



IN 2018 THE
EMERGING LEADERS
PROGRAM
GRADUATED ITS
100TH
LEADER



LEADING
from within

HIGHLIGHTS

Emerging Leaders program participants share their personal best.



VISION • GROWTH • IMPACT • LEARNING • POSSIBILITY • LEADERSHIP • FINANCES • GRATITUDE

A Year of Milestones for Leading From Within

In 2018 Leading From Within:

- Graduated our 100th participant from our Emerging Leaders program
- Celebrated 10 years of our Courage To Lead program
- Recruited our 20th Anniversary Class of Katherine Harvey Fellows
- Completed our second cohort of leaders serving northern Santa Barbara County through our Leading For Community Impact program

Our alumni and participants are making a positive impact in nonprofits and local government. We see them growing into positions of greater leadership every day, pushing our community forward.

These leaders are eager to learn and to connect. We at Leading From Within feed this desire and many of you have joined our cause—speaking in our classes, mentoring and coaching leaders, and donating to invest in our work. Thank you!

Engaging with our community's leaders inspires and energizes us. In the words of civil rights leader Howard Thurman:

“This is the basis of hope in moments of despair, the incentive to carry on when times are out of joint and men have lost their reason, the source of confidence when worlds crash and dreams whiten into ash. ... Look well to the growing edge!”

Thank you for partnering with us in growing leaders. We are pleased to report back to you what we have been doing with your support. And we invite your continued partnership in tending to the growing edge of leadership in our region.



Carrie Randolph
Executive Director

A handwritten signature in cursive script that reads "Carrie".



Ken Saxon
Board Chair

A handwritten signature in cursive script that reads "Ken".

VISION

We believe people are an organization's greatest asset.

We serve leaders at multiple levels of the social sector.

Courage To Lead

Senior-level professional leaders

Emerging Leaders

Mid-level professional leaders

Leading For Community Impact

Northern Santa Barbara County professional leaders

Katherine Harvey Fellows

Volunteer leaders

Leading From Within invests in people who drive and create change in Santa Barbara County.

Our leadership programs, alumni education, and impact networks cultivate leaders who are renewed, prepared, connected, and collaborating for the greater good of all.



Ed France, Executive Director of Santa Barbara Bicycle Coalition and Courage To Lead alum.



Wendy Sims-Moten, Executive Director of First 5, President of Santa Barbara Unified School Board, and Emerging Leaders alum.

We produce exponential impacts for the individual, the organization, the sector, and the community through a three-part strategy.

1 Leadership Programs

Train, develop, connect, and support all social sector leaders in a shared leadership practice, culture, and experience.

2 Alumni Communities

Cultivate ongoing learning and access to resources and opportunities for collaboration among Leading From Within alumni.

3 Impact Network

Design and create community impact vehicles that seek to facilitate fertile ground for social innovation and collaboration among the network.

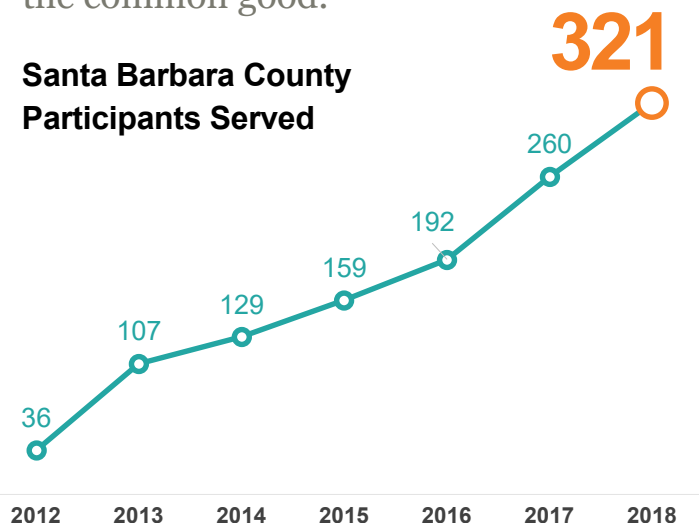
Ana Rico, COAST Santa Barbara, reflects on her personal best leadership experience as part of the Emerging Leaders program.



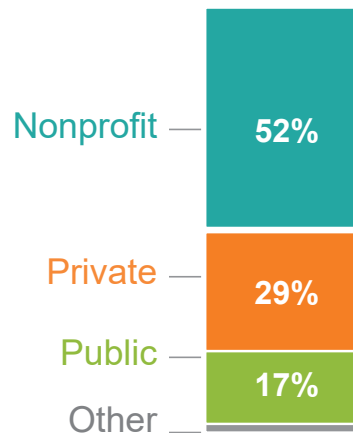
GROWTH

We cultivate a growing network of leaders who work across boundaries and across Santa Barbara County to advance the common good.

Santa Barbara County Participants Served



Leading From Within Alumni Serve Professionally in the Nonprofit, Private, and Public Sectors.





There are fewer
more powerful
levers than
investing in our
community's
leaders.



IMPACT

We support people in stepping into greater roles that go beyond their organizations.

78%

of Emerging Leaders report they have taken on projects or stepped into roles that impact the larger community.

15

alumni are in roles of democratic civic engagement locally and statewide, including city councils, school boards, county commissions, and other elected bodies.



Courage To Lead Alumni Ernesto Parades

was named the 2018 Man of the Year by the Santa Barbara Foundation for his volunteer contributions and service to Santa Barbara County.

“The take aways from my LFW experience impact my work in the community everyday. These take aways include trust, participation is an invitation, and we really do need to work together. LFW reminds me.....”

Involved with: Easy Lift Transportation, Cottage Health, Santa Barbara Foundation, CASA (Court Appointed Special Advocates), Future Leaders of America, Executive Director Roundtable, Sansum Diabetes Research Institute.

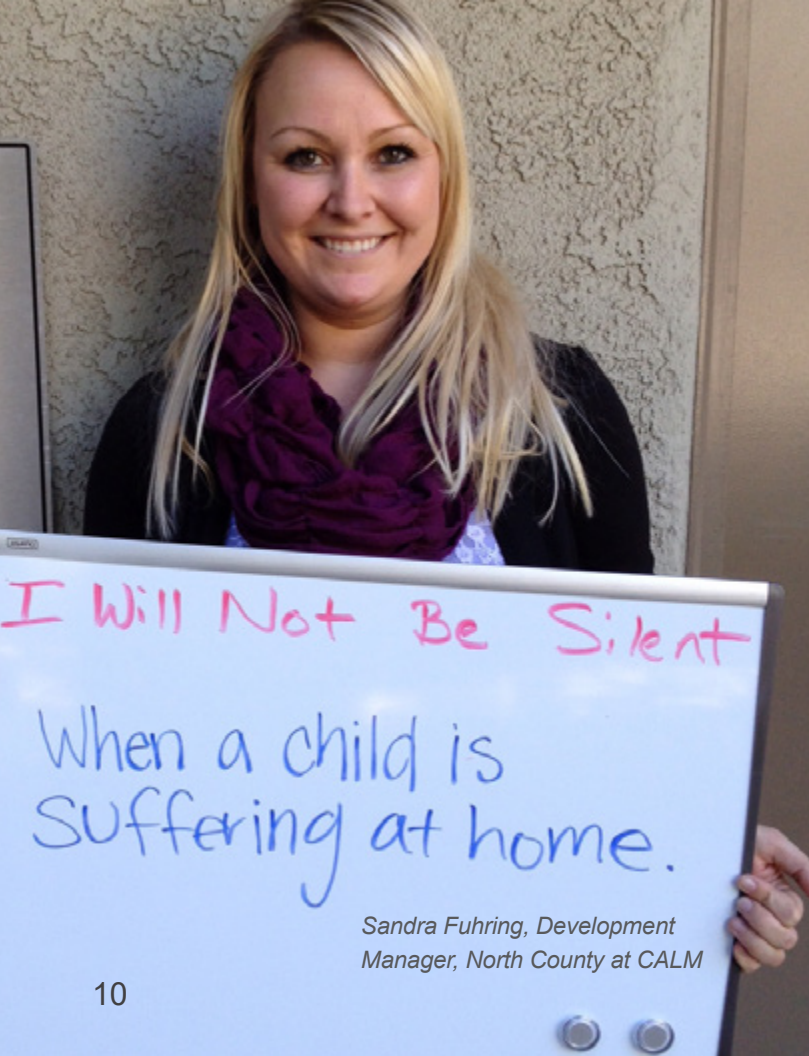
Emerging Leaders Alumni Gloria Soto,

raised by an immigrant family who taught her the value of hard work and determination, became the youngest city council member for the city of Santa Maria.

“The Emerging Leaders program helped me truly find my voice, be more confident, and to speak up especially, when it’s for the people I serve.”

Involved with: Planned Parenthood California Central Coast, Future Leaders of America, Fund for Santa Barbara.





*Sandra Fuhring, Development
Manager, North County at CALM*

LEARNING

We saw collaborations take root in the classroom and expand into the community

One year after the first cohort ended, we are proud to share a collaborative capstone project that is now a reality. The capstone project of Krista Delia, Santa Maria Valley YMCA; Sandra Fuhring, Child Abuse Listening Mediation (CALM); and Linda Gallegos, CALM was a partnership between their two organizations to provide early childhood mental health consultation at YMCA's preschools. Today, a licensed marriage and family therapist now spends several hours a week in the preschool with the children and teachers.

58

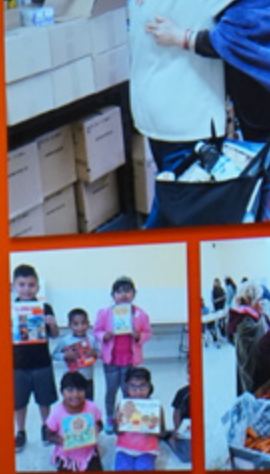
the number of Leading From
Within leaders serving northern
Santa Barbara County

Now in its third year, our Leading For Community Impact program is specifically designed for leaders serving northern Santa Barbara County communities. This year-long program culminates with a capstone project.

Myra Ramos, Assistant Director, Harvest House, presents her capstone project on board development.

Together We Can Do It

Join us in spreading hope in Santa Maria.



CAPSTONE PROJECT

A project intended to take the concepts out of the classroom and apply the learning to a real potential project to impact the community.

POSSIBILITY

We saw the importance of resilient and connected leadership during local disasters.

Alum Ben Romo is the former Community Recovery and Engagement Coordinator for the Santa Barbara County Office of Emergency Management. “I drew directly upon the LFW network to help at critical moments in getting the Local Resource and Assistance Center up and going.



“I saw alumni leaders step outside of their lane and leverage their organizations strengths to help the community in ways that weren’t directly connected to their mission. This takes trust and courage. The need for strong social sector organizations was important before the Thomas Fire and Debris Flow, and now that need is enormous.”

Alum Elisa Pardo is the lead employee for the 2-1-1 line run by the Community Action Commission. The agency typically fields approximately 500 calls per month. That drastically changed when the Thomas Fire and Debris Flow ravaged the community, and the call center was inundated with more than 12,000 inquiries in just two months.





We saw leaders step up in new and collaborative ways.

These are just a few of the ways leaders came together to work in new and collaborative ways during the Thomas Fire and Debris Flow:

Creation of 805 UndocuFund to provide relief for those excluded by FEMA assistance

- CAUSE | Frank Rodriguez
- Future Leaders of America | Eder Gaona-Macedo, Vicente Garcia, and Gabriela Macias-Mota
- MICOP, McCune Foundation, Ventura County Community Foundation

Establishment of new food pantry for Westside families

- Foodbank | Erik Talkin
- Franklin Neighborhood Center | Alejandro Gutierrez

Partnership with SB Bucket Brigade and SB Support Network providing immediate support and grants for families

- Foundation for Santa Barbara City College | Geoff Green, Lucille Boss Ramirez, Brittany Napier, and Rachel Johnson



FUNDER QUOTE

You bring all of you when you're pursuing your passion, so it's critical to have the support necessary to uplift and sustain that passion. Leading From Within provides that critical support that our community's leaders need.

Jon Clark, President, J.S. Bower Foundation

PARTICIPANT QUOTE

Leading from Within provides a mindset of developing your leadership by building the quality of your work and helping you to recognize opportunities to do things in new ways.

Alma Hernandez, Office of Third District Supervisor
Joan Hartmann





PARTICIPANT QUOTE

You really learn to find your areas of strength and bring up areas to improve. You learn to have fearless leadership.

Ken Gates, Program Director, REACH

FUNDER QUOTE

There is a deep bench of leaders in the Santa Maria area and Leading From Within offers them the opportunity to think strategically and expand their impact as leaders.

Claudia Arman, Executive Director, McCune Foundation



LEADERSHIP

Leaders throughout the Santa Barbara County sectors serve on our board.

Rebecca Anderson

Ganna Walska Lotusland

Victoria Juarez

Scholarship Foundation of
Santa Barbara

Paul Lynch

Cage Free Productions

Michael Medel

Santa Barbara City College

Lois Mitchell

LAUNCH Philanthropic
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Leading From Within

Saul Serrano

Community Action Commission

Nancy Swanson

Linked Foundation

Sigrid Wright

Community Environmental Council

Carrie Randolph

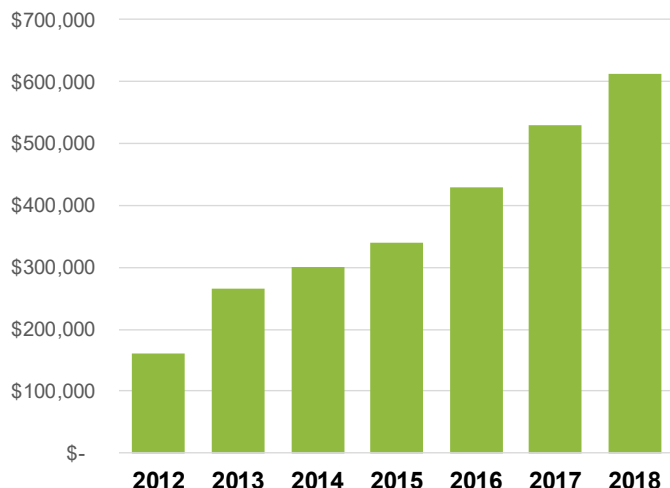
Executive Director
Leading From Within



We are a growing organization.

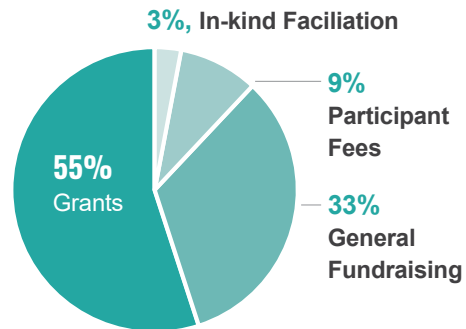
FINANCES

Annual Budget



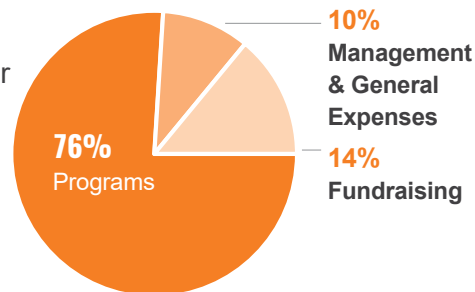
2018 Revenue

Our revenue streams are diverse.



2018 Expenses

The majority of our expenditures are dedicated to our programs.



NOTE: To see our complete 990s please visit About Us on our website.

GRATITUDE



Major Givers (\$10,000+)

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J.S. Bower Foundation
Mary & Jim Morouse
Maryan Schall
McCune Foundation
Santa Barbara Foundation
Schwartz Family Foundation
The Angell Foundation
The Impact Hub
The Towbes Foundation



Directors (\$3,000-\$9,999)

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Natalie Orfalea Foundation & Lou Buglioli

Leaders (\$500-\$2,999)

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Travis Wilson*
Tristan Sherman*
Zahra Nahar-Moore*

* Indicates a Leading From Within alumni

GRATITUDE

We would like to thank our Katherine Harvey Fellows
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Santa Barbara



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Invest in people who
drive and create change

Visit our website at
leading-from-within.org or
contact us at **805-770-3232** to
make a donation today.



Leading From Within invests in people who drive and create change in Santa Barbara County and beyond.

Through our leadership programs, ongoing alumni education, and impactful networks, we cultivate leaders who are renewed, prepared, connected, and collaborating for the greater good of all.