

IMPACT REPORT

2022



CHANGE - OPPORTUNITIES - GROWTH

Mission:

TLT - Tomorrow's Leaders Today, Inc. is a 501(c)(3) nonprofit organization dedicated to helping develop youth leaders through education, collaboration and mentorships with community & business leaders for the collective benefit of the students and their communities.

Core Values

Integrity Excellence

Community Partnerships

Diversity, Equity, Inclusion and Belonging

TLT Board of Directors



Elaine Smith-Poyourow
President/Executive Director



Kathy Selvidge
Secretary



Adam Camacho
Treasurer



Chris Hampton



Jazmyn Ferguson



Susan Jones

Honorary Advisory Board



Rosalyn
Wiener



Terri
Parke



Amanda
Baze-Hall



Ivy
Sun



Amber
Gurney

Youth Advisory Committee



Karlie Guerra



Catherine Landeros



Jacqueline Beltran

You Are Changing Lives in Texas

Looking back on our fourth fiscal year 2022, I am grateful for every member of our corporate, nonprofit, and civic partners to our first-time investors to the individual **change**-seekers, volunteers and advocates who invested time to make an impact on our communities' youth.

Together, you've improved access to **opportunities** in real-life skills training, soft-skills training, higher education readiness, career readiness, leadership and hands-on internships.

We drove **growth** toward our TLT Leading Leaders Intern program goals and delivered on our commitment to advance diversity, equity, inclusion and belonging. And with new challenges in mind, we continued to adapt and innovate, expanding existing initiatives and launching new programs to drive transformational change in Texas.

When students missed out on learning opportunities because they lacked access, we worked with numerous high schools, colleges, and universities, providing remote opportunities. We continued to partner closely with schools and corporate leaders to drive strategic impact. This work included adding seven new intern positions to expand on our offering of thirteen positions a year ago.

Through your generosity we have been able to bring in-person programs to our youth, focusing on the skills that will help them be successful, self-sufficient individuals who are engaged with their community from a young age. New programs are offered thanks to you!

We're calling on each of you to show your confidence, your voice, and your support for achievement of the TLT-Tomorrow's Leaders Today's goals to drive lasting **change** in real-life skills training, soft-skills training, **opportunities** in higher education and career readiness, and **growth** in our youth leadership and hands-on internships.

Thank you for your commitment to creating **change**, **opportunities**, and **growth** for all Texas youth.

With gratitude,

Elaine Smith-Poyourow

Elaine Smith-Poyourow
President and Executive Director





TLT'S OBJECTIVE

The objectives of the organization shall be to ensure all TLT leadership training programs are planned, organized and run in accordance with the mission, vision, policies and guidelines of TLT, provided such purpose is accomplished in a charitable manner, pursuant to the terms and subject to the limitations specified.

TLT'S COMMUNITY STATEMENT

A community is not complete without the engagement of everyone! TLT- Tomorrow's Leaders Today, Inc. teaches its youth program participants about life soft-skills, leadership skills, their school's student government, community HOA, city, county and state governments and how they can get involved at their age appropriate level. Each TLT participant will take part in a community service project that can be served at various organizations and locations throughout the community.

Diversity, Equity, Inclusion & Belonging

TLT values diversity and inclusion and is working to be a leader in this area.

Race & Ethnicity

Board (6)



Senior Staff (1)



- 1 Asian/Asian American/pacific Islanders
- 2 Black/African American/African
- 1 Hispanic/Latino/Latina
- Native American/Indigenous
- 2 White/Caucasian/European
- Multicultural/Multitethnic
- Unknown/Declined to State

Gender Identity

Board (6)



Senior Staff (1)



- 4 Female
- 2 Male
- Non-binary
- Declined to State/Unknown

Disability

Board (6)



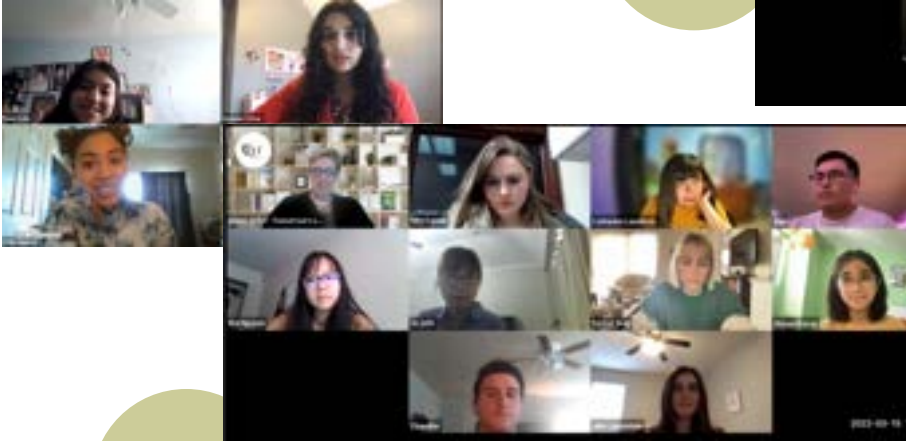
- 1 Person with a disability
- 4 Person without a disability
- 1 unknown/ Declined to State

Your Volunteer Activity

In 2022, you, our Volunteers, Board of Directors, and Interns collectively contributed over 10,823 hours (valued at \$324,149) to fulfill essential roles for TLT- Tomorrow's Leaders Today. According to (GLOBE NEWSWIRE) – Today, Independent Sector, with the Do Good Institute, Washington, April 18, 2022 announced that the latest value of a volunteer hour is \$29.95 – up 4.9% from 2020.

MEET OUR 2022 INTERNS

"I've gained more confidence in myself by leading projects and collaborating with other interns."



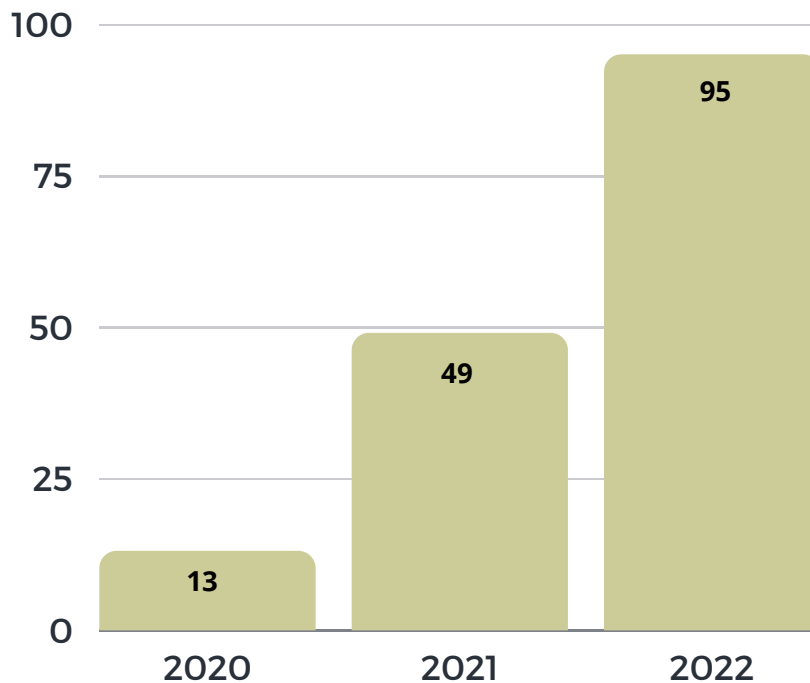
"TLT has offered me insight into my creative ideas and allowed me to learn how to take more personal initiative and become a self-starter."



TLT now offers 20 internship positions!

TLT Leading Leaders Intern Program

Change opportunities Growth



Students from Texas High Schools, Colleges and Universities take part in a hands-on internship opportunity to gain valuable work experience, explore a career path, develop, and refine skills, gain confidence and build professional relationships.

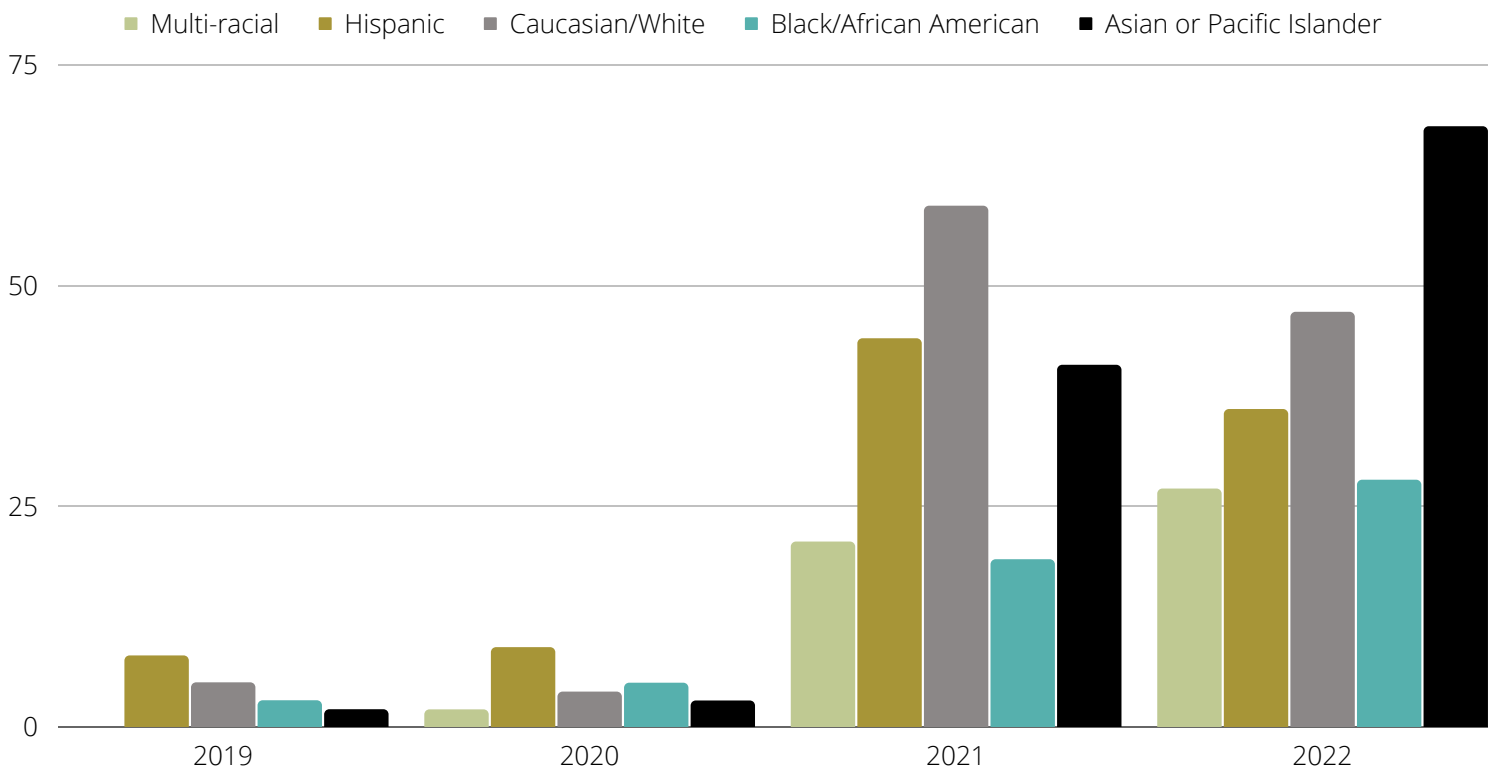
- TLT's main goal is to provide opportunities to gain real world experience that will help interns reach their career goals.
- TLT has implemented meaningful projects that will help interns gain skills for future employment
- Challenges that we face is building awareness of this program and finding mentors to connect with interns
- Our next steps are to revisit key performance indicators throughout the year to ensure we are on track to meeting TLT's objectives

TLT's Free Online Learning Library

Our participants by gender



TLT Demographics by year



Some of our thirty-four Courses and Surveys include:

- Balancing a Checkbook
- Benefits of Community College
- Career Readiness
- Civic Leadership
- How to Fill Out Applications
- How to Do Laundry
- How to Grocery Shop on a Budget
- How to make Dentist or Doctor's Appointment

Just a Few More Photos



More TLT Programs!

TLT Unlocking the Future



Basic real life soft-skills, higher education and career readiness through group discussions, hands on exercises, speakers and presentations about the civic, corporate, charitable and educational opportunities right in their community. The classes each will complete a community project. Ages 13-21

Leadership Anna



A six-week leadership program presented in partnership with TLT by the Greater Anna Chamber of Commerce. Community focused sessions are 3 hours long, once a week ending with a graduation. Ages 18+

TLT Youth & Adult Leadership Academy



TLT Youth and Adult Leadership Academy is a six-week program presented by TLT- Tomorrow's Leaders Today to any interested 14-17 year old together with an adult 18 years or older, who live or work in Collin or Denton county, held three times a year. Community focused sessions are 2 hours long, once a week ending with a certificate of graduation.

Small Business Entrepreneurship 101



Youth (14-17) and Adults (18 and older) interested in starting a small business learn what is involved with taking their dream to the next level.

TLT Alumni Program



The primary purpose of the TLT Alumni Program is to maintain a connection between previous interns and participants as a resource while they work to achieve their goals, build relationships and networking.



TLT is honored to be the recipient of the Peoples Impact Network Grant, and Nebraska Furniture Mart's 1st Step Award. Thank you for helping make the change, opportunities, and growth we want to share with our youth possible!

TLT Sponsors

Thank you to our TLT Sponsors for being part of the change, opportunities, and growth we want to share with our youth!

Opportunity Sponsor:



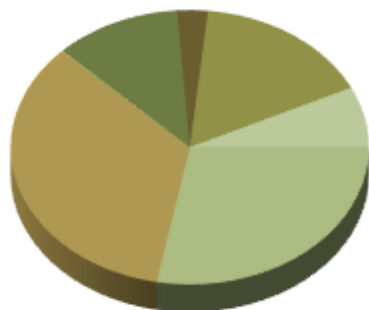
Intern Sponsors:



Financials

Financials Fiscal Year 2021-2022 Statement of Activities and Changes to Net Assets

Revenues and Support



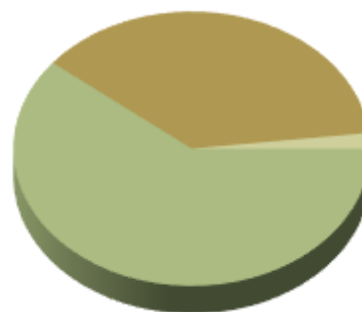
- Community Rewards
- Donations
- Earned Interest
- Grants
- In-Kind Donation
- Program Revenue
- Sponsorships

Program Expenses

TLT Unlocking The Future	2,110
All Programs	1,995
TLT Leading Leaders Intern Leadership Anna	1,449
TLT Online Courses	1,037
Small Business Entrepreneur	448
	20

Functional Expenses

Program Expenses	7,060
General and Administrative	4,343
Fundraising	214



- Program Expenses
- General and Administrative
- Fundraising

Donations	5,999
Community Rewards	4,881
Program Revenue	2,832
Grants	2,000
Sponsorships	1,250
Other	490

Net Assets

Increase in Unrestricted Net A	12,896
Increase in Restricted Net Ass	(7,060)
Change in Net Assets	5,836

Net assets at Beginning of the Year	1,736
Net assets at End of the Year	7,571

Digital Reach

Social Media as of December 31, 2022



Instagram
@-Tomorrow's Leaders Today-TLT
Followers 283



LinkedIn
Followers 358



Twitter
@-Tomorrow's Leaders Today-TLT
Followers 83



Facebook
facebook.com/TLTLeaders.Org
Followers 546

Volunteer



Give

For more information, visit
<https://www.tltleaders.org/donations/other-ways-to-help/>

Walmart Roundup

Every dollar from these donations goes towards TLT's programming that serves youth 8th grade and older.

Walmart Round-Up



Kroger

Supporters of TLT: TOMORROW'S LEADERS TODAY, INC., can link our TLT account number (WY751) to their Plus Card.



AmazonSmile

Supporters of TLT: TOMORROW'S LEADERS TODAY, INC. can link our nonprofit to your Amazon account!



PayPal Giving Fund

Every dollar from these donations goes towards TLT's Unlocking the Future program serving youth grades 8-12 at no cost.



Community Partners

With the support of our community and the wonderful partners we are able to provide the programs, opportunities and mission impact that we do.

Thank you!



Educational Partners



We thank you for your ongoing support of our programs!

Acknowledgements

These are the contributions of the people who worked tirelessly on the projects mentioned within. Below are the names of those committed to these projects:

Our **Executive Director**
Elaine Smith-Poyourow

The **writers** behind the impact report
Amy Wong

The **designers** of the impact report
Amy Wong

Our **contributors**
Amy Wong



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