



Board of Directors

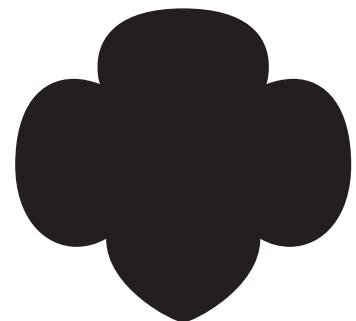
Officers

Members-At-Large

Board Development Committee

Our Mission

Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.



Girl Scouts of Nassau County's Board of Director's

(To see individual Board Members bios and photos, click on their name)

Board of Directors Officers 2024-2025

Andrea Elder-Howell, Esq.
President and Chief Volunteer Officer

Melanie Sinesi
Executive Vice President

Allison Bishop White
Vice President

Tonia Bottoms, Esq.
Vice President

John Zhao
Vice President

Leah Watson
Treasurer

Julie Strachan Haiber, Esq.
Secretary

Board of Directors Members-at-Large 2024-2025

Gillian Atkinson
Caralinn Becker
Natalie Borneo
Kevin Boston-Hill
Trisha Brown
Danielle D'Ambrosio
Gabby Gibbs
Adrian Goodwin
Susan MacDonald
Mike Mannix
Patricia Mercer
Lasherelle Morgan
Jackie Morrison Brailsford
Melanie Pavlidis
Dr. Jean Peden Christodoulou
Noel Raab
Dr. Katrina Rochelle Sims
Anne Marie Spensieri-Fidis
Angela Stanley
Lauren Summa
Linda Silva Thompson, Ph.D.
Denise Voda
Pawel Zagaja

Board Development Committee 2024-2025

Kevin Boston-Hill, *Chair*
Julie Strachan Haiber, Esq.
Deandra Denton
Rebecca Martinez
Clara Giustino

Karrien Francis
Mike Mannix
Nancy Setzler
Rebecca Sheehan, Esq.

Board of Directors, Officers

Andrea Elder-Howell, Esq.
President



Andrea Elder-Howell was named Managing Director, Vice President-Legal of PSEG Long Island in July 2018. In this role, Ms. Elder-Howell leads the team on Long Island responsible for providing guidance on legal and regulatory issues. She is also a member of the PSEG Long Island Senior Leadership team.

Ms. Elder-Howell joined PSEG Long Island in 2014 as Assistant Counsel-Commercial, responsible for drafting and negotiating agreements for many of the company's most important initiatives, including solar and the first wind project in New York.

Prior to joining PSEG Long Island, Ms. Elder-Howell served as Vice President and Assistant General Counsel for RBS Sempra Commodities and Senior Commercial Counsel for KeySpan Energy/National Grid responsible for providing advice and counsel on numerous sophisticated commercial transactions in the energy industry.

Ms. Elder-Howell currently serves on the board of Mentor New York and Girl Scouts of Nassau County as Vice President and Chief Volunteer Officer. She previously served on the executive boards of the New York State Bar Association and the Nassau County Chapter of Jack and Jill of America, Inc. She is a graduate of the Energeia Leadership program and a 2019 recipient of the Herald Premier Business Women of Long Island Awards. She has also received awards from The New York State Society of CPAs, Jack and Jill of America and New York State PTA for her dedication to promoting opportunities for youth on Long Island.

Ms. Elder-Howell is admitted to the state bars of New York and New Jersey, received her Master of Law in Taxation from New York University School of Law, Juris Doctorate from Rutgers University School of Law, and bachelor's degree in Accounting from Queens College.

Melanie Sinesi
Executive Vice President



Melanie Sinesi is a Manager of Communications & Public Affairs for New York Transco. In her current role, Melanie focuses on advancing the Propel NY Energy Project, an innovative electric transmission project.

Prior to joining the New York Transco team, Melanie served in Suffolk County Executive Steve Bellone's administration for over five years as the Director of Community Affairs, Deputy Chief of Staff, and Chief of Staff. In these roles, Melanie maintained community partnerships, including emergency response efforts throughout the COVID-19 pandemic, oversaw special projects and initiatives, and acted as an advisor to the County Executive. She joined the County Executive's team after 4 years with United States Senator Kirsten Gillibrand.

During Melanie's time at the Senator's office, Melanie worked as the Senator's Long Island liaison and Deputy Director of Constituent Affairs. Over the years, Melanie acted as a representative for the Senator in the Long Island region, and assisted thousands of New Yorkers with their federal casework. Melanie cites aiding 9/11 first responders attain crucial benefits for themselves and their families as a critical way in which elected officials can advocate for their constituents.

Melanie credits Girl Scouts as the first institution that taught her how to be a leader. She is a Girl Scout Bronze, Silver and Gold Award recipient, and has continued her Girl Scout career through her roles on the GSNC Board of Directors, GSNC Board Committees, representing GSNC as a National Delegate, and as a past local Association Delegate Chair.

Board of Directors, Officers *(continued)*

Allison Bishop White, Esq.
Vice President



Allison Bishop White, Esq. joined the board in 2016 as a member-at-large and now serves as its Vice President. Ms. Bishop is a supporter of Girl Scouts in her community and has held roles at LPL Financial where she was the Senior Vice President, Head of Early Dispute Resolution and lead a team of attorneys who are responsible for the investigation and resolution of matters involving the sale of securities products. Prior to joining LPL Financial, Allison was employed at Bank of America Merrill Lynch, where she was a Director, and the New York Stock Exchange, (now known as the Financial Industry Regulatory Authority), where she held a number of senior roles. Ms. White is a member of the New York City Bar Association, the Financial Women’s Association, the New York State Medical Review Board, and the Securities Industry and Financial Markets Association. She also serves on the Public Policy Council of the Certified Financial Planner Board of Standards. Ms. White is a graduate of Northeastern University and has a Juris Doctor (JD) from the Maurice A. Dean School of Law at Hofstra University.

Tonia Bottoms, Esq.
Vice President



Tonia Bottoms is a Managing Director, Senior Managing Counsel, Diversity, Equity & Inclusion (DEI) Advocate and a member of BNY Mellon Pershing’s Executive Committee.

She specializes in retirement plans and financial products, providing guidance and oversight of retirement and education savings offerings to ensure compliance. She also works on regulatory and legislative matters.

As DEI Advocate, Tonia works to advance diversity as a business imperative and inclusion as a leadership skill, bringing perspectives to executives and implementing meaningful change in underrepresented populations.

Tonia has served in a variety of leadership roles within BNY Mellon’s employee resource groups, including as Global Co-Chair of IMPACT, chair of IMPACT’s Black Leadership Forum, and co-chair of Women’s Initiative Network Jersey City chapter. She’s been recognized as a three-time 100 Ethnic Minority Executive on Empower’s Role Model list, a 2022 Most Influential Black Lawyer by Savoy Magazine, and a “CUP 2022 Finance Catalyst” by the Council of Urban Professionals.

Tonia is also a past co-chair of the SIFMA Retirement and Education Savings Committee. She is also on the boards of the Girl Scouts of Nassau County, American Red Cross (Greater NY Region), and the Money Management Institute Gateway Foundation.

Tonia holds Bachelor of Science in Finance and Juris Doctorate degrees from the University of Maryland. Tonia is also a lifetime member of Girl Scouts and a Girl Scout mom.

Board of Directors, Officers *(continued)*

John Zhao
Vice President



John Zhao is a native New Yorker with a passion and career in technology. Having been immersed in technology since his early teens, he founded his first technology startup in the early 2000s before completing his degree in Electrical Engineering at The Cooper Union. After graduating summa cum laude, he went on to work for Bloomberg LP in 2006 and has been with the firm since.

John currently serves as a Director of Software Engineering in the Internal Applications Department where he oversees over 30 software engineers. At Bloomberg, John has not only worked to build out world-class software and technology for one of Wall Street's most important companies but spends a good part of his time coaching and mentoring up-and-coming leaders and new hires.

John has also been involved with the Boy Scouts (Troop 1180) as the chair for the Pinewood Derby. When John is not at work, he is home with his wife and two kids at his home in The Woodlands, TX where he has resided since 2022. You will find him playing guitar and piano with his kids, engaged in an intense game of Monopoly, or off biking and hiking when the weather is nice.

Leah Watson
Treasurer



Leah E. Watson currently serves on the Girl Scouts of Nassau County's Board of Directors as Treasurer.

In 2021, Leah received her Girl Scouts Lifetime Membership status. She is a Founder and Co-President of A Better You Consulting Services LLC, which specializes in Executive and Emerging Leadership Development, Project Management and Conference Event Planning. Starting her career at British Airways, Leah has achieved an excellent reputation for project management and interpersonal skills over her 34 years of service. Leah received the British Airways "Above and Beyond" award for successfully managing a six-million-dollar corporate IT initiative. She received the British Airways Outstanding Teamwork Award and was selected by colleagues for demonstrating British Airways Values of Honesty and Responsibility. Through Leah's organizational affiliations, she utilizes her innovative leadership skills to inspire and motivate others. Leah is the immediate past president of the Long Island (NY) Chapter of The Links, Incorporated. Under her leadership, she established the first National Society of Black Engineers (NSBE) chapter for middle school girls on Long Island. Leah recently completed her term as Communications Chair for the Eastern Area of The Links, Incorporated. In this role, she was responsible for all social media channels, distribution of a bimonthly area newsletter, and weekly media highlights. Leah currently serves as the Technology Chair for the National Coalition of 100 Black Women, Long Island Chapter, Inc. In December 2021, Leah was appointed to serve on the National Technology Committee for the National Coalition of 100 Black Women. Leah is a Life Member of Alpha Kappa Alpha Sorority, Incorporated and former president of Theta Iota Omega Chapter. She was recently appointed to serve on the International Risk Management Committee by Alpha Kappa Alpha Sorority International President Danette Anthony Reed. Leah is the recipient of the 2020 Dr. Martin Luther King, Jr. Drum Major Award from the Eta Theta Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. She has received several leadership awards from various community service organizations. Leah received her Bachelor's Degree in Operations Management from Pace University, Pleasantville, New York. Leah earned a Certificate of Management Studies from Oxford-Brookes University (UK) and is a graduate of the Dale Carnegie Training Institute in Effective Speaking and Human Relations.

Board of Directors, Officers *(continued)*

Julie Strachan Haiber, Esq.
Secretary



Julie Strachan Haiber is an attorney admitted in New York and currently works as a Senior Vice President, Client Engagement at Harbor Consulting. Ms. Strachan Haiber has extensive experience in legal technology, automation, and innovation strategy. She also serves as the co-chair of the New York Chapter of Women@TR, a business resource group focused on advocating for women employees. Ms. Strachan Haiber earned her JD from New York Law School, her BA from The George Washington University with a double major in English and Theatre, and has a certificate in Digital Transformation of Legal Services from Northwestern Pritzker School of Law.

Ms. Strachan Haiber grew up in Merrick and currently resides there with her husband and daughter. She proudly serves as a troop leader for her daughter's Cadette troop and participated in Girl Scouts in the Merrick Schools as a child. In 2023, she also was awarded the Levy-Lakeside Elementary School PTA Founders Day Award for her work with the school PTA and commitment to the Merrick community.

Ms. Strachan Haiber is also a member of the GSNC Board Development Committee.

Board of Directors, Members-at-Large

Gillian Atkinson



Award-winning presenter Gillian Atkinson has over 20 years of professional experience in the fields of Inclusive Excellence in higher education, non-profit, and corporate sectors. She has trained and facilitated over 500 workshops for an array of organizations and individuals, from middle school students to multi-millionaire corporate CEOs. However, the titles and salaries of her participants are not as important to Gillian as their willingness to connect through their similarities, while doing the work to truly appreciate their differences.

Gillian currently serves as a part of the Senior Leadership Team at Columbia University as the Director of Diversity, Equity, Inclusion, and Belonging, within Columbia Health in New York City, N.Y. She is also the Founder of the successful coaching and consulting firm, Cultural Humility, LLC.

Gillian works to provide individuals and groups with the tools needed to find comfort having uncomfortable conversations about social identity. Through an empathetic lens, Gillian provides a judgment-free space that allows safe coaching and training procedures to better understand each other as human beings and not just labels.

Ms. Atkinson holds an A.S. in Criminal Justice from Nassau Community College, a Bachelor of Business Administration from Nyack College, and a Master of Business Management from Dowling College. She is also a Certified Professional from the Society of Human Resource Management (SHRM-CP), a Certified Diversity Executive (CDE) by the Institute for Diversity Certification, and an ICF-accredited trained Certified Professional Coach (CPC).

Gillian is a Girl Scout alum and the mother of a Girl Scout Cadette.

Caralinn Becker



Caralinn Becker is a Gold Award Girl Scout from the Floral Park/Bellerose service unit. She has served as an active member of GSNC's Girl Leadership Committee for the last two years, represents her Girl Scout community as an association delegate, and is a long-time Media Girl. In 2023, Caralinn traveled to GSUSA National Council Session in Orlando, FL as a member of a girl leadership cohort and had the opportunity to learn about the governance process at the national level. Outside of Girl Scouts, Caralinn is an accomplished cross country and track and field athlete at her high school, The Mary Louis Academy. Caralinn is enthusiastic about elevating her commitment to the organization and representing her fellow Girl Scouts at the board level.

Board of Directors, Members-At-Large *(continued)*

Natalie Borneo



Natalie Borneo is a Charismatic Values-Based Leader, Innovator and Change Agent who spends her workday collaborating with experts to create workforce development programs and upskilling opportunities for women and youth. She serves her community and champions humanity focused causes through community service. Natalie is a member of The Long Island (NY) Chapter, The Links, Incorporated, and is the National Chair of the Dressing HER from the Inside Out Initiative.

Natalie served as the Senior Director of Program Operations at Dress for Success Worldwide for five incredible years, and worked diligently to officially The Links, Incorporated and Dress for Success Worldwide National Partnership January 24, 2020.

When she isn't working or serving in organizations, Natalie squawks for the Freeman Means Business Wonder Women in Business Podcast amplifying the stories of women and their journeys.

Natalie established her leadership training consultancy in 2022 NB Consulting LLC and teaches development workshops for women, students and organizations. She is a certified John Maxwell Leadership Trainer, a scholar in Leading Change Management from E-Cornell, a graduate of the Institute for Nonprofit Practice's Core Leadership and Management Program and earned a certificate of completion for Managing Emotions in Times of Uncertainty and Stress from Yale Center for Emotional Intelligence University.

Natalie Borneo is a graduate of both Fordham and Howard Universities. She has two wonderful children and resides in West Hempstead with her husband Henry.

Kevin Boston-Hill



Kevin E. Boston-Hill is the consummate educator. Currently serving as a public speaking professor, he has been an educational leader in New York for over 25 years. He has taught a variety of subjects to students of all ages and conducts workshops to teachers, schools, and districts. He is also an instructional coach to teachers and administrators at various stages of their careers.

Kevin is also a voice actor who records audio and video projects used for professional development and training purposes. He is also host of two radio shows at Nassau Community College: WHPC Sports Talk and Instruction Discussion, an education-based program.

Kevin uses his experiences as a sports official in baseball/softball, basketball, and volleyball to further connect with and motivate the people he encounters. His workshops and seminars on leadership, time management, and communication are popular and draw big crowds. He has worked with companies and individuals in a variety of industries and has spoken to high school and college students across the country.

Kevin is a member of Kappa Alpha Psi Fraternity, Inc. and serves as the Northeastern Province Guide Right Chairman. In this role, he oversees the mentoring activities of the various chapters from Rhode Island to Delaware. He is also a leader within Boy Scouts of America, having served as a scoutmaster and den leader. He currently serves on the Board Development Committee of Girl Scouts of Nassau County and as a Trustee with the Lakeview Public Library.

Kevin currently lives in West Hempstead, NY with his wife, son, and daughter.

Board of Directors, Members-At-Large *(continued)*

Trisha Brown



Trisha J. Brown is a seasoned marketer with 15 years of experience leading brand strategy and award-winning creative campaigns that fuel strong customer engagement, social activation, and sales results. As Integrated Marketing Director at Macy's, Ms. Brown supported \$1.5B in sales by optimizing a \$75MM annual media budget and led overarching brand identity across TV, social/digital, print, PR, and events. Ms. Brown has proven success tapping into target audience motivations and employing a storytelling approach to create fresh, relevant, and memorable content. A compelling relationship builder and devoted multiculturalist, she is behind a myriad of prestigious award-winning advertisements including victories at Cannes Lions, London International Awards, NY Art Directors Club, and more. On a philanthropic level, her ability to create emotional connections between people and brands is a pathway toward increased fundraising, recruitment, and community engagement.

Ms. Brown holds a Bachelor of Science in Marketing from Rutgers University (Rutgers Business School) with additional degrees in Psychology & Theatre Arts, as well as professional training from the National Retail Federation, Black Enterprise Women of Power & Impact coach, Darlene Price. Past board seats and affiliations include the Fragrance Foundation Associate Board and Black Retail Action Group. Ms. Brown is the mother of two young children and an active member of her Long Island community. She is a trusted collaborator with her district superintendent and Board of Education serving as a Budget Ambassador, member of the Curriculum & Instruction Committee, and various ad hoc advisory roles. Ms. Brown is also an active member on her village's Downtown Revitalization Committee as well as an enthusiastic contributor to several other local endeavors. A student of business, education, and her community, Ms. Brown is half-strategic, half-creative, and 100% invested in the advancement of children and communities. She was a former Girl Scout Brownie and supports the Girl Scout movement evolving to fit the needs of young women.

Danielle H. D'Ambrosio



Danielle H. D'Ambrosio is Head of Real Estate Debt Asset Management and Servicing for Barings, LLC sitting on the U.S. Real Estate Debt Team and based in their New York City office. She leads the asset management team, overseeing an extensive portfolio of private real estate debt investments totaling over \$30B and across a dozen different clients. Her responsibilities include team leadership, managing all loan activity, loan servicing both internally and externally, and developing younger talent; she is also a voting member of the Investment Committee. Danielle joined the team in September of 2021. Prior to her position at Barings, Danielle was most recently an Executive Vice President at Thor Equities, a globally-recognized real estate owner and developer, for 10 years. In this position, Danielle ran asset management, risk management, investor reporting, and investor relations across the European and American platforms. Danielle was responsible for business plan execution across over 150 assets. Prior to Thor Equities, Danielle worked in numerous roles in underwriting and asset management at Anglo Irish Bank and Deutsche Bank Berkshire Mortgage. Danielle has worked in the real estate industry since 2008 and holds a B.S. in Business Management, with a major in Finance, from Babson College. Danielle started her Girl Scouting career in 1991 as a Daisy Girl Scout and culminated as a Senior Girl Scout in 2004, graduating with her Gold and Silver Awards. Danielle remains a lifetime member of Girl Scouting and committed to the ideals of the Girl Scout Promise.

Board of Directors, Members-At-Large (*continued*)

Gabby Gibbs



Gabby Gibbs is a 16-year-old high school junior and a Girl Scout Ambassador. She is currently working on her Gold Award. She has been a Media Girl for many years and loves public speaking. She has appeared on *Fox & Friends*, News 12 Long Island, KTU, and several other broadcasts. She aspires to be an actress and singer and is also interested in psychology. She sang with the GSNC Chorus and participated in many events such as singing Christmas songs for Music Choice, singing the national anthem for professional sports events, opening for Radio City Music Hall's Christmas Spectacular. She was selected to be the keynote speaker at a Girl Scouts of Nassau County legislative meeting. She was selected and traveled to London to interview actress Millie Bobbie Brown and women on the set of the Netflix Original *Enola Holmes*. She participates in community theater, school musicals and plays, and is a member of her school's varsity track team. She participates in many community service opportunities with Girl Scouts, most recently, I Love My Park park cleanup initiative and the Long Island Coalition for the Homeless Grow a Garden event. She is a very outgoing and bubbly person who is extremely dedicated to Girl Scouts.

Dr. Adrian Goodwin



Dr. Adrian Goodwin is a Detective and Hostage Negotiator with 18 years of experience with the New York City Police Department. Additionally, she is adjunct faculty at John Jay College of Criminal Justice in the Law and Police Science Department, where she educates and mentors hundreds of students seeking to explore careers in criminal justice and the legal field. She is also an entrepreneur and public speaker.

Adrian's steadfast commitment to bridging the gap between law enforcement and the community has earned her recognition as an International World Civility Ambassador for her cross-cultural readiness to stand for justice and peace through civil dialogue. She was awarded with the HOPE Award by the American Foundation for Suicide Prevention, for her unwavering dedication to deploying conflict-resolution skills. She has also been featured in the National Criminal Justice Month by John Jay College of Criminal Justice. Adrian recently chaired and led a thought provoking forum for the youth on S.A.F.E Encounters (Sound Advice for Effective Encounters), "Building Community Relationships" with law enforcement, which included Rodney K. Harrison, Police Commissioner of the Suffolk County Police Department.

Adrian is a distinguished individual who has made significant contributions to her community and profession. In 2022, she was an awardee of the Presidential Lifetime Achievement Award issued by President Joe Biden, recognizing her dedication to civic engagement and community service. While she has achieved numerous professional accomplishments, Dr. Goodwin's primary goal is to change the paradigm in law enforcement and strengthen community relationships.

Adrian is the Vice President of the Central Nassau Club of the National Association of Negro Business and Professional Women's Club, Inc., and a Board Member of the Nassau County Police Activity League and Grace Lutheran Church and School in Malverne, NY. She is also a proud member of the Nassau Alumnae Chapter of Delta Sigma Theta Sorority, Inc.

Adrian has served as a parent volunteer and troop leader with Union Baptist Church Troop 1134 of Nassau County, where her three daughters have served.

Board of Directors, Members-At-Large *(continued)*

Susan MacDonald



Susan MacDonald is a Daniel Gale Sotheby's Realty top producer for the last 20 years who comes from a prior 25 year business background, including marketing in engineering, architecture and financial service firms.

Her belief in residential real estate is "Every home has a family, every family has a story, and for a brief period in time, I am privileged to be a part of that story." Susan is a fundraiser and volunteer for The INN (Interfaith Nutrition Network) in Hempstead—co-chairing one of their largest annual fundraisers—a Fall networking luncheon at The GC Hotel. In 2020 she became a Board Member of Girl Scouts of Nassau County. She also served on the Board of Homecoming Farm, a non-profit, organic farm at the Motherhouse of the Sisters of St. Dominic. Susan is a volunteer Co-President of Ellevate Long Island—women's networking with a purpose. Bringing together professional women, community leaders, non-profits and students in mutually beneficial ways.

She is also involved in her community. She is an active committee member and volunteer for her church, The Cathedral of the Incarnation—specifically INN initiatives, the Social Justice Ministry and Cathedral Connect—connecting the community to the works and offerings of The Cathedral. She also served as a Board Member and Past President of the Garden City Foundation—a small Village foundation helping families in need and providing an annual scholarship, and is a Past President of the Mineola-Garden City Rotary.

Her belief in all she does is "Love is why we are here, and love is expressed in service."

Mike Mannix



Through Unparalleled Performance and their trademarked 5Ls—The Gift of a Balanced Life program, Mike is fulfilling his lifelong desire of changing people's lives by giving them real tools to find true work-life balance. Mike brings a passion and energy to his seminars, keynote speaking engagements, and trainings that are unique and impactful.

He also brings thirty-plus years of business experience spanning multiple industries, advancing to become an Executive Board Member of a global BPO organization. Throughout his career, Mike has always taken a Servant Leader approach. Combined with his passion for teaching, this methodology has enabled his teams to continuously exceed their goals, creating a strong legacy of top industry talent. For this, he has been recognized through numerous global awards granted for excellence in leadership.

Beyond his twenty-one-plus years of creating and delivering impactful training programs in the corporate arena, he also teaches as an Adjunct Professor at New York University (NYU). In the collegiate space, he develops and administers classes in leadership, management, strategic planning, team building, and business development. He currently teaches at various levels, including undergraduate, graduate, career professionals, the NYU High School Academy, and NYUSPS Aspire—a scholarship program for rising high school juniors and seniors from underrepresented communities who will be first-generation college students.

Board of Directors, Members-At-Large *(continued)*

Patricia Mercer



Patricia Mercer is the founder of PM Consulting. Her most recent role was EVP of Barrymore Brands where she led key brand partnerships & oversaw the expansion of Beautiful by Drew Barrymore into Home, Pet and Travel at Walmart. She is a results-driven brand strategy and operations specialist with over 20 years of wholesale manufacturing, marketing and brand agency experience.

She has developed and executed award-winning strategies for major consumer product programs at retail.

She has considerable proficiency in business development and client relationship management. And with a natural propensity for making sense out of chaos - optimizing team structure, implementing processes & operations, and aligning leaders toward the same goal - Patricia offers 360-degree business solutions for organizational success and maximized ROI.

Patricia is passionate about setting up the next generation with tools for self-actualization AND building community. She lives in Lynbrook with her son and husband, and frequently visits her parents in Connecticut.

Lasherelle Morgan Esq.



Lasherelle Morgan is Senior Corporate Counsel at Amazon Studios, where she leads the LatAm, India and Japan development and production legal teams. Previously, Lasherelle was SVP and Associate General Counsel at Madison Square Garden where she led the entertainment legal team in structuring productions and live events. Throughout her 20 years of experience, Lasherelle has negotiated hundreds of deals in connection with the acquisition, development, production, and distribution of original and licensed content. Prior to MSG, Lasherelle led the original content legal team at Audible (an Amazon company) and served as VP, Business & Legal Affairs at Viacom Media Networks and Head of Business & Legal Affairs at EPIX.

Lasherelle also held legal and business affairs roles at HBO and Food Network after beginning her career as a mergers and acquisitions attorney at Latham and Watkins. Lasherelle is a graduate of Clark Atlanta University and Columbia Law School.

Board of Directors, Members-At-Large *(continued)*

Jackie Morrison Brailsford



Jackie Morrison-Brailsford is a retired New York City Department of Education Assistant Principal, former Special Education Adjunct Professor for the College of New Rochelle, and career educator of 31 years, servicing students between the ages of 5 and 65 years old.

Although a proud native of Brooklyn, Jackie has been residing in Nassau County for over 22 years and is equally proud to call it her home.

Jackie has earned a Bachelor of Science Degree in Economics and Elementary Education from Hunter College, a Master of Science Degree in Early Childhood Special Education from Adelphi University, and permanent New York State Certifications as a School District Administrator (SDA) and School Administrator and Supervisor (SAS) from the College of Saint Rose.

Twelve years into her New York City teaching career as a Master Teacher, Jackie made a lifechanging decision to become an Assistant Principal of troubled and disenfranchised Middle and High School youth on one-year suspensions. Through her transformative and visionary leadership over a span of 19 years, she was instrumental in turning around the lives of many students by modeling and implementing supports.

A servant-leader best describes Jackie's core identity. She's currently the Northeast District Director of Membership and Life Member for the National Association of Negro Business and Professional Women's Club, Inc., Chair of Legislative District 2 for the Nassau County Police Commissioner's Community Council, a Certified Facilitator for Girls Who Code, and the Immediate Past President and Diamond Life Member of Nassau Alumnae Chapter of Delta Sigma Theta Sorority, Inc.

In her leisure time Jackie enjoys serving as a Registered Parliamentarian with the National Association of Parliamentarians and providing etiquette services as a Certified Etiquette Consultant.

In the mid-1990's Jackie served as a Girl Scout Daisy Troop Leader at C.S.21 in Brooklyn; however, she currently serves as an adult volunteer with local Troop 1134 in Nassau County.

Melanie Pavlidis



Melanie Pavlidis is a GSNC adult volunteer, a Girl Scout Honor Pin recipient, a Gold Award Girl Scout, and a lifetime member from the Herrick's Association. She was the mistress of ceremony for four Gold Award ceremonies, was the keynote speaker at the 2020 Gold Award Ceremony, and served as Head Teller at the GSNC Annual Meeting for five years. Melanie was also a member of the GSNC Chorus for ten years and a Media Girl for eight years. Melanie is also a member of the American Museum of Natural History Junior Council and the North Shore Land Alliance. Melanie previously worked at the Nassau County Legislature and GSUSA, Girl Scouts' national headquarters in Manhattan, where she focused on corporate partnerships and fundraising. She currently works on corporate partnerships for Wix, a leading international website platform.

Board of Directors, Members-At-Large *(continued)*

Dr. Jean Peden-Christodoulou

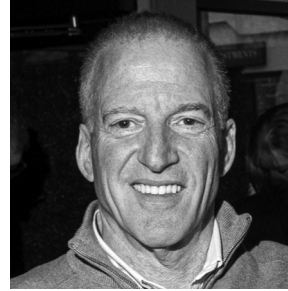


Dr. Jean Peden Christodoulou is the Senior Advisor and Chief of Staff to the President at Hofstra University. Working with internal and external constituencies, she helps develop and execute the University's strategic agenda and manages operations of the Office of the President.

Dr. Peden Christodoulou joined Hofstra University in 2014 in the Division of Student Affairs and was most recently Senior Associate Vice President. Her portfolio included a variety of offices and initiatives that support college students' academic experience including the Center for University Advising, the Center for Academic Excellence, the Center for Career Design and Development, International Student Affairs, Student Access Services, and Student Affairs Operations. In addition, Dr. Peden Christodoulou has led the University's COVID-19 response as it relates to students.

Prior to joining Hofstra, Dr. Peden Christodoulou worked in academic affairs and student affairs in a variety of roles at Stony Brook University, including Assistant Dean of the Undergraduate Colleges, Assistant Director for College Housing, and clinical lecturer in the School of Social Welfare in the Student Community Development Specialization. She received her BA and MA from Stony Brook University and her EdD in Educational and Policy Leadership from Hofstra University.

Noel Raab



Noel Raab is a well-known advertising and marketing professional who has been a recognized leader in the Long Island Advertising Industry for over two decades. As the President of Fivestar Advertising, Noel oversees the management and daily operation of the business. Founded in 2000, Noel has grown Fivestar Advertising into one of the most successful full service ad agencies on Long Island.

Fivestar provides traditional and digital advertising and marketing services to clients in the Corporate, Hospitality, Retail, Automotive, Non-profit, and Healthcare Industries. Noel's real talent lies in business development and his tireless work ethic to ensure his clients grow to their potential. With a vast understanding of strategic multimedia planning, Noel delivers constant results for all of his clients. Noel's philanthropic involvement and activism in the Long Island community is much diversified.

He serves on the Board of Directors for Cerebral Palsy of Nassau County and has been an active Committee member for Life's WORC, F.R.E.E., RISE Life Services, Habitat for Humanity, The Child Center of New York, and the Long Island Imagine Awards.

Although Noel is an avid car collector and live music enthusiast, he is happiest spending free time with his family. He is also the father of two Girl Scout alum and a supporter of the mission. Noel grew up on Long Island and graduated from SUNY Old Westbury.

Board of Directors, Members-At-Large *(continued)*

Dr. Katrina Rochelle Sims



Dr. Katrina Rochelle Sims is an Assistant Professor and Faculty-in-Residence at Hofstra University specializing in topics such as “Black Health, Trauma, and Resistance” (Spring 2023), which is cross-listed with Africana Studies, and “Women’s Health and Reproduction” (Fall 2023), which is cross-listed with Women’s Studies. Dr. Sims is also the author of several publications and books. Dr. Sims earned a bachelor’s degree in religion and philosophy from Florida A&M University and a master’s degree in history. She also earned a doctorate in history from the University of Mississippi in Oxford, Mississippi, in 2016.

Dr. Sims is inspired by the Girl Scouts’ outstanding organization and its mission to help girls grow and become empowered young ladies because of their membership in the Girl Scouts.

Like the Girl Scouts organization, Dr. Sims has worked to emphasize how women entered public spaces to challenge inequities through their leadership, activism, and influence. She is excited to join the organization as a board member.

Anne Marie Spensieri-Fidis



Anne Marie Spensieri-Fidis is Finance Manager North America for Brussels Airlines. She is a New York State CPA who began her career as an auditor at EY. Ms. Spensieri-Fidis has worked as an accountant for over 30 years as an auditor and sole proprietor and in the manufacturing, medical and airline industries. She is a graduate of New York University.

Ms. Spensieri-Fidis has lived in West Hempstead most of her life. She is the proud mother of three daughters and a son. All three daughters are Silver Award recipients and her son is an Eagle Scout. Ms. Spensieri-Fidis loved being a Girl Scout as a child and has been a lifetime member for over 20 years.

Ms. Spensieri-Fidis is an active volunteer in the community. She is a current member at large of the GSNC Board of Directors, chair of the Governance Committee, and just completed 2 terms as a member of the Board Development Committee including 1 year as committee chair. Ms. Spensieri-Fidis was a GSNC Delegate at the 56th National Council Session. She is a former troop leader and current West Hempstead Franklin Square service unit treasurer.

In addition to her commitment to Girl Scouts, Ms. Spensieri-Fidis has been involved with many volunteer organizations. Her past volunteer commitments included school board member and president, PTA member and treasurer, Boy Scout den leader, and vice president of the Hofstra Parent Council. She is currently treasurer of the Christian Mothers in Franklin Square.

Board of Directors, Members-At-Large *(continued)*

Angela Stanley



Angela Stanley brings over two decades of extensive experience within the entertainment industry, specializing in film, television, and music. With a wealth of knowledge, she has actively contributed to her community by participating in panels at local schools and conferences, exposing youth to professional opportunities in the entertainment sector. As one of the Co-Founding/Partners of Black Legacy Partners, LLC, Angela is dedicated to the company's mission of creating impactful events and experiences while equipping entrepreneurs, small business owners, and creators with tools essential for long-term success.

Presently, Angela works in the Incorporated Village of Hempstead Mayor's Office, where she diligently assists with the Board of Trustees and special community projects. Known for her commitment to community engagement, Angela serves on the Board Development Committee for the Girl Scouts of Nassau County, as well as on the Board for her Civic Association. Additionally, she's held significant positions in the National Coalition of 100 Black Women, Long Island Chapter, where she currently serves as the Chapter's First Vice President and Program Chair. Angela has three daughters who are all Girl Scout alums. She has served as a troop leader and troop mom for all three of her daughter's Girl Scout troops.

Angela is actively involved in her church ministry at Perfecting Faith Church and holds memberships in various esteemed organizations, including Alpha Kappa Alpha Sorority, Incorporated; the National Coalition of 100 Black Women; NAACP; and New York Women in Film and Television. Angela has a Bachelor's in Business Management with a Minor in Marketing and a Master's in Business Administration. Her academic excellence is further underscored by her membership in Delta Mu Delta, the International Honor Society in Business.

Lauren Summa



Lauren Summa was raised in Pittsburgh, PA where she participated in Girl Scouts at a young age in a troop led by her mother. From her involvement in Girl Scouts, it instilled in her the importance of challenging yourself to achieve your goals and to push for women to have a seat at the table. A Dean's List scholar at Hofstra University, Summa holds a Bachelor of Arts degree in Broadcast Journalism and a Master of Arts degree in Rhetorical Studies. During her time in college, she was President of the Hofstra University Chapter of the Radio-Television News Directors Association, member of the Broadcast Education Association, the New York Women's Agenda, and an Advocacy Intern at the Women's Sports Foundation.

Ms. Summa has more than thirteen years of experience in the public sector. She began her career in politics in 2009 as an aide to State Senator Craig Johnson. As an advocate of women's issues, Summa proposed the idea for new legislation (S6894A) sponsored by Senator Johnson which would require insurance coverage for the HALO breast pap test to detect risk of developing breast cancer. As a proponent of equality for women and to help gain support for the New York State Fair Pay Act sponsored by Senator Johnson, Summa came up with the idea of distributing lilies throughout the 7th Senate District at train stations in honor of Lilly Ledbetter. She also worked with OfficeMax on their annual "A Day Made Better" campaign that honors teachers nationwide. In 2011, Ms. Summa became Supervisor Jon Kaiman's Director of Constituent Affairs at the Town of North Hempstead. She also served as Supervisor Judi Bosworth's Resident Advocate for the Town of North Hempstead working tirelessly on constituent issues.

Currently, she works as the Manager for the Training, Events and Operations team in the Office of the President and CEO at Northwell Health's Feinstein Institutes for Medical Research.

Ms. Summa also empowers young people by mentoring and organizing professional development events and networking opportunities.

Board of Directors, Members-At-Large *(continued)*

Linda Silva Thompson, Ph.D.



Four phrases can be used to describe Dr. Silva Thompson's professional career: entrepreneur, higher education leader, corporate board director and advisor, and business professor and researcher. Dr. Silva Thompson is a trusted higher education leader with a proven track record of success. By utilizing entrepreneurial business accomplishments and spirit, she innovatively leads and establishes academic programs, plans and executes strategically, and builds strong relationships to improve the efficiency metrics of institutions. Dr. Silva Thompson serves as Molloy University's Dean of Student Success and Assessment and a Full Tenured Professor in the School of Business, specializing in business management, personal finance, and entrepreneurship. Before her academic career, Dr. Silva Thompson was an accomplished entrepreneur as the Managing Partner of the largest certified minority and women-owned real estate sales and management firm in Western Massachusetts, as well as the co-founder of the area's first minority-owned development corporation and construction firm. Dr. Silva Thompson served for 10 years as a director of a publicly traded community bank with committee service on the Audit, ALCO, and Community Reinvestment Committees. Dr. Silva Thompson currently serves as a Poverty Expert at her institution. Dr. Silva Thompson's areas of research interest focus on Middle Class Asset Building and Wealth Inequalities, Black beach communities, Financial Inclusion, Diversity Equity and Inclusion, Urban and Faith-based Economic Community Development, and Urban Small Business Development.

Dr. Silva Thompson says as a young Girl Scout Cadette, Girl Scouts helped her develop her leadership skills.

Denise Voda



Denise Voda is a resident of Franklin Square. She was a Girl Scout in Queens and Suffolk for 10 years and has been an active adult member of Girl Scouts of Nassau County and the West Hempstead Franklin Square (WHFS) Service Unit since 1989. Her daughter joined Girl Scouts as a Daisy and earned her Gold Award. Denise was a Girl Scout leader until 2002 and has been a member of the WHFS Service Team for over 25 years, holding various positions including Event Chair, Personnel Chair, Secretary, Sunshine & Sympathy, Bridging and Awards Ceremony Coordinator, CAV, Trip Application Chair, and Publicity.

On the Council level, Denise was one of the founders and Co-Chairs of the Girls Go the Distance Walkathon/Family Fun Day, is a member of the Adult Recognitions Committee, was a member of the Alumni Event Committee, the 100th Anniversary Gala Committee, and the Board Development Committee, as well as helping out wherever she can. Denise has also been a Cub Scout Den Mother and Pack Board member, coach and board member for the Franklin Square Raiders Soccer Club, PTA member, and Board Member, and was involved in volunteering at various events at Kellenberg Memorial High School while her children were students. Along with her Girl Scout activities and working full-time, Denise is also an "at-home" volunteer crocheting blankets, scarves, hats, and other items to donate to various charitable organizations through several organizations including the NYU Naughty Knitters.

Board of Directors, Members-At-Large *(continued)*

Pawel Zagaja



Pawel Zagaja is a Senior Director of JFK Gateway for DHL Express. Pawel started his DHL career in 2007; since then, he has been leading teams in different roles and capacities within the Northeast region of the United States. Before that, he started his career in logistics by pure accident as a package handler at DHL's competitor. He quickly fell in love with a dynamic, fast-paced environment surrounded by great people. Pawel was born and grew up in Poland, moving to the United States in 2002. He refers to himself as proof of the existence of the American Dream: anyone, regardless of where they were born or what class they were born into, can attain their own version of success in a society in which upward mobility is possible for everyone. He believes that taking initiative and being fair, persistent, respectful, and hard-working are the main keys to success. He is the devoted husband of Paulina and passionate father of 4 beautiful kids—Gabriella (14), Alexander (12), Sebastian (10), and Adriana (5). He is a well-known car enthusiast and a huge fan of motor-racing of different kinds—specifically Formula 1 championship & MotoGP. During his free time, he tries to keep an active lifestyle by boating in the summer, biking in the spring, and skiing/snowboarding in the winter; his fall is occupied by the holiday rush preparations at DHL—a very active time, indeed!

Pawel is a supporter of Girl Scouts of Nassau County mission and has seen the impact of DHL's partnership through Operation Cookie on military troops both abroad and around the country.

Board Development Committee

Kevin Boston-Hill, Chair



Kevin E. Boston-Hill is the consummate educator. Currently serving as a public speaking professor, he has been an educational leader in New York for over 25 years. He has taught a variety of subjects to students of all ages and conducts workshops to teachers, schools, and districts. He is also an instructional coach to teachers and administrators at various stages of their careers.

Kevin is also a voice actor who records audio and video projects used for professional development and training purposes. He is also host of two radio shows at Nassau Community College: WHPC Sports Talk and Instruction Discussion, an education-based program.

Kevin uses his experiences as a sports official in baseball/softball, basketball, and volleyball to further connect with and motivate the people he encounters. His workshops and seminars on leadership, time management, and communication are popular and draw big crowds. He has worked with companies and individuals in a variety of industries and has spoken to high school and college students across the country.

Kevin is a member of Kappa Alpha Psi Fraternity, Inc. and serves as the Northeastern Province Guide Right Chairman. In this role, he oversees the mentoring activities of the various chapters from Rhode Island to Delaware. He is also a leader within Boy Scouts of America, having served as a scoutmaster and den leader. He currently serves on the Board Development Committee of Girl Scouts of Nassau County and as a Trustee with the Lakeview Public Library.

Kevin currently lives in West Hempstead, NY with his wife, son, and daughter.

Julie Strachan Haiber, Esq.



Julie Strachan Haiber is an attorney admitted in New York and currently works as a Senior Vice President, Client Engagement at Harbor Consulting. Ms. Strachan Haiber has extensive experience in legal technology, automation, and innovation strategy. She also serves as the co-chair of the New York Chapter of Women@TR, a business resource group focused on advocating for women employees. Ms. Strachan Haiber earned her JD from New York Law School, her BA from The George Washington University with a double major in English and Theatre, and has a certificate in Digital Transformation of Legal Services from Northwestern Pritzker School of Law.

Ms. Strachan Haiber grew up in Merrick and currently resides there with her husband and daughter. She proudly serves as a troop leader for her daughter's Cadette troop and participated in Girl Scouts in the Merrick Schools as a child. In 2023, she also was awarded the Levy-Lakeside Elementary School PTA Founders Day Award for her work with the school PTA and commitment to the Merrick community.

Ms. Strachan Haiber is also a member of the GSNC Board Development Committee.

Board Development Committee *(continued)*

Deandra Denton



Deandra Denton is an associate and member of the Investment Management Group at Debevoise & Plimpton LLP. Deandra joined Debevoise in 2023. She received her J.D. from the Maurice A. Deane School of Law at Hofstra University. During law school, Ms. Denton was a Student Honors Intern at the U.S. Securities and Exchange Commission and interned at the Office of the New York State Attorney General. She received a B.A. magna cum laude and Phi Beta Kappa from Hofstra University in 2020.

Deandra is a proud alum of Girl Scouts of Nassau County and a Gold Award Girl Scout.

Rebecca Martinez



Rebecca Martinez is the Assistant Director of the Career Center at Molloy University. She helps students with the job search process, including resume and cover letter reviews, mock interviews, and employer outreach. She was formerly the Discovery Officer at Molloy, where she carried a portfolio of alumni, found out their interests and passions, and connected them back to their alma mater, both personally and financially. She also created and oversaw the Student Philanthropy Council.

Prior to Molloy, Rebecca was the Assistant Community Relations Manager at Astoria Bank. Joining Astoria in 2008 as the Marketing Support Specialist, she took on increasing responsibilities in managing Astoria's community programs, focusing primarily on financial literacy and education. She was responsible for the bank's Corporate Contributions budget and many corporate social responsibility endeavors. During her tenure, she forged many strategic partnerships and built collaborative initiatives within the company and leading not-for-profit organizations.

Rebecca is committed to diversity, equity, and inclusion (DEI) and volunteer efforts. She served for two terms as a DEI Committee Member for the National Association for Colleges and Employers (NACE). At Molloy, Rebecca is a member of the Diversity, Equity, and Inclusion (DEI) Committee, Heritage Month Planning Committee, and Asian American Pacific Islander (AAPI) Month Committee. She has also served on the Women's History Month Committee. Additionally, she is a facilitator for the Leaders for Racial Justice program.

Since October 2020, Rebecca has been a troop leader and is looking forward to flying up her Brownies to Juniors at the end of the year. She also serves as the Mags&Munchies Manager.

Rebecca earned her BS and MBA in Marketing from St. John's University and is pursuing her doctorate in Educational Leadership for the Diverse Learning Community from Molloy University.

Board Development Committee *(continued)*

Clara Giustino



Clara Giustino is the Vice President of Gas Complex Construction in National Grid. In this role, she oversees the management and construction of complex natural gas capital projects. In her 31-year career with National Grid, she has held leadership and individual contributor roles in Operations and Engineering. Clara was the first female Manager in National Grid's Gas Control organization. She has a bachelor's degree in Civil Engineering and an MBA in Finance.

Clara immigrated from the Dominican Republic as a young child along with her family. In 2020, she received the Long Island Business News Top 50 Women in Business award. In addition, she received the National Hispanic Achiever Awards. Clara is published in the American Gas Association Operating Section Proceedings as a co-author for her work in vacuum technology. She serves on the board of the Long Island Builder's Institute. She is also a member of The Energeia Partnership at Molloy College.

Clara serves as a mentor and frequent contributor to National Grid's Young Women's Leadership Conference and Engineering our Future Pipeline. Both programs support Clara's and National Grid's mission to inspire and prepare young people to succeed.

Karrien Francis



Karrien A. Francis has served as the inaugural Chief Human Resources & Diversity Officer at City Harvest since May 2022. She acts as a pivotal Culture Leader overseeing all HR Operations, with executive oversight spanning Benefits Administration, Labor Relations, HR Information Systems (HRIS), DEI, and Strategic Planning.

Her proudest achievements include fostering an inclusive and diverse workplace through comprehensive training programs, establishing safe spaces for staff, hosting monthly diversity symposiums, and instituting DEIB-focused policy reviews. With 20+ years of experience, Karrien holds dual Master's degrees from Long Island University in Public Administration and Human Resources.

Mrs. Francis is a dedicated adventurer, having explored numerous countries worldwide while actively engaging with various community and charitable organizations, championing philanthropic causes in Ghana, West Africa, and her local PTAs, and performing myriad service projects both domestically and abroad. Beyond her professional pursuits, she passionately contributes to humanitarian initiatives, including installing boreholes for clean water access and distributing mosquito nets to combat malaria in rural Ghanaian communities. Her efforts extend to garnering significant donations of medical and educational supplies for the L&A Memorial Academy in Accra. As a committed mother and servant leader, Karrien serves as a Girl Scouts Troop Leader, actively participates in her children's school PTAs, and leads Diversity workshops. She is also deeply involved in Jack & Jill of America, where she held executive roles and contributes to various programming committees. Her extensive network enables her to collaborate with large companies to further her philanthropic endeavors.

Board Development Committee *(continued)*

Mike Mannix



Through Unparalleled Performance and their trademarked 5Ls–The Gift of a Balanced Life program, Mike is fulfilling his lifelong desire of changing people’s lives by giving them real tools to find true work-life balance. Mike brings a passion and energy to his seminars, keynote speaking engagements, and trainings that are unique and impactful.

He brings thirty-plus years of business experience spanning multiple industries, advancing to become an Executive Board Member of a global BPO organization. Throughout his career, Mike has always taken a Servant Leader approach. Combined with his passion for teaching, this methodology has enabled his teams to continuously exceed their goals, creating a strong legacy of top industry talent. For this, he has been recognized through numerous global awards granted for excellence in leadership.

Beyond his twenty-one-plus years of creating and delivering impactful training programs in the corporate arena, he also teaches as an Adjunct Professor at New York University (NYU). In the collegiate space, he develops and administers classes in leadership, management, strategic planning, team building, and business development. He currently teaches at various levels, including undergraduate, graduate, career professionals, the NYU High School Academy, and NYUSPS Aspire—a scholarship program for rising high school juniors and seniors from underrepresented communities who will be first-generation college students.

Mike also comes from a family of Girl Scouts. As the uncle of a Girl Scout, he is an active supporter of Girl Scouts.

Nancy Seltzer



Nancy Seltzer is an executive manager working as a programmer with a B.S. in Accounting and an M.B.A. in Information Systems. Her Girl Scout journey began 10 years ago as a Brownie Leader. Now, her daughter is working toward earning her Gold Award. Nancy has served as SUVM for the Seaford Wantagh Association. Partnering with the Nassau County Council Nancy taught Girls Who Code and coached a First Lego League team for many years.

Nancy was and still is passionate about Girl Scouts. As a programmer she strongly believes that girls should be able to discover many new and exciting opportunities, especially in STEAM field. In addition, Nancy owns Snapology, a STEAM education company in Westbury. They offer Robotics, Science, Programming, and Engineer Badge workshops for each level of Girl Scouts. Nancy is thrilled to be a member of the Nassau County Board of Development.

Board Development Committee *(continued)*

Rebecca Sheehan, Esq.



Rebecca has spent more than 21 years as an attorney in government service at the city, county, and state levels. A graduate of the City University of New York School of Law, Rebecca has dedicated herself to the law school's motto of "Law in the Service of Human Needs." Early in her career, she focused on defending the rights of employees in both the public and private sectors in employment discrimination practice; she also volunteered her time engaging in pro bono cases involving the federal Violence Against Women Act and local Family Court practice. Subsequent to her time as a litigator, she began her career in public service as Legislative Counsel in the New York City Council and later served as Chief of Staff and Counsel in the New York State Senate. She recently served as Deputy Bureau Chief in Municipal Law for the Suffolk County Attorney's office and State and Federal Affairs, Special Counsel for former Suffolk County Executive Steve Bellone.

Rebecca has raised two young adult children with her husband Carlos DeMolina and fondly recalls her time as a Daisy mom for her daughter Leyla and her own experience as a Brownie and Girl Scout in the early 1970s.