

CDFI Industry Spotlight: Succession Planning

How prepared is the CDFI industry for a leadership shift as the founding generation begins to retire?

FUND COMMUNITY INSTITUTE INSIGHT:

50%

The industry appears **under-prepared** for leadership shifts with less than 50% of CDFIs with existing succession plans; for non profit loan funds the figure is 33%



CDFIs anticipate that future **leaders will come from inside** their organizations; 66% agree their CDFI has a pipeline of executive talent

1/3

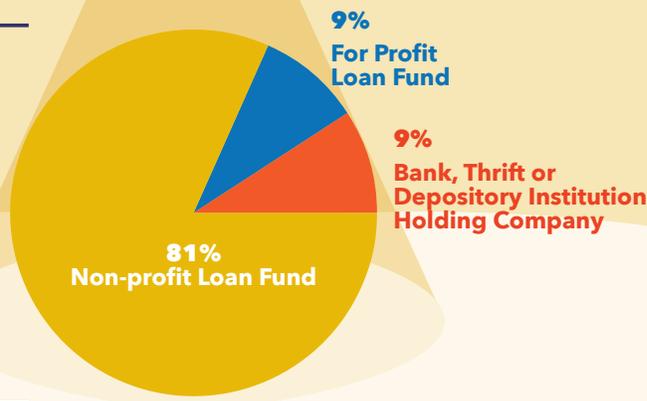
While the majority of the industry makes efforts to integrate DEI into recruiting and establishing accountability measures, only about **a third have integrated DEI into the succession process** and only about one-fourth have conducted unconscious bias training with leadership

60%

About 60% of CDFIs can count on **experience in succession planning from Board members** but less than one-fourth have a dedicated HR position to support the succession plans

TOTAL CASE STUDIES = 45

59% Urban | 23% Rural | 9% Native CDFI



CDFI INDUSTRY SUCCESSION PLANNING: FINDINGS

49%

Have a board-approved emergency succession plan

44%

Have a board-approved succession plan for long-term anticipated executive leadership transition

Among respondents, nonprofit loan funds that have fewer assets and smaller staffs are less likely to have succession plans

18%

Have communicated the succession plan to all employees

10 YEARS

Average CEO tenure