

LEADERSHIP *York*



ANNUAL REPORT
2019-20

Wilda Alessi

Executive Director



“Leadership training organizations that choose to wait it out instead of creatively transitioning their programming are not going to be here when we get to the other side of this.”

These words have stuck with me since March 2020. When the shutdowns came, organizations like Leadership York came together from across the nation through the Association of Leadership Programs (ALP) to discuss the impacts and share ideas. It was during one of those first meetings that my counterpart in Rhode Island shared that sentiment.

Our programs rely on physically bringing groups of random people together to inspire them to make a difference in their communities. Going virtual went against everything we stood for. Until we did not have a choice. Most of us knew the need for community leadership would grow in a pandemic and the need for more diverse leaders become more important.

Our staff did an amazing job of pivoting program sessions, events, and trainings from in person to virtual. And we continued our work on achieving our strategic plan goals:

To maximize staff resources, we hired Jessica Hoffman as the Fund Development Specialist to focus on alumni engagement and fundraising.

We revamped our sponsorships and launched a new Corporate Giving Program, providing companies a wider range of sponsorship opportunities and adding a new level of support - Visionary Partners.

Our Strategic Plan was approved with an emphasis on the implementing the Diversity Task Force workplan, an important step in our goal to help increase the diversity of nonprofit boards across York County.

If nonprofits are providing services, there is a need for trained volunteers to govern and lead them through the good times and the bad times.

Jessica Hoffman

Fund Development Specialist





Terri Tolomeo

Associate Director - Children's Home of York

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The information from the opening retreat was great. It forced me to think about group dynamics differently and I have used some of the information while working with my teams at the Children's Home. Additionally, the exercise of taking the inventory on the different leadership qualities and then listening to my classmates' perspective was always beneficial because I got to hear different takes on a concept that I would not have heard otherwise.

I viewed Leadership York's Leadership Training Program as an opportunity to get out of my comfort zone.

I wanted to challenge myself to make a commitment to my community and find new and different ways to lead both professionally and personally.

I also thought that the program would help me develop a vision for my future. LTP did all of this and so much more!

From my experience with LTP, I think I'm a more patient and understanding leader than I was in the past and I think this makes working with others a more successful endeavor.



Leadership Training Program

Forty-one people graduated in the 42nd Leadership Training Program class. The class adjusted well, switching to Zoom for the last three sessions and their closing retreat, as well as working with the nonprofits on modifying team projects. The York JCC Team was able to transform the green space at the Early Childhood Education Center at the Gan Rimon Campus in Jacobus by building raised beds and a greenhouse in the outdoor play area.





Mentorship York

The ninth Mentorship York class graduated in December with seven mentees. The mentees spent the year challenging themselves and each other to step up to the next level of servant leadership.

"This was definitely a life changing experience and going back to Josh's session-one of the points in my life that changed my path. Thank you so much for allowing me to participate in this program. I know that long-term I will be involved on a larger scale with many areas of the York community because of Mentorship York and will be more focused on building my cathedral."

-Cheryl Yerger, MY 19



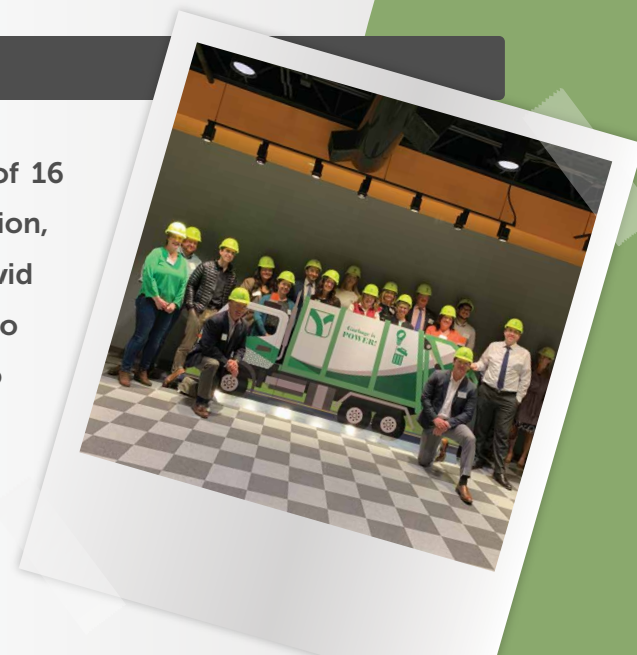
Board and Executive Director Development

Over 320 nonprofit board members and executive directors received solid training and practical resources for effective governance, five customized board trainings were conducted, and 20 requests for technical assistance were fulfilled. Board Development services reached just under 190 York County charities.



Executive Connections

The 35th Executive Connections class of 16 participants held their first session, Connecting to Government, before the Covid shutdown in March. The participants voted to postpone sessions until the end of October 2020 to resume sessions in person.



Leadership For Diverse Schools



Twenty-nine teachers and administrators from 12 school districts were part of the 14th Leadership for Diverse Schools class. Covid impacted the last two sessions for the program. LDS educators completed a six-hour online course on Adverse Childhood Experiences (ACEs) and worked within their districts to complete their course projects.

There was new participation from West Shore School District and Christian School of York.

"This program is a light of possibility in a climate that sometimes feels dark,"

-Anna Hueter, LDS 20



Future Leaders of York



The 31st Future Leaders of York class graduated 36 high school students from 21 schools. The students transitioned to finish the final two sessions and select grant recipients on Zoom. The \$5,000 was awarded to the following nonprofit organizations: Children's Aid Society- The Lehman Center: Teen Support Groups; Cornerstone Youth Home: Education- The Path out of Poverty; Junior League of York: Raising the Curtain on Substance Abuse- A Community Showcase; and Leg Up Farm: Therapeutic Riding Scholarship.

"Through hard work and dedication, I want to be a leader that encourages, inspires, and equips others to be the best versions of themselves."

-Sophia Guyer, FLY 20



We appreciate the donations we received between July 1, 2019 and June 30, 2020 from the following individuals and businesses. Thank you for your ongoing support.

Visionary Partners

Josh Carney
Glatfelter Insurance Group

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-In honor: Randy Byrnes FLY Scholarship for the Cornerstone Youth Home

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Anna Breland-Williams
Kathleen Brickner
-In honor of all the LY Board members past and present for their leadership service to our community!
Joshua & Christi Brown
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-In honor of the amazing LY staff!
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-In honor of the great work of Leadership York. -Thanks for all you do for our community!
Stephanie & Alexandra Newcomer
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Melissa Plotkin
Bob & Donna Pullo
Jeff & Michele Rehmeyer
Joe & Sue Rilatt
Delma Rivera-Lytle
-In memory of Dr. Edwin and Delma Rivera ... to allow educators to build a Diversity Plan for their school district.

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Pam & George Zerba

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DII Computers, Inc
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Isaac's Restaurant and Deli
Martin Library

James McClure
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School District of the City of York
Shuman Heritage Printing

Stock & Leader, Attorneys at Law
Temple Beth Israel
United Way of York County
Windy Hill on the Campus
YMCA of York
York College of Pennsylvania
York County History Center
York County Prison
York County Solid Waste Authority
York Redevelopment Associates LLC
York Revolution / PeoplesBank Park
York Traditions Bank



Mieke Walsh Driscoll

Mentorship York Alumni Perspective

I was delighted to be a part of the inaugural cohort of Mentorship York (MY). When the invitation was extended to participate, it was immediately attractive to me for several reasons. It was early in my career as an attorney at CGA Law Firm – I was a mother of three young children, working very hard (read: a lot of hours!) and beginning to get more engaged in the community that I hold so dear.

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In the first few years, I was sure of my career path and goals and was soon encouraged to take leadership roles within the organizations where I served on the board, namely Crispus Attucks and YWCA York. My professional practice and volunteer activities were both robust and rewarding and as responsibilities in each grew, the balancing act became trickier. My professional mentors at CGA were immense resources for me; but I was anxious for more personal growth and advice outside of my profession to increase my impact in the community.

Then came MY and my mentor, Jody Keller! I knew and admired Jody since childhood, but **the opportunity to learn from her experiences as a professional and community leader was simply invaluable at a time in my own development.** Throughout our year together we discussed balance, decision making, prioritizing, seizing professional opportunities, and engaging in the community. Jody is a dynamic force but level-headed in her approach - I continue to implement the practical and wise tools she shared with me in our conversations.

Not only did MY afford me the access and opportunity for enriching experiences and counsel from my mentor, the monthly lunches with the other mentors were engaging and challenging and provided new insights on professional and community leadership. I was privileged to be a part of the first class of an experiment that hit the right note with the mentees and mentors. I am pleased to see the program continue and grow in focus and programming. I felt even more privileged this year when Josh Carney asked me to be a mentor. Though I felt entirely undeserving of the ask and the company I keep with the other mentors in the program, I was flattered enough to say yes and was so glad that I did.

"I love the notion as advertised on the Mentorship York homepage that the program serves as a community succession plan – in my estimation it is doing just that; providing the platform and opportunity to transfer wisdom and deepen professional responsibility in the community in which we live, work and hopefully serve."

2020 Leadership York OUTSTANDING ALUMNUS

Congratulations to **Frank H. Countess** for being named Leadership York's Outstanding Alumnus of the Year.

He was recognized at the Leadership York graduation event on September 16. Frank has always been a champion of the organization, saying that Leadership York is a great place for young, civically minded people to meet and connect. It attracts people who want to make a difference in their community and teaches them how to be servant leaders. He continues to be a great example of this exact sentiment. Since graduating from LTP in 1997, Frank has served on the board for 19 different organizations, five of which he is still active on today. We commend Frank for his commitment to the community and are proud to have him in our family of alumni.

Congratulations, Frank!



Thank You

Thank you to Rob Bernhard, Kyle Joines, and Peter Ruth for their service on the Leadership York Board of Directors from 2014-2020.

During their six years on the board, Rob chaired the Leadership Training Program Committee and Kyle served as Secretary. Peter was the 2018-2019 Board President and chaired the Executive Connections and Governance committees in 2019-2020.



Future Leaders of York

Tiffany Baker
Léon Bellenbaum
Bailey Bodien
Owen Bollinger
Laurali Breeden
Omar Castro
Alexis DiPietro
Kenna Duffie
Emily Dzbynski

Nicholas Etter
Greg Evans
Camryn Farley
Richard Ferguson
Chaz Gallon
Lauren Garcia
Tzipporah Goins
Sophia Guyer
Anna Hale

Kacie Hoppel
Tyler Keener
Stella Kibinda
Reena Mace
Brianna Miller
Ryan Moore
Grace Nazario
Emily Padre
Benjamin Patterson

Pierce Ragland
Astha Ray
Allison Smith
Regin Smith
Bailie Spangler
Alisa Steele
Megan Stiffler
Ava Studivant
Shri Vennu

Sheri Baker
Nicole Curcio
Mary Jane Deter
David Donahue
Kijuan Felder
Kelly Guistwhite
Lisa Gunnet
Stephanie Hagee
Alicia Harman
Kate Hartman

Sarah Hudak
Anna Hueter
Nina Kenney
Dori King
Michelle Lynch
Raymond March
Margaret Mayberry
Lisa McLay
Kristin Myers
Stephanie Newcomer



Leadership for Diverse Schools

Kristen Petry
Daniel Reiste
Katrina Rothrock
Sergio Santiago
Dustin Sheffer
Timothy Simpson
Shannon Walker
Rachel Williams
Bethany Yuninger



Bar Association Leadership Academy

Jennifer Breneman
Sonja Comegna
Amy Evans
Andrea Fitzsimmons

Cindy Hochhalter
Kate Marteny
Brad Muller

GRADUATES

2020

Jose Santiago
Kevin Cysyk
Nakesha Muldrow
Angie Hartman
Cheryl Yerger
Crystalann Deardorff
LeighAnn Wilson



Mentorship York



Executive Connections

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Mary Kay Bernosky
Matt Falvey
Sean Gormley
Adam Grove
Arianna Grove

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Ryan Hayman
Caitlin Johnson
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Jill Kovach
Garrett Lacaillade

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Steven Martinez
Chad Paules
Corey Wolfe

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Irena Vresk
Victoria Woods
Brandon Workinger
Kenneth Worley



Leadership Training Program

Income and Expenses

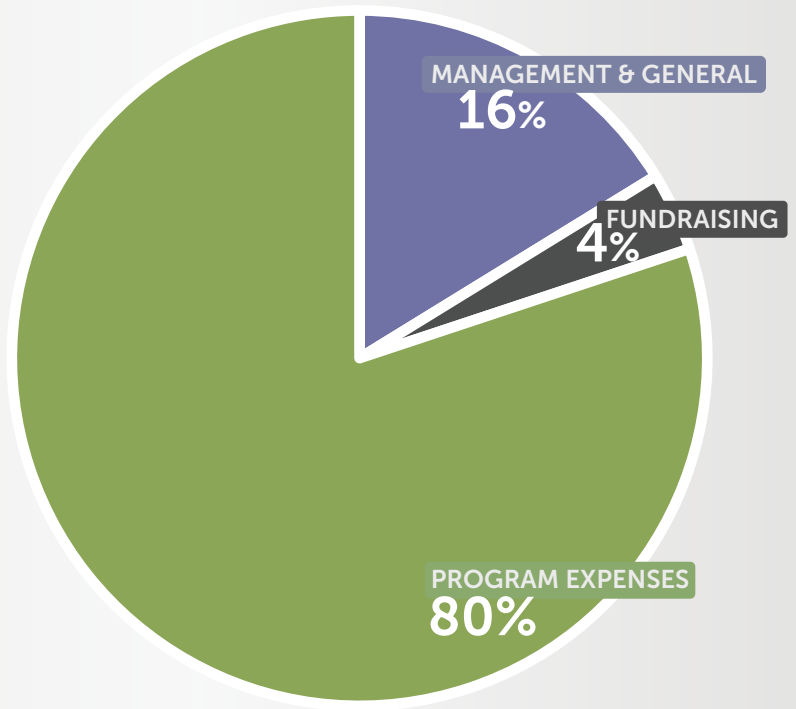
2019-2020 Statement of Activities - Reviewed

INCOME

Tuition/Fees	\$152,912
Grant Income	\$56,676
United Way	\$49,114
Contributions	\$43,398
In-Kind Contributions	\$42,373
Paycheck Protection Program	\$35,300
Sponsorships	\$23,035
Interest Income	\$467
TOTAL INCOME	\$403,275

EXPENSES

Program Services	\$265,701
Management & General	\$53,823
Fundraising	\$12,218
TOTAL EXPENSES	\$331,742



2019-2020 Leadership York

Staff

Wilda Alessi
Executive Director

Jessica Hoffman
Fund Development Specialist

Angela Ang-Alhadeff
Administrative Coordinator

Kraig Hursh
Leadership Training Program
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