

# 2023 -2024 ANNUAL REPORT

**SERVING GREATER HARTFORD**



# Leaders Grow Here

In the past year, LGH has transformed. We've rebranded, moved offices, and launched a new business to provide long-term financial support for our programs and other mission work. That said, we still have the same heart and the same unwavering commitment to developing the great leaders that our communities deserve. In this year's annual report, we are excited to share the intention and purpose behind these changes, as they are foundational to our future growth and evolution as an organization that helps leaders create inclusive and vibrant communities.

## LGH TEAM

<b>Marsha Adell</b>	Director, Third Age Initiative™
<b>Tony Ciccone</b>	Director, Consulting & Training
<b>Doe Hentschel</b>	Leadership Preceptor
<b>Larisa Kottke</b>	President & CEO
<b>Jernelle Lavinier</b>	Administrative Assistant
<b>Mae Maloney</b>	Senior Program Director, Quest & Leaders On Board
<b>Analís Pedrosa</b>	Manager, Marketing & Development
<b>Andre Santiago</b>	Vice President & Chief Program Officer

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*Leadership Greater Hartford*

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*The Connecticut Forum*

# New Look!



**OLD LOGO**



**LEADERSHIP  
GREATER  
HARTFORD**

Our new look is inspired by our desire to center our brand on the leaders we develop. LGH is an organization that helps leaders develop and grow in ways that benefit our local community. We are a place-specific organization that cares deeply about Connecticut’s capital region, and about activating and unleashing the leadership potential of our residents, at all stages of life.

With our new branding (thanks to our friends at GO), we can say so much, even in a small space. We have retained our three colors, paying homage to our past while updating to a modernized palette. These colors represent our three pillars of community, leadership, and connections, and they also converge - much in the same way that LGH programs bring folks of all identities and experiences together to develop and learn. The arrow depicts the growth of our leaders, and each letter supports the other - an intentional reference to the importance of connection and servant leadership.

Our new tagline, “Leaders Grow Here,” reinforces the local nature of our leadership development work and our new logo has been incorporated into each of our program brands so that every LGH program is always connected to our organization, mission, and vision.

**NEW LOGO**



**Leadership  
Greater Hartford**

Leaders Grow Here™

# New Home!

Our long-time home at 30 Laurel Street was sold by United Way of Central and Northeastern Connecticut this summer. Although it was bittersweet to leave our neighborhood, we are so excited to have moved into Connecticut Public’s Hartford office in Asylum Hill. We share our new space with many other nonprofit partners who share our commitment to local impact. In our new building, we share space with CPTV, WNPR, CT Mirror, World Affairs Council, Hartford Performs, The CT Museum of Culture and History, and Hartford Land Bank. More tenants are likely to join us soon, and we are thrilled to have such a welcoming and community-oriented new home.








*New Business!*

**LGH** Consulting and Training  
**Level UP** 



# Transformational Leadership

-  **Leadership Team Transformation**
-  **Enhanced Talent Promotability**
-  **Improved Succession Planning**
-  **Organization-Wide Productivity Gains**
-  **Increased Employee & Customer Satisfaction**

The new business we have launched this year is the Level-Up Leadership Certification Program. Level-Up is a multi-phase leadership development program designed to serve cohorts and teams within larger institutions, municipalities, state agencies, and businesses. It will transform their cultures and help train the next generation of leaders.

We know that companies are struggling with generational transitions in leadership, how to build and sustain company culture in hybrid environments, and how to inclusively support team members as whole humans, with rich lives and responsibilities, both outside of work and within. Level-Up is designed to help organizations address all of these issues and create environments where employees and companies can both thrive.

We are grateful for the training and support provided by the Hartford Foundation for Public Giving to help us build this new business for LGH. Through their Social Enterprise Accelerator program, we've developed a rigorous business plan, and a robust program curriculum that will help transform the client companies we work with, while also providing vital and sustainable financial resources to the rest of LGH. These resources ensure that we can offer scholarships to BIPOC program participants for LGH Quest and LGH Executive Orientation, that the Third Age Initiative™ can continue to be provided at no cost to participants, and that we can continue to subsidize our small nonprofits and small businesses when they want to enroll employees in our programs, even if they don't have budgeted funding available.

*Thank you!*

TO EVERYONE THAT DONATED TO OUR SOCIAL ENTERPRISE INITIATIVE WITH THE GENEROUS DOLLAR-FOR-DOLLAR MATCH FROM THE



WE COLLECTIVELY ACHIEVED OUR INITIAL GOAL OF \$30,000, RESULTING IN A TOTAL AWARD OF \$60,523 TO-DATE FOR US TO LAUNCH OUR LEVEL-UP CONSULTING & TRAINING PROGRAM!

**EVERY CONTRIBUTION MADE A DIFFERENCE.**

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# Program Highlights



## 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 participants are more actively engaged in the community after program participation*



## 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.

**35**

*executives served in 2023 and 2024*



## 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.

**437**

*participants across 17 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 in 57 weeks, 59% are nonprofits*



**Leaders Grow Here™**

# Polaris

On June 4, 2024, at Infinity Music Hall Hartford, we celebrated our 21st 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.

## 2024 Polaris Award Winners:

- Leadership:** Thea Montañez, Former Chief Operating Officer, City of Hartford
- Community:** Charter Oak Boxing Academy
- Connections:** Janine D. McMahon, JDM Global Leadership Coaching & Consulting



# Leadership Breakfast



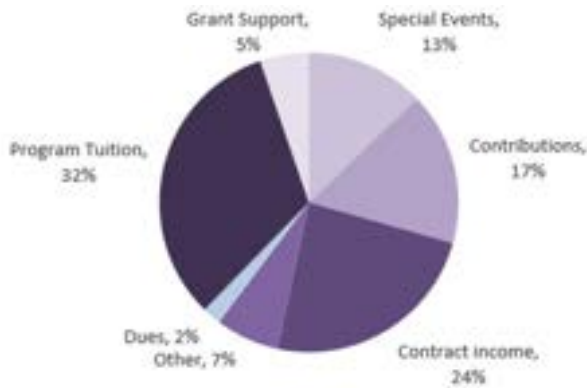
The 2023 Inaugural Leadership Breakfast exemplified LGH's dedication to cultivating strong, collaborative leadership throughout the region. Held on November 1, 2023, the inaugural event gathered influential community leaders, corporate partners, and supporters for an engaging morning of dialogue and networking. Attendees explored the critical role leadership plays in addressing the challenges facing Greater Hartford, while also celebrating the ongoing efforts to empower individuals and organizations.



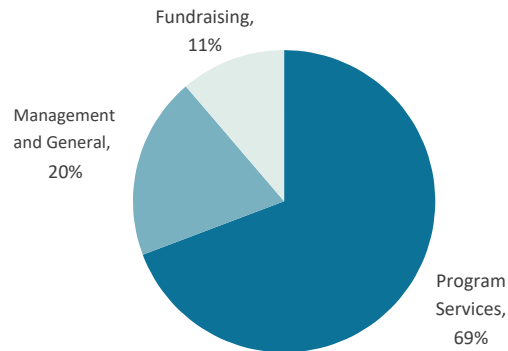
# Financials

## 2023

### Revenue



### Expenses



### 2023

#### Statement of Activities

##### Support + Revenue

Program Revenue	\$224,210
Grant Support	\$37,000
Contract Income	\$165,594
Contributions	\$115,241
Special Events	\$88,320
Dues	\$14,179
In-Kind Donations	\$34,500
Other	<u>\$13,308</u>
<b>TOTAL Support + Revenue</b>	<b>\$692,352</b>

##### Expenses

Program Services	\$655,420
Support Services:	
Management +	
General	\$188,034
Fundraising	\$108,643
<b>TOTAL Expenses</b>	<b>\$952,097</b>

**NET (\$259,745)**

### 2022

#### Statement of Activities

##### Support + Revenue

Program Revenue	\$214,821
Grant Support	\$431,574
Contract Income	\$172,602
Contributions	\$138,785
Special Events	\$61,855
Dues	\$14,808
In-Kind Donations	\$35,000
Other	<u>\$11,375</u>
<b>TOTAL Support + Revenue</b>	<b>\$1,080,820</b>

##### Expenses

Program Services	\$629,540
Support Services:	
Management +	
General	\$177,194
Fundraising	\$102,378
<b>TOTAL Expenses</b>	<b>\$909,112</b>

**NET \$167,472**

# Sponsors



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™

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Contact Larisa at [Larisa.Kottke@leadershipgh.org](mailto:Larisa.Kottke@leadershipgh.org)



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