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## SUMMARY OF QUALIFICATIONS

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- Highly respected consultant with over 25 years of experience working with nonprofits.
- Proven track-record helping organizations create effective strategic plans.
- Known for ability to synthesize complex information and enable groups with a wide variety of perspectives to find common ground and move forward.
- Ability to help organizations focus their work and increase their capacity to achieve their missions.
- Engaging and creative meeting facilitator able to lead multi-party participants to deliver results.
- Collaborative program evaluator and successful grant writer.
- Demonstrated ability to coach nonprofit organizations' senior staff and Board of Trustee members.
- Strong project-management skills with proven record of delivering on time and on budget.

## EXPERIENCE

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KIESCHNICK CONSULTING SERVICES, Dover, NH 1994 - Present

### ***Principal and Consultant***

*Provide facilitation, strategic planning, program evaluation, board development, grant writing, and leadership development consultation to nonprofits in New Hampshire and Maine.*

#### Strategic Planning

- Facilitated the design of a collaborative statewide initiative (SCENE) to increase the organizational capacity of New Hampshire's nonprofits.
- Facilitated strategic planning processes for over 30 organizations including: the Dover Adult Learning Center of Strafford County, the Women's Fund of New Hampshire, the Jordan Institute, and, Families First of the Greater Seacoast

#### Program Evaluation

- Facilitated focus groups, conducted client interviews, analyzed quantitative data, and prepared detailed written evaluations for three Even Start family literacy programs.
- Guided a variety of organizations through the process of articulating their "Theory of Change." Organizations included six workforce housing coalitions throughout the state that created a common Theory of Change.

#### Meeting and Retreat Facilitation

- Facilitated board retreats for large organizations such as Child and Family Services and small organizations such as the Community Wellness Coalition.

#### Board Development

- Provided board development education and coaching for a variety of organizations seeking to strengthen their board leadership.

#### Grant Writing & Review

- Facilitated preparation of multi-year successful federal grant to support healthcare for the homeless.
- Served as an external grant reviewer for the Endowment for Health.

### Project Development

- Designed and implemented an innovative school-based dating violence prevention project.

UNIVERSITY OF NEW HAMPSHIRE, Durham, NH 1987 - 1988

#### ***AIDS Education Coordinator and Social Work Instructor***

*Implemented a university-wide AIDS prevention and education project for a community of over 10,000 students. .*

- Designed and conducted education programs and AIDS Awareness Week.
- Worked with local media and mobilized active involvement of broad cross-section of the university community in AIDS prevention education.
- Taught senior social work seminar and provided supervision for student practicum requirements.

DEPARTMENT OF PUBLIC HEALTH, Chicago, IL 1983 - 1985

#### ***Family Therapist***

*Integrated social services within existing health care system.*

- Provided counseling and support for pregnant and parenting teens in the northwest and southeast suburbs of Chicago.
- As the first social worker hired by the Department for these suburbs, integrated social work services for the first time with services provided by public-health nurses.

PACT INC., Michigan City, IN 1979 - 1981

#### ***Program Director***

*Oversaw operations for a residential facility for adult male ex-offenders.*

- Supervised and coordinated services for ex-offenders and pre-release inmates from state and federal prisons.
- Supervised staff, prepared for national accreditation, and conducted numerous speaking engagements and media interviews on behalf of the organization.

VICTIMS/WITNESSES ASSISTANCE PROGRAM, Michigan City, IN 1978 - 1979

#### ***Program Coordinator***

*Planned and implemented programs for organization to support victims and witnesses of crime.*

- Provided crisis intervention and group therapy for victims of crime.
- Supervised staff and interns and conducted community outreach and education.
- Designed and conducted training for police and prepared new hospital and police procedures.

## **EDUCATION**

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UNIVERSITY OF ILLINOIS, Master of Social Work, Jane Addams College of Social Work, Chicago, Illinois 1982.

VALPARAISO UNIVERSITY, Bachelor of Social Work with minors in Spanish and Urban Studies Valparaiso, Indiana 1978. Graduated with High Distinction.

## **PUBLICATIONS AND ADDITIONAL INFORMATION**

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- Co-authored a comprehensive guide to best practices for non-profits.
- Co-authored a dating violence prevention curriculum for high school students.
- Additional information including client list and testimonials available at [www.kieschnickconsulting.com](http://www.kieschnickconsulting.com).