

## 2022 Southern Oregon Nonprofit Consultant Directory

The Gordon Elwood Foundation provides this list of consultants based in southern Oregon as a service to regional community-based organization 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 determine the best fit for your organization and its project, it's essential to interview more than one consultant and request references from previous clients related to the area you are interested in receiving technical support. (E.G. Grant writers may not be adept at Strategic Planning or Volunteer Recruitment or Retention, but excellent at Grant writing. Grant writing for private foundations is different than grant writing for State and Federal funding.

For more information on 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.

To be included in this directory, please email Gordon Elwood Foundation at:

[office@gordonelwoodfoundation.org](mailto:office@gordonelwoodfoundation.org) You will be asked to provide your name, contact information, bio, and recent clients, and your scope of work along with reference names and contact information.

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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

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.**

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**Dr. Jesse S. Watson**

Medford, Oregon

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

Dr. Jesse S. Watson, the Equity Coordinator for Veterans and Military Families is a Southern California native, first-generation college student, community college graduate, and United States Navy Veteran. He is a white, male, cis-gender, heterosexual, father, husband, friend, brother, son, scholar, professional, and ally. Jesse served on the USS Frank Cable (AS 40), a forward deployed submarine tender with a home port of Naval Base Guam. He has worked in college settings as a VA Work-Study Student to Peer Academic Advisor to most recently as the Associate Dean for Graduate Academic Affairs at the University of Southern California Graduate School.

Dr. Watson is a data-driven, intuitive collaborator with 10+ years of experience focused on justice, equity, diversity & inclusion (JEDI) and the impact of organizational culture and policy. He is skilled in JEDI focused approaches towards organizational development, leadership, team building, fostering inter- and intra-institutional partnerships, and increasing productivity while pursuing excellence. The objective is to move beyond champions to institutionalize core values supporting JEDI and belonging into all facets of the decision-making process. The end goal is to positively influence the organizational culture to institutionalize JEDI programs and practices beyond the influence of a singular champion or group of supporters.

His research interests include racial politics and whiteness, campus ecology, the transmission of institutional messages, institutional partnerships and marginalized communities in community college settings. He is currently a reviewer for the NASPA Journal of Women and Gender in Higher Education and the Journal of Veteran Studies.

## **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**  
Grants Pass, 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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**Brooke Nuckles Gentekos**  
**Growing Assets for Nonprofit**  
**Excellence, LLC**  
[bngentekos@gmail.com](mailto:bngentekos@gmail.com)  
(802)342-1903

Brooke Nuckles Gentekos and Rhianna Simes, M.S.Ed., take a holistic, collaborative, community-based approach to helping nonprofits succeed through staff and board training, grant writing, and growing the capacity of organizations to implement their mission.

**Rhianna Simes, M.S.Ed.**  
**Growing Assets for Nonprofit**  
**Excellence, LLC**  
[rhianna@verdantphoenix.com](mailto:rhianna@verdantphoenix.com)  
(541) 821-0203

Combined, we have over 27 years of experience working with nonprofits and we bring this wealth of experience, a genuine passion for the work, and a joy in collaboration with us to the table. We want to help your team grow assets for the future so that your organization can continue doing your work in the community and fulfill your mission.

<https://growingassets.mystrikin gly.com/>

Growing Assets, LLC can support your organization through the following services:

- Grant writing
- Strategic planning
- Capacity building for Board, staff and volunteers
- Volunteer recruitment strategies
- Fundraising (virtual or in person) strategies and guidance
- Stakeholder Listening Sessions/ Focus Groups
- Keynote and Public Speaking
- Customized training
- Planning for action

Nonprofit client reference: *A Greater Applegate, ScienceWorks, Our Family Farms, Community Website Partnership*

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**Joy Marshall, Managing Partner**  
**Marshall Fundraising & Event Management**  
Ashland, Oregon  
541-500-8303  
[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**  
Ashland, Oregon  
541-500-8303  
[marshfund@gmail.com](mailto:marshfund@gmail.com)  
[www.marshallfundraising.com](http://www.marshallfundraising.com)

*'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.

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**Elaine Navarro**  
**Just Look Left - Creative**  
**Grant Consulting**  
[elaine@justlookleft.com](mailto:elaine@justlookleft.com)  
503.428.4008  
justlookleft.com

Elaine began her grant writing journey in 2009 in the arts and culture space. Since launching her grant consulting business, Just Look Left, she has had the opportunity to broaden her scope by working with organizations who represent diverse sectors - human services, disadvantaged youth, animal welfare, education for the underserved, disability services, and other worthy causes. Elaine's favorite aspect of grant consulting is the opportunity to partner with incredible people and organizations, and to work collaboratively to secure the funding needed to support their amazing work. She approaches consulting with a steadfast focus on developing relationships built on trust and mutual respect. Grant consulting services offered include Grant Proposal Writing & Submission; Readiness Assessments; Funder Prospecting & Research; Proofreading & Editing; Post-Award Management; Long-Range Planning; Grant Calendar Creation; and, Mentoring & Coaching.

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**Anita R. Savio**  
Grants Pass  
541-592-3073

Anita Savio is a seasoned grant writer who gets results. Savio acquired \$26 million for housing and services for the homeless in the greater Los Angeles area, including a multi-agency collaboration with the City and County of Los Angeles, garnering \$20 million under the Los Angeles Homeless Initiative for fifteen new housing and social service programs. Now a Southern Oregon resident, Savio enjoys working with small non-profits that have limited in-house time or the means to do their own grant writing. Her breadth of experience includes animal welfare, art and mental health, with her extensive database covering these areas and more.

Savio likes to start a new grant project with a projected budget, thinking of it as the skeleton, with the verbiage of the proposal providing the "flesh." She considers herself a strategic thinker, and looks forward to strategizing with you about upcoming projects.

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**Richard Seidman**  
**Catalyst Group, LLC**  
Ashland, Oregon  
541-324-3191  
[Richard@catalystgroupusa.com](mailto:Richard@catalystgroupusa.com)  
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. Since 2017, he has served as executive director of Southern Oregon Repertory Singers. A published author, Richard has a B.A. in English from SUNY Binghamton and a M.Ed. in Teaching the Deaf from Lewis and Clark College.

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**Michelle St. Romain  
Wilson M.A.**  
**Wellspring Consulting**  
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[www.wellspringconsultingservices.com](http://www.wellspringconsultingservices.com)

Michelle St. Romain Wilson has over 30 years of nonprofit management experience and offers fund development planning, federal and foundation grant application writing, program planning and management, event planning, and communication services. She has worked in the fields of social services, environmental stewardship, K-12 education, higher education, arts and humanities, healthcare, holistic health and wellness, and youth development. She brings training in trauma-informed care and resiliency building; equity, diversity, and inclusion; and principles of collaborative change management to her work. She has served on the boards of the Oregon Nonprofit Leaders Conference and the Women's Leadership Conference of Southern Oregon and has been a volunteer at local schools and community-based organizations

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**Casey Woodard**  
**Philanthropist,**  
**Advancement Professional**  
Cottage Grove, Oregon  
Mobile: 541-914-3573  
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CWC-LLC.com

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

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.

## 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.

## Marketing

**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.



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**Gena Satori**  
**Marketing**  
**Communications, Public**  
**Relations and**  
**Development Consulting**  
[genasatori@gmail.com](mailto:genasatori@gmail.com)

Born in the South and raised in the Midwest (Iowa, Illinois, Minnesota) Gena Satori has also lived in Manhattan, New York, Las Vegas, Nevada, Athens, Greece and Scottsdale, AZ. Gena currently lives in Ashland Oregon and works as a non-profit marketing communications, public relations and development contractor and consultant.

A born story-teller, Gena received her BA from the University of Minnesota having developed and designed a degree in Documentary and Literary Studies.

In the early 1990's Gena spent a year on the streets with her business partner producing a documentary on homelessness, "The Homeless Home Movie" which won awards across the country.

Gena has worked for non-profits and corporations, taught branding for non-profits at the University of Las Vegas, Nevada and for United Way of America. Gena was the producer and host of a live, call-in radio show in Las Vegas and was a columnist for Nevada Woman Magazine.

In 2005 Gena returned to Minnesota to care for her entire family of origin and there she spent more than a decade learning the nuances of being a caregiver for three adults who had lost the capacity to take care of themselves.

The untimely death of Gena's brother, who died from an overdose of methamphetamine, and who had spent the entirety of his life in prison or homeless, Gena is inspired and grateful to work for mission-driven organizations that care for the most vulnerable among us.

Gena earned her accreditation as a Grief Counselor through University of Madison Wisconsin and is a Certified Literary Counselor through the Minnesota Literary Counsel.

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**Kelly Wassell**  
**Resilient Web Writing**  
Phoenix, Oregon  
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[Kelly.wassell@gmail.com](mailto:Kelly.wassell@gmail.com)  
[Kellywassell.wixsite.com](http://Kellywassell.wixsite.com)

"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  
541-817-6552  
vanessa@vconsults.com  
www.vconsults.com

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** Ashland, Oregon  
541-601-9915  
[abelkin12@gmail.com](mailto:abelkin12@gmail.com)

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

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

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  
541-404-3417  
[SusanBrown@ruralapproaches.com](mailto:SusanBrown@ruralapproaches.com)  
[www.ruralapproaches.com](http://www.ruralapproaches.com)

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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**Karen Carnival, Founder  
and CEO**

541-944-1026

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

A long-time Southern Oregon resident, Karen Carnival works with nonprofits and small businesses throughout the region, supporting the organizations that contribute so much to the vitality and strengths of our local communities. Karen's professional and volunteer background includes more than 25 years of experience in nonprofit and small business start-ups and management, including all aspects of organizational development, strategic planning, budgeting, marketing, fundraising, grant writing and proposal writing, facilitation, human resources, and operations. In 2022, Karen brought together a team of talented professionals to innovate and collaborate under the umbrella of Capacities, Inc. Karen and her team will meet you where you are, listen closely to you, assess your needs, and help you get to real-time, effective solutions to help you meet your mission.

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**Cascade Employers  
Association**

503.224.5219

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

[cascadeemployers.com](http://cascadeemployers.com)

Cascade Employers Association is an exceptional, membership-based resource for Oregon employers committed to developing a strong, vital workforce. We work with organizations to do the right thing at the right time on the human resource side of business. Cascade offers a complete range of services to help you be in compliance, hire well, and train for excellence.

Employment law compliance, assessment of your human resource practices, on-site HR support, employee handbook development, job descriptions, sample forms, checklists and guidelines, recruiting, training for supervisors and managers, employee engagement surveys, one-on-one coaching, group insurance and retirement plans, local, regional and national market pay and benefit information.

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**Chris Cook, ACC, CPCC  
Capiche Communications**

Ashland, Oregon

541-601-0114

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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.

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**Roi Crouch, MSW**  
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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**  
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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**  
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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.

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

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**Leapfrog** provides customized assessment, planning, training, facilitation, and follow up coaching and support services. We take the time and we ask the right questions to design the best solution for you and your organization. We'll warn you now—we weave in humor whenever possible (& *appropriate*) & our hearts are in it for healthy non-profits. Leapfrog is based in Central Oregon providing services throughout Oregon since 2005.

**Adrienne Graham**, owner of Leapfrog Training & Facilitation, brings over 12 years of experience leading non-profits and managing successful teams and 23+ years of experience providing training, facilitation and teaching in the public and private sectors. Adrienne received her Master's in Adult Education, Workforce Training & Education, from OR State University.

**BOARD DEVELOPMENT**

- ◆ Board and CEO Assessment and Development Plans
- ◆ Roles, Responsibilities and Legal Duties
- ◆ Supporting Good Work:
  - Building Your Fundraising
  - Team & Skill
- ◆ Succession Planning
- ◆ Recruitment & Orientation

**STAFF DEVELOPMENT**

- ◆ Leading the Non Profit/CEO Coaching
- ◆ Teams That Achieve Results
- ◆ Communication & *Vital* Conversations
- ◆ Productive Meetings & Group Decision- Making
- ◆ Customized training programs & curriculum development

**ALSO...**

**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.

**Appreciative Inquiry...** an innovative, strengths-based approach to help focus direction, strengthen your team and create change for your organization.

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**Heidi Henry**  
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Heidi 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  
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[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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**Susan Kramer-Pope  
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Arts...Communication  
Essentials for Excellence**

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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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**La Piana - Foundation  
and Nonprofit Consulting  
Services**

Moorpark, CA  
510-601-9056  
info@lapiana.org  
lapiana.org

**Expert consulting to increase your foundation's or nonprofit's impact.**

We tailor proven solutions to your organization's unique needs and goals to help you do more good in the world. Partnering with our team of experienced social sector consultants strengthens your organization, setting you up for ongoing success.

**Strategic Planning:**

Effective strategic planning strengthens your organization's practical, on-the-ground ability to focus on the right things and increases your capacity to respond to challenges that could compromise your mission. With our strategic planning process for nonprofits, we help you identify the "big questions" you face, then craft organizational, programmatic, and operational strategies to make sure all parts of your organization are in sync. Not only did we write the book that revolutionized nonprofit strategic planning, we continue to evolve our methods to support the emerging challenges facing the social sector today.

**Nonprofit Mergers and Alliances:**

We have guided hundreds of mergers and partnerships to success, bringing out the best in organizations that hope to join forces. Drawing on the strengths and assets of all parties, we adapt our proven approach to restructuring a nonprofit organization for your specific needs. Our process gets you to a decision quickly but not hastily. We then help guide that decision to sound execution and post-deal integration.

- Collaborations
- Alliances
- Strategic Restructuring

**Organizational Development:**

Help your nonprofit – and every member of your team – reach their full potential. Through our nonprofit organizational development consulting, we adapt proven strategies to leverage your organization's unique culture and operations, helping you become stronger, more resilient, and more effective as you pursue your mission.

- Change Management
- Board & Leadership Development
- Cohort Based Learning Communities
- Training & Presentations
- Capacity Building



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**Mary Miller, MBA**  
**Mediator, Conflict**  
**Resolution Specialist,**  
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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 Master's degree in Business Administration majoring in Finance from Pace University.

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**Brooke Nuckles Gentekos**  
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Brooke Nuckles Gentekos and Rhianna Simes, M.S.Ed., take a holistic, collaborative, community-based approach to helping nonprofits succeed through staff and board training, grant writing, and growing the capacity of organizations to implement their mission.

**Rhianna Simes, M.S.Ed.**  
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Combined, we have over 27 years of experience working with nonprofits and we bring this wealth of experience, a genuine passion for the work, and a joy in collaboration with us to the table. We want to help your team grow assets for the future so that your organization can continue doing your work in the community and fulfill your mission.

<https://growingassets.mystrikingly.com/>

Growing Assets, LLC can support your organization through the following services:

- Grant writing
- Strategic planning
- Capacity building for Board, staff and volunteers
- Volunteer recruitment strategies
- Fundraising (virtual or in person) strategies and guidance
- Stakeholder Listening Sessions/ Focus Groups
- Keynote and Public Speaking
- Customized training
- Planning for action

Nonprofit client reference: *A Greater Applegate, ScienceWorks, Our Family Farms, Community Website Partnership*

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**Guy Perrin**  
**Coach & Consultant,**  
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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.

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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 partnership.

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**Kevin Preister, Ph.D.**  
**Center for Social Ecology**  
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**(CSEPP)**  
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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**  
**Rachelle Schaaf**  
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Rachelle Schaaf, M.A., is an organizational consultant to nonprofit, municipal, and corporate organizations. She has 20+ 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**  
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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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**Michelle St. Romain**  
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Michelle St. Romain Wilson has over 30 years of nonprofit management experience and offers fund development planning, federal and foundation grant application writing, program planning and management, event planning, and communication services. She has worked in the fields of social services, environmental stewardship, K-12 education, higher education, arts and humanities, healthcare, holistic health and wellness, and youth development. She brings training in trauma-informed care and resiliency building; equity, diversity, and inclusion; and principles of collaborative change management to her work. She has served on the boards of the Oregon Nonprofit Leaders Conference and the Women's Leadership Conference of Southern Oregon and has been a volunteer at local schools and community-based organizations

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**Debra “Debbie” Vought**  
**Lead Consultant**  
**Social Profit Matters**  
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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 nearly 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 and raised millions more in donations and in-kind resources. Additionally, she has 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, Rogue Valley 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. Vought is currently an active board member with Resolve Center for Dispute Resolution and Restorative Justice and the Jackson County Community Engagement Committee.

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.

**Matthew Witt, M.A.  
Consulting**

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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**

**Bob Lieberman  
President, Lieberman Group,  
Inc.**

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Lieberman Group, Inc. (LGI) is a training and consulting firm providing education and consultation designed to help organizations and regulatory entities:

- establish a foundational awareness of the latest science, research, and evidence about the impact of overwhelming stress and trauma, on children and throughout the life span;
- implement evidence based/supported systemic, organizational, and clinical strategies, mechanisms, and approaches that will improve systemic and individual outcomes; and
- translate the science into actionable and sustainable cultural and practice change.

LGI is headed by Robert E. Lieberman, President, with 46 years' experience working with youth with serious mental and behavioral disorders and their families. Mr. Lieberman is highly regarded statewide and nationally for his work in advancing trauma-informed care in policy and practice arenas, and for his extensive work providing trainings in trauma-informed care, Collaborative Problem Solving, the NEAR sciences, residential treatment clinical design and practice, and outcomes measurement. He founded LGI in August, 2017 upon transitioning from his previous role as CEO of Kairos/SOASTC, a multi-service children's mental health agency.

Mr. Lieberman is certified by Massachusetts General Hospital as a trainer in Collaborative Problem Solving (CPS); prior to leaving Kairos he provided multiple introductions to CPS and Tier 1 intensive Trainings. He is also certified by ACE Interface, a company headed by Robert Anda MD (designer and co-principal investigator of the ACEs study) as lead Master Trainer for four cohorts in southern Oregon.

Over the past 4 years he has delivered 65 trainings in this role and mentored over 50 individuals providing foundational awareness training of the Understanding NEAR/ACEs curriculum.

Since inception, LGI has provided 92 trainings and workshops, ranging up to three days for: managed care companies; schools; juvenile justice programs; state and local regulatory entities; a federally qualified health center; residential treatment programs; at

national and international conferences; early childhood, social service agencies, tribal services, and specialized service programs (including visually impaired, Latino population, intellectually disabled). Additionally, has provided coaching and consultation.

LGI is able to draw upon the expertise of other individuals in the field. It has a certified CPS trainer with five years' experience under contract, two others with extensive experience available for specific CPS trainings, and a certified NEAR Master Trainer with two decades experience as an educator available for specific and specialized trainings. Mr. Lieberman has long-standing relationships in the child-serving, mental health, educational, and social service systems nationally that he can draw upon to connect clients with additional resources and potentially engage for specific trainings and consultations.

### **TRAININGS/CONSULTATIONS**

Trainings provided by LGI, these can be tailored into workshops and consultations with differing points of emphasis or focus based on the needs. All trainings are available on-line or in person. All trainings and workshops can also be developed into modules delivered over a series of learning activities. Recording of all trainings can be made available.

- A. THE IMPACTS OF ADVERSITY AND RESILIENCE
- B. WORKING WITH HIGH ADVERSITY YOUTH AND FAMILIES
- C. TRAUMA-INFORMED CARE; UNDERSTANDING AND RESPONDING TO THE IMPACT OF ADVERSITY AND TRUAMA; TRAUMA-RELATED RESEARCH: ORGANIZATIONAL AND PRACTICE IMPLICATIONS
- D. WHY COLLABORATIVE PROBLEM SOLVING? AN OVERVIEW OF THE ESPONDING TO THE IMPACT OF SCIENCE AND INTRODUCTION TO CPS
- E. COLLABORATIVE PROBLEM SOLVING (CPS), TIER 1 INTENSIVE
- F. RESIDENTIAL TREATMENT
- G. SPECIFIC TRAININGS ON ALL ASPECTS OF SERVICES FOR YOUTH. FAMILIES. AND YOUNG ADULTS, as requested
- H. CONSULTATION AND COACHING:  
*Implementing Trauma-Informed Care in Organizations and Communities; Developing Resilience Skilled Communities; Establishing Trauma-Informed Cultures; Translating Science into practice, across public and private settings; Residential treatment-clinical and infrastructure design, policy, best practice; Short-term residential; Outcomes Measurement and Management; Organizational and non-profit Management; Tailored shorter trainings and coaching's; Executive leadership coaching*

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**Reba Smith, M.S.-  
Consultant in Behavioral  
Health & Trauma Informed  
Practice**

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Since 2014 when 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 Mental Well-Being; facilitated dozens of trainings across the country to non-profit mental health, substance abuse, and medical organizations on trauma-informed care; 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  
541-761-1259

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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.

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**For additional resources please visit *The Nonprofit Association of Oregon, Nonprofit Resources Directory*: <https://nonprofitoregon.org/>**