

## Bios for the Non-Profit Boot Camp Coaches

### A

#### **Sarah Alvarez, Executive Coaching, 13ver Consulting Group ([www.13ver.com](http://www.13ver.com))**

Sarah Alvarez helps social sector organizations build stronger models, structures and programs that raise the bar of innovation and excellence and bring us closer to a more equitable distribution of opportunity across communities. Sarah has applied her JD. L3VER is a client-centered consulting practice dedicated to improving organizations that serve the common good through nonprofit or for-profit work.

### B

#### **Sarah Bernstein, Executive Coaching, Work from Within, LLC ([www.workfromwithin.com](http://www.workfromwithin.com))**

Dr. Susan Bernstein guides creative non-conformists to align their careers with their hearts. She also provides assistance with clarifying your career and life goals, and transforming them for greater meaning and abundance. I also help entrepreneurs with visioning and implementing their business ideas.

#### **Marie Beichert, Development Services, granthelper.com ([www.granthelper.com](http://www.granthelper.com))**

Serving social causes since the sixties, Marie has extensive experience in fund development consulting, grant writing, donor database management, prospect ID, and systems development for growing organizations. She specializes in service to mission-driven community benefit organizations and has a special interest in prison reentry programming and prison advocacy. Granthelper.com offers online resources and consulting in the areas of proposal development; prospect research prospect relationship mapping, organizational audits, project planning & development, donor database conversion support for granthelper.com systems development, events, and annual campaigns.

#### **Inderjit Signh Bhogal, Executive Coaching, Vision Works Group ([www.inderbhogal.com](http://www.inderbhogal.com))**

Inder is an Executive Coach and an Organizational Consultant to top level executives and leaders who are seeking improvement in their personal performance and the overall productivity of their organizations with 15 years of experience. The Vision Works Group is a company of 8 consultants that work together as executive coaches, team building consultants, and mentors in helping people to be more productive and successful in their work and in their lives. We provide individual coaching.

#### **Bruce Burtch, Marketing, Bruce W. Burtch ([www.bruceburtch.com](http://www.bruceburtch.com))**

I am an expert marketing & communications consultant specializing in the development and of integrated marketing campaigns for nonprofits and start-up organizations. My work is nationally-respected for producing highly promotional materials. I directed the American Red Cross.

### C

#### **Heather Carpenter, Development, Nonprofit Alternatives, ([www.nonprofitalternatives.org](http://www.nonprofitalternatives.org))**

Heather provides consulting to organizations who want to improve their nonprofit operations and she guides nonprofit organizations through the start-up process. She utilizes her years of experience managing the day-to-day operations of nonprofits. Heather has served as a Nonprofit Manager, Consultant, Speaker and Trainer to nonprofit organizations in California and Illinois for over 7 years. She earned her Masters of Management in Nonprofit Administration from North Park University in Chicago, Illinois.

**Leila Chirayath, Web Development, Samasource**

Leila founded and currently heads Samasource, an award-winning social enterprise that leverages business process and IT outsourcing for social change in Africa and rural Asia. She has worked as a management and strategy consultant at Katzenbach Partners. Samasource catalyzes sustainable economic development and poverty alleviation by creating a thriving, active market for socially responsible outsourcing to developing regions. We are based in Silicon Valley and are piloting our innovative brokerage model.

**Cheryl Clarke, Grantwriting, Consultant ([cclarke478@aol.com](mailto:cclarke478@aol.com))**

Cheryl has been in the nonprofit/development field for nearly 20 years. She is the author of three fundraising books. Nationally renowned speaker and trainer. She has held senior development positions at USF School of Law, UCSF and the Marine Mammal Center. She handles comprehensive fundraising consulting, including major gifts, annual giving, grantwriting, development audits, feasibility studies and capital campaigns, and also conducts board retreats and fundraising workshops. She works with small-medium agencies in a broad range of fields.

**Stacie Clary, Executive Coaching, Coaching Toward Change ([www.coachingtowardchange.com](http://www.coachingtowardchange.com))**

Stacie works with individuals, teams, and organizations in improving time management skills, breaking down large goals into manageable steps, improving personal and professional relationships through better communication, impacting social change. I have held leadership positions in nonprofits since 1989, including as an Executive Director. I also have sat on a variety of boards. She has extensive experience both as a staff member and a consultant in planning, coaching, organizational development, and fundraising.

**D**

**Emily Davis, Nonprofit Consultant, EDA Consulting ([www.edaconsulting.org](http://www.edaconsulting.org))**

Emily began her career working in the nonprofit and philanthropic communities more than 10 years ago. Since spring 2007, Emily has been serving as a nonprofit consultant, trainer, and philanthropic advisor through her company, EDA Consulting. She currently consults on a wide range of nonprofit issues. EDA Consulting provides training and consultation in the areas of nonprofit leadership and management, emerging leadership, Web 2.0 technology, philanthropy, resource development, event planning, outreach and communications, volunteer management, and board development.

**Xhayni De Mur, Executive Coaching, The De Mur Group Inc. ([xdemur@shifthappensnow.com](mailto:xdemur@shifthappensnow.com))**

Xhayni De Mur is a certified coach, consultant, speaker and writer. Xhayni received her ICF accredited coach training from California Institute of NLP and Coaching. She is an ordained interfaith minister, a graduate of One Spirit Interfaith Seminary. Shift Happens...NOW!

**Tricia Dell, Non-Profit Consultant, Tricia Dell Consulting ([www.triciadellconsulting.com](http://www.triciadellconsulting.com))**

Tricia Dell has served the nonprofit community for 20 years working in program and executive positions. Since 2003, she has consulted with nonprofit leaders in the arts, education, social services, religious communities and environmental agencies. Tricia also facilitates student groups at the Stanford Graduate School of Business enhancing her work with nonprofit leaders. Tricia Dell Consulting supports small and medium sized nonprofits in achieving their goals of increased annual giving and creating higher impact.

**E**

**Marian Esver, Executive Consulting, Maria Esver ([mesver@gmail.com](mailto:mesver@gmail.com))**

Marian is a seasoned Career Development professional involved in consulting for over ten years.

## F

### **Charles Fernandez, Strategic Planning, TCC Group ([www.tccgrp.com](http://www.tccgrp.com))**

Charles Fernandez is a Consultant at TCC Group, where he works on strategic planning, grantmaking assistance, and capacity building with both nonprofit and philanthropic organizations. Over the past 20 years, Charlie has worked both as a foundation program manager and in development. With nearly three decades of experience, TCC Group has a track record of providing consulting services to help nonprofit organizations navigate through the complex challenges of today's world. Our services include strategic and business planning, program.

### **David Ferrera, Strategic Planning, The Meeting Guy ([www.themeetingguy.com](http://www.themeetingguy.com))**

David Ferrera plans strategic retreats. He is a meeting facilitation and team building specialist. For over ten years, he has delivered programs that focus on communication, integrity, and results. The Meeting Guy works with a variety of clients and takes part in meeting facilitation: Planning and delivery of Board of Director's strategic retreats and team building: Superhero Teams, interactive workshop for improved communication and effectiveness on teams. Fun, multi-media, total blast!

### **Jill Finlayson, Marketing Manager, Social Edge ([www.socialedge.org](http://www.socialedge.org)) or [jill@finlayson.net](mailto:jill@finlayson.net)**

Jill Finlayson does marketing and content development for Social Edge, the global online community where social entrepreneurs and others in the social benefit sector connect to network, learn, inspire and share resources. She is a seasoned web 2.0 marketing and online fundraising expert who worked for eBay for five years, and coauthored of Fundraising on eBay (McGraw Hill).

### **Kevin Flynn, Director of Client Services, Commongood Careers ([www.cgcareers.org](http://www.cgcareers.org))**

As a Director of Client Services, Kevin manages searches for a portfolio of nonprofit organizations in cities throughout the country. Prior to Commongood Careers, he was as a Program Associate with National TenPoint Leadership Foundation, working with high-risk and gang-involved youth to reduce violence in underserved neighborhoods throughout the country. Kevin attended Boston College and is a board member of the Boston chapter of the Young Nonprofit Professionals Network. Commongood Careers is an innovative nonprofit search firm dedicated to supporting social entrepreneurs with their recruitment and hiring needs in every functional area and at every level of the organizational chart, from administrative through executive.

### **Catherine Crystal Foster, Consultant, Policy & Advocacy Consulting, ([www.policyconsulting.org](http://www.policyconsulting.org))**

Catherine is a strategist, advocate, and evaluator with over 20 years' experience in the non-profit community. During a decade of consulting, she's helped non-profits and foundations pursue their policy goals, refine their advocacy, and assess their progress. She previously worked as a public interest lawyer and child advocate, and has served on several non-profit boards.

### **Julie Frisbee Ford, Executive Coaching, Ford and Company ([jfrisbeeford@yahoo.com](mailto:jfrisbeeford@yahoo.com))**

Julie Frisbee Ford, M.A., is an expert Career and Vocational Counselor whose business, Ford and Company, is based in Oakland, CA. Julie has over 20 years experience in providing supportive, creative and meaningful counseling services to individuals. Ford and Company is a small, independently-woman-owned and operated firm that has been offering the full-range of career and vocational counseling services for over 20 years. It originated in San Francisco, and is now based in Oakland, CA.

## G

### **Grant Garrison, Development Consultant, Grant Garrison Consulting**

With six years of experience in program development, grantmaking, and strategic planning for a range of philanthropies, Grant leverages his insider's perspective on philanthropy, strategic acumen, and strong communications skills to improve the strategic positioning and fundraising of nonprofits in a variety of fields.

### **Amanda Gerrie, Executive Coaching, Pathways Career Consulting ([agerrie@yahoo.com](mailto:agerrie@yahoo.com))**

Amanda Gerrie launched Pathways Career Consulting in 2003, with the goal of helping people find fulfilling, balanced, and joyful careers. After assisting hundreds of people through employment programs in the non-profit and government arena, Amanda decided she wanted to help people find jobs that they found truly fulfilling. Pathways offers career coaching and executive coaching services for those who would like to: improve their work performance and happiness, explore career options, clarify life goals, start a business or non-profit, or find a job.

### **Sandra Gresham, Fundraising, University of California at Santa Cruz ([www.ucsc.edu](http://www.ucsc.edu))**

## H

### **Linda Hardenstein, Non-Profit Consultant, Hardenstein Consulting LLC ([www.hardensteinconsulting.com](http://www.hardensteinconsulting.com))**

Linda Hardenstein, MPA, PCC graduated from the Georgetown University Leadership Coaching Program, coaches executives, and facilitates non profit boards. She was a program manager at the National Education Association and developed a university for an international law firm. Non profit board positions include a Conflict Resolution Center and Leadership America. Hardenstein Consulting LLC offers executive leadership coaching, non profit board facilitation that gets results, and leadership training for managers of non profits and law firms.

### **Mary Hiland, Board Development, Hiland and Associates ([www.hiland-assoc.com](http://www.hiland-assoc.com))**

I have 30 years of experience in the nonprofit sector in the Bay Area - twenty of these as an executive. My executive career culminated in leading two mergers to create a nonprofit organization of 530 staff with a budget of \$26 million for which I was selected to facilitate. Hiland & Associates specializes in working with nonprofit executive directors and boards of directors to build their partnership and define and achieve strategic goals. Services provided focus on: board development, design and facilitation of board retreats for non-profits.

### **Hollee Howden, Executive Coaching, Howden & Associates ([coachh3@yahoo.com](mailto:coachh3@yahoo.com))**

Hollee Howden is a Coach and Consultant, focused on Leadership Development and Career Management. Her expertise is in Performance Consulting, Leadership Development, Career Management and Change Management and for the past twenty years has been helping in the non-profit sector. She provides coaching to leaders to enhance their ability to be effective in their communications and managing their relationships with others. My expertise is in leadership development, career management, change management, emotional intelligence and team development.

## J

### **Laura Jason, CFRE, Development Consultant, Laura Jason Consulting**

Laura Jason provides services for the nonprofit community: organizations, consultants and foundations. Writing services include development of proposals for annual, projects, campaigns, and sponsorship goals, special project and reporting needs, and writing and/or editing of research studies, as well as corporate/foundation strategy formulation and prospect research. Recent clients include: Friends of the San Francisco Public Library, Oram Group, SeniorNet, Narrative Magazine, Petersen Automobile Museum, International Museum of Women, Housing Choices Coalition, Public Library of Science, GreatNonprofits, Pathways Hospice Foundation, and San Francisco SPCA.

### **Diane Johnson, Executive Coaching, Mmapeu Management Consulting ([www.mmapeu.com](http://www.mmapeu.com))**

Dr. Johnson has more than 25 years experience in the business, public and social sectors in a multitude of roles — from Director of Programs and Director of Development to President of a national management consulting firm. Established in 1992, Mmapeu Management Consulting is a national consulting firm specializing in strategic clarity, organizational development and capacity building. Specific areas of expertise include growing to scale, executive transitions, and collaboration.

## K

### **Kathy Knudson, Executive Coaching, CPDI ([kathyknudson@yahoo.com](mailto:kathyknudson@yahoo.com))**

## M

### **Michael Magnaye, Development Director, College Summit ([www.collegesummit.org](http://www.collegesummit.org))**

Michael Magnaye has more than 12 years of fundraising experience in health, international development, the arts and education. He served as an events consultant for a diverse set of clients, from Catholic groups to LGBT organizations. He holds a B.A. *cum laude* from the University of the Philippines and an M.S. from Stanford University. Hybrid Productions was established in 1996 as an independent media production company. In response to the growing need for strategic fundraising among U.S. non-profit organizations and international NGOs, Hybrid has shifted its work to focus on events, grant writing and major donor philanthropy.

### **Kristen Mahoney, Executive Coaching, Insight Out Life Coaching ([www.insightoutlifecoaching](http://www.insightoutlifecoaching))**

Kirsten Mahoney is a certified Life Balance Coach and founder of Insight Out Life Coaching. Kirsten also earned a BA in Sociology and a MA in Education. Prior to becoming a coach she served as a Director of Operations for a leading non-profit. As a Life Balance Coach, for Insight Out Life Coaching, Kirsten combines her natural curiosity and compassion with her coaching expertise and knowledge to empower people to live more balanced, less stressful lives through insightful one-on-one coaching.

### **Bruce Marcus, Management, Third Sector Solutions ([bamsfca@gmail.com](mailto:bamsfca@gmail.com))**

I have provided consultation for the creation of a 'small school' initiative of the Coalition of Essential School's San Francisco (Bayview/Hunters Point) school, participating in the school's design team and community advisory board.

I organize networks as well. Third Sector Solutions (TSS) provides organization and program development, staff training, strategic planning, community outreach and marketing support for start up organizations in the San Francisco Bay Area. TSS also provides consultation on the governance.

## N

### **Janis Nicholas, Management, SBC ([janisn1015@sbcglobal.net](mailto:janisn1015@sbcglobal.net))**

Janis has been a Human Resources professional with over sixteen years of generalist experience in non profit organizations. She specializes in employee and labor Relations, implementing a Human Resources infrastructure for new organizations, and HR Client Support.

## P

### **Pete Parker, Development Consultant, Parker Development Services ([www.parkerdevelopment.com](http://www.parkerdevelopment.com))**

Pete Parker of Parker Development Services has been a non-profit professional for 18 years. He brings his success, experience and excitement for annual and major fundraising campaigns to the organizations he consults. Based in Reno, Nevada, he has helped raise over \$30 million for non-profit organizations. PDS primarily offers fund development consultation services and also works with donors to create strategic giving plans.

## R

### **Renata J. Razza, Executive Consulting, MBR Coaching ([www.mbrcoaching.com](http://www.mbrcoaching.com))**

Renata J. Razza guides individuals within nonprofit organizations to cultivate their ideal work/life balance, value both commitment to a mission and care of self, and celebrate successes. Professional Coaching with Renata creates a positive alliance to develop strength-based and values-based approaches to common non-profit challenges including burnout and resource scarcity. His Executive Coaching breaks the isolation EDs experience and focuses EDs on intentionally developing their own leadership style.

### **Marci Rinkoff, Consultant, Consulting Within Reach ([www.consultingwithreach.com](http://www.consultingwithreach.com))**

Marci is a graduate from the University of Houston with a Bachelor's degree in Sociology and currently pursuing her Masters in Organizational Development at Sonoma State University. She is certified as a professional coach through the International Coach Federation and the Coaches Training Institute. She offers her clients experience and training from a variety of communication models and tools: Birkman and DISC assessments, 360-Feedback, Emotional Intelligence, Neuro-Linguistic Programming, Non-Violent Communication, and Organization and Relationship Systems Coaching. She is passionately committed to help individuals and socially responsible organizations creatively develop the skills and awareness to become both more values-aligned and effective in creating positive results.

### **Pam Fox Rollin, Consultant, IdeaShape (<http://www.ideashape.com>)**

Pam Fox Rollin, MBA, founded IdeaShape in 1999 and is now a thought-partner to nonprofit and corporate executives leading their organizations through complex change. Her coaching, consulting, and teambuilding work draws on 20 years of experience in strategic planning, management education, executive coaching, and leadership, including Executive Director, Development Manager, and Board officer positions. Pam's IdeaShape clients include Accenture, Autodesk, Blue Shield of CA, eBay, Sun Microsystems, and Charles Schwab.

### **Sheryl Roman, Management, HR Consultant ([sdroman@mac.com](mailto:sdroman@mac.com))**

Sheryl is a Human Resource professional with extensive experience developing, managing and motivating staff in both the corporate and non-profit sectors. She is an independent HR Consultant with special focus on non-profits Services: Interim HR leadership, HR infra-structures, Policy, procedure development & documentation, strategy and goal setting, performance measurement, management, and succession planning.

## S

### **Majorie Singer, Executive Coaching, Majorie Singer ([www.majoriesinger.com](http://www.majoriesinger.com))**

Marjorie Singer has extensive experience as a coach, trainer, and cross-cultural facilitator in a variety of organizations in both the U.S. and abroad.

### **Steve Spiker, Research and IT Director, Urban Strategies Council ([www.urbanstrategies.org](http://www.urbanstrategies.org))**

Steve manages all research relating to crime, health, education systems, economic opportunity and development for a non profit focusing on poverty elimination. He has a strong background in tech management, web design, GIS and mapping technology, evaluation and research. He incorporates open-source and free tech solutions into local nonprofits workflow.

### **Margaret Southerland, Principal, Strategic Philanthropy Advisors, LLC**

Margaret Southerland has more than twenty years of experience in financial services. Prior to her current position as Principal of Strategic Philanthropy Advisors, LLC, she served as the California Program Officer for the JPMorgan Chase Foundation. Her skills are financial and organizational assessments; Strategic plans; program operations analysis and coaching for executive Leadership, Strategic Philanthropy Advisors, LLC provides consulting services to enhance the internal procedures and maximize the external impact of grantmakers, social investors, government agencies, schools, and nonprofit organizations. We also conduct market analyses, and organizational and financial feasibility studies, assist with program planning and implementation, and help with resource development.

### **Paula Swanson, Executive Consulting, Cultural Competency Associates ([PaulaEnterprises@aol.com](mailto:PaulaEnterprises@aol.com))**

Paula Swanson is President of Cultural Competency Associates, a training and intercultural coaching firm located in Alameda. She has 25 years of experience in the facilitation of learning about interpersonal dynamics - as a key strategy to improve performance. Cultural Competency Associates provides cultural profiles of individuals, teams, and organizations, such that each can know their own specific cultural mindset. We use processes to see how different cultures solve problems, and our mission is to celebrate and honor those differences.

## T

### **Ilana Tandowsky, Consultant, ICT Consulting**

I have been both a volunteer leader and a professional consultant in non-profits for the last 20 years. My experience as an organizational development leader and executive coach includes extensive work in retail, high tech, consumer packaged goods, hotel/restaurant industry, retail design and various non-profits. I have been a non-profit board member for non-profits and well-understand the need for skill building for the non-profit staff. I have a BA in English from UC Berkeley and an MA in Education/Organization Theory from Stanford.

### **Dave Tate, Board Development, Cholakian & Associates ([tateatty@yahoo.com](mailto:tateatty@yahoo.com))**

Dave is an Attorney and Certified Public Accountant. He is also the author of materials pertaining to audit committee functions, responsibilities and governance. Author of the California Continuing Education of the Bar audit committee chapter for Advising and Defending Corporate Litigation and business consulting services. I am available to consult on nonprofit audit committee functions, responsibilities, and governance related topics.

### **David Traub, Buisness Development Executive, StarSports.org ([www.StarSports.org](http://www.StarSports.org))**

David Traub has 25-years of experience as a venture catalyst, business development executive, investor and/or board member/advisor to over 35 startup, early stage and multi-national and government entities; as an executive producer of digital media products; and as an author and speaker. He is co-founder of Starsports.org and the National Carbon League, both dedicated to using the power of informal media to promote climate prosperity. StarSports partners with cities, teams, sports-facing brands and other organizations to create competitions and other programs to see who can reduce their carbon footprint the fastest and most effectively?

## V

**Ron Visconti, Executive Consulting, Peninsula Employment Group, LLC ([ronvisconti@sbcglobal.net](mailto:ronvisconti@sbcglobal.net))**

Ron Visconti, MA, has assisted Bay Area employers and applicants for over 25 years. He founded and managed a comprehensive, nonprofit organization for 18 years, the Career Education Center. He has coordinated over 300 Bay Area career events, sponsored various other events. Through his consulting organization, the Peninsula Employment Group, assists in a number of services/projects including: coordinating Bay Area career and recruitment events, working on targeted recruitment projects, and providing career assessment and career building opportunities.

## W

**Herb Walker, Web Development, Perception Media Design ([www.perceptionmediadesign.com](http://www.perceptionmediadesign.com))**

Herb is a web designer/developer with over nine years experience working within nonprofits. I use my technical, communication and design skills to work closely with organizations in meeting communication, outreach and fundraising goals. I provide creative, personalized Internet design and development services to a variety of non-profit organizations, small businesses, start-ups and individuals. I offer a range of services, from larger websites with interactivity and multi-media, to smaller ones.

**Kip Williams, CA Outreach Director & Support Manager, Democracy In Action ([www.democracyinaction.org](http://www.democracyinaction.org))**

Kip Williams is the CA Outreach and Support Manager for DemocracyInAction.org, where I help nonprofits across California integrate online tools into their advocacy, fundraising, communications, and organizing. Formerly I was the Online and Technology Coordinator for the League of Young Voters national office.

**Judith Wilson, International Coach Federation Master Certified Coach, Judith Wilson & Associates ([www.judithwilson.com](http://www.judithwilson.com))**

Judith Wilson is one of only 400 International Coach Federation, Master Certified Coaches. Judith brings to individuals and organizations worldwide, fifteen years of organizational leadership and workforce management. Judith is specialized in leadership, staff, team and communication development in the nonprofit and government sectors. Educated in England, she is also a Certified Facilitator and has authored and taught coaching skills at John. F. Kennedy University and around the world. Judith is the author of the upcoming book Coaching Skills – A Toolkit for Nonprofit Managers. She's a Brit with a great sense of humor who loves her work with others! Judith Wilson & Associates provided individual and group coaching, executive coaching, staff and management training, team process, and communication strategy planning.

**Jason Womack, Executive Consulting, The Jason Womack Company ([www.JasonWomack.com](http://www.JasonWomack.com))**

As a master trainer, Jason Womack is a coach for anyone endeavoring to take every aspect of life to the highest pinnacle of success, with maximum personal performance, intensity and gusto. He got his Master's of Education degree to learn how to teach and went back to school to earn his Master's degree in Psychology to understand learning styles and maximizing information. He applies this wealth of knowledge to corporate learning environments to help solve the day-to-day challenges of work/life balance in an era of increased personal accountability.