

ANNUAL REPORT 2024-2025

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HARTFORD**

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Thank you to our generous sponsors for your commitment to LGH. Your support enables us to continue our mission of developing leaders and strengthening our community. We are truly grateful for your partnership and look forward to achieving even more together!

LEADERS GROW HERE

Over the past year, LGH has remained steadfast in our commitment to serving the Greater Hartford region through a time of change and uncertainty. Even as we navigate staff transitions and a shifting landscape, community demand for leadership development has remained strong. We welcomed two of our largest-ever Quest and Executive Orientation cohorts, launched a new website reflecting our refreshed brand, and we continue to meet the moment with programs that bring people together to grow, connect, and lead.

LGH TEAM

Peter Callahan	Manager, Engagement
Tony Ciccone	Director, Consulting & Training
Larisa Kottke	President & CEO
Jernelle Lavinier	Administrative Assistant
Mae Maloney	Senior Program Director
Analís Pedroso	Manager, Marketing & Development

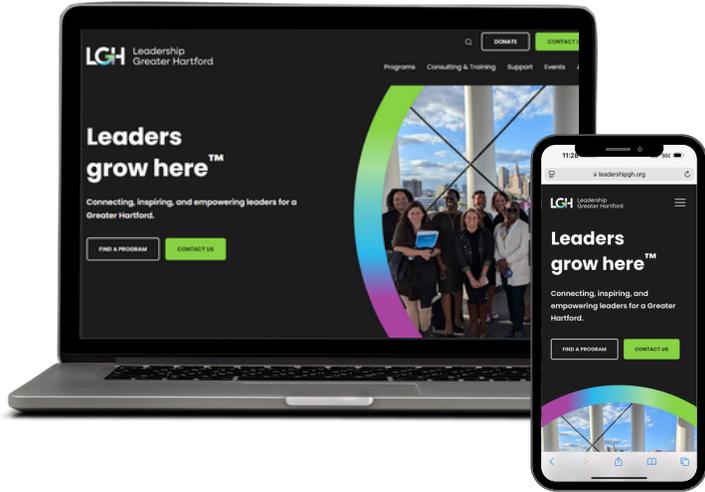
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Leadership Greater Hartford

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WEBSITE RELAUNCH!



This year, we proudly launched our newly redesigned website—offering a fresh look, improved navigation, and a more user-friendly experience. The updated site better reflects our mission, programs, and impact, making it easier for visitors to connect with us and get involved. We extend our sincere thanks to the talented team at GO Agency for their creativity, expertise, and commitment in helping bring this vision to life.

SHIFTING FROM DUES TO DONORS

This year, LGH transitioned from an annual membership model to a more inclusive approach: event discounts are now available to all alumni, honoring the impact they have already made on our community. Lifetime members remain a valued part of our network, recognized for their ongoing commitment.

As a nonprofit, we rely on the generosity of donors, grantors, and funders to keep our programs accessible and impactful. By shifting from membership dues to philanthropic giving, we invite our alumni and friends to support LGH as donors—helping us continue to inspire and empower generations of leaders.



ANNUAL DONOR RECOGNITION LEVELS

At Leadership Greater Hartford, we are deeply grateful for the generosity and commitment of our donors. This chart outlines our donor recognition levels—highlighting the ways we celebrate you throughout the year.

GIVING LEVEL	WHAT YOUR GIFT SUPPORTS	HOW IT ADVANCES OUR MISSION	DONOR RECOGNITION & BENEFITS
\$100-FRIEND	Covers the cost of a coaching session for <i>Quest</i> participants to explore their leadership style, values, and impact.	Cultivates self-aware, purpose-driven leaders who are prepared to build trust and lead effectively across lines of difference.	Recognition in printed donor lists.
\$250-ADVOCATE	Funds a <i>Leaders on Board</i> training that prepares individuals for service on nonprofit boards.	Strengthens the region’s civic infrastructure by increasing diverse, informed leadership in nonprofit governance.	Recognition in printed donor lists. Invitation to the 2026 Donor Gratitude Breakfast.
\$500-PARTNER	Supports a <i>Leaders in Focus</i> event showcasing changemakers from across sectors.	Broadens leadership perspectives by elevating inspiring stories that reflect the diversity, resilience, and innovation of our region.	LGH exclusive mug. Recognition in printed donor lists. Invitation to the 2026 Donor Gratitude Breakfast.
\$1,000-LEADER	Covers an <i>Executive Orientation Program</i> community tour exploring local challenges and community-driven solutions.	Fosters informed, collaborative leadership by connecting participants directly with the assets and complexities of our region.	LGH exclusive travel tumbler. Recognition in printed donor lists. Invitation to the 2026 Donor Gratitude Breakfast.
\$2,500-CHAMPION	Fully funds one participant in the <i>Third Age Initiative</i> , empowering older adults to design and lead community impact projects.	Mobilizes the experience and passion of older adults to drive meaningful, equity-centered change in areas like health, housing, and education.	Engraved crystal memento. Featured in a donor profile. Recognition in printed donor lists. Invitation to the 2026 Donor Gratitude Breakfast.
\$5,000-PILLAR	Provides a full scholarship for a <i>Quest</i> participant from a small nonprofit or business.	Invests in emerging BIPOC and community-based leaders who are committed to inclusive, collaborative leadership and strengthening their communities.	Engraved plaque. Featured in a donor profile. Recognition in printed donor lists. Invitation to the 2026 Donor Gratitude Breakfast.
\$10,000-VISIONARY	Underwrites the design and facilitation of new cross-sector collaborations, such as regional leadership convenings or custom trainings focused on equity and culture change.	Sparks long-term, systems-level change by bringing together diverse leaders to co-create solutions for our region’s most urgent issues.	Custom artwork. Featured in a donor profile. Recognition in printed donor lists. Invitation to the 2026 Donor Gratitude Breakfast.

CONSISTENT DONOR RECOGNITION LEVELS

GIVING LEVEL	YEARS OF GIVING	DONOR GIFT	SPECIAL RECOGNITION IN DONOR LIST
LEGACY LEADER	15+ Years	Engraved Plaque	Legacy Leader Designation
TORCHBEARERS	10+ Years	Engraved Plaque	Torchbearer Designation
SUSTAINERS	5+ Years	Engraved Plaque	Sustainer Designation

PROGRAM HIGHLIGHTS



LGH Executive Orientation

Executive Orientation Program (EOP) is a five-session, 20-hour primer that gives new-to-market executives and senior level professionals an insider's look at the Greater Hartford region, and fosters connections with fellow executives across business, educational, nonprofit and civic organizations.

25 executives served in 2025

LGH Third Age Initiative™

The Third Age Initiative™ (TAI) is a year-long program for current and soon-to-be retirees and older adults to support healthy aging, longevity and enhance the quality of life in their communities through purposeful engagement and collaboration.

448 participants across 18 classes; 47 towns represented, with 24% Hartford residents



LGH Leaders on Board

Leaders on Board connects Greater Hartford's talented professionals and community nonprofits. LGH trains individuals in board governance and nonprofit organizational structure to prepare them for and match them with interesting and innovative nonprofits.

1,000+ individuals placed on more than 200 nonprofit boards since 2009

LGH Consulting and Training

Consulting & Training provides customizable training engagements that enrich staff development, seize opportunities, and resolve complex workplace challenges. From leadership development and coaching, to strategic planning, team building and organizational effectiveness, our team is here to tailor trainings and workshops that will transform you and your organization.

27 clients served in 57 weeks, 59% are nonprofits



LGH Quest



Quest, Connecticut's flagship community leadership development program, is a 10-month program serving high-performing, mid-career professionals across various sectors to help them grow in their careers and in our community.

77% of Quest alumni report being more actively engaged in the community after program participation

LGH Quest Leadership in Action

Quest is Leadership Greater Hartford's flagship program for mid-career professionals who want to grow their leadership impact while staying deeply connected to community. Through immersive learning, coaching, and project-based collaboration, participants sharpen their leadership voice, strengthen cross-sector relationships, and inspire collective change.

QUEST 2025 At-A-Glance

Quest 2025 is one of the largest cohorts in recent years, with **more than 50 leaders** representing manufacturing, healthcare, global and local corporations, nonprofits, municipal government, and higher education.

Throughout the year, the cohort explored what it truly means to lead with **authenticity, courage, and purpose**. Through deep reflection, experiential learning, and courageous conversations, they examined leadership from multiple dimensions—stepping confidently into their own power while also learning when to lead from behind and amplify others.

They practiced how to motivate teams, navigate complexity, and drive meaningful change in the Greater Hartford region. Equally powerful has been how this group shows up for one another. They've built relationships rooted in **trust, collaboration, and shared growth**, proving that leadership is both a personal journey and a collective responsibility.

Participant Spotlight

“A Transformational Experience”

“Quest truly lives up to its name—a powerful journey of self-discovery and growth. After 25 years in the nonprofit sector, I joined to better understand my leadership style, honor my strengths, and embrace my growth areas with grace. During our April retreat, a breakthrough moment came when we explored transactional vs. transformational relationships. I realized I had mastered the transactional but was being called to lead with deeper authenticity and purpose. That language helped me name what I was experiencing and changed how I show up as a leader. I now work with greater clarity, joy, and impact. I haven't been the same since. Thank you to Mae Maloney and the entire LGH Quest team for this transformative experience.”

— *Alecia Andrews*

Step Into Your Power with Quest 2026!

If you or someone you know is ready to grow as a leader, expand your influence, and connect with a network of purpose-driven professionals, this is the moment.

Seats are limited - secure your spot today.

To learn more about Quest, contact Mae Maloney, Senior Program Director, at mae.maloney@leadershipgh.org

On June 5, 2025, at 1390 Parkville Market, Parkville Market's brand-new event space, we celebrated our Annual Polaris Awards. Polaris brings the Greater Hartford community together to honor exemplary, and often unsung, leaders, organizations, and initiatives that serve as guiding lights in our region.

POLARIS

2025 Polaris Award Winners:

- Leadership:** Joelle A. Murchison, CEO & Founder, EMG
- Community:** Hartford Communities That Care
- Connections:** Veronica Ruiz, Director of Organizational Capacity & Development



LEADERSHIP BREAKFAST



The 2024 Leadership Breakfast continued LGH's commitment to fostering strong, collaborative leadership across our region.

Held on October 30, 2024, this year's gathering brought together municipal and statewide public servants, corporate partners, and community leaders for an insightful morning of dialogue and connection.

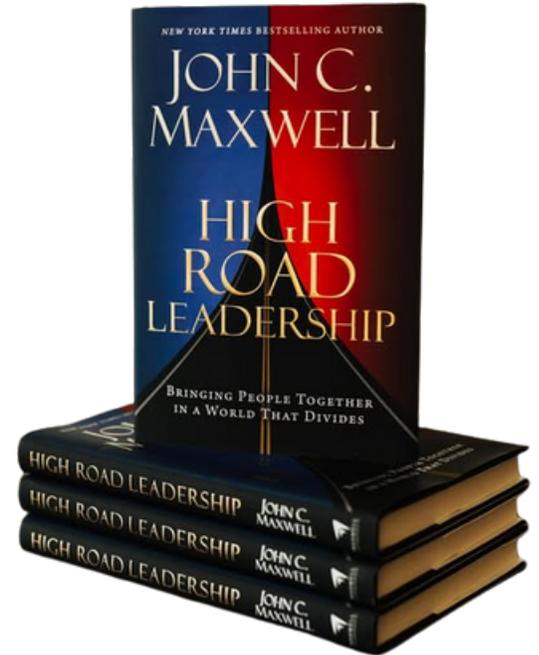
Through a dynamic panel discussion, attendees explored the key opportunities and challenges facing our communities in the year ahead—and gained practical ways to engage in solutions. The event highlighted the power of civic leadership and reinforced LGH's mission to equip individuals and organizations to lead with purpose, inclusivity, and impact.

LESSONS IN LEADERSHIP

Our 2025 *Lessons in Leadership* series offered four dynamic virtual sessions designed to equip leaders with the mindset and tools needed to navigate complex and uncertain times. Grounded in John C. Maxwell's *High Road Leadership: Bringing People Together in a World That Divides*, the series explored what it truly means to lead with integrity, courage, and purpose.

Participants engaged in thoughtful discussions on building trust, fostering inclusion, and choosing principled action—even when faced with challenge and division. Through shared learning and real-world application, leaders examined how taking “the high road” can transform teams, strengthen communities, and inspire meaningful change.

This series reflects LGH's continued commitment to developing values-based leaders who elevate others and lead with both heart and impact.



LEADERS IN FOCUS



VANESSA DE LA TORRE
Chief Content Officer for
CT Public



KAMORA HERRINGTON
Founder and Visionary of
Kamora's Cultural Corner

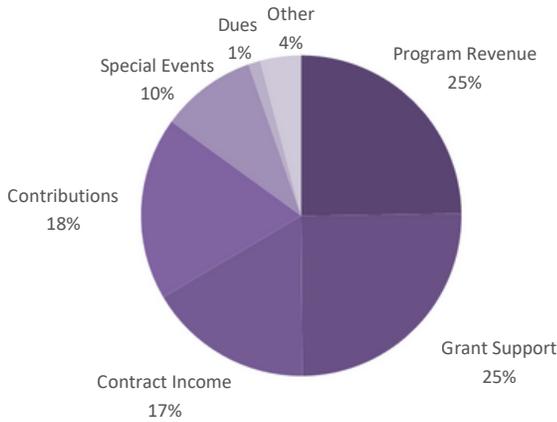


LEANDER A. DOLPHIN
Managing Partner of Shipman &
Goodwin, and Chair of the CT Judicial
Selection Committee

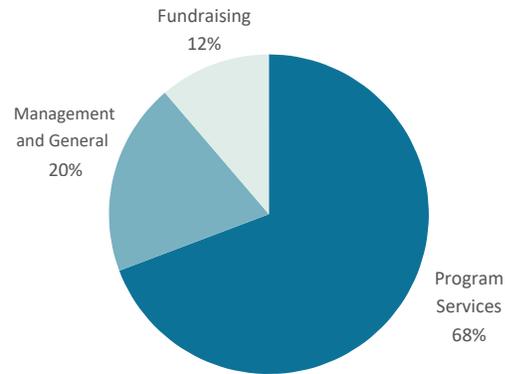
This year, our Leaders in Focus series continued to bring the LGH network together for meaningful dialogue, connection, and inspiration. Designed to highlight influential leaders who are driving positive change across the region, the series goes beyond traditional networking by creating space for thoughtful conversations on leadership, equity, innovation, and civic responsibility. This year's featured leaders included Vanessa de la Torre, Chief Content Officer at CT Public; Kamora Herrington, Founder and Visionary of Kamora's Cultural Corner; and Leander A. Dolphin, Managing Partner at Shipman & Goodwin and Chair of the Connecticut Judicial Selection Committee. Through these engaging conversations, attendees explored purpose-driven leadership and gained valuable insight into how local leaders are shaping a more inclusive and resilient future for our communities.

2024 FINANCIALS

Revenue



Expenses



Statement of Activities

Support + Revenue

Program Revenue	\$218,590
Grant Support*	\$221,750
Contract Income	\$146,677
Contributions	\$163,088
Special Events	\$85,376
Dues	\$10,615
In-Kind Donations	\$27,700
Other	\$8,777
TOTAL Support + Revenue	\$882,573

Expenses

Program Services	\$687,721
Support Services:	
Management +	
General	\$201,783
Fundraising	\$116,585
TOTAL Expenses	\$1,006,089

NET (\$123,516)

Statement of Financial Position

Current Assets

Cash & Cash Equivalents	\$120,511
Accounts Receivable	\$32,892
Contributions Receivable	\$28,350
Prepaid Expenses	\$8,564
TOTAL Current Assets	\$190,317

Fixed Assets \$32,488

Other Assets \$85,487

TOTAL Assets \$308,292

*Presented on an operating basis to reflect resources used and received during the fiscal year.

DONORS

From January, 1, 2024 - June 30, 2025

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Visit our website for more details and to stay updated on LGH events.



Interested in sponsoring one or more of LGH's events?
Contact Larisa at Larisa.Kottke@leadershipgh.org