

Maryland Nonprofits

Trainer Biographies

Neil Bergsman, Director, Maryland Tax and Budget Policy Institute

Neil Bergsman is Director of the Maryland Budget and Tax Policy Institute, a nonpartisan research organization that provides timely, accurate, and accessible analysis of state finances. From 2004 until 2007, he was the Chief Financial Officer of the Maryland Department of Juvenile Services. Mr. Bergsman served in the Maryland Department of Budget and Management from 1988 to 2004 – as state budget director for six of those years. From 1985 to 1988, he was an analyst for the Maryland legislature. As president of the National Association of State Budget Officers (NASBO), he conducted training and made presentations for organizations such as Maryland Nonprofits, the National Governor’s Association, and the Center for Best Practices. Mr. Bergsman holds a master’s degree in public management from the University of Maryland. He is currently a Public Policy doctoral student at the University of Maryland-Baltimore County.

Henry Bogdan, Director of Public Policy and Public Affairs, Maryland Nonprofits

Henry Bogdan joined Maryland Nonprofits as Director of Public Policy in 1997, after a 20-year career in policy analysis, advocacy, and government relations for the City of Baltimore. He is responsible for implementing Maryland Nonprofits' Public Policy program and assisting organizations with legal or practical questions arising from their own advocacy efforts. Henry's background in nonprofit tax-exemption issues, his broad knowledge of federal and state laws governing nonprofit organizations (including fundraising regulations), and his familiarity with government processes and the inner-workings of state and local legislative bodies make him an ideal speaker and trainer. Henry is a graduate of the University of Baltimore Law School.

Caroline Bolas, Senior Consultant, Organisation Management, LEVELheaded

Caroline Bolas is LEVELheaded’s Senior Consultant in Organizational Management. LEVELheaded helps nonprofit organizations fulfill their missions and visions more effectively. Caroline helps organizations to improve their management and leadership processes and approaches. With 24 years nonprofit experience, she is a qualified Social Worker with an MS in Occupational Psychology, an MS in Social Work and Social Policy, and a BS (Honors) in Psychology. She is a Member of the Institute of Management Consultants and is proud to serve on the boards of the YNPNdc and the DC Chapter of the ASTD.

Dawn Edwards, Director of Development, BoardSource

Dawn Edwards is the Director of Development at BoardSource, the preeminent national organization focused on providing governance expertise, resources, and capacity-building assistance to nonprofit boards nationwide. In this role, she is responsible for developing and managing relationships with foundation and corporate grantmakers, developing and writing proposals, and identifying and researching funding prospects to support BoardSource's diverse programs and activities. Prior to joining BoardSource, Dawn spent four years on Maryland Nonprofits' staff, initially with the Standards for Excellence® Program, but she was quickly promoted to Manager of Foundation and Corporate Relations, and then to Associate Director of Development, where she was responsible for proposal development and writing and for coordination of the annual-giving program. Dawn also served as the Director of Communications with an AIDS organization in Wilmington, Delaware, where she coordinated marketing/communications to promote and support the organization, its programs/services, and events. Dawn holds a BA in Political Science from Mount Saint Mary's College in Emmitsburg, Maryland, and a Master's of Public Administration from the University of Delaware's Graduate School of Urban Affairs and Public Policy in Newark, Delaware.

Elizabeth Galaida, Writer and Nonprofit Consultant, Galaida Creative Services

As a writer and nonprofit consultant with Galaida Creative Services, Elizabeth Galaida specializes in helping organizations develop programs, raise funds, and plan for the future. Prior to starting Galaida Creative, Elizabeth served as executive director at Advocates for Homeless Families, Inc., and as the chief development officer at The NEA Foundation. She has worked for local, regional, and national organizations, from big to small, in a variety of fields. With experience in grant writing, direct mail, planned giving, events, major gifts, corporate branding, strategic planning, communications, and program development and evaluation, Elizabeth helped found two nonprofits in her community. Elizabeth earned her bachelor's degrees in French and Spanish (cum laude) from Wake Forest University and her master's degree from Antioch University of Los Angeles. Elizabeth is even a published fiction writer.

Nancy Hall, Nonprofit Management Consultant

Nancy Hall served on Maryland Nonprofits' staff from its inception in 1992 until 2009. In her "retirement," Nancy serves as adjunct faculty at The Johns Hopkins University and at the University of Maryland, Baltimore County. She has an MBA from Harvard and many years of both for-profit and nonprofit experience.

Trudy Jacobson, Managing Director, Managing Director of Development, Marketing & Communications, Maryland Nonprofits

Trudy Jacobson is Maryland Nonprofits' Managing Director of Development, Marketing & Communications. She brings over 25 years of experience from both the for-profit and nonprofit sectors. Trudy's responsibilities include all aspects of the association's fundraising, membership recruitment, and program marketing and communications

activities. Trudy's background with the corporate sector gives her a broader perspective in understanding the various funding sources available within today's corporations, enabling her to establish relationships with corporate funders that are sensitive to both the needs of the funder as well as the organization seeking support. Her background in marketing is extensive, including several forms of electronic media, print, and public relations, as well as establishing a strategic plan that forges close ties between the strategic mission of an organization and the various market segments it must serve. Trudy switched career paths to the nonprofit sector five years ago so that she could bring her wealth of experience from media and marketing to nonprofit fundraising since she believes greater synergies between these two fields will lead to greater success for both.

Angineeki Jones, Certification Manager, Standards for Excellence®, Maryland Nonprofits

Angineeki Jones is the certification manager of Maryland Nonprofits' voluntary certification program, the Standards for Excellence. She has nearly 10 years experience working in nonprofit organizations and provides training, consulting, and technical assistance in board governance, program evaluation, and Standards for Excellence implementation. Prior to joining Maryland Nonprofits, Angineeki was the Senior Program Manager of Share Our Strength's multi-site nutrition education program, where she oversaw program evaluation, training, technical assistance, and resource management of 14 replication sites. She also managed their multi-site AmeriCorps program, leading the volunteer recruitment and retention efforts. Prior to this, Ms. Jones spent two years in Japan as the Kagoshima Prefectural Government Coordinator for International Relations where she assisted with the implementation of community-based international education programs. A former member of the AmeriCorps team for the Olympic Games in Atlanta, she has a Master of Public Administration from New York University and a Bachelor of Arts from Spelman College.

Debra Jung, J.D., General Counsel, Maryland Nonprofits

Debra Jung is the general counsel of Maryland Nonprofits and author of Maryland Nonprofits Model Employee Handbook. She also provides legal advice to our members and our organization. Prior to assuming her position at Maryland Nonprofits, Debra served as general counsel of a large, nonprofit educational organization for five years.

Ted Meyers, ACFRE, Senior Partner, Integrated Development Solutions

Ted Meyers is a Senior Partner at Integrated Development Solutions (IDS) and a bequest and planned-giving marketing specialist. IDS builds specific turnkey bequest and planned-giving marketing programs geared to prospecting within their clients' existing donor bases in order to achieve the greatest success in the most cost-efficient manner.

Margaret Miller, Director Human Resources & Organization Development, Baltimore Museum of Art

Margaret Miller has over 20 years of progressive expertise in line management and consulting capacities working in Knowledge Management, Human Resources, and Organization Development. She has consulted with and worked in a number of for-profit and non profit organizations/institutions including retail, hotel/hospitality, manufacturing, higher education, technology, automotive, and museum. Ms. Miller is known for developing intimate and large-scale creative and experiential learning workshops, facilitating complex institutional change, and leveraging leaders' talents at all levels. She holds a Bachelor of Arts in Art from McDaniel College and a Master's of Science in Organization Development from American University/NTL. She has a passion for life-long learning, art, people, and traveling.

Justin Pollock, Managing Director of Training Services, Maryland Nonprofits

Justin Pollock is Maryland Nonprofits' Managing Director of Training Services. He brings a diverse set of experiences to the organization as an educator and organizational consultant. Prior to coming to Maryland Nonprofits, Justin worked as an independent consultant providing technical assistance to nonprofits in Washington, D.C., and the San Francisco Bay Area with board development, board retreat facilitation, strategic planning, program development, technology integration, and staff development training. He has more than 14 years of experience in the education field with an extensive background in the areas of leadership development, organizational management, group process facilitation, curriculum development, experiential learning, and adult education. Justin received his B.A. in Organizational Theory from Pitzer College and his Masters degree in Education from Stanford University.

Ehren D. Reed, Senior Associate, Innovation Network, Inc.

As a Senior Associate at Innovation Network, Ehren Reed designs and oversees program planning and evaluation initiatives with nonprofit organizations and foundations. Mr. Reed is skilled in the creation and implementation of data collection instruments as well as quantitative and qualitative analysis. He facilitates and leads trainings and workshops in advocacy evaluation, logic-model development, evaluation planning, data collection, and data analysis and reporting. He develops training curricula and collateral materials and has contributed to the design and content of Innovation Network's online planning and evaluation tools for nonprofits. Ehren has worked with a wide range of grant makers and grantees in the fields of human services, public/societal benefit, and advocacy. Among his recent clients are The Atlantic Philanthropies, BoardSource, The California Endowment, the Kansas Health Foundation, the Initiative for Inclusive Security, the Center for Leadership Initiatives, The Colorado Trust, and the National Council of La Raza.

Andrea Snyder, Manager, Grants Collection, Enoch Pratt Free Library

Andrea Snyder is a librarian at the Enoch Pratt Free Library/State Library Resource Center in Baltimore. Ms. Snyder heads the Grants Collection, a cooperating Collection of the Foundation Center. The Collection provides resources for nonprofits about both

management and fundraising. Ms. Snyder is responsible for teaching and coordinating a series of workshops at the library as well as providing outreach to nonprofits throughout Maryland. She received her Masters in Library Science from the University of Buffalo.

Paul Sturm, Consultant

Paul Sturm has spent 25 years on the cutting edge of nonprofit organizational planning, program development, management, capacity building, leadership development, and continuing education. He founded and led two organizations nationally recognized for their innovations and outcomes. He has initiated and led several multi-sector partnerships and collaborations that have broken new ground. His article, "The Seven Rules of Successful Collaboration," was published by Nonprofit World and has been used as a reference in the U.S. and overseas. With two colleagues, Paul recently completed a book on organizational culture in the nonprofit sector, which will be published by Fieldstone Alliance. He is teaching in the Nonprofit Management Program at the College of Notre Dame and the Community Studies & Civic Engagement Program at the University of Baltimore. He is also facilitating the Social Enterprise Executive Roundtable at UBalt's Merrick School of Business. Paul has graduate degrees from the Kennedy School at Harvard and the University of Wisconsin.

Cynthia "CJ" Terry, President, SHABACH! Ministries, Inc.

CJ is President and COO of SHABACH! Ministries, Inc (SMI). Established in 1996, SMI is the nonprofit organization of First Baptist Church of Glenarden. SHABACH! delivers inspiring programs that have become models for building good character, ensuring academic achievement, and promoting community involvement for youth and adults. A certified facilitator and trainer for over 15 years, CJ has facilitated leadership, diversity, harassment, and EEO training for major corporations, nonprofits, and small businesses. Named 2008 Woman of the Year honoring a commitment to professional leadership and outstanding service in the faith-based community, CJ is a graduate of Old Dominion University with a bachelor's in Speech Communications. She has also earned a certificate from Harvard University in Nonprofit Advancement and a certificate from Cornell University in EEO Studies. CJ resides in Prince George's County with her husband, Edwin, and their 18-year-old daughter, Kyara.

Philip F. Toohey, CIMA , Vice President – Investments, UBS Financial Services, Inc.

With UBS Financial Services, Inc., for over 20 years, Mr. Toohey has been specializing in Investment Consulting Services since 1985. He earned the Certified Investment Management Analyst (CIMA) designation from the Investment Management Analyst's Association at The Wharton School of the University of Pennsylvania. The CIMA designation belongs to an elite group in the investment profession. Awarded by the Investment Management Consultants Association (IMCA), CIMA designees must succeed in a rigorous academic program that focuses on asset allocation, manager search, identification and recommendation, investment policy and performance measurement. In

addition, CIMA designees are required to maintain their credentials through extensive continuing education. Mr. Toohey holds an M.B.A. in Finance from the University of Baltimore and graduated with a B.S. in Accounting from Villanova University in 1973. With his partners, Frank Cannon and Jeff DeVack, Mr. Toohey is part of The CannonToohey Group at UBS, the institutional consulting group for UBS Financial Services in this region.

J. Thomas Viall, Senior Consultant for Capacity Building, LEVELheaded

J. Thomas Viall is LEVELheaded's Senior Consultant for Capacity Building. Tom works with organizations to build capacity for success at all levels, with specialized focus on fund development, volunteer leadership, and board development. He works with clients to assess needs and to develop funding strategies. He also provides consultancy services in such areas as board governance and structure, membership development, and volunteer management. Prior to joining the LEVELheaded team, Tom spent the better part of the last 25 years as the CEO of such organizations as the International College of Surgeons and The International Dyslexia Association. He has also led corporate and foundation fundraising programs at such organizations as WNET/Thirteen (New York City's major public television station) and Save the Children. Tom has an MA from Fairleigh Dickinson University in New Jersey and has done doctoral work at Columbia University.

Mara Winters, Program Director, Business Volunteers Unlimited

Mara Winters has been with Maryland Nonprofits since 1993 and has more than 20 years experience in nonprofit management, organizational development, board development, and fundraising. During her tenure at Maryland Nonprofits, Ms. Winters has served the Association in many capacities. She assisted with the initial development of the Standards for Excellence® program; lobbied on behalf of the nonprofit sector on the state and national levels; and was responsible for the establishment of Maryland Nonprofits' first satellite office in Silver Spring, where she served as its director for three years. Currently, through her work at Maryland Nonprofits, Ms. Winters is serving as Director of Nonprofit and Candidate Services for Business Volunteers Unlimited (BVU) Maryland. Ms. Winters' responsibilities include managing BVU's board member referral program and candidate training. She has served on numerous boards and committees and has provided board training and consulting services to hundreds of organizations. Prior to joining the staff of Maryland Nonprofits, Ms. Winters worked for several nonprofits in Buffalo, New York. She attended the State University of New York at Buffalo, where she received a Bachelors of Arts in Project Design and Planning, a Masters of Science in Applied Public Affairs, and a Masters of Urban Planning.