

# AWARD NOMINATION

Award Category  
**Community Service**

2021  
Business & Community  
EXCELLENCE  
AWARDS



Nominee Name: **Sandy Anderson, Coalition on Aging LGBT**

## DETAILS

### Core Values:

**Diversity & Inclusion:** As one of the first women to go through Airborne School at Ft Benning in 1979, Sandy found out early that being different is not always easy and requires fortitude, perseverance, and courage to be successful. This translated into every role she has held in corporate, and in her volunteer work. She strives to bring all creeds, colors, and beliefs into her circle. An example is the board recruiting effort over the last 4 years in which the Coalition for Aging LGBT has built one of the most diverse groups to support the LGBTQ community. She learns something new about others or herself every day as she works to understand, then help mold our new leaders. As a non-gay ally and member of the North Texas LGBT Chamber of Commerce, she continues to learn, grow, and support community efforts.

**Community Partnerships:** Sandy has served on multiple boards in the Homeowner Association realm and currently serves as board chair of her neighborhood HOA. In her current small neighborhood of 66 homes, many are first time homeowners, many first generation citizens new to this country who need guidance & direction to learn how to become good neighbors. While working in the corporate world, she served as a liaison between Texas Instruments and University of North Texas School of Accounting to bridge employer needs with the school curriculum. She also lead the TI Veterans ERG for 3 years, rebuilding homes in Hamilton Park and working with others to support our troops overseas, building the organization from under 50, to over 450 people. Sandy has also worked through the Coalition for Aging LGBT to rebuild old bridges and pave new roads for the organization. Some of the organizations she's working with are Lambda Legal, the Alzheimer's Association, the Resource Center, 10 ERG's across the

the metroplex, TROT, Equality Texas, and Texas Pride Impact Funds. She has just begun an engagement with SAGE, to bring more recognition and support to our North Texas region. She reached out to the Austin LGBT Coalition of Aging last year as they were struggling to organize and helped mentor them through the organizational process with some key support from legal experts and others on her team. She is usually working behind the scenes to contact people and build connections to support the community needs. With in Sandy's personal business she has looked for clients that may not be well served such as Veterans and members of the LGBTQ+ community, establishing a small niche that may not provide great gain, but great growth and comprehension for those clients. Personally, she joined the North Texas LGBT Chamber of Commerce and Texas Pride Impact Fund (*as a 1st 100 Funder*) to be aware of and fully understand the needs of the LGBTQ+ community, and be available to help where needed. This included helping review grant applications for scholarships and donating to a new campaign. As a member of the Big Brothers Big Sisters Collin County Board, Sandy continues to serve the children of Collin County. She has served as a Big Sister as part of the Military Mentor Program for 9 years, giving back through mentoring our youth.

**Leadership Development:** Many boards will only allow an experienced board member to join their board. With the Coalition for Aging LGBT, Sandy has led the way to mentor and grow new board members without experience so that they can more easily find their footing and become strong board members. Sandy believes: "You have to start somewhere". Although the CfA board serves senior LGBT people, the CfA board is not made up of seniors. Just as Alzheimer's patients do not serve on the board of the Alzheimer's Association. No, you see lots of diversity! This has led to a board diversity for the Coalition for Aging LGBT that crosses all intersections: old and young; black, white, Latinx, of mixed cultures; allies, gay, lesbian, non-binary, trans; you name it, they have come to join our team. Whether leading a team to solve a problem, training a staff member to learn new skills, or instilling confidence and awareness throughout the board that they can make a difference if they will step up and do the work, Sandy is always asking questions, challenging and pushing others to "just go do it", and trailing behind to catch someone if they are about to fall. Sandy has

been instrumental in hiring and training the current organization staff which has been onboard for several years, and especially in the vetting and on-boarding of the new Executive Director for the Coalition for Aging LGBT. As she rolled out of the Treasurer role and into the Chairmanship, she has “enlisted” others to learn and take care of the financials. Sandy has led the organization through 2 full audits which were passed with flying colors, and is currently engaged in the organization's third audit. The staff is more confident and always wants to learn more.

**Service & Recognition:** Sandy is usually pushing others to stand up and be recognized. She’s more comfortable behind the scenes, usually claiming it was a team effort rather than a one man show and tries to stay off others’ radar. Her service to CfA LGBT began in 2016 when she was asked to be the Treasurer and bring her expertise to the table. She did so without hesitation. She was still working a full time job in corporate at that time, and still put in many hours for the organization over the next 4 years and helped their accounting systems become more robust. However, when CfA LGBT asked her to step into the Board Chair role, she did so again, without hesitation, taking charge and leading with a passion. She has consistently logged over 1200 hours annually for the last several years in service to CfA LGBT as a board member, committee chair and as a member of multiple committees, making it a labor of love to serve our LGBT seniors in North Texas.

**Open Dialogue:** Talking about uncomfortable topics is never easy, especially when you know the other side is not positive on your topic. Standing up and representing the LGBTQ community can be as easy or difficult as one makes it. Sandy has also had to support members of her family who are in the LGBTQ community, keeping them close and caring when others would not. She promotes open conversations and asks questions that others may shy away from. How can one learn if you don't ask why or how or what?

**Criteria:** (diversity & volunteer activities & promotes the development of leaders are address above)

**Professionalism/excellence/success:** Respected in the corporate world, Sandy retired from Texas Instruments in 2017 as Director of Business Unit Accounting where she “closed the books” for all the worldwide businesses in the \$14B company. In 2012 she was the recipient of the D Magazine Outstanding Chief Accounting Officer, Controller, or Treasurer. During the last few years at TI she managed worldwide accounting teams and mentored many finance and accounting personal. In 2011 she opened a personal financial planning business to serve a niche cliental. After retiring, she opened a second business to provide finance and accounting consulting services to manufacturing companies. Bothe businesses complimented her personal leadership, relationship building, and technical skills. She even studied and achieved the Accredited Domestic Partnership Advisor™ (ADPA®), a professional designation to better meet the needs of her LGBTQ+ clients, just before Obergefell was reviewed by the Supreme Court.

**Fundraising:** Sandy has served for the last 4 years as the chair of the CfA LGBT Fundraising Committee, learning to work with the grant writer to target foundations and funding sources to support our senior LGBT programs. She had zero experience in this area to begin with, but when asked to chair the committee, she said yes. She briefs grantors on our programs & projects, qc’s grant applications, walks grantors through our financials, follows up with opportunities, and has reached out to organizations and asked for funding. “If you can’t volunteer time can you give money?” Her success in keeping the grants and donations flowing has enabled CfA LGBT not only to keep our 3 part-time contractor staff employed during COVID, but allowed us to hire a part-time Executive Director, the organization’s first employee, on July 1, 2021.