



The arc of the moral universe is long, but it bends towards justice. Rev. Martin Luther King, Jr.

CAPABILITIES STATEMENT

Reichard & Associates, Inc. (RAI), offers high impact consulting services to both for profit, not-for-profit organizations, and governmental entities. A jack of all trades, Reichard marries broad business expertise with highly specific, concrete skills in strategic planning and organizational development, research and writing, funds development and revenue enhancement, marketing and financial analysis. RAI's iterative style seeks to capture and reflect back to his clients in his work product their values, vision and mission with the goal that his contribution will be of an enduring nature. As both student and teacher, Reichard learns from his clients as he imparts knowledge and wisdom gained from those with whom he has worked in the past. In this manner, RAI's practice strives to incorporate the four Rs of respect, relevance, reciprocity, and responsibility.

Reichard brings some 30 years' professional experience to his consulting practice including work as Northwest Area Vice President for Option Care, Inc., the nation's largest home infusion company; President and co-founder of RehabLogic, Inc., an Internet-based rehabilitation company; Executive Director of the Inland Neuroscience & Spine Center, a center of excellence in the neurosciences based at Sacred Heart Medical Center in Spokane, WA; Interim Executive Director with Cancer Care Northwest, a \$50 million, twenty-physician multi-disciplinary oncology practice located in Spokane, WA; and Chief Operating Officer with Planned Parenthood Columbia Willamette in Portland, OR. He most recently served as Executive Director of the ReBuilding Center, Portland's iconic salvage building materials organization. A graduate of Columbia University in the City of New York, Reichard was a fellow in African and Latin American history at Northwestern University where he earned his masters degree in 1984. Reichard has completed much of the work for a masters in health policy and administration from Washington State University. Reichard has published widely in both peer reviewed and non-peer reviewed publications, has presented at numerous conferences and proceedings, and is the recent recipient of the 2017 Golden Compass Award from the Building Materials Reuse Association for his work promoting equity in the building materials reuse industry.

Over the course of his career, Reichard has raised nearly \$45 million in grants, contracts, investments and gifts for his employers and clients. Reichard's well-researched proposals, studies, business plans, and evaluations are clear, crisp, concise and compelling. In 2014, he authored the winning response to request for proposal to the Washington Liquor Control Board on behalf of BiotrackTHC for Washington State's seed-to-sale inventory system. While the technical component of that proposal came in second place in the scoring, the management component of the proposal provided BioTrackTHC with sufficient margin to secure the contract.

A 2010 graduate of Stanford University D.School Design Thinking Bootcamp, Reichard is a noted change agent. While he has not sought Six Sigma certification, he is highly skilled and experienced in the tools of performance improvement. He has designed and led numerous departmental and company-wide re-organizations, returning entities into engines of high performance and profitability.

RAI offers services in the following areas:

- Change Management
- Marketing
- Process Improvement
- Strategic Planning
- Funds Development
- Business Development
- Research, Writing, Evaluation
- Community Planning
- Response to Proposal
- Pro forma development
- Creating High Impact Teams
- Project Implementation

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Feasibility Studies

Name: Feasibility Study for the Redevelopment of the ReBuilding Center

Entity: The ReBuilding Center, Portland, OR

Period of Performance: June, 2016 – March, 2017

Reference: ReBuilding Center, 503-407-3353

Conducted six community focus groups to explore community opinions around what the ReBuilding Center **should** do; subcontracted with Multicultural Collaborative to explore what the ReBuilding Center **could** do from a financial perspective.

Title: Feasibility Study for Permanent Supportive Housing

Entity: Kalispel Tribe of Indians

Period of Performance: January-March, 2012

Reference: Felipe Gonzales, (509) 445-1147

Conducted a comprehensive feasibility study for the development of permanent supportive housing for approximately 25 Kalispel tribal members who experience severe co-occurring disorders, many of them due to fetal alcohol syndrome/effects. Involved focus interviews with tribal members and government officials. Extensive research on concept, successful projects, outcomes and funding mechanisms including new market tax credits, grants and other funding opportunities. Site visits to PSH sites on Puyallup Reservation and in Portland, OR. Resulted in conversion of Young People's Place into facility for the treatment of those with severe co-occurring disorders.

Name: Feasibility Study for the Tribal Management of the Chemawa Health Center

Entity: Confederated Tribes of the Grand Ronde Indians

Period of Performance: March, 2006 – September, 2006

Reference: Gary Leva, Gary Consulting, Inc. (509) 535-4475

With funding from the Indian Health Service, conducted a feasibility study for the tribal management of the Chemawa Health Center. Included data analysis of utilization of CHS including analysis by disease state, cost and pharmacy services. Surveyed Tribal members and made recommendations for future direction of the Chemawa Health Center.

Name: Feasibility Study for the Tribal Management of Contract Health Services

Entity: Ely Shoshone Tribe of Indians

Period of Performance: May, 2005 – September, 2005

Reference: Diana Buckner, Tribal Chair (702) 289-4025

With funding from the Indian Health Service, conducted a feasibility study for the tribal management of contract health services. Included data analysis of utilization of CHS including analysis by disease state, cost and pharmacy services. Surveyed Tribal members and made recommendations for future direction of CHS services.

Name: Feasibility Study for the Development of a Foster Home

Entity: Kalispel Tribe of Indians

Period of Performance: November, 2004 – January, 2005

Reference: Cathleen Kintner-Christie (509) 445-1564

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Conducted feasibility study for the development of a child foster home on the Kalispel Reservation in Usk, WA. Study included review of all federal and state regulations pertaining to foster home development, placement, personnel and oversight. Interviewed key state and agency officials. Identified federal, state and private, philanthropic funding opportunities. Developed five-year pro forma including construction costs and cash flow projections.

Name: Feasibility Study for the Tribal Management of Health Care System
Entity: Kalispel Tribe of Indians
Period of Performance: March, 2004 – August 2004
Reference: Bob Russell, (509) 445-1762

Conducted a comprehensive feasibility study for the Kalispel Tribe of Indians. Included determination of current utilization through analysis of CHARS, insurance and Indian Health Service data; census analysis; financial analysis of current expenditures and pro forma development for future system; space and personnel recommendations; exploration of funding options; and overall recommendations for future development.

Facilitation/Community Planning

Title: Kalispel Tribal Justice System Planning
Entity: Kalispel Tribe of Indians
Performance: December, 2012 – August, 2014
Reference: Cathleen Kintner-Christie, Administrator (509) 445-1147

Facilitated comprehensive community planning process for tribal justice system including tribal court and public safety for the purpose of resolving long-standing disputes within tribal community arising from historical trauma and the perceptions of bias held by certain segments within the community. Process involved recruitment of planning community, comprehensive community survey, facilitation of multiple focus groups, and the design and facilitation of a three-day “future search” conference the purpose of which was to find “common ground” among disparate factions within the community by gathering all stakeholders within one room and together honoring the past and acknowledging the present before jointly developing a common vision for the future.

Title: Community Planning for Tribal Wellness
Entity: Malye es’ ?iyal (All Heals Circle) of the Kalispel Tribe
Period of Performance: May, 2005- present
Reference: Cathleen Kintner (509) 445-1147

Facilitated a six-month strategic planning process with the All Heals Circle of the Kalispel Tribe for the purposes of developing a comprehensive plan for achieving wellness throughout the Tribe. Included development of baseline measurement performances in all areas of health status and a measurement of community readiness to engage in the process of change.

Strategic Planning

Title: Strategic Planning for the Development of a Comprehensive Language Program
Entity: The Kalispel Tribe of Indians
Performance Period: October, 2012
Reference: JR Bluff (509) 445-1147

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Development of a strategic plan to secure funding for a comprehensive language program for the Kalispel Tribe including the development of a K-2 school to be taught in Interior Salish. Explored comprehensive funding options including private, state and federal as well as tax credits and other funding mechanisms. Charter school opportunities explored and defined and recommendations made regarding priorities to be pursued

Title: Strategic Planning for Kalispel Tribal Justice System
Entity: Kalispel Tribal Court
Period of Performance: December, 2012 – August, 2014
Reference: Cathleen Kintner: (509) 445-1147

Development of a strategic plan for the development of a tribal justice system including tribal court and public safety to incorporate traditional mechanisms of justice and safety with the requirements of a fully-integrated government and commercial entity.

Title: Developing a Strategy for Risk Contracting for Behavioral Health in a Reforming Health System
Entity: Volunteers of America Oregon
Performance Period: May, 2013
Reference: Kay Toran (509) 595-2000

Developed a memorandum for the Board of Directors to explain the opportunity presented by the advent of health care reform to reposition VOAOR as the leader of a facilitated network to change health care's value proposition from one focused on volume to one focused on value. This memorandum suggested avenues of approach to alternative payment and suggested next steps for the agency.

Title: Strategic Planning/Positioning for Health Care Reform
Entity: Morrison Child and Family Services
Period of Performance: March-April, 2012
Reference: Tia Stecher, Executive Director (503) 258-4200

Facilitated a short-term planning session to develop strategies to position this leading mental health agency to participate in Oregon's Coordinated Care Organizations.

Title: Strategic Planning & Grant Writing
Entity: Martin Luther King, Jr. Family Outreach Center
Period of Performance: December, 2005
Reference: Austin DePaolo (509) 455-8722

Facilitated day-long planning retreat that led to the development of a one page strategic plan with a focus on vision, mission, goals, objectives, strategy and tactics. Drafted successful United Way grant for \$77,000/yr for two years.

Title: Strategic Planning & Major Gifts Funds Development Workshop
Entity: The Task Force on Human Relations
Period of Performance: January-March, 2006
Reference: Raymond Reyes, Vice President for Diversity, Gonzaga University (509) 328-4220

Facilitated planning sessions that led to the development of a one page strategic plan with a focus on vision, mission, goals, objectives, strategy and tactics. Led day-long workshop on major gifts fund development that

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resulted in individuals leaving retreat with major gift prospects in hand, fully-developed recruitment strategies and timetables for securing funds.

Title: Establishment of Health Clinic Under PL 93-638
Entity: Kalispel Tribe of Indians
Period of Performance: October, 2004 – September, 2006
Reference: Bob Russell, (509) 445-1762

All aspects of planning and assistance for the establishment of a health clinic under P.L. 93-638 including data analysis in preparation for negotiations with the Indian Health Service and the Spokane Tribe of Indians, funds development, provider recruitment, staff training, physical design and lay-out, equipment acquisition, licensure, governance, and payer contracting. Wrote successful grants for negotiation funds and three-year tribal management grant.

Business Development/Pro Forma Development

Name: Business Coach - Strategic/Business Planning
Entity: Chiropractic Life Centers
Period of Performance: May, 2007 - present
Reference: Pat Daugherty bud3dc5@aol.com

Served as coach and mentor for local chiropractor as he sought to fulfill his life dream as the proprietor of a holistic health practice. Strategic planning, business planning, pro forma development.

Name: Business Plan Development
Entity: Camas Institute
Period of Performance: February – March, 2005
Reference: Kim Peone, Business Manager (509) 343-4178

In preparation for a Circles of Care grant application to the Substance Abuse and Mental Health Services Administration, led one day planning retreat for Behavioral Health Services, drafted business plan and prepared three year pro forma. Engaged in iterative process, including debriefing with all participants, to refine and finalize business plan and pro forma.

Name: Business Plan Development/Grant Writing
Entity: Cook Inlet Tribal Council, Inc.
Period of Performance: February – September, 2005
Reference: Valerie Naquin, Vice President (907) 297-2588

In preparation for a Social and Economic Development Strategies grant application to the Administration for Native Americans of the Department of Health and Human Services, led one day planning retreat for Work Therapy programs, drafted business plan and prepared three year pro forma. Oversaw principle grant writer's grant development effort with weekly telephone calls, reports to superior.

Name: Business/Marketing/Fund Development
Entity: Inland Northwest Business Coalition for Health
Period of Performance: September, 2004 – present
Reference: Norm Charney, MD (509) 448-6589

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The Inland Northwest Business Coalition for Health is an alliance of more than 45 businesses, representing 45,000 employees, throughout the Inland Northwest working to lower health care costs through improvements in worker health and productivity. RAI is designed a business plan, including a marketing plan, budget and fund development initiative.

Name: Inland Neuroscience & Spine Center
Entity: Sacred Heart Medical Center
Period of Performance: June, 2001 – May, 2003
Reference: Carol Sheridan (509) 474-3131

As Executive Director of the Inland Neuroscience & Spine Center, developed five year development plan for center of excellence in the neurosciences. Included marketing plan and pro forma development for physical medicine practice, physical therapy practice, electro-neurodiagnostic department, neuropsychology clinic and neurosciences floor of Sacred Heart Medical Center. Achieved or exceeded monthly financial targets 90% of time.

Name: Business Plan/Pro Forma Development
Entity: RehabLogic, Inc.
Period of Performance: February, 2000-December, 2000
Reference: Don Olson (503) 244-0123

As founding president of RehabLogic, Inc., assisted three Spokane neurologists in the formation and start-up of an Internet-based rehabilitation company offering web-based protocols for the rehabilitation of brain-injured patients. Developed business and marketing plans, including three year pro formas, and marketed to venture capital companies throughout the Pacific Northwest.

Research, Writing, Evaluation

Name: SORNA Evaluation
Entity: Kalispel Tribe of Indians
Period of Performance: February, 2014 – May, 2014
Reference: Chief James Wynecoop (509) 447-1147

Together with Eddie Sherman (Dine), Against the Current Consulting, conducting comprehensive evaluation of SORNA Implementation by the Kalispel Tribe of Indians and the Department of Public Safety. Included extensive one-on-one interviews, focus groups, a review of statistics and a comprehensive written report with recommendations.

Name: TeenPeace Evaluation
Entity: N.A.T.I.V.E. Project, YFA Connections and VOA Spokane
Period of Performance: October 2004-May, 2005
Reference: Tony Lodge (509) 325-5502

Three Spokane-area not-for-profit organizations are engaged in a highly collaborative programmatic venture to address teenagers exposed to or engaged in violence within their families and relationships. The three partners have adopted the Tennessee-based national model known as TeenPeace. They have contracted with Reichard and Associates to conduct a three stage evaluation that includes a community asset mapping, measurement against objectives, statistical evaluation of client progress and client interviews.

Name: Infectious Disease Surveillance Survey

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Entity: Council of State and Territorial Epidemiologists
Period of Performance: March, 2004 – June, 2004

Under the leadership of Jo Ann Kauffman, surveyed 115 tribally run and 14 urban Indian health clinics throughout the United States to determine methods of surveillance for infectious disease. Developed website for data collection, obtained approval from Indian Health Service and Cherokee Nation Institutional Review Boards, and employed multi-media strategy to maximize return. In the one month of actual data collection process allowed, managed 61% rate of return. Contract included data analysis and report writing including article for submission to MNR, the weekly publication of the Centers for Disease Control.

Name: Small Business Innovation Research
Entity: Administration for Children and Families
Period of Performance: October, 2004 – November, 2005
Reference: Jo Ann Kauffman (509) 747-4994

The Administration for Children and Families contracted with Kauffman & Associates, Inc. to investigate the impact of Foreign Trade Zones, Rural Enterprise Zones, Enterprise Communities and Empowerment Zones on Indian Country. In addition to conducting a literature review, RAI conducted primary research on one of the zones/communities using census data, Dun & Bradstreet data, home ownership and other means to determine from a statistical vantage point the impact of the zone status on economic development. RAI's primary research included development of a data collection tool to be used by Kauffman & Associates to conduct primary research on eight other Indian zones/communities as part of this study.

Name: Cardiovascular Disease in Native Americans/Alaska Natives
Entity: Indian Health Service
Period of Performance: June-July, 2003
Reference: Jo Ann Kauffman (509) 747-4994

The Indian Health Service contracted with Kauffman & Associates to conduct a study and host a one-day roundtable discussion on the rising incidence of cardiovascular disease in AI/AN populations. KAI subcontracted a literature review to Reichard and Associates. The Roundtable Report is available at www.kauffmaninc.com.

Change Management

Name: Organizational Assessment and Strategic Planning
Name: SPOON Foundation, Inc.
Period of Performance: September, 2013 – December, 2013
Reference: Cindy Kaplan, (503) 954-2524

Conducted comprehensive assessment of financial performance including expenses, revenue and cash flow for the three year period preceding the present. Presented comprehensive recommendations for restructuring operations and finances.

Name: Restructure of Long Term Care Pharmacy
Entity: OMNICare d/b/a CAPS Pharmaceutical Services
Period of Performance: December, 1999 – May, 2000
Reference: Jack Armstrong (509) 927-0432

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Complete restructuring of 70-employee long-term care pharmacy with \$10 million in annual business into a 9 employee hub and spoke model long-term care pharmacy with \$8 million in annual sales, restoring profitability.

Name: Change Management
Entity: Gibbons Pharmacies
Period of Performance: June, 2000 – August, 2000
Reference: Greg Gibbons (509) 949-8866

Numerous aspects of change management for this small chain of family-owned pharmacies including personnel handbook development, inventory control system, development and analysis of RFP for insurance and development of just-in-time ordering system for pharmacy.

Fundraising/Capital Campaigns

Title: Campaign Feasibility Study, Campaign Counsel
Entity: The Lambi Fund of Haiti
Period of Performance: April, 2013 – July, 2013
Reference: Marie Marthe St. Cyr, Executive Director
Conducted preliminary analysis of campaign readiness including analysis of current development programs and communications. Developed recommendations for program strengthening in preparation for capital campaign. Continue to serve as fundraising counsel on behalf of agency.

Title: Analysis and Strategy: Funds Development
Entity: The Urban League of Portland
Performance Period: October, 2012
Reference: Michael Alexander, CEO (503) 280-2600

Analysis of individual and corporate fundraising program; development of recommendations and strategic plan for future growth and development.

Title: Analysis and Strategy: Funds Development
Entity: DePaul Treatment Centers
Performance Period: November, 2012
Reference: Sheila L. North, CEO (503) 535-1151

Analysis of individual and corporate fundraising program; development of recommendations and strategic plan for future growth and development.

Name: Healing for All Peoples: The Campaign for N.A.T.I.V.E. Project
Entity: N.A.T.I.V.E. Project
Period of Performance: January, 2006-
Reference: Toni Lodge, Executive Director (509) 325-5502

All aspects of strategic planning for \$3.5 million capital campaign including feasibility study, campaign chair identification and recruitment, materials development and grant writing.

Name: Capital Campaign
Entity: Martin Luther King, Jr. Family Outreach Center
Period of Performance: April, 2006 –

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Reference: Austin DePaolo, Executive Director (509) 455-8722

All aspects of strategic planning for \$1.3 million capital campaign including feasibility study, campaign chair identification and recruitment, materials development and grant writing.

Name: Capital Campaign

Entity: Washington State University College of Pharmacy

Period of Performance: October, 1990 – December, 1995

Reference: Mahmoud M. Abdel-Monem, Ph.D. (208) 665-2444

As the Director of Development with the Washington State University College of Pharmacy, managed all aspects of a successful \$9.0 million capital campaign, at the time the largest campaign by a college of pharmacy in the country. Included campaign design, leadership recruitment, major gift solicitation, planned giving campaign, gift club development, materials development, telemarketing, and mass mailings.

Name: Annual Giving

Entity: ACCION International

Period of Performance: October, 1988-September, 1990

Reference: William Burrus (520) 742-3500

As Director of Development with ACCION International, was responsible for doubling giving from \$1,000,000 annually to more than \$2,000,000 per year. Included major gift solicitation, corporate giving, foundation grants program, and mass mailings.

Proposal Preparation

Name: Comprehensive Tribal Assistance Solicitation

Entity: Kalispel Tribe of Indians, Tribal Court

Period of Performance: 2012, 2013, 2014, 2015, 2016, 2017

Reference: Cathleen Kintner-Christie, 509-445-1147

Prepared annual responses to requests for proposal issued by the Department of Justice, resulting in more than \$10,000,000 in funding between 2012 and 2017.

Name: Tribal Management Grant Healthcare Management Structures

Entity: Camas Path

Period of Performance: May, 2013

Reference: Lisa Guzman (509) 789-7612

Prepared response to RFP from the Indian Health Service for a three year grant Tribal Management Grant for \$300,000 to move Camas Path from a volume based fee for service provider to a provider focused on outcomes. Grant approved in August, 2013.

Name: CDC Quality Improvement Grant

Entity: Camas Path

Period of Performance: July, 2013

Reference: Lisa Guzman (509) 789-7612

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Prepared response to RFP from the Centers for Disease Control for a five year quality improvement grant to move Camas Path from a volume based fee for service provider to a provider focused on outcomes. Grant approved in September, 2013.

Name: Response to RFP from Washington State Liquor Control Board for Consultancy in the Development of a Regulatory Framework for Legalized Marijuana
Entity: Homeland Security Corporation
Period of Performance: March, 2013
Reference: Gordon Fagras, 449-8462

One of 114 bidders on million dollar statewide contract to develop a regulatory framework for legalized marijuana in the State. Cumulative score of 8th of 114 competitive bids.

Name: Response to RFP from Washington State Liquor Control Board for Seed to Sale Inventory System for Legalized Marijuana
Entity: BioTrackTHC
Period of Performance: August, 2013
Reference: Patrick Vo, CEO, 954-696-3932

Winning bidder of 23 competitive bids on \$2 million, multi-year statewide contract to provide comprehensive inventory system for legalized marijuana in Washington State.

Name: Office of Violence Against Women FY '12 Consolidated Grant and Technical Assistance Program to Address Children and Youth Experiencing Domestic Violence and Sexual Assault
Entity: Tribal Courts, Kalispel Tribe of Indians
Period of Performance: October, 2012
Reference: Felipe Gonzales, (509) 445-1147

Wrote successful \$750,000 grant application. Will assist tribe in planning and evaluation under this grant.

Name: Meyer Memorial Trust
Entity: African American Alliance for Home Ownership
Period of Performance: September, 2012
Reference: Cheryl Roberts, Executive Director, (503) 595-3517

Wrote successful \$30,000 grant to expand outreach activities to East Multnomah County.

Name: Coordinated Tribal Assistance Solicitation, US Department of Justice
Entity: Tribal Courts, Kalispel Tribe of Indians
Period of Performance: March-April, 2012
Reference: Felipe Gonzales, (509) 445-1147

Wrote \$75,000 grant application for five year strategic plan to support development and expansion of Kalispel Tribal Court and public safety.

Name: Grant Writing
Entity: Industrial Areas Foundation
Period of Performance: October, 2004 – present
Reference: Dick Harmon (503) 286-8620

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The Industrial Areas Foundation, an affiliation of churches, unions, educational association and community non-profits throughout the Pacific Northwest organizing for improved health care access, more and better paying jobs, tax equity and the environment has retained RAI to pursue grant opportunities from research through writing. RAI is also responsible for the development of a major gifts fund development strategy.

Name: Response to Solicitation
Entity: Kauffman & Associates
Period of Performance: September, 2003 – September, 2004
Reference: Jo Ann Kauffman (509) 747-4994

Under the leadership of Jo Ann Kauffman, responsible for identifying contract opportunities for 8(a), women and Indian owned businesses. Prepared marketing materials and capabilities statement to position KAI for success in the federal marketplace. Successfully responded to contract opportunities for Kalispel Tribe of Indians and Council of State and Territorial Epidemiologists.

Entity: Washington State University College of Pharmacy
Period of Performance: October, 1990 – December, 1995
Reference: Mahmoud M. Abdel-Monem, Ph.D. (208) 665-2444

As the Director of Development with the Washington State University College of Pharmacy, responded to numerous grant opportunities, securing grants from pharmaceutical corporations and foundations including the Pew Health Professions Commission.

Name: Grant Writing
Entity: ACCION International
Period of Performance: October 1988-October, 1990
Reference: William Burrus (520) 742-3500

As the Director of Development, doubled grants from \$500,000/yr. to \$1,000,000 in two years time. Grants solicited from Fortune 500 corporations and numerous foundations including the Ford Foundation, the MacArthur Foundation, the Charles Stewart Mott Foundation, the Pew Charitable Trusts and others.

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