



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

2025 NORTHERN NEW ENGLAND LEADERSHIP CONFERENCE

SPEAKER BIOGRAPHIES

Honorable Shenna Bellows, Maine Secretary of State

Keynote Speaker

Shenna Bellows is Maine's 50th Secretary of State and first female Secretary of State.

Secretary Bellows is a member of the National Association of Secretaries of State where she serves as a member of the Elections Committee, Business Services Committee and the Cybersecurity Committee. She serves on the national Executive Committee of the Election Infrastructure – Information and Analysis Center, which she chaired from 2024-2025. In Maine, Secretary Bellows serves on the Board of InforME and on the State of Maine Cybersecurity Advisory Council. She is a member of the Board of Visitors for the University of Maine at Augusta, where she worked as Executive Director of the Holocaust and Human Rights Center of Maine from 2018 to 2020.

Secretary Bellows previously served two terms in the Maine Senate from 2016-2020, during which she served as Senate Chair of the Labor and Housing Committee and on the Judiciary Committee. From 2005 to 2013, Secretary Bellows was Executive Director of the American Civil Liberties Union of Maine. She was a member of the first Right to Know Advisory Committee and the Maine Freedom of Information Coalition. She served on the Executive Committee of the 2009 and 2012 ballot campaigns to pass marriage equality in Maine and co-chaired a successful 2011 statewide ballot campaign to restore same-day voter registration. She was an original member of the Committee for Ranked Choice Voting.

Secretary Bellows grew up in Hancock and is a graduate of Ellsworth High School. She holds a B.A. in International Politics and Economics from Middlebury College. She volunteered with the Peace Corps in Panama and AmeriCorps VISTA in Nashville, Tennessee. She is also a graduate of the Emerge Maine program, the Institute for Civic Leadership in Portland, and the Yale Campaign School for Women. She lives in Manchester with her husband.

Gail Bower, Bower & Co. Consulting LLC

Workshop Speaker

Gail Bower is the founder and president of Bower & Co. Consulting LLC, a revenue strategy firm that helps nonprofits become self-sufficient by developing reliable sources of earned revenue. Gail has been working with nonprofits of all sizes and scope for over 25 years. Her clients have doubled, tripled, and quadrupled earned revenue sources in under a year. And that's just the first year. To learn more, visit www.GailBower.com.

Joann Donnelly, Independent Consultant

Workshop Speaker

Joann Donnelly, MA, BCC, CSM, is a seasoned YMCA professional with over 20 years of experience. She currently consults for the Alliance of New York State YMCAs and the National Association of Chronic Disease Directors (NACDD) on a pandemic-response project for the CDC, focused on building resilient, inclusive communities across 20 states and 67 communities.

Joann became certified as an Executive and Lifestyle Coach in 2005 through Guiding Mindful Change, Inc., and earned her Board Certification in Coaching from the Center for Credentialing and Education in 2012. She also serves as a YMCA trainer in Leading and Coaching Others and has been a coach for YMCA of the USA's Leadership Development Institute. Throughout her career, she has held association leadership roles in YMCAs in Memphis, Houston, Boston, and New York City.

Emily Golinsky, Bright Moose, LLC

Workshop Speaker

Emily retired after 15 years as Executive Director of Camp Starfish (NH) to create [Bright Moose, LLC](#), which provides training, consultation, and PD to camps, schools, youth programs, and organizations, guided by the motto "Help Others Shine Bright!" Emily is Vice President for NHCamps, an active ACA New England volunteer, an Education Advocate for youth with special needs, a certified Mental Health First Aid Instructor, and an honored recipient of the Peter Kerns Award for the Advancement of Professional Development. She holds a BS (Health Psychology) and MS (Camp Administration & Leadership) and recently completed her Higher Education Teaching Certificate through Harvard. Despite her membership in the National Sarcasm Society and her collection of terribly awesome puns, she is regularly invited to offer sessions that are "not to be missed – a reason to come to the conference!"

Craig Greenlee, Ohio Alliance of YMCAs

Workshop Speaker

Craig Greenlee is a respected leader in the YMCA movement with nearly four decades of experience in nonprofit leadership and organizational development. Early in his career, he built a reputation as an expert facilitator in experiential learning, leading team-building programs for organizations such as City Year, British Petroleum, Xerox, and the FAA's Air Traffic Control division. He has held a variety of YMCA leadership roles—from Program Director to CEO—and now serves as a Strategic Consultant with the Ohio Alliance of YMCAs, supporting 24 Y associations across Central and Southern Ohio. He holds a Bachelor of Science degree in Recreation Management from Ohio University and a Master of Arts in Organizational Leadership from Malone University. Beyond his YMCA work, Craig has served for 26 years as a varsity high school football official, reflecting his lifelong commitment to youth development and community service.

Katie Johnson, Chalmers Insurance Group

Workshop Speaker

Katie Johnson, M.S. is a Senior Risk Consultant at Chalmers Insurance Group, bringing nearly 30 years of experience in youth development and organizational safety. Her deep understanding of youth programming and mission-driven leadership allows her to support organizations in building resilient, safety-focused cultures. Katie partners with teams to strengthen risk management strategies that protect staff, volunteers, and participants—so they can focus on what matters most: nurturing potential, fostering belonging, and driving positive change in their communities.

Kimberly Masucci, YMCA Retirement Fund

Pre-Conference Speaker

Kimberly Masucci joined the YMCA Retirement Fund in 2024 after two decades of service to the YMCA, including leadership roles in operations and board governance. Most recently, she served as CEO of the Southern District YMCA/Camp Lincoln, where she championed staff development and community impact.

As Senior Director of Education and Y-Relations, Kimberly advises YMCA leaders on the Fund's retirement benefit—positioning it as a key driver of staff recruitment, retention, and positive workplace culture. She designs and delivers educational

programs that help YMCAs become employers of choice, while ensuring staff feel valued and prepared for retirement.

A passionate advocate for the Y Movement, Kimberly believes every YMCA employee deserves to retire with confidence and dignity after a lifetime of service.

She holds a B.S. from Georgetown University and a J.D. from Michigan State University, and lives in New Hampshire where she enjoys skiing, hiking, yoga, and mountain biking.

Chris Pallatto, CT and RI Alliance of YMCAs

Workshop Speaker

Chris Pallatto is the current CEO of the CT and RI Alliance of YMCAs. In this role, Chris's responsibilities are to provide strategic direction and support to YMCAs in those states to expand their impact and improve long-term sustainability. Chris is a Y "lifer" and has served in CEO and executive positions at the Valley Shore, Greater Hartford, and Waterbury YMCAs since 1994. Chris's experience has been in turning around struggling YMCAs or departments and managing large projects. He has been a national presenter on various strategic topics, including creating organizational change. Chris met his wife Sharon at YMCA Camp Mataucha and currently live in Chester, CT with their four children. He is an avid woodworker and winemaker and terrible golfer.

Leighann Sibal, DBD Group

Workshop Speaker

Leighann Sibal is a senior consultant with DBD Group working with YMCAs and other non-profits across the country. Leighann was most recently with the YMCA of the USA National Resource Office for 24 years, and with the YMCA of Greater Des Moines for 10 years prior to joining the YMCA of the USA. She has been with DBD Group since 2024 and focuses on strategic planning, board governance, community needs assessment, and capital readiness. Connect with Leighann [on LinkedIn](#).

Kellie Wardman, DBD Group

Workshop Speaker

Kellie Wardman, PCC, ACTC, is a certified executive coach and senior consultant working with YMCAs and other non-profits across the country. Kellie worked in branch leadership and as COO for 10 years at The Granite YMCA and then served for 8 years as a consultant for YMCA of the USA and the YMCA Alliance of Northern

New England. She has been with DBD Group since 2020 and serves as Director of Strategy, Governance, and Leadership, leading the team that focuses on strategic planning, board governance, and executive and team coaching. Connect with Kellie [on LinkedIn](#).

Dan Weir, Day Camp Community

Workshop Speaker

Dan Weir has been developing overnight camps, day camps, and strategic initiatives for over 20 years. With a master's degree specializing in youth development, Dan's work has been recognized for programming and research excellence. Dan spent much of this time working with Frost Valley YMCA and YMCA of Long Island. He has volunteered in multiple capacities for the American Camp Association and the New York State Camp Directors Association. Known for taking on the challenges facing youth serving organizations, Dan is the Founder of Day Camp Community and Senior Consultant at Immersive1st.