

# 30 Years of Excellence in Executive Search



**McCormack+Kristel**

[www.mccormackkristel.com](http://www.mccormackkristel.com)

## About Us

**Established in 1993, McCormack + Kristel is a retained executive search firm providing executive and board search consulting services to nonprofit and philanthropic organizations. Our national practice serves mission-driven clients with expertise in placing executives in foundations, advocacy, education, social justice, healthcare, and human service organizations.**

Since the earliest days of our practice, we have held an enduring commitment to deliver broadly diverse candidate pools, equitable interview and selection processes, and inclusive recruiting practices. Today, we are proud to be one of the nation's leading diversity-focused search firms supporting client organizations to build justice-centered leadership teams.

Core to our firm's values is the belief that all organizations, including our own, should reflect the rich diversity of the communities they serve and the world in which we live. Our name partners are a veteran and a woman, and our team is entirely comprised of people of color, women, and members of the LGBTQ+ community.

The firm is a NGLCC certified diversity-owned business and a proud member of the Network of Nonprofit Search Consultants.



***“The firm shares our values of diversity, equity, and inclusion. Their expertise in helping define the position, understanding of the unique considerations in finding a successor to a founder, and flexibility throughout the process was extraordinary. McCormack + Kristel is distinguished by its effective processes, support, and results.”***

*— Christopher Clinton Conway  
Chief Executive Officer, Dr. Susan Love Foundation*

## Diversity, Equity, Inclusion, and Belonging

We believe diversity, equity, inclusion, and belonging are essential pillars of healthy, thriving organizations and crucial components of dynamic and engaged teams. We are proud to have been among the first search firms in the country to center diversity and inclusion in our practice.

During a period of tremendous workplace upheaval, dubbed the great resignation by some and the great re-shuffle by others, **86% of our placements have been in their positions for two or more years.** Our candidate pools are always broadly diverse and, since 2018, our placements have been:

**52%**

RACIALLY & ETHNICALLY  
DIVERSE

**59%**

WOMEN

**31%**

WOMEN  
OF COLOR

**47%**

LGBTQ



# Our Process

**Our holistic approach to executive search encompasses all elements of leadership transition: from the organizational assessment, strategy development, and stakeholder engagement that precede the launch of a search all the way through to the onboarding of the hired executive.**



## Pre-Launch

Pre-Launch activities begin with a period of discovery to understand the organization's culture and define the position. Deliverables include compensation guidance, research and marketing strategies, and recruitment profile.



## Outreach and Candidate Development

In the next phase, encompassing active outreach and candidate development, we use original research and our database of contacts to identify potential candidates and sources. During this period, we will screen all applications, recruit top prospects, and conduct initial interviews.



## Candidate Evaluation and Selection

The candidate evaluation and selection period begin with a presentation of materials and written assessments for a long list of qualified candidates and facilitated selection of candidates for first-round interviews. Subsequent activities include facilitated first and final round interviews, reference reports, and employment and degree verification.



## Closeout and Transition

Following the guided selection of a preferred candidate, we will advise on terms and negotiate the offer. Additionally, we will provide background and social media checks, transition and onboarding support, and regular check-ins during the candidate's first year.

At each step, from the development of inclusive candidate profiles, to outreach to diverse sources and prospects, to onboarding plans that center leadership transitions in belonging, our process is rooted in principles of diversity, equity, inclusion, and belonging. During the client selection and evaluation phases, we provide coaching to mitigate bias and equitable interview scoring tools.

## Strategy and Approach

**Our approach is client-centered, and our process strategic and research-driven. Throughout the search and beyond, we offer our clients clear and open lines of communication. During the outreach and development phases, we lead biweekly check-in meetings and provide weekly status reports outlining activities and detailing the developing candidate pool.**

Our search execution strategy combines outreach to sources and prospects in our network of contacts, original research to identify individuals with the requisite skills and experience, as well as online and social media advertising. Our methodology, which has been refined over decades of continuous learning and process improvements, consistently results in great placements and satisfied clients.

As a privately held, partner-led practice, we are distinguished from many of our competitors. Our principals lead strategy development, partner with our clients through all phases of the search, and personally conduct candidate assessments.

*We are honored to have our **commitment to the highest standards of professional service and client satisfaction** recognized by leading talent management and business media publications.*



## Search Highlights

**McCormack + Kristel has conducted a wide range of executive searches over its 30-year history. The following is a select group of long-standing partnerships and client highlights.**



**LOS  
ANGELES  
LGBT  
CENTER®**

### **Los Angeles LGBT Center** Multiple Positions

Since 1969, the Los Angeles LGBT Center has been dedicated to supporting the LGBTQ community through a comprehensive range of direct services, programs, and advocacy. Since our firm's founding, we have filled 15 senior leadership positions at the Center. In 2022, we partnered with the Center's newly appointed CEO to define and fill the newly created Chief Marketing and Communications Officer position. Our team presented a diverse panel of candidates including an "out of the box" candidate who was ultimately hired and is thriving in their new position.



### **AIDS United** Multiple Positions

Formed through the merger of AIDS Action and the National AIDS Fund, AIDS United is a strategic grantmaking, policy and advocacy organization supporting a national coalition of AIDS service organizations. In 1994, we partnered with AIDS Action on the first of three Executive Director searches and, since the 2011 merger, have led a successful Interim President/CEO and two Permanent President/CEO searches for AIDS United.



### **Los Angeles Homeless Services Authority (LAHSA)** Multiple Positions

LAHSA is an \$850 million agency that coordinates housing and services for families and individuals experiencing homelessness in Los Angeles. Our partnership with LAHSA spans more than two decades and includes three Executive Director searches (2000, 2006, 2022), two Chief Financial Officer searches (2006, 2018) and a Chief Program Officer search (2018). We are proud to have a long list of repeat clients that love working with us over and over again.





## Meet Our Team

**Our nationally distributed team brings decades of recruiting, organizational and leadership development consulting, and nonprofit executive experience to our client engagements.**



### **Joseph A. McCormack**

#### **Founding Partner**

**He, him, his**

In 1993, following an accomplished consulting career providing executive search services to corporate clients, Joe founded our firm to support nonprofit and philanthropic organizations building diverse leadership teams. As the pioneering principal of what was believed to be the first openly LGBTQ-owned retained search firm in the U.S., the firm's founding was covered by both the *New York Times* and *Wall Street Journal*. Since his retirement in 2022, Joe continues to be a sage strategic advisor and mentor to the McCormack + Kristel team.



### **Michelle Kristel**

#### **Managing Partner**

**She, her, hers**

Michelle joined the practice in 2013 with more than 20 years' experience in the corporate and nonprofit sectors. A former executive director with a deep understanding of nonprofit culture and the varied technical and soft skills required to lead mission-driven organizations, Michelle is a valued thought partner for our clients and an incisive evaluator of candidates. As Managing Partner, she has expanded the firm's team and advanced its founding values of diversity, equity, and inclusion. Michelle leads client engagements, develops candidates, and oversees search strategy and execution.



### **Zaria Davis**

#### **Search Consultant**

**She, her, hers**

An in-demand coach, trainer, and former nonprofit executive director, Zaria's distinguished consulting career has centered around individuals and communities impacted by the criminal legal system. Her extensive leadership development skills and vast knowledge in the social services and advocacy sectors enhance her role as Search Consultant. Zaria leads candidate development and assessment and supports client engagements.



**Bryan Epps**  
Search Consultant  
He, him, his

A skilled organizer, policy expert and the former executive director of the Malcolm X & Dr. Betty Shabazz Memorial and Educational Center, Bryan brings capacity-building expertise and a deep understanding of social justice movements to the position of Search Consultant. Bryan's commitment to impact is reflected in his work leading candidate development and assessment and supporting client engagements.



**Catie DiFelice**  
Senior Associate  
She, her, hers

Highly regarded as an accomplished researcher, Catie's dedication to mastering the art and science of search is reflected in her exceptional market assessment, search strategy, and talent mapping skills. Throughout her career, she has worked across sectors but is most connected to mission-driven clients. Catie leads search strategy and outreach and supports candidate development and relationship management.



**Enrique Campos**  
Recruiting Coordinator  
He, him, his

Enrique first joined our team as an intern during college. In 2020, with more than five years' nonprofit experience and a commitment to supporting underserved populations, he rejoined the firm as Recruiting Coordinator. Enrique is skilled at managing and coordinating interview schedules, creating social media and email marketing campaigns, and supporting client and candidate relationships.



**Kristine Papp**  
Director of Finance & Administration  
She, her, hers

Kristine joined our firm in 2021, following an accomplished and award-winning career in marketing, branding, and advertising. Her expertise and eye for detail is leveraged across the firm and evident in all communication and marketing materials. Kristine manages all contracts and invoices, leads the production of marketing materials, and supports administrative and project management.

*Complete professional biographies of our team can be found on our website.*



**We welcome the opportunity to discuss how we might partner to build your executive and board leadership teams. Please contact us to schedule a meeting:**

**Michelle Kristel**

212.531.5003

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Exclusively Serving  
the Nonprofit and  
Philanthropic Sectors

5-year Placements:  
52% people of color  
59% women



Leading on  
Diversity, Equity,  
Inclusion & Belonging

Nearly Half  
our Clients are  
Repeat Clients



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