

Progress Powered by People™

2025 Annual Report



“RISE didn’t just teach me leadership–it showed me what it means to lead with purpose, with equity at the center, and with the courage to advocate for myself and others. I was able to grow both professionally and personally in ways I didn’t expect. Throughout the program, I connected with an incredible cohort of emerging leaders from across the country. Hearing their stories, sharing space, and learning alongside them challenged me, inspired me, and reminded me that I’m not alone in this work. I gained new tools, sharpened my voice, and saw just how powerful it is to be surrounded by people committed to impact.”

– SaMari Hall, MPH, Catholic Health Systems of Buffalo, RISE Program, National

Dear Friends,

FY25 was a year that demanded relentless persistence, creativity, and courage across the social impact sector. From urban hubs to rural regions, leaders are navigating rising community needs, constrained resources, and sustained workforce strain–realities that underscore the urgency of strong, connected, and well-supported leadership. At the Institute for Nonprofit Practice (INP), we met this moment by staying deeply focused on what we do best: investing in people so they–and the communities they serve–can thrive, even amid uncertainty.

In FY25, INP expanded both its reach and its impact, building on the strength of our place-based programs while extending our model nationally to ensure more leaders can access high-quality leadership development, regardless of geography. Our RISE Program has nearly tripled in size over the past two years, strengthening the pipeline of early-career social impact talent nationwide. Meanwhile, our National Core Certificate Program entered its second year, connecting an increasingly diverse, cross-regional community of leaders and fostering deeper connection and collaboration across city and state lines.

We continued to advance the *Community of Talent Initiative (COTI)*, a premier partnership model that enables philanthropies and nonprofits to accelerate their impact by investing in leadership at scale. *COTI* partners leverage INP’s proven programs to train entire ecosystems of leaders across specific geographies, issue areas, organizations, or grantee portfolios. In FY25, we welcomed new *COTI* partners including the Rhode Island Foundation, whose support expanded access to INP for leaders who are advancing the Foundation’s community priorities and deepening leadership capacity across Rhode Island.

Woven into this report are the voices of many of our alumni. They are among the 4,800+ INP participants and graduates who, this year, stepped into complexity with ingenuity, resolve, and courage. We are grateful for the opportunity to support these leaders with ongoing learning and connection as they shape the future of social impact. Thousands of leaders across the sector also benefited from our Leadership Learning Series and Well-being Summit, gaining tools, insights, and peer connection to navigate uncertainty and plan for the future. None of this progress would be possible without forward-thinking funders who share our belief that investing in the people–not just the programs they run–matters.

FY25 was a demanding year–but it also underscored what is possible when leaders are supported and connected. As you explore this report, you will see a community in motion, building a stronger, more resilient, and more connected social impact sector for the future.

With gratitude,



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



Phil Buchanan
Board Chair, Institute for Nonprofit Practice

Class of 2025

In 2025, more than 470 leaders from over 370 organizations joined INP's national network of 4,800+ changemakers. Together, they represent the reach and power of a leadership community spanning issue areas and geographies. Through INP, they are more equipped and better prepared to drive lasting change in their organizations, communities, and across the country.

2nd Chance Services, Inc.
350NH
826NYC
A Better Chance
Abbvie
Ability Central
Action, Inc.
Action for Boston Community Development
Adult & Community Education Martha's Vineyard
Advocates
African American Center for Cultural Development
American Red Cross
Animal Agriculture Reform Collaborative
Appalachian Mountain Club
Arlington Public Library
Artists for Humanity
Ashinaga USA – Ashinaga Africa Initiative
Asian Arts Initiative
Asian Community Fund at The Boston Foundation – Asian Business Empowerment Council
Asian Community Development Corporation
Barr Foundation
Big Brothers Big Sisters of Eastern Massachusetts
Big Brothers Big Sisters of Rhode Island
Black Farmer Fund
BoardSource
Boldly Speaking, LLC
Booker T. Washington Community Service Center
Boston Area Rape Crisis Center
Boston Arts Academy Foundation
Boston Bulldogs Running Club
Boston Center for the Arts
Boston Chinatown Neighborhood Center
Boston Higher Education Resource Center
Boston Lyric Opera
Boston Women's Fund
Bottom Line
Bottom Line New York
Boys and Girls Clubs of Boston
Brandeis University
Bridge Builders Foundation
Bronx Charter School for Excellence
Brooklyn Bridge Alliance for Youth
Brooklyn Children's Museum
Brothers In Arms Men's Support Circle
Brown University – Brown Center for Students of Color
Buffalo Center for Arts & Technology
Buffalo Center for Health Equity
Buffalo Olmsted Parks Conservancy
Buffalo Prenatal Perinatal Network
Buffalo Urban League
Buktu
CAMBA, Inc.
CHN Housing Partners
CINQCARE
COOP Careers
COPE Hennepin County
Cambridge Community Foundation
Cambridge Nonprofit Coalition
Camp Harbor View
Campus Compact
CareerWise New York
Catholic Charities Buffalo
Catholic Health Services
Cause Strategy Partners
Center for Coastal Studies
Center for New York City Neighborhoods
Chicago Learning Exchange
Child Care Circuit
Children's Aid
Children's Aid Society – National Center for Community Schools
Children's Museum at Holyoke
Chinese-American Planning Council
Cicatelli Associates
City Leadership
City Year Greater Boston
City Year Rhode Island
City of Boston
City of St. Paul
City on a Hill Public Charter School
Clockshop
Coalition for a Better Acre
College Track
College Track New Orleans
College Unbound
Commonpoint Queens
Commonwealth Corporation
Community Coalition
Community Science
Community Teamwork, Inc. – Youth Services
Compass Family Services
Compeer of Greater Buffalo
Cook County Health
Cornell University – Cornell Tech
Council of International Educational Exchange
Covenant House International
Crisis Text Line
D'Youville University
DASH
Dallas Hope Charities
Degrees of Change
Designing Justice + Designing Spaces
Detroit Branch NAACP
Detroit Children's Fund
Diversity Talks
Diversity & Inclusion Professionals
Dog Tag, Inc.
Dorchester Bay Economic Development Corporation
EPIC
East Side Stewards
EdTrust-West
EdVestors
Educators for Excellence MA
Elder Services of Cape Cod & the Islands
English for New Bostonians
Erie County Restorative Justice Coalition
Erie Niagara Area Health Education Center
Esperanza Academy
Essex County Greenbelt Association, Inc.
Every Hour Counts
FeedMore WNY
Firelight Media
First Place for Youth
FoodCorps, Inc.
Forward Through Ferguson
Foster Greatness
Freedom House
Freedom of the Press Foundation
Fresh Lifelines for Youth
Friends Committee on National Legislation
Fund for New Jersey
GLSS
GLYS WNY, Inc.
GOLES
GSA Network
Gardner Pilot Academy
GenUnity
Generation Citizen
Genesys Works
Genesys Works Chicago
Girl Scouts River Valley
Girls, Inc.
Girlstart
Gore Place Society
Greater Lawrence Fellowship of the Arts
GreenLight Fund
Groundwork Lawrence
Groundwork Southcoast
Groundwork USA
HEAL Food Alliance
HEALTHeLINK
Haley House
Harvard University
Healing the Black Body
Health & Human Resource Education Center
Health Resources in Action
HeartShare Human Services
Hearts & Hands
Heathmere Center for Cultural Engagement
Helping Our Women
Hispanic Access Foundation
Historic Districts Council
Home Beneath Our Feet, Inc.
Homeless Prenatal Program
Homeward Bound of Marin
HopeWell, Inc.
Hospice & Palliative Care of Martha's Vineyard
Hyde Square Task Force
Innercity Struggle
Institute for Nonprofit Practice
Institute of Community Living
International Institute of New England
Ironbound Community Corporation
Justice Resource Institute – Children's Friend & Family Services
JUST Capital
Jewish Family Services of Western New York
Jewish Vocational Service
Jobs to Move America
Journey's End Refugee Services
Just A Start
Kings Against Violence Initiative
KIPP Northern California
Kalamazoo Book Arts Center
Keep America Beautiful
LA County District Attorney's Office
LEAH Project
La Colaborativa
La Defensa
Lackawanna Housing Development Corporation
Larkin Street Youth Services
Latino Education Advancement Foundation
LeaderSpring Center
Let Your Light So Shine
LifeMoves
Local Initiatives Support Corporation
MENTOR RI
Margaret A. Cargill Philanthropies
Mass Cultural Council
Massachusetts Immigrant & Refugee Advocacy Coalition
Massachusetts Legal Assistance Corporation
Massachusetts Alliance of Portuguese Speakers
Matt Urban Center
Migrant & Immigrant Community Action
Minds Matter NYC
Minneapolis Regional Chamber
Mosaic: Interfaith Youth Action
Mothers for Justice & Equality
Mystic River Watershed Association
NDN Collective
New American Funding, LLC
New England Culinary Arts Training
Nassau County – Probation Department
National Coalition for Asian Pacific American Community Development
National Domestic Workers Alliance
National Network of Abortion Funds
Nectar Community Investments
Neighborhood Villages
New Breath Foundation
New England Innocence Project
New England Museum Association
New Hope, Inc.
New Mexico Voices for Children
New York Association of Training & Employment Professionals
New York Edge
Non-Profit Housing Association of Northern California
Nonprofit Finance Fund
Nonviolence Institute
North Lawndale College Prep
Northern Manhattan Improvement Corporation
Oliver Scholars
On The Rise, Inc.
One Family Illinois
OneGoal
Open Buffalo
Opportunity Junction
Overton Park Shell
Parceleras Afrocaribeñas
Parent Network of WNY
ParentChildPlus
Partnership for LA Schools
Partnership for Southern Equity
Peabody Essex Museum
Peer Wellness Collective
Per Scholas
Per Scholas Greater Boston
Pine Street Inn
Poets & Writers
Polish Community Center of Buffalo, Inc.
Potencia, Inc.
Pratt Center for Community Development
Prison Journalism Project
Project Mona's House
Project Sankofa, Inc.
Providence Children's Museum
Providence Country Day
PublicPrep
Quincy Asian Resources, Inc.
RI Department of Health
RI Department of Labor & Training
RISE
Rainier Beach Action Coalition
Rainier Valley Leadership Academy
Raising a Reader Massachusetts
Read Ahead
Refugee Dream Center
Reg Lenna Center for the Arts
Rising Ground
Riverside Community Care
Rochester Institute of Technology
Rochester-Monroe Anti-Poverty Initiative
Rodale Institute
Roots of Development
SCHEQ Foundation
SHELTER, Inc.
STRIVE
Sadie Nash Leadership Project
Safe Horizon
Saint Stephens Youth Programs
Samaritans, Inc.
Sandy Hook Promise
Say Yes Buffalo
SecondMuse
Sexual Violence Response
Shore Educational Collaborative
Silver Lining Mentoring
Small Business Majority
Youth Guidance
Youth Pride, Inc.
YouthTruth Center for Effective Philanthropy
ZUMIX
eBay for Charity
i.am Angel College Track Boyle Heights
uAspire
Social Enterprise Greenhouse
Society of Women Engineers
Solar United Neighbors
Solid Ground
South Buffalo Community Association
Sponsors for Educational Opportunity Law Programs
SquashBusters
St. Luke's Episcopal Church – New Neighbors Coalition Program
Starting Over, Inc.
Steppingstone Foundation
TGI Justice Project
Tata Consultancy Services
Teach For America
Teach For America – Twin Cities
TechSoup Global
TechTown Detroit
The Audre Lorde Project
The Boston Foundation
The Cape Cod Foundation
The Center for Effective Philanthropy
The Center for Teen Empowerment
The Children's Workshop Foundation
The Economic Progress Institute
The Equity Institute
The Fortune Society
The Fountain Fund
The Genesis House of Olean, inc.
The IF Project
The International Foundation
The Jacquelin Montalvo Despeignes Foundation
The Japan Society of Boston
The Juilliard School
The Laundromat Project
The Lenny Zakim Fund
The Lower Eastside Girls Club
The Luminous Lab
The Moth
The NAN Project
The New York City Coalition for Educating Families Together
The New York Urban League
The Opportunity Alliance
The Opportunity Network
The Peace Studio
The Riverside Church in the City of New York
The Sadie Collective
The Salem Pantry
The Sentencing Project
The Sunrise Project
The Yunion
Thrive Scholars
Tides Center – Civil Society Innovation Initiative
Transforming Care
Triton Consulting NYC
United Way of Greater Houston
United Way of Massachusetts Bay
United Way of New York City
University of the District of Columbia David A. Clarke School of Law
Upham's Corner Main Street
Upturn
Urban Christian Ministries
Urban League of Metropolitan Seattle
Visiting Nursing Association of Western New York
VOA Illinois
Veteran Advocacy Project
Victory Programs, Inc.
Visual Thinking Strategies
Wayne State University
We Are Not Afraid Community Resource Center
WellStrong
West Elmwood Housing Development Corporation
West End House
West Side Federation for Senior & Supportive Housing
Western New York Land Conservancy
Western States Center
Wheeler School
Wondermore
YMCA
YMCA of Greater Boston
Year Up United
Young Community Developers
Young Man With a Plan
Youth Build Boston

2025 At-a-Glance

More than

470

graduates from over

370

unique organizations made up INP's Class of 2025







4,831

INP students and alumni fueling the social sector in

48 states

"As leaders, our commitment to personal growth and well-being directly influences our capacity to drive meaningful change. This transformative journey deepened my understanding of strategic leadership, equity-centered decision-making, and the critical role of healing in effective leadership. Equally invaluable were the relationships and networks cultivated throughout this program. Connecting with passionate, mission-driven peers has not only enriched my perspective, but also equipped me to better lead my team and serve our community with renewed purpose. I am grateful to the INP community for fostering an environment of growth, reflection, and connection."

– Shanterra Randle-Mitchum, The Center for Teen Empowerment, Core Certificate Program, Western New York

"[BLI] sharpened my purpose and gave me the clarity, language, and community to turn my long-held vision into steps towards real impact at the systems level. This program does more than sustain leadership; it transforms it. Through that transformation, entire communities are changed."

– Rashad Cope, Worker Empowerment Cabinet, City of Boston, BLI Executive Fellowship, Boston



Place-based programming in

11 cities

and national programming serving leaders across the country

2025

Fact & Figures

Our comprehensive evaluation data consistently shows that **INP significantly enhances participants' skills, knowledge, confidence, and professional connections,** strengthening leadership across the social sector and creating a cascade of more effective organizations better equipped to fulfill their vital missions.

Surveys of the Class of 2025 demonstrate INP's impact on leaders' lives and careers:

86%
can better steward donors for their organization

91%
can better build high-performing teams and culture

92%
improved their professional effectiveness at work

97%
increased access to leaders who expand their influence as social sector leaders

98%
improved their understanding of their own strengths and growth areas as a leader

99%
increased their confidence as leaders

Overall Net Promoter Score:

75

INP's Class of 2025 Net Promoter Score, which indicates the likelihood that students would recommend INP to their peers, ranks in the "Excellent" range.



"When I joined the Institute for Nonprofit Practice, I didn't realize how much this program would shape my understanding of myself and my career. It wasn't just about professional skills–it was about discovering my strengths, aligning them with purpose, and building a roadmap to where I want to go."

– Halimah Dos, COOP Careers, RISE Program, National



Community of Talent Initiative

As nonprofit leaders navigate an increasingly complex and demanding landscape, philanthropies are also rethinking how best to support grantees for long-term impact. INP's *Community of Talent Initiative (COTI)* offers a powerful platform for forward-thinking philanthropies and nonprofits to strengthen leadership at scale–investing not just in individual organizations, but in the people and communities that sustain them.

COTI partners underwrite entire cohorts of leaders over multiple years, contributing to stronger organizations, deeper leadership pipelines, and more resilient regional and national ecosystems. By leveraging both place-based and national program delivery models, *COTI* meets growing demand while preserving the rigor, depth, and learning community that define the INP experience.

In FY25, new *COTI* partners included the Rhode Island Foundation, expanding access to INP for leaders across the Ocean State. By underwriting full cohorts of INP's RISE and Core Programs for leaders advancing their six Community Priorities, the Foundation is helping ensure that nonprofit leaders statewide have access to the skills, tools, networks, and learning community needed to address increasingly complex challenges. Similarly, an anonymous private foundation invested in a *COTI* partnership to provide beyond-the-check support to dozens of grantee leaders.

We are encouraged by the early philanthropic response to *COTI* and energized by its potential to bring INP's nationally recognized programs to more leaders across the country.

"We are excited to partner with INP to deepen capacity building and leadership development opportunities for nonprofit organizations across the state. We are looking for highly motivated, mission-driven people who are passionate about social change and advancing equity."

– David N. Cicilline, President & CEO, Rhode Island Foundation

2025 Well-Being Summit: Leading Well into the Future

In June, mission-driven leaders from across the country gathered at Gillette Stadium for INP's 2025 Well-Being Summit—an energizing, in-person convening focused on the well-being of leaders, organizations, and communities through the lens of future-ready leadership.

Hosted in partnership with the New England Patriots Foundation and Kraft Family Philanthropies, the summit featured a keynote and interactive sessions with futurist Trista Harris, who challenged leaders to adopt a long-term, human-centered mindset in an era of rapid change. Participants explored emerging trends shaping the social sector, gained practical tools for applying futurism in their day-to-day work, and reflected on how to lead with imagination, values, and resilience as technology, particularly AI, reshapes the field.

A panel co-hosted with The Boston Foundation brought together leading researchers and practitioners to examine the implications of generative AI for community well-being. Panelists highlighted both the promise and the responsibility of using new technologies in ways that are ethical, inclusive, and grounded in the lived experiences of communities.

The Well-Being Summit is a cornerstone of INP's multi-year Well-Being Initiative, launched in 2023 to address burnout, turnover, and workforce shortages across the social sector and promote the ideas and practices that advance a healthier, more sustainable future for the field.









"INP provides nonprofit leaders with a sense of being part of a community of good, working individually towards something that is greater than any one person or organization."

– John Hammond, Partnership for Southern Equity, Core Certificate Program, National

"My BLI experience has been transformational. The community support has been unlike anything I've experienced, both on the national and regional level. Hearing from nonprofit executives who can connect because we are on similar paths, fighting similar battles, and experiencing similar breakthroughs, has been a critical resource that I've drawn upon. The friendships that I have developed and deepened with my regional colleagues are priceless. We have been there for each other both personally and professionally in ways that I could not have fathomed before BLI. I am a better leader as a result of the experience."

– Dr. Marlo Rencher, Detroit Economic Growth Corporation, BLI Executive Fellowship, Detroit

"Through RISE, I have reaffirmed my passion for the social sector and my commitment to becoming an adaptive, authentic leader. This program has allowed me to embrace my core values—community, leadership, and service—and I am more confident than ever that I am destined to make a meaningful impact in the social sector."

– Melissa Atienza, Degrees of Change, RISE Program, National

Leadership Learning Series

5
years

33
webinars

5,600
participants around the globe

Our Leadership Learning Series, built as a critical resource at the onset of the pandemic, continued to meet the moment in 2025 as a free offering open to all. These virtual workshops unpack timely issues facing nonprofits and provide actionable insights to fuel leaders, their communities, and their causes. Sessions this year provided wisdom, inspiration, support, and connection to the INP network and mission-driven workforce at large as they charted a pathway forward for our sector.

FY25 Sessions



Futurism: Now is the Time to Become a Future-Focused Leader, featuring acclaimed philanthropic futurist and author **Trista Harris**

AI for Social Impact: Advancing Your Mission with New Technology, featuring **Rich Leimsider** of the Fund for the City of New York





Thriving Together: Cultivating Well-being & Sustainability in the Social Sector, hosted in partnership with **The Boston Foundation**

"As always, the Institute for Nonprofit Practice met the moment with exactly what I needed as a nonprofit leader in today's rapidly changing environment. As an industry, we have a responsibility to harness technology responsibly and be forward-thinking to ensure we can adapt nimbly to the rapidly evolving needs of those we impact. Grateful for this network of like-minded leaders, and the team at INP who continue to raise the bar for us all."

– Leadership Learning Series Attendee



Alumni Spotlight

At INP, we do more than train social impact leaders–we equip them with the skills, resources, connections, and confidence to propel their organizations and missions forward. INP alumni carry these assets with them, strengthening organizations and driving progress on the most critical issues of our time. These reflections from Candace, Christopher, and John represent just three stories among thousands of leaders who have built their capacity through INP. Their work illustrates how investment in leadership translates into stronger organizations, deeper community impact, and a growing network of leaders working toward a more equitable future.



Candace Harper

West Elmwood Housing Development Corporation

Core Certificate Program Alum, Rhode Island

"When I entered my first C-suite role in 2017 as Chief of Operations, I was stepping into a blank canvas–charged with helping launch a new nonprofit program without yet fully understanding what healthy nonprofit practice looks like. INP came at exactly the right moment that year, equipping me with practical tools in organizational management, strategy, and leadership that I immediately applied as I built my team and shaped the program's direction. Just as importantly, INP gave me a safe, affirming space to learn alongside peers navigating similar challenges, strengthening both my confidence and decision-making as a leader. Through INP, my professional network expanded significantly, opening doors I could not have anticipated. After completing the Core Program, leadership opportunities continued and I began to advance in my career. In 2022 I assumed my current position as Executive Director. Today, as the primary strategist and decision-maker for the organization, I actively encourage and support emerging leaders on my team to pursue INP, knowing firsthand how transformative the experience can be for individuals, organizations, and the communities they serve."



Christopher Gonzales

10,000 Degrees

Core Certificate Program Alum, Bay Area

"The work the Institute for Nonprofit Practice does is deeply meaningful–and it works. INP created a trusted container where I could speak honestly, sharpen strategy, and grow alongside peers navigating similar leadership challenges. Lessons like taking the "balcony view" and understanding the emotional dynamics of change directly shaped how I led our strategic planning process, helping me anticipate organizational impact and guide our staff through change with clarity, care, and inclusion. As my organization recently received a transformative investment from an individual donor, I found myself reflecting on who contributed to that moment–and INP was the first thing that came to mind. I believe INP catalyzed my best work over the last two years, particularly by strengthening my ability to show up authentically and confidently as a leader."



John Brakke

Teach For America

INP RISE Program Alum, National

"Like many people in my RISE cohort, I found my way into the nonprofit sector rather than seeking it out as a career. Early on, I struggled to see what my trajectory might look like and questioned whether the work I was doing truly energized me. A career-mapping exercise during INP became a turning point: instead of focusing on titles or job descriptions, we were challenged to break down our roles to understand where we felt most energized, where our strengths showed up, and where the work felt draining. That shift fundamentally changed how I thought about career growth. Eight years later, I can trace most steps of my professional journey back to that exercise. While I still work in fundraising at Teach For America, I now lead a fundraising team and work closely with board members in a role that fully leverages my strengths. INP also gave me a lasting community–peers and mentors who reduced the isolation of nonprofit work and helped me build the confidence to imagine, and sustain, my future in the sector."



“INP has enriched my knowledge of the nonprofit sector, empowering me to enhance my career and make a more significant contribution to the impact of my organization! This experience has equipped me with essential skills, valuable resources, and a supportive community, setting the stage for my growth in social impact leadership and nonprofit management.”

– Shaneli Mirpuri, M.Ed., Teach For America, Core Certificate Program, New York City

“The support, encouragement, and insights I gained through weekly seminars and small group presentations were invaluable in strengthening my skills and confidence, empowering me to affect meaningful change at my organization. INP was an incredible experience to collaborate and brainstorm solutions to shared challenges with such a talented and diverse group of professionals. One of the program’s greatest strengths is its practical design, enabling participants to immediately apply their learnings–whether it’s frameworks like Appreciative Inquiry or strategies for DEI, change management, or self-care–directly to their roles and organizations. I wholeheartedly recommend this program to anyone in the social impact sector looking to broaden their network and enhance their leadership abilities.”

– Abigail Setterholm, Social Impact MBA Graduate Student, Boston University Questrom School of Business, Core Certificate Program Alum, Boston



Surdna Foundation

Catalyzing a Bold New Chapter in Nonprofit Leadership

The Surdna Foundation's mission to foster sustainable communities, guided by social justice and grounded in healthy environments, inclusive economies, and thriving cultures, has made it a powerful partner to INP at a pivotal moment of growth and evolution. Surdna's early partnership helped catalyze a bold new chapter for INP and the broader sector: expanding access to high-quality leadership development beyond place-based models and strengthening leadership capacity nationwide.

In 2024, Surdna became the first funder to invest in INP's National Core Certificate Program (NCCP), an innovative adaptation of INP's flagship Core Certificate Program that blends immersive, in-person learning with virtual engagement. With Surdna's three-year, $720,000 investment, INP launched NCCP and supported the participation of 48 leaders from Surdna grantee organizations across three national cohorts–turning a strategic vision into a tangible, scalable reality.

Now in its second year, NCCP continues to equip leaders from Surdna grantee organizations with the tools to translate theory into practice, build durable peer networks, strengthen adaptability and resilience, and advance equity and impact within their organizations and communities. Participants leave not only with new skills, but with a deeper sense of connection and belonging within a national leadership ecosystem.

As INP enters its third year of partnership with Surdna, the foundation's impact continues to ripple across the social sector, fueling innovation, connection, and confidence among nonprofit leaders across the country. Together, INP and Surdna are demonstrating what's possible when philanthropy invests deeply in the people who lead: stronger organizations, healthier leaders, and the conditions for lasting, systemic change.



"Strong leaders and organizations are essential to realizing a more just, equitable, and sustainable society. That's why we are proud to partner with the Institute for Nonprofit Practice to provide our grantees access to the National Core Certificate Program. Nonprofit leadership is complex, and leaders are navigating an ever-changing context. By supporting NCCP, we hope to offer grantees the opportunity to connect with fellow mission-driven leaders across the country and forge lifelong networks of support, collaboration, and learning. We believe this program will equip grantees with the strategies, skills, and confidence to advance their organizations' missions, strengthen well-being, spark creativity, and sustain themselves in the work."

— Sophy Yem, Senior Program Officer, Philanthropy, Surdna Foundation

MetLife Foundation

Investing in Leadership to Strengthen Communities Nationwide

Since 2022, MetLife Foundation, which focuses on driving economic empowerment by addressing the needs of communities around the world, has been a key partner in INP's work to build the capacity, resilience, and effectiveness of nonprofit and civic leaders who are driving change in their communities.

From the outset, MetLife Foundation's generous support empowered INP to innovate, grow, and deepen our impact nationally. MetLife Foundation made its first grant of $250,000 when INP was exploring avenues to expand our reach beyond our place-based program sites, developing new curriculum content to foster greater organizational and workforce well-being, and expanding INP's leadership development offerings in New York City. Their early investment was catalytic, helping bring these initiatives to life and enabling us to continue delivering offerings like the Leadership Learning Series to a growing national audience–programming that continues to center organizational sustainability, resilience, and future readiness.

MetLife's support has also strengthened our ability to convene and resource our alumni community, fostering an expanding network of leaders, across New York City and nationally, who exchange ideas, share challenges, and sustain collective learning. In addition to the financial support that fueled these efforts, MetLife hosted a convening of INP participants from across New York City for a roundtable discussion on leading in today's complex environment and the unique value of cohort-based learning.

MetLife Foundation's partnership has fueled INP's growth while helping shape a stronger, more connected and resilient generation of social impact leaders across the country. We are deeply grateful for their belief in the power of leadership as a lever for change and for supporting those at the helm of the most vital organizations.







Funder Spotlight

Angell Foundation

Supporting Leaders to Thrive So Communities Can Too

The Angell Foundation's commitment to cultivating optimistic, values-driven leaders, who sustain themselves and others, remains deeply aligned with INP. Guided by a belief that meaningful social change depends on leaders who are grounded, reflective, and resilient, Angell seeks out partners that support the whole leader – not just their technical skill development, but their long-term well-being and effectiveness, especially in moments of adversity and change.

This philosophy is core to INP's work. Our approach centers the whole person, recognizing that a thriving and sustainable social sector is only possible when the leaders who power it are supported to thrive themselves. Since 2018, Angell Foundation funding has been instrumental in fully integrating mindfulness, self-care, and reflective practice across INP's programs, creating intentional space for leaders to pause, reconnect with purpose, and build habits that support sustained leadership over time.

AAngell's investment has yielded clear and measurable impact. Year over year, INP graduates report stronger well-being, greater leadership confidence, and an improved ability to manage stress. A recent alumni survey found that burnout rates among INP graduates are significantly lower than national averages: only 33% report consistent or some symptoms of burnout, compared to 56% of U.S. employees overall.

With Angell Foundation's support, INP has trained hundreds of leaders across Angell's focus regions, including Boston, New York City, and California, as well as nationally. Leaders leave INP equipped not only with practical tools, but with the grounding, perspective, and self-trust needed to lead with intention, resilience, and care for themselves and others, capacities that are essential as leadership in the social sector grows increasingly complex.

We are deeply grateful for the Angell Foundation's leadership as a funder that has prioritized workforce well-being long before it became a widespread focus, and for their unwavering commitment to cultivating compassionate, effective leaders who strengthen communities and advance lasting social change.



"Transformational leadership is at the heart of our mission, and Institute for Nonprofit Practice exemplifies what this looks like in practice. INP's cohort-based programs give leaders the space to reflect, reconnect with their purpose, and build habits that strengthen resilience. We are proud to support a model that not only develops skills, but truly changes how leaders see themselves and their capacity to effect change."

— Angel Daniels, Executive Director, Angell Foundation

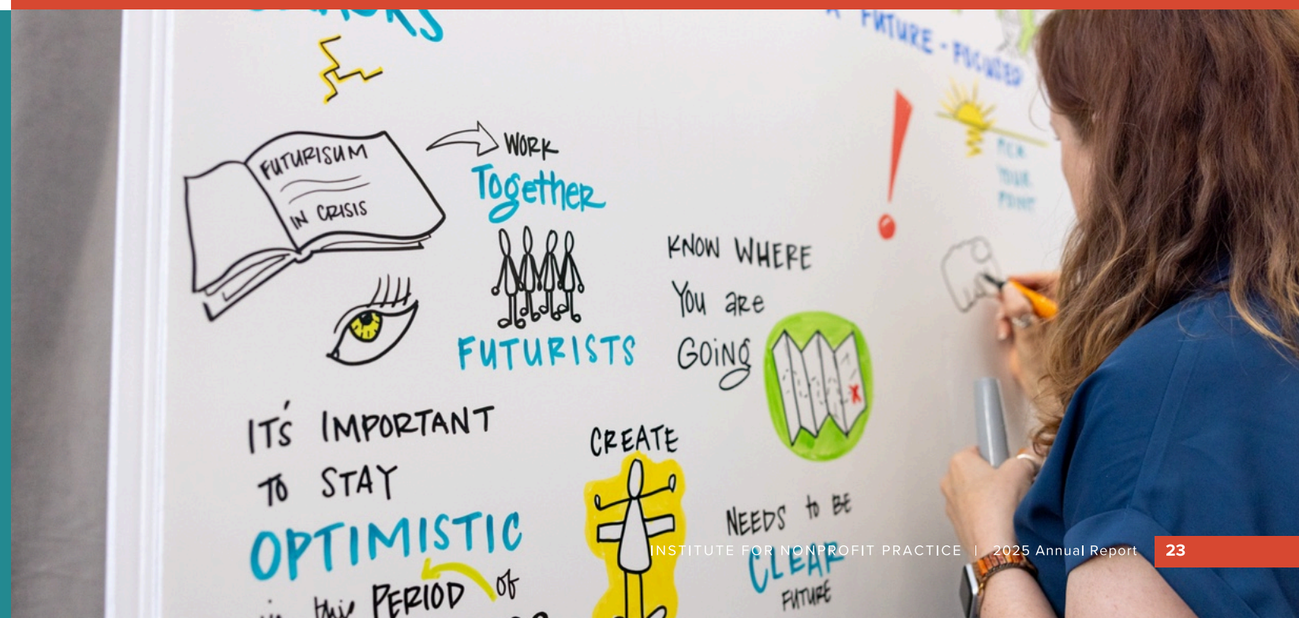












Progress Powered by People™

Our staff, faculty, board members, guest instructors, executive coaches, panelists, and alumni volunteers are the reason INP's nationally recognized programs reach more leaders and create deeper impact each year. We are profoundly grateful for all of you–the dedicated leaders behind INP who power progress in communities both near and far.

Board of Directors

Monique Aiken
Managing Director, The Investment Integration Project & Co-founder, Make Justice Normal

Jon Barfield
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Tom Bendheim
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Josh Chalmers
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Yolanda Coentro
President & Chief Executive Officer, Institute for Nonprofit Practice

Susan Cohen
Film / TV Producer

Angel Roberson Daniels
Executive Director, Angell Foundation

Barry Dym
Founder & Former Chief Executive Officer, Insitute for Nonprofit Practice

Olivia Engel
Head of Strategy & Operations, Investments, State Street Global Advisors

Matthew Epstein
Director & Co-Chair, Goulston & Storrs

Justin Kang
Co-Founder, Visible Hands

Mark Rosen
Co-Founder & Senior Advisor, Charlesbank Capital Partners

David Shapiro
President & Chief Executive Officer, YMCA of Greater Boston

National Advisory Board

Charmane Higgins
Executive Director, Trinity Boston Connects

Ira Jackson
Co-Founder, Civic Action Project

Christine Letts
Nonprofit & Philanthropic Advisor

Robert Lewis, Jr.
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
President & Chief Executive Officer, 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, Tufts University

"If you plan on making a career in the nonprofit world, this is a must-take core class."

– Jason R. DesJardins, YMCA of Central Massachusetts, Core Certificate Program, Rhode Island





Faculty

Our faculty are accomplished leaders with deep, real-world experience who bring insight, perspective, and practical knowledge into every classroom. By dedicating their time and expertise to INP, they ensure our participants learn from those actively shaping the social sector, strengthening the quality, relevance, and long-term impact of our programs.

La'Shawn Allen-Muhammad
Executive Director, Central Brooklyn Economic Development Corporation

Dr. Renato Almanzor
President, Board of Directors, Oakland Peace Center

Dr. Darnisa Amante-Jackson
Founder & President, The Disruptive Equity Education Project & DEEP Corporate Consulting Partners

Tyra Anderson-Montina
Vice President of Programs, Nurtury

Cat Ang
Chief Enrollment & Student Services Officer, Year Up United

Tara Burgess
Chief Executive Officer, EPIC

Miesha Burnam
Development & Communications Associate, Figure Skating in Harlem

Vanessa Burnside
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

Peter Chung
Executive Director, Young Voices

Jay Coburn
Chief Executive Officer, Community Development Partnership

Nemanja Demic
AmeriCorps Recruitment Manager, Reading Partners

Maria Dominguez Gray
Executive Director, Phillips Brook House Association

Lisa Fortenberry
Executive Vice President, Camp Harbor View

Brian Garshelis
Senior Faculty, Facilitation & Training, Institute for Nonprofit Practice

Jesús Gerena
President & Chief Executive Officer, UpTogether

Gabrielle Gilliam
Chief Advancement Officer, Ascend Learning

Robert Gittens
Executive Director, Bridges Homeward

Erika Halstead
Chief Executive Officer, Minds Matter

Mary Sylvia Harrison
Independent Consultant

Dan Holin
Executive Director, Second Chance Cars

Anthony Hubbard
Founder & Chief Executive Officer, YouthBuild Preparatory Academy

Rolland Janairo
Chief Executive Officer, Silicon Valley Urban Debate League

Rachel Johnson
Independent Consultant

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

Myung Lee
Chief Strategy Officer, Living Cities

Patrice Ford Lyn
Chief Executive Officer & Founder, Catapult Change

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

Lily Mendez
President & Chief Executive Officer, Mass Mentoring Partnership

Dianne Morales
Founder & President, StillRising

Maria Mottola
Philanthropic Strategist & Organizational Consultant

Shaheer Mustafa
President & Chief Executive Officer, HopeWell, Inc.

Maty Cruz Ortega
Independent Consultant

Imani Pardue-Bishop
Independent Consultant

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

Nalini Saxena
Founder & Chief Executive Officer, Elicit Consulting

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

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

Dina Thompson
Executive Director, Erie County Restorative Justice Coalition

Le Tran
Independent Consultant

Shannah Varón
Executive Director, Teach For America – Massachusetts

Kilah Walters-Clinton
Director of Equity & Community Engagement, Rhode Island Executive Office of Health & Human Services

Isa Woldeguiorguis
Executive Director, The Center for Hope & Healing







Guest Instructors, Coaches & Panelists

INP extends our sincere gratitude to the many guest instructors, executive coaches, and panelists who greatly enhanced our FY25 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
Craig Bida
Shelby Brown
Abel Cano
Ashlee Consulting
Alnoor Ebrahim
Megan Hahin
Sandi McKinley
Robin Vann Ricca
Candace Stanciel
Anne Wallestad

BLI Executive Coaches

Brennan Gould
Tracey Allard
Dr. Froswa' Booker-Drew
Margaret Brooks
Lawrence Hamilton
Melva Holt
Shamis Pitts
Gerald Richards
Charles Story

Panelists

Liz Bender
Taima Beyah
Natalie Borneo
Thabiti Brown
Lisa Cascio
Gary Chin
Peter Chung
Kelly Cody
Nicholas DiGiammo
Vilma Martinez Dominguez
Mariangeli Echevarria-Ramos
Darian Gambrell
Jesús Gerena
Jesenia Gervacio
Amy Gomme
Alice Gong
Shauwea Hamilton
Emily Jimenez
Rachel Johnson
Doria Josma
Jack Kavanaugh
Pam Kefi
Colin Loftus
Natalie Martinez
Maty Ortega
Stephanie Peete
Abril Peña
Joe Posner
Heidi Romer
Michelle Sawyers
Nalini Saxena
Nadia Selby
Sara Suchman
Le Tran
Amanda Wang
Michael Weidrich
Heather Wightman
Michelle Wilson

A Note of Gratitude

We are immensely grateful to our **INP Alumni Ambassadors**! This incredible group is made up of leaders who are committed to fostering connection, sharing knowledge, and engaging fellow alumni to strengthen the INP community.

Monivett Acevedo
Melissa Atienza
Marcie Baker-Hinds
Shawndell Burney-Speaks
Lisa Cascio
Mariangeli Echevarria-Ramos
Jeanmerli Gonzalez
Carlon Howard
Jeeyoon Kim
Colin Loftus
Ashley Lugo
Kevin Ly
Sibusisiwe Malaba
Christina Maryland
Alexandra Nova
Shane Prebeno
Lisa Rafalson
Christina Sims-Hamilton
Angela Smith
Cameron Smith
Ronnie Thomas
Starr Thompson



"The RISE Program connected me with exceptional leaders from across the nonprofit landscape, expanding my network and perspective on innovative management approaches. These insights are shaping how I think about scaling impact and fostering inclusive leadership cultures aligned with my values and skills. As I continue to grow in my career, I'm excited to bring these enhanced capabilities to a senior management role where I can drive meaningful organizational growth and create lasting positive change."

– Nayeli Iñiguez, Partnership for Los Angeles Schools, RISE Program, National

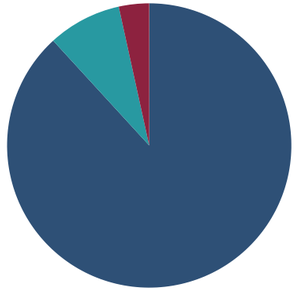
2025

Financials

We are proud to share that between July 1, 2024, and June 30, 2025, INP raised more than $7.32 million, made possible by the generosity of many valued funding partners. We closed the fiscal year with a net operating surplus of $81,000 and remain confident in the strength and sustainability of our fundraising efforts in the years ahead. In addition, we secured more than $5.62 million in multi-year commitments to support work in FY26 and beyond.

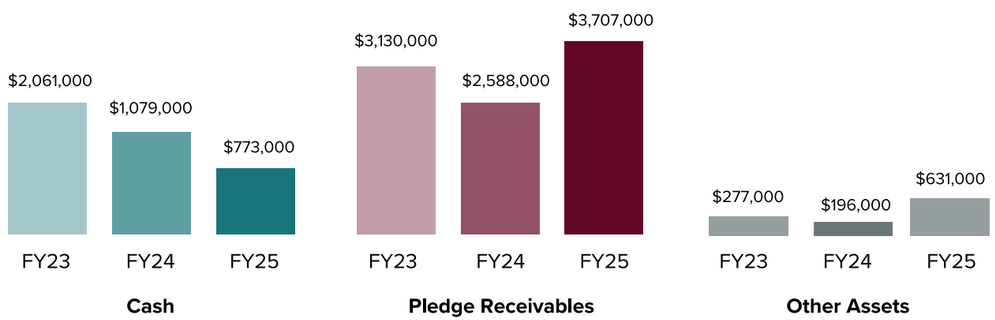
INP's financial stability and strength are made possible by the support of individual donors, philanthropic institutions, and corporate partners. It is because of these values-aligned supporters that we are able to offer our programs at no cost to social impact leaders or their organizations. As we look ahead to FY26 and beyond, we are deeply grateful for the generosity of all who continue to strengthen INP's financial position, enabling us to deliver our award-winning programs at greater scale and with lasting impact.

Income by Source



Foundations	$6,474,000
Corporate	$614,000
Individuals	$252,000
Other	$765
Total	**$7,341,000**

Assets by Year-End



Profit & Loss Statements Over Three Years

	FY23 (Audited)	FY24 (Audited)	FY25 (Audited)
Revenue			
Earned Income (tuition, net of scholarships)	$181,500	–	–
Program, Operating & Scholarship Contributions	$9,395,000 *	$7,618,000	$7,340,000
Federal Grant	$201,000	–	–
Other Income	–	$29,000	$1,000
Total Revenue	**$9,778,000**	**$7,647,000**	**$7,341,000**
Expenses			
Program Costs & Personnel	$5,665,000	$6,488,000	$6,248,000
Special Events & Marketing	$28,000	$19,000	$13,000
Administrative	$190,000	$269,000	$200,000
Professional Services	$3,693,000 *	$728,000	$626,000
Occupancy	$173,000	$180,000	$172,000
Total Expenses	**$9,749,000**	**$7,684,000**	**$7,259,000**
Change in Unrestricted Net Assets	$29,000	$37,000	$81,000
Temporarily Restricted Activity			
Temporarily Restricted Income	$3,454,000	$3,673,000	$5,625,000
Net Assets Released	$4,330,000	$4,935,000	$5,641,000
Change in Temporarily Restricted Net Assets	$876,000	$1,262,000	$16,000
Total Change in Net Assets	**$847,000**	**$1,299,000**	**$65,000**

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

2025

Donors

Our deep gratitude goes out to INP's funding partners. Your ongoing support and collaboration is a driving force that enables INP to expand its reach, launch new initiatives, and deepen our impact. The INP programs and participants benefiting from your contributions are actively shaping the future of social impact. Thank you for your investment in our work!

$2,500,000 & Above

Anonymous*
Ballmer Group*
Barr Foundation*

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

The Peter & Elizabeth C. Tower Foundation*

$500,000 to $999,999

Nonprofit Support Group (NY Funders Alliance)*
Surdna Foundation*

$250,000 to $499,999

New England Patriots Foundation*
Metlife Foundation
Papitto Opportunity Connection*
Rhode Island Foundation
Robert Sterling Clark Foundation*
Santander Bank, N.A.*
Tipping Point Community
The TJX Companies, Inc.

$150,000 to $249,999

Angell Foundation*
The Boston Foundation*
Jane's Trust Foundation*
The Kresge Foundation*
State Street Foundation

$100,000 to $149,999

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

$50,000 to $99,999

Allstate Foundation
JPMorgan Chase & Co.
Wells Fargo
The Yawkey Foundations

$25,000 to $49,999

Anonymous
The Cape Cod Foundation
The Devonshire Foundation
GreenLight Fund
Highland Street Foundation
Leon Lowenstein Foundation
Sue & Bernie Pucker

$10,000 to $24,999

Advocates
Jon Barfield
Anne Bauer & The Kenneth Dym Fund
Charlesbank Capital Partners
Chautauqua Region Community Foundation
Barry Dym & Francine Jacobs
Eastern Bank Foundation
Olivia Engel
The 'Quin House Impact Fund
Father John Unni

$5,000 to $9,999

Tom & Kathy Bendheim
Main Street Group Foundation
The Center for Effective Philanthropy

$1,000 to $4,999

Anonymous
Michael & Charlotte Brown
Phil Buchanan
Irma Carrero
Yolanda Coentro & Shaheer Mustafa
Community Foundation of Greater Dubuque
Cummings Properties, LLC
eCratchit Nonprofit
Matthew Epstein & Deborah Hiatt
Pat & Stephen V. Gray
Marcia Hertz
Andrew & Cindy Janower
Justin Kang
Joshua Klevens & Anna Sinaiko
Kathryn Plazak
Point32 Health Foundation
David & Kristin Shapiro
Karyn Wilson & Miles Byrne

$500 to $999

Anthony Britt
John Burgess & Nancy Adams
Teresa Ramirez
Scott & Nancy Richmond
Robin Vann Ricca

* Indicates a multi-year funding commitment



Looking Ahead

2025 marked a pivotal moment for INP, defined by meaningful growth and new initiatives that expanded our ability to reach mission-driven leaders at scale.

Looking ahead, we will continue to strengthen the connective tissue between leaders across the country—cultivating a powerful, values-driven community equipped to learn from one another and lead with clarity, resilience, and purpose.

As pressures on the social sector intensify, we are committed to doing even more to support leaders to make sense of complexity, reimagine what is possible, and persist through uncertainty. Central to this vision is the continued expansion of partnerships through our Community of Talent Initiative, enabling us to accelerate impact, broaden access to high-quality leadership development, and deepen collaboration with leaders and institutions committed to lasting change.

In the coming year, INP will build on our commitment to serving leaders beyond the classroom by augmenting the resources available to alumni, current students, and the broader sector. Through an expanded Leadership Learning Series, additional technical assistance, and more opportunities for in-person connection, we will offer multiple pathways for leaders to engage, reflect, and grow alongside peers.

The work remains urgent. With your partnership, we will continue investing in the people powering progress, ensuring the social sector has the leadership it needs to build a more sustainable and equitable future.

Contact Us

To learn more about how you can support our ambitious plans for 2026 and beyond, contact **Yolanda Coentro**, President & CEO, at ycoentro@nonprofitpractice.org.









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