



PROVIDING STABILITY IN A TIME OF CHANGE

D Crosson Group, LLC offers continuity and stability to nonprofits by providing interim leadership during an executive transition. With an outsider's perspective and objectivity, D Crosson Group, LLC is a powerful resource for strengthening organizations.

With 29 years experience in the nonprofit sector, Diane Crosson has experience as a nonprofit chief executive, trainer, consultant, and counselor. She has over 16 years experience providing nonprofit management support, educating boards and mentoring new executive directors.

As interim executive director, she brings the following skills and expertise to your nonprofit organization:

- Experience resolving organizational turmoil.
- Talent for thoughtful analysis and problem-solving difficult situations.
- Objective review of administrative and organizational systems.
- Program development and community relations.
- Staff development and team building.
- Hands-on experience in these types of nonprofits:
 - Organizations in small towns and rural areas, with multi-county service areas
 - Domestic violence and homeless services
 - Substance abuse prevention services
 - Statewide organization, providing training and consultation
 - Mid-sized to small organizations.
- Ability to relocate, bringing quality interim executive services to your community.

Diane Crosson's accumulated knowledge as a nonprofit chief executive includes responsible fiscal management, experience with grants, and relationships with governmental funders.

How Much Does Hiring an Interim Executive Cost?

- Nonprofits should consider the combined monthly costs of the departing executive director's salary, payroll taxes, and medical benefits as an estimate of what an interim executive will cost the organization. These expenses are already part of the organization's annual budget.
- An additional stipend for housing and/or travel may be required for interim executive services.
- Some funders may provide additional funds for an executive transition and search process.