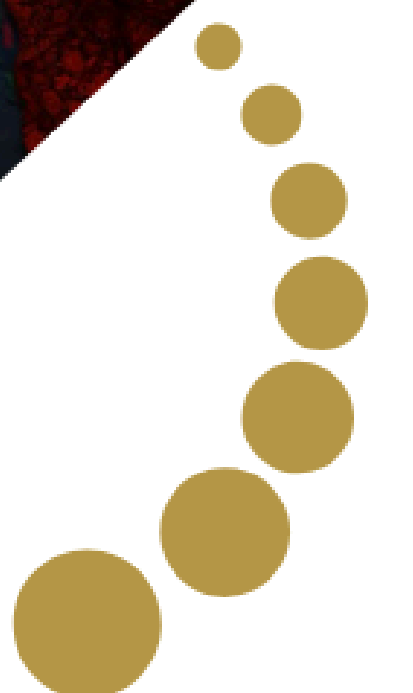


TLT - TOMORROW'S LEADERS  
— TODAY —

# ANNUAL REPORT 2024

A YEAR OF  
PROGRESS, A  
FUTURE OF  
CHANGE,  
OPPORTUNITIES  
AND GROWTH



+214-226-5971



[www.ttleaders.org](http://www.ttleaders.org)



[info@ttleaders.org](mailto:info@ttleaders.org)



# The Impact You Make!

Investing in our youth today means investing in a brighter tomorrow for all of us. Your support can make a profound difference in the lives of young people across Texas, providing them with the tools and resources they need to thrive. Imagine the impact of empowering a student with the skills to navigate their future, the confidence to lead, and the opportunities to succeed.

We invite you to join us in this transformative journey. Whether through financial contributions, volunteering your time, or partnering with us in our initiatives, your involvement can help shape the leaders of tomorrow. Together, we can continue to expand our programs, reach more students, and foster an environment where every young person has the chance to succeed.

Your support helps us to innovate and adapt to ever-changing circumstances, ensuring that no student is left behind. By contributing to TLT-Tomorrow's Leaders Today, you are making a tangible difference in the lives of young Texans and setting the foundation for a stronger, more inclusive community.

Join us in our mission to drive change, build opportunities, and support the growth of our future leaders. Let's work hand-in-hand to create a lasting legacy of empowerment and success for our youth. Thank you for believing in their potential and for being an integral part of their journey.

Elaine Smith-Poyourow  
Executive Director, President, Founder

*Elaine Smith-Poyourow*





# Our Mission

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

## Core Values

### Integrity

Forms the foundation of our organization.

We grow our organization based on interactions that promote mutual trust and respect. We strive to ensure the highest level of organizational effectiveness by continually reviewing our leadership program classes and processes.

### Excellence

We encourage leadership and innovation in business, education and social responsibility. We believe leadership skills can and should be continually improved and refined.

### Belonging

We value and embrace diversity and ensure everyone feels they belong at TLT. We seek views that reflect all walks of life and reflect those views in our programs. We recognize the special needs and diverse backgrounds of individuals, our students, volunteers and our communities. All individuals are given an equal opportunity to be heard and to benefit from our program.

### Belonging

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# Board of Directors



**Elaine  
Smith-Poyourow**  
President  
Executive Director



**Adam  
Camacho**  
Secretary  
Internal Affairs Committee  
Youth Advisory Committee Liaison  
JP Morgan Chase & Co.



**Christine  
Hernandez**  
Treasurer  
SitePro Rentals



**Susan  
Jones**  
Jersey Mikes



**Spenser  
Hinkleman**  
Texas Health Resources  
Business  
Development/Veterans  
Affairs



**Sheena  
Buwemi**  
University of Texas at  
Arlington Student  
Fundraising/Development



**Ted  
Sanders**  
Bank of America  
Community Outreach

# Honorary Advisory Board



**Amber  
Gurney**



**Rosalyn  
Wiener**



**Terri  
Parke**



**Colonel (ret.) Timothy  
Pertuis, USAF**



**Rasheeda  
Moore**



**Sameer  
Aghi**

# Youth Advisory Committee



**Kehinde (Kenny)  
Akorede**  
Chair  
TLT Intern Alumni



**Leticia  
Loreto**  
Secretary  
TLT Intern Alumni



**Justin  
Sun**  
TLT Youth Leadership Academy  
Alumni





# 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.

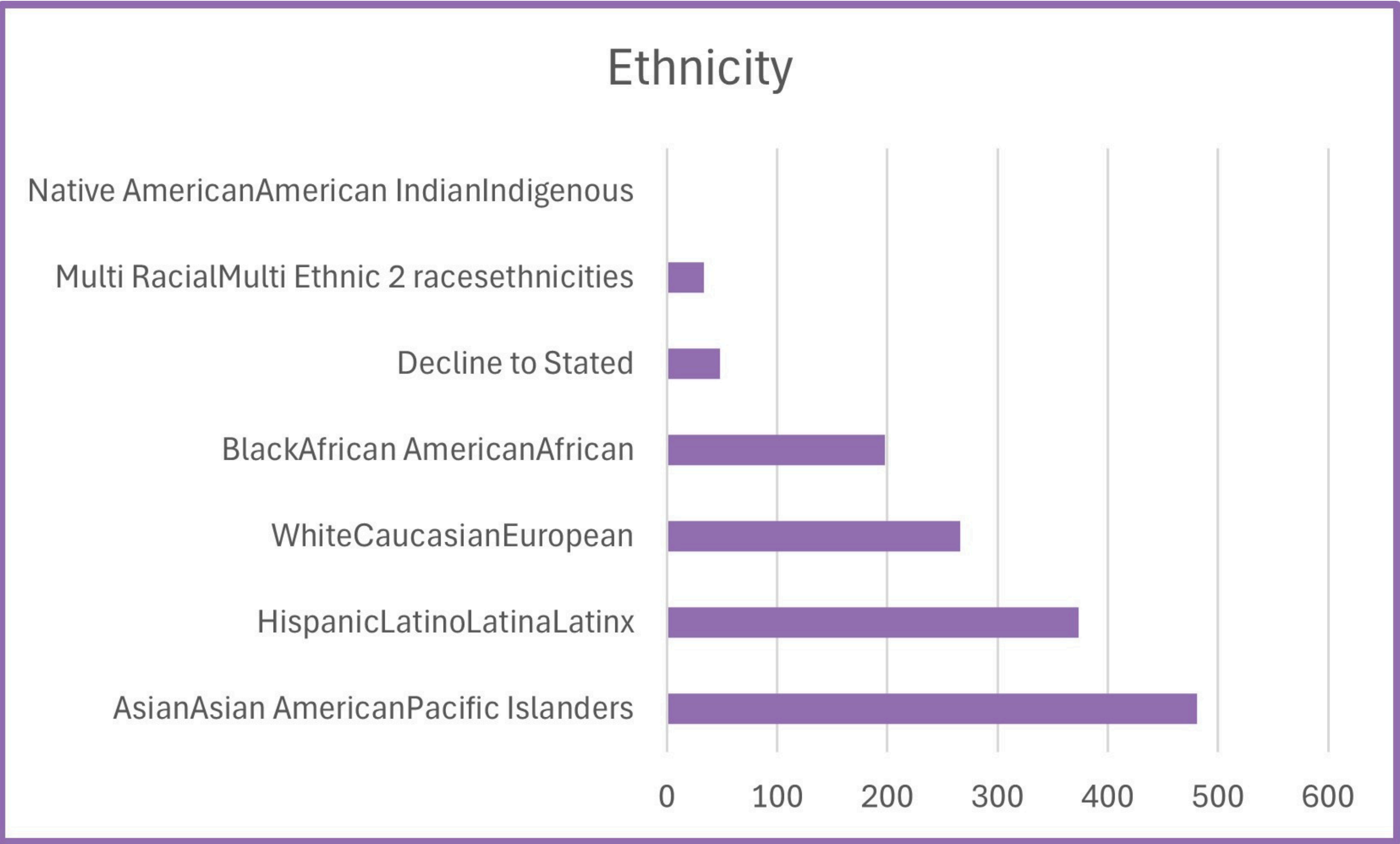
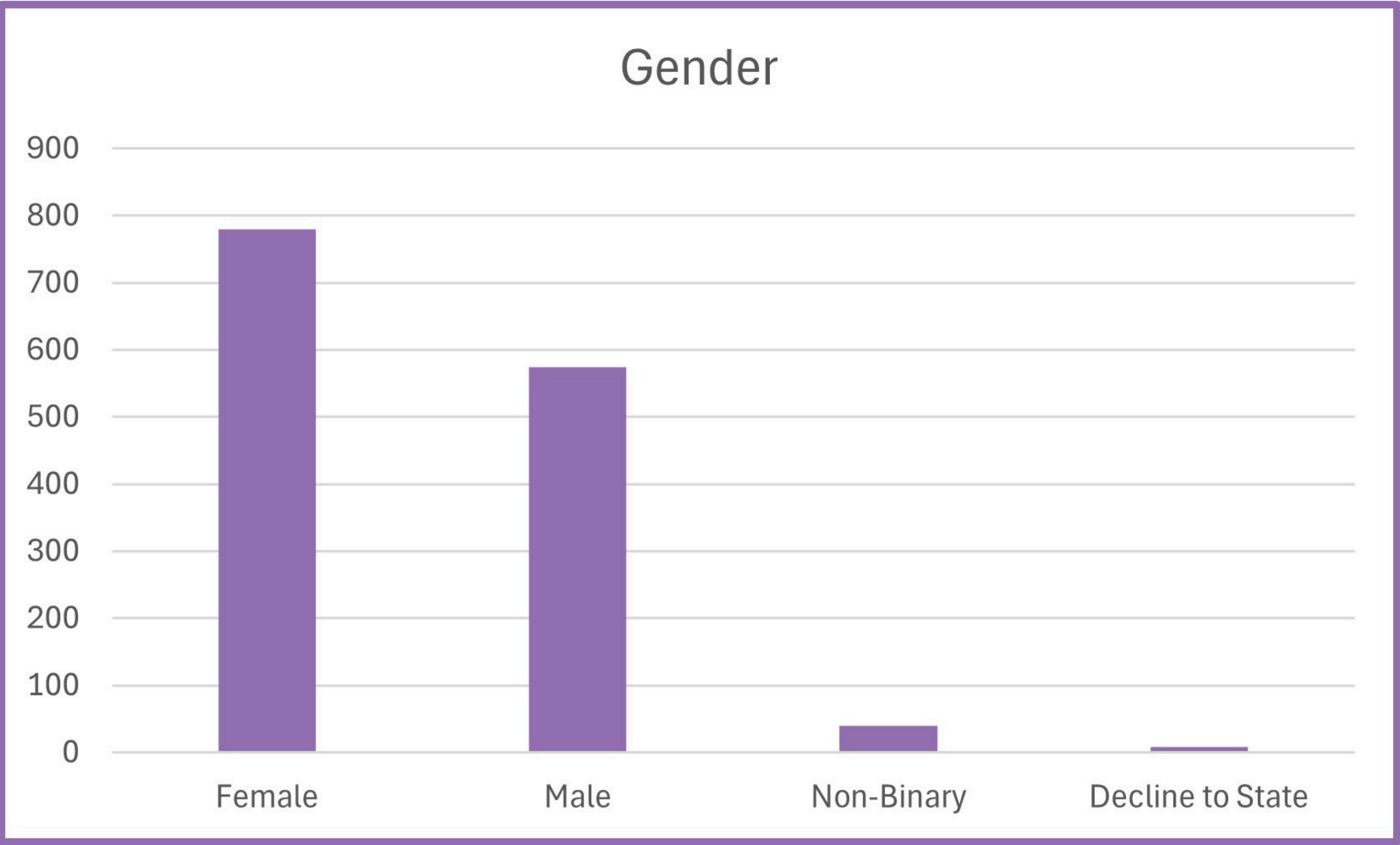
## TLT's Community Statement

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.



# Who We Served in 2024

1402 Participants

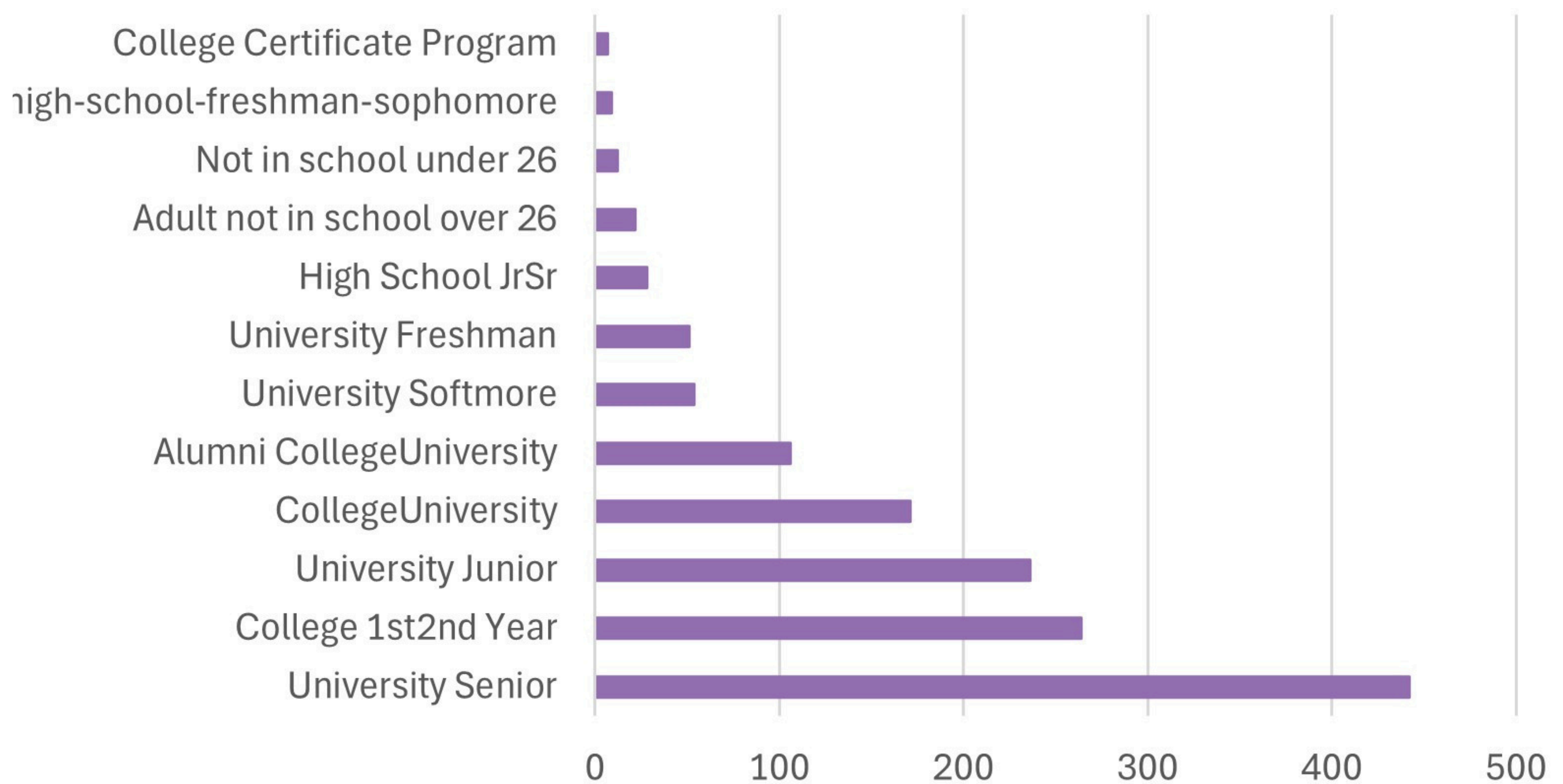




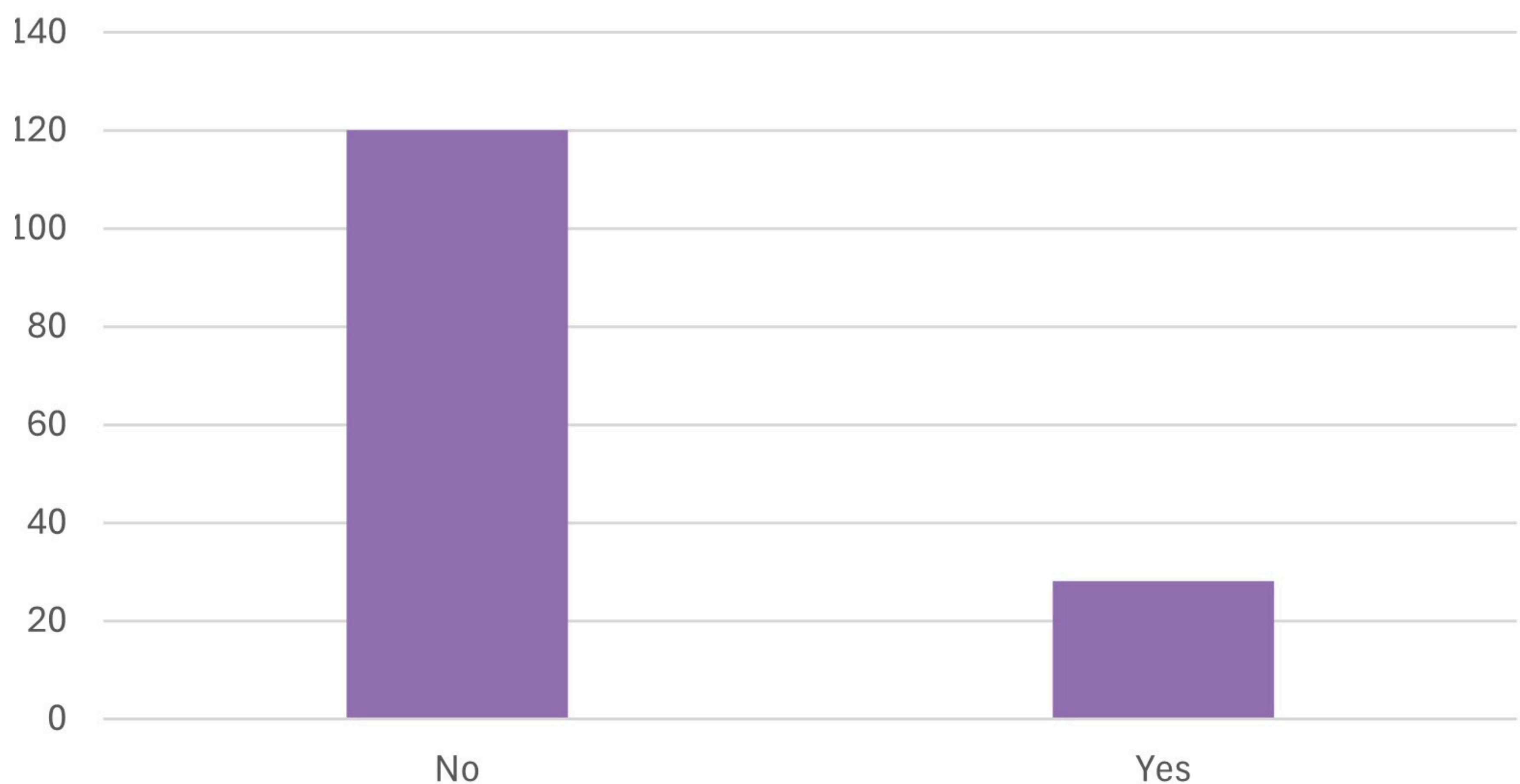
# Self Reported by Interns

148 Interns in 2024

## Age Brackets

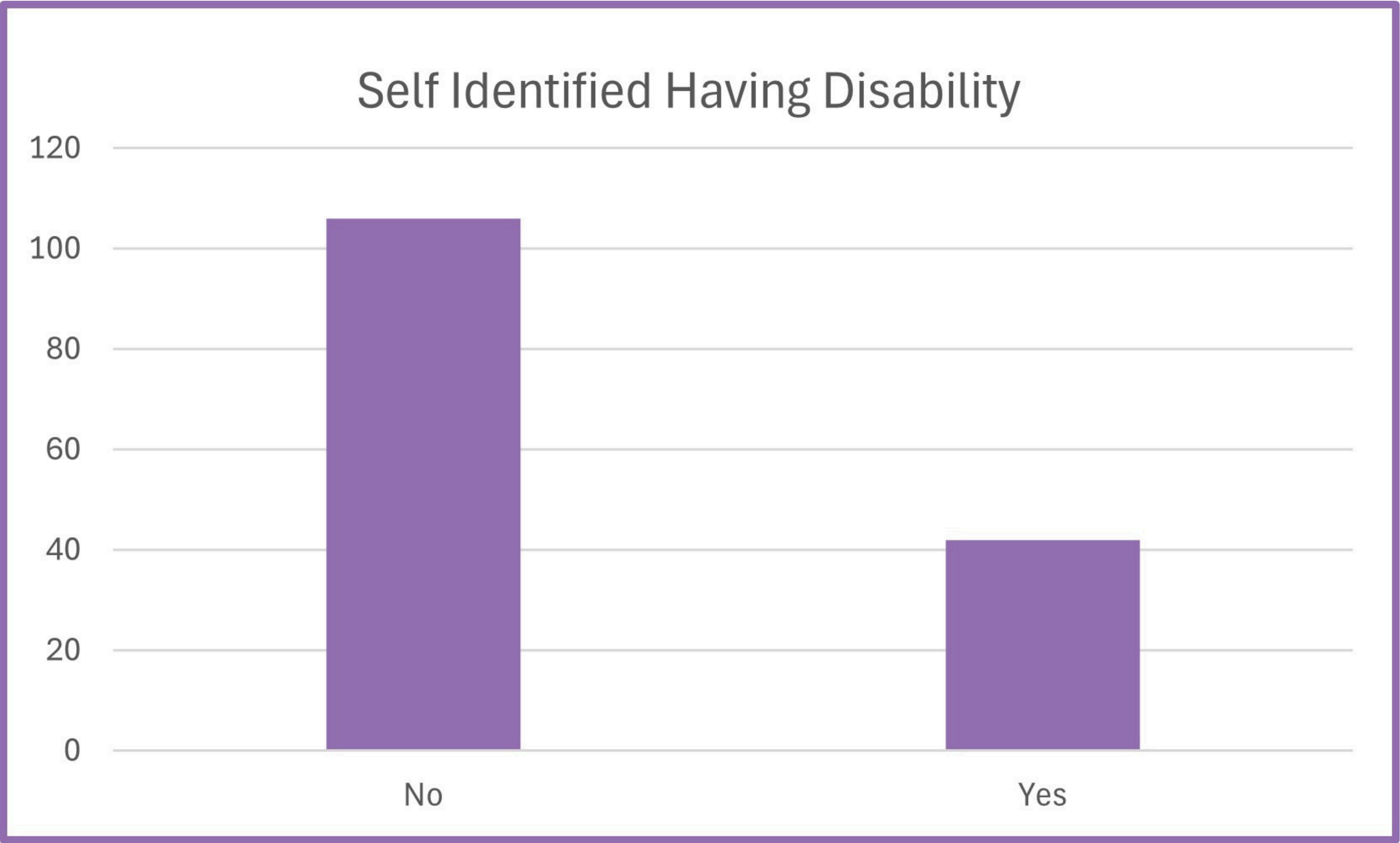
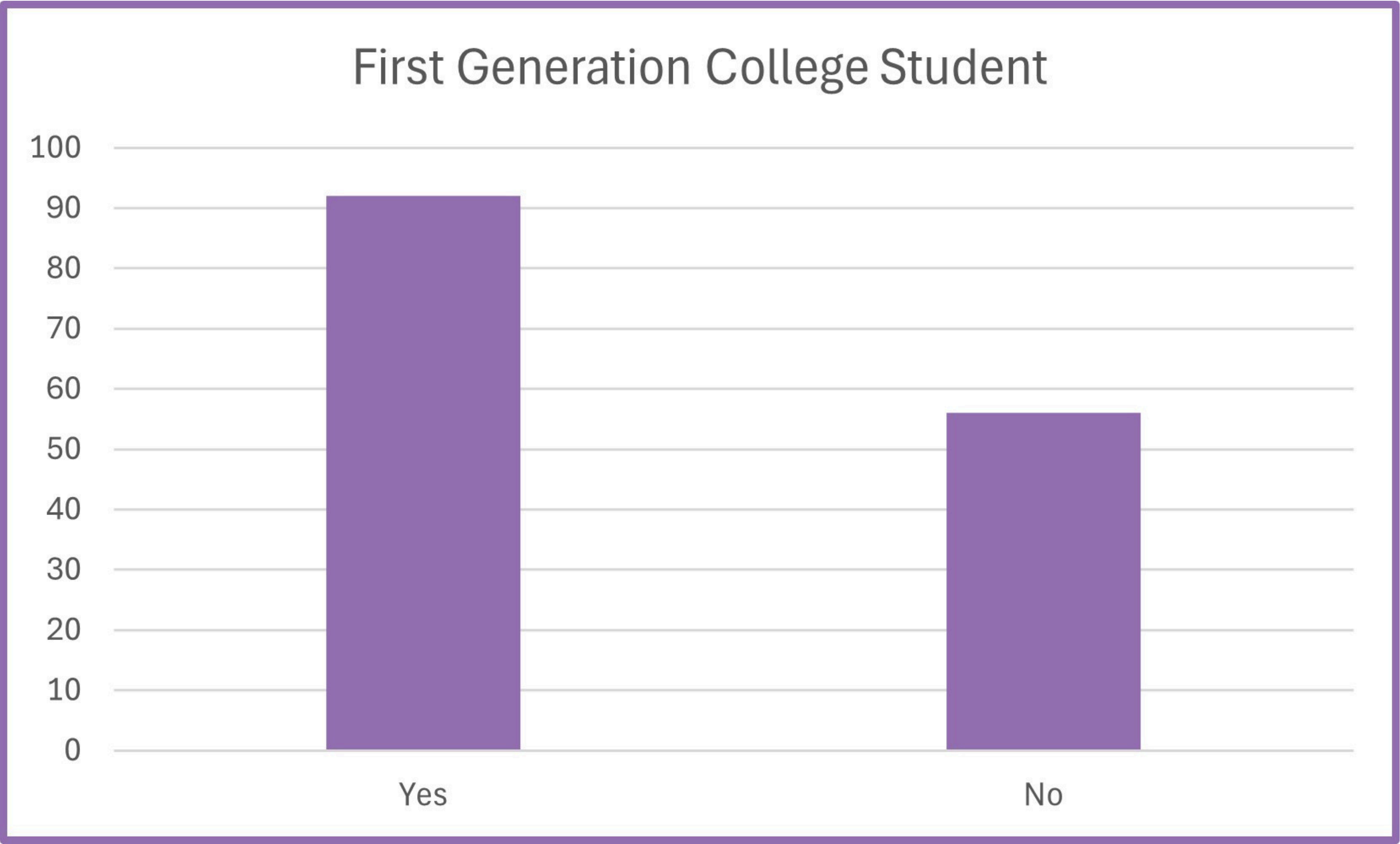


## Veteran



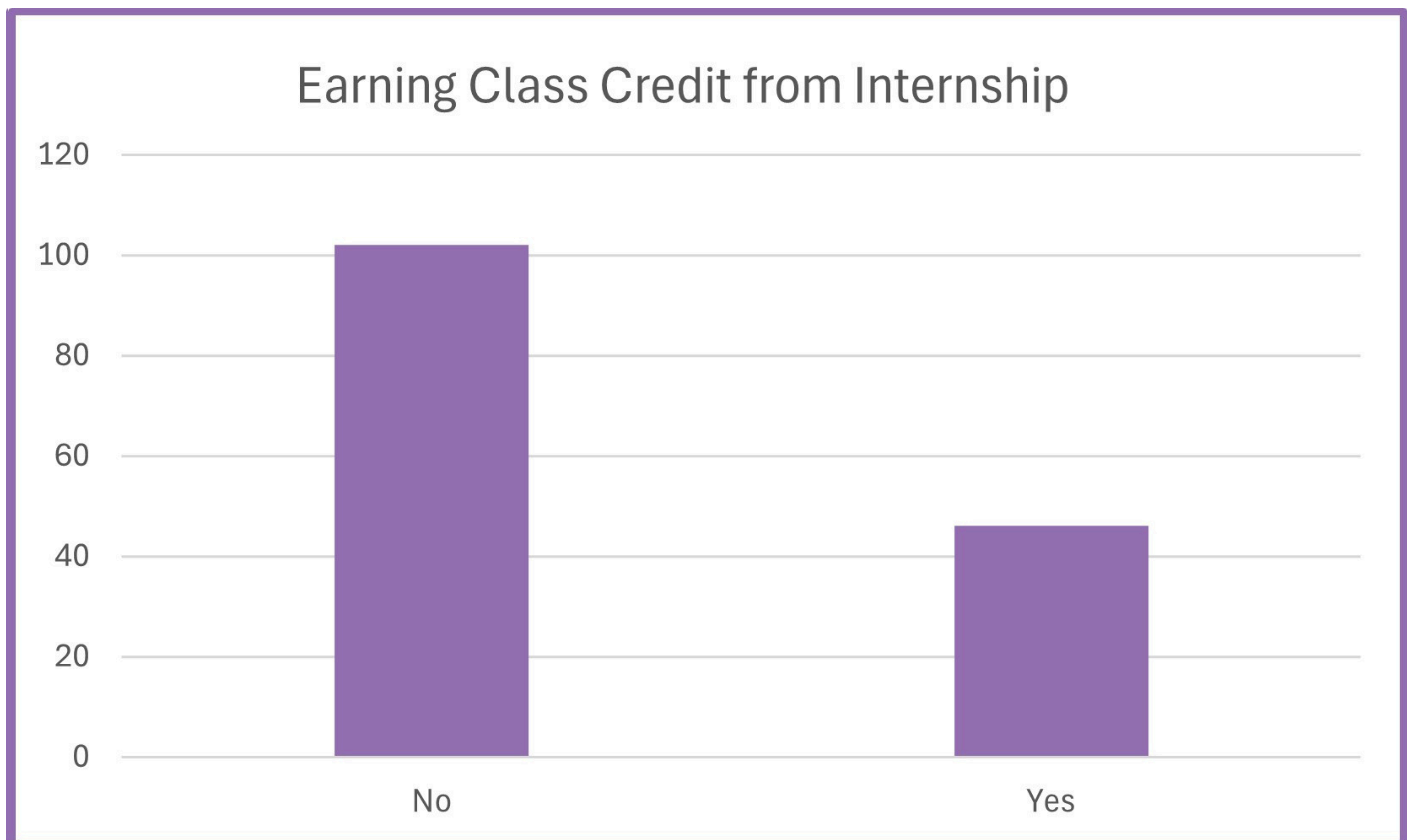
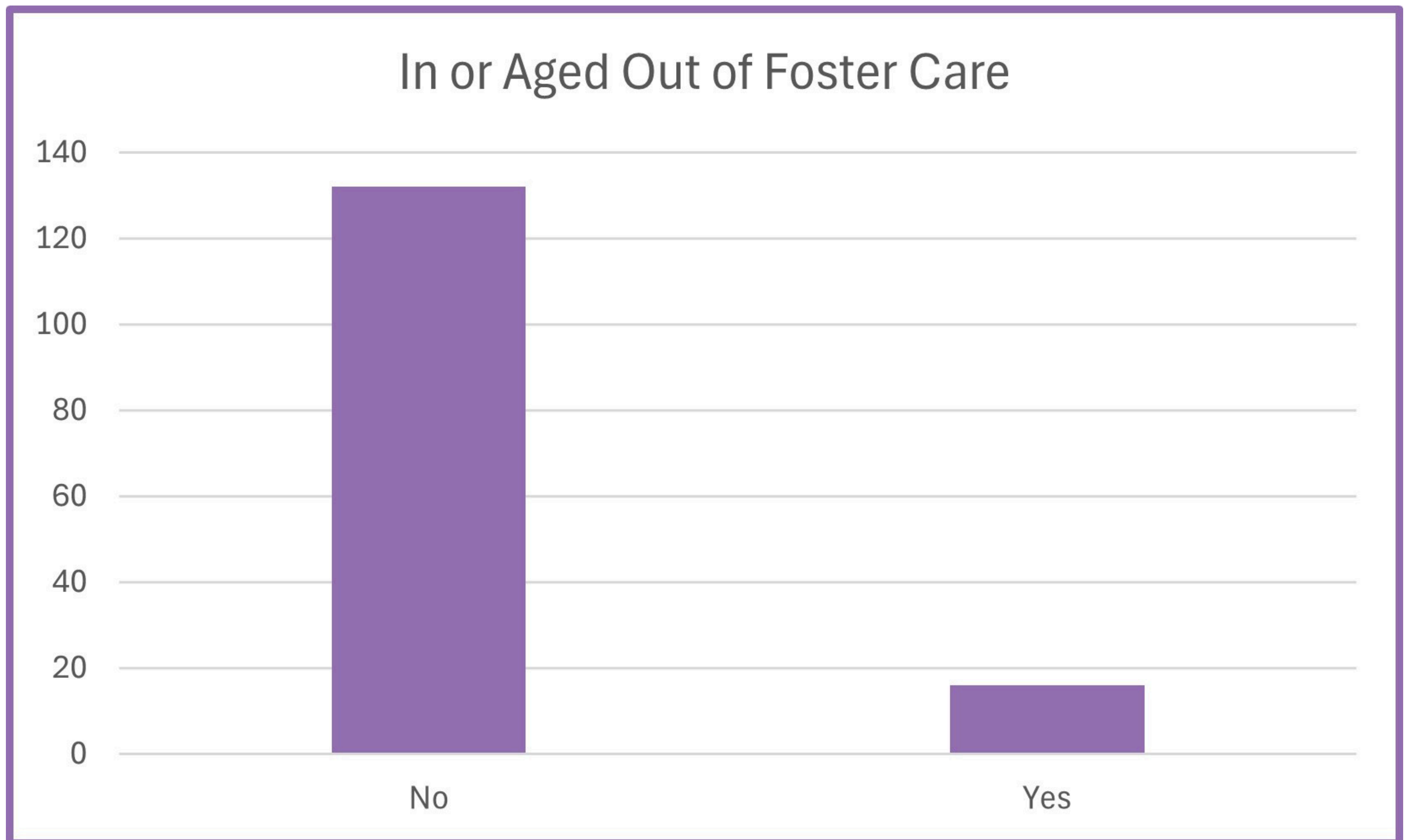


# Self Reported by Interns





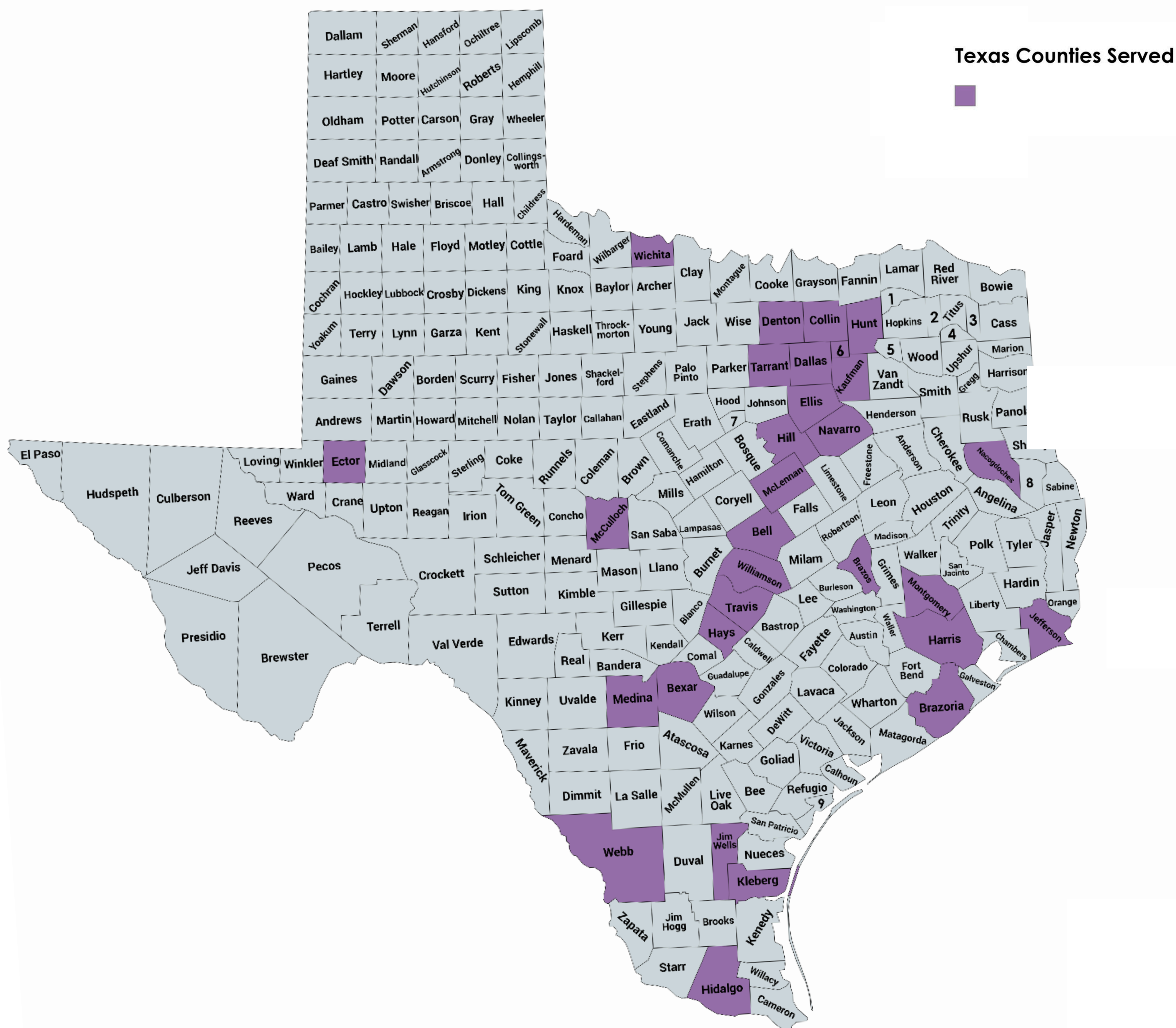
# Self Reported by Interns





# TLT's Reach in 2024

# 1402 Participants from 128 zip codes and 32 counties across Texas





# Low and Moderate-Income Participant Results

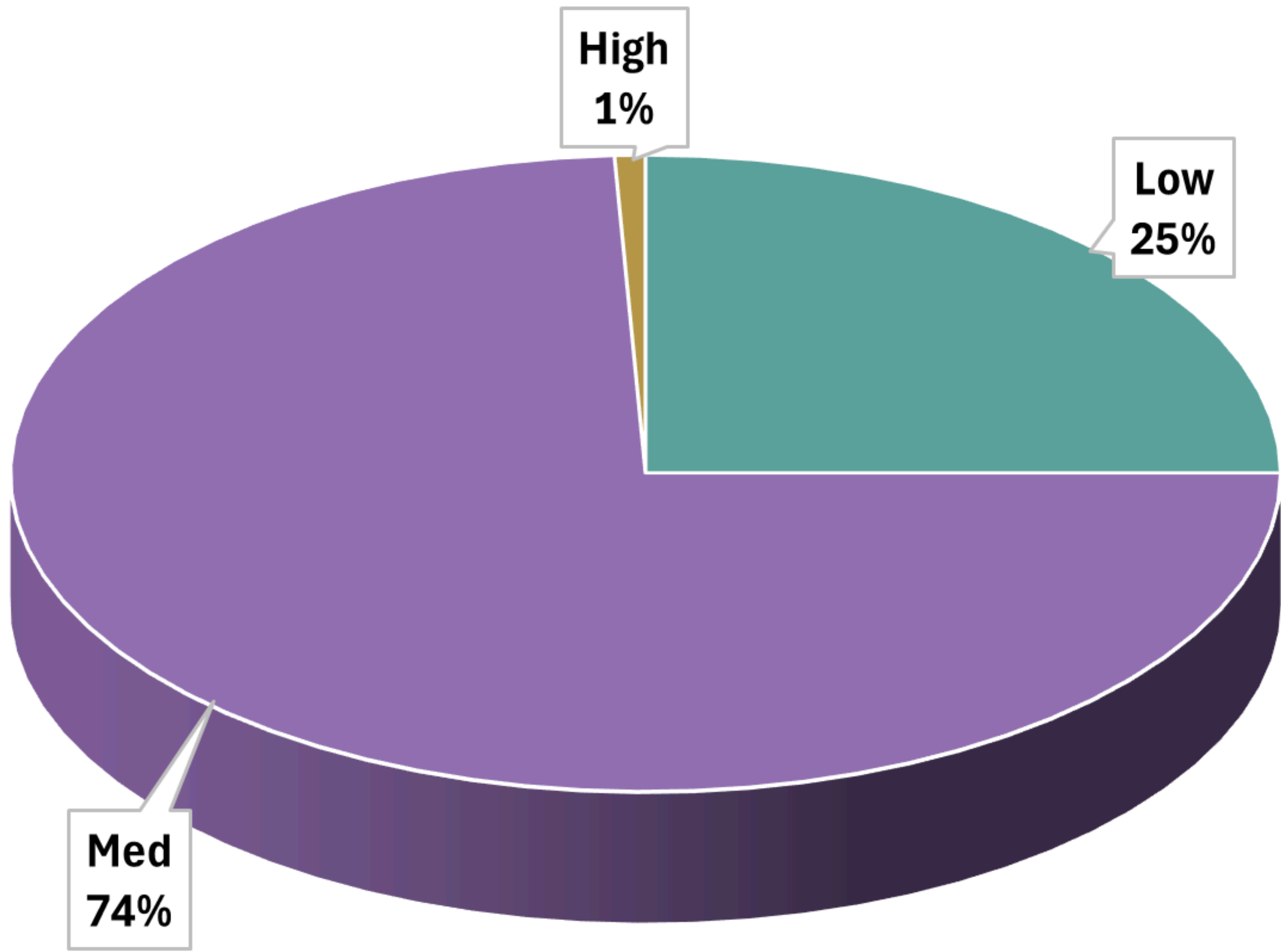
Income	Zip Codes	Participants
Low	32	412
Med	95	978
High	1	12
Total	128	1402

128 Zip Codes served in 2024, 1402 participants. 25% low income, 74% median income, 1% high income

Since 2019, TLT has focused on serving those in low-and-moderate income communities.

In 2023, we were at 59.26% and as of December 2024, we are at 99%.

2024



# Our Programs

**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.



Our **Leading Leaders Intern Program** strives to provide each young adult participant, ages 17, and older, in Texas, the hands-on, entry level, opportunities to gain valuable experience to integrate with their career path in mind while developing leadership qualities and skills with hands-on curriculum-based opportunities.



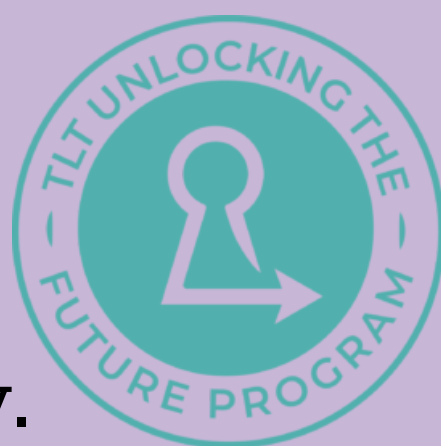
The **Veterans Gateway** brings veterans together to support and mentor one another. Our organization is driven by the belief that veterans should not have to face the challenges of civilian life alone. By offering mentorship, training, and networking opportunities, we aim to empower veterans and provide them with the resources they need to transition successfully.



The **Youth Leadership Academy** is an 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, financial literacy, community safety & local government.



**Unlocking the Future Program** covers 1) basic real-life skills, 2) soft-skills, 3) higher education, career readiness, financial literacy and 4) a class community project. Through group discussions, hands on exercises, speakers and presentations about the civic, corporate, charitable and educational opportunities they learn what is right in their community.



**Small Business Entrepreneurship 101** is for Youth (14-17) and Adults (18 and older) interested in starting a small business. Come learn what is involved with taking the dream to the next level through workshops and webinars.



**Leadership Anna** is a program by the Greater Anna Chamber of Commerce that empowers future leaders to make a real impact in the Anna community. Participants explore leadership, public safety, economic development, and more, while working together on a class project that benefits the community.

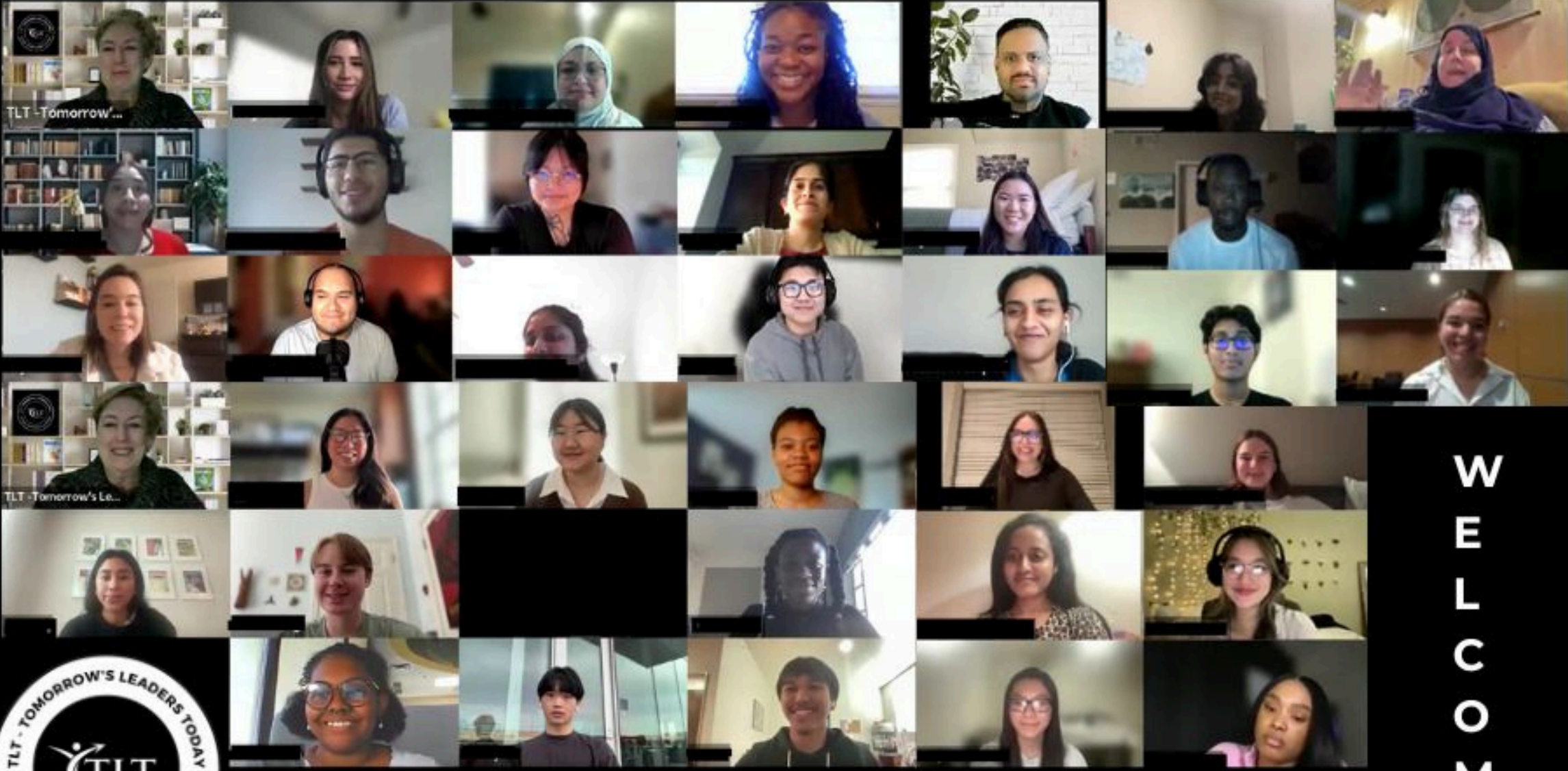


## Additional Resources:

The **TLT Online Library** offers free educational video lessons on skills such as basic first aid, how to study, how to send professional emails and more.







## Spring 2024 Interns

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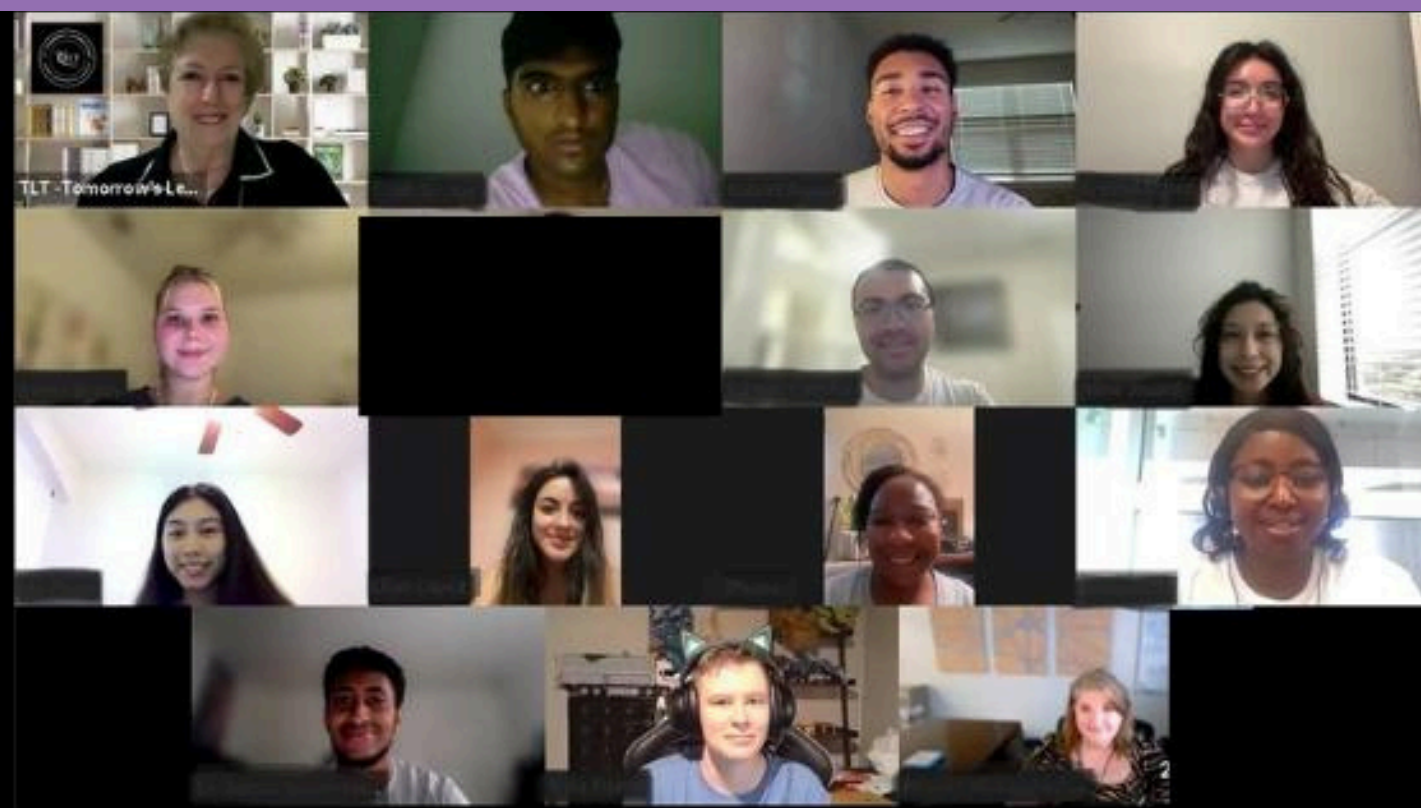
# Meet Our 2024 Interns



## WELCOME Summer 2024 Interns



## Fall 2024 Interns WELCOME

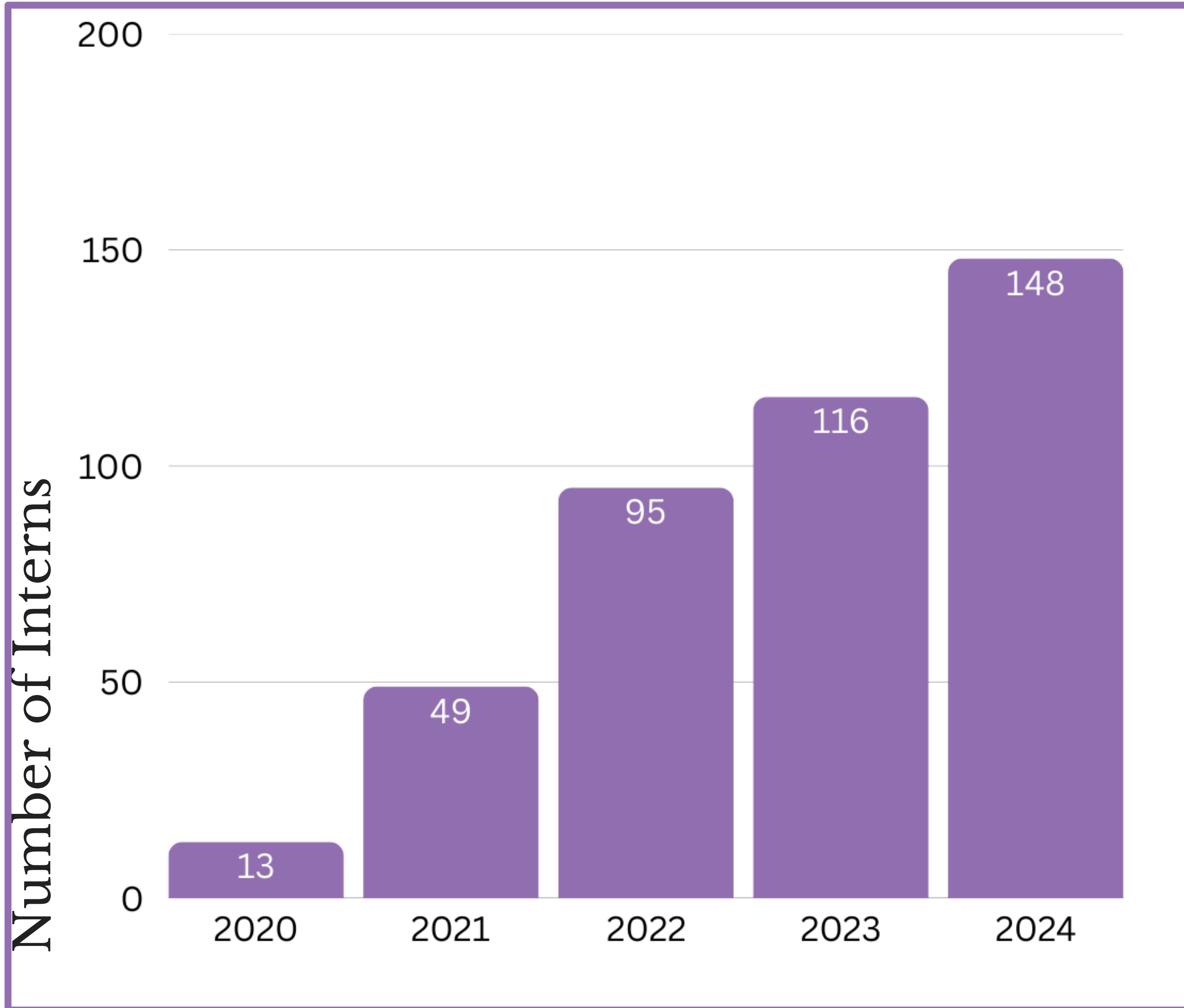




# TLT Leading Leaders Intern Program



TLT LEADING  
LEADERS INTERNS



38

High Schools, Colleges  
and Universities

19,639

Interns Hours Served in  
2024

20

Intern Postions posted 3x  
a year.

Texas high school and college students gain hands-on experience through TLT's remote, curriculum-based internship, often earning course credit. Our program equips interns with real-world skills, career exploration opportunities, and professional connections.

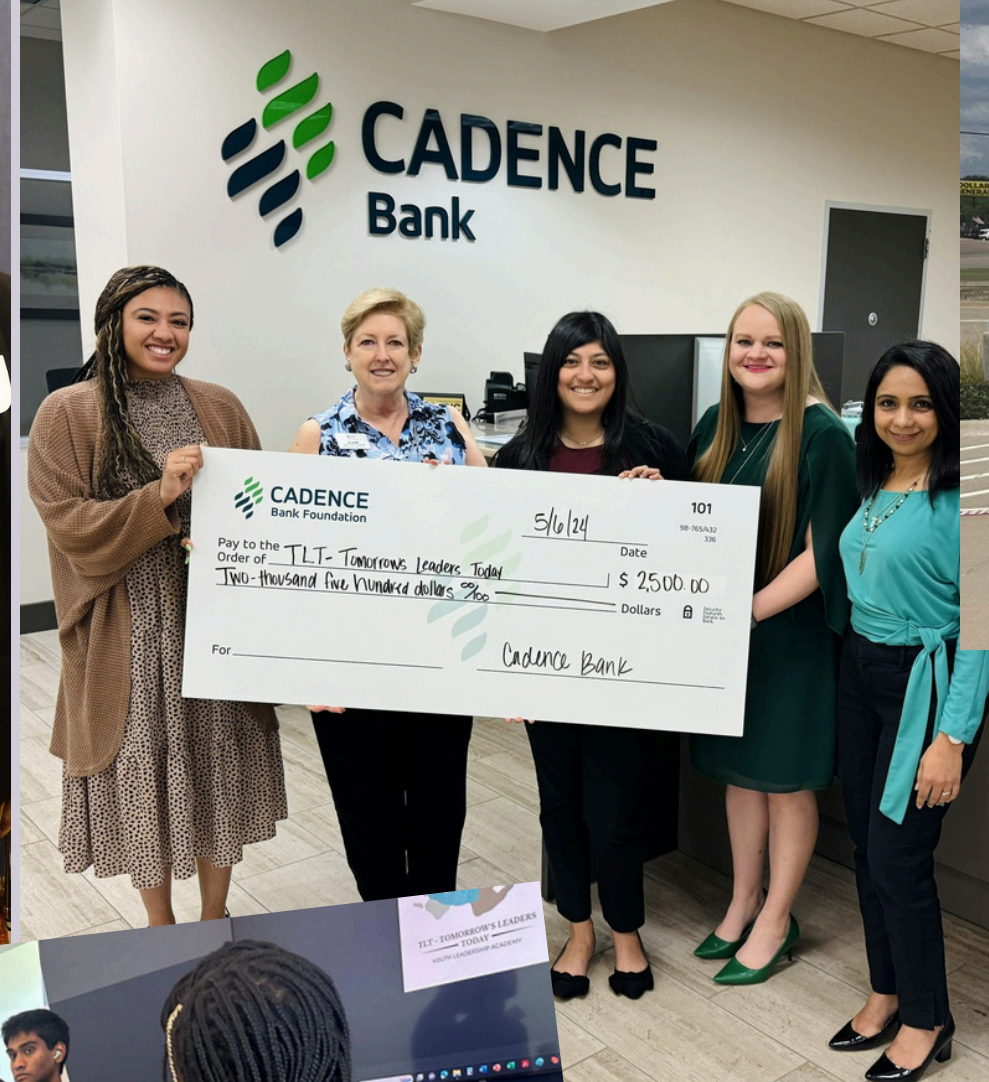
TLT prioritizes impactful projects and regularly reviews key performance indicators to ensure we meet our objectives.

## 4 years, 15 sessions later

### TLT Leading Leaders Intern Program Offers 20 Intern Positions

- Accounting / Business Service
- Campus Liaison
- Cyber Security
- Data Research
- Development
- Digital Marketing
- GIS Basics
- Grant Writing
- Graphic Design
- Human Resources
- Impact Management
- Instructional Design / E-Learning
- Marketing
- Operations - Policies and Procedure
- Program Coordination
- Project Management
- Social Entrepreneur
- Social Media
- Video Coordination
- Website Development

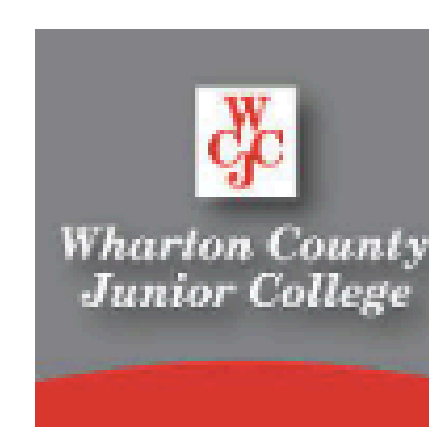
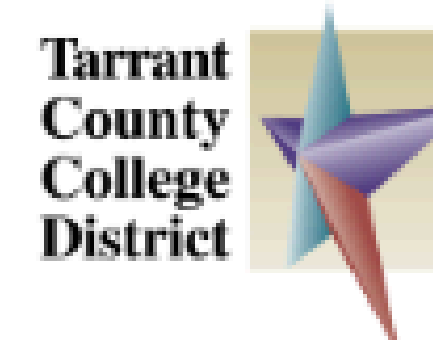
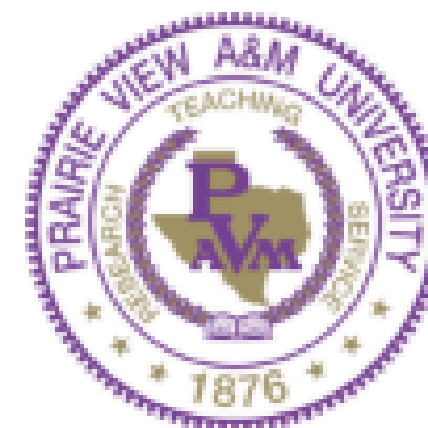






# Educational Partners

Our Internship opportunities are posted to students who attend these Educational Institutions through Handshake and the College Central Network.

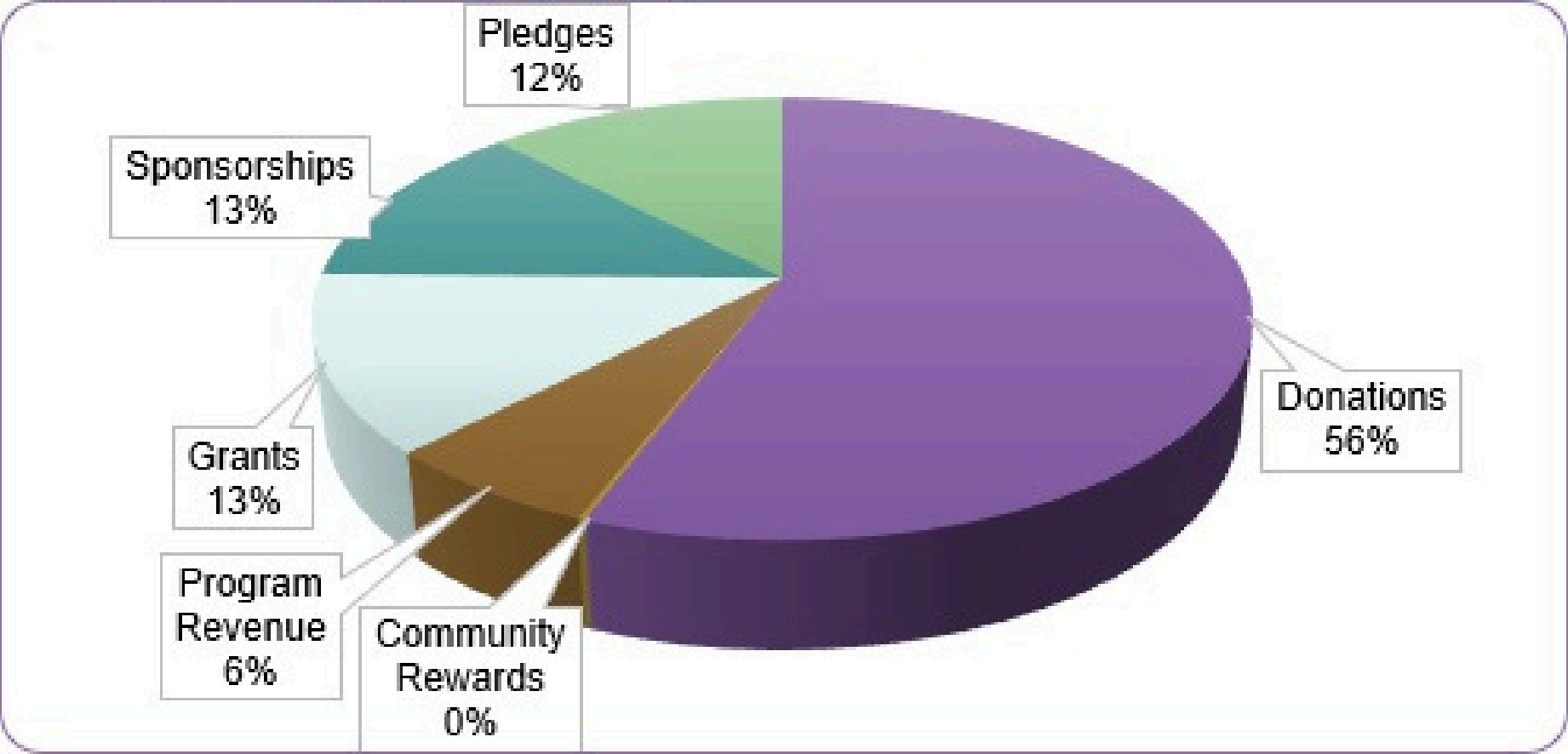




# Financials

## Financials Fiscal Year 2024 Statement of Activities and Changes to Net Assets

### Revenues and Support



Donations	\$12,960
Community Rewards	\$47
Program Revenue	\$1,500
Grants	\$3,000
Sponsorships	\$2,900
Pledges	\$2,844

### Net Assets

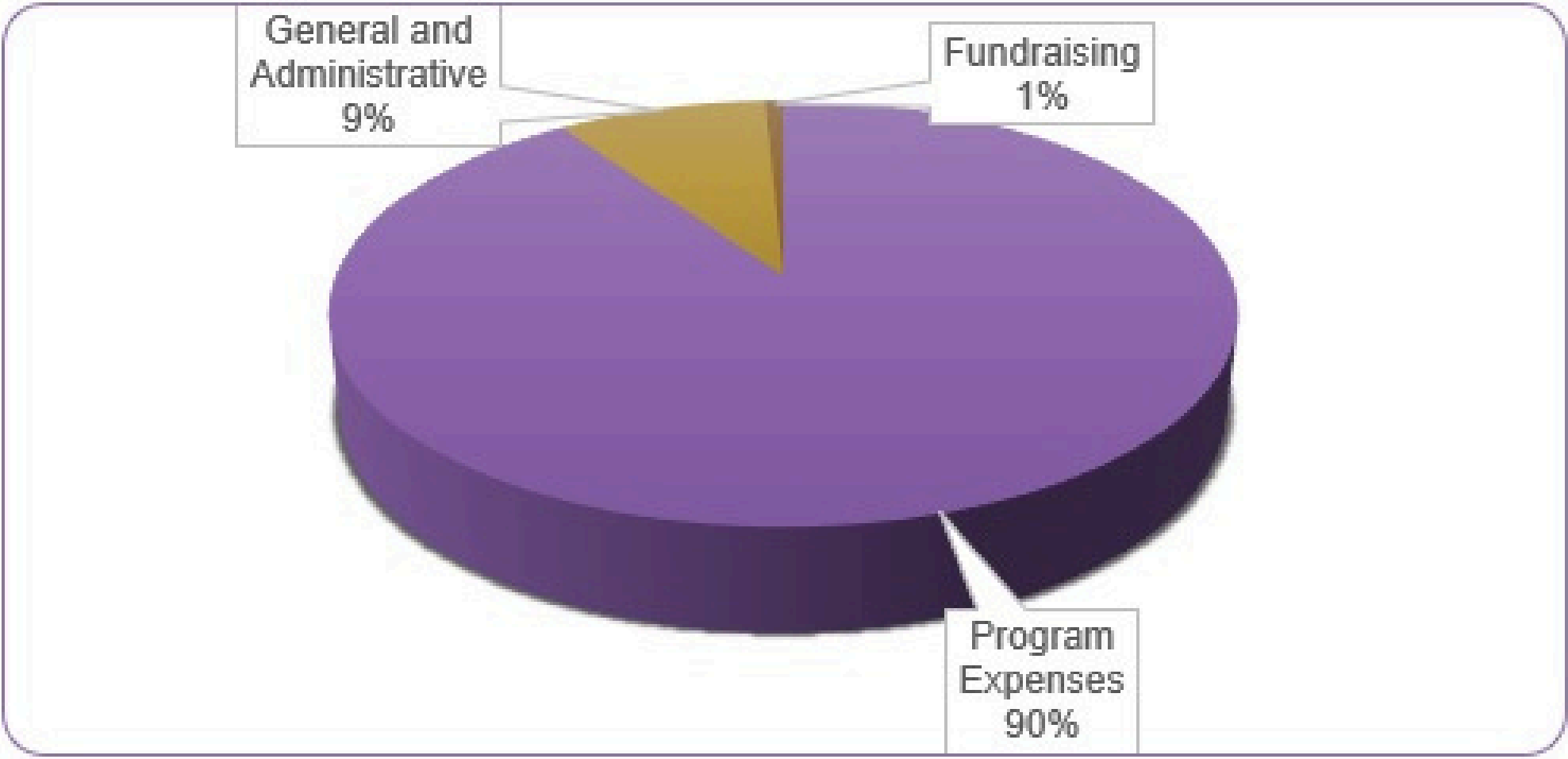
Increase in Unrestricted Net Assets	(\$3,998)
Increase in Restricted Net Assets	(\$2,126)
Change in Net Assets	(\$6,124)

### Program Expenses

TLT Leading Leaders Intern Leadership Anna	\$10,197
TLT Youth Leadership Academy	\$3,348
TLT Kids Serve	\$5,866
TLT Veterans Gateway Program	\$183
	\$29

### Functional Expenses

Program Expenses	\$19,623
General and Administrative	\$1,929
Fundraising	\$163



<https://www.guidestar.org/>

Platinum Transparency 2025  
Candid.

Platinum Transparency 2022  
Candid.

Platinum Transparency 2023  
Candid.

Platinum Transparency 2024  
Candid.

GUIDESTAR PLATINUM TRANSPARENCY 2021

GOLD SEAL OF TRANSPARENCY 2020

SEAL OF TRANSPARENCY 2019 SILVER GUIDESTAR

SEAL OF TRANSPARENCY 2019 BRONZE GUIDESTAR

# How to Get Involved

## TLT Advisory Board Committees

Want to serve but don't know how to get started? Participate in an advisory board committee. There are many areas to choose from.

Audit, Communication, Public Relations, Finance, Fundraising, Marketing, Governance, Programming topics: Accounting, Cyber Security, Data Research, Development/Community Outreach, E-Learning/Instructional Design, Grant Writing, Human Resources, Impact Management, Operations, Policies & Procedures, Project Management, Social Media, Video coordination, Website Development.

**Visit our application for additional information 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.**

## 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 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.**

## 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.

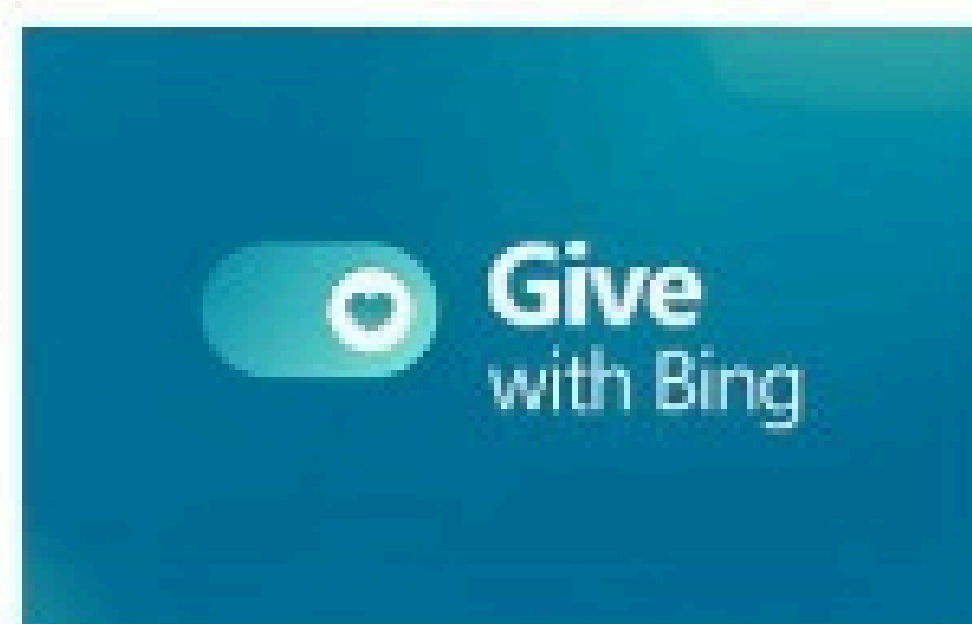
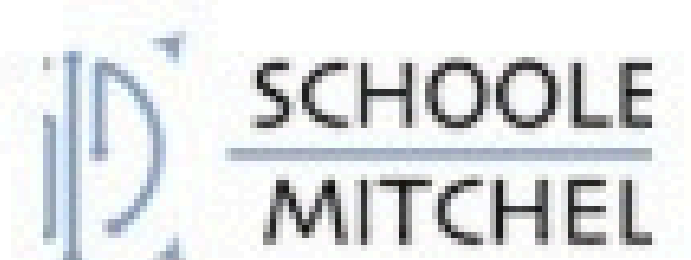
## Your Volunteer Activity

In 2024, you, our Volunteers, Board of Directors, and Interns collectively contributed over 22,537 hours (valued at \$754,764) to fulfill essential roles for TLT- Tomorrow's Leaders Today. A 41% increase from 2023.



# Sponsors & Community Partners

With the support of our community and the wonderful partners, we can provide the programs, opportunities, and mission impact we do.  
Thank You!





## Contact Us

<https://www.ttleaders.org/>



[info@ttleaders.org](mailto:info@ttleaders.org)

### Office Hours:

Monday to Friday

8:30am - 4:30pm



(214) 226-5971



**PO Box 5058**

Frisco, TX 75035

