



Annual Report

2021



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MESSAGE FROM OUR BOARD PRESIDENT

As you will find on the pages of this annual report, Leadership Tulsa adapted, pivoted, and experienced tremendous growth during a time of global change and upheaval in 2021.

A key component of LT's ongoing strategic vision has been the creation of a facility that allows us to host our own programming and realize earned income opportunities. I'm proud that the vision came to life with the public opening of the Leadership Center in Summer 2021. Our new home in the Gunboat Park neighborhood sets us up for years of increased reach and visibility in the community.

Leadership Tulsa grew its program offerings and staff in 2021. The inaugural class of LT Represent, our new nonpartisan civic leadership program, convened in July with a cohort of 23 individuals. With the addition of a full-time program manager and program fellow (through Tulsa Service Year), LT further built its staff capacity to offer high-touch programming to class participants.

The increase in staffing allowed for an important shift in the direction of the Board of Directors. It was one of my main goals to move from a "working board" to a "governing board" to allow a greater focus on governance. Our board accomplishments this past year reflect this organizational evolution.

One of the 2021 organization achievements I take great pride in is the board's development and adoption of a Diversity, Equity and Inclusion Statement. Our DEI statement is more than words in print. It is a core value of our organization. It will permeate throughout all aspects of LT operations. We are an organization that derives from the community, and I am so proud of my fellow board members for their honest dialog to help us truly represent the community in which we lead, live and play.

As Leadership Tulsa enters its 49th year of service to the community, we're proud to share the achievements of the past year on the following pages. I ask that you reflect on these accomplishments and the dedication of our staff and members toward making us a better organization for the Tulsa community.

My Best,
Vincent Trinidad
2021 Board President

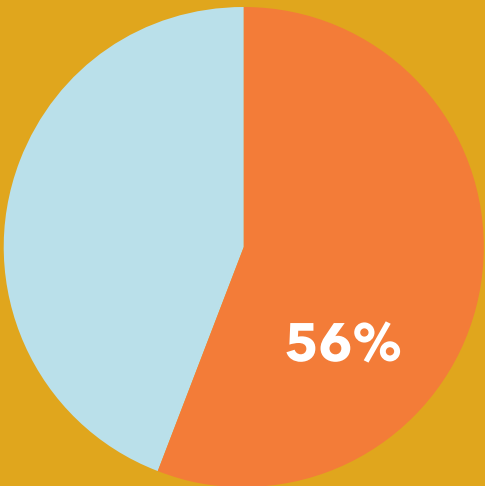
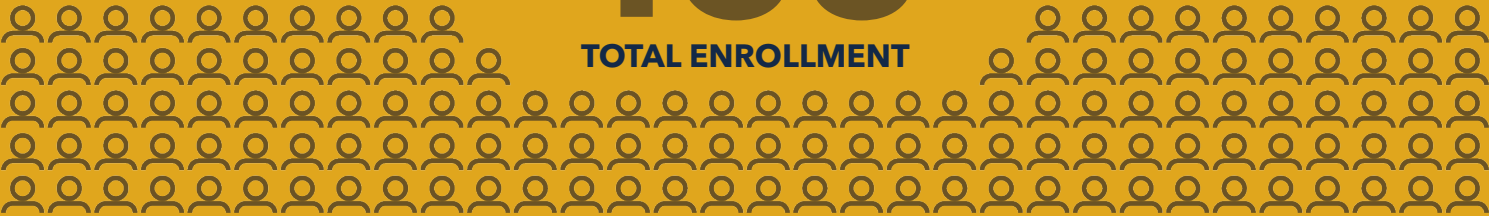
Vince Trinidad (right) speaks to HLI Class 4 graduates, along with LT board member Jessica Lozano-Alvarez (left).



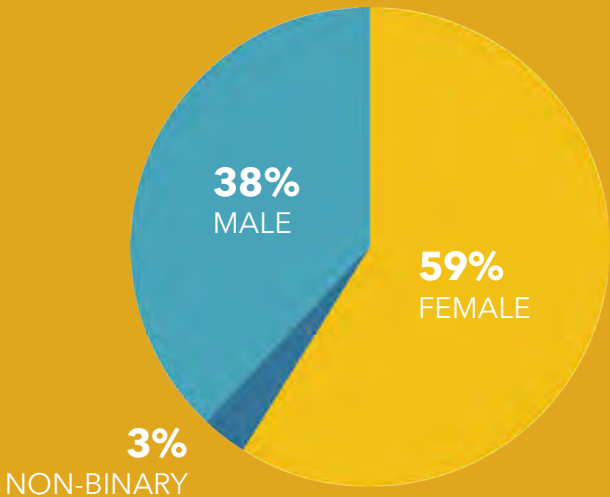
2021 HIGHLIGHTS

138

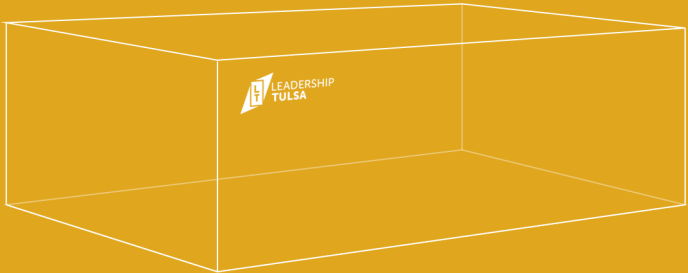
TOTAL ENROLLMENT



BIPOC ENROLLMENT



ENROLLMENT BY GENDER



7,800

SQUARE FEET OF CUSTOMIZED MEETING AND OFFICE SPACE AT THE LEADERSHIP CENTER OPENED TO THE PUBLIC

SUPPORT AND REVENUES

Member Dues	\$42,195
Contributions & Sponsorships	767,400
PPP Loan Conditional Contribution.....	72,700
Program Tuition.....	112,388
Investment Income	149,222
Leadership Center Income	80,420
Total Support and Revenues	1,224,325

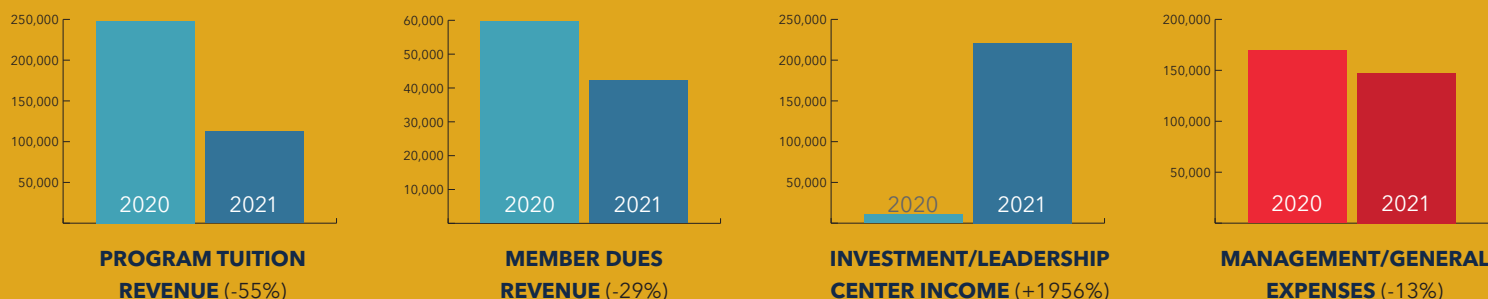
EXPENSES

Program Expenses	760,330
Management & General	147,477
Fundraising Expenses	26,176
Total Expenses	933,983

NET INCOME/LOSS **\$290,342**

YEAR-OVER-YEAR COMPARISONS

Because the 2021 fiscal year coincided with the peak of the COVID-19 pandemic, Leadership Tulsa leaned into new revenue stream opportunities to offset the expected loss from traditional revenue streams such as tuition and member dues. Prudent fiscal planning in years past led to solid investment income. The organization also reduced overhead to ensure fiscal stability.



DESTINATION LEADERSHIP GROWTH CAMPAIGN

**More than
\$200,000 was
contributed by
individual LT
members**

Leadership Tulsa successfully completed our Destination Leadership Growth Campaign in 2020. This campaign increased our capacity to serve the community and our members with more than \$1 Million raised for the opening of our new Leadership Center, program support, and long-term reserves.

The public phase of the campaign wrapped up on Leap Day 2020 (just days before the COVID-19 pandemic prompted shutdowns around the world). Of

the \$1 Million goal, more than \$200,000 was contributed by individual LT members. Major donors are recognized in the Leadership Center lobby and all LT classes who contributed are celebrated through a colorful mural in our kitchen.

While our ability to fully utilize the new facility was delayed, we were so grateful to have a space that we managed ourselves to keep staff and members productive and safe. In October 2020, we hosted what we dubbed our “grandish” opening

with an outdoor party. As local health officials advised a cautious return to in-person activities, we began using the space for select LT class days and programs.

By summer 2021, the Leadership Center was fully opened for coworking, meeting rentals, and a multitude of nonprofit board retreats.

Thanks to our generous supporters, we have an amazing physical hub for our members and the organizations they care about!





Executive Director Wendy Thomas in front of the mural celebrating our Destination Leadership Class Challenge donors

INTRODUCING THE **LEADERSHIP CENTER**

In July 2021, Leadership Tulsa opened the Leadership Center to the public.

The Leadership Center is 7,800 square feet of customized office, training and coworking space in a renovated downtown warehouse, located at 1151 South Elgin Avenue in the emerging Gunboat Park neighborhood.



Left: Coworkers have a variety of seating options.
Right: LT hosts its own programming in-house.

For the first time in our organization's history, we have a facility that will allow us to:

- Host and expand our own program offerings
- Offer coworking and meeting space to our members
- Provide more alumni and member engagement, trainings and workshops
- Provide turnkey teambuilding and strategic planning services to corporate and nonprofit clients

The Leadership Center will provide a place for our members to learn, connect and engage with each other. We expect thousands of people to visit Tulsa's hub of leadership development every year.



PROGRAMS

LEADERSHIP TULSA 360¹

A community service education program for individuals interested in learning more about Tulsa and ways to make a difference in our community.

The Leadership Tulsa 360 program helps individuals build their personal, professional, and community leadership skills. Participants become familiar with the challenges facing our city, develop the skills to lead effectively, and develop a network to make a difference.

LT360 is our traditional program, which has been modified and adapted over the course of 48 years. Two cohorts are selected each year – one starting in January, one starting in August.

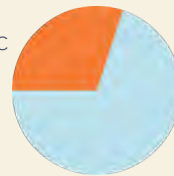


LEADERSHIP TULSA LT 360¹ CLASS 64



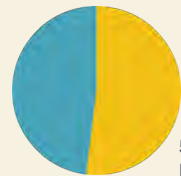
LT360 CLASSES 64/65 DEMOGRAPHICS (SELF-IDENTIFIED)

30%
BIPOC



70%
WHITE

48%
MALE



52%
FEMALE

SECTORS

Economic Dev.
Nonprofit
Healthcare
Accounting

Public Health
Social Work
Architecture
Finance

Law
Education
Business
Real Estate

Sales
Technology
Military
Energy



Left: Class 65 members at the Greenwood Rising Black Wall St. History Center during Downtown Day. Right: Some of the members of Class 64 after picking up their program certificates the Leadership Center

Our newest program - LT Represent is a nonpartisan civic leadership program for individuals interested in pursuing appointed and elected positions that serve and support Tulsa.

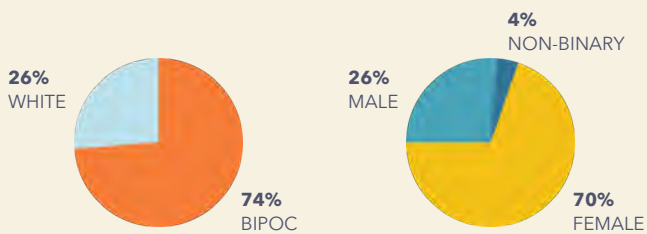
The purpose of LT Represent is to engage a greater number of diverse and capable leaders in the process and systems of governance.

The outcomes for the community include:

- Fewer unopposed candidates across all types of elected positions
- More capable and prepared elected leaders from a diverse set of perspectives
- Ensure policy debates include a variety of perspectives that lead to better policy outcomes



LT REPRESENT CLASS 1 DEMOGRAPHICS (SELF-IDENTIFIED)



SECTORS

Social Work	Nonprofit	Business	Energy
Education	Communications	Cyber Security	Law
Healthcare	Consulting	I.T.	Engineering

The inaugural cohort of 23 diverse individuals began meeting in July 2021 and concluded the 6-month program by presenting their personal Civic Leadership Action Plan to the group.

LT represent exposed our class members to local political systems at every level of government. Class members charted their future path of civic engagement and regardless of whether they ultimately seek elected office, we know we will have a class of more politically engaged and informed leaders.



LT Represent Class 1 engages in group discussion at the Leadership Center

PROGRAMS

HISPANIC LEADERSHIP INSTITUTE

The Hispanic Leadership Institute (HLI) promotes the individual development of Tulsa-area Hispanics/Latinx for increased participation in leadership roles.

Created in partnership with the Tulsa Latin American Chamber of Commerce, HLI facilitates a continuing dialogue about leadership and the civic sector between class participants and Tulsa's business and policy authorities.

In 2021, program participants gave back to the Tulsa region through two community impact projects.

PLATICAS VIRTUALES

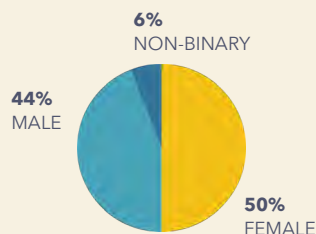
Class members created a safe online environment for Latinx individuals to connect with one another regarding mental health wellness and overcome the stigma behind mental health in the Latinx community. The "Platicas Virtuales" were virtually hosted by the Mental Health Association.

LATINX COVID-19 OUTREACH COMMITTEE

The committee helped the Tulsa Health Department effectively connect with the Latinx community during the COVID-19 pandemic. Members translated instructions for accessing the Oklahoma State Department of Health COVID-19 portal, and audited online forms to ensure maximum accessibility for Latinx residents.



HLI CLASS 4 DEMOGRAPHICS (SELF-IDENTIFIED)



100% BIPOC

SECTORS

Education	Business
Nonprofit	Technology
Healthcare	I.T.
Law	Energy
Accounting	Tax
Broadcasting	



HLI Alumni and Class 4 graduates mingle at a graduation celebration, May 2021

Thrive Tulsa is a deep dive into individual leadership development.

Thrive participants collaborate on community impact projects and develop the skills to mobilize people toward addressing complex community challenges. Class members have the option of presenting their Community Impact Project to the public during the annual Thrive Showcase. The 2021 projects were:

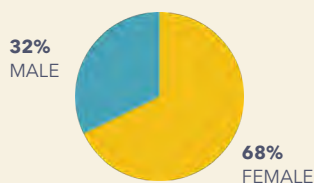
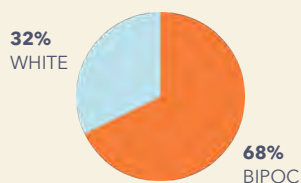
Austin Baccus: Curiosity Club

The curiosity club is a community program that aims to develop equity of access to STEM projects outside of school.

Ioneeyau Casey: Mel-Well

Mel-Well is an initiative focused on the wellness of Black people who are commonly underserved and underrepresented by the Wellness Community.

THRIVE TULSA CLASS 4 DEMOGRAPHICS (SELF-IDENTIFIED)



SECTORS

Social Work
Nonprofit
Healthcare

Education
Entrepreneur
Finance

Human Res.
Business

Cyber Security
Energy



Meg Chang: Options for Creative Longevity

An intergenerational, multi-cultural, inclusive, and diverse environment that provides non-institutional elder care.

Dewayne Dickens: Tulsans Helping Tulsans at TCC

A think tank designed for TCC students to be heard in the greater Tulsa Community.

Amy Hernandez: Blue in Purple Project

Highlights the intersections of human trafficking and domestic violence.

Dr. Ajay Joseph: Lifestyle Medicine

Addresses the health disparity in Tulsa by bringing together health experts to educate the community on diet, exercise, stress management, relationship, sleep, and addiction.

Jeremy Simmons: The Connect

A vending machine containing harm-reduction supplies aimed for individuals that use injection drugs to help prevent accidental overdoses and the transmission of hepatitis-C.

Michelle Sullivan: Donation Duos

Aids local nonprofits by encouraging school districts to fundraise with nonprofit merchandise.



Screen capture from the Thrive Showcase, which was broadcast live on Facebook, December 2021

PROGRAMS

NEW VOICES¹

New Voices is designed to increase the diversity in board leadership positions across Tulsa.

The New Voices Board Internship Program is offered in partnership with the Tulsa Area United Way and the City of Tulsa.

The program allows Leadership Tulsa to provide board skills training to individuals from under-represented racial, cultural, religious, and ethnic backgrounds and subsequently match them with a one-year appointment on a TAUW agency board.

NONPROFITS HOSTING NEW VOICES BOARD INTERNS:

12 & 12	Goodwill Industries
A New Leaf	Lindsey House
Ability Resources	Teach for America
CAP Tulsa	Tristesse Grief Center
Child Abuse Network	YMCA
Donated Dental Services	Youth At Heart
Global Gardens	

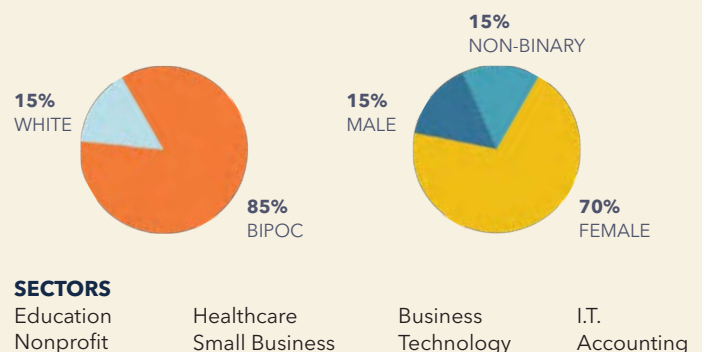
New Voices (as well as Leadership Tulsa 360) class members benefitted from training sessions through the **Board Leadership Collaborative**, a strategic partnership of Leadership Tulsa, Tulsa Young Professionals (TYPros), Junior League of Tulsa, and the Oklahoma Center for Nonprofits.

The monthly one-hour training sessions on how to serve effectively on a nonprofit board were shifted online in 2021, which allowed LT to archive the sessions on its website for public viewing.

As part of the collaborative, participants of the TYPROS Get on Board and Junior League Board Fellows programs also attended the trainings and were placed with board internships.



NEW VOICES CLASS 12 DEMOGRAPHICS (SELF-IDENTIFIED)



2021 BOARD LEADERSHIP COLLABORATIVE PARTNERS



Online trainings included topics such as (l-r): Nonprofits and Politics by DJ Thompson, Nonprofit Finance by Liz Bowman, and 10 Best Board Practices by Johnny Buschardt (LT64)

EVENTS



With the 2021 Paragon Awards, Leadership Tulsa honored some of the leaders across various sectors who made a difference in our community during the pandemic response. We solicited nominations from our members and the community. The winners were featured in a special section of TulsaPeople Magazine.



Top row, l-r:

Corey Jones, Tulsa World (Journalism)
Greenwood Chamber of Commerce (Tourism)
Dr. Bruce Dart, Tulsa Health Department (Healthcare)
Calvin Moore, Meals on Wheels (Nonprofit)
Eileen Bradshaw, LIFE Senior Services (Nonprofit)

Bottom row, l-r:

Bank of Oklahoma (Corporate)
Sarah Grounds, City Lights Foundation (Nonprofit)
Tahira Taqi Miles, Urban Strategies (Nonprofit)
Sue Ann Bell, Tulsa Public Schools (Education)
OK Regional Medical Response System - Region 7 (Public Safety)



Good News Week recognizes the good work, positive outcomes, and collaborations happening in Tulsa. For five consecutive weekdays in March 2021, LT hosted a live 15-minute Facebook video stream featuring two organizations sharing good news about their work.



Top row, l-r:

ACTION Tulsa
Tulsa Drillers
Tulsa County Election Board
Fulton Street Coffee & Books
Tulsa Farmers' Market

Bottom row, l-r:

Silhouette Sneakers + Art
YWCA Tulsa
Living Kitchen Farm & Dairy
Tulsa Parks Department
Saint Francis Health System



MISSION STATEMENT:

To identify, develop and connect diverse leaders who impact the community through service.

STATEMENT ON DIVERSITY, EQUITY AND INCLUSION:

Leadership Tulsa is committed to creating an environment where diversity, equity, and inclusion are embedded in processes, practices, and policies in the pursuit of our mission. We commit to cultivating an inclusive environment in which our employees, board members, program participants, alumni, members, funders, and vendors understand, respect, and reflect the diversity of Tulsa. We embrace the rich aspects of identity in our community. We believe that together we have the power to create meaningful outcomes.

2021 BOARD OF DIRECTORS

Vince Trinidad President	Ashley Philippsen Co-Vice President, Curriculum	David Ballard Shella Bowlin Rocky Bright Robyn Devore Tiffany Egdorf Heather Gowin Mike Henneke Ashley Jackson Tony Lenox Jessica Lozano-Alvarez Charity Marcus Veronica Martinez Brady Nguyen Tim Rogers Stephen Rundell Whitney Stauffer Obum Ukabam Matthias Wicks Jeff Wilkie
Amanda Blair President-Elect	Bruce Sorrell Co-Vice President, Curriculum	
Omare Jimmerson Past-President	Adam Paluka Vice President, Membership	
Jody Vivion Secretary	Cynthia Jasso Vice President, Programs	
Charlotte Henry Treasurer	Lori Long Vice President, Development	

STAFF

Wendy Thomas Executive Director
Marcia Bruno-Todd Director of Programs & Community Impact
Kendall Trotter Administrative Director
Ed Sharrer Marketing Director
Michelle Lara Program Manager
Faith Nichols Program Fellow

2021 CORPORATE PARTNERS



2021 CEI PROGRAM PARTNERS

