



2023-2024

IMPACT REPORT



Message from Chief Executive Officer Jill Goodman

This year, we adopted a new Strategic Plan: [Leadership Pathways to a Better Central Texas](#). The vision is bold. The team is ready. The Board is amped up. And we love that you are on this adventure with us!

As we listened and co-created a shared future, it has been a time to honor and examine our rich history and reimagine new possibilities for Leadership Austin and our ripple effect on communities within ATX and Central Texas. One memorable quote that an alum shared in a listening session was:

“Keep bringing us together to get vulnerable and find solutions to problems our community faces. Help us connect so we can create the future we want to see.”

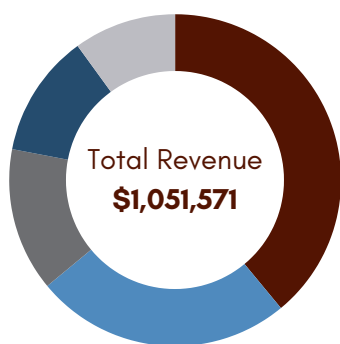


We will do just that! You will see us experiment with new offerings that alumni have requested. You will see us preserve the special aspects of Leadership Austin and also upgrade our curriculum and program experiences that unlock the courageous leader in all of us. I am grateful for our dedicated team and everyone on the adventure with us.

Jill R. Goodman

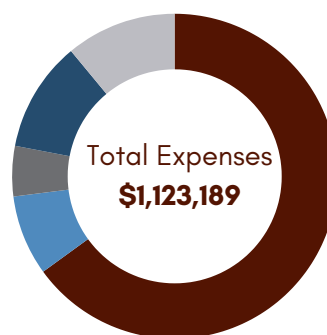
Financials

Revenue



39% Tuition & Admissions
25% Companies
14% Foundations
12% Individuals
10% Contract Services

Expenses



65% Programs
11% Alumni
11% General
8% Fundraising
5% Scholarships

STRATEGIC PLAN

Leadership Pathways to a Better Central Texas

Convene. Collaborate. Contribute.

Mission

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



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.



Vision

A future where all people and communities contribute to a better Central Texas.

Goals

ELEVATE CENTRAL TEXAS

Expand Leadership Austin's relevance, exposure, and reach within our five-county region to foster relationships that facilitate regional problem-solving.



GO-TO LEADERSHIP COMMUNITY

To be the premier source of leadership development that connects, supports, and activates Central Texans throughout their community leadership journey.



SUSTAINABLE FUTURE

Ensure equitable access to programming with a revenue model that achieves profitability, alumni ownership in Leadership Austin's success, and optimized resources for organizational sustainability.



Message from

Board Chair Susana Carbajal

It has been an incredible year focused on what's next for Leadership Austin. Our Board of Directors cast a new vision calling for a future where all people and communities contribute to a better Central Texas. Shaped by alumni voices, our new Strategic Plan maps out three pathways: (1) elevating Central Texas, (2) serving as the go-to leadership community that develops and activates leaders throughout their lifetime, and (3) building a sustainable future for Leadership Austin that centers community and access to leadership opportunities.

I would like to thank my Executive Committee this past year – including Dr. Harold Hardaway, Sujata Ajmera, LaCole Fouts, Dr. Manny Gonzalez, and Matt Pope – for your leadership and friendship this past year. Leadership Austin is in excellent hands as Dr. Gonzalez steps in as Board Chair to continue this important work.

Now, I invite you to flip through our new strategic plan and stay involved with Leadership Austin!



**Susana Carbajal,
Leadership Austin Board Chair**



Year in Review



[A Year in Review with Susana Carbajal](#)

Core Issues



Arts and Creativity



Economy and Workforce



Health and Wellness



Safety and Justice Systems



K-12 Schools and Higher Education



Built Environment: Housing, Land Use and Transportation



Sustainability and Natural Environment

Board of Directors



Board of Directors, 2024 Leadership Austin Conference

Susana Carbajal, **Board Chair**
 Dr. Manny Gonzalez, **Chair Elect**
 Dr. Harold Hardaway, **Past Chair**
 Matt Pope, **Treasurer**
 Sujata Ajmera, **Secretary**
 LaCole Foots, **At- Large**

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 Emmy Alcocer-Hill
 Sofia Aranha
 Jeremiah Bentley
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 Justin Brady-Joyner
 Kathy Burrell

Albert Carrion
 Julie Fisher
 LaCole Fouts
 Nikki Graham
 Rashed Islam
 Kristin Marcum
 Mary McDowell

Chris Mugica
 Sharmila Mukherjee
 Tony Prenger
 Kellie Sauls
 Marc Tucci
 Deirdre Walsh



Our Team:



Jill Goodman

Chief Executive Officer



Chris Nieto

Chief Program Officer



Missy Strittmatter

Chief Development Officer



Lindsay Smith

Marketing & Communications Manager



Amy Blahnik

Officer Manager



Josh Aguilar

Alumni & Donor Relations Manager

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

Our Alumni:



Inaugural Leadership Austin Regional Happy Hour

June 13, 2024

2024

HIGHLIGHTS



Board adopts a new *Vision* for a better Central Texas!



2024 **HONOREES**: The Hon. Rudy Metayer, Nhat Ho and Rep. Gina Hinojosa.

Welcomed **120**



COMMUNITY LEADERS into the Class of **2024!**

Leadership Austin joins **NATIONAL** Community Leadership Collaborative.

Leadership Austin takes the **GLOBAL** stage at SXSW and SXSW Edu.



Welcomed **ROCKSTARS** Amy Blahnik and Chris Nieto.

Courageous Leaders Lunch unites sectors and raises

\$40,000

IN SCHOLARSHIPS.

ALUMNI VOICES shape new Strategic Plan and engagement strategies.



Celebrated in plaid at the **FLANNEL & FRIENDS** Holiday Party.

Leadership Austin **CONFERENCE** features new ACC Chancellor and sells out.





Equipping Leaders

Essential is a forum to understand our current issues and the systems at play in our region. Over nine months, leaders learn to transcend differences, build on common ground, and apply effective models to facilitate change in the community.

Congratulations!

ESSENTIAL 45-2024

Albert Allen, Jr.
Mustafa Altindag
Larry Anazia
Sol Bautista Mariscal
Cedrice Bennett
JMAT Bernal
Catalina Berry
Anais Biera Miracle
Paula Black, Class Rep
Erica Blue
Sean Bukowski
Monica Caivano
Jessie Camarillo
Dulce Castañeda
Katie Claflin

Kelly Coke
Jenna Cullinane Hege
Michael Daehne
Courtney Dickey
Tiffany Fernandez
Brooke Freeland
Anthony Gavlik
Kevin Ginsburg
Ana-Cristina Gonzalez
Keith Gray
Bailey Harrington
Johanna Hosking-Pulido
Elaina Jackson
Mark Janchar
Jason Jarl

Kannan Kaliyur
Kent Kasischke
Rubayat Khan
Jasmine King-Bush
Taryn Kinney
Sophia Makris
Vanessa Maldonado
Sheri Marshall
Bill McCamley
Abbi Miller
Johanna Moya Fábregas
Sergio Negrete
Barbara Ornelas
Melissa Ortiz
Jigna Patel

Monica Peña
Michael Piano
Lawrence Pritchett
Divya Rathanlal
Val Rios
Nirav Shah
Taylor Smith
Dana Such
Rona Walton
Jennifer Williams
Joanna Wolaver
Brandon Wollerson
Matt Wood
Aileen Yu
Ricardo Zavala

70%

of the class became even more civically engaged (e.g. voting, community meetings)

90%

of Essential is comfortable holding difficult conversations



Essential Opening Retreat



“Over the past nine months, my classmates and I tackled pressing community issues with a shared commitment to bold, transformative action. I’m grateful to have walked this path with such dedicated individuals, all united in our vision for Austin. As we move forward, I’m excited to see how we’ll continue to drive positive change in our community.”

-JMAT Bernal, Essential 45-2024

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 17-2024

Colton Ashabranner

Angelica Brent

Licelda Briones

Ali Bronner

Jaleesa Brown

Ezequiel Calderon

Enrique Castro Suriano

Amy Clunie

Hanna Contreras

Miriam Dorantes

Christopher Dowling-

Magill

Matt Dugan

Jayna Duke

Priscilla Echegaray

Amy Elms

Janai Floyd

Brianna Fuller

LaShun Gaines

Cassandra Gallegos

Elyssa Garza-Howard

Laura Gomez

Kyle Gugel

Kathleen Hackney

Victoria Haggard

Rowan Halliday

Georgia Hernandez

Jenny Jensen

Adrienne Kartachak

Michelle Klein

Andrew Lee

Eric Lee

Sarah LeNoir

Angel Leverett

Will Mack

Keith McAlonan

Kitty McLeod

Ayushi Mehta

Fabiana Meléndez Ruiz

Lucy Mendez

Blake Mitchell

Jess Mullen

Kinny Ochoa

Alyssa Padron

Dulari Patel

Veronica Peñaloza Wolfemann

Liana Putrino

Patricia Rodriguez

Laura Rosen

Vero Sandoval

Gigi Santana Viera

Tammi Schuller

Jack Sellers

Samantha Sheffield

Mina Shekarchi

Alicia Smith, Class rep

Catalina Vasquez

Marj Vese Villafranco

Fallon Wallace-Wilkinson

Jennifer Whitney

Jeremy Windham



EmERGE Opening Retreat

88%

of EmERGE stated they grew their confidence to drive positive change in the community

96%

of class participants reported high skills in self-awareness as a tool for growth



“ EmERGE helped me come out of my shell I didn't know I was in. I now feel confident in bringing my whole self to my leadership style.
 -Sarah LeNoir, EmERGE 17-2024



Experience Austin



Topics include:

- Civic Engagement, Demographics and the Region's Changing Landscape
- Economic Climate
- Housing, Land Use & Transportation
- Education & Workforce



Experience Austin provides participants with an understanding of the issues and systems that impact Greater Austin.

"Experience Austin is great way to quickly learn about key areas impacting Austin and the surrounding counties. It was incredibly beneficial for me as a new leader to the area looking for ways to learn about relevant local issues as well as meet other leaders in the community." - 2024 participant

Courageous Conversation: Beyond Diversity

3,000+

completed training
over the last 6 years



As Central Texas and the nation wrestle with systemic inequities, this seminar brought community members together for a common learning experience.



Civic Activation



LEADERSHIP AUSTIN CONFERENCE

The Leadership Austin Conference is the space where courageous leadership takes center stage as we explore expanding our impact in our communities. Uniting community visionaries and grassroots changemakers, the 2024 conference brought together business, civic, and nonprofit leaders to co-conspire a better future for Central Texans.



204 CONFERENCE REGISTRANTS

20 SCHOLARSHIP RECIPIENTS

20 ZIP CODES REPRESENTED



“ Leadership Austin is doing the work that our future communities will benefit from in creating leaders who are courageous, intentional, informed, passionate, and willing to do the right thing even when no one’s looking. During the annual Leadership Austin Conference and Awards Luncheon yesterday, some of the best hearts and minds in the Greater Austin area gathered to honor just a few of the many fearless ones and to attend professional development sessions hosted by status quo disrupters. ”

Jasmine Bush, Essential 45-2024



EVENT RECAP

View the 2024 Leadership Austin Conference video recap [here](#).





The Fellows pilot matched retired and semi-retired professionals with Central Texas nonprofits for high-impact consulting projects.

A Special Thank You for Years of Support:



**St David's
FOUNDATION**

HOST ORGANIZATIONS



6 YEARS

40 FELLOWS

60 SOCIAL IMPACT PROJECTS IN CENTRAL TEXAS

Steering Committee:

- Brenda Coleman Beattie
- Becky Austen
- Bobbie Barker
- Jill Goodman
- Debbie Johnson
- Christopher Kennedy
- Andrew Levack
- Diana Resnik



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 - Hon. Rudy Metayer, Emerge 5-2011 and Essential 36-2015, is a dedicated legal professional representing public and private entities in various cases, including bankruptcy, Medicaid fraud, personal injury, and administrative hearings. As the first-generation college graduate in his Haitian immigrant family, Rudy's impact goes beyond the courtroom. He advocates for community issues, teaches at-risk children, co-authored the University of Texas honor code, and fosters partnerships between law enforcement, the State Bar, and the community to address policing challenges.

Ascendant Alumni Award - Nhat Ho, Essential 41-2022, is the president of Civiltude Engineers & Planners, an Austin firm specializing in land development. With expertise in architectural design, engineering, permitting, and urban planning, he has made Civiltude a trusted partner in high-profile public-private projects. Co-founder of Capital A Housing, Ho champions affordable housing in Austin, working closely with government officials. As a serial entrepreneur, he mentors and invests in local businesses, promoting sustainable growth.



Honorary Alumni Award - Rep. Gina Hinojosa has represented House District 49 in Austin since 2016. A former Austin ISD School Board Trustee and President, she is a tireless advocate for public education, serving on key committees, including the House Public Education Committee and the House Select Committee on Educational Opportunity and Enrichment.

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

COURAGEOUS LEADERS *Lunch* Benefiting Leadership Austin

Presented by: **H-E-B**
HelpingHere

All around us, every day, are incredible leaders doing the work to create a Central Texas where everyone can belong and thrive. The Courageous Leaders Lunch is Leadership Austin’s new fundraiser to ensure inclusive access to participate in Emerge and Essential. This fundraiser helps ensure finances are not a barrier to participate in community leadership development.



\$40,000
raised for scholarships



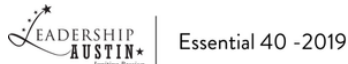
[Watch personal stories from 2 alumni, who through scholarship, were able to expand their leadership journey.](#)



“ It was an inspiration to see so many friends, mentors, colleagues, community heroes and business leaders in one place, focused on how to use our collective power for good to change our community so everyone can thrive. ”

Lissa Adams, Essential 33-2012

SPONSORS



DR. HAROLD HARDAWAY & SUJATA AJMERA

O'CONNELL ROBERTSON

ENCOTECH ENGINEERING CONSULTANTS

ECPR TEXAS



THANK YOU...



100+ Volunteers & Presenters

We could never fulfill our mission without the annual contributions of more than 100 volunteers. Our 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 support the work of courageous leaders.

Rock on Volunteers!

- Board of Directors
- Committees
- Advisors, faculty and panelists for programs
- Focus Groups
- 20+ events



50+ Alums featured as presenters, panelists, and mentors

Essential

- 2001 - Mario Espinoza
- 2002- Michele Glaze
- 2005 - Tara Levy
- 2006 - Leslie Dippel
- 2007 - Kalí Rourke
- 2008 - Adrienne Longenecker
- 2009 - Marion Martin
- 2010 - Dave Floyd
- 2012 - Mike Wyszkowski

- 2013 - Jean LeFebvre
- 2014 - Julia Joseph
- 2015 - Lynn Henderlong-Rhea
- 2016 - Holly Tachovsky
- 2017 - Tam Hawkins
- 2019 - Harold Hardaway
- 2020 - Jamarr Brown
- 2021 - Kellie Sauls
- 2022 - Justin Brady-Joyner
- 2023 - Shahreen Abedin

Emerge

- 2009- Nicole Sarkar
- 2013 - Dana Such
- 2014 - Matt Glazer
- 2015 - Michael Choate
- 2016 - Michael Henderson
- 2018 - Crystal Palomino
- 2019 - Rachel Carneglia
- 2020 - Dana Hansen
- 2021 - Cynthia Martinez
- 2022 - LaCole Foots
- 2023 - Sofia Aranha



Alumni Volunteers

- | | | | | | |
|--------------------------|-----------------------|-----------------------|----------------------|------------------------|--------------------------|
| Matt Abbott | Brandi Burton | Matt Glazer | Jennifer Long | Tony Prenger | Nithin Thomas |
| Shahreen Abedin | Alex Cantu | Ana-Cristina Gonzalez | Adrienne Longenecker | Vicky Pridgen | Marc Tucci |
| Sujata Ajmera | Susana Carbajal | Lorelei Gonzalez | Wayland Lum | Leslie Puckett | Gerry Tucker |
| Emmy Alcocer-Hill | Albert Carrion | Manny Gonzalez | Zeeshan Malik | Nico Ramsey | Rachel Vallejo Carneglia |
| Greg Anderson | Brian Carter | Nikki Graham Spector | Rachel Mallernee | Courtney Robinson | Sharon Vigil |
| Sofia Aranha | Marc Chavez | Darwin Hamilton | Kristin Marcum | Geronimo Rodriguez | Deirdre Walsh |
| Gaines Bagby | Michael Choate | Danielle Hammett | Marion Martin | Kalí Rourke | Rona Walton |
| Amanda Beck | Genevieve Concannon | Dana Hansen | Cynthia Martinez | Daniela Rubio | Meghan Weller |
| Toya Bell | Catherine Covington | Harold Hardaway | Heather McClellan | Anita Salmon | Cole Wilson |
| Jeremiah Bentley | Christie Curtis | Tam Hawkins | Mary McDowell | Vero Sandoval | Leslie Wingo |
| Catalina Berry | Alicia Dean | Lynne Henderlong-Rhea | Ryan Meyer | Nicole Sarkar | Mike Wong |
| Neil Blumofe | Jerrica Deloney Witte | Michael Henderson | Billy Moyer | Kellie Sauls | Matt Wood |
| Barbra Boeta | Leslie Dippel | Nhat Ho | Chris Mugica | Matthew Schmidt | Mike Wyszkowski |
| Amy Boone | Brian Dolezal | Jeff Hutchinson | Sharmila Mukherjee | Matt Segura | |
| Justin Brady-Joyner | Julie Fisher | Rashed Islam | Monica Muñoz Andry | Nayer Sikder | |
| Terri Broussard Williams | Dave Floyd | Mark Janchar | Jackie Padgett | Paola Silvestre Porras | |
| Jamarr Brown | LaCole Foots | Julia Joseph | Crystal Palomino | Quiya Stewart | |
| Robyn Burchfiel | Michele Freeman | Jean LeFebvre | Felicia Peña | Jen Strobel | |
| Kathy Burrell | Cristina Garza | Tara Levy | Nina Perales | Dana Such | |
| Ethan Burris | Michele Glaze | Keith Lewis | Matt Pope | Holly Tachovsky | |

THANK YOU! Sponsors

Our work 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



Supporting Sponsors



Champion Sponsors

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In Kind Sponsors



THANK YOU! Donors

VISION COUNCIL

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| Sujata Ajmera | Brian Dolezal | Dubravka Hrgovic Romano | Virginia Miracle | Tracye Shaw |
| Becky Austen | Laura Elmore | Debbie Johnson | Terry P. Mitchell | Bill Stotesbery |
| Robyn Burchfiel | David Escamilla | Temp Keller and Family | Chris Mugica | Missy Strittmatter |
| Susana Carbajal | Julie Fisher | Christopher Kennedy | Jackie Padgett | Albert Swantner |
| Amber Carden | Jill Goodman | Ali and Nahid Khataw | Matt Pope | Kerry Tate |
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| Sandy Dochen | Sara Hartley | Mary McDowell | Kellie Sauls | Jessica Weaver |
| | | | Angela Shaw | Mark Williams |



- | | | | | |
|-----------------------|-----------------------|-----------------------|--------------------|--------------------------|
| Shahreen Abedin | Teresa Carbajal Ravet | Christie Garbe | Jean LeFebvre | Shuronda Robinson |
| Emmy Alcocer-Hill | Brian Carter | Brandon Garcia | Derrick Lesnau | Carmine Salvucci |
| Sofia Aranha | Marc Chavez | Cristina Garza | Keith Lewis | Nicole Sarkar |
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| Brian Carter | Marcia Del Rios | Debbie Immel | Erin Osenbaugh | Dave Williams |
| | Tony DeLisi | Marilyn Ingram | Lila Oshatz | Rachael Wyatt |
| | Jerrica Deloney Witte | Rashed Islam | Becky Pastner | Mike Wyszowski |
| | Rich DePalma | Ann Jerome | Christine Plonsky | |
| | Aimee Finney | Cathy Jones | James Puglisi | |
| | LaCole Foots | Lynn Kurth | Melanie Reese | |



**Thank you to the
hundreds of alumni,
fellows, donors, and
volunteers who make
this upstream impact
possible.**

Individual growth.
Collective Impact.



@leadershipatx