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WASHINGTON STATE LEADERSHIP BOARD

RECOGNIZING LEADERS. CULTIVATING LEADERSHIP.

Executive Committee Meeting Agenda

December 1, 2022 | 12 PM – 1:30 PM

Senate Rules Room
Office of the Lt. Governor
416 Sid Snyder Ave SW
STE 220
Olympia, WA 98501

ZOOM LIVESTREAM WEBINAR

<https://zoom.us/j/97774760236?pwd=Q284NFVVeU9nWGZSS3JkckROdTVKdz09>

1. WELCOME
2. ROLL CALL OF OFFICERS, APPROVAL OF MINUTES AND AGENDA
3. PRESIDENT'S REMARKS
4. BUSINESS
 - a. Executive session
 - i. Staff review
 - ii. Executive Directorship vacancy
 - b. Committee Recommendations
 - i. Board Governance Committee
 1. Tiffany Turner transition to Boundless Washington committee from WA World Fellows committee.
 - ii. Washington World Fellows
 1. Programming will remain the same as last year for FY 23. The committee's recommendation is to continue current programming.
 - iii. Boundless Washington
 1. The Boundless committee recommends the plans to modify the Boundless WA program and create the Team S.A.M. program as presented in the proposals sent with this agenda. (Page 3-12)
 - iv. Compassion Scholars

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1. The Compassion committee recommends the plans to reinstate the Compassion Scholars program as presented in the proposal sent with this agenda. (Page 13-20)
 - v. WSLB Strategic Plan
 1. Discussion/Workshop
 - a. Strategic plan draft attached (page 21-23)
- 5. PUBLIC COMMENT**
- a. Online form submissions
- 6. CLOSING REMARKS AND ADJOURNMENT**

BOUNDLESS WA

PROJECT PROPOSAL



Developing young leaders with physical and sensory disabilities through outdoor activities and mentorship.

Our Purpose

BOUNDLESS WA 2.0



The mission of the Boundless WA program is to develop leadership skills through outdoor activities and an online curriculum for students with sensory and or physical disabilities. Through a global pandemic and programmatic obstacles, we have faced many challenges in the first two years of the program. Still, our purpose remains the same.

Our Plan



During the first two years of the Boundless WA program, we realized that the logistics and challenges of accommodations and distance for a one or two-day activity often kept the entire group from being able to participate. We started to focus on creating a bonded group and developing leadership skills, encouraging our students to find local opportunities to get outdoors.

The new direction of the Boundless WA program is to build on the success of the online leadership training and mentoring. Monthly meetings with the group and an active group chat will focus on setting personal goals for both leadership and outdoor activities. Program staff will encourage and challenge the participants to push the boundaries that society often places on them due to their disabilities.

As a culminating celebration of their accomplishments, the cohort of Boundless WA students will attend the No Barriers summit in the summer. There, students will have the opportunity to participate in the ultimate outdoor experience packed full of immersive activities with peers.

Our Timeline



November 2022: Applications will open for the new cohort of students

December 2022: Applications will close and students will be selected for the new cohort of students

December 2022 - July 2023: Monthly Zoom meetings and check-ins with staff to develop leadership skills and personal goals

August 2023: The cohort will travel to the No Barriers summit to celebrate their personal victories and put their leadership into action.

September 2023 and beyond: Program staff will continue to monitor and encourage students as they serve as mentors and encouragers for future cohorts of Boundless WA students.

Our Budget



We will accept up to 10 students to participate in the 2022 Cohort. The only programming costs (excluding staff) will be the Program Celebration Day in April and the costs associated with the No Barriers summit in August.

We have budgeted \$5,000 for the Programs Celebration day and \$25,000 for the No Barriers Summit. We must budget a bit higher for travel due to accommodations and the need for extra caregivers.

Due to the needs of our students, cohorts in future years cannot really be much larger than 10 students, so no huge budget increases are expected in the coming years.

TEAM S.A.M. PROJECT PROPOSAL

Team S.A.M.



**Developing young leaders through
access to Sports And Mentoring.**

Our Origins



- In 2018, the legislature approved a sports mentoring program that was designed "to enable eligible nonprofit community-based organizations to provide opportunities for underserved youth to join sports teams or otherwise participate in the area of sports."
- While the legislature granted the WSLB the authority to allow the Boundless WA program to fulfill the requirements of the sports mentoring program, as the WSLB continues to develop and strengthen its programming, it is time to expand our reach beyond the Boundless WA population.
- Team S.A.M. will provide grants to provide opportunities for underserved youth to be involved in local sports programs. Additionally, recipients of the grants will have the opportunity to invite their students to participate in the monthly WSLB Leadership Training Sessions specifically focused on leadership development through sports and outdoor activity.

Our Plan



- SB 5750 outlined the criteria that should be used to prioritize applications for the competitive grants. Our program will be promoted throughout communities in the state of Washington.
- Especially in the early stages of Team S.A.M. we believe that applications should be accepted and evaluated on a rolling basis. The maximum amount distributed per grant application will be \$5,000.
- WSLB staff will receive the applications and forward them to the Boundless WA committee to review. Once awarded a grant, the organizations will be required to provide a report on the use of funds and how they have fulfilled the mission and goals of the program.
- Organizations receiving the grants would have the opportunity to send their students to attend the Boundless WA virtual monthly leadership training meetings with WSLB staff.

Our Timeline



October 2022

- Create application for grants and create a distribution list for promotional materials.

November 2022 - June 2023

- Distribute promotional materials on Team S.A.M. and begin to accept and evaluate applications.
- Award grants for FY 2023
- Invite underserved students in the organizations awarded grants to participate in the monthly leadership training meetings.

June 2023

- Assess the success of the program and make changes as necessary for future grants and programming.

Our Budget



For FY 2023, there should be at least \$30,000 that can be used for grants for Team S.A.M. Since there are dedicated license plate funds for this program, the exact amount available may vary slightly from year to year. As it is the first year of the program, it is unknown how many people will submit applications.

As stated earlier, the initial thoughts are that grants could be awarded for up to \$5,000, but that is something that the committee could modify.

Based on the success of the program, the budget could be increased to provide more grants in future years. The costs associated with the program aside from the grants are primarily the staff time required to promote the program, evaluate the applications, and distribute the grants. Student participation in leadership development is already part of the Boundless WA programming.

Compassion Scholars

Project Proposal

Compassion Scholars



Experiential Travel
Compassionate Leadership

Developing compassionate leaders in
Washington and beyond

Our Purpose



As stated in the mission of the WSLB, our belief is that to change the world, we start by empowering young leaders. With the Compassion Scholars program, we use experiential travel, mentorship, and service learning to develop empathetic, emotionally intelligent leaders.



Our Plan - Overview

The Compassion program pairs our young scholars with mentors that are models of compassionate leadership. Throughout the course of the programming, participants will learn about a global issue and then travel to complete a service learning project related to that issue. Upon returning, scholars will work with their mentors to implement the characteristics of compassionate leadership learned through the service learning into their own areas of leadership.



Our Plan - 2022 and Beyond

As the Compassion Scholars program has been completely redesigned, the plan is to begin small and limit the number of unknown factors. For this reason, the plan is use a group of program alumni that have demonstrated responsibility and leadership throughout their time in our programs. These students will be able to provide valuable feedback and help shape the future developments of the program.

After this year, the hope is to double the size of the program, using some alumni as leaders and then opening up applications for additional student scholars.



Our Timeline

October 2022

Identify students and mentors for the cohort. During the first year of this new programming, we will use students that are program alumni to assist in feedback and limit unknown factors.

November 2022 - March 2023

Scholars and mentors will work with the program leadership and the global services contractor to prepare for the service learning trip. This year's group will focus on refugees and immigrants.

April 2023

Experiential Travel - Trip to Europe to work with refugee organizations. (Approximately 10 days)

May - June 2023

Under the guidance of program leadership, scholars will work with mentors to develop projects to implement compassionate leadership into action.

July 2023 and Beyond

Scholars will implement projects. Mentors and program leadership will provide encouragement and support.





Our Team

- Compassion Scholars
5 alumni for 2022 Cohort
- Mentors
5 for 2022 Cohort
- Global Services Contractor
Arranges all programming (meetings and service learning) outside of the United States
- Director of Programming
Oversees the entire program and arranges all programming within the United States

Our Budget



For FY 2023, the plan is to implement a smaller group to pilot the new programming. There is \$30,000 budgeted for the Compassion Scholars program. Due to increased transportation costs and inflation in general, we may need an additional \$5000 to cover costs this year. This includes \$10,000 for travel to Europe and \$25,000 for all expenses related to the experiential travel and service learning.

The hope is to run a much larger program in the coming years. We will request a budget of \$80,000 for FY 2024 and FY 2025.

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2023-2025 BIENNIUM STRATEGIC PLAN

Executive Summary

Founded in 1971 by former Lieutenant Governor Brad Owens as the Association of Washington Generals, the Washington State Leadership Board (The Agency) is a trustee agency of Washington state that specializes in delivering equitable leadership development programs to marginalized and underrepresented students, as well as bestowing honors awards on behalf of the state.

The aim of this effort is to support historically marginalized students in Washington state and create equitable and accessible programs for these individuals to succeed by bridging the gap between student accessibility and student achievement by utilizing public and private funds to create unique programs for underrepresented students.

The Agency is currently comprised of eight voting Officers and ten non-voting Directors. The Governor, Lieutenant Governor, Secretary of State, and four legislators also serve as ex-officio non-voting Members.

The Agency is under the direction of the Executive Director, appointed by the Lieutenant Governor, to employ appropriate personnel as well as to continue to build a sustainable and effective Agency.

Forementioned efforts are funded by the Washington State Department of Licensing sports teams' specialty license plates to include the Seattle Seahawks, Mariners, Storm, Kraken, and Sounders and the Washington state operating budget.

Agency Mission Statement

To cultivate and empower young leaders through educational programs, public service, international engagement and recognize exceptional leadership throughout the state of Washington by;

- a. Providing Washington state a means of extending formal recognition for an individual's outstanding services to the state;
- b. Bringing together those individuals to serve the state as ambassadors of trade, tourism, and international goodwill;
- c. Expanding educational, sports, leadership, and/or employment opportunities for youth, veterans, and people with disabilities in Washington state;
- d. And by administering the Washington World Fellows, Sports mentoring, Boundless Washington, and Compassion Scholars leadership programs.

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Goals

- a. World Class Education
 - a. Provide expert leadership curriculum to cultivate and empower young leaders by preparing them for a healthy and productive life and lifelong learners as Washington state's future leaders.
- b. Prosperous Economy
 - a. Expanding educational, sports, leadership, and/or employment opportunities for youth, veterans, and people with disabilities in Washington state to foster an innovative economy.
 - b. Conducting outreach and fostering partnerships through cross agency collaboration and Washington state-based organizations.
- c. Healthy and Safe Communities
 - a. Continue to leverage relationships with community organizations, particularly in rural communities, to further relationships with marginalized districts.
- d. Effective, Efficient, and Accountable Government
 - a. Workforce
 - i. Recruit and retain diverse staff able to provide culturally relevant perspectives, experiences, and service delivery.
 - b. Embed the values of diversity, equity, and inclusion in all aspects of the agency.

Strategic Objectives

- a. Provide outstanding leadership development curriculums to young people throughout Washington state to develop world-class leaders.
- b. Maintain compliance with all required statutes and rules affecting the Agency in a fair and equitable manner as part of a continual effort to be a model of regulatory best practices.
- c. Ensure that the Agency is striving to be an organization that focuses on the well-being and safety of the employees through training and process improvements.

Strengths, Weaknesses, Opportunities, Threats

Strengths

- a. Board Members and Staff are committed to the agency mission and the profession. They are motivated, experienced, and come from diverse backgrounds.
- b. Board Executive Staff are committed to managing risks and the development of employees to further enhance productivity and provide a safe, respectful, and diverse work environment.
- c. Our agency is efficient in terms of its productivity and use of available resources. The Agency operates well within its appropriated budget to ensure a delivery of quality leadership development programming.

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Weaknesses

The Agency is currently operating at a staff deficit. The workload expected of staff is great and it is undeniable that staff will eventually leave, not because the work is unfulfilling, but because they can find positions with a fairer compensation package based on the workload expected. Growth and development are always encouraged and there remains opportunity within the agency for staff to learn new skills, however, additional staffing has become a question when a new project, assignment, or request is considered. Additionally, the Agency does not have a physical office space as it operated fully remotely. This additionally poses a threat to the storage of confidential documents and student document verification as it pertains to programming and the Agency's mission.

Opportunities

- a. Cross-collaboration within programming and curriculum throughout all student programs.
- b. Cross-collaboration within partner organizations, such as the major sports team.
- c. Expand outreach to additional marginalized communities through further program development and expansion.

Threats

- a. Budgetary amendments to programming and organizational resources.
- b. Possible service interruptions due to the current pandemic or other significant unanticipated events.
- c. Breach of confidential documents due to insecure storage facilities, to include the personal redicenses of staff.