



**Chester County 101 Tour**  
October 19, 2006

**PARTICIPANT REFLECTIONS**

“The program was outstanding largely due to the knowledge and talent of the speakers which was incredible! They made the time spent with them informative, interesting and fun. Not only do you learn a great deal of useful information, you now have additional resources and contacts. What a worthwhile program to help build and support our community with ‘human capital’.”

*Linda M. Hicks, Senior Vice President, Wealth Management  
First National Bank of Chester County, CCLC Class of 2007*

“I learned an awful lot that I will certainly be taking with me to the workplace and in my personal life.”

“The program is great because it is hands-on, you experience each agency.”

“Gave me a... deeper appreciation of...needs in Chester County.”

**OUR MISSION**

*The mission of Chester County Leadership Connection is to strengthen future Chester County non-profit boards by developing leaders who will focus on creating a vibrant, safe and inclusive community.*

**MAKE A COMMITMENT TO CHESTER COUNTY – APPLY TODAY**

You may request an application by contacting United Way of Chester County:

**By Phone:** (610) 429-9400, extension 110, Mary Anne Feeley

**By Mail:** 2 West Market Street, West Chester, PA 19382

**By E-mail:** [MaryAnne.Feeley@unitedwaychestercounty.org](mailto:MaryAnne.Feeley@unitedwaychestercounty.org)

Your company or firm may wish to subsidize the participant fee, which is due prior to the first session.

**ADVISORY BOARD**

Randall Schauer, Esquire  
Fox Rothschild LLP  
Chairman

Elizabeth Guman, Partner  
Learning & Vision Partners  
Treasurer

Dewey DiMarzio, Vice President -  
Commercial Loans  
First National Bank of Chester County

Dr. Christopher Fiorentino, Dean  
School of Business and Public Affairs  
West Chester University

Katherine Harlan, Marketing Director  
Chester County Intermediate Unit

Claudia Hellebush, President/CPO  
United Way of Chester County

Earl Johnson, Public Affairs/  
Voluntary Service Office  
The Veterans Administration

Robert Powelson, President  
Chester County Chamber of  
Business and Industry

Frances Sheehan, President/CEO  
The Brandywine Health and Wellness  
Foundation

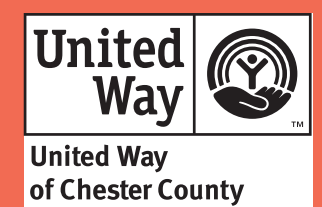
**LEAD THE WAY TO A STRONGER COMMUNITY.**

Profit from the Chester County Leadership Connection

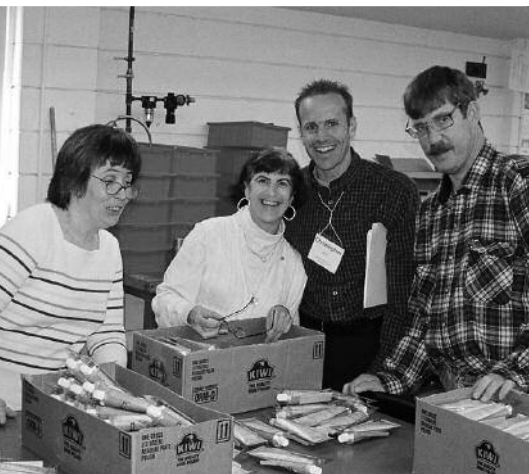


**CHESTER COUNTY LEADERSHIP CONNECTION  
BOARD DEVELOPMENT PROGRAM**

**ALUMNI DIRECTORY  
CLASS OF 2007**







**G. ROBERT BAUMANN, JR.:** Executive Director-Kyle's Treehouse Foundation  
**Board and Volunteer Experience:** Volunteer coach, President, soccer, Board developer and member —Glenmoore-Eagle Youth Association; Volunteer Leader and Vice President—Chester County Council of The Boy Scouts of America  
**Areas of Expertise:** Autism awareness, corporate marketing, strategic planning for business  
**Fields of Interest:** Autism, Youth development, Education, Recreation  
**Personal Philosophy:** Life is not a dress rehearsal.  
**Vision for Community Leadership:** ...the best way to predict the future is to create the future. I can help effect change for the betterment of the community.



**JOHN G. BRACELAND:** President, JB Solutions  
**Board and Volunteer Experience:** Board member for Graphic Arts Association, Cystic Fibrosis Association, and Friends Association for Care and Protection of Children; Volunteer for Young Presidents' Organization, Springfield High School Peer Partnership Program  
**Areas of Expertise:** Strategic planning, business management, organizational skills  
**Fields of Interest:** Economic development, homelessness, individuals' success  
**Personal Philosophy:** Be Happy!  
**Vision for Community Leadership:** Community leaders strive to leave their communities in a better place long after they are gone.



**W. BRYAN BROCKSON:** Marketing & Sales Manager-EDIS Company  
**Board and Volunteer Experience:** Volunteer with Delta Upsilon Alumni Association (character development/facilities operations); Volunteer with Rotary International, Media Chapter; Volunteer with Delaware Contractors Association Young Executive Committee (chairman, networking, fundraising, leadership development, community service)  
**Areas of Expertise:** Strategic planning, critical thinking  
**Fields of Interest:** Children/Youth Development, Senior Citizens, Abuse, Health Care  
**Personal Philosophy:** "Pay it forward" is how I approach life. I have been very fortunate...and believe it is my obligation...  
**Vision for Community Leadership:** If you listen hard enough and ask good questions you will be armed with more than good intentions...the knowledge to lead.



**JOANN CORTESE:** Manager, Environmental, Health & Safety-Sartomer Company, Inc.  
**Board and Volunteer Experience:** Board Chair for Pennsylvania Chemical Industry Council (public policy advocacy, communication, education); Volunteer advisor for Pennsylvania Free Enterprise Week (youth education); Volunteer for Expand Your Horizons (youth development), Youth Athletics  
**Areas of Expertise:** Technical, Business, Environmental/Health/Safety issues  
**Fields of Interest:** Environmental, Workforce Development, Youth Development  
**Personal Philosophy:** Work hard.....play hard  
**Vision for Community Leadership:** I look forward to further commitments in fulfilling my personal social responsibility.



**JOSEPH A. DENLINGER:** Esquire, Attorney-Saul Ewing LLP  
**Board and Volunteer Experience:** Volunteer Attorney for the Pennsylvania SeniorLAW Helpline; Co-Chair of the Greater Philadelphia Chapter of the Elizabethtown College Alumni Association; Alumni Admissions Volunteer at Elizabethtown College; Former Member of the Allocations Committee of United Way of Lancaster County  
**Areas of Expertise:** Corporate Law, Computer and Technology Licensing  
**Fields of Interest:** Affordable Housing; Youth Development and Education  
**Personal Philosophy:** You can accomplish whatever you set your mind to—it is merely a matter of effort.  
**Vision for Community Leadership:** Getting involved with a non-profit organization serving your community is the best way to make a real difference.



**ELIZABETH FEE:** Card Services Manager-Citadel Federal Credit Union  
**Areas of Expertise:** Business Management; Marketing  
**Fields of Interest:** Prenatal Healthcare; Youth Development; Recreation; Substance Abuse Prevention/Education; Communications within the Community  
**Personal Philosophy:** Instead of doing just enough to get by, it is much more fulfilling and exciting to be faced with challenges and to try new things.  
**Vision for Community Leadership:** To become active in a community where I can make a difference and make it a better place to live for future generations.



**LUZ A. GARZÓN:** Dental Health Program Coordinator-Chester County Health Department  
**Board and Volunteer Experience:** Vice-Chair for Community Gardens of Chester County; Past Board Officer for Rural Opportunities, Inc.; Treasurer for Homeowners Association; Volunteer for CCJU Head Start Program; Volunteer on Health Service Advisory Committees of Head Start and Migrant Head Start; School Volunteer;  
**Areas of Expertise:** Bilingual; Dental Health; Migrant Population in Agriculture; Low-Income Community Issues  
**Fields of Interest:** Healthcare; Homelessness; Children/Education/Youth Development; Diversity and Immigration Issues  
**Personal Philosophy:** What doesn't kill you only makes you stronger. Keep your faith with you and you can succeed in whatever you set your mind on.  
**Vision for Community Leadership:** By taking the expertise I possess, assist in the development and increase community awareness and serve as a liaison to the Hispanic community.



**CHARLES GILLEAN:** Supplier Diversity Program Manager-AstraZeneca Pharmaceuticals  
**Board and Volunteer Experience:** Board Member/ Committee Chair for Corporate Relations of National Association of Women Business Owners, Delaware Chapter; Vice Board Chair of National Minority Supplier Development Council (PA/D/ENJ); Board Member-Institute of Supply Management, Phila.Chapter Committee Chair-Minority & Women Business Development Committee; Corporate Advisory Board Member-Women's Business Enterprise National Council (Philadelphia Chapter); Board of The Athena Foundation (Philadelphia)-PowerLink Program; Volunteer for Habitat for Humanity, Safe Harbor, Salvation Army of West Chester, the Small Business Development Center of Delaware, and Arts and Industry Council of Greater Philadelphia  
**Areas of Expertise:** Supplier Diversity; Purchasing; Regulatory Compliance; Boards; Networking  
**Fields of Interest:** Diversity; Environmental Issues; Recreation; Arts and Humanities; Economic Development  
**Personal Philosophy:** Bend a rule if need be, just be careful not to break it...  
**Vision for Community Leadership:** Inclusion—as the county grows, it doesn't forget the less fortunate among us—and shared vision—transcend socioeconomic lines so that it can be effectively used for the betterment of all county residents



**LINDA M. HICKS:** Senior Vice President-First National Bank of Chester County  
**Board & Volunteer Experience:** West Chester Rotary Club, Board Member & Past President; West Chester YMCA Board Member; Pennsylvania Bankers Advisory Board for School of Wealth Management Board Member & Director of School of Administration; Treasurer, Chester County Flag Foundation; Service on various community fundraising campaigns; Volunteer-numerous community and school-related activities  
**Areas of Expertise:** Banking –Wealth Management Division - Management  
**Fields of Interest:** Youth Development; Elderly; Affordable Housing  
**Personal Philosophy:** To help anyone in any way that I can.....to make the world a better place and have a positive impact on those around me.  
**Vision for Community Leadership:** To strengthen my leadership skills to benefit myself personally and professionally, my employer, and most of all the community in which I live and serve.



**RONALD F. HOLLENBECK:** Leader, Supply & Manufacturing Efficiency Projects -AstraZeneca (AZ) Pharmaceuticals  
**Board and Volunteer Experience:** Member of AZ United Way core team responsible for annual corporate UW campaigns; Participated in local UWSC activities, including sitting on UW allocation panels. Served as Vice President of a Homeowners Association in California.  
**Areas of Expertise:** Project Management, Logistics and Supply Chain knowledge; Organizational and Interpersonal skills.  
**Fields of Interest:** Affordable Housing; Environmental Issues; Domestic Violence Prevention/Education  
**Personal Philosophy:** Live my life in moderation, and be a good family member and citizen. Find ways to assist those who have been less fortunate and are in need of help.  
**Vision for Community Leadership:** In order to provide guidance and direction in a fair and ethical manner, Board members should be team players who fully understand the workings of the agency of which they are a part.



**CHRISTOPHER HOWE:** Director of Accounting & Controller-C communications Test Design, Inc.  
**Board and Volunteer Experience:** Volunteer Teacher-Church School; Volunteer Baseball and Soccer Coach-West Side Little League and YMCA  
**Areas of Expertise:** Finance; Analysis and Problem-Solving; Information Technology; Corporate Leadership  
**Fields of Interest:** Economic Development; Education; Recreation; Youth Development; Open Space  
**Personal Philosophy:** Always look for the good in people and you will find it. Hard work, determination and perseverance always pay off.  
**Vision for Community Leadership:** The wider the diversity of people that are involved in enhancing the regional community, the stronger that community will be. Leadership promotes commitments for involvement, whether great or small, from a wide group of individuals to assist organizations to make a difference.



**JOHN S. HUTCHISON:** Retail Manager-Citadel Federal Credit Union  
**Board and Volunteer Experience:** Board Vice-President for Springbrook Village Homeowners Association; Certified K9 Handler-Middle Creek Search and Rescue; Volunteer-Youth With A Mission, Habitat for Humanity, Domestic Abuse Project, ACU Sunshine Committee President  
**Areas of Expertise:** Banking; Management; Business Development  
**Fields of Interest:** Homelessness; Affordable Housing; Public Safety; Search and Rescue; Humane Treatment for Animals; Senior Citizens Services; Education  
**Personal Philosophy:** If you work hard enough, no goal is unachievable...there is always more than one ethical way to obtain it.  
**Vision for Community Leadership:** To be an effective leader, you must have the passion to mobilize and motivate a team of volunteers to accomplish the tasks required to fulfill the needs of the community.



**TIMOTHY R. JEFFERIS:** Vice President/Commercial Lender-Fox Chase Bank  
**Board and Volunteer Experience:** Board President, Exchange Club of West Chester; Volunteer (Days of Caring Chair) for United Way of Chester County; Volunteer (Golf Committee Chair) for Barclay Friends Retirement Community; Volunteer for Good Fellowship Ambulance (Capital Campaign) and Muscular Dystrophy  
**Areas of Expertise:** Banking/Commercial Loans; Finance  
**Fields of Interest:** Child Education/Financial; Recreation; Youth Development  
**Personal Philosophy:** Treat others as you would want to be treated.  
**Vision for Community Leadership:** Business owners in the community should become involved in the community and get their employees involved as well. It starts at the top.



**JOE LUTZA:** Director of Operations-Communications Test Design, Inc. (CTDI)  
**Board and Volunteer Experience:** Board Member/Secretary and Coach for West Bradford Youth Athletics (WBYA); Volunteer with Boy Scouts of America (Leader), and United Way of Chester County (Days of Caring)  
**Areas of Expertise:** Operations and Corporate Management; Finance; Industrial Engineering  
**Fields of Interest:** Education; Workforce Development; Recreation  
**Personal Philosophy:** It is extremely important to "stay involved" and "be active" with your children, family, work, and community.  
**Vision for Community Leadership:** An unsolicited desire to help the community in any way possible through an active involvement of various resources through general leadership and organizational skills.



**PATRICK M. MCKENNA:** Associate Attorney-Gawthrop Greenwood  
**Board and Volunteer Experience:** 2005 Young Lawyers Division Chair for Chester County Bar Association; Board Member for Beacon Hill Homeowners Association; Volunteer for Legal Aid of Southeastern PA, Chester County Division; Young Lawyer Delegate to PBA House of Delegates; 2003-2005 Board Member for Chester County Bar Association; Board Member-Chester County Bar Foundation  
**Areas of Expertise:** Civil Litigation & Municipal and Land Use  
**Fields of Interest:** Legal Aid; Education; Environmental Issues; Public/Policy/Advocacy  
**Personal Philosophy:** A little integrity is better than any career.  
**Vision for Community Leadership:** We should find answers to local issues by looking and listening to our community leaders who derive strength from the diversity of their citizens.



**REGINALD E. MOTLEY:** Program Director, Reconstitution Systems-West Pharmaceutical Services  
**Board and Volunteer Experience:** United Way Campaign Company Chairperson; Member of United Way's Community Impact Team on Basic Needs; Volunteer for Friends Association  
**Areas of Expertise:** Project Management; Facility Management; Strategic Planning  
**Fields of Interest:** Child Welfare; Homelessness; Youth Development; Family Services  
**Personal Philosophy:** Live your life as a blessing to others and you shall be blessed abundantly.  
**Vision for Community Leadership:** A community leadership that is leading in the forefront of social services serving the needs of people with the cooperation of the government and private sectors.



**Anne-Marie Nicola:** Vice President, Commercial Banking-Willow Financial Bank  
**Board and Volunteer Experience:** Board Treasurer, Professional Women's Roundtable  
**Areas of Expertise:** Commercial Lending; Financial Analysis  
**Fields of Interest:** Workplace Equality for Women; Maternal Support in the Workplace; Diversity; Arts and Humanities; Philanthropy; Civil Rights/Law/Legal Aid  
**Personal Philosophy:** Look for the opportunity to grow in all things.  
**Vision for Community Leadership:** To facilitate the partnering of the non-profit community and the business community in order to provide financing and structure to community initiatives.



**NICOLE PRUM:** Supervisor of Migrant Education Programs-Chester County Intermediate Unit  
**Board and Volunteer Experience:** Secretary, Houston Center Advisory Council; Member of Asian Community Education Coalition and Office of Language Culture and the Arts Advisory Committee; 4-H Resource Development Committee Member; Philadelphia Cares Volunteer  
**Areas of Expertise:** Migrant Education; Early Childhood Education  
**Fields of Interest:** Education; Diversity; Youth Development; Environment  
**Personal Philosophy:** Whatever happens, take responsibility.  
**Vision for Community Leadership:** Representatives of all members of the community, not just the most powerful and vocal, collaborating with each other to identify needs and to achieve commonly defined goals.



**CINDY RAY, CPA:** Chief Financial Officer/Chief Operating Officer/Treasurer-Greater Philadelphia Urban Affairs Coalition  
**Board and Volunteer Experience:** (Current) Chester County Community Foundation Board, Audit/finance committee. (Previous) Board Treasurer-YWCA of Chester County; Board President and Member Westtown Thornbury PTO; Volunteer activities with Delaware Valley Children's Charity and International Women's Lacrosse Federation  
**Areas of Expertise:** Not-for-Profit Management and Volunteerism; Accounting/fiscal management  
**Fields of Interest:** Diversity; Philanthropy; Senior Citizens' issues; Education; Youth Development for Community Leadership/Activism  
**Personal Philosophy:** Work hard, be kind.  
**Vision for Community Leadership:** The best is yet to come. We have the opportunity and responsibility to mentor, develop and actively engage the next generation of compassionate, visionary community leaders...and they are ready to step up and join in. I am very excited about the prospect.



**SUZANNE SCHNEEMAN:** Director, Capability-AstraZeneca Pharmaceuticals  
**Board and Volunteer Experience:** Volunteer with Living Beyond Breast Cancer, Make A Wish Foundation, and the United Way  
**Areas of Expertise:** Purchasing; Training Initiatives and Strategy; Recruitment  
**Fields of Interest:** Child Welfare/Education/Safety; Health Care; Women's Issues; Arts and Humanities  
**Personal Philosophy:** Always demonstrate conviction and do the right thing. Be positive.  
**Vision for Community Leadership:** Serving the community, taking action, making things happen, and being able to make a real difference in the lives of others.



**DEBRA WARD SPARRE:** Realtor-Prudential Fox & Roach  
**Board and Volunteer Experience:** Board Member-The Hickman Home; Board President-West Chester Civic Association; Board Member-Women's Referral Network of Chester County; Volunteer- Chester County Historical Society  
**Areas of Expertise:** Real Estate; Mortgage Lending; Business Management  
**Fields of Interest:** ElderCare; Women's Issues; Downtown Revitalization  
**Personal Philosophy:** Stand for something.  
**Vision for Community Leadership:** I will work toward being a liaison between those who have needs and those who can meet those needs.



**SARAH STEWART:** Financial Aid Supervisor-Universal Technical Institute, Inc.  
**Board and Volunteer Experience:** Volunteer with The American Red Cross, Big Brothers/Big Sister, and the Susan G. Komen Foundation, United Way, NASCAR Foundation, Katrina Relief Drive-through Exton Chamber of Commerce Toys for Tots, YWCA  
**Areas of Expertise:** Student Financial Aid, Leadership, Communication, Philanthropy, Event Planning, Community Involvement  
**Fields of Interest:** Environment; Children; Education; Youth Development  
**Personal Philosophy:** We tend to seek happiness when it's actually a choice.  
**Vision for Community Leadership:** I want to be able to touch as many lives as possible. Everyone needs help at some point in time.

## PROGRAM HIGHLIGHTS

### ORIENTATION AND PUBLIC POLICY FORUM

This session will present participants with an orientation to CCLC program operations, as well as an overview of the continuum of public policy ranging from tax regulations to welfare reform. Participants will learn how federal and state public policy impacts the non-profit sector in Chester County – and the critical role boards play in supporting non-profits to build a strong and healthy community.

### CHESTER COUNTY 101

A session and tour to ensure that participants have a comprehensive understanding of the various systems that operate within Chester County to address the needs of clients on socio-economic, ethnic, cultural and environmental levels, including: government, health and human services, public education, economy and the religious sector. This session will also educate participants on the overall resources and needs of the county so that they may contribute confidently to maintaining its health and engaging in community intervention and problem solving where gaps exist.

### INTERPERSONAL SKILLS

This session will focus on learning to work with maximum effectiveness with others to take action toward shared goals. Participants will learn skills to effectively communicate organizational or team vision so that others are motivated to action. Additionally, participants will develop an understanding of group dynamics and consensus-building skills.

### PRINCIPLE-CENTERED LEADERSHIP SKILLS

Participants will analyze multiple leadership styles and the identification of critical elements for problem-solving and building a strong foundation for ethical decision making and visionary leadership skills.

### EXPERIENTIAL PROJECT

This session will orient participants to a specific group project to be completed by the leadership class. Non-profit agencies will identify a problem in their organizations and present it to the class for discussion, analysis and consensus. The class will then adopt one project and through workgroup sessions develop a comprehensive plan of action, which will be presented back to the chosen non-profit organization at the conclusion of the program.

### BOARD GOVERNANCE AND ETHICS

Participants will be familiarized with the key aspects of board service in relation to the following topics: board/staff relationships, governance of the organization, policy-making and implementation as well as board development.

### BOARD FIDUCIARY RESPONSIBILITY/ DIRECTOR AND OFFICER'S LIABILITY

Participants will gain awareness of non-profit board member responsibilities to assure that the organization adheres to appropriate standards and functions within the framework of its mission. Our expert will discuss legal liabilities and present advice for protecting board members in their work.

### NON-PROFIT FISCAL MANAGEMENT

This session will focus on informing participants about budgeting for non-profits, financial statements, cash management/cash flow, cost benefit analysis, audits as well as other ethical and legal financial elements necessary to the day-to-day operation and fiscal viability of a non-profit organization.

### FUNDRAISING 101

Participants will undertake an in depth look at the tools and methods of successful fund raising in the private sector. Various elements will be discussed and integrated into the curriculum including direct mail, capital campaigns, annual giving, planned giving, foundation and government grants as well as special events.

### DIVERSITY

In this session participants will examine and discuss their own experiences with diversity. Participants will learn strategies to overcome cross-cultural barriers and promote effective cross-cultural dialogue, develop greater sensitivity to and understanding of the cultural fabric which makes Chester County so unique. The class will be challenged to reduce/eliminate prejudices or fears which impede honest cross-cultural dialogue/exchange and learn strategies to ensure that programming services and opportunities are indeed responsive and accessible to members of all groups with our communities.

### STRATEGIC PLANNING

Participants will learn skills that can be used to create a compelling vision, clear and measurable goals to achieve that vision, and methods of assessing organizational progress. Participants will discuss the strategic planning process, facilitating key stakeholders in that plan and sharing the vision with their entire organization.