



Executive Search Services

Organized in February 2009, interSector Partners, L3C is a socially responsible business founded in Colorado and now located in Holland, MI. Our social mission is to help nonprofits become more sustainable, social impact companies to become more socially responsible and government agencies to support both in their communities. Co-founders Caryn Capriccioso and Rick Zwetsch bring decades of nonprofit, for-profit and government sector experience to the firm.

Over the last fourteen years, we have worked with more than 150 different organizations in the areas focused what is commonly referred to as “the business side of nonprofits” including such services as: strategic planning, board governance, feasibility studies, business plans and social enterprise development. While we didn’t start out to do executive search, we were recommended to and chosen by an organization in Denver back in 2010 to handle their Executive Director search because of the way we work, our process, our ability to ask the right questions and perform the necessary due diligence to ensure the hiring of the very best candidate available.

Since then, we have conducted twenty-six successful search processes for Colorado, national, and remote positions ranging from executive directors/CEOs to COOs and from development directors to program staff.

It’s important to note that we do not work as “recruiters” or “headhunters” during the search process. Because of the extensive work we do in the nonprofit sector, it’s sometimes difficult to contact executives currently employed and tell them “*boy, do we have a great new job for you...check it out!*” We also work for and represent your organization. We are paid a set price by you for the work we do. This price is not dependent nor based on the salary for the position you are hiring for.

We have a very effective and thorough executive search process that allows us to “go beyond” the cover letter and resume, to thoroughly and efficiently learn what you/we need to know about each applicant in order to move the very best candidates forward in the process. Think about the time it takes for staff and then each committee member to review and digest dozens and

dozens of cover letters and resumes, schedule and participate in interviews, conduct background, and reference checks, handle logistics for final interviews and you'll quickly appreciate this approach. We've also been told our reference checking process is highly valued.

Each step of our search process can be custom designed to meet your specific needs and engage important stakeholders. We can run the entire process from start to finish engaging your team along the way as mutually agreed upon. We can consult on and facilitate the process as your team implements its executive search plan.

We look forward to talking with you about your specific needs and timeframes.

Thank you,



Rick Zwetsch, Principal
interSector Partners, L3C
rick@interSectorL3C.com
303.246.3733



Dear Search Committee,

Thank you for the opportunity to reach for the stars with this position and have the opportunity to share my passion and genuine enthusiasm for the arts throughout the entire search process. I am thrilled about the possibilities with the new Executive Director and know that he/she/they will bring a shared commitment to enrich and inspire young lives on all levels. Congratulations to you and the entire Board/staff – well done!

I also want to extend a 5-star rating for Caryn and Rick at interSector Partners®, L3C. They brought integrity, responsiveness, and professionalism to the interview process, and I applaud your efforts to secure high caliber, outside expertise for this important search effort.

Executive Director Search Candidate

Caryn and Rick,

I want to take a quick moment to say Thank You for the nice welcome card and book. I have not read this book and will be sure to do so in the very near future!

I also want to let you know that I really appreciated and enjoyed the process that you helped create for the selection of this position. I thought it was very thorough and will ultimately result in a very strong match for many, many years to come.

Thank you both again and I look forward to our paths crossing again in the future.

Executive Director Search Candidate



Your work was exceptional. From my point of view, and my needs as the chair of the search committee, you provided much technical support, resources, and the occasional prompting. I found your consultations very helpful.

The process worked extremely well, and I know that TGP is a very unique organization in how we tackled this. You both responded very well to our needs and helped us create a very meaningful and successful process. You gave us an ambitious but do-able timeline and a set of tasks that we needed to do, as well as numerous resources on how to do it. You empowered us to make this process our own and...you helped up identify and hire a new president, and one we feel exceptionally good about.

Finally, Caryn and Rick are consummate professionals in all they do. They are exceptionally experienced and are able to provide ample resources and process management that was extremely helpful to us as we hired a new president for our organization. They also are adept facilitators and just all-around delightful people to work with.

The Gathering Place
Geoffrey Bateman
Board Member (Former)
Search Committee Chair

InterSector Partners played a critical role in my organization's recent Executive Director search, and I am so grateful we hired them to help us through the process. The prospect of hiring a new ED was initially very daunting for us; our organization is quite niche, with unique leadership needs, and no one on our current Board had participated in an executive search like this before.

Ultimately though, thanks to Rick and Caryn's help and expertise, the process went smoothly from start to finish, and we now have a wonderful new ED at the helm of our organization. Rick and Caryn held our hands through every step of the process, provided expert guidance, helped us navigate the applications and interview process, and even assisted with the transition from current to incoming ED. I can't thank InterSector Partners enough for their help, and we would use them again in a heartbeat!

Inside the Orchestra
Jean Plotkin
Board Member (Former)
Search Committee Member



InterSector Partners played a critical role in my organization's recent Executive Director search, and I am so grateful we hired them to help us through the process. Rick and Caryn held our hands through every step of the process, provided expert guidance, helped us navigate the applications and interview process, and even assisted with the transition from current to incoming ED.

Inside the Orchestra
Josh Neugebauer
Treasurer
Search Committee Member

interSector provided search and transition consulting services to our non-profit as we looked for a new executive director. They provided a structured and organized process that enabled our busy board to stay connected to one another, the organization, and to execute a successful search. We had a high-quality set of candidates from which to choose and came out with an excellent result. The approach they took was not only thoughtful but creative such that we had high quality information to use in our downlisting and final selection. Our staff felt included and heard in the process, which was of utmost importance to us in this effort.

Groundwork Denver
Julia Richman
Board Chair (Former)
Search Committee Chair



interSector Partners was a phenomenal team to help with our Executive Director search. We were faced with a daunting timeline and task, but Caryn and Rick navigated our team through new territory with efficiency, professionalism, honesty, and thoughtfulness.

I always felt I was working with professionals who knew their sector and if something needed to be discussed, it was quickly and deliberately brought up. I have heard of other ED searches where mistakes were made and derailed an important part of the search. I never felt like that was an issue for this team. I wouldn't hesitate to work with them again.

Groundwork Denver
Jamie Torres
Board Member (Former)
Search Committee Member

interSector's work was professional, timely and thorough. We felt that the process was jointly developed and executed. There were times that we needed to change the process midstream and those occurred without trauma or delay.

Without experience with other search consultants, we wondered if the process could be done as quickly as you recommended, but we stayed within the timeline. In fact, most believe we couldn't have met anything close to this timeline without your help.

The value was in keeping us on track, doing most of the leg work, providing timely follow-up, and being professional with both the Search Committee and with the candidates.

interSector provided us with the ability to take a process (selection and transition) filled with potential for disorganization and miscommunication and demonstrate to all our constituents that the process was well handled and produced a good result.

OUR Center
Rob McRae
Board Member at Large
Search Committee Member



As a board, we were very satisfied working with interSector. Their styles matched well with our needs. I especially appreciated their approachability, flexibility, and patience. The products they produced were helpful to our processes and we appreciated their willingness to adapt those as we needed. They helped us transition during a difficult time and provided sound guidance to support the Directors involved.

By providing us with sound guidance and useful products, interSector helped to move us through a search process for our new CEO and was very generous with their time and talents. The impact they made on us as individuals and as an organization was instrumental. We were grateful for the opportunity to work together - and really enjoyed it!

National Alliance for Grieving Children
Erin Bailey
Director (Former)

I engaged interSector Partners to help with a search process for one of my clients. Their processes and approach are clearly designed to deliver a consistently high-quality product. It is clear these are time-tested and for that reason, I had high confidence in their contribution.

I like their focus on systems and processes as that is how I think as well. They are businesspeople working to do good and I have found many consultants are more OD people without the full spectrum of business insight to bring to a client engagement.

Rick Zwetsch led the search project. He is a professional who understands how to meet the needs of the client from a business perspective, as well as from an organizational impact perspective. He is consistently engaged and working to deliver value to the assignment.

Interim Leadership Solutions
Michelle Barnes
Principal (Former)



Caryn and Rick made our hiring search for a COO painless. As a growing organization, we had never hired for this position before. We felt they listened very carefully to the needs we outlined and, based on what we said, identified a great solution for OPS. Initially we thought we wanted to hire a permanent COO, but Caryn and Rick suggested finding an interim person, which would give us the opportunity to decide what our organization truly needed.

They helped us define the role, they immediately had suggestions for candidates, organized the interviews, and gave excellent guidance through our decision-making process. We ended up finding a candidate that was a great fit and even exceeded our expectations.

We were able to make an important hiring decision with confidence because of the experience and thoughtfulness that interSector Partners provided.

OPS
Olivia Ahnemann Gina Papabeis
Producer (Former) Producer (Former)

I really enjoyed working with Rick. He was clear and motivating and responsive from start to finish, and really tailored the process to meet our timeline and needs. We actually came out of our recruitment process with a terrific hire for the job we engaged iSP for and we recruited another finalist for a different key position in our organization. iSP's expert advice and work had twice the impact we had hoped for at the start of the recruitment process.

interSector Partners has been a great partner to our organization over the past several years, providing key support and services in a highly professional, effective, and motivating way. Our most recent recruitment experience with them exceeded our expectations and resulted in great hires joining our team. We plan to continue working with Rick and Caryn and recommend them whole-heartedly.

NB3F
Kim Zamarin
COO (Former)



Rick and Caryn are a pleasure to work with. They have engaging, professional and complimentary personalities and skill sets. The executive director search process and the end result exceeded my expectations for quality, creativity, and thoroughness. Their work significantly exceeded my expectations.

CASA
Ben Brahinsky
Board Director (Former)



Caryn and Rick were very professional in helping our organization with the recruitment of a new Executive Director. They helped our search committee not only behind the scenes and communication with the candidates but in facilitating tough discussions about candidates. It was a pleasure to work with them.

CASA
Steve McBride
Board Director (Former)