

Feb-20 CONSULTANT SKILLS CHART																								
The information below was submitted by each consultant and has not been verified or vetted by the Foundation. Please also note that placement on this list does not represent an endorsement by the Gifford Foundation, but is offered solely as an additional resource to the community.																								
NAME	LAST NAME	Company name (if applicable)	Grant writing	General administration	Board Development	Board training	Fund Development	Marketing and PR	Social Media	Event planning	Information Technology	Financial (business) planning and budgets	Strategic Planning	Succession Planning	Leadership Coaching	Human Resources	Government grants	Facilitation	Nonprofit Law	Organizational Development	Mergers and Collaborations	Cultural Competency	Program Evaluation	Other
Maritza	Alvarado	MAK Consulting	X	X	X	X				X			X					X		X		X		
Sara	Wall Bollinger	SWB Consulting Services	X	X	X	X	X					X	X	X	X		X	X		X	X		X	Project Management, Process Improvement, Advocacy
Jeff	Bastable	BL Consulting					X																	
Jamie	Bazdaric	Jamie Bazdaric		X				X		X		X	X	X	X	X	X	X		X		X		Measurement and Evaluation, Return on Investment Strategies for Grants
Rebecca	Bostwick	bostwickconsulting.com		X																X			X	Start-up initiatives; organizational & cross sector collaborations; data management
Matthew	Chadderdon	BlueWater Strategic Communications					X	X		X			X								X			
Victoria	Coit							X	X	X								X				X		
Thomas	Curnow	TCC Consulting		X									X		X			X						Leadership development training; Process improvement
Katie	Doucette	The Leading Element			X	X							X	X	X			X		X			X	Volunteer Mgmt, Filing Req. & Organizing a new nonprofit
Angela	Douglas		X	X	X	X	X	X			X	X	X	X	X	X	X	X		X		X		Coalition Building, Conflict Management & Resolution, Process Improvement, Program Design, Performance Management, Emerging Leader Development, Poverty Reduction & Elimination
Maria	Fibiger	Three Dog Consulting	X	X	X	X	X	X	X			X	X	X	X		X	X	X	X		X	X	labor relations, large-scale redesign, new product/service development
Karin	Franklin-King		X		X	X	X	X		X			X	X				X				X		
Patti	Giancola		X	X	X	X	X	X	X	X			X		X			X					X	Conflict Resolution
Jeff	Grimshaw		X	X	X	X	X			X	X	X	X	X	X	X	X	X		X	X		X	
Brian	Hoke	Bentley Hoke	X		X	X		X	X	X	X		X					X		X				Career Coaching and Outplacement
Heidi	Holtz	Stillwork Consulting Group	X	X	X	X	X	X	X	X			X	X	X			X		X	X			
Jane	Hurley	Messenger Associates			X	X							X	X	X	X		X						Membership, Government and Labor Relations
James N.	Jerose, M.S.				X	X	X	X		X			X	X	X	X		X		X	X	X	X	
Elizabeth	Leibrick		X	X	X	X	X	X	X				X	X	X		X	X		X	X	X		
Gary	Livent	BL Consulting				X	X																	Career Coaching and Outplacement
Skip	Lockwood	QL3 Strategies		X	X	X		X	X	X	X	X	X	X	X		X			X	X		X	
Carrie	Luber	Messenger Associates			X	X			X						X			X					X	X
Melissa	Marrone	Marrone Consulting	x	x					x	x							x			x	x (collaborations)	x	x	Program Development & Implementation, Research & Data Analysis, Advocacy, Systems Change
Beth	Massiano												X	X	X			X		X		X		Career Coaching and Outplacement

Carmella	Mazzotta		X	X	X	X	X						X		X			X				X			
Anne	Messenger	Messenger Associates			X	X				X			X		X			X							
Rosemary	Oaks-Lee			X	X							X		X				X					X		
Cynthia	O'Connor	Apted & O'Connor	X	X	X	X	X						X	X				X	X		X	X		X	
Peggy	Ogden		X	X	X	X	X	X				X	X	X	X	X		X	X	X	X	X	X	X	Wage & compensation, payroll, benefits management, leave administration, and numerous additional business operations support
	Peloton LLC	Peloton LLC	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	* Would refer but does this often
Nadia	Prescott	Emerging Executive	X		X	X		X					X	X	X		X	X				X	x	x	
Vicki B.	Quigley, J.D.	Apter & O'Connor	X	X	X	X	X	X		X			X	X	X	X	X	X	X	X	X	X	X	X	
Elizabeth Fallon	Quilter, CFRE	efquilter.com at QuilCo, Inc.		X	X	X	X						X		X			X		X				training; team coaching; donor retention (FEP). Geographic availability: Central New York, Chicago, New England, and others	
Lisa	Sears	Brass Rings		x	x								x	x	x			x		x	x	x		Positive Psychology Certification; Strengths Based Coaching; Time and Energy Management	
Nancy	Smith	Apted & O'Connor	X		X								X				X	X		X	X	X	X	Outcomes training, Report writing, Data collection	
Kim	Smolen			X			X	X	X	X			X	X			X	X		X	X	X	X	Communities of Practice	
Connie	Whitton	Whitton Consulting Group, LLC		X	X	X		X				X	X	X	X			X			X		X		
Patty	Weisse	Salt of Central New York, LLC	X	X	X	X	X			X			X		X					start-up focus			X	Social Entrepreneurship	
Loretta	Zolkowski			X	X	X	X	X		X	X	X	X	X	X	X		X		X	X	X			