

## **Retained Executive Search for Not-For-Profits**

*Overview: Nationwide consulting to independent schools, foundations, cultural institutions, human service organizations.*

I am on a glide path toward full retirement, but for the time being I continue to serve as an executive search consultant for not-for-profit organizations, typically seeking candidates at the CEO/Executive Director, Chief Financial Officer, and Chief Advancement Officer level. My boutique firm's practice, which I founded in 1997, concentrates on independent schools but is also active serving foundations, cultural institutions such as museums and zoos, and large human service organizations.

After more than 40 years as an executive search consultant with a national and sometimes international practice, I believe I have developed some expertise in understanding culture and value systems, strategic goals, and administrative structures of large and small not-for-profit organizations. These skills have contributed to my advising clients on prospective C-level leadership changes and conducting turnkey searches for candidates to fill them. As a result, my experience may be of benefit to trustees or senior executives of nonprofits facing leadership-related challenges and opportunities.

In part because of my background working with educational institutions, at one time I was asked by Dartmouth to serve as a member of the Committee on Trustees of the College. Our role was to review and evaluate potential candidates for the Board of Trustees.

I am happy to make myself available should any classmate or member of the Class of 1968 family wish to discuss these or related topics.