

Gracie,

I have sent this email to you, so that this information can be properly transmitted to the other ESB members and comply with open meeting requirements.

My message:

At the last meeting, discussions included soliciting bids from several consultants regarding a strategy/planning session(s) with the ESB members.

As MountainTrue has used strategy/planning consultants before, I asked MountainTrue leadership for recommendations.

Greg Walker Wilson, Judy Futch, and Angela Kemper were recommended for consulting work by Bob Wagner of MountainTrue. Whether their skills are the ones we need, I cannot tell but their brief resumes seem like they could be applicable. I also investigated the [nonprofitpathways.org](https://nonprofitpathways.org) website (link below) for some potential candidates. I've copy/pasted some of the resumes listed on the website for the candidates that seemed more likely to fit our needs.

To solicit proposals, we will need a scope of work for potential candidates to review and bid on.

<https://nonprofitpathways.org/resources/wnc-consultant-directory/wnc-consultant-search/>

# Althea Gonzalez

Althea Gonzalez Consulting  
Asheville

North Carolina

Website: [Consultation, training & technical Assistance for NonProfits & Philanthropy](#)

**Consultation, training & technical  
Assistance for NonProfits &  
Philanthropy**

By Althea Gonzalez

Consultation, training & technical Assistance for NonProfits  
& Philanthropy

Email: [althea@altheagonzalez.com](mailto:althea@altheagonzalez.com)

Phone: 828-279-5711

Alt. Phone:

Paid Non-Profit Work (years):

20

Unpaid Non-Profit Work (years):

20

Consulting Experience (years):

15

Summary of your consulting practice and relevant experience:

Althea is a bilingual, bicultural, independent consultant supporting nonprofits, philanthropic institutions, and funder collaboratives in Western North Carolina, across the state, and across the U.S. She has more than 20 years' experience in the nonprofit sector in a range of consulting, leadership, and administrative roles. She has worked with more than 100 organizations facilitating strategic thinking, leadership development and executive coaching, program development, community conversations, and training sessions on a variety of capacity-building topics. All services can be offered in Spanish.

---

# Judy Futch

Judy Futch Coaching

660 Blue Heron Road

Mars Hill NC 28754

Website:

Email: [Judyfutch157@gmail.com](mailto:Judyfutch157@gmail.com)

Phone: 828-380-9107

Alt. Phone:

Paid Non-Profit Work (years):

27

Unpaid Non-Profit Work (years):

22

Consulting Experience (years):

28

Summary of your consulting practice and relevant experience:

As an organization consultant, Judy Futch provided facilitative leadership to organizations and communities by guiding change processes, building collaborations

and developing strategies for productive and sustainable futures. She now focuses her work on the human dimension of change and transition by coaching leaders of organizations.

Through her coaching services Judy serves as a thought partner, an accountability coach, and as a resource and priority connector for leaders and their teams. She bases her coaching on Appreciative Inquiry methodology and values driven leadership. Judy has an Ed.S. degree in Human Relations and a M.Ed. in Counseling and Psychological Services from Georgia State University, Atlanta, Georgia. She has received additional training in facilitation, mediation, dialogue, appreciative inquiry and Jungian psychology. She is certified in the Myers Briggs Type indicator and the EQI 2.0. (Emotional Intelligence). She is a Professional Certified Coaching, international Coaching Federation and has a certificate in Advanced Personal and Executive Coaching from the College of Executive Coaching.

---

# Leslie Anderson

Leslie Anderson Consulting, Inc.

10 Blackwood Road

Asheville NC 28804

Website:

Email: [leslieanderson@bellsouth.net](mailto:leslieanderson@bellsouth.net)

Phone: 828-252-4913

Alt. Phone: 828-273-1555

Paid Non-Profit Work (years):

25

Unpaid Non-Profit Work (years):

42

Consulting Experience (years):

23

Summary of your consulting practice and relevant experience:

For over 47 years, as a volunteer and public servant, and as a consultant for the past 24 years, Leslie sought to improve the future of North Carolina and beyond. Leslie's experiences relevant to nonprofit consulting are diverse: active advocate, civic incubator, recognized community leader, downtown developer, nonprofit manager, fundraiser, community organizer, founder of several organizations, facilitator, and chair and Board member of numerous local and state organizations. As a consultant she has assisted over 200 organizations. With Leslie's leadership of public/private partnerships over 10 years, downtown Asheville became an extraordinarily successful model of authentic, profitable, fun, and shrewd re-development of a blighted city center. Now a source of community pride and a tourist mecca, downtown Asheville is cited on many "best" lists and national rankings for its distinct personality, unique offerings, and remarkable turnaround.

From this breadth of involvement, Leslie gained knowledge, background, and seasoned, practical experience that prepared her to support, advise, and partner with nonprofits, grassroots organizations, and governmental units. This experience enables Leslie to understand and relate easily to community leaders, staff, volunteers, and Board members. According to feedback from past clients, our firm delivers the agreed upon scope of work and exceeds expectations. Perhaps most telling, our clients usually become our friends and repeat customers.

Leslie Anderson Consulting, Inc. provides organizational development and support to public, private, and nonprofit organizations engaged in all types of public service. Our organizational development consulting services include, and are not limited to: board development and governance, strategic planning, nonprofit management, executive coaching, program development, community and public relations, downtown redevelopment, community collaborative facilitation, crisis management, fund development, and child advocacy. We do this through group facilitation, training, research, technical assistance, in-house management, planning processes, executive coaching, and the benefit of applied real-world experiences. We assist clients – from large national organizations to small town initiatives – in building capacity to achieve their desired impact and to become excellent organizations in the process.

In addition to Leslie Anderson, our firm includes Stacy Anderson, administrative coordinator, and contracted associates. We retain specialized counsel and expertise as required by the customer. Since 1998, Leslie has had an adjunct faculty appointment at the University of North Carolina's School of Government. Areas of focus include civic engagement/civic education and community and economic development.

Every company has a particular style – its characteristic way of working with clients and addressing their needs. In our case, the style is innovative, collaborative, and solutions-oriented. Unlike some consultants, we do not offer pre-packaged solutions because there are no pre-packaged problems! Every organization has unique needs, circumstances, and opportunities. Therefore, we believe in a creative, customized, innovative approach to problem solving. We also believe that “consulting” should not be something someone “does” to you. Instead, it should be an engaging partnership and collaborative process – one that involves all stakeholders in defining the problems, generating options, and agreeing on and finding the solutions. Our clients are transformative change makers. LACI’s vision is that our clients grow in capacity, relevance, and change effectiveness and that they thrive by achieving their missions.

---

# Allison Jordan

RiverStone Rising

41 Ivywood Road

Weaverville, NC 28787

Website: [RiverStone Rising | Leadership Coaching in Asheville](#)

## RiverStone Rising | Leadership Coaching in Asheville

Local Certified Executive Coach who will Guide You, Your Company or Team to Corporate &#38; Community Success. • Start with a Free Consultation Today!

Email: [allison@allisonjordan.com](mailto:allison@allisonjordan.com)

Phone: 828-230-5237

Alt. Phone:

Paid Non-Profit Work (years):

23

Unpaid Non-Profit Work (years):

17

Consulting Experience (years):

6

Summary of your consulting practice and relevant experience:

Allison Jordan is a certified Coach, Executive Director Mentor and Trainer and helps leaders meet their goals, grow and do good. She has extensive experience leading organizations both as the Executive Director of Children First/Communities In Schools for 11 years and through her many volunteer Board of Director roles and through her many volunteer Board of Director roles including NC Child, Buncombe Partnership for Children, Asheville City Schools Board of Education, and the NC School Boards Association. Allison has received numerous community awards including UNC-Asheville's Francine Delaney Service to the Community Alumni Award in 2012; Kennon Roberson Award for Nonprofit Management Excellence in 2012 and the Leadership Asheville Community Trustee Award in 2013 and the Woman Up Woman Nonprofit Leader of the Year in 2017. Allison holds a Master's of Science in Community Leadership from Duquesne University, a Bachelor of Arts in Psychology from UNC-Asheville, a certificate from CoachU and is Dare to Lead Trained. Allison is also a registered yoga teacher and certified meditation teacher.

---

# Beth Trigg

Taproot Consulting

PO Box 82

Swannanoa NC 28778

Website: [TAPROOT CONSULTING](#)



Email: [beth.trigg@gmail.com](mailto:beth.trigg@gmail.com)

Phone: 828-776-1973

Alt. Phone:

Paid Non-Profit Work (years):

26

Unpaid Non-Profit Work (years):

20

Consulting Experience (years):

12

Summary of your consulting practice and relevant experience:

Beth Trigg supports nonprofit organizations with inclusive and participatory facilitation, strategy, and planning.

Services include:

Group facilitation

Community research (including needs assessments, listening projects)

Strategy development

Strategic planning

Fund development planning for financial sustainability

Design and facilitation of meetings, trainings, and retreats

Beth works in collaboration with a diverse team, using tools and approaches that encourage participation, build relationships, and build on the strengths, skills, and experience of the group. She is committed to equity and inclusion and invites all participants to bring their full selves into collective work. Beth's work with groups is grounded in the spiral model of popular education, using tools that help groups to make decisions together and valuing everyone's contributions. She draws on a lifetime of participation in social justice movements and community work, formal training in facilitation and coaching for transformation, and over 25 years of experience working in many roles within nonprofit organizations. As a consultant, she has worked with dozens of organizations locally and nationally since 2006.

---

# Kathleen D. Osta

Vital Clarity

90 Aurora Drive #2

Asheville NC 28805-6603

Website: [Home](#)

## Home

facilitation expert uses highly participatory processes, grounded and engaging services

Email: [kathleen@vitalclarity.com](mailto:kathleen@vitalclarity.com)

Phone: 828-254-0212

Alt. Phone: 828-231-5565

Paid Non-Profit Work (years):

15

Unpaid Non-Profit Work (years):

25

Consulting Experience (years):

28

Summary of your consulting practice and relevant experience:

Vital Clarity exists to serve as a reliable facilitation and training resource for people who work in groups, teams, organizations, and businesses.

President and founder, Kathleen Osta, brings decades of experience and facilitation mastery to her work with for-profit and nonprofit businesses. She values the crucial role that nonprofit organizations play in their communities and is committed to delivering customized services that support their successful development – as they define it. With the ability to tap into the wisdom of each group, she galvanizes the group's commitment to fulfilling the organization's or business' mission.

An early career in the nonprofit sector as a social worker, program director, fund raiser, public relations professional, and leadership team member equips her with practical experience in how businesses function. Whether your business has a long track record or is in its infancy, Kathleen's services bring a new level of cohesiveness to its direction and relationships.

Her approach to strategic planning results in an inspired vision of your future and a clear path to make it a reality – complete with a focus on priority issues and a follow-up schedule of progress meetings.

All of Vital Clarity's services are characterized by:

- High levels of participation
- Consensus outcomes that are owned by the group
- Follow through on focused actions

Kathleen surfaces the often latent alignment within groups that fuels the successful implementation of action plans.

Services and facilitator attributes you can count on are:

- Masterful facilitation skills in long- & short-term strategic planning
- Creative and time-efficient brainstorming experiences that result in true consensus
- Change management and facilitative leadership training

#### Participatory Strategic Planning

Starts with a three- to five-year vision of a desired future, coupled with a one-year calendar that is populated with specific, measurable projects that address organizational priorities.

In addition to having a comprehensive plan that guides day-to-day decision making and helps people stay "on the same page," components of the strategic plan document can be used for:

- board member recruitment efforts
- new employee orientation
- annual report narrative
- grant applications and funding reports
- certification applications

It is a living, breathing, relevant plan that capitalizes on areas of alignment and key priorities.

#### Change Management

Change is inevitable. Individuals and groups who have well-developed "change muscles" move through and make the most of changes as they occur. This three-hour module provides a cognitive understanding of the emotional experience that can reduce productivity and throw good plans off track.

By learning the natural cycle of change together, groups develop shared language and become better able to manage themselves through the unsettling aspects of change.

An optional action planning session may be added to make an immediate transfer of the group's heightened awareness to needed tangible outcomes.

#### Facilitation Training

A two-day course in three facilitation methods is available for groups wanting to build internal facilitation capacity. These time-tested approaches are designed to improve effectiveness of meetings by eliciting a more complete and shared understanding of any topic or issue.

---

Walker Wilson Consulting

31 Woodvale Ave

Asheville NC 28804

Website: <http://www.walkerwilson.com>



Email: greg@walkerwilson.com

Phone: 828-450-1400

Alt. Phone:

Paid Non-Profit Work (years):

15

Unpaid Non-Profit Work (years):

30

Consulting Experience (years):

12

Summary of your consulting practice and relevant experience:

Walker Wilson Consulting serves values-driven organizations. We utilize the best practices of the nonprofit world (mission, passion, and service) and the for-profit world (finance, analysis, and strategy) to benefit our clients. We prioritize equity and inclusion. Particular consulting services include strategic planning, sustainability planning, executive coaching, leadership transitions, leadership training, organizational assessment and development, business planning, financial analysis, merger/acquisition analysis, board best practices training, meeting facilitation, and interim leadership. All services can be offered in Spanish.

For example, we can:

Lead a participatory strategic planning process for board and staff to build ownership and unify focus

Facilitate retreats and meetings to maximize your team's scarce time

Conduct staff/board development sessions to increase your team's skills and productivity

Assess your organization's culture, finances, operations, programs, communications, governance, and/or human resources for greater community impact

Coach board and staff leaders through difficult decisions

Hold you accountable for achieving your personal leadership goals

Serve in interim leadership positions for organizations in transition

**ABOUT WALKER WILSON CONSULTING:**

Walker Wilson Consulting is a values-driven organization serving values-driven organizations. We utilize the best practices of both the nonprofit world (mission, passion, and service) and the for-profit world (finance, analysis, and strategy) to benefit our clients. Our commitment to Western NC is shaped through international experience. We prioritize equity and inclusion. All our services can be offered in Spanish.

Greg Walker Wilson, Principal of Walker Wilson Consulting, has consulted with nonprofit organizations, large corporations, government entities, and small businesses for more than 20 years on local, state, national, and international levels. He began his career as a management consultant with Accenture.

Greg learned first-hand the importance of prioritizing organizational development when he became CEO of the floundering Mountain BizWorks organization in 1998. Over the next 11 years, Greg led Bizworks to:

Pay off its debts and build net assets of nearly \$2 Million

Increase annual community impact by 700%

Recognition by Fast Company Magazine as a visionary and entrepreneurial social sector

organization

Develop a participatory entrepreneurial training curriculum that was licensed to other North

American nonprofits and the subject of a book chapter

A Nonprofit Sector Steward Award from the NC Center for Nonprofits, and

Give birth to Mountain Made, a for-profit retail subsidiary located in the Grove Arcade.

Today, Mountain Bizworks is a nationally recognized leader in the small business development field.

Greg has chaired numerous boards, including the national Association for Enterprise Opportunity, the Center for Participatory Change, and HandMade in America. He is Vice Chair and Executive Transition Chair of Democracy NC and Treasurer of La Milpa. He served as Treasurer and Strategic Planning Chair for the NC Center for Nonprofits and served as Communications Chair for Just Economics, and Secretary and Organizational Development Chair for Wildacres Leadership Initiative. He has written and presented extensively on boards, social enterprise, executive transitions, earned income, and coaching. For his commitment to empower women, Greg is the only man ever to receive the Asheville Chamber of Commerce's Athena Award. He has also received the Asheville NAACP's President's Award.

Greg has a BA from Bluffton University, a BS in Industrial Engineering from Case Western Reserve University, an MA in International Development from American University, a certificate in Non-Profit Management from Duke University, and a certificate in Advanced Personal and Executive Coaching from the College of Executive Coaching. Greg is a Professional Certified Coach with the International Coach Federation.

---

# **Elizabeth Holler Hunter, CFRE & Angela Kemper, CFRE**

HunterKemper Consulting

50 Panola St

Asheville NC 28801

Website: <http://www.hunter-kemper.com>

Email: [info@hunter-kemper.com](mailto:info@hunter-kemper.com)

Phone: 828-252-1475 (Angela)  
Alt. Phone: 828-279-0274 (Elizabeth)

Paid Non-Profit Work (years):

34

Unpaid Non-Profit Work (years):

34

Consulting Experience (years):

23

Summary of your consulting practice and relevant experience:

**Our Mission:** At HunterKemper Consulting, our mission is to help you make the greatest impact possible on the people and causes you serve. Principals Elizabeth Holler Hunter and Angela Kemper apply more than 60 years of combined fundraising experience, advanced education in communication and organization development, and advanced professional certification to meet the unique needs of your project, fundraising program, and organization. We have earned the professional designation of Certified Fundraising Executive (CFRE), which is held by approximately 7,200 professionals worldwide. We have successfully raised millions of dollars through annual funds, membership programs, feasibility studies, and capital campaigns.

**Our Strengths:**

**Solid Fundamentals.** Relationship-based fundraising is the foundation of long-term success. We have an in-depth, experiential knowledge of fundraising—both principles and practice—and its application to Annual Funds, Membership Programs, Planned Giving, and Capital and Endowment projects.

**Strategic Focus.** Strategic focus is essential to achieve annual objectives or to accomplish lengthy projects such as capital campaigns. You need a customized plan to maximize the resources available for the project. We will build it together, and then we will provide clear, concise project management that keeps the process moving yet remains attentive to the countless details.

**An Integrated Approach.** Every fundraising program or project exists in the context of a larger organization, community and industry. Strategic fundraising and communication must go hand in hand with strategic organization development. We work with you to analyze and better understand current systems and processes, build your organization's infrastructure, and plan for a sustainable future in the context of trends and best practices and innovation in the nonprofit sector.

**Application of Data.** With our strength in hard analytical tools, from software to database systems, we guide you in essential tracking of prospects and project components.

Through a comprehensive analysis of your data, we create a Donor Strategy Map that segments donors based upon their giving history and capacity, and provides clear strategies for effective acquisition, renewal, upgrades, and stewardship.

**Skilled Communication and Facilitation.** Effective communication is critical for success, whether it relates to articulating your vision or mobilizing staff and volunteers to advocate for your mission. It's your story, and we support you to tell it in the most compelling ways possible. Through group facilitation and training we help bring people together and empower them to fulfill their strategic roles.

Elizabeth Hunter, MA, CFRE, has a Master's degree in Human Resource Development/Organization Development from Western Carolina University and a B.A in journalism from the University of North Carolina at Chapel Hill. She is also a professional executive coach.

Angela Kemper, MA, CFRE, has a Master's degree in Communication Studies and her undergraduate degree from the University of North Carolina at Chapel Hill. She taught Strategic Communication for the MBA program at the Fuqua School of Business at Duke University for four years.