



## **INTERIM DIRECTOR OF DEVELOPMENT** CONSULTING ENGAGEMENTS

An Interim Director of Development or other interim senior development staff member can enable an organization to meet its fundraising goals during periods of transition. These can result when the director or a key staff member leaves an organization, either for permanent or temporary reasons, or when a new position is being created but is not yet filled.

By providing both leadership and hands-on support, an Interim Director of Development can enable senior management and existing development staff to keep fundraising efforts on track. Services include:

- Strategic planning for the short and long term to establish priorities and track progress.
- Maintaining key donor relationships by ensuring that proposals, reports, and stewardship activities are executed on a timely basis.
- Writing case statements, grant proposals, funding reports, web copy, blogs, and other communications to position an organization to its various constituencies.
- Developing strategies for the identification, cultivation, and solicitation of major gifts from foundations, corporations, and individuals to provide new revenue sources.
- Training board members, senior executives, and development professionals to carry out major gift solicitations.
- Advising senior management on short-term and long-term staffing needs to provide sufficient coverage of the workload.
- Coaching staff to further their skill development and bolster employee morale, and orienting new hires to bring them up to speed more quickly.
- Facilitating meetings and retreats for board and staff members to provide a forum for brainstorming and strategic planning.
- Conducting a feasibility assessment to determine an organization's readiness for a capital or endowment campaign.



## **OUR APPROACH**

As founder and president of Caruso Consulting Corporation, Karen Caruso provides personalized attention and service to every client. Using targeted questions and skillful listening, and drawing upon her development and marketing background, Ms. Caruso can quickly assess a client's particular needs and tailor her approach accordingly. With her guidance, clients successfully navigate challenging transitions and emerge stronger and more stable in their financial and organizational capacity.

## **KAREN CARUSO**

Karen Caruso has over 23 years of experience in fundraising in the nonprofit sector. Since 2001, she has been an independent consultant to such clients as Sesame Workshop (*Sesame Street*), the Wildlife Conservation Society, the Trust for Public Land, and The After-School Corporation. During that time, she also provided grantmaking advisement services to the Oneida Nation Foundation. In addition, Ms. Caruso has an abiding interest in career development and a long history of advising individuals on career planning and job search strategies.

Prior to starting her consulting practice, Ms. Caruso spent eight years at New York University, during its First and Second Billion Dollar Campaigns, working in foundation relations, major gifts, and alumni annual funds. Previously, she handled corporate relations at the Police Athletic League and New York Blood Center.

Before joining the nonprofit sector, Ms. Caruso worked in Account Services at Grey Advertising. There she managed media planning, creative development, and broadcast and print production for such clients as Bloomingdale's, Playtex, and Remington. Prior to Grey, she worked in sales in the fashion industry.

Ms. Caruso served on the board of directors of Women in Development (WID), New York, and is a current member of WID and the Association of Fundraising Professionals. She received a B.S. in Marketing from St. John's University and a certificate in Adult Career Planning and Development from New York University.