



**ISAIAH THOMAS
AWARD**

FOR DISTINGUISHED COMMUNITY SERVICE

HONORING 2026 RECIPIENT
George W. Tetler III

YOUTH HONOREE
Chelsea Ohenewaa Okantey

THURSDAY, APRIL 30, 2026
7 PM | MECHANICS HALL

Non Sibi

NOT FOR ONESELF

George » Dad » Papa



We are all so very proud of you
and your selfless dedication
to Worcester and its civic,
educational, and cultural institutions.
You are a role model for us all. We love you!

Sheila

Will, Erin, Mike, Devin, James, and Emily
Ben, Charlie, Abby, Katie, Allie, Jack and Abraham

2026 Isaiah Thomas Award Dinner

THE EVENING'S PROGRAM

RECEPTION

NATIONAL ANTHEM

Bobby Thompson

INVOCATION

The Reverend Samuel Smith

DINNER

MUSICAL PERFORMANCE

Burncoat Strings

WELCOME

Patty Eppinger

ISAIAH THOMAS HISTORY & VIDEO

Scott E. Casper
President, American Antiquarian Society

YOUTH ISAIAH THOMAS AWARD PRESENTATION

Brian Allen
Superintendent, Worcester Public Schools

2026 YOUTH ISAIAH THOMAS AWARD RECIPIENT Chelsea Ohenewaa Okantey

INTRODUCTION TO ISAIAH THOMAS AWARD PRESENTATION Patty Eppinger

KEYNOTE REMARKS
& ISAIAH THOMAS AWARD PRESENTATION

Michael P. Angelini

2026 ISAIAH THOMAS CITIZEN OF THE YEAR

George W. Tetler III

CLOSING

Patty Eppinger

2026 Isaiah Thomas Award Committees

SELECTION COMMITTEE

J. CHRISTOPHER COLLINS

2024 Isaiah Thomas Award Recipient

WARNER FLETCHER

2017 Isaiah Thomas Award Recipient

PATRICIA EPPINGER

2015 Isaiah Thomas Award Co-Recipient

MARK FULLER

2014 Isaiah Thomas Award Recipient

ABRAHAM HADDAD

2013 Isaiah Thomas Award Recipient

PLANNING COMMITTEE

J. CHRISTOPHER COLLINS

former Isaiah Thomas Award Recipient

PATRICIA EPPINGER

former Isaiah Thomas Award Recipient

JOHN ERWIN

Worcester Regional Research Bureau, Vice-Chair

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former Isaiah Thomas Award Recipient

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former Isaiah Thomas Award Recipient

ERIC KNEELAND

Worcester Regional Research Bureau

PAUL MATTHEWS

Worcester Regional Research Bureau

ERIC TORKORNOO

Worcester Regional Research Bureau, Chair

History



American Antiquarian Society

In every community there are loyal men and women who unselfishly devote their time and energies to the benefit of others. They do this without expecting reward or acknowledgment, only hoping that their efforts may help to build a better community with greater opportunities for all citizens. Such personal sacrifices and accomplishments merit sincere recognition. This recognition takes tangible form in the presentation of the Isaiah Thomas Award.

Among the pages of Worcester history, one name, more than any other, stands out as best exemplifying community spirit – the name of Isaiah Thomas. He was a man of many accomplishments, who was a printer, publisher, businessman and philanthropist. He did much to promote the betterment of Worcester in its early days. It is appropriate therefore, that his name should be selected as the inspiration for this Award.

A replica of Isaiah Thomas' printing press, the means he used to enrich the lives of his fellow citizens, was chosen as a physical memento of the award. The true significance of the award lies, however, in the recognition and appreciation by all fellow citizens of the recipient's "distinguished community service."

THE ISAIAH THOMAS COMMITTEE EXPRESSES ITS DEEPEST GRATITUDE

to the Following Individuals and Organizations for Making this Distinguished Event Possible

GOLD SPONSORS



The Eppinger Family



The George F. & Sybil H.
Fuller Foundation



PHILLIPS EXETER ACADEMY
CLASS OF 1970

The Morgan Family

The Tetler Family



SILVER SPONSORS



CONSIGLI
Est. 1905



The Collins Family



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Polar Beverages
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Development Corporation
Worcester Education
Collaborative
Worcester Red Sox

2026 ISAIAH THOMAS AWARD RECIPIENT

George W. Tetler III



George Tetler was born and raised in Nashua, New Hampshire, where his parents were committed members of the community and instilled the values of education and service. His father even ran for public office while George, and his sister, were growing up.

His Guidance Counselor identified George as a particularly dedicated and hard-working student and encouraged him to apply to Phillips Exeter Academy. George reminisced about taking the idea to his parents who initially thought that boarding school was outside the realm of possibility. Instead of throwing up roadblocks, George's parents embraced the opportunity and sought scholarships to make it work. Thanks to Phillips Exeter Academy's generous financial aid program and his parents' support, George was able to tackle this next chapter.

Phillips Exeter played an important role in developing George's sense of self. Their motto "Non Sibi" directly translates to "Not for Oneself." This value is not only evident from his work or his community service, but also baked into his very being.

While still at Phillips Exeter, George participated in a program working for Congressman James Cleveland, who represented New Hampshire's second district from 1963 to 1981. While in this role, George gained extensive experience, understanding, and appreciation for public policy and the political process.

He continued to work in Washington DC, though ultimately deciding to interview for positions at law firms back north. One such interview was with another Isaiah Thomas Award recipient, Michael Angelini, for a position at Bowditch & Dewey. Both continue to work together at Prince Lobel.

George and his wife Sheila, moved to Worcester over 48 years ago and have remained residents and active members of the Worcester community ever since. George has served too many organizations to name them all. Just a few include: American Antiquarian Society, Worcester Art Museum, Worcester State University, New England Commission of Higher



2026 ISAIAH THOMAS AWARD RECIPIENT

George W. Tetler III

Education, Nativity School of Worcester, Worcester Education Collaborative, Learning First Charter Public School, Worcester Business Development Corporation, Worcester Regional Chamber of Commerce, Worcester Regional Research Bureau, Worcester Venture Forum, United Way of Central Massachusetts, Music Worcester, Worcester Economic Development Coordinating Council, and Worcester Center for Crafts.

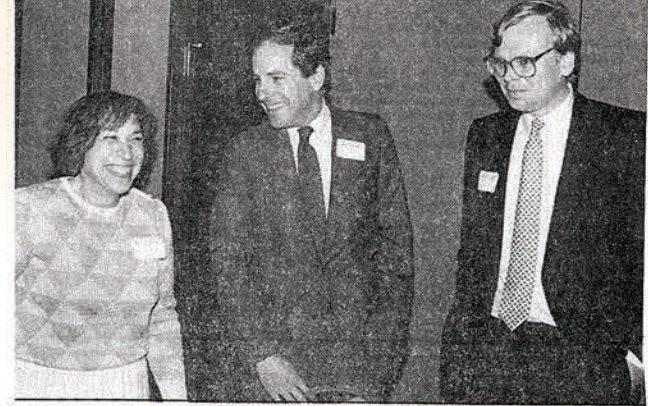
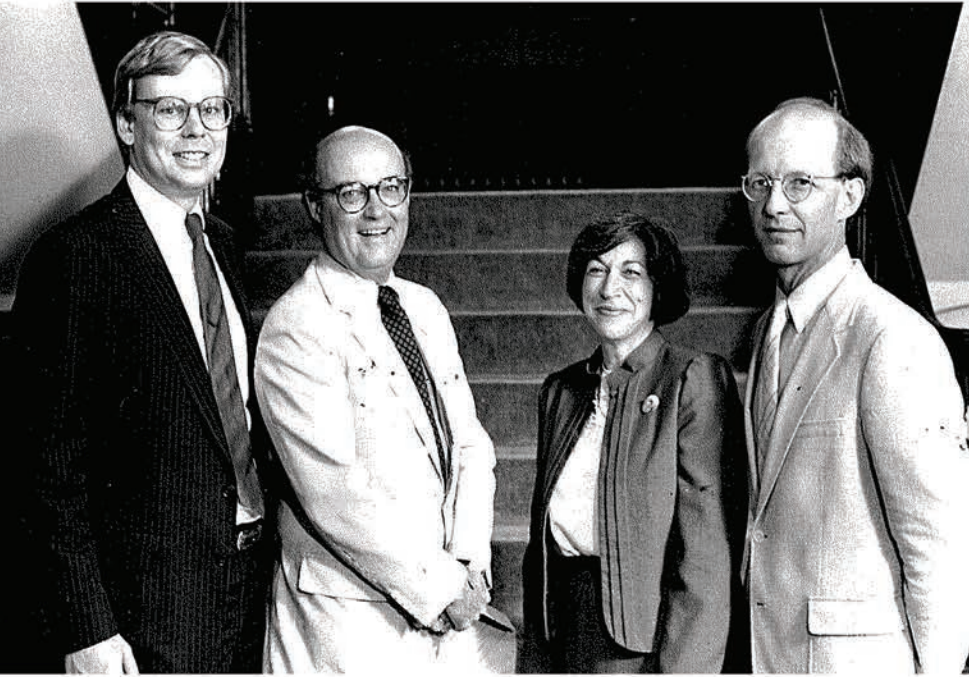
George was instrumental in the formation of Learning First Charter Public School, which has served over 2,000 students since its inception. He was one of the founders of the Worcester Regional Research Bureau in 1985 during a time of financial hardship for the City of Worcester. The organization has issued hundreds of reports on significant issues facing the city and region. He's been an active leader in the economic development space as Chair of the Worcester Regional Chamber of Commerce and the Worcester Business Development Corporation, both focused on strengthening city and regional employers, as well as fostering the next wave of prosperity. He has helped Worcester Art Museum and Music Worcester navigate very complex situations such as collection preservation, facilities management, or managing mergers.

His most meaningful experience was serving as Chair of Worcester State University. Worcester State is a key institution in the city preparing the next generation of Worcester's professionals and leaders. George is deeply passionate about the power of education, also exemplified by his service with the New England Commission of Higher Education, the accrediting body for colleges and universities. He has worked with institutions of all sizes to support them through regulatory issues, fiscal uncertainty, and enrollment variability.



2026 ISAIAH THOMAS AWARD RECIPIENT

George W. Tetler III



ting before today's breakfast meeting are, left, Roberta Schaefer, executive director of Worcester Municipal Research Bureau; State Revenue Commissioner Ira Jackson; and Bureau president George Tetler.

GAZETTE PHOTO BY RICH DUGAS

Revenue chief's speech upbeat on state economy, tax picture

ROBERT R. BLISS
GAZETTE STAFF

Worcester Evening Gazette
4/12/86

occasional state tax return comes in with a 7-taped onto it, state revenue commissioner Ira Jackson said today. Other had an American Express card stapled to a page that reads, "Here, take this, you've taken 'thing else.'" Generally, things are rosy right now for taxpayers and the state economy, Jackson told the Worcester Municipal Research Bureau's first annual meeting

10 percent below the national average. Jackson cited as his source the Massachusetts Taxpayers Association.

He noted the state returns 36 cents of every state tax dollar to cities and towns, which in 1986-87 will total \$2.7 billion in local aid. From 1981, the advent of Proposition 2 1/2, to this year, local aid has increased 145 percent, or \$1.275 billion. Worcester will receive \$92 million of state aid next fiscal year, or \$575 for every city resident, he said. That is nearly \$12 million more than this year.

Massachusetts is the only state to reimburse communities for any share of Federal Revenue Sharing money lost due to federal budget reductions, with a 90 percent restoration to Worcester, he said. Speaking of the state's trend-setting REAP (Revenue Enforcement and Protection) program, Jackson said the state has collected more than \$600 million in delinquent taxes since 1983, nearly 300 percent more than in the previous eight years.

Working at the Marriott Inn to about 125 members of a non-profit, privately funded bureau, Jackson told the Wall Street Journal has changed its view of the state.

Massachusetts was "the Appalachia of the North" in 1975. The national business newspaper now lists it on "the miracle of the Massachusetts economy," Jackson said.

Jackson, who as a high school student used to do jobs for Gov. Dukakis when the latter was a state representative from Brookline, said that 79 the state was 11 percent above the national average.

Making tax evasion a felony has also increased voluntary tax payment, he said. He said state oversight of property revaluation had changed the state's reputation from "national dunce to national leader in equitable property tax assessment."

Massachusetts, as the state was called, now ranks of the 50 states in tax burden, with a tax burden



Dear George: Thank you for your support! Peter Blute

2026 ISAIAH THOMAS AWARD RECIPIENT

George W. Tetler III

Throughout these experiences, George has remained steadfast and stable, the backbone behind many organizations. One thing that he has learned is that dogged persistence makes all the difference. It's easy to understand why George is so persistent when you hear him talk about Worcester. His deep appreciation for this community, and particularly its people, is obvious.

Alongside these many commitments, George highlights his achievement of husband and father. He highlights his wife, Sheila, and their three sons born and raised here in Worcester, of which they are enormously proud. George notes some of his most significant memories with his family come while traveling, a passion of the whole family as they've been all around the world.

Today we recognize and honor George for his extraordinary service to Worcester. He has lived his life in the service of others and Worcester, and its people are better because of him. He serves as an inspiration, and a figurative roadmap for many young people across the city to get involved.

Isaiah Thomas's example of great citizenship is reflected in George Tetler, whose profound impacts on Worcester for nearly 50 years are recognized through 2026's Citizen of the Year Award.





2026 Youth Isaiah Thomas Award

2026 RECIPIENT

Chelsea Ohenewaa Okantey
NORTH HIGH SCHOOL



Chelsea Ohenewaa Okantey is a senior at Worcester Public Schools' North High School.

With plans to continue on to The College of the Holy Cross, Chelsea is an ambitious student with a knack for hard work and commitment to growth.

Chelsea takes the advantage of every opportunity and tackles each with *"courage, composure, and integrity."* A true role model for her fellow students, she is particularly impactful to her younger siblings. A natural leader, Chelsea is an active member of her school community. She is the President of Bring Change 2 Mind Club where she ran a Mental Health Awareness event at the DCU Center, energizing and empowering a large group of students through an interactive and participatory event.

She serves in a leadership role at North High School's National Honor Society (NHS) following her induction as a sophomore. She has participated in the Bruce Wells Upward Bound Program at Clark University, the Worcester Early College High Program, and the Patients R Waiting: Pipeline Dreams Program at UMass Chan Medical School.

With over 200 hours of community service, she exemplifies her commitment not only to her education but to her community at-large. To name but a few, she has worked with students at Girl's Inc, volunteered at St. John's Food Pantry, participated in Greenhill Park Walk like MADD Greater Boston and the Walk for the Homeless, organized North High School's Cards for Troops and Valentine's Day cards for the 365z Foundation, represented her school during Open Houses and serving as a Tour Guide, and much more.

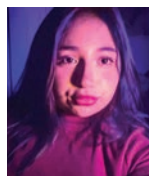
Chelsea represents the very best of our community. She possesses an innate sense of compassion and commitment to the place she calls home, approaching every experience with *"optimism, maturity, and a strong moral compass rooted in her family's values and her own sense of purpose."* Chelsea is the embodiment of the inaugural Youth Isaiah Thomas Award.

2026 Youth Isaiah Thomas Award

2026 NOMINEES

Cathy Alvarado Abrego

CLAREMONT ACADEMY



Cathy Alvarado is the kind of student that consistently cares for the people in her community through compassion, kindness, and a pattern of daily actions of support. She has organized feed-the-hungry drives and Alzheimer's

walkathons, a member of the Peacebuilding Peer Mentor Group, and served on school redesign committees. Her nominator commented that *"she has distinguished herself through unwavering dedication, quiet leadership, and a genuine commitment to helping others."*

Jacqueline Afriyie

SOUTH HIGH COMMUNITY SCHOOL



Jacqueline Afriyie is intellectually curious and a passionate student, particularly for the sciences. Her academic pursuits are complemented by her deep commitment to service. She volunteers at Planned Parenthood and is an accomplished

public speaker and conversation leader among her peers. Her nominator wrote *"Jacqueline has shown herself to be not only knowledgeable but also deeply compassionate and courageous."*

Comfort Duodu

DOHERTY MEMORIAL HIGH SCHOOL

Comfort Duodu has devoted countless hours to helping others. She is an active volunteer at a nursing home caring for the vulnerable; she is a teacher and mentor for young people at her church, and serves in the Black Student Union, strengthening her school community. Her nominator included that, *"her service is not symbolic – it is tangible, sustained, and transformative, leaving a clear impact on the individuals and communities she supports."*

Kawther Naji

UNIVERSITY PARK CAMPUS SCHOOL



Kawther Naji is a remarkable talent and uses that skill to the benefit of others. An example is MIT's Beaver Works competition, where her team earned the prestigious Innovation Award for their work designing an AI tool that assists

elderly users with medical documents. Her nominator stated, *"Kawther is an exceptional young leader whose achievements reflect not only remarkable technical ability, but also a deep commitment to service, innovation, and uplifting others."*

Yvonne Roberts

BURNCOAT HIGH SCHOOL



Yvonne Roberts is a driven young person with a strong vision for her future. She is the President of the Black Student Union, a Student Council member, student delegate to the Worcester School Committee and the Superintendent's Student Advisory Council. She even started the Red Cross Club to address topics of homelessness and food security. A nominator added that she is *"in awe of her ambitious, caring, and genuine nature."*

Dylan Shepard

WORCESTER TECHNICAL HIGH SCHOOL



Dylan Shepard's commitment to service extends well beyond the walls of his school. He is a volunteer at Mechanics Hall and American Red Cross but particularly Southeast Asian Coalition. He has supported Moon Fest and Asian

Fest, as well as the tradition of Lion Dancing. A nominator wrote *"Dylan demonstrates a remarkable sense of responsibility, cultural awareness, and a genuine desire to make a positive difference in the lives of others."*

Stacey Twum-Barimah

ABBY KELLEY FOSTER CHARTER SCHOOL



Stacey Twum-Barimah is an active member of her school community, she is a Class Officer, an officer at multiple clubs, and the voice of the morning announcements. She was selected for Greater Worcester Community

Foundation's Youth for Community Improvement to develop youth-led, community programs. Her nominator offered, *"I've seen her put words to action through service to both her class, her school and the community at large."*



Previous Award Recipients

2024	J. Christopher Collins	1985	Jacob Hiatt
2017	Warner S. Fletcher	1983	Anthony J. Stevens Jr.
2016	Patricia & Frederick Eppinger	1982	Richard C. Steele
2015	Michael D. Sleeper	1979	Joseph T. Benedict
2014	Mark W. Fuller	1977	John Jeppson II
2013	Abraham W. Haddad	1975	Anthoy A. Borgatti Jr.
2012	Martha & Arthur Pappas	1973	Edward C. Maher
2010	Mary C. DeFeudis	1971	Robert S. & Helen A. Bowditch
2009	John & Kay Bassett	1969	Cosmo E. Mingolla
2008	James W. Coghlin Sr.	1967	Howard B. Jefferson
2007	Sumner B. Tilton Jr.	1965	H. Ladd Plumley
2006	Charles F. Monahan Jr.	1963	Edwin B. Coghlin
2005	Michael P. Angelini	1962	Richard J. Rutherford
2004	Edwin B. Coghlin Jr.	1961	Milton P. Higgins
2003	Francis R. Carroll	1960	Richard C. Potter
2002	Henry B. Dewey	1959	Raymond P. Harold
2001	Russell E. Fuller	1958	F. Harold Daniels
2000	Rev. Paul D. Kennedy D.D.	1957	Cardinal John F. Wright
1999	Rev. Richard L. & Shirley A. Wright	1956	George F. Fuller
1997	William P. Densmore	1955	Everett F. Merrill
1995	Fairman C. Cowan	1954	George N. Jeppson
1993	Lois B. Green	1953	Philip M. Morgan
1991	Mark R. Ungerer	1952	Harry G. Stoddard
1989	Anne M. & Paul S. Morgan	1951	Mrs. J. Herbert Johnson
1987	John D. Hunt	1950	George F. Booth

A Special Thank You

AMERICAN ANTIQUARIAN SOCIETY

Isaiah Thomas Video & Historical Background

JEANNE BURGESS CREATIVE

Creative Services / Graphic Design

JOHN GUSHA

Printing Press Award

MECHANICS HALL

Venue & Technical Support

PAGANO MEDIA

Video Production

WORCESTER REGIONAL RESEARCH BUREAU

Event Management & Stewardship

WORCESTER TELEGRAM & GAZETTE

Media Partner

A SPECIAL THANK YOU TO THE PREVIOUS ISAIAH THOMAS AWARD RECIPIENTS FOR THEIR CONTRIBUTIONS TO HELP ENSURE THE AWARDS REMAIN IN PERPETUITY.

MICHAEL ANGELINI

FRANCIS CARROLL

JAMES COGHLIN SR.
"COGHLIN FAMILY FOUNDATION"

MARY DEFEUDIS

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GEORGE F. & SYBIL H. FULLER FOUNDATION

ABRAHAM HADDAD

CHARLES MONAHAN

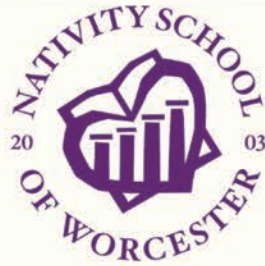
MARTHA & ARTHUR PAPPAS

MICHAEL SLEEPER

PETER & CRAIG STEVENS
ON BEHALF OF ANTHONY STEVENS

TONY TILTON

PASTOR RICHARD & SHIRLEY WRIGHT

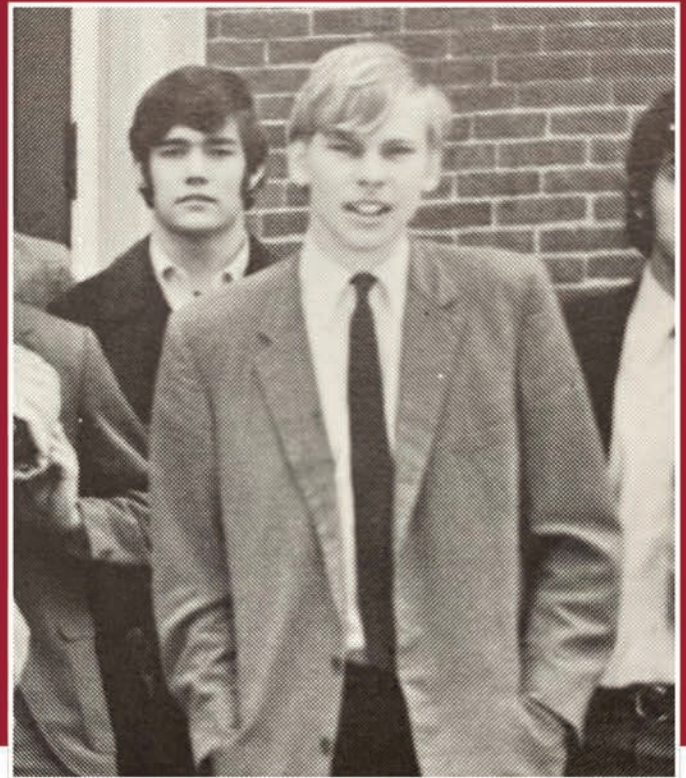
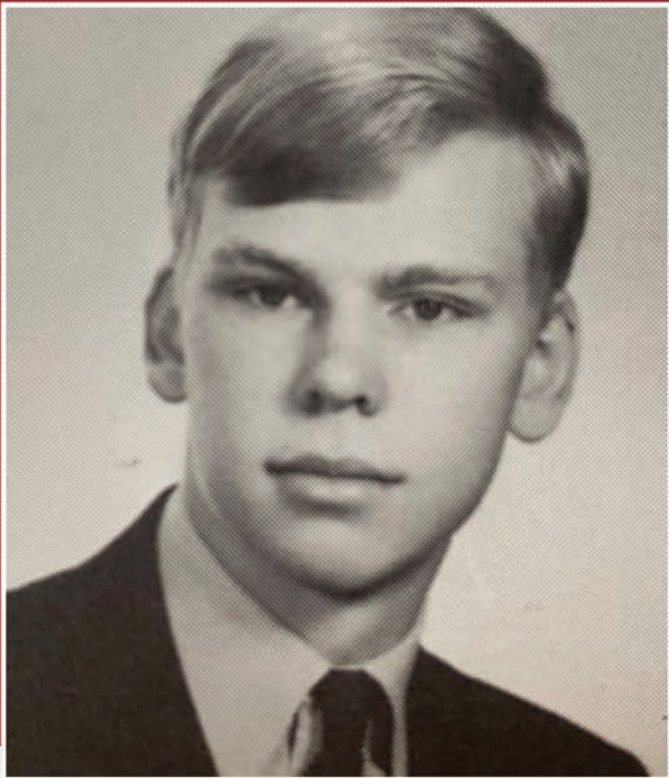


CONGRATULATIONS, GEORGE W. TETLER III

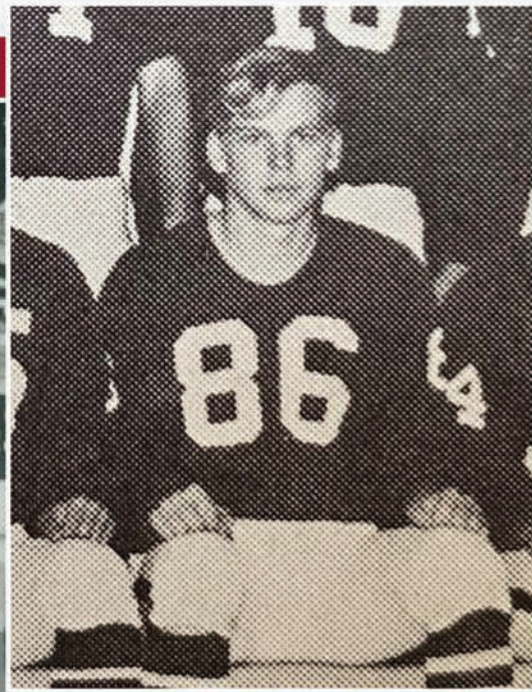
Trustee ♦ Advocate ♦ Champion for Students



Congratulations on this well-deserved honor, George!
Nativity School of Worcester is grateful for your
service and unwavering dedication
to our students and the entire
Worcester community.



CONGRATULATIONS, GEORGE



1969
E-0 A-27


Coch D Arnold Coch N Rindfleisch T J Nick
L A Weaver R Jeffries L Randle J Chandler D H Blonch
R A Thomann J A Quim P E Newson R N Cecil T W Quatt


W H Hynes G S Swann R L Stanley P W Mackay M F Pittm
W H Holmes K H Brown Coch M Drumney
R S Wallace J G Bennett A P Jones Coch A H Esley



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George,

Congratulations
on a well-deserved recognition!

You've earned this award through
the great work you've done
in the community for a long time.

Flip Morgan



WORCESTER
STATE
UNIVERSITY



Congratulations!

Congratulations, **George W. Tetler III**, for winning the **2026 Isaiah Thomas Distinguished Community Service Award!**

We are grateful for your years of service to Worcester State University and the Worcester State Foundation and for advancing higher education opportunities in the city of Worcester and beyond.



George W. Tetler III



George is committed to educational opportunity for all, as evidenced by his service to Worcester State University. He leads with both heart and integrity and has given back abundantly to the community he loves.”

— Barry Maloney, President,
Worcester State University

2026 Isaiah Thomas Awards

A Shared Commitment to Community

Strong communities are built through the shared efforts
of those who give their time and talents in service of others.

Across Worcester, leaders—including many within the legal community—
work collaboratively to support the institutions
that strengthen our region and expand opportunity.

Fletcher Tilton proudly recognizes **George Tetler** for his contributions
to this shared commitment and his service to the Worcester community.



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Congratulations and Thank You for Your Commitment to Education and Equity!



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for major community and school/system initiatives.



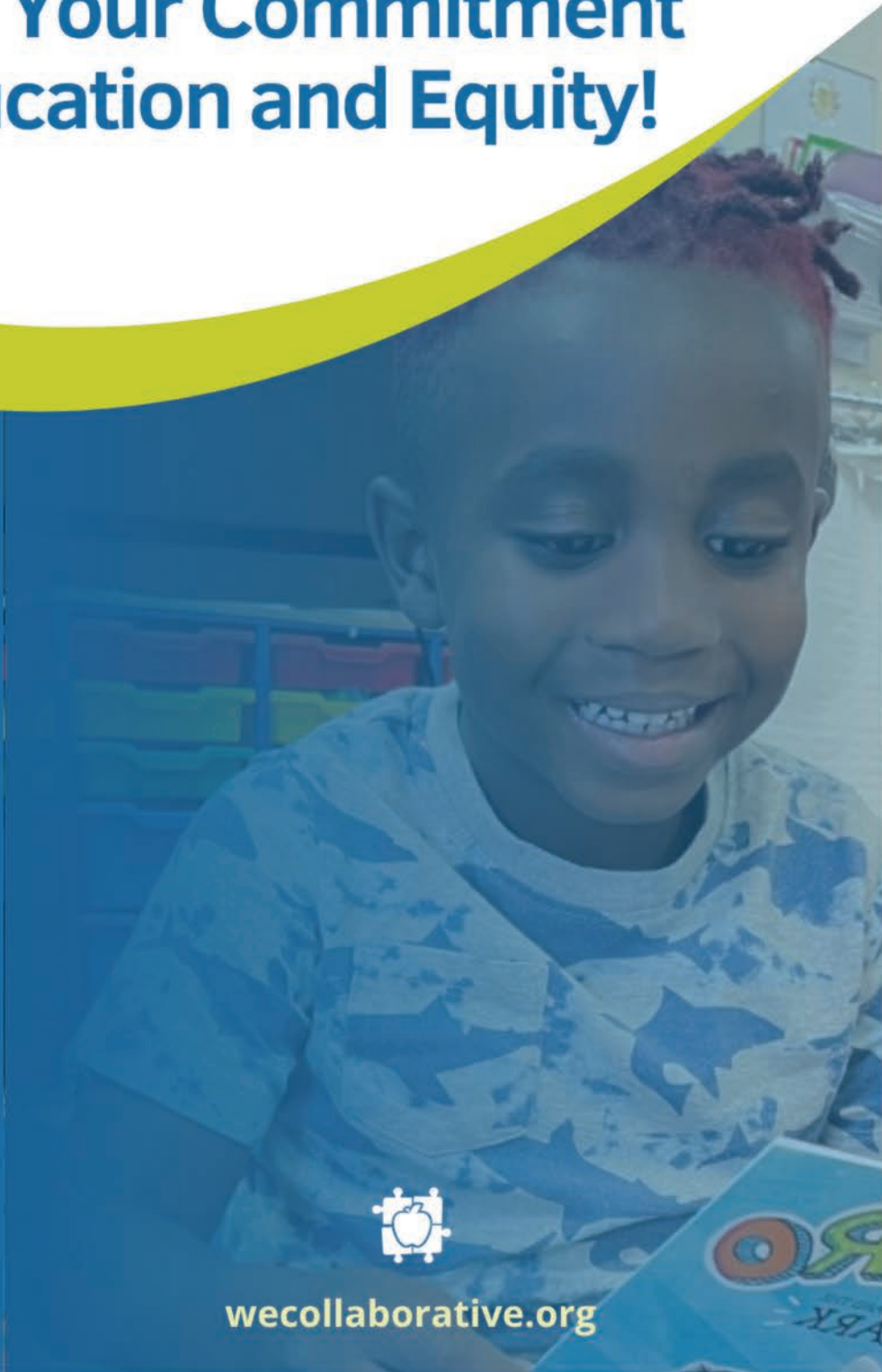
CONVENER

of community partners for cohesive, collective impact.



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CONGRATULATIONS

GEORGE W. TETLER III

The Coghlin Family congratulates
you on winning the prestigious
Isaiah Thomas Award!

Your dedication, hard work, and
contributions have truly made a
profound impact on our community.



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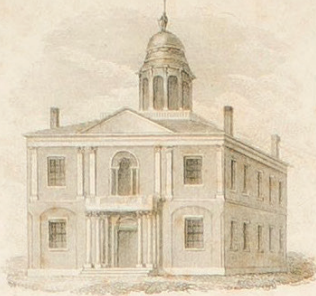
AbbVie Bioresearch Center,
engaged in the Worcester community since 1991
congratulates

George W. Tetler III

for his decades of community engagement
recognized by the
Isaiah Thomas Award 2026



AMERICAN
ANTIQUARIAN
SOCIETY

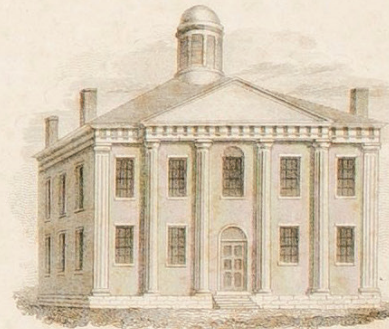


Court House.

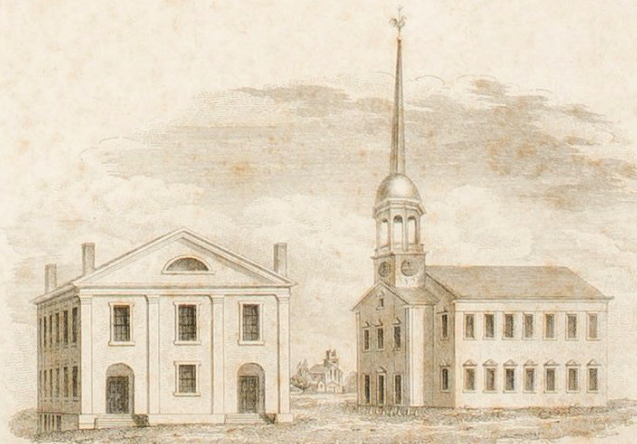
Congratulations, George!

Thank you for charting the course
of the American Antiquarian
Society and so many organizations
in Worcester across the years.

We are grateful for your
work making this city such a
special place.



Antiquarian Hall.



Town Hall.

South Meeting House.

MAP
of the Village of
WORCESTER.

BY ED. E. PHELPS, M. D. CIV. ENGR.

JULY, 1829.

Published by

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Congratulations to George Tetler
for receiving the Isaiah Thomas Award.

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A Well-Deserved Honor for a True Community Champion

The Nouria family extends its warmest congratulations on receiving the prestigious Isaiah Thomas Award

For years, George Tetler has been a tireless advocate for the people and communities of Worcester and the greater region. Through exemplary leadership, generosity, and an unwavering commitment to service, George has made a lasting and meaningful impact on countless lives. This distinguished recognition reflects what so many already know. George embodies the very best of the Worcester spirit: dedication, integrity, and a deep belief in giving back. We are proud to celebrate his well-earned honor and even prouder to call George a valued friend.

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Helping to build strong community relationships.

Rockland Trust is dedicated to giving back to the communities we serve. That's why we're happy to support the **Worcester Regional Research Bureau** for their *Isaiah Thomas Awards*.

We know that by supporting our neighbors, we're strengthening the same communities in which we live and work, and building relationships that last a lifetime.

*Congratulations to this year's recipient
George Tetler!*

To learn more about
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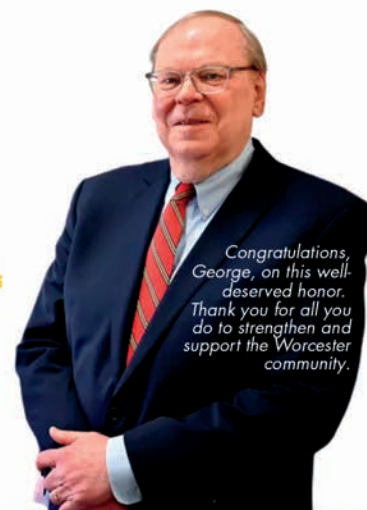
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Non sibi [not for self]

George Tetler III lives this every day, showing us what it means to give back and lift others up.

Worcester is stronger because of it.



Congratulations, George, on this well-deserved honor. Thank you for all you do to strengthen and support the Worcester community.



We can all be a little more like George.

Congratulations

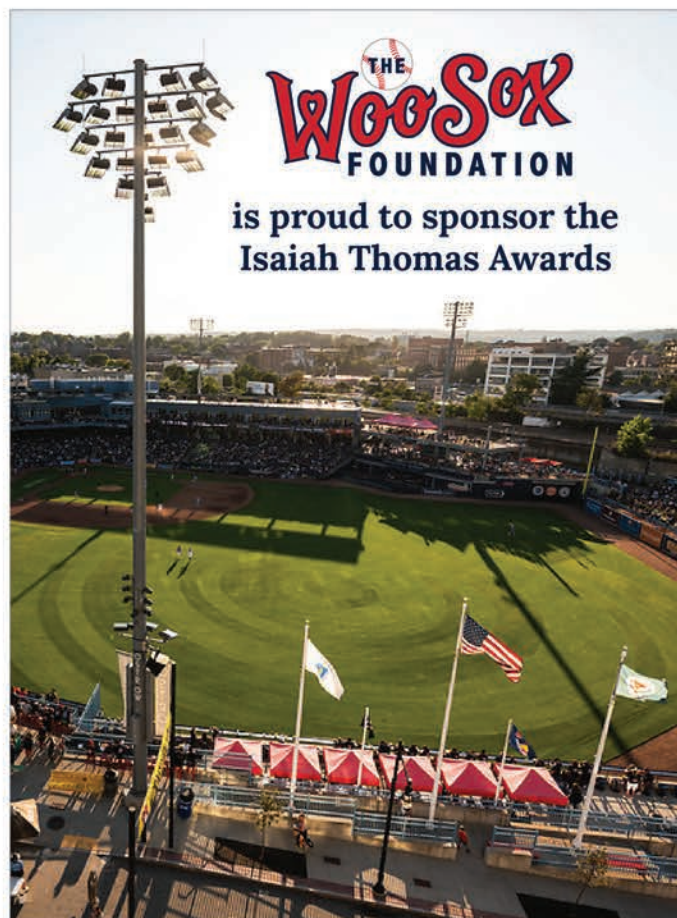
2026 Isaiah Thomas Award
Recipient George W. Tetler III

Thank you for your tireless efforts
in support of the citizens of Worcester...

And our shared commitment
to bettering the quality of life for all.



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ISAIAH THOMAS AWARD FOR
DISTINGUISHED COMMUNITY SERVICE

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making a difference in our community.**

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Congratulations George
for your well-earned
Isaiah Thomas Award recognition.

Thank you for serving the community of Worcester
by lending your many talents to help govern so many
important institutions in our great city. Godspeed George.

Your friends,
Chris & Cathy Collins



The Craft Center community extends
its congratulations to

GEORGE TETLER

whose creative vision led to the formation of a partnership
that not only ensured the Craft Center's survival
but also helped it grow into the vital community resource it is today.

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2026 Isaiah Thomas Award recipient

George Tetler

For your dedication to strengthening and uplifting the Worcester community.

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We're committed to building **stronger communities** across New England—and especially right here in **Worcester**. From **constructing new schools** to **supporting local nonprofits**, we're proud to invest in the future of this **city we call home**.

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The **Isaiah Thomas Leadership Award** celebrates individuals who give their time and energy to better the community. We're proud to support this recognition and congratulate this year's recipient, **George Tetler**, for his lasting impact on the city.



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Congratulations to George W. Tetler III, recipient of the 2026 Isaiah Thomas Award for Distinguished Community Service, from your friends at M&T.

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George, Your Impact Elevates Worcester

— and we are proud to celebrate your legacy.

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At bankHometown, we're proud to stand alongside
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Congratulations, George, and thank you for all you do
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In Celebration of George W. Tetler III
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*Thank You, George –
for Giving So Much of Your Time to Our Community
and for Making Such a Profound and Lasting Impact on
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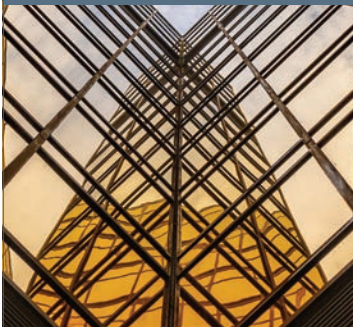
Isaiah Thomas Award

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George W. Tetler III

As a former Chair and esteemed Board Member of the Worcester Business Development Corporation (WBDC), George W. Tetler III has exemplified an unwavering commitment to the City of Worcester. His guidance through the complex renovation and repurposing of 20 Franklin Street was invaluable. George provided strong leadership and instilled confidence throughout the project. We extend our heartfelt gratitude for his enduring contributions.



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CONGRATULATES

George W. Tetler III

RECIPIENT OF THE 2026 ISAIAH THOMAS AWARD

George's commitment and dedication to the central Massachusetts community are evident in the organizations in which he is involved, the positions he holds and the connections he creates, all consistent with our firm's culture of community leadership.

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