



*Executive Search
Nonprofit Leadership
& Board Performance*

EXPERTS IN EXECUTIVE NONPROFIT LEADERSHIP SEARCH



LEADERSHIP

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

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



NATIONAL
COUNCIL
for Mental
Wellbeing



NNSC
NETWORK OF NONPROFIT
SEARCH CONSULTANTS

HEALTHY MINDS
STRONG COMMUNITIES



PM Human Capital Solutions



Dedicated to
Strengthening
Leadership Worldwide

THE NONPROFIT TIMES
The Leading Business Publication For Nonprofit Management

DCM CLIENT SEARCH TESTIMONIALS

We are extremely pleased with the outstanding efforts of Joe Duffy and the DCM team in assisting our Search Committee in finding our new CEO, Jessica Padilla Gonzales. Their expertise in managing the search process and identifying highly skilled and competent candidates streamlined the process and helped the CUMAC Board achieve our objective within the expected timeframe. We are equally proud of the exceptional contributions of our entire team during this transitional period and eagerly anticipate working with Jessica to further our mission and make a positive impact on the lives of others. We enthusiastically recommend the DCM team

**Stephanie Schwartz, Vice Chairperson of the Board of Trustees
and Search Committee Chairperson
CUMAC**

Our board was quite nervous about the process of finding the right Executive Director and CEO for Hope For Youth. Are there qualified candidates out there? How do you find them? Our retiring CEO had been with us for 40 years the last 32 of them as CEO. Most of us have never been through this process. From the initial introductory call we knew DCM had the right team to guide us through the process. The DCM team made us at ease when they explained similar situations and how they were successful at finding the right candidate. The DCM team spent a lot of time and energy interviewing the board members and the agency to ensure they knew the right fit. We received applications from highly qualified candidates across New York State. Dr. Jim McGuirk and DCM were able to guide us through the interview, screening and hiring process. We had a great experience working with DCM and highly recommend them to you.

**Peter Breckling, Board Chair
Hope For Youth**

We hired Dennis Miller and his team to help us replace our long-time, beloved President/CEO. He helped us include a wide range of stakeholders in the process including representatives from Girl Scouts USA, members of our board and members of the staff. Dennis helped every step of the way and was extremely responsive to all our questions and took the time to continually check in as we interviewed multiple candidates. Because of his constant communication, I felt that he truly understood what we needed as an organization, and he gave excellent advice as we worked to close the search and ultimately hire a dynamic and visionary President/CEO to lead us into the future.

**Shanna Jafri, 1st Vice Chair and Search Committee Chair
Girl Scouts of NNJ**

Dennis C. Miller and his team conducted a far-reaching national search for our new President & CEO communicating effectively throughout the process and bringing to us very well qualified candidates for our interviews. We are thrilled to welcome Bill Schuldt as our new leader who has a passion and demonstrated commitment to enriching the lives of people with disabilities. Dennis' team exceeded our expectations in managing the process within a tight time frame. I've been intimately involved in more than a half dozen searches and this was the best search I've experienced.

**Carl Augusto, Chair, Board of Trustees
Vision Loss Alliance**

The DCM team managed our search to replace our long standing, highly respected CEO. The DCM team understood our unique priorities for culture preservation, management style, and mission passion. We received valuable direction to ensure our search committee understood and owned our selection. We were delighted with our options and our final choice. Thanks so much Dennis!

**Kaj Karch, Board President
Lifeopath**

We appreciated the experience of working with Dennis C. Miller and his team in hiring for a newly created position on our executive team. As we navigate the many challenges in our field and plan for a sustainable future, we needed to make the best possible decision for this key position. We felt the DCM team understood our needs from the start and we appreciated the process, which allowed us to move forward effectively and without delay. With the full support and guidance of the DCM Team, we are confident we made the right selection.

**Toni Pergolin, President / CEO
Bancroft**

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 DCM Associates is the firm to call.

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

We believe selecting the organization's leader is one of the most critical challenges a Board of Trustee 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 Gaudio, 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 NNJ**

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, Chief Executive Officer & Jeff Price, President,
Board of Directors
Affordable Housing Alliance**

I would like to thank Dennis Miller and his team 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**

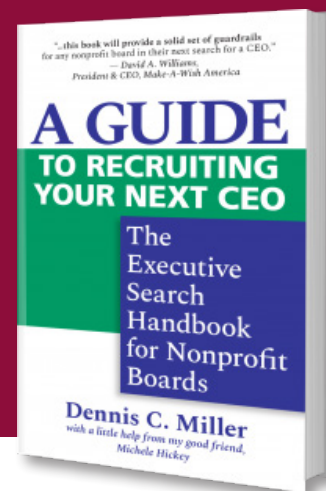
Our board took finding the right CEO for Holly Hill very seriously. From the beginning, Dennis was always immediately responsive to my phone calls and emails, no matter the time of day. Our initial interview included at least four team members who had done their homework on Holly Hill. After hiring DCM, we worked primarily with Greg Nielsen, who always displayed the same responsiveness. DCM spent a lot of time and energy interviewing the board members and the agency to ensure they knew what candidate the right fit for Holly Hill was. DCM thoroughly vetted the candidates, and I was extremely impressed with the number of qualified candidates DCM presented to us for interviews - clearly, they were able to pull from a large group of candidates through both public and personal connections. Greg and the team were able to guide us through the interview and hiring process until we got to the very end. I believe that if it weren't for DCM, we would not have connected with the candidate we ultimately ended up hiring as CEO.

**Erin Wilkins, Esq., Board Chair
Holly Hill Child & Family Solutions, Kentucky**



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



DCM provided a thorough analysis and understanding of our recruiting needs for Catholic Charities of the Diocese of Houma-Thibodaux. Their ability to reach out to organizations, markets outside the Houma-Thibodaux area and postings outside the local postings allowed us to receive appropriate candidates qualified to lead our organization forward after the post-hurricane Ida recovery efforts. Your team showed no bias in the recruiting efforts, yet fully understood our challenges which would require certain skill sets to move our organization forward. Your team recognized our sense of urgency since the position was open for 9 months. I am particularly impressed with the strengths profile testing of the candidates. This identified areas for success yet identified areas of opportunity for growth of a new ED candidate. Your team's preliminary assessments of all candidates were extremely helpful in filtering those candidates with the strengths that would make our organization successful.

**Karen David, Board Chairman Catholic Charities
Diocese of Houma-Thibodaux, Louisiana**

I have worked with Dennis on several projects for MAWNJ over the last 10 years. We keep returning to him because, at the end of the day, Dennis delivers. He brings to the table many years of practical experience as a CEO, president of healthcare foundation, board chair and nonprofit leadership coach. Most recently, we contracted with Dennis and Michele Hickey to assist in recruiting a senior leader for a new and pivotal position. I am confident that because of his efforts, not to mention his tremendous instinct, we saw far more capable candidates than if we had done the search ourselves. We've used other search firms in the past, but never did we see a pool so competitive as what Dennis provided to us. We will be utilizing his offerings again sometime down the road. I am quite certain of it.

**Thomas P. Weatherall, President & CEO
Make-A-Wish® New Jersey**

I would like to thank DCM Associates for successfully conducting our search for our new dynamic Chief Development Officer, Dan Barnett, who brings significant fund development experience to Students 2 Science, a model program with a mission to encourage students to pursue careers in STEM. Dennis and his team's professionalism and responsiveness exceeded our expectations, and we are thrilled to have David on board. David also appreciated the DCM team's professionalism. "I have had several experiences with executive search firms in my career and found DCM to be the best.

**Paul Winslow, President
Students 2 Science**



Click here to see what
Shanna Jafri - First Vice Chair of the Girl Scouts of Northern New Jersey
has to say about us.



Click here to go to www.dcm-associates.com and scroll down to our client videos section to see what they have to say about us.



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If you have any questions or would like more information, please contact Dennis C. Miller, Founder & Chairman, at dennis.miller@dcm-associates.com to schedule a free conference call or contact him at 1-866-DCM-6222.