



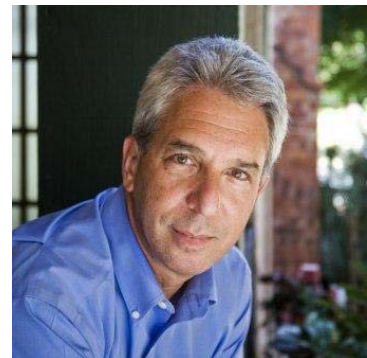
John Heymann
Principal
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John Heymann has more than 30 years experience as an entrepreneur, business owner, and leader. A former Peace Corps volunteer, Managing Director of the Land Trust of Napa County, and CEO of Motto Kryla & Fisher, John is known for his ability to work with disparate groups to gain consensus and deliver results.

With a keen understanding of the needs of both businesses and the nongovernmental sector, John helps organizations turn their passion into progress by building cultures and structures to improve performance and productivity. Working with nonprofits, businesses, and government agencies in the areas of strategic planning, leadership development, organizational effectiveness, sustainability, strategic funding development, and triple bottom line initiatives, John has helped dozens of organizations achieve new levels of success.

John is a Past-Chair of the Napa County Farmworker Oversight Commission, serves on the Steering Committee of the Mayors' Roundtable for Arts & Culture, is an Advisor to the Fundación Humanitaria, was a Past-President of the Architectural Woodwork Institute, and has served on the advisory boards of Theodore Roosevelt National Bank and Montgomery College.

Publications include *Gestión Empresarial: Una Guía Didáctica*, a business administration textbook and teaching guide for high school students and teachers (Spanish), published by the Costa Rica Ministry of Education, and *Association Recruiting and Retention*, a practical how-to guide for nonprofit association membership development. John has also had numerous articles printed in various trade publications on management, leadership, training, technology, and membership development issues.



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