



2020



**Annual  
Report**

**Forward. Together.**

American Leadership Forum Houston/Gulf Coast Chapter



# 2020 Highlights



**137** Leaders  
Trained in  
ALF Classes  
in 2020



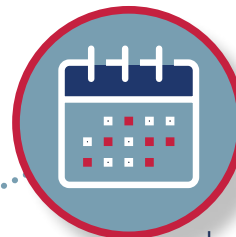
**\$144,800**  
Dollars in Scholarships  
Awarded in 2020



**2020**

**1,472**

Senior Fellows Trained  
Since Inception



**2,117** Times

Leaders Engaged  
in ALF Events in 2020

**62** Dialogues,  
Workshops, Trainings  
and Events in 2020



## MESSAGE from the Chair

How many times during 2020 did we proudly say, “ALF was built for times like these”?

Throughout the unbelievably challenging year, ALF’s Senior Fellows were on the front lines, using their collaborative leadership skills to battle the COVID-19 pandemic, challenge racial injustices and address political divisiveness in our country. The American Leadership Forum worked diligently to adapt and create opportunities to support our more than 1,400 Fellows and Senior Fellows as they worked to address needs in the community at food banks, hospitals, religious institutions, and in so many other places across our region. Our virtual dialogues explored urgent issues, helped Fellows and Senior Fellows forge new relationships and provided a safe space for leaders’ self-care. The relationships we have built (and continue to build) through the ALF network and the skills we have nurtured, are critical to leading through times like these!

I am extremely proud that we hosted ALF’s first-ever virtual Joseph Jaworski Leadership Award event this past year. During this event, not only did we highlight the

brilliant leadership of our honorees, but we also paid tribute to the tireless work of Fellows and Senior Fellows on the front lines as they served the community during the pandemic.

What’s more, we raised record-breaking support for the ALF mission! I would like to personally thank each ALF Fellow, Senior Fellow, board member, committee member, volunteer and generous donor as well as our talented staff team and facilitators for your help doing all of this and creating essential pathways to sustain and grow our mission in 2020. Your support of ALF’s mission is an investment in inspiring positive and collective long-term efforts across the region as we move forward. I look forward to forging new paths together throughout the coming year.



**HOANG QUAN VU** (Class XXXIV)  
Partner, Foley & Lardner LLP

# MESSAGE from the President



## A Path Forward. Together.

As we begin the process of recovering and moving forward after a life altering year, many of us are asking ourselves powerful questions like: *How do we center ourselves and forge a courageous new path after a year like 2020, with so much uncertainty? How do we gain clarity on what is important to us and our vision for creating a more just and equitable society?*

Many of us are grappling with these and similar questions. As Senior Fellows, we have undergone a process that has prepared us to lead – especially during times of great disequilibrium on a global scale. The capacities we have gained as Senior Fellows are essential as we move our community forward. ALF tools such as asking powerful questions, engaging in dialogues from a place of curiosity, cultivating empathy, and developing a vision that is inclusive and inspiring for all members of our society can help us in doing the work of leading.

For these reasons, we decided that it was critical that we move forward with our Fellows program during a global pandemic and quickly adapted the program to take place on a virtual platform. Our Fellows in Class L, LI and LII were our mavericks and proved to be resilient and committed

to doing the inner leader work, learning new skills with openness and curiosity, and cultivating deep relationships with each other.

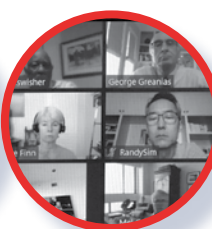
We also expanded our virtual convenings, dialogues and classes for our Senior Fellows to keep strengthening their capacity and ability to lead. We added opportunities for them to connect across classes through breakout sessions and nature hikes.

Throughout the many changes we experienced in 2020, ALF stayed focused and committed to fostering a community of interconnected leaders that are having a local impact. I am delighted to share some of our important adaptations and accomplishments in 2020 in this Annual Report. I join our Board Chairman, Hoang Quan Vu, in thanking each of you for making our work possible and invite you to lock arms with us as we blaze new trails and expand our vision for deepening the ALF impact in our community. Thank you for the opportunity to serve you and our community as the ALF-Houston President. I am proud to work with a dedicated team of board members, staff, and facilitators that are deeply committed to our mission to *join and strengthen diverse leaders to serve the common good.*

Lead on.

**NORY ANGEL** (Class XXX)  
President,  
American Leadership Forum

*Benefits to the community include a continuing supply of effective and enlightened leaders trained in collaboration and consensus building, and coalitions created to build a more effective community in the Houston/Gulf Coast area.*





## Second Friday Breakfasts and Dialogues

### → Critical Issues Series

- Immigration
- Sustainability and Environmental Issues

## Connecting Our Community During the Coronavirus Pandemic

### → Mindfulness Moments

- Led by Senior Fellows Michele Pola, Sean Fitzpatrick, Juanita Rasmus, Henderson Smith and Qusai Mahesri
- ALF “Deep” Check-Ins, facilitated by ALF Facilitator and Senior Fellow, Mel Taylor

### → Dialogues

- How might we work together around food insecurity during the Coronavirus Crisis?
- How might we best support learning for all children across our community during the Coronavirus Crisis?
- Philanthropy and Funding During the Coronavirus Crisis: What Does Philanthropy and Philanthropic Strategy Look Like in Times of a Crisis and How is this Strategy Different During the Coronavirus Crisis?
- How do we leave work at the office when our office is our living room?
- What Role will Workforce Play in Houston’s Path Forward Out of the COVID-19 Crisis?
- Flattening the Domestic Violence Curve With Collaboration During and After the Coronavirus Crisis
- How Can Religious Communities Lead Change In Response to COVID-19?
- Reopening Our Region: How might we navigate the parallel challenges of both human and economic recovery?
- What if School Does Not Reopen In the fall?  
What are the Implications of Not Having a Normal School Year?
- Lives and Livelihood: The Ethics of a Pandemic
- How Will Innovation and Adaptability During the COVID-19 Pandemic Shape Society Going Forward?





# Forums and Dialogues

# 2020

- Allyship and Inclusion in Support of Black Senior Fellows Across Our Network
- The COVID-19 Vaccines: How quickly will they be available? How safe will they be?
- Get To Know ALF's New President, Nory Angel
- Post-Election Analysis

## Reservations for Six at The Breakfast Klub

## Implicit Bias Training for Harris County Court System with Clay Bowman

## Second Annual Class Reunion Week

- Nearly 250 people from 26 classes participated in virtual reunions to stay connected during the pandemic

## First Annual Check on Your Buddy Day

## Commencement of Fellows in Classes XLVII, XLVIII and XLIX

## Launch of Classes L, LI and LII

## Nonprofit Leadership Collaborative

- The 2020 **Bank of America Leadership Symposium** coordinated by Nonprofit Leadership Collaborative presented Jacqueline Carter in *Mind of the Leader*

## Virtual Annual Meeting: 2020 - A Year of Adaptive Leadership

## Class Experiences and Curriculum

- Orientation
- Transformational Dialogue
- Building Communities of Practice
- The Art of Powerful Questions
- Social Change
- Emotional Intelligence

- Engaging Across Differences, Parts I and II
- Experience as Other
- Leading is Convening
- Taking Stock Retreat
- Virtual Commencement

Friday, April 17, 2020

ALF  
CHECK ON YOUR  
BUDDY DAY





# 2020 Graduates



## Class of 47 Graduates XLVII

**August Al-Uqdah** - Co-Founder and Partner, Veritas Total Solutions

**Marie D. Arcos** - Executive Director, Community Development,  
YMCA of Greater Houston

**Heath Butler** - Venture Partner, Mercury Fund

**Andy Canales** - Executive Director, Greater Houston,  
Latinos for Education

**Sang J. Cho** - Manager of Finance, Keane Group Inc.

**Anne Clutterbuck** - Former Chair of the Board of Trustees,  
Harris Health System

**Deborah Roth Grabein** - Chief Practice Group Integration Officer,  
Hunton Andrews Kurth LLP

**Giselle Greenwood** - Editor In Chief, Houston Business Journal

**Phyllis Griffin Epps** - Consultant in Health Law/Policy,  
PGE Consulting

**Alison Harold** - President and CEO, The Frye Group Inc.

**Kristen Hawkins** - Judge, 11th District Court, Harris County, TX

**Shelly Immel** - Owner, Obsidian Learning

**Chris Johnsen** - COO/General Counsel, Amagazi LLC

**Bryce H. Kennard** - External Communications Manager,  
COMCAST

**Judy Le** - President, TakeRoot Leadership

**Bishop Hector Monterroso** - Bishop Assistant,  
Episcopal Diocese of Texas

**Chau Nguyen** - Chief Marketing and Development Officer,  
Houston Area Women's Center

**Virginia Parras** - President and CEO,  
Parras Grande & Associates, LLC

**Samuel Peña** - Fire Chief, City of Houston

**Karla Sainz** - Director of Organizational Initiatives,  
Arnold Ventures

**Antonio D. Tillis** - Interim President-UHD -- University of  
Houston, Dean, College of Liberal Arts and Social Sciences

**Sheryl D. Victorian** - Assistant Chief,  
Patrol Region 2 Command, Houston Police Department

**John D. Walther** - Business Manager / Consultant,  
Emergency Aid Coalition

**Nicole West** - President, NCA Investigations



# 2020 Graduates



## Class of 48 Graduates XLVIII

**Jacquie Baly** - President & CEO, BalyProjects

**Jacqueline Bostic McElroy** - Assistant District Attorney,  
Fort Bend County District Attorney's Office

**Dolly Brenneman** - President/Founder, Soaring to Greatness,  
LLC-Coaching & Consulting for Business &  
Individual Transformation

**Karen Carter Richards** - CEO/Publisher/Editor,  
Forward Times Publishing Company

**Michael Chu** - Assistant U.S. Attorney,  
US Attorney's Office, U.S. Department of Justice

**Garvin H. Davis** - Ophthalmologist

**April Day** - President, Women's Business Enterprise Alliance

**Theresa Kosmoski** - Director, Kosmoski Consulting

**Courtney Lamm** - Chief Development Officer,  
Houston Public Media - University of Houston

**Patrick Lancton** - President, Houston Professional  
Fire Fighters Assoc.

**Perryn Leech** - General Director, Canadian Opera Company

**Sergio Lira** - Education Consultant

**Sheroo Mukhtiar** - CEO/Executive Director, SER Jobs

**Juan S. Munoz** - President, University of Houston-Downtown

**Ruby L. Powers** - Founder & Managing Attorney,  
Powers Law Group, P.C.

**Sandra Rodriguez** - Human Service Program Manager -  
Area C, Houston Health Department

**Carmen Roe** - Attorney, Carmen Roe Law Firm

**Jevaughn Sterling** - Senior Vice President, Amegy Bank

**Daniel L. Stoecker** - CEO, The Alliance

**Carlos Villagrana** - Program Officer, Houston Endowment, Inc.

**Margaret Wallace Brown** - Director,  
Planning and Development City of Houston

**Byron A. Young** - Asst. VP, Relationship Manager, Chase Bank



# 2020 Graduates



## Class of 49 Graduates XLIX

**Alim Adatia** - Attorney, Outreach Strategists

**John W. Boerstler** - CEO, Combined Arms

**Sheila Briones** - Director of Community Development & Shared Services, Houston Community College

**Monica Brown - Broussard** - Chief Advancement & Administrative Officer, Council on Recovery

**Tammie Lang Campbell** - Founder & Executive Director, Honey Brown Hope Foundation

**Pierre Cannings** - Assistant Pastor/Professor, Living Word Fellowship Church/College of Biblical Studies

**Kevin Dancy Jr.** - Community Development Advisor, Federal Reserve Bank of Dallas/Houston Branch

**Jerry V. Davis** - Vice Mayor Pro-Tem, City of Houston

**Cydonii Fairfax** - EVP & General Counsel, METRO

**Melanie Fisk** - Sr. Director of Adult Education, Baker Ripley

**Kevin Foyle** - VP for Development & Public Affairs, UTHealth

**Matt Frederick** - K&D Pipeline Services, Inc.

**Jim Granato** - Executive Director- Hobby School of Public Affairs, University of Houston

**Grace Kim** - Head of Strategic Projects, Goldhill Management

**Michele Leal** - Consultant, EnFocus Strategies

**Grant Martinez** - Associate, YetterColeman LLP

**Michael W. Moore** - Founder/President, Empowermental, Inc.

**Ritu Nadkarni** - Associate Director -Medical Affairs, Merck & Co.

**Sue Sim** - Community Volunteer

**Conte Terrell** - President/ED, Fresh Spring Wellness for Women, Inc.

**Saul Valentin** - Founding Principal, Collaborate

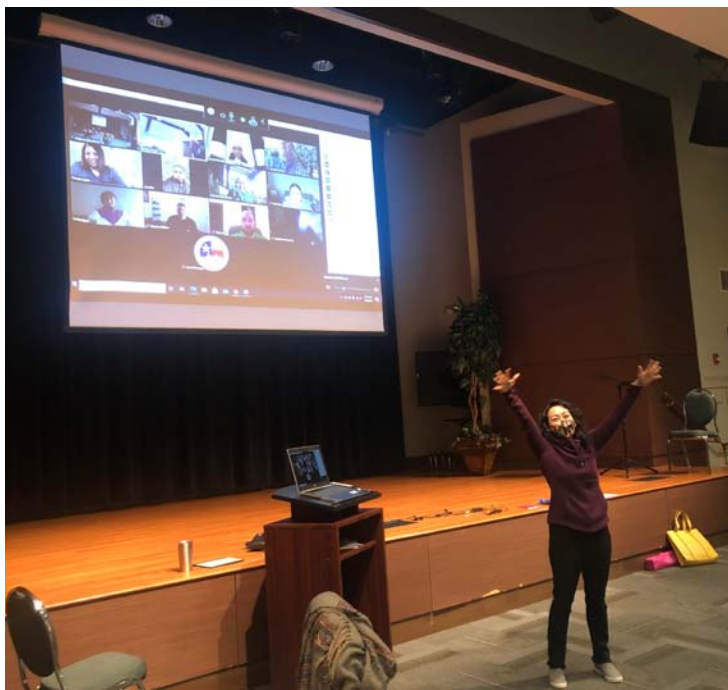
**Cristina J. Vetrano** - President & CEO, Ronald McDonald House Houston

**Jennifer Waldner** - Head of Citizenship, AIG

**Ryan Walsh** - Executive Director, Harris County Sports & Convention Corp-NRG Park

**Constance Ann White** - Former Executive Director, Spindletop Charities





## Adapting for Continued Impact

In 2020 with a global pandemic, an economic crisis and a social movement born of long-standing racial injustice and inequity in our country, the American Leadership Forum quickly pivoted and adapted its programs for continued impact.

ALF launched new and relevant programs on a virtual platform to support and connect Senior Fellows during the pandemic and reshaped the core Fellows program to successfully launch three new cohorts. ALF explored creative ways to support our Fellows in Classes 50, 51 and 52 in deepening their connections and safely meeting in person through nature hikes and other socially distanced gatherings. Our Fellows proved to be resilient and committed as they participated in the ALF program virtually while continuing to connect with their classmates in their one on ones. Our Fellows explored what it means to lead through uncertainty, to experiment with possibilities and to envision a more just, equitable and inclusive society that benefits all. Our Core Fellows program was revamped for a virtual platform and included adding new curriculum on the Harvard Adaptive Leadership framework as well as adding the Emotional Quotient Inventory (EQ-i) which enabled our Fellows to better understand their own emotional intelligence and its impact on their leadership. Fellows did not let limitations or changes get in the way of forming incredible bonds and community, as they connected with one another electronically.

Rick Cruz, a Fellow in ALF's Class L, HISD's Chief Strategy and Innovation Officer, shared, "Some might have said that the timing was not fortuitous, as it was the beginning of a pandemic. However, it has turned out to be a blessing and has given me time to step away from my work and to reflect on what it means to be a leader in the company of others."



## ALF Offers “Deep” Check-Ins: A Vital Source of Support for Leaders During the Pandemic



Long before the COVID-19 pandemic started, the American Leadership Forum provided a safe space for leaders to access the support and resources that they need to continue to impact their organizations and community. With the onset of the pandemic, it became evident to ALF that it could more deeply support its leaders during these times of great uncertainty. Thus, ALF launched its “Deep” Check-ins to provide a safe space where senior level leaders could share feelings, fears, and anxieties and talk about how they were navigating during the ongoing Coronavirus pandemic.

Lisa Caruthers, Criminal Justice 5, Director, Cooperative for After-School Enrichment (CASE) and a participant in a “Deep” Check-in shared, “Leadership during this Pandemic has been a challenging journey. Never before have I had to lead my team, my children and myself through on-going and ever evolving trauma. Participation in the ALF “Deep” Check-in gave me permission to be myself and dialogue about the key factors that are influencing my decisions and coping strategies through such a troubled time.” Mel Taylor, ALF Facilitator and Senior Fellow, led these check-ins. He explained, “It occurred to me that a way to be of service was to offer leaders a brief respite from the day to day, to take pause, listen to others, reflect and frankly just breathe. The unexpected outcome has been that others have reported not feeling so isolated and alone, feeling safe with other ALFers, and gaining clarity about how to get through these times.”

## Senior Fellows Work Together to Provide Discounted Hotel Rooms to Medical Personnel Battling the COVID-19 Pandemic



Dr. Kim Monday, Class XLVI, Vice Chair, Clinical Operations Department of Neurology, McGovern Medical School and former Chair of the Harris Health System Board of Trustees, received a call from an ER physician colleague who was worried about coming home to an elderly mother undergoing chemotherapy after treating COVID-19 patients. Dr. Monday contacted Anne Clutterbuck, Class XLVII, former Chair, Harris Health System Board of Trustees, to see if she could help. Anne mentioned this idea on a virtual ALF Class XLVII Check-In in early March 2020 during Houston’s Stay-at-Home order and that is where the ALF magic began.

Dan Snare, former President of ALF reached out to John Kajander, Class XXXV, Strategic Business Consultant, Houstonfirst Corporation and “floated the possibility of some hotels being able to provide housing so these “at risk” employees did not bring the virus back to their families”. John said, “I told Dan that I would work the internal process at Houstonfirst and see if this was an idea that may be considered by our hotel partners in the community.” Within 24 hours this idea took off.

John explained, “ALF allowed people who had an interest and an idea of a way to help to cut through administrative red tape and allow for something great to occur. We were able to connect quickly and with real velocity. More than 35 hotels responded with discounted rates. The value of ALF was being able to connect the right people quickly and then knowing how to step back and let those people make things happen.” Anne added, “ALF provided a variety of connections in our network to get this accomplished, though none of us really want to take credit for it. I really believe that the end result isn’t measured in numbers, but in experiences and relationships built for the future.”



## The Formation of ALF's Racial Justice Steering Committee

After George Floyd died in May of 2020, ALF's Houston/Gulf Coast chapter held a series of convenings to bring African American Senior Fellows and allies together to identify ways to support the learning, growth and action of Senior Fellows around racial justice and equity. Out of these dialogues, a group of Senior Fellows, passionate about continuing this work formed the ALF Racial Justice Steering Committee (RJSC). They developed the following purpose statement to guide this work.



### We Believe...

**We believe** that the ALF Houston mission can be accomplished more fully if we understand and address how systemic racism, and the failure to afford racial justice, affects our community.

**We believe** that effectively leading in our current multi-ethnic, multi-cultural environment requires leaders to examine their own biases and to become aware of how these biases impact how they lead.

**We believe** that racial justice is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all.

**We believe** that our work as Senior Fellows includes advancing racial justice through leadership development.

### Therefore...

In keeping with American Leadership Forum's mission to join and strengthen diverse leaders to serve the common good, and in the context of the principles outlined above, the Racial Justice Steering Committee is committed to:

1. Providing a plan and a framework by which ALF Houston can evaluate and modify its curriculum and programming to better reflect its mission in light of issues concerning racial justice and systemic racism.
2. Proposing programs and resources by which Senior Fellows can engage, individually and collectively, in internal work to examine our own biases and to develop awareness of how these biases impact how we lead.
3. Developing mechanisms through which Senior Fellows can engage, as individuals and collectively, in community work concerning racial justice and systemic racism.

The Racial Justice Steering Committee is currently developing an ALF Diversity Equity and Inclusion Program Model and pursuing funding to support the launching of this model in 2021.





## 2020 JOSEPH JAWORSKI LEADERSHIP AWARD VIRTUAL EVENT

American Leadership Forum - Houston/Gulf Coast Chapter

# A Call to LEAD

Randy and Sue Sim were presented with the Joseph Jaworski Leadership Award and Daniel W. Snare received the 2020 ALF Public Service Award on September 17, 2020 at the organization's first-ever virtual event: A Call to Lead. The event raised \$300,000 to support the American Leadership Forum's mission of joining and strengthening diverse leaders to serve the common good.

Master of Ceremonies for this special evening, ALF Senior Fellow, Khambrel Marshall, Meteorologist, KPRC TV Channel 2, guided the evening's festivities. Show highlights included Senior Fellows answering the Call to Lead during the COVID-19 pandemic including Brian Greene, President/CEO of the Houston Food Bank, who helped to distribute millions of meals through its network of 1,500 community partners which include food pantries, soup kitchens, social service providers and in schools in southeast Texas, Dr. Maria Elena Bottazzi, Associate Dean of the National School of Tropical Medicine, Professor of Pediatrics and Co-director of Texas Children's Center for Vaccine Development at Baylor College of Medicine and who lead a team working to develop a COVID-19 vaccine at Baylor and Mia Wright, Co-Pastor, Director of Ministries, The Fountain of Praise Church, who led the final viewing and funeral of George Floyd for his family. Each shared stories about how ALF helped them lead and enhanced their leadership capacity for the greater Houston region, especially through unprecedented moments of adversity. The special evening concluded with a message of inspiration and thanks ALF's new President, Nory Angel.

ALF gratefully acknowledges all contributions to the 2020 event and especially the following ALF Classes who reached the Class Leadership Sponsor Level together, with cumulative gifts of \$2,500 or more.

<b>Class IX (9)</b>	<b>Class XXIII (23)</b>	<b>Class XXXIV (34)</b>	<b>Class XLVI (46)</b>	<b>Class XLV (45)</b>
<b>Class XIII (13)</b>	<b>Class XXVI (26)</b>	<b>Class XXXVII (37) -</b>	<b>Class XLVII (47)</b>	.....
<b>Class XIV (14)</b>	<b>Class XXVIII (28)</b>	top fundraiser!	<b>Class XLVIII (48)</b>	<b>Medical Community</b>
<b>Class XV (15)</b>	<b>Class XXX (30) -</b>	<b>Class XXXVIII (38)</b>	<b>Class XLIX (49)</b>	<b>Class 4</b>
<b>Class XVII (17) -</b>	top fundraiser!	<b>Class XXXIX (39)</b>	<b>Class L (50)</b>	<b>Medical Community</b>
<b>Class XVIII (18) -</b>	<b>Class XXXII (32)</b>	<b>Class XLIII (43)</b>	<b>Class LI (51)</b>	<b>Class 5</b>





The challenges and opportunities have never been greater – and the work of leaders has never been more important. Every gift made to ALF is an investment in the future of our community and our leaders – and the future of ALF. 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 made significant contributions in support of our programming and scholarships in 2020 through grants, the Annual Giving Campaign, the Joseph Jaworski Leadership Award Event, and Endowed Scholarship Funds.

### **\$50,000+**

American Express

### **\$20,000+**

Arturo Chavez / PAGE

Melanie Gray

Susan & Faye Sarofim

Randy & Sue Sim

### **\$15,000+**

H-E-B

Memorial Hermann

### **\$5,000+**

Edward Allen

Houston Methodist

John P. Mc Govern Foundation

Leon Jaworski Foundation

Marek Family

RSM US LLP

Shell Oil

David Underwood

John Watson

### **\$2,500-\$4,999**

Amegy Bank

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CT Bauer College of Business

Executive Education

Esther Friedman Family Foundation/

Ann & J. Kent Friedman

Michelle (Mikki) Hebl

Houston Community College

Lorraine Lewis

Masterson Advisors LLC

Rahul Mehta

Michael Rudelson for LifeBridge

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Susan Pennebaker

Martha Powers

Wilhelmina Robertson

Regina Rogers

Daniel Snare

Mustafa & Selma Tameez

UTHealth

Randy Velarde

### **\$1,000-\$2,499**

Paula Arnold

Leah Barton & David Kim

Peter Beard

Leslie Blanton

Maria Elena Bottazzi

Dolly Brenneman

Community Health Choice

Irma Diaz-Gonzalez

Jim Drew

Roland Garcia

Harry Gee

Jay Guerrero

Kenneth Guidry

Samuel Jacobson & Carl Josehart

Richard Jennings

Y. Ping Sun & David Leebron

Paule Anne Lewis

John Lollar

George Martinez

Tyra Metoyer

Kimberly Monday

Sharon Murphy

Anne Neeson

Craig Rohden & Space City Credit

Union

Becky Seabrook

Lois Stark

Steve Stephens

Nancy & Soner Tarim

Howard Tellepsen

Leticia Turner

Sherry Vetter

Hoang Quan Vu

John Walsh

Kay & John Walther

Don Wang

Harriet Wasserstrum

Robert Wimpelberg

Susan Young

### **\$500-\$999**

Alice Aanstoos

Jagdip Ahluwalia

Karla Alamilla-Vincent

Nory Angel

Gregory Armstrong

Jerry Ashworth

Ann Barnes

George Beatty

Jack Blanton

Jo Ann and Oliver

Burbridge

Gina Carroll

Les Cave

Stephen Costello

Thao Costis

Leo De Leon

Frank Donnelly

Anna Dragsbaek Coffey

Ida Eng

Jo Lynn Falgout

Robert Glaser

Mark Goldberg

Deborah Grabein

Jerome Gray

Teresa Harris

... continued



## \$500-\$999 Continued...

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Randy Petersen  
Port of Houston  
Jim Postl  
Sallie Rawlings  
Margaret Rodriguez  
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John Stanton  
Ellen Susman  
Joe Bill Watkins  
Ravi Yanamandala  
Teresa Yancey  
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Lucretia Ahrens  
Linda Aldred  
Jeffrey Alexander  
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Errol Allen  
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Sang Cho  
Hannah Chow  
Michael Chu  
Anne Clutterbuck  
Pamela Cobb

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Jerry Compton  
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Hiram Contreras  
Robin Cooley  
Janette Cosley  
Rick Cruz  
Jermaine Daggett  
Keasia Daniels  
Rayanne Darensbourg  
Dan D'Armond  
Garvin Davis  
Vivian Dawkins  
Ann Deaton  
Cindy Deere  
Suzan Deison  
Mary desVignes-Kendrick  
Dee Dee Dochen  
Jack Doherty  
Tommie Dorsett  
Michael Dotson  
Nancy Dunlap  
Cathy Easter  
Robert Eckels  
Melissa Edwards  
Claudette Edwards  
Tonyel Edwards  
Susan Elmore  
England and Company  
Diane Englet  
John Esquivel  
Cydonii Fairfax  
Gayle Fallon  
John Farrell  
Vaunette Fay  
Judith Finkel  
Melanie Fisk  
Reagan Flowers  
Cecil Fong  
Susan Fordice  
Sheri Foreman  
Lupe Fraga  
Stephen Fraga  
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George Greanias  
Brian Greene  
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Brenda Hellyer  
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Richard Hite  
Tram Ho  
Zachary Hodges  
Leisa Holland-Nelson  
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Ellen Junious  
Mandy Kao  
Loan-Anh Kao  
Ann Kaufman  
Patricia Kerrigan  
Patrick Kiley  
Grace Kim  
Patrick Kim  
Darryl King  
Bonna Kol  
Theresa Kosmoski  
Sharon Koziol  
Carla Kuaiwa  
Cara Lambright  
Courtney Lamm  
Judy Le  
Anna Leal  
Wea Lee  
Victor Lee  
Michael Lee  
Perryn Leech  
David Legge  
Amy Leonard  
Ernest Lewis  
Carol Lewis  
Kenneth Li  
Sergio Lira  
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Ronald Martin  
Jerome Martin  
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Vidal Martinez  
Pilar Martinez-Karner  
Lonnie Mathews  
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Leslie Mays Martin  
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Cathy Mincberg  
Gasper Mir  
Marcelle Mir  
Christina Morales  
Teresa Morales  
Colleen Morimoto  
Catherine Mosbacher  
Misty Mousa-Lanza  
Sheroo Mukhtiar  
Jana Mullins Danna  
M. Anne Murphy  
Terrylin Neale  
Tiffany Needham  
Leslie Nelson  
William Neuhaus  
Laurence Neuhaus  
Jerry Nevlud  
Anhlan Nguyen  
Annette Nguyen  
Richard Noriega  
Eduardo Nunez  
Carol Oeller  
Melissa O'Hara  
Sandra Olson  
Sineria Ordenez  
Elexa Orrange-Allen  
Shaul Osadchey  
Sharon Owens  
Kathleen Ownby  
Graham Painter  
Imogen Papadopoulos  
Annise Parker  
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Adrian Patterson  
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Carole Pinkett  
Priscilla Plumb  
Christy Poisot  
Michele Pola  
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Judson Robinson  
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R. Rudy  
Keith Rudy  
Dustin Rynders  
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Graciela Saenz  
Vanessa Sampson  
Ravi Sandill  
Leila Sarmecanic  
Kwabena Sarpong  
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Richard Schechter  
Cissy Segall Davis  
Carol Shattuck  
Matt Shelton  
Cynthia Siegel  
John Simon  
Nancy Sims  
Amy Smith  
Brian Smith  
Marlon Smith

...continued



## \$100-\$499 Continued...

Michael Snare  
Vanessa Sola  
Joseph Soliz  
James Soller  
Julie Spier  
Michae Stewart  
Debra Stewart  
Carel Stith  
Daniel Stoecker  
Brian Stoker  
Julienne Sugarek  
Suzanne Sutherland  
Vernus Swisher  
Louise Symmes  
Joseph Synan  
William Taylor  
Courtney Taylor  
Susanne Theis  
Brock Thomas  
Antonio Tillis  
Baldwin Tom  
Ileana Trevino  
Christopher Tritico  
Charlene Tsang-Kao  
Robert Tucker  
Anne Tucker  
Rebecca Udden  
Nwamaka Unaka

Saul Valentin  
George Van Fleet  
Evelyn Velasquez  
Cristina Vetrano  
Steve Vetrano  
Sheryl Victorian  
Carlos Villagrana  
Jose Villarreal  
Kim Vu-Nguyen  
Jennifer Waldner  
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Margaret Wallace Brown  
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Rodney Watson  
Chris Watt  
Tracy Weeden  
Sherry Weesner  
Craig Wessels  
Andrea White  
Constance White  
Emilee Whitehurst  
A. Martin Wickliff  
Gerald Wilson  
C. Dean Woods  
Mia Wright  
George Yang

## Other

Farida Abjani  
Rebecca Block  
Susan Borches  
Alexander Bunin  
Deborah Castelo  
Jeff Clarke  
Brandie Cleaver  
Laura Cohen  
Sara Cronin  
Clayton Dallas  
Debra Danburg  
Phyllis Epps  
Arun Gir  
Christopher Greeley  
Alison Harold  
Grace Hernandez  
Richard Huebner  
Rochelle Jacobson  
Anna James  
Janelle James  
Elizabeth Kamin  
Elizabeth Lara Carreno  
Audrie Lawton  
Alecia Lawyer  
Scott Lemond  
Joel Levine  
Fatima Mawji

Linda May  
Marvin McNeese  
John Meredith  
Jose Monterrosa  
Jarred Morgan  
Alejandro Morua  
Juan Munoz  
Cheryl Murray  
Marcia Olivarez  
Shital Patel  
Samuel Pena  
Kaye Reynolds  
Desdmona Rios  
Sandra Rivera  
Carmen Roe  
Constance Rossiter  
Jeremy Samuels  
Rafael Sarango  
Richard Shaw  
Charlene Slack  
Henderson Smith  
Sophia Smith  
Jeffrey Stys  
Claudia Vassar  
Alejandra Veltmann  
Nicole West  
Philip Wright  
Lindile Yeni

**Thank you to Class XVII for raising \$12,379 in memory of classmate Joe Williams,  
providing vital funds to offer ALF scholarships.**

## In-Kind Support

**Amegy Bank and DePelchin Children's Center**  
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Donor of in-kind printing services

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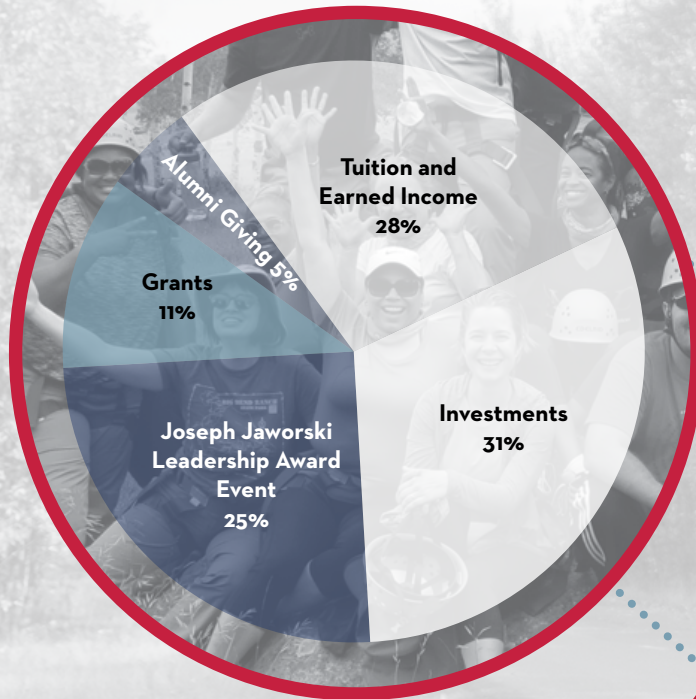
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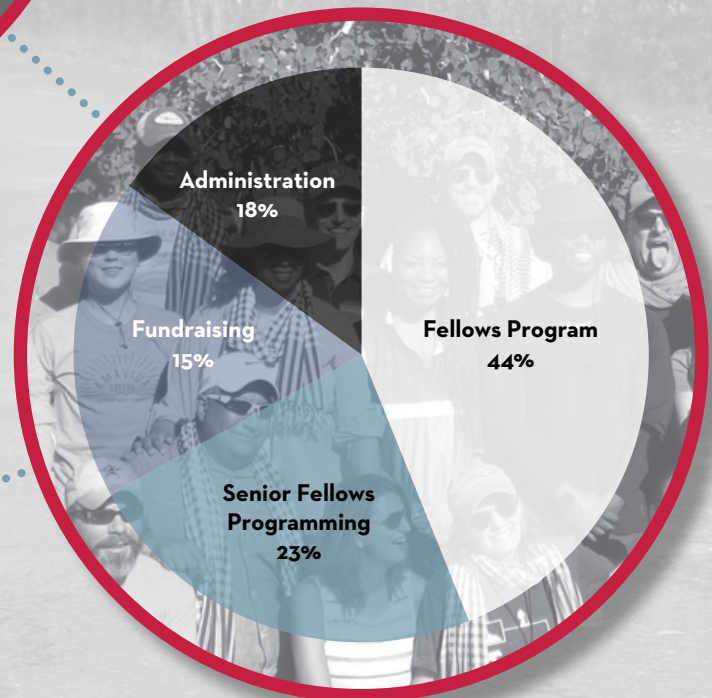
# Report on **FINANCES**

For 2020 ALF had revenues of \$1,106,797 and expenses of \$859,202. At year end ALF had investment assets of \$3.398 million of which \$2.098 million million is in our Endowed Scholarship Fund.



Forward.

Together.





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## ALF's Core Values

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

## Mission Statement

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

## --- CALL TO ACTION ---

*"Let's commit to activating our individual and collective leadership  
where it is needed the most and in a way  
that inspires others to discover their own inner leader.*

*Let's envision new possibilities that move beyond pre-COVID  
habits and divisiveness and lead to  
true and lasting transformation of our community.*

*Let's forge a new path. Together.*

*Are you in?"*

*-- Nory Angel, Class XXX, ALF President*



### AMERICAN LEADERSHIP FORUM

Houston/Gulf Coast Chapter

3101 Richmond Ave., Suite 140 • Houston, TX 77098

Phone 713-807-1253 • Fax 713-807-1064

Email: [info@alfhouston.org](mailto:info@alfhouston.org), [www.alfhouston.org](http://www.alfhouston.org)

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