

Humboldt Area and Wild Rivers
Community Foundation

**ORGANIZATIONAL
CONSULTANT'S LIST**

Published- May 2023

HUMBOLDT AREA AND **WILD RIVERS COMMUNITY** **FOUNDATION**

Humboldt Area Foundation and Wild Rivers Community Foundation provides this list of organizational, leadership, and network consultants who utilize their many skills and talents to service across Trinity, Humboldt, and Del Norte counties in California and Curry County in Oregon.

List includes consultants with experience in board development; communications; diversity, equity, and inclusion; nonprofit finance; fund development; human resources; legal; nonprofit start up; organizational strategy and development; program development; technology; and more.

Information contained in this document is self-reported by the consultant.

The list does not represent an endorsement by the Foundation, rather it is offered as an informational resource for those who are looking for additional consultant options. We recommend thoroughly vetting consultants prior to hiring them.

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CONSULTANT PROFILE - URSULA BISCHOFF

Business Name	Bischoff Consulting
Consultant's Name	Ursula Bischoff
Consulting as	An individual
Pronouns	She/ Her
Phone Number	415.971.1164
Email Address	umbischoff@gmail.com
Website	https://www.linkedin.com/in/ursulabischoff/
Bio	<p>I work as an ally with and on behalf of diverse peoples to change, heal and transform structures perpetuating oppression, discrimination, and division. I do this by collaborating with private, nonprofit and public organizations to develop community-led solutions in the fields of education, justice, human services, and economic and workforce development. I help clients build leadership capacity, align resources, improve access to programs, and achieve concrete, equitable outcomes.</p> <p>My expertise includes:</p> <ul style="list-style-type: none"> • Organizational and Systems Change • Partnership and Board Development • Strategic and Program Planning • Business Process Design Coaching, • Training and Technical Assistance • Evaluation and Research <p>I've recently run Board retreats, training, and an organizational assessment. In the past 10 years, I've led training, technical assistance and evaluation projects for the US Departments of Education, Labor, and Justice, for the CA Workforce Development Board, Labor and Workforce Development Agency, Employment Development Department, Departments of Education, Social Services and Developmental Disabilities, and for foundations and nonprofit organizations.</p> <p>I began my career as a litigator enforcing the housing code in Manhattan and staffing a sex and race discrimination class action. I provided social work mental health case management services in public and private settings in PA. I've taught master's level classes in administration, policy and planning, community organizing and served as a professional project advisor in public policy and social work programs.</p> <p>I earned a JD from Hofstra Law School and MSW, Graduate Certificate in Urban Studies, and PhD in Social Welfare from the University of Pennsylvania.</p>
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Coaching ❖ Executive director hire, evaluation, termination ❖ Problem solving ❖ Roles and responsibilities ❖ Training ❖ Succession planning ❖ Strategic and work planning retreats <p><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Board and Staff Development/Training ❖ Community Engagement

	<ul style="list-style-type: none">❖ Planning❖ Lens you bring to all your consulting work❖ Organization and Cultural Change❖ Experience working with BIPOC- led and serving communities❖ Experience working with LGBTQIA2S+led and serving communities❖ Upcoming work will involve collaborating with Tribal-led and serving communities <p><u>Fund Development</u></p> <ul style="list-style-type: none">❖ Grant management (government)❖ Grant management (private or community foundation) <p><u>Human Resources</u></p> <ul style="list-style-type: none">❖ Performance Evaluation Process and Design <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none">❖ Business planning❖ Community or constituent engagement❖ Facilitation❖ Leadership development❖ Logic models❖ Organizational assessment or evaluation❖ Strategic planning❖ Theory of change❖ Systems Change❖ Organizational Change❖ Design and Facilitation❖ Collaboration and Partnerships❖ Training <p><u>Program Development</u></p> <ul style="list-style-type: none">❖ Community or constituent engagement❖ Evaluation or assessment❖ Logic models❖ Project management❖ Program planning❖ Theory of change❖ Program Planning and Development <p><u>Technology</u></p> <ul style="list-style-type: none">❖ Qualitative, developmental, self-assessment and action evaluation methods Particular expertise in customized support for project and pilot initiation
References	<p><u>Projects</u></p> <ul style="list-style-type: none">❖ February 2022 -Redwood Coast Regional Center Board Training on Conflict of Interest: Ursula prepared and provided training for the Redwood Coast Regional Center Board of Directors on conflict of interest to support compliance with provisions of its state contract, state laws and regulations. She reviewed pertinent documents, delivered a draft slide deck and "quick reference" handout for review, obtained feedback, and presented the final training in a one-hour virtual session to the Board. The training invited discussion and questions, and feedback from Board members at the conclusion.

	<ul style="list-style-type: none">❖ March 2022- Arcata Main Street Board of Directors Arcata Main Street Board Retreat and Strategic Work Plan: Ursula met with AMS staff and the Board president to prepare a retreat for the Board of Directors. She facilitated a 4-hour session in which Board members considered strategic and operational priorities and developed a two-year work plan. Ursula prepared the plan and a job description for the Executive Director. The Board used both documents to support a successful request for funding. ❖ May 2022 - Humboldt Unitarian Universalist Fellowship Congregational Meeting Facilitation and Organizational Assessment. Ursula worked with an ad-hoc committee to plan a Congregational Meeting launching a process of deep listening and discovery to chart the organization's future direction. Ursula held individual and group discussions with congregants, staff and the Board, prepared an agenda and facilitated a hybrid (in-person and virtual) congregational meeting, provided documentation of the meeting, and prepared a report outlining near-term actions for the Board and its committees to consider as they navigate significant organizational transition.
Additional Information	<ul style="list-style-type: none">❖ I am available to work remotely anywhere in the Foundation's service area.❖ I am available to work in person in the Arcata-Eureka area on weeknights and/or on weekends.

CONSULTANT PROFILE – TEMPRA BOARD	
Consultant's Name	Tempra Board
Consulting as	An individual
Pronouns	She/ Her
Phone Number	530.828.3406
Email Address	tempra@tempraboard.com
Website	www.tempraboard.com
Bio	Tempra Board is a resource development consultant for non-profit organizations and municipalities, specializing in grant writing, storytelling, marketing, and design. Tempra is a professional writer and graphic designer with 25 years of experience working with environmental, health and human service, youth, and arts organizations. She received her BA in English from Cal Poly Humboldt and her MA in Communication Development from Colorado State University. Her current focus areas are grant writing to private foundations and corporations, and development of materials such as annual reports, newsletters, and magazines, including writing, illustration, and graphic layout.
Areas of Expertise or Interest	<p style="text-align: center;"><u>Communications</u></p> <ul style="list-style-type: none"> ❖ Graphic design ❖ Marketing ❖ Storytelling and article writing, Annual Reports, Newsletters, Brochures and other marketing material. <p style="text-align: center;"><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Experience working with BIPOC- led and serving communities ❖ Experience working with LGBTQIA2S+led and serving communities <p style="text-align: center;"><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Assessment, strategy, planning ❖ Grant management (government) ❖ Grant management (private or community foundation) ❖ Grant research (government) ❖ Grant research (private or community foundation) ❖ Grant writing (government) ❖ Grant writing (private or community foundation) ❖ Training <p style="text-align: center;"><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Logic models ❖ Organizational assessment or evaluation ❖ Strategic planning ❖ Design and Facilitation
Rates	❖ Hourly Rate: \$55 - \$65/hr
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ May 2010 - Down Syndrome Connection of the Bay Area Grant Writing, Management, and Annual Report Design ❖ Oct 2020 - January 2021-Redwood Coast Land Conservancy Strategic Planning and Annual Report Writing and Design ❖ Sept 2020 - The Sea Ranch Association

Tempra Board

	Soundings quarterly magazine layout, design, and article writing
Interest	❖ Graphic design and layout; graphic illustration; article writing; storytelling; grant research and writing.

CONSULTANT PROFILE - BETH BRAY

Consultant's Name	Beth Bray
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.845.6698
Email Address	bethrbray@gmail.com
Bio	Experienced fundraising professional with an interest in empowering board members to be confident fundraisers. Background in health care and conservation organizations, but able work with non-profits in all fields. Certified Fund Raising Executive (CFRE).
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Problem solving ❖ Roles and responsibilities ❖ Training <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Annual giving campaigns ❖ Assessment, strategy, planning ❖ Events ❖ Major donor development ❖ Training
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$100 ❖ Sometimes available for a free one hour consultation
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ 2020-2021 -Humboldt Library Foundation Conducted a series of trainings to help board members feel confident asking supporters to make a donation. ❖ January 2021 - Zero Waste Humboldt Conducted a series of trainings to help board members feel confident asking supporters to make a donation. ❖ March 2021 - The Clarke Museum Met with Executive Director and Board Member to discuss strategy regarding hiring a Development professional

CONSULTANT PROFILE - NIKKI CAPUTO AND CHRIS HOLLIS

Business Name	Wingspan Media
Consultant's Name	Nikki Caputo and Chris Hollis
Consulting as	A collective
Phone Number	541.600.3542
Email Address	WINGSPANMEDIA@GMAIL.COM
Website	wingspanmedia.net
Bio	<p>MEDIA TO MAKE A DIFFERENCE We are full spectrum media advocates, consultants, creators and producers.</p> <p>WingSpan Media supports the power of your story - specializing in video, drone, photography, documentation, graphic design, publications, audio engineering & production, event media services, live streaming, branded campaigns, dispute resolution media, strategic project development, web design, communications, consultancy and capacity building, workshops & maker labs.</p>
Areas of Expertise or Interest	<p><u>Communications</u></p> <ul style="list-style-type: none"> ❖ Communications strategy ❖ Graphic design ❖ Social media ❖ Website development ❖ Marketing ❖ Training ❖ MEDIA TO MAKE A DIFFERENCE We are full spectrum media advocates, consultants, creators and producers. WingSpan Media supports the power of your story - specializing in video, drone, photography, documentation, graphic design, publications, audio engineering & production, event media services, live streaming, branded campaigns, dispute resolution media, strategic project development, web design, communications, consultancy and capacity building, workshops & maker labs. <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Online giving campaigns ❖ technical writing related to media and digital communications <p><u>Technology</u></p> <ul style="list-style-type: none"> ❖ consultation and troubleshooting for media/digital communications issues and sourcing of equipment/software
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$65 - 100 (sliding scale) usually work priced per project to save money for client but hourly rate works for some consulting/sourcing/etc.) ❖ Daily Rate- \$400-\$1000 (depending upon situation ranging from) usually charge per project but some instances are appropriate for daily rate
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ Wild Rivers Community Foundation/HAF -Projects include: Building Healthy Communities (current), Acts of Kindness - Redwood School Technology Community Fund, Nick & Lisa Rail Fund and Redwood Voice Media Workshop (Captain John High School)

	<ul style="list-style-type: none">❖ California Health Collaborative (CHC)- multiple campaigns: NorCal4Health (Health is Wealth; youth vaping (TRL); smoke free multi-unit housing . CHC organization promotional media including media for elected leadership CA state-wide. ❖ NCIDC We've worked extensively with NCIDC for 8 years on media projects ranging from media promoting their elders' dinner; TUPE media; Voices from the Center; NW CA Intertribal Census media campaign; collaborations with Dell'Arte; Survey promotional media; youth media maker labs and workshops; Del Norte Indian Ed Center Cultural Media; Da'luk Youth Program media; consultation; equipment sourcing, etc.
Additional Information	<ul style="list-style-type: none">❖ We always price for the specific situation as there's a broad spectrum of complexity & other considerations that impact the amount of time, equipment/software, location, etc.) ❖ We care about media advocacy and do our best to support the power of people's voices and important work people are doing to make a difference in their communities. We take special consideration of our partner's capacity, budget, goals, opportunities and barriers to realize their vision and highest hopes. We are honored to work with community change makers and would love to hear how we can help you tell your story.

CONSULTANT PROFILE - LYN CRAIG

Business Name	Lyn Craig LLC
Consultant's Name	Lyn Craig
Consulting as	An individual
Pronouns	She/ Her
Phone Number	541.432.0883
Email Address	lynrcraig.provisions@gmail.com
Bio	<p>Lyn Craig is a grant professional with 30 years' experience in project development, strategic planning, grant training, and writing successful funding proposals for nonprofits, counties, cities, districts and Tribal nations. To date she has obtained nearly \$50 million in federal grants for infrastructure and program needs, aside from successful state and foundation grant awards. She developed the Grant Architects curriculum, a comprehensive course in effective grant writing for nonprofits, cities, counties, and Tribes and has presented grant writing workshops over several years to professionals in Oregon, Idaho and California.</p> <p>Lyn served as executive director of a regional nonprofit of 51 public libraries for 12 years and as economic development director of Wheeler County, Oregon for seven years. She received two 1st place Oregon Governor awards for strategic plans - revitalization of rural libraries statewide and economic development based on natural resources - and also developed the strategic plan which created Oregon's first state-designated cultural tour route.</p> <p>Lyn wrote the proposal adopted by the State Legislature designating the Oregon state fossil. She lives in the northeast corner of Oregon. When not helping to plan projects or providing grant training or writing she spends time in her studio, inspired by the natural beauty of the area.</p>
Areas of Expertise or Interest	<ul style="list-style-type: none"> ❖ <u>Boards Development</u> ❖ Fund Development ❖ <u>Communications</u> ❖ Training ❖ <u>Diversity, Equity & Inclusion</u> ❖ Planning ❖ Lens you bring to all your consulting work ❖ Organization and Cultural Change ❖ Experience working with BIPOC- led and serving communities ❖ Experience working with Tribal-led and serving communities ❖ Experience working with LGBTQIA2S+led and serving communities ❖ <u>Fiscal</u> ❖ Development of outside sources of funding ❖ <u>Fund Development</u> ❖ Grant research (government) ❖ Grant research (private or community foundation) ❖ Grant writing (government) ❖ Grant writing (private or community foundation) ❖ Training ❖ <u>Nonprofit Startup</u> ❖ New organization strategy and business planning

	<ul style="list-style-type: none"> ❖ Strategic Planning <u>Organizational Strategy and Development</u> ❖ Community or constituent engagement ❖ Logic models ❖ Strategic planning ❖ Team building ❖ Theory of change ❖ Systems Change ❖ Design and Facilitation ❖ Collaboration and Partnerships ❖ Training <u>Program Development</u> ❖ Community or constituent engagement ❖ Evaluation or assessment ❖ Logic models ❖ Program planning ❖ Theory of change ❖ Program Planning and Development
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$75-\$150 Varies per training or grant development ❖ Daily Rate varies per task
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ September 2022 - Humboldt Area Foundation Grant Writing ❖ 2019-present - Tolowa Dee-ni' Nation Grant Writing; Project Planning ❖ June-Sept 2022- Janice Ellenwood Grant Writing Training for Nez Perce Tribe
Interest	<ul style="list-style-type: none"> ❖ Strategic planning, fund development plans, grant writing, and grant writing training, particularly for projects to benefit BIPOC.

CONSULTANT PROFILE - KARMA CRAWFORD	
Business Name	CoSo Grants
Consultant's Name	Karma Crawford
Consulting as	An individual
Pronouns	She/ Her
Phone Number	207.272.6979
Email Address	karma@cosogrants.com
Website	www.cosogrants.com
Bio	<p>I'm a grant-writing consultant with over twenty years of experience in the health, housing, and social service sectors. I approach grant-writing from my public health training and experience. I help nonprofits document community strengths and challenges, incorporate evidence-based programming, create meaningful and attainable goals and outcome measures, develop realistic budgets, and strengthen collaborative partnerships to leverage resources.</p> <p>My favorite project is a cross-sector collaborative federal or state grant proposal. Yes, I'm that person! But I also like helping nonprofits identify new funding sources, create user-friendly systems to monitor their grant proposals and awards, and improve data collection and analysis to drive program outcomes. I'm thrilled to say I am a new Humboldt County resident. I have worked remotely for the last decade with clients in NJ, NY, TX, MS, MI, and other states, from Portland – the original one in Maine.</p> <p>While visiting an old friend in Arcata last summer, I was fortunate to begin working with a couple of Humboldt County nonprofits and decided it was time for a change. I look forward to learning more about the work in this community and how my skills can help advance individual, organizational, and systems change.</p>
Areas of Expertise or Interest	<p style="text-align: center;"><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Grant management (government) ❖ Grant management (private or community foundation) ❖ Grant research (government) ❖ Grant research (private or community foundation) ❖ Grant writing (government) ❖ Grant writing (private or community foundation) <p style="text-align: center;"><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Evaluation or assessment ❖ Logic models ❖ Program planning ❖ Theory of change ❖ Program Planning and Development
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate- \$100 ❖ I can provide an estimate of the number of hours required for a project as a ceiling for hourly rate contracts.
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ June 2022 - Open Door Community Health Centers (lead agency) Coordinated a grant proposal for a multi-agency collaborative (Open Door Community Health Centers, First 5 Humboldt, First 5 Del Norte, and Partnership HealthPlan of California) to join a Statewide Learning Collaborative managed by the Population Health Innovation Lab and other statewide partners. If awarded, this grant

	<p>will expand ACEs screening, broaden the use of trauma-informed practices and create an ACEs Aware Trauma-Informed Network of Care for children ages 2-17, receiving care at Open Door clinic sites in Humboldt and Del Norte counties.</p> <ul style="list-style-type: none"> ❖ June 2022-York Street Project York Street Project has specialized in housing and trauma-informed supportive services for young adults with dependent children experiencing homelessness in Hudson County, NJ, for over three decades. For nearly two years, I have worked with the Director of Development to identify funding opportunities, develop grant proposals, and maintain an annual grants calendar. ❖ May 2022- Open Door Community Health Centers Provided grant writing and management support to meet federal regulatory requirements to expand or modify health center services and site locations. Provided technical assistance to navigate grants.gov and other national reporting platforms.
Additional Information	<ul style="list-style-type: none"> ❖ I offer flat fee contracts for discrete projects, such as a stand-alone grant proposal.
Interest	<ul style="list-style-type: none"> ❖ I am particularly interested in projects addressing access to comprehensive health care, housing insecurity, and the impacts of trauma on health and wellbeing.

CONSULTANT PROFILE - HEATHER EQUINOSS

Business Name	CoCreative & Equinoss Consulting
Consultant's Name	Heather Equinoss
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.499.9021
Email Address	heather@equinossconsulting.com
Website	equinossconsulting.com ; wearecocreative.com
Bio	Heather Equinoss is a collaboration doula, consultant, and visual facilitator whose work is in service to a simple core belief: that the health and wellbeing of people are inextricably connected to one another and the planet that sustains us.
Areas of Expertise or Interest	<p><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Community Engagement ❖ Planning ❖ Lens you bring to all your consulting work ❖ Organization and Cultural Change ❖ Experience working with BIPOC- led and serving communities ❖ Experience working with Tribal-led and serving communities <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Facilitation ❖ Graphic recording ❖ Leadership development ❖ Recording ❖ Strategic planning ❖ Team building ❖ Systems Change ❖ Design and Facilitation ❖ Collaboration and Partnerships <p><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Program planning ❖ Program Planning and Development

CONSULTANT PROFILE - MONIQUE HARPER-DESIR	
Business Name	Mo HD Creates
Consultant's Name	Monique Harper-Desir
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.633.3137
Email Address	admin@Mohdcreates.com
Website	www.MoHDcreates.com
Bio	<p>Monique Harper-Desir is an arts activist & educator working within the arts, culture and humanities of Humboldt County. Currently, I have an active career in digital media, racial education, community building and communications. I freelance as an artist and consultant through my micro-business, Mo HD Creates. Through this outlet I provide arts based services & education like nonprofit management, marketing and communications. I am a first generation, Black, Queer, arts activist, and regard myself as a caretaker to my community. Through my lived experiences I offer high levels of multicultural competence and a glimpse into the life of multiple intersectional identities.</p> <p>As an artist I actively create using multimedia visual arts, film, Hip-Hop, theater, dance and poetry to tell stories and implement change. As an activist I strive to create and sustain the necessary spaces for marginalized identities to grow and prosper. This is best represented through my work in co-founding and leading the non-profit organization, Black Humboldt. Within this role I focus on creating and supporting events, activities, youth, business, and bringing resources to the local Black community.</p> <p>My BA degree is in Arts Management, with a certificate in Social Justice Leadership, from The University of Massachusetts, Amherst and my AA is in Liberal Arts, with a concentration on Media Production, from Greenfield Community College. Through my education and experience I have developed proficiency in project management, marketing/PR, grant writing, fundraising, community outreach techniques, social media coordination, recruitment skills and basic administrative duties. As well as film techniques, photography, digital media, digital design, writing for film, and basic studio skills.</p>
Areas of Expertise or Interest	<p style="text-align: center;"><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Coaching ❖ Executive director hire, evaluation, termination ❖ Problem solving ❖ Roles and responsibilities ❖ Training ❖ Succession planning <p style="text-align: center;"><u>Communications</u></p> <ul style="list-style-type: none"> ❖ Communications strategy ❖ Graphic design ❖ Social media ❖ Website development ❖ Marketing ❖ Training <p style="text-align: center;"><u>Diversity, Equity & Inclusion</u></p>

- ❖ Assessment
- ❖ Board and Staff Development/Training
- ❖ Community Engagement
- ❖ Planning
- ❖ Lens you bring to all your consulting work
- ❖ Organization and Cultural Change
- ❖ Experience working with BIPOC- led and serving communities
- ❖ Experience working with LGBTQIA2S+led and serving communities

Fiscal

- ❖ Policy review or development
- ❖ Training

Fund Development

- ❖ Annual giving campaigns
- ❖ Assessment, strategy, planning
- ❖ Customer relationship management (system advise, planning, development, assessment, implementation)
- ❖ Events
- ❖ Grant research (government)
- ❖ Grant research (private or community foundation)
- ❖ Grant writing (government)
- ❖ Grant writing (private or community foundation)
- ❖ Online giving campaigns
- ❖ Training

Human Resources

- ❖ Consultation
- ❖ Employee handbook review, development
- ❖ Policy review or development
- ❖ Training
- ❖ Performance Evaluation Process and Design
- ❖ Employment Compensation and Benefits Design

Nonprofit Startup

- ❖ New organization strategy and business planning
- ❖ Review of bylaws and articles of incorporation
- ❖ Support with state and IRS forms
- ❖ Fiscal Sponsorship, Development and Contracts

Organizational Strategy and Development

- ❖ Business planning
- ❖ Community or constituent engagement
- ❖ Executive coaching
- ❖ Facilitation
- ❖ Graphic recording
- ❖ Leadership development
- ❖ Logic models
- ❖ Organizational assessment or evaluation
- ❖ Recording
- ❖ Strategic planning
- ❖ Succession planning
- ❖ Team building

	<ul style="list-style-type: none"> ❖ Theory of change ❖ Volunteer management ❖ Systems Change ❖ Metric and Evaluation ❖ Organizational Change ❖ Design and Facilitation ❖ Collaboration and Partnerships ❖ Training <p><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Evaluation or assessment ❖ Logic models ❖ Project management ❖ Program planning ❖ Theory of change ❖ Program Planning and Development <p><u>Technology</u></p> <ul style="list-style-type: none"> ❖ Website Maintenance ❖ Racial, equity trainings for staff and board
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$25-75 varies depending on service ❖ Daily Rate - \$200 - \$1000 Varies depending on service
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ 2022 -North Coast Repertory Theater Racial Equity Training sessions ❖ 10/2021-Lexxi Reid Marketing Package ❖ 2018 - Wahala Body Branding Kit

CONSULTANT PROFILE - JULIA HEATHERWICK

Business Name	Heatherwick Design, LLC
Consultant's Name	Julia Heatherwick
Consulting as	An individual
Pronouns	She/ Her
Phone Number	661.332.7081
Email Address	julia@heatherwickcoaching.com
Website	www.heatherwickcoaching.com
Bio	<p>I have 15 years of experience designing leadership development programs, leading dynamic group conversations, and coaching high-potential leaders. I support high potential and senior leaders as they navigate career transitions, handle difficult conversations, expand mental models, and find their path to thriving personally and professionally.</p> <p>My expertise includes executive and high-potential leadership development coaching, virtual meeting design and facilitation, and leadership learning experience design.</p> <p>I am an IDEO Design Sprint Coach, BetterUp Premier Fellow Top Tier Coach, and coach for large organizations. My formal education includes a Bachelor of Fine Arts Degree and Master of Science in Instructional Science and Technology.</p>
Areas of Expertise or Interest	<p><u>Communications</u></p> <ul style="list-style-type: none"> ❖ Training ❖ Training focus: Feedback and Coaching for Leaders <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Executive coaching ❖ Facilitation ❖ Leadership development ❖ Team building ❖ Design and Facilitation ❖ Collaboration and Partnerships ❖ Training ❖ High potential Leadership Development Cohorts <p><u>Technology</u></p> <ul style="list-style-type: none"> ❖ I have assisted leaders in using the online collaboration tool, Mural. I have helped them onboard their team in using the tool, co-created collaborative meeting experiences with board design, and assisted them in upskilling their own facilitation skills t ❖ I have an advanced degree in adult learning theory. I use liberating structures as a facilitator (among other methods), and I'm familiar with multiple mental models that inform my leadership development design. Also, I spent over 12 years as a Senior Lear
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$150.00/hr ❖ Daily Rate - \$2,500 - \$5,000 This is a general rate range based on customized learning experiences. It includes design of the program and client engagement.

References	<p>Projects</p> <ul style="list-style-type: none">❖ Ongoing - BetterUp Contracted Premier Fellow Coach. I have 2.5 years experience and over 1500 coaching sessions with companies such as Google, Facebook, Mars, HBO Max, Workday, Slack, AT&T, United States Airforce, etc.❖ Ongoing - California State University Chancellor's Office Leadership Development Cohort Coach
Additional Information	<ul style="list-style-type: none">❖ Some discounts may be available for length of engagement.❖ I have collaborated and am open to collaborating with other consultants to develop programs. For example, I worked with local consultants Mary Gelinis and Roger James on a Humboldt County project.❖ You may read my biography at https://www.heatherwickcoaching.com/about-me and review testimonials at https://www.heatherwickcoaching.com/more-about-me
Interest	<ul style="list-style-type: none">❖ I'm interested in providing individual leadership development coaching, designing or supporting a high-potential leadership development cohorts, and assisting leaders in upskilling their ability to create and facilitate more engaging online collaborative meeting with their teams.

CONSULTANT PROFILE - SUZI KOCHEMS	
Business Name	Silk Consulting Group
Consultant's Name	Suzi Kochems
Consulting as	An individual
Pronouns	She/ Her
Email Address	skochems@trinitycounty.org
Website	www.silkconsultinggroup.com
Bio	<p>Silk Consulting Group offers city and county governments, as well as non-profit organizations, a broad spectrum of organizational, management and leadership services to turn potential challenges into a bright future. We believe that every organization has the capacity to achieve greatness that will have a lasting impact on communities, clients and outcomes.</p> <ul style="list-style-type: none"> • SCG is a full-service grant administration firm focused on helping cities, counties, non-profits and rural communities realize their potential through strategic planning, project identification, grant development, project management and compliance coordination • SCG staff assist boards, commissions and executive teams in creating sound decision-making processes that support impactful strategic planning efforts. We have the flexibility to work with an entire organization on the full process or to simply work with a small team, or one-on-one, on a primary focus area. • At SCG, we partner with our clients to provide a flexible combination of services that are specifically tailored to meet their needs. Our goal is to remain a neutral party while providing a very fact-based, big picture approach that will ensure a project's success.
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Coaching ❖ Executive director hire, evaluation, termination ❖ Problem solving ❖ Roles and responsibilities ❖ Training ❖ Succession planning ❖ Governance, non-profit development <p><u>Communications</u></p> <ul style="list-style-type: none"> ❖ Training <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Grant management (government) ❖ Grant management (private or community foundation) ❖ Grant research (government) ❖ Grant writing (government) ❖ Grant writing (private or community foundation) ❖ Training <p><u>Human Resources</u></p> <ul style="list-style-type: none"> ❖ Consultation ❖ Employee handbook review, development ❖ Policy review or development ❖ Training

	<ul style="list-style-type: none"> ❖ Performance Evaluation Process and Design <p><u>Legal</u></p> <ul style="list-style-type: none"> ❖ Dissolution ❖ Contracts ❖ Human Resources <p><u>Nonprofit Startup</u></p> <ul style="list-style-type: none"> ❖ New organization strategy and business planning ❖ Review of bylaws and articles of incorporation ❖ Support with state and IRS forms <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Facilitation ❖ Leadership development ❖ Strategic planning ❖ Collaboration and Partnerships <p><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Project management ❖ Program planning
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$55-\$125 Depends on project scope, duration and client involvement ❖ Daily Rate - varied Depends on project scope, duration and client involvement
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ July 2021-Trinity County Food Assistance Program Capacity Building, Strategic Planning ❖ December 2021-Hamilton City Community Services District Grant Development, Capacity Building ❖ Ongoing -Trinity County Children and Families First Commission Filled executive director role and responsibilities
Interest	<ul style="list-style-type: none"> ❖ Building nonprofit capacity ❖ Housing/Homeless issues ❖ Grant development and administration ❖ Strategic Planning

CONSULTANT PROFILE - BYRD LOCHTIE	
Business Name	Byrd Lochtie, Consultant
Consultant's Name	Byrd Lochtie
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.498.6610
Email Address	byrdloch@aol.com
Bio	<p>I grew up in New Jersey, with two brothers and a sister, and graduated from Cornell University where I met my husband, Robert Lochtie, an immigrant from England. After visiting his family in Europe we moved to Eureka and bought a veterinary practice. I did the accounting for the practice, and raised my son and daughter. I five grandchildren and one great-grand daughter. I like to travel but I love living in Eureka where I can enjoy the beaches, rivers, redwood trees, and mountains, as well as our music, theatre groups, and visual arts.</p> <p>I am a life-time Girl Scout and have held many positions in the movement. One of my greatest joys in Girl Scouts was camping with the girls. I served two terms on the Eureka City Schools Board of Trustees, helped organize the first Recycling Center in Eureka, served on the United Way Board of Directors and have been a member of the League of Women Voters of Humboldt County for over fifty years. I am a member of LatinoNet and NAACP. I am an appointed member of the Humboldt County Human Rights Commission. Since 1990 I have been on the planning committee for the biennial Humboldt County Children's Author Festival. We bring 25 published authors to the county where they visit most of our schools to give presentations to students. I have also spent time in Honduras with a life-long friend who was in the Peace Corps and now goes every year to help children in the remote areas get surgery for club foot, cleft lip and cleft palate repair.</p> <p>I am a consultant to nonprofit Boards of Directors, specializing in board governance, planning, communication, teamwork, effective meetings, recruitment, volunteers and leadership. I enjoy working with people, especially children, and I like to give back to my community. I pick groups whose mission I value and share, and where I think I can best use my skills and talents.</p>
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Executive director hire, evaluation, termination ❖ Problem solving ❖ Roles and responsibilities ❖ Training ❖ Succession planning ❖ Communication, teamwork, working with volunteers, effective meetings, board orientation, John Carver Policy Governance. <p><u>Communications</u></p> <ul style="list-style-type: none"> ❖ Communications strategy ❖ Marketing ❖ Training ❖ Effective meetings; Board communication with board, organization and community. <p><u>Diversity, Equity & Inclusion</u></p>

	<ul style="list-style-type: none"> ❖ Community Engagement ❖ Lens you bring to all your consulting work ❖ Experience working with BIPOC- led and serving communities ❖ Experience working with Tribal-led and serving communities ❖ Personal values <p><u>Fiscal</u></p> <ul style="list-style-type: none"> ❖ Bookkeeping ❖ Other fiscal assessment ❖ Fiscal Management and fiscal development for boards <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Assessment, strategy, planning ❖ Events ❖ Major donor development ❖ Training ❖ Board's role in fund development <p><u>Human Resources</u></p> <ul style="list-style-type: none"> ❖ Consultation ❖ Employee handbook review, development ❖ Policy review or development ❖ Board's role in human resources/personnel <p><u>Legal</u></p> <ul style="list-style-type: none"> ❖ Development of bylaws for specific organization, but not legal advice <p><u>Nonprofit Startup</u></p> <ul style="list-style-type: none"> ❖ Review of bylaws and articles of incorporation <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Leadership development ❖ Organizational assessment or evaluation ❖ Strategic planning ❖ Succession planning ❖ Team building ❖ Volunteer management <p><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Evaluation or assessment ❖ Program planning ❖ Theory of change ❖ Program Planning and Development <p><u>Technology</u></p> <ul style="list-style-type: none"> ❖ John Carver Policy Governance ❖ I prefer face-to-face rather than zoom meetings. I use activities and interactive discussion rather than lecture or power point. I do have my own handouts, and I am willing to share with groups that I work with.
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - 100.00/ for time spent with a board

	<ul style="list-style-type: none"> ❖ Hourly Rate - \$75.00/hour for preparation time to customize for a particular group or to write up a strategic plan ❖ Hourly Rate - \$75.00/hour to work with a small group on a particular project such as bylaws. ❖ I also charge mileage if I travel more than 30m miles one way for a session, and I expect meals and lodging if the session is more than one day I also charge mileage if I travel.
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ July 2018 -McLean Foundation Facilitate meetings and provide board governance training ❖ November/December 2021- LatinoNet Board orientation and board governance training ❖ 2008 to 2020 -4 to 10 times a year- HAF/NorCAN Board Leadership Roundtables facilitate meetings of between 6 and 25 board members and staff of non profits on a wide range of relevant topics
Additional Information	<ul style="list-style-type: none"> ❖ I would like my clients to know that if I am working with a Board, it is important that they have Board Governance Training before any Strategic Planning strategies can be developed appropriately.
Interest	<ul style="list-style-type: none"> ❖ I am particularly interested in working on Board Governance, Leadership, Strategic Planning and Communication.



CONSULTANT PROFILE - LORNA MCLEOD

Business Name	Make Peace with Money Coaching & Program
Consultant's Name	Lorna McLeod
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.672.3668
Email Address	lorna@makepeacewithmoney.com
Website	www.makepeacewithmoney.com
Bio	<p>Lorna McLeod is a certified financial coach, nonprofit leadership consultant, and licensed soft-skills and management trainer who brings wisdom, humor, and more than 30 years of peace and justice activism, nonprofit leadership, and coaching experience to her coaching, consulting, and training.</p> <p>She helps organizations to plan and implement short- and long-term strategies to provide excellent service to their clientele, address financial requirements, and manage personnel and volunteers so they can focus their energies effectively on fulfilling their mission effectively. She encourages clients to develop clear thinking and take sustainable action through planning that leads to actions that authentically move the work forward well.</p> <p>She has written numerous successful grant proposals for nonprofit organizations and governmental agencies. While she no longer writes proposals, she trains grant writers and reviews proposals for organizations prior to the proposal's submission. You can contact Lorna by text or phone or at www.makepeacewithmoney.com or by email at makepeacewithyourmoney@gmail.com.</p>
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Coaching ❖ Problem solving ❖ Roles and responsibilities ❖ Training <p><u>Communications</u></p> <ul style="list-style-type: none"> ❖ Communications strategy <p><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Assessment ❖ Board and Staff Development/Training ❖ Lens you bring to all your consulting work ❖ Organization and Cultural Change ❖ Experience working with BIPOC- led and serving communities ❖ Experience working with Tribal-led and serving communities <p><u>Fiscal</u></p> <ul style="list-style-type: none"> ❖ Policy review or development ❖ Organizational budget and cashflow development and review <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Training ❖ Train grant writers and review grant proposals prior to submission. <p><u>Human Resources</u></p> <ul style="list-style-type: none"> ❖ Development of job definition and description

	<p><u>Nonprofit Startup</u></p> <ul style="list-style-type: none"> ❖ New organization strategy and business planning ❖ Review of bylaws and articles of incorporation ❖ Assist with development of startup policies, board and job descriptions and duties and review of such documents. <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Business planning ❖ Executive coaching ❖ Facilitation ❖ Leadership development ❖ Team building ❖ Organizational Change ❖ Collaboration and Partnerships ❖ Training <p><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Evaluation or assessment ❖ Program planning ❖ Program Planning and Development ❖ Program budget development and review, training in this topic.
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$90-125/hour ❖ Depending on complexity of project and number of people involved. ❖ Also will work with per project rate instead of an hourly rate. Contact consultant to discuss this option. ❖ Daily Rate - \$660.00 for 5-6 hours. ❖ Typically work 1/2 day at 3 hours or full day at 5-6 hours.
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ September 2021 -College of the Redwoods, Hoopa Three-part training over three days of basic grantwriting and budget/program development. ❖ July 2021-Humboldt Health Foundation/Humboldt Area Foundation Consulting with two BIPOC organizations to apply for a grant to build grant writing skills. Reviewed the proposals before they were submitted. Both organizations received grants.
Additional Information	<ul style="list-style-type: none"> ❖ My orientation in consulting for any topic is toward the success of the organization as a whole, it's board of directors, staff, volunteers, and the service to the mission.
Interest	<ul style="list-style-type: none"> ❖ Consulting with organizations that want to apply for a grant but don't have anyone with significant skill in writing grant proposals. Training to build discernment, planning, and basic grant writing is a joy. I believe it is essential that proposals be reviewed by someone who did not write the grant and I very much enjoy serving this function.

CONSULTANT PROFILE - MELINDA J. PEDERSEN

Business Name	Evenstar HR
Consultant's Name	Melinda J. Pedersen
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.499.7861
Email Address	melinda@evenstarhr.com
Website	www.evenstarhr.com
Bio	I am a friendly HR professional fired up to help nonprofits craft policy and practices that reflect both legal requirements and employment culture. With 20+ years of experience, I love to problem solve unique situations and can customize workshops or webinars that empower both employers and their most valuable assets - their people. Evenstar HR is available by hour or retainer. Free 30-minute introductory consultations are available.
Areas of Expertise or Interest	<p><u>Human Resources</u></p> <ul style="list-style-type: none"> ❖ Consultation ❖ Employee handbook review, development ❖ Policy review or development ❖ Training ❖ Talent Acquisition ❖ Performance Evaluation Process and Design ❖ Employment Compensation and Benefits Design <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Executive coaching ❖ Leadership development
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$94.50 This reflects a 10% discount for nonprofits
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ 2020-2021 -Humboldt NeuroHealth Entry/Exit procedures, Employee Handbook, Performance Management, Special Projects ❖ 2021-Present - Dell'Arte Job Descriptions, Entry/Exit Procedures, Handbook, Employee Engagement Hotline, Special Projects ❖ 2020-2021 - Ascend Wilderness Experience Contractor to Employee Conversion, Entry/Exit Procedures, Employee Handbook, Job Descriptions

CONSULTANT PROFILE - ALICIA SANTAMARIA	
Business Name	Adelante Coaching + Consulting
Consultant's Name	Alicia Santamaria
Consulting as	An individual
Pronouns	She/ Her
Phone Number	650.868.4324
Email Address	alicia@adelantecc.com
Website	www.adelantecc.com
Bio	<p>Alicia is Founder and CEO of San Francisco-based Adelante Coaching + Consulting. She collaborates with Executive Leaders, Team Managers and People Operations/HR to create high performing and positive workplaces that meet the changing needs of today's workforce.</p> <p>She started her career as a conflict resolution trainer and team facilitator more than 25 years ago and has worked across sectors and industries. She is passionate about helping people learn new skills to better engage in authentic and trust-building conversations while cultivating self-awareness and perspective-taking. She believes with the changing workplace of today, these skills are needed now more than ever.</p> <p>Alicia regards coaching, grounded in strengths, as a powerful development, learning, communication and relationship building practice. When leaders and managers commit to strengths-focused coaching practices, they have unlimited opportunities for creating high performing and positive teams and organizational cultures. She is committed to helping people, teams, and organizations move forward (Adelante).</p> <p>Alicia holds a master's degree in communication and is a Gallup-Certified Strengths Coach. She also holds the Professional Certified Coach (PCC) credential from the International Coach Federation, the gold standard for accreditation of coaching professionals. Alicia is a proud Wiley Authorized Partner and certified in the Everything DiSC suite of assessments.</p>
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Coaching ❖ Training ❖ Team building <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Executive coaching ❖ Facilitation ❖ Leadership development ❖ Team building ❖ Collaboration and Partnerships ❖ Training <p><u>Technology</u></p> <ul style="list-style-type: none"> ❖ I use the CliftonStrengths Assessment and Everything DiSC as the primary learning and development tools for both personal/professional as well as team development. ❖ I have extensive background in conflict resolution and utilize many different tools and models within this body of work. ❖ One fairly unique offering of mine is "partnership coaching" this can be done within a broader team coaching/development effort or as a stand-alone. The goal is to help any two people who work closely together forge a stronger relationship regardless of current status. In other words, I conduct partnership coaching sessions with pairs who

	<p>are struggling to work effectively together all the way to pairs who are working well and want to learn more about each other's strengths and work styles.</p> <ul style="list-style-type: none">❖ I also offer a Coach Approach to Management training program.
References	<p>Projects</p> <ul style="list-style-type: none">❖ 2020-2021 -Satellite Affordable Housing Associates https://adelantecc.com/wp-content/uploads/2021/04/Adelante-Team-Coaching-Client-Success-Story-.pdf❖ Fall 2021 - Spring 2022- AbilityPath Worked in close partnership with HR Director to plan and implement a strengths-based team development program for the Executive Team and then all the organizations' Managers.❖ 2014-2022 -MidPeninsula Housing I have provided 1-1 Coaching to various leaders and managers over the course of the past 8 years



CONSULTANT PROFILE - COLETTE SANTSCHÉ

Business Name	Planwest Partners Inc.
Consultant's Name	Colette Santsche
Consulting as	A collective
Phone Number	707.825.8260
Email Address	colettem@planwestpartners.com
Website	www.planwestpartners.com
Bio	Planwest Partners is a community planning consulting firm serving California communities since 1997. Planwest provides community, land use, environmental, and economic planning services. We assist city, county and tribal governments, special districts, non-profits, regional planning agencies, and private industry in achieving their planning and management goals.
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Problem solving ❖ Roles and responsibilities ❖ Succession planning ❖ We work closely with special district boards such as fire districts and community services districts to address governance, service, and funding needs. While we have done some Board development with non-profits, its been less of our focus lately. <p><u>Communications</u></p> <ul style="list-style-type: none"> ❖ Website development ❖ We have a staff member that is well versed in website development. <p><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Community Engagement ❖ Planning ❖ Lens you bring to all your consulting work ❖ Experience working with Tribal-led and serving communities ❖ We have worked closely with Tribal governments in our region on economic and transportation planning efforts, including community engagement. <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Grant writing (government) ❖ We have experience assisting local governments (cities) and Tribal governments with grant writing and related community engagement efforts.. <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Facilitation ❖ Organizational assessment or evaluation ❖ Recording ❖ Strategic planning ❖ Succession planning ❖ Team building ❖ Metric and Evaluation ❖ Organizational Change ❖ Design and Facilitation

	<ul style="list-style-type: none">❖ Collaboration and Partnerships <p><u>Program Development</u></p> <ul style="list-style-type: none">❖ Community or constituent engagement❖ Evaluation or assessment❖ Project management❖ Program planning❖ Program Planning and Development
References	<p><u>Projects</u></p> <ul style="list-style-type: none">❖ 2021 -Crescent City Fire and Rescue 10-Year Financial Master Plan ❖ 2022 -Westhaven CSD District Planning Assistance and Permitting ❖ 2021-ongoing -West Coast Watershed/ North Coast Resource Partnership<ol style="list-style-type: none">1) Regional Forest and Fire Capacity (RFFC) planning efforts outlined in the block grant between the NCRP and the California Department of Conservation; 2) Humboldt Area Foundation (HAF) grant capacity assessment and planning (pending a contract with Humboldt County); and 3) NCRP disadvantaged community technical assistance and proposal support for DWR drought funding and Proposition 1 Integrated Regional Water Management (IRWM) Implementation Round 2 funding

CONSULTANT PROFILE - ARISTEA SAULSBURY & MELISSA MEIRIS

Business Name	Stepping Stone Consulting
Consultant's Name	Aristea Saulsbury & Melissa Meiris
Consulting as	A collective
Pronouns	She/ Her
Phone Number	707.798.0606
Email Address	melissa@steppingstonecg.com
Website	www.steppingstonecg.com
Bio	Stepping Stone Consulting is a woman- and indigenous-led North Coast firm that aims to advance racial justice by using research, contextual expertise, and collaboration to develop highly effective, anti-racist organizations. Our work elevates voices that have historically been silenced, and supports leadership in weaving racial equity into all aspects of the organization. Most of our projects implement the following elements over a phased process that is adapted based on organizational needs and financial resources — assessment, education, executive coaching, and strategic planning & policy change.
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Coaching ❖ Executive director hire, evaluation, termination ❖ Training ❖ Succession planning ❖ Racial equity policy & practice <p><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Assessment ❖ Board and Staff Development/Training ❖ Community Engagement ❖ Planning ❖ Lens you bring to all your consulting work ❖ Organization and Cultural Change ❖ Experience working with BIPOC- led and serving communities ❖ Experience working with Tribal-led and serving communities ❖ Experience working with LGBTQIA2S+led and serving communities <p><u>Human Resources</u></p> <ul style="list-style-type: none"> ❖ Consultation ❖ Employee handbook review, development ❖ Policy review or development ❖ Training ❖ Talent Acquisition ❖ Performance Evaluation Process and Design ❖ Employment Compensation and Benefits Design ❖ All of the above as relevant to racial equity. <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Executive coaching ❖ Facilitation ❖ Leadership development ❖ Organizational assessment or evaluation

	<ul style="list-style-type: none"> ❖ Strategic planning ❖ Team building ❖ Systems Change ❖ Organizational Change ❖ Collaboration and Partnerships ❖ Training <p><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Evaluation or assessment ❖ Program Planning and Development
Rates	<ul style="list-style-type: none"> ❖ Hourly Rates - \$125-\$225 Hourly rate based on project scale and size of organization.
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ 2021-2022 - Schatz Energy Research Center, CalPoly Humboldt Year-long process to engage the organization in equity planning. Process included assessment, education, executive coaching, and strategic planning & policy change ❖ 2018-2021 - Humboldt Area Foundation Organizational planning and development; hiring process assessment & redesign; executive coaching; design & facilitation of workshops for Board, staff, and public ❖ 2021-2022-Humboldt Bay Fire Organizational equity assessment; equity committee development & training; all staff racial equity training
Additional Information	<ul style="list-style-type: none"> ❖ Rates are based on project scale and size of organization. ❖ Please visit our website - www.steppingstonecg.com - for a broader overview of our work, client list, advisory board, and personal bios.
Interest	<ul style="list-style-type: none"> ❖ We are especially interested in working with clients who are making a long-term investment in achieving racial equity across all levels of their organizations. ❖ We give full consideration to all clients, and especially prioritize work with BIPOC-led organizations, organizations that are developing deep community partnerships, those working closely with indigenous communities, and organizations interested in Land Back. We look forward to working with you!

CONSULTANT PROFILE - KAY SOHL	
Business Name	Kay Sohl Consulting
Consultant's Name	Kay Sohl
Consulting as	An individual
Pronouns	She/ Her
Phone Number	503.314.8265
Email Address	kay@kaysohlconsulting.net
Website	www.kaysohlconsulting.net
Bio	<p>Kay Sohl has provided training and consultation for Executive Directors, CFOs, and Boards of Directors of over 8,500 nonprofit organizations throughout the United States. Kay focuses her work on rethinking nonprofit strategies for financial sustainability, Board financial oversight, compliance with federal funds management requirements, and the challenges of nonprofit accounting and financial reporting.</p> <p>Kay has worked with a wide variety of nonprofits from start-ups to those with many years of service and large, complex budgets. She has worked extensively with domestic violence and sexual assault organizations, community action agencies, affordable housing organizations, and culturally specific community service programs.</p>
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Executive director hire, evaluation, termination ❖ Problem solving ❖ Roles and responsibilities ❖ Training ❖ Succession planning ❖ Strengthening Board financial oversight and direction setting <p><u>Fiscal</u></p> <ul style="list-style-type: none"> ❖ Accounting ❖ Accounting system development ❖ Payroll ❖ Policy review or development ❖ Training ❖ Other fiscal assessment ❖ Board financial oversight and direction setting <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Assessment, strategy, planning ❖ Grant management (government) <p><u>Nonprofit Startup</u></p> <ul style="list-style-type: none"> ❖ New organization strategy and business planning ❖ Support with state and IRS forms ❖ Fiscal Sponsorship, Development and Contracts ❖ Comprehensive approach to systems development for start-ups <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Business planning ❖ Community or constituent engagement ❖ Executive coaching

	<ul style="list-style-type: none">❖ Facilitation❖ Leadership development❖ Organizational assessment or evaluation❖ Strategic planning❖ Succession planning❖ Systems Change❖ Organizational Change
Additional Information	<ul style="list-style-type: none">❖ I am particularly interested in financial sustainability strategies, including renegotiating governmental agreements to cover the full cost of services and developing fund raising approaches that build unrestricted net assets.❖ I enjoy helping boards understand the financial model used by the organizations they serve and identify the most significant financial choices the board must make and the information they will need to make wise choices.
Interest	<ul style="list-style-type: none">❖ I am enjoying working with organizations rooted in communities of color to build organizational capacity, including developing budgeting and accounting systems that are useful for the board, staff, and funders.

CONSULTANT PROFILE - TAFFY STOCKTON

Consultant's Name	Taffy Stockton
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.834.6460
Email Address	tmstockton@gmail.com
Bio	<p>A long-time nonprofit consultant and Director, Taffy has worked with area nonprofits for more than 20 years. As a former Executive Director and Development Director, she has deep experience in all facets of nonprofit management, and has spent the last 14 years consulting with local nonprofits on collaborative building, project and funding management, and capacity building.</p> <p>Taffy specializes in helping nonprofits build capacity through internal process building and assisting organizations in building dynamic collaboratives. She also does a wide spectrum of funding support for nonprofits - from board trainings, funding research, and application assistance to funding management and reporting. In addition to funding and capacity building, Taffy provides project management support – including design, implementation, short or long-term project management, and meeting design and facilitation, depending in the client/project needs. Her work has spanned two decades in a broad range of nonprofit sectors – from arts to economic development, and from health to social services. Taffy has an MBA in strategic sustainability, and years of real-world experience and knowledge with our local nonprofit landscape. For references or additional information, you can contact her at tmstockton@gmail.com.</p>
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Problem solving ❖ Roles and responsibilities ❖ Training <p><u>Fiscal</u></p> <ul style="list-style-type: none"> ❖ Accounting system development ❖ Policy review or development <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Assessment, strategy, planning ❖ Grant management (government) ❖ Grant management (private or community foundation) ❖ Grant research (government) ❖ Grant research (private or community foundation) ❖ Grant writing (government) ❖ Grant writing (private or community foundation) ❖ Training <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Facilitation ❖ Organizational assessment or evaluation ❖ Strategic planning ❖ Design and Facilitation ❖ Collaboration and Partnerships

	<p><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Evaluation or assessment ❖ Project management ❖ Program planning ❖ Program Planning and Development
Rates	<ul style="list-style-type: none"> ❖ Hourly Rate - \$100
References	<p><u>Projects</u></p> <ul style="list-style-type: none"> ❖ 2008- present - Humboldt Network of Family Resource Centers Manage joint projects, funding, and reporting ❖ 2019-present - Eureka City Schools Consulting on strating a Wellness Center for Eureka City Schools - including partner engagement, contracts, funding, meeting facilitation and program planning.



CONSULTANT PROFILE - CAROL VANDER MEER

Consultant's Name	Carol Vander Meer
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.834.4113
Email Address	carolvandemeer@gmail.com
Bio	Carol Vander Meer has over 30 years of experience working with local nonprofits in strategic planning, board development, fundraising, meeting facilitation, grant writing and program development. She served as the Executive Director of Friends of the Dunes and currently works as a projects manager with Trinidad Coastal Land Trust. She has a BS and an MA in Biology.
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Executive director hire, evaluation, termination ❖ Problem solving ❖ Roles and responsibilities ❖ Training <p><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Experience working with Tribal-led and serving communities <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Annual giving campaigns ❖ Assessment, strategy, planning ❖ Grant management (private or community foundation) ❖ Grant research (private or community foundation) ❖ Grant writing (private or community foundation) ❖ Major donor development <p><u>Nonprofit Startup</u></p> <ul style="list-style-type: none"> ❖ New organization strategy and business planning <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Facilitation ❖ Leadership development ❖ Logic models ❖ Strategic planning ❖ Collaboration and Partnerships <p><u>Program Development</u></p> <ul style="list-style-type: none"> ❖ Community or constituent engagement ❖ Evaluation or assessment ❖ Logic models ❖ Project management ❖ Program planning ❖ Program Planning and Development

CONSULTANT PROFILE - ALEJANDRO VILCHEZ	
Business Name	AV Consulting
Consultant's Name	Alejandro Vilchez
Consulting as	An individual
Pronouns	Him / His/ El
Phone Number	650.544.7850
Email Address	avilchez@comcast.net
Website	www.linkedin.com/in/alejandro-vilchez
Bio	<p>Alejandro Vilchez is Principal of AV Consulting, an independent consulting firm based in Silicon Valley. He is a seasoned and recognized leader in the field of violence prevention, youth development, community engagement and organizational development. He is a highly sought facilitator, trainer and public speaker with the ability to capture audiences in a fun yet focused manner, both in English and Spanish.</p> <p>Since 1992 he has served in multiple roles as a direct service provider; grant writer, community liaison, program director and school administrator. He is a lecturer for Center for Leadership Learning at UC Davis, a licensed Restorative Practices trainer and author of "Off 2 Play", a workshop dedicated to games, icebreakers and group activities.</p> <p>A V Consulting provides Training, Facilitation, Coaching and Consultation services to individuals and organizations seeking to mitigate conflict and increase team cohesion.</p> <p>Areas of concentration include:</p> <ul style="list-style-type: none"> • Engaging Youth & Leadership Development • Community Engagement Best Practices • Gang Prevention & Crisis Mediation • Creating Safe School Culture & Positive Work Climates • Non Profit Board Roles & Responsibilities • Active Listening & Effective Speaking • Team Building vs. Team Development • Conflict Resolution, Restorative Practices & Circles <p>Alejandro is native to the San Francisco Bay Area, and earned two Bachelor Degrees from Bethany Bible College (Cross-Cultural Communications) and Notre Dame de Namur University (Human Services). He loves baseball, classic Chevy's and reading all things C.S. Lewis.</p>
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ Board/staff relations ❖ Roles and responsibilities ❖ Training <p><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Board and Staff Development/Training ❖ Organization and Cultural Change ❖ Experience working with BIPOC- led and serving communities ❖ Facilitation <p><u>Human Resources</u></p> <ul style="list-style-type: none"> ❖ Consultation ❖ Training ❖ Conflict Resolution

	<p><u>Nonprofit Startup</u></p> <ul style="list-style-type: none">❖ Coaching new ED's <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none">❖ Facilitation❖ Team building❖ Organizational Change❖ Design and Facilitation❖ Training <p><u>Program Development</u></p> <ul style="list-style-type: none">❖ Community or constituent engagement
Rates	<ul style="list-style-type: none">❖ Hourly Rate - \$150 prep / \$350 delivery❖ Daily Rate - \$1500 - 1800



CONSULTANT PROFILE - ERIKA WRIGHT	
Consultant's Name	Erika Wright
Consulting as	An individual
Pronouns	She/ Her
Phone Number	707.215.4209
Email Address	erikawri@yahoo.com
Bio	<p>Erika Wright was born and raised in Eureka, California and graduated from Cal Poly Humboldt with a BA in English and a minor in (what was then called) Ethnic Studies. She moved to London in 2002 and completed an MA in Postcolonial Literature at the University of London, School of Advanced Studies. Erika also lived in Berlin, Germany; Xi'an China; and Perth Australia working as a lecturer in a variety of (non-literature fields), as a teacher to pre-literate refugees, and a volunteer for Oxfam and Slow Food.</p> <p>While working as a temp at United Indian Health Services Erika was introduced to grant writing. Since then she's worked with various organizations from Perth City Farm to our local St Vincent de Paul's. Erika started worked at Cal Poly Humboldt as a pre-award specialist in the Sponsored Programs Office (SPF) in November of 2014. In this job, she helped staff, faculty, and center directors by finding funding, assessing funding opportunities, planning the writing process, developing budgets, grant editing and coaching, liaising with collaborators, managing the submission process, and negotiating contracts.</p> <p>In February of 2022 Erika transitioned into a new role at SPF as the Research Development Lead. Stay tuned for more! Erika has also enjoyed a long, and fruitful relationship with Humboldt Area Foundation where she co-taught a basic grant writing workshop, offered an advanced grant writing workshop, and worked as a grant-coach for applicants to the Humboldt Health Foundation.</p>
Areas of Expertise or Interest	<p><u>Boards Development</u></p> <ul style="list-style-type: none"> ❖ I have served on the board of Food for People - but I wouldn't call myself an expert! <p><u>Communications</u></p> <ul style="list-style-type: none"> ❖ I also would not call myself an expert in any of these areas, although I do engage in some of them in my current role. <p><u>Diversity, Equity & Inclusion</u></p> <ul style="list-style-type: none"> ❖ Lens you bring to all your consulting work ❖ Experience working with BIPOC- led and serving communities ❖ Experience working with Tribal-led and serving communities ❖ Experience working with LGBTQIA2S+led and serving communities <p><u>Fiscal</u></p> <ul style="list-style-type: none"> ❖ Experience building grant budgets - but not managing them! <p><u>Fund Development</u></p> <ul style="list-style-type: none"> ❖ Grant research (government) ❖ Grant research (private or community foundation) ❖ Grant writing (government) ❖ Grant writing (private or community foundation) <p><u>Human Resources</u></p>

Erika Wright

	<ul style="list-style-type: none">❖ I do some of these things, but would not feel confident to call any of them an area of expertise! <p><u>Legal</u></p> <ul style="list-style-type: none">❖ Contracts <p><u>Nonprofit Startup</u></p> <ul style="list-style-type: none">❖ Review of bylaws and articles of incorporation <p><u>Organizational Strategy and Development</u></p> <ul style="list-style-type: none">❖ Business planning❖ Community or constituent engagement❖ Facilitation❖ Organizational assessment or evaluation❖ Strategic planning <p><u>Program Development</u></p> <ul style="list-style-type: none">❖ Only in the context of grant writing ... but I think that's different. <p><u>Other</u></p> <ul style="list-style-type: none">❖ Experience as a grant reviewer
References	<p><u>Projects</u></p> <ul style="list-style-type: none">❖ August 2021- Humboldt Area Foundation Grant Coaching❖ August 2020- Humboldt Area Foundation Grant Coaching❖ September 2020- Humboldt Area Foundation Grant Writing Workshop
Additional Information	<ul style="list-style-type: none">❖ Rarely accepts consulting jobs.
Interest	<ul style="list-style-type: none">❖ Personally - I'm interested in learning new things! I'm going to be trained in Strategic Doing as a facilitator in August, I'm interested in learning more about working with foundations and corporations that might not regularly post grant solicitations, and I'm looking for training in improving my data visualization skills.



Nonprofit Leadership and Organizational Development Consulting and Coaching Resources

The following list is compiled by the team at HAF + WRCF to provide information about the training, coaching, and consulting resources in the Northern California region that may be helpful.

Training and Coaching

- [Acumen Academy's Adaptive Leadership Course](#). Provides online courses focused on adaptive leadership.
- [Center for Nonviolent Communication](#). Training, conflict resolution, projects and organizational consulting services centering Nonviolent Communication.
- [Cities & People](#). Focus on public sector decision making, addressing structural inequities, systemic oppression and power building. Services in research and evaluation, organizational development, project design and sustainability, strategic planning and meetings/trainings/convenings.
- [Fierce Conversations](#). Leadership development and training with a focus on conversation skills.
- [Gibrán Rivera](#): Rivera is a master facilitator, coach and trainer with expertise in supporting leaders and groups to develop capacity to work with complexity, including dynamics of power, equity and inclusion.
- [HSU Extended Education's Leadership Studies Program](#). Interdisciplinary program focused on building leadership skills and strategies that promote an understanding of equity and inclusion for personal, community, and organizational transformation.
- [Issac Carter](#). Coaching, consulting and organizational development with strong focus on equity and inclusion and guided by emotional and cultural intelligence.
- [Kate Trompetter](#). Coaching in systems, communities and organizations through deep change work.
- [Keshnee Nadoo](#). Coaching and training in leadership development with experience in K-12 education.
- [Leadership Learning Community](#). Leadership Learning Community is a national nonprofit organization transforming the way leadership development work is understood, practiced and promoted, primarily within the nonprofit sector by facilitating learning and relationship building through online and in-person convenings.
- [Lou Knows Good](#). Social impact consulting and training with a lot of experience with youth and education.
- [The Management Center](#). Facilitation and coaching to help leaders working for social change build and run more equitable, sustainable, and results-driven organizations.
- [Minnesota Council of Nonprofits Practical Leadership Program with Lisa Negstad](#). Organizational culture strategy firm for nonprofits and foundations providing leadership and communication training and coaching.
- [Rockwood Leadership Institute](#). Training for social change leaders with tools and skills to become effective leaders.



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- [UC Berkeley's Executive Leadership Program](#). Communication-intensive leadership development training program offered both online and in person.
 - [UFacilitate](#): UFacilitate coaches leaders to create the conditions that drive inclusion and collaboration, harnessing the diversity and creativity of their teams and stakeholders.

Consulting Firms

- [Adelante Coaching + Consulting](#). Coaching, team development and training for leadership development, manager effectiveness, employee engagement and team performance.
- [A/V Consulting](#). Facilitation, coaching, community engagement and organizational development with an emphasis on conflict resolution and cultural humility.
- [Cleveland Consulting Group](#). Executive, team and organizational development; emergent and transformative change; and visioning.
- [CoCreative Consulting](#). CoCreative provides consulting, training, and coaching services for shared prosperity, equity, and sustainability.
- [Communicore Consulting](#). Organizational consulting, leadership coaching, facilitation, training and wisdom retreats to grow regenerative organizations through alignment on vision, goals, commitments and ways of working together to guide meaningful change.
- [Gelinias James Consulting](#). Humboldt County based facilitators providing coaching, consulting, and trainings to help leaders, organizations, boards, and communities create their desired futures through innovative, collaborative, and practical approaches.
- [Mmapeu Consulting](#). Organizational development, change management, and coaching.
- [Tusk Consultants](#). Tusk works to bring forward social, economic and environmental justice in organizational life through a focus on organizational culture, structural change, and design of organizational services and products.