



**LEADERSHIP**  
TOMORROW

ANNUAL REPORT 2010-11 • ENGAGED IN THE COMMUNITY

88.5% of LT alumni say they are now more actively engaged in their community

100% of employers cite improved employee leadership skills

This year's annual report theme is "Engaged." We chose that theme to highlight how engaged our LT participants are in the region, in the future, and as leaders in private, public and non-profit organizations. How do we know they're engaged? This year – for the first time ever – we have the numbers to prove it!

In 2010 Leadership Tomorrow developed a new "dashboard" to measure the impact our graduating class and alumni have on the organizations they work with, and the region at large. This is pioneering work, not only for Leadership Tomorrow, but for similar organizations across the country. As far as we know, we are the first community leadership program to undertake this type of evaluation.

We are thrilled to report that in most instances we not only met our expectations, but exceeded them. We are also able to say with certainty – not just anecdotally – that our graduates are doing important work in their communities. Please see the article and statistics on page 2 for more details.

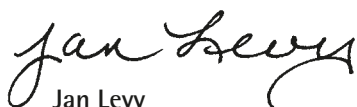
## dear friends,

Why do a dashboard? For an answer we need to go back to 1996, when the late John Stanford, then the charismatic and visionary superintendent of the Seattle School District and a new member of the LT Board of Directors, asked whether our community was better off because of the LT program. We knew in our hearts and intuitively that the answer was "yes" – we were better off. But we didn't have the numbers to back us up. "How do you know you're doing what you say you're doing?" John asked. To answer John's question, we created a committee that developed an outcomes-based evaluation that looked at class members, alumni and employers. That effort yielded some useful information, but we wanted more. So, in 2009 we created another committee that developed our dashboard to measure how engaged our alumni and classes are in the community – and the impact they've had. This year we surveyed key players to find out.

We plan to continue to use this survey in the future – and to improve, refine and add categories to it along the way. If we're not hitting our targets we will make changes to get us closer. It's still a work in progress and will continue to be.

But for now, based on the outcome of the 2011 survey, we know we're doing things right. Our alumni and class members report that they are more engaged as a result of their LT experience. They're making an impact. And we know they will continue to do so into the future. Please keep watching our survey numbers in the coming years to see how much we continue to improve.

Warmly,



Jan Levy  
LT'87, LT Executive Director



Don Stark  
LT Board Chairman and principal with Smith & Stark

100% of employers say investing in LT is valuable to their company

92% of LT alumni say they are more effective

After 27 years in service, with more than 1,500 alumni and 365 business, nonprofits and government organizations that have benefitted from our programs, LT is finally able to prove – with hard statistics – how engaged our graduates are in the community. We have the numbers generated from a new dashboard survey we implemented in 2011.

This year we surveyed alumni who graduated one, two, three and five years ago. That means that in 2011 we surveyed nearly 300 individuals who graduated in 2005, 2007, 2009, and 2010. We will survey graduates each year as we continue to research the impact we're having on the community. We also surveyed approximately 60 participating employers from the class of 2011 and the community partners that these graduates worked with.

Among the most significant findings? Some 88.5 percent of alumni said they are more actively engaged because of LT. Ninety-two percent said they have improved effectiveness because of LT, and 92 percent said their knowledge of the community increased because of LT. Meanwhile, 100 percent of employers that responded cited improved employee leadership skills and said their investment in LT was worthwhile to the company. This is all proof that LT is working.

Which community organizations benefitted this year? Communities in Schools of Kent, City of Seattle Film + Music Office, Chase Jarvis, 4 Culture, Community Attributes, Atlantic Street Center, The Martinez Foundation, Technology Access Foundation, University District Food Bank, Central Area Motivation Program Food Bank, Puget Sound Civic Communications Commons and the Center for Wooden Boats.

We are proud of the work our LT graduates and alumni have done. And with these numbers, we are able to say with certainty that our graduates are doing important things for the community.



"I have pushed myself beyond my horizon, and I learned I can see a world that had been hidden by my own myopic view of myself and others."

*Ayana Sloan, Attorney at Law*

"Thanks to LT, I have been able to learn to 'serve first.'"

*Delanda Coleman, Microsoft*

# volunteers

Professional  
Volunteer Hours  
Donated, 2010-11

**4.4** Staff and board time was worthwhile  
Community partners rated LT participants highly on a scale of 1 to 5.

| Committee                                  | Number of Members | Approx. Hours per Member per year (avg) | Total Annual Hours |
|--|-------------------|---|--------------------|
| Alumni Leadership Committee                | 18                | 16                                      | 288                |
| Board of Directors                         | 38                | 26                                      | 988                |
| Curriculum Committee                       | 24                | 60                                      | 1,440              |
| Retreat Trainers (add'l to above)          | 6                 | 110                                     | 660                |
| Coaches                                    | 9                 | 24                                      | 216                |
| Executive Committee                        | 13                | 38                                      | 494                |
| Evaluation Committee                       | 9                 | 24                                      | 216                |
| Marketing & Recruitment Committee          | 3                 | 12                                      | 36                 |
| Board Development Committee                | 7                 | 20                                      | 140                |
| Resource Development Committee             | 3                 | 20                                      | 60                 |
| Selection Committee                        | 30                | 25                                      | 750                |
| Strategic Planning Committee               | 21                | 24                                      | 504                |
| <b>Sub Totals:</b>                         | <b>181</b>        | <b>399</b>                              | <b>5,288</b>       |
| Total Number of Speakers at Challenge Days | 69                | 2                                       | 138                |
| <b>Total Volunteers/Hours:</b>             | <b>250</b>        | <b>401</b>                              | <b>5,426</b>       |

"LT not only has changed my leadership style for the better, the experience has transformed my life!"

*Tré Maxie, Powerful Schools*

"I've enjoyed meeting a variety of leaders with different skills, strengths, and passions. The LT year has been a mini-civics lesson about all the issues facing the Puget Sound region and I'm looking forward to working with my LT classmates to make our region a better place to live."

*Wendy Cho Ripp, staff member, State House of Representatives*

# financials

4.1 Community partners rated U participants highly on a scale of 1 to 5. Project met or exceeded expectations

## INCOME

|                           |                  |
|---------------------------|------------------|
| Tuition & Fees.....       | \$260,410        |
| Events.....               | 25,385           |
| Contributions.....        | 164,705          |
| Interest/Misc.....        | 4,903            |
| <b>Total Income .....</b> | <b>\$455,403</b> |

## EXPENSES

|                             |                  |
|-----------------------------|------------------|
| Personnel.....              | \$260,736        |
| Administrative.....         | 27,180           |
| Overhead.....               | 141,237          |
| <b>Total Expenses .....</b> | <b>\$429,153</b> |

## FOUNDER'S SCHOLARSHIP FUND

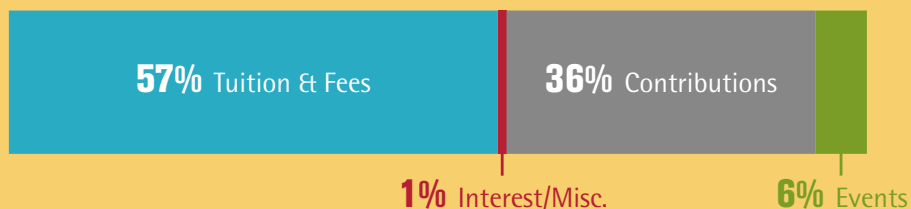
|                                    |                   |
|------------------------------------|-------------------|
| Beginning Balance .....            | \$ 344,263        |
| <i>(9/1/10)</i>                    |                   |
| Contributions .....                | 51,790            |
| <i>(thru 8/31/11)</i>              |                   |
| Investment Earnings-Dividends..... | 10,666            |
| Investment Gains/Losses.....       | 15,631            |
| <b>Total Revenue.....</b>          | <b>\$ 422,350</b> |

|                               |           |
|-------------------------------|-----------|
| Scholarship Disbursement..... | \$ 30,750 |
|-------------------------------|-----------|

|                                 |                  |
|---------------------------------|------------------|
| <b>Total Disbursements.....</b> | <b>\$ 30,750</b> |
|---------------------------------|------------------|

|                            |                   |
|----------------------------|-------------------|
| <b>Ending Balance.....</b> | <b>\$ 391,600</b> |
| <i>(thru 8/31/11)</i>      |                   |

## INCOME



## EXPENSES



# our donors

Leadership Tomorrow is extremely grateful for the monetary support and leadership we have received from the business community, foundations and individuals. We extend special thanks to all our donors whose financial support helps our class members and alumni engage in the community as we work to create tomorrow's leaders. Corporate and individual donations comprise 36 percent of the annual budget. The LT staff and board sincerely thank the generous donors who are making an investment in the quality of life in the Puget Sound region for present and future generations.

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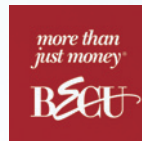
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*On the cover: Through collaboration and diversity our leaders engage in the community. Our cover graphic, represented through the colored intertwined bands, shows how LT's multi-faceted leaders come together, then branch out into the community to make it stronger.*