



# Annual Report 2021-2022

# LEADERSHIP LACKAWANNA

*Affiliate of The Greater Scranton Chamber of Commerce*





## About Us

Leadership Lackawanna (LL) is a 501(c)(3) charitable, non-profit organization in NEPA dedicated to community leadership and professional development. Our six programs enhance the skills, connections and knowledge of emerging and established leaders, enabling them to better serve in our communities, workplaces and organizations. All Leadership Lackawanna participants live, work or play in Lackawanna County. Established in 1982, we have created more than 2,500 community leaders.

Leadership Lackawanna | P.O. Box 431 | Scranton, PA 18501

Leadership@ScrantonChamber.com

570.342.7711

LeadershipLackawanna.com

# Welcome

Enclosed are the amazing achievements of Leadership Lackawanna during the 2021-2022 program year. For 39 years we have impacted the Greater Scranton community, and this year was no different! We graduated over 150 people, offered 42 class sessions resulting in 175+ hours of programming, invested over \$55,000 into our community via our Core program projects and awarded \$6,000 in tuition assistance to qualifying participants. We are proud to help shape the future of NEPA and honored to serve the great people of our community who live, work and play in Lackawanna County. The results of this annual report echo that. Happy reading!

# Our Team

Nikki Morristell  
Executive Director | Experience 14+ Years  
ESFP

Nikki became the director of Leadership Lackawanna in 2008. Nikki comes to Leadership Lackawanna from the local Girl Scout organization where she served in several positions over the years. She is a 1998 graduate of Tunkhannock Area High School and a 2002 graduate of Elizabethtown College. She is a board member of the Association of Leadership Programs (ALP) and Supporters of Camp Archbald. Nikki is also involved with Abington Christian Academy's Parent Advisory Board, LCBC Church Kids Ministry and Girl Scouts in the Heart of PA.



Jen Strzelec  
Program Coordinator | Experience 1.5 Years  
ISFP

Jen became the program coordinator in September 2021, specializing in youth and collegiate level leadership programs. Prior to this position, she served as a preschool aide at Bright Beginnings Preschool in Mt. Cobb and at the YMCA in King George, Virginia. She also served 9 years in the United States Army as an avionics mechanic and was stationed in Korea, Texas, Hawaii, and Virginia. She earned her bachelor's degree in Business Administration from Temple University and is currently earning her MBA at West Chester University.



Karen Durkin  
Assistant | Experience 15+ Years

Karen serves as the assistant for Leadership Lackawanna and has been in this role for over 15 years.



## Our Six Programs

### Tomorrow's Leaders Today

- Session 1: Orientation & Leadership 101
- Session 2: Financial Literacy & Grants Part 1
- Session 3: Health Care
- Session 4: Diversity, Equity and Inclusion
- Session 5: STEAM & Grants Part 2
- Session 6: STEAM
- Session 7: History and Heritage & End of Year Review

Because  
of our TLT session  
on financial literacy,  
95% of our participants  
reported feeling more  
confident making a  
personal budget



Our seven-month Tomorrow's Leaders Today (TLT) program develops the leadership, interpersonal and managerial skills of high school juniors and provides real-world experiences in the areas of health care, STEAM, history and heritage, crime and corrections, financial literacy, philanthropy, non-profit organizations and community service.

### Welcome Scranton!

In Welcome Scranton! participants will receive a fascinating insider's look at our community. This 2 ½ day program is designed to give participants a quick, but thorough, understanding of Scranton and Lackawanna County, along with a revitalized sense of putting leadership into action. Welcome Scranton! is open to everyone, from newcomers to area natives, from entry-level employees to executives.

Although not held this year, we hope to bring WS! back in the Spring of 2023.



## Executive



This six-week program deeply engages high-level professionals in the Greater Scranton area, broadens their social network, and increases their overall knowledge of the community. Participants meet key business and community leaders as they receive an overview of Lackawanna County's history and culture, economic and political structures, community events, civic groups, recreational activities and non-profit organizations.

Session 1: Orientation & Leadership

Session 2: Government & Economic Development

Session 3: Leadership & Arts and Culture

Session 4: Diversity, Equity and Inclusion

Session 5: End of Year Review & Graduation



## Core



In the Core program participants gain direct and indirect leadership, interpersonal and managerial skills, as well as an enhanced understanding of the issues relevant to the Greater Scranton region, through monthly sessions. Members of the class also devote a large portion of their time to develop and implement community projects, hence enhancing their leadership abilities, fostering teamwork and benefiting local non-profit organizations.

Session 1: Orientation & Leadership

Session 2: Project Management 101

Session 3: Media for LL participants

Session 4: Plans & Decision Making

Session 5: Leadership 2.0

Session 6: Diversity, Equity & Inclusion

Session 7: Crime and Corrections

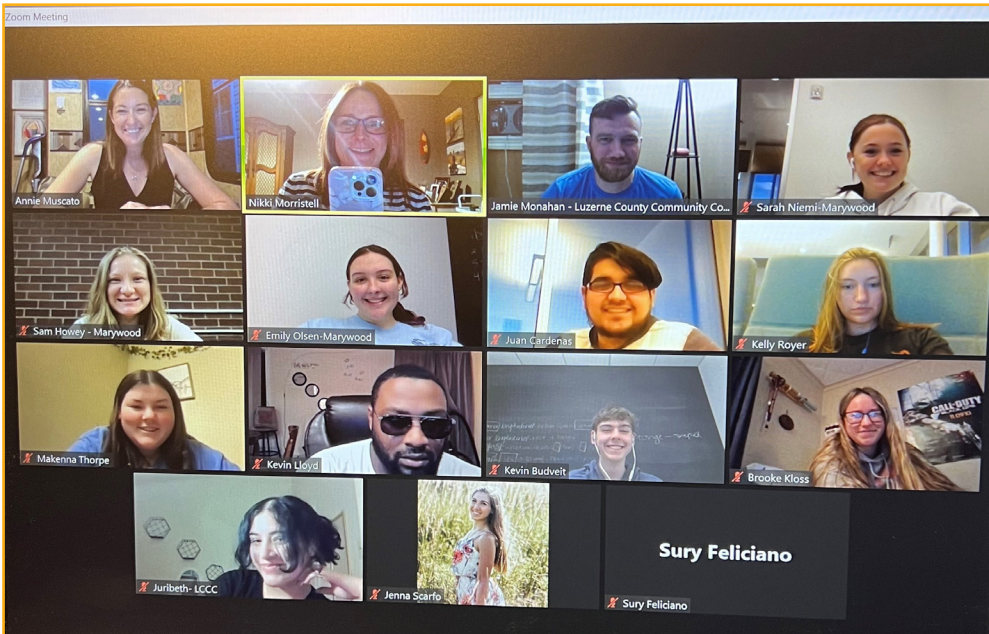
Session 8: Simulated Society (SIMSOC)

Session 9: History and Heritage

Session 10: End of Year Review

# Our Programs: Continued

## Collegiate



This 6-week virtual course, consisting of online modules, provides current and aspiring leaders with an innovative and flexible learning experience – complete with a variety of personal and professional development skills that are ideal for building a solid resume and honing leadership, interview and career readiness skills. In addition, the opportunity to connect with students from around the state and build connections via a private LinkedIn group are robust and plentiful.

### Weeks 1 & 2

Intro to Leadership  
Setting up Success  
The Power of Perception  
Goal Setting & Implementation  
Prioritizing Leadership Goals  
Purpose & Inspiring Action

### Weeks 3 & 4

Understanding Oneself  
The Power of Personality  
Managing Differences  
Motivation: Have it & Use it  
Emotional Intelligence  
Personal Brand Development

### Weeks 5 & 6

Authentic Leadership Communication  
Conflict Management & Resolution  
Engaging in Creative Decision Making  
Leading Teams: Career Preparation  
Writing Emails for Impact & Influence  
Leadership Plan: The After Party

## Fundamentals 2.0

### MISSION & PURPOSE of LL

To enhance the skills, connections and knowledge of emerging and established leaders, enabling them to better serve in our communities, workplaces and organizations.

To offer premier community leadership and professional development opportunities to the citizens of Lackawanna County - and beyond!

This 8-week virtual course provides advanced leaders with all the fundamentals of leadership – but at a 2.0 level! Topics include prioritizing purpose, reframing, humility, running an effective meeting, generational differences and workplace diversity. This innovative and flexible online learning experience takes place via Zoom, for one hour, once a week, for eight weeks. Participants must work on weekly course content – but at their own pace and convenience! The use of a LinkedIn group will allow the class to share common ground, comment on each other’s experiences and build relationships.

# Program Participants

During the 2021-2022 year, over 150 people participated in our various programs. Regardless which, all programs build community leaders who live, work and play in Lackawanna County. We apologize for any omissions.

Emily Acevedo	Michael Cioffari	Pamela Goodall	Moriah Lovell	Bentler	Ethan Symuleski
Ore Ajakaiye	Audrey Cobb	Jaclyn Gregor	Nicholas Mancuso	Cecelia Otis	Joshua Tellez
Aleni Alfano	Frankie Cocchini	Jake Grodack	John Matlock	Chris Pahoski	Keri Tenio
Ally Anderson	Jennifer Condrad	Mark Hanichak	Steve Matthews	Abhinav Palle	Makenna Thorpe
Pamela Anslinger	Bridget Connor	Rina Hanumali	Hanel Matute	Pranav Palle	Lauren Tomaino
Kristin Armstrong	Sean Connors	Darrin Harris	Giulianna Mazza	Manan Pancholy	Mia Tomassoni
Skavi Ballinas	Nicholas Costanzo	Alura Henderson	Carla McCabe	Zachary Peachey	Nicholas Tomassoni
Ashley Banos	Walter Cross	Christian Herbster	Sara McCormack	Lawrence Pegula	Mar Tsakonas
Molly Baron	Michael Cummins	Emily Holtsmaster	Mary McHugh	Evan Peirce	Lindsay Tunis
Julian Beck	Marshall Davis	Ricardo Horn	Michael McKeefery	Adrienne Pierangeli Masters	Thomas Vinansky
Marie Beggin	Jennifer Davis	Adam Howanitz	Robert J. McLaughlin	Marsha Pigga	Talia Walsh
Justin Behrens	Tyler Day	Samantha Howey	Rachelle Medrano	Anthony Pitarra	Elizabeth Warrick
Calvin Beiler	Sydney Degnon	Jonathan Janosky	Adrienne Mellott	Noah Planey	Benjamin Warring
Kim Benjamin	Terry Deitz	Susan Jeffery	Jess Meoni	Nathanael Przywara	Karen Weller
Faith Bennett	Amour Donnay	David Jones	Erika Mills	Laurel Radzieski	Brandon Whipple
Mariah Bentler	Abby Drozdick	Walter Jurgiewicz	Alex Mojica	Sue Reilly	Colette Wintersteen
Colleen Blockberger	Jo Ann Durdan	Donna Kane	James Monahan	Rachel Rizzardi	
Antella Brzenchek	Joseph Fantanarosa	Edward Kaufman	Sarika Mongar	Ethan Roberts	
Kevin Budveit	Michael Fedorisin	Jessica Kehl	Rebecca Montross	Ricky Rogalewicz	
Chelsea Bush	Sury Feliciano	Brooke Kloss	Ayman Mounota	Juribeth Roman	
Carson Bushta	Elizabeth Foss	Lucas Kotcho	Julia Murphy	Sheylla Romero	
Kaylee Butler	William Fox	Daniel Kowalski	Alena Musko	Kelly Royer	
Juan Cardenas	Ella Frounfelker	Jared Kukosky	Conor Nealon	Carlos Salazar Paz	
Taysha Campana	Mariam Garcia	Margaret Lipperini	Isabella Nee	Jenna Scarfo	
Christina Cannon	Katie Gardier	Kevin Lloyd	Sarah Niemi	Morgan Seamon	
Camia Capalongo	Jennifer Genell	Skylar Long	Christine Olmo	Eileen Sennett	
Megan Cerco	Nina Ghirelli	Kayla Losito	Emily Olsen	Vienna Supon	
Maya Chorba	Nicole Gilligan	Abigail Lovatt	Melanie Opalka	William Sweeney	

## Sessions 1 & 2

The Power of Perception  
Addressing the H-Factor  
Prioritizing Your Natural Leadership  
Addressing the "Right" Goals  
Prioritizing Your Purpose  
Addressing Your Leadership Brand

## Sessions 3 & 4

The Myers Briggs Type Indicator in Action  
The Power of Personality  
Leading Different Personalities  
Understanding Others to Lead More Effectively  
The Power of Generational Differences  
Managing Workplace Diversity

## Session 5 & 6

Emotional Intelligence  
Effective Communication  
Conflict Management  
Growing as a Team  
Appreciation as a Tool for Passion  
Running an Effective Meeting

## Sessions 7 & 8

The Power of Environment and Culture  
Utilizing Reframing to Address Opportunities  
Reframing Recognition  
The Power of Motivation, Goal Setting and Change  
Producing Meaningful Change  
Moving Forward and Continual Growth



Our projects had a combined community investment of over \$55,000



## Community Projects

Each year, Core program participants engage in community service projects as part of their Leadership experience. In addition to enhancing skills, like teamwork and problem solving, participation in a project develops resourcefulness and engenders a sense of accomplishment through the impact such projects have on the community. Since our founding in 1982, over 165 projects have been completed. And because of the work of the Core Program Class of 2022, we can add four more to that number. This year, we worked with the following non-profit organizations....

## Camp Freedom

Carbondale, PA

Camp Freedom is an outdoor adventure healing camp that serves First Responders, Veterans, their families and Gold Star families. The facility consists of over 1,800 acres, 26 miles of which are hiking trails. Our team assisted in developing a user-friendly trail and mapping system to provide easier navigation and accessibility for all who experience the beauty and splendor of this amazing facility. Our team cleared and blazed miles of hiking trails, installed 96 signs and labelled several ponds, hunting blinds and food plots. In addition, we held an awareness walk, not only to raise funds to help support these efforts, but to bring additional awareness of this facility and outdoor space.



## Dolly Parton Imagination Library

Serving children in Lackawanna County



Leadership Lackawanna worked with the United Way of Lackawanna and Wayne Counties, along with several Foundations, to launch the Dolly Parton Imagination Library in Lackawanna County. This unique Library is an international book gifting program that mails free, high-quality books to children from birth to age five, no matter their family's income. Leadership class members focused their work on research, outreach, awareness, development and training. They also held numerous pop-up events to bring more awareness of this initiative to Lackawanna County, and to date have enrolled over 2,400 local children in this important, educational and worthwhile initiative.



## Mercatili-Segilia Park

Birney Avenue, Moosic, PA

This Park is a quaint, community park nestled just off Birney Avenue. Time has taken a toll on this outdoor space, therefore our team assisted in the revitalization and rehabilitation of the park by completing a variety of tasks and improvements. This included purchasing and waterproof sealing 21 new picnic tables, constructing four new serving tables, providing the park with all new signage, and refurbishing four benches with new wood. In addition, the team enhanced the 30-year-old gazebo by giving it a facelift – a new roof, new shingles and new paint! In total, our team, along with 50 other community volunteers, invested more than 100 hours improving this community asset.



## NeighborWorks of NEPA

Primarily serving the West Side neighborhood of Scranton

We are thrilled to have assisted in the development, volunteer recruitment and launch of a new initiative called Cutting with Care. This program provides free grass cutting and light lawn maintenance to older adults in the Scranton / Lackawanna County area. Not only does this service address a major need, but it allows adults to stay safe and healthy in their homes, and it boasts pride and respect for the community. Our partner in this initiative was NeighborWorks Northeastern Pennsylvania, a local non-profit organization dedicated to revitalizing neighborhoods and improving lives by addressing housing needs, resident empowerment, neighborhood revitalization, sustainable homeownership, and public-private partnerships.



Upon completion of our Core Program, 95% of participants reported they now have a strong understanding of Lackawanna County's diverse business sectors and their contributions to the region.

# Budget: July 1, 2021-June 30, 2022

## REVENUE, GAINS AND OTHER SUPPORT

Program Tuition	112,835
Core Program Projects	32,137
Events/Dues/Contributions	36,199
Grants & EITC	15,500
Endowments	12,250
Interest	1,964
Change in Endowments	(20,264)
Realized gain on Investments	928
Unrealized gain on investments	(13,596)
Contributions of nonfinancial assets	8,000

TOTAL \$185,953

## EXPENSES

Administrative & Overhead	84,285
Program & Grant Expenses	55,488
Core Program Projects	32,294
EITC	22,106
Marketing/Advertising	10,562
Events	16,709
Printing/Supplies	2,248
Meeting/Conferences	4,615
Miscellaneous	4,003
Professional Fees	2,240
Postage	2,495
Dues/Insurance/Subscriptions	2,708

TOTAL \$239,753

## Scholarships

Our partnership with the Scranton Area Community Foundation allows us to offer a variety of partial scholarships to qualified candidates participating in our various programs. These much needed funds help reduce the cost of tuition, allowing participants from non-profits, small businesses and even sole proprietors to experience our programs. To learn more about our scholarships or to contribute, please contact 570-342-7711 ext. 125.



## EITC Program

**THANK YOU**

**FIDELITY BANK**

**FNCB BANK**

**NBT BANK**

**THE HONESDALE  
NATIONAL BANK**

Leadership Lackawanna has again been recognized by the Pennsylvania Department of Community and Economic Development as an Educational Improvement Organization. Five specific areas of the Tomorrow's Leaders Today program were approved as "innovative educational programs" because they are not currently part of the academic program of a public school. These programs are Financial Literacy, Crime and Corrections, Health Care, History and Heritage and S.T.E.A.M.. During the program year, four Educational Improvement Tax Credit (EITC) approved companies made donations to our program.

# Alumni & Friends Association

Supporters and former program participants are encouraged to annually join or renew their membership. Alumni donations allow us to develop leaders, mobilize people to serve, impact the local community and shape the future of NEPA!

Note: names listed are as of 6/30/22. We apologize for any omissions.



Patricia Acker	Gerald Ephault	Kelley Lindsay	Ken Okrepkie	Jon Tobin
Nunzi Allegrucci	Jesse Ergott	Maggie Lipperini	Melanie Opalko Bentler	Joe Toczydlowski
Jim Alperin	Kimberly Fanning	Stephanie Longo	Michael Ossont	Jodi Tomassoni
Pam Anslinger	Leigh Fennie	Lindsey Loss	Christine Ostroski	Joe Tomko
Anna Arvay	Mike Ferguson	Robert Luciani	Mike Pacyna	Linda Tregua
Jennifer Azarowicz	Carmen Ferranti	Lauren Luongo	Justin Patchcoski	Susan Troy Connors
Alonzo Baker	Ashley Fetterman	Jennifer Mackey	Joe Paulowskey	Mar Tsakonas
Jane Barlow	Trish Fisher	Matt Mackie	John Pesavento	Jill Valentini
Mark Bennett	Pam Fisher	Gretchen Mackie	Alan Peslak	Mike Vivlemore
Michael Bernhardt	Laurie Fleming	Mackenzie Madigan	Carl Pettinato	Mark Volk
Julie Bialkowski	Michael Foder	Gerald Major	Debbie Phillips Langan	Lynn Volk
Christina Boettcher	Peggy Ford	Tim Maloney	Marsha Pigga	Andrea Vozzi
Mary Borthwick	Autumn Granza	Mary Anne Maloney Evans	Meegan Possemato	Jessica Wallo
Keely Brazil	Amy Gruzsky	Amanda Marchegiani	Todd Pousley	Gene Walsh
Devon Bremer	Alex Gundling	Robert Markowski	Neil Prisco	Christina Walsh
Ken Brewster	Robert Haas	Alejandra Marroquin	Rachel Pugh	Frank Wanat
Kevin Brislin	Robert Hagenbaugh	Roseann Martinetti	Dharti Ray	Warren Watkins
Erika Bruckner	Deana Haikes	John Matlock	Gail Rees	Eric Weinberg
Carmen Brutico	Lisa Hall Zielinski	Steve Matthews	Ken Reinheimer	Danielle Weinschenk
Drew Bubser	Logan Hansman	Henry Matute	Ken Reinheimer, III	Lisa Wesneski
Erica Burger	Vicki Hazzouri	Gina McAndrew	Letha Reinheimer	Brandon Whipple
Sandy Cameli	Christine Healey	Sean McAndrew	Mike Rescigno	Scott Wunschuh
Anna Maria Cancelli	Gerard Hetman	Jude McDonough	Liz Rightor	David Wintermute
Terri Caputo	Carlyle Hicks	Ryan McGowan	CJ Rinaldi	James J. Wisnewski
Meghan Carnevale	Angela Horan	Marty McGurrin	Sara Rinkunas	Theresa Yocum
Holly Carron	Tracy Hunt	Michelle McHugh	Fred Roughsedge	Alicia Zazzera
Colleen Carter	E.T. Hunter	Michelle McMaster	Lauren Rusen	
Jeff Cavanaugh	Lisa Imbriaco	Luke Meniffee	Tony Rusnak	
Kristie Ceruti	Tammy Jackson	Jessica Meoni	Verna Saleski	
Karen Clause	Susan Jeffery	Meredith Mercuri	Sara Samala	
Lee Coffman	Eric Jensen	Jennifer Mican	Steve Sanok	
Megan Coleman Derenick	Dragan Jokic	Wendy Miller	Michele Santaniello	
Justin Collins	Melissa Kelleher	Karli Miller	Erik Schab	
Christopher Cook	Amy Kelley	Kevin Mitchell	Angela Schuback	
Bob Courtright	Patricia Kelly	Dominick Mitchell	Shawn Scouten	
Rose Coyne	Sandra Kneller	Dom Mitchell	Ben Segall	
Larry Crimi	Jennie Knies	Rebecca Montross	Nick Serniak	
Nancy Cross	Megan Kofira	Lori Moran	Kristen Shemanski	
Charles Curtin	John Kramer	Sharon Mullaney	Jennifer Shoemaker	
Heather Davis	Nicole Krape	Gene Munley	Donna Simpson	
Judy Delaney	Noelle Krempasky	Patrick Murphy	Rebecca Slangan	
Mike DePietro	Jill Krolikowski Traino	Elizabeth Nagy	Kristyn Kelly Smith	
Kristen DePietro	Rob Krukovitz	Paul Nardone	Becky Snyder	
Marjorie DeSanto Barlow	Holly Kubicki	John Nealon	Michelle Spayder	
Terry Dietz	Gretchen Kukuchka	John Nicodem	Ellen Stevens	
Mari Donnelly	Mary Ann LaPorta	Michele Nicoteri	James J. Sullivan	
John Drake	Michele Legate	Matt Nied	Richard Surr ridge	
Jessica Durkin	Michele Lemoncelli	Kristen Noll	Christopher Szewczyk	
Paula Eckert	Jean Lenville	Christopher Norton	Dawn Talley	
Katlin Edmunds	Katie Leonard	Jesse Novatski	Jennifer Thomas	
Mary Endrusick	Matt Lewis	Natalie O'Hara	Nancy Tighe	

# LEADERSHIP LACKAWANNA

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