

INSTITUTE FOR
nonprofit
practice

Investing in Leaders, Accelerating Change

ANNUAL
REPORT
2018

“I learned that holding ourselves accountable to our values and putting them into action on a daily basis is what powers the engine of social justice and change.”

Turenne Bedell
Visitor Experience Manager,
Providence Children’s Museum

DEAR FRIENDS,

As we approach the close of 2018, the work of the Institute for Nonprofit Practice seems more relevant and urgent than ever. In these charged and changing times, there is a compelling need for leaders who are equipped and committed to building a more just, cohesive society where all people can contribute and thrive.

With 11 years of successful growth in New England and need and demand for our programs continuing to rise, we know we can do more to advance change. This year, we laid the groundwork and built the staff capacity to dramatically increase our reach and impact.

We’ve assembled an impressive team including Faculty Director Aviva Luz Argote and Chief Growth Officer Patrick Kirby, who are focused on program excellence and expansion beyond our current Boston, Lowell, Cape Cod, and Rhode Island based programs.

We’ve deepened existing and built meaningful new partnerships to accelerate our impact. Increasingly, corporations are leveraging the Institute to maximize their philanthropic giving, making investments that surpass financial support to include skilled volunteering, demonstrating what is possible when we work across sectors. Our students have benefited from greater integration of diversity, equity, and inclusion objectives throughout the whole program and a growing faculty of experienced leaders, 65% of whom are people of color.

In classes, at graduation, during numerous alumni events, in conversations with our board and key partners - the feeling is palpable. With 1,000 alumni and a growing student body year to year, the Institute is building a movement of ready, diverse, connected social change leaders who have what it takes to tackle society’s most pressing challenges.

We are now ready to launch our first site outside of New England, which we will do in 2019, doubling the number of leaders we serve in the next three years, and creating even more opportunities for leaders to connect and collaborate.

As we look ahead, we are inspired and energized by our belief in the power of our mission, our love of the work, and our deep appreciation for the growing Institute for Nonprofit Practice family who helps us move forward with confidence. We are deeply grateful for all you have helped to make possible.

Sincerely,



A handwritten signature in black ink that reads "Yolanda Coentro".

Yolanda Coentro
President and CEO,
Institute for Nonprofit Practice



A handwritten signature in black ink that reads "Mark A. Rosen".

Mark Rosen
Board Chair, Institute for Nonprofit Practice,
Co-Founder and Advisory Director,
Charlesbank Capital Partners

Class of 2018

Action, Inc.
 Advocates
 Bay State Community Services
 Beth Israel Deaconess Medical Center
 Big Brothers Big Sisters of Massachusetts Bay
 Bikes Not Bombs
 Boston After School & Beyond
 Boston Area Rape Crisis Center
 Boston Ballet
 Boston CASA
 Boston Chinatown Neighborhood Center
 Boston Private Industry Council, Inc.
 Bottom Line
 Boys and Girls Club of Boston
 Bridge Over Troubled Waters
 Budget Buddies
 Cahoon Museum of American Art
 CalledOut4
 Cambridge Community Arts Center
 Cambridge Health Alliance
 Cambridge Women's Center
 Cape Cod Community College Educational Foundation
 Cape Cod Healthcare
 Cape Cod Times Needy Fund, Inc.
 CARE for the Cape and Islands
 CHAMP Homes
 Children's Trust
 Citizen Schools
 City of Lawrence Mayor's Health Task Force
 City Year Boston
 Clean Water Action

Codman Square Neighborhood Development Corporation
 College Advising Corps
 College Visions
 CommonWealth Kitchen
 Community Development Partnership
 Community Teamwork, Inc.
 Cradles to Crayons
 Cultural Center of Cape Cod
 Duffy Health Center
 Eating with the Ecosystem
 Enroot Education
 Fair Shot for All
 Falmouth Museums on the Green
 Feinstein Institute for Public Service at Providence College
 Fenway Health
 Friends of the Children - Boston
 Gaits of Harmony Therapeutic Riding, Inc.
 Generation Teach
 Groundwork Lawrence
 Groundwork South Coast
 Harlem Lacrosse
 Homeless Prevention Council
 HopeHealth
 HopeWell
 Horizons for Homeless Children
 Housing Families, Inc.
 Hyde Square Task Force
 InnerCity Weightlifting
 Islamic Society of Boston Cultural Center
 Jumpstart for Young Children
 Justice Resource Institute

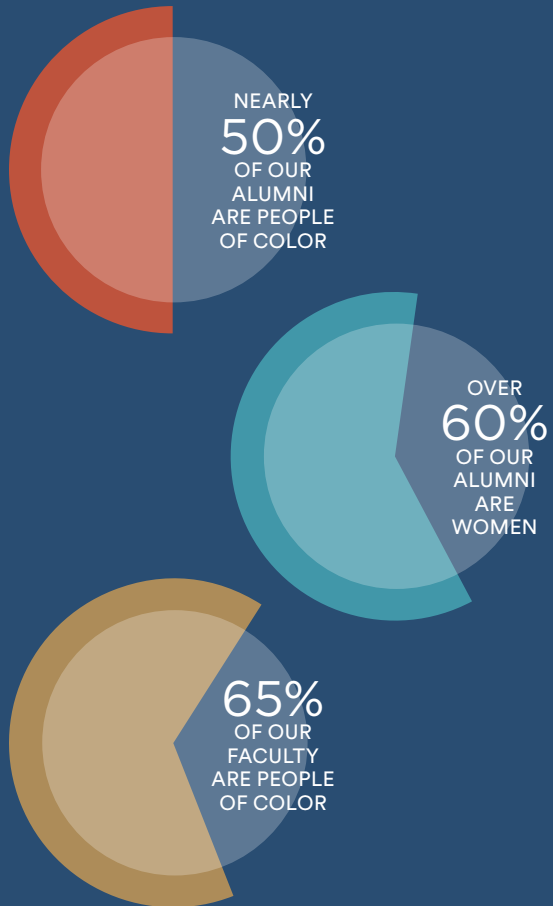
Katie Brown Educational Development Program, Inc.
 Kids in Tech
 Letters Foundation
 Lowell Association for the Blind
 Lowell Community Health Center
 Lynn Community Health Center
 Main IDEA
 MENTOR: The National Mentoring Partnership
 MetroLacrosse, Inc.
 Metropolitan Waterworks Museum
 National Network of Abortion Funds
 New American Center, Inc.
 New Urban Arts
 NextStep Nonprofit
 Northeast Independent Living
 North Shore Community Health, Inc.
 NoticeAbility, Inc.
 On The Rise
 Paine Senior Services
 Peace First
 Pets Empower, Inc.
 Plummer Youth Promise
 Providence Athenaeum
 Providence Children's Museum
 Providence Promise
 Providence Public Library
 RI Registry of Interpreters for the Deaf
 RIA House, Inc.
 Riverzedge Arts
 Rosie's Place
 Save The Bay, Inc.

Schools For Children - Dearborn Academy
 Science Club for Girls
 Silver Lining Mentoring
 Skills for Rhode Island's Future
 Social Innovation Forum
 South Shore Conservatory
 Special Olympics Massachusetts
 St. Mary's Home for the Children
 The Boston Alliance of Lesbian Gay Bisexual Transgender Youth (BAGLY)
 The Cape Cod Foundation
 The Center for Effective Philanthropy
 The Food Project
 The Learning Center for the Deaf
 The NET Mentoring Group
 Tonelli Arts and Consulting
 Transforming Education
 Transition House
 uAspire
 United Way of Massachusetts Bay and Merrimack Valley
 University of Rhode Island Coastal Resources Center
 Urbanity Dance
 UTEC Lowell
 Victory Program's Mobile Prevention Team
 Wellfleet Preservation Hall, Inc.
 Westbay Community Action
 Winterline Global Education
 Women's Fund of Rhode Island
 WOMR / Lower Cape Communications
 Year Up

In addition to prioritizing racial and gender diversity in our classrooms, we recruit classes which are highly diverse across organizational size and focus to help students step outside of their silos and promote collaboration and learning. The class of 2018 was made up of 154 students representing the 122 organizations listed.

DIVERSITY AT THE INSTITUTE

Central to our mission is a focus on closing historic racial and gender gaps in nonprofit leadership to create a sector which is exponentially more effective, connected, equitable and diverse. We embody our values of inclusive excellence by recruiting students and faculty who are highly diverse across race and gender.



Facts and Figures

We are committed to continuous improvement, learning from our students and alumni, and ensuring our programs are addressing the current and critical needs of the sector. A comprehensive external evaluation of the Institute's impact on students and alumni found that, as a result of attending the Institute:

95% 95% report strong or extremely strong growth in personal and professional networks. The networks formed at INP play a central role in breaking down silos, reducing isolation, accelerating professional development, and increasing leadership effectiveness.

90% Over 90% significantly improved critical leadership and management skills such as hiring and developing individuals, building teams, fundraising, and financial management.

90% 90% feel confident that they can use tools learned at INP to effect change in their organizations and communities.

75% 75% had a diversity and inclusion plan they could put into practice by the end of the program.

93% 93% reported that their organizations had increased resources and accelerated impact.

85% reported that attending the Institute had significantly and positively influenced their careers and nearly

60% say their salary and responsibility increased.

Students don't just tell us they are satisfied, they SHOW us.

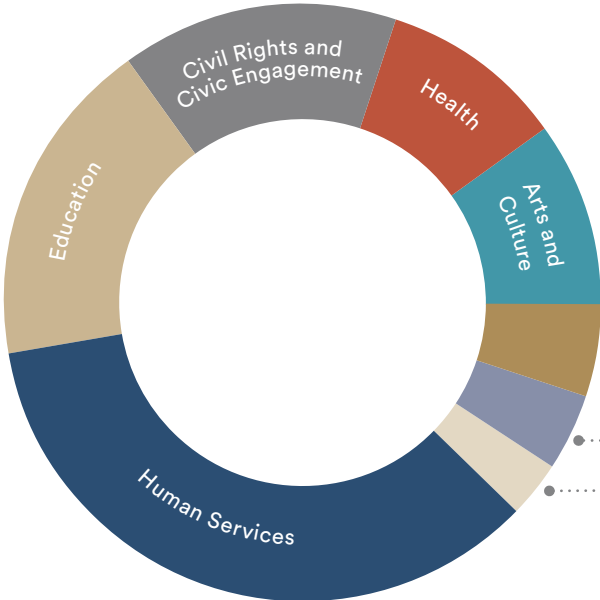
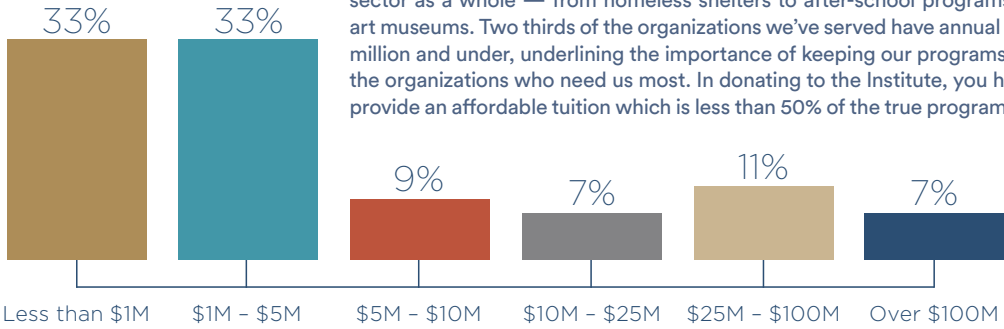
88%

of the class of 2018 donated to the class gift to further our work.

2018 At-a-Glance

ORGANIZATIONS BY SIZE AND SECTOR (Annual Revenue)

A ten-year analysis of the size and sector of alumni organizations demonstrated that our impact extends beyond equipping individual leaders to include supporting the sector as a whole — from homeless shelters to after-school programs, hospitals to art museums. Two thirds of the organizations we've served have annual budgets of \$5 million and under, underlining the importance of keeping our programs accessible to the organizations who need us most. In donating to the Institute, you have helped us provide an affordable tuition which is less than 50% of the true program cost.



Organizations Served by Sector

Human Services	33%
Education	20%
Civil Rights and Civic Engagement	15%
Health	10%
Arts and Culture	10%
Environment	5%
For-profit/Public Sector	4%
Religion	3%

154 graduates
from
122 organizations

77
seasoned private and nonprofit sector leaders
volunteered
their time as mentors

45 classroom hours
to develop core leadership competencies,
skills, and confidence

45 hours
spent with communities of practice,
reflecting on and implementing lessons learned

9 Alumni Events
including workshops and networking opportunities

1,000 leaders
from 600
organizations trained
to date

Bold Partners, Big Impact

We are proud to recognize two of the Institute's funders whose collaboration, partnership, and philanthropy have resulted in game-changing advances for the Institute: The Peter and Elizabeth C. Tower Foundation and the State Street Foundation. As we prepare for growth on a much larger scale, these unique partnerships offer high-impact models we hope to establish outside of New England.

The Peter and Elizabeth C. Tower Foundation



Tracy Sawicki
Executive Director,
The Peter and Elizabeth
C. Tower Foundation

“The Tower Foundation has been proud to partner with the Institute for Nonprofit Practice for nearly a decade.

We recognize the unique value they bring to building a more effective, diverse and equitable nonprofit sector. Helping a highly impactful organization like the Institute build capacity is central to our mission, and was part of our decision to support their expansion to Cape Cod.”

In their work with the nonprofit sector, the Peter and Elizabeth C. Tower Foundation exemplifies the true meaning of partnership. The New York-based foundation, guided by the belief that “every young person deserves the chance to realize their highest potential, regardless of the challenges they face,” intentionally fosters collaboration with nonprofit organizations using a “capacity building lens.”

In developing their own strategic plan, Tower Foundation program officers listened closely to the nonprofit sector. They heard about the need to equip leaders for success, develop boards, and support succession planning. They recognized the value of strong organizational infrastructures to deliver high quality programming and to promote organizational sustainability. They committed to defining capacity building in the broadest and most impactful terms, and to nurturing connections among nonprofits.

For nearly a decade, the Tower Foundation has been a listener, connector, and advisor to the Institute's strategy. Long before capacity building support or investing in leadership was common, Tower awarded the Institute multi-year capacity building grants to expand and deepen our work, coupled with funding for special projects.

In 2015, as a testament to their strong partnership building, Tower Foundation played a key role in the funder collaborative that brought the Institute to Cape Cod to better support the needs of the region's nonprofits.

This year, the Institute received its largest grant to date from the Foundation, a multi-year award to expand alumni programming initiatives and increase program access regionally. We are honored to partner with Tower Foundation which embodies leading with humility, integrity, and a true collaborative spirit.

State Street Foundation



Michael Scannell
Senior Vice President,
State Street &
President of the
State Street Foundation

“The State Street Foundation launched a partnership with the Institute this year because of the strong and strategic alignment between our two organizations’ core values and meaningful commitment to our communities and advancing diversity, equity, and inclusion. Investing in the Institute provides a powerful opportunity for State Street to leverage our commitment to the larger nonprofit community through the Institute’s extraordinary leadership training.”

If you’re seeking an innovative model to accelerate systemic change in the nonprofit sector, global financial leader State Street is delivering just that. In an exciting new strategic partnership with the Institute for Nonprofit Practice, the State Street Foundation is leading the way in elevating nonprofit effectiveness through high impact capacity building in some of Boston’s most respected and performance driven nonprofit organizations.

This year, State Street made a significant investment in the Institute which they committed to renew in the coming year. This investment included underwriting the cost of the Institute’s certificate programs for ten leaders from uAspire, the Boston Private Industry Council, Year Up, College Advising Corps, and Bottom Line, as part of the signature program of their foundation, Boston WINS.

The partnership did not end there. Senior State Street leaders stepped in to help too, serving as mentors and delivering leading edge workshops on critical topics like managing flexible work environments, and developing and retaining top talent.

Transcending financial and volunteer support, the Institute’s partnership with State Street is deeply values-aligned. State Street Foundation is one of Massachusetts’ top corporate charitable contributors. For over forty years the Foundation has promoted economic opportunity in the communities where State Street operates through investments that drive measurable social impact by assisting disadvantaged populations to secure sustainable employment. Additionally, State Street has received several global awards recognizing its leadership in promoting diversity, equity and inclusion, including: the 2017 Working Mother 100 Best Company, CR Magazine’s 100 Best Corporate Citizens List, Human Rights Campaign Best Places to Work 2017, and a Top Company for Diversity by DiversityInc.

As the Institute for Nonprofit Practice scales and expands into other US cities over the next five years, the State Street partnership offers a truly groundbreaking model through which corporations can maximize their philanthropic investments while bringing a wealth of leadership and management expertise into vital community organizations.

2018 Highlights

Engine of Impact

We know that nonprofit leaders need access to premier thought leaders and experts to improve their practice, innovate, and grow. This year we partnered with Barr Foundation and the Boston Foundation to co-host an event for Institute students and alumni to learn from Kim Starkey Jonker, an author of the book *Engine of Impact, Essentials of Strategic Leadership in the Nonprofit Sector*. Institute President and CEO Yolanda Coentro engaged Starkey Jonker and an audience of over 100 nonprofit leaders in a lively discussion about the essential components of strategic leadership that set high-achieving donors, board members, and executives apart.

“At the Institute, I learned that there really is no obstacle that is insurmountable. I now know that there are strategies, support services, networks, and most importantly, your classmates to help you reach your goals.”

Kevin Nolan, Jr.
Director of Operations and Compliance,
The Learning Center for the Deaf

The Art of Leading for Good

This year we were able to “give back” to the leaders in our community who work tirelessly to advance social change. Sue and Bernie Pucker, friends of the Institute and owners of the Pucker Gallery on Boston’s Newbury Street, gifted us their annual *Art of Leading for Good* event, an evening of appreciation, inspiration, and community for nonprofit leaders.

Past event speakers include Congressman John Lewis, Congresswoman-elect Ayanna Pressley, and former Governor Deval Patrick. In April, Institute students and alumni gathered at the vibrant Pucker Gallery and heard from three powerful voices for social justice—revered youth advocate Hubie Jones, Dean of City Year Charlie Rose, and the first US Youth Poet Laureate, Amanda Gorman. Mayor Marty Walsh joined to warmly welcome the group. In what the Institute hopes will be an annual event, the *Art of Leading for Good* left those in attendance inspired to tackle the work ahead!



Left to Right: Charlie Rose, Hubie Jones, Yolanda Coentro,
and Mayor Marty Walsh

Meet the Funders

The Institute's annual Meet the Funders Classes aim to dismantle the power dynamic typically present between funders and those needing funds by providing opportunity for leaders from the philanthropic and nonprofit sectors to come together in dialogue, to deeply listen to, and learn from each other. We aim to not only provide students with hands on practice delivering a compelling fundraising pitch, but also the rare opportunity to meaningfully connect and develop relationships with the region's most prominent funders. Through this shared learning experience, students improve their practice and build confidence while creating a foundation for relationship going forward. This year a record 60 funders came together to support the advancement of the nonprofit sector at Meet the Funders!

2018 MEET THE FUNDERS PARTICIPANTS

501Partners

Amelia Peabody Foundation
Bank of America/U.S. Trust
Barr Foundation
Blue Cross & Blue Shield of Rhode Island
Charlesbank Capital Partners
Dell
Demand Abolition
Earth2
Eastern Bank Charitable Foundation
EdVestors
Essex County Community Foundation
Fidelity Charitable Trustees Initiative
GMA Foundations
Grantmakers Council of Rhode Island
Greater Lowell Community Foundation
Highland Street Foundation
John Hancock
National Grid
Nellie Mae Education Foundation

New Profit

Pawtucket Credit Union
Rhode Island College
Rhode Island Foundation
Salera Consulting
Santander Bank
Social Innovation Forum
Social Venture Partners
State Street Foundation
The Boston Beer Company
The Boston Foundation
The Lenny Zakim Fund
The Leon Lowenstein Foundation
The Peter and Elizabeth C. Tower Foundation
The Philanthropy Connection
TripAdvisor
United Way of Massachusetts Bay and Merrimack Valley
United Way of Rhode Island
Wellington Management Foundation
Wells Fargo



Listening for Good

This year, the Institute received a Listen for Good grant, an initiative of the California-based Fund for Shared Insight. The two-year grant offers simple but rigorous evaluation tools to learn from and respond to the voices of those we serve.

The Listen for Good approach fully embodies our values as a learning organization committed to equity. We continuously challenge ourselves to stay closely connected to our community and to listen deeply to our constituents and partners through the direct solicitation of their feedback. Based on what we learned in year one of the grant, we are already developing programmatic strategies to foster greater engagement of and relationship between our students and alumni.

This is just the beginning of our learning agenda. Listen for Good has catalyzed an approach to measuring our impact that the Institute wholly embraces. As we scale, we purposefully commit to staying fully accessible, attentive and responsive to those we serve and those who invest in our mission. We are grateful to our stalwart partners at the Boston Foundation who nominated us for this opportunity and contributed to the grant!

Alumni Spotlight

WE ARE HONORED TO SHARE
AN AFFILIATION WITH



Jonathan M. Tisch
College of Civic Life

WE EXTEND
OUR GRATITUDE TO

Dean Alan D. Solomont

*and his talented team
for partnering with us
to bring excellence
and prestige to our
curriculum and faculty!*



CORE PROGRAM, CLASS OF 2011

Shawn Brown, Executive Director, Becoming a Man (BAM) Boston

“Through the INP experience I became a better leader and I gained the confidence, resources and tools necessary to run a nonprofit effectively. I believe the INP experience helped me to scale the nonprofit I founded, Diamond Educators Mentoring, Inc, to become one of the more respected youth development organizations in Boston for boys of color. Both INP and Diamond Educators Mentoring, Inc prepared me to lead a nationally recognized, evidence based program, Becoming A Man (BAM) Boston. I’m truly grateful for my INP experience!”



CORE PROGRAM, CLASS OF 2008

Jen Faigel, Executive Director, Commonwealth Kitchen

“The Institute experience was really transformational. It helped me conceive of Commonwealth Kitchen as a founding Board member, and prepared me to step in at a critical time. The hard skills I learned - budgeting, HR, and assessment, along with storytelling and team management, have helped me lead Commonwealth Kitchen to become a national model for inclusive entrepreneurship and equitable food systems.”



COMMUNITY FELLOWS PROGRAM, CLASS OF 2018

Leah Hong, Associate Director of Community Impact, Letters Foundation

“INP has impacted my leadership identity in indelible ways. INP’s commitment to social justice and elevating leaders of color in our community set the foundation for developing greater confidence within me, and taking risks in advocating for more equitable practices within my workplace and beyond. I continue to use my INP education in my personal and professional lives, living out values rooted in empathy, collaboration, and a commitment to social justice and racial equity, which were strengthened tenfold through my involvement with INP. To this day, I have yet to experience the depth of support, authenticity, and courage displayed and shared within our CFP cohort, and this experience remains an inspiration for my work and in my life.”

Robert Lewis, Jr.
and Barry Dym



GRADUATION: A Celebration of Leadership and Community

“When we rise together,
change is possible.”

The words of President and CEO Yolanda Coentro were passionately embraced by the 154 remarkable leaders who graduated in June from our Boston, Lowell, Rhode Island and Cape Cod and the Islands programs.

The graduates, who completed a year of learning, sharing, reflecting and growing together at the Institute expressed gratitude for the strong and lasting networks built through participation in INP’s programs.

The value of community was echoed by keynote speakers Angela Ankoma, Executive Vice President and Director of Community Investment at the United Way of Rhode Island; Andi Genser, Executive Director of WE CAN in Cape Cod; and Robert Lewis, Jr., Founder and CEO of The BASE. Robert, a renowned Boston bridge-builder and champion of youth also received this year’s Barry Dym Champion for Change Award.

The class of 2018, equipped with skills and networks to lead with confidence, joins our active and growing alumni body of 1,000 nonprofit leaders. Together they are a powerful and promising force for social change!

Amanda Gorman, Youth Poet Laureate of the US and first graders from the Orchard Gardens elementary school performing poetry for the graduates of the Boston and Lowell programs.



Donor Listing

*“The information I learned
will be part of my career
for the rest of my life.
Since starting INP,
I have brought the confidence
I gained in the classroom
into my role.
I am so grateful
to have had this opportunity
and wish that many
more people are able
to have this experience!”*

Jessica Rivera
Program Director,
uAspire

\$200,000

Barr Foundation

\$100,000-\$199,999

Mark and Etta Rosen
The Boston Foundation

\$50,000-\$99,999

Highland Street Foundation
MFS Investment Management
Santander
State Street Foundation
The Cape Cod Foundation
The Peter and Elizabeth C. Tower Foundation

\$25,000-\$49,999

Amelia Peabody Foundation
Fund for Shared Insight
Leon Lowenstein Foundation
The Abbot and Dorothy H. Stevens Foundation
The Nellie Mae Education Foundation
The Sy Syms Foundation

\$10,000-\$24,999

Charlesbank Capital Partners
Devonshire Foundation
Barry Dym and Francine Jacobs
Matthew Epstein and Deborah Hiatt
Allan Huntley
Sue and Bernard Pucker
Wells Fargo

\$5,000 - \$9,999

Needham Bank
Plymouth Rock Foundation

\$1,000-\$4,999

Sam and Annie Bartlett
Josh Chalmers
Yolanda Coentro and Shaheer Mustafa
Susan and Gerald Cohen
Enterprise Bank
Al Fitz
Pat Gray
Marcia Hertz

Justin Kang
Kathryn Plazak
Mimi and Roger Ritt
David Shapiro
Mike and Peggy Stevens
Michael and Susan Thonis

\$500-\$999

William and Amabel Allen
Hal Belodoff and Lisa Kuznick
Greater Lowell Community Foundation
Elisabeth Jackson
Patrick Kirby and Dana Levy
Drew and Susan Leff
Julian Miller
Mary and Sherif Nada
Tami Nason
Jonathan and Beth Payson
Mark Polebaum and Diane Buhl

\$250- \$499

Thomas and Gale Beaton
JoAnn Cavallaro
Bob Giannino
Barry Klegman and Dyanne Klein
Beth Lacey
Shaunda Lewis
Laverne Miller
Mary Mustafa
Emma Reeve
Nathan Scott
Justin and Rebekah Strasburger
Colby Swettberg

\$249 and under

Joan Abbot
Erica Busillo Adams
Susan Adler
Elizabeth Aguilo
Andrea Aldana
Julie Babyatzky
Hayley Baccaire
Manizha Baraki
Karen Barbosa

Turenne Bedell
Mikelina Belaineh
Jennifer Beloff
Jenn Bender
Regina Cooper Benjamin
John Braden
Dean Bragonier
Courtney Bridge
Anthony Britt
Richard Brothers
Shannon Brown
Sarah Brown
Ellie Brown
Alice Bruce
Maggie Burns
Mobile Burrell
Ashley Bushell
Stephanie Cafaro
Pamela Camara
Cinqué Dunham-Carson
Raul Caceres Castillo
Jay Coburn
Stephanie Cogen
Alexandra Coir
Erina Colombo
Mark Coven and Judy Levenson
Kelly Crane
Patrick Cronin
Sue Marble Cuthbert
Jennifer D'Amore
Tenisha Daluz
Elyse DeGroot
Susan DeRita
Susan Dickason
Daniel Do
Lauren Doty
Jennifer Dowdy
Vanessa Downing
Susan Egmont
Emmanuel Encarnación
Andrea Epstein
Karen Escarcha
Jen Faigel

Our impact has been made possible by your investments in our work (July 1, 2017 – June 30, 2018). Your support arms diverse nonprofit leaders with the skills and networks they'll need now and in the future, as well as the confidence and credibility to boldly advance their careers and be a force for change in their organizations and communities. **THANK YOU!**

Orna Feldman
Paola Fernandez
Linda Chan Flynn
Roz Freeman
Dara Gannon
Craig Gaudette
Audrey Gillis
Emily Gonzalez
Robson Govine
Jamal Grant
Betsi Graves
Laura Graves
David Green
Shameka Gregory
Meghan Griffiths
Gordon Halm
Jessica Hatfield
Adrian Heneveld
Adriana Hernandez
Patricia Hertz
Petie Hilsinger
Katherine Holland
Thomas and Diane Hollister
Leah Hong
Jennifer Howell
David Howse
Lea Ann Hubert
Olu Ibrahim
Joanne Jan
Sarah Johnson
Jarred Johnson
Kevin Nolan, Jr.
Danielle Kemsley
Nathaniel Kerr
Moirra Noonan-Kerry
Jesse Kerstetter
Brian Kibler
Rachel Kossar
Amy Kullberg
Emelda Lagos
Melanie LaMountain
Jeffrey Lau
Steffon Leach

James Lehane
Anna Laversee
July Lewis
Allison Lex
Carol Lobron
Jeremy Lockett
Penn Loh
Hadley Luddy
Richard Makokha
Katherine Masury
Sandra McCroom
Kelly McMahon
Kathy McNamara
Claire McVicker
Anmol Mehra
Elecia Miller
Celina Miranda
Cynthia Mochowski
Katelyn Montalvo
Tekla Moquin
Joy Murrieta
Cori Mykoff
Amy Neill
Pauline Neves
Kathleen Neville
Esther Nganga
Neil and Anita Nicoll
Roger Nix
Danielle Nonamaker
Karen O'Neill
Michael Omenazu
Muniquekell Pearce
Candice Pechilis
Jasmine Boyd-Perry
James Pierre
Victoria Powers
Patrick Quigley
Bridget Quinn
Dominique Rainey
Alice Ramsey
Amete Reda
Charyti Reiter
Christopher Richard

Jessica Rivera
Stephanie Doss-Robertson
Eddie Rosa
Alaina Rosenberry
Kalina Sabeva
Laura Saintable
Ivelisse Sanchez
Elizabeth Santilli
Elizabeth Saunders
Rachel Schlacter
Daniel Schleifer
Mark Schmidt
Amy Schneider
Jen Schoeberlein
Manuel Sequeira
Betsey Sethares
Denene Shimkus
Jennifer Smith
Anne Smith
Christina Smith
Tiffany Smythe
Tracy Sopchak
Stephanie Sotis
Joshua Stachowski
Carolyn Stein
Nancy and Wayne Swartz
Tammy Tai
Jill Talladay
Mary Tauras
Katia Santiago-Taylor
ShaCara Telemaque
The Room40 Group
Sydney Throop
Edith Tonelli
Sid Topol
Anna Trieschmann
Stephanie Ward
Mike Wasserman
Greg Watt
Heather Wightman
Leaha Wynn

*We also
offer special
gratitude to
our friends at
Goulston & Storrs
for their
ongoing in-kind
support!*

FY18 Financials

(as of June 30, 2018)

The Institute for Nonprofit Practice finished FY18 in a strong financial position, and continues to improve as more and more funders and partners join us. This year we grew our unrestricted revenue by almost \$350,000. In addition, we successfully launched a corporate giving strategy and raised over \$250,000 in new income through corporate partnerships. We received an increased number of multi-year investments from leading funders, were awarded our first investment from a national foundation, and have secured \$725,000 in funds for FY19 and beyond.

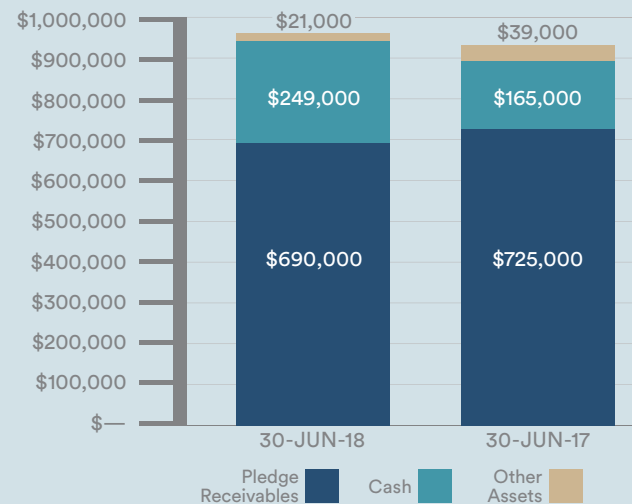
We also made several investments this year to deepen program excellence and prepare for expansion including hiring four new full-time staff to support fundraising and local programs. We improved the curriculum, increased faculty training, and added new alumni activities.

As we look ahead to FY19, we are proud of the foundation we've built to deepen our impact and believe we are in a strong position financially and programmatically to expand our geographic reach.

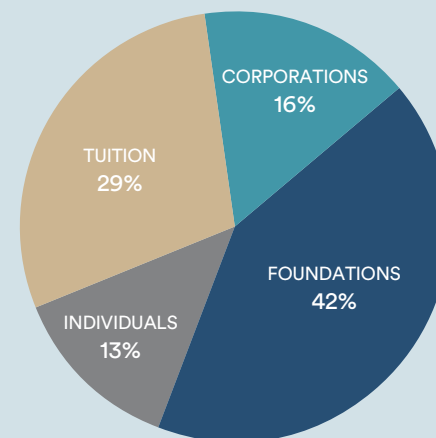
PROFIT AND LOSS STATEMENTS

		FY18	FY17
UNRESTRICTED INCOME	Earned Income (Tuition)	\$481,000	\$390,000
	Contributions	\$1,183,000	\$964,000
	Other Income	\$4,000	—
	TOTAL UNRESTRICTED INCOME	\$1,668,000	\$1,354,000
EXPENSES	Program Costs & Personnel	\$1,108,000	\$841,000
	Scholarships	\$157,000	\$70,000
	Special Events & Marketing	\$37,000	\$136,000
	Administrative	\$61,000	\$100,000
	Professional Services	\$164,000	\$83,000
	Occupancy	\$60,000	\$74,000
	Strategic Plan Development	—	\$69,000
	TOTAL EXPENSES	\$1,587,000	\$1,373,000
	CHANGE IN UNRESTRICTED NET ASSETS	\$81,000	\$(19,000)
TEMPORARILY RESTRICTED ACTIVITY	Temporarily Restricted Income	\$813,000	\$1,086,000
	Net Assets Released	\$863,000	\$470,000
	CHANGE IN TEMPORARILY RESTRICTED NET ASSETS	\$(50,000)	\$616,000
	TOTAL CHANGE IN NET ASSETS	\$31,000	\$597,000

ASSETS AT YEAR END | June 30, 2018 vs June 30, 2017



INCOME BY SOURCE | Secured July 1, 2017 – June 30, 2018



In the News



Intent versus Impact

YOLANDA COENTRO & SHAHEER MUSTAJA / 04 DECEMBER 2017



Photo Credit: Isometric Studio in NYC

Students at the institute engaging in a lively classroom discussion with faculty member, David Howse.

Our sector has a problem with race. According to the Building Movements Project recent Race to Lead report, the number of Executive Directors/CEOs of nonprofits who identify as white has remained virtually unchanged over the past decade despite a pointed focus to improve representative diversity at the highest levels of the sector. In fact, only 10 percent of nonprofit CEOs are people of color and only 16 percent of Board members and 10 percent of Board Chairs are people of color. As our nation confronts race and inherent bias, we need diversity and equitable representation in the leaders of our civil society to help us achieve equality.



December 2017 Featured Grantee: Nonprofit Effectiveness

Leaning In on Diverse and Inclusive Nonprofit Leadership The Institute for Nonprofit Practice



The Institute for Nonprofit Practice's Community Fellows Program is for social justice oriented emerging leaders with a focus on advancing people of color.

In 2007, Barry Dym was a consultant to nonprofits when he observed that there was very little diversity in the ranks of senior management. That realization contributed to his founding of the Institute for Nonprofit Management and Leadership. The Boston Foundation was "there at the beginning" with a \$75,000 seed grant.

Today, concerns about diversity in the nonprofit workforce have gained urgency for Greater Boston. Interest in the issue was reflected by the hundreds of nonprofit stakeholders who attended a forum on October 18th at the Boston Foundation titled *Race to Lead: Confronting the Nonprofit Racial Leadership Gap*.



The Institute for Nonprofit Practice

April 2018, Website Feature

Investing in the future of nonprofit and philanthropic leadership.

Nonprofits can be a driving force for positive change and greater equity in the communities they serve. But many organizations struggle with two longstanding issues: they have not built the bench of new leaders needed as baby boomers retire from longtime tenures as chief executives; and their staff and board leadership often do not reflect the communities they serve. Though the benefits of diverse and inclusive teams and leadership have been well established, still only 11% of nonprofit executives are people of color. It was this reality that inspired Barry Dym and colleagues to develop a network of future leaders, with a particular focus on leaders of color. And in 2007, the Institute for Nonprofit Management and Leadership (now, the [Institute for Nonprofit Practice](#)) was born.

THE CHRONICLE OF PHILANTHROPY

DECEMBER 05, 2017

15 More People Changing the Nonprofit World

By Nicole Wallace

These nonprofit leaders are finding innovative ways to take on society's toughest problems.

Yolanda Coentro

Institute for Nonprofit Practice
Needham, Mass.

Yolanda Coentro would like to see more people of color and people from modest economic backgrounds in positions of authority in the nonprofit world. Since 2016, when she became CEO of the Institute for Nonprofit Practice, she's focused on making that happen by providing low-cost leadership training through the organization.

"People who have experience with the issues that we're grappling with today know what's worked. They know what hasn't," she says. "They have a perspective that can ensure that people and organizations are really being sensitive to the full spectrum of the issue."



"We have been a long-term supporter of the Institute because we share in their commitment to advancing the nonprofit sector through leadership development with the mutually important goals of continuing the education of talented and hardworking professionals to better serve those in need. Highland Street Foundation is proud to be part of the Institute's growth and deepened impact."

Blake Jordan,
Executive Director,
Highland Street Foundation



Second Institute for Nonprofit Practice class begins

Posted October 11, 2017
By Sean F. Driscoll

BUSINESS — Sixteen area nonprofit leaders have been selected for the second year of the Institute for Nonprofit Practice core certificate program, which began Wednesday with an opening reception and will continue for 50 hours of classroom sessions and 30 hours of small-group sessions between now and May.

This year's students are: Andrea Aldana, Community Development Partnership; John Braden, Lower Cape Communications; Courtney Bridge, Cape Cod Healthcare Foundation; Elyse DeGroot, Duffy Health Center; Vanessa Downing, Wellfleet Preservation Hall Inc.; Dara Gannon, The Cape Cod Foundation; Sarah Johnson, Cahoon Museum of American Art; Hadley Luddy, Homeless Prevention Council; Kathy McNamara, Cape Cod Community College Educational Foundation; Amy Neill, Cultural Center of Cape Cod; Pauline Neves, Hope Health; Mark Schmidt, Falmouth Historical Society Inc.; Betsy Sethares, Cape Cod Times Needy Fund; Denene Shimkus, CHAMP Homes Inc.; Jill Talladay, CARE for the Cape & Islands; and Edith Tonelli, Cape Cod Museum of Art.

The program is currently offered in greater Boston, the Merrimack Valley and Rhode Island. It is affiliated with the Jonathan M. Tisch College of Civic Life at Tufts University.

The Cape Cod program is underwritten by nine funders: the Bilezikian Family Foundation; The Peter and Elizabeth C. Tower Foundation; The Cape Cod Foundation; Cape and Islands United Way; Cape Cod Five Cents Savings Bank Charitable Foundation; Cape Cod Healthcare community benefits initiative; Eastern-Bank Charitable Foundation; Edward Bangs Kelley and Elza Kelley Foundation; and the Arts Foundation of Cape Cod. Hy-Line Cruises is providing meeting space for the sessions.

Leadership

We sincerely appreciate our talented team of faculty and volunteers who shared their time and talents to enrich the student experience this year!

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“This program has been instrumental in my personal growth and confidence as a leader. I realize I have an invaluable network of peers to turn to as I continue my journey as an ED in the nonprofit world.”

Cindy Horgan
Executive Director,
Cape Cod Children's Place

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Heather McMann, Executive Director, Groundwork
Lawrence
Anna Cano Morales, Associate Vice President for
Community, Equity, and Diversity, Rhode Island College
Robin Vann Ricca, Vice President, Organizational
Development & Human Resources, Road Scholar
Mike Wasserman, Executive Director, Boston Debate League
Isa Woldegiorguis, Executive Director, The Center for Hope
and Healing

"I will take the lessons and relationships I gained during the CFP with me for the rest of my career and the rest of my life, and for that, I will be forever grateful."

[Leaha Wynn](#)
Senior Coordinator, Human Capital,
Center for Effective Philanthropy

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“Since entering INP, my startup organization has further defined staff roles, rebranded, and created a strategic plan. Our organization still has a great deal of work to do before becoming truly sustainable, but with what I learned at the Institute, I no longer have doubts that we'll get there.”

Jamal Grant
Founder and Director,
The NET Mentoring Group

2017-18 GUEST INSTRUCTORS

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Zamawa Arenas
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Looking Ahead

In this moment in history, we are experiencing a groundswell of demand for effective leadership in social change work, and a growing commitment, across sectors, to equity and justice.

Imagine what the nonprofit sector could achieve if its leadership fully represented the people we serve. What if we could break down silos and isolation and tear down the divisiveness of competition to find creative and effective ways of working together? The Institute is turning this vision into reality in our work *every day*.

As a recognized leader with a proven model, the Institute for Nonprofit Practice stands ready to fill the talent and leadership development needs in the sector and to amplify our impact through investments in both scale and programmatic depth.

This year, as we begin to scale nationally, we will launch our first site beyond New England. In the next three years, we will double the number of leaders we train annually. With over 1,000 alumni, the Institute is building a platform for meaningful connection across city lines and a vibrant learning community where our leaders can continuously develop, collaborate, and advance their missions.

Our partnerships with nonprofits, funders and the private sector make our work possible. We hope you will consider joining us as we grow and advance equity and high performance in the social sector!

WANT TO LEARN
MORE ABOUT OUR
PLANS TO GROW?

We would love to
hear from you!

You can reach us at
info@nonprofitpractice.org
or (781) 400-5742.





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