

Greater Tucson Leadership Annual Report 2023-2024



Greater Tucson Leadership (GTL) is a 501 (c) (3) non-profit organization dedicated to providing leadership education, professional development, and enhancing civic engagement. Our three programs enhance the skills, connections and knowledge of emerging and established leaders, enabling them to better serve our communities, workplaces, and organizations. We provide a platform to create understanding of critical community issues, encourage discussion and problem-solving, cultivate appreciation for differing perspectives and inspire leadership at all levels of the community. Founded in 1980, we have developed more than 1,200 community leaders.

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Greater Tucson Leadership Team:



Justin Lukasewicz, Chief Executive Officer

Justin Lukasewicz joined GTL as the growing organization's first dedicated program manager in January 2021, with a focus on improving access to and diversification of the organization's programs through multiple initiatives. In addition to working to continue to build and refine both Lead Tucson and the Civic and Political Leadership Academy curriculum, Justin was instrumental in the launch of GTL's Tucson Youth Leadership Academy in 2021. A graduate of the 2020 Lead Tucson class, Justin was honored to be named GTL's Chief Executive Officer in April of 2022, where he is committed to living out his passion for leadership development, recognizing people through their strengths, and working to create a stronger Tucson community as GTL's CEO.



Jamie Leon-Guerrero, Development Manager

Jamie joined Greater Tucson Leadership in August 2022, bringing her fundraising and marketing expertise to revamp sponsorship packages and boost support. With a Social Media Marketing Specialization from Northwestern University and ongoing studies in Social Services at Pima Community College, she's increased fundraising through innovative strategies. An alumna of Lead Tucson and Civic and Political Leadership Academy, Class of 2023, Jamie leverages her strengths in Restorative, Discipline, Analytical, Communication, and Activator. Recognized with the 2016 Pima County Attorney's "Voice of Courage" Award and nominated for the 2020 National Crime Victims' Service "Special Courage" Award, she continues to advocate for victims' rights. Jamie serves on the advisory board at Camp Cooper and is a member of The Junior League of Tucson. She enjoys hiking, dancing, and spending time with her two dogs, daughter, and grandchildren in Guam. Jamie completed the AFP Leadership Institute course in May 2024 and is working on her CFRE certification.



Desiree Hammond, Program Manager

Desiree Hammond is an Afro-Latina and Tucson native, currently serving as the Program Manager at Greater Tucson Leadership. She brings with her over a decade of experience in nonprofit management, women's advocacy, healing justice. Before GTL, Desiree worked at The Dunbar Pavilion as their Operations and Program Manager and spent six years at Girl Scouts of Southern Arizona. When Desiree isn't leading programs, she's offering yoga classes in the community, guiding folks in human right's centered somatic practice, and supporting her community as a full-spectrum doula. Desiree is passionate about cultivating inclusive spaces that center equity and helping to build a world in which every person has access to what they need to thrive. Desiree is a pleasure activist, holistic health enthusiast, space-holder, world traveler, and ever-evolving student of life.

Programs Updates:

Lead Tucson

This year we graduated 43 amazing participants from the Lead Tucson Program. Our current best class ever was invested in solutions and planning ways to fix the problems Tucson is facing! The class completed eighteen service projects working with the Southern Arizona Aids Foundation, Habitat for Humanity, SARSEF, and Community Food Bank to name a few. They raised \$2,938.15 for the GTL Scholarship Fund. Diane Sotelo was the Ronald L Kurth Award winner, and Greg Curtis Wakefield was elected to be the class speaker.



Civic and Political Leadership Academy

Developed in partnership with the Rothschild Foundation the fifth CPLA cohort graduated 8 members. This year the class received an updated curriculum, and the program was condensed into a new 6 month format. Some highlights from the program include hearing from Maricopa County Recorder Stephen Richer as their keynote speaker, learning about Tribal Governments, hearing from Jan Lesher and Mike Ortega in one of their last appearances together, and numerous other elected officials.



Tucson Youth Leadership Academy

The TYLA Program was developed through a strong partnership with the Pima County School Superintendent's Office. We were proud to connect with students in two different school districts this year. The fall cohort was at Flowing Wells High School and our spring session was at TUSD's Catalina High School. The program focuses on developing skills through exploration of their strengths through the Gallup Clifton-Strengths, their career pathways through the Meyers-Briggs Strong Interest Survey, and leadership development theories. To develop career readiness for the jobs of the future, students meet leaders and learn about jobs within the Pima County Workforce Investment Board (WIB) targeted economic sectors. To capstone the experience, students complete an 8 hour job shadow.



Greater Tucson Leadership 2023-2024 Through the Numbers

Sponsors

64



Volunteers

114 Volunteers
1,352 Hours
volunteered



40 Under 40 Honoree

CEO Justin
Lukasewicz

Core Grant

1st Time
Recipient



Speakers

264 across all
programs



Teambuilding Trainings

8 sessions

CPLA Alumni in Public Service

4 on the fall
ballot
2 in elected
office



Events

102

Congratulations
**FLINN-BROWN
FELLOWS**



Stephanie Soto
Lead Tucson Class 2022



Erica Yngve
CPLA Class 2024

Program Participants:

During the 2023-2024 year, GTL had the opportunity to build community leadership strengths with a record 110 program participants across all programs.

"E" Elizabeth Locke-Thomas	Esmeralda Delgadillo	Lileah Duncan
Adalberto Torres	Fatoumata Kaba	Lilianna Rodriguez
Adrian Mena	Favin Gebremariam	Melanie Thompson
Amber Folkman	Fernanda Argote Barnett	Michelle Laynes Rojas
Ana Victoria Valenzuela	Fernanda Quintanilla	Miranda Morris
Andres Longoria	Franklin Graves	Monique Vallery
Angel Reilly	Fransisco Olguin Hernandez	Natalie McCarthy
Angelina Greeson	Gabriella Cruz-Gonzalez	Nathanial Swanson
Aniya Greeson	Gilbert Robles	Nicole Dahl
Annacelia Madrid	Giselle Lugo Acosta	Nina Jones
April Park	Greg Curtis Wakefield	Randy Peterson
Asia Gallman	Ian H. Sanchez	Raysun Frost
Asia Shadya Jackson	Iker Losada Samano	Rene Reichardt
Billy Hayes	Isabella Lespron	Rocque Perez
Brendan Lyons	Isaiah Mathew Segala	Sean Burcham
Camilo Galofre	Jaime Hinojos	Shayden Garber
Caroline Lewis	Jamie Ibrahim	Shukufe Fayazi
Cary Tantlinger	Jamie Leon-Guerrero	Skye Lynn Forster
Caryn Paye	Jamie Snyder	Smilka Apodaca Servin
Chaneline Manyom	Jeffrey Martinez	Stefanie Murphy
Cheree Meeks	Jennifer Leon Pesqueira	Stephanie Miller
Chloe Foks	Jeremy Morales	Steve Shea
Clayton Saner	Jessy Long	Steven Fowler
Corleone Apodaca	Jill Sommers	Tara Knight
Daniel Armenta	John Davison	Trivene Magar
Daniel Martinez	John DeViese	Umar Mohd
Daniela Morales	Jon Fernandez	V Martinez
Daniela Ruiz Galvan	Kadian McIntosh	Vanessa Larios
Darius Woods	Kayla Schaaf	Veronica Corrales
Diane Sotelo	Kennedy Van Norman	Victoria Sours
Drisana Ross	Kjersten Erickson	Wintana Adhanom
Duc Nguyen	Kyla James	Xochitl Sierra
Eli Brucker-Gurnett	Kyle Brito	Xyleen Rios-Arvayo
Elise Nuhfer	Kyle F. Kigo	Yasira Hussein
Emiliano Caldera	Lance Jones	Yuliana Contreras
Erica Yngve	Larissa Navarro	Zoey Puente
Erin Glockner	Leah Carlson	

2023-2024 Sponsors:

Greater Tucson Leadership could not further our mission to inspire, develop, and promote impactful leadership without the support of our community partnerships. We are exceedingly grateful to the businesses and foundations that support our work and vision.

A special thank you to our Corporate Sponsors



Community Impact Awards

BeachFleischman

BizTucson

COX Communications

Damschen Financial Planning

Southwest Gas

Thomas R. Brown Foundations

Tucson Airport Authority

Tucson Foundations

University of Arizona

UofA Eller College of Management

Lead Tucson Issue Day

Amphi Foundation

Arizona Complete Health

Arizona State University

Carondelet Health Network

Caterpillar Inc

Central Arizona Project

Cooper Center for Environmental Learning

Cushman Wakefield PICOR

Educational Enrichment Foundation

Intermountain Centers

Lovitt & Touche

Sunnyside Foundation

Tohono Chul

Tucson Electric Power

UofA Eller College of Management

UofA Indigenous Resilience Center

Vantage West Credit Union

Lead Tucson Lunch and Snack

Banner Health

Downtown Tucson Partnership

Easterseals Blake Foundation

El Rio Foundation

Goodwill Industries of Southern Arizona

Habitat for Humanity Tucson

Hughes Federal Credit Union

KB Home

Lead Tucson Class of 2023

Novak Environmental, Inc.

Pima Community College

Presidio Comics

Sandbrook Group

Snell & Wilmer

Sun Corridor Inc.

Teresa Filipowicz (Class of 2023)

Tucson Business Networking

Tucson Improv Movement

Tucson Values Teachers

Civic and Political Leadership Academy

Arizona State University

COX Communications

Southern Arizona Home Builders Association

Southern Arizona Leadership Council

Southwest Gas

Thomas R. Brown Foundations

Tucson Metro Chamber

Uplift Campaigns

Tucson Youth Leadership Academy

Center for the Future of AZ

Hughes Federal Credit Union

Meridian Wealth Management, LLC

PICOR Charitable Foundation

Pima Federal Credit Union

Raytheon Technologies

Tucson Electric Power

Alumni Reunion

Casino Del Sol

Elevate Wealth Management

Tech Parks Arizona

Leader of the Month

BNI - Network Without Borders

Malama ia Floral Design

Sauce Pizza & Wine

Fundraising Events:

Community Impact Awards:

We hosted the 71st Annual Community Impact Awards on March 22nd at Casino del Sol. It is an honor to host these historic Tucson awards, and our goal is to recognize impact on our community through excellent leaders! With over 450 people in attendance we celebrated our 2023 honorees. Our awards recognized GTL Alumni of Excellence winner Elizabeth Slater CEO of Youth on Their Own. The Woman of the Year was Desha Bymers-Davis founder of 100+ Women Who Care Tucson., and Man of the Year: Dominic Ortega Retired Allstate. Our lifetime achievement award, the Founders Award went to Jana Westerbeke owner of Gadabout SalonSpas.



Back to the 80's Alumni Reunion:

We hosted our third annual Alumni Reunion on October 6th, 2023 at the Savoy Opera House. This year we introduced a theme, and everyone looked totally tubular in their 80s attire. We had 143 attendees at the event, and raised \$10,603 dollars. We introduced the current Lead Tucson and CPLA Classes, and connected alumni from across the decades! This rad event has become a yearly staple, and we can't wait to move to Corbett's downtown for our Fall of 2024 event!



Leader of the Month:

Through this initiative we recognize people who are doing extraordinary things in our community. Monthly nominations are due by the last day of every month. A committee of our board members choose our monthly winners, and we surprise them at an exciting reveal with their friends and colleagues!



June: Adam Begody

July: Karyn Damschen

August: Zach Yentzer

September: Jamie Snyder

October: Jamal Givens

November: Kate Elliott

December: Stacy Fowler

January: Jenn Hagar

February: Martin Marquez

March: Vanessa Bechtol

April: Vianey Avila

May: Brian Newbrey

Strategic Plan

The GTL Board and Staff spent the beginning of the past year working on developing our next strategic plan to take us through the next 5 years of leadership development in Tucson! We rewrote our mission, vision, core values and created three areas of strategy.

v.10.25.23



2023 – 2028 STRATEGIC MAP

OUR MISSION: To recognize, develop and engage driven leaders to be catalysts for change.

OUR VISION: Create a thriving community through exceptional leaders.

GOALS & OBJECTIVES:

COMMUNITY

We are known and respected for our strengths-based approach to local leadership development.

We will:

Crystalize our unique leadership development philosophy into the highest quality programming;

Demonstrate meaningful value to our participants, funders and community;

Focus on issues and opportunities that are unique and important to our Tucson community.

STRATEGY

We are intentional and deliberate in our growth.

We will:

Thoughtfully recruit diverse program participants and reflect balanced perspectives;

Leverage powerful partnerships to promote community leadership development;

Diversify and increase sustainable revenue while decreasing dependence on our annual event.

CONNECTION

We animate leaders' skills and relationships to strengthen GTL and our community.

We will:

Develop and promote opportunities for alumni engagement and ongoing learning;

Prioritize personalized strategies to engage the most recent graduates;

Foster a strong sense of community among participants and alumni;

Activate program participants through meaningful community impact opportunities.

OUR CORE VALUES:

Impact: Because we value impact, we are committed to providing exceptional programming that focuses on personal and professional development. Our goal is to inspire individuals and foster a stronger community through our high-quality initiatives.

Integrity: Because we value integrity, we strive to create an environment where honesty, openness, and vulnerability are encouraged and embraced. Our organization is dedicated to being a sustainable, transparent, and trusted leadership resource for the community we serve.

Adaptability: Because we value adaptability, we actively demonstrate our ability to embrace change and meet the evolving needs of our emerging leaders. We remain flexible and responsive, ensuring that our programs and initiatives continuously evolve to support our participants effectively.

Belonging: Because we value belonging, we are committed to cultivating a diverse, equitable, and inclusive community that reflects the rich tapestry of Tucson. We aim to create an environment where everyone feels welcome, respected, and valued.

Governing Board

We would like to thank our board members, past and present, who helped shape our mission and grow our organization!

Chair – Robert Medler, Western Growers

Chair-Elect – Jose Arias, First Citizens Bank

Treasurer – Alicia White, La Frontera Arizona

Secretary – Daliah Bui, Beach Fleischman

Past Chair – Karyn Damschen, Damschen Group

Amanda Abens, Pima Community College

Emilia Eldridge, University of Arizona

Lorenzo Gonzalez, Amity Foundation

Charlinda Haudley, Central Arizona Project

Mike Letcher, University of Arizona

Brendan Lyons, Look! Save a Life

Lance Meeks, Goodwill Industries of Southern AZ

Joe Rottman, Caterpillar Inc.

Rachel Sass, The Northern Trust Company

Jessa Turner, Tech Parks Arizona

Heath Vescovi-Chiordi, Pima County

Lynda Weigel-Firor, Grant Writer

Adana Williams, Nextrio



2023-2024 Highlights:

- Added an optional Davis-Monthan Air Force Base Day to the Lead Tucson Class.
- Served our largest number of program participants ever at 110.
- Initiated our new Corporate Sponsorship Program and developed relationships with three new corporate sponsors.
- Launched new Class Renewal Program and connected with the Lead Tucson Classes of 2013, 2020, and 2023, all CPLA classes, and the first three TYLA Classes.
- Supported staff development: Jamie participated in the Association of Fundraising Professionals, Leadership Institute, Desiree participated in the African American Leadership Institute, and Justin completed year 2 of the U.S. Chamber of Commerce's Institute for Organization Management.
- Graduated the most diverse Lead Tucson Class ever.



What is next for GTL:

- Take the Tucson Youth Leadership Academy to Santa Rita High School in the Fall of 2024.
- Launch an open enrollment TYLA program in the summer of 2025 as a leadership camp for high school students in Pima County.
- Add a "Day at the Capital" while the Arizona Legislature is in session to Lead Tucson.
- Finalize our new Lead Tucson curriculum.
- Develop and implement Microprograms so alumni and community members can participate in short term leadership trainings.
- Start development on a new annual leadership conference.