



INTERIM ED/CEO SERVICES:

Overview:

If your nonprofit organization is heading into a time of Executive Leadership transition and you are looking for an interim ED/CEO who will come in for 4-6 months to:

- work with the Board of Directors to analyze the current organization framework and perhaps reorganize your nonprofit prior to the new ED/CEO arriving, and,
- work with the Board of Directors to develop and implement an effective ED/CEO search effort, to include examining the current ED/CEO job description and ensuring that it still reflects the needs of the organization,
- *then we might just be who you are looking for.*

Specifics:

1. There is no charge for the first meeting with a potential interim ED/CEO client. Typically we meet with the Board Chair and current ED (if that is appropriate) to discuss the nonprofit's vision of what they believe they need in an interim ED/CEO.*
2. After that first meeting, we will generate a proposal outlining both our understanding of what the nonprofit requires in an interim ED/CEO and our recommendations (including timelines) of what steps we would take as the interim ED/CEO.
3. Once there is an agreement between the two parties as to what the interim ED/CEO will do, we will execute a Letter of Agreement (LOA), to include a start-date.
4. We get to work!

***Note:** there may be a need for additional meetings with other Board members, the full Board, and/or Senior Staff prior to executing a final LOA. Within reason, there will be no charge for these additional meetings.

Fees:

The fee for serving as an interim ED/CEO can vary considerably based upon the size of the nonprofit organization and the number of hours per week and length of time the interim ED/CEO will serve. However, a rule of thumb is that the fee will not be more, monthly, than the former ED/CEO was generating.

Contact:

John Ross

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505.270.2351



Selected Endorsements for *interim ED/CEO services*:

John is an effective executive who, in the words of Peter Drucker, gets the right things done.

Fernando Costa, Assistant City Manager, City of Fort Worth

John is a thinker and a decision maker who cuts through the fluff and hype to get to core issues. He thinks outside the box and has a real gift for putting laser focus on results; great business instincts and a team player.

Mike Steele, President & CEO, Communities In Schools of Greater Tarrant County

In addition to guiding *Dancing Classrooms* through a period of explosive growth, he also led our organization with a steady hand during a period of decreased spending and contraction by our customer base. His leadership is principled and reliable and he can be trusted to always act in the best interests of the organization

Rodney Eric Lopez, National Program Director, Dancing Classrooms New York City

I have great respect and admiration for John and his organizational management capacity. He is clear, transparent, fair and mission driven. He is able to strategically view the bigger picture without getting lost in it. He invests in building the capacity of his team through reflective supervision and always following through on all decisions. He is a careful and thoughtful leader, who leads and guides through his actions.

Olivia Roanhorse, Director, Native Strong, Notah Begay III Foundation

John is an exceptional leader and brings along a series of skillsets that have the ability to transform an organization. His leadership style is open and honest and his expectations are straightforward and clearly communicated. John provides everyone on his team an opportunity to grow and has a knack for using their role within the organization for both professional and personal development.

Jo Jo Graham, Executive Director, Dancing Classrooms Northeast Ohio

John has exceptional organizational capacity building abilities. As a strong leader and strategic thinker, he has been immensely successful in developing and implementing a variety of policies that have benefited staff and our work productivity. He is skilled in thoughtfully assessing and addressing the various challenges that arise in a workplace and providing short and long term solutions that are not only feasible, but that contribute the most benefit to all parties.

Michelle Gutierrez, Program Officer at Notah Begay III Foundation

While I was working with John he had the challenging task of transitioning *Dancing Classrooms* from its famous Founder, Pierre Dulaine, to a new Executive Director he would have to find. The best way for me to describe John is in his ability to marshal people in challenging times, make the tough decisions to move the organization forward and be strategic every step along the way. He is the perfect example of a leader you're looking for when you seek stability, direction and intelligent decisions to be made confidently.

Colin Glaum, Founder—Benevolent Mercenaries