

Legal Name of Consulting Firm or Independent Consultant: Hudson and Holland Advisors, LLC

Legal Structure of Organization: Limited Liability Corporation

Year Practice Founded: 2012

Number of Individuals in Firm: 2

Names and Titles of Individuals in Firm:

Evan Holland, Managing Director Paul C. Hudson, Managing Director

Languages Spoken on Staff:

English

Firm or Consultant Address: 8467 South Van Ness Avenue

Firm or Consultant City: Inglewood

Firm or Consultant State: CA

Firm or Consultant Zip: 90305

Firm or Consultant Phone: (323) 455-0071

Firm or Consultant Fax: (323) 372-3757

Firm or Consultant Website: hudsonandhollandadvisors.com

RFQ Contact Name: Paul Hudson

RFQ Contact Phone: (323) 455-0071

RQF Contact Email: paul@hudsonandhollandadvisors.com

Geographic Area Served by Firm:

National practice focused on Southern California

Any additional, relevant information regarding your consulting project:

In addition to facilitating mergers and collaborations, H&H's consulting practice includes development of nonprofit sustainability strategies, including planning, structuring and implementation of such strategies.

Consultant #1 Name: Evan Holland

Consultant #1 Email: evan@hudsonandhollandadvisors.com

Consultant #1 Education (list only name of school, major and degree):

University of California, Berkeley, Rhetoric, Public Discourse, B.A. University of San Diego, Nonprofit Leadership and Management, M.A.

Consultant #1 Employment history (list only name of employer, title, and dates employed):

Hudson & Holland Advisors, Managing Director, 2012-present Lula Washington Dance Co., Assoc Development Director, 2010-2013 Children's Defense Fund CA, Interim Co-Executive Director, 2010 Children's Defense Fund, CA, Director of State Communications, 2007-2010 Community Build, Inc, Project Director, 2006-2007

Consultant #1 Awards or certifications (list only name of award and date received):

University of Southern California, Institute of Communication Improvement, The Grant Institute, Certificate in Professional Program Development and Grant Communications

Consultant #1 Nonprofit Board Membership (list only name of organization and dates served)

Los Angeles Drama Club, since 2016 Antioch University L.A., Masters of Arts Nonprofit Management Advisory Board, since 2016 Arts for Incarcerated Youth Network Advisory Board, since 2016

Consultant #2 Name: Paul C. Hudson

Consultant #2 Email: paul@hudsonandhollandadvisors.com

Consultant #2 Education (list only name of school, major and degree):

University of California, Berkeley, Political Science, B.S. University of California, Berkeley, Boalt Hall, Law, J.D.

Consultant #2 Employment history (list only name of employer, title, and dates employed):

Hudson & Holland, Managing Director, 2012 - present Broadway Federal Bank, President & CEO, 1996-2012

Consultant #2 Awards or certifications (list only name of award and date received):

Licensed to practice law in California and District of Columbia

Consultant #2 Nonprofit Board Membership (list only name of organization and dates served):

African American Board Leadership Institute, 2011-present Ebony Repertory Theatre, 2010-present UCLA Technology Development Group, 2015-present Housing Authority Commission Los Angeles City, 2012-2016 Tuskegee Airmen Scholarship Foundation, 2011-2016 Center for Social Inclusion, 2010-2016 Community Build Inc, 1993-2013 Insight Center for Economic Community Development, 2008-2014 Abode Communities, Chairman, Los Angeles City Community Redevelopment Agency, 2001-2005

How many strategic restructuring negotiations have you been involved with? 10

How many NSI funded strategic restructuring negotiations have you or your firm been involved with? 7

Name all NSI-funded negotiations:

1. Domestic Violence Center, Santa Clarita Valley and Child & Family Center: Family mental health and domestic violence services 2. Hands for Hope and Boys and Girls Club, Burbank and Greater East Valley: After school education and care 3. InsideOut Writers and Anti-Recidivism Coalition: Incarcerated and formerly incarcerated youth, Los Angeles County 4. The People Concern (Formerly OPCC and Lamp Community): Care and shelter for LA's homeless and vulnerable populations 5. Asian Youth Center and Project NEO: After school education and care 6. Arts for Incarcerated Youth Network (Collaborative of seven arts orgs): Arts programs for incarcerated and formerly incarcerated youth 7. Community Build Inc, WORKS, Coalition for Responsible Community Development: Housing development and at-risk youth and family services

How would you describe the range of diversity reflected in your firm's consultant?

Evan Holland is a cis-gendered Black American woman in her mid thirties, who has worked in the nonprofit sector since 2000. She has served as a program director, communications director, and development director of regional and national organizations before starting her own nonprofit management consulting firm prior to joining H&H in 2012. Evan's experience is complemented by her Master of Arts in Nonprofit Leadership and Management. Paul C. Hudson is a cis-gendered Black American man in his late sixties with a background in law and finance, with an extensive set of experiences from serving on nonprofit boards for over thirty years. Prior to founding H&H in 2012, Paul served as President and CEO of Broadway Federal Bank, a community development financial institution in South Los Angeles for twenty years. Paul earned a Juris Doctorate and is licensed to practice law in California and the District of Columbia. Paul has served on more than thirty boards and commissions.

Briefly describe 1-3 examples of restructuring negotiations with which you have been involved:

Arts for Incarcerated Youth Network (AIYN) - Collaboration Collaborative restructure of seven organizations, including Armory Center for the Arts, Coalition for Engaged Education, InsideOut Writers, Rhythm Arts Alliance, Street Poets, Unusual Suspects Theatre Company, WriteGirl/Bold Inc Writers. All the agencies provide arts programming to incarcerated, formerly incarcerated and at-risk youth in Los Angeles County. The organizations wanted to remain independent but function as one entity with respect to contract negotiations with Probation and fund development activities. H&H assisted the organizations with structuring, negotiating and implementing a separate 501c3 nonprofit controlled by the seven member organizations as a vehicle to jointly compete for government contracts and foundation funding, exercise advocacy and thought leadership, and as a forum for ongoing strategic collaboration. H&H prepared a Final Report and Operating Agreement. Final outcome: creation of AIYN with an annual budget of \$450,000 and a full-time Executive Director. <http://aiynetwork.org/> The People Concern (Formerly OPCC and Lamp Community) - Merger OPCC and Lamp Community are service and shelter agencies for homeless and vulnerable populations in Los Angeles County. H&H assisted OPCC and Lamp with post-merger integration activities, including development of integration work plans, facilitation of integration planning, design and structuring. As part of the integration process, H&H worked with an integration team that included the joint senior management team, joint board committee and branding consultants. Final outcome: OPCC and Lamp merged to form The People Concern and post-merger integration was successful. <https://www.opcc.net/> Asian Youth Center and Project NEO – Merger The Asian Youth Center (AYC) and Project NEO

provide common core based after school education, enrichment and care programs for youth in the San Gabriel Valley region. H&H assisted the organizations with merger discussions, negotiations, and deal structuring, as well as facilitated meetings of the joint merger committee. H&H is also currently working with AYC on post-merger activities and sustainability planning. H&H prepared a Merger Plan that provided the basis for the merger. Final outcome: AYC and Project NEO merged. <http://www.asianyouthcenter.org/>

Identify all nonprofit areas within which you have worked as a paid employee or consultant:

- health care
- arts
- social services
- education (public and private)
- advocacy
- social justice
- child welfare
- housing
- homelessness
- other – please describe: Incarcerated youth, solution journalism

Add any other information you feel would aid in understanding the value you or your consulting firm can bring to a strategic restructuring negotiation:

1. Consulting Process – H&H utilizes a project process that is collaborative, inclusive, transparent and consensus based. The H&H consulting process involves stakeholder interviews using the phenomenology methodology, primary and secondary research and facilitation of joint organizational meetings to discuss project findings, analysis and recommendations. 2. Structure Experts – H&H has extensive business, financial, legal and nonprofit experience that supports our ability to structure win-win alliances, partnerships and collaborations based on the vision of the client(s). 3. Deliverable – Every client receives a written Report, Plan or Agreement that provides a road map for accomplishing desired outcomes. 4. Access and Responsiveness – with two consultants plus administrative support, H&H is immediately responsive and accessible to clients. 5. Coaching – Based on our nonprofit work and consulting experience, Evan and Paul are able to teach nonprofit courses and workshops and throughout the consulting process provide management coaching.

Reference Client #1 Name of Organization: Arts for Incarcerated Youth Network

Name of other organizations involved in the negotiation:

1. Armory Center for the Arts 2. Coalition for Engaged Education 3. InsideOut Writers 4. Rhythm Arts Alliance 5. Street Poets 6. Unusual Suspects Theatre Company 7. Write Girl/Bold Ink Writers

Reference Client #1 Contact Name: Kaile Shilling

Reference Client #1 Contact Phone:  
(310) 962-6000

Reference Client #1 Contact Email: kaile@aiynetwork.org

Brief description of the strategic restructuring project:

Collaborative restructure of seven organizations providing arts programming to incarcerated youth in Los Angeles County. Formed a separate 501c3 nonprofit controlled by the seven member organizations as a vehicle to jointly compete for government contracts and foundation funding, exercise advocacy and thought leadership, and as a forum for ongoing strategic collaboration. <http://aiynetwork.org/>

Reference Client #2 Name of Organization:  
The People Concern (formerly OPCC and Lamp Community)

Name of other organizations involved in the negotiations:

OPCC (Ocean Park Community Center) Lamp Community

Reference Client #2 Contact Name:  
John Maceri

Reference Client #2 Contact Phone:  
(310) 264-6646

Reference Client #2 Contact Email: jmaceri@opcc.net

Brief description of the strategic restructuring project:

H&H assisted OPCC and Lamp with post-merger integration activities, including development of integration work plans, facilitation of integration planning, design and structuring. As part of the integration process, H&H worked with an integration team that included the joint senior management team, joint board committee and branding consultants. [www.opcc.net/?nd=home](http://www.opcc.net/?nd=home)

Any additional client references:

Michelle Freridge, Executive Director - Asian Youth Center, (626) 309-0622,  
michelle.freridge@asianyouthcenter.org Linda Davies, Executive Director - Domestic Violence  
Center, Santa Clarita Valley, (661) 259-8175, ldavies@dvc-scv.org