Mission: We educate, inspire, connect, and catalyze cross-sector leaders who work together for collective impact.

Vision: We envision a resilient and equitable region where people from all communities and identities thrive.
Dear LT Family,

Today’s challenges are calling on leaders at all levels to step up – to serve for the greater good and work together toward a shared vision with courage, curiosity, and humility. As our region, country, and world have changed in the past few years, so too have our daily lives and the expectations for leadership across all sectors.

More than ever, our region needs leaders who explore solutions, are committed to racial equity, and work collectively to make our region a place where people from all communities and identities thrive.

LT continues to meet this need for community leaders while navigating a changing society and shifting expectations. We are excited for and guided by our new vision, mission, and values. These directional statements build on the tremendous work of past and present leaders, and move us forward to a more hopeful, equitable, and thriving place.

You will read more about the last year in this report. We are grateful for the many servant leaders who volunteer countless hours throughout the year to challenge, inspire, and engage the cohort, who plan robust events for alumni, who serve on the alumni-led committees that drive LT’s work, and who sponsor programs or donate to make educating, inspiring, connecting, and catalyzing community leaders possible.

Our thanks to all of you who have supported LT this year. We are better together.

In Community,

Jennifer Price, LT’08  
Board Chair

Sue Bennett, LT’94  
Executive Director
Flagship Program

Flagship Program Goals

The Flagship Program was designed to promote the following program goals among participants of the LT’22 cohort, a diverse group of leaders from the private, nonprofit, and public sectors:

- **Leadership**: Practice and deepen skills to act as a leader and change agent in the program and one’s own chosen area, including an emphasis on asset-based approaches to work within and across sectors to build a more resilient, equitable, and just region.

- **Regional Challenges and Opportunities**: Expand knowledge about regional challenges and opportunities and how they are interconnected, including how dismantling systemic racism and pursuing racial equity advances a healthy community for all.

- **Community and Belonging**: Build trusted connections among people across many lived experiences. Feel inspired and empowered to act by belonging to an enduring community of regional stewards.

Our Values: Accountability | Antiracism and Social Justice
Belonging | Collective Leadership
Community Stewardship | Curiosity and Humility
Throughout the year, members of the LT’22 cohort learned from inspiring regional leaders, such as Brian Carter, LT’18, Executive Director, 4Culture; Marc Dones, CEO, King County Regional Homelessness Authority; Paulina López, Executive Director, Duwamish River Community Coalition; and Mele Miller, Chief Operating Officer, Seattle Credit Union.

Cohort members explored leadership in action by interviewing a diverse group of leaders from the three sectors (private, nonprofit, and public). Read who they interviewed HERE. Lab teams partnered with 10 organizations to advance racial equity or social justice in our region via Community Service Projects. Read Project Summaries HERE.

“Sometimes being a leader means you aren’t ‘leading’ at all... you’re not making the decisions, you’re not delegating work, you’re not setting priorities. Instead, you’re listening, incorporating feedback, and amplifying and prioritizing the voices of those with lived experiences.”
– Julia Marquiss, LT’22, Samsara

“Leadership Tomorrow taught me to welcome uncomfortable conversations. To be brave and willing to be wrong. Learning and growing from these conversations while centering the voices of those with lived experience is crucial to promoting antiracist structural changes in our community.”
– Greg Wilson, LT’22, Pugh Capital Management
Members of the LT’22 cohort built trusted relationships across sectors, race, age, and perspectives to be better able to work in and with communities.

Cohort members practiced race- and sector-based caucusing, connecting around common identities, similar lived experiences, and related professional backgrounds. They held Open Space sessions and gathered in small groups to learn together, exploring topics such as how “Housing First” solutions have minimized chronic homelessness in other regions around the country, strategies for implementing environmental justice, and how to use privilege, access, and power for change.

Using the Seattle Foundation’s Seven Elements of a Healthy Community Framework, the cohort grappled with interconnected regional issues and considered solutions.

They explored questions such as: How might inclusive, antiracist, and equitable school environments look and be experienced by those furthest from justice? What does an equitable and inclusive economic recovery look like? How are global environmental issues manifested in our local communities and how have the impacts been influenced by structural racism?

Read resources and highlights from LT’22 Challenge Days HERE.

"Curiosity and Humility is the LT value that most closely aligns with my experience in the program this year. In fact, Mele Miller (guest speaker for the Economy Challenge Day) phrased it as ‘humble curiosity.’ One of LT’s core elements has been bringing together leaders from different sectors in an environment where we can learn from each other and work together toward a common vision collectively. We’ve been encouraged to stay curious and open-minded about the issues we explore together, be curious about each other as we build non-transactional relationships, and be curious to explore ways that we can make our collective learning in LT better – not just for us but for future LT generations."

– Archana Verma, LT’22, United Way of King County
We held a variety of alumni programs and events, helping LT’s 2,500 alumni build skills and knowledge, develop and nurture community connections, and take civic action.

**Skills and Knowledge**

We hosted events to help alumni develop leadership skills, including a workshop to navigate conflict in ways that strengthen relationships. Through our Lunch with LT Leaders series, alumni participated in conversations about LGBTQIA+ rights, climate justice, and how to design equitable workplaces and cultivate a culture of belonging. We spoke with leaders like Seattle Mayor Bruce Harrell about leadership and addressing our region’s challenges and opportunities.

**Community Connections**

Alumni connected via online networking events, meeting around shared interests and building community. We held our first alumni retreat and workshop focused on racial equity, a day of learning, reflection, connection, and joy. Alumni who participated in the retreat spanned the decades, with graduates from 1989 to 2021.

**Civic Impact**

LT piloted “Post-Graduate” Community Projects, modeled after the Flagship Program’s community service projects. Projects included collaborating with the Climate Business Working Group, Literacy Source, and the National Museum and Center for Service. Additionally LT’s POC Alumni Group organized two alumni events on reparations for Black Americans.

**LT Alumni Retreat and Workshop Testimonials:**

“I wanted to come back to the Leadership Tomorrow community. One thing I will be taking away is the power of direct interaction and relationship. It’s easier to have difficult conversations when you have some shared humanity.” - Bish Paul, LT’20, Snap Inc.

“I always come away from LT events with new things to think about and practices to implement. I’m working on projects on inclusion and equity in research and healthcare, and I wanted to hear what other institutions are doing. Sometimes it’s insulating to work with only others within our own institutions. Hearing how other organizations approach this work is so inspiring and eye-opening.” - Wendy Law, LT’11, Fred Hutch Cancer Center

Watch Bish’s testimonial from the LT Alumni Racial Equity Retreat & Workshop here.
Individual Supporters

To the companies, foundations, and individuals that support LT’s mission to educate, inspire, connect, and catalyze cross-sector leaders who together for collective impact – Thank you!

Supporting and catalyzing leaders who can work collaboratively to make our region a place where people from all communities and identities thrive has never been more important. Thank you for partnering with us on this journey. We couldn’t do it without you! This list of donors includes those who supported LT’s Annual Fund and Scholarship Fund.

$1,000+

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Jonathan Bahe
Carl Bailey
Sue Bennett
Sherry Bisaillon
Bill Block
Mike Brandeberry
Dave Burman
Sheila Burroughs
In Memory of Reed Coleman
Jane Coleman
Vicki Foeger
Joshua Gail
Debbie Geiger
Carrie George
Kate Janeway & H.S. Wright III
Mary Joyce
Jan Levy
Erin Murphy
Craig Parsons
Ana Pinto da Silva
Jennifer Price
Mary Pugh
Daniel & Tali Rausch
Scott Redman
Jennifer Sik
Sarah Stachowiak
Deborah Streeter
Laurie Tempest
Melanie Walsh
Bob & Juanita Watt
Jim Young
Laura Kate Zaichkin

$999 & under

Anonymous x 4
Frank Alvarado
Joel Andrus
Theo Angelis
Melanie Audette
Thomas Backer
Kimberly Baggett
Liaannah Bannerman
David Barnes
Vaughnetta Barton
Esther Bauman
Andrew Bennett
Evan Bennett
Eric Berlinberg
Hazel Bhang Barnett
Jessica Bhuian
Marianne Bichsel
Cherie Black
Shereese Braun
Linda Bremer
LueRachelle Brim-Atkins
Tracy Brown
Meghan Browne
Margaret Brownell
Julie Burrell
Diane Cañate
Frances Carr
Clarice Chan
Callista Chen
Leslie Chen
Michelle Chen
Roxana Chen
Trey Chenier
Cynthia Chirot
Sharon Chism
Martha Choe
Selina Chow
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Eva Conner
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Jacquie Estep
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Andy Fife
Linnea Fossum
Christine Frishholz
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Dave Gammrath
Kathy Garcia
Dr. Rachel Gerson & Dr. Brett Hanscom
Marcus Glasper
Jordan Goldwarg
& Sam McVeety
Kristina Gonzalez
Clayton Graham
Patricia Gray
Travis Green
Duncan Griffin
Kelly Griffin
Joe Gruber
Rick Gunn
Lynn Hagerman
Tali Hairston
Ann Hajnosz
Cameron Hall
Lynda Hall
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Jill Hearne
Erin Hemmings
Kahn
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Maddie Heyman
Nicky Hilton
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Jennifer Lail
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Joy Langley
Wendy Law
Emily Leslie
Christine Lessard
Sara Levin
Tim Lewis
Bethany Lindsey
Mark Long
Lonnie Lusardo
Scott MacCormack
Ashley Martin
Jen Martin
Michael Martin
Maria McDaniel
Tully McGowan
Shannon McIntyre
Tim McKay
Kent McKinney
Neil McReynolds
Leslie Meagley
John Meyer
John Milbrath
Charlene Moran
Catherine Morrison
Adriane Musuneggi
Kirk Myers
Sielen Namdar
Bob Ness
Minh-Duc Nguyen
Nicole Nova
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<td>Sadie Zeller</td>
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**Photo:** Members of LT’s Board of Directors at a summer gathering
**Operating Fund: Income**

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<th>Income Source</th>
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<td>Tuition, Fees, Events</td>
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<td>Pass-Through Government Assistance</td>
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<td>All Other Contributions and Grants</td>
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<td>In-Kind</td>
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<td><strong>Total Income</strong></td>
<td><strong>$741,849</strong></td>
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**Operating Fund: Expenses**

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<td><strong>Total Expenses</strong></td>
<td><strong>$699,679</strong></td>
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**Operating Fund: Reserve**

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<th>Reserve Category</th>
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<td>Net Investment Earnings, Gains, &amp; Losses</td>
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**Scholarship Fund**

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<td>Balance (8/31/21)</td>
<td>$822,862</td>
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<td>Net Investment Return &amp; Contributions</td>
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<td>Tuition Aid (to Operating Fund)</td>
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<td><strong>Balance (8/31/22)</strong></td>
<td><strong>$721,846</strong></td>
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Alumni Testimonial

“*My time in LT helped me become braver as a leader. While I recognized the inequities in our community before participating in the LT program, through LT I learned from my peers how to use my voice and position to challenge those inequities and to build a collective will to take action and make positive lasting change.*”

- Joe Gruber, LT'08, University District Food Bank
Sponsors

Leadership Sponsors ($10,000+)

- Bill & Melinda Gates Foundation
- HomeStreet Bank
- Perkins Coie
- United Way of King County

Premier Sponsors ($5,000-$9,999)

- Comcast
- Kaiser Permanente
- Microsoft
- PSE
- Seattle Children’s Hospital Research Foundation
- Seattle Foundation
- Sellen
- Seneca Group
- Starbucks
- Timberlane
- Turner
- Weyerhaeuser
- Zillow

Program Sponsors ($1,000-$4,999) + In-Kind

- 4Culture
- Davis Wright Tremaine LLC
- Foster Garvey PC
- Henry M. Jackson Foundation
- The Myers Associates, P.C.
- Virginia Mason Franciscan Health
- WSP
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Buro Happold

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Puget Sound Energy

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CuriosityBased

Laurie Tempest, LT’17
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Troy Hutson, LT’03
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Puget Sound Energy

Erin Murphy, LT’17
Seattle Children’s

Sielen Namdar, LT’19
Cisco

Craig Parsons, LT’11
Seneca Real Estate Group

Bish Paul, LT’20
Snap Inc

Ana Pinto da Silva, LT’09
2G3R Inc.

Rachel Smith, Honorary LT
Seattle Metropolitan Chamber of Commerce

Tom Tidyman, LT’17
San Juan Preservation Trust

Natalie Vega O’Neil, LT’08
Junior Achievement of Washington

Maya Yamazaki, LT’15
Davis Wright Tremaine LLP

Laura Kate Zaichkin, LT’21
Washington Health Benefit Exchange

**Executive Committee & Committee Chairs**

Jonathan Bahe, LT’14
Chair, Strategic Planning
NBBJ

Joshua Gaul, LT’10
Chair, Board Governance
Starbucks Coffee Company

Wendy Law, LT’11
Chair, Alumni Engagement and Leadership
Fred Hutch Cancer Center

Liahanh Bannerman, LT’98
United Way of King County

Cherie Black, Honorary LT
Microsoft

Trey Chenier, LT’20
Perkins Coie LLP

Debbie Geiger, LT’09
Weyerhaeuser Company

Tali Hairston, LT’07
Equity Development LLC

Jocelyn Herrera-Ternes, Honorary LT
Kaiser Permanente

Jason Johnson, LT’12
Vashon HouseHold

Sara Levin, LT’04
United Way of King County

**Staff**

Sue Bennett, LT’94
Executive Director

Keiko Chu-Yamada
Operations Manager

Tamara Myers, PhD
Director, Learning Design and Equity

Rebeca Rivera, PhD
Director, Alumni Impact and Equity

Megan Rudolph
Senior Communications and Development Manager

**Staff**

Sue Bennett, LT’94
Executive Director

Keiko Chu-Yamada
Operations Manager

Tamara Myers, PhD
Director, Learning Design and Equity

Rebeca Rivera, PhD
Director, Alumni Impact and Equity

Megan Rudolph
Senior Communications and Development Manager
Get Involved

Here are a few ways you can connect with LT and help us move toward our vision of a resilient and equitable region where people from all communities and identities thrive.

Log into the Alumni Database and complete your profile. Once you complete your profile, you can:

- **Access Leaders**: Tap into our community and search for alumni in a variety of ways, including by expertise, industry, company, and cohort year.

- **Volunteer for LT**: As a volunteer-driven organization, we rely on alumni and community leaders to help the organization grow and stay relevant. Complete your profile and let us know how you would like to get involved.

- **Be recruited**: By keeping your profile current, you could be recruited for board/volunteer positions, speaking opportunities, career opportunities, and much more.

Follow Leadership Tomorrow on LinkedIn:
Get real-time information about what's happening at LT and connect with alumni by following us on LinkedIn. We encourage you to add your LT experience to your LinkedIn profile.

Attend an LT alumni event. Events keep you informed and connected. Check out our Events Page to see what's coming next!

Donate to LT. By supporting LT, you are making an investment in our community. Our region needs well-rounded leaders who explore solutions, are committed to racial equity, and work collectively to foster positive systemic change.