



Photo courtesy of the Providence Journal

Alumni attended a Public Occurrences forum featuring all six candidates in the primary for governor, three of whom are Leadership Rhode Island graduates. From left, Ken Block '12, Allan Fung '01, Todd Giroux, Clay Pell, Gina Raimondo and Angel Taveras '99. LRI, the Providence Journal and Rhode Island College co-sponsor several public forums each year.

Building momentum for alumni

LRI to offer more programs, ways to help state after graduation

It's time to start thinking of Leadership Rhode Island's core program as the "rite of passage" to a robust alumni program that offers more learning, more understanding and more involvement.

Toward that end, LRI is making a concerted effort to create a formalized program for its alumni. The core program will remain LRI's strong and steady workhorse, the best one-year "master's degree" in the subject of Rhode Island available.

Under this scenario, the core program becomes a stepping stone to a longer-term relationship with LRI, one that provides an even deeper understanding of the state's issues

and increased opportunities for action.

"The point of going through LRI will evolve from being a great one-year experience to being a great one-year experience with lots more to come," says **Jane Nugent '95**, LRI's Advisory Council liaison.

Put another way, the core program will become the portal through which one passes to qualify for further programming and involvement with other alumni, some wanting to keep learning, some committed to more hands-on action, some seeking both.

The need for this evolution has become increasingly apparent as LRI's alumni base has grown from

a few hundred graduates in the 1980s to more than 1,800. Earlier this year, an alumni survey clinched the change.

Asked in the survey what LRI could do for alumni and what alumni could do for each other, the response was strong and unequivocal. Close to 200 alumni, representing every graduating class, said they wanted three things: more programming upon graduation, more ways to help Rhode Island and more ways to help one another.

"The survey is on point with how I hope LRI will direct some of its future work," wrote **Carol Hall Walker '11**. "I yearn for experiences that I had while in the core program.

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Original Kappa rediscovers LRI with current class

By **Richard Staples '90**

Connectedness • Context • Ideation • Belief • Positivity

No time was wasted introducing the Kappa IIs to this year's theme: LRI Crosses the Line. Two hours into their first session – Media and Communications Day – class members were sorted into eight teams, each assigned to find and interview a Line Crosser and prepare a “story” about that individual for presentation just four hours later.



Staples

That media exercise got their attention – and mine, too!

An Original Kappa, I was observing the day as a member of the program committee. I answered the call for volunteers, in part, because I wanted to do what I could to help the Kappa II class become the Second-Greatest Class Ever. I also wanted to get a firsthand idea of how LRI has changed since my experience 24 years ago.

My Kappa to Kappa II journey actually started at the retreat in early January. Since then, I've attended every session day as a program committee member and self-appointed photographer.

Reflecting on what I've seen and what I remember from 1990, much of the core program appears close to our session experiences. A diverse group of experts comes together to inform, engage and challenge the class to think, learn, and potentially shift their points of view on topics of importance to the state, its residents and its future. The subject matter also echoes the topics we explored: media, economy, government, basic needs, crime.

But there is also what I will describe as a “constructive edginess” running through the session days that I don't remember feeling or experiencing.

This edginess can be attributed, at least in part, to this year's theme, which has challenged the planning committees to think differently and provocatively about how to present content and experiences that will lead to “crossing the line” thinking and action.

To cite a couple of examples, during February's Economy Day, LRI brought a panel together of economic development officials from Rhode Island, naturally, but then added panelists from Connecticut and Massachusetts to discuss common concerns and potential opportunities that cross state lines. During April's Government Day, class members were challenged to think about whether a state Constitutional Convention would “cross the line” to better state government.

The theme is also front and center at the end of each session day when LRI Executive Director **Mike Ritz '07** and program committee co-chairs **Don King '02** and **Jeff Techentin '10** ask the Kappa IIs a series of increasingly focused questions that begin with line crossing examples from what they heard. These discussions seek to uncover what, if anything, changed their views of leadership and what personal lines may need crossing in their quest for leadership and success.

I've also enjoyed a “behind the lens” perspective of the class. My impression is that the class has bonded well, has a sense of humor, and is intent on absorbing content and sharing thoughtful and, at times, provocative questions and points of view. That dynamic echoes my Kappa experience and remains, for me, one of the biggest advantages of going through LRI. How lucky I have been to experience it again.

Richard Staples and Tony Maione were class speakers in 1990.

Prepare to be A-MAZE-D!

Just when you thought Leadership Rhode Island couldn't top last year's widely talked about Super Party, LRI announces what promises to be the largest alumni bash of the year.

The A-MAZE-ING Party will take place Oct. 22 6:30 to 9 p.m. at Confreda Greenhouse and Farms, 2150 Scituate Ave. in Cranston.

The A-MAZE-ING Party will be an indoor/outdoor harvest celebration of life, love, laughter, and camaraderie, according to **Danielle Gaboury** CLRI '12, LRI's Development and Events coordinator.

Hundreds of alumni, friends, family and supporters are expected to gather under the stars of rural Cranston for a good ol' fashioned autumn time. The dress code is "comfortable" and children are welcome.

Under the night sky, attendees will be enveloped by the cool blues sounds of award-winning trio, The Silks. There will be a welcoming bonfire, perfect for toasting s'mores, indoor dining, and wagon trips to and from a giant corn maze full of fun RI surprises.

"Our annual graduation parties are becoming popular events, not only for alumni, but for people from all around the state," says **Mike Ritz** '07, Executive Director. "We hosted over 450 attendees last year and expect even more on Oct. 22."

The Kappa II graduation ceremony will be held earlier in the day, but **Jerauld Adams**, chosen to be class speaker, will



The largest alumni bash of the year will be held at Confreda Greenhouse and Farms, home to a giant corn maze.

save his remarks for guests at The A-MAZE-ING Party. Given this year's "Crossing the Line" theme, the Kappa IIs will have plenty of lines to cross in Confreda's corn maze.

Tickets may be purchased at www.A-MAZE-INGparty.eventbrite.com or by calling Danielle Gaboury at 401-273-1574 x105. All proceeds will support LRI's newly designed alumni programming for 2015.

Applications open for next year's Core Program

If your Leadership Rhode Island experience was inspiring and challenging, encourage a friend or colleague to apply for a similar experience in 2015.

The application period for the Lambda II class – LRI's 35th – ends Oct. 24. You can nominate candidates or urge them to apply on their own.

What will they get out of it? Here's what a member of the current Kappa II class had to say:

"The 'behind the scenes' access to the programs/people in the state has been invaluable. I was recently offered a position outside of the state and turned it down based, in a large part, on my experiences with LRI – not wanting to 'abandon' the work that is being done here and the connections I have worked hard to make."

For more information, email office@leadershipri.org.



The Kappa II class gathers for a photo during their retreat at the W. Alton Jones campus in West Greenwich.

Co-chairs reflect on crossing the line

By Donald King '02

Strategic • Context • Futuristic • Connectedness • Ideation

When **Mike Ritz** asked me to co-chair the Program Committee for this year's Leadership RI class, I was honored because I saw it as reaffirmation of my earlier accomplishments as artistic director of the Providence Black Repertory. I was also surprised.



King

As soon as I learned that "LRI Crosses the Line" was the theme for the year, I understood. Crossing the line has been a way of life for me. It comes with advantages and disadvantages, rewards and ridicule. Others who march to the beat of their own drum know exactly what I mean.

We are often misunderstood and condemned by left-brained conformists who try to control us. They leverage our unique talents when it serves their need, yet, they are uneasy when that drum beat takes us where they don't want to go or can't understand.

Social change has always intrigued me, born from the idea that I could tell stories about the beautiful and complex people and environment that produced me. I always felt I had the advantage of insight because I saw sides, shades and nuances that outsiders could not see. I also knew intuitively that I had to cross lines into other communities to gain new perspectives and learn new realities.

At the mid-year point of my co-chairmanship, I am less anxious than I was at the start. I realize that I didn't feel the impact of going through LRI until after the year was over. The experience works on you over time. Much like a profound book, the message or "ah hah" moment visits when you least expect it.

The realization that the impact may come later frees me to explore with the class what it means to "cross the line." Much like the art I produce or plays I've directed, this is about process. I trust that this process is working, that we are collectively being transformed, emboldened or at least made more aware of what it means to cross the line to make Rhode Island a better place.

I encourage LRI to be unafraid to cross lines in support of individuals who do so. And, I offer to spend next year helping LRI broaden its definition of "leader" to include voices and perspectives not being heard now – voices and perspectives of leaders who don't inhabit the corporate world or the academy but who also possess the talents, passions and inclinations to make a stronger Rhode Island.

By Jeff Techentin '10

Input • Ideation • Learner • Intellection • Competition

First, my disappointment: I had been assured that being co-chair of the Program Committee with a "Cross the Line" theme would give me unimaginable power that I could wield, without regard to law or morality, to crush the souls of those who might dare oppose me (except my co-chair and maybe **Mike Ritz**). Alas, it was not so. Maybe that was in the fine print.



Techentin

As with all things LRI, the value of my experience derives from working with others.

The beauty of being co-chair is the breadth of that experience. I get to interact with program committee members, alumni, LRI staff, presenters, folks who just happen to be in the room and, of course, all the Kappa IIs. I've learned from them all because each has a knowledge base that's different, often very different, from mine.

I've also learned by watching how participants interact, how they negotiate or cooperate, how they form and (try to) reach goals. Perhaps most importantly I've learned, or at least gained a little insight into, different perspectives.

For me, developing a new perspective is the essence of line crossing. We think we understand some "other" perspective, but often what we really have is a hollow idea of what we imagine that different perspective to entail. We can admonish ourselves to be nonjudgmental because, in the words misattributed to Plato, everyone is fighting his own great battles. That effort, however worthy, merely projects our own perspective onto a different canvas. True understanding of another perspective derives from experiencing it, that is, traveling beyond one's own intellectual, spiritual or physical boundaries.

Our task, as I've perceived it, has been to program experiences that would inspire line crossing for a diverse group of individuals, each of whom has his or her own boundaries, expectations, perspectives and comfort levels. The reality is that these differences are often eclipsed by our similarities, the very traits that led us to LRI in the first place. Too often, I've felt practical considerations have made the monthly programs too "safe." The curriculum has played too much to similarities and, in the process, has reinforced, rather than challenged, preconceptions.

If I'm wrong about that, I hope you'll tell me.

Awards recognize innovation, positivity

Leadership Rhode Island has been recognized nationally for its innovative work and locally for inspiring positivity about Rhode Island.

The Association of Leadership Programs presented the Excellence in Innovation Award to **Mike Ritz '07**, Executive Director, at the organization's Northeast conference June 30 in Verona, N.Y. The award recognizes leadership programs that are creative, unique and impactful.

At the conference, Ritz had two opportunities to describe LRI's accomplishments to the attendees. He talked about the turnaround of Central Falls (2012-2013), the demystification of Quonset (2013) and the current initiative, "Make RI Stronger," to improve the workplace and the state's psyche.

On Aug. 30, LRI received the "What's Right About Rhode Island" award at McCoy Stadium. **Pam Ala-**



rie '05, chair of the LRI board, LRI staff and alumni were joined by Pawtucket Red Sox leadership at the pre-game ceremony.

"What's Right About Rhode Island" recognizes companies, organizations and nonprofit entities for their contributions to the state. Honorees are presented an Award of Distinguished Leadership and Accomplishment for providing an inspirational example of why Rhode Island is a wonderful place to live, work and do business.

The awards are the result of a joint partnership between the PawSox and Bryant University, as well as a group of local leaders. PawSox President Mike Tamburro thought

that McCoy Stadium would be the perfect place to present the award.

"There are so many reasons to love Rhode Island," he said. "Our goal is to accentuate the positive and share it with as many people as possible."

New director of programs joins LRI staff

Michelle DePlante Acosta

Input • Maximizer • Developer • Arranger • Belief

Michelle DePlante Acosta, a member of this year's Kappa II class, is Leadership Rhode Island's new Director of Programs.

She comes to LRI from Dorcas International Institute of Rhode Island, where she was Director of Community Relations and Welcoming Rhode Island.

A bilingual Cuban-American, DePlante Acosta has experience building inclusive initiatives with diverse communities and in developing curriculum that crosses lines. The first in her family to pursue higher education, she is a graduate of Providence College, where she majored in global studies.

DePlante Acosta will oversee Matt Coupe CLRI '12, Programs Coordinator. Together, they are tasked with bringing the Core Program, CLRI and alumni programming to new levels.



'Make RI Stronger' campaign takes fl

Several Rhode Island businesses and nonprofits are introducing strengths-based thinking into the management of their workplaces in response to Leadership Rhode Island's new campaign, "Make RI Stronger."

LRI's three-year initiative, announced in March, uses the StrengthsFinder assessment, developed by Gallup Inc., to help individual Rhode Islanders, businesses and nonprofits discover their natural talents and turn them into strengths.

So far, staff members at Gilbane Building Company, Cox Communications, Blue Cross Blue Shield of Rhode Island, Blackstone Valley Prep Mayoral Academy, Dorcas International, Meeting Street and the University of Hartford have taken the strengths assessment. Clients also have participated in LRI-led orientation and coaching sessions to learn how strengths can be incorporated into the workplace and into their personal lives.

LRI's coaching and the StrengthFinder assessments "energized our Gilbane team and spurred discussion around our personal leadership skills," says **Steve Duvel** '12, Vice President, RI District Operations Manager. Beyond using individual leadership talents at work, he adds, LRI demonstrated how our talents could be used in the community, in our personal relationships and for overall well-being.

Duvel and other Gilbane managers toured VIBCO, a manufacturer in South County, to observe how a strengths-based culture influences decisions and behavior throughout an entire company. **Karl Wadensten**, president of VIBCO, is convinced that playing to every employee's strengths has spurred better processes, increased employee engagement and led to better business performance.

Wadensten adopted strengths-based management several years ago. In fact, the seeds for the "Make RI Stronger" initiative were planted in 2012 when an LRI class visited VIBCO as part of Economic Development Day, said Executive Director Mike Ritz.

Blackstone Prep, a charter school operating at four separate locations, is among the nonprofit organizations to become involved. Thirty-four staff members took the strengths assessment and participated in an orientation session to learn how to incorporate strengths into management of the fast-growing school.

The school's mission is to prepare every student for success in college and the world beyond and also to positively impact all of



Gilbane managers get a firsthand look at strengths-based management on a tour of VIBCO.

Rhode Island through our work, says **Jeremy Chiappetta**, Executive Director. "We believe that our partnership with Leadership Rhode Island and commitment to finding and leveraging strengths will propel our team to the next level of success."

The entire 95-person staff of Dorcas International, a nonprofit formed from the merger of Dorcas Place and the International Institute, took the strengths assessment and participated in an orientation session. As a follow-up, 10 managers attended a coaching session.

While the "Make RI Stronger" campaign is focused on helping individuals discover their strengths, one of the Leadership in Action teams from this year's LRI class is hoping that it will be aspirational to discover one's talents at an early age.

Working with school administrators from several urban districts, the team will administer a student version of the StrengthsFinder assessment to about 25 eighth graders identified as having leadership potential. The students will not only discover their own natural talents, they will be introduced to – and paired with – community or business leaders who have similar strengths.

Under the guidance of strengths coaches **Katie Varnum** and **Susan Daly** '13, recently brought on board as Director of



Daly

Meet LRI's new director of strategic opp

Susan Daly

Strategic • Maximizer • Futuristic • Learner • Input

The strengths initiative is in the hands of **Susan Daly** '13, recently named Director of Strategic Opportunities. Daly, a Newport resident, has more than 25 years of leadership, en-

trepreneurship and marketing experience. Before joining LRI staff, she was the Vice President/Marketing Director at the International Yacht Restoration School. Prior to that, she worked for several sailing companies and also for America's Cup Team.

During her four years as chairman of the LRI

ight in local businesses

You can help

Three ways you can join the movement to make Rhode Island the first strengths-based state in the country:

- Spend a half-hour on the computer taking the StrengthsFinder assessment.
- Sign up your company or organization for strengths-based management training.
- Apply for training as a strengths coach.

For details, get in touch with Susan Daly at 273-1574, ext. 111 or sdaly@leadershipri.org.



Opportunities, the initiative has garnered StrengthsFinder assessments for nearly 700 individuals. That puts LRI two-thirds of the way toward its first-year goal of 1000 assessments.

Next year's goal is to expand participation to a whopping 10,000 Rhode Islanders. Daly's current focus is on building out the systems and infrastructure needed to handle the surge in assessments next year. Systems are needed to deliver, to analyze and to share the results and findings. In addition, a battery of LRI-certified coaches must be trained.

LRI will continue to provide strength assessments and training to clients from the business and nonprofit community. Also, partnerships are being established with organizations that have access to constituencies who can benefit from learning their strengths and leveraging them in professional and personal lives.

Last March, when **Mike Ritz** '07, executive director, launched the "Make RI Stronger" campaign, he said LRI was responding, in part, to a Gallup poll that found Rhode Island had the most "actively disengaged workforce" in the country. LRI also wanted to tackle the negative attitudes so pervasive in Rhode Island.

By the end of next year, thousands of Rhode Islanders – employees, job seekers, parents, volunteers, public officials – will know something positive about themselves they didn't know before. They'll know what they're really good at and how to leverage their strengths at work, at home and in the community. They'll also begin to recognize the strengths of their neighbors, friends and colleagues.

opportunities

Before joining the
ting at the Interna-
t, she worked for
rica3, the women's
Educational and

Training Committee of the Rhode Island Marine Trades Association, she procured more than \$1 million in federal and state funding for training, marketing and organization capacity building. Daly, who did her undergraduate work at Yale University, has a master's degree in business administration from Boston University.

Some of our top strengths

The Leadership Rhode Island database holds the top strengths of nearly 700 individuals.

The pool includes employees from LRI's business and nonprofit clients, board members, current Kappa II class members, alumni and 47 college students. The total includes employees from 197 different workplaces: 43 percent are for-profits; 48 percent, nonprofits and 9 percent, government.

Susan Daly recognizes that the data do not represent a scientific sample of the state's population. To remedy that, she says, the campaign seeks to reach a broader swatch of demographic, geographic, and socio-economic constituencies in 2015.

So far, the top themes – natural talents that, with use, can develop into strengths – include:

Achiever – People who have a great deal of stamina and work hard. They take satisfaction from being busy and productive.

Responsibility – People who take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

Learner – People who have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Strategic – People who create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Relator – People who enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

From Central Falls, signs of progress

By Christine McDermott '11

Maximizer • Achiever • Responsibility • Futuristic • Strategic

Too many times, **Angelo Garcia** had seen well-intentioned people come into his community and start wonderful programs – only to depart when the grant money ran out. So, when he was asked to participate in Leadership Central Falls, he was skeptical.

“I came kicking and screaming,” said Garcia, founder and head of school for the Segue Institute of Learning. “I was a naysayer.”

Pretty quickly, however, he realized this was different. Garcia was one of 24 Central Falls residents and stakeholders who were identified by the Theta II class and selected by Leadership Rhode Island for the one-time program. For five months – beginning in October 2012, just as Central Falls was emerging from bankruptcy – they came together each Saturday to learn community-building skills and craft a vision for their city.

A recent reunion dinner sponsored by the LRI Board of Governors gave about a dozen LCF classmates the chance to reflect on the program and the progress that’s been made in the past two years.

“Leadership Central Falls was important because I think it activated a large population of residents to get involved in the process of community building,” said **James Diossa**, who was a city councilor when he graduated from LRI with the Theta II class and was elected mayor while participating in LCF.

Class members shared stories about the impact of LCF and the relationships they developed.

Tina Sullivan, executive director of the Central Falls Housing Authority, said the emphasis on forging partnerships within the city has



Alumni of Leadership Central Falls joined LRI's Mike Ritz and Baldev Seekri (seated at right) for a reunion dinner at The Dorrance. They included (from left) Tia Ristaino-Siegel, Hugo Figueroa, Tina Sullivan, Brett Henrikson, Stephen Larrick, James Toomey and Thomas Lazieh.

helped her tackle the problem of elderly tenants being intimidated by youth on the streets. She has worked with the school department to bring middle school students to senior housing for events like bingo to help melt the ice. Sullivan is a member of the current LRI class.

Garcia said the program made him a better school leader, improving his ability to collaborate with and mobilize others. He said his classmates have been great sounding boards for new ideas.

James Toomey, coordinator of the Blackstone Valley Tourism Council's Sustainable Tourism Laboratory, said LCF made him feel more connected to the city. He now bikes to work with the city's planning and development coordinator, **Stephen Larrick**, who lives near him in Providence.

Brett Henrikson, an artist photographer who has a studio in Central Falls, connected Larrick with a friend, **Hillel O'Leary**, who donated a sculpture that was installed at Jenks Park during last year's Bright Future Festival.

“It’s made from part of the old I-95 bridge,” Henrikson said. “It’s a tidal wave with old and new pieces coming together. The idea is that the new and old Central Falls are coming together to make something better.”

LRI Board of Governors member **Baldev Seekri**, whose ties to Central Falls started when his brother-in-law opened a convenience store there 25 years ago, initiated the reunion and encouraged the group to meet regularly. He noted that LRI's involvement in Central Falls – the Theta II class projects were devoted to bettering the city – inspired him to deepen his commitment to the organization.

While the city is far from perfect, he said, “the image of the city has definitely turned around.”

LRI Executive Director **Mike Ritz** said that when he speaks with business executives around the state, they are waiting to see how Central Falls continues to move forward.

“They’re all rooting for you,” he said. “From the outside looking in, I think you guys are the inspiration of the state.”

Robust offerings coming for alumni

Continued from Page 1

It opened my mind to new ways of seeing things and experiencing life in ways that I would NOT have been able to do without LRI."

After tabulating the survey results, LRI convened two focus groups to try out ideas and proposals for giving alumni what they want.

Alumni in the focus groups favored activities that would allow alumni to continue to explore key Rhode Island issues, talk with opinion leaders, discuss matters among themselves, visit interesting places and spaces, and act on problems.

Over the past several years, LRI has opened core program enhancement experiences to alumni, hosted special leadership discussions for alumni, invited alumni to receptions preceding Publick Occurrences, created a major alumni event to celebrate graduation day each October, added an activist group of alumni to its Program Committee and developed an alumni engagement committee.

But the time has come, says **Mike Ritz '07** LRI executive director, to offer programs aimed at alumni, programs that are sustained, regularly scheduled and offer deeper learning about and/or commitment to bettering Rhode Island.

Mary Noons '09 concurs: "This is a great way to build on areas that have been briefly introduced in the core program. It is also helpful for LRI to keep alumni engaged."

For starters, LRI will plan some "enhanced enhancements" that will blend in-depth discussions and content experts with socializing, networking and refreshments.

The concept was test marketed last month when alumni were in-



Photo courtesy of the Providence Journal

Karen Allen Baxter '97 poses a question during the Publick Occurrences forum with the gubernatorial candidates. LRI Executive Director Mike Ritz '07 facilitated the questions from the audience.

vited to sign up for a dinner discussion on the legalization of marijuana. The event, held at The Dorrance and limited to 20, filled up in a matter of days.

It's also time, Ritz says, to direct the energies of alumni – the best and brightest in Rhode Island – toward issues for which we can make an impact, such as the work done in Central Falls in 2012 and 2013.

To accomplish that, LRI will also foster Leadership in Action projects for alumni who want a task that has a beginning and an end.

"I love the idea of advanced programming for alumni," wrote **Christine McDermott, '11**. "The experience of the core program was incredible, and it's hard to find another way to replicate that. I think

the state could benefit greatly if enthusiastic graduates were given a way to build upon the momentum of going through the program."

LRI celebrates its 35th anniversary next year and it won't be long before the alumni base passes the 2000-mark. The organization added College Leadership RI in 2004 and has created customized programs, such as Leadership Central Falls, to respond to specific needs. Now it is moving to harness the interest and energy of alumni in a systematic way.

As LRI moves deeper into the 21st century, its comprehensive approach to leadership makes the organization unequivocally and unarguably unique in the state of Rhode Island, says Nugent.

New fellowship program aims to help students impact community

By **Sulina Mohanty CLRI '06**

Connectedness • Belief • Individualization • Maximizer • Positivity

The 37 students in the current College Leadership RI class will be the first to get hands-on experiences and insight at the top levels of the state's nonprofit organizations through a new fellowship program.

The students will participate in the traditional monthly CLRI seminars and discussions in the fall semester and will assume the role of fellows in the spring semester. Fellows will work at the highest level of selected nonprofits by attending board meetings as non-voting members, serving on sub-committees and learning under the leadership of nonprofit leaders.

Fellows also will spend a day shadowing a business executive and are expected to attend a public meeting, such as a town or city council session, school committee meeting or perhaps a General Assembly committee meeting.

The fellowship concept emerged during discussions of the CLRI Strategy Committee which met in 2013 to review all aspects of the program. Members concluded that CLRI is an effective force in developing talent and helping young people connect with the community, but should be offering even more opportunities.

"We knew that we needed to give the students greater exposure to the state and the opportunity to serve in a leadership capacity while being mentored by seasoned experts," explains **Jillian Stone**, CLRI '10, Operations Manager at LRI.

The strategy committee took into account the growing problem of college graduates leaving the state and also weighed the need to interject more young talent into the governance of nonprofits. (Only 7 percent of all nonprofit board members are younger than 36, according to Nonprofit Quarterly.)

"It's no secret that one of our program objectives is to keep talent here in Rhode Island, and reverse the 'brain drain,'" says Stone. "Offering the Board Fellowship program will not only help students develop their leadership skills, but also strengthen their connection to the Rhode Island community."

While at their assigned nonprofits fellows will gain experience in financial oversight, policy setting, community relations, influencing public policy, staff oversight and fundraising – all skills that are relevant across sectors. Host organizations, in turn, will be able to benefit from the talent, skills and energy of committed young people. It is hoped, through the experience, that the fellows will develop confidence in their ability to make an immediate impact in the community.

To develop the fellowship concept, Stone drew upon her own experience, in her mid-20s, as the Student Representative on the Alumni Association Board of Community College of RI. She credits **Josh Klemp** LRI '13 and a graduate of the first CLRI class in 2004, who was the president of the board, for helping her understand good governance and how to be an effective steward for an organization.

The 2014 class is not only be the first to experience the fellowship program, it's also the biggest class in the 10-year history of CLRI. Three students are children of LRI alumni.

With the generous support of Amica Mutual Insurance Company, National Grid, and the Rhode Island Commodores, student participation continues to be free.

"Our vision is to create and support a legacy of leaders for the state. Adding this fellowship component aims to develop the next generation of competent and capable board members, something I think everyone can agree is a necessity," Stone says.

To learn more about the program or hosting a Fellow, visit www.leadershipri.org or email office@leadershipri.org.



Wearing their special CLRI stoles at the Johnson & Wales University graduation ceremony last spring are, from left, Mirza Berganza, Christine Talamayan, Hicham Moutahir and Giang Phan.

Class Notes

Here's what some of our members have been up to

Craig Bilodeau '07 is now treasurer of the Junior Achievement of Rhode Island board.

Lisa Holley '12 has joined the board for St. Elizabeth Community.

Chris Feisthamel '01, treasurer of LRI's governing board, has been elected president of the board of the Varnum Armory.

Brittany Dyer CLRI '09 has been named the director of church music at the Orthodox Congregational Church of Mansfield, Mass.

Michele Berard '07 is serving on the board of the Rhode Island Center for Law and Public Policy.

Christine McDermott '11 has left AAA Southern New England, where she was director of publications, to be director of sales and marketing at Tri-Bro Manufacturing.

Bob Ferreira '11, an LRI board member, has been appointed to the District 1 Board of the national Council for the Advancement and Support of Education.

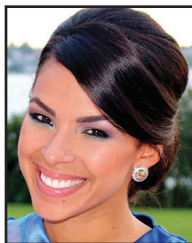
Five alumni and two current class members were recently recognized as 40UnderForty Award winners by Providence Business News. Alumni were **Carolyn Belisle** '10, **Nicole Benjamin** '13, **Anna Johnson** '12, **Corey McCarty** '12, and **Amy Oakley** '13. The Kappa II winners were **Nick Delmenico** and **Amy Diaz**.

The Board of Directors of The San Miguel School in Providence has elected **Dennis Leamy** '13 as its secretary.

Neil Steinberg '91, president and CEO of the Rhode Island Foundation, was honored by Junior Achievement of Rhode Island as a 2014 recipient of the Morris J.W. Gaebe Profile in Excellence Award. The award, recognizes leaders who have demonstrated



Coelho



Diaz



Gaboury



Mohanty



Shallcross

courageous thinking and actions, vision and innovation, inspiring leadership, and community mindedness.

Hank Casillas '09 has been named Area Vice President for CVS Caremark.

Danielle Gaboury CLRI '12, LRI's Development and Events Coordinator, is serving on the Board of Directors of Gallery Night Providence.

Ted Shallcross '11, vice president of Life Finance and Operations at Amica Mutual Insurance Co., has joined LRI's Board of Governors.

Molly Garrison '10 recently graduated from the Women's Policy Institute Leadership program.

Amy Goins, 2014 Kappa II, is now an associate attorney at Ursillo, Teitz & Ritch.

Thomas E. Heslin '87, retired vice president and executive editor at The Providence Journal, has been inducted into the Rhode Island Journalism Hall of Fame.

Michael Coelho '12, director of teen programs for the Boys & Girls Club of Pawtucket, was the guest speaker at the launch of Johnson & Wales Saturday Cru Club, which provides college-readiness and career-exploration programs.

Sulina Mohanty CLRI '06 is the new director, alumni affairs and regional team strategy, for Teach for America Rhode Island. An LRI board member, she had been dean of students at Blackstone Valley Prep.

Kristina Maria Grande CLRI '11 is now development analyst at Hasbro.

Anthony Paolino, 2014 Kappa II, is now veterans affairs coordinator in the office of U.S. Senator Sheldon Whitehouse.

*Want to share some good news from the Best Class Ever?
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Congratulations to the 2014 Kappa II class!

Jerauld Adams, North American Industries, Inc.
Angela Ankoma, Rhode Island Department of Health
Stephen Antonucci, Cranston Police Department
Kimberly Arcand, Chandra X-ray Center/Smithsonian Astrophysical Observatory
Karen Barbosa, ELO
Woonsocket/Riverzedge Arts
Garry Bliss, The Providence Center
David Bodah, Meeting Street
Jacob Brier, LIFEcycle
Everett Brooks, Johnson & Wales University
Susan Budlong, Dave's Marketplace
Catherine Capolupo, Roger Williams University
David Caprio, Children's Friend
Amy Carroll, Brown University
Martha Castle, Blue Cross & Blue Shield of Rhode Island
Kyla Coburn, Kyla Coburn Designs

George Coleman, CVS Health
Kevin Colman (CLRI '10), Hasbro, Inc.
Robert Coulter, Nixon Peabody
Sean Creegan, Providence City Solicitor's Office
Joanna Davis, UCEH
Nicholas Delmenico, Ambrosino/Delmenico
Michelle DePlante, Dorcas International Institute of RI
Amy Diaz, Social Media Manager
Peter Durfee, The Beacon Mutual Insurance Co.
Amy Goins, Ursillo, Teitz & Ritch, Ltd.
Amy Gravell, Boys & Girls Club of Pawtucket
Tim Groves, Barton Gilman, LLP
Thomas Hughes, Our Lady of Fatima Hospital
Ernest Iannitelli, AAA Southern New England
Dean Isabella, Providence Police Department

John Isberg, National Grid
David Jardin, The Washington Trust Co.
Eugene Johnson, Fidelity Investments
Andrea Keefe, Providence College
Jill Langevin, Fidelity Investments
Dr. Jon Scott Logel, U.S. Naval War College
Kim McCauley, A Missing Link
Lou Mercado, CVS Health
Byron Monge, Turino Group Inc.
Sal Monteiro, Institute for the Study and Practice of Nonviolence
Jennifer Morrison, Amica Mutual Insurance Co.
Anthony Murgida, Gilbane Building Co.
Kim Noble, City Year Rhode Island
Kevin O'Brien, Rhode Island State Police
Anthony Paolino, Office of U.S. Sen. Sheldon Whitehouse

Heather Pierce, Edwards Wildman Palmer LLP
Jonathan Reiner, Town of North Kingstown
Scott Seaback, RI Temps Inc.
Melanie Simas, GTECH S.p.A.
John Simmonds, Fidelity Investments
Robert Smith, Rhode Island Department of Transportation
Susan Stevenson, Gateway Healthcare
Tina-Marie Sullivan (LCF), Central Falls Housing Authority
Sally Sutherland, NUWC Newport
Naomi Thompson, The University of Rhode Island
Julia Valles, Rhode Island College
Evan Villari, RISD/CE/JWU/NEIT
Danielle Ward, U.S. Trust
Arthur Yatsko, Salisbury Real Estate Agency
Kyle Zambarano, Adler Pollock & Sheehan P.C.

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