



Arizona Commission on the Arts
CONSULTANT SERVICES ROSTER

For Organizations

CONSULTANT SERVICES ROSTER

WELCOME TO THE CONSULTANT SERVICES ROSTER – FOR ORGANIZATIONS

The Arts Commission's Consultant Services Program provides Arizona non-profit arts organizations, local arts agencies and individual artists with access to consulting services. The program makes available the extensive knowledge and experience of professional consultants to our constituents across the state. Consultancies are intended to be learning opportunities for everyone involved.

Consultant Services Roster Description

The Arts Commission's roster of Consultants is comprised of more than 40 Arizona professionals with years of experience and a diverse range of expertise in arts, business and non-profit administration. Consultants are required to participate in ongoing professional development in order to maintain their status on the roster.

What is Involved?

Funding for services by a Consultant may be available throughout the year for Arizona non-profit arts organizations and schools through a **Consultant Services Grant**. Individual artists have access to consultants to help them through a variety of topics; however, at this time, Consultant Services Grants are not available for individuals.

For questions regarding the Consultant Services Roster, please contact the Arts Commission at 602-771-6502 or info@azarts.gov.

CONSULTANT SERVICES ROSTER

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CONSULTANT SERVICES ROSTER

ELAYNE ACHILLES

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Areas of Expertise:

- Arts Learning
- Human Resources
- Music
- Program Development

Dr. Achilles is a professor emeritus from Arizona State University College of Teacher Education and Leadership. Her professional expertise includes music and movement education and early childhood education. She has extensive experience teaching in public schools as well as providing teacher training in the University/public school setting. She has worked as an artist teacher in such diverse settings as the City of Phoenix Head Start program and Glendale migrant preschool program. She has written grants, collaborated with public schools, developed arts learning programs in schools and created curriculum and assessment methods through coordination of artistic and public school goals.

Dr. Achilles holds the Certificate from ASU's School of Nonprofit Management and has served as Executive Director of a nonprofit organization in the region. She has expertise in board development, human resources, strategic planning and fund raising. She also has a working knowledge of many nonprofit arts and culture organizations in the Greater Phoenix Area.

Dr. Achilles currently serves as a trainer of teaching artists in after school programs for the Phoenix Office of Arts and Culture's Artspace: 21st Century Community Learning. She has experience in mentoring and developing leadership skills.

CONSULTANT SERVICES ROSTER

ROD AMBROSE

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Areas of Expertise:

- Arts Learning
- Board Diversity
- Organizational Development

Since he arrived in the state of Arizona nearly 40 years ago on April 8th 1968 Rod Ambrose has been a leading advocate for social – change in the African American Community and easily one of the most prolific Black performance artists residing in the state.

Rod's extensive background of community service began almost from the instant that he stepped from a passenger train into the Phoenix depot. He was 18 years old and became one of seven teen reporters for an enrichment program that happened to be the outcome of a partnership between The Phoenix Urban League and The Arizona Republic Newspaper at the time.

Best known for his powerful stage portrayals at the Black Theater Troupe, Scottsdale Stagebrush Theater and Herberger Theater Centers, Rod Ambrose has also served dozens of years as a local playwright, artistic director and prevention education coordinator for youth and teens through out the city and state.

Rod Ambrose is a uniquely qualified individual whose proven abilities include excellent interpersonal, leadership, organizational and writing skills. Mr. Ambrose has an impeccable record for developing and implementing authentic and nationally recognized best practices program models. He is a train the trainer of group facilitation workshops and lecturer for Behavioral Health, Social Services and Professional Arts Programs.

During the fall of 2004 Rod took advantage of an opportunity with the Arizona Commission on the Arts to undergo a special training for local artists entitled "The Understanding Participation Program". That experience along with a cursory review of African American Institutions of Arts and Heritage led to a series of forums designed to address 'A 21st Century Vision of African American Heritage, Arts and Culture' for all citizens residing in or visiting the state of Arizona. Rod Ambrose is available to work with all local non-profit organizations of the African Diaspora as well as other Institutions of African Arts, Heritage and Culture in the city of Phoenix and State of Arizona in a consensus driven effort to create visions and standards for local artists, their products and ...'to develop and sustain a thriving economy.' (MPAC)

CONSULTANT SERVICES ROSTER

MICHELLE ARCHULETA

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Areas of Expertise:

- Change Management
- Community Development
- Leadership and Change
- Meeting/Retreat Planning

Michele Archuleta is a trained facilitator with the use of collaborative methods: Appreciative Inquiry, World Café, and Open Space Technology – ‘Art of Hosting’. She has studied under the Berkana Institute, Navajo Area Health Promotion, and Project Adventure. Michelle is currently pursuing a PhD in Leaders and Change with Anitoch University in Organization Development. Michelle’s passion is the use of reflective/experiential methods that invite effective learning and discovery within an organizational and community setting. She is an internal consultant with the Tuba Regional Health Care Corporation where she develops training and development programs focusing on Leadership, Management, and Change. She has developed programs and opportunities using collaborative approaches within native community settings, nonprofits, and health care settings in Northern Arizona, and the Indian Health Services. Michelle provided training services to Navajo Area Health Promotion in the area of experiential adventure-based learning for many years. She is also an adjunct partner in Esha Computing Innovation LLC, a business solutions company offering consulting services, data protection and backup, and executive coaching.

Michelle’s recent work has been with nurses, employee communications, environmental health, administration, and senior level leaders addressing issues such as conflict resolution, strategic planning, and team development.

CONSULTANT SERVICES ROSTER

JOAN ASHCRAFT

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Areas of Expertise:

- Arts Learning
- Dance
- Music

Dr. Joan Ashcraft is Director of Fine Arts for the Tucson Unified School district. She has collaboratively designed arts education projects, programs, and curriculum including the Governor's award-winning Tucson Arts Connections (TAC). Dr. Ashcraft has built partnerships to design and implement sequential arts instruction for teachers and students through the Fine Arts Summer Institute, pre-concert teacher in-services, school time multicultural matinees, artists' school residencies, ARTSmobile visits, the Fine Arts Youth Academy, and internships for teachers and University students.

Dr. Ashcraft co-designed Opening Minds through the Arts recognized nationally for its significant arts education research and awarded the Arts in Education Model Development and Dissemination Federal Grant. Under her direction, TUSD and its collaborative partners received a 21st Century Community Learning Centers grant to implement after school, weekend and summer programs infusing arts and literacy into the core curriculum.

Dr. Ashcraft has led curriculum design teams for all arts disciplines including the Arizona Standards in Arts. She serves on the Advisory Board for Partners in Education at the John F. Kennedy Center, and is a member of the Arts Education Partnership, Music Educators National Conference, American Choral Director Association and the Alliance for Arts Education. Dr. Ashcraft is committed to developing collaborative partnerships to assure the presence of arts programs in Arizona schools and to develop future audiences for non-profit organizations.

CONSULTANT SERVICES ROSTER

EILEEN BAGNALL

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Areas of Expertise:

- Accessibility
- Design/Architecture
- Program Development

Eileen Bagnall is the Accessibility Coordinator for ARTability, a statewide consortium of arts and disability organizations created with the mission of making the arts experience accessible to all Arizonans. During the four years that she has worked with the organization, Eileen has worked with arts organizations to improve their accessibility programming and physical access to their buildings.

For over twenty years Eileen worked the Arizona Theatre Company in areas of front of house coordinator, company management, facilities and accessibility coordinator. AS Facility Manager at ATC, she coordinated ADA projects on the Temple of Music and Art ad the Tucson Center for the Performing Arts with the City of Tucson. She has conducted volunteer and docent trainings in the area of customer service for patrons with disabilities for numerous other arts organizations in the state.

Eileen has a Bachelor of Arts degree from the University of Arizona in Drama Theory. She has been trained in theatrical captioning and audio description and is currently working to become a certified trainer in these areas.

CONSULTANT SERVICES ROSTER

PATRICIA BJORHOVDE

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Areas of Expertise:

- Change Management
- Fundraising
- Organizational Development

Patricia O. Bjorhovde, CFRE, works for the Association of Fundraising Professionals where she serves as Director of Chapter Services for the western U. S., providing consultant services to chapters of the association. Previously, she was Senior Director of Development for The University of Arizona College of Fine Arts for 12 years. During that time she managed a fundraising program that raised more than \$24 million in outright and planned gifts for scholarship, program, capital and special projects in Art, Dance, Media Arts, Music and Theatre. She has 29 years of professional experience in fundraising and management for arts organizations of all sizes.

Pat has held executive positions (Managing Director or equivalent) for a professional choir, an orchestra and a professional modern dance company. She has held senior development positions with a regional orchestra, a major orchestra and a college.

In addition, she served for two years as a grantmaker for the equivalent of a state arts council, where she was responsible for a substantial grants program. As a management consultant, she has facilitated the strategic planning process for many organizations; provided board development training for a young nonprofit arts organization; developed a new management structure for an organization that places artists in the schools, worked with both a small professional opera company and a presenting organization to hire executive directors; and created grantmaking guidelines and a formalized the decision-making process for a foundation.

In areas of fundraising, Pat has provided fundraising planning and training services to the boards of organizations in the visual and literary arts, theatre and music, and has provided assistance in development, grantwriting and special events to organizations in Arizona, Pennsylvania and California.

Pat, a Certified Fund Raising Executive (CFRE), is a former member of the international board of the Association of Fundraising Professionals, a past president of the Southern Arizona Chapter of AFP, immediate past president of the Tucson Symphony Orchestra and serves on the board of the Tucson Chamber Artists. She holds a Bachelor of Music and a Master of Arts in Philanthropy and Development and teaches fundraising for the Nonprofit Management Institute at Arizona State University.

CONSULTANT SERVICES ROSTER

REGINA BLAKELY

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Areas of Expertise:

- Organizational Development

Regina Blakely is a performance consultant with twelve years experience. She specializes in the design of training and communication strategies to support large-scale change efforts, and partners with business leaders on process improvement, management development, and development of key performance metrics. Her combined background in financial services and the educational field make her uniquely qualified to provide leadership in the introduction of new ideas and practices that result in concrete organizational achievements.

Prior to starting work as an independent consultant, Regina held leadership roles with Charles Schwab & Company, Inc., managing a geographically dispersed team of twelve trainers for the Institutional Division and later in a cross-enterprise capacity as the Senior Manager of Organizational Readiness.

CONSULTANT SERVICES ROSTER

KELLYANN BONNELL

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Areas of Expertise:

- Arts Learning
- Grant Making
- Theatre

Ms. Bonnell is an educational consultant with almost twenty years of experience supporting formal and informal learning in Arizona. She is a broad spectrum consultant with a unique understanding of how arts education impacts the P-20 learning pipeline. She has taught teacher preparation courses for such institutions as Ottawa University, Central Arizona College and Paradise Valley Community College; and worked with such educational institutions and organizations as the University of Arizona Cooperative Extension, the Arizona Center for Afterschool Excellence, Serendipity Educational Resources, Paradise Valley Unified School District, Flowing Wells School District, and Peoria Unified School District.

As an arts consultant Mrs. Bonnell has facilitated relationships between arts organizations, teaching artists and school districts for several years. She has been the consultant of record for projects such as Young Children Dance, Supporting Arts Integrated Learning, and the North Valley Playhouse Tolerance and Diversity Performance Troupe. Her services include cross curricular arts integration, staff training, program development and assessment and reframing of existing programming to embrace youth development. She also assists organizations with resource development to support arts education endeavors.

Mrs. Bonnell is equally at ease working with school districts, out of school time programs and community based arts organizations.

CONSULTANT SERVICES ROSTER

CONSTANCE BOURIN

602-230-8182

cbourin@cox.net

Areas of Expertise:

- Design
- Fundraising
- Marketing
- Visual/Media Arts

Coni Bourin is a graphic designer, illustrator and marketing/branding consultant. She has owned her own successful freelance design business for over 20 years. Her education includes a Bachelor of Fine Arts from Parsons School of Design in New York City and extensive Leadership and Purpose workshops and conferences.

As a designer, illustrator, and consultant she has worked in the non-profit sector with organizations such as Planned Parenthood, Equality Arizona, The Komen Foundation, Logan's Playground, and Arizona Women in Tune. In addition, Bourin teaches art and design at Phoenix College.

CONSULTANT SERVICES ROSTER

MARGARET BRUNING

480-874-4634

margaretb@sccarts.org

Areas of Expertise:

- Artist Contracts
- Public Art
- Volunteer Management

Ms. Bruning specializes in creating and facilitating group processes related to public art such as building understanding, needs assessment, artist selection, concept development, problem solving and focus groups. Her expertise includes crafting programmatic objectives and generating strategies for successful design development, municipal partnerships and public relations. Ms. Bruning is the project manager for the Scottsdale Public Art Program, for which she has served the community's and the City's needs, while protecting the artist's rights and administering the production of high quality artwork. She utilizes and teaches proven methods for all facets of overseeing and building public art, including knowing how and when to educate your partners and constituents.

Ms. Bruning has written calls to artists that have appeared in resource packets for the national organization Americans for the Arts. She has consulted with the City of Scottsdale on visioning processes and issues of aesthetics and perception of place. In recent years, she has been a guest speaker for the American Association of University Women, Ottawa University, the Philanthropic Educational Organization, Phoenix Art Museum, the Scottsdale Museum of Contemporary Art and the University of Arizona.

CONSULTANT SERVICES ROSTER

CECILIA CHAVEZ-PROTAS

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Areas of Expertise:

- Board Diversity
- Meeting/Retreat Planning/Facilitation
- Organizational Development

Cecilia Chavez-Protas founded Competitive Edge Consulting Inc. was founded to primarily focus Multi-cultural Organizational Development solutions in 1998. With 13 years professional experience in various managerial and internal consultant roles in AT&T, she was fully prepared to launch a business in Human Resource Consulting and Training. Her vision is to support organizations and boards in the unleashing of creativity and innovation to collaboratively attain organizational goals.

Cecilia Chavez-Protas is a consultant, trainer and public speaker in various Topics that increase Human Effectiveness. She presents training for organizations and boards on Diversity, Career Development, Strategic Planning, and Team Building Experiences. Check her website (www.ceci2000.com) for additional management skills training. Cecilia holds various training certifications; she is also a certified as a minority owned business with many organizations. Competitive Edge Consulting Inc. has been recognized with the 1999 "Novato" award by the- Hispanic Chamber of Commerce for outstanding success as a Hispanic Business, Finalist in 1999 in the category of "Service Industry Entrepreneur of the Year" awarded by the- City of Phoenix, Selected as "Supplier of the Year 1999" by the- Grand Canyon Minority Supplier Development Council in the category of annual sales of less than \$1 million, and recently received the Minority Business Advocate of the Year for the years 2000 and 2001. She recently was honored by President Bush with the Latina Style Magazine Wells Fargo Memorial Fund Award of \$5,000 in October of 2002. Cecilia also received the National Association of Women Business Owners Presidents award and recently featured in the Arizona Republic, Arizona Business Journal and several business publications.

CONSULTANT SERVICES ROSTER

CYNDI COON

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Areas of Expertise:

- Arts Learning
- Community Cultural Inventories
- Participation
- Visual/Media Arts

Cyndi Coon is the owner of Laboratory5 Inc. which stretches wide arms around art, design, research, audience development and data collection. Laboratory5 offers consulting services for artists, art and social organizations. Cyndi provides project management and creative services to clients around the Valley. Some of these include: The City of Glendale, ASU Ceramics Research Center at the ASU Art Museum, SMOCA and Future Arts Research at ASU.

Prior to starting Laboratory5 Inc. Cyndi Coon was a staff member of the Arizona Commission where she worked with consultants on Cultural Inventories in several Arizona towns. Cyndi has held positions in the education department at Arizona State University Art Museum, Arts and Humanities Director at the Valley of the Sun YMCA and worked for private collectors and gallerists. She is the author of a children's art book with Scholastic and works as a teaching artist. She provides program/project development to organizations and schools. Cyndi is a grant writer and has served on local, state and national review panels.

Cyndi Coon received a Bachelors of Fine Art degree from Kendall College of Art and Design in Grand Rapids, Michigan and a Masters Degree in Fine Art from Arizona State University.

CONSULTANT SERVICES ROSTER

NANCY DALLETT

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Areas of Expertise:

- Community Cultural Inventories
- Organizational Development
- Public Art

Nancy Dallett is a public historian at the Arizona State University Public History Program as well as principal of Projects in the Public Interest, a consulting firm. Her work brings history, art, environmental sciences, historic preservation, and social issues to the public through collaborative efforts via exhibits, events, trails, media, oral history, and publications.

Nancy is a skilled group facilitator and master planner for museums, historical societies, libraries, arts organizations, and staff and board meetings and retreats. She has consulted for the Arizona Humanities Council, Arizona Commission on the Arts, Papago Salado Association, Phoenix History Museum, Chandler Library system, National Park Service, and others.

Currently she collaborates with the Freeman/Whitehurst Group, who develop public art master plans across the country, to ensure that public art is supported by good community history; she is a liaison among Arizona museums and archives with student interns in the graduate program in Public History at ASU; and she is writing a book for the National Park Service.

She was trained in public history at New York University. She serves on the Scottsdale Historic Preservation Commission.

CONSULTANT SERVICES ROSTER

DEBORAH DOVER

520-603-9136

DJDover321@aol.com

Areas of Expertise:

- Fundraising
- Marketing
- Organization Development
- Participation
- Music

Deborah Dover is a full-time independent consultant and trainer specializing in fundraising, marketing and Board development. She helps organizations diversify and stabilize their funding base, start individual giving programs and assess other fundraising strategies, inspire Board members to get involved in fundraising in ways that are both effective for the organization and comfortable for them, and assess and shift organizational culture regarding money.

Serving the nonprofit sector since 1990, Deborah has worked as executive director or director of development for a magazine, a battered women's shelter, a community center, and a national literacy organization. She honed her consulting and training skills as a management consultant for a network of community development organizations. Through trainings, one-on-one coaching, and consulting engagements with a combination of staff and Board members, she fires up people about fundraising and helps overcome obstacles that have prevented organizations from realizing their resource development potential.

Keenly aware of the realities faced by small- and medium-sized nonprofits, Deborah has unique strategies for transforming Board members' misgivings regarding fundraising. She can also help you analyze your overall revenue base, examine areas for growth, and match untapped or under-utilized markets with revenue-raising strategies – thanks to her experience in financial management, combined with a natural entrepreneurial bent. She has experience in individual giving, grant writing, earned income, cause-related marketing, events, and foundation and corporate fundraising.

As a journalism school graduate and former reporter, Deborah is also available to write, edit and design materials and to prepare and implement marketing plans. She has created brochures, press releases, publicity materials, fundraising letters and subscription promotions, and has led promotional campaigns for symposiums and other events.

Deborah is also a singer, guitarist and pianist, performing in a variety of venues since childhood, and currently sings jazz standards for Desert Swing, Sierra Vista's big band. She relocated from upstate New York to southern Arizona in the summer of 2004, and has also worked in the Boston area and the Colorado Rockies. Her first job in Arizona was facilitating a Board retreat (opening it with a song) for the Cochise Children's Choir. She is also a member of the Association of Fundraising Professionals.

CONSULTANT SERVICES ROSTER

EMILY DÜWEL

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Areas of Expertise:

- Digital Information Design
- Grant Making
- Marketing
- Museum Exhibit Design
- Program Development

I develop concept plans, interpretive content and interactive digital media/websites for museums and other non-profit organizations.

My role is to help organizations transform an initial vision into fully worked up educational experiences that stimulate interest and learning in audiences both broad and diverse.

With major grant awards to my credit, I can assist organizations and individuals alike to clarify ideas, define project scopes and draft effective grant proposals.

Among others, I have worked for the Museum of Modern Art, Jane Clark Chermayeff Museum Planners, Lower Manhattan Cultural Council, Conservation Trust of Puerto Rico, American Society of Civil Engineers, Carnegie Council and Cambodia Trust.

Project sites include the N.Y. Historical Society, the National Building Museum, San Francisco's One Market Concourse, Puerto Rico's La Esperanza Nature-Historic Reserve, ASU Museum of Anthropology, Tempe Historical Museum and Oracle Historical Society.

I have also taught Museum Studies at Parsons and ASU, and currently teach Art/Design and Visual Studies at Pima.

In 2001 I received an MFA in Design/Technology from Parsons School of Design. I have also done graduate coursework in anthropology at CUNY Graduate Center and in studio art at the N.Y. Studio School.

CONSULTANT SERVICES ROSTER

JESSICA FLOWERS

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Areas of Expertise:

- Program Development
- Curriculum Development
- Presentation/Production Planning

With over 10 years of experience in non profit arts programming, Jessica Flowers specializes in program development, curriculum planning, and presentation and production management.

Ms. Flowers has developed programs nationwide for organizations including Barnes and Noble Bookstores, New School for the Arts, and Do Re Mi School of the Arts. Currently she serves as the 20-Week Mentor Program Manager for Free Arts of Arizona. She specializes in the development of summer camp programs for children of all ages.

Having taught workshops and classes for individuals from ages four to adult, Ms. Flowers is an expert at creating curriculum that conveys information in a clear, organized, and interactive manner, often incorporating experiential art activities and role playing. She is interested in and available to help create curriculum for volunteer and teaching artist trainings as well as performing and visual arts classes for children and adults.

Today it is more important than ever to be able to tell the story of your organization in a clear, concise, and emotional way that will engage volunteers and prospective donors. Whether you are planning a large-scale fundraising event or an intimate lunch meeting, Ms. Flowers is available to guide you as you strategically developing your message.

CONSULTANT SERVICES ROSTER

LORRAINE GLAZER

520-229-5910

lghez@comcast.net

Areas of Expertise:

- Community Development
- Dance
- Grant Making
- Marketing
- Theatre

My entire career has been in not-for-profit management, working for organizations large and small. I am a systems thinker, an insightful generalist who knows how and when to bring in specialty knowledge to accomplish the greater good. I have worked for the Arizona Theatre Company, University of Arizona's US Presents, was executive director of OASIS (Older Adult Service and Information System) and currently work in Business Development for Tucson medical Center, a community not-for-profit hospital. I find that working with physicians is not much different from working with artists.

Throughout my career, I have served in a governance capacity with many arts organizations, and have always been active in grant writing and grant making, in paid roles, as a board member, and as a grants panelist. I have specialized in creating public/private partnerships, in programming/product development, and in bringing together diverse constituencies to serve a common goal. My reputation within my current organization is as a resource for challenging special projects that require the creation of infrastructure or new systems. I would most like to be tapped as a consultant to assist arts organizations in seeing themselves as a whole, with artistic mission and organizational infrastructure working smoothly together.

CONSULTANT SERVICES ROSTER

ESTHER GROVES

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Areas of Expertise:

- Organization Assessment
- Focus Group Facilitation
- Curriculum Development
- Marketing
- Participation
- Music
- Theatre

My vision is to use the expertise I have gained in organizational assessment, marketing, goal setting, group/meeting facilitation, team building, leadership development, and focus groups to help arts organizations improve capability and program participation.

The skills I have gained as a Learning Manager for Bank of America and as an independent consultant combined with experience in and passion for the arts have given me a strong foundation to help your organization:

- Identify your goals
- Assess organizational capabilities
- Examine the root causes of issues
- Design strategies to attract and retain customers
- Lead people to deliver high quality programs

Using disciplined data gathering processes including surveys and focus groups, we have established organizational goals and customer requirements as the foundation of our programs with dramatic, measurable results.

Arts experience includes: President, Fairbanks Arts Association Board of Directors; Fairbanks Light Opera Theater Board of Directors and performer; piano accompanist, University of Alaska, Fairbanks. I have a B.A. in English/French from the University of Alaska.

CONSULTANT SERVICES ROSTER

RAQUEL GUTIERREZ

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Areas of Expertise:

- Change Management
- Organization Development
- Meeting/Retreat Planning/Facilitation
- Participation

Raquel Gutiérrez is a private consultant specializing in masterful facilitation, leadership development, & organizational change efforts. For over twenty years she has dedicated herself to working with individuals and organizations that have the courage to improve their quality of life, that promote inclusiveness in a fair and equal way, that contribute meaningfully to their community, and that will commit the time and energy to transform their present way of being. Individuals and organizations who work with Raquel are inspired to move from a place of reflective action.

Raquel purposefully uses a cross-discipline approach based in the core values of personal transformation, continual learning, daily practice, and wellness. Her methods take place in real-life time and action for individual, organizational, and community well being.

Among her peers, Raquel is recognized for freely sharing resources, building relationships between groups unfamiliar to one another, involving trusted and resourceful associates, and challenging people to explore possibilities outside their routine paradigms.

Her strong technical background, practical management experience, outstanding communication skills, and love of learning have helped her develop innovative and resourceful approaches to her work so that people she serves may live meaningful, balanced, and fulfilled lives.

Raquel is beginning her second year of Antioch University's Ph.D. program in Leadership and Change, enjoys practicing Anusara yoga, painting with acrylics, writing poetry, and being involved with community groups in her neighborhood and city. In January 2003, Raquel moved back to her hometown of Tempe, Arizona with her husband, Ward, their little cat Ita, and their big dog Petie after having lived away for ten years in Albuquerque, New Mexico and the Washington D.C. area.

CONSULTANT SERVICES ROSTER

STEPHEN HALL

480-778-0640

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Areas of Expertise:

- Fund Raising
- Humanities
- Marketing
- Meeting/Retreat Planning/Facilitation
- Music
- Organization Assessment
- Organization Development
- Strategic Planning
- Theatre

"Too many nonprofits ask to be fed. Carlton & Company teaches them how to fish."

Steve helps gift-supported institutions raise funds by guiding them in establishing a strategic framework. The framework is leveraged to build a strong, united culture and results in a sense of fulfillment among board members and staff. He has more than two decades accomplishment in providing strategic planning, institutional advancement, fundraising, organizational development, marketing, and public relations to numerous diverse organizations. These include Museums, Hospices, Schools, Colleges, Health Care Institutions, Foundations, and Social Service Agencies. The nonprofits he serves are in differing categories, yet the general fundraising model for all nonprofits is the same, regardless of category. Earlier, Steve spent twenty years in a variety of senior positions in global sales, marketing and public relations. He chaired the Centennial Committee at Boston University's College of Arts and Sciences. In addition, he headed an alumni annual giving effort for The Thunderbird School of Global Management. He is a former Board Member of the Pima County Medical Society Foundation, a former Trustee of Thunderbird, a Founding Director of The College of John Paul in the Desert, and a member of the Yale School of Management's Nonprofit Ventures Resource Center. Mr. Hall holds an undergraduate degree with concentration in Government and Philosophy from Boston University, and a graduate management degree from Thunderbird. He has been selected by the Arizona Commission on the Arts for its Peer Consultants Roster, is a published author, has been quoted in The Wall Street Journal and Entrepreneur Magazine, and has appeared as a principal guest on CNBC's Money Talk. A retired Naval Reserve Intelligence Officer, he resides in Scottsdale, Arizona with his wife, Patricia, and their sons Tully and Colin.

CONSULTANT SERVICES ROSTER

PATRICK HOWLEY

785-845-8016

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Areas of Expertise:

- Branding
- Community Cultural Inventories
- Marketing
- Strategic Planning

Mr. Howley is president of The Howley Group, which helps companies and organizations across the country grow by assisting them in brand positioning, product innovation, strategic planning, consumer research and Customer Relationship Management. Clients of The Howley Group include Hershey Foods, Schick Razors, Beazer Homes, Nestle Foods, H&R Block and several non-profits in the Valley. Prior to the Howley Group, Patrick worked for Petsmart, Colgate-Palmolive, and several major New York City advertising agencies.

Patrick serves on the boards of the Community Health Charities, Phoenix chapter of the American Marketing Association, and Goodwill Industries of Central Arizona, and has worked with the Arts and Business Council of Greater Phoenix for several years.

CONSULTANT SERVICES ROSTER

DONNA ISAAC

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Areas of Expertise:

- Community Cultural Inventory
- Community Development
- Facilities Planning/Management
- Public Art
- Artist Contracts

Donna's work includes public participation and mediation as well as designing and managing projects that range from public art master plans to cultural planning for Native American communities and cultural inventories, as well as repatriation policies for Tribal communities and museums. Donna's experience also includes program evaluation and teaching cultural perspectives of public participation. She has worked on community participation and the arts with emerging democracies in Central and Eastern Europe. Currently, Donna manages public art projects that range in budget from \$80,000 to \$1 million. She works closely with communities and with advisory boards and committees. Donna brings her experience of private and public sectors as well as the non-profit sector to her work. She has been a peer consultant for the Arizona Commission on the Arts since 2004. Donna has worked with museums in curatorial works, as well as an art critic and journalist in Canada, France, and the U.S. Donna's education includes a M.A. in art history from the University of Minnesota, museum training at the École du Louvre, and a Master in Planning with a focus on cultural planning and public participation from Arizona State University.

CONSULTANT SERVICES ROSTER

JAN KRULICK-BELIN

602-494-1962

jankrulick@aol.com

Areas of Expertise:

- Arts Learning
- Program Development
- Visual Arts/Media Arts
- Docent/Volunteer Management

Jan Krulick-Belin has been a museum educator and arts professional for over 30 years. She has extensive experience in teaching adults and children, developing public programs, volunteer and docent management, exhibition interpretation, writing/editing educational materials, school, programs, strategic planning, teacher workshops and art curriculum development. She is currently an independent arts and museum consultant.

Jan was Education Director at the Phoenix Art Museum for 16 years, where she was involved with the complete renovation and reinstallation of a major museum, including the management of the signage/way finding project, all didactic labeling, audio-visual needs and the reinterpretation of the collection. She served as a part-time consultant to the museum as Senior Educator for Special Projects until summer 2007.

Previously Jan served as Assistant Director of Education at the Denver Art Museum (six years); Curator of Education at the Beaumont Art Museum (five years); and was the recipient of a certificate from the American Federation of Arts/Getty Institute Museum Management Institute Program in 1990. Jan has served as peer counselor for new museum educators, university interns and other museum education departments around the country (Indianapolis, UCLA, Oklahoma City and Honolulu Academy of Fine Arts). She has organized and made presentations at major national and international conferences.

CONSULTANT SERVICES ROSTER

JACK KUKUK

480-983-9360

choralfest@msn.com

Areas of Expertise:

- Artist Contracts
- Community Cultural Inventory
- Community Development
- Dance
- Festivals
- Folk Arts
- Fund Raising
- Humanities
- Music
- Organization Assessment
- Program Development
- Publications
- Strategic Planning
- Theatre

My career began as a public school music teacher and I have received a BA in Music, a Master's degree in Music Education, and a Ph.D. in Administration/Planning. I directed the Washington State Cultural Enrichment Program (State Schools and State Arts Commission project) and was then appointed Director of Education and Cultural Programming at the Kennedy Center in Washington DC. My work in Washington and at the Kennedy Center required close communication and cooperation with and between schools and artists. I commissioned new works by several internationally acclaimed artists, booked performances in concert halls and schools, planned and produced festivals and other arts events, directed the national Alliance for Arts Education, managed large budgets, and raised more than \$12 million to support these programs. I have worked as the Artistic Director/consultant for two Arizona Arts Councils, having founded the Gold Canyon Arts Council. I was Founding Director of Discovery Park (a science/cultural center) in Safford and served as consultant/planner/fundraiser for the San Carlos Apache Cultural Center in Peridot. I also direct the International Society for Children's Choral and Performing Arts, consulting for and producing Children's Choir Festivals in cities around the world.

CONSULTANT SERVICES ROSTER

CLYDE KUNZ

520-977-4019

kunz@cox.net

Areas of Expertise:

- Board Development
- Facilities Planning/ Management
- Fund Raising
- Marketing
- Meeting/Retreat Planning/Facilitation
- Music
- Organization Development
- Strategic Planning

Visual Arts/Media Arts Clyde W. Kunz, CFRE has management and/or consulting experience with visual and performing arts groups as well as other types of cultural organizations in both Maricopa and Pima Counties. He has experience working with volunteer leadership in strategic and organizational planning. He has extensive experience in conducting feasibility studies and capital campaigns; conducting development audits and writing development plans, helping organizations establish planned giving programs, and developing marketing campaigns. Mr. Kunz has been providing consultation to not-for-profit organizations since 2000, following seven years in arts management, most recently as Executive Director of the Tucson Symphony Orchestra. Prior to his work with the TSO, he was Capital Campaign Officer at the Phoenix Art Museum during its expansion in the early 1990s, and has attended national conferences of both AAM and ASOL. He is very involved in professional fundraising organization, having served as President of the Southern Arizona Chapter of the Association of Fundraising Professionals (AFP), as Chair of LEAVE A LEGACY Southern Arizona, and as President of the Planned Giving Roundtable of Southern Arizona. He has also presented at national and regional conferences of AFP. Mr. Kunz currently resides in Phoenix, and is a Major Gifts Director with an established national non-profit organization

CONSULTANT SERVICES ROSTER

DENISE LABRECQUE

602-326-3432

deni96@cox.net

Areas of Expertise:

- Accessibility
- Facilities Planning
- Program Development

Access to the arts is a passion of mine. As a person with a mobility disability and a lover of the arts, my first-hand experiences in both have enriched my expertise in blending these compelling interests.

I am trained as an educator for special needs children; I have a B.S. and M.Ed. in Education and Special Education, and taught students with learning disabilities for many years in New England. My history also includes working with independent living centers for people with disabilities in Arizona and New Hampshire, and 15 years as the founder and director of the Disability Resource Center, a student support service for college student with disabilities enrolled at Arizona State University West Campus.

I am currently employed as the ADA (Americans with Disabilities Act) Coordinator for the City of Scottsdale, where I review facility plans, coordinate alternate communication, technology & media modalities, and maintain city policies and practices that provide equal access to all Scottsdale's residents and visitors. I am also a member of the advisory board for ARTability.

My consulting experience includes assessing site conditions, and developing accessibility policies and procedure for Thunderbird School of International Business, South Mountain Community College and the Arizona Opera.

I live in Phoenix with my domestic partner, our teenage daughter, 3 dogs and a cat.

CONSULTANT SERVICES ROSTER

JO LEONG

480-296-1456

cj_leong@yahoo.com

Areas of Expertise:

- Cash/Financial Management
- Organization Assessment
- Project Management

Jo Leong has over 20 years of business planning, financial and operational management experience across various industries, including 7 + years in the performing arts and culture sector. Her latest position was Chief Financial Officer with Ballet Arizona where she achieved significant financial and operational results including:

- Cash sustainability,
- Effective organizational alignment to increase productivity with a limited staff,
- Efficient business process improvement enabling stronger project management cross-functionally.

Within the for-profit sector, she has worked in senior management, and also as a management consultant at multiple Fortune 500 companies. Her experiences included strategic financial systems planning/ implementation, mergers and acquisitions and manufacturing planning/ management.

CONSULTANT SERVICES ROSTER

MIKE LEYVA

602-317-0397

meleyva@cox.net

Areas of Expertise:

- Community Cultural Inventories
- Community Development
- Cultural Tourism
- Marketing
- Organizational Development

Michael was most recently director of Tourism Education and Development for the Arizona Office of Tourism. Prior to that he has held high level positions with the Arizona Department of Commerce, Thomas, Warren + Associates, and has served as an adjunct faculty member at Arizona State University and Northern Arizona University. He has extensive experience assisting rural, urban and Native American communities, not-for-profit organizations, and local, state and federal government agencies with arts and tourism education, training, grant funding and administration, marketing, advertising and promotion, community and business development, organizational and leadership development, strategic planning, team and consensus building. He is dedicated to helping organizations and communities reach their highest potential through promotion and development of the arts, culture, heritage and tourism.

CONSULTANT SERVICES ROSTER

ANN-MARY LUTZICK

480-250-4809

annmaryj@yahoo.com

Areas of Expertise:

- Grant Making
- Humanities
- Program Development

Ann-Mary J. Lutzick worked for the Arizona Humanities Council (AHC) for nine years. As Program Director she coordinated the competitive grants program and the Motherhead family literacy program, and oversaw the speakers' bureau, community book discussions, and the development of print and Web materials for all AHC programs. She presented regularly at conferences and workshops on AHC's programs and event, and served on the Arizona Book Festival Committee, as well as the Museum Association of Arizona's annual conference and professional development committees. She continues to coordinate the Smithsonian's Museum on Main Street traveling exhibition program for AHC as an independent contractor. Ann-Mary earned a BA in history at the University of Virginia and an MA in history at ASU with a public history emphasis, and recently completed the ASU Center for Nonprofit Leadership and Management's Professional Certificate.

CONSULTANT SERVICES ROSTER

PATRICIA MATHES

520-888-6532

psmathes@comcast.net

Areas of Expertise:

- Arts Learning
- Coaching and Mentoring
- Fundraising
- Grant Making
- Program Development
- Visual/Media Arts

A seasoned educator of over 30 year experience, Patricia Mathes has a repertoire of skills and abilities that she brings to a consultancy. Patricia has a record of achievements as a Sunnyside School District Career Ladder teacher evaluator, high school Fine Arts Department Chair, teacher mentor, instructional leader, and classroom teacher. She was successful in bringing diverse communities together and developing collaborative partnerships. Through her numerous Grantwriting projects Patricia was able to gain increased funding for schools. Her teaching honors include the prestigious University of Arizona/Circle K High School Leadership Award. Uniquely talented, Patricia is also an award-winning artist.

Patricia trained at the Grantsmanship Center and authored several art education grant proposals that integrated the arts into the core curriculum and were Arizona State Standards based. She has been a published professional in *School Arts* magazine.

Patricia gained respect as an arts learning presenter. She served as a Tucson Pima Arts Council consultant and presented at the Tucson Pima Arts Council Local Practitioners Forum, the Arizona Art Education Conference, University of Arizona Southern Arizona Writers Project, and in the Sunnyside School District.

CONSULTANT SERVICES ROSTER

LYNN MONSON

480-961-3160

lmonson@cox.net

Areas of Expertise:

- Arts Learning
- Dance
- Program Development

Having taught dance for over thirty years, and managing an arts based charter school, Carmel Community Arts & Technology, for eleven years, my experience includes directing arts programs, writing dance and arts integrated curriculum, supervising and training staff, and writing and managing grants. I have co-designed and taught standards based instruction workshops to schools around the state, presented arts integration sessions at the state charter conference, and developed and presented trainings at the National Dance Education Organization's conference. I served on the State Arts Standards planning and writing team, and currently, serve on the state assessment planning and writing team, and am developing consulting services and workshops for Carmel Community, Inc. I earned a teaching certificate from Hartford Ballet and BA in Dance from Arizona State University. I serve on the board of the Arizona Alliance for Arts Education, am a member of the Dance Notation Bureau and National Dance Education Organization, and was a founding member of the Arizona Dance Education Organization, currently President.

My passion is dance and the arts. I wish to lend my experience to organizations and individuals, and work collaboratively with them to help them achieve their goals related to the arts.

CONSULTANT SERVICES ROSTER

MELANIE OHM

480-580-6257

melanie@conceptsconsultinggroup.com

Areas of Expertise:

- Community Development
- Community Cultural Inventories
- Folk Arts
- Organization Development
- Music

Melanie Ohm, president of Concepts Consulting Group, develops collaborations, facilitates planning and cultivates programming across organizations and disciplines, using processes that encourage creative thinking, define change and support healthy communities. Her work has evolved from a background in business, the social sector, university leadership in cultivating community-based partnerships and as a performing artist. Community building is driven by thoughtful idealism, yet full of practical acts. With this in mind, Melanie invited a diverse group of consultants to form a Collaborative, interweaving the strengths of many practices and skills for the benefit of the client. She also co-directs the Cultural Arts Coalition in Arizona, a networking organization for artists, educators and others in the arena of community arts. Melanie serves as trainer for the Phoenix Office of Arts & Culture, consultant to Arizona State University's Workforce Education Development Office, facilitator for the Maricopa County Sheriff's Office Education Section, a consultant on the roster of the Arizona Commission of the Arts and a certified trainer for DialogueWorks™.

Areas of expertise: action, strategic, and documentation planning; program development and implementation; collaborations, alliances, teams and partnerships; organizational development; interpersonal communication and dialogue. Collaborative processes include World Café, Vision Mapping, Appreciative Inquiry and Open Space.

CONSULTANT SERVICES ROSTER

CASSANDRA O'NEILL

520-888-2545

cassandraoneill@yahoo.com

Areas of Expertise:

- Dance
- Grant Making
- Humanities
- Marketing
- Music
- Participation
- Program Development

Senior Partner of Wholonomy Consulting llc, Cassandra O'Neill has over 20 years of experience working with government agencies, educational institutions, non profit agencies, and for profit organizations delivering health care, social services, workforce development, arts programming, and education. She has consulted with and provided technical assistance to over 80 organizations since she became a consultant in 2000. She utilizes strengths based methods to provide positive and sustainable organizational development services such as asset based and adaptive strategic planning, facilitation, evaluation, coaching, and training. She uses a variety of methods including Appreciative Inquiry, Cognitive CoachingSM, Graphic Recording and Facilitation, Polarity ManagementTM, and World Café. She is the co-developer of Evolutionary SustainabilityTM which is described on her business website www.wholonomyconsulting.com.

CONSULTANT SERVICES ROSTER

HERBERT PAINE

602-788-9986

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Areas of Expertise:

- Board Development
- Change Management
- Organizational Assessment
- Organizational Development
- Participation
- Strategic Planning

Herb Paine is President of Paine Consulting Services, now in its nineteenth year of operation, specializing in organizational development and change management, strategic planning and marketing, and mergers and strategic partnerships.

He is known as the go-to consultant for at-risk organizations and has successfully managed the turnaround and recovery of a diverse array of public and private sector enterprises throughout the country.

He is a nationally recognized expert on all aspects of nonprofit organization management and has been a leading practitioner in mergers and the transformation of boards of directors.

Herb has consulted extensively with local governments in the restructuring and redesign of their service delivery systems and management operations. He has also advised domestic and multi-national corporations in rethinking their strategies for social responsibility and community involvement. His consultative affiliations have included the Center for Corporate Community Relations at Boston College, National Arts Strategies, the Arizona Commission on the Arts, and the Arts & Business Council of Greater Phoenix.

His consultations and seminars on strategic management, governance, customer-centered marketing, coalition building, and mergers have influenced hundreds of nonprofits to rethink the way they do business. His clients have included community-based organizations in the areas of children's services, behavioral health, rehabilitation, homelessness, arts, and neighborhood development.

CONSULTANT SERVICES ROSTER

THERESE PERREAULT

520-749-2708

therese@bayviewmedia.com

Areas of Expertise:

- Business Planning for Artists
- Economic Development
- Strategic Planning
- Program Development
- Marketing
- Visual Arts/Media Arts

Therese Perreault has more than twenty years of experience in creative services and business management, giving her the unique ability to balance creativity with sound business judgment.

Therese's career is one of increased responsibility, variety in job assignments, and solid accomplishments. She is a results-oriented professional and her management style is hands-on. Her experience and skills are in strategic planning and implementation, program development, managing creative teams for results, and facilitating diverse groups. Her creative experience lies in converting ideas into tangible projects and managing projects from concept through completion.

At Wellspring House, a social justice organization, Therese developed and directed a successful educational and support program for micro-entrepreneurs, predominately artists. The focus of the program included business plan writing, networking, mentoring and access to capital. She was also a founding member and authored the first successful Mass Cultural Council, Cultural Economic Development Grant proposal for SeArts, a collaborative of artists and cultural organizations on Cape Ann, MA.

Therese's consulting experience includes (but is not limited to); event planning & site management, film and video production, strategic marketing and business development for emerging and mid-career artists, website design, needs assessment and career development planning for art colleges and universities.

Therese holds a Bachelor's of Fine Arts from the University of Maine, and a Masters of Business Administration from Simmon's College. She is currently living in Tucson, AZ with her husband Bob and dog Sophie.

CONSULTANT SERVICES ROSTER

MARSHALL SHORE

602-373-4521

marshall@marshallshore.com

Areas of Expertise:

- Community Cultural Inventories
- Community Development
- Organizational Development

Marshall Shore is an award winning strategist, with a career spanning 17+ years in libraries conducting strategic planning, community assessment, focus groups, program planning, and collaboration building.

Marshall holds a Masters of Library Science from Indiana University, BA from Purdue University, and has presented at state and national associations conference on a wide variety of topics. Marshall is the only Librarian to complete the Leadership Institute offered by Valley Leadership, a premiere Leadership organization in the Southwest.

CONSULTANT SERVICES ROSTER

MIKE SHUBIC

480-983-3100

mike@shubicmarketing.com

Areas of Expertise:

- Fundraising
- Marketing
- Web Development and Online Marketing

Mr. Shubic has over seventeen years of marketing experience in nearly every marketing discipline. I can help your organization put together a marketing strategy that will get all members of your board on the same page with a clear roadmap to success. For the past three years I've served on the board of an art and cultural organization, so I have the precise real world experience necessary to relate to your specific needs and requirements. I can also help your organization create an identity with a distinct position for your specific marketplace. In addition, I have a great deal of web development and online marketing experience, including social media. The web, if done correctly can be a great way to raise money, communicate with your members, articulate programs, gauge community pulse and so much more. Give me a call or send an e-mail with any questions. I look forward to being of service.

CONSULTANT SERVICES ROSTER

BENITA SILVYN

520-320-1389

bsilvyn@gmail.com

Areas of Expertise:

- Arts Learning
- Community Development
- Program Development

Benita Silvyn is the former Education/Community Programs Director for UApresents at the University of Arizona. During her fifteen years in this position, Ms. Silvyn established a comprehensive school program for K-12 students. This program grew from 2,000 teachers and students attending three matinee performances to over 12,000 teachers and students attending six performances. Professional development opportunities were created for teachers and administrators, including teacher workshops utilizing local teaching artists, so that each school matinee performance could be integrated into the curriculum and connected to the Arizona State Standards. Students received materials based on Arizona State Standards and had the opportunity to have on site workshops with local teaching artists.

During her years with UApresents, Ms. Silvyn developed collaborations, both on the University campus and within the community from working with the Tucson Pima Library to provide resource information on the school matinees for teachers, to working with University faculty and local artists to give informative talks and demonstrations before many Centennial Hall performances. Ms. Silvyn partnered with one school district to develop a week long summer program in arts integration for teachers and with another district to bring fifth grade students to the University to experience the arts and to become familiar with the campus and interested in higher education.

Ms. Silvyn has been both an elementary school teacher and a family counselor. She has served on grant panels both for the Tucson Pima Arts Council and the Arizona Commission on the Arts. Ms. Silvyn has been a recipient of the Governor's Arts Education Award. She is the founder of ArtNet, a coalition of Tucson's art and cultural organizations. Ms. Silvyn has made Arts Education presentations at the Association of Performing Arts Presenters annual meeting in New York City and at The Kennedy Center's "Partners in Education" Summer Institute in Washington, D.C.

CONSULTANT SERVICES ROSTER

DEBORAH SIMMER

602-253-1392

dsimmer@marketmuse.biz

Areas of Expertise:

- Dance
- Organization Assessment
- Organization Development
- Participation
- Program Development
- Strategic Planning
- Theatre

The value that arts organizations can expect when they work with me is my ability to: (1) quickly analyze and assess the situation; (2) define creative solutions to hurdle problems or achieve designated goals; and, (3) articulate steps that the team members need to take to bring the solution to fruition. These skills sets translate into work known as Organizational Development, Market Development and Program/Service Development. Here are a few examples of recent projects, specific to arts or non-profit organizations:

- Strategic plan design, roll-out and direction for management (theater company);
- Organization assessment and restructure (performing arts school and company);
- Market assessment and corresponding collateral materials content development (multiple companies and organizations);
- Program design, description and grant sourcing (social service organization);
- Executive team member for new start-up's (non-profit and for-profit entities);
- Marketing plans and competitive positioning for new program/service introductions (multiple types of organizations).

My professional background includes 20 years of business experience in sales, marketing, program development, strategic planning and implementation. I have a versatile working style that serves a wide range of client types. Academic credentials include Bachelor's degree in Accounting, Master's degree in Business Administration, plus post-graduate work and technical training courses.

CONSULTANT SERVICES ROSTER

STEPHANIE SMALL

602-258-8100 X01

ssmall@youngcompany.net

Areas of Expertise:

- Fund Raising
- Grant Making
- Meeting/Retreat Planning/Facilitation
- Organization Development
- Strategic Planning

Grant writer training, speakers training, board development, fundraising and funding analysis, conference development and strategic planning are just a few of the specialty areas acquired by Stephanie Small in her 16 years of nonprofit management experience.

As the Executive Director of Free Arts of Arizona, a nonprofit organization that provides therapeutic art programs to abused, neglected and homeless children, Stephanie has increased the organizational budget from \$30,000 to \$650,000 and the numbers of children served from 714 to 6,600 annually. Her skills in building the board of directors, diversifying the funding base, and developing a comprehensive development strategy have been instrumental in growing Free Arts of Arizona from a start-up organization to a well-respected leader in the nonprofit sector.

Stephanie holds a Bachelor's Degree in Arts Administration and has professional experience ranging from managing logistics and educational programs for the Alexandria Symphony Orchestra, to raising \$1.6 million for Valley of the Sun United Way, to establishing Free Arts of Arizona.

CONSULTANT SERVICES ROSTER

JO SPARKES

480-209-8464

jsparkes@qwest.net

Areas of Expertise:

- Information Systems
- Literature
- Technology /Internet
- Visual Arts/Media Arts
- Volunteers

Technology is often sold like an automobile, by flashy sales pitches, vague promises, and odd, ambiguous words. Yet when all is said and done, it is only a tool. The key is selecting the right one for the job.

Jo Sparkes entered the Technology Business world with IBM, after graduating Magna Cum Laude from Washington College. She's worked with large companies in database, storage media, capacity planning, performance tuning, backup and recovery. Using the same methodical, step-by-step approach, she's led the development of many computer applications.

Moving into management, she attended the Supervisor Academy, and found the same analytical techniques apply to people. Defining job requirements, motivating employees, and correcting poor performance all became part of the same system: identify desired results, assign value to them, and find the best solution for the budget.

Working for a consulting company, she created a management system to find, interview, and select highly technical staff for clients.

Jo is systematic and effective in identifying business and personnel needs, and finding the best solution. Her personnel expertise includes staffing, job requirements, interviews, compliance, and managerial procedures after hiring.

CONSULTANT SERVICES ROSTER

SARAH SPENCER

602-320-6655

sarah@26-letters.com

Areas of Expertise:

- Marketing

I own and operate several ventures that span the creative landscape – graphic design, illustration, marketing, web design, creative writing, grant writing, greeting cards and fine art. Artists Creative Consulting offers expert advice to artists and arts organizations, 26-Letters.com is an internet-based paper art and fine art store, and s.spencer.studio provides art & illustration talent to the commercial art industry.

With over 15 years in the creative and marketing field, I am a great match for organizations, or artists/creative individuals looking to build their practice through guided advice and consulting. I offer direction for ways to focus talents that lead to success. This includes but is not limited to creative thinking in graphic design, designing websites, developing marketing campaigns, improving presentation materials, writing successful grants and proposals, and applying for grants (public art projects & residencies).

CONSULTANT SERVICES ROSTER

ALICIA SUTTON

602-670-1666

sutton@global.thunderbird.edu

Areas of Expertise:

- Communication Strategies
- Event Planning
- Volunteer Management

As a natural organizer and communicator, Alicia Sutton specializes in the human aspect of business – how to organize people; how to rally supporters; how to communicate effectively. During her 15+ years working in the Valley nonprofits, Alicia refined her planning and organizational skills working on large and small events and membership programs. For an intimate showcase with VIP board members to a \$200,000+ fundraising gala, Alicia can design a plan to effectively utilize community leaders, board members, and staff and event volunteers to produce an outstanding event or program.

With expertise in organizational newsletters, marketing pieces and training documents, Alicia creates a unified communication strategy and effective messaging techniques. She helps organizations establish communication channels through new media such as social networking, webcasting, and viral marketing. And, she is experienced in cross-cultural communication issues.

Alicia holds degrees in Theatre and Business from Arizona State University and completed her MBA at Thunderbird School of Global Management in 2009. She is proud to have served on the board of directors of Arts and Business Council of Greater Phoenix and to have worked with organizations such as Childsplay, Stray Cat Theatre, The Governors, Net Impact, and ASU's Student Production Board.

CONSULTANT SERVICES ROSTER

MOLLIE TRIVERS

602-373-3377

mollie.trivers@asu.edu

Areas of Expertise:

- Fundraising
- Organization Assessment
- Strategic Planning

Mollie C. Trivers has served as the Executive Director of the Whiteman Foundation since 1995. In addition to her work with the Whiteman Family, Trivers is the Director of Major Gifts at ASU's Gammage. At Gammage, contributed annual income has grown eight fold since 2001. Trivers has 30 years experience in non profit and arts management among her accomplishments are serving on the founding staff for KBAQ, the NPR Classical Music Radio Station and Business Volunteers for the Arts. In addition to accomplishments in fundraising; Trivers has over 20 years in grants management in the public and private sector.

CONSULTANT SERVICES ROSTER

SUSAN WALLING

623-544-3221

pwaz@cox.net

Areas of Expertise:

- Fund Raising
- Meeting/Retreat Planning/Facilitation
- Organization Assessment
- Strategic Planning
- Visual Arts/Media Arts

I am President of PhilanthropyWorks, a consulting firm focusing on helping nonprofit organizations achieve excellence by building organizational capacity. Arts organizations we have worked with include, in Arizona, Gnosis, Ltd. and Del E. Webb Center for the Performing Arts and, in Pennsylvania, VOX - The Renaissance Consort.

We partner with clients to design and implement realistic strategic initiatives that work! Consulting projects we have been involved with include:

- The Executive Directors RoundTable (in collaboration with St. Luke's Health Initiatives): facilitate monthly sessions that provide nonprofit executives with peer learning and peer support experiences
- Nonprofit Management: strategic planning; organizational assessments; developing policies/procedures; executive coaching
- Board Development: retreats (for board and board & staff); board assessments; recruitment strategies; training
- Fundraising/Resource Development: developing fundraising plans/implementation: events planning, earned income strategies, annual giving and capital campaigns, major donor cultivation and solicitation strategies; volunteer solicitor training; grantseeking research and proposal writing
- Communications/Marketing: case statements; positioning/branding; newsletters/collateral materials
- Executive Search: recruitment of executive directors/professional development staff

For more than 30 years, as a university administrator, nonprofit executive, consultant, educator and writer, we have assisted hundreds of philanthropic organizations to advance their missions. In 1999 we launched the journal PhilanthropyWorksAZ; I served as Publisher/Editor until 2003. I have held leadership positions on numerous nonprofit boards, the Arizona Social Change Fund, the Continuing Education Review Board of the Association of Fundraising Professionals and the fundraising committee of a community political group. I am an active member of the St. Luke's Health Initiatives Health in a New Key Consultants Group

CONSULTANT SERVICES ROSTER

CLAIRE WEST

602-258-9455

cwest9455@hotmail.com

Areas of Expertise:

- Board Development
- Community Cultural Inventories
- Community Development
- Dance
- Meeting/Retreat Planning

Ms. West brings a history of advisement to arts organizations and artists, and skill in analysis of the perceived challenge to the organization/artists seeking consultation.

Ms. West believes that artists can and should flourish financially in their careers, and that non-profit arts organizations can model efficiency and fiscal health.

Ms. West is an independent consultant and national panelist and speaker. As Performing Arts Director at the Arizona Commission on the Arts for 17 years she administered over 200 grants to organizations and artists annually, and consulted in all aspects of not-for-profit management. She managed Arizona Dance on Tour, Meet the Composer, Regional Touring, Field Forward Network, Partnership for Innovation, and was a senior team member in Understanding Participation, nationwide Wallace Foundation research in arts participation. At the Commission Ms. West strengthened Arizona's regional and national partnerships and authored successful grant proposals, handbooks and articles. As Business Manger for The School of Ballet Arizona she oversaw record school growth, marketing, development, sound budget creation and management and community relations.

At present, Ms. West is in the Development and Marketing Department at the Children's Museum of Phoenix, on the board of Arizona School for the Arts and Grand Canyon Music Festival, and chairs the Fundraising Task Force for The School of Ballet Arizona. Her consulting clients include organizations and individuals in the areas of dance, music, theatre and community education.

CONSULTANT SERVICES ROSTER

DEBRA WIENER

216-571-6742

dwordsmith@cox.net

Areas of Expertise:

- Fundraising
- Grant Writing
- Program Development
- Strategic Planning

Debra Wiener has been committed to the nonprofit sector for over 25 years. Much of her management and fundraising experience has been in the arts in Ohio, with nonprofits such as The Tom Evert Dance Company, the Repertory Project, ESTEEM, INC. (her own nonprofit providing arts programs for the homeless and at-risk youth), Cleveland Signstage Theatre, Cleveland Public Theatre, Shore Cultural Centre and many others. In Arizona, her first client is the Arizona Art Alliance with whom she facilitated a strategic plan and currently assists with grantwriting. She was a panelist in March 2007 with the Phoenix Commission on the Arts.

Debra holds a Master's of Nonprofit Organizations (MNO) from the Mandel Center for Nonprofit Organizations at Case Western Reserve University, a Master's in Interdisciplinary Humanities and a Bachelor of Fine Arts in Theatre. She was also a licensed social worker and Certified Prevention of Substance Abuse Consultant in Ohio, integrating her love of the arts and compassion for underserved populations by creating interdisciplinary programs combining arts, education and social services.

Debra has worked with many nonprofits to increase their fundraising capacity. She has an in-depth knowledge of local and national funders in the arts, education, humanities and human services, and brings with her excellent relationship-building and partnership building skills. She has "hit the ground running" with networking in Arizona since she arrived in August 2006, and she hopes to help build the fundraising capacity of many arts organizations in Arizona. Debra brings her skills, experience and passion for the arts to help strengthen the nonprofit sector in Arizona.

CONSULTANT SERVICES ROSTER

CELESTE WINTERS

602-315-6550

celeste@calliopeinc.net

Areas of Expertise:

- Board Development
- Marketing
- Organizational Development
- Strategic Planning

Celeste Winters combines a professional background in arts management with experience in the corporate and agency sectors to create consulting projects that generate practical, usable information. Celeste is a full-time consultant with Calliope, Inc., a certified small, woman-owned Arizona business. She specializes in publicity, market research, copywriting, PR, and event management. Celeste holds BA and MAJ degrees in journalism from Marshall University in West Virginia. She was Executive Director of arts organizations at Marshall University and the Paramount Arts Center in Kentucky, as well as Director of Communications for ASU Public Events. As Account Supervisor with The Martz Agency, she led the Anthem by Del Webb account; created promotions for Papa John's Pizza; and planned events for clients as diverse as Gila River Casino and Desert Mountain. Her consulting accounts include the National Festival of the West; Allred Marketing; Western International University; the ASU Kerr Cultural Center; ASU Department of Civil & Environmental Engineering; and the Arizona Presenters Alliance. Celeste is also a senior faculty member at University of Phoenix. Contact Celeste to discuss your objectives and receive a complimentary customized proposal outlining objectives, strategies, and budget based upon a non-profit arts organization.

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NANCY WOLTER

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Areas of Expertise:

- Community Development
- Organization Development
- Participation
- Strategic Planning
- Theatre

Nancy Wolter has been working for the City of Mesa's Arts and Cultural Division since 1985. In 2002, she was appointed Development Officer and is directing a capital campaign to raise \$3.7 million for the new \$90.4 million Mesa Arts Center, slated to open in 2005. She also develops financial and in-kind resources for the existing Mesa Arts Center, which serves 200,000 participants annually in a variety of arts education programming, concerts, theatre and gallery offerings. Once the new Arts Center opens, Nancy will be responsible for fundraising for the four theatres, expanded gallery exhibits, and community arts programming. Previous to her appointment as Development Officer, Nancy was responsible for organizing community events, from concerts to special projects, as well as for in-house staff training and education for the existing Mesa Arts Center and administered the City's Arts and Cultural grants program. She serves as liaison with several boards that support the Mesa Arts Center.

Previous to coming to Mesa in 1985, Nancy was Executive Director at the Decatur Area Arts Council, in Decatur, Illinois. There she raised money, ran programs and coordinated volunteers. Nancy has been a peer consultant for the Arizona Commission on the Arts since 1992. She has done Cultural Inventories in Prescott Valley, Wickenburg, Snowflake, Oro Valley, Yuma, Queen Creek, Gilbert, Coolidge, and other Arizona towns. She has conducted staff retreats, long-range planning and board development workshops for a number of organizations, including Southwest Shakespeare, Mesa Encore Theatre, West Valley Fine Arts Council, Flagstaff Symphony Orchestra, Desert Caballeros Western Museum and Prescott Art Docents.

Nancy has an M.A. in Theatre from the University of Arizona and has been an arts administrator since 1976. She has trained at the Institute of Cultural Affairs in Action and Planning and works in a variety of facilitation methods.

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