DEAR FRIENDS,

As we approach the close of 2018, the work of the Institute for Nonprofit Practice seems more relevant and urgent than ever. In these charged and changing times, there is a compelling need for leaders who are equipped and committed to building a more just, cohesive society where all people can contribute and thrive.

With 11 years of successful growth in New England and need and demand for our programs continuing to rise, we know we can do more to advance change. This year, we laid the groundwork and built the staff capacity to dramatically increase our reach and impact.

We’ve assembled an impressive team including Faculty Director Aviva Luz Argote and Chief Growth Officer Patrick Kirby, who are focused on program excellence and expansion beyond our current Boston, Lowell, Cape Cod, and Rhode Island based programs.

We’ve deepened existing and built meaningful new partnerships to accelerate our impact. Increasingly, corporations are leveraging the Institute to maximize their philanthropic giving, making investments that surpass financial support to include skilled volunteering, demonstrating what is possible when we work across sectors. Our students have benefited from greater integration of diversity, equity, and inclusion objectives throughout the whole program and a growing faculty of experienced leaders, 65% of whom are people of color.

In classes, at graduation, during numerous alumni events, in conversations with our board and key partners - the feeling is palpable. With 1,000 alumni and a growing student body year to year, the Institute is building a movement of ready, diverse, connected social change leaders who have what it takes to tackle society’s most pressing challenges.

We are now ready to launch our first site outside of New England, which we will do in 2019, doubling the number of leaders we serve in the next three years, and creating even more opportunities for leaders to connect and collaborate.

As we look ahead, we are inspired and energized by our belief in the power of our mission, our love of the work, and our deep appreciation for the growing Institute for Nonprofit Practice family who helps us move forward with confidence. We are deeply grateful for all you have helped to make possible.

Sincerely,

Yolanda Coentro
President and CEO, Institute for Nonprofit Practice

Mark Rosen
Board Chair, Institute for Nonprofit Practice, Co-Founder and Advisory Director, Charlesbank Capital Partners
### Class of 2018

- Action, Inc.
- Advocates
- Bay State Community Services
- Beth Israel Deaconess Medical Center
- Big Brothers Big Sisters of Massachusetts Bay
- Bikes Not Bombs
- Boston After School & Beyond
- Boston Area Rape Crisis Center
- Boston Ballet
- Boston CASA
- Boston Chinatown Neighborhood Center
- Boston Private Industry Council, Inc.
- Bottom Line
- Boys and Girls Club of Boston
- Bridge Over Troubled Waters
- Budget Buddies
- Cahoon Museum of American Art
- CalledOut4
- Cambridge Community Arts Center
- Cambridge Health Alliance
- Cambridge Women’s Center
- Cape Cod Community College Educational Foundation
- Cape Cod Healthcare
- Cape Cod Times Needy Fund, Inc.
- CARE for the Cape and Islands
- CHAMP Homes
- Children’s Trust
- Citizen Schools
- City of Lawrence Mayor’s Health Task Force
- City Year Boston
- Clean Water Action
- Codman Square Neighborhood Development Corporation
- College Advising Corps
- College Visions
- Commonwealth Kitchen
- Community Development Partnership
- Community Teamwork, Inc.
- Cradles to Crayons
- Cultural Center of Cape Cod
- Duffy Health Center
- Eating with the Ecosystem
- Enroot Education
- Fair Shot for All
- Falmouth Museums on the Green
- Feinstein Institute for Public Service at Providence College
- Fenway Health
- Friends of the Children - Boston
- Gaits of Harmony Therapeutic Riding, Inc.
- Generation Teach
- Groundwork Lawrence
- Groundwork South Coast
- Harlem Lacrosse
- Homeless Prevention Council
- Hope Health
- HopeWell
- Horizons for Homeless Children
- Housing Families, Inc.
- Hyde Square Task Force
- InnerCity Weightlifting
- Islamic Society of Boston Cultural Center
- Jumpstart for Young Children
- Justice Resource Institute
- Katie Brown Educational Program, Inc.
- Kids in Tech
- Letters Foundation
- Lowell Association for the Blind
- Lowell Community Health Center
- Lynn Community Health Center
- Main IDEA
- MENTOR: The National Mentoring Partnership
- MetroLacrosse, Inc.
- Metropolitan Waterworks Museum
- National Network of Abortion Funds
- New American Center, Inc.
- New Urban Arts
- NextStep Nonprofit
- Northeast Independent Living
- North Shore Community Health, Inc.
- NoticeAbility, Inc.
- On The Rise
- Paine Senior Services
- Peace First
- Pets Empower, Inc.
- Plummer Youth Promise
- Providence Athenaeum
- Providence Children’s Museum
- Providence Promise
- Providence Public Library
- RI Registry of Interpreters for the Deaf
- RIA House, Inc.
- Riveredge Arts
- Rosie’s Place
- Save The Bay, Inc.
- Schools For Children - Dearborn Academy
- Science Club for Girls
- Silver Lining Mentoring
- Skills for Rhode Island’s Future
- Social Innovation Forum
- South Shore Conservatory
- Special Olympics Massachusetts
- St. Mary’s Home for the Children
- The Boston Alliance of Lesbian Gay Bisexual Transgender Youth (BAGLY)
- The Cape Cod Foundation
- The Center for Effective Philanthropy
- The Food Project
- The Learning Center for the Deaf
- The NET Mentoring Group
- Tonelli Arts and Consulting
- Transforming Education
- Transition House
- uAspire
- United Way of Massachusetts Bay and Merrimack Valley
- University of Rhode Island Coastal Resources Center
- Urbanity Dance
- UTEC Lowell
- Victory Program’s Mobile Prevention Team
- Wellfleet Preservation Hall, Inc.
- Westbay Community Action
- Winterline Global Education
- Women’s Fund of Rhode Island
- WOMR / Lower Cape Communications
- Year Up

In addition to prioritizing racial and gender diversity in our classrooms, we recruit classes which are highly diverse across organizational size and focus to help students step outside of their silos and promote collaboration and learning. The class of 2018 was made up of 154 students representing the 122 organizations listed.
DIVERSITY AT THE INSTITUTE

Central to our mission is a focus on closing historic racial and gender gaps in nonprofit leadership to create a sector which is exponentially more effective, connected, equitable and diverse. We embody our values of inclusive excellence by recruiting students and faculty who are highly diverse across race and gender.

Facts and Figures

We are committed to continuous improvement, learning from our students and alumni, and ensuring our programs are addressing the current and critical needs of the sector. A comprehensive external evaluation of the Institute’s impact on students and alumni found that, as a result of attending the Institute:

- 95% report strong or extremely strong growth in personal and professional networks. The networks formed at INP play a central role in breaking down silos, reducing isolation, accelerating professional development, and increasing leadership effectiveness.
- Over 90% significantly improved critical leadership and management skills such as hiring and developing individuals, building teams, fundraising, and financial management.
- 90% feel confident that they can use tools learned at INP to effect change in their organizations and communities.
- 75% had a diversity and inclusion plan they could put into practice by the end of the program.
- 93% reported that their organizations had increased resources and accelerated impact.
- NEARLY 50% OF OUR ALUMNI ARE PEOPLE OF COLOR
- OVER 60% OF OUR ALUMNI ARE WOMEN
- 65% OF OUR FACULTY ARE PEOPLE OF COLOR

Students don’t just tell us they are satisfied, they SHOW us.

- 85% reported that attending the Institute had significantly and positively influenced their careers and nearly 60% say their salary and responsibility increased.
- 88% of the class of 2018 donated to the class gift to further our work.
2018 At-a-Glance

154 graduates from 122 organizations

77 seasoned private and nonprofit sector leaders volunteered their time as mentors

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

45 hours spent with communities of practice, reflecting on and implementing lessons learned

9 Alumni Events including workshops and networking opportunities

1,000 leaders from 600 organizations trained to date
Bold Partners, Big Impact

We are proud to recognize two of the Institute’s funders whose collaboration, partnership, and philanthropy have resulted in game-changing advances for the Institute: The Peter and Elizabeth C. Tower Foundation and the State Street Foundation. As we prepare for growth on a much larger scale, these unique partnerships offer high-impact models we hope to establish outside of New England.

The Peter and Elizabeth C. Tower Foundation

In their work with the nonprofit sector, the Peter and Elizabeth C. Tower Foundation exemplifies the true meaning of partnership. The New York-based foundation, guided by the belief that “every young person deserves the chance to realize their highest potential, regardless of the challenges they face,” intentionally fosters collaboration with nonprofit organizations using a “capacity building lens.”

In developing their own strategic plan, Tower Foundation program officers listened closely to the nonprofit sector. They heard about the need to equip leaders for success, develop boards, and support succession planning. They recognized the value of strong organizational infrastructures to deliver high quality programming and to promote organizational sustainability. They committed to defining capacity building in the broadest and most impactful terms, and to nurturing connections among nonprofits.

For nearly a decade, the Tower Foundation has been a listener, connector, and advisor to the Institute’s strategy. Long before capacity building support or investing in leadership was common, Tower awarded the Institute multi-year capacity building grants to expand and deepen our work, coupled with funding for special projects.

In 2015, as a testament to their strong partnership building, Tower Foundation played a key role in the funder collaborative that brought the Institute to Cape Cod to better support the needs of the region’s nonprofits.

This year, the Institute received its largest grant to date from the Foundation, a multi-year award to expand alumni programming initiatives and increase program access regionally. We are honored to partner with Tower Foundation which embodies leading with humility, integrity, and a true collaborative spirit.

“The Tower Foundation has been proud to partner with the Institute for Nonprofit Practice for nearly a decade. We recognize the unique value they bring to building a more effective, diverse and equitable nonprofit sector. Helping a highly impactful organization like the Institute build capacity is central to our mission, and was part of our decision to support their expansion to Cape Cod.”

Tracy Sawicki
Executive Director,
The Peter and Elizabeth C. Tower Foundation
If you’re seeking an innovative model to accelerate systemic change in the nonprofit sector, global financial leader State Street is delivering just that. In an exciting new strategic partnership with the Institute for Nonprofit Practice, the State Street Foundation is leading the way in elevating nonprofit effectiveness through high impact capacity building in some of Boston’s most respected and performance driven nonprofit organizations.

This year, State Street made a significant investment in the Institute which they committed to renew in the coming year. This investment included underwriting the cost of the Institute’s certificate programs for ten leaders from uAspire, the Boston Private Industry Council, Year Up, College Advising Corps, and Bottom Line, as part of the signature program of their foundation, Boston WINs.

The partnership did not end there. Senior State Street leaders stepped in to help too, serving as mentors and delivering leading edge workshops on critical topics like managing flexible work environments, and developing and retaining top talent.

Transcending financial and volunteer support, the Institute’s partnership with State Street is deeply values-aligned. State Street Foundation is one of Massachusetts’ top corporate charitable contributors. For over forty years the Foundation has promoted economic opportunity in the communities where State Street operates through investments that drive measurable social impact by assisting disadvantaged populations to secure sustainable employment. Additionally, State Street has received several global awards recognizing its leadership in promoting diversity, equity and inclusion, including: the 2017 Working Mother 100 Best Company, CR Magazine’s 100 Best Corporate Citizens List, Human Rights Campaign Best Places to Work 2017, and a Top Company for Diversity by DiversityInc.

As the Institute for Nonprofit Practice scales and expands into other US cities over the next five years, the State Street partnership offers a truly groundbreaking model through which corporations can maximize their philanthropic investments while bringing a wealth of leadership and management expertise into vital community organizations.
2018 Highlights

Engine of Impact

We know that nonprofit leaders need access to premier thought leaders and experts to improve their practice, innovate, and grow. This year we partnered with Barr Foundation and the Boston Foundation to co-host an event for Institute students and alumni to learn from Kim Starkey Jonker, an author of the book *Engine of Impact, Essentials of Strategic Leadership in the Nonprofit Sector*. Institute President and CEO Yolanda Coentro engaged Starkey Jonker and an audience of over 100 nonprofit leaders in a lively discussion about the essential components of strategic leadership that set high-achieving donors, board members, and executives apart.

The Art of Leading for Good

This year we were able to “give back” to the leaders in our community who work tirelessly to advance social change. Sue and Bernie Pucker, friends of the Institute and owners of the Pucker Gallery on Boston’s Newbury Street, gifted us their annual *Art of Leading for Good* event, an evening of appreciation, inspiration, and community for nonprofit leaders.

Past event speakers include Congressman John Lewis, Congresswoman-elect Ayanna Pressley, and former Governor Deval Patrick. In April, Institute students and alumni gathered at the vibrant Pucker Gallery and heard from three powerful voices for social justice—revered youth advocate Hubie Jones, Dean of City Year Charlie Rose, and the first US Youth Poet Laureate, Amanda Gorman. Mayor Marty Walsh joined to warmly welcome the group. In what the Institute hopes will be an annual event, the *Art of Leading for Good* left those in attendance inspired to tackle the work ahead!

“At the Institute, I learned that there really is no obstacle that is insurmountable. I now know that there are strategies, support services, networks, and most importantly, your classmates to help you reach your goals.”

Kevin Nolan, Jr.
Director of Operations and Compliance,
The Learning Center for the Deaf
Meet the Funders

The Institute’s annual Meet the Funders Classes aim to dismantle the power dynamic typically present between funders and those needing funds by providing opportunity for leaders from the philanthropic and nonprofit sectors to come together in dialogue, to deeply listen to, and learn from each other. We aim to not only provide students with hands on practice delivering a compelling fundraising pitch, but also the rare opportunity to meaningfully connect and develop relationships with the region’s most prominent funders. Through this shared learning experience, students improve their practice and build confidence while creating a foundation for relationship going forward. This year a record 60 funders came together to support the advancement of the nonprofit sector at Meet the Funders!

2018 MEET THE FUNDERS PARTICIPANTS

501Partners
Amelia Peabody Foundation
Bank of America/U.S. Trust
Barr Foundation
Blue Cross & Blue Shield of Rhode Island
Charlesbank Capital Partners
Dell
Demand Abolition
Earth2
Eastern Bank Charitable Foundation
EdVestors
Essex County Community Foundation
Fidelity Charitable Trustees Initiative
GMA Foundations
Grantmakers Council of Rhode Island
Greater Lowell Community Foundation
Highland Street Foundation
John Hancock
National Grid
Nellie Mae Education Foundation
New Profit
Pawtucket Credit Union
Rhode Island College
Rhode Island Foundation
Salera Consulting
Santander Bank
Social Innovation Forum
Social Venture Partners
State Street Foundation
The Boston Beer Company
The Boston Foundation
The Lenny Zakim Fund
The Leon Lowenstein Foundation
The Peter and Elizabeth C. Tower Foundation
The Philanthropy Connection
TripAdvisor
United Way of Massachusetts Bay and Merrimack Valley
United Way of Rhode Island
Wellington Management Foundation
Wells Fargo

Listening for Good

This year, the Institute received a Listen for Good grant, an initiative of the California-based Fund for Shared Insight. The two-year grant offers simple but rigorous evaluation tools to learn from and respond to the voices of those we serve.

The Listen for Good approach fully embodies our values as a learning organization committed to equity. We continuously challenge ourselves to stay closely connected to our community and to listen deeply to our constituents and partners through the direct solicitation of their feedback. Based on what we learned in year one of the grant, we are already developing programmatic strategies to foster greater engagement of and relationship between our students and alumni.

This is just the beginning of our learning agenda. Listen for Good has catalyzed an approach to measuring our impact that the Institute wholly embraces. As we scale, we purposefully commit to staying fully accessible, attentive and responsive to those we serve and those who invest in our mission. We are grateful to our stalwart partners at the Boston Foundation who nominated us for this opportunity and contributed to the grant!
Alumni Spotlight

CORE PROGRAM, CLASS OF 2011
Shawn Brown, Executive Director, Becoming a Man (BAM) Boston

“Through the INP experience I became a better leader and I gained the confidence, resources and tools necessary to run a nonprofit effectively. I believe the INP experience helped me to scale the nonprofit I founded, Diamond Educators Mentoring, Inc, to become one of the more respected youth development organizations in Boston for boys of color. Both INP and Diamond Educators Mentoring, Inc prepared me to lead a nationally recognized, evidence based program, Becoming A Man (BAM) Boston. I'm truly grateful for my INP experience!”

CORE PROGRAM, CLASS OF 2008
Jen Faigel, Executive Director, CommonWealth Kitchen

“The Institute experience was really transformational. It helped me conceive of CommonWealth Kitchen as a founding Board member, and prepared me to step in at a critical time. The hard skills I learned - budgeting, HR, and assessment, along with storytelling and team management, have helped me lead CommonWealth Kitchen to become a national model for inclusive entrepreneurship and equitable food systems.”

COMMUNITY FELLOWS PROGRAM, CLASS OF 2018
Leah Hong, Associate Director of Community Impact, Letters Foundation

“INP has impacted my leadership identity in indelible ways. INP’s commitment to social justice and elevating leaders of color in our community set the foundation for developing greater confidence within me, and taking risks in advocating for more equitable practices within my workplace and beyond. I continue to use my INP education in my personal and professional lives, living out values rooted in empathy, collaboration, and a commitment to social justice and racial equity, which were strengthened tenfold through my involvement with INP. To this day, I have yet to experience the depth of support, authenticity, and courage displayed and shared within our CFP cohort, and this experience remains an inspiration for my work and in my life.”
“When we rise together, change is possible.”

The words of President and CEO Yolanda Coentro were passionately embraced by the 154 remarkable leaders who graduated in June from our Boston, Lowell, Rhode Island and Cape Cod and the Islands programs.

The graduates, who completed a year of learning, sharing, reflecting and growing together at the Institute expressed gratitude for the strong and lasting networks built through participation in INP’s programs.

The value of community was echoed by keynote speakers Angela Ankoma, Executive Vice President and Director of Community Investment at the United Way of Rhode Island; Andi Genser, Executive Director of WE CAN in Cape Cod; and Robert Lewis, Jr., Founder and CEO of The BASE. Robert, a renowned Boston bridge-builder and champion of youth also received this year’s Barry Dym Champion for Change Award.

The class of 2018, equipped with skills and networks to lead with confidence, joins our active and growing alumni body of 1,000 nonprofit leaders. Together they are a powerful and promising force for social change!
Donor Listing

$200,000
Barr Foundation

$100,000-$199,999
Mark and Etta Rosen
The Boston Foundation

$50,000-$99,999
Highland Street Foundation
MFS Investment Management
Santander
State Street Foundation
The Cape Cod Foundation
The Peter and Elizabeth C. Tower Foundation

$25,000-$49,999
Amelia Peabody Foundation
Fund for Shared Insight
Leon Lowenstein Foundation
The Abbot and Dorothy H. Stevens Foundation
The Nellie Mae Education Foundation
The Sy Syms Foundation

$10,000-$24,999
Charlesbank Capital Partners
Devonshire Foundation
Barry Dym and Francine Jacobs
Matthew Epstein and Deborah Hiatt
Allan Huntley
Sue and Bernard Pucker
Wells Fargo

$5,000 - $9,999
Needham Bank
Plymouth Rock Foundation

$1,000-$4,999
Sam and Annie Bartlett
Josh Chalmers
Yolanda Coentro and Shaheer Mustafa
Susan and Gerald Cohen
Enterprise Bank
AI Fitz
Pat Gray
Marcia Hertz

Justin Kang
Kathryn Plazak
Mimi and Roger Ritt
David Shapiro
Mike and Peggy Stevens
Michael and Susan Thonis

$500-$999
William and Amabel Allen
Hal Beloff and Lisa Kuznick
Greater Lowell Community Foundation
Elisabeth Jackson
Patrick Kirby and Dana Levy
Drew and Susan Leff
Julian Miller
Mary and Sherif Nada
Tami Nason
Jonathan and Beth Payson
Mark Polebaum and Diane Buhl

$250-$499
Thomas and Gale Beaton
JoAnne Cavallaro
Bob Giannano
Barry Klegman and Dyanne Klein
Beth Lacey
Shauda Lewis
Lavonne Miller
Mary Mustafa
Emma Reeve
Nathan Scott
Justin and Rebekah Strasburger
Colby Swettberg

$249 and under
Joan Abbot
Erica Busillo Adams
Susan Adler
Elizabeth Agullo
Andrea Aldana
Julie Babiatzky
Hayley Baccaire
Manisha Baraki
Karen Barbosa

Turenne Bedell
Mikelina Belaine
Jennifer Beloff
Jenn Bender
Regina Cooper Benjamin
John Braden
Dean Bragonier
Courtney Bridge
Anthony Britt
Richard Brothers
Shannon Brown
Sarah Brown
Ellie Brown
Alice Bruce
Maggie Burns
Mobile Burrell
Ashley Bushell
Stephanie Cafaro
Pamela Camara
Cinqué Dunham-Carson
Raul Caceres Castillo
Jay Coburn
Stephanie Cogen
Alexandra Coir
Erina Colombo
Mark Coven and Judy Levenson
Kelly Crane
Patrick Cronin
Sue Marble Cuthbert
Jennifer D'Amore
Tenisha Daluz
Elyse DeGroot
Susan DeRita
Susan Dickason
Daniel Do
Lauren Doty
Jennifer Dowdy
Vanessa Downing
Susan Egmont
Emmanuel Encarnación
Andrea Epstein
Karen Escarcha
Jen Faigel

“The information I learned will be part of my career for the rest of my life. Since starting INP, I have brought the confidence I gained in the classroom into my role. I am so grateful to have had this opportunity and wish that many more people are able to have this experience!”

Jessica Rivera
Program Director,
uAspire
Our impact has been made possible by your investments in our work (July 1, 2017 – June 30, 2018). Your support arms diverse nonprofit leaders with the skills and networks they’ll need now and in the future, as well as the confidence and credibility to boldly advance their careers and be a force for change in their organizations and communities. **THANK YOU!**

We also offer special gratitude to our friends at Goulston & Storrs for their ongoing in-kind support!
FY18 Financials
(as of June 30, 2018)

The Institute for Nonprofit Practice finished FY18 in a strong financial position, and continues to improve as more and more funders and partners join us. This year we grew our unrestricted revenue by almost $350,000. In addition, we successfully launched a corporate giving strategy and raised over $250,000 in new income through corporate partnerships. We received an increased number of multi-year investments from leading funders, were awarded our first investment from a national foundation, and have secured $725,000 in funds for FY19 and beyond.

We also made several investments this year to deepen program excellence and prepare for expansion including hiring four new full-time staff to support fundraising and local programs. We improved the curriculum, increased faculty training, and added new alumni activities.

As we look ahead to FY19, we are proud of the foundation we’ve built to deepen our impact and believe we are in a strong position financially and programmatically to expand our geographic reach.

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<th>PROFIT AND LOSS STATEMENTS</th>
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<td><strong>UNRESTRICTED INCOME</strong></td>
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Nonprofits can be a driving force for positive change and greater equity in the communities they serve. But many organizations struggle with two longstanding issues: they have not built the bench of new leaders needed as baby boomers retire from longtime tenures as chief executives; and their staff and board leadership often do not reflect the communities they serve. Though the benefits of diverse and inclusive teams and leadership have been well established, still only 11% of nonprofit executives are people of color. It was this reality that inspired Barry Dym and colleagues to develop a network of future leaders, with a particular focus on leaders of color. And in 2007, the Institute for Nonprofit Management and Leadership (now, the Institute for Nonprofit Practice) was born.

INP offers a year-long Core Certificate Program for nonprofit executives, senior staff, and middle managers. The program equips them with the skills, resources, and networks to more confidently lead their organizations, and they earn a certificate in Nonprofit Management and Leadership from Tufts University’s Tisch College of Civic Life. INP also offers a fully-funded, year-long Community Fellows Program, primarily for emerging leaders of color, to create opportunities for career advancement and network-building.

In its first decade, INP (formerly the Institute for Nonprofit Management and Leadership) has graduated nearly 1,000 students, nearly half of whom are people of color. These graduates have gone on to lead organizations like the Boston Chinatown Neighborhood Center, Silver Lining Mentoring, and the Islamic Society of Boston Cultural Center, and others.

“We have been a long-term supporter of the Institute because we share in their commitment to advancing the nonprofit sector through leadership development with the mutually important goals of continuing the education of talented and hardworking professionals to better serve those in need. Highland Street Foundation is proud to be part of the Institute’s growth and deepened impact.”

Blake Jordan, Executive Director, Highland Street Foundation

**15 More People Changing the Nonprofit World**

*By Nicole Wallace*

These nonprofit leaders are finding innovative ways to take on society’s toughest problems.

**Yolanda Coentro**

Institute for Nonprofit Practice
Needham, Mass.

“Yolanda Coentro would like to see more people of color and people from modest economic backgrounds in positions of authority in the nonprofit world. Since 2006, when she became CEO of the Institute for Nonprofit Practice, she’s focused on making that happen by providing low-cost leadership training through the organization.

“People who have experience with the issues that we’re grappling with today know what’s worked. They know what hasn’t,” she says. “They have a perspective that can ensure that people and organizations are really being sensitive to the full spectrum of the issue.”
We sincerely appreciate our talented team of faculty and volunteers who shared their time and talents to enrich the student experience this year!

**BOARD OF DIRECTORS**

Tom Bendheim, Founder and CEO, b7 Properties, LLC  
Josh Chalmers, CEO, Earth2  
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Barry Dym, Founder, Institute for Nonprofit Practice  
Matt Epstein, Director, Goulston & Storrs  
Pat Gray, Nonprofit Consultant and Coach  
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Kathryn Plazak, President, Plazak Associates  
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Sue Pucker, Owner, Pucker Gallery  
Leonard Schlesinger, Baker Foundation Professor, Harvard Business School  
John Simon, Managing Director, Sigma Prime Ventures, and Founder, GreenLight Fund  
Alan Solomont, Dean, Jonathan M. Tisch College of Civic Life at Tufts University

“This program has been instrumental in my personal growth and confidence as a leader. I realize I have an invaluable network of peers to turn to as I continue my journey as an ED in the nonprofit world.”

Cindy Horgan  
Executive Director, Cape Cod Children’s Place
COMMUNITY FELLOWS PROGRAM FACULTY
Aviva Argote, Faculty Director, Institute for Nonprofit Practice
Angie Jaimez, Director of Impact and Evaluation, Lewis Family Foundation
Tammy Tai, Independent Consultant
Carl Thompson, Executive Director, Boys and Girls Club of Boston

PRACTICE SEMINAR FACULTY
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Selvin Chambers, Executive Director, Root NS, Inc.
Linda Chan Flynn, Senior Director of Strategy and Innovation, Lowell Community Health Center
Yi-Chin Chen, Executive Director, Friends of the Children – Boston
George Chu, Senior Vice President of Finance & Business Analytics, City Year
Paola Fernandez, Vice President, Community Development Officer, Centreville Bank
Mary Sylvia Harrison, Independent Consultant
Charmane Higgins, Co-Founder/Chief Operating Officer, more.BOSTON
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Patrick Kirby, Executive Vice President, Chief Growth Officer, Institute for Nonprofit Practice
James Lehane, Independent Consultant
Sandra McCroom, President & CEO, Children’s Services of Roxbury
Heather McMann, Executive Director, Groundwork Lawrence
Anna Cano Morales, Associate Vice President for Community, Equity, and Diversity, Rhode Island College
Robin Vann Ricca, Vice President, Organizational Development & Human Resources, Road Scholar
Mike Wasserman, Executive Director, Boston Debate League
Isa Woldeguiorguis, Executive Director, The Center for Hope and Healing

MANAGEMENT SEMINAR FACULTY
Bill Allen, Adjunct Lecturer, International and Public Affairs, Brown University
Bob Giannino, CEO, uAspire
David Howse, Senior Associate Vice President, Emerson College and Executive Director, ArtsEmerson
Shaheer Mustafa, President & CEO, HopeWell
Neil Nicoll, President Emeritus, YMCA of the USA

“I will take the lessons and relationships I gained during the CFP with me for the rest of my career and the rest of my life, and for that, I will be forever grateful.”
Leaha Wynn
Senior Coordinator, Human Capital, Center for Effective Philanthropy
2017-18 MENTORS

Bill Allen
Jeanette Andre
Tom Beaton
Danielle Bentz
Melissa Bernard
Richard Brothers
Maggie Burns
Anna Cano Morales
Erika Carlsen
Robyn Carter
Vetto Casado
Selvin Chambers
Linda Chan Flynn
Yi-Chin Chen
George Chu
Kathy Cloutier
Yolanda Coentro
Luba Falk Feigenberg
Jon Feinman
Paola Fernandez
Dawn Foye
Craig Gaudette
Andi Genser
Jessica Goldberg
Terri Goldberg
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John Holt
Joe Hungler
Allie Hunter McDade
Angie Jaimez
Patrick Kirby
Jim Klocke
Stephanie LaJoie
Sarah Lammert
James Lehane
Amanda Light
Sean Logan
Meredith Lynch
Ben Mahnke
Marty Martinez
Sandra McRoon
Heather McMann
Christine Menard
Brenda Mieles Soares
Elaine Ng
Bill Nigreen
Hez Norton
Jane Nugent
Henry Och
Luisa Peña Lyons
Carole Ann Penney
Maribeth Perry
Asta Petkeviciute
Allison Picott
Andrea Polino
Sovanna Pouy
Rachel Roberts
Annette Rubin
Mechilia Salazar
Chris Santilli
June Sauvageau
Veronica Serrato
Molly Shine
Phoebe Sinclair
Elissa Spelman
Mike Stevens
Justin Strashburger
Carl Thompson
Robin Vann Ricca
Stephanie Ward
Mike Wasserman
Josh Waxman
Isa Woldeguiorguis

2017-18 GUEST INSTRUCTORS

Darnisa Amante
Zamawa Arenas
Anna Cano Morales
Kate Coleman
Chris Conroy
Natanja Craig
Juma Crawford
Luba Feigenberg
Lynda Gonzales-Chaves
Alan Harlam
Kendra Hicks
Chris Horan
Mary Kaufman-Cranney
Patrick Kirby
Jim Klocke
Josh Kraft
Ben Mahnke
Heather McMann
Tonja Metcalf
Makiyah Moody
Tameka Moss
Grace Chiang Nicolette
Hez Norton
Earl Phalen
Lisa Rowan-Gillis
Colby Swettberg
Camilo Viveiros

“Since entering INP, my startup organization has further defined staff roles, rebranded, and created a strategic plan. Our organization still has a great deal of work to do before becoming truly sustainable, but with what I learned at the Institute, I no longer have doubts that we’ll get there.”

Jamal Grant
Founder and Director,
The NET Mentoring Group

Institute for Nonprofit Practice / nonprofitpractice.org
Looking Ahead

In this moment in history, we are experiencing a groundswell of demand for effective leadership in social change work, and a growing commitment, across sectors, to equity and justice.

Imagine what the nonprofit sector could achieve if its leadership fully represented the people we serve. What if we could break down silos and isolation and tear down the divisiveness of competition to find creative and effective ways of working together? The Institute is turning this vision into reality in our work every day.

As a recognized leader with a proven model, the Institute for Nonprofit Practice stands ready to fill the talent and leadership development needs in the sector and to amplify our impact through investments in both scale and programmatic depth.

This year, as we begin to scale nationally, we will launch our first site beyond New England. In the next three years, we will double the number of leaders we train annually. With over 1,000 alumni, the Institute is building a platform for meaningful connection across city lines and a vibrant learning community where our leaders can continuously develop, collaborate, and advance their missions.

Our partnerships with nonprofits, funders and the private sector make our work possible. We hope you will consider joining us as we grow and advance equity and high performance in the social sector!

WANT TO LEARN MORE ABOUT OUR PLANS TO GROW?
We would love to hear from you!
You can reach us at info@nonprofitpractice.org or (781) 400-5742.