



<b>Financial Management</b>	<ul style="list-style-type: none"><li>• <u>Cost Benefit Analysis</u>: Determines the costs and benefits of a strategic decision such as opening a new site, hiring a new staff member, or pursuing a new major fundraising strategy.</li><li>• <u>External Scan</u>: Analyzes the marketplace for a new market or service and provides your organization with strategic recommendations on the opportunities and drawbacks of the venture.</li><li>• <u>Financial Modeling</u>: Provides a model that defines the true cost of running an existing program or launching a new service, helping your organization make future decisions on pricing, cost, and scale.</li></ul>
<b>Human Resources</b>	<ul style="list-style-type: none"><li>• <u>Benefits and Compensation Review</u>: Provides research on average salaries and benefits offered by similar nonprofits and concludes with a presentation of findings to nonprofit executives.</li><li>• <u>Performance Review Development</u>: Defines an annual goal-setting and performance review process for your employees and provides tools and training to implement the new review process.</li><li>• <u>Personnel Policy Development</u>: Generates an employee handbook for your organization with detailed documentation about personnel policies.</li><li>• <u>Recruiting and Hiring Process Development</u>: Defines job descriptions, hiring processes, interview questions your can use when hiring a new employee.</li></ul>
<b>Operations</b>	<ul style="list-style-type: none"><li>• <u>Information Mapping</u>: Diagrams and documents methods for tracking and managing information across departments, programs, or sites, increasing efficiency of information.</li><li>• <u>Program Delivery Optimization</u>: Analyzes ways to generate greater efficiency across multiple programs and services by creating and documenting a process map.</li></ul>
<b>Marketing</b>	<ul style="list-style-type: none"><li>• <u>Brand Attributes Guide</u>: Defines and documents your organization's brand attributes such as target audiences, audience characteristics and attributes, and communications tone.</li><li>• <u>Collateral Development</u>: Revamps marketing collateral to create a visually appealing and consistent message. Examples of such projects include: brochures, annual reports, e-newsletters, or a website. <i>*Please note: Collateral development projects may require your organization to have marketing messaging in place. If your organization does not currently have this, please let us know and we can discuss how to proceed.</i></li><li>• <u>Collateral Assessment</u>: Analyzes existing collateral for consistency of look and feel and provides your organization with recommendations to create greater visual appeal and cohesion across all materials.</li><li>• <u>Market Research</u>: Conducts research on similar organizations, and/or conducts interviews to help your organization refine its positioning in the marketplace.</li></ul>
<b>Technology</b>	<ul style="list-style-type: none"><li>• <u>Database Development</u>: Generates a database that manages program participants, improves fundraising efficiency, or generates statistics for funders.</li><li>• <u>Website Development</u>: Adds new functionality to an existing website, or creates a brand new site that helps your organization engage its key constituents more effectively.</li><li>• <u>Networking and Security Implementation</u>: Develops a network that protects files against intruders, connects multiple offices to the same central file system, or builds infrastructure to facilitate expansion.</li></ul>