OUR MISSION

To strengthen civic leadership throughout Arizona, especially at the state level.

Flinn-Brown Network & Fellowship
Increase number and capacity of potential state-level leaders.

Civic Education & Communications
Increase awareness of civic leadership opportunities, public policy knowledge and the importance of direct engagement.

Civic Leadership Collaborative
Increase impact of local/regional groups and local/state connections.

ABOUT THE CENTER

The nonpartisan Arizona Center for Civic Leadership at the Flinn Foundation enhances civic life in Arizona through civic education, leadership, and engagement programs. The Arizona Civic Exchange—CivEx—creates opportunities for the public to become better informed and educated on political and policy topics impacting their communities. The prestigious Flinn-Brown Fellowship fosters civic leaders in Arizona by building knowledge, skills, and a robust network to find solutions for Arizona’s long-term issues. The Center promotes civic engagement through the Civic Leadership Collaborative by convening Arizona’s leadership-development organizations to advance the goal of building strong leaders in every community in the state.

Dawn Wallace
Vice President, AzCCL
dwallace@flinn.org

Sara Larsen
Program Manager, AzCCL
2016 Fellow
slarsen@flinn.org

Danielle Underwood
Program Coordinator, AzCCL
dunderwood@flinn.org
<table>
<thead>
<tr>
<th>Month</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>1 - 2</td>
</tr>
<tr>
<td>February</td>
<td>3</td>
</tr>
<tr>
<td>March</td>
<td>4</td>
</tr>
<tr>
<td>April</td>
<td>5</td>
</tr>
<tr>
<td>May</td>
<td>6</td>
</tr>
<tr>
<td>June</td>
<td>8</td>
</tr>
<tr>
<td>July</td>
<td>9 - 10</td>
</tr>
<tr>
<td>August</td>
<td>11</td>
</tr>
<tr>
<td>September</td>
<td>13 - 14</td>
</tr>
<tr>
<td>October</td>
<td>15 - 16</td>
</tr>
<tr>
<td>November</td>
<td>17</td>
</tr>
<tr>
<td>December</td>
<td>19 - 20</td>
</tr>
<tr>
<td>Fellow Achievements</td>
<td>7, 12, 18</td>
</tr>
</tbody>
</table>
New Year, New Beginnings

On January 29, 2020 we honored Nancy Welch and her nine years of service to the Flinn Foundation. Welch, who retired at the end of 2019, joined the Flinn family in 2010 as the inaugural Director of the Arizona Center for Civic Leadership.

As the program director, Welch developed the Flinn-Brown seminars that have attracted more than 380 Flinn-Brown Fellows. Welch formed relationships with the Fellows, which included elected officials, policy advisors, and state agency executives, and provided opportunities to strengthen connections among Fellows with the creation of the Flinn-Brown Network.

Welch also devised the Arizona Civic Exchange, or CivEx, a four-week program about statewide policy issues that serves for many as an introduction to Flinn-Brown, and the annual All-Fellows Convention that brings together each cohort along with prominent local and national speakers.

The celebration, which was held at FABRIC in downtown Tempe, was attended by Flinn-Brown Fellows, colleagues, and friends. It also included a proclamation from Gov. Doug Ducey, presented by Flinn-Brown Fellows who serve in the Governor’s Office, to honor Nancy for her work to better Arizona.

“As Arizonans, we all owe Nancy our gratitude for her years dedicating herself to the betterment of our state.”

Tammy McLeod, Ph.D, President & CEO, Flinn Foundation
CivEx Sessions

In January, members of the public were invited to attend the Arizona Civic Exchange (CivEx) series. CivEx sessions are designed to help Arizonans deepen their commitment to public service, grapple with complex problems, and explore different viewpoints. Some CivEx participants are preparing to run for office or work in government. Some seek to help their organizations make a greater difference in the community. Others want to deepen their personal civic engagement and leadership outside of their day jobs. All CivEx sessions are built to emphasize discussion with presenters and among participants.

CivEx: Fascinating AZ: Our State’s People and Public Dollars
January 23, 2020
Flinn-Brown Fellows Fletcher Montzingo (2017) and Alec Thomson (2019) opened our CivEx series with presentations designed to create a framework for understanding policy topics discussed in future CivEx sessions. Presentations focused on the basics of the Arizona state budget and budgeting process and Arizona demographics.

Total Attendees: 60

CivEx: $1.1 Billion and Counting: Exploration of Criminal Justice Systems
January 30, 2020
Flinn-Brown Fellows Sarah Douthit (2013), Amy Love (2019) and Josue Macias (2019) lead our second CivEx session about Arizona’s criminal justice system. The session topics focused on the role of the courts, the functions of adult probation, and a unique interactive look at Maricopa County’s criminal justice system mapped with a Strategic Instruction Model (SIM).

Total Attendees: 50
CivEx: What We Know and How We Learn: Arizona's P-20 Education Systems
February 6, 2020

Next, Flinn-Brown Fellow Christine Thompson (2017) of Expect More Arizona, and Fellows Rachel Yanof (2018) and Breanne Bushu (2016) of Achieve60AZ helped participants understand Arizona’s vast P-20 education system. Thompson presented the Arizona Roadmap for P-20 Education Funding and the Arizona Education Progress Meter.

Following an overview presentation on Arizona’s attainment goals, the Achieve60AZ team lead participants through a roundtable discussion designed to provide feedback on messaging for helping Arizona meet post-secondary attainment goals.

Total Attendees: 55

CivEx: Greater Arizona’s People and Places
February 13, 2020

Over 351,000 people call 13 counties outside of Pima and Maricopa home. Flinn-Brown Fellows Terry Benelli (2011) and Mila Besich (2019) provided insight and on economic development, revitalization, and what community development means to Greater Arizona.

Total Attendees: 45
DAWN OF A NEW DAY

March 2020 marked the month that Dawn Wallace joined the Arizona Center for Civic Leadership as the new Vice President of Civic Leadership. Over the last two decades, Dawn has been privileged to serve in a variety of roles in state government and has witnessed first-hand through her work with elected officials, policy and political staff, and community influencers, the impact of effective leadership on public policy and good government practices that ultimately benefits the quality of life of all Arizona residents.

RECRUITMENT TIME!

March was focused on recruitment for the 2020 Flinn-Brown Fellowship. We developed new outreach strategies for use during the application period and ramped up our conversations with prospective candidates. Although we moved to working remotely, we determined to move forward with the 2020 application cycle. We adjusted our outreach planning to meet the new virtual environment.

OUTREACH STRATEGY

- A new web page for prospective Fellows with at-a-glance information and a link to our application portal
- Social media through the entire Flinn Foundation network
- Pre-recorded information session webinars and live information sessions
- Videos testimonials from our current Flinn-Brown Fellows
- Frequently Asked Questions.
RECORD YEAR IN APPLICATIONS!
After closing applications on April 27, 2020, we had a tremendous response of 129 completed applications! There is no doubt the unprecedented demand for the Fellowship was due primarily to the support of so many extraordinary Fellows in the Network, especially through promotion of the program with videos and other social media as well as the continued recruitment from their personal networks. In fact, over 75% of our applicants reported that they heard about the program through a Flinn-Brown Fellow.

- **129** completed applications
- **75%** Flinn-Brown Fellow referrals
- **96** Maricopa County
- **20** Pima County
- **13** Greater AZ
- **40%** minority applicants
- **40%** government
- **23%** business
- **19%** education
- **14%** nonprofit
- **52%** women
- **48%** men

**COMPLETED APPLICATIONS**

**FLINN-BROWN FELLOW REFERRALS**

**MARICOPA COUNTY**

**PIMA COUNTY**

**GREATER AZ**

**MINORITY APPLICANTS**

**GOVERNMENT**

**BUSINESS**

**EDUCATION**

**NONPROFIT**

**OTHER**

**WOMEN**

**MEN**
THE REVIEW PROCESS

We recruited 22 Flinn-Brown Fellows to assist with the screening of applications. In teams of two, these Fellows helped us carefully consider the range of occupations, perspectives, knowledge, and experience within the cohort. As importantly, how the applicants described their desire to improve the state and their communities weighed heavily in our decision-making. The final selection task was no easy feat. As the program has gained prestige, there has been increased competition for limited interview and seminar slots. However, in an effort to accommodate this demand, we increased our typical cohort from 25 to 30.

"The Flinn-Brown Network is an incredible resource. I have access to subject-matter experts of all kinds that I would never have met if it wasn't for the Network."
FELLOWS ACHIEVEMENTS IN 2020*

Will Barnow (Mesa, 2014)
Is now vice president of government relations for Verra Mobility in Mesa.

Adriana Garcia Maximiliano (Phoenix, 2019)
Is now chief of staff for Councilmember Carlos Garcia at the city of Phoenix.

Chad Marchad (Tucson, 2011)
Is now vice president of the National Center for American Indian Enterprise Development.

Veekas Shrivastava (New York, 2012)
Is now a software engineer for core services, The Knot Worldwide.

Joanne Keene (Flagstaff, 2016)
Is now deputy county manager in Coconino County.

Trista Guzman Glover (Mesa, 2019)
Is now director of Governor’s Office of Boards and Commissions.

Karen Francis Begay (Tucson, 2013)
Is now assistant vice provost for Native American Initiatives at the University of Arizona.

Troy Campbell (Mesa, 2018)
Is now associate director for off-campus student relations at Arizona State University.

Stuart Noggle (Florence, 2015)
Is now chief technology officer at Woz ED, K-12.

*All Fellows achievements reflect the year 2020. Changes may have occurred since then.
The Flinn-Brown Network has been especially valuable because of the variety of intelligent perspectives, allied efforts, and diverse backgrounds of the Flinn-Brown Fellows.
MEET THE 2020 FELLOWS!

On July 6, we announced the selection of 31 civic leaders for the 2020 Flinn-Brown Fellowship. Four counties from across Arizona are represented in the new cohort, with about a third of the Flinn-Brown Fellows from outside the Phoenix metro area, including Flagstaff, Kingman, Tucson, and for the first time, Vail.

Our 2020 Flinn-Brown Fellows represent the private and public sectors in a variety of fields—business and industry, government, nonprofits, arts, and education—and hold a diversity of perspectives, experience, and policy interest.

We featured the 31 Fellows on our “Meet the 2020 Flinn-Brown Fellows” web page and individually highlighted them through our Twitter, Facebook, and Instagram accounts.

Watch the 2020 Fellows video here.
**CivEx: Black Philanthropy Initiative - Health Care and Education**  
July 29, 2020

In the wake of George Floyd’s horrific murder, and the summer’s following protests, the Arizona Center for Civic Leadership and Flinn Foundation reiterated our continued stance against racial inequity and injustice in both our nation and state. Still, we knew that we could do more to echo the call to action by all members of our community who have, are, and will always champion the rights of every person to be treated with equal respect and dignity. That’s why we decided to partner with the Arizona Community Foundation to organize a virtual CivEx seminar chronicling the history of Black Philanthropy Initiative.

Hosted by Kim Covington - the leader of Arizona Community Foundation's Black Philanthropy Initiative - and with presentations by Flinn-Brown Fellow Teniqua Broughton (2013) and Flinn-Brown Fellow Gail Knight (2016), the webinar drew more than 100 participants from across the Flinn Foundation portfolio of programs, including 65 Flinn-Brown Fellows. The CivEx recording can be found [here](#).

![Teniqua Broughton](image1)  
*Founding Executive Director, The State of Black Arizona*

![Gail Knight](image2)  
*Governing Board Member, Balsz Elementary School District*

---

**Total Attendees: 147**

"The Network has been a fantastic way to connect with leaders across the state to address issues you'd like to support or advance."
Seminar Series Postponed
In some disappointing news, we made the very difficult decision to postpone the 2020 Flinn-Brown Fellowship seminar series, which was set to begin August 20, 2020. After many internal and external conversations, including with the 2020 Fellows, it became apparent that in-person convenings of almost 40 people would pose too much of a health and safety risk.

CivEx: Advancing Educational Equity Series:
Engaging a Conversation for Post-Secondary Attainment in the Black & African-American Community
August 26, 2020

The economic viability of Arizona, the sustainment of our local communities, and the ambitions of our youth hang in the balance as the gap in postsecondary educational attainment continues to widen for students of color in our state. But a number of committed educational organizations in Arizona have begun statewide efforts to tackle systematic challenges to drive awareness, close the gaps, and increase educational attainment of students of color by 2030 with the support of all Arizonans.

Hosted by Flinn-Brown Fellow Teniqua Broughton, (2013), Executive Director, State of Black Arizona in partnership with Expect More Arizona, Achieve60AZ and the State of Black Arizona, this CivEx addressed the diagnosis of this issue, the prognosis for the immediate future, and prescriptions to move the needle towards success. The CivEx recording can be found [here](#).

Total Attendees: 276

FELLOW SPOTLIGHT

David Martinez III
Director, Capacity Building & Community Engagement, Vitalyst Health Foundation 2011 Fellow

"I have been called a "super user" of the Flinn-Brown Fellows Network because I so value the personal and professional relationships that have been forged."
**Fellows Achievements in 2020**

- **Chris Stoller** (Washington, D.C., 2015)
  Is now the senior account executive at DCI Group.

- **Christopher Nagata** (Michigan, 2012)
  Is now the division administrator for Northwestern Medicine.

- **Jaclyn Boyes** (Phoenix, 2019)
  Started a new position as senior career specialist at Thunderbird School of Global Management.

- **Joe Fu** (New York, 2012)
  Is now the division administrator for Northwestern Medicine.

- **Mitchell Moore** (Phoenix, 2014)
  Is the new chief financial officer for Arizona Centers for Comprehensive Education and Life Skills (ACCEL), in Phoenix.

- **Ruth Soberanes** (Phoenix, 2016)
  Is now trade specialist at the U.S. Department of Commerce/Commercial Service in Phoenix.

- **Stacy Reinstein** (Phoenix, 2012)
  Is now the deputy child care administrator for the Department of Economic Security.

- **Yan Gao** (Phoenix, 2019)
  Is now the engagement manager at the Arizona Department of Administration-Arizona Strategic Enterprise Technology Office (ADOA-ASET).

- **Paul Allvin** (Virginia, 2012)
  Started his new role as vice president of strategic communications and marketing at George Mason University in Virginia.

- **Brett Rustand** (Tucson, 2011)
  Is now CEO at Entelligence Federal in Tucson.

- **Tony Cani** (Phoenix, 2014)
  Served as the state director for the Biden for President campaign.

- **Brad Williams** (California, 2019)
  Is now the director of civil space programs at Tyvak Nano-Satellite Systems, Inc.
CivEx: A Tale of Two Towns: Rural Economic Revitalization

September 30, 2020

People who work in rural economic development believe their communities can be creative, thriving entrepreneurial centers. Flinn-Brown Fellows Mignonne Hollis and Russ Yelton share a passion for rural Arizona and discussed how their work has connected with rural communities. The CivEx recording can be found here.


Total Attendees: 110

"I have learned an incredible amount from the Fellows about a broad range of issues and concerns directly from the people working on them. That benefits me in understanding how I might be able to help Arizona achieve goals in other sectors from my own position. In addition to advancing Arizona, I have also deepened and developed friendships."
COUNT US IN!

Traditionally, the state of Arizona faces obstacles in achieving a complete Census count due to a population that is diverse, expansive and often impacted by political rhetoric that magnifies these challenges. When you add a global pandemic on top of that, these challenges become even more exacerbated by delaying all in-person outreach and operations and then cutting those operations short - Arizona’s 2020 Census presented the perfect storm for an undercount. That’s why it was critical for us to remain focused on driving response.

Fortunately, we knew that we could count on the Flinn-Brown Fellows to help encourage participation before the Census count concluded. Here’s what we asked them to do: 1) Engage on social media from personal and organization accounts the week of 8/31-9/6. We provided this toolkit for sample posts, PSAs, video content and even a draft script to record their own PSA! 2) Send an email to any distribution lists they have access to, and 3) Think about hosting a Census completion drive.

“...The network is incredible and it's diversity is a great value. Flinn's ability to convene and keep the momentum of the network alive is impressive. The program gives a full spectrum view of the situation in Arizona and opens your eyes to what's happening a cross a large variety of organizations."
The Center for the Future of Arizona led a CivEx discussion with rising leaders about the important role young Arizonans have in creating a successful future for our state. Attendees learned about The Arizona We Want, a shared vision of success around what matters most to Arizonans, and had a first look at the Center for the Future of Arizona’s new Young Talent Progress Meter.

Hosted by Sybil Francis, Ph.D., president and CEO, Center for the Future of Arizona, with a panel discussion that featured Kristi Tate, director, Civic Health Initiatives, Center for the Future of Arizona; Reetika Dhawan, associate vice president for workforce development career & technical education, Arizona Western College; Khara House, director of community engagement, Bella Investment Group; Flinn-Brown Fellow David Martinez III (2011), director of capacity building and community engagement, Vitalyst Health Foundation; and Flinn-Brown Fellow Zach Yentzer (2020), executive director, Tucson Young Professionals. The CivEx recording can be found here.

Total Attendees: 103

Amid so many challenges, 2020 was a year of self-reflection for the Arizona Center for Civic Leadership. It’s time for a new beginning and a new look. Inspired by one of our state’s most iconic symbols, we reimagined our brand to strengthen our connection with the Flinn Foundation. We remain committed to our original vision—to educate, inspire action and build new generations of civic leaders—and through this work, to improve the quality of life of every Arizonan.
Morning Scoop: Proposition 208

October 8, 2020

What are the strongest arguments from the yes and no campaigns on Proposition 208, which would impose a 3.5% income tax surcharge on taxable individual incomes over $250,000 for single filers and over $500,000 for joint filers? The Arizona Center for Civic Leadership sponsored the “Morning Scoop: Proposition 208” with the Arizona Capitol Times.


Morning Scoop: Proposition 207

October 15, 2020

Proposition 207 would permit the recreational use of marijuana by adults in Arizona. What are the arguments for and against the proposition? The Arizona Center for Civic Leadership sponsored the “Morning Scoop: Proposition 207” with the Arizona Capitol Times.

The four-person panel featured Kirk Adams, former Speaker, House of Representatives, and former Chief of Staff, Governor’s Office; Chad Campbell, former Minority Leader, House of Representatives, and Yes on Prop. 207; Dale Guthrie, M.D., physician, Gilbert Pediatrics; and Yavapai County Attorney Sheila Polk, No on Prop. 207.

"The Fellows Network has been incredibly useful to me in career development and personal growth. It is the foot in the door that helped me land in my current career path."
FELLOWS ACHIEVEMENTS
IN 2020

Blaise Caudill (Phoenix, 2014)  
Has joined Southwest Gas as a public-affairs analyst.

Jenna Goad (Phoenix, 2012)  
Is now the assistant to the city manager for the city of Goodyear.

Luis Heredia (Phoenix, 2013)  
Is now the state director for Senator Mark Kelly.

Kate Morley (Flagstaff, 2018)  
Is now the deputy general manager at Mountain Line.

Marie Peoples (Flagstaff, 2015)  
Has been appointed city manager by the Webster Groves City Council.

Larry Sandigo (Phoenix, 2018)  
Is now the associate vice president for external relations and community outreach at the Arizona Board of Regents.

Eric Gudiño (Phoenix, 2012)  
Is now the federal relations manager at the city of Phoenix.

Mattie Lord (Phoenix, 2015)  
Is now the substance abuse block grant manager at Arizona Health Care Cost Containment System.

Nicole Pasteur (Washington, 2013)  
Served as the Arizona press secretary for Biden for President.

Laura Dorrell (Clifton, 2017)  
Is now the chief nursing officer at Gila Health Resources.

Kate Radosевич (Phoenix, 2020)  
Is now the Friend of the Farm coordinator for the Arizona Food Bank Network.

Denise Taylor-Sands (Phoenix, 2015)  
Is now the environmental project specialist for the Federal Aviation Administration.

Cynthia Aragon (Phoenix, 2015)  
Served as the Arizona political director for the Joe Biden for President campaign.
FELLOWS RUNNING FOR OFFICE


The following Fellows also ran for office: Coral Evans, (2011), Arizona House of Representatives, LD 6; Jarrett Hamstreet (2017), Arizona House of Representatives, LD 15; Debbie Nez Manuel (2017), Arizona House of Representatives, LD 26; Juan Padres (2016), Pima County Supervisor, District 3; Jodi Rooney (2018), Yavapai County Supervisor, District 2; Doug Von Gausig (2011), Mayor of Clarkdale (re-election).
**CivEx: Arizona’s COVID-19 Ongoing Response and Recovery—On the Front Lines with Flinn-Brown Fellows in State Government**

December 2, 2020

A panel of Flinn-Brown Fellows on the front lines of state government’s ongoing response to the COVID-19 pandemic discuss their involvement in responding to the pandemic—their challenges, experiences, and outlook for future response and recovery plans. Hosted by Flinn-Brown Fellow Daniel Ruiz (2015), Chief Operating Officer for the state of Arizona, with a panel discussion that featured Flinn-Brown Fellows Ben Blink (2018), Policy Advisor for Transportation and Technology Innovation, Arizona Governor’s Office; Sarah Pirzada (2017), Deputy Chief of Operations, Arizona Governor’s Office; Jessica Rigler (2019), Assistant Director, Arizona Department of Health Services; Richie Taylor (2020), Communications Director, Arizona Department of Education; and Alec Thomson (2019), Director of Strategic Initiatives & Campaigns, Arizona Governor’s Office. The CivEx recording can be found [here](#).

**Total Attendees: 121**

**CivEx: Arizona State University’s Luminosity Lab**

December 9, 2020

A CivEx discussion with researchers from Arizona State University’s Luminosity Lab—including several Flinn Scholars. We learned how the team, including some students who are just college freshmen and sophomores, are pursuing novel solutions to some of Arizona’s pressing and complex societal challenges. The CivEx recording can be found [here](#).

**Total Attendees: 65**

**CivEx: Flinn-Brown 2021 Legislative Preview**

December 14, 2020

We continued our tradition of a Fellows-only event of a sneak peak of the 2021 Legislative session! Our virtual event featured lobbyists Meghaen Dell’Artino of Public Policy Partners, Geoff Esposito of Creosote Partners, Jay Kaprosy of Veridus, and Lourdes Pena of Triadvocates. These Capitol insiders provided a dynamic preview of the 2021 legislative session, including legislation, the budget and how the new political dynamic of the 2020 election was expected to drive topics and issues at the Arizona Capitol.

**Total Attendees: 108**
Year in Review: 2020 Flinn-Brown Fellows

While the postponement of Fall Academy was a disappointment to the 2020 Flinn-Brown Fellows, they did not want to wait a year to begin. They spent the fall and winter connecting with each other as well as with civic leaders engaged in politics and public policy. In October, the Fellows met virtually with Senator Kyrsten Sinema and discussed a variety of issues ranging from the 2020 election to active federal legislation. In December, Richard Stavneak, Legislative Budget Director provided the Fellows with a sneak peak of the status of the state budget for the 2021 Legislative Session. Later In the month, the Fellows spoke 1:1 virtually with City of Phoenix mayor, Kate Gallego. Again, the topics discussed spanned from transportation policy to the city’s pandemic response. While it was not a typical year, these activities have set the stage for the Fall Academy in August 2021.

As part of their cohort year, the Fellows are scheduled to have 1:1 conversations in spring 2021 with Senator Jon Kyl, Superintendent of Public Instruction Kathy Hoffman, Governor Doug Ducey and Representative Tom O’Halleran. In addition, they will attend several workshops: a) Boards and Commissions, b) Running for Office 101 and c) a facilitated Strengthfinders training.
The Arizona Center for Civic Leadership at the Flinn Foundation
1802 N Central Ave
Phoenix, AZ 85004
Website

Thank you to the Thomas R. Brown Foundations for their generous support of the Flinn-Brown Fellowship.