

Jeanie P. Duncan

Strategy Consultant ♦ Leadership Development ♦ Executive Coach

EXECUTIVE SUMMARY

Accomplished and innovative executive with over 20 years of experience in all aspects of organizational development, strategic leadership, communications, and facilitation. Jeanie is adept at establishing and managing relationships among a wide range of constituents including employees, community leaders, board of directors, and political officials. With a proven track record of goal achievement, leading organizational planning and change, fiscal management, and creative problem solving, she is recognized for her collaborative team-building leadership style resulting in effective engagement and performance.

EXPERTISE

Planning & Strategy | Change Navigation | Leadership Coaching
Organizational Development | Team, Board, and Relationship Development
Leadership Transition | Writing | Presenting

PROFESSIONAL EXPERIENCE

RAVEN CONSULTING GROUP, LLC

2011 – present

President

A firm specializing in working with organizations, teams, and individuals in the areas of leadership development and navigating change. We offer strategic consultation, coaching, workshops, and assessments to help clients address a wide range of priorities, including:

- Organizational Development
- Planning & Strategy
- Board & Team Training & Development
- Change Management
- Financial Assessment & Strategy
- Leadership Coaching

Clients Include: Raleigh Arts Commission, First Flight Foundation, LexArts, Winston-Salem Youth Chorus, Community Music School of Raleigh, and the Cultural Council. For a complete client list, see RavenConsultingGroup.com.

TRANSITIONGUIDES

2011 – present

Senior Associate

TransitionGuides is a national consulting firm that helps find, support, and guide nonprofit leaders to build and sustain effective, vital organizations. Since 1995, the team has led over 500 executive search, transition, sustainability, and succession projects for local and national nonprofits, foundations, and associations.

Client work includes: Baptist Children's Homes of NC, Paramount Arts Center, Chattanooga Neighborhood Enterprise, South Arts and the NC Center for Nonprofits. For a complete client list, see TransitionGuides.com.

CENTER FOR CREATIVE LEADERSHIP**2012 – present****Adjunct Faculty**

The Center for Creative Leadership is a top-ranked, global provider of executive leadership education. The Center was founded in 1970 as a nonprofit, with the mission to advance the understanding, practice, and development of leadership for the benefit of society worldwide. Work includes facilitating open enrollment programs as well as custom-client engagements.

UNITED ARTS COUNCIL OF GREATER GREENSBORO**1996 – 1998 / 2000 – 2009****President & CEO (2002 – 2009); Director of Development, prior**

Directed a \$2.2 million organization, driving strategy and execution of planning, resource development, marketing, grant investments, advocacy, and community programs. Lead a 25-member board of directors, supervised a 15-person staff team, and cultivated key relationships to yield a 300-member volunteer base and 2,200-member donor base.

- Conducted two extensive strategic planning processes with external consultants involving board, staff, and community stakeholders.
- Developed and implemented a new business model to focus investment of financial resources and align all organizational functions directly with strategic priorities.
- Created infrastructure and an action plan for Greensboro's Public Art Program. Positioned UAC to serve key role in commissioning, coordinating, and installing public artworks.
- Doubled annual fundraising from \$800,000 to \$1.62, soliciting individuals, businesses, foundations and public entities through annual, major, and planned gift channels.
- Established critical relationships with local and state elected leadership to secure 40% increase in public funding for the arts over a five-year period.
- Completed and released findings of the first-ever Guilford County Arts Economic Impact and Prosperity Study in partnership with Americans for the Arts.
- Transitioned the historic Carolina Theatre to a new independent, non-profit entity in 2006.
- From 2002 – 2005, raised private funds to eliminate a cumulative \$400,000 deficit and build a strong, sustainable financial base.
- Established the United Arts Council Endowment during 1998 - 2000.

LIFEPATH HOSPICE, TAMPA, FL | Director of Development**1999 – 2000**

Focused on major gift fundraising for \$30 million hospice organization, partnering with VP of Development to plan and execute planned giving. Successful in raising \$1 million during tenure.

ELON HOMES FOR CHILDREN | Vice President for Development**1994 – 1996**

Lead all fundraising and development efforts for \$13 million statewide organization, including all initial phases of a \$4.1 million capital campaign and supervising a team of 15 employees.

MUSIC ACADEMY OF NORTH CAROLINA | Director of Marketing & Development**1991 – 1994**

Launched and executed the Academy's first-ever fundraising and marketing program, resulting in enrollment growth from 600 to 900 students and an operating budget increase of 80% over a four-year period.

EDUCATION

Bachelor of Arts

University of North Carolina - Greensboro

Certificate in Non-Profit Management

Duke University

PROFESSIONAL CERTIFICATION | CONTINUING EDUCATION

Coaches Training Institute – Certified Professional Co-Active Coach, 2013

International Coach Federation – Associate Certified Coach, 2013 – present

Center for Creative Leadership – Developing the Strategic Leader, 2005

Center for Creative Leadership – Leadership Development Program, 2000

CFRE International – (CFRE) Certified Fundraising Professional, 1999 – present

ASSESSMENT CERTIFICATIONS

Influence Style Indicator | 4MAT 4Business Learning Type Measure

Change Style Indicator | Change Readiness Gauge | CCL 360 Assessment Suite

SIMULATION CERTIFICATIONS

Organization Workshop | Paper Planes Inc. | Paper Scraper | Our Town

PRESENTER | SPEAKER

Americans for the Arts | Duke University | NC Arts Council

Arts NC | NC Center for Nonprofits | TransitionGuides | Raven Consulting Group

PROFESSIONAL AFFILIATIONS

NC Center for Nonprofits | Women's Professional Forum

Americans for the Arts | Alliance for Nonprofit Management

International Coach Federation | CFRE International

AWARDS | HONORS

Outstanding Fundraising Professional of the Year

Association of Fundraising Professionals, NC Triad Chapter, 2006

PANELIST

LexArts, Lexington, KY | NC Arts Council, Raleigh, NC | Westchester Arts Council, Westchester, NY

SELECT BOARD & VOLUNTEER SERVICE

Women's Professional Forum Foundation: Board Member 2011 – present

UNC-Greensboro – Board of Visitors: Board Member 2008 - present

Americans for the Arts, United Arts Funds Council: Board Member 2003 – 2009; Chair 2007 – 2009

Greensboro Merchants Association: Board Member 2005 – 2008

Downtown Greensboro, Inc: Board Member 2003 – 2009

Arts North Carolina: Board Member 2003 – 2008

PUBLISHED ARTICLES

- 2013. "Yes, You Can Balance Work & Family Roles" *Nonprofit World*, December 2013.
- 2012. "Why and How to Hire an Interim Executive Director" *Common Ground*, a publication of the North Carolina Center for Nonprofits, Winter 2012.
- 2011. "Leadership Genesis: It's in our Best Interest" *ArtsLink*, a publication of Americans for the Arts, Winter 2011.
- 2011. "The power of the interim executive director," *Philanthropy Journal*. Retrieved from <http://www.philanthropyjournal.org/resources/managementleadership/power-interim-executive-director>, January 13, 2011.
- 2011. "Courageous transitions," *Leading Effectively*, a publication of the Center for Creative Leadership. Retrieved from <http://www.ccl.org/leadership/enewsletter/2011/DECcolumn.aspx>, December 2011.
- 2011. "Nonprofits must prepare for transitions," *Philanthropy Journal*. Retrieved from <http://www.philanthropyjournal.org/news/opinion/nonprofits-must-prepare-transitions>, August 29, 2011.

PRESENTATIONS | WEBINARS

Stepping Stones to Discovery – March 22, 2014. Greensboro, NC
Stepping Stones to Discovery – October 24, 2013. Greensboro, NC
Business Development and Delivery – the importance of defining your niche – August 12, 2013. Greensboro, NC
Succession Planning for a Sustainable Future – May 23, 2013. Charlotte, NC
Stepping Stones to Discovery – February 28, 2013. Greensboro, NC
Succession Planning for a Sustainable Future – February 26, 2013. Raleigh, NC
Succession Planning for Chief Staff Executives – November 9, 2012. Winston-Salem, NC
Stepping Stones to Discovery – October 25, 2012. Greensboro, NC
Interim Leadership Solutions = Lasting Results – September 13, 2012. Raleigh, NC
Next Steps: Nonprofit CEOs – Prepare your Nonprofit for your Departure – July 19-20, 2012. Baltimore, MD
Next Steps: Succession Planning for Chief Staff Executives – April 25-26, 2012. Chapel Hill, NC
Succession Planning for a Sustainable Future – March 28, 2012. Winston-Salem, NC
Women in Transition: Navigating Your Career with Intention – January 11, 2012. Greensboro, NC
Managing Multiple Roles and Responsibilities at Home and at Work (webinar). January 10, 2012
Succession Planning for a Sustainable Future – December 14, 2011. Chapel Hill, NC
United Arts Funds: An Evolving Model – June 1, 2008. Washington, DC
Arts Management 100: Salem College – September – December 2006. Winston-Salem, NC
Essentials of Fundraising – November 17, 2004. Raleigh, NC.
Engaging the Next Generation of Leaders – July 16, 2004. Atlanta, GA.
Cultivating Lifelong Individual Donors – October 9, 2003. Raleigh, NC.

References available upon request.