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Heightening Organizations' Capacity for Greater Impact

June 24, 2025 | By Debra Rainey

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Assess. Plan. Train. Lead. Heightened Development (<https://heighteneddevelopment.com/>) helps nonprofits and social enterprises navigate the steps to develop and enhance their ability to make greater impact. Chamlee McGuire, founder and principal consultant of this new Independent Sector member, explains how they help organizations go from good to great.

Tell us about your mission and the need it addresses.

Heightened Development helps mission-driven organizations lead with clarity, work better together, and create lasting impact. Our mission is to increase the capacity of nonprofit and social enterprise organizations to change the world — one mission at a time. Many of the groups we work with face significant challenges, including limited resources, unclear direction, and evolving community needs. We help leaders and teams focus their efforts, strengthen their strategies, and move forward with purpose.

How does your work address those concerns?

We guide organizations through strategic planning, leadership coaching, and group facilitation. These services help teams make more informed decisions, collaborate more effectively, and stay aligned with their core values. We also incorporate community input and data to ensure that change is sustainable and rooted in what matters most — long after a single program or leader has moved on.



What motivated you to work in the nonprofit sector, and what inspires you most as head of your organization?

I've always believed in the power of people coming together to strengthen their communities. I've seen how even small organizations can drive meaningful change when they're supported well. What inspires me most is witnessing everyday leadership — people doing hard, important work with courage, care, and creativity.

What concerns do you have for your organization as our sector grapples with challenging times?

Nonprofit leaders are under enormous pressure — burnout is real. Funding uncertainty, increasing demands, and a relentless pace often leave little room for innovation or reflection. Our concern is that some leaders may freeze in the face of potential funding loss or feel forced

to close rather than explore strategic partnerships that could increase their impact.

What influenced your decision to become an Independent Sector member and how will joining our membership community help you better achieve your mission?

Heightened Development was founded with the purpose of walking alongside nonprofit leaders — lightening their load and building their capacity to lead boldly. We joined Independent Sector to connect with others who share a commitment to strengthening the nonprofit field. Through this community, we hope to learn, share, and take part in shaping the future of the sector. And just as importantly, we hope to be of service to fellow members.

What's one thing about your organization that people would find surprising?

We support organizations across the spectrum — from brand new start-ups to legacy nonprofits that have been around longer than we have. Whether working with a small grassroots group or a statewide network, we help teams clarify their direction, collaborate more effectively, and lead change that creates impact and reduces burnout.

We help organizations focus and build impact in a variety of situations. For example, we supported a rural community in creating its first sustainable nonprofit — now the only one serving residents in that area.

We've helped organizations explore partnerships and mergers to increase their reach and effectiveness. And we've guided a longstanding statewide nonprofit in refining its strategy and diversifying its revenue streams.

Chamlee McGuire,
founder and
principal
consultant,
Heightened
Development

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