2022-2023 IMPACT REPORT

LEADERSHIP AUSTIN
Igniting Passion
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!**
Our Mission:
We connect and develop leaders to courageously engage and transform our communities.

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.

About Leadership Austin
Our Team:
From L to R: Lindsay Smith, Amy Blahnik, Missy Strittmatter, Erin Osenbaugh, Sabrina Moorooegen Phillips, Jill Goodman, Chris Nieto

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

<table>
<thead>
<tr>
<th>Dr. Harold Hardaway, Chair</th>
<th>Hudson Baird</th>
<th>Albert Carrion</th>
<th>Tam Hawkins</th>
</tr>
</thead>
<tbody>
<tr>
<td>Susana Carbajal, Chair-Elect</td>
<td>Jeremiah Bentley</td>
<td>Dr. Laura Cortez</td>
<td>Rashed Islam</td>
</tr>
<tr>
<td>Emily Chenevert, Secretary</td>
<td>Rabbi Neil F. Blumofe</td>
<td>Julie Fisher</td>
<td>Kristin Marcum</td>
</tr>
<tr>
<td>Matt Pope, Treasurer</td>
<td>Justin Brady-Joyner</td>
<td>LaCole Foots</td>
<td>Mary McDowell</td>
</tr>
<tr>
<td>Rakhi Agrawal*</td>
<td>Jamarr Brown</td>
<td>Dr. Manny Gonzalez</td>
<td>Kellie Sauls</td>
</tr>
<tr>
<td>Sujata Ajmera</td>
<td>Kathy Burrell</td>
<td>Nikki Graham</td>
<td>Jessica Weaver</td>
</tr>
</tbody>
</table>

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
Equipping Leaders
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  
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:

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

---

Sponsor

Ascension Seton
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**

[St. David’s Foundation logo]
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.

“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.
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.

**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

**Sponsor**

[St. David’s Foundation Logo]
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.”

SPONSORS
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](#).
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
Thank you!
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 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

Ascension Seton
St. David’s Foundation
dell children’s Ascension
H-E-B
Helping Here.
BANK OF AMERICA

Supporting sponsors

Wells Fargo
Texas Mutual Insurance Company
CapMetro
Austin REALTORS
Austin Community Foundation
Austin Energy
ufcu
Texas Gas Service.
Look Think Make
Google fiber
AMPLIFY Credit Union
WOOLLARD NICHOLS & ASSOCIATES
ECG FOUNDATION
CATELLUS
JEDunn
ENCOTECH Engineering Consultants
EDpact
Frost
vcfo
rife line
INCLUSION+ Institute
Dulce Vida TEQUILA
Tito’s Handmade VODKA
Rambler SPARKLING WATER
FBR MANAGEMENT FESTIVALS BARS RESTAURANTS
Juiceland
Flavor LATTES & ESPRESSO
gusto
Juice
VERASPA RK Leaders Teams Results

Austin PBS
Thank You Donors

VISION

Rabbi Neil Blumofe
Dan Bullock
Kathy Burroll
Susana Carbajal
Amber Carden
Albert Carion
Marc Chavez
John Michael and Priscilla Cortez
Matt and Christie Curtis
Anonymous Donor
David Escamilla
Michael Flores
Jill Goodman
Kristin Gossett
Larry Graham
Nikki Graham Spector
Harold Hardaway
Gregory Harrington
Debbie Johnson
Christopher Kennedy
Tamra Kerns
Ali and Nahid Khatar
Eric Klein
Mollie Leach
Kristin Marcum
Mary McDowell
Virginia Miracle
Jackie Padgett
Matt Pope
Shuronda Robinson
Marianne Rochelle
Geronimo Rodriguez and Nicole Holt
Anita Salmon
Kellie Souls
Kathleen Schneeman
Tracye Shaw
Missy Strittmatter
Albert Swantner
Kerry Tate
Mike Tomsu
Gary Tucker
Deirdre Walsh
Jessica Weaver

Angular Adams
Emmy Alcocer-Hill
Valerie Archer
Jimmy Balagia
Andy Bell
Kelly Bodú
Robyn Burchfiel
Alex Cantu
Teresa Carbajal Ravet
Mary Ann Cicala
Joel Coffman
Chelsea Collier
Mark Cooper
Tom Coopwood
Randy Cubriel
Christi Cuellar Lotz
Susan Dawson
Kristen Day
Marcia Del Rios
Tony DeLisi
Rich DePalma
Sandy Dohen
Brian Dolezal
Lisa Dow
Julie Fitch
Brandon Garcia
Bill Gardner
Cristina Garza
Shaady Ghadessy
Paulette Gibbins
Michele Glaze
Matt Glazer
Lillian Gray
Jeff Hahn
Sara Hartley
Tam Hawkins
Lynne Henderlong-Rhea
Sandy Hentges Guzman
Amy Holloway
Will Ingram
Ann Jerome
Leisha Johnson
Cathy Jones
Karen Kahan
Steve Kester
Greg Kozmetsky
Joan Lava
Jean LeFebvre
Derrick Lesnau
Erika Levack
Keith Lewis
Jennifer Long
Rachel Malnurne
Tom Mason
Annie Mooney
Jewel Mullen
Erlin Osenbaugh
Lila Oshatz
Nina Perales
Christine Plonsky
Melanie Pokluda
Mellie Price
James Puglisi
Melanie Reese
Kali and Dan Rourke
Carmine Salvucci
Carolyn Schwarz
Eugene Sepulveda
Khotan Shahbazi-Harmon
Reza Shirazi
Martha Smiley
Tim Taylor
Eric Thompson
Rachel Vallejo-Carneglia
Mel Waxler
Dave Williams
Rachael Wyatt
Bob Winn
Anne Wynne
Mike Wyszowski
Laura Yeager
EMERGE GRADUATES SINCE 2007

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