



AMERICAN
LEADERSHIP
FORUM

CONNECT. INSPIRE. TRANSFORM.



2022-2023

**ANNUAL
REPORT**



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FROM THE BOARD CHAIR & EXECUTIVE DIRECTOR

Dear Board of Directors and Senior Fellow Network,

We are delighted to present this report on the state of the American Leadership Forum of Oregon. In the past two years ALF Oregon has experienced incredible change, marked by resuming in-person programming, leadership and staff transition, and significant programming achievements around inclusion, equity, and access.

Our signature Fellows Program continues to attract phenomenal leaders from across the state. These are leaders, nominated by you, who are intentionally brought together and whose paths may never have otherwise crossed. We now have 850+ Senior Fellows statewide and will be graduating Classes 43 and 44 this May. We have so much to celebrate!

The Board of Directors have recently established new committees, allowing us to better support the organization and leverage the expertise of our board members. As we look ahead, we are excited to build upon the successes of the past year. Our focus remains the same: to deliver a powerful and impactful statewide Fellows experience and to excel at connecting leaders across difference and build their individual and collective capacity for principled conflict and dialogue.

Even though ALF Oregon is an established 38-year old nonprofit, we are also an adaptive and evolving organization. Depending on when you went through the program, the content has likely changed. We often hear Senior Fellows say, "ALF today is nothing like the ALF I went through." And it's true. The founders of ALF Oregon built this organization to be fluid and responsive so that we could move with the times and support leaders as they face new and emergent challenges. As we continue to grow, we are also keenly aware of whose shoulders we stand upon. ALF founder Joe Jaworski wrote, "We can't take the United States the way it was handed to us. We've got to rebuild with each generation." ALF Oregon continues to be a place where we rebuild and practice relational leadership.

As we welcome the new year, please know how deeply grateful we are for your leadership, your commitment, and for your support. In May 2024, ALF Oregon will host our annual Reunion. We hope to see you all there. ALF needs you. This is our time.



Berk Nelson
Board Chair
Class 34

A handwritten signature in black ink that reads "Berk".



Sarah Greenman
Executive Director
Class 40

A handwritten signature in black ink that reads "Sarah".



MISSION

ALF Oregon joins and strengthens diverse leaders from across the state to serve the common good. We build effective collaborative networks to address public issues and work for positive change in the communities we serve.

VALUES

- We believe in the power and importance of trusted relationships.
- We believe that diversity, equity, inclusion, justice and belonging are critical for thriving, equitable communities, healthy people, and a healthy planet.
- We believe in the power of dialogue and collaborative leadership with leaders who have curiosity about people whose identity, culture, background and life experiences may be different from their own.
- We believe we have a responsibility to prioritize active civic engagement to equitably serve for the benefit of all people in our communities.
- We prioritize and engage in practices of mindfulness, grace, acceptance, accountability and openness to personal and professional growth.

After a year long collaboration with each chapter in 2022, the ALF National Board adopted a refreshed set of cornerstones during their annual retreat. Our signature Fellows leadership experience is built upon these cornerstones:

CORNERSTONES

- Build a network of leaders dedicated to nurturing relationships across a diversity of backgrounds, beliefs and practices.
- Design spaces for leaders to engage in self-reflection and build trust across differences as a spark for personal growth and development.
- Create space for conversations that encourage leaders to eliminate absolute thinking and practice curiosity.
- Highlight how our global connectedness and influence can create possibilities for personal, organizational and community change.
- Work together to co-create a just and equitable society through the exploration of systemic inequities.
- Inspire leaders and their networks to be catalysts for creating a community in which all people have the ability to thrive.



THE LAST TWO YEARS

2022

Return to In-Person Programming & Leadership Transition

After a year of online programming during the height of the Covid 19 pandemic, ALF Oregon returned to in-person programming the summer of 2021. Classes 39 and 40 gathered throughout the state with a robust testing and masking protocol. The ALF Oregon team developed and practiced a new mutual care model to keep cohort members and visiting speakers safe.

In May, ALF Executive Director Lisa Watson left her position to join Senior Fellow Carmen Rubio at the City of Portland in the office of Equity and Human Rights.

ALF Oregon's Program Manager Kelley Whitmore stepped in as Interim Executive Director and launched Classes 41 and 42. The Board began their search for new leadership.

2023

Enhanced Communication, Updated Facilitation Model & Expanded Accessibility

In October of 2022, the ALF Oregon Board hired Sarah Greenman (Class 40) as Executive Director. Sarah is ALF Oregon's first rural leader.

In January, Toni Tabora-Roberts joined Cliff Jones and Nancy Davis as ALF Faculty. The transition to a co-facilitation model expanded the scope, diversity, and efficacy of program delivery.

In July, ALF Oregon launched a new website and secured funding in partnership with ALF National for a new Senior Fellow directory and database.

In August, Classes 43 and 44 gathered for Community Building Week in a new-to-us trauma-informed venue that provided greater accessibility.

2022–2023 STAFF TRANSITIONS

Thank you for your incredible work!



LISA WATSON
Executive Director, 2019–2022

Lisa Watson (Class 30) came to ALF in the summer of 2019. She stepped in during a time of great transition for the organization and led with strategy, foresight, and a lot of heart.

During the early months of the pandemic, she worked closely with Kelley Whitmore and Senior Fellows to create online peer-groups and affinity spaces for the Senior Fellow Network. She also led Classes 37 and 38 through a potent year of online programming.

Lisa Watson's final act was to lead a hybrid Reunion in May of 2022 that left ALF Oregon in the green and poised for new leadership. Thank you, Lisa!



KELLEY WHITMORE
Program Manager, 2018–2023

Kelley Whitmore was hired in 2018 as a program assistant for the Urban Rural Connection Project. She worked tirelessly to connect leaders from across the state and document the process.

After the project's completion Kelley transitioned to Program Manager of the ALF Oregon Fellows Program. She also supported efforts to update ALF Oregon's standard operating procedures in 2020 and 2021.

In June of 2022, Kelley stepped in as Interim Director for Classes 41 and 42. In her final months, she supported onboarding Sarah Greenman as ALF's new Executive Director. Thank you, Kelley!

2022-2023 FELLOWS PROGRAM

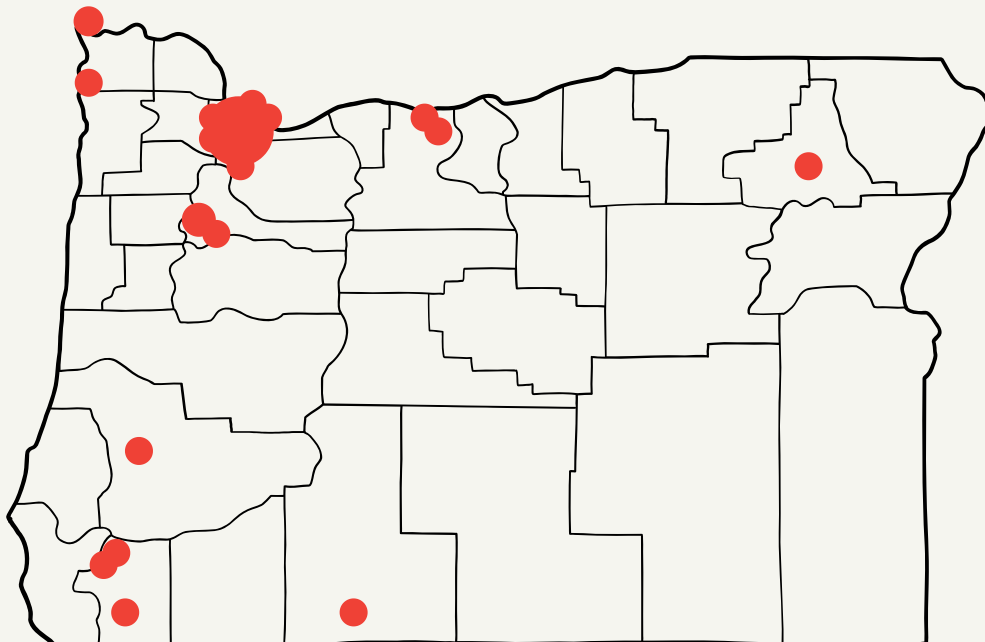


CLASS 41

Kaberi Banerjee Murthy	Traci Manning
Mika Barrett	Erica Mills
Rene Brandon	Charles Milne
Tony Camacho Martinez	Estéban Montero Chacon
Michael Cherry	Rhonda Nyseth
Ian Davie	Jenny Pool Radway
Rachel Dibble	CeCe Ridder
Humaira Falkenberg	Lisa Steenson
Amber Kern Johnson	Kathy Swift
Jenny Lee	Winta Yohannes
	Erin Zollenkopff

CLASS 42

Mayra Arreola	Kathleen Holt
Candace Avalos	Julie Keniry
Bridget Calfee	Tony Lapiz
Jennifer Chang	Edith Quiroz
Quin Collins	Lance Reyes
Lakeitha Elliott	Linda Roman
Annie Ellison	Sama Shagaga
Dr LM Alaiyo Foster	Angela Uherbelau
Andrew Foster	



SENIOR FELLOWS PROGRAMMING

June 2022 through May 2023 saw a robust continuation of online peer-led gatherings and in-person Senior Fellow Saturdays. Thank you to the many Senior Fellows who attended and led in ALF Oregon's online spaces.

ONLINE PROGRAMS

- **BIPOC Check-in**, group-led
- **LGBTQ+ Power Hour**, hosted by CM Hall (Class 35)
- **White Leaders for Racial Justice**, hosted by Katie Pearmine (Class 36), Amy Carlson (Class 37), and Matt Bartolotti (Class 40)
- **Non-profit Leaders**, hosted by Stephanie Hooper (Class 31) & Brandi Tuck (Class 38)
- **Womxn's Group**, hosted by Susan Taylor (Class 31) and Emily Brandt (Class 37)

SENIOR FELLOW SATURDAYS:

September 2022 in Klamath Falls

Conversation on "Western Drought - The Crisis in the Colorado River Basin, Oregon, and Beyond"

October 2022 Online

A conversation called "The Fight to Protect the Indian Child Welfare Act" with Sarah Kastelic (Alutiiq), Executive Director, National Indian Child Welfare Organization and Se-ah-dom Edmo (Shoshone-Bannock, Nez Perce and Yakama), Executive Director, Seeding Justice

October 2022 in Prineville

A tour of the Crooked River Wetlands Complex with Prineville city officials

December 2022 in Woodburn

A tour of historic Woodburn and a conversation with Sarah Greenman (Class 40) at Capaces Leadership Institute called "Liberatory Power & Shared Power Models"

January 2023 in Newport

A hike at the Yakona Nature Preserve & Learning Center

February 2023 in Ontario

A conversation with Maurizio Valerio (Class 19) and Kelly Poe (Class 30) on Rural Equity

March 2023 in Roseburg

A conversation called "Unity, Dissent, and the Iconography of the American Flag" followed by lunch and a wine tour

March 2023 Online

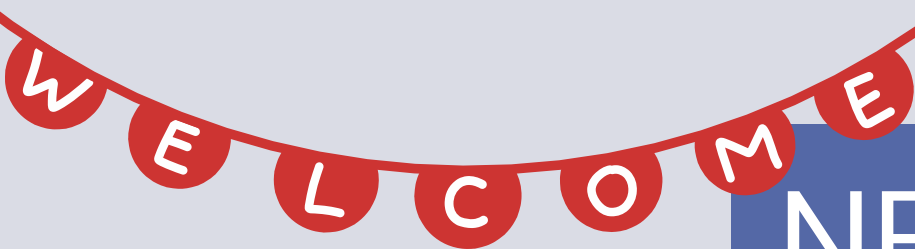
ALF Oregon training for Senior Fellows called "Uprooting White Supremacy in Organizational Culture" facilitated by AORTA

April 2024 in Salem

A viewing of "Right to Read" followed by a panel discussion with Our Children Oregon, Oregon Kids Read, and the NAACP of Oregon

May 2023 in Portland

Reunion, a tour of the Albina District with Albina Vision Trust, and brunch for Black Senior Fellows hosted by the Gordly Burch Center for Black Leadership and Civic Engagement



NEW TEAM MEMBERS



KATHLEEN HOLT / Lead Facilitator (she/her)

Kathleen is an independent organizational development consultant. She has more than 25 years of experience in strategic organizational development and vision-driven communications in the nonprofit and higher education sectors. She formerly served as Associate Director of Oregon Humanities and APANO's Interim Executive Director. Born and raised in Hawai'i, she identifies as Korean, Japanese, and Native Hawaiian.



TONI TABORA-ROBERTS / Lead Facilitator (she/her)

Toni has over 25 years experience working in the nonprofit, public, and private sectors doing leadership development, program management, communications, community engagement, and organizational development. Her approach is grounded in interpersonal connections, experiential engagement, collaboration, care, and culturally responsive, strengths-based facilitation. She has particular passion for arts, culture, media, education, sustainability, and social justice.



MYRIAM LOESCHEN / Facilitator & Chef (she/her)

Myriam is a facilitator, thought-partner, chef, community-builder and fierce advocate for human connection. She utilizes her background in the SATIR therapy model, Catalyst Leadership frameworks, and Anti-Racist Training to catalyze resilient conversations around issues that matter — race, humanity, and self-awareness. Myriam will only be with classes during Community Building Week.

NEW STAFF



SARAH GREENMAN / Executive Director (she/they)

Sarah (Class 40) began serving as ALF Oregon's Executive Director in October of 2022. Their work is rooted in a core framework of joy, justice, inclusion, right-relationship, and anti-racist praxis. They have deep experience as a nonprofit leader, community organizer, project manager, facilitator, artist, storyteller, and have served in a wide range of creative and administrative roles. Sarah is responsible for ALF Oregon's vision, strategy, and resource development. Sarah also serves as a steward for ALF Oregon's Senior Fellow Network and foundational year-long Fellows program. Sarah's deepest joys in life are their two children Charlie and Katie, their partner Kelly, and their creative practice. Sarah splits their time between rural Southern Oregon and rural Eastern Oregon.



RENE BORDELON / Operations Manager (she/her)

René was hired in April of 2022 and brings a multitude of skills, honed over years in different industries, to her position as Operations Specialist with ALF Oregon. René's primary skill set is in communications, which is evident from her time as a performer, office manager, and time in restaurants and hospitality. As an extroverted introvert, René enjoys being an Aunt, reading, writing, taking long walks along rivers with her dog and husband, singing, journaling, road trips, and enjoying Portland arts and culture.

2022
2023

Thank you!

For supporting our work to resource and empower leaders from Oregon's most impacted communities.



Class 44 in Woodburn, 2023

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FELLOWS RECEIVED
TUITION SUPPORT

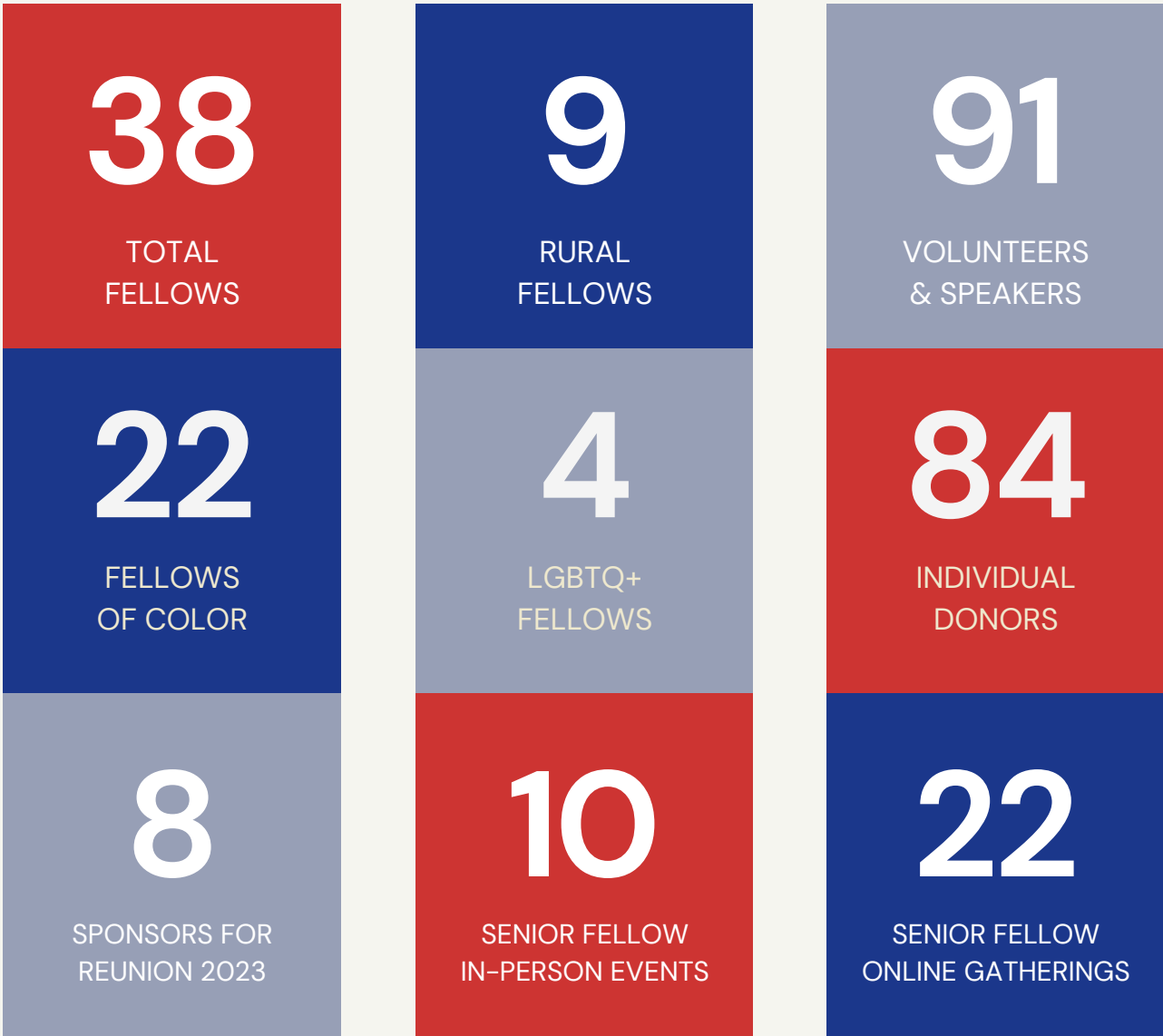
\$121,164

PROVIDED IN TUITION SUPPORT FOR FELLOWS

Thank you to all of the ALF Oregon Staff, Faculty, and Senior Fellows who contributed to the 2022-2023 Fellow Program cycle. We are only able to deliver this level of sustained programming and state-wide offerings because of your continued support.

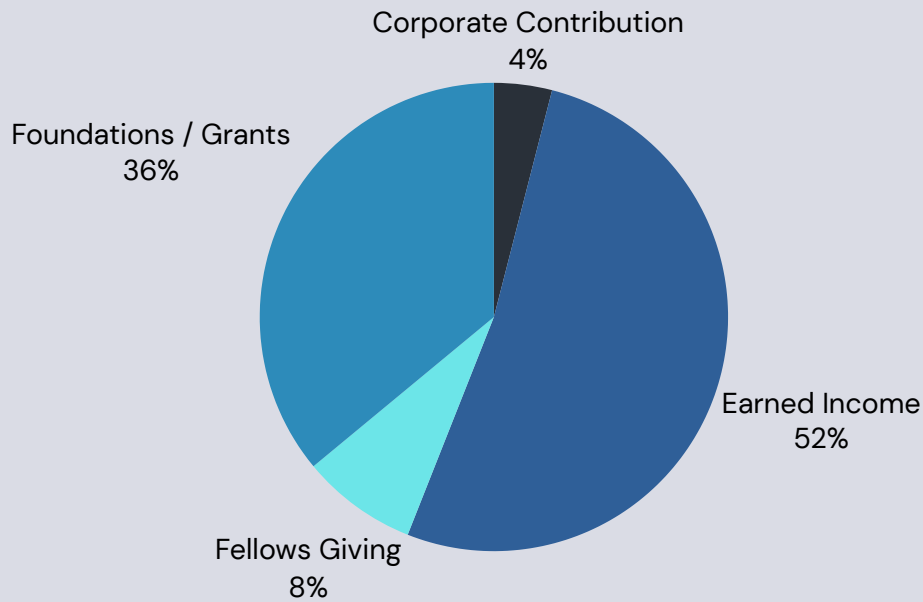
SNAPSHOTS

A quick look at the numbers from the 2023 Fiscal Year.

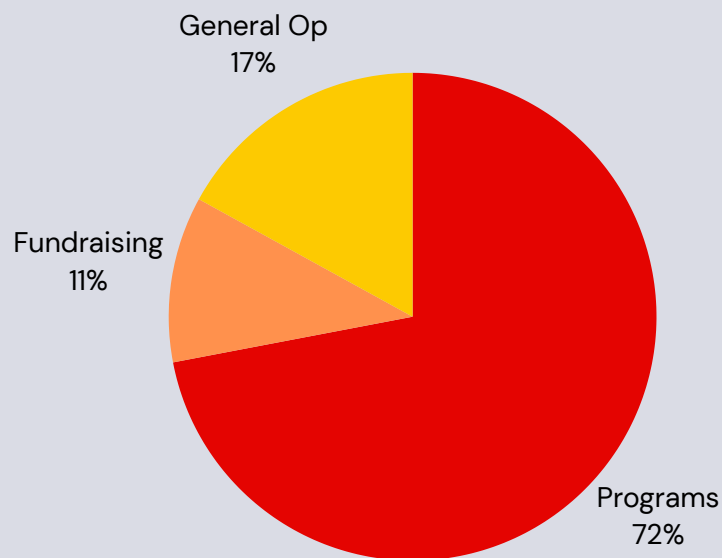


FINANCIAL REPORT

2022-23 REVENUE: \$538,142



2022-23 EXPENSES: \$561,675



THANK YOU PARTNERS!

Collins
Foundation

Meyer
Memorial Trust

Marie
Lamfrom

Ford Family
Foundation

Grey Family Foundation
OBRC Bottle Drop Fund

Women's Foundation
of Oregon

D27
Foundation

2023 REUNION SPONSORS

NW Natural

Heritage Bank

Umpqua Bank

Bridge Meadows

Oregon Dept of Human Resources

NW Health Foundation

AGE+

Commissioners Susheela Jayapal and Jessica Vega Pederson



PEOPLE

FY 2023 Individual Donors

ALF Oregon gratefully acknowledges the individual donors who make our work possible. Thank you to these supporters who gave between July 1, 2022, and June 30, 2023.

Teresa Alonso Leon
Ruth Adkins
Christina Aleckson
Michael Alexander
Seraphie Allen
Connie Atkinson
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Brenden Butler
Tory Campbell
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Jason Carr
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Katie Pearmine
Rhodes Perry
Mac Prichard
Patrick Quinton
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Martha Richards
Linda Roman
Kaia Sand
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Kerry Schaefer
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Laurel Singer
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Toni Tabora- Roberts
Susan Taylor
Niki Terzieff
Brandi Tuck
Anne Udall
Angela Uherbelau
Annie Valtierra-Sanchez
Jessica Vega Pederson
Emerald Walker
Lisa Watson
Kelley Whitmore
Lynn Youngbar

Board of Directors



Berk Nelson
Chair (34)



Aurora Jackson
Vice-Chair (33)



Patrick Quinton
Treasurer (30)



Vicki Nakashima
Secretary (13)



Stephanie Hooper
(Class 31)



Greg Holmes
(Class 38)



Brandi Tuck
(Class 38)



Jesse Eagan
(Class 37)

New Board
Members
in 2023



Cynthia Gomez
(Class 40)



Bobbi Stedman
(Class 40)



Sama Shagaga
(Class 42)

The board would like to express deep gratitude to Dani Ledezma (Class 28) and Mike Marshall (Class 31), who completed board service this past year.



We thank you for your ongoing support.



Sarah Greenman & Rene Bordelon



Aurora "AJ" Jackson, Berk Nelson & Sarah Greenman

Acknowledgements

Thank you to ALF Staff and Board Leadership (pictured above). Gratitude to Sarah Greenman for authoring and designing this annual report. Thank you to Rene Bordelon for serving as a contributor. And thank you to all of the volunteers, Fellows, and community partners who made the 2022-23 cycle so impactful!

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