# JOHN E. VITALI



**INTERIM EXECUTIVE LEADERSHIP and ORGANIZATIONAL TRANSFORMATION**

**for NONPROFIT ORGANIZATIONS**

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## EXECUTIVE PROFILE

Nonprofit executive leader with decades of enterprise-wide experience at various sized organizations spanning interim executive management, organizational assessment, board partnership, and organizational transformation. Builds trust during transitions, strengthens organizational discipline, and aligns people, strategy, and operations with mission. Deep financial and administrative expertise supports a broader record of executive leadership and organizational change management.

## SELECTED LEADERSHIP CAPABILITIES

- Interim CEO / Executive Director leadership and executive transitions
- Organizational diagnostics, transformation, and change management
- Nonprofit governance and trustee partnerships
- Cross-functional operations, leadership talent development, and executive coaching
- Financial sustainability, enterprise risk management, capital project management, and donor partnerships

## EXECUTIVE LEADERSHIP VALUE

**Transition leadership:** stabilize operations, listen to stakeholders, clarify priorities, and leave the organization ready for its next permanent leader.

**Organizational transformation:** diagnose governance, staffing, technology, controls, and workflows; build reliable systems that enable mission-facing teams to deliver services.

**Board and executive partnership:** strengthen governance boundaries, strategic planning, decision-making, executive coaching, and accountability. Helped boards distinguish fiduciary oversight from day-to-day management and strengthen their mix of professional expertise.

**Institutional sustainability:** connect operational effectiveness, financial stewardship, risk management, and long-term organizational resilience.

**Fundraising partnership:** collaborate with presidents, development officers, and trustees on fundraising strategy, donor cultivation, stewardship, and institutional accountability.

## PROFESSIONAL EXPERIENCE

**DAVAL CONSULTING, LLC**

Principal | 2022–Present

Nonprofit interim executive leadership, organizational diagnostician, and board/executive development facilitator. Accredited interim executive affiliated with the Support Center for Nonprofit Management (New York, NY).

**Society for Classical Studies | Interim Executive Director | Dec 2023–Jun 2024**

- Provided daily executive leadership to an international scholarly nonprofit with approximately $1.5 million in annual operations and 2,000 members during a leadership transition.

- Conducted a board-sanctioned organizational diagnostic covering governance, financial administration, contracting, technology, and staffing.
- Helped strengthen approvals and procurement, supported modernization of financial administration, and advanced an audit-services review.
- Advised on board expertise and prepared recommendations to support the incoming permanent Executive Director.

**Additional advisory work**

- Coached nonprofit boards and leadership teams on organizational effectiveness and transition issues.
- Supported nonprofit start-up planning and a regional food bank's capital expansion planning.

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## SENIOR EXECUTIVE LEADERSHIP EXPERIENCE

**DREW UNIVERSITY**

CFO & Executive Vice President for Finance and Administration | 2016–2021

Enterprise-wide leadership spanning finance, human resources, technology, facilities, risk, auxiliary services, and administration; $86 million operating budget.

- Served as co-president alongside the provost during the president's extended absence.
- Partnered with trustees through audit, finance, investment, and buildings-and-grounds committees.
- Helped lead organizational restructuring and strategic transactions, including a nearly $35 million land sale.
- Restructured a $54 million bond portfolio, improving liquidity by approximately $17 million; secured forgiveness of a $7 million federal Paycheck Protection Program (PPP) loan.

**UNIVERSITY OF THE SCIENCES**

CFO & Vice President for Finance and Administration | 2013–2016

Directed broad administrative and financial functions at a health sciences university with an approximately $100 million operating budget.

- Led campus master planning and implementation of a major student-residence initiative.
- Refinanced approximately $90 million of debt, yielding reported savings of $7.2 million.
- Negotiated a long-term dining services agreement and supported institutional turnaround planning.

**BROOKLYN PUBLIC LIBRARY SYSTEM**

CFO & Executive Vice President for Finance and Administration | 2000–2013

Led finance and a wide-ranging operational portfolio for a major public library system, including human resources, technology, facilities, legal services, and public safety.

- Led service innovation across a 60-location library network, including a UPS partnership that reduced delivery time from seven days to approximately 24 hours.
- Directed major technology, capital, and real estate initiatives, including a mixed-use development partnership associated with $40 million in capital funding.
- Advanced self-service technology, new revenue streams, stronger internal controls, and operational efficiencies.

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## EDUCATION

Rutgers University, New Brunswick, NJ | M.Ed., Higher Education Administration

Saint Peter's College, Jersey City, NJ | B.A., Western European History / Russian Area Studies

## PROFESSIONAL DEVELOPMENT AND THOUGHT LEADERSHIP

Support Center for Nonprofit Management | Accredited Interim Executive; Interim Executive Institute and Organizational Navigator/Coach (2023 to present).

Faculty presenter, Interim Executive Leadership Institute (2026): finance and operational stewardship for incoming interim nonprofit chief executives.