



2023

LEADERSHIP SOUTHERN MARYLAND

— YEARBOOK & DIRECTORY —



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MISSION STATEMENT

Leadership Southern Maryland connects, educates, and inspires a diverse group of current and emerging leaders, fostering collaboration to address community needs in Calvert, Charles, and St. Mary's counties.

CONTACT

-  301-862-SOMD
-  www.leadershipsomd.org
-  **Leadership Southern Maryland**
P.O. Box 524
Leonardtwn, MD 20650
- Holly I**
44425 Airport Road, Suite 220
California, MD 20619

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From the **Executive Director**



Dear LSM Family,

I am delighted and humbled to present to you the 2023 Leadership Southern Maryland Yearbook and Directory.

What a year this has been! LSM graduated its 15th Executive Program class and now has more than 500 distinguished graduates. I often say that LSM is incredibly powerful in Southern Maryland. Let me clarify what I mean by “powerful.” While many of you occupy important positions of authority, the power I am referring to lies within your spirit. You are 521 thought leaders who share a passion for serving Southern Maryland. A member of the Class of 2023 summed it up beautifully: “We are here for the common good.”

That, my friends, is the very best kind of power.

Class of 2023, the entire LSM community congratulates you on your achievements and thanks you for leaning into the LSM experience. Know that this network is here for you.

Looking forward, I encourage you to stay connected and join our conversations about our new strategic plan, *Our Path to 2030*. The result of surveys and in-depth conversations with LSM alumni, donors, and community partners, the plan focuses on strengthening LSM’s community relationships, financial foundation, and tactical operations. We will launch a new LSM Lecture Series this fall, as well as other new opportunities to connect and network. We are also excited to relaunch our LSM Emerging Leaders Program (LEAP) in January 2024. We’ve included a snapshot of *Our Path to 2030* on page 30.

Finally, I extend my most heartfelt thanks to our LSM Board of Directors, staff, sponsors, donors, volunteers, and other partners who have made this an astonishingly productive year for LSM. There is no possible universe in which LSM could have achieved all it has without each and every one of you. Here’s to you ...

Warm regards,

A handwritten signature in blue ink, reading "Sybol".

Sybol Anderson, PhD
Executive Director



From the Incoming Board President



Dear LSM Colleagues,

As I pause to reflect upon the remarkable accomplishments of the past year, I write to you with a profound sense of gratitude for our Executive Director, Alumni, Committee Chairs, Leadership Council, Board of Directors, and the flat-out awesome Executive Committee that I serve alongside. It is your commitment, sacrifice, and steadfast support that truly drive our organization's success and brings to life to our vision to be "Southern Maryland leaders united for positive community impact."

I am particularly proud to share one of our significant achievements—the graduation of the Executive Program Class of 2023, fondly dubbed "The Most Courageous Class Ever." This cohort truly exemplifies the essence of our newly documented Mission—"Leadership Southern Maryland connects, educates, and inspires a diverse group of

current and emerging leaders, fostering collaboration to address community needs in Calvert, Charles, and St. Mary's counties."

The Class of 2023 now takes its place among our esteemed LSM alumni community. This network of over 500 LSM graduates is a reservoir of expertise ready to connect and continue to work together to create positive change for our tri-county community.

In the spirit of progress, 2023 also marks the return of our LSM Emerging Leaders Program (LEAP), which is designed to nurture and refine the skills and understanding of emerging leaders through focused curriculum, self-discovery, teamwork, and networking. The reinstatement of LEAP stands as a testament to our commitment to developing leaders who will shape the future of LSM and our tri-county community.

I would also like to use this letter to remind everyone about the bonds we've all forged, the connections we've all made, and the sense of camaraderie we all had the day we graduated. These connections are the foundation upon which enduring partnerships have been built. I encourage each of you to sustain these connections, as they are more than mere associations; they are the channels through which our ideas, experiences, and aspirations continue to intertwine as "Southern Maryland leaders united for positive community impact."

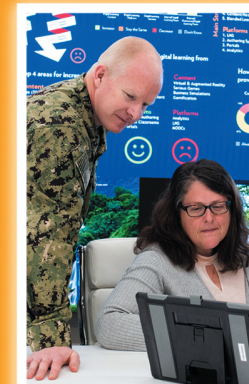
Looking ahead, I eagerly anticipate the prospect of reuniting with our esteemed LSM alumni at upcoming events in the coming year. These gatherings serve as junctures of collaboration, networking, and celebration—a time to reaffirm our shared LSM values and an opportunity to continue to serve our communities.

In closing, I extend my sincere gratitude for your dedication to LSM as I humbly reaffirm my commitment to this diverse group of amazing leaders. Together, we are a driving force that will propel LSM into the future and I have every confidence that our journey will continue to be marked by achievements that improve the lives of the people in our communities.

Sincerely,

Tom Clark, LSM'18
President, LSM Board of Directors

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PRESIDENT
Gadsden "Ed" Rule, LSM '18
President, Naval Systems, Inc.
21513 Great Mills Road
Lexington Park, MD 20653-1295
Cell: 301-919-1272
erule@n-s-i.us



SECRETARY
Joseph "Mort" Mortensen LSM'16
Colonel, United States Marine Corps (retired)
41371 Holiday Court
Leonardtown, MD 20650
Cell: 240-496-5411
joe.mortensen@me.com



VICE PRESIDENT
Thomas Clark, LSM '18
Executive Vice President, The MIL Corporation
46900 Bradley Boulevard
Lexington Park, MD 20653
Cell: 240-298-9846
tclark@milcorp.com



IMMEDIATE PAST PRESIDENT
Mary Beth Cook LSM '17
Director, Calvert County Department
of Planning & Zoning
205 Main Street
Prince Frederick, MD 20678
Work: 410-535-2348 | Cell: 443-532-5922
Marybeth.Cook@calvertcountymd.gov



TREASURER
Joan Thorp LSM'18
Assistant Chief of Accounting, Charles County
Government
2559 Aspen Road
Port Republic, MD 20676
Cell: 410-474-0604
thorpj@charlescountymd.gov



BOARD DIRECTORY: General Board



Christopher Breedlove, LSM '18
Chief Zoning Enforcement, Dept. of Planning &
Zoning, Calvert County Government
150 Main Street, Suite 300
Prince Frederick, MD 20678
Phone: 301-399-6902
christopher.breedlove@calvertcountymd.gov



Daniel Palmieri, LEAP '22
Senior Program Analyst/Training Specialist III,
Naval Systems, Inc. (NSI)
21513 Great Mills Rd
Lexington Park, MD 20653
Phone: 516-312-6742
dpalmieri@n-s-i.us



Lisa Clark LSM'14
Principal Account Delivery Executive State &
Local Government, Microsoft Corporation
24454 Half Pone Point Road
Hollywood, MD 20636
Phone: 240 925-1785
lmco98@gmail.com



Angela Walters Small LSM'16
Director of Communications and Public
Information Officer, College of Southern
Maryland
1200 Hinton Drive
Huntingtown, MD 20639
Cell: 240-695-6266
amsmall1@csmd.edu



Phil Fickes LSM'18
Sr. Manager, Global Military
Sales & Strategy, BELL
46591 Expedition Drive, Suite 101
Lexington Park, MD 20653
Work: 301-866-6506
Cell: 540-940-9425
Philipfickes@gmail.com



Rick Steinmetz, LSM '20 (2025)
Partner, Baldwin, Briscoe & Steinmetz, P.C.
22335 Exploration Drive, Suite 2030
Lexington Park, MD 20653
Cell: 301-728-4128
rsteinmetz@baldwinbriscoe.com



John Greely, LSM '11
Director, Decision Support, Performance and
Health Information Management, MedStar
St. Mary's Hospital
25500 Point Lookout Road
Leonardtown, MD 20650
Work: 240-434-7743
john.greely@medstar.net



Christina Taylor, LEAP '22
Project Manager – Health Resilience,
Chickasaw Nations Industries
5301 Seahorse Pl
Waldorf, MD 20603-4377
Phone: 301-379-8368
taylorchristina2014@gmail.com



Christa Hood LSM'18
Partner, Askey, Askey & Associates, CPA, LLC
23507 Hollywood Road | P.O. Box 662
Leonardtown, MD 20650
Work: 301-475-5671
Cell: 703-304-6898
christa@aaacpa.com



Marsha L. Williams, Esq., LSM '21
Partner, Williams, McClernan & Stack, LLC
22715 Washington Street, #201
Leonardtown, MD 20650
Phone: 240-309-4179
marsha@wmslawyers.com



Michelle Kowieski, LSM '11
President, The Kowieski Group
48396 Sunburst Drive
Lexington Park, MD 20653
Phone: 301-904-7934
michelle@kowieskigroup.com

BOARD DIRECTORY: Leadership Council



Samuel C. P. Baldwin, Jr. Esq. LSM '16
Senior Partner and Founder, The Law Offices
of Baldwin, Briscoe, & Steinmetz, P.C.
22335 Exploration Drive, Suite 2030
Lexington Park, MD 20653
Work: 301-862-4400 | Cell: 240-925-1767
sbaldwin@baldwinbriscoe.com



**Tom Jarboe LMD'o6, Founding Member
& Past President**
CEO / President, AIRtec, Inc., AIRtec, Aviation
S.A.S. and Kieyos, LLC
44190 Airport Road, Suite B
California, MD 20619
Phone: 240-298-2234
tjarboe@flyairtec.com



**Wilson Parran LMD'99, LSM'o9,
Founding Board Member**
4420 Harvest Lane,
Huntingtown, MD 20639
Cell: 410-991-5316
wparrano1@icloud.com



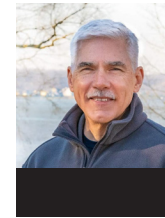
**Ray Wernecke LMD'o6,
Founding Member & Past President**
Senior Advisor, PSI Pax, Inc.
23330 Cottonwood Parkway, Suite 335
California, MD 20619
Work: 301-904.0226
rwernecke@psipax.com



Lee Capristo LSM'11, Past President
Director of Writing & Content, St. Mary's College
of Maryland
47645 College Drive
St. Mary's City, MD 20686
Work: 240-895-4795
lwcapristo@smcm.edu



**Bert Johnston LMD'o7, Founding
Member & Past President**
19556 Pristine Way
Drayden, MD 20630
Phone: 301-481-7984
bertjohnston@earthlink.net



**Matt Scassero LMD'o7, Founding Board
Member & Past President**
Director of Research, Innovation and Outreach,
University of MD Clark School of Engineering at
University System of Maryland at SOMD
44219 Airport Road | California, MD 20619
Cell: 240-925-3511
mscasser@umd.edu



**Harriet Yaffe LMD'o1,
Founding Board Member**
2605 Aspen Road
Port Republic, MD 20676
harrieto7@comcast.net



Mark De Luca LSM'10, Past President
Systems Engineer, Holmes-Tucker
International, Inc.
22299 Exploration Drive, Suite 110
Lexington Park, MD 20653
Work: 240-895-8126
Cell: 240-256-5476
mdeluca@htii.com



**Dolores Martin LMD'o6, Founding
Member & Past President**
38028 Fenwick Shoals
West Fenwick Island, DE 19975
Cell: 301-848-2460
Dolores.martin.fi@gmail.com



**Linda Vassallo LMD'o7, Founding Board
Member, Founding Sponsor &
Past President**
6721 Bond Street
St. Leonard, MD 20685



John Felicitas LSM'13, Past President
Retired Educator & Diversity Consultant,
BeAthEdge Consulting
22302 Bretmar Drive
Leonardtown, MD 20650
Work: 240-925-7832
athedge.jef@gmail.com



**Cathy Meyers LMD'98, Past Treasurer
& Founding Sponsor**
Executive Director, The Center for Children, Inc.
6100 Radio Station Road, P.O. Box 2924
La Plata, MD 20646
Work: 301-609-9887 x 126
Cell: 301-751-1108
Meyers@center-for-children.org



Susan Mudd Vogel LSM'o9, Past President
Director of Advancement, The Field School
9340 Mudd Farm Lane
La Plata, MD 20646
Cell: 301-643-2192
smvogel@yahoo.com



**Robin Finnacom LMD'98,
Founding Board Member**
P.O. Box 930
California, MD 20619
Cell: 240-298-1133
rfinnacom@gmail.com



**Patrick Murphy LMD'o6, Founding
Member & Past President**
Vice President and Lead Managing Counsel,
Protiviti, Inc.
1640 King Street
Alexandria, VA 22314
Work: 703-299-4707
Patrick.murphy@protiviti.com



**Mary Washington LSM'o9,
Founding Board Member**
Member, Board of Education, St. Mary's County
23160 Moakley Street, P.O. Box 641
Leonardtown, MD 20650
Work: 301-475-4250
marywash@md.metrocast.net

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	2010	2013	2019
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		2014	2020
		Christa Jones (Kuhl)	Anna Cotton Amber Starn
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		2016	
		Linda Colina	

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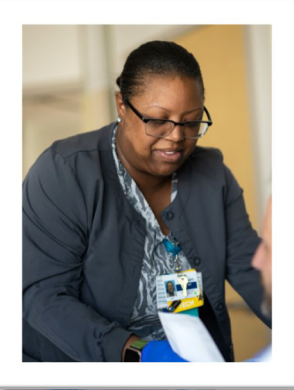
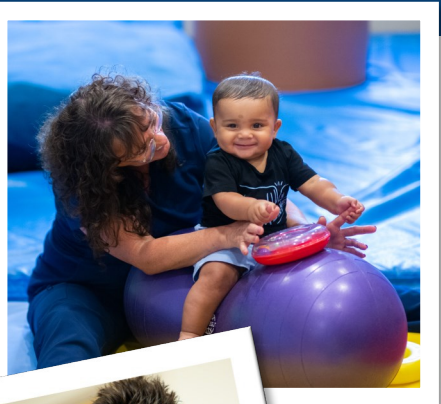
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Executive Program Highlights

ORIENTATION RETREAT

Leadership Southern Maryland (LSM) welcomed the Executive Program Class of 2023 with a two-day opening retreat on September 12 and 13, 2022. Michelle Mehta, PhD, facilitated thought-provoking discussions and exercises with the class, emphasizing the value of adaptive leadership in dynamic, rapidly changing environments and the critical role of servant leadership in moving Southern Maryland forward. The retreat also featured probing conversations with county commissioner board presidents Earl “Buddy” Hance (Calvert), Reuben B. Collins II, Esq. (Charles), and James “Randy” Guy (St. Mary’s); CSM Nonprofit Institute Senior Consultant Cara Fogarty; and LSM co-founders Tom Jarboe, Patrick Murphy, and Ray Wernecke.



ECONOMIC & WORKFORCE DEVELOPMENT

In October of 2022, the Executive Program session convened at the University System of Maryland at Southern Maryland (USMSM) in St. Mary’s County to explore regional economic and workforce development resources, opportunities, and challenges. Top economic development practitioners and innovators from all three counties presented their initiatives to create entrepreneurial communities, foster a research and development economy, and meet new workforce development needs brought on by the COVID-19 pandemic and rapid technology growth. Afternoon sessions included a tour of USMSM’s new Southern Maryland Autonomous Research and Technology (SMART) Building, information on innovative regional workforce development partnerships, and a tour of the JobSource Mobile Career Center. A behind the scenes tour of the Calvert Marine Museum highlighted the importance of tourism on the region. Then the class joined the annual LSM Homecoming under Drum Point Lighthouse to receive warm welcomes from the nearly 100 LSM alumni in attendance.



DEFENSE & INDUSTRY

The Executive Program went behind the scenes at Naval Air Station Patuxent River in November to learn about activities at that installation and the Naval Surface Warfare Center Indian Head Division (NSWC IHD). The focus was on the roles both bases have in America’s national defense as well as in Southern Maryland’s economy and culture. The day began with in-briefs by leaders from programs at Pax and Indian Head. Participants then set out on a windshield tour of NAS Patuxent River with stops at the air traffic control tower, Aircraft Prototype Systems Division, Atlantic Test Range, manned flight simulators, the United States Naval Test Pilot School (USNTPS), and a tour of the TPS flight line. Hands on experiences included working with explosive ordnance disposal (EOD) robotics from NSWC IHD as well as NAS Patuxent River’s manned flight simulators. Participants also learned how they can be a part of the broader Southern Maryland defense community by supporting advocacy groups that champion Southern Maryland’s military bases and personnel.



EDUCATION

In December, the Executive Program education session focused on the Blueprint for Maryland’s Future Act, legislation passed in 2021 to enhance Maryland’s public school system. The meetings were held at the Prince Frederick Campus of the College of Southern Maryland (CSM). After learning the ABC’s of the legislation, participants were briefed on local implementation plans for all three counties and got a look at the Blueprint against the background of the broader U.S. educational landscape. Students from public and private high schools throughout the region offered perspectives on the education they are receiving and on challenges brought about by the COVID-19 pandemic. Southern Maryland higher education officials joined the group to discuss the ways their institutions are innovating and collaborating to equip local students for success through post-secondary education to employment and beyond. The class got a taste of that innovation, teamwork, and collaborative partnering during a tour of Farming 4 Hunger’s Market Garden at CSM.

HEALTHCARE

The Executive Program convened at MedStar St. Mary’s Hospital and Pyramid California Residential and Outpatient Treatment Center in January for day-long examination of healthcare in Southern Maryland. Participants sat down with hospital officials from all three counties, county health officers, and other key public health staff to learn about challenges and opportunities occurring within our healthcare system. The group took a behind-the-scenes virtual tour of MedStar St. Mary’s Hospital’s cutting-edge capabilities in robotic surgery and interventional radiology and experienced living with memory loss and sensory impairment through a dementia exercise by Sagepoint Senior Living Services. Class members learned about innovative programs for those suffering from mental illness and addiction. A walk through the Charles County Sheriff’s Office’s Heroin Overdose Prevention Effort (HOPE) Trailer brought home the message that addiction and mental illness can touch any family.



HOUSING & HUMAN SERVICES

In February, the Executive Program Class of 2023 learned about the region’s critical housing and human services challenges with a focus on low-income families, the unhoused, and residents dealing with mental and behavioral health issues. Participants were introduced to the Adverse Childhood Experiences (ACE) Assessment, which connects childhood experiences of domestic violence, parental behavioral health issues, and economic insecurity to one’s ability to thrive in adulthood. The class then heard from human services, behavioral health, and housing specialists about challenges Southern Marylanders face due to limited affordable housing, lack of reliable transportation, and difficulty accessing resources. A look at the United Way’s ALICE (Asset-Limited, Income-Constrained, Employed) Simulation and Report provided a window into economic insecurity in Southern Maryland. A discussion of solutions included supporting community resource organizations to facilitate more community collaboration, creating more information access points, and exploring new revenue streams to fund support services.

MULTICULTURALISM & DIVERSITY

The topic for the Executive Program’s March session was diversity in Southern Maryland and how to apply new insights in their roles as regional leaders. Rear Admiral Bert Johnston, USN (Ret.), and LSM founding sponsor, set the day’s course with a keynote on “Dealing with Gray Issues.” The remainder of the day was facilitated by Griff Hall and Derek Matthews of Griff Strategic Leadership, who guided the class through group activities related to working across differences and small breakout sessions where participants explored the issues on a deeper level. The class discussed a wide range of topics such as how best to lead diverse groups, strategies for working through difficult discussions, and how diversity awareness should inform their own growth as leaders in Southern Maryland. The session took place at CSM’s Prince Frederick Campus.

After the session, the class attended the Southern Maryland Legislative Reception at the Graduate Hotel in Annapolis.



PUBLIC SAFETY

It was an action-packed day in early April as the Executive Program went behind the scenes at the University of Maryland Fire and Rescue Institute - Southern Maryland Regional Training Center in La Plata to learn about operations and critical issues of law enforcement and fire and rescue services. The class toured the Charles County 911 Call Center operations and observed a firefighting demo by members of the Waldorf, Prince Frederick, and Hollywood Volunteer Fire Departments. Trooper 2 of the Maryland State Police Aviation Command briefed on law enforcement, medevac, and search and rescue operations. Deputies from the Calvert County Sheriff’s Department Patrol Bureau demonstrated motorcycle patrol and drone operations. Instructors at the Southern Maryland Criminal Justice Academy demonstrated SWAT and K-9 operations and put volunteer participants through firearm training simulations. A common theme was the challenge of recruiting and retaining public safety personnel. Sheriffs from all three counties described outreach initiatives in schools and in the community and discussed challenges related to crime rates, violence, and public policy.

ENERGY & ENVIRONMENT

A two-day executive program session at the end of April focused on energy, environmental sciences, and agriculture and the impacts these sectors have on the region’s life and economy. A walking tour of Constellation’s Calvert Cliffs Nuclear Power Plant provided a rare look at the facility. The group then visited the Berkshire Hathaway Energy Gas Transmission & Storage (BHE GT&S) offices and learned about the facility’s history and global operations followed by a brief from Southern Maryland Electric Cooperative (SMECO) about current projects and future plans. A key objective was to explore the intersections of energy and Southern Maryland’s distinctive natural environment.

The executives reaped an early harvest of tomatoes, strawberries, and flowers at the Loveville Produce Auction in Mechanicsville while observing interaction of Mennonite and Amish farmers with other eager buyers, including restaurateurs and landscapers. At the Chesapeake Biological Laboratory, the class got a tour and learned about the University of Maryland’s research operations in Southern Maryland. Inclement weather prevented the group from visiting Serenity Farm, so Bernie Fowler, Jr., brought Farming 4 Hunger to them at the recently opened College of Southern Maryland Center for Health Sciences in Hughesville where he shared Farming 4 Hunger’s origin story and mission to serve Southern Marylanders who are experiencing food insecurity.



CLOSING RETREAT & GRADUATION

The LSM Executive Program graduated its 15th class on May 18 at Annmarie Sculpture Garden & Arts Center in Solomons. In their closing session, participants reflected on key insights gained from their Executive Program experience. The graduation ceremony featured a rousing speech by Class of 2023 member Rodney Flowers, elected by the cohort to represent them. “There are no shortages of leaders in the world today,” Flowers said, “but the missing element is courage. Courage is the new currency and most critical skill set for leaders.” Class member ALisa Casas, Director of Communications and Outreach for the Office of the State’s Attorney for St. Mary’s County summed it up: “We are all here for the common good.”

The graduation ceremony may be viewed on LSM's Facebook page at <https://fb.watch/med8D1O6nK/>.



DEVELOP + CONNECT + ACHIEVE

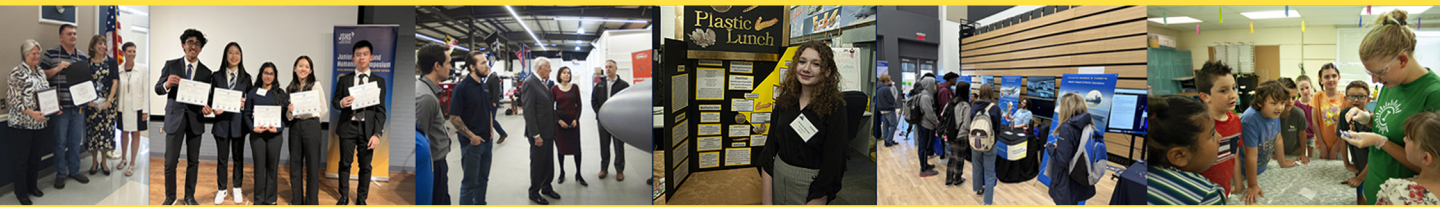
The Patuxent Partnership (TPP) is a nonprofit member organization that connects the dots to increase collaboration among academia, industry, and government, from technology to STEM. Our apprenticeships and internships increase our STEM pipeline.

Our programs and connections, along with our workforce development initiatives, increase economic development in Southern Maryland.



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Class of 2023

Executive Program



Tonya Allen-Shaw is currently director of the Office of Administration and Resource Management at USDA, Office of the General Counsel (OGC). In this role, Allen-Shaw provides policy guidance and direction in the administrative functional areas which include budgeting, financial management, personnel management, administrative services, records management, space utilization, and coordination of information technology activities. Allen-Shaw's professional experience has included the position of functional lead of the implementation of the USDA financial/accounting system, chief of staff to the deputy chief financial officer, branch chief, and accountant. She is a 1994 cum laude graduate of Bowie State University with a Bachelor of Science in Business Administration with a major in banking and finance and a minor in accounting. Allen-Shaw is extensively involved in her community. She is the 2021-2023 president of the Charles County Area Unit Parliamentarians and a life member of both the National Council of Negro Women and Sigma Gamma Rho Sorority, Inc. Other affiliations include the Marian J. Martin Blue & Gold Gavel Electronic Parliamentarian Unit, the National Association of Parliamentarians, the Maryland Association of Parliamentarians, and the Association of Government Accountants Council for the Advancement of Women. Allen-Shaw is also involved with The Links, Inc., Southern Maryland Chain Chapter; Top Ladies of Distinction – Southern Maryland Chapter; and The Association of Government Accountants (AGA), DC Chapter.



Curtis Brown enlisted in the US Navy in 2004 and was honorably discharged while stationed at Naval Air Station Patuxent River in 2012. He began his civilian career with AVIAN, LLC where he worked for three years before joining Ausley Associates (now Mag Aerospace) as a business development associate. His next move landed him at AIRtec, Inc. in 2018 where he currently works as a business development manager.

Brown holds a bachelor's degree in organizational management and an MBA from Ashford University in San Diego, California. His community involvement includes volunteering with the Rotary Club of Lexington Park as the director of charity from 2015 to 2018. He is currently a member of the St. Mary's County Economic Development Commission.



CAPT Douglas Burfield was raised in Saint Marys, Pennsylvania. He was commissioned in 1998 from the United States Naval Academy (USNA). He was first assigned to Helicopter Combat Support Squadron Six in Norfolk, Virginia and deployed with H-46D detachments onboard USS Arctic (AOE 8) and USS Mount Whitney (LCC 20). Following a shore assignment with Joint Staff J2, Deputy Directorate for Targets in Washington DC, he served in USS Wasp (LHD 1) as assistant air officer and officer of the deck underway. Burfield joined Helicopter Sea Combat Squadron 28 in 2008 to fly the MH-60S. There he served as detachment officer in charge onboard USS Wasp and USS Nassau (LHA 4) as well as operations officer.

Burfield was then assigned to the Office of the Chief of Naval Operations, Strategy and Plans Division (OPNAV N3/N5) before reporting to HSC-5 in 2015. As executive officer of the "Night Dippers," he deployed with Carrier Air Wing Seven onboard USS Harry S Truman (CVN 75). He later served as commanding officer of HSC-5 until 2017 when he was assigned to Carrier Strike Group Four as assistant chief of staff for training and assessments.

Burfield reported to Naval Air Station Patuxent River as executive officer in June 2022. He has a Bachelor of Science degree in marine engineering from USNA as well as a master's degree in national security studies from American Military University. He and his wife Kathryn live in Leonardtown with their four children.



ALisa Casas was appointed communications director for the Public Information Office of St. Mary's County Government in April 2019.

Casas has been a resident of St. Mary's County for over 20 years and has served in various communication roles including as the associate director of communications for the F/A-18 program at Naval Air Systems Command (NAVAIR) and as the station manager for MetroCast Cable Channel 10 in St. Mary's County, Maryland. Her career has included stints as on-air talent and management for both radio and television stations in markets including Albuquerque, New Mexico; Berlin, Germany; and California, Maryland. Casas is a prolific writer providing content for multiple blog sites and is coauthor of an inspirational publication.

Casas earned a Bachelor of Arts degree in communication from the University of Maryland University College. She currently resides in St. Mary's County with her husband and three daughters. She enjoys reading, writing, and gardening.



Yu-Hsuan Chen is vice president and co-founder of Integrated Program Solutions, Inc. (IPS), a service-disabled veteran-owned small business (SDVOSB) providing practical program management and engineering services since 2009. He has over 20 years of relevant experience in naval systems and defense acquisition programs in the following functional areas: systems engineering, production/manufacturing engineering, integrated program/project management including earned value management (EVM) and project scheduling, supply chain management, acquisition management, organizational planning, advanced analytics and data visualization, continuous process improvement, and should-cost/affordability management. Chen was previously an industrial engineer in the Naval Air Systems Command (NAVAIR) competency for EVM and scheduling.

Chen holds a B.S. degree in industrial engineering and has prior industrial/manufacturing experience in the auto and telecommunications industries.



Nick DeFelice has a degree in history from Greensboro College in Greensboro, North Carolina. He began his career in law enforcement as a deputy sheriff with the Calvert County Sheriff's Office in 2007. DeFelice spent eight years as an investigator and is currently a supervisor on the full-time special operations team/SWAT.

DeFelice wears many hats within the agency including the roles of agency taser coordinator, crisis management team negotiator, dive team leader, defensive tactics and firearms instructor, and crisis intervention team coordinator.

DeFelice has been recognized as Detective of the Year three times by the Calvert County State's Attorney's Office and the Calvert County Sheriff's Office. Additionally, he has been recognized twice by the Maryland Chiefs of Police and Sheriff's Association for his contribution to professionalism and valor for life saving during a hostage rescue.



Michelle DeSoto is the Deputy Director of Economic Development for Charles County Government. In this role, DeSoto is responsible for managing department operations, marketing, special projects, commercial development and supporting business development. In addition, DeSoto serves as the primary local source and provider of comprehensive economic and other statistical data on the Charles County economy, commercial real estate markets, workforce, and economic profile relative to other jurisdictions in our region and State.

DeSoto is a results-oriented and strategic leader with over 10 years of extensive experience – in the Southern Maryland region – in planning, organizing and implementing economic development functions from conception to completion, including working with new and expanding businesses and cultivating relationships between counties, local business community, and economic development agencies at the state, regional, and federal level. She currently serves as a Young Professionals Advisory Committee member for the International Economic Development Council (IEDC) and is also a member of the Maryland Economic Development Association (MEDA) Awards Committee.

DeSoto earned her Associate of Science Degree in Business Administration and Management from the College of Southern Maryland and Bachelor of Science Degree in Business Management from the Robert H. School of Business, University of Maryland, College Park. She has also obtained a Master Certificate in Executive Leadership Development from the NACo High Performance Leadership Academy and is a 2023 graduate of Leadership Southern Maryland.



Alicemarie “AM” Dillon is branch manager of the Charlotte Hall Library in Charlotte Hall, Maryland, where she is also ADA (Americans with Disabilities) coordinator for the St. Mary’s County Library system. She serves on the St. Mary’s County Commission on People with Disabilities, is a veterans/military service library liaison, liaison to the Maryland Deaf Culture Digital Library from her library system, and serves on two statewide committees: Equity, Diversity, and Inclusion COP and Accessibility and Inclusion.

Dillon has a master’s degree in intercultural service, leadership, and management focusing on nonprofit management and conflict transformation and holds additional certifications in civil society initiatives in peacebuilding and teaching English to speakers of other languages from World Learning/School for International Training. She also holds a graduate certificate in autism spectrum disorders from Antioch University.

Dillon has a passion for serving communities directly and through the training and support of others doing the same. She has served in AmeriCorps teaching, been a VISTA volunteer supporting a community recovering from floods, worked with the Red Cross/

Red Crescent Movement Coordination post-tsunami in Sri Lanka, and taught on traditional tall ships. She is particularly proud of serving in public libraries — centers of community building, lifelong learning, youth champions, centers for diverse populations, and much more, providing access to knowledge, information, and works of the imagination.

In her spare time, Dillon speaks to groups about accessibility and service dogs, volunteers with humanitarian aid organizations, enjoys time with friends and family, attends concerts and festivals, and spends time on or near the water.



Sarah C. Ehman serves as public information program manager with the Calvert County Government Department of Communications and Media Relations where she is responsible for the development of communications and outreach materials to educate, inform, and promote citizen awareness of the services and work of county employees and the Board of County Commissioners.

Ehman’s professional experience spans the public, private, and nonprofit sectors, and her expertise encompasses several communications and creative disciplines. Prior to her work with Calvert County Government, Ehman was the communications and membership manager for The Patuxent Partnership, a nonprofit member organization in Southern Maryland. She also managed the business communications team in support of the Naval Air Warfare Center Aircraft Division Atlantic Test Ranges at Naval Air Station Patuxent River. There, she developed strategy and tactics, directed creative

services staff, and produced communications materials to meet strategic and business communication needs in support of the major US Navy aviation test range.

Ehman received a Master of Arts degree in communication from Notre Dame of Maryland University in Baltimore. She received a Bachelor of Fine Arts degree with an emphasis in graphic design from Frostburg State University, where she graduated magna cum laude. She is a member of the Public Relations Society of America.

Ehman was raised in a Navy family but has called Southern Maryland home for more than 25 years. Her interests include trail running, writing, and making creative things. She currently lives in Calvert County with her family.



Rodney Flowers, M.B.A. is the founder and CEO of Inspirational Endeavors, a motivational organization that teaches strategies by which people can transform their lives into those of purpose and achieve personal happiness, success, and overall enrichment. Flowers has written multiple best-selling books, hosted compelling podcasts, and is a highly sought-after public speaker on topics such as self-motivation; transformational change; and diversity, equity, and inclusion. He has also created The Game Changer Mentality System, a resilience training program and coaching resource for positive, life-changing results. Flowers currently serves as the executive leader of the Harmony, Diversity, and Inclusion Committee for the Evolutionary Business Council, a community of international speakers, business leaders, media

personalities, and writers dedicated to eliciting positive change throughout the world.

In tandem with Inspirational Endeavors, Flowers has enjoyed a career spanning over 20 years with the Department of the Navy. Since 2021, he has served as director of facilitation and lead facilitator for NAVALX, a newly formed unit within the department designed to resolve issues within work environments by applying agility and design thinking – the latter being an impactful process that systematically extracts, teaches, learns, and applies human-centered techniques to identify effective solutions in creative new ways. Flowers arrived at NAVALX while completing the Navy’s prestigious Leadership Development Program and currently manages a team of facilitators while advancing the mission of this dynamic unit.

Flowers holds an MBA from the Florida Institute of Technology and a BBA from St. Andrew’s Episcopal College.



Colonel Steven Girard received a Bachelor of Science degree in aerospace engineering from Syracuse University in May 1991 and was commissioned a second lieutenant in the United States Marine Corps. Upon completion of The Basic School in April 1992, he reported to Naval Air Station Pensacola for flight training and was designated a naval aviator in December 1993. After training in his primary aircraft, the AH-1W, he completed deployments with the 15th Marine Expeditionary Unit (Special Operations Capable) (MEU(SOC)) and the 13th MEU(SOC).

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Girard completed the United States Naval Test Pilot School (USNTPS) in 2000. He was then assigned to Air Test and Evaluation Squadron Two One (HX-21) where he conducted developmental flight test and evaluation programs on the AH-1Z, UH-1Y, AH-1W, UH-1N, and SH-60. He also served as a USNTPS rotary wing instructor. Girard returned to the fleet after his test pilot tour in 2003 where he completed two combat deployments in support of Operation Iraqi Freedom.

Girard was then assigned to H-1 Program Office (PMA-276) on Naval Air Station Patuxent River in November 2006. He held numerous program management positions within this program office and also within the V-22 Joint Program Office (PMA-275). Girard commanded the H-1 Program Office from 2013 to 2017. He then commanded the Marine Aviation Detachment from 2017 to 2020 until his retirement.

Girard is now the vice president of Patuxent River operations for Tekla Research, Inc. providing contractor service support to numerous Department of Defense programs.



Mark Goodrich is the executive vice president of programs at Naval Systems, Inc, responsible for all contract execution and the performance of the direct workforce of the firm, numbering approximately 325 employees.

Previously, he served as the vice president of corporate operations and chief of staff for another, similar-sized defense services firm.

Goodrich is a former naval officer with 25 years of experience, culminating in the rank of Captain (O-6) with responsibility for the majority of service contracts awarded at the Naval Air Systems command. His department consisted of 460 employees at five different geographic sites and awarded \$5 billion in contracts annually.

Goodrich holds a BS in business from Miami University (Ohio) as part of the Naval Reserve Officers Training Corps (NROTC) program. He also earned an MS in systems management (contracting) from the Naval Postgraduate School and an MS in national resource strategy from the Industrial College of the Armed Forces, now known as the Eisenhower School. He is an active member of his community, currently volunteering with both the Boy Scouts of America and the Miami University NROTC Alumni Board.



Campbell Hawkins is senior vice president and chief strategy and innovation officer for SMECO. As such, Hawkins is tasked with evaluating emerging technologies and developing strategic initiatives that promote an

innovative approach to customer and employee experiences, operational excellence, and new products and services.

Hawkins has more than 20 years of utility experience, most recently as senior director of the Innovation and Transformation Office at Xcel Energy in Minneapolis, Minnesota. He also served as vice president of customer service at Duquesne Light in Pittsburgh, Pennsylvania and director of customer operations for the Los Angeles Department of Water and Power (LADWP). Prior to LADWP, Hawkins spent nearly a decade with Southern California Edison (SCE). At SCE, Hawkins led Energy Efficiency programs that were focused on business and government customers and a five-million meter, advanced meter infrastructure project.

Originally from Georgia, Hawkins holds a bachelor's degree from the University of North Georgia in Dahlenega and a master's degree from Webster University School of Business and Technology in St. Louis, Missouri. He also served as a helicopter pilot in the US Army.



Stacy Hutchinson is the associate director of business and facilities operations at University of Maryland Center for Environmental Science, Chesapeake Biological Laboratory (UMCES-CBL). In addition to providing

leadership to the various administrative and facilities departments on campus, Hutchinson is charged with finding sustainable solutions and completing project and system modifications that reduce CBL's carbon footprint and increase occupant comfort. Under her leadership, the campus has made tremendous strides in reducing waste, embracing the importance of reuse before recycle, reducing campus energy consumption, reducing storm water run-off, and overseeing construction projects that meet stringent LEED building protocols.

Hutchinson is a member of both the Calvert County Business Association and the Solomons Business Association. She is also on the board of the Calvert County Architectural Review Committee.



Denise Kopel was born in Sumter, South Carolina and moved to Florida at the age of three months old. She grew up in Tampa. Kopel has been married to Mike Kopel of Maryland for 34 years, and they made their home in Florida

before moving to Maryland in 2017.

Kopel's professional career has been diverse. She worked for Richard and Martin Jacobson at their company, "Nutmeg Mills." She assisted the president and the board of directors in taking the company public; it was later sold to VF Corporation in 2004. She continued to work for the brothers as their business manager. Kopel met country music star, Nathan Osmond, and in 2015 became his business manager. She joined the St. Clement's Hundred Board and became the Osprey Gala's Chairperson that benefits the Blackistone Lighthouse. She is lighthouse coordinator for the board. Kopel also serves as legislative aid to Jack Bailey, State Senator for District 29. She joined MAG Aerospace in September of 2019 and brought her level of management and expertise to the company. Since joining MAG, she has saved the company over \$350,000.

Kopel donates much of her time serving her local community, working with children, and spending time with her husband.



Toni Kruszka is a life-long resident of Southern Maryland. She has enjoyed a more than 30-year career at the College of Southern Maryland (CSM). For the past 15 years she has been supporting the institution's advancement,

advocacy, and fundraising efforts. Kruszka currently serves as the donor relations and special events manager for the CSM Foundation.

Kruszka earned an associate of arts degree from CSM and is currently enrolled at the University of Maryland Global Campus. She has recently completed training to become a Maryland Master Naturalist at the Nanjemoy Creek Environmental Education Center.



Maryanna Lanham, owner of Athena Consulting Services LLC, is a mindset coach. She works with executive teams to identify where their leadership is misfiring to create a more symbiotic leadership structure. Her conversations,

facilitation, and activities assist leaders in finding their

voice and understanding their teammates. She consults with executives to provide workplace sessions catered to their individual needs to avoid conflict and provide the structure needed for teams to work more efficiently and effectively.

In 2021, Lanham joined the executive team of the Dream Queen Foundation, Inc., which operates a variety of programs including a Women's Collective, Certified Leadership Academy, and Gals Lead, a teen mentorship program. She serves as a program manager, establishes relationships within the community, and leads the facilitator training program. She helped launch Leonardtown High School during the 2019-2020 school year. Through her organization, Lanham aims to help battle bullying, encourage mental wellness, and increase self-confidence in a safe space.

As an active volunteer and frequent public speaker, Lanham recognizes the value of strong communities. She is a member of the Southern Maryland Women's League, the St. Mary's NAACP, the Calvert Interagency Council, and St. Mary's Behavioral Health Action Team. She received the Beacon of Light Award from Calvert County, was recognized as a Southern Maryland Woman to Watch in 2022 and 2023, was included in the Marquis Who's Who 2023, and has received in excess of \$70,000 in grants. Dedicated to fostering women's empowerment, she serves on the planning committee of United Women Win & Future Force through the United Way Southern Maryland. She intends to create a leadership and mentoring course so that she can reach more people and have a strong women's collective in other communities. She channeled her experiences and vast breadth of knowledge into a book chapter in, The Extraordinary Makeover: Hidden Expressions of the Everyday Woman.

Lanham holds a bachelor's degree from the University of Maryland College Park. She expanded upon her professional knowledge, earning her series 6, 65, and 63 licenses through the Financial Insurance Regulatory Authority.



Captain William "Wade" McConvey, USN (Ret.) is a native of Buffalo, New York. He graduated with merit from the United States Naval Academy in 1991 earning a Bachelor of Science degree in mechanical engineering with

a minor in German.

McConvey was designated a naval aviator in September 1993 and served his first tour in Jacksonville, Florida. A graduate of the United States Naval Test Pilot School (Class 116), he earned a Master of Science degree in aeronautical engineering from the Naval Postgraduate School in 1999. McConvey served as the commanding officer of two aviation commands, the HS-5 Nightdippers and Air Test and Evaluation squadron Two One (HX-21). He then served as the in-service integrated product team military lead to the Presidential Helicopters Program Office (PMA-274).

Stationed overseas as the US Naval Attaché at the US Embassy Berlin, Germany, McConvey advised the US ambassador, regional naval commander, and host nation officials. His final Navy tour was as the NAVAIR inspector general, where he organized and led teams for major inspections, directed an investigations unit, and coordinated outside audits.

After retirement in 2021, McConvey started his next chapter as a business development manager at KBR.

Outside of the Navy career, his community involvement has ranged from coaching multiple seasons of youth soccer and Little League baseball to scouting, both stateside and in Germany.



Michael Meisel joined MedStar Health in May 2020 as the Vice President and Chief Financial Officer (CFO) for MedStar St. Mary's Hospital and MedStar Southern Maryland Hospital Center. In August 2023, Michael began a new role within MedStar Health as the CFO for MedStar Medical Group; one of the region's largest provider networks with locations through Maryland, Virginia, and Washington, D.C.

Meisel's career focus has been in the not-for-profit healthcare space, specifically in regional acute care delivery systems. He began his healthcare career with the University of Maryland Medical System where he provided support for the financial and capital planning functions of the organization. He then transitioned to a role in operations improvement where he served in various capacities advancing the financial and strategic initiatives of the organization.

Michael holds a Bachelor of Science in business administration with a concentration in finance

from Towson University and a Master of Business Administration from Loyola University Maryland. Meisel is an active member of the Maryland Healthcare Financial Management Association (HFMA) and a certified healthcare financial professional (CHFP). Meisel is a demonstrated leader in strategic financial planning and is driven by the need to identify and translate complex financial data into meaningful, understandable, and actionable business objectives.



Ryan Morning, president and co-founder of the AVA Group, possesses over 24 years of operational, technical, and acquisition related experience. An innovative leader and team builder, Morning concurrently serves as the director of business development for StraCon Services Group. A former pilot and acquisition officer, Morning retired from the United States Marine Corps (USMC) in 2014 and saw an immediate need for the continuation of services offered to transitioning service members. He began collaboration with the Transition Assistance Program service providers in the local Patuxent River area to offer networking events, industry panels, and additional services. Morning has a genuine desire to help veterans, their families, and the local community. He views the AVA Group and its industry sponsors as the conduit by which we can help local veterans successfully transition from the military, strengthen the Southern Maryland community, and empower veterans.

Ryan possesses a Masters of Science in Business Administration from Boston University, a Masters of Arts in Leadership Studies from Marshall University, a Postgraduate Certificate in Systems Engineering from the Naval Postgraduate School, and Bachelors of Arts degrees in Political Science and Economics from the University of Rochester. He is a graduate of USMC Command and Staff College, a member of the Defense Acquisition Corps, and DAWIA Level III certified in Program Management. Through the Scrum Alliance, he is a Certified Scrum Professional (CSP) and Certified Scrum Master (CSM). He is a Project Management Professional (PMP) and Project Management Institute Agile Certified Practitioner (PMI-ACP) through PMI.



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Julie Oberg was appointed economic director for Calvert County in January 2022. Previously, she was with the State of Maryland for more than 18 years, most recently serving as the deputy secretary of agriculture, managing the day-to-day operations of the agency to help ensure its programs continue to serve, promote, and regulate the state's agriculture industry. She served as communications director for the departments of Agriculture and Environment. Oberg served on the Critical Area Commission from 2019 to 2022. She was president of the Communications Officers of State Departments of Agriculture (COSDA) from 2016 to 2017.

Oberg previously worked at Hill and Knowlton, an international public affairs firm in Washington, DC, focusing on health and biotech clients. She also worked for the American Psychiatric Association handling communications for their Office of Government Relations. Oberg is a member of the Maryland Economic Development Association (MEDA).



Stephen Pereira currently holds the esteemed position of Chief Information Officer and Director of Technology Services at Calvert County Government. Since assuming this role, he has spearheaded a remarkable digital transformation that has placed Calvert County on the map as the leading digital county in its size category within the USA. This achievement, recognized by the National Association of Counties, underscores Stephen's proficiency in digital innovation.

Stephen's expertise extends beyond IT leadership to include web development and digital marketing.



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He has lent his seasoned consultancy skills to a diverse range of companies spanning both the United Kingdom and the United States. Prior to his transition to the U.S, Stephen demonstrated his adept entrepreneurial skill as he led an international e-commerce firm. Under his guidance, the company transitioned from an idea to a successful presence on supermarket shelves across 12 European countries. This journey of growth and success was punctuated by multiple awards for product quality and business strategy, culminating in successful sale in 2019.

Fueled by his passion for IT and inspired by the dynamic shifts in IT strategy, Stephen is enthusiastic about the transformative potential of IT. He is committed to the transition from viewing IT as a traditional cost center confined to the basement, to recognizing it as a value creator that is integral to business strategy and widening the boundaries of potential.

Stephen holds an impressive collection of credentials. He is a certified Project Management Professional (PMP®) and is the recipient of an MBA from National ChengChi University. He also holds a BSc from London University and a senior executive management certification from the prestigious Harvard University. His robust educational background and diverse experience equip him to continue leading the charge in digital transformation.



Jennifer Raley has been with Southern Maryland Electric Cooperative (SMECO) for over 20 years. For the past 15 years, she has focused on energy efficiency and energy conservation programs. She is currently responsible for SMECO's EmPOWER Maryland

residential and commercial programs. She administers and monitors current programs and develops and implements SMECO's new programs. Raley also manages SMECO's Key Accounts program for large commercial customer-members. She enjoys guiding SMECO members—both large and small—towards energy saving measures and practices by educating and engaging with them on the importance of energy efficiency.

Raley holds a master's degree in environmental management, and she is certified as a key account executive through the National Rural Electric Cooperative Association. She is also a certified energy auditor and certified lighting efficiency professional through the Association of Energy Engineers, she serves as vice chair of the Clean Air Partners board, and serves on the Commission on the Environment board for St. Mary's County.



Craig Renner is the director of marketing and communications for University of Maryland Charles Regional Medical Center. In this role, he oversees the marketing of all the services the hospital offers, including the doctors in the medical services group. Renner also directs the organization's community health outreach.

Prior to joining the team at Charles Regional Medical Center, Renner worked with both the Charles County Sheriff's Office and the communities of St. Charles building effective community and media relations. He holds a BA in political science from York College of Pennsylvania.



Kevin G. Schmidt began his career at age nine and has starred in blockbuster feature films Cheaper by the Dozen I & II with Steve Martin and Bonnie Hunt, The Butterfly Effect with Ashton Kutcher, Alvin & The Chipmunks: The Squeakquel, and American Wrestler: The Wizard with Jon Voight. On the television screen, Schmidt played Noah Newman on highest-rated and longest-running soap opera, The Young and the Restless, starred in Princess Protection Program with Millennial icons Selena Gomez & Demi Lovato, received an Emmy for Ensemble Cast in Spielberg's science-fiction thriller, Taken, and co-starred in dozens of acclaimed TV shows.

Behind the scenes, Schmidt has also seen great success. At 18 years old, he wrote, produced, directed, and sold a dance-instructional DVD starring Alyson Stoner (of Missy Elliot's Work It music video fame) to STARZ Media. By 28, Schmidt wrote, produced, and starred in the Autism Society's award-winning independent feature film Randy's Canvas. At 30, he successfully launched a 24-hour broadcast television station for Calvert County Government, focusing on community and educational content.

To date, Schmidt has written, produced, edited, and directed over 200 hours of unscripted, scripted, and live-broadcast content.

Outside of the entertainment business, Schmidt advised in the scaling and 100M+ exit of prominent female-founded company Schmidt's Deodorant. He is co-founder of Hapbee Company, board member of SchoolGrown, and advisory council member for College of Southern Maryland's DMP and CCPS CTA Interactive Media Program.



Kevin Switick is president and CEO of AVIAN, a service-disabled, veteran owned small business headquartered in Lexington Park, Maryland.

Switick is a graduate of Villanova University, the University of Tennessee Space Institute, the US Air Force's Air Command and Staff College, and the US Naval Test Pilot School. He served as an officer in the US Navy for 20 years where he was a member of the Department of Defense's Acquisition Professional Community, the US Navy's Space Cadre, and the US Navy's Aerospace Engineering Duty Officer Corp from 1986 to 2006. An Operation Desert Storm veteran, Switick served his country flying attack helicopters from US Navy destroyers in support of SEAL Team Two.

Between his Navy tours as a test pilot, test pilot school instructor, and product team lead for the MH-60 Romeo — and his work as a business owner — Switick has been supporting the Naval Air Systems Command (NAVAIR) in Patuxent River, Maryland for more than 30 years. His professional experience at Patuxent River included the role of chief operational test director at Air Test and Evaluation Squadron (VX) One during the infancy of the US Navy's unmanned aircraft systems (UAS) flight testing.



Richard Tarr has called St. Mary's County home since 1980, and through his 23+ years of employment with the St. Mary's County Government (SMCG) as a program manager, he has extensive experience in public communication, project/workforce management, staff development, capital improvement planning, and contract development/management. Prior to joining SMCG, Tarr was employed as an environmental specialist in support of the Installation Restoration Program on the Patuxent River Naval Air Station for seven years. He is a 1988 graduate of Great Mills High School and a 1993 graduate of Frostburg State University with a B.S. degree in environmental science/management.

Tarr has volunteered for several nonprofit organizations in St. Mary's County including the Ridge Volunteer Rescue Squad, St. Mary's County Chapter of Ducks Unlimited, and most recently a member of the Kings Christian Academy (KCA) School Board — previously holding the positions of chair and vice chair.

Tarr and his family currently reside in Leonardtown and are members of Redeeming Grace Baptist Church. He and his wife Wendy (Moyer) married in 1996 and have two children, Jake and Jordan and one granddaughter Brynlee (Jake & Ashlyn). Wendy is employed as an instructional supervisor for the St. Mary's County Public Schools, previously teaching foreign language. Jake graduated from KCA in 2017, Flagler College in 2021 and currently works for a Department of Defense Contractor. Jordan graduated from KCA in 2022 and is currently attending James Madison University.



Dr. Johnnie Taylor, Jr. currently serves as chief operations officer and managing director, contracts, of NEANY, Inc. He has extensive experience in leading corporations and agencies in the effective application of world-class, quality business processes. His experiences include providing quality-based strategic planning to federal, for-profit, commercial, and nonprofit businesses/agencies. Additionally, he is a decorated US Air Force veteran.

Taylor has several degrees, including a Doctor of Business Administration in quality systems management, a Master of Science in quality systems

management, a Doctorate of Religious Education, a Master of Education in counseling, a Bachelor of Science in behavioral science, and an Associate of Science in electronic technology.



Ashley Teagle is originally from Salisbury, Maryland and relocated to Southern Maryland to pursue a career in libraries. Teagle has her BA in English & communications arts from Hood College (Frederick, Maryland) and a Master of Library and Information Science degree from the University of Southern Mississippi.

Teagle held a variety of positions with the Charles County Public Library system before accepting the executive director role for the Wicomico Public Libraries in her hometown. When the Southern Maryland Regional Library Association (SMRLA) CEO role opened in 2020, Teagle knew it was time to return to Southern Maryland.

During Teagle's time at SMRLA, Calvert Library and St. Mary's County Library received support to implement RFID technology. Additional projects underway in fiscal year 2022 include transitioning library partners to the Microsoft 365 product suite and the development of an EDI plan for the organization.

Teagle is active in a number of professional organizations including the American Library Association; Black Caucus of the American Library Association Professional Development Committee; Library Association Training Institute (LATI) Oversight Committee; Maryland Library Association Equity, Diversity, and Inclusion Task Force; and the Public Library Association Equity, Diversity, Inclusion and Social Justice Committee.

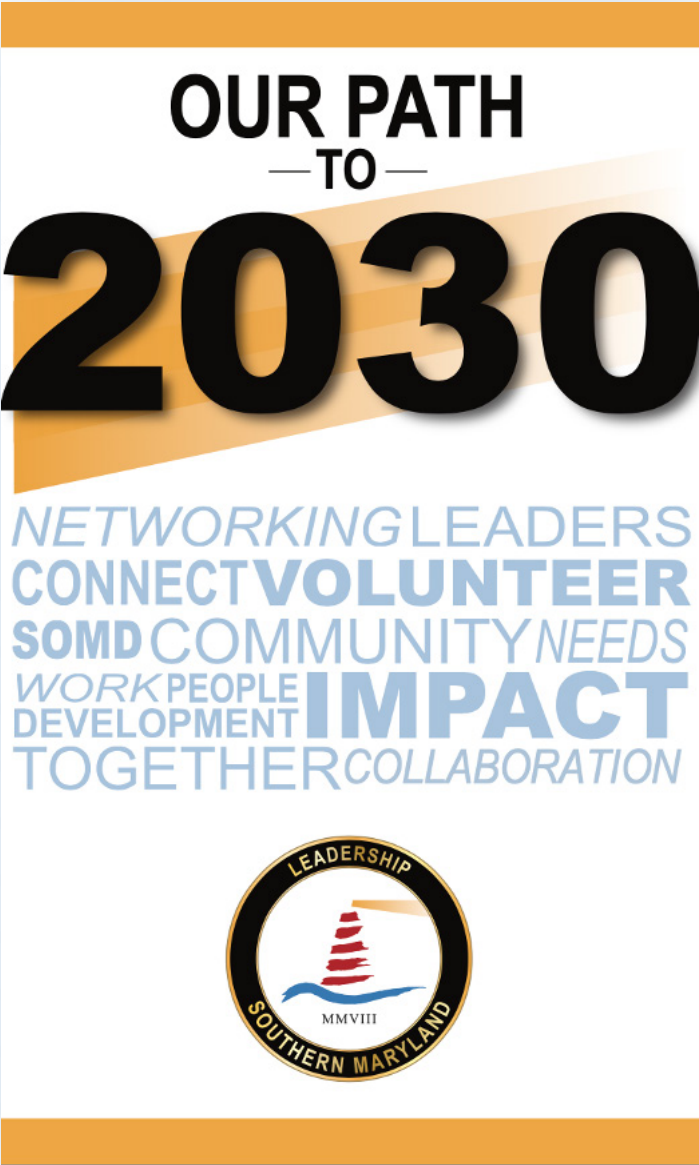
Teagle lives in Waldorf with her husband and six pets.

LSM STRATEGIC PLAN:

Our Path to 2030

The LSM Board of Directors approved LSM’s FY 2024-2030 Strategic Plan, *Our Path to 2030*, on June 8, 2023. The result of in-depth conversations with LSM staff, alumni, donors, and community partners, the plan focuses on strengthening LSM’s community relationships, financial foundation, and tactical operations as we continue to support our growing alumni base and address the needs of Southern Maryland.

Special thanks to Strategic Planning Committee members Kimberly Rosenfield, LSM ‘10 (Chair), Lisa Clark, LSM ‘14, Michelle Goodwin, LSM ‘10, Dan Palmieri, LEAP ‘22, and Matt Scassero, LMd ‘07 for their leadership in coordinating our planning process. And sincere thanks to everyone who had a hand in developing this exciting plan.



OUR MISSION

Leadership Southern Maryland connects, educates, and inspires a diverse group of current and emerging leaders, fostering collaboration to address community needs in Calvert, Charles, and St. Mary’s counties.

Goal 1	Goal 2	Goal 3
Increase LSM's Value Proposition & Visibility	Increase LSM's Community Engagement	Increase Revenue to Support Our Growing Alumni Base
<p>Execute the LSM Strategic Plan to attract 500 more leaders to LSM’s mission and value proposition, achieving an alumni base of 1000 in Fiscal Year (FY) 2030.</p> <p>Obj. 1.1: Develop and execute marketing plans aligned with the strategic plan to effectively communicate LSM’s mission and value proposition and inspire applicants to apply to the Executive Program and LEAP.</p> <p>Obj. 1.2: Increase LSM participation and visibility in community events, including through event sponsorship.</p> <p>Obj. 1.3: Maintain recruitment, follow-up, and onboarding processes that manage applicants, identify top candidates, and convert them to paying program participants.</p> <p>Obj. 1.4: Establish and execute a plan for increasing enrollment caps to secure enrollment of more than 500 leaders in LSM programs by 2030.</p>	<p>Provide forums for alumni, stakeholders, and community thought-leaders to convene, engage, and discuss the Southern Maryland community’s needs.</p> <p>Obj. 2.1: Establish an LSM Lecture Series.</p> <p>Obj. 2.2: Offer forums for alumni to convene with guest speakers to discuss issues of community concern.</p> <p>Obj. 2.3: Establish an annual conference or banquet, open to the public, to address issues of the community.</p> <p>Obj. 2.4: Survey graduating classes and alumni annually to discover topics of interest for lectures, forums, and conferences.</p>	<p>Expand revenue generation efforts to increase LSM’s total revenue to \$500,000 by FY 2026, \$600,000 by FY 2028, and \$750,000 by FY 2030.</p> <p>Obj. 3.1: Establish niche fundraising events and activities.</p> <p>Obj. 3.2: Set annual benchmarks to increase the number of alumni who are dues-paying LSM Alumni Association members.</p> <p>Obj. 3.3: Set annual benchmarks to increase numbers of LSM program and event sponsors.</p> <p>Obj. 3.4: Establish partnerships with alumni and other organizations for new revenue generating ventures.</p>

Learn more about LSM’s Strategic Plan at: www.leadershipsomd.org.



Membership Directory

A

Mrs. Erika Abell ‘19

Mr. Kenneth “Kee” Abell ‘22
Director, Strategic Education Office
Naval Air Warfare Center Aircraft Division
Cell: 301-481-6876
kenneth.w.abell.civ@us.navy.mil

Dr. Dianna Abney ‘15

Mrs. Christina Adams ‘19
Business Director
Naval Surface Warfare Center
Indian Head Division
3767 Strauss Avenue
Indian Head, MD 20640
Cell: 301-752-1455
christina.adams@navy.mil

Mrs. Linda Aguirre-Echevarria ‘22
Chief Financial Officer
Sumaria Systems, LLC
Cell: 240-603-6642
linda.aguirre67@yahoo.com

Ms. Cheryl Ahearn ‘14

Ms. Laurell Aiton ‘11

Ms. Susan Alexander ‘19
Former Chief Financial Officer
PSI Pax, Inc.
4011 Windward Key Court
Chesapeake Beach, MD 20732
Cell: 301-367-5635
sue.alexander.2449@gmail.com

Ms. Destiny Allen LEAP ‘20

Ms. Tonya Allen-Shaw ‘23
Director
USDA-OGC
1400 Independence Ave. SW, Room 4039
Washington, DC 20250
Cell: 202-498-7909
tashawo3@verizon.net

Mr. Doug Alves ‘13
Former Director (Retired)
Calvert Marine Museum
& Proud Grandfather
13315 Windrush Court
Solomons, MD 20688
Home: 410-326-9622
Cell: 410-610-7445
DougMaryAlves5@gmail.com

Mr. Joseph Anderson ‘12

Mr. Lucas Anderson ‘17

Arc of Southern Maryland FS
355 West Dares Beach Road
Prince Frederick, MD 20678
Phone: 410-535-2413
www.arcsomd.org

Ms. Martina Arnold ‘13

Mrs. Donna Arnstein ‘20

Ms. Catherine Askey ‘11

Ms. Donna Attick ‘19

Mrs. Kimberly Aus ‘19

Mr. Paul Aus ‘14

B

Mr. C.R. “Rick” Bailey, Jr. FS
Generation Properties, LLC
3150 West Ward Road, Suite 401
Dunkirk, MD 20754
Work: 301-264-7489
rbailey@generationprop.com

Mr. Eric Bailey ‘12

Ms. Joyce Baki ‘11

Mr. Samuel C.P. Baldwin, Jr. ‘16

Key

- ★ LSMAA Lifetime Member
- FS Founding Sponsor
- FM Founding Member
- ^ Deceased

Mrs. Alison Banholzer ‘18*
Owner
MOSD LLC, dba Wear Your Spirit Warehouse
155 Prospect Drive, Unit 102 Huntingtown,
MD 20639
Work: 410-741-3299
Cell: 410-474-2889
alison@mosdinc.com

Mrs. Kimberly Bannister ‘21
Supervisory Program Manager
Department of Health & Human Services
200 Independence Avenue
Washington, DC 20201
Cell: 301-481-6937
kimberly.bannister@hhs.gov

CAPT Tracy Anne Barkhimer, USN, Ret. ‘21
President
Tracy A. Barkhimer, Acquisition
Strategy & Consulting, LLC
1060 SE Oak Street
PO Box 675
White Salmon, WA 98672
Cell: 301-373-0119
tabasconsultingllc@gmail.com

Mr. Thomas Barnett ‘15

Ms. Mary Barnwell ‘12

Ms. Dawn Barrett ‘13

Mr. Bryan Barthelme ‘19

Ms. Basia Bartczak (Kenney) LEAP ‘20

Ms. Tanya Bassett ‘12
24305 Barnsby Ln
Hollywood, MD 20636
Cell: 240-538-8589
tjbassett@md.metrocast.net

Ms. Barbara Bausch ‘10

Dr. Laura A. Bayless ‘09*
Vice President for Student Affairs
Fitchburg State University
160 Pearl Street
Fitchburg, MA 01420
Work: 978-665-3130
lbayless@fitchburgstate.edu
drlaurabayless@gmail.com

Ms. Lucia Beal ‘21

Ms. Carmen Belen ‘13

Mr. Michael Bellis ‘19
Executive Director
Charles Regional Medical Center Foundation
5 Garret Avenue
La Plata, MD 20646
Cell: 240-776-2820
mike.bellis.12@gmail.com

Ms. Jessica SP Bensel ‘12

Dr. Kyle Bishop ‘19

Mr. Steven Bishop ‘14
Vice President, Products Engineering
Parraid, LLC
44150 Smarttronix Way, Suite 100
Hollywood, MD 20636
Work: 301-690-0690
Cell: 240-577-2705
SBishop@parraid.com

Mrs. Mandy Blackmon ‘17

Ms. Tamara Blake-Wallace ‘21
Planning Commission Administrator
Calvert County Government
205 Main Street
Prince Frederick, MD 20678
Cell: 410-610-1681
Work: 410-535-1600 ext. 2727
tamara.blake-wallace@calvertcountymd.gov

Mr. James Bolin ‘21
Vice President
KBR
22309 Exploration Drive
Lexington Park, MD 20653
Cell: 214-605-2517
james.bolin@us.kbr.com

Mrs. Teresa Bontrager ‘22
PSI Pax, Inc.
23330 Cottonwood Pkwy, Suite 335
California, MD 20619
Cell: 215-779-5217
TBontrager@psipax.com

Ms. Angela Booker ‘18

Mrs. Laura Boonchaisri ‘16

Ms. Jerrilyn Borneman ‘20
Cell: 240-298-6290
jerrbornema@gmail.com

Ms. Marie Bottoms ‘10

Mr. Donald Bouchard ‘10

Ms. Sharon Bouchard ‘12

Ms. Maile Bowen LEAP ‘20

Mrs. Shamia “Mia” Bowers ‘22
Executive Director
Community Mediation of St. Mary's County
41620 Courthouse Drive, #853
Leonardtown, MD 20650
Cell: 301-928-8178
mia.cmsmc@gmail.com

Ms. Bonnie Bowes ‘09*
Managing Director
Deloitte Consulting, LLP
18275 Harbor View Drive
Valley Lee, MD 20692
Work: 301-481-6582
bbowes@deloitte.com

Ms. Brianna Bowling ‘11

Ms. C. Regina Bowman-Goldring ‘11

Ms. Mary Anne Bowman ‘14

Mrs. LaKeysha Boyd-Moore ‘17

CAPT John Brabazon, USN ‘20

Mr. Leland Bradshaw ‘13

Mr. Bob Branham, Jr. ‘20
Deputy Director, Parks & Recreation
Calvert County Government
175 Main Street
Prince Frederick, MD 20678
Cell: 410-610-9009
robert.branham@calvertcountymd.gov

Mrs. Teresa Brannigan ‘16

Ms. Mary Braun ‘10

Mr. Christopher Breedlove ‘18

Mr. Thomas Brewer ‘20

Dr. Rebecca Bridgett ‘14

Mrs. Esha Bristol LEAP ‘22
Project Manager
The MIL Corporation
46900 Bradley Blvd
Lexington Park, MD 20653
Cell: 240-459-0381
ebristol@milcorp.com

Ms. Beverly Brown ‘14
Travel Advisor
Chesapeake Travel
22236 Goldenrod Drive
Great Mills, MD 20634
Cell: 443-286-1519
beverly.brown@travellleaders.com

Mr. Curtis Brown ‘23
Senior Analyst, Project Manager
MIL Corp
22397 Armstrong Dr
Leonardtown, MD 20650
Phone: 727-742-8884
curtisbrown770@gmail.com

Mrs. Cynthia Brown ‘17

Mr. J.R. Brown ‘14

Ms. Jennifer Brown ‘19
Programs & Membership Director
The Patuxent Partnership
22335 Exploration Drive, Suite 1035
Lexington Park, MD 20653
Cell: 717-713-9522
jennifer.brown@paxpartnership.org

Mrs. Renee Brown ‘18

CAPT. Douglas J Burfield ‘23
Executive Officer
NAS Patuxent River
22004 Daffodil Ct
Leonardtown, MD 20650-5915
Cell: 202-380-6280
douglas.j.burfield.mil@us.navy.mil

Mr. Matthew Burgan ‘19

Dr. Evalyne Bryant-Ward ‘20

Ms. Dana Burke ‘15

Ms. Michelle DeSoto ‘23
Deputy Director
Charles County Economic Development
Department
10665 Stanhaven Place, Ste. 206, White
Plains, MD 20695
Office: 301-885-1347
Cell: 240-585-3603
DeSotoM@MeetCharlesCounty.com

Mr. Vante Burkes ‘17
Senior Logistics Analyst
Applied Techniques Corporation
21585 Three Notch Road
Lexington Park, MD 20653
Cell: 207-837-7374
vanteburkes@teamatc.net

Mr. Jason Burroughs ‘20

Ms. Robin Burt ‘13

Mr. Kelsey Bush ‘15

Mr. G. Shelby Butler ‘18

CalvertHealth Systems FS

Mr. Dean Teague, FACHE
100 Hospital Road
Prince Frederick, MD 20678
Phone: 410-535-4000
www.calverthealthmedicine.org

Ms. Jolanda Campbell ‘14**Mr. Philip Campbell ‘18****Mr. David Canning ‘22****Ms. Kelly Gibson Caplan ‘19**

Division Manager, Customer
Engagement & Advocacy
WSSC Water
14501 Sweitzer Lane
Laurel, MD 20707
Phone: 443-636-1066
psugibson@gmail.com

Ms. Lee Capristo ‘11**Mr. John Carey ‘19**

Program Analyst
United States Navy
Founder
Carey Systems
Cell: 617-947-2551
j@careysystems.com

Mr. Kenneth Carkhuff ‘09*

Small Business Learning Director
Defense Acquisition University
24880 Jones Road
Mechanicsville, MD 20659
Cell: 240-577-2017
kenneth.carkhuff@dau.edu

Mrs. Karen Carloni ‘17**Ms. Rebekah Carmichael ‘13****Mrs. ALisa Casas ‘23**

Director of Community Outreach
Office of the State's Attorney for St. Mary's
County
PO Box 415
California, MD 20619-0415
Cell: 301-481-7463
Acasas378@gmail.com

Ms. Bailey Casselman LEAP ‘20**Mr. Steve Cassetta ‘22**

Naval Engineering & Mission Support
Director
MAG Aerospace
46611 Corporate Drive
Lexington Park, MD 20653
Cell: 301-904-1981
stephen.cassetta@magaero.com

Dr. Jessica Chambers ‘17**Mr. Yu-Hsuan Chen ‘23**

Vice President
Integrated Program Solutions, Inc.
46631 Corporate Drive
Lexington Park, MD 20653Cell: 240-561-1012
ychen@goipsinc.com

Chesapeake-Potomac Healthcare Alliance FS

MedStar St. Mary’s Hospital
Dr. Mimi Novello, MD, MBA, FACEP
25500 Point Lookout Road
Leonardtown, MD 20650
Phone: 301-475-8981
www.MedStarHealth.org

Ms. Lisa Clark ‘14

Principal Account Delivery Executive, State &
Local Government
Microsoft Corporation
24454 Half Pone Point Rd
Hollywood, MD 20636
Cell: 240-925-1785
lmco98@gmail.com

Mr. Tom Clark ‘18*

Executive Vice President
The MIL Corporation
46900 Bradley Blvd.
Lexington Park, MD 20653
Cell: 240-298-9846
tclark@milcorp.com

Ms. Laura Clarke ‘14

Principal & Owner
Clarke Consulting, LLC
22245 Timberline Court
Leonardtown, MD 20650
Cell: 301-997-6878
leclarke54@gmail.com

Ms. Rebecca Clements LEAP ‘20**Mrs. Chelsea Clute (Brown) ‘18**

Regional Director of Development
U.S. Naval Academy Alumni Association &
Foundation
3583 S River Terrace
Edgewater, MD 21037
Cell: 301-751-0548
crb212@gmail.com

Mrs. Thomasina Coates ‘22

Commissioner
Charles County Government
200 Baltimore Avenue
La Plata, MD 20646
Phone: 301-919-5749
coatest@charlescountymd.gov

Mrs. Linda Colina ‘16*

45042 Steer Horn Neck Road
Hollywood, MD 20636
Cell: 301-481-3339
Lindacolina72@gmail.com

Mr. R. Michael Colina FS

Consultant
Resource Management Concepts, Inc.
46970 Bradley Blvd., Suite B
Lexington Park, MD 20653
Phone: 301-481-5454
mcolina@rmcweb.com

College of Southern Maryland FS

P.O. Box 910
La Plata, MD 20646-7704
Phone: 301-934-2251
www.csmd.edu

Mrs. Corey Combs ‘18**Mr. Stephen Combs ‘14****Mr. Chris Comer ‘11**

Mrs. Danielle Conrow ‘19
Team Leader & Associate
Rodgers Consulting
1101 Mercantile Lane, Suite 280
Largo MD, 20774
Cell: 443-624-5649
danielle.conrow@gmail.com

Mrs. Mary Beth Cook ‘17

Director
Calvert County Department of
Planning & Zoning
205 Main Street
Prince Frederick, MD 20678
Work: 410-535-2348
marybeth.cook@calvertcountymd.gov

Ms. Stacey Cook ‘10**Mr. Rusty Cooper ‘20**

Director, Information Solutions Operating
Unit
KBR
22309 Exploration Drive
Lexington Park, MD 20653
Phone: 240-538-8591
rusty.cooper@us.kbr.com

Ms. Mary Beth Cooper-Joseph ‘12**Mr. Roger Cordell ‘18**

Senior Director, Navy Programs,
Life Cycle Support
KBR
45890 Patuxent Ln
California, MD 20619-4433
Cell: 240-925-1723
roger.cordell@us.kbr.com

Mr. William Cords ‘17**Mrs. Anna N. Cotton ‘20***

AIRWorks UMCS Project Lead
CRL Technologies, Inc.
46591 Expedition Drive, Suite 300
Lexington Park, MD 20653
Work: 240-895-8667
Cell: 757-395-0115
cottonan@crltechnologies.com

Ms. Natalie Cotton ‘11**Mrs. Diane Couchman ‘17****Mr. Claude Coucoules ‘10****Mrs. Shaniqua Cousins ‘22**

Operations Officer
Naval Air Systems Command
47033 McLeod Road, Bldg. 449
Patuxent River, MD 20670
Phone: 240-298-4127
shaniqualcousins@gmail.com

CAPT Christopher Cox, USN ‘19

Director, Fleet Operations, Commander, Navy
Installations Command (CNIC) HQ
United States Navy
41390 Holiday Ct
Leonardtown, MD 20650
Cell: 703-307-6054
951320@gmail.com

Mrs. Amy Cricchi ‘16**Ms. Rose Crunkleton ‘14****Mr. Hartmuth Csanadi-Schwartz ‘14****Mr. Michael Cummings '16****Mr. Steven Daczkowski ^****Mrs. Rebecca D’Ambrosio ‘17**

Director, Public & Congressional Affairs
Naval Surface Warfare Center
Indian Head Division
3767 Strauss Avenue, Suite 111
Indian Head, MD 20640
Work: 301-744-4167
Phone: 703-244-3202
becky.d’ambrosio@navy.mil
Becky.marquis@gmail.com

Ms. Debra Davis, Esq. ‘09**Ms. Dina Davis ‘20****Ms. Ruthy Davis ‘14****Mr. Thomas Davis ‘10****Ms. Tania Dawson ‘13****Ms. Megan Deaton LEAP ‘22****Mr. Nick DeFelice ‘23**

Corporal, Special Operations Team
Calvert County Sheriff's Office
9022 Vesta Ln
Owings, MD 20736-3608
Cell: 410-610-8275
nicholas.defelice@calvertcountymd.gov

Ms. Heather Earhart ‘21

Senior Program Manager
PSI Pax, Inc.
23330 Cottonwood Parkway, Suite 335
California, MD 20619
Cell: 410-610-2841
hearhart@psipax.com

Ms. Nancy Easterling ‘12

Executive Director
Historic Sotterley, Inc.
P.O. Box 67
Hollywood, MD 20636
Work: 301-373-2280
Cell: 301-904-2845
execdirector@sotterley.org

Ms. Sarah Ehman ‘23

Public Information Program Manager, Dept.
of Communications & Media Relations
Calvert County Government
Cell: 301-481-8153
sarah.ehman@calvertcountymd.gov

Mr. Robert Elrod ‘18**Dr. Regina Faden ‘14****Ms. Anna Fagan ‘14****Mrs. Erin Farley ‘21**

Community Wellness Manager
CalvertHealth Systems
100 Hospital Road
Prince Frederick, MD 20678
Work: 410-535-8233
Cell: 410-610-7798
erin.farley@calverthealthmed.org

Ms. Leslie Fazio ‘22**Mr. John E. Felicitas ‘13***

Retired Educator & Diversity Consultant
BeAthEdge Consulting
22302 Bretmar Drive
Leonardtown, MD 20650
Work: 240-925-7832
athedge.jef@gmail.com

Ms. Denise Ferguson ‘19**Ms. Emily H. Ferren ‘09***

6725 Horseshoe Drive
La Plata, MD 20646
Phone: 301-848-1273
emilyferren2014@gmail.com

Mr. Phil Fickes ‘20
Senior Manager, Global Military
Sales and Strategy
BELL
46591 Expedition Drive, Suite 101
Lexington Park, MD 20653
Work: 301-866-6506
Cell: 540-940-9425
Philipfickes@gmail.com

Ms. Robin A. Finnacom FS
P.O. Box 930
California, MD 20619
Cell: 240-298-1133
rfinnacom@gmail.com

Ms. Grace Fischer ‘12

Mr. Andrew Fisher LEAP ‘20

Mr. Andrew Fitzgerald ‘22
Founder & President
Nine 30 Consulting
46915 S. Shangri-La Drive
Lexington Park, MD 20653
Cell: 301-904-8721
andrew.fitzgerald@nine30consulting.com

Mr. John Flatley, Jr. ‘17

Ms. Doria Fleisher ‘14

Dr. Richard Fleming ‘11

Ms. Ellen Flowers-Fields ‘09*
Vice President
College of Southern Maryland
P.O. Box 910
La Plata, MD 20646
Home: 301-645-9440
Work: 301-934-7547
eflowers-fields@csm.edu

Mr. Rodney Flowers ‘23
Director of Facilitation, NavalX
Naval Air Systems Command
PO Box 1308
Leonardtown, MD 20650-1308
Cell: 240-298-0476
rodney@rodneyflowers.com

Ms. Amy Ford ‘19

Ms. Anne Forrest ‘13 ^

Ms. A. Renee Forsee ‘12

Mr. Lawrence Forte LEAP ‘20

Mrs. Denise Foster ‘22
Former Executive Director
Leadership Southern Maryland
3069 Kingsfield Drive
Virginia Beach, VA 23456
Cell: 301-904-8239
Dkfoster2009@gmail.com

Mr. Glenn Frank ‘13

Ms. Joelle Frank LEAP ‘22
Recruitment Assistant
Calvert County Department
of Human Resources
175 Main Street
Prince Frederick, MD 20678
Work: (410) 535-1600 ext. 2401
joelle.frank@calvertcountymd.gov

Ms. Lisa Franzen ‘09

Mrs. Lindsay Frazier ‘15*
Senior Program Manager
Integrated Program Solutions, Inc.
46631 Corporate Drive
Lexington Park, MD 20653
Cell: 410-493-2152
Lfrazier@golPSinc.com

Mr. Michael Frederick ‘11

Ms. Nkeshi Free ‘12
Marketing Manager
SodexoMAGIC
11712 Henley Court
Waldorf, MD 20602
Cell: 571-331-2731
nkeshifree@gmail.com

Ms. Janice Frey-Angel FS
Interim CEO
Aplastic Anemia & MDS International
Foundation
Cell: 443-799-6392
janicefreyangel@gmail.com

Mr. Barry Friedman ‘09*
Market Manager
Primary Residential Mortgage, Inc.
23131 Three Notch Road,
Suite 200
California, MD 20619
Phone: 301-737-0001
Cell: 301-904-1494
bfriedman@primeres.com

Ms. Laura Friess LEAP ‘22
SBIR Program Management
Operations Manager
Serco, NA
22299 Exploration Drive, Suite 104
Lexington Park, MD 20634
Phone: 240-577-0989
laura.friess@serco-na.com

Mrs. Larisa Funk
Data Analytics Portfolio Manager
KSA Integration, LLC
400 Corporate Drive, Suite 202
Stafford, VA 22554
Cell: 410-474-2987
larisa.funk@ksaintegration.com

G

Ms. Holli Galletti ‘11

Mr. Gerald Gardiner ‘15

Ms. Karen Garner ‘FS
18154 Cherryfield Road
Drayden, MD 20630
Cell: 301-481-7137
Kgarner54@gmail.com

Mr. Nick Garrett ‘10

Mr. Tom Garrison ‘15

Ms. Joan Gelrud ‘09*
Senior Vice President, Hospital and
Health Plan Quality
Co-Executive Director, Care
Management Institute
Kaiser Permanente Foundation
Health Plan, Inc.
47980 Gelrud Court
Lexington Park, MD 20653
Work: 510-271-5770
Cell: 301-204-4822
joan.l.gelrud@kp.org
Joanie_gel@hotmail.com

Ms. Angel Gerald ‘16

Mr. Steve Girard ‘23
VP of Pax Operations
Tekla Research
46610 Expedition Drive
Lexington Park, MD 20653
Cell: 240-561-6092
stevegirard@teklaresearch.com

Mrs. Stephanie Gleason ‘12

Mr. David Gleisner ‘11

Ms. Kathy Glockner ‘FS
21669 Pebble Beach Court
Leonardtown, MD 20650
Phone: 240-538-8731
kglockner@md.metrocast.net

Mrs. Hillary Tess Goldwasser LEAP ‘20

Mr. Robert A. Goodman ‘15

Mr. Mark Goodrich ‘23
Naval Systems, Inc.
Executive Vice President, Programs
21513 Great Mills Rd
Lexington Park, MD, MD 20653
Cell: 240-577-3443
mark.r.goodrich@gmail.com

Ms. Michelle Goodwin ‘10
Associate
GS Proctor and Associates
29 Francis Street
Annapolis, MD 21401
Cell: 240-682-9183
mgoodwin@gsproctor.com

Mr. James Gotsch ‘17

Ms. Linda Gottfried ‘12

Mr. Timothy Gowen ‘15

Mr. Daniel Grant ‘09*
11829 Sunset Ridge Place
Waldorf, MD 20602
Work: 301-757-0951
dgrant082017@gmail.com

Ms. Marie “Angie” Graves ‘22
Treasurer
Town of Leonardtown
P.O. Box 1
Leonardtown, MD 20650
Cell: 208-830-5568
angie.graves@leonardtownmd.gov

Ms. Ashley Greely LEAP ‘20

Mr. John Greely ‘11

Ms. Bonnie Marie Green FS

47856 Molls Cove Lane
St. Inigoes, MD 20684
Work: 301-866-9705
Cell: 410-271-5310
Bonnie.green@paxpartnership.org

Ms. Juree Greer LEAP ‘20

Ms. Sue Greer ‘14

Ms. Katherine Grey LEAP ‘22

Ms. Tabatha Griffin ‘12

Ms. Lee Griffo ‘11

Mr. Michael Guy ‘10

Mrs. Judith Gwynn ‘17

H

Mr. George “Will” Hager LEAP ‘22

Mr. J. Patrick Haley II ‘17
President
OakPoint Insurance
22789 Three Notch Road
California, MD 20619
Cell: 301-481-0343
phaley@oakpointins.com

Capt. Steven Hall ‘18

Mr. William “BJ” Hall ‘22
Founder
Reach Back & Lift 1
45579 Catalina Ln
California, MD 20619-5119
Cell: 205-566-0418
bj.hall@rba1.org

Mr. Hayden Hammett ‘10

Ms. Rhiana (Allston) Haney ‘13

Ms. Barbara Hanna ‘09

Ms. Mary Hannah ‘17

Ms. Stacey Hann-Ruff ‘10

Ms. Gretchen Hardman ‘12

Mrs. Darla Hardy ‘15

Mr. Louis Hari ‘13

Ms. Emily Harman ‘10*
Principal
Emily Harman Coaching and Consulting LLC
1311 N. Augusta Street #6
Staunton, VA 24401
Cell: 202-306-1682
Emily@EmilyHarman.com

Mr. Brian C. Harper ‘11

Dr. Kara Harrer ‘21

Mr. Stanley D. Harris Jr. ‘21

Mrs. Kate Harrison (Muchnick) ‘19
Co-Founder & Head of Marketing
MoveEV
P. O. Box 399
St. Mary’s City, MD 20686
Phone: 203-687-9260
kharrison@moveev.com

Mrs. Ann Hawkins ‘21
Director, Patient Access Security
MedStar St. Mary’s Hospital
P. O. Box 527
Leonardtown, MD 20650
Cell: 301-904-4674
ann.m.hawkins@medstar.net

Mr. Campbell Hawkins ‘23
Senior Vice President, Chief Strategy &
Innovation Officer
SMECO
44980 Hamptons Blvd, Apt 411
Leonardtown, MD 20650-4754
Cell: 626-676-7931
camhawkins862@gmail.com

Mrs. Ruby E. Hawks ‘16

Mr. Jimmy Hayden ‘21

CAPT Thomas Heck, USN (Ret.) ‘22
Senior Engineer & Analyst
2 Circle Consulting, Inc.
22560 Epic Drive, Suite 202
California, MD 20619
Cell: 240-808-0543
theck@2circleinc.com

Ms. Janice Hedges LEAP ‘22

Ms. Leslie Heimer ‘12

Mr. Patrick Hickey ‘22
Managing Director
Deloitte Consulting
22454 Three Notch Road, Ste. 202
Lexington Park, MD 20653
Cell: 240-298-5979
pathickey@deloitte.com

Mr. Gerald Hicks ‘12

Ms. Maya Hoagland LEAP ‘22

Mr. & Mrs. Jack & Karen^ Holcomb FS
3352 Russ Place
Melbourne, Florida 32940

Mrs. Christy Hollander ‘19*
Chief Engineer
St. Mary’s County Metropolitan Commission
23121 Camden Way
California, MD 20719
Cell: 301-481-0937
mhollander@metcom.org

Mrs. Christa Hood ‘18
Partner
Askey, Askey & Associates, CPA, LLC
23507 Hollywood Road
P.O. Box 662
Leonardtown, MD 20650
Work: 301-475-5671
Cell: 703-304-6898
christa@aaacpa.com

Mr. Robert Hor ‘09*
Vice President
Anderson Engineering & Design
22454 Three Notch Road, Suite 201
Lexington Park, MD 20653
Work: 240-237-8475
Cell: 301-500-9644
Robert.Hor1414@gmail.com

Mr. John Houser LEAP ‘20

Ms. Amber Hughes ‘15

Mr. John G. Hungerford, IV ‘18
Director of Infrastructure Strategy
Naval Surface Warfare Center
Indian Head Division
3767 Strauss Avenue
Indian Head, Maryland 20640
Home: 301-934-4433
Work: 301-744-4646
Cell: 301-643-7907
john.g.hungerford@navy.mil

Ms. Crystal N. Hunt ‘17
Chief of Staff
Charles County Government
200 Baltimore Street
La Plata, MD 20646
Cell: 301-752-7241
huntc@charlescountymd.gov

Mrs. Karen Smith Hupp ‘15
Assistant Vice President, Community Relations
College of Southern Maryland
PO Box 910
La Plata, MD 20646-0910
Phone: 301-934-7701
kshupp@csmd.edu

Mr. David Hupp ‘16

I

Ms. Barbara Ives ‘09*
COO GI Enterprises LLC
3322 1st St South,
Jacksonville Beach, FL 32250
barbaraives3@gmail.com
Barbara.Ives@gienterprises.com

J

Mr. Charles (Chip) Jackson ‘13

Mr. Christian Jarboe LEAP ‘22
Pilot
AIRtec, Inc.
17715 Rosecroft Rd
Lexington Park, MD 20653
Cell: 240-298-1070
cjarboe@flyairtec.com

Ms. Shannon Jarboe ‘11

Mr. Thomas Jarboe ‘FM
CEO / President
AIRtec, Inc. and Kieyos, LLC
44190 Airport Road, Suite B
California, MD 20619
Phone: 240-298-2234
tjarboe@flyairtec.com

Mr. Harvil Jenkins ‘21
Senior Vice President
The MIL Corporation
21660 Great Mills Road
Lexington Park, MD 20653
Cell: 240-298-9848
hjenkins@milcorp.com

Ms. Christina Johannsen ‘19
Deputy Client Partner, Navy-Marine Corps Market
SERC0
48399 Sunburst Dr
Lexington Park, MD 20653
Cell: 202-236-4713
christinajohannsen@gmail.com

John H. Northrop & Associates, Inc. FS
Mrs. Cari Smiley
44414 Pecan Court, Suite 100
California, MD 20619
Phone: 301-866-0295
Cari.Smiley@jhna.com

Ms. Kayla Johnson ‘22

Ms. Theresa Johnson ‘14
Vice President, Brand Strategy and Philanthropy
CalvertHealth
100 Hospital Road
Prince Frederick, MD 20678
Cell: 301-643-594
theresa.johnson@calverthealthmed.org

RADM Bert Johnston, USN, Ret. FS
19556 Pristine Way
Drayden, MD 20630
Cell: 301-481-7984
bertjohnston@earthlink.net

Mrs. Christa Jones (Kuhl) ‘14*
Senior Proposal Manager
Sabre Systems, Inc.
46610 Expedition Drive, Suite 300
Lexington Park, MD 20653
Cell: 301-542-6413
christa_jones@outlook.com

Ms. Gladys Jones ‘13

Ms. Jonna Jones ‘17

Mr. Thomas Jones ‘19

Mr. Tony Jones ‘16

Mrs. Donna Jordan ‘15

K

Ms. Laura Kamosa ‘14

Ms. Marcia Keeth ‘18
12419 Neale Sound Dr. #333
Cobb Island, MD 20625
Cell: 301-848-4809
marciakeeth@comcast.net

Ms. Holly Kellogg ‘13

Mrs. Stacy Hutchinson ‘23
Associate Director of Administration
University of Maryland Center for Environmental Science
PO Box 38
Solomons, MD 20688-0038
Cell: (301) 481-3669
shutchinson@umces.edu

Ms. Carrie Kelly ‘14

Mrs. Monica Kempson ‘21
Tax Partner
Askey, Askey, & Associates, CPA, LLC
105 Centennial Street, Suite D
La Plata, MD 20646
Cell: 240-682-1973
monica@aaacpa.com

Ms. Kristen Kennedy ‘20

Mr. Babar Khawaja ‘22

CAPT Derrick Kingsley, USN ‘21

Mr. Derek Kitchen LEAP ‘20

Mr. Joseph Klausner ‘14

Mrs. Denise Kopel ‘23
Office/ Facilities, BD Development Manager
MAG Aerospace
46611 Corporate Drive, #101
Lexington Park, MD 20653
Phone: 240-794-3324
denise.kopel@magaero.com

Mrs. Michelle Kowieski (Russell) ‘11
President
The Kowieski Group, LLC
48396 Sunburst Drive
Lexington Park, MD 20653
Phone: 301-904-7934
michelle@kowieskigroup.com

Mr. Darrin Z. Krivitsky ‘21

Ms. Toni Kruszka ‘23
Donor Relations & Special Events Manager
College of Southern Maryland
26457 Anne Ct
Mechanicsville, MD 20659-5521
Cell: 301-751-9805tmkruszka1@csmd.edu

Mrs. Theresa Kuhns ‘19
Director of Government Affairs
Southern Maryland Association of Realtors
5120 Ozellas Dune Way
Huntingtown, MD 20639
Phone: 202-309-2964
theresambrown@gmail.com

Ms. Mary Kukla ‘09*
15150 Locust Point
King George, VA 22485
Cell: 301-481-2928
mtpkukla@gmail.com

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California MD, 20619
www.wildewood.com

L

Maryanna E. Lanham ‘23
Executive & Program Director
Life Atlas Foundation & Principal
Athena Consulting Services
Cell: 301-466-7324
maryannaathenacsllc@gmail.com

Ms. Adrienne Latimer ‘09*

Mrs. Yonelle Moore Lee, Esq. ‘22
Vice Chair, Charles County Board of Education
5980 Radio Station Road
P.O. Box 2770
La Plata, MD 20646
Cell: 301-535-6035
yonellemoorelee@gmail.com

Mr. Douglas Leepa ‘17

Mr. Jeffrey Lehnertz ‘14

Ms. Julie Lemmon ‘14
Owner
Pyramid Consulting LLC
Public Affairs / Strategic Communications
NavalX
23118 Silverberry Way
California, MD 20619
Cell: 301-481-0688
julielem@me.com

Mrs. Dawn Lessel ‘21

Ms. Dana Levy ‘15

Mr. Bob Lewis ‘14

Col Michael L’Heureux, USMC, Ret. ‘10

Ms. Jodi Lias ‘12

Mr. Wayne Lockley ‘10

Mrs. Robbie Loker ‘16
Home Equity Strategist
Primary Residential Mortgage, Inc.
PO Box 26
Chaptico, MD 2062
Cell: 301-904-6634
rloker@md.metrocast.net

Mr. Christopher Longmore ‘09*
Partner
Dugan, McKissick & Longmore, LLC
22738 Maple Road, Suite 210
Lexington Park, MD 20653
Home: 301-994-1243
Work: 301-862-3764
chris@paxlawyers.com

Ms. Micheline Lopez-Estrada ‘10*
Consultant
44826 Three Coves Road
Hollywood, MD 20636
Phone: 240-298-2699
Mlestrada50@gmail.com

Ms. Carrie Lovejoy ‘14

Ms. Michelle Lucas ‘12

Ms. Susan Lyddon-Hayes ‘12

Ms. Rachel Lytle LEAP ‘22
Senior Communications & Marketing Specialist
KBR
Freelance Writer & Editor
Cell: 301-481-2072
rlytle9@gmail.com
rachel.lytle@us.kbr.com

M

Ms. Kathy MacAdams ‘20

Mrs. Judy Mackall ‘20
Deputy Director of Zoning
Calvert County Government
150 Main Street
Prince Frederick, MD 20678
Cell: 301-758-1735
judy.mackall@calvertcountymd.gov

Ms. Kimberly Mackall ‘11

Maertens Fine Jewelry & Gifts FS
11743 HG Trueman Road
Lusby, MD 20657
Phone: 410-394-3990
http://www.maertensjewelry.com/

Mrs. Nikial Majors ‘19

Ms. Lisa Mann ‘14

Mr. Ronald Marney LEAP ‘20

Ms. Dolores Martin FM
Retired Healthcare Administrator
38028 Fenwick Shoals
West Fenwick Island, DE 19975
Cell: 301-848-2460
Dolores.martin.fi@gmail.com

Ms. Julie Mashino LEAP ‘20

Ms. Margaret Matthews ‘10

Mr. A. Shane Mattingly ‘10*
P.O. Box 1906
Leonardtown, MD 20650
Home: 240-298-6293
Work: 301-475-9101
Shane.mattingly@verizon.net

Mr. Jay Mattingly ‘20
Administrative & Training Manager
St. Mary’s County Dept. of Emergency Services
23090 Leonard Hall Drive
Leonardtown, MD 20650
Cell: 240-298-6393
jay.mattingly@stmaryscountymd.gov

Mrs. Kathleen McClernan ‘16
Attorney
Williams, McClernan, & Stack, LLC
22715 Washington Street, Suite 201
P.O. Box 188
Leonardtown, MD 20650
Phone: 240-309-4179
kathleen@wmslawyers.com

Mr. Wade McConvey ‘23
Business Development Manager
KBR
22309 Exploration Dr
Lexington Park, MD 20653-2013
Cell: 301-247-6938
wade.mcconvey@us.kbr.com

Ms. Denise McDowell ‘10

Mr. Gary McKay ‘11

Ms. Pamela McKay ‘12

Ms. Kristina McKeaver LEAP ‘22

Mr. Gregory McMinn ‘11
Proposal Manager
Agile Defense LLC
213 Marion Street
Satellite Beach, FL 32937
Cell: 410-474-7184
mcminnng60@gmail.com

Dr. Kelly McMurray ‘15

Dr. Robert McWhirt ‘11

MedStar St. Mary’s Hospital FS
Dr. Mimi Novello, MD, MBA, FACEP
25500 Point Lookout Road
Leonardtown, MD 20650
Phone: 301-475-8981
www.medstar.net

Mr. Michael Meisel ‘23
Chief Financial Officer
MedStar Medical Group
Cell: 410-736-9433
mmeisel816@gmail.com

Ms. Jacquelyn Meiser ‘18

Mr. Phillip Melton LEAP ‘20

Melwood FS
5606 Dower House Road
Upper Marlboro, MD 20772
Phone: 301-599-8000
services@melwood.org

CAPT Vincent Merz, USN, Ret. FS
22943 Split Oak Place
California, MD 20619
Phone: 240-298-5773
vpmerz@verizon.net

Ms. Holly Meyer ‘14

Ms. Catherine Meyers FS & FM
Executive Director
Center For Children, Inc.
P.O. Box 2924
La Plata, MD 20646
Work: 301-609-9887 ext. 126
Cell: 301-751-1108
meyers@center-for-children.org

Dr. Stephen Michaels ‘17
President
MedStar Southern Maryland Hospital Center
7503 Surratts Road
Clinton, MD 20735
Phone: 301-868-8000
stephen.michaels@medstar.net

Ms. Amie Milan ‘13

Ms. Liz Mildenstein ‘18
Operations Officer (OPSO)
Naval Air Systems Command
Cell: 301-752-0761
elizabeth.mildenstein@navy.mil

Ms. Jacklyn Miles ‘17

Ms. Agnes Miller ‘15

Mr. Carlos Montague ‘11

Mr. Brendan Moon ‘15

Ms. Kristina Moore ‘13

Mrs. Jennifer Moreland ‘17

Mr. Ryan Morning ‘23
Director of Business Development
StraCon Services Group
23415 Three Notch Rd, Ste 2008-113
California, MD 20619-4017
Cell: 850-516-1851
ryan.morning@theavagroup.org

Ms. Lynette Morrisette ‘15

Mr. Kyle Morrow ‘12

Col Joe Mortensen, USMC, Ret. ‘16
41371 Holiday Court
Leonardtown, MD 20650
Cell: 240-496-5411
joe.mortensen@me.com

Mr. Ronald Mould ‘10

Ms. Danielle Moulds LEAP ‘20

Ms. Kim Mozingo ‘14

Ms. Christine Mulcahey ‘18
Executive Director
Health Partners, Inc.
3070 Crain Highway, Suite 101
Waldorf, MD 20601
Work: 301-645-3556
Cell: 301-751-1630
healthpartnersmd@gmail.com

Mrs. Lucinia Mundy ‘20

Mr. Barry Murphy ‘21
Chief Financial Officer
AIRtec, Inc.& Priority 1 Holdings, LLC
44190 Airport Road, Suite B
California, MD 20619
Cell: 301-904-8816
bmurphy@flyairtec.com

Mr. Patrick Murphy ‘FM
Vice President and Lead Managing Counsel
Protiviti, Inc.
1640 King Street, Suite 400
Alexandria, VA 22314
Phone: 703-299-4707
patrick.murphy@protiviti.com

Ms. MaryKay Myers ‘10*
Finance Director
The Patuxent Partnership
22335 Exploration Drive, Suite 1035
Lexington Park, MD 20653
Work: 301-866-4096
Cell: 301-904-2064
marykay.myers@paxpartnership.org

N

Mrs. Shannon Nazzal ‘19

Ms. Donna Nestor ‘13

Mr. Richard Newberry ‘17 ^

Rev. Walt Nilsson ‘15

Ms. Jennifer Normyle ‘16
Software Supervisor
Parraid, LLC
44150 Smartronix Way, Suite 100
Hollywood, MD 20636
Work: 301-690-0690 ext. 335
Cell: 301-904-9477
jnormyle@parraid.com
Jennifer.normyle@gmail.com

Mr. Brian Norris ‘09*
President & CEO
The Cherry Cove Group
21027 Great Mills Rd
Lexington Park Md 20653
Cell: 301-481-8014
Work: 240-718-3452
bnorris@cherrycove.com

Mr. James Norris ‘10

O

Ms. Julianne Oberg ‘23
Director of Economic Development
Calvert County Government
175 Main Street
Prince Frederick MD 20678
Cell: (240) 601-3185
julie.oberg@calvertcountymd.gov

Mr. Stephen Oberg ‘11

Dr. Kathleen O’Brien FS

Ms. Karen O’Connor ‘10
P.O. Box 914
Leonardtown, MD 20650
Cell: 703-395-5979
karen_oconnor2001@yahoo.com

Ms. Lisa Oliver ‘18

Mr. Gregory Olson ‘13
Program Manager
KBR
44229 Leaning Pine Ln
California, MD 20619-4036
Phone: 301-863-4362
greg.olson@us.kbr.com

Mrs. Katie O’Malley-Simpson ‘16

Mrs. Rachel O’Shea ‘22

Dr. Edward W. Otten ‘13

Mr. Christopher Oursler ‘13

P

Mr. Dan Palmieri LEAP ‘22
Senior Program Analyst / Training Specialist III
Naval Systems, Inc.
21513 Great Mills Road, Suite 500
Lexington Park, MD 20653
Cell: 516-312-6742
dpalmieri@n-s-i.us

Mr. Dan Parker ‘15

Ms. Marie Parker LEAP ‘22

Mr. Wilson Parran ‘09*
Retired
4420 Harvest Lane
Huntingtown, MD 20639
Cell: 410-991-5316
wparran01@icloud.com

Mr. Maurice Patterson ‘16

The Patuxent Partnership FS
Ms. Bonnie Marie Green, Executive Director
22335 Exploration Dr., Suite 1035
Lexington Park, MD 20653
Phone: 301-866-1739
www.paxpartnership.org/

Ms. Christina Payne ‘15

Mr. Stephen Pereira ‘23
Director of Technology Services
Calvert County Government
175 Main St
Prince Frederick, MD 20678-3337
Cell: 443-675-8011
stephenjpereira@gmail.com

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Mr. Eliot Pfanstiehl ‘HFM
Founder/CEO Emeritus
Strathmore
15001 Notley Road
Silver Spring, MD 20905
Cell: 301-257-1244
eliotpfanstiehl@gmail.com

Mrs. Larisa Pfeiffer ‘16

Mr. Scott Pfister ‘14

Mr. Thomas Phelan ‘15
Director, Air Vehicle Operating Unit to
Program Manager
KBR
24980 Gallant Man Drive
Hollywood, MD 20636
Cell: 301-481-0604
Thomas.phelan@us.kbr.com

Ms. Letita Pinkney LEAP ‘20
Lead Career Counselor
Tri-County Council for Southern Maryland
PO Box 745
Hughesville, MD 20637
Cell: 240-427-7093
lpinkney@tccsmd.org

Ms. Lee Platt ‘10

Ms. Jenny Plummer-Welker ‘21
Retired Long Range Planner,
Planning & Zoning
Calvert County Government
16307 Pennsbury Way
Bowie, MD 20716-1767
Cell: 410-570-2631
plummer_welker@verizon.net

Ms. Carrie Plymire ‘16

Ms. Carrie Polk ‘09*
Principal Agent/Agency Owner
Carrie Polk Insurance Inc
3695 Hallowing Point Road, Suite 5
Prince Frederick, MD 20678
Cell: 410-279-2386
Carrie@carriepolkagency.com

Mrs. Anne Powers ‘15
21885 Fairway Drive
Leonardtown, MD 20650
Cell: 301-481-7246
acpowers805@gmail.com

Mr. Chris Powers ‘15
State Deputy
Maryland State Council
Knights of Columbus
21885 Fairway Drive
Leonardtown, MD 20650
Cell: 301-481-7208
cpowersr2@gmail.com

Mr. Richard Prevatt ‘14

Mrs. Lori Proctor ‘20

PSI Pax, Inc. FS
23330 Cottonwood Pkwy, Suite 335
California MD 20619
Phone: 301-737-5000
www.psipax.com

Mr. Tony Pucciarella ‘16

Q

Mr. Thomas T. Quattlebaum ‘16

Mr. Eusebio Quinones ‘17

R

Mr. Kory Raftery ‘13

Mrs. Ashley Raley-Dyson LEAP ‘20

Mrs. Jennifer Raley ‘23
Energy & Technology Programs Manager
Demand Side Management
Southern Maryland Electric Coop – SMECO
15035 Burnt Store Road
Hughesville, MD 20637
Phone: (301) 274-1801
jennifer.rale@smeco.coop

Ms. Karen Raley ‘17
Assistant Vice President of Development
St. Mary’s College of Maryland
47645 College Drive
St. Mary’s City, MD 20686
Cell: 301-693-6316
kcraley@smcm.edu

Ms. Laura Raley ‘17

Mrs. Summer Raley ‘20
Vice President
Zenetex, LLC
44427 Airport Road, Suite 410
California, MD 20619
Cell: 240-538-5307
summer.rale@zenetex.com

Ms. Erin Ramos ‘20
Agile Process Lead
Alley
New York, NY
Cell: 443-528-1995
erin@alley.com

Ms. Cynthia Randall ‘10

Mrs. Julie Randall ‘19
President Elect
Rotary Club of Lexington Park
Disabilities Advocate (Volunteer)
19711 Teddy Way
Lexington Park, MD 20653
Phone: 301-904-9426
jbrandall31055@gmail.com

Mrs. Nicole Ransom LEAP ‘20

Mrs. Kara Rawlings ‘22

Mr. William Rector ‘19

Ms. Michelle Reeves ‘16

Mr. Scott Reeves ‘14

Dr. Lars Reinhart ‘12

Mr. Craig Renner ‘23
Director, Marketing & Communications
University of Maryland Charles Regional
Medical Center
PO Box 452
Ladysmith, VA 22501-0452
Phone: 301-609-4394
craig.renner@umm.edu

Mr. Timothy Renz ‘13

**Mr. William “Bill” Reuter, CFP®,
RICP® ‘16**
Financial Advisor
First Command Financial
22289 Exploration Drive, Suite 110
Lexington Park, MD 20653
Work: 301-862-4900
Cell: 301-481-3132
Fax: 301-863-5781
WCReuter@firstcommand.com

Ms. Kimberly Rider ‘18
Senior Associate
Booz | Allen | Hamilton
46950 Bradley Blvd.
Lexington Park, MD 20653
Work: 301-862-7455
Cell: 904-233-3158 rider_kimberly@bah.com

Ms. Joyce Riggs ‘11

Ms. Sharmella Riggs ‘15

Mr. Charles Roach ‘18

Ms. Lura Roach LEAP ‘22
Strategic Communications Analyst
DCS Corp.
46641 Corporate Drive
Lexington Park, MD 20653
Cell: 301-904-1880
lroach@dcscorp.com

Ms. Kelly Robertson-Slagle ‘10



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S

Ms. Patricia Robrecht FS
P.O. Box 227
Leonardtown, MD 20650
probrecht@psipax.com

Mr. Jonathon Rondeau ‘11

Mr. Michael Roscoe ‘11

Ms. Kimberly Rosenfield ‘10*
Financial Advisor
Morgan Stanley Wealth Management
107 Centennial Street, Suite 102A
La Plata, MD 20646
Work: 301-396-3189
Cell: 301-848-9603
Kimberly.Rosenfield@morganstanley.com

Ms. Michelle Ruble ‘14

Mr. Gadsden “Ed” Rule ‘18
President
Naval Systems, Inc.
21513 Great Mills Road
Lexington Park, MD 20653
Work: 301-737-1911 ext. 428
Cell: 301-919-1272
erule@n-s-i.us

Mrs. Robin Salanon ‘16

Mrs. Janet Salazar ‘17

Ms. Lauren Sampson ‘21

Ms. Enid Sanchez-Bubb ‘11*
Owner
C3 Innovations, Inc.
21753 Pinehurst Ct
Leonardtown, MD 20650
Cell: 301-904-6194
esanchezbubb@c3-innovations.com

CAPT Matt Scassero, USN, Ret. FS
Director of Operations and Outreach
University of MD Clark School of Engineering
at University System of Maryland at Southern
Maryland
44219 Airport Road
California, MD 20619
Cell: 240-925-3511
mscasser@umd.edu

Dr. Robert Schaller ‘13
Director & Associate Professor
Florida Tech Southern Maryland
44219 Airport Road
California, MD 20619
Cell: 240-577-1697
schaller@fit.edu

Mr. Paul Schendel ‘22
Director, Development Integration & Test
KBR
22309 Exploration Drive
Lexington Park, MD 20653
Cell: 240-298-3773
paul.schendel@us.kbr.com

Ms. Nancy Schertler ‘15

Mr. Kevin Schmidt ‘23
Public Broadcast Manager
Calvert County Government
Phone: 818-395-5699
kevingschmidt@gmail.com

CAPT Laura Schuessler, USN ‘21

Ms. Annette Scriber ‘10

Ms. Ann Seely ‘09*
The University of Oklahoma
2017 Cloverdale Lane
Norman, OK 73071
Cell: 240-416-0428
ann.seely@yahoo.com

Mr. Ajay Sehgal ‘11

Ms. Savera Sehgal ‘12

Ms. Stephanie (Taylor) Selvidge ‘15

Ms. Ellen Servetnick ‘20

Mrs. Deborah Settle ‘21
Supervisor, Field Services
Administrative Support
St. Mary's County Metropolitan Commission
23121 Camden Way
California, MD 20619
Cell: 240-925-3773
dsettle@metcom.org

Mr. Fred Severson ‘15

Ms. Terry Shannon ‘11

Mr. William Shea ‘22

Mr. Kenneth M. Sheffield ‘21

Mr. James Shepherd ‘10

Ms. Kate Shirey ‘18

Ms. Sally Showalter ‘09
8180 Church Rd
Broomes Island, MD 20615
Phone: 410-535-9060
sallyshowalter@comcast.net

Ms. Debbie Shuck-Reynolds ‘14

Mr. BJ Sievers ‘21

Ms. Stephanie Simm ‘13

Ms. Brandi Simpson ‘11

Ms. Jody Simpson ‘12

Ms. Julie Simpson ‘15

Mr. Donald Sirk ‘19
Assistant Vice President,
Information Services
MedStar St. Mary's Hospital
37639 Sirk Rd
Mechanicsville, MD 20659
Cell: 301-904-5139
donald.sirk@medstar.net

Ms. Donna Sisson LEAP ‘22
RN Community Educator/Supervisor
CalvertHealth
100 Hospital Road
Prince Frederick, MD 20678
Cell: 301-655-0480
donna.sisson@calverthealthmed.org

Ms. Angela Walters Small ‘16
Director of Communications and Public
Information Officer
College of Southern Maryland
1200 Hinton Drive
Huntingtown, MD 20639
Cell: 240-695-6266
amsmall1@csm.edu

Mr. Kevin Smith ‘22
Business Development Capture Manager
Resource Management Concepts, Inc.
Cell: 443-278-5095
ksmith2@rmcweb.com

Mr. Mark Smith ‘10

Ms. Susan M. Smith ‘12
President
Solution Engineering Associates, Inc. (SEAI)
P.O. Box 147
Lexington Park, MD 20653
Phone: 240-538-3424
susan.smith@seaincusa.com

Ms. Karen Smith Hupp ‘15

Mr. Jonathan Sola ‘13

Mr. Randolph Sotomayor ‘18

Mr. Brady Spatola LEAP ‘20

Ms. Lynette Starke ‘18

Mrs. Amber Starn ‘20*
Director of Community Health and
Evaluation
Charles County Department of Health
P.O. Box 1050
White Plains, MD 20695
Work: 301-609-5748
amber.starn@maryland.gov

Mrs. Regina Steele ‘20

Mr. Richard Steinmetz ‘20

Mrs. Gladys Steptoe ‘16

Mrs. Patty Stine ‘22
Executive Director
Pure Play Every Day, Inc.
Phone: 301-751-6162
patty@pureplayeveryday.com

Mr. Jason Stoddard ‘20
Director of School Safety & Security
Charles County Public Schools
5980 Radio Station Road
La Plata, MD 20646
Cell: 301-399-7725
jstoddard@ccboe.com

Mr. Timothy Storch ‘11

Mrs. Tara Strickland ‘21
Vice President of Employee Experience
AVIAN
22111 Three Notch Road
Lexington Park, MD 20653
Cell: 301-752-4672
tara.strickland@avian.com

Ms. Jacqueline Swann LEAP ‘22
Technician
Naval Sea Systems Command
Naval Surface Warfare Center (CAD/PAD)
4315 Carpenter Road
Indian Head, MD 20640
Work: 301-744-2431
jacqueline.j.swann.civ@navy.mil

Mr. Kevin Switick ‘23
Chief Executive Officer
AVIAN, LLC
831 Oyster Bay Pl
Solomons, MD 20688-4028
Cell: 240-925-4390
kevin.switick@avian.com

Mrs. Kasia Sweeney ‘16

T

Dr. F. J. Talley ‘12

Mr. Richard Tarr ‘23
Manager II
St. Mary's County Government
41770 Baldrige Street
Leonardtown, MD 20650
Phone: 301-475-4200 x3540
richard.tarr@stmaryscountymd.gov

Ms. Christina Taylor LEAP ‘22

Mr. Frank Taylor ‘16
President
Taylor Gas Company, Inc.
21651 Rose Bank Rd
Leonardtown, MD 20650
Cell: 301-904-7443
frank.taylor@taylorgascompany.com

Dr. Johnnie D. Taylor, Jr. ‘23
Chief Operations Officer/
Managing Director, Contracts
NEANY, Inc.
41700 Courthouse Drive
Leonardtown, MD 20650
Cell: 240-577-8074
johnniedtaylorjr@hotmail.com

Mrs. Ashley Teagle ‘23
CEO
Southern Maryland Regional Library
Association, Inc.
37600 New Market Rd
Charlotte Hall, MD 20622-3041
Phone: 301-884-0436
ateagle@smrla.org

Mr. Dean Teague ‘14

Mrs. Joan Thorp ‘18
Assistant Chief of Accounting
Fiscal & Administrative Services
Charles County Government
200 Baltimore Street
La Plata, MD 20646
Phone: 301-396-5844
Cell: 410-474-0604
ThorpJ@charlescountymd.gov

Mrs. Maria Thorpe ‘18

Mr. James Tomasic, Jr. ‘12

Mr. Jeffrey Tomcsik ‘12

Mrs. Aida Torres-Bohnhoff ‘19
Strategic and Business Analytics Manager
Naval Surface Warfare Center
Indian Head Division
101 Strauss Avenue, Bldg. D69, Suite 204
Indian Head, MD 20640
Cell: 240-320-7856
aida.torres@navy.mil

Mr. Gene Townsend FS
11740 Asbury Circle, Apt. 1419
Solomons, MD 20688
townsendgw@earthlink.net

Mr. David Trick ‘19

Mr. Matthew Trollinger ‘22
Attorney / Owner
Trollinger Law, LLC
11705 Berry Road, Suite 201
Waldorf, MD 20603
Cell: 301-502-1462
matt@trollingerlaw.com

Ms. April Tsirigotis ‘11
Chief Operating Officer
John H. Northrop & Associates, Inc. (JHNA)
44414 Pecan Ct. Suite 100
California, MD 20619
Cell: 301-481-8303
april_tsirigotis@thetsateam.com

Mr. Edward Turbush ‘10

Mr. Aaron Tyler ‘10

Ms. Tisha Tyler ‘18

U

Ms. Laurie Uherek ‘10

University of Maryland Charles Regional Medical Center FS
Mr. Noel Cervino
5 Garrett Avenue
La Plata, MD 20646
Phone: 301-609-4000
www.umm.edu

V

Ms. Cynthia Vallancourt ‘20

Mr. Gery VanderVliet ‘09*
16549 75th Way N
Palm Beach Gardens, FL 33418
Home: 561-223-3096
Work: 301-752-0718
gvandervliet@zenetex.com

Mr. Bryan Vandrovec ‘11

Mr. Michael Van Meter ‘15

Mr. Robert Vargo ‘10

Mr. & Mrs. Chris & Linda Vassallo ‘FS
6721 Bond Street
St. Leonard, MD 20685
Work: 410-535-2483
Linda.Vassallo@calvertcountymd.gov

Ms. Jacqueline Vaughan ‘13

Mr. Rob Vest ‘22

Ms. Janet Virgin ‘20
PAO Specialist
Naval Surface Warfare Center
Indian Head Division
3767 Strauss Street
Indian Head, MD 20640
Cell: 301-518-7580
Janet.l.virgin.civ@us.navy.mil

Ms. Susan Mudd Vogel ‘09*
Director of Advancement
The Field School
202 Port Tobacco Rd.
La Plata, MD 20646
Cell: 301-643-2192
smvogel@yahoo.com

Mr. David Vollmer ‘20

W

Ms. Britany J. Waddell ‘19

Ms. Sonia K. Wagner ‘09*
2727 E. Lakeshore Drive
Baton Rouge, LA 70808
Maryland Home Address (no mail)
3813 Forest Drive
Chesapeake Beach, MD 20732
Phone: 410-474-4144
soniakwagner@comcast.net



Mrs. Diana Waldorf ‘19
Corporate Operations Officer
Naval Systems, Inc.
21513 Great Mills Road
Lexington Park, MD 20653-1295
Cell: 240-925-4673
dwaldorf@n-s-i.us

Dr. Kenneth Waldrop ‘13

Mr. Gregory Wallace ‘12

Mr. Floyd D. Warren ‘11 & ‘FS
President
Warren Associates, LLC
24830 Half Pone Point Road
Hollywood, MD 29636
Work: 301-471-6288
fdwarren@md.metrocast.net

Ms. Siobhan Warsinske ‘11

**Ms. Mary M. Washington ‘09 & FS*
Member, Board of Education**
St. Mary’s County
P.O. Box 641
Leonardtown, MD 20650
Work: 301-475-4250
marywash@md.metrocast.net

Mrs. Jill Wathen ‘19
Director, Strategic Initiatives Projects
College of Southern Maryland
P.O. Box 910
La Plata, MD 20646
Cell: 301-643-8107
jrwathen@csmd.edu

Mr. George Watkins ‘12

Mr. Paul Waxman ‘10*
45485 Rutherford Blvd
Great Mills, MD 20634
Home: 301-737-6321
Work: 301-342-2855
waxmanps@gmail.com

Mr. Harry Wedewer ‘11

Mr. David Weigel ‘18

Mrs. Sylvia Welch ‘17

Mr. Christopher Weller ‘18
Co-Owner
OakPoint Insurance
25775 Point Lookout Road
Leonardtown, MD 20650
Cell: 301-997-5779
cweller@oakpointins.com

Mrs. Helen Mattingly Wernecke ‘18*
REALTOR®
Berkshire Hathaway HomeServices PenFed
Realty
14488 Solomons Island Road
Solomons, MD 20688
Cell: 301-904-5344
helen.wernecke@penfedrealty.com

Mr. Raymond Wernecke FM*
Senior Advisor
PSI Pax, Inc.
23330 Cottonwood Parkway,
Suite 335
California, MD 20619
Cell: 301-904-0226
RWernecke@psipax.com

Ms. Lori Werrell ‘13
Regional Director, Population & Community
Health
MedStar St. Mary’s Hospital
42019 Starlight Dr
Leonardtown, MD 20650
Phone: 202-641-7151
lori.k.werrell@medstar.net

Mr. Samuel H. Wiest ‘19

Ms. Kristine Wilcox ‘15
Sr. Communications/Multimedia Specialist
AVIAN
48685 Packer Court
Saint Inigoes, MD 20684
Cell: 757-636-5281
kristine.wilcox@avian.com

Mr. Christopher Wilhelm ‘22

Ms. Pamela Wilkerson ‘19

Ms. Kelly Williams ‘16

Dr. Lydia Williams ‘18
Retired College Administrator
College of Southern Maryland
41 Sorrell Cir
Smyrna, DE 19977
Cell: 443-690-7755
lydiajwms@gmail.com

Mrs. Marsha L. Williams ‘21
Partner
Williams, McCleran, & Stack LLC
P.O. Box 188
Leonardtown, MD 20650
Cell: 301-904-8841
marsha@wmslawyers.com

RADM Peter Williams, USN, Ret. ‘11
Executive Vice President
The Albers Group, LLC
41071 Sandpiper Lane
Leonardtown, MD 20650
Work: 301-997-4677
pwilliams@thealbersgroup.com

Ms. Stephanie Witte ‘15*
President
Witte Hospitality 3:23, Inc.
Owner
Chick-fil-A @ First Colony Center
1350 Hellen Creek Drive
Lusby, MD 20657
Cell: 240-298-2833
Stephanie.witte@cfafranchisee.com

Ms. Sandra Wobbleton ‘20

Ms. Karrie Wood ‘20
Business Development Market Executive
Shore United Bank
3035 Leonardtown Road
Waldorf, MD 20601
Cell: 240-427-8533
woodk@cbtc.com

Mrs. Melanie Woodson ‘20
Human Resources Director
Calvert County Government
150 Main Street, Suite 101
Prince Frederick, MD 20678
Work: 410-535-1600
melanie.woodson@calvertcountymd.gov

Ms. Angel Wright ‘16

Mr. Steven Wright ‘12

Ms. Cheryl Wyatt ‘13

Y

Ms. Harriet Yaffe FS
2605 Aspen Road
Port Republic, MD 20676
Cell: 240-256-0610
harrieto7@comcast.net

Mr. Paul E. Young ‘14

Mrs. Tiffany Young LEAP ‘22
Associate Attorney
Williams, McCleran & Stack LLC
P.O. Box 188
Leonardtown, MD 20650
Phone: 240-643-5381
tiffany@wmslawyers.com

Z

Ms. Kate Zabriskie ‘12

Ms. Lauren Y. Zimmerman LEAP ‘20

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Homecoming

LSM graduates returned for Homecoming “Under the Lighthouse” at Calvert Marine Museum on October 6. Graduates gathered together to reconnect with each other and meet the Class of 2023. Live and silent auctions were in full swing, with proceeds going towards LSM, supporting our mission to connect, educate, and inspire executive and emerging leaders in Southern Maryland.



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*Congrats
to the
Class of 2023!*



Golf Tournament

It was a stunning day at Breton Bay Golf Course & Country Club for LSM's 10th Annual Golf Tournament. LSM grads and friends had a fantastic time driving, putting, and networking. Congratulations to all of our winners, and “thank you” to all the sponsors, players, and volunteers who supported the event.



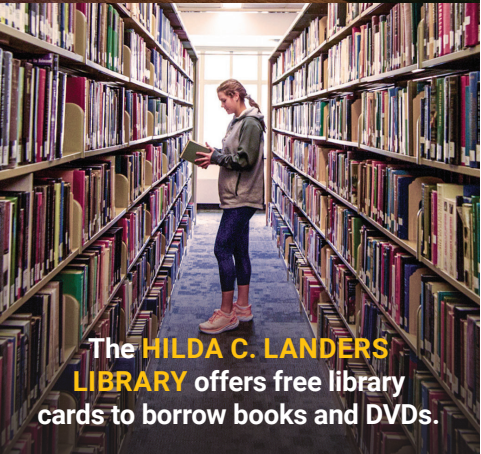
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CONGRATULATIONS 2023 LSM GRADUATES!