



2022 ANNUAL REPORT

COMMUNITY.

LEADERSHIP.

MOVEMENT.

NEW LEADERS COUNCIL



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A NOTE FROM OUR LEADERS



CLARE BRESNAHAN ENGLISH, PRESIDENT AND CEO
[NLC WASHINGTON DC '12]

New Leaders Council trains the people who change the world. Locally and across the country, NLC alumni are on the frontlines of change.

But change does not happen with just one year, one election cycle, or through one charismatic leader, but with long-term efforts to connect cross-sector leaders in local communities. These connections - and years of movement building - make an impact. NLC is uplifting, developing, and connecting a new kind of leader: those who center equity, build trust, and reflect the communities they serve.

By starting locally, NLC builds effective pipelines of leadership that rely on connection, collaboration, and collective impact. **Each Fellow that graduates from the NLC Institute sparks an individual change in their community.** They are the entrepreneurs, non-profit executives, and elected officials making headlines, making waves, and making a new legacy for our future.

To our Fellows, alumni, and supporters: Thank you for your commitment to progress, both locally and nationally, and for sharing our vision for long-term collective impact.



KAREN PANDY-CHERRY, VICE PRESIDENT OF PROGRAMS
[NLC BROWARD '16]

There's no other organization that does what we do, how we do it.

Beyond a no-cost, six-month training program, **New Leaders Council creates opportunities for our Fellows to expand their leadership potential and create long-term leadership pipelines in their communities.**

We believe that these new leaders need room to experiment and practice their leadership. They need time and space for self-discovery and hands-on experience with problem-solving while learning the strength of vulnerability and accountability in leadership. **And when they graduate from their local Institute, they carry that experience into their industries, issue-areas, and identities,** continuously driving cross-sector change in their personal and professional endeavors.

We thank our 400+ NLC volunteers who help run our local chapters and create ecosystems of progress in our communities.

NLC INSTITUTE

NLC's core program, [the NLC Institute](#), is delivered across the country in our chapters. Local trainers implement lessons from NLC's national curriculum, providing a **premier training experience and a strong grounding in the local community**. The Institute culminates in a Capstone project, where Fellows identify a project that fills a need in the community. Fellows leverage the **passions, skills, and network** NLC provides during the Institute for their Capstone project, bringing the NLC experience to life in communities across the country.

89%

of 2022 Fellows said the NLC Institute provided them with a supportive community network and training that will propel them further in their professional and personal goals.

800

HOURS OF LEAD (LEAD, ENGAGE, ADVOCATE, DEVELOP) TRAINING

550

HOURS OF DIVERSITY, EQUITY, AND INCLUSION TRAINING

400

HOURS OF COMMUNICATIONS TRAINING

The NLC Institute includes,

- A six-month, skill-building, place-based leadership development program,
- A no-cost training facilitated by volunteer NLC Chapter Leaders and local, cross-sector experts,
- About 15 hours a month of in-person or virtual programming with a local cohort of 10 - 20 Fellows,
- Locally adapted national curriculum in the mindsets and skillsets needed to success in business, public service, and/or non-profit leadership.

OUR 2022 INSTITUTE COHORT SELF-IDENTIFIED AS:

78%

BLACK, INDIGENOUS, AND
PEOPLE OF COLOR

70%

WOMEN AND GENDER NON-
CONFORMING FOLX

40%

LGBTQI+ FOLX

TRAINING FELLOWS TO LEAD: LEAD, ENGAGE, ADVOCATE, DEVELOP

LEAD is the NLC Institute's signature training that every Fellow completes during their first Institute weekend. **This program teaches NLC Fellows to view challenges as opportunities, embody their values in their work, and lead teams with humility, accountability, and trust.** LEAD helps build a movement that goes beyond our organization but contributes to a culture of trust, progress, and equity in the industries and issue areas that our alumni touch. **These new leaders are setting the tone for our country.** They are unearthing their full potential and purpose with [New Leaders Council's LEAD curriculum](#).

LEAD curriculum:

- **teaches Fellows how to set and share their values** and translate those values to their strengths, vision, and goals,
- **teaches Fellows how to operationalize their passions**, setting the foundation for the organizing, communications, and fundraising that come with NLC Institute,
- **builds relationships** that sustain long-term movements for progress,
- **builds inclusive cohorts** of Fellows who have self-confidence in their individual purpose and collective power



LEAD Facilitators meet for a networking and community-building session during the 2022 NLC Convention.

***"WHEN WE ARE SURE-FOOTED
IN WHO WE ARE, WE ALWAYS
HAVE SOMETHING TO COME
BACK TO."***

PROFESSIONAL TROUBLEMAKER: THE FEAR-
FIGHTER MANUAL
LUVVIE AYJAI JONES (NLC CHICAGO '10)

NLC alumni find so much value in LEAD that they volunteer to be LEAD Facilitators themselves for future Institute cohorts. LEAD Facilitators go through rigorous training to ensure Fellows have a life-changing LEAD experience in their chapter's Institutes. Every January, these facilitators travel across the country to train NLC chapters during their local Institute weekends.

INCREASING RESOURCES FOR A NATIONAL NETWORK

FIRST-EVER FELLOW WORKBOOK

Starting in January, the 2023 Institute will provide the first-ever New Leaders Council Fellows Workbook. Written and produced by NLC alumni, the workbook creates a framework for NLC's curriculum.

NLC chapters work together with a shared vision and mission led locally by a core team of volunteers. Volunteer Chapter Leaders are integral to NLC's work to build local ecosystems of progress in our communities.

**"MY NLC EXPERIENCE ALLOWED ME
TO GET A CLEARER VISION OF THE
COLLECTIVE FUTURE I WANT TO WORK
TOWARDS IN MY COMMUNITY."
- NLC 2022 ATLANTA FELLOW**



National Board of Directors Vice Chair **Candace Staniel (NLC Atlanta '13)** has piloted new training on understanding identity as Fellows explore their unique role to play in advancing social change.

REGIONAL COORDINATORS

In 2022, NLC HQ introduced Regional Coordinators to our team of backbone staff. These NLC alumni will partner with NLC HQ staff and the National Programs Committee (NPC) to expand capacity that supports our national network of chapters and volunteers.

As a connecting link between chapter volunteers and NLC HQ, each Regional Coordinator will use their expertise as long-time NLC volunteers to execute a robust support model that directly expands chapters' capacity.

While adapting to our chapters' localized needs, Regional Coordinators will help chapters execute their yearly Institute, assist with local board development, mentor chapters through challenges, help coordinate chapter budgeting and vendor payment processes, and more.

**600 FELLOWS
SERVED IN 2022**

EXPANDING OUR LEADERSHIP

NLC'S BOARD OF DIRECTORS

In early 2022, NLC welcomed seven new members to our [National Board of Directors](#): **Raymonde Charles, Wendy Davis, Joon Kim, Yumi Lawlor, David Lee, Prashanthi Raman, and Anne Moses.** The new Board members will advance the organization's strategic plan to bolster the NLC community's collective impact. To continue expanding our Board, we have turned to our NLC alumni for their suggestions, inviting them connect NLC with their cross-sector networks and share potential Board candidates with our online Board of Directors Suggestion Form.

NLC'S NATIONAL ADVISORY COUNCIL

This year, NLC welcomed our inaugural [National Advisory Council](#). To continue to advance as an organization, we look to today's industry innovators and equity champions for guidance, including:



NLC Board Chair Mark Walsh speaking at the 2022 NLC Convention



NLC Board member Wendy Davis co-hosted the Changemakers and Risk-Takers in Texas fundraiser



RAUL M. ALVILLAR
BOARD CHAIR,
THE SIXTEEN THIRTY
FUND



LAPHONZA BUTLER
PRESIDENT,
EMILY'S LIST



SANDY CLARK
CEO, STORYCORPS



CAROLINE FAYARD
MANAGING MEMBER,
FAYARD LAW FIRM LLC



SUNEEL GUPTA
AUTHOR,
BACKABLE



ERRIN HAINES
FOUNDER AND EDITOR
AT LARGE,
THE 19TH



HARI KONDABOLU
COMEDIAN AND
ACTIVIST



HANH LE
VP OF STRATEGIC
PARTNERSHIPS,
IF FOUNDATION



DEBRA SCHIFRIN
LECTURER,
STANFORD GRADUATE
SCHOOL OF BUSINESS



NASIR QADREE
FOUNDER,
ZEAL CAPITAL
PARTNERS

MEASURING NLC'S IMPACT

2022 ALUMNI SURVEY

NLC HQ conducted our **2022 Alumni Survey** to better understand how NLC makes an individual impact for our Fellows while also creating collective impact through the knowledge, skills, and relationships that NLC offers Fellows to use within the causes they lead. We found that **NLC alumni continuously tap into the NLC network** to drive policy, political, and business decisions rooted in equitable social change.

2022 ALUMNI SURVEY RESULTS:

PROGRAM EVALUATION

With over 10,000 alumni across 50 chapters, NLC's impact and long-term sustainability relies on good data. That's why this year, we hired a Program Evaluator from within the NLC alumni community - **Richard Leong (NLC Los Angeles '19)** - to design an equity-centered evaluation process to **assess the NLC Institute's effect on Fellows' individual growth and collective impact**. This important program evaluation work helps NLC lay a foundation for our long-term future.

2/3

OF ALUMNI HAVE
VOLUNTEERED ON A
CAMPAIGN SINCE
GRADUATING FROM
THEIR CHAPTER
INSTITUTE

2/3

OF ALUMNI HAVE
ADVOCATED FOR
POLICY CHANGE IN
THEIR CITY OR STATE
SINCE GRADUATING
FROM THEIR CHAPTER
INSTITUTE.

1/2

OF ALUMNI HAVE BEEN
APPOINTED TO SERVE
ON A NON-PROFIT
BOARD OF DIRECTORS
SINCE GRADUATING
FROM THEIR CHAPTER
INSTITUTE

70%

OF ALUMNI HAVE
VOLUNTEERED FOR AN
ORGANIZATION OR
CAUSE IN THEIR
COMMUNITY SINCE
GRADUATING FROM
THEIR CHAPTER
INSTITUTE.

70%

OF ALUMNI HAVE
MOBILIZED PEOPLE TO
VOTE SINCE
GRADUATING FROM
THEIR CHAPTER
INSTITUTE.

↑
**33% OF THOSE
ALUMNI
VOLUNTEERED ON
BEHALF OF AN NLC
ALUMNI.**

SPOTLIGHT: VOTING RIGHTS AND ACCESS



At the 2022 NLC Convention, NLC alumni **James Chan (NLC Tampa Bay '16)**, **Marta Hanson (NLC San Francisco Founding Board Member)**, and **Rosa Velázquez (NLC Arkansas '21)** discussed the latest updates in state voting rights, civil rights, immigrants' access to the ballots, and pro-voter advocacy.



James Chan (NLC Tampa Bay '16) is the National Asian Pacific Islander Civic Engagement Director for SEIU. He collaborates with other API civic organizations, coordinates with cross-sector unions, and strategizes electoral plans.



Marta Hanson (NLC San Francisco Founding Board Member) is the Partnerships Lead with Power the Polls, a cross-sector coalition that recruit a new wave of poll workers. For the 2022 general election, PTP recruited more than 265,000 poll workers from across the U.S., including NLC alumni.

NLC is a proud PTP partner, joining other organizations in our leadership ecosystem like AFL-CIO and AARP.



Rosa Velázquez (NLC Arkansas '20) is a cross-issue organizer who has helped get out the vote in rural areas like Southwest Arkansas and worked to ensure voter rights are protected in those communities. Rosa is also an NLC Arkansas Chapter Leader and was recently appointed as a Co-Executive Director of The Foundation for Social Impact.

As President and CEO of the American Association of People with Disabilities, **Maria Town (NLC Washington DC '14)** partnered with the National Disability Rights Network and the National Association of Councils on Developmental Disabilities to present the 2022 Disability Vote Summit. This virtual event was free for all and provided American Sign Language, captioning, and Spanish language accommodations and aimed to combat barriers at the polls for disabled people.



SPOTLIGHT: ABORTION RIGHTS

NLC National Board Member **Sherry Matusoff Merfish**'s abortion story has had ripple effects. To honor Sherry, we awarded an NLC alum with the inaugural Sherry Matusoff Merfish Reproductive Justice & Equity Award at the 2022 NLC Convention. Sherry's family funded this award in honor of her ongoing commitment to investing in the next generation of leaders fighting for the cause.

Sam Carwyn (NLC Omaha '20) is winner of the 2022 Reproductive Justice & Equity Award. In her work with Highlands Church Denver and Interfaith Alliance of Colorado, Sam has taken an intersectional approach to reproductive justice.



Josie Pinto (NLC New Hampshire '19) used her Institute Capstone project as an opportunity to start the New Hampshire Reproductive Freedom Fund, one of New Hampshire's only abortion funds. Three years after its ideation and one year after the non-profit's official launch, **the Reproductive Freedom Fund has allocated nearly \$110,000 in direct care to patients across the state.**

With the overturn of Roe vs. Wade, Josie and her team have further expanded and scaled the Fund, including providing comprehensive sex education, access to Plan B, and expanding their legislative advocacy efforts. [Read more of Josie's story on the NLC Newsroom!](#)

Oren Jacobson (NLC Chicago '14) co-founded Men4Choice to educate and organize male allies in the fight for reproductive freedom. Men4Choice has used its brand and messaging to rise above the sometimes paternalistic talking points geared toward pro-choice men viewing themselves as stakeholders in the abortion fight, not just beneficiaries.

As abortion proved to be a key priority for voters leading up to the midterm elections, **Planned Parenthood approached Men4Choice for their brand power and the two groups teamed up** to run ads targeted at young Black male voters in Atlanta, a group that PP may not have been able to meaningfully reach alone.



SPOTLIGHT: NLC KENTUCKY MOBILIZES VOTERS TO PROTECT ABORTION ACCESS

During the 2022 Election, NLC Kentucky used its statewide network and passionate alumni to **help defeat Kentucky's Amendment 2, which would have effectively banned abortion in their state constitution** and further limited the right to choose in their state.

As passionate advocates for healthcare and the right to choose, the chapter team felt that **they had both a responsibility and the platform needed to mobilize voters** to oppose this ballot initiative.

Heather Ayer, NLC Kentucky Board member and 2022 alumni, connected the team with ACLU of Kentucky and the chapter quickly joined the coordinated efforts of a statewide campaign, **Protect Kentucky Access**.

By joining the campaign, the NLC Kentucky advocacy team was able to most efficiently and effectively organize around this ballot amendment, while also **fueling the movement further** with their alumni and chapter leaders.



***"ABORTION IS HEALTHCARE AND IT
WAS OUR RESPONSIBILITY TO HELP
COMMUNITIES UNDERSTAND THE
GRAVITY OF THIS AMENDMENT."***

- ABIGAIL FLETCHER
(NLC KENTUCKY '20)



200

NLC Kentucky alumni and volunteers knocked on about 200 doors on the weekend before the 2022 Elections.

SPOTLIGHT: EQUITY IN PUBLIC SERVICE

NLC Columbus founder **John Tannous (NLC Washington DC '16)** and **Zak Davidson (NLC Columbus '19)** were behind-the-scenes architects for "The Columbus Promise," a program that offers Columbus city school graduates **six tuition-free semesters at Columbus State Community College**. It is the first universal free college program ever offered to new Columbus City School graduates.

Columbus Promise has doubled Columbus City Schools' enrollment at Columbus State for 2022-23 and nearly **80% of the inaugural 629 Columbus Promise Scholars qualify for full or partial federal Pell Grant funding, the primary financial aid program for low-income students**. Both John and Zak are NLC Columbus chapter leaders, advancing equity both within and outside of NLC.



Houston alumni **Beth Matusoff Merfish (NLC Houston '15)** and **Abbie Kamin (NLC Houston '16)** used their NLC relationship to spark major change in their community. After Abbie was elected to the City Council in 2019, she asked Beth for help starting the city's first Women's Commission. When the team secured the Mayor's support to create the Commission, Beth was appointed to serve as Chair. Then, the women got to work.



Kamin was the first person to publicly share her experience of serving on the Council while pregnant, including the lack of parental leave for City workers. After this experience, she advocated for parental leave during the Commission's first meeting. With Beth's experience in writing the University of Houston's parental leave policy, the team worked across city sectors to write their leave ordinance, offering 12 full weeks of parental leave, plus pre-natal and infant wellness leave for within first year of baby's life. The policy was approved unanimously by the Commission. **Thanks to Beth and Abbie's collaboration, 22,000 city employees - regardless of gender - now qualify for parental leave, including those who are fostering or adopting.**

2022 NLC CONVENTION

WHERE STORIES BECOME ACTION

After three long years apart, NLC alumni, chapter leaders, and community members were excited to join together in person in Philadelphia for the [2022 NLC Convention](#). The 2022 NLC Convention theme was “Where Stories Become Action.” **Attendees learned how to center and share their personal experiences to drive collective impact** through our cross-sector panels, Spark!Talks, and workshops.



L-R: **NLC Advisory Council member Sandy Clark (StoryCorps CEO)** shared the power of stories in uniting folks from different backgrounds; **PA Governor-elect Josh Shapiro** surprised attendees with a quick visit, arranged by NLC Philadelphia alumni Philadelphia Councilman Isaiah Thomas; **Lelia Gowland (NLC Louisiana '15)** shared her story and how to embrace vulnerability and authenticity.



L-R: **NLC Advisory Council member Hari Kondabolu** ended our Awards Dinner with a comedy set; **Advisory Council member Errin Haines** talked about uncovering stories that are not often told in mainstream media; **New Jersey Congressman Andy Kim** shared a Fireside Chat on defining and defying leadership.

2022 NLC CONVENTION

WHERE STORIES BECOME ACTION



Author **Kim Kelly** talked with AFSCME's **Paris Walker** about her latest book and the untold stories of labor organizing.



Alumni **Joy Dixon** (NLC Tallahassee '14), **Veronica Simpkins** (NLC San Antonio '17), and **Dr. Magdala Chery** (NLC New Jersey 2018) joined for the **Health is Wealth Panel: Creating New Narratives for the Health of Women of Color**.



New Jersey Cannabis Regulatory Commission Chair **Dianna Houenou** (NLC New Jersey '18) and Former Pennsylvania State Representative and Cannabis Entrepreneur **Tony Payton Jr.** (Founding Board Member of NLC New Jersey) joined **NPC Chair Kellan White** for the **Social Justice and Cannabis Panel**.

2022 NLC CONVENTION SPONSORS

COMCAST  NBCUNIVERSAL

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offshore wind

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**EMILYs
LIST**

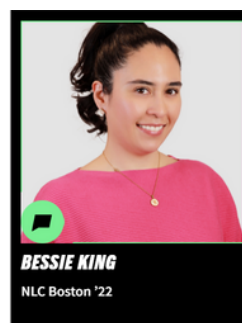
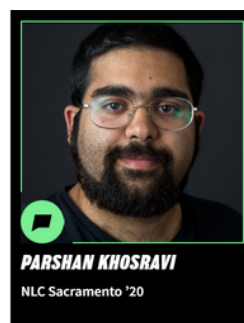
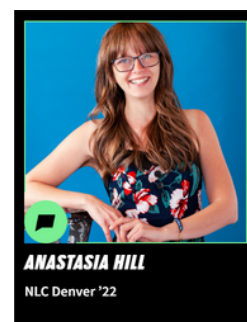


2022 NLC CONVENTION

SPARK!TALKS

SparkTalks! are fast-paced presentations delivered by NLC alumni that cover a variety of topics and expertise. **These quick bursts of inspiration educate the NLC community and give alumni the opportunity to showcase their public speaking skills while sharing their expertise.** A crowd favorite, Spark!Talks are always the highlight of [NLC Convention](#).

To present a Spark!Talk, alumni submit proposals, and when chosen, are coached by alumni who are previous Spark!Talk Presenters to help prepare the talks.



CROSS-SECTOR CONNECTIONS

ASPEN IDEAS FESTIVAL

NLC President and CEO **Clare Bresnahan English** was named a 2022 Aspen Idea Festival Fellow, where she joined other Aspen Ideas Festival Fellows from the NLC network: Executive Director of Housing Rights Initiative, **Aaron Carr (NLC New York '15)**; Founder and CEO of Vocal Justice, **Shawon Jackson (NLC Silicon Valley '20)** (photo at right); Senior Impact Officer of The Constellation Fund, **Amal Karim (NLC Twin Cities '18)** (photo at right); Executive Director of Cow Tipping Press, **Bryan Boyce (NLC Twin Cities '18)**; Associate Director of US State Government Relations at Cargill, **George Shardlow (NLC Twin Cities '17)**; and COO of Encima Neighborhood Development, **Marco Villegas (NLC Dallas '21)**.

AUSTIN TV FESTIVAL: PANEL WITH CINEREACH

Hosted with NLC alumni **Will Jenkins (NLC Washington DC '10)** (photo at right) of Civic Leadership Stories Project, panelists like Chief of Staff in the Texas House of Representatives **Pooja Sethi (NLC Austin '19)** (photo at right) discussed the role that TV storylines play in the stereotypes portrayed in civic leadership.

WRITERS GUILD OF AMERICA-WEST PANEL

Connected by **Will Jenkins (NLC Washington DC '10)** of Civic Leadership Stories Project, NLC alumni Cincinnati Councilmember **Reggie Harris (NLC Columbus, '18)** (photo at right) joined the WGAW's Writers Education Committee virtual panel to discuss civic leadership characters.

ACTBLUE AND NLC PARTNER DURING CBC WEEK

NLC teamed up with ActBlue to host a fun networking event during the Congressional Black Caucus Annual Legislative Conference. Our special guests included (right, top to bottom) Ohio State Rep. **Dontavius Jarrells (NLC Columbus '17)**, Maryland Delegate **Jheanelle Wilkins (NLC Washington D.C. '15)**, and Washington D.C. Councilmember **Christina Henderson (NLC Washington D.C. '13)**

FORTUNE MOST POWERFUL WOMEN NEXT GEN SUMMIT

President and CEO **Clare Bresnahan English** was invited to attend Fortune's Most Powerful Women for their Next Gen Summit where she joined NLC alumni like **Meena Harris (NLC San Francisco '09)** who shared the power of diverse stories and how her production company, Phenomenal Media, uplifts storytellers.



NLC ALUMNI WIN 2022 ELECTIONS

Across the country, NLC alumni are winning big for their communities. **Movements for social and political change don't begin and end on Election Day.** NLC continuously connects and uplifts the next generation ready to lead. Because of NLC's training and network, our alumni have the grit and the skills to run for office and win.

71

NLC alumni won their federal, state, and local elections in November 2022.



L-R: **Clare Oumou Verbeten (NLC Twin Cities '17)** was elected as the first Black woman to serve in the Minnesota State Senate; **Dr. Megan Srinivas (NLC Des Moines '18)** was elected as the youngest woman of color to serve in the Iowa State House of Representatives; **Davante Lewis (NLC Louisiana '20)** was elected as Louisiana's Public Service Commissioner: the first openly LGBTQ person elected to state government; **Janani Ramachandran (NLC Oakland '21)** was elected as the youngest, first South Asian, and first LGBTQ woman of color to serve on the Oakland CA City Council; **Devin Murphy (NLC San Francisco '17)** was elected as the first Black, first openly gay, and youngest person to serve as Mayor of Pinole, CA, and **Petra Gaskins (NLC New Jersey '16)** was elected as the youngest and first Black woman to serve on the City Council in New Brunswick, NJ.



Nikema Williams
(NLC Atlanta '13)
U.S. Congress, GA-5



Lauren Underwood
(NLC Washington DC '14)
U.S. Congress, IL-14

**NLC IS THE BENCH
FOR THE NEXT
CANDIDATES,
ORGANIZERS, AND
ADVOCATES.**

[READ MORE ON THE NLC NEWSROOM](#)

A NOTE FROM OUR LEADERS

THANK YOU

MARK WALSH, NLC BOARD OF DIRECTORS CHAIR

CANDACE STANGIEL, NLC BOARD OF DIRECTORS VICE CHAIR

As we look back over 2022, what New Leaders Council Fellows and alumni have accomplished this year astounds! Your support ensures NLC develops, supports, and trains over 500 leaders in our network annually. **It is because of your investment that we continue to create a more equitable future.**

Our leadership model works, and our alumni are the proof. Your donation supports equity-minded entrepreneurs, people-centered public servants, determined organizers, and creative care providers. Whether they are aiming for elected office (like our leaders on page 17) or they are one of the thousands of thought-leaders shaping the national conversation (like our alumni on page 16), **when you support our network, you uplift incredible changemakers** so that they may do good in their communities. Because of your gifts, they can access the key to their leadership journey: NLC.

There is no other organization like NLC. We are the premier leadership pipeline poised to build our communities' next bench of cross-sector leaders.

NLC alumni are making tremendous waves today, but their journey started years ago when they were Fellows in the NLC Institute. **Because we invested in them then, our country can experience their impact now.**

We are ready to catalyze the next generation of leaders with your ongoing support. It is your generous contributions that ensure NLC propels leaders who continue the fight for progress! [Click here to support NLC with your year-end contribution](#) - both in celebration of this year's work and all that's to come.

[You can learn more about the leaders guiding NLC on our website.](#) Our financial statements are also available [online](#). If you have any questions, we would love to hear from you at info@newleaderscouncil.org.