CHICAGO "DODO" CHAPTER OF

TUSKEGEE AIRMEN, INC.

ANNUAL REPORT - 2014

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ANNUAL REPORT

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PRESIDENT'S LETTER

In 2016, the Chicago Chapter of Tuskegee Airmen will celebrate its 40th anniversary as an organization recognized as a leader in the field of creating aviation education opportunities for youth. Having evolved from a social club organized by WWII & Korean War veterans returning home with tales of achievement and a well-established record of overcoming adversity, these men and women then turned their attention to what they could do to help the next generation. Roy Chappell, one of our past presidents, had the phrase "From these roots, we will build tomorrow", inscribed on our chapter's logo. His predecessors, Hank Hervey, A.A. (Sammy) Rayner, Felix Kirkpatrick, Harold Hurd, Ted Moran, Earl Strayhorn, John Rogers and others passed the baton to him, and now the responsibility belongs to us to use the common denominator of our shared love of aviation and the legacy left by these pioneers, to continue to encourage youth to pursue advanced education opportunities and careers in the aerospace industry.

Every organization can boast of having two core capital resources: fiscal and human. These resources define what an organization is, as well as what it can become. Because of our strengths in the latter, CDCTAI has established a proud history and a solid 40 year track record of successes. However, if we are to continue in this tradition, we must ensure that both elements of our foundation remain strong. To do this we continually seek to improve the efforts and participation of our members while also strengthening our financial position and educational support capabilities.

It is up to organizations like ours, to keep the ideals of our heroes out of the realm of yesterday's rhetoric by using innovative practices to keep the Tuskegee Airmen brand relevant while successfully bridging generational communication gaps. Using a unique business model of long term mentoring and messaging methods with youth, we build relationships of trust, inspire self-confidence, and develop with them a shared vision of the possible.

Black History is usually celebrated in our communities though annual recognitions of the rich contributions made by trail-blazing African Americans to our country and our way of life. It is my hope that the spotlight on Black role models as an inseparable part of American history will someday shine year-round and become more seamlessly integrated into what is taught as the history belonging to all Americans. The role of Blacks in America as leaders, educators, innovators, entrepreneurs, entertainers, elected officials, and game-changers has left - and continues to leave - an indelible imprint on our national culture and our national story. Help us to ensure that this important piece of who we all are is never lost. Help us to help inspire the next generation. Help us to keep the legacy alive.

Kenneth Rapier
President, CDCTAI

WHO WE ARE

The Chicago "DODO" Chapter of Tuskegee Airmen, Inc. (CDCTAI) is a 501(c) 3 non-profit organization, organized in 1976 and dedicated to the preservation of the Tuskegee Airmen legacy and promoting post-secondary education and careers in the aerospace industry.

CDCTAI is comprised entirely of volunteers committed to the preservation of the legacy of America's first African American military pilots while advocating through aviation education programs and other outreach activities, exposure of minority youth to the numerous opportunities available to them in the fields of aeronautics and astronautics.

From the end of World War II until the present, there has been a statistical under-representation of minorities and women in aerospace careers. In carrying out our mission we are often called upon by schools, and youth based organizations to provide information regarding educational and career opportunities in these industries as well as historical information on the Tuskegee Airmen and the trail blazed by them.

We invite you to create a reciprocal relationship with us. Your generous investment in our mission to enrich the consciousness of our communities and support our aviation education activities affords us a unique opportunity to accomplish the following objectives:

- To integrate the Tuskegee Airmen Experience and history into the fabric of our community at large, through exhibitions, presentations and lectures;
- To support peerless aviation education programs creating a well prepared pool of potential candidates from which America's next generation of military and commercial aviation professionals may be drawn;
- To create academic tutoring opportunities for students with whom we interact through our partnerships with Science, Technology, Engineering, and Math (STEM) providers;
- To create mentoring and counselling opportunities for students with whom we interact through our partnerships with Life Skills coaching providers; and
- To fortify community & corporate partnerships in an effort to better serve our global audiences and outreach efforts in furtherance of our mission objectives.

2015 OFFICERS AND BOARD OF DIRECTORS

President:	Kenneth Rapier
1st Vice President:	Vincent Saunders
2nd Vice President:	Milton Williams
Recording Secretary:	Camille Johnson-Chappell
Treasurer:	Patricia Allen
Assistant Treasurer:	Moses Jones
Financial Secretary:	Sonjia Lofton-Hall
Corresponding Secretary:	Vallorie O'Neil
Board of Directors:	Robert Mullins, Morris Williams Sheila Chears-Webber Victor Croswell, Keith Renfroe
Corporate Board of Directors:	Duane Hayden, Chair

Swearing-In of 2015-2016 Chapter Officers and Board Members (Elected Nov 2014)

WHAT WE ARE ASKING OF YOU

The purpose of CDCTAI's "Giving Back" campaign is to expand the resources available to students engaged in the educational programs described on the following pages. Remember, we are a 100% volunteer based charitable organization. Our members neither ask for nor accept any contributions for the work we do in support of our mission to expose more youth to aerospace opportunities. We are asking corporations and organizations to commit human, financial and administrative assets to help us support these programs and activities which then also become a vehicle to help achieve your own diversity, community involvement and philanthropic goals.

CDCTAI is only able to continue promoting the legacy of the Tuskegee Airmen and offering its aviation education and college assistance programs through the generous gifts of time and financial support from donors who share our belief that the exposure of youth to career opportunities not previously considered, can be life changing. Your charitable giving donations which allow us to continue to provide these career options represent a critical part of our total operating revenue every year. Please decide to make a sustaining gift of $5,000 or more today.

Targeted Aviation Sponsorship Opportunities:

ACE Camp & EAA Academy:	$500 per student
S.T.E.M. Classes*	$500 per student
Legacy Flight Academy	$5,000 per student
Tuskegee NEXT	$10,000 per student
Illinois Aerospace Institute	$1,000 per student
College Campus Tours**	$1,000 per student
College Internships	$5,000 per student
Fundraiser Sponsorships	$10,000 (activity TBD)

Original Tuskegee Airman Milton Williams and CDCTAI Chapter President Kenneth Rapier

* Science Technology Engineering & Math
** Overnight tours of Aviation Flight Programs (WMU, SIU, Lewis Univ.)

2014 PROGRAMS & ACTIVITIES

AVIATION EDUCATION

"Competence, Courage, Commitment and Capacity" – the words on the "Tuskegee Airmen" statue at the US Air Force Academy – only begin to describe this extraordinary group of pioneering American aviators. The values espoused by the Tuskegee Airmen are worth emulating and the aviation education programs which CDCTAI supports, seek to instill these values in the students whose lives we are able to impact.

Young Eagles Program

This 1 day aviation orientation program is conducted monthly at the Gary/Chicago International Airport. The Chicago Department of Aviation and CDCTAI are the local co-sponsors of the EAA's Young Eagles Program which serves as the primary vehicle for introducing youth (8-17) to the exciting world of aviation.

All students receive complimentary transportation to the Gary/Chicago airport, an orientation flight, airfield tours, and aviation career mentoring and educational lectures. The average number of program participants each month ranges from 20-40 students

EAA Air Academy

This 5 day residential aviation education program is conducted annually during the AirVenture Air Show held at Oshkosh, WI. EAA Basic Air Academy activities include learning the intricacies of fabricated wing construction by building an ACRO-Sport Wing Rib; learning ground school flight principles through the use of an interactive computer simulator; learning about aviation history and flight; and experience actual flight opportunities in both an airplane and helicopter. EAA Air Academy Tuition payments to the program organizer are the responsibility of each student and CDCTAI underwrites these costs for 1-2 students each year depending on current budget capacity.

Aviation Careers & Education (ACE) Camp

This 6 day residential aviation education program is conducted annually at Lewis University in Romeoville, IL. ACE Camp students use flight simulators, go on field trips to aviation sites, learn about planning a flight, aviation history, the physics of flight, and the design and maintenance of aircraft. Tuition payments to the ACE Camp organizer are the responsibility of each student and CDCTAI underwrites these costs for 2-4 students each year depending on current budget capacity.

CDCTAI & CAPS Safe Summer Aviation Program

This 3 day aviation education program is conducted annually at the O'Hare International Airport in Chicago, IL. The Safe Summer Aviation Program is conducted by CDCTAI with the support of program sponsors such as the Federal Aviation Administration (FAA), City of Chicago – Department of Aviation (DOA), United Airlines, Signature Flight Support, and others.

Aviation Summer Camp students pose with Original Tuskegee Airmen Milton Williams and Bev Dunjill (Deceased)

The annual Safe Summer Aviation program usually has a class size of 40-50 students who participate in an airfield tour with visits to a Fixed Base Operator (FBO), the O'Hare DOA Operations Tower, the FAA Control Tower, the United Airlines Maintenance Hangar, and ending with the students gathering in the conference room at the Aviation Administration Building for lunch and a career opportunities discussion with the Aviation Commissioner, followed by a mentoring session with Original Tuskegee Airmen and CDCTAI representatives.

Legacy Flight Academy, Inc.

http://legacyflightacademy.org/

The Legacy Flight Academy (LFA) is a 2 week residential aviation education program to be conducted annually at Tuskegee University and Moten Field, the historic home of the Tuskegee Airmen in Tuskegee, AL. The optimum class size for this annual program is 30 students, each of whom is expected to solo by the end of the course.

2012 LFA *Program Participants at Moten Field*

LFA was borne out of the legacy of the Tuskegee Airmen with its mission being to provide next level instruction for youth who possess a serious interest in pursuing a career in the field of aviation. This program is being conducted in partnership with Tuskegee Airmen, Inc.; and the Civil Air Patrol.

Tuskegee NEXT

http://www.tuskegeenext.org/

Tuskegee NEXT is an 8 week residential aviation education program to be conducted annually at the DuPage Airport in West Chicago, IL. The anticipated class size for this program is 10-12 students each of whom is expected to receive their private pilot's license by the end of the program.

Tuskegee NEXT Founder Steve Davis with his son and new pilot Will Davis

Tuskegee NEXT was also borne out of the legacy of the Tuskegee Airmen. The mission of this organization is to train and support 100

minority area youth in obtaining their pilot's license by the year 2025. With the enthusiastic support of DuPage County Chairman Dan Cronin, Cook County Board President Toni Preckwinkle and other enthusiastic supporters, Tuskegee NEXT seeks to immerse student participants into the aerospace industry through formal flight training programs, educational initiatives, life skills and mentorship collaborations.

COMMUNITY OUTREACH

Post-secondary education is the preparation pipeline and successful aerospace careers are the desired end result of CDCTAI's outreach activities. These activities are aimed at the primary and secondary student. CDCTAI's visits to classrooms, boardrooms, aviation programs, and scholarships to secondary level students are all enabling devices designed to encourage and assist young men and women to take the next step in their educational or career journeys. Our goal is to help as many students as possible achieve their dreams by encouraging them to visualize their potential at an early age and take the steps necessary to realize those possibilities and turn their dreams into reality.

Appearances:

- Oshkosh AirVenture:
  In 2014 CDCTAI again participated in this unmatched forum and extraordinary opportunity to put the Tuskegee Airmen story in front of over 500,000 aviation enthusiasts, including over 2,000 international visitors coming together for 1 week in Wisconsin to celebrate the world of flight.

  Memorial Day, Bud Billiken, and Thanksgiving Day Parades: In 2014

  CDCTAI participated in each of these celebratory events using each opportunity to promote the legacy of the Tuskegee Airmen and CDCTAI's educational programs for youth.

Tuskegee Airman Milton Williams with US Customs Border Patrol Honor Guard at AirVenture 2014

    - The Memorial Day Parade pays tribute to the fallen heroes who have made the ultimate sacrifice in defense of our country and freedom. CDCTAI was honored to represent America's first military aviators and the contribution made by the Tuskegee Airmen in this annual televised salute to our nation's veterans.

- The Bud Billiken Parade is recognized as the oldest and largest African American parade in the United States. The 85th annual summer parade was televised on WLS-TV. Since its inception in 1929, the focus of the parade has been on educating Chicago's youth.

- McDonald's Thanksgiving Parade, "Chicago's Grand Holiday Tradition", is another annual event with enormous marketing reach. The 2014 81st annual parade was held on State Street in Downtown Chicago, and telecast live on WGN-TV (in the Chicago media market) and on WGN America (in the rest of the nation).

CDCTAI Chapter Members aboard its Float in the 2014 Thanksgiving Day Parade

- Conferral of the Honorary Degree of Doctor of Humanities *(honoris causa)* to the Chicago Chapter of Tuskegee Airmen. Lewis University awarded this honorary doctorate to CDCTAI during its undergraduate degree ceremony held in Romeoville IL on December 14th 2014.

  - An excerpt of the remarks given by Frank H. Beal of Lewis University, he states: CDCTAI "exemplifies the Lewis Mission Value of Justice, for struggling to support the equal respect of every individual while always maintaining a genuine commitment to their country."

  - "Lewis University is also honored to recognize the original Tuskegee Airmen still active with the organization today. For these reasons, Lewis University is most pleased and privileged to confer the degree of Doctor of Humanities on CDCTAI with all rights and privileges thereof."

Original Tuskegee Airmen: seated L-R: Milton Williams, Julian Johnson, and Hollis Cornelius.

EDUCATIONAL ASSISTANCE

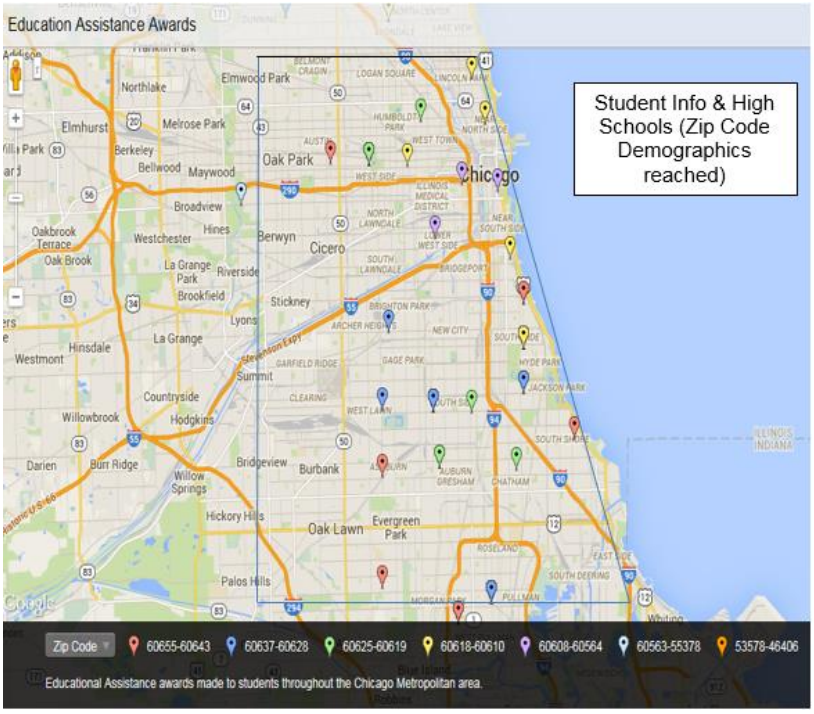
Program Overview:

The objective of the Educational Assistance Program is to stimulate the personal and academic growth of students attending accredited institutions of higher learning by granting educational assistance awards that honor the Tuskegee Airmen and inform candidates of the characteristics of these legendary military aviators which exemplify their pursuit of excellence and achievement.

Amounts Awarded:

From 2004 to 2014 CDCTAI has made over 100 Educational Assistance Awards (approx. $100k in disbursements) to 92 students representing 37 different High Schools throughout the Chicago Metropolitan Area. All of these awards were made from funds raised by CDCTAI for the specific purpose of supporting academic activities in keeping with our charitable and educational mission.

Demographics: Geographic diversity of students reached by High School zip code.



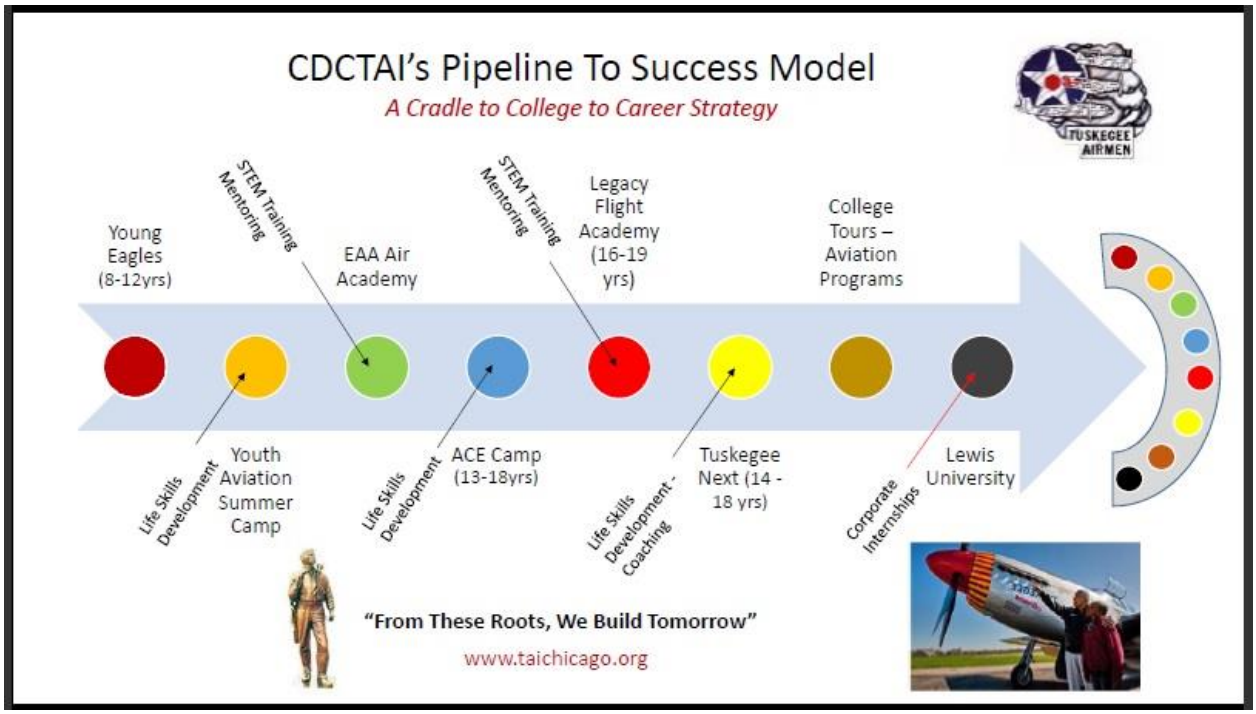
H.S. Attended	Zip Code	Qty
Larkin High	60123	1
Proviso Math	60130	1
Naperville North	60563	1
Plainfield North	60585	1
Plainfield South	60586	1
Jones College Prep	60605	1
St. Ignatius	60607	1
Benito Juarez	60608	1
Best Practice	60612	1
Lincoln Park	60614	1
Big Picture	60616	1
Hirsch Metro	60619	1
John Hope	60621	1
Wells Community	60622	1
John Hancock High	60629	1
Curie Metro	60632	1
Michele Clark Magnet	60644	1
South Shore	60649	1
Bogan Tech	60652	1
Chicago Agricultural Sciences	60655	1
Sauk Prairie	53578	2
Neugua Valley	60564	2
Walter Payton	60610	2
Steinmetz Academic	60634	2
Hyde Park Academy	60637	2
Chicago Military Academy	60653	2
Perspectives Calumet	60620	3
Amundsen High School	60625	3
Homewood Flossmoor	60422	4
Bolingbrook High	60440	4
West Side	46406	5
Lane Tech	60618	5
Lindbloom Math	60636	5
Morgan Park	60643	5
Westinghouse	60624	6
Bronzeville Scholastic	60615	8
Gwendolyn Brooks	60628	8

OVERVIEW OF CDCTAI'S PIPELINE MODEL

The Pipeline to Success program (CDCTAI'S-P2S) with the support of its partnering organizations provides a conduit of students interested in careers in aviation to meet the growing demand for aerospace professionals worldwide. Affiliated programs will be conducted in structured environments with objectives focusing on 1) Life Skill attributes such as leadership, character development, and goal setting; 2) Aviation Education, and 3) STEM (Science, Technology, Engineering and Math) instruction. Specific student activities and expected outcomes are explained in detail in the P2S Implementation Plan. Please contact us if you would like to review the plan in its entirety.

CDCTAI's-P2S is a mechanism which utilizes collaborative partnerships to connect aviation education opportunities with a pipeline of motivated students. P2S builds upon what works within communities and the public and private sectors for improving the expected life outcomes of young people and removing barriers to their success. This is an ambitious tasking and the P2S concept plays an integral role in helping CDCTAI move students through a developmental conduit which begins with expanding the expectations that some youth have for their future to the fulfillment of those dreams. Fulfillment is defined as providing them with the specialized education; experiences; and support systems needed to get them through college and poised to choose between numerous career opportunities available to them in the aerospace industry.

This can only be accomplished through the establishment of partnerships with philanthropies, businesses, and other organizations who are equally committed to achieving these goals, and who also have a record of accomplishment and advocacy on behalf of motivated youth.



2014 FINANCIAL SUMMARY

The three primary sources of funding for CDCTAI's programs and activities are Member Contributions, Fundraising Revenue, Supporter Donations, and Grants. Expenses outpaced all revenue sources by $8,233 in 2014. We attribute this to a number of factors including a reduction in charitable giving receipts from previous years (supporter donations decreased by $8,384 from 2013), as well as the non-renewal in 2014 of a sustaining grant used to fund our aviation and educational support programs.

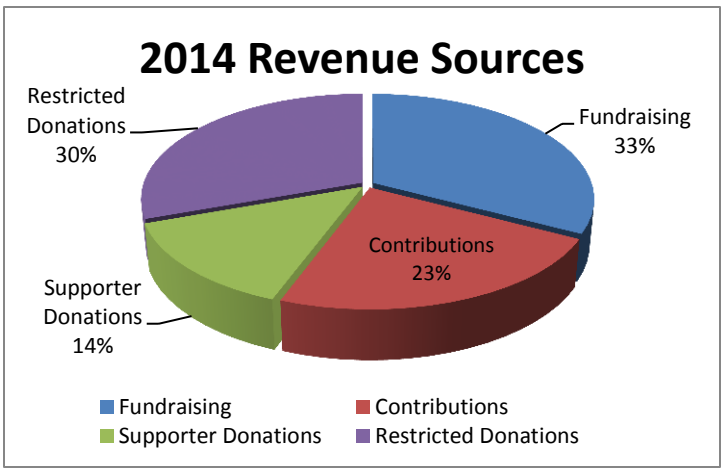
Total Revenue	**$31,909**

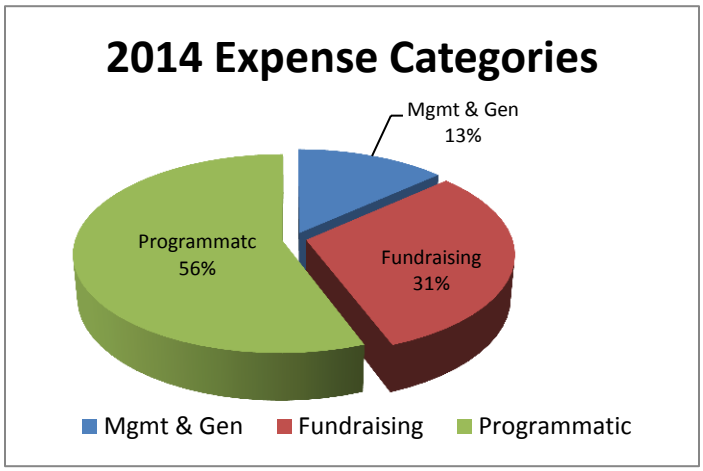
Fundraising Revenue:	33.0%
Member Contributions:	23.0%
Supporter Donations (general):	14.0%
Supporter Donations (restricted):	30.0%

Total Expense	**$39,292**

Programmatic Costs:	56.0%
Management & General Costs:	13.0%
Fundraising Costs:	31.0%

Fifty-six percent of all contributions CDCTAI received in 2014 were used in direct support of our mission focused programs and activities. With your help we can reduce our fundraising costs and allocate an even greater portion of our resources to educational other programmatic endeavors.





THE ROADMAP TO SUCCESS

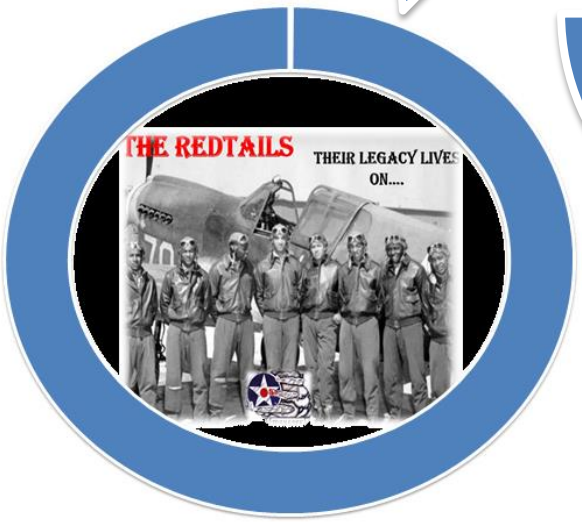
"Using a unique business model of long term mentoring and messaging methods with youth, we build relationships of trust, inspire self-confidence, and develop with them a shared vision of the possible."
- *Ken Rapier, President CDCTAI*

The Tuskegee Airmen Legacy and Sucess Model of Preparation, Perserverance and Tenacity.

Continual engagement from grade school to college graduation.

Aviation Education;
S.T.E.M Classes;
Educational Assistance;
Internships.

Ensuring the Success of the Next Generation through visioning and preparation for the opportunities ahead.



Help CDCTAI close the loop between Purpose, Preparation, and Perseverance to ensure that the legacy of the Tuskegee Airmen lives on.

Please contribute to our "Giving Back" Campaign today.