Dear Friends,

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

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

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

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

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

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

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

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

— MARY NGUYEN
Artists for Humanity,
Core Certificate Program

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

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

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

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

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

We couldn’t have done this without you.

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

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

In partnership,

YOLANDA COENTRO
President and CEO
Institute for Nonprofit Practice

MARK ROSEN
Board Chair, Institute for Nonprofit Practice; Co-Founder and Advisory Director, Charlesbank Capital Partners
CLASS OF 2021 & 2022 • STRONGER TOGETHER

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

We believe that leadership of this magnitude shouldn’t be a solitary endeavor, but rather an opportunity to collaborate, support one another, and become stronger together. In 2021 and 2022, 520 remarkable leaders representing 388 unique organizations graduated from INP. The infinite potential of this community will be unleashed for years to come as these changemakers continue to power and transform our nation’s social impact sector.
“Having only worked at my organization, I have been in a bubble. Through INP I was able to burst out of that bubble. The most valuable part of this experience is being in a space with other nonprofit leaders and being exposed to diverse perspectives.

Every class and case study we’ve covered, I am inspired, and it fueled my hunger to learn and search for more. I am grateful and humbled by this experience.”

— YUE CHEN
uAspire, Community Fellows Program
520 leaders from 388 organizations graduated

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

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

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

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

INP programming in 11 cities across the country
“Learning from INP’s excellent training, guest instructors, teachers, and fellow classmates provided invaluable information that I immediately applied to my work. INP is a safe and supportive environment where I feel seen and heard, where I can ask questions, test out my ideas, and receive feedback. I am very grateful to be part of the INP community. My leadership journey is forever changed!”

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

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

— AMY ROSSMAN
Rodman for Kids, Core Certificate Program

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

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

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

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

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

- **93%** are better equipped to develop and lead strategy for their organization
- **96%** can more effectively address issues of diversity, equity, inclusion, and belonging within the social sector
- **97%** have access to a network of leaders who can help increase their influence and/or effectiveness
- **77%** improved their ability to effectively steward donors, bringing new supporters and resources to their organization
- **96%** strengthened their ability to build a healthy, high performing team culture
- **82%** improved their financial management skills
“INP has had a great impact on my career. It has been amazing feeling the camaraderie and support of fellow practitioners. I learned a lot about my management style and the type of leader I want to emulate. Most importantly, I reconnected with my personal mission to serve Black and Brown women to achieve financial stability and independence. This awakening rekindled my interest in reintroducing impactful programs that we may not have pursued. During the program, I transitioned into a leadership role...because I was able to recognize myself as a leader, someone capable of leading others, of leading change.”

— SENIA CUEVAS  
Greater Newark LISC, Community Fellows Program

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

— JESSIE LEE  
Renaissance Economic Development Corporation, Core Certificate Program

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

— KELLY SHERMAN  
Kelly Sherman Consulting, DEIB for Consultants Program

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

— MICHAEL PARTIS  
Bronx Cooperative Development Initiative, Core Certificate Program

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

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

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

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

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

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

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

**CURRENT FOOTPRINT**

- Boston, MA
- Buffalo, NY
- Cape Cod & the Islands, MA
- Chicago, IL
- Dallas, TX
- Los Angeles, CA
- Merrimack Valley/Essex County, MA
- Minneapolis, MN
- New York, NY
- Providence, RI
- San Francisco, CA
“Beyond the best learning and heart-led space I’ve ever been in.”

- LEADERSHIP LEARNING SERIES ATTENDEE

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

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

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

Sessions often feature members of the INP community as facilitators and panelists, opening up additional platforms and providing visibility for our students and alumni. More than 3,000 people around the world have tuned in to the Leadership Learning Series since our first offering in 2020. Recordings of past sessions and the schedule of upcoming sessions can be found at nonprofitpractice.org/leadership-learning-series.
In December 2021, INP held our inaugural Racial Equity Leadership Summit. Hosted at Gillette Stadium and supported by our partners at the New England Patriots and Kraft Family Philanthropies, this event brought INP students, alumni, and faculty together in person for the first time since the pandemic emerged to learn, reflect, and be in community.

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

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

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

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

- **ERICA HAMILTON**
  Founding Director, Black Leadership Institute
TO CONNECT, INSPIRE & UPLIFT BLACK LEADERS

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

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

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

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

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

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

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

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

- DINA HERRERA
Commonwealth Land Trust, Core Certificate Program

Participating Funders

AC & JC Foundation, Inc.
Adman Foundation
Amelia Peabody Charitable Fund
Angell Foundation
Bank of America
Barr Foundation
Blue Cross Blue Shield of Massachusetts
Boston Women’s Fund
Cambridge Community Foundation
Cambridge Community Trust
Charles Hayden Foundation
Clayton, Dubilier & Rice Foundation
Combined Jewish Philanthropies
Cummings Foundation
CVS Health
Dell
Deloitte Consulting
DentaQuest
Draper Richards Kaplan Foundation
EforAll
EdVestors
Edwin Gould Foundation
Einhorn Collaborative
Essex County Community Foundation
Fidelity Charitable Trustees’ Initiative
First Republic Bank
Fish Family Foundation
FJC: A Foundation of Philanthropic Funds
Forest Foundation
Grantmakers Council of Rhode Island
Greater Lowell Community Foundation
GreenLight Fund
HarborOne Foundation
Harry’s, Inc.
Harvard Pilgrim Healthcare Foundation
Hemenway & Barnes LLP
Highland Street Foundation
Hyams Foundation
JPMorgan Chase & Co.
Klarman Family Foundation
Kraft Family Philanthropies
Laughing Gull
Liberty Mutual Foundation
Life Science Cares
Marguerite Casey Foundation
Mott Philanthropic
Nellie Mae Education Foundation
New Commonwealth Racial Equity and Social Justice Fund
New Profit
New York Foundation
New York Women’s Foundation
North Star Fund
Papitto Opportunity Connection
Prudential
Rhode Island Council for the Humanities
Rhode Island Foundation
Richard and Susan Smith Family Foundation
Robert Sterling Clark Foundation
Robin Hood Foundation
Rockefeller Philanthropy Advisors
Salera Consulting
Santander Bank
Siegel Family Endowment
Social Venture Partners Boston
State Street Corporation
Sterns & Russell Trusts
Summerfield Foundation
The Boston Foundation
The Champlain Foundation
The Devonshire Foundation
The Lenny Zakim Fund
The Leon Lowenstein Foundation
The Parker Foundation
The Peter and Elizabeth C. Tower Foundation
The Philanthropy Connection
The Pinkerton Foundation
The TJX Companies, Inc.
United Way of Rhode Island
van Beuren Charitable Foundation
Wellington Management Foundation
Wells Fargo
Wellspring Philanthropic Fund
Women’s Foundation of Boston
Women’s Fund of Rhode Island
Yawkey Foundation
Leaders in the social sector spend their lives and careers tackling some of the most complex issues of our time. The work of service is rewarding but demanding, and even the most dedicated changemaker can face burnout, screen and compassion fatigue, or hopelessness. In fact, leaders of color — particularly women of color — report that the burdens of their jobs in the nonprofit sector result in negative health outcomes, often requiring medical intervention.

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

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

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

- Adriana Acosta
EforAll, Core Certificate Program

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

— Maggie Yuan
Doc Wayne Youth Services, Core Certificate Program

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

— Nico Pang
Planned Parenthood League of Massachusetts, Community Fellows Program
ALUMNI SPOTLIGHT

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

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

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

— LA LEE LO
Great MN Schools, RISE Fellowship Program

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

— AIDA CASTRO
Family Services of the Merrimack Valley, Core Certificate Program
ROBERT STERLING CLARK FOUNDATION

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

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

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

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

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

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

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

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

— PHILIP LI
President & CEO, Robert Sterling Clark Foundation
SANTANDER BANK

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

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

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

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

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

- CHRISTINE NGUYEN
Asian Community Development Corporation, 2021 Santander Fellow

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

- SETH GOODALL
Executive Director, Corporate Social Responsibility, Santander Bank, N.A.
50 INDIVIDUALS FROM ACROSS THE COUNTRY HONORED FOR SERVICE IN THEIR COMMUNITY AMIDST GLOBAL PANDEMIC

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

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

— YOLANDA COENTRO
President and CEO, Institute for Nonprofit Practice

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

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

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

— MEGHNA CHAKRABARTI
Host of On Point at Boston-based NPR affiliate WBUR, 2021 Changemaker Awards Moderator
Congratulations to each of our 2021 Changemaker Award recipients!

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reginah Sanyu, Founder, EarlyBird256 — New York, NY

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

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

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

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

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

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

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

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

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

Chanda Womack, Executive Director, ARISE — Providence, RI

Maggie Yuan, Ed.D., LMHC, Program Director, Doc Wayne Youth Services — Boston, MA
Our team of staff, faculty, and board members, mentors, guest instructors, and volunteers made the impossible possible by taking INP to new heights over the past two years. Thanks to their innovation, skill, and people-centered approach, our award-winning programming is serving more leaders and driving progress across the nation. We offer our heartfelt appreciation for the leaders who power INP.

**Board of Directors**

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

Tom Bendheim  
Founder & Chief Executive Officer, b7 Properties, LLC  

Josh Chalmers  
Chief Executive Officer, Earth2, LLC  

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

Susan Cohen  

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Founder, Institute for Nonprofit Practice  

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

Matt Epstein  
Director & Co-Chair, Goulston & Storrs  

Gregory Janey  
Founder & Chief Executive Officer, Janey Construction Management  

Justin Kang  
Co-Founder, Visible Hands  

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

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President and CEO, YMCA of Greater Boston  

Carol Lobron  
Independent Consultant  

John a. powell  
Director, Othering & Belonging Institute at the University of California, Berkeley  

Geeta Pradhan  
President & CEO, Cambridge Community Foundation  

Sue Pucker  
Owner, Pucker Gallery  

Leonard Schlesinger  
Baker Foundation Professor, Harvard Business School  

John Simon  
Managing Director, Sigma Prime Ventures  

Alan Solomont  
Dean Emeritus, Jonathan M. Tisch College at Tufts University  

**Senior Leadership**

Megan Bird  
Senior Vice President, National Program Operations  

Yolanda Coentro  
President & Chief Executive Officer  

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Vice President of Early Career Programs  

Audrey Gillis  
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Chief Strategy Officer, Executive Vice President  

Talya Oberfield  
Vice President, Strategic Initiatives  

Hanh Tran  
Vice President, Alumni Engagement  

Robin Vann Ricca  
Chief People & Equity Officer, Executive Vice President  

**National Advisory Board**

Charmane Higgins  
Executive Director, Trinity Boston Connects  

Ira Jackson  
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Carlin (Carly) Janson  
Founder & Executive Chair, New Sector Alliance  

Christine Letts  
Nonprofit & Philanthropic Advisor  

Robert Lewis, Jr.  
Nicholas President and CEO, Boys & Girls Clubs of Boston  

John a. powell  
Director, Othering & Belonging Institute at the University of California, Berkeley  

Geeta Pradhan  
President & CEO, Cambridge Community Foundation  

Sue Pucker  
Owner, Pucker Gallery  

Leonard Schlesinger  
Baker Foundation Professor, Harvard Business School  

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Managing Director, Sigma Prime Ventures  

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Managing Director, Sigma Prime Ventures  

Alan Solomont  
Dean Emeritus, Jonathan M. Tisch College at Tufts University
Thank you to our incredible faculty members for your dedication, creativity, and support of INP leaders through some of the most challenging times of their careers. Your leadership inspires us.

Bill Allen
Adjunct Lecturer - International and Public Affairs, Brown University

Cat Ang
Regional Director of Enrollment, Year Up - National

Damian Archer
Assistant Dean for Multicultural Affairs, Tufts University School of Medicine

Anna Cano Morales
Associate Vice President for Community, Equity, and Diversity, Rhode Island College

Linda Chan Flynn
Program Director, REACH Lowell

Carole Charnow
President & CEO, Boston Children’s Museum

Yi-Chin Chen
Executive Director, Friends of the Children - Boston

Jay Coburn
Chief Executive Officer, Community Development Partnership

Kevin Cummings
Vice President, District and Government Strategy, City Year

Maria Dominguez Gray
Executive Director, Phillips Brook House Association

Jill Eisenhard
Founder & Former Executive Director, Red Hook Initiative

Paola Fernandez
Vice President for Community Development, Centreville Bank

Lisa Fortenberry
Executive Director, Camp Harbor View

Andi Genser
Independent Consultant

Erica Hamilton
Founding Director, Black Leadership Institute, Institute for Nonprofit Practice

Shauwea Hamilton
Executive Director - New York, Bottom Line

Mary Sylvia Harrison
Independent Consultant

Charmane Higgins
Executive Director, Trinity Boston Connects

Dan Holin
Executive Director, Second Chance Cars

Lisa Holton
Strategist, Nonprofit Leader, Executive Director & Principal, Holton Consulting

David Howse
Associate Vice President, Emerson College; Executive Director, Arts Emerson

Anthony Hubbard
Founder & Chief Executive Officer, YouthBuild Preparatory Academy

Marisabel Jaramillo
Assistant Director of People Operations, Yogananda Seva

AiLun Ku
President & CEO, The Opportunity Network

David Kuehn
Executive Director, Cotuit Center for the Arts

Melissa Luna
Executive Director, GreenLight Fund, Inc.

Aviva Luz Argote
Senior Advisor, Faculty Development & Learning, Institute for Nonprofit Practice

Ben Mahnke
Chief Executive Officer, Room40 Group

Shreya Malena-Sannon
Chief Program Officer, Partnership for Afterschool Education

Natalie Martinez
Chief Executive Officer, Strong Women, Strong Girls

Sandra McCroom
President & Chief Executive Officer, Children’s Services of Roxbury

Heather McMann
Executive Director, Groundwork Lawrence

Lily Mendez
President & Chief Executive Officer, Mass Mentoring Partnership

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

Chymeka Olfonse
Managing Director, Adults and Household Supports, Robin Hood Foundation

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

George Suttles
Executive Director, Commonfund Institute

Colby Swettberg
Chief Executive Officer - Silver Lining Institute, Silver Lining Mentoring

Tammy Tai
Independent Consultant, Institute for Nonprofit Practice

Carl Thompson
Executive Director, Boys & Girls Clubs of Boston

Robin Vann Ricca
Chief People & Equity Officer, Executive Vice President, Institute for Nonprofit Practice

Mike Wasserman
Executive Director, Boston Debate League

Isa Woldeguiorguis
Executive Director, The Center for Hope and Healing
Our heartfelt gratitude to the leaders who enriched our programming in 2021-2022 by sharing their time and expertise with the INP community.

MENTORS
Chris Albrizio Lee
Shirronda Almeida
Ana Archibald
Maggie Burns
Anna Cano Morales
Linda Chan Flynn
Carole Charnow
Yi-Chin Chen
Jay Coburn
Julie Dalton
John Dearing
Anuradha Desai
Rodrigo Dorador
Barry Dym
Lisa Fortenberry
Brian Garshelis
Andi Genser
Bob Giannino
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Alan Harlam
Charmane Higgins
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Leslie Melendez
Lily Mendez
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Anna Yu
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Ben Mahnke
Rickke Mananzala
Sergio Marin Luna
Jillian Matundan
Makeeba McCreary
Sandi McKinley
Heather McMann
Steven Miller
Tameka Moss
Neil Nicoll
Radhames Nova
Luisa Peña Lyons
Cecil Phelan Stiles
Adika Pimentel
Danielle Pulliam
José Rosado
Chelsea Smith
Candace Stanciel
Colby Swetberg
Tammy Tai
Francisco Tezén
Brett Trolley
Donita Volkwijn
Joan Wallace Benjamin
Cea Weaver

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

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

Jennifer Hartnett-Bullen
Mohamad A. Chakaki
Meghana Chakrabarti
Ann Mei Chang
Yolanda Coentro
Scott Cotenoff
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Kevin Cummings
Tory Gavito
Jesús Gerena
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Bior Guigni
Heather Jenkins
Dominique Jones
Valarie Kaur
Kei Kawashima-Ginsberg
Samantha Kelty
Dr. Ibram X. Kendi
Patrick Kirby
Erica Hamilton
Kapi’olani A. Laronal
Vu Le
Jennifer McCrea
Brian Miller
Shaheer Mustafa
Yahaira Objio
Hilda Polanco
Sovanna Pou
john a. powell
Tanya Ramos
Sharon Salzberg
Michael Sandel
Basil Smikle
Adam Sutton
Mya Varno
Anne Wallestad
Morgan Wilson
FY22 FINANCIAL SUMMARY (JULY 1, 2021 - JUNE 30, 2022)
We are proud to share that in FY22 we raised nearly $7.5M from the generosity of so many philanthropic institutions and individuals. We anticipate closing the year with a net operating surplus and over $4M secured from multi-year commitments for use in FY23 and beyond.

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

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

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

FY21 INCOME BY SOURCE
July 1, 2020 - June 30, 2021 | Total = $3,704,000

<table>
<thead>
<tr>
<th>Source</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>$322,000</td>
</tr>
<tr>
<td>Tuition</td>
<td>$7,000</td>
</tr>
<tr>
<td>Corporate</td>
<td>$1,060,000</td>
</tr>
<tr>
<td>Foundations</td>
<td>$2,015,000</td>
</tr>
<tr>
<td>Individuals</td>
<td>$296,000</td>
</tr>
<tr>
<td>Other</td>
<td>$4,000</td>
</tr>
</tbody>
</table>

FY21 ASSETS BY YEAR-END
July 1, 2020 - June 30, 2021 | Total = $2,855,000

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$1,171,000</td>
</tr>
<tr>
<td>Pledge Receivables</td>
<td>$1,543,000</td>
</tr>
<tr>
<td>Other Assets</td>
<td>$141,000</td>
</tr>
</tbody>
</table>
## Profit and Loss Statements Over 3 Years

### Assets

<table>
<thead>
<tr>
<th></th>
<th>FY19</th>
<th>FY20</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Earned Income</td>
<td>$324,000</td>
<td>$332,000</td>
<td>$7,000</td>
</tr>
<tr>
<td>(Tuition, Net of Scholarships)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program, Operating &amp; Scholarship Contributions</td>
<td>$1,702,000</td>
<td>$2,209,000</td>
<td>$3,371,000</td>
</tr>
<tr>
<td>Federal Grant</td>
<td>$-</td>
<td>$250,000</td>
<td>$322,000</td>
</tr>
<tr>
<td>Other Income</td>
<td>$11,000</td>
<td>$2,000</td>
<td>$4,000</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$2,037,000</td>
<td>$2,793,000</td>
<td>$3,704,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY19</th>
<th>FY20</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Costs &amp; Personnel</td>
<td>$1,355,000</td>
<td>$1,894,000</td>
<td>$2,599,000</td>
</tr>
<tr>
<td>Special Events &amp; Marketing</td>
<td>$40,000</td>
<td>$36,000</td>
<td>$32,000</td>
</tr>
<tr>
<td>Administrative</td>
<td>$72,000</td>
<td>$123,000</td>
<td>$116,000</td>
</tr>
<tr>
<td>Professional Services</td>
<td>$292,000</td>
<td>$548,000</td>
<td>$514,000</td>
</tr>
<tr>
<td>Occupancy</td>
<td>$69,000</td>
<td>$123,000</td>
<td>$157,000</td>
</tr>
<tr>
<td>Strategic Plan Development</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$1,828,000</td>
<td>$2,724,000</td>
<td>$3,418,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY19</th>
<th>FY20</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Change in Unrestricted Net Assets</strong></td>
<td>$209,000</td>
<td>$69,000</td>
<td>$286,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY19</th>
<th>FY20</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temporarily Restricted Income</td>
<td>$1,641,000</td>
<td>$3,248,000</td>
<td>$1,808,000</td>
</tr>
<tr>
<td>Net Assets Released</td>
<td>$1,204,000</td>
<td>$1,998,000</td>
<td>$2,418,000</td>
</tr>
<tr>
<td>Change in Temporarily Restricted Net Assets</td>
<td>$437,000</td>
<td>$1,250,000</td>
<td>$(610,000)</td>
</tr>
<tr>
<td><strong>Total Change in Net Assets</strong></td>
<td>$646,000</td>
<td>$1,319,000</td>
<td>$(324,000)</td>
</tr>
</tbody>
</table>

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

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

FY22

$2,500,000 and above
Barr Foundation*

$1,000,000 to $2,499,000
The Peter and Elizabeth C. Tower Foundation*

$500,000 to $999,999
Anonymous
Fidelity Charitable Trustees’ Initiative
Ford Foundation*
The Devonshire Foundation*
The TJX Companies, Inc.

$250,000 to $499,999
Kraft Family Philanthropies and New England Patriots*
Papitto Opportunity Connection*
The Boston Foundation*
Robert Sterling Clark Foundation*
Wellington Management Foundation*

$150,000 to $249,999
Angell Foundation
KeyBank Foundation
State Street Foundation
The John R. Oishei Foundation*
Tipping Point Community*

$100,000 to $149,999
Fish Family Foundation
Weingart Foundation*
Kresge Foundation
Mark and Etta Rosen
Santander Bank, N.A.
The Abbot and Dorothy H. Stevens Foundation*

$50,000 to $99,999
Amelia Peabody Foundation
Health Foundation of Western & Central New York
JPMorgan Chase & Co.
Liberty Mutual Foundation
Nonprofit Finance Fund / Prudential
Nonprofit Leadership Fund of the Cape Cod Foundation
Arts Foundation of Cape Cod

Bilezkiian Family Foundation
Cape and Islands United Way
Cape Cod Five Cents Savings Bank
Cape Cod Healthcare Foundation
Eastern Bank Foundation
Edward Bangs Kelley and Eliza Kelley Foundation
The Cape Cod Foundation
The Cooperative Bank of Cape Cod
The Capacity Lab
Yawkey Foundation*

$25,000 to $49,999
Highland Street Foundation
Jane’s Trust
Leon Lowenstein Foundation
McCormick Foundation
Wells Fargo Foundation

$10,000 to $24,999
Charlesbank Capital Partners
Susan and Gerald Cohen
Francine Jacobs and Barry Dym
Olivia Engel

Martha’s Vineyard Nonprofit Collaborative
Cape Cod Five Cents Savings Bank
Cape and Islands United Way
Berniers Market, Inc.
Martha’s Vineyard Community Foundation
Slough Farm Foundation
Rotary Club of Martha’s Vineyard
Dr. James Weiss

$5,000 to $9,999
Matthew Epstein and Deborah Hiatt
State Street Global Advisors
Sue and Bernie Pucker

$1,000 to $4,999
Cyrus Taraporevala and Fie Andersen
Damian Archer
Hal Belodoff
Tom and Kathy Bendheim
Lynn Blake
Josh Chalmers
Shaheer Mustafa and Yolanda Coentro

Cummings Properties, LLC
Alan and Polly Fitz
Marcia Hertz
Andrew and Cindy Janower
Justin Kang
Paul Lee
Lea Madry
Tim and Lynne Palmer
Kathryn Plazak
Plymouth Rock Assurance
David and Kristin Shapiro
Joshua Klevens and Anna Sinaiko
Michael and Susan Thonis
Karyn Wilson

FY21

$1,500,000 and above
Barr Foundation*

$500,000 to $1,499,999
The Devonshire Foundation*
The Peter and Elizabeth C. Tower Foundation*

$250,000 to $499,999
Anonymous
Fidelity Charitable Trustees’ Initiative
Kraft Family Philanthropies and New England Patriots*
The Boston Foundation*

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Angell Foundation
Santander Bank, N.A.
Wellington Management Foundation
Tipping Point Community*
Robert Sterling Clark Foundation*
Mark and Etta Rosen
The Abbot and Dorothy H. Stevens Foundation*

$50,000 to $99,999
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Olivia Engel
First Republic Bank
Matthew Epstein and Deborah Hiatt
Tim and Lynne Palmer

$1,000 to $4,999
Damian Archer
Tom and Kathy Bendheim
Josh Chalmers
Shaheer Mustafa and Yolanda Coentro

Deloitte Consulting
Cummings Properties, LLC
Alan and Polly Fitz
Erica Hamilton
Justin Kang
John and Tappy Kimpel

*Indicates a multi-year funding commitment
With deep gratitude we recognize our students and faculty who chose to donate to INP as part of the 2020-21 and 2021-22 class gift.


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

Presenting National Sponsors
Bar Foundation The TXJ Companies, Inc.

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

Gold Sponsors
Angell Foundation Kresge Foundation Weingart Foundation

Silver Sponsors
Fish Family Foundation
Looking Ahead

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

Our focus remains unwavering.

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

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

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

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

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

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

— MADISON CROSBY, Summer Search Boston, Community Fellows Program