

Diversity of Thought:
BUILDING TOGETHER



2018 Annual Report



Message

from the **Chair** ★ ★ ★ ★ ★

Tap the Potential of Our Diversity

"Dialogue is the most effective way of resolving conflict." - Tenzin Gyatso, The 14th Dalai Lama

As our country and our world continue to face complex and urgent challenges, creating safe places where leaders can voice their opinions and learn from one another is more important than ever. Providing leaders with tools that allow them to explore their differences with respect, openness and curiosity builds the possibility for co-creation of new ideas and innovative ways to address challenges together. The American Leadership Forum (ALF) has been working for more than 35 years to create these safe spaces and to provide these structures and tools for leaders across the Houston/Gulf Coast region.

In 2018, ALF provided Senior Fellows many opportunities to engage in dialogue and explore important conversations informed by many perspectives. Some examples included a Second Friday Breakfast dialogue examining How Do We Restore Civil Discourse?, a class dialogue around How to Dialogue on Challenging Issues Across Differences, and a Statement Against Hate fashioned by ALF National Board members. Through these and other programs, leaders were brought together and empowered to step up and speak out. All year long ALF Senior Fellows participated in conversations around the toughest issues and collaborated to create solutions where they previously did not exist.

I am very proud to share this Annual Report with you highlighting some of our incredibly important work in 2018. We could not do this work without the investment of our generous donors and the 1,300 Fellows and Senior Fellows in our region. I thank each of you and hope you will continue to engage with us throughout 2019 as we continue to tap the potential of our diversity and engage in the dialogues that will make us all better citizens, neighbors and leaders.

Randy Sim (Class XXX)
Board Chair,
American Leadership Forum
President, Satsun Corporation

Message

from the **President** ★ ★ ★ ★ ★

How do we effectively educate all of our children? How do we keep our neighborhoods and schools safe? How do we address the health care needs of all of our residents? More and more we are seeing that our usual ways of addressing these and many other complex issues are not generating the outcomes we seek. Traditional problem-solution thinking is not creating innovative approaches. Fragmented efforts are not tapping the collective potential within our communities. And often diverse perspectives are viewed as obstacles rather than opportunities to inform our creativity.

The American Leadership Forum (ALF) exists to promote and foster collaborative approaches to these complicated issues. ALF creates the deep and trusting relationships among leaders from all segments of our community that are needed to truly grasp the full scope of these issues. And ALF provides forums for deliberative dialogue necessary for emergent thinking to occur and for co-creation of new ideas to flourish.

We have seen divisive rhetoric and partisan politics make it harder for people to work together for the common good. So in 2018 we worked harder than ever to bring diverse thinkers together to practice the art of transformative dialogue that brings people together rather than drives them apart.

I personally thank each ALF Senior Fellow, board member, committee member, volunteer, generous donor, Program Consultant and staff colleague for your vision and commitment that makes our work possible and makes our region more innovative, more collaborative and more inclusive each year. And I look forward to continuing to do incredible things together throughout 2019.

Daniel W. Snare (Medical Community Class 5)
President, American Leadership Forum





2018 Highlights ★ ★ ★ ★

ALF made an impact on the lives of individuals, the organizations they serve and the community at large in 2018. The following stories share examples of this impact on the Houston/Gulf Coast region.

ALF

IMPACT



ALF Makes a Match -- Mind-Body Skills Group and City of Houston - Housing and Community Development Department

Melody Barr and Henderson Smith



"In yet another example of the power of the ALF network, my team at the City of Houston has done 'a complete 180' as a result of an opportunity that came to us through ALF. Henderson Smith, an ALF Senior Fellow, reached out to Dan Snare, President of ALF, to offer an 8-week Mind-Body Skills Group program designed for Hurricane Harvey first responders that was developed by Dr. James Gordon, of the Center for Mind-Body Medicine. The program, coordinated by the Greater Houston Healing Collaborative and funded by the Hurricane Harvey Relief Fund of the Greater Houston Community Foundation, and Rotary Clubs of Houston, has offered my team a transformative Mind-Body Skills building curriculum, that has brought us all much closer together. My team feels more empowered, both professionally and personally, to do their jobs and feel more productive in the work that they do because of this program. I'm deeply grateful to ALF and the Greater Houston Healing Collaborative for this opportunity."

-- **Melody Barr**, Class XXXIX, Deputy Assistant Director Public Services, City of Houston, Housing and Community Development Department

-- **Henderson Smith**, Medical Community Class 5, Holistic Worksite Wellness and Behavior Change Consultant, IIQTC Senior Trainer, NQA & IIQTC Certified Professional Qigong and Tai Chi Teacher, Living Well Therapies

.....2018 Highlights continued... 3

ALF Introduces

"The relationships that I formed in ALF are invaluable to me and have helped me to broaden my personal and professional circles.

Just recently, the ALF network created an opportunity for a critical introduction with respect to Harvey recovery. I am deeply grateful to ALF for the information that is shared among our network and for the trusting relationships that I have formed."

-- Amanda Edwards

Class XLI, Council Member, City of Houston



ALF Provides Insight and Impetus

"When I think about the impact the American Leadership Forum experience has had on me, I think primarily of what I learned about myself and how that has impacted my professional and personal life. ALF gave me the insight and confidence to share what I had to offer with others and it gave me the impetus to start looking at what else I could offer my community. Being with my ALF classmates and seeing what so many of my peers had been able to accomplish, I was inspired to go for the gold, and not let my fear or age hinder me from doing what I wanted to do. I began exploring new opportunities and soon received a call from an organization looking to recruit me to their team. I've been extremely pleased with this new opportunity to help those that are the underdogs. At age 65, I am fortunate to say that I'm totally jazzed about getting up every morning and going to work. As a side note, recently I was the first Latina to chair the Association of Fundraising Professionals luncheon in its

18 year history. I don't think I would have had the confidence to make this move, lead this huge event and achieve the recent successes in my life without the experiences provided to me by ALF, the guidance I received from Dan Snare, President of ALF, Jill Carroll, ALF Program Consultant, and the friends I made in my class. I'm so excited to contribute and make a mark on these new challenges at this stage of my life! Muchas gracias ALF!"



-- Marilu Garza

Class XLI, Chief Development Officer, The Center for Pursuit



ALF Bonds Build Trust

“As I reflect on my ALF class experience, I realize that I am now more comfortable trusting others. In particular, I would never have been able to climb the rock face in Colorado if I had not developed the trust with my classmates working the ropes below. Earlier on that day, I had decided that I was not even going to try. But as I watched them help several others climb, I could sense the bond I had formed with these friends and that they would support my effort. That bond enabled me to do it! If I can develop that trust in my other relationships, the possibilities are endless.”

-- Tracy Janda

Class XLIII - Community Education, *Community Relations Manager, CenterPoint Energy*



ALF Team Collaborates on Upstream Solutions



(Senior Fellows L to R: Jo Ann Burbidge, Jackie Autman, Lisa Caruthers, Larry Payne, and Roopa Gir)

Upstream Solutions Team

At the 2017 ALF Senior Fellows Retreat, Ann Barnes, Class XXIX, Chief Medical Officer, Legacy Community Health, introduced the concept of “Upstream Solutions” to address the needs of children in poverty at the source of the issues. A group of Senior Fellows were inspired by her challenge and formed the “Upstream Solutions Team” to continue work after the retreat in this area. Senior Fellows in this group include professionals from mental health, education, after

school care, community centers and community activists. For nearly 2 years after the retreat, members of this group worked collaboratively to:

- ▶ bring their voices to “Setting Social and Emotional Learning Priorities for Houston” at the CASE Conference
- ▶ learn about a survey by Quianta Moore, M.D., J.D., Fellow in Child Health Policy at the Baker Institute for Public Policy, and how it can support understanding for improved services for youth
- ▶ participate in the Chavez High School community breakfast
- ▶ attend the City of Houston and the School Behavioral Health community dialogue on addressing youth trauma in Harris County and
- ▶ engage in a follow up dialogue on Social and Emotional Learning Recommendations for Houston hosted by CASE.

Together they harnessed the true value of ALF: utilizing ALF’s network to move beyond silos, to work collaboratively to address Houston’s pressing issues.

2018 Highlights *continued...*



ALF Connects

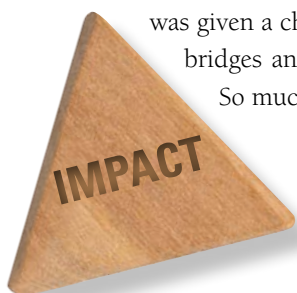
Lharissa Jacobs is a passionate advocate for healthy living. Her current work is with the YMCA of Greater Houston, building health partnerships to improve Houston's health. Lharissa's mission in life is to help create healthier communities in innovative ways. Before her ALF class started, Dan Snare, ALF President, invited Lharissa to attend an ALF Second Friday Breakfast dialogue on immunizations, a topic he thought would be of particular interest to her.

As luck would have it, Lharissa sat down next to LaTasaha H. Callis, the Administration Manager in the Immunization Bureau of Houston's Health Department, at the breakfast. They began talking about Lharissa's work at the YMCA, and a grant that she recently received from Pfizer, a pharmaceutical company, to encourage parents to follow the CDC recommended panel of childhood vaccinations. Lharissa explained to LaTasha that they were looking for partners to help get the word out into the community, to implement this goal. LaTasha's face lit up when she explained to Lharissa that her team at the Houston Health Department was tasked with getting out into the community to share the benefits of vaccinating babies! The synchronicity and serendipity of their meeting could not have been more ideal—the YMCA program and funding and the Houston Health Department implementation team were meant to connect. Through the connection they made at the ALF breakfast, they coordinated several community events together in which they brought educational materials on immunizations to more than 430,000 people.

At the same event, Lharissa also connected with Elizabeth Perez, the Director of the Office of Communications, Education and Engagement at Harris County Public Health. Through a conversation initiated at the breakfast, Elizabeth extended an offer of Harris County Public Health vans to the YMCA to help distribute immunizations. Since the breakfast in March, they have discussed ways to collaborate in the future.

Additionally, Lharissa made a connection with Allison Winnike, Class XLVI, President and CEO of The Immunization Partnership, a panelist at the dialogue and has enhanced her knowledge on the field of immunizations from further conversations with her as well. Lharissa plans to encourage YMCA staff to attend coalition gatherings through The Immunization Partnership. Lharissa left the breakfast dialogue feeling energized and excited about the potential to build on the relationships that were sparked at the event.

"I'm so grateful to have the opportunity to participate in the American Leadership Forum as a Fellow. I knew when I was given a chance to join the organization that it was a once in a lifetime opportunity! ALF truly helps to build bridges and is a fantastic convener," said Lharissa. "I'm so grateful that I attended that breakfast in March. So much has developed as a result. I can't wait to see what else happens from here!"



-- Lharissa Jacobs

Class XLVI, Community Development Executive Director, YMCA of Greater Houston



Class XLI Graduates ★ ★ ★

Jerry Ashworth - Senior Vice President & Chief Executive Officer, TIRR Memorial Hermann

James Barrette - Secretariat Director-Pastoral & Educational Ministries, Archdiocese of Galveston-Houston

Ericka Brown, MD - COO, Harris Health System

Paul D. Charles - Executive Director, Neighborhood Recovery Community Development Corporation and Community Loan Center of Greater Houston

Amanda Cloud - President & CEO, The Simmons Foundation

Alan Dettlaff - Dean & Professor, University of Houston Graduate College of Social Work

Amanda Edwards - Council Member, City of Houston

Julie Farr - Executive Director, Houston Museum District

Joe C. Fuentes, Jr. - Chief Executive Officer, Avenue 360 Health & Wellness

Catherine Garcia-Prats - Community Volunteer

Ashok Garg - CEO, Allied Exports Inc.

Marilu Garza - Chief Development Officer, The Center for Pursuit

Ursula A. Hall - Judge, 165th Civil Court, Harris County

Kathleen Martinez - Sr. Director, National Strategic Relationships & Initiatives, BP America and Executive Director, BP Foundation Inc.

Susan Pennebaker - COO, Pennebaker

Marvin Pierre - Co-Founder/Executive Director, Eight Million Stories

John Rolfe - Chief Development Officer, Kansas Leadership Center

Tim Schauer - Senior Vice President, Cornerstone Government Affairs, Inc.

Catherine Than - Business Attorney, Bickerstaff Heath Delgado Acosta LLP

Laurie Vignaud - Assistant Director, Housing and Community Development Department's Single Family and Economic Development divisions, City of Houston

Julie Waters - Executive Director, Free the Captives Houston

Jay Zeidman - Managing Partner, Resolute Venture Partners



Class XLII Graduates ★ ★ ★ ★ ★

Errol Allen II - Senior Integrator, NASA

Ann Best Scott - Chief Development Officer,
HISD and Executive Director, HISD Foundation

Collin Cox – Partner, Yetter Coleman LLP

Myra L. Davis - Sr. VP/Chief Information Officer,
Texas Children's Hospital

Cynthia Garza Roberts - Director of Community Impact,
Comcast - Houston Region

Melanie Johnson - President and CEO,
Collaborative for Children

Deanea LeFlore - Director of Community Engagement,
Partnerships, and Education, Station Houston

Kenneth Li – President, Southwest Realty Group

Melinda Little - Director of Government Affairs, Comcast

Nicole Longnecker - Owner, Nicole Longnecker Gallery

Rita Lucido - Attorney at Law, Rita Lucido, P.C.

Crawford "Mickey" McGill – Private Wealth Advisor/
Managing Director, Ameriprise Financial

Amy Mitchell - Partner, Mitchell & Duff, LLC

Christina Morales - State Representative,
District 145, State of Texas

Daniel Morales - Director Public Affairs, Walmart

Ron Oran - Partner, Foley Gardere

Jeffrey D. Powell - SVP, Wells Fargo Government &
Institutional Banking

Marti Powers - External Relations Manager, US,
Shell Oil Company

Larry Satterwhite - Asst. Chief-Homeland Security,
Houston Police Department

Yolanda Smith - Executive Director,
NAACP - Houston Branch

Jim Webb - Chief Executive Officer,
The Goodman Corporation

Anne Whitlock - Executive Director,
Connect Community

Philip Wright - Community Relations,
Houston Housing Authority



Donna Bahorich - Chair, Texas State Board of Education

Brandie Cleaver - Director of Outreach, HERdacity

Krista A. Coleman - Project Explore Advisor,
Houston Independent School District

Sue Dimenn Deigaard - District V Trustee,
Houston Independent School District

John G. Duman - CEO, Premier Edu

Richard Farias - President/CEO, American Latino
Center for Research, Education & Justice

Roopa Gir - Founder and Chairman, iEduate

Robert Glaser - Trustee, District V, HCCS

Christopher Greeley - Professor of Pediatrics,
Texas Children's Hospital & Baylor College of Medicine

Tracy Janda - Community Relations Manager,
CenterPoint Energy

Todd C. Litton - Founder & CEO, C Change
Consulting LLC

Bea Marquez - Manager/ Social Emotional Learning
Department, HISD

Lonnie Mathews - Director, Alliance Financial
Ministries, Inc.

Sasha McLean - Executive Director, Archway Academy

Antoinette Montgomery - Chief Administrator of
EHS/HS & PCEP Programs, AVANCE-Houston, Inc.

Tiffany Cuellar Needham - Executive Director,
Teach for America - Houston

Vanessa Ramirez - Community Volunteer

Dustin Rynders - Supervising Attorney, Education Team,
Disability Rights Texas

Tonyel Edwards - Program Officer,
Houston Endowment Inc.

Marlon Smith - Sr. Manager, Policy & Engagement,
BakerRipley

Sharon Washington, PhD - CEO/Executive Director,
Temenos Community Development Corporation

Rodney E. Watson - Superintendent, Spring ISD



2018 Forums *and* Dialogues

► Second Friday Breakfasts and Dialogues

- The Action After—We All Care So Much About Educating Kids in Poverty, So Now What Can We DO?
- How Do We Restore Civil Discourse?
- What is the State of Immunizations in Texas? Where Are We Now? Where Are We Going?
- What is Being Done to Stop Domestic Violence?
- Social Activism in 2018 and Beyond
- The Future of Journalism
- Convicted Felons—Is Their Punishment Ever Complete?
- Resilience, Ripple Effects and Reflections From Leaders One Year After the Rain
- The Future of Work—Will it Work?
- Has Artificial Intelligence Already Infiltrated Business in Space City?

► Chez ALF Dinners

Topics included:

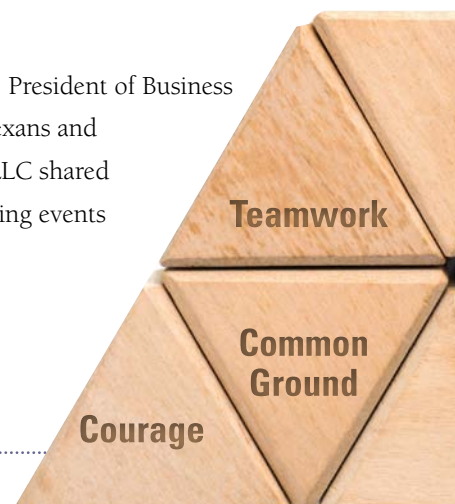
- Leading Houston in a More Inclusive Way
- Houston Strong ... But what about the at-risk youth?
- Supreme Court Justices: Time for Term Limits?
- Convicted Felons: Is Their Punishment Ever Complete?—Continuing the Conversation
- Latino Leadership Conundrum



► Reservations for Six breakfasts

► Why Is Houston “Hot” on Sports?

Janis Burke, CEO of the Harris County – Houston Sports Authority, Reid Ryan, President of Business Operations for the Houston Astros, Jamey Rootes, President of the Houston Texans and Carrie Potter, Class XXXIV, Owner and President of The Carrie Potter Group, LLC shared behind the scenes information on how collaborations are key to bringing sporting events to Houston and much more!



2018 Forums *and* Dialogues

Respect

► Fellows Classes XLI, XLII and Class XLIII – Community Education graduated

- Class XLI Fellows convened a conversation around “How to dialogue on challenging issues across differences,” specifically concerning race and privilege.
- Class XLII Community Education Fellows convened a conversation around the powerful question, “How Can We Be as Inclusive as We Are Diverse?”
- Class XLIII convened a conversation around incarceration and parenting

► Classes XLIV, XLV, and XLVI - Healthcare were launched

► The 2018 Nonprofit Leadership Collaborative Forum

presented Dan Heath in *The Power of Moments, Why Certain Experiences Have Extraordinary Impact*

► Annual Meeting hosted by Silver Eagle Distributors

► Class Experiences and Curriculum

- Orientation- Camp Allen, Navasota, TX
- Transformational Dialogue
- Wilderness Experience- Florissant, Colorado
- Houston Area Survey with Stephen Klineberg, Ph.D.
- Experience as Other
- Polarity Management- Engaging Across Ideological Differences
- Taking Stock Retreat
- Leading is Convening
- The Art of Powerful Questions
- Commencement and Community Dialogue
- Debrief Reunion

Challenge

Collaboration

Inclusion

Civility





(L to R, Jim Crane, Whitney Crane, Leticia Trauber, Stephen Trauber)

2018 Joseph Jaworski Leadership Award Dinner

Stephen and Leticia Trauber were presented with the *Joseph Jaworski Leadership Award* and **Jim Crane** received the *ALF Public Service Award* on Thursday, April 26, 2018 at the Houstonian Hotel, Club & Spa. The event, attended by more than 390 guests, raised more than \$280,000 to support the American Leadership Forum's ongoing mission of joining and strengthening diverse leaders to serve the common good.

Service

Donor Recognition ★ ★ ★ ★ ★

ALF values and appreciates all contributions made in support of our mission of joining and strengthening diverse leaders to serve the common good. ALF would like to acknowledge donors who have made significant contributions in support of our programming and scholarships in 2018 through Grants, the Annual Fund Membership Campaign, Joseph Jaworski Leadership Award Dinner, and Endowed Scholarship Funds.

\$40,000+

American Express

\$30,000 +

Leticia and Stephen Trauber
Rockwell Fund

\$15,000 +

Arturo Chavez/PAGE
Jim Crane/ Houston Astros
H-E-B
Shell
Sue and Randy Sim

\$10,000+

American Petroleum Institute
CenterPoint Energy

Melanie Gray and Mark Wawro
Susan and Faye Sarofim

\$5,000+

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In-Kind Support

Amegy Bank Officer Development Program

Bayside Printing

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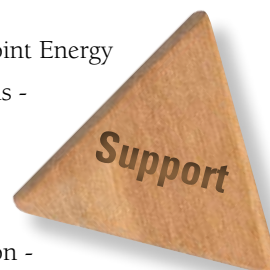
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Host of numerous dialogues and class sessions -
The Council on Recovery

Jerry Martin and KPRC

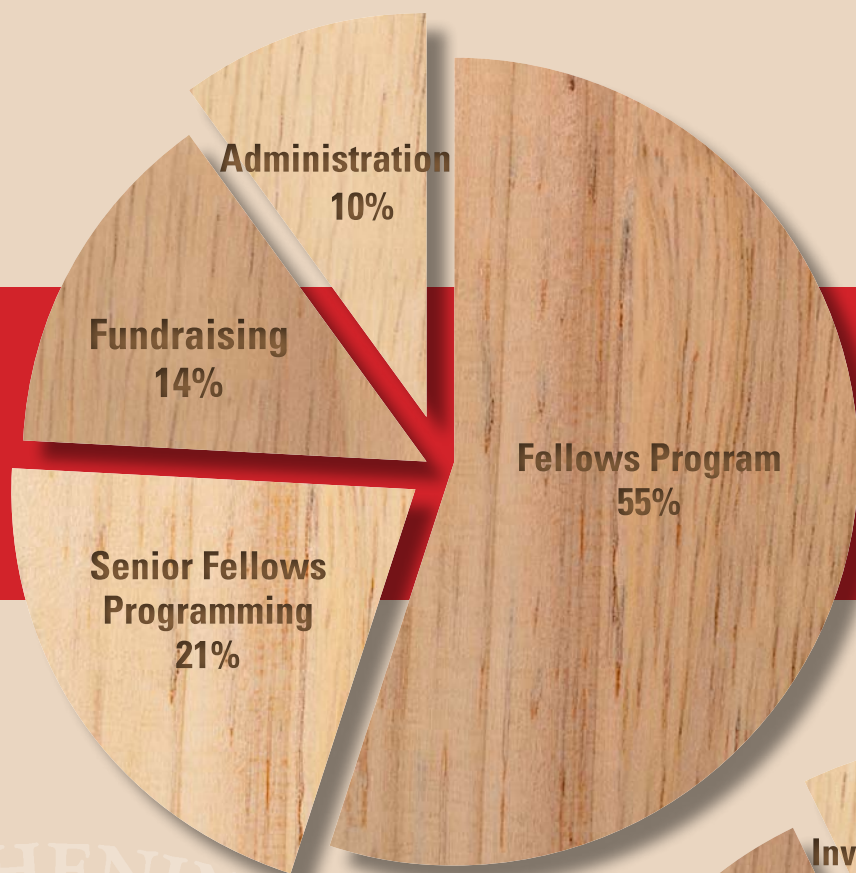
Media Partner - Houston Business Journal

Host of the 2018 Annual Meeting and Reunion -
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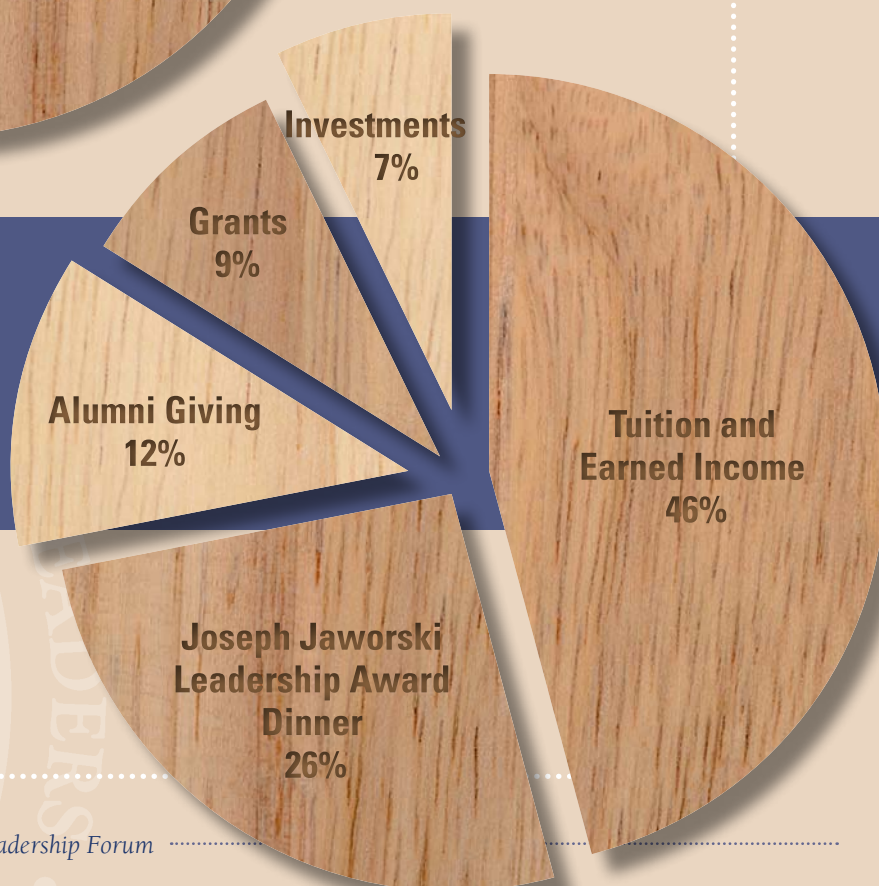
Financials

For 2018 ALF had revenues of \$922,604 and expenses of \$918,963. At year end ALF had investment assets of \$2.737 million of which \$1.640 million is in our Endowed Scholarship Fund.



Expenses
\$918,963

Revenues
\$922,604





Chair

Randy Sim
Class XXX
President, Satsun Corporation

Immediate Past Chair

Sharon Murphy
Class XXIII
Partner, McConnell Jones Lanier & Murphy LLP

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Leisa Holland-Nelson
Class XXX
Vice President and Chief Marketing Officer, Astoundz

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Class XXX
*Director, Lazarus Energy Empowerment Program,
Lazarus Energy Holdings, LLC*

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Mission Statement

The American Leadership Forum (ALF) is a nonprofit organization whose mission is to join and strengthen diverse leaders to serve the common good.

ALF's Core Values:

- Primacy of relationship
- Appreciation, exploration and inclusion of diversity
- Dialogue and collaboration
- Service to the common good
- Inner reflection and personal growth

Printing generously underwritten by



American Leadership Forum

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