A woman with long dark hair and glasses is speaking into a microphone. She is smiling and looking slightly to the side. In the background, three other people are visible but out of focus: a man in a dark shirt, a woman in a colorful patterned top, and another woman in a dark jacket with a name tag.

**CHANGE MOVES AT
THE SPEED OF
TRUST**



LEADING
from within

HIGHLIGHTS



NETWORK • REACH • IMPACT • LEARNING • POSSIBILITY • LEADERSHIP • STEWARDSHIP • GRATITUDE

Hold the presses - just two months ago, as we were nearly ready to publicize our annual 'Highlights', the pandemic hit and everything changed. As I review our work today with fresh eyes, it is clear to me that the cumulative impact of two decades of this organizations' leadership development work is a key part of our communities' resilience. I can tell you that it has been key to my own.

When times are tough, we look to our leaders. Our collective outcomes are directly tied to the capacity of leadership. The rest of this publication was written before this global crisis, yet it all resonates even more now and expresses how our work can address the challenges our communities face today.

At six months into my new role here, what I can tell you is this: our board, staff and instructors are an impressive team and the groups they have brought

together have caused ripple effects throughout this region. The various cohorts over the many cycles of our four leadership programs have built together the most valuable resource to a resilient society: **Trust**

All of what you will see within this year's Highlights, which serves as our annual report for 2019, will show the various ways our work facilitates self-awareness and connection amongst leaders. The trust that these leaders build within themselves and amongst peers is transformational, and it is exactly what we need to solve the challenges of today. Thanks to all of you for creating and supporting this organization and its collective effort to grow leadership.



Ed France
Executive Director

A stylized handwritten signature in black ink, consisting of two parts: a cursive 'Ed' and a more formal 'France'.

Ed France is a social entrepreneur and seasoned policy advocate who draws on Leading From Within's Courage to Lead program and alumni community. This year Ed is transitioning his advocacy from active forms of transportation to supporting social sector leaders as Leading From Within's first full time Executive Director.

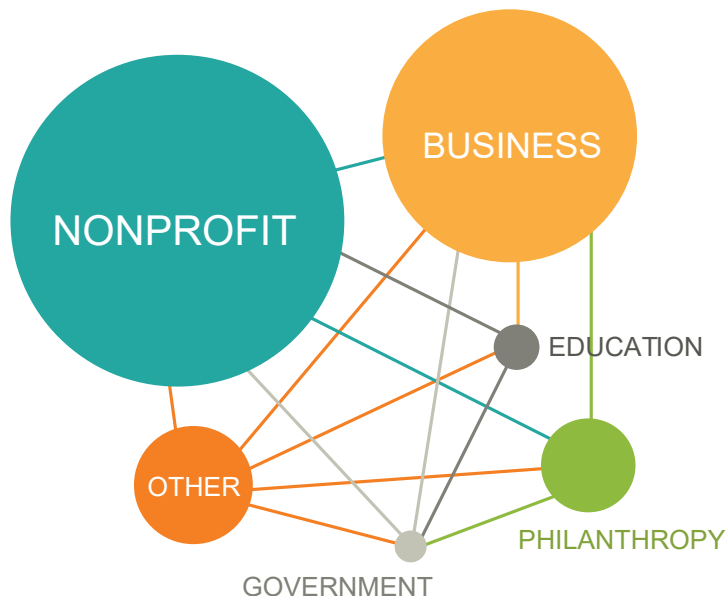
NETWORK

We believe people are an organization's greatest asset.



A Network of Leaders

With leaders from non-profit agencies, government, education, philanthropy, and the private sector, our collaborative work is able to transcend typical boundaries of the social sector.

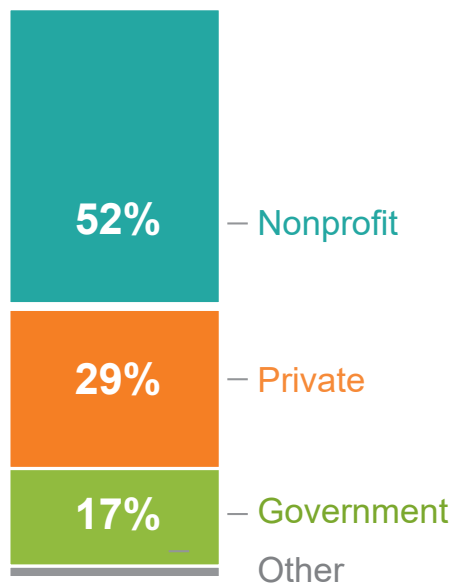


Ongoing Leaders Circles, alumni events, and network investments are all cumulative impacts of Leading From Within's programs that leverage broader co-creation. Our established, cross-sector network provides a catalyst for meaningful change.

REACH

We cultivate a growing network of social sector leaders.

Leading From Within alumni serve professionally in the nonprofit, private, and government sectors, working across agency boundaries and throughout Santa Barbara County.



Courage to Lead | Senior Social Sector Leadership



Emerging Leaders | Rising Social Sector Leaders



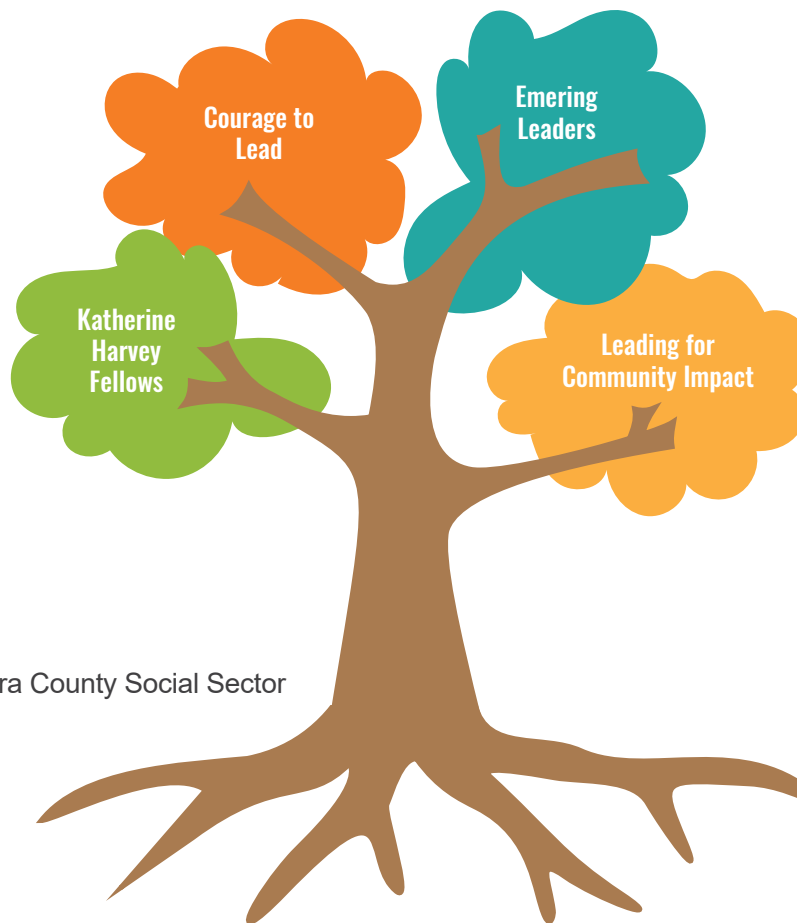
Katherine Harvey Fellows | Private Sector Civic Leaders



Leading for Community Impact | Northern Santa Barbara County Social Sector



Current Participants | Alumni | Total Participants



IMPACT

Amount Spent on Skill Building in 2011...



\$120

**per private
sector
leader**

\$29

**per social
sector
employee**

SOURCE: Estimate by University
of California, Berkeley

We support leaders to step beyond barriers.

Lori Goodman - *Isla Vista Youth Project (IVYP) Executive Director,
Courage to Lead Alumni*

“Leading From Within has led to deep, transformative collaborations by building communities of trust and actively engaging in forming networks. I witnessed its potential firsthand when IVYP partnered with GLEN World, which grew out of one Katherine Harvey Fellows conversation. *I am so grateful to be a part of the Leading From Within’s leadership network and to help create transformative change in our community, by building relationships.*”



Photo Credit: Paul Wellman

Our circle of trust strengthens collaboration and accelerates social impact.

Sumit Singh - Katherine Harvey Fellows Participant

“The seeds of the ongoing partnership between GLEN World and IVYP were planted during a Katherine Harvey Fellows program session.

I am grateful for the rich network of leaders that Leading From Within has helped build in our community — I feel that *there's a shared sense of purpose and camaraderie among Leading From Within* alumni that provides a great springboard for launching durable partnerships for social impact. I am hopeful and looking forward to many productive collaborations as we all chart our paths towards creating a positive impact within our community.”

Sumit is both the Co-Founder and Executive Director of GLEN World (GLObal ENGLISH), and the Director of Technology of Development for Axxcss Wireless Solutions Inc.



LEARNING

We saw mutual support and collaborations take root in our sessions and expand into the community.

Leaders Circles build upon the circles of trust. Our alumni continue to meet and support each other through challenges, which often feel unique, yet in reality are shared experiences of leaders in our sector.





The most meaningful experiences from Courage to Lead for me have been the Leaders Circles...years out, the six of us continue to prioritize time with each other. What is remarkable is the trust that continues to grow. Forging that community emboldens you, and it has emboldened me. We aren't lone islands, but rather an archipelago of leaders.

Roger Durling, Executive Director, Santa Barbara International Film Festival



Leading for Community Impact, held in Santa Maria, engages local Northern Santa Barbara County social sector leaders in leadership training and networking.

POSSIBILITY

The Alumni Collaborative serving Northern Santa Barbara County leaders is an example of Leading From Within's network to effect change:

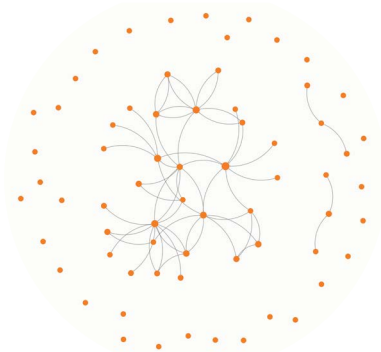
While I'd been with the Rape Crisis and Child Protection Center for over 20 years when I entered the cohort, I was only about a year into my journey as the Executive Director. I had so much to learn and my classmates didn't disappoint. They helped shape me as a leader, and I'm thankful beyond measurable words.

Ann McCarty, Executive Director of North County Rape Crisis and Child Protection Center
Leading for Community Impact Alumni



BEFORE

AFTER



Civic engagement is built upon connection. A study conducted before and after our Emerging Leaders program demonstrates that our programs radically improve connectivity amongst social sector leaders. The possibilities for a supported, engaged, and connected social sector are profound.

Visual projection of increased leader connectivity based on a previous Leading From Within study.

20TH
Anniversary
2020

Katherine Harvey Fellows

Since 1999, our Katherine Harvey Fellows program has facilitated increased civic leadership across sectors. The upcoming culminating event will be our 20th anniversary.



In 2015, the Santa Barbara Foundation entrusted Leading From Within with the Katherine Harvey Fellows legacy. This unique program integrates aspiring civic leaders, primarily from the private sector, with our social sector and the rest of the Leading From Within network.



Thank you to our Katherine Harvey Fellows 20th Anniversary corporate sponsors!

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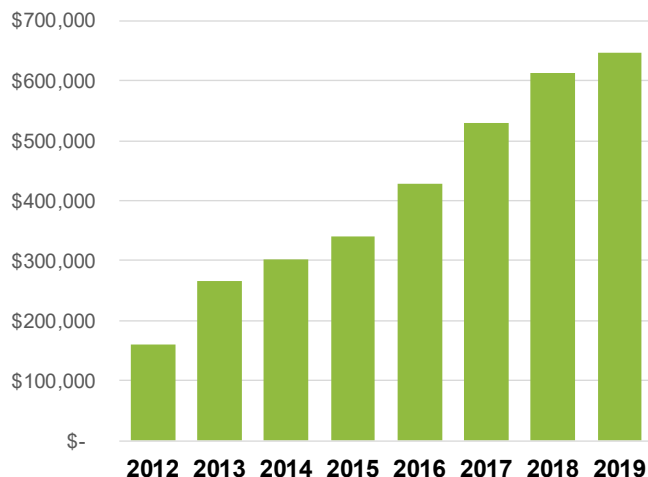
Sarah Harris



We leverage leadership for social sector change.

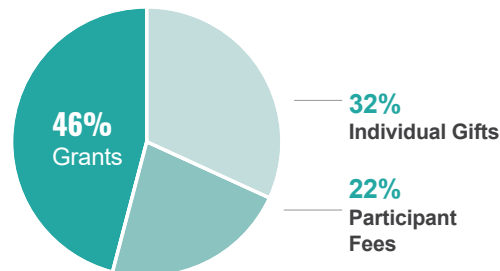
STEWARDSHIP

Annual Budget



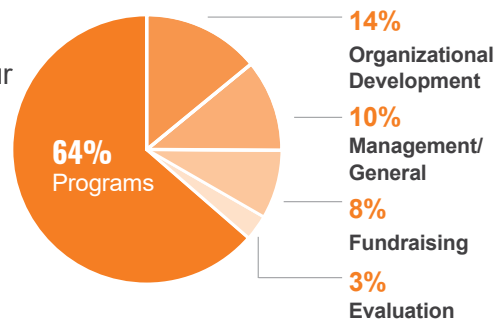
2019 Revenue

Our revenue streams are diverse.



2019 Expenses

The majority of our expenditures are dedicated to our programs.



NOTE: To view our complete 990s, please visit our About Us page on our website.

GRATITUDE



Major Givers (\$10,000+)

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Jo & Ken Saxon

Linked Foundation

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Maryann Schall

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Carrie & Mike Randolph*

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** Indicates a Leading From Within alumni*

Facilitating Leaders & Catalyzing Change



**Invest in people who
drive and create change
Leading-from-within.org
805-770-3232**

Leading From Within invests in people who drive and create change in Santa Barbara County and beyond. Through our leadership programs, ongoing education, and impactful networks, we cultivate leaders who are renewed, prepared, connected and collaborating for the greater good of all.