

**CHANGE  
OPPORTUNITIES  
GROWTH**

**2023**



# **IMPACT REPORT**

TLT-Tomorrow's Leaders Today  
**PO Box 5058**  
**Frisco, TX 75035**  
[www.tlleaders.org](http://www.tlleaders.org)  
[info@tlleaders.org](mailto:info@tlleaders.org)

# Transforming Lives: Our Commitment to Texas Youth

Collaboratively, we have enhanced access to real-life skills training, soft-skills training, higher education readiness, career readiness, leadership, and hands-on internships. Reflecting on our fifth fiscal year 2023, we are grateful for every member of our corporate, nonprofit, and civic partners, first-time investors, individual change-seekers, volunteers, and advocates who invested their time to make an impact on our communities' youth.

We have driven growth in our TLT Leading Leaders Intern program goals and delivered on our commitment to advance diversity, equity, inclusion, and belonging. 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 due to lack of 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 five new intern positions to expand on our offering of thirteen positions a year ago.

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

We are encouraging everyone to demonstrate their confidence, voice, and support for the achievement of TLT-Tomorrow's Leaders Today's objectives. Our aim is to drive lasting change in real-life skills training, soft-skills training, opportunities in higher education and career readiness, and growth in 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



**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**



**Adam Camacho**  
**Treasurer**



**Jazmyn Ferguson**  
**Secretary**



**LaToya Johnson**



**Chris Hampton**



**Susan Jones**

# Honorary Advisory Board



**Rosalyn Wiener**



**Terri Parke**



**Amber Gurney**



**Michael Harville**



**Ivy Sun**



**Amanda Baze-Hall**

# Youth Advisory Committee



**Karlie Guerra, Chair**



## **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**

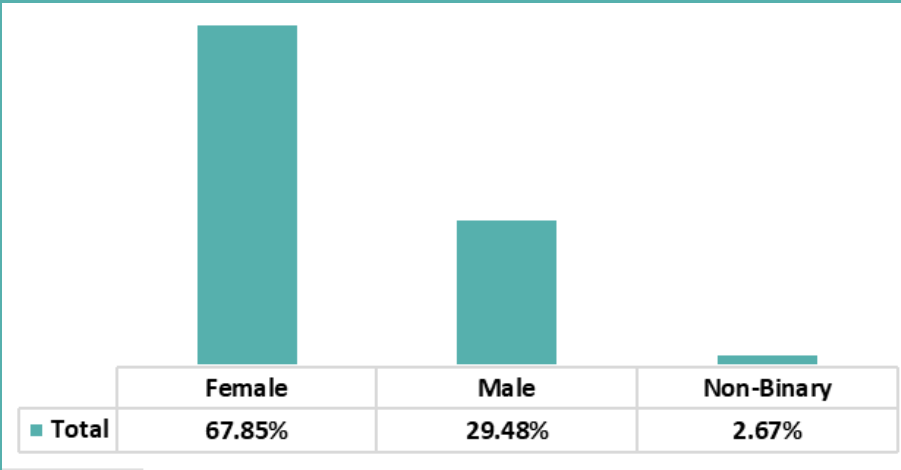
**A community is not complete without the engagement of everyone! TLT- Tomorrow's Leaders Today, Inc. teaches its youth program participants about life soft-skills, leadership skills, their school's student government, community HOA, city, county and state governments and how they can get involved at 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.**



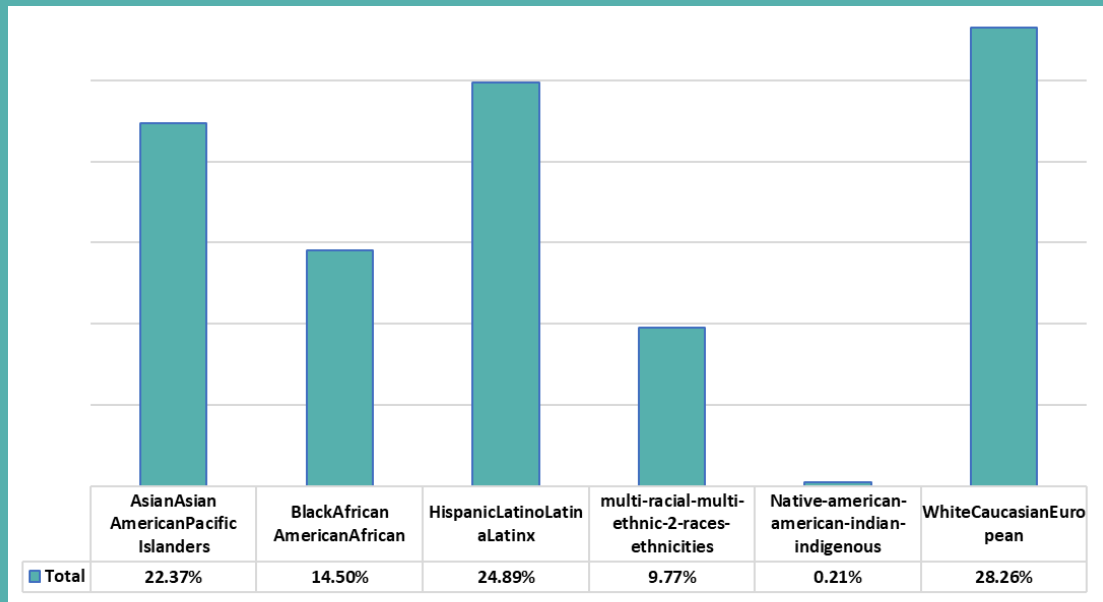
# Diversity, Equity, Inclusion & Belonging

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

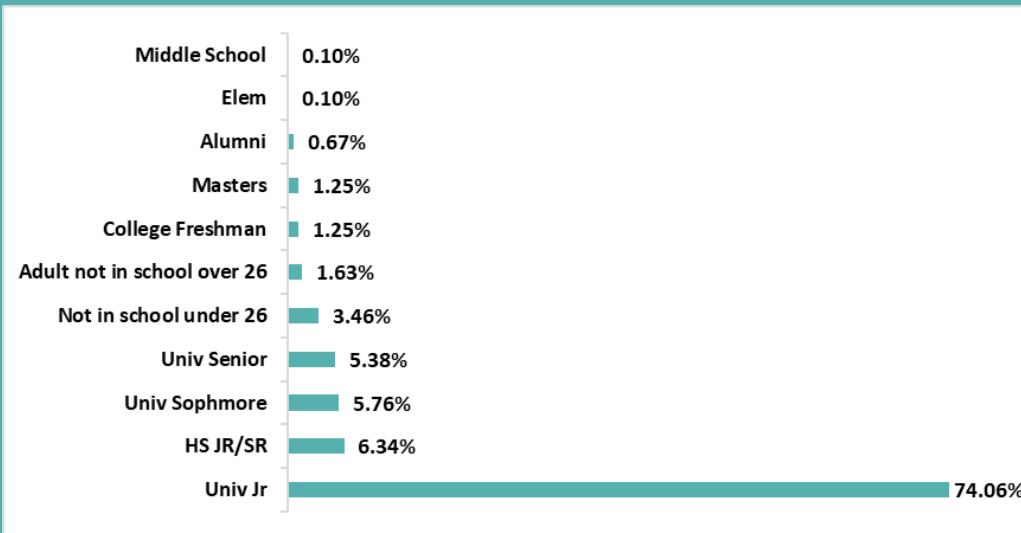
## Who we served in 2023: by Gender



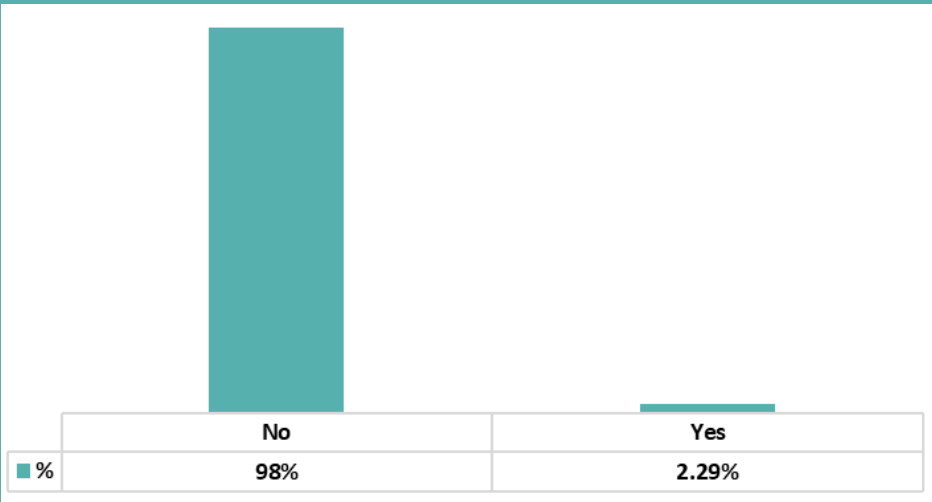
## Ethnicity



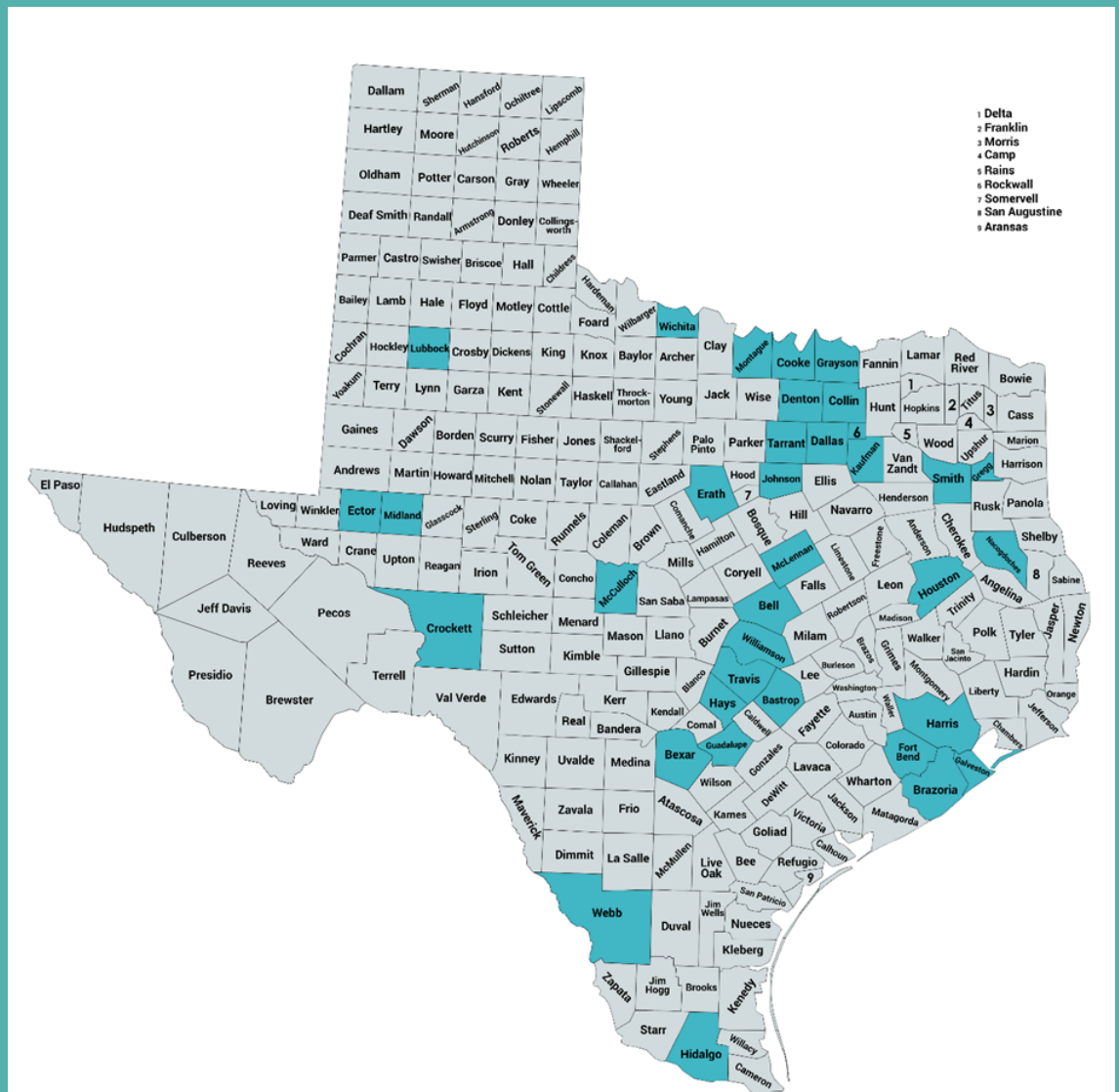
## Age



# Self-Reported Veteran Status of Participants via Survey



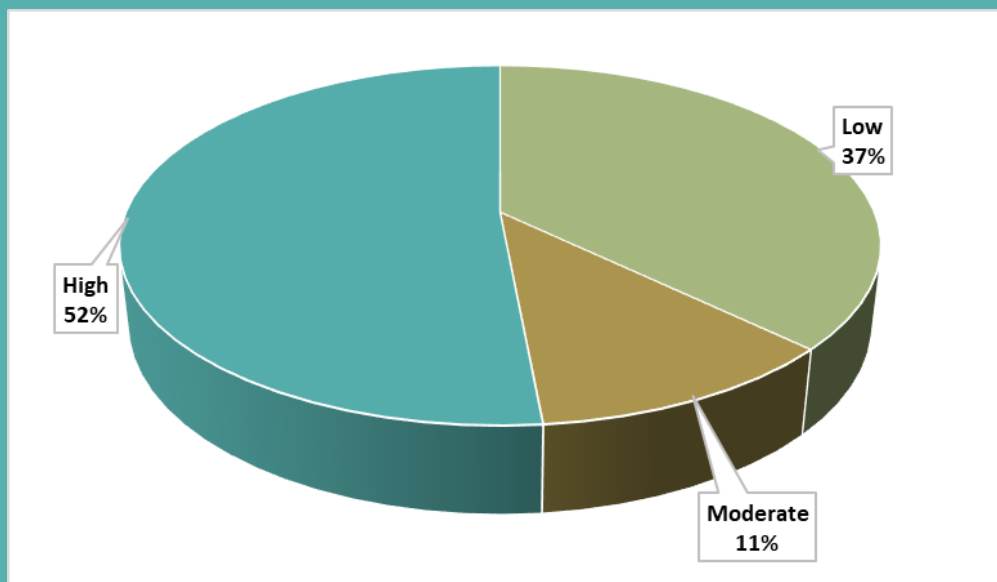
**972**  
**Participants**  
**From**  
**167**  
**Zip Codes**  
**35**  
**Counties**  
**Across Texas**



## Low- and Moderate-Income Participant Results

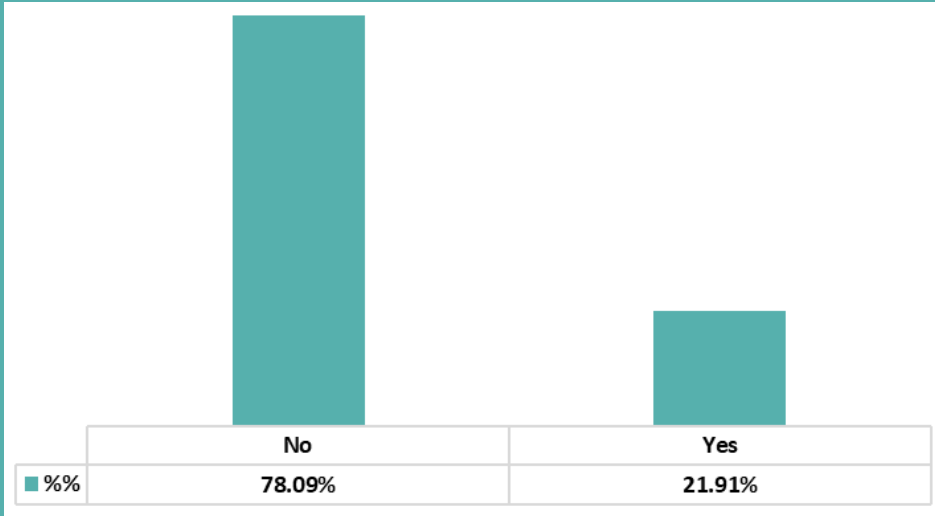
Based on current data provided by zipdatamaps the following highlighted zip codes deemed the poorest across Texas. 515 participants to date of the 972 individuals we have served in one or more of our online, in-person or remote programs. This results in 52.98% of our participants coming from low-income communities. Including moderate income zip codes, TLT is at 59.26%.

Income	Zip Codes	Participants
Low	62	515
Moderate	19	61
High	86	396
Total	167	972

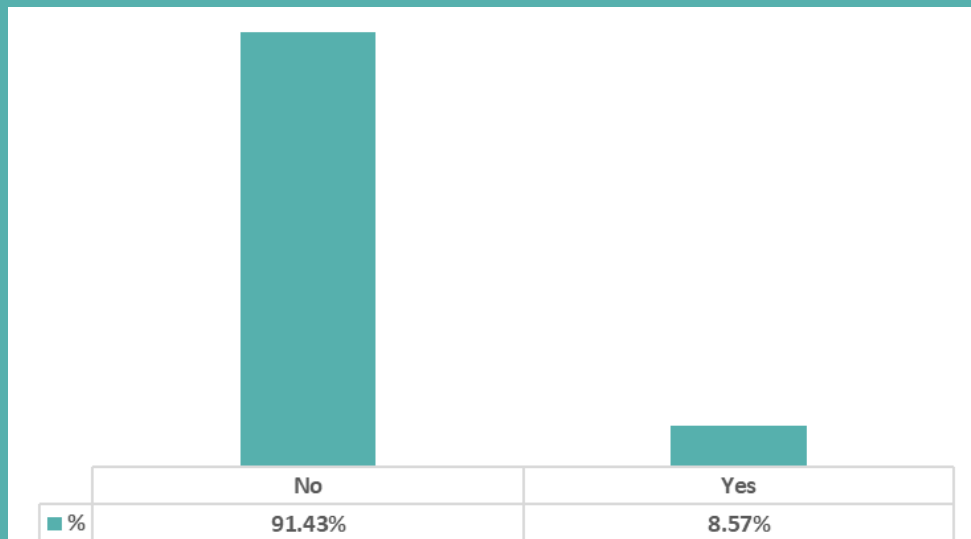


# New Data for 2023

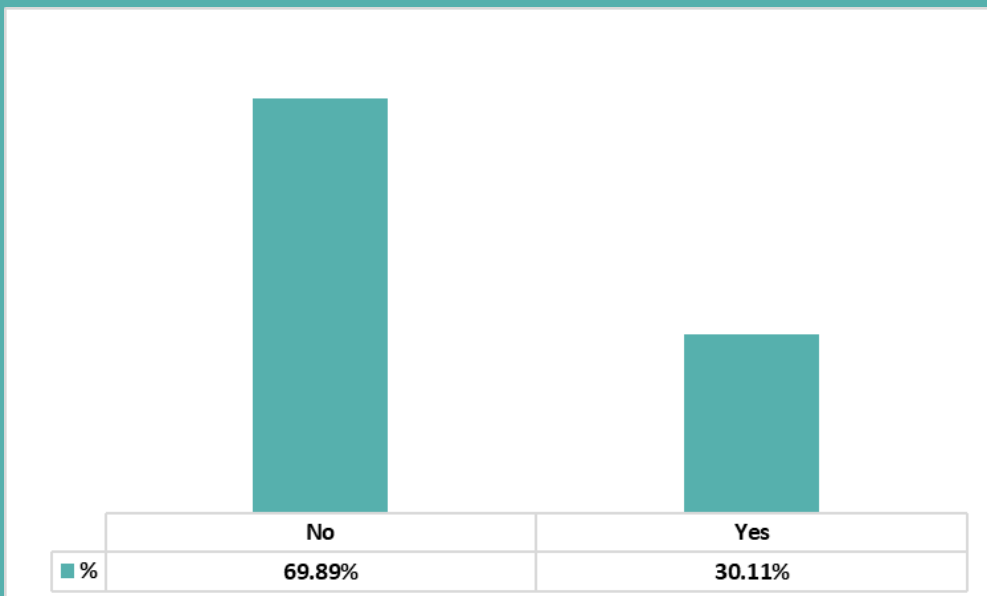
## First Generation College Student



## Self-Reported Disability Status of Participants via Anomymous Survey



## Received Course Credit for Internship





# MEET OUR 2023 TLT LEADING LEADERS 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."**



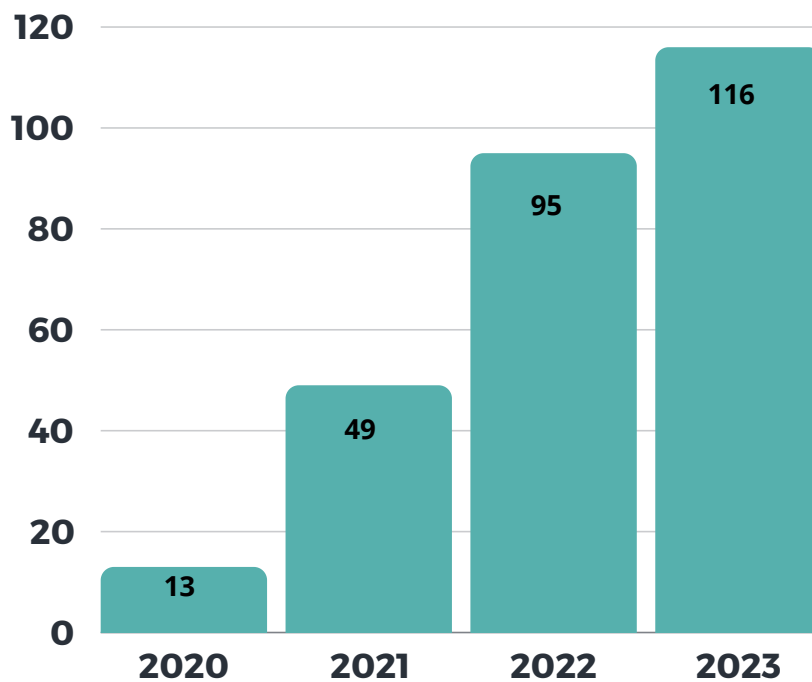
**"I've gained more confidence in myself by leading projects and collaborating with other interns."**



**TLT now offers 18 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.
- This 100% remote, curriculum-based program allows many Texas students to receive course credit for participating.
- We are committed to revisiting key performance indicators throughout the year to ensure we are on track to meeting TLT's objectives.



# Educational Partners

In addition to our website, our internship opportunities are posted to students who attend these educational institutions through Handshake and the College Central Network



**TLT Youth Leadership Academy is a four-week program presented by TLT-Tomorrow's Leaders Today to any interested 5th to 12th grade student, homeschool or private school student, held three times a year. Community focused sessions are 3 hours long, once a week ending with a certificate of graduation.**



**This educational program experience explores personal communication and leadership dynamics, community social service organizations, their community's history and growth, higher education and career opportunities, resume creating/review, financial literacy, community safety & local government. Participants work with their class using their leadership skills to complete a class project that will benefit their community.**



**Program runs Spring, Summer and Fall at various locations**



# 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 Kids Serve Volunteer Events



TLT Kids Serve is a volunteer program where youth 5th grade to 9th grade participates in volunteer project. These projects are in partnership with other nonprofits, completed in a classroom setting and include a financial literacy lesson and/or a real-life or soft-skill lesson.

Youth 10th to 12th grade participate in these sessions as project lead assistants building on leadership skills in identifying projects, coordinating and planning for the session and assisting with the facilitation of the project.

## 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.



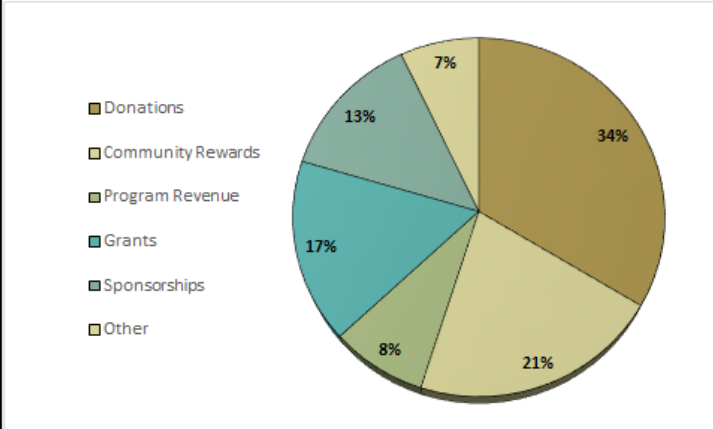
**Thank you to our TLT Sponsors for being part of  
the  
CHANGE, OPPORTUNITIES and GROWTH  
we want to share with our youth!**



# Financials

## Financials Fiscal Year 2023 Statement of Activities

### Revenues and Support



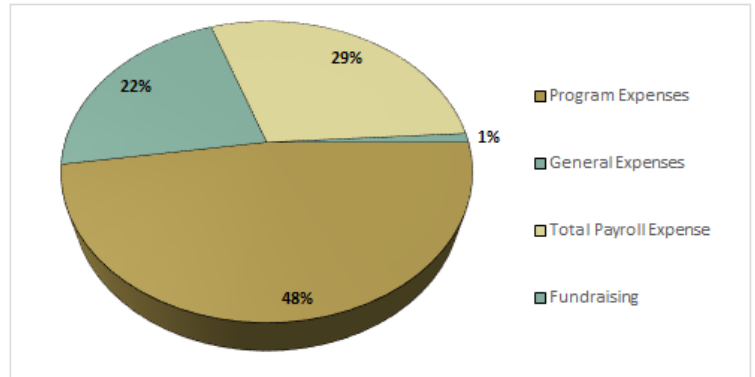
Donations	7,548
Community Rewards	4,769
Program Revenue	1,830
Grants	3,700
Sponsorships	3,000
Other	1,589

### Program Expenses

All Programs	4,876
Leadership Anna	419
Small Business Entrepreneur	0
TLT Leading Leaders Intern	1,623
TLT Kids Serve	1,385
TLT Youth Leadership Academy	1,054
TLT Online Courses	533
TLT Unlocking The Future	1,709

### Functional Expenses

Program Expenses	11,598
General Expenses	5,373
Total Payroll Expense	7,139
Fundraising	240



# Digital Reach

Social Media as of December 31, 2023



**Instagram**  
**@-Tomorrow's Leaders Today-TLT**  
**# Followers 410**



**LinkedIn**  
**# Followers 617**



**Twitter**  
**@-Tomorrow's Leaders Today-TLT**  
**# Followers 127**



**Facebook**  
**facebook.com/TLTLeaders.Org**  
**# Followers 681**

# How to Get Involved

## TLT Youth Advisory Committee

### 16-25-year-olds

The committee meets **virtually** once a month to work on various items the board requests be reviewed. In person event opportunities also available.

Come and bring your unique talent to help TLT grow by being an important part of the Board.

[Visit our application here.](#)

## TLT Leading Leaders Intern Mentor

TLT is seeking **adults** to serve as a mentor for our **REMOTE**, TLT Leading Leaders Intern sessions, for interns ages 15 and older. 100% remote. Opportunities three times a year.

[Learn more here.](#)

## Administrative Assistants

### 18 and older

Assist the Executive Director with a variety of organization tasks.

1-3 hours a week. Must have experience with Word, Excel, and a quick learner on other software platforms, depending on which area you choose to help with.

Looking for a self-starter, a detail-oriented person that loves organization and new challenges. Computer work may be done from home once we have an in-person orientation!

For current needs

[Visit our application here.](#)

## TLT Kids Serve

### 5th grade to 9th grade

participate in volunteer projects, in partnership with other nonprofits, completed in a classroom setting and include a financial literacy lesson and/or a real-life or soft-skill lesson.

### Youth 10th to 12th grade

participate in these sessions as project lead assistants building on leadership skills in identifying projects, coordinating and planning for the session and assisting with the facilitation of the project.

## TLT Board Member

Ever wondered what it is like to be on the board of a nonprofit?

Want to make an impact in the community but are looking for a way to start?

Come see what TLT is doing and bring your unique talent to help TLT grow by being part of the Board of Directors.

[Visit our application for additional information here.](#)

**Bi-Monthly  
Volunteer  
Sessions posted  
on our website.**

## Your Volunteer Activity

In 2023, you, our Volunteers, Board of Directors, and Interns collectively contributed over 16,822 hours (valued at \$534,940) to fulfill essential roles for TLT-Tomorrow's Leaders Today. According to (GLOBE NEWSWIRE) – Today, Independent Sector, with the Do Good Institute, Washington, April 19, 2023 that the latest value of a volunteer hour is estimated to be \$31.80, which is a 6.2% increase from 2021 to 2022.



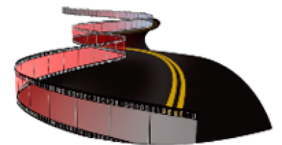
# Community Partners

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!



MELODY OF HOPE  
LET THE MUSIC BRING HOPE



SEAMLESS MOTION  
PRODUCTION



# Other Ways to Help



## Kroger

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

**Click here to visit [Kroger's Community Rewards Program](#)**

**PayPal** Giving Fund

No transaction fees - 100% of your donations will be received.

## PayPal Giving Fund

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

\*PayPal Giving Fund does not charge any fees on these donations, it's easy to participate!

1. Follow the link to TLT's Giving Fund Profile

<https://www.paypal.com/us/fundraiser/charity/3830548>

2. Log in or Sign Up for PayPal

3. Click "Set as Favorite Charity."

4. Pay with PayPal and check "donate \$1 to support TLT - Tomorrow's Leaders Today" each time you shop.

## Walmart Round-Up

Did you know that every time you shop on [Walmart.com](#), you can round up your change and donate it to TLT: TOMORROW'S LEADERS TODAY? Learn how small acts can lead to big impact!



walmart.com  
Walmart | Save Money. Live Better!  
RoundUpWalmart.com today for Every Day Low Prices.  
Join Walmart for fun and help to see delivery from your...

## Walmart Roundup

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

It's easy to participate!

1. Follow the link to TLT's Giving Fund Profile

<https://www.walmart.com/nonprofits/9b98c874-7a81-42f3-96f3-505c5d786500/profile>

2. Log in or Sign Up for Walmart Roundup

3. Click "Set TLT as Favorite Charity"

4. Every roundup matters and makes a big impact.

**Give  
with Bing**

## Give with Bing

Microsoft Rewards lets you support TLT-Tomorrow's Leaders Today through its Give with Bing program.

After registering and selecting our organization, you can earn rewards points just for searching the web with Bing. Microsoft then turns those points into cash donations to us.

**Start Here!**

## Host a Supply Drive

Amazon has a wish list set up for TLT-Tomorrow's Leaders Today. Host a supply drive to benefit TLT!

Before you start, please visit the list and notify us ([info@tltleaders.org](mailto:info@tltleaders.org)) for delivery address or pick up options.

