Leadership Transition: Succession Planning will help your organization prepare for the inevitable – a change in leadership. With an estimated 10,000 Baby Boomers reaching retirement age every day, the nonprofit sector is in the midst of a profound leadership transition. Whether it’s for an executive, board member, or staff leader, succession planning is vital to the stability of your organization. We can help guide you. If you are facing an immediate change in your leadership, contact us to learn more about Leadership Transition: Prepare-Search-Thrive.

Succession Planning: The Foraker Difference
Foraker Succession Planning is based on the principles of the Foraker Nonprofit Sustainability Model, which has helped Alaska nonprofits since 2001 to make informed decisions and develop exceptional leaders and highly effective boards. We work with you to create plans tailored to your unique culture, ensuring board and staff are aligned in purpose, core values, and goals. We serve organizations across the state and will match our services to your budget, size, and operational complexity. Our goal is to prepare you for that inevitable change so you will not just survive, but thrive when the time comes.

*nearly 70% of NONPROFIT LEADERS plan to leave their position in the next five years!*

*more than 3 out of 4 NONPROFITS have no formal succession plan!*
A plan tailored to your needs

**Planning Services:** Organizations with a written plan are ready to address key leadership, staff, and board succession. Our team is ready to lead you through the process of writing a succession plan that reflects your organization’s core purpose and values, goals, and culture. Time spent on succession planning now saves time and stress when transition occurs.

**Founder or Long-tenured CEO:** As many founders and long-tenured executives are nearing the end of their time with your organization and are considering options of working differently or eventually retiring, the leader and the organization run the risk of getting stuck. This requires a specialized plan that honors the leader’s legacy, while successfully moving the organization into the future.

**Leadership Development:** Your next leader may already be working for you. Foraker is deeply committed to developing nonprofit leaders regardless of title or tenure. We have a wide variety of programs to meet your goals. Find the tool that is right for you, including coaching, mentoring, classes, and executive consultation.

**Foraker Interim Executive Leadership** As part of our transition services, Foraker offers interim executive support. Our interims can help the board become stable after a crisis, give the board breathing room before taking the next step, or hold the mission steady during a time of change. We have an experienced pool of interim leaders ready to provide day-to-day executive leadership, while positioning your team to take the essential steps of preparing for and engaging in the transition to your next full-time leader.

The Foraker Group serves as the state association and capacity building organization for nonprofits and tribes across Alaska. We are dedicated to increasing the leadership and management skills of professionals and volunteers through an innovative approach focused on the Foraker Nonprofit Sustainability Model.

We bring innovative, high quality, and cost-effective services to individuals, organizations, and collaborations around Alaska through five program areas – shared services, consulting, education, public policy, and fiscal sponsorship.