



# THE LT IMPACT

Leadership Tomorrow  
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[www.leadershiptomorrowseattle.org](http://www.leadershiptomorrowseattle.org)

Engaging Leaders | Shaping Our Future

# DEAR friends,

## It is with great pleasure that I present Leadership Tomorrow's inaugural annual report.

After celebrating LT's 25th anniversary year in 2008, it became evident to the Board of Directors that it was time to document our successes to the community and to acknowledge those responsible. We are excited to celebrate our work to build a vital, positive community, rich in engaged and well-informed leaders.



This year we focus on Leadership Tomorrow's impact — a quarter-century legacy we can reflect on with satisfaction and pride. LT, as a collaborative effort of volunteers and staff, promotes servant leadership and stewardship to ultimately impact our community. As a model of effective partnership, with United Way of King County and the Greater Seattle Chamber of Commerce, LT has helped initiate and train other civic leadership development organizations throughout our region. From the spark of an idea among great leaders in 1982, Leadership Tomorrow has grown to a nationally-recognized groundswell that touches many of the government bodies, nonprofit organizations, and corporations —

both large and small — in the Puget Sound region.

We can proudly report that Leadership Tomorrow has trained more than 1,500 emerging and existing leaders. Program participants have tackled more than 200 projects with nonprofit community organizations. Graduates have served as policy-level community trustees for more than 1,000 organizations. Furthermore, LT alumni work as elected and appointed officials and leaders in all sectors.

The scope of Leadership Tomorrow is broader, deeper, and more profound than many realize. Although the LT graduates know each other as alumni, their involvement in the community is not always recognized. We hope to change that by embarking on several new initiatives that will educate more segments of our community about LT.

As we move into our next quarter century of leadership training, we expect to leave an even greater leadership legacy...as an essential institution that will develop community leaders for the years ahead.

**Robert Ness**

Chair, Board of Directors, Leadership Tomorrow

**Leadership Tomorrow launched its 25th Anniversary, Founders' Scholarship Fund in 2008 with a three-year goal of \$500,000. In a short period of time, LT raised \$450,000 through the generous gifts of individuals and corporate donors. LT awards approximately \$20,000 in scholarships annually, to an average of 20 individuals, with awards ranging from \$500 to \$2,000. These scholarships help sole proprietors and individuals from nonprofit organizations, the public sector, and small businesses participate.**

**LT completed the first year of its Legacy Leadership Program in which retired business leaders share their skills as leadership-level volunteers within the nonprofit community. LT looks forward to growing this program.**

**In addition to a very lean staff, more than 250 volunteers currently serve as the engine that runs Leadership Tomorrow, as committee members, Board members, speakers, and mentors to participants. These proven leaders — busy individuals with impactful jobs — all donate their time to help Leadership Tomorrow program participants and alumni.**

# history

Over the past 25 years, Leadership Tomorrow participants have contributed significantly to this region.

When Leadership Tomorrow was conceived, the progressive founders — taking a cue from civic organizations elsewhere in the country — knew that Seattle and King County needed a way to ensure the rapidly growing region would have future leaders.

Early in 1982, lawyer J. Shan Mullin, consultant George Corcoran, Greater Seattle Chamber of Commerce president George Duff, and United Way of King County president Chuck Devine met to discuss what would eventually become Leadership Tomorrow. Unlike other community leadership organizations across the country, Leadership Tomorrow was made possible through a joint collaboration by the United Way and the Chamber.

By fall, 1983, the first Leadership Tomorrow class gathered. Today, LT's approximately 1,500 graduates are a distinguished group of individuals from a cross-section of the private, public, and nonprofit sectors of our community, representing a diverse array of professions, ages, races, cultures, and experiences.

They proudly serve as policy-level community trustees for more than 1,000 different organizations in the Puget Sound region, as elected and appointed public officials, and as volunteer leaders in all sectors.

# what is LT?

Leadership Tomorrow prepares, challenges and engages emerging and existing leaders through leadership development for the benefit of the Puget Sound region. The organization's programs enlighten, inspire and transform participants, who come from a diverse array of professions and communities, by convening productive conversations around critical issues that impact the region. Participants in Leadership Tomorrow expand their leadership skills while gaining access to a vast array of perspectives, resources and mentors.



The Founding Board



Each year, 60 to 80 participants are chosen through a rigorous selection process that includes a written application and an intensive interview. The participants take part in a nine-month program that includes day long events, retreats and smaller labs. The population of selected participants is approximately split between three sectors: 60 percent represent businesses; 20 percent represent government; and 20 percent represent nonprofit organizations. The \$3,000 tuition is supported by employer contributions and in some cases scholarships. In 2008, to celebrate LT's 25th anniversary, a fund was created to ensure participants have access to scholarships well into the future.

The Leadership Tomorrow program involves three main features:

- nuts and bolts leadership instruction and application
- education on a broad array of issues facing the region from many perspectives
- the opportunity to meet other leaders with whom LT participants and graduates can collaborate

Participants learn about top leadership practices and the five behaviors of effective leaders, as described in "The Leadership Challenge" by Jim Kouzes and Barry Posner. And participants practice "servant leadership," a philosophy developed by Robert Greenleaf, which teaches that the most effective leaders are those who come to leadership out of the desire to serve, not out of the desire to lead.

The group engages in Challenge Days, built around the seven elements of a healthy community as defined by The Seattle Foundation. These full-day events focus on arts and culture, basic needs, the environment, neighborhoods, a vibrant economy, quality education, and health and wellness. Class members participate in two retreats — one focusing on leadership development and the other on the role a leader plays in addressing racism.

They work in two Leadership Labs. The first gives them an opportunity to "explore leadership" with two local leaders. In the second, they "apply leadership" by choosing a nonprofit that needs help in a particular area. In each of its 25 years, Leadership Tomorrow participants have helped eight to ten nonprofits that submit projects for consideration. Several of

these projects have continued long after Leadership Tomorrow participants completed the initial work.

When future leaders are accepted into Leadership Tomorrow, they not only receive an intensive course in civic leadership development, they are launched into a lifetime of helping to improve organizations with which they work as employees and volunteers.

LT graduates have influence as public figures and behind the scenes. Practically every board in this region is served by at least one graduate. Every large company — and many small ones — has Leadership Tomorrow graduates in its ranks. Many graduates move from one sector to another during their careers, often using the contacts they have made in LT. Leadership Tomorrow graduates are everywhere.

Way Back Inn received research on how it can improve its efforts to serve homeless families.

Rainier Scholars grew its summer internship program.

The Seattle African American Comfort Program gained support in helping understand institutional racism within the healthcare industry.

Phinney Eco Village gained help to keep 25,000 disposable plastic water bottles out of the environment.

The Vera Project received a plan to increase donors.

A total of 10 organizations benefited from the projects completed by Leadership Tomorrow, Class of 2008. Additional projects focused on the Susan G. Komen Foundation, Arts Corps, Seattle Chinatown International District Preservation and Development Authority, Northwest Association for Biomedical Research, and Country Doctor Community Health Centers.

The Class of '08 — the 25th Anniversary class — represented a solid cross-section of our community, with 59 percent from the private sector, 18 percent from the public sector, and 23 percent representing nonprofits. Men and women split nearly 50/50 and the average age of participants was 39, with an age range of 28 to 58. Some 63 percent of participants were white and 37 percent were people of color. Participants came from King, Pierce, Snohomish, Thurston, and Kitsap counties.

As they watched great leaders strive to be the next president of the United States, the Class of '08 heard from numerous local esteemed leaders about how they can serve in the future. Many of those leaders were also Leadership Tomorrow graduates.

**2008 Leadership Labs Leaders:**

**Lupita Ayon**, Director, Para Los Niños; **Bobbe J. Bridge**, former Justice, Washington State Supreme Court; **Colleen B. Brown**, President and CEO, Fisher Communication; **Ron Chew**, Executive Director, Wing Luke Asian Museum; Rep. **Frank Chopp** (LT'87), Speaker, Washington House of Representatives; **Steve Dubiel** (LT'01), Executive Director, EarthCorps; **Stephanie Ellis-Smith**, Executive Director, Central District Forum for Arts & Ideas; **Mimi Gardner Gates**, Executive Director, Seattle Art Museum; **Megan Karch**, Executive Director, FareStart; **Gil Kerlikowske**, Chief of Police, City of Seattle; **Rob McKenna**, State Attorney General; **LeAnn Moss** (LT'99), Executive Director, Women's Funding Alliance; **Kirk Nelson**, President, Qwest Washington; **Mark Okazaki**, Executive Director, Neighborhood House; **Paula Rosput Reynolds**, former President and CEO, Safeco Corporation; **Rita Ryder** (LT'86), Executive Director, YWCA Relations; **Robert A. Watt** (LT'84), former Vice President, Community and Government Affairs, The Boeing Company;

**James Whitfield** (LT'03), former Regional Director, Secretary of U.S. Department of Health & Human Services; **Colleen Willoughby**, Founder, Washington Women's Foundation; and **Tay Yoshitani**, President and CEO, Port of Seattle.

**Private sector leadership class participants included representatives from:**

Amazon.com, Bank of America, The Boeing Company, CH2M Hill, Inc., Comcast, Ernst & Young, HomeStreet Bank, Key Bank Capital Markets, K & L Gates, KING-5 television, MarketFitz, McKinsey and Company, Microsoft, Mithun Architects, Moss Adams, NBBJ, Parsons Brinckerhoff, Perkins Coie, Quadrant Homes, REI, Safeco, Savitt & Bruce, Schlotzhauer Law Group, Seattle Northwest Securities, Spencer Anderson & Buhr, Vulcan, Washington Mutual, Wells Fargo, and Weyerhaeuser Company.

**Public sector class members represented:**

The City of Bellevue, City of Seattle, King County Courthouse, Kitsap County Transit, Seattle/King County Department of Public Health, Sound Transit, State of

Washington, University of Washington, and Washington State Ferries.

**Nonprofit sector class members worked for organizations that included:**

The Alzheimer's Association, Bike Works, Bill and Melinda Gates Foundation, Coalition of Essential Schools, Health Workforce Institute, Islandwood, LAW Fund, Pioneer Human Services, Premera Blue Cross, Recovery Café, Seattle Girl's School, Seattle Jobs Initiative, Social Venture Partners, Technology Access Foundation, Thrive By Five, United Indians of All Tribes Foundation, United Way of King County, Valley Medical Center, Virginia Mason Medical Center, and University District Food Bank.



**CLASS OF**

**'08**

Class member Tien Peng commented on the diversity of the class and the leadership challenges each class member faced.

*I witnessed Damon struggling to choose between attending an important LT retreat or a historic Washington caucus event. I witnessed, with awe, our classmate Vicki fully participating in the class presentations while helping our fellow LT-ers break down stereotypes and combat prejudices about the deaf culture. And I witnessed David, supporting the community at the Recovery Café, working with his teammates on climate change and oh, in his spare time, battling cancer.*

*We spent a great deal of time this past year trying to understand what we are as leaders. What I saw from this LT class was a group of thoughtful, committed individuals addressing the most critical issues in our region while maintaining their professional careers and their family lives.*



# Financials

INCOME		INCOME 2007-08	
Tuition .....	\$240,000		
Application Fees .....	\$8,000		
Graduation Event Fees .....	\$34,000		
Interest Income .....	\$5,500		
Contributions .....	\$120,000		
Alumni Income .....	\$20,000		
<b>Total .....</b>	<b>\$427,500</b>		

OPERATING		EXPENSES 2007-08	
Personnel .....	\$209,085		
Overhead/Rent .....	\$25,753		
Administrative .....	\$159,781		
Alumni .....	\$22,100		
<b>Total .....</b>	<b>\$416,719</b>		

## LT volunteers

Professional Volunteer Hours Donated 2007-08

Committee	No. of Volunteers	Hours per Volunteer per year*	Total Annual Hours
Leadership	27	25	675
Curriculum	31	48	1,488
Retreat Trainers**	5	20	100
Executive Committee	14	48	672
Marketing & Recruitment	4	30	120
Board Development	7	30	210
Resource Development	3	32	96
Selection	30	20	600
25th Anniversary	18	40	720
<b>Subtotals</b>	<b>139</b>	<b>293</b>	<b>4,681</b>

Speakers at Challenge Days			
Total Speakers	109	1 (average)	109
<b>Totals</b>	<b>248</b>	<b>294</b>	<b>4,790</b>

\*Approximate average hours

\*\*In addition to alumni leadership and curriculum



# donors

## OUR

Leadership Tomorrow would not exist without the monetary resources and leadership of the business community and the support of foundations and individuals. Corporate and individual

donations make up more than 30 percent of the annual budget.

The LT staff and Board are thankful for its generous donors who are making an investment in the quality of life in the Puget Sound region, for present and future generations.

### EXCELLENCE IN ACTION — \$10,000 AND HIGHER

The Boeing Company	Safeco Insurance Foundation
Comcast	United Way of King County
Ford Motor Company	Weyerhaeuser Company Foundation
Bill and Melinda Gates Foundation	Peg and Rick Young Foundation
Puget Sound Business Journal	

### COMMUNITY CATALYST — \$5,000 - \$9,999

Bank of America	Qwest
The Bullitt Foundation	REI
Frause	Greater Seattle Chamber of Commerce
Group Health	The Seattle Foundation
K & L   Gates, LLP	Starbucks Coffee Company
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### PROGRAM SPONSORS — \$2,500 TO \$4,999

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### IN-KIND CONTRIBUTORS

Dana Sullivan Design/Illustration	Metropolitan Market
Facere Jewellery Art	Kathleen O'Connor
Fox's Gem Shop	Poetica Design
Holland America	The Seattle Times
McCallum Print Group	Trader Joe's

### INDIVIDUALS (September 1, 2007 — December 31, 2008)

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Alan Mulally §  
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#### Key

Δ = Annual Fund  
§ = Scholarship Fund

# THE **LT** IMPACT

GIVE TO LEADERSHIP TOMORROW FOR THE FUTURE

**N**ow is a critical time for strong, responsive leadership. LT has a terrific track-record in providing civic leadership training and in supporting leaders in the community.

Tuition covers 55 percent of LT's operating expenses. To continue its work, Leadership Tomorrow relies on corporate sponsorships, individual contributions, and foundation grants. In early 2009, corporate sponsorships dipped and LT is responding as quickly as possible. And that means asking for your greater support.

If all supporters of LT give, this lean organization can continue its high-impact work and better attract organizational donors. A \$2,500 donation covers the approximate cost of one Challenge Day, and every donation is important. Help us advance our mission. LT promises to keep you apprised of how its work progresses.

Send your contribution to:

Leadership Tomorrow  
1301 5th Ave., Suite 2500  
Seattle WA 98101

Or donate online by visiting the website at  
[www.leadershiptomorrowseattle.org/contribute-sponsor](http://www.leadershiptomorrowseattle.org/contribute-sponsor).

**SPREAD THE WORD** to qualified candidates to join Leadership Tomorrow as participants. For LT to continue to have such a diverse class every year, the program needs a diverse applicant pool. The more applicants, the better the classes will be.

Leadership Tomorrow accepts candidate referrals all year long. And remember, the LT community has put a strong scholarship fund in place.



## LEADERSHIP TOMORROW STAFF ROSTER, 2008-09

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**Susan Myslewski**, Program Coordinator

**Jenifer Schramm**, Development Coordinator

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\*Meetings attended by Liahann Bannerman for Jon Fine

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Special thanks to the major donors who make LT's impact possible:

## EXCELLENCE IN ACTION — \$10,000 AND HIGHER



United Way of King County

BILL & MELINDA  
GATES foundation



Safeco Insurance  
FOUNDATION.



## COMMUNITY CATALYST — \$5,000 - \$9,999



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