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About

Talem Consulting empowers nonprofit success through capacity building & resource development. Talem is a derivation of the Latin word, talis, meaning distinguished or empowered, a sentiment we hope all clients feel after working with us.

We provide personalized strategies to tell your stories & share your impact. We help you from conception to completion; starting with building a plan, to implementing strategies, & training your team for future success. Services include:

- Creating institutional sustainability through strategic planning, organizational assessments, development office structuring, & interim staffing for senior development or executive director positions
- Developing fundraising strategies & storytelling through grants program development, marketing/fundraising content creation, & event logistics
- Providing training & coaching for continued success including: the art of successful solicitation, effective board governance, equity, & community inclusiveness

Client List

Advocacy & Social Justice

Council on American Islamic Relations (CAIR) National, Florida, Chicago, Dallas, & San Francisco Bay Area

Child, Youth, & Family Services

Azar Foundation, Boys & Girls Clubs: Greater Dallas & Central Texas, Journey of Hope Grief Support Center (JOH), St. Matthew's Cathedral Bishop's Camp

Education, Health, & Social Services

Alley's House, Bryan's House, Education is Freedom, Good Old Lower East Side (GOLES), Ntrupt, Parenting with a Purpose, Soul's Harbor, Urban Health Plan

National & International

Aumazo, Empower African Children, Humanitarian Hands Charities, KinderEU/USA, National Military Family Association

Other

Dallas Black Dance Theatre, Dallas Chinese Community Center

Education

LEADERSHIP TEXAS 2013

SOUTHERN METHODIST UNIVERSITY

Department of Lifelong Learning

The Impact of the Arab Spring on Israel & the Middle East

Apartheid Studies in South Africa

Human Rights: America's Dilemma

REGIS UNIVERSITY

Masters of Nonprofit Management with Honors

Capstone project in Cape Town, South Africa

AUSTIN COLLEGE

Bachelor of Arts in French with a minor in Psychology

CERTIFICATIONS

Trainer on Bystander Intervention, a training developed by the Montgomery County Civil Rights Coalition

Certified trainer on "The Three & a Half Lives of Philip Wetu" interactive film on concurrent partnerships & the HIV/AIDS epidemic

Expertise in Tessitura, Raiser's Edge 7, & Bloomerang databases

Skills

EXECUTIVE DEVELOPMENT

Operational development & processes

Strategic planning & board development

Staff & volunteer management & training

RESOURCE DEVELOPMENT & MARKETING

Relationship management

Annual fund, corporate, grants, & major gifts

Sponsorships & event planning

Data driven storytelling

Copywriting & creative design

Social media, print, & radio marketing

PROGRAM DEVELOPMENT

Monitoring, evaluation, & needs assessment

Community programs & skills transfer events

Psycho-educational curriculum development

ADVOCACY

Intersectional activism through issue-based awareness raising, grassroots protest, & media facilitation

Advocacy on Capitol Hill on behalf of Peace Corps for the federal budget and safety/health legislation (March-May 2016/2018)

Door to door & text canvassing on behalf of the DNC (2016/2018 state & national races)

Training & Presentations

Show Me the Funding: How the Muslim Community's Funding Framework has Evolved

2-hour presentation at the Money for Our Movements Social Justice Fundraising Conference and AFP DC

Moving from Fear of Fundraising to Fired Up

1.5-hour training for CAIR's National Council meeting

Write Winning Grants

3-hour training for RPCV/W & National Peace Corps Association

Fresh Perspectives: Research in Action: Community Collaborations for Outcomes Evaluation

1.5-hour presentation at the Texas Campaign to Reduce Teen Pregnancy 4th Annual Symposium

Ladies who Launch: Leading Ladies Paving the Way

2-hour panel discussion for AKA Sorority & Pearls of the Ivy Foundation

Creating Your "Ketchup Sandwich" Story: Effective Fundraising through Storytelling

2-hour training for JOH & CAIR DFW

Understanding Implicit Bias & Privilege to Advance Equitable Practices

1-hour training for CAIR DFW

Intentional Capacity Building

1-hour presentation for Soul's Harbor

Governance Best Practices

2-hour training for JOH, CAIR DFW, & RPCV/W

Experience

Executive Director, Alley's House | Sept 2013 - Oct 2015

- Led the agency from a 20% annual deficit, to a surplus within first 12 months & built a 10% operational reserve within 20 months
- Implemented savings plan & increased organizational assets by 8.7% in the first year by reducing expenditures & diversifying funding sources
- Applied for agency's first federal grant & implemented fee-for-service & service reimbursement model
- Successfully grew annual luncheon gross revenue by 600% over 2013 & 2014
- Provided day to day operational oversight, created internal systems, as well as hired & supervised all staff
- Collaborated with stakeholders to develop a strategic plan for the future including an agency rebrand
- Collaborated with the Board of Directors to diversify board representation, grow board membership, & oversee volunteer activities & committees
- Implemented new program components to grow program participation & strategic collaborations
- Transitioned to a community counseling model that generates revenue, increases participant retention rate (48% increase), & was awarded Dallas Psychological Association's 2014 Pam Blumenthal Award
- Partnered with Austin College to develop short & long term outcome tools to measure independence & implement evaluation mechanisms for measuring the impact of our mission
- Increased community awareness as agency's external representative for key stakeholders, state & local representatives, & media partners
- Partnered with Dallas Faces Race to address racial equity, build organizational equity, and collaborate with the community to make change

ANNUAL FUND DIRECTOR, DALLAS BLACK DANCE THEATRE | Aug 2012 - Aug 2013

- Supported DBDT as a consultant from June 2011 - July 2012 prior to joining the development team as a full-time member
- Administered robust annual fund program (individual & corporate memberships, private foundation gifts, direct mail/e-solicitation campaigns, stewardship, & "Buy a Brick" capital campaign) to balance a 61% contributed & 39% earned income budget
- Increased Annual Fund participation by engaging Academy students, alumni, & young professionals
- Supervised Development Associate, interns, & volunteers on gift strategies
- Solicited annual gifts from key prospects, conducted grant & donor prospect research, & analyzed the Annual Fund's program effectiveness & growth strategies
- Developed content for fundraising brochures, website, annual report, & stewardship materials

COMMUNITY DEVELOPMENT ADVISOR, U.S. PEACE CORPS NAMIBIA | Feb 2009 - Mar 2011

- Facilitated the successful completion of projects involving skills development, income generation, institutional development, awareness raising/fundraising, & health education
- Conducted skills transfer and training events
- Developed NGO monitoring, performance outcome reports, project planning, & implementation
- Managed successful projects & events in collaboration with CAFO, the U.S. Embassy, the Regional Councillor's Office, the Ministry of Health & Social Services, & the Ministry of Education

CORPORATE GIVING MANAGER, DALLAS SYMPHONY ASSOCIATION | Dec 2005 - Jan 2009

- Supervised a staff of 20 executive volunteers & the Corporate Giving Associate in the cultivation, stewardship, solicitation, & recognition of investors for fiscal year 2008 & 2009 with a \$1M annual goal
- Created a long range development plan
- Managed sponsor events including: private concerts, artist meet & greets, receptions, & parties

DEVELOPMENT OFFICER, JEWISH COMMUNITY CENTER OF DALLAS | Sept 2004 - Nov 2005

MEMBERSHIP COORDINATOR, DALLAS HERITAGE VILLAGE AT OLD CITY PARK | Jan 2003 - Sept 2004

GALLERY MANAGER & MEMBERSHIP COORDINATOR, DALLAS CHILDREN'S MUSEUM | Aug 2001 - Dec 2002

Activities & Awards

BOARD OF DIRECTORS

Secretary & Development Director Aug 2016-September 2018

Returned Peace Corps Volunteers of Washington D.C. (RPCV/W)

Strategic Planning Chair & Search Committee, Oct 2012-Sept 2015

Journey of Hope Grief Support Center

ADVISORY BOARD OF DIRECTORS Feb 2013-Present

Humanitarian Hands Charities

COMMITTEE CHAIR

President, Grants Committee, City of Takoma Park
(Apr 2017 - Present)

Austin College Reunion Campaigns (2)
5K Walk for Disability, MOHSS of Namibia
Camp G.L.O.W., U.S. Peace Corps
HIV/AIDS Committee, U.S. Peace Corps

COMMITTEE MEMBER

Education and Communications, AFP DC
Aspiring Leadership Society, DBDT
Director, Communications, IABC Dallas
Sponsorship Chair, Quill Awards, IABC Dallas

PAM BLUMENTHAL COMMUNITY

SERVICE AWARD

on behalf of Alley's House presented by the Dallas Psychological Association

VOLUNTEER OF THE MONTH AWARD

International Association of Business Communicators (IABC) Dallas

INTERVIEWS

NPR, The New York Times, KERA News, Texas Tribune, The Dallas Morning News, IHeartRadio, & Cumulus Radio