



**LEADERSHIP**  
GREATER SYRACUSE

# LEADERSHIP GREATER SYRACUSE

## Annual Report 2024

[leadershipgreatersyracuse.org](http://leadershipgreatersyracuse.org)



## ABOUT US

Leadership Greater Syracuse's (LGS) mission is to inspire current and future leaders to make a difference in the community where we live and work.

LGS is where personal development and professional connections serve the greater good.

A bipartisan nonprofit 501(c)(3), we were founded in 1990 as a partnership between the City of Syracuse, Onondaga County, Onondaga Community College, and CenterState CEO.

## OUR PROGRAMS

LGS year-long flagship program

CNY Political Leadership Institute

Local Leadership Initiative  
*(in partnership with Syracuse University  
Whitman School of Management)*

Nourishing Tomorrow's Leaders  
*(in partnership with  
The Gifford Foundation)*

**2,000+**  
graduates of  
our programs  
are making  
CNY grow and  
thrive

# From the Executive Director



It is with great pleasure that I present the Annual Report for Leadership Greater Syracuse (LGS) for fiscal year ending December 31, 2024. It was a successful year from both a programmatic and financial standpoint.

Since joining the LGS family as the executive director in fall of 2023, I have been inspired and humbled to be part of the lifechanging and community-building work that LGS achieves year after year.

Our mission as a leadership, civic engagement, and relationship-building organization continues to serve our community well. In 2024, our flagship program educated 51 participants, putting us at 1,500+ alumni! Through all programs, we have served more than 2,000 people since LGS's inception.

This report outlines our efforts throughout the past year. I am grateful to everyone who helps make LGS successful—our participants, partners, and funders—but especially to the LGS board, volunteer committees, and the incomparable Robin Macaluso, who pours her heart, soul, and expertise into the LGS mission.

With the changing Central New York landscape, our programming is more important than ever and we are well positioned to meet the needs of our evolving community. In 2024, the LGS board and staff developed a three-year strategic plan, which was launched in 2025. We look forward to working with alumni and partners in shaping the future of LGS.

*Michele L. Diecuch*

## Special thanks to:



*for the generous donation of LGS office space*

## Our founding partners:



## STAFF

Michele Diecuch  
Executive Director

Robin Macaluso  
Program Director

Jon Wilson  
Bookkeeper (*contracted*)

Sarah Jane Ioele  
LLI Program Facilitator (*contracted*)

## BOARD OF DIRECTORS (FY 2024)

**President**  
**Ryan McDermott**  
M&T Bank

**Vice President**  
**Renae Rokicki**  
SUNY Upstate

**Treasurer**  
**Joe Rocco**  
Bowers & Company CPAs

**Secretary**  
**Rebecca Hoda-Slye**  
SUNY Upstate

**Ken Casarsa**

**Madeleine DiGristina**  
SRC, Inc.

**Franklin Fry**  
RedHouse Arts Center

**Jin Gwak**  
Empower FCU

**Sarah Jane Ioele, PCC**  
Professional Certified Coach &  
Consultant

**Timothy Johnson**  
Anchor QEA

**Sarah Just**  
Turning Stone Resort Casino

**Ocesa Keaton**  
NYS Council on Children &  
Families

**Amy Lawler**  
Hueber-Breuer

**Colette Matthews-Carter**  
InterFaith Works

**William Sanford**  
Brown & Sanford Consultants

**Stefanie Savory**  
Hiscock Legal Aid

**Scott Schuhert**  
OCC

**Jennifer Smith**  
C&S Companies



# 2024 Flagship Program



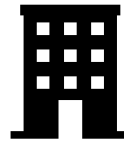
**51 participants**



**96 speakers**



**48 employers represented**



**20 locations visited**

LGS's flagship program is a year-long, experiential learning program that immerses participants into the achievements and challenges of our community.

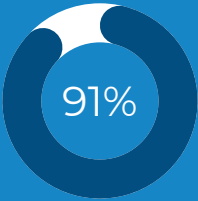
## Participants...

- ✓ Meet community leaders
- ✓ Develop connections
- ✓ Grow leadership skills
- ✓ Learn about CNY
- ✓ Become inspired



# 2024 Flagship Program

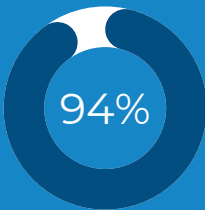
## Our Impact



Had opportunities to form relationships with people from a variety of backgrounds and those with differing perspectives

*“LGS has been a bright spot in my month over the past year. I've loved learning more about the area, and now being connected to so many individuals and businesses I never would have met. This has impacted how I do business, my commitment to CNY, and to my peers.”*

-Emily Gozy, Nourished With Emily



Feel better equipped to work strategically with diverse stakeholders at work and within my community to effect positive change.

*“Participating was a transformative experience that helped me to develop a stronger sense of self-awareness, enhanced my leadership skills and expanded my professional network, ultimately empowering me to make a more meaningful impact in my community.”*

-Caitlin Bergett, MetLife

### Participant plans to take a more active role in the community as a result of the LGS experience



Note: Data and testimonials above are from year-end participant surveys.

# Other programs



## CNY Political Leadership Institute

Held annually over eight evenings, CNY Political Leadership Institute is a nonpartisan training for individuals interested in running for local office, volunteering for a campaign, or simply learning how local government works.

Program chairs are Hon. David Knapp, Onondaga County Legislator (R), and Lisa Sacco, Executive Director, Haudenosaunee Nationals Lacrosse Organization (D).

**21** Graduates

## Nourishing Tomorrow's Leaders

Presented by The Gifford Foundation in partnership with LGS, Nourishing Tomorrow's Leaders is an annual eight-week training that educates individuals on all aspects of serving on a nonprofit board with an overall goal of increasing board diversity within CNY.

**25** Graduates

## Local Leadership Initiative

The Local Leadership Initiative, a partnership between LGS and Syracuse University, is an eight-week program available to Whitman School students that exposes them to CNY businesses and culture while helping them develop their leadership styles. The program aims to encourage students to stay in CNY upon graduation.

Spring 2024 was the first graduating class of this program.

Special thanks to SU Whitman School of Management and program funder, David Panasci.

**12** Graduates



Whitman School  
of Management

*"The Local Leadership Initiative expanded my lens and knowledge of Syracuse historically, presently, and for the future. Our learning was hands-on and interactive which allowed us to create long-lasting connections and impacts during our class days."*

-Kendall Blincoe

# Funders & Supporters

## Thank you to everyone who funded Leadership Greater Syracuse's efforts in 2024!

It is because of the support from our dedicated funders—corporations, foundations, alumni, event sponsors, and others that make LGS's life-changing work possible. Annual contributions help us to fulfill our mission of inspiring current and future leaders to make a difference in the community. Since 1990, it is through our donors' generosity and community spirit that we are able to offer all of our programs and positively impact individuals, employers, and families across Central New York.



## Major Funders in 2024

- City of Syracuse
- County of Onondaga
- Turning Stone Resort Casino
- Community Bank
- Syracuse University/David Panasci
- CNY Community Foundation
- Reisman Foundation
- KeyBank
- VIP Structures
- Excellus Blue Cross Blue Shield
- C&S Companies
- SRC, Inc.
- Lockheed Martin Employees Federated Fund
- Tompkins Community Bank
- Hematology-Oncology Assoc. of CNY
- Visions Federal Credit Union
- 1199SEIU United Healthcare Workers East
- Anchor QEA
- Bowers & Company CPAs
- North Atlantic States Regional Council of Carpenters (NASRCC)
- UMR/United HealthCare
- M&T Bank
- IBEW NECA Local 43
- BLUE I.T.
- The Gifford Foundation
- OneGroup
- Ramboll
- Rialto Wealth Management
- Shaler Construction Management
- Top Notch Roofing

Note: Major funders list includes those that donated \$1,000 or more.



# 2024 Financials

## ASSETS (\$)

### Current Assets:

Cash and cash equivalents	\$138,535
Annuity contract	94,431
Grants and other receivables	141,573
Prepaid expenses	24,862
<b>Total current assets</b>	<b>399,401</b>
Property and equipment, net	1,132
Investments	283,209

**TOTAL ASSETS** **\$683,742**

## LIABILITIES AND ASSETS

### Current liabilities:

Accounts payable & accrued expenses	\$36,729
Deferred revenue	254,164
<b>Total current liabilities</b>	<b>290,893</b>

### Net assets:

Without donor restrictions	392,849
<b>Total net assets</b>	<b>392,849</b>

**TOTAL LIABILITIES & NET ASSETS** **\$683,742**

## REVENUE (\$)

### Revenues, gains, other support:

Grants	\$30,000
Contributions:	
General public	35,429
In-kind donations	37,500
Tuition	257,336
Events	49,472
Other income:	
Interest income	10,781
Increase in cash surrender value	3,638

**Total revenues, gains, other support** **424,156**

### Expenses and losses:

Program services	197,919
Fundraising expenses	53,206
Management and general	119,580

**Total expenses and losses** **370,705**

**Change in net assets** **53,541**

**Net assets - beginning of year** **339,398**

**Net assets - end of year** **\$392,849**

Note: Financial statements for fiscal year 2024 for Leadership Greater Syracuse , Inc. were reviewed by Cuomo, Winters, and Schmidt - East Syracuse, New York