



INSTITUTE FOR
nonprofit
practice

Progress Powered by People™

2023 Annual Report

“I am so energized and empowered by the work my cohort mates are doing and it warms me to see the positive light they bring to our community. INP gave me a group of people I want to support, cheer for, and continue to lean on in challenging moments.”

Jackie Ose, Partnership for Education Advancement, Community Fellows Program, New England

“Being a new Executive Director, there is so much pressure and expectation to know so much, not to mention the responsibility to provide meaningful leadership to an entire organization. This can be a scary space to navigate alone, but **with INP, I quickly learned that I was not alone.** I apply the coursework almost daily at work and feel more prepared to tackle big and small management decisions. **I know I am a better-equipped and more intentional leader because I participated in the Core Certificate Program.**”

Zaida Ismatul Oliva, Chica Project, Core Certificate Program, Boston

“The RISE Program gave me countless opportunities to refine my professional and leadership skills and taught me so much about nonprofit governance, finance, and organizational culture. Upon completing the RISE Program, my growth was recognized with a promotion to Senior Manager of Development, which I attribute in large part to the **support, camaraderie, mentorship, and skills I gained from INP.** Many thanks to the donors who invest in young leaders like me – your support reaches me, my family, and the communities I work hard to serve.”

Lauren Galván, National Scleroderma Foundation, RISE Program, National

“This program came at a critical juncture of my career when I was feeling particularly isolated. INP provided me with a sense of belonging and community. It was here that I was given the opportunity to develop and foster my leadership skills, learning so many new skills that can be applied across different disciplines. I have also acquired lifelong friendships and other relationships through this program. I can confidently say that **INP has been a source of tremendous enrichment for my skill set** as a leader of color. I would highly recommend this program to anyone looking to deepen their connection to nonprofit practice, as well as leadership development.”

LaMont Walker, First Place for Youth, Core Certificate Program, San Francisco Bay Area

Dear Friends,

At the Institute for Nonprofit Practice (INP) our vision for the future is constant: a thriving social impact sector driven by a diverse movement of strong and connected leaders who are collectively building a better world for us all. Our transformative programming and networks support leaders every step of the way as they realize their leadership goals.

And never has their leadership been more important. Climate change, a racial reckoning, growing inequality, a global pandemic, and ongoing political upheaval: the social sector is being called upon again and again, and its leaders are answering that call.

INP students and alumni are not simply plugging gaps in the safety net. They are reimagining, and actively creating a world where a robust movement of leaders can serve people with compassion, dignity, and equity. They are building the future they know is possible, and that we all need.

And you – our donors, partners, and community members – are helping them to do so. With your support, we’ve steadily grown to reach more leaders in 2023, not just through expansion to communities in the Bay Area, Dallas, Los Angeles, and Western New York, but also through new initiatives, like our Black Leadership Institute, made possible with groundbreaking support from our partners at Ballmer Group, the Barr Foundation, New England Patriots Foundation and Kraft Family Philanthropies, and more. And we served more early career leaders committed to careers in social impact through our RISE Program.

This past year found INP on the move: we bolstered our dynamic team with several key hires to support and continue our growth; we gathered INP students and alumni in person for the first time since the pandemic began; we welcomed the inaugural cohort of Black Leadership Institute Fellows, bringing them together from across the country for a profound opening retreat in Montgomery, Alabama; our Leadership Learning Series – offered at no cost and open to all – garnered its largest audience to date with viewers around the world tuning in virtually; and thanks to you, we had our most successful fundraising year on record, making all of INP’s work to fuel a more effective, connected, equitable, and diverse social impact sector possible.

That impact ripples outward, changing the lives of countless leaders and the communities they serve for the better – and we are so grateful to you for helping INP build toward a brighter future.

In partnership,



Yolanda Coentro
President & CEO, Institute for Nonprofit Practice



Susan Cohen
Board Chair, Institute for Nonprofit Practice

Class of 2023

Affordable housing, youth advocacy, conflict resolution, environmental action, health care, food equity, local business resources, racial justice, social services, violence prevention, elder care, disability inclusion, early childhood education – these are just some of the pivotal issues being addressed by the leaders in INP’s Class of 2023. This year’s 381 graduates are part of a **growing and formidable nationwide movement** of more than 4,000 students and alumni working in service to communities across the country.

10,000 Degrees	Cayuga Centers	Discovering Justice	Homeless Alliance of Western New York	Martha’s Vineyard Boys & Girls Club	Nontraditional Employment for Women	San Francisco Department of Public Health	The United Nations Association of Greater Boston
2Life Communities Action, Inc.	Center for Dynamic Learning	Doc Wayne Youth Services	Homeless Prenatal Program	Martha’s Vineyard Commission	North Shore Community Development Corporation	Say Yes Buffalo	The Unity Council
Adoption Rhode Island Advocates	Center for Justice Innovation	Dog Tag, Inc.	Homeless Prevention Council	Martha’s Vineyard Mediation Program	North Shore Community Health Center	Shames JCC on the Hudson	The Urban Wizdum Network, Inc.
African American Board Leadership Institute	Chautauqua Watershed Conservancy	Dorchester Bay Economic Development Corporation	Hopebound Ministries	Martha’s Vineyard Museum	Nuestra Casa	SHELTER, Inc.	The Waterfront Foundation at the Chautauqua Center
African Bridge Network	Chica Project	DOVE, Inc.	Hopewell	Massachusetts Adoption Resource Exchange	Oakland Promise	Silver Lining Mentoring	ThinkGive
Alliance for Young Artists & Writers	Child Care Circuit	Dunamis, Inc.	Horizons at Saint David’s Schools	Massachusetts Baptist Multicultural Ministries	OIC of America	Slough Farm	Thrive Scholars
Alray Scholars Program	Children’s Friend	D’Youville University	I’ll Go First	Massachusetts Transgender Political Coalition	One Goal Massachusetts	Slow Food USA	Town of Westborough
Amplify Latinx	Chinese-American Planning Council, Inc.	Ecclesia Ministries, Inc.	Illinois Prison Project	Materials for the Arts	One World Surgery	Small House, Inc.	Tri-Town Council
Amplify POC	City of Dallas	Echoing Green	iMentor	Mayor’s Office of Housing & Community Development	Opportunity Junction	SMART	Trinity Boston Connects
APIA Scholars	City of New York – Department of Health & Mental Hygiene	Economic Progress Institute	IMPACCT Brooklyn	MENTOR	Our Savior’s Community Services	SoBro	uAspire
Apprentice Learning	City of Providence	Elder Services of Cape Cod & the Islands	Independence House	Merrimack College	Outer Cape Community Solutions	South Buffalo Community Association	Uncommon Schools
Bay Area Legal Aid	City Year	Elements Academy, Inc.	Initiative for a Competitive Inner City	Metro New York Chapter of the National Black MBA Association	Outer Cape Health Services	South Shore Young Professionals	Union of Concerned Scientists
B.E. Phoenix Consulting	City Year Buffalo	Ellie Fund	Innivee Strategies, Inc.	Minds Matter New York City	Parent Network of Western New York	Southeast Asian Freedom Network	United Way of Massachusetts Bay
Beacon Academy	City Year San Jose	Enroot Education	Inspiring Minds	MissionSAFE	Partners in Community Supports	Southern Gateway Public Green Foundation	United Way of New York City
BestSelf Behavioral Health	Clarendon Early Education Services, Inc.	Entrepreneurship for All	Institute for Community Living	More Than Words	Partners In Health	Sponsors for Educational Opportunity	University of New Hampshire Institute on Disability – The National Center for START Services
Beverly Bootstraps, Inc.	Coaching4Change	Erie County Department of Social Services	Institute for Healthcare Improvement	My Digital Ladder	Partnership for After School Education	Sportsmen’s Tennis & Enrichment Center	University of North Texas at Dallas
Beyond Support Network	Coalition for a Better Acre	Essential Partners	International Institute of New England	Mystic River Watershed Association	PEN America	St. Francis House	Urban Scholar Academy
Big Brothers Big Sisters of Eastern Massachusetts	Codman Square Neighborhood Development Corporation	Every Bottom Covered, Inc.	Island Grown Initiative	Nantucket Conservation Foundation	People, Inc.	StoryArk	Urban Specialists
Big Brothers Big Sisters of Rhode Island	College Advising Corps – Boston University	Everytown for Gun Safety	Island Health, Inc.	Nantucket Shellfish Association	Planned Parenthood League of Massachusetts	Strength in Numbers Consulting Group, Inc.	UTEC
Big Sister Boston	College for Social Innovation	EVkids	Jamaica Plain Neighborhood Development Corporation	Narrative 4	PORTAL	Student Clinic for Immigrant Justice	Vibrant Emotional Health
Bikes Not Bombs	College Track	Facing History & Ourselves	Jamestown Public Market	National Academy of Design	Project Place	Students United	Vineyard Conservation Society
Black Men Speak, Inc.	College Unbound	Families First	Jeremiah Program Boston	National Alliance on Mental Illness Buffalo & Erie County	Providence Public Library	Summer Search	Vital Village Networks
Bonner Foundation	Communitas	FHI 360	Juma Ventures	National Scleroderma Foundation	Provincetown Art Association & Museum	Teach for America Twin Cities	WalkMassachusetts
Boston Ballet	Communities Foundation of Texas	First Five Years Fund	Jumpstart	National Urban League	Queens Museum	Tech Goes Home	Wayfarer Foundation
Boston Debate League	Community Development Partnership	First Graduate	JVS Boston	New England AIDS Education & Training Center	Racial Environmental Justice Committee	TechSoup	WE in the World
Boston Medical Center	Community Empowerment Fund	First Place for Youth	KEEN New York	New Lynn Coalition	Reading Partners Baltimore	The Bonner Foundation	We Run Brownsville
Boston Partners in Education	Community Foundation for Nantucket	Foundry Consortium	KIPP NYC Public Schools	New Profit	Resilient Youth	The Capacity Lab	West Elmwood Housing Development Corporation
Boston Women’s Fund	Community Science	Genesys Works	KIPP Northern California Public Schools	New York City Alliance Against Sexual Assault	Results for America	The Center for Hope & Healing	West End House Boys & Girls Club
Bottom Line	Community Teamwork	GetPsychedSports.org	Larkin Street Youth Services	New York City Housing Preservation & Development Department	Revive the Roots	The Center for Popular Democracy	Women for Women Initiative Foundation
Boys & Girls Club of Northern Chautauqua County	Compass Family Services	Girl Scouts of Greater New York	Latinos for Education	New York Urban League	Rhizome	The Equity Institute	Women’s Business Development Center
Breakthrough Greater Boston	Conflict Resolution Center	Girls on the Run Chicago	Lawrence CommunityWorks	Next Door Solutions to Domestic Violence	Rhode Island Black Business Association	The Food Project	Year Up
Breakthrough Silicon Valley	Conservation Law Foundation	GLYS WNY, Inc.	Let’s Get Ready	NMIC	RISD Museum	The Foundry	YMCA of Greater Boston
Bridges from Borders, Inc.	COOP Careers	Grace Guest House	LifeMoves	Non-Profit Housing Association of Northern California	RiseBoro Community Partnership	The Home for Little Wanderers	Youth Communication New York
Browning the Green Space	County of Los Angeles – Department of Health Services	Grassroots Grocery	Life Science Cares Boston	Nonprofits Insurance Alliance	Roxbury Youthworks, Inc.	The Jed Foundation	YouthConnect – Boys & Girls Club of Boston
Buffalo Center for Arts & Technology	Cradles to Crayons	GreenRoots	Lights		Rural Debate Initiative	The Loop Lab	Youth Guidance
BUILD	Crime Victims Treatment Center	Groundwork Southcoast	Little Flower Children & Family Services		Sage Montessori School	The Moth	YWCA of Jamestown
Camp Harbor View	Crossroads MA	GrubStreet	Local Initiatives Support Corporation New York			The Resource Center	YWCA of Western New York
Campus & Community Children’s Center	CUNY Macaulay Honors College	Haley House	Los Angeles Education Partnership			The Resource, Inc.	
Canal Alliance	DEAF, Inc.	Harlem Children’s Zone	Love Live Local			The Teachers Lounge	
Catalyst	Department of Youth & Families	He is Me Institute	Low Income Investment Fund				
Catholic Charities of the Diocese of St. Cloud	Department of Children & Families Foster Care Review	HEALTHeLINK	Lower Cape Outreach Council				
		Healthy Community Alliance					
		Heart of the City Neighborhoods, Inc.					
		Hearts & Hands: Faith in Action, Inc.					

“I have gained an *indispensable network of social impact professionals* – a community that I’ve been eager to find since the start of my nonprofit career. Whether it’s educating students on racial history, advocating for the deaf community, or helping trans and nonbinary folks find employment – *we all shared a vested interest in aligning our personal passions to our development as leaders.*”

Abril Peña, Echoing Green, RISE Program, National

2023 At-a-Glance

“This is the first educational experience I’ve had that **centers equity at every phase of learning**. It has helped me fundamentally shift my understanding of all things nonprofit – including fundraising, board development, and the way I approach interactions with staff.”

Alex Nelson, Outer Cape Community Solutions, Core Certificate Program, Cape Cod & the Islands



70%
of INP students in 2023 identify as **Black, Indigenous, and People of Color**

381
graduates from
265
unique organizations made up INP’s Class of 2023

70%
of INP students in 2023 are women, non-binary, or third gender

“I’ve learned that the struggles I face are not unique to me and the ability to brainstorm ideas with my INP group has **helped me be more optimistic and creative** as I tackled problems that would previously leave me feeling defeated and hopeless. Engaging in readings and conversations around branding and making direct asks have opened my mind to newer ways to strategically engage in leadership discussions at my organization, where I previously had just a surface-level understanding of these things. To have this opportunity to connect with other leaders through INP is so impactful.”

Eric Guico, First Graduate, Core Certificate Program, San Francisco Bay Area



4,000+
INP students and alumni fueling the social sector in
43 states

Place-based programming in
11 cities
and national programming serving leaders across the country

“I would describe my [INP] experience as **inclusive, informative, and inspiring**. Being able to learn firsthand from the experiences of fellow students was critical to my development and has contributed to my confidence and competence as a leader. The program content also included specific resources and tools that are directly applicable to my day-to-day work. There is also **so much value in the community that has been created**, in which our organization has made several professional connections that we are excited to explore.”

Janelle Engerman, He is Me Institute, Core Certificate Program, Boston



4
Leadership Learning Series sessions viewed by nearly
3,000
people around the world

“This program has been **transformative in developing the necessary skills to grow as a leader** in the social impact space, while also allowing me the opportunity to build an incredible network of like-minded, mission-driven leaders in my area. INP’s thoughtful design and amazing faculty really expands opportunities for critical thinking and dialogue towards meaningful connection and change. I am confident that I will leave this program feeling equipped to lead new initiatives that center health equity and sustainable growth in the communities I serve.”

Kristin Moccia, New England AIDS Education & Training Center, Core Certificate Program, Boston

Fact & Figures

Year after year, our robust evaluation data tells us definitively that **INP increases the skills, knowledge, confidence, and social capital** of social impact leaders so that they are more effective in their work and careers. These individual transformations ripple out, bringing wider benefits to the social impact sector, building stronger more resilient organizations that are better equipped to deliver on their vital missions.

Surveys of the Class of 2023 demonstrate INP's impact on leaders' lives and careers:



increased their confidence as leaders.



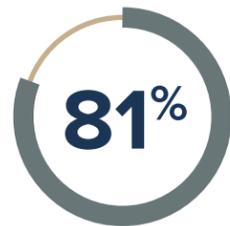
are better able to apply diversity, equity, inclusion, and belonging frameworks and approaches to their work.



are able to forge meaningful new relationships with a diverse network of leaders.



can better build high-performing teams and culture.



are better able to steward donors for their organization.



of participant supervisors or Board Chairs reported that their direct report can better communicate their organization's story.



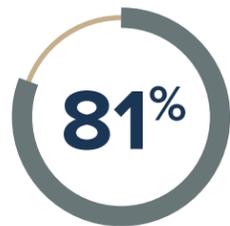
improved their professional effectiveness at work.



improved their ability to develop and lead strategy.



of participant supervisors or Board Chairs reported that their direct report demonstrates how to champion DEIB at their organization.



improved their ability to read and interpret budgets.

“Co-conspirators in the ‘work’: If you are in the social impact sector and are ready to **go on a deep skills and deep personal journey** which will help you authentically, courageously, and astutely do the work you’re meant to do — search no more.”

Letta Neely, Apprentice Learning, Core Certificate Program, Boston

“**INP has been a game-changer in how I approach my work of systemic change and partnership creation.** Through the thoughtful framework that INP provided, I was able to meet others like myself who are dedicated leaders of color striving to be inclusive, informed, and change their communities for the better. INP provided a brave space for me to bring work-related items, examine them without judgment, and receive invaluable feedback which was immediately applicable in real time. I’m extremely grateful for this opportunity as it has grown my skills as a leader.”

Ashlee Jemmott, PIVOTAL, Core Certificate Program, San Francisco Bay Area

“The Community Fellows Program has given me so much knowledge and the tools to **better understand the work behind nonprofits.** It has taught me about the importance and impact that this type of work has in our communities and I am grateful to have had the opportunity to be part of an amazing group of people with the same goal of being a better community leader.”

Jesús García Mota, Amplify LatinX, Community Fellows Program, New England

“Taking part in the Community Fellows Program has allowed me to be part of a community of changemakers and leaders in our community who I know will be working together in the future to **uplift and empower the future generation of leaders.** Without INP, I would not have met many of the other individuals in my community who care equally as much as I do about changing the lives of children and families in Boston, as well as Massachusetts and nationwide. We engaged in joint classes with members in the New York City cohort which led to lifelong friendships. The knowledge, skills, and tools that I learned through INP will allow me to be a CEO of my own organization one day soon.”

Jonathan Long, He is Me Institute, Community Fellows Program, New England



Recent Growth

The last twelve months have seen tremendous growth for INP as we expanded into more communities, added to our suite of program offerings, and increased opportunities for our ever-growing alumni community. As always, our growth was strategic and carefully considered, driven by heightened demand for our work and supported by local relationships.

In each new community, local partners advised INP's launch, helping to identify regional leaders to serve as faculty members, and inform areas where our curriculum could adapt to reflect local context.

As more and more cities across the country call for INP to bring our programs to their community, we remain committed to doing so with our values at the core of our efforts. The voices of those we serve remind us again and again that strengthening and mobilizing our sector is one of the most effective ways to **achieve social progress** at this pivotal time in our nation's history.

Funding Partners

We are immensely grateful for the donors and partners who have helped make it possible for INP to serve more communities across the country.

San Francisco Bay Area

- Tipping Point Community
- Wellington Management Foundation
- Angell Foundation

Western New York

- Chautauqua Region Community Foundation
- First Niagara Foundation/KeyBank Foundation
- Health Foundation for Western & Central New York
- Northern Chautauqua Community Foundation
- The Capacity Lab
- The John R. Oishei Foundation
- The Peter and Elizabeth C. Tower Foundation

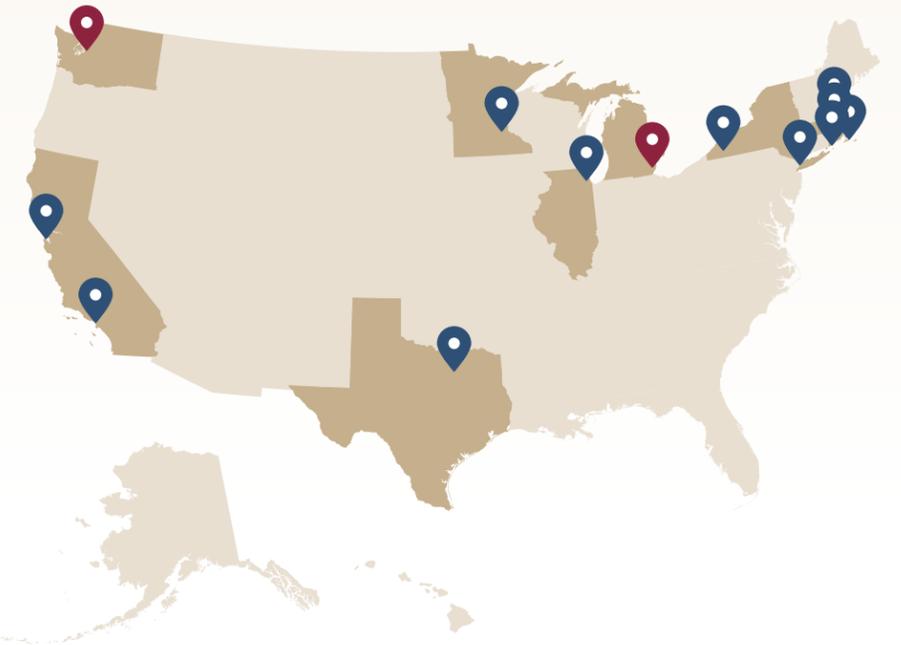
Black Leadership Institute

[See page 12 for Black Leadership Institute sponsors.](#)

Locations

Current Program Sites

- Boston, MA
- Cape Cod & the Islands, MA
- Chicago, IL
- Dallas, TX
- Los Angeles, CA
- Merrimack Valley / Essex County, MA
- Minneapolis–St. Paul, MN
- New York, NY
- Providence, RI
- San Francisco Bay Area, CA
- Western New York



Program Sites Launching in 2024

- Detroit, MI
- Seattle, WA

As of December 2023





Black Leadership Institute

This year INP launched the first cohort of the Black Leadership Institute (BLI), an 18-month Fellowship program designed to connect, inspire, and uplift senior level Black leaders across the country and across sectors. With funding from both new and long standing partners, BLI began in four cities, serving a cohort of 20 leaders from Boston, Dallas, Los Angeles, and Providence.

In January, the inaugural cohort of BLI Fellows, faculty, and staff convened in Montgomery, Alabama for a powerful opening retreat to set the stage for the months ahead. Speakers included Montgomery Mayor Steven Reed and Bryan Stevenson, Founder and Executive Director of the Equal Justice Initiative, among many other local organizers and civil rights leaders.

Black Leadership Institute Founding Sponsors*

We are deeply grateful to all of our partners who have supported the Black Leadership Institute to date, including:

Presenting National Sponsors

- Anonymous
- Ballmer Group
- Barr Foundation
- The TJX Companies, Inc.

Founding Community Sponsors

- Kraft Family Philanthropies & New England Patriots Foundation
- Papitto Opportunity Connection

Gold Sponsors

- Angell Foundation
- Kresge Foundation
- Weingart Foundation

Silver Sponsors

- Fish Family Foundation

* As of June 30, 2023

“BLI has created a space for us to lead and heal as Black leaders while doing our part to impact change in our communities and in our state. This experience has allowed us to **dig deeper into our individual and collective power** as leaders. I am so honored to embark on this journey with these phenomenal leaders as we renew our commitment to continue to tackle issues of disparities towards the goal of justice.”

Weayonnoh Nelson-Davies, Economic Progress Institute, Black Leadership Institute, Providence

“When I think of my BLI experience I think of community. Community is the place that **nourishes you with wisdom, supports you with kindness, and refines you with experience.** The BLI experience is allowing me to surround myself in community with other Black professionals who feed me with sage experience, support me through professional adversity with tools and resources, and aid in the refinement of my professional outlook.”

Ronnie Thomas, County of Los Angeles Department of Health Services, Black Leadership Institute, Los Angeles

“[The opening retreat] was a wonderful, life-changing week spent with incredible Black leaders and social innovators from across the country. In my professional career, I have never had the opportunity to **connect the richness and sacrifice of my history with the forward-thinking enthusiasm of future leaders simultaneously** — it was a beautiful collision of inspiring ideas. Thank you to my ancestors, the leaders that I strive to emulate, and the leaders of today — you inspire me on every level! The Institute for Nonprofit Practice is doing OUTSTANDING, groundbreaking work.”

Michele Broadnax, Los Angeles Education Partnership, Black Leadership Institute, Los Angeles



Leadership Learning Series

3

years

25

webinars

4,350

participants around the globe

INP's Leadership Learning Series, an innovation that emerged during the early days of the pandemic, continued this year, powerfully extending our reach beyond the boundaries of our programs. The series, which is free and open to the public, is designed to bring experts and national thought leaders to the INP community to shine a light on timely topics and share actionable insights with a common goal of helping leaders sustain themselves, their communities, and the social impact sector at large.

2022–2023 Speakers



Stronger Together: Shifting Power Dynamics in Philanthropy to Advance Equity with **Grace Nicolette** of the Center for Effective Philanthropy, **Gladys Vega** of La Colaborativa, **Rodney Foxworth** of Common Future, and **Shady Salehi** of the Trust-Based Philanthropy Project



Building Resilient Organizations with **Maurice Mitchell** of the Working Families Party



Beyond Equity: Unpacking Targeted Universalism with **Professor John A. Powell** of the Othering & Belonging Institute



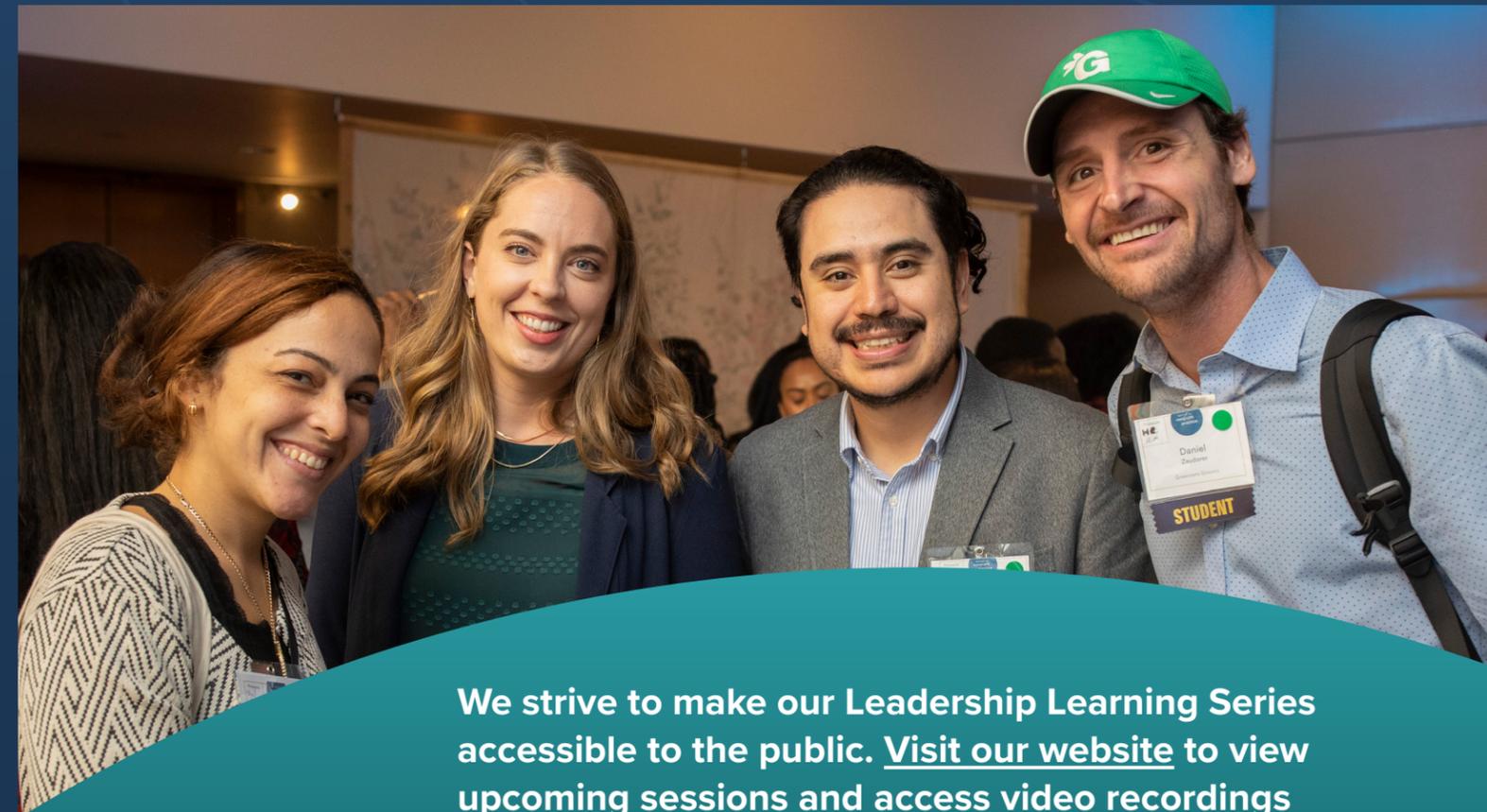
The New Era of (Re)Gathering with acclaimed author **Priya Parker**

“Since 2020, I have attended at least six or seven sessions of the Leadership Learning Series and thoroughly enjoyed every single one. What initially caught my attention were the thought-provoking topics that directly addressed the core challenges faced by leaders in the nonprofit sector. The series became an essential source of anticipation and hope for me as the pandemic unfolded. One aspect that I particularly appreciate about the program is its **unwavering commitment to systemic change**. It truly stands out through its dedicated focus on empowering leaders to dismantle racial inequities, foster a sense of belonging, and prioritize self-care.”

Leadership Learning Series Attendee

“This event is incredibly powerful. Thank you for holding space and lifting up this important discussion.”

Leadership Learning Series Attendee



We strive to make our Leadership Learning Series accessible to the public. [Visit our website](#) to view upcoming sessions and access video recordings and resources from past sessions.

Alumni Spotlight

We equip the nation's social impact leaders with the skills, resources, networks, and confidence to boldly advance their organizations and missions, creating a more equitable future for all. And INP alumni carry these assets forward as they drive progress on the most critical issues of our time. These reflections from Michael, Samantha, and MG are just three of thousands of stories from INP alumni, each with their community impact rippling outward.



Michael Partis, Red Hook Initiative, Core Certificate Program Alum, New York City

“INP’s Core Certificate program helped me build a community of ambitious, brilliant, values-driven leaders. I was able to develop strong relationships with other social sector leaders through the weekly practice of group-learning and collective problem-solving. Perhaps the greatest lesson the program helped me learn is that even though the nonprofit sector is about mission-driven work, your story and identities will impact your management and leadership style. Exercises like “left-hand column” reflections and the leadership journey presentation helped me process my experiences and appreciate my path. Most importantly, **participating in INP clarified my purpose**; my “North Star”: interrupting and ending intergenerational poverty in urban communities. I value INP for deepening my commitment to racial justice, community wealth building, and systems change.”



Samantha Perlman, Marlborough City Council, Community Fellows Program Alum, New England

“Thank you to INP for a stellar Community Fellows Program that trained us to be critical thinkers, center equity and inclusion within the nonprofit sector, and be in community with a like-minded set of peers. Our instructors prioritized our holistic well-being in the classroom, ensuring that our course content directly related to our lived experiences and current challenges within the workplace. Particularly as a young professional, I found the cohort experience immensely valuable with endless peer-to-peer learning and I still keep in touch with many people from my class. Thank you to INP for acknowledging that **we must invest in people and foster authentic and meaningful relationships to sustain the mission-driven work within the nonprofit sector**. Now as an elected official and future attorney, I continue to stay rooted in community, recognizing that public service and values-based work necessitates self-care, a foundation rooted in social justice, and continuous practice of transformational leadership. I am a proud #INPALum!”



MG Xiong, Massachusetts Transgender Political Coalition, RISE Program Alum, National

“On day one of my RISE Program, we learned that the majority of INP alumni remain connected to their cohort as an important support system in their personal and professional life. As a Hmong, transgender person who is used to not fitting neatly into professional development spaces, I wondered if this impact statistic would be representative of my experience as well. Sure enough, **the community that we cultivated collectively and intentionally quickly became a beacon of support, knowledge, and joy**. The people-first leadership that vibrated off the walls of our virtual room provided me with a space of belonging while equipping me with knowledge, real-world skills, and an expanded network of social impact professionals, assets I carry with me on the day-to-day within my role in transgender advocacy and community programming. I am incredibly grateful for the life-long connections that the RISE Program afforded me and the ongoing support that INP provides me even after finishing the program.”



Funder Spotlight

Ballmer Group

This year, INP gained a new, values-aligned funding partner in Ballmer Group, marked by a transformational first-time grant exceeding \$2.5M which will enable the expansion of our Black Leadership Institute to two additional cities — Detroit and Seattle, while funding the continuation of programming in Los Angeles — for the next three years.

Since 2015, Ballmer Group has worked to improve economic mobility for children and families across the US by investing in place-based partnerships and funding leaders and organizations that have demonstrated the ability to reshape economic opportunity for all. More recently, their focus on dismantling systemic inequities has resulted in major investments in building the capacity and sustainability of Black-led organizations focused on economic mobility.

Ballmer Group’s grant has catalyzed our efforts to expand the Black Leadership Institute — connecting, uplifting, and equipping more senior-level Black leaders with the resources, networks, and community to build upon their social, financial, and knowledge capital. Together, we will support Black leaders across the US as they step into positions of greater power and influence. [Read more about the launch of the Black Leadership Institute on page 12.](#)

By investing in INP and other organizations working to close historic racial gaps in leadership, Ballmer Group is fueling a powerful, national network of Black leaders while setting a precedent for other philanthropies to invest.



“The Black Leadership Institute exemplifies Ballmer Group’s commitment to strengthening leadership pipelines for Black leaders in America. By supporting this program and investing in these leaders, Ballmer Group and INP are empowering organizations to tackle complex issues and achieve tangible, sustainable results. INP’s proven track record and shared commitment to our goals and values make them an outstanding partner.”

Eshauna Smith, Director of Community Impact, Ballmer Group

Funder Spotlight

State Street

When we think of a steadfast philanthropic partner, we think of State Street Foundation.

Whether it’s sponsoring events to bring people together, empowering employees to serve on local nonprofit boards, or providing pro bono capacity building opportunities, State Street Foundation continues to go above and beyond in the many ways they support social impact organizations — including INP.

This year was no different, with State Street awarding INP a total of \$340,000 — a combination of critical general operating support, sponsorship, underwriting participation in INP for their grantees, and additional funding to help INP navigate a national rise in inflation.

Like INP, racial equity and social justice are a central focus of State Street Foundation’s work. The foundation invests in organizations reducing gaps in educational achievement and employability due to race, ethnicity, and socioeconomic status.

For over six years, INP and State Street have worked together to strengthen Boston’s social

impact sector. Our programs help local leaders thrive in their careers and achieve their missions, whether it is investing resources into low-income neighborhoods, increasing access to affordable housing, or offering business training and loans to local start-ups.

INP’s work with State Street Foundation has been instrumental in our ability to serve Boston-based leaders and organizations. To date, we have served 49 local leaders from State Street Foundation grantee organizations through INP’s Core Certificate and Community Fellows Programs and paired 20 leaders with senior staff at State Street for one-on-one mentorship. We are grateful to call State Street our partner as INP expands its local programming and serves more leaders, year after year.



“We at State Street Foundation are proud to partner with INP. At the core of this partnership is a shared commitment to advancing diversity, equity, inclusion, and belonging as we support individual leaders working in the communities State Street serves. Over the six years of our partnership, we have witnessed how INP’s leadership development programs strengthen leaders, organizations, and the sector as a whole. By investing in INP, we know that we are providing unique opportunities for our grantees to deepen their leadership skills and build new networks of inspiration and support.”

Joan Christel, President, State Street Foundation

The Art of Leading for Good

In May, INP community members across Boston celebrated the achievements of seven Changemakers during an exciting return to our annual “Art of Leading for Good” gathering at the Pucker Gallery.

This special evening of inspiration and appreciation for social impact leaders recognizes individuals — from across the INP community and beyond — who serve as outstanding models of service to the people and places where they operate, contributing to cultures of care, well-being, and belonging for others.

The event featured a conversation with 2023 Changemaker Evan Milligan, Executive Director of Alabama Forward, and Yolanda Coentro, on the role of community leadership and the arts in social justice work.

Guests enjoyed a round of original songs performed by members of Alabama Forward’s Shake the Field, an organization that educates and inspires Alabamians to embrace civic engagement and become active in Alabama’s artistic and cultural communities.

We are proud to honor the 2023 Changemakers, highlighting their creativity, generosity, courage, and commitment to advancing the common good.

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



2023 Changemaker Award Recipients

Shawn Brown

Executive Director – Becoming A Man & Working On Womanhood, Youth Guidance Boston
INP Alumnus

Orion Kriegman

Executive Director, Boston Food Forest Coalition

Evan Milligan

Executive Director, Alabama Forward

Julie Segovia

Vice President, Research, Policy & Learning, HopeWell, Inc.

Marc Skvirsky

Management Seminar Faculty, Core Certificate Program — Cape Cod & the Islands, Institute for Nonprofit Practice

Malene Welch

Director, Community Engagement, Boston Children’s Museum; Co-Founder, Boston Harbor Women of Color Coalition;
INP Alumna

Karen Young

Cultural Organizer, Teaching & Performing Artist



The Leaders Behind INP

From staff, faculty, and board members to mentors, guest instructors, and alumni volunteers, our nationally-recognized programming is reaching more leaders and driving further progress year after year. We extend our heartfelt gratitude to the community that powers INP.

Board of Directors

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

Jon Barfield

Partner at Bain & Company

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

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Barry Dym

Founder & Former Chief Executive Officer, Institute for Nonprofit Practice

Olivia Engel

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Immediate Past Board Chair, Co-Founder & Senior Advisor, Charlesbank Capital Partners

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Co-Founder, Civic Action Project

Carlin (Carly) Janson

Founder & Executive Chair, New Sector Alliance

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Nonprofit & Philanthropic Advisor

Robert Lewis, Jr.

Nicholas President & 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 of Civic Life at Tufts University

Gratitude to Mark Rosen

After eight years of transformative service as INP's Board Chair, Mark Rosen is now passing the torch to Susan Cohen. As our Board Chair since 2015, Mark has served as a thought partner through several significant organizational milestones, including becoming an independent nonprofit, expanding programmatically, and developing and embarking on a strategic plan to grow nationally. For INP, this caps an incredible gift of time and talent, recognizing that the organization would not be where it is today without Mark's wisdom, leadership, and generosity. We are immensely grateful to Mark for his deep commitment to INP, and are excited for him to continue his service on INP's Board of Directors. **Thank you, Mark!**



Faculty

Thank you to our remarkable faculty members for your unmatched commitment, creativity, and care for INP leaders. Leading by example, your gifts and insight are helping to shape a nationwide movement of changemakers, strengthening the future of our sector for generations to come.

La'Shawn Allen-Muhammad

Executive Director, Central Brooklyn Economic Development Corporation

Dr. Renato Almanzor

Transformation Catalyst, Speaker & Educator

Dr. Darnisa Amante-Jackson

Founder & Chief Executive Officer, The Disruptive Equity Education Project & DEEP Corporate Consulting Partners

Tyra Anderson Montana

Chief Program Officer, Thrive Scholars

Cat Ang

Regional Director of Enrollment, Year Up – National

Sylvia Bennett

Senior Vice President & Chief Development Officer, Buffalo Toronto Public Media

Vanessa Bishop

Chief Program Officer, 10,000 Degrees

Dr. Erika Van Buren

Principal, Line of Sight Consulting, LLC

Omar Butler

Chief Executive Officer, New Door Ventures

Kailey Cartwright

Senior DE&I Learning Program Manager, Momentive

Linda Chan Flynn

Senior Director of Culture, Inclusion & Staff Engagement, Lowell Community Health Center

Carole Charnow

President & Chief Executive Officer, Boston Children's Museum

Yi-Chin Chen

Executive Director, Friends of the Children Boston

Jay Coburn

Chief Executive Officer, Community Development Partnership

Maria Dominguez Gray

Executive Director, Phillips Brook House Association

Jill Eisenhard

Founder & Advisor, Red Hook Initiative

Paola Fernandez

Senior Vice President & Community Development Officer, Centreville Bank

Andi Genser

Independent Consultant

Gabrielle Gilliam

Chief Development Officer, Oliver Scholars

Robert Gittens

Executive Director, Bridges Homeward

Erika Halstead

Executive Director, Minds Matter NYC

Erica Hamilton

Founding Director – Black Leadership Institute, Institute for Nonprofit Practice

Shauwea Hamilton

Executive Director New York, Bottom Line

Mary Sylvia Harrison

Independent Consultant

Laura Hayes

Regional Director, Children at Risk

Charmane Higgins

Executive Director, Trinity Boston Connects

Dan Holin

Executive Director, Second Chance Cars

Lisa Holton

Principal, Holton Consulting

David Howse

Vice President & Executive Director, Emerson College – ArtsEmerson

Anthony Hubbard

Founder & Chief Executive Officer, YouthBuild Preparatory Academy

Rolland Janairo

Executive Director, Silicon Valley Urban Debate League



Maria Kasparian

Executive Director, Edesia

David Kuehn

Executive Director, Cotuit Center for the Arts

Melissa Luna

Executive Director, GreenLight Fund Boston

Shreya Malena-Sannon

Chief Program Officer, Partnership for After School Education

Natalie Martinez

Chief Executive Officer, Strong Women, Strong Girls

Sandra McCroom

President & Chief Executive Officer, Children's Services of Roxbury

Lily Mendez

President & Chief Executive Officer, Mass Mentoring Partnership

Shaheer Mustafa

President & Chief Executive Officer, HopeWell, Inc.

Chymeka Olfonse

Managing Director – Adults & Household Supports, Robin Hood Foundation

Felicia Pierce

Chief Program Officer, North Shore CDC

Jaclyn Piñero

Chief Executive Officer, uAspire

Marc Skvirsky

Former Vice President & Chief Program Officer, Facing History & Ourselves

Tara Spann

Chief People & Strategy Officer, MENTOR National

Tanya M. Staples

Senior Director – Strong Community School Initiative, Say Yes Buffalo

George Suttles

Executive Director, Commonfund Institute

Colby Swettberg

Chief Executive Officer, Silver Lining Mentoring

Carl Thompson

Executive Director, Boys & Girls Clubs of Boston

Shannah Varón

Executive Director, Teach for America Massachusetts

Anne Wallestad

Leadership Coach to Social Sector CEOs, Anne Wallestad Coaching, LLC

Isa Woldegiorguis

Executive Director, The Center for Hope & Healing

Guest Instructors & Mentors

Our heartfelt gratitude to the leaders who enriched INP's programming in 2022–2023 by sharing their time and talent as mentors to INP graduates.

Guest Instructors

Dr. Darnisa Amante-Jackson	Abel Cano	Lisa Holton	Luisa Peña Lyons
Aviva Luz Argote	Rose Crastley	Juanita Lewis	Candace Staniel
Elizabeth (Biz) Berthy	Alnoor Ebrahim	Ben Mahnke	Colby Swettberg
Craig Bida	Kesi Foster	Sandi McKinley	Tammy Tai
Jason Boyd	Bob Giannino	Tameka Moss	Betsy Tarlin
Omar Butler	Gabrielle Gilliam	Shaheer Mustafa	Giovanny Valencia
	Lisa Rowan-Gillis	Rad (Radhames) Nova	Anne Wallestad

Mentors

Evelyn Aguilar	Ben Clark	Rosie Lais	Felicia Pierce
La'Shawn Allen-Muhammad	Gabe Cooper	Rayce Lamb	Daniel Samaniego
Tuka Almamora	Dontae Cowans	Emily Lamberty	Mayowa Sanusi
Cat Ang	Edgar Cruz	Mitchell LeGrand	Molly Sir
Ana Archibald	Phillipe Cunningham	Hannah Levin	Marc Skvirsky
Analiese Barnes-Classen	Elorpheton (Elo) Deneus	Melissa Luna	Collin Smith
Elika Beck	Araceli Duran	Shreya Malena-Sannon	George Suttles
Mikala Bedor	Barry Dym	Marissa Martin	Mary Sylvia Harrison
Emily Belko	Connor Edrington	Eu'nice McCoy	Carl Thompson
Gaby Bianchi	Gabe Friedman	Sandra McCroom	Nick Timms
Megan Bird	Brian Garshelis	Margaret McDonald	Shannah Varón
Laura Blue	Andi Genser	Lily Mendez	Anne Wallestad
Ericka Booker	Elsa Gomes Bondlow	Celina Miranda	Josh Waxman
John Brakke	Ray Hailey	Sofia Monterroso	Ray Wentworth
Unique Brathwaite	Lizzy Hang	Junior Mora Hammer	Katie Wheeler
Malia Brooks	Alan Harlam	Marie Morisset	Isa Woldeguiorguis
Ashley Burris	Avelyn Hetzel	Kelly Mu	Samson Woo
Cyndi Burton	Charmane Higgins	Kristen Mulvena	MG Xiong
Jamaica Carter	Jonathan Ho	Mabel Munoz	Adrienne Zak
Gabriel Cenizal	Karina Hunt	Diane Nguyen	Monica Zeno-Martin
Linda Chan Flynn	Bethany Israelson	Bill Nigreen	
Carole Charnow	Arwa Jivanjee	Nadela Offre	
Yi-Chin Chen	Doria Josma	Chymeka Olfonse	
Hannah Chong	Grace Jurkovich	Maty Ortega Cruz	
Min Chong	Maria Kasparian	Abril Peña	
	Stephanie Kim	Carole Ann Penney	



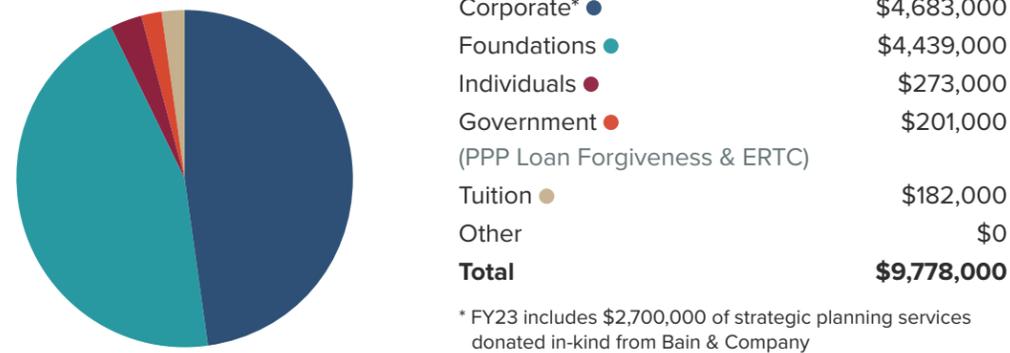
Financials

Between July 1, 2022 and June 30, 2023, we raised over **\$8.52M** thanks to the generosity of many valued funding partners. We closed another year with a net operating surplus and over \$3.9M secured from multi-year commitments for use in FY24 and beyond.

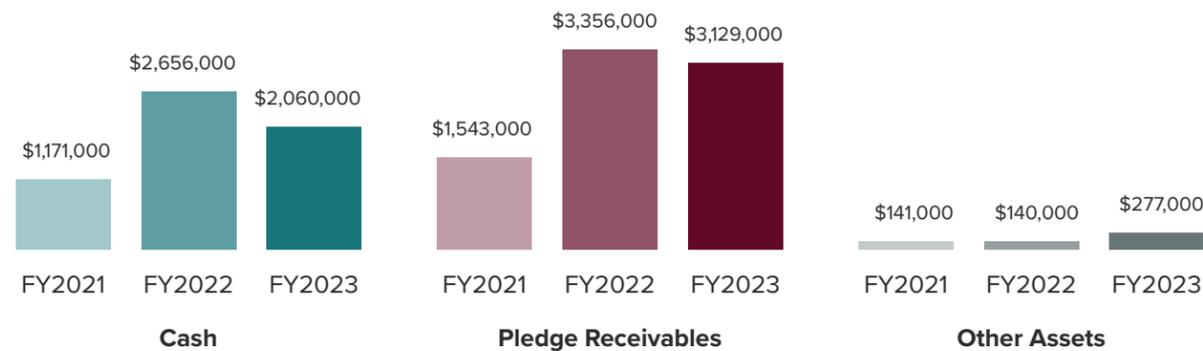
This year we also received more than \$2.7M in in-kind support from Bain & Company who selected INP as a pro bono client to help develop INP's next five year strategic plan for our alignment with their philanthropic focus on Racial Equity and Social Justice, specifically as a means to address structural racism, systems of oppression, and closing the racial wealth gap.

Our financial success and strength is made possible by the support of individual donors, philanthropic institutions, and forward-thinking corporations. It is because of these values-aligned partners that we can continue to offer our programming at no cost to social impact leaders or their organizations.

Income by Source



Assets by Year-End



Profit & Loss Statements Over Three Years

	FY2021 (Audited)	FY2022 (Audited)	FY2023 (Audited)
Revenue			
Earned Income (tuition, net of scholarships)	\$7,000	\$521,000	\$182,000
Program, Operating & Scholarship Contributions	\$3,371,000	\$4,632,000	\$9,395,000*
Federal Grant	\$322,000	\$322,000	\$201,000
Other Income	\$4,000	\$4,000	–
Total Revenue	\$3,704,000	\$5,479,000	\$9,778,000
Expenses			
Program Costs & Personnel	\$2,599,000	\$4,180,000	\$5,665,000
Special Events & Marketing	\$32,000	\$37,000	\$28,000
Administrative	\$116,000	\$168,000	\$190,000
Professional Services	\$514,000	\$827,000	\$3,693,000*
Occupancy	\$157,000	\$169,000	\$173,000
Total Expenses	\$3,418,000	\$5,381,000	\$9,749,000
Change in Unrestricted Net Assets	\$286,000	\$98,000	\$29,000
Temporarily Restricted Activity			
Temporarily Restricted Income	\$1,808,000	\$6,427,000	\$3,454,000
Net Assets Released	\$2,418,000	\$3,392,000	\$4,330,000
Change in Temporarily Restricted Net Assets	\$610,000	\$3,035,000	\$876,000
Total Change in Net Assets	\$324,000	\$3,133,000	\$847,000

* FY2023 includes \$2,700,000 of strategic planning services donated in-kind from Bain & Company

“Your leadership journey is yours to create, and **INP will help you** get there.”

Sandy Mui, Everytown for Gun Safety, Community Fellows Program, New York City

Donors

As we reflect on this past year, we extend our deep gratitude to the funding partners who have made it possible for INP to expand to more geographies, launch new programs, and amplify our impact. Our partners’ generosity and commitment enables us to continue to connect, uplift, and inspire leaders nationwide to boldly achieve their missions and drive meaningful social change. The INP programs and participants that you support are building the future we all need. Thank you!

\$2,500,000 & above

Ballmer Group*
Barr Foundation*

\$1,000,000 to \$2,499,999

Anonymous*
The Peter and Elizabeth C. Tower Foundation*

\$500,000 to \$999,999

Fidelity Charitable Trustees’ Initiative*
Ford Foundation*
The TJX Companies, Inc.*

\$250,000 to \$499,999

Angell Foundation*
Kraft Family Foundation and New England Patriots Foundation*
Papitto Opportunity Connection*
Robert Sterling Clark Foundation*
Santander Bank, N.A.*
Tipping Point Community
The Boston Foundation*
Wellington Management Foundation*

\$150,000 to \$249,999

Jane’s Trust Foundation*
State Street Foundation
The John R. Oishei Foundation*

\$100,000 to \$149,999

Mark & Etta Rosen
The Abbot & Dorothy H. Stevens Foundation*
The Kresge Foundation*
Weingart Foundation*

\$50,000 to \$99,999

Amelia Peabody Foundation
The Capacity Lab
Fish Foundation*
Health Foundation of Western & Central New York*
JPMorgan Chase Co.
Nonprofit Finance Fund and Newark Nonprofit Capacity Accelerator
Nonprofit Leadership Fund of the Cape Cod Foundation
Arts Foundation of Cape Cod
Bilezikian Family Foundation
Cape Cod Five Cents Savings Bank
Cape Cod Healthcare Foundation
Cape and Islands United Way
Eastern Bank Charitable Foundation
Edward Bangs Kelley & Elza Kelley Foundation
Martha’s Vineyard Nonprofit Collaborative

The Cape Cod Foundation
The Cooperative Bank of Cape Cod
The Peter and Elizabeth C. Tower Foundation
The Yawkey Foundation*

\$25,000 to \$49,999

EGF Accelerator
Highland Street Foundation
First Niagara Foundation/KeyBank Foundation
Leon Lowenstein Foundation

\$10,000 to \$24,999

Anonymous
Anne Bauer & The Kenneth Dym Fund
Charlesbank Capital Partners
Barry Dym & Francine Jacobs
Eastern Bank Foundation
Olivia Engel
Life Science Cares
Sue & Bernie Pucker

\$5,000 to \$9,999

Cambridge Trust Bank
Kim and Judy Davis
Matthew Epstein & Deborah Hiatt
Dr. James Weiss

\$1,000 to \$4,999

Tom & Kathy Bendheim
Michael Brown
Josh Chalmers
Yolanda Coentro & Shaheer Mustafa
Cummings Properties, LLC
Alyse d’Amico

Marcia Hertz

Andrew & Cindy Janower
Joshua Klevens & Anna Sinaiko
Mary Mustafa
Nina Nicolosi
David & Kristin Shapiro
Michael & Susan Thonis
Karyn Wilson & Miles Byrne

\$500 to \$999

Anthony Britt
Fitness Together Reading
John Burgess and Nancy Adams
John Jones
Phil Buchanan
Scott and Nancy Richmond
Steven Cohen and Bruce Withey



* Indicates a multi-year funding commitment

Looking Ahead

It has been a memorable year for INP. With the introduction of new programs, expansion into more geographies, the addition of dynamic leaders to our incredible alumni base, the growth of our team, and the forging of catalytic partnerships, our momentum continues to build.

INP students and the communities they serve continue to confront mounting challenges. We hold steadfast in our belief in the ability of the social impact sector — and the people who power it — to unite and strengthen our communities. We will continue to step up for the sector and its people.

Looking ahead, we're dedicating more resources to bolstering the well-being and resilience of leaders and their organizations. We're investing in our curriculum and faculty training to ensure we continue to equip leaders with the tools essential for success in this new era. And, we're piloting new approaches to program delivery to expand access to INP for leaders across the country, building capacity and community bridges across city and state lines.

We invite you to join us in this exciting next chapter of our journey.

“INP is a vital resource in supporting representative, inclusive, equitable, and effective leadership and organizations, not only in Greater Boston and New England but increasingly on a national level. INP operates with a model for respectful growth and collaborative partnerships that our sector needs, and we are so pleased to support its work.”

Kimberly Haskins, Senior Program Officer, Sector Effectiveness, Barr Foundation

Contact Us

To learn more about how you can support our ambitious plans for 2024 and beyond, contact **Audrey Gillis**, Chief Advancement Officer, at agillis@nonprofitpractice.org.





Stay Connected

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