

*"Leadership is not dependent upon age or generation. I believe it comes from a personal inspiration and a commitment to setting goals and achieving them."* –  
**Experiential Exchange Participant, June 2015**



**"In a literal sense, our exchange isn't built around an explicit exploration of leadership. But leadership is implicit in every conversation we have, building outward from greater self-awareness to how all of us contribute to the world around us."**

**Participant, Experiential Exchange, June 2015**

## Berrett-Koehler Foundation in 2015

### HIGHLIGHTS AND HIGH ACTIONS

Since its incorporation as a nonprofit public benefit corporation in June 2013, the Berrett-Koehler Foundation has already passed many milestones, making the most of modest resources. Among the highlights of its first 2 years are:

#### BK Leadership Exchanges Expand



In 2014, there was one Leadership Exchange in Oakland, Ca. In 2015, BK Foundation had seven Leadership Exchanges in California, Puerto Rico, Massachusetts, Connecticut and Washington, D.C. Leadership Exchanges are one-day multigenerational events where leaders across professional fields, ages, and backgrounds

connect over how leaders do and can influence today's most pressing issues.

#### *Intergenerational Design Teams:*

In 2015 we introduced a new element to the Leadership Exchange experience - The Design Team. Leadership Exchanges are now designed and facilitated by intergenerational volunteers, who work together on intergenerational relationship building in the context of creating a transformative event.

*I took away hope...That people want to create something new and fresher...Something that involves the opinion and ideas of others. People that CARE! - Participant, Puerto Rico Leadership Exchange, April 2015*

#### Experiential Exchange Program Deepens

Experiential Exchanges are mutual mentorships in which BK Foundation connects emerging and experienced leaders to learn and grow together. This is truly about not doing it alone. In 2014 eight leaders participated in the program. In 2015 forty-eight leaders participated in an Experiential Exchange Partnerships. In addition, the Foundation generated support materials on intergenerational relationship building and conducted deep analysis of participant best practices based on key feedback. This process will continue to mature and evolve to improve service and program quality.





### Our Organizational Partnerships Connect Mission-Aligned Non-Profits

In 2015 BK Foundation’s organizational partnerships reached new depths. Through relationship-focused, multigenerational leadership consulting and events we are supporting the organizational capacity of nonprofits we believe in.

- **Ashoka (Washington, D.C.):** BK Foundation created an organization-specific Leadership Exchange for Ashoka’s Venture and Fellowship Team focusing on walking the talk of new leadership paradigms.
- **La Marañía (San Juan, Puerto Rico):** We partnered with La Marana to create a Leadership Exchange that brought together grassroots activists across Puerto Rico to share best practices and centralize new leadership models that better serve social-justice goals.
- **Yes! World, The Evolutionary Leaders Network, and Generation Waking Up (Oakland, Ca):** BK Foundation supported a 4-way organizational collaboration, hosting a Leadership Exchange that spanned generations, organizations, and leadership philosophies.

### The Board of Directors Grows

The Foundation is guided by seven Board members who are highly committed, who bring a wide range of expertise, and meet and contribute each month to the Foundation.

- Steve Piersanti, Chair and President of BK Publishers
- Mila Baker, BK Author
- Julie Winkle Guilioni, BK Author
- Shilpa Jain, Executive Director of Yes! World
- Paul Wright, Writer and Editor at WrightWork Communications
- JuanCarlos Arauz, Executive Director of E3: Education, Excellence and Equity
- Marielle Amrhein, former ED of BK Foundation



### Staff growth.

BK Foundation doubled our staff size, becoming a 2-person staff in 2015. Annie-Rose London joined the team as Executive Coordinator in January of 2015 and became Executive Director in September of 2015. Kerline Astré became our Director of Advancement in October of 2015, focusing our development relationship-building efforts.



Executive Director



Director of Advancement

### Received Financial Support from Broad Community.

Over 100 authors, customers, friends, and other community members of Berrett-Koehler Publishers have made generous donations to fund the Foundation. Several other foundations and Berrett-Koehler Publishers have also made substantial gifts.