



*20 years
promoting
leadership in
the region*

CALI FOUNDATION
ANNUAL REPORT 2024





Central
America
Leadership
Initiative

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A MESSAGE FROM THE CHAIRMAN OF THE BOARD



An enduring legacy

Twenty years ago, the dream of building a community of Central American leaders committed to the development of our region took shape in the Central America Leadership Initiative. CALI was born from a steadfast belief in the potential of Central America and in the power of bringing leaders together to reflect, share experiences, and grow collectively. In partnership with the Aspen Institute, CALI has emerged as a vibrant and globally connected network of change agents dedicated to a future filled with new and better possibilities for our region.

On February 11, 2005, with the first seminar of the inaugural cohort, we ignited a flame that burned brightly, giving life to a diverse and robust network of 358 leaders united across 16 classes. With the 17th cohort currently underway, the CALI community continues to grow, and in 2025, we will launch the 18th class, which will embark on its transformative journey precisely 20 years after that pioneering first generation.

Coinciding with this twentieth anniversary, the CALI community will gather in San Pedro Sula for its biennial meeting—a space to reflect on all that we have built together and to envision the future of this Fellowship. It is time to solidify the transition from a model initially guided by its founders to one led and enriched by the Fellows themselves, who embody the legacy and promise of a more just and equitable future for Central America. On this anniversary, I want to extend a personal call to each Fellow to take on an active role in the leadership of this community and to help ensure that our mission endures. I encourage you to take the baton and continue forging a strong path for future generations.

With deep gratitude, I acknowledge the role of the founders, the Fellows, the CALI team, and our allies and sponsors, who have been instrumental in sustaining and expanding CALI's mission over these two decades, creating opportunities for dialogue, leadership, and action.

A handwritten signature in black ink, appearing to read 'Stanley Motta'. The signature is fluid and cursive, written over a white background.

Stanley Motta
CALI Board's President

“

*ON THIS ANNIVERSARY,
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A MESSAGE FROM THE EXECUTIVE DIRECTOR

2024: A Year of Renewal and Transformation

Renewal defined CALI in 2024. We began the year with the launch of a new visual identity, reflecting our ongoing mission to unite and empower a community of leaders dedicated to driving positive change in Central America. This evolution also saw the debut of *INflexión: Deep Conversations with Central American Leaders*, a podcast that showcases the transformative impact of our Fellows.

Our programs also underwent significant changes. The globalization seminar was reintroduced as *Global Paradigms: Frontier Leadership Seminar*, with editions in Abu Dhabi, Antigua, Stellenbosch, and Singapore. Twenty-three CALI Fellows participated, engaging in critical reflections on the challenges we face and bringing fresh perspectives on leadership. At the local level, the programs in Honduras (HOLA) and Guatemala (Lideremos Guatemala) celebrated the graduation of their inaugural cohorts, marking an important step in expanding our mission and impact.

Amid this renewal, we said goodbye with profound gratitude to Keith Berwick, one of the Fellowship's founding architects and moderator of our first class. At the age of 95, his generosity of spirit and visionary leadership will continue to guide CALI's path forward.

Under the Aspen Institute's new strategy, which shapes CALI's direction, we are challenged to imagine what more this Fellowship can achieve and what new opportunities we can create for Central America.



As a community of leaders, we recognize that decisions made anywhere in the world can have profound implications for our own region. This awareness compels us to deepen the ethics of our leadership, build resilience, and remain steadfast in forging connections between our communities.

In this spirit, we continue to explore how we can move forward together on this shared journey, convinced that our actions hold the power to transform the region.

Ana María Vallarino
Executive Director & Fellow



A REFLECTION ON TWO DECADES OF CALI:

Building Bridges, Creating Hope

Twenty years ago, CALI began as an audacious idea—a belief that extraordinary leaders working together, across differences, could forge a path to lasting change in Central America. The idea was simple yet profound: leadership grounded in values, courage, fellowship and a deep commitment to the common good could transform not just communities, but the trajectory of an entire region.

As I reflect on the past two decades, I am struck by the countless moments of hope, resilience, and connection that have defined this journey. Hope, as Václav Havel has observed, is not a prognostication but an orientation of the spirit—a certainty that some things make sense, regardless of how they turn out. It is this hope that has fueled CALI's work, empowering Fellows to act with integrity and conviction, even in the face of immense challenges.

From its inception, CALI has sought to be more than a network of leaders; it is a community of action. Together, we are tackling some of the most pressing issues of our time—inequality,

environmental degradation, corruption, and social fragmentation—while nurturing the hidden sources of growth, trust, and opportunity within our societies.

Perhaps one of the most significant milestones in CALI's evolution is its transformation from a founder-led initiative to a Fellow-led community. This transition reflects the very essence of the program: empowering others to lead, to own the mission, and to carry it forward in ways that are locally relevant and globally resonant. It has been deeply moving to witness Fellows take the reins, infusing CALI with new energy, perspectives, and ideas, while staying true to the values that unite us.

Our journey has not been without its trials. The challenges we face—political instability, economic inequality, and environmental vulnerability, to name but a few, remain daunting. But CALI has shown us that leadership is not about finding easy answers; it is about asking the right questions, investing in relationships that can broaden and deepen our understanding, and persisting in the belief that meaningful change is possible.

As we celebrate this 20th anniversary, I am reminded that the solutions to the world's problems do not come from above—they emerge from within. They are born from the determination of communities to tackle their own challenges, guided by leaders who have the courage to listen, learn, and act.

To all who have been part of this journey—Fellows, partners, supporters—thank you for your trust, your vision, and your hope. As we look ahead to the next 20 years, may we continue to build bridges, work across divides, and honor the belief that leadership can indeed make the world a better place.

In fellowship, with gratitude and hope,

Stace Lindsay
Co-Founder and Board Member
Central American Leadership Initiative (CALI)

CALI

Fellowship by the numbers

We are a vibrant community that has awarded scholarships to 383 Fellows since its founding to date, in line with an ongoing commitment to develop Central American leaders who are globally connected and dedicated to addressing the region's most pressing challenges. We aspire for our Fellows to become agents of change in their respective spheres of influence, helping to forge a brighter future for all the people of Central America.

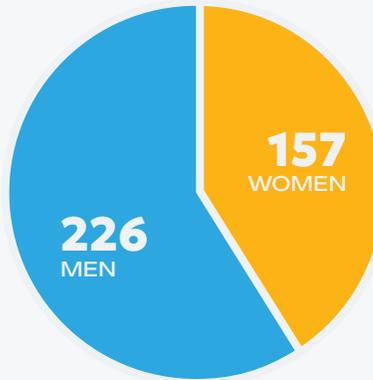
FELLOWS BY CLASS



17 TOTAL CLASSES

383 TOTAL FELLOWSHIP

CALI COMMUNITY BY GENDER



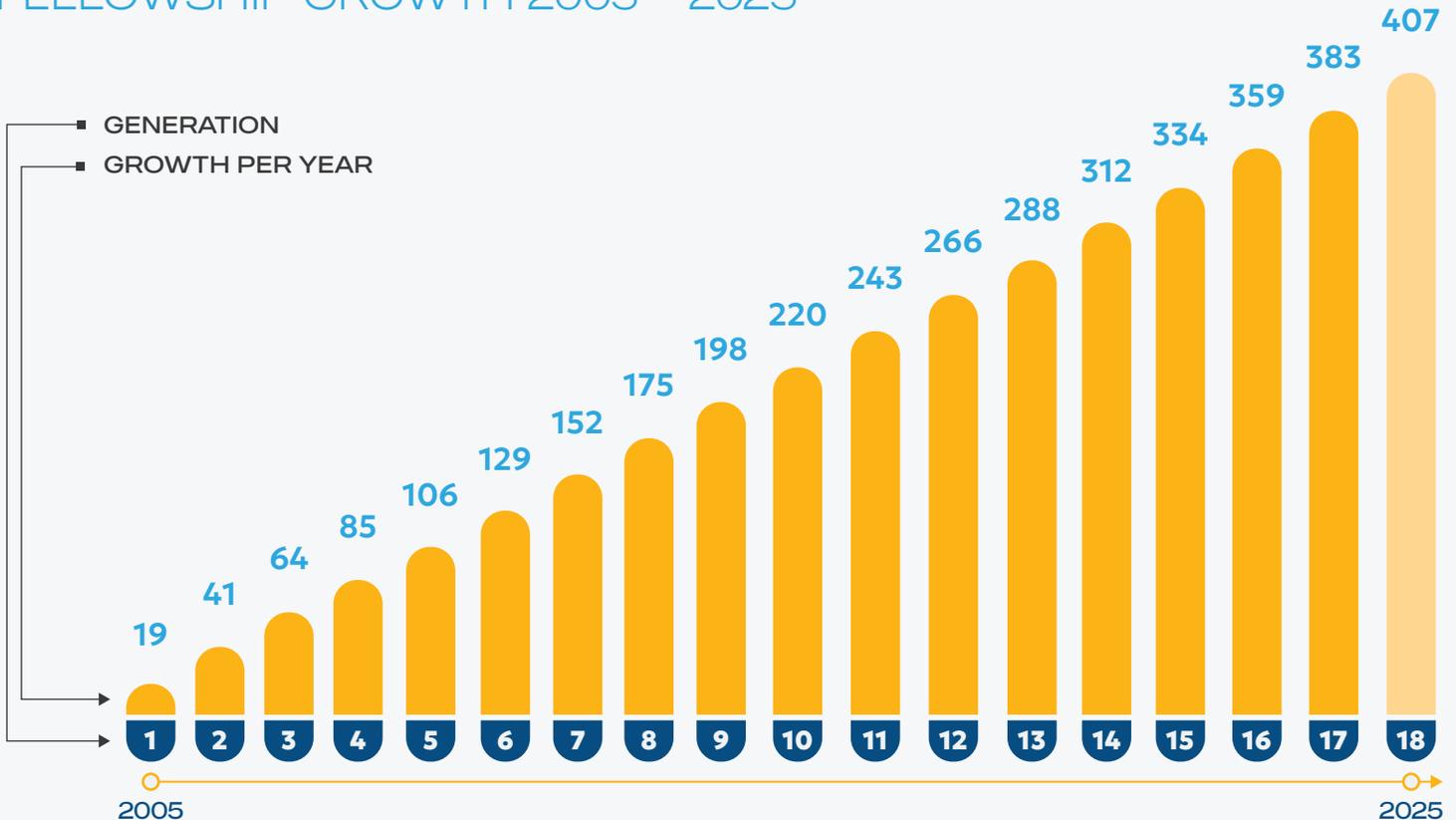
25
FELLOWS ATTENDING THE PROGRAM

358
FELLOWS WHO HAVE COMPLETED THE PROGRAM

COMPLETION RATE
94.5%

CALI IS PART OF A GLOBAL NETWORK OF MORE THAN
3500 FELLOWS

FELLOWSHIP GROWTH 2005 – 2025



Recognizing the Impact of Our Fellows

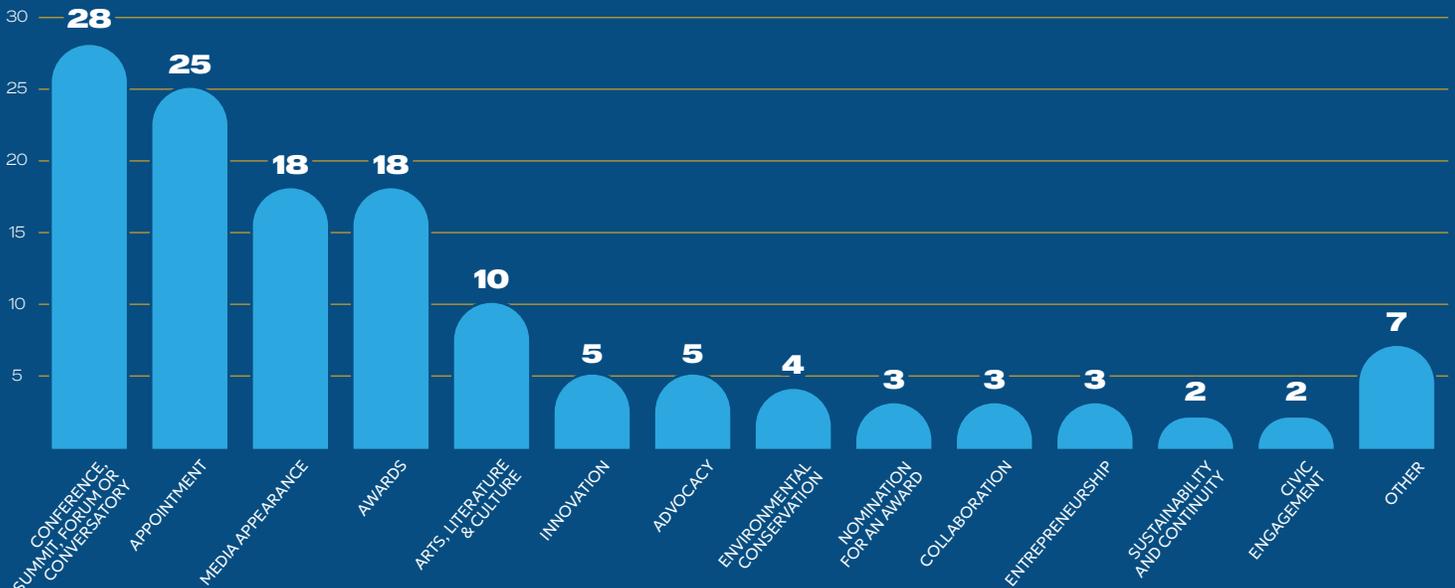
In 2024, CALI Fellows continued to stand out across various spaces and disciplines. At least 90 Fellows were recognized throughout the year, accumulating approximately 133 highlights in categories such as conferences, summits, forums, and conversations (including 17 as speakers and 4 as keynote speakers). Their accomplishments also spanned leadership appointments in government, the private sector, and non-governmental organizations; media appearances; prestigious awards; and achievements in the arts, literature, and culture.

These results reflect the talent, dedication, and impact of our community, whose work continues to inspire and transform their respective fields.

IMPACT BY CLASS AND FELLOWS IN 2024



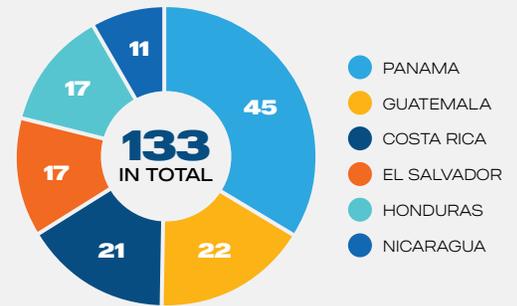
BREAKDOWN OF FELLOWS' HIGHLIGHTS BY CATEGORY IN 2024



90 FELLOWS

133 TOTAL HIGHLIGHTS

HIGHLIGHTS BY COUNTRY IN 2024



New Leadership and Appointments



Luis Javier Castro

CALI 1 | COSTA RICA

On December 9, he was appointed vice president of the Board of Directors of Grupo Nación in Costa Rica, the company that publishes *La Nación*, *El Financiero*, and *La Teja*.



Aurelia Garrido

CALI 2 | COSTA RICA

She was appointed Executive Director of the Business Alliance for Development (AED, in Spanish), a position she began on September 11.



Julio Héctor Estrada

CALI 4 | GUATEMALA

He was selected to lead the Finance Committee in the Guatemalan Congress.



José Miguel Torrebiarte

CALI 4 | GUATEMALA

He was named President of the Foundation for the Development of Guatemala (FUNDESA).



Yanancy Noguera

CALI 4 | COSTA RICA

She was re-elected president of the Colegio de Periodistas de Costa Rica (Colper) on Thursday, 7 November. She will hold the position for another two years, from 1 January 2025 to 31 December 2026.



Gaby Sáiz

CALI 5 | PANAMA

She was designated as Deputy Minister of Economy, starting July 1st.

New Leadership and Appointments



Vali Maduro

CALI 5 | PANAMA

She was selected to join the Pan American Health Organization's (PAHO) Technical Advisory Group on Mental Health and Suicide Prevention.



Carlos Araúz

CALI 6 | PANAMA

He assumed the role of President of the Calicanto Foundation following the departure of Hildegard Vásquez, CALI 2 and the foundation's creator. He was also appointed to the board of directors of the Hazme Brillar Foundation.



José Martí Jiménez

CALI 6 | COSTA RICA

He was elected president of the National Chamber of Tourism for the 2024-2026. Martí began his duties on March 16.



Diógenes Galván

CALI 8 | PANAMA

He was elected as the new Mayor of the Province of Colón and is serving a five-year term.



Miguel Fábrega

CALI 9 | PANAMA

In August, he took on the role of National Director for the Creative Economy at his country's Ministry of Culture.



Marisa Arias

CALI 10 | PANAMA

She was appointed Director of the Coordination Office for International Cooperation Programmes at the Panamanian Ministry of Public Works last August.

CONTINUED



Rolando Kattán

CALI 11 | HONDURAS

He was sworn in on 11 September for a five-year term as the Proprietary Commissioner of the National Civil Registry of Honduras.



Arianne Benedetti

CALI 12 | PANAMÁ

On July 1st, she assumed her new role as Panama's Vice Minister of Culture.



Federico Cartín

CALI 12 | COSTA RICA

He was appointed as the new Executive Director of the Costa Rica por Siempre Association, a private non-governmental organization established in 2010 as the second *Project Finance for Permanence* (PFP) initiative in the world.



Rita Vásquez

CALI 12 | PANAMÁ

She began serving as the Regional Vice-President for Panama on the Committee on Freedom of the Press and Information of the Inter American Press Association (IAPA).



Carolina Álvarez Mathies

CALI 14 | EL SALVADOR

Carolina was appointed as the first Artistic Director of Centro Cultural Lago Algo in Chapultepec Park in Mexico.



Jayro Bustamante

CALI 15 | GUATEMALA

He was elected as a member of the Academy of Motion Picture Arts and Sciences in the Director's category for 2024 and will have the honor of voting for the nominees and winners at the upcoming Oscars.

Awards & Recognitions



Mirei Endara de Heras

CALI 1 | PANAMA

Mirei's exceptional efforts in addressing environmental challenges were honored with the Yale School of the Environment's Distinguished Alumni Award. This award recognizes YSE graduates for their significant contributions to conservation, environmental science, and environmental stewardship.



María Pacheco

CALI 2 | GUATEMALA

On 29 August in Venice, Italy, Maria, co-founder of Wakami, received the Diller-von Furstenberg Family Foundation (DVF) Award, an international recognition that highlights women leaders who have changed the world through their courage, strength and commitment.



Rolando Kattán

CALI 11 | HONDURAS

He won the XV Claudio Rodríguez International Poetry Prize with his poetry collection *Omisión del ángel*. The prize, presented by the Diputación de Zamora in Spain, includes the publication of the winning book by Visor Libros in its poetry collection.



Mario Castellón

CALI 12 | PANAMA

In November, he received the One Knife (EXCELLENT) award at the eighth edition of The Best Chef Awards 2024, a distinction recognizing 276 chefs worldwide. Additionally, his restaurant Maito ranked 14th on the Latin America's 50 Best Restaurants 2024 list and was named the Best Restaurant in Panama 2024.



Jayro Bustamante

CALI 15 | GUATEMALA

His short film *El Mundo Que Habito*, which addresses the challenges, prejudices, and stereotypes that women face today, won four awards at the Seattle Fashion Film Festival. It received Best Actress, Best Supporting Actress, and Best Choreography, along with the Audience Choice Award.

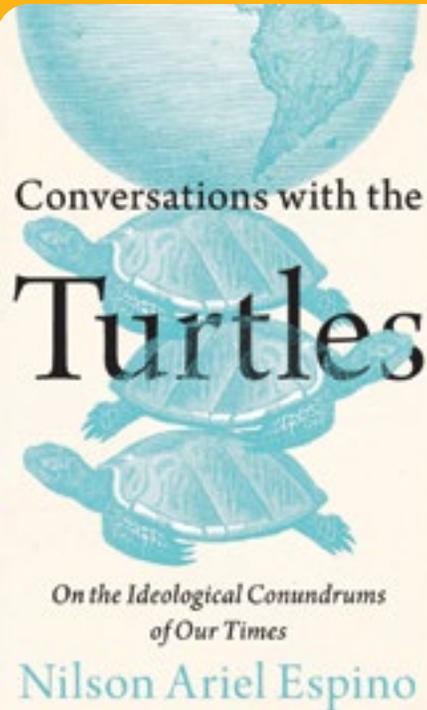


Rocío Pinto

CALI 16 | GUATEMALA

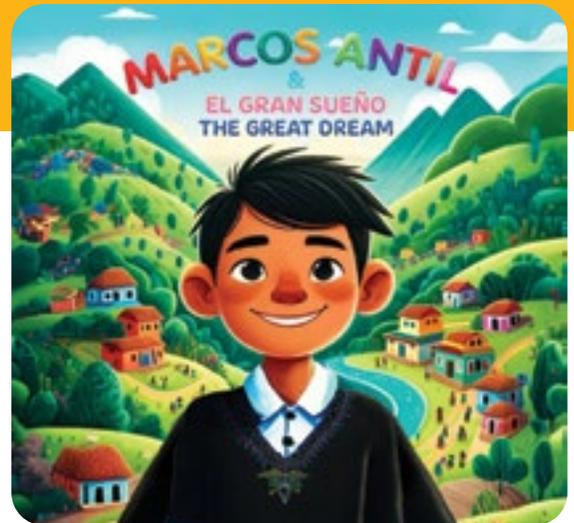
Multiverse, led by Rocío, received a 2023-2024 Global Inclusive Growth Spark Grant of \$20,000. Founded to leverage entrepreneurship for Guatemala's development, Multiverse has supported over 4,500 entrepreneurs. Spark Grants, launched in 2020, aim to foster inclusive economic models and have supported 15 AGLN Fellows to date.

Arts, Literature & Culture



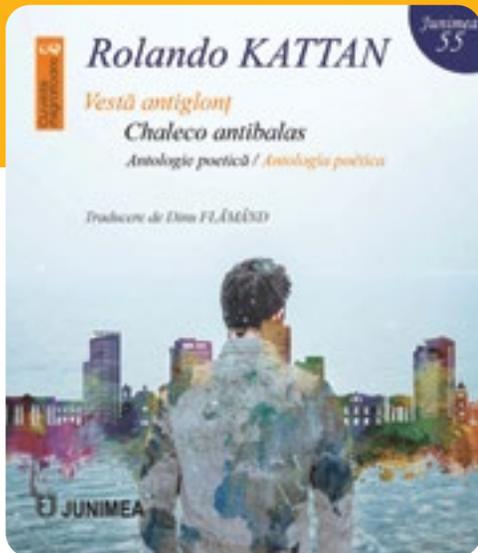
Ariel Espino
CALI 3 | PANAMA

He published the book *Conversations with the Turtles*, in which he argues that the current ideological polarizations can be better understood as arising from the contradictions of modernity and its obsessions.



Marcos Antil
CALI 10 | GUATEMALA

He published *Marcos & The Great Dream*, a bilingual children's book for ages 4–8, inspired by Marcos' autobiography, encouraging kids to dream big and cherish family and friendship.



Rolando Kattán
CALI 11 | HONDURAS

In September, his collection of poems entitled *Bulletproof Vest* was published in Romanian as 'Vestă antiglonț - Antologie poetică'.

Tratando de hacer lo correcto



Rabino Gustavo Kraselnik

Gustavo Kraselnik
CALI 6 | PANAMA

He launched the book *Trying to Do the Right Thing*, which brings together a series of columns on topics as diverse as Jewish holidays and traditions, interfaith relations and life reflections, all presented with integrity and clarity.

Fellows' activities



Country leader's welcome activity

The Panama Fellows gathered to welcome Madelka McCalla, CALI 13, as the Country Leader.

JANUARY 10

Aspen Adventures

Four-day excursion for AGLN Fellows led by Andrea Cardona, CALI 14. It included a hike to the summit of the Acatenango Volcano in Guatemala.

JANUARY 17-21



Heart Force

The spiritual retreat, held for the last time at La Montaña Azul in Costa Rica, brought together 19 members of the CALI Community.

JANUARY 18-21

JANUARY

Monthly meeting EL SALVADOR

Lunch to discuss "The Identity of the Salvadoran" with Óscar Picardo, Director of the Institute of Science, Technology, and Innovation at the Francisco Gavidia University.

JANUARY 18



SAVE	CALI LUNCH
23 ENERO	THE
DATE	PECORINOS

Gathering in Guatemala

Fellows from Guatemala held their first meeting of the year under the theme: Challenges and Opportunities 2024.

JANUARY 23



Launch of CALI's new identity

We kicked off CALI's 20th anniversary celebrations by unveiling a refreshed identity. 90 Fellows participated in the first virtual event of the year.

FEBRUARY 7



CALI Next Lunch EL SALVADOR

Salvadoran Fellows from classes 14, 15, and 16 participated in a reflective session moderated by Rodrigo Morán, CALI 14.

FEBRUARY 22



Dinner in Washington, D.C.: Finding a Third Way

Two CALI Fellows were among the 40 participants from 10 different Fellowships who gathered in Washington, D.C., for a meal centered around the theme "Finding a Third Way." During the event, participants reflected on turning points, what sustains them in times of uncertainty, and the patterns they wish to break.

APRIL 18

FEBRUARY

APRIL



Civil Society Fellowship Seminar in Costa Rica

The third class of Fellows from the Civil Society Fellowship, part of the AGLN, held their Seminar on Society and Security in Central America/Latin America in Costa Rica. Members of the CALI community participated in joint activities.

FEBRUARY 24 – MARCH 2ND



Monthly meeting EL SALVADOR

A group of Salvadoran CALI Fellows met with Gisela Sánchez, CALI 7 from Costa Rica and President of the Central American Bank for Economic Integration (BCIE). They discussed the current challenges and opportunities for the BCIE and Gisela's perspective as a leader of an investment bank.

APRIL 22



Post-Electoral Dialogue

In Panama, Fellows, sponsors, CALI board members and their partners gathered to discuss the results of the national elections with analysis from former Chancellor Jorge Eduardo Ritter and Olga de Obaldía, Executive Director of the Foundation for the Development of Citizen Freedom. The event was moderated by Hildegard Vásquez, Class 2 Fellow.

MAY 6

APRIL

MAY



Launch of the INflexión Podcast

We launched INflexión, a Spanish-language podcast that explores stories of transformation and leadership from members of the CALI community. The first season's 15 episodes were published every two weeks.

MAY 13



Gathering in El Salvador

CALI Fellows from El Salvador held their monthly meeting at Cadejo Montaña.

MAY 23



CALI DAY Guatemala

Annual multi-class gathering of CALI Fellows, moderated by Stacey Lindsay and Hugo Díaz, CALI 2.

MAY 31



Integration Dinner

Yanancy Noguera, Country Leader of Costa Rica, had dinner with the four Costa Rican Fellows from the new Class 17 to welcome them to the CALI community.

JUNE 19



Integration Lunch

Welcome lunch in El Salvador for the new Salvadoran Fellows from Class 17 to get to know them and provide guidance about CALI.

JUNE 24

Welcome Lunch

An integration lunch was held to welcome and orient the new Panamanian Fellows of Class 17.

JULY 5



Rita's Avant-première for CALI Fellows

Jayro Bustamante, Class 15 Fellow from Guatemala, organized an exclusive event to present the film Rita to 75 members of the CALI community. It was held at the Cinema-Bistro Fontabella in Guatemala City.

JULY 30

JUNE

JULY



CALI Dialogue with Nobel Peace Prize Laureate Rigoberta Menchú PANAMA

Michelle Muschett, CALI 8 and Regional Director for Latin America and the Caribbean at UNDP, organized a lunch and intimate dialogue titled "Leadership, Democracy, and Regional Integration in Times of Polarization" with Rigoberta Menchú, human rights activist and Nobel Peace Prize laureate. Heraldo Muñoz, former Foreign Minister of Chile (2014-2018), attended. Nilson Ariel Espino, CALI 3, shared reflections from his book Conversations with the turtles on the ideological conundrums of our time.

JUNE 24



Monthly Meeting EL SALVADOR

CALI El Salvador held its monthly lunch with an analysis of judicial and social policy with Dr. Francisco Bertrand Galindo and Dr. Luis Méndez Menéndez.

JUNE 26



Welcome Lunch

Karla Menocal, CALI 7 and Country Leader of Guatemala, along with María Kaltschmitt, CALI 14, had lunch with the four Fellows from Guatemala in the new Class 17 to welcome them to the CALI community.

JUNE 27



Welcome Breakfast HONDURAS

The CALI Fellows of Honduras gave a warm welcome to the four new Honduran members of Class 17.

AUGUST 24

AUGUST



CALI Day Costa Rica

In Costa Rica, the CALI Fellows held their annual multi-class meeting, moderated by Margarita Herdocia and David Bullón, CALI 14.

AUGUST 31

CALI Day Honduras

Moderated by Denise Vargas, CALI 9, the annual multi-class meeting of CALI Fellows was held in Tegucigalpa, Honduras.

SEPTEMBER 5



SEPTEMBER

CALI Day El Salvador

CALI Fellows from El Salvador held their annual multi-class meeting, moderated by Diego De Sola, Inaugural Class. During lunch, they welcomed the Fellows from Class 17.

SEPTEMBER 7



Dialogue in Panama

Six Panamanian Fellows, holding positions in the new administration of President José Raúl Mulino, led a reflective conversation titled “The New Government: Challenges and Opportunities.”

SEPTEMBER 21

Estado de la Región 2024

CONOCE A NUESTRO EXPOSITOR:

Roberto Artavia, Ph.D.
 Presidente y fundador de Roberto Artavia Consultoría Internacional, Presidente de Viva Trust y de Fundación Viva Idea.

LOGROS DESTACADOS:

- Presidente del Consejo Directivo de INCAE Business School, del Consejo Directivo de Fundación Maniviva, de la Junta Directiva de Masphe en Costa Rica y de la Junta Directiva de Fundación Victoria en Nicaragua.
- Doctorado por la Escuela de Negocios de la Universidad de Harvard (1992); MBA de INCAE Business School (1982) e Ingeniero-Mecánico Naval de United States Merchant Marine Academy, Kings Point (1980).
- Reside en Costa Rica.

Fecha: jueves, 17 de octubre de 2024
 Hora: 5 p.m. CST / 6 p.m. PTY

INCAE INSTITUTO COSTARRICENSE DE ADMINISTRACIÓN Global Leadership Institute

State of the Region

Organized by CALI-INCAE, the State of the Region webinar took place for the fourth consecutive year. The topic was Global Macro Context 2024-2025, with speaker Roberto Artavia, international consultant, President of Viva Trust and Fundación Viva Idea, as well as Chairman of the Board of INCAE Business School, among other roles. It was attended by 50 members of the CALI community.

OCTOBER 17

OCTOBER



CALI Day Panama

CALI Fellows from Panama held their annual multi-class meeting, moderated by David Bullón, CALI 14.

OCTOBER 19



Colombia Peace Experience CALI, COLOMBIA

Two CALI Fellows, David Bullón, from Class 14 and moderator, along with Carolina Hidalgo, from Class 17, participated in the Colombia Peace Experience in Cali, Colombia. They were part of a group of 15 Fellows who delved into Colombia's reconciliation process after decades of armed conflict, exploring both personal and institutional perspectives on justice and national healing. Through this experience, the Fellows reflected on how to apply these lessons within their own communities and contexts.

NOVEMBER 19-22

NOVEMBER

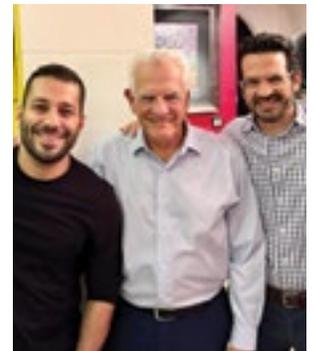
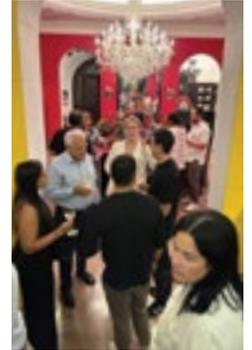


Brunch and Seminar to Celebrate Stace Lindsay's Birthday

Fellows from Guatemala organized a brunch and seminar to welcome and celebrate the life of Stace Lindsay.

NOVEMBER 2

We bid farewell to the year in community



PANAMA

In Panama, the Fellows celebrated Chrismukkah, highlighting the diversity of our community and the richness of our differences.

DECEMBER 12TH

DECEMBER



HONDURAS

The Fellows from El Salvador gathered for a year-end social.

DECEMBER 12TH





EL SALVADOR

In Tegucigalpa, the Fellows from Honduras came together for a year-end celebration.

DECEMBER 12TH

DECEMBER



GUATEMALA

Guatemala closed the celebrations with an event that included graduates from the local Lideremos Guatemala program. It was an opportunity to connect different generations of leaders committed to transforming their country.

DECEMBER 18TH



Seminar Programing



Global Paradigms: Frontier Leadership Seminar ABU DHABI, UNITED ARAB EMIRATES

Five Fellows from Class 16 were in attendance.

FEBRUARY 25 TO MARCH 1



Global Paradigms: Frontier Leadership Seminar SINGAPUR

Six Class 16 Fellows were part of the group of AGLN Fellows meeting in Singapore.

MARCH 3-8

JANUARY



Global Paradigms: Frontier Leadership Seminar ANTIGUA, GUATEMALA

Six Fellows from Class 16 and one Fellow from Class 15 participated in this seminar. During an informal panel, the Fellows from Guatemala shared insights about their lives in the country and reflected on recent events in the region. Additionally, Mónica Berger, a Fellow from Class 16, guided the group through a traditional Maya ceremony.

MARCH 10-15



MARCH



Global Paradigms: Frontier Leadership Seminar STELLENBOSCH, SOUTH AFRICA

Five CALI Fellows from Class 16 attended.

MARCH 17-22





Lideremos Guatemala: First Seminar
ANTIGUA, GUATEMALA

The inaugural cohort of the local program *Lideremos Guatemala* held its first seminar in Antigua, Guatemala.

APRIL 21-24

APRIL

MAY



**Lideremos Guatemala:
First Leadership
Immersion**

The inaugural cohort of *Lideremos Guatemala* visited the Maia school in Sololá, Guatemala.

MAY 28-29



Seminar 16.4: The Promise of Leadership Graduation of Class 16

25 Fellows from Class 16 and one Fellow from Class 14 graduated in Guatemala upon completing their Leadership program.

JUNE 1-6



JUNE



HOLA: Second Seminar KELLOGG CENTER, HONDURAS

The local HOLA program in Honduras held its second seminar and graduation of the inaugural cohort with the support and guidance of the CALI Foundation.

JUNE 26-29

JULY

OCTOBER



2024 Resnick Aspen Action Forum in Aspen, CO

31 CALI Fellows participated in this edition of the forum. Writer and editor Miroslava Herrera, CALI 16 from Panama, captivated the audience at the Open Mic Poetry Slam. Two Fellows from Classes 16 and 7 contributed extraordinary ideas as speakers in debates on art and humor, and media and democracy, respectively.

JULY 23-26



Seminar 17.1 The Challenge of Leadership

Start of a two-year experience for the 24 Fellows of Class 17, named CALIFREEDOM, at INCAE Business School, Costa Rica,

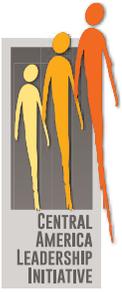
SEPTEMBER 30-OCTOBER 4



Lideremos Guatemala: Second Seminar

The inaugural cohort of the local program Lideremos Guatemala celebrated its second seminar and program graduation.

OCTOBER 10-13



**Central
America
Leadership
Initiative**

A new look that reflects our journey

Coinciding with CALI's 20th anniversary, we unveiled a new visual identity earlier this year to celebrate the continuity of our mission and the transformative spirit that defines us. This update preserves the core elements of our legacy while refreshing them with a modern, approachable aesthetic inspired by the colors and values of the Aspen Institute and the Aspen Global Leadership Network.

Our new visual identity captures the impactful journey that each Fellow begins upon joining CALI. The refreshed logo, with its open square, symbolizes a dynamic, evolving process—a path that never closes and transforms each individual into part of a larger community. This journey starts with each Fellow's class and expands nationally, regionally, and globally over time.

This evolution of our brand does not change our essence; rather, it reaffirms our commitment to innovation, collaboration, and shared growth. This identity embodies CALI's vision as a vibrant and adaptable community, united in its purpose to transform Central America through leadership and action.



*Scan to see
the CALI's
new logo
launch.*



INflexión: Stories That Inspire Transformation

In 2024, we launched INflexión, our first Spanish-language podcast, designed to explore the transformative stories and exceptional leadership of the Fellows of the Central America Leadership Initiative. This platform has become a guide for both personal and collective inflection, inspiring our community and those discovering us for the first time.

The first season, made up of 15 episodes published biweekly, offered candid conversations about the challenges, learnings, and contributions of some of our Fellows.



Expanding CALI on Instagram

In 2024, we focused on redesigning visual templates to enhance CALI’s presence on Instagram. Aiming to broaden the dissemination of our work, we will create more accessible and engaging content in 2025 to enrich CALI’s official accounts on this platform. Until now, only the private CALI Fellows account has been active. With this new approach, we seek to more effectively promote our mission and connect with a wider audience, expanding the reach and visibility of our community and its impact across the region.

Scan here to access
the Instagram
account



1. Luis Javier Castro, Fellow of the Inaugural Class and CALI Board Member: *Conscious Leadership*
2. María Alejandra Ramos, Fellow of Class 12: *La Endocatracha*
3. Mirei Endara, Fellow of the Inaugural Class: *Local Action for a Sustainable Future*
4. Marcos Antil, Fellow of Class 11: *I Am a Migrant*
5. Gisela Sánchez, Fellow of Class 7: *Dream Big*
6. David Reyes, Fellow of Class 7: *David and His Goliath*
7. Ariel Espino, Fellow of Class 3: *The Paradox of Conflict*
8. Alexandra Kissling, Fellow of the Inaugural Class: *Living to Serve*

9. Mateo Yibrín, Fellow of Class 4: *Taking the First Step*
10. Alida Boer, Fellow of Class 13: *Entrepreneurship with Purpose*
11. Miky Fábrega, Fellow of Class 9: *Creativity as a Development Tool*
12. Aline Flores, Fellow of the Inaugural Class: *Servant Leadership*
13. Jayro Bustamante, Fellow of Class 15: *Storyteller*
14. Juan Mauricio Bonifasi, Fellow of Class 08: *Edu-Revolution*
15. Pamela Molina, Fellow of Class 11: *Catalyst for Deep Change*

Each episode offered a chance to delve into the unique motivations and achievements of these leaders, highlighting their impact in the region.

Listen to the full first season on Spotify.
Scan the QR code:





KEY DATES

CLASS 18'S NOMINATION CYCLE TIMELINE



- **NOMINATION PERIOD:**
Nov. 18, 2024 - Jan. 17, 2025
- **REVIEW AND REFERENCING PHASE:**
Jan. 18 - Feb. 28, 2025
- **INTERVIEWS PERIOD:**
March - April 2025
- **MOSAIC CURATION:**
May 2025
- **CLASS ANNOUNCEMENT:**
June 2025

Nominations Open for CALI Class 18

On November 18, 2024, we launched the nomination period for CALI Class 18, encouraging our Fellows to put forward exceptional candidates. The process will remain open until January 17, 2025.

The official announcement of the new cohort will take place during the first half of 2025. Those selected will embark on their transformative journey with Seminar 18.1, titled “The Leadership Challenge,” to be held at INCAE Business School in Costa Rica from October 7–11, 2025. The seminar will be moderated by Hildegard Vásquez (CALI 2), Diego de Sola (CALI 1) and David Bullón (CALI 14).





HOLA Program Inaugural Class Graduation.

Local Spanish Leadership Programs

The Honduran Leadership Alliance (HOLA) in Honduras and Lideremos Guatemala in Guatemala emerged as collaborative initiatives between the CALI Foundation and local Fellows committed to creating significant impact in their countries. Both programs successfully culminated in 2024 with the graduation of their first cohorts, who were selected for their national leadership potential and dedication to addressing local challenges through values-based leadership. Initium, the inaugural cohort of the HOLA, comprised 16 leaders, while Aq'ab'al, the first class of Lideremos Guatemala, included 18 participants. The programs provided a space for introspection and

deep questioning, encouraging the exchange of experiences and learnings among leaders from various sectors

Looking ahead to 2025, dates have already been set for the start of the second cohorts, further strengthening and expanding the impact and sustainability of these programs in the region.

A TOTAL OF 34 PEOPLE GRADUATED FROM THE FIRST TWO COHORTS OF THESE NEW LOCAL LEADERSHIP PROGRAMS IN SPANISH.



In loving memory of **Keith Berwick**

On August 5th, Keith Berwick passed away at the age of 95 years old.

Keith was well-known and deeply cherished by the CALI community, having served as the moderator for CALI’s inaugural class. As the founding director of the Henry Crown Fellowship Program and a key figure in the conception of the AGLN, he leaves a legacy defined by his aspiration to ‘make love irresistible’—a principle he wove into this community and one we are committed to upholding. A cherished confidant to many and a true pillar of the AGLN community, his influence and warmth will be profoundly missed.

A native Canadian, Keith had a remarkable career as a historian, educator, television broadcaster, newspaper publisher, and editor. He held a Ph.D. in U.S. history from the University of Chicago and taught at numerous prestigious institutions, including UCLA, Pepperdine University, and the University of Southern California Marshall School of Business. Keith was also a four-time Emmy Award-winning

television broadcaster and principal of Berwick Communication, Inc. His dedication to education, leadership, and communication has left an indelible mark on all who knew him.

“Onward and upward,” as Keith would say, “the best is yet to come.”

Hear from Keith in his Own Words:



[ARTICLE] Embracing the ‘Other’



[VIDEO] Keith Berwick in Conversation with Heather Sonn (2019, Resnick Aspen Action Forum)



[VIDEO] Keith’s Provocation for the Community (2009, Act II)

FINANCIALREPORT 2024

Balancing the books



**Scan the QR code to
see the financial results
of CALI Foundation**

Strategic Allies Report

We would like to thank the donors who are committed to a more prosperous Central America and who do so by contributing to the formation of leaders through CALI. Their generous contributions have allowed us to make significant progress in our projects.

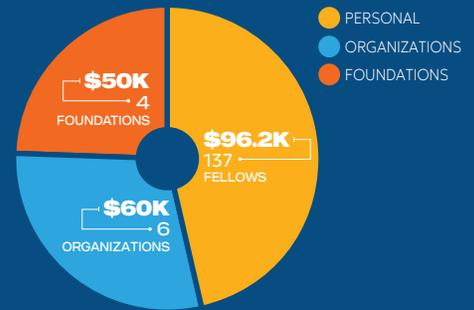
30 Corporate Partners contributed \$387,000 and 147 Fellows donated \$206,230 while the Aspen Institute's contribution amounted to \$60,000.

Your support, combined with your passion, is essential to keep moving forward and ensure CALI's future.

147
FELLOWS
CONTRIBUTED IN 2024
\$206,230.10

IN A PERSONAL CAPACITY,
COMPANIES AND FOUNDATIONS.

FELLOW GIVING BY CATEGORY 2024



FELLOW GIVING BY COUNTRY 2024

● TOTAL CONTRIBUTIONS BY COUNTRY
● TOTAL OF FELLOW THAT CONTRIBUTED BY COUNTRY



Sponsors 2024

\$20,000 - \$75,000

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GUATEMALA

Marcos Antil

EL SALVADOR

Fundación Max Freund
Tomás Regalado
Diego De Sola

PANAMA

Carlos Motta

In search of financial stability

Your contribution ensures the continuity of our leadership program, enabling us to sustain its positive impact on society for the long term.

Donations through Fundación INCAE in the United States:

Check payments

Payable to: The INCAE Foundation

Send to:

INCAE Foundation
c/o Larry Slesinger
5016 Westpath Terrace
Bethesda, MD 20816-2221

For electronic payments and transfers

Bank: Capital One Bank
1680 Capital One Drive, McLean, Virginia 22102-3491

Account name: The INCAE Foundation

Routing Number: 065 000 090

Swift: HIBKUS44

Account number: 302 4709395

Memo: CALI

Important: Please send an email to larry@slesingermanagement.com and veronica@califoundation.org within 24 hours of payment with the details of your contribution in order to effectively record it.

Online payment by credit card

(DEDUCTIBLE ONLY IN THE UNITED STATES)

My contribution to CALI



SCAN HERE

Pay through PayPal.Me at CALI Foundation



SCAN HERE

Electronic Payment to CALI Foundation's account in Panama

Bank: Banco General, Panamá

Account number: 03-81-01-045894-0

Account holder: The Central America Leadership Foundation

Local donations in Central America

Costa Rica

Bank: BAC San José
Account in U.S. Dollars: 900411695
Type of account: Checking
Payable to: INCAE

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Bank: BAC Guatemala.
Account in U.S. Dollars: 93000283-7
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About us

Origin and Mission

The Central America Leadership Initiative (CALI) was founded in 2004 by the Aspen Institute, INCAE, Fundemas, Technoserve and leading figures from the business and academic worlds. We are a non-profit, non-partisan and non-sectarian organization.

CALI shapes cross-sectoral leadership groups in Central America with the goal of fostering their collective contribution to driving positive and transformative change in the region.

Vision

To create a vibrant and globally connected community of Central American leaders willing to address the region's greatest challenges through dialogue, leadership and action.

Our Approach

We identify entrepreneurial and successful leaders who have the will to generate social impact and expand their influence. Through scholarships granted by the CALI Foundation, they participate in a two-year program with four seminars based on the Socratic model of the Aspen Institute. These seminars promote introspection and redefinition of their role as agents of change. The seminars are moderated by experts, and encourage dialogue based on readings that are discussed in small groups. This methodology allows for interaction among diverse leaders and the discovery of new ideas to broaden their impact in their spheres of influence.

Organizational structure of the CALI Foundation

At the regional level, CALI's governance structure includes a Board of Directors, an Advisory Council, the CALI Management Team and an Executive Committee of Fellows composed of leaders from each country.

At the country level, CALI is organized through Country Leadership Committees, each composed of three members: the Transition Mentor, the Country Leader and the Successor Leader, positions responsible for overseeing the evolution of the Fellowship in the country and fostering a sense of ownership and commitment among the Fellows.

Board of Directors 2024



Stanley Motta
PRESIDENT
PANAMA



Enrique Bolaños
VICEPRESIDENT
INCAE



José Miguel Torrebiarte
GUATEMALA,
FELLOW CLASS 4



Elizabeth Heurtematte
PANAMA, FELLOW
CLASS 10



Oscar Artiga
TECNOSERVE



Luis Javier Castro
COSTA RICA,
FELLOW INAUGURAL CLASS



Dar Vanderbeck
THE ASPEN INSTITUTE,
FELLOW CLASS 16



Mateo Yibrin
HONDURAS,
FELLOW CLASS 4



Luis Atala
HONDURAS,
FELLOW CLASS 8



Ramón Mendiola
COSTA RICA



Tomás Regalado
EL SALVADOR, FELLOW
CLASS 9, FUNDEMÁS



Stace Lindsay
AGLN
HENRY CROWN FELLOW



Diego de Sola
EL SALVADOR,
FELLOW INAUGURAL CLASS



Marcos Antil
GUATEMALA,
FELLOW CLASS 11

Advisory Council



**María Eugenia
Brizuela de Ávila**
EL SALVADOR



Ricardo Maduro
HONDURAS



Harry Strachan
MODERATOR - COSTA RICA

Country leaders

PANAMA



Madelka McCalla
FELLOW CLASS 13

COSTA RICA



Yanancy Noguera
FELLOW CLASS 4

EL SALVADOR



Juan Carlos Hasbun
FELLOW CLASS 7

HONDURAS



Lizzeth Villatoro
FELLOW CLASS 14

GUATEMALA



Karla Menocal
FELLOW CLASS 7



Stace Lindsay

HENRY CROWN FELLOW
BOARD MEMBER



Hildegard Vázquez

FELLOW CLASS 2



Diego de Sola

FELLOW INAUGURAL CLASS
BOARD MEMBER



Harry Strachan

FOUNDER AND ADVISORY
BOARD MEMBER



Alexandra Kissling

FELLOW INAUGURAL CLASS



Margarita Herdocia

HENRY CROWN FELLOW



Sylvia Gereda

FELLOW INAUGURAL CLASS



María Pacheco

FELLOW CLASS 2



Hugo Díaz

FELLOW CLASS 2



Denise Vargas

FELLOW CLASS 9



David Bullón

FELLOW CLASS 14

Moderators

Moderators play an essential role in guiding the dialogue and maintaining an atmosphere of respect and mutual enrichment. Although the characteristics may vary from program to program, the methodology is uniform throughout the Fellows network. Most of the moderators are Fellows, business leaders and entrepreneurs in their own right, who have taken on the challenge of facilitating these spaces for reflection and growth for others. They act as guides in seminars based on readings, encouraging deep reflection on leadership and community.

CALI management team



Ana María Vallarino
EXECUTIVE DIRECTOR



Verónica Vásquez
DEVELOPMENT OFFICER



Alejandra Fernández
COMMUNICATIONS OFFICER



Yamileth Herrera
EXECUTIVE ASSISTANT

Contact us |

califoundation@califoundation.org

“WE MUST BE IN LOVE WITH THE PROBLEM WE WANT TO SOLVE, NOT WITH TODAY’S SOLUTION. THE LATTER CAN ALWAYS EVOLVE TO BETTER SERVE THE PROBLEM”.

Luis Javier Castro

Inaugural class Fellow from Costa Rica, CALI Founder, and board member.

