



The Keynote Speaker

Hilda H. Polanco, CPA, CCSA®, is Managing Director and founder of Fiscal Management Associates, LLC (FMA). Hilda provides practical, hands-on financial management and consulting services to organizations in the not-for-profit sector. Over the last nineteen years, Hilda has built a specialized consulting practice focused on helping not-for-profit agencies create and maintain effective fiscal systems and policies, cost-efficient technology systems, and a human resource infrastructure that supports their program, fiscal and operating demands. Additionally, in order to address a critical need for the professional development of leaders in the nonprofit sector, she spearheaded the creation and launch of the FMA Institute.

A recognized expert in the independent sector, Hilda has been invited for the last three years by the New York Times Company to serve on the selection committee for the NYT Nonprofit Excellence Awards. She is an adjunct professor in Columbia University's Department of Health Policy and Management and regularly conducts fiscal workshops for Columbia's Institute for Not-for-Profit Management.

Hilda currently serves on the Board of Directors for the New York Better Business Bureau Foundation and chairs the Foundation's Hispanic Advisory Committee. Hilda also serves on the Advisory Board for Acelero Learning, an organization that partners with local communities to support high quality Head Start programs. She has also served on the Board of Governance Matters. Other memberships include the American Institute of CPAs, New York State Society of CPAs and its Not-for-Profit Organizations Committee. In 2008, she was honored with the Social Entrepreneur Award from the National Association of Women Business Owners-New York City, which recognizes the successful impact made by a woman who uses business methods to find practical ways to solve social problems or needs related to the not-for-profit sector. Her previous honors include an award from WHEDCO in 2004 for outstanding leadership in the field of nonprofit finance and the 2003 Latina Excellence Award in Community Service from HISPANIC Magazine.

Hilda graduated from New York University with a B.A. in Accounting. She is a CPA and holds the Certification in Control Self-Assessment, conferred by the Institute of Internal Auditors to practitioners who have proven their knowledge and are able to provide guidance on risk, controls, and business objectives.





The Panel

Dave Crossett is a partner in the Trust and Estate Department of Chapman and Cutler LLP, where he has been employed since 1982.

From 1980 to 1982 Mr. Crossett was employed by the law firm of Hubachek and Kelly. His experience includes a wide range of work representing individuals, small business owners and corporate fiduciaries, with an emphasis on tax sensitive estate planning, probate and trust administration, fiduciary support services, income tax and real estate matters. In addition, Mr. Crossett represents and advises a number of not-for-profit entities, including operating and grant making foundations, and has served on the Boards of for-profit and not-for-profit corporations.

He has been a member of the Gads Hill Center Board for over two decades, served in most every office, serving as President and Treasurer at least twice each, and currently serves as Secretary. His commitment to Gads Hill led him to encourage his son to take a 6-month internship with the organization.

Clare Golla manages nonprofit, philanthropic, and national institutional client relationships as Senior Vice President at ShoreBank, the nation's first and leading community development and environmental banking company. In her six year tenure with the bank, Ms. Golla has been instrumental in building ShoreBank's presence in the local and national nonprofit and philanthropic marketplace. Her duties include growing a successful business development, credit, and service delivery team, and managing ShoreBank's Nonprofit Service Centers in the Chicago Loop, two unique banking branches dedicated solely to nonprofit and foundation customers.

With a BA magna cum laude from Harvard University and a MA from the University of Chicago, Ms. Golla has worked for and with nonprofit and philanthropic organizations for over a decade. She has led ShoreBank to realize significant growth in deposits from this sector from \$25 million to \$400 million, and she now oversees a portfolio of more than 1,000 institutional clients nationwide. Ms. Golla is a Director of the Board of the Harvard Club of Chicago, and the Community Foundation of Oak Park and River Forest. She lives in Oak Park, IL with her husband Adam, and two daughters, Katie (5) and Deirdre (3).





Denis Hurley, CPA was appointed Chief Financial Officer of Metropolitan Family Services in 1988 and oversees accounting and office services of Metropolitan Family Services. He joined the organization in 1982 and served as Controller for six years prior to being appointed CFO.

Previously, Hurley was a financial analyst for the American Hospital Supply Corp. and supervisor for Ernst & Whinney, now Ernst & Young. He is a member of the American Institute of Certified Public Accountants and the Illinois CPA Society, and serves on the board of Porter County Family Counseling Center. Hurley majored in accounting and earned his bachelor's degree in Business from the University of Notre Dame.

J. Harry Wells has served as President and CEO of Chicago Youth Centers (CYC) since 2004, where he oversees 7 locations city-wide and a camp in Michigan.

Prior to joining CYC, Wells served as Associate Director for Program Operations with OMNI Youth Services in Northwest Suburban Chicago, and spent 26 years as Executive Director of OMNI Youth Services.

He has spent nearly 16 years on both the Illinois Collaboration on Youth Board (where he is currently Vice President), as well as the ICOY State Policy Board, which he currently chairs. He has been a member of the Donors Forum of Chicago since 1998, where he served on the Board of Directors for three years, chairing the Public Policy Committee for two of those years. Wells is also a member of the Illinois Attorney General's Charitable Advisory Council.

Mr. Wells earned his Bachelor's degree from Duke University in Religion/Sociology and holds a Master of Theology from the University of Chicago Divinity School, where he specialized in the study of organizational behavior in nonprofit organizations. He is also a graduate of the Advanced Executive Program at Northwestern University's Kellogg Graduate School of Management.





The Panel Moderator

Gretchen Dykstra, Senior Advisor to FMA in strategic communications, program development and resource development, has extensive management experience in both nonprofits and government agencies. Founding President and CEO of the World Trade Center Memorial Foundation from April 2005 until May 2006, Gretchen had served under Mayor Bloomberg as Commissioner of the New York City Department of Consumer Affairs, the City's regulatory agency for small business. Founding President of the Times Square Alliance (formerly the BID) she was one of the leaders of the dramatic reclamation of that area in the 1990s. Gretchen has held senior positions at the Rockefeller Foundation, the New York City Charter Revision Commission, and the Edna McConnell Clark Foundation. She has been a freelance writer and a teacher including two years (1979-81) at a teacher's college in Wuhan, China.

Gretchen received her Bachelor of Arts at the University of Wisconsin at Madison and a Masters in Education and later an Honorary Doctorate from the Bank Street College of Education. She currently serves on the Board of Save the Children where she began its HIV/AIDS Leadership Council.

