

INSTITUTE FOR
nonprofit
practice

Progress Powered by People

2019 ANNUAL REPORT





“Family isn’t just who you’re born with, it’s who you choose to stand with. At the Institute, we’ve built a chosen family. Graduation is not the end, but a beginning. We have a city, a state, a country to unite. Let us commit now to make these relationships life-long sources of support. We are in this together, and our capacity to achieve change is limitless when we stand united.”

— ABEL CANO
*Founder and Executive Director
The Arc of Change*

Dear Friends,

As a nation, we depend on nonprofits to solve intractable societal and environmental problems, yet we chronically underinvest in the people leading them. That's where the Institute for Nonprofit Practice steps in. We equip the most promising nonprofit leaders with the skills, networks, resources, and confidence they need to effectively lead, advance justice, and build a more equitable future for all.

We have gained national recognition for our approach to nonprofit effectiveness and diversity, equity, and inclusion. To date, we have trained 1,200 leaders from 600 organizations across New England. More than 50% of our alumni are people of color and over 60% are women, and we are building a powerful movement for progress.

We have launched in New York City, ended fiscal year 2019 with a secure financial foundation, a scalable model, and a growing team of highly-talented staff and Board members to bring our proven program to more leaders in more communities.

With your support, we have diligently and strategically set the stage for further growth to meet the sector's talent development needs on a much broader scale — nationally.

The theme of this year's report is 'Progress Powered by People' which speaks to our deepest-held beliefs at the Institute that, as our student Abel summarized perfectly when he addressed his classmates at this year's graduation, "our capacity to achieve change is limitless when we stand united."

We enter this next chapter with immense gratitude to the growing community of donors who stand united with us and help make this progress and growth possible. We could not do this work without you. Thank you.

Sincerely,



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

YOLANDA COENTRO
President and CEO
Institute for Nonprofit Practice



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

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

AT THE INSTITUTE, LEADERSHIP ISN'T LONELY.

With your support, another talented class of leaders has graduated from the Institute. In addition to honing key management and leadership skills, our pedagogy is grounded in deep relationship building, providing a safe space to work through challenges, break down silos, and form lasting relationships with other leaders in the field.

In 2019, **156** talented leaders from **131** unique organizations joined the Institute's growing community.



“Oftentimes, leadership positions in small organizations are lonely and few support structures exist to help leaders propel organizations forward. With INP, I’ve gained an enormous support system, lifelong friendships, and a bank of human knowledge and experience I can openly access. I’m excited to use the knowledge and skills I’ve gained from INP to deepen my organization’s impact in my community.”

— **CARLON HOWARD**
Executive Director
Breakthrough Providence

- 826 Boston
- ACE MV
- Adoption Rhode Island
- Advocates
- AmeriCorps Legal Advocates of Massachusetts
- Amos House
- Asian Community Development Corporation
- Association of Independents in Radio
- Autism Sprinter, Inc.
- Belmont Day School
- Bethel Institute for Social Justice
- Books Are Wings
- Boston Area Rape Crisis Center
- Boston Chinatown Neighborhood Center
- Boston Cyclists Union
- Boston Debate League
- Boston Partners in Education
- Boston Plan for Excellence
- Boston Private Industry Council, Inc.
- Boston Public Schools
- Boston School Finder
- Boston Youth Wrestling
- Bottom Line
- Boys & Girls Clubs of Boston
- Boys & Girls Clubs of Providence
- Breakthrough Providence
- Budget Buddies
- Cambridge Housing Authority
- Cape Cod Chamber Music Festival
- Cape Cod Literacy Council
- Cape Cod Village
- Chatham Conservation Foundation
- Chica Project
- Citizens Housing and Planning Association
- City Year, Inc.
- Codman Square Neighborhood Development Corporation
- College Advising Corps
- College Bound Dorchester
- Community Action Partnership of Providence
- Community Care Alliance
- Community Teamwork, Inc.
- Company One Theatre
- Cotuit Center for the Arts
- Cradles to Crayons
- Crossroads
- Dance New England
- Doc Wayne Youth Services
- EDCO Collaborative
- Episcopal City Mission
- Esperanza Academy
- Facing History and Ourselves
- Falmouth Volunteers in Public Schools
- Farm.Field.Sea
- Featherstone Center for the Arts
- Generation Citizen
- Greater Worcester Community Foundation
- GreenLight Fund
- Groundwork Lawrence
- Health Resources in Action
- HopeHealth
- HopeWell, Inc.
- Horizons for Homeless Children
- Hospice of Martha's Vineyard
- Improbable Players
- Initiative for a Competitive Inner City
- Inquilinos Boricuas en Acción, Inc.
- Institute for Healthcare Improvement
- Institute for Nonprofit Practice
- International Fund for Animal Welfare
- Island Grown Initiative
- Jamaica Plain Neighborhood Development Corporation
- Jewish Vocational Services
- Jewish Women's Archive
- Jumpstart
- Justice Resource Institute (JRI)
- Lawrence Methuen Community Coalition
- Lawrence Public Schools
- Learning by Giving Foundation
- Lena Park Community Development Corporation
- Lights & Sirens International
- Lowell Community Health Center
- Martha's Vineyard Camp Meeting Association
- Martha's Vineyard Community Services
- Mass Farmers Markets
- Massachusetts Immigrant and Refugee Advocacy Coalition
- McLean Hospital
- MENTOR: The National Mentoring Partnership
- Merrimack Valley Hospice
- Metro Housing Boston
- Misty Meadows Equine Learning Center
- My Life My Choice
- NeedyMeds
- NFI Family Resource Center
- North Shore Community Health
- Northeast Energy Efficiency Partnerships
- Orleans Chamber of Commerce
- PACE Organization of Rhode Island
- Progress Clothing
- Provincetown Community Television
- Rhode Island Department of Health
- Riverside Community Care/ Mass Families Organizing for Change
- Roca, Inc.
- Salt Pond Areas Bird Sanctuaries, Inc.
- Save The Bay, Inc.
- SCS Noonan Scholars
- Sharing Kindness, Inc.
- Sojourner House
- St. Francis House
- Summer Search
- Tech Goes Home
- The Arc of Change
- The Business of Doing Good
- The College Crusade of Rhode Island
- The Elizabeth Peabody House
- The Greater Boston Food Bank
- The Massachusetts Promise Fellow
- The Nonviolence Insitute
- The Steppingstone Foundation
- uAspire
- Union of Concerned Scientists
- Unitarian Universalist Urban Ministry
- United for a Fair Economy
- United States Department of Treasury
- Urban Achievers
- Vineyard House, Inc.
- WellStrong, Inc.
- West Elmwood Housing Development Corporation
- Wildflower Schools
- Year Up
- YouthBuild Preparatory Academy
- YouthBuild USA



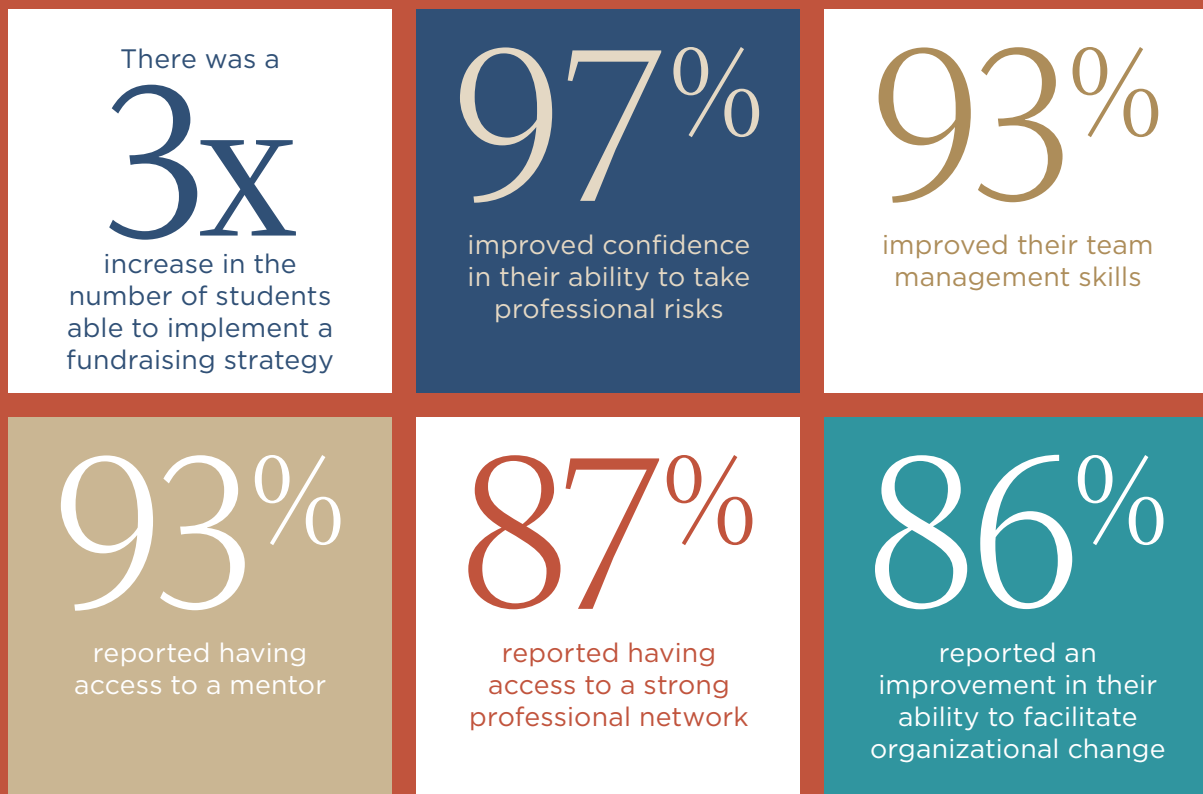
“Being an agent of social change requires continuous learning, accountability, and community. I’m grateful to have been part of a program that has challenged me to be the best version of myself and to have found a network of talented individuals that inspire me.”

– SHIVANGI SHAH
*Development Officer
Leadership Support and Operations
McLean Hospital*

FACTS AND

figures

Our comprehensive year-long programs are rooted in a practical, rigorous, and highly-effective curriculum that goes beyond weekly lectures to incorporate valuable mentoring, peer-to-peer learning, mindfulness practices, and cross-sector collaboration in a supportive and dynamic environment. Our year-end survey of the class of 2019 shows that:



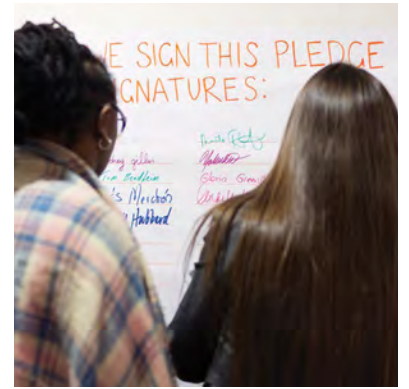


The Institute’s annual Meet the Funders classes aim not only to provide our students with hands-on fundraising practice, but also the rare opportunity to meaningfully connect with and learn from the region’s most prominent funders. Through authentic dialogue and connection, these classes are one of the ways we are working with the philanthropic community to dismantle the power dynamic typically present between funders and nonprofit leaders.

This year, more than 30 funders came together to support the advancement of the nonprofit sector at Meet the Funders!

We ended each session by signing the “Unicorn Manifesto,” taken from the book *Unicorns Unite: How Nonprofits and Foundations Can Build Epic Partnerships*, written by Vu Le, Jessamyn Shams-Lau, and Jane Leu. The manifesto reads,

“We dream of EPIC partnerships between nonprofits and foundations that tackle complex problems and achieve incredible feats of social change that enable the world to thrive. We equally value all inputs, prioritize needs of those we serve, increase trust and empathy, and commit to big, bold, and better through all-in teamwork.”



“The series on fundraising, and specifically the information on pitching your organization, has been invaluable to me. The process of raising funds has always been a fear of mine. I now understand the process and its significance, and feel more confident in delivering it.”

— LINO SANCHEZ
Executive Director
Urban Achievers

Participating Funders

- | | | | |
|---|-------------------------------------|---|---|
| Amelia Peabody Foundation | GMA Foundations | New Profit | The Boston Foundation |
| Barr Foundation | Grantmakers Council of Rhode Island | Rhode Island Council for the Humanities | The Lenny Zakim Fund |
| Blue Cross Blue Shield of Massachusetts | Greater Lowell Community Foundation | Rhode Island Foundation | The Theodore Edson Parker Foundation |
| Blue Cross Blue Shield of Rhode Island | GreenLight Fund | Richard and Susan Smith Family Foundation | U.S. Trust, Bank of America Private Wealth Management |
| Cambridge Community Foundation | Highland Street Foundation | Social Venture Partners Boston | United Way of Massachusetts Bay and Merrimack Valley |
| Deloitte | Hyams Foundation | State Street Foundation | United Way of Rhode Island |
| Delta Dental | Liberty Mutual | The Boston Beer Company | |



GETTING TO WORK ON DEI

We are increasingly able to give our students opportunities to learn about proven management and leadership practices in the private sector. This February, the Institute and State Street hosted a panel discussion with private sector leaders to discuss the diversity, equity, and inclusion practices that they have prioritized in their own work, and how they've implemented change across complex global systems.

President and CEO Yolanda Coentro facilitated a conversation with panelists Paul Francisco, State Street's Chief Diversity Officer and Head of Workforce Development Programs, Colette Phillips, President and CEO of Colette Phillips Communications, Inc., and Brent Bachus, Talent Director at Deloitte. More than 100 students, alumni, and Institute community members walked away with tangible practices to bring back to their own organizations.

TRUST-BASED PHILANTHROPY

This year we found new ways to spark dialogue across the philanthropic and nonprofit sectors. Alongside Barr Foundation and the New York based Robert Sterling Clark Foundation, we convened a group of 30 philanthropic leaders and 25 nonprofit executive directors, separately, to discuss the practice of trust-based philanthropy and envision the possibilities of fully authentic funder/grantee relationships.

Trust-based philanthropy promotes embedding trust and dialogue in funder/grantee relationships, and offers new funding models to alleviate power imbalances and increase organizational impact. This convening was part of what we hope will be an ongoing conversation on the importance of pursuing true partnership in the social sector.



“Coming in, I was focused on learning the core skills of being a leader and bringing those skills back to my organization. What I found here was much more than that. I found a support system of individuals that I can lean on as I continue on my leadership journey. INP provided me with a place and a community to reflect, which is as beneficial as the tools I learned during the year.”

— RANNER FAUGUS
Senior Program Manager
Boston Debate League



156 graduates
from
131 organizations



82 mentors
seasoned private and
nonprofit sector leaders
volunteered their time



14 free electives
continuing education workshops
and networking events open to
students and alumni



In a student led Class Gift,
85% of students
in the class of 2019
helped raise over \$13,000
to support our mission



1,200 leaders
from
600 organizations
trained to date



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



45 classroom
hours
dedicated to practice,
implementing and refining
approaches and strategies

NOT JUST THEORY — OUR PRACTICE

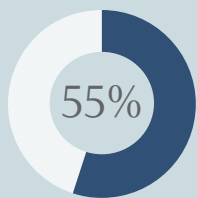
The Institute was founded not only to equip leaders with critical leadership and management skills, but also to fundamentally disrupt the status quo, change the face of nonprofit leadership, and create a sector which leads the way in racial and gender equity.

True to our founding principles, every organizational decision is made with equity at the center — from our recruitment practices to the makeup of our classes, from the composition of our expert faculty team to the mentors we pair with students.

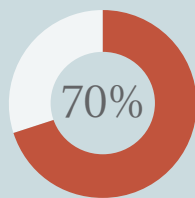
Our curriculum integrates key learning objectives around diversity, equity, and inclusion into every topic covered, challenging leaders to deeply examine embedded assumptions and biases. Students graduate from the Institute equipped to apply an equity lens to every leadership and resource decision they make — spreading best practice in inclusive excellence throughout hundreds of organizations.

“One of the best things I can do to address my own place in the systems that I want to change is to begin thinking more seriously than ever about succession planning and leadership development, and how they relate to diversity, equity, and inclusion. I’ve wrestled with these ideas for a long time, but INP has helped me to understand the relationship between concepts and to envision a path for my organization to become an embodiment of these ideals.”

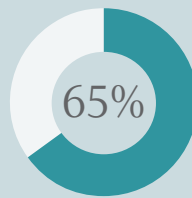
— DANIEL SCHLEIFER
Executive Director
New Urban Arts



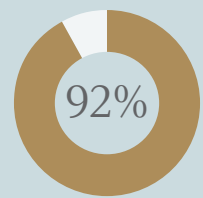
55% of the class of 2019 are people of color.



70% of the class of 2019 identify as women.



Our faculty is comprised of 65% people of color.



92% of students reported improved skills in implementing a diversity, equity, and inclusion strategy at their respective organizations.

At the Institute, we recognize the importance of arts and culture in shaping strong communities, and we believe that access and exposure to the arts is essential to uplifting, inspiring, and renewing nonprofit leaders. As such, we work to include the arts as often as possible in our programming — from graduation to special events.

This year, to celebrate our graduates, Haitian street band Rara Bel Poze surprised the audience at our largest graduation ceremony with lively Haitian festival music to open and close the event. Poet, rapper, and educator Oompa, who was recently named “Unsigned Artist of the Year” at the Boston Music Awards, delivered a thought-provoking performance about growing up in Boston as “black, queer, and hood,” and Cambodian performing arts group Angkor Dance Troupe performed a celebratory dance in classical Cambodian tradition.

Through our annual *Art of Leading for Good* event, hosted by Sue and Bernie Pucker, owners of the Pucker Gallery, INP students, alumni, and faculty had the opportunity to hear from inspiring leaders, experience a thought-provoking artistic performance, and connect with fellow students and alumni, while soaking in the beautiful artwork at the Pucker Gallery.

This year, the event featured keynote speaker Robert Lewis, Jr., founder and CEO of The BASE, who spoke about his decades of experiences leading for social change, and an opening performance from leading Tabla virtuoso Sandeep Das. We also honored six Changemakers, public sector and nonprofit leaders who embody service and dedication to uplifting our communities.



2019 CHANGEMAKERS



LEFT TO RIGHT

Yolanda Coentro
President and CEO, Institute for Nonprofit Practice

Michelle Wu
Boston City Council Member

Charlie Rose
Senior Vice President & Dean, City Year

Liz Miranda
Massachusetts State Representative, INP Alumna

David Howse
Senior Associate Vice President, Emerson College,
Executive Director, ArtsEmerson, INP Faculty Member
and Alumnus

Corey DePina
Youth Development and Performance Manager, ZUMIX,
INP Alumnus

Carolyn Casey
Founder & Executive Director, Project 351



“INP has been a rewarding experience that has allowed me to navigate the complexities of working in the nonprofit sector. I have developed the tools I need to execute excellence in leadership. I leave the INP program with clarity, confidence, and a long-lasting network of colleagues that I can always count on.”

— KATHERINE MARTINEZ
Executive Director
Lena Park CDC

capacity to grow

BUILDING A STRONGER NONPROFIT SECTOR TOGETHER

This year, two prominent funders made transformative multi-year investments in the Institute's infrastructure, enabling us to enhance key functions of our marketing and communications, fundraising, and evaluation efforts, all of which have been essential in our ability to deepen program excellence while expanding geographically.

**THE DEVONSHIRE
FOUNDATION**

**FIDELITY CHARITABLE
TRUSTEES' INITIATIVE**

The Devonshire Foundation and Fidelity Charitable Trustees' Initiative are unique in their focus on capacity building, recognizing the importance of such investments in organizational effectiveness and impact. We are proud to highlight the work and generosity of these new funding partners!

THE DEVONSHIRE FOUNDATION

Any nonprofit leader would tell you that capacity building support and multi-year funding are among the most valuable and impactful investments, and that's what sets The Devonshire Foundation apart. The Foundation understands that systemic change takes time and that organizations need long-term support to take bold risks and expand their impact. The Foundation works to create measurable and sustainable impact by supporting ready-for-growth programs addressing social and environmental issues.

In 2018, the Institute was honored to receive a multi-year capacity building grant from The Devonshire Foundation, which was the single largest investment in our 12-year history. With this funding we will hire key staff, grow our earned-income, develop and implement a formal evaluations plan, and enhance our brand. In years two and three of this extraordinary multi-year gift, a matching challenge will be a fundamental driver in our fundraising strategy and will have a multiplier effect, helping us more than double our fundraising.

In this first year of investment alone, The Devonshire Foundation has already been a major catalyst of growth and sustainability for the Institute. Their support is simultaneously propelling our national expansion, while providing evaluations support that will ensure deepened quality and impact of our programming.

We are immensely thankful for The Devonshire Foundation's generosity and belief in the critical mission of the Institute.



“The Devonshire Foundation shares the Institute’s commitment to advancing the principles and practice of diversity, equity, and inclusion. An investment in the Institute’s growth and sustainability delivers significant impact throughout our local nonprofit sector, and beyond.”

— KATE GRUNDY
Executive Director
The Devonshire Foundation



“It is easy to take for granted all that is required to maintain our sector’s ‘pipes and plumbing’ — and for donors and grantmakers to overlook the organizations that work in this space. Just as roads and bridges provide critical structures to support society, nonprofits need infrastructure to support their frontline work of doing good in the world. We are thrilled to support the Institute for Nonprofit Practice as they work to reach more nonprofits across the country and create a ripple effect of positive change.”

— SARAH GELFAND
*Vice President
Social Impact Programs
Fidelity Charitable Trustees’ Initiative*

FIDELITY CHARITABLE TRUSTEES’ INITIATIVE

Many funders would tell you that a strong infrastructure is essential to an effective social sector, but the Fidelity Charitable Trustees’ Initiative takes it one step further by focusing its grantmaking strategy on the shared resources, information, networks, research, and advocacy that donors and nonprofits need to achieve their intended impact. The Fidelity Charitable Trustees’ Initiative is a direct grantmaking program of Fidelity Charitable, a public charity with a mission of growing the American tradition of philanthropy. The Fidelity Charitable Trustees’ Initiative contributes toward that goal by providing funding to strengthen the resilience, sustainability, and effectiveness of the social sector’s infrastructure.

This year, Fidelity Charitable Trustees’ Initiative made a multi-year commitment to the Institute to support key investments in marketing and communications that will take the Institute to the next level of visibility, sustainability, and excellence.

This deep values-aligned support could not have come at a more opportune moment. As the Institute embarks on a national growth plan, increasing and improving our visibility, marketing, and communications will equip us to reach the most promising leaders, especially in marginalized communities, helping us sustain and deepen our quality, diversity, and reach.

We are deeply appreciative of the Fidelity Charitable Trustees’ Initiative for investing in the Institute so that we can better serve the sector!

2018-2019 Mentors

Bill Allen	George Chu	Mary Sylvia Harrison	Heang Ly	Rachel Schlacter
Darnisa Amante	Jay Coburn	Amanda Heinsen	Sarah MacDonald	Dan Schleifer
Jessica Anderson	Sue Dalelio	Kristin Hendler	Ben Mahnke	Chris Smith
Carlen Arima	Anuradha Desai	Charmane Higgins	Irene McCormick	John Smith
Karley Ausiello	André Desautels	Dan Holin	Sandra McCroom	Marie Smith
Craig Bida	Barry Dym	Heather Jenkins	Erin McGrath	Steve Spaloss
Megan Bird	Luba Falk Feigenberg	Fiona Jensen	Celina Miranda	Lorén Spears
Courtney Bridges	Paola Fernandez	Maria Jones	Shaheer Mustafa	Justin Strasburger
Ariel Brooks	Brianna Forde	Justin Kang	Carolyn Navikonis	Nikki Tabron
Julie Brown	Craig Gaudette	Gabrielle King Morse	Akhil Nigam	Tammy Tai
Maggie Burns	Stephanie Geller	Patrick Kirby	Bill Nigreen	Carl Thompson
Robyn Carter	Andi Genser	Sara Krachman	Jay O'Brien	Deede Tonelli
Selvin Chambers	Elsa Gomes Bondlow	Patricia Latimore	Sheila Och	Mike Van Leesten
Carole Charnow	Betsi Graves	James Lehane	Carole Ann Penney	Mike Wasserman
Yi-Chin Chen	Rebecca Haag	Hadley Luddy	Marinell Rousmaniere	Abby Weiss
Delia Cheung-Hom	Alan Harlam	Melissa Luna	Mike Sabin	Anna Yu

2018-2019 Guest Instructors

Andrea Aldana	Brenda Clement	Liz Foster	Jim Klocke	Sheila Och
Darnisa Amante	Jay Coburn	Michael Fournier	Patricia Latimore	Luisa Peña Lyons
Jessica Anderson	Yolanda Coentro	María Domínguez Gray	James Mackey	Carole Ann Penney
Zamawa Arenas	Kate Coleman	Lisa Guillette	Ben Mahnke	Earl M. Phalen
Aviva Luz Argote	John Conley	Alan Harlam	Sergio Marin Luna	Marie-Frances Rivera
Anthony Britt	Marc Davino	Stephanie Huckel	Anthony Marino	Mark Rosen
Roger Brooks	Corey DePina	Lysette Hurge-Putnam	Amanda R. Matos	Daniel Schleifer
LeeAnn Byrne	Anuradha Desai	Heather Jenkins	Travis McCready	Greg Shell
Danubia Camargos Silva	Tammy Dowley-Blackman	Justin Kang	Jim McDaniel	Candace Staniel
Bithiah Carter	Luba Falk Feigenberg	Mary Kaufman-Cranney	Steve Miller	Colby Swettberg
Chuck Carter	Scott Fitzmaurice	Patricia Keenan	Theresa Moore	
Eliza Cassella	Danielle Fleury	Jeeyoon Kim	Tameka Moss	

LEADERSHIP

“I participated in the Core Program as part of a professional development plan which my Executive Director and I outlined together. Along the road, I was promoted and given a raise. I can directly attribute this professional growth to my time in INP. I’m so grateful for the learning, the growing, and the expanded network I gained.”

— **LISA CASCIO**
*Director of Partner Engagement
Northeast Energy
Efficiency Partnerships*

Board of Directors

Monique Aiken
Vice President, Programs
Mission Investors Exchange

Tom Bendheim
Founder & Chief Executive Officer
b7 Properties, LLC

Josh Chalmers
Chief Executive Officer
Earth2

Yolanda Coentro
President & Chief Executive Officer
Institute for Nonprofit Practice

Susan Cohen

Barry Dym
Founder
Institute for Nonprofit Practice

Matt Epstein
Director
Goulston & Storrs

Marcia Hertz
MH Consulting

Justin Kang
Vice President, Economic Growth
Greater Boston Chamber of Commerce
Executive Director
City Awake

Kathryn Plazak
President
Plazak Associates

Mark Rosen
Board Chair
Co-Founder & Advisory Director
Charlesbank Capital Partners

David Shapiro
Chief Executive Officer
MENTOR: The National
Mentoring Partnership

National Advisory Board

Erica Hamilton
Principal
Arbor Brothers

Charmane Higgins
Executive Director
Trinity Boston Connects

Ira Jackson
Co-Founder
Civic Action Project

Christine Letts

Robert Lewis, Jr.
Founder & President
The BASE

Carol Lobron
Independent Consultant

Geeta Pradhan
President & Chief Executive Officer
Cambridge Community Foundation

Sue Pucker
Owner
Pucker Gallery

Leonard A. Schlesinger
Baker Foundation Professor
Harvard Business School

John Simon
Managing Director
Sigma Prime Ventures
Founder
GreenLight Fund

Alan D. Solomont
Dean
Jonathan M. Tisch College of Civic Life
at Tufts University

Community Fellows Program Faculty

Angie Jaimez
Director of Impact & Evaluation
Lewis Family Foundation

Tammy Tai
Independent Consultant

Carl Thompson
Executive Director
Boys & Girls Clubs of Boston
Berkshire Partners Blue Hill Club

Management Seminar Faculty

Bill Allen
Adjunct Lecturer
International & Public Affairs
Brown University

Bob Giannino
Chief Executive Officer
uAspire

David Howse
Associate Vice President
Emerson College
Executive Director
ArtsEmerson

Shaheer Mustafa
President & Chief Executive Officer
HopeWell

Neil Nicoll
President Emeritus
YMCA of the USA

Practice Seminar Faculty

Richard Brothers
Independent Consultant

Anna Cano Morales
Associate Vice President for
Community, Equity and Diversity
Rhode Island College

Selvin Chambers
Regional Executive Director
BUILD Greater Boston

Linda Chan Flynn
Senior Director of Strategy & Innovation
Lowell Community Health Center

Carole Charnow
President & Chief Executive Officer
Boston Children's Museum

Yi-Chin Chen
Executive Director
Friends of the Children—Boston

George Chu
Senior Vice President of
Finance & Business Analytics
City Year

Paola Fernandez
Vice President for Community Development
Centreville Bank

Andi Genser
Independent Consultant

Mary Sylvia Harrison
Independent Consultant

Charmane Higgins
Executive Director
Trinity Boston Connects

Dan Holin
Executive Director
Second Chance Cars

Patrick Kirby
Chief Growth Officer &
Executive Vice President
Institute for Nonprofit Practice

James Lehane
Independent Consultant

Sandra McCroom
President & Chief Executive Officer
Children's Services of Roxbury

Heather McMann
Executive Director
Groundwork Lawrence

Mike Wasserman
Executive Director
Boston Debate League

Isa Woldegiorgis
Executive Director
The Center for Hope and Healing



MACDC
Massachusetts Association of Community Development Corporations

SUPPORTING PROFESSIONALS OF COLOR IN THE COMMUNITY DEVELOPMENT FIELD SHOULD BE A TOP PRIORITY

Posted April 29, 2019 on 6/10/19/2019

MACDC President Jane Kuykendall and Membership & Relations Director Crystal Cummings joined a strategic planning session last week for nonprofit leaders to see off competition and establish the rising engagement and visibility of professionals of color in the community development and planning field. The conversation was punctuated through a long partnership between the Institute for Nonprofit Practice and Southern Base to assist Southern Base's role further information for community development professionals of color to attend the Institute for Nonprofit Practice's Core Certificate Program. The Institute also offers unique social training in the nonprofit sector with skills, knowledge, and resources they need to make strategic decisions for their future.

Barr Foundation
Arts & Creativity | Climate | Education

Announcing the 2019 Class of Barr Fellows

Selected for their outstanding leadership and contributions to the Greater Boston community.

Today, the Barr Foundation is pleased to announce the 2019 Class of Barr Fellows consisting of 12 exemplary civic leaders committed to Greater Boston. These Fellows were nominated and selected on the basis of their personal qualities, organizational impact, and commitment to collaboration to advance Greater Boston's community and civic agendas. Full details of the selection process and criteria can be found here.

The 12 individuals selected for the Barr Fellowship are:

Jim Canales
President & Trustee

Boston

The Powers That Will Be

BY DAVID S. BERENSON | PHOTOGRAPH BY DANA LEVY

The private sector is full of strong leaders, but nonprofit? Not always. Concrete is not so far from the multiple problems laborer for the pipeline as ideas such as Boston Christian Neighborhood Center, Green Living Membership, and more at MIT East. Concrete is not so far from the problems of civil (CIV) for education of 1,000 students in an urban area as an urban leader since being the top job in 2018. She has been inspired with something special regarding of MIT in New England and beyond, with the goal of helping the number of students who graduate the year-long program.

Yolanda Coentro
President MIT GOV. CENTER FOR URBAN LEADERSHIP

THE CENTER FOR EFFECTIVE PHILANTHROPY

Nonprofit Diversity Efforts: Current Practices and the Role of Foundations

How do nonprofits see diversity as relevant to their goals? How do they want their foundation funders to be involved in their diversity efforts?

In discussions about diversity at foundations, it's essential that the perspectives of grantmakers be included in the conversation. That's why CEP joined to its Granite State Panel of nonprofit leaders to learn more about how nonprofits are thinking about diversity—and how foundations can be most helpful to their grantees, if at all, when it comes to this topic.

Based on survey responses of 220 leaders of nonprofit organizations with annual revenues between \$100,000 and \$100 million, *Nonprofit Diversity Efforts: Current Practices and the Role of Foundations* provides a collection of data on topics such as how diversity relates to the work of nonprofits and what demographic information nonprofits and funders alike are collecting—and how that information is used.

The data in this report can inform foundation leaders and staff as they consider how they can most helpfully engage with their grantees on the topic of diversity.

The survey used to gather information for this report is available here.

July 2018

massnonprofit news
INFORM.SHARE.THRIVE.

News and information about the nonprofit sector in Massachusetts. Click back frequently to stay informed.

Institute for Nonprofit Practice Gets \$675K to Build Capacity

February 4, 2019 — The Institute for Nonprofit Practice, a Needham-based nonprofit that helps educate nonprofit leaders, last week announced it received \$675,000 from The Devonshire Foundation, the largest gift it has received in its 12 years, to support capacity enhancement.

The Institute for Nonprofit Practice (INP) said the new funding will enable it to hire key staff for development, marketing, and evaluation.

Yolanda Coentro, INP president and CEO, said, "We have an unprecedented opportunity to transform the nonprofit sector through investment in human capital. This most generous grant from The Devonshire Foundation helps us build the infrastructure to deliver our proven leadership development model to more leaders and organizations and to take the institute to the next level of viability, sustainability, and excellence."

Kate Grundy, executive director of The Devonshire Foundation, based in Boston, added, "The Devonshire Foundation shares INP's commitment to advancing the principles and practice of diversity, equity, and inclusion. An investment in the Institute's growth and sustainability delivers significant impact throughout Boston's nonprofit sector."

The new funding includes a matching gift component, which calls on INP to raise \$225,000 over the next three years.

CapeCod.com
Where Cape Cod Finds Community

22 Receive Certificate for Nonprofit Leadership Program

May 31, 2019

SOUTH YARMOUTH — The Institute for Nonprofit Practice's Core Certificate Program recently graduated 22 leaders from organizations across Cape Cod and Martha's Vineyard.

The program is designed to equip nonprofit leaders with the skills, knowledge and networks they need to make strategic, mission-driven decisions that will positively impact their organizations and the communities they serve.

Graduates received a certificate in Nonprofit Management and Leadership from the Jonathan M. Tisch College of Civic Life at Tufts University.

The following nonprofit executives (in alphabetical order) graduated from the program:

capecodtoday
cape cod community news

Twenty-Two Nonprofit Leaders Graduate from Award-Winning Program

Institute for Nonprofit Practice...

ARTICLE | BUSINESS | MAY 29, 2019 01:45 PM | BY CAPECODTODAY STAFF

SOUTH YARMOUTH — Twenty-two leaders from nonprofit organizations across Cape Cod and Martha's Vineyard recently graduated from the Institute for Nonprofit Practice's (INP) award-winning Core Certificate Program. The program is designed to equip nonprofit leaders with the skills, knowledge, and networks they need to make strategic, mission-driven decisions that will positively impact their organizations and the communities they serve.

Greater Boston

2018 Ten Outstanding Young Leaders Awards

Thursday, October 25, 2018 from 5:30 PM - 8:30 PM

Congratulations to our 2018 Ten Outstanding Young Leaders!

If you're looking to be inspired by who will make Boston's future, then join us for this year's awards on October 25. We'll hear from our honorees as they share their visions for keeping Boston the best place for people and businesses to thrive. Check out the full list of past honorees here!

FEATURING

- Nicole Edelman, President & Executive Director, NCVI Center for Changing Lives
- David Barnes, CEO, President, Board President, Board Lead Job
- Yolanda Coentro, President & CEO, Institute for Nonprofit Practice
- Debra Centis, Treasurer & CEO, American
- Yolanda Coentro, President & CEO, Institute for Nonprofit Practice
- Denise LaRuff, CEO & President, Inspiring Young Human

Barr Foundation
Arts & Creativity | Climate | Education

Moderated by **MEGHNA CHAKRABARTI**

Bold Aspirations for Boston's Future

Highlights from a recent event at WBUR's CitySpace, Boston's newest home for civic discourse.

In my first blog post of 2019, I wrote about the imperative for aspiration. This is no time to be satisfied with the status quo or with incremental change. Our times and the challenges before us demand a combination of bold vision and concerted action. Indeed, this focus on aspiration serves as a key theme for us in our work at Barr.

In early February, we had the opportunity to explore this theme in greater depth with a diverse group of over 100 Bostonians.

Jim Canales
President & Trustee

When students graduate from the Institute, their learning journey with us isn't over. We are deeply committed to supporting our growing alumni network by providing them access to the most relevant resources, national thought leaders, and one another, as they rise in the sector.

This year, with generous funding from the Amelia Peabody Foundation, we were able to further invest in this work, developing an alumni engagement strategy, increasing the number of professional development and networking events we offered, and beginning to staff this work.



"I applied to the Institute's Core Program in 2013. I was already leading in a senior management role, but the program offered me a deeper dive into skills I wanted to strengthen, and a needed refresher in other areas. The case study approach of the Practice Seminars and enlightening Management Seminars were exactly what I needed to refine my practice. Stepping away from the day-to-day gave me a fresh perspective which I was able to bring back to my work. Beyond the skills, being part of this program expanded my networks, and I built lasting relationships with peers in a variety of fields across the sector."

— **M. JOYCE GALLAGHER**
Assistant Vice President of Philanthropy Communications
Division of Philanthropy at Dana-Farber Cancer Institute and the Jimmy Fund

"The Institute reaffirmed my belief that leadership is multifaceted and boundless, and I learned a great deal about the type of leader I wanted to be. Through Management Seminars that covered specific leadership skills and the lessons I learned through my colleagues during Practice Seminar, the Institute provided me a clear view of what it takes to not only lead as an executive, but as a social justice change agent. These experiences were key in my transition from a frontline Organizer working with residents, to being a Real Estate Project Manager and addressing structural and systemic affordable housing development issues. These roles are equally important, but thanks to INP, I am able to bridge the two worlds to lead development projects with community at the forefront as a more balanced leader."



— **E. RICKY GUERRA**
Real Estate Project Manager
Jamaica Plain Neighborhood Development Corporation



"The Institute helped me tremendously in my transition from management to executive leadership. INP gave me a clear understanding of what it means to align programming with a mission; I learned to assess an organization's effectiveness by looking at the staffing structure and programmatic deliverables, and how to tie both areas back to the mission. Having the skills to assess an organization's infrastructure enhanced how I think about my role and responsibility as a leader. I can better serve all of the stakeholders invested in the work we do at the Center for Teen Empowerment because of what I learned in INP. Since graduating, I have sustained a professional network that has connected me to resources and opportunities I wouldn't have otherwise known about."

— **ABRIGAL FORRESTER**
Executive Director
The Center for Teen Empowerment

The Institute for Nonprofit Practice ended FY19 in a strong financial and programmatic position to continue to expand geographically and serve more leaders in more communities.

We grew our revenue without donor restrictions by more than \$525,000, providing the funding flexibility for leadership to strategically grow the organization.

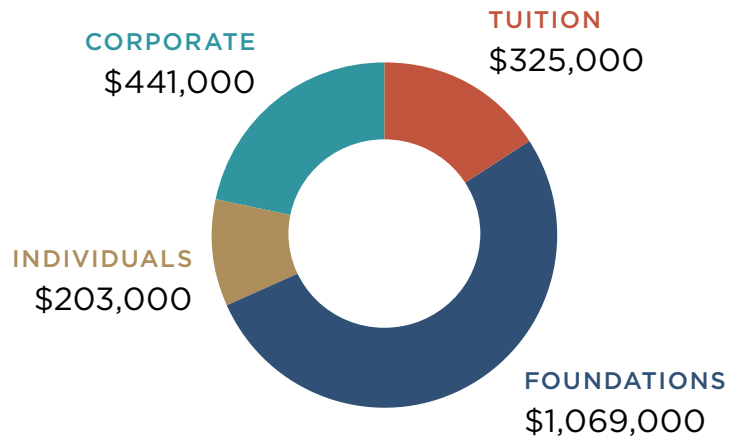
We finished FY19 with an operating surplus of over \$200,000 (our best year yet!), and have secured numerous multi-year commitments which provide foundational support of \$919,000 in funds for FY20, and another \$245,000 for FY21 and beyond.

We made several investments 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 FY20, we are grateful for the generosity of all who continue to strengthen our financial position so that we can impactfully deliver our award-winning program on a greater scale.

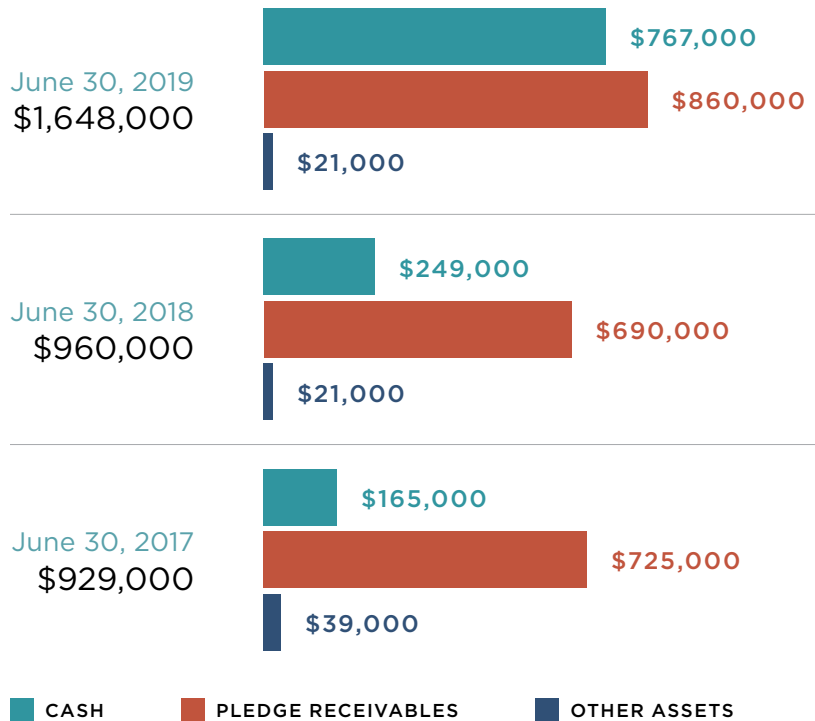
INCOME BY SOURCE

July 1, 2018 - June 30, 2019 | Total = \$2,038,000



ASSETS BY YEAR END

June 30, 2017 - June 30, 2019



PROFIT AND LOSS STATEMENTS OVER 3 YEARS

	FY17	FY18	FY19
REVENUE			
Earned Income (Tuition)	\$320,000	\$324,000	\$325,000
Program, Operating, and Scholarship Contributions	\$964,000	\$1,183,000	\$1,702,000
Other Income	—	\$4,000	\$11,000
Total Revenue	\$1,284,000	\$1,511,000	\$2,038,000
EXPENSES			
Program Costs & Personnel	\$841,000	\$1,108,000	\$1,355,000
Special Events & Marketing	\$136,000	\$37,000	\$40,000
Administrative	\$100,000	\$61,000	\$72,000
Professional Services	\$83,000	\$164,000	\$293,000
Occupancy	\$74,000	\$60,000	\$69,000
Strategic Plan Development	\$69,000	—	—
Total Expenses	\$1,303,000	\$1,430,000	\$1,829,000
Change in Unrestricted Net Assets	(\$19,000)	\$81,000	\$209,000
TEMPORARILY RESTRICTED ACTIVITY			
Temporarily Restricted Income	\$1,086,000	\$813,000	\$1,641,000
Net Assets Released	\$470,000	\$863,000	\$1,204,000
Change in Temporarily Restricted Net Assets	\$616,000	(\$50,000)	\$437,000
Total Change in Net Assets	\$597,000	\$31,000	\$646,000

Thank you!

Our continued growth and impact is made possible by your investments in our work (July 1, 2018 – June 30, 2019). As a donor, you help us equip the most talented and dedicated leaders with the skills, networks, and confidence they need to be a force for change in their organizations and communities.

\$600,000 and above

Barr Foundation*
The Devonshire Foundation*

\$300,000 - 599,999

The Fidelity Charitable Trustees' Initiative*

\$200,000 - \$299,999

Anonymous
The Boston Foundation*

\$100,000 - \$199,999

Mabel Louise Riley Foundation
Mark and Etta Rosen
State Street Foundation
The Abbot and Dorothy H. Stevens Foundation*
The Peter and Elizabeth C. Tower Foundation*
Wellington Management

\$50,000 - \$99,999

Highland Street Foundation
Santander Bank
Sy Syms Foundation*
The Angell Foundation
The Cape Cod Foundation

\$25,000 - \$49,999

Amelia Peabody Foundation
Fund for Shared Insight*

Martha's Vineyard Nonprofit Collaborative
MFS

\$10,000 - \$24,999

Charlesbank Capital Partners
Matthew Epstein and Deborah Hiatt
Barry Dym and Francine Jacobs
Sue and Bernard Pucker
John and Susan Simon
The Leon Lowenstein Foundation

\$5,000 - \$9,999

Eastern Bank
Tim and Lynne Palmer

\$1,000 - \$4,999

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\$500 - \$999

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Emily Armstrong
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Barbara Duffy
Gabriel Dym and Rachael Kaplan Dym
Susan Egmont
Carlos Espinoza-Toro
Ranner Faugas
Orna Feldman

*Indicates a multi-year funding commitment.

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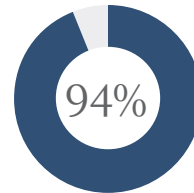
“INP asks you to consistently prioritize yourself and personal learning. Through the program, I have had the opportunity to interact and learn with my peers and experts in a variety of fields and disciplines within the sector. Each week with my Practice Seminar, I get to work through challenges faced by my organization and think through others’ issues as well. In doing so, I am continuing to build my ability to critically think about a variety of challenges at various levels and a host of potential solutions. I leave INP a better employee and growing organizational leader.”

— KEVIN TUCKER
Impact Director
City Year Boston

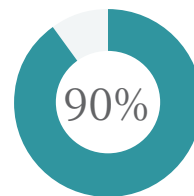
We are increasingly learning about and witnessing the very real impact of toxic stress and trauma on nonprofit leaders, who are vulnerable to work overload. Structural inequity and implicit bias entrenched in the sector further amplifies the pressures of leadership for people of color and women.

With support from the Los Angeles-based Angell Foundation, this year we further explored the intersection of mindfulness, leadership, and wellbeing, and integrated practices in the classroom that support leaders’ resilience and help them achieve clarity of purpose — transforming the way they approach their work.

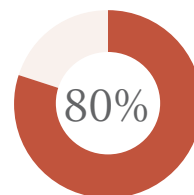
The class of 2019 reported the following benefits of this integrated approach:



Reported a deeper understanding of their strengths and limitations



Reported an improved ability to build a healthy, high performing team culture



Can now identify at least two self-care practices that help them feel most effective in their work

looking ahead

Over the past decade, the nonprofit sector has made tremendous progress and major cultural shifts towards equity and inclusion. And while there is much work to be done, if the past decade is any indication of what is possible, we are optimistic about the future.

As we mark a new decade, the Institute for Nonprofit Practice is as committed as ever to our mission and core values.

We will continue to uplift social sector leaders with the skills, networks, confidence, and credibility to boldly advance their careers and be a force for change in their organizations and communities. As we have done for over a decade, we will advocate for justice and ensure that leaders are committed to upholding the values of diversity, equity, and inclusion in all aspects of their work.

With a proven model and ability to scale, and a well-documented need for our programs across the country, the potential for the Institute's growth and impact over the next decade is immense.

As we grow this vibrant, diverse, and inclusive learning community, we look forward to working alongside current and new partners. With your support, we can strengthen this movement and speed up the pace of progress.

To learn more about the Institute and our plans for national expansion, contact Audrey Gillis at agillis@nonprofitpractice.org.

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