

PRIMARY SKILL AREAS

CORPORATE SOCIAL RESPONSIBILITY/BUSINESS PHILANTHROPY

- 10 years experience providing training (live, webinars, and telephone), speaking, and coaching on public-private partnerships and how to develop strategic partnerships between businesses and NGO/nonprofit organizations that go beyond cash donations, including community involvement as a core component of CSR, and the metrics and measurement of impact,
- Conducted research of thought leaders from 50+ companies concerning their company's community involvement, links to business goals and types of programming.
- Background in employee volunteer program creation and management, cause marketing, and grant making systems design and management.
- 2 years on steering committee of Colorado's People, Planet, Profit (formerly BSR affiliate).
- Background in sustainability, international environmental standards and policy-making, reducing carbon footprint, and the triple bottom line.
- Conference attendance, exhibitor, and/or organizational membership in Social Venture Partners, Social Venture Network, Business for Social Responsibility, BALLE, Co-op America (now Green America), Green Festivals, and the Green Business Conference.
- Author of forthcoming book on strategic business philanthropy and blogger at <http://www.businessgivingstrategies.com>. Featured as expert on business philanthropy in Entrepreneur Magazine and Business Week.

PARTNERSHIP DEVELOPMENT

- 10 years experience providing training (live, webinars, and telephone), speaking, and coaching on how to develop strategic partnerships between businesses and NGO/nonprofit organizations.
- Spearheaded and facilitated local grassroots processes for community development and enhancing communication, cooperation, and collaboration among community-based organizations, governmental agencies, and the private/business sector in the US and internationally.
- Facilitated resource development planning processes including needs and strategies for securing resources for more than 25 organizations.
- Designed and facilitated planning processes to strengthen service and volunteerism at the state level through collaboration and partnerships between state and federal government agencies, national service programs, the traditional volunteer sector, volunteer centers, educational institutions, and the business community. (MI, TX, CO, OR, WA, NH, NM, LA, AZ)
- Designed and conducted think tank for representatives from 8 states engaged in developing a multistate-state literacy program pilot in collaboration with the Target Corporation.
- Author of Designing Strategic Partnerships with Businesses: A Nonprofit Toolkit, now in its 4th edition.

ORGANIZATION DEVELOPMENT

- 13 years experience conducting needs assessment and analysis of organizational processes at NGOs/nonprofit organizations and government agencies to identify strengths, gaps and issues and propose solutions in order to increase effectiveness.
- Served on three administrative standards review teams for Governors' Commissions on National and Community Service – team leader for two reviews. Assisted with standards review preparation for four additional states.
- Developed online resource portal on effective management of state service commissions and national AmeriCorps program grantees for the Corporation for National and Community Service.
- Planned and conducted nonprofit and government program staff retreats for action planning and teamwork enhancement for more than 30 organizations.

- Planned, designed curricula/materials and conducted board development training and retreats for all 50 Governors' Commissions on National and Community Service including new commissioner orientation, board development, clarification of board/staff roles and responsibilities, and identification of committees.
- Planned and conducted organizational strategic planning processes, meetings to enhance interagency coordination and cooperation, statewide planning processes, and special cross-state and organization initiatives for more than 15 organizations.
- Facilitated seven Community Dialogues (in TX, OH, MI, CA, IN, and LA) with CEO, National Board Members, and Senior Staff of the Corporation for National and Community Service for the development of their 5 year strategic plan. Developed online and paper stakeholder input tools, evaluation form, and reporting formats. Processed and summarized collected data.

SERVICE AND VOLUNTEERISM

- 20 years experience with service and volunteer programming with NGOs/nonprofits, government agencies, volunteer centers, and businesses.
- Experienced in development of grant strategy development, RFPs, grant guidance, outreach, proposal review, peer review processes and tools, grant award negotiation, grant management, monitoring, and compliance review, reporting, performance measurement and evaluation, and close out.
- 13 years as a Training and Technical Assistance Manager for governor-appointed state service commissions nationally promoting use of service and volunteerism as a solution to local issues.
- Served as Affiliate Faculty for at the National Service Leadership Institute at the Presidio, San Francisco.
- Consultant and trainer on volunteer recruitment, training, management, and recognition
- Primary responsibility for planning and conducting 15+ regional and national board development institutes for governor-appointed commissioners to state service commissions and members of national and multistate nonprofit boards on catalyzing service and volunteerism as a solution to local issues, stewardship, roles and responsibilities of board members, effective outreach and public relations, and legislative education.

METRICS AND SOCIAL IMPACT

- 20 years experience internationally and within the U.S. designing metrics, data collection systems and tools, and conducting evaluations to measure the social impact of federal and state, grants and cooperative agreements, foundation grants, and nonprofit programming.
- 15 years experience training and coaching nonprofit and government agency staff in designing metrics/performance measures to capture annual program outputs and outcomes. Provided intensive one-on-one assistance to over 300 nonprofit programs throughout the U.S. on designing data collection instruments and systems, conducting data aggregation and analysis and using results for reporting to funders and other stakeholders.
- Developed national performance measures for AmeriCorps National Civilian Community Corps (NCCC) and its five campuses throughout the U.S. for program management and reporting to Congress.
- Designed training curricula/materials and provided statewide and multistate training in 43 states to over 6,000 nonprofit staff on needs assessment, performance measurement, and evaluation.
- Assisted Save the Children in developing evaluation procedures, tools, and systems to measure the impact of their U.S.-based programming. Coached the Appalachian Region staff and programs during initial two years of implementation.
- Designed and conducted evaluations for local, national and international nonprofit and government clients including Indiana AmeriCorps and the Indiana Office of Faith-based and Community Initiatives, American Association for the Advancement of Science's Diplomacy Fellows Program, National Science Foundation, Library of Congress, National Crime Prevention Council's Teens, Crime and Community Program, Denver District Attorney's Juvenile Diversion Program, OJJDP-funded Youth For Justice Program, and USAID-funded AVSC Family Planning Program.

INTERNATIONAL AFFAIRS AND DEVELOPMENT

- Designed comprehensive postpartum family planning project for USAID/Jordan. Conducted social soundness, women in development, and environmental analyses for Project Paper. Developed \$11 million budget and financial analysis. Developed and analyzed questionnaire survey of public and private hospitals in Jordan. Coordinated, wrote, and edited Project paper and presented findings to USAID Mission and Jordanian Government officials.
- Project Manager/CTO for \$32 million USAID Cooperative Agreement with CARE.

- AAAS Science, Engineering and Diplomacy Fellow, Offices of Population and Science and Technology Grants, U.S. Agency for International Development for two years.
- Fulbright Scholar to University of Helsinki, Finland
- Established and facilitated working group of internal aid agencies/NGOs operating in Haiti on issues of maternal and child nutrition (including Save the Children, Catholic Relief Services, and Seventh Day Adventist World Services).
- SECID Fellowship to USAID Haiti to work on maternal and child nutrition issues and P.L. 480 Food Assistance.
- Educational background in disaster services, international development, agricultural economics, farming systems, international health and nutrition, and urban planning.
- M.S. Degree in International Public Health Nutrition from Virginia Tech. Conducted Master's thesis research in Haiti on street foods and their role in the diet of secondary school students.
- Designed and conducted survey of 1800 organizational leaders to research the role of women in administration in Finland.
- Exchange Student to Finland, AFS Intercultural Programs
- Work experience in 13 countries and U.S. Territories (Finland (2.5 years), Haiti (4 mos), Jordan (2 mos), Pakistan, Turkey, Tunisia, Philippines, Kenya, Sweden, Thailand, American Samoa and Guam). Travel to 20 other countries (Scotland, England, Spain, Norway, Germany, former East Germany, France, Switzerland, Netherlands, Guatemala, Peru, India, Australia, Vietnam, Samoa, Estonia, former USSR, Japan, Mexico, Canada.
- Member of Institute for International Education – Rocky Mountain Region.

PROFESSIONAL EXPERIENCE

Founder and CEO

BUSINESS NONPROFIT CONNECTIONS, INC.

(2/2006 – Present)

DENVER, CO

Business Nonprofit Connections, Inc. specializes in strengthening the community involvement of companies through training, coaching, and our online resource center. BNC provides busy business entrepreneurs and professionals easy access to cutting edge training, tools and templates, best practice articles, and discussion forums to strengthen their philanthropic efforts and maximize impact for both the community and company. BNC also consults with nonprofit organizations on performance measurement and evaluation, sustainability and resource development, and leadership and organization development.

Organization Development Consultant

PROJECT TASC (Technical Assistance to State Service Commissions), JBS INTERNATIONAL, AGUIRRE
DIVISION

(10/2001 - Present)

BURLINGAME, CA

Provide training and technical assistance to Governors' Commissions for National and Community Service funded by the Corporation for National and Community Service. Governor's Commissions catalyze nonprofit/volunteerism activities and administer the AmeriCorps programs in the state. Technical assistance provided includes fostering collaboration between the business, governmental, and nonprofit sectors, sustainability/resource development, board development activities such as clarification of vision and mission, roles and responsibilities, staff/commissioner relations, strategic planning, grant program administration, promotion of service and volunteerism at the state level, and public relations.

Consultant

PROJECT TADS (Technical Assistance for Disaster Services), JBS INTERNATIONAL, AGUIRRE
DIVISION

(10/2005 – 9/2009)

SAN MATEO, CA

Design and conduct national, regional, and web-based training in disaster services for the national service programs funded by the Corporation for National and Community Service.

Founder and CEO

HYATT INTERNATIONAL, LTD.

(1/2000 – 12/2005)

DENVER, CO

Hyatt International, Ltd. provides training, consulting, and coaching services that strengthen business involvement with nongovernmental organizations/nonprofits. Assist businesses in strategically designing and evaluating their philanthropy, community involvement, and cause marketing efforts to maximize effectiveness and impact on business image and bottomline, employees, and the community. Assist nonprofits in the development of business partnerships, sustainability strategies, board development, performance measurement and program evaluation, and organization development.

Administrative Standards Review Team Member/Team Leader
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE

(9/2004-11/2004)
WASHINGTON, DC

Conducted administrative standards reviews of three states' Governor's Commissions on National and Community Service. Served as a team member for one review and team leader for the two others. As team leader, coordinated the review process with the state commission staff, assigned and managed the work of the other team members, conducted the review of two standards, and compiled findings for all standards into a draft report.

Performance Measurement and Evaluation Coach
PROJECT STAR (Support and Training for Assessing Results), JBS INTERNATIONAL, DIVISION

(11/1995 – 6/2008)
SAN MATEO, CA

Provide performance measurement and evaluation training and technical assistance to nonprofit and governmental organizations with community service and volunteer programs including AmeriCorps, VISTA. Learn and Serve America, and Senior Corps. To date have conducted 2-3 day intensive on-site technical assistance visits with over 50 programs nationally to develop evaluation plans for community service, volunteer development and community strengthening objectives, refine and/or develop data collection instruments, and fine tune program objectives. Responsible for program follow-up and technical assistance reporting. Provided evaluation training workshops at more than 45 state-wide conferences for service and volunteerism to over 8,000 people.

Trainer
WBRS, AGUIRRE INTERNATIONAL

(9/1998 – 6/2001)
SAN MATEO, CA

Designed and conducted state-level trainings for AmeriCorps programs and Governors' Commission staff on the web-based reporting system (WBRS) designed by the Corporation for National Service to streamline financial, member, and evaluation reporting for its grantees and subgrantees. Served as technical specialist and trainer for WBRS team assisting programs in linking their evaluation systems to the new online Automated Progress Report.

Adjunct Faculty
NATIONAL SERVICE LEADERSHIP INSTITUTE

(1/1998 – 4/2001)
OAKLAND, CA

Member of training team working with National Service executives and staff members on topics related to leadership development. Served as small group facilitator/coach and trainer for special topics including organizational and personal vision development and coaching skills.

Principal
STRATEGIC SOLUTIONS GROUP, LLC

(3/1997 – 1/2000)
DENVER, CO

Nonprofit board development activities included mission statement definition, strategic and action planning, enhancing board member involvement and board effectiveness, board/staff relationships, and administrative structure analysis. Evaluation activities included objective writing, evaluation plan development, data collection instrument design, database development, data analysis, and using evaluation results as a management tool for continuous improvement, report writing, public relations, and grant proposals.

Technical Assistance Manager-Southwest Cluster
PROJECT TASC, AGUIRRE INTERNATIONAL

(8/1996 – 10/2001)
SAN MATEO, CA

Coordinated and provided training and technical assistance (T/TA) to Governors' Commissions for National and Community Service funded by the Corporation for National Service in nine states (AR, AZ, CO, KS, LA, MO, NM, OK, TX). Governor's Commissions administer AmeriCorps and catalyze nonprofit/volunteerism activities in the state. Technical assistance provided includes board development activities such as clarification of commission vision and mission, roles and responsibilities, staff/commissioner relations, strategic planning, fostering collaboration with between the corporate, governmental, and nonprofit sectors, grant program administration, promotion of service and volunteerism at the state level, sustainability, and public relations. Conducted technical assistance needs assessments, developed T/TA

strategies, hired appropriate consultants, facilitated retreats and meetings, planned regional and national workshops and conferences, conducted follow-up evaluations to determine impact of T/TA received.

Evaluation Trainer

ADVANCED SYSTEMS TECHNOLOGY CORPORATION (ASTEC)

(5/1998 – 12/1999)
BETHESDA, MD

Provided evaluation training workshops to non-profit program directors and advisory council members from community service and volunteer programs for seniors including the Retired Senior Volunteer Program, Foster Grandparent Program, and the Senior Companion Program. Conducted workshops ranging from two hours to two days on developing evaluation plans and instruments, data collection methods, data analysis and reporting strategies, and using data for continuous program improvement and sustainability. Trainings were provided for all Senior Corps programs in IL, CA, NY, PA, AL, TN, WV, and KY.

Evaluation Consultant

The AGUIRRE GROUP

(1/1997 – 3/1999)
SAN MATEO, CA

Provided evaluation training and technical assistance to Save the Children's Appalachian Regional Office staff and twelve community-based organizations involved in the Rural Out-Of-School Time Initiative. Conducted on-site visits with community-based organizations to develop evaluation plans and data collection instruments for out-of school time activities, youth relationships with caring adults, and factors associated with providing a safe place for youth. Provided training in evaluation plan development, data analysis, and reporting.

Evaluation Specialist

SOCIAL SCIENCE EDUCATION CONSORTIUM (SSEC)

(11/1993 - 4/1997)
BOULDER, CO

Designed and implemented evaluations of federally-funded and local projects including:

Teens, Crime, and the Community, a national middle/high school curriculum designed and implemented by the National Crime Prevention Council and the National Institute for Citizen Education in the Law to prevent teen victimization and crime (funded by the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention);

Youth for Justice, a national law-related /civic education program with five national partners (Center for Civic Education, Constitutional Rights Foundation, National Institute for Citizen Education in the Law, American Bar Association, and Phi Alpha Delta Public Service Center) and law-related education centers in 50 states geared to youth citizenship and violence prevention through teacher training and direct services to youth, (funded by the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention);

Middle School Curriculum Enhancement Through Service Learning, an SSEC implemented teacher enhancement project which combines team teaching by middle school teachers with service learning (currently funded by the Corporation for National Service, previously funded by the National Science Foundation);

Juvenile Diversion, a program of the Denver District Attorney's Office that provides intensive, comprehensive rehabilitation services to first time juvenile offenders;

V.O.I.C.E., a Chicago-based law-related education initiative of the Constitutional Rights Foundation designed to teach fifth grade students about law, government, and the peaceful resolution of conflict (funded by the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention);

Trainer

PROJECT STAR, AGUIRRE INTERNATIONAL

(7/1996 and 6/2000)
SAN MATEO, CA

Served as one of the national evaluation trainers for the National Senior Service Corps *Renewing America Through Senior Service* Conference held in Washington, DC. The three programs involved in the evaluation training were volunteer programs from around the country providing community service to address community needs (the Retired and Senior Volunteer Program, Foster Grandparent Program, and Senior Companion Program).

Evaluation Consultant

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE (AAAS)

(4-11/1994)
WASHINGTON, DC

Designed and implemented the evaluation of \$14 million 5-year grant from the U.S. Agency for International Development to the AAAS to administer a postdoctoral fellowship program providing scientific and technical expertise to the U.S. Government for its use in developing international public policy.

Project Design Consultant

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

(8/1994)

AMMAN, JORDAN

Revised procurement plan and budget tables for USAID/Jordan's \$11 Comprehensive Postpartum Family Planning Project.

Team Leader/Sociologist

DEVRES, INC.

(5-8/1993)

WASHINGTON, DC

Designed comprehensive postpartum family planning project for USAID/Jordan. Conducted social soundness, women in development, and environmental analyses for Project paper. Developed \$11 million budget and financial analysis. Developed and analyzed questionnaire survey of public and private hospitals in Jordan. Coordinated, wrote, and edited Project paper and presented findings to USAID Mission and Jordanian Government officials.

Postpartum Family Planning Specialist

POPTECH/DUAL AND ASSOCIATES

(1/1993)

ARLINGTON, VA

Designed initial framework for comprehensive postpartum family planning project for USAID/Jordan. Wrote Project identification Document and presented findings to USAID Mission and Government of Jordan.

Social Science Coordinator

OFFICE OF RESEARCH, AGENCY FOR INTERNATIONAL DEVELOPMENT

(2-10/1992)

WASHINGTON, DC

Managed grant for the American Association for the Advancement of Science (AAAS) Diplomacy Fellowship Program. Screened and interviewed candidates, coordinated placement and security clearance process for 35 finalists, developed one week orientation to USAID for incoming Fellows, and coordinated Diplomacy Fellowship Seminar Series. Managed AAAS Overseas Diplomacy Fellowship Program including placement of 6 finalists in overseas missions, negotiation of financial and logistical support, and mission recruitment. Prepared discussion paper on role of social science research in international development. Conducted an inventory of social science research funded by USAID. Conducted survey of USAID staff to identify social scientists to participate in intra-agency and interagency social science networks.

Social Science Analyst

OFFICE OF POPULATION, AGENCY FOR INTERNATIONAL DEVELOPMENT

(9/1990 - 2/1992)

WASHINGTON, DC

Managed CARE's first \$32 million 5-year project to add family planning service delivery to their worldwide portfolio of development activities. Provided technical support to the Cognizant Technical Officer for USAID's \$80 million 5-year cooperative agreement with the Association for Voluntary Surgical Contraception (AVSC) for project management activities. Assisted with management of \$230 million cooperative agreement with Pathfinder International. Developed scope of work and coordinated consultant selection, logistical arrangements, and itinerary development for mid-term evaluation of AVSC's worldwide \$80 million family planning project; served as social science specialist on evaluation team with fieldwork in Pakistan, Turkey, and Tunisia.

Community Development Specialist

AFS INTERCULTURAL PROGRAMS

(10/1989-7/1990)

NEW YORK, NY

Conducted volunteer recruitment, training, and coordination for Denver-metro area chapters of AFS. Served as liaison between headquarters and Colorado schools, teachers, local AFS chapters, international students, and host families, recruited and interviewed high school students and potential host families for participation in the exchange program.

PERSONAL AND PROFESSIONAL AFFILIATIONS

1% for the Planet
IBI Colorado and IBI Global

Green America
Social Enterprise Alliance

National Center for Community Relations
Institute for International Education

Net Impact Professional Chapter

EDUCATION

- Ph.D., Sociology, ABD** **Years Attended (1985-86, 88-90)**
COLORADO STATE UNIVERSITY FT. COLLINS, CO
Areas of Specialization: Organizational Analysis, Evaluation, Social Change, International Development.
- Fulbright Scholar – Department of Sociology** **Years Attended (1987-88)**
UNIVERSITY OF HELSINKI HELSINKI, FINLAND
Areas of Specialization: Sociology and Sport Sociology.
- M.S., Public Health Nutrition, 1985** **Years Attended (1982 - 84)**
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY BLACKSBURG, VA
Areas of Specialization: International Development, International Nutrition.
- B.S., Foods and Nutrition, 1981** **Years Attended (1977-81)**
UNIVERSITY OF MAINE ORONO, ME
Minor: Anthropology

OTHER TRAINING AND CERTIFICATIONS

Advanced Leadership Transformation Program (18 months), Shakti Communications – Santa Barbara, CA
Transformation Circle Program (12 months), Shakti Communications – Santa Barbara, CA
Center Ring with Brendon Burchard, Burchard Group – Portland, OR
Experts Academy, Burchard Group, LLC – Portland, OR
Partnership Development, Burchard Group, LLC – Portland, OR
Certified Professional Effectiveness Coach, New Ventures West – San Francisco, CA
Board Member Training, Metro Volunteers – Denver, CO

AWARDS AND HONORS

AAAS Science, Engineering and Diplomacy Fellow to the U.S. Agency for International Development
Fulbright Scholar to The University of Helsinki, Finland.
Award and Scholarship for commitment to International Home Economics, Virginia Tech
SECID Internship to U.S. Agency for International Development in Haiti
Exchange Student to Finland, AFS Intercultural Programs.

SELECTED COMMUNITY INVOLVEMENT

Loan Funder, KIVA (15 loans to date for microenterprise development)
Volunteer, Irish Festival – Littleton, CO
Volunteer, Registration, First Annual Denver Century Ride – Denver, CO
Volunteer, YouthBiz – Denver, CO
Small Business Development Mentor, MicroMentor
Community Volunteer and Donor, AFS Intercultural Programs
Donor, Grameen Foundation USA
Senior Partner/Mentor, Metro Denver Partners – Denver, CO
At Large Board Member, Partners Statewide Association
Board Member, Diana Price Fish Foundation
Net Impact Pro Bono Services Team, Microenterprise Development (MBD) – Denver, CO