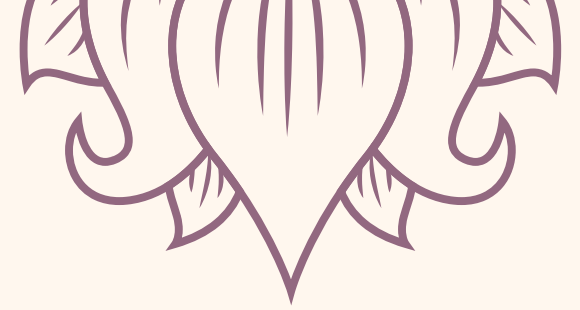


COLLECTIVE AND INDIVIDUAL
TRANSFORMATION ARE DEEPLY
INTERCONNECTED. THE WORK OF
INDIVIDUALS IN ORGANIZATIONS AND
ORGANIZATIONS AT AN
INSTITUTIONAL LEVEL IS TO BALANCE
THE WORK OF BOTH IN ETHOS AND
IN ACTION.



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*Teresa
Mateus*

EQUITY CONSULTATION





CONSULTING PACKAGES

TAKING THE FIRST STEP

Taking a bird's eye view of the organization's history and present context with a look at equity in leadership, organizational structure and community context to see what currently exists, what change might be possible, and a basic outline of strengths and needs through an equity auditing process.

**FEES: Based on organizational needs.
Beginning at \$1500.**

A DEEPER DIVE

Including the work of TAKING THE FIRST STEP we then move beyond a general equity audit and overview of organizational change and look deeper both organizationally and within the individual leadership to see the work that needs to be done to effectively manifest this change.

This would include coaching for various organizational leadership and possible work with staff and board.

**FEES: Based on organizational needs.
Beginning at \$2500.**

ORGANIZATIONAL TRANSFORMATION

Including the work of TAKING THE FIRST STEP & A DEEPER DIVE we will then move into an extensive and in-depth planning process for organizational change within a short and long-term view - looking at what is possible now and later in a very detailed and formulated process and begin the process of instituting change which will allow the organization grow into a fuller vision of how equity is possible for leadership, community and building towards a larger and more inclusive future constituency.

**FEES: Based on organizational needs.
Beginning at \$3500.**

TERESA'S PROCESS

After years of engaging in deepening conversations with spiritually-oriented organizations looking to expand their cultural, social and racial equity lens and scope of practice I realized there was a deep yearning in this socio-political moment in organizations to do the work to create real change in community, context and content.

Due to seeing the same process of struggle in this process of reorientation I have begun to engage in this more intentional consultation with organizations at various levels to assist in a smoother and more formulated methodology to this change and growth process for organizations and their leadership.

A LA CARTE SERVICES INCLUDE:

- 1-2 hour phone consultations
- 2-4 hour organizational workshops
- individual leadership coaching sessions (1 hour per session - suggested 4 session minimum)
- organizational retreats
- additional adjunctive services without or in addition to packages as needed.