



Partners for Impact, LLC

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An Invitation to Join Our Team as a Community Change Consultant

Partners for Impact continues to grow and we are excited. Beth started this business in 2016. Stan joined in 2018 and became a partner in the Spring of 2021. There are seven other consultants who are regularly working on diverse projects. **As the company grows, we are opening an invitation for a Community Change Consultant who can lead projects, work collaboratively to support other consultants and assist with business development.**

We are a small but flexible firm. All of our consultants have spent their careers working with nonprofits in positions from the front lines to leading human service organizations as executive directors and board members. We have brought this first-hand experience and our deep knowledge of working with vulnerable populations to our work. Our current clients are both nonprofits and their funders, as well as local governments, coalitions, and collective impact initiatives.

Our consultative approach and [services](#) are informed by our [values](#) and experience in strategic planning, organizational development, evaluation, trust building, integrating voices, and building accountability. As a firm, we are committed to bringing to all of our work an intention to increase racial equity and disrupt systems that prevent equitable access to resources and opportunities.

Our primary work is at the **System/Community level** and includes such things as:

- addressing complex community problems with an integrated approach (homelessness, health disparities, food and housing security, child care)
- facilitating a targeted integration of two or more core service sectors (early childhood education and care with services for families experiencing homelessness)
- designing and implementing collective impact evaluation, developmental evaluation, cross-agency integration of strategy and evaluation
- building communities of practice
- scaling and tailoring programming to a larger/broader audience
- facilitating/evaluating equity-driven funding and policy decision making
- engaging the voices of those most affected by decisions in all aspects of decision making

While working whole communities, coalitions, collective impact initiatives and others who are addressing community change at the systems level is our primary focus, we recognize that to build capacity for community change, support may be needed at various levels. Therefore we often work with individuals and organizations in the following ways as well:

- **Individual and interpersonal levels** - leadership development, executive coaching, team building, developing and changing mindsets
- **Organizational level** - developing or changing organizational culture, strategic planning, program evaluation and program design, board development

We are looking for someone who has a depth of experience in human services, both within nonprofit and government organizations. You will need a comprehensive facilitation tool kit as you will find yourself facilitating a wide range of groups for varying purposes. Research skills will be invaluable; both quantitative skills and qualitative skills are needed for the evaluation and discovery work in many of the projects that are part of our portfolio. Oral and written communication skills are essential as you will be presenting, facilitating complex frameworks, and writing proposals and reports. Finally, you need to be a systems thinker. Understanding the interrelationships and dynamics within a community will lead to your ultimate success in the work product completed.

Our expectation is that you will be a lead consultant who has the ability to identify, secure, and lead projects. We are not in a position to compensate for business development related activities. However, we create an atmosphere of support as we share that work throughout the specific consultants who will be working on a project. You can work as much or as little as you like, but providing a quality customer experience and product is essential for our ongoing growth.

Our team members have diverse identities and a wide range of lived experiences. For our consultants who are white, we recognize that privilege brings opportunity and responsibility. We acknowledge the responsibility that we have to use our privilege in efforts to dismantle racism and disrupt the systems that advantage some over others. We lead with this commitment in all that we do. We have one Latinx, tri-lingual consultant, one African American consultant, and seven white consultants. Six of us are women and three are men; two of us identify within LGBTQIA+. We are seeking to further expand our diversity, specifically BIPOC and LGBTQIA+ and bilingual Spanish/English.

In all of our engagements with clients, we bring a focus on equity into the work. At times, that requires difficult conversations and leaning into discomfort but we know the work is too important to take the easier path. We structure our scopes of work to move at the speed of the community, factoring in time to build relationships, include community voices, and avoid doing harm. We understand that to achieve the systems change we seek, we must influence organizations and their staff members. Fundamentally, we know that requires us, individually and as a team, to deepen our own understanding of and commitment to racial equity through continuous learning, discussion, and engagement. We seek to lead by example and with compassion as we embark on a shared journey with each of our clients to center those made most vulnerable by structural racism and create better outcomes for our communities.

As a team, we commit to cultivating our curiosity and commitment to identifying inequity and its sources. We interrogate "best practices" by asking: For whom were these best practices

created and who has decided they are best? Whenever possible, we use disaggregated data for a more accurate picture of disparities across population identities. In addition, we explore institutional power structures that have traditionally been ineffective or harmful to identify needed changes at the organizational and systemic levels.

Ultimately, we want someone who wants to work for a company that holds these values, find a sense of accomplishment and joy in the work that is being done, and enjoy the team we are creating at Partners for Impact. If you are interested, please email both [Beth](#) and [Stan](#) and let us know what you believe makes you a good fit for our team. We would love to talk with you.

We hope to hear from you soon,