



**AmeriCorps**  
Montana

# **TRAINING AND TECHNICAL ASSISTANCE DIRECTORY**

**serve  
montana**

GOVERNOR'S OFFICE OF COMMUNITY SERVICE

[SERVE.MT.GOV](http://SERVE.MT.GOV)

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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/ameriCorps-programs>

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

[serve@mt.gov](mailto:serve@mt.gov) 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.*



# BIG SKY WAY

Helena, MT

[Bigskyway.biz](http://Bigskyway.biz)

[chance@bigskyway.biz](mailto:chance@bigskyway.biz)

(406) 860-8868



**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.

## REFERENCES

Brian Williams	CEO, Sakakawea Medical Center & Coal Country Community Health Center	<a href="mailto:bwilliams@smcnd.org">bwilliams@smcnd.org</a>
Paul Andersen	Executive Director, VPT, Inc.	<a href="mailto:pandersen@vptpower.com">pandersen@vptpower.com</a>



## AREAS OF EXPERTISE

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





## CHANY REON OCKERT CONSULTING, LLC

Bigfork, MT

[chany@servingnonprofits.com](mailto:chany@servingnonprofits.com)

(406) 260-3221



Chany Ockert, CFRE, assists nonprofits in transitioning their vision into reality through fund development coaching, consulting and training.

She specializes in adapting the fundraising best practices and lessons across various sub-sectors of nonprofits. As a consequence of working nationally and in Montana with missions ranging from human services to conservation to arts and culture to animals, she brings the best fund development ideas from each sub-sector to each client. Chany has presented for all sizes of nonprofits from all-volunteer organizations to NonprofitPRO, Meta's Social Impact Partnerships and to audiences with upwards of 5,000 attendees.

In September 2016 she was awarded the Certified Fund Raising Executive (CFRE) designation based on demonstrated, measurable success in fundraising. In October 2019, she obtained the Certificate of Nonprofit Board Consulting from BoardSource. In March 2023, she was certified as a Quadrant 3 Leadership Coach. She hosts the weekly 5-minute podcast, Reflections on Generosity.



### REFERENCES

*Available upon request; contact Chany Ockert*

### AREAS OF EXPERTISE

- Philanthropic & Sustainable Funding Sources
- Resource Development



Engaging, entertaining, and relevant. Elkins Consulting provides communication training and coaching using music and storytelling as the functional backbone of self-reflection and communication. Keynote

presentations and workshops guide your internal and external stakeholders to better communicate their needs and those of their organizations, and to build their skills as ambassadors for their careers and communities. Some topics include Leadership Storytelling, Storytelling & Advocacy, The Power of Sharing the Right Story, The Impact of Storytelling on Confidence and Personal Brand.

Sarah Elkins is an author, podcast host, musician, storyteller, and Gallup certified StrengthsFinder coach.



## REFERENCES

Katie Biggs	NeighborWorks, MT	(406)-604-4546	<a href="mailto:kbiggs@nwmt.org">kbiggs@nwmt.org</a>
Joe DeFilippis	Montana Department of Commerce	(406)-841-2826	<a href="mailto:Joseph.DeFilippis@mt.gov">Joseph.DeFilippis@mt.gov</a>
Rachel Rountree	Prickly Pear Land Trust	(512)-299-6854	<a href="mailto:rachel@pricklypearlt.org">rachel@pricklypearlt.org</a>

## AREAS OF EXPERTISE

- Leadership Development
- Keynote Presentations
- Active Listening
- Panel Moderation
- Interview Storytelling
- Communication at Work
- StrengthsFinder coaching & workshops (*participants must take Gallup's StrengthsFinder assessment*)



**EmpowerMT** has been providing youth, communities, businesses and organizations with diversity, equity and inclusion training and facilitation for 25 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.

REFERENCES

Cindy Weese	Missoula YWCA	(406) 543-6777	<a href="mailto:cweese@ywcaofmissoula.org">cweese@ywcaofmissoula.org</a>
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AREAS OF EXPERTISE

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



# HART OF MONTANA CONSULTING, LLC

Missoula, MT

[Hartofmontana.com](http://Hartofmontana.com)

[Kelly@hartofmontana.com](mailto:Kelly@hartofmontana.com)

(406) 830

As an independent consultant, Kelly primarily focuses on supporting State government, tribal programs, non-profits, and other organizations through program evaluation, 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 ServeMontana Symposium. She lives in the community of Albion and volunteers with the PEAK (Promoting Excellence in Albion-area Kids) Foundation.



## REFERENCES

Rachel Gooen	5th House Consulting	(406) 360-7685	<a href="mailto:rachel@5thhouseconsulting.com">rachel@5thhouseconsulting.com</a>
Erin Switalski	Headwaters Foundation	(406) 218-2431	<a href="mailto:erins@headwatersmt.org">erins@headwatersmt.org</a>

## AREAS OF EXPERTISE

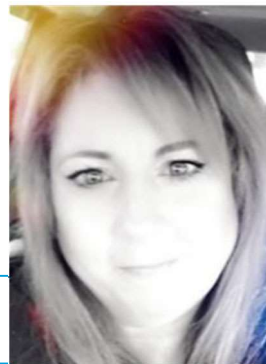
- Capacity Building
- Data Collection and Instruments
- Designing an Evaluation
- Developing Research Questions
- Grant Proposal Writing, Editing, Feedback, & Review
- Life After AmeriCorps
- Logic Models
- Performance/Impact Measurement
- Program Development
- Program Evaluation
- Program Evaluation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



At Hutzen & Associated Consulting/Grant Writing, we strive to meet/exceed goals, and build community relationships through various methods. We believe that community relationships are the most important communication activity undertaken by an organization and are often overlooked.

We have an extensive background in preparing, writing, and submitting grant proposals, and are experienced grant reviewers. We help to maximize time and efficiencies by developing processes for sites, as well as conducting extensive budget analysis, budget monitoring, and financial analysis. For the past 13 years, we have been working with tribal communities to restore, support, and develop Native community food systems, assisting in the development of small business opportunities through community gardens and orchards with Native communities.

Here at Hutzen & Associates, we enjoy supporting local vision while incorporating culture and traditional values into what we do.



## REFERENCES

Helen Tesfai	Rocky Mountain Tribal Leaders Council Director of Epidemiology	(406)-839-5891	<a href="mailto:Helu144@gmail.com">Helu144@gmail.com</a>
Rebecca Brightwings	Rocky Mountain Tribal Leaders Tribal Opioid Response Project Assistant	(406)-672-9019	<a href="mailto:rbrightwings@gmail.com">rbrightwings@gmail.com</a>

## AREAS OF EXPERTISE

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





# JUMP START TRAINING & DEVELOPMENT

Bozeman, MT

[Trainjumpstart.com](http://Trainjumpstart.com)

[Shannon@trainjumpstart.com](mailto:Shannon@trainjumpstart.com)

(406) 439-4436



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 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.



## REFERENCES

Sarah Sadowski	Governor's Office of Community Service	(406) 444-2573	<a href="mailto:SSadowski@mt.gov">SSadowski@mt.gov</a>
Bryan Wilson	Montana Conservation Corps – Big Sky Watershed Corps	(406) 585-5913	<a href="mailto:bryan@mtcorps.org">bryan@mtcorps.org</a>

## AREAS OF EXPERTISE

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



# REACH HIGHER MONTANA

Helena, MT

[Reachhighermontana.org](http://Reachhighermontana.org)

[kresswell@reachhighermontana.org](mailto:kresswell@reachhighermontana.org)



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.

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, increasing student participation in activities that connect them to education paths after high school, and increasing 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.

## REFERENCES

Gabrielle Eklund-Rowley	American Jobs for America's Youth - MT	(406)-490-4954	<a href="mailto:gerowley@americanjobs4youth.org">gerowley@americanjobs4youth.org</a>
McKinley Winkle	Helena Area Chamber of Commerce	(406)-442-4120 x102	<a href="mailto:mwinkle@helenachamber.com">mwinkle@helenachamber.com</a>

## AREAS OF EXPERTISE

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



# VICKI TURNER CONSULTING, LLC

Helena, MT

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(406) 439-6369



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 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.



## REFERENCES

John Schlepp	AmeriCorps Director for Conservation Legacy	(970) 403-0147	<a href="mailto:jschlepp@conservationlegacy.org">jschlepp@conservationlegacy.org</a>
Melissa Lavinder	Early Childhood Program Evaluator	(406) 444-1648	<a href="mailto:mlavinder@mt.gov">mlavinder@mt.gov</a>

## AREAS OF EXPERTISE

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



# AMY SALINAS

Austin, TX

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(512) 594-3370

Amy Salinas, a self-proclaimed AmeriNerd, has spent the last 30 years working in the fields of national service, volunteerism, community development, and youth development and leadership. Twenty-six of those years have been specifically within national service. Amy began as an AmeriCorps Member where she served in Arlington, Texas. Following her term of service, she worked for that same AmeriCorps State program and then 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 20 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; delivered training sessions, facilitated large group opportunities, and delivered content in round robin formats at local, state, regional, and national trainings. This included all of the past Regional Training Events from 2010-2023. Amy is a national VISTA trainer and provides training and coaching to AmeriCorps programs throughout the country.

## REFERENCES

Melinda Points	Oklahoma AmeriCorps	(405) 858-7278	<a href="mailto:mpoints@okamericorps.com">mpoints@okamericorps.com</a>
Megan Foresman	Michigan Community Service Commission	(517) 512-4506	<a href="mailto:foresmanm@michigan.gov">foresmanm@michigan.gov</a>



## AREAS OF EXPERTISE

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



Breanna Polacik, CEO and Founder of The Dotted i is Grant Professionally Certified through the Nationally acclaimed Grant Professional Certification Institute. She has over fifteen years of experience in winning federal, state, local, and foundation grants.

Bre and her expert team of 11 Grant

Specialists have helped raise millions of dollars for 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. They also partner with nonprofit associations across the northwest to provide free and low-cost training to nonprofit leaders on how to become successful with grants. The Dotted I has supported National Service Regional Trainings, the Financial and Grants Management Institute, and more.

## REFERENCES

Shelby Rogala	Montana Nonprofit Association	(406) 449-3717	<a href="mailto:srogala@mtnonprofit.org">srogala@mtnonprofit.org</a>
Suzi White	Prospera Business Network	(406) 587-3113	<a href="mailto:suziberget@gmail.com">suziberget@gmail.com</a>



## AREAS OF EXPERTISE

- Grant Writing, Editing, Feedback & Review
- Philanthropic & Sustainable Funding Sources



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 to 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.



## REFERENCES

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

## AREAS OF EXPERTISE

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

## Dr. Linda Karges-Bone



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.

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



## REFERENCES

Dr. Annette Young	Montana Office of Public Instruction (OPI)	(406) 799-0766	<a href="mailto:AYoung3@mt.gov">AYoung3@mt.gov</a>
Dena Senner	Montana OPI Comprehensive System of Personal Development Region 1 Coordinator	(406) 480-1591	<a href="mailto:cspd.r1@gmail.com">cspd.r1@gmail.com</a>

## AREAS OF EXPERTISE

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



Get funding. Create change.

With 150,000+ alumni, including many AmeriCorps staff and volunteers, The Grantsmanship Center delivers cutting-edge grants training, both in-person and online, for state servicecommissions, 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. More than 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 "worth its weight in gold," "indispensable," and "rocket fuel for great program planning and proposal writing." This book and many articles and resources, on a range of grant related topics, are available for free and for a fee, on the Center's website, [www.tgci.com](http://www.tgci.com).



## REFERENCES

Carol Murray	Blackfeet Community College	(406) 623-0980	<a href="mailto:c.murray@bfcc.edu">c.murray@bfcc.edu</a>
Michele Casella	NSF EPSCoR—Education, Outreach & Diversity, Nevada System of Higher Education—Sponsored Programs	(702)522-7076	<a href="mailto:mcasella@nshe.nevada.edu">mcasella@nshe.nevada.edu</a>

## AREAS OF EXPERTISE

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



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.



## REFERENCES

Melinda Points	Executive Director, Oklahoma AmeriCorps	(405) 858-7278	<a href="mailto:mpoints@okamericorps.com">mpoints@okamericorps.com</a>
Megan Foresman	Program Officer, Michigan Community Service Commission	(514) 512-4506	<a href="mailto:foresmanm@michigan.gov">foresmanm@michigan.gov</a>

## AREAS OF EXPERTISE

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



KS Solutions Consulting is focused on people & planning to help navigate organizational challenges and build strategies to effectively achieve positive community impact. For over 12 years, we have successfully served a range of nonprofit and government agencies. We offer support, strategies and solutions in the areas of strategic planning, group facilitation, professional development, change management and board/volunteer engagement.

We are effective and knowledgeable with a people-centered approach. We believe in relationships, trust, wellness, skill-building, and support of team members to build solid organizations with successful results. Kate Scherr-Adams is the founder and lead consultant. Prior to consulting, Kate was a staff member of Maryland's service commission. She also ran a volunteer center for 6 years and worked with many National Service programs, community and business leaders. As a consultant has provided facilitation and technical assistance to over 10 state commissions. Kate's approach to training and facilitation is to consider various learning styles, assure sessions are welcoming, engaging, applicable and fun. Read Kate's bio [here](#).

## REFERENCES

Maureen Eccleston	Service Year Alliance	(717) 772-4428	<a href="mailto:meccleston@serviceyear.org">meccleston@serviceyear.org</a>
Shana Chaplin	VolunteerAR	(501) 320-6459	<a href="mailto:shana.chaplin@dhs.arkansas.gov">shana.chaplin@dhs.arkansas.gov</a>



## AREAS OF EXPERTISE

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



Lauren Currie Consulting integrates appreciative inquiry, trust building, an eye for efficiency and over ten years of experience in national service, to support AmeriCorps program grants and program development. Serving as an AmeriCorps member and AmeriCorps Program Manager and Director in her career, Lauren brings knowledge and understanding to the work, recognizing the

challenges and opportunities of AmeriCorps. Her practice emphasizes building systems that save time, are highly customized and allow programs to focus on their impact strategy and mission. As a consultant, Lauren has supported programs in over 25 states and has worked directly with 10+ state commissions. Lauren also designs and leads program and member trainings and builds interactive curriculums. While Lauren is not supporting programs, she is traveling the country in her camper van, enjoying hiking, biking, and skiing across the US and Canada.

## REFERENCES

Katie Koski	Massachusetts Service Alliance	(351) 218-9888	<a href="mailto:kkoski@mass-service.org">kkoski@mass-service.org</a>
Sarah Kuntz	Communities in Schools, San Antonio		<a href="mailto:skuntz@cissa.org">skuntz@cissa.org</a>



## AREAS OF EXPERTISE

- AmeriCorps Grant Management
- AmeriCorps Program Management
- Data Collection and Instruments
- Designing an Evaluation
- Developing Research Questions
- Grant Writing, Editing, Feedback, & Review
- Leadership Development
- Life After AmeriCorps
- Logic Models
- Meeting Facilitation
- Member Development
- Member Orientation & Training
- Member Recruitment & Retention
- Multi-Site Management
- National Service Criminal History Checks
- Performance/Impact Management
- Program Capacity
- Program Development
- Program Evaluation
- Program Management & Training
- Reporting and Using Evaluation results
- Resource Development
- Strategic Planning
- Site Supervisor Training
- Theory of change
- Train the Trainer/Facilitation Skills
- Writing an Evaluation Plan
- Instructional Design/Online Course Development



# LEADING TO CHANGE

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Leading To Change is a nationally awarded training agency designed to transform the professional development arena. We do this through vanguard teaching methods, cutting edge technology/media tools, out-of-this-world customer service, and a ROBUST ONSLAUGHT of humor, music, innovation, and wit by a dynamic and very diverse team of “Rockstar” facilitators. We have worked with over 150,000 professionals in 48 states - including the

National AmeriCorps Program, National Habitat For Humanity, Points of Light Foundation, Disney, Nike, Starbucks, and ASC Regional and State Partners across the country. We want to 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.

## REFERENCES

Amy Meurs	National Youth Leadership Council	(651) 967-9200	<a href="mailto:ameurs@nylc.com">ameurs@nylc.com</a>
Lynne Goodwin	California Friday Night Live	(559) 733-6496	<a href="mailto:lgoodwin@tcoe.org">lgoodwin@tcoe.org</a>



## AREAS OF EXPERTISE

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



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 Program Director 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



## REFERENCES

Alison Paul	Montana Legal Services Association	(406) 442-9830 Ext. 115	<a href="mailto:apaul@mtlsa.org">apaul@mtlsa.org</a>
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## AREAS OF EXPERTISE

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



At On3Learn, we develop on-demand eCourses for AmeriCorps Staff, Site Supervisors, Members, Planning Grants, 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. The three managing partners (Jennifer Cowart, Amy Porter, and

Amy Salinas) who make up On3Learn have over 50 years’ combined experience in AmeriCorps as members, program directors, state commission staff, and consultants.

## REFERENCES

Melinda Points	Oklahoma AmeriCorps	(405) 858-7278	<a href="mailto:mpoints@okamericorps.com">mpoints@okamericorps.com</a>
Bee Nance	Chief Operating Officer, Generation Teach	(704) 974-8822	<a href="mailto:bnance@genteach.org">bnance@genteach.org</a>

## AREAS OF EXPERTISE

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

# THE SERVICE NERD

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(404) 530-9315



The Service Nerd Collective- a leadership, civic engagement, and strategy consultancy supporting individuals and organizations to increase their efficacy through creative ideation, planning, training, and implementation. The Collective is led by AmeriCorps\*NCCC Alum, Tray T.S. Deadwyler. Tray is an experienced master trainer with over 20 years of leadership and nonprofit development, with the majority of his tenure supporting the

national service movement. Tray identifies strategies for enhancing outcomes, connection, retention, and application within every offering. Tray holds credentials in leadership strategy, grantsmanship, volunteer management (CVM), life coaching (CLC), and a specialty in cognitive behavioral coaching (CBC).



## REFERENCES

Kimberly Brown	Virginia State Service Commission	(804) 726-7069	<a href="mailto:kimberly.brown@dss.virginia.gov">kimberly.brown@dss.virginia.gov</a>
Ryan Volk	North Dakota Service Commission	(701)-328-6048	<a href="mailto:rdvolk@nd.gov">rdvolk@nd.gov</a>

## AREAS OF EXPERTISE

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



® Service Year Alliance is a nonprofit dedicated to making a service year a common expectation and opportunity for all young Americans. Service Year Alliance gives support to programs and state commissions in developing and implementing best practices to improve AmeriCorps members recruitment and retention, along with increasing collaboration across programs, creating communities of practice, and strengthening the connections between service year programs and their

communities. Service Year's 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.

## REFERENCES

Adam Lounsbury	Volunteer Iowa	(515) 725-3099	<a href="mailto:adam.lounsbury@iowaeda.com">adam.lounsbury@iowaeda.com</a>
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## AREAS OF EXPERTISE

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





# TPMA

**Bold Solutions.  
Empowered Communities.**

TPMA is a national evaluation consulting firm with experience conducting AmeriCorps Program evaluations. 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 worked 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.

## REFERENCES

Carol Overly	Pennsylvania Mountain Service Corps	(814) 472-7690	<a href="mailto:coverly@iu08.org">coverly@iu08.org</a>
Tara Baltzley	California Volunteers	(916) 319-8443	<a href="mailto:tara.baltzley@cv.ca.gov">tara.baltzley@cv.ca.gov</a>

## AREAS OF EXPERTISE

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

# VQ VOLUNTEER STRATEGIES

Denver, CO

[Vqstrategies.com](http://Vqstrategies.com)

[Beth@vqstrategies.com](mailto:Beth@vqstrategies.com)

(303) 669-6418



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 **smarter impact**. 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 experience includes 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.



## REFERENCES

Lisl Hacker	Massachusetts Service Alliance	(617) 542-2544	<a href="mailto:Lhacker@mass-service.org">Lhacker@mass-service.org</a>
Rebecca Verhoff-Kiss	Serve Ohio	(614) 728-2916	<a href="mailto:Beccah.Verhoff-Kiss@serve.ohio.gov">Beccah.Verhoff-Kiss@serve.ohio.gov</a>

## AREAS OF EXPERTISE

- Service Enterprise Training/Consulting
- Volunteer Management

# APPENDICES

## Appendix A: Providers by Topic

TOPICS (ALPHABETICAL)	Montana Providers	Out-of-State Providers
<b>AMERICORPS FISCAL, GRANT AND/OR PROGRAM MANAGEMENT</b>	Jump Start Training & Development	Amy Salinas Do Good Be Good Consulting Education InSite The Grantsmanship Center Jefts Consulting Lauren Currie Consulting McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd
<b>BOARD DEVELOPMENT &amp; ENGAGEMENT</b>	Big Sky Way, LLC EmpowerMT Hutzen & Associates Jump Start Training & Development	KS Solutions Consulting Lauren Currie Consulting Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd
<b>CAPACITY BUILDING</b>	Hart of Montana Consulting, INC Hutzen & Associates Jump Start Training & Development	Amy Salinas The Grantsmanship Center KS Solutions Consulting Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd
<b>CIVIC ENGAGEMENT</b>	Jump Start Training & Development	Amy Salinas Education InSite Jefts Consulting KS Solutions Consulting McMahon Consulting Group Nonprofit Solutions The Service Nerd
<b>DATA COLLECTION</b>	Big Sky Way, LLC Hart of Montana Consulting, INC Hutzen & Associates	Amy Salinas Lauren Currie Consulting McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd TPMA
<b>DESIGNING AN EVALUATION</b>	Hart of Montana Consulting, INC Hutzen & Associates	Education InSite The Grantsmanship Center Lauren Currie Consulting McMahon Consulting Group Nonprofit Solutions TPMA
<b>DEVELOPING RESEARCH QUESTIONS</b>	Hart of Montana Consulting, INC Hutzen & Associates consulting	Education InSite Lauren Currie Consulting TPMA
<b>DIVERSITY &amp; DISABILITY INCLUSION</b>	EmpowerMT	Amy Salinas Education InSite Jefts Consulting Leading To Change Service Year Alliance
<b>EVIDENCE BASE</b>		TPMA



# APPENDICES (CONT)

<b>GRANTMAKING, PROPOSAL WRITING, EDITING, FEEDBACK &amp; REVIEW</b>	The Dotted i Fundraising Hart of Montana Consulting, INC Hutzen & Associates	Amy Salinas Education InSite The Grantsmanship Center Jefts Consulting Lauren Currie Consulting
<b>LEADERSHIP DEVELOPMENT</b>	Big Sky Way, LLC Elkins Consulting, INC EmpowerMT Hutzen & Associates Jump Start Training & Development	Amy Salinas Do Good Be Good Consulting Education InSite KS Solutions Consulting Lauren Currie Consulting Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd Service Year Alliance
<b>LIFE AFTER AMERICORPS</b>	Elkins Consulting, INC Hart of Montana Consulting, INC Jump Start Training & Development	Amy Salinas Do Good Be Good Consulting Jefts Consulting KS Solutions Consulting Lauren Currie Consulting The Service Nerd Service Year Alliance
<b>LOGIC MODELS</b>	Hart of Montana Consulting, INC Jump Start Training & Development	Amy Salinas The Grantsmanship Center Lauren Currie Consulting McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Service Year Alliance TPMA
<b>MARKETING &amp; COMMUNICATION</b>	Big Sky Way, LLC Reach Higher Montana	McMahon Consulting Group Nonprofit Solutions Service Year Alliance
<b>MEETING FACILITATION</b>	Big Sky Way, LLC Elkins Consulting, INC EmpowerMT Reach Higher Montana	Amy Salinas Do Good Be Good Consulting Education InSite KS Solutions Consulting Lauren Currie Consulting Leading To Change McMahon Consulting Group Nonprofit Solutions The Service Nerd Service Year Alliance TPMA
<b>MEMBER DEVELOPMENT</b>	Do Good Be Good Consulting EmpowerMT Jump Start Training & Development	Amy Salinas Jefts Consulting KS Solutions Consulting Lauren Currie Consulting On3Learn The Service Nerd Service Year Alliance

# APPENDICES (CONT)

<b>MEMBER ORIENTATION &amp; TRAINING</b>	EmpowerMT Jump Start Training & Development	Amy Salinas Do Good Be Good Consulting Education InSite Jefts Consulting KS Solutions Consulting Lauren Currie Consulting Leading To Change On3Learn The Service Nerd Service Year Alliance
<b>MEMBER RECRUITMENT &amp; RETENTION</b>	Jump Start Training & Development	Do Good Be Good Consulting Jefts Consulting KS Solutions Consulting Lauren Currie Consulting On3Learn The Service Nerd Service Year Alliance
<b>MULTI-SITE MANAGEMENT</b>	Big Sky Way, LLC Jump Start Training & Development Reach Higher Montana	Amy Salinas Do Good Be Good Consulting Jefts Consulting KS Solutions Consulting Lauren Currie Consulting McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd
<b>PERFORMANCE MEASURE/IMPACT MEASUREMENT</b>	Hart of Montana Consulting, INC Hutzen & Associates Jump Start Training & Development	Amy Salinas Jefts Consulting Lauren Currie Consulting On3Learn TPMA
<b>PHILANTHROPIC &amp; SUSTAINABLE FUNDING SOURCES</b>	Chany Reon Ockert Consulting LLC The Dotted i Fundraising	The Grantsmanship Center McMahon Consulting Group Nonprofit Solutions The Service Nerd
<b>PROGRAM CAPACITY</b>	Hutzen & Associates Jump Start Training & Development	McMahon Consulting Group Nonprofit Solutions Lauren Currie Consulting On3Learn The Service Nerd Service Year Alliance
<b>PROGRAM DEVELOPMENT</b>	Big Sky Way, LLC Hart of Montana Consulting, INC Hutzen & Associates Reach Higher Montana Jump Start Training & Development	Amy Salinas Education InSite The Grantsmanship Center Jefts Consulting KS Solutions Consulting Lauren Currie Consulting Leading To Change McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Service Year Alliance TPMA

# APPENDICES (CONT)

<b>PROGRAM EVALUATION</b>	Hart of Montana Consulting, INC Hutzen & Associates Jump Start Training & Development	Education InSite The Grantsmanship Center Lauren Currie Consulting McMahon Consulting Group Nonprofit Solutions The Service Nerd TPMA
<b>PROGRAM EVALUATION BUDGET</b>	Hart of Montana Consulting, INC Hutzen & Associates	The Grantsmanship Center TPMA
<b>PROGRAM MANAGEMENT &amp; TRAINING</b>	Big Sky Way, LLC EmpowerMT Hart of Montana Consulting, INC Hutzen & Associates Jump Start Training & Development	Do Good Be Good Consulting The Grantsmanship Center Jefts Consulting KS Solutions Consulting Lauren Currie Consulting Leading To Change McMahon Consulting Group Nonprofit Solutions On3Learn The Service Nerd Service Year Alliance
<b>PUBLIC POLICY/ ADVOCACY EDUCATION</b>	Reach Higher Montana	Service Year Alliance
<b>REPORTING AND USING EVALUATION RESULTS</b>	Hart of Montana Consulting, INC Hutzen & Associates	Education InSite The Grantsmanship Center Lauren Currie Consulting McMahon Consulting Group Nonprofit Solutions TPMA
<b>RESOURCE DEVELOPMENT</b>	Chany Reon Ockert Consulting LLC Reach Higher Montana	Lauren Currie Consulting The Service Nerd
<b>SERVICE ENTERPRISE TRAINING/ CONSULTING</b>	Jump Start Training & Development	Leading To Change
<b>SERVICE LEARNING</b>	Reach Higher Montana Jump Start Training & Development	
<b>SITE SUPERVISER TRAINING</b>	Jump Start Training & Development	
<b>STATE SERVICE PLAN DEVELOPMENT</b>	Jump Start Training & Development	
<b>STRATEGIC PLANNING</b>	Big Sky Way, LLC EmpowerMT Hutzen & Associates Jump Start Training & Development	
<b>THEORY OF CHANGE</b>	Big Sky Way, LLC Jump Start Training & Development	
<b>TRAIN THE TRAINER/ FACILITATION SKILLS</b>	Big Sky Way, LLC EmpowerMT Jump Start Training & Development	
<b>VOLUNTEER MANAGEMENT</b>	Hutzen & Associates Jump Start Training & Development	
<b>WRITING AN EVALUATION PLAN</b>	Hart of Montana Consulting, INC Hutzen & Associates	

# APPENDICES

## Appendix B: Additional Resources

Provider (alphabetical)	Topics
<a href="#">7 Cups</a>	Free Emotional Support Provided by Caring Listeners
<a href="#">AmeriCorps Evidence Exchange</a>	Digital repository of research and evaluation reports
<a href="#">AmeriCorps Litmos eCourses</a>	Learning management system for AmeriCorps topics
<a href="#">America's Service Commissions</a>	National nonprofit association of State Service Commissions that promotes and represents national and community service
<a href="#">America's Service Commissions TTA Directory</a>	Additional resource of nationwide trainers and consultants
<a href="#">Banzai Financial Education, ServeMontana &amp; Park Side Credit Union</a>	Free, online financial education platform for members and program staff
<a href="#">Coursera</a>	Online learning platform that offers a variety of subjects, many for free
<a href="#">Community Building Institute</a>	Community-building framework training series
<a href="#">Constitutional Rights Foundation</a>	Resources to promote civic engagement and education among America's youth
<a href="#">Community Toolbox, University of Kansas</a>	Resources for community builders
<a href="#">eCFR</a>	Electronic Code of Federal Regulations
<a href="#">Governor's Office of Indian Affairs</a>	Liaison between the Tribes and the State of Montana. Provides information about Tribal Nations in Montana
<a href="#">Justice Talking, Serve Ohio</a>	Civic engagement and reflection resources
<a href="#">Montana Nonprofit Association</a>	Statewide association of nonprofits that provides training opportunities, advocacy/public policy development, and research and information sharing
<a href="#">National Constitution Center</a>	Free e-copies on National documents as well as training modules
<a href="#">Native-Land.ca</a>	Interactive map of indigenous lands
<a href="#">Office of Public Instruction: Indian Education For All</a>	Provides knowledge, skills, and content to ensure cultural enrichment, academic engagement, and equitable pedagogy for students
<a href="#">Points of Light Foundation</a>	Global organization providing tools, insights, and connections to ensure the social sector continues to grow and innovate
<a href="#">Project for Civic Reflection</a>	Contact OCS for more information and resources
<a href="#">PsychArmor</a>	Provides resources for effective engagement with and support of military service members, veterans, and their families
<a href="#">Service Reflection Toolkit</a>	Tools to lead individuals and groups in civic reflection activities
<a href="#">WorkforceGPS</a>	Resources to build America's workforce capacity



# AmeriCorps Montana

*This material is based upon work of the Montana Commission on Community Service, supported by the federal AmeriCorps agency under Grant No. 22TADMT001. Resources in this document are those of the authors and do not necessarily reflect the official position of AmeriCorps programs or the federal agency.*

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