

strong
field
project

to end
domestic
violence

technical assistance directory

updated september 2012

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strong field project – about the project

The Strong Field Project is a four-year effort, started in 2010, aimed at building a strong, coordinated network of domestic violence service providers in California. Blue Shield of California Foundation funding will provide grants, trainings, and other opportunities that support a critical mass of domestic violence organizations and leaders equipped to advance a stronger field. The Project will develop individual leadership skills, stronger organizations, and expanded networking and knowledge-sharing opportunities across the field.

Key organizations will help accomplish this work: CompassPoint Nonprofit Services (leadership development), Women's Foundation of California (grants to strengthen organizations), Jemmott Rollins Group (coordination, training, and field building), and the California Partnership to End Domestic Violence (a key strategic advisor).

introduction to the directory

Jemmott Rollins Group produced this directory to help build a stronger domestic violence field in California by assuring access to high quality technical assistance.

directory audiences

Organizations and individuals participating in the Strong Field Project are the primary audience for this directory. In particular, organizations awarded Organizational Strength Grants through the Strong Field Project are encouraged to utilize this directory when selecting contractors to implement capacity building strategies funded through the Strong Field Project.

The directory will also be made available to all grantees of the Blue Shield Against Violence Program.

how this tool was created

JRG pursued a nomination and application process to create the Strong Field Project TA Directory. This approach created a selection process driven by client and peer recognition.

The SFP stakeholders who were asked to nominate TA Providers are:

The lead Strong Field Project implementation partners: CompassPoint, California Partnership to End Domestic Violence, Jemmott Rollins Group, and the Women's Foundation of California

Blue Shield Against Violence Program staff

Current Blue Shield Against Violence grantees

TA Providers nominated by SFP intermediaries and BSCF

Blue Shield Against Violence Grantees

Blue Shield Against Violence DV Advisory Group

The TA Providers included in this directory are individuals, consulting firms, and organizations that provide exceptional capacity building services to nonprofits.

how to use this directory

Here is some guidance on how to search for TA Providers in this directory.

determine which TA categories match your organization's needs.

The types of technical assistance included in this directory address priority capacity building needs of the DV field as informed by organizational assessments and other research conducted by JRG and others to inform the Strong Field Project.

In the “find a TA provider” index that begins on page 6, TA Providers are listed according to areas of expertise. There are seven categories of TA:

Communications & Marketing:

Includes Strategic Communications, Website Design, Graphic Design, Media/Public Relations, Social Networking & Online Marketing, Online and/or Mobile Device Fundraising & Advocacy

Finance & Operations:

Includes Financial Strategy & Management, Financial Systems Development & Upgrades, Database Development & Management, IT Systems Development & Upgrades

Fund Development:

Includes Fundraising Strategy & Planning, Fund Development & Grantwriting, Planned Giving

Management & Human Resources:

Includes Executive/Management Coaching, Management/Governance Skill Building, Leadership Sustainability & Succession Planning, HR Policies, Measuring Staff Performance, Professional Development of Staff, Board Development, Volunteer Management, Team Building

Organizational Development:

Includes Organizational Capacity Assessment, Development & Implementation of Capacity Building Plans, Strategic Planning & Project Development, Business Planning & Strategy, Strategic Restructuring & Mergers

Program & Campaign Development:

Includes Policy Advocacy, Outreach to Diverse Communities, Group Facilitation, Coalition Building, Social Change Campaigns

Research, Evaluation & Learning:

Includes Environmental Scans, Landscape Analysis, Research & Design of Programs, Program Evaluation, Organizational Learning & Performance

Note that not all TA Providers listed in a category provide every type of TA included in that category; please refer to the directory listing for specific expertise.

look up listings of TA Providers that interest you.

TA Providers are listed under categories of TA they provide, with their location (city) and the page number of their directory listing. When viewing the directory on your computer, simply click on the name of the TA Provider, and the link will take you to their listing.

note TA Providers' geographic areas and communities served.

Each directory listing provides information on all the California counties in which the TA Provider has significant work experience, as well as their experience working for organizations serving specific communities. This information may help you identify a TA Provider that is a good fit for your organization.

have questions or need assistance?

If you need assistance with the directory, please contact:

Taigy Thomas-Gooding

director of research and development

Jemmott Rollins Group

taigygooding@jemmottrollinsgroup.net

(323) 940-0106 x202

find a technical assistance provider

Technical Assistance (TA) Providers are categorized below according to the types of TA they provide. Note that not all TA Providers listed below provide every type of TA included in a category; please refer to the directory listing for specific expertise.

When viewing the directory on your computer, simply click on the name of a TA Provider to go directly to the listing.

COMMUNICATIONS & MARKETING

Includes: Strategic Communications, Website Design, Graphic Design, Media/Public Relations, Social Networking, Online Marketing, Online and/or Mobile Device Fundraising & Advocacy

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<u>CZ ASSOCIATES, Laguna Beach.....</u>	<u>49</u>

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<u>FIVEPATHS, LLC, San Francisco</u>	77
<u>GINA AIREY CONSULTING, Santa Monica</u>	83
<u>HATCHUEL TABERNIK & ASSOCIATES, Berkeley</u>	96
<u>HOLARCHY CONSULTING SERVICES, LLC, Los Angeles</u>	103
<u>JUDITH BUETHE COMMUNICATIONS, Stockton</u>	115
<u>LA PIANA CONSULTING, Emeryville</u>	127
<u>LATINO CONSULTANTS, LLC, South Pasadena</u>	131
<u>LEAPFROG CONSULTING, Oakland</u>	136
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<u>ZIMMERMAN LEHMAN, San Francisco.....</u>	<u>257</u>
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FUND DEVELOPMENT

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Includes: Executive/Management Coaching, Management/Governance Skill Building, Leadership Sustainability & Succession Planning, HR Policies, Measuring Staff Performance, Professional Development of Staff, Board Development, Volunteer Management, Team Building

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ORGANIZATIONAL DEVELOPMENT

Includes: Organizational Capacity Assessment, Development & Implementation of Capacity Building Plans, Strategic Planning & Project Development, Business Planning & Strategy, Strategic Restructuring & Mergers

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PROGRAM & CAMPAIGN DEVELOPMENT

Includes: Policy Advocacy, Outreach to Diverse Communities, Group Facilitation, Coalition Building, Social Change Campaigns

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RESEARCH, EVALUATION & LEARNING

Includes: Environmental Scans/Landscape Analysis, Research & Design of Programs, Program Evaluation, Organizational Learning & Performance

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descriptions of
technical assistance providers

3Fold Communications, LLC

Primary Contact	Kim Tucker, Director of Nonprofit Services Location: Sacramento, CA Phone: (916) 442-1394 kim@3foldcomm.com www.3foldcomm.com
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Areas of Expertise	Years of Experience
Development & implementation of capacity building plans	6-10
Strategic planning & program development	11-15
Business planning & strategy	6-10
Management and governance	6-10
Board development	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	6-10
Fundraising strategy & planning	6-10
Fund development – Individual donors	11-15
Website design	6-10
Graphic design	6-10
Strategic communications	16-20
Media/public relations	16-20
Social networking and online marketing	6-10
Online and/or mobile fundraising and advocacy	3-5
Outreach to diverse communities	11-15
Social change campaigns	11-15
Strategic restructuring and mergers	6-10
Program evaluation	16-20

Significant Work Experience in these California Counties	El Dorado County
	Placer County
	Sacramento County
	Solano County
	Yolo County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199 Notes: 3fold has a Corporate Social Responsibility (CSR) policy, normally a 1:1 match of paid and pro bono hours.
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Available Consultants	Years of Consulting Experience
Kim Tucker	15
Gordon Fowler	15
Lesley Miller	6
Ross Villegas	5

Partial Client List	Lighthouse Counseling & Family Resource Center
	Cottage Housing, Inc.
	River City Food Bank
	Sacramento Region Community Foundation
	Sutter Health Sacramento Sierra Region
	Center for Violence-Free Relationships
	B Street Theatre
	Sacramento Hispanic Chamber of Commerce
	Sacramento Business Services Center Foundation
	Hope Productions Foundation

Description of Consulting Services

3fold's Nonprofit Division provides training, technical assistance, and strategic communications services to nonprofit organizations. We tie all effort to measurable outcomes to ensure traction on capacity building goals; and to ensure that efforts are successful. Our services include board and staff training on governance, leadership, fund development; communications includes digital and print design, copy, and strategic outreach.

Our company purpose is "to contribute to thriving communities," and that's why we have a division working solely for those who serve others. This balance of corporate, government and nonprofit work provides our employees opportunities to give back; helps educate our corporate clients on social responsibility; and ensures that the nonprofit sector receives vital services normally outside their price range.

Our approach differs from many consultants because we work alongside nonprofit staff and board members to help meet capacity building goals. As we work together, we train and support staff and volunteers so the work continues long past our involvement. For us, that's the essence of capacity building: that once we're done working together, those within the organization have the fluency and tools to carry on.

Experience in the Domestic Violence Field

Kim Tucker has a Social Work degree and worked for domestic violence agencies in Alaska and Washington. Kim was a foster parent; and served as a CASA - Court Appointed Special Advocate - for children in dependency court (e.g., foster care) and worked with agencies serving the youth and their families impacted by domestic violence. Currently, Kim serves on the Placer CASA Board of Directors (www.casaplacer.org) and the Francis House Corporate Advisory Board. Both agencies assist victims of domestic violence and partner with DV organizations for the benefit of their clients.

Lesley Miller volunteers at Courage House, a northern CA home for girls rescued from trafficking (www.couragetobeyou.org).

Other Relevant Expertise

Our recent capacity building work with agencies that serve homeless and hungry youth and adults has provided us an opportunity to create outreach campaigns, digital and print messaging to reach those impacted by domestic violence. This has provided our design and strategic communications team members with valuable experience and education. As a result, we better understand the needs of these populations, and know how to tell their story: to attract more clients, cultivate donors, engage media and civic influencers, and empower nonprofit board and staff in their work.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
Limited English speaking communities	

Active Coaching Techniques

Primary Contact	SueAnn Freeman, Principal Location: Elk Grove, CA Phone: (916) 714-1764 sfreeman@activecoachingtechniques.com www.activecoachingtechniques.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Development & implementation of capacity building plans	16-20
Environmental scans, landscape analysis	16-20
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	11-15
Management and governance	11-15
Human resources policies	16-20
Measuring staff performance	16-20
Professional development of staff	16-20
Board development	6-10
Volunteer management	11-15
Team building	11-15
Group facilitation	16-20
Leadership sustainability & succession planning	6-10
Fund development/grant writing – Government sources	6-10
Strategic communications	3-5
Social networking and online marketing	1-2
Policy advocacy	16-20
Outreach to diverse communities	11-15
Coalition building	6-10
Research and design of programs	6-10
Program evaluation	3-5
Organizational learning & performance	3-5

Significant Work Experience in these California Counties	Alameda County	San Bernardino County
	Butte County	San Diego County
	Contra Costa County	San Francisco County
	Fresno County	San Joaquin County
	Inyo County	Santa Barbara County
	Lake County	Shasta County
	Los Angeles County	Sonoma County
	Mendocino County	Tehama County
	Monterey County	Trinity County
	Riverside County	Tulare County

	Sacramento County	
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Consulting Fees	<input checked="" type="checkbox"/> \$100-149	<input checked="" type="checkbox"/> \$150-199	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
SueAnn Freeman	12
Calvin Freeman	12
Belma Gonzalez	12
Leah Albright-Byrd	1
Cecilia Sandoval	2
Elizabeth Adler-Lund	3
Adrian Johnson	3
Richard Rodriguez	15

Partial Client List	California Primary Care Association
	California Board of Registered Nurses
	California Indian Health Program
	Community Vocational Enterprises, Inc.
	LeaderSpring
	Community Health Council
	Wo'se Community Church
	Compass
Center for Collaborative Planning	

Description of Consulting Services

SueAnn Freeman, Belma Gonzalez, and Elizabeth Adler-Lund are certified professional coaches who are experienced coaches of supervisors, managers and executive directors who address domestic violence as part of their daily work responsibility. In addition, Active Coaching Techniques has a team of human resources professionals who are experienced trainers and mentors. We believe that capacity building requires leaders who communicate effectively and value organizational learning; human resources policies that contribute to organization goals, and staff who are accountable to their organization, clients, and community.

Experience in the Domestic Violence Field

Among our team of available consultants are four human resources/employee relations managers (SueAnn Freeman, Cecilia Sandoval, Adrian Johnson, and Elizabeth Adler-Lund) experienced in employment and labor laws, developing and implementing personnel policies and procedures; organization assessment, staffing, personnel problems and staff development. They are all experienced in providing these services

to public and non-profit social service and health agencies that serve diverse DV populations.

SueAnn Freeman and Belma Gonzalez have both been executive directors of non-profits in the San Francisco Bay Area which provided services to survivors and perpetrators of domestic violence, as well as coaches of leaders of programs who provide DV services to the community. SueAnn has counseled victims and trained staff performing services in programs in Alameda, Contra Costa and Sacramento Counties.

Leah Albright-Byrd currently counsels drug and alcohol abusers and victims of DV, and trains staff and volunteers in the performance of these services.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
	Substance abusers
	Mentally ill

Adele James Consulting

Primary Contact	Adele James, Founder/Principal Consultant Location: Sacramento, CA Phone: (916) 564-3607 adele@adelejamesconsulting.com www.adelejamesconsulting.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	6-10
Strategic planning & program development	6-10
Executive/management coaching	3-5
Measuring staff performance	6-10
Professional development of staff	1-2
Team building	1-2
Group facilitation	11-15
Fund development/grant writing – Foundation sources	11-15
Policy advocacy	6-10
Outreach to diverse communities	11-15
Research and design of programs	11-15
Program evaluation	11-15
Organizational learning & performance	3-5

Significant Work Experience in these California Counties	Butte County	Plumas County
	Colusa County	Sacramento County
	Contra Costa County	Shasta County
	Del Norte County	Sierra County
	El Dorado County	Siskiyou County
	Glenn County	Solano County
	Humboldt County	Sonoma County
	Lake County	Sutter County
	Lassen County	Tehama County
	Mendocino County	Trinity County
	Napa County	Yolo County
	Nevada County	Yuba County
	Placer County	

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Adele James	11

Partial Client List	Valley Vision
	Asian Resources Inc.
	Sacramento Black Chamber of Commerce
	Sacramento Heart Gallery
	Society of the Blind
	Sierra Health Foundation Leadership Program
	University of California, Sacramento
	University of Southern California, Marshall School of Business
	Sacramento Nonprofit Resource Center

Description of Consulting Services

Adele James is the principal consultant of Adele James Consulting, an organizational development consultancy. She brings more than 20 years experience in the health and nonprofit sectors, including 11 years in foundation grant making with three California based foundations. With a comprehensive expertise in nonprofit culture, foundation grant making, and organizational development issues, Adele’s consultancy specializes in program planning and design, meeting facilitation and training design, capacity building, research and analysis, and grant proposal development. Her aim is to support individuals, teams and organizations in maximizing their unique capabilities and working more effectively and independently, having successfully commissioned and managed over \$33 million in grants.

Adele’s content expertise includes issues impacting women and girls throughout California through her role over the past four years as a member of the California Women's Health Council, an advisory body to the California Department of Health Care Services, Office of Women's Health. She also developed and implemented a statewide technical assistance program to improve the quality and competitiveness of proposals received from organizations serving women and girls, underserved, low-income and rural communities throughout California as an officer for the largest women’s foundation in the Western United States.

Experience in the Domestic Violence Field

Adele James has had a dedicated history of working with organizations serving women and girls throughout California. As an officer for the largest women's foundation in the Western United States, she managed funding to domestic violence organizations throughout California, including projects to support implementation of the Violence Against Women Act. Adele has also worked with the California Partnership to End Domestic Violence in conceptualizing and securing funding for their Leadership Capacity Building project designed to strengthen their policy/advocacy capacity. Adele has served as Board Secretary to Lyon Martin Women's Health Services whose past work has included campaigns to address domestic violence among same sex couples, and as a volunteer to the St. John's Shelter Program for Women and Children in Sacramento.

Other Relevant Expertise

Adele’s experience as a grant maker to rural communities, organizations serving women and girls and communities of color throughout California, combined provide a depth of knowledge about the unique and overlapping needs of each of these constituencies. She has received training from the Prevention Institute, a pioneer of primary prevention strategies (i.e., implementation of approaches to prevent the onset of injury, illness or disease), and has worked with and sought their expertise on several projects, including her work with the California Partnership to End Domestic Violence to incorporate primary prevention strategies in their statewide work in order to change norms and cultural beliefs that make domestic violence permissible.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

Alliance for Justice

Primary Contact	Melissa Mikesell, West Coast Director Location: Oakland, CA Phone: (510) 444-6070 melissa@afj.org www.afj.org
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Areas of Expertise	Years of Experience
Policy advocacy	20+
Social change campaigns	16-20
Program evaluation	3-5

Significant Work Experience in these California Counties	Alameda County	San Diego County
	Butte County	San Francisco County
	Contra Costa County	San Joaquin County
	Imperial County	San Luis Obispo County
	Los Angeles County	Santa Barbara County
	Marin County	Santa Clara County
	Merced County	Santa Cruz County
	Napa County	Solano County
	Riverside County	Yolo County
	Sacramento County	

Consulting Fees	Notes: Many services provided at no cost to nonprofit organizations; small fee charged for certain services.
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Available Consultants	Years of Consulting Experience
Melissa Mikesell	9
Nayantara Mehta	4
Abby Levine	11
Sue Hoechstetter	15

Description of Consulting Services

Some of the most extraordinary achievements in recent decades - for health care, social justice, the environment, community renewal, and civil rights - have come about because nonprofits were willing to take their rightful place at the policymaking table. Lobbying by nonprofits ensures that people have a voice in shaping the policies that affect them. Too many nonprofits believe that lobbying activities will jeopardize their organization's tax-exempt status. On the contrary: If you're not lobbying, you're not exercising your full rights under the tax laws.

By taking advantage of Alliance for Justice's extensive resources, you can follow the law, lobby the government or advocate for policy change and make a real difference

in your community. Resources include workshops; free technical assistance on federal tax laws that regulate lobbying and voter engagement activities as well as California's lobbying and ballot measure disclosure laws; legal guides, fact sheets, and updates on legal issues related to advocacy; social networking; and networking events.

Other Relevant Expertise

Many nonprofits are wary of and uncertain about engaging in advocacy. They mistakenly believe that advocacy, particularly lobbying, is “illegal” and forbidden. The maze of federal and state rules that nonprofit organizations must comply with can confuse even the most sophisticated groups. Through our workshops, technical assistance, publications and other resources, AFJ gives groups the information and support they need to be active in these debates and represent the interests of their constituencies. Our work to support advocacy is critical across the sector, but is particularly important to nonprofit groups working on politically controversial issues, such as immigrant rights, social justice, and economic justice. Opponents of these important issues are eager to use the rules to inhibit and stifle the allowed speech rights in these communities.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

Andante Systems

Primary Contact	Sander Selover Location: Los Angeles, CA Phone: (310) 985-1511 sanderselover@mac.com
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Areas of Expertise	Years of Experience
Database development & management	20
Information Technology systems development & upgrades	20
Web site design	10
Graphic design	20
Strategic communications	5
Media/public relations	5
Social networking and online marketing	5
Online and/or mobile fundraising and advocacy	5

Significant Work Experience in these California Counties	Los Angeles County
	San Francisco County
	Santa Barbara County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
SueAnn Freeman	12
Calvin Freeman	12
Belma Gonzalez	12
Leah Albright-Byrd	1
Cecilia Sandoval	2
Elizabeth Adler-Lund	3
Adrian Johnson	3
Richard Rodriguez	15

Partial Client List	Interval House
	Beez Wax Datatools
	Disney (Disney Interactive Media Group)
	BBDO
	BMG
	Davie Brown
	Josh Touring INC
	Music Resources INC

Description of Consulting Services

Andante Systems Owner Sander Selover specializes in providing consulting services in the areas of creative and technological development. Over the past two decades, Sander has provided guidance and expertise on web systems, web applications, programming, database management, creative writing, and producing to a diverse clientele. All of Sander's services are intended to enhance his clients' technological infrastructure, donor management, communications management, and overall efficiency.

Experience in the Domestic Violence Field

Sander Selover has served as a consultant and volunteer for many nonprofit agencies over the past 20 years, including a comprehensive domestic violence shelter program in Southern California for the past 17 years.

ANetteWork, LLC

Primary Contact	Chi Hughes, CEO Location: Los Angeles, CA Phone: (310) 597-1934 chi@anettework.org www.anettework.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	3-5
Strategic planning & program development	3-5
Executive/management coaching	11-15
Management and governance	3-5
Human resources policies	11-15
Measuring staff performance	11-15
Board development	3-5
Team building	3-5
Group facilitation	6-10
Leadership sustainability & succession planning	3-5
Fundraising strategy & planning	3-5
Fund development/grant writing – Government sources	11-15
Fund development/grant writing – Foundation sources	6-10
Fund development – Individual donors	3-5
Website design	3-5
Media/public relations	11-15
Social networking and online marketing	3-5
Policy advocacy	3-5
Outreach to diverse communities	6-10
Coalition building	3-5
Research and design of programs	6-10
Program evaluation	6-10
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Los Angeles County
	Riverside County
	San Bernardino County
	San Diego County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Chi Hughes	20
Kim Lemon	5
Harvey Farr	15
Sherri Reese	3
Vivian Brown	20
Anissa Alston	2

Partial Client List	
	Educating Young Minds
	African American Network for Violence Free Relationships
	California Community Foundation
	PROTOTYPES
	Black Women for Wellness
	Personal Involvement Center
	People Who Care
	Circle of Friends
	Shanti Project
	Village Health Foundation

Description of Consulting Services

ANetteWork, LLC assists community based organizations in developing their organizational infrastructure. This assistance includes board of directors development and training, program development and evaluation, strategic planning and fund development. After interviews with key organization stakeholders, ANetteWork creates a specific scope of work to address organizational needs. As funding for domestic violence services decreases, organizations will have to identify various strategies for survival including: stabilization, collaboration, service integration and advocacy.

Experience in the Domestic Violence Field

Chi Hughes was a consultant for the African American Network for Violence Free Relationships, a coalition of domestic violence stakeholders. In this capacity she facilitated monthly meetings for the newly-formed organization for a six-month period, assisting in developing its mission statement and setting immediate short-term goals.

Other Relevant Expertise

For approximately 5 years Ms. Hughes was a steering committee member and trainer for the National Association of Social Workers Spectrum Project. The Spectrum Project trained social workers on working with dually diagnosed (HIV, mental illness) clients. Through the training, social workers (in micro and macro practice) developed knowledge of the intersection of issues, i.e. homelessness, domestic violence, substance

abuse. It appears that providers of domestic violence programs will have to consider how their issues intersect with other causes and build alliances across needs.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	Women and/or girls
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Seniors
	Homeless
	Substance abusers
	Mentally ill

Angelo + Garnets Consulting

Primary Contact	Linda Garnets, Ph.D., Principal Location: Santa Monica, CA Phone: (310) 450-1188 lgarnets@angelogarnets.com www.angelogarnets.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	20+
Development & implementation of capacity building plans	20+
Environmental scans, landscape analysis	20+
Strategic planning & program development	20+
Business planning & strategy	20+
Executive/management coaching	20+
Management and governance	20+
Measuring staff performance	16-20
Professional development of staff	20+
Board development	20+
Volunteer management	20+
Team building	20+
Group facilitation	20+
Leadership sustainability & succession planning	20+
Fundraising strategy & planning	20+
Fund development/grant writing – Government sources	20+
Fund development/grant writing – Foundation sources	20+
Fund development – Individual donors	20+
Strategic communications	20+
Outreach to diverse communities	20+
Coalition building	20+
Social change campaigns	20+
Strategic restructuring and mergers	20+
Research and design of programs	20+
Program evaluation	20+
Organizational learning & performance	20+

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Los Angeles County
	Marin County
	Sacramento County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199 <input checked="" type="checkbox"/> \$200 and above Notes: Estimates fees on a project basis.
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Available Consultants	Years of Consulting Experience
Linda Garnets	20+
Nancy Angelo	20+

Partial Client List	
	Peace Over Violence/LACAAW
	Gay & Lesbian Center, Los Angeles
	WEAVE, Sacramento
	Neighborhood Youth Association, LA
	Ocean Park Community Center
	GLAAD
	Van Ness Recovery House
	Liberty Hill Foundation
	Stand! Against Domestic Violence
	Institute of Jewish Sexual Orientation, HUC-LA

Description of Consulting Services

We provide services across public, private, and nonprofit sectors and at all organizational levels, to help people work together as they face or undertake organizational capacity building and change. We increase an organization's capacity to produce desired results according to the new demands they face, as well as increase their ability to manage stress in the face of change. Specifically, we have helped organizations successfully modify organizational structure and processes as a result of growth and change, and increase leaders' and managers' capacity to lead these efforts effectively and deliberately.

We custom design our consultation services to meet the particular needs of each client. Our approach includes assessment of an organization's needs in a comprehensive way; identification and working through underlying problems that would otherwise undermine successful outcomes; and cultivation of a common purpose that creates alignment among everyone at all levels of the organization. A core value of our approach is to think strategically and tactically about the design, structure and management of an organization in creating the optimal framework and process for fulfilling their core work. As a result, groups and individuals not only develop solutions to their problems, but also increase their own and shared communication skills, management abilities, and capacity for handling difficult situations.

Experience in the Domestic Violence Field

Linda has served on the Advisory Board of POV/LACAAW for 20 years. Both Linda and Nancy have donated services and/or financial support to various DV prevention and services organizations. A community and clinical psychologist as well as an organizational consultant, Linda also presented a paper on working with LGBT survivors of DV at a training of DV workers from all over Japan. She also teaches a course on lesbian psychology and sexual orientation and mental health at UCLA, which include segments on DV. Linda has been invited to present at next year's California Association of Batterers' Intervention Programs on "Core Issues in Lesbian Domestic Violence."

Other Relevant Expertise

Linda has been active over the past 30 years in addressing lesbian, gay, and bisexual (LGB) concerns both academically and professionally. As an organizational consultant in Los Angeles, she has provided consultation to over fifty local and national gay, lesbian, bisexual, and AIDS agencies. She is on the faculty in psychology, women's studies, and LGBT studies at UCLA. She is nationally known for her publications and presentations on lesbian, gay, and bisexual psychology, including a co-edited anthology titled *Psychological Perspectives on Lesbian and Gay Male Experiences* and a co-edited special issue of the *Journal of Social Issues* on "Women's Sexualities: Perspectives on Sexual Orientation and Gender." An important area of her work has focused on prejudice, violence, and victimization against LGB individuals. She co-wrote a seminal article in the *Journal of Interpersonal Violence* on the mental health consequences of violence and victimization on lesbians and gay men. She has presented extensively on the psychological consequences of antigay violence and multiple minority status, and the role of heterosexism and sexism in anti-lesbian violence. The conceptual framework that guides her analysis is placing the understanding of lesbian victimization into the wider context of violence against women.

Experience Serving Specific Communities or Populations	Racially/ethnically diverse communities
	Women and/or girls
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Mentally ill

Beach Cities Web Design

Primary Contact	Toni Boornazian, Owner Location: Manhattan Beach, CA Phone: (310) 750-7688 tboornaz@beachcitieswebdesign.com www.beachcitieswebdesign.com
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Areas of Expertise	Years of Experience
Website design	4
Graphic design	4
Social networking and online marketing	4

Significant Work Experience in these California Counties	Los Angeles County	San Bernardino County
	Orange County	San Diego County
	Riverside County	Ventura County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99
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Available Consultants	Years of Consulting Experience
Toni Boornazian	4

Partial Client List	Rainbow Services
	Manhattan Beach Women in Business
	Hair Fairies
	Peace and Joy Care Center
	Foundation of Local Arts
	Culture Arts Showcase
	Environmental Angels
	Luminata Laser Clinic
	Buttonwood United Methodist Church
Fab-u-less	

Description of Consulting Services

We will create a Design Concept and a Project Definition Specification containing a summary of the requirements for your project along with time and budget estimates. You are under no obligation to enter into an agreement unless you feel that our Design Concept and Project Specifications meet your needs.

Our Web Design Services: Custom Web Designs, Dynamic Content Web Construction, Drupal CMS (A Content Management System utilized by whitehouse.gov), Word Press, Flash Based Components, Flash Web Site Construction, Ecommerce, Web Hosting, Search Engine Optimization, Graphic Design.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	White/Caucasian communities
	Women and/or girls
	Survivors of domestic violence or sexual abuse

Biel Consulting

Primary Contact	Melissa Biel Location: Long Beach, CA Phone: (562) 496-2462 melissabel@bielconsulting.com www.bielconsulting.com
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Areas of Expertise	Years of Experience
Environmental scans, landscape analysis	3-5
Strategic planning & program development	3-5
Business planning & strategy	3-5
Management and governance	3-5
Board development	3-5
Group facilitation	3-5
Fundraising strategy & planning	3-5
Fund development – Government sources	3-5
Fund development – Foundation sources	3-5
Coalition building	3-5
Research and design of programs	3-5
Program evaluation	3-5
Other: Community Needs Assessment	

Significant Work Experience in these California Counties	Los Angeles County Orange County
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Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199 <input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Melissa Biel	5
Teri Jolin	10

Partial Client List	Presbyterian Intercommunity Hospital American Board of Nursing Specialties Competency & Credentialing Institute St. Bernardine’s Medical Center YWCA San Gabriel Valley Provena Health Institute for Healthcare Advancement Simi Valley Hospital MemorialCare Anaheim Regional Medical Center
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Description of Consulting Services

Biel Consulting provides a range of capacity building services. We have experience with assisting non-profit organizations throughout California, with a specific focus on organizations in Los Angeles County and Orange County. Biel Consulting and can assist you with:

- Strategic planning
- External evaluation for grant funded projects
- Data collection and analysis
- Product evaluation for business growth
- Evaluation of conferences, events or training programs
- Customer and employee satisfaction
- Clear communication of results

Biel Consulting has success in obtaining grant funds from foundation, corporate and government sources for:

- Capital grants
- Operational funds
- Program focused grants
- Scholarships
- Educational conferences and symposia

Our expertise is translating data into practical information that drives organizational growth. Biel Consulting has experience in primary and secondary data collection, analysis and reporting. We are experts in data collection through focus groups, interviews, and written and electronic surveys. We will assist you to establish an evidence base for your business decisions through a variety of methods. Services include:

- Needs assessment
- Data inventory
- Literature review
- Product evaluation
- Client profiles
- Audits and evaluation of outcome measures
- Metrics and dashboards
- Measurement training

Experience in the Domestic Violence Field

Biel Consulting has extensive experience working with community-based health and social service agencies, including work in the domestic violence field. Current experience working in the domestic violence field comes through grant writing, fund

raising, planning, data analysis and report writing for agencies that offer DV services and supportive services.

Other Relevant Expertise

Biel Consulting has focused its work among agencies that serve the most vulnerable in Los Angeles County and Orange County. We have extensive knowledge of safety net organizations and the clients they serve. Specifically, the target populations for the work we do are low-income, underserved, immigrant populations.

Our work has been with agencies that serve women and children, pregnant teens, the sheltered and unsheltered homeless, substance abusers, ethnic minorities, low socioeconomic status, uninsured, those who suffer with poor health indicators, seniors and communities with high rates of violence and abuse.

There are a number of documented risk factors for domestic violence that include: poverty, alcohol and drug abuse, homelessness, poor health and lack of health insurance. Having expert knowledge of communities with disproportionate unmet needs enables us to identify the unique needs of organizations serving these special populations. Understanding the communities you serve increases our ability to support your organization.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
	Limited English speaking communities

BTW Informing Change

Primary Contact	Ellen Irie, Principal Location: Berkeley, CA Phone: (510) 665-6100 eirie@btw.informingchange.com www.informingchange.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	11-15
Management and governance	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	11-15
Research and design of programs	11-15
Program evaluation	11-15
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Alameda County	San Diego County
	Contra Costa County	San Francisco County
	Kings County	San Mateo County
	Los Angeles County	Santa Barbara County
	Marin County	Santa Clara County
	Monterey County	Santa Cruz County
	Napa County	Sonoma County
	Sacramento County	

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Ellen Irie	10+
Lande Ajose	10+
Kim Ammann Howard	10+
Jennifer Curry Villeneuve	2
Tina Cheplick	8
Kris Hele	5

Partial Client List	David and Lucile Packard Foundation
	William and Flora Hewlett Foundation
	Blue Shield of California Foundation
	Community Clinics Initiative
	California Community Foundation
	Jim Joseph Foundation
	Advancement Project
	Bay Area Workforce Collaborative

Description of Consulting Services

BTW undertakes client projects across a range of content areas. Each of these projects is unique in scope and subject. Each receives singular attention. But all our clients benefit from the six key qualities that characterize our work. We are:

- Client focused: Our staff is deeply grounded in knowledge of the sector. We're valued for our creative thinking and our customized approach. We partner with our clients to craft solutions that make sense for their work.
- Accessible: Every client is assigned a dedicated project leader from initial proposal to project completion. We guarantee steady and ready access when you need us.
- Focused on learning and reflection: We place a premium on learning—both our clients' and our own—to inform change.
- Strategic thinkers: We bring intelligence and insight to every project and assignment. We stay squarely focused on pragmatic solutions that advance our clients' effectiveness.
- A team of highly trained professionals: We dedicate a specific team to each project and draw on the collective wisdom of our entire staff. We bring both focused and collective expertise to every client project.
- Thorough and rigorous: We pride ourselves on the soundness of our processes and the quality of our deliverables. We're in business to ensure our clients' success.

Our mission is to help organizations improve their effectiveness and build a culture of learning and continuous improvement. By integrating our broad content knowledge in organizational effectiveness, applied research and evaluation, we create projects that support the growth, development and learning of every client.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Women and/or girls

Capacity Consulting

Primary Contact	Karina Lehrner, Principal Location: Carmel, CA Phone: (800) 671-9747 karina@capacityconsulting.net www.capacityconsulting.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	5
Development & implementation of capacity building plans	5
Strategic planning & program development	10
Management and governance	3
Measuring staff performance	3
Professional development of staff	3
Board development	3
Volunteer management	3
Team building	5
Group facilitation	7
Fundraising strategy & planning	10
Fund development/grant writing – Government sources	10
Fund development/grant writing – Foundation sources	10
Fund development – Individual donors	10
Policy advocacy	3
Outreach to diverse communities	10
Coalition building	10
Social change campaigns	10
Research and design of programs	7
Program evaluation	5
Organizational learning & performance	5

Significant Work Experience in these California Counties	Alameda County
	Monterey County
	San Benito County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Karina Lehrner	10

Partial Client List	Center for Community Advocacy
	First 5 Monterey County
	Monterey County Dept. of Social & Employment Services
	Community Foundation for Monterey County
	ACTION Council of Monterey County
	City of Salinas
	TCC Group
	United Way Monterey County
	San Francisco General Hospital
	Edgewood Center for Children and Families

Description of Consulting Services

Karina Lehrner is founder and principal of Capacity Consulting, offering independent contract services in organizational development, program evaluation, community needs assessments, project design and analysis, strategic planning, fund development, and leadership development. Karina has more than ten years of experience working with various non-profit organizations, foundations, businesses, academic institutions, policymakers, and public agencies. Areas of expertise include child welfare, family and community violence, immigrant rights, health access, housing, leadership development, social and economic justice, and youth development. The broad range of experiences that Karina brings to this work is reflected in the manner of co-designing processes with clients to effectively and appropriately respond to diverse geographic, cultural, linguistic and other contextual frameworks. Fundamental to methods employed by Karina, such as “empowerment”, “social capital”, “community development”, and “socio-ecological” models, is the desired outcome of strengthening individual and organizational capacity. Grounding the work within these types of frameworks aligns planning, implementation, evaluation, and modification of programs and organizations with a shared understanding of the historical, political, socio-economic and other root causal factors that impact our work.

Experience in the Domestic Violence Field

During recent years as a consultant, Karina has worked with a variety of organizations working with prevention and intervention domestic violence programs. This has included consulting services in the areas of fund development, strategic planning, program design, and evaluation. As Program Officer for First 5 Monterey County, Karina was responsible for working with a number of grantees in the field of domestic violence. As the Director of the Monterey County Children's Council, Karina led a county-level group of policymakers through a strategic planning phase including research and promoting best practices for domestic (family) violence prevention and intervention programs and policies. As Associate Director of a grassroots nonprofit organization, Karina helped to launch and implement a peer-to-peer support group of domestic

violence survivors in addition to working with youth in an informal educational domestic violence prevention and early intervention program.

Other Relevant Expertise

Karina has spent more than ten years working with immigrant farmworker communities from rural parts of Mexico. A significant portion of Karina’s experience includes working with indigenous cultures of Mexico such as Triqui and Mixtec. Many of these communities have low levels of literacy, experience periods of unemployment and underemployment, receive very low earnings, live in inadequate housing, and face multiple life stressors. These are all compounded when domestic violence occurs. Legal, cultural, and social obstacles, whether perceived or real, prevent many of these individuals from seeking help and further increase their isolation. Cultural, linguistic, economic, geographic, and other factors hinder the ability for many to access available information and services. Authentic participation by many of these individuals in organizational and civic planning and evaluation is often overlooked, misunderstood, or inadequately addressed. Understanding or at least coming to this work with a shared framework which acknowledges cultural, historical and social contexts is critical.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	American Indian/Native/Indigenous communities
	Chicano/Latino/Hispanic communities
	Women and/or girls
	Survivors of domestic violence or sexual abuse
	Youth
	Limited English speaking communities

Center for Civic Partnerships

Primary Contact	Joan Twiss, Executive Director Location: Sacramento, CA Phone: (916) 646-8680 jtwiss@civicpartnerships.org www.civicpartnerships.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Strategic planning & program development	11-15
Executive/management coaching	11-15
Board development	11-15
Group facilitation	16-20
Leadership sustainability & succession planning	11-15
Coalition building	16-20
Sustainability planning	11-15

Significant Work Experience in these California Counties	Alameda County	Riverside County
	Amador County	Sacramento County
	Butte County	San Bernardino County
	Contra Costa County	San Diego County
	Fresno County	San Francisco County
	Humboldt County	San Joaquin County
	Kern County	San Mateo County
	Kings County	Santa Clara County
	Los Angeles County	Santa Cruz County
	Mendocino County	Shasta County
	Merced County	Sonoma County
	Monterey County	Sutter County
	Nevada County	Tulare County
	Orange County	Yolo County
	Placer County	Yuba County
	Plumas County	

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$149-199
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Available Consultants	Years of Consulting Experience
Christina Hicks	8
Brian Talcott	10
Tanya Kleinman	6
Nicole Hara	5
Joan Twiss	30

Partial Client List	The California Wellness Foundation
	The California Endowment
	Network for a Healthy California
	Centers for Disease Control
	Central Valley Health Network
	First 5 Yuba County
	Watsonville Law Center
	Pasadena Birthing Project

Description of Consulting Services

The Center for Civic Partnerships (Center) has provided technical support to over 150 organizations and communities in California’s 58 counties and across the nation. Areas of support include strategic planning, sustainability planning, succession planning, priority setting, board and staff development and organizational assessment. The Center is highly skilled at providing effective and customized technical assistance, both distance (e.g., telephone, email, webinar) and in person. We have developed a talent for building capacity for leadership, partnership and community involvement and for institutionalizing change so that organizations and collaboratives are stronger and more self-sufficient once support ends.

The Center believes that technical support should be designed to enhance capacity through a facilitative, flexible approach that is audience-driven and responsive to changing needs. We see ourselves as coaches, facilitators, trainers and brokers who support executive directors, and ultimately their staff and boards of directors. We cultivate trusting relationships with and among clients and maintain affiliation with content matter experts who complement our capacities.

Other Relevant Expertise

Our tailored approach allows us to understand the dynamics of the organizations and the communities they serve. In addition to our work with a wide range of cultural communities, we have worked with a large number of nonprofit organizations that have boards of directors whose majorities are comprised of community members, which has strengthened our capacity to work with community-led projects.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	Youth
	Seniors
	Homeless
	Limited English speaking communities

Center for Collaborative Planning

Primary Contact	Connie Chan Robison, Executive Director Location: Sacramento, CA Phone: (916) 498-6960 connie@connectccp.org www.connectccp.org
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Areas of Expertise	Years of Experience
Development & implementation of capacity building plans	16-20
Strategic planning & program development	16-20
Management and governance	11-15
Professional development of staff	16-20
Team building	16-20
Group facilitation	16-20
Leadership sustainability & succession planning	11-15
Fund development/grant writing – Foundation sources	3-5
Policy advocacy	11-5
Outreach to diverse communities	16-20
Coalition building	16-20
Social change campaigns	16-20
Organizational learning & performance	3-5

Significant Work Experience in these California Counties	Butte County	Stanislaus County
	Sacramento County	Tulare County
	San Joaquin County	Yolo County
	Shasta County	Yuba County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Connie Chan Robison	18
Sarah Newton	5

Partial Client List	The California Wellness Foundation
	The California Endowment
	Sierra Health Foundation
	First 5 California
	First 5 Sacramento
	Stanislaus County Health and Human Services
	Planned Parenthood Affiliates of CA
	UCLA Tarjan Center
	CA Dept. of Health Services, Tobacco Control Programs
CA Dept. of Health Services, Injury Prevention & Control	

Description of Consulting Services

Our general approach and framework for capacity building is one built on asset-based, collaborative processes that offer opportunities for shared learning and leadership. The technical assistance and training incorporates practices of adult learning and highly interactive processes that build on one's own strengths and help support growth and development. We believe in peer teaching and modeling and the importance of train-the-trainer approaches that don't rely on any one expert but cultivate diverse and multiple expertise driven by solutions developed and owned by those affected by the issue(s). Our current partnerships with Sierra Health Foundation's REACH Youth Development Initiative, The California Endowment's Building Healthy Communities initiative, and the launching of our WHL-San Joaquin Valley Leadership program in the Central Valley are all predicated on the principles and practices of community engagement, sustainable leadership, and community change.

Other Relevant Expertise

Engagement of rural communities, racially and ethnically diverse communities and population groups, grassroots leaders. Our capacity to engage diverse audiences for learning creates safe environments for learning and sharing. Building trust and relationships is a key part of our work in leadership development and capacity building. We also have the ability to engage across sectors towards shared vision and goals which is important to organize and coalesce across the different constituencies that impact issues of domestic violence.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Youth
Limited English speaking communities	

Changetending, Inc.

Primary Contact	Marybeth Carter, President & CEO Location: Palm Springs, CA Phone: (760) 668-6983 mb@changetending.com mb_consulting@msn.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	11-15
Management and governance	20+
Human resources policies	20+
Professional development of staff	20+
Board development	20+
Volunteer Management	20+
Team building	11-15
Group facilitation	20+
Leadership sustainability & succession planning	11-15
Fundraising strategy & planning	20+
Fund development/grant writing – Government sources	20+
Fund development/grant writing – Foundation sources	20+
Fund development – Individual donors	20+
Financial strategy & management	20+
Financial systems development & upgrades	20+
Media/public relations	20+
Policy advocacy	20+
Outreach to diverse communities	20+
Coalition building	20+
Social change campaigns	3-5
Strategic restructuring and mergers	20+
Research and design of programs	20+
Other: Violence Against Women programming	

Significant Work Experience in these California Counties	All California Counties
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Consulting Fees	<input checked="" type="checkbox"/> \$150-199 Notes: Rate may be negotiable
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Available Consultants	Years of Consulting Experience
Marybeth Carter	11

Partial Client List	
	San Mateo Public Library Foundation
	Family Stress Center, Contra Costa County
	California Rape Crisis Centers and dual programs

Description of Consulting Services

Changetending, Inc. supports nonprofit agencies through change. Its President & CEO, Marybeth Carter, is passionate about the value of nonprofit agencies and has proven success, particularly with sexual assault, domestic violence, and coalitions, to exert their full leadership potential. By strengthening their core financial and administrative capacities as well as their connection to government and private funders, Marybeth works with the agencies to assess their strategic vision, then develops and implements creative fund development and programmatic plans that foster growth and achievement of mission.

Marybeth's assessment includes creative approaches to collaborations and agency restructuring or mergers that will enhance the strength of the organizations. For instance, Marybeth as CEO & President of Changetending, Inc. recently completed leadership to a child abuse prevention agency that merged with its local domestic violence program that resulted in an agency of twice the revenue and a mission that addresses violence across the family violence spectrum.

Experience in the Domestic Violence Field

Marybeth Carter has over 35 years of nonprofit experience, with a passion for the prevention of violence against women and family violence prevention services. She is the former Executive Director of California Coalition Against Sexual Assault where she lead the agency through a major growth phase from an all-volunteer organization to a multi-million dollar staffed state and national level coalition that remains a leader in addressing violence against women. At CALCASA, Marybeth and the CALCASA staff provided numerous technical assistance trainings to assist rape crisis and domestic violence service providers in California and throughout the nation.

Marybeth began her career in a rural area serving as executive director of the Self Help Center, a domestic violence shelter and rape crisis center in Casper, Wyoming then transitioned to an urban area working in rape crisis centers in Contra Costa and Marin Counties, California. She recently has served as Interim Executive Director of the Family Stress Center, a child abuse prevention/family violence agency, leading the agency through a successful merger with the local domestic violence agency. Marybeth is past president of the National Alliance to End Sexual Violence and of the National Coalition Against Sexual Assault.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Mentally ill

Coast Networx, Inc

Primary Contact	AJ Whitten, Vice President / Sr. Engineer Location: Santa Maria, CA Phone: (805) 357-4646 aj@coastnetworx.com www.coastnetworx.com
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Areas of Expertise	Years of Experience
Information Technology systems development & upgrades	6-10

Significant Work Experience in these California Counties	San Luis Obispo County
	Santa Barbara County
	Ventura County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99
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Available Consultants	Years of Consulting Experience
AJ Whitten	20
Bob McKee	20
Alfden Mercado	10

Partial Client List	Foodbank of Santa Barbara <input type="checkbox"/>
	Domestic Violence Soultuions <input type="checkbox"/>
	Vocational Training <input type="checkbox"/>
	Community Bank of Santa Maria <input type="checkbox"/>
	Rogers, Sheffield & Campbell <input type="checkbox"/>
	Central Coast Distributing <input type="checkbox"/>
	Thornhill Ranches <input type="checkbox"/>

Description of Consulting Services

We provide and maintain the IT infrastructure and IT support for these communities. We cover all aspects from installation to ongoing maintenance.

Experience Serving Specific Communities	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities

or Populations	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ (Lesbian, Gay, Bisexual, Transgender, Transsexual, and/or Queer) communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

We support the non-profit organizations that support the above communities.

Community Partners

Primary Contact	Linda Fowells, Executive Vice President Location: Los Angeles, CA Phone: (213) 346-3211 lfowells@communitypartners.org www.CommunityPartners.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	20+
Development & implementation of capacity building plans	20+
Strategic planning & program development	20+
Business planning & strategy	20+
Executive/management coaching	20+
Management and governance	20+
Professional development of staff	20+
Board development	20+
Team building	20+
Group facilitation	20+
Leadership sustainability & succession planning	20+
Fundraising strategy & planning	8
Fund development/grant writing – Foundation sources	10
Fund development – Individual donors	8
Financial strategy & management	10+
Financial systems development & upgrades	10+
Database development & management	5
Information Technology systems development & upgrades	5
Policy advocacy	15
Outreach to diverse communities	8
Coalition building	20+
Strategic restructuring and mergers	5
Organizational learning & performance	20+
Other: Network/collaborative planning and management (5+); Design and implementation of small- and large-scale peer convenings (10+); Charter school development and implementation (6); Construction and real estate (5)	

Significant Work Experience in these California Counties	Alameda County	Sacramento County
	Imperial County	San Diego County
	Los Angeles County	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149	<input checked="" type="checkbox"/> \$150-199	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Paul Vandeventer	25
Linda Fowells	20
Bridget Cole	15
Cynthia Freeman	6
Judy Harper	8
Eric Medina	8
Luisa Miranda	20
Lupe Solorio	7
Robbin Randolph	20
Donna Roberts	10

Partial Client List	
	Blue Shield
	First 5 Los Angeles
	Kaiser Permanente
	LA Care Health Plan
	LA Health Action
	Lumina Foundation
	Pfaffinger Foundation
	The California Wellness Foundation
	Unihealth Foundation
	Violence Prevention Coalition

Description of Consulting Services

Community Partners was launched in 1992, and today provides organizational and programmatic capacity building support, program management, incubation and fiscal sponsorship, and fiscal/administrative services to 140 California-based projects and organizations. Our projects and programs represent approximately 250 staff and \$16 million in revenues. Numerous established nonprofit organizations have also turned to Community Partners over the years to provide consulting on a wide range of organizational development issues. Our core staff of 21 program and finance professionals provides comprehensive organizational development services, training, technical assistance, and peer learning opportunities to this broad array of organizations – ranging in scope from highly grassroots, all-volunteer groups to multi-million-dollar operations. In doing so, we’ve developed extensive cultural competencies and a highly diverse staff capable of identifying organizational capacity strengths, weaknesses, and needs, and partnering effectively with staff and board members to solve complex problems. In addition, Community Partners staff has extensive experience providing technical assistance to coalitions, alliances, and collaboratives, which led to our recent book, *Networks that Work*.

Our approach is based on respecting local assets, knowledge, and leadership. We believe that “expertise” is present in many forms throughout communities,

organizations, and institutions, and that people affected by a problem are always among the best experts on how to solve it.

Experience in the Domestic Violence Field

Working with several of our fiscal sponsorship projects – including The Lotus Project, MovingUP, the Violence Prevention Coalition, the San Fernando Valley Coalition on Gangs, and FOCUS – has helped us develop specialized knowledge about best practices in violence prevention. Community Partners also served as the technical assistance coordinator for The California Wellness Foundation’s Violence Prevention Initiative, which included domestic violence in its scope. To give one illustration, the Violence Prevention Coalition (VPC) has built bridges across former tensions between groups in LA County utilizing prevention, intervention, and suppression approaches. Since coming together through VPC, gang interventionists now better understand the relationship between domestic violence and gang membership and DV organizations are now much more sensitive to the complications that gang membership presents for people experiencing domestic violence. These transformations have resulted in concrete programming advances within both sectors and strengthened VPC’s efforts to bring potential allies into relationship with each other to build momentum for policy and systems change using the public health model of violence prevention.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
	Limited English speaking communities
Rural and border communities	
Health care organizations serving the uninsured and underinsured	

CompassPoint Nonprofit Services

Primary Contact	Adriana Rocha, Practice Director Location: San Francisco, CA Phone: (415) 541-9000 x340 adrianar@compasspoint.org www.compasspoint.org
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Areas of Expertise	Years of Experience
Executive/management coaching	6-10
Management and governance	20+
Board development	20+
Leadership sustainability & succession planning	16-20
Strategic restructuring and mergers	3-5

Significant Work Experience in these California Counties	Alameda County
	Napa County
	San Francisco County
	San Mateo County
	Santa Clara County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$149-199
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Available Consultants	Years of Consulting Experience
Steve Lew	11
Liz Callahan	17
Tim Wolfred	12
J.R. Yeager	10

Partial Client List	API Wellness Center
	Cameron House
	Sacred Heart
	CA Alliance Against Domestic Violence
	SF Women Against Rape
	Support Network for Battered Women
	SF Child Abuse Prevention Center
	Women's Crisis Support – Defensa de Mujeres
	Family Support Services of the Bay Area

Description of Consulting Services

For 34 years, CompassPoint has served the nonprofit community through the delivery of high quality capacity-building programs for nonprofit organizations and staff, including training, consulting, initiatives, conferences, research, and publications. Every year, we consult with over 150 organizations and work with over 3,000 individuals through our training, conferences, and coaching programs. Our work touches thousands more through our publications and field-building in the sector.

CompassPoint conducts core programming in the San Francisco Bay Area as well as throughout California and across the nation on field-building work and initiatives with funders and other capacity-building organizations and providers. We work across organizational roles, serving EDs to senior managers to boards to administrative and line staff to those in different functional areas, from fundraising to finance to program delivery. As a community-based organization with a significant percentage of people of color on our staff and board, CompassPoint understands firsthand how the unique impacts of culture and related political and emerging trends affect our clients and their work. We place particular emphasis on working with staff and organizations that serve vulnerable populations that are based in communities of color, and that lead social change.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Man and/or boys
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless

ComputerWorks NFP Solutions

Primary Contact	Becky Buchholtz, Office Manager Location: San Dimas, CA Phone: (909) 599-2000 becky@cwnfps.com www.cwnfpsolutions.com
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Areas of Expertise	Years of Experience
Financial systems development & upgrades	20+

Significant Work Experience in these California Counties	Alameda County
	Amador County
	Calaveras County
	Fresno County
	Humboldt County
	Kern County
	Kings County
	Los Angeles County
	Monterey County
	Napa County
	Orange County
	Riverside County
	Sacramento County
	San Bernardino County
	San Diego County
	San Francisco County
	San Joaquin County
Santa Barbara County	
Santa Clara County	
Sonoma County	
Ventura County	

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Jeff Durante	21
Maryellen Kiefer	10

Partial Client List	WISE and Healthy Aging
	The Resource Connection
	Children's Bureau

Description of Consulting Services

ComputerWorks NFP Solutions is a full-service consulting firm that specializes in financial software solutions for the unique needs of not-for-profit organizations and governmental agencies. We are a certified reseller of top, industry-leading solutions that span the range of small to enterprise level applications, which allows us to provide solutions to our clients based upon their specific organizational needs. Our consultation services include: financial systems assessment, needs analysis, software recommendation, sales, system planning, implementation, project management, training and support. Our staff is committed to providing the best professional services possible to our clients. We strive to establish long term relationships with our clients and have built a reputation on being there for them long after the installation is complete.

Other Relevant Expertise

ComputerWorks NFP Solutions has worked with agencies spanning all segments of the public sector, including agencies providing domestic violence counseling and shelter services. Additionally, Mr. Durante spent seven and a half years in Not-For-Profit administration work for Drug & Alcohol Recovery and Women's Counseling agency that offered Domestic Violence counseling services.

Experience Serving Specific Communities or Populations	Low-income communities
	Women and/or girls
	Homeless

Consulting for a Change

Primary Contact	Judy Spiegel, Owner/Principal Location: Los Angeles, CA Phone: (310) 391-6316 jaspiegel@earthlink.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	20+
Development & implementation of capacity building plans	20+
Environmental scans, landscape analysis	3-5
Strategic planning & program development	16-20
Executive/management coaching	1-2
Management and governance	20+
Measuring staff performance	3-5
Professional development of staff	6-10
Board development	20+
Team building	16-20
Group facilitation	16-20
Leadership sustainability & succession planning	1-2
Database development & management	6-10
Strategic restructuring and mergers	3-5
Research and design of programs	16-20
Program evaluation	11-15
Organizational learning & performance	3-5

Significant Work Experience in these California Counties	Los Angeles County
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Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Judy Spiegel	22

Partial Client List	Eisner Pediatric and Family Medical Center
	Herb Ritts Foundation
	Playing for Change Foundation
	L.B. Research and Education Foundation
	The California Wellness Foundation
	Jewish Funders Network
	University Art Museum, CSULB
	Pasadena Child Health Foundation
	Cedars-Sinai Medical Center
	Southern California Grantmakers
	Chrysalis
	Long Beach Nonprofit Partnership

Description of Consulting Services

Consulting for A Change assists nonprofits and philanthropic organizations to align their resources, values, and goals to achieve their aims. I build on strength, while recognizing the inherent and individual challenges faced by each client. Having worked as a nonprofit provider, funder, and consultant keeps my work reality based and practical. Driven by a social justice value, I work with organizations who strive to make the world a more equitable and accessible place to live. My work with foundations has educated me about and exposed me to many domestic violence agencies throughout California.

Other Relevant Expertise

I have spent more than 20 years working in or with health care organizations and community clinics, in the last five years a strong focus on agencies serving families with children ages zero to five. While not directly related to DV, these programs all serve women and children who face these issues regularly. I have developed a sensitivity and sensibility to the field. Moreover, my work with The California Wellness Foundation sabbatical initiative for the past six years has enabled me to speak to many agencies serving abused and at-risk women and families. I've learned much from our interviews.

Experience Serving Specific Communities or Populations	Low-income communities
	Women and/or girls
	Homeless

CZ Associates

Primary Contact	Carole Zavala, President Location: Laguna Beach, CA Phone: (949) 497-6397 cz.associates@verizon.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Development & implementation of capacity building plans	16-20
Strategic planning & program development	16-20
Business planning & strategy	3-5
Executive/management coaching	16-20
Management and governance	16-20
Human resources policies	6-10
Measuring staff performance	16-20
Professional development of staff	20+
Board development	16-20
Volunteer management	11-15
Team building	20+
Group facilitation	20+
Leadership sustainability & succession planning	11-15
Fundraising strategy & planning	11-15
Fund development/grant writing – Government sources	11-15
Fund development/grant writing – Foundation sources	16-20
Fund development – Individual donors	6-10
Fund development – Planned giving	6-10
Strategic communications	16-20
Media/public relations	16-20
Policy advocacy	6-10
Outreach to diverse communities	20+
Coalition building	20+
Strategic restructuring and mergers	6-10
Research and design of programs	20+
Program evaluation	20+
Organizational learning & performance	20+

Significant Work Experience in these California Counties	Los Angeles County
	Orange County
	San Bernardino County
	San Diego County
	Ventura County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199 Notes: Estimates fees on a project basis.
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Available Consultants	Years of Consulting Experience
Carole Zavala	25+

Partial Client List	OC HeadStart
	Girls Incorporated of Orange County
	Big Brothers/Big Sisters of Orange County
	LA County Museum of Art-Education Dept.
	Am. Women’s Economic Development – AWED
	YWCA – Pasadena, San Gabriel Valley, Central OC
	Girls Scouts of Long Beach, Mt. Wilson
	US Navy – NEMESIS Project
	Laguna Beach Seniors, Inc.
St. Bernardine’s Medical Center	

Description of Consulting Services

Ms. Zavala has the experience and skills to identify, research and summarize vast amounts of information in a cost effective and timely matter. Skilled at interviewing techniques, focus groups and facilitating community meetings, she helps organizations identify priorities, needs and resources and to create alignment between them. Her approach to strategic planning leads organizations to fulfilling their vision, with sensitivity and awareness of the resources and steps needed to accomplish the tasks. Her 25 plus years as an effective leader of non-profits provides proven experience in the field.

Experience in the Domestic Violence Field

Most of the organizations that involved women and children had issues related to domestic violence. My role as a facilitator and/or leader was to assist with program planning based on current needs, as well as to assist with the design of evaluation of those programs. I would also be involved in assisting with identification of community partners and/or individuals who could assist clients with domestic violence issues. The YWCA, Big Brothers/Big Sisters, Girls Inc. and OC Head Start all had components related to domestic violence as part of their programs/outreach.

Other Relevant Expertise

CZ Associates has worked with ethnically/economically diverse communities for over 25 years in the areas of business and leadership development, social services, the arts, and programs for youth, women and girls. Our strength lies in helping groups identify/validate their strengths, challenges and priorities and to design cost effective ways to meet their mission and goals. Skillful facilitation and knowledge of group

dynamics has been key to our success as well as identifying/mentoring skilled leaders to implement plans. Collaboration/partnership development has been essential to our success.

Experience Serving Specific Communities or Populations	Racially/ethnically diverse communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Youth
	Seniors
	Homeless
	Limited English speaking communities

Deborah Wu

Primary Contact	Deborah Wu, Principal Location: Los Altos, CA Phone: (650) 949-2659 debbie@wukrause.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	11-15
Management and governance	11-15
Board development	11-15
Group facilitation	11-15
Fundraising strategy and planning	11-15
Other: Executive Director search, transition, post-hire; Interim Executive Director services	

Significant Work Experience in these California Counties	Alameda County
	San Francisco County
	Santa Clara County
	Santa Cruz County

Consulting Fees	<input checked="" type="checkbox"/> \$100-\$149
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Available Consultants	Years of Consulting Experience
Deborah Wu	20

Partial Client List	SF Court Appointed Special Advocates
	San Francisco Bay Bird Observatory
	Donaldina Cameron House
	California Wellness Coalition
	KUSP Public Radio
	El Camino Hospital Foundation
	San Jose Conservation Corps
	Asian Americans for Community Involvement
	Lupus Foundation of Northern California
	YWCA Midpeninsula

Description of Consulting Services

I have worked extensively with organizations serving disadvantaged individuals and people experiencing difficulties, including DV. As a woman of color, I have sensitivity and understanding of the issues and competencies involved with populations such as these. My approach is one of respect and building on strengths as well as identifying

challenges and working toward solutions. I believe that everyone has wisdom and value and that the value I bring involves collaboration and recognizing what each person brings to the table.

Experience in the Domestic Violence Field

Deborah Wu was a board member, including president, of the Support Network for Battered Women. She has done volunteer and consulting work for DV organizations as well.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Seniors
	Homeless
	Limited English speaking communities

DF Ching Consulting

Primary Contact	Deborah F. Ching, Principal Location: Los Angeles, CA Phone: (310) 748-7940 dfching@npconsulting.info dfching@earthlink.net www.nonprofitconsultinggroup.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Executive/management coaching	11-15
Management and governance	11-15
Human resources policies	11-15
Measuring staff performance	11-15
Professional development of staff	11-15
Board development	16-20
Team building	6-10
Group facilitation	11-15
Leadership sustainability & succession planning	6-10
Outreach to diverse communities	20+
Coalition building	11-15
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Los Angeles County
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Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Deborah F. Ching	10

Partial Client List	Center for the Pacific Asian Family
	Coalition to Abolish Slavery & Trafficking
	1in6
	Sexual Assault Crisis Agency
	Little Tokyo Service Center
	Jewish World Watch
	Heal the Bay
	Community Financial Resource Center
	Khmer Girls in Action
Western Center on Law & Poverty	

Description of Consulting Services

The principal of DF Ching Consulting offers knowledge and experience derived from a career as a nonprofit executive, service on a wide range of nonprofit boards and civic commissions/committees, and teaching post-graduate nonprofit management at CSU. We take a comprehensive approach to issues faced by nonprofit organizations, understanding that an organization is a dynamic, organic entity where actions or solutions in one organizational area must be in balance with the organization as a whole. Listening to the client organization is the key to providing realistic, practical and viable solutions for the unique circumstances of each organization. This would include strategic planning and tools for implementation, infrastructure development, board and staff development, and leadership transition (executive coaching, board facilitation, interim executive services).

Experience in the Domestic Violence Field

Experience in the domestic violence field has been as a consultant working with board, executive and staff levels. These included facilitation of several strategic planning processes that produced achievable goals, objectives and action plans that concretized the organizations' future directions; executive coaching over periods of 6-24 months; interim executive director services (sexual assault crisis as well as non-DV organizations) that involved taking staff leadership of an organization (6-9 months) and facilitating the board's successful search for its next executive; retreat facilitations for staff and boards to develop action plans for building operational infrastructure or programmatic development; board training on governance, executive performance appraisal and fundraising; staff training on communications, time management and aspects of nonprofit management.

Other Relevant Expertise

The principal consultant has particular background and expertise in working with Asian and other immigrant and refugee communities. This expertise has developed over decades of managing direct services and outreach programs to these communities, and as a consultant to organizations who continue to provide direct services to or advocacy for these constituents. Since 1971, the principal has worked in Asian immigrant communities as a service provider and later as a nonprofit executive overseeing health, case management, employment, senior, youth, housing and mental health services for immigrant communities. Mental health services included pioneering work with Asian immigrant DV survivors. Experience working with refugee populations began in 1975 with resettlement services for Vietnamese refugees, then later with Armenian and other refugee waves arriving to the US. These experiences have developed expertise in working with and outreaching to immigrant and refugee communities, understanding stages of cultural adjustment, the impact of language isolation, and the cultural and adjustment stress on immigrant families that can result in family violence.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	Survivors of domestic violence or sexual abuse
	Homeless
	Limited English speaking communities

Draper Consulting Group

Primary Contact	Lee Draper, President Location: Santa Monica, CA Phone: (310) 392-2200 ldraper@drapergroup.com www.drapergroup.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Development & implementation of capacity building plans	16-20
Environmental scans, landscape analysis	16-20
Strategic planning & program development	16-20
Business planning & strategy	16-20
Executive/management coaching	16-20
Management and governance	16-20
Professional development of staff	16-20
Board development	16-20
Team building	16-20
Group facilitation	16-20
Leadership sustainability & succession planning	16-20
Fundraising strategy and planning	16-20
Fund development/grant writing – Foundation sources	16-20
Fund development – Individual donors	16-20
Financial strategy & management	16-20
Coalition building	16-20
Strategic restructuring and mergers	16-20
Organizational learning & performance	16-20
Other: Planned giving	

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Los Angeles County	San Mateo County
	Nevada County	Santa Clara County
	Orange County	Santa Cruz County
	San Diego County	Ventura County

Consulting Fees	Notes: Estimates fees on a project basis.
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Available Consultants	Years of Consulting Experience
Lee Draper	20
Michelle Torgerson	3
Karina Nordbak	Less than 1 Year
Cristin O’Leary	2

Partial Client List	California Coalition Against Sexual Assault (CALCASA),
	Mary Magdalene Project
	Rainbow Services
	San Gabriel Valley YWCA – Wings Program
	Break the Cycle
	Pasadena YWCA
	Mother’s Club
	Women at Work
	Westside Family Health Center
	AltaMed Health Services Corporation
	Women’s Leadership Circles
	Women’s College at Santa Monica College

Description of Consulting Services

Draper Consulting Group (DCG) is a nationally respected mission-driven consulting firm that provides in-depth, customized services to grantmakers and nonprofit organizations to enhance their effectiveness and impact. Our mission is to contribute skills, experience, vision, and leadership to strengthen the nonprofit sector in American society through management assistance, training, and advocacy. DCG provides capacity building consulting services to nonprofit organizations including strategic planning, fundraising, and Board and staff development. Our expertise is in supporting and guiding organizations through periods of change and transformation, including executive or management transitions, programmatic changes, and the expansion or reduction of budgets. Since 1990, DCG has provided essential services to over 200 grantmakers and nonprofit organizations.

Experience in the Domestic Violence Field

Lee Draper has both professional and personal volunteer experience working in the domestic violence field. As chair of the Los Angeles Women’s Foundation development committee, Dr. Draper designed four major initiatives, one of which was the elimination of violence against women. Through this volunteer position, Dr. Draper helped to design a corporate and foundation fundraising program to raise sufficient funding to implement the 5-year grantmaking initiatives.

Draper Consulting Group worked with the YWCA WINGS program in Covina to design and implement a private sector fundraising program to expand their foundation and corporate support, where they had previously not tapped into these funding streams. Increased funding enabled WINGS to renovate its domestic violence shelter, expand case management, and increase the number of women and children served. The YWCA WINGS programming included a shelter, peer support services, and other social services for victims of domestic violence.

DCG also worked with Rainbow Services, which runs a number of shelters in the Long Beach area and has comprehensive domestic violence programs. DCG helped them with strategic planning, and in particular helped to build the capacity of their board of directors to raise money so that they could achieve the goals of their strategic plan.

Other Relevant Expertise

DCG brings a demonstrated ability to work with diverse stakeholders including a track record of working with organizations led by people of color, women, and activists and volunteer leaders embedded in their diverse communities, cultures, faiths, or constituencies. Our goal is not necessarily to gain expertise on one particular community or set of communities, but to work in partnership with community organizations and leaders to develop a change process that honors the organization’s specific culture and character as well as the cultural dimensions of the community and the constituencies served.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
Limited English speaking communities	

ebx design & tech solutions

Primary Contact	Eliza Barrios, Principal Location: San Francisco, CA Phone: (415) 565-0393 info@ebxsolutions.com www.ebxsolutions.com
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Areas of Expertise	Years of Experience
Information Technology systems development & upgrades	6-10
Web site design	6-10
Graphic design	6-10
Social networking and online marketing	3-5

Significant Work Experience in these California Counties	San Diego County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Eliza Barrios	8

Partial Client List	Family Connections
	San Francisco Bicycle Coalition
	Transgender Law Center
	Peter Otto Haas – LEED Certified Architect
	Sara Shelton Mann/Mixed Bag Productions
	Escuela Del Mundo – San Pancho Mexico
	Skyline City College

Description of Consulting Services

EBX Design & Tech Solutions offers a broad range of services for building the technological capacity of organizations. Skilled in Information Technology and Web Development, EBX Design and Tech Solutions brings over eight years of experience working with non-profit communities, as well as the private sector. As an A+ certified Technician, Principal Eliza Barrios provides technical assistance with computer maintenance, troubleshooting, networking, and overall hardware and software backup. EBX Design & Tech Solutions is also Web Core certified and offers Website design and development, graphics design for print and online, and Web maintenance. Eliza Barrios has a background in teaching and training and offers training in basic office applications, such as Word and Excel, Internet use and database maintenance.

Other Relevant Expertise

The daughter of immigrant parents, Eliza Barrios grew up in a predominantly Filipino/Filipino-American community. She is very familiar with the traditions and language of the culture. She is also well versed in working with the elderly Filipino-American community having worked as a volunteer for several Fil-Am organizations in San Diego and the San Francisco Bay Area.

Experience Serving Specific Communities or Populations	Immigrant communities
	Asian/Pacific Islander communities
	LGBTQ communities
	Youth

Echo Parenting & Education

Primary Contact	Diana Ayala, Director of Finance & Operations Location: Los Angeles, CA Phone: (213) 484.6676, Ext. 300 dayala@echoparenting.org www.echoparenting.org
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Areas of Expertise	Years of Experience
Team Building	

Significant Work Experience in these California Counties	Glenn County
	Los Angeles County
	Riverside County
	San Bernardino County

Consulting Fees	<input checked="" type="checkbox"/> \$1-49	<input checked="" type="checkbox"/> \$50-99	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Ruth Beaglehole	25
Ariel Wrye	10

Partial Client List	Women's Center of San Joaquin County
	City of Stockton
	County of San Joaquin
	City of Modesto
	County of Stanislaus
	Medcore HP and Omni IPA
	San Joaquin County Bar Association
	Business Council, Inc.
	Stanislaus Council of Governments
	Child Abuse Prevention Council

Description of Consulting Services

Consensus building, community involvement, public relations, meeting facilitation, crisis communications, graphic design, photography, media relations, news and feature writing, event coordination, database development, research/survey management. We are 100% woman-owned and -operated and in our 21st year of business. We work with diverse populations in the Central Valley.

Our firm's mission, "Making Your Best Intentions Happen," drives every project. One of our recent clients stated of our firm in a reference: "They lived their motto."

Experience in the Domestic Violence Field

Judith Buethe has been a board member of the Child Abuse Prevention Council and continues as a supporter and volunteer for that organization and for the Women's Center of San Joaquin County. Melissa Williams, our Creative Director, designed the Women's Center of San Joaquin County logo; Melissa has also photographed for and developed effective print materials for the Child Abuse Prevention Council.

Other Relevant Expertise

Photography, crisis communications, general public relations

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities

El-Askari Consulting

Primary Contact	Galen El-Askari, Principal Location: Nevada City, CA Phone: (530) 264-7127 galen@elaskari.com www.elaskari.com
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Areas of Expertise	Years of Experience
Strategic planning & program development	6-10
Executive/management coaching	3-5
Group facilitation	11-15
Fund development/grant writing – Government sources	6-10
Fund development/grant writing – Foundation sources	6-10
Policy advocacy	16-20
Outreach to diverse communities	16-20
Coalition building	16-20
Research and design of programs	16-20
Program evaluation	11-15

Significant Work Experience in these California Counties	Alameda County	Placer County
	Calaveras County	Sacramento County
	Contra Costa County	San Diego County
	El Dorado County	San Francisco County
	Marin County	San Joaquin County
	Mariposa County	San Mateo County
	Merced County	Santa Clara County
	Monterey County	Sonoma County
	Nevada County	

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Galen El-Askari	12
Ariel Lovett	10
Cynthia Schuetz	12

Partial Client List	Alameda County-Wide Homeless Continuum of Care Council
	Asian Resources, Inc.
	Bay Area Community Resources
	City of Berkeley Maternal & Child Health Program
	Labor Occupational Health Program
	Marin County Alcohol, Drug, and Tobacco Services
	San Jose Domestic Violence Advisory Board
	Santa Clara County DV Advocacy Consortium
	Sonoma County Department of Health Services
	Westside Health Center/Southeast Partnership

Description of Consulting Services

El-Askari Consulting is an established team of strategic planning, community health, evaluation, program development, and training consultants, specializing in building the capacities of organizations and individuals in the public, non-profit, philanthropic, and small business sectors. We have offices in Nevada City, Sacramento, and Oakland. We are currently developing the evaluation capacity of a nonprofit organization providing services to newly blind seniors, and we have extensive experience assisting domestic violence and other organizations to articulate their values, vision, goals and outcomes to successfully build their programs. We utilize appreciative inquiry and other highly engaging, hands-on methods to tap the capacities and wisdom of both service providers and those they serve to demystify the process of program development and evaluation.

Experience in the Domestic Violence Field

Galen El-Askari has provided consulting services for two northern California domestic violence organizations to engage key stakeholders in strategic planning, logic model development and evaluation design. She co-facilitated extensive retreats as well as ongoing committees, utilizing consensus building methods as well as drawing on her extensive experience in organizational development.

Other Relevant Expertise

El-Askari Consulting has developed a highly effective training approach that draws on cultural strengths and capacities. It includes a "capacity inventory" exercise that can be used in a variety of contexts. This activity draws out the skills and assets of those typically viewed as "clients" in order to highlight that those who are often viewed by service providers as having deficits or deficiencies to be addressed by professionals, often have capacities and strengths that can be tapped to solve problems and create healthier communities. Another approach we use is storytelling to promote authentic dialogues about cultural humility, which is the ability to listen both to persons from other cultures, and to our own internal dialogue. When we do that, we discover how easily we discount another's truth when it passes through our own cultural lens.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Youth
	Seniors
	Homeless
	Limited English speaking communities

Eleanor A. Smith & Associates

Primary Contact	Eleanor A. Smith, Principal Location: Oakland, CA Phone: (510) 923-1226 eleanor@eleanorasmith.com www.eleanorasmith.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	11-15
Board development	6-10
Volunteer management	16-20
Team building	11-15
Group facilitation	16-20
Fund development/grant writing – Foundation sources	6-10
Fund development – Individual donors	6-10
Research and design of programs	6-10
Program evaluation	3-5
Organizational learning & performance	3-5

Significant Work Experience in these California Counties	Alameda County	Sacramento County
	Contra Costa County	San Francisco County
	Fresno County	San Mateo County
	Humboldt County	Santa Clara County
	Lake County	Siskiyou County
	Marin County	Trinity County
	Mendocino County	Tulare County
	Napa County	

Consulting Fees	<input checked="" type="checkbox"/> \$100-\$149
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Available Consultants	Years of Consulting Experience
Eleanor Smith	15

Partial Client List	YMCA of the East Bay
	Bishop O'Dowd High School
	CALICO Center
	Florence Crittenton Services
	St. Anthony Foundation
	Children's Hospital & Research Center Oakland Foundation
	Shanti
	William & Flora Hewlett Foundation
	Fannie & John Hertz Foundation
	Glide Foundation

Description of Consulting Services

Offering strategic consulting services to nonprofit organizations since 1997, Eleanor A. Smith & Associates helps clients realize their vision for positive change in their communities. Services include: strategic planning; theory of change and logic model training and coaching; stakeholder needs assessments; best practices research; program development; design and implementation of internal evaluation systems; and fundraising planning.

Our approach is informed by cultural humility and deep respect for nonprofit leaders and staff. As trusted guides, we surface stakeholders' shared values, guide groups in articulating their long-term vision, and facilitate the creation of a roadmap for achieving success. In short, we help groups put legs on dreams.

The processes of creating a logic model and theory of change make explicit leaders' underlying assumptions about their organization's mission and choice of services or programs. By surfacing implicit assumptions, leadership and staff can compare their knowledge and beliefs and create a working model of how they intend to reach their goals and manifest target outcomes. A logic model includes the identification of appropriate indicators and methods to document desired changes. As such, it includes a plan for regular data collection on progress toward goals and promotes a culture of accountability. Such data can inform evidence-based program planning and continuous organizational learning and improvement. With a logic model and theory of change, NPO directors can quickly communicate--visually and verbally--their vision of how their organization and its programs and services create desired change.

Experience in the Domestic Violence Field

With the opening of a satellite facility at Oakland's new Family Justice Center, CALICO Center of San Leandro identified an opportunity to intervene with the mothers of abused children who came for forensic interviewing and who may themselves be suffering domestic violence. I helped develop a program plan and wrote a successful grant proposal to Blue Shield of California Foundation. I also helped Children's Hospital

Oakland's Center for Child Protection develop a similar intervention program in the hospital's ER and wrote successful grants to fund it.

Other Relevant Expertise

My work is guided by deep cultural humility and compassion. I have worked with rural communities, inner city communities and a wide spectrum of demographic groups.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
Limited English speaking communities	
People with life-threatening illnesses	

Elissa Brown

Primary Contact	Elissa Brown, Principal Location: North Fork, CA Phone: (559) 877-2432 elissa@elissabrown.com
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Areas of Expertise	Years of Experience
Fund development/grant writing – Government sources	11-15
Fund development/grant writing – Foundation sources	11-15

Significant Work Experience in these California Counties	Fresno County
	Madera County
	Mariposa County
	Merced County
	Tulare County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99
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Available Consultants	Years of Consulting Experience
Elissa Brown	10

Partial Client List	Madera County Board of Supervisors
	North Fork Mono Tribe
	Chukchansi Tribe
	Coarsegold Resource Conservation District
	Mariposa County Resource Conservation District
	Central Valley Air Quality Coalition
	North Folk Community Development Council
	Sierra Nevada Conservancy
	Fresno Metro Ministries
	Madera Community Hospital

Description of Consulting Services

I provide grant writing services and training. My greatest interest is to build the capacity of organizations to obtain their own funding. I have developed a low-cost, hands-on grant writing training course which is effective in helping individuals and organizations overcome obstacles to writing and submitting effective grant applications.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	American Indian/Native/Indigenous communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities

Elizabeth Schaffer

Primary Contact	Elizabeth Schaffer Location: San Francisco, CA Phone: (415) 824-3133 inschaffer@pacbell.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Development and implementation of capacity building plans	16-20
Business planning & strategy	16-20
Executive/management coaching	16-20
Financial strategy & management	16-20
Financial systems development & upgrades	16-20

Significant Work Experience in these California Counties	Alameda County
	Marin County
	San Francisco County
	San Mateo County
	Santa Clara County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Elizabeth Schaffer	17

Partial Client List	Congregation Emanu-El
	Equal Rights Advocates
	Women's Funding Network

Description of Consulting Services

I coach nonprofit leaders and help organizations enhance their decision-making ability by improving the quality of their financial data and analysis.

Experience in the Domestic Violence Field

Consulted with Family Violence Prevention Fund in San Francisco.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Women and/or girls
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Substance abusers

Emerald Consulting

Primary Contact	Keith Archuleta, Founder/President Location: Antioch, CA Phone: (925) 755-9291 keith@emeraldconsulting.com
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Areas of Expertise	Years of Experience
Strategic planning & program development	20+
Business planning & strategy	16-20
Executive/management coaching	16-20
Management and governance	16-20
Measuring staff performance	16-20
Professional development of staff	16-20
Board development	20+
Volunteer Management	20+
Team building	20+
Group facilitation	20+
Leadership sustainability & succession planning	16-20
Fundraising strategy and planning	16-20
Strategic communications	16-20
Outreach to diverse communities	20+
Coalition building	20+
Social change campaigns	16-20
Research and design of programs	3-5
Program evaluation	16-20
Organizational learning & performance	16-20

Significant Work Experience in these California Counties	Alameda County	San Mateo County
	Contra Costa County	Santa Clara County
	Monterey County	Solano County
	San Francisco County	Sonoma County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Keith Archuleta	20
Iris Archuleta	15

Partial Client List	Antioch Unified School District
	Battered Women’s Services, San Mateo
	City of Antioch – Youth Intervention Network
	Community Foundation of Silicon Valley – Mayfair Initiative
	Contra Costa Economic Partnership – Workforce Initiative
	Judicial Council AOC – Court Appointed Special Advocates
	Oakland Asian Cultural Center
	San Francisco African American Family Center
	SF Mayor’s Office of Children, Youth, & Their Families
	STAND! Against Domestic Violence

Description of Consulting Services

Emerald Consulting specializes in building High Performing Communities incorporating evidence-based community building strategies, asset-based tools and methodologies, and best practices that empower families and youth through personal responsibility and family advocacy; foster institutional/agency accountability and capacity to provide effective, coordinated services; adopt and implement community health best practices; and support proven methods that reduce youth and family violence.

The High Performing Community (HPC) Model, developed over the last 20 years, employs data-driven decision making, focusing on a few key outcomes, where individual data is utilized to determine indicators and to structure relevant goals, strategies and outcome measures leading to outcomes-based evaluation and continuous systems improvement. The HPC Model also utilizes a unique assessment process - a 3-5 month meditative dialogue - that is respectful and individualized, guides the family through self -identification of problems and potential solutions, and facilitates communication, interdependence and ownership by the youth and family.

In addition, we have developed a family advocate model of case management that provides long-term involvement with youth and families in a way that develops family capacity and promotes a sense of belonging to a broader community.

Experience in the Domestic Violence Field

We have facilitated program planning workshops, organizational assessment, team building, organizational development coaching, and cross-cultural communication workshops for community-based agencies including domestic violence organizations through the San Francisco Mayor’s Office of Children, Youth, and Their Families and the Volunteer Center of Sonoma County.

In addition, we have provided workshops and consulting to San Mateo County Battered Women’s Services and Stand! Against Domestic Violence in Contra Costa

County. These workshops have included faith based collaborations as well as initiatives working with young men to help break the cycle of violence.

Emerald Consulting has also fostered the inception, growth and development of the Youth Intervention Network (YIN) in Antioch, California. YIN is a collaborative process that includes over 50 local and regional agencies including the City of Antioch, the Antioch Unified School District, Stand! Against Domestic Violence, the Contra Costa County Domestic Violence Initiative, Beyond Violence, community-based and faith-based organizations, and other stakeholders working to reduce the number of youth ages 13 through 18 who commit and/or become victims of violence.

Other Relevant Expertise

We have developed extensive experience working with faith-based organizations, with youth and families, as well as with African American, white, Asian and Latino communities in dealing with the issue of violence. These experiences have deepened our understanding of particular cultural, social and economic factors that impact domestic violence issues, and have broadened our awareness of effective methods, strategies and tools for dealing with the issue of violence in homes and communities.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	Youth

Fenton

Primary Contact	Mike Smith, Vice President Location: San Francisco, CA Phone: (415) 901-0111 msmith@fenton.com www.fenton.com
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Areas of Expertise	Years of Experience
Graphic design	20+
Strategic communications	20+
Media/public relations	20+
Social networking and online marketing	3-5
Online and/or mobile phone fundraising and advocacy	3-5
Outreach to diverse communities	20+
Social change campaigns	20+

Significant Work Experience in these California Counties	Los Angeles County
	Marin County
	Sacramento County
	San Diego County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$150-\$199 <input checked="" type="checkbox"/> \$200 and above
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Partial Client List	Blue Shield of California Foundation
	The California Wellness Foundation
	The California Endowment
	Stuart Foundation
	The James Irvine Foundation

Description of Consulting Services

Fenton provides monthly and project-based consulting to nonprofits and foundations. We specialize in communications planning, branding and message development, trainings, media strategy and relations, and online services.

Experience in the Domestic Violence Field

Members of Fenton’s Blue Shield of California Foundation account work with the Blue Shield Against Violence program, including the Strong Field Project.

FivePaths, LLC

Primary Contact	Eric Leland, Principal Location: San Francisco, CA Phone: (510) 621-3483 eric@fivepaths.com www.fivepaths.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Strategic planning & program development	6-10
Database development & management	16-20
Information Technology systems development & upgrades	16-20
Website design	16-20
Graphic design	11-15
Strategic communications	3-5
Other: We provide website content management development and web/database integration, including planning, architecture, graphic design, development, training and support. Our strategic planning and capacity building services focuses on organizational issues related to technology.	

Significant Work Experience in these California Counties	Alameda County	Santa Clara County
	Contra Costa County	Santa Cruz County
	Fresno County	Shasta County
	Los Angeles County	Solano County
	Napa County	Sonoma County
	San Francisco County	Yolo County
	San Mateo County	Yuba County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Eric Leland	16
Jason Salter	6

Partial Client List	American Lung Association
	Marin Abused Women's Services
	TechSoup
	San Francisco Women Against Rape
	Cisco Systems, Inc.
	Asian Pacific Fund

Description of Consulting Services

FivePaths is a Northern California based company formed in 2008, merging the talents of two well-established practices - lelanddesign.com and jasonsalter.com. Both co-founders Eric Leland and Jason Salter have many years of experience planning and implementing a wide variety of technology systems. We are unique among our competitors in the breadth and depth of technology challenges we can handle, especially for nonprofits, coming from our years of experience reviewing and architecting solutions integrating a variety of technology tools.

We are a small company, and intend to remain this way. Eric Leland and Jason Salter are Principals, and Francisco Cortez is our Design and Development Lead on staff. We keep very low overhead, maintain a controlled number of clients, and as a result maintain very strong client relationships.

FivePaths' team of experienced web developers and data architects have over 15 years experience on a wide variety of nonprofit and for-profit applications. We have worked both inside nonprofits, universities and businesses as staff and managers, as well as outside as consultants, giving us a well-rounded view of the challenges and opportunities present with each of our unique clients. Our team has won awards for outstanding service, including from the National Technology Enterprise Network and Young Nonprofit Professionals Network.

Experience in the Domestic Violence Field

Our team has provided support for a variety of domestic violence and violence prevention related organizations, including Marin Abused Women's Services, San Francisco Women Against Rape, Youth Together, Street Soldiers RHS, prevention and shelter programs with the San Francisco Department of Public Health, Peace at Home, Human Rights First, and more.

Many of our clients focused on violence issues are focused on developing client support systems that can handle large volumes of cases with skeletal staff support. Typical issues include client confidentiality, case management, system stability and long term sustainability of technology. Our services for these organizations have included database assessments, strategic technology consulting, client/services systems development, along with website design and development.

Other Relevant Expertise

We have a base of experience working with health and human services organizations, especially youth services, violence prevention and human rights organizations. We understand the often complex array of small funding sources that must be leveraged against strict funder requirements to produce cost efficient, effective and lasting technology solutions. Many of these organizations face very busy and complex outreach, intake and services delivery processes with few internal resources. We have

helped organizations identify the inefficient processes and provide solutions that work for the long term.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
Limited English speaking communities	

GIFT - Grassroots Institute for Fundraising Training

Primary Contact	Priscilla Hung, Executive Director Location: Oakland, CA Phone: (510) 452-4520 x305 priscilla@grassrootsfundraising.org
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Areas of Expertise	Years of Experience
Board development	3-5
Fund development/grant writing – Foundation sources	6-10
Fund development – Individual donors	6-10
Outreach to diverse communities	3-5

Significant Work Experience in these California Counties	Alameda County
	Los Angeles County
	Orange County
	Ventura County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 Notes: Daily training rates are \$1,000-1,500
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Available Consultants	Years of Consulting Experience
Priscilla Hung	4
Sara Mendoza	7

Partial Client List	San Francisco Department of Children, Youth, and Their Families (grantees)
	Cricket Island Foundation (grantees)
	Liberty Hill Foundation Leadership Institute (participants)
	New York Foundation (grantees)
	Ventura County Community Foundation (grantees)
	Evangelical Lutheran Church of America (members)
	St. Joseph Center for Children and Families
	Youth Together
	Asia Pacific Partners for Empowerment, Advocacy, and Leadership

Description of Consulting Services

GIFT provides fundraising training and consulting focused on helping social justice and community-based organizations develop strong individual donor and grassroots fundraising programs. Our services range from one-time training and short-term consulting to intensive, cohort-based programs that combine training, consulting, coaching and resources:

- A holistic fundraising approach. We build fundraising skills through providing an accessible framework, practical resources, participatory training, as well as intensive programs. We provide space to discuss the challenging dynamics and fears associated with money, race, and power. In addition, we present a fundraising framework that resonates with social justice values and that helps organizations integrate fundraising throughout their organizations. We also promote self-care for fundraising staff to prevent burn-out.
- A national network of grassroots fundraisers and trainers. We cultivate and support fundraising leaders of color in targeted regions around the country, the majority of whom are staff at other organizations. We help them take their lived experience and knowledge of their communities, and share it with others through training and consulting. We also provide several different opportunities for them to build a peer network with each other to provide mutual support and share lessons learned.
- Training curriculum created for organizations based in low-income communities and communities of color. In traditional fundraising trainings, the particular needs and realities of these organizations are often ignored, but, at GIFT, they are our core audience. We present fundraising clearly and simply to demystify it, and we prioritize being participatory and interactive.
- Fundraising as leadership development. Grantwriting often concentrates all the learning and work in one person and often requires a high level of formal education. However, raising money from individuals requires a large number of “askers” and a wide variety of skills can be appropriate, essentially democratizing who can raise money for the organization. By becoming an “asker,” staff and community members not only learn useful fundraising skills, they also acquire other valuable learning and experience.

Experience in the Domestic Violence Field

GIFT has provided training for members of the North Carolina Coalition Against Domestic Violence, the Missouri Coalition Against Domestic and Sexual Violence, and at the 2009 Annual Meeting of the California Partnership to End Domestic Violence.

Priscilla Hung, Executive Director of GIFT, used to head a campus group focused on sexual harassment, she was a sexual assault student advocate, and helped lead several campus activities related to sexual violence.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	Youth

Gina Airey Consulting

Primary Contact	Gina Airey, Principal Location: Santa Monica, CA Phone: (818) 571-0432 gina@ginaairey.com www.ginaairey.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	6-10
Strategic planning & program development	6-10
Executive/management coaching	11-15
Management and governance	6-10
Professional development of staff	6-10
Board development	6-10
Team building	16-20
Group facilitation	20+
Leadership sustainability & succession planning	6-10
Fundraising strategy & planning	11-15
Fund development/grant writing – Foundation sources	11-15
Website design	6-10
Strategic communications	11-15
Outreach to diverse communities	16-20
Social change campaigns	11-15
Strategic restructuring and mergers	6-10
Research and design of programs	6-10
Program evaluation	6-10
Organizational learning & performance	6-10
Other: Data mining, use and mapping	

Significant Work Experience in these California Counties	Los Angeles County
	Orange County
	Riverside County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199 <input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Gina Airey	20
Amy Sausser	4
Eric Wat	8
Kim Williams	8

Partial Client List	YWCA of Greater Los Angeles
	Downtown Women’s Center
	Boys and Girls Club of Hollywood
	Los Angeles Trust for Children’s Health
	LAUSD Student Health and Human Services
	Women Against Gun Violence
	First 5 LA
	Los Angeles County Children’s Planning Council
	Asian American Drug Abuse Program
	Advancement Project

Description of Consulting Services

Mission & Vision: We facilitate growth! The mission of Gina Airey Consulting is to develop the capacity of leaders for strategic impact. That translates into more competent leaders, more effective teams and, most importantly, profound results for your organization and community. Our vision is that your vision is realized for a better world, stronger communities, healthy families and self-reliant individuals.

Services: We partner with nonprofit agencies and community-based organizations to build individual and institutional capacity in a broad range of areas including:

- leadership development, governance, succession, team development;
- vision, strategy (organizational, programmatic and fundraising), implementation planning,
- theory of change, evaluation, program design;
- strategic communications, fund development;
- organizational development, transition planning, change management; and
- facilitation of retreats and other special forums.

We assemble the right team of experienced consultants to meet your needs.

Approach: We are facilitative consultants and coaches who design processes that are participatory, engaging and responsive to your needs. We assist you in building on existing strengths. From the start of the project we prepare for when we will no longer be working directly with you. We focus on the knowledge, skills, tools and processes that will help you sustain your individual and organizational growth.

Experience in the Domestic Violence Field

Gina Airey guided the strategic planning for YWCA of Greater Los Angeles whose programs include Sexual Assault Crisis Services and facilitated planning and a Board retreat for Women Against Gun Violence. Dr. Kim Williams facilitated a strategic planning process for the Downtown Women's Center of Los Angeles (DWC). Their mission is to provide permanent supportive housing and a safe and healthy community fostering dignity, respect, and personal stability, and to advocate ending homelessness

for women. In addition to housing instability, key issues in this community include physical and mental health, history with violence, substance abuse, and interaction with law enforcement.

Other Relevant Expertise

Across our many years of experience, the consultants of Gina Airey Consulting have worked with a very broad range of diverse communities throughout Southern California. Here we would like to highlight:

- Eric Wat has been the researcher and evaluator for Asian American Drug Abuse Program (AADAP), which has received a federal Substance Abuse and Mental Health Services Administration (SAMHSA) grant to plan and implement a program serving at-risk Asian Pacific Islander youth. He co-authored a peer-reviewed article about the AADAP research project. Through various projects he has worked with many organizations serving Asian Pacific Islander communities. In addition, Mr. Wat’s research is widely published, including a book entitled, *The Making of a Gay Asian Community: An Oral History of Pre-AIDS Los Angeles*. He has also completed strategic planning, program evaluation and program design/planning projects with organizations serving LGBTQ communities.
- In her 19 years working with nonprofits Amy Sausser has developed deep expertise in strategic communications and outreach to diverse communities.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
Limited English speaking communities	

GoldRio Consulting

Primary Contact	Emily Goldfarb, Consultant Location: San Francisco, CA Phone: (415) 566-5480 egoldnrrio@aol.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Executive/management coaching	6-10
Management and governance	11-15
Human resources policies	11-15
Measuring staff performance	11-15
Professional development of staff	11-15
Board development	11-15
Team building	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	11-15
Fund development/grant writing - Foundation sources	11-15
Policy advocacy	11-15
Outreach to diverse communities	16-20
Coalition building	11-15
Social change campaigns	11-15
Strategic restructuring and mergers	6-10
Research and design of programs	11-15
Program evaluation	11-15
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Alameda County
	San Diego County
	San Francisco County
	San Mateo County
	Santa Clara County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Emily Goldfarb	13

Partial Client List	Bernal Heights Neighborhood Center
	Mujeres Unidas y Activas
	Family Violence Prevention Fund
	Oakland Rising
	San Francisco Neighborhood Centers Together
	French American Charitable Trust Foundation
	Women's Foundation of California
	East Bay Alliance for a Sustainable Economy
	Just Cause/Causa Justa
	Miami Workers Center

Description of Consulting Services

I have worked as a consultant since 1997 for more than 50 non-profit organizations, networks/coalitions, and foundations throughout the US and prior to that was an executive director for ten years. I have significant expertise in the areas of strategic planning and management, ED/staff coaching, meeting facilitation, leadership development, and design of capacity building programs for progressive social justice funders. I primarily work with community-based organizations that develop leadership, organize community and advocate policy, and have a growing interest in organizations that effectively link social services with social change. Everything I do is adapted to the particular culture, needs and conditions of my clients. I speak Spanish, am a life long activist, and also have done some work in Latin America.

Experience in the Domestic Violence Field

I have worked extensively with the Family Violence Prevention Fund for over 20 years. From 1986-1996, I worked closely with FVPF around immigrant women's issues and DV when I directed an immigrant rights coalition. For the past 15 years I have worked on their health/community clinics projects; on their immigrant and international domestic violence projects; provided coaching, facilitation, etc.

Mujeres Unidas y Activas is a Latina immigrant women's organization I have been deeply involved with for 20 years (co-founder, board member, ally, consultant) and their work deals with domestic violence services, rights, advocacy, etc.

Other Relevant Expertise

I feel I have a particularly deep understanding of how issues of domestic violence uniquely impact immigrant women, especially Spanish speaking Latinas, often undocumented. I understand well the program, legal, personal, political issues that intersect these communities and work well in that environment offering a wide range of organizational development and coaching services.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	White/Caucasian communities
	Women and/or girls
	Limited English speaking communities

Greg Lassonde

Primary Contact	Greg Lassonde, CFRE, Owner Location: Oakland, CA Phone: (510) 482-1502 greg@greglassonde.com www.greglassonde.com
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Areas of Expertise	Years of Experience
Fund development – planned giving	16-20

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Contra Costa County	San Mateo County
	Santa Clara County	Sonoma County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Greg Lassonde	4

Partial Client List	Center for Independent Living
	Family Aid – Catholic Education
	Elder Care Alliance
	Seton Medical Foundation
	Crystal Springs Uplands School
	The Yosemite Fund
	Save the Redwoods League
	San Francisco Performances
	TheatreWorks
Asian Law Caucus	

Description of Consulting Services

If your organization has a significant base of individual supporters, I can work with you to help promote legacy gifts from volunteers (board members and others) and donors. I provide a hands-on approach and tailor my services to the specific needs of your organization. I have built and rejuvenated planned giving programs for human services, environmental, health, arts and other types of nonprofits.

Other Relevant Expertise

The field of planned giving has been greatly misunderstood. Upwards to 90% of legacy gifts are given through a will or trust. These are easy to encourage. Yet, my planned giving colleagues give others the impression that you need to be a technical expert in order to promote legacy gifts. Technical jargon is useful 5-20% of the time. I can help your organization get past the fear of legacy giving programs so that it becomes part of its culture. At the same time, when a technical situation comes up, I can provide the answers. Most people, unable to make a major gift while alive, do so with a legacy gift. The vast majority of legacy gifts come from those in the working and middle classes. Organizations focused on domestic violence issues should be able to encourage longtime supporters with a heart connection to make a legacy gift.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	People with disabilities
	Youth
	Seniors
	Limited English speaking communities

Harder+Company Community Research

Primary Contact	Kym Dorman, Vice President Location: San Francisco, CA Phone: (415) 522-5400 kdorman@harderco.com www.harderco.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Development & implementation of capacity building plans	16-20
Environmental scans, landscape analysis	16-20
Strategic planning & program development	16-20
Executive/management coaching	16-20
Measuring staff performance	16-20
Board development	16-20
Group facilitation	16-20
Leadership sustainability & succession planning	16-20
Outreach to diverse communities	16-20
Coalition building	16-20
Research and design of programs	16-20
Program evaluations	16-20
Organizational learning & performance	16-20

Significant Work Experience in these California Counties	Alameda County	Sacramento County
	Contra Costa County	San Bernardino County
	El Dorado County	San Diego County
	Fresno County	San Francisco County
	Los Angeles County	San Joaquin County
	Marin County	San Mateo County
	Monterey County	Santa Clara County
	Orange County	Sonoma County
	Placer County	Yolo County
	Riverside County	

Consulting Fees	<input checked="" type="checkbox"/> \$50-\$99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Kym Dorman	10
Sae Lee	10
Jennifer James	11
Sonia Taddy	11
Kristi Koumjan	7
Maricela Pina	7
Marianna Corona	11

Michelle Magee	25
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Partial Client List	California Partnership to End Domestic Violence
	CompassPoint Nonprofit Services
	Liberty Hill Foundation
	City of Los Angeles – Domestic Abuse Response Team Evaluation
	First 5 San Bernardino Strategic Planning and Capacity Building
	Marin Abused Women’s Services
	Santa Ana Building a Healthy Community
	Eugene and Agnes E. Meyer Foundation
	Hispanics in Philanthropy
	California Coalition Against Sexual Assault

Description of Consulting Services

Founded in 1986, Harder+Company Community Research is a comprehensive social research organization located in San Francisco, Davis, San Diego, and Los Angeles. Our background includes extensive experience providing capacity building and strategic planning services, conducting needs assessments and program evaluation services for a wide range of clients throughout California and the nation. With a staff of over 50 professionals, Harder+Company has the capacity to provide high-quality training and technical assistance, conduct survey research, focus groups, in-depth interviews, field research, and other forms of data collection and analyses. In our more than twenty years of operation, we have completed more than 300 engagements to strengthen the delivery of services and enhance the organizational development of service providers, including nonprofit organizations, public sector agencies, private and community foundations, and funding collaborations.

Our organizational development and capacity building services include strategic planning, board development, and executive coaching. We use an approach that integrates creative planning processes with the careful use of data. We have developed strategic plans for philanthropy, government agencies, nonprofit organizations, and community groups. Importantly, our planning work always includes mechanisms for helping our clients translate their plans into action.

Experience in the Domestic Violence Field

- The California Partnership to End Domestic Violence (CPEDV), Strategic Planning (2009-2010). We developed a three-year strategic plan for CPEDV. The planning process is participatory and collaborative, engaging board, staff, member organizations, and other key stakeholders in thinking proactively about critical issues in the field of domestic violence to ensure that CPEDV is a responsive statewide leader throughout California.

- Governance Assessment, California Partnership to End Domestic Violence (2008). CPEDV engaged Harder+Company to conduct an in-depth board assessment. To do this, we developed a web-based survey of board members that identified key functional areas such as governance structure, roles and responsibilities, and decision making processes. As part of the assessment process, we reviewed relevant documents including existing consulting reports and the results of a recent financial audit. We concluded the assessment process by presenting the findings to the board and facilitating a discussion highlighting next steps.

Other Relevant Expertise

- Participatory consulting approach. We begin by working closely with the organization to develop a deep understanding of the issues, establish clear communication channels and work to build trust. We also believe that it is important to engage staff, board members, and local stakeholders in planning and data gathering activities to ensure that a range of perspectives are incorporated into organizational decision-making processes. The result of this participatory approach is an increased level of ownership and investment in the project outcome.
- Providing culturally appropriate consulting services: Harder+Company also understands that effective capacity building efforts for domestic violence agencies in California must be culturally appropriate. We have developed culturally appropriate community engagement strategies and data collection tools and methods.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

Harvest Accounting & Management Systems

Primary Contact	Vada Bouffard, Owner Location: Paradise, CA Phone: (530) 872-9177 vada@harvestams.com www.harvestams.com
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Areas of Expertise	Years of Experience
Development & implementation of capacity building plans	6-10
Executive/management coaching	16-20
Management and governance	16-20
Financial strategy & management	16-20
Financial systems development & upgrades	20+

Significant Work Experience in these California Counties	Butte County	Sacramento County
	Glen County	Shasta County
	Lassen County	Tehama County
	Plumas County	Yuba County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Vada Bouffard	25

Partial Client List	Shasta Women’s Refuge
	Lassen Family Services
	North Valley Community Foundation
	City of Oroville
	Habitat of Humanity of Butte County
	Skyway House
	Jesus Center
	Chico Peach & Justice Center
	Soil Born Farm
	Tri-County Economic Development Corp.

Description of Consulting Services

Having evaluated and developed financial and management systems for many nonprofit organizations and specifically DV and other similarly funded organizations, HarvestAMS has experience with a variety of funding sources, their contract requirements and the systems necessary to meet those requirements. HarvestAMS understands that DV agencies often have a variety of programs, sites and funding sources. Understanding these complexities, cost allocation, data collection and documentation is critical.

HarvestAMS' philosophy is to provide the tools and training to the Board of Directors and key staff that enable them to manage the future financial success of their organization. Through this two-pronged approach of building efficient financial data collections systems, internal processes and controls, and educating those responsible in proper fiscal management, HarvestAMS is able to not only meet the internal requirements of individual agencies as well as their outside funders and auditors, but increase the likelihood of financial sustainability.

Experience in the Domestic Violence Field

HarvestAMS has provided services to multiple DV agencies in the northern part of the state. These services have included the design and implementation of such things as accounting systems, budgeting tools, cost allocation tools, reporting tools, grant tracking tools and written fiscal policies and procedures. HarvestAMS has also provided training and coaching assistance in the areas of Board development, annual budgeting and budget management.

HarvestAMS uses and is proficient in many different softwares, including QuickBooks and Excel, the most commonly used in agencies and small businesses.

Other Relevant Expertise

HarvestAMS' core competency lies with its in-depth knowledge of the nonprofit sector, fiscal management needs, and the ability to implement this knowledge. While the ability to work with a variety of individuals in all types of communities is essential, proper fiscal management must meet universal Generally Accepted Accounting Principles.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
	Substance abusers

Hatchuel Tabernik & Associates

Primary Contact	Tim Tabernik, President Location: Berkeley, CA Phone: (510) 559-3193 x223 ttabernik@htaconsulting.com www.htaconsulting.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	6-10
Executive/management coaching	3-5
Management and governance	11-15
Professional development of staff	1-2
Board development	16-20
Team building	16-20
Group facilitation	16-20
Leadership sustainability & succession planning	6-10
Fund development/grant writing – Government sources	16-20
Fund development/grant writing – Foundation sources	16-20
Financial strategy & management	16-20
Financial systems development & upgrades	1-2
Database development & management	3-5
Graphic design	1-2
Strategic communications	1-2
Outreach to diverse communities	11-15
Coalition building	16-20
Strategic restructuring and mergers	6-10
Research and design of programs	16-20
Program evaluation	16-20
Organizational learning & performance	6-10

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Contra Costa County	San Mateo County
	Marin County	Santa Clara County
	Monterey County	Solano County
	Napa County	Sonoma County
	San Diego County	

Consulting Fees	<input checked="" type="checkbox"/> \$50-99	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Danielle Toussaint	16
Linlin Li	7
Randy Malat	10
Jayne Williams	7
Sarah Hamilton	3
Anne O	3
Kristie Glatze	7
Chandreve Clay	9
Carol Hildebrand	9
Sara Sherman	2
Simon Troll	5
Maria Villagrana	2

Partial Client List	
	Oakland Unified School District
	Familias Unidas
	Bay Area Community Resources
	San Francisco Department of Public Health
	Contra Costa Community College District
	Associate Community Action Program of Alameda County
	Playworks (Sports4Kids)
	YWCA of Silicon Valley
	East Bay Community Foundation
	Richmond Community Foundation

Description of Consulting Services

HTA is an independent consulting firm dedicated to providing cost effective, high quality services to our clients, thereby helping organizations to improve their effectiveness, expand their services, and target their resources to support and improve their communities, and create a more equitable and just society. To that end, we have helped numerous government agencies, nonprofits, schools, and coalitions collect and analyze data, develop strategic plans, and conduct evaluations to address the needs of their communities and ensure effective and efficient delivery of services. We conduct high quality program evaluations - providing our clients with both formative and summative feedback to inform program improvement, sustainability and replication. We also provide high quality, competitive grant writing services - specializing in governmental grants in the areas of social services, community corrections, education, and health.

The HTA team has extensive experience with populations that include individuals exposed to domestic violence, sexual trafficking, child abuse and neglect, and street violence. We have written successful grants, conducted program evaluations,

participated in strategic and business planning, and provided capacity building supports to organizations working with these populations.

Other Relevant Expertise

The HTA Principals have worked extensively in the field of child welfare, juvenile justice, behavioral health and special education over the past 40 years. Our staff has also had comparable experiences - primarily with children and youth who have been subjected to violence and sexual abuse. We have provided consultation to homeless shelters for Transition Age Youth, many of whom have been exposed to physical and sexual abuse. We have worked on a business plan for a program for Commercially Sexually Exploited Children (CSEC). And we have helped victims of crime in a wide variety of inpatient, residential, and outpatient settings.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
Limited English speaking communities	

Helen S. Kim

Primary Contact	Helen S. Kim Location: Oakland, CA Phone: (510) 251-8701 helenskim1@gmail.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Executive/management coaching	6-10
Management and governance	6-10
Professional development of staff	11-15
Board development	6-10
Team building	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	6-10
Fund development – Individual donors	6-10
Outreach to diverse communities	11-15
Coalition building	11-15
Social change campaigns	11-15
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Alameda County
	San Francisco County
	Santa Clara County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Partial Client List	A&PI Wellness Center
	Asian Pacific Environmental Network
	Californians for Justice
	Center for Third World Organizing
	Chinese Progressive Association
	East Bay Alliance for a Sustainability Economy
	East Bay API Coalition to End Domestic Violence
	Open Society Institute – US Programs
	Partnership for Immigrant Leadership and Action
	Rockwood Leadership Institute
	SouthWest Organizing Project

Available Consultants	Years of Consulting Experience
Helen S. Kim	11

Description of Consulting Services

I have a background in community organizing, popular education and law. In my work, I strive to create conditions that lift up the wisdom of the community to find creative and powerful solutions that are transformative and sustaining. I have a strong background in strategic collaborations and facilitation which I believe will support the need for collaborative work in this field.

Experience in the Domestic Violence Field

I have worked as a consultant to East Bay API Coalition to End Domestic Violence and have volunteered with Korean Community Center of the East Bay which has an innovative violence prevention and advocacy program called Shimtuh.

Other Relevant Expertise

As an immigrant (bilingual and bicultural in Korean), I have worked with many immigrant organizations that combine service and advocacy. I have also written a book on generational change in leadership, and have trained and consulted on how to create vibrant multigenerational leadership in the nonprofit sector.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Youth
	Limited English speaking communities

Hesik Consulting

Primary Contact	Elizabeth Hesik, Owner Location: Pasadena, CA Phone: (626) 798-2606 elizabeth.hesik@gmail.com
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Areas of Expertise	Years of Experience
Strategic planning & program development	6-10
Fundraising strategy & planning	6-10
Fund development/grant writing – Government sources	6-10
Fund development/grant writing – Foundation sources	6-10

Significant Work Experience in these California Counties	Los Angeles County
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Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-\$199
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Available Consultants	Years of Consulting Experience
Elizabeth Hesik	10

Partial Client List	AIDS Service Center, Pasadena
	Rosemary Children’s Services, Pasadena
	YWCA – San Gabriel Valley
	YWCA – Pasadena Foothill Valley
	Catholic Charities
	Pasadena Playhouse
	Women’s Care Cottage
	Filmforum Los Angeles
	YWCA – Downtown Los Angeles
	Union Station Homeless Services

Description of Consulting Services

Hesik Consulting provides personalized and professional counsel to non-profits in program development, budgeting, evaluation, and grants management. Hesik Consulting is owned and operated by Elizabeth Hesik. Ms. Hesik offers her proven talents as a grant writer and consultant to non-profits providing human services, education, and the arts. Hesik Consulting has a proven, ten-year track record of raising grant funds to support programs, general operations, and capital campaigns that improve the lives of vulnerable women and children living in Los Angeles County.

Experience in the Domestic Violence Field & Other Relevant Expertise

Hesik Consulting has raised over \$8 million for programs that serve women and children in need of housing, domestic violence services, employment development, and medical care. Owner Elizabeth Hesik has participated in two successful multi-million dollar capital campaigns to expand shelter services for homeless women and children in Los Angeles County. She raised \$2 million over five years in program and general operating grants for a shelter and transitional housing program for women and children based in North Hollywood. In 2009, Hesik began providing grant writing and consulting services to the YWCA – San Gabriel Valley to raise operating and capital improvement funds for their 32-bed domestic violence shelter in Covina, CA.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
	Substance abusers

Holarchy Consulting Services, LLC

Primary Contact	Khush Cooper, Principal Consultant Location: Los Angeles, CA Phone: (323) 829-3547 kcooper@holarchyconsulting.com www.holarchyconsulting.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	3-5
Development & implementation of capacity building plans	3-5
Environmental scans, landscape analysis	3-5
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	11-15
Management and governance	6-10
Human resources policies	6-10
Measuring staff performance	6-10
Professional development of staff	Less than 1 Year
Board development	6-10
Volunteer management	3-5
Team building	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	6-10
Fundraising strategy & planning	6-10
Fund development/grant writing – Government sources	6-10
Fund development/grant writing – Foundation sources	6-10
Fund development – Individual donors	6-10
Fund development – Planned giving	6-10
Financial strategy & management	6-10
Financial systems development & upgrades	3-5
Strategic communications	6-10
Policy advocacy	6-10
Outreach to diverse communities	6-10
Coalition building	6-10
Social change campaigns	3-5
Strategic restructuring and mergers	6-10
Research and design of programs	6-10
Program evaluation	6-10
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Alameda County	San Diego County
	Los Angeles County	Siskiyou County
	San Bernardino County	Trinity County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99	<input checked="" type="checkbox"/> \$100-149	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Khush Cooper	5
Rachel White	15

Partial Client List	Los Angeles County Department
	San Bernardino County Children and Family Services and the Department of Behavioral Health
	Hathaway-Sycamores Child and Family Services
	California Alliance for Children and Family Services
	Children’s Institute International
	Casey Family Programs
	Los Angeles Gay and Lesbian Center
	Alameda County
	Children Uniting Nations
	California Alliance for Children and Family Services

Description of Consulting Services

Holarchy Consulting Services has been in business since October of 2005 and has extensive experience in Los Angeles County offering a wide range of non-profit organizational, administrative, managerial, infrastructure and operations expertise directed towards organizations serving disenfranchised populations, especially children and families. Holarchy brings 30 years’ experience in rapidly identifying and evaluating key external and internal issues ultimately leading to consensus and action. We deliver interim and final products on time and within budget with high client satisfaction. Using proprietary technology which draws equally from social work and economics, we promise our clients will achieve long-term, breakthrough results over a wide range of endeavors including community-based initiatives, service delivery, as well as financial/policy analysis and systems. Organizationally this includes cities such as Los Angeles and Palmdale; California CDSS; LA County’s DCFS, DMH, Probation; ICAN; Andrus Foundation; California Endowment; Robert Wood Johnson; Casey; Dwight Stuart Foundation; USC and UCLA; Children Uniting Nations, Queens Care; HUD, HEW, JJDP; among others. Experience includes statewide initiatives, county policy initiatives, and community-specific program development with foster children & parents, mentoring, pregnant & parenting teens, homelessness, domestic violence, and parent education and gender non-conforming children.

Experience in the Domestic Violence Field

Khush Cooper has been an ABIP-certified facilitator of batterer’s intervention groups and has counseled special populations of both perpetrators and victims of domestic violence such as teens and LGBT persons.

Other Relevant Expertise

We are uniquely qualified and recognized for our ability to create strong and enduring collaboratives around complex political, financial and public policy matters concerning foster care, child welfare, homelessness, mental health and CBO support. We have a proprietary methodology of engaging, forming, strengthening and sustaining these collaborations both for public and private sectors including public-private partnerships.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

Holly Fincke

Primary Contact	Holly Fincke Location: Oakland, CA Phone: (510) 336-0719 fincke@sbcglobal.net
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Areas of Expertise	Years of Experience
Fundraising strategy and planning	20+
Fund development/grant writing – Government sources	16-20
Fund development/grant writing – Foundation sources	20+
Fund development – Individual donors	20+

Significant Work Experience in these California Counties	Alameda County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-199
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Available Consultants	Years of Consulting Experience
Holly Fincke	7

Partial Client List	Asian Communities for Reproductive Justice
	CompassPoint – Fundraising Academy for Communities of Color
	Family Violence Prevention Fund
	Communities for a Better Environment
	East Bay Housing Organizations
	Mission Asset Fund
	People Organized to Demand Environmental and Economic Rights (PODER)
	The Utility Reform Network (TURN)
	South of Market Community Action Network
	Indochinese Housing Development Corporation

Description of Consulting Services

I have experience in several capacity building strategies but my core expertise is in fundraising. I help groups develop strategies to build individual donor bases - even more important in this time - and develop staff and board capacity to fundraise as part of the organization's culture. I also help organizations develop their strategies with foundations, corporations and government. I have a strong knowledge base of California and national funders. Part of my practice is coaching those doing the fundraising to be strong and capable in their approaches with donors and funders.

I have primarily worked with organizations in low-income and people of color communities (and mostly immigrant) that have a strong policy and organizing agenda for social change. These kinds of groups face special issues when addressing any of the issues above so I have also done a fair amount of strategic planning, program evaluation, program design, board development, communications, and facilitation with them. I also direct the Windcall Institute which focuses on leadership sustainability, and bring that sensibility into my work with groups.

Experience in the Domestic Violence Field

I previously worked at the Women's Building in San Francisco and collaborated with DV agencies. As a consultant, I wrote a report for the Family Violence Prevention Fund on their National Healthcare Standards Campaign which worked to align healthcare policy, systems, and educational institutions to promote identifying when patients might be in abusive relationships and methodologies to offer support and referrals.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Youth
	Homeless
	Limited English speaking communities
	Social justice groups

Ijichi Perkins and Associates

Primary Contact	Karen Ijichi Perkins, Principal Location: Oakland, CA Phone: (510) 531-9685 kjperkins@sbcglobal.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	16-20
Strategic planning & program development	16-20
Business planning & strategy	6-10
Executive/management coaching	11-15
Management and governance	11-15
Professional development of staff	11-15
Board development	16-20
Team building	11-15
Group facilitation	20+
Leadership sustainability & succession planning	6-10
Information Technology systems development & strategies	11-15
Outreach to diverse communities	6-10
Coalition building	6-10
Social change campaigns	6-10
Research and design of programs	6-10

Significant Work Experience in these California Counties	Alameda County	Sacramento County
	Contra Costa County	San Francisco County
	Imperial County	Sonoma County
	Los Angeles County	Orange County
	Marin County	

Consulting Fees	<input checked="" type="checkbox"/> \$100-\$149	<input checked="" type="checkbox"/> \$150-\$199	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Karen Perkins	20
Arnold Perkins	30

Partial Client List	Alameda County Behavioral Health Care Services
	Asian Americans Pacific Islanders in Philanthropy
	California Healthcare Foundation
	Alameda County Public Health Department
	The San Francisco Foundation
	Family Violence Prevention Fund
	State of California, Department of Veterans Affairs
	National Breast Cancer Coalition
	National Institutes of Health
	City of Oakland, Department of Health Services

Description of Consulting Services

Arnold and Karen Perkins are deeply committed to social justice. Mr. Perkins has spoken at national conferences related to DV as a keynote speaker, panelist, and facilitator. Mr. Perkins also serves as an advisor to the 9th District Federal Court on prison health and on the San Quentin Warden's Community Advisory Board. In these capacities he works directly with incarcerated men often serving terms for domestic violence. In this work, he has come to understand the root causes of violent behavior.

Ms. Perkins has a wide range of experience working with a variety of groups as a group leader, graphic recorder, facilitator, technical advisor, and team member for business planning, work flow analysis, marketing, training, and project management. Clients include a range of organizations: State and county health agencies, community health centers, private health plans, and non-profit community organizations. In each role, she demonstrates an understanding of group dynamics, change management, and communication processes. She has effectively applied these concepts and principles to assist clients in developing goals and objectives, formulating advocacy and policy strategies, and producing complex work products.

Experience in the Domestic Violence Field

Consultants have been directly involved in the field of DV for over 15 years in a variety of capacities. Mr. Perkins has led workshops and mentoring programs for young men involved in violence and specifically domestic violence and was the Director of the Alameda County Public Health Department for 13 years. He served as a Board member of the Family Violence Prevention Fund for over 10 years. He was influential in having the DV field begin looking at the role of the perpetrator as part of the solution, and instrumental in developing the Founding Fathers and Coaching Boys to Men programs at the Family Violence Prevention Fund.

Consultants have provided graphic facilitation services for organizations addressing domestic violence, have been keynote speakers at conferences related to domestic violence, and conducted classes and workshops for perpetrators of DV.

Other Relevant Expertise

Community engagement, using graphics and facilitation as tools, is an effective methodology to bring diverse communities, government, and philanthropy together around a common goal. Emotional and difficult issues such as DV are more honestly discussed when stakeholders are engaged and feel heard.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Men and/or boys
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
	Substance abusers
	Mentally ill
	Formerly incarcerated individuals Philanthropy

jdcPartnerships

Primary Contact	Jara Dean-Coffey, Founder and Principal Location: San Rafael, CA Phone: (415) 482-7839 x2 jara@jdcpartnerships.com www.jdcpartnerships.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	11-15
Strategic restructuring and mergers	11-15
Research and design of programs	11-15
Program evaluation	11-15
Organizational learning & performance	11-15
Other: Systems change, structural change, group process design and facilitation	

Significant Work Experience in these California Counties	Alameda County	San Mateo County
	Contra Costa County	Santa Clara County
	Fresno County	Solano County
	Marin County	Sonoma County
	San Francisco County	

Consulting Fees	<input checked="" type="checkbox"/> \$50-\$99	<input checked="" type="checkbox"/> \$100-\$149	<input checked="" type="checkbox"/> \$150-\$199
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Available Consultants	Years of Consulting Experience
Jara Dean-Coffey	18
Jill Casey	10
Minoo Safai-Amani	10
Nicole Farkouh	3
Paulina Flores	5
Summer Jackson	3

Partial Client List	Latino Community Foundation
	Northern California Grantmakers
	First 5 Marin Children and Families Commission
	Public Health Trust
	RYSE Youth Center
	CompassPoint Nonprofit Services
	OASIS for Girls
	Center for Civic Partnerships
	Marguerite Casey Foundation
	STAND! Against Domestic Violence

Description of Consulting Services

We partner with our clients to build their adaptive, strategic and leadership capacity to address and overcome challenges. Depending on the client’s situation, this may encompass assessment and evaluation, strategy formation and strategic planning, and/or leadership development. Our approach to building capacity is framed by our evaluative inquiry process, which supports clients in increasing their impact and achieving long-term sustainability. We adapt this process to each client’s stage of organizational development.

We function as learning partner and co-creator, and as learning coach or mentor. We engage clients in a dialogue to create a structure, process and tools for capturing and using information to support decision-making. We design the process so that clients internalize it and make it their own. Therefore, even though our engagement ends, the clients' learning and development process doesn't.

Much of our evaluation and strategy work is with initiatives which are comprised of multiple programs or across initiatives. In doing so, we have become skilled in developing shared frameworks, informed by a systems view, which support a continuum towards integration to maximize impact.

Experience in the Domestic Violence Field

The experience of the team in DV reflects a continuum. At one end, experience with DV is secondary. It is through the work of clients such as STAND!, or via organizations funded by philanthropic clients such as The Latina Center who work directly with individuals who have experienced DV. On the other end, it is primary and includes: 1) advocacy and prevention efforts in Nepal about Uterine Prolapse, 2) working with the United Nations Population Fund (UNFPA) to design & coordinate a gender-based violence service mapping initiative in select districts of Nepal, 3) volunteering with a domestic violence shelter & group living facility in the Boston area for 2 years (fundraising for their programming), and 4) being part of a program that taught a life-skills course to prison inmates, many of whom had perpetrated domestic violence.

The challenges faced by domestic violence organizations in building capacity and increasing their impact—both at an organizational level and at a system-wide level—are ones that our clients face. However, several challenges do come to mind specifically for the domestic violence field: 1) integrating with the mental health field, 2) including the offender in domestic violence prevention strategies which reflects a significant philosophical shift, 3) understanding and addressing issues within the LGBTQ community; and 4) quantifying and addressing bullying, and other types of violence that occur in the youth community particularly in school and after school settings.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
	Limited English speaking communities

JMJ Consulting

Primary Contact	Judith Kunofsky, Principal Location: Berkeley, CA Phone: (510) 848-2732 kunofsky@jmjline.com www.jmjline.com
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Areas of Expertise	Years of Experience
Fund development/grant writing – Foundation sources	11-15

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Los Angeles County
	Marin County
	Napa County
	San Francisco County
	San Mateo County
	Santa Clara County
	Solano County
	Sonoma County

Consulting Fees	<input checked="" type="checkbox"/> \$50-\$99 <input checked="" type="checkbox"/> \$100-\$149
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Available Consultants	Years of Consulting Experience
Judith Kunofsky	12

Partial Client List	Center for Ecoliteracy
	Pacific Institute for Studies in Development, Environment and Security
	Piedmont East Bay Children’s Choir
	Volunteer Center of Sonoma County
	The Forward Association
	Zimmerman Lehman Consulting
	Gravitas Docufilms, LLC
	Volunteer Center of Sonoma County
	Solano County Community Foundation
	Save-the-Redwoods League

Description of Consulting Services

Proposal writing and prospect research for advocacy, arts, education, environmental, health, and social service nonprofits. Two-hour to eight-week proposal writing trainings.

Judith Buethe Communications

Primary Contact	Judith Buethe, Owner Location: Stockton, CA Phone: (209) 464.8707, Ext. 101 judith@buethecommunications.com www.buethecommunications.com
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Areas of Expertise	Years of Experience
Group facilitation	20+
Database development & management	20+
Graphic design	20+
Strategic communications	20+
Media/public relations	20+
Social networking and online marketing	20+
Policy advocacy	20+
Outreach to diverse communities	20+
Coalition building	20+
Social change campaigns	20+

Significant Work Experience in these California Counties	San Joaquin County
	Stanislaus County
	Tuolumne County
	Yolo County

Consulting Fees	<input checked="" type="checkbox"/> \$1-49	<input checked="" type="checkbox"/> \$50-99	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Judith Buethe	21+
Melissa Williams	10
Jan Stanley	6
Mary Ann Piana Chapman	2
Loreen Huey	2

Partial Client List	Women's Center of San Joaquin County
	City of Stockton
	County of San Joaquin
	City of Modesto
	County of Stanislaus
	Medcore HP and Omni IPA
	San Joaquin County Bar Association
	Business Council, Inc.
	Stanislaus Council of Governments
	Child Abuse Prevention Council

Description of Consulting Services

Consensus building, community involvement, public relations, meeting facilitation, crisis communications, graphic design, photography, media relations, news and feature writing, event coordination, database development, research/survey management. We are 100% woman-owned and -operated and in our 21st year of business. We work with diverse populations in the Central Valley.

Our firm's mission, "Making Your Best Intentions Happen," drives every project. One of our recent clients stated of our firm in a reference: "They lived their motto."

Experience in the Domestic Violence Field

Judith Buehe has been a board member of the Child Abuse Prevention Council and continues as a supporter and volunteer for that organization and for the Women's Center of San Joaquin County. Melissa Williams, our Creative Director, designed the Women's Center of San Joaquin County logo; Melissa has also photographed for and developed effective print materials for the Child Abuse Prevention Council.

Other Relevant Expertise

Photography, crisis communications, general public relations

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities

Judith Sulsona

Primary Contact	Judith Sulsona Location: Carmel Valley, CA Phone: (831) 236-6410 judy@sulsona.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Executive/management coaching	3-5
Management and governance	11-15
Measuring staff performance	6-10
Professional development of staff	6-10
Board development	11-15
Group facilitation	6-10
Leadership sustainability & succession planning	6-10
Fundraising strategy & planning	6-10
Outreach to diverse communities	20+
Coalition building	6-10
Strategic restructuring and mergers	6-10
Research and design of programs	11-15
Program evaluation	6-10
Other: Cross-sector community-based planning; Grassroots org development	

Significant Work Experience in these California Counties	Monterey County
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Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Judith Sulsona	15

Partial Client List	Community Foundation for Monterey County (CFMC)
	First 5 Monterey County
	ACTION Council Monterey County
	Monterey Bay Area Collaborative Library System
	Central Coast Center for Independent Living (Through CFMC)
	National Rural Funders Collaborative
	Second Chance Family & Youth Services (Through CFMC)
	Village Project (Through CFMC)

Description of Consulting Services

As an independent consultant and coach, I have guided nonprofit organizations in a wide range of fields and serving very diverse populations, through assessment and planning processes. I have particularly strong expertise in developing and implementing approaches for reaching out to and engaging traditionally underserved communities.

Experience in the Domestic Violence Field

My direct experience with domestic violence agencies was primarily through my work as Community Foundation staff, where I reviewed proposals submitted by such organizations, as well as their evaluations and impact plans and reports. Our approach to working with local agencies enabled us to develop trusting relationships with our local partners. I often met with the executives of those agencies to provide advice and coaching regarding funding, Board development, strategic planning and other organizational challenges that the organizations faced. Also facilitated joint meetings where collaborative relationships and restructuring were discussed.

Other Relevant Expertise

Extensive experience with immigrant communities, particularly Latino farm workers, as well as with residents of rural communities and low-income neighborhoods. Areas of expertise include facilitating or training organizations to effectively promote civic engagement and leadership development; engaging local residents in extensive community change planning processes; and developing organizational capacity, from informal neighborhood groups to more formal and mature nonprofit agencies, for serving those communities. For many low-income or immigrant families, lack of experience with or access to culturally and linguistically appropriate services such as family counseling, parenting, alcohol and substance abuse treatment, among others, are often barriers to addressing domestic violence issues. Understanding how to engage those communities in a culturally sensitive and respectful manner is critical, not only to ensuring that they utilize necessary services, but that they link other family members and neighbors to the organizations that can support all members of the family.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	People with disabilities
	Mentally ill
	Limited English speaking communities
	Migrant workers

Kathy Suvia

Primary Contact	Kathy Suvia, Principal Location: Mount Shasta, CA Phone: (530) 926-1888 kathysuvia@sbcglobal.net
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Areas of Expertise	Years of Experience
Development & implementation of capacity building plans	6-10
Strategic planning & program development	11-15
Business planning & strategy	6-10
Executive/management coaching	11-15
Management and governance	11-15
Professional development of staff	11-15
Board development	11-15
Team building	16-20
Group facilitation	16-20
Leadership sustainability & succession planning	11-15
Fundraising strategy & planning	1-2
Coalition building	11-15
Strategic restructuring and mergers	6-10

Significant Work Experience in these California Counties	Butte County	Modoc County
	Glenn County	Shasta County
	Humboldt County	Siskiyou County
	Lake County	Tehama County
	Mendocino County	Trinity County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99	<input checked="" type="checkbox"/> \$100-149	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Kathy Suvia	

Partial Client List	Shasta Women's Refuge
	Child Abuse Prevention Council of Shasta County
	Shasta Regional Community Foundation
	Leadership Siskiyou County
	Northern Valley Catholic Social Services
	Superior Court, Siskiyou County
	Human Response Network, Trinity County
	McCloud Healthcare Clinic
	Medical Reserve Corps of Far Northern California
UC Davis, Center for Human Services	

Description of Consulting Services

Kathy Suvia is a professional consultant, trainer and facilitator specializing in the areas of professional and community development. She helps leaders to identify and maximize opportunities that promote healthy communities and impact the lives of those they serve. With over 20 years experience in nonprofit management, project development and board leadership, Kathy understands the challenges and obstacles facing nonprofit organizations. Kathy holds an MBA in Nonprofit Leadership and a BA in Human Resource Management. She is also a graduate of the BoardSource Advanced Consulting Program.

Experience in the Domestic Violence Field

Kathy has facilitated strategic planning sessions for Shasta Women's Refuge for three consecutive years. This process included providing mini-training sessions on the planning process, board roles and board financial responsibilities. Additionally, she has assisted the ED and Board leadership in the follow-up and evaluation of plans once outlined.

Kathy served briefly on the board of the domestic violence program in Mendocino County during the early 1980's before moving from that community.

Other Relevant Expertise

Kathy has been an advocate for women and children for many years. She is a co-founder of a micro-enterprise program, Women in Transition, developed to provide self-employment training and guidance to low income women. She received the Women of Achievement Award from Soroptimist International of Redding for her efforts.

Kathy received the Volunteer of the Year Award from Northern Valley Catholic Social Service for her efforts in leading a newly created Siskiyou County Advisory Committee.

Experience Serving Specific Communities or Populations	Low-income communities
	White/Caucasian communities
	Women and/or girls
	Youth
	Seniors
	Dislocated workers

Kevin Fong

Primary Contact	Kevin Fong, Founder and Principal Location: San Francisco, CA Phone: (415) 309-6848 kevin@kevinfong.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Development & implementation of capacity building plans	16-20
Environmental scans, leadership analysis	16-20
Strategic planning & program development	16-20
Business planning & strategy	16-20
Executive/management coaching	16-20
Management and governance	16-20
Human resources policies	16-20
Measuring staff performance	16-20
Professional development of staff	16-20
Board development	16-20
Team building	16-20
Group facilitation	20+
Leadership sustainability & succession planning	16-20
Fundraising strategy & planning	16-20
Financial strategy & management	16-20
Financial systems development & upgrades	16-20
Outreach to diverse communities	16-20
Coalition building	16-20
Strategic restructuring and mergers	16-20
Research and design of programs	16-20
Program evaluation	16-20
Organizational learning & performance	16-20

Significant Work Experience in these California Counties	Alameda County	Sacramento County
	Contra Costa County	San Francisco County
	Fresno County	San Mateo County
	Los Angeles County	Santa Clara County
	Merced County	Sonoma County
	Napa County	Stanislaus County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Kevin Fong	
Sandra Meucci	15
Mickey Branca	20

Partial Client List	
	My Sister's House
	A Safe Place
	COLAGE
	SF Dept. of Children, Youth and Families
	Health Consumer Alliance
	Horizons Foundation
	Kaiser Permanente
	La Familia Counseling Services
	Hmong Health Collaborative
	Zerodivide Foundation

Description of Consulting Services

Kevin Fong- Organizational Design specializes in: leadership theory and development, strategic planning, facilitation, teambuilding, executive and management coaching, evaluation, and organizational systems, philosophy and design. Its mission is to work with organizations to clarify identity and purpose, establish alignment of principles and culture, and design structures that will propel passion toward effective strategies. Founded in 1995, Kevin and his associates have over fifty years of combined experience working with community-based organizations and grassroots efforts. Their goals are to:

- Facilitate processes where people can access and maximize their individual and collective wisdom;
- Create safe, harmonious and prosperous spaces for people to live and work;
- Support and listen with compassion; and
- Provide inspiration, clarity, direction and structure for people to move forward with confidence, integrity and hope.

With their particular expertise in designing, coordinating, facilitating and evaluating comprehensive leadership development and capacity building in many diverse settings, Kevin and his associates are well prepared to meet the needs of DV organizations throughout California.

Experience in the Domestic Violence Field

Kevin Fong has worked closely with My Sister's House, based in Sacramento. Kevin served as their strategic planning consultant and has subsequently provided organizational design and development coaching and board development facilitation for the organization. Kevin has also provided capacity building consulting to the Asian and Pacific Islander Domestic Violence Institute based in San Francisco.

Sandra Meucci has consulted with A Safe Place in Oakland in the areas of research, program design and evaluation systems.

Other Relevant Expertise

Prior to creating his consulting practice in 1995, Kevin spent eight years as the founder and director of a clinical AIDS program and Teen Clinic in Oakland CA where he supervised 35 staff who spoke 15 languages. His work as a consultant has focused primarily in the areas of health, children and families, arts and the media, education, people of color, LGBTQ communities, immigrants and refugees, community technology and domestic violence.

Sandra Meucci has worked primarily in the areas of women's health, education, immigrants and refugees, parks and recreation, and community development. After 20 years in the corporate sector, Mickey Branca has worked primarily in the areas of mental health, human rights, LGBTQ, advocacy/policy and housing. Mickey is also a practicing attorney.

We understand that DV organizations have to deal with a myriad of issues which often comprise many of our areas of experience. Our ability to access these diverse skills and experiences make us well equipped to address the needs of DV organizations.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Limited English speaking communities

Korwin Consulting

Primary Contact	Lisa Korwin, Principal Location: Oakland, CA Phone: (510) 985-8383 lisa@korwinconsulting.com www.korwinconsulting.com
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Areas of Expertise	Years of Experience
Environmental scans, landscape analysis	16-20
Program evaluation	16-20

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Imperial County
	Marin County
	San Francisco County
	Santa Clara County

Consulting Fees	<input checked="" type="checkbox"/> \$50-\$99	<input checked="" type="checkbox"/> \$100-\$149	<input checked="" type="checkbox"/> \$150-\$199
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Available Consultants	Years of Consulting Experience
Lisa Korwin	18
Robin Horner	6
Mirthala Santizo	2
Jessica Shao	1

Partial Client List	Tides Foundation – Catalyst Fund
	California Partnership to End Domestic Violence
	Next Door Solutions to Domestic Violence
	Narika
	Women’s Foundation of California
	Y.O.U.T.H. Training Project
	City of San Jose Domestic Violence Advisory Board
	Contra Costa Safe Schools Coalition
	San Francisco Dept. on the Status of Women
	Santa Clara Domestic Violence Advocacy Consortium

Description of Consulting Services

Korwin Consulting, an evaluation and planning firm, advances social justice solutions by identifying community strengths, building organizational capacity, and evaluating impact. We know that many organizations struggle to find time for the thoughtful reflection that leads to program refinement and true social change. By working with Korwin Consulting, you will be able to more fully reflect on your work and achieve social justice impacts by:

- Accessing critical information about your work to inform strategic thinking.
- Validating what's working and acknowledging what's not.
- Identifying mid-course corrections that better position you to achieve desired impact.
- Communicating your strengths to key stakeholders.

Korwin Consulting has built a strong reputation as a leading evaluator of social justice programs and initiatives. Our work with the nonprofit, philanthropic, and public sectors is founded on these principles:

- We can all contribute to fostering a more just society.
- Everyone's voice must be heard.
- We must thoughtfully reflect on the past to inform the future.

Through one-on-one coaching, training, and evaluation implementation, we work closely with domestic violence and other organizations to grow their individual and collective capacity to effectively prevent and intervene in intimate partner violence throughout the state of California.

Experience in the Domestic Violence Field

Lisa Korwin, Principal of Korwin Consulting, began her career as the Co-Director of a Safe Place, Oakland's comprehensive domestic violence organization (1982-86), Lisa Korwin and the team at Korwin Consulting has built upon that experience by providing evaluation, planning, and other capacity-building support to numerous domestic violence programs and initiatives throughout the State. For example:

CPEDV: Using a combination of one-on-one coaching, training, evaluation design, and analysis, Korwin Consulting is building CPEDV and their prevention partners' capacity to evaluate, strengthen, and sustain their prevention efforts.

Narika: Korwin Consulting assisted Narika in designing its theory of change, associated outcomes and indicators, and an evaluation plan for its Survivor Economic Empowerment and Development (SEED) program.

Next Door Solutions to Domestic Violence: Through a combination of key informant interviews, focus groups, and data analysis, Korwin Consulting's retrospective evaluation of HomeSafe provided Next Door with the information needed to determine HomeSafe's future program direction.

San Francisco Department on the Status of Women: Korwin Consulting conducted a needs assessment to better understand violence against women and girls in San Francisco. We assembled an experienced 12-person team reflecting the cultures and proficient in the languages most spoken by community members. This work continues to inform program practice and funding of anti-violence programs in San Francisco.

Other Relevant Expertise

Korwin Consulting and our associates have a long history of working with diverse agencies, coalitions, collaborations and individuals. Our work centers on collaborating with organizations that are committed to creating meaningful change in the lives of underserved populations and/or historically oppressed groups. We have been successful in engendering the trust of our clients by “listening well,” being open to each person’s experience, and bringing a sense of inquiry and even humor to the process.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Women and/or girls
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Youth
	Limited English speaking communities

La Piana Consulting

Primary Contact	Brent Copen, Senior Manager Location: Emeryville, CA Phone: (510) 457-6725 copen@lapiana.org www.lapiana.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	11-15
Management and governance	11-15
Human resources policies	11-15
Measuring staff performance	11-15
Professional development of staff	11-15
Board development	11-15
Volunteer management	11-15
Team building	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	11-15
Financial strategy & management	11-15
Financial systems development & upgrades	11-15
Database development & management	11-15
Informational Technology systems development & upgrades	11-15
Strategic communications	11-15
Media/public relations	11-15
Strategic restructuring and mergers	11-15
Research and design of programs	11-15
Program evaluation	11-15
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Almost all California Counties. Exceptions are Colusa, Glenn, Mariposa, Modoc, Sutter, Tehama, Yuba
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Consulting Fees	<input checked="" type="checkbox"/> \$100-\$149	<input checked="" type="checkbox"/> \$150-\$199	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Brent Copen	7
Jo Debolt	7
Melissa Campos	4
Bill Coy	10
Heather Gowdy	12
Bob Harrington	11
David La Piana	15
Lester Olmstead-Rose	5
Mary Stelletello	5
Luis Vergara	6
Vance Yoshida	6

Partial Client List	Asian Americans for Community Involvement
	Next Door Solutions
	Community Overcoming Relationship Abuse
	STAND! Against Domestic Violence
	Haven House
	Jewish Family Services of Los Angeles
	Marin Abused Women's Services
	La Casa De Las Madres
	Center for the Pacific Asian Family
	Legal Aid Foundation of Los Angeles

Description of Consulting Services

Founded in 1998 with start-up capital from three major foundations, La Piana Consulting is a California-based management consulting firm dedicated to transforming the way organizations are led and managed so that they can achieve greater impact. Our mission is to help groups become more effective through enhanced strategy, leadership, and partnerships. Our innovative tools and relationship-based consulting philosophy enables the execution of transformative decisions, including new business strategies, program restructuring, executive transitions, new marketing and communication efforts, financial planning, board revitalization, fund development strategies, and strategic restructuring.

La Piana Consulting offers targeted consulting services that will help California domestic violence organizations build and sustain adaptive business models for the 21st Century. La Piana has considerable experience working with California DV organizations of various budget sizes and in both rural and urban settings. We are actively engaged in numerous projects with DV groups across California, ranging from partnership assessments to the development of new business strategies. Our goal is to help pinpoint

a group's core challenges and work with its leaders to develop and implement strategic solutions to overcome them.

Experience in the Domestic Violence Field

Nine of our consultants have worked directly with California DV agencies and three of our most senior consultants have extensive knowledge of the DV sector. In particular, Lester Olmstead-Rose, Director of La Piana's Strategy Practice, was the former executive director of a San Francisco based DV agency and has consulted to DV groups formally and informally for many years; Bob Harrington, Director of Strategic Restructuring Practice (SR), has advised multiple California DV organizations on SR matters; and Brent Copen, Senior Manager, has conducted a comprehensive financial scan of the California DV sector for the Blue Shield of California Foundation, provided financial consulting services to numerous DV agencies, and led finance trainings for DV organizations organized by Jemmott Rollins Group at regional and statewide levels.

Through our collective experience working with dozens of California DV organizations, we have developed a keen understanding of the critical external factors affecting DV groups and a sensitivity to the cultural dynamics that exist within this sub sector. Using custom-designed tools, La Piana consultants will partner with DV leaders to help them analyze their organization's funding model, apply planning tools to anticipate future revenue changes, and respond to changes in an informed and timely manner. Next, we will work with leaders to design a post-engagement integration plan. We will provide targeted support to enable the execution of transformative decisions, including program restructuring, staff adjustments, new marketing and communication efforts, board revitalization and/or fund development strategies.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
Substance abusers	
Mentally ill	

	Limited English speaking communities
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Latino Consultants, LLC

Primary Contact	Ara Najarian, Senior Partner Location: South Pasadena, CA Phone: (323) 344-8080 ara@latinoconsultants.com www.latinoconsultants.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	11-15
Management and governance	11-15
Human resources policies	11-15
Measuring staff performance	11-15
Professional development of staff	11-15
Board development	11-15
Volunteer management	11-15
Team building	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	11-15
Fundraising strategy & planning	11-15
Fund development/grant writing – Government sources	11-15
Fund development/grant writing – Foundation sources	11-15
Fund development – Individual donors	11-15
Fund development – Planned giving	3-5
Database development & management	6-10
Information Technology systems development & upgrades	3-5
Website design	11-15
Graphic design	11-15
Strategic communications	11-15
Media/public relations	11-15
Social networking and online marketing	6-10
Online and/or mobile fundraising and advocacy	6-10
Policy advocacy	11-15
Outreach to diverse communities	11-15
Coalition building	11-15
Social change campaigns	11-15
Strategic restructuring and mergers	11-15
Research and design of programs	11-15
Program evaluation	11-15
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Alameda County	Sacramento County
	Contra Costa County	San Bernardino County
	Fresno County	San Diego County
	Imperial County	San Francisco County
	Los Angeles County	San Joaquin County
	Merced County	San Mateo County
	Napa County	Santa Clara County
	Orange County	Sonoma County
	Riverside County	

Consulting Fees	<input checked="" type="checkbox"/> \$50-99	<input checked="" type="checkbox"/> \$100-149	<input checked="" type="checkbox"/> \$150-199	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Ara Najarian	15
Sara Elena Loaiza	15

Partial Client List	John Muir/Mt. Diablo Community Health Fund
	The California HealthCare Foundation
	The California Endowment
	The California Wellness Foundation
	Blue Shield of California Foundation
	The David & Lucille Packard Foundation
	HRSA (Health Resources & Services Administration)
	First 5 Commission (LA)
	American Diabetes Association
	NCLR/Cal State Long Beach Center for Latino Community Health, Evaluation & Leadership Training

Description of Consulting Services

Latino Consultants, LLC, is a consulting firm specializing in community-based social/cause - marketing/communications that brings tremendous experience in all public health areas. Founded in 1995 in order to increase access to health information and outreach to the Latino community, the company grew into a full-service consulting firm to include all groups and communities and a full scope of services that help nonprofits and community organizations enhance their programs and/or grow. As a mission-driven organization, we help communities by being an extension of our socially-conscious clients in order to achieve their goals.

Experience in the Domestic Violence Field

Our organization has been a consultant for the Domestic Abuse Response Team (DART) and Sexual Abuse Response Team (SART) program that was previously based at California Hospital Medical Center and worked with them on public awareness campaigns, fundraising events, internal and external communications, and raising

awareness via earned media that focused on Promotores (Community Health Workers) outreach. We have also worked with the Downtown Women's Center in its capital campaign where testimonials and statistics (i.e., over 70% of homeless women are a victim of violence at some point in their life) helped to elevate awareness of the need to grow capacity for permanent supportive housing.

Other Relevant Expertise

As our company name implies, much of our experience has been with Latino communities of all ages, status and sexual preferences, substance issues, housing issues, diseases, etc. However, we believe that while it is important to identify sub-groups, both in terms of statistics and ability to provide effective service, it is important to realize that none of these groups (or their support systems) can exist in silos. The challenge is not in simply addressing a statistically or culturally segmented group, it is in providing strategies that will be effective in context (which also include faith-based components, transportation issues and health issues related to weight or disease). Our experience with these groups and a variety of foundations, service and advocacy organizations, policymakers and CBO's, give us a unique ability to recommend proven strategies so that our clients don't have to reinvent the wheel. We believe that there is a symbiotic relationship between effective communications and capacity enhancement, therefore, our approach is to ensure that it is also a mutually supportive and sustainable relationship.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
Limited English speaking communities	

Laura McCrea & Associates

Primary Contact	Laura McCrea, Principal Location: El Cerrito, CA Phone: (510) 233-4998 lauramccrea@sbcglobal.net www.lauramccrea.com
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Areas of Expertise	Years of Experience
Development & implementation of capacity building plans	16-20
Executive/management coaching	16-20
Management and governance	11-15
Professional development of staff	11-15
Board development	11-15
Leadership sustainability & succession planning	11-15
Fundraising strategy & planning	20+
Fund development/grant writing – Foundation sources	20+
Fund development – Individual donors	20+

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Napa County
	San Francisco County
	Stanislaus County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Laura McCrea	15

Partial Client List	Legal Aid Society – Employment Law Center
	Contra Costa Crisis Center
	Frameline
	PAWS (Pets are Wonderful Support)
	Foundation for a College Education
	Larkin Street Youth Services
	Lifelong Medical Services
	Berkeley Public Library Foundation
	California Shakespeare Theatre
	The Great Valley Center

Description of Consulting Services

Laura McCrea partners with non-profits in developing effective philanthropic programs and strengthening organizational leadership. She provides frank, objective counsel that supports you in making key decisions, working alongside your staff and volunteers to develop and implement plans – and she sticks with you through the hard work required to engage the hearts and minds of your community. Philanthropic services include feasibility studies and campaign planning, capital and endowment campaign counsel, development planning and assessment, and major gifts.

Her leadership development work helps organizations invested in change build thoughtful, values-driven leadership. She helps you attract and engage senior staff leaders who fit your culture. She coaches development directors and staff, and offers steady counsel to executive directors and board leaders. Leadership development services include executive and development search, candidate assessment (for searches conducted internally), coaching and training, governance and board development.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	White/Caucasian communities
	LGBTQ communities
	People with disabilities
	Youth

Leapfrog Consulting

Primary Contact	Kayla Kirsch, President Location: Oakland, CA Phone: (510) 482-4049 kayla@leapfrogconsulting.org www.leapfrogconsulting.org
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Areas of Expertise	Years of Experience
Environmental scans, landscape analysis	16-20
Strategic planning & program development	16-20
Business planning & strategy	11-15
Executive/management coaching	3-5
Professional development of staff	16-20
Board development	16-20
Team building	16-20
Group facilitation	16-20
Strategic communications	6-10
Coalition building	16-20
Organizational learning & performance	6-10
Other: Graphic facilitation, story mapping, visual thinking and strategizing	

Significant Work Experience in these California Counties	Alameda County	Sacramento County
	Contra Costa County	San Bernardino County
	Humboldt County	San Francisco County
	Imperial County	San Mateo County
	Marin County	Sonoma County
	Riverside County	Tehama County

Consulting Fees	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Kayla Kirsch	25
Karen Ijichi Perkins	20
Arnold Perkins	10

Partial Client List	National Breast Cancer Coalition
	National Institutes of Health
	CA Department of Education
	CA Department of Health Services
	Redwood Community Health Coalition
	Alameda County Office of Education Arts Learning Alliance
	Nemours Foundation
	Walter S. Johnson Foundation
CA HealthCare Foundation	

Description of Consulting Services

Leapfrog works exclusively with nonprofit and public sector organizations seeking to make changes. Graphic facilitation - in which we draw out people's ideas, develop roadmaps, and strategy maps - is integrated into our work.

Experience in the Domestic Violence Field

We have worked with the Family Violence Prevention Fund.

Other Relevant Expertise

We work with many coalitions with a diverse cross section of people.

Experience Serving Specific Communities or Populations	Racially/ethnically diverse communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	Limited English speaking communities

Learning Partnerships

Primary Contact	Ruth Brousseau, Principal Location: Piedmont, CA Phone: (510) 658-1250 ruth.brousseau@gmail.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	1-2
Environmental scans, landscape analysis	6-10
Strategic planning & program development	3-5
Board development	3-5
Group facilitation	3-5
Fund development/grant writing – Foundation sources	3-5
Research and design of programs	11-15
Program evaluation	16-20
Organizational learning & performance	3-5

Significant Work Experience in these California Counties	Alameda County	Tulare County
	Monterey County	Regional
	San Francisco County	National
	Santa Barbara County	

Consulting Fees	<input checked="" type="checkbox"/> \$50-\$99	<input checked="" type="checkbox"/> \$100-\$149	<input checked="" type="checkbox"/> \$150-\$199
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Available Consultants	Years of Consulting Experience
Ruth Brousseau	4
Lucia Corral Pena	3
Melissa Ramos	1
Robin Horner	7

Partial Client List	The Hilton Foundation
	The Weingart Foundation
	The San Francisco Foundation

Description of Consulting Services

Learning Partnerships (LP) is a consulting network led by Principal Ruth Brousseau that promotes social justice through creating partnerships with clients and their constituents to create, collect and use information to enhance the impact of social equity work. At the heart of the effectiveness of LP are its teams of consultants that are composed to best match the unique requirements of clients and their projects. LP core values are:

1. Learning. Evaluation constitutes a significant portion of LP's work although we tend to avoid this word in favor of learning, which more directly implies the process of mutual discovery we attempt to achieve.
2. Partnerships. Good evaluations depend upon strong partnerships, both with clients and with the organizations and individuals whose work is being assessed. Similarly, without fully understanding the realities of those whose work is being assessed and engaging with them to find common points of interest and motivation, it is difficult or impossible to get strong data.
3. Knowledge utilization. LP places strong value on posing the question, "How will this information be used?"
4. Social justice. LP team members bring backgrounds in which they have worked to achieve social justice in a variety of topic areas and using a broad bandwidth of strategies from direct organizing, to running organizations with a social justice purpose, to making grants to achieve social justice goals.

Experience in the Domestic Violence Field

Robin Horner has worked on several evaluations for clients that include a study on domestic violence in San Francisco for the SF Commission on the Status of Women; and research on best practices in corporate intimate partner violence prevention. She is currently working as a member of the California Partnership to End Domestic Violence empowerment evaluation team for the Centers for Disease Control and Injury Prevention Delta Initiative.

Lucia Corral Pena presented to the Blue Shield Foundation domestic violence grantees in 2008 on the topic of fund development and facilitated a discussion on fund diversification and income-generating activities.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	Women and/or girls
	Limited English speaking communities

Leibman & Associates, Inc.

Primary Contact	Abby J. Leibman, President Location: Los Angeles, CA Phone: (323) 651-2086 abbypl@pacbell.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	6-10
Strategic planning & program development	6-10
Business planning & strategy	6-10
Executive/management coaching	6-10
Management and governance	6-10
Leadership sustainability & succession planning	6-10
Fundraising strategy & planning	16-20
Policy advocacy	6-10
Coalition building	6-10

Significant Work Experience in these California Counties	Los Angeles County
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Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Abby Leibman	9
Pam Kaizer	20

Partial Client List	Jewish World Watch
	City of Los Angeles
	California Women's Law Center
	Verizon Wireless
	Food Forward
	United Firefighters of Los Angeles City
	Cal Arts

Description of Consulting Services

The consultants with Leibman & Associates, Inc. have extraordinary backgrounds in nonprofit leadership which give us a unique perspective on nonprofit organizational development. The cornerstones of our work include recognizing the intersections between the many issues that nonprofit organizations face as they seek to grow and respond to change and developing practical steps for meeting those challenges. The founder of Leibman & Associates, Inc. spent many years working as an advocate on women's issues in California, including issues of violence against women, and has a strong understanding of the needs and concerns of domestic violence agencies in California. The firm makes it a priority to listen to its clients, working with them to craft the best strategies for moving forward in a complex system that includes other organizations, political and governmental leaders and economic challenges. We bring this approach to all our efforts including strategic planning and fundraising plans, offering creative and innovative ideas and the practical steps to implement those ideas.

Experience in the Domestic Violence Field

Abby J. Leibman, the President of Leibman & Associates, Inc. was the co-founder and Executive Director of the California Women's Law Center for over 12 years. During her tenure with the CWLC, violence against women was one of the 5 priority areas in which the CWLC provided advocacy and policy development. Leibman provided vision, oversight and guidance on all the CWLC's work on domestic violence which included policy and advocacy efforts for immigrant women, deaf and disabled women, women in law enforcement, VAWA, and battered women and clemency. In 1995, Leibman's twin sister Nina was murdered by her husband, a devastating tragedy for Leibman that served as the inspiration for the CWLC's groundbreaking Murder at Home Project and which gave Leibman personal as well as professional insights into domestic violence. Leibman also serves on the Board of Jewish Family Service where she has taken a leadership role in advising its Family Violence Project.

Experience Serving Specific Communities or Populations	Racially/ethnically diverse communities
	Women and/or girls

Leyna Bernstein Consulting

Primary Contact	Leyna Bernstein, Principal Location: Albany, CA Phone: (510) 381-4356 leyna@leynabernstein.com www.leynabernstein.com
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Areas of Expertise	Years of Experience
Executive/management coaching	20+
Management and governance	11-15
Professional development of staff	20+
Board development	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	20+

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Contra Costa County	Solano County
	Marin County	Sonoma County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Leyna Bernstein	16

Partial Client List	STAND! Against Domestic Violence
	Women's Cancer Resource Center
	ElderGives
	C.E.O. Women
	Pacific Center for Human Growth
	Monument Community Partnership
	Contra Costa Crisis Center
	Alameda County Council of Mental Health Agencies
	Every Child Counts
	Marin Senior Coordinating Council

Description of Consulting Services

I specialize in helping small and medium-sized nonprofits assess, recruit and retain strong leaders. My focus is on executive director search, development director search and board recruitment and development. I often work with organizations undergoing significant change, as in the transition of a founder, hiring a development director for the first time, or helping a board make a critical leap in its focus and performance. I take a holistic approach to my work, bringing an understanding of the whole organization, its culture and values, to everything that I do.

I am a trusted and knowledgeable guide and coach for boards and executive directors dealing with growth, change and leadership crisis. Projects have included small engagements (board training for STAND! Against Domestic Violence) to complex assessment and search assignments (Monument Community Partnership.)

Experience in the Domestic Violence Field

I worked as a key volunteer for a full year at a domestic violence agency in Stockton. I identified employment opportunities for women living at the shelter, helped women develop resumes and trained them in interviewing techniques. Recent clients focused on or serving those impacted by domestic violence include STAND! Against Domestic Violence, Contra Costa Crisis Center, Crisis Support Services of Alameda County, and Pacific Center for Human Growth.

Other Relevant Expertise

I have significant experience working with organizations serving the LGBT community. I have particular expertise helping organizations develop diverse boards with board leaders who reflect communities served. I have significant experience working with boards that require a percentage of members to come from the client population.

DV organizations across the country are facing multiple challenges: generational transitions in leadership and the departure of long-time leaders and founders; increased scrutiny of the role of the board, particularly in financial oversight and accountability; and the need to replace losses in government funding with private funding. My leadership change work focuses on helping agencies respond to these challenges with agility, and build lasting strength in both board and staff leadership.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Mentally ill
Limited English speaking communities	

LF Leadership

Primary Contact	Max Freund, Partner Location: Claremont, CA Phone: (909) 632-1624 max@lfleadership.com www.lfleadership.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	3-5
Development & implementation of capacity building plans	3-5
Environmental scans, landscape analysis	6-10
Strategic planning & program development	3-5
Executive/management coaching	3-5
Management and governance	3-5
Professional development of staff	3-5
Board development	3-5
Team building	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	3-5
Fund development - Individual donors	3-5
Database development & management	6-10
Coalition building	3-5

Significant Work Experience in these California Counties	Los Angeles County
	Riverside County
	San Bernardino County
	Orange County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Max Freund	7
Cynthia Luna	8

Partial Client List	House of Ruth
	Project Sister Family Services
	Reach Out
	San Bernardino County Capacity Building Consortium
	Latino Health Collaborative
	Foothill Family Shelter
	Pacific Lifeline
	Inland Valley Hope Partners
	YMCA of the USA
LISC Chicago	

Description of Consulting Services

We are consultants and coaches committed to developing leaders, teams, and organizations in the United States and Latin America. We work with clients to achieve organizational and individual goals by building skills, alignment, and shared vision. Our core practice areas are:

- Coaching teams and leaders to develop individual and shared leadership competencies using methods that are integral in approach and pragmatic in delivery.
- Facilitating management teams, boards of directors, and other groups to foster learning, build shared vision, and guide transformative action.
- Consulting with organizations, teams, and collaboratives on leadership, economic development, strategy, culture change, organizational learning, conflict transformation, and collaborative effectiveness.
- Training leaders and teams in skills to communicate effectively, constructively manage conflict, learn from differences, and act purposefully.

Our service philosophy is based in four key principles:

- Responsive
- Process-conscious and outcome-focused
- Integral (whole-systems perspective)
- Knowledge-based

Other Relevant Expertise

We have extensive experience as staff, volunteer leaders, and consultants designing and carrying out diversity/multicultural change initiatives addressing sexism, racism, heterosexism, and classism. We have conducted this work with organizations devoted to recovery and personal growth for women and men, as well as with other organizations including professional associations, schools, and the national headquarters of a nonprofit federation. The experience has taught us to effectively analyze power dynamics within organizations, call those dynamics out effectively (or work around them), make the case for change to diverse audiences, and develop strategies for implementation.

In addition, we have extensive cultural competence working with Mexican or Mexican-American organizations, and both of our firm's principals are Spanish-bilingual and bicultural. This allows us to better understand the concerns, perspectives, values, and concerns of Latino communities.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence/sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
Limited English speaking communities	

Lisa Hoffman

Primary Contact	Lisa Hoffman, Principal Location: San Francisco, CA Phone: (415) 370-7667 lisa@lisahoffman.net www.lisahoffman.net
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Areas of Expertise	Years of Experience
Executive/management coaching	11-15
Management and governance	11-15
Professional development of staff	11-15
Board development	11-15
Team building	11-15
Group facilitation	11-15
Fund development - Individual donors	16-20

Significant Work Experience in these California Counties	Alameda County	San Mateo County
	Contra Costa County	Santa Clara County
	Marin County	Santa Cruz County
	Napa County	Solano County
	Sacramento County	Sonoma County
	San Francisco County	

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 Notes: Estimates fees on a project basis.
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Available Consultants	Years of Consulting Experience
Lisa Hoffman	13

Partial Client List	Shalom Bayit
	ACLU
	API Wellness Center
	AIDS Legal Referral Panel
	Center for Resource Solutions
	California Diabetes Project
	Sanshin Zen Center
	International Child Resource Center
	Visual Aid
	Immigrant Legal Resource Center

Description of Consulting Services

I provide comprehensive individual donor fund development services, with a concentration on major donors; staff and board development; facilitation; and coaching. I approach capacity building by assessing a nonprofit's core competencies, strengths and skills as an organization and by individual staff member, and then work with staff and board to create an individual giving program that expands those core strengths. Most of my consulting work involves capacity building in this manner.

I am currently working with an immigrant rights organization, an Asian mental health services group and a Veterans services nonprofit that all deal with domestic violence in some fashion. What is most important is to understand and honor each organization's culture and assist in developing a capacity building approach that respects and builds on this culture.

Experience in the Domestic Violence Field

Lisa Hoffman was development director with Bay Area Legal Aid, which has a domestic violence unit, prior to launching her consulting business. Besides the aforementioned nonprofits, she has also worked with Shalom Bayit, which provides domestic violence services to Jewish women.

Other Relevant Expertise

Lisa Hoffman has gained a deep understanding of the profound mental, social and physical wounds domestic violence causes to its survivors and their families and friends. She understands how important it is that survivors are empowered, and that this cultural approach is also applied to the organizations that serve them. In this spirit, she approaches her work as a partnership and collaboration grounded in the development of trust and interdependency.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Youth
	Seniors
	Homeless
	Mentally ill
	Limited English speaking communities

Long Beach Nonprofit Partnership

Primary Contact	Judy Ross Location: Long Beach, CA Phone: 562-290-0018, ext. 1 jross@lbnp.org www.lbnp.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	6-10
Strategic planning & program development	20
Business planning & strategy	20+
Executive/management coaching	20+
Management and governance	20+
Human resources policies	16-20
Measuring staff performance	16-20
Professional development of staff	20+
Board development	20+
Volunteer management	20+
Team building	20+
Group facilitation	20+
Leadership sustainability & succession planning	20+
Fundraising strategy & planning	20+
Fund development/grant writing - Government sources	20+
Fund development/grant writing - Foundation sources	20+
Fund development - Individual donors	20+
Fund development - Planned giving	6 - 10
Financial strategy & management	20+
Financial systems development & upgrades	20+
Database development & management	6-10
Information Technology systems development & upgrades	6-10
Web site design	6-10
Graphic design	11-15
Strategic communications	20+
Media/public relations	20+
Social networking and online marketing	6-10
Online and/or mobile fundraising and advocacy	6-10
Policy advocacy	6-10
Outreach to diverse communities	20+
Coalition building	20+
Social change campaigns	6-10
Strategic restructuring and mergers	16-20

Research and design of programs	16-20
Program evaluation	16-20
Organizational learning & performance	20+

Significant Work Experience in these California Counties	Los Angeles County
	Orange County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
John Glaza	15+
Del Black	10+
Mike Hoff	20+
Kathleen Walsh, CPA	10+
Ron Milam	5+
Carol Hass	10+
Judy Spiegel	10+
John Oppenheim	20+
Theresa Lu	10+
Anne Laguzza	15+

Partial Client List	Long Beach Unified School District <input type="checkbox"/>
	Long Beach Unified School District <input type="checkbox"/>
	Long Beach Playhouse <input type="checkbox"/>
	Long Beach Day Nursery <input type="checkbox"/>
	John Gogian Foundation <input type="checkbox"/>
	Pediatric Therapy Network <input type="checkbox"/>
	Habitat for Humanity <input type="checkbox"/>
	Pathways Volunteer Hospice <input type="checkbox"/>
	Long Beach Blast <input type="checkbox"/>
	MOLAA <input type="checkbox"/>
	Ronald McDonald House Charities <input type="checkbox"/>

Description of Consulting Services

The LBNP and its team of affiliate consultants does not specialize in working with domestic violence programs, we specialize in capacity building for nonprofit organizations, some of which have been domestic violence programs in Southern California. We focus our efforts on determining exactly what the nonprofit seeks to do then match those needs with the consultant from our team best suited for the work and the organization. Our process is participatory and collaborative, focused on teaching our clients to fish rather than doing the fishing for them.

Experience in the Domestic Violence Field

The cohort of LBNP affiliate consultants listed in this application have done financial management systems development, strategic planning, fund development, organizational assessment, board development, coaching and a host of other capacity development related projects. Although not certain, some have served as volunteers and board members too.

Other Relevant Expertise

Our experience and expertise is relevant to the nonprofit community in particular, with specialty in governance, organizational development, fundraising, facilitation, financial management and community building. Because our model is so flexible, we're able to deploy one or more of our affiliate consultants on just about any project because of the depth of experience and expertise of our team.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ (Lesbian, Gay, Bisexual, Transgender, Transsexual, and/or Queer) communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
Substance abusers	
Mentally ill	

Lucia Corral Peña

Primary Contact	Lucia Corral Peña Location: Fremont, CA Phone: (510) 745-8233 lucia.corralpena@gmail.com lgpena@earthlink.net
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Areas of Expertise	Years of Experience
Environmental scans, landscape analysis	3-5
Strategic planning & program development	1-2
Group facilitation	3-5
Fund development/grant writing – Foundation sources	3-5
Coalition building	1-2
Research and design of programs	3-5
Program evaluation	1-2

Significant Work Experience in these California Counties	Alameda County
	Monterey County
	San Francisco County
	Santa Barbara County
	Tulare County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Lucia Corral Pena	3

Partial Client List	Tides Foundation
	Center for Collaborative Planning
	California Reinvestment Coalition
	The California Endowment
	Community Foundation of Monterey County

Description of Consulting Services

Lucía Corral Peña works with foundations and nonprofit organizations to develop and design new programs, collaborative strategies, organizational capacity building, strategic planning, fund development and project management services. She has worked with numerous legal services, policy advocacy, social justice and evaluation/research groups. For women-focused initiatives, Lucia Corral Peña has experience conducting strategic planning, program planning, identifying capacity-building needs, supporting implementation of capacity building and strategic plans including fund development and budget development.

Experience in the Domestic Violence Field

Lucia presented at the 2008 statewide Blue Shield and CPEDV conference on how to raise foundation funding for domestic violence organizations and facilitated a discussion among providers about income-generating activities.

Other Relevant Expertise

Over the past three years, Lucia has worked as a consultant serving Latino farmworker, rural communities and projects related to reproductive health and justice.

Experience Serving Specific Communities or Populations	Low-income communities
	Immigrant communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	Women and/or girls
	Limited English speaking communities

Margi Clarke

Primary Contact	Margi Clarke, Consultant Location: Berkeley, CA Phone: (510) 841-9832 margiclarke@comcast.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development and implementation of capacity building plans	6-10
Environmental scans, landscape analysis	6-10
Strategic planning & program development	6-10
Business planning & strategy	6-10
Executive/management coaching	3-5
Management & governance	6-10
Human resources policies	11-15
Measuring staff performance	6-10
Professional development of staff	3-5
Board development	6-10
Group facilitation	11-15
Leadership sustainability & succession planning	3-5
Fund development/grantwriting –Foundation sources	11-15
Fund development – Individual donors	6-10
Financial strategy & management	11-15
Financial systems development & upgrades	11-15
Outreach to diverse communities	11-15
Coalition building	6-10
Social change campaigns	11-15
Strategic restructuring & mergers	3-5
Research & design of programs	3-5
Program evaluation	3-5

Significant Work Experience in these California Counties	Alameda County
	Los Angeles County
	San Diego County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Margi Clarke	10

Partial Client List	Mujeres Unidas y Activas
	East Bay Alliance for a Sustainable Economy
	WAGES – Eco-cleaning cooperatives
	Environmental Health Coalition
	City CarShare
	The Story of Stuff
	The Data Center
	Bernal Heights Neighborhood Center
	Communities for a Better Environment
	Family Violence Prevention Fund

Description of Consulting Services

My consulting practice is based on helping groups identify their needs and offering strategies to build internal skills and processes that make groups more functional and more sustainable over the long haul. I bring strong facilitation skills, wide ranging experience with organizational leadership and management, and a deep commitment to social change approaches to pervasive issues like D.V. My strengths are in listening and drawing out the priority issues for a group to grapple with, an ability to support staff and board to fill gaps in their own knowledge, and strong synthesis and writing skills.

Experience in the Domestic Violence Field

I have worked extensively since 2002 with Mujeres Unidas y Activas in the SF Bay Area which combines domestic violence direct services and community-organizing work in the Latina community. I have also had limited consulting contracts with the Family Violence Prevention Fund. I have personal history of involvement in DV issues as a volunteer and friend of survivors and victims of violence.

Other Relevant Expertise

I am a white woman with a 25-year history doing solidarity political organizing around human rights issues in Central America, as well as immigrant rights and environmental justice work in the US. I am most familiar with the Latino community, and am fully bilingual in English-Spanish, and I have worked successfully with multi-racial, multi-cultural organizations and with groups based in African American and Asian American communities in the SF Bay Area. In my consulting practice, I bring self-awareness, humility and consciousness around many facets of power dynamics, as well as an ability to facilitate communication, understanding and dialogue to promote organizational transformation.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Mentally Ill
	Limited English speaking communities

Maria Ramos-Chertok

Primary Contact	Maria Ramos-Chertok, Principal Location: Mill Valley, CA Phone: (415) 388-5383 info@MariaDianaRamos.com www.MariaDianaRamos.com
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Areas of Expertise	Years of Experience
Executive/management coaching	6-10
Professional development of staff	16-20
Team building	16-20
Group facilitation	16-20
Outreach to diverse communities	16-20
Organizational learning & performance	16-20
Other: Sexual Harassment Prevention, Organizational Change Cycles, Conflict Resolution, Effective Supervision, Communication Skills	

Significant Work Experience in these California Counties	Alameda County
	Marin County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Maria Ramos-Chertok	14

Partial Client List	Tenderloin Neighborhood Development Corp.
	East Bay Asian Local Development Corp.
	Jewish Community Center of SF
	Rockwood Leadership Institute
	COLAGE (Children of Lesbians & Gays Everywhere)
	National Indian Justice Center
	Mujeres Unidas
	Our Family Coalition
	Disability Rights of CA
National Hispana Leadership Institute (NHLI)	

Description of Consulting Services

I offer training, consulting, coaching, mediation and facilitation services. My area of expertise is in communication, conflict resolution, organizational change, leadership development, effective supervision and teambuilding. My training style is very interactive. I have worked with all types of organizations. I am responsible and do what I say I am going to do. I tend to be direct, clear and don't like to waste a lot of paper (aka trees) making things complicated. I enjoy working with people.

Experience in the Domestic Violence Field

In 1974, my mother opened my family home as a shelter for battered women and children. I grew up in this shelter and watched it go from a grassroots idea to a 501(c)(3). I was involved in much of the day to day of the shelter, was part of a theater group that educated school-aged children on domestic violence and, after law school, worked with the Family Violence Prevention Fund (formerly the Family Violence Project) as an advocate for victims of domestic violence. In 1999, I wrote a bench book for judges on Multiculturalism and Domestic Violence issues. I've worked with the National Indian Justice Center as a trainer in the area of domestic violence.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
	Substance abusers
	Mentally ill
	Limited English speaking communities
Social Justice Activists	

Mayeno Consulting

Primary Contact	Laurin Mayeno, Consultant Location: San Francisco, CA Phone: (415) 682-8427 Laurin@mayenoconsulting.com www.mayenoconsulting.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	6-10
Strategic planning & program development	11-15
Executive/management coaching	3-5
Management & governance	3-5
Professional development of staff	6-10
Board development	3-5
Team building	6-10
Group facilitation	11-15
Outreach to diverse communities	3-5
Coalition building	6-10
Research & design of programs	11-15
Program evaluation	3-5
Organizational learning & performance	6-10
Strengthening Organizational Communication; Multicultural Communication Leadership Development	

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Los Angeles County
	San Francisco County
	Other: Statewide Organizations

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Laurin Mayeno	12

Partial Client List	Children’s Hospital Oakland – Center for the Vulnerable Child
	First 5 Alameda County
	Contra Costa County Health Services
	Chicano/Latino Youth Leadership Project
	Asian Pacific Islander American Health Forum
	California Pan Ethnic Health Network
	Alameda Health Consortium
	Bay Area Immigrant Rights Coalition
	Asian Community Mental Health Services
	Glide Foundation

Description of Consulting Services

I provide group facilitation, planning assistance, community assessment, consultation, coaching, and training to support organizations, leaders, teams and coalitions:

- 1) Engage in collaborative thinking and action planning
- 2) Develop effective, inclusive multicultural practices and work environments
- 3) Communicate effectively, particularly about issues of culture and difference
- 4) Clarify organizational and program focus and direction
- 5) Build their capacity to sustain organizational growth and community change and create results
- 6) Foster organizational growth that supports shared leadership, responsibility and accountability
- 7) Identify and deepen shared assumptions that guide the work (mission, vision, values, theory of change)
- 8) Engage and work more effectively with volunteers, clients and community.

My core values include:

- 1) Honoring and valuing diverse cultures experiences and perspectives as a source of strength for organizations, communities, societies and the planet
- 2) A strength-based approach to challenges as opportunities for learning and growth, rather than problems
- 3) Fostering authentic communication to build strong teams and bring out the best in everyone
- 4) Acknowledging social and cultural differences and their impact on people's lives and interactions
- 5) Promoting work to address the connection between individual, community, social and cultural change.

Experience in the Domestic Violence Field

I supported an organization entitled Creative Interventions in exploring its theory of change and communication strategies. I recently worked on a report that documented a program designed to end men's violence through working with men. I have also worked with mental health organizations that provide services for people experiencing domestic or family violence. In my volunteer work, I focus specifically on family acceptance of LGBTQ youth in the Latino community to create safe and supportive home environments.

Other Relevant Expertise

I believe that the work I do around multiculturalism is strongly connected to changing cultural norms around violence rooted in gender, orientation, race, immigration status or other social variables. I work with diverse groups to understand the interconnections between different "isms", which is often expressed in violence. I am experienced in supporting staff members, volunteers and clients to create new norms for working together that support empowerment and nonviolence. I believe that this is particularly relevant for domestic violence organizations that are dealing with the impact of violence on a daily basis.

Specifically, I worked with an organization that serves women cancer survivors. I supported the volunteers and staff of that organization to build community across racial and cultural differences. I also worked with the staff to acknowledge the impact of working with cancer survivors on a day-to-day basis and create supportive organizational practices to sustain staff in this work. In my volunteer work, I work with Latino families who have LGBTQ children to support each other, educate other families and the broader communities to create safe environments for LGBTQ young people. In this work, we deal with deeply held cultural, religious and social beliefs, including ideas around gender roles and masculinity. Mothers who participate in our work are empowered to speak out about their own concerns and also support their LGBTQ children in their families and broader community.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Women and/or girls
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Youth
	Mentally ill
	Limited English speaking communities

Megan Wilson

Primary Contact	Megan Wilson, Consultant Location: Berkeley, CA Phone: (415) 351-8193 megawilson@aol.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Strategic planning & program development	6-10
Business planning & strategy	6-10
Executive/management coaching	6-10
Management and governance	6-10
Professional development of staff	6-10
Board development	6-10
Team building	6-10
Fundraising strategy and planning	6-10
Fund development/grantwriting – Government sources	6-10
Fund development/grantwriting – Foundation sources	6-10
Fund development – Individual donors	6-10
Strategic communications	6-10
Outreach to diverse communities	6-10
Social change campaigns	6-10
Strategic restructuring and mergers	6-10

Significant Work Experience in these California Counties	Alameda County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Megan Wilson	10

Partial Client List	Portola Family Connections
	Urban Peace Movement
	Oakland Leaf
	The Luggage Store
	Creative Growth Art Center
	Oasis for Girls
	South of Market Community Action Network
	Young Women United for Oakland
	Asian Pacific Islander American Health Forum
	Youthspace

Description of Consulting Services

Megan Wilson has worked in non-profit development, management, and planning for the past 16 years. Her work has varied based on the needs of the organization - ranging from more in depth strategic planning, capacity building, and organizational development to solely grant writing and research. In addition, she has extensive experience with program development, community organizing and planning, and social justice activism. Wilson has worked closely with many different types of organizations, but primarily social justice, family resource, youth-based, arts, and health. The size of the organization has also ranged considerably between small (\$150,000/yr budget) to mid-large (\$3M/yr budget).

Megan Wilson works closely with her client organizations to identify their capacity building needs and develop a solid comprehensive plan. Wilson's approach interweaves a clear assessment of an organization's current capacity including: 1) mission, vision, core values and best practices; 2) constituency; 3) programs/services; 4) facilities; 5) human resources; 6) leadership; 7) organizational structure; 8) partnerships; 9) fund development; 10) visibility/communications; 11) technology; 12) special considerations; and 13) an overview of growth with the goals, objectives, anticipated outcomes, and action steps to fill existing gaps and realize their visions looking ahead. Wilson believes it is important to include all voices within the organization in this process and value their time and input.

Experience in the Domestic Violence Field

In the past, Megan Wilson volunteered for the organization Womenspace in Eugene, Oregon. Womenspace's services include: 1) Emergency Shelter 2) 24-hour Helpline; 3) Support Groups; 4) Transitional Programs; 5) Community Education; 6) Legal Advocacy; and 7) Rural Advocacy. This experience helped to shape Wilson's commitment to social justice and the empowerment of women.

Other Relevant Expertise

Megan Wilson has worked closely with several of her clients for a period of 5-7 years. This deeper commitment has included long-term strategic planning and capacity building in the areas of 1) girls and young women's development; 2) community organizing, and 3) family support, including addressing issues of domestic violence. Almost all of Wilson's work has been with communities of color.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

MESA Coaching

Primary Contact	Kim Fowler, Owner Location: Oakland, CA Phone: (510) 534-5160 kim@mesacoaching.com www.mesacoaching.com
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Areas of Expertise	Years of Experience
Strategic planning and program development	16-20
Executive/management coaching	6-10
Management and governance	11-15
Professional development of staff	6-10
Board development	11-15
Team building	3-5
Group facilitation	16-20
Coalition building	1-2

Significant Work Experience in these California Counties	Alameda County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Kim Fowler	20

Partial Client List	City of Emeryville Public Art Committee
	Alameda Family Services
	East Bay Cultural Corridor
	East Bay Asian Youth Center
	45 th Street Artists Cooperative
	Asian Pacific Islander Wellness Center
	One Body3
	Women's Funding Network
	YWCA
	Zellerbach Family Foundation

Description of Consulting Services

I provide coaching and consulting services to organizational management, boards and staff in areas of leadership development, team assessment and performance plans, strategic planning, and conflict management. In working with individuals and teams I

value the client's wisdom as the key to unraveling organizational and leadership challenges. Through our work they clear their lens of limiting perceptions that make solutions appear vague or unattainable, create structures to keep them in a perspective of empowered choice, and connect to resources that support learning, growth and stability. From here, planning and action are easily accessed.

My organizational work has ranged from coaching corporate executives to nonprofit management teams. I helped representatives from the cities of Berkeley, Emeryville, Oakland and Richmond create a structure for an arts marketing collaboration between the four cities. I was part of a group of coaches who provided coaching for the management team of East Bay Asian Youth Center. For the Oakland YWCA's CalWorks program, in 2003-4 I created a self-empowerment training for CalWorks senior workers.

My focus as a coach is client empowerment through conscious choice. The focus of people working in domestic violence is the empowerment of their clients so that they can consciously choose to leave abusive situations. Bringing that conscious choice into the organizational environment more deeply aligns organizations dedicated to stopping domestic violence with their clientele, while creating a better functioning entity.

Experience in the Domestic Violence Field

While I have no experience working for a domestic violence organization, I worked with women who have been in abusive relationships in volunteer work I did in the San Francisco jail in 1995.

Other Relevant Expertise

My organizational work is systems based, which means that viewing the organizational system as a whole is integral to creating change within it. This also means that it is essential that every voice of the system be heard. The more marginalized the voice, the more it is pointing to something the organization needs to address in order to operate in full alignment with its mission, vision and values.

Domestic violence work is all about empowering marginalized voices. I imagine that an organization that is aware of how it operates as a system, that consciously empowers its marginalized voices, has a higher level of effectiveness in the domestic violence field.

Experience Serving Specific Communities or Populations	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Women and/or girls

	LGBTQ communities
	Youth
	Seniors
	Limited English speaking communities

Mingling Media

Primary Contact	Michel Bayar, CEO Location: Los Angeles, CA Phone: (213) 484.6676, Ext. 300 michel@minglingmedia.com http://www.minglingmedia.com
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Areas of Expertise	Years of Experience
Business planning and strategy	3 – 5
Database development and management	3 – 5
Information Technology systems development & upgrades	6 –10
Web site design	6 –10
Graphic design	6 –10
Social networking and online marketing	3 – 5
Online and/or mobile fundraising and advocacy	1 – 2

Significant Work Experience in these California Counties	Marin County
	Los Angeles County
	Orange County
	San Francisco County
	Ventura County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Michel Bayar	5
Hunter Gray	2

Partial Client List	Kaiser Permanente
	Hollywood Walk of Fame
	Pacific Park on the Santa Monica Pier
	Diavolo Dance Theater (org)
	Friends Helping Friends (org)
	Prolac Miracle
	EZ Rap
	Real Trust
	Credilife
The Slight Edge	

Description of Consulting Services

Mingling Media provides digital marketing consultation and development. From Web and Mobile strategy and development, to social media consulting and management, video production and viral seeding.

Experience in the Domestic Violence Field

Other Relevant Expertise

Consulting for various profit and non-profit endeavors from website and marketing strategy to social media and user experience.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Homeless
	Substance abusers

Montesinos & Associates

Primary Contact	Deborah Montesinos, Principal Location: Oakland, CA Phone: (510) 530-0200 montesinos99@earthlink.net www.montesinosandassociates.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	6-10
Strategic planning and program development	6-10
Executive/management coaching	3-5
Management and governance	6-10
Board development	6-10
Group facilitation	6-10
Leadership sustainability and succession planning	Less than 1
Research and design of programs	11-15
Organizational learning and performance	6-10

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Contra Costa County	San Mateo County
	Fresno County	Santa Clara County
	Los Angeles County	Santa Cruz County
	Sacramento County	Solano County
	San Diego County	Tulare County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Deborah Montesinos	12

Partial Client List	The California Endowment
	Local Initiatives Support Corporation
	Annie E. Casey Foundation
	San Francisco Foundation
	National Community Development Institute
	Mujeres Unidas y Activas
	Insight Center (formerly NEDLC)
	One East Palo Alto
	MAAC Project
	SIREN

Description of Consulting Services

Founded in 2000, Montesinos & Associates is a national, minority woman-owned consulting firm located in the San Francisco Bay Area. Our mission is to support leaders and communities working to promote tangible outcomes in improving the lives of children and families.

Domestic violence is a pervasive issue across California's diverse communities. It is important to build the capacity of domestic violence organizations to more effectively implement their missions and serve their communities. We will help you to determine your organization's growth opportunities and work with you in crafting effective change strategies. Together we will customize solutions that are culturally appropriate for your organization and community. We will deliver results that advance your organization's and your community's vision. In partnership, we will develop and implement strategies that ensure long term outcomes for the communities we care about.

We support organizations in achieving high level performance by providing the following types of services:

- Conduct Organizational Assessments
- Facilitate strategic planning & board/staff retreats
- Support executive transitions
- Provide executive coaching services
- Develop New Programs
- Interview and survey key stakeholders
- Conduct environmental scans
- Review literature
- Develop key findings and recommendations
- Identify investment opportunities
- Assemble funding partnerships
- Recommend program design

Experience in the Domestic Violence Field

Board Member - Centro Legal de la Raza

Consultant - Mujeres Unidas

Other Relevant Expertise

Domestic violence is an issue cuts across race, ethnicity and class. My particular experience is working with organizations who serve low income individuals/communities including Latinos, African Americans, Asian Americans, immigrants, and LGBT populations. I also have extensive experience in gender analysis, racial analysis, and social construction theories that inform my work.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	Limited English speaking communities

Morrie Warshawski

Primary Contact	Morrie Warshawski, Consultant Location: Napa, CA Phone: (707) 224-4353 morriewar@sbcglobal.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Environmental scans, landscape analysis	16-20
Strategic planning & program development	20+
Board development	16-20
Group facillitation	20+
Leadership sustainability and succession planning	Less than 1
Fund development – Government sources	16-20
Fund development – Foundation sources	16-20
Fund development – Individual donors	6-10

Significant Work Experience in these California Counties	Los Angeles County
	Napa County
	Sacramento County
	San Francisco County
	Santa Cruz County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Morrie Warshawski	24

Partial Client List	Habitat for Humanity, San Francisco
	Sacramento Metropolitan Arts Commission
	Cultural Council of Santa Cruz County
	Napa Valley Arts Council
	Students Run Oakland
	National Endowment for the Arts
	Maryland State Arts Council
	Mississippi Arts Commission

Description of Consulting Services

My specialty is strategic planning - helping nonprofits design and then implement a strategic planning process from inception through implementation. My work is informed by the core values of tolerance, thoughtfulness, transparency, and creativity.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Youth

Movement Strategy Center

Primary Contact	Rachel Burrows, Managing Director Location: Oakland, CA Phone: (510) 444-0640 x311 rachel@movementstrategy.org www.movementstrategy.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	6-10
Strategic planning & program development	6-10
Group facilitation	11-15
Policy advocacy	6-10
Outreach to diverse communities	6-10
Coalition building	6-10
Social change campaigns	6-10
Research and design of programs	6-10
Organizational learning and performance	6-10

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Los Angeles County
	Sacramento County
	San Diego County
	San Francisco County
	Santa Clara County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Taj James	15+
Lisa Russ	15+
Kristen Zimmerman	15+
Jidan Koon	10+
Brenda Salgado	5+
Vera Miao	10+
Julie Quiroz-Martinez	15+

Partial Client List	Alliance for Educational Justice
	Asian Communities for Reproductive Justice
	Building Movement Project
	Ella Baker Center for Human Rights
	Engage Network
	Expanding the Movement for Empowerment and Reproductive Justice (EMERJ)
	Funders' Collaborative on Youth Organizing
	Movement Generation
	NoVo Foundation
	Oakland Progressive Empowerment Network (OPEN)

Description of Consulting Services

MSC delivers a range of intensive services including: alliance building, training, facilitation, curriculum development, organizational development and strategic planning to selected groups, coalitions and organizations that anchor strategic alliances in key sectors of the racial justice movement; have potential to develop alliances in the near future; or support a wide range of movement building organizations through philanthropy or technical assistance.

MSC is known for helping groups and alliances to more effectively meet strategic goals and improve their sustainability. MSC is also well known as an organization that understands the strengths and challenges of movement building and can therefore be a successful facilitator of diverse, effective alliances capable of advancing specific agendas for change on a local, statewide and national level.

Experience in the Domestic Violence Field

Eveline Shen, MSC Board Member and Executive Director of Asian Communities for Reproductive Justice (ACRJ). Eveline leads EMERJ, a national movement initiative to grow and strengthen the Reproductive Justice Movement. EMERJ has a member organization engaged in DV work as part of the Reproductive Justice agenda.

Sujin Lee, MSC Associate, has experience working in shelter and with the Korean American community on issues of domestic violence.

Other Relevant Expertise

MSC builds the movement for social and racial justice by increasing the capacity of individuals, organizations, alliances, and sectors to be more strategic, collaborative,

and sustainable. A national leader in the areas of political strategy and methodology, MSC supports organizations to develop the skills, culture, analysis, and vision to work together in broad alliances.

MSC brings its racial justice analysis and movement-building expertise to DV organizations and the DV field. Given the way structural racism shapes and influences public policy, it is vital for the DV field to develop programs, services and response systems appropriate for, and available to, women, men and children of color. Structural racism within institutions determines how people of color (both victims and perpetrators) access financial and social service options, and the likelihood of arrest/incarceration as well as referrals for treatment and support services. These factors are key elements to the way DV organizations approach their work in the field.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities

Nakatomi & Associates

Primary Contact	Debra Nakatomi Location: Santa Monica, CA Phone: (310) 914-5000 debra@nakatomipr.com http://www.nakatomipr.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15☐
Development & implementation of capacity building plans	6-10☐
Strategic planning & program development	6-10☐
Executive/management coaching	6-10☐
Board development	6-10☐
Group facilitation	11-15☐
Leadership sustainability & succession planning	3-5☐
Graphic design	11-15☐
Strategic communications	16-20☐
Media/public relations	16-20☐
Social networking and online marketing	1-2☐
Policy advocacy	11-15☐
Outreach to diverse communities	16-20☐
Coalition building	16-20☐
Social change campaigns	16-20☐

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Fresno County
	Kern County
	Los Angeles County
	Marin County
	Merced County
	Monterey County
	Orange County
	Riverside County
	Sacramento County
	San Bernardino County
	San Diego County
	San Francisco County
	San Joaquin County
	Santa Clara County
	Solano County
Ventura County	
Yolo County	

Consulting Fees	<input checked="" type="checkbox"/> \$150 - \$199	<input checked="" type="checkbox"/> \$200 and above

Available Consultants	Years of Consulting Experience
Debra Nakatomio	25
Joni Byun	15
Mira Jang	6

Partial Client List	
	Peace Over Violence <input type="checkbox"/>
	LA Youth <input type="checkbox"/>
	Institute for Community Peace <input type="checkbox"/>
	Casey Family Programs <input type="checkbox"/>
	Liberty Hill Foundation <input type="checkbox"/>
	The California Wellness Foundation <input type="checkbox"/>
	The James Irvine Foundation <input type="checkbox"/>
	Blue Shield of CA Foundation <input type="checkbox"/>
	Asian Pacific AIDS Intervention Team <input type="checkbox"/>
	The California Endowment <input type="checkbox"/>

Description of Consulting Services

We believe in the power of communications to educate, motivate and to transform lives and communities. Our work is guided by a commitment to promoting equity, justice and empowerment.

For 20 years, Nakatomi & Associates has served mission-driven organizations at the nexus of communications and issues-advocacy. Our services include strategic communications, messaging, engaging stakeholders, education and advocacy, multi-sector partnerships, and employing the tools of communications to educate, motivate and change beliefs and behavior.

We are best known for our work in social marketing, branding campaigns, policy and media advocacy. Our clients represent excellence in philanthropy, public and nonprofit sector providers committed to improving the lives and health of the community.

We have created campaigns and programs promoting health, safety, domestic violence education and environmental stewardship. We have worked extensively with community-based organizations and funder led initiatives to build communications capacity - creating communications tool kits, as well as delivering training and technical assistance programs.

Experience in the Domestic Violence Field

Debra Nakatomi

Served on the LA County Domestic Violence Council, Board chair and board member of the LA Women's Foundation; Member, Grants Review Committee member and advisor to Women's Health Collaborative

Nakatomi & Associates

Peace Over Violence - For 3 years, consultant in strategic communications to this LA-based feminist, multicultural, volunteer organization dedicated to building healthy relationships, families and communities free from sexual, domestic and interpersonal violence.

Blue Shield Against Violence

Surveyed needs of CA-based agencies, designed communications tool kit, provided training.

Other Relevant Expertise

LGBTQ - 10 years of equality, equity and HIV and AIDS education, prevention and outreach campaigns

Asian American, Native Hawaiian and Pacific Islander, South Asian communities and Immigrant and non immigrant communities - Reaching these populations has been a firm specialty through social marketing and public education campaigns and training and capacity building programs.

Non and Limited English speaking audiences - Cambodian, Chinese, Korean, Japanese, Persian, Thai, Vietnamese, Filipino, Spanish

Racially and ethnically diverse communities

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ (Lesbian, Gay, Bisexual, Transgender, Transsexual, and/or Queer) communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
Substance abusers	
Limited English speaking communities	

Nancy Shemick Healthcare Consulting

Primary Contact	Nancy Shemick, MPA, Principal Location: Alameda, CA Phone: (510) 814-0259 nshemick@earthlink.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	1-2
Management & governance	11-15
Board development	11-15
Group facilitation	11-15
Leadership sustainability succession planning	3-5
Fundraising strategy & planning	6-10
Fund development/Grant writing – Government sources	6-10
Fund development/Grant writing – Foundation sources	6-10
Fund development – Individual donors	6-10
Financial strategy and management	3-5
Strategic communications	3-5
Media/public relations	3-5
Policy advocacy	11-15
Outreach to diverse communities	6-10
Coalition building	11-15

Significant Work Experience in these California Counties	Alameda County	San Diego County
	Contra Costa County	San Francisco County
	Los Angeles County	San Mateo County
	Napa County	Santa Clara County
	Riverside County	Santa Cruz County
	Sacramento County	Solano County
	San Benito County	Yolo County

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Nancy Shemick	12
Mariana Moore	8
Marisel Brown	10
Beverly Hayon	10
Ann Evans	3

Partial Client List	Santa Clara Diabetes Coalition
	Women Care of Santa Cruz
	Asian Community Mental Health Services
	Napa Violence and Girls Initiative (United Way)
	Latino Coalition for a Healthy California
	Valley Community Clinic (North Hollywood)
	Health Executives Exchange, Riverside
	Kaiser Permanente Public Affairs Department
	Mayview Community Health Center
	Future of the Safety Net of Yolo County

Description of Consulting Services

Shemick Healthcare Consultants' foundation is to assist communities to achieve social justice by ensuring that the organizations serving vulnerable populations are able to be the best that they can be through strong planning, financial and fund raising systems. Since 1999, we have been working with a broad array of non-profit health and social services organizations based on the idea that a strong strategic plan permits the organization to determine its own future (rather than accepting any funding, the organization will have a plan to identify the areas it will need funding for, and then set out to attract or make those dollars).

Experience in the Domestic Violence Field

Nancy Shemick served as the Executive Director of a mental health non-profit that included a strong DV program for immigrant communities. These communities were Southeast Asian, Ethiopian/Eritrean and Latino recent arrivals.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Survivors of domestic violence or sexual abuse
	Mentally ill

Nonprofit Finance Fund

Primary Contact	Paula Smith Arrigoni, Associate Director – Bay Area Program Location: San Francisco, CA Phone: (415) 255-4849 ext. 11 paula.smith-arrigoni@nffusa.org www.nonprofitfinancefund.org
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Areas of Expertise	Years of Experience
Financial strategy & management	16-20
Strategic restructuring and mergers	16-20

Significant Work Experience in these California Counties	Alameda County	San Benito County
	Contra Costa County	San Bernardino County
	Del Norte County	San Diego County
	Humboldt County	San Francisco County
	Los Angeles County	San Joaquin County
	Marin County	San Luis Obispo County
	Monterey County	San Mateo County
	Napa County	Santa Barbara County
	Orange County	Santa Clara County
	Sacramento County	Santa Cruz County

Consulting Fees	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Paula Smith Arrigoni	5
Various	Up to 25 years

Partial Client List	Marjaree Mason Center
	Asian Americans for Community Involvement
	Women’s Center of San Joaquin Valley
	Rural Human Services
	House of Ruth
	YWCA of Glendale
	Humboldt Domestic Violence Services
	Korean Community Center of the Easy Bay
	Emmaus House
	Haven House

Description of Consulting Services

Nonprofit Finance Fund (NFF) is a nonprofit community development financial institution that aims to finance nonprofits, strengthen their financial health, and improve their capacity to serve their communities. NFF has worked with numerous domestic violence organizations in California since 2008, through funding from the Blue Shield of California Foundation, and in collaboration with Jemmott Rollins Group.

Experience in the Domestic Violence Field

NFF has provided targeted workshops and consulting services to domestic violence organizations related to financial management issues. NFF's services have included historical financial assessments (Nonprofit Business Analyses and Financial Situation Analyses), Program Profitability Modeling, Scenario Planning, Cash Flow Planning, and training for staff and Board.

Other Relevant Expertise

NFF has developed a broad understanding of nonprofit financial health, management practices, and challenges during its 30 years of operation. NFF is staffed by an experienced team of consultants that brings expertise from the fields of finance, management consulting, nonprofit management and community development. The West Coast staff has worked with numerous DV organizations and has a strong understanding of prevalent financial challenges in the field.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

NP Strategies

Primary Contact	Rebecca Alvarez Location: La Jolla Phone: (858) 414-7203 ralvarez@npstrategies.org www.npstrategies.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	6-10
Strategic planning & program development	6-10
Business planning & strategy	6-10
Executive/management coaching	3-5
Management and governance	3-5
Professional development of staff	3-5
Board development	3-5
Group facilitation	6-10
Strategic restructuring and mergers	3-5

Significant Work Experience in these California Counties	Los Angeles County
	Orange County
	San Diego County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Shiree Teng	15
Margi Clark	15
Carol Cantwell	10
Belma Gonzalez	10
Helen Kim	15
Mary Ochs	20

Partial Client List	The Wooden Floor
	ElderHelp of San Diego
	Barrio Logan College Institute
	2-1-1 Orange County
	Girls Inc. of San Diego County
	Salvation Army Sierra del Mar Division
	The San Diego Foundation
Outdoor Outreach	

	Orange County Funders Roundtable
	Voice of San Diego

Description of Consulting Services

Formed in 2005, NP Strategies is committed to strengthening Southern California's nonprofit sector. Our method of consulting focuses on bringing a research-driven, analytical approach to bear on nonprofits' top management and strategic questions -- empowering nonprofits with the data, analysis and strategic frameworks that enable them to more effectively achieve their missions and, ultimately, impact our communities. Our clients span all areas of the nonprofit sector. While each engagement is unique and customized for our clients' specific needs, the common thread is that we help our clients build their internal capacities and abilities to achieve their mission.

Experience in the Domestic Violence Field

NP Strategies has extensive experience working with social service organizations that serve various "at-risk" communities. Our consultants have conducted capacity building projects with a number of domestic violence organizations such as Home Start, Inc., The Salvation Army and Latino Health Access. Jennifer Tankersley has also been a volunteer with House of Ruth and the Women's Resource Center. In addition to our experience specific to domestic violence organizations, it is important to understand that our expertise (business, strategy, planning) can be applied to many types of organizations at various stages of development. Our clients have included start-ups and well established nonprofits.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Limited English speaking communities

The Oertel Group

Primary Contact	Patty Oertel, President Location: Pasadena, CA Phone: (323) 257-1125 poertel@theoertelgroup.org www.theoertelgroup.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	20+
Development & implementation of capacity building plans	20+
Environmental scans, landscape analysis	20+
Strategic planning & program development	20+
Business planning & strategy	20+
Executive/management coaching	20+
Management and governance	20+
Human resources policies	20+
Measuring staff performance	20+
Professional development of staff	20+
Board development	20+
Team building	20+
Group facilitation	20+
Leadership sustainability & succession planning	20+
Fund development - Individual donors	20+
Financial strategy & management	20+
Financial systems development & upgrades	20+
Outreach to diverse communities	20+
Coalition building	20+
Strategic restructuring and mergers	20+
Program evaluation	20+
Organizational learning & performance	20+

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Patty Oertel	30
Charles T. Watson	30

Significant Work Experience in these California Counties	Alameda County	Riverside County
	Butte County	Sacramento County
	Calaveras County	San Bernardino County
	Del Norte County	San Diego County
	El Dorado County	San Francisco County
	Fresno County	San Joaquin County
	Humboldt County	San Luis Obispo County
	Imperial County	Santa Barbara County
	Lake County	Santa Cruz County
	Los Angeles County	Tulare County
	Mendocino County	Ventura County
	Nevada County	Yolo County
	Orange County	Yuba County
	Placer County	

Partial Client List	Rainbow Services
	OPCC
	Jenesse Center
	Catalyst
	California Partnership to End Domestic Violence
	Asian Women's Shelter
	Casa de Esperanza
	Center for the Asian Pacific Family
	Defensa de Mujeres
	DOVES

Description of Consulting Services

We created and executed the Institute for Organizational Health (IOH) -- a comprehensive organizational development program for DV organizations; IOH was provided to over 60 DV groups in CA. IOH included organizational assessment, group/team training, onsite consulting and the development of a multi-year plan covering over 40 management topics. This experience has provided our consultants with an in-depth understanding of the specific issues faced by domestic violence organizations in the different regions of California. We continue to work with many of the DV groups. We have also worked with CPEDV.

Experience in the Domestic Violence Field

The Oertel Group has extensive consulting experience with the DV groups in CA. Through DHS funded technical assistance, we have worked directly with 90 of the DV shelters in the state. Mr. Watson also ran Interface Children Family Services for many years, which operates a DV program.

Other Relevant Expertise

Over the years, we have worked with organizations focused on particular populations as well as broad-based providers. Each experience informs our work and our knowledge of the specific needs of particular populations and the issues that nonprofit organizations share based on geography, size and length of existence.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

Olive Grove Consulting, LLC

Primary Contact	Emily Hall, President Location: Belmont, CA Phone: (650) 591-4154 emily@olivegroveconsulting.com www.olivegroveconsulting.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	20+
Development & implementation of capacity building plans	20+
Environmental scans, landscape analysis	20+
Strategic planning & program development	20+
Business planning & strategy	20+
Executive/management coaching	20+
Management and governance	20+
Human resources policies	20+
Measuring staff performance	20+
Professional development of staff	20+
Board development	20+
Volunteer Management	20+
Team building	20+
Group facilitation	20+
Leadership sustainability & succession planning	20+
Fundraising strategy & planning	20+
Fund development/grant writing – Government sources	20+
Fund development/grant writing – Foundation sources	20+
Fund development – Individual donors	20+
Fund development – Planned giving	20+
Financial strategy & management	20+
Financial systems development & upgrades	20+
Database development & management	20+
Information Technology systems development & upgrades	20+
Website design	6-10
Strategic communications	20+
Media/public relations	20+
Social networking and online marketing	20+
Online and/or mobile fundraising and advocacy	6-10
Policy advocacy	11-15
Outreach to diverse communities	20+
Coalition building	20+
Strategic restructuring and mergers	20+
Research and design of programs	20+
Program evaluation, Organizational learning & performance	20+

Significant Work Experience in these California Counties	Alameda County	Riverside County
	Contra Costa County	Sacramento County
	Fresno County	San Bernardino County
	Humboldt County	San Diego County
	Los Angeles County	San Francisco County
	Marin County	San Mateo County
	Mendocino County	Santa Barbara County
	Merced County	Santa Clara County
	Monterey County	Santa Cruz County
	Napa County	Sonoma County
	Orange County	

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199 <input checked="" type="checkbox"/> \$200 and above Notes: Works hourly, flat fee, or on retainer
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Available Consultants	Years of Consulting Experience
Miriam Abrams	17
Jan Cohen	16
Diane Foster	35
Roxanne Gray	13
Nadine Greiner	20
Mary Jo Lazear	10+
Rachel Pfeffer	10
Bailee Serbin	20+
Gail Silverman	15
Charlotte Toothman	15

Partial Client List	Asian Women’s Shelter
	San Francisco Child Abuse Prevention Center
	Youth and Family Enrichment Services
	Crisis Support Services
	Family Emergency Shelter Coalition
	Women’s Action to Gain Economic Security
	Legal Community Against Violence
	CORA
	Napa Emergency Women’s Services
	Davis Street Family Resource Center

Description of Consulting Services

Olive Grove Consulting, LLC is a full-service consulting firm with over 35 consultants, dozens of subcontractors, and multiple partner firms. We strive to achieve a vision of a more vibrant and just society, through our mission of fostering strong, productive, and sustainable leaders and organizations. We provide a full suite of strategic consulting

services in every functional/operations area (programs, fundraising, finance, technology, human resources, executive search, and marketing/communications) and in system-wide initiatives (governance, strategy, mergers and partnerships, business models, risk management, teams, leadership, coaching, succession planning, and general advisory services).

Through active listening and engaged facilitation, we provide highly customized and client-driven services, work in close partnership with our clients, and serve the role as trusted, confidential, objective and knowledgeable advisors and thought partners. Our consultants are diverse, culturally competent, and responsive to the unique culture of every client. Much of our work is with organizations that serve at-risk and vulnerable clients who have suffered significant trauma. Our unwavering commitment to confidentiality, compassion, sensitivity, flexibility, and responsiveness have made us a valuable resource for our clients.

Experience in the Domestic Violence Field

Our consultants have extensive and diverse experience working on domestic violence issues. Examples of their work include, but are not limited to:

- Facilitated multicultural strategic planning process, training, and retreats for domestic violence-specific organizations
- Engaged in staff development project with domestic violence organization to develop collaborative working agreements and strategic thinking.
- Served as consultant/coach to ED of nonprofit dedicated to working with men with a history of domestic violence abuse.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

The Oram Group, Inc.

Primary Contact	Marilyn Bancel, CFRE, Co-Principal Location: San Francisco, CA Phone: (415) 821-2534 mbancel@oramgroup.com www.oramgroup.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	20+
Development & implementation of capacity building plans	16-20
Environmental scans, landscape analysis	20+
Strategic planning & program development	20+
Business planning & strategy	20+
Executive/management coaching	20+
Management and governance	20+
Measuring staff performance	20+
Professional development of staff	20+
Board development	20+
Volunteer Management	20+
Team building	16-20
Group facilitation	20+
Leadership sustainability & succession planning	20+
Fundraising strategy & planning	20+
Fund development/grant writing - Government sources	20+
Fund development/grant writing - Foundation sources	20+
Fund development - Individual donors	20+
Fund development - Planned giving	20+
Database development & management	20+
Strategic communications	20+
Outreach to diverse communities	20+
Other: Capital Campaigns	

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Contra Costa County	San Mateo County
	Los Angeles County	Santa Clara County
	Orange County	

Consulting Fees	\$150-199 <input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Marilyn Bancel	19
Henry Goldstein	54

Partial Client List	Bay Area Black United Fund
	Boys & Girls Clubs of San Francisco
	Davis Street Community Center, San Leandro
	Marin Abused Women's Services
	Planned Parenthood (several)
	Raphael House
	St. Vincent de Paul Society of San Francisco
	Women's Community Clinic, San Francisco
	United Way of the Bay Area
	YMCA of San Francisco

Description of Consulting Services

Our firm focuses on building the capacity of organizations to raise funds in support of current programs, asset needs, and planned growth. The elements involved begin with an informed, committed leadership at both the board and staff levels, foremost. Then come the parts for which leadership is responsible: a sound plan, good management, a clear message well employed, a commitment to developing and stewarding donors (both public and private). Our firm works to help organizations strengthen all the parts: we lead strategic planning and we help organizations create the contributed/grant income financial plan that shows how the goals can be reached; we show how to build board and clear governance structures; we assess management and communication practices that can enhance fundraising success; we assess donor market strength and interest and show how to increase that interest; and we design development plans and integrate them into overall institutional planning. We are prepared to help organizations with any of these elements or lead them through an entire development process. Our approach seeks to strengthen organizations as a whole and diversify their revenue sources, since healthier, diversified organizations raise more money long term and can better survive the inevitable volatility of external environments.

Experience in the Domestic Violence Field

Marilyn Bancel has conducted capital campaign assessments for both Marin Abused Women's Services and Rosalie House of the St. Vincent de Paul Society in San Francisco. In both instances, capacity building at both board and staff levels was identified as key to proceeding with more advanced donor work. We set up a development office at MAWS and conducted board retreats for St. Vincent de Paul. Hank Goldstein is board chairman of Women's Prison Association (New York) on whose board he has served for 17 years. WPA is the nation's oldest service and advocacy organization committed to helping women with criminal justice histories. Domestic violence figures centrally in the organization's advocacy and service work with their 2,500 clients and their families. It may also be of interest that both Marilyn and Hank have worked with many Planned Parenthood organizations over the years in a variety of fund development capacities—

in New York, North Carolina, Los Angeles, and San Francisco. Social justice has been at the heart of The Oram Group since its founding in 1940.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	Survivors of domestic violence or sexual abuse
	Youth

Pacific Training and Resources

Primary Contact	Jennie Brick, Senior Finance Consultant Location: Oakland, CA Phone: (510) 520-3825 jennie@pactrainingresources.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	3-5
Development and implementation of capacity building plans	3-5
Strategic planning & program development	3-5
Business planning & strategy	3-5
Executive/management coaching	6-10
Management and governance	6-10
Human resources policies	6-10
Measuring staff performance	6-10
Professional development of staff	6-10
Board development	6-10
Volunteer management	6-10
Team building	6-10
Group facilitation	3-5
Leadership sustainability & succession planning	6-10
Financial strategy & management	6-10
Financial systems development & upgrades	6-10
Information Technology systems development & upgrades	3-5
Web site design	3-5
Social networking and online marketing	1-2
Coalition building	3-5
Strategic restructuring and mergers	1-2

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Marin County
	San Francisco County
	San Mateo County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Jennie Brick	9
Marry Griggs	9

Partial Client List	Health Outreach Partners
	Transgender Law Center
	Public Health Law and Policy
	COLAGE
	THE Center for Youth
	Bay Area Community Resources
	California League of Conservation Voters
	Forum for Equality
	Early Childhood Mental Health Program
	California Youth Connection

Description of Consulting Services

Pacific Training and Resources was incorporated in California in 2001. We are a full service consulting firm of Jennie Brick and Mary Griggs. We specialize in identifying organizational challenges and implementing problem solving tools to assist in the achievement of operational goals. We provide Financial, Human Resources and Capacity Building Consulting for Bay Area nonprofits.

Jennie Brick is the Senior Finance and Administration Consultant for Pacific Training and Resources. Having worked in the non-profit sector for over twenty years, Jennie is experienced in creating systems to streamline and accommodate the challenging world of the non-profit administrator.

Mary Griggs is the Senior Human Resources Consultant for Pacific Training and Resources. She uses her 20 years of experience in nonprofit and retail management to improve the effectiveness of organizations so that they can better achieve their mission. Her background includes recruitment, training, employee relations, writing personnel manuals, developing performance evaluation procedures, benefit administration, and risk assessment.

Our consulting principle is to give organizations the skills, tools and systems so that they can do their work. We are respectful and non-judgmental in our training methods, and like domestic violence organizations we empower our clients. We believe in creating the tools necessary for every organization to have sustained longevity as well as consistent and effective infrastructure to maintain programmatic success.

Experience in the Domestic Violence Field

Mary Griggs worked as a volunteer with Southeastern Family Violence Center and with the DC Rape Crisis Center in the late 1980's through the 1990's. Both as a crisis line and shelter volunteer, Mary came face to face with the issue of Domestic Violence and has tremendous respect for the work being done to reduce family violence. Currently, Mary Griggs serve as co-chair of the Anti-Violence Project, a coalition of several organizations (Forum for Equality, Family Services, LGBT Community Center of New

Orleans, the New Orleans National Organization of Women, Office of Public Health, and LA ACLU) created to respond to hate crimes to and within the LGBT community.

Other Relevant Expertise

Our current and past work with LGBT organizations (COLAGE, Forum for Equality, the LGBT Community Center and Transgender Law Center) has made us very mindful of working with marginalized communities. We have a background in working with family service organizations and volunteering in shelters and are cognizant of the role domestic violence plays in impacting client services. Our consulting firm is well aware of the challenges non-profits face in achieving their mission and work hard to provide the tools and systems necessary.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	LGBTQ communities
	Youth
	Limited English speaking communities

Pascual Spear Associates

Primary Contact	Ami Pascual Spear, Principal Location: Monrovia, CA Phone: (310) 999-8406 ami@pascualspear.com www.pascualspear.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	15
Development & implementation of capacity building plans	15
Environmental scans, landscape analysis	20
Strategic planning & program development	15
Business planning & strategy	18
Executive/management coaching	5
Management and governance	18
Human resources policies	4
Measuring staff performance	18
Professional development of staff	18
Board development	18
Team building	12
Group facilitation	5
Leadership sustainability & succession planning	18
Fundraising strategy & planning	20
Fund development/grant writing - Government sources	18
Fund development/grant writing - Foundation sources	18
Fund development - Individual donors	12
Fund development – Planned giving	2
Financial strategy & management	15
Financial systems development & upgrades	12
Database development & management	12
Information Technology systems development & upgrades	10
Web site design	2
Graphic design	12
Strategic communications	5
Media/public relations	10
Social networking and online marketing	4
Online and/or mobile fundraising and advocacy	3
Policy advocacy	12
Outreach to diverse communities	18
Coalition building	18
Social change campaigns	12
Strategic restructuring and mergers	5
Research and design of programs	18
Program evaluation	4

Organizational learning & performance	18
Significant Work Experience in these California Counties	Alameda County
	Los Angeles County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Julia Djeke	3
Lucia Lin	1
Philip Huang	3

Partial Client List	California Resources and Training
	UCLA Labor Center
	DataCenter
	Strategic Concepts for Organizing and Policy Education
	Mission Hiring Hall/SoMa Employment Center
	Communities for a Better Environment
	Institute for Transnational Social Change, UCLA
	Institute for Research on Labor and Employment, UCLA
	Aids Project Los Angeles

Description of Consulting Services

Pascual Spear Associates provides organizational development, strategic planning, board and staff development, program evaluation, strategic messaging and public outreach, fund development and proposal writing services to nonprofit organizations throughout California. Our approach to capacity building is to build the inherent skills of existing staff, board and community members using traditional (one-to-one training, leadership development modules and workshops, webinar referrals, etc.) and non-traditional (improv and performance art and theatre workshops) methods of learning. Prior capacity building experience includes organizational assessment work with CARAT, California Resources and Training and video and web-based documentary film production and viral messaging with Communities for a Better Environment. Current capacity building work includes a contract with AIDS Project Los Angeles on building internal capacity to assist HIV/AIDS prevention organizations across the country.

Other Relevant Expertise

Pascual Spear Associates has specific experience working with the formerly homeless population, especially in the area of employment skills training, wrap-around services and job placement and retention.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Youth
	Homeless
	Substance abusers
	Limited English speaking communities

Providence Technology Group

Primary Contact	Paul Dominguez, CEO & President Location: Sacramento, CA Phone: (916) 337-0847 paul.dominguez@provteam.com www.provteam.com
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Areas of Expertise	Years of Experience
Business planning & strategy	3-5
Management and governance	3-5
Database development & management	3-5
Information Technology systems development & upgrades	3-5
Website design	11-15

Significant Work Experience in these California Counties	Monterey County
	Placer County
	Sacramento County
	San Diego County

Consulting Fees	<input checked="" type="checkbox"/> \$1-49 <input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Mark Justice	10+
Tracy Schneid	15+
Gabe Ungureanu	14+
Michael Gilbert	12+
Mike Crechriou	12+
David Krambs	10+
Paul Dominguez	25+

Partial Client List	Health and Human Services Agency – Office of Systems Integration
	State of CA – CA Dept. of Corrections & Rehabilitation
	Construction Connect, Inc.
	California Family Fitness
	Negotiators Central
	Porter Scott, LLC
	5.11 Tactical
	Sumrall Solutions, LLC
	CA State Teachers’ Retirement System
CA Dept. of Fish & Game	

Description of Consulting Services

Providence Technology Group’s ability to deliver value-added solutions to our clients is driven by our commitment to excellence and our expert-level staff’s methodology. PTG principals and many of the staff come from Sacramento County's Health and Human Services Agency. They have over 20 years experience designing, deploying and managing a number of technical business solutions in Alcohol and Drug Services, Children's Protective Services, Senior and Adult Services and Public Health. Our methodology has been crafted from years of professional experience along with the adapted techniques of business experts.

Providence Technology Group staff has many years of successful experience with technology projects including:

- Providing expert-level consulting services.
- Designing, building and deploying highly effective web applications.
- Adapting and integrating existing systems with new technologies.
- Designing custom enterprise applications.
- Implementing and deploying business intelligence strategies.
- Evaluating, selecting and implementing software packages.

Other Relevant Expertise

Providence Technology Group has repeatedly utilized web portals to successfully build communities, both geographic and professional communities. These community portals have become the de facto communication hub for community-related issues -- general discussions, politics, neighborhood watch and even classifieds. Please see elk-grove.com, negotiatorcentral.com or golddriver.com as examples. Our firm can build similar community portals for DV organizations that resolve many of the issues facing DV organizations today.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
	Limited English speaking communities

RDP Consulting

Primary Contact	Rogear D. Purnell, Principal Location: Oakland, CA Phone: (510) 541-0418 rdp@r-d-p-consulting.com www.r-d-p-consulting.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	3-5
Development & implementation of capacity building plans	3-5
Environmental scans, landscape analysis	1-2
Management & governance	3-5
Measuring staff performance	3-5
Professional development of staff	3-5
Fund development/Grant writing – Foundation sources	3-5
Outreach to diverse communities	3-5
Research & design of programs	6-10
Program evaluation	6-10
Organizational learning & performance	3-5

Significant Work Experience in these California Counties	Alameda County
	Fresno County
	Los Angeles County
	Riverside County
	San Bernardino County
	San Diego County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Rogear Purnell	5

Partial Client List	The Institute for College Access and Success
	The Research and Planning Group for California Community Colleges
	Oakland Workforce Investment Board

Description of Consulting Services

RDP Consulting provides organizational, programmatic and research-related consulting to non-profits, community based organizations, and foundations. We consult with organizations that are working to ensure increased life success for low-wealth individuals, families and communities. Our expertise includes design, implementation, management and monitoring of program activities in ways that are useful to staff and participants and of interest to funders.

Services will be provided in a collaborative fashion with RDP Consulting working in partnership with its clients to build organizational capacity to do the best work; facilitate the design of evidence-based strategies, approaches and programs that have the potential to have the most impact; manage and oversee major projects and initiatives; use qualitative and quantitative data to better understand program and participant outcomes; and attract resources to support efforts.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities

The Rios Company

Primary Contact	Angie Rios, Principal/Owner Location: Fresno, CA Phone: (559) 485-1320 arios@theriosco.com www.theriosco.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	16-20
Strategic planning & program development	16-20
Business planning & strategy	16-20
Executive/management coaching	11-15
Management and governance	16-20
Professional development of staff	11-15
Board development	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	11-15
Fundraising strategy and planning	11-15
Fund development/grant writing - Government sources	11-15
Fund development/grant writing - Foundation sources	11-15
Fund development - Individual donors	11-15
Database development & management	20+
Information Technology systems development & upgrades	11-15
Web site design	6-10
Graphic design	16-20
Strategic communications	16-20
Media/public relations	16-20
Social networking and online marketing	3-5
Policy advocacy	16-20
Outreach to diverse communities	16-20
Coalition building	16-20
Social change campaigns	16-20
Strategic restructuring and mergers	16-20
Research and design of programs	16-20
Program evaluation	11-15
Organizational learning & performance	11-15
Other: Strategic thinking, process evaluation, impact evaluation, cultural and linguistic adaptation, cultural sensitivity	

Significant Work Experience in these California Counties	Alameda County	Monterey County
	Fresno County	Sacramento County
	Kern County	San Joaquin County
	Kings County	Santa Cruz County
	Madera County	Stanislaus County
	Mariposa County	Tulare County
	Merced County	Tuolumne County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199 <input checked="" type="checkbox"/> \$200 and above Notes: Estimates fees on a project basis.
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Available Consultants	Years of Consulting Experience
Angie Rios	20
Samuel Norman	20
Christina Alejo	10
Hilda Martinez	10
Andrew Alvarado	20
Andy Chuang	15

Partial Client List	Centro La Familia Advocacy Services, Inc.
	Central California Legal Services, Inc.
	Valley Coalition for UC Merced Medical School
	Fresno Housing Alliance
	International Brotherhood Electrical Workers #100
	Preschool California
	Community Housing Council
	Khmer Society of Fresno
	Fresno Barrios Unidos
	West Fresno Health Care Coalition, Inc.

Description of Consulting Services

The Rios Company has extensive experience providing capacity building and organizational development services, including but not limited to management, board development, leadership, fundraising and fund development, program evaluation, strategic planning and coaching. The Rios Company engages in organizational development to build overall effectiveness and performance. We help grassroots and community organizations maximize their social impact as they provide services to those most in need. The Rios Company's overall work is designed to bring about social change using concepts from commercial marketing strategies. We are a full-service social marketing and public relations agency with an emphasis on multicultural community outreach and community building.

Over the years, the increased demand for services from the non-profit sector prompted the creation of our Sustainability Plus Program which is designed to develop skills, strategies, organizational systems and structures for non-profit organizations in all stages of development. We look at the organization as a whole to identify its needs and determine how to best increase organizational effectiveness and maximize resources.

Experience in the Domestic Violence Field

The Rios Company has worked as a consultant to Centro La Familia Advocacy Services, Inc., a full-service family support center since 2003. We provide services in many areas of capacity building and organizational development, including strategic planning, board and staff development, sustainability planning, grant writing, leadership, executive coaching, program and impact evaluation, to name a few.

Other Relevant Expertise

One of the primary strengths of The Rios Company is our experience in working with diverse sectors, including multicultural populations, community-based organizations, foundations, public/governmental agencies and the business community. We are able to bring people together and function in various languages. We are an established organization with well-developed connections and working relationships.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Seniors
Limited English speaking communities	

RoadMap Consulting Group

Primary Contact	Emily Goldfarb, Co-Director Location: Oakland Phone: (415) 566-5480 egoldnr10@aol.com www.roadmapconsulting.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	11-15
Management and governance	11-15
Human resources policies	11-15
Measuring staff performance	11-15
Professional development of staff	11-15
Board development	11-15
Volunteer management	6-10
Team building	11-15
Group facilitation	20+
Leadership sustainability & succession planning	11-15
Fundraising strategy & planning	11-15
Financial strategy & management	6-10
Financial systems development & upgrades	6-10
Strategic communications	6-10
Policy advocacy	11-15
Outreach to diverse communities	11-15
Coalition building	11-15
Social change campaigns	11-15
Program evaluation	6-10
Organizational learning & performance	6-10

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Contra Costa County	San Mateo County
	Fresno County	Santa Clara County
	Humboldt County	Santa Cruz County
	Los Angeles County	Ventura County
	Sacramento County	

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Shiree Teng	15
Margi Clark	15
Carol Cantwell	10
Belma Gonzalez	10
Helen Kim	15
Mary Ochs	20

Partial Client List	
	Communities for a Better Environment
	Asian Pacific Environmental Network
	Mujeres Unidas y Activas
	New Florida Majority
	smartMeme
	Mobilize the Immigrant Vote
	Family Violence Prevention Fund
	National Network to Prevent Violence against Immigrant Women

Description of Consulting Services

RoadMap’s mission is to strengthen social justice organizations and the social justice sector through capacity building, peer learning and field building.

Our unique approach to capacity building puts social justice values into practice by:

- Developing transparent and democratic institutions grounded in human rights and anti-oppression principles.
- Supporting the development of innovative, principled, inclusive and high impact organizations and movements.
- Fostering the leadership of individuals with lived experiences, fully embracing their insight and depth of knowledge.
- Promoting healthy, sustainable organizational practices including building leadership at all levels.
- Embracing a spirit of experimentation, risk-taking and innovation, necessary to creating a new and better world.
- Maintaining high standards of accountability to the organizations we work with and the constituents and/or communities they serve.
- Actively nurturing the mind, body and spirit as a way of sustaining healthy individuals, organizations and movements.

We have worked extensively with DV organizations in California and nationally as individual consultants.

Experience in the Domestic Violence Field

Shiree Teng is a consultant with RDP consulting group in BlueShield Against Violence cultural competence initiative. Elsa Rios has worked extensively with DV groups and so has Margi Clark and Carol Cantwell. Together, we have served as consultants, coaches, board member and volunteers to many DV organizations.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	Survivors of domestic violence or sexual abuse
	LGBTQ (Lesbian, Gay, Bisexual, Transgender, Transsexual, and/or Queer) communities
	Youth
	Limited English speaking communities

Robert L. Weiner Consulting

Primary Contact	Robert Weiner, President Location: San Francisco Phone: (415) 643-8955 robert@rlweiner.com www.rlweiner.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	20+
Development and implementation of capacity building plans	20+
Professional development of staff	20+
Financial systems development & upgrades	20+
Database development & management	20+
Information Technology systems development & upgrades	20+
Other: Fundraising systems and operations	

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Los Angeles County	Santa Clara County
	Riverside County	Santa Cruz County
	San Diego County	Sonoma County

Consulting Fees	<input checked="" type="checkbox"/> \$200 and above Notes: Sliding scale
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Available Consultants	Years of Consulting Experience
Robert Weiner	16

Partial Client List	Bread and Roses
	California Hospice Foundation
	Applied Research Center
	Save the Bay
	St. Vincent de Paul Society of Marin County
	St. Paul's Episcopal School
	Theatre Bay Area
	YMCA of Metropolitan Los Angeles
	Natural History Museum of LA County
	Earthjustice

Description of Consulting Services

I am an independent consultant with over twenty-five years of experience helping fundraisers make informed, strategic decisions about back-office operations and the support and management of information technology. I have consulted for a wide variety of nonprofit organizations and do not focus on any particular sector.

Rockwood Leadership Institute

Primary Contact	Stacy Kono, Director of Programs Location: Berkeley, CA Phone: (510) 524-4000 x113 stacy@rockwoodleadership.org www.rockwoodleadership.org
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Areas of Expertise	Years of Experience
Executive/management coaching	11-15
Professional development of staff	11-15
Leadership sustainability & succession planning	6-10

Significant Work Experience in these California Counties	Alameda County
	California
	National

Consulting Fees	<input checked="" type="checkbox"/> \$149-199 <input checked="" type="checkbox"/> \$200 and above Notes: Sliding scale
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Partial Client List	Communities United Against Violence
	Californians for Justice
	Haas Jr. Fund
	Women's Access
	People Organized to Win Employment Rights
	Asian Pacific Environmental Network

Description of Consulting Services

Rockwood provides individuals, organizations and networks in the social benefit sector with powerful and effective training in leadership and collaboration.

Experience in the Domestic Violence Field

Many of our staff, trainers and coaches have experience working in the DV field.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	Youth

Saad & Shaw – Comprehensive Fund Development Services

Primary Contact	Pearl Shaw, Principal Location: Oakland, CA Phone: (510) 834-4310 pearl@saadandshaw.com www.saadandshaw.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Development and implementation of capacity building plans	16-20
Strategic planning & program development	16-20
Executive/management coaching	16-20
Management and governance	16-20
Measuring staff performance	16-20
Professional development of staff	16-20
Board development	16-20
Volunteer management	16-20
Team building	16-20
Group facilitation	16-20
Leadership sustainability & succession planning	16-20
Fundraising strategy and planning	16-20
Fund development/grant writing - Foundation sources	16-20
Fund development - Individual donors	16-20
Outreach to diverse communities	16-20
Coalition building	16-20

Significant Work Experience in these California Counties	Alameda County	Mariposa County
	Contra Costa County	Monterey County
	Fresno County	San Francisco County
	Los Angeles County	Santa Cruz County
	Marin County	Solano County

Consulting Fees	<input checked="" type="checkbox"/> \$200 and above Notes: Estimates fees on a project basis. Counsel on Demand service provides up to five hours of consulting services per month for a fee of \$1,500.
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Available Consultants	Years of Consulting Experience
Melvin Shaw	25
Pearl Shaw	8

Partial Client List	
	SafeQuest Solano
	Bayview Hunters Point Multi Purpose Senior Services
	Fresno City College – State Center Community College District Foundation
	Omega Boys Club
	Destiny Arts Center
	Rubicon Programs
	Alameda County Health Care Foundation
	Allen Temple Baptist Church
	Psychiatric Foundation of Northern California
	Women’s Funding Network

Description of Consulting Services

We help organizations build their fundraising capacity by providing fundraising/fund development campaign research, planning, design and implementation services. We focus on working with those organizations who want to take a quantum leap, whose leaders are committed to working together to increase revenue, and who are willing to rethink their revenue sources. We specialize in building volunteer-driven fundraising programs - an important component of an organization's fundraising capacity. We do this by surveying community stakeholders regarding the impact of your organization and its fundraising priorities; by sharing key findings with your leadership; and by combining that information with our experience and creativity to produce an easy-to-use multi-year fundraising plan that engages volunteers in leadership-level fundraising and that attracts in-kind resources.

We have a long history of helping organizations diversify their funding streams. With many domestic violence organizations dependent upon government funding for a considerable percentage of their budget now is the time that our services can be of greatest value. We know how to engage community leaders in raising funds from local businesses, corporations, family foundations and - most importantly - individuals.

We also have experience repositioning organizations so that their public message helps highlight their community-wide impact. This helps people who may not necessarily be

personally impacted by domestic violence become sensitized to the need for services and financial support.

Experience in the Domestic Violence Field

Both principals - Melvin and Pearl Shaw - conducted a fundraising assessment and feasibility study for SafeQuest Solano. We presented the findings to the board and led a board workshop on fundraising. The assessment and feasibility study included suggested next steps for board members and staff to implement. Throughout our work with SafeQuest Solano we worked closely with the Executive Director (Ms. Cheryl Franklin-Golden) and with the Board Chair (Mr. Ray Johnson).

Other Relevant Expertise

We have extensive experience working with organizations that are led by and/or who serve the African American community. We also have extensive experience working with organizations who serve diverse populations, including majority white constituencies. This experience increases our ability to help grow diversity within the organizations we serve, to help ensure cultural competency in the fundraising and communications methods that we suggest, and to create a culture of fundraising that is inclusive.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	People with disabilities
	Survivors of domestic violence/sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
	Mentally ill
Limited English speaking communities	

Sandifor Consulting

Primary Contact	Maya Thornell-Sandifor, Principal Location: San Ramon, CA Phone: (510) 710.8033 maya@sandiforconsulting.com www.sandiforconsulting.com
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Areas of Expertise	Years of Experience
Organization capacity assessment	3 – 5
Development and Implementation of capacity building plans	3 – 5
Strategic planning and program development	6 –10
Business planning and strategy	6 –10
Executive/management coaching	3 – 5
Management and governance	3 – 5
Professional development of staff	3 – 5
Board development	3 – 5
Team Building	3 – 5
Group Facilitation	6 – 10
Leadership sustainability and succession planning	3 – 5
Fundraising strategy and planning	3 – 5
Fund development/grant writing – Government sources	1 – 2
Fund development/grant writing – Foundation sources	6 – 10
Fund development – Individual donors	1 – 2
Coalition building	1 – 2
Strategic restructuring and mergers	3 – 5
Research and design of programs	6 – 10
Program evaluation	1 – 2
Organizational learning and performance	1 – 2

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Fresno County
	Kern County
	Kings County
	Los Angeles County
	Marin County
	Merced County
	Monterey County
	Napa County
	Orange County
	Sacramento County

	San Francisco County
	San Joaquin County
	San Luis Obispo County
	San Mateo County
	Santa Clara County
	Santa Cruz County
	Shasta County
	Solano County
	Sonoma County
	Stanislaus County
	Tulare County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Maya Thornell-Sandifor	3
Jacqui Love Marshall	6

Partial Client List	Women's Foundation of California
	Women's Funding Network
	Bay Area Blacks in Philanthropy
	Alameda County Health Pipeline Partnership
	Newspaper Foundation of America

Description of Consulting Services

As a senior program officer I ran the Foundation's capacity building and grantmaking programs. As a consultant and staff person I managed the Organizational Strength Grants program of the Strong Field Project. In both capacities I have provided grassroots and service organizations with technical assistance in building the capacity of their organizations, in project management, in strategic planning, in program development, fund development, designing business models and evaluation.

Experience in the Domestic Violence Field

As a consultant, I've worked closely with the 15 organizations that were awarded organizational strength grants in Cohort I for the Strong Field Project. These were all DV organizations. I have also worked with violence prevention organizations in the past; particularly youth-led efforts.

Other Relevant Expertise

Most of my career in the nonprofit sector and in philanthropy has been focused on working with low-income and communities of color. In particular women and girls in these these populations. I have a deep understanding of the intersections of issues that impact women's ability to transition out of a violent situation especially as it relates to their economic security, citizenship status and reproductive health and the related power dynamics in an abusive relationship. This informs how I approach my work and the implementation of strategies for organizations working with these populations.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Women and/or girls
	Men and/or boys
	LGBTQ (Lesbian, Gay, Bisexual, Transgender, and/or Queer communities)
	Survivors of domestic violence or sexual abuse
	Youth

Sarah R. Moore Non-Profit Communications Consulting

Primary Contact	Sarah R. Moore, Principal Location: San Francisco Phone: (415) 420-2403 sarahRmoore@gmail.com www.sarahrmoore.blogspot.com
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Areas of Expertise	Years of Experience
Strategic planning & program development	11-15
Business planning & strategy	11-15
Group facilitation	11-15
Strategic communications	11-15

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Marin County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Sarah Moore	20+

Partial Client List	Advocates for Environmental Human Rights
	Breast Cancer Action
	Contra Costa Child Care Council
	Children of Shelters
	Generations Ahead
	Horizons Foundation
	Napa Valley Coalition of Nonprofits
	United Policyholders
	United Religions Initiative

Description of Consulting Services

I began my non-profit communications practice in 2005. Since leaving the private sector, I have helped clients apply strategic clarity to long-term planning as well as communications strategies/plans. This work is critical to effective development and fundraising. After all, how can we ask people to support our non-profit if we don't know how to make our cause relevant to them? My clients are mid level non-profits that need support moving their communications and fundraising to a higher level. Together, we work to identify the unique attributes of the organization and find people (donors, volunteers, funders, policymakers, etc.) for whom that difference is important. The non-profits I work with support issues from social justice to children's advocacy to human rights to the environment.

Experience in the Domestic Violence Field

I volunteered in an emergency shelter for mothers and children in NYC in the mid eighties. I currently sit on a Board and volunteer for an organization that supports families in shelter (homeless), many as a result of DV.

Other Relevant Expertise

Many of the social justice clients I have worked with serve marginalized communities – the homeless, the poor, children. As such, developing clear communications strategies for these clients demands an empathy and respect for these communities and their rights within the greater social framework. I would hope this open-minded understanding would translate to the DV community as well.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	White/Caucasian communities
	Women and/or girls
	People with disabilities
	Youth
	Homeless

SCOPE - Strategic Concepts in Organizing and Policy Education

Primary Contact	Gloria Medina, Training & Technical Assistance Coordinator Location: Los Angeles, CA Phone: (323) 789-7920 x106 gmedina@scopela.org www.scopela.org
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Areas of Expertise	Years of Experience
Environmental scans, landscape analysis	11-15
Database development & management	1-2
Social change campaigns	11-15
Community organizing	11-15
Geographic Information Systems (GIS)	3-5
Time & work management	3-5

Significant Work Experience in these California Counties	Los Angeles County
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Consulting Fees	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Gloria Medina	2
Joanna Lee	5
Gloria Walton	9
Elsa Barbosa	15

Partial Client List	Liberty Hill Foundation
	The California Endowment
	Women's Foundation of California
	Asian Pacific Environmental Network
	Stamford Organizing Project AFL-CIO
	Kentuckians for the Commonwealth
	Californians for Justice
	California Alliance
	UC Davis
UCLA Labor Center	

Description of Consulting Services

Over its 13-year history, SCOPE has developed numerous training curricula, modules, and methodologies, which have assisted organizations and regional networks in developing analysis, strategies, organizing training, and organizational development plans. The trainings have been developed through our own experience in organizing and waging campaigns in Los Angeles.

Experience in the Domestic Violence Field

Gloria Medina developed and facilitated supportive services programs for victims of domestic violence for over 10 years in the Los Angeles area. She provided direct case management and counseling to women and their families.

Other Relevant Expertise

SCOPE has been successful in developing and implementing the Power Analysis tool which is used as a visual and interactive map to analyze power relationships. This tool has been used for many organizations to deepen their understanding of key power players, issues, constituencies, and opposing agendas that affect communities.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Women and/or girls
	Men and/or boys
	Limited English speaking communities

Seja Min Strategy By Design

Primary Contact	Elizabeth Seja Min, Principal Location: Oakland, CA Phone: (510) 663-6104 elizabeth@sejamine.com www.sejamine.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	6-10
Strategic planning & program development	11-15
Business planning & strategy	11-15
Executive/management coaching	6-10
Management and governance	11-15
Measuring staff performance	6-10
Professional development of staff	11-15
Board development	11-15
Volunteer management	6-10
Team building	11-15
Group facilitation	11-15
Leadership sustainability & succession planning	6-10
Fundraising strategy and planning	11-15
Fund development/grant writing - Foundation sources	11-15
Fund development - Individual donors	11-15
Fund development - Planned giving	3-5
Financial strategy & management	6-10
Database development & management	6-10
Strategic communications	6-10
Social networking and online marketing	3-5
Online and/or mobile fundraising and advocacy	Less than 1 Year
Policy advocacy	3-5
Outreach to diverse communities	11-15
Coalition building	11-15
Social change campaigns	11-15
Strategic restructuring and mergers	3-5
Research and design of programs	6-10
Program evaluation	6-10
Organizational learning & performance	11-15
Other: Accelerated learning, facilitative leadership, process design	

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Monterey County	Santa Clara County
	San Diego County	Tulare County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Elizabeth Seja Min	14

Partial Client List	Tides Foundation Catalyst Fund for Reproductive Justice
	National Writing Project
	New Day Films
	Women's Funding Network
	Women's Foundation of California
	Californians for Pesticide Control
	Crissy Field Center/Golden Gate Parks Conservancy
	Funders for LGBTQ Issues
	Generations Ahead
	Mills College Division of Student Life

Description of Consulting Services

I work with leaders and teams who want to dramatically extend their reach and scope of influence. I am often called into an organization through the door of ramping up resources. Because I love to assist in developing "the arc of a sticky case for giving," this work naturally moves into the realm of connecting communications, development, leadership and mobilization to move intersected agendas for change. I am a coach, consultant, facilitator, designer, strategist and thought partner. This year, I'm working with a cohort of 16 women of color-led organizations working in reproductive justice across the country, including California's Central Valley.

Experience in the Domestic Violence Field

I have coached and consulted to leaders and organizations working to stop violence against women, human trafficking, sex selection, child abuse and violence against queer youth -- primarily as this work is situated in the reproductive justice, human rights, queer rights and women's movements (and to a degree in working with racial justice, immigrant rights and safe schools efforts).

Other Relevant Expertise

Have trained and mentored well over 100 women of color leaders, domestic and international, in building the commitment and leadership to significantly increase resources needed to move complex agendas forward (resources writ large, including finances, people, board members, influence, visibility, contacts, partnerships, etc). These women represent the broad spectrum of community-based, social justice work as well as funders, donors, policymakers, activists and other strategic partners -- all of whom must increasingly work together more effectively to develop the people, resources and momentum needed for the long haul. This of course includes the DV field, and is particularly important as resources become more and more pressured.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
Limited English speaking communities	

Seslia & Company

Primary Contact	Omar Brownson, Associate Principal Location: Los Angeles, CA Phone: (323) 655-4556 obrownson@seslia.com www.sesliaco.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	3-5
Development & implementation of capacity building plans	3-5
Strategic planning & program development	20+
Business planning & strategy	20+
Management and governance	3-5
Board development	3-5
Group facilitation	3-5
Fund development/grant writing - Government sources	20+
Financial strategy & management	20+
Research and design of programs	20+

Significant Work Experience in these California Counties	Los Angeles County
	San Bernardino County

Consulting Fees	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Omar Brownson	5

Partial Client List	San Bernardino Green Alliance
	Liberty Hill Foundation
	U.S. Virgin Islands Port Authority
	U.S. Virgin Islands Housing Finance Authority
	U.S. Virgin Islands Water and Power Authority
	U.S. Virgin Islands Waste Management Authority

Description of Consulting Services

Seslia & Company provides capacity building strategies around business planning, connecting an organization's strategic vision with the day-to-day realities that staff face. We assist our clients with developing the appropriate goals, resources, and personnel to achieve short term and long term objectives. The professionals at Seslia have specific expertise in linking organizational goals to community and economic development strategies, including public-private partnerships.

Other Relevant Expertise

Seslia & Company embraces diversity in its staffing and approach to working with clients. We appreciate the knowledge and resources that are unique to a particular community while we seek to leverage best practices across communities and organizations.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	LGBTQ communities
	Youth
	Limited English speaking communities

Seven Generations Consulting

Primary Contact	B. Cole, Consultant Location: Oakland, CA Phone: (510) 931-6440 cole@seven-generations.org www.seven-generations.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	15
Development & implementation of capacity building plans	7
Strategic planning & program development	12
Executive/management coaching	6
Management and governance	12
Measuring staff performance	6
Professional development of staff	15
Board development	15
Team building	7
Group facilitation	20
Leadership sustainability & succession planning	10
Fundraising strategy & planning	6
Fund development – Individual donors	7
Financial strategy & management	7
Financial systems development & upgrades	7
Social networking and online marketing	5
Online and/or mobile fundraising and advocacy	5
Policy advocacy	12
Outreach to diverse communities	20
Coalition building	15
Social change campaigns	20
Strategic restructuring and mergers	6
Research and design of programs	6
Organizational learning & performance	6

Significant Work Experience in these California Counties	Alameda County	Santa Cruz County
	Contra Costa County	Siskiyou County
	Los Angeles County	Yolo County
	San Francisco County	

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
B. Cole	12
Patricia St. Onge	23
Jovida Ross	4

Wilson Riles	18
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Partial Client List	The California Endowment
	Californians for Justice
	Building Futures with Women and Children
	American Indian Child Resource Center
	The Data Center
	Standing Against Global Exploitation
	Northern California Grantmakers
	Youth in Focus
	San Francisco Zen Center
	National Community Development Leadership Institute

Description of Consulting Services

Seven Generations is a nationally recognized leader in conducting culturally competent strategic planning processes. Our principal and founder, Patricia St. Onge recently wrote “Embracing Cultural Competency: A Roadmap for Nonprofit Capacity Builders.” We approach the work in a culturally based model, where culture isn’t an afterthought to the process. It’s woven throughout the process as a core thread to consider in determining the health of the organization. By paying attention to culture and to all forms of oppression and their impact on individuals, organizations and communities, we bring a dimension to the planning that we believe makes it more comprehensive, and ultimately, more useful.

In addition to working in a culturally based way, we are organizational systems driven. We see the internal structure of an organization as intrinsic to its capacity to grow, introduce new programs, and reach a larger portion of the community. Our approach to strategic planning integrates finance and operations, development strategy, and board and volunteers in meaningful ways to help the staff build a realistic picture of the path needed to achieve sustainable growth.

Experience in the Domestic Violence Field

Seven Generations Consulting is a firm that brings deep experience in capacity building work and strong working knowledge of the domestic violence field. Seven Generations is recognized as one of the premier technical assistance providers that integrate a culturally competent approach to working with grassroots nonprofits in low-income communities, communities of color and other marginalized communities. Consultants B. L. Cole and Jovida Ross in particular, bring experience launching domestic violence outreach programs at various domestic violence shelter organizations in the Bay Area, Executive Director level work in the country’s oldest LGBT specific domestic violence services program, and past leadership roles on the “Lesbian, Gay, Bisexual, Transgender and Questioning Domestic Violence Technical Assistance and Training Project” sponsored by the California Department of Public Health for all 94 shelter programs

funded by the state; and membership on key committees for the California Partnership to End Domestic Violence.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
	Substance abusers
	Mentally ill

Sorenson Consulting

Primary Contact	Leslie O'Hare Sorensen, Principal Location: Upland, CA Phone: (909) 982-4133 leslieohare@earthlink.net
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Environmental scans, landscape analysis	11-15
Strategic planning & program development	11-15
Business planning & strategy	6-10
Executive/management coaching	3-5
Management and governance	11-15
Professional development of staff	11-15
Board development	6-10
Team building	11-15
Group facillitation	11-15
Fund development/grant writing – Government sources	11-15
Fund development/grant writing – Foundation sources	6-10
Graphic design	16-20
Coalition building	11-15
Research and design of programs	11-15
Program evaluation	11-15
Organizational learning & performance	11-15

Significant Work Experience in these California Counties	Riverside County
	San Bernardino County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Leslie O. Sorensen	10

Partial Client List	Montclair Community Collaborative (MCC)
	Community Foundation of Riverside & San Bernardino Counties
	Bilingual Family Counseling Services
	Chaffey College
	Ontario-Montclair School District
	S.B. County Dept. Public Health
	Camp Fire Boys & Girls
	Hope Partners
	San Bernardino County Capacity Building Consortium
	High Desert Resource Network

Description of Consulting Services

Sorensen Consulting works to facilitate organizational and individual learning by bringing innovative tools and capacity building strategies to organizations. It is our goal to provide a comprehensive and holistic approach that empowers organizations, teams, and individuals to serve their communities and advance their organization's mission.

Through a collaborative consulting process, Sorensen Consulting facilitates processes and projects that cultivate a strong sense of ownership—from the board to front line staff—for long-term success. Sorensen Consulting specializes in collaborative and place-based projects with a focus on community assessments, research, strategic planning, grant writing, and utilization-focused evaluations.

Other Relevant Expertise

Sorensen Consulting has extensive experience working with community level collaboratives, youth, and Latinas through surveys, focus groups, and community planning to address education, youth development, community safety, and health issues. As part of community planning efforts we have worked with local DV organizations on prevention programs and case management services.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Chicano/Latino/Hispanic communities
	Youth
	Mentally ill
	Limited English speaking communities

Southpaw

Primary Contact	Granate Sosnoff, Director Location: Oakland, CA Phone: (510) 593-3040 granate@southpaw.org www.southpaw.org
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Areas of Expertise	Years of Experience
Environmental scans, landscape analysis	6-10
Professional development of staff	6-10
Fund development - Individual donors	6-10
Web site design	6-10
Graphic design	6-10
Strategic communications	6-10
Media/public relations	6-10
Social networking and online marketing	3-5
Online and/or mobile phone fundraising and advocacy	1-2
Policy advocacy	3-5
Outreach to diverse communities	6-10
Coalition building	1-2
Social change campaigns	6-10

Significant Work Experience in these California Counties	Alameda County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149
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Available Consultants	Years of Consulting Experience
Granate Sosnoff	10
Jennifer Elias	10

Partial Client List	Department on the Status of Women, San Francisco
	San Francisco Domestic Violence Consortium
	California Coalition Against Sexual Assault
	UC Davis Violence Prevention Program
	Virginia Tech Violence Prevention Program
	Colorado Coalition Against Sexual Assault
	Population Services International
	French American Charitable Trust
	Jewish Voice for Peace
	Arab Women's Fund

Description of Consulting Services

What we offer is consulting in the form of effective communications and marketing for nonprofits which often includes messaging, branding, identity development as well as concrete assistance in developing materials that reflect internal work at an organization such as websites, reports, advertising and other communication pieces.

Experience in the Domestic Violence Field

As a member of Santa Cruz Women Against Rape, Granate Sosnoff frequently worked on domestic violence related projects and has over the years worked with many groups directly on violence prevention.

Other Relevant Expertise

With the city-wide campaign for the Department on the Status of Women in San Francisco we worked with multiple, diverse groups and developed a tri-lingual awareness campaign that was well-received. In that process we worked with the various agencies in the city to make sure that the messaging was going to work across different cultures and in different languages. We are effective at helping organizations reach their target audiences while staying true to their beliefs and missions.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	Survivors of domestic violence/sexual abuse
	Youth
	Seniors
	Homeless
Substance abusers	
Limited English speaking communities	

Stallman Communications

Primary Contact	Jane Stallman, Principal Location: Oakland, CA Phone: (510) 532-6595 Jstallman@aol.com www.strategicfacilitation.com
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Areas of Expertise	Years of Experience
Environmental scans, landscape analysis	16-20
Strategic planning & program development	16-20
Executive/management coaching	16-20
Management and governance	3-5
Human resources policies	11-15
Measuring staff performance	3-5
Professional development of staff	16-20
Board development	3-5
Team building	16-20
Group facilitation	16-20
Leadership sustainability & succession planning	16-20
Outreach to diverse communities	3-5
Social change campaigns	3-5
Research and design of programs	11-15
Organizational learning & performance	16-20

Significant Work Experience in these California Counties	Alameda County
	Los Angeles County
	Santa Clara County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Jane Stallman	18

Partial Client List	Rare
	City of Fremont, Human Services
	Sierra Institute
	Policy Research Associates/SAMSA
	Alameda County EveryOne Home
	San Jose Unified School District
	California State Parks Foundation
	East Bay Agency for Children
	Winters Healthcare Foundation
	Daly City Youth Health Center

Description of Consulting Services

Much of my work has been with social service and non profit organizations. In many cases the sessions that I have facilitated have been with collaboratives and partnerships. Examples of my work with diverse groups include:

- Formerly incarcerated, marginally or non-housed residents of the SF Tenderloin who have or at high risk of getting Hep C, HIV/AIDS, and Substance Abuse
- 2 federal conferences about employment of chronically mentally ill homeless which were sponsored by 6 federal agencies and had multi-stakeholder participants including 25% consumers
- Daly City Youth Health Center strategic planning that included a parallel youth planning process
- City of Fremont senior adult program that engaged 14 communities of seniors in developing Plans on how to improve services

The core values that define my work are co-design with the client of the facilitation, authentic participation by multi-stakeholders, participatory data gathering and review when needed, and my stance as a neutral facilitator. I use the ICA Technology of Participation methods as the foundation of my work. I love to bring in a diversity of other methods and tools that come from my years of doing internal leadership and team development, organization consulting, and human resources systems development.

Finally, I believe in developing internal capacity to use the tools I bring and often train staff in the Technology of Participation Methods enabling them to continue to follow-up and build on the work that we have started.

Experience in the Domestic Violence Field

An example of my work in the DV field was an initial planning meeting to Increase Service Capacity of Domestic Violence providers. A State Council hosted the meeting and brought together 2 CA professional associations, a few major providers and a couple of leaders in the field to explore how to better address issues of women suffering from domestic violence who have mental illness and/or substance abuse challenges.

When I have worked with multi-party facilitations such as with the Family Resource Center of Fremont or EveryOne Home in Alameda County, domestic violence organizations have participated in our work.

Other Relevant Expertise

The methods that I use in facilitating planning are highly participatory and reach across class, ethnic, racial and religious boundaries. Most of the groups that I facilitate are fairly diverse including participants that are consumers of services (mentally ill, homeless).

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence/sexual abuse
	Seniors
	Homeless
	Substance abusers
	Mentally ill

Susan Freundlich Consulting

Primary Contact	Susan Freundlich, Principal Location: Oakland, CA Phone: (510) 663-6108 susanfreundlich@gmail.com www.susanfreundlich.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Executive/management coaching	6-10
Professional development of staff	6-10
Board development	6-10
Fundraising strategy & planning	6-10
Fund development/grant writing - Foundation sources	6-10
Fund development - Individual donors	6-10
Strategic communications	6-10
Online and/or mobile fundraising and advocacy	3-5
Outreach to diverse communities	6-10
Social change campaigns	6-10

Significant Work Experience in these California Counties	Alameda County
	Sacramento County
	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-199
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Partial Client List	Tides Foundation <input type="checkbox"/>
	Catalyst Fund: A National Reproductive Justice Initiative <input type="checkbox"/>
	Coleman Advocates for Children and Youth <input type="checkbox"/>
	Our Family Coalition <input type="checkbox"/>
	Housing California <input type="checkbox"/>
	GroundSpark <input type="checkbox"/>
	Build It Green <input type="checkbox"/>
	UC Berkeley Sage Scholars <input type="checkbox"/>
	Women's Funding Network <input type="checkbox"/>
Women's Foundation of California <input type="checkbox"/>	

Description of Consulting Services

My work is centered in providing coaching and services for leaders who want strategic sustainable fundraising success. I coach executive directors, board members and staff in the art and science of scaling up, strengthening the case for funding, making asks with ease, and strategic fund development and communications. I have worked with organizations from all walks of life including those serving low income, immigrant and communities of color in strategic fund development planning, crafting major donor campaigns, getting over fears of asking for money, developing annual fundraising campaigns and crafting key messages and campaigns to inspire giving.

Experience in the Domestic Violence Field

I have provided fundraising and communications coaching and consulting for leaders and organizations working to stop violence against women, violence against LGBTQ youth, and human trafficking both directly and as this work is central to the reproductive justice, LGBTQ rights, women's rights and human rights movements, as well as the movement to create safe and welcoming schools, immigrants rights and racial justice movements.

Other Relevant Expertise

I provide executive coaching in individual donor development, building board fundraising capacity, building capacity to work successfully with major donors, and building staff capacity in development for this organization focusing on increasing the number of safe and welcoming schools for LGBTQ youth and all youth who have LGBTQ parents, policy and advocacy work on LGBTQ rights, and violence prevention for LGBTQ youth and their families.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ (Lesbian, Gay, Bisexual, Transgender, Transsexual, and/or Queer) communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
Seniors	

	Homeless
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Taproot Foundation

Primary Contact	Karli Spence, Program Associate Location: San Francisco, CA Phone: (415) 359-1423 x307 karli@taprootfoundation.org www.taprootfoundation.org
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Areas of Expertise	Years of Experience
Environmental scans, landscape analysis	1-2
Strategic planning & program development	1-2
Business planning & strategy	1-2
Management and governance	1-2
Human resources policies	1-2
Measuring staff performance	6-10
Professional development of staff	1-2
Board development	1-2
Financial strategy & management	1-2
Database development & management	6-10
Information Technology systems development & upgrades	6-10
Web site design	6-10
Graphic design	6-10
Strategic communications	6-10
Program evaluation	
Organizational learning & performance	

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Contra Costa County	San Mateo County
	Los Angeles County	Santa Clara County
	Marin County	

Consulting Fees	Notes: Consulting work is delivered pro bono, based on the outcomes of a competitive grant application.
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Partial Client List	Center for the Pacific Asian Family
	Downtown Women's Center

Description of Consulting Services

Our award-winning Service Grant program delivers high-impact, results-driven, infrastructure building projects to local nonprofits by providing teams of business professionals to produce high-quality work at no cost to the nonprofit grantee. The Taproot Foundation equips local nonprofits with pro bono consulting services in the areas of Marketing, Information Technology, Strategy Management, and Leadership Development & Strategic HR to increase each grantee’s impact and ultimately enable them to deliver on their missions. Our Service Grants are clearly defined and carefully scoped projects for which nonprofit organizations competitively apply.

Experience in the Domestic Violence Field

Our pro bono consultants hail from a variety of professional and volunteer backgrounds. Many have previously worked with DV organizations either as board members, volunteers, consultants or otherwise.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence/sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

TCC Group

Primary Contact	Susan Misra, Senior Consultant Location: San Francisco, CA Phone: (415) 439-8366 smisra@tccgrp.com www.tccgrp.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	16-20
Development & implementation of capacity building plans	6-10
Environmental scans, landscape analysis	16-20
Strategic planning & program development	16-20
Business planning & strategy	6-10
Executive/management coaching	6-10
Management and governance	16-20
Professional development of staff	3-5
Board development	16-20
Volunteer management	3-5
Team building	6-10
Group facilitation	16-20
Leadership sustainability & succession planning	6-10
Fund development - Individual donors	6-10
Strategic restructuring and mergers	6-10
Research and design of programs	16-20
Program evaluation	16-20
Organizational learning & performance	16-20

Significant Work Experience in these California Counties	Alameda County	San Bernardino County
	Calaveras County	San Diego County
	Contra Costa County	San Francisco County
	Fresno County	San Joaquin County
	Kern County	San Luis Obispo County
	Los Angeles County	Santa Barbara County
	Marin County	Santa Clara County
	Monterey County	Santa Cruz County
	Orange County	Stanislaus County
	Riverside County	Tuolumne County
	Sacramento County	Ventura County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149	<input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Susan Misra	8
Paul Connolly	15
Charles Fernandez	3

Partial Client List	
	Safe Horizon
	United Way of New York City
	First 5 LA
	Sanctuary for Families
	APNE AAP
	A Call to Men
	Episcopal Community Services
	Kraft Foods
	Journalism & Women Symposium
	ACCESS

Description of Consulting Services

TCC Group provides planning, evaluation, and leadership development services to domestic violence and women empowerment organizations of all sizes. For example, we worked with Safe Horizon to develop a strategic plan and with Sanctuary for Families to develop an evaluation system. For Journalism & Women Symposium, we coached a leadership team on conducting an organizational assessment, developing a capacity-building plan, engaging the board, and developing a culture of fundraising. TCC has 30 years of experience with nonprofit organizations. We use team-based, culturally competent, structured processes that are inclusive of various organizational stakeholders and customized to the needs and capacity of specific organizations.

Experience in the Domestic Violence Field

We have provided planning, evaluation, and leadership development services to leading domestic violence organizations such as Safe Horizon and Sanctuary for Families. In addition, the Blue Shield of California Foundation and Jemmott Rollins Group provide TCC Group's Core Capacity Assessment Tool, an online organizational assessment, to California domestic violence organizations. Finally, several of our consultants have volunteered with domestic violence shelters or with community development organizations that serve people who have experienced domestic violence.

Other Relevant Expertise

TCC has significant experience with low-income communities, rural communities, LGBTQ populations, Spanish-speaking populations, women, and young people (pre-K through college). We consider issues of identity throughout an engagement. For instance, in structuring processes, we consider how language may impact response rates and build in time to design accessible tools. As another example, in developing analyses, we consider how results or impact might vary by income, gender, etc. and we think about how to give voice to these groups so that organizations can better understand their experience. Our culturally competent approach directly impacts DV organizations by altering the plans, evaluations, and leadership to account for these communities.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	Survivors of domestic violence/sexual abuse
	Youth
	Limited English speaking communities

Transforming Communities: Technical Assistance, Training & Resource Center (TC-TAT)

Primary Contact	Donna Garske, Director Location: San Rafael, CA Phone: (415) 526-2550 dgarske@maws.org www.transformcommunities.org
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Areas of Expertise	Years of Experience
Organizational capacity assessment	20+
Development & implementation of capacity building plans	20+
Strategic planning & program development	20+
Business planning & strategy	20+
Executive/management coaching	20+
Professional development of staff	20+
Team building	20+
Group facilitation	20+
Leadership sustainability & succession planning	20+
Policy advocacy	20+
Outreach to diverse communities	20+
Coalition building	20+
Social change campaigns	20+
Research and design of programs	20+
Program evaluation	20+
Organizational learning & performance	20+

Significant Work Experience in these California Counties	Marin County
	Statewide
	National

Consulting Fees	<input checked="" type="checkbox"/> \$50-99 <input checked="" type="checkbox"/> \$100-149 <input checked="" type="checkbox"/> \$150-\$199 <input checked="" type="checkbox"/> \$200 and above
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Available Consultants	Years of Consulting Experience
Donna Garske	30
Jennifer Lee	10
Ramesh Kathanadhi	10

Partial Client List	Mountain Crisis Services, Inc.
	Casa de Esperanza
	CA Department of Public Health, Violence Prevention Unit
	STAND Against Domestic Violence
	Community Violence Intervention Center (North Dakota)
Lake Family Resource center	

Description of Consulting Services

TC-TAT believes that the best way to support communities and create long-lasting social and institutional changes is by working on multiple levels (individual, relationship, community, societal) to strengthen and expand a broad and sustainable social movement to address and prevent violence against women (VAW). TC-TAT's long-term goal is to see increasing numbers of effective, coordinated and sustainable community prevention initiatives that are constituent-driven, culturally appropriate, and integrated into community systems. To do this, TC-TAT needs to: 1) Build local capacity to lead broad-based efforts to prevent this violence; 2) inform and strengthen the VAW prevention movement; and 3) Sustain our impact through institutionalization of policies, funding, and knowledge.

Experience in the Domestic Violence Field

All consultants listed work for TC-TAT, a national technical assistance, training and resource center that advances new practices, skill development, movement-building, and policies to prevent violence against women.

Other Relevant Expertise

We foster "community specific" approaches and believe each community is the owner of its prevention agenda. Our strategies are rooted in a perspective of cultural competence and inclusiveness and reflect the needs, values, cultural, ethnic, faith and other unique attributes of each community.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	People with disabilities
	Survivors of domestic violence/sexual abuse
Youth	

Traverso Santana Design

Primary Contact	Patrick Santana, Principal Location: San Francisco, CA Phone: (415) 861-8224 ps@traversosantana.com www.traversosantana.com
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Areas of Expertise	Years of Experience
Web site design	20+
Graphic design	20+
Strategic communications	20+

Significant Work Experience in these California Counties	Alameda County
	Contra Costa County
	Marin County
	San Francisco County
	San Mateo County

Consulting Fees	<input checked="" type="checkbox"/> \$100-149 Notes: Estimates fees on a project basis.
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Available Consultants	Years of Consulting Experience
Patrick Santana	20
Paulette Traverso	25

Partial Client List	Harder + Company
	CompassPoint Nonprofit Services
	City College of San Francisco
	The California Wellness Foundation
	UCSF Center for AIDS Prevention Studies
	Mpowerment Project
	The RP Group
	Architectural Resources Group
	Third Sector New England
	The Institute for College Access and Success
	BlueAvocado.org

Description of Consulting Services

For over 20 years we've designed for nonprofit agencies and foundations, producing high impact materials and media that speak to the communities they seek to reach.

Uptown Studios

Primary Contact	Tina Reynolds, Owner Location: Sacramento, CA Phone: (916) 446-1082 tina@uptownstudios.net www.uptownstudios.net
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Areas of Expertise	Years of Experience
Strategic planning & program development	20+
Information Technology systems development & upgrades	6-10
Website design	6-10
Graphic design	20+
Strategic communications	20+
Media/public relations	20+
Social networking and online marketing	3-5
Online and/or mobile fundraising and advocacy	3-5
Social change campaigns	16-20

Significant Work Experience in these California Counties	El Dorado County
	Placer County
	Sacramento County
	Yolo County

Consulting Fees	<input checked="" type="checkbox"/> \$50-99	<input checked="" type="checkbox"/> \$100-149	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Tina Reynolds	35
Jade Baranski	5

Partial Client List	WIND Youth Services
	Downtown Women's Center – LA
	Pregnancy Consultation Center
	City of Sacramento – Sacramento Steps Forward
	Sacramento Native American Health
	One Love
	Equality Action NOW
	SafeGround Sacramento
	Francis House
	CA Emergency Foodlink

Description of Consulting Services

Uptown Studios has been applying social marketing principles as a behavior change model since 1996. Social marketing principles can be applied to any social or behavior change issue. Count on us to help you create materials that your target audience will be attracted to. You will experience a real connection to your audience, perhaps for the first time. In addition to your print materials, Uptown Studios is prepared to help with Social Media, like Facebook, Twitter and YouTube, with full training and implementation for your particular target audiences.

Experience in the Domestic Violence Field

Tina Reynolds has worked with homeless populations for the past three years and is involved with homeless youth, women's shelters, and LA Women's Center - creating their materials and advising them on directions to achieve behavior change utilizing the materials created for each campaign. We are ready to help develop a strategic plan to create behavior change within the particular target audience, work at board level and build consensus.

Other Relevant Expertise

We have worked extensively with Women's Shelters in Sacramento and LA, African American target audiences on HIV/AIDS and tobacco use; Homeless populations of all types and reasons; LGBTQI issues ranging from youth, HIV prevention, tobacco use, drug and alcohol use. Social Marketing gives us the tools to apply to any issue and help work with the agency to create a behavior change model that can be evaluated and tested as we go.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	White/Caucasian communities
	Women and/or girls
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence or sexual abuse
	Youth
	Homeless
	Substance abusers
	Mentally ill

Your Message Media

Primary Contact	Katie Kleinsasser, President Location: San Francisco, CA Phone: (415) 680-8358 katie@yourmessagemedia.com www.yourmessagemedia.com
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Areas of Expertise	Years of Experience
Web site design	
Graphic design	
Strategic communications	
Media/public relations	
Social networking and online marketing	
Online and/or mobile phone fundraising and advocacy	
Policy advocacy	
Outreach to diverse communities	
Social change campaigns	

Significant Work Experience in these California Counties	Statewide
	National
	International

Consulting Fees	<input checked="" type="checkbox"/> \$150-199
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Available Consultants	Years of Consulting Experience
Katie Kleinsasser	25
Jeff Gillenkirk	25

Partial Client List	Planned Parenthood of New York City
	Planned Parenthood of Los Angeles
	Public Health Solutions, New York
	Regional Asthma Management and Prevention
	Central California Regional Obesity Prevention Program
	Amalgamated Transit Workers Union Local 1555
	Center for Health and Gender Equity (CHANGE)
	Healthy Eating, Active Living (HEAL)

Description of Consulting Services

Your Message Media provides assistance in building sustainable and successful communications capacity for organizations. We offer "Communications Capacity Plus," a customized six-step process, beginning with a thorough needs assessment, proceeding with capacity building and skills training, and culminating with on-the-ground, real-time execution of a strategic communications plan tailored to the organization's needs. We also provide a full range of services on an "a la carte" basis, including message development, advertising and design, branding, online strategy and writing, spokesperson training, press/PR consultation, and promotional and educational materials development.

Experience in the Domestic Violence Field

During her tenure at Public Media Center, Katie Kleinsasser worked on the "Break the Silence on Domestic Violence" campaign for WEAVE (Women Escaping a Violent Environment) and The California Endowment.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	White/Caucasian communities
	Women and/or girls
	Men and/or boys
	LGBTQ communities
	People with disabilities
	Survivors of domestic violence/sexual abuse
	Youth
	Seniors
	Homeless
	Substance abusers
Mentally ill	
Limited English speaking communities	

ZiaPartners, Inc.

Primary Contact	Christie A. Cline, MD, MBA, President Location: San Rafael, CA Phone: (415) 342-5961 ccline@ziapartners.com http://www.ziapartners.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	11-15
Development & implementation of capacity building plans	11-15
Strategic planning & program development	11-15
Executive/management coaching	11-15
Human Resources Policies	11-15
Professional Development of Staff	16-20
Team Building	11-15
Group Facilitation	11-15
Leadership Sustainability and Succession Planning	11-15
Organizational Learning and Performance	11-15

Significant Work Experience in these California Counties	Alameda County	Kern County
	Amador County	Marin County
	Contra Costa County	Placer County
	Fresno County	San Diego County
	San Mateo County	San Francisco County

Consulting Fees	<input checked="" type="checkbox"/> \$200 and above Notes: Estimate fees on a project basis.
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Available Consultants	Years of Consulting Experience
Christie Cline	12
Kenneth Minkoff	20

Partial Client List	San Mateo County Behavioral Health and Recovery Services
	San Diego County Health and Human Services Agency
	Marin County Health and Human Services
	Fred Finch Youth Organization
	Mental Health Systems, Inc.
	Detroit-Wayne County Community Mental health authority
	Dallas County Behavioral Health Leadership Team
	Milwaukee County Behavioral Health Division
	Kern County Behavioral Health
	Alameda County BHCS

Description of Consulting Services

ZiaPartners helps systems and agencies "change the world" by helping organize service delivery at every level to be about the needs and hopes of individuals and families with complex issues who are the expectation. Our framework is to create vision driven customer oriented organizational change process built around horizontal and vertical quality improvement partnerships, identifying front line empowered change agents to shift the organizational culture. The vision is that ALL programs and ALL people providing help develop core capacity that is defined as recovery oriented, trauma informed co-occurring or complexity capability. We have a variety of programmatic and clinical tools that organizations use to structure this process. We work with all types of services including DV services, in which it is common that DV clients experience multiple issues including MH conditions, SUD condition, and cognitive impairments necessitating that DV services build trauma informed co-occurring capacity as a routine feature of care.

Experience in the Domestic Violence Field

We have worked in large system projects in over 30 states, providing direct TA to 100s of programs, many of which are DV programs.. The current consultation with Stand! reflects their participation in a system wide project to build trauma informed integrated service capability in ALL the programs in Contra Costa County.

Other Relevant Expertise

As noted above, we have worked with complex clients and all types of service providers in over 30 states, including 10 diverse California Counties. We have great familiarity with the challenges faced by DV organizations in working with their challenging clients internally, as well as in developing community partnerships that support their capacity to be successful, and share common values about the importance of inspiring hope in this population, and providing recovery oriented, strength based, integrated care.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	African American/Black communities
	American Indian/Native/Indigenous communities
	Asian/Pacific Islander communities
	White/Caucasian communities
	Chicano/Latino/Hispanic communities
	Middle Eastern communities
	Women and/or girls
	Survivors of domestic violence/sexual abuse
	People with disabilities
	Mentally ill
	Limited English speaking communities
	Seniors
	Youth
	Homeless
Substance abusers	

Zimmerman Lehman

Primary Contact	Robert Zimmerman, President Location: San Francisco, CA Phone: (415) 986-8330 bob@zimmerman-lehman.com www.zimmerman-lehman.com
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Areas of Expertise	Years of Experience
Organizational capacity assessment	6-10
Development & implementation of capacity building plans	6-10
Strategic planning & program development	16-20
Executive/management coaching	6-10
Management and governance	16-20
Board development	16-20
Fundraising strategy and planning	20+
Fund development/grant writing - Government sources	20+
Fund development/grant writing - Foundation sources	20+
Fund development - Individual donors	16-20
Information Technology systems development & upgrades	3-5
Web site design	6-10
Media/public relations	16-20
Policy advocacy	20+

Significant Work Experience in these California Counties	Alameda County	San Francisco County
	Contra Costa County	San Mateo County
	Los Angeles County	Santa Barbara County
	Marin County	Santa Clara County
	Monterey County	Santa Cruz County
	Napa County	Sonoma County
	San Diego County	

Consulting Fees	<input checked="" type="checkbox"/> \$200 and above Notes: Estimate fees on a project basis.
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Available Consultants	Years of Consulting Experience
Robert Zimmerman	22
Ann Lehman	18
Judy Kunofsky	20

Partial Client List	YWCA of San Francisco/Marin
	Support Network for Battered Women
	Homeless Prenatal Program
	Committee on the Shelterless
	Minority Corporate Counsel Association
	Breathe California
	Community Working Group
	Students Run Oakland
	Davis Street Family Resource Center
	W.M. Keck Observatory

Description of Consulting Services

Zimmerman Lehman is a full-service consulting firm working exclusively with nonprofit organizations. We provide counsel in all aspects of fundraising, board development, policy development, strategic planning and executive search. We help nonprofits to assess their capacities and we teach them how to expand to serve their constituencies more effectively and to secure the funds to ensure their sustainability.

Experience in the Domestic Violence Field

Ann Lehman, Zimmerman Lehman Partner, also works as Policy Director for the San Francisco Department on the Status of Women. The Department funds more than 20 domestic violence programs in the City and County of San Francisco. Ms. Lehman is involved in policy work regarding prevention of violence against women. Both Ann Lehman and Bob Zimmerman have conducted fundraising and planning trainings for domestic violence organizations.

Other Relevant Expertise

Zimmerman Lehman has always worked with organizations serving the underserved. For example, we have provided fundraising counsel to more legal aid and legal services programs than any fundraising consulting firm in the nation.

Experience Serving Specific Communities or Populations	Low-income communities
	Racially/ethnically diverse communities
	Immigrant communities
	Asian/Pacific Islander communities
	White/Caucasian communities
	Women and/or girls
	Survivors of domestic violence/sexual abuse
	Youth
	Homeless

	Substance abusers
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Zoetica

Primary Contact	Beth Kanter, CEO Location: Los Altos, CA Phone: (650) 823-9401 beth@bethkanter.org www.zoeticamedia.com
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Areas of Expertise	Years of Experience
Professional development of staff	6-10
Group facilitation	3-5
Strategic communications	6-10
Media/public relations	6-10
Social networking and online marketing	6-10
Online and/or mobile phone fundraising and advocacy	6-10
Social change campaigns	11-15
Program evaluation	6-10
Organizational learning & performance	6-10

Significant Work Experience in these California Counties	Los Angeles County
	San Diego County
	San Francisco County
	Santa Clara County

Consulting Fees	Notes: Depends on the project
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Available Consultants	Years of Consulting Experience
Beth Kanter	25
Geoff Livingston	15
Kami Huyse	15
Allison Fine	15

Partial Client List	Packard Foundation
	Compass Point
	Theatre Bay Area
	Case Foundation
	Hewlett Foundation

Description of Consulting Services

Zoetica serves nonprofits and socially conscious companies with top-tier, word-of-mouth communication services. A social enterprise, Zoetica provides superior communication consulting, training, and strategy to help mindful organizations affect social change. We do this by building relationships with the community using well-honed social media communication and networking skills.

Experience in the Domestic Violence Field

We have provided a limited engagement to SafePlace in Austin, TX for a social media strategy.

Experience Serving Specific Communities or Populations	Immigrant communities
	Asian/Pacific Islander communities
	Women and/or girls
	LGBTQ communities
	Youth