



AMERICAN LEADERSHIP FORUM
SILICON VALLEY
2024.2025
IMPACT REPORT
JULY 2025

24.25 **IMPACT REPORT**

Our actions tell our story.

Over the past year, we've all witnessed how far-reaching and life-changing those actions can be—both at the local and national level.

This pivotal moment in our nation's history calls for us to rethink what it means to be compassionate and effective leaders and to embrace new approaches in a world that's constantly evolving.

ALF Silicon Valley is uniquely positioned to drive meaningful change through our distinctive approach to leadership. You, our Senior Fellows, are at the heart of this work—having courageous conversations, staying committed to your values despite unprecedented challenges, and, more than ever, relying on the tools and principles you gained during your Fellows journey to become better leaders—and better human beings.

This year, we distilled those principles into our newly published book, ***A Guide to Human Citizenship: The ALF Way***. Through it, members of our inspiring network share personal stories and timeless wisdom about leadership rooted in empathy and integrity.

One such story comes from Marico Sayoc (Class XLI), who reminds us in "The Mountains We Climb" that "leaders need to be comfortable in the uncomfortable to create change. Progress isn't a straight line to the summit—it's a winding journey, recognizing we're all climbing at our own pace. My peak isn't someone else's peak. But progress as a community means no one gets left behind."

Your support makes it possible for us to widen the circle of belonging— and to leave no one behind.

This year, we proudly graduated Class XLIV—24 new ALF Senior Fellows already engaging in over 30 cross-sector collaborations addressing challenges like affordable

housing, immigrant rights, and professional leadership. Behind them, Class XLV is gearing up for their Wilderness journey this July, guided by ALF Lead Facilitator Dr. Byron Burkhalter.

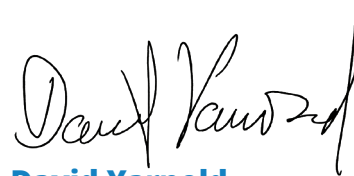
Remember climbing the summit at Gold Lake? Today, we're facing another mountain to overcome, but thanks to your courage, we're not doing it alone.

ALF Silicon Valley will continue to make sure everyone makes it to the top of the mountain—and we couldn't do it without your support. Just over the last year, we've created two new affinity groups: The 65+ Club, a space where our most seasoned Senior Fellows gather for peer support and mindfulness in later life, and the Christian Affinity Group, a community of Senior Fellows of the Christian faith who come together for fellowship, mutual support, and shared growth.

Our story will continue to unfold in the years to come, and we're so grateful that you'll be a part of it. We encourage you to explore ways in which you'll lean more into your ALF toolkit and lift up others so we may all live in thriving communities.

Thank you for your dedicated support of this outstanding network. With you, we will keep climbing—together.

A Guide to Human Citizenship: The ALF Way is available for purchase now at alfsv.org.



David Yarnold

Interim Chief Executive Officer
ALF Senior Fellow, Class XII





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

Joseph Jaworski

Founder, American Leadership Forum

Author, *Synchronicity and Source*

CLASS XLIV

Twenty-four Fellows began their ALF journey in April 2024 and graduated in March 2025 after a year of relationship building, dialogue, and exploring new perspectives. Class XLIV reported over 30 collaborations around issues such as affordable housing, immigrant communities, and professional leadership issues.

SECTOR REPRESENTATION

13 PRIVATE

5 NONPROFIT

5 PUBLIC

1 HEALTHCARE

JAYE BAILEY Chief of Staff, VTA

MILAN BALINTON Executive Director, African American Community Service Agency

JENNIFER BIELSTEIN Executive Director, American Conservatory Theater

EDDA COLEMAN Principal, Axiom Advisors

KEVIN COOK Market President, Greater Silicon Valley, Sutter Health

JOHN DIFFENDERFER President, Aedis Architects

TANNEASHA GORDON Partner, Deloitte

SMITA JAIN Executive Director Patient Experience, Genentech

BOB JONSEN Sheriff, Santa Clara County

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DAVID LEACH SVP, Chief Security Officer, Chief Data & Analytics Officer, Pacific Gas & Electric

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IRENE LI CEO, Acellent Technologies

MARIA MARROQUIN Executive Director, Day Worker Center of Mountain View

DWAYNE MARSH President and CEO, Northern California Grantmakers

KAREN MARTIN Senior Director Transformation Office, Juniper Networks

BILL NASH CFO, Ursa Major

ANNELIESE OLSON Senior Vice President & Managing Director, North America, HP Inc.

PRESTON PRINCE Executive Director, Santa Clara County Housing Authority

SALEEM QADIR Director, Technical Project Management, NASA

LOREN TAYLOR Founder & President, Empower Oakland

VICKI TUNG Director of Government and Public Affairs, Texas Instruments

HILARY WARE Head of Privacy, Apple

LAURIE WEBB Vice President, Legal and Chief Compliance Officer, Seagate Technology



CLASS XLV

Twenty-two Fellows formally began their ALF journey in April 2025. They will gather for 21 days over 12 months, which includes a graduation in March 2026.

SECTOR REPRESENTATION



CHRIS BROWN Founder & Managing Partner, The Nova Rose Group

TERESA CHAPMAN Chief People Officer, Santa Clara Family Health Plan

ERIN CONNOR Director, Social Impact & Inclusion, Cisco

LISA COUNTRYMAN-QUIROZ CEO, JVS - Bay Area

CHRISTINE DEL ROSARIO SF Office Managing Partner, PWC

JAMAL EASON Director of Product Management, Google

KATIE FERRICK Managing Director, Community Affairs, Applied Materials Inc.

ALISON HAGAN Managing Principal, Deloitte Consulting

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ROB LINDO Vice President and Director, Casino M8trix

SILVIA MAHAN President and CEO, Cristo Rey San Jose Jesuit High School

CANDACE MARTIN Director, Privacy Legal, Apple

JUSTIN PRETTYMAN Foundation Executive Director, San Francisco 49ers

LAURA SEAMAN Chief Executive Officer, League of California Community Foundations

PARAS SHAH Vice President, Cinnamon Energy Solutions

KALOMA SMITH Pastor, University AME Zion Church

JONATHAN STORPER Partner, Hanson Bridgett LLP

VAN TON-QUINLIVAN CEO, Futuro Health

ALEX VALLEJO Chief Risk Officer and SVP, Ethics & Compliance, Pacific Gas & Electric

MULLISSA WILLETTE President, SEIU Local 521

MARK ZITTER Venture Partner, StartFast Ventures



THE FELLOWS PROGRAM **SESSION TIMELINE**

APR JUL SEP

PRE-ORIENTATION: FINDING
OUR RHYTHM

ORIENTATION RETREAT:
FOUNDATIONS FOR COMMUNITY

DIALOGUE ACROSS DIFFERENCES

EMBODIED LEADERSHIP &
PREPARATION FOR WILDERNESS

ALF WILDERNESS EXPERIENCE

LESSONS FROM WILDERNESS

TRADING UP OUR LEADERSHIP
CONTEXTS



NOV JAN MAR

FORECASTING THE FUTURE, INSTITUTE
FOR THE FUTURE & NETWORK LEADERSHIP

SEEDING CHANGE IN OUR COMMUNITIES
THROUGH INNOVATIVE

EXPLORING PRODUCTIVE TENSION
& CREATING CHANGE

TAKING STOCK OF OUR JOURNEY
RETREAT

CIVIC RESPONSIBILITY WITH
SENIOR FELLOW PANEL

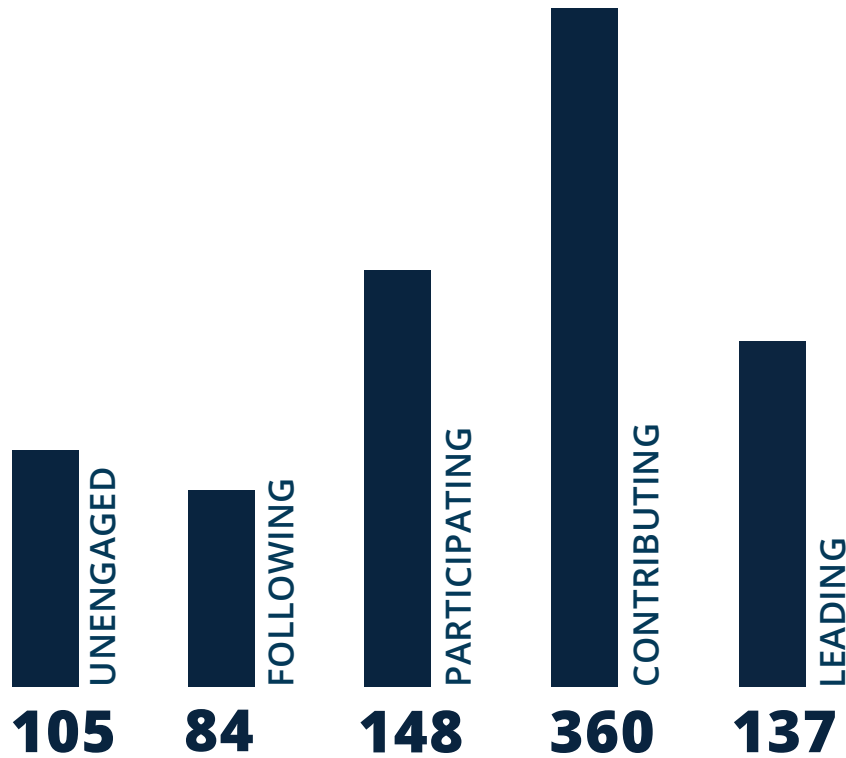
CREATING NEW RHYTHMS TOGETHER

GRADUATION



ALF SENIOR FELLOWS

Senior Fellows are graduates of ALF's Fellows Program and are part of a network unlike any other. ALF's impact in the community springs from this engaged, vibrant, evolving, and active network of leaders who inspire their colleagues, community, and each other into action through the course of their life and work.



ENGAGEMENT LEVELS

99

AFFINITY GROUP MEETINGS

30

CHECK-INS & REUNIONS

28

SPEAKER & DIALOGUE EVENTS



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.

The **Power of We** initiative, led by Leon Beauchman (Class XX), Melissa Cerezo (Class XXXVIII), and Darcie Green (Class XXVIII), brings together Senior Fellows who identify as people of color to deepen relationships and build understanding and solidarity. The group has developed solidarity principles, hosted Zoom Solidarity Hours, and held three retreats across the year focused on understanding and healing from racial trauma, across cultures and generations through sharing stories and celebrating cultural traditions led by PJ Hirabyashi (Class XXIX) and Chike Nwoffiah (Class XXI).

The **ALF AAPI Caucus** meets regularly to build relationships and understanding across diverse AAPI experiences and address issues of concern such as the AAPI mental health & wellness and a post-election dialogue.

The **Anti-Racist Learning Circle** of Senior Fellows who identify as white is led by Shiloh Ballard (Class XXVII) and meets quarterly for dialogue about how they can be anti-racist leaders.

Members of **ALF Black** host meetings to share and learn about each other's leadership roles through Senior Fellow Spotlights and explore opportunities to support and collaborate. The group has also established annual traditions including Summer Brunch, the SV African Film Festival, and a virtual check-in for celebration and support during the December holiday season.

La Comunidad meets periodically for Latine/a/o/x Senior Fellows to share and learn about each other's leadership and explore opportunities to support and collaborate. Members of La Comunidad led a research project (aka: Brown Paper) to identify the status of Latin@ Civic Engagement in Santa Clara County, obstacles, and solutions towards improving representation.

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 the exchange based on their own interests.

ALF held two **ALF Women's Gatherings** bringing together Senior Fellow women leaders from diverse backgrounds and sectors for community-building for support and solidarity, reflection, and rejuvenation.

The **ALF Christian Affinity Group**, led by Tina Brown (Class XLIII), meets quarterly to convene Senior Fellows of the Christian faith to gather in fellowship, receive and give support, and build community together.

Cultural New Deal SV is made up of cultural arts organization leaders and independent creatives working collaboratively for racial justice and cultural equity through the arts & culture sector.

The all-new **ALF 65+ Club** gathers for luncheon, peer support (post-retirement community involvement and dialogue across differences), and shares in mindfulness practices for later life.

The **Reflecting Life's Journey** group is the first and longest-running ALF Affinity Group, founded and led by Meri Maben (Class XXIV) and Naomi Fine (Class XX).

The **ALF LGBTQ+** and **ALF Climate Action & Sustainability** networks convene periodically based on the interest of group members and capacity of the Senior Fellows who co-lead them.

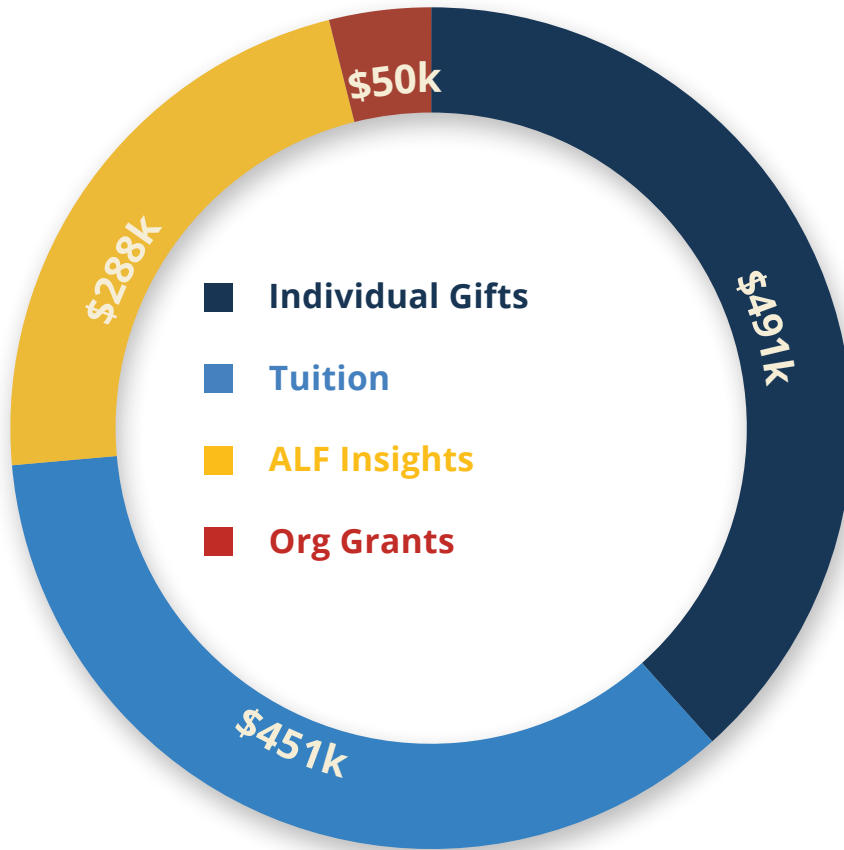
Learn more about ALF's Affinity Groups by visiting alfsv.org/affinity-groups.



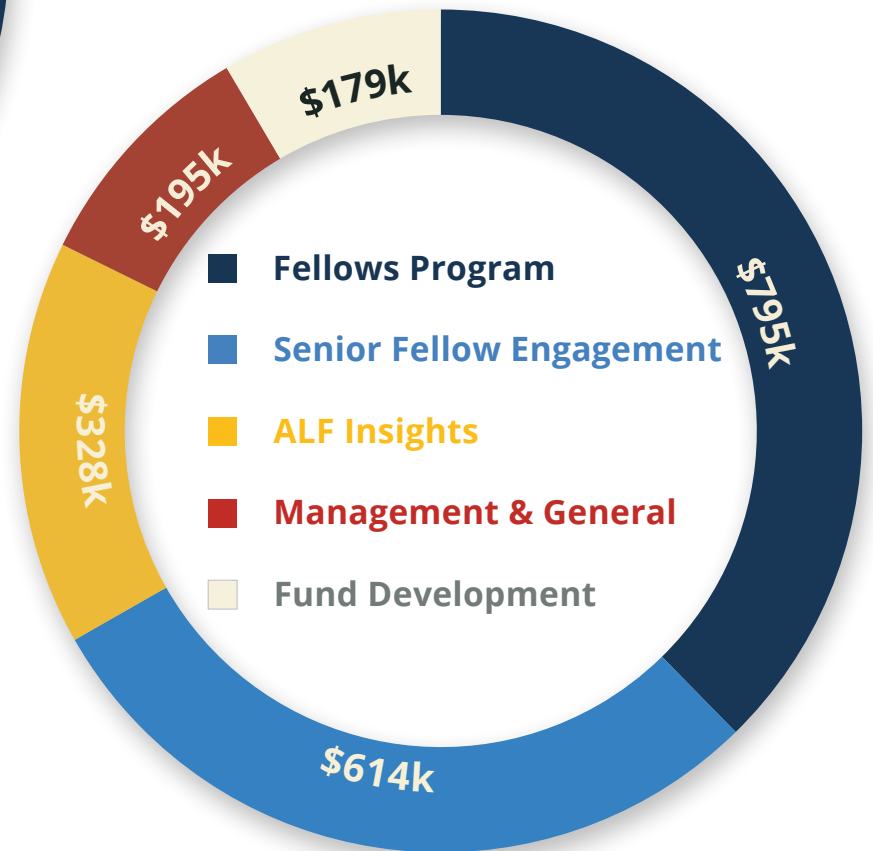
**“I see the world
and myself
differently—
and better—for
having had the
experience with
ALF. I am very
grateful.”**

Cynthia Bright,
ALF Senior Fellow, Class XLIII

FUNDING SOURCES



SPENDING ALLOCATION



LEADERSHIP CIRCLE | 50k+

Lisa Sonsini

Randy Pond

SUMMIT CIRCLE | 25k - 49,999k

Dave Babulak



NETWORK BUILDERS | 10k - 24,999k

Ann DeBusk

Rose Tseng

Ned Barnholt

Nancy Handel

Barry Williams

Michael Gaulke

Rich Slavin

Charmaine Warmenhoven

Steve Smith

Heather Rangel

Hsing Kung

Cynthia Bright

Grace Liu

Karen King

COLLABORATOR CIRCLE | 5k - 9,999k

Gib Myers

Mica Mayo

Chris Cheng

James Koshland

Arrie Park

David Yarnold

Suzanne St. John-Crane

Nan Geschke

Anita Nunes

Celeste Ford

Webb McKinney

C.S. Park

Becky Morgan

CONVENER CIRCLE | 2,500k - 4,999k

Jane Williams

Mary Dent

Lata Krishnan

George Brown

Sanjay Vaswani

Jayne Battey

Rebecca Vermeulen

Ajay Shah

Randy Adams

Lee Ott

Edie Kirkwood

CONNECTOR CIRCLE | 1k - 2,499k

Tom Giles

Kathy Riggins

Mark Bauhaus

Jimmy Hong

Ed Yu

Arlene Noodleman

Mahmood Panjwani

Saidah Grayson Dill

David Epps

Alberto Villaluna

Hugh Molotsi

Papia Gambelin

Andy Barrengos

Kevin Zwick

Nancy Heinen

Debra Dunn

Kelly Porter

Patricia Bresee

Kirsten Wolberg

Kelly Pope

Harry Saal

Marie Bernard

Tracey Carrillo Fecher

Kate Schuelke

Efren Rosas

Susan Orr

Ann Danner

Ervie Smith

Raul Gorospe

Alexa Cortes Culwell

Sharon Binger

TRAILBLAZER CIRCLE | 500 - 999

Connie Martinez

Mary Ann Dewan

Arthur Money

Lisa Hendrickson

Kathryn Hanson

Jay Baksa

Tamara Alvarado

Penny Gallo

Mayla Clark

Frank Currie

Cayce Hill

Nuria Fernandez

Ken Yeager

Jennifer Konecny

Erica Yew

Greg Gallo

Carolyn Herzog

Linda Gold

Howard & Nina Tolley

Jane Decker

Luther Jackson

Stephen Murphy

Catherine Valentine

Carl Agers

Laura Parmer-Lohan

Vandana Kumar

Daniel Fenton

Sterling Speirn

Tiffany Ho

Akemi Flynn

Jenny Niklaus

Pam Foley

Gail Stypula

Risî Pichon

Rolanda Pierre Dixon

John Flaherty

Winnie Chu

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Kirk Hanson

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Dana Bunnett

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Wisa Uemura

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Brent Pearse

Barbara Goldstein

Tanis Crosby

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. Info at alfinsights.org.



11

TOTAL **CLIENTS SERVED**

50%

RETURNING **CLIENTS**

\$273k

TOTAL **BOOKED CONTRACTS**

CLIENT SECTORS

Nonprofit

Philanthropy

Government

SERVICE CATEGORIES

Strategic Planning

Board development

Meeting facilitation

Organizational assessment

Executive coaching

CLIENT ROSTER

NONPROFIT

ALF National

HomeFirst

Jewish Silicon Valley

LEAD Filipino

MACLA

School of Arts & Culture

West Valley Community Services

PHILANTHROPY

Los Altos Mountain View Community Foundation

Silicon Valley Community Foundation/Silicon Valley Foundation Leaders Collaborative

GOVERNMENT

Santa Clara County Office of Education

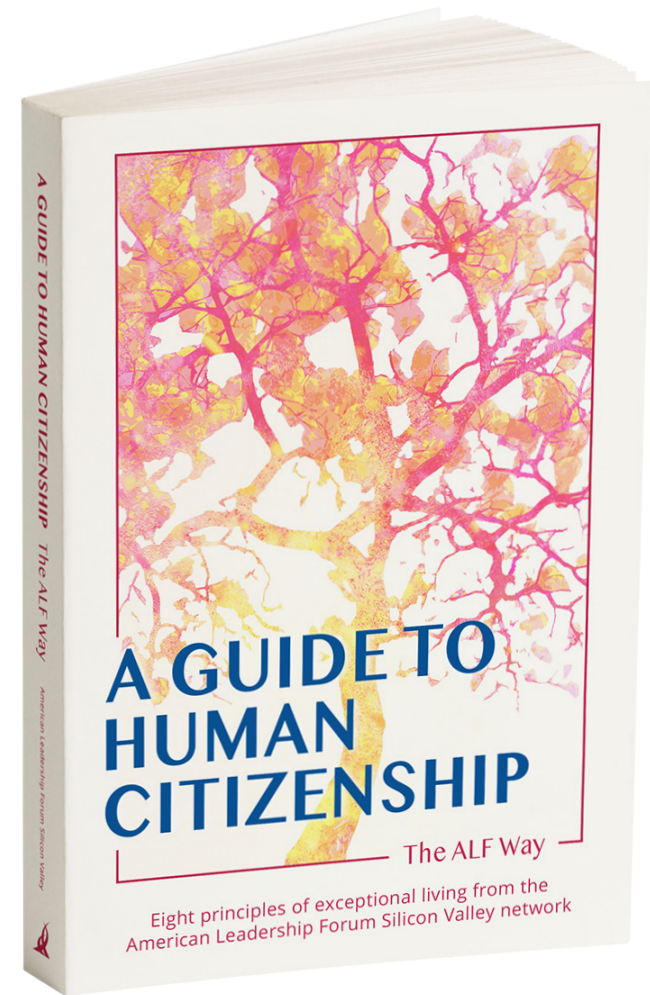
A GUIDE TO HUMAN CITIZENSHIP

American Leadership Forum Silicon Valley is proud to announce the publication of our new book, ***A Guide to Human Citizenship: The ALF Way***— *Eight principles of exceptional living from the American Leadership Forum Silicon Valley network.*

In a time of unprecedented division and disruption, *A Guide To Human Citizenship* offers valuable principles of exceptional living—from practicing dialogue across differences to radical forgiveness inspired by the experiences and insights gained from working with more than 800 ALF Fellows Program graduates over 37 years. The book is both a reflection of empowered individuals and a call to action for anyone seeking to foster equitable and thriving communities, regardless of their professional background.

The book is the brainchild of Senior Fellow and former ALF Silicon Valley CEO Suzanne St. John-Crane and has been in development since 2020. Suzanne writes, “We invite readers to engage with each of these eight principles, which may be common sense but are definitely not common practice.. If we’re to emerge from the current polycrisis as an evolved, healthy society, we have to get back to the basics and lead with love.”

Story contributors include a highly diverse cross-section of Senior Fellows—from Former DocuSign CEO and Trump Administration Secretary Keith Krach, to Workday’s Chief Diversity Officer Carin Taylor, and South



Bay Creative Catalyst Demone Carter, illustrating these principles in action and demonstrating how mindful human citizenship can regenerate social cohesion in a polarized world.

Our hope is that these tenets, stories, and invitations teach and inspire you to navigate the speed and depth of disruption we are all experiencing, in order to cocreate equitable and thriving communities.

FEATURING CONTRIBUTIONS BY

Suzanne St. John-Crane, Lead Author & ALF Senior Fellow, Class XXV / Urbanism XXXIV

Teresa Alvarado, Class XIX

Jayne Battey, Class XXIV

Leon Beauchman, Class XX

Demone Carter, Class XXXVI

Chris Cheng, Class XXXIX

Laura Chmielewski, Class XXXVIII

Gina Dalma, Class XXX

Susan Ellenberg, Class XXXII

Diane Fisher, Class XXXVII

Eddie García, Class XVIII

Aftab Jamil, Class XXXVII

Keith Krach, Class XV

Ky Le, Class XXXV

Minh Le, Class XIV

Jen Loving, Class XXV

Jacky Morales-Ferrand, Class XXXIV

Shannon Nash, Class XXXVII

Chris Norwood, Class XXVIII

Marico Sayoc, Class XLI

Carin Taylor, Class XLII



**SCAN QR CODE TO
LEARN MORE &
PURCHASE BOOK.**

alfsv.org/guide-to-human-citizenship



“In a time when societies and communities are falling apart, it is essential to pioneer new pathways for regenerating social and community cohesion that, in the age of polarization and echo chambers, has been lost. Essential reading.”

Otto Scharmer

MIT, author of *Presencing: Seven Practices for Transforming Self, Society, and Business*

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US Technology Sector Leader Deloitte
Class XXXII



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Class XLII



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Strongpoint Holdings, LLC
Class XLIII



Jayne Battey
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Class XXIV



Sharon B. Binger
Managing Director, CCO &
Head of Litigation, Silver Lake
Class XLI



Tina Brown
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Vector Holding Group
Class XLIII



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County of Santa Clara
Class XXIX



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Executive Editor
Bloomberg News
Class XXXVII



Jonathan Hicks
Employment Counsel, Netflix
Class XXXI



Hsing Kung
Managing Partner
Acorn Campus Ventures
Class XIII



Lee Ott
VP of Product Experience
HP Inc.
Class XXXV



Kim Rivera
Chief Legal & Business Officer
OneTrust
Class XXXIII



Rebecca Vermeulen
VP, Customer Strategy,
Genentech
Class XLI



David Yarnold
Interim CEO, ALF Silicon Valley
Class XII



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

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ALF Insights Lead Faculty
Class XXIV



Richard Ángel Vega
Chief Marketing Officer



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.



alfsv.org | @alfsiliconvalley   

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