

LEADERSHIP *York*



ANNUAL REPORT
2021-22

Wilda Reahm-Alessi

Executive Director



It takes a village.

In a normal year, our small staff rely on our volunteers to successfully execute all the programming and events that we do. Coming out of a pandemic and juggling the full return to in-person sessions and events required an even mightier Leadership York village.

As I spoke to many individuals in both the nonprofit and for-profit sectors, it was clear that we were not alone in facing challenges with the return to “normal.” Those conversations also served as a great reminder as to why Leadership York was founded.

Having strong leaders in our community helped York County nonprofits continue to fulfill their missions during those difficult times and to overcome some of the many challenges they were up against.

The opportunity to meet and train so many of these inspirational people each year is one of the countless privileges of leading this great organization. People who are passionate about their community and want to make a difference in this world. At the end of my sixth year with Leadership York, I look back at the alumni from some of my first classes and am proud to see the difference they have made in such a short time since their graduation.

As we look to the future, we will continue to:

- | **Provide high quality, impactful programming.**
- | **Spark the passion for leadership and change in individuals within our community.**
- | **Bring together our alumni looking to serve and nonprofits looking for board members.**

And, we are excited to launch a new program focused on board governance. All on Board will help us further advance our mission to train, connect, and inspire individuals to serve in leadership positions.

Thank you for an inspirational 2021-2022 fiscal year!

Sanaa Doweary

Future Leaders of York Graduate



22

What is a leader? A question that I tackled for seven months while being a part of Future Leaders of York (FLY). My answer was shaped by my interactions with FLY members, various guest speakers, and leadership-focused activities. To best answer this question, I have to dive into my experience. During the November retreat, I worked in a team with other FLY members to tackle physical, mental, and social activities.

Everyone contributed creative ideas which made me realize that leadership succeeds when there is impactful teamwork. In addition to collaboration, leadership is also built on inspiration. As I listened to experienced leaders in my community during the March networking experience, I was inspired by their experience and advice. The more experienced and wise adults gave insight that leadership is not learned overnight; it takes exposure to gain the qualities of a leader. At the end of FLY, I realized that each session was a building block that was building me into a better leader for my community. My biggest realization from FLY is that all of these interactions, experiences, and activities are intertwined. I gained long-lasting friendships, networking, and wisdom while learning how to be a leader. As I reflect, FLY is an amazing program for high school students to excel socially, mentally, and professionally. In conclusion, from my experience with Future Leaders of York, a leader leads something but is willing to receive help and always open to learning more for improvement.



Future Leaders of York

In its 33rd year, the Future Leaders of York program graduated 33 high school students from 21 schools. Students met with community leaders, participated in experiential learning of leadership and interpersonal skills, and distributed \$5,000 to four local nonprofits. The class developed the field of interest, selection criteria, and process for requesting proposals. They received requests totaling over \$70,000 from 19 agencies. After careful consideration of all requests,

they selected the following as grant recipients: Keystone Human Services used funds to provide for telehealth resources and other items for 24 individuals in three residence homes in York County; Children's Aid Society used funds to provide 25 "feelings journals" for writing, drawing and creating, giving children a way to express their feelings and emotions; Typical Life Corporation used funds to purchase two distinct types of programs for online assessments for autism and other neurodevelopmental disorders; Leg Up Farm used funds to provide personal protective equipment including masks, air filters, gloves, gowns, Covid test kits, and laundry detergent.

"Because of Future Leaders of York, I have grown in my leadership skills and am more prepared to assume the role of a leader in different areas of my community."

Reagan Clippinger, FLY 22





Leadership Training Program

Thirty-two individuals graduated from the 44th Leadership Training Program class. The class raised over \$158,000 through their team projects, reaching more than 1,000 community members. A handicap ramp was constructed for Servants Inc.; over 160 hours were dedicated to planning a STEAM event for the Girl Scouts in the Heart of PA; three raised flower beds were constructed at Leg Up Farm, and over 101 pillows, 103 sheet sets, 40 pillowcases, and 2,400 toiletry items were collected for Bell Socialization Services.



"If you want to grow as a person, leader, and in the community, Leadership York is where you will do that. You'll learn about York, what it has to offer, and the history behind it. You'll realize there's room for growth not only where we live but within ourselves." Lizaida Morales, LTP 22

Board and Executive Director Development

Over 200 nonprofit board members and executive directors received valuable training and practical resources for effective governance. Board Development programming reached just over 50 York County charities. From customized trainings to technical assistance, our staff, board, and presenters shared their expertise so our alumni can make a difference.



Mentorship York



The 11th Mentorship York class graduated in December 2021 with eight mentees. The mentees spent the year challenging themselves and each other to step up to the next level of servant leadership. The class bonded quickly, worked through the limitations of the pandemic, and continue to do amazing things in the community. The Girls on the Run program was chosen as the recipient of a \$1,000 donation from the class, which was made possible by a generous donor.

"Participating in Mentorship York was a transformational experience. It gave me so much clarity about who I am and helped me define what my priorities are. It gave me the tools I need to build my cathedral and to do my part in making our community stronger." Maura Musselman, MY 21



Executive Connections



Twenty-one participants of the class of 2022 connected with community leaders, learned more about the needs of our community, and formed long-lasting professional and personal relationships.



Leadership for Diverse Schools



Thirty-six teachers and administrators from nine school districts were part of the 16th Leadership for Diverse Schools class. The program fosters understanding, acceptance, and tolerance so the participants can be leaders in helping to build culturally proficient communities within their districts and be a change agent in their respective communities. Participants explored such topics as religions, socio-economic biases, Latinx culture, African American culture, sexual orientation, and adverse childhood experiences (ACEs).



Thank You

to the following Leadership York Board of Directors members
for their service to the board.

Kathy Brickner

EC 15, BOD President 2019-20, LY BOD 16-22

Judy Brown-Hershner

LDS 09, LY BOD 16-22

Andrew Herrold

EC 19, LY BOD 20-22

Nadine Hubner

EC 93, LTP 94, BOD President 07-08, AOY 13, LY BOD 03-10, 16-22

Aaron Kveragas

LTP 16, MY 20, LY BOD 18-22

Joan Mummert

NLA 11, LY BOD 16-22



We appreciate the donations we received between July 1, 2021 and June 30, 2022 from the following individuals and businesses. Thank you for your ongoing support.

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York Day Early Learning
York Jewish Community Center
York Redevelopment Associates, LLC
York Revolution / PeoplesBank Park



Krystle Dunmire

Kindergarten Teacher – Northeastern School District

I am so grateful for my experience with Leadership for Diverse Schools (LDS).

My name is Krystle Dunmire, and I am a 2022 Graduate of Leadership for Diverse Schools (LDS). I am a Kindergarten teacher in the Northeastern School District, and a mom of two young boys.

As an educator going into my 14th year of teaching, I have always prided myself on providing a welcoming environment for every person who walked through my classroom door. Unfortunately, I felt like I wasn't doing enough. As a mom, I want to be sure my sons know that every person deserves love, but as most of us know as parents, I felt like I wasn't doing enough. I had heard such great things about LDS, so I decided to apply. Being accepted into and experiencing the program was a career and life-changing event.

LDS provided me with an entirely new definition of diversity that I didn't know existed and helped me realize exactly how I fit into it. **It challenged me to look at myself as an educator and ask if I was doing everything possible to reach every student and family.** LDS challenged me as an individual to admit to, understand, and face the tough barriers that can be hard to break down, but necessary to talk about to provide for every single child that walks through my door. The biggest impact of LDS for me was that I changed as a person. I found a door that was closed and needed opening so that I could build knowledge and understanding of things that were outside of my realm, but part of other people's everyday reality.

I now have the tools, resources, and people to face any situation in my classroom. As a mom, I am able to teach my kids the value of people who aren't like them on an even deeper level, and show them how to spread kindness like confetti, no matter what kind of party life throws at them!

Outstanding Alumnus

Each year, Leadership York recognizes one outstanding alumnus for their contributions to the greater good in our community. This year's Outstanding Alumnus of the Year was awarded to **Douglas Smallwood Sr. (LTP 89)**. What made Douglas stand out as a candidate for this year's award was his long-standing commitment to the community. Douglas started giving back to the community as soon as he had the means to do so and never looked back. His past board service in York County includes the South York Boys Club, York City School District, United Way of York County (loaned executive), York N.A.A.C.P., MJALC of York, Community Progress Council, York High Alumni Association, Cornerstone Youth Home, and the Lebanon Cemetery. Douglas continues to serve the community today as a team member on the Drug Wellness Court and the Veterans Wellness Court. Through his efforts, Douglas has been a role model to more people than he probably realizes and the fact that he continues his outreach to children whenever the opportunity presents itself means that his impact will only continue to be felt for years to come.



Outstanding Partner

The Outstanding Partner of the Year award was created in 2021 to recognize an individual(s) or organization's support of Leadership York and commitment to community leadership development.

Brian Grimm (LTP 09, MY 14, NLA 17) and York Day Early Learning was selected by the staff of Leadership York as this year's honoree. Brian has been a supporter of Leadership York since graduating from LTP in 2009 when he was at Martin Library. During his time there, he was our go-to for all the sessions we held there. When he made the move to lead York Day Early Learning, Brian continued his philosophy of support for Leadership York by hosting program sessions. During Covid when it was safe to gather again, Brian

not only opened his facility to us but also helped set up for sessions. In addition, Brian is a steadfast champion of Leadership York, having graduated from three programs and truly seeing the benefits and impacts of each. He always pays it forward, helping recruit program participants and spreading the word! As the current President/CEO of York Day Early Learning, Brian has been a leader in York County nonprofits for over 15 years and has a passion for putting others in positions to succeed. Brian serves on the Board of the Children's Home of York and volunteers with the Farm and Natural Lands Trust of York County. He has served on the United Way's Campaign Cabinet and chaired the United Way's Partner Agency Executive Director's Committee for the past four years.





Future Leaders of York

- | | | | |
|--|--|---|---|
| Perry Addey
Terry Addey
Ryan Ames
Brooke Bohnert
Tyler Burgess
Reagan Clippinger
Nora Craig
Sanaa Dowearry
Gabrielle Etter | Owen Hill
Kailee Jenkins
Katelyn Ketterman
Caitlyn Laird
Alissa Lalbeharry
Malorie Lanni
Madison LeBrun
Mya Maloney
Ava Markel | Nicole Martinez Dimas
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Breanna McSwine
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Mya Minnich
Rhlyn Rouse
Kylee Shane
Daniel Slater
Samuel Stoner | Adrian Suero
Riley Sullivan
Georgia Thomason
Lenae Tortolano
Amagiona Vega
Carter Wolf |
|--|--|---|---|

- Jodi Albin
Susan Barto
Jenna Bivens
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Karla Coffman
Charles Dittrich
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Cristi Guise

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Sue Witmer
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Leadership for Diverse Schools



Executive Connections

GRADUATES

2022

- Korri Colon
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Mentorship York

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Leadership Training Program

Income and Expenses

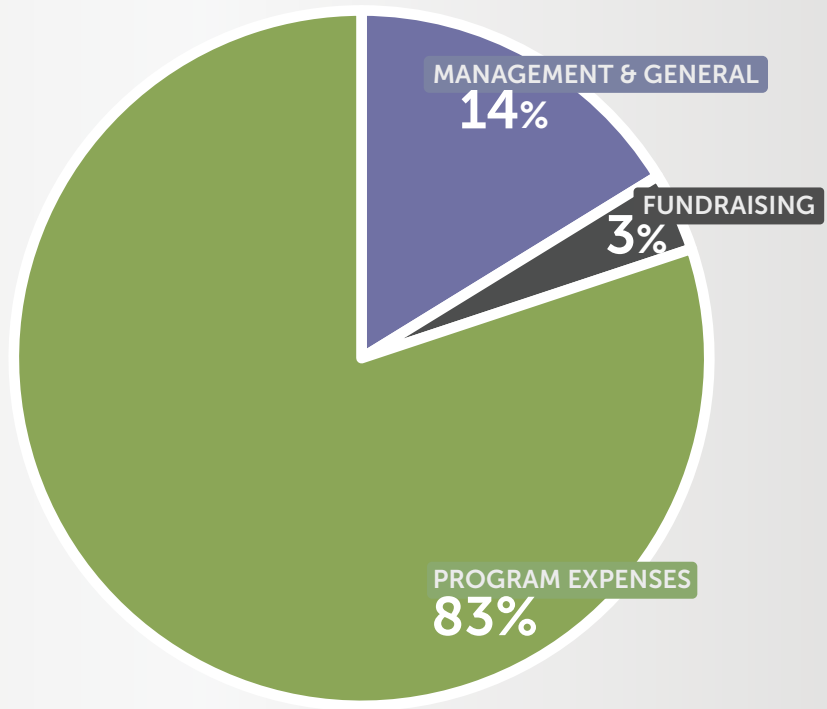
2021-2022 Statement of Activities - Audited

INCOME

Tuition/Fees	\$149,644
United Way	\$42,140
Sponsorships	\$34,539
Contributions	\$47,631
Grant Income	\$41,725
In-Kind Contributions	\$42,425
Interest Income	\$280
TOTAL INCOME	\$358,384

EXPENSES

Program Services	\$294,367
Management & General	\$51,541
Fundraising	\$9,274
TOTAL EXPENSES	\$355,182



2021-2022 Leadership York

Staff

Wilda Reahm-Alessi Executive Director	Jessica Hoffman Fund Development Specialist
Angela Ang-Alhadeff Administrative Coordinator	Kraig Hursh Leadership Training Program Coordinator
Joan Caruso Future Leaders of York Program Coordinator	Jennifer Klimchock Mentorship York Coordinator & Program Assistant
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