



Impact Report 2026



Marion County Commission on Youth is the youth service intermediary for Central Indiana—the organizing force that brings together local nonprofits, community partners, government agencies, and schools to build a network of programs, services, and support focused on the positive development of youth.

Our Mission:

To champion the positive development of youth through community and systems change.

Our Vision:

We envision a community where every young person has equitable opportunities to learn, grow, and thrive.



Our Team

Our team is at the center of our impact and leads with heart and grit.

Staff



Liz Coit
(she/her)
President

Ciera Banks
(she/her)
*Assistant Program
Manager*



DJ Cleveland
(they/she)
*Director of Marketing
& Communications*

Lindsey DeLorey
(she/her)
*Program Director -
Youth Engagement*



Fletcher Elliot
(they/he)
*Director of Training &
Development*

Lauren George
(she/her)
*Assistant Advocacy
Manager*



Sarah Kumfer
(she/her)
*Director of Advocacy
& Public Policy*

Amanda McGhee
(she/her)
*Executive Assistant,
Office Manager*



Board of Directors

Officers

Joy Kleinmaier, *Chair*

Brett Weaver, *Vice-Chair*

Joel Githiri, *Treasurer*

Lori Satterfield, *Secretary*

Directors

Brian Beck

Shawn Bush

Marcy Cabello

Scott Franson, JD

Jazmin Glasco

Aundre Hogue

Michael Hulka, JD

Patrick Jones, EdD

Linda Kirby

Crystal Morton, PhD

Sara Sears

Morey Strozier

Jeermal Sylvester

Rebekah Williams, MD

Strategic Framework

MCCOY's strategy centers on three pillars that define its work:



Strengthen Systems

to better meet the needs of youth

Improve coordination, collaboration, and policy alignment across youth-serving organizations to better meet young people's needs.



Empower the Workforce

to enhance their capacity to serve young people

Enhance the wellbeing and professional development of those who serve youth.



Build Organizational Capacity

to ensure long-term effectiveness & sustainability

Equip MCCOY and the organizations we serve with tools and partnerships to ensure long-term effectiveness and sustainability.

These pillars are activated through three strategic approaches:

Advocacy, Education & Research, and Training & Development

All designed to advance three priority outcomes:

Advance mental wellness to strengthen the system's ability to support youth

Reduce the impact of violence on young people and their communities

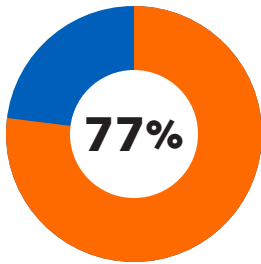
Elevate youth voice to inform and influence decisions that shape their lives



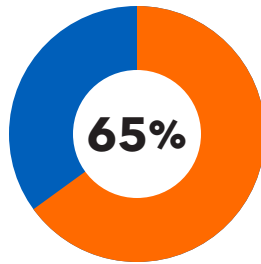
Dashboard

How is our youth-serving workforce doing?

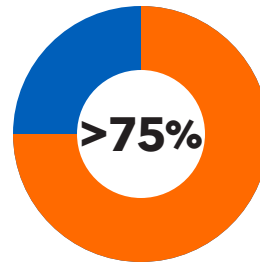
CAREER PATHWAYS



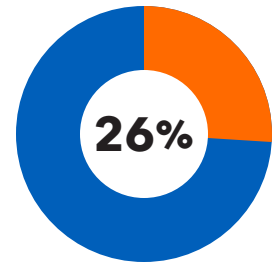
very committed to youth services



have held 2 - 5 youth-service jobs during their careers

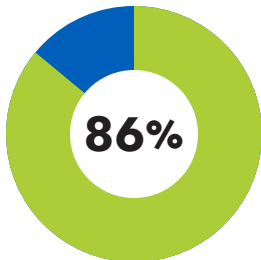


entered the field before age 25

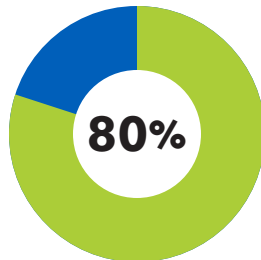


want more advancement opportunities

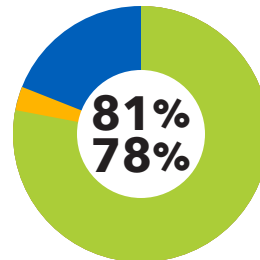
PROFESSIONAL LEARNING



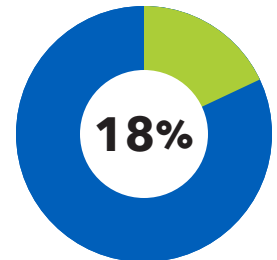
satisfied with professional growth opportunities



participate in professional development

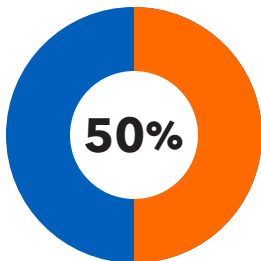


access virtual training;
access in-person training

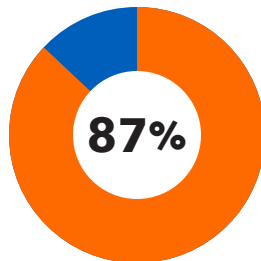


want stronger professional learning support

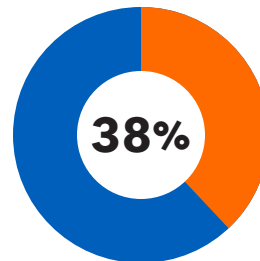
PROFESSIONAL WELL-BEING



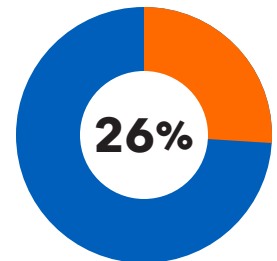
experience workplace stress and burnout



feel connected to a broader youth services community

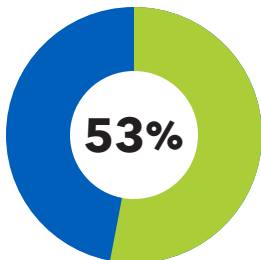


would reduce workplace stress if they could change one thing

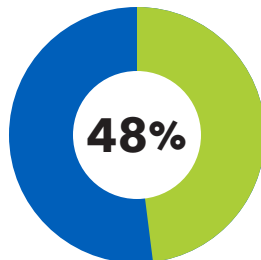


seek more support from leadership

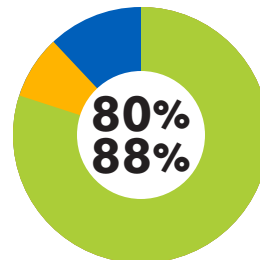
COMPENSATION



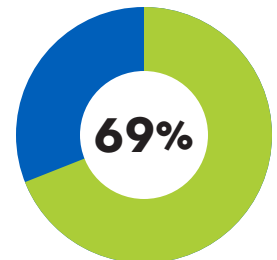
of hourly workers earn more than \$20/hour



of salaried workers earn more than \$60,000 annually



earn less than teachers;
of leaders earn less than school principals



identify better pay and benefits as the top needed improvement



McCOY in Action

Table of Contents



Strengthening *systems*

Engaging youth in the civic process	
Following and informing the legislative process.....	5
Training the community to advocate with us.....	5
Youth Day at the Statehouse.....	6
Mayor's Youth Leadership Council.....	7
Marion County Voter Guide.....	8
Early Intervention Planning Council.....	8



Empowering *the workforce*

Youth Worker Well-Being Project.....	9
Learning Network.....	10
Summer Youth Program.....	11
Youth Working for Indy.....	12
To Rise Above Poverty.....	12
The Resilience Project.....	13
FeverConfidence.....	14



Building *sustainable organizations*

Building organizational capacity	
Ensuring long-term effectiveness, impact, and sustainability.....	15
A strong foundation for the future.....	16



Thank You to Our Partners

Educating and Informing Policymaking for Marion County Youth and Families

Advocacy in Action

MCCOY's Advocacy in Action initiative brings research, data, policy analysis, and lived experience together to help our community better understand the policies and systems that shape the lives of children, youth, and families.

Through white papers, policy briefs, issue analyses, and op-eds, MCCOY examines local and state policy issues through a youth- and family-centered lens. The goal is to make complex policy issues more accessible, provide credible information for community and policy discussions, strengthen advocacy efforts, and encourage meaningful engagement around issues affecting young people and families.

Turning Research into Action

In 2026, MCCOY expanded this work through a series of in-depth publications addressing some of the most significant issues affecting Marion County youth and families, including:

The State of Child Care in Indiana: System Changes, Policy Decisions, and the Road Ahead

An examination of Indiana's changing child care landscape, including access, affordability, workforce challenges, public investment, and the policy decisions shaping the future of the system.

Unhoused Youth in Marion County: Scope, Systems, and Solutions

A comprehensive look at youth housing instability in Marion County—its scale, its impact on young people, the systems that respond, and opportunities to strengthen prevention, housing stability, and supportive services.

2026 Indiana Child Welfare & Juvenile Justice Policy Changes

Developed through MCCOY's Early Intervention Planning Council, this policy brief examines six new Indiana laws and identifies issues and indicators to watch as policymakers and community partners assess their effects on children and families.

Advocacy in Action helps move information beyond the page.

These resources give youth-serving organizations, families, community leaders, advocates, and policymakers a shared foundation for understanding issues, asking informed questions, and participating in decisions that affect Marion County's young people.



YOUTH DAY AT THE STATEHOUSE MCCOY

SPONSORED BY GLICK PHILANTHROPIES

Engaging Youth and their Voice in the Civic Process

MCCOY launched Youth Day at the Statehouse on Presidents Day in 2024 and has brought young people to the Indiana Statehouse each year since, hosting its third annual event in 2026.

In 2026, MCCOY welcomed **200+** youth and **125+** accompanying adults to experience:

- The Indiana Statehouse
- The legislative process in action
- Opportunities to engage directly in civic life

Participation also grew significantly, with **25** youth-serving and advocacy organizations represented – more than double the previous year.

Students observed legislative sessions and committee hearings and heard from **27** young people representing **8** youth organizations who spoke about the public policy issues affecting their lives and communities—including hunger, racism, violence prevention, immigration, gender bias, educational inequities, mental health, and civic participation.



"So listen to the voices rising, from classrooms, homes, and tired shifts: invest in us, and you invest in every future that exists."

– Elizabeth Olubango, Senior,
Ben Davis University

"Indiana has ranked in the bottom 10 states for youth voter turnout. But you can change that... that is why I encourage you all, if you are eligible, to go register, go vote, and own your future."

– Sweet Knight, Senior,
Shortridge High School

"I'm tired of going on social media and seeing politicians sending thoughts and prayers [rather] than actually taking any action when they have the power to do so."

– Shani Momodu, Junior,
Brebeuf Jesuit High School

"I remember the look on my mom's face when she first saw the fresh scars on my arm. The moment something cracked inside of me. A pain louder than anything I had felt. It was also the moment I knew that her baby girl needed help."

– Jakiah Brown, Sophomore,
Mishawaka, Indiana

Congressman André Carson captured the spirit of the day: "This event is a powerful reminder that youth across Indiana are engaged, informed, and ready to lead—not tomorrow, but today!"

– US Representative André Carson,
Indiana's 7th Congressional District

MARION COUNTY COMMISSION ON YOUTH



Engaging Youth and Their Voices in the Civic Process

The **8th** cohort of the Mayor's Youth Leadership Council (MYLC) continued its legacy of amplifying youth voice through education, leadership development, and meaningful engagement in Indianapolis' civic processes.

25 junior and senior high school students from schools across Marion County explored issues important to them and used their voices to advocate, educate, serve, and lead.

- **Youth violence prevention and reduction** - Organized and marched alongside 300+ community members in the 2026 Peace Walk, demonstrating their commitment to safer neighborhoods and communities.
- **Substance use prevention and reduction** - Learned about and advocated for policies that can save young lives, including expanded access to fentanyl test strips, which Indiana lawmakers legalized in 2025.
- **Supporting immigrant youth and families** - Elevated concerns affecting their peers who are immigrants and children of immigrants and explored how public policy shapes their experiences.
- **Reproductive rights** - Engaged in conversations about reproductive health, rights, and policies affecting young people.
- **Educational equity** - Helped MCCOY and community leaders better understand the inequities young people experience within our education system.
- **Preserving local neighborhoods** - Examined issues affecting the strength, identity, and future of Indianapolis neighborhoods.

Just as importantly, MYLC members turned civic engagement into community service, giving hours of their time to support neighbors across Indianapolis through Thanksgiving food preparation, the Indianapolis Zoo's Meet a Hero event, the annual holiday toy giveaway in partnership with Pacers Sports & Entertainment, and the Riverside Neighborhood Parade.

Their work demonstrates what MYLC is designed to do: give young people the knowledge, relationships, opportunities, and platform to move from having opinions about their community to actively helping shape it.



Marion County Voter Guide

Your Vote. Their Future., your one-stop voter guide for everything you need to participate in elections in Indiana. We've gathered trusted resources to help our community check voter registration, learn about candidates, understand what's on the ballot, and stay engaged in Marion County community.

Every election shapes the future of children, youth, and families. Whether voting for the first time or have been voting for years, every voice matters. Together, we can build stronger communities and create a brighter future for the next generation.

Our Voter Guide is a living digital document that is updated regularly as additional candidate information, election details, and resources become available. Learn more: mccoyouth.org/vote

Early Intervention Planning Council

The EIPC was established in 2005 through Indianapolis City-County Ordinance No. 70. Convened and organized by MCCOY. The mission of the Early Intervention Planning Council (EIPC) is to eliminate child abuse, neglect, and juvenile involvement with the legal system by coordinating efforts that increase availability and access to services and advocate for high-quality early intervention and prevention services in Marion County.

The council envisions a city where:

- All children are safe and free from abuse and neglect
- All children receive the care, support, and resources to grow into healthy and contributing members of society
- All caregivers have the support and resources to provide a safe and healthy environment for children

EIPC Council Members

Councilor Brienne Delaney, (Co-Chair),
City-County Council

Kate Peterson, (Co-Chair),
*Department of Child Services,
Region 3*

Councilor Paul Annee
City-County Council

Ashley Asante-Doyle
*Firefly Children & Family
Alliance*

Cortnei Flucas
Indianapolis Public Schools

Judge Geoffrey Gaither
*Marion County Family Court
Division*

Crystal Haslett
Washington Township Schools

Mary Beth Larkins
*Sandra Eskenazi Mental
Health Center*

Lety Martinez
*Marion Superior Court,
Probation - Juvenile Division*

Amanda McCullough
*Department of Child Services,
Marion North*

Joshua Pollack
Kids' Voice of Indiana

Ben Tapper
*City of Indianapolis, Office of
Equity, Belonging, & Inclusion*

Wendy Tucker
Walk by Faith Counseling

Youth Worker Well-Being Project

A healthy youth worker increases positive outcomes for youth.

Indiana youth development professionals impact more than 1.5 million Hoosier children each year. Young people benefit when the adults who serve them are engaged, knowledgeable, responsive to the needs of youth and families, and equipped to manage the stresses of their work.

The Youth Worker Well-Being Project is a statewide collaborative effort led by MCCOY, Indiana Youth Institute, Indiana Afterschool Network, Indiana Youth Services Association, and IARCA. The initiative addresses not only individual well-being, but also workplace conditions and systemic sources of stress that affect Indiana's youth-serving workforce.

The goal is to invest in the people who serve young people—helping organizations create healthier workplaces and giving youth development professionals the support they need to provide high-quality services for Indiana youth.



Who does the project serve?

Youth development professionals working in community-based organizations that support the educational, social, emotional, and physical development of young people ages 5–18. This includes:

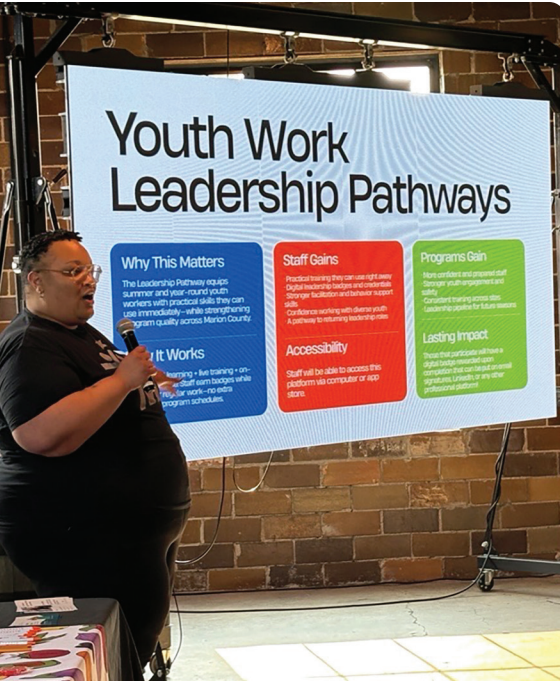
- Out-of-school-time professionals
- Mental health counselors
- Child welfare professionals
- Youth Services Bureau staff
- Family support clinicians
- Clinical treatment staff

What does the project provide?

- Telemedicine and virtual mental health services
- Peer support groups
- Emerging Leaders of Color Fellowship
- Diversity, Equity, Inclusion, and Belonging grants
- Trauma-Informed Workplace grants



Learning Network



32 training sessions, **21** unique training topics serving over **680** youth service workers annually

This includes our new Youth Work Leadership Pathway program, a hybrid professional development and credentialing system that equips youth workers and nonprofit leaders with the skills, confidence, and credentials to create life-changing experiences for young people across Marion County.



FOUNDATIONS
for new and seasonal staff

PRACTICE & APPLICATION for
returning staff & lead counselors

ADVANCED LEADERSHIP for
experienced youth workers & site leaders

DIRECTOR & ORGANIZATIONAL LEADERSHIP for directors & leaders

Impact for youth workers

- Stronger staff confidence and retention
- More consistent program quality
- clear leadership pipelines
- Shared standards across Marion County
- Measurable outcomes and growth

Impact for youth

- Safer, more welcoming environments
- Stronger relationships with adults
- Consistent, high-quality programming
- Increased belonging and well-being
- More opportunities to thrive



Summer Youth Program

a program of the Summer Youth Program Fund



MCCOY supports nearly **300** summer youth programs funded through the vision and generosity of **9** funders—the Summer Youth Program Fund.

MCCOY:

- Connects families with summer programs through an extensive social media and billboard campaign - generating **188,000+** clicks to the SYP website and nearly **5,000,000** impressions
- Hosted **6** Rookie Boot Camps focusing on developing soft and hard skills for over **250** summer youth workers working in **50+** summer programs
- Hosted a pre-summer Director Mixer for nearly **100** program leaders to meet, network, share ideas and resources



- Offered CPR Training for youth workers who need it, with **112** workers enrolled across **8** sessions, representing more than **40** different youth-serving organizations
- Celebrated nearly **500** kids and **150** adults at Learning Day at the Children's Museum
- Celebrated **25** outstanding youth workers in the SYPF program with **\$1000** Excellence in Summer Service award and an evening of networking and fun at the Dolphin Pavillion at the Indy Zoo

Youth Working for Indy

Each year, MCCOY administers the Youth Working for Indy grant program, an initiative designed to strengthen the capacity of organizations participating in the Summer Youth Program while creating meaningful employment opportunities for young people.

Through the program, youth-serving organizations across Marion County receive funding to hire young people, expanding their ability to serve children and families while also helping develop the next generation of youth workers.

In 2026, participation more than **doubled**, with Youth Working for Indy supporting the employment of approximately **200** young people across **46** summer programs throughout Indianapolis.



To Rise Above Poverty (T.R.A.P.)

MCCOY developed To Rise Above Poverty (T.R.A.P.), a train-the-trainer model designed for youth-service professionals working directly with children and families experiencing generational poverty.

The program launched in 2025 with Residential Coordinators at three Glick residential communities, helping staff strengthen their ability to:

- Assess the needs of residents and families
- Develop responsive programs and supports
- Implement strategies that build independence, resilience, and long-term stability for both caregivers and children

Following the success of the initial pilot, T.R.A.P. is expanding across the Glick system.

MCCOY will continue to refine the model with the goal of making it available to other community organizations serving low-income children and families.



The Resilience Project

Mental health and wellness consistently rank among the most significant challenges facing young people—and the adults who support them. MCCOY responded by creating The Resilience Project.

THE RESILIENCY WHEEL

Resilience is the ability to face challenges and bounce back from tough times. It comes from the things we have with the skills we build as we grow. Instead of giving up or avoiding problems, resilient people use healthy ways to handle life's difficult moments. Develop a resilient mindset can help you become even stronger. The resilience wheel shows eight important skills that can help you build this mindset and stay strong when life gets hard.



Launched in fall 2025, the program began in Warren Township sixth-grade classrooms and Pike Township second- and third-grade classrooms. The Resilience Project equips teachers and school support staff with practical tools to recognize, assess, and respond to the social and emotional needs they encounter every day.

Through training, classroom resources, and student-centered tools, educators learn how to

respond effectively while helping young people build the skills they need to strengthen their own resilience.

Students thrive when they can:

- Recognize and understand emotions
- Regulate strong feelings
- Solve problems peacefully
- Connect with trusted adults
- Demonstrate empathy
- Bounce back after challenges

The Resilience Project is aligned with Indiana SEL standards, CASEL competencies, whole-child learning models, and trauma-informed youth development practices.

Measuring Outcomes

MCCOY measures both student progress and program effectiveness through:

- Student pre- and post-surveys
- Caregiver surveys
- Teacher observations
- Implementation feedback
- Daily student emotion tracking

Early pilot results showed:

- 28-point gain in students' ability to identify emotions
- 23% increase in middle school students' confidence in regulating emotions
- Connections with a trusted adult increased from 56% to 79%
- 80% of families reported increased empathy and kindness

Extending Resilience Beyond the Classroom

Families are an important part of the program. They receive conversation tools, reflection activities, coping strategies, and take-home materials that help reinforce what students are learning at school.

70% of participating families reported seeing learning from the program carry over into the home. Parents also reported increased empathy and observed their children using coping strategies at home that they had learned in school.

Empowering *the workforce—developing leaders*



Along with Pacers Sports & Entertainment and the Indiana Fever, MCCOY welcomed our second cohort of young women to our newly named Fever Confidence program. Building on the success of the 2025 All-Star Ambassador program, created in connection with the WNBA All-Star Game, we tipped off 2026 with Fever Confidence, presented by Anthem Blue Cross and Blue Shield.

Across the two years, 25 All-Star Ambassadors and 20 Fever Confidence participants from high schools throughout greater Indianapolis have taken part in workshops, activities, and experiences designed to build confidence, support mental health and wellness, develop leadership skills, and create meaningful connections. Whether climbing to new heights—both figuratively and literally—or serving their community and connecting with the next generation, participants were challenged to grow, take risks, and see new possibilities for themselves.

The 2026 cohort met at least monthly from January through July for workshops and events that provided opportunities to develop new skills, build relationships, and learn directly from accomplished women in our community. Participants engaged with Indiana Fever players, senior executives from Indiana businesses, members of the WNBA Legacy Committee, leaders



from Pacers Sports & Entertainment, and other community leaders who served as role models, mentors, and sources of inspiration.

The community's response to Fever Confidence has been tremendous, demonstrating the value of creating intentional spaces where young women can build confidence, strengthen their voices, and imagine what is possible for their futures. Participants who successfully completed the program received \$2,500 educational scholarships, extending the program's impact beyond the experience itself and supporting their next steps after high school.





Building Organizational Capacity

Ensuring long-term effectiveness, impact, and sustainability

MCCOY's 2026–2030 Strategic Plan charts the organization's next stage of growth—expanding our reach, deepening our impact, and strengthening the systems that support Marion County youth.

Building on more than three decades of experience, the plan reinforces MCCOY's foundational role as a neutral convener, systems-level leader, and champion for equitable opportunities for young people.

It positions MCCOY to increasingly serve as a community catalyst—bringing organizations, funders, policymakers, youth, and other partners together to:

- Align resources and priorities around the needs of young people
- Strengthen collaboration across the youth-serving ecosystem
- Build the capacity and well-being of the youth development workforce
- Elevate youth voice in decisions that affect their lives
- Advance policies and systems that create stronger outcomes for youth
- Use data, learning, and shared knowledge to identify needs and guide community action

Four Strategic Priorities

Strengthen Systems

Deepen MCCOY's role as a convener and systems-level leader, helping partners work collectively to address complex challenges affecting youth.

Build Workforce Capacity

Invest in the effectiveness, knowledge, leadership, and well-being of the adults who work with young people—because strong youth workers contribute to stronger outcomes for youth.

Increase Visibility & Influence

Elevate youth voice, strengthen advocacy, and ensure that the needs of young people and youth-serving organizations are represented in community decision-making.

Ensure Organizational Effectiveness

Build the internal infrastructure, talent, financial strength, partnerships, and sustainable resources necessary for MCCOY to deliver on its mission for the long term.

The Goal: Greater Collective Impact



Building Organizational Capacity

A Strong Foundation for the Future

Financial strength. Program-focused investment. A strong village of support.

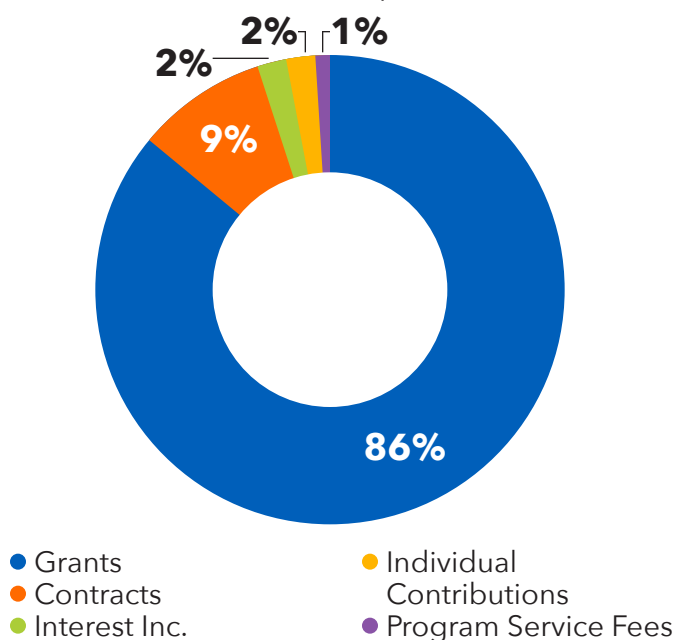
As MCCOY begins implementation of its 2026–2030 Strategic Plan, we do so from a position of organizational and financial strength—supported by strong community investment, disciplined operations, and an operating model designed to keep MCCOY’s resources focused on mission and impact.

A Strong Financial Foundation

In 2025, MCCOY generated more than \$2.1 million in revenue, reflecting strong investment in our role as a trusted youth-serving intermediary and community partner.

MCCOY ended 2025 with approximately \$1.5 million in cash, providing a strong financial base from which to sustain existing commitments and invest strategically in future impact.

2025 REVENUE – \$2.10 MILLION



Resources Focused on Mission

MCCOY’s operating model intentionally places the greatest share of organizational resources in the people and programs that advance our mission.

Of approximately \$1.49 million in 2025 expenses— ~83% of MCCOY’s spending supported our people and direct program activity.

It Takes a Village

MCCOY maintains a focused internal team while drawing on specialized expertise through trusted operating partners. This model gives MCCOY access to high-quality professional infrastructure without building every administrative function internally.

Our operating partners include:

- WorkSmart PEO
Human resources, benefits & organizational support
- Foster Results
Financial management & strategic finance
- Donovan CPAs
Accounting, tax, & financial compliance
- K&J Communications
Information Technology support

A strong organization behind stronger outcomes for youth.

This combination of financial strength, focused investment, and trusted operating partnerships provides the foundation MCCOY needs to expand its reach, deepen its impact, and strengthen systems for young people across Marion County.



Thank You to Our Partners



Lilly Endowment Inc.

A private foundation since 1937



the
**Indianapolis
Foundation**



**UNITED
WAY**
of Central Indiana



GLICK
PHILANTHROPIES



Thank you to our Individual Donors in 2025 and 2026:

- Tysha Ahmad • Dr. AJ Allen • Patricia Bosley • Marcela Cabello • Shelly Clasen •
- Jacqueline Cobb • Jayla Coe • Elizabeth Coit • Kimberly Coveney • Lara De Poy •
- Anthony Dowdy • Gerold & Mabel Downey • Kyla Farquhar • Idella Gates • Vanessa Gibbs •
- Joel Githiri • Crystal Givens • Jazmin Glasco • Cherise Grant • Dyla Harris • Jeffrey Harrison •
- Jennifer Haughs • Chrystal Hines • Beth Huffman • Michael Hulka • Patrick Jones • Gwen Kelley •
- Linda Kirby • Joy Kleinmaier • Teresa Lee-Robinson • Jesse Lipson • Elizabeth Malone •
- Amanda McGhee • Mandy Montgomery • Erreol Morgan • Christopher and Lisa Murphy •
- Leah Nahmias • Jacqueline Nash • Grace O'Neil • Todd Poindexter • Lauri Randolph •
- Maqube Reese • Marion Robinson • Teresa Robinson • Lynn Rogers • Jocelyn Salcedo •
- Lori Satterfield • Ryan and Jennifer Sautbine • Corey Shonborn • Hope Duke Star •
- Zing Dawt Thai • Mary Thomas • Ashley Tyner • Janet Wakefield • Brett Weaver •
- Anthony Williamson • Isia Williamson •



Marion County Commission on Youth

info@mccoyouth.org | 317-921-1266

1375 W 16th Street | Indianapolis, IN 46202

mccoyouth.org