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February 2018 News



LevRidge Resources expands services to strengthen Nonprofits!

Our Mission continues to be: *advancing nonprofits' mission by strengthening leadership, reviewing business models and assisting with leadership transition to develop a sustainable future.*

We do that primarily through four service areas:

Providing Interim Leadership to Nonprofits during transitions and assisting with executive transition services, such as succession planning, and transition management

Assessing and Reviewing business models and processes for efficiency, risks, and growth opportunities

Consulting with Boards and Executive staff about strategic directions, growth opportunities, community needs, and Board Development

Training and workshops on nonprofit performance measures, nonprofit evaluation of success, and Board and Staff leadership development

Now able to offer:

Interim Development Directors

In addition to our long standing Interim Executive professional practice, we have been asked to provide Interim Development Director services. Our interim leadership process and methodology is not merely 'filling gaps' during an employment transition, but also assessing the effectiveness of the processes, management reporting, staffing, programs and planning.

We have been diligent in looking for Development Professionals who not only 'fill in' but help the CEO evaluate the effectiveness of the Development function. We are pleased to have two professionals, with great reputations, professional experience, good minds, and team orientations who are both providing services now as Interim Development engagements now and can help your nonprofit soon.

Laurie Schwartz, currently Interim Development Director for the Levine Museum of the New South and **Katie Benston**, currently Interim Development Director at the McColl Center for Art and Innovation, can come in during the leadership vacancy of your Development leader. They help identify the critical skills needed in the job profile for the new Director based on their real world experience and their time while serving your organization as the interim. This service enables organizations to continue their fundraising plans for the year during a critical transition in leadership, as well as learn and adapt processes to be more effective.

Human Resources Consulting and Planning:



As we learn more about assisting nonprofits with transitions and leadership changes, we have realized how frequently they need help with performance management processes, organizational structures and roles, creating a positive cultural during transitions, and setting up successful recruiting practices for key openings.

We can now offer these services to strengthen nonprofit organizations with an expert HR professional, new to our community, **Andrea Spears Jackson**, JD, SHRM-CP, from Cambridge, Massachusetts where her professional experience included working for the City of Cambridge as Director of Employee Relations and Acting Director of Labor Relations and Employment Law.

Andrea is available for consulting with Executive Directors on complicated Human Resources situations and issues; facilitating difficult conversations about performance and expectations; creating positive changes to workplace dynamics, and reviewing your performance management and recruiting processes. .

“Finish each day and be done with it. You have done what you could. Some blunders and absurdities no doubt crept in; forget them as soon as you can. Tomorrow is a new day. You shall begin it serenely and with too high a spirit to be encumbered with your old nonsense.”

— Ralph Waldo Emerson

What's Next for follow up to the Conversation about the Racial Gap in Charlotte Nonprofit Leadership?

We are planning another conversation and learning opportunity for Nonprofit Executive Directors and Board members this Spring. In this forum, we will identify Recruiting Practices that have

implicit bias and perpetuate hiring decisions that don't change the face of nonprofit leadership. Actionable steps on breaking our patterns of bias will be offered.

If you're interested or would like to help with this session, please write us at Info@levridge.org with "Racial Gap" as the subject.

LevRidge Resources' s current assignments include:

Katie Benston - Interim Development Director at [McColl Center of Art and Innovation](#)

Laurie Schwartz - Interim Development at [The Levine Museum of the New South](#)

Bruce LaRowe - Interim Executive at [Mint Museum](#)

Art Gallagher - Interim Executive at Charlotte Family Housing

Barbara Spradling - Business planning for Union County Arts Council and N.C. Arts Council

Lisa Gray - finishing up Strategic Planning with Mooresville Soup Kitchen

Steve Bentley - Business planning for Three Bone Theatre

Kathy Ridge - Strategic Planning Workshop, Next Church
Business planning for Clayworks
Brace YMCA, Board Retreat
"The Crucial Partnership: Board/ Staff Relations", for Arts and Science Council, Cultural Leadership Training, March 15

"Evaluating NonProfit Performance", for Wake Forest, Business
Essentials for Nonprofits certificate program, April 19 @ **704 366
6680**

Thank you for your Interest!

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Clients

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