

2022-23

# Annual Report



**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.



**Values:** Accountability, Antiracism and Social Justice, Belonging, Collective Leadership, Community Stewardship, and Curiosity and Humility

# Dear LT Community:

Leadership Tomorrow is built on the belief that great leaders come from all communities, backgrounds, ages, and sectors. We know that leadership is a verb, not a position. It is a way of acting and being. As we have seen this past year, the need for civically engaged and action-oriented leaders in the Puget Sound region has never been greater.

What do **LT leaders** do? They examine and cultivate a deeper understanding of our region's current challenges. They work together to develop solutions to complex and interconnected problems. They cultivate new strategies and tools to become more effective leaders. They broaden their personal and professional networks, expanding their influence. They learn about the history and current impacts of racism within the Puget Sound and work to advance a vision of equitable and thriving communities across the region.

How do we know this? In addition to the stories in this report, our recent survey of LT alumni demonstrates the impact of LT in a variety of ways. Here are a few key examples:

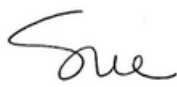
- 76% report that their LT experience enhanced their leadership effectiveness in the workplace.
- 75% say their LT experience increased their leadership capabilities within their communities.
- 84% affirm that their LT experience improved their capacity to collaborate across diverse backgrounds and perspectives.
- 81% claim that their LT experience increased their ability to lead collectively and share power, especially with those historically excluded.
- 86% acknowledge that LT helped them think systemically, enabling them to better understand interconnected issues and the underlying structural causes.
- 75% express their experience in LT has made them more comfortable engaging in courageous conversations.
- 77% credit their experience in LT for heightening their awareness of power dynamics and privilege, both within their community and themselves.

In this critical moment for civic leadership, the work of Leadership Tomorrow has never been more important. Thank you to the dedicated volunteers, donors, staff, class members, and others who consistently challenge, inspire, and engage all of us to become more effective, collaborative civic leaders. Together, we are working to shape a community where everyone can truly thrive.

In Community,



Carl Bailey, LT'14  
Board Chair



Sue Bennett, LT'94  
Executive Director



# Highlights From the Flagship Program

The 10-month Flagship Program was designed to promote the following program goals among participants of the LT'23 cohort, a diverse group of leaders from the private, nonprofit, and public sectors:

## COMMUNITY AND BELONGING

Build a diverse multi-sector learning community in which participants can find belonging, inspiration, and support for action during and after the program year.

## REGIONAL CHALLENGES AND OPPORTUNITIES

Introduce a range of regional challenges and opportunities through the lenses of equity and antiracism; envision and explore examples of policies, institutions, and systems that promote equity.

## LEADERSHIP

Build a toolkit of leadership skills for individual and collective action so that organizations, communities, and the region may thrive.





# LT'23 Cultivated Community and Belonging

Members of the LT'23 cohort built life-changing relationships with leaders across sectors, race, age, and perspectives to be better able to work in and with communities. They practiced race- and sector-based caucusing, connecting around common identities, similar lived experiences, and related professional backgrounds. Throughout the year, they engaged in honest, vulnerable conversations, building trust and forging new bonds.



## In their own words...



*LT has provided the opportunity to learn and share. To learn about the people of the city, to hear their stories and better understand the needs of our communities. The people I've met and the feeling of building true community within the group give me hope for creating an impactful and meaningful life in the city.*

**– Jimmy Juricevich, LT'23, Olson Kundig**



*The beautiful blend of diverse personal and professional backgrounds makes LT so special. I appreciated connecting with people who care about this community for different reasons and who bring their lived experiences to address regional challenges. I treasure the opportunity to meet, learn from, and befriend such incredible people!*

**– Brie Adderley, LT'23, DH**



*During my time in LT, I've become braver in my leadership and gained the ability to have hard conversations. I've built invaluable relationships with inspiring people and am grateful for the lifelong friendships I've made through the program.*

**– Camille Reynaud, LT'23, Washington State Opportunity Scholarship**

# LT'23 Strengthened Their Connection to Puget Sound

## EXPLORING INTERCONNECTED CHALLENGES AND OPPORTUNITIES

Using the Seattle Foundation's Seven Elements of a Healthy Community Framework, members of the LT'23 cohort learned about the interconnected challenges and opportunities that shape our region and how to work collectively to build a more equitable community.

Cohort members learned about strategies to end homelessness in our region; challenges and opportunities related to affordable housing; and the inequitable impacts of climate change. Read [LT'23 Possibility Day Reflections](#) for a fuller list of topics and cohort members' observations.

## FROM CHALLENGE TO POSSIBILITY

We experimented with a shift in language from "Challenge" Days to "Possibility" Days. This reframing was in response to LT'23 cohort members' request to focus on solutions and LT's continued evolution toward asset-based approaches to regional issues.





# LT'23 Enhanced Their Leadership

Members of the LT'23 cohort explored their strengths, built confidence, and envisioned how their leadership can impact the community. They learned from inspiring regional leaders, such as **Dr. Ben Danielson**, Clinical Professor, Department of Pediatrics, University of Washington; **Rachel Smith**, President and CEO, Seattle Metropolitan Chamber of Commerce; and **Brian Surratt**, LT'07, President and CEO, Greater Seattle Partners.

Cohort members explored leadership in action by interviewing a [diverse cross-sector group of leaders](#). Lab teams partnered with 10 organizations to advance racial equity or social justice in our region via [Community Service Projects](#).



## In their own words...



*LT has provided the space to reflect on what leadership means to me and looks like in practice. This experience has given me the confidence to lead authentically, rather than lead in a way that I think others expect me to lead. – Caitlin Kaminski, LT'23, Mt. Baker Housing Association*



*Leadership Tomorrow supported me to be a leader among leaders and embrace the accountability of collective leadership to positively impact others. – Sharon Turner, LT'23, U.S. Dept. of Health and Human Services*

# Our Alumni Are Making an Impact

One way LT alumni work to make positive change in our communities is by serving on boards and commissions. Through our [Leaders on Board newsletter](#) and [LT Alumni Database](#) matches, we helped place LT alumni on many nonprofit boards and commissions. Below are two examples. Visit our website for more [inspiring stories of alumni impact](#).

## **KING COUNTY SEXUAL ASSAULT RESOURCE CENTER (KCSARC)**

*As a 1987 graduate of Leadership Tomorrow, it was natural to turn to Leadership Tomorrow when KCSARC was recruiting board candidates. We knew that LT alumni would have deep knowledge of our region's assets and challenges and are committed to improving our communities. We were also confident that candidates that went through the Flagship Program would be individuals who can effectively lead as well as work productively in a group. We were not disappointed. We were thrilled to invite LT alumni Dana Ulrich and Tara Lee to join the Board. In addition to passion for the issue, they bring a practical knowledge of how effective organizations function and the unique role of board members. – Mary Ellen Stone, LT'87, King County Sexual Assault Resource Center*

*I was looking for a board opportunity, but uncertain what I wanted to do. I filled out the LT Alumni Database and noted my experience and interests. Sue Bennett reached out to let me know that KCSARC was looking for board members with my skillset and experience. Through LT's connection, I joined the KCSARC Board in August 2023. I got involved as they do amazing work on behalf of survivors, work on prevention and provide resources and education.*

**– Tara Lee, LT'16, Washington Health Benefit Exchange**

## **WELLSPRING FAMILY SERVICES**

*I found Wellspring through LT's Leaders on Board newsletter. I was initially drawn to Wellspring based on two things: their holistic wrap-around approach to services and their commitment to serving families. I was intrigued by the organization's emphasis on providing services to families that are at risk of facing homelessness or recently unhoused—a critical moment when timely, flexible assistance may help avoid cascading problems. I knew my employer had a relationship with Wellspring based on past holiday giving drives. As I dug into that relationship, I learned there was a longer and richer history than I'd previously appreciated, and that changes at both organizations had created an opportunity for someone on the Fenwick side to take a more hands-on role. Encouraged by the warm, optimistic people I connected with through this process, I was excited to join the Associate Board and begin doing more to support Wellspring's urgent mission.*

**– Trevor Lovell, LT'21, Fenwick & West LLP**

# Individual Supporters

To the companies, foundations, and individuals that support LT's mission to educate, inspire, connect, and catalyze cross-sector leaders who work together for collective impact – **thank you for partnering with us on this journey! We couldn't do it without you.**

In a world shaped by constant change and evolving challenges, the demand for civically engaged and action-oriented leaders has never been greater. Leadership Tomorrow cultivates these courageous leaders, who are not defined by title or position, but by their actions to uplift others and create a better future. *This list of donors includes those who supported LT's Annual Fund and Scholarship Fund.*

## \$1,000+

Anonymous x 2  
Henry Albrecht  
Jonathan Bahe  
Carl Bailey  
Sherry Bisaillon  
Mike Brandeberry  
Dave Burman  
Grace Chien  
Jane Coleman  
Bill Covington  
Virginia Klamon &  
Stephen Faciszewski  
Jan Levy  
Meghin Margel  
Michael Martin  
Erin Murphy  
Tracy Patterson  
David Perez  
Ana Pinto da Silva  
Tali Rausch  
Scott Redman  
Deborah Streeter  
Robert & Juanita  
Watt  
Jim Young  
Laura Kate Zaichkin

## \$999 & Under

Anonymous  
Frank Alvarado  
Justin Anderson  
Joel Andrus  
Melanie Audette  
Nina Auerbach  
Michael Badger  
Liahann Bannerman  
Adam Barley  
David Barnes  
Vincent Barrailer  
Gavin Bartlett  
Vaughnetta J Barton  
Brooksie Barton  
Nathan Bean  
Evan Bennett  
Terri Boehm  
Linda Bremer  
Julie Burrell - in  
memory of  
brothers Ariels and  
Israel  
Sheila Burroughs  
Ryan Calkins  
Jamie Carnell  
Darius Cayetano  
Roxana Chen  
Trey Chenier  
Cynthia Chiro  
Sharon Chism

Martha Choe  
Frank Chopp  
Selina Chow  
Keiko Chu-Yamada  
David Coffey  
Dorian Collins &  
Morgan Schulte  
Eileen Concannon  
& Roger Sprinkle  
Lisa Dawson  
Kayla DeMonte  
Jerry DeMuro  
Candace Denegal  
Greg Dietzel  
Melissa Dismuke  
Mike Doleac  
Eu-wanda Eagans  
Chris Elwell  
Audrey Felter  
Nancy Fisher  
Heather Fitzpatrick  
Vicki Foege  
Tesia Forbes  
Christine Frishholz  
Nellie Fujii Anderson  
Michael Furze  
Diana Gale  
Dave Gamrath  
Kathy Garcia  
Josh Gaul  
Carver & Carmen  
Gayton

Debbie Geiger  
Carrie George  
Dr Rachel Gerson  
& Dr. Brett Hansom  
Marcus Glasper  
Bill Glassford  
Kristina Gonzalez  
Natalie Green  
Sarah Greenberg  
Roberta Greer  
Kelly Griffin  
Lynn Hagerman  
W. Tali Hairston  
Ann Hajnosz  
Cameron Hall  
Deva Hasson  
Ida Hawkins  
Shaun Hazen  
Bryan Helfer  
John Henry  
Maddie Heyman  
Nicey Hilton  
Jan Hogrefe  
John Hotta  
Mike Hunter  
Cassidy Inden  
Paul Ishii  
Felicia Ishino  
Marcia Iwasaki  
Kate Jackson  
Barbara Johns  
Ben Johns



# Individual Supporters

## \$999 & Under Continued

Catherine Johnson  
Jason Johnson  
J.C. Johnson  
Karen Johnson  
Bruce Jones  
Katrina Jones  
Erin Kahn  
Bob Kakiuchi  
Faizal Kassamali  
Stan Kehl  
Carolyn Kelly  
Carla Kinnier  
Johannes Koch  
Jennifer Lail  
Kris Lambright  
Carol LaMotte  
David Landers  
Wendy Law  
Todd & Christina  
Leber  
Tara Lee  
Evelyn Lemoine  
Emily Leslie  
Christine Lessard  
Sara Levin  
Tim Lewis  
Hannah Lidman  
Peyina Lin-Roberts  
Sharon London  
Mark Long  
Yuyan Lou  
Trevor Lovell  
Lonnie Lusardo  
Scott MacCormack  
Anne Marie  
MacPherson Davis

Sandra Madrid  
Jen Martin  
Renee Martin  
Meghann McCann  
Maria McDaniel  
Tully McGowan  
Shannon McIntyre  
Tim McKey  
Neil and Nancy  
McReynolds  
Leslie Meagley  
John Meyer  
Martha Mickelson  
John Milbrath  
Christine Nakano  
Sielen Namdar  
Bob Ness  
Mytoan Nguyen-  
Akbar  
Margaret Nolen  
Liam O'Connor  
Dave Osmer  
Bish Paul  
Robert Pearlman  
Kate Perez Lopez  
Julie Pham  
Jennifer Phillips  
Julia Pollack  
Jennifer Price  
Mollie Price  
Willie Pugh  
Lindsay Pulsifer  
Randy Punley  
Stephanie Pure  
Ben Reuler  
Liz Reynolds Thomas  
Dylan Rhoads  
Terry Rice  
Jill Riemer

Fred Rivera  
Natasha Rivers  
Cheryl Roberts and  
Miller Adams  
Adam Rohde  
Shira Rosen  
Seth Rosenbloom  
Megan Rudolph  
Mark Ruffo  
Janet Ryan  
Rob Saka  
Sharon Sakamoto  
Susan Sánchez  
James Savitt  
John Schoettler  
Johannes Schonberg  
David Schooler &  
Kristen Webb  
Kyle Serikawa  
Evan & Sabina  
Shapiro  
Scott Shapiro  
Nzinga Shaw  
Jennifer Sik  
Ayana Sloan  
Rachel Smith  
Emijah Smith  
Veronica Smith  
Jacqueline Smith  
Sarah Stachowiak  
Ingrid Stegemoeller  
Alec Stephens  
Mary Ellen Stone  
Jamie Stroble  
Scot Studebaker  
Dave Tarshes  
C.Marie Taylor  
Laurie Tempest  
John Thielke

Tom Tidyman  
Demi Troncoso  
Carl Tully  
Dana Ulrich  
Rachel Van Noord  
Ash Vasudeva  
Natalie Vega O'Neil  
Tina Vlasaty  
Kerry Wade  
Joshua Walker  
In Memory of Joseph  
H. Ward  
Windy Wilkins  
Catherine Willis  
Cleveland  
Greg Wilson  
Becky Witmer  
Charles Wright  
Christina Yates  
Evelyn Yenson  
Liz Young  
Janice Zahn  
Rebecca Zanatta  
Karin Zaugg Black  
Sadie Zeller

*Thank  
you!*

# Corporate Sponsors

## LEADERSHIP SPONSORS (\$10,000+)

BILL & MELINDA  
GATES *foundation*

[HomeStreet] Bank®



PERKINScoie

## PREMIER SPONSORS (\$5,000-\$9,999)



## PROGRAM SPONSORS (\$1,000-\$4,999) + IN-KIND

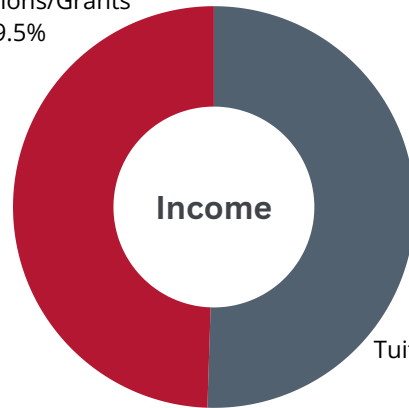
- 4Culture
- Community Attributes Inc.
- Davis Wright Tremaine LLP
- Foster Garvey PC
- Henry M. Jackson Foundation
- The Myers Associates, P.C.
- Peg & Rick Young Foundation
- Point B
- Pugh Capital Management
- Seattle Public Utilities
- Splunk
- University of Washington Alumni Association
- Virginia Mason Franciscan Health
- WSECU
- WSP USA

# LT's Financials

## OPERATING FUND: INCOME

Tuition, Fees, Events	\$330,024
All Other Contributions and Grants	\$323,263
<b>Total Income</b>	<b>\$653,287</b>

Contributions/Grants  
49.5%

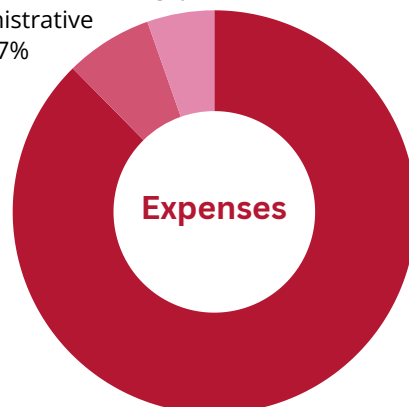


## OPERATING FUND: EXPENSES

Programs	\$612,645
Administrative	\$56,335
Fundraising	\$35,210
<b>Total Expenses</b>	<b>\$704,190</b>

Fundraising  
5%

Administrative  
7%



## OPERATING FUND: RESERVE

Net Investment Earnings, Gains, & Losses	<b>\$50,020</b>
--	-----------------

## SCHOLARSHIP FUND

Balance (8/31/22)	\$721,846
Net Investment Return	\$47,462
Tuition Aid (to Operating Fund)	\$(59,150)
<b>Balance (8/31/23)</b>	<b>\$710,158</b>



*"My time in LT had an enormous impact on my approach to teaching, starting with my decision to become a teacher. I took a different route into teaching and, truthfully, I don't know if I would have had the courage to make a career change without my LT cohort. Last year, as part of my Jackson Leadership Fellows Program (another opportunity that the LT universe helped me find!), I took several aspects of my LT experience and turned them into a service leadership curriculum for my students. Throughout the class, students developed service leadership skills of their choice and then put them into practice to benefit their chosen communities. – Mollie Price, LT'17, Renton School District*



# Board of Directors & Staff

## EXECUTIVE COMMITTEE

**Carl Bailey, LT'14**

*Board Chair*  
Financial Advisor

**Jonathan Bahe, LT'14**

*Chair, Strategic Planning*  
NBBJ

**Joshua Gaul, LT'10**

*Chair, Board Governance*  
Starbucks Coffee Company

**Vicki Foege, LT'14**

*Chair, Resource Development*  
JPMorgan Chase

**Mary Joyce, LT'96**

*Treasurer/Finance Chair*  
The Myers Associates, P.C.

**Sara Levin, LT'04**

*Vice Board Chair*  
Ardea Strategies

**Michael Martin, LT'17**

*Chair, Alumni Engagement and Leadership*  
Martin & Associates Consulting, LLC

**Julie Pham, PhD, LT'16**

*Secretary*  
CuriosityBased

**Tracy Patterson, LT'02**

*At-Large Member*  
Port of Seattle

**Jennifer Price, LT'08**

*Past Board Chair*  
Buro Happold

**Becky Witmer, LT'16**

*Chair, Curriculum*  
The 5th Avenue Theatre

## DIRECTORS

**Liahann Bannerman, LT'98**, United Way of King County

**Trey Chenier, LT'20**  
Perkins Coie LLP

**W. Tali Hairston, LT'07**  
Equity Development LLC

**Jocelyn Herrera-Ternes, Honorary LT**  
Kaiser Permanente

**Felicia Ishino, LT'21**  
Sankofa Impact

**Jason Johnson, LT'12**  
Vashon HouseHold

**Wendy Law, LT'11**  
Fred Hutch Cancer Center

**Meghin Margel, LT'18**  
BECU

**Erin Murphy, LT'17**  
Seattle Children's

**Sielen Namdar, LT'19**  
Cisco

**Bish Paul, LT'20**  
Bill & Melinda Gates Foundation

**Ben Phillips, LT'15**  
E-Den Home Electrification

**Ana Pinto da Silva, LT'09**  
University of Washington and 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

**Laura Kate Zaichkin, LT'21**, Washington Health Benefit Exchange

**Rebecca Zanatta, LT'09**  
RJZ Connections, Inc

## 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