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**Leadership Changes in Maine's Nonprofits:
Executive Forum Aims to Address Upcoming Transitions**

Waterville, ME – The Maine Association of Nonprofits (MANP), the largest membership organization in the state dedicated to working with Maine's nonprofits, is hosting an [Executive Leadership Forum](#) on Thursday, April 7th at Thomas College in Waterville.

In 2015, MANP and [Third Sector New England](#) (TSNE) partnered to survey nonprofit executives and board members to discover the challenges and opportunities facing our leaders and organizations. The findings reinforce that building a leadership culture is critical to enhanced mission impact and sustainability. Within the next twenty years, at least 40% of Maine's current workforce will be 65 or older. With thoughtful preparation, nonprofits can be better prepared to weather the departure of key leaders, while keeping mission in the forefront and building organizational capacity and effectiveness.

The Forum will feature Keynote Speaker [Hez Norton](#), the Director of Partnerships and Leadership Initiatives at Third Sector New England in Boston, Mass. Hez runs [Courage in Leading](#), a national program that supports leaders preparing for transition.

"I like working with people during transitions because it is a time when they are asking big questions, thinking differently, and often challenging assumptions," says Norton. "I find it a very meaningful time to be engaged."

Through its biannual Executive Leadership Forums, MANP brings together nonprofit staff and board leaders to explore emerging issues and pressing topics facing the nonprofit sector. These events provide nonprofit Executive Directors, board leaders, and senior staff with opportunities to **learn** from nationally recognized nonprofit leaders, **discuss** critical issues facing the sector, **imagine** creative approaches to help shape the future of the sector, and **build** relationships with other nonprofit leaders.

Prior to the afternoon forum, MANP will host a luncheon focused on Executive Transitions: Managing Risks and Seizing Opportunity. This luncheon will feature a facilitated panel discussion that will include the perspectives of Maine nonprofit executive directors and board leaders on their successes and challenges in preparing for, managing, and moving beyond an executive transition.

For more information on MANP and our Mission Drive *Leadershift* Initiative, visit www.NonprofitMaine.org/Leadershift or call (207)871-1885.

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*Since 1994, MANP has grown to become Maine's comprehensive resource for the tools, knowledge, and connections nonprofits need to be effective and well-run. With a growing statewide membership of almost 800 nonprofit and 135 for-profit organizations, MANP **advances** the public profile of Maine nonprofits by highlighting their vital contribution to the quality of life in our state, **connects** people, organizations and resources from all sectors to foster collaborative problem solving, and **strengthens** nonprofits by providing management training and leadership development programs, resources and services to help staff and board leaders enhance their community mission impact.*

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