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2016- 2017 Change Leaders in Philanthropy Fellowship Participants



Amber Rudell

Project Manager, Strategic Development
Margaret A. Cargill Philanthropies

Participant Bio

Amber Rudell joined the Margaret A. Cargill Philanthropies in 2013 as Project Manager, Strategic Development. In this role, she leads a variety of projects in support of the organization's key strategic initiatives and operational priorities.

Prior to joining the Margaret A. Cargill Philanthropies, Amber was a consultant with the Bridgespan Group in San Francisco. In that role, she advised nonprofit organizations and foundations on strategic planning projects. Her clients included organizations within the fields of environmental conservation, youth development, global development and education. Prior to Bridgespan, Amber served as Director of Special Projects for Menlo School, where she led projects in the school's executive, business and development offices. Amber began her career with Goldman Sachs as a Financial Analyst in their High Technology investment banking group in Menlo Park, CA.

Amber received her Bachelor of Science in computer science from Stanford University. She is a member of the Phi Beta Kappa honor society.



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Belen Vargas

Vice President, Programs
Weingart Foundation

Participant Bio

Belen holds a juris doctor degree from the University of Southern California School of Law and received her bachelor's degree in communications from California State University, Los Angeles. Belen began her professional career in nonprofit legal services in Los Angeles County focused on advocacy and policy matters related to women's issues and school inclusion issues for children with disabilities. Immediately prior to joining the Foundation, Belen worked at Public Counsel on the Childcare Law Project, providing outreach and education for child care providers. Belen is a graduate of the Council on Foundations' Career Pathways leadership program and Harvard Business School Executive Education, High Potentials Leadership Program. She serves on the boards of directors of Southern California Grantmakers and The Durfee Foundation. In addition, she is a regular instructor with Southern California Grantmakers' "Fundamentals of Grantmaking" program. Belen joined Weingart Foundation in July 2000 as the Foundation's first Program Associate, responsible for formalizing and managing the Foundation's Small Grant Program. She was promoted to Program Officer in 2003, and Senior Program Officer in 2007. In 2008, Belen moved into a management role at the Foundation as Associate Vice President, Grant Operations, and then subsequently as Vice President, Grant Operations. In 2014, she assumed the role of Vice President, Programs, where she oversees the Foundation's grant strategy and planning, communications, and overall program assessment.



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Candy Solovjovs

Director of Programs/Executive Team Member
Meyer Memorial Trust

Participant Bio

Candy Solovjovs is Director of Programs and an executive team member at the Meyer Memorial Trust, one of the Pacific Northwest's largest private foundations, with assets of more than \$700 million and annual giving of over \$40 million.

Candy joined Meyer in 2007 and leads programmatic strategy to cultivate a flourishing and equitable Oregon. She oversees grantmaking, program related investments, special initiatives and partnerships, convening and other activities to further Meyer's priorities: equitable education, housing opportunities, a healthy environment and vibrant and inclusive communities. Under her leadership, Meyer's programs have increased support for operating funds, advocacy, systems change and innovations to make life in Oregon better for all of our residents. She is currently leading the redesign of Meyer's programs and spearheaded the recent refresh of Meyer's Affordable Housing Initiative.

For over 25 years, Candy has worked to further safety, self-determination and opportunity for Oregonians, serving in both the nonprofit and public sectors. Her path has included higher education administration where she focused on increasing access, persistence and completion among low-income and first generation college students, students of color, and low-wage and dislocated workers. During her tenure, she secured millions of dollars in federal and national foundation dollars to support and build college capacity and programs. She has served as executive director of a nonprofit driving systems change and response to child abuse and neglect, co-founded a statewide network of child abuse intervention centers and provided a variety of direct services to support children and families at-risk of, or experiencing, domestic violence and child abuse. She has also worked as a consultant and trainer to nonprofit and public organizations.

Candy holds a baccalaureate in human services from the University of Oregon and a master's degree in public administration from Lewis and Clark College.



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Chera Reid

Director of Strategic Learning, Research, and Evaluation
The Kresge Foundation

Participant Bio

Chera D. Reid serves as director of strategic learning, research and evaluation for The Kresge Foundation.

Before joining Kresge in 2013, Chera worked in program development at MDRC, a national nonpartisan education and social policy research organization that works to improve programs and policies affecting the poor. At MDRC, she co-authored a brief on college match for low-income students. Chera previously held leadership positions at New York Needs You and the Phillips Academy Institute for Recruitment of Teachers; both are programs that expand educational and career opportunities for low-income and students of color. Chera has taught at LaGuardia Community College and New York University.

Chera earned a bachelor's degree in English and African American Studies at the University of Virginia, as well as a master's degree and a Ph.D. in higher education from the University of Michigan and New York University, respectively. In 2011, she received the K. Patricia Cross Award for Future Leaders in Higher Education from the Association of American Colleges and Universities. Chera serves on the Postsecondary Access and Attainment steering committee at Grantmakers for Education.



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Danielle Breslin

Vice President

Blue Cross and Blue Shield of North Carolina Foundation

Participant Bio

As Vice President, Danielle leads the Foundation team in advancing the health and well-being of North Carolinians through outcomes-focused grants and signature programs. She works closely with the team and the Foundation board to develop strategies to improve medical and dental health outcomes for underserved populations and to increase physical activity and access to local, healthy food – all with a focus on strengthening the organizational capacity of nonprofits in North Carolina. In addition, she is responsible for overseeing all operational aspects of the Foundation including finances, data management, and policies and procedures.

Danielle joined the BCBSNC Foundation in June 2003, after spending seven years within the Health Care Services Division of BCBSNC. Danielle is a 2011 graduate of Leadership North Carolina, a Fellow of the Southeastern Council of Foundation's (SECF) Hull Leadership Program, and was selected as one of the Top 25 Women in Business by the Triangle Business Journal. She is currently a board member for the Girl Scouts NC Coastal Pines. Previously, she served as chair of the planning committee for the 2015 Learning Conference hosted by Grantmakers for Effective Organizations, and served on the board of directors for the North Carolina Network of Grantmakers, Farmer Foodshare, Southern Wake Montessori School, and on the SECF corporate committee. Danielle earned her undergraduate degree from the University of Virginia and completed her certificate in Nonprofit Management from Duke University.



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Debra Shime

Senior Vice President, Community Impact
United Way Toronto and York Region

Participant Bio

Debra Shime joined United Way in March 2012 and holds the position of Senior Vice President, Community Impact. As Senior Vice President, Debra works with the Community Impact Department to implement strategies and programs that relate to United Way's community priorities.

Before coming to United Way, Debra spent five years as Executive Director of University Settlement, a multi-service neighbourhood centre that has been operating in downtown Toronto for over 100 years. Prior to that, she spent over fifteen years in New York City working in a variety of positions across the social services sector. Before starting at University Settlement, Debra was the Senior Vice President of Criminal Justice and Community Based-Services for Safe Horizon, the largest crime victim assistance organization in the United States. At Safe Horizon, Debra oversaw criminal justice programs and community-based services and led the organization's response to the events of September 11. This response included financial assistance, case management and clinical services, job training, and community organizing to support those affected.



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Fatima Angeles

Vice President of Programs
The California Wellness Foundation

Participant Bio

Fatima Angeles is vice president of programs of The California Wellness Foundation (Cal Wellness). She is responsible for the day-to-day management of the grants program department, which includes oversight of the Foundation's current grantmaking, and working with the Board and staff on the strategic planning and implementation of the next grants program, set to launch October 1, 2014. She was appointed to her current position in July 2014, after serving as interim since August 2013.

Previously, she was director of evaluation and organizational learning, responsible for overseeing evaluation efforts aimed at analyzing and learning from the Foundation's grantmaking; developing and facilitating learning opportunities for the grants program staff; and developing and managing tools and resources for grantmaking.

She joined the Foundation in February 1998 as a program director, where she managed the Foundation's Children and Youth Community Health Initiative (CYCHI) and oversaw grantmaking for two issues: environmental health, and work and health.

Before joining Cal Wellness, she was a program associate at the Hasbro Children's Foundation in New York City and an advisory committee member for CYCHI. Angeles' other philanthropic experience includes work with The Commonwealth Fund and the corporate philanthropy program of Pfizer Inc. She also served as a senior research assistant for a one-year evaluation of the National/Regional Minority Organization initiative of the Centers for Disease Control and Prevention. Angeles has experience working with adolescents in San Francisco, serving as director of the South of Market Teen Center and project coordinator for Asian American Communities Against AIDS.

Angeles recently served as vice chair of the board of Grantmakers In Health and as secretary of the board of Northern California Grantmakers. Previously, she was on the funding board of the Northern California



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Environmental Grassroots Fund, which works to support and build the capacity of small, grassroots environmental groups. She also served as chair of the board of the Asian and Pacific Islander Health Forum and as a board member of the Asian & Pacific Islander Wellness Center and of Funders Concerned About AIDS.

She earned her master's degree in public health from Columbia University and her bachelor's degree in biology with a minor in Asian American Studies from the University of California, Berkeley.



Ify Mora

Director of Operations
Barr Foundation

Participant Bio

Ify Mora became Barr's director of operations in 2014, having previously served as chief of staff. She is responsible for ensuring the smooth day-to-day operations of the Foundation, working in close partnership with staff across the organization. Ify first came to Barr in 2009 as an Associated Grant Makers Diversity Fellow. Prior to that, she worked as the coordinator of the Jonathan M. Tisch College Citizenship and Public Service Scholars Program, a leadership development program for undergraduates at Tufts University.

Ify holds a master's degree in public policy from the Harvard Kennedy School and a Bachelor of Science in quantitative economics and Spanish from Tufts University. She sits on the boards of Welcoming America, the Tisch College of Citizenship and Public Service at Tufts University, and English for New Bostonians.



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John H. Estes

Vice President for Programs
Richmond Memorial Health Foundation

Participant Bio

John Estes is the Vice President for Programs with the Richmond Memorial Health Foundation (RMHF). He joined RMHF in 2008.

Prior to joining the RMHF, he served as Program Officer at the Harvest Foundation in Martinsville, VA working with local nonprofit organizations in the areas of health, education, arts/culture, community development and quality of life initiatives.

Mr. Estes has served for more than 15 years in various leadership roles with foundations and state governmental agencies in both North Carolina and Virginia. He also has worked as a hospital administrator and integrated health program administrator in both the non-profit and for-profit sectors.

Mr. Estes has served on many local organizational boards. He has served on the Southeastern Council of Foundations (SECF) Annual Meeting Committee (2008 & 2010), SECF EngAGEMENT Leadership Committee (2011-2012), SECF Advanced Leadership Institute Development Committee (2013-2014) and Grantmakers in Health Annual Conference Proposal Review Committee (2016).

Mr. Estes holds a Master of Health Administration degree from Duke University and a Bachelor of Business Administration degree from Emory University. He is a graduate of the Leadership Metro Richmond Program (2013), SECF Hull Leadership Program (2007), and SECF Advanced Leadership Institute (2014).



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John H. Kim

Vice President and Chief of Staff
Annie E. Casey Foundation

Participant Bio

John Kim is well suited to help Foundation President and CEO Patrick McCarthy balance programmatic and fiscal concerns, having worked in both capacities at the Foundation before becoming vice president and chief of staff. Kim joined Casey in 2002 as a program associate for what is now called the Child Welfare Strategy Group, where he worked with states and jurisdictions on strategies to reform their child welfare and juvenile justice systems and reduce the number of young people placed in institutional settings by public systems. In 2005, he was named the Foundation's director of grants management, where he oversaw the distribution of grant funds to more than 600 grantees annually and directed an overhaul of the organization's grant-making process.

“Having exposure to both the administrative and programmatic sides of the Foundation helps me to assist the president in moving the Foundation's agenda forward, because the internal infrastructure has to be strong for the programmatic side to work well,” Kim says.

Kim earned his law degree from the University of Baltimore while working at Casey and holds a B.A. in public policy from the University of Chicago and an M.A. in international affairs from Georgetown University. In 2010, he left the Foundation for two years to serve as director of strategic initiatives for the federal Corporation for National and Community Service in Washington, D.C. His experience inside the government gave him an appreciation for “the politics, multiple stakeholders and competing interests leaders must attend to in order to make anything happen.”

As chief of staff at Casey, Kim brokers the relationships and engagement with the Board of Trustees and its interaction with the Foundation's Senior Leadership Team to help the president and his staff stay focused on the Foundation's mission.

Growing up in a Korean-immigrant family that worked in retail in the southside of Chicago, Kim said he noticed at an early age that “there were vast disparities in the opportunities people had depending on where they grew up in the city.” Kim said working at Casey has taught him that “if you are actively engaged in



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finding the right solutions, have the right resources and point of view about what it takes to bring about change, you can actually improve lives.”



Karla Miller

Program Director
Northwest Area Foundation

Participant Bio

Karla Miller is Program Director at the Northwest Area Foundation. In this role she reports to the CEO and leads the Foundation's program department. She is responsible for management of the annual grantmaking budget, the grants and program-related investment portfolios, and the strategic learning and evaluation system. As a senior leader at the foundation, she is part of the executive team and the leadership team. Prior to joining the Foundation, she managed a microenterprise development program in rural Wisconsin and was managing director of a community development financial institution (CDFI) providing access to capital for cooperatively-owned businesses. She also worked for a regional banking corporation as a money market officer. She holds a Bachelor's degree in International Relations from the University of Minnesota and an MBA from the University of St. Thomas, St. Paul, MN.



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Kerry Medek

Director, Grants Management and Learning
GHR Foundation

Participant Bio

Kerry Medek coordinates the intersections between program and organizational impact. She works with leadership to ensure an effective support structure for the Foundation's evaluation and learning priorities, and oversees GHR's grants management operations.

Prior to her current role, Medek served as special assistant to the CEO, and program advisor for GHR's Children in Families Initiative, where she supported grantees through program development, implementation, evaluation and refinement. She has also served as advisor to GHR Foundation's partner Better Way Foundation. Before joining GHR, Medek was a governance coordinator at the Minnesota State Bar Association, where she managed communications for 21 district bar associations across the state. She also coordinated refugee programs for Catholic Charities of Tennessee, managing a multi-year program serving newly arrived refugees from Somalia, Sudan and Iraq, among others. Her experience includes community and corporate relations, volunteer recruitment, grant writing, program development and financial management.

Medek holds a bachelor's degree in chemistry from Austin Peay State University, Clarksville, Tenn.



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Kristy Klein Davis

Director of Learning and Effectiveness
Missouri Foundation for Health

Participant Bio

Kristy Klein Davis joined Missouri Foundation for Health in 2010 to launch the MoCAP program, became a program officer in 2011, deputy chief of staff in 2013 and director of learning and effectiveness in 2015. In her current role she is responsible for developing approaches to improve the overall effectiveness of the Foundation, ensuring that key performance benchmarks, measures and metrics are in place to assess the organization's outcomes. Previously she was associate director of education and outreach with the national office of the Alzheimer's Association. In that role, Davis managed national safety and quality residential care programs and provided technical program assistance to local Association chapters. In 2011, the St. Louis Business Journal recognized her as one of St. Louis' up and coming leaders through its "30 Under 30" Awards. She received her bachelor's degree from the University of Kansas and a master's of social work from Washington University in St. Louis.



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Lynda Frost

Director of Planning and Programs
Hogg Foundation for Mental Health
University of Texas at Austin

Participant Bio

Dr. Lynda Frost serves as the director of planning and programs at the Hogg Foundation for Mental Health, where she oversees major initiatives and grant programs, leads strategic and operational planning, and manages program staff. She joined the foundation as associate director in 2003.

Dr. Frost is an experienced administrator and attorney with legal expertise in human rights, juvenile justice, criminal law and mediation. She serves as an assistant vice president in the Division of Diversity and Community Engagement at The University of Texas at Austin and also holds appointments as a clinical associate professor in the College of Education and the LBJ School of Public Affairs. She previously taught law at the University of Iowa, the University of Richmond, the University of Virginia and American University in Cairo, Egypt.

Dr. Frost has a law degree and a doctorate in educational administration from the University of Iowa, a master's degree in international education from Lesley University, and a bachelor's degree in English and American Studies from Amherst College.



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Melanie Matthews

COO

Campion Advocacy Fund/Campion Foundation

Participant Bio

As COO, Melanie oversees all operations for the Campion Advocacy Fund and the Campion Foundation, and ensures that programs and activities are supported by the two organizations' infrastructure and operational plans. Melanie also leads the Capacity Building Program, working to strengthen Campion's grantees and the nonprofit sector in Washington state. Melanie is the Co-Chair of the Statewide Capacity Collaborative, a funders' collaborative working to strengthen and support the nonprofit sector in Washington state. For four years (three as Co-Chair), she has served on the board of the Grants Managers Network, a national organization working to advance effective grantmaking practices and ensure more philanthropic dollars are focused on mission-driven activities.

Melanie brings a strong blend of business skills and nonprofit leadership to her work, developed through her experience working in both the US and UK. Previously, Melanie was the Managing Director of the Empty Space Theatre in Seattle. She managed Kneehigh Theatre – one of the UK's top theatre companies – and helped transform Malvern Theatres in the UK through a multimillion-dollar redevelopment program. She earned an MBA at Colorado State University, and holds a BA (Hons) from Bristol University in the UK. In her free time, Melanie is likely to be found chatting with friends over cocktails and good food, listening to live music, seeing as much theatre as she can in Seattle, New York, her native London or wherever she happens to be traveling, curled up with a book, or picking blueberries in the garden with her toddler!



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Michelle Larkin

Associate Chief of Staff and Associate Vice President Program
Robert Wood Johnson Foundation

Participant Bio

Michelle A. Larkin, JD, MS, RN
Associate Chief of Staff and
Associate Vice President – Program

Michelle A. Larkin, JD, MS, RN, associate chief of staff and associate vice president – program, directs program and administrative activities of the Robert Wood Johnson Foundation. She helps shape the Foundation's strategies, policies and impact, building a culture of health for our nation where everyone has the opportunity to live healthier lives, no matter where they live or how much they make.

Before joining the Foundation, Larkin worked as an oncology nurse at the University of Maryland Medical System in Baltimore, where she experienced the opportunities, challenges, and rewards of bedside nursing. She left bedside nursing to focus on population health improvement through systems, law and policy change at the federal level. She has worked at the Office on Smoking and Health, Centers for Disease Control and Prevention (CDC) and the U.S. Senate Labor and Human Resources Committee, as well as the Office on Smoking and Health, CDC, in Washington, D.C.

Larkin received a JD from Seton Hall University School of Law, an MS in nursing/health policy from the University of Maryland, and a BSN from the University of Pennsylvania.



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Sandra E. Silva

Associate Director, Community Benefit
Kaiser Permanente

Participant Bio

Sandra E. Silva joined Kaiser Permanente in November 2014 as Associate Director for Community Benefit, a newly created role designed to provide leadership, strategic planning and organizational development expertise in support of the region's community benefit staff, goals and business imperatives. Prior to joining KP, Sandy was the principal consultant with The Charter Group, a strategy and management consulting practice assisting nonprofit leaders through organizational transitions. Sandy brings 28 years of leadership experience to her new role, specializing in change management.

Most recently, Sandy served as Vice President for Membership & Regional Mission Delivery for Girl Scouts of Greater Los Angeles (GSGLA) directing core programs, strategic planning and growth initiatives that helped build the inaugural council to nearly 70,000 members, \$12 million in program revenues and a top five national ranking. Sandy steered strategic operations for the GSGLA merger, including business planning for mission delivery, HR and IT. A career nonprofit executive, she developed nationally recognized faith based partnerships as a CEO with the American Red Cross and as a senior leader with the American Cancer Society spearheaded innovations in service delivery to low income cancer patients. Sandy began her career as a health educator working with underserved women and at risk girls in South Central and East Los Angeles. A founding board member of the Hispanic Women's Council, she has served in leadership roles on boards serving women and youth.

Sandy earned a master's degree in strategic leadership from Stephens College. She holds a bachelor of science degree in health science from California State University Long Beach, where she completed her graduate studies in health science, with a focus on nonprofit administration. She received her fundraising education from Indiana University's Center on Philanthropy, and has extensive experience as a successful grants manager, writer and evaluator. A certified trainer, Sandy specializes in team communication dynamics and work style temperament.



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Sarah Cotton Nelson

Chief Philanthropy Officer
Communities Foundation of Texas

Participant Bio

Sarah Cotton Nelson serves as Communities Foundation of Texas' Chief Philanthropy Officer. Prior to joining CFT, Ms. Nelson spent 12 years as a survey research methodologist with the RAND Corporation. Her other professional roles throughout her career inform her current work: managing a youth center for 10-18 year olds in inner city Los Angeles; directing grants and research for a women's foundation; and uncovering policy tweaks needed within El Salvador's legalization process to allow nonprofit organizations to register with the government following the end of that country's civil war. Ms. Nelson is deeply committed to creating a bridge leading from best practices identified in the research world to the hands of nonprofit practitioners who often face a scarcity of time to source and/or implement what is most effective in their fields of practice. Ms. Nelson earned her bachelor's degree in international development and Spanish from the University of California at Berkeley. She was a 2003 American Marshall Memorial Fellow in Transatlantic Relations and a 1997 graduate fellow at Pontificia Universidad Católica in Chile studying economics and public policy. Sarah's current life joys include: Will, age 10 and Abby, age 7; canoeing, albeit infrequently; and slowly but surely learning the flying trapeze at the age of 43.



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Theresa Gardella

Director of Strategic Development
Nexus Community Partners

Participant Bio

Theresa serves as Director of Strategic Development for Nexus Community Partners, a community building intermediary whose mission is to “build more engaged and powerful communities” throughout the Twin Cities region. As Director of Strategic Development, Theresa oversees the organization’s development, evaluation and communication activities, ensuring the organization advances its mission and remains relevant and responsive to its stakeholders. In addition, Theresa helped launch the Building the Field of Community Engagement initiative, a multi-year, cross-cultural collaborative designed to magnify and elevate the power of community engagement.

Prior to joining Nexus in 2008, Theresa was a consultant with nonprofit organizations and coalitions, working to strengthen their internal capacity and to more effectively accomplish their organization’s programs and goals. Theresa worked with a variety of clients including Blue Cross and Blue Shield of Minnesota, Leadership for a Changing World, the Open Society Institute, and the Centers for Disease Control and Prevention. She has a Master’s Degree in International Relations from American University in Washington, DC and a Bachelor’s Degree in History from the University of Connecticut.



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Change Leaders in Philanthropy Fellowship Program Facilitators and Staff

Our Facilitators



Jessica Bearman

Principal
Bearman Consulting

Facilitator Bio

Jessica Bearman works with foundations and other mission-based organizations, focusing on organization development, facilitation, and R&D to help them become more intentional, effective, and responsive to the communities that they serve. As a consultant and in her prior role as deputy director of New Ventures in Philanthropy, Jessica has written and spoken widely about new and established philanthropy. Her most recent Project Streamline publication: Practices That Matter, investigates the impact of grantmakers' application and reporting practices on nonprofits. She — or rather her alter-ego, "Dr. Streamline" — blogs regularly on funder practices and values. Prior to her work in philanthropy, Jessica spent nine years at the Chesapeake Bay Foundation, an environmental nonprofit. She has an undergraduate degree from Brown University and a Masters in Organization Development from American University/National Training Laboratory. Jessica loves living in Idaho with her husband and two wild boys.

Organization Profile

Bearman Consulting works with grantmakers and other philanthropy organizations who care about intentional and thoughtful practice. Jessica focuses on sensible grantmaking processes that build relationships and strengthen grantees, practices that are aligned with values, building and sharing knowledge and stories across organizations, and crating feedback loops that allow real-time learning and changes. Her approach is authentic, and her facilitation involves considerable preparation, international design and a dynamic presence. Groups can expect collaborative participatory work featuring thoughtful insight into the philanthropic sector.

Bearman Consulting's projects include individual, streamline consulting; promising practices for R&D that provides understanding of current philanthropic practices and identifies better approaches to grantmaking; building long-term learning communities; and a series of retreats and workshops.

Organization website: <http://www.bearmanconsulting.com/>



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Jennifer Martin

Founder and Principal
Community Change Group

Facilitator Bio

Jennifer is a leadership coach, facilitator and consultant working with teams and individuals to transform their organizations, communities and careers. Her professional experience spans more than 20 years across philanthropic, nonprofit and corporate sectors with senior roles in organization and leadership development, community philanthropy and public relations. Before launching *Community Change Group* full time, Jennifer was Vice President of Organizational Development at Seattle Foundation, one of the country's largest community foundations. In that role, she worked with the CEO and Leadership Team to launch and guide a significant organizational evolution to increase its impact in the community. She was also the founding Director of the Center for Community Partnerships at Seattle Foundation and co-designed and launched the Communities of Opportunity initiative – an innovative public-private partnership working to increase equity in King County. As an internal coach, Jennifer worked with emerging and high potential leaders and designed and facilitated leadership and team development trainings. Prior to working at Seattle Foundation, Jennifer led the redesign of leadership and youth programs at YWCA and began her career as a public relations consultant working with global and national corporate and nonprofit clients.

Jennifer teaches graduate courses on leading change at University of Washington and Seattle University, where she serves as adjunct faculty. She received a B.A. from Northwestern University and a Master of Public Administration from the Evans School at University of Washington. She is a certified coach, trained through Coaches Training Institute (CTI) and credentialed through the International Coaches Federation (ICF). She is also a certified trainer of Insights Discovery® and Change Style Indicator® and is a graduate of CTI's Leadership Program and Leadership Tomorrow, currently serving on its board of directors. Jennifer lives outside Seattle, Washington with her family.

Organization Profile

Community Change Group works with teams and leaders who want to create positive change in their organizations and communities. Core services include leadership coaching, organizational development consulting, team development trainings and facilitation. As the principal consultant and coach, Jennifer Martin provides consulting and coaching directly, as well as partners with a network of practitioners to provide tailored support for a range of clients. Clients include county and state government, family and community foundations, corporations and nonprofits.



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Organization website: <http://communitychange.com/>



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GEO Staff



Heather Peeler

Vice President of Member and Partner Engagement,
Grantmakers for Effective Organizations

Bio

Heather Peeler is vice president of member and partner engagement at Grantmakers for Effective Organizations. She leads GEO's efforts to engage and mobilize members in adopting grantmaking practices that make the biggest impact on nonprofit performance. Heather serves GEO's "networker in chief," deepening the organization's relationships with members, forming new partnerships, and helping members forge connections between peers. In this role, Heather regularly speaks for GEO at events and in the press about what steps grantmakers are taking to improve their effectiveness.

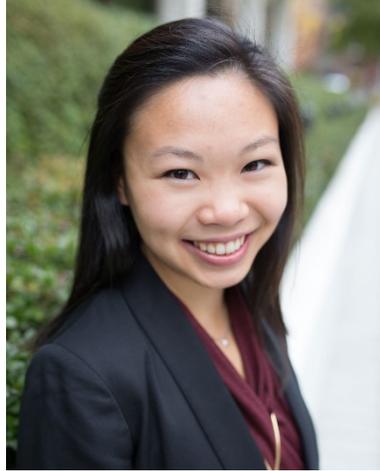
Heather is committed to supporting nonprofit effectiveness. Over the past 12 years, she has helped foundations, nonprofits and government agencies develop and implement strategies that have led to greater impact, performance and sustainability.

Most recently, Heather served as the Chief Strategy Officer at the Corporation for National and Community Service where she led the development of the agency's five-year strategic plan and oversaw grantee capacity building efforts and research and evaluation initiatives. Prior to that, she served as Managing Director of Community Wealth Ventures, helping non-profit and foundation clients develop sustainable strategies for social change. Additionally, Heather held leadership positions with nonprofits and for-profit companies. She served as the Executive Director of Small Press Distribution, a nonprofit located in Berkeley, California; Managing Editor for *Foundation News & Commentary* at the Council on Foundations; and co-founder of GenArt/SF, a nonprofit arts organization dedicated to increasing young people's participation in the visual arts.

Heather holds a bachelor's degree in architecture and art history from Wellesley College and a master's of business administration from UCLA Anderson School of Management. She serves on the board of Public Allies, DC, an organization that advances new leadership to strengthen communities, nonprofits and civic participation, and Fair Chance, an organization that builds the capacity of nonprofit organizations that improve the lives of children and youth living in Washington, D.C.'s most underserved communities.



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Stephanie Chan

Program Specialist
Grantmakers for Effective Organizations

Bio

Stephanie Chan is a program specialist at Grantmakers for Effective Organizations. She delivers GEO's content through speaking engagements and manages GEO's peer learning programming for foundation CEOs and senior leaders.

Prior to GEO, Stephanie worked at Georgetown Ministry Center, a homeless services nonprofit in Washington D.C., where she spent two years managing their day center for people experiencing homelessness and two years as communications director and grantwriter. In that position, Stephanie also educated the community about homelessness through speaking engagements and created a hypothermia outreach program.

Stephanie earned her master's of public administration with a concentration in nonprofit management from The George Washington University's Trachtenberg School of Public Policy and Public Administration. She holds a bachelor's degree in English from Trinity College.