



PROFILES IN LEADERSHIP

**The Freelance Volunteer**

BY CARSON JONES, LT'04

Julie Bolz, LT'96, calls herself a "freelance volunteer." For the past seven years, she has worked with several dozen non-governmental organizations (NGO's) as a legal/business advisor and a human rights advocate. She is the 2004 Thomas C. Wales Passionate Citizen Award winner and a Leadership Tomorrow Alumnae.

I had a chance to catch up with her last January and she graciously agreed to an interview.

**CJ:** So how did this all begin for you?

**JB:** In 1998, I had recently finished Leadership Tomorrow, and at that time, I was a partner at my law firm where I specialized in international law and business immigration. I was also the President of the Washington State Chapter of the American Immigration Lawyers Association and involved with several non-profits. Despite all of my "successes," I no longer found purpose or meaning in life.

I decided to take a two-year sabbatical and moved to Zimbabwe, Africa. I had always been interested in doing human rights work for women and children, and I decided to focus my energies there.

While I was there, I lived in mud huts and townships with families, who lived on \$1/day and had no running water or electricity. Despite their suffering, I was simply amazed by the great joy they found in life. With their help, it didn't take long to see that I

was looking for success, meaning and purpose in the wrong place.

**CJ:** Zimbabwe was where all this got started, is that because you knew about a specific need there?

**JB:** I didn't have a specific job there, but at that time, Zimbabwe was the regional headquarters in Africa of all the big NGO's, so I thought it would be a good place to start. Although I started doing legal work affecting women and kids, I ended up working on a variety of other issues. The more I got involved, the more I saw how everything was inter-connected.

My journey has since shifted a bit. Although I still feel called to serve the poor and oppressed, I believe I can better serve them by being an advocate. Few of them have the where-with-all or resources to meet with members of Congress or heads of corporations. I feel comfortable bridging the gap. For example, currently I am volunteering with a grassroots citizens lobby called RESULTS.

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**CJ:** You graduated from Leadership Tomorrow in '96. How did your Leadership Tomorrow experience impact you?

**JB:** Leadership Tomorrow helped me connect to other leaders in the community who are committed to civic engagement and making a difference in our global community. It also gave me tools for more effective engagement. Even today I continue to meet with LT graduates to talk about development issues, fundraising, and organizational management. More than that, Leadership Tomorrow has provided me with a support network.

**CJ:** You took a two-year sabbatical, at what point did you know that you weren't coming back?

**JB:** Oh, about two weeks into it.

**CJ:** Looking at the body of work you have accomplished and are accomplishing I am amazed at how much one motivated person can get done, and how many others you have engaged along the way.

**JB:** I have found that I always get back 200 percent more than what I ever give. I think most people by human nature want to help others. They just don't know where to plug in. I enjoy sitting down with folks who might relate to my story and see how they, too, could make a switch from the for-profit world to the non-profit world. I want and show them how easy it is to make these jumps.

**CJ:** Your work with Afghanistan is certainly a great example of providing an opportunity.

**JB:** My heart was drawn to Afghanistan even before 9-11. I first went into Afghanistan after the Taliban were removed in December, 2001. I was part of a grant writing team for a U.S. non-profit involved with relief and reconstruction. To make a long story short, after all the work we did, the grants were not approved. When I returned to the Seattle area, my heart remained with the women and children who had never gone to formal school. I wanted to help them.

It was actually the children of Seattle who helped me develop my "Journey with an Afghan school" project. I am an auntie in the community and often go in and give show-and-tell presentations. When I finish showing photos of the Afghan children, the Seattle kids often said, "What can we do? Could they use my shoes, pencils?" I talked with my colleagues back in Afghanistan and, together with the kids at Coe [Elementary School], we decided to start a program to build schools for Afghan children.

**CJ:** Are you only working with students at Coe?

**JB:** I'm now working with students around the country, probably over 10,000. I also speak to virtually anyone interested in learning more about poverty in the developing world and how we can address it. One of my hopes is that we would come to understand those who differ vastly in their expressions of religion, culture, language and scope of opportunities, and they would come to understand us.

**CJ:** Tell us about your most recent trip to Afghanistan.

**JB:** One of the reasons I went to Afghanistan was to attend the dedication of one of the new schools. I also distributed supplies to the schools in our program, and met with community leaders and staff from Millennium Relief and Development Services.

In addition to building structures, we're also building relationships. Two years ago, we started a cultural exchange program and several of us have been bringing things back and forth — photos and videos, poems and artwork, rugs and things that the kids have made. Now, we're starting to focus on working with the Ministry of Education to help with teacher training and methodology. One of our biggest problems is that most teachers have a fourth to eighth grade education and there is little critical or creative thinking.

**CJ:** What about the future?

**JB:** I hope to continue planting seeds around the world that will help eliminate poverty and oppression. In addition to the school project, I still do other human rights projects in the developing world. Last year I worked in Guatemala, Ethiopia, Uganda, Uzbekistan and Afghanistan. This year I'll be focusing most of my time and energy ensuring the school project has adequate funds and staffing, as well as advocating for the elimination of school fees. I still plan to get overseas, however. Every time I go, I find that these beautiful children motivate me, teach me and keep me growing.

## *Congratulations!* 2005 Election Winners

**Richard Conlin, LT'91**  
*Seattle City Council*

**H. Lee Felling, LT'87**  
*Sammamish Council*

**Conrad Lee, LT'86**  
*Bellevue City Council*

**Eric Pettigrew, LT'93**  
*House of Representatives*

**Larry Phillips, LT'84**  
*King County Council*



## CLASS PERSPECTIVES

### The LT Class of 2005 Graduation: Seattle Nice

BY SETH ROSENBLOOM, LT'05

*Seth Rosenbloom, LT'05, has led teams to create software used by business and consumers. Currently he is an executive with Farecast, a travel technology company, and a coach for a learning lab team in this year's LT class.*

*Editor's Note: Leadership Tomorrow celebrated its 22<sup>nd</sup> class at its annual graduation in June of 2005. More than 250 attended the event at South Seattle Community College and heard Jim Alling, president, Starbucks USA, give his thoughts on leadership. In keeping with tradition, the class of 2005 elected Seth Rosenbloom to give remarks on their behalf. His comments follow.*

Seattle Nice.

Seattle is nice because it's nice *to live here*. Clean. Stylish. Low crime. We don't have the "problems" that the larger west coast cities have.

Our class began LT back in September 2004 from the premise that sure *there are problems*, but Seattle is nice. To make the time for a program like this, affirms that we are well-meaning and we want to learn about more ways to become involved.

On one level, that's what happened. We came to the Challenge Days. We asked good questions. We worked with community service organizations and

completed our projects--all eight of them! We did the reading.

On an other level--we had real moments of discomfort and vulnerability. Moments that dispelled assumptions. Moments where we felt the vibration in our heart that calls us to action.

Throughout the year the phrase *Seattle Nice* kept cropping up. An article by Julia Sommerfeld in a February issue of the Seattle Times titled [Seattle Nice. Our Social Dis-Ease](#) gave the phrase even more of a buzz.

Challenge Days covered issues our community grapples with which are anything but nice:

**Politics:** Operatives from both parties agree that Washington State is just like the rest of the nation. Politics here are no different from politics anywhere-- it is about winning. Winning is about raising money. Winning happens when you frame your opponent before s/he frames you.

**Regional Economy:** Business leaders and economic policy experts agree—we are under-educating our population and under-investing in critical infrastructure. In doing so, today's leaders often look beyond our region for tomorrow's talent and opportunities.

**Poverty:** 8,000 people are homeless in King County tonight.

**Health Care:** Doctors and public health administrators agree--we have no system for taking care of our community. The experts reveal to us how unhealthy and costly the status quo is, then muse on when and how the "perfect storm" will ensue.

**Transportation:** Planners and engineers agree--in the Puget Sound corridor we are stuck. Bureaucracies fight "modal wars" that pit roads against rails; rails against street cars; and just about everyone takes pot shots at the monorail—all wrestling over how transportation dollars should be spent. Then populist initiatives come along, upend legislative funding and drive the debate into the courts.

In her Seattle Times article, Julia Sommerfeld writes: "Seattle is like that popular girl in high school. The one who gets your vote for homecoming queen because she always smiles and says hello. But she doesn't know your name and doesn't care to. She doesn't want to be your friend. She's just being nice...."

She continues; "for individuals, self-help books describe this behavior as fear of intimacy." Looking at our region, do leaders sometimes never get beyond the surface?

Seattle faces tough issues that cannot be navigated impersonally; without exposing ourselves, and our fears. Nice feels comfortable. But comfortable is not enough to spawn long term vision, collective responsibility, or justice.

As a class this past year, we struggled with "Seattle Nice." Struggled to see beyond it, struggled to leave its safe confines.

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In preparation for graduation I sent-out an e-mail and asked for comments and reflections on the year. More than half talked about the mid-year retreat on racism. Like the sentiment in the room we felt back in February, I got mixed messages.

*The weekend changed how I thought about race...*

*We spent too little time hearing all sides...*

*We never discussed solutions...*

*Out in the Open Space format, we meandered and got lost.*

I went back and re-read the question posed at the retreat. Written in bold letters on top of the agenda page: *How does racism impact me?*

Did each of us answer that question? Without a personal response, could any of us advance to the next question written on that agenda page: *What is a servant-leader's responsibility to move us towards a community free of racism?*

We struggled that weekend, we were supposed to. Could LT have created a more effective forum to ask these questions?

Getting past "nice" is anything but nice. Last Thursday when we reflected on the year, we remembered the Challenge Day speakers and panelists that made an impact.

Bill Center, president of the Washington Council on International Trade, spoke to the myths and realities of how our region is connected through trade to the world. Complicated, imperfect—trade is here to stay. Can we use it as a force for good?

Tom French, a chef and social entrepreneur, crafted an exercise that asked us to look hunger and homelessness in the eye.

Don Sloma, policy director for the Washington Health Foundation, asked us if we are we willing to put up with a maze of payers, providers and consumer habits that are costing us more than any other nation, yet keeping us no healthier than countries who spend half of what we do.

Gordon Price, former Vancouver BC city councilor, asked us to construct communities that will render "the commute" (along with the costs that go along with it) obsolete.

More than experts in their field, more than broad thinking in their perspectives, these leaders asked uncomfortable questions.

The Curriculum Committee got these questions to us. Are we willing to step up to them?

Back in the fall the eight of us on our team were emphatic, we wanted to be exposed to new, true challenges. The organization our Service Learning Lab

worked for, Friends of the Children, will benefit from the summer enrichment program we designed for them.

In our final team meeting, Carleen Brown reminded us that we missed a chance to break out of our own comfort zone. As a team we did not open ourselves up to the adversity faced by the kids that Friends of the Children serves. Nothing prevented us from working directly with the kids, we just didn't think to do it. Instead we were busy with the mechanics of getting the deliverable done.

When we met to look back on the year, our team of eight struggled to come to terms with that.

All of us sought something when we applied to LT. We are seekers. We are willing to devote a chunk of time, to grow our careers, to gravitate to new roles in our lives, to take steps that fix the world.

The gift of the Curriculum Committee is that the programming did not quench our thirst. It only egged us on. Raising the bar for the questions we ask ourselves.

The first Challenge Day, the first exercise, we look around, "who is in the room?" Nine months later the biggest benefit we voiced about LT was making connections within this class—learning from each other as we experienced the year. The biggest regret: not enough time.

If "Seattle Nice" is the impersonal smile that "does not want to know your name," we crossed that threshold with one another. Can we cross the threshold beyond this group of 64?

Are we willing to face our region with an integrity that does not stop at "just being nice...?"

*Editor's Note: Following Seth's remarks, the Class of 2005 presented LT with a gift of almost \$3,000 to the LT Scholarship Fund. What a wonderful way to ensure that others will be able to benefit from the LT experience in the future! Thank you LT 2005 for a remarkable year and for your generosity in supporting and sustaining Leadership Tomorrow.*

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## LT Online Directory

Have you seen your picture on the LT website? Thinking you need a new one? Accessing the LT online directory might just be the best kept board recruitment secret in town! Search to find LT grads with specific areas of expertise and involvement that fit your needs, or just look at Jane Nishita! Log on with your last name, first initial and graduating year (e.g. "levyj87") and your selected password. Forgot your password? Call: 206.389.7267 or Email: [karina@leadershiptomorrowseattle.org](mailto:karina@leadershiptomorrowseattle.org).

PICTURE PERFECT

**LT 2005 Graduation Celebration  
June 21, 2005  
South Seattle Community College**

PHOTOS PROVIDED BY CARSON JONES, LT'04



*Keynote speaker Jim Alling, president, Starbucks USA describing the company's commitment to community*



*Emcee and LT board member **Don Stark** kicks off the celebration in style!*



*United Way and then some! Mahnaz Sherzoi, LT'06; Julie Anne Halter, LT'05; Beth Murphy, LT'05; Bob Murphy; and Diane Kuhn, LT'96*



*We finally made it! Kim Church, LT'05; Glenda Roberts, LT'05; Cheryl Roberts, LT'05*



*Celebrating with smiles: Vance Roper, LT'05; Lisa Daniels, LT'05; and Frank Percival, LT'o5*



*The legacy continues: LT Co-founder George Corcoran with his wife Cleo; and Scott, LT'05 and Jennifer Garrepy*



*Cheers! Janet Liang, LT'05; Rich Murphy, LT'04 and '05 team coach; and Zach Jones*



*Skol! Denny Vidmar, LT'05; Rick Berman, LT'05; and Brad Miyake, LT'04*



*Phew! Karen Winston, LT'05; Lael Echo-Hawk, LT'05; and Cathy Garrison, LT'05*



*Masterminds at work: Barbara Johns, LT'04, curriculum committee; Lonnie Lusardo, LT'90, evaluation committee, and Ellen Wallach, board chair*



*Free at last! Joy Erickson, LT'05; Marci Wing, LT'05*

*Thank You 2004-2005 Corporate Contributors*

**EXCELLENCE IN ACTION**

*(\$10,000-\$15,000)*



**COMMUNITY CATALYST**

*(\$5,000-\$10,000)*



**PROGRAM**

*(\$2,500-\$5,000)*

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## Reflections

## Membership Tomorrow

BY JOHN PERKINS, LT'05



*John Perkins, Ph.D., LT'05, is a solution-focused consultant, trainer, writer and member of the 2005-2006 Curriculum Committee. He helps organizations get more value out of their meetings by improving their facilitation skills and reducing wasted time.*

If a team were an over-the-counter medicine, "leadership" would be listed as the active ingredient in a base of "membership." But, does this way of thinking value membership skills enough? For my year in LT'05, my Service Lab Team—we called ourselves the Iridia Team—partnered with Treehouse to write a guide on service learning projects for teachers and students in grades Kindergarten through 12. I have distilled the following membership skills from this experience.

**Membership skill (MS) #1: Create a robust set of norms.** Iridia had five:

1. Offer a solution if you are going to complain
2. Be flexible, efficient and focused
3. Be accountable and committed
4. Have open and honest communication, don't hold back, voice concerns immediately
5. Make decisions by consensus

Reading and abiding by these norms at every meeting built trust.

**MS #2: Review Your Process.** We reserved five minutes at the end of every meeting to reflect together on the process of the meeting: what went well, and what could use improvement.

**MS #3: Grant a wish.** Going along with a member's wish as a courtesy created a happier member and served the team. For example, from this practice we named ourselves and started a YahooGroups message board.

**MS #4: Assume approval (also known as "just go do it").** Members created the charts, tables, forms, flow charts, web sites and mock-ups we needed without discussion or seeking permission—we simply did it.

**MS #5: Share the load.** Iridia Team generated so much eagerness to serve that absent members were left with no work! Also, by invoking the "voice

concerns immediately" norm, any member could ask for a fairer distribution of the load.

Classically, organization development theory describes a team's developmental stages as forming, storming, norming and performing. But, like musicians in a jazz quartet, Iridia found a way to allow these patterns to play in ensemble as well as solo. We "performed" to each other by assuming approval and taking initiative. "Storming" got to solo when we made time to voice concerns. We riffed on "norming" by reading our norms in creative ways. Finally, we kept "forming" ourselves by constantly distributing the work into fair shares.

"Leadership" and "membership" mutually arise. Indeed, for us to lead well we must master the complementary skills of being able to "member" well. I will always be grateful to Iridia Team members Lisa Wilson, Denny Vidmar, Kris Lambright, Cathy Garrison, Jennifer Lail, Alice Truong, Toby Holmes and our coach Angela McCarrel for this joyful lesson in how to play on a high performance team.

## Congratulations!

## Women of Influence 2005\*

**Carolyn Kelly, LT'99**

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Seattle Times*

**Katherine Lombardo, LT'99**

*Senior Vice President, NW Regional Manager  
CH2M Hill*

**Carol Nelson, LT'87**

*President and CEO  
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*Executive Vice President  
GroupHealth Cooperative*

**Felix Luna, LT'03**

*Attorney  
Heller Ehrman White & McCaulliffe LLP*

**Alison Carl White, LT'05**

*Executive Director  
Seattle Works*

*\*As named by the Puget Sound Business Journal*

Congratulations & Welcome to the Class of 2006

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Casey Family Programs

**Michael Bay**  
Weyerhaeuser Company

**Megan Behrbaum**  
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**Therese Beale**  
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Karin Anderson, program coordinator

Kebbin Brooks, program assistant (on leave)

Allie Jordan, program assistant

## Grapevine

*LT alumni are out making fantastic strides in our community. Send Grapevine submissions about yourself or fellow alumni to [KarinA@leadershiptomorrowseattle.com](mailto:KarinA@leadershiptomorrowseattle.com) or call Jan and catch up at 206-389-7279. We'd enjoy hearing from you!*

### CLASS OF 1984

**Trisha Tubbs** is chair of the International Bluegrass Music Association's Annual Leadership Bluegrass program. The three-day program will be held in March 2006 in Nashville, Tennessee.

**Sheila Guy Snowden** just received her master's in Human Resources Management from Kennedy Western University. Also, her daughter Kelly Guy has joined LT's class of 2006!

### CLASS OF 1985

**Kathleen O'Connor** founder and CEO, CodeBlueNow! is pleased to report that CodeBlueNow! recently published a ten-week series of commentaries in the Seattle Post-Intelligencer on changing the health care system. Authors include former governors, AOL founder Steve Case, leaders of foundations, think tanks, consumer groups and more. The PI series can be read on either [codebluenow.org](http://codebluenow.org) or on the Seattle PI's website.

### CLASS OF 1987

**Eileen Concannon**, attorney and mediator at Riddell Williams P.S., was recently elected Second Vice President of the King County Bar Association. After serving two years as Vice President, she will be President. Eileen is currently Chair of the University of Washington Women's Center, Chair of the Bar's Glass Ceiling Task Force and a member of the State Supreme Court Commission on Gender and Justice. She was Chair of LT's Alumni Governing Committee in 2001-02. In December, 2004, Eileen received the Woman of Distinction Award from Girl Scouts Totem Council.

### CLASS OF 1988

**Doreen Cato** was appointed to the Superintendent's Community Advisory Committee on Investing for Educational Excellence. Doreen was one of 14 selected from a large number of candidates.

### CLASS OF 1989

BoardSource announced that it has chosen **Janet Boguch** to be a Senior Governance Consultant. BoardSource, located in Washington DC, is an internationally renowned organization that enables organizations to fulfill their missions by building strong and effective boards. Janet is very honored to join the Senior Governance Consultant's team of BoardSource because the breadth of experience of the consultants and BoardSource is such a highly acclaimed organization by both professionals in the field and more importantly, by the clients that it serves.

### CLASS OF 1990

**Barbara Clark** was appointed by the Washington Supreme Court to serve on the first Oversight Committee of the Office of

Grapevine *(continued)*

Civil Aid. This office was recently created by the legislature to receive and disburse state funding for civil legal aid. Barbara recently retired as executive director of the Legal Foundation of Washington, after heading the organization for over 21 years.

**CLASS OF 1991**

**Ellen Conedera Dial** was elected President-Elect of the Washington State Bar Association. Ellen will be only the third woman to chair the Bar Association in the organization's 114-year history.

**CLASS OF 1992**

**Michele Hasson** was recognized by her peers at the National Development Officer's Association Conference with the organization's highest honor, the 2005 NDOA Professional Achievement Award.

**CLASS OF 1993**

**Bill Block**, an attorney and longtime advocate of housing for low-income residents, was named the new director of the Committee to End Homelessness in King County.

**Tracy Brown** has partnered with Tully's Coffee Company to launch the Wings That Soar Leadership Development Card Collection in 16 selected Tully's Coffee stores on the west coast. The selling and distribution of the collection is part of Tully's continued commitment toward business and community leadership. The cards are a leadership development tool that use powerful words of expression to recognize, motivate and inspire individuals in the following leadership areas: Business, Community, Diversity, Education, Human Services, Personal Development, Spiritual and Wellness.

**CLASS OF 1994**

**Jackie Costigan** is now the General Manager of the Special Projects Division at Turner Construction Company.

**CLASS OF 1995**

**Lynn Hagerman** is now the Executive Director of the Susan G. Komen Breast Cancer Foundation, Puget Sound Affiliate.

**CLASS OF 1997**

**Katherine Anderson** has joined Seattle Opera as their Chief Financial Officer.

**Stephan Blanford** recently earned his master's degree in Public Administration from the Daniel J. Evans School of Public Affairs at the University of Washington and is hoping to start a doctoral program in Education Policy and Leadership Studies within the next year.

**CLASS OF 1998**

Best wishes to **Luci Baker** and Douglas Johnson who

were married October 1, 2005 at Phinney Ridge Lutheran Church. Their reception was held at the Leif Erikson Sons of Norway Hall in Ballard. The wedding and reception both reflected the strong influence of Luci's Norwegian heritage.

**CLASS OF 1999**

**Tracy Robinson** recently graduated from Antioch University with a master's degree in Organizational Development.

**CLASS OF 2000**

**Bonnie Glenn** received a Practice of Law Award from the Loren Miller Bar Association.

**John Hoffman** has just been elected to the Board of the Thomas C. Wales Foundation.

**CLASS OF 2001**

**Bridgett Chandler** has been asked by Governor Gregoire to serve as one of three ex-officio members of Washington Learns Early Learning Advisory Council. She will serve as a Technical Advisory Committee Co-Chair.

Correction: **Jerry DeMuro** and his wife *Suzanne* Nelson were married in Vegas!

**CLASS OF 2003**

**Paul Goldberg** is now the Assistant Director, Product Development and Management for The Regence Group.

**Mike Hanlon** had an essay published about the Seattle School Board titled, "Schools won't improve till leaders do," in the June 7 edition of the Seattle PI.

As of July 8, 2005 **James Whitfield** left the Washington Health Foundation to accept a Presidential appointment representing the Secretary of Health and Human Services. As Regional Director he serves as the Administration's lead officer in the Seattle office, directing community and governmental affairs in Alaska, Idaho, Oregon and Washington.

**CLASS OF 2004**

**Sherrie Boyer** is moving home to Pennsylvania to be close to family and serve as the new executive director of the Pennsylvania Guild of Craftsmen, the state's largest membership group of artists. The Guild works with 1,800 artisans and craftsmen with 20 chapters statewide, and hosts 7 festivals annually, as well as education workshops for children and adults throughout the year.

**John Bullwinkel** was named head of Howard S. Wright Construction Company's Healthcare Group.

**Joanne Matsusaka** has started her own freelance writing company, Chickenscracthwriting.

# Calendar of Events

## CHALLENGE DAY

- JAN 15** Providing Education and Lifelong Learning  
*Microsoft*
- FEB 10-11** Mid-year Retreat on Racism  
*Silverdale*

## LEADING & READING AUTHORS SERIES

- JAN 12** John Graham, author of "Stick Your Neck Out"  
*Greater Seattle Chamber of Commerce*
- FEB 7** Norm Stamper, author of "Breaking Rank"  
*Greater Seattle Chamber of Commerce*

*For more information on these or other Leadership Tomorrow events, contact Karin Anderson at 206-389-7234.*



1301 Fifth Avenue, Suite 2500  
Seattle, Washington 98101  
206-389-7279 *phone*  
206-903-3439 *fax*  
[www.leadershiptomorrowseattle.org](http://www.leadershiptomorrowseattle.org)

### THE MISSION OF LEADERSHIP TOMORROW

is to develop effective community leaders who work to strengthen our region. The program is designed to help participants acquire an understanding of the critical issues affecting the region, and the leadership and stewardship capabilities necessary to resolve them.

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