

Adirondack Region Nonprofit Resources

In the Adirondack Region, several organizations provide funding and capacity-building resources to strengthen nonprofits and community-based groups. By collaborating and aligning areas of support, these organizations help ensure organizations have access to resources that foster growth. Check out their resources below and the pages following for a list of consultants and other nonprofit resources.

Adirondack Community Foundation

Serving organizations in the Adirondack Park and all of Clinton and Franklin County. Adirondack Foundation provides:

- Trainings and workshops
- Short-term advice and troubleshooting
- Adirondack Nonprofit Network (listserve, leadership retreats, convenings, etc.)
- Convening and partnership support in priority areas (i.e. Social Safety Net convenings with HHHN Rugge Center)
- Impact evaluation support
- Funding opportunities

Learn More at:

<https://adirondackfoundation.org/community-impact/nonprofit-resources>

United Way of the Adirondack Region

Serving organizations in Clinton, Essex, and Franklin Counties. The United Way provides:

- Trainings and workshops
- Short-term advice and troubleshooting
- Experts on call
- Board development, leadership coaching, and strategic planning
- Organizational assessment tool
- Funding opportunities

Learn More at: <https://www.unitedwayadk.org/>

Cloudsplitter Foundation

Serving organizations in the Greater Adirondack Region. Cloudsplitter Foundation provides:

- Intensive grants advisor program
- Funding opportunities for programs, operating costs, capacity building, and more.

Learn More at: <https://www.cloudsplitter.org/>

The John Rugge Center for Community Impact at Hudson Headwaters Health Network

Serving organizations in the Adirondack Region. The Rugge Center provides:

- Support for “upstream” determinants of health
- Hosting and organizing
- Convening and partnership support in priority areas (i.e. Social Safety Net convenings with Adirondack Foundation)
- Funding in partnership with Adirondack Foundation Generous Acts grants

Learn More at:

<https://www.hhhn.org/about/the-john-rugge-center-for-community-impact/>

**Consultants and Other Recommendations by
Adirondack Nonprofit Network (ANN) Members**

Momentum Consulting Elise Annes & Emily Boedecker Strategic planning, organizational capacity building, and governance/board development	https://www.momentumvt.com/ Montpelier, VT	
Andy Robinson Workshops, webinars, meetings and retreat facilitation	https://andyrobinsononline.com/ 802-479-7365 Plainfield, VT	We've worked with Andy many times for retreats and workshops with our board and team and for facilitating meetings with diverse groups of nonprofits with ANN or Safety Net organizations. Andy is highly skilled at guiding conversation, reflection, and planning with groups, engaging every participant. - Jen Russell, Adirondack Community Foundation
ROW Consulting Richard Walker Capital campaign management	https://www.rowalkercompany.com/ dwalker@oai-usa.com Phone (NY): (212) 424-1910 x2	Our board is making a transition to fundraising for the first time. Richard Walker is doing an amazing job of "meeting us where we are," bringing both concrete steps and long-term plans to our board. They are quickly overcoming their fear of fundraising and are feeling confident and positive about the process! - Laurie House, Elizabethtown Social Center Lakeside School at Black Kettle Farm has had the privilege of working with Richard Walker over the past year and a half, and his guidance has been invaluable to our organization. Richard brings a deep knowledge of nonprofit leadership and fundraising, while also meeting people and organizations where they are with patience, clarity, and respect. His board training and consulting around our future capital campaign have been instrumental in strengthening our leadership and

		helping us prepare for the next phase of growth. - Eli Goff, Lakeside School
BiBYRD Consulting Brian Byrd Strategic planning, organizational effectiveness, fundraising, retreat/meeting facilitation, program evaluation, landscape analysis, and A.I. utilization	brian@bibyrd.com 929-996-3173 (m) www.bibyrd.com	
Apter & O'Connor Associates Cynthia O'Connor Needs assessment, program evaluation, research, theory of change	http://www.apteroconnor.com/ cynthia@apteroconnor.com 315-427-5747 Manlius, NY	
Emily Nobel Maxwell Nobel Cause Consulting Strategic Planning, Partnership/Coalition Building, Facilitation, Change Management, Program Development	https://nobelcauseconsulting.com/ emily@nobelcauseconsulting.com 347.454.1477	Nobel Cause brought clarity, depth, accountability, inclusion, and thoughtfulness to our Strategic Planning process. Emily's expertise and insights are unparalleled, and she is wonderful to work with, in every way. —Tally Blumberg, Executive Vice President & Chief Program Officer, Open Space Institute
Compass North Consulting LLC Erica Olmstead Strategic planning, strategic partnerships, collective impact and coalitions, community engagement	www.consultcompassnorth.com erica@consultcompassnorth.com	United Way of the Adirondack Region hired Erica to facilitate two workshops in 2024, which were an early success for our new Nonprofit Resource Center. Erica was well received by participants due to her depth of knowledge and ease of delivering content. She has a rich background in nonprofit work that she shares with others. We have also received her guidance on collecting and reporting data as part of the Social Safety Net Grant we received from the Adirondack Community Foundation. - Bryan Hartman, UWA Erica worked with AdkAction to facilitate part of our 2025 strategic plan redesign, organizational planning retreat, and unique staff work session. Erica comes from this line of work, and was fantastic stepping into my team's shoes to help co-lead, facilitate, and design

		a new way of making our mission real in our everyday work. - Sawyer Bailey, AdkAction
Beth Massiano Organizational Development	beth.massiano@me.com 315-569-1619	
Jen Hayslett Strategic planning, capital campaigns, fundraising. leadership and professional development coaching	http://www.jennhayslett.com/ jenhayslettcoaching@gmail.com Based in VT	
The Solstice Group Paula Peter Fundraising Strategy	https://west-windconsulting.com Ithaca, NY	
Gade Associates Campaign planning, major gifts, development staff coaching	https://www.gadeassociates.com/ Burlington, VT	
Jeff Grimshaw, JGC, LLC Nonprofit, Government and Business Consulting	www.jeffreygrimshaw.com Jeffrey.M.Grimshaw@gmail.com (315) 591-5515 Peekskill, NY	
Constellation Advancement Mike Stein Fundraising, gift planning and capital campaigns.	https://constellationadvancement.com/ michael@constellationadvancement.com	
ADK Advisory Rachel Arkus Organizational design, process improvement, change management, strategic planning, systems design and management, fundraising and aligning processes with funding.	rachel@adkadvisory.com (646) 338-8894 Peru, NY	Rachel is a true professional and a pleasure to work with. She operates with integrity, skill and tact, bringing a wealth of experience to bear on problem-solving for our start up organization. No matter the operational challenge, Rachel will figure it out, engage the right people to design the right fix, and communicate clearly and compellingly from start to finish. I cannot recommend her highly enough. - Tom Owens, Center for Oil and Gas Organizing

Karen Strong Strong Outcomes, LLC Helps groups that conserve land, wildlife, and water plan for the future, work together better, and listen to their community. Strategic planning, conservation planning, community engagement, organizational development, and facilitation.	https://www.strongoutcomes.com/ Albany, NY 518.227.0124	Karen Strong coordinated Adirondack Architectural Heritage (AARCH)'s strategic plan from the pre-planning stage through completion of the written plan. Through conversations, surveys, and interviews, Karen digested and interpreted feedback from internal and external partners, guided our staff and board retreat, and wove together the input to create a forward-facing strategic plan underscoring our core mission, vision, and values. - Erin Tobin, Adirondack Architectural Heritage
Brittany Campese Vision Driven Consulting Consulting, facilitation, and training for community organizers	https://www.visiondrivenconsulting.com/ Ithaca, NY	
Aria Camione-Lind Aria Strategies Board development, fundraising, organizational development	https://ariastrategiesllc.com/ Aria@ariastrategiesllc.com Rochester, NY	
Stephanie Lahar Facilitate meetings and planning processes, public conversations, and learning events	https://stephanielahar.com/ Montpelier, VT	
Allison Mindel and Cathie Pelchat Mindel Pelchat Associates Strategic planning, leadership development, building effective teams, capacity-building and resource matching	https://www.mindelpelchat.com/ Montpelier, VT	
Lynne Webster Fundraising and donor relations	http://www.donorrelationsguru.com/about	

Susan Weinrich Trellised Solutions, LLC Strategic planning, board assessment and training, succession planning, staff development and team building	www.trellisedsolutions.com 518.669.8948 susan@trellisedsolutions.com Saratoga Springs, NY	Susan is an extremely seasoned non-profit professional, who takes the time to learn all about your organization and understand exactly what it is your board, staff, or organization needs to excel. She was crucial in helping our non-profit transition from a working board to a governing body as our organization continued to grow and mature in that capacity. Susan's ability to read a room, engage board members, and take a deep dive into what makes our organization unique helped us create a strategic plan that has been easy to follow and attainable. She should be your go-to for all things board/staff development and strategic planning, I can't recommend her enough. - Kayla Carlozzi, North Country Ministry
Ann Ruzow Holland Planning, research, organizational coaching, grants, program evaluation, stakeholder engagement; Fellow with the American Planning Association Certified Planners (FAICP)	www.grantplanact.com 518-569-7115 aholland@grantplanact.com Willsboro, NY	Ann is assisting our non-profit in rewriting our bylaws, Policy and Procedure manual, and our internal fiscal documents. She is communicative, knowledgeable and I would recommend her services. - Amanda Haley-Beaudette, ETC Housing Corp.
Social Impact Compass Shoshana Grossman-Crist Fundraising strategy, capacity building, and thought partnership. In-person and online group fundraising training.	https://www.socialimpactcompass.com/ Vermont	The BEST development webinar I've attended because it was direct (no fluff) and full of practical, actionable, ready to apply tips and tools." - Common Good Vermont webinar participant
Brahva Brooke Hoyt offers email and file management support	https://www.hellobrahva.com/ Vermont	
Red Pine Consulting	https://www.redpineconsulting.net/	

Phoebe Townsend Human Resources consulting services	(802)310-8914 phoebe@redpineconsulting.net Keene, NY	
Martha Spear Consulting Martha Pritchard Spear, MBA / MWBE Nonprofit management, organizational change, leadership development, fundraising, strategic planning	https://MarthaSpear.com 518-946-7851 MarthaSpear@gmail.com Lake Placid, NY	
Above the Tree Line Consulting Christine Wais Comprehensive fundraising advising spanning assessment, strategy, board alignment, donor pipeline and major gift cultivation, messaging, and capacity building. Integrated fundraising systems, training, and execution support including CRM/data integrity, KPIs, workflow design, policy development, and high-impact events with strong donor engagement and revenue optimization.	Saranac Lake 212-729-1124, cnw3@cornell.edu	From the tedious task of evaluating and converting our vast and unwieldy donor list from excel spreadsheets to a professional donor database, to building and nurturing relationships with our donors, Chrissie and her team have been an integral part of Pendragon's successful Next Stage for Downtown Saranac Lake campaign. We couldn't have done it without her. - Melinda Little, Board Chair, Pendragon Theatre Over my decades-long career in higher education, I have worked with some of the best strategic planners and fundraisers at some of the top universities in the world. No one has been better than Chrissie Wais. If you are looking for a bright, highly motivated, detail orientated professional to help you design and execute a plan that will get you what you want in terms of tangible results, I can't think of a better person. She is a superstar. - Sam Nelson, Cornell University
JAS Creatives LLC Janelle A. Schwartz, PhD, Principal JAS provides ongoing services of organizational strategy and design, grants management and writing, general writing, editing, book project	https://www.jascreatives.org/	Janelle combines strategic insight and exceptional writing to strengthen our work across grants, fundraising, education, marketing, communications, and outreach, bringing our mission to life in ways that truly connect. - Jerry Huntley, OurStoryBridge Inc.

development. With nearly three decades of experience in program design, editing, and fundraising for the arts and humanities, and over 20 years as a professor and interdisciplinary scholar, Janelle specializes in place-based collaborations that build community and enact creative, equitable change.		
F & C Consulting George Connelly Strategic social media and digital marketing advice, including policy and procedure development, branding, collateral development, email marketing campaign strategy and logistics. Additionally offering fundraising/development support, including database and CRM management, mid-range and sustaining donor communications and engagement, data analytics and metrics, acknowledgement processing.	Saranac Lake 301-481-5523, george.m.connelly@gmail.com	
Structural Integrity Sage Ruth and Dave Dore We help organizations strengthen their capacity, improve sustainability, and run more effectively, so their teams can focus on the work that matters most. Our core areas: finance and accounting (including grant tracking), internal alignment and communication, data systems and technology, and staff engagement. We also support determining the right staffing/vendor support for finance and operations needs.	Vermont (802) 349-9672 structural-integrity.org	
Thorne Strategic Lila Thorne Fundraising, capital campaigns, impact investing, major gifts, crowdfunding,	www.thornestrategic.com 603-933-2159 lila@thornestrategic.com Based in Vermont	Working with Lila has helped the board and staff feel much more confident and intentional in how we approach major donor fundraising. She brings practical guidance, a thoughtful perspective, and a genuine understanding of how strong donor relationships are built. - Glenn Glover, Barkeater Trails Alliance

Other Nonprofit Resources

New York Council of Nonprofits (NYCON)

NYCON develops and promotes an effective and vibrant charitable nonprofit community throughout New York State. They strengthen organizational capacity, act as an advocate and unifying voice, help to inform philanthropic giving, and conduct research and planning to demonstrate relevance and impact.

272 Broadway, Albany NY 12204

1-800-515-5012

<http://nycon.org/>

National Council of Nonprofits

The National Council of Nonprofits is the largest network of nonprofits in North America. We champion, inform, and connect organizations across the country to score big wins for nonprofits and the communities they serve.

1001 G Street NW, Suite 700 East

Washington, DC 20001

[National Council of Nonprofits](#)

Nonprofit Works

<http://www.nonprofitworks.com/training-and-workshops/>

Marketing Resources

Taproot connects nonprofits and small businesses with skilled volunteers to help organizations tackle complex challenges and amplify their impact. We partner with individual volunteers and build corporate programs that engage professionals with expertise in marketing, human resources, technology, strategy, and more.

82 Nassau St., Suite 62288

New York, NY 10038

Phone: 212.257.7660

[Taproot Foundation](#)

Legal Resources

Pro Bono Partnership is a nonprofit that gives free business & transactional legal help to other nonprofits in New York, New Jersey, and Connecticut. They work by matching nonprofits to volunteer attorneys from law firms or companies, plus they provide staff support, training, a legal helpline, and educational resources (workshops/webinars) to strengthen nonprofits' capacity.

Judy Siegel, jsiegel@probonopartner.org

<https://probonopartner.org/>

Nonprofit New York

An umbrella organization for NYC area nonprofits - but some services are available to organizations beyond the five boroughs. E.g. they offer a lot of trainings and if you join, they offer access to a group-purchased retirement plan. <https://www.nonprofitnewyork.org/>