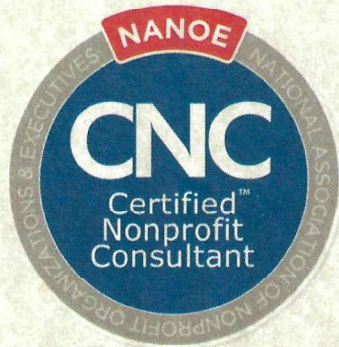


The National Association of Nonprofit Organizations & Executives, as stewards of the public trust, setting standards in professional service to the charitable sector confers the credential CERTIFIED NONPROFIT CONSULTANT upon:

Dwina E. Higgs, CNC



with all the rights, privileges, and honors pertaining thereto having fully satisfied in full these requirements through education, experience, performance, service, and examination.

Awarded: January 2024

*Kathleen Robinson, Ph.D., CNE, CDE, CNC
Certification Chair*

*James P. LaRose, CNE, CDE, CNC
Founder*