Piecing Together the Puzzle

Highlights 2020
Leading From Within’s commitment to equity, diversity, inclusion, and access is crucial to supporting the vibrant and diverse individuals who drive our sector. From training to policy work, our board, staff, and instructors engage this commitment and lead by example.
After a year of suspense and grief, we begin to emerge with a renewed sense of purpose. The global pandemic heightened the importance of unity and the inequities that challenge our society. For many of us, this has been a time of inquiry and deeper understanding of what really matters in life.

Part of the work of Leading From Within centers on inquiry and the voyage of self-understanding. Continuing this work digitally to support civic leaders facing some of the biggest challenges of their careers is my highlight of 2020.

Our organization reinvented itself this past year, and together with our 500 plus alumni network, we aim to reinvent ourselves again this year too. Instead of the “forced pivot” many of us faced last year, we’ll harness the opportunity to intentionally and methodically plot our strategic vision for the years ahead. So much of what we’ve learned in 2020 informs this work.

Together we can support civic leaders in a way that forwards their own leadership journey, connects them as peers, and increases their capacity as collaborators for meaningful change. Please join us in investing in leaders who drive and create change.

Ed France
Executive Director

Adaptation is 2020

“This past year has been precarious and uncertain for many nonprofits. I’ve admired how Leading From Within, as a small, nimble nonprofit, has worked to be responsive to the needs of the sector, experimenting with new offerings, including pro bono coaching for emerging and executive leaders. As an alum myself, I experienced leadership coaching; it impacted me profoundly both professionally and personally, most recently leading me to enroll in a coaching certification program through the Hudson Institute. I was honored to serve on a group to guide adaptive offerings, including our coaching initiative. Over 50 alumni participated in that program alone.”
We recognized the transition online as an opportunity, not only to invest in community leaders but also to help ease the burden of a group of people wrestling with the many personal and professional impacts of the pandemic. Thanks to the adaptability and unwavering investment of our funders, board, staff, instructors, coaches, and guests, the entire Emerging Leaders curriculum was successfully made digital. The eighth Emerging Leaders cohort—19 participants strong—proved to be up to the challenge and has engaged at every turn with enthusiasm and authenticity. Thanks to their commitment, curiosity, and compassion, we cocreated the four walls of our virtual learning space. And a new community of talented leaders has emerged!

Miles Ashlock
Emerging Leaders instructor

and with overwhelmingly positive feedback. I’ll always admire Leading From Within’s—and our nonprofit community’s—ability to quickly adapt, be resourceful, and reach out for support. Thanks to LFW, we have a stronger social fabric of those doing good in this community.”

Elena Anderson
Emerging Leaders alumni
Through these four team leaders—who help guide our alumni councils and offerings—Leading From Within has invested in our four alumni communities’ future. Together, our alumni communities constitute a community of 500+ leaders who share knowledge and ideas, provide mutual support, and collaborate well beyond just the framework of the programs.
Both the 2019/20 Katherine Harvey Fellows and Leading for Community Impact cohorts persevered to complete their programs despite the pandemic and transition to connecting only through virtual sessions. Special thanks to our thoughtful and responsive program instructors—Jim Morouse, Jenn Hooten, Christa Roth, and Danielle Quiñones-Ortega. Our 36 participants have joined our over 500 alumni-strong leadership community.
Leadership

Board Members
Alma Hernández
District Representative for County Supervisor Joan Hartmann
Ashley Costa
Lompoc Valley Community Healthcare Organization
Jennifer Reitz
Executive Leadership Coach
Jim Morouse
The Satori Group
Katya Armistead
Assistant Vice Chancellor and Dean of Student Life, UCSB
Ken Saxon
LFW Founder & Board Chair
Kiah Jordan
Impact Family Office
Lois Mitchell
LAUNCH Philanthropic Consultancy
Michael Medel
Santa Barbara City College
Paul Lynch
Cage Free Productions
Rebecca Anderson
Ganna Walska Lotusland
Saul Serrano
Community Action Commission
Sigrid Wright
Community Environmental Council
Victoria Juarez
County of Santa Barbara Commission for Women

Welcome, Leading from Within’s newest board members (pictured left).
Thank you to all for your service to LFW and our broader community of civic leaders.

Staff
Ed France
LFW Executive Director
Sarah Harris
Director of Operations
Angela Manavella
Network and Program Coordinator

Instructors, Coordinators, and Consultants
Christa Roth
Danielle Quiñones-Ortega
Jana Brody
Jennifer Hooten
Jim Morouse
Judy Hawkins
Julie Sorenson
Katya Armistead
Ken Saxon
Kim Stokely
Lisa Bass
Lucille Boss
Miles Ashlock
Stephanie Logan
Vanessa Grossman
Leading From Within, like all organizations in 2020, navigated a storm that completely changed business as usual. That said, we completed two programs and even launched a new cohort of Emerging Leaders, all hosted virtually. Despite the pandemic requiring conservative expenditures, Leading From Within also created a whole new slate of adaptive programs to serve our over 500 alumni and the social sector at large during this time. Thanks to the generous continued support and flexibility from our donors, Leading From Within was able to adapt and be responsive to the unique needs of 2020.

NOTE: To see our complete financial records (Form 990s), please visit our “About Us” page on our website.
Gratitude

**Major Givers ($10,000+)**
Anne Jackson Family Foundation
Carrie Towbes
Eric Schwartz | Schwartz Family Foundation
Ken & Jo Saxon
Jim & Mary Morouse
McCune Foundation
Santa Barbara Foundation
The Angell Foundation

**Directors ($3,000-$9,999)**
Anonymous
Anonymous
Anonymous
Frederica Saxon
James S. Bower Foundation
Linked Foundation
Maryan & Dick Schall
Montecito Bank & Trust

**Leaders ($500-$2,999)**
Alex Dorsey*
Ali Schiller*
Ann Padden-Rubin
Anne S. Towbes
Anonymous
Arlington Financial
Ben Romo* | Romo & Associates
Brittingham Family Foundation
Carrie & Mike* Randolph
Danna McGrew*
Diane* & Kieran Adam
Ginny & Tim Bliss
HG Insights
J. Taylor Woodward, III Foundation
James Rymel*
Jeff Bochsler*
Jeffry Baum | VMware
Jennifer Reitz
Judy & Charlie Markline

* Indicates a Leading From Within alumni

Katya Armistead* & Tim Pritchard
L. Robert Johnson & Lisa Reich
Lois Mitchell | LAUNCH Philanthropic
Michael Medel*
Miles Ashlock & Enn Burke
Monique Limón*
Patty & Eric Swenson
Rebecca* & Ian Anderson
Sigrid Wright*
Sumit Singh*
Vicki & Bob Hazard
Thank you to our donors

**Friends (up to $499)**

Alex Posada
Angela Hsu*
Angie Hacker* & Josh Simmons*
Amy Derryberry*
Ashleigh Erving*
Ashley Costa*
Aziza Hasan*
Betsy & Charles Newman
Brianna Aguilar*
Brittany Napier*
Cameron Gray*
Claire Knowlton*
Christa Roth
Chuck Flacks*
Cody Howen*
Dan Fontaine*
Danielle Quiñones-Ortega*
Dawn Mitcham*
Debra Hammond*  
Don Lubach*
Donald Strauss*
Douglas Flaker*
Ed France*
Eileen Monahan*
Holly Gil*  
Jan Williamson*
Je’net Kreitner*
Jessica Fougere*
Jocelyn Piazza
Joey Juhasz-Lukomski*
Kristin Boehm*
Kristina Webster*
Lauri Shiffrar*
Leigh Curran*
Lisa Watson
Lori Goodman*
Megan Birney*
Michael Takahara*
Michelle Pickett*
Sally Fairman*
Sarah York Rubin*
Saul Serrano*
Stephanie Glatt*
Stephanie Logan*
Susan & Gary Gulbransen
Rachel Johnson*
Rachel Steidl*
Ted Rhodes
Teoman Yatman
Tyson Halseth*
Vera deVera*
William Peters*
Zahra Nahar-Moore*
We would also like to thank our many generous in-kind donors for their pro bono and volunteer support not listed here!

Elena Anderson*
Elizabeth Gaynes*
Erika Lindemann*
Eryn Shugart*
Hannah Real*
Helen Perez*
Hilda Maldonado*
Jonathan Zeichner*  
Julie Sorenson*
Kaile Shilling*
Kate English*
Kathy Wertheim*
Kim Stokely
Kristen Pichler*
Lorraine Neenan*
LuAnn Miller*
Lucille Boss*
Manjusha Kulkarni*
Marjan Riazi*
Mattie Gadsby*
Mayra Marquez*
Facilitating Leaders = Catalyzing Change

INDIVIDUALS  Growing as Leaders
PEERS  Sustaining & Supporting Each Other
COLLABORATORS  Benefiting our Whole Community

Leading From Within brings social sector leaders together to grow as individuals and improve their effectiveness as leaders, sustain each other as peers to keep leading and learning, and increase their capacity to be collaborators for the common good.

Invest in people who drive and create change.

Leading-From-Within.org
805-770-3232
info@leading-from-within.org