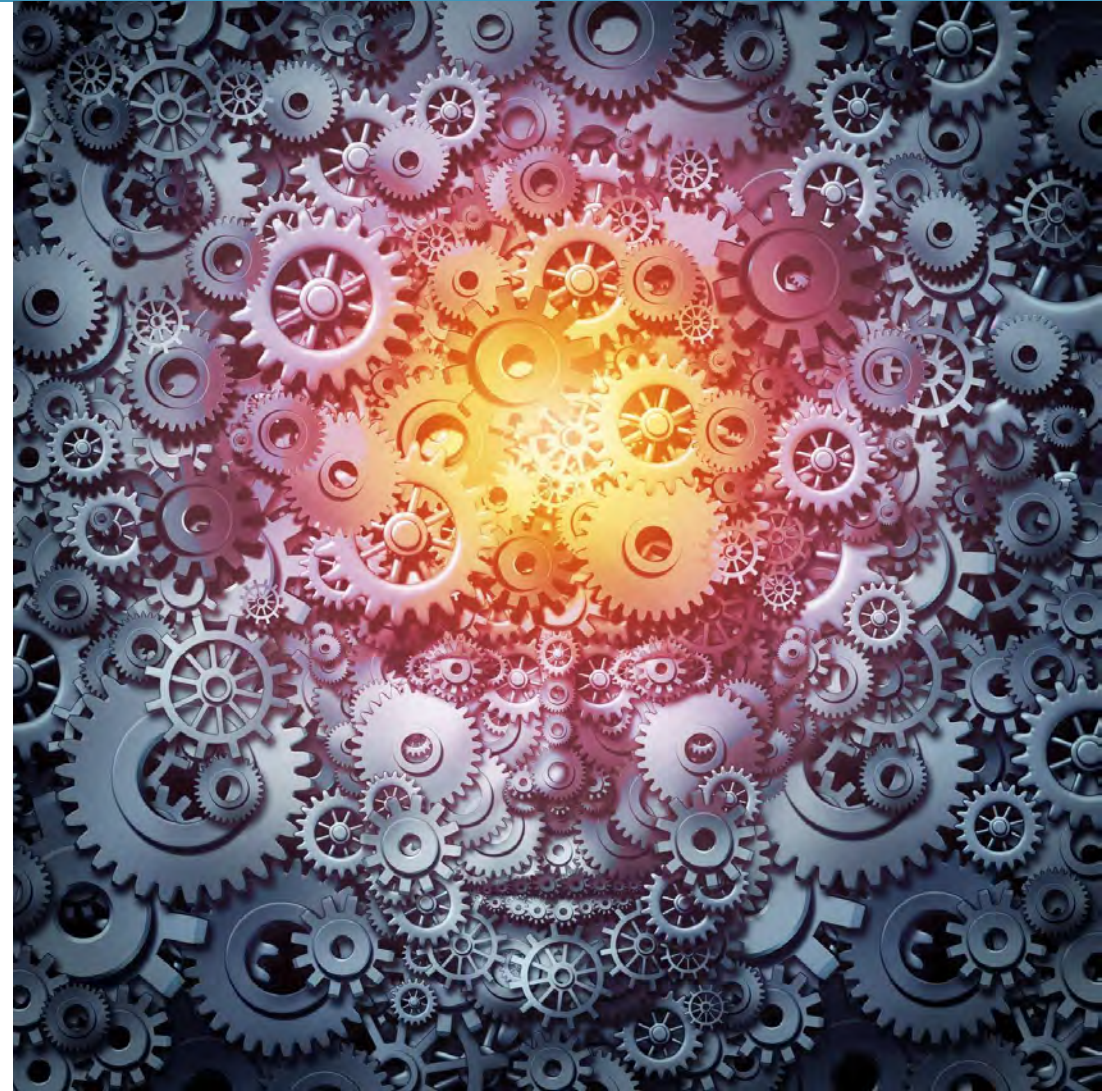


Resources for Nonprofits



February 3, 2022

Melissa Unemori Hampe, M.B.A.
Skog Rasmussen LLC





SKOG RASMUSSEN LLC

designing community and economic development solutions

Our Team



**Jeanne
Skog**

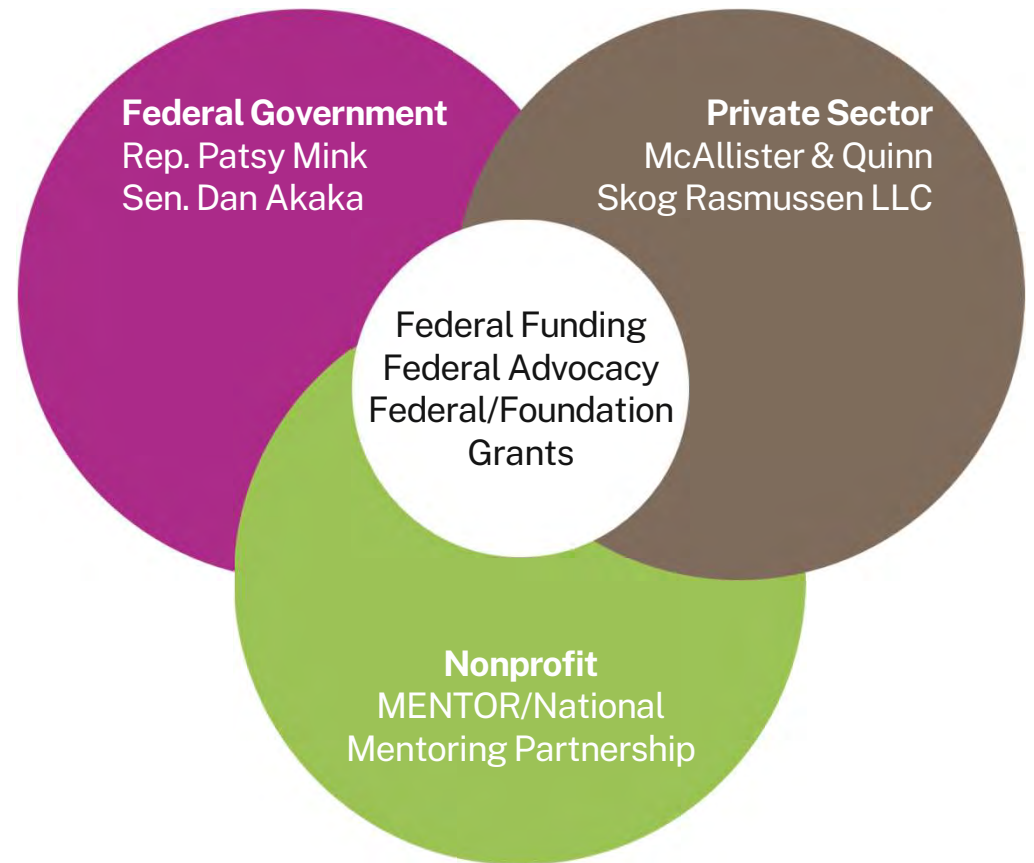


**Teena
Rasmussen**



**Melissa
Hampe**

Melissa's Background:



Goal for this session:
Provide a menu of resources


SKOG RASMUSSEN LLC
designing community and economic development solutions



FEDERAL TRAINING

Grants information
Data and statistics
Policy information
Program guidance





GRANTS LEARNING CENTER

The Grants Learning Center is your gateway to the federal grants world. Bookmark this page and participate in our growing communities on [Blog.Grants.gov](#) and [Twitter \(@grantsdotgov\)](#).

Grant Topics



Grants 101

Basics about the grant lifecycle & management



Grant Policies

Community Blog

Articles and resources that equip current and prospective members of the federal grant community with information, answers, and tools to make your job easier.

[Read the latest in our "What is a Grant?" Blog Series](#)

[Read the latest in our Federal Grantwriting Tips Blog Series](#)

Community Questions

- » [What is a grant?](#)
- » [How do I apply for a grant?](#)
- » [What is the DATA Act?](#)
- » [What is the OMB Uniform Guidance?](#)
- » [What is Workspace?](#)
- » [Can I have a grant to repair my home?](#)
- » [Where can I find grant events &](#)

Federal Grantmaking Agencies

U.S. Agency for International Development (USAID)	AmeriCorps (AC)	U.S. Department of Agriculture (USDA)	U.S. Department of Commerce (DOC)	U.S. Department of Defense (DOD)	U.S. Department of Education (ED)	U.S. Department of Energy (DOE)
U.S. Department of Health and Human Services (HHS)	U.S. Department of Homeland Security (DHS)	U.S. Department of Housing and Urban Development (HUD)	U.S. Department of the Interior (DOI)	U.S. Department of Justice (DOJ)	U.S. Department of Labor (DOL)	U.S. Department of State (DOS)
U.S. Department of Transportation (DOT)	U.S. Department of the Treasury (TREAS)	U.S. Department of Veterans Affairs (VA)	Environmental Protection Agency (EPA)	Institute of Museum and Library Services (IMLS)	National Aeronautics and Space Administration (NASA)	National Archives and Records Administration (NARA)
	National Endowment for the Arts (NEA)	National Endowment for the Humanities (NEH)	National Science Foundation (NSF)	Small Business Administration (SBA)	Social Security Administration (SSA)	

Federal agency grants trainings

The screenshot shows the website for the Administration for Native Americans (ANA), an office of the Administration for Children & Families. The page is titled "Applicant Training & Technical Assistance" and features a navigation menu with options like "About", "Grants", "Data", "Topics", "News & Events", and "Resources". The main content area includes a "Listen" button and a list of three types of training: project planning and development training, pre-application training, and pre-application electronic technical assistance. A "TTA Map" link is also visible in the left sidebar.

U.S. Department of Health & Human Services Administration for Children & Families Select an ACF Office

ADMINISTRATION FOR NATIVE AMERICANS

An Office of the Administration for Children & Families

Search Select Language

About Applicant Training & Technical Assistance Grants Data Topics News & Events Resources

Home > Administration for Native Americans (ANA) > Training & Technical Assistance > Applicant Training & Technical Assistance PRINT

Applicant Training & Technical Assistance

TTA Map

Listen

ANA, in collaboration with regional training and technical assistance providers, implements three types of free training and technical assistance to prospective applicants across the U.S and the Pacific territories:

1. Project planning and development training
2. Pre-application training
3. Pre-application electronic technical assistance

To find current trainings, visit our [Events Page](#) or visit your regional TA provider.

Federal agency grants trainings

U.S. Department of Health & Human Services | National Institutes of Health

NIH **GRANTS & FUNDING**
NIH Central Resource for Grants and Funding Information

Search this Site
[eRA](#) | [NIH Staff](#) | [Glossary](#) | [FAQ](#)

[HOME](#) | [ABOUT GRANTS](#) | [FUNDING](#) | [POLICY & COMPLIANCE](#) | [NEWS & EVENTS](#) | [ABOUT OER](#)

[Home](#) » [News & Events](#) » [Virtual Learning](#) » [All About Grants Podcasts](#)

NEWS & EVENTS | **All About Grants Podcasts**

[ABOUT AMS](#) | [NEWS & ANNOUNCEMENTS](#) | [CONTACT](#)

Extramural Research (OER) talks to NIH staff members about the ins and outs of NIH funding. Designed for investigators, fellows, students, research assistants, and others just curious about the application and award process, we offer insights on grant topics from those who live and breathe the information. Podcasts are available as mp3s for download here, via iTunes, or via RSS. [Learn more about our podcasts on RSS and Podcasts](#)

NIH
All About Grants

USDA Agricultural Marketing Service
U.S. DEPARTMENT OF AGRICULTURE

[HOME](#) | [MARKET NEWS](#) | [RULES & REGULATIONS](#) | [GRADES & STANDARDS](#) | [SERVICES](#) | [RESOURCES](#) | [COMMODITY PROCUREMENT](#)

Grant Webinars

[HOME](#) » [SERVICES](#) » [GRANTS & OPPORTUNITIES](#) » [GRANT WEBINARS](#)

U.S. Department of Agriculture Agricultural Marketing Service grant funding to support local and regional food markets and enterprises; value-added agricultural products; and research, production, and marketing for U.S. agricultural products.

AMS will host webinars to help applicants understand the application process and requirements including eligibility.



*...remember
these are
always free!*

NATIONAL ORGANIZATIONS AND ASSOCIATIONS

Grants information
Data and statistics
Advocacy information
Recommended practices



National Nonprofit Entities



AMERICA'S
NONPROFITS

TRENDS &
POLICY ISSUES

TOOLS &
RESOURCES

OUR FOCUS
& IMPACT

EVERYDAY
ADVOCACY

Coronavirus and Nonprofits

The impacts of COVID-19 and what nonprofits can do



COALITION ON HUMAN NEEDS

[About](#) [Issues](#) [Campaigns](#)

Build Back Better: Human Needs Community's Statements, Fact Sheets, Analyses, and Actions

NOVEMBER 9, 2021

Professional Grants Organizations



Membership Learn & Grow Events Tools & Resources About

WHAT IS A GRANT?

Tools & Resources » What is a Grant?

Share | [f](#) [t](#) [p](#) [m](#)

What is a grant? My definition is simple - *A grant is an opportunity.* As grant professionals, our clients fight the endless battle of fiscal responsibility vs. the immense desire to fill unmet needs in their communities. No matter who is president, what party controls congress, or what budget gets approved, reimbursement for services and funding for the most at-risk citizens of this country have never been sufficiently funded. Grants are an opportunity for non-profits and government agencies to obtain the funding they need to reach their goals and measurably impact the target sector they serve. According to Wikipedia, grants are "*non-repayable funds or products disbursed or given by one party (grant makers), often a government department, corporation, foundation or trust, to a recipient, often (but not always) a nonprofit entity, educational institution, business or an individual*". This, too, is accurate.

American Grant Writers' Association, Inc.

Membership Association for Professional Grant Writers and Grant Administrators

■ Home
■ Cart

- > Home
- > Membership
- > Members Only Login
- > Online Courses
- > CGW Series Online
- > CGW Renewal Guidelines
- > Grant Writing Services
- > Business Members
- > Register for Newsletter
- > Grant Writing FAQs
- > Marketplace
- > Verify Certified Grant Writers®
- > Standards and Ethics
- > Refunds & Rescheduling
- > Credit / Debit Card Purchases
- > Privacy Policy / Terms of Use
- > About Us
- > Contact Us

Welcome to American Grant Writers' Association™

American Grant Writers' Association™ is the national association of professional grant writers and grant managers. Our 1,200 members work as Employees or Grant Consultants at Government Agencies, School Districts, Higher Education Institutions, Corporations, Foundations, Native Tribes, and Non-Profit Organizations throughout the United States and abroad. Some of our members are now studying to become grant writers, grant consultants, or grant managers.

All of our members are required to abide by AGWA's Professional Standards and Code of Ethics. [Click here](#)

The association offers ...

- **Membership** [Click here](#)
 - Individual Membership
 - Business Membership
- **Grant Writing Online Courses for Project Grants** [Click here](#)
 - Grant Writing for Nonprofit Organizations,
 - Grant Writing for Government Grants,
 - Program Development and Proposal Writing,
 - Evaluation Plans for Project Grants - Advanced course
- **Online Certified Grant Writer® Series** [Click here](#)
 - Become a Certified Grant Writer® Annual AGWA Membership is included in your purchase.
- **Online Course for Grant Management** [Click here](#)
- **Online Course for Grant Consulting** [Click here](#)

HANO COVID RESOURCES FOR NONPROFITS



Resources to survive the pandemic

You are here: [Home](#) / COVID-19: Resources for Nonprofits

COVID-19: Resources for Nonprofits

[HAWAI'I SECTOR PULSE REPORT](#)

[COVID AND CARES ACT: LESSONS FOR AND FROM HAWAI'I'S NONPROFIT SECTOR](#)

Table of Contents

- [Sample Policies, Guidelines and Considerations](#)
- [Federal Stimulus Package Information](#)
- [Additional Information](#)



Sample Policies, Guidelines and Considerations

- [COVID-19 Employer Resources from Simplicity HR](#): The latest employer-related news, planning & preparation, quarantine & employee leave.
- [HANO's CONSIDERATIONS FOR REOPENING: A Planning Guide for Hawai'i Nonprofits](#): Offers guidance for nonprofit boards and staff on Operations and Workplace Readiness, Human Resources Considerations, Board Governance, Communication and Public Relations, and Events and Donor Engagement.
- [Common Cause 50 Reopening Memo](#)
- [How To Develop a Covid-19 Vaccination Policy](#) – Harvard Business Review
- [NYCON and Affiliate Reopening Plan](#)
- [Vaccine Mandates and Your Nonprofit](#) – National Council of Nonprofits
- [Nonprofits and the COVID-19 Vaccines](#) – National Council of Nonprofits
- [What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](#) – U.S. Equal Employment Opportunity Commission (EEOC)
- [Emergency Temporary Standard \(ETS\) on COVID-19 vaccination and testing](#) – Occupational Safety and Health Administration (OSHA)
- [HIPAA, COVID-19 Vaccination, and the Workplace](#) – U.S. Department of Health and Human Services
- Sample Vaccination Policy Templates – [Template A](#) & [Template B](#)
- Sample Vaccination Policies
 - [North Carolina Center for Nonprofits](#)

**HAWAI'I STATE
BAR
FOUNDATION**



Resources to survive the pandemic
Compliance resources

Pandemic Education Program

Presented by The Hawaii State Bar Foundation (HSBF), with support from Hawaii Community Foundation (HCF) and First Hawaiian Bank.

The Pandemic Education Program extends valuable training to help nonprofit organizations interpret grant, safety and compliance responsibilities around federal pandemic relief. It also provides guidance around general operations during the pandemic. This unique program begins March 11, 2021 and is **free** for Hawaii nonprofits.

Content

- The program will launch in March 2021 and will be available throughout the year.
- Each session is pre-recorded and can be accessed as an on-demand webinar.
- Topics and speakers will be selected based on community need.

Audience

- This program is designed for:
 - Executive directors and key operational staff of nonprofit entities
 - Volunteer board members of nonprofit entities
 - Attorneys providing advice and counsel to nonprofit entities

HSBF Free Training for Nonprofits

- + Session 1: Paycheck Protection Program (PPP) Form Completion for Small Nonprofits
- + Session 2: 10 Things Nonprofits Need to Do to Survive the Pandemic
- + Session 3: Federal Grant Compliance 101 for Nonprofits
- + Session 4: HR for Nonprofits
- + Session 5: Understanding Federal Contracts
- + Session 6: Fiduciary Duties

Suggest a
topic

**HANO
GRANTS
TECHNICAL
ASSISTANCE
SERVICES**



Support for nonprofits applying to federal grants



Local
Resources:
HANO Grants
Technical
Assistance
Services (GTAS)
Program



Grants Corner

A LISTING OF COUNTY, STATE, FEDERAL AND LOCAL FOUNDATION/CORPORATE GRANT OPPORTUNITIES FOR NONPROFITS.

Funding Opportunities

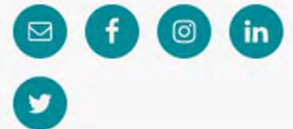
- [Funding Opportunities for Nonprofits by Due Date – as of 11-5-2021](#)

Federal Grant Technical Assistance Pilot Program

HANO is continuing to pilot a new **Grants Technical Assistance Services** program for nonprofits pursuing or planning to pursue a federal grant in the near future. Since the program launched in March 2021, we

Search this website

CONNECT WITH HANO



DONATE to HANO

PROUD STATE ASSOCIATION
MEMBER





Grants Technical Assistance Services (GTAS) Pilot Program

Providing free services

Provides services to nonprofits pursuing a federal grant in 2021

Helping to build capacity

Seeks to work with nonprofits to harness more federal resources

Creating connections

Exposing nonprofits to subject matter expertise in our community

Emphasizing key themes

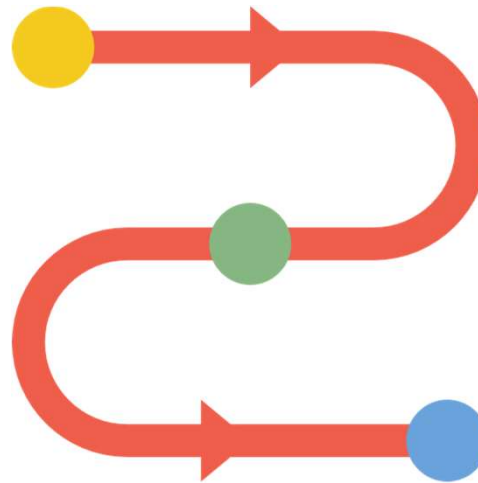
Encouraging collaboration

Encouraging thinking around diversity, equity and inclusion

HANO GTAS - Process

APPLICATION: HANO

Grants Corner
Information about
organization,
submission idea



ASSESSMENT: GTAS
team confirms grant
target, matches with
TA provider(s)

SERVICES: Coaching,
Reviewing, Editing,
Legal, Accounting

EXAMPLES OF GTAS PROJECTS

Federal Agency	Program	Services
<ul style="list-style-type: none">• U.S. Department of Commerce, Economic Development Administration	Building renovation for Public Works and Economic Adjustment Assistance	<ul style="list-style-type: none">• Review
<ul style="list-style-type: none">• U.S. Department of Justice, Bureau of Justice Assistance	Renewal of anti-recidivism program for Second Chance Act	<ul style="list-style-type: none">• Coaching, Review, Accounting
<ul style="list-style-type: none">• U.S. Department of Health & Human Services, Administration for Native Americans	Education-related proposal for Social and Economic Development Strategies	<ul style="list-style-type: none">• Coaching, Review
<ul style="list-style-type: none">• U.S. Department of Agriculture	Multi-sector project for community composting	<ul style="list-style-type: none">• Review, Edit
<ul style="list-style-type: none">• National Endowment for the Humanities	Projects in digital resources	<ul style="list-style-type: none">• Coaching, Review, Edit

GRANT OPPORTUNITIES LIST



Weekly federal, foundation, corporate grants listing for nonprofits



Local
Resources:
Grant Funding
List



Grants Corner

A LISTING OF COUNTY, STATE, FEDERAL AND LOCAL FOUNDATION/CORPORATE GRANT OPPORTUNITIES FOR NONPROFITS.

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Search this website

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PROUD STATE ASSOCIATION
MEMBER



FUNDING OPPORTUNITIES FOR NON-PROFITS

(as of January 28, 2022, sorted by due date; new additions highlighted in yellow)

FUNDER?	FED?	PROGRAM TITLE/DESCRIPTION	ELIGIBILITY	FUNDING INFO	DUE DATE*	TOTAL PROGRAM FUNDING
MINIMUM POTENTIAL FUNDING THAT COULD BE PURSUED (numbers listed where available, mainly federal):						\$21,060,011,265
U.S. Department of Commerce	Y	<u>FY22 PACIFIC ISLANDS - HAWAII MARINE WILDLIFE RESPONSE, OUTREACH, AND POPULATION MONITORING PROGRAM - Supports specific programmatic activities related to Hawaiian Monk Seal and Sea Turtle Management Support, Field Response, and Outreach.</u>	Nonprofits, small businesses, city or township governments, individuals	\$15,000-\$230,000	1/30/2022	\$815,000
Caplan Foundation for Early Childhood	N	<u>GRANTS - Funds promising research and development projects that appear likely to improve the welfare of young children, from infancy through 7 years, in the United States.</u>	Nonprofits	Unspecified	1/31/22 LOIs due	
Craig H. Neilsen Foundation	N	<u>CREATING OPPORTUNITY AND INDEPENDENCE - Supports non profit organizations providing programs and services that are community-driven, empowering, and inclusive of all ages and backgrounds to enhance quality of life.</u>	Nonprofits	\$25,000-\$200,000	1/31/22 LOIs due	

Grant Opportunities Sources

GRANTS.GOV
FIND. APPLY. SUCCEED.

HOME | LEARN GRANTS | SEARCH GRANTS | APPLICANTS | GRANTORS | SYSTEM-TO-SYSTEM | FORMS

GRANTS.GOV > Search Grants

SEARCH GRANTS

BASIC SEARCH CRITERIA:
 Keyword(s):
 Opportunity Number:
 CFDA:

OPPORTUNITY STATUS:
 Forecasted (425)
 Posted (1,906)
 Closed (4,321)
 Archived (59,395)

SEARCHING INSTRUMENT TYPE:

Sort By: Posted Date (Descending) | Update Sort

1 - 25 OF 2331 MATCHING RESULTS:

Opportunity Number	Opportunity Title
18-513	Major Research Instrumentation Program
HRSA-22-055	Regional Public Health Training Centers Program
NEAPS2103	NEA Creative Forces NEA Military Health Network (Capacity), FY2023
RFJ-674-22-EPIDEMIC/TLESOTHO	Request for Information for USAID/South

FEDERAL REGISTER
The Daily Journal of the United States Government

NATIONAL ARCHIVES

Wednes

HHS.gov U.S. Department of Health & Human Services

I'm looking for...

About HHS | Programs & Services | Grants & Contracts | Laws & Regulations

Many federal agencies

HHS Grants

HHS is the largest grant-making agency in the US. Most HHS grants are provided directly to states, territories, tribes, and educational and community organizations, then given to people and organizations who are eligible to receive funding.

On this site you will find information for prospective and current grantees about HHS grant programs, the grant application processes, and grant management.

I would like info on...
 HHS Grants | HHS Contracts

GrantStation
Your Fast Track to Funding

Current funding opportunities in the area of COVID-19. Find Funders!

THE POWER OF MEMBERSHIP
 Get the tools and info you need to secure your funding this year and beyond.

FIND | **BUILD** | **WRITE** | **WIN**

Are You Ready for an Abundant Autumn?
 Join GrantStation. Get two years for 30 cents a day.

Candid. Things you can do. About us

Find funding
 Gain the knowledge you need to win funding from funders. How can we help you find the right tools for the job?

Foundation Directory Online (FDO)
 #1 grantseeking tool

Online tool
Foundation Directory Online (FDO)
 #1 grantseeking tool

Grants to Individuals
 Find your next scholarship, fellowship, or grant!

Requests for proposals

E-newsletters
Elected officials
Webinars
Word of mouth

HAWAII POLICY MAP



Data and statistics

Hawaii.PolicyMap

POLICYMAP

The Hawaii Data Collaborative and [The Harry & Jeanette Weinberg Foundation](#) are sponsoring open access to the Hawaii.PolicyMap data and mapping platform for individuals and organizations working in Hawaii. This tool allows users to take a deeper dive into the data, build custom maps, download specific data sets, and much more. We are also working with a group of local stakeholders to host more local data on PolicyMap. As this moves forward, you will find these Hawaii datasets listed on the [Visualization Tools](#) page under the *Resources* tab.

Enter Hawaii.PolicyMap

+ *Don't have an account? [Click here to sign up.](#)*

POINTS [Close] [Refresh]

SNAP Retail Locations [Close] [Refresh]

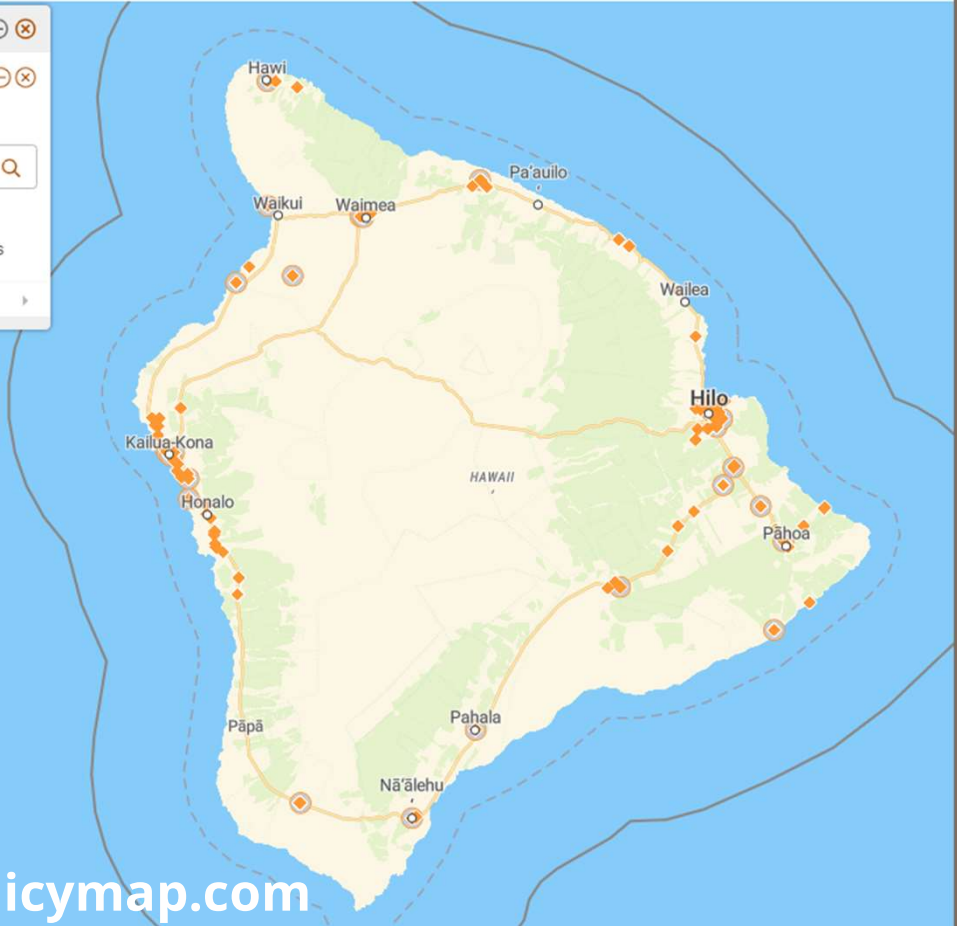
☆
Source: USDA

Search point data [Search]

Display:

Points Clusters

ICON [Dropdown] FILTERS [Dropdown]



LAYER

Estimated percent of all people 65 or older, between 2015-2019. Source: Census

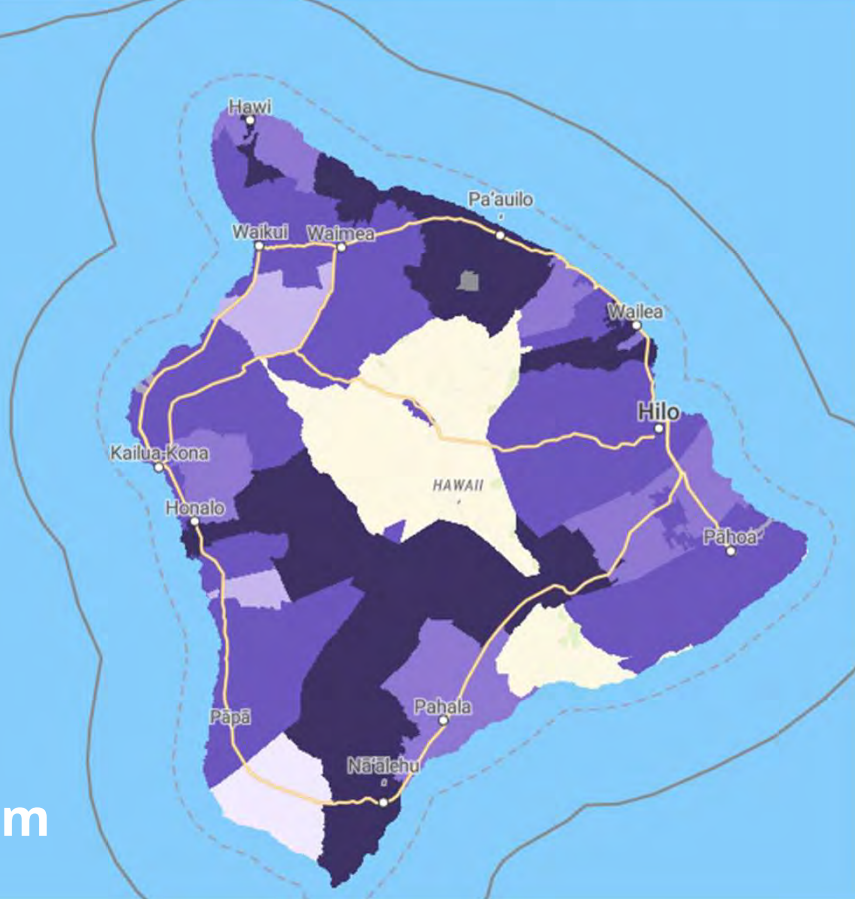
Year: 2015-2019 Variable: Percent

COLORS **RANGES**

- Insufficient Data
- 12.69% or less
- 12.70% - 16.25%
- 16.26% - 19.39%
- 19.40% - 24.12%
- 24.13% or greater

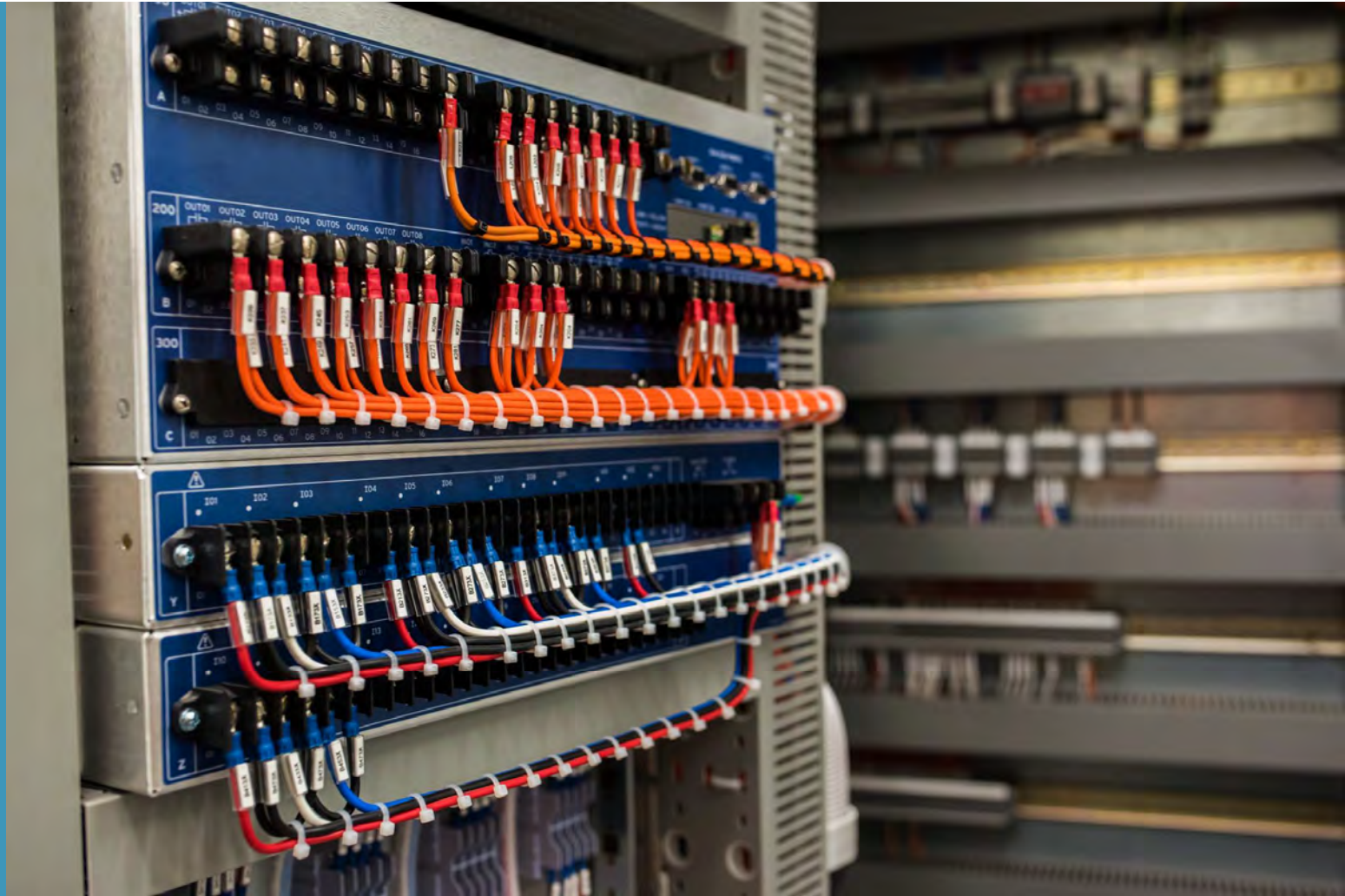
All Data Map Extent Data

Shaded By: Zip Code Tabulation



hawaii.policymap.com

KŪKULU SWITCHBOARD



Offers, requests

Kūkulu Switchboard Relaunch

September 2021



Launched at the beginning of the COVID-19 pandemic, Kūkulu Switchboard’s tech intervention brings community solutions to life by creating opportunities for open and collaborative resourcing to connect impact-focused organizations with community members and foundations that have resources to share.

Kūkulu has become a nexus for changemakers to fund innovative projects, build cross-sector relationships, and glean the needs and experiences of communities across Hawai‘i.



KŪKULU
Collaborative Resourcing

Ask
for what you need

Offer
what you have

People

🔍 What are you looking for?

Category

Type

Sort

More



Ask
for what you need

Offer
what you have

Featured Offer

Kūkulu is hiring a Director!

OFFER by Chloe Hartwell • Steward

Are you searching for a dynamic mission-driven organization to be a part of? Kūkulu is growing! Kūkulu is seeking a Director to lead strategic growth, build partnerships, and identify opportunities for catalytic impact. The ideal candidate is a dynamic and entrepreneurial leader with a passion for empowering community innovators, building relationships, and driving generative energy potential. You'll have t...

November 15th 2021 Referral

♥ 2

Communities LEAP (Local Energy Action Program) Pilot

OFFER by Chloe Hartwell • Steward

The DOE Communities LEAP (Local Energy Action Program) Pilot aims to facilitate sustained community-wide economic and environmental benefits primarily through DOE's clean energy deployment work. This opportunity is specifically open to low-income, energy-burdened communities that are also experiencing either direct environmental justice impacts, or direct economic impacts from a shift away from...

November 12th 2021 Financial

Mergers and Alliance Assessment (MAAT) Surveys for Select Nonprofits

OFFER by Kavla Kuboyama • Steward



You are here: [Home](#) / [Learn](#) / HANO Consulting Services

HANO Consulting Services

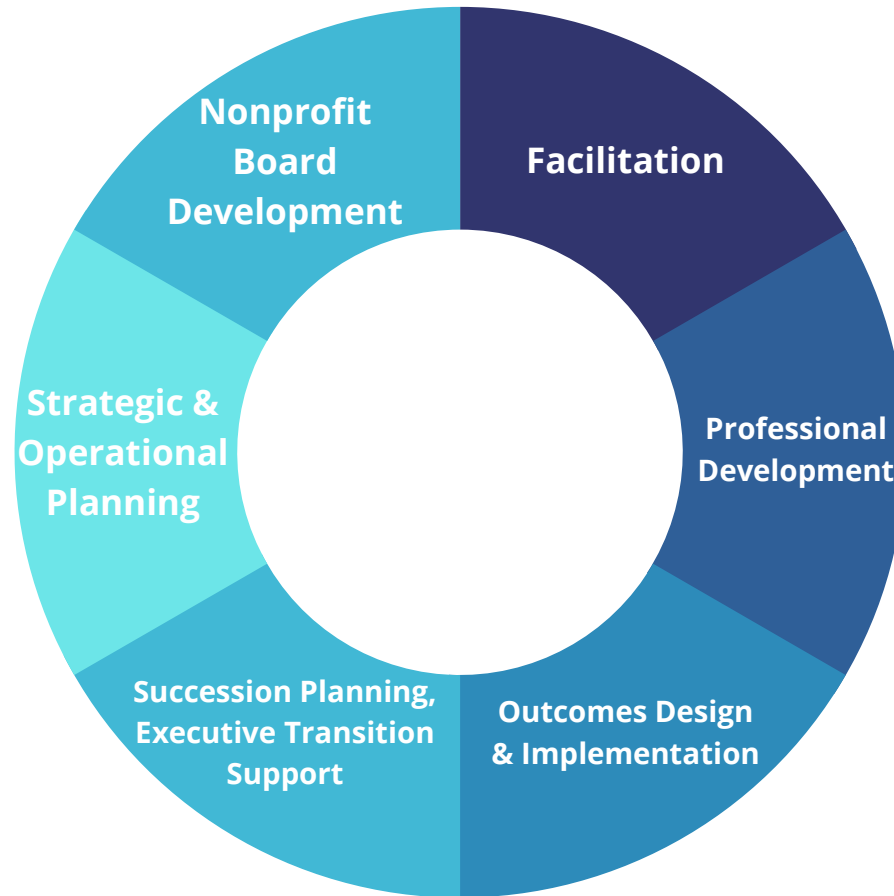
Expert Local Assistance for Hawai'i Nonprofits

HANO is a nonprofit organization dedicated to strengthening other nonprofits. We provide professional, affordable consulting services to nonprofits of all sizes and in all stages of development—from start-up to established organizations. For more information about our consulting services and rates, contact Jennifer Cornish Creed at (808) 529-0453 or jcreed@hano-hawaii.org.

Our consultants are able to assist your nonprofit organization with a broad range of services that meet your capacity-building needs and budget. They can provide the coaching and expertise you need to solve problems, develop plans for the future, and navigate changes in your organization.



Consulting for Nonprofits



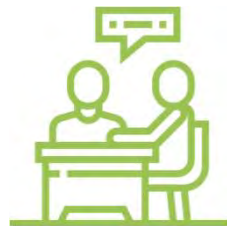


**Local,
Statewide
Resources:**
Hawai'i-based
consultants
who work
with
nonprofit
organizations

The image shows a screenshot of the Hawai'i Community Benefit Consultants website. At the top, there is a dark navigation bar with the HCBC logo on the left and menu items: About, Seeking a Consultant?, Directory, Resources, For Consultants, and Join HCBC. Below the navigation bar is a large photograph of a diverse group of people sitting around a wooden table, looking at a large sheet of paper with various handwritten terms like 'facilitation', 'social media', 'PR', 'fundraising', 'website', 'Events', 'graphic design', 'Prof dev', 'STRATEGIC PLANNING', 'CAPITAL', 'TRAINING', 'LEADERSHIP', 'COMMUNITY', 'MEDIATION', 'GRANT WRITING', and 'EVALUATION'. Overlaid on the center of the photograph is a white box containing the HCBC logo (a red square with 'HC' over 'BC' in white) and the text 'Hawai'i Community Benefit Consultants' in a bold, black, sans-serif font. Below this text is the tagline 'Catalysts for Hawai'i's greater good.' in a smaller, red, italicized font.

Consulting Resources for the Community

- Serve as a one-stop consulting resource for Hawai'i non-profits and other community benefit organizations
- Help match community needs with member services



A variety of strengths:

Leadership/Staff Development
Program Design/Strategy
Organizational Strategic Planning
Fund Development/Grants
Evaluation/Assessment
Executive Coaching
Nonprofit Business Planning
Board Governance
Events
Communications/PR
Executive Transition
Policy/Advocacy
Volunteer Management
Branding/Marketing
Mediation/Conflict Resolution
Social Enterprise
More...

The screenshot shows the website for Hawai'i Community Benefit Consultants. The header includes the logo and navigation links: About, Seeking a Consultant?, Directory, Resources, For Consultants, and Join HCBC. Below the header is a search bar with two input fields: 'Consulting Specialties' and 'Fields of Interest', and a red 'FIND A CONSULTANT' button. The main content area displays a grid of six consultant profiles, each with a photo, name, company, and a 'View Profile' link.

Consultant Name	Company
Barry Shain	The Shain Group, Inc.
Carolann Biederman	Carolann Biederman Consulting
Carolyn Lee, MBA	Carolyn J. Lee
Chris Marvin	Marvin Strategies, LLC
Cleota Brown	TEK Consulting Service
Cynthia Derosier	The Good Juju Co.

Thank you!

Questions?

Melissa Unemori Hampe, Partner
Skog Rasmussen LLC
mhampe@skograsmussen.com
202-841-3368 cell