



2022-2023

# IMPACT REPORT

 LEADERSHIP  
AUSTIN  
*Igniting Passion*

*a Few words from*  
**Jill Goodman, CEO**

*Looking back, 2022-23 was a year of transition and fresh beginnings for Leadership Austin. I want to give a shout-out to Christopher Kennedy (Essential 16-1995), outgoing CEO and forever alum, for eight years of service to build on the foundation of previous CEOs and Chairs and ensuring a smooth hand-off of leadership duties. Christopher is already out doing new groundbreaking work; ask him about it! I also want to thank Dr. Harold Hardaway (Essential 40-2019), who served as Board Chair this fiscal year, for his leadership in asking great strategic questions to keep Leadership Austin moving forward. Next, I want to recognize recent Leadership Austin team members -- including Amy, Chris, Courtney, Debbie (Affiliate Alumna), Erin, Lindsay, Missy (Essential 36-2015), Nana, and Sabrina for championing the cause of cultivating courageous leaders so that our communities thrive amidst stressors and change.*

*The Leadership Austin team is reconnecting with community leaders and alumni across five decades. We invite your brilliance into where Leadership Austin leaves an imprint next as we develop our next strategic direction. As we test new programming, like the inaugural Leadership Austin Conference on Civic Activation, we will not get it perfect every time, albeit I hope each "moment" with Leadership Austin is re-energizing and meaningful for you.*

*Looking outward, we are at a pivotal moment in society and no doubt across Greater Austin. We have grown into the 10th largest city in the nation, but what does that mean for our future and feeling a sense of community? There is no better place than the ATX for restorative work around what we love about this place and each other. We can make a choice to collaborate for the greater good. **We can make a choice to lead and live courageously!***



*Jill R. Moore*





# About Leadership Austin

## Our Mission:

We connect and develop leaders to courageously engage and transform our communities.



[Click here to view Mission video.](#)

## Our Team:



From L to R: Lindsay Smith, Amy Blahnik, Missy Strittmatter, Erin Osenbaugh, Sabrina Moorooogen Phillips, Jill Goodman, Chris Nieto

## Our Values:

### Equity

We have a responsibility to create more just and equitable communities.

### Relationships

We foster intersectional connections.

### Learning

We are dedicated to lifelong learning that leads to transformative action.



Learn more about Leadership Austin [here](#).

*a Few words from*

## Board Chair, Dr. Harold Hardaway



*What an amazing year – it has been an honor and a privilege to serve as Chair. Throughout this transitional year, Christopher, Jill, the entire staff, and the board remained laser-focused on delivering high-impact programming, strengthening our brand, and reengaging with our alumni, never missing a beat and even delivering on new programming with our successful [Leadership Austin Conference](#). I invite you to stay engaged with Leadership Austin. Through our collective efforts, we will continue to connect and develop leaders to courageously engage and transform our communities.*

## 2022-2023 Board of Directors

Dr. Harold Hardaway, Chair  
Susana Carbajal, Chair-Elect  
Emily Chenevert, Secretary  
Matt Pope, Treasurer  
Rakhi Agrawal\*  
Sujata Ajmera

Hudson Baird  
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Albert Carrion  
Dr. Laura Cortez  
Julie Fisher  
LaCole Fouts  
Dr. Manny Gonzalez  
Nikki Graham

Tam Hawkins  
Rashed Islam  
Kristin Marcum  
Mary McDowell  
Kellie Sauls  
Jessica Weaver

*Thank you*

## Christopher Kennedy

*This past year we bid a fond farewell to Christopher Kennedy, CEO. For over eight years, Christopher led Leadership Austin as its fourth CEO. During his tenure, the organization transitioned from a member organization to alumni-based; he shepherded over 5,000 individuals through the Courageous Conversation: Beyond Diversity™ seminar; he transitioned Emerge from a five-week course to a nine-month program; led and executed a strategic plan that ensured the organization weathered economic and pandemic challenges. Christopher is an Essential 15-1995 alumnus and past Board Chair, having served eight years in total. We wish Christopher the very best in his new adventures!*



*In loving memory of*  
**Rakhi Agrawal\***

Emerge 13-2020, Class Representative  
Leadership Austin Board of Directors, 2021- 2023





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Equipping Leaders

Servando  
Espinoza

Greater Austin needs transformational leaders. Essential is a forum to understand our current regional issues and the systems at play in our community. Essential provides experiences for leaders to transcend differences, build on common ground, and apply effective models to facilitate change in the community.

*Congratulations!*

**ESSENTIAL 44-2023**

Shahreen Abedin  
Alejandra Adán  
Christopher Alberts  
Sam Alexander  
Gina Anderson  
Brian Carter  
Katie Casstevens  
Janki DePalma  
Laura Elmore  
Servando Esparza  
Michael Files  
Francisco Garcia  
Haley Gardiner  
Brenda Garza  
Samuel Gervase  
Greta Gonzales  
Britney Wehrfritz  
Danielle Hammett

Dara Harmon  
Sam Hayes  
Sam Haytham  
Lisa Madsen  
Zeeshan Malik  
Yulanda McCarty-Harris  
Ivanna Neri  
Nicole Netherton  
Janice Omadeke  
Ryan Orendorf  
Kristen Pierce-Vreeke  
Kenley Reed  
Christopher Rios  
Timothy Ruttan  
Nicole Seltman  
Paola Silvestre Porras  
Greg Smith  
Chris Sundlof  
Chivas Watson



“ Leadership Austin offered an opportunity to get out of the limited social circle and expand to other people also doing good on-the-ground in Austin. There is no mathematical probability that 37 random people of this caliber could have met in Austin without the assistance of Leadership Austin.  
- **SAM HAYTHAM , ESSENTIAL 44-2023** ”

**The Essential Class 44-2023 indicated the following as high or very high on their exit survey:**

The Essential Program has made a meaningful impact on my:

- Increased Awareness of Community Issues
- Use of Systems Thinking on Issues
- Improved Ability to Lead with Empathy & Courage

**Sponsor**



Emerge is a learning lab to deepen our collective understanding of courageous leadership. Participants in EmERGE refine their leadership style, while exploring what gives them energy, guides their decisions, and drives their actions.

*Congratulations!*

**EMERGE 16-2023**

Grace Acuña  
Dianne Anderson  
Beth André  
Sofia Aranha  
Jasmine "Jas" Avery  
Austin Bewley  
Erin Cannon  
Kevin Cloud  
Chloe Crumley  
Sean Cummings  
Devin Donovan  
Chris Dowling  
Shayna Dunitz  
Melissa Favaron  
Dr. Ashley Glover  
Brett Isaacs  
Lauren Kaufman

David Kolovson  
Kelsey Lammy  
Adan Leal  
Paige Litterer  
Tish Patadji  
Ben Pfeffer  
Jenna Rodarte  
Ernesto Saldivar  
Matthew Schmidt  
Jené Shepherd  
Aaron Sotak  
Kirsten Spacek  
Shannon Sprague  
Sarah Strother  
Nithin Thomas  
Ed Travis  
Thea Ulrich-Lewis  
Sarah Zarr



“ EmERGE will push you to face inward and identify the type of leader you wish to be in order to face outward and be the change you wish to see.  
- JASMINE "JAS" AVERY, EMERGE 16-2023

The EmERGE Class 16-2023 indicated the following skills growth as high or very high on their exit survey:

- I model personal responsibility
- I assess community needs with an inclusive lens
- I create space for listening and bridge-building dialogue

**Sponsor**



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Experience Austin provides participants with an understanding of the issues and systems that impact Greater Austin. From urban planning to the state of education, they explore the systems at work and meet the people who shape our backyard.

Topics include: Civic Engagement , Demographics and the Region’s Changing Landscape, Economic Climate, Housing, Land Use & Transportation and Education & Workforce.



**Thank you to our Presenting Sponsor! BANK OF AMERICA**

**“As a newer resident of Austin, this was a unique way to get grounded in the history and the issues that impact the local community. Plus, a great opportunity to connect with others who are passionate about not just learning, but getting involved.”**



Over the last five years, more than 3,000 community members have attended *Courageous Conversation* -- birthed out of the Mayor’s Task Force on Institutional Racism and Systemic Inequities. As Central Texas and the nation continue to wrestle with systemic inequities, the seminar equips business and community leaders with shared language and a common learning experience. The work continues until race is no longer a predictor of outcomes.



**“The history reel. Did not learn that in school.”**

**Read more about [Equity & Leadership](#).**



A large audience is seated in a conference hall, facing a stage. A speaker is standing on the stage, and a large screen displays a presentation titled "CIVIC ACTIVATION". The audience is seated at round tables, and the room is well-lit with overhead lights. The text "Civic Activation" is overlaid in a large, cursive font across the center of the image.

# Civic Activation

# Leadership Austin Fellows

Civic  
Activation

We launched the Leadership Austin Fellows program in 2019 with the goal of building nonprofit capacity utilizing the experience of semi- or fully- retired civic leaders, known as Fellows. Our Fellows have been working on a part-time basis tackling complex challenges for their host nonprofit organizations.

## Congratulations! 2022-2023 Fellows

### Fellows and Host Organizations:

**Amy Barbee**, Jail to Jobs  
**Toya Bell**, Recognize Good  
**Glenda Beasley**, Social Venture Partner Austin  
**Neena Husid**, Financial Health Pathways  
**Susan Johnson**, Save Barton Creek Association  
**Mike Krenek**, PelotonU  
**Ray Langlois**, AGE of Central Texas  
**Pat Niekamp**, Austin PBS  
**Susan Smith**, Any Baby Can  
**David Wiley**, Community Action  
**Lynn Wills**, Austin PBS



“

“Being a Leadership Austin Fellow has been such a transformational experience – which is why I’m doing it twice! The opportunity to make a significant impact in the social sector, advance a nonprofit’s mission, and build deep relationships has been incredibly rewarding.”

-BECKY AUSTEN, Mission Capital Fellow, Allies Against Slavery Fellow

”

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## LEADERSHIP AUSTIN CONFERENCE: CIVIC ACTIVATION

Our first Leadership Austin conference this year was inspired by feedback from alumni with a deep desire to continue to grow as community leaders.

With a theme of “Civic Activation,” sessions covered different paths to engage, from grassroots organizing to participating on boards and commissions.

**50** ZIP CODES  
REPRESENTED

**31** PARTIAL SCHOLARSHIP  
RECIPIENTS



“Each panel I attended had a unique vibe and they were all interesting and informative. Most of all, it felt like a supportive community which I need.”

“Real talk about the challenges that leaders have, good answers that I can apply to my leadership role at work and in the community.”



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# ATX TOGETHER

## THE ENGAGE SERIES

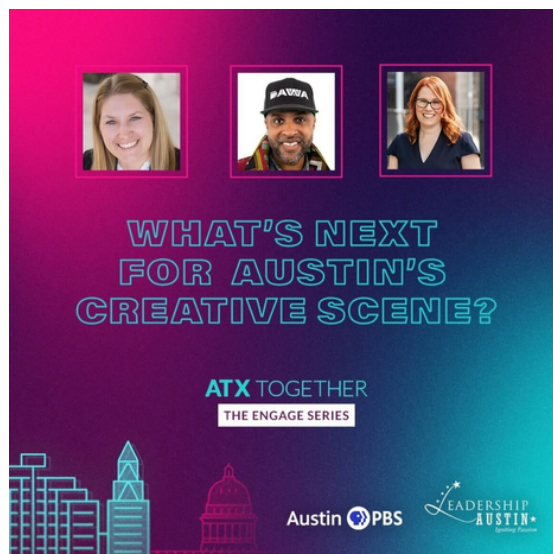
ATX Together: *The Engage Series* has been a partnership with Austin PBS tackling community issues that impact Central Texas. Engage brings together thought leaders, multiple viewpoints, and decision-makers for inclusive discourse about the issues, providing attendees a call-to-action toward collaborative solutions.

### Series Overview:

- *The Reality of a Multigenerational Workforce*
- *Mobility in Central Texas*
- *The New Sandwich Generation*
- *What's next for Austin's Creative Scene?*
- *One-on-one with Austin Mayor Kirk Watson*



"You are not afraid to address controversial topics. You hold space for many views to be considered and for true solutions to be explored."



OVER 1,000 VIEWS!

[View Past Sessions](#)

## SPONSORS







Alumni Connection

The Community Engagement Awards honor three individuals who are leading with a commitment to improve our region and embrace Leadership Austin's values.



- **Outstanding Alumni Award** - Ali Khataw, Essential 30-2009, Leadership Austin Board Chair 2017. Ali is a leader among leaders who focuses his passion on bringing people from all walks of life together and giving back to the community. Ali is currently Board Chair of the Greater Austin Chamber of Commerce and has served on more than 20 boards and commissions. (First photo from L-R: Outstanding Alumni Award Recipient, Ali Khataw; Award presenter, Geronimo M. Rodriguez, Jr.)
- **Ascendant Alumni Award** - Nathan Ryan, Emerge 11 - 2018, was chosen for his passion for removing the gaps that keep people from reaching their full potential, and the fervor with which he has jumped into community service. Nathan serves as Board Chair at the Austin Monitor, and previously chaired the LBJ Presidential Library's Future Forum program and the Economic Prosperity Commission. (Second photo from L-R: Board Chair, Dr. Harold Hardaway; Ascendant Recipient, Nathan Ryan; Award presenter, Joel Gross)
- **Honorary Alumni Award** - Dr. Molly Beth Malcolm serves on the Austin Community College Chancellor's Executive Leadership Team and has been a central force in the development of ACC's flagship Highland Campus. Dr. Malcolm's expansive leadership includes service on the boards and executive committees of numerous local, state, and national organizations shaping quality of life in our communities. (Third photo from L-R: Award presenter, Chris Turnley; Honorary Alumni Award Recipient, Dr. Molly Beth Malcolm)

For more information on this year's winners and their awards as well as past recipients, click [here](#).

## SPONSORS





Best Party Ever is the annual celebration of new graduating classes from Essential and Emerge – Leadership Austin’s flagship programs. It is the annual celebration of all things Leadership Austin – alumni, faculty, community partners and you. It is the largest fundraiser for the Leadership Austin scholarship fund, out of which more than \$80,000 is awarded every year.



200+ Alumni attended and 100+ Famous Donut Wall packages purchased supporting mission work.

SPONSORS



A photograph of a man and a woman hugging warmly at what appears to be a social gathering or conference. The man is wearing a light-colored suit jacket, and the woman is wearing a dark jacket. They are both smiling. In the background, other people are visible, including a woman in a black dress. The image has a light blue overlay.

*Thank you!*



# THANK YOU! Volunteers

Leadership Austin has always been people first and position second. We value relationships, learning and equity. Our dynamic, community-building alumni are at the heart of our mission and are a fundamental part of what makes our community thrive. Thank you for all the ways you inspire our passion to support the work of courageous leaders. We could never fulfill our mission or achieve our goals without the annual contributions of more than 100 volunteers.

Volunteers help Leadership Austin:

- On the Board of Directors and other committees
- As advisors, faculty and panelists for our programs
- At more than two dozen events every year



**50+ Alums featured as presenters, panelists, and mentors**



## THANK YOU TO OUR ALUMNI VOLUNTEERS!

Angular Adams	Marc Chavez	Vanessa Fuentes	Adrienne Longenecker	Jessica Sager
Sujata Ajmera	Emily Chenevert	Jaime Garcia	Monica Lopez Magee	Roberta Salas
Greg Anderson	Michael Choate	Liz Garcia	Maggie Luna	Mark Santos
Tanya Athar-Jogee	Mary Ann Cicala	Michele Glaze	Matt Mackowiak	Kellie Sauls
Becky Austen	Christie Curtis	Matt Glazer	Rachel Mallernee	Tracye Shaw
Akanksha Balekai	Susan Dawson	Manny Gonzalez	Marion Martin	Nayer Sikder
Amanda Beck	Tony DeLisi	Dana Hansen	Cynthia Martinez	Vikram Sinha
Toya Bell	Jerrica Deloney Witte	Harold Hardaway	Yulanda McCarty-Harris	Yasmine Smith
Catalina Berry	Devin Donovan	Kirsha Haverlah	Mike Meroney	Quiya Stewart
Amy Boone	Gigi Edwards-Bryant	Tam Hawkins	Terry Mitchell	Dana Such
Lynn Boswell	David Escamilla	Michael Henderson	Vernagene Mott	Nithin Thomas
Justin Brady-Joyner	Mario Espinoza	Kimberly Holiday	Nina Perales	Ed Travis
Jamarr Brown	Aimee Finney	Angel Hull	Lorene Phillips	Rachel Vallejo Carneglia
Robyn Burchfiel	Julie Fisher	Rob Johnson	Leslie Pool	Gloria Vera-Bedolla
Erin Cannon	Dave Floyd	David Johnson	Matt Pope	Rona Walton
Melinda Cantu	Serita Fontanesi	Debbie Johnson	Rebecca Powers	Mike Wong
Susana Carbajal	LaCole Fouts	Clay Johnston	Jon Roberts	Shea Wyles
Teresa Carbajal Ravet	Kevin Foster	Lynn Kurth	Courtney Robinson	Laura Yeager
Drew Castillo	Eddie Franz	Cindy LaFrance	Kali Rourke	Lauren Zurbrugg
	Michele Freeman	Erica Leak		



## ESSENTIAL

2001- Mario Espinoza  
2002- Michele Glaze  
2003- Cindy LaFrance  
2004- Mike Meroney  
2006- Rebecca Powers  
2007- Kali Rourke  
2008- Adrienne Longenecker  
2009- Marion Martin  
2010- Dave Floyd  
2011- Toya Cirica Bell

2012- Lynn Kurth  
2013- Aimee Finney  
2015- Susana Carbajal  
2016- Matt Pope  
2017- Tam Hawkins  
2018- Liz Garcia  
2019- Harold Hardaway  
2020- Jamarr Brown  
2021- Kellie Sauls  
2022- Justin Brady-Joyner  
2023- Shahreen Abedin

## EMERGE

2013- Dana Such  
2014- Matt Glazer  
2015- Michael Choate  
2016- Michael Henderson  
2018- Angel Hull  
2019- Rachel Carneglia  
2020- Rakhi Agrawal  
2021- Cynthia Martinez  
2022- LaCole Fouts  
2023- Sofia Aranha

## CLASS REPS

# Thank You Sponsors

Our work to continue to connect and develop leaders to courageously engage and transform our communities would not be possible without the support of our generous sponsors!

## Presenting sponsors



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Helping Here.

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## Supporting sponsors



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# Thank You Donors

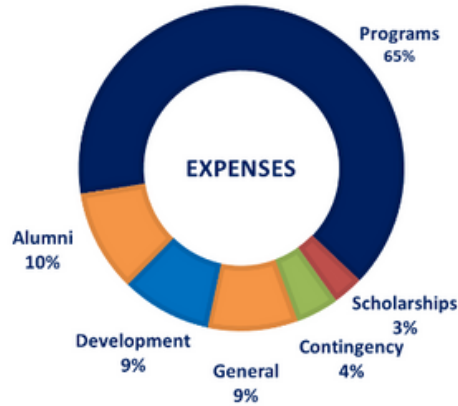
## VISION COUNCIL

Sujata Ajmera	Albert Carrion	Larry Graham	Kristin Marcum	Kathleen Schneeman
Stacy Armijo	Marc Chavez	Nikki Graham Spector	Mary McDowell	Tracye Shaw
Beth Atherton	John-Michael and Priscilla Cortez	Harold Hardaway	Virginia Miracle	Missy Strittmatter
Becky Austen	Matt and Christie Curtis	Gregory Harrington	Jackie Padgett	Albert Swantner
Rabbi Neil Blumofe	Anonymous Donor	Debbie Johnson	Matt Pope	Kerry Tate
Dan Bullock	David Escamilla	Christopher Kennedy	Shuronda Robinson	Mike Tomsu
Kathy Burrell	Michael Files	Tamra Kerns	Marianne Rochelle	Gerry Tucker
Susana Carbajal	Jill Goodman	Ali and Nahid Khataw	Geronimo Rodriguez and Nicole Holt	Michelle and Colin Wallis
Amber Carden	Kristin Gossett	Eric Klein	Anita Salmon	Deirdre Walsh
		Mollie Leach	Kellie Sauls	Jessica Weaver



Angular Adams	Susan Dawson	Lillian Gray	Derrick Lesnau	Kali and Dan Rourke
Emmy Alcocer-Hill	Kristen Day	Jeff Hahn	Erika Levack	Carmine Salvucci
Valerie Archer	Marcia Del Rios	Sara Hartley	Keith Lewis	Carolyn Schwarz
Jimmy Balagia	Tony DeLisi	Tam Hawkins	Jennifer Long	Eugene Sepulveda
Andy Bell	Rich DePalma	Lynne Henderlong-Rhea	Rachel Mallernee	Khotan Shahbazi-Harmon
Kelly Bodú	Sandy Dochen	Sandy Hentges Guzman	Tom Mason	Reza Shirazi
Robyn Burchfiel	Brian Dolezal	Amy Holloway	Annie Mooney	Martha Smiley
Alex Cantu	Lisa Dow	Will Ingram	Jewel Mullen	Tim Taylor
Teresa Carbajal Ravet	Julie Fitch	Ann Jerome	Erin Osenbaugh	Eric Thompson
Mary Ann Cicala	Brandon Garcia	Leisha Johnson	Lila Oshatz	Rachel Vallejo Carneglia
Joel Coffman	Bill Gardner	Cathy Jones	Nina Perales	Mel Waxler
Chelsea Collier	Cristina Garza	Karen Kahan	Christine Plonsky	Dave Williams
Mark Cooper	Shaady Ghadessy	Steve Kester	Melanie Pokluda	Rachael Wyatt
Tom Coopwood	Paulette Gibbins	Greg Kozmetsky	Mellie Price	Bob Wynn
Randy Cubriel	Michele Glaze	Joan Lava	James Puglisi	Anne Wynne
Christi Cuellar Lotz	Matt Glazer	Jean LeFebvre	Melanie Reese	Mike Wyzkowski
				Laura Yeager

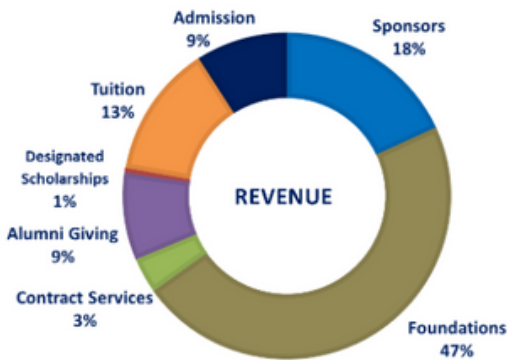
2,223 Essential  
Graduates in 44  
years.



2023 Essential cohort  
included 10% Asian and 18%  
Black participants, surpassing  
Austin MSA levels



2023 Emerge cohort  
increased  
representation from  
people of color by  
11% over three years



818 EMERGE  
GRADUATES  
SINCE 2007

