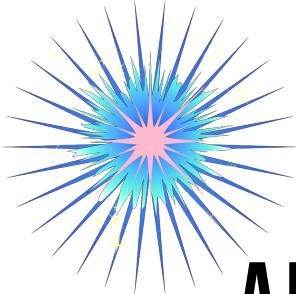


CHISPAS CONSULTING, LLC

SPARKING SOLUTIONS

FEBRUARY 2024



ABOUT US

Chispas Consulting is a Latina-owned business that brings nearly 30 years of experience in the nonprofit sector and a strong understanding of its benefits and challenges. We are a multi-disciplinary, values-driven consulting team that brings legal, social work, and advocacy expertise to the work.

Our services center compassion, communication, and trust-building as we accompany you to envision, implement, and evaluate outcomes that deepen your community connection and impact.

We are all about sparking new ideas and programs for your organization. Let us be the chispa, or “spark,” that ignites your work!



MISSION

WE STRIVE TO BUILD PARTICIPATORY & INTENTIONAL SPACES GROUNDED IN UPLIFTING EACH OTHER, CREATING INNOVATIVE & FLEXIBLE PROCESSES, AND SPARKING SOLUTIONS BEYOND TRADITIONAL LINEAR ONES.

VALUES

RADICAL HONESTY

Centers communication, transparency, and accountability as the building blocks of trust.

ACTIVE LISTENING

Focuses community voice and experience by creating spaces where all are supported and seen.

INSPIRED COMPASSION

Holds space & empathy for the spectrum of human emotions: sorrow, pain, wonder, laughter, and joy.

OUR TEAM

PAOLA GUZMAN



MASTER OF SOCIAL WORK | UNIVERSTIYT OF SOUTHERN CALIFORNIA
BACHELORS OF ARTS SPANISH/SOCIOLOGY | MSMU

Paola's experiences as a first generation Latina with roots in California, Texas, El Salvador, and Guatemala have led her to value humor, joy, creative expression, disruption, and systems thinking. Throughout her career in social services, Paola has invested in people through thought partnership, facilitation, collaboration and mentorship. Paola has led the operations and logistics of multi-partner collaborative projects to streamline access to services, and set the strategic development and growth of a national team of social services staff.

ANDREA GUTTIN

JURIS DOCTOR | UNIVERSITY OF TEXAS SCHOOL OF LAW
MASTER OF ARTS, LATIN AMERICAN STUDIES | UT AUSTIN



With twenty years working with nonprofits, Andrea understands the importance of trust and inclusion in coalition building. She has developed and managed projects including a court help desk, resource hotline, disaster legal and removal defense programs. Her advocacy leadership brought people and power together through community meetings, trainings, and workshops to grow representation and services for immigrants in Houston. Andrea loves seeing people and ideas grow through inclusive and collaborative processes. She believes we should ease the work of social justice through humor, creativity, & compassion.

SERVICES

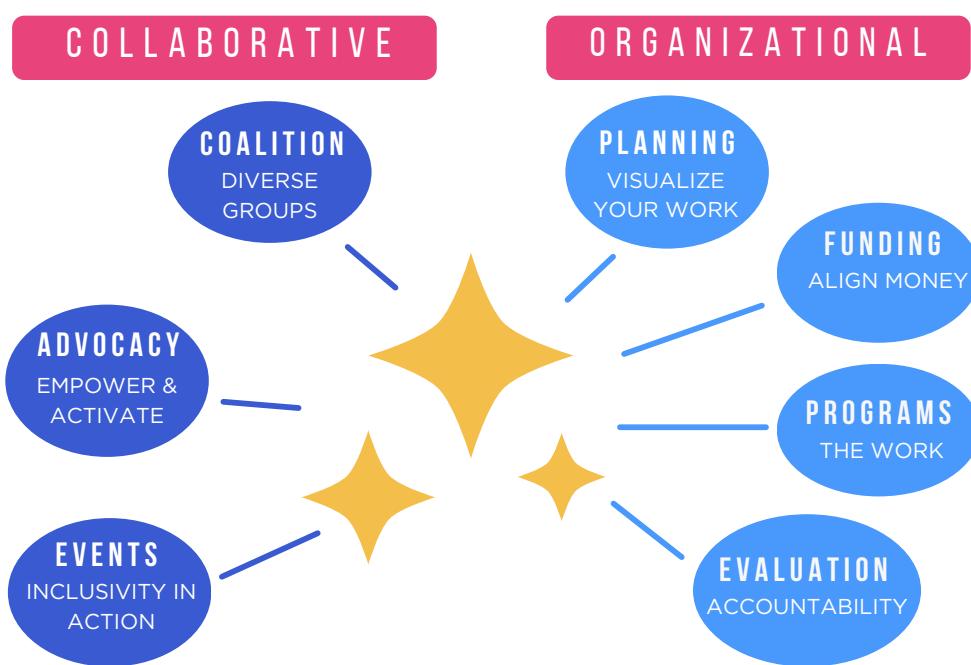
WE CENTER COMPASSION, TRUST-BUILDING, & COMMUNICATION TO GUIDE YOUR ORGANIZATION'S DEVELOPMENT & COLLABORATION.

ORGANIZATIONAL DEVELOPMENT

Chispas helps you create intentional, joyous, and welcoming spaces that support your growth. Our services include *planning* to visualize your work, *funding* that aligns your money, *programs* that do the work, and *evaluation* that strives for accountability.

COLLABORATIVE GROWTH

Chispas helps you bring compassion, trust, and accountability to your organizational partners and communities. We support your collaborative work in diverse *coalitions*, *advocacy* that empowers and activates, and *events* showcasing inclusivity in action.



ORGANIZATIONAL DEVELOPMENT

PLANNING

Visualizing your work through inclusive & imaginative planning and facilitation. Aligning goals with your mission, vision, and values.

FUNDING

Developing your strategy to seek funding, align grant-seeking with your mission, and educate funders about grassroots-led funding

PROGRAMS

Fostering creativity and engaging stakeholders as we set program goals, gauge capacity, and structure ongoing program evaluation.

EVALUATION

Reporting to stakeholders by focusing on your objectives, designing data collection, and assessing the impact of your work.

COLLABORATIVE GROWTH

COALITION

Bringing diverse groups of people together to develop and pursue shared goals through compassion, honesty, and listening.

EVENTS

Coordinating conferences, funder briefings, and trainings in an inclusive way that gives agency to participants and increases buy-in.

ADVOCACY

Centering the voices of impacted people and communities and empower them to lead as we set strategy and launch campaigns.

WAYS WE CAN HELP

FUNDING

Develop your **funding strategy** in line with your vision and mission

PLANNING PROGRAMS

Launch a new project: we strategize, innovate, and experiment with you.

PLANNING COALITION

Navigate a difficult **relationship** with your board, staff, or partners

PLANNING ADVOCACY

Shift your **culture** to build a diverse, equitable, and inclusive workspace

COALITION EVENTS

Convene **coalition partners** towards a shared goal

EVALUATION

Learn how **evaluation** can improve your process and outcome

PROJECT PROFILES

OUR SKILLS & STRATEGIES WITH IMMIGRANT COMMUNITIES ARE TRANSFERRABLE TO OTHERS MADE VULNERABLE BY INJUSTICE.

CAMPAIGN FOR LEGAL SERVICES

PLANNING | COALITION | ADVOCACY

Andrea led a coalition that successfully secured \$2.5 million in public funds for deportation representation, keeping families together. During the multi-year campaign, Andrea met with community leaders, policy makers, and the press. She centered community voices in strategy sessions and provided resources that uplifted their leadership. Andrea later worked with the county to develop the RFP, and coordinated grantees to share trends and create a single-stream referral system.

HOTLINE MANAGEMENT

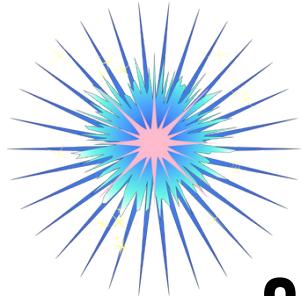
PLANNING | FUNDING | EVALUATION

Andrea and Paola co-led the creation, management, and quality improvements for a city-wide hotline that pooled nonprofit resources to provide daily referrals to services and respond to emergencies like Hurricane Harvey and COVID19. Andrea and Paola led countless strategy sessions, identified shared goals, and provided ongoing training and mentorship to operators. They designed a caller database that centralized information to meet the needs of 8,600 callers.

SOCIAL SERVICES NETWORK

PLANNING | PROGRAMS | EVENTS

Paola convened social workers, navigators, and advocates at 32 organizations to address barriers in service provision. She led the network through a process of information sharing, problem identification, and advocacy, helping clients overcome hurdles to access services. Paola trained over 600 people in cultural safety and trauma awareness, and facilitated relationships between network partners and health and government agencies, such as Harris Health.



CONTACT US

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Paola Guzman

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