The background is white and filled with various colorful confetti elements including stars, streamers, and small circles. A large blue envelope is positioned at the bottom, with its flap open. The text is centered within the envelope's opening. The overall theme is celebratory and festive.

AS A VALUED MEMBER OF OUR COMMUNITY,
WE AT VENTURE LEADERSHIP COLLECTIVE
WOULD LIKE TO INVITE YOU TO

CONNECT
and
ACTIVATE
and
CELEBRATE
with us this year

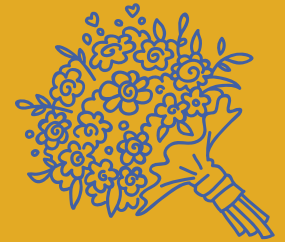
SEE WHY



Venture Leadership
COLLECTIVE

THIS YEAR MARKS A **DECADE OF VENTURE LEADER COLLECTIVE**

10 YEARS



Empowering Leaders, Fostering Innovation & Driving Meaningful Change

TO CELEBRATE WE'RE INVITING YOU TO BE PART OF THE JOURNEY IN

Three Impactful Ways

CONNECT

VLL MEMBERSHIP

Join our Venture Leader Lab Network!

Be the first to know when we launch!

Gain exclusive access to a powerful community, expert resources, and unique opportunities designed to fuel your leadership and impact.

ACTIVATE

CIVIL RIGHTS TOUR

Experience History on Our
Civil Rights Tour

Explore this immersive, inspirational journey walking in the footsteps of changemakers of the Civil Rights Movement.

CELEBRATE

IN-PERSON PARTY

Join Us in San Francisco for Our
10-Year Anniversary Celebration

Connect with fellow visionaries, celebrate our shared achievements, and look ahead to the next decade of impact at our special anniversary event.

JOIN US! THIS IS MORE THAN A CELEBRATION—IT'S A CALL TO ACTION.

Sign up, show up, and stand together in leadership and change. Register today & celebrate with us!



SCAN QR CODE TO JOIN OUR CELEBRATION

A BIRTHDAY MESSAGE FROM VLC

Sustainability:
A Commitment
to Endurance
and Collective
Good



Defining Sustainability: The ability to strengthen, support, nourish & endure

At VLC, we define sustainability as our commitment to resilience, adaptability, and lasting impact in the pursuit of justice and equity. It is about endurance for systemic change. It requires an intentional approach to maintaining our energy, mining our wisdom, and renewing our commitments to progress.

As we look to the future, we invite your resolve and renewal to continue standing with us and double down on our commitment to driving social change for our sector, at scale, with accountable impact.

Sustainability in organizational work

Sustainability in movement-building is about recognizing that change does not happen overnight. Progress is often incremental, with moments of advancement and setbacks. The ability to persist despite challenges is what defines long-term impact. Movements require structures and leadership that are not solely dependent on one person, one funder, or one moment. **Instead, movements require inspiration and mission-focused action to withstand transitions and challenges.**

For us at VLC, as partners to our clients, sustainability means ensuring that the organizations we support are resilient and adaptive. Our work focuses on transformational leadership, thriving culture, and strategic clarity. We believe that by strengthening these pillars, organizations that can endure shifts in leadership, funding, and external challenges without losing sight of their mission.

Sustainability as a guiding principle

When facing moments of uncertainty, conflict, or change, returning to the core mission provides clarity. Organizations must reaffirm their values and commitments, ensuring that their strategies align with their long-term purpose. In times of crisis, strategic clarity becomes an anchor, reinforcing the organization's role in fostering inclusivity, equity, and justice.

Our belief is that sustainability is not about reaching a final destination but about continuing to move forward with purpose. The fight for equity and justice is ongoing, and sustainability is the practice of ensuring that our efforts endure beyond individual actions or leadership transitions. By creating resilient organizations and movements, we contribute to a greater collective good that benefits everyone.

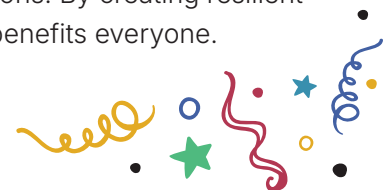


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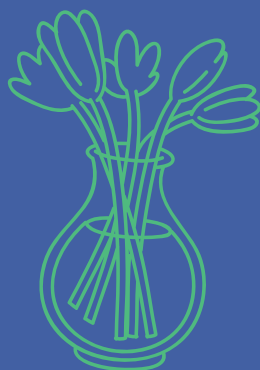


WHO

VLC & Our Values

In celebration of 10 years of Venture Leadership and impact, we would be remiss if we didn't lift up our values as our guiding principles for the work that we do.

In times of celebration or hardship, our values are always close at hand to remind us why we believe in the nonprofit sector and why we show up to partner with our community every day.



Joy is a Vibe

- Our work is hard; make it fun, smile, and enjoy the journey
- Delight in the people that surround you
- Intentionally share what is in your heart - it is amazing what can happen when you do
- Never underestimate the power of a good hug

Embrace Unapologetic Gumption

- See every challenge as an opportunity
- Bring your unique super powers to self-start, activate change, and work in unison for good
- Get it done: combine practitioner experience with action-oriented common sense
- Bring energy, drive, and stick-to-itiveness to every engagement

Harness Collective Wisdom

- Tap collective knowledge, leverage networks, witness success, and celebrate failure to elevate shared learning
- Collaboration activates and accelerates opportunity, potential, and impact
- Embrace teamwork and creativity through open-mindedness and encouragement
- Foster connections to surface stories, content, solutions, and innovation to create meaningful change

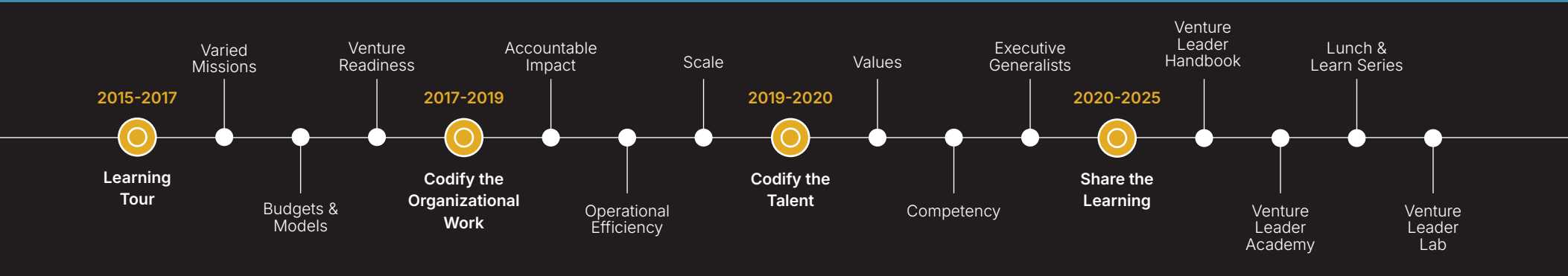
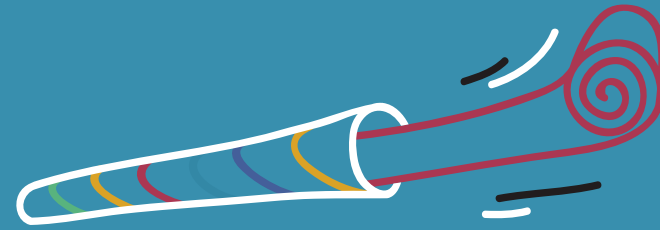
Our Approach Matters

- Our communities come first; social justice and equity for all
- Kindness, empathy, and compassion are just as powerful as subject matter expertise
- Right-size your ego: listen, be curious, stay humble, and be accountable to yourself and the client
- Share your truth and power: ask tough questions, come with an opinion, co-create solutions, and challenge limitations



WHAT

10 Years of Activating Change



THE LARGER CONTEXT: SUSTAINABILITY AND HUMANITY

We're so proud to celebrate our partners over these last 10 years and their continued impact! **VLC works across a spectrum of mission areas with operational budgets ranging from \$1M-\$50M+ with most within the \$8-\$15M range.**

Throughout over 200+ partnerships, our clients gift us invaluable learnings and experiences that strengthen and fortify our ability to continue elevating the social sector.

We learned that sustainability is not just about organizational structures but about the human capacity for empathy and connection. The way society treats its most vulnerable members is a key indicator of its overall health. True sustainability requires a commitment to ensuring fair opportunities and conditions for all, recognizing that our collective well-being is intertwined.

The strength of our movements is built on the belief that we are all better off when we invest in a just, equitable society. Sustainability, in this sense, is the commitment to continuously striving for better conditions, knowing that justice is not a fixed endpoint but an ongoing pursuit.

Sustainability is about persistence, adaptation, and long-term commitment. It is about creating structures, movements, and mindsets that ensure the work continues, regardless of leadership changes, external challenges, or political shifts. At VLC, we strive to cultivate sustainability in the organizations we support, ensuring they have the resilience to endure and thrive in pursuit of their missions.

After 10 years of learning as a Collective, we know that in the end, sustainability is about collective strength, shared purpose, and an unwavering belief in the possibility of a better future.





WHAT

10 Years of Activating Change

Over 10 years, we've completed 371 Engagements to support our 200+ clients!



31

Organizational Assessments
and/or Operational
Capacity-Building Projects

108

Total Interim Executive
Leadership Roles

26

Data & Evaluation
Support Endeavors

55

Executive
Coaching
Engagements

49

Strategic
Planning and/or
Scaling Projects

38

TOC/Impact
Strategy Roles

3

Mergers &
Dissolutions

10

Executive
Searches

25

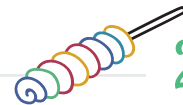
Board, Staff Retreats
& Succession
Planning Projects

26

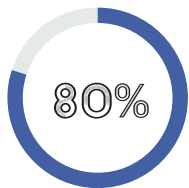
Targeted Development
Support Initiatives

WHAT

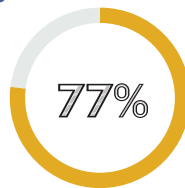
Venture Leader Academy



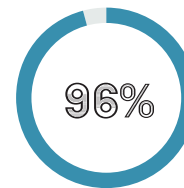
2021-2024 Data



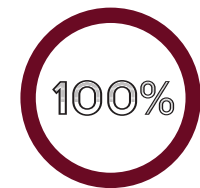
of VLA Alums identify as **people of color**



of VLA Alums identify as **women**



rate their course satisfaction as **"Excellent" or "Very Good"**



would recommend this course to other nonprofit professionals

[See here for the 2024 VLA Evaluation](#)

Testimonials



"This course is really helpful in leveling up one's leadership in the non-profit sector. It helps create a line of sight into all the functional areas that make an effective organization and give knowledge and information that perhaps is expected for leaders to know but not always explicitly taught. It helps folks see the interconnectedness of all levels of an organization and how to support change effectively across those levels."

"No matter where you are in your career as a director or executive there is something to be learned at VLA. You are learning from a knowledgeable instructor and from a community of practice. It is a great professional development opportunity, networking space, and overall safe space to know you're not alone in the work we are doing in the non-profit industry."

FALL

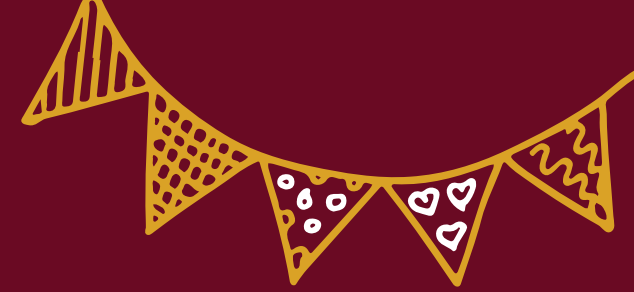
COHORT 9 QUOTES

Venture Leader Academy (VLA) was founded to address the sector's need for experienced "executive generalists," or those who are knowledgeable in all aspects of an organization.

80+ talented nonprofit leaders completed Venture Leader Academy!

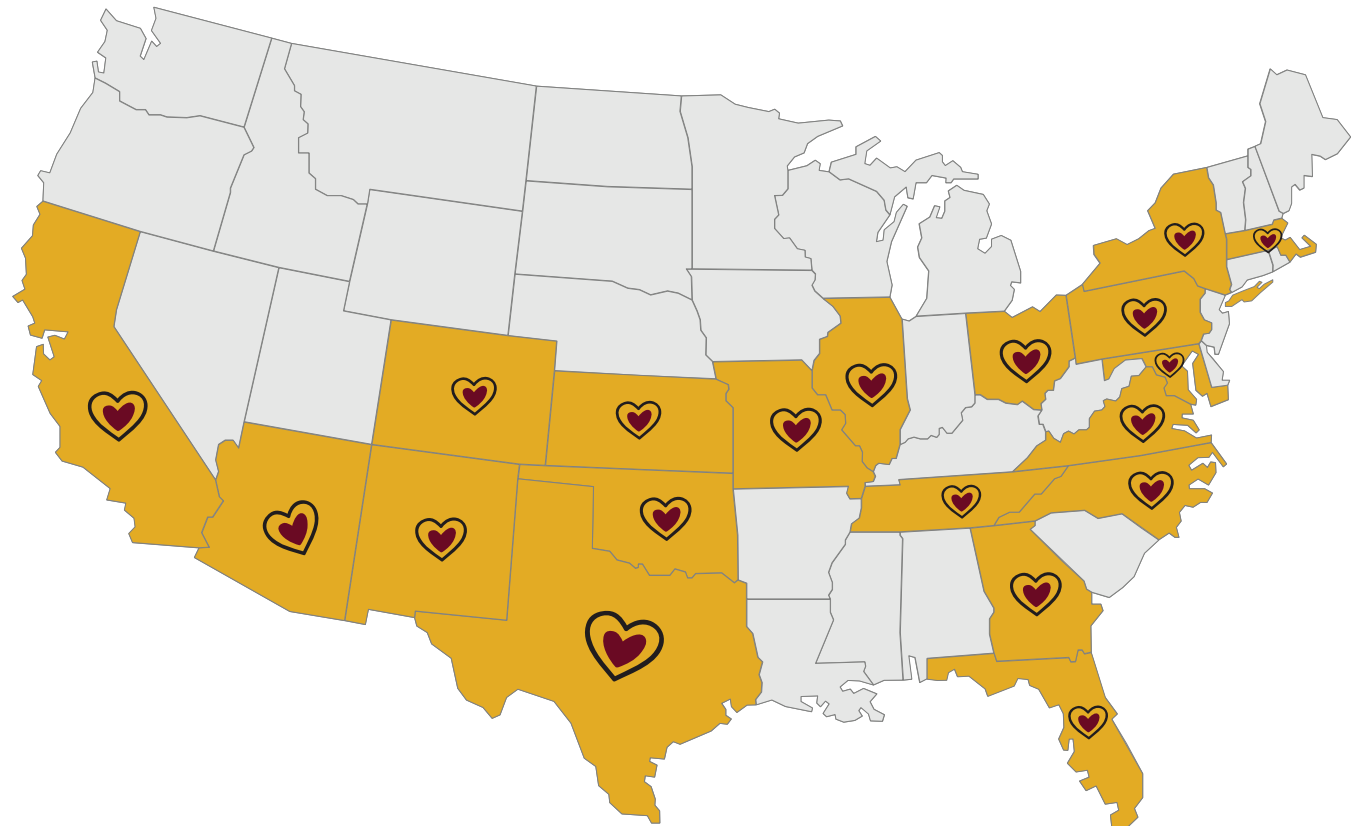
WHERE

Communities Across the Country



It has been an honor and privilege to create meaningful impact alongside over 200 nonprofits whose dedication drives real change and uplifts communities nationwide. We are so very thankful for your trust and partnership. Since 2015, VLC serves an average of 25 clients at any given time across 18 states nationally.

- | | |
|--------------------------------|--------------------------------|
| Arts & Culture | Gender Equity |
| Carceral Justice & Re-entry | Housing & Homelessness |
| Children & Families | Immigration & Refugee Services |
| Climate Justice | Indigenous Sovereignty |
| Collective Action | Juvenile Justice |
| Commercial Sexual Exploitation | Leadership Development |
| Conflict Resolution | Mentoring |
| Domestic Violence | Philanthropy |
| Education Equity | Physical & Mental Health |
| Environmental | Recovery Services |
| Food Insecurity/Access | Workforce Development |
| Foster Care | |
| Health Equity | |





change champion

Love in Action
SOCIAL JUSTICE COOKBOOK

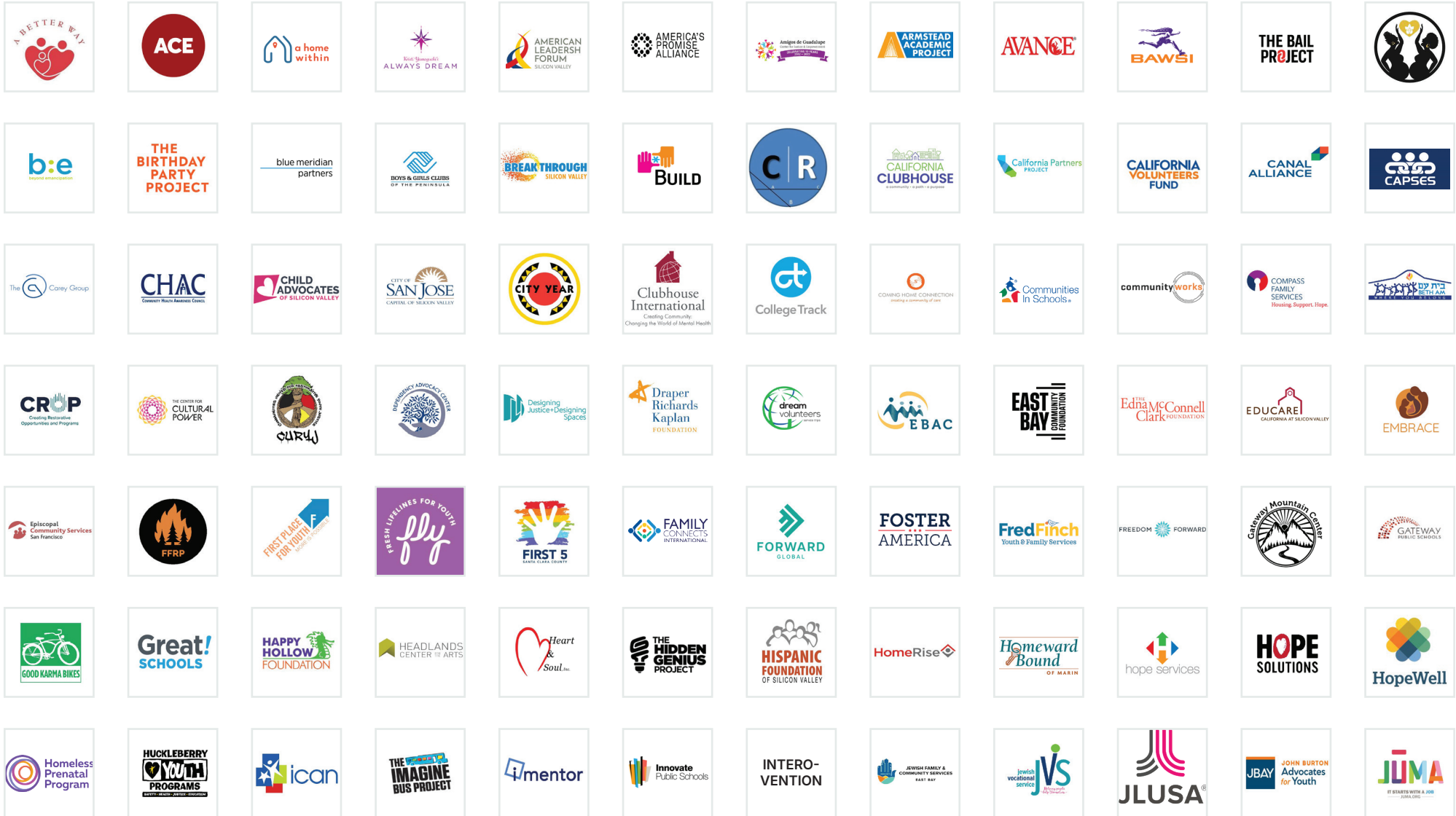
ARMSTEAD ACADEMIC PROJECT

BAWSI

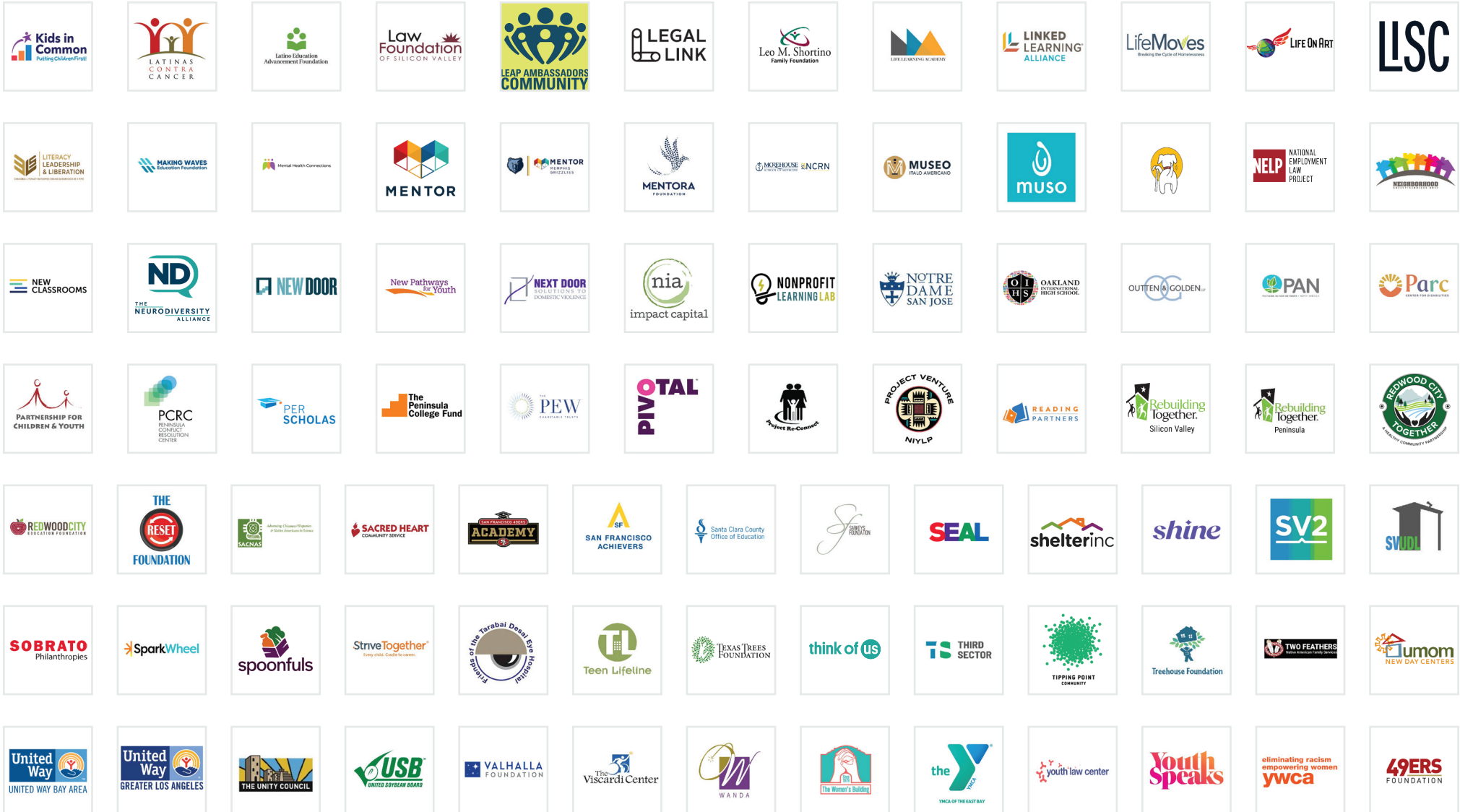
PRESIDENT OF THE STATE

So Much to Celebrate!

THANK YOU TO Our Nonprofit Partners



THANK YOU TO Our Nonprofit Partners



HOW

Strong & Collective Infrastructure

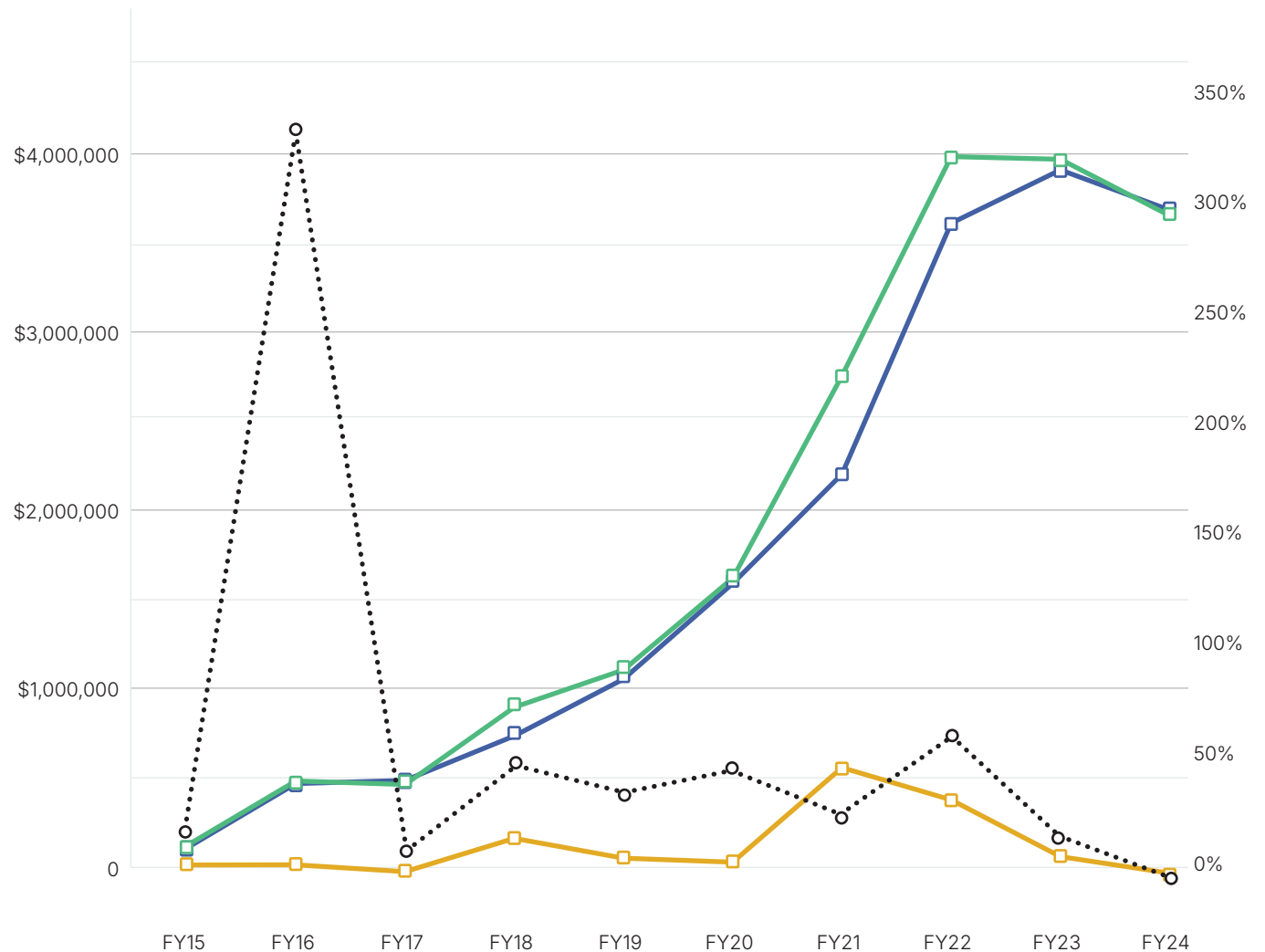
Of our \$3.6M revenue, 55% goes to direct pay and investments in staff through training, appreciation, and team-building and 42% goes to our collective practitioners.

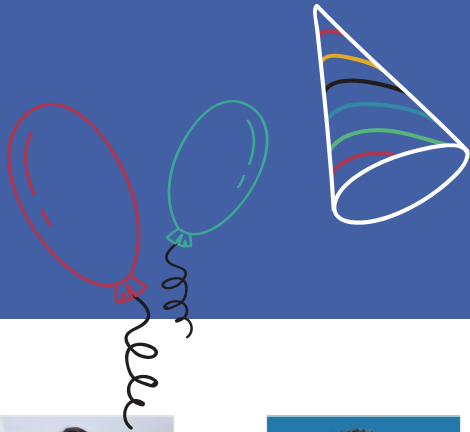
TOTAL REVENUE

TOTAL EXPENSE

PROFIT

% GROWTH





THANK YOU TO
THE VLC TEAM

Celebrating a decade of impact made possible by 23 team members (past & present) and over 60 Venture Leaders.



Aila Malik



David Cattivera



Andrew Niklaus



Gary Chapman



Andrew Lopez



Vanetta Thomas



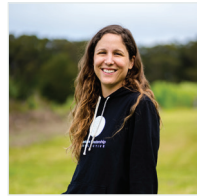
Norma Zahory



Shelby DeLa Ossa



Mecca Billings



Pati Ortiz



Katrina Steffek



Kenn Campa



Farah Noor



Claudia Miller



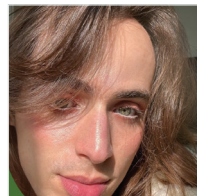
Megan Johnson



Charlie O'Donohue



Marisa Mission



Farrah Hamzeh



Shania Santana



Myesha Brown



Natalie Reynolds



Grace (Patil) Morrison



Vamsey Palagummi

WHEN

Invitation to renew commitment!



A DECADE OF IMPACT: SUSTAINING THE MOVEMENT FOR LASTING CHANGE

Ten years ago, VLC emerged as a bold experiment—a commitment to strengthening organizations, fostering leadership, and advancing equity in the social sector. We activated change by helping partners navigate uncertainty, build capacity, and pursue systemic transformation. **Now, as we mark a decade of impact, we shift our focus to endurance—ensuring that the progress we have made does not fade but instead deepens, evolves, and sustains itself for generations to come.** Sustaining a movement requires more than momentum; it demands structures that can weather change, leaders who remain steadfast in their vision, and a collective commitment to equity that endures beyond any single moment in time.

At VLC, we define sustainability as resilience in action. We know that true transformation is not measured by a single initiative but by the ability of organizations to persist through shifts in leadership, funding cycles, and external pressures. Over the past decade, we have partnered with organizations to strengthen their foundations—embedding strategic clarity, cultivating thriving cultures, and fostering leadership that carries missions forward. **The work of justice and equity requires not just urgency but longevity, and we are committed to ensuring that our sector remains equipped to meet this challenge with both boldness and endurance.**

This year, our milestone birthday isn't just a reflection of the past—it's an invitation to the future. **Our annual "Birthday Card" is transforming**

into a "Birthday Invitation"—a renewed call to commitment and an actual, real-time invitation to gather in community.

Join us on October 23, 2025, in San Francisco, California, for a movement-building celebration where we will reconnect, reflect, and recommit to the work ahead.

With gratitude,

The VLC Team

SAVE *the* DATE

OCTOBER 23, 2025

Mark your calendar and stay tuned for details—we can't wait to celebrate this moment with you!



SCAN QR CODE
TO JOIN OUR
CELEBRATION