

Jan Masaoka

Director and Editor-in-Chief – Blue Avocado

Jan Masaoka is a leading writer and thinker on nonprofit organizations with particular emphasis on boards of directors, business planning, and the role of nonprofits in society. She is currently the Director and Editor-in-Chief of an online nonprofit magazine: Blue Avocado (www.blueavocado.org), which will launch in April of 2008. She recently left her position of 14 years as executive director of CompassPoint Nonprofit Services (www.compasspoint.org), a consulting and training firm for nonprofits based in San Francisco and Silicon Valley. For the past 10 years, Jan has written the Board Café for nonprofit board members, a newsletter now with 50,000 subscribers (www.boardcafe.org).

Jan authored *The Best of the Board Café* (Fieldstone Press) and *All Hands on Board: The Board of Directors in All-Volunteer Organizations* (BoardSource), and her research work includes recent studies on women executive directors of color, executive director tenure, all-volunteer organizations, and nonprofit space & occupancy needs. She is a frequent keynote speaker and contributor to nonprofit journals.

Jan's community activities include serving as the Chair of the Asian & Pacific Islander Wellness Center (www.apiwellness.org), and as a board member of the San Francisco Foundation Community Initiative Funds (www.ciffunds.org) and the Hispanic Foundation of Silicon Valley (www.hfsv.org). She is an Advisory Board member for the Stanford Social Innovation Review (www.ssireview.org). Jan was a member of the Governance and Fiduciary Working Group of the Panel on the Nonprofit Sector convened to advise the US Senate Finance Committee. She has completed two terms on the Telecommunications Commission of the City and County of San Francisco.

For eight of the past nine years Jan has been named one of the "Fifty Most Influential People" in the nonprofit sector nationwide, and in 2003 she was named "Nonprofit Executive of the Year" by Nonprofit Times. In 2005 she was named "California Community Leader of the Year" by Leadership California.

Michael Edwards

Author – "Just Another Emperor? The Myths & Realities of Philanthrocapitalism"

Michael Edwards is the Director of the Governance and Civil Society Program at the Ford Foundation in New York, and co-chair of the Seasons Fund for Social Transformation. Prior to joining the Foundation he was the Senior Civil Society Specialist at the World Bank in Washington DC, where he led a program designed to improve the agency's understanding of, and engagement with, a wide range of civic groups. Before moving to the Bank, Michael spent 15 years as a senior manager in international relief and development NGOs, including periods with Oxfam-UK (as Regional Director for Southern Africa), and Save the Children-UK (as Director of Research, Evaluation and Advocacy). His many books and articles have helped to shape our thinking about NGOs, civil society and international cooperation. He is the author (most recently) of *NGO Rights and Responsibilities: A New Deal for Global Governance* (Foreign Policy Center 2000), *Global Citizen Action* (Lynne Rienner 2001), the Earthscan Reader on NGO Management

(Earthscan/Stylus 2002), Civil Society (Polity Press/Blackwell 2004), Future Positive: International Cooperation in the 21st Century (Earthscan/Stylus 2004) and Just Another Emperor? The Myths and Realities of Philanthrocapitalism (Demos/Young Foundation 2008). Michael graduated from Oxford University with a congratulatory double-first and was awarded a PhD by the University of London for his work on low-income housing markets in Latin America.

Linda Reed

President/CEO – The Montana Community Foundation

Linda Reed is the President/CEO of The Montana Community Foundation. She moved to Montana in 1992 to become the president of a Helena bank. Subsequently, she joined the administration of Governor Marc Racicot to be his Economic Development Advisor and then worked for US West (Qwest) in its Policy and Law division. Prior to her Montana experiences, she worked for banks and mining and land development firms.

Linda has an undergraduate degree from the University of Arizona, an MBA from Regis College in Denver and just finished training as a Specialist in Planned Giving from California State University, Long Beach. She has been on the boards of many arts and economic development nonprofits and now fulfills her community responsibilities by writing checks. She is a strong supporter of downtowns as centers of community life and recently purchased a retail building on Last Chance Gulch (Helena's Main Street) and converted the second story warehouse to her residence.

She describes herself as a gypsy, having lived in eight of the eleven western states. But, she found a home in Montana and plans to stay.

Johnel Barcus

Browning Community Development Corporation

Dr. Johnel Barcus is a Board Member of Indian Nonprofit Association and Executive Director of the Browning Community Development Corporation (BCDC) on the Blackfeet Reservation. Johnel along with the BCDC Board of Directors created the community development corporation in 2004 to foster social and economic improvements in the community of Browning and surrounding Blackfeet Reservation. Dr. Barcus earned her Doctorate and Masters Degrees in Adult, Community and Higher Education from Montana State University in Bozeman Montana in 1997 & 1994. An enrolled member of the Blackfeet Tribe, Johnel was born and raised on the Blackfeet Reservation. The mother of two, she along with her husband Don own and operate Park Lanes, a Bowling Alley in Browning. Dr. Barcus also owns and operates Sage Quest Associates a Social Science Research Firm.

Tina Begay

National American Indian Business Leaders

Born in Missoula, Montana and raised on the Flathead Indian Reservation among the Salish and Kootenai People, Tina is a member of the Dine' (Navajo) people and born for the Water Edge and Salt Clan.

Tina is a Tribal College graduate of Salish Kootenai College. She received an Associate of Applied Science Degree in Office Education and a Certificate of Completion in Computer Science. Tina transferred to the University of Montana's School of Business and she graduated in May 1998 with her Bachelor's of Science Degree in Business Administration with an emphasis in Management. Tina earned a Master's in Business Administration in May 2005.

Currently, Tina serves as the Executive Director for the National American Indian Business Leaders (AIBL) Program. AIBL is a 501(c)3 non-profit organization designed to support the educational, social, and leadership development efforts of American Indians, while maintaining and incorporating our cultural values. AIBL is the only American Indian non-profit organization dedicated to empowering business students in the United States. In addition to her position as Executive Director, Tina advises the Arlee AIBL chapter on academic success and entrepreneurship.

She services as a board member for the Missoula Youth Homes Cultural Committee, Partners In Home Care, Inc., and United Way Missoula. She is a member of the Missoula Sunrise Rotary.

Teresa Olcott Cohea

D.A. Davidson

Teresa Olcott Cohea is currently vice president and financial consultant at D.A. Davidson, Helena branch, and has served there since 1993. Prior to her time at D.A. Davidson she spent nearly 20 years in a variety of government positions in the State of Montana. Some of these roles were as researcher, senior budget analyst in the Governor's Budget Office, Chief of Staff in the Governor's Office, senior revenue analyst and chief of the Research Bureau.

She is involved with the Board of Investments, Prickly Pear Land Trust and the Holter Museum.

Susan Cramer

CEO, United Way of Missoula County

Susan Hay Cramer has been a nonprofit leader for nearly 30 years. Prior to being named Chief Executive Officer of United Way of Missoula County in December of 2006, she operated her own independent consulting business, working with nonprofit organizations in Montana and nationwide.

She previously served as executive director of MAZON: A Jewish Response to Hunger, a national foundation based in Los Angeles that supports hunger prevention and relief efforts in the United States and abroad. She also served as deputy director of America's Second Harvest in Chicago, the headquarters of the national food bank network and one of the nation's 10 largest charities; and as director of development and communications for the Food Research and Action Center in Washington, DC, a nonprofit organization working to improve public policy in the area of domestic hunger.

In Missoula, Susan has been an active volunteer with numerous local nonprofits, including Play Ball Missoula, Five Valleys Land Trust, Missoula Food Bank, Missoula Downtown Association, and the Montana Food Bank Network. She is president-elect of Missoula Sunrise Rotary.

Kelby Donnelly, CPA

Junkermier, Clark, Campanella, Stevens, P.C.

Kelby Donnelly, CPA, has worked for Junkermier, Clark, Campanella, Stevens, P.C. for 10 years. She specializes in nonprofit and governmental auditing and accounting. She has been involved as a speaker and coordinator for several seminars presented to nonprofit organization members in the Great Falls area. Kelby is a member of the American Institute of Certified Public Accountants, Montana Society of Certified Public Accountants, and past-president of the Great Falls Chapter of Certified Public Accountants.

Ruth A. French, PHR

Associated Employers

Ruth French has been with Associated Employers since 2005 and assists members with Human Resource needs through responding to hotline calls; performing human resource needs assessments; reviewing, developing and implementing employee handbooks; performing on-site human resource services through Associated Employers' Human Resource Partnering program; conducting training; assisting members with recruiting; and, developing policies and programs including drug and alcohol testing.

Ruth French has over eight years of human resource experience in both the private and public sector. Ruth has worked with payroll and benefits administration, hiring, training, discipline, terminations, downsizing, and mergers. Prior to working in human resources, Ruth was a legal assistant for 16 years and worked with attorneys on cases involving wrongful discharge and workers' compensation. Ruth has a Bachelor of Science degree in business administration from Montana State University – Billings. She has her Professional in Human Resources Certification (PHR). Ruth is a member of SHRM.

Kari Gabriel

Flathead CARE

Prior to her time at CARE, she worked as a consultant for a marketing communications company specializing in generational marketing and higher education, providing public relations, government relations, and marketing expertise. She began her career 25 years ago in South Dakota, and has continued in Alaska and Montana, as a marketing and public relations practitioner, in higher education administration, non-profits, and private industry. Kari is accredited in public relations, and holds an M.Ed. in Technology in Education from Lesley University, and a B.S. in Political Science from Northern State University.

Kari resides in Kalispell, Montana, dabbling in local politics as an elected city councilor. She serves as a member of her daughter's high school parent council, as co-chair of a high school district curriculum advisory team, and volunteers as a wildlife rehabilitator and educator.

Kari is a member of the Public Relations Society of America and is the Montana PRSA Chapter President and Montana Delegate to the international convention, as well as serves on the PRSA Accreditation Marketing Committee. She has recently been appointed to the Center for Restorative Youth Justice advisory board, in Kalispell.

Kirsten Gagnaire **Social Enterprise Group**

Ms. Gagnaire has a broad background in developing strategy and conducting business planning for nonprofit, business and government clients. As Principal and founder of Social Enterprise Group, LLC, Ms. Gagnaire specializes in assisting nonprofit and business clients in developing comprehensive strategic plans, developing social enterprise business plans and building organizational capacity to achieve a more efficient and effective social enterprise. She is particularly adept at working with clients to turn challenges into opportunities and is skilled in bringing diverse stakeholders together to realize a common vision. She has a passion for international work and travel, is proficient in French and has studied both Russian and Bambara.

Kirsten was Administrator of Strategic Planning at Casey Family Programs. At Casey, she led the design, development and implementation of the foundation's most recent five-year plan, and served as an internal consultant on organizational management and strategy issues. Prior to her work at Casey, Kirsten was a consultant with KPMG Peat Marwick, specializing in management, technology, and organizational development consulting for health and human service agencies. Her fusing of social issues and business expertise began internationally – first as a marketing intern at the Russian-owned world trade center in Moscow and later as a small enterprise development Peace Corps volunteer in Mali, West Africa.

Teresa Geremia-Chart **Montana Nonprofit Association**

Teresa joined MNA in May 2007 and assumed responsibilities for all of MNA's professional and organizational development programming including resource and referral, technical assistance, training, and consulting. Following high school in Bozeman and graduation from MSU with degrees in English Literature and Philosophy, Teresa Geremia-Chart began a career in the nonprofit sector as the Executive Director for the Napa Valley Grape Growers Association. After 10 years in the Napa Valley, she returned with her husband to Helena, Montana where she served as Development Director of the Montana Wildlife Federation for two years, followed by a nine year tenure as Executive Director of Big Brothers Big Sisters of Helena. She has served on numerous boards of directors.

Liz Harrison**Montana Outdoor Science School**

Liz Harrison has been involved in non profit management for almost ten years. She's worked for such diverse groups as Hospice of Boulder Country, Girl Scouts, Caring for Caregivers and a California AIDS project doing fundraising and marketing/outreach. She moved to Montana in 2005 to become Senior Director of Operation and Fundraising of the Greater Yellowstone Coalition. In August Liz became the Executive Director of the Montana Outdoor Science School.

Judy Held**Benefis Healthcare Foundation**

Judy Held is the President of Benefis Healthcare Foundation in Great Falls, Montana. She has worked in healthcare philanthropy for 15 years. She holds Bachelor's Degrees in Broadcast Communications and History and Political Science and a Master's Degree in Higher Education Administration. Currently, Judy serves on the Board of Directors of the Montana Nonprofit Association, the Governor's Task Force on Endowments and Philanthropy and is immediate past-president of the Montana Healthcare Communications and Development Association. She has served as a volunteer at various nonprofit organizations, including Chamber of Commerce, homeless shelters, churches, pregnancy centers, and more. Judy presents numerous workshops and seminars on a variety of topics in leadership, philanthropy, relationship building, motivational topics, team building, board relations and nonprofit management. Judy and her husband Brian enjoy spending much of their "free time" following their four children in school sports and activities!

Paul H. Hutter, PHR**Associated Employers**

Paul Hutter has been with Associated Employers since 2002 and provides member services in all areas of human resources management. Paul specializes in management, organizational, and business development. In doing so he provides member businesses with a full range of strategic and succession planning, organizational re-structuring, mid-to-senior management 360 degree peer reviews, short and long term executive coaching, management development to include training in the areas of leadership and management development, personality assessments, communication, conflict management, teambuilding, performance management, discipline and termination.

Paul also provides a full range of human resources consulting to include human resource needs assessments, on-site human resource services, regulatory compliance, drug & alcohol programs, regulatory training, policy and procedure development and implementation, and classification and compensation planning.

In the 16 years prior to joining AE, Paul worked for a Fortune 500 company where he managed multi-million dollar operations, provided business development for re-

engineered systems, provided human resource management and labor relations, worked in safety and compliance, and developed cutting edge computer systems. The prior six years were with two consulting engineering firms in operations management. Paul has a B.S. degree from the University of Montana. He is a member of SHRM, ASTD, and WorldatWork.

Dru Jackman **Solutions by Dru**

Dru Jackman, Associate Certified Coach (ACC), works with leaders, teams and individuals to more effectively deal with the unique yet universal challenges that face us. This work is indispensable for people who work or live in high-stress environments. Clients know Dru to be efficient, non-judgmental, and discreet as well as innovative and creative. They receive cognitive skills, tools and techniques in areas ranging from communication, problem-solving, and conflict resolution to goal-setting and time management. Clients receive valuable and transformational experience throughout the process which empowers directors, managers and employees to become strategic leaders who recognize strengths and offer support in areas where learning is necessary to increase performance.

Dru is Certified by the International Coach Federation (ICF) and the Academy for Coaching Excellence (ACE). She serves as a Volunteer Coach to United Nations World Food Programme and has led various trainings at local and national venues. She lives in Whitefish, Montana.

Curt Klotz **Indian Law Resource Center**

Curt Klotz is Director of Finance and Administration for the Indian Law Resource Center, an international nonprofit law and advocacy organization headquartered in Helena. Curt served on the MNA Board from 2002 to 2007, having held positions as Chairperson and Treasurer. Since graduating from St. Olaf College in 1985, his professional life has been devoted to work with nonprofit organizations across the country. He served as Program Director for the Lutheran Volunteer Corps in Washington, D.C., and was later appointed to LVC's National Governance Task Force. Before moving to Montana in 1994, he was a member of the management team of Seattle Shanti, a service organization for people living with HIV/AIDS.

Stephanie Knisley **Helena School District #1**

Stephanie Knisley graduated from the University of Vermont with a BS in Psychology and a minor in Chemistry. AmeriCorps was her first formal introduction to the nonprofit sector in 2004. She served for two years: one with City Year in Columbus, Ohio, and one with the Prevention Resource Center in Helena, Montana. After AmeriCorps, she was the Program Director for Big Brothers Big Sisters of Helena for almost two years. Steph is

currently employed by the Helena School District as their Community Outreach Liaison, serving as a link between school and community entities to increase volunteerism in schools and facilitate opportunities for students to engage in service learning. She is also a Board Member for the S.A.V.E. Foundation, a recycling nonprofit based in Helena, and a ski instructor at Great Divide.

P.K. Madsen

Billings Symphony Orchestra & Chorale

Ms. Madsen has been involved in nonprofits since 1987. She earned a B.A. from Rocky Mountain College in Theatre Arts and an M.B.A. with an emphasis in Internet Business from the University of Phoenix. Her thesis for a Master in Nonprofit Management degree through Regis University was entitled "Introduction to ePhilanthropy", a proposal for an eight-week course offering basics of what nonprofits should know to take advantage of tool that is the Internet. PK has done website Content Management and Search Engine Optimization for Rimrock Foundation in Billings and brings a strong background in sales and management.

Jan Masaoka

Blue Avocado

See bio posted under plenary speakers.

Shawn C. Michael

NPower Oregon

Bio to be posted at later date.

Wendy Nicolai

Montana Affiliate of Susan G. Komen

Wendy Nicolai has a long and rich history with nonprofit organizations. She is the Executive Director of the Montana Affiliate of Susan G. Komen for the Cure; past Development Director for the Helena Education Foundation; and past Director of Annual Giving for St. Peter's Hospital Foundation. She began as a volunteer with United Way of Yellowstone County more than 25 years ago and has served as a board member for several Montana nonprofit organizations, currently serving as the President of the Board for Career Training Institute in Helena.

Wendy has a variety of event planning experiences including the hospital gala and golf tournament, Festival of Cultures and YWCA Salute to Women in Billings, as well as several AIDS-related events in Massachusetts.

Peggy Owens

Big Brothers Big Sisters of Alaska

Peggy Owens has over 25 years of experience in the nonprofit sector. She has held a variety of positions in administration, fund development and the human services field. She moved to Alaska in September 2005 to serve as the Executive Director for the Big Brothers Big Sisters agency in Anchorage. In August 2008, she was selected to be the founding CEO for the newly consolidated Big Brothers Big Sisters of Alaska organization.

Prior to her return to Big Brothers Big Sisters, she worked with the Yellowstone Association in Yellowstone National Park for 2 years as Director of Development. Owens served as the Executive Director for Big Brothers Big Sisters of Gallatin County, covering a 3-county area, for 18 years.

Leadership positions held by Owens include founding Chairman of the Montana Nonprofit Association Board of Directors and Executive Director Representative to the Big Brothers Big Sisters of America National Professional Association Leadership Council.

Owens has conducted training sessions around the country on special events, board development and a variety of other nonprofit topics. She served on the task force that developed a curriculum for New Executive Director training for BBBSA and, with BBBSA training specialists, taught the 3-day course to her colleagues when it became available.

Owens received her certification as a fundraising executive in April, 2004. She lived in Montana for 24 years before moving to Anchorage, Alaska.

Mary Peterson

Heart of the Valley Animal Shelter

Mary Peterson is development director for Heart of the Valley Animal Shelter. Prior to joining Heart of the Valley in October 2007, Mary was Director of External Affairs for the Museum of the Rockies, where she provided executive leadership for both annual and capital fundraising efforts. Mary was the first-ever development director for the MSU College of Nursing, as well as for NAFSA: Association of International Educators in Washington, DC. Mary and her family moved to Bozeman from DC in 1994. She holds a B.A. in psychology from Wellesley College, with graduate work in Russian Language and Linguistics. Her published writings deal with cross-cultural ethics, international education, accreditation and fundraising. Mary maintains an active consulting practice and has led fundraising workshops on four continents. She is also active in the local community, helping organizations to raise money, develop strategic plans and structure themselves for sustainability.

Terry Profota

Sage Solutions Consulting

Terry Profota's business and nonprofit experience spans over 30 years. As president of Sage Solutions Consulting, she specializes in helping nonprofits improve their operational, organizational, and fundraising effectiveness. She has a Masters in

Nonprofit Management and an undergraduate degree in Business Management. In addition to her consulting practice, Terry is an adjunct professor at Montana State University's College of Business and has developed and teaches online nonprofit management courses for the Humane Society of the United States' University and the University of Montana. She is the past Chair of the Montana Nonprofit Association.

Linda Reed

Montana Community Foundation

See bio posted under plenary speakers.

Rick Robinson

The Healing Tree

Rick Robinson is Director of The Healing Tree, Inc., a nonprofit organization located in Lame Deer, Montana on the Northern Cheyenne Indian Reservation. The Healing Tree is working to build organizational capacity of Native American nonprofits including Boys & Girls Clubs in Montana and Wyoming.

In 1993, Rick was the founding director of one of the first Native American Boys & Girls Clubs in Indian Country. Rick served 6 years on the Tribal Council and while on the Council, placed a special emphasis on children and youth programs. Rick attended Montana State University in Bozeman and Weber State College in Ogden, Utah. Rick has extensive training and experience assisting the Native American Boys and Girls Clubs and served on the Boys & Girls Clubs of America - Native American National Advisory Committee for 10 years, served on the B&GCA's National Professional Advisory Committee and currently serves on the B&GCA's National Council on Diversity. He was awarded the 1998 Boys & Girls Clubs of America/Southwest Region "Jim Wetherington" Professional of the Year Award and the "1999 National Native American Service Award" for service to Native American Clubs and was awarded the 2006 Southwest Regional Professional Association/Herman S. Prescott Award for career contributions to the Boys & Girls Clubs of America Movement

Rick served on the YR 2002 Governor's Task Force on Alcohol, Tobacco and Other Drugs, the Montana Governor's Council on Families (2002 - 2005), the State of Montana Youth Justice Council, Disproportionate Minority Content Committee (2005-07) and. Rick served as the founding Chair of the Northern Cheyenne War on Meth Coalition (2006) and served on the People's Partners for Community Development, (2003 - 2006) a nonprofit Community Development Corporation. He currently serves as a board member on the Montana Alliance of Boys & Girls Clubs (2005- present), the Montana Nonprofit Association (2008 - present) and the newly emerging Indian Nonprofit Association (2007- present).

Rick and his wife, Shirl, founded The Healing Tree, Inc. a nonprofit organization in 2006 serving in the areas of Domestic Violence Coalition Building and Native American Boys & Girls Clubs Capacity Building and Youth Services to 9 Indian reservations in Montana and Wyoming.

Bonnie Sachatello-Sawyer
Hopa Mountain, Inc.

Bonnie Sachatello-Sawyer is the executive director of Hopa Mountain, Inc., a nonprofit organization that invests in citizen leaders, adults and youth, who are working to improve education, ecological health, and economic development in their hometowns. She is formerly the director of Native Waters at Montana State University, a tribal water education program in the Missouri River Basin. She has co-developed an exhibit and educational materials about the Missouri River watershed. Sachatello-Sawyer holds a doctorate in adult, community, and higher education from Montana State University-Bozeman.

Suzanne M. Severin, CPA
Anderson ZurMuehlen & Co.

Suzanne Severin, CPA is an Account Manager and specialist in non-profit tax and finance. She is responsible for preparation, tax planning and research of individual, corporate, partnership, fiduciary, and gift tax returns. She is a member of the American Institute of Certified Accountants (AICPA) and the Treasurer of the Montana City School CASA Program. Suzanne also serves on the Helena United Way Allocations Committee. Suzanne Severin, CPA is a Manager for Anderson ZurMuehlen & Co. and has been with the firm for over fifteen years. Her primary focus is in tax practice, and specifically works in the areas of not-for-profit organizations, business and individual consulting and tax planning, estate work, limited liability companies, partnerships and corporations.

Debra Silk
Montana School Boards Association

As Associate Executive Director and General Counsel of the Montana School Boards Association, Debra assists the executive director in the overall management of the Association. She advises the staff and Board of Directors on legal issues affecting the Association and its membership. Debra is licensed to practice law in Montana and Idaho. She has attended trainings with Glenn Tecker of Tecker & Associates, a renowned expert on effective governance and strategic planning. She trains school boards and school administrators on a plethora of topics including boardsmanship, ethics, strategic planning and effective governance.

Loren Soft
Yellowstone Resource Center

Loren Soft has spent his entire working career (40 years) in the field of human services. Loren was the Administrator/CEO of Yellowstone Boys and Girls Ranch, overseeing more than 350 employees and a \$14 million budget. Loren retired from Yellowstone Boys and Girls Ranch in 2002 and is a consultant for the Yellowstone Resource Center.

Loren provides consultation services to human service organizations and businesses in the areas of board development and training, organizational assessment, strategic

planning, the development of mission, vision, and core values statements, board policy development and personnel evaluation procedures.

Loren has provided consultation to agencies across the county and in the Philippines including: American Red Cross, Consuelo Foundation (Honolulu, Hawaii), Guardian Angel Home (Joliet, Illinois), Triple L Youth Ranch (Anderson, Indiana), Dakota Boys Ranch (Minot, North Dakota), and the Boys and Girls Home of North Carolina.

Loren served with Montana State House of Representatives for three consecutive terms.

Glenna Wortman-Obie Intermountain

Glenna Wortman-Obie holds a degree in English from the University of Great Falls and a Master of Arts in Public Relations from Michigan State University. In her 30-year career she has worked for such diverse nonprofit agencies as AAA of Montana, the Conrad Chamber of Commerce and the Catholic Diocese of Helena. She served a six-year term as a county commissioner for Jefferson County and is currently the manager of the Intermountain President's Council, which focuses on friend and fund-raising for Intermountain, the children's social services agency headquartered in Helena. A frequent volunteer herself, Glenna has served on boards and committees at the local, state and national levels.