



LEADERSHIP COUNCIL SAN MATEO COUNTY

Collaboration. Trust. Action.

IMPACT REPORT 2023



Creating diverse and cross-sector relationships that lead to powerful collaboration, trust, and action on San Mateo County's challenges.

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MESSAGE FROM OUR CO-PRESIDENTS



DEAR FRIENDS,

Three years ago, we launched Leadership Council SMC with a mission and vision to grow diverse leadership talent in San Mateo County, empowering people with the civic knowledge, leadership skills, and cross-sector relationships to increase their community impact.

Since then we have graduated two Leadership CORPS classes and one Emerging Leaders class, comprising over 100 alumni. Our Leadership Council SMC community is a diverse group of people from all sectors across San Mateo County. They joined Leadership Council SMC having demonstrated a deep commitment to their work, to their colleagues, and to their communities. They are intellectually curious, open-minded, and have a bias towards action about the issues facing the County. They affirm our vision and inspire us to continue elevating and empowering diverse leadership talent.

Our goal is for every person who lives and/or works in San Mateo County to see leadership as accessible, achievable, and representative.

Last year, 2022–2023, was an amazing year, and we are filled with gratitude for the many people who have supported us. From our Board and Advisory Committee of influential leaders, to our participants, sponsors, donors, and colleagues, we are grateful for their unwavering support.

We are pleased to share our *Impact Report 2023* and invite you to join us as we expand leadership for San Mateo County.

Kaarin Hardy and Margi Power
Co-Presidents
Leadership Council San Mateo County



“Our goal...

is for every person who lives and/or works in San Mateo County to see leadership as accessible, achievable, and representative.”

ABOUT US

OUR MISSION

To connect, inspire, and educate established and emerging leaders from the business, nonprofit, and government sectors to positively transform San Mateo County. We elevate and empower county-wide leadership talent.

WE ARE

- **A San Mateo County nonprofit** that empowers leaders to increase their impact.
- **A learning organization** that develops a diverse community to help ensure that all voices have a seat at decision-making tables.
- **A community of leaders** that creates change through collaboration, trusting relationships, and deep knowledge of the issues facing San Mateo County.

WE BELIEVE

- **Communities are stronger** when a diversity of leaders are connected, knowledgeable, and targeted in their efforts to create positive change.
- **Access to positions of leadership** should be open to all.
- **Businesses play a valuable role** in developing solutions that impact employers and employees.
- **Diversity is a valuable, untapped asset.**
- **Working together** builds trust.



WHAT WE DO

LEADERSHIP IMMERSION PROGRAMS

Leadership CORPS & Emerging Leaders

Our two 10-month educational programs provide civic knowledge, leadership skills training, relationship building across sectors, and impactful community project work.

- **Leadership CORPS** is for established, C-suite leaders
- **Emerging Leaders** is for rising leaders

LEADERSHIP COUNCIL LEARNING

Virtual and In-Person Events and Training

Sessions led by expert consultants in DEIB, leadership skills, or topics of interest in the news offer leaders opportunities for ongoing growth, inspiration, and connection with other community leaders.

LEADERSHIP COUNCIL CONNECT

Connection • Conversation • Curriculum

We foster the development of powerful, trusting relationships that help participants advance and deepen their impact. Our online, closed community enables sharing of conversation, ideas, and resources.



The Emerging Leaders Program...

helped me build confidence in my abilities to enact positive change. It equipped me with excellent tools and resources to plan, reflect, adapt, and grow. It connected me to an amazing network of peers, teachers, and senior leaders. It broadened my perspective on what leadership looks like."



Alex Golding

Health Equity Coordinator & Clinical Program Analyst
StarVista San Mateo Pride Center
Emerging Leaders Class of 2023



HISTORY: OUR ORIGIN STORY

San Mateo County is one of the wealthiest counties in the country and is home to some of the most innovative companies in the world, yet faces intractable challenges like significant poverty, lack of affordable housing, persistent inequities, and the accelerating impact of climate change. Despite its resources and reputation for collaboration, the county is limited by private, public, and nonprofit sectors that often work in their own silos, and 20 cities and multiple unincorporated areas that naturally focus on their own issues. And too often, people of color are not represented in the ranks of leadership and do not have a seat at the table when decisions are made.

Leadership Council San Mateo County believes that we can play an important role in building the pipeline of diverse leaders so the County can better represent all its constituencies. Our Immersion Programs, **Leadership CORPS** and **Emerging Leaders**, build leadership skills and create collaborative relationships of trust across sectors and diverse groups. The power of collaboration and trust spark action on the County's biggest challenges.



WHAT MAKES US **UNIQUE?**

WE ARE COUNTYWIDE



We are unique in our countywide focus. Through our outreach we encourage participation in our programs from all 20 cities and unincorporated communities. We have watched our participants quickly discover their common ground, shared concerns, and shared commitments. Collaboration and trust magnifies their impact in their organizations, communities, and the County.

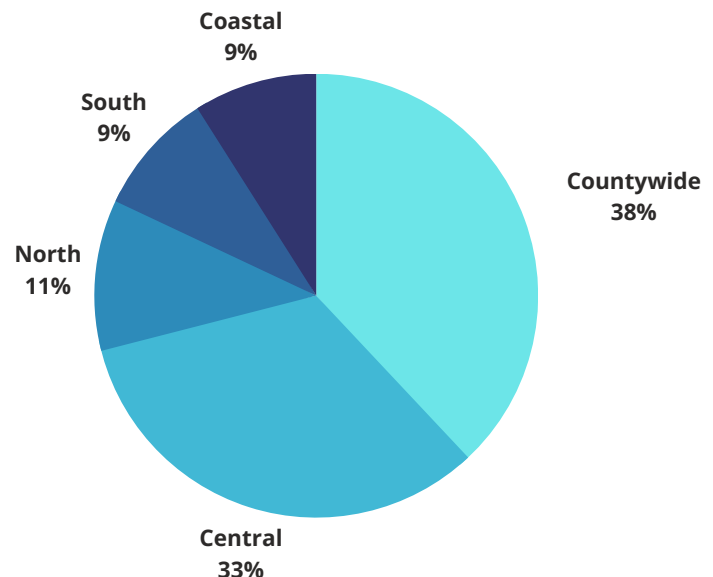
We Serve

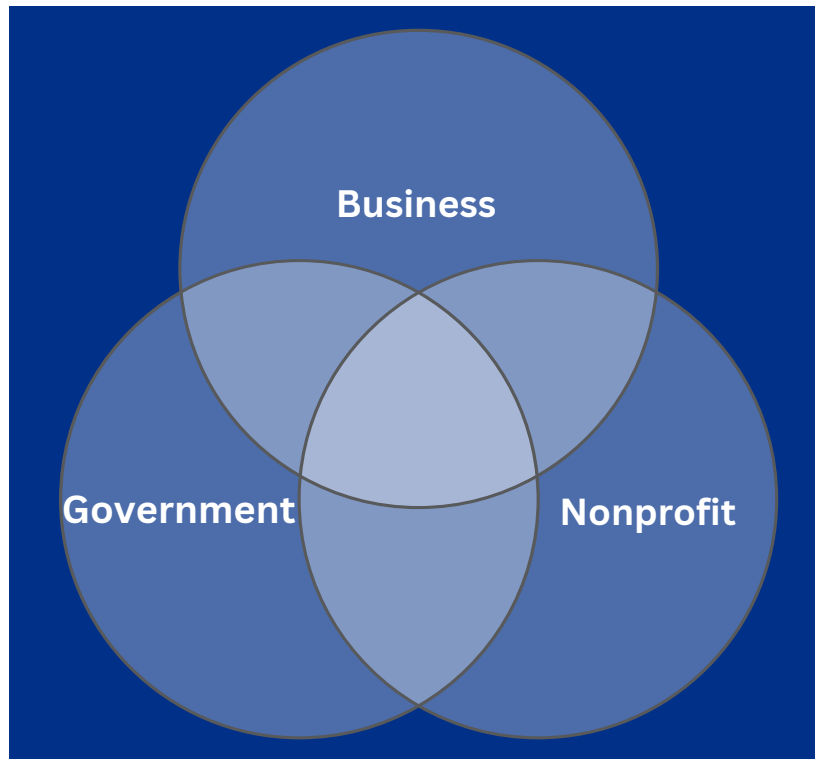
20 CITIES...

+

**ALL
Unincorporated
Areas of
San Mateo
County**

COMBINED CORPS AND EMERGING LEADERS CLASS OF 2023 DEMOGRAPHICS





WE ARE CROSS-SECTOR

The issues we face require creative solutions from our leaders working together, not in silos. Our Immersion Programs, **Leadership CORPS** and **Emerging Leaders**, unite leaders from the business, government, and nonprofit sectors to learn together. As they work and learn side-by-side over 10-months, the bridges they build lead to opportunities and collaborative problem solving.



“Every class has been an opportunity to learn and connect with different folks in the program. I appreciated the “Spotlight” presentations that helped me to know my classmates on a deeper level. It has been great getting to know my peers personally and what drives their work in our community.”

Alma Pulido

Community Affairs Manager
Chan Zuckerberg Initiative
Emerging Leaders Class of 2023



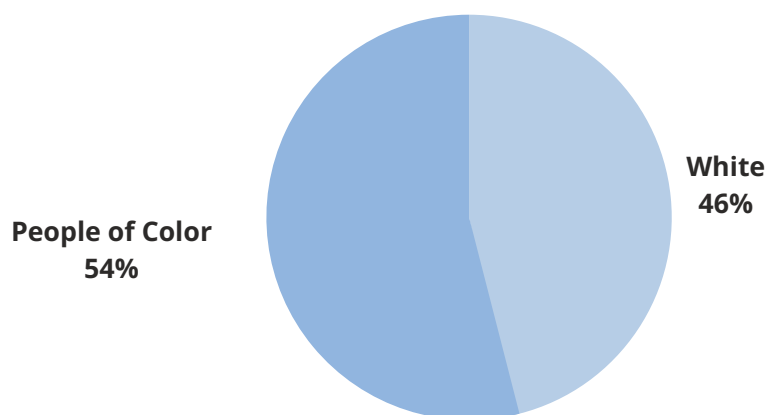
WE ARE DIVERSE

Diversity, equity, inclusion, and belonging are at our core. This includes governance, programming, and participation.

Our long-term goal is to create a deep pool of diverse leaders equipped with the knowledge, skills, and connections to have a meaningful impact on the communities and organizations they serve.

WE MEASURE WHAT WE VALUE

Combined CORPS and Emerging Leaders Class of 2023 Demographics:



Our Board of Directors, Advisory Council, and Program Speakers are intentionally diverse and support our goals.

Looking ahead, the combined CORPS and Emerging Leaders Class of 2024 is comprised of 70% People of Color.

HIGHLIGHTS 2022-2023

During our second year we achieved a number of milestones.

Program Expansion

From One to Two Immersion Programs

We expanded to two [Immersion Programs](#) when we launched the Emerging Leaders Program, September 2022.



Leadership CORPS Class of 2023



Emerging Leaders Class of 2023

97%

A Quality Experience

Rated Very Effective or Effective

Our Program participants consistently rate Learning Days as very effective or effective in civic understanding, leadership skills development, and relationship building.



Extended Learning Opportunities

Deepening Understanding Through Experience

We created several opportunities for participants to deepen their learning and bring our Immersion Programs to life. Optional field trips were aligned with issues addressed during Learning Days. Read about the [Shoreway Environmental Center Tour](#) and the [Cypress Lawn Memorial Park Tour](#) on our News page.

HIGHLIGHTS 2022-2023

...Continued



Newly Elected Leaders Training

First of Its Kind

Newly Elected Leaders Training was held on March 3, 2023, and convened newly elected members of the San Mateo County Board of Supervisors, city council members, and the County Sheriff at the Chan Zuckerberg Initiative (CZI) Community Space for a full day of dialogue, collaboration, and skill building around the role of public officials. As a result of the success of this event, we are exploring options for expanded programming. Read about [“Elected Leaders Training 2022”](#) on our News page.

Leadership Council Learning Events

Events Aligned with Our Mission

Through our Learning events, we seek to democratize leadership training and development. Since we began in 2020, over 1,300 people have participated in our learning opportunities. In 2023-2023, three events were offered to the community and advanced our mission: “Education in the News,” “Hidden Rules of Class,” and “Inclusive Employment Practices.” Read about [“Inclusive Employment Practices”](#) on our News page.

1,300+



Serving San Mateo County

Making a Difference for Our Community

Emerging Leaders were hands-on, serving nonprofits through Community Acceleration Projects.

- Emerging Leaders added capacity for organizations through a pro-bono engagement.
- Projects solved a problem, researched a topic or service, or provided strategic direction.
- These high-performing professionals applied learned skills.

Community Acceleration Projects served the following nonprofits:

- CASA of San Mateo County
- Leadership Council SMC
- Life Science Cares
- One Shoreline
- Puente de la Costa Sur
- San Mateo Public Library Foundation

Read about
[“Community Acceleration Projects”](#)
on our News page.

IMPACT **STORIES**

COLLABORATION. TRUST. ACTION.



Extraordinary outcomes result when our Immersion Program participants collaborate.

Trust builds as they work together during Learning Days and discover their shared commitments. Actions follow.

On the following pages we share a few of their stories.



IMPACT STORIES

LEADERS CREATE NEW RESTORATIVE-JUSTICE PROGRAM FOR SAN MATEO COUNTY YOUTH



L to R: Karin Huber-Levy, Kate Hiester, and Kate Wilson. Karin Huber-Levy and Kate Wilson are alumni of the CORPS Class of 2022, and Kate Hiester is an alumna of the CORPS Class of 2023.

Thanks to connections created at Leadership Council SMC's CORPS Program, Peer Point, a new restorative-justice program, will make a difference for San Mateo County youth.

Karin Huber-Levy, Vice Chair of the SMC's Juvenile Justice & Delinquency Prevention Commission ("the Commission"), and Kate Wilson, Gilead Foundation President, met as fellow participants in Leadership Council SMC's CORPS Class of 2022.

Together they coordinated the funding of Peer Point, a new restorative justice program for SMC youth with a \$500,000 grant from Gilead Foundation's Creating Possible Fund. With funding secured, the Commission turned to Kate Hiester, Regional Director of [Fresh Lifelines for Youth \(FLY\)](#), to manage the program. FLY was the perfect partner to help ensure Peer Point's long term success given its proven success in partnering with high-needs youth. After discussions, planning, and preparations, the team at FLY assumed management and launched Peer Point.



The **collaboration** and **trust** that was fostered when Karin Huber-Levy met Kate Wilson at Leadership CORPS has led to **action** that made the Peer Point Program a reality for youth in San Mateo County.

[Read Peer Point's story on our News page.](#)

IMPACT STORIES

RENAISSANCE ENTREPRENEURSHIP CENTER RECEIVES GRANTS TO HELP LAUNCH CHILDCARE ENTREPRENEURS



Amanda Anthony, alumna of the CORPS Class of 2023.

During 2023, the Renaissance Entrepreneurship Center (RenCenter) received grants to fund the expansion of child care resources in northern San Mateo County.

This was a direct result of a small group of private sector, nonprofit, and community leaders from the Leadership CORPS Class of 2023 working on a project that centered on the challenges of access to early childhood education for all in San Mateo County.

As part of the team's final recommendations, the group provided actionable near-term steps and solutions to address workforce development and retention challenges. The work resulted in an award to RenCenter and the creation of a Small Grant and Capacity Building Program to Support Family Childcare. RenCenter received \$70,000 in Measure K funding and another \$50,000 in funding from SVCF for implementation in 2023-2024. Learn about RenCenter's great work on their website: rencenter.org.



Again, the power of **collaboration**, **trust**, and **action** that results when a cross-sector group of leaders are targeted in their efforts creates real change. In this case the children of San Mateo County and their families will be the beneficiaries.

[Read the team's story on our News page.](#)

IMPACT STORIES

ALUMNI PROFILE:

BUSINESS LEADER PABLO QUINTANILLA, IN HIS OWN WORDS



Alumni Profile



Pablo Quintanilla, alumnus of the CORPS Class of 2023.

"The Leadership CORPS Program is a stepping stone that catapults one to expand their leadership capacity and potential for impact."
~Pablo Quintanilla

Leadership Council SMC interviewed business leader and Leadership CORPS Class of 2023 Alumnus, Pablo Quintanilla, Program Management Lead, Central Products at Meta, about how the Leadership CORPS Program impacted him. In his role he helps advance Meta's regulatory readiness, working to ensure they build products with a privacy-first mindset.

Pablo thinks about growing in leadership as the process of piecing together all your life and work experience into greater synchrony. He says that his learning at Leadership CORPS gave him the perspective to accelerate this process. "The program is a stepping stone that catapults one to expand their leadership capacity and potential for impact."

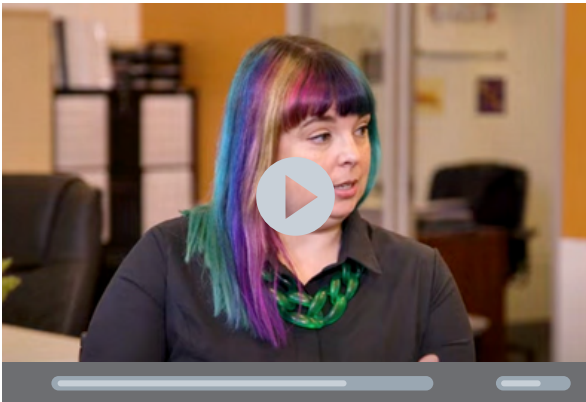


[Read the full interview on our News page.](#)

SPOTLIGHT ON SAN MATEO COUNTY NONPROFITS

Through the talented filmmaking of the team at The Pixelmakers, we proudly share *The Drive*, our community video series highlighting the amazing work of three San Mateo County nonprofits. We are grateful for the support of The Pixelmakers team, Jack Tang, Michael Shin, and Shawn McCafferty, who have been valued partners since we launched Leadership Council San Mateo County.

We invite you to learn more about Fresh Lifelines for Youth, Puente de la Costa Sur, and Renaissance Entrepreneurship Center. We think you will be inspired!



FRESH LIFELINES FOR YOUTH (FLY)

[Watch the FLY video.](#)



PUENTE DE LA COSTA SUR

[Watch the Puente video.](#)



**RENAISSANCE ENTREPRENEURSHIP
CENTER**

[Watch the RenCenter video.](#)

“Every nonprofit... has a story worth sharing, and *The Drive* illustrates both the force behind the amazing work of these nonprofits and our desire to give them the spotlight they truly deserve.

Jack Tang

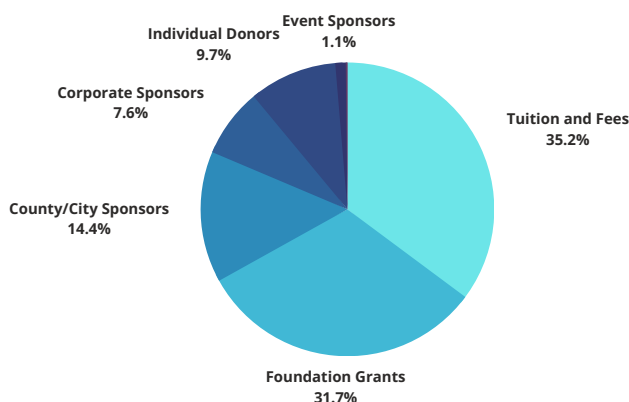
President, The Pixelmakers
Leadership Council SMC Board Member

FINANCIAL REPORT

FISCAL YEAR 2023

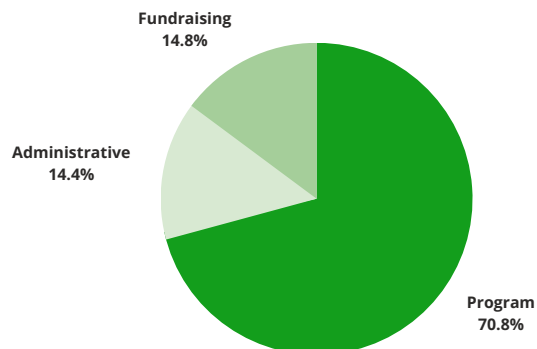
Revenues grew significantly this year due primarily to the addition of our second Leadership Immersion Program — Emerging Leaders. Continued support from grants, and contributions from the County, our city partners, and corporate sponsors allowed for a surplus at year-end positioning us well for the coming year. We are grateful to all of our supporters and were especially gratified to receive a gift from alumni of \$8,000.

SOURCES OF FUNDS



In 000's	
Tuition and Fees	\$185
Foundation Grants	167
County/City Sponsors	76
Individual Donations	51
Corporate Sponsors	40
Event Sponsors	6
Other Income	1
Total Revenue	\$526

USES OF FUNDS



In 000's	
Program	\$315
Fundraising	66
Administrative	64
Total Expenses	\$445

FINANCIAL SUMMARY

	Year Ended 6/30/23 In 000's	Year Ended 6/30/22 In 000's	% Increase
Total Revenue	\$ 526	\$ 230	129%
Total Expenses	445	198	125%
Change in Net Assets	\$ 81	\$ 32	153%

THANK YOU TO OUR SUPPORTERS



Thank you to our sponsors, donors, and partners for their ongoing support and commitment to our mission and vision. We are grateful for our strong partnerships with the County of San Mateo and our City Partners. We thank our expert speakers, Board of Directors, committee members, alumni, and the many individuals who generously give us their time, talents, and resources.

**Chan
Zuckerberg
Initiative** 

 **GILEAD** | Foundation



**FRANKLIN
TEMPLETON**

SVCF

SILICON
VALLEY
COMMUNITY
FOUNDATION



**THE
PIXEL
MAKERS**



Kerns
Fine Jewelry

 **Thrive**
The Alliance of Nonprofits



**KIMBALL
FOUNDATION**



svb
Private

REACH
COALITION
ALLY

CHAMBER
SAN MATEO COUNTY



LEADERSHIP 2022-2023

BOARD OF DIRECTORS



Tracy Avelar
City of Foster City



Noemi Avram
Gumbinger Avram
Architects



Nirmala Bandrapalli
Commission on the
Status of Women



Aisha Baro
Life Science Cares



Emily Beach
Jobtrain and
City of Burlingame



Tish Busselle
San Mateo-Foster City
School District (Retired)



Marie Chuang
Town of Hillsborough



Drew Combs
City of Menlo Park



John Delaney
SVB Private



Gayl Del Pero
Mary Kay Cosmetics



Georgia Farooq
Thrive Alliance for
Nonprofits



Linda Fitzpatrick
Sutro Biopharma, Inc.



Eddie Flores
City of South San
Francisco



Lisa Goldman
City of Burlingame



Carole Groom
San Mateo County
Board of Supervisors
(Retired)



Joseph Ibe
Chiropractor
True Health Centers



Kate Korsh
Fundraising
Professional



Rita Mancera
Puente de la Costa Sur



David Mendell
Kern's Fine Jewelry



Laurel Miranda
CuriOdyssey



Bryan Neider
AbilityPath



Kletra Newton
Urban Culture Agency



Tim Russell
Renaissance
Entrepreneurship
Center



Jack Tang
The Pixelmakers



Jason Ting
Ting & Associates
at Merrill Lynch



Gilbert Wai
Hillsborough City
School District



Kaarin Hardy
Leadership Council
San Mateo County



Margi Power
Leadership Council
San Mateo County

ADVISORY COUNCIL

Michael Brownrigg
Burlingame City Council

Michael Claire
San Mateo County
Community College District
(Former)

Rachel Del Monte
YMCA

Quita Highsmith
Genentech

Tiffany Hong
Franklin Templeton

Jennifer M. Johnson
Franklin Templeton

Sarah Lucas
Lucas Venture Group

Dave Pine
San Mateo County
Board of Supervisors

Jackie Speier
U.S. Congresswoman
(Former)

Kate Wilson
Gilead Foundation

CELEBRATING OUR GRADUATES

LEADERSHIP CORPS CLASS OF 2022



EMERGING LEADERS CLASS OF 2023

LEADERSHIP CORPS CLASS OF 2023





Looking up and forward! Leadership Council San Mateo County: Creating diverse and cross-sector relationships that lead to powerful collaboration, trust, and action on our County's challenges.

MORE **ABOUT US**



We look forward to connecting with you! Applications for the Leadership CORPS and Emerging Leaders Programs will be available on our website in March 2024.

Visit www.leadershipcouncilsmc.org and subscribe to our mailing list to stay current on our upcoming programs and events.



Website

www.leadershipcouncilsmc.org



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Gold
Transparency
2023

Candid.

