



*Executive Leadership Search  
Institute for Nonprofit Board  
& Executive Leadership*

# EXPERTS IN EXECUTIVE NONPROFIT LEADERSHIP SEARCH



**LEADERSHIP**

## WHAT DISTINGUISHES DCM

### **600 YEARS OF EXECUTIVE NONPROFIT LEADERSHIP EXPERIENCE**

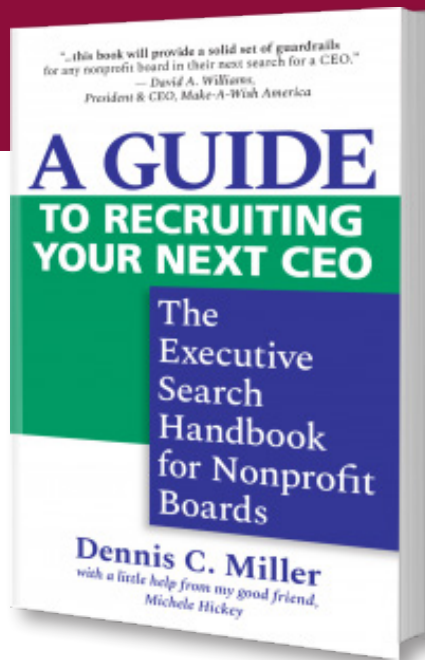
The distinction between us and other search firms is that we are experts in nonprofit CEO and other nonprofit leadership C-Suite searches and all of our search consultants have been either CEO's, C-Suite Executives, Board Chairs, Philanthropy Executives or Educators collectively for 600 years of collective experience.

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.

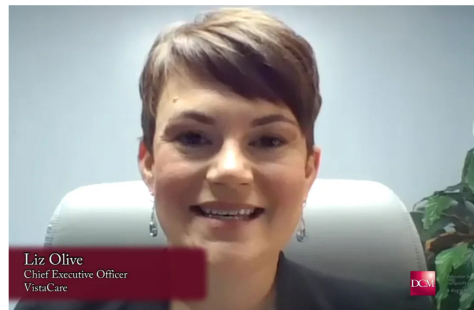
DCM also provides a wide range of board and leadership performance coaching including organizational and strategic assessments, retreat facilitation, online board and leadership courses, workshops and other educational tools and leadership succession planning for the entire organization.

# 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.



## VIDEO TESTIMONIALS



**Liz Olive, CEO**  
VistaCare



**Christopher Perry, President & CEO**  
Spectrum For Living



**Shanna Jafri, First Vice Chair**  
Girl Scouts of Northern New Jersey



**Han Hoppe, Chief People Officer**  
Dungarvin



**Dan Barnett, Chief Development Officer**  
Students 2 Science, Inc.

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# 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, Search Committee Chairperson  
CUMAC**

*Our board was quite nervous about the process of finding the right Executive Director and CEO for Hope For Youth. 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. 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  
Lifepath**

*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**

*"DCM associates were responsive and great to work with," Walkiewicz said. "They learned about Via's mission, vision and needs to find us the best option for our Chief Financial Officer. I highly recommend DCM Associates for any organization seeking an executive leader."*

**Lisa Walkiewicz, President & CEO  
Via of the Lehigh Valley**

*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 the DCM team was a valuable experience for us. 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 their top tier 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**

*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**

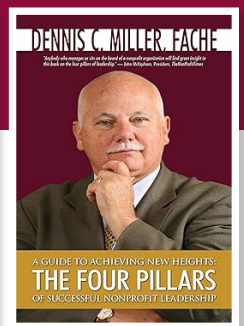
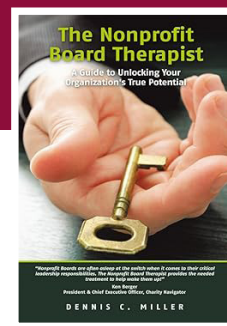
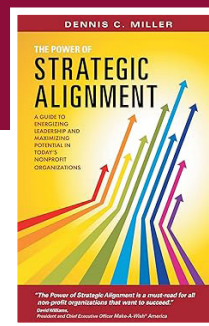
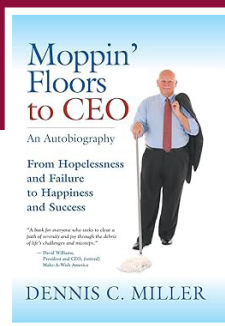
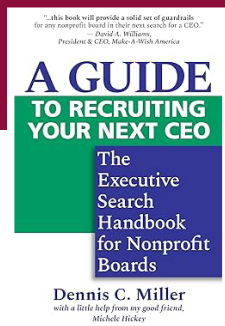
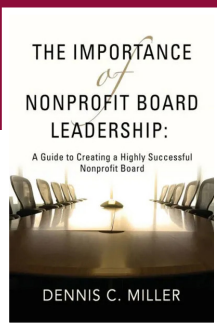
*From the outset, DCM Associates demonstrated an unparalleled level of professionalism and expertise. They took the time to understand our organization's mission, values, and the specific qualities we were seeking in a CEO. Their approach was thorough and personalized, ensuring that every step of the search process was aligned with our expectations and organizational needs. The assistance Shelley Feist provided in facilitating the selection process was invaluable. She was there at every step, offering insights and guidance that helped us navigate the complexities of choosing the right leader. Their support did not end with the presentation of candidates; they were instrumental in helping us through the decision-making process. The culmination of DCM Associates' efforts was the appointment of Dr. Jeannine L. Lisitski as our CEO. Dr. Lisitski's background, expertise, and vision for Mental Health Partnerships stood out, making her the ideal choice for our organization. This successful outcome is a testament to DCM Associates' commitment to excellence and their deep understanding of the nonprofit sector.*

**Paul Kaplan, Chair Board Search Committee  
Mental Health Partnerships**



**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



*We keep returning to the DCM team because, at the end of the day, they deliver. Dennis 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 the DCM team to assist in recruiting a senior leader for a new and pivotal position. I am confident that because of their efforts 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 DCM provided to us. I highly recommend Dennis and the DCM team.*

**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**

*Our board took finding the right CEO for Holly Hill very seriously. From the beginning, Gregory Nielsen was always immediately responsive to my phone calls and emails, no matter the time of day. 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 DCM 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**

**Click here to go to [www.dcm-associates.com](http://www.dcm-associates.com) and scroll down to our client videos section to see what other clients 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@dcm-associates.com](mailto:dennis@dcm-associates.com)