



Consultant Resource List

		A Haaker Consulting, Inc.	ccbozard consulting	ChangeIt Group
		Louise K. Haaker	Colleen Campbell Bozard	Jeanne Antonuccio
		louise@hargray.com	ccbozard@gmail.com	jeanne@changeitgroup.com
		(864) 603-3790	(803) 518-5576	(412) 855-8442
		haakerconsulting.com	ccbozardconsulting.com	www.changeitgroup.com
		US Southern Region	South Carolina and Savannah, GA	South Carolina, Pennsylvania, Ohio
Methodology	Methodology	Organizational Consulting, Speaker and Training	Group Facilitation, Interim Leadership, Organizational Consulting, Speaker, Training	Interim Leadership, Organizational Consulting, Change Leadership, Strategic Alignment, Navigating Change
Governance & Board Structure	Governance & Board Structure	Board & Staff Teamwork, Board Roles & Responsibilities, Committee Development, Leadership Development, Organizational Structure, Policy Development	Board & Staff Teamwork, Board Composition/Diversity, Board Development, Board Retreat Design & Facilitation, Board Roles and Responsibilities, Bylaws, Committee Development, Conflict Resolution, Leadership Development, Organizational Structure, Policy Development, Effective Board Meetings	Board & Staff Teamwork, Board Development, Board Roles and Responsibilities, Committee Development, Leadership Development, Organizational Structure
HR and Personnel	Human Resources & Personnel	Executive Search, Staff Development	Executive Coaching, Executive Search	Executive Coaching, Job Description Development, Staff Development, Leading Across Cultures, Strategy and Talent Alignment, Leadership Development

		A Haaker Consulting, Inc.	ccbozard consulting	ChangeIt Group
Long & Short Range Planning	Long & Short Range Planning	Annual Planning	Annual Planning, Organizational Evaluation	Annual Planning, Measurement, Organization Evaluation, Program Planning, Strategic Planning
Program	Program	Evaluation, Goals & Objectives, Mission/Vision, Program Development	Mission/Vision, Program Development	Goals & Objectives, Mission/Vision, Program Development, Program Outcomes, IACCO Change Model
Fundraising & Resource Development	Fundraising & Resource Development	Corporate Donations, Endowment Building, Foundation Relationships, Fundraising/Gift Acceptance Policy Development, Grassroots Fundraising, Major Gifts, Proposal Writing & Grantsmanship	Proposal Writing & Grantsmanship, Fundraising 101, Encouraging board involvement in Fundraising	
Financial Management	Financial Management	Budgeting		
Organizational Development	Organizational Development	Intirim Leadership, Start-Up	Interim Leadership, Joint Project or Collaboration, Major Change in Program Direction, Operational Analysis, Start-Up	Interim Leadership, Joint Project or Collaboration, Major Change in Program Direction, Merger, Start-Up

		A Haaker Consulting, Inc.	ccbozard consulting	ChangeIt Group
Marketing & Communications	Mktg/Communication/PR/Social Media/Events	Event Planning & Execution, Social Media Planning, Writing/Editing		Marketing Planning, Internal Communication Plan as part of a Change Strategy
Information Technology	Information Technology			
Other Expertise	Other Expertise	Identify external funding sources to include foundations, local sources, bank and community foundation managed sources.	BoardSource Certified Governance Trainer Together SC's Guiding Principles & Best Practices	IACCO Change Model - created and designed by JCA Consulting, LLC. ChangeIt Group is a division of JCA Consulting - www.jca-consult.com

	A Haaker Consulting, Inc.	ccbozard consulting	ChangeIt Group
Pricing Structure	Pricing Structure		ChangeIt Group's pricing structure is customized to meet the scope of work of each project. Consulting estimate considers expectations of client and ChangeIt Group; deliverables and outcome needed; estimated time to complete. Once a project has been completed, ChangeIt Group may work on a retainer basis to continue providing guidance.
References	References Angela Childers Executive Director Beaufort Housing Authority achilders@beaufortha.com (843) 525-7059 William Prokop City Manager City of Beaufort wprokop@cityofbeaufort.org (843) 525-7070	Madeleine McGee, Executive Director Together SC (843) 708-3246 madeleine@togethersc.org Tara Weese Director of Grants and Initiatives Spartanburg Community Foundation (864)582-0138 tweese@spcf.org Karen Martini Odom Executive Director Chesterfield County First Steps (843)623-5904 kmartini@chesterfieldfirststepps.org	Available Upon Request
Nonprofit Clients in Local Area	Women of Faith and Power	Hopeful Horizons	

Local Nonprofit Clients	A Haaker Consulting, Inc.	ccbozard consulting	ChangeIt Group
	 <p>Ministries, Inc., Dir. Mary Simmons Bluffton Township Fire District. Chief Thompson</p>	<p>The Children's Center</p>	
	<p>The information contained in this list has been provided by the consultant and/or the business represented. This consultant list is intended as a resource of information, and in no way is a representation of a referral by the Community Foundation of the Lowcountry. The Community Foundation of the Lowcountry strongly recommends checking references PRIOR to engaging any consultant for work. If you are a consultant, and would like to be included on this list, please complete the survey below:</p>		
	<p>Consultant Survey</p>		



Consultant Resource List

 Methodology	Charitable Advisory Services	Deborah S. Johnson	Diane Hopper Consulting
	Barbara Ernico	Deborah S. Johnson	Diane Hopper
	barbara.ernico@gmail.com	djohnson@islc.net	dianebhopper@gmail.com
	(717) 877-6064	(843) 592-5546	(513) 225-0860
			www.linkedin.com/in/dianebohpper
	Lowcountry Region	South Carolina and Georgia	Bluffton, Hilton Head Island, Savannah
 Governance & Board Structure	Group Facilitation, Organizational Consulting, Speaker Training	Group Facilitation, Organizational Consulting, Speaker, Writing	Organizational Consulting, Speaker, Training
 Human Resources & Personnel	Board & Staff Teamwork, Board Composition/Diversity, Board Development, Board Retreat Design & Facilitation, Board Roles and Responsibilities, Committee Development, Organizational Structure, Basic Grant Writing	Board & Staff Teamwork, Board Composition/Diversity, Board Development, Board Retreat Design & Facilitation, Board Roles and Responsibilities, Bylaws, Organizational Structure, Policy Development, Effective Board Meetings	
 HR and Personnel	Executive Search, Job Description Development	Job Description Development, Staff Development, Staffing Structure/Plan	

		Charitable Advisory Services	Deborah S. Johnson	Diane Hopper Consulting
Long & Short Range Planning	Long & Short Range Planning	Annual Planning, Strategic Planning	Annual Planning, Community Needs Assessment, Measurement, Organization Evaluatin, Program Planning, Strategic Planning	Annual Planning
Program	Program	Goals & Objectives, Mission/Vision, Program Outcomes	Evaluation, Goals & Objectives, Mission/Vision, Program Development, Program Outcomes	
Fundraising & Resource Development	Fundraising & Resource Development	Proposal Writing and Grantsmanship	Annual Campaigns, Foundation Relationships, Fund Development Planning, Fundraising/Gift Acceptance Policy Development, Proposal Writing and Grantsmanship	Annual Campaigns, Capital Campaigns, Corporate Donations, Feasibility Studies, Foundation Relationships, Fund Development Planning, Fundraising and Gift Acceptance Policy Development, Grassroots Fundraising, Individual Gift Solicitation, Major Gifts, Proposal Writing & Grantmanship, Sponsorships
Financial Management	Financial Management			
Organizational Development	Organizational Development	Start-Up	Intirim Leadership	

	Charitable Advisory Services	Deborah S. Johnson	Diane Hopper Consulting
Marketing & Communications	Mktg/Communication/PR/Social Media/Events	Marketing Planning, PR Planning, Writing/Editing	Marketing Planning, Social Media Planning, Website Development and Management, Writing/Editing
Information Technology	Information Technology		
Other Expertise	Other Expertise		I have a strong record of successful advocacy, raising millions for non-profits, developing strategy and strengthening processes. I am an editor, publisher, fundraiser and attorney and have published digital and print magazines & annual reports, secured and reviewed grants, taught graduate-level writing, and co-authored a legal treatise.

	Charitable Advisory Services	Deborah S. Johnson	Diane Hopper Consulting
Pricing Structure	Pricing Structure		My pricing structure varies based on the project and needs of the non-profit.
References	<p>Dr. Wesley Doll, Superintendent Upper Adams School District 161 N. Main Street Biglerville, PA 17307 (717) 677-7191</p> <p>Tammy Barbour, Executive Director Adams County Childrens Advocacy Center 450 West Middle Street Gettysburg, PA 17325 (717) 870-8328; tammybarb@comcast.net</p> <p>Harry Hartman, Publisher Gettysburg Times 1570 Fairfield Road P O Box 3669 Gettysburg, PA 17325 (717) 334-1131</p>	<p>Angela Childers Executive Director Beaufort Housing Authority achilders@beaufortha.com (843) 525-7059</p> <p>William Prokop City Manager City of Beaufort wprokop@cityofbeaufort.org (843) 525-7070</p>	<p>Marta Runnels Director of Marketing & Admissions, St. Ursula Villa (513) 290-5277</p> <p>Don Stahl Vice President, The Angiletti Group, LLC. collabpartners@aol.com (303) 877-1166</p> <p>Polly Duplace Principal, St. Ursula Villa p.duplace@stursulavilla.org (513) 871-7218</p>
Nonprofit Clients in Local Area	None. I moved to South Carolina in	Beaufort County Open Land Trust	I have recently relocated to the

Local Nonprofit Clients		Charitable Advisory Services	Deborah S. Johnson	Diane Hopper Consulting
		January of 2018 after retiring from a 40+ year career in non-profit administration. I consulted for non-profits during that time and three of my clients are serving as references.	Lowcountry Affordable Housing Coalition City of Beaufort Redevelopment Commission United Way of the Lowcountry Beaufort County Library (pro bono as board member)	Lowcountry and therefore do not have local non-profit references.
	<p>The information contained in this list has been provided by the information, and in no way is a representation of a referral by the strongly recommends checking references PRIOR to engaging an</p>			



Consultant Resource List

		ForeSight Communications	Gifted2Share LLC	Grant Management Institute
		Courtney C. Young	Angela Barnard	Lynn Austin
		cyoung@thinkfsc.com	angmweeks@gmail.com	la@grantmanagementinst.com
		(803) 261-4180	(616) 490-0573	(843) 790-9060
		<i>thinkfsc.com</i>		<i>grantmanagementinst.com</i>
		South Carolina	Lowcountry Region	Lowcountry Region
Methodology	Methodology	Group Facilitation, Organizational Consulting, Speaker, Training	Group Facilitation, Interim Leadership, Organizational Consulting, Speaker, Training, Corporate Coaching	Organizational Consulting, Training, Grant tracking and Education
Governance & Board Structure	Governance & Board Structure	Board & Staff Teamwork, Board Composition/Diversity, Board Development, Board Retreat Design & Facilitation, Conflict Resolution, Leadership Development, Organizational Structure	Board & Staff Teamwork, Board Composition/Diversity, Board Retreat Facilitation, Committee Development, Conflict Resolution, Leadership Development, Organizational Structure, Policy Development, Effective Board Meetings	
HR and Personnel	Human Resources & Personnel		Executive Coaching, HR Policies & Evaluation, Staff Development, Staffing Structure/Plan, Corporate Coaching	Personnel time and activity tracking

		ForeSight Communications	Gifted2Share LLC	Grant Management Institute
Long & Short Range Planning	Long & Short Range Planning	Annual Planning, Community Needs Assessment, Program Planning, Strategic Planning	Annual Planning, Community Needs Assessment, Management Audit, Measurement, Organization Evaluation, Program Planning, Strategic Planning	Community Needs Assessment, Measurement
Program	Program	Evaluation, Goals & Objectives, Mission/Vision, Program Development, Program Feasibility Study, Program Outcomes	Evaluation, Goals & Objectives, Mission/Vision, Program Feasibility Study, Program Outcomes	Evaluation, Goals & Objectives
Fundraising & Resource Development	Fundraising & Resource Development	Annual Campaigns, Capital Campaigns, Corporate Donations, Fund Development Planning, Grassroots Fundraising, Income Planning, Individual Gift Solicitation, Major Gifts, Planned Giving, Special Fundraising Events, Sponsorships		Grant and donor income/expense tracking
Financial Management	Financial Management			Operational status reports/charts/graphs
Organizational Development	Organizational Development		Intirim Leadership, Joint Project or Collaboration, Major Change in Program Direction, Start-Up	Operational Analysis, Impact/Status Reports for Data Driven Decisions

		ForeSight Communications	Gifted2Share LLC	Grant Management Institute
Marketing & Communications	Mktg/Communication/PR/Social Media/Events	Branding/Image Development, Communications Audit, Crisis Communications, Event Planning & Execution, Graphic Design, Marketing Planning, Photography, PR Planning, Social Media Planning, Speakers Bureau Development, Website Development & Management, Writing/Editing	Branding/Image Development, Communications Audit, Crisis Communications, Event Planning & Execution, Marketing Planning, Photography, PR Planning, Social Media Planning, Website Development & Management, Writing/Editing, Videography	
Information Technology	Information Technology		Data Collection/Analysis, Software Training	Data Collection/Analysis, Each client has its own password-protected web page
Other Expertise	Other Expertise		Certified professional coach using coaching principles and motivational interviewing techniques when facilitating or developing plans. I am also a communications consultant and teach people how to communicate their messages through an online presence, videography, and using social media. I also create mental health quality improvement plans.	GMI tracks your operational data and uses it to produce interactive business intelligence charts, reports, and dashboards for board/donor presentations; websites; and grant proposals/reports. Outputs streamline admin/program tasks and allow for faster impact analysis and data-driven decision making. GMI also offers online grant writing education.

		ForeSight Communications	Gifted2Share LLC	Grant Management Institute
Pricing Structure	Pricing Structure			GMI offers yearly contracts for full-service data-tracking or individual components to buy what you need, when you need it. All products are personalized with an organization's data. GMI doesn't sell software; it uses combinations of proven systems to provide outsourced management services, to boost productivity and demonstrate community impact.
References	References	Joyce Wright - Mitchelville Preservation Project jwright@exploremitchelville.org, (843) 255-7302 Eric Turpin- NIBCAA eturpin@nibcaa.org, (843) 255-7303 Allen Brown - NAMC SC abrown@namcsouthcarolina.com, (803) 546-2003	Deb Trout (269) 615-4167 -She will be familiar with my county mental health quality improvement and evaluation work. Josh Horneck (913) 333-1920--He will be familiar with my crisis communications/social media consulting work. josh.horneck@gmail.com	Cindi Solomon, Esq. Executive Director Operation Sight info@operationsight.org (877) 354-4822 Peg Lahmeyer Executive Director The ARK of SC executivedir@thearkofsc.org (843) 471-1360
Nonprofit Clients in Local Area	Mitchelville Preservation Project	I am new to living in Beaufort, but	Currently, two GMI clients (The ARK of	

Local Nonprofit Clients	 ForeSight Communications NIBCAA Heroes of the Lowcountry	Gifted2Share LLC am a communications consultant with an organization called Nusura and have worked with organizations like American Red Cross, FEMA, FBI, Walmart, Atlas Oil, DHS, Salvation Army, & others that would respond to provide hurricane relief, etc. to help them respond to crisis scenarios and communicate effectively. I have also done a lot of program evaluation and quality improvement work for Allegan County Community Mental Health in Michigan, as well program design and evaluation for Goodwill Industries of West	Grant Management Institute SC and Operation Sight) are based in Charleston County, but they have served residents of Beaufort or Colleton Counties for the last three to five years. In the Hilton Head Island area, GMI works with the Daufuskie Marsh Tacky Society. Each client has its own password-protected web page, which houses their charts, grants, and other data files. To view samples, please visit www.grantmanagementinst.com .
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Consultant Resource List

		JWA Consulting	Lowcountry Synergy	Moonstar Advertising Public Relations LLC
	Jim Wellen	Danielle Breidung	Lisa Carroll	
	jim@jwaconsulting.et	danielle@lowcountrysynergy.com	lisapr@hargray.com	
	(609) 238-8903	(843) 580-8636	(843) 304-1922	
	<i>jwaconsulting.net</i>	<i>lowcountrysynergy.com</i>	<i>moonstaradvertisingpublicrelations.com</i>	
	Georgia, South Carolina, Florida	Lowcountry Region and nearby areas	Lowcountry Region and nearby areas	
Methodology	Methodology	Group Facilitation, Interim Leadership, Organizational Consulting, Speaker, Training	Group Facilitation, Interim Leadership, Organizational Consulting, Speaker, Training	Marketing assistance
Governance & Board Structure	Governance & Board Structure	Board Development, Board Retreat Design & Facilitation, Board Roles and Responsibilities, Bylaws, Committee Development, Leadership Development, Policy Development	Board & Staff Teamwork, Board Development, Board Retreat Design & Facilitation, Board Roles and Responsibilities, Committee Development	
HR and Personnel	Human Resources & Personnel	Executive Coaching, Job Description Development, Staff Development, Volunteer/Intern Management	Volunteer/Intern Management	

		JWA Consulting	Lowcountry Synergy	Moonstar Advertising Public Relations LLC
Long & Short Range Planning	Long & Short Range Planning	Annual Planning, Management Audit, Organization Evaluation, Strategic Planning	Annual Planning	
Program	Program		Evaluation, Goals & Objectives, Mission/Vision, Program Outcomes	
Fundraising & Resource Development	Fundraising & Resource Development	Annual Campaigns, Capital Campaigns, Corporate Donations, Endowment Building, Feasibility Studies, Foundation Relationships, Fund Development Planning, Fundraising/Gift Acceptance Policy Development, Individual Gift Solicitation, Major Gifts, Planned Giving, Proposal Writing & Grantsmanship, Special Fundraising Events, Sponsorships	Proposal Writing and Grantsmanship	
Financial Management	Financial Management			
Organizational Development	Organizational Development		Joint Project or Collaboration	

		JWA Consulting	Lowcountry Synergy	Moonstar Advertising Public Relations LLC
Marketing & Communications	Mktg/Communication/PR/Social Media/Events	Event Planning & Execution, Writing/Editing	Communications Audit, Event Planning & Execution, Social Media Planning, Website Development and Management, Writing/Editing	Branding/Image Development, Communications Audit, Crisis Communications, Event Planning & Execution, Graphic Design, Marketing Planning, Photography, PR Planning, Social Media Planning, Speakers Bureau Development, Website Development & Management, Writing/Editing, Full
Information Technology	Information Technology			
Other Expertise	Other Expertise		<p>(1) Cultural competence: I have experience developing programs to serve diverse, multi-lingual, and immigrant populations. I also speak Spanish and Portuguese, and have traveled extensively worldwide.</p> <p>(2) Coalition facilitation: I bring non-profit, facilitation: I bring non-profit, faith-based, governmental, and other organizations together to pursue common goals.</p>	

	JWA Consulting	Lowcountry Synergy	Moonstar Advertising Public Relations LLC
Pricing Structure	JWA Consulting charges a flat fee for the specific project, based on the nature of the work. We do not work on commission or charge per hour, since we feel this is the fairest arrangement for our clients. There are no additional fees for local/ regional travel or other expenses.	Lowcountry Synergy works with each client to determine a mutually agreeable price and payment arrangement, such as hourly, monthly retainers, and lump sums. For short duration/high impact projects, hourly-based payment is often preferable. Monthly retainers and lump sum payments are mostly for deliverable based contracts with pre-defined deadlines.	The standard hourly rate for non-profits is \$50 per hour. Give us your budget and, we will try to meet your needs. We provide estimates for large projects. We often provide customized packages specifically for nonprofits. This allows you to select what fits best. Billing is the end of every month, net 30.
References	<p>1. William McCusker (Campaign volunteer at Catholic Partnership Schools) Email: wmccusker@kpmg.com Phone: (215)-341-6742</p> <p>2. Robert Zampolin, AIA (Board member and volunteer at College of Architecture and Design at NJIT) Email: Bob@zampolin.com Phoe (201)358-1166 x 24</p> <p>3. Rabbi Richard Simon (Spiritual leader at a congregational capital campaign) Email: rsimon31@comcast.net Phone: (856) 596-1600</p>	<p>Fred Leyda, Beaufort County Human Services Alliance, fleyda@uscb.edu, (843)521-3153</p> <p>Tina Gentry, United Way of the Lowcountry, tgentry@uwlowcountry.org, (843) 982-3040</p> <p>Bill Moss, South Carolina Youth Leadership Conference, billmoshhi@gmail.com, (843) 422-1728</p>	<p>Foundation For Educational Excellence Jackie Rosswurm jmr2hhi@gmail.com (843) 415-2331</p> <p>Polo For Charity, coordinated by the Rotary Club of Okatie - Barbara McFadden bmcattoorney@aol.com (843) 298-3055</p> <p>StoneWorks - Caroline Baltzegar caroline@hiltonheadstone.com (843) 689-6980</p>
Nonprofit Clients in Local Area		United Way of the Lowcountry	Hilton Head Choral Society

Local Nonprofit Clients	JWA Consulting	Lowcountry Synergy	Moonstar Advertising Public Relations LLC
		Lowcountry Area Volunteer Income Tax Assistance (VITA) Coalition Community Services Organization (CSO) Military and Veterans Service Alliance (MAVSA) South Carolina Youth Leadership Conference (SCYLC) New Paths Project Great Girls, Great Guys Bluffton Community Center Foundation	Foundation For Educational Excellence Art League of Hilton Head Mayfest, coordinated by The Rotary Club of Bluffton Polo For Charity, coordinated by The Rotary Club of Okatie The Church of the Cross Heel to Toe for Polio District 5 rotary clubs effort Charitable efforts for many for-profit clients: The Greenery, StoneWorks, Covert Aire, Prudential Chris Corkern
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Consultant Survey			



PhilanTOPICS, LLC

Denise Spencer

denisekspencer@gmail.com

(843) 540-1887

www.philantopics.com

Nationwide

Consultant Resource List

Methodology	Methodology	Group Facilitation, Interim Leadership, Organizational Consulting, Speaker, Training, Strategy, Policy Development, Advising on Fund Development
Governance & Board Structure	Governance & Board Structure	Board Composition/Diversity, Board Development, Board Retreat Design & Facilitation, Board Roles and Responsibilities, Bylaws, Committee Development, Leadership Development, Organizational Structure, Policy Development
HR and Personnel	Human Resources & Personnel	Diversity, Executive Coaching

		PhilanTOPICS, LLC
Long & Short Range Planning	Long & Short Range Planning	Annual Planning, Strategic Planning
Program	Program	Goals & Objectives, Mission/Vision
Fundraising & Resource Development	Fundraising & Resource Development	Annual Campaigns, Endowment Building, Fund Development Planning, Fundraising/Gift Acceptance Policy Development, Individual Gift Solicitation, Proposal Writing & Grantsmanship
Financial Management	Financial Management	
Organizational Development	Organizational Development	Change in Corporate Status, Interim Leadership, Major Change in Program Direction

		PhilanTOPICS, LLC
Marketing & Communications	Mktg/Communication/PR/Social Media/Events	Writing/Editing
Information Technology	Information Technology	
Other Expertise	Other Expertise	

	PhilanTOPICS, LLC
Pricing Structure	It depends on how many total hours are needed, as I use a sliding scale with different prices for 8 hours or less, 20 hours or less, and more than 20 hours. I will also negotiate depending on the nature of the work.
References	<p>Henry Well, South Carolina Cancer Alliance, henry.well@sccancer.org, (803) 708-4732</p> <p>Jeff Gerber, Hilton Head Wine and Food, Inc., circlemstr@gmail.com, (843) 301-9256</p> <p>Risa Streden Prince, Lowcountry Coalition Against Hate, risasredenprince@gmail.com, (513) 290-5141</p> <p>JoAnn Turnquist, Central Carolina Community Foundation, joann@yourfoundation.org, (803) 978-7823</p>
Nonprofit Clients in Local Area	My organization was founded May

Local Nonprofit Clients



	<p>PhilanTOPICS, LLC</p> <p>1, 2019, so we've only been around for a short time. A number of my clients are outside of the four counties listed. But here are a few local ones:</p> <p>Lowcountry Coalition Against Hate Hilton Head Wine and Food, Inc. Hilton Head/Bluffton Monthly</p> <p>There are other local organizations under contract at this date (August, 2019), so if more are needed, I should shortly be able to offer others I've served.</p>
	The information contained in this list has been provided by the information, and in no way is a representation of a referral by the information. The information strongly recommends checking references PRIOR to engaging an
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