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## *Portfolio*



### **Inside...**

- Transition & growth development
- International advising
- Resource optimization

Contact Us: 651.253.5905



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## Global PlanIt

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In 2001, we started as Web PlanIt servicing non-profits in web consulting. In 2006, we expanded our services and incorporated as a non-profit servicing non-profit needs as Global PlanIt (GPI).



Global PlanIt consultants partner with your non-profit agency to create new programs, train in crisis and transition management, connect internationally, and sharpen resource use.

Transitions are critical times of opportunity.

Optimize!

### **Executive Director**

Mackenzie Glander grew up overseas as in an expatriate family and worked overseas as an educator, starting programs in Asia, the Middle East, and Africa, as well as the U.S. and Switzerland. With involvement in numerous non-profit agencies, she understands the realities under which they operate - things are tight financially, resources are limited, and everyone is multi-tasking. She is passionate about supporting non-profits so they can focus on their goals.

### **Associate: Marilyn Grantham, Grant Writer**

Worked as agricultural economist, curriculum writer, program evaluator at the Univ. of Minnesota.

Grant writing training from Grantsmanship Center in California.

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## Board Members



### Garth McKinney, Chair

Grew up in Mali, IBM contractor  
8+ years executing a corporate education program

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### Karl Glander, Treasurer

Kodak software engineer  
BS: St John's University  
MS: Mankato State University  
PhD: Computer Science, Colorado State Univ.

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### Mackenzie Glander, Executive Director

Educator, counselor, create programs  
BA: Liberal Arts Diversified, Simpson University  
MA: English, San Francisco State University  
MA: Counseling, Chapman University  
MA/PhD: Organizational Development, In Process, Fielding Graduate Institute

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### Jannette Paulu, Fund Raising

Unisys, Europe for 10 years, UofM sorority director  
BA: Biology, Univ. of Minnesota  
MA: Secondary Ed, Univ. of St. Thomas

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### Cristina Edelstein, Business Mgmt

Grew up in Mexico,  
BA: Communication, Minor: Business Management  
Commercial Real Estate Specialist, Univ. St. Thomas.

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### Doug Olson, International & ICT Consultant

Grew up in Peru, Bethel Univ Network Services Dir  
BA: Computer Science, minor: Mathematics

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## Transition and Growth

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### We work toward...

Transition times can be tricky, but we have a model we take agencies through that includes the emotional and psychological foundations of change. This is not about fear, it is about preparing your people for the vision and jobs they will carry out during and after periods of transition or crisis. When your employees have something to hang their hats on, they will join in creating the new direction with you and success is assured.

### Your Experience includes:

- vision articulation and/or redirection using Appreciative Inquiry
- improving communication channels between employees and management
- employee participation in change



- training in team use for program implementation
- job action empowerment for new program deployment

### Customer Feedback

- \* ASG, Kuwait
  - \* ISM, Oman
  - \* ISB, Mali
  - \* ACIS Conference, Nigeria
  - \* ISL, Nigeria
  - \* St. Nicholas - Visioning conference, St Paul
  - \* ELCA Lutheran synod
  - \* Hands Liberia Board
-

## We work with...

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### Social Service Non-profits

Training programs—board members, employees, families

See Training list, p. 9.

### Churches & Lay Ministries

Visioning & discernment

### Schools & Colleges

Crisis preparedness plans

Exchange student orientation

Mentoring—volunteer placement

### Relief & Development Agencies

Crisis orientation

Help helpers

Board training



## International Advising

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### We will work toward...

International relations are at their most sensitive with the U.S. right now, but globalization is happening very quickly. It is a great opportunity to reach out globally to partner in fighting poverty, disease, and education deficits around the world and at home. Our executive director has a lifetime of experience overseas.

### Your Experience includes:

- examining your service niche within a global framework
- how you might benefit with international partners
- how international orgs might benefit from you
- economic and political factors worldwide that could affect your agency and its work
- providing cultural sensitivity to work your agency might already be doing abroad



- Site research and networking, trip planning, briefing and debriefing of travelers and families,
- transition adjustment training

### Customer Feedback

- \* [Interaction International](#)
  - \* [Chinese Alliance Churches](#)
  - \* [University of Missouri](#)
  - \* [Global Horizon Ministries](#)
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## We work with...

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### Social Service Non-profits

Cultural sensitivity Training

Group tour setup, briefing, and debriefing

### Churches & Lay Ministries

Cross-cultural communication

1st & 2nd generation immigrant issues

Partnering abroad effectively

Helping international students locally

### Schools & Colleges

International student work,

Mentoring program implementation

Starting programs abroad

### Relief & Development Agencies

Transition adjustment training

Briefing, debriefing international employees and their families



## Resource Optimization

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### We will work toward...

With previous involvement in numerous non-profit agencies, we understand that things are tight financially, resources are limited, and everyone is multi-tasking. We want to offer our services to help sharpen what you have and perhaps suggest some alternatives. We will continue to network with many organizations to share resources and collective knowledge. Our services are offered on a sliding scale. Let us partner with you.

### Your Experience includes:

- examining your available resources (human, financial, operational, communication)
- examining efficient resource use & providing alternative options
- facilitating open networks with other organizations to share resources and collective knowledge



- training in intranet deployment, database value, office products, and web site optimization.
- Personnel training

### Customer Feedback

- \* Interaction Int'l
  - \* ASG, Kuwait
  - \* Mac's Refuge, Mali
  - \* Lockheed Martin, intranet
  - \* CEDPA, Mali
  - \* Christ's Church, MN
  - \* Maralex.com, artists
  - \* Pilgrim Lutheran, MN
  - \* ANDI
  - \* Godiith.org
  - \* Agora Ministries
  - \* HANDS Liberia
  - \* MIND
  - \* Fairness Awareness
-

## We work with... **Helping Employees**

### Personnel empowerment

Helping employees take ownership in the organization and flourish where they are needed.

Training, mentoring,  
volunteer program analysis  
Board training

\$1000 for Office  
and Board Plan (30  
hours work)



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### Computer assistance & training

Training personnel in...Office suite, intranet  
deployment, database, communication, &  
software options



1 consult to organize  
Price: \$50/hr w/contract; \$75/hr for one-time  
Troubleshooting; Tech Plan \$900/ 25 hours

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### Web consulting

Advising, design, implementation, search  
engine aware, low cost ideas



\$300/ 7 page start-up site; \$48 for domain/ host  
\$500/ 15 page site  
Assistance with graphics & content extra

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### Alternative resource options

Taking an assessment of available resources,  
advising and/or implementing cost-effective  
modifications, and offering on-going advice

Networking solutions,  
getting available computers  
and software

Cost on sliding  
scale. Minimum  
fee = gas expenses



## Training Seminar Options

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- \* **Mentoring programs**

- \* **Brown-bags**

- Optimizing your resources: electronic, personnel, and network
- People, processes, technology
- Job stress and Abraham Maslow (values and needs)
- Your story, our story (metaphor building)
- How to think like a leader
- Research and decision making
- Evaluating the results and learning from change

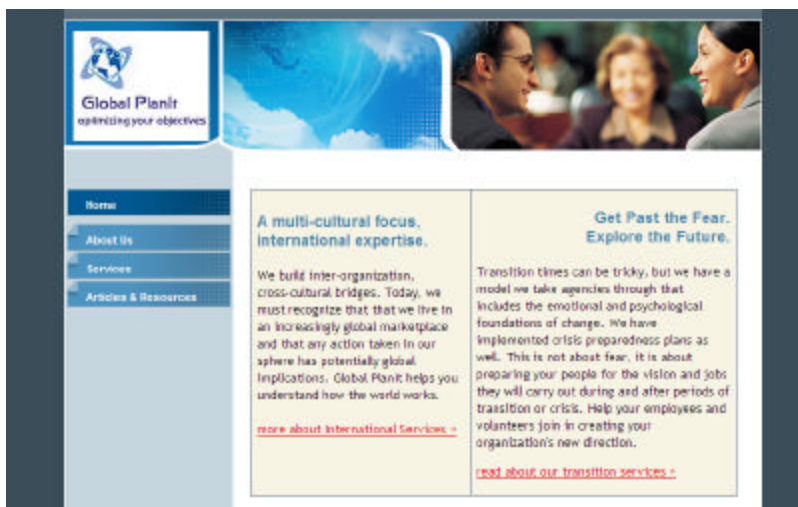
- \* **Transition adjustment seminar includes:**

- Difference between change and transition
- Choices
- Transition model
- Cultural differences – styles, communication
- Reaching out in times of transition
- Scenarios
- Small group work



- \* **Working well seminar:**

- IPR skills + Communication/ conflict skills + Transition skills
  - + team skills – mental sets
  - Styles & mental sets
  - Change & stress
  - Mediation, conflict resolution
  - Pillow method—Japanese style
  - Accountability
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## Global PlanIt Website

Our website <http://globalplanit.org> provides many resources including a blog, Non-profit Portal, and links to much information. Keep coming back to answer your many questions and let us know what you need in the feedback form.

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## Finances

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### Philosophy

With a goal of transparency and minimizing overhead, GPI endeavors to provide services at rates below those offered locally. Our priority is serving need. We commit 10% of our income to an African school & women's programs. We also look to employ college students and under-employed ministers.

### Fund Raising

- Events—partnering with other non-profits
- Grants
- GPI partners will always be asked which method of contact they prefer: email, mailings, newsletter, or phone call.

### Contributions

- Web site
- Personal & written requests
- To sponsor particular projects

### Current Finances

#### Income

|          |            |
|----------|------------|
| Capital  | \$ 200     |
| Gifts    | 3050       |
| Services | <u>763</u> |
|          | \$4013     |

#### Expenses

|               |           |
|---------------|-----------|
| Web site      | \$ 36     |
| Filings       | 400       |
| Gifts, grants | 3250      |
| Fund Raising  | 250       |
| Prof. Expense | <u>50</u> |
|               | -\$3986   |

This area is still in development.



Web Site  
Using Pay Pal



[http://  
globalplanit.org](http://globalplanit.org)

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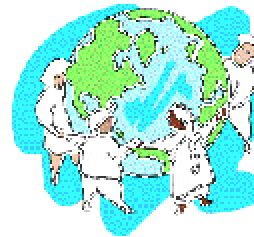
Solicitation  
For projects  
Giver designated options



Contact Us

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Fund Raising Event  
Partnership related events for capital  
expenses  
Loose change piggy banks



Let Us Partner with You

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Grants  
As needed for specific projects



Capacity building  
Outreach

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**GLOBAL PLANIT**

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OPTIMIZING YOUR  
OBJECTIVES

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