

TRAINING AND TECHNICAL ASSISTANCE DIRECTORY



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Introduction

The Governor's Office of Community Service (OCS) Training and Technical Assistance Directory is a resource for Montana AmeriCorps State & National and AmeriCorps VISTA program staff to connect with peer-recommended trainers and consultants. Providers listed in this directory have demonstrated support for, and an understanding of, the state service commission network, nonprofit organizations, and AmeriCorps programs.

These consultants have established areas of expertise and commitment to local, state, and national service programs. Inclusion in the OCS Training and Technical Assistance Directory requires the completion of an application, including references.

AmeriCorps Montana programs place dedicated individuals in communities across the state to address local needs and develop contributors. To learn about AmeriCorps programs in Montana visit: <https://serve.mt.gov/ameriCorps/>

To request information, an alternate format of the Training and Technical Assistance Directory, or assistance finding a qualified trainer or consultant, please contact OCS:

email: serve@mt.gov

Phone: 406.444.9077

OCS acknowledges our many partners and appreciates the diverse, nationwide respondents. We do not endorse any training provider over another; each program must exercise due diligence to ensure the selected provider is the best fit for their desired outcomes.

ALIGNED IMPACT CONSULTING SERVICES



Brent Kossick, Founder of Aligned Impact Consulting Services, has over ten years of experience in national service and nonprofit programming that has included serving as the former Director of the South Carolina Service Commission and National AmeriCorps Director for SBP Inc. He is passionate about talent

acquisition and development, and enjoys assisting in the sourcing, training, and ongoing development of both program and commission staff. Brent is well-versed in most components of Commission and AmeriCorps program operations and enjoys providing both one-on-one consultation as well as facilitating trainings, meetings, and events.

Training Topics:

AmeriCorps Grant Management	Meeting Facilitation
AmeriCorps Program Management	Member Development
Civic Engagement	Member Orientation & Training
Disaster Services	Member Recruitment & Retention
Diversity & Disability Inclusion	Multi-Site Management
Grant Proposal Writing, Editing, Feedback & Review	Program Development
Grantmaking	Program Management & Training
Leadership Development	State Service Commission Operations
Life After AmeriCorps	Theory of Change
Logic Models	Train the Trainer/Facilitation Skills
Marketing & Communications	

References:

Carson Carroll	South Carolina Service Commission	(803) 6089143	Carson.Carroll@uwasc.org
Angela Pinckard-Hale	SBP Inc.	(504) 635-9333	apinckard-hale@sbpusa.org

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AMY SALINAS



Amy Salinas has spent the last 26 years working in the fields of national service, volunteerism, community development, and youth development and leadership. Twenty of those years have been specifically within national service. Within national service, Amy began as an AmeriCorps Member where she served in Arlington, Texas, worked for an AmeriCorps State program and for the Texas Commission on Volunteerism and Community Service (Texas State Service Commission at that time) as a Program Officer, Training Specialist, and Disability Inclusion Specialist. For the last 16 years, Amy has worked as a consultant within the national service family. As a consultant, Amy has planned and implemented many state, regional, and national conferences including 6 National Financial and Grants Management Institutes that supported all national service programs including AmeriCorps and Senior Corps grantees. Additionally, she has delivered training sessions, facilitated large group opportunities, and delivered content in round robin formats at local, state, regional, and national trainings. This included many of the past Regional Training Events from 2010-2021. Amy is a national VISTA trainer and provides training and coaching to AmeriCorps programs throughout the country.

Training Topics:

AmeriCorps Program Management	Member Orientation & Training
Capacity Building	Member Recruitment & Retention
Civic Engagement	Multi-Site Management
Data Collection and Instruments	Performance/Impact Measurement
Diversity & Disability Inclusion	Program Development
Grant Proposal Writing, Editing, Feedback & Review	Program Management & Training
Leadership Development	Site Supervisor Training
Life After AmeriCorps	Strategic Planning
Logic Models	Theory of Change
Meeting Facilitation	Train the Trainer/Facilitation Skills
Member Development	Volunteer Management

References:

Melinda Points	Oklahoma AmeriCorps	(405) 858-7278	mpoints@okamericorps.com
Megan Foresman	Michigan Community Service Commission	(517) 512-4506	foresmanm@michigan.gov

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BEE'S KNEES CONSULTING LLC



Bee's Knees Consulting LLC

Gretchen is a developmental psychologist and program evaluator with over 25 years of research, evaluation, and teaching experience across multiple settings and countries. She provides program evaluation and related services to a range of non-profits and foundations. This work includes internal evaluation capacity-building, logic models, qualitative and quantitative measurement tools, performance measurement, evaluation planning, data analyses and usage, training, and communication of findings and evidence-building. Since January 2016, she has been Evaluation Consultant to the Massachusetts Service Alliance (MSA), providing technical assistance and training to over 25 AmeriCorps grantees in the state, and working closely with MSA program officers. She served for over 7 years as the Vice President of Evaluation at City Year, leading their national evaluation work across nearly 300 schools, reaching more than 150,000 students annually. Gretchen has taught workshops for multiple state commissions, America's Service Commissions regional conferences, Points of Light, and other service programs.

Training Topics:

Data Collection and Instruments	Performance/Impact Measurement
Designing an Evaluation	Program Evaluation
Developing Research Questions	Reporting and Using Evaluation Results
Evidence Base	Theory of Change
Logic Models	Writing an Evaluation Plan

References:

Lisl Hacker	Massachusetts Service Alliance	(617) 542-2544 ext. 205	lhacker@mass-service.org
Amy Copperman	AmeriCorps Legal Advocates of Massachusetts	(508) 638-0150	acopperman@justicema.org

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BIG SKY WAY, LLC



Big Sky Way.

Simple. Human. Smart.

Big Sky Way (est. 2009) is a for-profit organizational development and education consulting firm specializing in system health. We have a large range of client industries, including State & Local Government, Higher Education, Non-Profit, Family-Owned Small Business, and Publicly Traded U.S. & Canadian firms.

Training Topics:

Board Development & Engagement	Program Development
Data Collection and Instruments	Program Management & Training
Leadership Development	Site Supervisor Training
Marketing & Communications	Strategic Planning
Meeting Facilitation	Theory of Change
Multi-Site Management	Train the Trainer/Facilitation Skills

References:

Brian Williams	CEO, Sakakawea Medical Center & Coal Country Community Health Center	bwilliams@smcnd.org
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BRAVE CONVERSATIONS LLC



Barbara Barnes is a conflict resolution and prevention professional, specializing in consultation, coaching, systems design, and mediation. Her extensive experience in the fields of personal and professional development have afforded her an almost seamless understanding of what her clients experience and need. She offers her services with significant experience in project management, construction management, property management, adult probation and parole, educational settings, community mental health services for consumers with severe mental illness, non-profit boards, strategic planning, neighborhood relations, and counseling clients using mindfulness insights, federal and local contracting for domestic abuse shelters and community corrections settings. Barbara strongly believes in supporting the discovery of solutions that fit throughout an organizational system, family, groups and even individuals.

Training Topics:

Capacity Building	Reporting and Using Evaluation Results
Civic Engagement	Service Learning
Designing an Evaluation	Strategic Planning
Diversity & Disability Inclusion	Train the Trainer/Facilitation Skills
Leadership Development	Writing an Evaluation Plan
Meeting Facilitation	

References:

John Finn	Lewis and Clark Library	(406) 447-1690	JFinn@lclibrary.org
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BUFFALO CREEK CONSULTING



Buffalo Creek Consulting provides extensive training, development, coaching, and facilitation for individuals, teams, and organizations. We operate from the fundamental belief that most people genuinely want to do the best job they can and deliver the greatest value possible. We focus on removing the barriers that impede individual potential and creating enabling organizations to create a culture in which success can thrive. We have experience in federal, state, private, academic, and non-profit sectors. We tailor our design to best meet the needs of your organization. We specialize in detailed organization assessment and design, team dynamics and performance, developing leadership capacity and facilitation of strategic planning and public comment sessions. Grounded in proven theory, we deliver innovative solutions and practical results.

Training Topics:

Board Development & Engagement	Member Recruitment & Retention
Capacity Building	Program Development
Designing an Evaluation	Strategic Planning
Developing Research Questions	Theory of Change
Leadership Development	Train the Trainer/Facilitation Skills
Meeting Facilitation	Volunteer Management
Member Development	Writing an Evaluation Plan
Member Orientation & Training	

References:

Kelly Cresswell	Reach Higher Montana	(406) 422-1275 ext. 804	kcresswell@reachhighermontana.org
Mary Lannert	Helena College	(406) 447-6944	Mary.Lannert@HelenaCollege.edu

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CHANY REON OCKERT CONSULTING, LLC



Chany Ockert, CFRE, assists nonprofits transition their vision into reality through fund development consulting and customized, targeted implementation. She has worked in the nonprofit sector across various fields after graduating in 2000 from Carroll College in Helena, Montana, with a Bachelor of Arts degree. She started her practice in 2007 and specializes in adapting the fundraising best practices and lessons across sub-sectors of nonprofits. In September 2016, she was awarded the Certified Fund-Raising Executive (CFRE) designation based on demonstrated, measurable success in fundraising. She serves as a CASA volunteer and a member of the Bigfork Land Use Advisory Committee.

Training Topics:

Philanthropic & Sustainable Funding Sources	Resource Development
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References: *Available upon request; contact Chany Ockert below.*

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DISCOVER A NEW FUTURE



Faith Saunders is the founder of Discover A New Future. She has over 20 years of experience providing technical assistance and training to not-for-profit and government organizations. Faith's achievements include the creation of a training institute for the New Jersey Division of Mental Health and Addiction Services which provided training and technical assistance to over 300 organizations in 10 counties.

Additionally, she spearheaded a SAMSHA demonstration grant for a New Jersey County that addressed system issues

that affect employment outcomes for persons with mental illness. Seven years ago, she launched Discover A New Future, a training and consulting company. Its mission is to work in partnership with organizations to facilitate sustainable change by focusing on the most essential skills their employees need to move the organization forward. Faith has developed and facilitated many trainings for National Service Programs and Commissions as well as served as a Community Coach for Newark LISC.

Training Topics:

Board Development & Engagement	Program Development
Civic Engagement	Program Management & Training
Leadership Development	Theory of Change
Life After AmeriCorps	Train the Trainer/Facilitation Skills
Meeting Facilitation	

References:

Sarah Sturtevant	Local Initiatives Support Corporation (LISC)	(202) 441 - 1179	ssurtevant@LISC.org
Tenisha Malcolm-Wint	The Nature Conservancy	(862) 588-3451	tenisha.malcolm@gmail.com

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DO GOOD BE GOOD



As an AmeriCorps alumna and former Project Director, VISTA program sponsor, and NCCC Team sponsor, Sharon Tewksbury-Bloom of Do Good, Be Good, brings extensive experience to training and technical assistance for National Service Programs and Commissions. As an organizational consultant Sharon assists leaders have more productive staff meetings and improve staff relationships. Sharon works with public service agencies to design leadership retreats and strategic plans. She is

experienced in developing and delivering workshops, and webinars for AmeriCorps State and National Programs and Commission staff. Sharon has provided consulting services and technical assistance to public service agencies such as the Arizona Supreme Court, City of Flagstaff Arizona, City of Fountain Colorado, Community Health Center Association of Connecticut, Delta Corps, Maryland Governor's Office on Service and Volunteerism, New York State Commission on National and Community Service, North Carolina Commission on Volunteerism and Community Service, and Northern Arizona University. Sharon has presented workshops at the National Conference on Volunteering and Service, National Service Regional Trainings, Financial and Grants Management Institute, and more.

Training Topics:

AmeriCorps Program Management	Multi-Site Management
Leadership Development	Program Management & Training
Life After AmeriCorps	Site Supervisor Training
Meeting Facilitation	Strategic Planning
Member Development	Train the Trainer/Facilitation Skills
Member Orientation & Training	Volunteer Management
Member Recruitment & Retention	

References:

Jennifer Flannery	MPS Program Specialist, Arizona Supreme Court	(602) 452-3177	jflannery@courts.az.gov
Angela Pinckard-Hale	AmeriCorps National HR Director, SBP	(504) 635-9333	apinckard-hale@sbpusa.org

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THE DOTTED i



Bre is one of only 3 Grant Professionally Certified grant writers in Montana through the Nationally acclaimed Grant Professional Certification Institute. She has over a decade of experience in winning federal, state, local, and foundation grants. Bre and her expert team have helped raise money for everything from bringing

potable water to Indian Reservations, constructing food pantries, and raising millions of dollars for smaller nonprofits that are making a big difference. The Dotted i's team of experienced and successful grant writers offer grant readiness, research and writing services as well as guiding nonprofit leaders through their *Mastering Grants Training Program*. You can work directly with the team in a one-on-one coaching program where you'll learn how to take your grant game to the next level. In just 8 short weeks you can become organized and grant ready, understand where to look for the best grants, create a fully developed list of grants you want to go after, and how to craft a compelling narrative!

Training Topics:

Grant Writing, Editing, Feedback & Review	Philanthropic & Sustainable Funding Sources
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References:

Shelby Rogala	Montana Nonprofit Association	(406) 449-3717	srogala@mtnonprofit.org
Suzi White	Prospera Business Network	(406) 587-3113	swhite@prosperamt.org

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EAGLECHILD CONSULTING



YoungBill Eaglechild RunningFisher has 16 years of experience in training and consulting. He is currently working with the Fort Belknap Indian tribes providing training and support for disaster preparedness and self-defense training in support of tribal health domestic violence program.

Training Topics:

Civic Engagement	Program Management & Training
Disaster Services	Service Enterprise Training/Consulting
Grant Proposal Writing, Editing, Feedback & Review	Site Supervisor Training
Member Development	Train the Trainer/Facilitation Skills
Member Orientation & Training	Volunteer Management
Member Recruitment & Retention	Writing an Evaluation Plan
Multi-Site Management	

References:

Ron Speakthunder	Fort Belknap Tribal Procurement Officer	(406) 390-5274	speakthunder_rg@yahoo.com
Jeff Stiffarm	Fort Belknap Tribal Councilman	(406) 390-6505	jeffery.stiffarm@ftbelknap.org

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Ph: (406) 899-8908
www.eaglechildconsulting.com

EDUCATION INSITE

Dr. Linda Karges-Bone



Dr. Linda Karges-Bone is a trained Federal Evaluator who has served as an external evaluator for several large grants in the areas of Education, Special Needs and Diversity, and Health and Human Services. She is the author of several multi-million-dollar grants that included robust evaluation instruments that she designed and then supported as evaluator. Dr. Karges-Bone has trained grant writers across public and private/non-profit paradigms and written three books

on grant writing. In addition, Linda has provided keynotes and training for educational and non-profit organizations across 45 states. She has built an expertise as one who is comfortable in rural settings.

Training Topics:

AmeriCorps Grant Management	Member Orientation & Training
Civic Engagement	Program Development
Designing an Evaluation	Program Evaluation
Developing Research Questions	Reporting and Using Evaluation Results
Diversity & Disability Inclusion	Service-Learning
Grant Writing, Editing, Feedback & Review	Theory of Change
Grantmaking	Train the Trainer/Facilitation Skills
Leadership Development	Writing an Evaluation Plan
Meeting Facilitation	

References:

Dr. Annette Young	Montana State Department of Education	(406) 799-0766	AYoung3@mt.gov
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ELKINS CONSULTING, INC



Sarah provides keynotes, workshops, facilitation, individual, and team communication coaching. Topics such as Storytelling for Advocacy, Uncovering Your Strengths and Coaching Others, Stepping Out of Your Comfort Zone, The Power of Networking, and more. We use the Gallup StrengthFinders assessment as the functional backbone of self-reflection, improving communication by better understanding our own filters and biases.

Training Topics:

Leadership Development	Meeting Facilitation
Life After AmeriCorps	

References:

Eric Trum	Montana Watershed Coordination Council	406-444-0531	ETrum@mt.gov
Erin Shaw	Montana College Access Network	406-360-9781	mtcollegeaccess@gmail.com

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EMPOWER MT



EmpowerMT has been providing youth, communities, businesses and organizations with diversity, equity and inclusion training and facilitation for 20 years across the state of Montana. We also provide facilitation services, strategic planning services, and consultation services. **EmpowerMT** offers mediation services, conflict resolution skill building workshops and classes and reconciliation services.

Training Topics:

Board Development & Engagement	Member Orientation & Training
Diversity & Disability Inclusion	Program Management & Training
Leadership Development	Strategic Planning
Meeting Facilitation	Train the Trainer/Facilitation Skills
Member Development	

References:

Cindy Weese	Missoula YWCA	(406) 543-6777	cweese@ywcaofmissoula.org
Michelle Halley	City of Missoula HR Dept		halley@ci.missoula.mt.us

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www.empowermt.org

THE GRANTSMANSHIP CENTER



With more than 140,000 alumni, including many AmeriCorps staff and volunteers, The Grantsmanship Center delivers cutting-edge grants training, both in-person and online, for state service commissions, national service, volunteer programs, state agencies, nonprofits, Native American groups, and academic institutions. Special rates for AmeriCorps/VISTA.

Having created the world's most-used, beloved, and effective format for successful grant proposals, The Grantsmanship Center trains leaders in how to plan powerful programs and get the funding to run them. Nearly fifty years of training excellence is documented by third-party evaluations which attest to the quality and enduring benefit of The Grantsmanship Center training.

The Center's textbook, *Grantsmanship: Program Planning & Proposal Writing*, is described as "indispensable" and "rocket fuel for great program planning and proposal writing." Available on the Center's website and Amazon.com. www.tgci.com has many articles and resources, both for free and for a fee, on range of topics related to grants.

Training Topics:

AmeriCorps Grant Management	Program Development
AmeriCorps Program Management	Program Evaluation
Capacity Building	Program Evaluation Budget
Designing an Evaluation	Program Management & Training
Grant Proposal Writing, Editing, Feedback & Review	Reporting and Using Evaluation Results
Grantmaking	Theory of Change
Logic Models	Writing an Evaluation Plan
Philanthropic & Sustainable Funding Sources	

References:

Carol Murray	Blackfeet Community College	(406) 623-0980	c_murray@bfcc.edu
Michele Casella	NSF EPSCoR - Education, Outreach & Diversity, Nevada System of Higher Education – Sponsored Programs	(702) 522-7076	mcasella@nshe.nevada.edu

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HALLIDAY & ASSOCIATES



Deb Halliday is a master facilitator and community builder who brings over 25 years' experience working with communities to tackle the complex issues of education, health care, and the economy through collaborative partnerships and strategic design. She provides training and coaching on Collective Impact, collaboration, and community change. Recent clients include Montana Office of Commissioner of Higher Education, Headwaters Foundation, Dennis & Phyllis Washington Foundation, Montana State University – Office of Rural Health, and the Wyoming Coalition Against Domestic Violence & Sexual Assault.

Training Topics:

Board Development & Engagement	Meeting Facilitation
Capacity Building	Program Development
Civic Engagement	Public Policy/Advocacy Education
Grant Proposal Writing, Editing, Feedback & Review	Strategic Planning
Grantmaking	Train the Trainer/Facilitation Skills
Leadership Development	

References:

Liz Moore	Montana Nonprofit Association	406-449-3717	mna@mtnonprofit.org
Mike Halligan	Dennis & Phyllis Washington Foundation	(406) 728-5118	

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HART OF MONTANA CONSULTING, INC

As an independent consultant, Kelly primarily focuses on supporting State government, tribal programs, non-profits, and other organizations through program evaluations, data analysis, data visualization, needs assessments, research, and technical writing. She takes a collaborative approach to projects and has experience working on a variety of community health issues including teen parenting and pregnancy, substance abuse prevention, domestic violence and sexual assault, agriculture, poverty, and early childhood. She is a Coach for the Communities That Care framework.

She is a two-time AmeriCorps alum, serving as a VISTA with Montana Legal Services Association in 2004 and as a State Team Leader with the Oregon Department of Human Services in 2005. Kelly has previously volunteered with the Office of Community Service Grant Review Workgroup and presented at the 2019 Serve Symposium. She lives in the community of Alberton and volunteers with the PEAK (Promoting Excellence in Alberton-area Kids) Foundation.

Training Topics:

Capacity Building	Performance/Impact Measurement
Data Collection and Instruments	Program Development
Designing an Evaluation	Program Evaluation
Developing Research Questions	Program Evaluation Budget
Grant Proposal Writing, Editing, Feedback & Review	Program Management & Training
Life After AmeriCorps	Reporting and Using Evaluation Results
Logic Models	Writing an Evaluation Plan

References:

Rachel Gooen	5th House Consulting	(406) 360-7685	rachel@5thhouseconsulting.com
Erin Switalski	Headwaters Foundation	(406) 218-2431	erins@headwatersmt.org

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Hutzen & Associates Consulting/Grant Writing

Monitor site productivity and optimize procedures for cost reduction. Consistently meets and exceeds goals; Maximize time and efficiencies by developing processes for sites; Extensive budget analysis, budget monitoring, effectively control costs, develop budgets, cost controls, financial analysis, forecasting, cash; Experienced grant reviewer – Chairperson for reviewing grants for United States Department of Agriculture, Administration for Native Americans and reviewed grants for USDA and Community Economic Development. Extensive background in preparing, writing, and submitting grant proposals. We have worked with tribal communities over the past 13 years restoring, supporting, and developing Native community food systems, assisting in the developing of small business opportunities through the community gardens, and orchards with Native communities; assisted in the promotion of traditional wellness development, co-op development, and assisting in creating greener food system developments on reservation communities throughout Montana. Supports local vision while incorporating culture and traditional values. We build community relationships through various methods because community relationships are the most important communication activity undertaken by an organization and are often overlooked. We strive to build those important relationships in everything we do.

Training Topics:

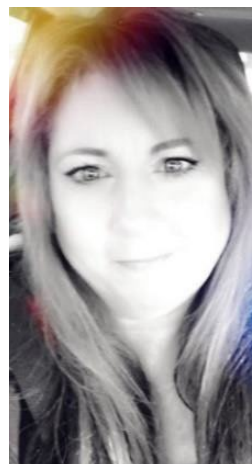
Board Development & Engagement	Program Development
Capacity Building	Program Evaluation
Data Collection and Instruments	Program Evaluation Budget
Designing an Evaluation	Program Management & Training
Developing Research Questions	Reporting and Using Evaluation Results
Grant Proposal Writing, Editing, Feedback & Review	Strategic Planning
Leadership Development	Volunteer Management
Performance/Impact Measurement	Writing an Evaluation Plan
Program Capacity	

References:

Vanessa McNeil	Montana Social Scientists	(406) 214-0029	vanessa176@hotmail.com
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JEFTS CONSULTING

Jennifer Cowart has been involved with AmeriCorps for over 20 years. She served as an AmeriCorps member for two years and was the Director of two Texas-based AmeriCorps programs that each had 100 members. She began full-time consulting in 2016 and has extensive experience coaching and training AmeriCorps grantees in compliance and high-quality program elements. She supports them in developing systems, documents, and processes to ensure a foundation of AmeriCorps success. Jennifer has worked with numerous state commissions and their AmeriCorps programs including, but not limited to, Arizona, Iowa, Michigan, Mississippi, Nevada, New Mexico, North Carolina, Oklahoma, Texas, and West Virginia. She has provided a range of training and technical assistance for these state commissions and programs including individualized program coaching, grant writing, grant and program management, and member and site management to name a few. Jennifer has also presented at many state, regional, and national conferences and delivered web-based trainings on various AmeriCorps-specific topics.

Training Topics:

AmeriCorps Grant Management	Member Orientation & Training
AmeriCorps Program Management	Member Recruitment & Retention
Civic Engagement	Multi-Site Management
Diversity & Disability Inclusion	Performance/Impact Measurement
Grant Proposal Writing, Editing, Feedback & Review	Program Development
Life After AmeriCorps	Program Management & Training
Member Development	Site Supervisor Training

References:

Melinda Points	Executive Director, Oklahoma AmeriCorps	(405) 858-7278	mpoints@okamericorps.com
Megan Foresman	Program Officer, Michigan Community Service Commission	(517) 512-4506	foresmanm@michigan.gov

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JUMP START TRAINING & DEVELOPMENT



Shannon completed two terms of service as an AmeriCorps *VISTA and went on to serve as the Statewide Training Officer for the Governor's Office of Community Service. Prior to launching Jump Start Training & Development (formerly Verve Exchange), she served as a Program Manager for Montana Campus Compact and invested eight years working with Montana Conservation Corps, earning the title of Director of Programs. In 2015, after nearly 10 years of consulting on the side, Shannon now focuses on delivering high-impact learning experiences full-time. Her efforts have earned several accolades, including being named as one of Bozeman's Top 20 Under 40, an award reserved for southwest Montana's top young business professionals.

Training Topics:

AmeriCorps Program Management	Performance/Impact Measurement
Board Development & Engagement	Program Capacity
Capacity Building	Program Development
Civic Engagement	Program Evaluation
Leadership Development	Program Management & Training
Life After AmeriCorps	Service Enterprise Training/Consulting
Logic Models	Service-Learning
Meeting Facilitation	Site Supervisor Training
Member Development	State Service Plan Development
Member Orientation & Training	Strategic Planning
Member Recruitment & Retention	Theory of Change
Multi-Site Management	Train the Trainer/Facilitation Skills

References:

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KS SOLUTIONS



Kate has operated a consulting practice for nonprofit and government agencies full-time since 2011. Her clients have included volunteer centers, state commissions, various large volunteer projects, a host of nonprofits, universities and more. Her work focuses on

providing support, solutions and strategies through strategic planning, stakeholder engagement, facilitation, professional development, and project management. Prior to consulting, Kate was a staff member of Maryland's service commission, the Governor's Office on Service and Volunteerism. Kate worked with many National Service programs, community and business leaders. She is familiar with the work of state commissions and as a consultant has provided training and facilitation to two other state commissions in PA and AR. She also was the director of a volunteer center at BusinessVolunteers Maryland for 6 years and has subsequently worked with them in a consulting role for another 4 years offering training, technical assistance and management consulting. Her work experience combined with consulting expertise offers a professional yet, open and people-centered approach with real life work experiences to pull from when working with clients. Kate's bio here: <https://www.kssolution.com/k-scherr-adams-bio.html>

Training Topics:

Board Development & Engagement	Member Recruitment & Retention
Capacity Building	Multi-Site Management
Civic Engagement	Program Development
Leadership Development	Program Management & Training
Life After AmeriCorps	Strategic Planning
Meeting Facilitation	Train the Trainer/Facilitation Skills
Member Development	Volunteer Management
Member Orientation & Training	

References:

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bring a FRESH and FAST-PACED laughter inducing, highly interactive, custom-tailored, and skill focused approach to your next staff training, annual conference, leadership summit, board retreat, volunteer celebration, strategic planning, community forum, and beyond.

Training Topics:

Board Development & Engagement	Program Management & Training
Capacity Building	Service Enterprise Training/Consulting
Diversity & Disability Inclusion	Strategic Planning
Leadership Development	Theory of Change
Meeting Facilitation	Train the Trainer/Facilitation Skills
Member Orientation & Training	Volunteer Management
Program Development	

References:

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MCMAHON CONSULTING GROUP



Cole McMahon has a lot of hats. As a former Commissioner (and commission staffer), he's obsessed with creating local solutions to local issues. As a former PD of both AmeriCorps*state and national direct programs, he's devoted to inventing, scaling and sustaining service. As a service geek and nonprofit mechanic, he just wants national service to be the most amazing item in the federal budget. As the leader of the McMahon Consulting Group, his team is always tinkering to engineer better programs and trainings. In 25 years, Cole has placed AmeriCorps members in 50 states, quadrupled the budgets of two programs, and raised over \$25M for national service programs.

Training Topics:

AmeriCorps Grant Management	Multi-Site Management
AmeriCorps Program Management	Philanthropic & Sustainable Funding Sources
Board Development & Engagement	Program Capacity
Capacity Building	Program Development
Civic Engagement	Program Evaluation
Data Collection and Instruments	Program Management & Training
Designing an Evaluation	Reporting and Using Evaluation Results
Grant Proposal Writing, Editing, Feedback & Review	Site Supervisor Training
Leadership Development	State Service Plan Development
Logic Models	Strategic Planning
Marketing & Communications	Train the Trainer/Facilitation Skills
Meeting Facilitation	Writing an Evaluation Plan

References:

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MONTANA NATURAL HISTORY CENTER



Montana Natural History Center

Connecting People with Nature

Christine Morris is a Certified Interpretive Guide Trainer with the National Association of Interpretation. She can train individuals to use interpretive techniques in museum and field settings. She has experience training volunteers and staff in program development and educational leadership at the Montana Natural History Center, as well as, educated AmeriCorps members in Montana natural history.

Training Topics:

Program Development	
---------------------	--

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MONTANA STATE UNIVERSITY EXTENSION



Deborah is a Program Coordinator with MSU Extension Service who travels locally, state-wide, nationally, and internationally to deliver training in intergenerational relationships, self-care, leadership, economic/tourism development, conflict management, program development, diversity and inclusion, and many other topics. She has produced evidence-based, and peer-reviewed publications.

Training Topics:

Capacity Building	Program Development
Civic Engagement	Program Management & Training
Diversity & Disability Inclusion	Resource Development
Leadership Development	Strategic Planning
Marketing & Communications	Train the Trainer/Facilitation Skills
Meeting Facilitation	

References:

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NDH CONSULTING



Nina's background is in philanthropy and business and program development for nonprofits. She campaigned for large nonprofits in Texas and Montana, such as the Cystic Fibrosis Foundation in Dallas, Texas. Her Montana roots brought her back to Billings after she and her husband adopted their first child. She worked as the Executive Director for the American Heart Association, as the Marketing and Development Director for Youth Dynamics, and now as a consultant, serving people and nonprofits who want to take the next step, take flight or celebrate their resiliency.

Training Topics:

Capacity Building	Philanthropic & Sustainable Funding Sources
Civic Engagement	Program Capacity
Designing an Evaluation	Program Development
Grant Proposal Writing, Editing, Feedback & Review	Program Evaluation
Leadership Development	Program Evaluation Budget
Marketing & Communications	Program Management & Training
Meeting Facilitation	Strategic Planning
Multi-Site Management	Volunteer Management
Performance/Impact Measurement	

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ON 3 LEARN



The three managing partners (Jennifer Cowart, Amy Porter, and Amy Salinas) who make up On3Learn have over 50 years' experience in AmeriCorps as members, program directors, state commission staff, and consultants. At On3Learn, we develop on-demand eCourses for AmeriCorps Staff, Site Supervisors, Members, and AmeriCorps Grant Applicants. We offer an annual subscription that provides programs with an "all access" pass to any of our current and future courses within the year of the subscription or the ability to purchase individual courses.

Training Topics:

AmeriCorps Fiscal Management	Member Recruitment & Retention
AmeriCorps Grant Management	Multi-Site Management
AmeriCorps Program Management	Performance/Impact Measurement
Data Collection and Instruments	Program Capacity
Grant Proposal Writing, Editing, Feedback & Review	Program Development
Logic Models	Program Management & Training
Member Development	Site Supervisor Training
Member Orientation & Training	Theory of Change

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PAMELA G. POON, PLLC



Since 1997, Pamela has provided mediation, mediation training, peer mediation training, facilitation, conflict management to Montana volunteers, state agencies, non-profits and churches including US Postal Service, BLM, Rocky Boy's Reservation, MT Fish, Wildlife and Parks, Montana State University, MT Department of Justice, MT Supreme Court, Bozeman Community Mediation Center, Missoula Center for Dispute Resolution, Bozeman High and Middle Schools, MT State University Hilleman Scholars, Big Sky Youth Empowerment, Bozeman Methodist Church, and Bozeman Unitarian Universalist Fellowship.

Training Topics:

Board Development & Engagement	Meeting Facilitation
Leadership Development	Train the Trainer/Facilitation Skills

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PLUCK! COACHING



Making an impact takes effort, and anyone working with the AmeriCorps program knows this first-hand. You are doing incredible things in our communities and may need support as you do this incredible work. Stacey Otterstrom is a certified coach and uses targeting coaching to get individuals onto a clear path moving forward in their career, business or projects. We spend time thinking strategically and taking tangible action together that takes you, the client, further faster than you thought possible. Coaching gives successful people the tools to create more clarity and focus to do more without the added stress. Do not hesitate to reach out for more information about how coaching can help individuals and organizations as they target their own path and get there seamlessly. Let's get started today.

Training Topics:

Board Development & Engagement	Member Orientation & Training
Civic Engagement	Member Recruitment & Retention
Diversity & Disability Inclusion	Strategic Planning
Leadership Development	Train the Trainer/Facilitation Skills
Meeting Facilitation	Volunteer Management
Member Development	

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REACH HIGHER MONTANA



Reach Higher Montana helps students strategically pursue educational opportunities by: increasing the capacity of local communities to support more students pursuing education after high school; increased student participation in activities that connect them to education paths after high school; and increased capacity and efficacy of the state-level provider network.

Headquartered in Helena, Reach Higher Montana's advisors provide outreach services to rural schools in Eastern Montana, Southwest Montana, Western Montana, North Central Montana, South Central Montana and Northwest Montana. Reach Higher Montana advisors have completed Facilitator of Career Development training and earned Career Services Provider certification through the National Career Development Association.

Reach Higher Montana offers targeted programming and financial assistance for youth in foster care to prepare and pursue education after high school. In addition, Reach Higher Montana is a resource for scholarship funds and information for all students. All services are provided at no cost to schools, students, or families.

Training Topics:

Marketing & Communications	Public Policy/Advocacy Education
Meeting Facilitation	Resource Development
Multi-Site Management	Service-Learning
Program Development	

References:

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THE SERVICE NERD

TRAY DEADWYLER



Tray Deadwyler, CVM, CLC, CBC, leads The Service Nerd, a collective of consultancies and nonprofit organization supporting you as a leader, your team, and organization live and lead differently. *Think for Good* supports you and your organization increase your efficacy through creative ideation, planning, and implementation. *The CompleMentor* is a life and leadership coaching firm focusing the personal and professional priorities that accelerates your growth. *The C4 Group* strengthens faith-based entities to become the epicenter of local communities utilizing the Virtue model and CARE (Collaboration, Assess, Research, Evaluate) strategy to influence positive-change within culture and society. Tray has more than 17 years of service within the nonprofit sector with the majority of his tenure (14 years) supporting the national service movement and maintains credentials in volunteer management (CVM), life coaching (CLC), and cognitive behavioral coaching (CBC).

Training Topics:

AmeriCorps Fiscal Management	Member Orientation & Training
AmeriCorps Grant Management	Member Recruitment & Retention
AmeriCorps Program Management	Multi-Site Management
Board Development & Engagement	Philanthropic & Sustainable Funding Sources
Capacity Building	Program Capacity
Civic Engagement	Program Development
Data Collection and Instruments	Program Evaluation
Grant Proposal Writing, Editing, Feedback & Review	Program Management & Training
Grantmaking	Resource Development
Leadership Development	Site Supervisor Training
Life After AmeriCorps	State Service Plan Development
Logic Models	Strategic Planning
Meeting Facilitation	Theory of Change
Member Development	Train the Trainer/Facilitation Skills

References:

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SERVICE YEAR ALLIANCE



Service Year Alliance is a nonprofit dedicated to making a service year a common expectation and opportunity for all young Americans. They partner with organizations both inside and outside the service year field in several ways. They give support to programs and state commissions in developing and implementing best practices to improve AmeriCorps members recruitment and retention. They increase collaboration across programs, create communities of practice, and strengthen the connections between service year programs and their community. Our marketing and communications team boasts expertise in storytelling, video production, data, graphic design, media placement, and social media, and can develop targeted,

data-driven awareness building and recruitment campaigns. Their experienced staff helps policymakers and advocates develop policy strategies to advance a national service agenda at the state or local level.

Training Topics:

Diversity & Disability Inclusion	Member Recruitment & Retention
Grant Proposal Writing, Editing, Feedback & Review	Program Capacity
Leadership Development	Program Development
Life After AmeriCorps	Program Management & Training
Logic Models	Public Policy/Advocacy Education
Marketing & Communications	State Service Plan Development
Meeting Facilitation	Strategic Planning
Member Development	Theory of Change
Member Orientation & Training	

References:

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SKYBAR SOLUTIONS



Improving “the system” upon which American democracy is founded is too important to leave to guesswork. I believe that the best policy choices stem from a commitment to data, research, and making sure that everyone has a seat at the proverbial table where decisions are made. I pride myself on leaving no stone unturned and no detail overlooked, even while sifting through multiple streams of information

to understand the scope of a “wicked” problem. My eyes light up at the prospect of a complex stakeholder analysis or needs assessment because I know that there are real people and communities that stand to benefit from a job well done. My tenacity, commitment to excellence and Midwestern practicality and work ethic help me consistently surpass client expectations.

Training Topics:

AmeriCorps Program Management	Program Capacity
Board Development & Engagement	Program Development
Capacity Building	Program Evaluation
Civic Engagement	Program Evaluation Budget
Data Collection and Instruments	Program Management & Training
Designing an Evaluation	Public Policy/Advocacy Education
Developing Research Questions	Reporting and Using Evaluation Results
Grant Writing, Editing, Feedback & Review	Service-Learning
Leadership Development	Strategic Planning
Life After AmeriCorps	Theory of Change
Logic Models	Train the Trainer/Facilitation Skills
Meeting Facilitation	Volunteer Management
Multi-Site Management	Writing an Evaluation Plan
Performance/Impact Measurement	

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THOMAS P. MILLER & ASSOCIATES



THOMAS P. MILLER & ASSOCIATES

Thomas P. Miller & Associates (TPMA) is a national evaluation consulting firm and has experience conducting AmeriCorps Program evaluations and they have worked with AmeriCorps programs, State Service Commissions, and America's Service Commission to build capacity for data collection, performance measurement, evaluation, and building the evidence base. Through this work, TPMA provided tailored

trainings and coaching sessions in-person and virtually. TPMA has been working with Serve Indiana for two years to provide technical and training assistance to AmeriCorps programs through group and one-on-one coaching sessions. To assist Serve Indiana with assessing needs for additional T/TA, TPMA developed an organizational capacity tool focused on all aspects of AmeriCorps grant implementation. TPMA has also worked with California Volunteers and America's Service Commission on training and train-the-trainer sessions. TPMA has a variety of additional experience working with state agencies, nonprofits, institutions of education (PreK thru University). TPMA has a passion for making evaluation and data useful for organizations and for helping AmeriCorps programs continue to build their capacity and capabilities with data and evaluation.

Training Topics:

Data Collection and Instruments	Performance/Impact Measurement
Designing an Evaluation	Program Development
Developing Research Questions	Program Evaluation
Evidence Base	Program Evaluation Budget
Grant Proposal Writing, Editing, Feedback & Review	Reporting and Using Evaluation Results
Logic Models	Theory of Change
Meeting Facilitation	Writing an Evaluation Plan

References:

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UNIVERSITY OF MONTANA DEPARTMENT OF PUBLIC ADMINISTRATION & POLICY

DEPARTMENT OF PUBLIC ADMINISTRATION & POLICY

UNIVERSITY OF MONTANA

The University of Montana's Department of Public Administration and Policy is the first of its kind in Montana. The mission of our department is to provide an innovative public service education for pre-career and in-career public and nonprofit administration students. Our department

offers a variety of degrees: Master of Public Administration, certificates in public policy, nonprofit administration, and public administration, an undergraduate minor and certificate in nonprofit administration, and professional training opportunities. Our team is consistently called upon to offer our practitioner and academic expertise to help public and nonprofit sector leaders meet their goals.

Training Topics:

Civic Engagement	Public Policy/Advocacy Education
Data Collection and Instruments	Reporting and Using Evaluation Results
Designing an Evaluation	Service-Learning
Developing Research Questions	Site Supervisor Training
Leadership Development	Strategic Planning
Logic Models	Theory of Change
Meeting Facilitation	Train the Trainer/Facilitation Skills
Program Evaluation	Writing an Evaluation Plan
Program Evaluation Budget	

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UNIVERSITY OF MONTANA – LAURIE A. WALKER



Laurie conducts Campus Compact trainings focused on An Integrated Framework for Exiting Community Partnerships; Decolonizing Approaches to Community Engagement: Lessons from Indigenous Perspectives; Community Assessment; and Inclusive Discussions and Trainings: Lessons from Indigenous Perspectives.

Training Topics:

Capacity Building	Diversity & Disability Inclusion
Civic Engagement	Life After AmeriCorps
Data Collection and Instruments	Meeting Facilitation
Designing an Evaluation	Member Orientation & Training
Developing Research Questions	Program Evaluation

References:

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VICKI TURNER CONSULTING, LLC



Vicki Turner has over 20 years of experience as the Director of the Montana Community VISTA Partnership (formerly Prevention Resource Center, PRC) at the Montana Department of Public Health and Human Services, a statewide intermediary AmeriCorps VISTA program. Upon retiring in 2019, she established Vicki Turner Consulting, LLC as a venue to continue supporting community-driven sustainable solutions in Montana. She has extensive experience working

with federal, state, and local government sponsored programs, local non-profits, education authorities, and organizations that work on some of Montana's toughest issues, such as substance use and abuse, mental health, domestic violence and child abuse, teen pregnancy, high school completion, hunger, housing, public health, impaired driving, and poverty. Vicki brings real life nitty gritty examples and experiences to her consultations and offers pearls of wisdom that can only be gained from experience working with diverse individuals and populations. She has in-depth experience and strategies to navigate state and federal law, agency regulations and AmeriCorps policy to ensure successful national service programming and positive member and host site experiences. Through the PRC VISTA Program, she developed project management systems and processes to ensure success in running a large-scale AmeriCorps project to a smaller scale in a local host site.

Training Topics:

AmeriCorps Fiscal Management	Member Orientation & Training
AmeriCorps Grant Management	Member Recruitment & Retention
AmeriCorps Program Management	Multi-Site Management
Capacity Building	Performance/Impact Measurement
Civic Engagement	Program Capacity
Data Collection & Instruments	Program Development
Designing an Evaluation	Program Evaluation & Budget
Diversity & Disability Inclusion	Program Management & Training
Evidence Base	Reporting & using Evaluation Results
Grant Writing, Editing, Feedback & Review	Resource Development
Leadership Development	Site Supervisor Training
Life After AmeriCorps	Strategic Planning
Logic Models	Train the Trainer/Facilitation Skills
Marketing & Communications	Volunteer Management
Meeting Facilitation	Writing an Evaluation Plan
Member Development	Sustainability strategies

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VolunteerPro | TOBI JOHNSON & ASSOCIATES



Tobi Johnson is an internationally sought after expert and master trainer with over 25 years direct, boots-on-the-ground experience in nonprofit and public sector organizations. She is known for her modern thought leadership, highly practical evidence-based strategies, and innovative, “big hat” thinking around volunteerism and service. For the past decade Tobi’s firm, Tobi Johnson & Associates, has helped countless organizations evaluate their current volunteer strategy, develop performance metrics, and boost the impact of their programming. Tobi’s inspiring, no-nonsense

coaching, and consulting will help you transform dreams into realities (and build robust team buy-in along the way!). In 2015, she launched VolunteerPro, an extensive online capacity building and training hub for leaders of volunteers. If you are seeking a keynote, workshop, webinar, or training series, look no further. The VolunteerPro library has over 60 masterclasses. Tobi will help you choose a topic and format that your audience will love.

Training Topics:

Capacity Building	Member Recruitment & Retention
Data Collection & Instruments	Performance/Impact Measurement
Designing an Evaluation	Program Evaluation
Developing Research Questions	Reporting and Using Evaluation Results
Logic Models	Strategic Planning
Marketing & Communications	Theory of Change
Member Development	Train the Trainer/Facilitation Skills
Member Orientation & Training	Volunteer Management

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VQ VOLUNTEER STRATEGIES



VQ Volunteer Strategies is a leading provider of high-impact volunteer engagement solutions designed to help organizations raise their *VQ* – or *volunteer quotient*. Volunteer Quotient is an organization's ability to leverage volunteer

talent to increase its impact – in other words, its ability to achieve **smarterimpact**. As President, Beth Steinhorn, partners with organizations and their leadership to increase their impact through strategic and innovative engagement. The author of multiple books and articles on strategic volunteer engagement, she is a popular speaker and trainer, known for her interactive and inspiring presentations. Beth regularly participates in the national dialogue about volunteerism and engagement. Her consultations have included developing engagement strategies for Save the Children USA, Special Olympics Southern California, Best Friends Animal Society, and Repair the World.

Prior to becoming a consultant, Beth worked as an executive director and marketing director with education and faith-based organizations and spent years working with museums as an educator, manager, and anthropologist. She draws upon her anthropology experience still, helping organizations through the culture shift process – from viewing volunteer management as a program to embracing engagement as a strategy to fulfill mission

Training Topics:

Service Enterprise Training/Consulting	Volunteer Management
--	----------------------

References:

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WordCraft, LLC

Arts. Evaluation. Grantwriting.

Becky is actively involved in training with the AmeriCorps programs in Iowa, Kansas, and New Mexico. Her work has been on behalf of both the state commissions and individual programs. She has provided in-person, online training, and individualized coaching on a variety of topics related to program evaluation. She has presented at ASC Regional Conference for the last four years.

Training Topics:

Data Collection and Instruments	Program Evaluation
Designing an Evaluation	Reporting and Using Evaluation Results
Developing Research Questions	Strategic Planning
Evidence Base	Theory of Change
Grant Proposal Writing, Editing, Feedback & Review	Writing an Evaluation Plan
Logic Models	

References:

Samuel Sokolove	New Mexico Commission on Community Volunteerism	(505) 841-8474	samuel.sokolove@state.nm.us
Chad Driscoll	America's Service Commissions	(712) 574-0980	cdriscoll@statecommissions.org

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YARROW HOUSE

Curtis Smeby has 25 years of experience working with graduate students, local, regional, and state agencies; tribal communities providing high-quality learning experiences in the topics identified. As a lifelong learner, it is exciting to provide creative and evidence-based workshops making a difference to community entities. Most recently our local efforts to increase awareness of trauma and develop resilience strategies for communities has been most rewarding and engaging. Learning is a social activity that makes a difference in all communities.

Training Topics:

Capacity Building	Member Development
Civic Engagement	Member Orientation & Training
Developing Research Questions	Program Development
Grant Proposal Writing, Editing, Feedback & Review	Program Evaluation
Leadership Development	Theory of Change
Logic Models	Train the Trainer/Facilitation Skills
Meeting Facilitation	

References:

Dr. Fred Smiley	Retired Professor	262-960-0154	fsmiley1sf@gmail.com
Dr. Janet Trethewey	Retired Professor	406-265-8023	treth@mtintouch.net

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APPENDICES

Appendix A: Providers by Topic

Topics (alphabetical)	Montana Providers:	Out-of-State Providers:
AMERICORPS FISCAL, GRANT and/or PROGRAM MANAGEMENT	SkyBar Solutions Verve Exchange	Aligned Impact Amy Salinas Do Good Be Good Consulting Education InSite The Grantsmanship Center Jefts Consulting McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd
BOARD DEVELOPMENT & ENGAGEMENT	Buffalo Creek Consulting Big Sky Way, LLC EmpowerMT Halliday & Associates Hutzen & Associates consulting/Grant Writing Pamela G. Poon, PLLC PLuck! Coaching SkyBar Solutions Verve Exchange	Discover A New Future KS Solutions Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd
CAPACITY BUILDING	Brave Conversations LLC Buffalo Creek Consulting Halliday & Associates Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing NDH Consulting SkyBar Solutions University of Montana - Laurie A. Walker Verve Exchange Yarrow House	Amy Salinas The Grantsmanship Center KS Solutions Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd VolunteerPro Tobi Johnson & Associates
CIVIC ENGAGEMENT	Brave Conversations LLC Eaglechild Consulting Halliday & Associates Montana State University Extension NDH Consulting PLuck! Coaching SkyBar Solutions University of Montana DPAP	Aligned Impact Amy Salinas Discover A New Future Education InSite Jefts Consulting KS Solutions McMahon Consulting Group Nonprofit Solutions The Service Nerd

Topics (alphabetical)	Montana Providers:	Out-of-State Providers:
CIVIC ENGAGEMENT (cont.)	University of Montana - Laurie A. Walker Verve Exchange Yarrow House	
DATA COLLECTION & INSTRUMENTS	Big Sky Way, LLC Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing SkyBar Solutions University of Montana DPAP University of Montana - Laurie A. Walker	Amy Salinas Bee's Knees Consulting LLC McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Thomas P. Miller & Associates VolunteerPro Tobi Johnson & Associates Wordcraft, LLC
DESIGNING AN EVALUATION	Brave Conversations LLC Buffalo Creek Consulting Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing NDH Consulting SkyBar Solutions University of Montana DPAP University of Montana - Laurie A. Walker	Bee's Knees Consulting LLC Education InSite The Grantsmanship Center McMahon Consulting Group Nonprofit Solutions Thomas P. Miller & Associates VolunteerPro Tobi Johnson & Associates Wordcraft, LLC
DEVELOPING RESEARCH QUESTIONS	Buffalo Creek Consulting Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing SkyBar Solutions University of Montana DPAP University of Montana - Laurie A. Walker Yarrow House	Bee's Knees Consulting LLC Education InSite Thomas P. Miller & Associates VolunteerPro Tobi Johnson & Associates Wordcraft, LLC
DISASTER SERVICES	Eaglechild Consulting	Aligned Impact
DIVERSITY & DISABILITY INCLUSION	Brave Conversations LLC EmpowerMT Montana State University Extension PLuck! Coaching University of Montana - Laurie A. Walker	Aligned Impact Amy Salinas Education InSite Jefts Consulting Leading To Change Service Year Alliance
EVIDENCE BASE		Bee's Knees Consulting LLC Thomas P. Miller & Associates Wordcraft, LLC
GRANTMAKING, PROPOSAL WRITING, EDITING, FEEDBACK & REVIEW	The Dotted i Fundraising Eaglechild Consulting Halliday & Associates Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing	Aligned Impact Amy Salinas Education InSite The Grantsmanship Center Jefts Consulting

Topics (alphabetical)	Montana Providers:	Out-of-State Providers:
GRANTMAKING (cont.)	NDH Consulting SkyBar Solutions Yarrow House	McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Service Year Alliance Thomas P. Miller & Associates Wordcraft, LLC
LEADERSHIP DEVELOPMENT	Big Sky Way, LLC Brave Conversations LLC Buffalo Creek Consulting Elkins Consulting, INC EmpowerMT Halliday & Associates Hutzen & Associates consulting/Grant Writing Montana State University Extension NDH Consulting Pamela G. Poon, PLLC PLuck! Coaching SkyBar Solutions University of Montana DPAP Verve Exchange Yarrow House	Aligned Impact Amy Salinas Discover A New Future Do Good Be Good Consulting Education InSite KS Solutions Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd Service Year Alliance
LIFE AFTER AMERICORPS	Elkins Consulting, INC Hart of Montana Consulting, INC SkyBar Solutions University of Montana - Laurie A. Walker Verve Exchange	Aligned Impact Amy Salinas Discover A New Future Do Good Be Good Consulting Jefts Consulting KS Solutions The Service Nerd Service Year Alliance
LOGIC MODELS	Hart of Montana Consulting, INC SkyBar Solutions University of Montana DPAP Verve Exchange Yarrow House	Aligned Impact Amy Salinas Bee's Knees Consulting LLC The Grantsmanship Center McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Service Year Alliance Thomas P. Miller & Associates VolunteerPro Tobi Johnson & Associates Wordcraft, LLC

Topics (alphabetical)	Montana Providers:	Out-of-State Providers:
MARKETING & COMMUNICATION	Big Sky Way, LLC Montana State University Extension NDH Consulting Reach Higher Montana	Aligned Impact McMahon Consulting Group Nonprofit Solutions Service Year Alliance VolunteerPro Tobi Johnson & Associates
MEETING FACILITATION	Big Sky Way, LLC Brave Conversations LLC Buffalo Creek Consulting Elkins Consulting, INC EmpowerMT Halliday & Associates Montana State University Extension NDH Consulting Pamela G. Poon, PLLC PLuck! Coaching Reach Higher Montana SkyBar Solutions University of Montana DPAP University of Montana - Laurie A. Walker Verve Exchange Yarrow House	Aligned Impact Amy Salinas Discover A New Future Do Good Be Good Consulting Education InSite KS Solutions Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd Service Year Alliance Thomas P. Miller & Associates
MEMBER DEVELOPMENT	Buffalo Creek Consulting Do Good Be Good Consulting Eaglechild Consulting EmpowerMT PLuck! Coaching Verve Exchange Yarrow House	Aligned Impact Amy Salinas Jefts Consulting KS Solutions On3Learn The Service Nerd Service Year Alliance VolunteerPro Tobi Johnson & Associates
MEMBER ORIENTATION & TRAINING	Buffalo Creek Consulting Eaglechild Consulting EmpowerMT PLuck! Coaching University of Montana - Laurie A. Walker Verve Exchange Yarrow House	Aligned Impact Amy Salinas Do Good Be Good Consulting Education InSite Jefts Consulting KS Solutions Leading To Change On3Learn The Service Nerd Service Year Alliance VolunteerPro Tobi Johnson & Associates
MEMBER RECRUITMENT & RETENTION	Buffalo Creek Consulting Eaglechild Consulting	Aligned Impact Amy Salinas

Topics (alphabetical)	Montana Providers:	Out-of-State Providers:
MEMBER RECRUITMENT & RETENTION (cont.)	PLuck! Coaching Verve Exchange	Do Good Be Good Consulting Jefts Consulting KS Solutions On3Learn The Service Nerd Service Year Alliance VolunteerPro Tobi Johnson & Associates
MULTI-SITE MANAGEMENT	Big Sky Way, LLC Eaglechild Consulting NDH Consulting Reach Higher Montana SkyBar Solutions Verve Exchange	Aligned Impact Amy Salinas Do Good Be Good Consulting Jefts Consulting KS Solutions McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd
PERFORMANCE/IMPACT MEASUREMENT	Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing NDH Consulting SkyBar Solutions Verve Exchange	Amy Salinas Bee's Knees Consulting LLC Jefts Consulting On3Learn Thomas P. Miller & Associates VolunteerPro Tobi Johnson & Associates
PHILANTHROPIC & SUSTAINABLE FUNDING SOURCES	Chany Reon Ockert Consulting LLC The Dotted i Fundraising NDH Consulting	The Grantsmanship Center McMahon Consulting Group Nonprofit Solutions The Service Nerd
PROGRAM CAPACITY	Hutzen & Associates consulting/Grant Writing NDH Consulting SkyBar Solutions Verve Exchange	McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Service Year Alliance
PROGRAM DEVELOPMENT	Big Sky Way, LLC Buffalo Creek Consulting Halliday & Associates Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing Montana Natural History Center Montana State University Extension NDH Consulting Reach Higher Montana SkyBar Solutions Verve Exchange Yarrow House	Aligned Impact Amy Salinas Discover A New Future Education InSite The Grantsmanship Center Jefts Consulting KS Solutions Leading To Change McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Service Year Alliance Thomas P. Miller & Associates

Topics (alphabetical)	Montana Providers:	Out-of-State Providers:
PROGRAM EVALUATION	Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing NDH Consulting SkyBar Solutions University of Montana DPAP University of Montana - Laurie A. Walker Verve Exchange Yarrow House	Bee's Knees Consulting LLC Education InSite The Grantsmanship Center McMahon Consulting Group Nonprofit Solutions The Service Nerd Thomas P. Miller & Associates VolunteerPro Tobi Johnson & Associates Wordcraft, LLC
PROGRAM EVALUATION BUDGET	Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing NDH Consulting SkyBar Solutions University of Montana DPAP	The Grantsmanship Center Thomas P. Miller & Associates
PROGRAM MANAGEMENT & TRAINING	Big Sky Way, LLC Eaglechild Consulting EmpowerMT Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing Montana State University Extension NDH Consulting SkyBar Solutions Verve Exchange	Aligned Impact Discover A New Future Do Good Be Good Consulting The Grantsmanship Center Jefts Consulting KS Solutions Leading To Change McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Service Year Alliance
PUBLIC POLICY/ADVOCACY EDUCATION	Halliday & Associates Reach Higher Montana SkyBar Solutions University of Montana DPAP	Service Year Alliance
REPORTING AND USING EVALUATION RESULTS	Brave Conversations LLC Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing SkyBar Solutions University of Montana DPAP	Bee's Knees Consulting LLC Education InSite The Grantsmanship Center McMahon Consulting Group Nonprofit Solutions Thomas P. Miller & Associates VolunteerPro Tobi Johnson & Associates Wordcraft, LLC
RESOURCE DEVELOPMENT	Chany Reon Ockert Consulting LLC Montana State University Extension Reach Higher Montana	The Service Nerd
SERVICE ENTERPRISE TRAINING/CONSULTING	Eaglechild Consulting Verve Exchange	Leading To Change VQ Volunteer Strategies

Topics (alphabetical)	Montana Providers:	Out-of-State Providers:
SERVICE-LEARNING	Brave Conversations LLC Reach Higher Montana SkyBar Solutions University of Montana DPAP Verve Exchange	Education InSite
SITE SUPERVISOR TRAINING	Eaglechild Consulting University of Montana DPAP Verve Exchange	Amy Salinas Do Good Be Good Consulting Jefts Consulting McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd
STATE SERVICE COMMISSION OPERATIONS		Aligned Impact
STATE SERVICE PLAN DEVELOPMENT	Verve Exchange	McMahon Consulting Group Nonprofit Solutions The Service Nerd Service Year Alliance
STRATEGIC PLANNING	Big Sky Way, LLC Brave Conversations LLC Buffalo Creek Consulting EmpowerMT Halliday & Associates Hutzen & Associates consulting/Grant Writing Montana State University Extension NDH Consulting PLuck! Coaching SkyBar Solutions University of Montana DPAP Verve Exchange	Amy Salinas Do Good Be Good Consulting KS Solutions Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd Service Year Alliance VolunteerPro Tobi Johnson & Associates Wordcraft, LLC
THEORY OF CHANGE	Big Sky Way, LLC Buffalo Creek Consulting SkyBar Solutions University of Montana DPAP Verve Exchange Yarrow House	Aligned Impact Amy Salinas Bee's Knees Consulting LLC Discover A New Future Education InSite The Grantsmanship Center Leading To Change On3Learn The Service Nerd Service Year Alliance Thomas P. Miller & Associates VolunteerPro Tobi Johnson & Associates Wordcraft, LLC

Topics (alphabetical)	Montana Providers:	Out-of-State Providers:
TRAIN THE TRAINER/ FACILITATION SKILLS	Big Sky Way, LLC Brave Conversations LLC Buffalo Creek Consulting Eaglechild Consulting EmpowerMT Halliday & Associates Montana State University Extension Pamela G. Poon, PLLC PLucK! Coaching SkyBar Solutions University of Montana DPAP Verve Exchange Yarrow House	Aligned Impact Amy Salinas Discover A New Future Do Good Be Good Consulting Education InSite KS Solutions Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd VolunteerPro Tobi Johnson & Associates
VOLUNTEER MANAGEMENT	Buffalo Creek Consulting Eaglechild Consulting Hutzen & Associates consulting/Grant Writing NDH Consulting PLucK! Coaching SkyBar Solutions Verve Exchange	Amy Salinas Do Good Be Good Consulting KS Solutions Leading To Change VolunteerPro Tobi Johnson & Associates VQ Volunteer Strategies
WRITING AN EVALUATION PLAN	Buffalo Creek Consulting Eaglechild Consulting Hart of Montana Consulting, INC Hutzen & Associates consulting/Grant Writing SkyBar Solutions University of Montana DPAP	Bee's Knees Consulting LLC Education InSite The Grantsmanship Center McMahon Consulting Group Nonprofit Solutions Thomas P. Miller & Associates Wordcraft, LLC
OTHER (see "Other Topics" below)	Big Sky Way, LLC Brave Conversations LLC Buffalo Creek Consulting EagleChild Consulting & Enforcement Services Elkins Consulting Inc. EmpowerMT Halliday & Associates Hart of Montana Consulting, Inc. Montana Natural History Center Pamela G. Poon, PLLC PLucK! Coaching Reach Higher Montana Vicki Turner Consulting, LLC Yarrow House	Aligned Impact Consulting Amy Salinas Discover A New Future Education InSite KS Solutions, LLC Leading To Change McMahon Consulting Group, LLC On3Learn, LLC VolunteerPro

Appendix B: Other Topics

Provider (alphabetical)	Topics
Aligned Impact Consulting	New Manager Training & Development – Loaned Executive
Amy Salinas	Understanding Poverty
Big Sky Way, LLC	Cohesive Teams
	Executive Team Development
	Employee Engagement
	Financial Interpretation & Analysis
	Foundational Documents
	Performance Coaching
	Personality & Communication
	Remote Management
	Stress & Resilience Building
	Succession Planning
	Talent & Performance Management
Brave Conversations LLC	Collaborative Communication Training
	Confirmation Bias Training
	Conflict Coaching
	High Conflict Facilitation
	Reflective Structured Dialogue
	Restorative Justice
	Trauma Aware Best Practices
Brave Conversations LLC (cont.)	
Buffalo Creek Consulting	Face5 Personality Profiles
	Personality Profile Based Coaching for Individuals, Teams and Larger Organizations
	Team Development and Dynamics
Discover A New Future	Mental Health
	Professional Development
EagleChild Consulting & Enforcement Services	Writing and Designing Custom Disaster Preparedness Plans
Education InSite	Brain and Differentiation Training
Elkins Consulting Inc.	Gallup Certified Strengths Finders Coaching, Keynotes
EmpowerMT	Conflict Solutions and Training; Reconciliation;
	Workplace Mediation
Halliday & Associates	Collective Impact
Hart of Montana Consulting, Inc.	Needs Assessments
KS Solutions, LLC	Project Management, Events management
Leading To Change	Customer Service
	Multi-Generational Recruitment
	Presentation/Public Speaking Skills
	Virtual Adaptation
McMahon Consulting Group, LLC	Commissioner Engagement
Montana Natural History Center	Certified Interpretive Guide Training
On3Learn, LLC	Rules and Regulations

Provider (alphabetical)	Topics
Pamela G. Poon, PLLC	Training in Mediation, Peer Mediation, & Conflict Management
PLucK! Coaching	Certified Professional Coach
Reach Higher Montana	Career Development Facilitation
	College and Career Advocacy
	Scholarship Search and Application Best Practices
VolunteerPro	Change Management
	Volunteer Program Development
	Volunteer Recruitment
Yarrow House	Adverse Childhood Experiences (ACEs) Presentations
	Attachment Theory Processes
	Mental Health First Aid – Adult, Youth and Higher Education
	Resilience Training and Development
	Suicide Awareness, Alertness and Intervention

Appendix C: Additional Resources

Provider (alphabetical)	Topics
7 Cups	Free Emotional Support Provided by Caring Listeners
AmeriCorps Evidence Exchange	Digital repository of research and evaluation reports
AmeriCorps Litmos eCourses	Learning management system for AmeriCorps topics
America's Service Commissions	National nonprofit association of State Service Commissions that promotes and represents national and community service
America's Service Commissions TTA Directory	Additional resource of nationwide trainers and consultants
Banzai Financial Education, ServeMontana & Park Side Credit Union	Free, online financial education platform for members and program staff
Community Building Institute	Community-building framework training series
Constitutional Rights Foundation	Resources to promote civic engagement and education among America's youth
Community Toolbox, University of Kansas	Resources for community builders
eCFR	Electronic Code of Federal Regulations
Governor's Office of Indian Affairs	Liaison between the Tribes and the State of Montana. Provides information about Tribal Nations in Montana
Justice Talking, Serve Ohio	Civic engagement and reflection resources
Montana Nonprofit Association	Statewide association of nonprofits that provides training opportunities, advocacy/public policy development, and research and information sharing
Native-Land.ca	Interactive map of indigenous lands
Office of Public Instruction: Indian Education For All	Provides knowledge, skills, and content to ensure cultural enrichment, academic engagement, and equitable pedagogy for students

Provider (alphabetical)	Topics
Points of Light Foundation	Global organization providing tools, insights and connections to ensure the social sector continues to grow and innovate
Professional Development Center (PDC)	Professional trainings that increase current skillset as well as the opportunity to add valuable interpersonal skills
Project for Civic Reflection	Contact OCS for more information and resources
PsychArmor	Provides resources for effective engagement with and support of military service members, veterans, and their families
Service Reflection Toolkit	Tools to lead individuals and groups in civic reflection activities
WorkforceGPS	Resources to build America's workforce capacity



AmeriCorps Montana

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