



Episode 4: Building a Succession Plan with God's Love We Deliver

This month, [Heather Shanahan](#) sits down with [Karen Pearl](#) and [David Ludwigson](#) of God's Love We Deliver (GLWD). GLWD is a nonprofit organization based in New York City that provides medically tailored meals, plus nutrition counseling, to individuals living with severe and chronic illnesses. Founded in 1985, GLWD delivers these meals free of charge to clients' homes throughout the five boroughs of New York City and parts of New Jersey.

Karen shares her experience as CEO and discusses her decision to retire, with practical advice for other nonprofit leaders to engage board members in succession planning. David, GLWD's current CEO, discusses the transition process and how it set him up for success. Listen to what they learned about board involvement, organization-wide transparency, and how to achieve a (mostly) peaceful transition.

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Additional Resources

- [God's Love We Deliver](#)
- ["Get with God's Love" – Clients Share Their Stories](#)
- Previous Episode: [Episode 3: Board Development With YWCA of Greater Charleston](#)
- [Nonprofit Board Member Term Limits: Easier Said Than Done?](#)