

Maryland Nonprofits

Training Faculty - Fall 2009

Neil Bergsman, Director, Maryland Budget and Tax 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

Through its tailored, values-driven consultancy and training interventions, LEVELheaded works with organizations to make the world a better place. Promoting positive change in nonprofits as they strive to fulfill their missions and visions, LEVELheaded has offices in the USA and Europe. In her role as LEVELheaded's Senior Consultant in Organizational Management, Caroline Bolas' role at LEVELheaded is to help organizations improve their management processes and approaches. Caroline has worked with nonprofits for

the past 24 years, providing consultancy services around program management and evaluation and supporting nonprofits (such as Oxfam, Amnesty International, and Human Rights Watch) as they introduce and enhance their systems. A qualified Social Worker, Caroline has an MSc in Occupational Psychology, an MSc in Social Work and Social Policy, and a BSc (Hons) in Psychology. She serves on the boards of YNPNdc and DC ASTD.

Paul H. Calabrese, Senior Manager, Rubino & McGeehin, Chartered

Paul H. Calabrese, Senior Manager at Rubino & McGeehin, provides accounting and consulting services to nonprofit and government contracting clients. Paul is a dynamic trainer, with expertise in federal grant awards and related indirect cost-rate development and the associated agency submissions under OMB Circulars A-122, A-21, and A-87. In addition, he has experience with grant awards per OMB Circular A-110. On the federal procurement side, Paul has experience with Cost Accounting Standards (CAS) and CAS disclosure statements, Federal Acquisition Regulation Cost Principles (FAR), the Department of Defense (DOD) FAR Supplement, and the Defense Contract Audit Agency (DCAA) manual. Paul has 30 years of professional experience, including 12 years at a public-accounting firm and 13 with three government contractors, during which he served as Senior Auditor for the Defense Contract Audit Agency (DCAA).

Amy Coates Madsen, Program Director, Standards for Excellence®, Maryland Nonprofits

Amy Coates Madsen is the Director of the Standards for Excellence® Institute, a national initiative to promote the highest standards of ethics and accountability in nonprofit governance, management, and operations, and to facilitate adherence to standards by all organizations. The Standards for Excellence Institute is a program of Maryland Nonprofits where Amy has served for more than 14 years. Amy is responsible for coordinating all aspects of this comprehensive ethics and accountability program and its efforts to replicate the program nationally. She serves as a trainer in the areas of board conduct, program evaluation, program replication, and nonprofit management. She has held positions at the Princeton Public Affairs Group and Catholic Relief Services. Amy received her Masters degree from Johns Hopkins and her Bachelors degree from Virginia Tech. Amy is a member of Phi Beta Kappa and is on the board of Central Maryland CAN TOO.

Reed Dewey, Director, Montgomery County Volunteer Center, Office of Montgomery County Executive Ike Leggett

Reed Dewey is the Director of Montgomery County Volunteer Center, which helps individuals and groups find the right volunteer opportunity and supports organizations that use volunteers (visit: www.montgomerycountymd.gov/volunteer). Reed also worked

at the Points of Light Foundation and Volunteer Center National Network for many years, where he provided technical assistance to Volunteer Centers, Corporate Volunteer Councils and companies. At Rebuilding Together's National Office, Reed was Director of Affiliate Management where he advised 240 affiliates across the U.S. on all aspects of nonprofit management for the nation's largest volunteer-based housing rehabilitation network. He provided leadership, training, and guidance on board recruitment, governance, strategic planning, and fundraising. Reed also worked for AARP and local nonprofits earlier in his career.

Judy Grusso, Fundraising and Marketing Consultant

Judy Grusso is a development consultant with experience in nonprofit management, fundraising, and marketing. She has a wide array of experience in foundation and corporate giving, extensive experience in grant writing and research, planning and management of special events, annual campaigns, major-donor retention and segmentation, as well as board recruitment and fundraising. Additionally, Ms. Grusso has expertise in marketing and communications with particular emphasis on branding and visibility. She has an MBA from the College of William and Mary and more than 15 years of experiencing working for a diverse group of organizations such as national nonprofits, like the United Cerebral Palsy Association and Epilepsy Foundation of America, to smaller grass-roots organizations, such as Baltimore's Moveable Feast.

Trudy Jacobson, Chief Development Officer, Arc of the United States.

Trudy Jacobson is the Chief Development Officer at the Arc of the United States. Trudy also served as Maryland Nonprofits' Managing Director of Development, Marketing & Communications. Trudy's background with the corporate sector gives her a broad 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 establishing a strategic plan that forges close ties between the strategic mission of an organization and the various market segments it serves. Trudy switched career paths to the nonprofit sector ten years ago, bringing her wealth of experience from media and marketing to nonprofit fundraising.

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.

Jeff Metz, CEO/Principal, Bloom Metz Consulting, Inc.

For more than 25 years, Jeff Metz has worked in nonprofit management, focusing on such programs as resident and day camping, early childhood education, senior center activities, health and wellness, after-school programming, as well as development and leadership activities. Jeff began his career as an educator and has since been active in management, fundraising, program design, leadership development, and staff training and supervision. Prior to Bloom Metz Consulting, Jeff served ten years as the Executive Director of the Jewish Community Center in Wilmington, Delaware. Jeff is now CEO and Principal with Bloom Metz Consulting, Inc., a firm specializing in nonprofit fundraising, marketing, strategic planning, and leadership development.

Cathy Nestoriak, 10 til 2 - Montgomery County West

Cathy Nestoriak is the owner of 10 til 2 – The Part-time Placement Service – serving the Montgomery County/DC area. 10 til 2 is the cutting-edge staffing company that specializes in supplying businesses with college-educated, part-time professionals. No temps. No costly benefits. Just skilled professionals. Cathy has a Masters Degree in Human Resource Development. Her background includes corporate training and development, as well as workforce development. She is passionate about promoting a better work/life balance for the labor force, while enlightening companies on the cost benefits of flexible, part-time employment.

Ernie Paszkiewicz, CPA, Partner, Gross, Mendelsohn & Associates

Ernest J. Paszkiewicz is a member of Gross Mendelsohn's audit and accounting department and Nonprofit Team. Ernie also works with manufacturers, distributors, financial institutions, contractors, restaurants, and law firms. He was formerly the managing partner of a prominent Baltimore firm before it was merged into a national firm. Ernie has written and lectured extensively in areas of his expertise. He serves on the advisory board of the Department of Accounting at Towson University and, among his many civic activities, has served as chair of the Harford County Chamber of Commerce and was a member of the Archbishop Curley School board. He received his bachelor's degree in business administration with a concentration in accounting from Towson University.

Justin Pollock, Managing Director of Programs, Maryland Nonprofits

Justin Pollock is Maryland Nonprofits' Managing Director of Programs. 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.

Elise Saltzberg, Interim Manager of Foundation and Corporate Relations, Maryland Nonprofits

Elise Saltzberg has more than 18 years of professional experience in fundraising. She has worked exclusively as a Resource Development Consultant since 2000, with dozens of local, state, and national level clients. Elise's special areas of expertise include public and private foundation fundraising (including prospect research and grant-writing), corporate giving, government grants, annual campaigns, and major gifts. She has worked with numerous organizations specifically to develop strategic fundraising plans. Elise holds a Bachelor's degree from the State University of New York at Stony Brook and a Master's degree from Ball State University in Indiana.

Dottie Schindlinger, Vice President of E-governance, Verve Internet Solutions

As the Vice President of E-governance Dottie Schindlinger provides leadership and promotes BoardEffect® as an expert in the field. Her role includes developing business relationships, training programs and curricula, conference presentations and workshops, and writing publications. Dottie has worked in the nonprofit field since the 1990s, doing

programming and education for the Pennsylvania Humanities Council and later for The Nonprofit Center at La Salle University. She joined Verve Internet Solutions in 2005 and quickly became the company's lead consultant for Internet strategy and website development. She was instrumental to the development of BoardEffect®, where she lent expertise gained from over a decade in the nonprofit sector to the creation and marketing of the board portal. A frequent presenter on the role of technology in organizations, Dottie holds ePhilanthropy Master Trainer status, one of only 50 designees in the country. She is a member of CEO Think Tank – a professional peer group of entrepreneurial leaders in Philadelphia – and serves on the board of Community Conferencing Center in Baltimore, MD. She was Co-Founder/Co-President of Philadelphia's Young Nonprofit Leaders (PYNL), a network of young and emerging nonprofit professionals in the Philadelphia region with over 1,600 members, and has taught Public Speaking to incoming first-year students at LaSalle University. Dottie received her BA from the University of Pennsylvania, and holds certificates in Nonprofit Management and Board Leadership from the Nonprofit Center at La Salle University.

Deloris Vaughn, Ph.D., Senior Associate, Innovation Network, Inc.

Deloris Vaughn, Ph.D., is a Senior Associate at Innovation Network, where she leads various evaluation projects and uses her skills and knowledge to help nonprofits build capacity to evaluate their programs at all phases, including planning, implementation, operation, and completion. Dr. Vaughn has conducted extensive training with nonprofits in the areas of evaluation planning, building result frameworks, logic models, strategic planning, writing grant proposals, and managing diversity. She is also dedicated to teaching adult learners and has taught courses in research and evaluation, research methodology, psychology, and business management at local universities and colleges in Maryland, including the University of Phoenix and Sojourner-Douglass College.

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

Through its tailored, values-driven consultancy and training interventions, LEVELheaded works with organizations to make the world a better place. Promoting positive change in nonprofits as they strive to fulfill their missions and visions, LEVELheaded has offices in the USA and Europe. 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, Maryland Nonprofits

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.