



"Building Sustainable Communities...One Organization at a Time"

Developing Solutions Consulting Agency, LLC, (DSCA) headquartered in Atlanta, Georgia, is a trusted non-profit consulting firm that specializes in assisting small to mid-sized non-profit agencies and businesses in developing and attaining their goals through organizational, resource, program, and communication development. DSCA services include: grant writing; technical writing, strategic planning; board of director training, program development, media and public relations, public and private sector fundraising and event coordination.

With more than 15 years of experience in the areas of program management and resource development, DSCA consultants have worked on a variety of projects and campaigns in: the United States; St. Marteen, Netherland Antilles; St. Croix, U.S. Virgin Islands; Nairobi, Kenya; Cape Town and Durban, South Africa.

DSCA consultants have expertise working with several service areas including Health and Human Services, Arts and Culture, Women's Reproductive Rights, Education, and Youth Development.

DSCA consultants have served various agencies ranging from small grass roots organizations to major educational institutions, including:

Amore Transitional Group, Inc.	Kilombo Pan African Institute
Ay-Ay Caribbean Writer	Message of Empowerment, LLC
Because Kids Count	Omenala Griot African Teaching Museum
Cornerstone Leadership Academy	Sankofa Learning Center, Inc
Emory University Rollins School of Public Health	SisterLove, Inc
Hero for Children, Inc.	St. Croix Foundation
Inspiring Kids Academy, Inc.	Virgin Islands Department of Education

DSCA has four service areas. These areas work in tandem to ensure organizational success.

Organizational Development. All organizations need proper structure in order to accomplish their goals. DSCA helps to facilitate growing small ideas into a structurally fit, legal entity, with the capacity to change the community. Additionally, we can help your organization by strengthening its organizational and programmatic capacity by implementing structural changes and advancing strategic and programmatic development. Services under this area include: Non-profit Start Up; Board Development; Board Retreats; Organizational Strategic Planning and Succession Planning.

Resource Development. In today's economic climate, non-profit organizations must have a solid financial and resource development plan. DSCA helps non-profit organizations to outline strategies for diversified funding sources. Services in this area include: Development Planning; Grant Writing; Individual Giving Campaigns; Capital Campaigns and Fundraising Event Planning.

Program Development. Programming is the heart of an organization. Solid program and implementation planning are necessary to implementing the organization's mission. Program Development Services include: Program Planning; Training; Curriculum Development and Evaluation.

Communication Development. Communicating with constituents and funders is essential to maintaining a successful organization. However, most non-profits do not have funds to pay full-time staff to carry out critical communication duties. DSCA can provide services in this area through: Funder Reporting; Annual Reporting; Organizational Branding; Public Relations; Newsletters; Multi-media Advertisement and Social Networking.

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CEO and Principal Consultant



Tiffany Omi Pennick, MPH is the Founder and CEO at DSCA. She is a native of St. Croix, United States Virgin Islands and a graduate of Xavier University of Louisiana. She received her Master of Public Health from Tulane University in 2002.

Prior to starting the firm in 2009, Omi, as she is affectionately called, worked in several capacities in the field of women's and adolescent reproductive health with various private and non-profit entities including Emory University Rollins School of Public Health in Atlanta, Agenda for Children in New Orleans, and Messages of Empowerment Productions in Atlanta. She has helped to design, implement, and disseminate various Evidenced Based Interventions both nationally and internationally in Atlanta, Georgia,

St. Marteen, Netherland Antilles, and in Cape Town and Durban, South Africa.

Omi has over 15 years of experience writing, attaining, and managing federal, state, and private foundation grants. She prides herself of working closely with the management and programmatic teams to have a full understanding of the program history and the strategy for sustaining the program past the life of the grant cycle.

In addition to her grant writing skills, Omi has experience planning large fundraising events, building individual donor bases, strategic planning, and project implementation. She is dedicated to building healthier and happier communities by developing programs and organizations that can sustain the harsh realities of our economic times.

Client Testimonials

'DSCA has been a tremendous asset to Amore Transitional Group, Inc. over the years. There is passion and sincerity behind the relationships they build with their clientele, which makes the client, us, have a sense of surety in moving forward to accomplishing the big picture...SUCCESS!'

– *Cousia Towns, Executive Director, Amore Transitional Group, Inc. (Dallas, Texas)*

'Excellent grant writing skills. This allows the funder/reader to truly visualize the work and program that requires funding support...also has the ability to keep the goals and objectives doable. This protected the agency from overpromising and doing more than is required for funded amount.'

–*Lisa Diane White, MPH, Director of Programs SisterLove, Inc. (Atlanta, Georgia)*

TIFFANY OMI PENNICK, MPH

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Work Experience

Developing Solutions Consulting Agency, LLC Atlanta, Georgia December 2009 – present
CEO and Principal Consultant

Responsible for working with non-profit, business, and government agencies throughout on areas of Organizational development, Resource development, Program development, Communications development. Serve as a resource and technical consultant to organizations for events, conferences, and trainings for government and privately funded programs surrounding HIV/AIDS prevention, education, women's reproductive rights, health advocacy, youth development, and arts and culture. Current clients include SisterLove, Incorporated, Emory University Rollins School of Public Health, the Virgin Islands Department of Education, and Sankofa Learning Center. Past clients have included Inspiring Kids Academy, Kilombo Institute, Atlanta Charter Middle School, Omenala African Teaching Museum, Hero for Children, Inc, and Community Health Solutions, LLC.

Messages of Empowerment Productions, LLC Atlanta, Georgia November 2008 – November 2009
Director of Programs and Education

Served as the Managing Director of two federally funded contracts from the DHHS Office on Women's Health: GEMS (Girls Empowered and Motivated to Succeed), a nine month HIV risk reduction program for juvenile delinquent girls at risk for HIV; and RISE (Reaching and Intervening with Survivors Effectively), a train the trainer program for service providers that work with survivors of Violence Against Women.

Managed a staff of five communication specialist and four contractors.

Handled the writing and maintenance of program work plans and time tables.

Led the development and facilitation of staff and volunteer trainings for the organization. Also serve as the lead facilitator of the RISE curriculum

Provided HIV prevention education and curriculum technical assistance to community based service providers

Responsible for writing interim and final technical reports and white papers associated with both projects.

Responsible for assisting in the writing of grants and cooperative agreements for all programs and new business under the Programs division.

Emory University Rollins School of Public Health Atlanta, Georgia July 2002 – November 2008
Manager, Research Projects, Behavioral Sciences and Health Education Department

Serve as the Project Director of a pilot program designed to reduce the risk of HIV and sexually transmitted infections in African American men. (October 2006 – present)

Develop research design and protocols associated with the project and ensure that it meets the standards of the Institutional Review Board.

Develop, collect, and analyze the formative and process evaluation components of the project.

Produce and manage program budgets and reports.

Served as the Managing Liaison between the Emory University research team and team of research professionals at the Centre for the AIDS Programme of Research in South Africa (CAPRISA) for a program designed to decrease the transmission of HIV and other sexually transmitted infections among young women and men in KwaZulu Natal, South Africa. (January 2006 – October 2006)

Developed and adapted risk reduction curriculum for international team.

Developed training curriculum and implemented training with key community and local officials in Durban, South Africa.

Assisted with the development and collection of the formative evaluation components of the project.

Organized an international team of six public health professionals.

Developed reports of the adaptation process for publication and funding sources.

Served as a Project Manager for an HIV risk reduction program developed for Xhosa women living in Cape Town, South Africa. (October 2005 – May 2006)

Designed the initial survey instrument to be used within the program and consulted on the final design and programming of instrument for outcome evaluation.

Developed administration protocols and training curriculum for the assessment and recruitment teams.

Trained South African health educators to implement risk reduction and general health curricula.

Trained the South African team to implement recruitment strategies as outlined in curriculum.

Served as a “virtual” Health Educator for project SAHARA, designed to compare the use of an interactive health education session on compact disc, to a face-to-face health education session. (April 2005)

Served as a risk reduction Health Educator for Project EBAN, a federally funded randomized controlled trial designed to reduce the transmission of HIV and other sexually transmitted infections among African-American heterosexual couples, currently in a mixed HIV status relationship. Cross trained in Health and Nutrition. (February 2004 – October 2007)

Served as a Health Educator and Trainer for project GIRL POWER, a federally funded randomized controlled trial in St. Maarten, Netherlands Antilles designed specifically for 13 – 18 year old young women at high risk for HIV and other sexually transmitted infections. (August 2002 – August 2003)

Designed and Implemented the Physical Health and Nutrition curriculum in St. Maarten.

Provided technical assistance to school and government officials to implement the curriculum in St. Maarten schools.

Managed all recruitment and retention procedures for project STARS, a federally funded randomized controlled trial designed to reduce the risk of HIV and other sexually transmitted infections among African-American women between the ages of 18 - 29. (July 2002 – March 2006)

Agenda for Children	New Orleans, Louisiana	October 2000 – July 2002
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Project Coordinator, Medicaid Consumer Access Hotline

Supervised the daily operations of the hotline, including an average of 50 calls per day and data management.

Devised outreach and advertisement plan and implemented strategies.

Recruited Community Advisory Board (CAB) members and facilitated all CAB meetings with key community and Louisiana state Medicaid officials.

Conducted all trainings and presentation with state and local agencies that covered the need for the hotline and how it should be used to access better care for Medicaid recipients.

Assisted with grant writing, grant management and reporting to the Robert Woods Johnson Foundation.

Conducted oral and written reports associated with the hotline.

PUBLICATIONS

Selah-Onoya D, Braxton N, Sifunda S, Reddy P, Ruitter R, van den Borne B, **Pennick Walters T**, Lang D, Wingood, G. 2008. *SISTA South Africa: The Adaptation of an Efficacious HIV Prevention Trial Conducted with African American women for isiXhosa-speaking South African women*. Journal of Social Aspects of HIV/AIDS. Vol 5. No. 4.

Pennick Walters T. 2008. *The Climate of Mental Health after a Natural Disaster: A Picture of Incomplete Health*. Global Forum for Health Research and the Lancet. Young Voices in Research for Health.

EDUCATION

Tulane University	New Orleans, Louisiana	2000 – 2002
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Master of Public Health - Health Education and Communication, May 18, 2002
Final GPA – 3.4/4.0

Xavier University of Louisiana	New Orleans, Louisiana	1996 – 2000
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Bachelor of Science – Biology, May 13, 2000

REFERENCES

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