



Center for  
Ethical Leadership

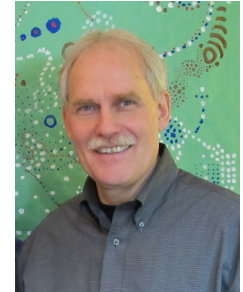
# Annual Report



October 2011

Dear Friends,

At the Center for Ethical Leadership, we see no shortage of challenges from the world to test the resolve of people who want to make their communities healthier, more just and inclusive. What inspires us is that for every instance of oppression, exclusion, or indifference caused by our human-designed systems, we see many people who are stepping up to make the hard changes that will improve life for everyone in their community.



The good news is that there is an abundance of talent in all communities ready to be tapped. That is why we focus on helping people connect, open up, collaborate and create change. People need opportunities to break their isolation and connect with others. When we create Gracious Space, they feel safe enough to open up to different ideas and perspectives. People are then capable of collaborating and cultivating the deep relationships that can work through difficult issues. Their work together results in making changes in how the community works so that those currently not well served can benefit.

We believe that a leader is anyone who is ready to share their gifts in service of others. Thanks to all our supporters who share their gifts so that the Center can have the capacity to help others change their communities.

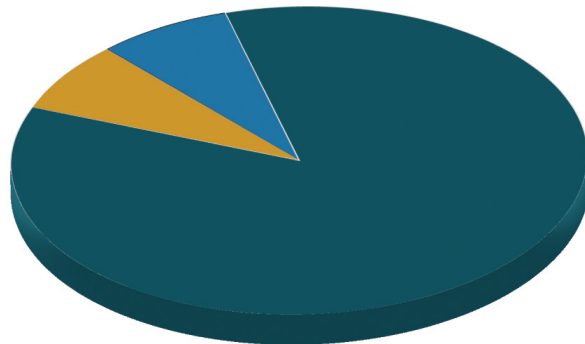
Gratefully,

A handwritten signature in blue ink that reads "Dale Nienow". The signature is fluid and cursive.

Dale Nienow  
Executive Director

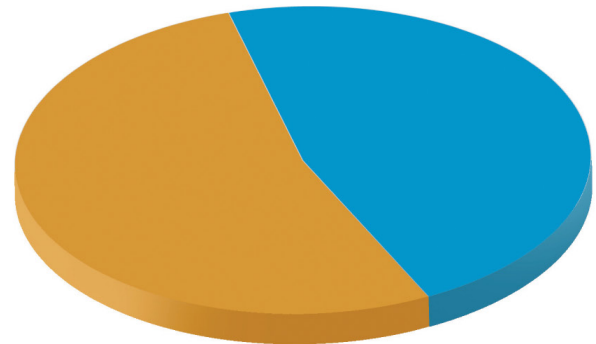
# stewardship...

Annual Expenses



- 7% - Administrative
- 7% - Fundraising
- 86% - Programs

Annual Revenue



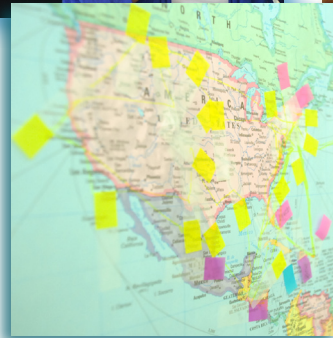
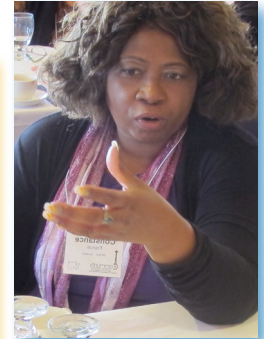
- 47% - Earned
- 53% - Grants and Contributions

# connect...

Our national network, the Community Learning Exchange, connected nearly 50 community organizations from 16 states to share successful models in leadership to improve communities.

## Our gatherings included:

- Bringing youth to a White House Summit to share ideas to improve high school graduation and college attendance rates
- Convening journalists and educators at the Highlander Center, TN, to address the role of public education in our society
- Convening community teams in Seattle to learn about collective leadership and form partnerships



# open...

We bring together people who do not typically interact with one another, and teach Gracious Space to help them to open their hearts and minds to respectful engagement on critical issues.

The Center co-hosted the Race and Leadership Dialogue Series to develop the leadership capacity needed to undo the impacts of structural racism in community systems.



*Partner Organizations for  
the Race & Leadership  
Dialogues:*

Casey Family Programs  
Catholic Housing Service  
Children's Alliance  
Leadership Learning  
Community  
Minority Executive  
Directors' Coalition  
Non-Profit Anti-Racism  
Coalition  
Plymouth Housing Group

The Center partnered with the Cascadia Center to bring people together across faith and political ideology to discuss shared approaches to a free and fair economy.

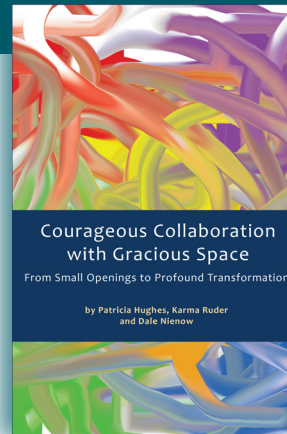
# collaborate...

We teach people how to collaborate in their communities, using the practices that we have developed and field-tested in diverse settings.

This year, Center staff wrote and edited new books about collaboration and collective leadership. In addition, our newsletters and podcasts are resources for organizations and communities who want to change the way they work.



*CLE on Air host, Cheryl Fields, preparing to interview a guest.*



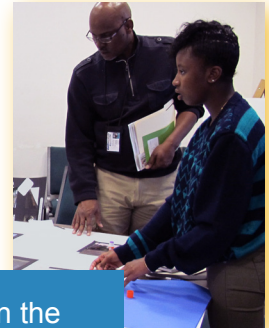
We need a way to hold our differences, dialogues, and dreams so that we can articulate and create positive futures together to dramatically improve our lives.

- *Courageous Collaboration with Gracious Space*



# change...

We guide a wide range of groups through the process of building their leadership capacities. One of our major investments has been in growing the capacity of youth and adults to work together for change in their communities.



The Rainier Beach PhotoVoice project focused on the question, "What in the Rainier Beach community supports student success?" Adults, middle-, and high school students photographed supportive aspects of their community, and together created a narrative that both inspired and educated.

Dale Nienow, *Executive Director*  
Roger Erskine, *President, Board of Trustees*

Melissa Hamasaki, *Communications Manager*  
Pat Hughes, *Senior Partner for Gracious Space*  
Rebecca Lane, *Development Director*  
Karma Ruder, *Director of Community Collaboration*  
Steve Stapleton, *Operations Manager*

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