

MEMORANDUM

DATE: March 25, 2024

TO: Council Voting Members

FROM: Council Nominating Committee:
Jodi Morton, Chair Cheryl Gooding Kate Shattuck
Mary Brady Janet Osborn Mary Gay Sprague
Christy Brundage Karen Penn Mary Karen Wills

SUBJECT: Slate of Nominees for Elective Positions

The Nominating Committee submits for consideration this year's nominees:

- Seven for Members-at-Large, Board of Directors (three-year term)
- One for Member-at-Large, Board of Directors (unexpired two-year term)
- Two for Members-at-Large, Board of Directors (unexpired one-year term)
- Two for Members-at-Large, Board of Directors (one-year term, teen girls)
- Three for Members of the Nominating Committee (three-year term)

In accordance with the Council's Bylaws, twenty-one members-at-large of the Board of Directors are elected for three-year terms in rotation; that is seven members elected each year except where nominees are elected to fill an unexpired term. Two teen girls are also elected for a one-year term on the Board of Directors each year. Three Nominating Committee members are elected each year in rotation out of a total of nine, except where nominees are elected to fill an unexpired term.

All nominees were chosen for their willingness to commit themselves to the goals of Girl Scouting and bring their skills to the organization. With their background and experience these new members, together with the ongoing members of the Board and Nominating Committee, will provide leadership for our future. A biographical profile of each nominee follows. Ongoing Board and Nominating Committee members bios are listed on subsequent pages for your information.

The Nominating Committee worked many hours to build the attached slate and unanimously recommends the following nominees to the Council for election.

Attachment
Nominees and ongoing Board and Nominating Committee Members

NOMINEES FOR MEMBERS-AT-LARGE, BOARD OF DIRECTORS

Three-year Terms: **October 1, 2024 – September 30, 2027**



Mary Abbajay
Washington, DC

President & CEO
Careerstone Group LLC

Mary joined Girl Scouts Nation’s Capital Board of Directors in 2023 and is a member of the Major Gifts Committee. She enjoyed being a Girl Scout Brownie growing up—especially loved the uniform and her troop leader—which happened to be her mother.

Mary Abbajay, author of the best-selling, award winning ***Managing Up: How to Move Up, Win at Work, and Succeed with Any Type of Boss*** is the president of Careerstone Group, LLC, a full service organizational and leadership development consultancy that delivers leading-edge talent and organizational development solutions to business and government. As a sought-after author, speaker, consultant, and trainer, Mary helps clients develop the strategies, skills and sensibilities needed for success in the 21st century.

Mary Abbajay brings over 20 years of leadership experience, with a master’s degree in Organizational Management, and post-graduate certificates from Georgetown University and the Coaches Training Institute. In addition to being an entrepreneur and consultant, Mary has served as adjunct faculty at George Mason University’s School of Management and has taught at both Montgomery College and the Georgetown University Center for Professional Development. Mary is the co-host of the weekly workplace advice podcast, [Cubicle Confidential](#) and is a highly rated LinkedIn Learning instructor. As a frequent expert contributor for television, radio, and print publications Mary provides practical leadership and career guidance. Her work and advice have appeared in the *New York Times*, *Harvard Business Review*, *Fast Company*, *Forbes*, *The Financial Times*, *The Wall Street Journal*, the *Huffington Post*, *Money Magazine*, *Southwest Airlines Magazine*, CNN.com, Monster, CNBC, and the BBC.

Mary currently serves on Truist Bank’s Community Board for Greater Washington is a past Board Chair for Leadership Greater Washington where she has chaired and led the adult Signature program, the Youth Leadership Program, and the Rising Leaders Program. She was a volunteer mentor for Mentor’s Inc., an urban youth mentoring program and served for six years on the Board of Directors of the Woolly Mammoth Theatre in Washington, D.C. Additionally, Mary was the co-owner of the Toledo Lounge and Crush Nightclub in Adams Morgan. Past honors and awards include *Washington Business Journal’s* Women Who Mean Business and was a Smart CEO’s Brava Award. Mary lives in Washington DC, with her husband and fur baby, Valentino.



Morlon Bell-Izzard
Washington, DC

Senior VP of Customer Operations & Chief Customer Officer
Pepco Holdings

Morlon joined Girl Scouts Nation’s Capital Board of Directors in 2022. She served on the CEO Search Committee and is a member of the Women’s Advisory Board, Governance and Audit Advisory Committees, and the Investment Committee.

Morlon Bell-Izzard provides overall leadership responsibilities for Pepco Holdings’ customer strategic governance and planning. She also oversees financial planning, process and technology initiatives, and customer experience where she is responsible for customer research, data analytics and ensuring the voice of the customer is incorporated into all programs.

Morlon joined Pepco Holdings in 2019 from parent company Exelon, where she was responsible for the integration of customer systems and processes for Exelon’s six energy utilities and led efforts to identify and implement customer experience best practices. Prior to that, she spent 22 years with BGE in various leadership roles, including director of Customer Care, director of Business Transformation, manager of Customer Projects and Systems Support, director of Customer Relations Initiatives, and supervisor of Applications Development.

Morlon is actively involved in the local nonprofit community and currently serves on the Better Business Bureau of Metropolitan Washington, DC and Eastern Pennsylvania. She is also a graduate of Leadership Baltimore County.

She earned a Bachelor of Science degree in Commerce with a concentration in Accounting from the University of Virginia and obtained executive certification in Transformational Leadership from The Darden School of Business. She is also a certified public accountant.



Nancie Lynch (Suzuki)
Bethesda, MD

Executive Director
Richard E. and Nancy P. Marriott Foundation, the Nancy Peery Marriott Foundation, and the Marriott Daughters Foundation

Nancie Lynch (Suzuki) is the Executive Director of the Richard E. and Nancy P. Marriott Foundation, the Nancy Peery Marriott Foundation, and the Marriott Daughters Foundation, two of which focus on the Washington, DC region. Over the past 19 years, Nancie has taken these foundations from grant-making entities to impactful foundations that support the surrounding communities through mindful partnerships.

The foundation’s focus on education and youth enables Nancie to further her vision that every child deserves the same opportunities regardless of their background. Her passion is driven by her own experiences. As a child of immigrant parents, Nancie went to public school in a small town that gave her the best education it could and was the first in her family to get a college degree.

A graduate of Salisbury University's Perdue School of Business, Nancie then went on to get her MBA at the University of Maryland University College. She currently serves on the board of Easterseals DC/MD/VA and Leadership Greater Washington.

On a personal note, Nancie enjoys spending time with her husband Kris, her daughter Jordyn, and son Dax. She also loves scuba diving and is a PADI-certified Divemaster.



Jodi Morton
Ashburn, VA

Partner and US Chief Data Officer
KPMG

Jodi is a Lifetime Girl Scout member has been a member of Girl Scouts Nation's Capital Board of Directors since 2021. She is a member and current chair of the Nominating Committee, member of the Golf Classic Committee, and is serving as the co-chair of the Major Gifts Committee. She is passionate about Girl Scouts and has held several volunteer positions in the Council including serving as National Delegate for the 2020 National Council Session. She is also a member of the Women's Advisory Board (WAB), and an Adult Educator and Area Training Manager. She is a former member of the Diversity, Equity, and Inclusion (DEI) Ad Hoc Task Force, STEM Advisory Group, and has held other Girl Scout positions such as Association Money Manager, Troop Leader, Association Delegate, LOGO Chairperson (Loudoun Older Girl Organization), Gold Award Panel Member, and Service Unit Manager.

As Chief Data Officer at KPMG, Jodi drives the firm's data strategy to build a state-of-the-art data supply chain, and the related governance, standards and processes. Prior to joining KPMG, Jodi worked at Freddie Mac for 15 years, most recently as Vice President and Chief Data Officer for the Single-Family Business. Jodi is also an alumnus of PwC.

Jodi is a CPA. She earned a master's degree in finance from American University, a B.S. in accounting and B.S. in business administration from the College of Charleston in Charleston, SC.



Kathleen Purtill
Alexandria, VA

Principal
Deloitte's Government & Public Services

Kathleen is a former US Navy officer with more than 20 years of experience in government consulting focused on delivering enterprise transformation enabled by innovation and technology.

Kathleen leads Deloitte's civil government sector, which encompasses a wide range of clients including the Department of Treasury, Department of Commerce, Department of Transportation, Department of State, Department of Energy, Department of Housing and Urban Development, Department of Agriculture, Department of Social Security, and Department of Education as well as the US Postal Service and US Agency for International Development. She is an experienced

business advisor with a proven track record of delivering large, digital-enabled business transformations and has more than 20 years of professional consulting experience across both the private and public sectors.

Kathleen serves as a Board Member for Athletes for Hope and is on the Women's Advisory Board, of Girl Scouts Nation's Capital. Additionally, Kathleen is passionate about mentoring veterans transitioning out of the military, including a 7-year commitment with American Corporate Partners – something close to her heart as a veteran herself. Outside of the office, Kathleen enjoys spending time and remaining active with her husband and three kids. She is an avid runner and enjoys anything and everything to do with the outdoors.

Kathleen earned her Bachelor's in Business Administration from Villanova University. She had the fortune to return to Villanova to teach Leadership and Ethics while also earning her Master's in Business Administration. As a lifelong learner, Kathleen has retained her PMP and earned her NACD Certification.



Anne Scott
Rockville, MD

Deputy General Counsel
Covington & Burling, LLP

Anne is a Lifetime Girl Scout member and joined Girl Scouts Nation's Capital Board of Directors in 2022. She served on the CEO Search Committee and is a member of the Council Recognitions Panel and the Grievance Committee. She is also former Chair and member of the Nominating Committee. She has held multiple volunteer positions in Girl Scouts including as a three-time Delegate to the National Council Session, but Anne is most proud of the priceless time she spent as the leader of her daughter's troop.

Anne Scott leads a dedicated team of attorneys and staff who provide in-house advice to Covington lawyers on professional conduct issues. In recognition of her expertise, Anne was appointed to the D.C. Bar Rules Review Committee, tasked with updating the professional conduct rules for lawyers in the District. She graduated with a B.A. *magna cum laude* in women's studies from the University of Pennsylvania and a J.D. *cum laude* from the University of Michigan Law School.

Because she is passionate about electoral access and voting integrity issues, Anne has volunteered for multiple election cycles with the Lawyers Committee for Civil Rights' Election Protection Project. She is proud to have observed on behalf of the Democratic Party at polling places and vote counts in the last three Presidential elections, including as an observer of the contested vote count in Erie, Pennsylvania in 2020.

Anne also serves on the vestry of Christ Episcopal Church in Rockville, MD, a vibrant community of which she is so happy to be part. She and her husband have three accomplished and hilarious offspring, two pushy tuxedo cats, and two feckless Goldendoodles.



Cheryle Thorne-Harris
Washington, DC

Commercial and Industrial Leader
Capital Bank, N.A.

Cheryle is a Lifetime Girl Scout member and became a member of Girl Scouts Nation’s Capital Board of Directors in 2020. She served on the CEO Transition Team and is a member of the Investment Committee, Women’s Advisory Board (WAB), former co-chair of the Diversity, Equity, and Inclusion (DEI) Ad Hoc Task Force, and former member of the Strategic Planning Ad Hoc Committee. She is also a member of the Juliette Low Legacy Society (JLLS) and the recipient of the Girl Scout Appreciation Pin, Thanks Badge I, and Thanks Badge II honoring her volunteer service to the Girl Scouts. Cheryle was the Board Chair of Girl Scouts of Colonial Coast before moving to the Washington, DC area.

As a Senior Vice President, Commercial & Industrial lender with Capital Bank, N.A., Cheryle works with small business clients helping them build wealth by providing access to capital in the VA, DC and MD markets. She has had the benefit of holding positions in Treasury Management consulting, lending, and management with various financial institutions, which provides a solid foundation for her to consult with businesses and deliver all-encompassing creative financial solutions. Prior to joining Capital Bank, Cheryle was the Vice President and Relationship Manager in Commercial Banking at Burke & Herbert Bank. She was also a Senior Vice President at BB&T Bank.

Cheryle is a true advocate for small businesses and is never too busy to participate in community event discussions on women leadership and access to capital. She has participated as a panelist for the Norfolk Southern WiNs “Women’s Education – Women’s Empowerment” event, Norfolk State University Women Economic Development Center’s “Sister to Sister” event, the Commercial Banking Panel at The College of William and Mary, the 2019 symposium for racial equitable community development panel, the 2019 & 2022 Washington Business Journal’s Bizwomen event and a guest speaker for The Offices of Two Five & J.

Cheryle holds a finance degree from The College of William and Mary and her MBA from Regent University. When she is not volunteering, she loves to bike, travel and scrapbook.

Two-year Unexpired Term: October 1, 2024 – September 30, 2026



Matthew Ferguson
Fairfax, VA

Senior Trial Counsel in the Office of the General Counsel
U.S. Securities Exchange Commission

Matthew Ferguson is a Senior Trial Counsel in the Office of the General Counsel at the U.S. Securities Exchange Commission. He has previously served as a counsel at the U.S. Department of Justice, an associate at the law firm Sidley Austin in New York City, and a law clerk to the Honorable Alicemarie H. Stotler for the U.S. District Court for the Central District of California.

Matt is a lifelong Scout, earning his Eagle Scout in his hometown of Cleveland, Ohio. In Girl Scouts Nation's Capital, he has been a troop leader, a Service Unit SHARE Chair, and an Association SHARE Chair.

Matt has been a co-leader of Troop 4914 (and its earlier iterations) for many years. In that time, he helped his Troop camp, canoe, kayak, and hike. They have built little-lending libraries, maintained trails and watersheds, painted benches and buildings at Council properties, held community movie nights, and even excavated an underground tunnel system in a Fairfax County Park. Matt is particularly committed to the outdoors: he has helped restart a teen high adventure group in Fairfax, led several high adventure encampments, is an active high adventure leader and trainer, and is a certified trainer for canoeing and kayaking.

Matt has a J.D. from the University of Southern California, an M.A. in Applied Ethics from the Katholieke Universiteit Leuven in Belgium, and an A.B. in Philosophy from Princeton University.

One-year Unexpired Term: October 1, 2024 – September 30, 2025



Joanne Berdine
Falling Waters, WVA

Instructional Designer
Citigroup

Joanne Berdine was born and raised in England where she spent a brief time in the Girl Guides organization. She currently lives near Martinsburg, WV with husband Kevin. They are proud parents to Emily and Cassidy who both earned the Girl Scout Gold Award and are lifetime members. She moved to the United States in 1989 and within a year began her career with the global banking organization, Citigroup. Over the past three plus decades, she has gained experience in a variety of roles. She is currently a Learning Experience Designer responsible for working with business partners to create and maintain web-based and in-person learning solutions.

Joanne began her adult Girl Scout career in 2006 when she became a Daisy Troop leader so both daughters could have the Girl Scout experience. Four Gold Award recipients later, she stepped back from her leader role in 2019 when the last of her troop graduated high school. Joanne is a lifetime member who has been a troop leader, Service Unit Welcome Specialist, step team coach, and has co-chaired several local events. As a volunteer with Girl Scouts Nation's Capital, she has been recognized with the Outstanding Leader, Outstanding Volunteer, Appreciation, and Nation's Capital pins/awards as well as the Commend Coin.

Joanne is passionate about giving back to her community and has earned the President's Volunteer Service Award multiple times. As part of her work site's inaugural Community Involvement Team, she was responsible for initiating and fostering community partner relationships. Organizations supported include Relay for Life, The United Way, Habitat for Humanity, and March of Dimes as well as many local non-profits. As a result of her work with the March of Dimes, she was invited to take on board roles at the Western Maryland and DC/Baltimore Regional levels. She served in this capacity for about four years between the two boards. Currently, she actively volunteers with Girl Scouts, Quilts of Valor, YoungLives and various other organizations throughout the year through Citi community programs.



Tiffany Waddell
Darnestown, MD

Director of Government Relations
National Governors Association (NGA)

Tiffany is a member of Girl Scouts Nation's Capital Women's Advisory Board (WAB) and the Ad Hoc Congressional Aide Committee. She is a proud Girl Scout mom and a leader of her daughter's troop.

As the head of NGA's Office of Government Relations, she ensures Governors' federal priorities are kept at the forefront. She works closely with the nation's Governors, the White House, Congress, Federal Agencies, and the International Community on meaningful bipartisan solutions to the country's toughest public policy issues.

Before joining the NGA, Tiffany was a political appointee for nearly six years as Senior Advisor & Director of Federal Relations for Governor Larry Hogan serving as his Washington Representative. Before joining the Hogan Administration, she served as Manager of Government Affairs for Delta Air Lines, operating PAC and grassroots political activities for one of the world's leading airlines.

Tiffany serves on the board of advisors at George Washington University's Graduate School of Political Management and joined the adjunct faculty in the Fall of 2022. A Maryland native, Tiffany graduated from the University of South Carolina with a degree in political science and received her master's degree in legislative affairs from George Washington University.

She and her husband, Alex, live in Darnestown, MD with their daughter, Savannah, and two sons Brady and Grant.

One-year Term for Teen Girls: October 1, 2024 – September 30, 2025



Annabelle Bragdon
Woodbridge, VA

Student
Charles J. Colgan High School

Annabelle is a Girl Scout Ambassador in Troop 6329 and has been a Girl Scout member for eight years. She has earned her Silver Trefoil, Bronze, Silver and Gold awards. Her Gold award project addressed systemic issues in the swimming world with menstruation. She surveyed swimmers of all different levels on their experiences and tips on how to manage their periods while swimming. She made and practiced a presentation that addressed these things, and then presented the information in-person and online through demonstrations and personal tips. In the end, Annabelle made over 30 "period pouches" that were donated to many different local pools that included tampons and pads for girls to use when they needed them.

Currently, Annabelle serves on the Girl Advisory Board in addition to serving as Service Unit Delegate for the past two years and serving as the Assistant Delegate for the year before that. Realizing how much she loves public service; it has been her hope and dream to serve on the Board.

Other than her Girl Scouts activities, Annabelle is involved in countless other clubs and organizations ranging in focus from coaching her swim team and protecting the environment to debate and politics.



Treasure Cephias
Accokeek, MD

Student
Oxon Hill School

Treasure is a Girl Scout Ambassador in Troop 6545 and has been a Girl Scout member since 2013, beginning as a Daisy. Throughout the years, Treasure has served in various capacities at the council, service unit, and troop levels. As a unit leader, Treasure led a group of kindergartners through camp activities as they learned about the Girl Scout experience and traditions. She has also supported the Brandywine office by sorting and packing camp materials. Her troop has organized and hosted World Thinking Day and Winter Wonderland events for their service unit. From picking up trash to packing meals, Treasure has used her hands and heart to make the world a better place. She has also earned three of the highest awards in girl scouting: Bronze, Silver, and Silver Trefoil.

Born in the Nation's Capital, Treasure experiences her young life in southern Prince George's County, Maryland where she matriculates as a Science & Technology scholar at Oxon Hill High School majoring in biological science. Through her passion to understand human behavior as well as advocacy for mental health awareness, Treasure aspires to study psychology after her high school graduation in May 2025. Equally impressive to her 4.1 grade point average is her exemplary commitment to community service by earning over 600 service hours since ninth grade. Acknowledged by President Biden in 2023, Treasure earned the Presidential Volunteer Gold Award for 250 service hours.

To maintain her mental and physical health, Treasure prioritizes self-care. She enjoys travelling, coloring, listening to Korean pop music, and trying new make-up styles. Competing for over 10 years, Treasure is a figure skater on a synchronized ice-skating team competing locally, regionally, and nationally. Treasure values peaceful time at home where she resides with her parents, sister, and Snowflake, her cat.

NOMINEES FOR MEMBERS, NOMINATING COMMITTEE

Three-year Terms: **October 1, 2024 – September 30, 2027**



Mary Abbajay
Washington, DC

President & CEO
Careerstone Group LLC

Mary's full bio is on page two under "Nominee for Board Member-at-Large."



Matthew Ferguson
Fairfax, VA

Senior Trial Counsel in the Office of the General Counsel
U.S. Securities Exchange Commission

Matthew's full bio is on pages six and seven under "Nominee for Board Member-at-Large."



Tammy Lockett-Benjamin, MD, MBA, FACOG
Reston, VA

Medical Director
CareSource

Dr. Tammy Lockett-Benjamin is a board-certified Obstetrician/Gynecologist with over 25 years of experience in clinical medicine. She currently serves as a Medical Director at CareSource, a national nonprofit managed care organization. Prior to her transition to utilization management, Dr. Lockett-Benjamin worked in private practice and as an OB/GYN hospitalist. She earned her B.S. from Xavier University of Louisiana and received her M.D. from Louisiana State University School of Medicine in New Orleans. Additionally, Dr. Lockett-Benjamin holds an MBA from Louisiana State University in Shreveport.

Aside from her professional career, Dr. Lockett-Benjamin is also an active mother and community member. She is a proud parent of a Girl Scout Senior and a Girl Scout Ambassador, and has been a dedicated Troop leader for the past 11 years. Her commitment and leadership in this role have earned her the Jan Verhage Spirit of Leadership Award, and she is a Girl Scout Lifetime Member.

ONGOING OFFICERS, BOARD OF DIRECTORS



Barbara J. Krumsiek
Washington, DC

Independent Director
MISO Energy

Barbara grew up as a devoted Girl Scout in Queens, New York. She was quoted in a profile in the *New York Times*. When asked to describe her formative leadership experiences, she stated: “I have to credit the Girl Scouts. It was a huge part of my life growing up in Queens. It was an opportunity to learn selling through Girl Scout cookies. I always vied for the top selling awards. I remember having a troop leader have confidence in me that I could go off and lead a group of girls to start the campfire or whatever.” Barbara is in her second term as President of the Board of Girl Scouts Nation’s Capital, which started in 2020. She chaired the CEO Search Committee and is former First Vice President of the Board and served as a National Delegate for the 2020 National Council Session of GSUSA. She is Lifetime Girl Scout Member and a former member of the National Board of Directors for Girl Scouts of the USA.

Barbara’s professional background spans four decades in the asset management field, including former president, CEO and chair of Calvert Investments Inc., a \$14 billion asset management firm. Barbara led Calvert through a period of significant growth, tripling the firm’s assets under management.

An experienced corporate and non-profit Director, Barbara serves on the board of MISO Energy, Carmel, Indiana, where she chairs MISO’s Human Resources Committee. She is on the Board of Arabesque Holdings, London, and on the Investment Committees of the Robert I. Schattner Foundation. In 2015 Barbara was named senior industry fellow at Georgetown University’s Women’s Leadership Institute in the McDonough School of Business. Her prior board experience includes serving as independent director on the board of Pepco Holdings, Inc. She also served on the board of Calvert Mutual Funds and the Calvert Foundation, and as the chair of the board of Acacia Mutual Life Insurance Company. She is past chair of the Greater Washington Board of Trade and past chair of the board of the Meyer Foundation.

Barbara was awarded the Lifetime Achievement Award from the Mutual Fund Industry Awards in 2016. She received Columbia University Business School’s Botwinick Prize in Business Ethics and is a Washington Business Hall of Fame Laureate. She was named in Ethisphere’s list of the 100 Most Influential in Business Ethics.

Graduating Phi Beta Kappa with University Honors and Honors in mathematics from Douglass College at Rutgers University, Krumsiek holds a Master of Science in mathematics from New York University’s Courant Institute of Mathematical Sciences. Barbara has two daughters.



Nicole ("Nikki") Clifton
Falls Church, VA

President, Social Impact and The UPS Foundation
UPS

Nikki is a Lifetime Girl Scout Member and has been a member of Girl Scouts Nation's Capital Board of Directors since 2021. She served on CEO Search Committee and is chair of the Ad Hoc Congressional Aide Committee. She is a former member of the Diversity, Equity, and Inclusion (DEI) Ad Hoc Task Force, and is a proud Girl Scout mom to daughter, Olivia.

Nikki Clifton leads UPS's global philanthropy, social impact, and international community affairs, leveraging the company's partnerships and logistical acumen to respond to the world's most pressing social, humanitarian, and environmental needs. Bringing nearly three decades of litigation, legislative affairs, and philanthropic expertise to her role, Nikki oversees The UPS Foundation's work delivering health and humanitarian aid, eliminating systemic barriers to economic opportunity, building local capacity, and advancing sustainability around the world.

Nikki has been instrumental in several signature initiatives at UPS. She coordinated the company's anti-human trafficking awareness and advocacy initiatives to create the largest training initiative in the private logistics industry. Under her leadership, The UPS Foundation advanced the in-kind distribution of COVID-19 vaccines and cold chain freezers to underserved countries, a global effort that called on UPS's airline, drone, and ground network. Nikki is overseeing a strategic overhaul of The UPS Foundation to align the company's philanthropic strategy more closely with UPS's strengths and priorities and to center its work on equity and justice.

Nikki is adept at catalyzing change and building coalitions across the aisle, sectors, and geographies. In her previous Vice President role for Global Public Affairs, she led UPS's workforce policy, legislative advocacy, and external affairs engagement with members of congress and the states' attorneys general. Prior to government affairs, she served as Labor & Employment Counsel at UPS. She has also worked for Delta Air Lines as a labor and employment litigator and practiced labor and employment law with two Atlanta law firms.

Throughout her career and in her personal life, Nikki has demonstrated an unwavering commitment to creating equitable access to opportunity, especially for those in marginalized and underserved communities. She is active in multiple community and civic organizations, including serving on the Board of Directors for Points of Light, Girl Scouts Nation's Capital, and the U.S. Global Leadership Council (USGLC).

Nikki earned her bachelor's degree *magna cum laude* in communications from Howard University and her J.D. from the University of Georgia School of Law. She is a member of the Georgia Bar and is admitted to practice before the United States Supreme Court.

She lives in Falls Church, Virginia with her husband, four children and their Goldendoodle.



Antoinette Barksdale
Washington, DC

General Counsel
United States Department of Justice

Antoinette is in her second term as Second Vice President of Girl Scouts Nation's Capital Board of Directors, which started in 2023. She is serving on the CEO Transition Team and is a member of the Grievance Committee. She also served as a member of the Diversity, Equity, and Inclusion (DEI) Ad Hoc Task Force and as a National Delegate for the 2020 & 2023 National Council Sessions of GSUSA. She has held other Girl Scout volunteer roles such as member and Chair of the Nominating Committee, and member of the Gold Award Panel. She is an active volunteer at Peoples Congregational Church, mother of a Girl Scout, and a Lifetime Girl Scout Member.

Currently, Antoinette serves as the General Counsel at the United States Department of Justice (DOJ) in the Community Relations Service (CRS), and an Adjunct Professor at Howard University in Washington, D.C. where she teaches Technical Writing Pre-law. Antoinette has successfully handled complex civil rights cases for the DOJ for more than 18 years and for over 25 years for the federal government. As General Counsel, she is responsible for all aspects of legal and high-level programmatic matters at CRS. Prior to becoming General Counsel at CRS, she was a senior trial attorney at DOJ in the Civil Rights Division's (CRT) Employment Litigation Section (ELS). In addition, she was the Senior Advisor to the General Counsel at the United States Equal Employment Opportunity Commission (EEOC); an Attorney Advisor in the White House Counsel's office under President Bill Clinton; and a Trial Attorney with the Department of Housing and Urban (HUD). Antoinette is an extraordinary advocate and litigator.

Antoinette currently serves on the Board of the Women Lawyers' Division of the National Bar Association (NBA); Community Service Chair, Nation's Capital Chapter of Jack and Jill of America, Inc.; and Board Member of the Washington Bar Association Educational Foundation. Additionally, Antoinette served as the Chair of the Scholarship Committee for more than six years for the Washington Bar Association. She also served as the Chair of Awards and Scholarship for the NBA and the Women Lawyers' Division. She has received numerous awards, including Outstanding Woman Lawyer in Public Service; Chair's Award for Outstanding Service to the Women Lawyers' Division; and the President's Award for Exemplary Service to the NBA. Antoinette has served on numerous boards for the District of Columbia. She was appointed by former Mayor Marion Barry to the Board of Appeals and Review for two terms and was later appointed by former Mayor Adrian Fenty as a Commissioner on the Small and Local Business Development Commission.

Antoinette is a graduate of the University of Arkansas School of Law, Howard University, and Indiana University in Pennsylvania. She is a long-time resident of the District of Columbia and has been intimately involved in public and community service in the District for more than 25 years. She brings both exceptional legal skills coupled with a strong dedication and passion to civic engagement and public service to the residents of the District of Columbia. She resides in Ward One and is the proud mother of Blaire Elizabeth (a Girl Scout) and wife to Kleber.



Kathleen Matthews
Chevy Chase, MD

Former Communications & Public Affairs Executive
Marriott International

Kathleen grew up in California and was a Girl Scout and a Camp counselor through her teen years. She is in her first term as Third Vice President of Girl Scouts Nation's Capital Board of Directors, which started in 2023; she served as First Vice President from 2020-2023. She served on the CEO Search Committee and is the co-chair of the Major Gifts Committee. She served as Alternate National Delegate for the 2020 National Council Session of GSUSA and is a former recipient of the Officers' Award. Kathleen is a Lifetime Girl Scout Member and a Camp CEO participant.

Kathleen is a former local news anchor, executive officer, and chairwoman of Maryland's Democratic Party. Born in the San Francisco Bay area, Matthews graduated from Stanford University in 1975 before moving to the DC area where she joined WJLA-TV as a production assistant. She worked her way up to the level of producer, and soon she was on camera, first as a reporter, and later as an anchor for the 5, 6, and 11 p.m. broadcasts. She also hosted the shows *Working Women* and *Capital Sunday* towards the end of her news career.

After working at WJLA for 25 years, Kathleen retired to pursue public relations. She took a job as the Chief Communications and Public Affairs Officer for Marriott International in 2006, where she worked until 2015.

Kathleen then decided to run for office, and she entered the race to be Maryland's 8th Congressional District Representative to Congress. Though she did not win, this gave her the opportunity to join Maryland's Democratic Party, where she would become chair in 2017, first as interim before being elected to the position formally. She held this position until December of 2018.

After a long career in different fields, Kathleen has accumulated several accolades, including nine local Emmys, and an Edward R. Murrow award, an Associated Press award, a George Foster Peabody, a Scrips-Howard, an Ohio State and Gracie Allen awards. She also sat on several organization boards, including the Catholic Charities of Washington, DC and Maryland, the Black Student Fund, Suited for Change, and former President Barack Obama's Travel and Tourism Advisory Board as Vice Chair.



Wendy White
Chevy Chase, MD

Of Counsel and Chair of the DC Real Estate Transactions Group
Goulston & Storrs

Wendy is a Lifetime Girl Scout member is in her second term as Secretary of Girl Scouts Nation's Capital Board of Directors, which started in 2023. She is serving as Chair of the CEO Search Committee and is a member of the Governance Advisory Committee. She served as a National Delegate for the 2020 and 2023 National Council Sessions of GSUSA, former co-chair of the Bylaws Revision Ad Hoc Committee, and former chair of the Property Advisory Committee.

Wendy is Chair of the firm's D.C. Real Estate transactional group. She concentrates her practice in development, joint ventures, acquisitions, dispositions and financings of commercial properties in the DC metropolitan region as well as nationally. Her practice includes transactions involving office, hotel, retail, multi-family and mixed-use properties. She has experience in all kinds of financings, including construction, term, and mezzanine loans, secured and unsecured lines of credit, and ground leases. Her clients include listed real estate investment trusts, public and private local, national and international companies with investments in the US, and nonprofits. Prior to joining Goulston & Storrs, she practiced law at Shaw Pittman Potts & Trowbridge, later Pillsbury Winthrop Shaw Pittman, where she sat on the managing board of the firm.

Wendy sits on the Boards of Directors of Chevy Chase Trust Company (a private trust company with over \$30 billion of assets under management). She also sits on the DC Steering Committee of 2020 Women on Boards and the Women's Leadership Initiative (WLI) of ULI Washington. She served as the General Counsel of The Economic Club of Washington, D.C., for 10 years, ending in 2018, and currently serves on its Board. She is a past President of Commercial Real Estate Women (CREW) of Washington, D.C., and a past officer and board member of the International Women's Forum (Washington, D.C. chapter). Wendy also served on the Board of Directors of MedStar Georgetown University Hospital for nine years, ending in 2019, and on the Board of Trustees of Washington Real Estate Investment Trust, the oldest public REIT in the country, for eight years, ending in 2016, and chaired the Corporate Governance/Nominating Committee for six years.

Wendy received her B.A. from Sweet Briar College, her M.F.A. from University of California at Irvine, and her J.D. from University of Miami School of Law. Wendy is married to a retired NASA satellite electronics engineer and freelance photojournalist and has adult twin daughters. She grew up as a dedicated Girl Scout in Miami, FL, with five brothers.



María Rodríguez
Arlington, VA

President and CEO
Vanguard Communications

María is a Lifetime Member and is in her second term as Treasurer of Girl Scouts Nation's Capital Board of Directors, which started in 2023. She is serving on the CEO Transition Team and is a member of the Governance Advisory and Investment Committees. She served as a National Delegate for the 2020 National Council Session of GSUSA.

María leads a talented staff of diverse individuals at Vanguard Communications — the PR agency she co-founded with a business partner at age 27 — to advance social change and champion causes to help protect the health and well-being of our planet and its people.

As the daughter of Spanish immigrants, María learned the importance of education and hard work early in life. Finding her true “calling” as a PR practitioner, she has been honing her skills at social marketing, media relations, multicultural/multiethnic outreach and event production for the last three decades. At the time of its inception in 1987, Vanguard was one of only a few agencies in Washington, D.C., working exclusively on social issues led by nonprofit or government agencies. With a keen eye on cultural and linguistic competence and the needs of

underserved populations, María and her colleagues carved out a unique market space for Vanguard to thrive.

María and her team have helped Willie Nelson raise awareness about the critical role of the family farmer in caring for our health, economy and environment by promoting the annual Farm Aid concert. She promoted Earth Day 1990, leading to the establishment of national recycling programs across the country. She has implemented communication strategies to reduce infant mortality, prevent substance abuse and rally communities to address underage drinking.

María also has brought attention to the mental health needs of children and helped educate minority women about the risk of heart disease. She demonstrated her commitment to mentoring young PR professionals through the Comunicadores for the Future, a joint program she conceptualized in partnership with The George Washington University's Cisneros Hispanic Leadership Institute to expand diversity in the communications field. María has built a distinguished roster of longstanding clients in the areas of public health, behavioral health, diversity and inclusion, education and the environment. And all the while, staying true to the company's mission of helping nonprofits, government agencies and foundations lift up the communities they serve. María received her bachelor's degree in Business Administration from The George Washington University.



Jenny Herrera
Fairfax, VA

Partner
Citrin Cooperman

Jenny is in her second term as Assistant Treasurer of Girl Scouts Nation's Capital Board of Directors, which started in 2023. She is a member of the Governance and Audit Advisory Committees. She served as a National Delegate for the 2020 National Council Session of GSUSA and is a Lifetime Girl Scout member.

Jenny is a partner in Citrin Cooperman's D.C. Metro office, with over 30 years of public accounting experience. She is responsible for the auditing and accounting services, inclusive of a broad range of consulting and management advisory services of not-for-profit clients, specifically those with grant funding and global operations. Jenny's expertise includes extensive involvement with financial statement audits, internal and operational controls, management structure, business processes and procedures, unrelated business income tax, and compliance with government regulations under the OMB Uniform Grant Guidance. She facilitated the restructuring of clients' accounting departments, software conversions, design and implementation of new policies, and has served as an interim and permanent CFO for various outsource accounting engagements. Jenny began her career by working for an international public accounting firm. Prior to joining Citrin Cooperman, Jenny was a shareholder at a Washington D.C. based accounting firm.

Jenny is an active member of the American Institute of Certified Public Accountants (AICPA), serving as an Inclusion Champion on the AICPA National Commission on Diversity and Inclusion Committee. She is a past President of the Greater Washington Society of Certified Public Accountants (GWSCPA). Her community involvement includes serving on the Board of Trustees, the Executive Committee of the George Mason University Foundation where she

Chairs the Audit Committee. Formerly, she served on the Board of the Northern Chapter of the Virginia Society of CPAs and Chaired the George Mason University Accounting Advisory Council. Jenny is a frequent speaker and presenter on issues and concerns facing not-for-profit organizations.

In 2019, Jenny received the George Mason University Business School Alumna of the Year Award and was inducted by George Mason University as an honorary member of the Phi Kappa Phi Honor Society. She is also the recipient of the AICPA/GWSCPA 2019 Women to Watch Experience Leader Award, and the 2018 George Mason University School of Business Service Award.

Jenny earned her Bachelor of Science in Accounting from George Mason University. She is a Certified Public Accountant in the State of Virginia and a Chartered Global Management Accountant (CGMA).

ONGOING MEMBERS-AT-LARGE, BOARD OF DIRECTORS



Nedra Agnew
Vienna, VA

Senior Vice President/Wealth Management Advisor
The Agnew Group
Merrill Lynch, Pierce, Fenner & Smith Inc

Nedra is a third-generation Girl Scout and a Lifetime Member. She joined Girl Scouts Nation's Capital Board in 2023 and is a member of the Women's Advisory Board (WAB) and Major Gifts Committee.

Nedra Agnew is the lead for a team of financial advisors, The Agnew Group, at Merrill Lynch Wealth Management. "Born and raised in Detroit, she "graduated twice" from University of Michigan – ultimately, with a Master's degree in Public Health. After graduate school, Nedra joined the U.S. Army and became a hospital administrator in Hawaii. Later, she worked at University of California, Berkeley School of Public Health running fieldwork for the Master's program. In the San Francisco Bay Area, she ran a segment of the Tobacco Tax and Health Protection Initiative. For Procter & Gamble she headed up a product launch, and for the U.S. Foreign Service she served as a diplomat in Bosnia and elsewhere. Nedra began her financial services career in 2002 at Legg Mason Wood Walker which was acquired in 2006 by Smith Barney (later, Morgan Stanley Smith Barney). Nedra arrived at Merrill in 2010.

Making a difference in people's lives is Nedra's mission inside the office and out. Over the years, she has also participated in the Washington, D.C. AIDS Bike ride from Raleigh to Washington, D.C., has raised funds for children and their education, and has been an avid supporter of the arts. She has served as a Director and as an advisor to a number of local non-profit organizations in health, education and the arts, including College Bound and the James Renwick Alliance. She currently serves as a Director for the Center for Craft. When she is not "giving back," Nedra enjoys gardening, cooking and being a "foodie."



Kathleen Carl
Arlington, VA

VP Chief Accounting Officer
Nestlé USA

Kathleen began her Girl Scouting experience as a Brownie and bridged to a Junior Girl Scout working her way up to a Senior Girl Scout in her hometown of Los Angeles California. She earned the Silver Award and was an active leader in Troop 248. She attended summer camp at the legendary Camp Lakota where she rose to camp counselor leading the Junior Girl Scouts. Through her Girl Scout experience, Kathleen honed her many skills; building teams, achieving individual challenges, leadership and listening, all while embracing her love for the outdoors and creating positive relationships that have lasted a lifetime.

Kathleen has been a member of Girl Scouts Nation's Capital Board of Directors since 2020. She served as co-chair of the DEI Ad Hoc Task Force, and is a member of the Investment, Major Gifts, and Golf Classic committees.

As the Chief Accounting Officer for Nestlé in North America, Kathleen united a team of finance and accounting professionals to serve the US Nestlé operating companies and help them deliver a strong growth agenda across a portfolio of esteemed consumer brands such as Stouffers, DiGiorno Pizza, Nestlé Tollhouse Morsels, Purina, Perrier and Gerber.

Kathleen and her teams ensured that businesses operate with speed and agility while maintaining strong guardrails to provide rock solid financial information and decisions. Additionally, Kathleen and her team actively managed risk and guarantee that assets and control frameworks to manage financial data are sound. She currently leads the operations of Internal Controls, AR, Credit and Collections, Accounting Operations, Technical Accounting Guidelines, Accounts Payable, Travel and Event Management, Business Growth Solutions and Corporate Financial Reporting.

Kathleen is a strong steward of and ardent believer in the power of a collaborative team that works diligently to bring positive and practical financial solutions, by partnering across the Finance and Control functions. Kathleen develops her talent and leaders through proactive coaching and mentoring, along with providing multi-faceted developmental experiences. She seeks to inspire others through her own actions to drive the businesses forward.

Kathleen is passionate about enabling women to excel in leadership positions. She strongly believes that young talent has increasing opportunities to build on the momentum of women leaders who have preceded them, evolving the landscape to bring further gender balance to the workplace. Kathleen has acted and continues to be a mentor to women both inside and outside of Nestlé to support the population's career trajectory and aspirations.



Tracy DeCock
Washington, DC

Executive Vice President and Corporate Banking Market Leader for Greater Maryland and Greater Washington Area
PNC Bank

Tracy is a Lifetime Girl Scout Member. She Girl Scouts Nation's Capital Board of Directors in 2022 and is a member of the Major Gifts Committee.

Tracy DeCock has more than 25 years of corporate banking experience, advising clients on financial decisions in the areas of capital raising, treasury management, mergers and acquisitions, etc.. She runs one of the bank's largest corporate markets and has also led the bank's Commercial and Corporate Banking Development Program (CCBDP). The CCBDP role involved recruiting, training and placing collegiate talent across the bank's franchise. Prior to joining PNC, she worked for her family business in the real estate and retail industries. She also worked for Bank of America in Chicago.

Although her day job has been helping clients and developing future banking/industry leaders, Tracy has served in several DEI Leadership Roles for PNC as well. These roles include founding and sponsoring our headquarter women's EBRG, Women Connect and currently serving as Executive Sponsor of C&IB ForWARD. This initiative is focused on retaining and promoting early career women in corporate banking. Tracy has received recognition for her professional success and diversity leadership which includes Western PA Athena finalist, Girl Scouts of Western PA Women and Girls of Distinction (2017) and Working Mother of the year for PNC in Working Mother Magazine. She has served on The United Way of Southwestern PA Board of Directors and was the chair of their Women's Leadership Committee for two campaigns. She also was on the board of Little Lake Theatre.

Tracy is a graduate of Indiana University with a B.S. in finance. She and her husband are recent empty nesters with two adult children and a rescue dog.



Paul Donato
Arlington, VA

Principal
Ernst & Young LLP

Paul has been a member of Girl Scouts Nation's Capital Board of Directors since 2020. He served on the CEO Search Committee and is a member of the Golf Classic Committee. He is also former co-chair of the Strategic Planning Ad Hoc Committee, and former member of the Governance Advisory Committee. Paul is the proud father of a Girl Scout Brownie and has been instrumental in helping her sell Girl Scout cookies.

As the Principal at Ernst & Young LLP, Paul leads the Business and Technology Consulting practice for the Government & Public Sector practice. He holds a BA from the University of Virginia.



Michelle Floh
Rockville, MD

Managing Partner
Castlefield Consulting, LLC

Michelle joined Girl Scouts Nation's Capital Board of Directors in 2023 and is a member of the Major Gifts Committee. Michelle's experience leading teams stems for her time in the Girl Guides – the Canadian version of Girl Scouts. Michelle was born in Chile and grew up in Toronto, Canada. As a young Spanish-speaking immigrant, she was often teased at school for wearing third generation hand-me downs. These experiences made it difficult for her to fit in and inhibited her ability to express herself. At the Girl Guides, Michelle found friends, learned first aid, and earned badges for new skills, many of which she is still proud of thirty-years later. She loved being encouraged to be intellectually curious and adventurous. Michelle attributes her growing confidence to the Girl Guide's safe environment – an incubator that allowed her to learn her strengths and her dislikes.

Michelle Floh helps ultra-high net worth donors, foundations, and Fortune 500 companies increase the joy, clarity, and catalyze the impact of their charitable giving. She is the Managing Director at Castlefield Consulting, a private consulting firm dedicated to assisting her clients crystalize clear goals in their giving strategies. Michelle believes that when doers and thinkers are eager to teach, inspire, question, and meet to share ideas --magic happens. Together, Michelle and her clients challenge the status quo by addressing disparities in women's empowerment, health and wellness, and climate change. She has a track record of building companies and communities from the ground up and is passionate about working with those that desire to be the change in the world.

Michelle ensures that her clients' donations achieve maximum impact by developing and analyzing models that create efficient and effective giving structures. Michelle's experience building and customizing collaborative and like-minded alliances spans the spectrum of the global health and wellness care commercialization value chain. She has deep expertise in digital, omnichannel initiatives, business development, healthcare system management, program management, Wellness and Life-style management, and venture capital initiatives. Michelle has held leadership positions in organizations, including The Jeffrey and Rona Abramson Foundation, Schwartz Family Foundation, and Alberta Innovates. She currently sits on the board of the Global Wellness Institute.

Michelle holds a Post-MBA Diploma in Advanced Management (PDAM) from Schulich School of Business' joint program with Kellogg School of Business in Toronto, Ontario, a Master's in Business Administration (MBA) degree from the Schulich School of Business, and a bachelor's degree from York University. She is a vocal advocate of #TranscendentalMeditation as a tool for women's wellness management and leadership development. She is fluent in English and Spanish.

Other women groups Michelle works with: <https://www.awago.org/>, <https://www.thaischool.org>, <https://www.obama.org/girlsopportunityalliance/>, <https://briya.org>



Debbi Jarvis
Potomac, MD

Vice President & Chief Communications Officer
Washington Gas (AltaGas Enterprise)

Debbi joined Girl Scouts Nation’s Capital Board of Directors in 2023 and is a member of the Major Gifts Committee and the Women’s Advisory Board (WAB). She is Vice President and Chief Communications Officer. In this role, Debbi is responsible for all corporate communications functions, focusing on the design and execution of a multifaceted communications strategy to promote Washington Gas and the broader AltaGas enterprise. Leading both internal and external communications, her role encompasses media relations, enhancing brand recognition, advancing environment, social and governance (ESG) reporting, and supporting the overall vision, mission and values of the enterprise.

Debbi has over 25 years’ experience as a Communications and Corporate Relations executive, including substantial experience in a regulated utility environment, with a proven ability to lead teams. She is an experienced business leader and counselor to C-suite executives on image and reputation, crisis communications and management, strategic brand building and advertising, media relations, cause marketing, community engagement, strategic philanthropy, CSR (corporate social responsibility) and ESG. With proven skills in a full range of communications including, media relations, presentation & public speaking, advertising / marketing, and corporate video production.

Debbi most recently served as Senior Vice President Corporate Relations at Howard University where she was recruited by the HU President to serve on Cabinet and create the HU Office of Corporate Relations to focus on corporate relationship building.

Prior to joining Howard in 2018, Debbi spent 14 years with Pepco Holdings, Inc, an Exelon Company, serving in many capacities during her tenure including Vice President Corporate Communications, Vice President Corporate Citizenship and Corporate Social Responsibility and Vice President Corporate Relations.

Debbi holds a Bachelor of Arts, International Business degree from Hope College in Holland, Michigan. Pursued Graduate Studies in Broadcast Journalism from American University and other ongoing executive education courses at Harvard Business School and Howard University.



Natalie O. Ludaway
Washington, DC

Chief Growth & Legal Officer
CINQ Care Inc.

Natalie is a Lifetime Girl Scout Member and has been a member of Girl Scouts Nation’s Capital Board of Directors since 2019. She served on the CEO Search Committee and is a member of the Women’s Advisory Board (WAB), Grievance Committee, and the Ad Hoc Congressional Aide Committee. She is former member of the Strategic Planning Ad Hoc Committee, Investment Committee, Major Gifts Committee,

Nominating Committee, and former Camp CEO participant. She is the mom of a Girl Scout and has held many volunteer positions in her daughter's troop.

Natalie is the Chief Growth & Legal Officer with CINQ Care Inc., a community-based ambulatory delivery system, with the mission to improve the health and well-being of their members and communities; and embracing the opportunity to deliver whole person care to Black and Brown populations, especially those hit hard by COVID-19.

Natalie is a former a partner of Crowell & Moring LLP Washington, D.C. office and a member of its State Attorneys General Enforcement & Investigations and Advertising & Media groups. With both government and private practice experience, Natalie approaches matters with a true appreciation for the complexities of the regulatory, enforcement, and litigation spaces.

During her five years (2015-2020) as Chief Deputy of the Office of Attorney General (OAG) for the District of Columbia, Natalie oversaw multistate and single jurisdiction investigations, enforcement, and litigation matters in all areas of AG authority.



Susan J. Moser
Arlington, VA

Managing Partner, Washington DC
Cherry Bekaert LLP

Susan grew up as a Girl Scout in our Council and her mother and grandmother were both troop leaders. She is a Lifetime Girl Scout Member and has been a member of Girl Scouts Nation's Capital Board of Directors since 2020. She is serving on the CEO Transition Team and is Chair of the Governance Advisory Committee, member of the Investment and Audit Advisory committees, Women's Advisory Board (WAB), and Major Gifts Society.

Susan has been a partner in Cherry Bekaert, a national accounting and advisory firm for 25 years beginning when she left industry in 1997 after serving as a controller & CFO for Government Contractors to start the Firm's Government Contractor Services group in Virginia Beach. She moved to Washington in 2006 to assume the role of Managing Partner of Cherry Bekaert's Washington, DC, practice, in addition to, leading the Government Contractor Industry group. Susan has been involved in many firm leadership initiatives, most recently she was asked head up the firm's community and the charitable endeavors and is currently the President of the newly formed Cherry Bekaert Foundation. Susan provides a unique insight into the needs and perspectives of her clients. She assists government contractor and technology clients with a wide array of accounting and consulting services, including strategic assessment plans, business process reviews regulatory guidance, proposal pricing and cost strategies. Susan is a CPA licensed in VA & MD and a CITP.

Susan's professional and community involvement is broad and an area she is deeply committed to serving. Her business organization involvement includes the Northern Virginia Chamber of Commerce Executive Committee & Board of Directors where she served as the Treasurer of Board for 3 years ending in 2022 and continues on the Finance Committee today. She is an active member of the Economics Club of Washington, Professional Services Corporation (PSC), and Leadership Greater Washington (LGW - Class of 2010). Susan was a Board member for the National Capital Chapter Leukemia & Lymphoma Society (LLS) for 6 years, Board Chair for

Habitat for Humanity of Washington, DC for 6+ years along with 20 years of involvement in Habitat in many different capacities, and was named a “Woman Who Mean Business” by the Washington Business Journal in 2010. She is also the President of the Cherry Bekaert Foundation which was formed in 2023 to support the Cherry Bekaert community outreach efforts.

Susan received her Bachelor of Science in Accounting from Virginia Commonwealth University and was a Girl Scout Brownie troop leader in Richmond, VA for five years after graduation (until she became the mother of two sons).



Janet Osborn
Washington, DC

Managing Director and East Region Leader
Aon Corporation (New England, Mid Atlantic and Carolinas)

Janet was a Girl Scout growing up and sold the most cookies in her troop, she has a vintage bracelet to prove it. Janet has been a member of Girl Scouts Nation’s Capital Board of Directors since 2021. She is a member of the Major Gifts Committee, Governance Advisory Committee, Grievance Committee, and a Camp CEO participant.

Janet leads a team of over 1,000 professionals to deliver exceptional advice, service and outcomes to Aon’s Risk, Retirement and Health Consulting clients through 12 offices in the East Region. Janet joined Aon (then Hewitt Associates) in 1999 after 10 years at Sallie Mae, where she held progressively larger roles in the firm’s higher education finance group, including leading the development of Sallie Mae’s first student loan origination vehicle and managing a team of 10 account leaders to secure over \$1 billion in annual student loan volume.

Janet is active in the local business and non-profit communities. She is a member of the Economic Club of Washington, Vice President of the William & Mary Alumni Association, President of the Trustees of the Funds (endowment management oversight for the Episcopal Diocese of Virginia), and a board member for Junior Achievement of Washington, the Northern Virginia Chamber of Commerce, and the Wolf Trap Foundation. In addition, she serves on the William & Mary Management Consulting Advisory Board and is a member of the Washington CFA Society.



Harriett Thompson
Ashburn, VA

Manager, Software Development & Programming
Carelon Behavioral Health, Inc.

Harriett is a Lifetime Girl Scout Member and started a new term as member of Girl Scouts Nation’s Capital Board of Directors in 2020. She is serving on the CEO Transition Team and is chair of the Juliette Low Legacy Society Task Force (JLLS), of which she is a proud member. She is former member and chair of the Nominating Committee and former co-chair of the Strategic Planning Ad Hoc Committee.

Harriett has held several volunteer positions in Girl Scouts since 2003, including Second Vice President of the Board of Directors, Association Chair, Service Unit Manager, Association Nominating & Referral Chair, Troop Leader, National Delegate to GSUSA convention, Strategy Refresh Team Leader, and SHARE Regional Co-chair. She currently serves as an Adult Educator and is still a member of both her Service Unit and Association teams.

Harriett received a bachelor's degree in Electrical Engineering from the University of Virginia and is currently pursuing a master's degree in Information Technology Management at Southern New Hampshire University.



Brigitta S. Toruño
Ashburn, VA

Founder/CEO
UNO Translations and Communications, LLC

Brigitta is a Lifetime Girl Scout Member and joined Girl Scouts Nation's Capital Board of Directors in 2022. She is a member of the Women's Advisory Board (WAB) and the Grievance Committee.

Brigitta's love of her native language, Spanish, fueled her desire to work with languages and launch UNO Translations and Communications, LLC (UNO) in 1998. UNO considers itself a linguistic partner to companies, not only offering translation services in more than 200 languages, but also consulting with companies in international cultural business issues. Her personal experience seeing her parents struggle in learning another language and culture gives Brigitta a true passion for her work and has formed the basis for her company's philosophy and mission.

Brigitta, a bilingual native of the Washington, DC area, was born in Bethesda, Maryland, and grew up in Alexandria, Virginia. The daughter of an Argentine father and Ecuadorian mother, her native language is Spanish. She received her Bachelor of Science degree in Business Administration from Averett College and successfully completed the Minority Business Executive Program from Dartmouth's Tuck School of Business and University of Virginia's Darden School of Business. In 2020, Brigitta was appointed by the Office of the Governor to the Virginia Council on Women. She is honored to serve as the Chair of the Loudoun Literacy Council, and a board member for 100 Women Strong. She is a past board member of: the George Mason University Women in Business Initiative; Devotion to Children, a Northern Virginia-based organization dedicated to providing services to needy children under the age of six; Mobile Hope, a Loudoun County-based organization assisting at-risk youth; Loudoun Hunger Relief, a Loudoun County-based food pantry; and Leadership Loudoun.

In 2019, Brigitta was awarded the Enterprising Woman of the Year as well as the Top 100 MBE award from the Capital Region Minority Supplier Development Council (CRMSDC). For the past four years, Brigitta has been named to Loudoun Business Journal's Top 100 Women Who Mean Business. Brigitta is a member of the American Translator's Association (ATA) and the Loudoun County Chamber of Commerce.

ONGOING MEMBERS OF THE NOMINATING COMMITTEE



Mary Brady
Washington, DC

President and CEO
The Economic Club of Washington DC

Mary joined Girl Scouts Nation's Capital Nominating Committee in 2022. She is a former member of Girl Scouts Nation's Capital Board of Directors (2016-2022), and the Outdoor Program Advisory Committee. She is a Lifetime Girl Scout Member, member of the Major Gifts Society, Women's Advisory Board, and a mentor to girls through Camp CEO.

Mary leads The Economic Club of Washington, DC, a premier forum for speakers, with a membership roster of senior executives representing over 970 businesses with offices in the Washington Metropolitan region and beyond. Since its founding in 1986 as a nonprofit organization, the Club has served as a global interface for the world's government and international business luminaries who share insights about the critical issues of the day. During the pandemic, Mary transitioned the Club to a hybrid model that includes both in person and virtual programming. The programs were further enhanced by creating a new emerging leader membership category that engages young, diverse talent to participate in Club activities.

Mary is responsible for focusing the Club on the most pressing and significant issues around the world in business and finance, economic issues, racial equity and justice, national security, and the technology revolution. The Club builds a diverse membership represented by top level executives of major corporations, heads of the largest business and trade organizations in the U.S., managing partners of professional services firms, former members of congress, presidents of universities, to ensure a peer-to-peer networking environment. Since 2008, Mary has been responsible for directing the Club's scholarship and internship program ensuring a pipeline of diverse talent from this region and generating pathways to successful family sustaining careers. The program distributes \$1m in awards each year to 55 college bound students who graduate from DC Public and Charter High Schools. Mary was named a Washingtonian Most Powerful Women in Business for the past three years in a row and received the Women Who Mean Business Award in 2014. She is a judge for the EY Entrepreneur of the Year Award, a member of the board of Trustees of The Women's Foreign Policy Group and ConnectedDMV. She is an advisor to Columbia Lighthouse for the Blind and Easterseals.



Cheryl Gooding
Washington, DC

Coordinator, DC STEM Ready Program
Eastern High School

Cheryl is a Lifetime Girl Scout Member and got into Girl Scouts when her daughter joined over 25 years ago. She has served in several volunteer positions including Parent Volunteer, Troop Leader, Service Unit Manager, Association Chair, Annual Meeting Delegate, and National Convention Delegate. Some of her favorite Girl Scout activities are camping, tomahawk throwing, walking in parades, and travelling. She currently has a very active Cadette troop of 20 girls, serving as Troop Leader.

As a Girl Scout Troop Leader, she travelled with her girls to Walt Disney World, where girls had an opportunity to meet and work with animators, illustrators, and Imagineers as part of the Youth Education Series. On that same trip, the girls had an opportunity to go behind the scenes on Disney property and learn about hydroponics as part of their SOW What Journey. The summer after Hurricane Maria wreaked havoc in the Virgin Islands, Cheryl's troop took a cruise to the Virgin Islands and Puerto Rico and brought books with them that they donated to a library in the Virgin Islands that was being rebuilt. Here in Washington, DC, Cheryl's troop has a partnership with the Sasha Bruce House where they make Go Bags for youth who are in transition. The Bags contain toiletries and inspirational messages. Cheryl believes that it is important for girls to learn to give back to their community.

Cheryl currently works as the coordinator of the DC STEM Ready program at Eastern High School, which is an afterschool scholarship program where students are exposed to STEM careers like Coding and Gaming. She is an alumna of Howard University and the Catholic University of America. She is a retired District of Columbia Public Schools teacher, where she taught High School Mathematics for 31 years. Her favorite course to teach was Geometry because it was so visual, and students have more opportunities to do hands on activities with the material.

Cheryl is the mother of four - three daughters and one son. All her daughters were Girl Scouts. Their Girl Scout accomplishments: 2 Lifetime Members, 2 Bronze Awards, 3 Silver Awards, 2 Silver Trefoil Awards, and 2 Gold Awards.



Janet Osborn
Washington, DC

Managing Director and East Region Leader
Aon Corporation (New England, Mid Atlantic and Carolinas)

Janet's full bio is on page 23 under "Ongoing Members of the Board."



Karen Penn
Arlington, VA

DEI and Elastic Cares
Elastic

Karen joined Girl Scouts Nation's Capital Nominating Committee in 2022. She is the co-chair of Girl Scouts Nation's Capital Women's Advisory Board and a mentor to girls through Camp CEO. She a Lifetime Girl Scout Member and has a long-standing history with the Council serving in various volunteer roles including former member and officer of the Board of Directors.

As the Head of DEI at Elastic, a distributed company that powers search solutions, Karen is able to make lasting changes supported by an internal culture of openness, growth, and a commitment to inclusion. With employees in 40 countries and with 100-plus different

nationalities, building a DEI approach that scales globally has been an exciting challenge for Karen. Prior to her employment with Elastic, she was head of HR for Endgame.

Karen started her career working for the Office of Civil Rights within the U.S. Department of Justice, where she was responsible for ensuring that grant recipients had equal opportunity plans in place and weren't being discriminatory. After spending four years at the Department of Justice, Karen has held several positions in HR and diversity throughout her career, where she's been able to leverage her legal background to dabble in various niche areas like corporate responsibility, equal employment opportunity and affirmative action, ethics and compliance, as well as the do-everything generalist responsibilities that come along with heading up HR in the tech startup environment.



Kate Shattuck
Washington, DC

Senior Client Partner
Korn Ferry

Kate is a member of Girl Scouts Nation's Capital Women's Advisory Board. She is a Senior Client Partner at Korn Ferry, the world's premier talent and organizational consulting firm. Kate is an expert in succession, human capital, sustainability and ESG. She partners with a diverse client-base as an advisor focused on building and developing effective leadership teams at the C-suite, board and senior executive levels. She is the Global Co-Leader for the firm's Impact & ESG Investment Practice.

She is a core member of Korn Ferry's Global Financial Markets, Asset Management and Family Office practices. She also works closely with the firm's Chief Financial Officers, Diversity, Equity and Inclusion and Board Practices.

Kate's leadership experience spans the financial services, nonprofit, and defense sectors. Prior to entering the talent management profession, she worked as an executive in the financial services industry. She led a nationally recognized nonprofit organization as the foundation's Chief Operations Officer and corporate Senior Vice President. Kate led the executive management of this Corporate Social Responsibility division working to meet the unmet financial needs of active duty, veterans and their families. She oversaw micro-lending programs, public-private partnership with the Department of Veterans Affairs, financial education, direct grant giving and fund raising. Previously, Kate served in business development roles at Morgan Creek Capital Management, LLC and in Private Wealth Management at Morgan Stanley, two global financial services organizations. Kate is a U.S. Army veteran, with platoon leader, aide-de-camp and company command experience in Kuwait, Bosnia and South Korea.

Kate serves as a Board Director for Citizen & Northern Bank (NASDAQ: CZNC). She serves as a volunteer for the Forte Foundation, an organization working to launch women into fulfilling significant careers, and the BSA as a Pack Leader. She served West Point as a volunteer for over fifteen years, culminating in service as a Director for the West Point Association of Graduates, with leadership as the Chair, Ethics Committee and Vice-Chair, Finance Committee.

She holds a master's degree in business administration from Harvard Business School and a master's degree in public administration from Harvard University's Kennedy School of

Government. She earned a Bachelor of Science degree from The United States Military Academy at West Point.



Mary Gabrielle (Gay) Sprague
Washington, DC

Appellate Attorney, Environment and Natural Resources Division
US Department of Justice

Mary Gay joined Girl Scouts Nation's Capital Nominating Committee in 2022 and is a member of the Major Gifts Society, Women's Advisory Board, and Gold Award Scholarship Panel. She is a former member of Girl Scouts Nation's Capital Board of Directors (2016-2022), former member of the Diversity, Equity, and Inclusion (DEI) Ad Hoc Task Force, and former member of the Bylaws Ad Hoc Committee. Mary Gay is a Lifetime Girl Scout Member and a Camp CEO participant. Mary Gay is also a recipient of the Officers' Award for her significant monetary contributions to the Council for many years. In addition to her Council-level contributions, Mary Gay was a dedicated troop leader and service unit manager and is the proud parent of a Gold Award Girl Scout, who was a staff member at Girl Scouts Nation's Capital. Mary Gay continues to serve as an active volunteer in Association 42 and Service Unit 42-4, organizing and delivering a number of program activities for girls each year.

Mary Gay has practiced law as an appellate attorney in the Environment and Natural Resources Division of the U.S. Department of Justice for the last 16 years. She writes briefs and argues cases before federal courts of appeals, specializing in cases involving American Indians and federal lands. She has also assisted the Office of the Solicitor General with numerous Supreme Court cases, and has received the Attorney General's Distinguished Service Award and the John Marshall Award for her work on two Supreme Court cases involving important Indian law issues.

During her 40-year career, Mary Gay also served as a law clerk to Supreme Court Justice Byron R. White in 1986-87, and worked as an associate and then partner at Arnold & Porter. She earned a J.D. at Yale Law School and a bachelor's degree at Harvard University, majoring in archaeology/anthropology.

Mary Gay enjoys vacationing at National Parks and visiting archaeological and historical sites around the world. She is dedicated to expanding her knowledge of the natural world and sharing it with Girl Scouts.