



Consultant Database

Giancarlo "John" Amato

Amato Consulting Strategies, LLC

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www.amato-consulting.com

Areas of Expertise: Comprehensive Fund Development including Fundraising Program Assessments and Analysis, Annual Fund Planning, Feasibility Studies, Capital Campaign Implementation, Major Gifts and Moves Management, Planned Giving Programs, Direct Mail, Grant Writing, Organizational Development, Staff Development

Elaine Appleby, MA

Director of Gift Planning - Charitable Resource Giving Center

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4125 Westown Pkwy, Ste 104, West Des Moines, IA 50266

Areas of Expertise: Donor Centered Gift & Estate Planning Education and Implementation for nonprofits of all sizes, Charitable Gift Annuity Solutions Program, Gift Planning Professional Coaching for development staff

Bryan Arzani

Results Group, LLC

515.330.2866 ; bryan@resultsgroupllc.com

Areas of Expertise: Aligning Employees, Hiring and Retention, Leadership Development, Sales Training, Team Building, Assessments, Executive Coaching, Seminar Facilitation, Consultation

Jacki Askelson

TandemCRM

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Areas of Expertise: Salesforce, CRM, Cloud Technology, Constituent Management (Donors, Volunteers and Partners) and Analysis, Resource for free or reduced-cost technology solutions

Regenia Bailey

Bailey Leadership Initiative, LLC

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Areas of Expertise: Strategic Planning, Board Training & Development, Organizational Capacity Building, Succession Planning, Meeting Facilitation, Project Management

Joseph R. Benesh

The Ingenuity Company

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Areas of Expertise: Strategic Planning, Diagramming, Organizational and Leadership / Change Facilitation, Design Thinking, Framework Development, Process Analysis and Development / Synthesis, Strategic Partnerships, Creativity and Team Design, Responsive Mobile and Web Application Development

Eric Branstad

Matchpoint Strategies

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Areas of Expertise: Fundraising, Media Relations (Press conferences, releases, pitching story, setting up interviews), Events, Website Development, Fundraising Campaigns

Sara Brown

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Areas of Expertise: Employee Benefits, Healthcare Reform, Human Resources, Marketing & Advertising

Jan Burch

Jan Burch & Associates

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Areas of Expertise: Human Resources, Organizational Development, Staff Development, Staff Training,

Deborah Burnight, CTF

Facilitated Resources

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Areas of Expertise: Board Training and Development, Meeting Facilitation, Mergers and Strategic Partnerships, Organizational Development, Strategic Planning, Community Collaboration Development

Sam Carrell

Carrell Strategies

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Areas of Expertise: Transformational Change, BOD Development, Strategic Planning, Executive Coaching, Operational Assessment, Development Plans, Program Planning, Grant Writing

Pam Clearwater-Lovell

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Areas of Expertise: Preparation of Financial Statements and business plans, manage budgeting and forecasting, review accounting processes, update procedures, manage cash flow, Plan cost allocations

Cynde Cronin*Merit Resources*515.334.6158; cynde.cronin@meritresources.com4410 114th Street, Des Moines, IA 50322**Areas of Expertise:** Business Planning, Human Resources, Staff Development, Staff Training, Employee Benefits**James K. Cushing***Organizational Excellence Consulting*515.491.1654 ; JKClowa@aol.com**Areas of Expertise:** Strategic Planning, Organizational Development, Board Development and Operations, Change Management, Program and Project Management, Best Practices Research, Leadership Development, Facilitated Problem Solving**Lisa (Sieren) Cushatt, MSW**

641.777.7126

Areas of Expertise: Group and meeting facilitation, collaborations, program development and management, nonprofit management and new nonprofit development, advocacy, grantwriting and strategic planning.**Susan Davis***RSM*515.281.9275; susan.davis@mcgladrey.com**Areas of Expertise:** Nonprofit audits, public accounting**Teva Dawson & Mat Greiner***Group Creative Services*515-244-8590 ; teva@groupcreatives.com<http://groupcreatives.com/>

1424 48th Street, Des Moines 50311

Areas of Expertise: Building community and experiences through: artful and novel community engagement strategies; implementing projects and events that reveal local culture and reveal community diversity and knowledge; support organizations in integrating novel design installations and programs and protocols that reflect local interests and engage the community; and generate meaningful experiences to entertain and delight.**Courtney L. De Ronde, CPA***TD&T CPAs and Advisors, P.C.*641.638.6346 ; courtneydr@tdtpc.comwww.tdtpc.com**Areas of Expertise:** Annual financial statement audits, compliance audits, IRS filing requirements, outsourced CFO, bookkeeping, and payroll services. Assisting newly formed organizations apply for exempt status, select accounting software, and implement practical procedures to safeguard assets and provide proper financial reporting.**Melynda DeCarlo & Tammy Rogers***The Mevyn Group*515.505.4188 ; mjinks@meyvngroup.com<http://www.meyvngroup.com/>

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Areas of Expertise: Leadership Development, Business Coaching, Human Resources Consulting, Organizational development**Kathryn Dickel***SWAELU MEDIA/MIDWESTIX*515.244.2771 ; kdickel@swaelu.com<http://www.swaelu.com>

857 17th Street, Des Moines, IA 50314

Area of Expertise: Swaelu specializes in effective event and marketing strategies and implementation from top to bottom.**Natasha R. Drake, MASC***Natasha Drake Grants*720.360.6601 ; natashadrakegrants@gmail.comwww.natashadrakegrants.comF: www.facebook.com/natashadrakegrantsT: www.twitter.com/natdrakegrants

Offices in Des Moines, IA & Denver, CO

Areas of Expertise: Grant Writing, Grant Coaching (Webinars & Trainings); Donor Prospect Research; Program Development; Donor Communications; Project Management, Reporting & Evaluation, RFP Analysis; Government & Private Funding; Federally Recognized Tribes & American Indian/Alaska Native Organizations; Social Justice Advocacy**Eric Dregne***Next Level – Partners for Big Ideas*815.281.0061 ; ericdregne@outlook.comwww.partnersforbigideas.com

408 Park Ave. Galena, IL 61036

Areas of Expertise: Helping orgs think, set strategy, project/initiative design, coordination, and owners rep services**Bryan Earnest***AMPERAGE*515-309-7638; bryan@amperagemarketing.comwww.amperagemarketing.com**Areas of Expertise:** Nonprofit marketing, Marketing Plans, Marketing Analysis, Marketing Strategy, Sales Plans, Sales Strategy, Business Development, Event Marketing**Mark Elliott***ml elliott llc*515.669.9795 ; melliottllc@gmail.com31494 640th Ave., Maxwell, IA 50161**Areas of Expertise:** Development, Strategic Planning, Writing**Mia Ellis***Amplify Consulting*206.890.2484 ; mia@amplifynonprofits.comwww.amplifynonprofits.com

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Areas of Expertise: Management Coaching, Learning and Development, Program Management, Group Facilitation**Melinda Ellwanger, P.L.L.C.**515.988.5622 ; mellwanger@yahoo.com

3412 Southern Hills Drive, Des Moines, IA 50321

Areas of Expertise: Grant Research, Grant Writing, Post-grant Reports, Sponsorship Proposals, Fundraising, Special Event Management, Volunteer Coordination, Promotional Materials, Logistics, Staffing, Training, Media Relations, Community Outreach

Jennifer Erickson*Results Group, LLC*515.330.2866 ; jennifer@resultsgroupllc.com**Areas of Expertise:** Aligning Employees, Hiring and Retention, Leadership Development, Sales Training, Team Building, Assessments, Executive Coaching, Seminar Facilitation, Consultation**Kathy J. Evert***KJE Solutions, LLC*515.260.8746 ; kjesolutions@gmail.com<http://www.linkedin.com/in/kathyjevert>**Areas of Expertise:** Talent and executive recruitment, strategic planning, special project management, public relations, fundraising and marketing**Josh Faber***Renaissance Group, Inc.*800.505.2753 ; jfaber@rengroupinc.com1000 73rd Street, Ste 12, Windsor Heights, IA 50324**Areas of Expertise:** Feasibility Studies, Capital Campaigns, Annual Fundraising**Micholyn Fajen and Julie West***PCG Marketing, LLC*515.321.0283 ; Micholyn@pcgmarketing.com**Areas of Expertise:** Market Research, Public Relations, Marketing Strategy, Brand Marketing, Website Design and Development, Business Plans and Launches, Social Media Training and Management, Graphic Design and Photography**Jennifer Farley***Censeo Solutions*515.371.1754 ; jennifer@censeosolutions.com

505 Fifth Ave., Ste 1001, Des Moines, IA 50309

Areas of Expertise: Board Training and Evaluation, Conflict Resolution, Evaluation, Executive Coaching, Grant Research, Grant Writing, Interim Leadership, Meeting Facilitation, Organizational Development, Program Design, Staff Development, Staff Training, Strategic Planning, Project Management, Research, Continuous Improvement**Max Farrell***Create Reason*515.231.5554 ; max@createreason.com**Areas of Expertise:** Corporate Innovation, Startups, Intrapreneurship, Company Culture, Innovation Coaching**Alan Feirer***Group Dynamic*515.468.1969 ; alan@groupdynamic.net<http://www.groupdynamic.net>**Areas of Expertise:** Leadership Development, Team Building, Board Development, Communication Skills, Strategic Planning and Decision-Making, DiSC Profile Facilitation and Implementation, Services for Youth and Youth Serving Organizations, Keynote Speaking**Katie Fergus, CPA***FinanSynergy LLC*515-635-5531 ; katie@finansynergy.com<http://www.FinanSynergy.com>F: [facebook.com/finansynergy](https://www.facebook.com/finansynergy)T: twitter.com/finansynergy**Areas of Expertise:** Healthcare Finance, CFO Services, Strategic Financial Planning, Capital Projects (Financial Projections), Financial Forecasting and Long Range Planning, Benchmarking, Financial Coaching and Mentoring**Jim Ferguson***Ferguson Consultants*515.223.8520 ; jifergus@mchsi.com**Areas of Expertise:** Strategic Planning, Business Development, SWOT Assessment and Analysis, Board Capacity Building, Training on Conducting Productive Meetings**Paul Ferrone***Ferrone & Associates LLC*515.418.7703 ; paul@ferroneandassociates.com

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Areas of Expertise: Fundraising Planning, Meeting Facilitation, Strategic Planning**Matt Fischer***Blue Frog*515.250.6820 ; matt@bluefrogdm.comwww.bluefrogdm.com**Areas of Expertise:** Inbound Marketing, Blogging, Social Media, Website Design, SEO, Graphic Design, Commercial Print and Bindery Services**Jann Freed***The Genysys Group*515.360.5691 ; JannFreed@JannFreed.com

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thegenysysgroup.com, jannfreed.com**Areas of Expertise:** Executive Coaching, Interim Leadership, Meeting Facilitation, Organizational Development, Staff Development, Staff Training, Strategic Planning, Succession Planning, Change Management**Ganesh Ganpat and Catherine Staub, Ed.D.***Ganpat | Lexicon*

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Areas of Expertise: Fund Development, Campaign Readiness Studies, Donor Cultivation Services, Campaign Marketing Programs, Fund Development Consulting, Marketing Strategy, Brand Marketing, Website Design, Social Media Marketing, Graphic Design, Photography

Mary Gomez

JMD Consulting

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Areas of Expertise: Creation of dashboards/metrics, market research, program management, event planning, internal & external communication strategies

Heather Jurgenson*Jurgenson Consulting Group*319.270.6652 ; hjurgenson@jurgensonconsultinggroup.com

Areas of Expertise: Prospect Research, Database Management, Prospect Identification and Prioritization, Data Acquisition, Database Analysis, Data Integrity, Grant Research, Process Building

Leslie L. Garman, CFRE515.238.1166 ; leslielgarman@gmail.com

Areas of Expertise: Fundraising, Development Planning, Event Planning/Marketing, Corporate Sponsorship, Board Recruitment, Development and Training, Annual Campaign, Grant Writing, Public Relations, Communications, and Media Relations

Shane Griffin*Dale Carnegie Training*515.221.9142 ; shane.griffin@dalecarnegie.com

Areas of Expertise: Executive Coaching, Communication, Leadership, Management, Sales, Presentation Effectiveness, Client Relationships, Customer Service, Staff Retention, Staff Development, Staff Engagement

Jackie Haley*Key Performance Solutions*515-975-8727; JackieHaley@KeyPerformanceSolutions.net

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Areas of Expertise: Strategic Planning, Interim Director, Advisory Services, Marketing and Fundraising

Cassandra Halls*2 THE TOP - Career Advancement Strategies*515.473.4980 ; c.halls@2ttop.com

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Areas of Expertise: Board Recruitment, Board Training and Development, Business Planning, Conflict Resolution, Evaluation, Event Marketing, Executive Coaching, Financial Planning, Grant Research, Human Resources, Interim Leadership, Meeting Facilitation, Mergers and Strategic Partnerships, Organizational Development, Program Design, Staff Training, Strategic Planning, Succession Planning

Jeff Hannah*Touchstone Executive Development*515.657.3641 ; jeff@touchstone-development.net

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Areas of Expertise: Executive Development and Coaching, Change Implementation, Board Evaluation, Strategic Planning, Team Facilitation

Eric Heininger*EDEN+*515.705.3336 ; eric.heininger@edenplus.orgedenplus.org

4834 Algonquin Road, Des Moines, IA 50311

Areas of expertise: Feasibility Studies, Capital Campaigns, Development Assessments, Board Training, Annual Funds, Grant Writing, Planned Giving, Volunteer Management, Database Management, Interim Executive, Stewardship, Prospect Research

Beth Hicks*Urban Community Concepts, LLC*515.556.0586 ; beth@urbancommunityconcepts.com

Areas of Expertise: Project Management, Grant Research, Grant Writing, Grant Review, Educational Programming, Event Planning (focused on community building & revitalization, sustainability and urban agriculture)

Shawn Hicks*501cMe Productions*515.993.9003 ; info@501cmeproductions.comwww.501cmeproductions.com

Areas of Expertise: Video Production, Motion Graphics, Graphic Design, Strategy, Branding

David Hoeksema*The Renaissance Group*800.505.2753 ; dhoeksema@rengroupinc.com1000 73rd Street, Ste 12, Windsor Heights, IA 50324

Areas of Expertise: Feasibility Studies, Capital Campaigns, Annual Fundraising

Trace Hoekstra*Kitchen Sink Communications*515.992.2291 ; trace@kitchensinkcommunications.comwww.kitchensinkcommunications.com

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Areas of Expertise: Young and maturing non-profits; Capital, capacity building, programming and operating support; Corporate, foundation and government funders

Jim Infelt*AMPERAGE*515.309.7638 ; jinfelt@amperagemarketing.comwww.amperagemarketing.com

Areas of Expertise: Video Production, Website Design, Web Hosting; Search Engine Optimization, Mobile Apps, TV Commercials, Radio Commercials

Connie Isaacson, CFRE*Isaacson Consulting LLC*515.229.3667 ; connie@isaacsonconsulting.com

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Areas of Expertise: Board Governance and Training; Comprehensive Fund Development including Fundraising Readiness and Analysis, Annual Fund Planning, Feasibility Studies, Capital Campaign Implementation, Major Gifts and Moves Management, Event Management, Direct Mail, Grant

Writing, Strategic Planning, Organizational Development, Staff Development and Training

David Jacobsen, CPA

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Areas of Expertise: Tax and Audit services

Andrea James-Iverson or Tiffani Brendeland

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Areas of Expertise: Marketing for Nonprofits, Strategic Marketing and Public Relations, Social Media Marketing Planning and Implementation, Writing and Design (newsletters, brochures, exhibits, collateral/fundraising pieces, website), Video Development/Production (fundraising, marketing, YouTube)

Russell Jensen

Jensen Consulting

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Areas of Expertise: Board Recruitment, Board Training and Development, Capital Campaign Development and Implementation, Event Marketing, Fundraising Planning, Marketing Planning, Organizational Development, Planned Giving, Strategic Planning, Succession Planning, Integrated Marketing/ PR and Fundraising

Karen Kennedy

Kennedy's Graphics

515.778.9697 ; kbkennedy2@hotmail.com

10432 NW 101st Way, Granger, Iowa 50109

Areas of Expertise: Branding Strategy for Nonprofits, Creating Graphic Design (logos, branding, brochures, exhibits and fundraiser promotions), Developing Public Relations, Writing Human Interest Stories and Marketing on Social Media Platforms

Tamara Kenworthy, PCM, PRC

On Point Strategies

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Area of Expertise: Strategic Planning, Marketing Planning, Meeting/Retreat Facilitation, Qualitative Market Research (focus groups, interviews, usability testing), Quantitative Market Research (surveys), Integrated Marketing Communications, Brand Strategy/Development, Personal Branding

Jacob Kirpes

TPG Companies

515.270.2453 ; jkirpes@whatmattersmost.com

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621 S 26th St, West Des Moines, IA, 50265

Areas of Expertise: Process Mapping, High Performance Teams Facilitation, Coaching, Strategic Planning, Lean Principles Implementation, Executive Coaching, Business Planning, Meeting Facilitation, Process Design, Root Cause Analysis, Strategic Thought Partnership

Paul Kirpes

TPG Philanthropy Group, Inc.

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612 South 26th Street, West Des Moines, IA 50265

Areas of Expertise: Board Recruitment, Board Training and Development, Business Planning, Capital Campaign Development and Implementation, Conflict Resolution, Evaluation, Event Marketing, Executive Coaching, Feasibility Studies, Financial Planning, Fundraising Planning, Grant Research, Grant Writing, Human Resources, Interim Leadership, Marketing Planning, Meeting Facilitation, Mergers and Strategic Partnerships, Organizational Development, Planned Giving, Program Design, Staff Development, Staff Training, Strategic Planning, Succession Planning, Technology Support Planning, Social Enterprise

Liz Lidgett

Liz Lidgett Fine Art

515.201.8389 ; LizLidgettFineArt@gmail.com

Areas of Expertise: Contemporary Fine Art, Curating Personal and Corporate Collections, Art Acquisition Committee Program Design and Management, Request for Proposals and Qualifications Design and Management, Arts-based Grant Research and Writing

Doug Lockin

Doug Lockin Charitable Gift Planning

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2044 NW. 80th Place, Clive, IA 50325

Areas of Expertise: Gift Planning, Capital Campaign Development and Implementation, Feasibility Studies, Financial Planning, Planned Giving, Program Design

Molly Lopez, CAE

Association Management, Ltd. (AML)

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1255 SW Prairie Trail Parkway, Ankeny, IA 50023

Areas of Expertise: Association/Organization/Nonprofit Management, Strategic Planning, Board and Committee Management, Financial Management, Membership Management, Convention/Seminar/Meeting Planning, Communications & Publications Management, Website Management, Executive Director Succession Planning

Sonja Nelson

Sonja Nelson Design

515.664.7488; sonjanelson@mac.com

Areas of Expertise: Graphic Design development and consultation, Design marketing tools for brand identity or corporate events: Annual Reports, Brochures, Logos, Business cards, Posters, Tradeshow banners, Catalogs, Tshirts, etc.

Mark Mathis*AMPERAGE*

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Areas of Expertise: Public Relations, Strategic Planning, Logo/Identity Development, Creative Direction, Design

Lori McCarty*Strategic Design and Integration Services*

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755 SE Brentwood Drive, Waukee, 50263

Areas of Expertise: Strategic Planning, Strategic Integration, Portfolio Management, Process Design and Management, Meeting Planning and Facilitation, Training Delivery

Martha McCormick*Next Step Adventure*

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3615 Adams Ave., Des Moines, IA 50310

Areas of Expertise: Coaching, Team Building, Program Design, Staff Development, Staff Training, Poverty Simulation, Strategic Planning, Grant Writing

Matt McCoy*Resource Development Consultants*

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Kent McDonald*Knowledge Bridge Partners*

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Areas of Expertise: Strategic Development, Portfolio Management, Project Management, Conference Planning

Arlinda McKeen*State Public Policy Group, Inc.*

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Areas of Expertise: Board Training and Development, Conflict Resolution, Evaluation, Grant Research, Grant Writing, Interim Leadership, Meeting Facilitation, Organizational Development, Program Design, Staff Training, Strategic Planning, Process and Facilitation of Surveys

Pete McRoberts*Dash Management, Inc.*

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Areas of Expertise: Policy Education and Advocacy, Organizational Management, Logistics and Advance, Media Relations, Internal and External Communications, Statutory Analysis, Staff Support, Fundraising, Government Relations

Bill Moran*The Moran Company LLC*

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Areas of Expertise: Human Resources, Staff Development, Succession Planning, Nonprofit Executive Search

Ellen Nelson*Funding Solutions, Inc.*

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Areas of Expertise: Board Training and Development, Feasibility Studies, Capital Campaign Development and Implementation, Event Planning and Marketing, Executive Recruitment and Coaching, Fundraising Planning, Meeting Facilitation, Organizational Development, Staff Training, Strategic Planning

Tim Neugent*The Neugent Group, Inc.*

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Areas of Expertise: Overall Business Development, Strategic Business and Reveue Planning and Execution, Organizational and Team Development, Executive Coaching, Human Resources, Meeting Facilitation, Organizational Development, Staff Development, Staff Training, Strategic Planning

Jill Olson*Results Group, LLC*

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Areas of Expertise: Aligning Employees, Hiring and Retention, Leadership Development, Sales Training, Team Building, Assessments, Executive Coaching, Seminar Facilitation, Consultation

Beth Pargulski*Beth Pargulski Design*

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Areas of Expertise: Graphic Design, Logos, Newsletters, Annual Reports, Brochures, Special Event/Promotional Items, Branding, Exhibits

Judi A. Pierick, IOM, CAE, CFRE

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Area of Expertise: Organizational Management, Revenue Enhancement, Marketing and Image Enhancement Strategies and Campaigns, PR/ Media Relations, Public Policy/ Advocacy Campaigns, Fundraising Strategies (grants, events, individual/corporate/foundation solicitations and sponsorships, planned giving)

Kevin Pokorny*Pokorny Consulting*

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Areas of Expertise: Board Training and Development, Executive Coaching, Human Resources, Meeting Facilitation, Organizational Development, Staff Development, Staff Training, Strategic Planning

Jackie Pullen*Financial Strategy Consulting Co, LLC*515.971.0841 ; rjpullen@mchsi.com<http://www.factbasedfinance.com>**Areas of Expertise:** Strategic Planning, Financial Management, Technology Planning**Helen Randall***HKR Communications & Marketing*515.875.4832 ; hrrandall@courtavenuesuites.com

309 Court Ave., Ste 209, Des Moines, Iowa 50309

www.hkrmarketing.com**Areas of Expertise:** Feasibility Studies, Grant Writing, Marketing Planning, Writing, Strategic Marketing Materials**Angela Reed, CPA***Tarbell & Company, P.L.C*515.282.0200; areed@tarbellcpa.com

2130 Grand Avenue Des Moines, IA 50312

<http://www.tarbellcpa.com/>**Areas of Expertise:** Accounting Services, Audit Services, Tax Services, Consulting Services**Rev. Sarai Rice***Alban Institute- Field Consultant*515.231.3958 ; srice@alban.org**Areas of Expertise:** Congregational Consulting, Training, Publishing, Strategic Planning, Staffing Assessment and Governance Assessment (primarily with religious affiliated groups)**Betsy Rubiner***Rubiner Communications*515.633.9294 ; brubiner@gmail.comwww.betsyrubiner.com

Des Moines, Iowa 50311

Areas of Expertise: Writing, editing, communications teamwork to capture and share stories for reports and newsletters illustrating the impact of grant-making, promising programs and policies in a clear, concise, compelling way.**Claudia Schabel***Schabel Solutions*515.423.0793 ; schabel@shabelsolutions.comwww.schaebelsolutions.com**Areas of Expertise:** Diversity and Inclusion, Cultural Competency, HR**Pam Schoffner***P.S. Writes*515.371.0310 ; pam@schoffner.com1796 NW 84th Ave., Ankeny, IA 50023www.schoffner.com**Areas of Expertise:** Grant Research, Grant Writing, Promotional Writing, Annual Report Writing, Print Project Coordination**Sally Scott***Independent Consultant*410.370.2495 ; sjscottconsulting@gmail.com

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Area of Expertise: Organizational Development and Community Revitalization**Rachel Scott***Forward Growth Strategies, LLC*515.979.4025 ; fgs.rachel@gmail.com

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Areas of Expertise: Collective Impact, Facilitation, Organizational Development, Strategic Planning, Fiscal Sustainability Planning**Stephen Scott***Scott Advocacy and Consulting, LLC*515.274.3705 ; steve@scottadvconsult.comwww.scottadvconsult.com**Areas of Expertise:** Legislative Advocacy; Policy Development and Analysis; Grant writing and Editing; Project Development and Evaluation; Succession Planning and Transitions; Board Training and Development; Organizational Planning**Melissa Sisler, CPA***RSM US LLP*515.699.333; melissa.sisler@rsmus.com**Areas of Expertise:** Nonprofit auditing, IRS Form 990 Preparation**R. Ben Sote, M.A., J.D.**515.205.5277 ; rbenstone@gmail.com

2910 Grand Avenue Des Moines, IA 50309

Arease of Expertise: Board Development, Running Efficient Board Meetings, Board-Staff Relations, Executive Committee Operations, Annual Fundraising Campaign Development & Execution, Face-To-Face Personal Solicitations, Staff and Board Diversity**Sherry Speikers***Writing for Advancement*515.229.5441 ; sherry@writing4advancement.comwww.writing4advancement.com**Areas of Expertise:** Communications for capital campaigns, annual fund, major gifts, planned giving and donor stewardship including annual reports, case statements, feature articles, donor profiles, proposals, brochures, solicitations and more. Also skilled and experienced in grant writing, research and management.**Paul J. Strawhecker, MPA, ACFRE***Paul J. Strawhecker, Inc.*888.258.5523; paul@pjstraw.com**Areas of Expertise:** Philanthropic Planning/Feasibility Studies, Capital/Endowment Campaigns, Major Gifts, Planned Giving, Development Assessment and Plans, Annual Giving, Funding Source Searches, Grant Writing, Prospect Research, Public Relations and Marketing, Strategic Planning, Board Development, Coaching/Training in a variety of areas

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