

MAPPING OF TA & CAPACITY BUILDING PROVIDERS

Name & Address	Contact information	Services	Referred by & Notes
General / multi-issue consulting services			
TCC Group	31 West 27th Street 4 th Floor New York, NY 10001 Phone: 212.949.0990 Fax: 212.949.1672 http://www.tccgrp.com/	TCC Group provides services to nonprofits, philanthropic organizations and corporate citizenship programs. Consulting services to nonprofit organizations include: * Strategic & Business Planning * Program Evaluation * Governance Assessment & Restructuring * Capacity Building services.	Bill Vanderberg. Cristina Parnetti met with them on June 25. Long track record, experienced staff. They work with Ford, Irvine, Atlantic Philanthropies and many others.
Support Center for Nonprofit Management	New York Office: 305 Seventh Avenue @ 27th Street 11th Floor New York, NY 10001-6008 Phone: 212-924-6744 Fax: 212-924-9544 Email: admin@supportcenteronline.org www.supportcenteronline.org Steve Damiano <i>Director of Professional Development</i> sdamiano@supportcenteronline.org	Created in 1986. Services to non-profits include: <u>Consulting:</u> * Strategic planning & restructuring * Board development & governance * Organization design & human resources <u>Executive Transition Management Services</u> * Succession planning * Comprehensive Executive Transition management services * Interim executive leadership * Executive & board coaching <u>Grantmaker services</u> * Strategic planning * Outcomes-based grantmaking * Consulting, transition management and training services for grantees Also provides workshops and other professional development opportunities, including on financial management.	The Center has provided training services to OSI in the past. Cristina Parnetti has been in touch with Steve Damiano, Director of Professional Development
Community Resource Exchange (focus on NY)	42 Broadway, 20th Floor New York, NY 10004 Tel: 212-894-3394	CRE uses one-to-one consulting to improve the efficiency, productivity and effectiveness of community groups, so that they can focus more effectively on the needs of their communities. One-to-one consultations strengthen organizational leadership, improve systems and	Retained by different OSI + USP colleagues

	<p>Fax: 212-616-4994</p> <p>Consulting & Training Services Client Intake - Tel: 212-894-3395</p>	<p>structures, and create new revenue streams. CRE's trained consultants assist community groups with:</p> <ul style="list-style-type: none"> • Operational and strategic planning, • Strategic restructuring, • Board development, • Fundraising, • Leadership development, • Human resources, • Financial management <p>In leadership development workplans, CRE offers small group trainings that optimize staff performance by clarifying roles and building teamwork.</p>	<p>Colleagues from Robin Hood Foundation</p>
<p>The Nonprofit Connection (focus on NY)</p>	<p>50 Broadway, Suite 1800 New York, New York 10004 voice 212-383-1433 fax 212-383-1435</p>	<p>Customized management consulting services to nonprofit organizations in the areas of: planning and strategic management, fundraising, board development, marketing, organization design and restructuring, human resources management, accounting and financial management, executive coaching, mediation, and retreat facilitation.</p>	
<p>Interaction Institute for Social Change</p>	<p>IISC Boston 625 Mt. Auburn Street Cambridge, MA 02138 Phone (617) 234-2750 Fax (617) 234-4410</p> <p>http://www.interactioninstitute.org/</p>	<p><u>Network Building</u>: design and facilitation of multi-stakeholder, small- and large-scale social change initiatives.</p> <p><u>Consulting</u>: organizational assessment; short and long term planning; values, vision, and mission statements; organizational change processes; cultural change and community building; conflict resolution; stakeholders involvement strategies; professional development programs; diversity strategy development; board development)</p> <p><u>Facilitation</u>: Our facilitators design and facilitate retreats and learning experiences, problem solving sessions, high stakes meetings, and public dialogues around issues of social concern.</p> <p><u>Leadership Development</u>: Our leadership development programs offer a more expansive learning experience that is grounded in our core leadership and collaborative methodology and the power of network theory. These learning experiences are rooted in the philosophy of servant leadership and the "love that does justice," and enhanced by a deeper analysis and understanding of the role race, class and power play in social transformation.</p> <p><u>Training</u>: workshops on Leadership; Social & Organizational Change; Facilitation; Teamwork;</p>	

		Training for Trainers	
Fieldstone Alliance	60 Plato Boulevard East Suite 150 Saint Paul, MN 55107 Consulting and Training Inquiries Sandy Jacobsen <i>Principal Consultant</i> sjacobsen@FieldstoneAlliance.org 651.556.4510	Consulting services in strategy development, collaboration, organizational effectiveness, network development, capacity building, and knowledge packaging. They also participate as experts in training workshops, webinars and other capacity building events. Has partnered with the Nonprofit Finance Fund, in a three-year initiative funded by the W.K. Kellogg Foundation, called the Action Lab. Goal is to improve the overall performance, effectiveness, and financial sustainability of U.S.-based W.K. Kellogg Foundation grantees. And to use the knowledge created in that work to leverage learning about effectiveness and make improvements in performance throughout the nonprofit sector. Its website provides practical information and advice to nonprofits on how to deal with a down economy.	
FSG Social Impact Advisors	20 Park Plaza, Suite 320 Boston, Massachusetts 02116 United States of America Phone: (617) 357-4000 Fax: (617) 357-4007 Mark Kramer, Managing Director Mark@foundationstrategy.com	FSG Social Impact Advisors is a nonprofit 501(c)(3) organization, founded in 1999 as Foundation Strategy Group by Mark Kramer and Harvard Business School professor Michael Porter. FSG is dedicated to accelerating social progress by advancing the practice of philanthropy and corporate social responsibility in three ways: <ul style="list-style-type: none"> • Advice. They offer consulting services on strategy and implementation, evaluation, organizational alignment, and corporate social responsibility. • Ideas. They conduct research, usually featured in such publications as <i>Harvard Business Review</i>, <i>Stanford Social Innovation Review</i>, and <i>The Chronicle of Philanthropy</i>. • Action. They undertake multi-year initiatives in collaboration with external partners. These action initiatives may result in research reports, conferences, or even the establishment of new organizations to meet specific needs within the field. Our goal is to advance the field by creating tools, identifying best practices, and fostering constructive collaboration to accelerate the pace of social progress. 	Strong on strategic thinking and evaluation. CIP knows from Synergos, contact through Shannon St John.
The BridgspanGroup	Offices in NY, Boston and San Francisco New York 112 West 34th Street Suite 1510 New York, NY 10120 tel: (646) 562-8900	A 501(c)(3) nonprofit providing services to nonprofit and philanthropic leaders. Strategy Consulting Executive Search Philanthropy Advising They have numerous knowledge resources and practical information/advice on the <u>economic crisis</u> . Extensive list of clients that include numerous foundations and non profits.	
CompassPoint Nonprofit Services	San Francisco Office – directions	A consulting, research, and training organization providing nonprofits with management tools, strategies, and resources to lead change in their communities. Offices in San Francisco and	Bill V. attended workshop on

	<p>731 Market Street, Suite 200 San Francisco, CA 94103 USA Phone: 415.541.9000 Fax: 415.541.7708</p> <p>Silicon Valley Office – directions Sobrato Center for Nonprofits 600 Valley Way, Suite A Milpitas, CA 95035 Phone: 408.719.1400 Fax: 408.719.1444</p> <p>http://www.compasspoint.org/</p>	<p>Silicon Valley. Services: <u>Courses</u> on boards & governance, communications, finance, fundraising, strategy, leadership & management, technology, volunteer management. <u>Coaching</u> <u>Peer learning opportunities</u> (executive leadership circles, nonprofit finance professionals network, nonprofit HR network, nonprofit manager peer exchange, women executive directors of color network) <u>Consulting</u> in areas of Executive Transitions, Nonprofit Finance, Fund Development Strategic Planning, Governance, Organizational Development and Leadership <u>Conferences</u> <u>Research and publications</u></p>	<p>leadership succession and staff development. Facilitated by Byron Johnson, from San Francisco office, referred as great trainer, perhaps especially for groups from people of color communities.</p>
<p>Mendelsohn, Gittleman and Associates (MGA)</p>	<p>9 Lincoln Road Brookline, MA 02445-6804 Voice (617) 216-8163 http://www.mgaconsultants.com/index.html</p>	<p>Strategic planning consulting services</p>	
<p>Social Policy Research Associates (SPR)</p>	<p>1330 Broadway, Suite 1426 Oakland, CA 94612 Phone: (510) 763-1499 Fax: (510) 763-1599</p>	<p>Founded in 1991, Social Policy Research Associates (SPR) is a research, evaluation, and technical assistance firm. Services include face to face and online training on:</p> <p>Research & Evaluation</p> <ul style="list-style-type: none"> ▪ Multi-level evaluations ▪ Policy implementation & impact studies ▪ Collaborative process and planning evaluations ▪ Logic Model development & theory-driven evaluations ▪ Assessment of grantmaking ▪ Multicultural evaluation design ▪ Participatory evaluation design ▪ Organizational and population-based needs assessments ▪ Survey design and statistical analysis (paper and web-based administration) ▪ Site visit observation and focus groups ▪ Data collection among hard-to-reach populations ▪ Classroom observation/school data collection & analysis ▪ Ethnographic research & case study analysis ▪ Multi- and cross-site analysis ▪ Management Information System (MIS) design & analysis 	<p>Retained by OSI to assist the Youth Initiatives Program by conducting Phase II of the Youth Media Impact Study</p>

		<p>Technical Assistance & Training</p> <ul style="list-style-type: none"> • Interactive training workshops on: evaluation methods, program performance enhancement, co-enrollment, and many other topics on site • Targeted technical assistance and diagnostic work (on-site and by phone in the areas of workforce development, education, ethnic diversity and youth development) • Community needs assessments, inventories of services, and gap analyses • Capacity building for organizations and staff • Technical Assistance Guides for practitioners and policymakers based on best practices research • Strategic planning for organizations • Consultation regarding program design, evaluation systems development, MOU development, and other issues. • Meeting facilitation and convening of stakeholders <p>Philanthropic Services</p> <ul style="list-style-type: none"> ▪ Evaluation of foundation grantmaking strategies ▪ Support in designing funding strategies and special initiatives ▪ Cluster/Initiative evaluations ▪ Grantmaking technical assistance & training on issues of diversity ▪ Development of conceptual frameworks and program logic models ▪ Developing grantee self-assessment tools & systems ▪ Evaluator database design ▪ Developing evaluation systems for knowledge management ▪ Evaluation needs assessments ▪ Planning/facilitation of foundation meetings and grantee convenings ▪ Evaluation of funder collaborative processes & impact <p>Data Management & Performance Measure Systems</p> <ul style="list-style-type: none"> • Extract program and administrative data in multiple formats • Merge multiple files in broad array of formats into single public-use file • Manage large-scale public databases • Develop customized software to capture data necessary for program evaluation and analysis • Conduct data quality checks and data cleaning to provide usable files • Develop customized tabulations and reports, summarize data across multiple categories to meet clients' needs • Identify critical measures of program performance and outcomes 	
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Mal Warwick and Associates	<p>San Francisco Office 2550 Ninth St., Suite 103 Berkeley, California 94710 Phone: (510) 843-8888 Fax: (510) 843-0142</p> <p>Washington Office 1607 17th Street, NW Washington, DC 20009 Phone: 202-332-3124 Fax: 202-332-3125</p> <p>Mal Warwick <i>Founder and Chairman</i> Tel: (510) 843-8888 ext. 439 mal@malwarwick.com</p>	<p>We help nonprofits and political organizations build long-term, mutually rewarding relationships with individual donors through integrated fundraising and marketing programs. Our focus areas include direct mail and telephone fundraising, legacy marketing, online communications, and major gift programs.</p> <p>Also do strategic planning services and organizational audits.</p>	Working with a NSHR grantee
Management Solutions for Nonprofit Organizations LLC	<p>4 Wellyn Close Bronxville, NY 10708 Telephone: 914.779.4497 Fax: 914.779.3325 http://www.msnonny.com/index2.htm</p> <p>Barbara Miller, Senior Partner barbara@msnonny.com</p>	<p><i>Management Solutions for Nonprofit Organizations, LLC</i> provides consulting, training, management services and technical assistance in the areas of:</p> <ul style="list-style-type: none"> • <u>Strategic Planning</u> • <u>Fundraising</u> • <u>Board Development</u> • <u>Financial Management</u> • <u>Organizational Development</u> 	
Mosaica	<p>1522 K Street, NW Suite 1130 Washington, DC 20005 Phone: (202) 887-0620 Fax: (202) 887-0812 E-mail: mosaica@mosaica.org</p> <p>Emily Gantz McKay, Founder and President</p>	<p>Since its inception in 1994, Mosaica has provided organizational development assistance to well over 100 local, regional, and national nonprofit organizations in the U.S. and a similar number internationally. Mosaica also assists grantmakers, including foundations and grantmaking collaboratives, that serve communities of color.</p> <p>Services include:</p> <ul style="list-style-type: none"> • needs assessments • organizational assessments • strategic planning assistance 	

		<ul style="list-style-type: none"> • Board development • resource development planning and fundraising assistance • management audits • personnel policies reviews and revisions • restructuring support • assistance in improving financial management and oversight • assistance in program design and delivery • help in strengthening volunteer activities and increasing community involvement and community building • capacity development in community organizing and advocacy • program evaluation • coalition building support <p>Its website includes resources on organizational development, resource development, communication and refugees and immigrants.</p>	
Financial Services			
Nonprofit Finance Fund	Clara Miller, President and CEO	<p>NFF's financial consulting services include:</p> <p>Nonprofit Business Analysis (NBA) An in-depth individualized exploration, including a meeting and report, assessing an organization's financial condition and resource needs over a multi-year period</p> <p>Financial Leadership Clinic A two-day interactive clinic combining financial literacy training, customized financial analysis and coaching, and focused discussion with peers from a similar sector</p> <p>NFF Workshops Interactive workshops to help nonprofits of various sectors, sizes and situations better understand and manage the connection between program priorities, organizational capacity and financial structure</p> <p>Systems Replacement Plan (SRP) A practical plan that forecasts the 20-year repair and replacement needs of building-related systems and helps nonprofits plan for corresponding capital needs</p> <p>NFF also provides loans and financing to nonprofits to help them manage growth, build and renovate facilities, balance government contract payments and cash flow and bridge capital campaigns.</p>	
Fiscal Management Associates	Hilda H. Polanco, CPA, CCSA Managing Director	A consulting practice helping not-for-profit organizations create and maintain effective fiscal systems encompassing policies and internal controls, cost-efficient technology systems, and human resource infrastructure. In 2007 they lead the creation of the <u>FMA Institute</u> , that	

	<p>Deanna Saulnier Member Services Coordinator 646-403-8063 dsaulnier@fmaonline.net</p>	<p>supports the professional development of leaders in the nonprofit sector. Services in the following areas: <u>Accounting Bookkeeping Audit Preparation</u> Outsourced Fiscal Management Services, Audit Support Package</p> <p><u>Budgeting Cost Analysis Grants Management</u> Fiscal Infrastructure Review, Financial Advisory Services</p> <p><u>Accounting Software FUND E-Z</u> Fiscal Infrastructure Review, Accounting System Implementation</p> <p><u>Defining Fiscal Staff Roles & Responsibilities</u> Fiscal Infrastructure Review, Financial Advisory Services, Human Resources Consulting</p> <p><u>Fiscal Policies & Procedures Internal Controls</u> Policies & Procedures Manual, Financial Advisory Services</p> <p><u>Fiscal Training & Coaching for Staff & Boards</u> FMA Institute, Financial Advisory Services, Human Resources Consulting</p>	
Nonprofits Assistance Fund	<p>2801 21st Avenue South Suite 210 Minneapolis, Minnesota 55407 Phone: 612.278.7180 Fax: 612.278.7181</p> <p><u>Kate Barr, Executive Director</u> Phone: 612.278.7182</p> <p>http://www.nonprofitsassistancefund.org/</p>	<p>Created in 1980, it provides three types of services to nonprofits:</p> <p><u>Loans</u>: for stabilization, growth, and transformation, ranging from \$5,000 to \$450,000.</p> <p><u>Financial management training</u>: skill-building workshops and practical resources. Their website gives access to a number of financial management resources (articles, templates and tools).</p> <p><u>Strategic Financial Guidance</u>: practical, one-on-one advice and assistance.</p>	
Fundraising and Organizational Sustainability			
Klein & Roth Consulting	<p>1904 Franklin St, Suite 707 Oakland, CA 94612 [PH] 510-893-8933 [FAX] 510-452-2122 info@kleinandroth.com http://www.kleinandroth.com/index.html</p>	<p>Consulting organization helping nonprofits build strong fundraising programs. Services include:</p> <ul style="list-style-type: none"> • Training on all aspects of grassroots, community based fundraising • Board trainings: evening or weekend training to help board members understand and fulfill their roles as donors and fundraisers for their organizations 	Retained by OSI to design and conduct a five day seminar to instructs OSI's New York City Community Fellowships Program grantees in building an

		<ul style="list-style-type: none"> • Assistance in development of annual fundraising plans • Consultation on development of individual donor programs • Ongoing consultation for capital campaigns • Design and structure for major gifts, capital, or endowment campaigns • Coaching development staff or executive directors <p>They specialize in helping organizations working with and for people of color, immigrants, lgbt, poor and marginalized communities. They claim to have a great deal of expertise with progressive causes and controversial issues, as well fundraising in rural communities, fundraising for start-up organizations, and fundraising for organizations moving away from reliance on government and foundations. Most of their clients have budgets of under 2 million dollars, with boards comprised of their constituency</p>	individual donor program that supports their work.
Mal Warwick Associates	<p>San Francisco Office 2550 Ninth St., Suite 103 Berkeley, California 94710 Phone: (510) 843-8888 Fax: (510) 843-0142</p> <p>Washington Office 1607 17th Street, NW Washington, DC 20009 Phone: 202-332-3124 Fax: 202-332-3125</p> <p>Mal Warwick <i>Founder and Chairman</i> Tel: (510) 843-8888 ext. 439 mal@malwarwick.com</p>	<p>We help nonprofits and political organizations build long-term, mutually rewarding relationships with individual donors through integrated fundraising and marketing programs. Our focus areas include direct mail and telephone fundraising, legacy marketing, online communications, and major gift programs.</p> <p>Also do strategic planning services and organizational audits.</p>	Working with a NSHR grantee
Like Minds LLC	<p>Cameron C. Dubes Managing Consultant & Founder</p> <p>T 917.842.5999 Skype: cdubes</p> <p>cdubes@likeminds.net www.likeminds.net</p>	<p>Like Minds specializes in consulting services to the nonprofit sector with special emphasis on fundraising and communications. Like Minds has a network of independent consultants and small firms to call upon who specialize in all aspects of nonprofit management. Cameron Dubes is the Managing Consultant and acts as a matchmaker bringing the appropriate consultants to each challenge.</p> <p>Other consulting services include strategic planning, program planning, market & prospect research, nonprofit branding, finance, human resources, and licensing.</p> <p>STUDIES & AUDITS: CAMPAIGN PLANNING, DEVELOPMENT ASSESSMENTS, COMMUNICATIONS AUDITS, HYBRID STUDIES</p>	<p>Referred by development expert Alissa Desmarais</p> <p>Former clients include The Nature Conservancy, Amnesty International USA, Greenpeace, ACLU, Mount Sinai Medical</p>

		<p>CAMPAIGN MANAGEMENT: CAPITAL, ENDOWMENT, CAPACITY BUILDING FUNDRAISING SERVICES: MAJOR GIFTS, PLANNED GIVING, BOARD DEVELOPMENT & TRAINING, EXECUTIVE COACHING, FOUNDATIONS, CORPORATIONS, ANNUAL FUND, MULTI-CHANNEL FUNDRAISING COMMUNICATIONS: CAMPAIGN IDENTITY, POSITIONING & MESSAGING, CASE STATEMENTS, CAMPAIGN COLLATERAL, E -BROCHURES, BRAND ARCHITECTURE RESEARCH: DONOR/PROSPECT PROFILES, COMMUNICATIONS/ MESSAGE TESTING, DONOR SATISFACTION SURVEYS OTHER SERVICES: STRATEGIC PLANNING, PROGRAM PLANNING, MARKET RESEARCH, BRANDING, LICENSING, FINANCE, HUMAN RESOURCES</p>	<p>Center, U.S. Holocaust Memorial Museum, New School University, New York-Presbyterian Hospital</p>
<p>Dini Partners</p>	<p>Houston 2727 Allen Parkway Suite 1650 Houston, TX 77019 (800) 836-0411 - Phone (713) 942-8708 - Fax info.houston@dinipartners.com</p> <p>Dallas 3400 Carlisle Street Suite 348 Dallas, TX 75204 (800) 278-8060 - Phone (214) 754-9363 - Fax info.dallas@dinipartners.com</p> <p>Austin 3724 Jefferson Street Suite 302 Austin, TX 78731 (877) 302-4609 - Phone (512) 302-5254 - Fax info.austin@dinipartners.com</p> <p>Denver (303) 284-6747 - Phone info.denver@dinipartners.com</p>	<p><u>Leadership & Teamwork</u> Board/Volunteer Leadership Development Executive/Staff Leadership Development Teamwork Strategies Collaboration & Merger Strategies <u>Planning & Mission Performance</u> Organizational Assessment Constituent Surveys Marketplace Assessments Strategic Planning Financial Planning Outcomes Assessment <u>Fundraising</u> Campaign Advance Campaign Planning Campaign Counsel & Management Constituent & Special Program Development Major Gift Fundraising Annual Fundraising Development Assessment Prospect Identification and Assessment Database Management Endowment Strategies Donor Financial Planning/Counsel</p>	<p>Referred by John Davies, President & CEO Baton Rouge Area Foundation</p>

	<p>Norton Rainey Phone (303) 770-8544 Nrainey@dinipartners.com.</p> <p>http://www.dinipartners.com/AboutUs.aspx?Section=AboutUs&Main=2&Id=2</p>		
<p>Grassroots Institute for Fundraising Training (GIFT)</p>	<p>1904 Franklin Street, Suite 705 Oakland CA 94612 USA Tel: 510-452-4520 Fax: 510-452-2122</p> <p>Jennifer Emiko Boyden Associate Publisher jennifer@grassrootsfundraising.org 510-452-4520 x302</p> <p>Mónica Enríquez Administrative & Development Associate monica@grassrootsfundraising.org 510-452-4520 x304</p> <p>Priscilla Hung Executive Director priscilla@grassrootsfundraising.org 510-452-4520 x305</p> <p>Nan Jessup Finance Manager nan@grassrootsfundraising.org 510-452-4520 x303</p>	<p>Services include:</p> <p>Grassroots Fundraising Journal to provide organizations with affordable and practical information and ideas for fundraising</p> <p>Fundraising Internships to develop new fundraisers of color</p> <p>Training for Trainers to increase the number of progressive fundraising trainers of color</p> <p>Raising Change: A Social Justice Fundraising Conference</p> <p>Training and Consulting Services</p> <p>Print and Online Resources (includes an online fundraising consultant database)</p> <p>http://www.grassrootsfundraising.org/index.php?topic=resources</p> <p>CUSTOMIZED TRAININGS (Day-Long, Half-Day, or Multi-Day)</p> <p>Training Topics Include:</p> <ul style="list-style-type: none"> - The Politics of Funding and Fundraising - Principles of Fundraising - How to Ask for Money - Individual/Major Donor Campaigns - Special Events and House Parties - Using Mail to Build Your Base - Telephone Fundraising - Online Fundraising - Creating Fundraising Plans - Capital Campaigns - Planned Giving - Time Management - Organizing and Fundraising - Team-Building - Board Development <p>Fees: \$1,500 per day per trainer, plus travel expenses \$800 for half-day session, plus travel expenses Fee for travel time, for trips longer than two hours, is \$50 per hour or \$400 per day.</p>	<p>Bill Vanderberg</p> <p>Paul Connolly, Senior Vice President, TCC Group</p>

	<p>Manish Vaidya Program & Development Coordinator manish@grassrootsfundraisin g.org 510-452-4520 x301</p> <p>GIFT Associates</p> <p>Stephanie Roth, editor, <i>Grassroots Fundraising Journal</i> stephanie[AT]grassrootsfundr aising[DOT]org 510-893-8933 x307</p> <p>Kim Klein, publisher emerita, <i>Grassroots Fundraising Journal</i> info[AT]kleinandroth[DOT]co m</p>	<p>Cost includes preparation time. Additional expenses include travel, accommodations and materials If cost is an issue for your organization, we can work with you to design a training that fits your budget, or provide some assistance if you need to fundraise to cover the costs of training.</p> <p>FUNDRAISING ACTION TRAININGS GIFT offers two-day courses on grassroots fundraising called Fundraising Action Trainings (FATs). These intensive trainings provide participants an opportunity to learn the fundamentals of a healthy fundraising program, as well as understand fundraising on both a theoretical and practical level. FATs are offered in various cities throughout the year. Please check the website for the current schedule. They are open to the public. A standard two-day FAT covers the following sessions:</p> <ul style="list-style-type: none"> • Politics and Principles of Fundraising • Getting Over the Fear of Asking for Money • Using Mail to Build Your Base • Successful Special Events • Individual Donor Campaigns • Creating a Development Plan • Team-Building and the Role of the Board <p>Fee: \$200 per participant for two-day training, which includes training manual, one year subscription to the <i>Grassroots Fundraising Journal</i>, light breakfast, and lunch. Some scholarships are available to attend.</p> <p>CONSULTING SERVICES GIFT is available for short or long-term consultation on issues related to fundraising planning, individual donor campaigns, roles and responsibilities of staff and board in fundraising, infrastructure issues, and strategies for long-term sustainability and diversity. Fees: \$125 per hour billable in quarter-hour segments. Travel expenses and long distance phone charges will also be billed.</p>	
Elizabeth Seja Min	<p>SEJA MIN & Associates</p> <p>(510) 663-6104 U.S. http://www.sejamine.com</p>	<p>Elizabeth Seja Min works with organizational leaders engaged in building sustainable, participatory infrastructures for a strong civil society. Her expertise includes: leadership coaching, facilitation of group processes, board and resource development, diversity, and strategic planning.</p> <p>Services: COACHING. Be a more skillful developer of people by attending to the development of self. Integrate values, relationships, actions and environment. <i>Generative practices to apply on personal and organizational levels.</i></p>	<p>Recommended by Paul Connolly, Senior Vice President. TCC Group. <i>“Elizabeth is more experienced with working with organizations on major gifts, but we’ve used her before on setting</i></p>

		<p>Leadership Coaching Programs • Individual Sessions • Peer Cohorts</p> <p>CONSULTING. Capture impact. Develop and resource leadership. Attract resources via shared values. Align structures. Craft the case. <i>Tools and methods to reuse again and again.</i> Fund Development • Board Development • Communications • Impact</p> <p>FACILITATION. Ensure results from meetings. Build teams that meet challenges with commitment. Balance heart, intellect and learning. <i>Practices to apply immediately.</i> Important Meetings • Tough Meetings • Visionary Meetings • Full Meeting Documentation</p> <p>TRAINING. Create safe spaces for learning, growing mastery and solving issues. Make the complex simple. Achieve transformative shifts. <i>Techniques to bring information to life and produce lasting impact.</i> Development & Fundraising • Framing, Messaging, Positioning • Embedding Diversity • Enterprise Wide Learning Initiatives</p> <p>STRATEGY. Employ a driving strategy that propels the agenda. Map a theory of change. Sort out the difference between strategy, goals, objectives and benchmarks. <i>Asset-based solutions along a continuum of change.</i> Strategic Planning • Strategic Positioning • Intervention • Network Building</p>	<p><i>up an individual fundraising program for small organizations and she was great. She is very good with the fundraising theory, systems, and developing a case. Her associates, I've heard, are good at connecting Seja Min's best practices with practice."</i></p>
<p>Susan Shapiro</p> <p>Shapiro Associates _ Fundraising Strategy and Management</p>	<p>245 Fifth Avenue, 19th Floor, New York, New York 10016</p> <p>212-949-0440 Phone</p> <p>646-225-7203 Fax</p> <p>917-544-2475 Mobile</p> <p>susan@shapiroassociates.com</p> <p>http://www.shapiroassociates.com/</p>	<p>Shapiro Associates is a fundraising strategy and program development company that specializes in capital growth-related projects for national organizations, community development entities and other not-for-profit companies. The company was created in 1998 and has among its client base community/economic development organizations as well as education, health care, arts and youth development nonprofits. They focus on fundraising strategy, institutional donor development, coaching, development assessments, feasibility studies, capital campaigns and other aspects of financial sustainability.</p>	<p>Recommended by Paul Connolly, Senior Vice President, TCC Group. <i>"Susan is more experienced working with mid-sized and larger organizations to enhance annual fundraising systems and to develop and implement capital campaign. That being said, we have used her to coach small and mid-sized media organizations on individual fundraising,</i></p>

			<i>and she has been well received. Grantees particularly like her straightforward and extensive advice around how to improve the effectiveness of their fundraising strategies."</i>
<p>Marjorie Fine <i>Project Director - Expanding Resources for Community Organizing (funded by OSI)</i></p> <p>http://www.cccfiles.org/issues/Expanding%20Resources%20for%20Community%20Organizing/</p> <p>At the Center for Community Change</p>	<p>1536 U Street NW Washington DC, 20009 (202) 339-9300 toll-free: (877) 777-1536 info@communitychange.org</p> <p>http://www.cccfiles.org/</p>	<p>Technical assistance and training around organizational development issues for community based organizations, including fundraising issues.</p> <p>They provide online documents on fundraising, evaluation, administrative issues, governance and meeting design and facilitation.</p> <p>http://www.cccfiles.org/resources/orgdevtools/</p>	<p>Recommended by Paul Connolly, Senior Vice President, TCC Group. <i>"Marjorie recently published a workbook for grassroots organizations on how to develop a major gifts strategy. She is currently touring the country presenting on this topic."</i></p>
Leadership & Management Consulting			
<p>Management Assistance Group</p>	<p>1555 Connecticut Ave., NW, 3rd Floor Washington, DC 20036 (202) 659-1963 (202)659-3105 (fax) mag@magmail.org http://www.managementassistance.org</p>	<p>25-year old consulting group working with social justice organizations (nonprofits and funders). Services include:</p> <ul style="list-style-type: none"> • Growth and Change (organizational assessment, organizational restructuring, leadership transition/succession, diversity audits) • Strategic Planning • Strengthening Management (Clarifying roles, responsibilities, and decision-making, Building cohesion, communication, and teamwork, Restructuring staff and management, Strengthening supervision, Increasing inclusiveness and cultural competence, Enhancing budgeting and financial management) • Coaching and Training Leaders (Leadership coaching for executives and managers; Executive transition assistance, with unique expertise in situations where the founder stay on after stepping down as CEO and as the new successor leads the organization; Coaching for leaders in transition; Training new managers; Customized workshops on managing people) 	<p>Democracia-USA, a D&P grantee</p>

		<ul style="list-style-type: none"> • Board Development • Leadership Transitions • Raising More Money • Creating Successful Coalitions and Collaborations (Developing and structuring collaborations, alliances, and coalitions; Clarifying multi-stakeholder decision-making; Designing and facilitating multi-stakeholder meetings) • Strengthening Affiliate Networks <p>They also provide workshops and give lectures on these topics.</p>	
The Management Center	<p>1025 Connecticut Avenue NW Suite 1000 Washington, DC 20036</p> <p>Phone: (202) 857-9774 Fax: (202) 327-5499 Jerry Hauser, Chief Executive Officer jerry@managementcenter.org</p>	<p>Provides management assistance and coaching at subsidized rates to clients and offers publications and trainings to individuals and organizations within the progressive nonprofit sector. They work with progressive organizations for whom management, rather than other organizational needs (such as executive transitions, strategic planning, or fundraising), is a top priority. In selecting clients for longer-term work, they assess the leadership's level of interest and commitment to practice, the organization's potential for impact in the progressive sector, and opportunities for learning.</p> <p>They offer consulting services, training (they have developed a 4-month course called Managing to Change the World http://www.managementcenter.org/trainings.html and tailored workshops.</p>	<p>Great reviews by Democracia USA, a D&P grantee</p> <p>OSI-DC staff Victoria Wigodzky Program Officer, Latin America Program, has taken their Managing to Change the World course and given very positive reviews.</p>
Rockwood Leadership Program	<p>Rockwood Leadership Program 1648 Martin Luther King Jr. Way Berkeley, CA 94709-1405 Phone: 510.524.4000 Fax: 510.524.4228 http://www.rockwoodfund.org/</p> <p>For general information: info@rockwoodleadership.org For development: Elizabeth@rockwoodleadership.org</p>	<p>Rockwood Leadership Program specializes in delivering the best practices and methodologies in leadership development to the non-profit community. They offer:</p> <ul style="list-style-type: none"> • <u><i>The Art of Leadership</i></u> A four-day training on the most critical organizational as well as inner skills necessary for successful, lasting social change work • <u><i>The Advanced Art of Leadership</i></u> A four-day seminar on personal and organizational power, strategy and performance, coaching and personal and organizational sustainability. • <u><i>The Rockwood Fellowship</i></u> A yearlong program to offer leadership and collaboration support to leaders within strategic sectors. They are currently working in the media policy, environmental health, environmental justice, and LGBT advocacy sectors. • <u><i>Leading from the Inside Out</i></u> A year long advanced training in personal effectiveness for graduates of the Art of Leadership • <u><i>The Art of Collaborative Leadership</i></u> A five-day intensive for networks and coalitions seeking greater collaborative skill and stronger vision and focus. 	<p>Bill Vanderberg participated in the program. Ann Beeson will participate in 2010.</p>

		<ul style="list-style-type: none"> • Organizational Excellence A program designed to serve the needs of existing teams and intact organizations who want to increase their internal capacity to work successfully together. • Leadership In Action: The Advanced Art of Leadership This New Advanced Four-Day Seminar is designed for leaders who have completed the Art of Leadership (AOL) who want to build their leadership skills to the next level and to bring Rockwood practices more fully into their organizations and networks. Leadership in Action will support participants in a powerful journey of personal transformation, ultimately creating a new paradigm for social change leadership. 	
Cambridge Leadership Associates (CLA)	<p>Cambridge: 124 Mount Auburn Street Suite 200 North Cambridge, MA 02138 info@cambridge-leadership.com 617.576.5766 Main 212.658.9167 Fax</p> <p>New York:</p> <p>150 E 18th Street Suite 6F New York, NY 10003 info@cambridge-leadership.com 617.576.5766 Main 212.658.9167 Fax</p> <p>Alexander Grashow, Managing Director agrashow@cambridge-leadership.com</p>	<p>Cambridge Leadership Associates (CLA) is an international leadership development practice and the Home of Adaptive Leadership. CLA grew out of the work of Ron Heifetz and Marty Linsky, who have spent more than 30 years examining and teaching the practice of leadership at Harvard University's John F. Kennedy School of Government. CLA works with organizations, teams, communities and individuals to identify their most significant challenges, generate new solutions, and exercise the leadership required to bring them to scale. Services include:</p> <p><u>Capacity building</u></p> <ul style="list-style-type: none"> • Introductory Modules – Gain in-depth knowledge on one Core Adaptive Leadership™ concept during a ½ or full day introductory session. The content of each module is applied to a current business challenge. • Foundation Workshops – During a 2-3 day experiential program on the core concepts in which participants work to discover their own defaults and mindsets in leading change and begin to learn and practice using new tools, techniques and approaches that can be put to immediate use in their work. • Immersion Programs – Intensive week long retreats designed to support and sustain individual and team growth. Participants internalize the Adaptive Leadership framework, engage in new ways of working to shift their own patterns of behavior as well as develop new and robust strategies to shift their business's practices and norms. • Application Programs – Traditionally 6 month to 18 month long engagements, participants apply the Adaptive Leadership Framework to current and significant challenges they are facing. These programs are based on an iterative model of cohort and application time, where participants work to mobilize their organizational stakeholders to reach adaptive successes through increasing skill and tool acquisition. <p><u>Consulting:</u></p> <ul style="list-style-type: none"> • Individual Consulting – Far different from “life coaching”, our individual consulting focuses and judges itself against progress on a organizational challenge. Through this process, individuals develop new skills, new working norms and defaults and learn to do more for their efforts and less getting in their own way. 	<p>Cristina Parnetti knows Managing Director and Business Director (former colleagues)</p>

		<ul style="list-style-type: none"> • Top Team Consulting – Executive teams have competing challenges of executing the business model and adapting the very same business model. Our top team consulting helps top teams manage this challenge, diagnose what is essential and expendable in organizational performance and build the new practices with scaled resources. Together we diagnosis your team’s performance and align executive teams that are better poised to move off the status quo, manage conflict and complexity, manage their teams, and ultimately adapt faster than the competition. • Innovation Consulting – There is no shortage of good ideas implemented poorly. Most innovations fail due to a lack of investment in overcoming the adaptive elements and underestimating the political elements of creating a change. Whether a new product or service or social technology to get new behavior, the innovation consulting can increase the success rate to bringing innovations to scale and profit. <p><u>Diagnostic:</u></p> <ul style="list-style-type: none"> • Adaptive Leadership Profile – Available in Self and 360° Assessments. The Adaptive Leadership Profile (ALP) is the result of years of development by leadership experts and statisticians. The profile assesses the following four quadrants of Adaptive Leadership capacities: Diagnosing the Organization, Mobilizing the Organization, Diagnosing Oneself, and Deploying Oneself. The Profile is a powerful learning tool and often acts as a useful starting point for increasing your ability to adapt and be effective. • Adaptive Index – The Organizational and/or Team Assessment is a powerful learning tool used to identify/ and analyze the adaptive strengths and challenges facing your organization or team. Like the Profile, the assessment tool provides suggestions for improvement and a consultation with experienced CLA staff. • Whole-Systems Diagnostic – Internal and External Stakeholder Assessment. The Whole-Systems Diagnostic takes a systemic view of the challenges being faced by an organization framing them in terms of the internal and external political constituencies and the specific business challenges that the organization is facing. This diagnostic work is a critical piece of the learning cycle that needs to be addressed before the real work can be done to move the organization forward. 	
Rachel Ciporen	Rachel.ciporen@gmail.com	Management and leadership consulting and coaching	Referred by Cristina Parnetti, worked extensively at Synergos Institute, very good reviews
Joshua Mintz	Cavanaugh, Hagan, Pierson & Mintz 1990 M Street, NW Suite 480 Washington, D.C. 20036 (202) 331-8925	A management and organization development consulting firm with twenty years experience in building and strengthening organizations. They provide customized services in the following areas: <ul style="list-style-type: none"> ▪ CEO Assessment 	Retained by PHP and highly recommended by them.

	(202) 785-9735 (fax) www.consultchpm.com	<ul style="list-style-type: none"> ▪ Consulting to the Government ▪ Strategic Planning ▪ Retreat Facilitation ▪ Executive Coaching ▪ Developing Leadership Teams ▪ Board Governance ▪ Strengthening Philanthropy ▪ Organization Design <p>Clients include nonprofit organizations, entrepreneur-led companies, major corporations, foundations, and government agencies.</p>	
Leadership Learning Community	<p>Leadership Learning Community 1203 Preservation Park Way Suite 200 Oakland, California 94612 510.238.9080</p> <p>Deborah Meehan, Executive Director</p>	<p>A nonprofit organization focused on connecting organizations and individuals in the leadership development field, including practitioners, grant-makers and thought leaders. Their primary focus is leadership development for social justice.</p> <p>They are building a learning community and documenting the learning. Their website includes a knowledge base, regular learning sessions (learning labs, learning circles, and Creating Space), collaborative writing projects, and online networks and wikis. They also offer consulting services to help optimize leadership development of nonprofit organizations by using:</p> <ul style="list-style-type: none"> • Insightful Evaluations Developing and managing thorough evaluations of leadership programs that identify and answer key questions and deliver evidence-based, actionable recommendations to inform future program decisions. • Exhaustive Scans Conducting scans of leadership development efforts to identify needs, promising practices and opportunities for our partners. • Innovative Methodologies <ul style="list-style-type: none"> ○ Learning Circles: leverage collective learning methodologies to generate key questions and solutions. ○ Learning Labs: intensive exploration of a specific problem or issue. ○ Consultative Sessions: focus the talents and perspectives of a diverse group of peers on a specific application, e.g. the design of a new leadership program, the integration of evaluation findings. 	
LeaderSpring	<p>LeaderSpring, a Project of the Tides Center</p> <p>1212 Preservation Park Way,</p>	<p>LeaderSpring's mission is <i>to foster high-performing nonprofits by strengthening and connecting the people who lead them</i>. This mission is achieved by awarding two-year, on-the-job Fellowships to a richly diverse, highly select cohort of experienced and mid-career nonprofit leaders and their agencies.</p>	

	<p>Suite 300 Oakland, CA 94612 Tel: (510) 286-8949; Fax (510) 286-8946 info@leaderspring.org www.leaderspring.org</p> <p>Cynthia Chavez, Executive Director</p>	<p>Since 1997, LeaderSpring has awarded 130 exceptional leaders and their agencies with an intensive program of leadership development, management skills training, professional coaching, customized mentoring, peer learning, and networking.</p> <p>About the LeaderSpring Fellows LeaderSpring annually awards groups of 14-15 diverse and dynamic local leaders with two-year Fellowships. <u>Cohorts are selected alternately from the East Bay and San Francisco.</u> At any given time, at least 28 nonprofit leaders are active in the program. The majority of LeaderSpring Fellows are women and people of color, and they typically represent the communities they serve.</p> <p>Key Program Components</p> <p><u>Monthly Leaders Circles:</u> Nationally respected trainers and experienced peers help Fellows gain new and relevant management and leadership skills. To increase knowledge of one another's programs, which can lead to agency collaborations, the location of these circles rotates among Fellows' agencies.</p> <p><u>Customized Executive Coaching:</u> Fellows receive five to six months of professional coaching from experienced, highly skilled coaches.</p> <p><u>Customized Study Trips:</u> On behalf of each Fellow, LeaderSpring arranges a five-day study trip to a nationally recognized nonprofit agency. Fellows bring back new and innovative ideas, yielding improvements in agency performance and client services.</p> <p><u>Overnight Retreats:</u> Through retreats at the beginning and end of the program, Fellows gain personal renewal and build enduring relationships of trust and mutual respect through experiential learning and community building activities.</p> <p><u>Individualized Action Planning:</u> Fellows carry out individualized action plans based on the current needs of their agencies, and with support of experienced peers, mentors, coaches and trainers.</p> <p><u>Alumni Network:</u> Beyond the Fellowship, Fellows garner continued access to critical learning opportunities and professional peer networking through active engagement in the Alumni Network.</p> <p>Philanthropic support covers 100% of Fellowship costs. No program fees are charged to Fellows or their organizations. Fellows cover only minor out-of-pocket expenses such as local</p>	
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		transportation.	
Campaign Strategy			
M+R Strategic Services	<p>Offices in various states. In New York:</p> <p>Michael O'Loughlin, New York Director moloughlin@mrss.com Phone: (212) 764-3878 x209 Fax: (212) 764-4298 80 Broad Street, Suite 1700 New York, NY 10004</p> <p>http://www.mrss.com/about.html</p>	Campaign planning and management for nonprofit organizations, online advocacy, online fundraising, government affairs, communications, field organizing, and activist training.	Retained by the Gideon Project
Board development			
BoardSource	<p>1828 L Street NW, Suite 900 Washington, DC 20036 Phone: (202) 452-6262 or 877-89BOARD (877) 892-6273 Fax (202) 452-6299</p> <p>http://www.boardsource.org/</p>	Consulting services; customized training; knowledge resources	
Support Center for Nonprofit Management	See above		
TCC Group	See above		
National Council of Nonprofits		<p><u>Nonprofit Economic Vitality Center</u> launched November 2008, is a free online clearinghouse of resources to help nonprofits cope with the many challenges created by the faltering economy. Resources are continually updated to provide the most current and helpful information in three main focus areas: 1) Basic facts & analysis, 2) Impact on nonprofits, and 3) Proactive positioning-action steps for nonprofits. The statistics, resources and other research on this website aim to help nonprofits answer questions on how to best use their shrinking budgets to best serve their communities' increasing needs.</p>	
Communications			
Andy Goodman, consultant	<p>http://www.agoodmanonline.com/green.html</p>	<p>Communications consulting firm that helps public interest groups, foundations, and progressive businesses reach more people more effectively. Andy Goodman is a nationally recognized author, speaker and consultant in the field of public interest communications. Author of Storytelling as Best Practice, Why Bad Ads Happen to Good Causes and Why Bad</p>	

	<p>Mail 444 North Larchmont Blvd., Suite 102 Los Angeles, CA 90004</p> <p>Phone 323.464.3956</p> <p>Fax 323.464.5412</p> <p>Email Andy Goodman, andy@agoodmanonline.com Lori Matsumoto, lori@agoodmanonline.com</p>	<p>Presentations Happen to Good Causes. He also publishes a monthly journal, free-range thinking, to share best practices in the field.</p> <p>Andy is best known for his speeches and workshops on storytelling, presenting, design and strategic communications, and has been invited to speak at Harvard's Kennedy School of Government, the Woodrow Wilson School of Public Affairs at Princeton, as well as at major foundation and nonprofit conferences. He currently serves on the faculty of the Communications Leadership Institute, which trains nonprofit executive directors and grantmakers.</p> <p>In 2007, Al Gore selected Andy to train one thousand volunteers who are currently helping the former Vice President engage more Americans in the fight against global warming.</p>	
The Goodman Center	<p>This is an online resource on communications for nonprofits</p> <p>http://www.thegoodmancenter.com/about.php</p>	<p>Online, interactive workshops (check the calendar at http://www.thegoodmancenter.com/workshops.php)</p> <p>If an organization enrolls more than 15 students, it can request the workshops to be tailored to its needs.</p> <p>The website also provides books, documents and other knowledge resources.</p>	
Spitfire Strategies	<p>Offices in Washington DC, Austin, Colorado, San Francisco, Dallas.</p> <p>http://www.spitfirestrategies.com/</p>	<p>Consulting firm offering nonprofits and foundations communications and campaign planning, training, counsel, and tools. Tailored consulting and workshops.</p>	<p>Karynn Fish</p> <p>Many OSI people have used Spitfire services or attended their workshops, and provided very positive reviews.</p>
Dan Klores Communications	<p>386 Park Avenue South, 10th floor New York, NY 10016 Tel 212-685-4300 Fax 212-685-9024 contact@dkcnews.com</p>	<p>Established in 1991, DKC is one of the largest independent public relations firms in the country. Client roster includes: Delta Air Lines, General Motors, Sprint, Microsoft, United Technologies Corporation, Michael Eisner/Tornante, Miller Brewing Company, Kraft Foods, Sheraton, Hyatt, New Balance Athletic Shoe Company, National Basketball Association, National Football League, HBO, Showtime.</p>	<p>Retained by the Gideon Project</p>
The Raben Group	<p>Washington, DC: 1640 Rhode Island Ave, NW Suite 600</p>	<p>Founded by former U.S. Assistant Attorney General Robert Raben in 2001, The Raben Group offers an integrated portfolio of services for communication with policymakers and the public. They offer a tailored suite of services including policy development, direct lobbying, coalition</p>	<p>Retained by OSI DC in the past (Stephen Rickard)</p>

	<p>Washington, DC 20036 (p) 202.587.2858 (f) 202.587.2859 http://www.rabengroup.com/</p>	<p>building , grasstops campaigns, political counsel and strategic communications.</p> <p>Their Practice Groups are:</p> <ul style="list-style-type: none"> • <u>Commerce and Financial Services</u> • <u>Constitution and Justice</u> • <u>Health and Education</u> • <u>Intellectual Property and Entertainment</u> • <u>LATINStrategies</u> • <u>Lesbian, Gay, Bisexual and Transgender Community</u> • <u>Political Activities</u> • <u>Strategic Communications</u> 	
Evaluation			
<p>Mendelsohn, Gittleman and Associates (MGA)</p>	<p>9 Lincoln Road Brookline, MA 02445-6804 Voice (617) 216-8163 http://www.mgaconsultants.com/index.html</p>	<p>Consulting services for foundations, not-for-profits and small businesses:</p> <p>Best Practice Research: MGA can conduct literature reviews, web-based research, individual interviews and focus groups</p> <p>Policy Research & Analysis services examine local, regional and national policies, to help an organization understand the impact of those policies on different populations and institutions.</p> <p>Program Evaluation: evaluate existing programs, assess program goals and create clear, measurable outcomes.</p> <p>Program Design: ensure effective new — or improved — programs that are more responsive to clients, more appealing to funders and set up to succeed.</p> <p>Program Implementation: help to turn that design into an operating program with consistent policies, practical procedures and clear outcome measures.</p>	
<p>TCC Group See above</p>	<p>31 West 27th Street 4th Floor New York, NY 10001 Phone: 212.949.0990 Fax: 212.949.1672 http://www.tccgrp.com/</p>	<p>Consulting services to nonprofits, philanthropic organizations and corporate citizenship program. Evaluation is one of the areas they cover.</p>	
<p>FSG Social Impact Advisors</p>	<p>20 Park Plaza, Suite 320 Boston, Massachusetts 02116 United States of America</p>	<p>A nonprofit 501(c)(3) organization, founded in 1999 as Foundation Strategy Group by Mark Kramer and Harvard Business School professor Michael Porter.</p>	

	<p>Phone: (617) 357-4000 Fax: (617) 357-4007</p> <p>Mark Kramer, Managing Director Work (617) 357-4000 X 101 Cell (617) 905-4707 mark@foundationstrategy.com</p>	<p>FSG is dedicated to accelerating social progress by advancing the practice of philanthropy and corporate social responsibility in three ways:</p> <p>Advice. They offer consulting services on strategy and implementation, <u>evaluation</u>, organizational alignment, and corporate social responsibility.</p> <p>Ideas. They conduct research, usually featured in such publications as <i>Harvard Business Review</i>, <i>Stanford Social Innovation Review</i>, and <i>The Chronicle of Philanthropy</i>.</p> <p>Action. They undertake multi-year initiatives in collaboration with external partners. These action initiatives may result in research reports, conferences, or even the establishment of new organizations to meet specific needs within the field. Our goal is to advance the field by creating tools, identifying best practices, and fostering constructive collaboration to accelerate the pace of social progress.</p>	
Teamworks	<p>Renee Berger raberger@sfteamworks.com</p> <p>9 Van Buren St, SF CA 94131 415 469 0300</p>	<p>A management consulting firm, established over 20 years ago, that provides program design, leadership and organizational development, and <u>evaluation services</u> to private and community foundations, corporations and government.</p> <p>Consulting and coaching services.</p> <p>Renee A. Berger, the president and founder of Teamworks, is a national figure with over 30 years of consulting experience working in diverse communities and organizations. She is an author of books and monographs on organizational effectiveness, community development, and public-private sector relations, a frequent speaker at conferences, and guest lecturer at universities. Before establishing TEAMWORKS, Ms. Berger served as the director of partnerships for the White House Task Force on Private Sector Initiatives, and had served as a consultant for numerous organizations in the United States and abroad, including: Conference Board, German Marshall Fund, U.S. Conference of Mayors, Organization for Economic Cooperation and Development (Paris), Committee for Economic Development, Mott Foundation, and Urban Institute.</p>	<p>Referred by Cristina Parnetti. Renee Berger did evaluation work for Ford and Mott foundations. Other clients have included the David and Lucile Packard Foundation, Fannie Mae Foundation, Rockefeller Foundation, The San Francisco Foundation, and the William and Flora Hewlett Foundation.</p>
Community Planning & Research LLC (CPR)	<p>6050 Commerce Blvd., Ste 204 Rohnert Park, CA 94928 t.707.586.0581 f. 707.586.1276</p> <p>Diana Doyle, Principal t. 707.586.0581 ext. 22 diana@cprgroup.net</p>	<p>Community Planning & Research LLC (CPR) is a full-service <u>evaluation</u>, applied research and strategic planning consulting firm dedicated to supporting community-based organizations, charitable foundations and other grantmakers, membership associations and other public benefit entities.</p> <p>CPR offers a range of services:</p> <ul style="list-style-type: none"> •Program evaluation, development and planning •Organizational assessment, development and strategic planning •Facilitation 	

	<p>Alan Pardini, Principal t. 415.550.1139 alan@cprgroup.ne</p>	<ul style="list-style-type: none"> •Grants administration •Project management •Management assistance and executive coaching •Technical assistance and training <p>CPR was founded in 1996 by Diana Doyle and Alan Pardini, who remain as the firm's principals.</p>	
OMG Center for Collaborative Learning	<p>Gertrude (Gerri) Spilka, Executive Director</p> <p>1528 Walnut Street, Suite 805 Philadelphia, PA 19102 215-732-2200 (phone) 215-732-8123 (fax)</p>	<p>OMG Center for Collaborative Learning is an independent, nonprofit research and consulting organization based in Philadelphia. OMG Center works across the country for clients in the philanthropic, nonprofit, and government sectors. They provide consulting services and workshop on:</p> <ul style="list-style-type: none"> Evaluation Strategic planning Capacity building 	
Andrea Anderson Hamilton	<p>Center for Human Environments 365 Fifth Avenue, 6th Floor New York, NY 10016 212-817-1906</p> <p>Helène Clark, Director hclark@actknowledge.org</p> <p>Dana Taplin, Managing Director dtaplin@actknowledge.org</p> <p>Kira Krenichyn, Director of Research kkrenichyn@actknowledge.org</p> <p>Connie Hall, Administrator chall@actknowledge.org</p>	<p>Andrea Anderson-Hamilton, Ph.D., Director of Planning at ActKnowledge, a social enterprise that has developed a methodology for social sector planning, evaluation, and implementation tracking.</p> <p>Andrea Anderson-Hamilton, a nationally recognized expert in the Theory of Change approach to planning and evaluation, joined ActKnowledge in 2008. As Director of Planning, Andrea works with clients and collaborators interested in using Theory of Change tools for planning, evaluation, and organizational development. Dr. Anderson-Hamilton currently directs a Theory of Change process for American Legacy Foundation's work on tobacco cessation. Her work is helping American Legacy organize its grant making within a theory-based, pathway-of-change framework that will enable multiple-site, multiple-grant evaluation of the Foundation's effectiveness. In 2009 Dr. Anderson-Hamilton will begin a TOC-based evaluation of a tobacco cessation initiative of the Robert Wood Johnson Foundation involving advocacy and policy evaluation of coalitions across multiple sites throughout the United States. Before joining ActKnowledge, Andrea was the Director of Policy and Advocacy at the Pratt Center for Community Development in Brooklyn. At Pratt, she worked on policy research related to providing access to economic opportunity for the 500,000 residents of public housing in New York City, and on a citywide study of immigrant housing issues. From 1999 to 2007 Andrea served as a research associate at the Aspen Institute Roundtable on Community Change, where she focused on developing the theory of change approach to planning and evaluation, and collaborated frequently with ActKnowledge. In addition to providing training and technical assistance, Andrea published <i>Theory of Change as a Tool</i></p>	Terrance Pitts

		<p><i>for Strategic Planning: A Report on Early Experiences (2004)</i> and <i>The Community Builder's Approach to Theory of Change: A Practical Guide to Theory Development (2005)</i>. During her years at Aspen Andrea was a Fellow of the Association of Black Foundation Executives. Dr. Anderson has a Ph.D. in Evaluation and Planning from Cornell University and a Masters Degree in Family and Community Development from the University of Maryland. Originally from Baltimore, Andrea lives in Harlem with her husband, Victor Hamilton.</p>	
Kim Sabo Flores	<p>The Studio for Participatory Evaluation and Development (The Studio) is located within the Center for Human Environments at The Graduate Center at the City University</p> <p>KIM SABO FLORES THE CENTER FOR HUMAN ENVIRONMENTS 365 FIFTH AVENUE, 6TH FLOOR NEW YORK, NY 917-817-1841</p>	<p>Kim Sabo Flores is the director of the <u>Studio for Participatory Evaluation and Development (The Studio)</u> and has been working in the field of evaluation for the past decade, with the particular focus in the area of youth development. Drawing upon her training in development and organizational psychology, Dr. Flores introduces hundreds of adults and young people, their programs and their communities to the empowering impact of creative and sustained participation, reflection and evaluation. In addition, she has worked with numerous foundations to help build their evaluation capacities, supporting them to measure their "community" impacts and progress toward achieving their missions. Her unique approach highlights the performatory nature of participatory evaluation and the contribution of performance to human learning and development.</p> <p>As founder and principal of The Studio, Dr. Flores generates collaborative projects that educate both program staff and their funders about ways that participatory evaluation can help to build organizational capacity. Dr. Flores is also a senior research associate in the Children's Rights Research Group and has conducted several large-scale evaluations for UNICEF that examine the extent to which children's rights are being implemented within various countries.</p>	
LFA Group	<p>170 Capp Street Suite C San Francisco, CA 94110</p> <p>Tel: 415-392-2850</p>	<p>LFA Group is a San Francisco-based consulting group serving the nonprofit, philanthropic, and public sectors with research, evaluation, and technical assistance services. Research Services answer our clients' questions about the populations they serve, unmet needs in their communities, and the market of available programs and supports. LFA's research services include:</p> <ul style="list-style-type: none"> • Needs Assessments • Descriptive Population Based Surveys • Strategic Program Development Assessments • Market and Field-Testing of Outreach Materials • Nonprofit Landscape Studies <p>Evaluation Services inform our clients' understanding of the effectiveness of their programs, initiatives and/or organizations to inspire and guide ongoing improvement. LFA's evaluation services include:</p> <ul style="list-style-type: none"> • Process Evaluation 	Referred by Shannon St. John (independent consultant, philanthropic advisor)

		<ul style="list-style-type: none"> • Outcomes and Impact Evaluation • Assessments of Organizational Capacity and Effectiveness • Client/Consumer Satisfaction Assessments • Formative and Summative Evaluation <p>Technical Assistance Services build the capacity of our clients to use information to focus their work.</p> <ul style="list-style-type: none"> • Strategic Planning • Evaluation Planning • Ongoing Research and Evaluation Assistance and Support • Comprehensive Client Information System Development • Evaluation Instrument Development 	
Catherine Borgman-Arboleda	cborgman.arboleda@gmail.com	<p>Catherine is a co-founder and prior Executive Co-Director of CIMA (Center for International Media Action), and currently provides evaluation and assessment services to CIMA. Most recently she completed a three-part assessment of the Knowledge Exchange, a pilot project of the Funding Exchange and Consumers' Union, which aimed to connect national media and communications policy work with local organizing efforts. Catherine's other consulting work has included a formative evaluation of the Social Science Research Council's Necessary Knowledge for a Democratic Public Sphere, a strategic assessment of the Progressive Technology Project's VOTER project, and a report on knowledge sharing effective practice in NGOs and networks for UNDP Vietnam, to inform the development of the country's first umbrella NGO, and an evaluation and strategic planning process for the Funding Exchange's Media Justice Fund.</p>	
Diversity			
Redwood Enterprise LLC	Renee Redwood, CEO	<p>René Redwood is considered one of the nation's foremost experts and advocates on diversity. Her consulting practice uses a cooperative business model to provide strategies and structures to enable the client's mission. For more than two decades, Redwood has informed the debate on access, inclusion and equal opportunity while directing initiatives for public, non-profit, and private sector organizations. She is often described as smart, strategic and energetic, and has been featured in publications such as <i>Time Magazine</i>, <i>Black Enterprise</i>, <i>American Editor</i>, <i>Elle Magazine</i>, and <i>Essence Magazine</i>.</p> <p>Redwood served on the court appointed Oversight Task Force for Coca-Cola North America to oversee the corporation's compliance with a historic discrimination settlement agreement, and is a chemist by training. She was an executive director of a prominent polling and consulting firm; the Presidential Glass Ceiling Commission (Civil Rights Act of 1991, Title II); a coalition of leading legal defense organizations; congressional district offices; and political operations for a national party. René Redwood is facile with data, and has a quantifiable</p>	Referred by Bill Vanderberg

		<p>record of success as a trainer, senior counsel to grassroots groups and national organizations, an innovator, a mentor, and a master facilitator. Her significant experience in strategic planning, project and personnel management, organizational development and evaluation, capacity building, constituent or stakeholder networks coordination and expansion, communications and message development, and election administration, has positioned Ms. Redwood as a recognized leader with passion and purpose.</p> <p>Ms. Redwood's career also includes serving as Director of Political Operations for the Democratic National Committee (DNC), Special Assistant to the Secretary of Labor Robert Reich, District Office Director for Congresswoman Eleanor Holmes Norton, Director for Administration for the Center for Policy Alternatives, Executive Director for Greenberg- Lake: The Analysis Group, and Staff Assistant for U.S. Senator Christopher Dodd (CT).</p> <p>Ms. Redwood currently serves on several Boards: Ms. Foundation for Women; State Voices; NARAL Pro-Choice America; Political Research Associates; Women's Information Network; and the Racial Justice Campaign.</p>	
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