

News to strengthen Nonprofit Leadership and Business Models

October 2019



Toward a More Inclusive Board...

Most boards are working on diversity, trying to recruit more people of color to their boards. Though not as aggressively working to recruit people of color into roles of power on their boards, such as the finance and governance committees, Board Treasurer, and other officer positions. When asked, most of those recruiting for the board will say some version of, "It's the right thing to do".

Because we don't have many inclusive boards to view as models, it's hard for the true benefits to stand out. However: better and more innovative decisions, representative voices in the room, and different life experiences are present when there is more diversity.

The Boston Consulting Group has found and reported that companies with more diverse management teams have 19% higher revenues due to innovation. McKenzie and Company found corporations that embrace gender diversity on their executive teams were more competitive and 21% more likely to experience above-average profitability. They also had a 27% likelihood of outperforming their peers on longer-term value creation. And the Ford Foundation reports having varied perspectives helps generate better ideas to solve the complex problems of a changing—and increasingly diverse—world.

Certainly, most of us have experienced that a culture of inclusion helps us attract, recruit, retain talent, positively changes our organization culture, and leads to decision making in ways that homogenous environments cannot.

Still our diversity numbers in the nonprofit sector for senior leadership lag behind for-profit corporations across the country. In Charlotte, the number of people of color in Executive nonprofit CEO roles is less than the national average and the same is true for the people of color serving as board chairs for large nonprofit organizations.

To access the full article "**Toward a more Inclusive Board**", please go to LevRidge Resources's [new blog](#).

What We've Been Up To?

Recent training and consulting services for [Board Formation and Development](#):

- Council for Children's Rights
- Women's Impact Fund
- Wing Haven
- Pat's Place
- ArtsPlus

If you are interested in board leadership development for your organization, call us at 704.561.1696.

Where is LevRidge Resources Currently?

- **Bill Geiger** is consulting with **Crisis Assistance Ministry** and serving as an Interim Executive Director at **Hope Haven**.
- **Kathy Ridge** is consulting with **A Child's Place**.
- **Art Gallagher** is serving as Interim Executive Director at **A Child's Place**.
- **Laurie Schwartz** is serving as Interim Development Director for **Apparo IT Consulting**.

Our Upcoming Events:

For Nonprofit Executives considering a Career Change: Based on the successful first offering of our three workshop series for executive directors and CEO's who are contemplating a leadership or career change, we are pleased to offer this again. We are again interviewing and forming a learning circle and offering three sessions to help Executive Directors and Nonprofit CEO's determine:

- When is the right time to leave a job that has been your life's work?
- What can be done to prepare the board and the organization for a significant leadership change?
- What's the job of a departing executive and the board in leading a transition?
- What needs to happen during a planned transition to best benefit the organization and the new leader?

- For more information about the workshop, please visit us [here](#).*** We value and respect every participant's need for confidentiality, and are committed to safeguarding your privacy in a supportive environment. After we received notice of your interest, we will reach out to schedule a 15 minute confidential phone call to explore the appropriateness of this workshop for you. **Enrollment is limited. Sessions begin December 10, 2019. For confidential registration, [click here](#)**

To explore how to strengthen your staff or board leadership, review the sustainability of your nonprofit's business model, or discuss executive / organization transitions and succession plans, please call us at 704.561.1696

Thank you for your Interest!

STAY CONNECTED WITH US!



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