



SCHOOL OF BUSINESS
& ENTREPRENEURSHIP

ANNUAL REPORT

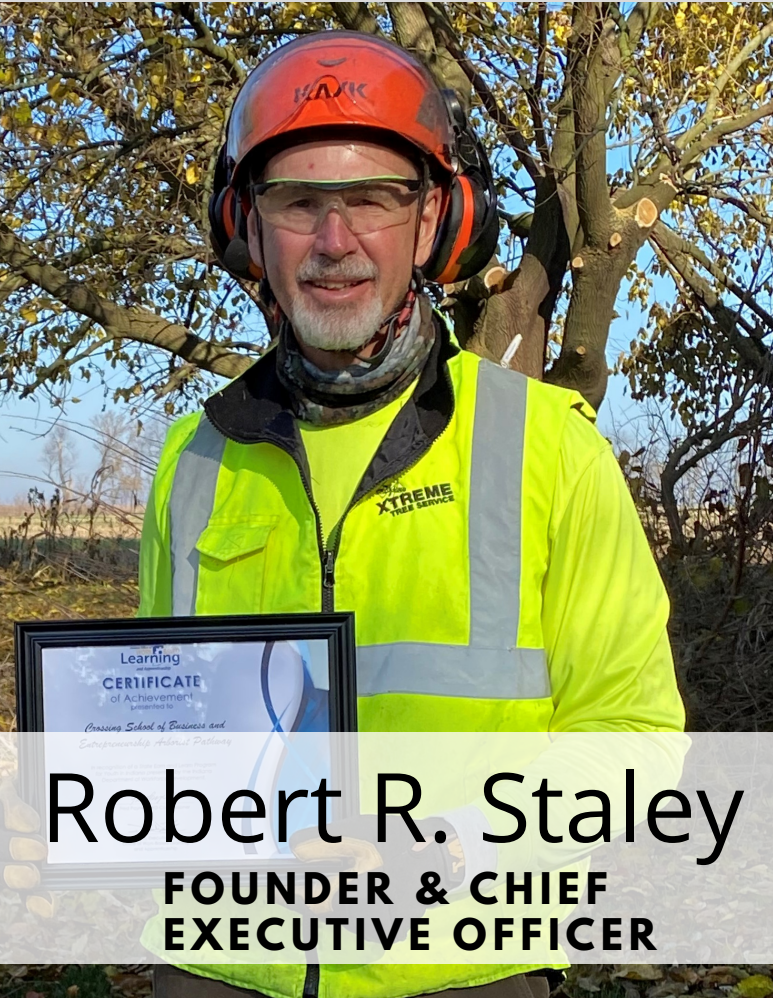
2020/2021

LEVEL UP

#GROWTH



CORPORATE LEADERSHIP



Robert R. Staley
FOUNDER & CHIEF EXECUTIVE OFFICER

Rob Staley serves as the Founder & Chief Executive Officer of the Crossing School of Business & Entrepreneurship, an accredited, faith-based, high school in the state of Indiana whose focus is on developing entrepreneurs and building businesses with students.

After serving as a public school educator for 25 years, 20 years as an administrator with Concord Community Schools, Rob started the Crossing in December 2003. He always had a dream of running his own school, focused on the needs of students who have barriers in life which lead them to struggle in a traditional school environment.

As such, the Crossing takes a holistic approach to education, focusing on four core areas: Academics, Careers, Leadership and Character. The Crossing believes these 4 pillars comprise the essentials of a well-rounded education.

The Crossing currently has 12 locations statewide, contracts with over 30 public school corporations, and anticipates serving over 700 students this school year.

Ryan Hill has served in various positions in the field of education since 2008. He began as an art teacher in the public education system. He then transferred to the not-for-profit Crossing School of Business & Entrepreneurship where he felt he could best partner with and support public schools by meeting the needs of students that are not successful in a traditional environment. As a licensed Principal and with his Educational Specialist Degree, Ryan has served in educational leadership positions at the Crossing for the past 9 years. He currently serves as the President & Superintendent for the Crossing's twelve locations. Ryan's personal mission of empowering those around him, especially those who struggle, aligns with the Crossing's mission of empowering struggling students to become contributing members of their communities.

Ryan Hill
PRESIDENT & SUPERINTENDENT



NATIONAL BOARD OF DIRECTORS

Dr. Paul Kaiser

(President)

Superintendent

Westfield Washington Schools

Rich Gramm

(Treasurer)

Chief Executive Officer

Headsight, Inc.

Lyle Fisel

Retired CEO/Founder

Fisel Investments

Bart Fore

Regional Business Consultant

Work One/Northern Indiana Workforce Development

Tim Reece

President & Owner

North American Pump Co.

Dr. Jeffrey Stephens

Superintendent

DeKalb Eastern Community School Corp.



Crossing Contributors Plan

We are committed to:



Financial Stability

- ✓ Well Funded and Sustainable; Invest in transformational learning and increased impact
- ✓ Increase revenue annually
- ✓ Annual balanced budget with 3 months reserve funding



Student Achievement

- ✓ Innovative competency based educational systems
- Graduates will contribute through:**
- ✓ Non-Poverty Employment
 - ✓ Continuing Education, Skill Development and Lifelong learning
 - ✓ Integrate with local Faith Community



Operational Excellence

- ✓ Strategic Plan Driven
- ✓ Continuous improvement of operational systems
- ✓ Effective resource management and Alignment



Thriving People

- ✓ Staff aligned and contributing to our vision, mission and values
- ✓ Grow our team via engagement, ownership and professional development
- ✓ Increase impact and engagement of community partners

CROSSING TEAM

Regional Team

Don Crouch - Regional Director
Stan Griswold - Regional Director
Ashley Thayer - Regional Coordinator
Cole Warford - Regional Coordinator
Zachary Durnell - Regional Coordinator

Anderson Team

Adina Jacobs - Site Leader
Brett Fishburn - Career Pathway Instructor
Shannon - Martin - Career Pathway Instructor
Dustin Ritz - Career Pathway Instructor
Loretta Tolliver - Career Pathway Instructor

Berne Team

Clark Moser - Site Leader
Brian Schmucker - Career Pathway Instructor

Hammond Team

Cedrick Mgwaba - Site Leader
Anthony Owens - Career Pathway Instructor
Jennis Sanford - Career Pathway Instructor
Joshua Woodall - Career Pathway Instructor

Noblesville-Gaylor Team

Jeff Glore - Site Leader
Thaddaeus McKee - Career Pathway Instructor

Indianapolis Team

Justin Flanagan - Site Leader
Herbie Conrad - Bus Driver
Nina Daniels - Career Pathway Instructor
Bradley Hale - Career Pathway Instructor

Corporate Team

Kimberly Beveridge - Curriculum Coordinator
Vicki Ruppert - Career Pathway Program Specialist
Nate Judd - Career Pathway Coordinator
Lori Brinker - HR Coordinator
Joel Corbin - IT Specialist
Kelly Flatt - Registrar
Samantha Hagerman - Director of School Services
Jeanette Hamel - Director of Finance

Elkhart County ETC Team:

Gessica Garber - Site Leader
Leah Holmes - Career Pathway Instructor
Mikki Neterer - Career Pathway Instructor
Clint Miller - Career Pathway Instructor
Levon Parker - Career Pathway Instructor
Scott Martin - Elkhart County Correctional Center
Andria Detweiler - Newmar

Fort Wayne & Master Spas Team

Joshua Gerken - Site Leader
Byron Mossburg - Career Pathway Instructor
Jessica Webb - Career Pathway Instructor
Joe Paden - Career Pathway Instructor
Courtney Bowlds - Site Leader (Master Spas)
Matt Pocratsky - Career Pathway Instructor
Joe Sordelet - Career Pathway Instructor

Frankfort Team

Marissa Mills - Site Leader
Angela Dickerson - Career Pathway Instructor
Doug Cowling - Career Pathway Instructor
Zachary Golden - Career Pathway Instructor
Charity Miller - Career Pathway Instructor
Ryan Schafer - Career Pathway Instructor

Lafayette Team

Bradley Hainje - Site Leader
Syerus Gill - Career Pathway Instructor
Jana Leasure - Career Pathway Instructor

Marshall County Team

Sarah Edmonds - Site Leader
Tara Judd - Career Pathway Instructor

Lisa Heeter - Director of Operations
Linda Hooks - State and Data Reporting Tech
Nathan Judd - Career Pathway Coordinator
Brock Maust - Director of Career Pathways
Tracey Mort - Marketing Coordinator
Bradley Parsons - Technology Coordinator
Tina Phillipson - Accounts Payable
Mary Wilson - Administrative Specialist



CAMPUSES

Anderson

802 E. 5th Street, Anderson, IN 46012

Berne

169 W. Main Street, Berne, IN 46711

Elkhart County ETC

1824 Reliance Road, Goshen, IN 46526

Elkhart Correctional Center Program

26861 County Road 26, Elkhart, IN 46517

Fort Wayne Main Campus

1010 N. Coliseum Blvd, Fort Wayne, IN 46805

Fort Wayne Master Spas

6601 Lincoln Pkwy, Fort Wayne, IN 46804

Frankfort

3002 E. Wabash Street, Frankfort, IN 46041

Gaylor (Noblesville)

17230 Kraft Ct, Noblesville, IN 46060

Hammond

6333 Kennedy Ave, Hammond, IN 46323

Indianapolis

101 E. Raymond Street, Indianapolis, IN 46225

Lafayette

2000 Elmwood Ave, Lafayette, IN 47904

Marshall County

16095 Linden Rd, Argos, IN 46501



Northend Community Center

We celebrated a new location for our Lafayette campus. The move went well and our students have been welcomed by the Northend Community Center.

LEVEL
UP



OUR MISSION

Empowering struggling students to become contributing members of their communities through **academics, job training and faith-based character education**

OUR VISION

#GROWTH

transforming lives **THROUGH EDUCATION**
by focusing on the **HEART AND MIND**

THE WHY...

High School Dropouts are
72% MORE LIKELY
to be
UNEMPLOYED

Each year's class of dropouts
WILL COST THE COUNTRY
\$200 Billion
during their lifetimes in lost earnings and
unrealized tax revenue

Within the first 6 years after
graduating high school

62%

of Indiana's GRADUATES

WILL NOT

HAVE COMPLETED A POST-SECONDARY CREDENTIAL

OF 80,000 ANNUAL GRADUATES

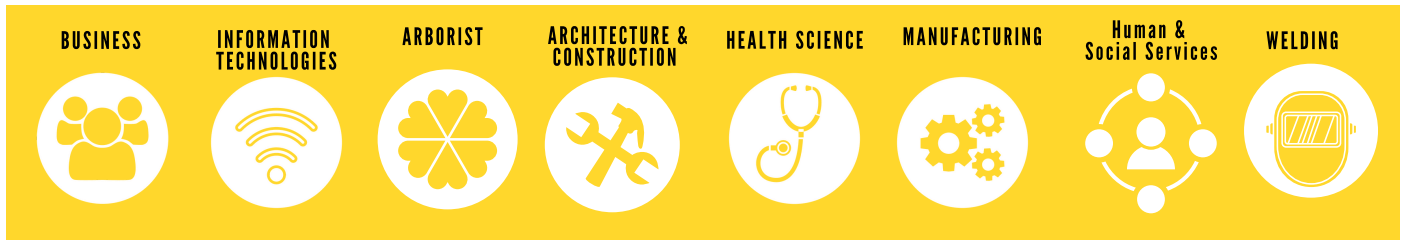
25,000

have NO specific PLAN
other than to "GET A JOB"

BY 2024
TEEN WORKFORCE
PARTICIPATION RATE
Will reach a low of
26.4%
DOWN from 58% in 1979



CROSSING CAREER AREAS STATEWIDE



Our Theme this year, "Level Up - #GROWTH", represents the process our students engage in when they become a part of the Crossing. Our goal is to have every student graduate with the skills necessary to begin their journey toward a high wage/high demand job.

We strive for 100% job placement post graduation.



Work Based Learning Partnerships

How do we accomplish this goal of 100% employment for our students?

Business Partnerships



Resource

(Experience/Event Based)

- Guest Speakers
- Career Fairs
- Job Shadowing
- School Based Enterprise Support

Serves **LEVEL 1** Students



Apprenticeship

(Individual Students)

- Pre-Apprenticeships
- Earn & Learn (SEAL)
- DOL Apprenticeships

Student Supervision:

Crossing - Regular Check In
Employer - Direct ON-SITE Oversight

Serves **LEVEL 3** Qualified Students



Integrated

(Groups of Students)

- Work Teams
- Satellite Location (Located within the Business)

Student Supervision:

Crossing - Direct ON-SITE oversight
Employer - Collaboration on Progress

Serves **LEVEL 2 & 3** Qualified Students

Meaningful Paid or Unpaid Student Opportunities

Statewide Partnerships

Traditional Campus

Entrepreneurial Training Center

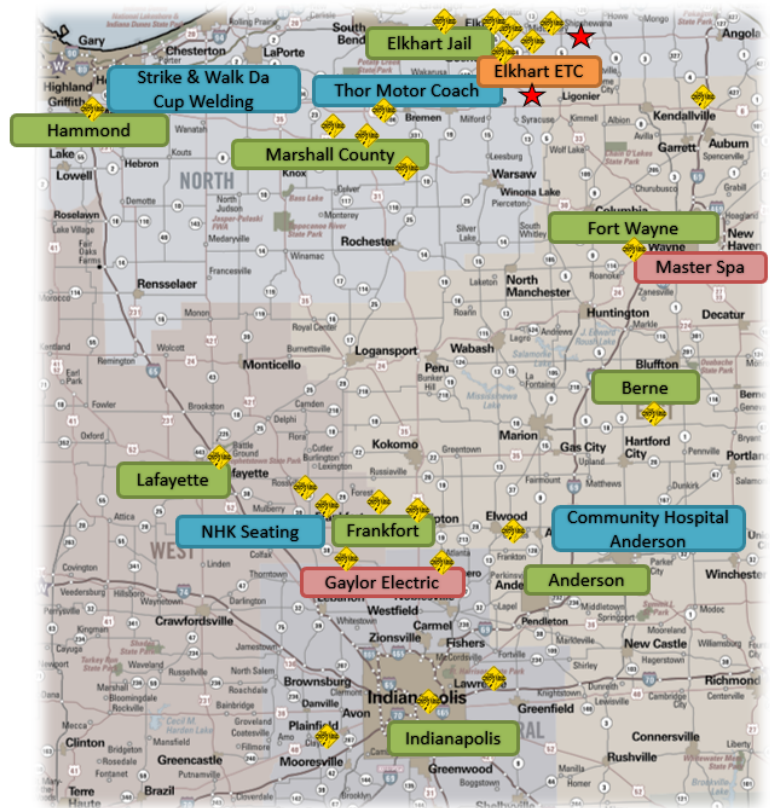
Integrated Partner:

Satellite Location

Work Team

★ Apprenticeship Partner

🛣️ School Partner



To find out more about our Work Based Learning Partnerships - visit us at:
www.crossingeducation.com/business-partnerships/

LEVEL
UP  #GROWTH

2020-21



Work Based Learning Partnerships



*Feeding, Nourishing,
Transforming*



KAF | HOME



Northend Community Center

86%

Graduates are contributing to the community (currently enrolled in higher-education, military and/or working)

52%

Work Based Learning Partnership graduates were hired full-time by our WBL Partners in the last 2 years

FAITH-BASED CHARACTER EDUCATION



The foundation of the Crossing is our commitment to Faith-Based Character Education. We believe that the real difference is made by God. We are merely the instrument he uses to make miracles happen in the lives of our students.

65%

LESS CRIMINAL ACTIVITY

Crossing students are less involved in criminal activity after attending our program.

45%

LESS SEXUAL ACTIVITY

Percentage of our students who report to be less involved in sexual activity as a result of attending the Crossing.

57%

LESS DRUG USE AND ANGER/DEPRESSION

Percentage of Crossing students reporting less drug use, anger and depression as a result of the Faith Based programming we provide at the Crossing.

FAMILY TIME

AN ESSENTIAL PART OF EACH DAY



GOD TALK

ELECTIVE TIME IN GOD'S WORD

OUR CHURCH PARTNERS - #GROWTH

ADVANCING CHRIST'S KINGDOM
APOSTOLIC CHRISTIAN CHURCH ELKHART
ARGOS UNITED METHODIST CHURCH
ATWOOD ALDERSGATE UNITED METHODIST CHURCH
BELMONT MENNONITE CHURCH
BETHEL BROTHERS CHURCH
CHRISTIAN CENTER CHURCH
CROSS COMMUNITY CHURCH OF BERNE
CROSSROADS EVANGELICAL FREE CHURCH
CROSSVIEW CHURCH
DIVERSITY CHURCH
DUNLAP UNITED METHODIST CHURCH
FAITH CHRISTIAN CHURCH
FAITH FAMILY CHURCH
FIRST BAPTIST CHURCH ANDERSON
FIRST BAPTIST CHURCH ELKHART
FIRST BROTHERS CHURCH
FIRST CHURCH OF THE NAZARENE
FIRST MENNONITE CHURCH BERNE
FIRST MISSIONARY CHURCH
FIRST PRESBYTERIAN CHURCH
GOSPEL LIGHT MISSION CHURCH
GRABILL MISSIONARY CHURCH
GRACE BROTHERS CHURCH
GRACE CHURCH

HARMONY BAPTIST CHURCH
HARVEST CHAPEL
ITOWN CHURCH
KESINGTON COMMUNITY CHURCH
KILMORE UNITED METHODIST CHURCH
LIFE TABERNACLE CHURCH
MILL CREEK MISSIONARY CHURCH
MONTEREY UNITED METHODIST CHURCH
MOUNT GILEAD CHURCH
NEW CITY CHURCH
NEW COVENANT WORSHIP CENTER
NEW HOPE CHURCH
NEW LIFE CHURCH
NORTHVIEW CHURCH
PATHWAY ASSEMBLY OF GOD CHURCH
PLYMOUTH COMMUNITY CHURCH
RIVER OAKS COMMUNITY CHURCH
RIVERSIDE CHURCH
SUNRISE CHRISTIAN REFORMED CHURCH
THAT CHURCH DOWNTOWN
THE CHAPEL - FORT WAYNE
THE CROSS CHURCH EAST CHICAGO
WAKARUSA UNITED METHODIST CHURCH
WHITE RIVER CHRISTIAN CHURCH
ZION MISSIONARY CHURCH

20/21 SCHOOL PARTNERS



Argos Community Schools
Bashor Home of the United Methodist Church
Baugo Community Schools
Beech Grove City Schools
Carroll Consolidated School Corporation
Clinton Central School Corporation
Clinton Prairie School Corporation
Community School Corp. of Eastern Hancock
Community Schools of Frankfort
Concord Community Schools
DeKalb Co. Eastern Community School District
Delphi Community School Corporation
Elkhart Community Schools
Elwood Community School Corporation
Goshen Community Schools

"PROGRAMS LIKE THE CROSSING ARE SHAPING THE FUTURE OF EDUCATION."

Jim DuBois, former Superintendent of Baugo Community Schools

Hamilton Heights School Corporation
Jay School Corporation
John Glenn School Corporation
Middlebury Community Schools
Monroe-Gregg School District
Mooresville Consolidated School Corporation
Northwest Allen County Schools
Penn-Harris-Madison School Corporation
Plymouth Community School Corporation
School City of Hammond
Sheridan Community Schools
South Adams Schools
Southwest Allen County Schools
Tippecanoe School Corporation
Triton School Corporation
Union-North Community School Corporation



SCHOOL BASED ENTERPRISES

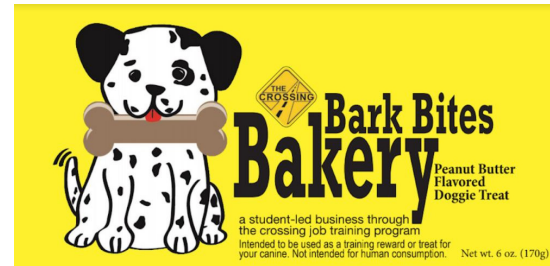
LEARN
BY
DOING



Our Program is designed to **LIFT** students out of **POVERTY** by teaching them high wage/high demand **JOB SKILLS** through our School Based Enterprises and Job Training Programs.

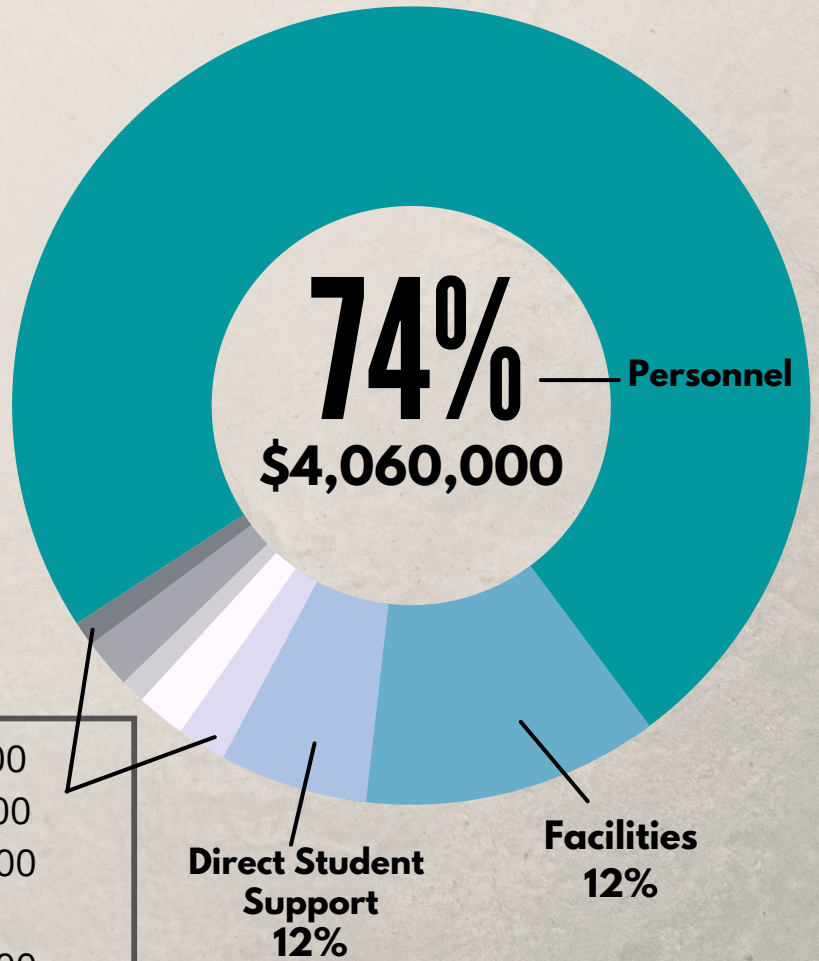


**SERVICE
LEARNING**



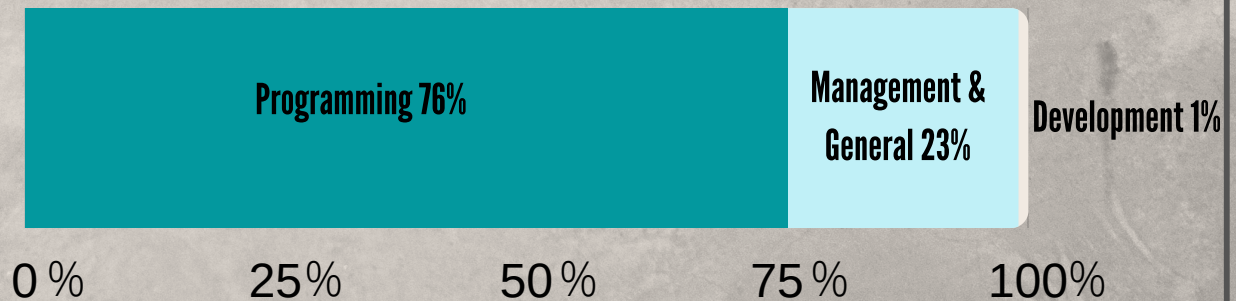
EXPENSES

Breakdown of Expenses



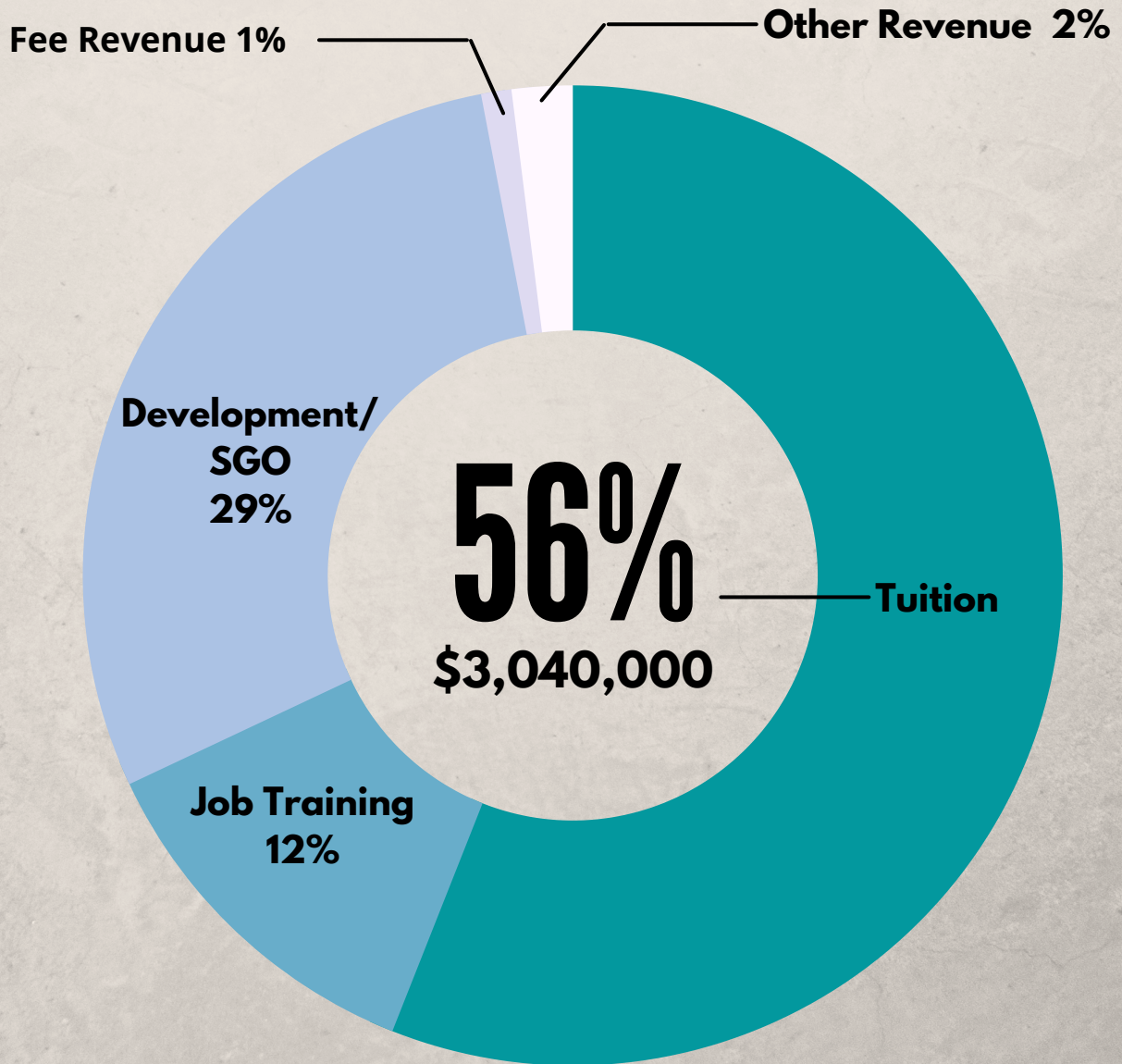
Job Training Expenses	2%	\$92,000
Vehicle Expenses	2%	\$95,000
Development	1%	\$54,000
General & Administrative	2%	\$135,000

Personnel Expenses



Statement of Functional Expense

REVENUE



Tuition	\$3,040,000
Job Training/ Work Based Learning	\$679,000
Development/SGO	\$1,609,250
Fee Revenue	\$54,389
Other Revenue	\$93,063



2020/2021 DONORS

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Jacob Alles,
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Joshua & Kristina Moore
Rodney & Monica Moore
Jan Morgan
Kelly Morgan
Ryan Morris
Tracey Mort

— ● —

THANKS TO

YOU

LIVES HAVE BEEN
TRANSFORMED!

— ● —

WE THANK YOU!



Byron & Cindy Mossburg
Randall & Karen Moyer
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Karen Myers
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Joel & Carleigh Wilson
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Angela & Chad Wolfe
Jean Wolfe
Kent J. & Linda Yoder
Todd Zeltwanger
Margene & Kevin P. Zink

BUSINESS DONORS

Brotherhood Mutual Foundation
Casey's General Stores
Christian Life Center South Bend Inc
Community Foundation of Elkhart County
Community Foundation of Howard, Clinton County
Community Hospital Anderson
Cutler Presbyterian Church
DJ Construction Company Inc.
Elkhart County Sheriff's Office
First Baptist Church
The Farmers Bank
First Evangelical Presbyterian Church
First Merchants Charitable Foundation
Frankfort First Church Of The Nazarene
Friendship Class - First Brethren Church
Frontstream
Gates Automotive Group
Gates Family Foundation
Gaylor Electric
Goodwin Funeral Home Inc
Hacienda Mexican Restaurants
Hearth Homes/Fireside Homes, Inc.
Henry Poor Lumber Co.
Hensley and Son, Inc

Heritage Financial Group
Higher Ground Tree Care LLC
Hill Brothers Construction Inc.
Hochstedler Floorcovering LLC
Irions Foundation
IU Health Arnett Hospital
John Laurie Management, LLC
Kessington Community Church
Kiwanis Club of Plymouth
Krugger Lawton CPAS
Luke 9:23 Ministries Inc
Martin's Supermarket
Master Spas Inc.
Monterey United Methodist Church
Morgan County Substance Abuse Council Inc
Moyer Electric, Inc.
Nappanee Missionary Church
National Christian Foundation Indiana
Thomas Nelson
Network for Good
NHK Seating of America Inc.
Nick's Custom Built Homes Inc.
Northview Church
Optimist Club of Frankfort

Pathway Assembly of God
Plymouth Community Church
Pro IT Solutions
River Oaks Community Church of Elkhart
Robert Weed Plywood Corp.
Service Doctor
Shipshewana Trading Place Auction & Flea Market
Silver Thimble Club
Springer Design
Star Financial
Surf Broadband Solutions
Sweetwater Sound Inc
The Farmers Bank of Frankfort
Thor Motor Coach
Tom Naquin Auto Group
Town & Country Builders
Tree Servants, LLC
Vahala Foam Inc.
Votaw Electric Inc.
Wakarusa Lions Club
Wakarusa United Methodist Church
Wings Etc.
Wise Guy Marketing Solutions, LLC
Zonta Club of Frankfort

2020/2021 GRANTS RECEIVED

From Chromebooks to heavy equipment and handicap accessible restrooms - the grants issued from our community foundations have made so many amazing things possible for us.



**Adams County
Community
Foundation**



**ARCONIC
FOUNDATION**

**Adams County Community Foundation
Arconic Foundation
Casey's General Store**



**Community Foundation of Howard County
Foundations of East Chicago**



**Health Communities of Clinton County
Marshall County Community Foundation**



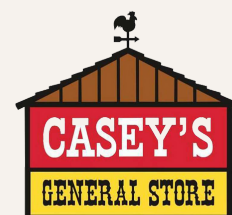
**North Central Health Services Inc
Old National Bank**

**United Way for Clinton County
WalMart**



Well Foundation

Walmart



EANS Funding - Cares Act



The Emergency Assistance to Non-Public Schools (EANS) relief program has provided billions of dollars in financial support for private and independent schools since its launch in early 2021.

EANS was introduced to help schools recover from hardship due to the COVID-19 pandemic.

This program gives governors across the country access to funds that they can distribute to non-public schools based on financial need.

This funding allowed the Crossing to be able to purchase Chromebook computers allowing the resources needed in the event we would need to utilize virtual learning.



Dollar a Day

For \$1 a day (\$365 per year), you can be a Dollar-A-Day sponsor. As a Dollar-A-Day sponsor, you will make a lifelong impact on a Crossing student in your community by paying for a portion of his or her education. You'll receive letters from students and you can send notes of encouragement and inspiration.



SCHOOL OF BUSINESS
& ENTREPRENEURSHIP

2020-2021



10

Strengths: I am friendly and I have good verbal skills.

Interests: I like video games and cooking.

Struggles: I struggle paying attention.

Reason for Attending: I struggled with paying attention in class.

Dollar a Day

DOLLAR-A-DAY SUPPORT

Looking forward to hearing from you!
You can email me at: student@crossing.com or write to: Elkhart County ETC
1824 Reliance Road, Goshen, IN 46526

Scan the QR Code



Then Pick a Campus

SGO: A 50% INDIANA STATE TAX CREDIT

D O N

\$10,000 GIFT EXAMPLE

Indiana State Tax Credit (50%)
\$5,000

Net Potential Tax Savings \$5,000
Out of Pocket \$5,000

\$500 GIFT EXAMPLE

Indiana State Tax Credit (50%)
\$250

Net Potential Tax Savings \$250
Out of Pocket \$250

\$100 Minimum required for SGO

General Donations

General donations do not qualify for the State Tax Credit.

Donations of any amount can be made to the Crossing and will be used where most needed by visiting our website at:

www.crossingeducation.com/donate-2/



ATE



ELKHART - BERNE - FORT WAYNE HAMMOND - MARSHALL COUNTY



IF DONATING TO THE SGO VIA CASH/CHECK

Please complete the donor card and make checks payable to the **Community Foundation of Elkhart County (CFEC)** with the Crossing School of Business & Entrepreneurship and preferred campus written in the memo line.

Mail your check and donor card together to **CFEC**:

P.O. Box 2932, Elkhart IN 46515. When giving by check please note that the tax credit will be issued to the person(s) listed on the check received.

IF DONATING TO THE SGO VIA CREDIT CARD

To make a credit card contribution, please visit **www.inspiringgood.org** and click on "Give On-line", Click on ""Donate Today" - click on "Donate to Scholarship Granting Organization", <Next Step> and complete required information choosing "Crossing School of Business & Entrepreneurship" as the recipient school. When giving by credit card please note that the tax credit will be issued to the person listed on the credit card.

IF DONATING TO THE SGO VIA STOCK

If you are interested in making a donation of stock, please contact the Community Foundation of Elkhart County at 574-295-8761.

ANDERSON - FRANKFORT - INDY LAFAYETTE - NOBLESVILLE/GAYLOR

IF DONATING TO THE SGO VIA CASH/CHECK

Please complete the donor card and make checks payable to the **Institute for Quality Education (IQE)** with the Crossing School of Business & Entrepreneurship and preferred campus written in the memo line.

Mail your check and donor card together to **IQE**:

101 W. Ohio Street, Ste. 700
Indianapolis, IN 46204

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