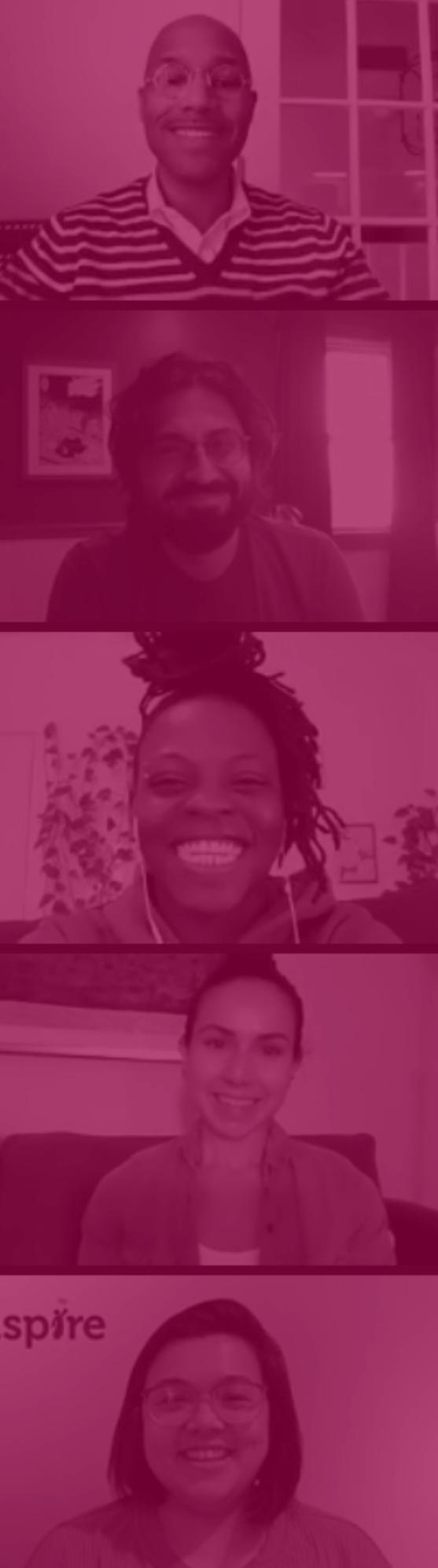




*Progress
Powered by
People*TM

2021 - 2022 Annual Report

INSTITUTE FOR
nonprofit
practice



Dear Friends,

At the Institute for Nonprofit Practice (INP), it has always been our belief that a network of skilled, prepared, and connected social impact leaders who reflect our society's diversity can transform organizations and communities, moving us toward a more equitable future. But the issues the social sector must now address have never been more urgent, and effective, representative leadership has never been more important.

COVID-19 did not create a fraying social safety net, racial injustice, climate change, or a divisive political climate, but it laid bare structural inequities in our society that have required us all to rethink and reimagine the way the sector works to advance progress.

At INP, we've done everything we can to ensure leaders have the tools, information, and supportive community they need to navigate uncertainty and emerge stronger. At every step along the way, when we asked for help, you responded.

Thanks to you, our partners, donors, and friends, we have many achievements to celebrate.

Responding to local demand, we brought our programming to new cities. Our launch in San Francisco, CA was made possible by the generosity of longtime partners at the Wellington Management Foundation and Angell Foundation, and new partners at Tipping Point Community.

We expanded to Buffalo, NY with a catalytic gift from our longstanding partners at the Peter and Elizabeth C. Tower Foundation. Our new partners The John R. Oishei Foundation, Key Bank, The First Niagara Foundation, and the Health Foundation joined in support, demonstrating their shared commitment to investing in Western New York's vibrant social sector.

We acquired the RISE and Summer Fellowship Programs to serve up-and-coming leaders who are new to the workforce, adding Chicago and Minneapolis to INP's growing reach. And, we invested in our existing programs, like the Leadership Learning Series, reaching thousands of people across the country with timely information and inspiration through virtual workshops and webinars.

As always, our commitment to advancing equity in the social impact sector was unwavering. We developed and piloted the Diversity, Equity, Inclusion,

and Belonging for Consultants Program with our partners at TSNE, with support from Barr Foundation, the Boston Foundation, and The TJX Companies, Inc.

Over 300 students, alumni, and faculty attended our first Racial Equity Leadership Summit, hosted at Gillette Stadium, and had the chance to learn from Dr. Ibram X. Kendi and attend sessions on race, leadership, and social impact.

At the end of the summit, we proudly announced our newest program, the Black Leadership Institute, which will address the profound leadership gap for Black leaders across sectors, and actively contribute to the building of Black power, influence, and wealth. The Barr Foundation, New England Patriots and Kraft Family Philanthropies, The TJX Companies, Inc., and Papitto Opportunity Connection are just a few of the Founding Sponsors who invested early to help us launch this national program.

With sites in California, Illinois, Massachusetts, Minnesota, New York, Rhode Island, and Texas, we finished fiscal year 2022 in a position of strength, poised to reach more leaders, more organizations, and more communities.

Backed by multi-year capacity investments from Fidelity Charitable Trustees' Initiative, Barr Foundation, The Devonshire Foundation, and others, we have moved through this growth with confidence, hiring talented new team members and investing in infrastructure to sustain our scaled impact.

We couldn't have done this without you.

In this two-year retrospective, we reflect on our growth and how we've responded to meet the moment and show up for social impact leaders, with equity and justice as our guideposts, and a vision of a more effective, connected, equitable, and diverse sector.

Thank you for bringing us closer, day by day, to that vision.

In partnership,



YOLANDA COENTRO
*President and CEO
Institute for Nonprofit Practice*



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

“My experience at INP was such a monumental point on my leadership journey. I was able to address my struggles as a woman of color in leadership and explore how growing up low-income and first-generation has affected me. Opportunities to apply what I learned at INP to my job appeared on a weekly basis. My Practice Seminar group provided the most support that I’ve ever experienced in my professional life. Through their feedback, I became more confident in myself. **Since beginning INP, I have been promoted from a Manager to a Director** which is something I had chased and given up on after several years. I have an endless amount of gratitude for my time at INP. Thank you for changing the trajectory of my leadership journey.”

— MARY NGUYEN
*Artists for Humanity,
Core Certificate Program*

CLASS OF 2021 & 2022 • STRONGER TOGETHER

INP students drive solutions to some of the most pressing issues of our time: advocating for human rights, advancing racial and gender justice, making the arts more accessible, reversing climate change, eliminating food insecurity, uniting communities across differences, and more.

We believe that leadership of this magnitude shouldn't be a solitary endeavor, but rather an opportunity to collaborate, support one another, and become stronger together. In 2021 and 2022, 520 remarkable leaders representing 388 unique organizations graduated from INP. The infinite potential of this community will be unleashed for years to come as these changemakers continue to power and transform our nation's social impact sector.

826 Boston	Boys & Girls Club of Greater Lowell	Community Health Center of Richmond, Inc.	Generation Citizen
Abdul Latif Jameel Poverty Action Lab - MIT	Boys & Girls Club of Boston	Community Science	Genesys Works - Twin Cities
Action, Inc.	Breakthrough Greater Boston	Community Servings	Girls Educational & Mentoring Services
Adoption Rhode Island	Breaktime United, Inc.	Community Teamwork, Inc.	Girls, Inc. of Lynn and Boston
Adult and Community Education of Martha's Vineyard	Bridge Boston Charter School	Company One Theatre	Gloucester Biotechnology Academy
Advocacy Institute	Bronx Cooperative Development Initiative	Compass Working Capital	Grantmakers for Girls of Color
Advocates	Brooke Charter Schools	Cotuit Center for the Arts	Great Minnesota Schools
AIDS Support Group of Cape Cod	Brookline Community Foundation	Counseling In Schools	Greater Jamaica Development Corporation
Alliance for Young Artists & Writers	Brooklyn Children's Museum	Crossroads for Kids	Greater Newark LISC
America Needs You	Building Futures	Cultural Survival	Green City Force
American Civil Liberties Union	Calmer Choice	Depression and Bipolar Support Alliance	GreenLight Fund, Inc.
American Museum of Natural History	Cambodian Mutual Assistance Association	Discover Your Pace, Inc.	GrubStreet
Amplify Latinx	Cape Cod Theatre Company / Harwich Junior Theatre	Doc Wayne Youth Services	Hack.Diversity
Appetite for Change	CareerWise New York	DonorsChoose	Haitian American Medical Association
Apprentice Learning	Cause Effective	Dress for Success Worldwide	Hands in Harmony
Arabella Advisors	Cause Strategy Partners	Duet, Inc.	Harlem Stage, Inc.
Artistic Freedom Initiative, Inc.	Cave Canem	Duffy Health Center	Harvard Humanitarian Initiative
Artists for Humanity	Center for Court Innovation	East Boston Neighborhood Health Center	Hawthorne Youth and Community Center
Asian Americans for Equality, Inc.	Center for New York City Neighborhoods	East Harlem Tutorial Program	He Is Me Institute
Asian Community Development Corporation	Center for Urban Pedagogy	Edgartown Board of Trade	Health & Human Services - Town of Arlington
BBVI	Central Brooklyn Economic Development Corporation	Education Pioneers	Health Equity Zone - West Warwick
Bedford Stuyvesant Restoration Corporation	Chica Project	Education Resource Strategies	Health Leads
BEST Corporation	Citizen Schools	Education Through Music, Inc.	Health Resources in Action
Better Future Project	City of Saint Paul	EdVestors, Inc.	Henry Street Settlement
Big Brothers Big Sisters of Eastern Massachusetts	City on a Hill Charter Public Schools	EforAll / EparaTodos	High Rock School - Needham Public Schools
Big Sister Association of Greater Boston	City Strings, Inc.	Empower Success Corps	Hispanic Federation
Black Veterans for Social Justice, Inc.	Clark University	Enroot, Inc.	Hit the Books - Teachable NYC
Boston Alliance of GLBTQ+ Youth	Clinton Foundation	Enterprise Community Partners	Hope Community, Inc.
Boston Area Rape Crisis Center	Co-City Baton Rouge	Equity Institute	Hope Gardens Community Center - Coalition for Hispanic Family Services
Boston Chinatown Neighborhood Center	Codman Square NDC	Esperanza Academy	HopeWell, Inc.
Boston City Hall	College Advising Corps - Boston University	Essex Heritage	Housing Navigator Massachusetts
Boston Collegiate Charter School	College for Social Innovation	Fairwinds - Nantucket Counseling Service	Howard Benevolent Society
Boston Debate League	Combined Jewish Philanthropies of Greater Boston	Falmouth Community TV	HRA
Boston Higher Education Resource Center	Commonwealth Corporation	Falmouth Service Center, Inc.	Humanities Action Lab
Boston Latin Academy	Commonwealth Land Trust	Family Nurture Center	Huntington Theatre Company
Boston Post Adoption Resources	Commonwealth Shakespeare Company	Family Services of the Merrimack Valley	Hyde Square Task Force
Boston Public Health Commission	Community Art Center	Featherstone Center for the Arts	Inquilinos Boricuas en Acción
Boston Scores	Community College of Rhode Island	Fiver Children's Foundation	Institute for Nonprofit Practice
Boston Trinity Academy	Community Development Partnership	FoodCorps, Inc.	IMPACCT Brooklyn
Bottom Line, Inc.	Community Enrichment Scholars Foundation	Found in Translation	Imperfect Foods
		Friends of MVRADIO	IntegrateNYC
		Friends of the Children - Boston	Island Grown Initiative
		From the Top	

Jewish Vocational Service	Supplier Development Council, Inc.	SouthCoast Community Foundation	Transforming Education
Jobs for the Future	NFI Massachusetts, Inc.	Southeast Asian Coalition of Central Massachusetts	Trinity Boston Connects
John A. Reisenbach Foundation	NILP	SquashBusters, Inc.	Trinity Boston Counseling Center - Trinity Boston Connects
Joslin Diabetes Center	Nonprofit New York	St. Francis House	TruFund Financial Services, Inc.
Junior Achievement of Greater Boston	Nontraditional Employment for Women	STEAM Box	TSNE
Junior Achievement of Northern New England	North Shore Community Development Coalition	Suffolk County District Attorney's Office	Tufts University
Just-A-Start	North Star Fund	Tech Goes Home	Twilight Wish Foundation
Juvenile Law Center	North Suffolk Mental Health Association	Tel-Aviv Jaffa Municipality	uAspire
Keep America Beautiful	Northeast Independent Living Program	The BASE	Understanding Our Differences
Kings County Climbing Program	Northern Manhattan Improvement Corporation	The Boston Foundation	Unified Vailsburg
KIPP MA Public Charter Schools	NYC Department of Education	The Boston Tax Help Coalition	Unitarian Universalist Association
KIPP NYC Public Charter Schools	NYC Department of Small Business Services	The Bridgespan Group	United South End Settlements
La Casa de Don Pedro	NYC Employment and Training Coalition	The Center for Hope and Healing, Inc.	United Way of Rhode Island
LEAP for Education, Inc.	NYC Pride	The City of Poughkeepsie Children's Cabinet	University Neighborhood Housing Program
Lesley University	New York Civil Liberties Union	The Clubhouse Network	University Settlement Society of New York
Let's Get Ready	Ocean State Community Wellness	The College Crusade of Rhode Island	Urban Teachers
Letters Foundation	Office of the Public Advocate	The Dream Unfinished	UTEC
LIFT - Chicago	Oliver Scholars	The Flavor Continues	Vanguard Insurance Agency - Philanthropy in Phocus
Lincoln Park Coast Cultural District	On the Rise, Inc.	The Fortune Society	Veronica Robles Cultural Center
Linda Loring Nature Foundation	OneGoal	The Front Porch Arts Collective	Vibrant
Little Flower Children and Family Services of NY	Open Avenues Foundation	The Gem Project, Inc.	Vineyard Conservation Society
Local Initiatives Support Corporation	Opening Act	The Greater Boston Food Bank	Vineyard Montessori School
Lowell Community Health Center	Opportunities for a Better Tomorrow	The Jed Foundation	Vital Village Network
Lutheran Social Services of NY	Our Saviour's Community Services	The Legal Aid Society	WE CAN
Madison Park Development Corporation	Partakers, Inc.	The Lenny Zakim Fund	Wellstrong
Marin County Department of Health and Human Services	Partners in Community Supports	The Max Warburg Courage Curriculum	Wentworth Institute of Technology
Martha's Vineyard Museum	Partners in Health	The Metropolitan Opera	West Elmwood Housing Development Corporation
Mass Cultural Council	Partnership for Providence Parks	The Moth	Women Encouraging Empowerment
Mass Families Organizing for Change	Peabody TV	The Nur Collective	Woodlawn Federal Credit Union
Massachusetts Affordable Housing Alliance	Pratt Area Community Council, Inc.	The Opportunity Network	WorldBoston
Massachusetts Department of Children & Families	Precious Project	The Police Assisted Addiction and Recovery Initiative	WPS
Massachusetts Department of Housing & Community Development	Project Adventure	The Race Recovery Project	Y2Y Network
Massachusetts Department of Mental Health	Project Place	The Steppingstone Foundation	Year Up, Inc.
Massachusetts Promise Fellowship at Northeastern University	Project RIGHT, Inc.	The Trustees	Yemeni American Merchants Association
Massachusetts Service Alliance	Queens Museum	The Yard	YMCA of Greater Providence
Massachusetts Transgender Political Coalition	Raw Art Works	ThinkGive	Young Voices
MassHire Metro North Workforce Board	Renaissance Economic Development Corp.	Thom Child and Family Services	Youth Guidance - Becoming A Man
MENTOR	Results for America	Thompson Island Outward Bound Education Center	Youth In Action
Merrimack Valley Housing Partnership	Revere Youth In Action	Thrive Scholars	
METCO, Inc.	Rhode Island Council for the Humanities		
Mill Cities Community Investments	Rhode Island for Community and Justice		
Minds Matter NYC	Rian Immigrant Center		
More Than Words, Inc.	RiseBoro Community Partnership		
My Brother's Keeper Cambridge	Rodman for Kids		
Mystic River Watershed Association	Room to Grow		
Nantucket Land Council	Rosie's Place		
National Center for Montessori in the Public Sector	Rural Recovery Resources		
National Psoriasis Foundation	Saheli, Inc.		
National Urban League	Saint John Paul II Catholic Academy		
New Bedford Whaling Museum	Shelter Music Boston		
New Repertory Theatre	Silver Lining Institute - Silver Lining Mentoring		
New Visions for Public Schools	Skadden Foundation		
New York Irish Center	Slough Farm		
New York & New Jersey Minority	Sober St. Patrick's Day® Foundation, Inc.		
	Social Enterprise Greenhouse		
	Somerville Council on Aging		
	South Ward Promise Neighborhood / BRICK Education Network		

“Having only worked at my organization, I have been in a bubble. Through INP I was able to burst out of that bubble. The most valuable part of this experience is being in a space with other nonprofit leaders and being exposed to diverse perspectives. **Every class and case study we’ve covered, I am inspired, and it fueled my hunger to learn and search for more.** I am grateful and humbled by this experience.”

— YUE CHEN
uAspire, Community Fellows Program



520 leaders
from
388 organizations
graduated



70% of students
are Black, Indigenous,
and people of color



78% of students
are women, non-binary,
or third gender



21 Leadership
Learning Series
sessions attended by
3,000 leaders
across the world



More than
6,500 leaders
trained by
INP programs and
offerings to date



INP
programming in
11 cities
across the country



Students, alumni, and faculty gathered at our first ever Racial Equity Leadership Summit

“My experience with INP’s Core Certificate Program continued my professional growth and development through innovation, networking, and pragmatism. I was promoted twice while in the Core Program and brought innovative approaches to my organization’s problems. I expanded my professional network and deepened my network of personal relationships and collaborative partnerships. **INP’s Core Program directly impacted my ability to contribute to the advancement of my organization’s mission.**”

— JAMISON COLLIER
Youth Guidance — Becoming A Man, Core Certificate Program

“**Learning from INP’s excellent training, guest instructors, teachers, and fellow classmates provided invaluable information that I immediately applied to my work.** INP is a safe and supportive environment where I feel seen and heard, where I can ask questions, test out my ideas, and receive feedback. I am very grateful to be part of the INP community. My leadership journey is forever changed!”

— VIVIANA WEI CHAN
Center for New York City Neighborhoods, Core Certificate Program

“INP offered me and my classmates the opportunity to identify and hone our leadership styles, while learning strategies we could put into practice to advance our own organizations. The most significant benefit, though, was the camaraderie built with our peers through our shared INP experience. **I am grateful to have that network to call upon as I navigate my role as Executive Director in a growing social service organization.**”

— AMY ROSSMAN
Rodman for Kids, Core Certificate Program

“The most valuable part of my Fellowship experience was the network of people. It provided an excellent network of resources and empowered me to take direction and control of my career. **Thanks to the support in the Fellowship, I committed to the social sector and feel prepared to take on leadership roles.**”

— JONATHAN MEAGHER-ZAYAS
Villa of Hope, Summer Fellowship Program

FACTS AND *figures*

INP's programs build upon the knowledge, financial, and social capital of rising and current leaders in the social impact sector. We measurably strengthen our students' management and leadership skills, networks, and confidence while helping them advance their careers and serve their communities.

In 2021 and 2022, we made deep investments in evaluation and learning. One tool we use to assess program quality and student satisfaction is the Net Promoter Score (NPS) which measures the willingness of students to recommend INP to others. NPS ranges from the low end of -100 to the highest score of 100, with anything over a 70 considered "world class." We are proud to report that our overall student NPS in 2021 and 2022 was 70 and many of our classes were above the "world class" threshold; this means that graduates are highly likely to recommend the program to other social sector leaders and maintain a strong attachment to the INP community as alumni.

The numbers speak for themselves! Through pre-, mid-, and end-of-year surveys, our 2021 and 2022 students report that, as a result of attending INP:

93%

are better equipped to develop and lead strategy for their organization

96%

can more effectively address issues of diversity, equity, inclusion, and belonging within the social sector

97%

have access to a network of leaders who can help increase their influence and/or effectiveness

77%

improved their ability to effectively steward donors, bringing new supporters and resources to their organization

96%

strengthened their ability to build a healthy, high performing team culture

82%

improved their financial management skills

“INP has had a great impact on my career. It has been amazing feeling the camaraderie and support of fellow practitioners. I learned a lot about my management style and the type of leader I want to emulate. Most importantly, I reconnected with my personal mission to serve Black and Brown women to achieve financial stability and independence. This awakening rekindled my interest in reintroducing impactful programs that we may not have pursued. **During the program, I transitioned into a leadership role...because I was able to recognize myself as a leader, someone capable of leading others, of leading change.**”

— SENIA CUEVAS
Greater Newark LISC, Community Fellows Program

“This leadership program has been an invaluable learning experience in my work leading Renaissance Economic Development Corporation, providing perspectives on advancing racial equity, adaptive leadership, management style, fundraising, financial management, and much more. **I was able to apply what I learned directly in my work, including learning to communicate better and think strategically with my board** so that I had more buy-in to my vision for the organization. I also learned how to improve my fundraising pitch, which I am applying when meeting with new potential funders.”

— JESSIE LEE
Renaissance Economic Development Corporation, Core Certificate Program

“The DEIB for Consultants Program strengthened my knowledge of bias, equity, belonging, intersectionality, white supremacy culture, coalition politics, listening and interpretation, storytelling, adaptive leadership, and theories of change, as well as my confidence and ability to apply this knowledge. **Ultimately, the program helped me significantly expand my depth of knowledge, skill, comfort, and self-awareness related to antiracist consulting,** as well as trust that when I take risks or try to make ‘good trouble,’ it will be from a foundation that has been developed and tested within a group of experts and peers — a vibrant community that continues to support one another’s growth.”

— KELLY SHERMAN
Kelly Sherman Consulting, DEIB for Consultants Program

“The Institute for Nonprofit Practice was the program that I didn’t think existed but **proved to be one of the most influential leadership development programs I have ever taken.** I highly recommend this program for any social impact leader looking to be compassionately challenged and intellectually invigorated.”

— MICHAEL PARTIS
Bronx Cooperative Development Initiative, Core Certificate Program

“**The most valuable part of my Fellowship experience was the holistic set of skills and knowledge for success I gained, both in life and professionally.** RISE gave me a compass to guide me in thinking about how I can make the work that I do more impactful.”

— SITHARA KODALI
Bright Health, RISE Fellowship Program



The demand for INP’s offerings grows every day. The nation relies more than ever on the services the social impact sector provides, and at INP, we’re scaling up strategically to move ever closer to our vision of a national movement of diverse leaders equipped with the skills, networks, and confidence to effectively, and equitably, serve their communities.

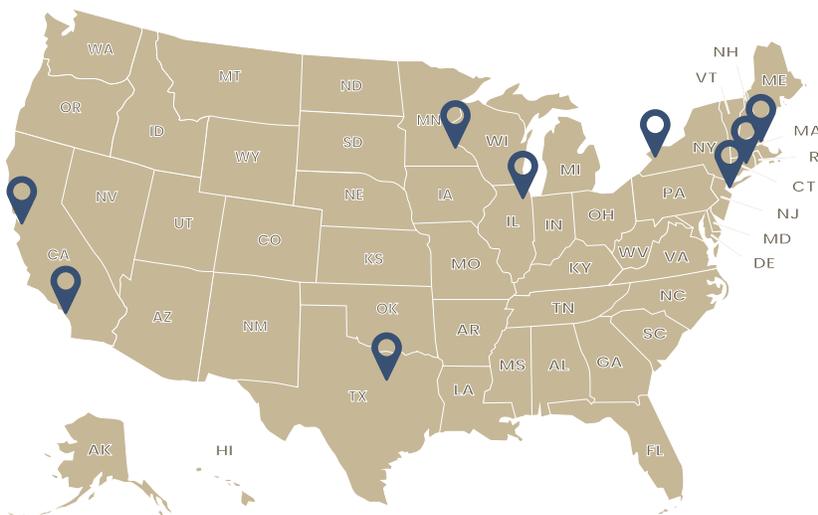
In 2021 and 2022, we increased our impact by investing in people, places, and programs. Our expansion to new regions is always driven by demonstrated need for our capacity building and professional development resources, informed by relationships we cultivate with local leaders, and backed by regional philanthropic support.

In the past two years, INP has added program sites in Buffalo and the Bay Area, acquired two new fellowship programs for early career leaders bringing us to Chicago and Minneapolis, and is set to launch the Black Leadership Institute in new regions including Dallas and Los Angeles, in addition to sites in Boston and Providence.

In October 2021, we announced the transfer of two New Sector Alliance programs — the RISE and Summer Fellowships — to INP, welcoming 1,400 leaders to our community of students and alumni. These programs serve leaders across the country who are new to the workforce and exploring careers in the social impact sector.

Recognizing the sector-wide need for nonprofit consultants with diversity, equity, inclusion, and belonging (DEIB) expertise, we partnered with TSNE, with support from Barr Foundation and the Boston Foundation, and later from The TJX Companies, Inc., to launch the DEIB for Consultants Program in 2021. To date, this certificate program has trained three cohorts of consultants in the art of weaving DEIB practices into their work with client organizations across a wide range of dimensions, including strategic planning, human resources policies, marketing and communications, change management, and more.

There is power in a network of mission-driven leaders connected across cities and coasts. Over the next five years, INP will keep fueling this movement of changemakers and leverage our expanding platform to serve more individuals, more organizations, and more communities. This is a transformational inflection point in INP’s history. **We hope you’ll join us.**



CURRENT FOOTPRINT

- Boston, MA
- Buffalo, NY
- Cape Cod & the Islands, MA
- Chicago, IL
- Dallas, TX
- Los Angeles, CA
- Merrimack Valley/Essex County, MA
- Minneapolis, MN
- New York, NY
- Providence, RI
- San Francisco, CA

“Beyond the best learning and heart-led space I’ve ever been in.”

- LEADERSHIP LEARNING SERIES ATTENDEE

In 2020, INP launched the Leadership Learning Series — virtual, open-to-the-public workshops featuring timely presentations and engaging conversations with local and national experts and thought leaders, designed to help leaders navigate the new realities of the global pandemic.

The Leadership Learning Series has become a staple of INP’s offerings to the broader nonprofit sector. Supported by Liberty Mutual Foundation, sessions in 2021 and 2022 provided practical guidance and resources on everything from accessing Paycheck Protection Program loans to combating voter suppression through community engagement, from detailed scenario planning to mitigate financial risk to the power of cultivating “revolutionary love” to transform American culture, politics, and communities.

These incredible opportunities to learn and reflect wouldn’t be possible without the thought leaders who share their expertise with our community through engaging and accessible virtual sessions. Speakers have included Professor John A. Powell, internationally recognized expert in the areas of civil rights, civil liberties, structural racism, poverty, and democracy; Sharon Salzberg, leading expert in meditation and *New York Times* bestselling author; Adrienne Maree Brown, writer, facilitator, and activist; Anne Wallestad, President and CEO of BoardSource, and many more.

Sessions often feature members of the INP community as facilitators and panelists, opening up additional platforms and providing visibility for our students and alumni. More than 3,000 people around the world have tuned in to the Leadership Learning Series since our first offering in 2020. Recordings of past sessions and the schedule of upcoming sessions can be found at nonprofitpractice.org/leadership-learning-series.

Thank you to each of our Leadership Learning Series speakers!

Hauwa Abubakar	Samantha Kelty
Chitra Aiyar	Dr. Ibram X. Kendi
Brenda Andrade	Kapi’olani A. Laronal
Daniel Betancourt	Vu Le
Angela Blanchard	Jennifer McCrea
adrienne maree brown	Brian Miller
Jenifer Hartnett-Bullen	Shaheer Mustafa
Mohamad A. Chakaki	Yahaira Objio
Meghna Chakrabarti	Hilda Polanco
Ann Mei Chang	Sovanna Pouv
Scott Cotenoff	John A. Powell
Lisa Fortenberry	Tanya Ramos
Tory Gavito	Sharon Salzberg
Jesús Gerena	Michael Sandel
Allison Grayson	Basil Smikle
Bior Guigni	Adam Sutton
Heather Jenkins	Mya Varno
Dominique Jones	Anne Wallestad
Valarie Kaur	Morgan Wilson
Kei Kawashima-Ginsberg	



From left to right: Cedric Jones, Josh Kraft



From left to right: Yolanda Coentro, Dr. Ibram X. Kendi



Erica Hamilton, Founding Director, Black Leadership Institute



In December 2021, INP held our inaugural Racial Equity Leadership Summit. Hosted at Gillette Stadium and supported by our partners at the New England Patriots and Kraft Family Philanthropies, this event brought INP students, alumni, and faculty together in person for the first time since the pandemic emerged to learn, reflect, and be in community.

More than 300 guests attended the full-day summit which featured a fireside chat with Dr. Ibram X. Kendi, a performance by rapper and poet Oompa, and sessions on race, leadership, and social impact with Dr. Darnisa Amante-Jackson and Aviva Luz Argote.

We talked about leadership on and off the field with NFL Hall of Famer Andre Tippett, former New England Patriots player Cedric Jones, The BASE Founder Robert Lewis, Jr., and Kraft Family Philanthropies President Josh Kraft.

At the end of the summit we were joined by New England Patriots Owner Robert Kraft as we announced INP's newest initiative: the Black Leadership Institute.

“Investing in Black entrepreneurs, communities, and social impact leaders is of critical importance. Black leaders are often the most underinvested in, the least well-resourced, and the most isolated in their work to lift up their communities and advance the progress of Black and Brown communities. Through the Black Leadership Institute, we have the opportunity to center Black leaders in the design and implementation of a unique program that will give these leaders what they want and need to realize their goals for driving impact in their communities and the world at large.”

-ERICA HAMILTON
Founding Director, Black Leadership Institute

TO CONNECT, INSPIRE & UPLIFT BLACK LEADERS

Catalyzed by the ongoing systemic racism and oppression faced by the Black community, and the well-documented disparities Black leaders face across sectors, INP developed a new program with national reach – the Black Leadership Institute (BLI).

The BLI Fellowship will offer senior level Black leaders in the nonprofit, philanthropic, public, or private sectors — who are leading in fields or on issues with significant outcome disparities for Black people — 18 months of transformational programming to address the profound racial leadership gap for Black leaders across sectors, and to actively contribute to the building of Black power, influence, and wealth.

With the first cohort set to begin in January 2023, BLI will provide these Black leaders with the resources, network, content, and community to build upon their social, financial, knowledge, and cultural capital, fueling them with lasting inspiration, relationships, and platforms, and supporting them as they step into positions of greater power and influence.

We knew INP needed visionary partners to power this ambitious and critically important new program. Angell Foundation, New England Patriots Foundation, and Kraft Family Philanthropies were the first to invest as Founding Sponsors. Papitto Opportunity Connection, The TJX Companies, Inc., Kresge Foundation, Weingart Foundation, and Fish Family Foundation soon followed, with INP's longtime partners at the Barr Foundation making the lead gift of \$1,000,000.

BLI will launch in four cities – Boston, Dallas, Los Angeles, and Providence – with a goal of reaching ten cities within the first three years of programming. We continue to seek funding partners who are ready to make a deep investment in Black leadership and want to bring BLI programming to their community. For more information on becoming a Founding BLI Sponsor, contact BLI@nonprofitpractice.org.

“INP has proven its model for delivering the highest quality programming, rooted in social justice. Their programs equip racially diverse leaders with the knowledge and networks to have even greater impact in their organizations and communities. Barr is honored to provide significant support to this new initiative fostering Black-led social impact on a national scale. BLI promises to be a powerful program that merits the support of any of us who prioritize racial justice and effective, inclusive leadership.”

- JIM CANALES
President and Trustee, Barr Foundation

Black Leadership Institute Founding Sponsors

We are deeply grateful to all of the Founding Sponsors who have supported the Black Leadership Institute to date*, including:

Presenting National Sponsors

Anonymous
Barr Foundation
The TJX Companies, Inc.

Founding Community Sponsors

Kraft Family Philanthropies & New England Patriots
Papitto Opportunity Connection

Gold Sponsors

Angell Foundation
Kresge Foundation
Weingart Foundation

Silver Sponsors

Fish Family Foundation

*As of June 30, 2022

Thank you so much to our Meet the Funders and Philanthropy 360° partners in 2021 and 2022 for holding space with INP’s Core and Community Fellows Program students to demystify the fundraising process, strengthen practices and confidence with fundraising, and transcend power dynamics in philanthropy through community building!

“The ‘Meet the Funders’ activity was a great way to learn hands-on and experience what it is like to speak with funders, especially for the participants like me who don’t work within fundraising. I brought so much information and ideas about fundraising back to my organization that we are currently thinking about implementing. Growing in the fundraising area will directly impact the communities we serve.”

- DINA HERRERA
Commonwealth Land Trust, Core Certificate Program

Participating Funders

AC & JC Foundation, Inc.
Altman Foundation
Amelia Peabody Charitable Fund
Angell Foundation
Bank of America
Barr Foundation
Blue Cross Blue Shield of Massachusetts
Boston Women’s Fund
Cambridge Community Foundation
Cambridge Community Trust
Charles Hayden Foundation
Clayton, Dubilier & Rice Foundation
Combined Jewish Philanthropies
Cummings Foundation
CVS Health
Dell
Deloitte Consulting
DentaQuest
Draper Richards Kaplan Foundation
EforAll

EdVestors
Edwin Gould Foundation
Einhorn Collaborative
Essex County Community Foundation
Fidelity Charitable Trustees’ Initiative
First Republic Bank
Fish Family Foundation
FJC: A Foundation of Philanthropic Funds
Forest Foundation
Grantmakers Council of Rhode Island
Greater Lowell Community Foundation
GreenLight Fund
HarborOne Foundation
Harry’s, Inc.
Harvard Pilgrim Healthcare Foundation
Hemenway & Barnes LLP
Highland Street Foundation
Hyams Foundation
JPMorgan Chase & Co.
Klarman Family Foundation

Kraft Family Philanthropies
Laughing Gull
Liberty Mutual Foundation
Life Science Cares
Marguerite Casey Foundation
Mott Philanthropic
Nellie Mae Education Foundation
New Commonwealth Racial Equity and Social Justice Fund
New Profit
New York Foundation
New York Women’s Foundation
North Star Fund
Papitto Opportunity Connection
Prudential
Rhode Island Council for the Humanities
Rhode Island Foundation
Richard and Susan Smith Family Foundation
Robert Sterling Clark Foundation
Robin Hood Foundation
Rockefeller Philanthropy Advisors
Salera Consulting
Santander Bank

Siegel Family Endowment
Social Venture Partners Boston
State Street Corporation
Sterns & Russell Trusts
Summerfield Foundation
The Boston Foundation
The Champlin Foundation
The Devonshire Foundation
The Lenny Zakim Fund
The Leon Lowenstein Foundation
The Parker Foundation
The Peter and Elizabeth C. Tower Foundation
The Philanthropy Connection
The Pinkerton Foundation
The TJX Companies, Inc.
United Way of Rhode Island
van Beuren Charitable Foundation
Wellington Management Foundation
Wells Fargo
Wellspring Philanthropic Fund
Women’s Foundation of Boston
Women’s Fund of Rhode Island
Yawkey Foundation

Leaders in the social sector spend their lives and careers tackling some of the most complex issues of our time. The work of service is rewarding but demanding, and even the most dedicated changemaker can face burnout, screen and compassion fatigue, or hopelessness. In fact, leaders of color — particularly women of color — report that the burdens of their jobs in the nonprofit sector result in negative health outcomes, often requiring medical intervention.

At INP, we know that leaders need more than just access to information and new skills to thrive and sustain themselves in leadership. They also need a supportive community and the time and space to prioritize self-care. That's why we take an approach to leadership development that benefits the full self: mind, body, and spirit. All INP programs integrate mindfulness practices, inviting a rare opportunity for leaders to be fully present, clear their minds, care for their bodies, and ground in the moment.

These techniques have proven invaluable for our students during these hard times, underscoring the message that sustaining ourselves and ensuring we tend to our health and wellbeing is not an afterthought, but an integral part of the work. Thanks to our partners at the Angell Foundation, we've codified these practices across all of our programs — and it's working: 88% of students in our 2022 graduating class reported an increase in their leadership and mindfulness skills as a result of attending INP.

“My first breakthrough during INP’s Core Certificate Program was to understand that I cannot be a good leader without self-awareness. It was the beginning of my transformation as a leader: being aware of who I am, recognizing my true identity and my true self as a human being with flaws, but with opportunities to become better. How can I lead others if I don’t honor myself and my true potential? I’ve learned to be humble enough to listen to myself, be more compassionate, and stop punishing myself for my mistakes. I’m learning to listen with mindfulness, considering every moment.”

— ADRIANA ACOSTA
EforAll, Core Certificate Program

“INP’s Core Program shaped me to be a thoughtful and brave leader who approaches organizational changes and dilemmas with confidence, mindfulness, and humanity.”

— MAGGIE YUAN
Doc Wayne Youth Services, Core Certificate Program

“INP inspired me to take more risks and advocate for myself and my communities, both in my nonprofit work and also my artistic practice, helped me unlearn negative messages I had internalized about my own potential and self, and gave me a dedicated, carved-out space for reflection and self-growth.”

— NICO PANG
Planned Parenthood League of Massachusetts, Community Fellows Program

“The Community Fellows Program through the Institute for Nonprofit Practice changed my life. When I was accepted into the Fellowship, it came at a very pivotal moment in my life and career. I was a recently promoted Manager in my job and newly elected as the President of my volunteer organization, learning how to lead properly and show up as my full self daily. **The program helped me to deepen my understanding of myself, my leadership journey, and my place within the organizational systems I am a part of.** Each class expanded my mind, and helped me to learn not just from the instructors but from my fellow cohort. The individuals I met in INP were invaluable to my growth, and I am grateful to still be connected to them not only as friends, but as peers who are able to be sounding boards for one another as we continue to navigate work challenges. **Through the lessons I learned and the knowledge I gained in INP, I became a more effective, intentional, and impactful leader and brought that back to my organizations. I am forever grateful for my time in the Community Fellows Program and to the forever community I found within it.”**

— EU’NICE MCCOY
National Urban League, Community Fellows Program



“I started the RISE Fellowship three months into my transition from the private sector to the education space. Hired as the team’s Data Analyst, my goals going into the Fellowship were to gain a deeper understanding of the nonprofit sector, as well as to broaden my network to include more impact-driven young professionals. **What I was not expecting was to reorient my approach to my career entirely.** I no longer want to simply be ‘the numbers guy.’ I want to leverage data as one of the many tools in my belt as I become a leader in this field and build genuine relationships with people that share my goal: to give kids the tools and opportunities to live life on their own terms.”

— LA LEE LO
Great MN Schools, RISE Fellowship Program

“As a Latinx/Hispanic leader, I am excited to put into practice all the things I have learned from INP. My Practice Seminar has been life-changing, and my INP faculty and colleagues have been of great support and have empowered me. **I have gained so much more confidence in myself to the point that I was recently promoted to Chief Program Officer at my current job. I am the first Latina in the 168 year history of the organization to hold such a position.** I am very proud of my accomplishments during this program and would highly recommend it to other BIPOC leaders. Thank you for the opportunity to be a better and stronger leader.”

— AIDA CASTRO
Family Services of the Merrimack Valley, Core Certificate Program







“At the Robert Sterling Clark Foundation, we believe that strong leadership is necessary to create a more equitable and vibrant New York City. **INP is a natural partner, not only because of what they do, but how they do it — with our shared values of equity, humility, and authenticity at the center.** By investing in INP, we know that we are providing opportunities for NYC leaders, especially those of color, to deepen their leadership skills and networks in service to a stronger city.”

— PHILIP LI
President & CEO, Robert Sterling Clark Foundation

ROBERT STERLING CLARK FOUNDATION

Rarely have we had a partner whose mission is so closely aligned with our own as that of the New York City-based Robert Sterling Clark Foundation (RSCF). The foundation is committed to investing in the nonprofit leaders, particularly leaders of color, who work every day to build a more equitable and vibrant city. RSCF has been a cornerstone partner of INP, helping us launch our programming in New York City in January 2020 just weeks before the onset of COVID-19 — supporting us to not only sustain this new site, but also to expand and serve more leaders each year.

Like INP, RSCF believes that a strong and well-supported social sector with representative leadership is at the heart of a healthy society. They recognize that addressing systemic racism requires an explicit and continuous effort to push back against the status quo, and that one of the best ways to fight structural inequity is to cultivate a network of diverse, connected, and empowered individuals who will lead current and future generations toward positive change.

In a moment when much of the philanthropic community is pivoting to reassess and better understand how their funding practices uphold or reduce systemic racism, RSCF is staying the course, having pursued this work for years.

The foundation is a leading voice in the practice of trust-based philanthropy, an approach which cultivates trust, alleviates power imbalances, and builds mutually accountable partnerships between funders and grantees. Through open dialogue, authentic collaboration, and unrestricted funding, RSCF encourages its partners to be responsive to changing community needs, to test new techniques and recalibrate if unsuccessful, and to work in true partnership toward a shared goal.

RSCF leads by example: co-teaching classes with INP, running networking circles for New York City leaders, and providing substantial resources to their partners, above and beyond their unrestricted funding.

RSCF has continued to support INP with a three-year grant for our New York City operations, along with funds for professional development and wellness, essential to our ability to develop and support our staff.

As we look ahead to significantly increasing our reach and impact in New York City, RSCF’s generous support and authentic partnership will help us get there.

SANTANDER BANK

Santander Bank recognizes that when communities thrive, business thrives. Since 2017, this leader in financial services has focused its philanthropic efforts on financial inclusion and sustainable growth in low- and moderate-income communities, investing in regions where its employees live and work, and funding economic and community development corporations (CDCs) that support equitable community growth and engagement.

Research and the lived experiences of our alumni tell us that CDCs, in particular, face difficulty recruiting and retaining diverse talent at top levels of leadership — and as we collectively navigate what is being called “The Great Resignation,” investing in the diversity and sustainability of leadership across our community organizations is of critical importance.

Since 2018, Santander Bank has leveraged INP to support an effective, connected, and diverse CDC workforce by underwriting the full cost of CDC leaders, initially in New England and now across New York City as well, to participate in INP’s award-winning leadership development programs. Santander also supports special convenings for these leaders, known as Santander Fellows, to build community and foster additional learning on areas of interest.

Our partnership nurtures a virtuous cycle of growth: the more CDC leaders who graduate from INP, the more robust their networks, and the higher they can lift up each other and their communities. To date, 30 Santander Fellows have graduated from INP, with nine more currently enrolled. These leaders bring their bolstered networks, leadership expertise, and renewed confidence back to their organizations and communities, strengthening both their own leadership and the community as a whole.

“The Core Program broadened my understanding and definitions of leadership. From a high level, bird’s-eye perspective on community issues, organizational vision, and theory of change to adaptable fundraising and financial management best practices, I look forward to applying these learnings to my work at the Asian Community Development Corporation. The INP faculty and staff cultivated a unique space for nonprofit professionals to be vulnerable and speak freely in a nonjudgmental and supportive environment. I’m excited to experience the long-lasting impact of this program on my career.”

- CHRISTINE NGUYEN

Asian Community Development Corporation, 2021 Santander Fellow



“At Santander Bank, we believe that we can and should have a positive impact on the communities where we live and work, so we strive to support the community development corporations that provide vital services to our clients. **By investing in INP, we connect these community organizations with the latest research, guidance, and techniques to lead effectively and foster sustainable change.** Through INP, we are proud to support this generation of diverse leaders as they build upon their skills and serve their communities.”

- SETH GOODALL

Executive Director, Corporate Social Responsibility, Santander Bank, N.A.



“When needed most, these Changemakers have taken service to a new level, fueling their communities through a multitude of pressing social issues in the midst of a global pandemic and the nation’s racial reckoning. **As we collectively begin to define the path forward, may we look to their models of leadership for inspiration.**”

— MEGHNA CHAKRABARTI
Host of On Point at Boston-based NPR affiliate WBUR, 2021 Changemaker Awards Moderator

50 INDIVIDUALS FROM ACROSS THE COUNTRY HONORED FOR SERVICE IN THEIR COMMUNITY AMIDST GLOBAL PANDEMIC

Our 2021 Changemaker Awards shined a light on individuals who may not have made headlines, but served as lifelines to their neighbors and communities — demonstrating remarkable courage and generosity while confronting unprecedented adversity over the past two years. With stories of resilient leadership, innovation in the face of challenges, and humanity, we looked to these changemakers to collectively define the path forward. Recipients of the 2021 Changemaker Awards were honored at INP’s Leadership Learning Series session *The Art of Leading for Good: Shining a Light on Changemakers*, where Meghna Chakrabarti — host of *On Point* at Boston-based NPR affiliate WBUR — led a rich conversation with select recipients, unpacking actionable lessons on how to sustain ourselves and others in the pursuit of justice.

We are deeply grateful to our generous sponsors, Sue and Bernie Pucker of the Pucker Gallery in Boston, MA, for making this event possible.

“We are humbled to announce INP’s 2021 Changemaker Award recipients. Last year, the Institute for Nonprofit Practice put out a call for nominations and our community members went above and beyond to answer it. After thoughtful consideration of each submission, INP is honored to show its deep appreciation for these Changemakers by centering and amplifying their voices, insight, and social impact. **These leaders have shown up for our communities in profound ways, sustaining others despite unrelenting circumstances. Now, it’s time that we show up to celebrate, uplift, and inspire them along their journeys of service.**”

— YOLANDA COENTRO
President and CEO, Institute for Nonprofit Practice

Congratulations to each of our 2021 Changemaker Award recipients!

Chitra Aiyar,
Founder, nonprofitcovidrelief.net
— New York, NY

Galina Angarova,
Executive Director, Cultural
Survival — Alameda, CA

Laura Assade, Family
Engagement Manager, Salem
Public Schools — Salem, MA

Ibn-Hashim Bakari,
Founder, Lights & Sirens
International — Providence, RI

Guy Ben-Aharon, Founder and
Director, The Jar — Boston, MA

Dolores (Dolly) Boogdanian,
President, Audubon Circle
Neighborhood Association —
Boston, MA

Michele Butler, Director
of Nursing, Charles River
Community Health Center —
Hampstead, NH

Leslie Clapp, Executive Director,
Martha's Vineyard Center for
Living — Vineyard Haven, MA

Cyndy Cotton, Executive
Director, Osterville Village
Library — Osterville, MA

Avarisse (Avi) Crawford, Chief
of Staff, East Harlem Tutorial
Program — New York, NY

Dr. Anna Carollo Cross,
Executive Director, MetroWest
Nonprofit Network —
Framingham, MA

Sean K. Ellis, Criminal Justice
Advocate, Public Speaker & Co-
Founder and Project Manager of
Exoneree Network — Boston, MA

Gianina (Gia) Enriquez,
Community Organizer, Queen's
Museum and Founder of Familias
Unidas — Queens, NY

Luisa Fernandez, Parent,
Community Engagement
Coordinator and President of
Inform Fitchburg, Fitchburg
Public Schools — Fitchburg, MA

Bior Guigni, CEO, Beat the
Streets New England —
Boston, MA

Yari Helfeld, Executive Director,
Y no había luz — San Juan,
Puerto Rico

Chris Hunt, Executive Director,
Professional Center for Child
Development — Amesbury, MA

Allie Hunter, Co-Founder and
President, Addiction Response
Resources — Boston, MA

Omar Jackson, Director,
Stand Against Violence —
East Harlem, NY

Yolanda F. Johnson, Founder,
Women of Color in Fundraising &
Philanthropy and Allies in Action
Membership Network — New
York, NY

Marcia Kimm-Jackson, Founder
and Co-Director, West Fairmount
Hill Community Group — Hyde
Park, MA

Rita Lara, Executive Director,
Maverick Landing Community
Services — East Boston, MA

Andy Marra, Executive Director,
Transgender Legal Defense and
Education Fund — New York, NY

Pilar McCloud, CEO and
Founder, A Sweet Creation Youth
Organization — Providence, RI

Caroline McKinnon, Founder,
Felt NYC — New York, NY

Kavita Mehra, Executive
Director, Sakhi for South Asian
Women — New York, NY

Ronnie Millar, Executive
Director, Rian Immigrant Center
— Boston, MA

Darien Morisset, Student, Alice
M. Barrows Elementary School
— Reading, MA

Yahaira Objio, Resident Service
Director, Inquilinos Boricuas en
Acción (IBA) — Boston, MA

Jenny Oliver, Artistic
Director and Creator, Modern
Connections & Connections
Dance Theater — East Boston, MA

Matthew Parker, Executive
Director, Union of Minority
Neighborhoods — Boston, MA

Philmore Phillip II, Founding
Director, The Coalition of Us —
Boston, MA

Samilla de Faria Quiroa,
Independent Consultant,
Formerly of the Family Nurturing
Center — Watertown, MA

Maritza Raimundi-Petroski,
Vice President of Strategic
Initiatives, Prevention and
Community Engagement,
Children's Home Society of
New Jersey — Trenton, NJ

Danna Remen, Director of
Development, Ellie Fund —
Brookline, MA

Elsabel Rincon, Founder and
Executive Director, The Welcome
Immigrant Network — Salem &
Peabody, MA

Salmah Rizvi, Co-Founder
and Board Director, American
Muslim Bar Association —
Washington D.C.

Veronica Robles, Founding
Director, Veronica Robles Cultural
Center — East Boston, MA

Reginah Sanyu, Founder,
EarlyBird256 — New York, NY

Nalini Saxena, Founder and
Executive Director, Connecting
the Dots to Justice & Founder and
CEO, Elicit Consulting —
New York, NY

David Delmar Senties,
Founder and Executive Director,
Resilient Coders —
Cambridge, MA

Dr. Jaykyri Simpson,
Executive Director, Young Man
with a Plan — Boston, MA

Desmond (Des) Kennard,
Assistant Director, Young Man
with a Plan — Boston, MA

Leon Smith, Esq.,
Executive Director, Citizens for
Juvenile Justice — Boston, MA

Cara Solomon, Founder and
Executive Director, Everyday
Boston — Boston, MA

Olga Tacure, Executive
Director, Women Encouraging
Empowerment — Revere, MA

Stacey L. Thompson,
Communications Co-Chair
and Member, Diversity, Equity,
and Inclusion Consortium —
Lowell, MA

Morgan Wilson, Director of
the Legal Assistance to Victims
Program and Legal Fellow,
Northeastern Domestic Violence
Institute — Boston, MA

Chanda Womack,
Executive Director, ARISE —
Providence, RI

Maggie Yuan, Ed.D., LMHC,
Program Director, Doc Wayne
Youth Services — Boston, MA

THE LEADERS BEHIND INP

Our team of staff, faculty, and board members, mentors, guest instructors, and volunteers made the impossible possible by taking INP to new heights over the past two years. Thanks to their innovation, skill, and people-centered approach, our award-winning programming is serving more leaders and driving progress across the nation. We offer our heartfelt appreciation for the leaders who power INP.

Board of Directors

Monique Aiken

Managing Director, The Investment Integration Project & Contributing Editor, Impact Alpha

Tom Bendheim

Founder & Chief Executive Officer, b7 Properties, LLC

Josh Chalmers

Chief Executive Officer, Earth2, LLC

Yolanda Coentro

President & Chief Executive Officer, Institute for Nonprofit Practice

Susan Cohen**Barry Dym**

Founder, Institute for Nonprofit Practice

Olivia Engel

Chief Investment Officer, Active Quantitative Equity, State Street Global Advisors

Matt Epstein

Director & Co-Chair, Goulston & Storrs

Gregory Janey

Founder & Chief Executive Officer, Janey Construction Management

Justin Kang

Co-Founder, Visible Hands

Mark Rosen

Board Chair
Co-Founder & Advisory Director, Charlesbank Capital Partners

David Shapiro

President and CEO, YMCA of Greater Boston

National Advisory Board

Charmaine Higgins

Executive Director, Trinity Boston Connects

Ira Jackson

Co-Founder, Civic Action Project

Carlin (Carly) Janson

Founder & Executive Chair,
New Sector Alliance

Christine Letts

Nonprofit & Philanthropic Advisor

Robert Lewis, Jr.

Nicholas President and CEO, Boys & Girls Clubs of Boston

Carol Lobron

Independent Consultant

john a. powell

Director, Othering & Belonging Institute at the University of California, Berkeley

Geeta Pradhan

President & CEO, Cambridge Community Foundation

Sue Pucker

Owner, Pucker Gallery

Leonard Schlesinger

Baker Foundation Professor,
Harvard Business School

John Simon

Managing Director, Sigma Prime Ventures

Alan Solomont

Dean Emeritus, Jonathan M. Tisch College at Tufts University

Senior Leadership

Megan Bird

Senior Vice President,
National Program Operations

Yolanda Coentro

President & Chief Executive Officer

Brian Garshelis

Vice President of Early Career Programs

Audrey Gillis

Senior Vice President of Advancement

Erica Hamilton

Founding Director, Black Leadership Institute

Stacey Harris

Vice President of National Expansion

Patrick Kirby

Chief Strategy Officer, Executive Vice President

Talya Oberfield

Vice President, Strategic Initiatives

Hanh Tran

Vice President, Alumni Engagement

Robin Vann Ricca

Chief People & Equity Officer,
Executive Vice President





Thank you to our incredible faculty members for your dedication, creativity, and support of INP leaders through some of the most challenging times of their careers. Your leadership inspires us.

- Bill Allen**
Adjunct Lecturer - International and Public Affairs, Brown University
- Cat Ang**
Regional Director of Enrollment, Year Up - National
- Damian Archer**
Assistant Dean for Multicultural Affairs, Tufts University School of Medicine
- Anna Cano Morales**
Associate Vice President for Community, Equity, and Diversity, Rhode Island College
- Linda Chan Flynn**
Program Director, REACH Lowell
- Carole Charnow**
President & CEO, Boston Children's Museum
- Yi-Chin Chen**
Executive Director, Friends of the Children - Boston
- Jay Coburn**
Chief Executive Officer, Community Development Partnership
- Kevin Cummings**
Vice President, District and Government Strategy, City Year
- Maria Dominguez Gray**
Executive Director, Phillips Brook House Association
- Jill Eisenhard**
Founder & Former Executive Director, Red Hook Initiative
- Paola Fernandez**
Vice President for Community Development, Centreville Bank
- Lisa Fortenberry**
Executive Director, Camp Harbor View
- Andi Genser**
Independent Consultant
- Erica Hamilton**
Founding Director, Black Leadership Institute, Institute for Nonprofit Practice
- Shauwea Hamilton**
Executive Director - New York, Bottom Line
- Mary Sylvia Harrison**
Independent Consultant
- Charmane Higgins**
Executive Director, Trinity Boston Connects
- Dan Holin**
Executive Director, Second Chance Cars
- Lisa Holton**
Strategist, Nonprofit Leader, Executive Director & Principal, Holton Consulting
- David Howse**
Associate Vice President, Emerson College; Executive Director, Arts Emerson
- Anthony Hubbard**
Founder & Chief Executive Officer, YouthBuild Preparatory Academy
- Marisabel Jaramillo**
Assistant Director of People Operations, Yogananda Seva
- AiLun Ku**
President & CEO, The Opportunity Network
- David Kuehn**
Executive Director, Cotuit Center for the Arts
- Melissa Luna**
Executive Director, GreenLight Fund, Inc.
- Aviva Luz Argote**
Senior Advisor, Faculty Development & Learning, Institute for Nonprofit Practice
- Ben Mahnke**
Chief Executive Officer, Room40 Group
- Shreya Malena-Sannon**
Chief Program Officer, Partnership for Afterschool Education
- Natalie Martinez**
Chief Executive Officer, Strong Women, Strong Girls
- Sandra McCroom**
President & Chief Executive Officer, Children's Services of Roxbury
- Heather McMann**
Executive Director, Groundwork Lawrence
- Lily Mendez**
President & Chief Executive Officer, Mass Mentoring Partnership
- Shaheer Mustafa**
President & Chief Executive Officer, HopeWell, Inc.
- Chymeka Olfonse**
Managing Director, Adults and Household Supports, Robin Hood Foundation
- Marc Skvirsky**
Former Vice President & Chief Program Officer, Facing History and Ourselves
- George Suttles**
Executive Director, Commonfund Institute
- Colby Swettberg**
Chief Executive Officer - Silver Lining Institute, Silver Lining Mentoring
- Tammy Tai**
Independent Consultant, Institute for Nonprofit Practice
- Carl Thompson**
Executive Director, Boys & Girls Clubs of Boston
- Robin Vann Ricca**
Chief People & Equity Officer, Executive Vice President, Institute for Nonprofit Practice
- Mike Wasserman**
Executive Director, Boston Debate League
- Isa Woldeguorguis**
Executive Director, The Center for Hope and Healing

Our heartfelt gratitude to the leaders who enriched our programming in 2021-2022 by sharing their time and expertise with the INP community.

MENTORS

Chris Albrizio Lee
Shirronda Almeida
Ana Archibald
Maggie Burns
Anna Cano Morales
Linda Chan Flynn
Carole Charnow
Yi-Chin Chen
Jay Coburn
Julie Dalton
John Dearing
Anuradha Desai
Rodrigo Dorador
Barry Dym
Lisa Fortenberry
Brian Garshelis
Andi Genser
Bob Giannino
Elsa Gomes Bondlow
Alan Harlam
Charmane Higgins
Angie Jaimez
Justin Kang
Chrystal Kornegay
David Kuehn
Melissa Luna
Heang Ly
Natalie Martinez
Leslie Melendez
Lily Mendez
Bill Nigreen
Akiesha Ortiz
Luisa Peña Lyons
Carole Ann Penney
Emily Reddington
Daniel Schleifer

Ila Shah
Marc Skvirsky
Jesse Solomon
Mary Sylvia Harrison
Tammy Tai
Carl Thompson
Robin Vann Ricca
Karen Voci
Mike Wasserman
Josh Waxman
Isa Woldegiorguis
Anna Yu
Monica Zeno-Martin

GUEST INSTRUCTORS

Dr. Darnisa Amante-Jackson
Jessica Anderson
Carole Ann Penney
Zakiyah Ansari
Damian Archer
Angela Bannerman Ankoma
Craig Bida
Jason Boyd
Miguel Cabrera
Abel Cano
George Chu
Michelle Cove
Rose Cratsley
Samir Doshi
Alnoor Ebrahim
Kesi Foster
Bob Giannino
Lisa Rowan-Gillis
Leah Hong
Maggie Hureau
Jawanza James Williams
Lisette Le

Philip Li
Ben Mahnke
Rickke Mananzala
Sergio Marín Luna
Jillian Matundan
Makeeba McCreary
Sandi McKinley
Heather McMann
Steven Miller
Tameka Moss
Neil Nicoll
Radhames Nova
Luisa Peña Lyons
Ceci Phelan Stiles
Adilka Pimentel
Danielle Pulliam
José Rosado
Chelsea Smith
Candace Staniel
Colby Swettberg
Tammy Tai
Francisco Tezén
Brett Trolley
Donita Volkwijn
Joan Wallace Benjamin
Cea Weaver

PRESENTERS, PANELISTS & MODERATORS

Hauwa Abubakar
Chitra Aiyar
Brenda Andrade
Aviva Luz Argote
Daniel Betancourt
Angela Blanchard
adrienne maree brown

Jenifer Hartnett-Bullen
Mohamad A. Chakaki
Meghna Chakrabarti
Ann Mei Chang
Yolanda Coentro
Scott Cotenoff
Lisa Fortenberry
Kevin Cummings
Tory Gavito
Jesús Gerena
Allison Grayson
Bior Guigni
Heather Jenkins
Dominique Jones
Valarie Kaur
Kei Kawashima-Ginsberg
Samantha Kelty
Dr. Ibram X. Kendi
Patrick Kirby
Erica Hamilton
Kapi'olani A. Laronal
Vu Le
Jennifer McCrea
Brian Miller
Shaheer Mustafa
Yahaira Objio
Hilda Polanco
Sovanna Pouv
john a. powell
Tanya Ramos
Sharon Salzberg
Michael Sandel
Basil Smikle
Adam Sutton
Mya Varno
Anne Wallestad
Morgan Wilson

**FY22 FINANCIAL SUMMARY
(JULY 1, 2021 - JUNE 30, 2022)**

We are proud to share that in FY22 we raised nearly \$7.5M from the generosity of so many philanthropic institutions and individuals. We anticipate closing the year with a net operating surplus and over \$4M secured from multi-year commitments for use in FY23 and beyond.

Our financial success during FY22 enabled considerable growth for the organization. We are positioned to welcome inaugural Core Certificate Program cohorts in the Bay Area and Western New York during fall 2023, and to launch our new Black Leadership Institute in January 2023.

As we look ahead to FY23, we are grateful for the generosity of all who continue to strengthen INP’s financial position so that we can deliver our award-winning programs on a greater scale.

An electronic version of this Annual Report will be updated by year-end to include audited financials for FY22.

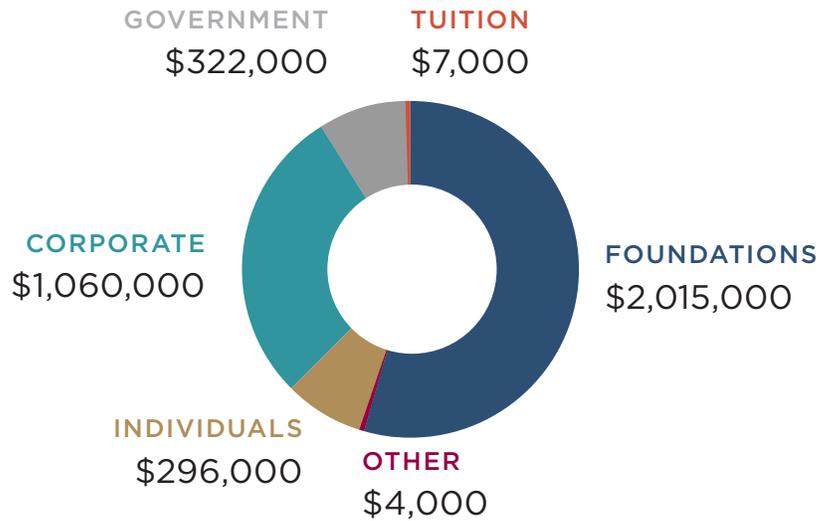
**FY21 FINANCIAL SUMMARY
(JULY 1, 2020 - JUNE 30, 2021)**

The Institute for Nonprofit Practice ended FY21 in a strong financial position with revenue of more than \$3.7M. Despite entering FY21 with many unknowns as a result of the pandemic, we offered full scholarships to all Core Certificate Program students, shifted our instruction to virtual delivery, continued our ambitious expansion plans, and ended the year with a strong surplus.

We grew our revenue without donor restrictions by more than \$910,000, which allowed us to make important investments in personnel, new programs, and key strategic priorities. In addition, we secured numerous multi-year commitments providing foundational support of more than \$1.8M for use in FY22 and beyond.

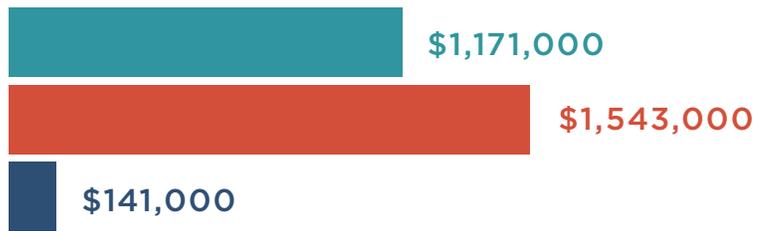
FY21 INCOME BY SOURCE

July 1, 2020 - June 30, 2021 | Total = \$3,704,000



FY21 ASSETS BY YEAR-END

July 1, 2020 - June 30, 2021 | Total = \$2,855,000



■ CASH ■ PLEDGE RECEIVABLES ■ OTHER ASSETS

PROFIT AND LOSS STATEMENTS OVER 3 YEARS

		FY19	FY20	FY21
ASSETS				
REVENUE	EARNED INCOME (TUITION, NET OF SCHOLARSHIPS)	\$324,000	\$332,000	\$7,000
	PROGRAM, OPERATING & SCHOLARSHIP CONTRIBUTIONS	\$1,702,000	\$2,209,000	\$3,371,000
	FEDERAL GRANT	\$-	\$250,000	\$322,000
	OTHER INCOME	\$11,000	\$2,000	\$4,000
	TOTAL REVENUE	\$2,037,000	\$2,793,000	\$3,704,000
EXPENSES	PROGRAM COSTS & PERSONNEL	\$1,355,000	\$1,894,000	\$2,599,000
	SPECIAL EVENTS & MARKETING	\$40,000	\$36,000	\$32,000
	ADMINISTRATIVE	\$72,000	\$123,000	\$116,000
	PROFESSIONAL SERVICES	\$292,000	\$548,000	\$514,000
	OCCUPANCY	\$69,000	\$123,000	\$157,000
	STRATEGIC PLAN DEVELOPMENT	\$ -	\$ -	\$ -
	TOTAL EXPENSES	\$1,828,000	\$2,724,000	\$3,418,000
	CHANGE IN UNRESTRICTED NET ASSETS	\$209,000	\$69,000	\$286,000
TEMPORARILY RESTRICTED ACTIVITY	TEMPORARILY RESTRICTED INCOME	\$1,641,000	\$3,248,000	\$1,808,000
	NET ASSETS RELEASED	\$1,204,000	\$1,998,000	\$2,418,000
	CHANGE IN TEMPORARILY RESTRICTED NET ASSETS	\$437,000	\$1,250,000	\$(610,000)
	TOTAL CHANGE IN NET ASSETS	\$646,000	\$1,319,000	\$(324,000)

An electronic version of this Annual Report will be updated by year-end to include audited financials for FY22.

INP and our funding partners work toward a common vision: a thriving social impact sector powered by effective organizations with strong and diverse leadership across all levels. We are deeply grateful to those who have invested in this vision over the past two years. Their generosity and commitment has enabled INP to expand across the country and equip thousands of leaders with the tools, knowledge, and networks they need to advance justice. Thank you!

F Y 2 2

\$2,500,000 and above

Barr Foundation*

\$1,000,000 to \$2,499,000

The Peter and Elizabeth C. Tower Foundation*

\$500,000 to \$999,999

Anonymous

Fidelity Charitable Trustees' Initiative

Ford Foundation*

The Devonshire Foundation*

The TJX Companies, Inc.

\$250,000 to \$499,999

Kraft Family Philanthropies and New England Patriots*

Papitto Opportunity Connection*

The Boston Foundation*

Robert Sterling Clark Foundation*

Wellington Management Foundation*

\$150,000 to \$249,999

Angell Foundation

KeyBank Foundation

State Street Foundation

The John R. Oishei Foundation*

Tipping Point Community*

\$100,000 to \$149,999

Fish Family Foundation

Weingart Foundation*

Kresge Foundation

Mark and Etta Rosen

Santander Bank, N.A.

The Abbot and Dorothy H. Stevens Foundation*

\$50,000 to \$99,999

Amelia Peabody Foundation

Health Foundation of Western & Central New York

JPMorgan Chase & Co.

Liberty Mutual Foundation

Nonprofit Finance Fund / Prudential

Nonprofit Leadership Fund of the Cape Cod Foundation

Arts Foundation of Cape Cod

Bilezikian Family Foundation

Cape and Islands United Way

Cape Cod Five Cents Savings Bank

Cape Cod Healthcare Foundation

Eastern Bank Foundation

Edward Bangs Kelley and Elza Kelley Foundation

The Cape Cod Foundation

The Cooperative Bank of Cape Cod

The Capacity Lab

Yawkey Foundation*

\$25,000 to \$49,999

Highland Street Foundation

Jane's Trust

Leon Lowenstein Foundation

McCormick Foundation

Wells Fargo Foundation

\$10,000 to \$24,999

Charlesbank Capital Partners

Susan and Gerald Cohen

Francine Jacobs and Barry Dym

Olivia Engel

Martha's Vineyard Nonprofit Collaborative

Cape Cod Five Cents Savings Bank

Cape and Islands United Way

Berniers Market, Inc.

Martha's Vineyard Community Foundation

Slough Farm Foundation

Rotary Club of Martha's Vineyard

Dr. James Weiss

\$5,000 to \$9,999

Matthew Epstein and Deborah Hiatt

State Street Global Advisors

Sue and Bernie Pucker

\$1,000 to \$4,999

Cyrus Taraporevala and Fie Andersen

Damian Archer

Hal Belodoff

Tom and Kathy Bendheim

Lynn Blake

Josh Chalmers

Shaheer Mustafa and Yolanda Coentro

Cummings Properties, LLC

Alan and Polly Fitz

Marcia Hertz

Andrew and Cindy Janower

Justin Kang

Paul Lee

Lea Madry

Tim and Lynne Palmer

Kathryn Plazak

Plymouth Rock Assurance

David and Kristin Shapiro

Joshua Klevens and Anna Sinaiko

Michael and Susan Thonis

Karyn Wilson

F Y 2 1

\$1,500,000 and above

Barr Foundation*

\$500,000 to \$1,499,999

The Devonshire Foundation*

The Peter and Elizabeth C. Tower Foundation*

\$250,000 to \$499,999

Anonymous

Fidelity Charitable Trustees' Initiative

Kraft Family Philanthropies and New England Patriots*

The Boston Foundation*

\$100,000 to \$249,999

Angell Foundation

Santander Bank, N.A.

Wellington Management Foundation

Tipping Point Community*

Robert Sterling Clark Foundation*

Mark and Etta Rosen

The Abbot and Dorothy H. Stevens Foundation*

\$50,000 to \$99,999

Fish Family Foundation

Nonprofit Leadership Fund of the Cape Cod Foundation

Bilezikian Family Foundation

Cape and Islands United Way

Eastern Bank Foundation

The Cape Cod Foundation

The Cooperative Bank of Cape Cod

The Peter and Elizabeth C. Tower Foundation

\$10,000 to \$49,999

Amelia Peabody Foundation

Charlesbank Capital Partners

Susan and Gerald Cohen

Francine Jacobs and Barry Dym

Harvard Pilgrim Health Care Foundation

Highland Street Foundation

Leon Lowenstein Foundation

Martha's Vineyard Nonprofit Collaborative

Berniers Market, Inc.

Cape and Islands United Way

Martha's Vineyard Community Foundation

Rotary Club of Martha's Vineyard

Permanent Endowment of Martha's Vineyard

The Peter and Elizabeth C. Tower Foundation

Vineyard Fund for Board Development

Sue and Bernie Pucker

Sea Change Capital Partners

State Street Global Advisors

\$5,000 to \$9,999

Cambridge Community Trust

Olivia Engel

First Republic Bank

Matthew Epstein and Deborah Hiatt

Tim and Lynne Palmer

\$1,000 to \$4,999

Damian Archer

Tom and Kathy Bendheim

Josh Chalmers

Shaheer Mustafa and Yolanda Coentro

Deloitte Consulting

Cummings Properties, LLC

Alan and Polly Fitz

Erica Hamilton

Justin Kang

John and Tappy Kimpel

Paul Lee
 Nina Nicolosi
 Nonprofit Finance Fund / Prudential
 Kathryn Plazak
 Trevor Pollack
 Kathleen Rubenstein
 David and Kristin Shapiro
 Joshua Klevens and Anna Sinaiko
 United Way of Massachusetts Bay
 Marta Valentin
 Karyn Wilson

With deep gratitude we recognize our students and faculty who chose to donate to INP as part of the 2020-21 and 2021-22 class gift.

Jumelia Abrahamson
 Adjoa Acquah-Harrison
 Shannon Ahern
 Vicky Ajene
 Danielle Alexandrov
 Abeer Alharazi
 Miranda Allan
 Joseph Alvarez
 Jojo Antonio
 Shannon Arnold
 Penny Austen
 Susan Austin
 Rufus Bailey
 Ed Banks
 Claudette Bannerman
 Terri Barron
 Raphaela Barros Campbell
 Katytarika Bartel
 Camille Bartlett
 Julia Bateman
 Joanne Beloy
 Aisha Benson
 Gabriella Bianchi
 Jennifer Birmingham
 Shawne Blake
 Sarah Bois
 Jazzmin Bonner
 Natalie Borneo
 Adrienne Boykin
 Sarah Branch
 Jason Bridges
 Korenet Brown
 Adama Brown
 Kerri Brusseau
 Maura Buglione
 Jamillah Burgin
 Caitlyn Burke
 Mobile Burrell
 Cydni Burton
 Keith Byam
 Diana Caba
 John Cain
 Lina Cañon
 Juan Cantu
 Jonelle Carrera
 Edwige Celestin
 Isabelle Cetoute
 Madeeha Channah

Carole Charnow
 Divya Chaturvedi
 Yue Chen
 Marlee Chong
 Peter Chung
 Marianna Cibusasova
 Kristen Clothier
 Yolanda Coentro
 Jamison Collier
 Emily Conwell
 Viviana Cordero
 Cyndy Cotton
 Carrie Coughlin
 Symone Crawford
 Mary Cronin
 Sarah Crooker
 Madison Crosby
 Pedro Cruz
 Senia Cuevas
 Georgina D'Cruz
 Megan Daniels
 Yassi Davoodi
 Luiza deCamargo
 Kerin Delaney
 Danielle DeLuca
 Alex DeRita
 Gerard Desautels
 Katherine DeVane
 Kade Diakite
 Sherraine Diaz
 Kelly DiBenedetto
 Sylvie Do-Vu
 Rob Doane
 Maria Dominguez Gray
 Melina Dominguez
 Abigail Doolan
 John Doyle
 Kevin Dua
 Laura Duclos
 Doug Dulaney
 Atiba Edwards
 Carrie Eldridge-Dickson
 Taj Ellis
 Rebecca Eppall
 Christine Ernst
 Eric Esteves
 Melinda Fager
 Kaitlyn Farmer
 Xiomara Farquhar
 PJ Finn
 Paul Finnegan
 Betty Fong
 Jennifer Frazee
 Morgan Frazier-Eley
 Cara Friedman
 Kathryn Fuller
 Melanie Garate
 Luis Garrastegue
 Dan Gates
 Alex Gautieri
 Tonya Gayle
 Andi Genser
 Erin George
 Tori Gilbert
 Tanya Gilbert
 Sara Gill
 Gabrielle Gilliam
 Logan Gomes
 Daniel Gonzalez
 Roberto Gonzalez
 Serina Gousby
 Sheila Graham
 Carole Grainger
 Sara Grambach
 Daisy Grandt

Bernell Grier
 Klynn Grier
 Dakarai Griffin
 Abbey Guerino
 Dalton Guthrie
 Beth Gutierrez
 Lisa Guyon
 Gwynne Guzzeau
 Anne Hager
 Erica Hamilton
 Tamara Harper
 Nathan Harris
 Rachael Harris
 Alisha Harrison
 Taressa Harry
 Aidan Hartigan
 Desiree Hartman
 Kara Hayes
 Lara Henry
 Sitara Herur-Halbert
 Mary Holmes
 Julia Howard
 David Howse
 Elena Jay
 Carlisle Jensen
 Deborah Jernegan
 Mariellen Jewers
 Bing Ji
 Arwa Jivanjee
 Kasey Johnson
 Alex Jones
 Chloe Jones
 John Jones
 Masada Jones
 Yvette Jordan
 Rachel Joseph
 Gina Josette
 Doria Josma
 Tim Jung
 Joanna Karbel
 Dwayne Keys
 Sathaboramana Kheang
 Isaak Kifle
 Kate Krug
 AiLun Ku
 Bali Lambie-Boyer
 Danae Laura
 Kimaada Le Gendre
 Shane Lewis
 Brant Lingle
 Samantha Look
 Vanessa Lopes-McCoy
 Tina Luongo
 Jesse Lyons
 Stanislav Lyubarskiy
 Sophia Mackenzie
 Olga Madrid
 Benjamin Mahnke
 Abigail Maier
 Ashmita Malkani
 Angele Maraj
 Nicole Marin
 Craig Martin
 Lakimja Mattocks
 Shalima L. McCants
 MarS McCormick
 Eu'nice McCoy
 Lauren McDermott
 Melissa McLeod
 Fanny Mei
 Kimberly Mendoza Iraheta
 Cathy Mercado
 Kimara Merceron
 Helene Miller
 Meghan Misset

Emily Molden
 Sofia Monterroso
 Juanita Montes de Oca
 Naila Moore
 Jessica Moran-MacAleese
 Judith Morris
 Kayla Morse Higgs
 Mabel Munoz
 Paulina Murton
 Carl Nagy-Koechlin
 Natasha Naim
 Letta Neely
 Michelle Nettles
 Boa Newgate
 Mary Nguyen
 Christine Nguyen
 LaKeisha Nivon
 Chilee Nleya
 Stephanie Nunes
 Stephen O'Grady
 Nicole O'Malley
 Rebecca Ober
 Nadéla Offré
 Uthman Olagoke
 Anastaci Pacella
 Demi Padilla
 Katie Paniagua
 Maurice Parent
 Cori Parrish
 Manohar Patole
 Andrea Pereda
 Albeliza Perez
 Phuong-Nghi Pham
 Yvette Philip
 Samantha Phillips
 Blondel Pinnock
 Carmen Plazas
 Yaa Poku
 Lizzie Pollock
 Liliana Polo-McKenna
 Joe Posner
 Gary Pratt
 David Pristin
 Carrie Puglisi
 Bethany Queior
 Shamise Quinn
 Jean Quintal
 Stacy Raheem
 Dominique Ramos
 Erin Ready
 Rebecca Rego
 Nina Rembert
 Veronica Robles
 Myisha Rodrigues
 Juan Rodriguez
 Katya Rodriguez
 Thomas Rodriguez
 Debra Rogers
 Michelle Rojas
 Neesha Rose
 Amy Rossman
 Kathleen Rubenstein
 Patricia Salic
 Joshua Salter
 Daniel Samaniego
 Dominique Sanderson
 Tina Sang
 Francisco SantosSilva
 Angela Say
 Nadia Selby
 Abigail Setterholm
 Alex Sheldon
 Sarah Sibley
 Jessica Silverman
 Harleen Singh

Shante Skyers
 Emily Smalley
 Ann Smith
 Barry Smith
 Jacqueline Smith
 Sheryl Smith
 Eliza Spaulding
 Miriam Stason
 Jill Stauffer
 Opal Stone
 Sara Suchman
 Aadir Sulaiman
 Bernadette Tavares
 Mary Taylor
 Sheryl Taylor
 Stephanie Taylor
 Callie Thuma
 Rebeccah Tibert
 Brett Tolley
 Victoria Townsend
 Jeanie Tung
 Nancy Tutko
 Rosario Ubiera
 Gregory Urban
 Marta Valentin
 Tre'Andre Valentine
 Cameron Van Fossen
 Jessica Vega
 Dariela Villón-Maga
 Leakhena Vong
 Trey Walsh
 Dawn Walsh
 Kilah Walters-Clinton
 Elizabeth Wambui
 Eunice Wanjiru
 Viviana Wei Chan
 Margie Weinstein
 Hannah Weisman
 Malene Welch
 Rachel Wentworth
 Karen Wilber
 Shani Wilkes
 Lisette Williams
 Samson Woo
 Michael Wright
 Wilson Wu
 Victoria Yue

Thank you to the inaugural funders who have supported the launch of our Black Leadership Institute.

Presenting National Sponsors
 Barr Foundation
 The TJX Companies, Inc.

Founding Community Sponsors
 Anonymous
 Kraft Family Philanthropies and New England Patriots
 Papitto Opportunity Connection

Gold Sponsors
 Angell Foundation
 Kresge Foundation
 Weingart Foundation

Silver Sponsors
 Fish Family Foundation

Looking Ahead

There are many unknowns in the year ahead as the world continues to grapple with multiple pandemics.

Our focus remains unwavering.

The demand for leadership training and capacity building — and the imperative to fuel, inspire, and uplift social impact leaders to stay the course — grows every day.

In the year ahead, we will continue to invest in the thousands of changemakers in our network, connecting them with one another across cities and across coasts, forging a powerful movement for social progress. We will reach more leaders, organizations, and communities with our award-winning programming as we expand and venture to new regions.

We will use our growing platform to amplify the voices, innovation, and talents of those historically underrepresented in leadership, and we will learn from the launch of new programs, like the Black Leadership Institute. **We will hold true to our commitment to center DEIB in all we do.**

We are deeply grateful to every partner, student, alum, staff and faculty member, donor, and friend who contributed to our success — we hope you will continue on the path with us. And, we hope new partners will join us in our work to power the purposeful evolution of a more effective, connected, equitable, and diverse social impact sector.

To learn more about how you can support our ambitious plans for 2023 and beyond, contact Audrey Gillis, Senior Vice President of Advancement, at agillis@nonprofitpractice.org.

“In a time of isolation, loss, and survival, INP has been a grounding and welcoming experience, and the Community Fellows Program was a much needed source of community and connection. This Fellowship has given me the space to reflect and learn more about myself, my values, and my leadership. Most importantly, it has allowed me to learn from others, from the wisdom and experience of people doing the work I aspire to do. I walk away from this experience inspired and hopeful; I know the people I’ve met through this Fellowship are creating a more equitable and accessible path forward for future leaders striving to empower and make positive changes within their communities.”

— MADISON CROSBY, *Summer Search Boston, Community Fellows Program*



INSTITUTE FOR
nonprofit
practice

info@nonprofitpractice.org | 781.400.5742 | nonprofitpractice.org

FOLLOW US:  @InstituteNP  /InstituteNP  /InstituteNP