

Appendix A: Biographies

2012 Strategic Planning Advisory Committee (SPAC)



Terry Babin is a retired U.S. Marine Corps colonel who served as a combat engineer and a systems and operations analyst, with 12 years experience in strategy formulation, resource forecasting, and supporting cost-benefit evaluations for cabinet-level officials, senior government executives, and top military leaders. A Washougal resident since 1996, Babin holds an M.A. degree from the U.S. Naval War College and an M.S. from the U.S. Naval Postgraduate School.



Tina Bair is a former Washougal city employee of 26 years and a city resident since 1982. Bair has held several positions in the GFWC Camas-Washougal Women's Club and the Columbia Rebekah Lodge. She is presently chairperson of the Washougal Cemetery Board and is a member of the Washougal Festival of Trees volunteer program.



Joshua Banks first served as an alternate Strategic Planning Advisory Committee member and assumed Maddie Down's role when she left for college in fall 2012. Now a senior at Washougal High School, Banks attends Clark College's Running Start program and participates in high school basketball and track and field. As an engaged committee member, Banks has attended nearly every meeting and is currently active in his high school's Interact Club where students focus on volunteerism and supporting humanitarian causes.



Molly Coston has lived in Washougal since 1999 where she served as a Washougal City Council Member for six years and been Mayor Pro Tem. Now retired from Nortel Networks as a Senior Project Manager, Coston was the 2010 chair for the Regional Transportation Council and was formerly a liaison for the Washougal Parks and Cemetery Boards.



Tom Crozier, a Washougal resident since 1978, has served on many local volunteer boards including Babe Ruth Baseball, Boy Scouts, Rotary International and Odyssey of the Mind. As a former Georgia Pacific Paper Mill employee Crozier holds an M.S. and a Ph.D. from the Institute of Paper Chemistry in Appleton, WI.



Maddie Down is a lifelong Washougal resident. She served on the committee during her senior year at Washougal High School from March to September 2012. Down is presently attending the University of Washington's Foster Business School and is majoring in business administration.



Shena Frentsos owns and operates an Edward Jones financial planning office in Washougal and has been a resident since 2008. Frentsos is an accredited asset management specialist and brings a local business perspective to the committee's work.



Bobby Holley is a regional manager for a medical device company where he focuses on strategic planning efforts. A former U.S. Marine officer, Holley holds a B.A. degree in Political Science/International Affairs from The Citadel in Charleston, SC. He has been a Washougal resident since 2009.



Susan Hullinger is a retired Information Technology Manager from the U.S. Department of State. She has worked at U.S. embassies in Paris, Dakar, Ankara and Kabul and served seven years with the U.S. NATO mission in Brussels. Hullinger holds a B.S. in Education from Ohio State University and has been a Washougal resident since 2010.

2012 Project Management Team

Joanne Boys became a city employee in 1996. She was appointed community development director in 2005 and was reassigned by Mayor Guard as co-director on the Strategic Planning Initiative. She worked on the initial public engagement campaign until her leave of absence in March 2012.



Trevor Evers has been a city employee since 1998 having previously served as Water System Manager, Wastewater Treatment Plant Chief Operator, Public Works Operations Manager, and in 2007 was appointed Public Works Director. Evers was reassigned as the Strategic Planning Director in March 2011 and will resume his public works role once the plan is complete. His efforts were instrumental during the public engagement campaign and he has been a driving force in directing volunteers and staff into bringing the plan into reality. Active in the community, Evers volunteers as the Clark County public water system representative on the Public Health Advisory Council (PHAC) and has been a member of the American Waterworks Association (AWWA) since 1999. Evers earned a B.S. from Oregon State University and is presently pursuing a Master of Public Administration degree from the Mark O. Hatfield School of Government at Portland State.



Darlene (De) Stickel was responsible for primary research and materials delivery including writing the initial Strategic Plan roadmap and integrating staff and committee input into documents and presentations. She has organized plan components and finalized outcome documents. Stickel has worked across diverse industries both large and small that include manufacturing, non-profit and Fortune 500 enterprises. Retiring in 2009 from Hewlett Packard, Stickel serves on the Educational Service District 112 board and is a Clark County Skills Center's General Advisory Committee member. Stickel earned her B.A. from Eastern Oregon State University and holds an M.S. in Management and Organizational Leadership from Warner Pacific College.



Betsy Williams has more than 30 years business experience as an executive-level governmental manager and consultant and owns her own Organization Consulting business. Hired as the plan advisor, Williams brought her long-time expertise in group facilitation, performance management, team building and leadership training to the Project Management Team. Williams has extensive experience in strategic planning and has been Washougal's plan architect and project designer, leading the volunteer committee in delivering key plan components. Retiring in 2010 as the Vancouver assistant city manager, Williams earned a B.A. from Purdue University in medieval history and holds an MBA from the University of Portland.