HYGEIA CONSULTING

Fractional or Interim Leadership and Strategic Capacity Services

Melanie Cataldi, Founder & Principal

I provide experienced, flexible leadership capacity to mission-driven organizations during periods of growth, transition, opportunity, or change.

Many nonprofits need senior-level expertise but may lack the budget for a full-time role. I offer fractional support, providing experienced leadership for a set period aligned with the organization's priorities. I work with the Board, leadership, and staff to clarify priorities, advance projects, strengthen systems, develop partnerships, manage initiatives, and build capacity for lasting impact.

Fractional Services

Fractional engagements are tailored to each organization's needs and may include embedded leadership, targeted technical assistance, strategic project management, or interim support. Services can be structured as a short-term engagement, a monthly retainer, or a longer-term partnership.

Areas of Expertise

- C-level nonprofit management, operations, and organizational capacity building
- Food security, food systems, and community food access
- Workforce development, training, and economic mobility
- Social enterprise development and mission-aligned earned-revenue models
- Program design, feasibility assessment, implementation planning and evaluation
- Community engagement, partnership development, and cross-sector collaboration
- Public-nonprofit partnerships, systems change, and collective-impact initiatives
- Philanthropy, grantmaking, and funder-facing strategy
- Board engagement and development

What Clients Can Expect

Most engagements are project-based or on a monthly retainer; clients get experienced leadership without the fixed costs or long-term commitment of a full-time senior hire. Each engagement starts with clear priorities, scope, roles, deliverables, and communication expectations—and evolves as needs change.

Think of a fractional engagement as bringing in senior-level help tailored to your organization's needs. You are in the driver's seat, deciding where you need the most capacity. Whether you need a right-hand person to support you as you guide the organization through tumultuous times, or additional leadership to add staff capacity for new strategy implementation, I can help.

Area	Services
Fractional executive & operational leadership	Senior-level support for executive leadership, organizational operations, cross-functional coordination, decision-making, and priority-setting
Strategy & organizational planning	Strategic planning, program strategy, theory of change development, sustainability planning, and implementation roadmaps
Program feasibility & design	Landscape assessments, assess community needs and opportunities, develop program models, and design pilots and evaluation approaches
Financial & operational modeling	Budgets, financial projections, operating assumptions, staffing plans, implementation costs, and scenario analyses
Partnership strategy & facilitation	Strategic partnerships, stakeholder alignment facilitation, collaborative planning support, governance, and shared-accountability structures
Capacity building & systems development	Governance, roles and responsibilities, internal processes, data practices, reporting, technology, and operational infrastructure
Fundraising & resource development support	Help articulate funding needs, prepare investment cases, shape funder-facing narratives, identify revenue pathways, and align program strategy with fundraising opportunities
Special initiatives & transition support	Lead time-bound initiatives, launch or scale programs, support leadership transitions, coordinate cross-sector projects, and provide temporary capacity during staffing gaps

Interested in learning more? Contact Melanie Cataldi at Hygieia Consulting to start the conversation.

Contact Hygieia Consulting for more information (267) 254-8141 Mcataldi@hygieia.llc

Or visit us at www.hygieia.llc

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