



Interim Executive Director Program – Leadership in Times of Transition

The Nonprofit Center's *Interim Executive Director Program* is designed to assist nonprofit Boards and staff during times of executive transition. Recognizing that leadership change is increasingly common and often difficult for nonprofit organizations, The Nonprofit Center has created this program to ease the transition process as an organization works to identify new leadership.

The program works in two phases, including an initial assessment phase during which the consultant fulfills all customary duties of an executive director and works with the board and staff to identify and prioritize organizational issues. This typically takes 4-6 weeks and results in development of a work plan for the Interim Executive to successfully address organizational priorities while the Board prepares to hire a permanent executive director. During the second or "work plan" phase of the engagement, he/she will focus on executing the mutually agreed upon work plan priorities while fulfilling all the regular duties of a nonprofit chief executive including managing staff, working with the board, fiscal oversight, development and fundraising, etc. In this capacity, the Interim Executive Director is performing the typical duties of the Executive Director with responsibility for daily operations and organizational management.

The Nonprofit Center's *Interim Executive Directors* are experienced nonprofit management professionals with specialized skills and expertise to address a variety of organizational issues. They bring an objective view and professional demeanor to effectively work with staff and Board as organizations prepare to hire a permanent executive director. It is important to note that while Interim Executive Directors assist organizations in many ways, they do not provide specialized consulting services, such as developing strategic, marketing or fundraising plans during their tenure.

Since starting the program in 2006, The Nonprofit Center has successfully placed Interim Executive Directors with a variety of diverse organizations, including: Angel Flight East, Centro Nueva Creacion, Connecting Generations, Inc., Equality Advocates, Mother's Home, Philadelphia Folksong Society, Point Breeze Performing Arts Center, The Lighthouse and Wyck Historic House, VIA of the Lehigh Valley, The ARC of Delaware County and The West Chester Area Senior Center.

The average number of hours worked per week is 24-30 and the average duration for interim projects is 6-9 months. Except for the initial month or so, Interim Executive Directors do not work full-time, as it is our intent to not have the organization become overly reliant on them. This, in conjunction with our affordable rates and Member discounts, makes the program as accessible as possible.

For more information on the *Interim Executive Director Program*, please call Lori Moffa, Director of Consulting at (215) 951-1709 or moffa@lasalle.edu.