

# 2015-2016 Portfolio



## OUR MISSION

The Northwest Leadership Foundation exists to **encourage**, **strengthen**, and **develop** leadership for the spiritual and social renewal of the city.

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## ORGANIZATION SNAPSHOT

**Founded:** 1989

**Total Budget:** 1.3 Million

**Total Staff:** 28 FTE and 15 PTE

## BOARD OF DIRECTORS

**Bob Jimerson, Chair** - Marketing Consultant

**Deborah Tuggle, Vice Chair** - Owner, Friday's Cookies and Bite Me, Inc.

**Diane Clarkson** - Deputy Prosecutor, Pierce County Prosecutor's Office

**Frank Boykin, Jr.** - Account Manager, United Parcel Service

**Tony Nausid** - Branch Manager, Columbia Bank

**Amelia Campbell** - Retired Captain, U.S. Army

**Jennifer Mercurio, Treasurer** - Asst. Manager, Heritage Bank NW

## PRESIDENT'S LETTER



The Northwest Leadership Foundation exists to encourage, develop and strengthen leadership for the spiritual and social renewal of the city. As such, renewal was the focus of our last two years.

Renewal can be hard, particularly in light of what's happening in our nation. Black Lives Matter, All Lives Matter, Transgender Rights and many more efforts are polarizing our communities. Tragically, these days polarization is resulting in death. It is in these moments that we ask ourselves at NLF, "Are we still relevant? Is our mission impactful enough? Are the needs of the city too great?" In spite of not having all of the answers, we remain hopeful.

'Renewal' is a word that is definitely in our mission statement. In our mission, renewal means "replacing or repairing something that is broken or worn out." Perhaps tolerance and acceptance are worn out, maybe grace has broken down. But renewal is also defined as an "instance of resuming an activity or state after an interruption." This second meaning articulates the renewal that NLF has experienced in the last two years. The regeneration period from which we are emerging reminds me of what old-school musicians call "going to the wood shed." This metaphor is meant to describe the process of digging deeper, gaining greater understanding, and tapping into our creativity. That is where we have been – the wood shed!

We emerge productive, inspired, and ready to innovate. What we understand is that in order to "renew" broken systems in the city (juvenile justice, child welfare, education, etc.) we must involve those who are most impacted so that we can achieve sustainable results. In this report you will read about how we have retooled certain strategic initiatives, learned from our mistakes, and how our vision is sharper than ever. In these pages are stories of hope and how we continue to build bridges across racial lines, sectors, and communities to mitigate polarization. We invite you into the Northwest Leadership Foundation to help lead our city to its destiny of greatness.

Patricia Talton  
President/CEO

# Top Highlights 2015-16



**Leaders in Women's Health** became a strategic initiative of NLF in April 2016 and hired two CHWs

**Act Six** sent a new cohort of 23 scholars to five Northwest colleges on scholarships

100% of **Projecto MoLE** participants graduated on time; 96% attending post-secondary

683 K-12 students completed **Urban Leadership** programs and 571 improved academically

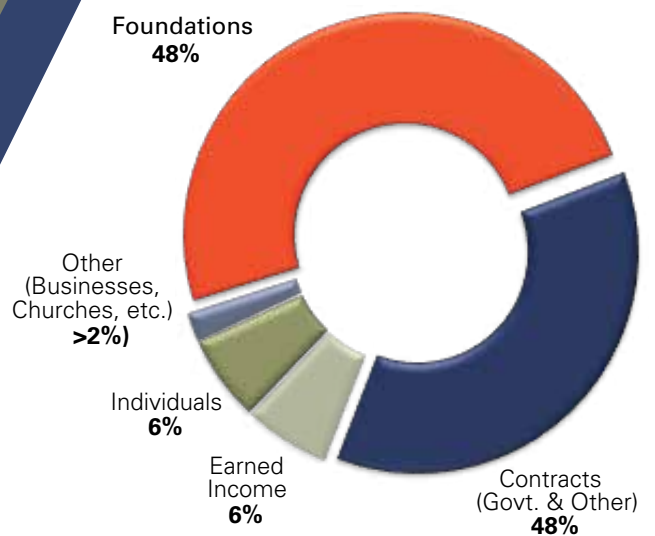
**Proteen 2.0** retooled with a focus on employment, mentoring, and skill development

**Mentor253** welcomed a new coordinator to reignite mentor engagement and retention

## Financial Summary FY 2015

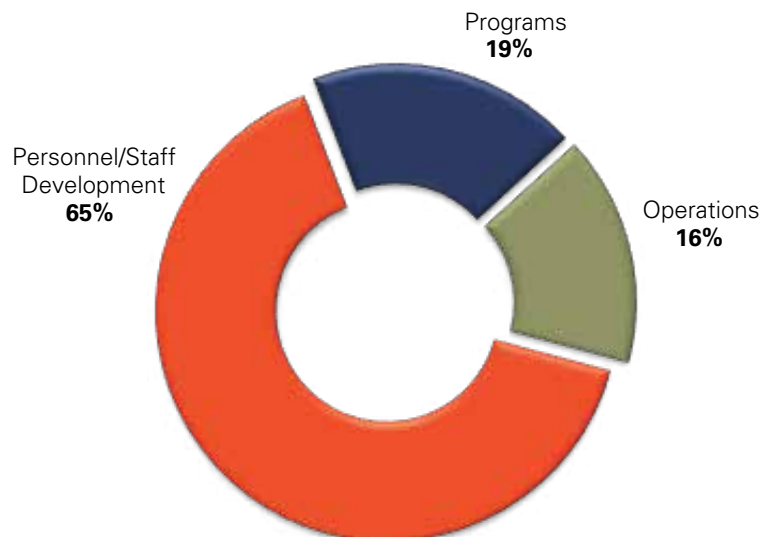
### REVENUE

Total Revenue: \$1,314,564



### EXPENSES

Total Expenses: \$1,220,152





NORTH  
LEADER  
FOUNDA


# STRATEGIC

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**Proyecto MoLE** is Tacoma’s only educational pathway designed for Latino students. MoLE guides Latinos ages 14-24 to become visible leaders in their communities through opportunities that promote academic achievement, positive personal growth, social responsibility, and service to community. For more info about MoLE, turn to **page 10**.



**Proyecto MoLE will:**  
*Inspire* youth to believe they can achieve  
*Prepare* youth for barriers they are sure to face  
*Mobilize* youth to be future leaders for others



NLF’s longest running program, **Proteen** confronts one of the toughest obstacles for urban youth: the school-to-prison pipeline, a disturbing national trend where already disadvantaged youth are pushed out of public schools and into the criminal justice system. Learn more how Proteen employs an integrated approach to address this critical problem on **page 12**.

**3 Key Strategies:**  
*Strategic Support*  
*in our schools*  
*in our courts*  
*in our communities*

*Youth Empowerment*  
*Specialized Engagement*

**The Leaders in Women’s Health (LIWH)** started as an all-volunteer effort promoting health equity in communities of color. LIWH fights health disparities because we envision a world where all people have access to all aspects of health, no matter the color of their skin, socio-economic status, or gender. This year’s key activities include the mapping of health assets in communities of color and the deployment of community health workers focusing on breast health education. Read more about how LIWH fights to achieve health equity on **page 13**.



## INITIATIVES

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### ActSix

**Act Six** is the only need-based college scholarship program serving students in the Northwest. By identifying urban

students of extraordinary potential, not just academic achievement, Act Six selects students who see themselves making a difference on campus.

Going far beyond scholarship funds, Act Six is a program of urban leadership development that equips young leaders who are often most vulnerable in hopes they will continue to make positive changes wherever they go. By investing in their future, Act Six aims to build a movement of emerging community leaders who can contribute to the spiritual and social renewal of communities throughout the region. Learn more on **page 6**.

### Urban Leaders in Training (ULT)

harnesses the leadership potential of young men and women and equips them to meet the critical needs of underserved groups.

Through intensive leadership training, professional development, and service opportunities, participants can become urban leaders ready to address the demands of today's ever-changing global community. They apply these concepts throughout Tacoma's communities in one-year deployments while learning valuable service lessons. Read more about ULT on **page 8**.



### MENTOR253

One of NLF's most vital programs, **Mentor253** also represents a core principle, one that invigorates all NLF programs. Mentorships are now a key part of NLF's approach to youth-serving programs. Mentor253 is relaunching its program model to become a mentoring hub not just for NLF's programs, but for all of Tacoma's youth-serving programs. New programs will incubate forms of creative advocacy such as a city-wide safety campaign, and provide summer learning opportunities. See how Mentor253 helps youth in Tacoma on **page 9**.

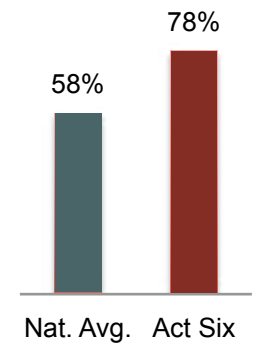


# ActSix

## A High Degree of Success

A glance at Act Six cohorts vs. the national average shows Act Six scholars are taking full advantage of their opportunities and finding success on campus.

### 6-Year Graduation Rates



## By the Numbers

Since 2002, NLF has provided nearly \$57 million in grants and scholarships to **653 Act Six scholars**, with another \$35 million pledged over the next four years, to attend a partner university in the Northwest. NLF helps Act Six scholars **discover** their potential and they consistently perform at the highest level with a cumulative **84% graduation rate**.

This year, over **1500 students applied** and a committee selected a **new cohort of 23 scholars** to begin college in the Fall. In the interim, Act Six program staff conduct a seven-month weekly training program for new scholars to learn practical skills like money management, college writing, and how to leverage urban perspectives on a liberal arts campus.

NLF continues to work toward the dream that every Tacoma college-bound student who wants to become a scholar can do so and can make a lasting impact on a college in the Northwest.

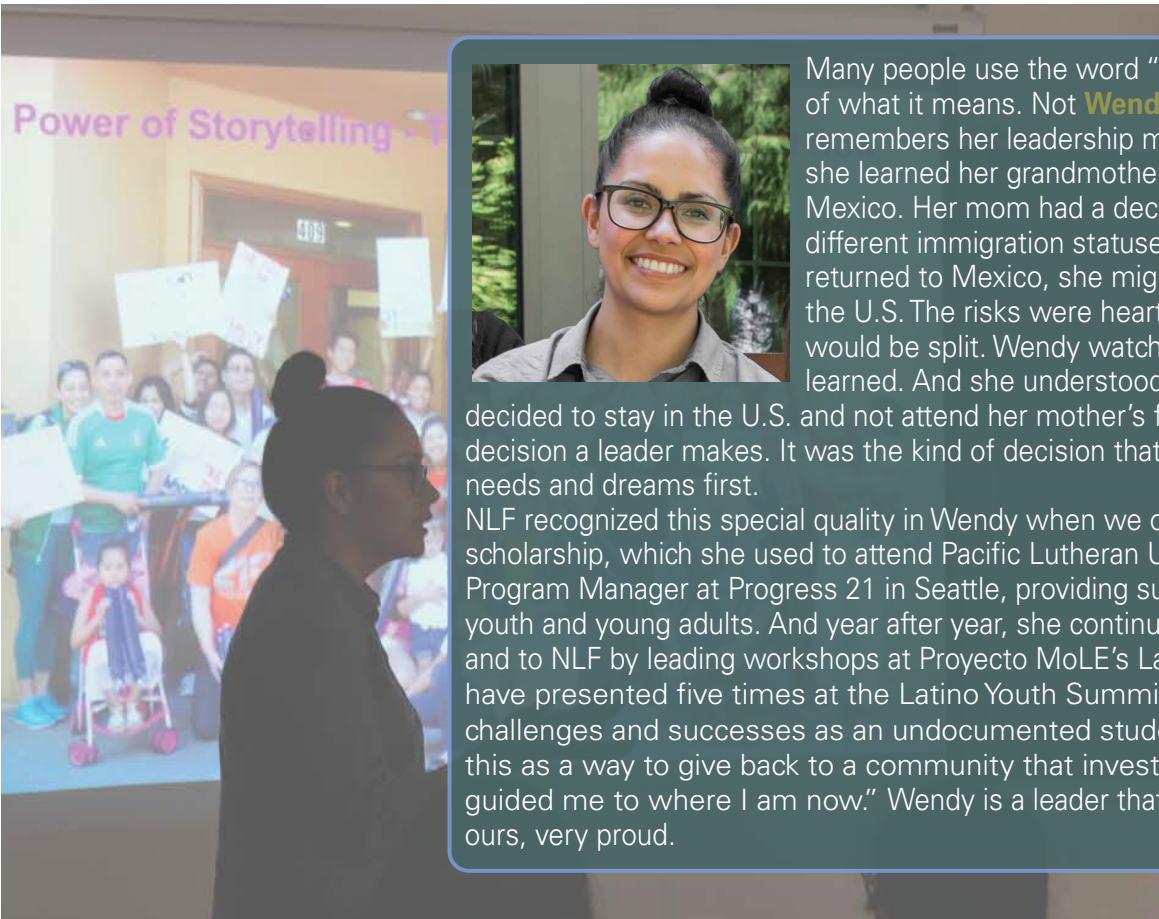
Turn to page 7 to learn about Nathan and Wendy, two Act Six scholars who exemplify the spirit of higher education.



When **Nathan Samayo**'s mom's health suffered and he had to take on two jobs to help out, college was the last thing he could see for himself. He struggled to take himself seriously. He applied for an Act Six scholarship – only because it would cover his college application fees. But when the committee started to take an interest in him, he discovered his motivation. Despite the hardships, he turned in his best grades and became an Act Six scholar. And that was just the beginning; Act Six would help Nathan learn to see. "I realized that I really do matter, and those aren't just words." After only one year, Nathan is already transformed. "I feel unstoppable. I'm excited to do what I want to do with my life. I'm not scared at all." And what Nathan wants to do is pursue his dream to be "a fashion designer who makes all shapes, sizes, and colors feel beautiful" and who uses his profits to alleviate homelessness. Let's all hope he succeeds.



## Learning Leadership



Many people use the word "leadership," but lose sight of what it means. Not **Wendy Martinez**. Wendy remembers her leadership moment. It was the time she learned her grandmother had passed away in Mexico. Her mom had a decision to make: due to different immigration statuses, if Wendy's mom returned to Mexico, she might not be able to return to the U.S. The risks were heartbreaking; the family would be split. Wendy watched, and listened, and learned. And she understood that when her mom decided to stay in the U.S. and not attend her mother's funeral, it was the kind of decision a leader makes. It was the kind of decision that puts other people's needs and dreams first.

NLF recognized this special quality in Wendy when we offered her an Act Six scholarship, which she used to attend Pacific Lutheran University. Today, Wendy is Program Manager at Progress 21 in Seattle, providing support to DACA eligible youth and young adults. And year after year, she continues to give back to Tacoma and to NLF by leading workshops at Proyecto MoLE's Latino Youth Summit. "I have presented five times at the Latino Youth Summit sharing my story of challenges and successes as an undocumented student," Wendy said. "I do this as a way to give back to a community that invested in my potential and guided me to where I am now." Wendy is a leader that makes her family, and ours, very proud.



# URBAN LEADERS IN TRAINING

## ULT Partners

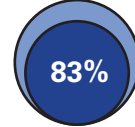
- Trinity Pres. Church
- City of Tacoma
- Urban Grace Church
- Metropolitan Development Council
- Pierce Conservation District
- Tacoma Rescue Mission
- Wash. State University Extension
- Rainbow Center
- PLU

**NLF's Urban Leaders in Training (ULT)** develops tomorrow's leaders by asking, "What does it truly mean to live and work in Tacoma?"

To help future leaders answer that question, ULT deploys participants in positions with NLF, local nonprofit, governmental, and faith-based organizations to work alongside underserved populations throughout the city. Joining new **leadership perspectives** with a **committed service ethic**, Urban Leaders address critical issues and tackle the immediate needs of Tacoma's youth, including: food access, homelessness, afterschool mentoring, college access, sustainable energy resources, internship and apprenticeship preparation for high schoolers, and mental health services.

## By the Numbers

Of 683 ULT participants



improved academically

32,296 service hours (or 1,700 hours each!)

14 ULT placements

19 ULT members



## Keys to the City

The *Backstage Pass* is an experiential tour where groups of individuals learn about unsung heroes and nontraditional landmarks often overlooked by tourism. We offer the Backstage Pass to institutions, students, potential partners, elected officials, and others who have a heart to serve in the city. The intent of this activity is a visual recognition that the city is a world of stark reality that houses saints and sinners, is complete with temptation and promise, and sin and grace. Learning that story is like receiving keys to the city: it helps community members and leaders connect and engage in dialogue toward meaningful action. ULT members chose locations to highlight spaces and experiences that shaped their learning this past year, including nonprofit offices, community spaces, and the immigrant detention facility.



## Tomorrow's Leaders

Mentorship plays a central role in every NLF initiative, building on the idea that youth **develop** into tomorrow's leaders by learning from today's. Leaders know about life challenges because they lived through them in the past. And they know that if someone had not shared in their journeys, they would not have become today's advocates, teachers, organizers, and role models. Mentors like **Joe Martinez** (left) play a critical role for young adults like **Marco Flores**. When Marco says that NLF is his "second family," he is being real. Left alone in the U.S. when he was just seven, his education and future became uncertain. That's when the NLF family stepped up. Participating in Proyecto MoLE and then Mentor253, where Marco was paired with Joe, Marco pulled his GPA up to graduate high school. On graduation day, it was NLF staff who attended to celebrate with him. Marco credits Joe for being an important activist who leads at the highest levels - the type of person Marco aspires to be. "There is no better person out there than Joe to help me fulfill the path that I have to," he said. Marco is hoping to become a history teacher, using the past to help others build a stronger future, for themselves and for Tacoma.



In addition to being a mentor, Joe is also an alum of NLF's Urban Leaders in Training (ULT) program. Fluent in Spanish and Russian with a degree from UW, Joe's story is not one of lack, but one of tremendous potential to do good, but the question was how? With skills honed in ULT, Joe applied determination and vision to launch his own organization and strategy to help farm workers. But even with international travel, Joe finds time for Marco and other mentees while also participating in MoLE's annual Latino Youth Summit. The keynote speaker at this year's Summit? Marco.



*"I felt like it was my time to really focus on school and make myself a great story and say this is the people who backed me up."*  
 - Marco



## By the Numbers

Few NLF initiatives do more with less. MoLE's staff is mostly part-time and volunteers but they play a crucial role in Tacoma's Latino community as one of the only resources dedicated to **discovering** and **developing** the potential of Latino youth. MoLE **served 379 youth** this year with events, mentoring, and late-night activities. It is a program that truly reflects the community it serves.

### What does MoLE's most successful class look like?

**100%**

**MoLE participants graduated on-time in 2016**

**\$120,600**

**scholarship funds secured for 2016-17**

**96%**

**of seniors will attend post-secondary education**

**\$386,700**

**renewable funds secured beyond 2016-17**

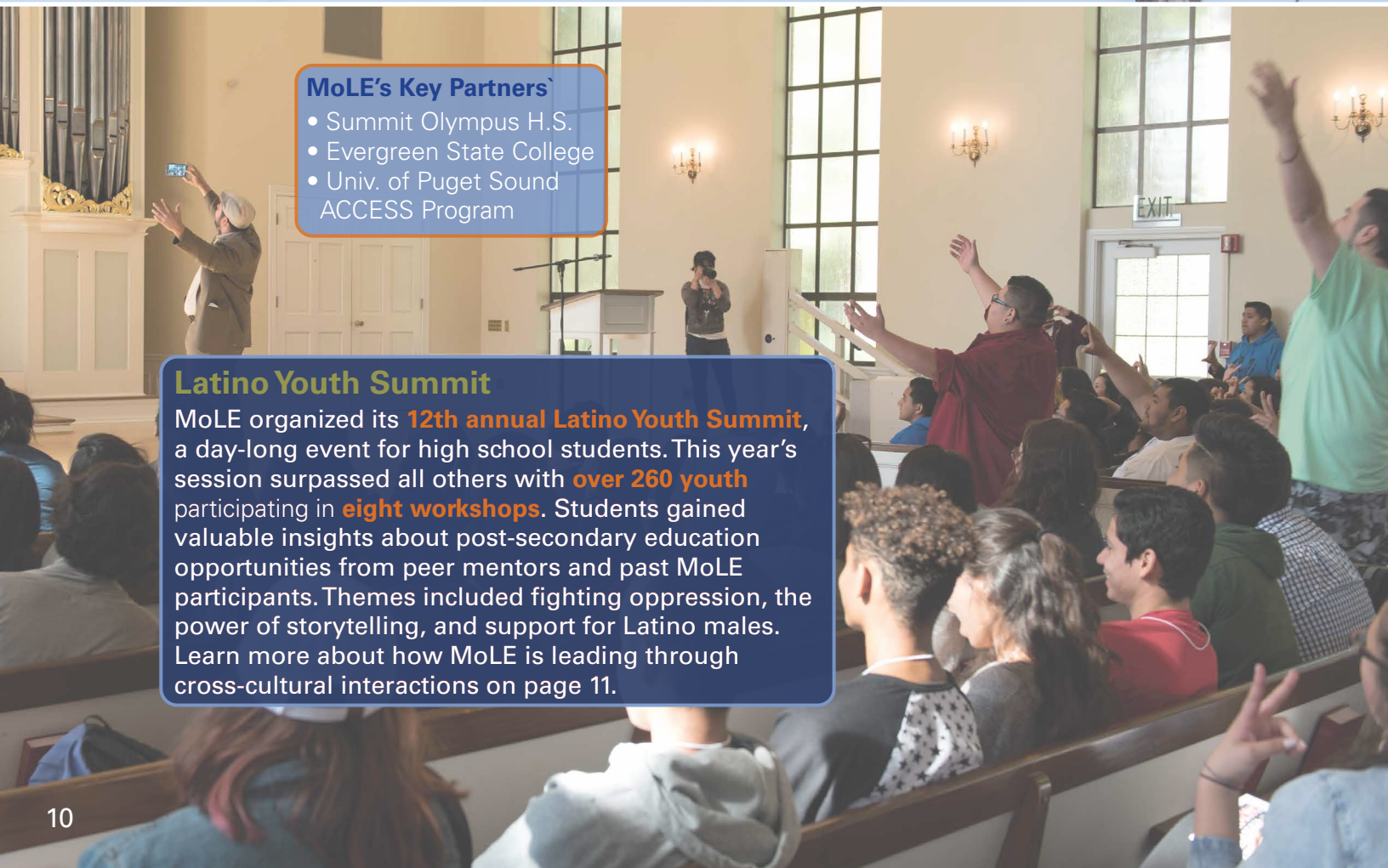


### MoLE's Key Partners

- Summit Olympus H.S.
- Evergreen State College
- Univ. of Puget Sound ACCESS Program

### Latino Youth Summit

MoLE organized its **12th annual Latino Youth Summit**, a day-long event for high school students. This year's session surpassed all others with **over 260 youth** participating in **eight workshops**. Students gained valuable insights about post-secondary education opportunities from peer mentors and past MoLE participants. Themes included fighting oppression, the power of storytelling, and support for Latino males. Learn more about how MoLE is leading through cross-cultural interactions on page 11.



## Defining Leadership



Within a minute of telling her story, it was clear **Art' Tisha ("Tish") McQueen** knew struggle. She was in the streets a lot. Home was difficult with five younger siblings and an absent mother. School didn't

work. "I kept getting kicked out. It was harder to stay in school than it was to be in school." Finally expelled for fighting, she realized she was lucky to avoid charges. That luck made her think she had to make changes, so she listened to her grandmother and attended Proteen mentoring sessions. And her mentor? "Ms. Toni," said Tish, grinning, like it was obvious. "Ms. Toni" is NLF's **Toni Whitehead** (right), who went to school with Tish's uncles. To Tish, she is family. Previously, Toni was program director at the Boys and Girls Club for 14 years, but she saw that the focus on academics overlooks many kids who don't make it in that system. Tish was exactly that. She had good grades and commendations for test scores, but no guidance or support. Good grades weren't translating into success, until she started applying



Proteen's goal-setting strategies. She learned to reflect on her past and envision her future. She identified

what she wanted to do and the steps to actually take action. And she wrote it all down. Tish does all this not just for herself, but also for her siblings. "My brothers and sisters, I'm like their mom," she said. They look up to her as a role model. Tish is surprised by that, but she does not want to let them down. She's working now and getting her GED while performing in the dance troupe, Iconic. "A lot of people my age wouldn't be able to do what I do," she said. We agree.

***"It's a critical time, from 17 to 19, all types of things happen to people. If you don't have a plan, that's where you're likely to get messed up."***

**-Tish**

***"There is something really valuable in students being able to speak to people who are different than them."***  
**- Catalina**

One of NLF's greatest strengths is our ability to inspire community members to step up with ideas, with their time, and with their own visions for a renewed Tacoma. We benefit from the dynamic energy of people like **Catalina Ocampo**, a professor at Evergreen State University. Catalina teaches Spanish and Latin literature, and since she connected with Proyecto MoLE in 2012, she has grown a formal partnership between NLF and Evergreen. Her project brings MoLE students into her classroom several times a semester, creating a reciprocal exchange where MoLE students gain perspectives about higher education and ask the questions they want. In return, Catalina's students at Evergreen learn about challenges they may never have considered. Some students tell her those workshops were the most amazing part of their entire semesters and they have sought out their own service opportunities. "I see that connection between storytelling and leadership," says Catalina. "It's a process of humanizing people."





NLF's longest running strategic initiative, **Proteen** recently launched the Proteen 2.0 initiative to confront the harmful school-to-prison pipeline. Proteen's model aims to interrupt generational poverty and reengages out-of-school youth through innovative and culturally relevant leadership development, individualized support, and community supports. Proteen activities create a support network that integrates community, schools, and juvenile justice support structures. NLF's comprehensive approach will position youth to better navigate life challenges in school or at home.

## By the Numbers

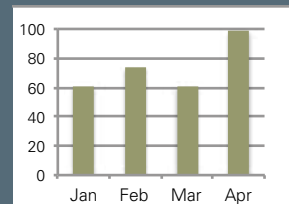
### Renewed Strategy for Development

Last year, Proteen **served 202 at-risk youth** and provided **63 gang-involved youth** with prosocial activities and mentorship. As a result, **less than 5% of court-involved youth** in the program recidivated. As part of this program, the program-engaged youth completed **1,128 hours of community service**. This year, Proteen created new opportunities by organizing **summer internships and learning activities**, offering sessions that will help youth work on building skills outside of school. For upcoming years, Proteen hopes to expand its capacity to serve young adults 18-24 with a stronger emphasis on employment and wage outcomes. These activities provide youth and young adults with experience and support necessary not only to secure employment, but to become productive, thriving citizens. Learn about one participant's courageous journey on page 11.

### Proteen participants in 2015: 126

**73.75 Avg Monthly Hours Outreach**

Surpassing the 2016 monthly goal of 64 hrs



*Toni Whitehead leads a weekly Proteen mentoring session at Oakland High School.*



## By the Numbers

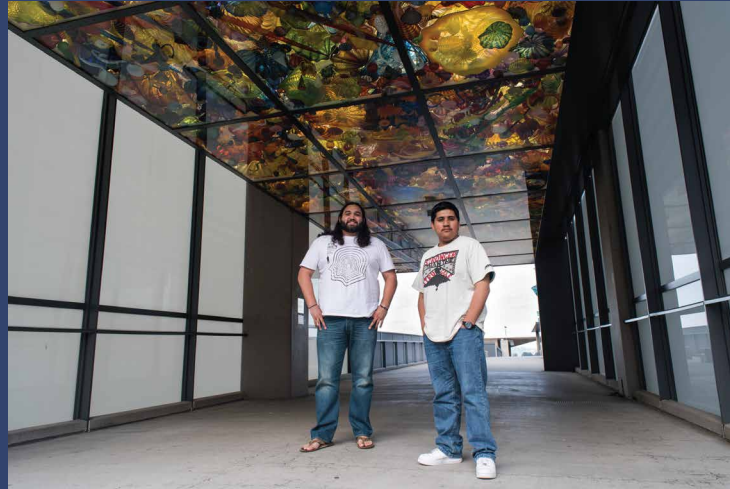
NLF's **Leaders in Women's Health (LIWH)** joined the NLF family in April 2016. With generous support from the Susan G. Komen Foundation and the Carol Milgard Breast Center, LIWH now counts over **50 members** who are leading a movement to promote health equity for communities of color in Tacoma. More than **250 people** attended LIWH's **Health Equity Summit** in 2015, and a new summit will take place early 2017. This year, funding from the Komen Foundation helped LIWH **deploy two community health workers** to positively impact breast health in African-American communities and increase mammogram screenings.

**Mapping Tacoma's Health Assets**  
LIWH led a groundbreaking series of Asset Mapping sessions involving over **70 community members** in three Tacoma neighborhoods: **Tacoma-Hilltop, Eastside, and the Tacoma Mall area**. Over 10 sessions, LIWH worked closely with residents, city officials, and advocates to map existing health resources while identifying key gaps that will require more persistence and ideas.



## ON THE HORIZON

- NLF will launch the “**Ready to Rise**” strategic initiative, expanding educational pathways to employment
- NLF is recruiting Advosry Committee members for each strategic initiative to receive critical input, support, and mentorship



## DO YOU KNOW A FUTURE LEADER?

**CONNECT** and follow the journeys of tomorrow’s leaders

**ENGAGE** and join the mission to discover, develop, and deploy

**DONATE** and contribute to Tacoma’s spiritual and social renewal



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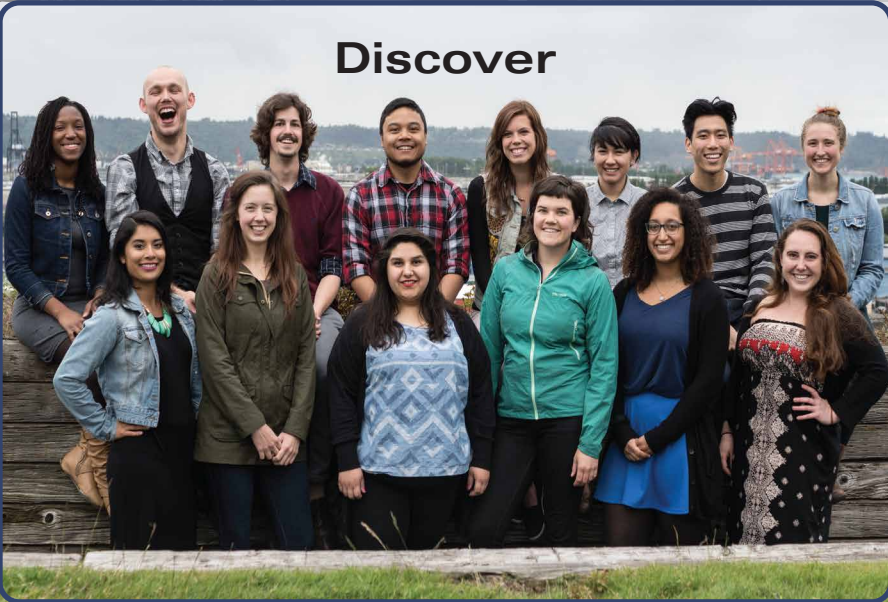
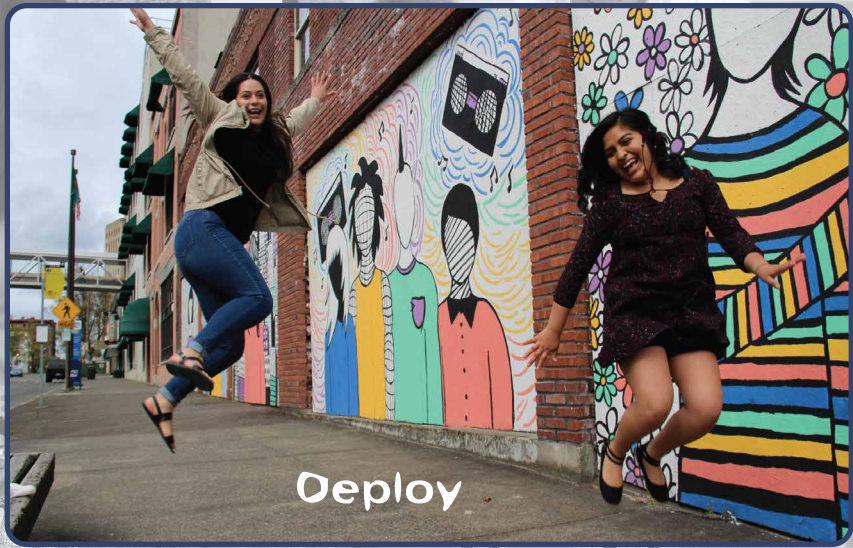
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Read more stories about NLF and Tacoma’s future leaders at:  
**www.northwestleadership.org**



**YouTube:**  
nwleadership

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