



ANNUAL REPORT

2024-2025

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WE ARE A CATALYST...

Educating and uniting diverse, collaborative leaders to ensure a **vibrant Spokane.**



OUR 2024-2025 MISSION RESULTS:

114

Developing leaders graduated across 4 programs

6829

Hours of training provided across all participants

700

Community service hours provided to Spokane

2

New programs developed and launched





COMMUNITY IMPACT

Each year, our Flagship class splits into six teams to support local nonprofits through hands-on service projects—offering valuable volunteer help while giving participants a chance to apply their servant leadership skills as a team.



2024-2025 COMMUNITY SERVICE PROJECTS:

Habitat for Humanity Spokane Spokane

Lilac Festival Association

Ronald McDonald House Charities INW

Spokane Fire Department Foundation

Giving Back Spokane

Spokane Humane Society

“Leadership Spokane challenged us to think bigger, listen deeper, and lead with greater clarity and purpose. The curriculum was powerful, but the real value came from the conversations, the connections, and the shared sense of responsibility to make a positive impact. To the program staff, facilitators, and my fellow classmates, thank you. You’ve expanded my thinking and strengthened my deepened commitment to lead with both heart and strategy.”

**Shannon Larson, Flagship Class of 2025
Business Development Manager, F5**



FLAGSHIP PROGRAMMING

Leadership Spokane's Flagship Program is a 10-month civic leadership experience cultivating personal growth, community insight, and servant leadership. Participants explore local issues, build cross-sector connections, and graduate ready to lead with purpose in Spokane.

In 2025, **64** emerging leaders completed the program with:

48

Local Tour
Opportunities

25

Weekly Micro
Connections

88

Hours of
Leadership Training

Tuition scholarship assistance totaled **\$12,825** for the Class of 2025 thanks to:

Dirk Vastrick Presents Spokane Regional Plan Center
Innovia Foundation DaZelda
Spokane Rotary Club 21



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Piloting Amazon's National Leadership Program

In 2025, Amazon chose Leadership Spokane as the first organization in the nation to pilot Association of Leadership Programs initiatives to strengthen employee and community engagement. The pilot's success led Amazon to invite us to co-present at the Association of Leadership Programs Conference—a true honor for our organization and community. Even more exciting, Amazon is now expanding this investment to 55 community leadership programs nationwide, amplifying the impact that began right here in Spokane.



Stepping Up for a Classmate

In a powerful display of compassion, Flagship participants came together to support a classmate whose 3-year-old daughter was diagnosed with a brain tumor during the program year. With the \$10 Challenge as seed money to start, they provided over \$2000 in cash, grocery gift cards and gas gift cards to ease the stress on the family.

“Thank you Leadership Spokane for providing such an amazing opportunity to the people in Spokane. I’m so grateful for the places I got to see, the things I got to do, and the people I was able to meet. It always takes a village to do life, and the appreciation I have for my village, both literal and metaphorical, because of doing this program is beyond words. Do all the things!”

Kathleen Proud, Class of 2025

Career and Technical Director at Riverside School District



YOUTH PROGRAMMING

Youth Leadership Spokane brings together several dozen sophomores, juniors and seniors from all Spokane County schools (home schools included!) for a transformative 10-month program. Each class session is held at a different location, which allows students the opportunity to tour important locations all across Spokane county.

In 2025, 28 youth leaders completed the program and volunteered at six local organizations:

Vanessa Behan - Santa Express

Second Harvest - Bite 2 Go

Teen & Kid Closet

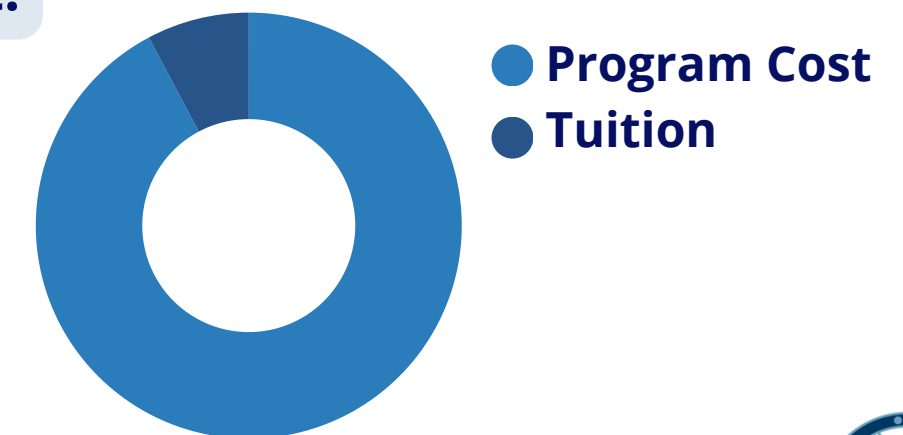
The Lands Council - EarthFest

Jewels Helping Hands

Salnave Elementary

Youth tuition is just \$150 per student—covering only 8.43% of the program's true cost.

Community support makes it possible for students from all backgrounds to access this powerful, 10-month leadership experience.



“What started as a step outside of my comfort zone has turned into one of the most impactful experiences of my life. From our first class, learning about community health to our most recent class at The Spokesman-Review, I have learned so much about the Greater Spokane Community and more specifically my role as a student leader in this community. I’ve been challenged, inspired, and educated in ways I never expected.”

Syd Barrie, Youth Class of 2025
Ridgeline High School



509 FOCUS *Newly Launched in 2025*

509 Focus is a fast-paced 2½-day Spokane County overview designed for busy professionals, newcomers, recent promotees, or those unable to commit to a full 10-month program.

Participants gain deeper insight into Spokane's economy, government, human services, arts, and history through expert-led panels, a regional economy bus tour, and interactive community sessions—all while expanding their network and learning how to make a positive regional impact.

Newly launched in April 2025, the inaugural program was a great success. In our upcoming fiscal year, 509 Focus will run in October 2025 and April 2026.

20

Participants
in April 2025

10

Expert
Panels

1

Exclusive Spokane
Bus Tour

"I absolutely loved getting to connect with other leaders in the community, both who participated in the program and who were presenting to us. Hearing from people who are making such an impact on our community was empowering." – 509 Focus Participant



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YOU SHOULD RUN *Newly Launched in 2025*

You Should Run is a **nonpartisan, six-week training series** empowering community members with the practical skills and confidence needed to run for office or support a campaign.

Participants meet weekly over dinner, hear from experts, and explore topics like campaign strategy, messaging, fundraising, and public speaking. The goal is to demystify the political process and help individuals envision themselves in public leadership roles.



Newly launched in 2025, the program had **6 participants** complete **6 evening educational sessions**

"At the beginning I would have said no way was I planning to run for office & **now I feel like I am better equipped to run & have reasons why I should.**"

"All of the information shared was **new to me and is invaluable**"

"**I'm so grateful for this investment** in us community members who care."

-You Should Run Participant Highlights

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“Leadership Spokane reminded me that leadership isn’t about being the loudest or the first—it’s about listening, serving, and standing shoulder to shoulder with others. I’m incredibly proud of this class. The way we’ve shown up for one another, the laughter, the vulnerability, the grit—it’s been an honor.”

Marianne Bornhoft, Class of 2025
Realtor & Entrepreneur



ALUMNI PROGRAMMING

Alumni Highlights 2025

The Alumni Party With Purpose, held on November 21, 2024, collected donations for Communities in Schools of Spokane County. This year also featured Alumni Presents: Generational Differences in the Workplace in October, Alumni Coffee & Donuts meetups, and Alumni Presents: When Everyone Leads in May. Thank you to all our alumni who attended the Gala, the All Class Reunion, and who volunteered at Regional Economy Day for the morning Scavenger Hunt and at Human Needs Day for the Poverty Simulation. **Stay tuned—more events to come!**

The 1983 Society currently has 106 total members and 75 lifetime members

**1983 Leadership
SOCIETY
Spokane Alumni**

The mission of The 1983 Society is to build and foster a legacy of Leadership in the Spokane area through growth opportunities. You can join the society today on our website [here](#).

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HOW YOU CAN GET INVOLVED

Volunteer Opportunities

Mark your calendars! We'll need volunteers for:

- Regional Economy Day | October 2, 2025
- Human Needs Day | April 2, 2026

Alumni with Class

Join the Flagship class for a networking happy hour after every class session—held on the **first Thursday of each month**.

Stay Connected

Follow us @LeadershipSpokane on LinkedIn, Facebook, and Instagram to stay in the loop!

Save the Date

Our annual Leadership Lights the Way Gala is happening on February 7, 2026—don't miss it!

Update Your Info

Changed jobs? Recently retired? Email us and keep your contact info current!

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THANK YOU TO OUR PROGRAM SUPPORTERS

Your generosity fuels Leadership Spokane's mission to inspire, connect, and develop leaders who strengthen our community. We are deeply grateful to these program sponsors whose support makes our work possible.



Avista Foundation – BECU – Cowles Company – TC Energy – David and Dorothy Pierce Charitable Trust –

Fairmount Memorial Association – Freeform Interiors – Heritage Funeral Home – ICCU –

Innovia Foundation – Itron – Lydig Construction, Inc. – MacDonald-Miller Facility Solutions –

MultiCare Health System, INW – Spokane Rotary 21 – The Parker Foundation – US Bank – Washington Trust Bank

CLASS DAY SPONSORS

**AgWest Farm Credit – Comcast – Gonzaga University Center for Lifelong Learning –
Kalispel Tribe of Indians and Northern Quest Resort & Casino – Media Credit Union –
Numerica Credit Union – Providence Inland Northwest Washington –
Spokane International Airport – Spokane Rotary Club 21 –
Blood Center Foundation of the Inland Northwest / Vitalant – Wagstaff, Inc.**

Thank you to our grant provider for making our nonpartisan program, You Should Run, possible

Marie Lamfrom
CHARITABLE FOUNDATION

“I’m incredibly grateful for the unforgettable memories, the laughter, the growth, and especially for the phenomenal group of people I had the privilege to learn alongside.”

Cola Boyler, Class of 2025

Director of Tribal Relations, Eastern Washington University



LOOKING AHEAD TO 2026

In the year ahead, Leadership Spokane will strengthen financial stability, deliver engaging programs, expand 509 Focus, grow the 1983 Society, and deepen alumni connections—ensuring lasting impact for our community.

OUR 2025-2026 GOALS:

1. Maintain financial stability in a unique funding climate
2. Provide engaging, contemporary programs for Classes of 2026
3. Fine-tune and grow the 509 Focus program
4. Enhance the 1983 Society membership benefits
5. Continue outreach to alumni through integration with current class, and active engagement with alumni population





THANK YOU—BECAUSE TOGETHER, WE CAN DO IT ALL.