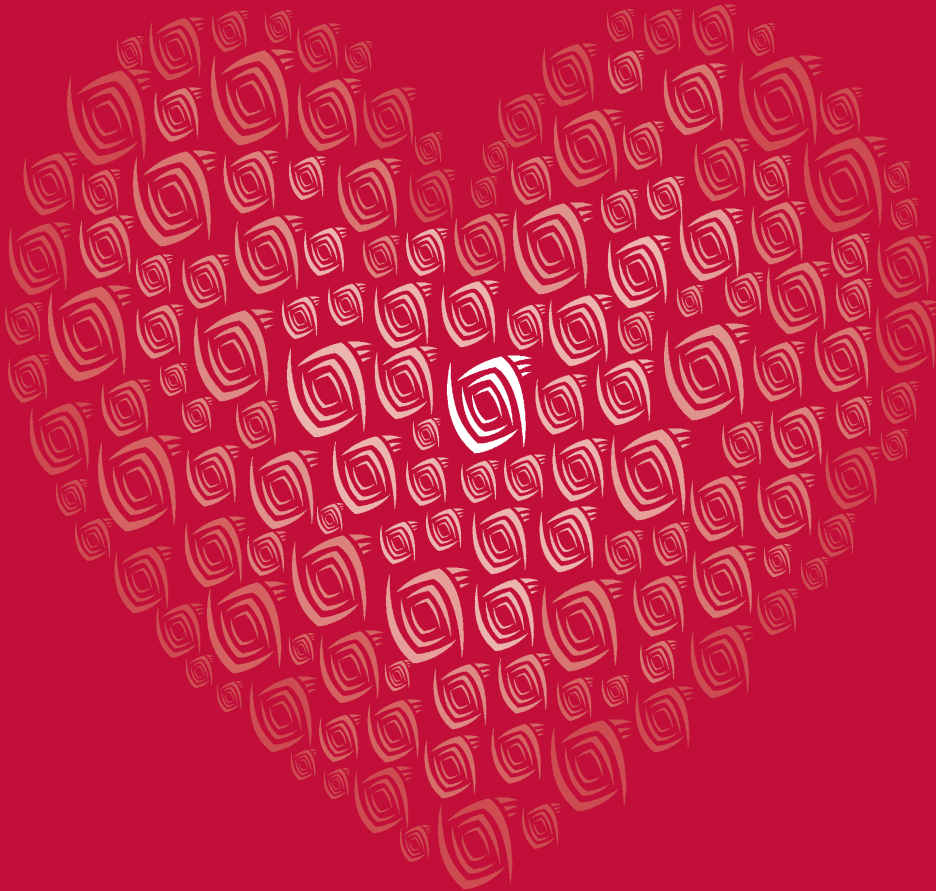




LEADERSHIP
TOMORROW



ENCOURAGING THE **heart!** ANNUAL REPORT 2009-2010



dear friends,

I am delighted to share with you LT's 2009-10 annual report. Having the opportunity to introduce you to the Class of 2010 is a pleasure. This is an exceptional group, which made it a great year for us.

From the very beginning, members of the Class of 2010 demonstrated that they had heart. And soul. This class not only lived "*The Leadership Challenge*" by James Kouzes and Barry Posner, they embodied

the authors' "Encourage the Heart" style of leadership. They are bright, responsive, caring and creative. They embraced fun. Generous to their core, they gave their time, their money and their energy.

The 80 class members really got to know each other, enjoying a personal and professional interest in their classmates as they engaged in their leadership work. Extremely social, this was a class willing to take risks, going deep into their learning. They weren't afraid to speak up, to reveal more of themselves and to be truly authentic and genuine with each other.

It started when class member Anh Nguyen personally invited each classmate to gather for intimate dinners around the region. This camaraderie continued as the class interviewed local leaders in our region and worked on projects to help 10 local nonprofits focused on children, the arts and the environment.

It culminated with Chad Yoshinobu's rousing and emotional closing speech at the graduation celebration. Reflecting on the lessons learned from his classmates, Yoshinobu said: "This individual teaches you something new and that something new is usually a lesson about yourself and your current way of thinking. Along the way these things allow us to connect. Once you connect you build trust and once you build trust, then and only then can you start to lead."

Many class members have already stepped up to be LT's next leaders, coaching the 2011 lab teams and joining the alumni leadership and curriculum committees. They continue to meet as a group, well after graduation.

As Kouzes and Posner say, "Leaders encourage the heart of their constituents to carry on. Genuine acts of caring can uplift the spirit and draw people forward. It's part of the leader's job to show people that they can win. Leaders make sure people benefit when behavior is aligned with cherished values."

Thank you for your generous and continued support. *You encourage our hearts.*

Warmly,

Jan Levy,
LT Executive Director

EXPLORING LEADERSHIP LAB LEADERS

- David Allen, McKinstry
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- Nicholas Metz, Seattle Police Dept.
- John Okamoto, Washington Education Association
- The Hon. Eric Pettigrew, State Legislator and Regence BlueShield
- Norman B. Rice, The Seattle Foundation
- William D. Ruckelshaus, The Madrona Group
- Rita Ryder, YWCA
- Barbara Earl Thomas, NW African American Museum
- Rick Wirthlin, Key Bank

Thanks for your generous gift of time with the Class of 2010!

CLASS OF 2010 encouraging the heart

"While the color of our skin might help us achieve the status of being the most diverse class, it's really about the diversity of all these stories that color our group."

—Chad Yoshinubo, Class Speaker LT'10

The Class of 2010 – representing business, nonprofits and the public sector – was the most diverse group of any LT class. Some 36 percent were people of color – Asian Pacific Islander, African American, Latino/Hispanic, Native American and biracial. Participants ranged in age from 26 to 52, representing three generations of leaders operating together – Baby Boomers, Gen X and Gen Y. They included emerging and existing leaders from King, Snohomish and Pierce counties.

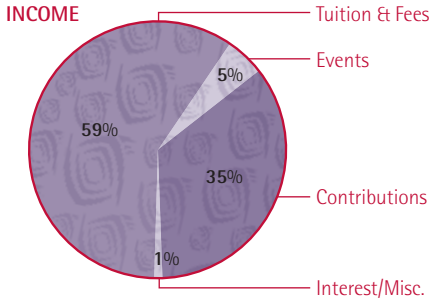
The Class of 2010 chose to help 10 local organizations with projects ranging from promoting walkable communities to helping African American middle and high school youth prepare for college. The organizations served included Feet First, Bicycle Alliance of Washington, YMCA Black Achievers, Broadway Bound, Powerful Schools, Rainier Scholars, Seattle Theatre Group, Youth Venture Seattle, Garfield High School Congress of Racial Equality Cultural Relations Program (CORE) and the Municipal League.

PICTURED » TOP: Jan Levy, Executive Director (LT'87) and Chad Yoshinubo, Class Speaker (LT'10); MIDDLE: Jeannette James (LT'10), Deanna Wong (LT'10) and Elizabeth Marzolf; BOTTOM: Sal Munoz (LT'10) and Troy Colyer (LT'10)



Our Guiding Principles | Inspire a shared vision
| Challenge the process • Model the way
| Enable others to act • Encourage the heart

financials

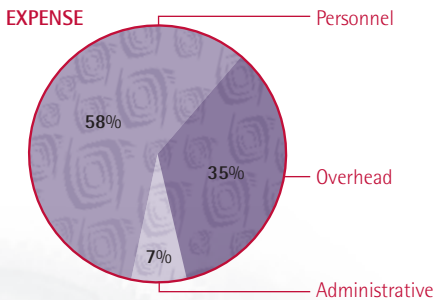


INCOME

Tuition & Fees.....	\$247,703
Events.....	20,309
Contributions.....	149,854
Interest/Misc.....	5,667
Total Income.....	\$423,533

Founders' Scholarship Fund

Beginning Balance.....	\$295,885
<i>(9/1/09)</i>	
Contributions.....	52,976
<i>(thru 8/31/10)</i>	
Investment Earnings.....	8,964
Investment Gains/Losses.....	10,988
Total Revenue.....	\$368,813
Scholarship Disbursements.....	\$ 24,550
Total Disbursements....	\$ 24,550
Ending Balance.....	\$344,263
<i>(8/31/10)</i>	



EXPENSE

Personnel.....	\$221,074
Administrative.....	26,136
Overhead.....	131,012
Total Expense.....	\$378,222

Professional Volunteer Hours
Donated, by Committee,
2009-10

volunteers

Committee	Number of Volunteers	Approx. Hours per Volunteer	Total Annual Hours per year (avg)
Alumni Leadership	27	25	675
Board of Directors	34	25	850
Curriculum	33	60	1,980
Retreat Trainers (add'l to above)	6	20	120
Coaches	10	12	120
Executive	14	30	420
Evaluation	9	36	324
Marketing & Recruitment	6	12	72
Board Development	7	20	140
Resource Development	3	20	60
Selection	30	25	750
Sub Totals:	179	285	5,511
<i>Total # of Speakers at Challenge Days</i>	<i>69</i>	<i>2</i>	<i>138</i>
Total Volunteers/Hours:	248	287	5,649



our donors

Leadership Tomorrow would not exist without the monetary resources and leadership of the business community and the support of foundations and individuals. Special thanks is extended to all our donors whose financial support encourages our hearts and makes Leadership Tomorrow's impact possible. Corporate and individual donations make up more than 35 percent of the annual budget. The LT staff and Board are thankful for 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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Suzanne Nelson
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Jeffrey Spector
David C. Tarshes
Robert Wallace
Juanita Watt
Robert Watt
Kristen Webb
John A. Williams

\$100 to \$499

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Michael Cannon
LuAnn Carlson
Kari Cassidy-Diercks
Cynthia Chirot
Susan Coskey
Richard Denenny
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CONTINUED

"The LT year in general is a fantastic experience, the highlight of which is getting to know a class full of great people that care deeply about their community and who want to make their world a better place."

Tom Young
US Congress
Office of Rep. Dave Reichert

\$100 to \$499 CONTINUED

Nancy Huenefeld Gese
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Susan C. Bennett
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Shelly Brown Reiss
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Blake Ilstrup
Jeanette James
Joann Jen
Shomari Jones
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Joyce Kling
Megumi Kobayashi
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Rosetta Lee
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Rebecca Wilson
Karen Winston
Sherri Wolson
Deanna Wong
Thomas B. Young
Rebecca Zannatta
John L. Zoulas

"Leading is hard work — with LT you get out of it what you put in. Lean into it!"

Sean Conner
General Electric Healthcare IT

"A quote from Alice Walker resonated with me throughout my LT experience, 'We are the ones we've been waiting for. If not us, then who? We can't wait around for others to start implementing solutions — we must be the ones who do it.'"

Sal Munoz
Seattle Aquarium

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Many thanks to our major donors. We couldn't do it without you!

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