: $450,743

*The Annual 2010-11 Financial Audit was conducted by Pease & Associates, Inc., and is available upon request.*
98% of parents completed 16 hours of family programming, investing 2,825 hours in their children’s education.
2010/2011 STAFF

Leadership Team
Annemarie M. Grassi, M.S.Ed
Chief Executive Officer
Lennon Taylor, CPA
Finance Director
Deanna Rankin
Development Director
Ashlie Dyer, M.Ed.
Community Director
Jeff Harrell
Alumni Director

Support Team
Morris Ervin
Educational Manager
Al Slawson, M.Ed.
Educational Manager
Kelley Williams, M.Ed.
Family Liaison
Alyse Lapish, M.N.A.L.
Development Associate
Gina Harrell
Executive Assistant

Roxboro/St. Paul’s Site
Amy Btiebet, M.Ed.
Program Coordinator
Steve Walker
Middle School/High School
Mentoring Coach
Artis Farmer
Middle School Mentoring Coach

Wiley Site
Tenille Threatt
Program Coordinator
Cliff Sweeney
Middle School/High School
Mentoring Coach
LaShon McKnight
Middle School Mentoring Coach

Forest Park Site
Jerod Johnson
Program Coordinator
Brandon Sheil
Middle School Mentoring Coach
Sonya McNeil
Middle School Mentoring Coach

Euclid Central Site
Jonathan Stone
Program Coordinator
Suzanne Cooper
Middle School Mentoring Coach
Sara Thomas
Middle School Mentoring Coach

Miles Park Site
Ronnie Bryant
Program Coordinator
David Ramos
Middle School/ High School
Mentoring Coach
Felicia Haney
Middle School Mentoring Coach

Wiley Site
Tenille Threatt
Program Coordinator
Cliff Sweeney
Middle School/High School
Mentoring Coach
LaShon McKnight
Middle School Mentoring Coach

Forest Park Site
Jerod Johnson
Program Coordinator
Brandon Sheil
Middle School Mentoring Coach
Sonya McNeil
Middle School Mentoring Coach

Euclid Central Site
Jonathan Stone
Program Coordinator
Suzanne Cooper
Middle School Mentoring Coach
Sara Thomas
Middle School Mentoring Coach
Board of Directors
Roger Frank | President
Little Jacket, Partner/Creative Director
Sal Russo | Vice President
Russo Real Estate, President
Josh Cochran | Treasurer
Key Bank Commercial Banking, Relationship Manager
Kimberly Glenn | Secretary
ACS/Goodyear, Vendor Benefits Manager
Ryan Anderson
Anderson Biro, LLC, Founding Partner
Davis B. Bonner
Gates Group Capital Partners, Vice President
Fitzroy DaSilva
Financial Consultant; Cuyahoga Community College, Instructor
Ian Hoffman
U.S. Department of Justice, Trial Attorney
Sarah Johnson
Case Western Reserve University, Director of Marketing
Gerald Jordan
Time Warner Cable, Director of Customer Care
Neema Mayhugh, Ph.D.
Cole Eye Institute, Director, Commercial Affairs
Larry Seiler
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Artist, Art Educator
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InterAct Cleveland, Executive Director

Advisory Board
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John Hopkins University, Associate Vice President of University Marketing and Communications
Ellen Rome, MD, MPH
Cleveland Clinic, General Pediatrics, Section Head
Tom Piraino, Esq.
Parker Hannifin, Vice President, General Counsel & Secretary
Elizabeth Patterson, MD
Hathaway Brown, Educator
DONORS & GIFTS

Heartfelt thanks to the following individuals, companies, foundations and organizations for their support of Open Doors Academy through their generous contributions in 2010/2011.

**Visionary $100,000 +**
Ohio Department of Education

**Founder’s Circle $25,000 - $99,000**
Anonymous
Deaconess Community Foundation
St. Paul’s Episcopal Church
Third Federal Foundation

**Champion $10,000 - $24,999**
The Abington Foundation
Bruening Foundation
The Cleveland Foundation
Ginn Foundation
Dr. Matthew and Lin Hawkins
Martha Holden Jennings Foundation
The Nord Family Foundation
The Thomas White Foundation, a KeyBank Trust

**Benefactor $5,000 - $9,999**
City of Cleveland Heights
Parker Hannifin Foundation
Roy A. Hunt Foundation
Lubrizol Foundation
United Black Fund

**Guardian $1,000 - $4,999**
Cynthia Ames-Huffman & Ned Huffman
Mr. & Mrs. Richard F. Ames
Ames Family Foundation
Baker Hostetler
Dr. Mark and Susan Chambers
The Charles Schwab Foundation
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Drs. Brendan and Elizabeth Patterson
Jean & Joel Rathbone
Sal Russo
Jacquie Talbott
Time Warner Cable
Drs. Mark Warren and Lisa Lystad
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<td>Josh Cochran</td>
<td>Kasib Husain</td>
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<td>Suzanne Cooper</td>
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<td>Holly Davenport</td>
<td>Jerod Johnson</td>
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<td>Hank &amp; Mary Doll</td>
<td>Amanda Matthews &amp; Bob Seaman</td>
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<td>Annemarie M. Grassi</td>
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<td>Brian &amp; Cynthia Murphy</td>
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<td>Ella H. Quintrell</td>
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Lynne Ramsey & Jeffrey Irvine
Christopher & Nancy Roy
Mary E. Rayborn
Deanna & David Rankin
Alice Robbins
Laura Rowen
Marc Sanchez
Laurel Schauer
Peter S. Scriven
Shelly Seifert
Nancy Sherwin
David Smith
Christopher E. Smythe
St. Paul’s Cooperative Preschool
Kathleen & Robert Stenson
Lael A. Stone
Mary E. Stone
Lennon Taylor
Time Warner Cable
William Vodrey
Elizabeth Warshawsky
Bob & Joan Warmeling
Sharon & Gregory Watts
Shawn & Maria Weidmann
Susan Weir
Lisa Wiart
Anne S. Wise & Michael I. Rubicz
Geoffrey B. Williams
Martha S. Young
Gerald Zahler

Gifts in Honor of
Marty Young
My faithful and generous sister,
Judy M. Holmes of St. Paul’s
Laurie, Nicole & Niyana Franklin
Our children, EB and Greg Donley
& our grandchildren Drew and
Gwen Donley
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<th>IN-KIND DONATIONS</th>
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<td>Marty Young</td>
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<td>Young Audiences of Greater Cleveland</td>
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Open Doors Academy gratefully acknowledges our generous donors. We apologize for any errors or omissions as we strive for excellence in all donor reporting. Please call our Development Office at 216-229-1900, extension 102, to report any inaccuracies. We would especially like to thank Little Jacket and Paul Sobota Photography for donating a significant portion of their services for our annual report. We would not have been able to provide such a beautiful representation of our organization without their talent and generosity.
Samantha Adkins  
Valdosta State  
Class of 2012

Alicia Delic  
Northwood University  
Class of 2012

Phylicia Delic  
Northwood University  
Class of 2012

Courtney Martin  
University of Phoenix  
Class of 2013

Megan McCoy  
Cornell University  
Class of 2013

Taylor Smith  
Ohio University  
Class of 2013

Avery Tucker  
Ohio University  
Class of 2013

Miles Walker  
Ohio State University  
Class of 2013

Chelsea Williams  
University of Cincinnati  
Class of 2013

Dwight Williams  
University of Akron  
Class of 2013

Alexandra Cicco  
Cuyahoga Community College  
Class of 2013

Michael Mackie-Kwist  
Pacific International Junior Hockey League  
Class of 2013

Adria Adams  
University of Toledo  
Class of 2014

Mason Adkins  
Cleveland State University  
Class of 2014

Tatiana Butler  
Harvard University  
Class of 2014

Liam Corrigan  
Ohio State University  
Class of 2014

Lydia Craddock  
Armstrong Atlantic State University  
Class of 2014

Ashley Grimes  
Emory University  
Class of 2014

Emily King  
Oberlin College  
Class of 2014

Alexandra Miller  
Columbia University  
Class of 2014

Marcus Primes  
Purdue University  
Class of 2014

Walter Quiesser  
St. Petersburg College/Civil Air Patrol  
Class of 2014

Taylor Reynolds  
Kent State University  
Class of 2014

Rienna Scott  
Bowling Green University  
Class of 2014

Donald Thomas  
University of Louisville  
Class of 2014

Lache Thomas  
Lincoln University  
Class of 2014

Grace Walters  
Cleveland State University  
Class of 2014

Corbyn Wright  
Spelman University  
Class of 2014

Ericka Alexander  
University of Toledo  
Class of 2015

Ciaran Cohen  
Cleveland State University  
Class of 2015

Marcel Dear  
University of Akron  
Class of 2015

Ajia Mason  
Bowling Green State University  
Class of 2015

Charlie McCoy  
Cleveland State University  
Class of 2015

Francine Parsons  
University of Toledo  
Class of 2015

Kareen Sanders  
Agora Global Missions School  
Class of 2015

Lorin Smith  
Brown University  
Class of 2015

Carvellus St. Cyr  
Cleveland State University  
Class of 2015

Erik Taylor  
Cuyahoga Community College  
Class of 2015
Thanks to the 2010/2011 annual report camp participants. They spent a week learning the art of storytelling at Little Jacket this summer and all contributed significantly to this year’s report.

Top: Diondre Blackmon, JorNeyce Cox, Iesha Alex
Center: Jeremie Sims, Kaila Mathis, Isaac Bass
Bottom: Gabrielle Mitchell, Eric Thomas

Not pictured: Jeff Harrell, Open Doors Academy Staff

Design: Little Jacket | Photography: Paul Sobota
Open Doors Academy is a 501(c)(3) nonprofit that provides out-of-school enrichment programming for middle and high school youth, supporting the students and their families academically, socially, and emotionally through graduation and beyond.

For more information and to donate visit opendoorsacademy.org