



## STARFISH LEADERSHIP STAFF

### Guatemala

Starfish in Guatemala is led by **Country Director Norma Baján**. Ms. Baján is indigenous Kachiquel and models an audacious trajectory (born in rural Guatemala to illiterate parents, the only one of eight siblings to graduate university, has dined with the US President in the White House). She holds a bachelor's degree in accounting and previously worked as Education Director at Friendship Bridge. Norma recently completed the national "Leadership Guatemala" training course for Executive Directors. Norma joined Starfish as its first Country Director in 2010.

**Oscar Lopez is the Manager of Innovation**. Oscar is indigenous Quiché and is the most educated of his eight siblings (he is completing his second master's degree in Educational Innovation). Oscar is currently enrolled in an informal fellowship to import high-impact instructional techniques and is leading the professional development of Starfish's staff. Oscar has experience as a primary school teacher, a university professor, and has also worked with UNICEF and Save the Children. He joined Starfish in 2011.

**Program Manager Andrea Coché** is from Santiago, Atitlán and is Tjutujil Mayan. She holds the position of Manager of Programs with Starfish. Andrea joined the organization as a mentor in 2011. She is pursuing her Master's degree in Social Work and is the most educated member of her family (and will be the most academically advanced social worker in her city of Santiago when she completes her degree).

### United States

**Travis Ning is the Executive Director** and will be based in Guatemala as of July 2015. Travis has occupied the position of Executive Director of Starfish since 2010. He holds a Master's Degree in International Administration from the University of Denver. Prior to joining Starfish, Travis worked for five years as Director General of the JUCONI Foundation located in Puebla, Mexico. Previously, he worked with the UK-based organization Children on the Edge in East Timor. Travis served in the US Peace Corps from 2000-2003 (Paraguay and East Timor).

**Wende Valentine is the Director of Partnerships** of Starfish. Wende joined Starfish in 2013 as the Director of Development after spending 10 years with the organization Water for People. During her tenure there, Wende honed her skills directly in the program aspects as well as in fundraising—all while also traveling throughout the world to visit the various country programs. Wende holds a Master's Degree in International Development from the University of Denver and studied Anthropology and French at Skidmore College. Her career in International Development began in Guatemala over 20 years ago.