

# Consultants

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Impact Alamance has identified the following consultants that can assist area nonprofits with capacity building.

- [Leading and Governing Associates](#)
  - [Next Stage Consulting](#)
  - [Roots to Canopy Consulting](#)
  - [Nonprofit Evaluation Support Program at the University of NC at Greensboro \(UNCG\)](#)
  - [Kakati Consulting Group LLC](#)
  - [Noa Roen Coaching](#)
  - [Seeds of Change Consulting](#)
  - [The INS Group](#)
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## *Roots to Canopy Consulting*

**Services:** Evaluation Technical Assistance

**Experience:**

Roots to Canopy works with organizations of all sizes and experience levels to develop their outcomes and plan and implement their evaluations. Skills that grantees can take advantage of include:

- **Plan facilitation:** Engaging the organization's team effectively and efficiently so the strongest outcomes and evaluation plan are developed.
- **Evaluation approaches:** Sharing a host of approaches and methods for carrying out an evaluation that is practical, valuable and credible.
- **Capacity building:** Strengthening the team's capacity in key evaluation areas through engaging, relevant learning so that evaluation planning and implementation are effective.
- **Mission and people focus:** Committing to help an organization fulfill its mission and achieve its outcomes and appreciating the people who fuel this mission – both the organization's staff and the communities it serves.

Roots to Canopy works in a very similar capacity with grantees of a Wake County youth-focused foundation, the John Rex Endowment. Roots to Canopy supports those grantees in developing or refining their program's outcomes and in developing an evaluation plan that is right-sized and will yield them valuable insights and results. The consultancy can also conduct evaluations for and with nonprofits, providing ongoing opportunities to innovate and grapple with the realities of effectively integrating evaluation into the work of an organization.

Over the years, Roots to Canopy has consulted with many organizations, including nonprofit agencies, collectives, labor unions, foundations, government agencies and multilateral institutions. Much of this work has been with youth-serving organizations focusing on evaluation. Roots and Canopy's principal co-founded a youth training and leadership organization, the Young Women's Project. The principal also taught on public health education faculty at the University of North Carolina at Greensboro and designed and taught courses in community assessment, program planning, program evaluation and quantitative data interpretation.

Roots to Canopy has consulted with nonprofits for 15 years. Prior to that, its founder was a nonprofit staff member for about 10 years.

**Contact information:**

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Roots to Canopy Consulting  
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*Nonprofit Evaluation Support Program at the University of NC at Greensboro (UNCG)*

**Services:** Evaluation Technical Assistance, Organizational Assessments

**Experience:**

NESP has experience in several areas, including:

- Education reform and interventions
- Career and college readiness
- Dropout prevention
- Student motivation and engagement
- Technology
- Parent involvement
- Community health initiatives
- HIV/AIDS education
- Homelessness

- Foster care
- Early childhood
- Literacy
- After-school programming
- Older adults and the arts

The program has assisted nonprofit and other community-based organizations with:

- Planning needs assessment processes (instrument development, sampling, data analyses);
- Searching for or developing instruments to evaluate implementation or impact of a program or service;
- Framing evaluation questions and picking the best methodology for the questions;
- Plans for collecting and analyzing quantitative and qualitative data;
- Improving databases to enable better reporting;
- Thinking about cost/benefit analyses for approaches under consideration;
- Building your internal capacity to evaluate your impact in the community; and
- Providing feedback on evaluation components of grant proposals.

Some of the NESP's related engagements include:

- Logic model and evaluation plan for Barnabas Network
- Data audit for Music Academy of NC
- Data entry, data analysis, and feedback on instrument development for Backpack Beginnings
- Instrument development for Aging, Disability, and Transit Services
- Evaluation plan for Central Carolina Health Network
- Evaluations for National Center for Homeless Education, Jobs for the Future, North Carolina New Schools, North Carolina Department of Public Instruction, South Carolina Department of Education and Alabama Department of Education

NESP staff has more than 60 years combined experience in conducting program evaluations.

**Contact information:**

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[nesp.uncg.edu](http://nesp.uncg.edu)

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## *Leading and Governing Associates*

**Services:** Evaluation Technical Assistance, Organizational Assessments, Capacity Building Strategic Plans

**Experience:**

Leading and Governing Associates has expertise in a number of areas, including:

- Organizational assessment and development
- Assessing organizational capacity
- Capacity building and technical assistance
- Board governance with nonprofit and elected boards, including strategic planning and navigation, fund development and diversification, community engagement and visioning, core values discernment, strategic thinking and communications, community visioning, public values framework, project evaluation, continuous improvement processes, quality assurance practices, outcome informed and evidence-based practices, leadership development and coaching.
- Board development
- Board/executive director relationships
- Succession planning

Leading and Governing Associates has worked with a number of North Carolina organizations, including:

- Local North Carolina Smart Start Partnerships
- Alamance County Children's Executive Oversight Committee
- North Carolina Partnership for Children
- Alamance Burlington Board of Education
- Durham Department of Social Services
- Duke Durham Neighborhood Partnership
- Orange County Schools Strategic Planning
- Alamance County Chamber of Commerce and Alamance-Burlington School System
- First Presbyterian and Westminster Presbyterian Churches; Durham, NC
- Interfaith Council for Social Services
- Beaird Family Foundation Grantees

The group has more than 25 years experience working with nonprofit and public purpose organizations at the local, state and federal levels.

**Contact information:**

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## *Next Stage Consulting*

**Services:** Grant Writing Assistance, Fundraising Counsel, Strategic Planning, Board Development and Staff Development

**Contact information:**

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Next Stage Consulting, LLC  
Strategy and Implementation for Nonprofits  
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<http://www.nextstage-consulting.com/>

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## *Kakati Consulting Group LLC*

**Services:** Fund Development, Change Management, Evaluation and Strategic Planning

**Contact information:**

Phone: 402-310-8162

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LinkedIn: [@katngaruiya](#)

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## *Noa Roen Coaching*

**Services:** Leadership coaching, team development, and facilitation of board retreats

**Contact Information:**

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<https://www.linkedin.com/in/noarcoach/>

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## *Seeds of Change Consulting*

**Services:** Race Equity Training & Coaching, Strategic Planning, Meeting Facilitation, Food System evaluation & strategy.

**Experience:** Seeds of Change Consulting possesses a demonstrated record of collaborating with rural communities and both faith-based and secular organizations to address race equity and food justice issues. Building on our substantial experience in leadership, management, and administrative roles with for-profit and nonprofit organizations our consulting focuses on the food system, strategies for supporting the growth of farmers of color, organizational and leadership development, research, evaluation, feasibility studies, facilitation, strategic intentions and a range of services to individuals and organizations seeking to deepen and apply a racial equity analysis to their work and missions.

Seeds of Change Consulting has worked with a number of organizations across the country, the State of North Carolina and locally in Alamance County, including:

- Alamance County Chamber of Commerce
- United Way of Alamance County
- Alamance Burlington Board of Education
- Alamance Achieves
- Little Pink Houses of Hope

- First Presbyterian Church, Burlington NC
- Blue Cross Blue Shield NC Foundation
- Triangle Land Conservancy
- Southern Energy Management
- Community Empowerment Fund
- Toxic Free, NC
- BioSystem Engineering
- Growing Local South Carolina
- Massachusetts Food System Collaborative

LaShauna has been a faith leader and community organizer for over 10 years. She has worked in the for-profit and non-profit sectors for over 20 years.

**Contact information:**

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## *The INS Group*

**Services:**

The INS Group provides the following organizational development and capacity building services:

- Strategic planning
  - Strategic fund development planning
  - Organizational assessments
  - Board development
  - Board training on fundraising
  - Grant research and grant writing
- Executive coaching
- Succession planning
- Resource development audits
- Creation of resource development materials
- Grant writing and fundraising workshops
- Project management
- Community organizing (facilitation, focus groups, public forums)

**Experience:**

The INS Group is a seasoned consulting firm based in Raleigh, North Carolina that helps nonprofits and government agencies create innovative solutions to build their capacity, sustain programs and services, and plan for the future. We accomplish this by assessing, designing and implementing organizational development strategies that focus on improving effectiveness and enhancing the organization's sustainability. Since 1999, we have worked with more than 175 agencies and organizations nationwide to provide high-quality consulting, strategy, and training services.

Contact Information:

Ruth Peebles, President

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