

RCRI NATIONAL CONFERENCE SPEAKER PROFILES

Paul Ainslie Mr. Ainslie is a member of CBIS' Investment Team, directing the firm's alternative investment strategies and product offerings. He also chairs CBIS' Product Development Committee. Since joining CBIS in 1999, Mr. Ainslie has also served as an Investment Advisor and Regional Director within the firm's Participant Services department. Prior to CBIS, Mr. Ainslie was employed by Lynch & Mayer, Inc., where he sold and serviced the firm's hedge fund offerings, and Yamaichi Capital Management, Inc., where he was directly involved with institutional marketing, sales and service, managing consultant relationships, and product development. Mr. Ainslie is the current president of the Diocesan Investment Trust of the Episcopal Diocese of New York and is an officer on the boards of the Greenbelt Conservancy and the Staten Island Historical Society. He holds a B.S. from Stanford University and a M.P.P.M. from the Yale School of Organization and Management. His FINRA registrations include Series 7 and 63.

Michael Airdo's area of practice focuses on complex civil matters, including premises liability, product liability, property damage litigation, and healthcare litigation. Through his work with Christian Brothers Services, he has a broad base of experience in representing the unique legal needs of religious institutes and religiously sponsored ministries. Mr. Airdo also specializes in legal matters involving not-for-profit corporations, schools, colleges, universities, and mental health professionals. Michael Airdo has represented clients in both state and federal courts and before administrative tribunals. He has a wide array of experience in resolving matters through the alternative dispute resolution process. In addition, he has counseled corporate clients in the organization and development of their business, along with assisting corporations with contractual disputes

Mr. Airdo is a frequent lecturer on topics related to his legal practice. Most recently, he has spoken on topics specific to nursing homes and assisted living facilities, mental health law, school law, and the liability issues that arise in grocery stores, restaurants, and other retail establishments. Michael Airdo has regularly lead workshops on the legal and pastoral response of child-serving organizations to victims of childhood sexual abuse.

For several years, Mr. Airdo has served as civil legal counsel for the Conference of Major Superiors of Men ("CMSM"). CMSM serves the leadership of the Catholic orders and congregations of the more than 20,000 vowed religious priests and brothers of the United States. He has also worked closely with the Legal Resource Center for Religious, whose membership is composed of leadership from religious institutes and societies of apostolic life from the United States and Canada.

Since 2001, Mr. Airdo has served as a Trustee for the Village of Bartlett, Illinois. The Village Board of Trustees is charged with setting policies, approving budgets, and generally overseeing the activities of the Village management. On the Board, Michael Airdo holds the position of Chairman of the Finance and Golf Committee. In addition to his municipal service, Mr. Airdo also serves as legal counsel to Arts in Bartlett and is on the Board of Directors for LaSalle Manor, a Christian Brothers Retreat Center in Plano, Illinois.

Geeta Aiyer, CFA, *President and Founder of Boston Common Asset Management, LLC., Boston, MA*, an employee owned investment management firm specializing in US and international sustainable investing. Boston Common is committed to the pursuit of financial return and social change.

Working as a portfolio manager for institutions and individuals allows Geeta to combine her commitment to sustainability with her training and experience in investment theory and finance. Geeta has managed investment portfolios for over 20 years, and was formerly President of Walden Asset Management, the social investment division of the United States Trust Company of Boston (USTC). Before entering this field, she was at Cambridge Associates, Inc., an investment consulting firm, and in public administration and rural development in India

She has founded two prior companies, Walden Capital Management (1994) and East India Spice (1987). She received her MBA from Harvard University and her BA and MA degrees from the University of Delhi, India. Geeta serves on the boards of the Worldwatch Institute and the New England Foundation for the Arts.

Joanne Armatowski, SSND is a School Sister of Notre Dame, Milwaukee, Wisconsin. She currently serves on the provincial council. She has ministered as a teacher, elementary school administrator, and administrator in a health care facility, which included a memory care unit. She holds a Masters in Health Care administration and Elementary School administration. As a provincial councilor, her focus is on wellness and health care. She is the steering committee representative for SSND for Our Lady of the Angels memory care unit.

Janice Bemowski, r.c. is a member of the Cenacle Sisters, and has been Provincial Treasurer for the North American Province of the Cenacle Sisters since 2006. She holds a Masters in Finance from DePaul University, a Masters in Pastoral Studies from Loyola Chicago, and Paralegal Certification from Roosevelt University. Before entering the Cenacle in 1989 she worked in the banking industry, leaving a position as Assistant Vice President at Harris Bank to join the Cenacle Sisters. She has also been serving on the Congregation's International Finance Committee since 2001. Janice is also the Province Vocation Director.

Catherine Bertrand, SSND is a member of the School Sisters of Notre Dame. A native of Minnesota, she has degrees in behavioral science, ministry and counseling, with ongoing work in organizational planning and facilitation. Her ministry experiences include teaching, prison ministry, and pastoral ministry. She served as a vocation director for her own congregation, associate director in the Archdiocese of St. Paul/Minneapolis, and as Executive Director of the National Religious Vocation Conference. She has been a speaker and facilitator, nationally and internationally, and has worked extensively with the Leadership Conference of Women Religious and the US Bishops' Conference. She has written many articles on vocation ministry and religious life topics. She recently completed her term as provincial leader in her congregation. In that capacity she served as the chair of the SSND Leadership Conference and the liaison to the **Nun Study**. She is currently working as a presenter and facilitator.

Helen Butzler, SSSF is a member of the School Sisters of St. Francis, Milwaukee, Wisconsin and began her career by teaching in various schools in Michigan and Wisconsin. In 1981 she became Treasurer of the former Wisconsin Province of the School Sisters of St. Francis. When all the Provinces merged into one in 1983, Sister continued working in the newly formed US Province finance office while obtaining her Masters degree in Business Administration. She was named Corporate Treasurer in 1987.

Sister has served on many hospital, nursing home and foundation boards as well as the NATRI board from 2001 until the merger with LRCR, now known as RCRI. She is currently serving on the RCRI board. Sister also served as a consultant for NATRI and NRRO from 1993 until 2008.

James Ceplecha is the Managing Director of the Retirement Planning division of Christian Brothers Services. Jim has been with Christian Brothers Services for 28 years, the last 20 as Managing Director. He received a Bachelor's degree in Accounting from DePaul University and is a Fellow of the International Society of Certified Employee Benefit Specialist.

Lauren Compere is Managing Director and the Director of Shareholder Advocacy at Boston Common Asset Management (www.bostoncommonasset.com), an employee-owned U.S. social investment firm. She has primary responsibility working with Boston Common clients and oversees Boston Common's global shareholder engagement initiatives. Ms. Compere has worked in the social investment industry for 20 years and has 14 years of experience in global social investing and is a frequent speaker at industry conferences.

Ms. Compere is currently the Co-Chair of the U.S. Social Investment Forum's (www.socialinvest.org) International Working Group and the Emerging Markets Disclosure Project (EMDP). She previously served as the co-chair of the Access to Health Working Group (2005-2008) and the Human Trafficking Sub-Committee (2006-2008) at ICCR (Interfaith Center on Corporate Responsibility (www.iccr.org)). She is the primary author of a white paper called **How & Why: Corporations Responding to AIDS** (ICCR, Corporate Examiner, March 16, 2007). Ms. Compere received her BA in Environmental Studies from the University of Vermont, and her MS in Community Economic Development from Southern New Hampshire University. She has completed the Certified Financial Planner (CFP) Certificate Program at Boston University.

Colleen Coyle is a partner in Akin Gump Strauss Hauer & Feld LLP resident in its Washington office who specializes in civil litigation. She has worked with religious institutes over the past five years on restructuring issues and in advising the restructured religious institutes on day-to-day legal matters. Ms. Coyle received her BA from Georgetown University and her JD from The Catholic University of America.

Robert R. Craig, CPA Partner-in-Charge of Not-for-Profit and Governmental Services, Bob is the Managing Partner of Craig, Fitzsimmons & Michaels, LLP and is the executive responsible for the administration of their not-for-profit and governmental practice. Over the past twenty years Bob has gained extensive experience working with Catholic charitable organizations and other not-for-profit organizations providing quality audit services and advising clients regarding best practices for managing and governing not-for-profits. Bob has been directly involved in providing consulting services for not-for-profits of all sizes. Bob is a member of the Suffolk County Chapter of New York State Society of CPA's Nonprofit and Government Accounting Committee. In addition, Bob has been published, writing articles focusing on internal controls, tax and regulatory issues affecting not-for-profits. Bob's clients have benefited from his ability to understand, assess and address all types of needs, issues, and concerns that not-for-profit organizations face today.

Pat Del Ponte ^{PE LEED® AP} — Equipped with over 30 years of industry experience, Pat has worked with more than 15 religious orders across the country, assisting them with defining and implementing their goals. Hoffman LLC's director of planning services and a Leadership in Energy and Environmental Design (LEED®) Accredited Professional, Pat is a member of the American Planning Association, the American Society of Civil Engineers, and the Society of the Advancement of Gerontological Environments. A graduate of the Milwaukee School of Engineering (MSOE) with a Bachelor of Science in Architectural Engineering Technology, Pat has been a recipient of the MSOE Alumni Award for Outstanding Achievement.

Sister Maureen Doherty, Treasurer, Sisters of St. Joseph of Boston. For the past eleven years, Sister Maureen Doherty has been the Treasurer for the Congregation of the Sisters of St. Joseph of Boston and also sits on their investment committee. She was part of a group that planned the renovations of the Motherhouse of the Sisters of St. Joseph of Boston.
This was the first residential green building in Boston.

Maureen has been a Sister of St. Joseph for fifty-two years. Prior to becoming Treasurer, she taught junior high school for twenty-three years, served as the Principal of St. Raphael School in Medford, MA for ten years, and was Administrator of the sisters' retirement home for five years.

Rev Séamus P. Finn OMI has been Director of the Justice/Peace and Integrity of Creation Ministry, Missionary Oblates of Mary Immaculate in Washington DC since 1986.

The office supports the mission of the congregation and is also responsible for the Socially Responsible Investment program both for the U.S. province and for the General Administration of the congregation. This program includes an active screening process as well as shareholder activism and a robust program of engagement with the managers of major U.S. and European corporations. The program is grounded in Catholic Social Teaching on the promotion of the dignity of the human person and on active solidarity with the work of Oblate missionaries throughout the world.

Fr. Finn has represented the Oblates at the Interfaith Center on Corporate Responsibility www.iccr.org in New York since 1988. He represents the Oblates on the executive committee of the International Interfaith Investment Group www.3ignet.org. Fr. Séamus believes that the active integration of the faith and values of the religious community into their advocacy efforts and into their financial investment decisions can be a leaven for promoting sustainable human communities. He also believes that faith communities can make a positive contribution to the search for innovative policy alternatives that allow the poor and marginalized to access the benefits of globalization.

M.J. Griffin, OSF, MSA is Treasurer for the Sisters of St. Francis of Mary Immaculate, Joliet, and was Co-Chair of the Project Team responsible for implementing the skilled nursing and rehabilitation licensure, renovations, senior living development, and related programs and services for Our Lady of Angels Senior Community, a lay and religious integrated geriatric center of excellence. Her Masters degree has a focus in not-for-profit management.

Joanne Hanrahan, SSND, Ph.D. is a School Sister of Notre Dame. She currently serves as coordinator of a reconfiguration process for four U.S. provinces of School Sisters of Notre Dame who will become one province in June 2011. Prior to this ministry she was in Provincial Leadership and served as chair of the SSND Leadership Conference in North America, represented LCWR on the National Advisory Council, USCCB, served as a Trustee of the SSND Cooperative Investment Fund and was a Trustee Board member of the College of Notre Dame of Maryland. As a teacher and administrator, she has worked to make education a means to transform people's lives in terms of learning and empowerment. Her professional work includes communication training, facilitation, consulting, team building and organizational planning both nationally and internationally. She is a member of SOL (Society for Organizational Learning).

Skip Hedger is a Principal of Kerber, Eck & Braeckel LLP (KEB), a regional firm of certified public accountants and management consultants located in the Midwest. He founded the firm's management consulting practice in 1986 and continues to direct the practice in the Springfield, Illinois office. Skip serves as a confidential consultant and advisor to leadership teams of religious institutes and has substantial experience providing specialized consulting services such as strategic planning, stewardship assessment, group process facilitation and consolidation and mergers. Skip has a Bachelor of Arts degree in Government from Southern Illinois University - Carbondale and a Master of Arts degree in Administration from the University of Illinois. He is a member of the Institute of Management Consultants and is a Certified Management Consultant.

Julie Heiberger AIA NCARB LEED® AP — With nearly 20 years industry experience, Julie has provided her architectural and planning services to more than 10 religious orders throughout the United States. A project architect at Hoffman LLC, Julie is a Leadership in Energy and Environmental Design (LEED®) Accredited Professional and a member of the American Institute of Architects, the Society of the Advancement of Gerontological Environments, and a National Council of Architecture Registration Boards certificate holder. She received her Master of Architecture, with an emphasis in Environmental Behavior, and her Bachelor of Science in Architectural Studies from the University of Wisconsin—Milwaukee, where she also spent time as an adjunct professor of architecture.

Andrew Kopon, JD serves as national counsel for Christian Brothers Services and had worked as national and regional counsel for product manufacturers. His extensive trial work has been in a variety of matters, including wrongful death cases, product liability, insurance coverage, and employment law. Mr. Kopon's trial experience includes the defense of catastrophic injury, and wrongful death cases. His employment practice includes federal and state statutory and common law actions. He has served as a faculty on prestigious national and state defense trial programs. He has tried high profile cases and has also argued before the Illinois Supreme Court on behalf of his clients.

Mr. Kopon earned his B.A. degree from Providence College and his J.D. from The John Marshall Law School in Chicago, Illinois. He has been admitted to practice **District Court, Northeast District of Illinois**, Federal Trial Bar (1984), **New Jersey and U.S. District Court, District of New Jersey** (1982) and **U.S. District Court, Northern District of New Jersey** (1980).

Karen Krall, OP, MBA was Treasurer for the Sinsinawa Dominicans, and is currently Finance Director for the Sisters of St. Francis of Mary Immaculate. In both roles, she was instrumental in re-directing congregational leadership in finding and implementing solutions that resulted in financially and programmatically viable programs and facilities for elder religious members. Sr. Karen has been an NRRO Consultant for other religious congregations. Her Masters degree in business administration was with a major in finance.

Michael Langlais currently leads a product development team at RiskMetrics ESG Analytics (part of MSCI Inc., a leading provider of investment decision support tools to investors globally). His team is focused on developing research and systems to facilitate the implementation of social, religious and sustainability goals for concerned investors. Michael joined the Investor Responsibility Research Center (IRRC), now part of MSCI Inc., in 1999 and over the years has assisted numerous religious organizations through the process of articulating and applying investment screens and other ESG strategies to ensure that values align with investment decisions. Prior to joining IRRC, Michael worked in the U.S. Senate and monitored labor and employment law issues for a private law firm.

Lynn Levo, CSJ, Ph.D., a Sister of St. Joseph of Carondelet, is a licensed psychologist, consultant and lecturer. She received her Ph.D. from the University of New York at Albany, completing her clinical training at The University of Kansas School of Medicine. Lynn consults with religious congregations of women and men, and dioceses on mutuality, transitions and stress, anger, managing conflict, effective communication and healthy personal, sexual and spiritual development across the life span. Lynn has presented nationally and internationally to women and men religious and intercommunity novitiates and seminaries on fostering healthy integrated sexuality, celibacy, relationships, intimacy, mutuality in community, emotional intelligence and on the Internet and Cybersex. Her recent publications include: *Midlife Infatuations*, *The Internet and Cybersex*, *Cybersex Case Studies*, *Controlling Images and Disconnections*, *Joy Requires Tending*, *Emotional Intelligence and Ministry*, *Understanding Defense Mechanisms*, *The AGON of Diversity*, *Busyness*, *Dreaming and Visioning our Own Futures: Leaders' Roles in Encouraging Members to Actively Imagine What Can Be*, *Holy Narcissism and Hope Matters*. Lynn served as the Director of Education and Editor of *Lukenotes* at Saint Luke Institute, Silver Spring, MD for 12 years. Prior to serving in this capacity, Lynn was a member of her congregation's leadership team. Currently, Lynn is a consulting psychologist in private practice.

Hertha Longo, CSA, PhD has served as General Treasurer of the Sisters of St. Agnes for almost 18 years. She is also the Chair of the Board of RCRI after having served as the Board Chair of NATRI. Hertha holds a nursing degree, an MBA from Fordham University and a Ph.D. from Notre Dame University. She has also a very active consultant for NATRI and NRRO and continues her work with religious institutes with RCRI as well. Hertha is currently working with two religious institutes (1,000 plus combined membership) on a joint Alzheimer's unit project as she is also involved in enrolling institute elders in a family care Medicaid waiver program.

Anastasia Lott, MM is a Maryknoll Sister who has served in Venezuela (as a lay missionary), Kenya and Namibia. She has been primarily involved in pastoral work, development education, and health education and administration. She has been the Congregation's Planned Giving Director since 2003 and serves on several Congregation and Development Department committees, including resources, direct mail, and web.

Mark MacDougall a former federal prosecutor, has practiced law for more than 25 years and is a partner in a major national law firm in Washington, DC. Mark has represented religious institutes since 1998 in a wide range of matters involving litigation, corporate law and organizational structure. He is a trustee of the Public Defender Service of the District of Columbia and a director of the Center for Justice & Accountability – the San Francisco based human rights organization that successfully brought criminal charges in Spain against the Salvadoran military officers responsible for the killing of six Jesuits and their household staff in 1989. Mark is a graduate of the University of Notre Dame and received an MBA from Boston University and a law degree from The George Washington University.

Sister Maryann McKeogh, CSFN Originally born and raised in Philadelphia, PA, S. Maryann currently ministers in Des Plaines, IL as the treasurer of the Sisters of the Holy Family of Nazareth's newly formed province. In May, 2007, all 5 provinces of the Sisters of the Holy Family of Nazareth in the US joined to form one province. Previously, S. Maryann worked as the assistant controller at Holy Family University, Philadelphia, PA. She also served as an educator at Nazareth Academy High School, Nazareth Academy Grade School, St. Katherine of Siena, and Our Lady of Calvary schools, all located in Philadelphia, PA.

S. Maryann obtained a B.A. in Computer Science (1992) and an MBA in Finance from LaSalle University (1998).

Brother Bob Metzger, SM is Associate Director for Planning and Education at the National Religious Retirement Office (NRRO). Brother Bob is a member of the Society of Mary (Marianists), Province of the United States. He is a Certified Public Accountant (retired) in the State of Ohio. He has served his community as Assistant Treasurer and Treasurer and was a member of his Provincial Council before the merger of four Marianist provinces in 2002. He was chair of the Treasurers' committee that oversaw the financial, accounting and legal portions of the merger. He has also served as the Director of Finance in the new province. He has volunteered as a consultant for NRRO and NATRI since 1987.

Mary Jo Moran, PhD, SPHR is Executive Director of the National Association of Church Personnel Administrators (NACPA). Prior to 2005 when Mary Jo assumed the position of NACPA's Executive Director, she had a coaching and consulting practice where she earned a reputation of providing skilled and practical guidance as a coach, organizational development consultant and a facilitator in both the not-for profit and for profit sectors. In addition to her clients in the United States, she has worked internationally in Singapore, Budapest, Dublin, South Africa and throughout Mexico and Canada.

Her areas of expertise include:

- Executive and team effectiveness coaching
- Leadership and team development
- Organizational diagnosis
- Change management
- Conflict management

Mary Jo has held a variety of management positions in different industries including the position of director of human resources.

John Mullin, Ph.D. Dr. Mullin is a senior managing director and portfolio manager in Mesirow Financial's international equity division. He joined the firm in November 2008 from Bear Stearns Asset Management, where he was responsible for research and development for the international equity team. Prior to Bear Stearns Asset Management, John served as chief equity strategist for ABN AMRO's Americas Division; chief Latin America equity strategist for Salomon Brothers; and global equity analyst for Smith Barney. Prior to that, he worked as a senior international economist at the Federal Reserve Bank of New York. He earned his bachelor's degree from the University of California at Berkeley and his doctorate from UCLA.

Constance Neeson, LSW is Coordinator of Consulting Services, Benefit Eligibility Management for Religious for Brenner, McDonagh & Tortolani, INC. She is a Licensed Social Worker in the state of Indiana. Her ministry is assisting members of religious communities to apply for government benefits for which they are eligible. Constance gained her knowledge of government programs through serving for 8½ years as a Medicaid caseworker with the state of Indiana.

The 2008 revision of her "Government Programs Resource" is available on the LRCR Website under Programs. Constance has been a featured speaker at the past seven national conferences for the National Association for Treasurers of Religious Institutes (NATRI). She has spoken on topics such as Government Programs, managing databases, and the latest changes in Medicare. Constance also monitors the RCRI ListServ and provides help with eligibility issues.

Sue Novak, CPA, is a partner in the Not-for-Profit Services Group of the Michigan-based accounting firm Plante & Moran., PLLC. Sue has more than 20 years of experience in the not-for-profit industry. She has provided accounting, auditing, tax and management consulting services to a variety of not-for-profit organizations and religious congregations. She has worked with religious congregations throughout the United States and internationally on financial statement audits, analyses of congregation resources, planning and operations. Sue has had responsibility for the development of Plante & Moran's standard audit programs for not-for-profit organizations. She has presented on technical accounting issues at national, state, and firm not-for profit education seminars.

Sue received her Bachelor of Science in Accounting from Oakland University and is also a graduate of Leadership Oakland IX. In addition to her corporate responsibilities, Novak is a technical reviewer for not-for-profit accounting and auditing textbook published by Harcourt Brace.

Sr. Margaret Perron, R.J.M. is a member of the Religious of Jesus and Mary and currently serves on its U.S. Province leadership team. She was the founding director of the Division of Religious Immigration Services (DRIS) at the Catholic Legal Immigration Network, Inc. Marge has twenty two years experience as an immigration attorney and has served as Associate Director of the Legal Resource Center for Religious in Silver Spring, MD; Director of Associated Catholic Charities' Immigration Services Program in Washington D.C.; and a staff attorney for Catholic Charities' Immigration Services Program in Silver Spring, MD. She currently serves as an RCRI board member and an NRRO consultant.

Sister Margaret is a graduate of the Columbus School of Law, Catholic University of America and a member of the Maryland Bar, the District of Columbia Bar, and the U.S. District Court.

Michael Pulling, MBA assisted both the Sinsinawa Dominicans and the Joliet Franciscan Sisters in planning and implementing their long term care programs and facilities. He served as Planning Coordinator to assist in the development process of Our Lady of Angels Senior Community. In his role as President of Health Care Management Associates, Inc., he and his colleagues have provided planning and implementation expertise to over ninety religious institutes throughout the United States and Canada in consultant, planning coordinator, advisor, and interim and long range management roles. His Masters degree in business administration focused in finance and organizational development. He completed the Cornell University, Sloan Institute of Health Administration, Health Executives Development Program.

Gary Riebe-Estrella treats traditional theological themes and questions of theological methods from within the experience of the U.S. Latino community. His research includes the role of Latino Catholics as church in the U.S., the world of religious imagination in Mexican popular religion, issues in multiculturalism, and culturally responsible theological formation for Latino pastoral agents. He is co-editor, with Timothy Matovina, of *Horizons of the Sacred: Mexican Traditions in U.S. Catholicism*.

Gary has a wide breadth of experience out of which these interests have grown. In the mid-1970's he founded a college level house of formation in East Los Angeles for Mexican-American seminarians, called *Casa Guadalupe*. In the seven years he was there, Gary became involved in grass-roots community organizing, did chaplaincy in Spanish at a mental hospital and taught Chicano Studies at Cal State L.A. From East L.A. he moved to Tucson, Arizona, to head up the diocese's efforts in education and in pastoral planning. In the meantime he served on his provincial council and as a consultant to a number of groups trying to adapt seminary to the cultural context of Latinos. He served for two years on the staff of the National Conference of Catholic Bishops as Director of Project 13 on Hispanic Vocations and Formation and has been a long-time member of the Formation Committee of the Conference of Major Superiors of Men.

After earning an S.T.D. in Practical Theology from the Pontifical University of Salamanca in Spain, Gary became a member of the faculty of CTU in the department of cross-cultural ministries. After four years of teaching, Gary became Vice President and Academic Dean and served in that capacity for 13 years, stepping down in July 2009. That same year, Gary was elected for the second time to be president of the Academy of Catholic Hispanic Theologians of the United States. In the meantime Gary has continued to serve his religious congregation, the Divine Word Missionaries, as Zonal Coordinator for North, Central and South America.

In 2008 Gary received the Emily Penet Award for outstanding contributions to formation for religious life from the Religious Formation Conference and in 2009 the Angelina Márquez Award from the Archdiocese of Chicago for lifetime contributions to Hispanic Ministry.

Laura Reicks, RSM, MBA, is the Treasurer of the Sisters of Charity, BVM of Dubuque, Iowa. From 1999 through 2006, she served as the Executive Director of NATRI. Laura was instrumental in the development of TRENDS and the training and consultation services that facilitate its usage. She remains an active TRENDS Trainer and consultant.

Brother Hank Sammon FMS, JCL is a member of the Marist Brothers of the Schools. He has served his Province as an elementary and high school teacher and administrator in his Province's schools in Oregon, Illinois and New York and well as Provincial Treasurer. He holds a Masters Degree from the University of Notre Dame in School Administration and Finance and a Licenciante in Canon Law from The Catholic University of America. For the last seven years he has been one of the Associate Directors at the National Religious Retirement Office.

Donna Sauer Miller, JD, JCL has been the Associate Director for Civil Law at the Legal Resource Center for Religious since May 1, 2006, and is the current Associate Director for The Resource Center for Religious. Donna received her BS in Education from Brescia College in Owensboro, Kentucky. She then taught in Catholic elementary schools for eight years before earning her law degree from the Catholic University of America in 1995. After practicing law four years in a civil law firm and two years as a criminal prosecutor, Donna earned her canon law degree from St. Paul University in Ottawa. For two years she served as a judge in the Owensboro Marriage Tribunal, as a diocesan canonical advisor, and as Diocesan Coordinator for the Office for Safe Environment. Since coming to LRCR, Donna has researched and addressed numerous issues of interest to members of religious institutes and societies of apostolic life, including various aspects of public benefits, taxes, powers of attorney, and policy reviews.

Frank Van Nostrand has been the Public Affairs Specialist for Social Security in Orange County for the past 12 years. He is in his 37th year working for Social Security. Prior to his current assignment Frank was the manager of the Laguna Niguel and Newport Beach offices for 12 years. Prior to that, he worked in technical and management positions in Orange County. In addition to his experience in field offices, Frank also worked for three years as a Claims Examiner in Social Security's Western Program Service Center in Richmond, California.

Frank came to work for Social Security directly out of college, graduating with a BA from the University of Southern California and an MA from Stanford University. Frank, a native Californian, has two adult daughters and has lived in the Saddleback Valley for the last thirty two years.

Daniel Ward, OSB, JD, JCL is a Benedictine monk of St. John's Abbey, Collegeville, MN. Dan has advanced degrees in Systemic Theology, Canon and Civil Law and was professor of Canon and Civil Law at St. John's University. Presently he is the Executive Director of the Resource Center for Religious Institutes. He is an author, lecturer and legal consultant and is on the Council of the President for the American Cassinese Congregation (OSB).

Keith Zekind is the Director of Finance for the Congregation of the Passion, Holy Cross Province, based in northwest Chicago. Keith is a member of RCRI's Board, the Pension Board of Christian Brothers, NRVC's Finance Advisory Committee and NCDC's Accountability Task Force. Keith also is Treasurer of Pathways to Hope, a CMSM Region 5 sponsored organization that provides outreach to victims/survivors of sexual misconduct. He also is active with his Province boards, including the Lay Advisory Board, Investment Advisory Board, Stewardship, Revisioning, Asset Repositioning and Strategic Planning Committees. After receiving his Bachelor's in Accountancy from Western Michigan University in Kalamazoo, Keith headed to Chicago, where he has been for the past 22 years. He began his career with a Big Eight public accounting firm and later became Assistant Controller of a billing office for a large Catholic hospital.