



ANNUAL REPORT

2022-2023 PROGRAM YEAR



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LEADERSHIPLACKAWANNA.COM



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 graduated more than 2,600 community leaders.

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WELCOME



This year, we recognized 40 years of visionary leadership and success in NEPA! Through the work of our 6 programs, we graduated more than 135 individuals – individuals who will now go on to use their skills and knowledge to impact the region!

Members of our Core Program completed 5 service projects and through a unique partnership with Penn State Scranton, each received a Diversity Training certificate. The Tomorrow's Leaders Today class worked directly with 14 different nonprofits this year investing over 200 hours of service. Our Executive Program added a session, which means participants in this c-suite series now spend 6 evenings together strengthening their networks and deepening their knowledge of the area. The 15 participants in our Leadership Fundamentals 2.0 Level Program each completed an individual developmental goal assessment as part of their final presentation. Our Collegiate Program welcomed students from 4 higher education institutions. And, we added a new component to the curriculum that honed in on leadership, interview, and career readiness skills. And finally, after taking a hiatus due to the pandemic, we brought back Welcome Scranton!. 17 individuals participated in this 2 ½ day orientation program.

We hope you'll agree our historical impact on NEPA is quite profound, and 2022-2023 proved no different! The results of this report and highlights from our 40th anniversary confirm that. We are honored to serve the great people of our community who live, work, and play in NEPA. We look forward to another 40 years!

Yours in Leadership,
Nicole A. Morrstell
Leadership Lackawanna Executive Director since 2008

“Leadership is not about titles or the corner office. It's about the willingness to step up, put yourself out there, and lean into courage.”
-Brene Brown

OUR TEAM



Nikki Morrstell, Executive Director

Nicole became the director of Leadership Lackawanna in 2008. She 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 Tunkhannock Primary Center PTO, Tunkhannock Youth Soccer, LCBC Church Kids Ministry and Girl Scouts in the Heart of PA.

Jen Strzelec, Youth & Collegiate Program Coordinator

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 her MBA from West Chester University.

Karen Durkin, Administrative Assistant

For over 16 years, Karen has served as our assistant. She is a jill-of-all-trades and helps fulfill the mission of Leadership Lackawanna daily. Her duties are numerous, and essentially cover all six programs, alumni relations, events and more!

"If everyone is moving forward together, then success takes care of itself."
– Henry Ford

Collectively, our team brings more than 90 years of work experience to the organization - 35 of those years have been spent directly impacting Leadership Lackawanna, its six programs and all 2,600 alumni!

OUR PROGRAMS



TLT

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. Specifically, this years topics included:

- Leadership 101, Grants & Philanthropy
- Diversity, Equity, Inclusion
- Financial Literacy
- Health Care
- Federal Justice & Grants Part 2
- STEAM & Historical Appreciation
- End of Year Review & Project Presentations



Core

Participants gain direct and indirect leadership, interpersonal and managerial skills, as well as an enhanced understanding of the Greater Scranton region, through participation in the monthly sessions listed below. Members of the class also devote a large portion of their time to develop and implement community service projects.

- Orientation & Leadership 101
- Project Management 101
- Communication & Media
- Interpersonal Communications & Project Plans
- Resilience & Mental Health
- Federal Justice
- Simulated Society
- Diversity, Equity, Inclusion
- Historical Awareness & Appreciation
- End of Year Review, Project Reports & DEI Service Projects

Leadership Fundamentals (LF) 2.0 Level

LF 2.0 is a virtual course providing advanced leaders with all the fundamentals of leadership – but at a 2.0 level! This flexible online learning experience takes place via Zoom, for one hour, once a week, for eight weeks. Participants work on weekly course content at their convenience! The use of LinkedIn allows the class to share common ground, comment on each other’s experiences and build relationships.



Sessions 1 - 4

The Power of Perception
Addressing the H-Factor
Prioritizing Your Natural Leadership
Addressing the “Right” Goals
Prioritizing Your Purpose
Addressing Your Leadership Brand
The Myers Briggs Type Indicator in Action
The Power of Personality
Leading Different Personalities
Understanding Others to Lead Effectively
The Power of Generational Differences
Managing Workplace Diversity

Session 5 - 8

Emotional Intelligence
Effective Communication
Team Management
Conflict Resolution
Appreciation as a Tool for Passion
Running an Effective Meeting
The Power of Environment and Culture
Reframing and Recognition
The Power of Motivation, Goal Setting and Change
Producing Meaningful Change, Moving Forward and Growth



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 opportunities to connect with students and build connections via a private LinkedIn group are plentiful.

SESSION TOPICS:

Intro to Leadership
Setting up Success
The Power of Perception
Goal Setting & Implementation
Prioritizing Leadership Goals
Purpose & Inspiring Action
Understanding Oneself
The Power of Personality
Managing Differences
Motivation: Have it & Use it
Emotional Intelligence
Personal Brand Development
Authentic Leadership
Communication
Conflict Management & Resolution
Creative Decision Making
Leading Teams: Career Preparation
Emails for Impact & Influence
Leadership Plan: The After Party

Executive Level

This six-week program 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 our area's history and culture, economic and political structures, community events, civic groups, recreational activities and non-profit organizations.



Session 1: Orientation & Leadership

Session 2: Communication

Session 3: Diversity, Equity, Inclusion

Session 4: Government & Economic Development

Session 3: Leadership & Arts and Culture

Session 4: Regionalism & Workforce

Session 6: End of Year Review & Graduation

Welcome Scranton!

Participants in WS! receives 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. WS! is open to everyone, from newcomers to area natives, and entry-level employees to executives.



WS! session topics include:

Manufacturing, History, Economic Development, Sustainability, Health Care, Education, Commerce, Entrepreneurism, Religion, Mental Health, Recreation, Arts & Culture, Workforce, and more!



EITC PROGRAM



Leadership Lackawanna has once 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. Thank you to the following:

- FIDELITY BANK
- FNCB BANK
- NBT BANK
- THE HONESDALE NATIONAL BANK



“Most people say that it is the intellect which makes a great scientist. They are wrong: it is character.”
– Albert Einstein

HONORING KAREN DURKIN

After 17 years of service to The Greater Scranton Chamber of Commerce, Karen celebrated her retirement in July of 2023. She was truly instrumental to the daily operations of our organization, and we wish her the happiest of retirements.



BUDGET JULY 1, 2022-JUNE 30, 2023

REVENUE, GAINS AND OTHER SUPPORT

Program Tuition	121,003
Core Program Projects	28,116
Events/Dues/Contributions	67,169
Grants & EITC	19,200
Endowments	11,160
Interest	1,729
Change in Endowments	9,388
Realized gain on Investments	(899)
Unrealized gain on investments	6,373
Contributions of nonfinancial assets	9,500
	272,739

EXPENSES

Administrative & Overhead	145,801
Program & Grant Expenses	31,787
Core Program Projects	25,856
EITC	18,376
Marketing/Advertising/Website	10,258
Events	29,260
Printing/Supplies	2,458
Meeting/Conferences/Trainings	11,757
Miscellaneous	3,694
Professional Fees	2,590
Postage	1,513
Dues/Insurance/Subscriptions	1,888
	285,238

ALUMNI SOCIETY



SUPPORTERS AND FORMER PROGRAM PARTICIPANTS ARE ENCOURAGED TO ANNUALLY JOIN OR RENEW THEIR MEMBERSHIP IN OUR SOCIETY. DONATIONS ALLOW US TO DEVELOP LEADERS, MOBILIZE PEOPLE TO SERVE, IMPACT THE LOCAL COMMUNITY AND SHAPE THE FUTURE OF NEPA! NAMES LISTED ARE AS OF 6/30/23. WE APOLOGIZE FOR OMISSIONS.

Stephanie Abraham	Meghan Carnevale	Mari Donnelly	Christine Healey	Frances Langan
Patricia Acker	Chris Carroll	John Drake	Gerard Hetman	Robert Lantka
Jim Alperin	Holly Carron	Jo Ann Durdan	Tracy Hunt	Mary Ann LaPorta
Pam Anslinger	Colleen Carter	Katlin Edmunds	E.T. Hunter	Addie Lavelle
Ariana Argust	Michael Cioffari	Mary Endrusick	Jill Hutchinson	Michele Legate
Anna Arvay	Lee Coffman	Gerald Ephault	Lisa Imbriaco	Michele Lemoncelli
George Aulisio	Justin Collins	Jesse Ergott	Tammy Jackson	Jean Lenville
Pat Ayers	Bridget Connor	Kim Fanning	Susan Jeffery	Matt Lewis
Jennifer Azarowicz	Christopher Cook	Joseph Fantanarosa	Dragan Jokic	Stacy Lewis
Alonzo Baker	Ross Cordaro	Mike Fedorisin	David Jones	Kris Liebegott
Jane Barlow	Bob Courtright	Leigh Fennie	Walter Jurgiewicz	Kelley Lindsay
Julian Beck	Tyler Crawford	Mike Ferguson	Matt Kalinchok	Maggie Lipperini
Marie Beggin	Debbie Cron	Tiffany Ferguson	Donna Kane	Stephanie Longo
Julie Bialkowski	Walter Cross	Pam Fisher	Jessica Kehl	Lindsey Loss
Dana Bilotta	Nancy Cross	Trish Fisher	Melissa Kelleher	Susan Luchko
Joe Bilotta	Charles Curtin	Laurie Fleming	Amy Kelley	Robert Luciani
Kathleen Bird	Heather Davis	Michael Foder	Patricia Kelly	Olivia Maikranz
Renee Blakiewicz	Tyler Day	Peggy Ford	Katy Kennington	Gerald Major
Richard Bradshaw	Jeff DeBree	Candy Frye	Drew Kirby	Amanda Marchegiani
Keely Brazil	Terry Deitz	Kaitlyn Gardier	Jennie Knies	Angela Ferri Mariotti
Devon Bremer	Judy Delaney	Nicole Gilligan	Megan Kofira	Robert Markowski
Ken Brewster	Mike DePietro	Pamela Goodall	Ted Kowalick	Alejandra Marroquin
Rosemary Broderick	Kristen DePietro	Autumn Granza	John Kramer	Roseann Martinetti
Carmen Brutico	Christopher DePrimo	Amy Gruzesky	Nicole Krape	Steve Matthews
Maggie Calpin	Marjorie DeSanto Barlow	Alex Gundling	Jill Krolikowski Traino	Steve Matthews
Sandy Cameli	Deyniel Desaren-Rupert	Robert Hagenbaugh	Robert Krukovitz	Sara Matusinski
Anna Maria Cancelli	John Devine	Lisa Hall Zielinski	Jared Kukosky	Henry Matute
Terri Caputo	Kansis Dolinsky	Darrin Harris	Gretchen Kukuchka	Sean McAndrew
Taylor Carito	Marguerite Donato	Vicki Hazzouri	Linda Lamparter	Jude McDonough

Ryan McGowan	Anne Paone Gallagher	Fred Roughsedge	Joseph Toczydlowski
Marty McGurrin	Tressa Parker	Lauren Rusen	Linda Tregua
Michelle McHugh	Justin Patchkoski	Tony Rusnak	Susan Troy Connors
Luke Meniffee	Joe Paulowsky	Steve Sanok	Mar Tsakonas
Jessica Meoni	Joel Perkins	Patricia Savage	Jill Valentini
Meredith Mercuri	John Pesavento	Erik Schab	Maria Veniamin
Jennifer Mican	Alan Peslak	Shawn Scouten	Mike Vivlemore
Wendy Miller	Marcy Petrucci	Stacy Shattuck	Mark Volk
Dom Mitchell	Adrienne Pierangeli	Kristen Shemanski	Lynn Volk
Kevin Mitchell	Masters	Jennifer Shoemaker	Andrea Vozzi
Alex Mojica	Marsha Pigga	Donna Simpson	Jessica Wallo
Rebecca Montross	Anthony Pitarra	Rebecca Slangan	Christina Walsh
Lori Moran	Andy Plank	Jeff Slivinski	Frank Wanat
Kevin Morgan	Daneen Plis-Skutack	Kristyn Smith	Elizabeth Warrick
Gene Munley	Meegan Possemato	Karen Smith	Eric Weinberg
Elizabeth Nagy	Todd Pousley	Becky Snyder	Danielle Weinschenk
Paul Nardone	Carrie Powell	Sandra Snyder	Keith Weinschenk
John Nicodem	Shane Powers	Sarah Sorrells	Joseph Wentline
Michele Nicoteri	Matt Purcell	Michelle Spayder	Lisa Wesneski
Matt Nied	Dharti Ray	Ellen Stevens	Brandon Whipple
Chris Norton	Gail Rees	Jenna Strzelecki	Erin Williamson
Jesse Novatski	Susan Reilly	Richard Surridge	Scott Winschuh
Natalie O'Hara	Ken & Letha Reinheimer	Christopher Szewczyk	David Wintermute
Ken Okrepkie	Ken Reinheimer, III	Dawn Talley	Colette Wintersteen
Christine Olmo	Mike Rescigno	Jennifer Thomas	Jim Wisnewski
Melanie Opalka-Bentler	Liz Rightor-Roberts	Chrissy Thomas	Mollie Woehling
Christine Ostroski	CJ Rinaldi	Jennifer Thomas	Alyssa Yanochick
Christopher Pahoski	Ivy Rinehimer	Nancy Tighe	Erica Yurkovic
Nicole Paolicelli	Sara Rinkunas	Jon Tobin	Alicia Zazzera

THANK YOU FOR YOUR DONATION!



SCHOLARSHIPS

Our partnership with the Scranton Area Community Foundation allows us to offer 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 Leadership Lackawanna. To learn more or to contribute, contact us!



WE AWARDED OVER \$5,000 IN SCHOLARSHIPS THIS YEAR!

The **Margaret Briggs Leadership Lackawanna Fund** is to annually provide tuition assistance to an individual from the social services community who is accepted into a Leadership Lackawanna program. This fund is maintained for Leadership Lackawanna by The Scranton Area Foundation.

The **Karen O'Connell Welles Leadership Lackawanna Fund** shall be awarded annually to an individual based on potential for leadership and need. Special consideration will be given to individuals who are interested in promoting equality. This fund is maintained for Leadership Lackawanna by The Scranton Area Foundation.

The **William P. Rinaldi Leadership Lackawanna Fund** provides assistance to an individual who has been accepted into a Leadership Lackawanna program, works in the field of education and displays the same passions (education and enthusiasm) as the late William P. Rinaldi. The fund was set up by Voluntary Action Center (VAC) and the Leadership Alumni Association. It is maintained by The Scranton Area Foundation.

The **William W. and Mary L. Scranton Leadership Lackawanna Fund** will be used to provide assistance to a Leadership Lackawanna participant who has displayed leadership qualities with a giving spirit to the community. This fund is maintained for Leadership Lackawanna by the Scranton Area Foundation.

The **H. Leigh Woehling Leadership Lackawanna Fund** was established to honor the late H. Leigh Woehling, a co-founder of Leadership Lackawanna. Each year it is awarded to an incoming participant aspiring to become an emerging leader. This fund is maintained by The Scranton Area Foundation.

The **Government Leadership Award of the Scranton Area Foundation, Inc.** is a merit-based award given to an individual whose employer is not covering the cost of the Leadership Lackawanna program, or a small business owner (less than 500 employees) paying his or her own way to Leadership Lackawanna, who shall be committed to civic leadership/government.

OUR GRADUATES

THIS YEAR, THROUGH THE WORK OF OUR 6 PROGRAMS, WE GRADUATED MORE THAN 135 INDIVIDUALS – INDIVIDUALS WHO WILL NOW GO ON TO USE THEIR SKILLS AND KNOWLEDGE TO IMPACT THE GREATER SCRANTON REGION! THEIR NAMES CAN BE FOUND ON THE NEXT SEVERAL PAGES.



Core Program Class of 2023

JASODA ACHARYA,
COMMUNITY BANK, NA

HANNAH GAUL,
TOBYHANNA ARMY DEPOT

JOEL PERKINS
PENN STATE SCRANTON

JENNIFER AGLIALORO,
CHILDREN'S ADVOCACY CENTER

CALEB HICKS,
NORTHEAST PA YOUTH FOR CHRIST

KARLA PERKS
EMPOWER RETIREMENT

ARIANA ARGUST,
ALLIED SERVICES

JOY HUBSHMAN,
UNITED NEIGHBORHOODS CENTERS

ANTHONY P. PORTANOVA
TOBYHANNA ARMY DEPOT

KRISTIN ARMSTRONG,
NBT BANK

ANDREW KIRBY,
MONTAGE MOUNTAIN RESORTS

CARMELO RIVERA
EL COQUI CONSTRUCTION

PAUL J. BALLARD, PH.D.,
MARYWOOD UNIVERSITY

THEODORE KOWALICK,
FNCB BANK

PATRICK J. RUANE
TOBYHANNA ARMY DEPOT

KRISTIN BENDER,
GERTRUDE HAWK CHOCOLATES

KELLEY LAIRD,
FIDELITY BANK

ALEXANDRIA A. SMALL
GEISINGER COMMONWEALTH
SCHOOL OF MEDICINE

TAYLOR CARITO,
BENCO DENTAL

BRIANNA M. LAROSE
PROCTER & GAMBLE

SARAH E. SORRELLS
PENN EAST FEDERAL
CREDIT UNION

REBECCA CERRA,
LACKAWANNA COLLEGE

ALYSSA MCQUILLAN
NBT BANK

JENNIFER THOMAS
FNCB BANK

THOMAS CHAIRGE, JR.,
PRUDENTIAL RETIREMENT

JESSICA MISLINSKI
GIRL SCOUTS IN THE HEART OF PA

GERARD N. WALSH
THE AZEK COMPANY

JOSEPH M. CHOLKO,
SORDONI CONSTRUCTION

ZACHARY MORGART-FILIPSKI
HILTON SCRANTON

JAMES WARREN
WARREN CONSTRUCTION

PAUL DEPRIMO,
TOBYHANNA ARMY DEPOT

NICOLE PAOLICELLI
PENN STATE SCRANTON

KYLE PETER GATTUSO,
PNC BANK

TRESSA PARKER
GREATER SCRANTON YMCA

ALISSA WEISS
THE HONSDALE
NATIONAL BANK

TLT Program Class of 2023

ADRIAN AGNELLO
WESTERN WAYNE HIGH SCHOOL

ANDREW HOUSEKNECHT
COMMONWEALTH CHARTER ACADEMY

EMILY STEFANI
WEST SCRANTON HIGH SCHOOL

RILEY AQUILINO
VALLEY VIEW HIGH SCHOOL

DANE HUGGLER
ABINGTON HEIGHTS HIGH SCHOOL

GAVIN WALSH
SCRANTON PREPARATORY SCHOOL

BRITTAIN BANULL
WEST SCRANTON HIGH SCHOOL

MAE KAUFMAN
MID VALLEY SECONDARY CENTER

ETHAN WARRING
SCRANTON HIGH SCHOOL

BRADEN BEECHAM
RIVERSIDE JR/SR HIGH SCHOOL

ALEXANDRA KING
SCRANTON HIGH SCHOOL

ALEXA B. WILLIAMS
RIVERSIDE JR/SR HIGH SCHOOL

BROOKE BEEMER
ABINGTON HEIGHTS HIGH SCHOOL

GEANNA KIRCHNER
DUNMORE HIGH SCHOOL

MARY ZABIELSKI
VALLEY VIEW HIGH SCHOOL

BROOKE BILSKI
HOLY CROSS HIGH SCHOOL

CORRINA MALDONADO
WEST SCRANTON HIGH SCHOOL

YINGQI (ANGELA) ZENG
ABINGTON HEIGHTS HIGH SCHOOL

KATHERINE BOYKIN
ABINGTON HEIGHTS HIGH SCHOOL

ODIN MARROW
COMMONWEALTH CHARTER ACADEMY

CADEN BRENNAN
CARBONDALE AREA HIGH SCHOOL

PATRICIA MCANDREW
LAKELAND JR/SR HIGH SCHOOL

JOCELYN BROWN
CARBONDALE AREA HIGH SCHOOL

BRIAN MCCORMACK
SCRANTON HIGH SCHOOL

DINELLO CAPALONGO
WEST SCRANTON HIGH SCHOOL

NATALIE MICKNICK
LAKELAND JR/SR HIGH SCHOOL

RHAYNI CARROLL
WESTERN WAYNE HIGH SCHOOL

MASON MILUSZUSKY
CARBONDALE AREA HIGH SCHOOL

MEGAN COSKLO
CARBONDALE AREA HIGH SCHOOL

CONNOR PETERS
VALLEY VIEW HIGH SCHOOL

ELIZABETH CUMMINGS
OLD FORGE HIGH SCHOOL

MASON PETERS
VALLEY VIEW HIGH SCHOOL

HAYLEE CZYZYK
COMMONWEALTH CHARTER ACADEMY

JULIA POSSANZA
LAKELAND JR/SR HIGH SCHOOL

KATE EVANS
WEST SCRANTON HIGH SCHOOL

GRACE RODRIGUEZ
SCRANTON HIGH SCHOOL

NATALIE FULLER
VALLEY VIEW HIGH SCHOOL

EMILY ROMANOWSKI
WESTERN WAYNE HIGH SCHOOL

ROGER GETTS
SCRANTON PREPARATORY SCHOOL

CAROLINA RYON
LACKAWANNA TRAIL HIGH SCHOOL

MADELINE HEROLD
ABINGTON HEIGHTS HIGH SCHOOL

PARIS SANTEE
WEST SCRANTON HIGH SCHOOL





WS! Class of 2023

CHARLES M. BARBER,
EVERHART MUSEUM

SUPRIANA BHANDOL,
THE WRIGHT CENTER FOR GRADUATE MEDICAL EDUCATION

DANIELLE BRESLIN,
MOSES TAYLOR FOUNDATION

THOMAS CHARGE,
PRUDENTIAL FINANCIAL

KIRSTEN FORDAHL,
GEISINGER

JONATHAN GREBB,
TOBYHANNA ARMY DEPOT

MICHELLE HAMILTON,
BIG BROTHERS BIG SISTERS OF NEPA

STEPHANIE JUAREZ-VENTURA,
GREATER SCRANTON CHAMBER OF COMMERCE

KELLY KRAYCER,
CITY OF SCRANTON OECD

KATHRYN LAFFERTY-DANNER,
GEISINGER COMMONWEALTH SCHOOL OF MEDICINE

ANAND MALIGIREDDY,
THE WRIGHT CENTER FOR GRADUATE MEDICAL EDUCATION

ERIC NAZARENUS,
WBRE/WYOU

AJIT PANNU,
THE WRIGHT CENTER FOR GRADUATE MEDICAL EDUCATION

SANDRA RABAT,
THE WRIGHT CENTER FOR GRADUATE MEDICAL EDUCATION

DAVID K. SAXTON,
PENN EAST FEDERAL CREDIT UNION

JENNIFER STRZELEC,
GREATER SCRANTON CHAMBER OF
COMMERCE/LEADERSHIP LACKAWANNA

KEITH WEINSCHENK,
ASC PACKAGING STORAGE & CONTAINERIZATION CTR.

Collegiate Class of 2022

KAITLIN AHERN,
LAFAYETTE COLLEGE

MASON HEMAK,
UNIVERSITY OF SCRANTON

MOLLY MORGAN,
PENN STATE SCRANTON

LAURY ANGELES,
WILKES UNIVERSITY

MATTHEW KELLY,
MARYWOOD UNIVERSITY

ENRIQUE OLMEDO,
PENN STATE SCRANTON

JOSEPH DOUGHERTY,
PENN STATE SCRANTON

ANN MARIE MCGROGAN,
MARYWOOD UNIVERSITY

RAYMOND ONDRAKO JR.,
PENN STATE SCRANTON

MAHEK S. GANDHI,
PENN STATE SCRANTON

ASHLEY MITCHELL,
KEYSTONE COLLEGE

AAYUSHI PATEL,
PENN STATE SCRANTON

Leadership Fundamentals 2.0 Level Class of 2023

JEN AZAROWICZ,
THE AZEK COMPANY

DARRIN HARRIS,
NOBLE BIOMATERIALS

KATE LOGAN,
NOBLE BIOMATERIALS

CHRISTINA A. BAKER,
FNCB BANK

KENNETH L. HEATER, JR.,
FNCB BANK

NISSA POLIZZI,
FNCB BANK

SARAH FRITZ,
HONESDALE NATIONAL BANK

KATIE KING,
FNCB BANK

NICOLE RUSSO,
FNCB BANK

JOYCE GROZA,
FNCB BANK

JUSTIN KRAVITZ,
FNCB BANK

IBRAHIM SALAM,
EPIC REVENUE CONSULTANTS

CLAIRE MARIE GUARNERI,
FNCB BANK

KASEY LLOYD, NOBLE
BIOMATERIALS

RANDY SNEDEKER,
FNCB BANK

Executive Program Class of 2022

GEORGE AULISIO,
THE UNIVERSITY OF SCRANTON

MAGGIE DONATO,
PS BANK

ALYSSA VENEZIO,
TRI-STAR ACADEMY

PATRICK AYERS,
NOBLE BIOMATERIALS

CANDY FRYE,
LR COSTANZO CONSTRUCTION

TALIA WALSH,
QUEST STUDIO

RENEE BLAKIEWICZ,
GEISINGER

MARSHA PIGGA,
CHILDREN'S ADVOCACY CENTER

SARAH WODDER,
SCRANTON COUNSELING

LORI COTRONE,
THE WRIGHT CENTER FOR
COMMUNITY HEALTH

SHANE POWERS,
NEIGHBORWORKS NEPA

CORE PROJECTS



A key aspect of each Leadership Lackawanna Core Program class is the opportunity for participants to expand their knowledge of local organizations and hone leadership skills, like team work and problem solving, through participation in a small group project. Since our founding in 1982, over 170 projects have been completed. And because of the work of the Core Program Class of 2023, we can add five more to that number.



CHILDREN'S ADVOCACY CENTER OF NEPA

Our team completely renovated their Teen Center's waiting area. This included new furniture, flooring, and doors, along with a fresh coat of paint and modern décor!



INDRALOKA ANIMAL SANCTUARY

The sanctuary asked for assistance in creating a walking trail around their property, so our team made enhancements that will serve as both an educational and inspirational experience for those who visit. The trail included mile markers, signage, and benches.

OUR 5 PROJECTS HAD A TOTAL COMMUNITY INVESTMENT OF OVER \$68,000

NORTH POCONO DANDY LION LITTLE LEAGUE

The Little League needed our assistance in modernizing its decades-old concession stand. We made improvements like stainless-steel counters, shelving, storage, and new appliances like a food warmer and pizza oven.



UNITED NEIGHBORHOOD CENTERS OF NEPA

In conjunction with UNC's five-year Pine Brook community revitalization plan, our team created the strategy and initiated the development, site clean-up, and renovation of a vacant lot in this part of Scranton. The ultimate goal was to create a space where the community could come together to enjoy the outdoors while re-imagining what the space can be!



WEST SCRANTON JUNIOR INVADERS

Time had significantly taken a toll on the press box of the Junior Invaders, so we acted on a complete revitalization which included new siding, flooring, drywall, paint, countertops, security system, sound system, and additional cosmetic items.



AWARD RECIPIENTS



Each year we honor several individuals for their service and commitment to Leadership Lackawanna. In our 40th year, we presented awards to **EUGENE MUNLEY** and **JOY HUBSHMAN**.

Gene received the **Alumni Leader of the Year** award for best embodying our mission, values and philosophy. He serves selflessly in both his personal and professional commitments and has used his Leadership Lackawanna experience for the betterment of the community.

Joy received the 2023 **Class Leader of the Year** award for exemplifying the desired outcomes of the Core Program through her actions during the class year. Undoubtedly, Joy served as an inspiration and role model for the other members within her class.

"A leader is one who knows
the way, goes the way,
and shows the way."
– John C. Maxwell

40 YEARS 1983-2023



A lot has changed in 40 years, but you know what hasn't? Leadership Lackawanna's unwavering commitment to community leadership and professional development. It all began in 1982 when a handful of influential community leaders gathered to brainstorm the development of a program for the professional business community. Luckily, this became a reality and Leadership Lackawanna's first program - Core - was created! We graduated our inaugural class in 1983 and several of those participants still pay their alumni dues today! A few years later we incorporated and became a 501(c)(3) organization. In 1988 we added our second program, which is known today as Executive. For years we developed and mastered these two programs and really focused on the needs and wants of our community. Then, in 2011 Tomorrow's Leaders Today was moved under our management to create sequential leadership development opportunities for the citizens of NEPA. In the last five years, our organization has seen tremendous growth. We added three more programs - Welcome Scranton, Leadership Fundamentals 2.0 Level, and Leadership Collegiate.

In our impressive, 40-year history, Leadership Lackawanna has graduated over 2,600 alumni from our various programs and indirectly impacted over 40,000 people. We have completed more than 170 Core Program community service projects and our legacy of serving as NEPA's premier community leadership and professional development organization is as strong as ever.

If you are an alumni of a LL program, we hope that the experience changed you both personally and professionally. We also hope that you are still engaged and active with our organization. If you aren't - what are you waiting for? Volunteer today!



40TH ANNIVERSARY



Leadership Lackawanna graduated its 40th class at a “Celebration of Leadership” luncheon ceremony at the Hilton Scranton & Conference Center. Over 375 people attended this milestone event which included the premiere of a video that told the story of the organization’s history and highlighted the impact and importance of service projects. In addition, an overview of the five projects completed by this year’s Core Program participants, a presentation of annual organizational achievements, and the awarding of certificates to graduates were also major highlights. Celebration of Leadership was made possible by the generous support of our sponsors - 25-8 Studios, Allied Services, Benco Dental, Center City Print, Community Bank, NA, FNCB Bank, Geisinger, Gertrude Hawk, Hawk Family Foundation, Highmark Blue Cross Blue Shield, Hilton Scranton & Conference Center, Iron Tree Data, Lackawanna College, Lackawanna County, Maximus Foundation, NBT Bank, Penn East Federal Credit Union, People's Security Bank & Trust Company, PNC Bank, PPL, Scranton Area Community Foundation, The AZEK Company, The Honesdale National Bank, The Wright Center, and Times-Shamrock Communications.

40 YEARS OF SERVICE



Throughout Leadership Lackawanna’s 40-year history, participants have completed more than 170 projects in and around Lackawanna County. Annually, our projects have a combined community investment of cash and in-kind gifts, totaling \$25,000. Since inception in 1982, Leadership Lackawanna has invested one million dollars in our community.

Participation in our Core Program engenders a sense of community pride and engagement. It also fosters the growth and enhancement of various leadership skills like team building, resource development, fundraising, strategic thinking, marketing and public relations, and diversity, equity, and inclusion. Below, you’ll read about eight Core program projects that highlight the program participants' professional achievements and continue to be the pride and joy of the greater Scranton community.



1991-1992

Our project was to assist The Globe Store and Downtown Scranton Business Association in coordinating the Santa Parade and other small activities in the spring. The class members also designed a guide for conducting a parade/special function. A famous Scranton tradition was officially established in 1993 and remains a local holiday favorite. The parade includes bands, floats, balloons, and walking units and ends with Santa Claus. The class of ‘92 can be credited for the successful implementation and continuing tradition of the annual Scranton Santa Parade.

1998-1999

The class of 1999 brought Dress for Success, an international non-profit organization, to Lackawanna County. The program participants organized and hosted a program to assist women re-entering the workforce by coordinating a clothing drive. Women who participated in the program could receive clothing for job interviews and work. Core participants collaborated with local self-help women's agencies to assist with the project. Dress for Success continues to this day in Lackawanna County.

Deb Kolsovsky, executive vice president for PNC Bank, immediate past board chair for The Chamber, and class of 1999 alum commented, "What I loved most about this project was that we were able to help women—a true need in our community! When we were trying to decide exactly what to do with this project, and it's long-term success, a fellow team member suggested Dress for Success because of her own personal experience. [...] It's great knowing the impact this project had. It all began in a donated space at Elm Park Church, and now, years later, it's still around. And more importantly, it's an established non-profit in its own space!"



2017 Business Plan Competition Winners

POSTED ON MAY 9, 2017 BY SITEADMIN



2002-2003

Our participants partnered with tecBRIDGE, previously known as the Great Valley Technology Alliance, to create an annual business plan competition. Geared toward college students, the project was to create a competition for the next generation of technology-based entrepreneurs and companies in NEPA. Due to its success, the business plan competition just celebrated its 20th anniversary! John Nicodem of Weis Markets shares, "My time as a member on the business plan team was very rewarding, and it gave me the opportunity to meet so many individuals. I'd say that if not for becoming involved with LL my business acquaintances and personal friendships would not be as strong as they are today."



2008-2009

LL and the City of Scranton worked together to restore Hanlon’s Grove in Nay Aug Park. Once a beautiful gathering spot for families, this picnic grove was completely abandoned, overgrown and desperately in need of an overhaul. Participants desired to restore the grove and memorialize it to Mayor James T. Hanlon, who was appointed to the office in 1966. By reinstating the grove and creating a site that encouraged community pride and environmental connectivity, the class members created a focal point in Nay Aug Park that continues to be used today.



Liz Rightor-Roberts, project manager for Jackrabbit Design and a class of 2009 alum, shares, "Even though I was born and raised in NEPA, one of the things that makes me feel most tied to Scranton is my Leadership Lackawanna project: Hanlon's Grove at Nay Aug Park. To see people still enjoying the picnic grove nearly 15 years later fills me with so much pride. We had the added bonus of getting to learn a ton about the rich history of Nay Aug Park. [...] Did you know that around the turn of the century, Scranton had an amusement park called Luna Park!?"



2009-2010

LL collaborated with the Lackawanna Heritage Valley Authority (LHVA) to organize the Heritage Explorer Bike Tour, a day-long, family and friends bicycle tour event highlighting the LHVA trail. The event raised awareness and support for the trail through “friendraisers” and provided cycling enthusiasts and community members the opportunity to experience the natural beauty, history, and cultural diversity of our area. The Bike Tour continues to this day because of the efforts of the 2010 class.



2010-2011

Our organization collaborated with the Electric City Trolley Museum in Scranton to renovate “Bay 4”, allowing for additional exhibition areas and event space for the community to utilize. The project team nicknamed themselves “Tracks to Our Past” and held a Speakeasy Soiree party. Together, sponsorships and donations for this project totaled \$12,000.



Heather Davis, director of marketing and communications for education at Geisinger and a LL 2011 alum shares, “As a member of the Core Program Class, Leadership Lackawanna helped me realize that leadership is about teamwork. I have made many professional and personal connections because of my involvement as an alumna, an active member of the advisor committee, and a former board member.”



2011-2012



The Restore the Slope project renovated one of three historic buildings on the Gravity Slope Colliery site in Archbald. Known as the “Oil House,” LL orchestrated roof repair, ceiling construction, door and window replacement, brickwork, graffiti removal, painting, stairs, exterior site clean-up, and landscaping.

Gerard Hetman, community development specialist for NeighborWorks Northeastern Pennsylvania and a class of 2012 alum, states, “It was a pleasure to work with excellent community partners on our project, including the Borough of Archbald and the Gravity Slope Colliery Authority. Seeing the dedication and pride that these partners put into

restoration of the Oil House showed us the true value of the work our group performed. It was also heartening when other members of our class helped to connect us with resources to see the project through to completion. Our project removed a major source of blight in the neighborhood, helped restore a historic structure, and paved the way for great progress in the future. I enjoy visiting the project site when I am in the neighborhood; it’s great to see the Oil House still in good condition and admired by many users of the adjacent trailhead.”



2021-2022



LL worked with the United Way of Lackawanna, Wayne, Pike Counties, and several local foundations to launch the Dolly Parton Imagination Library in Lackawanna County. Dolly Parton's Imagination 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. The team focused on research, outreach, awareness, development, and training. Participants held several pop-up events to increase awareness of this initiative in Lackawanna County. To date, The Dolly Parton Imagination Library has enrolled over 1,300 local children in this important, educational initiative.



Donna Kane, branch manager at Fidelity Bank and a class of 2022 alum, commented, "Joining Leadership Lackawanna was both a personal and professional goal of mine since I entered the banking world eight years ago. Thanks to my company, Fidelity Bank, I was chosen to participate two years ago! Specifically, as a member of the Dolly Parton Imagination library group project, I grew as a leader and a human being exponentially. The relationships I forged during this project and the life lessons I took away continue to benefit me each and every single day!"

Since Leadership Lackawanna's inception in 1982, the organization has benefitted the Greater Scranton community by addressing the needs of its community. These projects epitomize the mission of Leadership Lackawanna and our parent organization, The Greater Scranton Chamber of Commerce.

LL aims to attract participants who desire to grow both personally and professionally and who pledge to sustain the community through their involvement in service projects that will have a long-lasting community impact. The Chamber and Leadership Lackawanna continue to provide elite, unmatched community leadership and professional development programming that serves everyone from high school students to top executives, reinforcing our commitment to building a strong northeastern Pennsylvania.

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



LEADERSHIP LACKAWANNA

Affiliate of The Greater Scranton Chamber of Commerce



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