

# LEAD FOUNDATION

LEADERSHIP EXCELLENCE AND DEVELOPMENT

## IMPACT REPORT 2024



# CALIFORNIA CADET CORPS

DEVELOPING LEADERS SINCE 1911

# LEAD FOUNDATION

## LEADERSHIP EXCELLENCE AND DEVELOPMENT



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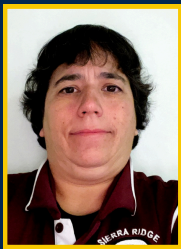
David Dewbre  
Board President  
IT Professional & Alumni

The California Cadet Corps continues to shape future leaders through experiential learning, leadership development, and service-oriented programs. In 2024, our reach expanded to new schools and cadets across the state, but none of it would have been possible without the steadfast support of the Leadership Excellence and Development (LEAD) Foundation.

The LEAD Foundation serves as a critical lifeline, ensuring that cadets have access to resources and opportunities that might otherwise be out of reach due to the complexities of state procurement. As the nonprofit partner of the California Cadet Corps, LEAD enables our programs to remain flexible, responsive, and ready to meet cadets' evolving needs.

In an environment where the state's purchasing and logistical processes require long lead times, LEAD steps in to bridge gaps—providing cadet scholarships, funding competitions, and purchasing supplies essential for field exercises and statewide events. This collaboration keeps our cadets on the path to leadership while supporting California's education goals for career readiness and civic engagement.

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### ABOUT LEAD

LEAD is committed to fostering leadership, academic success, and personal growth among California Cadet Corps cadets. As a nonprofit organization, LEAD provides direct financial support to cadet activities and instructor training, enhancing the reach and impact of the program across the state.

These initiatives aim to reduce financial barriers for cadets, ensuring that all students—regardless of socioeconomic background—can fully participate in CACC events, camps, and competitions. By funding statewide encampments, LEAD further strengthens its mission, playing a vital role in shaping the next generation of leaders.

### MISSION STATEMENT

The Leadership Excellence and Development (LEAD) Foundation is a nonprofit organization that supports the California Cadet Corps (CACC), leadership development programs, field training, and community service activities. The foundation's mission is to expand and enhance the opportunities available to cadets, fostering civic responsibility, personal growth, and future career readiness.

### ESSENTIAL FOR SUCCESS

The California Military Department's purchasing system requires long planning cycles—sometimes up to a year in advance—for large events and supply procurement. LEAD serves as a bridge to bypass these delays, allowing for the immediate purchase of critical items and resources needed to support cadet activities.

#### Key Contributions by LEAD:

- **Scholarship Funding:** Direct financial aid for cadets attending leadership encampments and competitions.
- **Event and Supply Purchases:** Immediate acquisition of uniforms, CPR kits, and survival gear.
- **Flexible Financial Support:** Rapid response to emergent needs that state procurement cannot accommodate.

### LEAD SUPPORT

- GRANT MANAGMENT
- INSTRUCTIONAL MATERIALS
- CERTIFICATION FEES
- LEADERSHIP CONFERENCES
- SCHOLARSHIPS
- ADULT PROFESSIONAL DEVELOPMENT
- TECHNOLOGICAL HARDWARE & SOFTWARE SUPPORT
- WEBSITE FUNDING
- TRAINING MATERIALS
- PROCUREMENT OF MEDICAL SUPPLIES
- FILMING EQUIPMENT
- TRANSPORTATION, AWARDS, FACILITIES, & UNFIROMS SUPPORT

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### DEVELOPMENT

#### Leadership:

- 200+ commandants trained in leadership workshops and seminars.
- Over 1,500 cadets attended encampments and leadership programs.

#### Community Service & Civic Engagement:

- CERT and Stop-the-Bleed training expanded across the state.
- Cadets participated in memorial ceremonies, emergency preparedness events, and service learning initiatives.

#### Educational Advancement:

- Grants supported STEM pathways, drone training, and emergency response certifications.
- LEAD-sponsored cadets gained CPR, first aid, and emergency responder certifications.

#### Financial Impact Breakdown:

- 70% – Direct Cadet Event Support
- 20% – Commandant and Instructor Training
- 10% – Technology, Equipment, and Infrastructure
- **0% ON PERSONNEL / 100% TO CADETS**

### LOOKING AHEAD - 2025

#### Looking Ahead - 2025 Goals

- Expand Scholarships: Increase scholarship offerings to 75 cadets for summer encampment.
- Develop STEM Pathways: Focus on expanding drone, firefighting, and medical response certifications.
- Reach 120 Schools: Grow CACC participation to 120 school programs by the end of 2025.

#### Ways to Support

- Sponsor a Cadet: \$500 funds leadership camp for one cadet.
- Fund Emergency Response Kits: \$1,000 provides CPR/First Aid kits for ten schools.
- Enhance Regional Training: \$2,500 sponsors wilderness or survival training for a cadet unit.

### HIGHLIGHTS

#### 2023-2024 Highlights

#### Key Metrics:

- Cadet Events and Training Supported: \$69,120
- Commandant Training Support: \$9,773
- Scholarships Awarded: 56 Cadets received financial support for encampment and events (\$2,800 total).
- Stop-the-Bleed Training: 773 cadets trained; 13 training kits distributed.
- Grant Funding Secured: \$225,000 allocated for CERT, medical training, and firefighting programs.
- International Exchange: 16 cadets participated in the UK exchange program.

#### Events and Training Supported:

- Xtreme Team Challenge (XTC): 420 Cadets
- State Drill Competition: 450 Cadets
- IMA (Individual Major Awards): 140 Cadets
- Recondo Training: 100 Cadets
- Survival FTX: 90 Cadets
- CERT Training and Instructor Courses: 55 Cadets, 5 Commandants
- Summer Encampment: 550 Cadets



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### U.S. ARMY 1ST LT. ANDREW ROACH

Andrews path from the California Cadet Corps to U.S. Army Cyber Operations Officer and Amazon software engineer highlights the power of leadership training. A 2016 graduate of Riverside Preparatory School's CACC program, he earned a full ROTC scholarship to Seattle University. Roach credits CACC with instilling leadership, organizational skills, and problem-solving abilities—skills he now applies daily in his career. He emphasizes that CACC taught him to break complex challenges into manageable tasks, shaping his success in both military and civilian roles. His journey proves the lasting impact of the Cadet Corps.



### CADET LIEUTENANT COLONEL NELY RIVAS

Nely Rivas' remarkable path from El Salvador to Princeton University exemplifies resilience and ambition. Immigrating to the U.S. at seven, she spent 13 years as an undocumented student before gaining permanent residency. At the Oakland Military Institute, Rivas rose to Cadet Lieutenant Colonel in the California Cadet Corps (CACC), where she learned leadership, teamwork, and servant leadership. These experiences empowered her to overcome challenges and embrace opportunities. Now a Politics major at Princeton, graduating in 2025, Rivas continues to embody the CACC motto, "Essayons" ("Let us try"), striving to create cultural shifts and inspire others.



### ARMY 2ND LT. JACOB LAPIN

Army 2nd Lt. Jacob Lapin's path from the California Cadet Corps (CACC) to the Pentagon as a cyber warfare officer showcases the lasting impact of leadership training. A former cadet from Los Angeles, Lapin spent three years in the CACC, where he honed critical leadership, teaching, and mentoring skills. After high school, he attended West Point, seamlessly transitioning from cadet to Army officer. Now, he gives back as a CACC Commandant and founder of the Colonel Baxter Leadership Scholarship, helping cadets access leadership programs. His journey proves that CACC builds leaders—both in uniform and beyond.



### GELINE MANUEL - MECHANICAL ENGINEER

Geline Manuel's journey from the California Cadet Corps (CACC) to NASA exemplifies the power of leadership and resilience. As a Battalion Commander at the Cobalt Institute of Math and Science, she learned critical leadership, problem-solving, and teamwork skills. Now, she is pursuing a degree in Mechanical Engineering at Cal Poly Pomona and has interned with NASA, Southland Industries, and the National Science Foundation, applying her technical expertise to cutting-edge aerospace research. Geline credits CACC for giving her confidence, discipline, and the foundation to excel in STEM—a testament to how the program shapes future innovators.

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# SUPPORT OUR MISSION



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