

**Pennsylvania Association of Nonprofit Organizations Standards for Excellence Program  
Standards Committee Membership**

- ✓ Ifeoma Aduba - '15  
Associate Director, A Woman's Place
- ✓ Don Ames - '12  
Vice President, PNC Financial Services
- ✓ Janice Anderson Esq. - '11  
Attorney at Law
- ✓ Dr. Bruce Bickel - '13  
Senior Vice President & Manager, PNCdvisors
- ✓ Gary Dubas, CPA - '13  
Partner, McKonly & Asbury
- ✓ Doris Fee - '11  
President, Blue Ridge Business Consulting
- ✓ Karen Hosler-Kispert - '11  
Nonprofit Organization & Leadership Development, Research, Program Evaluation
- ✓ Betsy Keefer - '12  
Retired CEO, Penn Laurel Girl Scout Council
- ✓ Jane Mack - '13 *Chair*  
Principle, M2 Organization Consulting, LLC
- ✓ Jack Owen, III, Esq. - '12  
Rhoades & Wodarczyk, LLC
- ✓ Laura Solomon, Esquire - '15  
Owner, Laura Solomon, Esq., and Associates
- ✓ Bobbi Watt Geer - '13  
President and CEO, United Way of Westmoreland County
- ✓ Robert Wooler - '11  
Director, The Nonprofit Partnership, Erie, PA