

Search + Strategy for the Social Sector

Begin moving *forward.*

COOPER
COLEMAN 

- » Executive Search
- » Strategy + Advisory

Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth.

We move organizations forward by placing the right leaders in the right roles at the right time, and we help to strengthen management and fundraising capacity to amplify their mission and impact.

We work with organizations of all sizes locally, nationally, and globally. Our humble, practical, strategic approach helps our partners achieve durable solutions and sustainable growth.

Let's dig in a bit more...

We represent your organization *as if we are one of you.*



Practice Areas	4
Executive Search.	5
Strategy + Advisory	7
Why Cooper Coleman	9
Who We Are	10
Commitment to IDEA	11
Featured Placements	12
Testimonials	14
Getting Started	15

Contents

Retained **EXECUTIVE SEARCH**

We conduct exclusive retained searches for roles across disciplines and leadership levels.

CxO

Development + Fundraising

Finance

Operations

Marketing + Communications

**COOPER
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STRATEGY + ADVISORY Consulting

Development + Fundraising
Organizational Development
Strategic Planning
Management
Leadership

We help you develop plans for fundraising, capacity building, strengthening your culture, and developing your people.

Retained EXECUTIVE SEARCH



The right leaders. In the right roles. At the right time.

The most successful organizations do not compromise on their leaders, but recruiting the best candidates can be protracted and time-consuming.

We do the heavy lifting to find your ideal candidate so you can focus on other priorities. We help you assess your unique needs to build a comprehensive profile of the professionals you seek. We leverage our extensive network of passive and active candidates throughout the sector to place the right leaders in the roles most essential to your success.

Our search team introduces an unmatched rigor and compassion to talent sourcing, underscored by a proven, research-based approach and a vast network of passive and active candidates representing demographic, experiential, sexual, cultural, and ability inclusion.

Moving organizations *forward.*

Retained EXECUTIVE SEARCH



Your Cooper Coleman search partner maintains consistent dialogue with you and our candidates throughout each phase of a search. They challenge your assumptions and help to create and present a compelling case to prospective candidates to best match you with the most qualified professionals.

» PHASE ONE: Prep + Launch

- Your search partner assesses needs, interviews stakeholders, defines position specs, and identifies desired qualifications.
- They research and understand your organization's mission, objectives, history, and context.
- They develop and present a comprehensive, well-articulated position description for review and approval.
- The position is widely announced, our team researches passive + active candidates, and conducts outreach.

» PHASE TWO: Qualify + Evaluate

- Your search partner screens and interviews candidates, narrowing the pool for review.
- A slate of qualified candidates is presented and together, you make selections for in-person interviews.

» PHASE THREE: Interview + Offer

- Our team prepares and conducts intermediate + semi-final interviews with you and your team or hiring committee.
- Your search partner guides you in selecting and interviewing finalists and making your final selection.

» PHASE FOUR: Conclusion + Post-Placement Engagement

- Your search partner conducts check-ins with you and the chosen candidate periodically over their first nine months.
- They personally and respectfully notify the remaining candidates by phone, wherever possible, providing personalized, constructive feedback.

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STRATEGY + ADVISORY Consulting



Humble consulting. Durable, actionable solutions.

Keeping the house in order with so many competing priorities is not easy, regardless of how big or small your organization might be. We understand that so much of what you must do on a daily basis takes away from those bigger picture needs you'd really like to focus on to move your organization *forward*.

We don't just tell you what to do. We wade through the messiness of change with you.

We will assess your most pressing challenges and priorities to determine what immediate moves make the greatest impact, while exploring the more complex, systemic solutions for long-term improvement.

Together, we will make progress on the big things, too!

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STRATEGY + ADVISORY Consulting



Our advisory practice focuses primarily on three areas:

- » Fundraising
- » Organizational Development
- » Leadership

Below is a non-exhaustive representation of the areas of expertise our team offers. Reach out with whatever is challenging you and let's explore how we might work together.

- » Board Development
- » Change Management
- » Communications
- » Cultural Analysis
- » Donor Engagement
- » Events
- » Fundraising Strategy
- » Grant Writing
- » Interim Leadership + Staffing
- » Professional Development
- » Solicitation Training
- » Strategic Planning

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Why Cooper Coleman

We represent your organization as if we are a member of your team.

Our every interaction on your behalf is conducted as if it were with your most significant donors. Our reflection of your organization is one of which you can be proud.

Cooper Coleman began as a collaboration, recognizing that our combined efforts to lift up the charitable sector would have far more impact than anything we could achieve apart. Everyday, we are learning and growing, working with our partners as they build capacity and work toward achieving their missions.

Johnny Cooper MPA, CFRE
Founder + CEO

Bill Coleman MBA, M.Ed.
Co-Founder + Principal



Who We Are



Cooper Coleman was founded by a team of nonprofit and executive search professionals who've helped dozens of charitable organizations move forward, enhancing their people, mission, and impact. We bring decades of experience in corporate and nonprofit sector retained search and as in-house development and executive leaders to support your team.

We work with organizations of all sizes and bring our cross-cultural perspectives to each endeavor.

To supplement our skills and extend our capacity, we leverage a talented cadre of search consultants, organizational development experts, front-line fundraisers, event producers, communicators, marketers, and designers to build the most effective team for your project – whatever it may require.

Meet Our Team



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Our commitment to



» Inclusion

» Diversity

» Equity

» Access

Our partnership with every client embraces and prioritizes the value of achieving a diverse candidate pool inclusive of all identities. **We believe the most qualified candidates are selected from the most diverse representation of talent.** Qualified candidates from all backgrounds and identities are included in our candidate sourcing practices, among which are process and compensation transparency. We are resourceful in our deployment and advertisement of job opportunities across diverse professional and social networks—online and offline—to reach every possible qualified, interested candidate.

Our team is individually and collectively committed to inclusion, anti-racism, and equality. Each of us is working to improve our understanding of others' lived experiences, expand our networks' diversity, and contribute to an equitable society.

As a reflection of our firm's commitment to equity and equal pay for all, it is Cooper Coleman's requirement that salary ranges or salary starting points be published for every search we conduct. The practice of not posting salaries perpetuates the gender and racial wage gap and discriminates against people of color and other historically excluded populations by causing individuals to negotiate from a disadvantaged starting point.

We embrace *demographic, experiential, sexual, ability, and cultural inclusion.*

Featured Searches



President + CEO

Interact For Health | Cincinnati, OH

Interact for Health is a \$250 million health conversion foundation improving the health of all people in the Greater Cincinnati region. I4H serves as a catalyst promoting health equity through grants, education, research, policy and engagement.

Vice President + COO

AIDS United | Washington, DC

AIDS United envisions a time when all people, governments, and organizations commit to ending the epidemic and strengthening the health, wellbeing, and human rights of everyone impacted by HIV.

Major Gifts Officers + Gift Officer

American Museum of Natural History | New York, NY

The American Museum of Natural History is one of the world's preeminent scientific and cultural institutions. For more than 150 years, AMNH has energized generations of scientists, from renowned thinkers expanding the horizons of human knowledge to the youngest children intuitively discovering the fundamentals of scientific inquiry.

INTERACT
FOR HEALTH

AIDS
United



150 YEARS | AMERICAN MUSEUM
OF NATURAL HISTORY



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Featured Searches



Lambda Legal



I've dealt with a lot of recruiting firms and headhunters in my time, and you're the most thoughtful and organized firm I've encountered. It says a lot about you and your team, and I appreciate what you are doing here. Whether or not this works out, I have introductions I'd like to make to organizations with roles to fill.

- Candidate, Chief Operating Officer search

Chief Operating Officer

Lambda Legal | Washington, DC

Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people, and everyone living with HIV through impact litigation, education, and public policy work.

Program Officer, Justice Portfolio

Johnson Family Foundation | New York, NY

Established in 1990, The Johnson Family Foundation supports the development of healthy, vibrant, and just communities where individuals, families, and the next generation of leaders will thrive. JFF funds programs to improve the health of our environment; promote equality and social progress; and support education and youth. Since its inception, JFF has awarded more than \$50 million in grants.

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What People Are Saying



I wanted to say thank you for being so warm, professional, and encouraging during our conversations. I'm sure you are inundated with candidates like everyone else, but the way you conducted my interviews really stood out and left me feeling positive about the experience.

- Candidate, Executive Director search

I CANNOT say enough good things about Johnny. He's done a number of searches for us, finding excellent, diverse candidates. He's incredibly diligent, highly professional, and also just fun to work with. He is, frankly, the best search consultant I've ever worked with.

- Kevin Jennings, CEO, Lambda Legal

I have been raving about Cooper Coleman to all of my friends who work in nonprofit executive positions. Their approach is unlike any that I've ever experienced. The main difference is that they genuinely care, and they make time for you. This is the way a recruitment experience should feel.

- Demetri Sparks, Development Director
Reaching Out MBA , Candidate

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Getting Started Are You Prepared For What's Next?



Staffing + Organizational Development

Are you sufficiently staffed?
Do you have vacancies in key roles?
Are you satisfied with your leadership structure?
Are you prepared for an unexpected transition and vacancy?
Is your team performing to your expectations?
Bonus: Do you have the right people in the right roles?

Development + Fundraising

Do you have a development strategy?
Is it up-to-date and diversified?
Are your donors engaged and responsive?
Do you have a communications plan + marketing strategy?
Are you satisfied with your annual revenue?
Bonus: Are you raising enough money for growth?

Leadership + Management

Is your team inspired to innovate?
Are your culture and strategy inextricably linked?
Is your board active and engaged?
Do you have a board development strategy?
Does your board have strength in fundraising?
Bonus: Are they bought into raising funds?

Talent Acquisition + Recruitment

Does your HR team have sufficient recruiting capacity?
Is your recruitment strategy more than posting jobs and awaiting inbound applicants?
Does it involve proactive research and outreach?
Are you able to recruit quickly enough to sufficiently compete for talent?
Bonus: Can you afford your vacant roles to remain open for much longer?

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If any of the boxes on the previous page remain unchecked, it may be time to give us a call and...



Begin moving *forward*.

Like organizations of all sizes, you deserve an opportunity to become better and stronger.

Your donors expect it and your community depends on it.

Let's take the first step and begin moving your organization *forward*, together.

[Get in Touch](#)



Moving organizations *forward.*



Cooper Coleman LLC is a Certified LGBT Business Enterprise (LGBTBE®) that embraces demographic, experiential, sexual, gender, ability, and cultural inclusion and equity. We believe everyone is better when leadership reflects the diversity of its people and when an organization reflects the diversity of those it serves.



*Top 60 Nonprofit Executive Search Firm
2022*