

## **M. Thomas Norwood, Jr., CFRE**

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Tom Norwood is founder and president of Davidson Consulting Group, a full service fundraising firm with a national client roster of educational institutions, churches, cultural, health and human service and veterans' service organizations.

Tom began his fundraising career in 1988 at Davidson College, where he served on the leadership team of the \$150 million Campaign for Davidson, at the time the largest capital campaign ever undertaken by a small liberal arts college. After the successful completion of that campaign, he was named Vice President for Institutional Advancement at the Air Force Memorial Foundation in Washington, D.C. and managed the capital campaign to build what is now the newest landmark in the nation's capital. In 1997 he founded Davidson Consulting Group which provides an array of fundraising consulting services to non-profits and faith-based organizations.

He holds the Certified Fundraising Executive (CFRE) designation from the Association of Fundraising Professionals (AFP) and is a graduate of the AFP Faculty Training Academy. He serves on the board of the North Carolina Planned Giving Council and is a regular speaker at regional and national professional fundraising conferences. In addition, he is the author of two books and numerous articles in professional and theological journals.

Tom recently completed his career as a KC-10 instructor pilot/aircraft commander in the US Air Force Reserve and is an ordained minister of the Presbyterian Church (U.S.A.). He is a native of Durham, North Carolina and holds degrees from Davidson College, Columbia Theological Seminary, and Yale University.



## **Colette M. Murray, JD, CFRE**

Colette M. Murray is President & CEO of Paschal•Murray, a specialized executive search firm based in Indio, California with offices and clients throughout the United States. Ms. Murray has over thirty years experience in senior level advancement at major education and health institutions throughout the country. From 1995 to 1998 she was Chief Executive Officer of the Sharp HealthCare Foundation in San Diego and for five years prior to that she was Corporate Vice President for Philanthropy and Community Development at Henry Ford Health System in Detroit, Michigan.



Ms. Murray is a native California and a graduate of the University of California Berkeley. She earned a law degree from the University of San Francisco and was in private practice in the San Francisco Bay area before being appointed the first legal counsel for UC Berkeley. Her career in institutional advancement began with appointment as Executive Director of the California Alumni Association and then at UC Santa Cruz where she was Assistant Chancellor for University Relations. In 1985 she accepted the position of Vice President for Development and Alumni Affairs at the University of Louisville, and in 1988 she was named Vice President for Development and University Relations for Texas Tech University. At both of those institutions, and at Henry Ford, she headed capital campaigns.

She is a Past Chair of the Association of Fundraising Professionals and is Past-President of the San Diego Downtown Breakfast Rotary Club and the Executive Women's Council of the University Club. She is also past president of the Leadership American Association and of the Greater Detroit Chapter of AFP.

In 1984 she received the Father Hesburgh Award, a national honor presented by the Council for the Advance and Support of Education (CASE), for outstanding volunteer board service. She is also a recipient of the Rosalie M. Stern award from the University of California and in 1997 she received the San Diego Business Journal's Women Who Mean Business Award in the health care category and in 2000 in the consulting category. She is also a past chair of the CASE board of trustees and served for a number of years on the board of the Association of Healthcare Philanthropy.

She is listed in Who's Who in American, Who's Who of American Women, the World Who's Who of Women and Who's Who Worldwide. She is married to Richard Murray who is the-co-owner, with her, of Paschal•Murray. They have a daughter, Thea Kano, a musician and conductor in Washington DC and New York City.

**Kelly Brandon, CFRE**

Kelly Brandon is the Director of Development for Mountain Area Child and Family Center in Asheville, NC. As the only development staff person she manages all aspects of fundraising and marketing for MACFC. She has 14 years of fundraising experience in health and human service and higher education organizations. She currently serves as the Past President for the WNC Chapter of AFP and achieved the professional designation of Certified Fund Raising Executive in 2006.



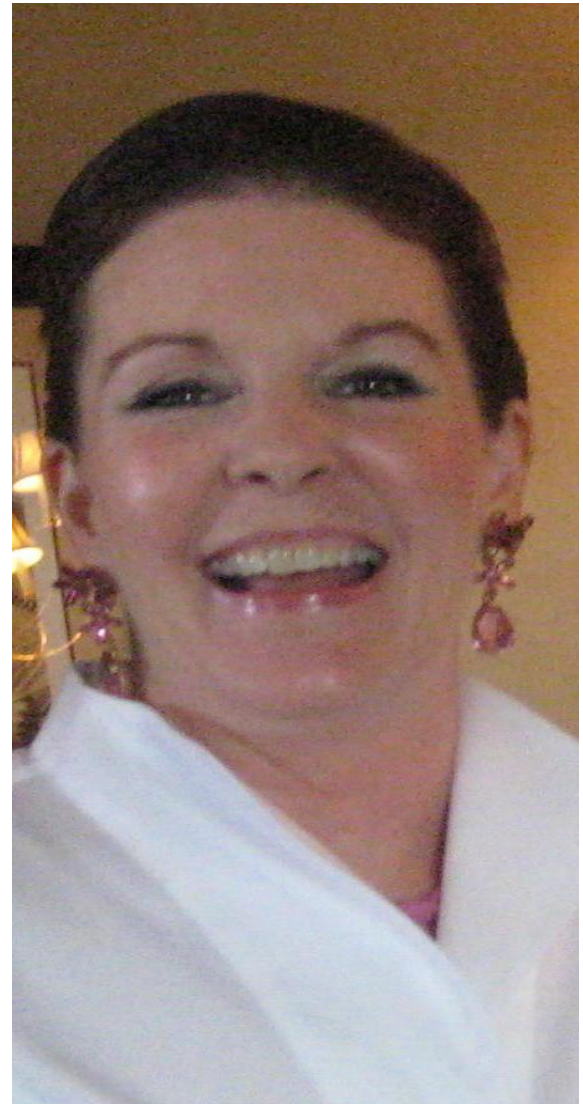
## **Ann Fritschner, ACFRE**

Ann is president of Raising Funds Effectively, a company created to train paid and unpaid not-for-profit staff how to raise more money for their causes. Ann coaches all types and sizes of not-for-profits on their capital, endowment and annual fund needs, as well as volunteer and staff structures required to sustain success. Ann also teaches for the Duke University Center for Non-Profit Management. She is also Director of Development for Mainstay, the domestic violence shelter and prevention organization for Henderson County.

Ann is one of only 95 Advanced Certified Fundraising Executives throughout the world and has been a member of AFP since 1986. She is one of 150 AFP Master Trainers and the winner of the 2007 Outstanding Fund Raising Executive Award from the WNC AFP chapter.

Ann's first book, How to Start and Run a Nonprofit, was published by Barnes and Noble in 2006 and sold out in 2007. She is co-writing a book entitled Daily Practices for God's People, helping individuals learn how to engage more deeply with God.

In November 2002, Ann was ordained as a Deacon in the Episcopal Church and serves at St. Philip's Episcopal Church in Brevard, NC.



## **KIRSTEN BULLOCK, CFRE**

Kirsten Bullock is a consultant, trainer and coach who works with leaders of non-profit organizations and ministries to bring professionalism, excellence and effectiveness to their board and fundraising efforts. She earned her designation as a Certified Fund Raising Executive in 2002.

Since 1995, Kirsten has worked with health care organizations, social service providers, national and local ministries, and international membership associations. These have included organizations such as AIDS Interfaith Ministries of Kentuckiana, Presbyterian Women National Offices, Community Health Centers, Inc. and the Institute of Internal Auditors Research Foundation.

Kirsten is currently serving as president elect of the Association for Fundraising Professionals Greater Louisville Chapter. She is an AFP Master Trainer and has presented for the Indiana Library Federation, Business First (Louisville), Kairos Prison Ministry International, Steward's Staff and Boys and Girls Clubs of America. In addition, she compiles Kirsten's Fundraising Headlines Blog, authors the *Growing Your Donors* blog and is a contributing blogger for SOFII (The Showcase of Fundraising Innovation and Inspiration).

Kirsten is a licensed fund raising consultant in Kentucky. She holds a Bachelor's Degree in Social Work and a Master's of Business Administration. When not working to equip and empower people in the nonprofit sector, Kirsten sculpts, is attempting to learn to speak Danish and enjoys living in the Highlands in Louisville, Kentucky.



## **Sandy Rees, CFRE**

Sandy Rees is a native East Tennessean has worked as a nonprofit Coach, consultant, and fundraiser for the past 12 years at organizations including Knox Area Rescue Ministries, Second Harvest Food Bank, and the Joy of Music School. Her passion is showing small nonprofit organizations how to raise more money, strengthen their Boards, and build relationships with donors. Her strengths include direct mail, nonprofit marketing, strategic planning, and Board development.

Sandy obtained her CFRE (Certified Fundraising Executive) certification in 2003 after meeting the requirements. She's the author of *Fundraising Buffet* and *Simple Success Fundraising Plan*, and co-author of *7 Essential Steps to Raising Money By Mail*. She's contributed articles to *Advancing Philanthropy* and *Inside Fundraising Success*, and authors the blog *Get Fully Funded*.

Sandy is an accomplished presenter and an AFP Master Trainer. She's led fundraising seminars for America's Second Harvest, Habitat for Humanity of Tennessee, the Association of Fundraising Professionals, and the Chattanooga Center for Nonprofits.

Sandy is active in the community and has volunteered with many community organizations including Shangri-La Therapeutic Academy of Riding (STAR), Lost Sheep Ministries, Horse Haven of Tennessee, and Loudon High School Band Boosters. She's a former Girl Scout Leader and currently serves on the Board of Directors for Loudon County Habitat for Humanity.

Sandy lives on a small farm outside Loudon, Tennessee. In her spare time, she likes to quilt, garden, and ride her horse, Harley.



## **Timothy D. Logan, ACFRE**

Timothy D. Logan is Vice President and Senior Consultant of Relationship Fundraising and Nonprofit Healthcare Fundraising for RuffaloCODY, a leading provider of fundraising and nonprofit management services. Tim has worked in this role with RuffaloCODY since 2003.



Tim has worked in both the for-profit and nonprofit sectors and has over 31 years' experience in fund raising, nonprofit management and direct response marketing. In addition to being one of less than 100 individuals to hold the Association of Fundraising Professionals's (AFP) prestigious ACFRE credential, he holds a Masters of Nonprofit Management (MNO) from Case Western Reserve University, Cleveland, OH.

Tim's background in the nonprofit sector includes 17 years' experience at the local and national levels. Tim has been a local Executive Director for the Muscular Dystrophy Association, in Harrisburg, PA and for the Leukemia Society of America in Cleveland, OH. Nationally, he was a fund raising consultant for American Diabetes Association and the American Heart Association. He has served as Director of Development Services with the Epilepsy Foundation national headquarters, Landover, MD, was Director of Individual Giving at USO World Headquarters, Washington, DC, and most recently served as the Senior Director of Development for the National Osteoporosis Foundation, Washington, DC.

Carl D. Manfield, ACFRE

Carl D. Manfield is Principal of Manfield Fundraising Counsel, LLC, a full service fundraising consultant to nonprofits representing religion, healthcare, education, arts and social services based in Lynchburg, VA. Mr. Manfield has over \_\_\_\_ years of experience in fundraising.

Carl has served as Interim Director of Development at Averett University and is the founding president of Virginia Children's Healthcare Network, Inc. He is former Dean of Student Services and Coordinator of Planning and Director of Educational Opportunity Center at Piedmont Community College.

He holds an Advanced Certified Fundraising Executive (ACFRE) certification. He is a 2001 Recipient of *Outstanding Fundraising Professional* award given during the National Philanthropy Day program, Virginia Piedmont Chapter, Association of Fundraising Professionals. He is Immediate Past Chair, ACFRE Professional Certification Board.

Carl's volunteer service includes Former Member and Chair, ACFRE Professional Certification Board as well as AFP Certified Master Teacher. He is founder and first president of Virginia Piedmont and Dan River Regional Chapters, Association of Fundraising Professionals. He has served on the Board of Directors of Virginia School of the Arts as well as Lynchburg Police Foundation.

