



## Consultant Database

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**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

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**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*

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

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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

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

### Joseph R. Benesh

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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

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

### Deborah Burnight, CTF

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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

### Cynde Cronin

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**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](mailto: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](mailto:susan.davis@mcgladrey.com)**Areas of Expertise:** Nonprofit audits, public accounting**Courtney L. De Ronde, CPA***TD&T CPAs and Advisors, P.C.*641.638.6346 ; [courtneydr@tdtpc.com](mailto:courtneydr@tdtpc.com)[www.tdtpc.com](http://www.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](mailto:mjinks@meyvngroup.com)<http://www.meyvngroup.com/>

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**Areas of Expertise:** Leadership Development, Business Coaching, Human Resources Consulting, Organizational development**Natasha R. Drake, MASC***Natasha Drake Grants*720.360.6601 ; [natashadrakegrants@gmail.com](mailto:natashadrakegrants@gmail.com)[www.natashadrakegrants.com](http://www.natashadrakegrants.com)F: [www.facebook.com/natashadrakegrants](http://www.facebook.com/natashadrakegrants)T: [www.twitter.com/natdrakegrants](http://www.twitter.com/natdrakegrants)

Offices in Des Moines, IA &amp; 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**Bryan Earnest***AMPERAGE*515-309-7638; [bryan@amperagemarketing.com](mailto:bryan@amperagemarketing.com)[www.amperagemarketing.com](http://www.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.com](mailto:melliottllc@gmail.com).31494 640<sup>th</sup> Ave., Maxwell, IA 50161**Areas of Expertise:** Development, Strategic Planning, Writing**Melinda Ellwanger, P.L.L.C.**515.988.5622 ; [mellwanger@yahoo.com](mailto:mellwanger@yahoo.com)

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**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](mailto: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](mailto: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.com](mailto:jfaber@rengroupinc.com)1000 73<sup>rd</sup> 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](mailto: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

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**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

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**Areas of Expertise:** Corporate Innovation, Startups, Intrapreneurship, Company Culture, Innovation Coaching

**Alan Feirer***Group Dynamic*515.468.1969 ; [alan@groupdynamic.net](mailto: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

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**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

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**Areas of Expertise:** Strategic Planning, Business Development, SWOT Assessment and Analysis, Board Capacity Building, Training on Conducting Productive Meetings

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**Areas of Expertise:** Fundraising Planning, Meeting Facilitation, Strategic Planning

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

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**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

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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

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

**Beth Hicks***Urban Community Concepts, LLC*515.556.0586 ; [beth@urbancommunityconcepts.com](mailto:beth@urbancommunityconcepts.com)

**Areas of expertise:** Project Management, Grant Research, Grant Writing, Grant Review, Educational Programming, Event

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### David Hoeksema

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### Connie Isaacson, CFRE

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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

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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

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**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**

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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

### Paul Kirpes

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### Liz Lidgett

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**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

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**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](mailto: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.

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

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

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

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**Bill Moran***The Moran Company LLC*913.766.1952 ; [billm@morancompany.com](mailto:billm@morancompany.com)

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

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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.*515.238.1463 ; [neugar@aol.com](mailto:neugar@aol.com)

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

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

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

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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*515-205-5513 ; [kevin@kpokorny.com](mailto:kevin@kpokorny.com)

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**Jackie Pullen***Financial Strategy Consulting Co, LLC*515.971.0841 ; [rjpullen@mchsi.com](mailto: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](mailto:hrrandall@courtavenuesuites.com)

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**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.**Pam Schoffner***P.S. Writes*515.371.0310 ; [pam@schoffner.com](mailto:pam@schoffner.com)1796 NW 84<sup>th</sup> Ave., Ankeny, IA 50023[www.schoffner.com](http://www.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](mailto: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](mailto:fgs.rachel@gmail.com)

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