



**YOUNG LEADERS**  
*OF* **NORTHEAST INDIANA**



**2022 ANNUAL REPORT**

# WHO WE ARE

As the Young Leaders of Northeast Indiana (YLNI) we believe in investing in our community's future by utilizing our resources to help young leaders personally and professionally. Doing so reinforces connections between the people and communities we support. When young leaders feel connected to their communities, they stay and invest their time, talent, and treasure. YLNI is building a foundation of young leaders who will continue to work for Northeast Indiana's success.

Led by a team of committed volunteers, YLNI works to build a community where people want to live, work, and play. Our members are entrepreneurs, artists, business people, musicians, accountants, doctors, lawyers, teachers, students and so much more. Our dedicated volunteers love Northeast Indiana, and their eagerness to share that passion makes our organization successful.



## OUR MISSION

To attract, develop, and retain emerging leaders through community, professional and social engagement.

## OUR VISION

Northeast Indiana is an attractive region influenced by diverse, emerging leaders who are engaged, inclusive and attached to their

## TABLE OF CONTENTS

- 4. Board of Directors
- 5. YLNI Committee Chairs
- 6. Membership
- 7. Team YLNI Events
- 8. Communication & Marketing
- 9. Technology
- 10. Fund Development
- 11. YLNI Farmers Market
- 12-13. Community Impact
- 14-16. Leadership Development
- 17. Social / Hot Spots
- 18. Note From President

# OUR BOARD

YLNI relies on generosity, passion, and commitment. The Board of Directors consists of passionate leaders who volunteer their time to an organization with a mission and vision that they believe in. These volunteers live and work in Northeast Indiana and believe in the power of investing in the community. The Board of Directors is the governing body of YLNI and meets formally once a month. Their big-picture approach is to guide the organization to fulfill the mission. Some of their duties include approving activities, securing funding, and advocating for the organization's demographic.



**JUSTIN HAYES**  
*President*



**IAN BROAD-WHITE**  
*Vice President*



**KYLER MILLS**  
*Treasurer*



**MEG SAXMAN**  
*Secretary*



**NICOLE SATALINO**  
*Director at Large,  
Executive Committee*



**TRAVIS ADKINS**  
*Vice President,  
Community Impact*



**BRANDON CURRY**  
*Vice President,  
Leadership Development*



**RACHEL BATDORFF**  
*Vice President,  
Membership*



**DAVID CURRY**  
*Vice President,  
Fund Development*



**JOSETTE MEZERA**  
*Vice President,  
Communications*



**BRAD WANEK**  
*Vice President,  
Social Programming*



**JOHN HUDSON**  
*Director at Large,  
Community Impact*



**ROSALINA PEREZ**  
*Director at Large,  
Communications*



**ERI HICKEY**  
*Director at Large,  
Technology*



**KRISTIN CONLEY**  
*Director at Large,  
Leadership Development*



**TODD TITUS**  
*Director at Large,  
Fund Development*

# OUR CHAIRS

YLN's committee chairs volunteer their time to help execute programming under the Board of Directors leadership. Each of them represents what it means to be an emerging young leader and help make a difference in the Northeast Indiana region.

## COMMUNICATIONS

Abeer Saeed

## COMMUNITY IMPACT

### ■ Farmers Market

Ashley Wagner (Market Manager)

## FUND DEVELOPMENT

David Curry

## LEADERSHIP DEVELOPMENT

### Power Lunch Series

James Couchman, Charl Franks

### Ignite Institute

Aaron Robles

### Leadership Institute

Jeremy Widenhoefer, Josh Pulfer, Meg Underwood

### NextGen Leadership Institute

Jamaal Crichfield

### High School Leadership Institute

Erica Lay

## MEMBERSHIP

### ■ YLNI Team Events

Brandon Roberts, Adriane Roberts

## SOCIAL

### ■ Hot Spots

Brandon Roberts, Adriane Roberts

### ■ Social Events

Courtney Sullivan

### ■ Concert Series

Kat Erickson

### ■ General Membership Event

Lindsey Dutrieux



# MEMBERSHIP

The Membership Committee is responsible for recruiting and retaining members. This function is accountable for listening to and learning what prospective and current members deem valuable in YLNI. The membership committee is dedicated to helping members feel satisfied with their YLNI membership investment—whether that’s at a professional development level, networking with other young professionals, investing in the Northeast Indiana region, or attracting and retaining talent to the area.

**170**

*Dues Paying Members*

**1,647**

*Prospective Members  
Receiving YLNI Info*

**67**

*Membership Event  
Attendance*

**Committee Members** | *Lindsey Dutrieux (Chair), Anna Baer, Joe Hickey*

## **GENERAL MEMBERSHIP EVENT**

The General Membership Event, or GME for short, connects current and future YLNI members to our Board of Directors and community leaders. The event acts as a celebration of our community’s growth and our organization’s accomplishments throughout the year.

The 2022 GME took place July 27 at The Garden. We intentionally brought recognition to the ‘05 zip code, utilizing small businesses for the event. The event featured food and drinks from Old Crown, drink samples from Copper Forge Distilling, live art and raffle, with proceeds benefitting the Unity Performing Arts Foundation, by Jaden Rice, art on display by YLNI member Megan Sheetz, a photobooth, and music by DJ and leader inconceptualizing The Garden, Chad VanMeter. During this event we also presented our 2022 Board of Directors and showcased the organization’s accomplishments from the prior year.





# TEAM YLNI EVENTS

Team YLNI events are intended to engage members, build connections, and increase YLNI awareness in the community, while participating in a team event that supports a positive cause in the community. In 2022, YLNI participated in Riverfront Fort Wayne and Fort Wayne Parks and Recreation's River, Set, Go! Dragon Boat Races. This event is a festival that honors Chinese culture and traditions. All proceeds from the event are donated to various charities.



**2**

*Boats*

**36**

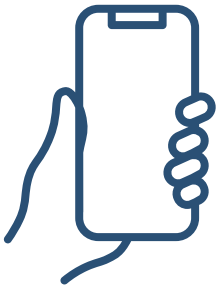
*Total Team Participants*

# COMMUNICATIONS & MARKETING

The communications and marketing committee's goal is to keep our members, community leaders, and local media informed on all the happenings of YLNI. They operate as the organization's outward voice and internally support the programs and committees dedicated to fulfilling YLNI's mission. The committee oversees all social media channels, press releases, media relations, and much more.



**205,000** FACEBOOK PAGE REACH  
**+7,315** POST ENGAGEMENTS



**7,540** FOLLOWERS ON SOCIAL  
MEDIA PLATFORMS



**12** MONTHLY NEWS LETTERS SENT OUT  
**+2,642** SUBSCRIBERS



ARTWORK BY: WILLOW TREE PAPER COMPANY



# TECHNOLOGY

Over the past year, the technology team has actively worked with the communications and membership committees to address the best ways to move YLNI's top initiatives forward. We have increased visibility, influence, and engagement within the Northeast Indiana community by utilizing Google Ads to promote events and programs that benefit our demographic to grow personally and professionally.



## WEBSITE STATS:

**2,900** SESSIONS PER MONTH

## TOP YLNI PAGES VISITED:

- **FARMERS MARKET** - *And Associated Farmers Market Pages*
- **HOMEPAGE**
- **BOARD OF DIRECTORS**
- **LEADERSHIP INSTITUTE**

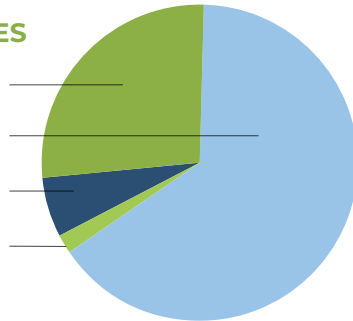


# FUND DEVELOPMENT

Each of YLNI's committees is self-sufficient and self-reliant. All funding received directly impacts YLNI's programming and initiatives. When you support YLNI, your financial contribution supports Northeast Indiana's community, professional, and social development.

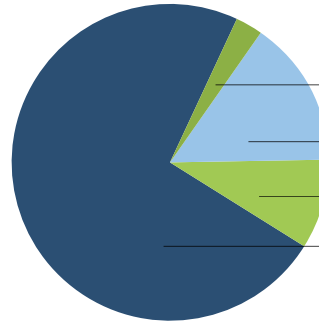
## FUNDING SOURCES

Grants **21%**  
Programming **76%**  
Membership **2%**  
Sponsorship **1%**



## FUNDING BY PROGRAM

Membership **3%**  
Leadership Development **4%**  
Operating Expenses **23%**  
Community Impact **70%**



Without the support of our donors, our efforts to attract, develop, and retain top talent in our community wouldn't be possible. Their contributions have provided YLNI the ability to have a larger voice within our community and region.

- Howard P. Arnold Foundation
- Foellinger Foundation
- T-Mobile (Chad Sommer)
- JW Group
- Edward Wilson Foundation
- Flora Dale Krouse Foundation
- English Bonter Mitchell Foundation
- Barnes & Thornburg
- Journal Gazette Foundation
- Community Foundation of Greater Fort Wayne, Inc.

# YLNI FARMERS MARKET

**The YLNI Farmers Market on Barr Street** continued their partnership with The History Center for the 18<sup>th</sup> outdoor season. This was quite an exciting year; the market was voted the *2022 Readers Choice Best Farmers Market* for the fourth year running by Fort Wayne Newspapers. This was achieved through our vendors' commitment to provide quality service and goods to YLNI Market customers. The market was also voted # 1 market in the state by *American Farmland Trust and the Farmers Market Coalition*. Every Saturday from May through September, more than 120 local vendors, non-profits, partner organizations, and musicians featured their products and skills.

**Brunch on Barr** continued to run alongside the market for its 2nd year. A variety of food trucks offering delicious food selections paired with alcoholic beverages provided a perfect Saturday morning brunch location.

**The Winter Market** continued at the historic Aunt Millie's Bread Factory on Pearl Street, thanks to a partnership with Sweetwater. The Winter Market runs every Saturday from October to April, extending the market season through the colder months.



## SUMMER MARKET STATS



**26** week session  
**263** total vendors  
*Averaged 118 each week, high of 171*



**28** contracted local musicians  
**197,000** visitors  
*Averaged 8,000 per week*



**16** non-profits partnered  
**Ramped up the POP program,**  
(self-funded by the market)  
• Gave out a total of **2,800** coins  
worth \$2.00 each to **3000** kids

## NEW WINTER MARKET STATS



**31** week session



**150** total vendors  
*Averaged 70 each week*  
**1,300** visitors each week



**2** non-profits partnered

# COMMUNITY IMPACT

YLNI continues to work directly with our community leaders to provide a young leader's perspective and engage in active discussions on several issues. We have quarterly meetings with the Mayor to stay current on local happenings.

## INCLUSION, DIVERSITY & ADVOCACY COMMITTEE (IDA)

The continued commitment of the IDA committee is to educate YLNI members about issues that affect the community, especially the young leaders & demographic. In keeping with this mission, the committee discusses public and private community initiatives and develops recommendations on how to promote greater inclusivity in the organization and serve the underserved in Northeast Indiana. The committee's goals are to strengthen relationships between our members and the community, become more educated on the unique and diverse needs of the people of our region, and provide feedback to public officials in order to create legislation and advocacy for YLNI members and those we hope to serve.





## **TOUGH TALKS**

IDA continued with *Tough Talks*, which were introduced in 2020, creating a safe space for community leaders of all ages and backgrounds to engage in authentic conversations on several difficult topics to foster more inclusivity and understanding in our region. The goal of these talks are to listen and understand because when we know better, we can do better.

After battling COVID-19 pandemic restrictions, YLNI facilitated its first in-person Tough Talks event in months in November 2022. This multi-table, speed-network style round table discussion focused on a variety of topics ranging from small businesses to diversity in the workplace to disability services/awareness and beyond. This unique round table format allowed the IDA committee to get vital feedback to inform an entire series of events coming in 2023.

### **TOUGH TALKS TACKLE TOPICS & SUB-TOPICS RELATING TO:**

- **Racial & Ethnic Diversity**
- **Religion**
- **LGBTQIA+**
- **Disability Services**
- **Immigration**
- **Political Polarization**
- **Socioeconomics**
- **Mental Health**

# LEADERSHIP DEVELOPMENT

## LEADERSHIP INSTITUTE:

YLNI's *Leadership Institute* connects young professionals with their peers and their community to advance their career skills. Through hands-on instruction, small group activities, personal reflection, and sharing, participants develop skills needed to help them grow in their careers and community. Topics range from personality recognition and communication effectiveness to board stewardship and diversity in the workplace. This program consists of a kick-off event, six all-day sessions, and a graduation celebration over the span of three-months. 2022 marked the 17th year of the Leadership Institute. The class consisted of 28 young leaders from 23 Northeast Indiana companies.

**Committee Members:** *Jeremy Widenhoefer (chair), Josh Pulfer (chair), Meg Underwood (chair), Kelli Warner, Brandon Roberts, Lea Gamble, Isaac Barber, Brooklyn Disch*

## NEXT GEN LEADERSHIP INSTITUTE:

In its third year, *the Next Gen Leadership Institute* targets emerging leaders ages 18-22, helping bridge the gap between our other programs. The Next Gen program is modeled after our other institutes, connecting entrepreneurs and students from Northeast Indiana universities, colleges, trade schools, and communities.

Taking place in February, this two-day program is a crash course in leadership development, covering both personal and professional topics that are tailored to help participants build relationships, network, and connect with their community. For participants, it plays a role in their future goals and plans here in the community.

The 2022 class was made up of 13 individuals from six local colleges and universities. The two-day program covered budgeting, resume critiquing, DiSC, GRIT, networking, and communication.

**Committee Members:** *Jamaal Crichfield (chair), Morgan Ferguson, Leslie Marlatt, Zac Zumbaugh, Demetria Pettie, Gigi Goshorn*

## LEADERSHIP INSTITUTE CLASS OF 2022

- Aaron Robles
- Adelaide Reimbold
- Ashley Lamb
- Brooklyn Disch
- Caleb Hunter
- Chelsea Harris
- Christopher Moon
- Erica Lay
- Harrison Diedrich
- Isaac Barber
- Jamaal Crichfield
- James Burkhart
- Jerry Cunningham
- jessica Brown
- Kelsey Church
- Leslie Marlatt
- Lillianne Bowers
- Lucas Dargo
- Marie Fisher
- Neil O'Brien
- Olivia Myers
- Quinn O'Heeney
- Rosalina Perez
- Tad Raven
- Zach Corner

## NEXT GEN LEADERSHIP INSTITUTE CLASS OF 2022

- Chris Martin
- Ismer Chew
- Madeline Herbst
- Olivia Halusan
- Mario Albert Arriaga
- Ruby Rusk
- Jordyn Hartfield
- Max Amoako
- Seth Jachiniak
- Kora Beasley
- Morgan Johnson
- Morgan Miller
- Madalinn Hughes





## **HIGH SCHOOL LEADERSHIP INSTITUTE:**

*YLNI's High School Leadership Institute* connects emerging professionals with community leaders to learn about various topics, including temperaments and interaction styles, interpersonal communications, networking and community engagement, and financial strength. High School Leadership Institute sessions also include tours of major downtown landmarks to understand better all that our city has to offer.

The 2022 class consisting of 11 individuals from 7 area high schools met for two weeks in June. The program covered diverse and inclusive conversations, temperaments and interaction styles, networking and mentorship, financial strength, and a panel discussion with community leaders.

### **HIGH SCHOOL LEADERSHIP INSTITUTE CLASS OF 2022**

- Aubrey McCraney
- Brayden Eagleson
- Kailey Tirador
- Kailyn Hunter-Silva
- Kohen McKenzie
- Madeline Graves
- Martin Vazques
- Richard (LB) Blackmon
- Sam Billman
- Theo Pancake
- Xavier Masten

**Committee Members:** *Erica Lay (chair), Stephanie Taylor, Sam Graves, Morgan Johnson, Tanvir Minhas, Theo Pancake, Ho Da, and Colton Ehle*

# LEADERSHIP DEVELOPMENT

## POWER LUNCH SERIES:

*The Power Lunch Series* aims to put young leaders in the room with influential community leaders for an intimate conversation. Small groups of four to five participants meet once a month over four months for a unique opportunity to meet with one community leader for lunch. The personal interaction provides leaders with a chance to share experiences, while participants can openly ask questions candidly. By meeting with the same group every month during the series, each group has an opportunity to build lasting relationships with one another.



## 2022 COMMUNITY LEADERS

**Dr. MarTeze Hammonds**

*Chief Diversity Officer, Purdue Fort Wayne*

**Jennifer Winklejohn**

*Sr. Vice President/Division Director, Robert HalfJ*

**Bob Vitoux**

*Chief Executive Officer, OrthorWorx*

**Committee Co-Chairs:** *James Couchman, Charl Franks*

# SOCIAL YLNI HOT SPOTS

*YLNI Hot Spots* are free monthly networking events that allow individuals to learn more about YLNI and connect with like-minded young professionals in the region while exploring and supporting a local business. We invite all young leaders to come to Hot Spots, including new, current, and prospective members, on the third Thursday of every month.

## HOT SPOT LOCATIONS:

**JANUARY** - *Davey's Delicious Bagels*

**FEBRUARY** - *The Copper Still*

**MARCH** - *JK O'Donnell's*

**APRIL** - *2Toms Brewing Company*

**MAY** - *Trubble Brewing*

**JUNE** - *Dot & Line Brewing Company*

**JULY** - *Country Heritage Winery*

**AUGUST** - *Birdie's Rooftop Bar*

**SEPTEMBER** - *Three Rivers Distilling Company*

**OCTOBER** - *2Toms Brewing Company*

**NOVEMBER** - *The Hoppy Gnome*



**Committee Members:** *Brandon Roberts (Hot Spots Co-Chair), Adriane Roberts (Hot Spots Co-Chair), Jordan Backer, Matt Morley, Landon Myers, Megan Sheetz*

# A NOTE FROM OUR PRESIDENT

Last year, I described 2021 with the two words of *uncertainty* and *resilience*. Thankfully for the year 2022 I can use the two words of *striving* and *thriving*. While 2021 was all about getting back to normal, 2022 was about picking up where we had left off before the pandemic. This meant that we had to look at our strategic initiatives and determine whether those were still relevant. We are always *striving* to ensure we are making the continuous efforts to fulfill our mission. That is where *thriving* comes into play. Over the last year I feel like we have been able to grow and flourish because we have a strong vision of what it is we want to provide to our community and emerging leaders.

It's been a privilege to witness YLNI as an organization continue to succeed and be a valued voice within our community during a time when our region is stronger than ever. It makes me proud to see our members continue to adapt and grow as leaders throughout their organizations and communities. Which is why our mission is to attract, develop, & retain emerging leaders through community, professional, and social engagement continues to be fulfilled each day.

In 2022, we continued to *thrive* on our existing foundation of flagship programming throughout our community, professional, and social engagement initiatives. Led by our Inclusion, Diversity, and Advocacy (IDA) committee, YLNI continued our Tough Talks series, which began in 2020. This series will continue as the IDA committee strives to create a safe space for all to engage in an authentic conversation around complex yet important topics.



Within our leadership development programming, we graduated yet another amazing cohort of emerging leaders through our multiple programs offered. Our leadership development programming now consists of High School Leadership Institute, Next Gen for college age students, our traditional Leadership Institute for emerging leaders, and IGNITE for those within the entrepreneur ecosystem. Over the last 17 years, we have graduated more than 550 emerging leaders within our community from 16 - 40 years old.

The YLNI Summer Farmers Market finished its 17th season in 2022, growing to an average of more than 100 vendors each week. The YLNI Winter Farmers Market has continued to be an overwhelming success as we wrap up our third season with an average of more than 60 vendors each week. The success of these two markets would not be possible without our dedicated market manager, community impact committee members, community partners, and YLNI volunteers.

I am very excited and honored to have the opportunity to lead such a fantastic organization and work alongside a group of determined emerging leaders that make an impact within the community daily. I want to give a special thanks to our donors and grantees for supporting us and our mission; the community leaders who believe in and support our organization; our Board of Directors, committees, volunteers, and members for helping to make our mission a reality within our great community. You are all the reason why the YLNI mission has continued to make an impact since 2005.



**JUSTIN HAYES**

*President | Young Leaders of Northeast Indiana*





# YLNI



[@YLNI.org](https://www.facebook.com/YLNI.org)



[@youngleadersnei](https://www.instagram.com/youngleadersnei)



[@YLNI](https://twitter.com/YLNI)



**Young Leaders of  
Northeast Indiana**

