



*Executive Search  
Nonprofit Leadership  
& Board Performance*

# EXPERTS IN NONPROFIT LEADERSHIP SEARCH



**Dennis C. Miller, Founder & Chairman**

**Tucker Glavin, Senior Vice President**

**Debbie Donohue, Director of Research**

**Michele Hickey, Executive Vice President**

**Susan Hairston, Senior Vice President**

**Joseph Duffy, Executive Vice President**

**Gregory Nielsen, Senior Vice President**

**Carol Jee, Research Associate**

**Allan Weisberg, Senior Vice President**

## WHAT DISTINGUISHES DCM

The distinction between us and other search firms is that we are experts in nonprofit CEO and other nonprofit leadership C-Suite searches. What also differentiates DCM from any other competitor is that all of our search consultants have been either CEO's, Board Chairs, Philanthropy Executives or Educators. We have been in your shoes!

DCM specializes in executive search projects representing a wide variety of nonprofit sectors, including business and professional trade associations, human service organizations, healthcare, community building, faith-based and social impact organizations. We have a well-established search process that is intended to exceed expectations with highly qualified candidates and a smooth onboarding experience.

DCM also provides a wide range of board and leadership performance coaching including organizational and strategic assessments, retreat facilitation, online board and leadership courses, workshops and other educational tools and leadership succession planning for the entire organization.

\* Listen to video client testimonials on [www.dcm-associates.com](http://www.dcm-associates.com)

# DCM has a five-stage process for conducting each client's executive search needs

1. Analyze the strategic challenges and the role that the new position will need to play in addressing them. We work very closely with boards to identify the skills and experience needed for the position and develop a comprehensive customized position and candidate profile for each client's approval.
2. Conduct a targeted search into organizations and sectors to identify individuals with the relevant skill sets, competencies and qualifications required by each client. Develop a list of qualified prospects for consideration.
3. Approach potential candidates to test their interest in the new position, communicate the strengths of the client organization and persuade strong candidates to consider the new opportunity.
4. Present the most qualified candidates after conducting in-depth interviews, reference checks, personality assessments and evaluations that best match the position profile developed in stage one.
5. Complete the search and provide onboarding support during the initial phase of the candidate's tenure.

## STRATEGIC PARTNERSHIPS



# DCM CLIENT SEARCH TESTIMONIALS

*We believe selecting the organization's leader is one of the most critical challenges a Board of Trustees can undertake. For many reasons, we knew it was best to engage a specialist to assist us. Working with Dennis and his team was a valuable experience for us. His team provided the experience and processed approach to help us achieve our goals. They provided the experience and reach that we needed to ensure we identified the right person to replace our retiring CEO. Our search committee was very impressed with the depth and diversity of candidates we met through the process. After meeting with Dennis's top tier of candidates, we knew that Kiran Gaudioso, our Chief Operating Officer, was the right person to lead United Way and build on the strong foundation established by John Franklin. Dennis was readily available throughout the process providing valuable insights and tremendous support during our search process. We highly recommend them.*

**Cindy Chiarella and Tim Greiner- Search Committee Co-Chairs  
United Way of Northern New Jersey**

*Working with DCM Associates, Inc. was beneficial as they not only recruited well-qualified candidates for the position of Chief Operating Officer, but they handled the entire process from start to finish. The DCM team is very professional and easy to work with and their networks are strong. I am very appreciative to Dennis and the team for their efforts in assisting us with this search. We are excited that Jessica Hoffman will be joining Girl Scouts of Northern New Jersey in the role of Chief Operating Officer and am extremely confident that she will be a wonderful addition to our senior leadership team.*

**Betty Garger, President & CEO  
Girl Scouts of Northern New Jersey**

*What makes Dennis such an invaluable leadership coach and executive search consultant is that he brings over 35 years of being a successful CEO and leader himself. He has been there, done that. As a former Board member of SCBP, Dennis gained the trust and respect of all members of our organization. As the president and CEO of Somerset Medical Center, his visionary leadership created a world class medical center that made the entire community proud. I am glad to call Dennis my friend and trusted colleague.*

**Michael V. Kerwin  
President & CEO  
Somerset County Business Partnership**

*Dennis Miller was invaluable in assisting our Board in the difficult job of transitioning from our founding executive director to her successor. His insights and knowledge helped us make the perfect choice and enabled a smooth transition for the staff, the new ED, and the Board.*

**Bob Michaels  
Chairman of the Board of Trustees  
Housing Partnership of New Jersey**

*I could not be more pleased with the extraordinary efforts of Dennis Miller and his team. His ability to listen, collaborate and give insightful advice was invaluable in our search for a new CEO for the Chamber. If you are looking for a firm with the expertise, experience and contacts to ensure your executive search is successful, then Dennis C. Miller Associates is the firm to call.*

**Brenda Ross- Dulan  
Chairman of the Board  
Princeton Mercer Regional Chamber**

*Dennis provided invaluable guidance to me, our board, and the search committee in our attempt to select a successor of our 100-year-old agency and its long-term serving president and CEO. We wanted someone who would lead our agency who had the skill sets necessary to do so in addition to having a passion for our mission well into the future. Dennis and his staff presented us with several outstanding candidates. His honesty, knowledge and good humor helped us stay focused in selecting the right candidate. We will continue to work with a Dennis during the transition period, relying on his counsel and experience. He was and is a pleasure to work with.*

**Dominick D'Agosta  
Chairman YCS Systems Board**

*Dennis and Michele provided outstanding service to our Search Committee during this process. Not only did they furnish us with a list of very qualified candidates from whom Meghan emerged as the selection to be the Chamber's new President, they also offered wise and helpful counsel as to the process to follow, and they were in constant communication as to our needs. It was a pleasure to work with them.*

**Edward W. Ahart, Chairman, President Search Committee  
Morris County Chamber of Commerce  
Partner, Schenck, Price, Smith & King, LLP**

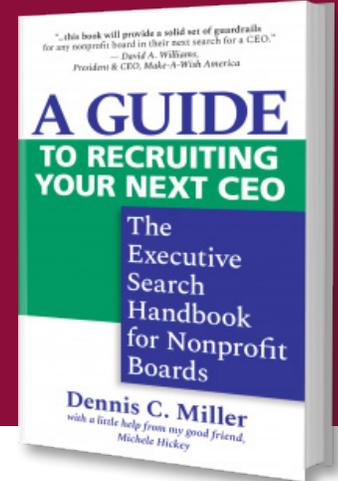
*I have had the pleasure to work with Dennis Miller over several months to not only replace the Chief Executive Officer but to resolve several internal board and C-level management issues. Dennis worked with me, our management staff, and our Board of Trustees to ensure that the final outcome achieved the goals of each. Replacing a founding director is not easy for any of the players involved and yet Dennis and his staff had the compassion, knowledge and determination to leave AHA with a quality replacement and an equally satisfied partnership among all the players. AHA could not have achieved the same outcome on our own and we are grateful Dennis provided us the leadership, direction and expertise to achieve our personal and collective goals.*

**Donna M. Blaze, CEO and Jeff Price, President, Board of Directors  
Affordable Housing Alliance**



**Dennis C. Miller**, Founder and Chairman of DCM Associates, Inc., is a nationally recognized executive search consultant, board & nonprofit leadership performance coach with more than thirty-five years of experience working with nonprofit board leadership and chief executives across the country. Dennis is also an expert in board governance, leadership development, philanthropy, and succession planning. In addition, Dennis is a successful author including his most recent book, *A Guide to Recruiting Your Next CEO: The Executive Search Handbook for Nonprofit Boards*. Dennis' experience working with hundreds of nonprofit organizations has provided him with the knowledge and insights to understand the competencies required of today's nonprofit leadership.

[dennis@dcm-associates.com](mailto:dennis@dcm-associates.com)



*I would like to thank Dennis Miller and Dr. Bill Neigher for conducting the search to find our first Sound Start Foundation Executive Director. Dennis and his team listened to our wants and needs, analyzed our current structure and found us a perfect match. Sara Huisking brings invaluable experience in fundraising and non-profit management as well as an incredible passion for children's services that will help position us to fulfill our ambition to grow and expand. Our Board is confident that Sound Start Foundation will be well positioned under her guidance for years to come.*

**Jessica Griffin, Board President**  
**Sound Start Foundation**

*Dennis served as a true partner during our recent CEO search, providing the guidance and direction we needed to select a candidate with the knowledge, passion, and drive to lead our agency into the future. His practical insights into not-for-profit management and his open and honest communication kept us on track and energized. As a result, the CEO search became a great learning experience for our entire Board, giving us new tools for success.*

**Christine LaRocca, Chair, Board of Trustees**  
**Spectrum for Living**

*Our board needed help with a monumental responsibility: selecting the right person to succeed the founder of our 30-year-old community-based organization. Well, Mr. Miller exceeded our expectations. He brought deep understanding and years of real-world experience to the task. Significantly, his legendary wit and good humor kept our anxieties under control and enhanced our decision-making. As a result, we believe we have selected the best person to help us meet the challenges of an increasingly dynamic, fast-changing world.*

**Elliott Lee, Board Chair**  
**Housing and Neighborhood Development Services (HANDS, Inc.)**

*We engaged Dennis to perform a comprehensive organizational and strategic assessment of our Board, leadership team, staff, and operations to verify that we were living up to our potential as a leading business trade association. Dennis provided CIANJ with specific actions to further our goals, growth, and mission. In addition, his executive leadership expertise was extremely helpful in assisting our Board with our CEO succession plan. He motivated our entire Board and provided a jolt of energy at a crucial time in our organization.*

**Lou Weiss, Board Chair**  
**Commerce & Industry Association of NJ**



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If you have any questions or would like more information, please contact Dennis C. Miller at [dennis@dcm-associates.com](mailto:dennis@dcm-associates.com) to schedule a conference call or contact him at 973-784-3693.