



**LEADERSHIP  
ROCHESTER**

CREATING A LEGACY OF LEADERS



*Founded by Leaders, for Leaders*

Since its inception, Leadership Rochester's board has represented a cross-section of leadership organizations in our community.

*Founding Sponsors (1992):*

- City of Rochester
- County of Monroe
- Greater Rochester Chamber of Commerce
- Industrial Management Council
- Junior League of Rochester
- Rochester Labor Council
- St John Fisher College
- United Way of Greater Rochester
- Urban League of Greater Rochester

*Founding Board Member Organizations (1992):*

- Bausch & Lomb, Inc.
- Career Development Service
- Eastman Kodak
- Industrial Management Council
- Junior League of Rochester
- Monroe County Legislature
- Monroe County Legislative Staff
- Print It! Inc
- Puerto Rican Youth Development
- Rochester Area Multiple Sclerosis
- Rochester City Council
- Rochester City School District
- Rochester Labor Council
- Rochester Gas & Electric
- Rochester Police Department
- Rochester Telephone Corporation
- St John Fisher College
- St. Joseph's Villa
- United Way of Greater Rochester
- Urban League of Greater Rochester

*Sampling of our recent Board Members Organizations:*

- 13WHAM
- Bond Schoeneck & King
- Excellus BlueCross BlueShield
- ESL Federal Credit Union
- Five Star Bank
- Greater Rochester Red Cross
- Hillside Family of Agencies
- Innovative Solutions Inc.
- JC Morgan Chase
- Monroe Community College
- Nixon Peabody LLP.
- Rochester Institute of Technology
- University of Rochester
- Wegmans
- And many more...

# Terms and Agreement

## APPLICANT CLASS OF 2021

**TO BE COMPLETED BY THE APPLICANT**  
**AND HIS OR HER EMPLOYER**

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### *Our Vision*

*To create and continuously support a legacy of principled leaders  
for the greater Rochester community*

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### **Program Format**

Approximately 40-45 people are chosen each year from a selective application and interview process to participate in this 10-month leadership program. Group participants immerse themselves in a topical community issue, one Friday per month. Hands-on activities change monthly, as does the roster of relevant community leaders that offer their insights on a 360-degree view of the topic at hand.

### **Program Goals**

The goal of the Leadership Rochester program is to take business and organizational leaders above and beyond within their organizations and community. At Leadership Rochester we go beyond personal leadership development and prepare participants for community leadership in the greater Rochester community.

### **Our goals are:**

- To engage and cultivate civic leadership in those who represent a cross-section of business, industry, education, non-profit, and government organizations
- To develop a better understanding of what it means to be a community leader
- To develop a deeper understanding of economic and social challenges in the community
- To learn about assets and resources strengthening the community
- To create an environment where class members forge a strong bond and learn to approach challenges creatively using their collective talents and experiences

### **Employer Benefits**

- Strengthens the organization's connection and participation in community affairs
- Develops employees with increased organizational, leadership and problem-solving skills
- Gives companies new access to a network of community leaders and resources
- Increases name recognition for the sponsoring employer organization
- Gives companies new insights into the challenges and opportunities in the Rochester community and how the organization may strengthen their community.

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### Community Benefits

- Develops a committed, knowledgeable group of people that are prepared to be leaders in the community
- Results in expanded community involvement by the participants
- Instills a greater appreciation for the current challenges and strengths of the community
- Encourages creative partnerships and initiatives between public & private sectors

### Participant Benefits

- Increased awareness of one's own individual leadership style
- An unparalleled opportunity to network with community and corporate leaders
- Opportunity to enhance one's leadership and interpersonal skills
- Greater understanding of the community
- Opportunities to make a difference in the Rochester area
- Exposes the value of diverse perspectives and experiences and the creativity that results
- Ability to apply this broadened perspective to one's daily personal and professional roles.

**Leadership Rochester cohorts represent very diverse types of leaders across the community. Those individuals who may be a good fit for this program: (May fit any of the following.)**

- Established professionals who want to grow their servant leadership mindset and positively strengthen our community.
- Mid to Upper Level Professional in the Business, Nonprofit, or Government Sectors
- Hold a position that is external facing or has an influential role in the community.
- New executives to the area who need an immersive understanding of Rochester.
- Individuals who hold Volunteer Board Positions in the Region.
- Business, Community, or Neighborhood Influencers
- Individuals Interested in increasing connection with local government or holding elective office.

### Sample Professional Titles in Our Program (Not All Inclusive):

Directors, Associate Directors, Vice Presidents, Assistant Vice Presidents, Managers, Counsel, Chief Operating Officers, Chief Executive Officers, Chief Communications Officers, Executive Directors, Development Directors, Senior Analysts, Sergeants, Commanders, etc.

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### **What can participants expect?**

The program is launched with a two-day retreat encompassing team building, class member introductions, and role-playing exercises that will begin to show the scope of issues that will be addressed throughout the upcoming year. The retreat is followed by nine full-day sessions. Each day is packed with information and learning experiences, hearing directly from community leaders. Each participant is expected to attend and participate in the complete experience. The actual experience differs from year to year.

### **Leadership Rochester 2021 Program Dates (tentatively scheduled):**

- January 7-8, 2021
- February 5, 2021
- March 12, 2021
- April 16, 2021
- May 14, 2021
- June 10, 2021
- July 16, 2021
- August 20, 2021 (team project day)
- September 11, 2021
- October 2, 2021

*\* Leadership Rochester values the health and safety of its participants. Due to the fluid situation surrounding COVID-19, the Leadership Rochester signature program may be subject to change. Current program participants and applicants will be advised of any necessary modifications. We appreciate your patience as we navigate this challenging time together.*

### **Additional Experiences:**

In addition to the above program dates, class members have access to many outside educational and networking opportunities during their program experience that can greatly enhance the overall impact of the program. These events are optional, and participants can choose what works for their calendar. However, participants are expected to find time to attend at least three opportunities. These include such things as court visits, meetings with local officials, police ride-alongs, class service events, community events, and more.

### **Service Leadership in Action**

LR2021 class members will design and lead a service initiative in the community as part of their LR experience. Participants can also expect to take on experiential leadership roles in their cohort class throughout the year. Some roles may be temporary for one class day, while others may run the entire year.



## Intensity and Time Commitment

At Leadership Rochester we value each participant's time and our class time together. Our class members and community leaders are busy people. We understand. That is why we make the most of our time together and pack a lot into our days. Participants are asked to attend all program days in full. Participants who miss more than two of them may be removed from the program.

## ***Sample Program Days***

### Get Grounded Day

Get Grounded Day is focused on educating class participants on the overall issues facing the greater Rochester area. Participants will be involved in a "hands-on" road rally, providing an appreciation for the cultural and economic forces that impact daily life in the neighborhoods of greater Rochester and Monroe County. Teams visit with local community leaders and residents.

### Who Takes Care of Whom Day

This day is focused on the human services side of our community. Participants hear from various providers of human services and can experience how the system works from a client's perspective. Program Day leaders in the past included Dennis Richardson (President and CEO of Hillside Family of Agencies), Chris Hilderbrant (Director of Community Advocacy at the Center for Disability Rights) and leaders of Sanctuary House, East House, Francis Center, Genesis House, Huther Doyle, Open Door Mission, Sojourner House, Place of Hope, and more.

### Education Day

Education Day is focused on identifying and exploring the diverse challenges facing students and their barriers to academic success and self-sufficiency. Participants examine how daily challenges facing students impact the school's ability to deliver effective education. Past participants included Bolgen Vargas (former Superintendent of Rochester City Schools) Michael Pero (Superintendent of Pittsford, former superintendent of Canandaigua and Fairport Schools), Dr. Al Simone (retired President of RIT), Peter Murphy (Director of Policy, NYS Charter Schools Association), Dr. Walter Cooper (Regent Emeritus NY State), Dan Drmacich (former Principal, School without Walls).

### Building Common Ground Day

Building Common Ground Day examines diversity and inclusion as part of community dynamics. Participants are challenged to examine their own beliefs and attitudes, gaining insight into how they impact their own behaviors. A panel discussion comprised of Rochester leaders with various diversity challenges lead an informative, emotional discussion. Past speakers have included Dr. Keith Jenkins (Vice President for Diversity and Inclusion at RIT), Rick DeJesus (Vice President, St John Fisher), Kesha Carter (Chief Diversity Officer at CCSI), Michelle Hutchinson (Partner, Brown Hutchinson), Willie Lightfoot (LR '07 alum, as well as Monroe County Legislator and Rochester firefighter), Gap Mangione (Musician), Constance Mitchell (first African American representative of the Monroe County Legislature), Darryl Porter (former Asst. to the Mayor, City of Rochester).



### Justice for All/Public Safety Day

Justice for All day offers a unique experience whereby the participants see the justice system from numerous perspectives. Participants are offered the opportunity to ride-along with the police or sheriff departments, visit the 911 Emergency Call Center for Monroe County, and participate in a simulated judgment shooting. Program Day leaders have included Monroe County Sheriff Todd Baxter, Rochester Police Chiefs, Michael Ciminelli and La’Ron Singletary, District Attorney Sandra Doorley, Public Defender Tim Donaher, NYS Supreme Court Justice Honorable Craig Doran, Superintendent Ron Harling (LR ’05 alum) of the Monroe County Jail and Monroe Correctional Facility, and David Koon (LR ’96 alum), former Assemblyman, 135th Assembly District.

### Economic Development Day

Economic Development Day is focused on the strengths and challenges facing the Rochester economy. Participants hear from local business owners in addition to organizations tasked with growing the local economy. Some program day speakers have included Matt Hurlbutt (Greater Rochester Enterprise), Robert Duffy (LR ’92 alum and CEO Greater Rochester Chamber of Commerce), Vinnie Esposito (NYS Finger Lakes Economic Development Council), Heidi Zimmer-Meyer (Rochester Downtown Development Council), Joel Seligman (former President, University of Rochester), Dana Miller (former Rochester City Council Vice President & Ret. VP Development of RACF); Joe Morelle (New York State Assembly Majority Leader), and Jack Marren (Chairman Ontario County Board of Supervisors).

### Health Care Day

This day educates class participants on the strengths and challenges facing the health care sector in Rochester. Panelists share views across a broad range of subjects from prescription drug costs to the Affordable Care Act, community health initiatives and inequities within the healthcare system. Program Day leaders have included Mark Cronin (COO, Accountable Health Partners at UR), Dr. Brad Berk (past President, University of Rochester Medical Center, Dr. Bridgette Wiefeling (Senior Vice President, Rochester Regional Health), and Wade Norwood (CEO, Common Ground Health).

### Closing Program Day

The closing retreat is a day for reflection. The class spends quality time reflecting on the lessons learned from the focused sessions, discussing both immediately actionable plans and longer term “dreams” for community growth. Past speakers on this day have included Lovely Warren (Rochester Mayor), Cheryl Dinolfo (Monroe County Executive) and Jamie Saunders (CEO, United Way) and more.



### ***Tuition***

Tuition is \$3,000 and due by October 30, 2020. This cost is typically paid by the employer. Payment plans may be available in unique cases.

Estimated extra costs one may expect include \$30-40 for books, as well as \$50-70 for parking at different program day locations. Additionally, participants may choose to reserve a room at the hotel for the retreat for around \$150 (this is optional).

### ***Scholarship Assistance***

Leadership Rochester is committed to providing a quality community leadership education experience for leaders and organizations from diverse backgrounds. Limited financial aid is available for organizations or individuals that require financial assistance.

### ***Nomination and Application Process:***

Nominate: To nominate an individual, please email [Nominate@LeadershipRochester.org](mailto:Nominate@LeadershipRochester.org). Please include the nominee's name, organization, and contact information (email address/phone).

To Apply: Applications are available on our website at:  
[www.leadershiprochester.org/programs/signature-adult-program/](http://www.leadershiprochester.org/programs/signature-adult-program/)

Applications are reviewed by the Recruitment Committee of the Board of Directors. Candidates may expect to be invited for an interview with selection committee member.

**Application Period: April 1 – July 31**  
**Rolling Application Period: August 1 – September 30**

**Leadership Rochester**  
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Website: [www.LeadershipRochester.org](http://www.LeadershipRochester.org)





## Leadership Rochester Distinguished Alumni

**Hanif Abdul Wahid '95**, Community Liason, Monroe County  
**Marco Alteri '19**, CEO, All American Home Care  
**Kim Brumber '99**, CEO, East House  
**Stephanie Caffera '03**, Partner, Nixon Peabody LLP  
**Jeff Calkins '96**, General Manager, Dome Arena  
**Barbara Chirido '15**, Comptroller, Town of Penfield  
**Justin Copie '09**, Owner & CEO, Innovative Solutions  
**Maria Cristalli '01**, CEO, Hillside Family of Agencies  
**Paul Cypher '99**, President & CEO, CypherWorx  
**Donna Dedee '99**, President & CEO, School of the Holy Childhood  
**Rick DeJesus PhD '05**, Vice President Student Affairs & Diversity, St. John Fisher College  
**Christopher Dobson '20**, VP of Transportation, Rochester-Genesee Regional Transportation Authority  
**Bob Duffy '93**, President & CEO, Greater Rochester Chamber of Commerce  
**Daniel Duprey '06**, President & COO, Clark Patterson Lee  
**Erika Duthiers '08**, Asst. VP for Compliance & Ethics, Deputy General Counsel, RIT  
**Sady Fisher '17**, Director of Diversity & Inclusion, Excellus BlueCross BlueShield  
**Herb Escher '12**, CEO, Dale Carnegie Rochester  
**Minister Clifford Florence '01**, Central Church of Christ  
**Cindee Gray '04**, former Assistant VP, RIT-RGH Health System Alliance  
**Rod Green '05**, Regional Director, Hillside Work Scholarship  
**Kimberly Harding '20**, Partner, Nixon Peabody  
**Ron Harling '12**, Project Manager, Monroe County Jail  
**Jeffrey Harradine Esq. '20**, Partner, Ward Greenberg  
**Ben Jacobs '20**, Editor, Rochester Business Journal  
**Chris Jagel '04**, CEO, Harris Beach LLP  
**Norman Jones '93**, Commissioner, City of Rochester  
**Ray Justice '94**, Past President, Buckman's Car Wash  
**Terra Keller '15**, COO, Foodlink  
**Tina Knapp '16**, Director, Payments & Service Support, ESL Federal Credit Union  
**Mary Krause '16**, Administrator, Ontario County

**Patricia Davis Leo '01**, Executive Director, Florence M. Muller Foundation  
**Willie Lightfoot, Jr. '07**, City Council Vice President  
**Tim List '13**, Ret. Commander, Rochester Police Department  
**David Mammano '15**, Founder & CEO, Avanti Entrepreneur Group  
**Karen Magnuson '01**, Executive in Residence, RIT Saunders College of Business  
**Amy Mills '18**, Deputy Director, 911 Emergency Communications  
**Darren Miller '14**, Partner, Nixon Peabody  
**Saul Maneiro '09**, Community Innovations Specialist  
**Faheem Masood '05**, CEO, ESL Federal Credit Union  
**Jack Marren '14**, Supervisor, Town of Victor  
**John Merklinger '01**, Fmr. Director, Monroe County 911 Center  
**Patrick O'Flynn '92**, Fmr. Sheriff, Monroe County  
**Nydia Padilla-Rodriguez '08**, Director of Community Partnerships, Rochester City School District  
**Greg Parris '06**, Pastor, Church of Love  
**Michael Pero '11**, Superintendent, Pittsford Central School District  
**Kathy Rayburn '15**, Executive Director, Victor Local Development Corp.  
**Annette Ramos '17**, Community Connector, Geva Theatre Center  
**Fabian Rivera '16**, Commander, Rochester Police Dept.  
**Joseph Searles '08**, Corporate Director of Diversity & Inclusion, Excellus BlueCross BlueShield  
**Judy Seil '97**, Vice President, Five Star Bank  
**Jim Sheppard '05**, Monroe County Legislator, Ret. Chief Rochester Police Department  
**La'Ron Singletary '15**, Chief, Rochester Police Dept  
**LaShunda Leslie-Smith '12**, Executive Director, Connected Communities  
**Jennifer Sommers '12**, Deputy Chief, New York State Attorney General's Office  
**Joseph Stefko '17**, President & CEO, ROC2025  
**Julia Tedesco '11**, President & CEO, Foodlink  
**Sherry Walker-Cowart '00**, former President & CEO, Center for Dispute Settlement