



Licensed Consultants Directory

April 2010

Terry Berg

Name: Terry Berg Solutions, Inc.

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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.

John Brothers

Name: Cuidiu Consulting

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John Brothers is a recognized leader in nonprofit and human/social service management with over 20 years of experience (10 as an executive) in the public service arena. John is currently the Principal of Cuidiu Consulting, a nonprofit and government consulting group working with federal, state and local government and local, state and national nonprofit organizations. John is also a Senior Fellow at the Support Center for Nonprofit Management, specializing in executive leadership. John is also a professor in Nonprofit Management at NYU's Wagner School for Public Service. He is a former adjunct professor at George Mason University in Nonprofit Finance and Fund Development, and a former fellow with the Children's Defense Fund and the Higher Education Consortium for Urban Affairs. John has a MPA in nonprofit and public management from NYU and a MBA in public policy from American Public University. John has worked with boards in communities across the United States.

Dagmaris Cabezas, MS

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Dagmaris Cabezas, M.S. is an executive consultant who provides bilingual (English/Spanish) capacity building assistance, including grant writing, board development, and strategic planning, to nonprofit agencies in Northeast Pennsylvania and throughout the United States. She is principal of Mares Consultants Nonprofit Services, her own business, and Project Director of Community Partners of the Poconos (CPOP), a capacity building project in Northeast Pennsylvania. Ms. Cabezas is an expert in the field of community relations and fundraising who has worked in top-ranking positions in these areas at Columbia Presbyterian Medical Center, the City University of New York, and Columbia University's Health Sciences Division. She currently serves on several key boards of directors. Ms. Cabezas has a degree in psychology from Rutgers University, and a Masters in Journalism from Columbia University. She is a recipient of the Ellen Lurie Award for Outstanding Community Service from the Community Service Society of New York City.

Demetrius Crane

Name: Soldout2Christ Inc. d/b/a Accounting & Consulting for Nonprofits
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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 NOVASoutheasternUniversity. 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.

Denise Dahl

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Denise's experience includes leadership roles in creating programming, grant writing, program implementation, nonprofit management, capacity building, as well as working with both nonprofits (501(c)(3) and 501(c)(6)) and for profits in obtaining government funding. In addition, she is currently the American Grant Writers Association coordinator in Virginia along with involvement with numerous other nonprofit-related causes and curriculum. Denise has worked with all sizes of organizations, from small nonprofit start ups, to companies such as Campbell's Soup. While working with and within the nonprofit sector, Denise has garnered over \$1 million in funding for projects. She has worked with statewide nonprofit organizations such as the Virginia Network of Nonprofit Organizations and innovative social entrepreneurs such as the Phoenix Project. Denise's practical experience is augmented by her formal education. She has a Master's Degree in Public Administration with a partial focus in the nonprofit arena. Her education and experience have empowered her to work in the Florida, the Midwest,

West Coast and Virginia. She has also taught at the University level.

Laura Deitrick

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Bob Donmoyer

Professor & Co-Director, Institute for Nonprofit Education and Research Leadership Studies
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Bob has served as a consultant and evaluator for a number of foundations including the Rockefeller Foundation, the Rockefeller Brothers Fund, the Getty Center for Arts and Education, the Ball Foundation, and KnowledgeWorks Foundation. For the latter organization, he recently completed a multi-year study of a foundation-supported community engagement initiative in Cincinnati schools led by the Children's Defense Fund of Cincinnati. Dr. Donmoyer also has extensive experience within the policy community. His research has focused on the use of research and evaluation results in the policymaking process. He received his Ph.D. from Stanford University in Education and is currently a professor of Leadership Studies at USD.

Rose Mary Fry

Name: Texas Nonprofit Management Assistance Network
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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.

Celeste Garcia

Name: Vision Consulting
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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

Name: Hill Country Memorial Hospital Foundation
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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."

Peggy Geisler

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Peggy has worked in the field for and with non-profits for well over 17 years in the fields of Mental Health, Education, Local Government and Youth Development. She started PMG Consulting LLC in August 2006 when asked to serve as a key consultant for Nemours Health and Prevention Services a Division of Nemours Foundation in developing a coalition and launching it into a non-profit organization. She has worked extensively cultivating and leading community mobilization projects in both Delaware and in Maryland and understands every facet of non-profit and community-based work. She has served as a National Trainer for Boys and Girls Clubs of America for several years during her 10 years of service with Boys and Girls Clubs of Delaware. Community service and volunteerism has been a key component of Peggy's personal life serving in a leadership capacity for Soroptimist International of Seaford, Inc. for over 11 years serving in a leadership role for 9 of them. She is the current Consulting Director of the Sussex Child Health Promotion Coalition with over 160 Partners in Sussex County working to promote 360 degrees of children's health. Training and Workshops offered by her are both high energy and engaging. PMG Consulting Prides itself in understanding that you and your organization can get services in a multitude of ways and by a multitude of people. PMG feels that how those services are offered and by whom makes a world of difference in reaching your organizational and personal goals.

Peggy is a native of the Eastern Shore of Maryland. She graduated from University of Maryland with a BA in psychology and Salisbury State University with an MA in Psychology.

Philip Hahn

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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.

Thomas K. Hyatt

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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.

Pat Libby

Program Director for Nonprofit Leadership & Management Leadership Studies
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Pat Libby, Clinical Professor, created and directs the Nonprofit Leadership and Management master's program and co-directs the Center for Nonprofit Research. A Boston native, she has worked as a CEO, board member, and consultant to numerous nonprofits since 1978. Her last executive management position was as President/CEO of the Massachusetts Association of Community Development Corporations which she developed into a nationally recognized organization responsible for leveraging hundreds of millions of dollars in public and private investment for CDCs. In addition, she taught Nonprofit Management for eight years at the Massachusetts Institute of Technology, and was a lecturer at San Diego State University where she taught courses in both Nonprofit Management and Business Ethics. Pat holds a graduate degree in Urban Planning from MIT.

Mary McDonald

Assistant Professor
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Mary McDonald teaches both master's and doctoral level courses in Leadership Studies, primarily in the Nonprofit Leadership and Management Program. She is also collaborating with faculty and students on nonprofit sector-focused research and evaluation projects. McDonald was previously the director of the Community Research Institute (CRI) at the Dorothy A. Johnson Center for Philanthropy and Nonprofit Leadership at Grand Valley State University in Grand Rapids, MI. In that capacity she was regularly involved with both community-based and university-based research in philanthropy and the nonprofit sector. Her most recent research, "International Philanthropic and Nonprofit Studies Education -- Creating Sustainable Social Change," was presented at the International Society for Third-Sector Research Conference in Barcelona, Spain this past July. McDonald grew up in western Michigan and earned her Ph.D. at Michigan State University in Family and Child Ecology in 2002. Prior to her graduation, she worked with nonprofit organizations in a number of capacities, including serving as the director of the Muskegon Family Coordinating Council, the executive director of Every Woman's Place in Muskegon, and development manager at Hackley Hospital, also in Muskegon.

Bill Musick

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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.

Herman Nyamunga, MBA, Bed

Philadelphia

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Mr. Herman Nyamunga is an independent Management Consultant based in Philadelphia PA. He has more than 10 years of experience in management, program and organizational development, performance measurement, strategic planning, monitoring and evaluation, governance, needs assessments, market analysis, resources mobilization, budget development, strategic alliance building, contract compliance, advocacy, entrepreneurship, new venture formation, business planning, product sourcing and procurement, fiscal management and control.

Yvonne Petersen

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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.

Julia Pierson

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Julia Pierson, M.S.W., uses a solutions-focused approach to empower her consulting clients to achieve their goals. Her expertise includes program & project development, capacity building, advocacy, strategic planning & program evaluation, organizational development, and grant writing. Julia is a seasoned nonprofit executive with over 20 years experience building and operating affordable housing, community development and human services programs. For 12 years, Julia was the executive director of Govans Ecumenical Development Corporation, a community and faith based housing development and social services nonprofit in Baltimore. At GEDCO, she took the role as lead developer for Stadium Place, an affordable retirement community and YMCA built on the site of the former Memorial Stadium. She is an accomplished project manager who completes projects on budget and on time. Her keen problem solving skills bring clarity and resolution to complex issues. Julia's consulting clients work on critical social issues, such as youth and adult homelessness, workforce development, housing for people with disabilities, and successful aging.

Catherine Quinn

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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.

Lynda Ramirez-Blust

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Lynda S. Ramirez-Blust is owner of LSRB Consulting LLC and is committed to enhancing the financial management, accounting, and governance knowledge and understanding of nonprofit board members, management teams, staff, and volunteers. Lynda has nearly 13 years of experience working with nonprofit organizations in various capacities including board member, treasurer, CFO, external auditor, consultant, and volunteer. Prior to forming her own company, Lynda was the leader of the not-for-profit sector practice of a half-billion risk management consulting

firm. In that capacity she assisted nonprofits and associations with Sarbanes-Oxley (SOA) compliance, risk-based assessments of their financial and accounting processes and improving their governance infrastructure. Through this work she has written articles and whitepapers as well as delivered a number of presentations on the impact of Sarbanes-Oxley on the government, education, and not-for-profit sectors. Lynda served as the CFO of Share Our Strength, a \$20 million nonprofit headquartered in Washington, DC where she oversaw all finance, human resources, IT, and office administration activities and facilitated the development of the board finance and audit committees. She was also in the external audit and business consulting practices of Arthur Andersen. She currently serves on the Audit Committee for NACCRRA. Lynda holds a CPA license in both Wisconsin and Virginia and is a certified project manager.

Dr. Sylvia Ritzel

Name: Independent Consultant; Change Readiness Ambassador
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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.

Brigette Rouson

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Brigette 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, Brigette 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. Brigette 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.

Eric Schmall

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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

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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.

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Kendall Sorenson-Clark

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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.

Naomi Takeuchi

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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.

Sandi Timmins

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Founder of Primary Resource Group, Sandi Timmins is recognized in the business and non-profit community as an innovator in helping organizations design effective infrastructure, in working with staff to develop business skills, and in mentoring and coaching senior managers. In addition, she works

with non-profit boards and Executive Directors to improve the structure of the board and its relationship with the organization. By first clearly identifying the purpose of the organization and the unique needs and expectations of the people it serves, she is able to define the work flows, the staffing, skills and performance standards required to ensure that the service provided is exceptional, and to define the Board support necessary to meet objectives.

Ms. Timmins' experience includes management positions in the retail industry and with the Baltimore Sun newspaper. In 1985 she joined USA TODAY during the newspaper's launch establishing a national customer service center to handle a rapidly growing customer base. Her success was based on her ability to respond to continually changing needs of not only the customers being served, but the company as well. Her background in management in high volume, fast paced retail environments enabled her to develop staff that takes pride in the quality of the work and in the contribution made to the company while keeping pace with growth and change. The result was the creation of a model operation that hosted over 300 visitors a year from a wide spectrum of companies both here and internationally.

Ms. Timmins founded Primary Resource Group in 1996. Working with the owners and presidents of small to mid-sized companies and non-profits, she helps them uncover root causes of problems and inefficiencies in their organizations. Through assessment, strategic planning, and implementation that includes oversight, training and coaching, Ms. Timmins' services have consistently helped clients reach objectives. Clients represent the media, service, retail, non-profit, high-tech and government agencies. She is on the Board of Directors of Hope for Kenya's Kids, and is actively involved in charitable organizations.

John R. Valliant

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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.

Amanda Zinn

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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.