

# NAVIGATING CHANGE

AMERICAN LEADERSHIP FORUM  
SILICON VALLEY. ESTABLISHED 1988.  
CELEBRATING 35 YEARS OF JOINING  
AND STRENGTHENING DIVERSE  
LEADERS TO SERVE THE COMMON  
GOOD. 2022 / 2023 IMPACT REPORT.



## COURAGE TO CHANGE



A cornerstone of good entrepreneurial leadership is the ability to see opportunity and the courage to act on it. For the past few years, the ALF National Board of Directors has seen an opening taking shape before us in the form of growing polarization, extremism in our policies, and a desire to find common ground. Knowing the power of dialogue across difference which so many of us witnessed in our own classes, we know that there is a formula for building bridges of understanding to move both relationships—and our communities—forward.

I'm proud of the ALF National Board of Directors, and our Silicon Valley Chapter Board, for taking a leap of faith and leaning into this moment of opportunity to take ALF to new heights and new impact potential. In February of 2022, I assumed the role of Executive Director of ALF National in order to get a substantial three-year business plan created that has the potential to transform our organization and the communities we serve and hope to serve. Their vision and courage to act opened the door to new possibilities.

Within our chapter, change came upon us and pushed us to make quick yet meaningful decisions about the Fellows program. While our facilitation team had unforeseen circumstances befall them, together, we had the courage to act quickly and carry our classes through. This year, we welcome two new facilitators to the Fellows program—Akemi Flynn (Class XXVII) and Dr. Byron Burkhalter. We stayed committed to the vision, moved through some significant

trials, and exercised resilience as a unit.

As I examine the speed at which change is coming at society, I recognize the critical need to practice what we have coined “The ALF Way” as we navigate the world. To stay ever-present and mindful of our intentions, actions, and relationships; to practice wonder, curiosity, grace, and forgiveness. To choose dialogue over divide and conquer. To be aware of our privilege and leverage our power for the good of the broader ecosystem. To embrace civic responsibility. To lead with love.

As our local and national organizations begin to share the big vision for ALF 2.0 and garner support, I hope you'll join us in leading into the possibilities of what our communities can look like if we are in right relationship with ourselves, each other, and the planet. This kind of transformation is an all-hands-on-deck movement to which we are all called. I look forward to co-creating the future with you all!

### Suzanne St. John-Crane

A handwritten signature in black ink, consisting of a stylized 'S' and 'J' followed by a horizontal line that ends in an arrowhead.

Chief Executive Officer  
Class XXV / Urbanism XXXIV  
Interim Executive Director, ALF National



## ALF'S SECRET SAUCE: THE CONNECTIONS WE BUILD

I joined ALF because I idolized a leader who said American Leadership Forum made her better. She spoke about the friends she made and their precious time together. She introduced me to other admirable leaders, then whispered, “They’re in ALF.” I met people with seemingly outsized impact on their community or organization and later discovered they were in ALF. Long before I read a pamphlet or reviewed ALF’s website, I knew that being in ALF was something special. But before I joined, I wasn’t sure why.

I wondered about ALF’s “secret sauce.” Why do folks join? What drew them in? What did ALF teach? What’s this nonsense about mindfulness? And, when I asked, I heard about Gold Lake, drumming, sitting in a circle, 7-Minute stories, and friendships. After a deep investigation, I couldn’t crack the code. Why did these folks need ALF? Then, after taking the trust fall into the Fellows Program, I discovered folks didn’t need ALF. Folks needed each other.

It’s lonely at the top. Not lonely in that leaders don’t have peers, colleagues, or partners. In that sense, it’s very crowded. It is lonely because we feel like nobody around us sees us. In the single-story of a leader, we rarely hear about an inattentive parent, a fried caregiver, a painfully shy introvert, or someone whose work is joyless. We don’t hear about fear, self-doubt, or a desire to quit. We don’t hear vulnerability. We don’t hear our story, and that’s lonely.

To address this loneliness, for 35 years, ALF has asked folks to meet someone they’d otherwise never meet (cross-sector leaders); to do something they would otherwise never do (rock climbing; hiking; debating issues of race, gender, and equality; be emotional with strangers, etc.); to accomplish something we would otherwise never accomplish (e.g.,

change their career, join a non-profit board, raise millions of dollars to fight COVID or have a bi-partisan conversation about ending gun violence). To me, this is ALF’s secret sauce.

ALF nurtures and celebrates courageous leaders who have vulnerable conversations. We strive to connect, inspire, and transform leaders because our goal is to have diverse networks of cross-sector leaders who work towards an equitable and thriving Silicon Valley. Said differently, ALF’s impact flows directly from the relationships it creates and nurtures. And ALF is working hard to accelerate its impact.

In the last few years, we have seen more Senior Fellow engagement, class participation, program applications, participation in ALF events, and companies relying on ALF Insight for high-impact facilitation. And going forward, we will continue to:

- Broaden ALF’s connection with all 9 Bay Area counties
- Deepen ALF Silicon Valley’s support for ALF National
- Spread knowledge of the ALF Way
- Innovate ALF’s secret sauce with Dialogue 2.0

For 35 years, ALF has been where leaders go to connect, inspire, and transform their community. Along the way, it has fostered hundreds of trusted and enduring friendships. Now, let’s create hundreds more.

Best wishes,

**Jon Hicks**

Board Chair  
Employment Counsel, Netflix, Class XXXI

# TABLE OF CONTENTS

03

**FELLOWS PROGRAM 05**

**SENIOR FELLOW NETWORK 09**

**STRATEGIC PLAN 15**

**ALF INSIGHTS 17**

**ALF NATIONAL 19**

**DONORS & FINANCES 21**

**LEADERSHIP & STAFF 25**

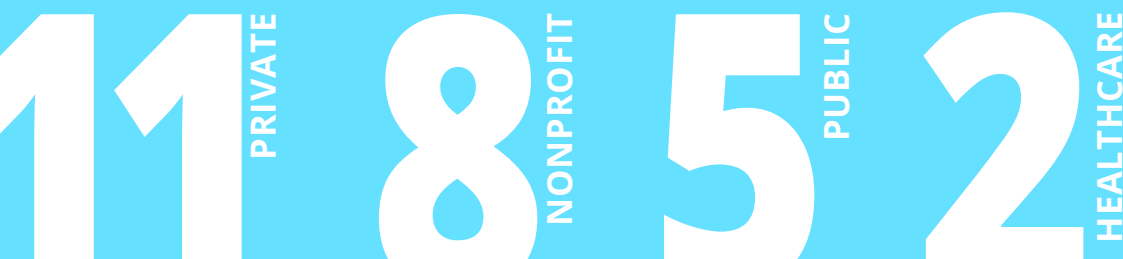




## CLASS XLII

Twenty-six Fellows began their ALF journey in March of 2022. Class XLII spent the year engaging in deep relationship building, dialogue and collaboration, graduating in March of 2023. Class XLII has reported thirty collaborations for good among class members, impacting the issue areas of mental health for young adults, philanthropic giving for causes in Silicon Valley, and pipelines for kids of color into tech jobs.

### SECTOR REPRESENTATION



### CLASS ROSTER

- MARC BERMAN**, Assemblyman, California State Assembly
- ANTHONY CHANG**, Partner, Manzanita Capital Collective
- EUREKA DAYE**, Director, Custody & Behavioral Health, Santa Clara County
- GUILLERMO DIAZ**, Founder Conectado Inc., CEO & Chairman, HITEC
- MICHAEL ELLIOTT**, President and Executive Director, Valley Medical Center Foundation
- MARIA NOEL FERNANDEZ**, Deputy Executive Director, Working Partnerships USA
- PAM FOLEY**, Councilmember, City of San Jose
- LAEL GRAY**, Chief Operating Officer, Peninsula Jewish Community Center
- JIMMY HU**, COO, Sutter East Bay Medical Foundation
- TONY LAM**, Champion, Excelebrate
- KITTY LOPEZ**, Executive Director, First 5 San Mateo County
- MICA MAYO**, Vice President Operations, ServiceNow
- STEPHEN MURPHY**, President and CEO, Cristo Rey East Bay
- MONICA NAYAR**, Office Managing Partner, PWC
- DAVID ONEK**, CEO, Silicon Valley Social Venture Fund (SV2)
- ARRIE PARK**, Partner & Chief Legal Officer, Hellman & Friedman
- LAURA PARMER-LOHAN**, Former Mayor, City of San Carlos
- TANJA POWERS**, Vice President, Head of Ophthalmology, Genentech
- LESLIE RODRIGUEZ**, Principal, California Strategies
- KATE SCHUELKE**, Chief Legal Officer, Seagate Technology
- USHA SRINIVASAN**, Co-Founder & President, Mosaic America
- CARIN TAYLOR**, Chief Diversity Officer, Workday
- ERIN TEAGUE**, Director of Product Mgmt, YouTube, Google
- AHMAD THOMAS**, CEO, Silicon Valley Leadership Group
- KATHLEEN VIGNOS**, Vice President, Software Engineering, Capital One
- PAUL WHITE**, Head of Business Development at SAP.io, SAP



## CLASS ROSTER

**TAMARA ALVARADO**, Program Officer, The David & Lucile Packard Foundation

**DAVE BABULAK**, Managing Director, Strongpoint Holdings

**ANDY BARRENGOS**, Chairman & CEO, Woodruff-Sawyer & Co.

**JIM BASILE**, Partner, Kirkland & Ellis LLP

**EDDIE BORREO**, VP & Chief Information Security Officer, Blue Shield of California

**CYNTHIA BRIGHT**, Deputy General Counsel, HP Inc.

**TINA BROWN**, Chief Operating Officer, Overland-Tandberg

**TRACEY CARILLO FECHER**, Chief Executive Officer, Sonrisas Dental Health

**STACEY CLARK OHARA**, Vice President, Equality, Salesforce

**WILL DREWERY**, Founder and CEO, Diagon Technologies

**CONSUELO HERNANDEZ**, Director, Office of Supportive Housing, Santa Clara County

**CAROLYN HERZOG**, Chief Legal Officer, Elastic

**DAVINA HURT**, Vice Mayor, City of Belmont

**ELLEN KAMEI**, External Affairs Area Manager, AT&T

**CLAY LAMBERT**, Editor and Publisher, Coastside News Group

**ROB LLOYD**, Deputy City Manager, City of San Jose

**RUE MAPP**, Founder and CEO, Outdoor Afro

**KATIA MCCLAIN**, Partner and Chief People Officer, Steinberg Hart Architects

**RICH NIEMAN**, Owner, Farmo LLC

**KENDRA ONISHI**, VP of Development, Silicon Valley Community Foundation

**NADINE RAMBEAU**, Executive Director, EPACENTER ARTS

**NICOLE RICHIE**, Global Head, Health Equity, Genentech

**JENNIFER TAYLOR-MENDOZA**, President, College of San Mateo

**BRIAN TIPPENS**, SVP and Chief Social Impact Officer, Cisco Systems

**MEGAN TOENISKOETTER**, CEO and Co-Owner, Toeniskoetter Construction, Inc.

**REGI YOUNG**, Executive Director, Alameda County Community Food Bank

**ED YU**, VP Value/Population Health, Palo Alto Foundation Medical Group

## CLASS XLIII

In March of 2023, twenty-eight Fellows gathered to create the largest ALF class yet. They will meet for twenty-two days over thirteen months, graduating in March of 2024.

## SECTOR REPRESENTATION

17 PRIVATE 5 NONPROFIT 4 PUBLIC 2 HEALTHCARE

## WHAT'S NEW...

During the pandemic, facilitators created cross-sector home groups of four Fellows to engage with additional curriculum and dialogue in order to deepen relationships while unable to meet in person. Home groups continue to this day as a cherished addition to the Fellows program.

ALF brought on a new facilitation team for the 2023-24 cohort. ALF's Chief Impact Officer Akemi Flynn (Class XXVII) has taken the helm as Lead Facilitator, and Dr. Byron Burkhalter, Sociologist and Principal of Out of Privilege, has joined the team.

The facilitation team, along with CEO Suzanne St. John-Crane, have compiled a new dialogue framework for the ALF Fellows program. Dialogue 2.0 takes the principles of David Kantor's 4-Player Dialogue Model and incorporates community agreements and guidance from thought leaders in the DEI space in order to acknowledge and process societal power differentials and biases that are present in Fellows classes.

## WHAT ARE THEY READING?

- *Four Pivots: Reimagining Justice, Reimagining Ourselves* by Shawn Ginwright
- *Think Again: The Power of Knowing What You Don't Know* by Adam Grant
- *Falling Awake* by Jon Kabat Zinn



**“I learned so much about diversity and the opportunities for improvement in our communities. I was also so impressed by the commitment of my classmates to serve all the members of our Greater Bay Area community.”**

**-Dr. Jimmy Hu, Class XLII, CEO, Sutter East Bay Medical Foundation**

## AFFINITY GROUP IMPACT SUMMARIES

**ALF Affinity Groups** are formed around a variety of interests and experiences and include dialogue and action. Most are cross-sector groups, and all include Senior Fellows from diverse backgrounds and perspectives.

*The impact of affinity groups—and everything we do—results from relationship building, deepening understanding across differences, and fostering collaboration. ALF Senior Fellows support and challenge each other to be stronger, more informed, effective, and inclusive leaders in their professional and personal roles, all working towards a more equitable and thriving Silicon Valley.*

In the **Anti-Racist Learning Circle**, white Senior Fellows and Fellows learn and share about how they can be allies and leaders for racial equity in their workplaces, networks, and communities.

The **AAPI Caucus** created the Making Waves-AAPI Voices initiative to share the experiences of Asian Americans and Pacific Islanders with the broader ALF network. The group also organizes social gatherings to build and deepen relationships and dialogue sessions centering on topics such as AAPI gender dynamics and women’s experiences, courageous conversations with diverse AAPI community members, and Vietnamese American experiences.

Members of the **AAPI Caucus**, **ALF Black**, and **La Comunidad** are leading “The Power of We” retreat series to create a multi-racial community of care, accountability, and solidarity by deepening relationships, appreciating our different experiences and shared values, and beginning to rebalance power to create a culture that values everyone’s humanity.

**ALF Black** and **La Comunidad** host Senior Fellows *spotlights* to learn about Black and Latino/a/x leaders’ personal and professional journeys and foster collaboration among Senior Fellows and support for Black and Latino/a/x communities.

The **Muslim Affinity Group** was initiated by ALF Silicon Valley Senior Fellows, who then expanded to include Senior Fellows from across the national network with the aim of:

- Applying ALF values and practices to build understanding across differences and provide leadership for a more inclusive Muslim community.
- Creating a model for how diverse Muslim leaders can work together with respect across differences, shared Muslim values, and a collective commitment to addressing common concerns and priorities (e.g., Islamophobia, building community power/influence, supporting Muslim youth).

Born out of a series of check-ins following the SCOTUS *Roe v. Wade* decision, ALF women leaders began a series of small gatherings of Senior Fellow women, which then developed into larger **Women’s Gatherings**. The aim of these gatherings is to connect with other women leaders from diverse backgrounds and sectors, community-building for support and solidarity, reflection, and rejuvenation.

The **Climate Action & Sustainability Affinity Group** brings together Senior Fellows from ALF Silicon Valley and other ALF chapters to share strategies for improving the environment for all, particularly to accelerate positive change across sectors.

Arts & culture leaders created the **Cultural New Deal Silicon Valley**, a coalition of independent artists and arts organizations committed to working collectively for racial justice and cultural equity in Silicon Valley. CNDsv is working to establish cultural districts to preserve our cultural communities and identities and advocate for equity standards, e.g., equitable pay for independent artists and more public resources for the arts & culture and hospitality sectors which are key to the local economy and community well-being.

Through the **Justice & Safety Learning Community**, Senior Fellows and Fellows share and learn about challenges and opportunities to improve the public safety and justice systems to create true and equitable safety and justice for our communities.

**K-12 Public Education Leaders** came together to build



and deepen relationships among public education leaders, both ALF Senior Fellows and community partners, for collaboration in support of leadership for high-quality and equitable education with safety and wellness for our students.

**Nonprofit CEO DEIL Cohorts** are learning and dialogue spaces for nonprofit leaders working to address racial equity, personally, organizationally, and across the community.

**Reflecting Life's Journey Affinity Group** provides a confidential, supportive space for Senior Fellows to share reflections on their experiences and clarifying questions and feedback with each other to learn, connect and grow.

**San Mateo County Senior Fellows** connect periodically for learning and support and to nominate more San Mateo County leaders for the ALF Fellows Program.

Senior Fellows who live and/or work in **San Francisco and**

**the East Bay** convene periodically for dialogue, learning, connections, and collaboration and to nominate more leaders from the region for the ALF Fellows Program.

## EVENTS & GATHERINGS

**June 22:** ALF National Presents | Public Safety: What are the roles for community and police?

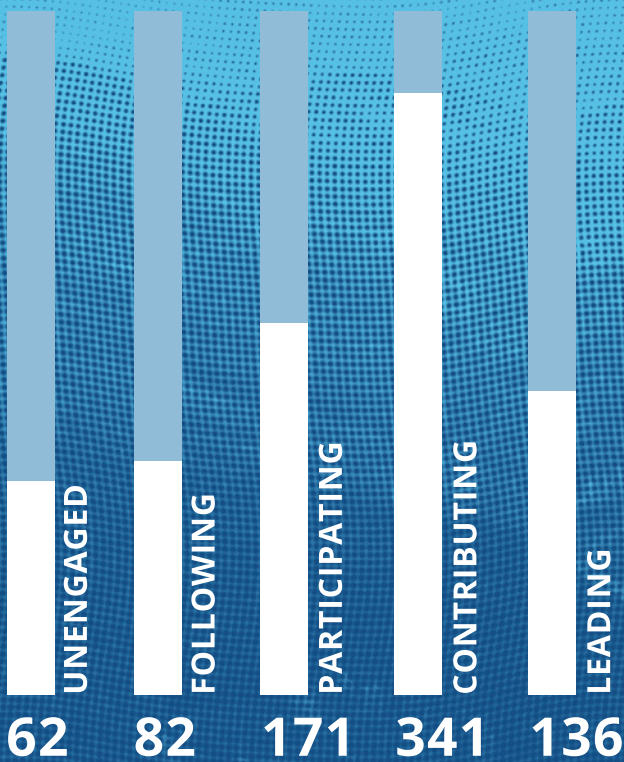
**September 14:** Nikole Hannah Jones | The 1619 Project

**October 13:** ALF Silicon Valley Fall Gathering

**March 7:** Love as a Business Strategy

**April 20:** Exemplary Leadership Celebration

## SENIOR FELLOW ENGAGEMENT



# 163

AFFINITY GROUP MEETINGS

# 57

CLASS CHECK-INS & REUNIONS

# 15

SPEAKER & DIALOGUE EVENTS

## SENIOR FELLOW COMMITMENTS

Take the call & make the call. Use the network.

Dialogue first. Suspend judgment, be curious, be open, listen.

Educate, Innovate, Donate. Be a part of systems change.

Engage in ALF. Your participation makes us all stronger.



AMERICAN  
LEADERSHIP  
FORUM  
CONNECT. INSPIRE. TRANSFORM.

CONNECT. INSPIRE. TRANSFORM.

CONNECT. INSPIRE. TRANSFORM.

CONNECT.



**“ALF’s real work is putting the right people in right relationship with themselves and each other—so they can do right by our communities.”**

**-Suzanne St. John-Crane, CEO, ALF Silicon Valley**



**CONNECT. INSPIRE. TRANSFORM.**

## MISSION ACCOMPLISHED

ALF Silicon Valley completed a three-year strategic plan in April of 2023 and successfully created a bold vision for FY 2024-2026. Despite the pandemic and multiple challenges in delivering the Fellows Program due to unforeseen circumstances, the organization persevered and made huge strides in growing the network, nurturing Senior Fellow initiatives, and raising the brand and impact of ALF, both locally and at the national level.

## 2020 / 2023 STRATEGIC PLAN PILLARS

### 01

#### Offer a best in class regional Fellows Program.

- Nominations to the Fellows program have tripled in the last three years.
- Overhauled reading and dialogue strategy to be equity centered.
- 60-70% of classes are people of color, reflecting the region we serve.
- Fellows footprint has expanded to San Francisco and East Bay regions.

### 02

#### Continue to add value to the Senior Fellow experience.

- Engagement has skyrocketed through the creation of racial caucuses, a speaker series, class reunions and learning circles.
- Nearly 90% of the 800 person network is on ALF's engaged spectrum.
- Tangible policy shifts, philanthropic efforts and content creation for public distribution are coming out of the purpose driven ALF Affinity Groups, benefiting the organizations and communities these Senior Fellows serve.

### 03

#### Become go to organization for facilitating difficult community conversations.

- In 2020, formally launched ALF Insights, a facilitation arm of ALF Silicon Valley. Overhauled reading and dialogue strategy to be equity centered.
- Since its inception, contracted with 28 organizations to offer strategic facilitation and coaching using ALF dialogue strategies.
- As a fee for service revenue generator, we are growing potential to feed unrestricted dollars back into ALF operations.

### 04

#### Strengthen and scale the ALF movement.

- ALF Silicon Valley became headquarters for ALF National.
- Created an Advisory Council with executives from all eight ALF chapters.
- Led the way to create a robust ALF 2.0 business plan with the guidance of advisory council members and ALF's Founder, Joseph Jaworski
- Created a set of Senior Fellow Commitments that inspire network members to live ALF principles.
- Launched A Guide to Human Citizenship: The ALF Way book project, with seasoned writers and journalists helping to guide the process.

In March of 2023, ALF Silicon Valley's Board of Directors formally approved the 2024-26 strategic plan which streamlines the work into three pillars, with key goals including:

- Creating SF / East Bay Task Forces to grow the pipeline of Fellows, moving towards the possibility of launching a second annual Fellows class in Spring 2026.
- Ensuring that at least 75% of Senior Fellows are connected into one or more ALF communities where they learn together, share resources and or collaborate on social and civic good efforts.
- Fundraising to support ALF National's 2.0 plan, allowing ALFN to become a hub for network weaving all 5000+ Senior Fellows; provide programming and support for all eight chapters; scale to new regions.
- Complete, launch and distribute A Guide to Human Citizenship: The ALF Way book and brand as a call to action for living and leading.

ALF INSIGHTS (ALFI) is committed to bringing groups of people together in spaces of productive tension in order to build deeper relationships that lead to powerful community impact.



## ALF INSIGHTS IMPACT SUMMARY

# 30

Number of clients served since ALFI's inception in 2020

# 50%

Percentage of clients served that have extended contracts or re-contracted for additional work

# 60%

Percentage of scoped proposals that are won

# 650k

Total contract dollars

- Seven faculty members have been recruited and regular faculty learning sessions have been implemented.
- An Executive Coaching arm of the business has been established.
- A quarterly newsletter to past and current clients, along with friends of ALFI, launched in spring of 2023.

## ALF INSIGHTS CLIENT ROSTER

### Nonprofit

ACE Charter School  
 American Leadership Forum National  
 AANHPI Lactation Collaborative  
 Art Builds Community  
 California Judges Association  
 Santa Clara County Emergency Assistance Network  
 Educare Silicon Valley  
 Friends of Edgewood Preserve  
 Fremont Union High School District  
 Headlands Center for the Arts

HomeFirst  
 Jewish Community Relations Council (JCRC)  
 Jewish Silicon Valley  
 Latinas Contra Cancer  
 Milpitas Unified School District (MUSD)  
 School of Arts and Culture  
 Si Se Puede Collective  
 San Jose Jazz  
 San Jose Parks Foundation  
 St Joseph's Family Center

SV Creates  
 THRIVE Alliance  
 Valley Health Foundation (VHF)  
 YWCA Silicon Valley Golden Gate

### Philanthropy

Silicon Valley Community Foundation  
 Sobrato Philanthropies  
 United Way Bay Area  
 Valley Medical Center Foundation

### Government

City of San Jose  
 City of Watsonville  
 Town of Los Gatos

### Corporate

FAHR, LLC  
 Legacy Venture



**“ALF Insights was essential to us at United Way Bay Area to help our growing Leadership Team come together to build relationships, center our work around Equity, and create plans and accountability for our team.”**

**-Kevin Zwick, CEO, United Way Bay Area**

**LEADING THE WAY FROM SILICON VALLEY**

In February 2022, after a series of conversations at the ALF National Board level and with the broad support of ALF Silicon Valley’s Board of Directors, ALFSV CEO Suzanne St. John-Crane took on the interim part-time role of ALF National Executive Director in order to accomplish three primary goals:

1. Lead the ALFN Board through a deep strategic planning process that would culminate in a visionary business plan and fundraising campaign to deepen the capacity of chapters, scale to new regions, and connect and activate our 5000+ Senior Fellows to each other for the first time in ALF’s 40 year history.
2. Launch a Council of Advisors to assist with this effort, securing representation from all eight ALF chapters.
3. Produce two compelling and timely national dialogues as a tool for network weaving and resource sharing.

In March 2023, the ALF National headquarters officially moved to the ALF Silicon Valley office. The business plan is complete, and fundraising efforts through major foundations will commence in the Summer/Fall of 2023.



**1 PHASE ONE  
ACTIVATE OUR  
GREATEST ASSET**

For the first time in its 40-year history, connect 5,000 ALF Senior Fellows residing in 46 states to each other through a network weaving app. Offer content and programming to the national network—including affinity and action groups, a national speakers series, a national Senior Fellow class cohort—that inspires deep connection and civic action.

**2 PHASE TWO  
REIMAGINING  
CHAPTERS**

Build a new circular economy between ALF National and chapters that creates efficiencies through sharing services; uplevels curriculum, data collection and outcomes measurement; increases impact and generates greater interest in the Fellows program through robust brandraising campaigns.

**3 PHASE THREE  
SCALE**

Be open for new business. Respond to cities who’ve inquired about starting an ALF chapter, and conduct market analysis to determine what regions and cities are ripe for ALF chapters. Create toolkits, raise start-up funds to be matched by local regions, and aim to open ten new chapters in five years, increasing the number of new Senior Fellows each year by more than double. More Senior Fellows in the network = More human and financial capital towards building equitable and thriving systems and ultimately communities.

**BUILDING ALF 2.0 | KEY PHASES**

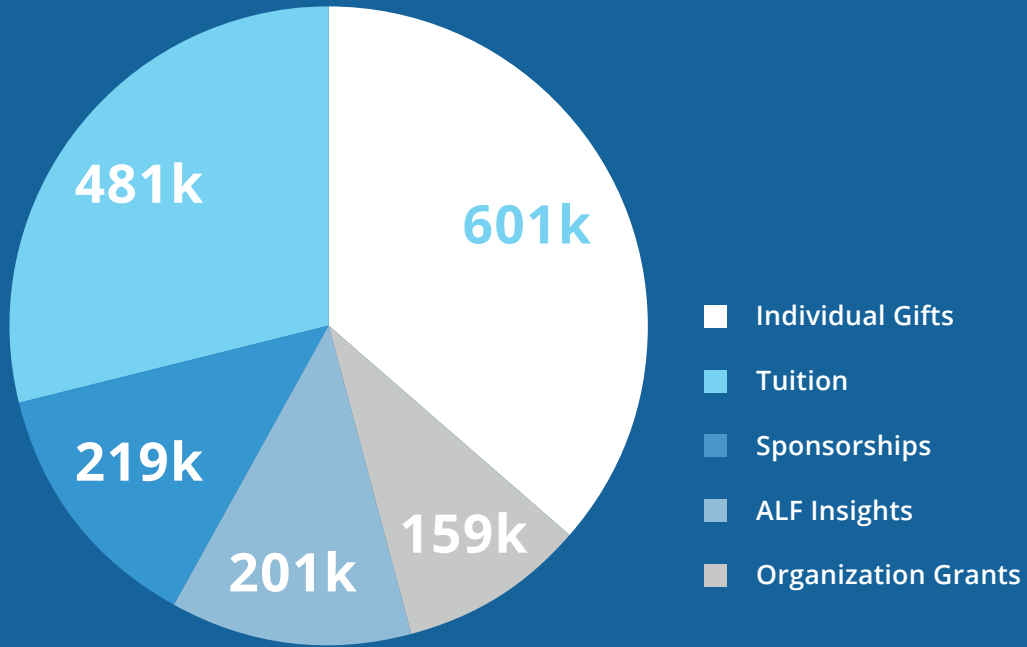


**“Ultimately, leadership is  
about creating new realities.”**

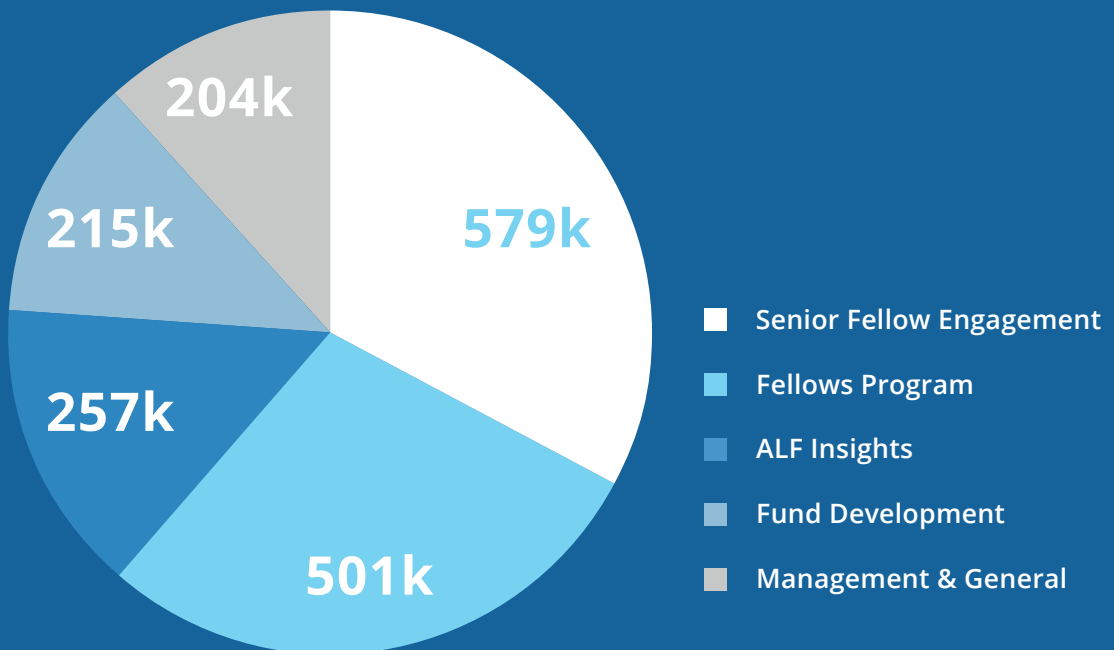
-Joseph Jaworski  
Founder, American Leadership Forum  
Author, *Synchronicity and Source*



## ALF FUNDING SOURCES



## ALF SPENDING ALLOCATION



## LEADERSHIP CIRCLE / 50k+

LISA SONSINI, CLASS XIV / EDUCATION XXVI  
RANDY POND, CLASS XVII

## NETWORK BUILDERS / 10k - 24,999k

NED BARNHOLT, CLASS IX  
ANN DEBUSK, CLASS I  
NEAL DEMPSEY, CLASS XIX  
JOHN FLAHERTY, CLASS V  
NAN GESCHKE  
NANCY HANDEL, CLASS XI  
JON HICKS, CLASS XXXI

JOHN HOLLAR, CLASS XXIV  
JUDY KOCH, CLASS IV  
HSING KUNG, CLASS XIII  
JOHN MORGRIDGE, CLASS VIII  
C.S. PARK, CLASS XVIII  
HEATHER RANGEL, CLASS XXXIII  
KIM RIVERA, CLASS XXXIII

RICH SLAVIN, CLASS XIX  
STEVE SMITH, CLASS XIV  
ROSE TSENG, CLASS III  
TONI VANWINKLE, CLASS XXXIX  
CHARMAINE WARMENHOVEN, CLASS XVIII  
BARRY WILLIAMS, CLASS XX

## 5k CLUB

ERIC BENHAMOU, CLASS VIII  
SANDY CHAU, CLASS XIX  
CHRIS CHENG, CLASS XXXIX  
CELESTE FORD, CLASS XIV  
KELLY GAFFANEY, CLASS XXXIX  
DOTTY HAYES, CLASS XIX  
JAMES KOSHLAND, CLASS XXV

CAROL LARSON, CLASS XV  
ENRIQUE LORES, CLASS XXXV  
WEBB MCKINNEY, CLASS XV  
GIB MYERS, CLASS IX  
MARIE OH HUBER, CLASS XVII  
SUSAN ORR, CLASS VII  
KAREN RUDOLPH, CLASS XVII

DIANE SAVAGE, CLASS XVI  
SUZANNE ST. JOHN-CRANE, CLASS XXV  
MICHELLE VONDERHAAR, CLASS XXXIX  
KIRSTEN WOLBERG, CLASS XXXIII  
DAVID YARNOLD, CLASS XII

## SUSTAINABILITY CIRCLE

CARL AGERS, CLASS XXXV  
MARIE BERNARD, CLASS XXXI  
DANA BUNNETT, EDUCATION XXVIII  
PORCIA CHEN SILVERBERG, CLASS XXIII  
TANIS CROSBY, CLASS XXXIII  
MARY DENT, CLASS XXV  
AKEMI FLYNN, CLASS XXVII  
BARBARA GOLDSTEIN, URBANISM XXXVIII  
RAUL GOROSPE, CLASS XXXV

WENDY HO, URBANISM XL  
ROSALYNN HUGHEY, URBANISM XXXIV  
DREW JOHNSON, CLASS XXXIII  
TERI KILLGORE, URBANISM XXXVI  
PETE KUTRAS, CLASS XIX  
CONNIE MARTINEZ, CLASS X  
PAT MITCHELL, CLASS XIX  
JOE NATOLI, CLASS XIV  
JENNY NIKLAUS, CLASS XXIV  
ARLENE NOODLEMAN, CLASS XXVII

BRENT PEARSE, URBANISM XL  
DAVID QUINCY, CLASS XXXIII  
TIM RUSSELL, CLASS XXXV  
ROBERT SAPIEN, JR., CLASS XXV  
WISA UEMURA, CLASS XXXI  
CATHERINE VALENTINE, CLASS XXXIII  
JEAN-MARIE WHITE, URBANISM XXXVI  
STEPHEN WRIGHT, CLASS XIX  
ERICA YEW, CLASS XV  
KEVIN ZWICK, CLASS XXV



## ANN DEBUSK LEGACY CIRCLE

This past spring, ALF Silicon Valley launched the Ann DeBusk Legacy Circle, named after our founder Ann DeBusk and our first planned giving program. The initiative provides the unique opportunity to support ALF Silicon Valley through gifts in will, gifts of life insurance, and gifts of IRA. Naming American Leadership Forum Silicon Valley in your estate plans secures your legacy in our work to grow the network and deepen our impact across the Greater Bay Area.

Supporting through a planned gift is easy to do, will secure your legacy at ALF, and is a great way to make sure that the cause that helped shape your leadership and helped establish lifelong relationships for good will continue to do so for generations to come.

Learn more at [alfsv.org/planned-giving](https://alfsv.org/planned-giving).





**“I deeply appreciate all of the donors and contributors that have supported ALF throughout the years. The scholarships that ALF gives out are key to making the program as rich as it is.”**

**-Hugh Molotsi, Class XXXIII**

## BOARD OF DIRECTORS



**Jonathan Hicks, Chair**  
Employment Counsel, Netflix  
Class XXXI



**Rosalynn Hughey**  
Deputy City Manager,  
City of San José  
Urbanism Class XXXIV



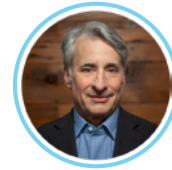
**Toni Vanwinkle**  
Vice President, Digital Workplace  
Experience, Adobe Inc.  
Class XXXIX



**Heather Rangel, Vice-Chair**  
US Technology Sector Leader  
Deloitte  
Class XXXIII



**Hsing Kung**  
Managing Partner  
Acorn Campus Ventures  
Class XIII



**David Yarnold**  
Immediate Past President  
& CEO, National Audubon  
Society  
Class XII



**Mary Dent, Treasurer**  
Former CEO, Green Dot Bank  
Class XXV



**Anita Nunes**  
Advisor, Pluzze Consulting  
Class XXXV



**Ken Yeager**  
Executive Director, BAYMEC  
Community Foundation / Prof. San  
Jose State University  
Class VI



**Jayne Battey**  
Owner, Miramar Farms  
Class XXIV



**Lee Ott**  
CEO, Fulcrum D Consulting  
Class XXXV



**Muhammed Chaudhry**  
General Partner  
DJM Capital Partners  
Education XXVI



**Marion Rittler**  
VP of Global Enablement,  
Pure Storage  
Class XXXI



**Chris Cheng**  
CEO, Global Science &  
Technology  
Class XXXIX



**Kim Rivera**  
Chief Legal & Business Officer  
OneTrust  
Class XXXIII



**David Epps**  
Alternate Public Defender  
County of Santa Clara  
Class XXIX



**Richard Slavin**  
CEO Emeritus  
Palo Alto Medical Foundation  
Class XIX



**Tom Giles**  
Executive Editor  
Bloomberg News  
Class XXXVII



**Suzanne St. John-Crane**  
Chief Executive Officer  
Interim ED, ALF National  
Class XXV / Urbanism XXXIV

## ADVISORY COUNCIL

**Ned Barnholt**, Retired Chairman and CEO, Agilent Technologies

**Eric Benhamou**, Founder and General Partner, Benhamou Global Ventures

**Ann DeBusk**, Founder, American Leadership Forum Silicon Valley

**Susan Goldberg**, President and CEO, GBH

**Adam Grosser**, Managing Partner, Sandcast

**Mike Honda**, Retired US Congressman

**Marc Jones**, Chairman and CEO, Aeris Communications

**Carol Larson**, Former President and CEO, The David & Lucile Packard Foundation

**Ronnie Lott**, Owner, Lott Auto Ventures

**John Morgridge**, Chairman Emeritus, Cisco Systems

**Susan Packard Orr**, Co-Founder and Chairman, Arvea

**C.S. Park**, Retired Lead Independent Director, Seagate

**Ann Ravel**, Fellow, New America

## ALF SILICON VALLEY STAFF



**Suzanne St. John-Crane**  
Chief Executive Officer, ALF Silicon Valley  
Interim Executive Director, ALF National  
Class XXV / Urbanism XXXIV



**Akemi Flynn**  
Chief Impact Officer  
Class XVIII



**Allyson Paul**  
Executive Assistant



**Jenny Niklaus**  
Chief Facilitation Officer  
Class XXIV



**Mark Tolley**  
Vice President of Operations



**Sumaiya Moosa**  
Development Manager



**Richard Ángel Vega**  
Marketing & Communications Director

## FELLOWS PROGRAM FACILITATORS



**Akemi Flynn**  
Fellows Program Lead Facilitator



**Dr. Byron Burkhalter**  
Fellows Program Co-Facilitator



alfsv.org | 408.554.2000

Sobrato Center for Nonprofits, 1400 Parkmoor Avenue, Suite 280, San Jose, CA 95126