



# Progress Powered by People™

2024 Annual Report

“Attending the INP Core Certificate Program was a profoundly impactful experience that has helped me reflect and adapt my approach to leadership. Through this program, I deepened my understanding of the complex dynamics within nonprofit organizations and within the industry, and gained valuable insights into how to be a more effective, responsive, and culturally humble leader.”

**Zoe Holder**, Advocates, Core Certificate Program, Boston

“There are people, programs, and opportunities that you don't know that you need in different seasons of your life that are transformational, necessary, and essential to your personal and professional growth. The Institute for Nonprofit Practice created that in the Black Leadership Institute Fellowship. An investment in yourself is an investment that benefits you and all in your sphere of influence.”

**Nakia Douglas**, Dallas Education Collective, Black Leadership Institute, Dallas

“My experience with INP came at a critical moment in my professional development as a leader. The executive leadership of our organization was retiring, leaving a leadership gap that was soon to be filled by myself and our HR manager. While I had experience with managing a technical team, I had not developed an identity as a leader. Over the course of the INP Core Certificate Program I learned many things, but most importantly I discovered who I am as a leader.”

**Samuel Rulon-Miller**, NeedyMeds, Core Certificate Program, Merrimack Valley & Essex County

“INP empowered me to take on new challenges within my workplace. The safe space and sounding board provided by the Practice Seminars directly inspired a proposal for a new staffing structure in my department, leading to a promotion and my first direct report.”

**Clove Bullitt**, Slingshot, Community Fellows Program, New England

“Our sessions truly guided me and provided me with confidence as I transitioned into a new role in November. Initially hesitant to accept the role, I thought back to the INP readings and breakout rooms and it instilled in me the confidence and motivation to tackle the position. I left the RISE Program with a clarity on my strengths and personal and professional interests that I did not have before. I truly extend my appreciation and thanks to you all for the hard work you have put into this program. I'm excited to build on my strengths and find ways to intertwine my personal interests with my career!”

**Genesis Calderon**, Chinese-American Planning Council, RISE Program, National

**Dear Friends,**

For almost 20 years, our work at the Institute for Nonprofit Practice (INP) has been grounded in the belief that the social sector’s most powerful engine of progress and impact is its people. The nearly 4,300 social impact professionals who we have trained to date in our leadership development programs and their teams are strengthening our communities every day, together.

In FY24 INP equipped more leaders in more cities than ever before with the skills, resources, and networks needed to run thriving organizations. Yet, we know that far more needs to be done to ensure that leaders nationwide have what they need to keep their communities strong during an increasingly complex time. As leaders navigate economic and social upheaval, they are actively seeking information and tools, a supportive community where they can grapple with hard choices, and opportunities to cultivate solidarity and inspiration.

Answering these urgent leadership needs in a meaningful way requires a bold, scalable response: Last year, thanks to an in-kind investment from Bain & Company, INP completed a five-year strategic plan to dramatically increase the number of leaders and communities we serve through our high-caliber, skills-based programming. With the help of Public Purpose Strategies, we designed and piloted the *Community of Talent Initiative*, a premier philanthropic partnership model through which forward-thinking donors can invest in underwriting large cohorts of leaders to participate in INP’s signature professional development programs – significantly strengthening capacity and moving the needle toward greater overall impact within a specific geography, issue area, or grantee portfolio.

INP also continued to spotlight sector-wide challenges – and solutions – through our Well-being Initiative, an effort to develop and share promising interventions for tackling burnout, turnover, and workforce shortages. In partnership with Community Science, we released a research report, *Thriving Together: Cultivating Well-being and Sustainability in the Social Impact Sector*, which examines the implications of burnout on the workforce and offers actionable strategies in support of a more resilient, sustainable sector.

As you’ll read in this report, FY24 was a year of innovation, learning, and expansion, and it is only thanks to our numerous partners that we were able to consistently meet the sector’s evolving needs. We are grateful beyond words to our new and longtime partners who stepped up in meaningful ways during this challenging year to support leaders who are driving solutions to some of the most pressing issues of our time. Your support strengthened our ability to show up with purpose, clarity, and conviction to give leaders what they need. Thank you for standing with us.

In Partnership,



**Yolanda Coentro**  
President & Chief Executive Officer, Institute for Nonprofit Practice



**Susan Cohen**  
Board Chair, Institute for Nonprofit Practice



Class of 2024

More than 400 leaders from over 300 organizations across the country now join INP’s vibrant alumni network of nearly 4,300 changemakers – and do so **better equipped and connected to forge a brighter world** for generations to come. We look forward to supporting the Class of 2024's continued growth, leadership, and community impact into the future!

10,000 Degrees  
3rd Street Youth Center & Clinic  
826 Boston  
Action for Boston Community Development, Inc.  
Adoption Rhode Island  
Advocates  
African American Board Leadership Institute  
AHRC New York City  
Alma del Mar Charter School  
Alray Scholars Program  
Amazing Grace of Cape Cod, Inc.  
American Museum of Natural History  
American Muslim Consumer Consortium  
Apex for Youth  
Artists for Humanity  
Asian Community Development Corporation  
Assembly Member Steven Raga’s Office  
Avodah  
Beacon Academy  
Beat the Streets New England  
Beth Israel Lahey Health  
Behavioral Services  
Big Brothers Big Sisters of Rhode Island  
Big Sister Boston  
Bikes Not Bombs  
Bisexual Resource Center  
Black Health, Inc.  
Black Land Ownership Council  
BNMC  
Boch Center  
Books Are Wings  
Boston Athletic Association  
Boston Building Resources  
Boston Children’s Hospital  
Neighborhood Partnerships Program  
Boston Chinatown Neighborhood Center  
Boston Collegiate Charter School  
Boston Education Fund  
Boston Higher Education Resource Center  
Boston Jobs Coalition, Inc.

Boston Medical Center  
Boston Partners in Education  
Boston Women’s Fund  
Bottom Line  
Boys & Girls Clubs of Dorchester  
Braven  
Breakthrough New York  
Bridge to Enter Advanced Mathematics  
Bridges from Borders  
Broadway for Arts Education  
Brookline Housing Authority  
Browning the Green Space  
Buffalo Center for Health Equity  
Buffalo Center of Arts & Technology  
Buffalo Prep  
BUILD Boston  
Builders of Color Coalition  
California Coalition for Youth  
Cambridge Economic Opportunity  
Committee  
Camp Harbor View  
Canal Alliance  
Cape Cod Community Television  
Cape Cod Foster Closet  
Cape Symphony  
Care Management Coalition of Western New York  
CareerWise New York  
Catalyze Justice  
Catholic Health  
CCI  
Cellulose Insulation  
Manufacturers Association  
Center for Justice Innovation  
Chautauqua County Land Bank  
Chica Project  
Chinese-American Planning Council  
Circuit Arts  
City of Buffalo – Division of Citizen Services  
City of Dallas – Housing & Neighborhood Revitalization  
City of Providence – Healthy Communities Office  
City of Providence – Office of Mayor Jorge O. Elorza  
Civicorps

Codman Square Neighborhood Development Corporation  
Coalition for a Better Acre  
Columbia University  
Common Impact  
Commonpoint Queens  
Communities Foundation of Texas  
Community Action Marin  
Community Development Partnership  
Community Teamwork  
Compeer of Greater Buffalo  
Coney Island Preparatory Charter Schools  
COOP Careers  
County of Los Angeles – Department of Health Services  
Covenant House California  
Crime Victims Treatment Center  
CUNY Institute for State & Local Governance  
CUNY Office of K16 Initiatives  
Daily Table  
Deaf Access Services  
Deaf Counseling Advocacy & Referral Agency  
Dorchester Bay Economic Development Corporation  
Duet  
EarlyBird256  
Economic Progress Institute  
Edvestors  
Erie County Department of Health  
Esperanza Academy  
Falmouth Service Center  
Family Services of the Merrimack Valley  
Farm Fresh Rhode Island  
First Place For Youth  
Found in Translation  
FPWA  
Freedom House, Inc.  
Future Chefs  
Genesys Works  
GenUnity  
Girls on the Run Rhode Island  
Girls Rock Campaign Boston  
GLYS Western New York, Inc.  
Good Deed Grocery  
Gosnold

Greater Lawrence Community Action Council  
Groundwork Southcoast  
Groundwork USA  
GrubStreet  
Habitat for Humanity Buffalo  
Hack.Diversity  
Harbor Homes of Martha's Vineyard  
Harlem Children's Zone  
Harvest House Buffalo  
Health Resources in Action  
HealthConnect One  
Healthy Community Alliance  
Henry Street Settlement  
Hester Street  
Highland Clubhouse  
Homeless Alliance of Western New York  
Homeless Prenatal Program  
HopeWell, Inc.  
Hour Children  
Human Services Council of New York  
Hyde Square Task Force  
ImmSchools  
Improve Your Tomorrow  
International Institute of New England  
Ironbound Community Corporation  
JCCA  
KIPP Public Schools Northern California  
Larkin Street Youth Services  
Leadership Brainery  
Leadership Trainer  
LEAF  
LEAP  
LEAP for Education  
LifeMoves  
LIFT New York  
Lights & Sirens International  
Linda Loring Nature Foundation  
Literacy, Inc.  
Local Initiative Support Corporation  
Los Angeles Education Partnership  
Louis D. Brown Peace Institute

Lowell Alliance  
Lowell Community Health Center  
Madison Park Development Corporation  
Making Waves Foundation  
Martha's Vineyard Bank  
Martha's Vineyard Community Services  
Massachusetts Commission on the Status of Women  
Massachusetts Affordable Housing Alliance  
Massachusetts Trial Court  
Matriculate  
Mbadika  
MEMJ Consulting  
Memorial Sloan Kettering Cancer Center  
MetaMovements  
Minds Matter New York City  
Mission: Ignite  
More Than Words  
Mystic River Watershed Association  
Nantucket Community School  
National Association of the Deaf  
National Employment Law Project  
National Organization on Disability  
NeedyMeds  
Neighborhood Food Action Collaborative  
Neighborhood Villages  
New Jersey Community Capital  
New Left Accelerator  
New York City Alliance Against Sexual Assault  
New York Edge  
New York Immigration Coalition  
New York Road Runners, Inc.  
Newark Alliance  
Newark Arts  
Newark Public Safety Collaborative  
Newark Trust for Education  
newportFILM  
Nonprofits Insurance Alliance  
Nonprofit Finance Fund  
North End Music & Performing Arts Center

North Shore Community Development Coalition  
Northern Essex Community College  
Northern Manhattan Improvement Corporation  
NPH  
ONE Neighborhood Builders  
Open Buffalo  
Operation P.E.A.C.E.  
Out in Tech  
Outside Mind  
Overdeck Family Foundation  
Parent Network of Western New York  
ParentChild+ California  
Parsons Scholars Program  
Partnership for Public Good  
Poets & Writers  
Potencia, Inc.  
Professor Juuj  
Project Bread  
Providence Public Library  
Provincetown Commons  
Queens Museum  
Razing the Bar  
RBG Farm & Retreat  
Reach Out & Read  
Reading Partners  
Rhode Island Black Business Association  
Rhode Island SHRM  
Rhode Island EOHHS  
Rhode Island Women in the Trades  
Root North Shore, Inc.  
Rooted in Love, Inc.  
Ruby's Place  
Sadie Nash Leadership Project  
Safe Horizon  
Sakhi for South Asian Women  
Say Yes Buffalo  
Scholastic Art & Writing Awards – Alliance for Young Artists & Writers  
Scratch Foundation  
SEIU Education & Support Fund  
Seneca Family of Agencies  
SEO Scholars  
SHELTER, Inc.

Silver Lining Mentoring  
Slow Food USA  
Social Enterprise Greenhouse  
Social Impact Exchange  
Southern Gateway Public Green Foundation  
Spina Bifida Association of Greater New England  
Sponsors for Educational Opportunity  
Sportsmen's Tennis & Enrichment Center  
Springboard Collaborative  
St. Stephen's Youth Programs  
Steppingstone  
StoryCorps  
Strong Women, Strong Girls  
Suburban Adult Services, Inc.  
Sunnyside Community Services Support Center  
Teach for America  
TechBuffalo  
The Boston Foundation  
The Boys' Club of New York  
The Center for Dynamic Learning  
The Center for Hope & Healing  
The Center for New York City Neighborhoods  
The Children's Workshop  
The Collaborative Center for Social Innovation  
The Community Group  
The Equity Institute  
The Home for Little Wanderers  
The Japan Society of Boston  
The JPB Foundation  
The Juilliard School  
The Knowledge House  
The Laundromat Project  
The Lenny Zakim Fund  
The Opportunity Network  
The Philos Project  
The Pride Center of Western New York  
The Roger Lehecka Double  
Discovery Center at Columbia University  
The Teacher Collaborative  
The Trustees  
The United Nations Association of Greater Boston

THRIVE Communities  
Thrive Scholars  
Trinity Boston Connects  
TSNE  
Twenty Summers  
uAspire  
Ubuntu Pathways  
Uncommon Schools  
Union of Concerned Scientists  
United Way of Buffalo & Erie County  
United Way of Greater Newark  
University at Buffalo – School of Public Health & Health Professions  
University of North Texas at Dallas – TRIO & Pre-Collegiate Programs  
University Settlement Society of New York  
UnLocal, Inc.  
Upwardly Global  
Urban Scholar Academy  
Urban Specialists  
Visually Impaired Advancement  
Vietnamese American Initiative for Development  
Visual Thinking Strategies  
Voices of the Community  
WalkMassachusetts  
WellStrong  
West Elmwood Housing Development Corporation  
Western New York STEM Hub  
Westminster Economic Development Initiative, Inc.  
Women's Money Matters  
Work Renewed  
Y.A.L.E. Academy, Inc.  
YA-YA Network  
Year Up  
YMCA Buffalo Niagara  
YMCA of Greater Boston  
YMCA of Greater New York  
Young Community Developers  
Young Life  
Youth Guidance  
Youth in Action  
YouthBuild Boston  
YWCA Jamestown  
YWCA Western New York

“INP will allow you to step into the world of other leaders around you and hear their stories, which will then remind you that you aren’t alone in the ‘heart’ work that you’re doing day-to-day.”  
Antione Holmes, Health Research, Inc., Core Certificate Program, Western New York

# 2024 At-a-Glance

“Friends in social impact work: I have absolutely loved my time in the Institute for Nonprofit Practice’s RISE Program. If you are looking to further your knowledge of the nonprofit industry and take stock of where you’d like your career to go, I cannot recommend this program enough!”

Samantha Cortes, Reach Out & Read Northeast, RISE Program, National

More than  
**400**  
graduates from over  
**300**  
unique organizations made up INP’s Class of 2024



“I’m leaving this program feeling more confident as a leader and equipped with the tools, resources, and network to navigate social change work in the nonprofit sector. Forever grateful to the wonderful faculty and staff at INP who made this past year possible.”

Cate Barber, Memorial Sloan Kettering Cancer Center, Community Fellows Program, New York City

“This experience to learn in a collaborative and welcoming space is invaluable, and the lessons that you leave INP with are lasting and impactful.”

Jodie Chibi, People, Inc., Core Certificate Program, Western New York



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

“My experience with INP has been incredibly valuable and will stay with me for years. The blend of content, coaching, and community made this leadership development program exceptionally impactful. I learned effective tools for leading teams through change, addressing team members’ concerns, and enhancing my fundraising skills, which boosted my confidence in expanding areas of my role while in the program. The connections I made at INP will continue to support me in my leadership journey, and I look forward to seeing how we can keep advancing each other’s missions.”

Elizabeth Pimentel, Duet, Core Certificate Program, Boston

Nearly  
**4,300**  
INP students and alumni fueling the social sector in  
**45 states**



**5**  
Leadership Learning Series sessions viewed  
**2,750+**  
times

“INP’s commitment to equipping leaders with the skills and knowledge necessary to drive meaningful change is unparalleled. It was fundamental to help me understand the skills I need to improve to achieve my full leadership potential. The impact on my professional growth has been profound, and I’m very grateful for that.”

Adriana Santos, Newark Public Safety Collaborative, Core Certificate Program, New York City



# Fact & Figures

Time after time, our comprehensive evaluation data reveals that **INP is meaningfully improving the development of participants’ skills, knowledge, confidence, and connections**, enabling them to excel in their leadership. These individual impacts create a ripple effect, leading to more effective organizations better equipped to achieve their essential missions.

Surveys of the Class of 2024 demonstrate INP’s impact on leaders’ lives and careers:



Overall Net Promoter Score:



“Every single person, regardless of role, came into INP for personal and professional growth, and together we built a community. I took away something from every single Management Seminar, from budgeting and financing to communicating change within the organization and without. The fundraising module had the largest impact on me and my career. With the tools that I learned at INP, help from my incredible Management Seminar cohort, and newfound confidence, I stepped in to help us raise nearly \$300,000 in one month. Once that period was over, I advocated for myself and was promoted from the Marketing & Events Manager to Director of Development in April, a month before graduation. I don’t know that this personal growth and professional progress would have happened if it wasn’t for the support and knowledge gained through INP.”

Ashley Ganem, North Shore Community Development Coalition, Core Certificate Program, Merrimack Valley & Essex County

“The Core Certificate Program was much deeper than professional learning: it was an opportunity to build and deepen relationships with other nonprofit leaders, and to share our successes and challenges and support each other in making a more effective, equitable nonprofit sector in Boston.”

Emily Crump, Teach for America, Core Certificate Program, Boston

“When I first joined INP, I had recently transitioned to a nonprofit role after four years of teaching. While many of my skills were transferrable, managing people and a budget were entirely new for me. INP taught me so much about financial management, leadership, organizational culture, and philanthropy. Plus, I was introduced to an incredible network of early-career leaders involved in social change work in Boston.”

Olivia Arnold, 826 Boston, Community Fellows Program, New England

“There’s no other place where you can mix, mingle, learn from, and grow with so many nonprofit industry leaders than INP.”

Christine Waikiki, Say Yes Buffalo, Core Certificate Program, Western New York

“BLI has been a transformative experience thus far. It has provided a platform to connect with like-minded individuals and have difficult conversations that are important to me and my community. Through the workshops and intentionally curated experiences I have gained knowledge, insight, and perspectives that have shaped my approach to leadership and advocacy. BLI has helped me develop into an even stronger and more confident leader.”

Reginald Jean, Haley House, Black Leadership Institute, Boston





# Thriving Together: Cultivating Well-being & Sustainability in the Social Sector

At our **November 2023 Well-being Summit**, INP community members from across the country gathered at Gillette Stadium near Boston to reflect, rejuvenate, and learn tangible ways to foster greater individual and organizational well-being. Sponsored by The Boston Foundation and hosted in partnership with the New England Patriots Foundation and Kraft Family Philanthropies, the summit featured opening remarks from New England Patriots Foundation President Josh Kraft, followed by a keynote conversation on the science of well-being with Dr. Laurie Santos, Yale University Professor and host of “The Happiness Lab” podcast.

At the summit, INP debuted our **Well-being Initiative**, a major effort to study and provide actionable solutions for addressing the sector’s persistently high levels of burnout, turnover, and workforce shortages. We shared findings on the current state of workforce burnout, distilled from existing publications as well as new research completed by INP and Community Science on how these trends are directly affecting INP’s alumni. We are grateful to the Fidelity Charitable Catalyst Fund for funding both this research and our initial work to develop the Well-being Initiative. Over the next two years, INP will continue to research workforce trends and integrate new practices that promote well-being into our programming – while sharing what we learn with the sector broadly to help ensure a healthy, sustainable, and resilient nonprofit workforce.

“At The Boston Foundation, we recognize the imperative of addressing burnout, turnover, and workforce shortages in the social sector to strengthen the foundation of our communities, and we believe that investing in the well-being of those who lead the charge for social progress is a key driver of sector effectiveness. We are proud to support the Institute for Nonprofit Practice’s Well-being Initiative and all they are doing to promote a healthier, more resilient, and more impactful social impact ecosystem for the benefit of all.”

**Leigh Handschuh**, Senior Program Officer, Nonprofit Sector Infrastructure, The Boston Foundation

## Meeting the Moment: Our Bold New Strategic Plan

We are deeply grateful for our partners at **Bain & Company** who, over the last year, dedicated a pro bono case team to help INP design and begin to implement a visionary five-year strategic plan – setting the stage for INP to dramatically increase the number of leaders we serve annually while ensuring greater access for leaders in locations we haven’t been able to reach to date.

We will continue to leverage our unique perspective at the nexus of thousands of changemakers nationwide to offer practical solutions and information that inform a more effective, connected, and equitable sector, and we will more robustly support organizations and our sector by expanding access to emergent and promising practices for the field, new resources, research, educational opportunities, and thought leaders.

## National Core Certificate Program

The addition of the **National Core Certificate Program (NCCP)** to INP’s programmatic portfolio was a key result of the strategic planning process and INP’s goal of training and connecting leaders who live and work outside of our current place-based program sites. This new model removes the geographic barriers to program access for leaders, delivering INP’s proven curriculum through a combination of virtual classes and a powerful in-person multi-day overnight retreat.

The **Surdna Foundation** was the first to invest in NCCP, making a \$720,000 grant to underwrite participation for 48 Surdna grantees across three NCCP cohorts. In March, the inaugural NCCP cohort launched with 16 leaders from around the country. This is just the beginning. We are excited to partner with more forward-thinking philanthropies to ensure that access to leadership development, skills, and networks is not limited by geography.

## The Community of Talent Initiative

Increasingly, nonprofit leaders are seeking out trusted, skills-based opportunities to learn, exchange knowledge, and work together in impactful ways that transcend geographic and other boundaries. At the same time, philanthropies are seeking new and innovative ways to support their grantees in navigating a changing landscape while delivering on their critical missions. INP foresaw this need back in 2023 when, in partnership with Public Purpose Strategies, we began designing our Community of Talent Initiative, an inventive partnership model that enables funders anywhere in the U.S. to underwrite cohorts of leaders within a specific geography, issue area, or grantee portfolio so that they can benefit from INP’s robust programming. By investing in greater numbers of leaders over multiple years, grant makers can join with INP to have an outsized impact on the communities and causes they care about the most. We are heartened by the initial philanthropic response to this new partnership model and excited about the vast potential to provide our nationally recognized programs to more leaders in more places than ever before.

## A Note of Gratitude

We are immensely grateful for the donors and partners who helped make INP’s Well-being Initiative possible.

- Community Science
- Fidelity Charitable Catalyst Fund
- Kraft Family Philanthropies & New England Patriots Foundation
- The Boston Foundation







“Joining the Institute for Nonprofit Practice Black Leadership Institute (BLI) has been a transformative experience, deeply enriching both my personal and professional journey. The mentors and peers I’ve connected with have offered guidance, encouragement, and practical advice that have been crucial in navigating complex situations. The emphasis on both personal growth and professional development has allowed me to lead with greater confidence and authenticity. What I believe sets BLI apart is its commitment to creating a tailored experience that acknowledges and celebrates our cultural heritage and identity. The curriculum is thoughtfully designed to reflect our lived experiences and to equip us with tools that are relevant and effective.”

**Antoine D. Jackson**, Dream Centers of Michigan, Black Leadership Institute, Detroit

“I am so grateful to the Surdna Foundation for this amazing professional development opportunity. This program has skillfully curated a leadership experience that not only sharpens our minds, but feeds our hearts and souls. Nonprofit leadership is complex because it requires a relentless spirit to move beyond a logic model to transform our communities and ourselves. Sometimes we get it right and sometimes we get it wrong, but having the space to take bold risks and be the change we want to see is why I get up everyday. I’m so happy to be among this group of bold and audacious leaders who are pushing and fighting for a better world for other people’s kids.”

**Christina Cummings**, Klean Energy Kulture, Core Certificate Program, National

“Throughout the duration of this program, I have developed and further established a network of amazing nonprofit leaders throughout Western New York who are committed to spending their time innovating, evolving, and collaborating for the greater good. We developed and advanced our leadership skill sets, both independently and as a collective unit. The end of our time on this journey together is just the beginning of another beautiful chapter, and I’m certain that my next chapter will continue to be profoundly impacted by those I have met through this experience. The time spent with INP throughout this year has been nothing short of enlightening and empowering.”

**Shannon Nasca**, sasi, Core Certificate Program, Western New York

“I completed the program with a new set of supporters, advisors, and champions who will surely continue to be part of my leadership story. It was truly a gift to have the opportunity for self-development and I strongly encourage other leaders to consider participation in INP as they grow in their careers.”

**Michele Carroll**, Duet, Core Certificate Program, Boston



# Leadership Learning Series

4

years

30

webinars

5,191

participants around the globe

Our Leadership Learning Series, created as an essential resource during the onset of the pandemic, continued to successfully broaden our reach beyond INP’s suite of programs in fiscal year 2024. This free, publicly accessible offering invites experts and thought leaders from across the nation to be a source of inspiration, support, and connection for the INP community and social impact workforce at large as they navigate the complexities of driving change within the sector. Leadership Learning Series workshops and webinars illuminate pressing issues facing nonprofits today and provide practical insights to empower leaders to sustain themselves, their communities, and their mission-driven organizations.

“The Leadership Learning Series from the Institute for Nonprofit Practice is a must-watch! Timely topics, expert speakers, and relevant discussion. It's time very well spent.”

Leadership Learning Series Attendee

“This conversation resonated with me and was exactly what I needed when I hadn't realized I needed it.”

Leadership Learning Series Attendee

“Thank you Institute for Nonprofit Practice and Dr. Shawn Ginwright for a passionate, inspired, and refreshing conversation about transformative leadership!”

Leadership Learning Series Attendee

## FY24 Sessions



**Reimagining Justice, Reimagining Ourselves** with thought leader **Dr. Shawn Ginwright**



**Caste: Exposing America's Invisible Scaffolding** with acclaimed author **Isabel Wilkerson**



**The Science of Well-being: A Conversation with Dr. Laurie Santos** of Yale University & “The Happiness Lab” podcast



**Navigating Economic Uncertainty in the Social Sector** with **Hilda Polanco** of BDO Nonprofit & Grantmaker Advisory, INP alum **Aisha Benson** of the Nonprofit Finance Fund, and **Donna Murray-Brown** of the National Council of Nonprofits



**The State of Well-being in the Social Sector** with **Patrick Kirby** of the Institute for Nonprofit Practice, **Leah Janey** of HopeWell Inc., and **Darshan Mehta** of the Office of Well-being at Massachusetts General Hospital



Our Leadership Learning Series is accessible to all. Visit our website to register for upcoming sessions and access video recordings or 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 Carlon, Nevette, Albert, and Elorpheton are just four of thousands of stories from INP alumni, each with their community impact rippling outward.



## **Carlon Howard**, The Equity Institute, Core Certificate Program & Black Leadership Institute Alum, Rhode Island

“My experience with INP has been transformational. I've participated in two programs – the Core Certificate Program and the Black Leadership Institute (BLI). Both experiences have profoundly impacted me personally, fostering a sense of belonging and understanding, professionally equipping me with a robust toolkit for leadership and an invaluable community. INP is unparalleled in its commitment to uplifting and advancing leaders in the nonprofit sector.”



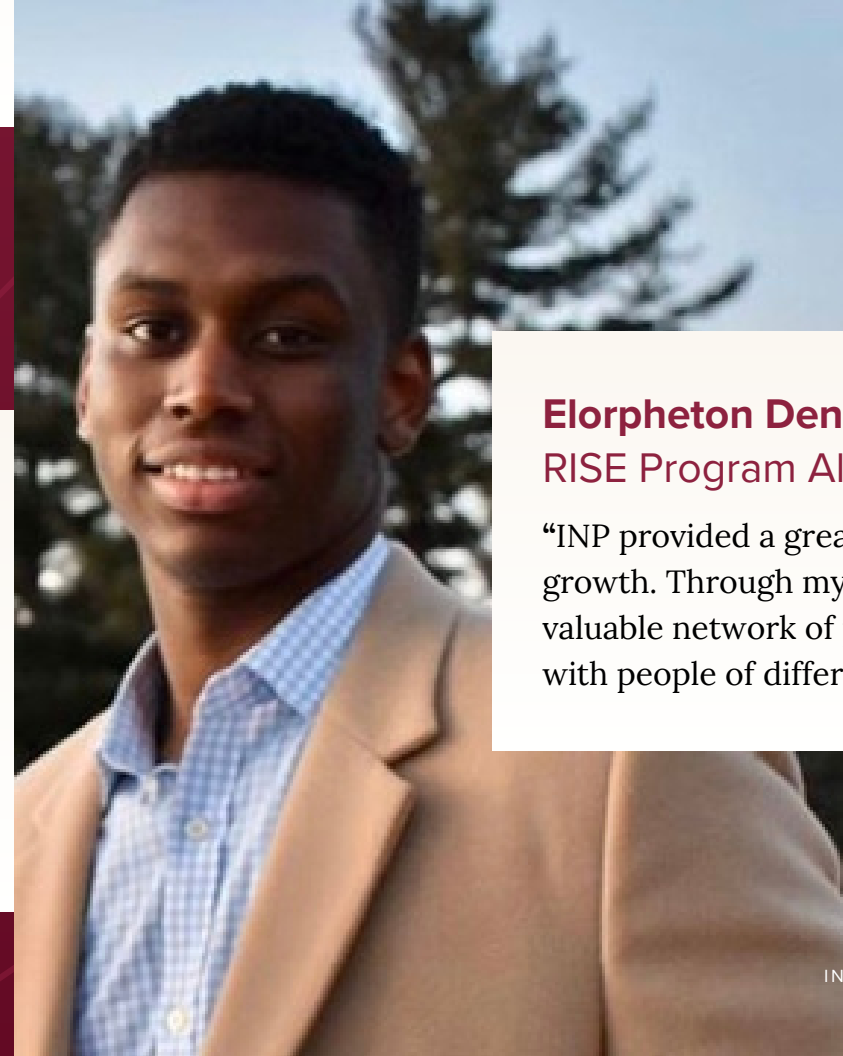
## **Nevette Previd**, Vineyard Preservation Trust, Core Certificate Program Alum, Cape Cod & the Islands

“INP provided essential tools, built my confidence, and laid the foundation for me to step into my current role as executive director of the Vineyard Preservation Trust. I found the program's action-oriented problem-solving and group learning environment incredibly enriching. I rely on the INP network and the broader nonprofit collaborative community for support, resources, and knowledge.”



## **Albert Scerbo**, MIT Initiative on the Digital Economy, Community Fellows Program & Core Certificate Program Alum, Boston

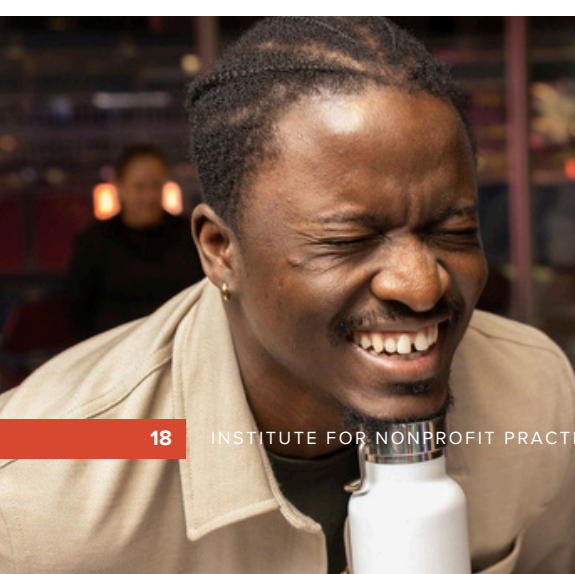
“I'm incredibly proud of my graduation from Institute for Nonprofit Practice this past month – for the second time! The Community Fellows Program several years ago helped me articulate my goals and values and identity around leadership and social impact. In the Core Program, I spent the last year thinking about social impact and leadership from very different perspectives and places within organizations. The most meaningful part of both programs though is getting to learn from incredibly passionate, thoughtful, brilliant social impact leaders doing the program together. Whether in breakout rooms during class time or challenging organizational case studies with my incredible Practice Seminar cohort, I'm so grateful to have had the opportunity to learn with and from the best.”



## **Elorpheton Deneus**, Young Man With a Plan, RISE Program Alum, National

“INP provided a great environment for personal and professional growth. Through my participation in INP, I was able to develop a valuable network of peers and learned to communicate effectively with people of different personalities and backgrounds.”







# The Peter & Elizabeth Tower Foundation & Nonprofit Support Group

## The Power of Coalition

We are proud to recognize the Peter & Elizabeth Tower Foundation, led by Tracy Sawicki, and the Nonprofit Support Group (NSG), led by Katie Pieri, two trailblazing funding partners whose leadership and commitment to collaboration have driven INP’s growth in Western New York.

INP’s partnership with Tracy Sawicki and the Tower Foundation began in 2009, when the foundation became an annual donor to our programming in Essex County, Massachusetts. Soon after, in 2016, our partnership deepened, as Tower and a collective of donors on Cape Cod and the nearby Islands of Martha’s Vineyard and Nantucket joined together to bring INP to their home region. This highly successful model of partnering with a coalition of funders to strengthen the social impact ecosystems of rural areas and small towns opened new possibilities for INP.

Seeing the need for our impactful skills-based training and community building in Tower’s home region of Western New York, in late 2019 INP and Tower began to explore INP’s expansion there. Right away, Tracy introduced INP to the Nonprofit Support Group, Western New York’s sole funding collaborative dedicated to capacity building for regional nonprofit leaders, and we began to work with Katie Pieri, its Director, to bring INP to the community.

Thanks to the thoughtful leadership of Tower and NSG, over the next two years INP listened, learned, and built connections with dozens of local nonprofit and philanthropic leaders to create a shared vision and ensure that INP’s programming reflected local context and needs. A catalytic grant of \$900,000 over four years from Tower and a subsequent commitment from NSG and its members in the form of a \$1.03M pledge over three years set the stage for INP’s successful launch and long-term impact in Western New York.

By joining forces, our three organizations have accomplished far more than any of us could have alone: To date we have reached 100 emerging, mid-level, and executive social impact leaders in Western New York, and by 2026, we will have served close to 170 of the region’s leaders, resulting in powerful ripple effects as the skills, network, and confidence they gain positively impact their organizations, communities, and the region at large.

We are deeply grateful to Tracy Sawicki and the Tower Foundation and to Katie Pieri and NSG for standing by us every step of the way in making this work possible. By combining our unique strengths, we have elevated our collective impact and created a compelling model for nonprofit and philanthropic partnerships.



“NSG began with the premise that a healthy nonprofit sector is essential for thriving communities. Nonprofits that can continually build their knowledge, expertise, and skills are better positioned to fundraise, develop staff, build effective boards, communicate, and run their operations. Those are precisely the skills that INP helps leaders cultivate through their programming here in Western New York, ensuring that they are better equipped to sustain themselves and their organizations despite inevitable challenges. We are proud to be part of this collaborative that’s helping strengthen Western New York’s economic, educational, and creative landscape by bolstering leaders working on a range of important regional issues.”

Katie Pieri, Director, Nonprofit Support Group



“The Tower Foundation has partnered with INP for over 15 years, and we’ve witnessed firsthand its unique added value when it comes to building a more effective, connected, and representative social impact sector. We are deeply proud of this collective at a time when it is more critical than ever that we come together as a funding community to support social impact leaders and organizational capacity. INP offers highly impactful programming in Western New York that merits the investment of anyone who prioritizes truly equitable leadership, and we are proud to partner with the Nonprofit Support Group on this effort.”

Tracy A. Sawicki, Executive Director, The Peter & Elizabeth Tower Foundation

# Tipping Point Community

## Place-based Impact

When it comes to partners who prioritize deep, place-based investments that help communities thrive, we look no further than our partners in the Bay Area: Tipping Point Community. Founded in 2005, Tipping Point works to advance cutting-edge, poverty-fighting solutions designed to ensure that all Bay Area residents have greater opportunities to fully prosper.

Tipping Point shares INP’s core belief that in order for nonprofits to deliver on their missions – whether that’s developing innovative solutions to promote housing stability or increasing opportunities for every student to earn a degree – their leaders need meaningful investments so that they can learn best practice, share, and leverage strategies to realize their leadership potential while elevating their organizational and community impact.

At Tipping Point, those investments in organizational impact go beyond financial resources to include tailored support plans that provide grantees with expert guidance on how to best refine their strategic planning, fundraising, advocacy, impact evaluation, and other mission-critical skills. That’s where INP comes in.

Since 2022, these customized support plans for grantees have included access to INP’s nationally recognized training programs. Together, INP and Tipping Point have supported four cohorts comprising 75 leaders from more than 40 organizations across the Bay Area, with a fifth cohort beginning September 2025. As with all of INP’s place-based programs, sessions are facilitated by a team of local faculty members, highly accomplished Bay Area practitioners who draw from their lived experience and extensive knowledge to ensure that program offerings reflect local context and remain responsive to students’ needs.

Tipping Point’s emphasis on peer learning spaces where grantees can collaborate – and not compete – is a natural fit for INP’s cohort-based program model, which provides a trustworthy space for leaders to work through challenges, break down silos, and form synergies with other leaders.

By inviting meaningful collaboration among a critical mass of leaders during the program and beyond, INP’s strong partnership with Tipping Point provides an excellent model for innovative philanthropies seeking to make a substantial place-based impact among leaders working across common issue areas.



“At Tipping Point, we recognize the importance of investing in nonprofit leaders whose experiences reflect the communities they serve. This is crucial to achieving sustainable impact. Our grantees share our vision of a Bay Area where everyone can thrive, and they deliver the critical services that make that vision possible. Through our impactful partnership with INP, we offer emerging grantee leaders high-quality leadership development. This effort not only connects them to a broader network of leaders but also equips them with best practices to strengthen their organizations and deepen their impact.”

Nick Arevalo, Capacity Building Director, Tipping Point Community



# The Art of Leading for Good

In June, INP and our partners proudly honored eight individuals who embody the spirit of service and leadership in their communities with our annual Changemaker Awards. Announced during our annual “The Art of Leading for Good” event at the Pucker Gallery in Boston, INP’s Changemaker Awards shine a light on remarkable individuals who serve as models of service and inspiration for advancing the common good, celebrating the meaningful contributions they have made to their communities and beyond.

This special evening of inspiration, appreciation, and connection for the local INP community lifted up the important role that the arts play in social justice movements, featuring a captivating performance by freestyle dance specialist and 2022-23 Artist-in-Residence for the City of Boston, Ashton “Stiggity Stackz” Lites. The evening also included the presentation of our 2024 Changemaker Awards and a powerful fireside chat with civil rights activist Evan Milligan and INP faculty member Marc Skvirsky, who served as moderator.

The expansive conversation included reflections on the landmark U.S. Supreme Court case *Allen v. Milligan* – for which Evan served as the named plaintiff – which resulted in a historic ruling in June 2023 that Alabama’s new congressional district map violated the Voting Rights Act (VRA) by diluting the votes of Black residents.

Milligan also spoke about building bridges across differences, the important role of art and artists in social movements, and the many lessons he has gleaned from elder generations of civil rights activists and organizers, including the importance of healing, persisting, and sustaining oneself in the face of adversity.

INP is proud to honor the 2024 Changemakers, highlighting their commitment to and achievements in the social impact sector, which encompass such issue areas as child welfare, immigration, economic development, and more.

*With deep gratitude to our generous hosts and long-time supporters, Sue and Bernie Pucker, for envisioning and sponsoring this special evening.*

“Tonight, we celebrate the fact that there are leaders – from across the INP community and beyond – dedicated to creating change through cultures of care, well-being, and belonging to build a brighter future for generations to come. The incredible individuals receiving INP’s 2024 Changemaker Awards stood out to us for their deeply transformative work across a broad range of critical issues.”

Yolanda Coentro, President & Chief Executive Officer, Institute for Nonprofit Practice



## 2024 Changemaker Award Recipients

**Vetto Casado**

Director of Shifting Power & Advancing Justice,  
The Boston Foundation  
*INP Alumnus*

**Sasha Chanoff**

Founder & Chief Executive Officer, RefugePoint

**Yi-Chin Chen, MSW**

Executive Director, Friends of the Children – Boston  
*INP Alumna & Faculty Member*

**Jen Faigel**

Executive Director, CommonWealth Kitchen  
*INP Alumna*

**Andrés Holder**

Executive Director, Boston Children’s Chorus

**Ruthzee Louijeune**

President, Boston City Council & Boston City  
Councilor At-Large

**Sandra M. McCroom**

President & Chief Executive Officer, Children’s  
Services of Roxbury  
*INP Faculty Member*

**Simar Singh**

Chief Program Officer, RefugePoint



# Progress Powered by People™

INP’s nationally recognized programs continue to reach more leaders and make a greater impact each year, thanks to the remarkable dedication of our staff, faculty, board members, mentors, guest instructors, and alumni volunteers. We would not be where we are today without you all. We extend our deepest appreciation to the leaders behind INP who power progress in communities far and wide!

## Board of Directors

- Monique Aiken**  
Managing Director, The Investment Integration Project & Co-founder, Make Justice Normal
- Jon Barfield**  
Partner, Bain & Company
- Tom Bendheim**  
Founder & Chief Executive Officer, b7 Properties, LLC
- Phil Buchanan**  
President, Center for Effective Philanthropy
- Josh Chalmers**  
Chief Executive Officer, The Imaginarium & Change The World Before Bedtime LLC
- Yolanda Coentro**  
President & Chief Executive Officer, Institute for Nonprofit Practice
- Susan Cohen**  
Board Chair

- Angel Roberson Daniels**  
Executive Director, Angell Foundation
- Barry Dym**  
Founder & Former Chief Executive Officer, Insitute for Nonprofit Practice
- Olivia Engel**  
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- Justin Kang**  
Co-Founder, Visible Hands
- Mark Rosen**  
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- Christine Letts**  
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Nicholas President & Chief Executive Officer, Boys & Girls Clubs of Boston
- Carol Lobron**  
Independent Consultant
- john a. powell**  
Director, Othering & Belonging Institute, University of California, Berkeley
- Geeta Pradhan**  
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- 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, Tufts University

## Welcoming Jon & Phil

This year we were thrilled to welcome **Jon Barfield**, Partner at Bain & Company, and **Phil Buchanan**, President of the Center for Effective Philanthropy (CEP), to INP's Board of Directors!

As founder and head of Bain & Company's Racial Equity and Social Justice pillar, Jon is responsible for deploying a \$100M commitment in pro bono consulting services to mission-driven organizations focused on health equity, civil rights, gender equity, and closing the racial wealth gap. Last year, Jon led the case team from Bain & Company that supported the next stage of INP's strategy development, a significant in-kind service. We are grateful for Jon’s service, and his strategic insights and profound commitment to advancing social justice are already informing our work to strengthen the sector nationwide.

A passionate advocate for the importance of philanthropy and the nonprofit sector, Phil joined CEP in 2001 as the organization's first chief executive and has led its growth into the leading provider of data and insight on philanthropic effectiveness. Phil is no stranger to INP, as both he and CEP have long been champions of our work. As a board member, Phil brings not only a deep understanding of INP’s mission, but also extensive knowledge and expertise on a range of sector-wide issues that is proving invaluable as we chart INP’s vision for the future.





# Faculty

We are deeply grateful to our exceptional faculty members for their unwavering dedication, innovative spirit, and genuine care for INP leaders. Their exemplary leadership, valuable expertise, and profound insights are instrumental in cultivating a national network of transformative leaders, ensuring a vibrant and sustainable future for our sector for years to come. Thank you for all you do!

**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-Montina**

President & Chief Operations Officer, Thrive Scholars

**Cat Ang**

Regional Director of Enrollment, Year Up – National

**Thabiti Brown**

Independent Consultant

**Vanessa Bishop**

Chief Impact Officer, 10,000 Degrees

**Omar Butler**

Chief Executive Officer, New Door Ventures

**Abel Cano**

Founder & Executive Director, The Arc of Change

**Kailey Cartwright**

Director, Learning & Development, SurveyMonkey

**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, MSW**

Executive Director, Friends of the Children – Boston

**Jay Coburn**

Chief Executive Officer, Community Development Partnership

**Anuradha Desai**

Principal, Desai Consulting

**Maria Dominguez Gray**

Executive Director, Phillips Brook House Association

**Paola Fernandez**

Senior Vice President & Community Development Officer, Centreville Bank

**Brian Garshelis**

Senior Faculty, Facilitation & Training, Institute for Nonprofit Practice

**Gabrielle Gilliam**

Chief Advancement Officer, Ascend Learning

**Robert Gittens**

Executive Director, Bridges Homeward

**Erika Halstead**

Chief Executive Officer, Minds Matter

**Erica Hamilton**

Founding Director, Black Leadership Institute, Institute for Nonprofit Practice

**Shauwea Hamilton**

Chief Regional Officer, Bottom Line

**Mary Sylvia Harrison**

Independent Consultant

**Laura Hayes**

Chief Executive Officer, The Learning Bridge

**Dan Holin**

Executive Director, Second Chance Cars

**Lisa Holton**

Principal, Holton Consulting

**David Howse**

Vice President & Executive Director, ArtsEmerson, Emerson College

**Anthony Hubbard**

Founder & Chief Executive Officer, YouthBuild Preparatory Academy

**Rolland Janairo**

Executive Director, Silicon Valley Urban Debate League

**Maria Kasparian**

Vice President of Strategic Partnerships, Edesia

**Jack Kavanaugh**

Executive Director, GLYS Western New York, Inc.

**Talisa King**

Chief Program Officer, YWCA Western New York

**David Kuehn**

Executive Director, Cotuit Center for the Arts



**Michelle Mush Lee**

Executive Director, Youth Speaks

**Myung Lee**

Chief Strategy Officer, Living Cities

**Melissa Luna**

Executive Director, GreenLight Fund – Boston

**Natalie Martinez**

Chief Executive Officer, Girls Inc. of Boston & Lynn

**Lakimja Mattocks**

Chief Talent & Equity Officer, LEAP

**Sandra M. McCroom**

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

**David R. McGhee**

Chief Executive Officer, The Steve Fund

**Lily Mendez**

President & Chief Executive Officer, Mass Mentoring Partnership

**Maria Mottola**

Philanthropic Strategist & Organizational Consultant

**Shaheer Mustafa**

President & Chief Executive Officer, HopeWell, Inc.

**Bita Nazarian**

Executive Director, 826 Valencia

**Jonathan Sandville**

Commissioner, Legal Services Trust Fund Commission, State Bar of California

**Nalini Saxena**

Founder & Chief Executive Officer, Elicit Consulting

**Anthony Shoecraft**

Managing Director of Business Development, Kingmakers of Oakland

**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

**Dr. Erika Van Buren**

Principal, Line of Sight Consulting

**Shannah Varón**

Executive Director, Teach for America – Massachusetts

**Anne Wallestad**

Leadership Coach to Nonprofit CEOs, Anne Wallestad Coaching, LLC

**Isa Woldegiorguis**

Executive Director, The Center for Hope & Healing



# Guest Instructors & Mentors

INP extends our sincere gratitude to the many guest instructors and mentors who greatly enhanced our FY24 programming. We can't thank you enough for sharing your time, passion, and deep expertise with the INP community in the classroom and beyond!

## Guest Instructors

Dr. Darnisa Amante-Jackson	Alnoor Ebrahim	Ben Mahnke	Candace Stanciel
Ashlee Consulting	Andrea Genser	Sandi McKinley	Colby Swettberg
Craig Bida	Tiffany Hawkins	Tameka Moss	Tammy Tai
Shelby Brown	Anthony Hubbard	Shaheer Mustafa	Anne Wallestad
Abel Cano	Reginald Jean	Bonnie Reiner	Dr. Akilah Watkins
	Yamaya Jean	Holiday Simmons	

## Mentors

Monivett Acevedo	George Chu	Alan Harlam	Celina Miranda
Felix Alarcon	Kelly Cody	Tylor Hart	Laura Moores
Tyra Anderson-Montina	Carleen Colin	Raevan Henderson	Marie Morisset
Cat Ang	Regina Cooper Benjamin	Jonathan Ho	Sara Mraish Demeter
Penny Austen	Brittany Cope	Alex Huaylinos	Kristen Mulvena
Cate Barber	Dontae Cowans	Rohun Iyer	Tendo Mutanda
Elika Beck	Zach Crawford	Lindsay Jackson	Paul Nehring
Lisle Bertsche Kehr	Sarah Crooker	Monete Johnson	Melvin Nguyen
Gaby Bianchi	Phillipe Cunningham	Shaquille Jones	Alex Nova
Wendy Bongjoh	Luiza deCamargo	Christina Joseph	Andrea O'Suilleabhain
Adrienne Boykin	Anuradha Desai	Doria Josma	Talya Oberfield
John Brakke	Jazmine Dinkins	Maheen Kaleem	Cindy Odom
Tamara Brown	Ava Dudani	Bailey Katsumata-Smith	Maty Ortega Cruz
Jamilah Burgin	Barry Dym	Kelly Knapp	Carole Ann Penney
Maggie Burns	Mariangeli Echevarria-Ramos	Sierra Kraft	Nancia Pierre
Ashley Burris	Jamien Eutsey	Yana Kusayeva	Rachel Plummer
Cydni Burton	Jasmine Filkov	Mitchell LeGrand	Andy Shin
Diana Caba	Brian Garshelis	La Lee Lo	Kathleen Smith
Genesis Calderon	Neo Gcabo	Jonathan Long	Ivanna Solano
Shalima Cants	Benji Gellman	Melissa Luna	George Suttles
Jesus Carrasco	Jesenia Gervacio	Leo Martinez	Wanufi Teshome
Jamaica Carter	Mercedes Gibson	Skyler May-Bellville	Paloma Thoen
Gabriel Cenizal	Jalisa Gilmore	Kateshia McAfee	Carl Thompson
Terrell Chambers	Bethany Godsoe	Mars McCormick	Jeanie Tung
Linda Chan Flynn	Elsa Gomes Bondlow	Eu'nice McCoy	Shannah Varón
Carole Charnow	Stacey Gorman	Margaret McDonald	Caroline Walker
Yi-Chin Chen	Kendrick Gray	Geraldine (Geri) Medina	Anne Wallestad
Julia Chih	Hannah Guevara	Amy Mendoza	Josh Waxman
Gary Chin		Devon Mirabal	Brittany Wong
			Monica Zeno-Martin





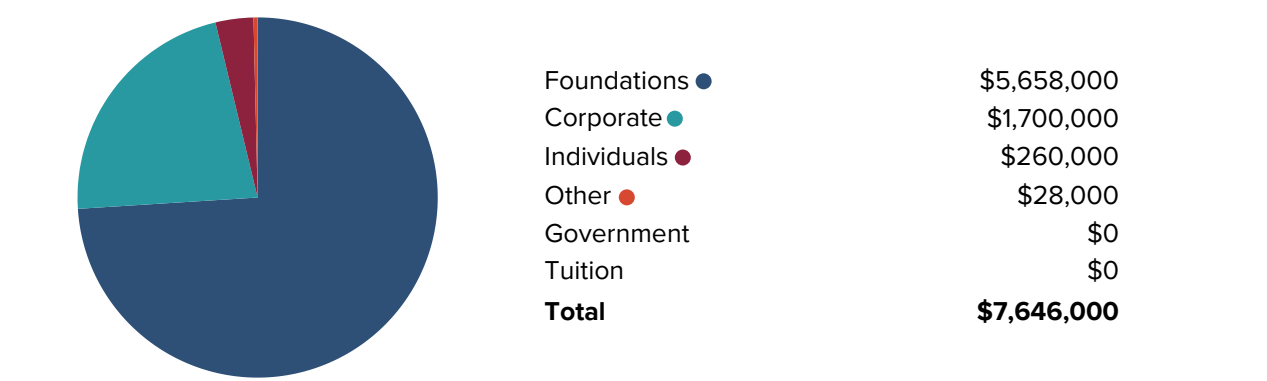
# Financials

We are proud to share that **between July 1, 2023 and June 30, 2024, we raised over \$6.35M thanks to the generosity of many valued funding partners.** We closed the year with a minimal net operating loss and remain steadfast and confident in our fundraising efforts for the years to come.

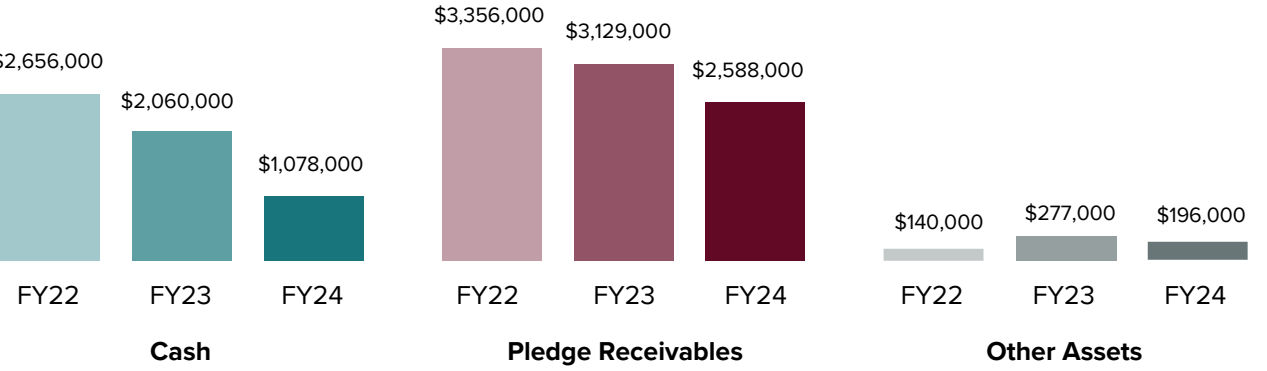
We secured over \$3.67M from multi-year commitments for use in FY25 and beyond. Our financial stability and strength are made possible by the support of individual donors, philanthropic institutions, and forward-thinking corporations. It is because of these values-aligned partners that we can continue to offer our programming at no cost to social impact leaders or their organizations.

As we look ahead to FY25 and beyond, we are grateful for the generosity of all who continue to strengthen INP’s financial position, allowing us to deliver our award-winning programs on a greater scale.

## Income by Source



## Assets by Year-End



## Profit & Loss Statements Over Three Years

	FY22 (Audited)	FY23 (Audited)	FY24 (Audited)
Revenue			
Earned Income (tuition, net of scholarships)	\$521,000	\$182,000	–
Program, Operating & Scholarship Contributions	\$4,632,000	\$9,395,000 *	\$7,618,000
Federal Grant	\$322,000	\$201,000	–
Other Income	\$4,000	–	\$28,000
Total Revenue	\$5,479,000	\$9,778,000	\$7,646,000
Expenses			
Program Costs & Personnel	\$4,180,000	\$5,665,000	\$6,488,000
Special Events & Marketing	\$37,000	\$28,000	\$19,000
Administrative	\$168,000	\$190,000	\$269,000
Professional Services	\$827,000	\$3,693,000 *	\$727,000
Occupancy	\$169,000	\$173,000	\$180,000
Total Expenses	\$5,381,000	\$9,749,000	\$7,684,000
Change in Unrestricted Net Assets	\$98,000	\$29,000	\$37,000
Temporarily Restricted Activity			
Temporarily Restricted Income	\$6,427,000	\$3,454,000	\$3,673,000
Net Assets Released	\$3,392,000	\$4,330,000	\$4,935,000
Change in Temporarily Restricted Net Assets	\$3,035,000	\$876,000	\$1,262,000
Total Change in Net Assets	\$3,133,000	\$847,000	\$1,299,000

\* FY23 includes \$2,700,000 of in-kind strategic planning services.



# Donors

We sincerely appreciate our funding partners' essential role in enabling INP to broaden our reach, introduce new initiatives, and deepen our impact. Your generous investment and dedication to INP empower us to bring together leaders from across the country to advance their missions and effect meaningful social change. The INP programs and participants who benefit from your support are shaping a brighter future for everyone, and we are thankful for your generosity and collaborative spirit!

**\$2,500,000 & Above**

Ballmer Group\*  
Barr Foundation\*

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

Anonymous\*  
The Peter & Elizabeth C. Tower Foundation\*

**\$500,000 to \$999,999**

Fidelity Charitable Catalyst Fund\*  
Ford Foundation\*  
MetLife Foundation  
Surdna Foundation\*

**\$250,000 to \$499,999**

Angell Foundation\*  
Kraft Family Foundation & New England Patriots Foundation\*  
Papitto Opportunity Connection\*  
Santander Bank, N.A.\*  
Tipping Point Community  
The TJX Companies, Inc.

**\$150,000 to \$249,999**

Anonymous  
The Boston Foundation\*  
Robert Sterling Clark Foundation\*  
Jane's Trust Foundation\*  
Kresge Foundation\*  
The John R. Oishei Foundation\*  
State Street Foundation

**\$100,000 to \$149,999**

Nonprofit Support Group  
ESL Charitable Foundation

Health Foundation for Western & Central New York  
The John R. Oishei Foundation  
The Peter & Elizabeth C. Tower Foundation  
The Western New York Foundation  
Ralph C. Wilson, Jr. Foundation

Mark & Etta Rosen  
The Abbot & Dorothy H. Stevens Foundation\*  
Weingart Foundation\*  
Wellington Management Foundation

**\$50,000 to \$99,999**

Allstate Foundation  
Fish Family Foundation\*  
JPMorgan Chase Co.  
Wells Fargo  
The Yawkey Foundation\*

**\$25,000 to \$49,999**

Anonymous  
Highland Street Foundation  
Leon Lowenstein Foundation  
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 & 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

Amelia Peabody Foundation

**\$10,000 to \$24,999**

Anne Bauer & The Kenneth Dym Fund  
Charlesbank Capital Partners  
Barry Dym & Francine Jacobs  
Eastern Bank Foundation  
Olivia Engel  
Sue & Bernie Pucker  
Father John Unni

**\$5,000 to \$9,999**

Jon Barfield  
Tom & Kathy Bendheim  
Kim & Judy Davis  
Main Street Group Foundation

**\$1,000 to \$4,999**

Michael & Charlotte Brown  
Phil Buchanan  
Josh Chalmers  
Yolanda Coentro & Shaheer Mustafa  
eCratchit  
Matthew Epstein & Deborah Hiatt  
Samantha & Jeremy Gaspar  
HarborOne Bank  
Marcia Hertz  
Andrew & Cindy Janower  
Justin Kang  
John & Tappy Kimpel  
Joshua Klevens & Anna Sinaiko  
New Commonwealth Racial Equity & Social Justice Fund  
Kathryn Plazak  
David & Kristin Shapiro  
Robin Vann Ricca  
Karyn Wilson & Miles Byrne

**\$500 to \$999**

Hal Belodoff  
Anthony Britt  
John Burgess & Nancy Adams  
Patrick Kirby  
Mary Mustafa  
Scott & Nancy Richmond

\* Indicates a multi-year funding commitment

## Thank You, Goulston & Storrs!

Thanks to INP Board Member Matthew Epstein, Of Counsel at Goulston & Storrs, the firm has generously served as INP's pro bono legal counsel for over a decade.

Providing best-in-class legal services at no cost, Goulston & Storrs has supported INP through pivotal transitions – including becoming an independent nonprofit, expanding to new regions, changing our name, and growing our team.

Their expert guidance has been invaluable. Over the past three years alone, their in-kind support has totaled nearly \$150,000. We are profoundly grateful for their partnership and unwavering commitment to our mission.





# Looking Ahead

For INP, 2024 was marked by new programming, geographic growth, the addition of hundreds of pioneering leaders to our growing alumni base, and the establishment of impactful partnerships – yet the need for our work remains stronger than ever.

Our network of changemakers and those they serve face increasing challenges. Still, we hold confidence in the strength of the social sector – and the individuals who power it – to collaborate across city and state lines and fortify our communities. We reaffirm our commitment to supporting this nationwide movement now and into the future.

On the horizon, INP is continuing to prioritize the well-being of leaders and their organizations to rise above the tides of adversity. We are doubling down on measures to help fuel our sector through these times and investing in resources to ensure that leaders are equipped to drive sustainable progress beyond the current landscape. Our team is further exploring innovative initiatives and partnerships to broaden access to INP for change agents in rural communities, fostering both capacity building and inclusion for even more regions in need.

**We invite you to join us in the next wave of our work.**

“It was so fulfilling to connect with fellow nonprofit and social impact leaders, who challenged and critiqued systemic issues within the sector, with hopes to reimagine organizational change that is truly empowering and equitable to the communities that we serve. Through my cohort, I am reminded that social change requires strategy and longevity – and that we don't have to do it all on our own.”

**Juliana (Juju) Wong, M.Ed.**, Professor Juuj, Core Certificate Program,  
New York City

## Contact Us

To learn more about how you can support our ambitious plans for 2025 and beyond, contact **Yolanda Coentro**, President & CEO, at [ycoentro@nonprofitpractice.org](mailto:ycoentro@nonprofitpractice.org).







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