

ANNUAL REPORT



AMERICAN
LEADERSHIP
FORUM

CONNECT. INSPIRE. TRANSFORM.

2024-25



ALF Houston Fellows summiting during their class wilderness experience, a required part of the ALF year.

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A Letter from the Chair



Sarah Greenman

Sarah Greenman, Chair

Dear Board of Directors and National Senior Fellow Network:

We are delighted to present this report on the state of the American Leadership Forum. In the past year, our eight chapters have experienced incredible change, marked by leadership transitions, a shifting funding landscape, as well as catalytic social and political upheaval. This past year has also been one of significant growth and achievement for ALF National, all made possible by the dedication of our staff, the generosity of our donors and board members, and the support of our national Senior Fellow Network.

What we continue to learn is that ALF's work to foster and practice dialogue across difference is foundational to a healthy democracy. Our signature Fellows Program continues to attract phenomenal top-tier leaders from across the country. These are leaders, nominated by you, who are intentionally brought together and whose paths may never have otherwise crossed. We now have 5000+ Senior Fellows nationwide.

We are particularly proud of the roll out and implementation of ALF Connect, our national directory and communication hub. For the first time in our 40-plus year history, we connected all 5000 Senior Fellows, residing in 46 states, to each other through a network weaving app. We're also proud of the incredible turnout for our National Speaker and Dialogue events. In the past cycle we met with Meg Wheatley, Otto Scharmer, Charles Weathers, and hosted WE THE PEOPLE, a hybrid convening that brought together over a hundred leaders across political ideologies in seven U.S. regions to practice dialogue across our differences.

As we look ahead, we are excited to build upon the successes of the past year. Our focus remains the same: to support each chapter in delivering a powerful and impactful Fellows experience and to excel at connecting leaders across difference and build their individual and collective capacity for principled conflict and dialogue.

As we continue to grow, we are also keenly aware of whose shoulders we stand upon. ALF founder Joseph Jaworski wrote, "We can't take the United States the way it was handed to us. We've got to rebuild with each generation." Thank you to our donors, volunteer board, staff, and partners for your invaluable contributions. Your dedication and hard work are the driving force behind our success.

BOARD OF DIRECTORS

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Mark Bauhaus, Treasurer

Principal, Bauhaus Productions
People/Planet Leadership Consulting

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Baylor College of Medicine
Associate Dean & Professor

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Principal, SacConnects

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Partner, The Bridgespan Group, National

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Valley

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Secretary of Washington State Department
of Social and Health Service (Retired)

Juanita Saffold

Chief of Staff – Principal Technology
Program Manager, AT&T

Brandi Tuck

Executive Director, Path Home

Charles Weathers

The Weathers Group – Coach, Advisor,
Consultant

OUR PURPOSE

ALF is passionately committed to building diverse networks of leaders focused on personal and community transformation in order to create inclusive and thriving communities.

American Leadership Forum (ALF) was founded in 1980 in Houston by Joseph Jaworski, who left his successful law practice to address what he increasingly saw as a crisis of leadership throughout the country. He envisioned an organization dedicated to bringing together diverse leaders from multiple sectors in communities across the country to explore their personal leadership capacity, build deep trust among the group to help each leader get beyond the devaluing prejudices that we all hold, and discover new possibilities.

In 1996, Jaworski published *Synchronicity: The Inner Path of Leadership* and chronicled

the story of the American Leadership Forum and the principles and values ALF embodies. For over 40 years, ALF chapters have trained and empowered leaders who transform their communities by living a leadership model organized around altruism, interdependence, and receptivity.

ALF now has eight chapters: Charlotte NC; Great Valley (Northern San Joaquin Valley), CA; Houston/Gulf Coast, TX; Mountain Valley (Sacramento and surrounding counties), CA; Oregon; Silicon Valley, CA; Tacoma/Pierce County, WA; and Waccamaw Region, SC. ALF National exists to support these chapters with shared resources, programming and curriculum; and to connect over 5,000 ALF Senior Fellows nationwide who bring a new sense of commitment, understanding, and interconnectedness to their disparate communities.



Join and
strengthen
leaders to
serve the
common
good.

2025 ALF National Board Retreat Lee Institute, Charlotte, NC



ALF National Board of Directors Meeting

*Joining and strengthening leaders
to serve the common good.*



ALF National Board Chair Sarah Greenman

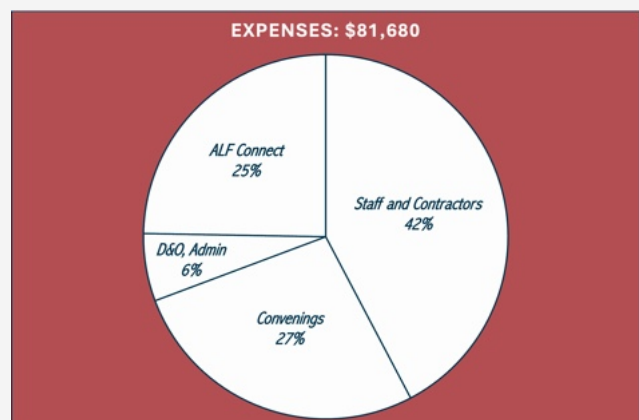
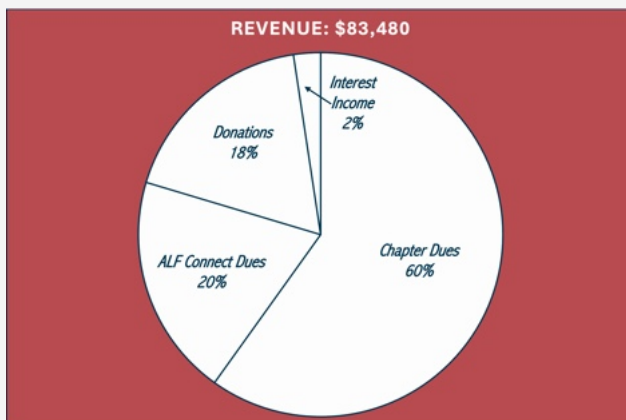


ALF Chapter Executive Directors



ALF National Board Member Ronnie Bryant

2025 ALF National Budget Supporting eight chapters, connecting 5,000 Senior Fellows.



CHARLOTTE, NORTH CAROLINA

419 Senior Fellows

19
Graduates

NETWORK
EVENTS
10

2
Staff

Key partners:

- Atrium Health
- Charlotte Mecklenburg Schools
- University of North Carolina, Charlotte
- Uwharrie Bank

Because of ALF...



CONNECT. INSPIRE. TRANSFORM.
| Join ALF Class XXIV

Several Charlotte organizations have demonstrated ongoing commitment to the ALF Way by consistently sending a leader through the program every year. Charlotte Mecklenburg Schools, Atrium Health, University of North Carolina at Charlotte, and Uwharrie Bank are a few examples of organizations who believe in the power of ALF to develop their leaders for the good of their organizational mission, and its impact on the broader community.

GREAT VALLEY REGION, CALIFORNIA

238 Senior Fellows

12
Graduates

NETWORK
18
EVENTS

.5
Staff

*Because
of ALF...*



Carol Ornelas, Class IV, is the CEO of Visionary Home Builders of California (VHB)—a pioneering nonprofit affordable housing developer. Under her leadership, VHB has built thousands of apartments enriched with wraparound services designed to support farmworkers and low-income families. By providing stable housing, VHB empowers families and their children to thrive, build brighter futures, and break the cycle of poverty.

Although VHB had not yet established a presence in Modesto, California, Charlie Nguyen, Class X, saw an opportunity to change that. He brought together Carol, the Mayor of Modesto, and the City's Affordable Housing Director to explore the possibility of bringing VHB's transformative work to the community. Impressed by Carol's vision and track record, city leaders embraced the idea.

Just one year later, a 79-unit, six-story affordable housing development is fully funded and set to break ground in downtown Modesto in October 2025—a powerful testament to collaboration, leadership, and vision in action. Today, Charlie Nguyen continues to advance this mission as Vice Chair of VHB's Board of Directors, helping expand access to affordable housing and opportunity for all.

HOUSTON / GULF COAST, TEXAS

1,679 Senior Fellows

50
Graduates

NETWORK
22
EVENTS

5
Staff

Key partners:

- Amegy Bank
- Cynthia & George Mitchell Foundation
- DRS – Delivering Results and Solutions
- East End Residents Association
- Empower Initiative
- Harmony Public Schools
- Houston Community Advisory Panel
- Council Member Joaquin Martinez
- Houston First
- Texas Forensic Nurse Examiners
- Vision Galveston
- West Houston Association

Because of ALF...

Launched in 2025, ALF's Bridge Houston initiative builds on countless examples of Senior Fellows leading collaboratively for the common good. Bridge Houston convenes regional leaders around three priorities—education access, workforce development, and economic mobility—to strengthen the trust-based relationships essential for meaningful action. Through expert convenings, intimate roundtables, and the forthcoming Bridge Houston Fellowship, we are creating the infrastructure for collaborative civic leadership that sparks connection, deepens learning, and drives local solutions.



MOUNTAIN VALLEY REGION, CALIFORNIA

618 Senior Fellows

50
Graduates

NETWORK
EVENTS
42

3
Staff

Key partners:

- California State Association of Counties
- Catalyst Leadership Program
- Gilbert & Associates
- Kaiser Permanente
- Nehemiah Emerging Leaders Program
- PBS KVIE Studio Sacramento
- Placer Community Foundation
- Sacramento Region Community Foundation
- Valley Vision
- Western Health Advantage
- Wilton Rancheria
- YDN- Creciente Latinx Leadership Program
- Yolo Community Foundation

Because of ALF...

Dr. Khuram Arif and Class XXIX members are collaborating to expand healthcare access, workforce support, and community well-being across the region. Efforts include exploring new primary-care sites, sponsoring a community health symposium, supporting development of a new healthcare facility, improving coordinated care with local providers, creating worker-health programs with the American Heart Association, and addressing food insecurity. “These collaborations show how willing ALF Fellows are to exchange ideas and support community needs,” says Khuram.



OREGON

781 Senior Fellows

34
Graduates

NETWORK
EVENTS
23

2
Staff

45 partners including:

- Anahuac Farms
- Capaces Leadership Institute
- Coquille Indian Tribe
- Columbia Gorge Commission
- Eastern Oregon University
- Habitat for Humanity
- Medford Police Dept
- Oregon Department of Human Services
- Port of Portland
- Second Stories
- Umpqua Bank
- Women's Foundation of OR

*Because
of ALF...*

Just Transition Alliance Executive Director Joel Iboa works with Latino communities and others who don't have access to the power grid. Through his Fellows experience, he made expansive connections across the state and established a network of small rural cohorts working to restructure ownership of resources, giving members of frontline communities local and more democratic ownership.



SILICON VALLEY, CALIFORNIA

832 Senior Fellows

24
Graduates

NETWORK
EVENTS
157

7
Staff

Key partners:

- HomeFirst
- Jewish Silicon Valley
- LEAD Filipino
- Los Altos Mountain View Community Foundation
- MACLA
- Santa Clara County Office of Education
- School of Arts & Culture at Mexican Heritage Plaza
- Silicon Valley Community Foundation
- Silicon Valley Foundation Leaders Collaborative

Because of ALF...

In 2024, the ALF Muslim Affinity Group held a series of dialogues on the topic of Israel and Palestine, with an emphasis on impacts in our local communities and organizations. Over 25 ALF Senior Fellows participated in-person and virtually. There is now an ALF Connect group for Senior Fellows to continue building understanding and sharing resources.



TACOMA / PIERCE COUNTY, WASHINGTON

560 Senior Fellows

24
Graduates

NETWORK
EVENTS
32

2
Staff

Key partners:

- Amazon
- Bamford Foundation
- Pierce County
- Potential Unleashed
- Puyallup Tribe of Indians

Because of ALF...



Tacoma is hosting a series of public convenings over the following year. We aim to bring together ALF Fellows, Senior Fellows, and the broader Tacoma/ Pierce County community to engage in **dialogue** and **collective problem-solving** around critical issues such as **immigration, youth well-being, and public safety**. These events will serve as platforms for broadening understanding, increasing collaboration, and fostering community-driven solutions.

WACCAMAW, SOUTH CAROLINA

138 Senior Fellows

13
Graduates

NETWORK
EVENTS
10

1
Staff

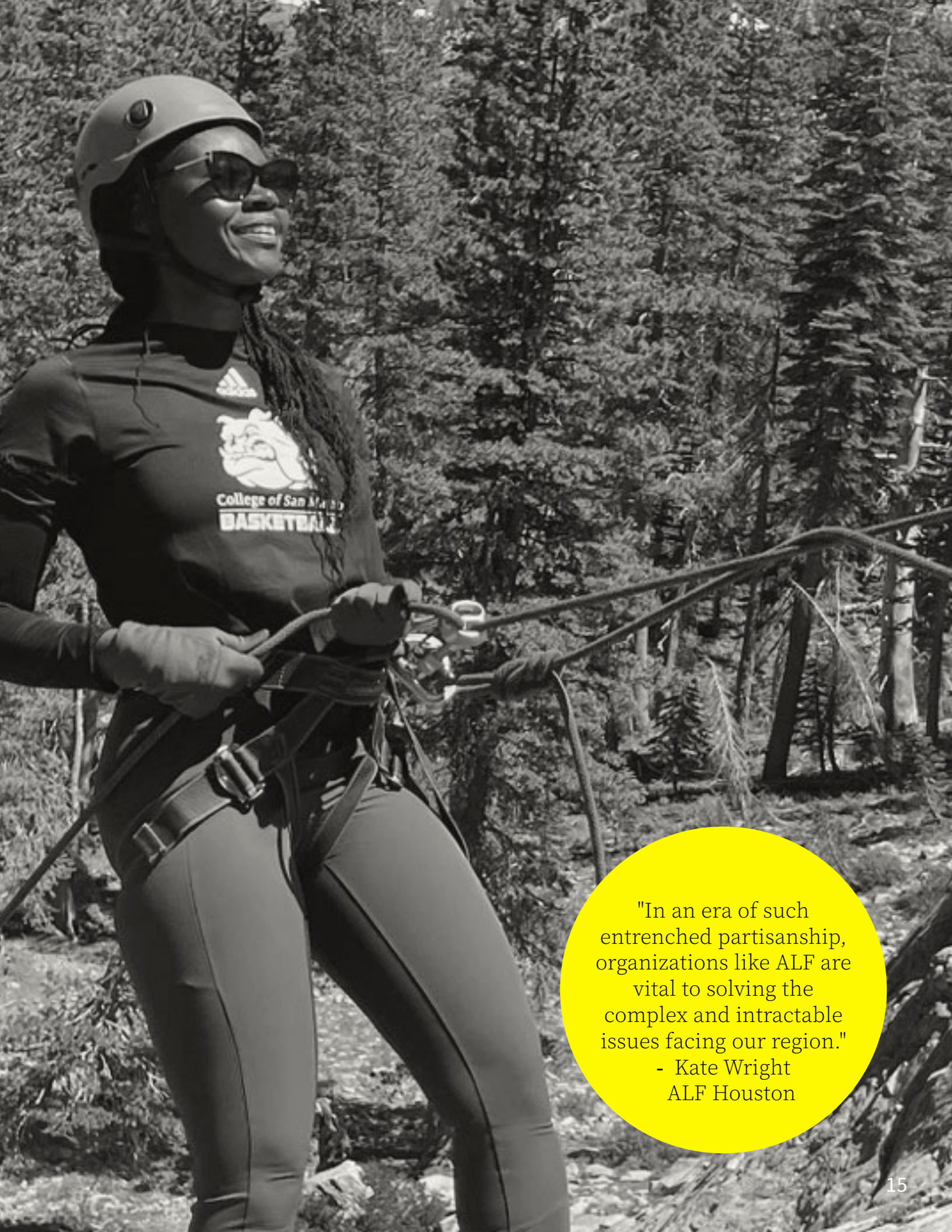
*Because
of ALF...*



WALF has catalyzed unprecedented collaboration between three major regional organizations, directly addressing poverty in the tri-county area. Based on relationships built through WALF, Horry County United Way and Friendship Place have partnered with SC Thrive to create a comprehensive support ecosystem for low-to-moderate income families.

- Horry County United Way expanded rural outreach capacity and established a re-entry program
- Created signature "Thrive" program with Benefits Navigators providing direct financial coaching
- Friendship Place enhanced their Georgetown Lives program, moving from referral-only to direct client assistance

All three organizations (led by WALF Senior Fellows) now operate as an integrated support network.



"In an era of such
entrenched partisanship,
organizations like ALF are
vital to solving the
complex and intractable
issues facing our region."

- Kate Wright
ALF Houston

2024-2025 ALF SENIOR FELLOW COMPANIES

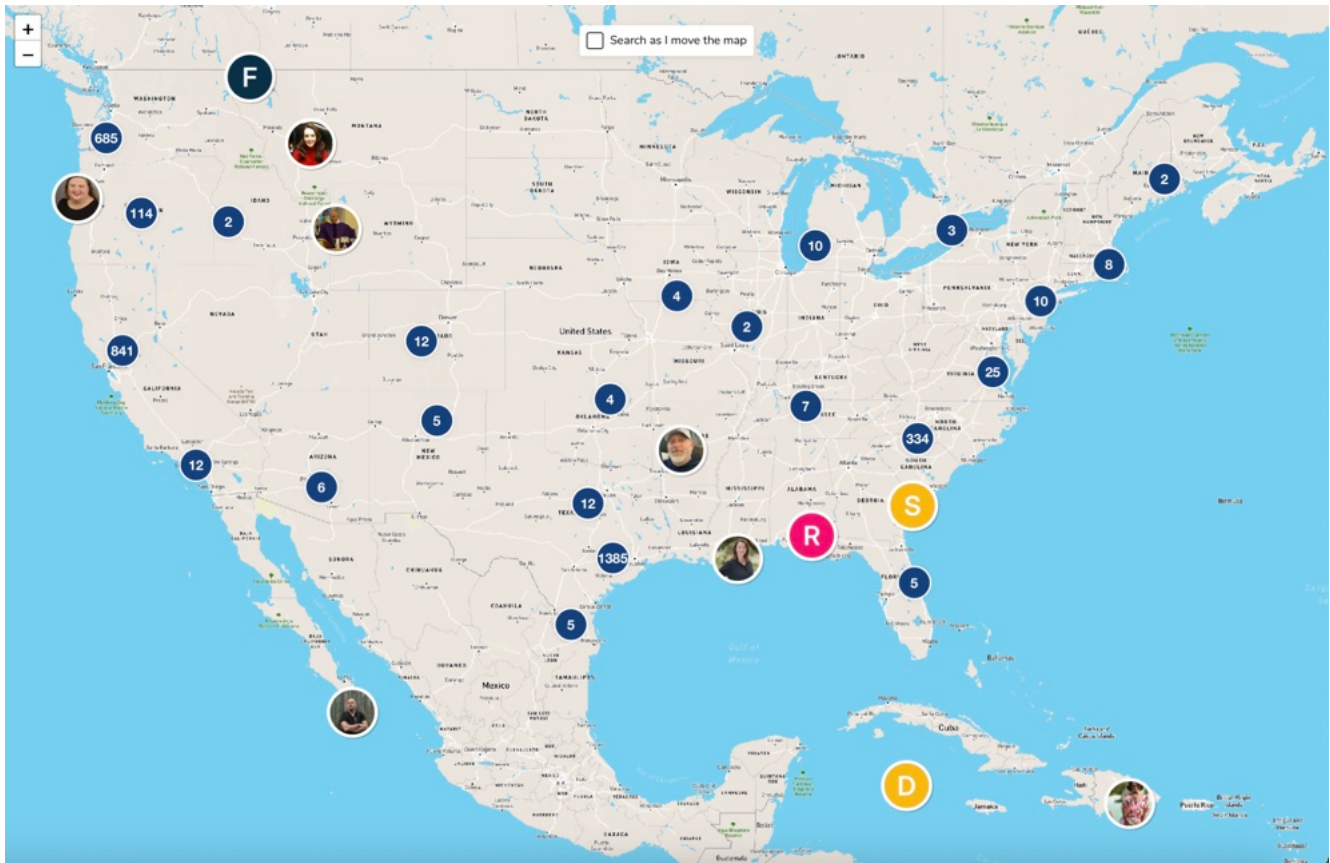
A background image showing two hikers on a mountain trail. One hiker is in the foreground, wearing a backpack and a hat, looking down at a map or device. Another hiker is further up the trail, also wearing a backpack. The scene is set against a backdrop of rugged mountain peaks and a clear sky.

A Caring Safe Place
AARP Oregon
Acellent
Adaptive Strategies Consulting
Aedis Architects
African American Community Service Agency
AGC of California
Alief ISD
All Smiles Community Oral Health
Amazon
American Conservatory Theater
American Red Cross Cascades Region
AMIKids Georgetown
Apple
Arcoiris Cultural Center
Arete Public Affairs
AT&T
Atrium Health Cabarrus
Bank of America
Baron Family Law
Baylor College of Medicine and Texas Children's Hospital
BIPOC Cultural Harvest Collective
BJackson Enterprises LLC
Bonnevillle Power Administration
Boys and Girls Club of Puget Sound
Boys and Girls Country of Houston
Cal Asian Foundation
California Northstate University
California Nut Company/California Ag Services
California State University, Sacramento
Caltrans
Canon, Franquette & Cantina Pedregal
Carlsen Center for Innovation & Entrepreneurship, CSUS
Center for Women's Leadership at Portland State University
Central and Eastern Oregon, Oregon Community Foundation
Charlotte Mecklenburg Library
Charlotte-Mecklenburg Schools
Chevron
Chinese Community Center
CITGO Petroleum Corporation
City of Mountain View
City of Portland Office of Equity and Human Rights
City of Sacramento
City of Tacoma
City of West Sacramento
CJK Community Homes
Clackamas Community College
Clark County Juvenile Court
Coastal Carolina National Bank
Collaborate Consulting
Common Sense Media
CommuniCare+OLE
Community Food Hub
Community Partners for Affordable Housing
Confederated Tribes of the Grand Ronde
Connect Community
Contemporary Arts Museum Houston
Cornerstone Government Affairs
Cruise
Da Vita
Davis Downtown
Day Worker Center of Mountain View
Deloitte
Deos Law, PC
Diamond Dynasty Productions
Disaster Recovery Services
Downey Brand LLP
Duke Mansion
East Harris County Manufacturers Association
Economic Alliance Houston Port Region
Eisenhower Carlson PLLC
El Centro de Corazón
First 5 California
First Citizens Bank
Flip Lok
Foundation For The Carolinas
Freedmen Law Group
Galilee Ministries of East Charlotte
Gaston County Government
Gateway Community Charters
Girl Scouts Heart of Central California
Goldman Sachs
Greater Tacoma Community Foundation
Harris County
Health Education Council
Health Share of Oregon
Home Forward
Horry County Schools
Houston Community College
Houston Forensic Science Center

Houston Methodist Academic Institute
HP Inc.
HSB Solutions, Inc
HumanAim
Indigenous PACT PBC
Inspira
Intel Corporation
Jewish Federation of Greater Charlotte
Juniper Networks
Kaiser Permanente
KBR, Inc.
KIPP Texas Public Schools
Kronick Moskowitz Tiedemann & Girard
L'Renee & Associates
Lincoln County School District
Linda Lorelle Media
Mahonia Public Affairs
Meraki Public Affairs
Metropolitan Transit Authority of Harris County
Midtown Association
Minaret Foundation
Mukerji Law Firm
Multicare Health System
NASA Ames
Nehemiah Leaders Program
New York Life
Nichols Strategies
Northern California Grantmakers
NW Native Chamber
Office of City Attorney David Chiu
Organized Decisions LLC
Pacific Gas & Electric
Page
Pathways Community Center
Phoenix Renaissance INC.
Pierce County Library System
Placer County Water Agency
Port of Portland
Port of Tacoma
Portland Community College
Prelude Music Foundation and Prelude Music Classes
Project Homeless Connect Washington County
Qubica AMF
Randle Communications
Razzack & Associates
Reclaim Sacramento Japantown
Rice University
Rogue Retreat
Roof Above
Roseville Area Chamber of Commerce
Sacramento LGBT Community Center
SAFE Credit Union
Safe Streets Campaign
Sage Collective
Santa Clara County
Santa Clara County Housing Authority

Santa Clara Valley Transportation Authority (VTA)
SC Thrive
Seagate Technology
Second Stories
SERJobs
Sisonke, LLC
SiteCrafter
SMUD
Sobering Center
Softway
Sonic Automotive
South Sound 911
St James Santee Healthy Families Program
State and Tribal Liaison
State of Texas
Sutter Health
Tacoma Community College
Tacoma Fire Department
Tacoma Housing Authority
Tacoma Public Schools
Tacoma Public Utilities
Tacoma-Pierce County Health Department
Talos Energy
Taylor Construction Management, LLC
Texas A&M School of Engineering Medicine
Texas Forensic Nurse Examiners: Forensic Center of Excellence
Texas Instruments
The Alliance for Jewish Theatre
The Bulb Gallery
The Leon Levine Foundation
The Ward Law Firm
Think Real Estate
Thought Partnership Solution, LLC
Tidelands Health
Tribal Council, Columbia Gorge Commissioner
United Auburn Indian Community
United Way of Greater Houston
University of California Davis
University of North Carolina at Charlotte
University of Washington, Tacoma
Uwharrie Bank
Waccamaw EOC
Washington County
West Sacramento Police Department
Western Health Advantage
Women's Foundation of Oregon
Woodland Joint Unified School District, Sacramento
Yolo Community Foundation
Yolo County Flood Control & Water Conservation District
Zaru Systems

ALF CONNECT: A NATIONAL NETWORK IS BORN



In 2023, ALF Chapters in Silicon Valley and Houston lead the charge to create an online community for all 5,000 Senior Fellows in forty-four states to connect with each other, for the first time in ALF's history.

Senior Fellows formed over thirty affinity groups, joining and strengthening diverse leaders around sustainability, Muslim / Jewish relations, anti-racism efforts, and specific community change initiatives.

In 2025, ALF Senior Fellows are forming new cross sector networks via ALF Connect, sharing resources and best practices in order to change systems and have lasting impact in their communities.

5,500
ALF Senior Fellows
in 44 states

ALFN PROGRAMMING: LEADING WITH DIALOGUE

AMERICAN LEADERSHIP FORUM NATIONAL PRESENTS

WE THE PEOPLE

FINDING COMMON GROUND FOR THE COMMON GOOD

Fishbowl Dialogue Participants



Peter Blair
President and CEO,
The Lynnwood Foundation
Duke&Lee,
ALF Charlotte Senior Fellow



Rick Figueroa
Managing Director of Patron Partners,
Leader in Latinos for Trump Campaign,
ALF Houston Senior Fellow



Melissa Cerezo
Transit-Oriented Communities
Manager, VTA,
ALF Silicon Valley Senior Fellow



Joy Fowler
CDO, Multnomah County,
ALF Oregon Senior Fellow

Event Hosts

Akemi Flynn
ALF Silicon Valley Chief Impact Officer
& Fellows Program Lead Facilitator,
ALF Silicon Valley Senior Fellow

Kelly Porter
Lead Managing Partner,
Woodside Capital Partners,
ALF Silicon Valley Senior Fellow

Suzanne St. John-Crane
ALF Silicon Valley CEO,
ALF National Executive Director,
ALF Silicon Valley Senior Fellow

AMERICAN LEADERSHIP FORUM NATIONAL PRESENTS

WE THE PEOPLE

FINDING COMMON GROUND FOR THE COMMON GOOD

Keynote Speakers



Alberto Gonzales
Dean of Belmont University College of Law,
Former US Attorney General,
ALF Houston Senior Fellow



Carin Taylor
Retired CDO, Workday,
ALF Silicon Valley Senior Fellow

FEB 13 - 3PM PT

SOBRATO CENTER FOR NONPROFITS - PALO ALTO

AMERICAN LEADERSHIP FORUM NATIONAL PRESENTS

WHY CAN'T WE FIX US?

HOW WE CAN DIAGNOSE, RETOOL AND
REGENERATE SYSTEMS AND OUR PLANET.

WITH OTTO SCHARMER
AUTHOR OF THEORY U



THEORY U
HOW WE CAN DIAGNOSE, RETOOL AND
REGENERATE SYSTEMS AND OUR PLANET.
SECOND EDITION

FEB 20

12 PM PT

VIRTUAL EVENT
LEARN MORE &
REGISTER:
bit.ly/alfn-feb20





AMERICAN LEADERSHIP FORUM
CONNECT. INSPIRE. TRANSFORM.

ALF National led two inspiring virtual dialogue events, joining and strengthening leaders from eight ALF chapters. We the People: Finding Common Ground for the Common Good featured two keynotes by Senior Fellows, Former US Attorney General Alberto Gonzalez and Workday CDO Carin Taylor. A cross political fishbowl conversation followed, modeling the ALF dialogue across difference practice. In person dialogues at each chapter site followed, allowing Senior Fellows to process and collaborate on a local response.

Author and Founding Chair of the Presencing Institute Otto Scharmer shared his latest thinking on barriers to systems change and our opportunity as Senior Fellows to reframe how we problem solve and step into action.

