



***Young Government Leaders (YGL)
Annual Report***

October 2008 - September 2009

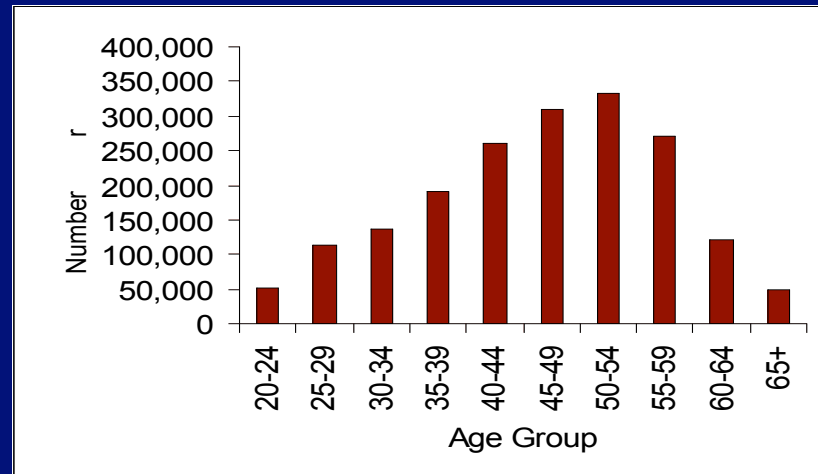
- ***Young Government Leaders (YGL):***
 - ***Not for Profit 501 (c)(3) Professional Association for “Young Feds”***
 - ***1800+ Public Servant Supporters:***
 - ***Across 30+ Federal, State, and Local Departments and Agencies;***
 - ***Government Contractors;***
 - ***Not for Profit Organizations;***
 - ***Academic Institutions***
 - ***Founded in 2003 to Meet a Growing and Looming Challenge...***

- ***Federal - State - Local***
- ***Government and Contractor***
- ***Department and Agencies***
- ***Age***
- ***Experience in Government***

Why We Exist-Workforce Changes

- **By 2012, federal agencies will lose nearly 530,000 employees (mostly through retirements), many of whom hold leadership and critical skills positions.**
- **The private sector faces similar challenges, but the crisis is more acute for government because its workforce is older.**

Federal Employees by Age Group

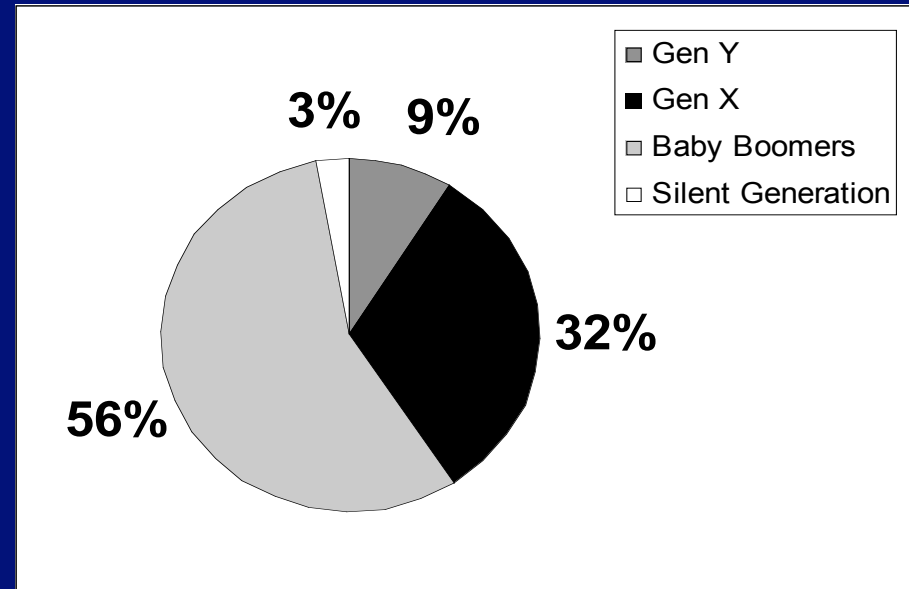


- **Civil service has more employees over age 45 (58 percent) than the private sector (41 percent).**
- **The average age of a federal worker is 46 and climbing.**
- **From 2002-2006, the number of voluntarily retirements among full-time permanent employees increased by almost 50 percent (from about 30,300 annually to more than 45,000).**

Generation Y

- **Self-reliant and independent with a desire for freedom and flexibility**
- **Entrepreneurial thinkers comfortable with change and diversity**
- **Technologically and media “savvy”**
- **Place high value on education & skill development**
- **Relish responsibility/want to play meaningful roles**
- **Social responsibility is a business imperative**

• Federal Employees by Generation





About Us

Vision

To be the community of choice for the next generation of government leaders who aspire to confront the complex challenges facing public servants both today and in to the future

Mission

To educate and inspire young leaders to transform government and make it one of the top employment choices for future generations

What We Believe In

- We are a community of leaders who collaborate across government agencies to share knowledge and experiences, leverage best practices, and build lifelong relationships.
- We have a strong commitment to public service.
- Our character is to lead by example to promote integrity, ethical behavior, and faith in government.
- Our competence and good judgment serve as role models for current and future government leaders.
- We cultivate an innovative environment that embraces change to solve complex issues.



What the Government Can Do

- To meet the need for talented federal employees, agencies should:
 - Improve recruiting and hiring processes
 - Engage employees early and often
 - Focus on retention of current employees
- Young people are a critical part of the federal workforce
- To fully leverage this talent, agencies must understand the different perspectives, expectations, and ways of doing business associated with this next generation of public servants

- ***Educate:***

- **Professional Development Discussions Events**
- **Policy Discussions Groups**
- **Job Banks/Postings & Resume Assistance**

- ***Inspire:***

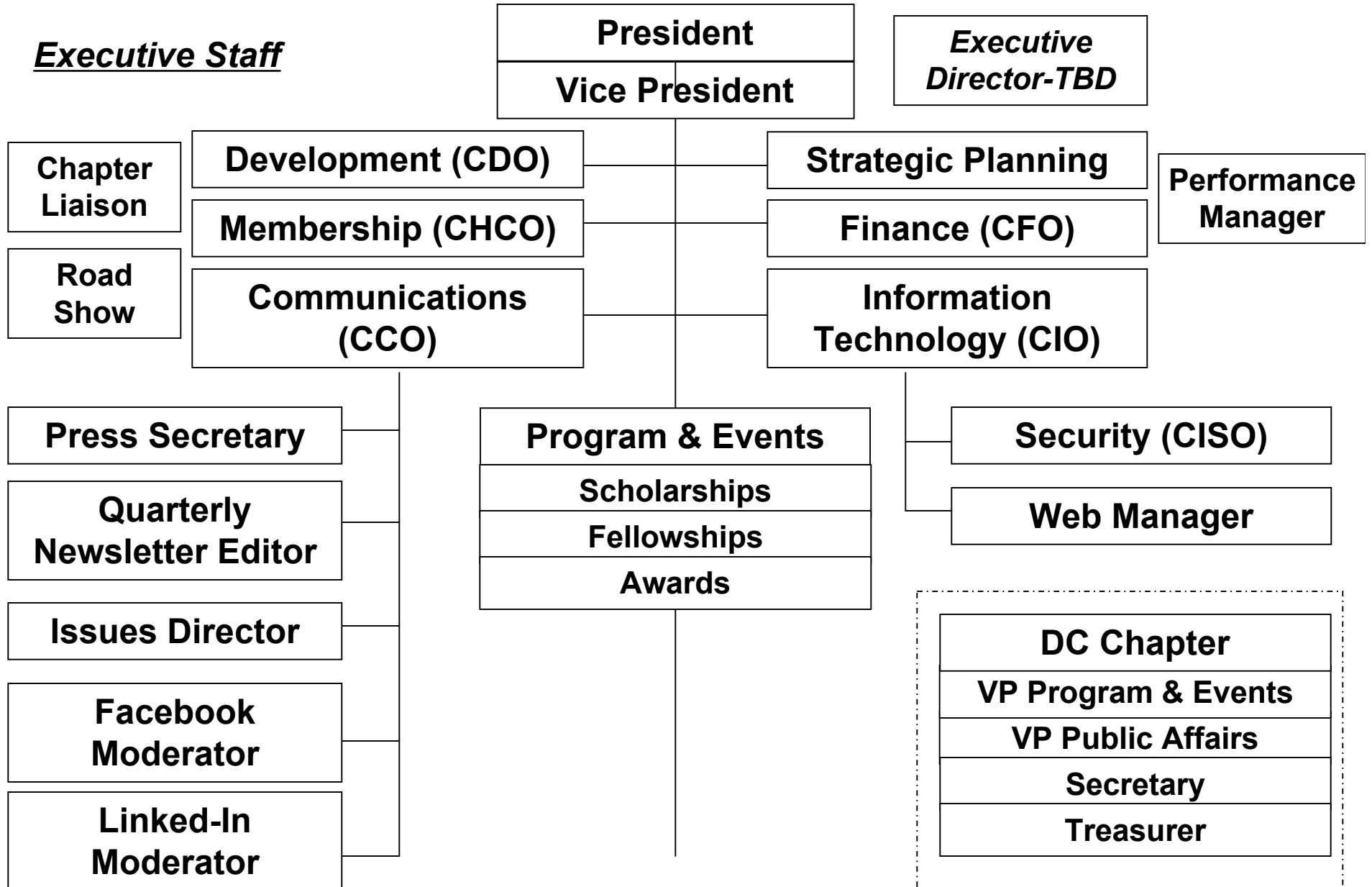
- **Social Networking/Happy Hour Events**
- **Book Club Events**
- **Physical Fitness & Outdoor/Sporting Events**
- **Community Service Events**

- ***Transform:***

- **Public Outreach at Conferences and Meetings**
- **Agency Outreach with Senior Leadership**
- **Focus Groups with Government Agencies and Human Resource Professionals**
- **Online Forums and Blogs**



How We Are Organized





Resources & Financial Status

- **Revenues**

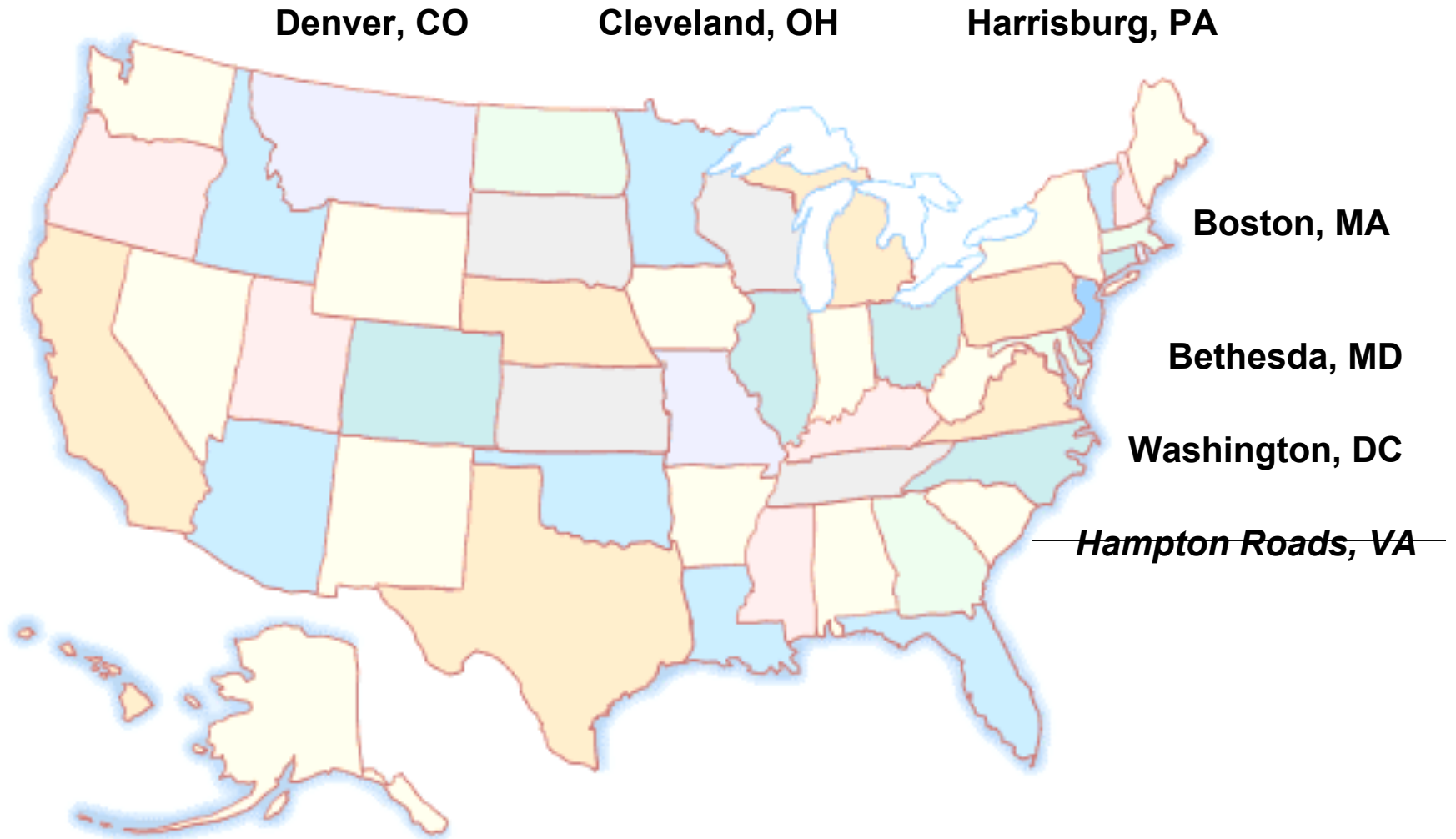
- **Aetna Donation.....\$15,000**
- **Scavenger Hunt.....\$750**

- **Expenses & Outlays**

- **Web Site Domain.....(\$150)**
- **Director & Officers Insurance.....(\$1200)**
- **Administration Fees.....(\$1800)**
- **Donations.....(\$500)**
- **Scholarships.....(\$8000)**
- **Total Operating Budget.....\$4,1000**

Where Are We Located: 2009

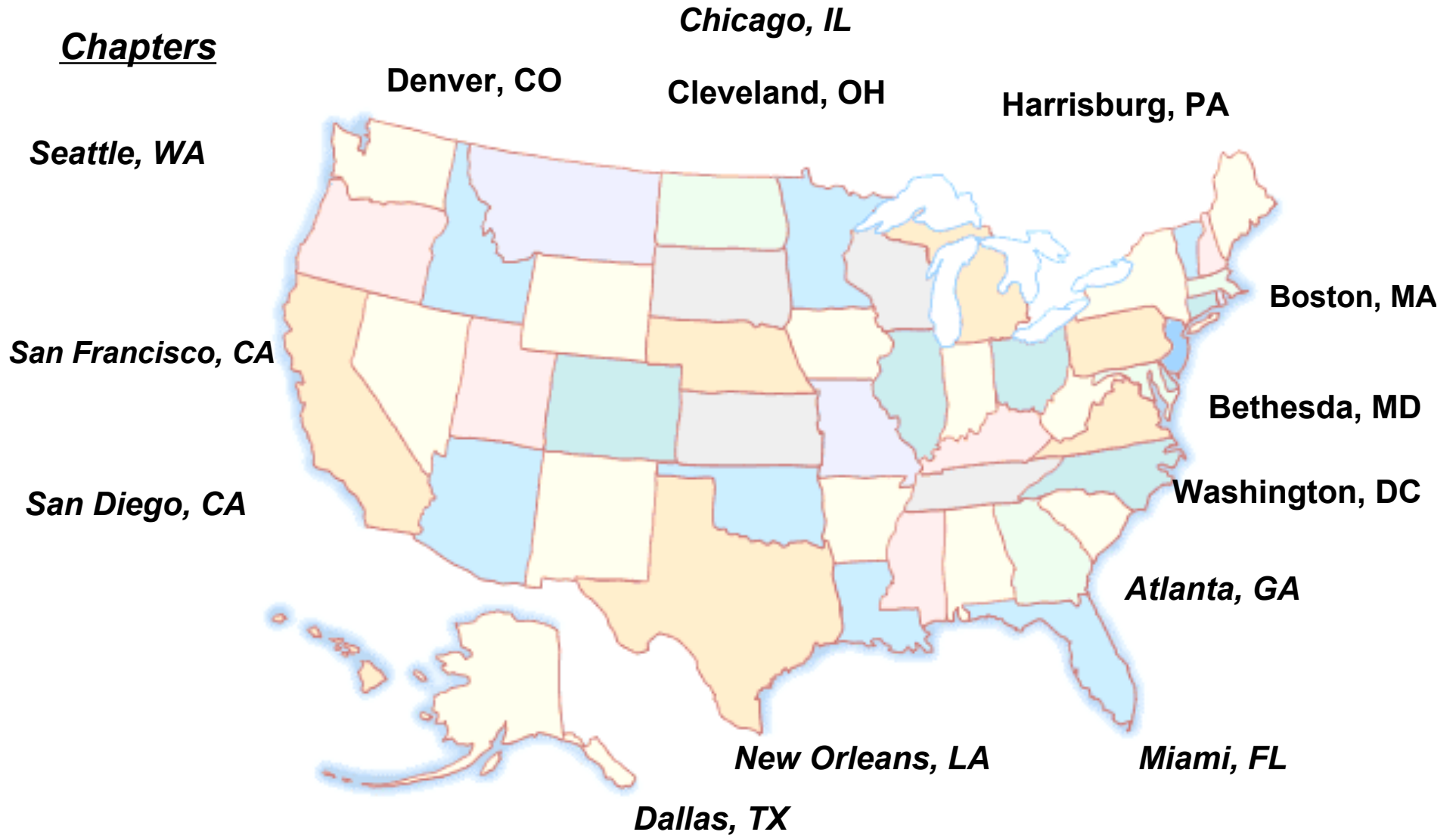
Chapters





Where Are We Going

Chapters



Chicago, IL

Denver, CO

Cleveland, OH

Harrisburg, PA

Seattle, WA

Boston, MA

San Francisco, CA

Bethesda, MD

San Diego, CA

Washington, DC

Atlanta, GA

New Orleans, LA

Miami, FL

Dallas, TX



Who Helps Us Today

Advisory Board Members

- 3 Government Leaders
- 2 Not for Profit Experts
- 2 Public Administration Consultants
- 1 Media Professional

Current Partnerships

- Partnership for Public Service (PPS)
- National Academy for Public Administration (NAPA)
- Coalition for Effective Change (CEC)
- The Public Manager (TPM)
- Graduate School (GS)
- Shaw, Bransford, and Roth
- FedManager.com

Current Sponsors

- Aetna
- Mind and Media

Benefit

Research
Space
Issues
Content
Training
Legal
Media

Funding
Web-Site



Who Helps Us Tomorrow

Distinguished (As needed)

- **Former Congressmen**
- **Former Executive Branch Department and Agency Heads**
- **Corporate Presidents**
- **Academic Leaders**

Board of Trustees-Sponsors & Partners (Yearly)

- ***Aetna***
- ***Shaw, Bransford, and Roth***
- ***Fed Manager***
- ***Mind and Media***
- ***US Graduate School***
- ***Partnership for Public Service***
- ***National Academy of Public Administration***

Advisory Panel: 2009-2010 (Quarterly)

- ***Selected past YGL National Board Members***
- ***Chapters Presidents***

Future Partnerships and Sponsors

- **Universities (I.e. American University / Harvard Kennedy School)**
- **Accounting Firm (I.e. Deloitte)**
- **Information Technology Contractor (I.e. Good Harbor Consulting)**
- **Defense Contractor (I.e. Boeing)**
- **Government-Industry Contractor (I.e. McKenzie or Booz Allen Hamilton)**
- **Telecommunications Corporation (I.e. Sprint)**



What We've Accomplished

2008 Accomplishments

- **YGL became a recognized non-profit organization.**
- **The YGL network expanded to six chapters nationwide: Bethesda, Boston, Cleveland, Denver, Hampton Roads, and Harrisburg.**
- **The YGL Road Show visited eight agencies to talk to current federal employees about YGL and how to reach out to young people in government.**
- **YGL hosted at least one professional development event each month.**
- **YGL received a sponsorship from Aetna.**
- **YGL received an in-kind donation from Mind and Media to develop a new website.**



What We've Accomplished

2009 Organizational Achievements

- **Strengthened Strategic Partnerships**
 - *Partnered with Fed Manager (Media)*
 - *Partnered with Shaw, Bransford, and Roth (Legal)*
 - *Partnered with US Graduate School (Training & Scholarships)-Pending*
 - *Quarterly Board Meetings with Aetna*
- **Improved Branding & Identity**
 - **Established Core Values, Mission and Vision Statements**
 - **Released New Website Sponsored by *Mind and Media***
 - **Maintained a consistent presence with the Coalition for Effective Change (CEC)**
 - **Worked Media Contacts & Relationships: DC Examiner and Federal News Radio**
- **Ensured Long-Term Administration and Governance**
 - **Purchased Directors and Officer Liability & Insurance**
 - **Recruited 9 New Board Members and Volunteers**
 - **Contracted a Not for Profit Administration Specialist Firm: Meeting Space, Files, Website**
- **Increased Resource and Fundraising Capabilities**
 - **YGL signed up for Combined Federal Campaign (CFC)**
 - **Contracted Fundraising Consultant to Raise Sponsors**



What's Up and Coming

- **National Initiatives**

- **Elect a New Executive Board-Completed**
- **CFC Fundraising-*In Progress***
- **Identify a Part-Time Executive Director**
- **Recruit an Intern Assistant**
- **Establish Performance Goals by Chapter**
- **Grow One (1) New Chapter on the West Coast**
- **Establish National-Chapter Bank Accounts**
- **Trademark YGL Logo and Name**
- **Issue Formulation & Membership Survey**
- **OMB and OPM Focus Groups**
- **Scholarships**
- **Awards**
- **Fellowships**
- **Business Meeting & Conference**

- ***Governance (CEO)***
 - ***National-Chapter Relationship***
 - ***Executive Director***
- ***Growth Strategies (CSO)***
 - ***Values & Identity***
 - ***Chapter Expansion***
 - ***Membership Growth: Government vs. Contractor***
 - ***Measuring Success & Activity Levels***
- ***Funding & Resources (CFO/CHCO)***
 - ***Membership Dues***
 - ***Partnerships & Sponsor Types***
- ***Strategic Issues and Communication Plans (CCO/CIO)***
 - ***Policy and Issues***
 - ***Marketing & Branding***
 - ***Engagement with the Executive and Congressional Branches***
- ***Policy Development (VP)***
 - ***By- Law & Structure***
 - ***Operating Procedures***



Upcoming Schedule

- **October**

- **7: DC Chapter Planning Session**
- **8: Fiscal New Year Party**
- **11: Web-Site Transition**
- **12: CFC Article & YGL Follow-On Press Release**
- **13: Executive Board Meeting**
- **25: Marine Corps Marathon 10K**
- **26-27: American Council for Technology (ACT) Conference**

- **November**

- **2-3: Public Manager and ASPA Conference/YGL Participation**
- **4: Public Manager Off-Site/YGL Participation**
- **10: YGL Executive Board with Partners & Sponsors**
- **11: YGL Planning Off-Site**

- **December**

- **TBD: Road Shows**
- **TBD: Issue Formulation**
- **TBD: National By-Laws & Chapter Agreements**