

## **INTERIM EXECUTIVE LEADERSHIP (IEL) TRAINING**

*October 5 & 6, 2009*

**SCOTT ALBERT** has 25 years of experience working with individuals, teams and organizations in transition. He is currently a program director with the Princeton Center for Leadership Training. He has also been a columnist for Packet Publications in Princeton and has served on the Boards for Big Brothers/Big Sisters of Mercer County and The Childcare Center at the Lawrenceville School. As a program director, school administrator and consultant, Scott's goal is to build the capacity of individuals and groups to build healthy practices in responding to change. As a master group facilitator he has conducted scores of focus groups and helped teams work strategically to clarify goals, resolve conflicts and establish group performance standards. As a master trainer and consultant he has helped thousands of individuals and hundreds of groups build their capacity to maintain effective team performance practices.

**SHELDON BLITSTEIN** is a late career social worker searching for a way to be useful to the next generation by offering his experience and expertise to guide service organizations through these troubled times. He has been innovative in positions held in executive, administrative, managerial, supervisory, and clinical social work in a variety of leading edge community based and government organizations providing human services, social services, health, mental health, mental retardation, substance abuse and HIV/AIDS programs which provided dynamic services to children, adolescents, adults, seniors, and vulnerable populations, such as the disabled and the frail elderly. Sheldon has experience and expertise in diverse inpatient, outpatient, day treatment, community, residential and group home settings. This includes oversight of Quality Improvement, Utilization Review, and corporate compliance with regulatory standards.

**JACK BODE** was born, raised and educated in the Midwest. He worked abroad, and came to NYC from Washington in 1973. He worked in politics until 1978 and private industry till 1981. Jack has done development for 28 years, serving as a vice president for 20 of those years, mostly working for international NGO's including Planned Parenthood Federation of America (9 years); Freedom from Hunger (2); International Rescue Committee (8); and Project HOPE (5). Domestic positions have included Outward Bound, City University of New York, and NOW Legal Defense and Education Fund. Jack has also done extensive consulting with International AIDS Vaccine Initiative, Citicorp, The Equitable Life Insurance Society, Helen Keller International, and others.

**GARRISON BOTTS** was a Senior Programmer and Producer at Thirteen/WNET for 15 years and now works as a consultant to film and media arts organizations, wearing a variety of hats. Some of Garrison's clients have included the Tribeca Film Festival, the New York State Council on the Arts, and the Brooklyn Arts Council among others. Currently, he is working with the Havana Film Festival New York to develop his first-ever succession plan for its departing found

**PETER CRISWELL** is an executive manager who brings with him over 15 years of experience in nonprofit organizations and in the arts. Peter has significant experience with arts management, education, travel, tourism and events as well as with startups, organizations in transition, and

entrepreneurial ventures. He currently serves as Executive Director of Big Apple Performing Arts and has served as an Interim Executive Director for several nonprofit organizations. Most recently, he was Interim President for the International Partnership for Service-Learning and Leadership and has held leadership positions with Hudson River Heritage, Lincoln Center for the Performing Arts, Bard College Department of Theatre and Seattle Public Theatre. Peter has worked in 31 countries on six continents and has managed and produced large scale educational travel programs in the U.S. and abroad with Royal Caribbean International and Windsor Mountain International. He has also conducted leadership training workshops at Bard College and NYU.

**MICHAEL DAVID-WILSON** is Executive Director of the Middlesex County College Foundation. He is responsible for management and growth of its \$8 million financial aid and scholarship endowment. The Foundation's mission is to provide Middlesex County College students with a chance to realize their academic and career dreams through consistent, growing financial aid and scholarships. During the first six years at the Foundation more than 3,500 students benefited from a total of \$3.3 million in scholarship and financial aid awards. He also received six clean audit opinions. Michael is a Certified Social Worker (CSW) with 15 years experience in human services delivery and a Certified Fund Raising Executive (CFRE) who has raised more than \$24 million for not-for-profit health and human services agencies and educational foundations over his 21-year career in the not-for-profit sector. He has raised more than \$7 million in principal, major and planned gifts.

**DEBORAH DINKELACKER** is a senior management professional with more than 25 years experience in both the for-profit and nonprofit sectors. Most recently, she was Chief Operating Officer at the Medicare Rights Center in Manhattan, responsible for the overall management of the internal operation of this \$3.5 million, twenty-year old organization, dedicated to ensuring that all people with Medicare have full access to their rights and benefits. Prior to that, she was President of VolunteerMatch in San Francisco, a nonprofit that leverages technology to bring together volunteers with the nonprofit organizations who need their skills and experience. Deborah has also held several senior management roles in the financial services sector—at American Express, Provident Financial, and Bank of America—where she worked in marketing, finance, and operations. A graduate of Yale University and the New York University Graduate School of Business Administration, she currently is a member of the Board of Directors of VolunteerMatch.

**ALAN FRENCH** has served the Episcopal Church as a priest for over thirty years in the Dioceses of New Jersey and Newark. He has been an Associate rector in two congregations, rector of one and is currently in his third interim position. Over the years, he has served in multiple capacities on the Diocesan level including serving as president of the NJ Sanding Committee, Chair of Program and Budget for the Diocesan Council, three time deputy to the National General Convention and at the National level of the Episcopal Church on the Program, Budget and Finance Committee. Before becoming a priest, Alan worked for Banker's Trust Co. in New York and completed their Executive Management Training Program. He is currently an MS degree candidate in Fundraising from the NYU George Heyman Center of Philanthropy. Alan is married to Molly, a Kindergarten teacher at Horace Mann School in the Bronx and has three children, a son who is a sophomore at Duke University, and two daughters, a senior and a freshman at Governor Livingston High School in Berkeley Heights, NJ.

**STEVE HAGGERTY** has a strong background in both the nonprofit and corporate worlds. He has worked primarily in Albany's nonprofit sector for six years as Chief Operating Officer of Hudson Alliance Corporation, and more recently as the Executive Director of Albany's Habitat for Humanity since 2005. Steve was a behavioral health manager for CHP/Kaiser Permanente during the mid and late '90s, and subsequently served as the Director of Clinical Operations for a management company based in Virginia Beach. Prior to his management experience he worked clinically with children and

families. Steve holds an MSW from Hunter College School of Social Work, and an undergraduate degree from St. John's University and hails from NYC. He has been active in his community as a volunteer firefighter, and is a charter member of the Sons of the American Legion in Delmar, and a Rotarian.

**MARTHA HARRISON** has over ten years of experience working with nonprofits. She currently is a consultant providing part-time CFO/Controller services to non-profits, counseling and guiding them toward resolving complex financial problems, including closing budget gaps created by a funding loss or economic downturn. Martha spent the first half of her career in the private sector, where she established a track record of achievement in developing and executing effective marketing strategies.

**ANDREA HARNETT-ROBINSON**, President of Harnett-Robinson Consulting, assists nonprofit organizations with mental hygiene components to develop housing for people with special needs, launch new programs and correct program deficiencies. She has over 30 years of experience in government and in the nonprofit sector assuring that children, families and adults receive appropriate care. During the past 20 years Andrea's passion has been supportive housing. As an advocate she not only sought additional government funding, but also used her expertise in community relations to broker partnerships between providers and communities to accomplish supportive housing goals. Prior to starting her consulting firm, Andrea had a dynamic 17-year management career at Project Renewal, Inc., a nationally recognized nonprofit serving disabled homeless adults. Andrea is a strategic thinker who effectively represents organizational goals both within the agency and externally among government, business and community stakeholders.

**JOAN A. KATZ, CIC** is an executive coach and business strategist with an extensive background in employee development, corporate learning, and project and functional management. She began her corporate career as an applications developer, moving into corporate learning and finally managing Morgan Stanley's Global End-User Training department before she left to establish an independent consulting practice. Joan designs challenging and results-oriented coaching programs for individuals and teams in transition, focusing on expansion of productivity, effectiveness, and satisfaction. Her clients include investment and retail banks, news and information services, and nonprofit organizations, as well as musicians, writers, and entrepreneurs. Joan holds a BA Degree from Princeton University. She is a Certified Integral Coach, and is a member of the American Society for Training and Development, the International Coaching Federation, Out Professionals, and Professional Women Photographers.

**NATHEA LEE** joined Aljira, a Center for Contemporary Art as Development Director in February 2008 and was appointed Deputy Director in January 2009. Nathea is responsible for developing and managing fundraising and communications efforts for the Newark, NJ-based organization. She also helps to conceive and implement strategies and approaches for Aljira's continued growth and development. A seasoned arts administrator with nearly 25 years of experience, Nathea has expertise in marketing, fundraising, organizational development and community engagement. She began her career as a volunteer Development Assistant at WPFW Radio in Washington, D.C., where she served in various capacities at a wide range of nonprofit arts organizations.

**MICHELLE PULLARO**, founder of EA Solutions, has 15 years of experience in the private and nonprofit sector. Prior to launching EA Solutions, Michelle was the Executive Director for Taproot Foundation, Eastern Region. Taproot Foundation is the largest national nonprofit consulting firm in the country. In addition to increasing revenue in Taproot's Foundation Eastern Region by 40% and launching the Boston and DC operations, she built a high performing team that managed an \$8M

portfolio of pro bono consulting engagements in the areas of marketing, strategy management and leadership development. Previously, Michelle was Chief Operating Officer of Per Scholas, a grassroots nonprofit organization in New York City's South Bronx. Prior to Per Scholas, Michelle was with Automatic Data Processing (ADP) for 6 years in Sales Management, Corporate Training, and Corporate Marketing and over the course of her career was a recipient of numerous awards and distinctions.

**VIRGIL SEEPERSAD** is a seasoned executive financial manager. He is a Certified Non-Profit Accounting Professional (CNAF) with over 15 years of progressive executive and senior management accounting experience presently as CFO of Queens Parent Resource Center and most recently as the Controller of Union Theological Seminary (UTS) in New York City. Prior to his work at UTS, he performed Controller and CFO consulting services for Fiscal Management Associates (FMA) and The Fortune Society, and was the Vice President-Controller of Accion New York. Currently he is also the Principal of Financial and Management Accounting Consulting Services, a company specializing in empowering nonprofit organizations in implementing and maintaining effective and efficient financial systems including fiscal policies and internal controls. Virgil is an active member and officer of a nonprofit Faith-based organization, travelling extensively locally and internationally providing volunteer youth, family and financial counseling.

**KAREN H. SHAW** is a senior executive with a 20+ year track record of innovative leadership running and building organizations; managing projects; launching and leading high-profile initiatives in the nonprofit, government and corporate sectors, specializing in economic development, real estate, marketing and strategic planning. She is currently managing several development projects for AMDeC, a bio-tech consortium. Previously, for seven years, she was the Executive Director of the Union Square Partnership BID, and prior to that held senior policy positions at City Hall, NYC EDC, and the NYC Office of Management and Budget, and investment banking positions at Westpac Banking Corp. and Chemical Securities, Inc. She holds an MBA in Finance/Accounting from NYU Stern School of Business and a Masters of Urban Planning and Policy Analysis from Hunter College.

**H. CLAUDE SHOSTAL** retired after serving for 10 years as President of Regional Plan Association (RPA), the country's oldest independent regional planning organization, at the end of 2001. Since then, he has been a member of the faculty of the NYU Schack Institute of Real Estate. Before joining RPA, he served as Vice President in charge of the New York office of Cushman Realty Corporation and managed major development projects for the Binswanger Company (Philadelphia, PA) and the Rockefeller Center Development Corporation. His government career began in 1967 on the staff of Governor Nelson Rockefeller and culminated in 1976 when he was appointed the first Commissioner of Cultural Affairs of the City of New York in the Beame Administration. He serves as President of the Board of the Catskill Center, Vice Chair of the Brooklyn Bridge Park Conservancy, as a Founding Member of the Governors Island Alliance and as a Director of RPA.

**SAUL M. SPIVACK PH.D.** has a broad base of service industry experience in the nonprofit and corporate sectors, as an executive, business unit manager and consultant. The current phase of his career has been devoted to working with health and human services organizations. An Executive Director position at Sage Eldercare involved taking over a distressed organization running significant deficits, with management and financial control deficiencies, deteriorating market position, declining client service income and very low development revenue. His most recent position, as the first professional Executive Director of Children's Cardiomyopathy Foundation, was an interim position with the objective of transitioning a founder-operated cause organization to a formal, permanent entity. His healthcare industry career has combined management consulting and corporate management positions, working with insurers, managed care companies, healthcare companies, the pharmaceutical

industry, national associations, providers and government agencies. He holds a Ph.D. from the University of Pennsylvania in Health Planning and Policy, an M.S. from the University of Wisconsin, Madison.

**JOHN TENHULA PH.D., J.D., M.DIV.**, was educated at Columbia University and the Episcopal Divinity School. An educator and lawyer, he has worked for the National Council of Churches and the United Nations. Currently in the ordination process in the Episcopal Diocese of Newark, NJ, he works as a hospice and prison chaplain.

**MADELEINE L. TRAMM, PH.D.** is a senior healthcare executive with leadership experience in broad range of organizations including mental health treatment and internal/external employee assistance programs (EAPs). Key accomplishments include: Vice President of Hazelden New York, and Caron New York, with oversight of all regional operations; Tramm Consulting Group, Inc.: 60+ clients, including Consolidated Edison, Empire Blue Cross Blue Shield, New York University, and Council on Accreditation of Services for Families and Children. Board and commission appointments include: Chairperson of the NYS Council on Alcoholism Services; Peer Reviewer at NIMH and NIDA; Founding Commissioner of the Employee Assistance Certification Commission; and President, Professional Association of Anthropologists. Madeleine received her B.A. from Barnard College, her Ph.D. from Columbia University, and has been an Adjunct Professor at Columbia University and NYU.

**HILARY VIENS, LGSW** received her BA in Psychology, Sociology and Anthropology from Antioch College and her MSW from Smith College. She is a licensed social worker in the District of Columbia. Trained as a psychotherapist, she has spent the past three years as the Director of Programs and Operations of a nonprofit in Washington, D.C. that addresses health disparities in the African American community with a focus on HIV/AIDS and Re-Entry issues. Hilary spent both her undergraduate and graduate careers focused on domestic violence and violent offenders and completed her thesis work on treatment interventions for batterers. In addition to her role as Director of Programs and Operations she also serves as a National consultant for PROCEED's Capacity Building Assistance for Agency Infrastructure Development Services.

**PETER YUDKOFF** has over fifteen years of experience in the project management of capital projects in both the nonprofit and for-profit sectors. Most recently he served as the Director of Capital Projects and managed historical restoration and capital improvement projects for Historic Hudson Valley (HHV) in Tarrytown, NY. Prior to his work with HHV, he was COO of a project management firm specializing in museum projects including the Pierpont Morgan Library and the Toledo Museum of Art.