

PROVIDER	CONTACT PERSON	EMAIL	WEBSITE	PHONE	PROFILE	SERVICE AREA	SERVICES
Ann Blumlein Lazarus	Ann Blumlein Lazarus	annlazarus@yahoo.com		415-819-7381	After 13 years as the ED of a small foundation, I have now served for that many years as an interim Executive Director for numerous organizations in the San Francisco area. I am also an experienced Board member who understands all facets of management as well as governance.	San Francisco Bay Area, CA	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Organizational Assessments • Management Bench Depth Assessments
Barbara Green	Barbara Green	gagegreen@msn.com		206-856-2678	For the past 21 years, I have helped close to 30 organizations engage in successful leadership transitions by serving as an Interim Executive Director and through board and staff consulting.	Western WA	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Executive Coaching
Barbara Laur	Barbara Laur	laurandlux@earthlink.net		301-408-3215	Barbara Laur has been serving as an Interim Executive in the Washington, DC metro area for the last dozen years. Formerly a full-time permanent Executive Director, Ms. Laur has honed her management skills through 35 years of senior and executive level experience. Her interim executive work has been primarily with small to medium sized nonprofits. Three of her clients have hired her during multiple executive transitions.	Washington, DC Metro Area	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services
Benefactor Group	Ron Guisinger, Senior Consultant	ron@benefactorgroup.com	benefactorgroup.com	614-437-3000	Benefactor Group was established in 1999 to provide innovative consulting and management services to nonprofit organizations. The firm represents a wealth of expertise and has served clients at home and around the world with leadership development, planning, and fundraising. Our leadership development practices includes ETM, executive search, talent development, and coaching. We are certified in Lominger Career Architect and Interview Architect. Our consultants hold CFRE, SPHR, SHRM-SCP certifications.	US, Mid-West	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Executive Coaching • Executive Performance Assessment
Beth Schechter Consulting	Beth L. Schechter, MPH, MBA, Principal	beth@bethschechter.com	bethschechter.com	415-609-3548	Beth has served as a consultant since 2010. Prior to that she was the Executive Director of four health, social service and prevention nonprofits over a 20 year span. She has provided interim executive transition services for 9 social, arts and cultural	Primarily West Coast. Other locations will be considered	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services

					<p>organizations with budgets ranging from \$1 to \$12 million. She has earned certificates in Board Governance from BoardSource and from Harvard Kennedy School. She also specializes in strategy, program development and fundraising. She is passionate about bettering the nonprofit sector so organizations are professionally run by experienced leadership. Her consulting work has spanned creative solutions to sustainability of preschool programs, domestic violence service delivery, special needs collaborations, founder transitions, and executive coaching.</p>		<ul style="list-style-type: none"> • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Turnaround Consulting • Organizational Wind Down and Closure Services • Executive Coaching • Board Governance, roles and responsibilities • Strategy development • Founder transitions
Carlton S. Mitchell	Carlton S. Mitchell	carlton.mitchell@gmail.com		646-820-9610	<p>Mr. Mitchell has over 30 years of executive-level experience in the nonprofit, public, and private sectors. As an Interim Executive Director, his chief responsibility is offering strong and effective leadership during an important transition period. His most recent experience has been in serving as an executive coach and providing expertise in the areas of government affairs, media relations, board development, strategic planning, operations, and financial management.</p> <p>Mr. Mitchell has served as Interim Executive Director of The Correctional Association, Inwood House, Turning Point-Brooklyn and Families First New York, Inc., Executive Director of the International Center in New York, Inc. and as Deputy Commissioner for Community Development in the New York City Department of Youth and Community Development. He has had a stellar career in commercial banking, currently serves on the board of the Father’s Heart Ministry and is a member of the NYS Governor’s CSBG Advisory Board.</p> <p>He holds a Master’s degree in Business Policy from Columbia University Graduate School of Business and earned his undergraduate degree in Economics from Howard University. Carlton is affiliated with the Support Center for Nonprofit Management (www.supportcenteronline.org), which provides consulting leadership transition issues in tandem</p>	East Coast	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Organizational Wind Down and Closure Services • Executive Coaching

					with the placement of experienced executive leaders.		
Change Works NW	David West	david@changeworksnw.org	David	206-352-8528	David provides experienced interim leadership and organizational consulting for advocacy/social change nonprofits. He uses organizational assessment, sector scans, leadership development, building teamwork and positive organizational culture to move organizations forward.	Seattle, WA Metro Area	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Executive Coaching • Executive Performance Assessment • Management Bench Depth Assessments
Christine Soto Consulting	Christine Soto	christinesoto@comcast.net	christinesoto.com	303-477-2822	Since 2006, Christine has assisted almost 20 nonprofits during their transition in executive leadership, providing a “road map” to organize and manage a complex process. She brings the skills and knowledge gained in her career of 40+ years as a nonprofit Executive Director, fundraiser and foundation executive to guide each client to a successful outcome.	Denver, CO Metro Area	<ul style="list-style-type: none"> • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Executive Coaching • Executive Performance Assessment • Board Leadership Coaching
Dan Bridge Consulting	Dan Bridge	danbridgeconsulting@gmail.com	danbridgeconsulting.com	206-227-8060	Nonprofit organizations in-between Executive Directors often benefit from expert guidance to steer them out of crisis and help them successfully transition to new leadership. With 30 years of nonprofit management experience, Dan Bridge gives your organization the support it needs to move effectively through its period of crisis or change. My services address the complexities of organizational culture, finance, development, strategic planning, board and human resource management.	Greater Seattle, WA area	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services
Darci Smith	Darci Smith	darci@darcismith.com	darcismith.com	415-450-5437	Nonprofit consultant combining 2 seasoned talents -- Interim Executive Director and Group Facilitator. Certified Facilitator and Trainer of Technology of Participation Facilitation Methods.	California	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Organizational Assessments

							<ul style="list-style-type: none"> Organizational Turnaround Consulting Executive Coaching
Don Tebbe	Don Tebbe	don.tebbe@donte-bbe.com	donte-bbe.com	240-813-4681	Author, speaker & consultant on leadership succession. Guide to over 150 nonprofits on succession/transition since 1993. Author of the BoardSource book, "Chief Executive Transitions: How to Hire and Support a Nonprofit CEO" and "The Nonprofit CEO Succession Roadmap: Your Guide for the Journey to Life's Next Chapter."	US	<ul style="list-style-type: none"> Executive/Leadership Succession Planning Services Organizational Sustainability Planning Executive Exit Strategy Coaching Facilitates retreats and workshops for executives and boards on leadership succession
DSL Strategies	Douglas Lowenstein	douglas.lowenstein@gmail.com		202-664-3900	Founding CEO of two industry trade associations	US	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Organizational Assessments Executive Coaching Executive Performance Assessment
Elizabeth Lunney	Elizabeth Lunney, Principal	elizabeth@lunney.org	elizabethlunney.org	206-390-1621	For more than 25 years, Elizabeth Lunney has helped nonprofits grow stronger. With experience in both permanent and interim Executive Director roles, she supports nonprofits looking for transformative change, a safe landing, or a path to sustainable success.	Seattle, WA	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive/Leadership Succession Planning Services Organizational Assessments Organizational Sustainability Planning Organizational Turnaround Consulting Organizational Merger/Restructuring Organizational Wind Down and Closure Services
Esther Herst, FTA	Esther Herst, FTA	megghg@msn.com		206-910-3807	I am a professional Interim Executive Director with a specialty in supporting synagogues in transition or crisis. I have more than 22 years of experience as a synagogue Executive Director within the Reform Jewish Movement. I am an active member of the National Association for Temple Administration with the advanced certification of Fellow in Temple Administration. My areas of expertise include staff development and mentoring, finance and budget, and board governance and leadership development.	US	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive Search Services Executive/Leadership Succession Planning Services Organizational Assessments Organizational Sustainability Planning Executive Coaching Executive Performance Assessment When I serve synagogues as their Interim Executive Director, I relocate to the

							community and become an active participant in the life of the congregation. I have served 7 temples, 5 of them as an Interim and my interim placements last between 4 and 8 months.
Executive Service Corps of Chicago	Rachelle Jervis, President & CEO	Rachelle.Jervis@esc-chicago.org	esc-chicago.org	312-880-7734	ESC offers the Chicago area’s first and only pool of highly experienced and trained Interim Executive Directors. ESC’s nationally-recognized Interim Executive Director Service began in 2006 from a recognition that turnover at the top in many nonprofits was increasing across all sectors. Consisting of more than 30 nonprofit executives, each one is experienced and exceptionally qualified to serve in this capacity. Each has at least five years at the highest level of management as an Executive Director and completed an advanced training program.	Midwest Region. Possibly National	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Merger/Restructuring • Organizational Wind Down and Closure Services • Executive Coaching
Foraker Group, The	Laurie Wolf, President & CEO	lwolf@forakergroup.org	forakergroup.org	forakergroup.org	The Foraker Group serves as the state association and nonprofit capacity building organization for nonprofits and tribes across Alaska. We are dedicated to increasing the leadership and management skills of professionals and volunteers working in Alaska’s nonprofit and tribal organizations through an innovative approach focused on our nonprofit sustainability model. Through our four lines of business – organizational development, shared services, educational programs and advocacy – we bring innovative, high quality, and cost effective services to all corners of Alaska.	Alaska	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services, Executive Search Services • Executive/Leadership Succession Planning Services Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting, Organizational Merger/Restructuring • Organizational Wind Down and Closure Services Executive Coaching • Executive Performance Assessment • Board facilitation and planning • New executive support cohorts
Funds and Change	Moly Cannon Stevenson, CFRE	mollycstevenson@comcast.net	fundsandchange.com/blog/	303-250-4463	Certified with CFRE certification for 20 + years; Certification from CompassPoint in Executive Transition Management and Succession Planning; Technology of Participation (Facilitation) Certification	US	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments

							<ul style="list-style-type: none"> Organizational Sustainability Planning Executive Coaching
Greater Good Strategies	Susannah Erler, CFRE, Director	SusannahErler@gmail.com	greatergoodgeek.com	512-465-9550	Founded by a nonprofit geek who is a musician for fun, Greater Good Strategies offers the formula of integrity, skill, professionalism and a positive attitude to bring power to your community sector work: Fundraising; Executive Transitions; Interim Leadership; Grant writing; Project development; Social media strategies; Board training.	Austin, TX	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Organizational Assessments
Hartman Consulting	David F. Hartman	david@hartmanconsulting.org	hartmanconsulting.org	415-322-9004		Northern California	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive/Leadership Succession Planning Services Organizational Assessments Organizational Turnaround Consulting Organizational Merger/Restructuring
HR Strategies International	Christine Martin, Principal and Founder	christine@hrstrategiesintl.com	hrstrategiesintl.com	206-349-4774	On behalf of our nonprofit and social sector clients, we develop strategic human resource and interim executive leadership solutions to ensure the success of our clients as they build sustainable models that support meeting their missions. We have served in 17 Interim leader roles; completed 60+ executive searches for CEO/ED or other senior leaders; and consulted in many other capacities.	Pacific Northwest, Western Washington	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive Search Services Executive/Leadership Succession Planning Services Organizational Assessments Organizational Sustainability Planning Organizational Turnaround Consulting Organizational Merger/Restructuring Organizational Wind Down and Closure Services Executive Coaching, Executive Performance Assessment Management Bench Depth Assessments
Impact8 Inc.	Carlo Jensen, Partner	carlo@impact8.ca	impact8.ca	587-880-4719	Impact8 Inc. is a collaboration of Calgary area consultants committed to the success of the nonprofit sector. We assist individuals, organizations, and the sector as a whole to increase community impact and seek always to	Western Canada	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive/Leadership Succession Planning Services

					build on the incredible strength and passion of the people involved in the nonprofit sector.		<ul style="list-style-type: none"> Organizational Assessments Organizational Sustainability Planning Organizational Turnaround Consulting Organizational Merger/Restructuring Organizational Wind Down and Closure Services Executive Coaching Executive Performance Assessment Management Bench Depth Assessments Leadership Development Training
Interim Executive Solutions	Barbara Thornton, Managing Partner	BThornton@InterimExecutive.Solutions	interimexecutive.solutions/	617-299-9865 or 617-501-5471	Interim Executive Solutions has created a pool of highly experienced senior executives who are available for transitional leadership or specialized consulting roles to assist non-profit organizations. Clients can engage these senior level professionals on an individual basis or benefit from a team of complementary experts working in collaboration to resolve interconnected issues. See, also, our Technical Resources Team skill sets.	Massachusetts, New Hampshire, Rhode Island	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive/Leadership Succession Planning Services Organizational Assessments Organizational Sustainability Planning Organizational Turnaround Consulting Organizational Merger/Restructuring Organizational Wind Down and Closure Services Executive Coaching, Executive Performance Assessment Management Bench Depth Assessments "Dashboard" Tools for Management Improvement Board Governance Work
Jan Cohen	Jan Cohen	jancohen.consultant@gmail.com	linkedin.com/in/jancohenconsulting	650-598-2829	Janet S. Cohen serves in interim executive positions in nonprofit organizations, especially those with an earned income/business ventures, preschool/early childhood services, job training/placement and/or disability focus, during periods of transition in leadership.	San Francisco Bay Area, CA	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Organizational Sustainability Planning Organizational Turnaround Consulting Coaching for new executives
JFA & Associates	Janice Frey-Angel	janicefreyangel@gmail.com		443-799-6392	Janice Frey-Angel is a turn-around specialist. Ms. Frey-Angel has been CEO of several nonprofit organizations. She has turned around medium and large multi-disciplinary nonprofits, developed new programs and grew revenue and scope at each. Most recently, Ms. Frey-Angel serves as Interim	Washington DC, Maryland, Northern Virginia	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Search Services Organizational Assessments Organizational Sustainability Planning Organizational Turnaround Consulting

					CEO for nonprofits in transition, providing an objective and extensive assessment of the organization to the Board of Directors and providing leadership and innovative solutions to enable the mission to be sustainable. While serving as an Interim Executive she led a national board through a merger, has done the executive search for her replacement and turned organizations in deficit into sustainable organizations with a strong future.		<ul style="list-style-type: none"> Organizational Merger/Restructuring Organizational Wind Down and Closure Services Executive Coaching
LaDou Strategic Advisory	Ana LaDou	ana@ladou.com	ladou.com	310-600-7449	Ana LaDou specializes in leadership: providing it, supporting it, developing it. She nurtures creative and strong leaders; she mobilizes boards; she develops institutional capacity; she reaffirms and guides missions; and she develops strategies with clear, tailored, and feasible recommendations. Ana LaDou is a fixer, efficiency expert, change agent, and leadership consultant where her ability to gain trust, build consensus and execute her vision guides leaders and boards (and the companies they lead) through swift, successful transitions. She has worked on projects with local, national and international reach where her clear, creative approach and ability to make order out of chaos result in innovative solutions for her clients.	US, predominantly on the west coast.	<ul style="list-style-type: none"> Executive Transition Management Services Executive Search Services Executive/Leadership Succession Planning Services Organizational Assessments Organizational Turnaround Consulting Organizational Restructuring Executive Coaching for interim ED's, Boards, Board Chairs, Executive staff Executive Performance Assessment Management Bench Depth Assessments
Leadership in Transition	Margaret Donohoe	Margaret@leadershipintransition.org	leadershipintransition.org/	408-979-0572	<p>Margaret Donohoe has focused her experience, insight, and energy on helping a new generation of nonprofit leaders navigate the many opportunities and challenges of this career choice. Her insight is not just academic or theoretical; it comes from her own 25 years of experience in the sector as an Executive Director, Interim Director for organizations in transition, community board member — and now consultant.</p> <p>Margaret is the co-author of the best-selling <i>The Executive Director's Guide to Thriving as a Nonprofit Leader</i> (Jossey-Bass, 2010, second edition). She is a contributing author and frequent trainer for management support organizations, nonprofits, and professional development groups</p>	Mostly SF Bay Area, but am set up to work with organization nation wide in person or virtually.	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive Search Services Executive/Leadership Succession Planning Services Organizational Merger/Restructuring Executive Coaching

					<p>on the topics of sustaining nonprofit leaders, executive transitions, board-executive director partnerships, leadership planning, and founder transitions.</p> <p>Active on a variety of nonprofit boards and task force, she has an M.B.A. from Santa Clara University and pursues professional development in areas of critical importance to the sector that provide her with a broad foundation to help agencies survive and prosper in these changing times.</p>		
Leon Seemann	Leon Seemann	Leon@ShraterSeemann.com		301-938-5579	<p>Mr. Seemann is a nonprofit executive with almost 20 years of helping nonprofits grow by ensuring they are “Well Funded, Well Managed, and Well Respected.” With specialties in leading strategic planning, facilitating meetings, intergenerational team building, expanding resources, and ensuring best practices in operations, everything Mr. Seemann does focuses on helping the organizations and individuals around him be more effective today than they were the day before.</p> <p>Mr. Seemann shares his vast experience with the broader non-profit community by serving on several non-profit boards, participating in the selection committee for the AIM award for excellence in non-profit management, and a variety of speaking engagements.</p>	Greater Washington DC	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Search Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Executive Performance Assessment • Management Bench Depth Assessments • Strategic Planning • Fundraising • Budget Analysis • Board Development • Fundraising • Budget analysis • Board Development
Molnar Consulting	Lynne A. Molnar, Principal	Lynne@molnarconsulting.org		609-737-3213	<p>Lynne Molnar a recognized leader in the field of executive transitions, serving in nine interim executive director roles, and oversaw the placements of eighty interim and transition consultants through her work with Management Support Organizations in NYC and Boston. She conducts workshops on succession planning and executive transitions for consultants, board members and executive directors.</p> <p>Holding graduate degrees in business from Boston University and education from the Harvard</p>	New Jersey, Greater NYC & Greater Philadelphia, PA	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management & Search Services • Organizational Assessments • Organizational Turnaround Consulting • Executive Performance Assessment • Coaching new Executive Directors, internal interim EDs and Boards during leadership transitions • Board Development

					Graduate School of Education, Lynne began her consulting career in 1993, after a 20-year career in nonprofit management serving at various times as supervisor, controller and executive director. She has served as the first co-chair of the Alliance’s executive transition affinity group with Margaret Donohoe, and continues to serve in a leadership role.		
Marcia Hodges Consulting LLC	Marcia Hodges	marcia@marciahodges.com	marciahodges.com	510-207-5951	Marcia Hodges has more than 30 years of nonprofit executive experience and a Masters in Nonprofit Administration. She serves as an Interim Executive Director, Chief Operating Officer or Development Director during times of transition. She is also a trained facilitator to work with organizations on board governance and strategic planning.	San Francisco Bay Area and Northern CA	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Executive Performance Assessment • Management Bench Depth Assessments • Board Roles/Responsibilities • Strategic Planning
Marjorie Love, MSW	Marjorie Love, MSW	mgmtscvs@gwi.net	linkedin.com/in/marjorielovems/	207-408-1303	Long-term care is my 2nd+ career. After 20 years of (mostly) interim management work in either health care or social services organizations, I followed my evolving interests to this field in 2013. Did an AIT, focused my AIT project on how to afford better care for people with dementia in the average (mainstream) nursing home, passed state and national licensing exams, and moved in the directions you can see below.	Maine, Statewide	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Organizational Assessments • Executive Coaching
Mission Capital	Matt Kouri	mattk@missioncapital.org	missioncapital.org	512-477-5955	Mission Capital provides the tools and guidance needed to tackle complex issues and create lasting social change. We bring a unique, holistic perspective into the social sector. Our approach is guided by nationally-recognized best practices and research. We specialize in nonprofit management, including strategic planning, board development, earned revenue, mergers and more.	Central Texas	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive/Leadership Succession Planning Services • Strategic Business Planning Services • Organizational Diagnostic Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting

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Nonprofit Elements	Tara Levy, Principal	tara@nonprofitelements.com	nonprofitelements.com	512-560-0675	Nonprofit Elements provides high-quality, versatile consulting services to help nonprofits meet their mission. We support transitions through search facilitation, succession planning, and leadership development.	Central Texas	<ul style="list-style-type: none"> • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Organizational Wind Down and Closure Services
Nonprofit Talent	Todd Owens or Michelle Heck, Principals	info@nonprofittalent.com	nonprofittalent.com	412-512-3879	Nonprofit Talent’s confidential, customized, and integrated services help foundations, nonprofits, and associations advance their missions, build capacity, and achieve their goals. With more than 20 years of experience in nonprofit executive search, succession planning, and executive transition management we serve a diverse client base by combining our in-depth organizational understanding with our passion for the public and nonprofit sectors.	Mid-Atlantic/Great Lakes Region - PA, OH, WV, MD, NY, DC	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Nonprofit Employment Postings - Job Board - jobs.nonprofittalent.com
Olive Grove Consulting	Emily Hall, Founder/CEO	emily@theolivegrove.com	theolivegrove.com	650-591-4154	Founder/CEO has been leading complex CEO and founder transitions for 25+ years in nonprofit and philanthropic space. Olive Grove provides senior advisory services to support boards and CEOs navigate significant inflection points (growth, turnaround, restructuring, transitions, governance shifts, etc.); and supports innovative	US, Some International	<ul style="list-style-type: none"> • Executive Transition Management Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting

					collaborations, convenings and group capacity building to develop new approaches to shared challenges and opportunities.		<ul style="list-style-type: none"> • Organizational Merger/Restructuring • Organizational Wind Down and Closure Services • Executive Coaching • Executive Performance Assessment • Management Bench Depth Assessments • Governance support specific to navigating transitions • Founder transitions • Strategy in a transition context
Painefree Coaching & Consulting Group, The	Marissa Q. Paine, Principal	mqpaine@thepainefreegroup.com	thepainefreegroup.com	314-492-4404	The Painefree Group is a leadership and organization development consultancy specializing in nonprofit capacity building. We design highly customizable programs that build better leaders; stronger boards and teams, and healthier, more sustainable organizations. Certifications include: Change Management (Prosci), Governance Training (BoardSource), Everything DISC (Wiley), Emotional Intelligence (Six Seconds), Five Behaviors of Cohesive Teams (Wiley) and various leadership affiliations.	US	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Executive Coaching • Executive Performance Assessment • Essential Skills Training for Managers
Paula Manley Consulting	Paula Manley	paula@paulamanley.com	paulamanley.com	503-233-9550	We specialize in consulting with nonprofits on executive leadership transitions including succession planning; executive search, selection and onboarding; and ongoing leadership development. We are committed to equity, working in partnership with our clients, and utilizing participatory methods that engage board, staff and stakeholders.	Portland, OR Metro Area	<ul style="list-style-type: none"> • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Executive Coaching • Executive Performance Assessment
Praxis Consulting Group	Nancie Zane, Ph.D., Principal	nancie@praxiscg.com	praxiscg.com	215-753-0303	Praxis Consulting Group is an organizational development consulting firm that partners with nonprofits as well as employee-owned companies focused on building "ownership" cultures that maximize engagement, responsibility, and commitment to mission impact. We provide a range of capacity -building services with an emphasis on leadership development, coaching,	New York, Philadelphia, Washington D.C.	<ul style="list-style-type: none"> • Executive Transition Management Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring

					and succession planning and are certified in tools such as EQi, Hogan Assessment Surveys, Clark Wilson, Myers-Briggs Type Indicator, etc.		<ul style="list-style-type: none"> • Executive Coaching • Executive Performance Assessment • Management Bench Depth Assessments
Rae Levine	Rae Levine	rlevine@igc.org	raelevine.com	206-604-1680	Rae Levine specializes in guiding and supporting nonprofits through leadership transitions. With 25+ years experience in nonprofit leadership, management, and organization development, she provides interim leadership and consulting services that enable boards and staffs to meet current challenges, strengthen organizations for the long haul, and make important shifts for a sustainable future. "Approved Specialist" in Washington Statewide Nonprofit Resource Directory.	Seattle, Puget Sound, WA	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Executive Coaching • Organization Development Consulting
Raffa, PC	Karen Schuler, Managing Director	kschuler@raffa.com	raffa.com	202-955-7244	Professional services firm supporting the nonprofit sector for over 30 years: executive search, transition, organizational planning; audit; managed accounting and human resources. Executive search and transition specialties: founder/long-tenured executives, CEO/Executive Director, C-Suite, finance professionals. Succession planning through strategic planning and change management, focusing on mission sustainability.	US	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services, Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Executive Coaching • Executive Performance Assessment • Management Bench Depth Assessments
Raven Consulting Group	Jeanie Duncan, President	jduncan@ravenconsultinggroup.com	ravenconsultinggroup.com	336-509-4177	Specializing in strategy development, organization change, executive leadership transitions, leadership development, and executive coaching.	US	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Executive Search Services • Executive/Leadership Succession Planning Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring

							<ul style="list-style-type: none"> Organizational Wind Down and Closure Services Executive Coaching Executive Performance Assessment Management Bench Depth Assessments
Roam Consulting	Amanda Madorno, Owner and Principal	amanda@roamconsultingllc.com	roamconsultingllc.com	425-488-7747	A seasoned interim CEO with 17 completed assignments, Amanda has successfully orchestrated financial and management turnarounds at \$10 million+ organizations. In addition to interim management, she provides executive transition consulting and search services. Amanda is an executive coach who has helped hundreds of leaders develop their emotional intelligence, leadership and organizational capacity.	Greater Seattle area and the Pacific Northwest.	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive Search Services Executive/Leadership Succession Planning Services Organizational Assessments Executive Coaching Executive Performance Assessment Management Bench Depth Assessments Succession Planning
Sequoia Consulting Associates	Mary Vradelis, Consultant	mvradelis@sequoiaconsulting.com	sequoiaconsulting.com		As a Principal Consultant and Trainer with Sequoia Consulting Associates, Mary Vradelis guides organizations and individuals through transitions, both planned and unexpected. In addition to her role as an Interim E.D., she is a skilled facilitator, trainer, and management coach.	San Francisco Bay Area, CA	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive/Leadership Succession Planning Services Executive Coaching Executive Performance Assessment I provide supported search for organizations who choose to lead the search internally.
Sound Nonprofits	Liz Heath, Principal	liz@soundnonprofits.com	soundnonprofits.com	253-381-9654	Active in the nonprofit sector for 35+ years, Liz's work is grounded in the knowledge that a community is healthier when its nonprofit organizations are strong. She is an Interim Executive Director and advisor on governance, strategic planning and effective management. She is a Core Capacities Assessment Tool Certified Facilitator.	Western Washington State	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Organizational Assessments Organizational Sustainability Planning
Transition Leadership International	Pat Nichols	pat@patnicholstransitions.com	patnicholstransitions.com	202-640-2033	Pat Nichols has served, for 20 years, as Interim CEO for non-profits in transition. He started PCORI, a \$500,000,000/year organization created by Congress. He led the turnaround of an 18-country	International	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Organizational Turnaround Consulting

					subsidiary of a \$1billion health organization. Pat has also led major transitions addressing youth issues, equal rights, and alternative energy.		<ul style="list-style-type: none"> Organizational Merger/Restructuring Organizational Wind Down and Closure Services Strategic and operational reviews of nonprofits facing major transitions
Transition Management Consulting, Inc.	Jackie Eder-Van Hook	ieder-vanhook@TransitionCEO.com	TransitionCEO.com	202-244-3163 or 855-TEMP CEO	Transition Management Consulting, Inc. (TMC) is a trusted advisor to association and nonprofit boards of directors and their executives throughout the United States, providing interim executive leadership, executive search, transition and succession planning, and other projects to support healthy and well-functioning organizations.	US	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive Search Services Executive/Leadership Succession Planning Services Organizational Assessments Organizational Sustainability Planning Organizational Wind Down and Closure Services Executive Coaching Executive Performance Assessment
TSNE	Sylvia Saavedra-Keber	consulting@tsne.org	www.tsne.org	617-523-6565	TSNE is a nonprofit consulting, grants and finance management and leadership development practice. We partner every year with hundreds of nonprofits, foundations, and community-based groups to help strengthen their organizations and enhance learning. Our programs and services are designed to guide nonprofits in becoming more resilient, sustainable and better able to reach their goals.		<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive transition management services Executive search services Executive/Leadership succession planning services Organizational assessments Organizational sustainability planning Organizational turnaround consulting Organizational merger/restructuring Organizational wind down and closure services Executive coaching Executive performance assessments Management bench depth assessments
Turnpoint Consulting	Cory Sbarbaro, Principal	cory@turnpointconsulting.com	turnpointconsulting.com/	206-992-5123	We guide organizations and leaders through critical transitions. Our areas of expertise include: interim leadership and management, executive transitions, organizational assessment, capacity building, planning and strategy formation, and board engagement. Our clients include nonprofit and for-profit corporations.	Puget Sound, WA	<ul style="list-style-type: none"> Interim Executive Management/Leadership Services Executive Transition Management Services Executive/Leadership Succession Planning Services

							<ul style="list-style-type: none"> • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Organizational Merger/Restructuring • Organizational Wind Down and Closure Services • Executive Performance Assessment
Valerie Graff	Valerie Graff	vgraff2@earthlink.net		202-641-7660	Valerie Graff offers over 30 years of consulting and senior leadership experience, advising and influencing leaders, collaboratively working with senior executives in the areas of organizational change, leadership development, strategic and long range planning, improving communications and teamwork, assessing culture, strategy, leadership and people processes in meeting organizational mission and goals.	Washington DC Metro Area	<ul style="list-style-type: none"> • Interim Executive Management/Leadership Services • Executive Transition Management Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Merger/Restructuring • Executive Coaching • Executive Performance Assessment • Governance Consulting Services
Wishnick & Associates	Amy Wishnick, Principal	amy@wishnickandassociates.com	wishnickandassociates.com	312-802-8066	With skill, sensitivity, and good humor, Amy Wishnick works successfully with diverse organizations to enhance their management, leadership, and adaptive capacities to increase effectiveness. Engagements focus on executive leadership transition planning, strategic planning, board development/governance, organizational assessments.	US	<ul style="list-style-type: none"> • Executive Transition Management Services • Organizational Assessments • Organizational Sustainability Planning • Organizational Turnaround Consulting • Executive Coaching