

ANNUAL REPORT 2025



Prepared By :
JULIA SELLERS

Presented To :
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TRANSFORMATION LIFE CENTER
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P2S *Leadership Academy*
Pathway To Success

Annual Report

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2025

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Message From The CEO

On behalf of Transformation Life Center, I am honored to share the Spring 2025 Annual Impact Report for our Pathway to Success (P2S) Leadership Academy and its culminating experience, the “We Got Now” Leadership Summit.

The Pathway to Success Leadership Academy exists to do more than prepare students for what comes next—it equips them to lead with purpose, confidence, and character right now. During the Spring 2025 cohort, we were privileged to walk alongside a group of remarkable students as they developed essential leadership, communication, financial literacy, and career readiness skills that will serve them well beyond the classroom.

This report reflects both the intentional design and measurable impact of the Academy. Through structured workshops, experiential learning, mentorship, and real-world application, students demonstrated significant growth in leadership awareness, professional confidence, and personal accountability. The “We Got Now” Leadership Summit further affirmed that when young people are given access, affirmation, and opportunity, they rise to the occasion and lead with clarity and conviction.

We are deeply grateful for the partnership and investment of our supporters in the Nashville Community. Your support made it possible to deliver a high-impact, outcomes-driven program aligned with the goals outlined in our Grant Award Agreement. As detailed in this report, the Academy achieved strong results across leadership development, service engagement, academic progression, career readiness, and students’ confidence in their ability to lead.

At Transformation Life Center, we take stewardship seriously. We are committed to transparency, accountability, and continuous improvement as we work to Ignite purpose, Inspire success, and Transform lives. The outcomes highlighted in the following pages represent not only program success, but the collective belief of our partners in the potential of the next generation of leaders.

Thank you for your continued trust and partnership. Together, we are cultivating leaders who are prepared to positively impact their communities and the world.

With sincere appreciation,

Demetrius Short
Founder & Chief Executive Officer
Transformation Life Center





ABOUT P2S Leadership Academy

We noticed early on that our students were getting vast knowledge surrounding the theory of their education. However, the most challenging aspect of their matriculation surrounded being able to connect their learning with application in real-world terms. Our solution involved developing the Pathway To Success Leadership Academy to fulfill our mission to Ignite, Inspire and Transform lives in their education and beyond.

Pathway to Success Leadership Academy (P2S) is a transformational experience combining the latest ideas, models, curriculum, skills, and tools facilitated by industry and thought leaders in interactive workshop, seminars, or "Ted-Talk" style format.

Our students gain knowledge, access, and resources to transform their thinking to become well-equipped to navigate through school and well into adulthood. They're learning to use the resources and information gained through P2S to catapult their futures to great success. They're learning to be change agents within their communities with the hope of continuing to rebuild and reinvigorate their neighborhoods as they achieve various forms and levels of success.

P2S Leadership Academy is designed to develop leaders and create a pathway to success in the areas of personal, professional, and career development. Students will attend a series of interactive workshop sessions in three (3) focus areas:

PERSONAL DEVELOPMENT



LEADERSHIP



HEALTH & WELLNESS





OUR *Mission*

IGNITE (purpose), INSPIRE (success), and TRANSFORM
the lives of Black collegiate students and youth living in under-served communities to positively impact their community and the world!

IGNITING PURPOSE



Many of our students understood the purpose of an education but could not grasp how they fit in the big picture. Essentially, they could not grasp their Purpose in it all. Seeing this, TLC went to work in developing workshops, clinics, programs, and live coaching and mentoring opportunities to help its scholarship students gain this important connectivity between their studies and their success. When our "Successors" complete our academy, we know that vision of purpose is IGNITED within them. This opens a world of possibilities to them personally and professionally.

INSPIRING SUCCESS



We believe it is difficult to become the change that you cannot see! We also believe that INSPIRING Success requires more than class work and lectures. It requires hands-on application, mentoring, and coaching from those who have already set a pathway in their respective careers and profession. Pathway to Success Leadership Development brings students face-to-face with some of the most profound leaders in our community and the world. GET READY! What they share will change your thinking, which will change your life.

TRANSFORMING LIVES



Transformation starts with an internal desire to be great! As a member of the Pathway To Success Leadership Academy, our "Successors" have incomparable benefits and access to invaluable learning opportunities that will assist in their future personal and professional aspirations. We cultivate and empower them to dream big and become future servant leaders who positively impact their community and the world.

TRANSFORMATION LIFE CENTER PROGRAM OVERVIEW

Steps of Success 5k Run/Walk

The Steps of Success 5k Run/Walk fundraiser helps fuel the mission, programs, and services of Transformation Life Center. Funds from the 5k run/walk also provide scholarships to students in need of financial support to help fund their education..

Talent Pipeline

TLC's mission is to produce a pipeline of successful future leaders in the African American/Black community who are career and job ready. P2SI high-performing students are offered internship and full-time job opportunities along with unique mentoring opportunities with our Ignite Network partners.

Ignite Network

Through this robust network, industry and community leaders, as well as organizations, share their expert knowledge and benchmarked practices by facilitating workshops and serving as mentors or advisors to our students and/or non-profit organization.



P2SI Leadership Academy

Pathway To Success Leadership Academy is a transformational experience that enhances the preparedness of future leaders in the African American/Black community. P2SI is designed to assist, support and empower collegiate/high schools and champion professional development of the next generation of leaders.

Brown Boys Read Initiative

This program focuses on Literacy, Leadership, and Health/Wellness of black and brown boys who are reading below the third-grade reading level. Male role models read books to inspire the love of reading. After reading, the boys go out for a healthy walk/run with men in the Black Men Run Nashville Chapter.

Community Service

Students in our programs are required to "Pay It Forward" through FREE service learning projects throughout the year centered around positively impacting underserved communities.

**CULTIVATING TOMORROW'S
LEADERS, TODAY!**

2025 Spring Cohort



**BARRION
BOYLE JR**
TSU-JR



**RUSIA
CHAM CHAM**
MTSU-SR



**GOLLO
CHANA**
Nashville St -SO



**DAYSHA
DETERAGE**
MTSU-SR



**CYDNEY
ELLIOTT**
TSU-JR



**ZEYNAB
FALL**
Belmont- SR



**EDEN
FANTA**
Lipscomb- SR



**KAROLIN
HANNA**
Nashville St - JR



**MATTHEW
HARRIS**
TSU-JR



**CHARISMA
HARRIS**
FISK-JR



**ZION
LAINE**
FISK-SO



**EDWINA
MATESO**
Nashville St -SO



**TRICIA
METCALF**
Belmont- JR



**NICHOLAS
MILLER**
MTSU-SR



**PACIFIQUE
NIYOMUGABO**
Belmont- SR



**SERENITY
OGEDGEBE**
Belmont- SR



**KYRAN
OWENS**
TSU-JR



**CALVIN
PICKETT**
TSU-JR



**CHAKUEN
RAMBANG**
Belmont- SR



**JOHN V
TEAGUE**
TSU-SR



**THAILAN
TURNER**
FISK-JR



**FILMORE
VARNER III**
TSU-JR



**JEREMIAH
WEST**
TSU-SR



2025 PROGRAMMING

PATHWAY TO SUCCESS (P2S) LEADERSHIP ACADEMY & "WE GOT NOW" SUMMIT

The P2S Leadership Academy is a purpose-driven, youth empowerment experience designed to ignite the leadership potential of students in underserved communities. Rooted in faith, career readiness, and character development, culminating this Spring 2025 training series was the “We Got Now” Leadership Summit, a oneday capstone event that celebrated student growth, amplified their voices, and reinforced the belief that they are not just preparing for the future—they are leading right now.

THE P2S LEADERSHIP ACADEMY: DEVELOPMENT & DELIVERY

Each participant received a custom leadership workbook, serving as a learning guide and personal journal. Students used it to draft resumes, write reflections, capture goal-setting exercises, and track their development over time.

Program design was anchored in NACE’s (National Association of Colleges & Employers) Career Readiness Competencies, ensuring every student walked away with enhanced skills in communication, leadership, problem-solving, and professionalism, with an enhanced focus on ensuring students developed transferable skills while anchoring their growth in personal and professional identity.



KEY THEMES BY SESSION

Spanning four high-impact sessions, the P2S Leadership Academy focused on three key pillars:

- **Purpose** – Guiding students in understanding their identity, values, and leadership style
- **Preparation** – Building career readiness through practical tools and real-world scenarios
- **Service** – Encouraging servant leadership, collaboration, and community impact

Delivered in both workshop and small-group formats, the Academy included sessions on:

- Interviewing and resume writing
- Financial literacy and personal budgeting
- Time management and habit building
- Communication and leadership identity
- REAL goal setting strategies
- Many reflected on the importance of prioritizing purpose and using time wisely



STUDENT GROWTH, OUTCOMES, AND PROGRAM IMPACT

Survey data collected at each session—led by Vanessa C. Short—demonstrated powerful student growth:

Quantitative Growth

Data collected from surveys led by Vanessa C. Short reveals impressive growth among students across key areas:

- 80–90% of students reported increased confidence in key leadership and professional competencies after each session
- Significant increases in understanding of:
 - The STAR method for interviewing
 - REAL goal setting frameworks
 - Financial concepts such as budgeting, compound interest, and debt repayment strategies
- Time management and positive habit formation emerged as themes students internalized as central to long-term success.



SESSION TOPICS

Session 1: Leadership Foundations & Career Awareness

- 56% of students lacked confidence in financial literacy
- 40% were unfamiliar with the STAR method
- 64% strongly believed good habits are key to long-term success

Session 2: Interview Readiness & Self-Presentation

- Students learned resume tailoring, behavioral interview techniques, and professional communication
- Many gained confidence through real-time feedback from mock interviews

Session 3: Communication, Purpose & Goal Setting

- 83% of students reported improvement in articulating values and leadership vision
- 20 students showed significant pre/post knowledge growth

Session 4: Time, Money & Habits

- Students learned debt strategies like the snowball method and explored compound interest
- The REAL goal setting framework helped them set reachable and relevant life goals

2025 COHORT STATISTICS



48% MALE
52% FEMALE

0% FRESHMAN
13% SOPHMORE
48% JUNIOR
39% SENIOR

22% BELMONT
13% FISK
1% LIBSCOMB
13% MTSU
13% NASHVILLE STATE
38% TSU

THE PROGRAM'S PRIMARY GOALS:

- ✓ 75%+ of Successors involved in leadership positions on campus or in the community: 100%
- ✓ 90%+ of Successors volunteer to give back and serve their community: 100% over 446 hours given
- ✓ 90%+ of Successors advance to the next grade level or graduate: 100%
- ✓ 75%+ of Successors obtain internship and/or employment: 91%
- ✓ 90%+ of Successors will feel "equipped to lead" based on survey assessments: 90%



THE “WE GOT NOW” LEADERSHIP SUMMIT: CULMINATING EXPERIENCE

The “We Got Now” Summit brought together all the threads of the Academy into a full-day experience focused on activation, affirmation, and application. Hosted as the program’s grand finale, the Summit provided a space where students could demonstrate what they had learned while engaging directly with professionals and mentors.

STUDENT VOICE & REFLECTIONS: THEIR WORDS, THEIR GROWTH

From pre- to post-session surveys, student reflections revealed personal transformation:

“I struggle with interviews, and my resume doesn’t express who I am. I learned how to own my story and align it with my goals.”

“Mr. Littlejohn said, ‘The more you talk and hear your goals, the more real they become.’ That really stuck with me.”

“I learned to manage time, pay off debt using the snowball method, and that saving early will change my future.”

“Interviewing isn’t just about me—it’s about the context and connecting my skills to what the employer values.”

“The STAR method changed how I interview. I finally know how to show who I really am.”

“The workbook helped me see how much I’ve grown. I can see myself in every section.”

“We practiced goal setting using the REAL method. Now I write goals I know I can actually hit.”

Students not only retained information—they internalized it and expressed how they planned to use it in real life.

TRANSFORMATION LIFE CENTER

WE GOT ~~NEXT~~ NOW

Elevating the NOW
Generational Leader

CONCLUSION & FORWARD VISION

The “We Got Now” Summit demonstrated that when young people are given the space, language, and mentorship to lead, they don’t wait for permission—they rise.

“We Got Now” is not just a summit—it’s a movement. One that turns purpose into power, and preparation into impact.

Notable Outcomes:

- 90%+ growth in leadership awareness and skill acquisition
- Authentic student voice informing ongoing program design
- Development of a replicable summit model for schools, churches, and community organizations

Next Steps:

- Launch a P2S Leadership Fellows Program for year-round mentorship
- Scale summit sessions to additional cities and school partners
- Deepen employer partnerships to convert leadership potential into real placement opportunities

TOP LEADERSHIP AWARD WINNERS



2025 SUCCESSORS: ABOVE AND BEYOND



MATTHEW HARRIS

Successor of the Cohort

Excellence In Leadership Award



DAYSHA DETHERAGE

Above & Beyond
Award



PACIFIQUE NIYOMUGABO

Trailblazer
Award



JOHN TEAGUE

Trailblazer
Award



CHEKUEN RAMBANG

Leadership Luminary
Award



THAILAN TURNER

Leadership Luminary
Award



KAROLIN HANNA

Explementary
Dedication Award



CHARISMA HARRIS

Explementary
Dedication Award

Excellence in Leadership Award is a recognition of exemplary character, for being a beacon of excellence, perfect attendance, exceptional communication skills, a collaborative spirit, and remarkable personal growth while demonstrating an unwavering commitment to their studies, displaying high levels of engagement throughout each session, consistently going above and beyond program expectations, being a natural leader who inspires and empowers those around them by motivating others to achieve their full potential.

Trailblazer Award recognizes outstanding dedication and commitment to service through exemplary volunteerism within the Transformation Life Center community. Through their selfless contributions, tireless efforts, and unwavering passion for making a difference. This Successor has made a lasting impact on the lives of their peers and the broader community. Their willingness to go above and beyond in service to others reflects the true spirit of leadership and embodies the core values of our academy.

Explementary Dedication Award is for perfect attendance and is presented to an individual who has demonstrated exceptional dedication and commitment by attending every session, meeting, and event without fail. This individual's unwavering presence and reliability have contributed significantly to the cohesion and success of the cohort. Their exemplary attendance record reflects a strong work ethic, reliability, and a genuine passion for learning and growth. Through their consistent attendance, they have set a commendable example for their peers and have made a lasting impact on the program's environment and culture.

Leadership Luminary Award is bestowed upon an individual who has demonstrated remarkable potential and leadership qualities throughout the program. This participant has distinguished themselves by their ability to inspire and motivate others, exhibit exceptional problem-solving skills, and display a strong sense of initiative and innovation. Their natural aptitude for leadership, coupled with their dedication to personal and professional growth, sets them apart as a rising star within the cohort.

OUR TEAM



Demetrius Short
CEO & Co Founder
Transformation Life
Center



Vanessa Short
Co Founder & Project Manager
Transformation Life Center



Julia Sellers
Program Director
Transformation
Life Center



Kendria Lewis
Program Coordinator
Transformation Life
Center



Andre Lee
P2S Program
Facilitator



Calvin Littlejohn
P2S Program
Facilitator



Luis Abarca
P2S Program
Facilitator



Prentiss Summerall
P2S Program
Facilitator

Facilitator Roles & Qualifications

Transformation Life Center facilitators have experience supporting college, graduate, and professional students in high-expectation academic environments.

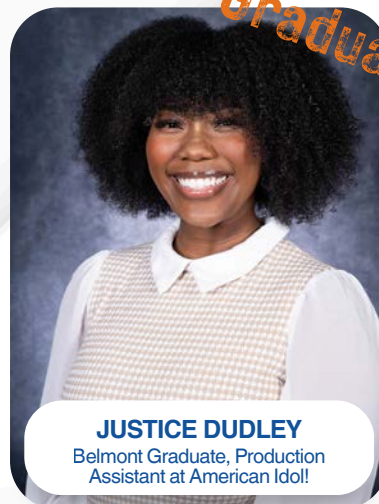
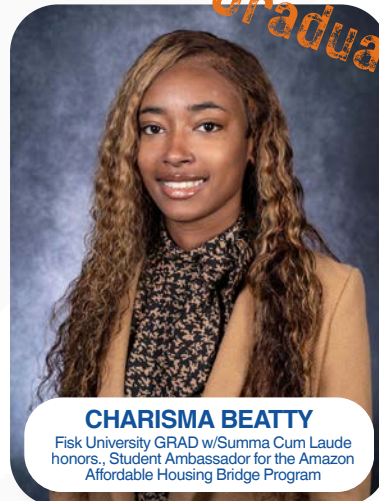
Lead facilitators guide core sessions, while supporting facilitators assist with engagement and applied exercises.

Facilitators do not participate in academic evaluation, promotion decisions, or disciplinary processes.

Where Are They Now

FALL 2023 - SPRING 2024 COHORT

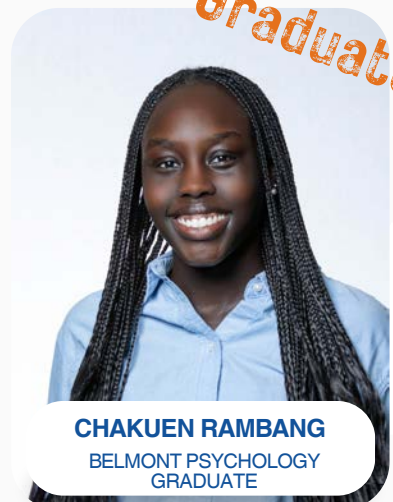
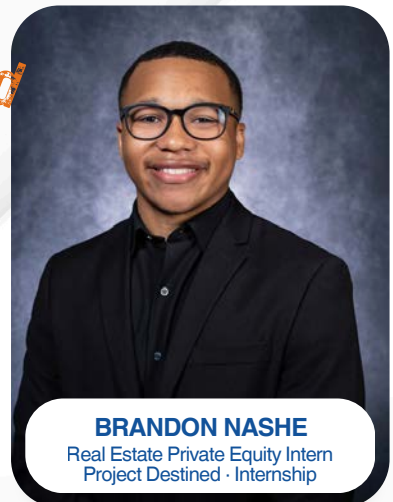
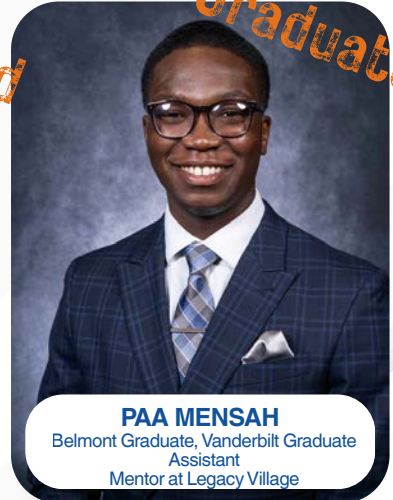
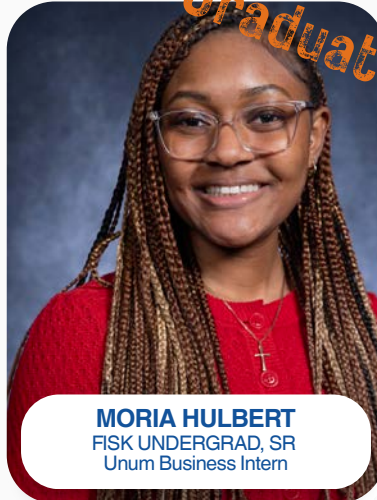
The Pathway to Success Leadership Academy is designed not only to create immediate growth, but to generate lasting impact. As part of our commitment to stewardship and long-term outcomes, Transformation Life Center maintains ongoing engagement with each program participant beyond the completion of the Academy. The following updates highlight the current academic, professional, and leadership status of Fall 2023 Successors, including enrollment status, internships, employment, graduation milestones, and continued leadership involvement. These snapshots reflect the sustained momentum of the Academy's influence and demonstrate how students are translating leadership development into real-world progress and opportunity.



Where Are They Now

FALL 2023 - SPRING 2024 COHORT

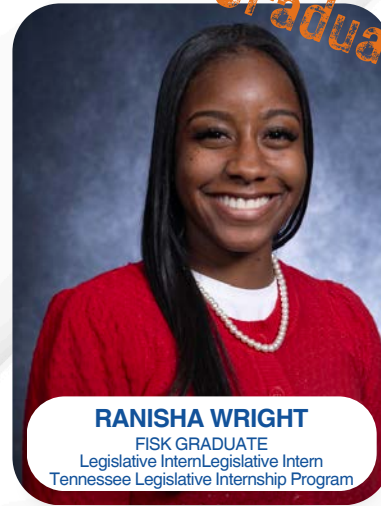
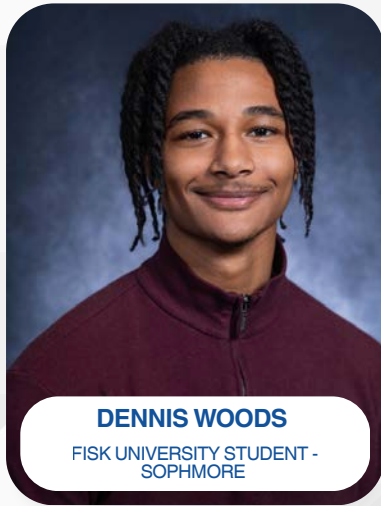
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Where Are They Now

FALL 2023 - SPRING 2024 COHORT

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Closing the Year. Carrying the Vision Forward.

The Spring 2025 Pathway to Success Leadership Academy reflects more than a successful program year—it represents a continued commitment to cultivating leaders who are prepared, positioned, and empowered to lead with purpose. Over the course of this year, students moved beyond awareness into action, translating leadership development into measurable growth, academic progress, professional opportunity, and service to others. What began as structured workshops and guided conversations became lived experience, personal accountability, and a renewed sense of confidence in who they are and where they are headed.

As we look ahead, Transformation Life Center remains focused on deepening impact rather than simply expanding reach. The outcomes highlighted in this report inform our next phase of growth, including year-round mentorship through the P2S Leadership Fellows Program, expanded employer and internship partnerships, and scalable summit experiences that bring leadership development to more students and communities. Each next step is grounded in data, student voice, and the belief that leadership is developed through consistency, access, and real-world application.

The Pathway to Success Leadership Academy exists because potential deserves opportunity—and opportunity deserves stewardship. We are grateful for the partners, supporters, and community leaders who continue to invest in this work. Together, we are not only preparing students for what's next—we are affirming that they have what it takes to lead now.

We Got Now. And the future is stronger because of it.