



**LEADERSHIP
SNOHOMISH
COUNTY™**

2021 ANNUAL REPORT



LETTER FROM THE EXECUTIVE DIRECTOR

When we look back at 2021, it is often with a lens of collective trauma. It was a year of a continued pandemic, a wide chasm that divided so many of us regarding a broad area of topics from vaccines to social and racial injustice. It has been a year where I have witnessed overwhelm as a companion to so many of us in a way that I have never experienced. There have been supply chain challenges and huge hurdles to fill jobs in our companies and organizations. I witness continued poverty in our region that affects food security and homelessness and feels different than the urgency these issues warranted in years past.

It has also been a year where LSC has taken more seriously than before, the role of leadership. The role of fostering beloved communities where those that lead feel seen, heard and loved. The importance of our programs to hold up and help leaders to understand the region where they live and the issues facing us all today. Now. In this moment that is unlike any in our lifetime - we are working tirelessly to assure that leaders have what they need to do just that.

LSC is a rich community. For our alumni, there is a network of support and connections that we are holding up to help each of you face whatever challenges are in front of you. This can look like finding jobs, seeking board members, learning how to be an engaged citizen or simply knowing that we are not alone on our leadership path.

This report is to remind you of our commitment. To demonstrate how we have persevered to find ways to support leaders. Leaders at ALL levels in our community. To continue our Signature Class, the Leadership for Racial Equity Program and our Young Professional classes.

With Deep Gratitude and Respect,
Kathy Coffey Solberg

ABOUT US



"One takeaway I have from my Leadership Snohomish County experience is that the support is there if you ask. In this community, so many people are ready and willing to put effort into something as long as there's a passion behind it and I think that Leadership Snohomish County does a wonderful job of being a catalyst for those interactions."

*Hayley Statema
Young Professionals
Class of 2017*

Founded in 1998, Leadership Snohomish County (LSC) is a local nonprofit committed to providing programs that center equity and foster leadership skills for life. Historically known for its 9-month Signature program, LSC has added a Young Professionals program and a Leadership for Racial Equity cohort. Thanks to the generosity and support from the alumni and the greater Snohomish County community, LSC is able to offer its expansive training at low costs. Between distinctive leadership programs and special events, LSC brings together professionals and community members from across all sectors to examine critical issues that impact Snohomish County and work together to build a community of authentic leaders on a non-partisan platform.

PROGRAMS

SIGNATURE

The Signature Program is a 9-month leadership program for professionals with some experience in leadership roles from varied career, educational, political, and cultural backgrounds. Participants must be ready to explore local issues and new leadership strategies to prepare for civic involvement.

Enrollment includes participation in a two-day retreat held September, seven all-day Education Days October-April (either the first or second Thursday of each month), participation in a team community impact project, a research interview, an all-day equity and inclusion workshop and a presentation day in May.

YOUNG PROFESSIONALS

This program is for young professionals who are able to dedicate time and energy to developing themselves for the betterment of the community and ready for ongoing involvement in civic responsibilities.

Enrollment includes participation in a kickoff luncheon in October, six Education sessions (first Monday of each month, November through March), participation in a team community impact project, an all-day equity and inclusion workshop, and a presentation day in April/May.

LEADERSHIP FOR RACIAL EQUITY

Leadership for Racial Equity Cohort is designed to build and strengthen the capacity of multi-sector leaders to work towards real, transformational and sustainable systemic change within their respective organizations/institutions. The Leadership for Racial Equity Cohort is a 5-month program.

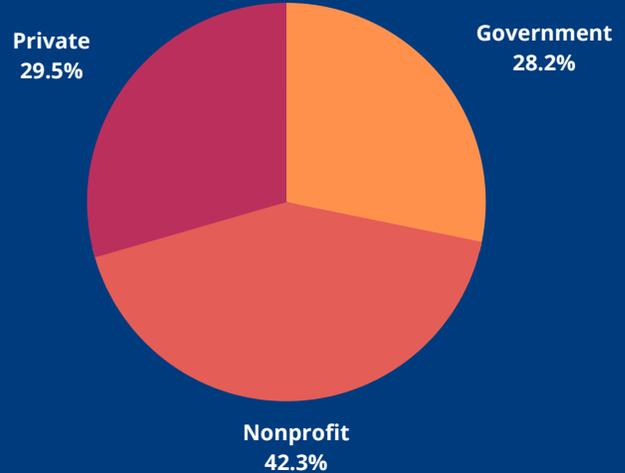
"I'm eternally grateful for LSC for developing my inner strengths, for putting me in the room with people that allowed me to have a voice and making opportunities possible... It's why I say yes to a lot of opportunities: to see how far I can go and kind of pave the way and smash down the road for the next person that wants it. You know? And I think that's part of being a leader- is not only paving our own path in life, but tramping down and filling the potholes along that road to make the people that follow us travel a little easier. And I think that is what LSC has done most for me: helped me to fill in the potholes, and tramp down the road and widen the road to make travel a little easier."

*Jason Cockburn,
Signature Program,
Class of 2020*

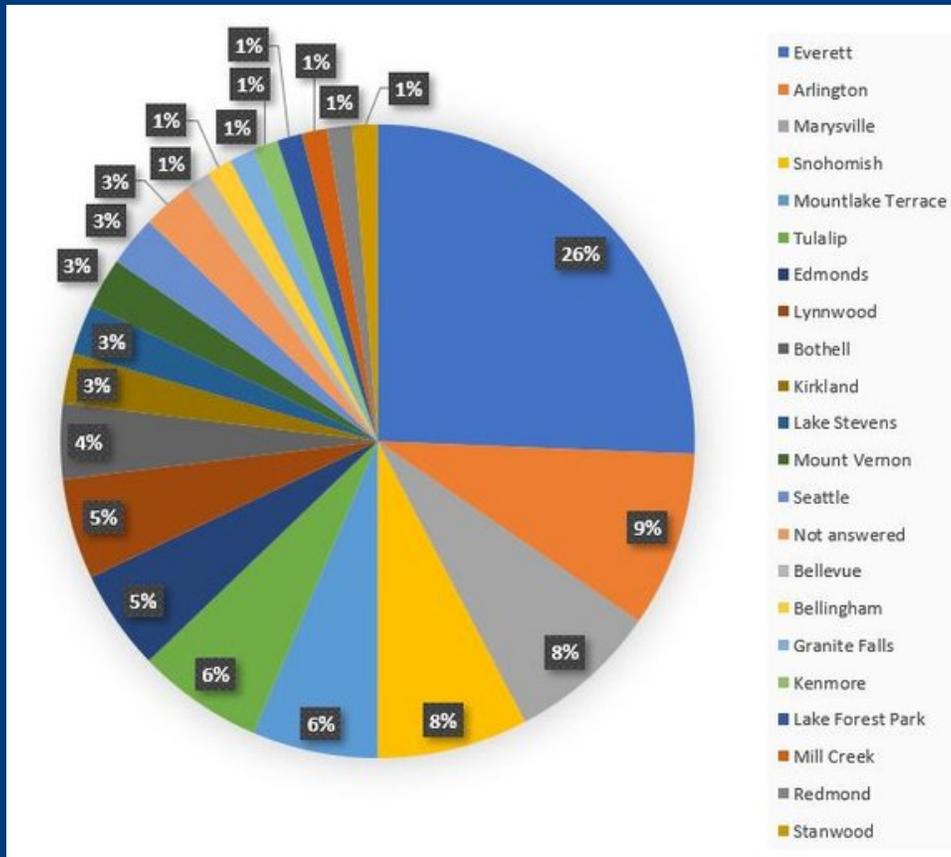
PROGRAMS

PROGRAM GRADUATES BY SECTOR

Leadership Snohomish County brings together people from all sectors and provides a platform for them to work together, no matter the differences, to affect change within their communities. Having an equal distribution of varied sectors fosters more even distribution project teams and shared learning to break down the barriers between Private, Public and Nonprofit sectors.



PROGRAM GRADUATES BY CITY



IMPACT PROJECTS & PARTNERS

PROJECT IMPACT

Projects are such an important part of our Signature & Young Professionals programs. Students enhance their understanding of complex issues facing our communities, understand and work with individuals from different sectors who have varying work styles, and provide current community leaders with new perspectives and ideas for addressing issues. Projects were completed in May.

\$901,360

BACK INTO SNOHOMISH COUNTY

TO DATE

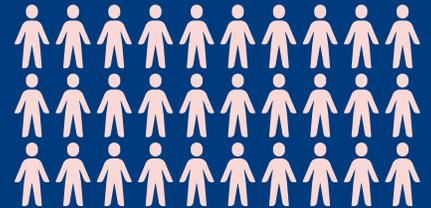
38,050

HOURS VOLUNTEERED



289

PROJECTS COMPLETED



Formerly Pacific Treatment Alternatives



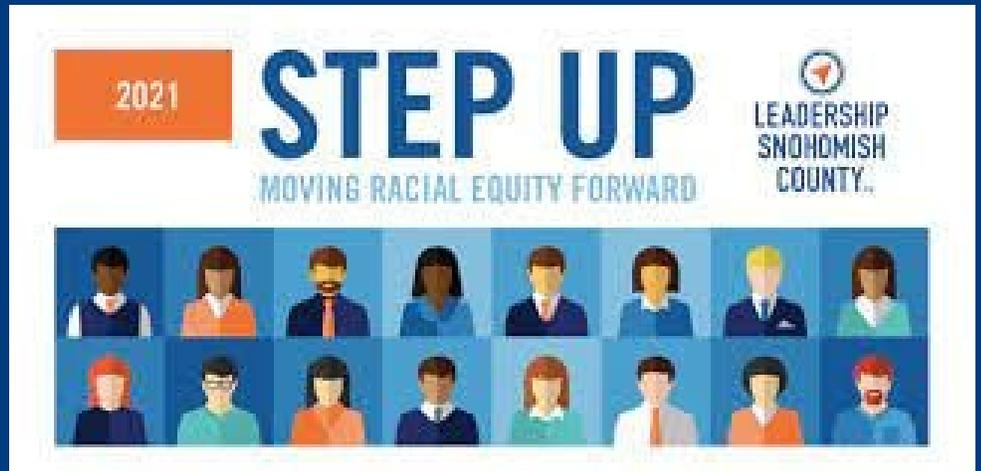
MARYSVILLE COMMUNITY
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EVENTS



EVENTS

STEP UP

Leadership Snohomish County hosted its 5th annual Step Up: Moving Racial Equity Forward Conference on April 30, 2021. Over 900 people from Snohomish County and beyond attended our full day virtual conference designed for participants to gain deeper understanding and new perspectives about racial equity and social justice in society and their workplace. There were two keynote speakers and 20 solution-based workshops that gave participants tools to address systemic racism in their respective organizations and institutions applicable across business, government, and nonprofit sectors.

10% of the ticket sales funded scholarships for leaders of color to participate in our programs.



Rachel Bagby donated her speaker stipend back into Leadership Snohomish County scholarships. She wanted to support formerly incarcerated individuals on their leadership journeys and specifically requested that her donation be dedicated to the Second Chance Foundation Scholarship.

"The conference's content is on point. It's a heavy and emotional day of growth, and I look forward to attending again in the future."

Survey response from attendee



Left to Right:

Kathy Coffey, Mayor Nicola Smith & Erin Williams, daughter of the late Deborah Knutson

EVENTS

LEADERSHIP DAY

Six years ago, Leadership Day was born with the intention to create a non-partisan space for community leaders to come together to celebrate leadership and raise funds for the next generation of empowered and trained leaders in our region. Leadership Day is our BIGGEST fundraising event that took place virtually on October 13th, 2021.

We also recognized and celebrated the following awards:



Heather Thomas

Snohomish County Health District
Signature Class of 2018
Distinguished Alumni Award



The Everett Clinic

Award received by CEO, Aric Coffman
LSC Community Partner



Nicola Smith

Mayor of Lynnwood
Deborah Knutson Women in
Leadership

Why the duck? The rubber duck is a playful take on a leadership award. Ducks are resilient, things just roll off their backs. Also, duck feet work hard under the surface keeping the duck afloat, while appearing calm on the surface. This is very fitting for what it means to be a leader!

Distinguished Alumni Award

The recipient of the LSC Distinguished Alumni Award must be a leader among leaders and an individual that is making a difference in Snohomish County to create a stronger community for us all to work and live.

LSC Community Partner

The LSC Community Partner Award honors visionary and dedicated leaders who do extraordinary work addressing critical issues in Snohomish County.

Deborah Knutson Women in Leadership

The award is named in memory of the late longtime leader of the Snohomish County Economic Development Council, Deborah Knutson, and it promotes women in leadership roles throughout the county who share Knutson's passion for job growth and economic development.



EVENTS

PAY IT FORWARD

Pay it Forward is an alumni led fundraising event that supports scholarships to ensure that everyone, regardless of ability to pay, can benefit from our programs.

Past support have brought so much value and perspective to the Leadership Snohomish County community. We have been able to create First Responder, Veteran, Immigrant, Formerly Incarcerated, LGBTQ, and Women in Leadership scholarships.

This is a fun event where classes compete to win the title of "Best Class Ever". The winner is determined by the amount of class members participating and dollars donated.

We were thrilled to exceed our goal this year. Our alumni paid it forward with donations totalling over \$11,000!

This year's Best Class Ever went to the Class of 2020. This was their second consecutive win.

"I found a feeling of community and a sense of sanity in this very uneasy world. Not only did I build my social circle in the middle of a pandemic, but I truly started to feel hopeful again. I remembered that I am capable of being a great leader, I have the tools and oh my gosh, do I have the support."

*Gracelynn Shibayama
Young Professionals
Class of 2021*

Thank you to our generous sponsors.

2021 **STEP UP** LEADERSHIP SNOHOMISH COUNTY
MOVING RACIAL EQUITY FORWARD



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 **Snohomish County**
 **Hazel Miller FOUNDATION**
SERVING EDMONDS & SO. SNOHOMISH COUNTY

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 **American Planning Association
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 **TULALIP TRIBES**
 **GREEN LADY**
MARILIANA
 **CityUniversity**

 **LEADERSHIP DAY 2021** 

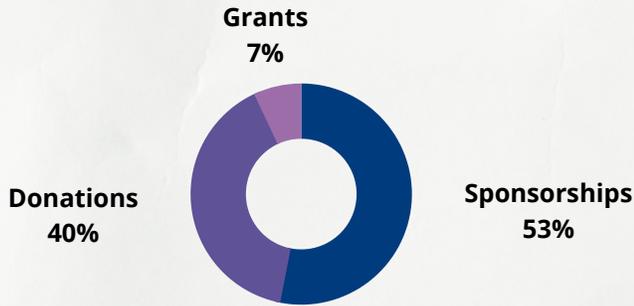
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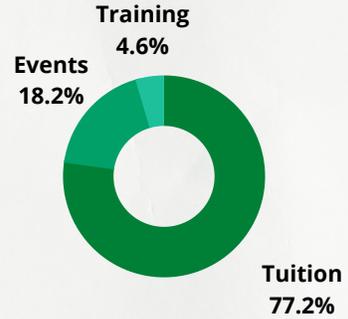
2021 Financials

Contributed Income



Sponsorships	\$68,200
Donations	\$51,362
Grants	\$ 9,000

Earned Income

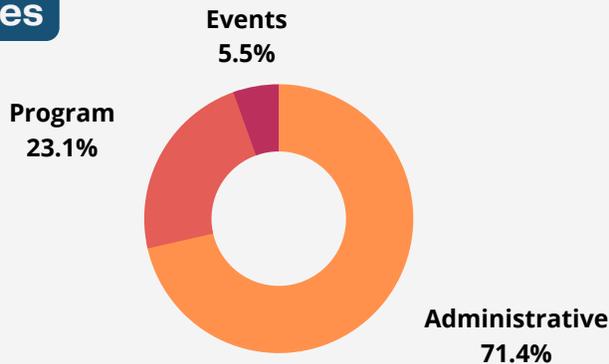


Tuition	\$226,777
Events	\$ 53,563
Training	\$ 13,500

Other Revenue

PPP Loan Forgiveness \$46,735

Expenses



Administrative	\$317,303
Programs	\$102,458
Events	\$ 24,350

2021 Board of Directors



Rochelle Lubbers
Board President
Tulalo Tribes
Signature Class of 2017 Leadership for Racial Equity Class of 2019



Marci Volmer
Board Vice President
Boys & Girls Clubs of Snohomish County
Class of 2018



Mark Nermo
Board Treasurer
The Everett Clinic
Class of 2011



Jessica Wallace
Board Secretary
Edmonds College
Class of 2014



Ryan Crowther
Former Board President (2020)
Puget PR
Class of 2016



Misty Burton-Burke
City of Lynnwood
Class of 2017



Annie Cole
Snohomish County
Signature Class of 2017 and Leadership for Racial Equity Class of 2019



Julio Cortes
City of Everett
Class of 2014



Jamyang Dorjee
Community Transit
Class of 2019



Rachel Wilkinson Downes
Housing Hope
Young Professionals Class of 2016 & Signature Class of 2020



Joshua Estes
Managing Partner, Pacific NW Regional Strategies, LLC
Class of 2012



Visakan Ganeson
Everett Community College



Sumit Karn
Steps Toward Independence
Young Professional Class of 2019



Tricia Lee
Snoasis Libraries



Miteah Parikh
Providence Medical Center
Signature Class of 2017



Joel Taylor
Infection/Immunity Management
Signature Class of 2017



Alex Webster
City University



Stina Williams
Parks
Class of 2020



Yuliya Wold
Everett Police Department
Class of 2019



Penny Yates
Childrens
Class of 2018

How to get involved



DONATE: make a financial contribution to support LSC programs and services, ask your employer about matching gifts, sponsor an event or include LSC in your legacy planning

www.leadershipsc.org/donate



TRIBUTE GIFT: You can remember and honor someone special by making a gift to LSC in their name. In their memory, help provides exceptional experiences to more students



VOLUNTEER: our LSC volunteers are key to the success of our programs, serving as facilitators, assisting at events, helping with office needs and sharing their professional experience



SHARE: invite LSC to present at your organization, school or church, introduce LSC to your network or follow us on social media

8223 Broadway • Everett, WA 98203 • www.leadershipsc.org • info@leadershipsc.org

Stay connected to Leadership Snohomish County

