



**JENNIFER BETZEN**  
*Development Apprentice*



Jennifer Betzen joined the Civic Federation in 2021 as the Development Apprentice. In this role, she works alongside the Director of Development to implement the development strategy and increase funding and membership. Additionally, Jennifer supports the Kearney Center for Public Pensions and helps coordinate internal and external communications.

Previously, Jennifer was a reporter and community editor for newspapers across the Chicagoland region, including the Daily Southtown and the Northwest Herald. She is the founder of a non-profit women's networking organization and serves on the development committee of a non-profit dance studio. She earned a bachelor's in communication from Loyola University Chicago, magna cum laude.

In her spare time, Jennifer is working to restore her historic Chicago bungalow.



**KATY BROOM**  
*Communications Director*



Katy Broom joined the Civic Federation in 2015. As Communications Director, Katy is responsible for developing and implementing the Civic Federation's internal and external communications strategy. She oversees media and public relations and creates content for the Federation's outreach efforts.

Prior to joining the Civic Federation, Katy worked at the Metropolitan Chicago Healthcare Council, where she handled media relations and advocacy communications on behalf of the region's hospitals and health systems. Prior to that, she was with public affairs firm Res Publica Group.

Katy holds a juris doctor degree from DePaul University College of Law and a B.A. in political science and economics from The Ohio State University. Outside of the office, she enjoys learning new recipes, cheering on the Buckeyes, spending time with her dogs and dining out with friends.



**ROLAND CALIA**  
*Project Manager*



Roland Calia is a public finance consultant who works with the Civic Federation on special projects related to government budget, tax and financial management issues. Dr. Calia holds a faculty position in the Graduate Program in Public Administration at the Illinois Institute of Technology, where he teaches courses in public finance and management.

Dr. Calia was previously a Senior Manager in the Research and Consulting Center of the Government Finance Officers Association (GFOA), where he conducted research on budgeting, performance measurement, long-term financial planning and priority setting. Dr. Calia also managed GFOA's national training programs on budgeting and taught seminars on best practices in budgeting and performance measurement and staffed GFOA's Committee on Budgeting and Management, which develops recommended practices on state and local budgeting. Prior to his work at GFOA, Dr. Calia was Director of Research for The Civic Federation, where his research focused on property taxes and government budgeting.

Roland Calia holds a Ph.D. in Political Science from the University of Chicago, a Master's Degree in Government from Claremont Graduate School and a B.A. in Political Science and History from the University of Redlands. He has served as a trustee of the Governmental Research Association (GRA) and a member of the Governmental Accounting Standards Advisory Council (GASAC).



## **LAURACYN DUNCAN**

*Director of Finance and Operations*



Lauracyn Duncan joined the Civic Federation in the fall of 2011 to effectively manage all financial and operational activities. As Director of Finance and Operations, Lauracyn is responsible for the overall financial management of the Civic Federation as well as overseeing the Federation's human resource systems, information technology and general business operations.

Lauracyn contributes to the overall success of the Civic Federation by monitoring the Federation's business performance, cash flow and operating budget. Lauracyn has more than twenty years of experience in non-profit accounting and operational management. Her career focus continues to be establishing effective financial policies, procedures, controls and reporting systems in order to empower non-profit organizations to maximize their return on financial assets.

Lauracyn has worked with mission-driven, membership-based organizations like the Million Dollar Round Table, American Academy of Cosmetic Surgery, The Society of Thoracic Surgeons and the USO of Illinois.

Lauracyn holds a Masters of Business Administration with a concentration in Accounting from Keller Graduate School of Management and a Bachelor of Science in Health Information Management from Illinois State University. In her spare time, Lauracyn enjoys traveling, cooking and hosting parties for family and friends.



**CAROL FREندا**  
***Membership and Events Manager***



Carol Frenda first joined the Civic Federation in 2002 with primary responsibility for administration and membership services and served as operations manager until 2005. After a period of self-employment, she returned to the Civic Federation in 2009. She currently holds the position of Membership and Events Manager with responsibility for coordinating meetings and special events and overall membership administration.

Before joining the Civic Federation, Carol served as business operations manager for Grubb & Ellis Affiliates, Inc. with oversight of 50 independent affiliate offices. Carol has a significant history of administrative service and meeting planning at for-profit companies and civic institutions. Prior to her work at Grubb & Ellis, Carol served as executive assistant to the president of The Commercial Club of Chicago.

Carol enjoys spending time with her family and friends, and staying active with pickleball, tennis and golf.



**JAYE HOBART**  
*Director of Development*



Jaye Hobart is the Director of Development and joined the Civic Federation in September 2019. In this role, Jaye works directly with the President and alongside communications, development and membership staff to advance the overall development strategy for the Federation.

Prior to joining the Civic Federation, Jaye worked at Woods Fund Chicago managing a city-wide racial equity process. She also worked at the Center for New Community and the ACLU of New Mexico's Regional Center for Border Rights. She received her M.A. from the School of Social Service Administration at the University of Chicago and a B.A. from Luther College. Jaye is a 2021 Leadership in Democracy Fellow at the McCormick Foundation and a 2020 Fundraising for Good Leader at the Loyola University Chicago Baumhart Center. Jaye serves on the board of the HANA Center and Korean Adoptees of Chicago and co-leads the API Affinity Group of the Association of Fundraising Professionals Chicago Chapter.



**DEBBIE MANGOUBI**  
***Executive Assistant***



Debbie Mangoubi serves as Executive Assistant to the Civic Federation. Ms. Mangoubi works directly with Civic Federation President Laurence Msall to manage and coordinate his schedule, liaise with stakeholders, provide administrative support and advocate on behalf of the Federation. She also provides assistance to the communications, development, finance and membership departments.

Prior to joining the Civic Federation, Ms. Mangoubi worked as an assistant/paralegal with 15 years of experience under her belt.

She received a paralegal studies certification from Roosevelt University (ABA Approved Program) in 2009, and Bachelors of Science in Sociology from Bradley University, where she was named to the Dean's List.

In her free-time she enjoys reading books, creative writing, exploring the city, eating/making vegetarian cuisine and spending time with her family.





**KARINA MAGANA MANZO**  
***Communications Specialist***



Karina Magana Manzo joined the Civic Federation in early 2021 to assist with internal and external communications. She manages the Federation’s website and social media accounts and continues to expand the ways the Civic Federation tracks and analyzes media coverage and digital metrics.

Karina earned her Bachelor’s in Economics from the University of Illinois at Chicago in May 2020. During her junior at UIC she was an intern at the City of Chicago Treasurer’s office under Treasurer Kurt Summers. There, she worked with the communications and social media department. Upon her graduation she began working at IG Group, a brokerage company where she was the front-line communication with clients.

Karina graduated with an Honors recognition and was awarded the title of Magna Cum Laude. She strives to make positive contributions in her new role and is excited to work with the Civic Federation team. In her spare time, Karina likes to read and go on road trips with her 6-month old son.





**GRANT McCLINTOCK**  
***Research Associate***



Grant McClintock joined the Civic Federation in November 2021 as a Research Associate, where he assists in the research and analysis of local government budgets, appropriations data, and funding trends.

Mr. McClintock's passion for informing and advocating effective policy is reflected in his previous work. Prior to joining the Civic Federation, Grant worked as a Graduate Research Assistant at the University of Missouri, where he was actively engaged in research initiatives regarding programmatic and policy impacts within the higher education sector and the larger policy community. He also served as a Research Fellow for the U.S. House of Representatives and was a Policy Consultant for a Congressional campaign.

Grant holds a B.S. in Journalism and an M.S.Ed. in Educational Administration and Higher Education from Southern Illinois University Carbondale, as well as a M.P.A. in Public Affairs with an emphasis in Public Policy and a Graduate Certificate in Global Public Affairs from the University of Missouri. He is currently a doctoral candidate in Educational Leadership and Policy Analysis from the University of Missouri, where his dissertation examines the impact of the American Recovery and Readjustment Act (ARRA) on expenditure categories at public, four-year postsecondary institutions. When not immersed in his dissertation work, Grant enjoys college sports and spending time with his pets.



**ANNIE McGOWAN**  
***Senior Research Associate***



Annie McGowan joined the Civic Federation as a Senior Research Associate in June 2016, working on annual local government budget analyses and special research projects. Beginning in September 2019, Annie moved into a new role at the Civic Federation focusing on criminal justice research and policy. In this capacity Annie specializes in public safety and criminal justice issues within the City of Chicago, Cook County and the State of Illinois, while also contributing to the Civic Federation's core government finance and tax policy research with a primary focus on Chicago Public Schools and Cook County.

Annie earned her Master's Degree in Public Administration from the University of Illinois at Chicago in December 2015. While pursuing her degree, Annie worked at the Illinois Department of Public Health within the agency's HIV/AIDS surveillance program and at Illinois Partners for Human Service, a statewide policy advocacy organization.

Annie's interest in government and public policy began with work in social services. Annie's previous experience includes working as a legal assistant through the Jesuit Volunteer Corps in Brooklyn, NY and at The Hope Institute for Children and Families, a nonprofit serving children with developmental disabilities. Annie holds a Bachelor of Arts Degree with a double major in Urban Affairs and Spanish from Marquette University.



**LAURENCE MSALL**  
*President*



Laurence Msall is the President of the Civic Federation. Msall joined the 127-year-old tax policy and government research organization in January of 2002. The Civic Federation is an independent, non-partisan government research organization founded in 1894 whose membership includes business and professional leaders from a wide range of Chicago area corporations, professional service firms and institutions. The Civic Federation seeks to assist public policy opinion leaders in the Chicago area and to advance issues such as property tax reform, tax simplification, privatization, and joint purchasing with the objective of improving governmental efficiency and financial accountability.

Before joining the Civic Federation, Msall was the Senior Advisor for Economic Development for Illinois Governor George H. Ryan. Msall was responsible for the oversight of eleven of the state's economic development and infrastructure-related agencies including the Departments of Commerce and Community Affairs, Revenue, Transportation, and the state's housing and other development authorities. Appointed as Senior Advisor in February 1999, Msall worked closely with the Governor and his staff on issues related to business climate, tax and transportation policy.

Before joining the Governor's staff in 1999, Msall served as the Vice President of the Commercial Club of Chicago, a non-profit group of Chicago's senior business and civic leaders. The Commercial Club seeks to improve and promote the social and economic vitality of the Chicago metropolitan area through a wide range of programs and activities. First organized in 1877, the Commercial Club is most well-known for its work organizing and implementing Daniel Burnham's Plan of Chicago. In addition to his work with the Commercial Club, Laurence Msall served as Secretary to the Commercial Club Foundation and Vice President of the Civic Committee. He has worked with the CEOs of some of Chicago's largest corporations and service firms promoting regional economic development strategies related to airport capacity, urban redevelopment, and special projects including the Chicago Bears stadium, technology development, and the reorganization of the United Way of Chicago.

Prior to joining the Commercial Club staff in 1990, Msall served as Assistant to the Director of the Illinois Department of Commerce and Community Affairs with primary responsibility for policy development. From 1984-1988, Laurence Msall represented the Department and Governor Jim Thompson's office on economic development and business issues before the Illinois General Assembly, serving as DCCA's chief legislative liaison

Laurence Msall is a licensed attorney and 1992 graduate of Loyola University School of Law, Evening Division, where he was named to the Dean's List of Distinguished Students in 1990, 1991 and 1992. He was a recipient of the 1992 Loyola Leadership and Service Award. Msall holds a Bachelor of Arts degree from Knox College in Galesburg, Illinois, where he was the 1984 recipient of the Umbeck Prize for the Outstanding Sociology Student. Msall is a 1980 graduate of Saint Ignatius College Preparatory High School in Chicago, Illinois.

Msall is a member of the Board of Directors of the Woods Fund of Chicago, the Chicago Civic Consulting Alliance, the Cook County Health and Hospitals System Nominating Committee and the Kennedy Forum of Illinois. He also serves on the Advisory Board of the University of Illinois Institute of Government and Public Affairs and NPR *Illinois Issues*. He is an active volunteer with PADS Homeless Shelter and L'arche Chicago and is a member of the Board of Trustees of Knox College.



**SARAH WETMORE**  
*Vice President and Research Director*



Sarah Wetmore is Vice President and Research Director of the Civic Federation. She oversees the Civic Federation's research agenda and efforts, including annual analysis of state and local tax and fiscal policy, budgets, and numerous special projects. She additionally performs original research with a particular focus on public pensions and property taxes.

Ms. Wetmore was previously Communications Director for the Federation, managing all media and public relations in addition to directing the redesign of the Federation's website. Prior to that, she worked as an analyst at a boutique investment consulting firm and at DePaul University.

Recently, Ms. Wetmore was elected Vice President of the Governmental Research Association, the national organization of individuals professionally engaged in governmental research, and previously served as a trustee.

Ms. Wetmore earned her Master of Arts degree in the Social Sciences from the University of Chicago, where she received a Johnson Prize for her thesis on democratic stability in Argentina. She holds a BA from Knox College, where she graduated magna cum laude and Phi Beta Kappa and won the Dean Acheson Prize for Outstanding International Relations Major.

When not analyzing public policy, Sarah splits her time between cheering on the Chicago White Sox and training the circus arts of doubles trapeze and rope.



**ALANA WARREN**  
**Senior Research Associate**



Alana Warren joined the Civic Federation as a Senior Research Associate in April 2021, working to research and analyze various policies affecting the state budget. In May 2020, Alana earned a Master's in Public Policy from Loyola University Chicago. In graduate school, Alana worked for Loyola University Chicago as a mentor to undergraduate students receiving academic funds through the federal government. She has also worked at the American Library Association as an advocate for librarians continuing their education in library collections and technical services.

Alana has experience interning for several political offices that include former Alderman Joe Moore of the 49th Ward, various state representatives in the Tennessee General Assembly and former Senator Claire McCaskill of Missouri. Alana's interest in policy began when she interned with the Immigration Law Project at Legal Services of Eastern Missouri. While there, Alana researched, collected and analyzed data on immigrants within various St. Louis municipalities to organize programs associated with helping immigrant victims of domestic violence.

Alana is an advocate for inclusivity, diversity and equity and displays this by regularly volunteering at community outreach events. She has a strong passion for education and health care policy. Alana holds a Bachelor of Arts Degree in English with a minor in Political Science from Tennessee State University.