

# **NNSC 2025 Spring Meeting**

## ***Preliminary Program***

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### **Wednesday, April 9, 2025**

#### **EVENING WELCOME RECEPTION**

**5:00 PM – 7:00 PM**

Welcome to the city of Brotherly Love! Join your fellow meeting attendees for a relaxed gathering featuring a hosted consumption bar, light hors d'oeuvres, and many opportunities to reconnect with your colleagues and start the networking. Whether you're catching up with old friends or meeting new meeting guests for the first time, this evening reception will provide you with the right setting to kick off your Spring Meeting experience with good vibes and great conversation!

*This Evening Welcome Reception is being generously sponsored by NNSC Thought Leader [The Cluen Corporation!](#)*

#### **DINE-AROUND DINNER GROUPS**

**7:00 PM – 10:00 PM**

Consider signing up to participate in these optional Dine-Around dinner groups. These casual, small-group dinner experiences will allow you to savor some of Philadelphia's Old City favorites while connecting in smaller groups of fellow meeting attendees. Enjoy this relaxed evening of great food, lively conversation, and effortless networking.

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### **Thursday, April 10, 2025**

#### **GATHER, INTRODUCTIONS & BREAKFAST**

**8:45 AM – 10:00 AM**

This morning event offers a relaxed opportunity for brief introductions of meeting attendees, a delicious breakfast, and a chance to set the tone for the inspiring program and days ahead.

#### **SESSION 1: *Artificial Intelligence - Let's Start at the Very Beginning!***

**10:15 AM – 11:45 AM**

Artificial Intelligence (AI) is evolving rapidly, and we are all at different stages in our understanding and implementation of it. In this session, Jen Leonard, founder of Creative Lawyers and former Chief Innovation Officer at the University of Pennsylvania Carey Law

School, will guide us through a deep dive into AI. With extensive experience advising law firms and service-based organizations, Jen will help us differentiate generative AI from traditional AI, explore the new mindsets required for its adoption, and discuss practical approaches to leveraging AI in our work.

This interactive session will include small group discussions, allowing participants to workshop various AI approaches in real-world contexts. Whether you are just beginning your AI journey or already an expert, you will gain valuable insights and have the opportunity to contribute to a dynamic conversation on the theoretical, practical, and legal aspects of AI implementation.

*This session is being generously sponsored by NNSC Champion, [Tom O'Connor Consulting Group](#)*

**LUNCH (meal included with your registration)**

**11:45 AM – 1:00 PM**

**SESSION 2: *Supporting Positive BIPOC Leadership Transitions through Recruiting***

**1:00 PM – 2:30 PM**

For the past few years, a group from philanthropy, nonprofit consulting and capacity-building, and nonprofit executive positions have been coming together to research and explore organizational leadership transitions that bring in people of color -- often as first-time leaders of color in their organizations. The [research](#) has shown that recruiters play a significant role in the planning for those organizations and, especially, in the experience of people who are considering these positions. Bianca Casanova Anderson, from [ProInspire](#), will be sharing the key learnings of this research as they relate to the ways that recruiters can create more positive pathways for candidates.

*This session is being generously sponsored by NNSC Champion, [Do Good Connections](#)*

**BREAKOUT SESSION 3A: *Principals/Equity Partner Meeting***

**2:45 PM – 4:00 PM**

Designed exclusively for Principals and Equity Partners of nonprofit search firms, this session provides a dedicated space to discuss the unique challenges and opportunities of firm ownership. Participants will engage in candid, peer-driven conversations on topics relevant to leadership, business strategy, and the evolving landscape of nonprofit executive search. This is a valuable opportunity to connect, share insights, and explore solutions tailored to the realities of running a search firm.

*This session is being generously sponsored by NNSC Champion, [Lindauer](#)*

### **BREAKOUT SESSION 3B: *Grab Bag***

**2:45 PM – 4:00 PM**

For those not attending the Principals/Equity Partner Meeting, this interactive session offers a dynamic space to explore a range of timely topics in nonprofit executive search. Whether you have pressing questions, emerging trends to discuss, or best practices to share, this open-format discussion will be shaped by participant input. Come ready to engage, exchange ideas, and gain fresh perspectives from your peers in the field.

*This session is being generously sponsored by NNSC Contributor, [EOS Transition Partners](#)*

### **THURSDAY EVENING GROUP DINNER**

**6:00 PM – 7:30 PM**

This year's Thursday Evening Dinner, included in your registration fee, is hosted at the hotel. Enjoy a delicious meal in a relaxed setting that provides the perfect backdrop for continued connections with fellow attendees.

*This Evening Dinner Event is being generously sponsored by NNSC Thought Leader [JobElephant](#)*

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## **Friday, April 11, 2025**

### **BREAKFAST & NETWORKING**

**7:45 AM – 9:00 AM**

Rise and shine! Get an early start to your day with a delicious breakfast, continued networking, and a *special announcement and presentation* by NNSC Headquarters and Strategic Planning Task Force.

### **SESSION 4: *Ask The Attorney***

**9:15 AM – 10:15 AM**

Join us for this *Ask the Attorney* session with Kristine Derewicz, a nationally renowned labor attorney. Kristine will answer your questions and discuss key legal topics, including the evolving federal mandates on DEI, legal considerations surrounding the use of AI, and the enforcement of “hands-off” and “no-raid” clauses in contracts, among other critical issues. Don't miss this opportunity to gain expert insights into these complex and timely legal matters.

About the Speaker: Kristine Grady Derewicz is the office managing shareholder and one of the founding members at Littler Mendelson's Philadelphia office. Littler Mendelson is the world's largest law firm that focuses on labor and employment law. Kristine focuses her

practice on representing employers primarily in the nonprofit sectors of healthcare and higher education in labor and employment law, including discrimination, Title VII and Title IX, Americans with Disabilities Act, Fair Labor Standards Act and National Labor Relations Act; and union matters such as labor arbitrations, collective bargaining disputes, representation elections and unfair labor practice proceedings. In addition to her professional accomplishments, Kristine serves on a number of nonprofit boards in the Philadelphia region including serving as Board Chair for Uplift Center for Grieving Children and Member of the Board of Directors of La Salle Academy where she recently served as Search Committee Chair on the hiring of their new President, replacing a long-time founding President. Kristine brings a unique perspective on the challenges and questions of our NNSC members.

*This session is being generously sponsored by NNSC Contributor, [Catalyst Consulting Services](#)*

**BREAKOUT SESSION 5A: Search Firm Operations: Systems, Tools, and Lessons Learned**

**10:30 AM – 11:30 AM**

Behind all of our searches and engagements with clients and candidates is a backbone of operations, made up of systems and tools that make our firms run. Those systems and tools can conjure a full range of emotions, from frustration to elation to everything in between. In this session, we'll use the collective knowledge of our colleagues in the room to share ideas, wisdom, and stories from an Operations perspective to surface what's worked well or not so well, and what helps make our firms more (or less) efficient and effective.

*This session is being generously sponsored by NNSC Contributor, [Blair Search Partners](#)*

**BREAKOUT SESSION 5B: Trends and Best Practices, Navigating the Challenges of Managing Search Committees and Hiring Managers**

**10:30 AM – 11:30 AM**

This session will include a panel discussion with highly experienced search consultants commiserating with the day-to-day challenges of working with search committees including scheduling, responsiveness, confidentiality, and collaboration, while sharing tips, suggestions, and best practices to make these working relationships effective and productive leading to successful and timely searches.

*[This session is open for an NNSC Contributor-level Sponsorship. Contact Johnny at \[jhadlock@nnscc.org\]\(mailto:jhadlock@nnscc.org\) for more details about this opportunity.](#)*

**SESSION 6: *Grab Bag II & Lunch***

**11:30 AM – 1:00 PM**

This interactive session offers a space for all attendees to explore a range of timely topics in nonprofit executive search. Whether you have pressing questions, emerging trends to discuss, or best practices to share, this open-format discussion will be shaped by participant input. Come ready to engage, exchange ideas, and gain fresh perspectives from your peers in the field.

*This session is being generously sponsored by NNSC Contributor, [The Moran Company](#)*

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*END OF 2025 SPRING MEETING  
SEE YOU IN SAN DIEGO FOR THE FALL 2025 MEETING, OCTOBER 8-10, 2025*

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