



## Licensed Consultants Directory

November 2011

### **Shannon Ammons**

Blackfish Strategies  
2531 Rocky Ridge Road, Suite 125,  
Birmingham, AL 35243  
Phone: (205) 824-4445  
Email: shannon@blackfishstrategies.com

Shannon joined Blackboard in 2009 as the Director of Curriculum Development. She became a partner in the firm in 2011 and specializes in developing Blackfish's knowledge database as well as designing and implementing assessments and evaluation tools and processes. She is responsible for Blackfish Strategies' efforts to capture information about the impact of its work and to learn from this information. She is also responsible for collecting useful capacity building techniques as well as innovative practices and sharing them with the nonprofit professionals we serve.

Shannon brings a wealth of talent to Blackfish. As an undergraduate student at Auburn University (1988-1992), she developed her analytical, strategic thinking and problem solving skills while earning her degree in Aerospace Engineering. Prior to Blackfish, Shannon worked in the for-profit sector as a District Manager and Regional Trainer for Gap, Inc. She was fortunate to have been part of the "boom" years of the Gap Brand, under the leadership of Mickey Drexler. Prior to the 1989, Gap had been a relatively small chain selling private and public brands, and then in 1990's made the dramatic shift to private brand merchandise and expanded rapidly to become the iconic part of culture, and the Gap Brand that we know today. Shannon gained professional experience in personnel, sales and marketing, special event management, strategy, and corporate training.

This training experience coupled with her interest in public service led her to the field of nonprofit leadership training and consulting. Shannon has provided technical assistance and consulting to Girl Scouts, Meals on Wheels, Greater Birmingham Humane Society, TEARS - Temporary Emergency Animal Relief, MENSA, Optimist, Ruritan, Civitan International, Hand in Paw, Leadership Georgetown, Kiwanis, Rotary, the Frances P. Bunnelle Foundation, Alabama Association of Nonprofits, and Leadership Montgomery. Her clients have experienced improved governance and program outcomes, growth in funds raised in special events, and significant improvements in volunteer recruitment and retention. Shannon has facilitated numerous trainings to nonprofit audiences throughout the southeast. She has assisted with curriculum development and programmatic measurements for more than 100 nonprofit organizations.

Ms. Ammons is a certified MBTI instructor, she is able to administer and interpret the Myers-Briggs Type Indicator® (MBTI®) assessment. Our clients find Shannon's expertise most beneficial during strategic planning and team-building across diverse nonprofit operations and functions. Blackfish Strategies uses the MBTI with our executive coaching clients, nonprofit leadership bootcamps, and team-building workshops.

Shannon is an active volunteer in her community. She is in the upcoming class of Leadership Vestavia Hill (Class of 2012). Shannon is a member of the board of directors of Civitan, a coordinating volunteer for One Vestavia, a past member of Pinnacle Bank Advisory Board, and is a certified Disaster Relief Team Member with the United Methodist Church. Shannon's husband, Steve, is a member of the city council of

Vestavia. Together they have two children - - Denver and Will.

**Felicia Benjamin**

GLOBAL Strategies, LLC  
14440 Cherry Lane Ct. Suite 114  
Laurel, MD 20707  
Phone: 240-786-7130  
Fax: 210-579-1999  
Email: [felicia@globalstrategiesllc.net](mailto:felicia@globalstrategiesllc.net)  
[www.globalstrategiesllc.net](http://www.globalstrategiesllc.net)

Felicia Benjamin has more than 15 years of nursing and quality improvement experience in both clinical and administrative settings. She is currently Co-founder and Chief Operating Officer for Global Strategies, LLC (GLOBAL) and Global Business Partnerships and Solutions (GBP-S). Ms. Benjamin oversees internal program development and external consulting services, including performance management, strategic planning, grant-writing, program development, and program evaluation for nonprofits, for-profits and government agencies. Ms. Benjamin, a Registered Nurse, has provided services for a broad range of hospital systems, government agencies (HHS, ONC, CMS, VA, etc.) community health care centers, human service providers, and Safety-Net programs. Her primary areas of expertise include quality and process improvement, performance measure development, reporting, data analysis and evaluation, and regulatory compliance. Ms. Benjamin has been featured as a facilitator, speaker and trainer at local and national events for a variety of performance management topics for organizations like the Maryland Nonprofit Association, The Medicaid Health Plans of America's Annual Member's Conference and other local nonprofit organizations. Ms. Benjamin is currently certified as a Professional in Healthcare Quality (CPHQ) and she holds the distinction of being a Project Management Professional (PMP). Ms. Benjamin obtained a Bachelor of Science in Nursing from University of Maryland at Baltimore and an Executive MBA from the University of Maryland, University College (UMUC).

**Terry Berg**

Terry Berg Solutions, Inc.  
311 Spruce Avenue  
Edgewater, MD 21037  
Phone/Fax: 410.974.9695 Cell: 410.507.2811  
Website: [www.tbergsolutions.net](http://www.tbergsolutions.net)

Terry Berg has an unusual depth and breadth of experience. During her eight-year career in development, she has assisted a variety of organizations with strategic planning, fundraising planning, training, grant writing, interim development office management, and assistance with managing as well as marketing and public relations tasks. While employed by the Chesapeake Bay Foundation, Terry led the development staff to meet an annual fundraising goal of \$9 million while helping the organization to meet a \$60 million campaign goal. Her clients are primarily small to mid-sized nonprofit organizations.

Her 25 year career in education and training honed the analytic, management, and communications skills required to assess needs and move organizations and individuals forward to achieve their goals. As Training Manager for Wartsila Diesel of Finland, Terry traveled widely helping to establish the operations divisions of this global company. Terry is on the faculty of the Maryland Association of Nonprofit Organizations and the Anne Arundel Community College Nonprofit Management Program. She also provides training through the Community College's Workforce Solutions Program. She currently serves on several boards including the United Way Partnership, Family and Children's Services, and the American Business Women's Association.

**Mark C-B Brunswick**

500 N. Rodney St. Suite 7  
Wilmington, DE 19805  
Phone: 302-482-9059  
Email: [markc-bbrunswick@comcast.net](mailto:markc-bbrunswick@comcast.net)

Mark C-B Brunswick is an Organizer, Researcher and Registered Lobbyist in the Delaware General Assembly. His consulting practice, MB Associates, focuses on Private Sector/Community/Government Relations.

Mark works with communities in the areas of Capacity Building, Development, Health Care and issues related to Prisons, Policing and Justice System

Reform. As a Registered Lobbyist he works on Open Government, Health Care, Public Transportation and Justice System Reform. Mark works with university level researchers on communities and policing issues. Mark served as Director of Education for the Delaware chapter of the A. Philip Randolph Institute, a national organization based in Organized Labor and focused on strengthening Community and Labor relationships for advancing social justice for fifteen years. During his tenure the chapter became recognized for its work in community education, voter participation, legislative lobbying and coalition building.

Mark is available for local, regional and national projects.

**Allison Black Cornelius**

Blackfish Strategies  
2531 Rocky Ridge Road, Suite 125  
Birmingham, AL 35243  
Phone: (205) 824-4445  
Email: [allison@blackfishstrategies.com](mailto:allison@blackfishstrategies.com)

Allison Black Cornelius is the President of Blackfish Strategies, formerly Blackboard Consulting. Her work includes a professional speaking and training tour that numbers over 100 public appearances each year to private nonprofits, leadership groups, faith-based organizations, students, physicians, law enforcement, counselors, legal professionals, government groups, and business groups nationwide. She also lectures regularly for counseling, leadership, women's issues, and special education classes at some of America's most prestigious colleges.

Allison is also well known for her work on public policy relating to families and is regularly called upon to assist community groups in their efforts to establish effective and creative private-public partnerships. She trains non-profit, faith-based, and government groups on board development and private/public economic development initiatives. She has extensive experience and a special interest in working with and training faith-based groups. She has trained thousands of board members of both nonprofit and for-profit corporations and has assisted the policy offices of twenty-three U.S. Governors. She assisted with the writing, organization and passage of Megan's Law in thirty-six states (including the original legislation in New Jersey), Alabama's Constitutional Amendment for Victim's Rights, and the legislation that created the

Alabama Department of Children's Affairs. She architected the Office of Faith Based and Community Initiatives for 23 United States Governors, helped organize Court Appointed Special Advocate (CASA) programs in three states and has trained and recruited families for state therapeutic foster care programs.

In 1998 she worked with AFRA to help them develop fair "move-away/relocation" legislation to protect parents. She also completed a collaboration between Children's Trust Fund and the Supreme Court Center for Dispute Resolution to design and implement Truce Talks - - a mediation program for embattled divorcing or never-married parents. Allison received recognition from HHS Secretary Dr. Wade Horn for this program and was invited to present the program at two national Health & Human Services conferences in Washington D.C.

Ms. Black Cornelius has received awards and recognition from groups including: Girl Scouts Women of Distinction, National Crime Victim's Commission, the Adolescent Psychiatric Nurse's Association, National Chamber of Commerce, National Association of Professional Speakers, Civitan, Rotary, Kiwanis, United Way, Parents Anonymous, NOW, and the President's Commission on Families and Children. In 1998 she was one of ten leaders selected by the National Junior Chamber of Commerce for their 72nd Annual Ten Outstanding Young American's Award - former recipients include Ronald Reagan, John F. Kennedy, and General Colin Powell. She has also appeared on several national talk shows including Oprah Winfrey, Phil Donahue, Nancy Grace, MSNBC, and Larry King Live. In February 2001 she was honored by being invited to speak to the First Lady and all 50 Governor's wives and husbands of the United States at the Kennedy Center in Washington. In 1996 she was selected to run the Olympic Torch by the Atlanta/Birmingham Committee for the Olympic Games. She is the youngest person to win the Mervyn H. Sterne Award which is presented annually by the Board of Directors of the United Way of Central Alabama to the individual having the most significant impact on the financial success of a United Way Campaign (presented to her in 1996 for a campaign that raised over 23 million dollars in the Birmingham and five-county area surrounding it). In May, 2008, she was chosen as the Citizen of the Year in Vestavia Hills, Alabama.

Allison began her advocacy career as a volunteer working with abused children in 1988 at an Exchange Club Family Skills Center. She was one of the first graduates of United Way of America's Project Blueprint, a governance training initiative for women and minorities. Allison served as Director of Development for Prescott House (a child advocacy center) and 4 years as Director of Development and Community Relations for Family and Child Services (now Gateway). In 1998 after completing a two-year national speaking tour she relocated her family to Montgomery, Alabama to work for the Children's Trust Fund where she was appointed by the Governor as Deputy Director. This included organizing several special events for the First Lady and General Colin Powell's Alabama's Promise event in Birmingham, Alabama.

In 2001 she returned to consulting full-time in her own consulting company BlackBOARD - - specializing in training government, community and faith based organizations in governance, charitable choice, board development, strategic thinking, fund development, leadership, and social marketing. She is known as one of the country's leading nonprofit turn-around and strategic realignment consultants. Blackboard's name was sold in 2011 and the firm re-launched under the name Blackfish Strategies.

Allison serves as immediate past Chair of the Alabama Veterinary Medical Foundation and is currently on the Vestavia Hills Parks and Recreation Foundation Board. She has also served as Governance Chair on the Board of Hand in Paw in Birmingham. She continues to advocate on behalf of Alabama's most underserved children and currently mentors more than 30 severely disturbed adolescents and their families one-on-one.

Allison and her husband Jeff live in Vestavia Hills, Alabama with their four rescue dogs. Together they have five children: Lauren, Robin, Anne Campbell, Ross, and Roman. Allison is an avid golfer and self-confessed nonprofit junkie who loves animals, hiking, swimming, and the arts.

### **Demetrius Crane**

Soldout2Christ Inc. d/b/a Accounting & Consulting for Nonprofits  
P.O. Box 536872, Orlando, FL 32853  
Phone: 407.892.3439 Toll-free: 1.866.276.2700  
Cell: 407.552.9717

Email: [info@soldout2christ.com](mailto:info@soldout2christ.com)  
Website: [www.soldout2christ.com](http://www.soldout2christ.com)

Demetrius Crane is the founder/president of Soldout2Christ, Inc. which provides accounting and consulting services to nonprofit organizations. With over 10 years of experience, Demetrius' expertise is in the growth and financial management of nonprofit organizations. Demetrius has a BA in Accounting from Dillard University and a Masters in Business Administration from NOVASoutheastern University. Demetrius has worked closely with owners/board members of various nonprofits, such as, churches, schools and charitable agencies with budgets of \$100K to \$5M. Her overall mission is to help organizations perform in excellence through internal controls and financial management.

### **Lisa DeGori**

Associates for Non Profit Success, LLC  
72 East Holly Ave, Suite 112  
Pitman, NJ 08071  
Phone: 856-617-1788  
Email: [lisa@afnps.com](mailto:lisa@afnps.com)  
[www.afnps.com](http://www.afnps.com)

Lisa DeGori established Associates for Non Profit Success, LLC a business services and management consulting firm in 2007 in order to enable organizations to focus on its mission and realize its vision. Lisa has 25 years of work experience in Finance, Human Resource and Organizational Management. Additionally, she has served on a variety of boards filling volunteer positions and raising donation and grant-based funds for local nonprofit organizations. Lisa currently volunteers as a Peer Reviewer for the Pennsylvania Association of Non Profit Organizations, Standards for Excellence. She earned an E.M.B.A from St. Joseph's University Haub School of Business and B.S. in Accounting from Eastern University.

### **Susan Detwiler**

2405 Rambler Road  
Wilmington, DE 19810  
Phone: 302-463-0327  
Email: [sdetwiler@detwiler.com](mailto:sdetwiler@detwiler.com)  
[www.detwiler.com](http://www.detwiler.com)

Susan Detwiler brings more than 35 years of for-profit and nonprofit management and consulting

experience to her clients, focusing on mission driven planning, management and fundraising. In 2002 she closed her for-profit information consulting firm to become Executive Director of the Hillel Foundation at University of Delaware, successfully increasing student participation and community financial support. She turned to nonprofit consulting in 2007.

Guiding two organizations through their first accreditations, Susan used the process to strengthen the boards and management staff. She has served as interim executive for two private schools and an environmental organization; provides coaching to executives and board presidents; serves as fundraising counsel; and regularly conducts board retreats for organizations such as the Delaware Governor's Advisory Council on Hispanic Affairs.

Susan is a member of the Governance Subcommittee of the Future of the Nonprofit Sector in Delaware initiative, Co-Chairs the Grant Committee of the Delaware Fund for Women, and is coach for the Partnership for Excellence in Jewish Education. She is a frequent speaker at non-profit conferences, including Association of Fundraising Professionals and New Jersey Association of Independent Schools. She earned her BS from State University of New York at Albany, and MBA from University of Michigan.

### **Susan Eriksen-Meier**

Susan Eriksen-Meier Consulting, LLC  
US Mail: P.O. Box 7936  
Jackson, WY 83002  
Shipping: UPS or FedEx:  
2003 Hidden Ranch Loop  
Jackson, WY 83001  
Phone: 307-690-7781  
Email: [susan@susaneriksen-meier.com](mailto:susan@susaneriksen-meier.com)  
[www.susaneriksen-meier.com](http://www.susaneriksen-meier.com)

For over twenty years Susan Eriksen-Meier has been a recognized leader in Jackson Hole nonprofit community. Following her roles in executive organizational leadership, government grant management and community foundation operations, she offers grounded, practical solutions to complex planning and operational projects. Susan Eriksen-Meier Consulting specializes in organizational assessment, strategic planning, training, grant writing, funding research, community needs assessments, board development, and project management. Susan holds a Masters degree from Antioch New England Graduate School, a Bachelors

degree from the University of Massachusetts and is a graduate of the Excellence in Nonprofit Management Certificate Program through the University of Wisconsin.

### **Rose Mary Fry**

RMF Consulting  
San Antonio, TX 78248  
Phone: (210) 508-5028  
[rmfconsulting@att.net](mailto:rmfconsulting@att.net)

Rose Mary Fry has 35 years experience in the education, nonprofit, and for profit sectors. Her current position is founding Executive Director of the Texas Nonprofit Management Assistance Network, a 501(c)(3) organization that help identify and meet the needs of Texas nonprofits through work with nonprofit resource centers and academic providers in Texas. Previously, she was Executive Director of the Nonprofit Resource Center of Texas in San Antonio -- the oldest resource center in the state and one of the largest in terms of budget and staff. Her special interests are organizational change, the intersection of the nonprofit and for profit worlds, and facilitation of small and large group meetings. She has been involved in the nonprofit sector as a volunteer for approximately 25 years with particular interest in the arts, education, and women and children's issues.

Rose Mary serves as Board President of ACCION Texas, the largest microlender in the country, a board member of Impact San Antonio, a woman's giving circle, and a member of San Antonio 100. Previously she served as Board President of Impact San Antonio, Texas Public Radio, Say Si, the Hollow at Inwood Homeowners Association, and Chair of the National Alumni Advisory Board for Ohio Dominican University in Columbus, Ohio. She is a graduate of Class V of the Masters Leadership Program in San Antonio and Bexar Counc. Rose Mary Fry is a native of Ohio and she received an undergraduate degree in Elementary Education from Ohio Dominican College and a graduate degree in Staff and Organizational Development from Ohio State University in Columbus, Ohio.

**Jeane Gaiennie**

P3Consulting, LLC  
801 Latchmere Court, Suite 202  
Annapolis, Maryland 21401  
Phone: 410.266.9278  
Fax: 410.266.6131  
Email: [jeane@gop3consulting.com](mailto:jeane@gop3consulting.com)  
gop3consulting.com

Jeane Gaiennie is a managing partner of P3Consulting, an organizational development and design consulting firm. She oversees the firm's strategic planning, change management and marketing communications practice.

Jeane has 15 years of marketing communications experience, and more than 20 years of management and operations experience in which she has applied organizational development best practices and principles. Jeane has worked for, and with, public, private and non-profit organizations as a senior manager and consultant leading people through change and managing a broad range of programs, projects and initiatives.

Jeane has consulted on a variety of projects focused on building and developing strong organizations. In 2008, she developed a new performance management program for DBConsulting Group, Inc., a 400-person firm which serves numerous federal agencies and commercial businesses. In 2003, she worked with the Johns Hopkins Urban Health Institute leadership and representatives from nine community organizations to develop and implement a strategic plan for the East Baltimore Technology Resource Center, a start-up non-profit focused on workforce development and training. Jeane was involved in every aspect of the project to include program design, board selection, fundraising, community outreach and facilities construction and operations.

Prior to joining P3Consulting, Jeane was the Associate Director of Development for the Paralyzed Veterans of America; she guided the creative and strategic direction of two fundraising programs, which reached out to more than 3 million donors monthly and generated 80% of the organizations then \$100 million dollar operating budget.

Jeane earned a Bachelor of Fine Arts from Ball State University and a Master of Business Administration in Management from Johns Hopkins University. She is

a certified 360 Solutions training and facilitation consultant. Jeane is active in her community; she has served as board member and volunteer with various organizations including Anne Arundel County Department of Social Services, Anne Arundel Literacy Council, AmericaSpeaks, Martha's Table, Maryland Association of School Librarians, Maryland Therapeutic Riding Association and United Way National Capital Area.

**Celeste Garcia**

Name: Vision Consulting  
1200 Juniper Street, NW  
Washington, DC 20012  
Phone: 202.250.5166

Celeste is the president and founder of Vision Consulting LLC, a District of Columbia-based consulting firm that helps government and nonprofit organizations ensure their processes, structure, technology, and people are aligned to meet strategic goals. Celeste has expertise in strategic planning, program and process analysis, meeting design and facilitation, and training development and delivery. Prior to forming Vision, Celeste spent ten years in PricewaterhouseCoopers's government practice leading change and reengineering projects for federal government agencies, such as HUD, the US Department of Commerce, and the Census Bureau. She then served as Managing Director of Consulting Services at Ivy Planning Group, a firm that provides strategic organizational solutions and diversity strategy to private, nonprofit, and public sector organizations. Some of her recent engagements include leading the strategic planning process for the Prince George's Child Resource Center, developing a performance management process for the Jackson Heart Study in Jackson Mississippi, directing an assessment of differences between the average performance ratings for Caucasian and African American employees at a Federal agency, and providing process analysis and facilitation services to a unit of AARP. Celeste earned her Master of Public Policy from Harvard's Kennedy School of Government and her B.A. in Economics from Harvard College. She is a member of Leadership Greater Washington's class of 2009.

### **Sandy Goff, CFRE**

Hill Country Memorial Hospital Foundation  
PO Box 1339  
Fredericksburg, Texas 78624  
Phone: 830.990.6628  
Website: [www.hcmhs.org](http://www.hcmhs.org)

Sandy Goff is a native of Texas. She is CFRE and a recognized leader in nonprofit management with over 26 years of experience, the last 13 years as an executive managing healthcare foundations. She specializes in strategic fundraising, financial management, capital campaign readiness and “overall best practice” management. She currently serves as a board member on the Texas Nonprofit Management Assistance Network and has been active with the North Texas Non Profit Management Association and the Estate Planning Council. She is a member of the National Committee on Planned Giving, the Association of Healthcare Philanthropy, and the Association of Fundraising Professionals. She is currently completing a 52 hour course as a certified financial gift planner and has qualified to take the FAHP exam. She has a proven fund development resume as a professional as well as an extensive volunteer background in fund raising. This experience has enabled her to speak the language from “both sides of the fence.”

### **Philip Hahn**

City: West Seneca, NY 14224  
Phone: 716.480.8883

Phil Hahn has over 30 years management experience in industry, and over 10 years experience in nonprofit board leadership and management. He has expertise in the areas of Business Process Management, Operational Excellence methods and standards, Group facilitation, Project Management, and Telecommunications Engineering. Phil retired from Verizon Inc. in 2003. He is Past-president of the board of the Buffalo Alliance for Education, and a member of the Executive Board of the Western New York Chapter of the Verizon Pioneers, which is a member of the TelcomPioneers. Phil is an active school volunteer, involved in various educational initiatives and community activities. Phil holds a BS in Electrical Engineering from the University of Buffalo, an MBA from St. Bonaventure University, and completed the Administrative Management Certification Program from the Institute for Nonprofit Agencies, University of Buffalo, School of Social Work.

He is President of PNH Associates, a Management Consulting firm advising non-profits and other organizations.

### **Donna Handley**

Lampstead Solutions  
5184 Caldwell Mill Rd.  
Suite 204-182  
Birmingham, AL 35244  
Phone: (205) 610- 9560  
Email: [donna@lampsteadsolutions.com](mailto:donna@lampsteadsolutions.com)  
[www.lampsteadsolutions.com](http://www.lampsteadsolutions.com)

Donna M. Handley, Ph.D. is the Principal and President of Lampstead Solutions, which is a management consulting firm that specializes in nonprofit agency assistance. The Lampstead mission is “*Helping Others Shine*” as we strive to empower, engage, and inspire agencies in the provision of services to others.

At Lampstead Solutions, we seek to

- **Empower** agencies by providing the knowledge base to successfully link theory and practice that leads to a unique advantage in the nonprofit sector
- **Engage** agency Board and Staff members as they work to enhance organizational performance and communications
- **Inspire** Board and Staff members both collectively and individually to renew their enthusiasm for the agency and its impact in the world, which will thereby boost their productivity

Donna’s background includes expertise and experience in both the nonprofit and local government arenas. Donna most recently worked as an Associate Professor of Public Administration in the University of Alabama at Birmingham Master of Public Administration (UAB MPA) program, where she worked with area professionals, conducted research, and taught nonprofit essentials in areas including financial management, marketing, fundraising, administrative leadership, and intergovernmental relations. In her faculty position at UAB (2004-2011), Donna worked with local nonprofit agencies in need of assistance and coordinated student projects to meet the agencies’ needs and provide students with practical experience. As a result, agency marketing plans, financial assessments, marketing materials, and other items were produced under her oversight. Donna also received grant funding in support of several research projects, which included the areas of a) federal-local funding relationships and the

Community Development Block Grant Program and b) the recruitment and retention of women in the fields of science, technology, engineering, and mathematics. Her most recent research project assessed the role of Facebook in nonprofit marketing and fundraising. She has also published her work in numerous journals in the field of public administration and public policy.

Prior to her work with UAB, Donna worked for the City of Auburn (1998-2004) where she gained experience in the Departments of Economic (and Community) Development, Human Resources, and Public Works. Her most significant work experience in Auburn was her work with the Economic Development Department; as Assistant Director of Economic Development, she managed the Community Development programs at Auburn, including their Community Development Block Grant (CDBG) program and Affordable Housing projects. Donna obtained her Ph.D. in Public Administration and Public Policy from Auburn University in 2003 while she was employed with the City of Auburn. She also has a Master of Public Administration degree (1998) and a Bachelor's degree in English (1995) from Auburn University.

Over the years, Donna has been involved with various nonprofit agencies by serving in leadership positions that range from human services to professional associations. She is a member of the American Society for Public Administration (ASPA) and is currently Past Chair of the Southeastern Conference for Public Administration (SECoPA). She is a past President of the Greater Birmingham ASPA Chapter. Donna also volunteered for United Way of Central Alabama for several years and served as the Chairperson for Agency Reviews between 2007 - 2010. Currently, Donna serves as an Advisory Council Member for the Spirit of Hope Youth Ranch. Lampstead Solutions is currently working with the O'Neal Foundation to help fulfill its mission of *providing support, education, and assistance to nonprofit agencies*. Partner agencies include First Light, Hand In Paw, Spirit of Hope Youth Ranch, and CASA of Jefferson County.

Services provided by Lampstead Solutions include training and assistance in the following areas:

- Training and Leadership Development Services
- Management and Leadership for Executive Directors, Boards, and Staff
- Intergenerational Management
- Managing and Motivating the Millennial Generation
- Leadership for the Common Good

- Empowering and Improving Leadership Skills for Women
- Intergovernmental Relations between Federal, State, Local governments
- Board and Staff Training and Retreats
- Strategic Planning and Positioning
- Formation of Nonprofit Organizations
- Marketing Plans
- Fundraising Plans and Assessments
- Financial Management Techniques and Tools
- Program Evaluation and Assessment

**Zelda Holcomb, Ph.D.**

Holcomb Associates, LLC

9540 Longlook Lane

Columbia, MD 21045

Phone: 410-884-0540

Fax: 410-884-0940

Email: [zholcomb@holcombassociates.com](mailto:zholcomb@holcombassociates.com)

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

Dr. Holcomb, who began her 40-year education career, teaching middle school math and science, has since worked in various capacities within the field of education. She has held senior management positions in the New York State Education Department, the Baltimore City Public Schools, various universities and colleges and in the corporate arena, with Metis Associates, a comprehensive consulting company and as General Manager and Operations Vice-President for Edison Schools, Inc. in Baltimore, Maryland.

Dr. Holcomb is the former Chief of Accountability and Research Officer for the Baltimore City Public Schools and Assistant Commissioner for Instruction and Program Development in the New York State Education Department. Dr. Holcomb has a broad background in Education including research and evaluation and the use of data in school settings to improve the instructional process. She has established an independent education consulting company, Holcomb Associates, LLC and is currently involved in a number of program evaluation and program development projects in Maryland school districts.

Dr. Holcomb earned a bachelor's degree in elementary education from SUNY Plattsburgh, a master's degree in education psychology from the College of St. Rose, and a Ph.D. in educational research and evaluation from the Ohio State University. She is permanently certified as a classroom teacher, building administrator and central office administrator. She is a member of the

American Evaluation Association, American Educational Research Association and the Association for Supervision and Curriculum Development.

Dr. Holcomb received numerous professional honors and has served on many community boards, including the Schenectady YWCA, the Schenectady Child Guidance Center, the Baltimore Chapter of the American Heart Association, and the Columbia Tennis Committee. She currently serves on the Board of Directors of the Utica Mutual Insurance Company and the Board of Trustees for the College of St. Rose.

### **Thomas K. Hyatt**

SNR Denton US LLP

1301 K Street, N.W. Suite 600 East Tower  
Washington, DC 20005

Work: (202) 408-3947

Fax: 202.336.5239

Website: [www.snrrenton.com](http://www.snrrenton.com)

Tom Hyatt is a Partner at Sonnenschein, Nath & Rosenthal LLP and is based at the firm's Washington, DC office. His practice focuses on corporate and tax-exempt organization issues for nonprofits. He represents organizations including public and private hospitals, academic medical centers, provider associations, advocacy groups, educational organizations, associations of nonprofits, and membership organizations in such matters. He frequently works with nonprofit governing boards and board committees to address such issues as regulatory compliance, fiduciary duty, conflicts of interest, bylaws development and revision, senior management compensation and benefits, CEO transition, fund raising, lobbying and political campaign activity, board development, membership matters, corporate restructuring, mergers and joint ventures.

### **Tatia W. "Tay" Knight, CPA**

Wilson, Price, Barranco, Blankenship & Billingsley, P.C.

3815 Interstate Court  
Montgomery, Alabama 36109

Phone: 334-260-2384

Fax: 334-274-1584

Email: [tknight@wilsonprice.com](mailto:tknight@wilsonprice.com)

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

In her twenty-year career, Tay Knight has been intrinsically involved in all aspects of foundations,

health and welfare organizations, social service agencies and membership organizations as they strive to fulfill the mission and long-term vision of their organizations. Wilson Price provides a holistic approach to the not-for-profit sector by providing audit, accounting, consulting and tax services customized to each not-for-profit's unique situation. As a shareholder of Wilson Price, Tay serves as the co-leader of the firm's assurance division and as the leader of the not-for-profit practice group. Tay also serves on the firm's Accounting and Auditing Committee, the group charged with quality control assurance, and on the team that performs peer reviews of other CPA firms throughout the United States.

Tay has worked with not-for-profits with revenues that range in size from \$40,000 to \$50 million. She is also qualified to audit not-for-profits that receive federal funding. This experience provides a unique perspective of the challenges that not-for-profits and board leaders face in making strategic management decisions while remaining fiscally responsible. Tay provides internal training at the firm in the areas of board leadership, leveraging community contacts, and fiduciary responsibility. She serves on the Montgomery Area Family Violence Program, Family Sunshine Center Foundation as well as the Auburn University Women's Philanthropy Board. She also co-founded Wilson Price Connections, an initiative focused on the career development of women. The initiative encompasses education, recognition and business development for female professionals, while also promoting interaction through community service projects

### **Sharon Walker McCall**

Resource & Fund Development, LLC

11550 Newcastle Ave.

Suite 202

Baton Rouge, LA 70816

Phone: (225) 293-4799

Fax: (225) 293-4796

Email: [rafdllc@yahoo.com](mailto:rafdllc@yahoo.com)

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

After working over 25 years in the nonprofit sector, Sharon Walker McCall founded Resource & Fund Development, LLC, and provides consulting services:

- Programmatic areas - Arts, Health, Substance Abuse Prevention, Community Development/Housing/Organizing, HIV/AIDS and Youth Development;

- Strategic areas - Human Resource, Program Development and Evaluation, Board Governance, Fund Development/Fundraising/Grant Seeking, Policy/Advocacy, and Communications/Public Relations/Marketing;
- Organizational development - Organizational Assessment, Leadership, Management-General, Strategic Planning;
- Organizational structure - faith-based and emerging as well as mature organizations; and
- Community Engagement/Facilitator/Presenter. The Rapides Foundation announced in 2010 that Sharon had been selected to be included in the Nonprofit Works consultant pool for Community Development Works, a capacity building project of the foundation. Her responsibilities include providing consulting services on implementing an organizational development and governance plan, which is tailored to meet the organization's individual needs and to build organizational and board capacity; and assisting the organization to prioritize issues. In addition, Resource & Fund Development, LLC was selected by NeighborWorks America in 2010 to be included in a pool of contractors who provide consulting, training and other technical assistance. McCall earned a Bachelor of Science in Journalism with an emphasis in public relations from the University of Southern Mississippi and a Master of Science in Communications from the University of Louisiana at Lafayette with an emphasis in public relations. Sharon completed her thesis on the practice of stewardship and its role in the fund raising process. Sharon has also completed coursework in nonprofit management at Southern University and A&M College's Nelson Mandela School of Public Policy and Urban Affairs. She is founder of Community Partners, which is a non-profit organization that focuses on building knowledge of and participation in the philanthropic process in communities of color.

**Ana-Astrid Molina**

Phone: 240-426-0128

Email: aamolina@comcast.net

Ana-Astrid Molina is an entrepreneurial, results-oriented, bilingual (English/Spanish) executive: specializing in nonprofit management to enhance the organization's relevance and impact in the community. With over 20 years of experience in nonprofit administration, from a start-up to a midsize

performing arts organization, Ms Molina has expertise in the non-profit incorporation process, *acquisition* and maintenance of the IRS 501(c)(3) nonprofit status, board development, strategic planning, budget planning, fundraising strategies, arts program evaluation, creation and implementation of outreach programs, and hiring and supervising paid and volunteer personnel.

Ms. Molina obtained a Licentiate (M.S. equivalent) in Food Science and Technology from the Central University of Venezuela in Caracas, and worked as the Head of Quality Control for Govella, a processed meat manufacturer. Since an early age she also studied music at the Padre Sojo Music Academy. Her interest in art led her to volunteer for several years at the prestigious José Antonio and Carmen Calcaño Cultural Foundation. When Ms. Molina moved to Maryland, she worked as a Scientist at the American Type Culture Collection, a world renowned nonprofit biological resource center and research organization; and later as the Executive Director of Coral Cantigas, the only nonprofit Latin American choral organization in the Washington D.C. metro area. Ms. Molina's background and working experiences provides her with a unique expertise, combining the analytical skills of a scientist and the creativity of an artist.

Ms. Molina currently serves on the Board of Directors of Glorystar Culture and Education Foundation, the Marketing Committee and the Executive Ball Awards's Selection Committee of the Arts and Humanities Council of Montgomery County, and the Music Programs Grant Panel of the Maryland State Arts Council.

**Bill Musick**

1050 Bishop St. #542

Honolulu, HI 96813

Phone: 808.942.0405 Fax: 888.942.0409

Bill Musick is principal of Tower Hill Resources, an affiliate of The Corridor Group. He has a special interest in working with chief executives and boards of directors of all public benefit organizations to achieve new levels of effectiveness in governance and leadership.

Bill has over 20 years of experience in health care operations management, project management, and financial and systems analysis. He is an expert in feasibility analysis of hospice care centers and

strategic positioning of health care services. After a career in banking, where he was Vice President of Systems Integration for one of the country's largest financial institutions, he has worked extensively with the continuum of healthcare services, bridging inpatient hospital services and a variety of community-based services, especially hospice and services to people living with HIV. Bill has consulted and provided interim leadership for hospices across the country. He has managed two end-of-life care facilities in San Francisco, serving as Executive Director during the capital campaign and construction of one of the two facilities. He presents nationally on issues related to board development and end of life care facilities.

Bill is a graduate of the Stanford Graduate School of Business and the U.S. Air Force Academy. He has completed additional graduate studies as a Fulbright Scholar at the University of Geneva, Switzerland. He has served on the boards of St. Luke's Hospital (San Francisco), Sutter VNA & Hospice Foundation, and the San Francisco AIDS Foundation; and as an appointee to the California State HIV/AIDS Planning Group. Bill has a BS. in Management an MBA and has done post graduate work in international studies.

### **Joy O'Neal**

The O'Neal Foundation  
2500 Mountain Brook Parkway  
Birmingham, AL 35223  
Phone: 205-223-1362  
Fax: 208-575-1707  
Email: [joyoneal@aol.com](mailto:joyoneal@aol.com)

Joy O'Neal earned her MPA from UAB (nonprofit specialty) in 2010. She is a certified instructor through the Certified Horsemanship Association and is also certified through Greg Kersten's OK Corral Series to provide equine assisted family counseling and teambuilding. She is a member of the Association of Professional Humane Educators, ambassador of the Red Rover Readers program, representative of the Black Stallion Literacy Project, and serves on the Regional Leadership Council for Alabama Nonprofits and the United Way of Central Alabama's Visiting Allocation Team. She was recently awarded the John Phillips award by the Greater Birmingham Humane Society for her work with Spirit of Hope Youth Ranch. Joy currently serves on the boards of The O'Neal Foundation, Spirit of Hope Youth Ranch,

Hand-in-Paw, First Light, the Mustard Seed Society, and Campus Ministries at UAB.

### **Yvonne Petersen**

Name: Beyond Visions Foundation  
PO Box 6518  
St. Thomas, Virgin Islands 00804  
Phone: 340.771.5556  
Website: [www.beyondvisions.org](http://www.beyondvisions.org)

Executive Director of the Beyond Visions Foundation, Yvonne brings 21 years of experience in nonprofit management & operations. Beyond Visions Foundations provides a variety of services to the nonprofit sector in St. Thomas including serving as a fiscal agent and providing fiduciary sponsorship, funding research, grant writing, program development, and assistance in filing for tax-exempt status. She holds a BA in Business Administration from the University of the Virgin Islands.

### **Catherine Quinn**

3213 East Sierra Avenue  
Fresno, CA 93710-5918  
Phone: 559.298.2162  
Email: [Catherine@catherinequinn.net](mailto:Catherine@catherinequinn.net)

In her 18+ years of leadership, Catherine Quinn grew the California Health Collaborative from a regional focus with a \$500,000 budget to being a statewide organization with an annual budget of \$20 million. The Collaborative's programs successfully addressed teen pregnancy, nutrition and physical activity, tobacco control, and health insurance for children and pregnant women. The Collaborative continues to provide breast cancer screening in 44 of California's 58 counties and its California Breast Cancer Treatment Program, established in partnership with philanthropy, is now institutionalized as a state-operated program. Catherine has retired from the Collaborative to pursue an interest in nonprofit governance and a more flexible lifestyle but she continues her commitment to women's health as Chair of the California Office of Women's Health Policy Council. She is functioning as lead consultant for a California State University, Fresno project to build CBO sustainability and as Vice Chair of the Fresno Nonprofit Advancement Council.

**Dr. Sylvia Ritzel**

Name: Independent Consultant; Change Readiness Ambassador  
2074 Hannah Dr., Wentzville, MO 63385  
Phone: 636-327-5554  
Email: ChangeReadiness@live.com

Dr. Sylvia Ritzel demonstrates expertise in organizational leadership, with a special focus in the area of change readiness. She has a Doctorate in Organizational Leadership, a Master's degree in Management, a Bachelor of Science degree in Biology, with a minor in Chemistry. She currently serves on the FreeWay Foundation, Pillsbury College & Seminary, and Christian Civic Foundation's Board of Directors. Sylvia has over 20 of experience working in the corporate and nonprofit sectors combined. Sylvia is currently working on a new start-up venture, to help nonprofit organizations and for-profit businesses bring change readiness solutions to leaders at all levels of an organization. Sylvia enjoys writing, which includes strategic plans and helping prospective doctoral students with dissertations.

**Brigitte Rouson**

1521 Otis Street NE  
Washington, DC 20017  
Phone: 202.460.2025  
Email: rousonassociates@gmail.com

Brigitte Rouson is Principal Consultant of Rouson Associates, a consulting practice dedicated to a just society and vibrant communities. She brings more than 25 years of experience in the nonprofit and philanthropic sector, focused on building effectiveness. Previously, Brigitte served as senior consultant for Mosaica: The Center for Nonprofit Development and Pluralism; program director of Alliance for Nonprofit Management; senior consultant for Management Assistance Group; and a consultant with Maryland Nonprofits. Her work includes guiding strategic planning, Board and staff development, fundraising strategy and engagement. Brigitte has contributed to numerous publications – popular and professional – including Embracing Cultural Competency; Evaluating Capacity Building (Fieldstone Alliance, 2009); and Evaluation of Capacity Building: Lessons from the Field (Alliance for Nonprofit Management, 2004). She is a graduate of Howard University (B.A.), Georgetown University Law Center (J.D.), and University of Pennsylvania

(M.A., and all coursework completed toward a Ph.D. focusing on communications and culture experience.

**Beth Blanchard Schaffer**

3720 Ingomar Street, NW  
Washington, DC 20015-1820  
Phone: (202) 686-1415  
Email: [bethbschaffer@gmail.com](mailto:bethbschaffer@gmail.com)  
[www.SuccessfulOrgs.com](http://www.SuccessfulOrgs.com)

Beth Blanchard Schaffer is an independent consultant based in Washington DC, working for more than 25 years with community based nonprofits in education, mental health, social services and community development. Beth grew up in Pennsylvania and Madison, Wisconsin and most of her family still lives in the Madison area. Ms. Schaffer lived and worked for almost 20 years in the Silicon Valley region of California, working first as a fundraiser for a community foundation, a children's museum and a regional conservation organization dedicated to saving old-growth redwood forests.

In the early 1990s while directing a county-wide technical assistance program for the United Way of Santa Clara County, Beth earned a master's degree in organization development from the University of San Francisco. She launched her consulting practice in 1994 focused on organizational change and planning with boards of directors and staff leadership. In 1996, she moved to Washington to marry her college sweetheart who had lived in DC since graduating college in the 1970s.

Beth's clients in the Washington region have included: American Association of University Women ▲ Bethel House, Inc. ▲ City Lights School ▲ Laurel Advocacy & Referral Service ▲ Community Tax Aid ▲ Indian Health Service ▲ Maryland Vietnamese Mutual Association ▲ Suitland Family & Life Development Corporation ▲ Tappers with Attitude ▲ The Training Source ▲ The Corps Network ▲ University Continuing Education Association ▲ Washington Area Women's Foundation ▲ Women In Government.

**Eric Schmall**

Name: Center for Nonprofit Excellence  
323 West Broadway, Suite 501  
Louisville, KY 40202  
Work: 502.618.5329 Cell: 502.417.0018  
Fax: 502.317.2677  
Website: [www.cnpe.org](http://www.cnpe.org)

Eric has been in consulting and management for 35 years. For 20 of those years he worked as a management analyst, manager, and later as director of a Fortune 100 firm's (Providian Corporation) telecommunications systems. While at Providian, Eric was the only employee to have twice won that organization's highest associate honor, The Values in Action Award, for his leadership, teambuilding, and successful collaborative efforts.

After his tenure with Providian, Eric continued his career as a senior research analyst with a consulting firm, working as an organizational development specialist. During that time, he completed formal training in Innovative Associate's organizational learning process. He obtained his official Project Management Professional (PMP) designation from the Project Management Institute in 2000.

In 2001 Eric joined the Center for Nonprofit Excellence as Director of Consultation. Since that time he has successfully facilitated dozens of board and staff retreats, taught workshops on governance, planning, change, and project management, conducted team-building seminars, coached boards on improving their performance, and coordinated strategic planning processes for numerous nonprofits in the Louisville Metro, and Southern Indiana region.

Eric has published over a hundred articles on management issues and has been a contributing columnist to Louisville's Business First publication. He has taught as an adjunct professor in systems theory in Indiana University's MBA program and taught courses in Bellarmine University's nonprofit certification program.

In 2006, Eric earned his designation as a licensed consultant with the Standards for Excellence Institute®.

#### **Dr. Lise Ann Slatten**

Name: Right Place Management Consulting  
#10 Courtyard Circle  
Lafayette, LA 70508  
Phone: 337.257.7800  
Email: [liseanne.slatten@yahoo.com](mailto:liseanne.slatten@yahoo.com)

Dr. Slatten is currently a member of the faculty of the College of Business Administration at the University of Louisiana - Lafayette serving as an Assistant Professor in the Department of Management and the MBA program. In May 2009, she completed the

degree requirements for a doctorate in management at Case Western Reserve University in Cleveland, Ohio. Her dissertation examined the effectiveness of nonprofit certification and accreditation, with a specific focus on the Louisiana Association of Nonprofit Organization's (LANO) Standards for Excellence® program. Sections of the dissertation have been presented in whole or in part at several academic conferences including the Annual Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference (2007, 2008 and 2009), the Academy of Management Annual Conference (2008 and 2009), and the Case Western Reserve University Nonprofit Symposium (2008). The Quantitative Study portion of the paper was published in the Best Paper Proceedings of the 2009 Academy of Management Meeting and received the Best Doctoral Student Paper Award in the Public and Nonprofit Division at the 2009 Academy meeting.

Prior to joining the UL faculty, Dr. Slatten had a 20-year professional career working in nonprofit organizations. The last 10 of those years were spent as the Executive Director of Woman's Foundation Inc., a Lafayette based nonprofit organization providing health education and community programs in the areas related to the health and well-being of women and families. Slatten has had extensive community involvement having served on numerous local and state boards and committees, including, former president of the Junior League of Lafayette; graduate of Leadership Lafayette (1997); named to "Faces to Watch" list by The Times of Acadiana in 1998 and profiled in LifeStyle Lafayette as a local outstanding woman in business in 2001; former member of the Board of Directors for the La. Association of Nonprofit Organizations (LANO); current peer reviewer for LANO's Standards for Excellence® program; and is currently working on projects with the United Way of Acadiana, Community Foundation of Acadiana and the Lafayette Community Health Care Clinic.

#### **Maria Smith**

9407 Amber Ridge Court  
Louisville, Kentucky 40272  
Phone: 502.719.0072  
Email: [msmith@hhlou.org](mailto:msmith@hhlou.org)

#### **Kendall Sorenson-Clark**

PO Box 128

Port Tobacco, MD 20677-0128  
Phone: 301.589.2303  
Email: [kendall@kscsolutions.com](mailto:kendall@kscsolutions.com)

Kendall Sorenson-Clark has over 25 years working in the nonprofit sector with experience in the areas of organizational development, public relations, fundraising, strategic planning, program planning and implementation, and human resource issues. Ms. Sorenson-Clark has worked with a wide range of local, statewide, and national nonprofits, the majority of which have provided health care services such as mental/behavioral health, hospice, and other human services to medically involved populations. She has held several senior level positions including Executive Director of the Greenwell Foundation, a nonprofit that provided inclusive services and programs to individuals with all types of disabilities and medical conditions. As Chief Operating Officer for the Affiliated Santé Group from 1998-2002, Ms. Sorenson-Clark managed public mental health clinics and other rehabilitation programs serving over 3000 individuals across five counties. In close collaboration with the Medical Director and other staff psychiatrists, she developed and implemented clinical, medical and crisis procedures. In 2002, Ms. Sorenson-Clark envisioned, created, and implemented the organization's first Human Capital and Organizational Development department for the Affiliated Santé Group. As Vice President of this division, she led the organization's strategic planning process, developed an agency wide human capital plan based on internal scans, external surveys and benchmarking with comparable organizations, and developed a management and leadership development program. Her recent strategic and business planning projects have included work with Catholic Charities of the Archdioceses of Washington DC, the Anne Arundel County Mental Health Authority, the Affiliated Santé Group, and several smaller organizations including a substance abuse treatment organization and a nonprofit free clinic. Ms. Sorenson-Clark also provides workshops and presents at national conferences on topics such as nonprofit management, developing marketing and fundraising plans, and supervision and coaching skills. Ms. Sorenson-Clark received her BA from Brandeis University.

**Glen Stubbolo**  
Delaware State Parks  
89 Kings Highway  
Dover, DE 19901

Phone: 302-739-9181  
Fax: 302-736-7698  
Email: [Glen.Stubbolo@state.de.us](mailto:Glen.Stubbolo@state.de.us)  
[www.destateparks.com/volunteers](http://www.destateparks.com/volunteers)

Glen Stubbolo is a summa cum laude graduate of Johnson & Wales University, with degrees in Hospitality and Recreation Management.

He is the Chief of Volunteer and Community Services for Delaware State Parks, a statewide program with 5000 + volunteers, an award winning AmeriCorps program, and fourteen (14) non-profit Friends organizations. Glen has been an award winning volunteer administrator for 15 years. A past President for DAVA, he serves as an instructor for the Delaware Certificate in Volunteer Administration program. He helped found the National Association of State Park Volunteer Administrators, and is a sought after speaker on volunteering in Delaware.

Those who know Glen know him to be an energetic and enthusiastic advocate of volunteerism and confirmed in his belief that we can change the world by using our own unique skills, experiences and abilities. A happily married father of 6, Glen is a life-long volunteer, especially at his church and as a youth coach for Track and Field and Cross Country. He is also a long suffering Baltimore Orioles fan.

### **Naomi Takeuchi**

Name: 1000 Cranes Business Consulting  
2530 Meridian Parkway, Suite 200  
Durham, NC 27713  
Work: 919.806.4932 Fax: 919.806.4301  
Website: [www.1000cranes.com](http://www.1000cranes.com)

Naomi Takeuchi is founder and president of 1000 Cranes Business Consulting in Durham, North Carolina. She is a strategic planning and leadership consultant assisting organizations through thoughtful business planning, effective communication and organizational development. As a professional member of the National Speakers Association, she regularly presents to executives, board members, senior staff, and consultants nationwide. Naomi has an undergraduate degree from the UC Berkeley and earned her Executive MBA from the University of North Carolina at Chapel Hill. With over 20 years of experience working in both the corporate and nonprofit sectors, Naomi has taken her wealth of knowledge of high performance, profitable systems and has integrated these concepts into a customized

consulting practice specializing in Social Enterprise and Entrepreneurship.

**Robin Talbert, J.D.**

9402 Woodland Drive  
Silver Spring MD 20910  
Phone: 301-565-3823  
Email: talbertrj@verizon.net  
www.robintalbertconsulting.com

Robin Talbert is an accomplished nonprofit consultant dedicated to helping organizations and philanthropies achieve their goals with effective and innovative strategies. She excels in developing partnerships, leading change, focusing resources, and building organizations that benefit individuals and society. Her areas of expertise include board development and governance, strategic planning, fundraising, people management, conflict resolution, and organizational effectiveness for complex entities.

Talbert brings a breadth of experience in nonprofit management, having served as an executive and board member for both large and small organizations. Her experience includes leadership roles with advocacy, charitable, educational, volunteer, and membership organizations. She has facilitated multifaceted collaborations across issue areas, built and strengthened boards, and developed successful philanthropic initiatives.

As President of the AARP Foundation, Talbert led a staff of more than 200 and a volunteer cadre of more than 38,000. During her tenure, revenue more than doubled and nearly one million donors were acquired. She built partnerships with the Robert Wood Johnson Foundation, Gates Foundation, Alfred P. Sloan Foundation, Hartford Foundation, and state attorneys general. She currently is a consultant with the Women's Campaign Forum, where she previously served as Executive Vice President. She also serves on the leadership team for the Political Parity Project, sponsored by Hunt Alternatives, and is an associate consultant for the Maryland Association of Nonprofits.

Talbert has served on many boards of directors, including the Center for Responsible Lending, Help Age International/USA, Living Cities, Legal Counsel for the Elderly, and the Harvard Kennedy School Women's Leadership Board. She has served as a volunteer mediator with the DC Superior Court for nearly twenty years. She has been a speaker at

numerous conferences and has been featured on television and radio. She has also authored articles on topics such as dispute resolution, philanthropy, and consumer issues.

Talbert received a Juris Doctor degree from Washington University in St. Louis and a Bachelor of Arts degree from the University of North Carolina at Chapel Hill. She and her husband, Bruce Goldstein, are the proud parents of two adult sons.

**John R. Valliant**

Responsible Philanthropy Group, LLC  
8120 North Fork Boulevard  
Easton, MD 21601  
Phone: 410.829.3572 Fax: 410.822.4546  
Email: jvalliant@goeaston.net

John Valliant is the founder and principal of the Responsible Philanthropy Group, LLC, a consulting firm specializing in non-profit and family foundation issues. RP Group was formed to take advantage of his more than twenty years of non-profit experience in fundraising, management, and membership development as well as his extensive network of professional contacts. As President of the Chesapeake Bay Maritime Museum in St. Michaels, Maryland, he led the institution through unprecedented expansion and two successful capital campaigns. He has completed governance training through BoardSource and brings his expertise to many nonprofit boards. He also is the President of the Grayce B. Kerr Fund, Inc., a private family foundation in Easton, Maryland.

**John Verrill**

Practical Matters for Small Museums  
P.O. Box 325  
402 South Main Street  
Hebron, MD. 21830  
Phone: 410-742-0691  
Email: jubylee@verizon.net  
www.practicalmattersformuseums.com

After graduation from college I began my career as an elementary school teacher, but after 4 years I found my interest had waned and I started a new career path as a sales representative for major publishing companies. Several years later I found myself again seeking something more stimulating and after brief stints as a materials manager, and agricultural

entrepreneur I accepted an interim position as Museum Manager of the NASA Visitor Center at Wallops Island, Virginia (<http://sites.wff.nasa.gov/VC/>) and there found my “niche” while researching the history of the facility and giving tours of the former navy base and NACA (predecessor of NASA) launch facilities. From there I went on to work as executive director at the Purnell Museum in Snow Hill, MD ([www.purnellmuseum.com](http://www.purnellmuseum.com)) where I further refined my interest in museum management.

In 1993, I was appointed Executive Director of the Eastern Shore of Virginia Historical Society. Here I was able to work in preservation as I worked with other partners to restore the historic Eastville Inn, the Hopkins Brothers Store and ***Ker Place*** the Society’s historic house in Onancock ([www.kerplace.org](http://www.kerplace.org)) all of which were listed in the National Register.

In early 2008 I was appointed Director of Historic Resources for the Manassas Museum System of the City of Manassas, Virginia ([www.manassasmuseum.org](http://www.manassasmuseum.org)). Unfortunately my tenure was cut short in February, 2010 by major shortfalls in municipal funding resulting in a 50% reduction in museum funding and layoff of all but a skeleton staff.

Currently I am the Executive Director of the Early American Industries Association, an international membership organization, and I am principal of a budding museum consulting service-Practical Matters for Small Museums [www.practicalmattersformuseums.com](http://www.practicalmattersformuseums.com). I also write blogs on museum issues, serve on the Mentor Committee of the American Association for State and Local History, serve as faculty on the Virginia Museums Forum, advise the Small Museum Association in its strategic planning, and continue my service as Leadership Development Chair for the Virginia Association of Museums.

For 24 years I have worked with the Small Museum Association serving as president, treasurer, conference chair and board member. I have served on the Small Museum Committee of the Mid Atlantic Association of Museums; the Standards Committee of the American Association for State and Local History (AASLH) where I chaired the Mission, Vision and Governance team which designed the MVG curriculum for its StEPS program; currently I serve

on the AASLH Mentor Committee; APVA Preservation Virginia “Most Endangered Sites Committee”; and I am past president (March 2008-March 2010) of the Virginia Association of Museums, the largest state museum organization in the U.S ([www.vamuseums.org](http://www.vamuseums.org)).

My service to the community reaches beyond my employment as I was a founding board member of the Eastern Shore of Virginia Barrier Islands Center museum ([www.barrierislandscenter.com](http://www.barrierislandscenter.com)). I have served on the board of the Arlington Foundation the ancestral of home of the Custis family on the Eastern Shore (<http://www.esvatourism.org/history.asp>). Served as a board member of the Furnace Town Living Heritage Foundation, the Francis Makemie Society, and have mentored or advised many museums across Maryland and Virginia. I have used the skills that I have learned to help others by being a faculty member of the *Virginia Association of Museums Forum* since 1996 and I served for two years on the faculty of the *Seminar for Historical Administration* at Colonial Williamsburg. Many museum conferences have given me the opportunity to be a presenter on topics such as *Museum Ethics; Roles & Responsibilities of Museum Boards of Directors; Fraud and How to Prevent It; and Collections Management*, and at these same conferences I have been able to learn about grantsmanship and fund development.

My community involvement includes being past president of the Hebron (MD) Lions Club, the Rotary Club of Melfa (VA), the Rotary Club of Onancock (VA) and served as President of the Wicomico (MD) Farm and Home Show. Additionally I serve as a Lay Eucharistic Minister and Vestry member at St. Philips Episcopal Church in Quantico.

**Amanda Zinn**

President and CEO  
eCubed  
10628 Park Heights Avenue  
Owings Mills, Maryland 21117  
Phone: 443.865.0704  
Fax: 410.486.1184  
E-mail: [ecubed@comcast.net](mailto:ecubed@comcast.net)

Amanda C. Zinn has nearly 30 years experience in business and community economic development. Currently, she is the President & CEO of eCubed (Essential Entrepreneurial Expertise), an

organizational and entrepreneurial development consulting firm that provides innovative solutions to nonprofit organizations and small businesses. Consulting services focus on:

Non-profit capacity building and organizational development - emphasizing strategic planning, organizational excellence, fund development, board development, social enterprise, program design and evaluation, strategic alliances and marketing;

International and domestic entrepreneurial development programs – creating new and strengthening or expanding existing programs, with a specialty in women’s business development; and

Small business start-up / expansion - assessing business challenges and opportunities and proposing innovative solutions; developing feasibility studies, business plans and financial projections; and executive business coaching.

Before launching eCubed, for twelve years Ms. Zinn served as the CEO of Women Entrepreneurs of Baltimore, Inc. (WEB), an award-winning, internationally-recognized 501(c)(3) organization that assists economically disadvantaged women become self-sufficient through entrepreneurship. Under her leadership, WEB was the 17th nonprofit to earn the Standards for Excellence seal / certification.

Ms. Zinn conceptualized and launched a social enterprise under the auspices of WEB that provided organizational and entrepreneurial development consulting services to nonprofits around the globe and across the nation. This enterprise was responsible for raising hundreds of thousands of dollars that went to providing training and other support services to low-income women in Baltimore.

Ms. Zinn is very active in the community serving on numerous boards and committees, including Overcoming Poverty Together, Inc. (OPT), Benevolent Baskets, a nonprofit social enterprise where she serves as Co-Chair of the Fund Development & Marketing Committee, past Chair of the Association of Women’s Business Centers, a national nonprofit organization which provides professional development services and advocacy for our country’s 103 women’s business centers and Vice Chair of the Baltimore City Chamber of Commerce. Ms. Zinn was a founding Board member and Past President of the Microenterprise Council of Maryland, a statewide

association of microenterprise development practitioners. She also serves as a volunteer Peer Reviewer for the Standards for Excellence program.

Ms. Zinn is the recipient of numerous honors and awards, including Woman of the Year, Women in Business Advocate of the Year, Welfare to Work Advocate of the Year, Maryland’s Top 100 Women and Top Contributor to the Baltimore City Economy, to name a few. She has traveled widely to provide consultations including to Jamaica, Kenya, South Africa, Jordan and Egypt.

Ms. Zinn’s unique combination of having served as a nonprofit executive, serving on numerous nonprofit Boards of Directors and providing consulting services to a wide array of nonprofits gives her both an uncommon perspective and a breadth and depth of experience and understanding of the inner workings of nonprofit organizations.