

Bio:

Jane P. Stein, President, JPS Consulting

With vast experience in the nonprofit sector, Jane Stein, has been providing consultation and training services to nonprofit organizations for more than twenty years.

As the founding director of the Child Abuse Center of Hampton Roads, Jane forged regional relationships with seventeen Virginia municipalities and expanded the Center's services to more than 1,000 children each year. After the Center became part of the Children's Hospital of the King's Daughters, Jane opened JPS Consulting. Her experience also includes a tenure as a national director for major gifts for the American Cancer Society. Jane is a past national chairman for campaign training for the United Jewish Appeal, a volunteer position which she held for three years.

A sought after facilitator, speaker and trainer, Jane has presented her programs in management, leadership development, marketing, public relations, board development and fundraising to nonprofit organizations throughout the United States. She shares her secrets for success in these turbulent times and inspires her audiences to solve challenges in the nonprofit community in a humorous and heartfelt manner. Under her direction, JPS Consulting has guided many not for profit organizations through the process of strategic planning, board and leadership development. And she has helped many organizations to build and improve their annual and special campaigns. Jane has provided consultative services, facilitated board and staff retreats, given keynote addresses, motivational speeches and training workshops to dozens of organizations including the American Cancer Society, the United Jewish Appeal, Susan G. Komen, the Virginia Association of Community Healthcare Centers, Habitat for Humanity and the Foodbank. Jane was selected to present a workshop at the AFP International Conference in April, 2018 for whom she is a certified Master Trainer.

Jane has a Master's Degree in Business Administration, and became licensed to offer consulting services for the Standards for Excellence® program by completing an exclusive professional development initiative that gives independent consultants the knowledge, skills, and tools necessary to work with nonprofit organizations across the country interested in learning about and implementing the Standards for Excellence code. Jane is married to Ed Stein. They have two children and two grandchildren

Amy P. Nisenson

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SUMMARY OF QUALIFICATIONS

- Senior philanthropy professional with over 30-year proven track record of success across foundation, corporate, and nonprofit sectors.
- Experienced community affairs professional with expertise as both a tactical advisor in charitable investments, as well as on community engagement strategies.
- Results-oriented, creative thinker with ability to build collaborative partnerships through stakeholder engagement.
- Accomplished grant maker, strategic planner, community leader and board member with expertise in:
 - *Strategic thinking, sensible fiscal management, effective communications and facilitation.*
 - *Building long-term relationships and aligning strategic initiatives.*
 - *Philanthropy, from both sides of the philanthropy desk – both giving and asking.*

PROFESSIONAL EXPERIENCE

THE MARY MORTON PARSONS FOUNDATION (2009-PRESENT)

EXECUTIVE DIRECTOR –

Responsible for daily operations of the Foundation, including administrative management, leadership, vision, and oversight of more than \$115 million in assets and \$5-7 million in charitable investments annually. Oversee all Foundation grants duties, including procedures and criteria for consideration of and recommendations for grants, as well as all due-diligence, communications and meeting preparations for Foundation Board meetings. This position is half time.

- Implemented grant-making software and pro-active grant-making to meet strategic goals.
- Completed strategic review of policies and guidelines; evaluated investment policy statement and work closely with investment committee on an on-going basis.
- Collaborated with Richmond area funders to initiate *Give Richmond, a Common Grant Application*, and the planning and start-up for Richmond's *Promise Neighborhood*, a place-based initiative.

CONSULTANT (2009-PRESENT; 2000 – 2005)

Responsible for high level strategic work with nonprofits including strategic planning and organizational assessments, writing policies and procedures; in-service board training; leading/teaching fund development and sustainability workshops; fostering board development; succession planning and executive searches, advising small, emerging nonprofits, and conducting grant/prospect research and writing grants.

WACHOVIA CORPORATION (2005 – 2008)

VICE PRESIDENT AND COMMUNITY AFFAIRS REPRESENTATIVE –

Responsible for Richmond market, serving as a strategic advisor and managing relationships with key community stakeholders and leaders. Responsible for administering \$5 million in charitable investments to over 330 nonprofit organizations in Virginia, Maryland and DC markets, advising state and market presidents on community engagement strategies.

- Implemented an integrated strategic giving planning process across business lines. Exceeded or met targets for most of the company focus areas.
- Established leadership infrastructure for Wachovia Volunteer Chapters in Virginia and Maryland with over 2,000 employees that contributed 10,000 community service hours annually.
- Provided leadership for successful employee workplace campaigns that provided United Way and Arts Fund with over \$1 million annually.

VIRGINIA COLLEGE SAVINGS PLAN (2000 – 2005)
Special Projects Manager and Director of Virginia College Dream Foundation

WORLD AFFAIRS COUNCIL OF GREATER RICHMOND (1999 – 2000)
Executive Director

VISUAL ARTS CENTER OF RICHMOND (1997 – 1999)
Development Director

VIRGINIA-ISRAEL FOUNDATION (1995 – 1997)
Executive Director

EDUCATION

Bachelor of Arts, Foreign Affairs
University of Virginia, Charlottesville

Corporate Coach U
MSBCoach, LLC

Certified Governance Trainer
BoardSource

Certificate Corporate Community Involvement
Boston College Center for Corporate
Citizenship/Community Involvement

HONORS

Jewish Women International-Gila Chapter
Sofie Stahl Award, 2017
Virginia Center for Inclusive Communities
Humanitarian Award, 2013

YWCA's 10 Outstanding Women
2004, Volunteerism
Leadership Metro Richmond
2001, Servant Leadership Award

PROFESSIONAL AFFILIATIONS

Board Source
Grantmakers for Effective Organizations
Exponent Philanthropy

CURRENT CIVIC AFFILIATIONS

United Way of Greater Richmond
Governance Chair 2014-present
Leadership Metro Richmond
Chair 2014-2015
Lead Virginia
Class of 2006 and Board member
Richmond Forum
Governance Chair 2015-present
Jewish Community Federation of Richmond
Board member

Governor's Advisory Board on Service and Volunteerism
Appointed Board member
YWCA of Greater Richmond
Board member

Bio

Debbie DiVirgilio is a Certified Governance Trainer through BoardSource and a Licensed Standards for Excellence Consultant. She has more than 25 years of experience serving in the nonprofit sector in a variety of roles including Board Member, Executive Director, Program Director, and Grant writer. Debbie is a nonprofit coach, consultant, teacher, facilitator and grant professional. Above all, Debbie is committed to helping organizations thrive.

Debbie holds a Bachelor's Degree in Behavioral Sciences from Wilmington University and a Master's Degree in Non-Profit Management from Regis University. She is a Grant Professional Certified as conferred by the Grant Professional Institute and served on the Board of Directors of the Grant Professionals Association for eight years. She is also a Credentialed Christian Nonprofit Leader and is currently pursuing a Master's of Divinity through Liberty University.

In addition to managing her consulting firm, Debbie is an active volunteer for several community-based organizations.

LINDSEY O-PRIES

Lindsey@thesparkmill.com

EXECUTIVE SUMMARY

- Experienced, innovative and thoughtful facilitator, trainer, coach, and consultant.
- Proven ability to develop a vision, achieve consensus, and deliver results.
- A compassionate consultant and coach with excellent interpersonal and communication skills, dedicated to fostering a working environment that encourages collaboration and optimizes team performance.
- Experienced coach in areas of organizational development, providing customized support.
- Successful in creating, managing, and implementing programs to build capacity of all sized organizations; developing grassroots leaders of color
- Experienced senior level staff member whose management, and organizational development skills help shepherd expansive organizational growth over a short amount of time.
- Knowledgeable in strategic planning, budget development and financial management, board recruitment and development, and creating and implementing processes to create internal organization culture change, including around increasing leadership of people of color and other marginalized people.
- Effective trainer and facilitator.

PROFESSIONAL EXPERIENCE

The Spark Mill <i>Consultant</i>	Richmond, VA <i>July 2015 – Present</i>
National Network of Abortion Funds (NNAF) <i>Consultant</i> <i>Member Support Manager</i> <i>Member Support Coordinator</i>	Richmond, VA <i>April 2016-2017</i> <i>September 2012-April 2016</i> <i>May 2011 –September 2012</i>
Nonprofit Learning Point <i>Program Associate</i>	Richmond, VA <i>July 2010-May 2011</i>
Virginia Department of Health <i>HIV/STD Talk Line Advocate</i>	Richmond, VA <i>March 2008-July 2010</i>

EDUCATION AND CERTIFICATIONS

Certified Conflict Resolution Trainer (RPEC), 2018

Virginia Commonwealth University
B.A, Women's Studies

Richmond, VA
2008

FELLOWSHIPS AND TRAININGS

Rockwood Leadership Institute
LGBTQ Advocacy Fellow

Oakland, CA
2013-2014

Corealign (www.corealign.org)
Generative Fellow

Oakland, CA
2013-2014

Stephanie Cory

4. Biography

Stephanie Cory is committed to strengthening the nonprofit sector through education. She has dedicated her career to the sector for more than 15 years. Stephanie has served as an executive director for a health advocacy organization as well as held development and program management roles for organizations serving seniors and people with disabilities. In these roles she expanded programming, strengthened infrastructure, and grew fundraising revenue. She has also consulted for a variety of educational and arts organizations helping them strengthen governance and fundraising. Stephanie currently splits her time as the inaugural director of philanthropy for Kendal-Crosslands Communities, adjunct faculty member for Villanova University's College of Professional Studies, and a consultant.

Stephanie is a Certified Fundraising Executive (CFRE) and earned her designation as a Chartered Advisor in Philanthropy (CAP®) from the American College. Recognized for her excellence in teaching and facilitation, she was named a Master Trainer by the Association of Fundraising Professionals (AFP). Demonstrating her commitment to helping organizations strengthen their governance and employ best practices, Stephanie is a Certified Governance Trainer through BoardSource and a licensed consultant through the Standards for Excellence® Institute. She earned a BS in Accounting and MS in Gerontology from the University of Southern California and is pursuing her MEd in Adult and Organizational Development from Temple University.

Stephanie understands nonprofit management through lens of a manager and consultant as well as a volunteer herself. She has more than 25 years' experience as a board member for organizations ranging from grassroots with no staff to a multi-million dollar international association. Her positions as a board member have included officer roles for AFP - Greater Philadelphia Chapter; district representative on AFP's international board of directors; an officer role for AFP - Brandywine Chapter; board member for Old Brandywine Village, Inc.; an officer role for the Forum of Executive Women - Delaware; treasurer of the Christmas Shop Foundation; and president of the Junior League of Wilmington. Stephanie shares her governance expertise with the Association of Junior Leagues International where she consults with Junior Leagues across the world helping them implement best practices in their nominating process. Stephanie also donates time to Canine Partners for Life and the Wilmington Senior Center helping with their fundraising.

Stephanie is a popular speaker and author on a variety of fundraising and governance topics. She has been a featured author in *Advancing Philanthropy* and *Fundraising Success* magazines as well as published online through BoardSource and Charity Channel. Stephanie speaks regularly to local AFP chapters and at regional conferences for fundraising and nonprofit professionals throughout the Mid-Atlantic. She has presented at AFP's International Fundraising Conference and Leading Age's national conference. Stephanie is a frequent voice on the web through the variety of webinars she has facilitated for Board Source and AFP among others.

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Instagram: https://www.instagram.com/smith_shelley/

Twitter: <https://twitter.com/PremierRapport>

Pinterest: <https://www.pinterest.com/shelleydsmith25/workplace-culture/>

Areas of Expertise: Business Consulting, everything Workplace Culture related from strategy to implementation, executive coaching, training and development, succession planning, everything ROI related and more.

Education: 30+ years in business at all levels including ownership and various seats on various non-profit board of directors including president, various business certifications from Cornell University

Relevant Employment: 7 years family owned business, 14 years Marriott International, 11 years hotel franchise as COO, 9 years as owner of Premier Rapport

Professional Experience (conferences, articles, notable workshops, etc): Best-selling author of 5 books. VA State speaker for SHRM, HR Tampa, and numerous other conferences.

Biography: Owners and executives come to me when they feel or find their company culture isn't what they envisioned it should be. Others find me when they become frustrated with turnover, lack of employee engagement, and growth pains; or worried about the results of employee opinion surveys, and customer surveys. That's why many know me as the "connect- or." Why? I not only love connecting people to other people and resources, but I have the ability to quickly connect problems (opportunities, as I call them) to solutions. I don't believe in re-inventing the wheel but do believe in keeping the spools connected and wheel oiled for optimal mileage. Because I connect, my expertise has grown over the four decades I have worked in business. I yield quick results and breakthroughs in company cultures. I have been working since the age of 11 as an entrepreneur and in my family- owned business. I come from a family of entrepreneurs. My parents owned a restaurant, auction house, and flea market. At one point, my dad told me, "Never work for anyone else." It took me 25 years to follow his advice. But my journey working for other companies – most notably for Marriott International – is why I effectively help companies of all sizes create a workplace that is successful and productive. I have worked in every aspect of a company, so I understand various viewpoints first hand. To help companies succeed, I focus on the core – the company's workplace culture. In today's changing workplace with four – sometimes five – generations working together, management and employees need my expertise now more than ever.

I opened the doors of my business consulting firm, Premier Rapport Incorporated, in 2009. The success of a business is predicated on its company culture. That's why my company's services typically begin with a culture inquiry. My team and I take a look under the hood (inquiry, analyses, review, deep dive checkup) for opportunities to level up a culture or assist with a complete rescue. Keeping the organization's mission, vision, and value statements aligned with total congruency in the team's daily actions uncovers the culture leaks, failures and opportunities for improvement.

I know that a company's culture drives the money portion (good and bad) of the company itself. A company culture will drive a company's success, or its slow, toxic demise in profits. And for that, I am also known as The Culture Curator.

I have authored 5 books on various topics. Most recently in 2017, [How to Avoid Culture Big Fat Failures](#) and [Brass Ovaries Own Yours](#).

Sarah Milston
The Spark Mill
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Areas of Expertise:

- Strategic Planning
- Change Management
- Organizational Development
- Storytelling & Social Media
- Capacity Building
- Brand Strategy

Education:

- BA - Mary Baldwin University
- MPA, Certificate in Nonprofit Management – Virginia Commonwealth University

Relevant Employment:

- Consultant – 13 years
- Development Director – 9 years

Professional Experience (conferences, articles, notable workshops, etc.):

- Instructor:
 - The Community Foundation, Richmond, VA
 - Academy for Nonprofit Excellence, TCC, Suffolk, VA
 - Center for Nonprofit Excellence, Charlottesville, VA
- Speaker:
 - Multiple Conferences across the State of Virginia

Biography:

Whether a guide, instigator, or knowledge base Sarah is passionate about connecting the dots and giving people the right plan and tools to make stuff happen. Over the last thirteen years as a consultant, Sarah has worked with over 100 associations, nonprofits, and businesses to help at the intersection of creativity, strategy, and action. Sarah is an active speaker and trainer around the Mid-Atlantic region on all aspects of strategic planning, nonprofit sustainability, and brand strategy and was named Instructor of the Year in 2015 at Nonprofit Learning Point. She counts Mary Baldwin University and VCU as her alma maters. When she isn't at work she wrangles two very different young girls with the hope of raising good humans.

Element A: Instructor Qualifications: Jeanne Allen



Background

Jeanne Allen is a Master Trainer and Facilitator, with consulting and training services focusing on Nonprofit Leadership, Innovation and Strategy. Since 2010, she is an Instructor in the [Duke University Nonprofit Management Program](#), as the senior instructor in 3 content areas: Board Development and Governance, Strategic Planning, and Volunteer Engagement. The classes are designed for nonprofit professionals, or other professionals wishing to learn more about nonprofits. Each class is a stand-alone 6 hour class.

In her role with Duke University, she has taught at Danville Regional Foundation, Danville VA and with Cameron Foundation, Petersburg VA. Additionally, Jeanne teaches in the open enrollment classes as well as the classes in the Intensive track.

Certifications

1. Jeanne is a BoardSource Certified Governance Trainer (CGT), a highly sought after certification, which highlights her expertise and depth of knowledge in Board Development. There are only approximately 125 individuals with this certification.
2. Additionally, Jeanne is certified as a Service Enterprise trainer, which is part of the Points of Light Foundation program. The program focuses on volunteer programs as a strategic initiative for building organizational capacity.

Degrees

Jeanne holds the following degrees:

- Ed.S. in Instructional Systems Technology, Indiana University, Bloomington, IN
- MS in Adult Education, Indiana University, Bloomington, IN
- BA Geography/Economics, UNC Chapel Hill, NC

Stefanie Walker

Bio:

Stefanie Walker has over 25 years' experience working in human resources with both large and small organizations. She has worked for a provider of intellectual disability services, for medical practices and in the insurance industry. She is knowledgeable in employment law as well as HR compliance.

Stefanie holds a Bachelors' Degree in Human Resources from Virginia Commonwealth University and a Masters' Degree in Education and Human Development from The George Washington University. She is certified as a Professional in Human Resources and currently works as an HR Consultant with small businesses.

- Stefanie Walker has worked in Human Resources for over 25 years. Her experience includes working in both large and small companies in a variety of industries including human service, health care, insurance (government and commercial), and consulting. She has worked as both a solo HR practitioner as well as part of larger HR departments.
- Stefanie has a B.S. in Business with a concentration in Human Resources from Virginia Commonwealth University as well as a Master of Arts in Education and Human Development from The George Washington University. She has been certified as a Professional in Human Resources (PHR) since 1999.
- Stefanie has many years of teaching a variety of training classes as part of her HR background. Topics have included Labor Laws, Recruitment Practices, Performance Management, and Customer Service. She spoke at the Virginia Network of Private Providers Annual Conference in 2017 and is scheduled to speak to the Virginia Society of Association Executives (VSAE) in October.

Chris Bennett

Associate Consultant and Facilitator at The Spark Mill

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Prior Experience/Qualifications:

Seven years of teaching and facilitating leadership and staff trainings with small, medium, and large organizations.

Certifications/Credentials:

M. Div.

Experience teaching classes for similar programs:

- **Roanoke District of the United Methodist Church:**
Nonprofit/Ministry Acceleration Training:
 - June 4, 2018 - 7.5 hours
 - June 5, 2018 - 7.5 hours
- **Virginia Volunteer Services Conference: Alignment Isn't Just for Chiropractors: Exploring Organizational Alignment**
 - Tuesday, May 22, 2018
 - 90 mins
- **Virginia Volunteer Services Conference: Creative Problem Solving Through Innovative Design Thinking**
 - Monday, May 21, 2018
 - 90 mins
- **Virginia Conference of the United Methodist Church:**
Nonprofit/Ministry Acceleration Training
 - April 19, 2018 - 7.5 hours

- April 20, 2018 – 7.5 hours
- **Virginia Volunteer Services Conference: What If You Both Are Right?**
 - Wednesday, May 17, 2017
 - 90 mins
- **Virginia Volunteer Services Conference: Talent is a four-letter word... Developing excellence in others**
 - Tuesday, May 16, 2017
 - 90 mins
- **Virginia Conference of the United Methodist Church:**
Nonprofit/Ministry Acceleration Training
 - January 20, 2017 – 7.5 hours
 - January 21, 2017 – 7.5 hours