

## 2021 Southern Oregon Nonprofit Consultant Directory

The Gordon Elwood Foundation provides this list of consultants based in southern Oregon to boards of directors and organizational leaders who are interested in securing outside assistance to move their business, community organization, and/or mission forward in the best way possible. Inclusion in this list does not represent an endorsement by the foundation, rather it is offered as an educational resource for those who are interested in using its contents. To understand how to best select or utilize a consultant, check out an excerpt of a paper written by Thomas Ucko that is available on the Gordon Elwood Foundation website:

[\*Selecting and Working with Consultants\*](#) by Thomas Ucko ISBN 0-931961-87-4

To purchase Thomas Ucko's book, look for it at Amazon.com.

The Southern Oregon Nonprofit Consultant Directory has been organized into the following service types for greater accessibility:

**Accounting & Financial Management**

**Diversity, Equity & Inclusion**

**Consulting / Facilitation**

**Cultural Agility Training**

**Fundraising & Development**

**Grant Writing**

**Venue and Event Services**

**IT & Technology Services**

**Marketing**

**Organizational Development**

**Consulting**

**Executive Coaching**

**Facilitation**

**Leadership Training**

**Strategic Planning**

**Trauma Informed Practices / Adverse Childhood Experiences (ACES)**

**Volunteer Management**

### Accounting & Financial Management

***Steffanie DeSautel***

***Complete Bookkeeping Services***

Medford, Oregon

541-621-9705

[steffanie@completebooks.net](mailto:steffanie@completebooks.net)

[www.completebooks.net](http://www.completebooks.net)

Over 16 years bookkeeping experience working for nonprofit and small businesses with seven years working for a local CPA auditing firm, leading the business in bookkeeping, payroll and financial statements for private and nonprofit business. We provide professional expertise in grant reporting, fund balancing and custom financial statements. Services provided include: accounts payable, payroll, bookkeeping, grant reporting, fund expense tracking.

## Diversity, Equity and Inclusion

*Including: Cultural Agility Training, Consulting and Facilitation*

### **Gilda Montenegro-Fix**

Ashland, Oregon

808-345-1874

[gildamontenegrofix@gmail.com](mailto:gildamontenegrofix@gmail.com)

<https://www.celebratediversity.co/>

Gilda Montenegro-Fix is a Costa Rican woman, mother, wife, adventurous world traveler and global citizen who represented her country in two Olympic Games (Barcelona '92 and Atlanta '96), in the sport of whitewater slalom kayak, being the only woman from all Latin America to compete in this discipline. This Olympic experience was the culmination of 10 years of outdoor leadership work.

Gilda studied Psychology at the University of Costa Rica; she worked as a bilingual/bicultural family advocate with multicultural low-income families for 10 years in Hawaii and Oregon, and later became a certified trainer in Cultural Competency.

As the founder and Senior consultant of Celebrate Diversity! a Cultural Agility consulting and training company, Ms Montenegro-Fix has been supporting and developing organizations in their awareness, transformation and empowerment in their cultural agility journeys. Services have included customization and facilitation of training, guidance and support to leadership at all steps of the journey, group facilitation, EDI champion training and coaching, and more.

Having worked in early childhood education, family support services, cross cultural communication and Equity, Diversity and Inclusion, **she is passionate about facilitating understanding, cultivating harmony and building bridges that connect us all.**

## Fundraising and Development

*Including: Grant Writing, Venue and Event Services*

### **Ausland Group Engineers Builders Consultants**

Ashland/Eugene/Grants

Pass/Eugene, OR

Office: 541-476-3788

[www.auslandgroup.com](http://www.auslandgroup.com)

### **Kelsy Ausland, P.E.**

Mobile: 541-659-8729

[kausland@auslandgroup.com](mailto:kausland@auslandgroup.com)

### *Capital Project Consulting Translating Vision Into Reality*

Securing a strategic partner with the experience, relationships, and resources to execute the technical requirements of a capital improvement fundraising campaign is critical. Over the last five years Ausland Group has partnered with over 30 nonprofit and public organizations to help realize their capital improvement objectives. Whether you require technical grant writing assistance or post-award project management, having a steady hand with experience to make nonprofit capital improvement visions become reality is essential.

### *Technical Resources*

Ausland Group employs a staff of licensed engineers and project management professionals that can provide technical support in an array of areas:

- Assessments
- Benefit-cost analyses
- Construction
- Design & engineering
- Phasing
- Post-award program management
- Pro forma consulting
- Scheduling

### *Cost of Services*

Initial consultation to consider feasibility of a partnership is complimentary. If a viable opportunity for your benefit exists, fees for our services are nominal. Upfront investment is typically less than one-half percent of funds generated, and in some instances can be made contingent upon project funding.

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***Pam Cooper***  
***Grants Contractor***  
***Development/Fundraising***  
***Event Planning & Marketing***  
541-821-7815  
[nowcoop@gmail.com](mailto:nowcoop@gmail.com)

Pam has been involved with nonprofit organizations for more than 30 years in the areas of performing/fine arts, family services, history, education/community education, and science-based organizations. Her areas of expertise include: grant research, proposals and reports; marketing and public relations; event planning from concept to post-event evaluation; and other development/fundraising-friend raising activities such as special events, direct mail campaigns, memorial gifts, in-kind donations, community networking, and donor cultivation and stewardship. Pam holds a B.S. in Communication-Journalism, and has been a feature writer in print and web media, and a columnist.

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***Shavana Fineberg, Ph.D.***  
***Consultant***  
Ashland, Oregon  
541-846-0590  
Mobile: 541-226-6646  
[shavana@indra.com](mailto:shavana@indra.com)

I am a 40+ year “veteran” Clinical and Community Psychologist, as well as a performing artist and event producer, and consultant. I have consulted with nonprofit organizations during my career as well as created, funded and run nonprofit programs. My specialty is in generating and putting into play creative, “out-of-the-box” ideas, working with issues relating to interpersonal relationships, and generating creative ideas that serve the organization in various ways (e.g., creative marketing; creative fundraising; unique event creation; creative collaborations and opportunity creation). I work with organizations whose mission I find inspiring, and who I sincerely believe I can serve well.

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***Diane Marber Garcia***  
***Grant Writer***  
541-601-5696  
[dianegarcia1950@gmail.com](mailto:dianegarcia1950@gmail.com)

After serving for 14 years as Executive Director of the Southern Oregon Land Conservancy and leading the successful \$3.5 million Heart of the Rogue campaign, Diane put her experience and passion for fundraising to work helping nonprofits in Southern Oregon expand their impact. Small nonprofits often struggle with raising enough money to achieve their mission, especially those with few or no staff.

As a fundraising consultant, Diane can assist your organization develop the systems and tools to get to the next step, whether its hiring the first staff person, developing the board’s fundraising capacity or seeking grants to expand capacity or programming.

Her clients include Southern Oregon Friends of Hospice (Holmes Park House Campaign) Center for Divorce Education, Friends of Cascade-Siskiyou National Monument and Greensprings Rural Fire District. Diane holds an MBA from Oregon State University with an emphasis on social marketing.

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**Joy Marshall, Managing  
Partner  
Marshall Fundraising & Event  
Management**

Ashland, Oregon  
541-488-3121

[marshfund@gmail.com](mailto:marshfund@gmail.com)

[www.marshallfundraising.com](http://www.marshallfundraising.com)

*'Doing Well By Doing Good'*

Joy Marshall is Co-founder and Managing Partner of Marshall Fundraising & Event Management. She counsels and assists local and regional nonprofit organizations on all areas of fundraising. Innovative mission-driven special events are her specialty. She focuses on board coaching, including a specifically designed course training Boards on "Fearless Fundraising...Power of the Passion". Joy's major involvement for 15 years was with the Children's Miracle Network (CMN) founded by Marie Osmond and family. She served both on the management staff of various children's hospitals and as a CMN consultant to over 170 children's hospital foundations in the USA and Canada. She has guided hospitals for children in creating successful corporate-sponsored fundraising events and cause-marketing programs. Some of Joy's national nonprofit clients have included Boys and Girls Clubs of America, National Kidney Foundation and United Way. Local clients have included Community Health Center, Camelot Theatre, Habitat for Humanity, Heart of Medford Association, The Arc Jackson County, Hearts With A Mission, Rogue Valley Chorale, Winter Spring Center, etc. She is a native of Southern California, married to Larry Marshall, and has lived in Southern Oregon (Ashland) for 12 years.

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**Larry Marshall, Managing  
Partner  
Marshall Fundraising & Event  
Management**

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*'Doing Well By Doing Good'*

Larry Marshall is Co-founder and Managing Partner of Marshall Fundraising & Event Management. Larry focuses on organizational awareness-building to support fundraising and development programs for nonprofit organizations. He is a creative, innovative thinker, often contributing *out-of-the-box* ideas that add new and exciting dimensions to standard, traditional programs. Larry is well-known in the national and world business-community as founder and CEO of Marshall Consultants, LLC ([www.MarshallConsultants.com](http://www.MarshallConsultants.com)). Established over 40 years ago, it was the first executive search and management consulting firm specializing in the public relations, corporate and nonprofit marketing communications functions, including Executive Directors, Development Directors, PR, Marketing and Communications Directors. They have served over half of the *Fortune 500* companies, as well as leading nonprofit organizations regionally, nationally and globally. National NPO clients have included: American Bible Society, Boys & Girls Clubs, Ford Foundation, Humane Society of NY, Keep America Beautiful, Planned Parenthood, United Jewish Appeal, Memorial Sloan Kettering Cancer Institute, United Way, etc. Larry is a native New Yorker, married to Joy Marshall, and they reside in Ashland Oregon.

**Richard Seidman**  
**Catalyst Group, LLC**  
Ashland, Oregon 97520  
541-324-3191  
[richard@catalystgroupusa.com](mailto:richard@catalystgroupusa.com)  
[www.catalystgroupusa.com](http://www.catalystgroupusa.com)

Catalyst Group provides grant-writing, strategic planning, marketing, and resource development assistance to nonprofit organizations throughout Southern Oregon. Past clients include Sanctuary One, ScienceWorks Hands-On Museum, Mediation Works, Rogue Community College, the Ashland Food Project, and Wildlife Safari.

Richard Seidman has been assisting educational institutions and nonprofit organizations in Oregon since 1981. He is the founder and former executive director of Friends of Trees, the Portland-based urban forestry organization that under Richard's leadership was named the best group of its kind in the United States. He led development efforts for ScienceWorks Hands-On Museum, the Southern Oregon Historical Society, and the Mederi Foundation. A published author, Richard has a B.A. in English from SUN Binghamton and a M.Ed. in Teaching the Deaf from Lewis and Clark College.

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**Casey Woodard**  
**Philanthropist,**  
**Advancement Professional**  
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97424 Mobile: 541-914-3573  
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Casey Woodard is a strategic, action-oriented collaborator and leader who adroitly helps nonprofit agencies and donor/investors bring transformative philanthropic initiatives to fruition, whether in need of \$100,000 or \$100 million. A philanthropist himself, Casey has more than 30 years of experience in senior positions in philanthropy programs across the country. This deep experience on both sides of charitable giving has imparted a unique understanding of all aspects of successful fundraising – from initial strategic planning and staff engagement to feasibility study, campaign design and long-term donor retention. He couples this knowledge with a belief that philanthropic success is all about cultivating long-term, mutually beneficial relationships among agencies, donors and the people who are served by the initiatives being funded.

During his years as Assistant Campaign Director and Assistant Director of Annual Giving for his alma mater, Lewis & Clark College, Casey stewarded relationships with 1,000 alumni and parents to help raise \$20 million for the College. While serving as Senior Vice President of PeaceHealth, a major health care system, he developed and led a strategy that doubled the system's philanthropic income and ultimately raised \$165 million to support nine PeaceHealth foundations and the medical centers they represent. In his current capacity as President and Chief Strategist of Casey Woodard Consulting, LLC, Casey coaches and mentors, how to attract, inspire and engage donors in life-long donor relationships and how to develop a reliable and predictable source of philanthropic income.

Casey specializes in uniquely effective and strategic feasibility studies, well-designed and executed major gift initiatives, capital campaigns and adherence to The Philanthropic Process. Casey is a faculty member of the Fund Raising School of Indiana University, an Oregon Governor Kate Brown appointee to the South Willamette Valley Regional Solutions Advisory Committee.

He is a member of the Association of Philanthropic Council. Casey holds a BA from Lewis & Clark College, received the Nat B. Guistina Award for Philanthropic Excellence, and was selected by Oregon Business Magazine as one of “Fifty in Motion” Great Leaders for Oregon.

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**Stephany Smith-Pearson**  
**Grant Writer, Grants**  
**Manager**

Ashland, OR  
541-890-4652  
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Stephany Smith-Pearson is a successful and effective grant writer and grants manager with more than 10 years of experience working in the non-profit arts, culture, and arts education sectors. As a member of a team, she raised more than \$3 million from institutional donors in 2017, with grant awards ranging up to \$400,000. She raises funds for annual campaigns, multi-year projects, and capital campaigns, and her work has won awards from foundations, corporations, and government funding entities at the national, state, regional, and local levels. She is also an experienced prospect researcher and moves manager. In addition to arts, culture, and arts education, her interests include K-12 and secondary education, social justice, human services, community development, environmental protection, and animal welfare. She is a long-time resident of southern Oregon’s Rogue Valley.

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**IT and Technology Services**

**Jenny Council**  
**Technology & Database**  
**Assistance**

Southern Oregon  
541-951-7201  
[CouncilConsulting@live.com](mailto:CouncilConsulting@live.com)

Our focus is to enhance your program management and administration by helping you find, fix or apply just-right technologies. As strong IT generalists, we’ll help align your tech investment to your needs, by acting as your guide through the maze of jargon, databases , apps, servers, network equipment and vendors. To do that effectively we always stay product independent.

We specialize in:

- **SalesForce**; setup and support, applying nonprofit business processes to SalesForce implementations
- **Strategic planning of technology**, though systematic technology needs assessment
- **Product selection and evaluation**, helping you shortlist and purchase best-fit solutions
- **IT Management**, implementing effective IT support, policies and best practice across the organization

Call Jenny to talk about your situation.

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**Marketing**

**Sue Densmore**  
**Sue Densmore**  
**Communication Strategies**

Ashland, Oregon  
541-944-1139  
[densmore@mind.net](mailto:densmore@mind.net)

Sue Densmore Communication Strategies is a full-service marketing, public relations and project management consultancy, specializing in product, service, fundraising and organizational development for regional and statewide businesses and organizations. She received training from Stanford Marketing Management and the Indiana Fundraising School. Sue has served as Executive Director of the Friends of the Oregon Caves and Chateau. Special skills include starting-up re-purposing nonprofit organizations.

**Kelly Wassell**  
**Resilient Web Writing**

Phoenix, Oregon  
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"Imagine that you had a line out the door to your events, and people were always asking to donate. This is what can happen if you have the right messages, in the right places, read by the right people. I am a skilled marketer, specializing in the written part of your message, aka copy. While pictures grab attention, it is ultimately words that persuade a patron to give or volunteer. I work exclusively with nonprofits and social enterprises creating messages that in alignment with the integrity of each nonprofit's unique mission. I write appeal letters, website content, emails, social media posts, and events advertising with your skeptical and educated donors in mind. For example, I recently worked with Linked Up For Animals and wrote autoresponder emails for new members to inspire them to get involved. Now I am working on their website. I have some time for other clients and currently, am offering 15% off for new clients.

**Organizational Development**  
**Including: Coaching, Consulting, Facilitation, Leadership Training and Strategic Planning**

**Vanessa Becker, MPH,**  
**Principal**  
**V Consulting & Associates**  
**Inc.**

Roseburg, Oregon  
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vanessa@vconsults.com  
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Vanessa, the founder and principal consultant of V Consulting & Associates, is a charismatic and engaging consultant, who infuses practical experience, current research and best practice into all of her work. Vanessa offers 20 years of executive leadership experience in the nonprofit and government sectors, including twelve years as a CEO of a nonprofit organization and a recent role as a Deputy Administrator of a large county government organization. Some of her other notable successes include: appointments to governmental-based advisory boards; specialties in fundraising, public health research and planning, school-based programs and other health and human service organizations.

**Amy Belkin, M.A, Certified**  
**Hudson Institute Coach, ACC**  
**Amy L. Belkin Coaching +**  
**Consulting**

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Amy is a certified Hudson Institute coach focusing on leadership development, individuals in transition, and strategic visioning. She holds a master's degree in business management, a B.A. in journalism, and has coached and consulted for-profit companies and nonprofit organizations for over 20 years. She is an adjunct professor in the School of Business at Southern Oregon University. Certifications include the Management Research Group (MRG) LEA 360, Leadership Effectiveness Analysis, and MRG Personal Directions Inventory (PDI).

Amy Belkin Coaching + Consulting supports leaders, organizations and teams in three distinct ways: Coaching Leadership Development: Facilitating leadership development through coaching that honors the goals of leader and the organization delivering measurable and meaningful results. Her process helps leaders examine what's working and what could work better, identify clear goals and potential obstacles, and define next steps for building their personal and professional capacity.

Coaching Leadership Transitions: Guiding a coaching process of self-discovery and change management that aligns one's individual strengths and aspirations with the organization's goals.

Facilitating Strategic Visioning with Organizations and Facilitating Strategic Visioning with Organizations and Teams:

The process encompasses aligning the company's mission, vision, values and strategies with measurable goals and objectives to reach full potential. Amy uses principles of learning together and the World Café process to guide groups through small group discussion, collective wisdom is shared, cross-pollination of new solutions, and a roadmap emerges. Visioning not only increases communication and collaboration, the entire team shares in the building of the vision. The result is greater buy-in, loyalty, and commitment to the future desired state of the organization.

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**John Bowling, Ph.D.,  
Managing Director  
Sustainable Leadership  
Consultants**

Jacksonville, Oregon

541-292-6174

[john@sustainableleadership.co](mailto:john@sustainableleadership.com)

[m](http://m)

John Bowling works with individuals, teams and organizations in the areas of leadership and strategy development. Key services include executive coaching, group facilitation, strategic roadmap development, strategic advising and work with leadership teams. He is passionate about helping optimize performance through a process of creating clarity around focus, strategy, structure, and desired outcomes, and then enhancing awareness of self and others in interactions. This blend of structural and process work helps remove barriers to performance while reinforcing development of new strategic and interpersonal skills. John works with corporations, nonprofits, Boards, and government organizations. Local nonprofit organizations have included Southern Oregon Goodwill, Addictions Recovery Center, Mt. Ashland Association, the Britt Festival, SOESD, Pacific Retirement Services, Rogue Valley Credit Union, and Age-Friendly Innovations. John defines his professional purpose as "inspiring others to lead with greater awareness."

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**Tatiana Bredikin, M.A.  
Tatiana Bredikin Facilitation**

Ashland, Oregon 97520

[info@meetingmastery.com](mailto:info@meetingmastery.com)

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Strategic planning that accomplishes goals. Retreats and facilitated meetings that get more done in less time. Organizational and board development that engages members. Project management that exceeds benchmarks. Communication training that improves relationships. Tatiana Bredikin saves money and time by assisting you to effectively achieve your objectives. Tatiana, with her unique blend of outcome-driven focus and powerful team building, creates an environment in which participants work together to craft outstanding results with ease. Tatiana uses issues that arise to strengthen relationships while achieving your vision. She has supported nearly 100 nonprofit, business and government organizations succeed beyond their expectations. She earned a BBA degree in Business Administration, an MA in Psychology and holds Mediation Certification.

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**Susan Brown**  
**Rural Approaches**  
Gold Beach, Oregon 97444  
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[SusanBrown@ruralapproaches.com](mailto:SusanBrown@ruralapproaches.com)  
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Susan Brown has more than 20 years of experience developing communities, businesses and nonprofits. Rural communities face different challenges than their urban counterparts. While many of the community needs are the same, finding technical expertise and resources for rural areas can be difficult. Rural Approaches combines creative vision with practical planning. Susan has served as Executive Director of Community and Economic Development Programs, Chambers of Commerce, and as a Curry County Commissioner, along with serving on numerous local boards. She works with communities and organizations to develop strategic plans, feasibility studies, community assessments and business planning. She is also skilled in grant development and project management. Susan will build collaborations and gather local resources for successful planning and development efforts. Rural Approaches has the experience and knowledge to assist communities plan and achieve their goals.

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**Chris Cook, ACC, CPCC**  
**Capiche Communications**  
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Chris believes that an organization with shared values and vision inspires passion and purpose in its entire workforce, creating an engaging, productive, and positive environment. She helps organizations make a cultural shift that embodies these ideals, giving rise to happy customers, inspired employees and increased company profits. With 30 years of experience in marketing for nonprofits, higher education and for-profit businesses, Chris has refined her focus to helping individuals and organizations define and live their brand. Chris is dedicated to leadership coaching, organizational development and marketing-with a keen focus on the importance of happiness in the workplace and positive psychology.

Services:

- Individual and team coaching
- Branding and organizational culture alignment
- Strategic planning and facilitation
- Sustainable change management
- Workshops on topics including: Building a Stellar Donor Relations Program, Becoming a Resonant Leader, Leading with Emotional Intelligence, Developing Your Brand, and Defining your Vision, Values and purpose.

A certified professional coach with a Master in Management degree, Chris is also an adjunct professor at Southern Oregon University. She serves as a mentor for the Sustainable Valley Technology Group and a member of SOREDI's Business Recruitment and Retention Committee – as well as a strategist and contributor for SOREDI's new "Edge" campaign to attract businesses to Southern Oregon. She is a board member and chairs Mt. Ashland Association's Community Outreach Committee.

**Roi Crouch, MSW**  
**CommUnity Consulting LLC**  
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Roi has 40 years of experience helping nonprofits, coalitions and communities create shared vision, identify priorities and develop strategic solutions. She has an extensive background in community development, network building, and collaborative approaches to complex situations. Roi is known for her expertise in community building, organizational change, strategic planning and resource development, as well as for her facilitation and training. She has worked with a wide range of communities, nonprofits and networks around areas of importance to them including economic development, community engagement, affordable housing, placemaking, arts, human services, natural resources, and public safety in Oregon, California, New York, New Mexico, Bali and Thailand. Roi holds a Masters in Social Work, Mediation Certification, Learning Community Training, and is a PNN Board Certified Trainer.

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**Gary A. Einhorn**  
**Business Consulting**  
**Services**  
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[garyae@gmail.com](mailto:garyae@gmail.com)

Gary A. Einhorn is a Business Coach/Advisor in private practice in Ashland, Oregon. Gary provides one-on-one confidential counseling to small and medium size entrepreneurs. He also co-facilitates Peer Discussion Groups of Business Owners as part of the Enterprise Development program. He has a B.S. degree in Business Administration with a major in Economics. He has been an entrepreneur for over 30 years and has owned six different businesses. The most recent was Beardsley's Natural Foods, distributor of Organic, Natural, and Specialty Foods in Ashland from 1988-2006. In 28 years in the Rogue Valley, he has developed a wide network of resources which is available to his clients.

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**Anne Golden Associates**  
Ashland, Oregon  
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Anne Golden Associates' mission is dedicated to experiencing the success and fulfillment of all of her clients through coaching, training, and consulting with a focus on executive leadership development, career transition, and strategic business planning. Anne has over twenty years as a Corporate Human Resources Executive, is certified by the International Coach Federation as a Professional Certified Coach, and is certified to administer a variety of leadership assessments including MBTI, FIRO-B, and 360 Feedback. Anne works with many individuals from the nonprofit and business community in their quest to become more effective and aligned with their talents and purpose. A sample of organizational clients include: Carson Tahoe Regional Medical Center, Jackson County Commission on Children & Families, Rogue Valley Council of Governments, Klamath River Keepers and the United Nations UNICEF & World Food Programs, CenterPoint, ACCESS, Compass House, Phoenix Counseling Center, Kid Time, Wolf Creek Family Center, Rogue Community College.

**Adrienne Graham**  
**Leapfrog Training & Facilitation**

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**Leapfrog** is dedicated to enhancing the health and well-being of Oregon's nonprofits. Leapfrog works *with* you to bring planning, resources and focus to the passion, commitment and energy it takes to sustain and grow your nonprofit. Nonprofit clients consistently note that Leapfrog's programs, retreats and workshops are engaging, well-organized and relevant.

**Adrienne Graham**, owner of Leapfrog Training & Facilitation, brings deep experience leading non-profits and managing successful teams and 23+ years providing training, facilitation and planning services in the public and private sectors. Prior to launching Leapfrog in 2005, Adrienne designed and delivered leadership and organizational development programs for The Ford Family Foundation's Community Leadership Program. Adrienne was a Senior Consultant for the Nonprofit Association of Oregon (NAO) team, serving Central Oregon and rural communities around the state and she continues her work with NAO via Leapfrog, designing and delivering workshops and programs to strengthen rural nonprofits and support member services in rural Oregon.

Adrienne received her Master's in Adult Education, Workforce Training & Education, from OR State University. She is certified and brings in-depth experience in **Appreciative Inquiry (AI)**, a process to uncover when an organization, group or community is at its best to provide an affirmative foundation for visioning, teambuilding and organizational change. Adrienne is a BoardSource-trained facilitator and provides comprehensive **Nonprofit Board and CEO Assessments and Development Planning** services.

**Speciality Areas Include:**

- **Retreats**...from agenda development to design and facilitation of great activities, Leapfrog will make sure you *stay on point* and *accomplish your goals!*
- **Strategic Planning**...guidance through this important process to foster good thinking and critical decision making for a thorough, user-friendly plan for your organization.
- **Board Assessment & Development Plan**
- **Succession Planning**
- **Focus Groups**

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**Heidi Henry**  
**Banner Nonprofits, LLC**  
**MAIS**

Corvallis, Oregon

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Heidi E. Henry is a 20-year senior governance consultant that specializes in business leadership development, strategic planning, project planning, and group facilitation and team building. Heidi works all over the Northwest to facilitate strategic and project plans including downtown and chamber planning, city visioning and city council planning, and board development training. She holds certifications in the following areas: National Main Street, Myers Briggs, Pikes Adult Training and Governance Planning and is an Associate Professor at the University of Oregon Law and Mediation Departments, specializing in board and organizational program assessments for charity

organizations. She has held over 50 conference workshops in the northwest, including Financial Stewardship conferences and training, and Washington and Oregon Main Street conferences, and Oregon transportation conferences.

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***Humane Leadership  
Institute***

Ashland, Oregon 97520  
541-414-9506

[www.humaneleadershipinstitute.org](http://www.humaneleadershipinstitute.org)  
[stephen@humaneleadershipinstitute.org](mailto:stephen@humaneleadershipinstitute.org)

The Humane Leadership Institute helps nonprofit (and other) leaders improve both personal and organizational effectiveness and sustainability. Combining Stephen's decades of consulting experience, large company management and his desire to lead in a holistic, efficient way, the Humane Leadership Institute was born to share his ideas regarding fair strength, generative care, and wise balance. The Humane Leadership Institute has worked with SOU, Oregon Extension, Ashland Independent Film Festival, Rogue Valley Farm to School, a variety of west coast Waldorf schools, Reimagine Rebuild Rogue Valley in supporting staff, board leadership, and organizational development in coaching, training, and advisory roles.

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***Eliza Kauder  
Non-profit Organizational  
Management***

Ashland, Oregon  
541-261-6206

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Eliza Kauder is a business development coach who specializes in helping non-profits with improving their organizational structure, documenting process and procedures to ensure efficiencies, finding and utilizing technology (including Donor Management, Financial packages and Social Media), and creating vibrant, achievable and creative financial development. With 40 years of for-profit and non-profit experience, including grant writing, Eliza can help your non-profit raise the funds you need to serve your constituency and achieve your mission. Eliza currently does the bookkeeping and financial planning for Friends of the Animal Shelter (paid), and is on the Ashland Food Project steering committee. She has served on numerous boards throughout the Rogue Valley for 20 years.

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***Susan Kramer-Pope  
Listening  
Arts...Communication  
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Awarded by the Home Builders Association of Jackson County for her project facilitation work, Susan brings a natural talent for asking the right questions to steer groups into focus, action and follow-through. The vibrancy of the groups she works with is a testament to her efficacy. The following client comments speak to her effectiveness. "Susan's contributions of clarity, efficiency and accountability, blended with a pleasant and positive attitude, is motivating and inspiring." A mutual colleague remarked, "Susan has the ability of compressing a usual 3 or 4 hour meeting into 1!" She demonstrates the highest degree of integrity in everything she does. Susan is a motivated, "take action" person whom I would consider an essential part of any project. I highly recommend her to anyone needing organization, knowledge, communication and efficiency on their team." - *Fred Gant, Southern Oregon Green Rating Services*

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**Jon Lange, Ph.D.  
Facilitator, Mediator,  
Consultant**

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Jon Lange has over 30 years of experience in consulting, training, facilitation, and mediation in the nonprofit world, as well as government and business. He has also been a professor of Communication, specializing and conducting research in conflict management, negotiation, mediation and organizational communication. His client list includes dozens of nonprofits, all of the counties and most of the cities in the region, dozens of state and federal agencies, and an array of private organizations that includes Boeing, Bear Creek, several manufacturers, and all the hospitals in southern Oregon. He is on the prestigious and limited rosters of the U.S. Institute of Environmental Conflict Resolution. In March of 2013, Tom Hanenburg, CEO of Providence Medford Medical Center wrote: "I have had the pleasure of using Jon Lange to assist in mediating some very difficult business and litigious situations, and to facilitate some challenging planning meetings as well. I have found his work to be effective, efficient, and right on the mark. Jon is a true professional, looking to bring all parties together around common ground. He has outstanding mediation skills and brings his "A" game to each meeting. I can highly recommend him for future engagements." Visit [www.jonlangeconsulting.com](http://www.jonlangeconsulting.com) for a full list of clients, projects, testimonials and more.

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**Mary Miller, MBA  
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For over 20 years, Mary has conducted management training, negotiation skills, interpersonal skills and assertiveness trainings and presented at international conferences. She has appeared twice on satellite as a negotiation coach and management expert for the American Management Association. Mary has also been a mediator trainer and a mediator specializing in workplace, divorce, family and community issues for over 25 years. She has coached senior executives through high conflict situations and has mediated EEO and sexual harassment cases. She served for many years as a Neutral Chair for the New York Department of Labor. Mary has a Masters degree in Business Administration majoring in Finance from Pace University.

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Centerpoint Leadership Services is a leadership coaching and organization consulting business based in the Rogue Valley. We support clients, small to large, in all sectors and across the nation. We provide individual and small group "cohort" programs for developing leaders from Supervisor to Executive. We also provide facilitation, strategic planning, outplacement and wellness and resilience services.

**Andrew Oser**  
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Founder and Executive Director of Joy of Sports Foundation 1989-2005. Built successful nonprofit from the ground up, served more than 50,000 children and was honored as a Point of Light by the White House. Top-notch executive coach, with 15 years of experience as a nonprofit ED, I understand the challenges nonprofit leaders face and can help them develop and implement effective strategies. Helps nonprofits shift from culture of scarcity, struggle, and burnout to one of sustainable abundance. Specialties include stress reduction, peak performance, and self-renewal for nonprofit leaders and staff. Strong track record in strategic planning, fundraising, and facilitating Board and staff retreats.

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**Sue Parrish, MA**  
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Sue Parrish has 25+ years of leadership experience in education, human services, and natural resources. She has worked with nonprofit organizations, public institutions, and small businesses to design, develop and manage new programs and initiatives. Over the last twenty years, her entrepreneurial leadership style spawned the Wilderness Charter School, Siskiyou Field Institute, and Deer Creek Center in Southern Oregon. Most recently, she designed and developed a Recruitment and Retention Program for the Oregon Primary Care Office and a Career and Technical Education Initiative for a regional strategic partnership. She holds a Masters' degree in Wilderness Psychology, and utilizes her understanding of human and natural systems to drive innovation by creatively reshaping programs and partnerships.

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**Maryanne Pitcher, JD**  
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At Informed Solutions, we enjoy partnering with businesses and nonprofits to reach their next level. We work with our clients to craft unique solutions to enable them to reach their goals. We do this through active listening, comprehensive internal and external research and collaboration. Whether you are an executive, board member or development specialist, we can work with you to define and create the path to reach your specific objectives. Objectives may include obtaining funding, engaging staff, developing leadership or strategic solutions. Our experience and expertise allows us to assist in the following ways:

- Grant readiness, writing and management
  - Strategic Planning and Facilitation
  - Fundraising and Donor Development
  - Project Management
  - Board Governance
  - Training and Facilitation
  - Executive Coaching and Leadership Development for individuals and teams
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**Kevin Preister, Ph.D.**  
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*Citizen empowerment—engagement, mobilization, and action*  
CSEPP's work focuses on the creation of public policy formed from understanding the routines, beliefs and practices of *people* living in place-based communities. We use a descriptive approach to community—the Discovery Process—to understand how a community is currently functioning—who talks to whom, who is well-regarded, and the informal systems of communication and support present in every community. The cultural practices by which people solve the challenges of everyday living are the primary basis for mobilization and action that leads to empowerment, that is, individuals being able to predict, participate in and control their environment. Human geographic mapping of natural boundaries is used to visually depict these informal cultural systems. CSEPP's goal is alignment of informal community systems and the formal systems meant to serve them. When organizations take time to “learn community first,” opportunities are discovered for alignment, which fosters resilience in both systems.

We specialize in community assessment, program design, and policy development, which mobilize people to participate in and own the change that affects their lives. Our theory of applied social change, “Social Ecology—the science of community,” is a means of working within existing cultural systems to advance positive change in the most sustainable way possible, from the “inside out.”

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**Rachelle Schaaf**  
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Rachelle Schaaf, M.A., is an organizational consultant to nonprofit, municipal, and corporate organizations. She has 15+ years of experience in administration and management in local government and nonprofits in Oregon. She has held the positions of Executive Director, Development Director, Risk Manager, and Curry County Commissioner Board Chair; and has served as a board member with numerous organizations. Her experience as a college instructor and facilitator helps her craft concise, practical workshops and trainings for the adult audience. She also has experience with strategic planning, fund development, grant writing, program evaluation, research, and marketing. Call for more information.

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Cynthia Scherr has over 20 years of experience working with businesses, nonprofits, and government organizations. She works with leadership and senior management teams on strategic planning, organizational development, and managing change. Nonprofit clients include the Oregon Shakespeare Festival, Britt Festival, ACCESS, Living Opportunities, Asante Health System, Providence Medford Medical Center, and Southern Oregon Public TV. Cynthia chairs peer groups for CEOs and presidents of companies and teaches Organizational Leadership and Presentation Skills at Southern Oregon University. Clients describe Cynthia's strengths as focusing on what matters most, providing clear, insightful, thinking, and bringing high energy, candor, and a positive outlook to organizational challenges. She

always feels awkward writing about herself in the third person. Cynthia holds an MBA from the Stanford Graduate School of Business, a Masters in Theological Studies from Harvard Divinity School and a Bachelor's degree from Oberlin College.

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**Crystal Shoji, AICP**  
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Crystal Shoji, American Institute of Certified Planners (AICP) has been involved in planning and community development for more than 30 years. Specialties include developing integrated work programs, facilitation, involving the public, preparing goals and plans, and mentoring /educating all partners. Shoji served as Executive Director of the Bay Area Chamber of Commerce for 11 years, developing a committee structure, leadership program, and membership base that sustains today. She also served as Mayor of Coos Bay. Awards include Oregon Chamber Executive of the Year and Coos Bay Person of Achievement. Shoji participates in continuing education each year. "I organize participative and inclusive processes that integrate organizations and their communities.

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Take your organization to the next level with strategy, action plans, and development solutions. Outstanding project design/execution and strategic marketing communications to achieve your highest priority objectives. Top flight writer, editor, project manager, researcher. Highly satisfied clients. Master Strategy has an exceptional 20+ year track record for generating results that exceed client expectations – on schedule and within budget. We invite and welcome you to contact us for a free initial consultation to discuss your unique needs and circumstances.

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**Debra "Debbie" Vought**  
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Every social impact effort and every good social entrepreneur needs a trustworthy confidant and intelligent thought partner to provide sound advice and honest feedback - especially during rapid growth or challenging transition periods. Having a fellow professional who is willing to both advise and roll up her sleeves to work on grants, write development plans, teach a content workshop, or lead planning meetings can be invaluable.

Lead consultant Debbie Vought has a wealth of experience in fields related to education and youth development, non-profit board service, delinquency prevention, and community building. She has spent 20 years as a social sector executive director, and over 30 years as an award-winning educator, leader and advocate. She has earned over 13 million dollars in grant funding, recruited and trained thousands of volunteers, parents, social service personnel, and teachers for various education, youth development and delinquency prevention projects and programs. Clients have included Klamath County Community Corrections, Lake County Educational Service District, Southern Oregon Education Service District, Rose Circle Mentoring, Klamath County YMCA and numerous others.

Vought obtained her B.A. from the University of California at San Diego and completed her Master's Degree program at California

State University Sacramento. She is a certified Train the Trainer with Dr. Bruce Perry's Child Trauma Academy, as well as a trainer in the Circle of Courage through Reclaiming Youth International. Services include:

- *Hands-On Consulting* for process, policy, and / or program development and implementation; facilitating strategic planning; creating and / or supporting outreach, fundraising and communication plans.
- *Training and Workshops* for individuals (educators, parents), businesses, agencies, and organizations: tailored, one hour, multi-hour and full day presentations related to youth development topics such as Adverse Childhood Experiences, Communicating Effectively with Challenging Youth, Mentoring 101, Creating Optimism.
- *Grant Writing* for agencies and organizations seeking to secure small, large, public, private, foundation, or government grants.
- *Resume Writing Assistance* for those entering the social profit career field or transitioning from a for-profit or military career path to the non-profit sector.

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**Matthew Witt, M.A.  
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Matt Witt provides communications and strategic counsel and training to nonprofits. He has over 30 years of experience in the nonprofit field for such clients as the Pew Center on the States, Screen Actors Guild, Panta Rhea Foundation, and New Jersey Work Environment Council. Matt holds a Master's Degree in Communication and taught at American University. He edits the electronic bulletin, World Wide Work, which alerts more than 7,700 grassroots activists to useful new tools and materials. His main interests are to help nonprofits to be effective and strategic, find common ground with other constituencies, increase their own capacity, and develop activists, leaders, and staff.

**Adverse Childhood Experiences Study (ACES) / Trauma Informed Practices**

**Reba Smith, M.S.-**

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In 2014, Reba was named a Fellow for the Council of Clinical Innovators by the Oregon Health Authority's Transformation Center in which she brought together 30+ agencies across Jackson & Josephine counties to learn about how to improve health outcomes of vulnerable populations in connection with the Adverse Childhood Experiences Study and Trauma Informed Practices. A consultant on a variety of levels her work promotes a deep understanding of trauma informed care both for individuals and organizations. She has served as a consultant to The National Council for Behavioral Health; facilitated trainings on trauma-informed care to the Minnesota Association of Community Mental Health Programs and the Colorado Behavioral Health Care Annual Conferences; provided clinical program oversight for residential and outpatient treatment programs; as a Program Evaluator, independent research consultant for local, regional, and federal grants; a research analyst & teacher for Oregon Health Sciences

College and for private non-profit agencies. She Holds a Master's degree in Social Science at Southern Oregon University; has completed 80 hours post-graduate work with Dr. Bruce Perry on the neuropsychological consequences of trauma. Furthermore, she was the Program Leader in her agency for the adoption of trauma-informed care through the National Council's Trauma Informed Care Learning Community of 2012-2013 and received a nationally recognized "Best in Class" distinction for her work.

## Volunteer Management

**Janet Capetty**

**Take FIVE Training**

Volunteer Management

Training

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Did you know 70% of satisfied volunteers become donors? However, 1/3 of people volunteering quit due to unfavorable experiences. Another 1/3 report dissatisfaction and end up searching for a new organization and new volunteer experience. Considering only 19% of non-profits have staff who have been trained to work with volunteers, the disconnect is understandable. With volunteerism expected to continue rising, organizations successfully engaging volunteers and their skills are more adaptable and sustainable. Foundations place emphasis on strong volunteer programs when choosing grant recipients. Janet Capetty is an author, speaker and trainer with a national reputation, having provided training seminars around the country and the Caribbean. Her 20+ years of experience working with non-profits helping to recruit, train, inspire and appreciate volunteers, while also training others to work with volunteers, led to Take FIVE Training - a half-day workshop bringing you the five easy steps to **Focused Impactful Volunteer Engagement**. Consulting is also available for your organization's specific volunteer management needs.