Dear Friends,

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

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

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

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

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

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

In partnership,

Yolanda Coentro
President & CEO, Institute for Nonprofit Practice

Susan Cohen
Board Chair, Institute for Nonprofit Practice

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

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

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

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

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

Lauren Galván, National Scleroderma Foundation, RISE Program, National

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

LaMont Walker, First Place for Youth, Core Certificate Program, San Francisco Bay Area
Class of 2023
Affordable housing, youth advocacy, conflict resolution, environmental action, health care, food equity, local business resources, racial justice, social services, violence prevention, elder care, disability inclusion, early childhood education—are just some of the critical issues being addressed by the leaders in INP’s Class of 2023. This year’s 381 graduates are part of a growing and formidable nationwide movement of more than 4,000 students and alumni working in service to communities across the country.

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

Abriella Peña, Echoing Green, RISE Program, National Nonprofits Insurance Alliance Leadership Institute
2023 At-a-Glance

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

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

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

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

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

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

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

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

- **98%** increased their confidence as leaders.
- **92%** are better able to apply diversity, equity, inclusion, and belonging frameworks and approaches to their work.
- **98%** are able to forge meaningful new relationships with a diverse network of leaders.
- **94%** can better build high-performing teams and culture.
- **81%** are better able to steward donors for their organization.
- **92%** of participant supervisors or Board Chairs reported that their direct report can better communicate their organization’s story.
- **89%** improved their professional effectiveness at work.
- **94%** improved their ability to develop and lead strategy.
- **88%** of participant supervisors or Board Chairs reported that their direct report demonstrates how to champion DEIB at their organization.
- **81%** improved their ability to read and interpret budgets.
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- **81%** improved their ability to read and interpret budgets.

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

Letta Neely, Apprentice Learning, Core Certificate Program, Boston

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

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

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

Jesus Garcia Mota, Amplify LatinX, Community Fellows Program, New England

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

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

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

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

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

Funding Partners

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

**San Francisco Bay Area**
- Tipping Point Community
- Wellington Management Foundation
- Angell Foundation

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

**Black Leadership Institute**

See page 12 for Black Leadership Institute sponsors.

Locations

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

**Program Sites Launching in 2024**
- Detroit, MI
- Seattle, WA

As of December 2023
Black Leadership Institute

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

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

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

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

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

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

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

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

Black Leadership Institute Founding Sponsors

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

**Presenting National Sponsors**
- Anonymous
- Ballmer Group
- Barr Foundation
- The TJX Companies, Inc.

**Founding Community Sponsors**
- Kraft Family Philanthropies & New England Patriots Foundation
- Papitto Opportunity Connection

**Gold Sponsors**
- Angell Foundation
- Kresge Foundation
- Weingart Foundation

**Silver Sponsors**
- Fish Family Foundation

*As of June 30, 2023*
Leadership Learning Series

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

2022–2023 Speakers

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

Leadership Learning Series Attendee

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

Leadership Learning Series Attendee

We strive to make our Leadership Learning Series accessible to the public. Visit our website to view upcoming sessions and access video recordings and resources from past sessions.
Alumni Spotlight

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

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

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

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

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

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

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

Ballmer Group

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

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

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

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

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

Eshauna Smith, Director of Community Impact, Ballmer Group

Funder Spotlight

State Street

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

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

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

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

For over six years, INP and State Street have worked together to strengthen Boston’s social impact sector. Our programs help local leaders thrive in their careers and achieve their missions, whether it is investing resources into low-income neighborhoods, increasing access to affordable housing, or offering business training and loans to local start-ups.

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

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

Joan Christel, President, State Street Foundation
The Art of Leading for Good

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

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

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

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

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

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

2023 Changemaker Award Recipients

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

Orion Kriegman
Executive Director, Boston Food Forest Coalition

Evan Milligan
Executive Director, Alabama Forward

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

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

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

Karen Young
Cultural Organizer, Teaching & Performing Artist
The Leaders Behind INP

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

Board of Directors

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

Geeta Pradhan  
President & CEO, Cambridge Community Foundation

Sue Pucker  
Owner, Pucker Gallery

Leonard Schlesinger  
Baker Foundation Professor, Harvard Business School

John Simon  
Managing Director, Sigma Prime Ventures

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

Gratitude to Mark Rosen

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

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

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

Dr. Renato Almanzor
Transformation Catalyst, Speaker & Educator

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

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

Carole Charnow
President & Chief Executive Officer, Boston Children’s Museum

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

Tyra Anderson Montina
Chief Program Officer, Thrive Scholars

Cat Ang
Regional Director of Enrollment, Year Up – National

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

Vanessa Bishop
Chief Program Officer, 10,000 Degrees

Dr. Erika Van Buren
Principal, Line of Sight Consulting, LLC

Omar Butler
Chief Executive Officer, New Door Ventures

Kailey Cartwright
Senior DE&I Learning Program Manager, Momentive

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

Carole Charnow
President & Chief Executive Officer, Boston Children’s Museum

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

Jill Eisenhard
Founder & Advisor, Red Hook Initiative

Paola Fernandez
Senior Vice President & Community Development Officer, Centreville Bank

Andi Genser
Independent Consultant

Gabrielle Gilliam
Chief Development Officer, Oliver Scholars

Robert Gittens
Executive Director, Bridges Homeward

Erika Halstead
Executive Director, Minds Matter NYC

Maria Kasparian
Executive Director, Edesia

David Kuehn
Executive Director, Catuit Center for the Arts

Melissa Luna
Executive Director, GreenLight Fund Boston

Charmaine Higgins
Executive Director, Trinity Boston Connects

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Lisa Holton
Principal, Holton Consulting

David Howse
Executive Director, Emerson College – ArtsEmerson

Anthony Hubbard
Founder & Chief Executive Officer, Children’s Services of Roxbury

Rolland Janairo
Executive Director, Silicon Valley Urban Debate League

Maria Kasparian
Executive Director, Edesia

David Kuehn
Executive Director, Catuit Center for the Arts

Melissa Luna
Executive Director, GreenLight Fund Boston

Shreya Malena-Sannon
Chief Program Officer, Partnership for After School Education

Natalie Martinez
Chief Executive Officer, Strong Women, Strong Girls

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

Lily Mendez
President & Chief Executive Officer, Mass Mentoring Partnership

Maria Kasparian
Executive Director, Edesia

David Kuehn
Executive Director, Catuit Center for the Arts

Melissa Luna
Executive Director, GreenLight Fund Boston

Shreya Malena-Sannon
Chief Program Officer, Partnership for After School Education

Natalie Martinez
Chief Executive Officer, Strong Women, Strong Girls

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

Lily Mendez
President & Chief Executive Officer, Mass Mentoring Partnership

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

Chyemka Olenson
Managing Director – Adults & Household Supports, Robin Hood Foundation

Felicia Pierce
Chief Program Officer, North Shore CDC

Jaclyn Piñero
Chief Executive Officer, uAspire

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

Tara Spann
Chief People & Strategy Officer, MENTOR National

Tanya M. Staples
Senior Director – Strong Community School Initiative, Say Yes Buffalo

George Suttles
Executive Director, Commonfund Institute

Colby Swettberg
Chief Executive Officer, Silver Lining Mentoring

Carl Thompson
Executive Director, Boys & Girls Clubs of Boston

Shannah Varón
Executive Director, Teach for America Massachusetts

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

Isha Woldeguiorguis
Executive Director, The Center for Hope & Healing
Guest Instructors & Mentors

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

Guest Instructors

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

Mentors

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

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Financials

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

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

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

### Income by Source

<table>
<thead>
<tr>
<th>Source</th>
<th>FY2021</th>
<th>FY2022</th>
<th>FY2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate</td>
<td>$4,683,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foundations</td>
<td>$4,439,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individuals</td>
<td>$273,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>$201,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(PPP Loan Forgiveness &amp; ERTC)</td>
<td>$182,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td>$0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>$4,000</td>
<td>$4,000</td>
<td>–</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$3,704,000</td>
<td>$5,479,000</td>
<td>$9,778,000</td>
</tr>
</tbody>
</table>

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

### Assets by Year-End

<table>
<thead>
<tr>
<th>Asset</th>
<th>FY2021</th>
<th>FY2022</th>
<th>FY2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$1,171,000</td>
<td>$2,656,000</td>
<td>$2,060,000</td>
</tr>
<tr>
<td>Pledge Receivables</td>
<td>$1,543,000</td>
<td>$3,356,000</td>
<td>$3,129,000</td>
</tr>
<tr>
<td>Other Assets</td>
<td>$141,000</td>
<td>$140,000</td>
<td>$277,000</td>
</tr>
</tbody>
</table>

### Profit & Loss Statements Over Three Years

<table>
<thead>
<tr>
<th>Category</th>
<th>FY2021 (Audited)</th>
<th>FY2022 (Audited)</th>
<th>FY2023 (Audited)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Earned Income (tuition, net of scholarships)</td>
<td>$7,000</td>
<td>$521,000</td>
<td>$182,000</td>
</tr>
<tr>
<td>Program, Operating &amp; Scholarship Contributions</td>
<td>$3,371,000</td>
<td>$4,632,000</td>
<td>$9,395,000</td>
</tr>
<tr>
<td>Federal Grant</td>
<td>$322,000</td>
<td>$322,000</td>
<td>$201,000</td>
</tr>
<tr>
<td>Other Income</td>
<td>$4,000</td>
<td>$4,000</td>
<td>–</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$3,704,000</td>
<td>$5,479,000</td>
<td>$9,778,000</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Costs &amp; Personnel</td>
<td>$2,599,000</td>
<td>$4,180,000</td>
<td>$5,665,000</td>
</tr>
<tr>
<td>Special Events &amp; Marketing</td>
<td>$32,000</td>
<td>$37,000</td>
<td>$28,000</td>
</tr>
<tr>
<td>Administrative</td>
<td>$116,000</td>
<td>$168,000</td>
<td>$190,000</td>
</tr>
<tr>
<td>Professional Services</td>
<td>$514,000</td>
<td>$827,000</td>
<td>$3,693,000</td>
</tr>
<tr>
<td>Occupancy</td>
<td>$157,000</td>
<td>$169,000</td>
<td>$173,000</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$3,418,000</td>
<td>$5,381,000</td>
<td>$9,749,000</td>
</tr>
<tr>
<td><strong>Change in Unrestricted Net Assets</strong></td>
<td>$286,000</td>
<td>$98,000</td>
<td>$29,000</td>
</tr>
<tr>
<td><strong>Temporarily Restricted Activity</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Temporarily Restricted Income</td>
<td>$1,808,000</td>
<td>$6,427,000</td>
<td>$3,454,000</td>
</tr>
<tr>
<td>Net Assets Released</td>
<td>$2,418,000</td>
<td>$3,392,000</td>
<td>$4,433,000</td>
</tr>
<tr>
<td><strong>Change in Temporarily Restricted Net Assets</strong></td>
<td>$610,000</td>
<td>$3,035,000</td>
<td>$876,000</td>
</tr>
<tr>
<td><strong>Total Change in Net Assets</strong></td>
<td>$324,000</td>
<td>$3,133,000</td>
<td>$847,000</td>
</tr>
</tbody>
</table>

* FY2023 includes $2,700,000 of strategic planning services donated in-kind from Bain & Company
As we reflect on this past year, we extend our deep gratitude to the funding partners who have made it possible for INP to expand to more geographies, launch new programs, and amplify our impact. Our partners’ generosity and commitment enables us to continue to connect, uplift, and inspire leaders nationwide to boldly achieve their missions and drive meaningful social change. The INP programs and participants that you support are building the future we all need. Thank you!

$2,500,000 & above
Ballmer Group*
Barr Foundation*

$1,000,000 to $2,499,999
Anonymous*
The Peter and Elizabeth C. Tower Foundation*

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

$250,000 to $499,999
Angell Foundation*
Kraft Family Foundation and New England Patriots Foundation*
Papitto Opportunity Connection*
Robert Sterling Clark Foundation*
Santander Bank, N.A.*
Tipping Point Community
The Boston Foundation*
Wellington Management Foundation*

$150,000 to $249,999
Jane’s Trust Foundation*
State Street Foundation
The John R. Oishei Foundation*

$100,000 to $149,999
Mark & Etta Rosen
The Abbot & Dorothy H. Stevens Foundation*
The Kresge Foundation*
Weingart Foundation*

$50,000 to $99,999
Amelia Peabody Foundation
The Capacity Lab
Fish Foundation*
Health Foundation of Western & Central New York*
JPMorgan Chase Co.
Nonprofit Finance Fund and Newark Nonprofit Capacity Accelerator
Nonprofit Leadership Fund of the Cape Cod Foundation
Arts Foundation of Cape Cod
Blezikian Family Foundation
Cape Cod Five Cents Savings Bank
Cape Cod Healthcare Foundation
Cape and Islands United Way
Eastern Bank Charitable Foundation
Edward Bangs, Kelley & Elza Kelley Foundation
Martha’s Vineyard Nonprofit Collaborative

$25,000 to $49,999
EGF Accelerator
Highland Street Foundation
First Niagara Foundation/
KeyBank Foundation
Leon Lowenstein Foundation

$10,000 to $24,999
Anonymous
Anne Bauer & The Kenneth Dym Fund
Charlesbank Capital Partners
Barry Dym & Francine Jacobs
Eastern Bank Foundation
Olivia Engel
Life Science Cares
Sue & Bernie Pucker

$5,000 to $9,999
Cambridge Trust Bank
Kim and Judy Davis
Matthew Epstein & Deborah Hatt
Dr. James Wess

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

$1,000 to $4,999
Tom & Kathy Bendheim
Michael Brown
Josh Chalmers
Yolanda Coentro & Shaheer Mustafa
Cummings Properties, LLC
Alyse d’Amico

“Impact is not an accidental outcome of good intentions. It requires focus and discipline.”
Sandi Smith, Everytown for Gun Safety, Community Fellows Program, New York City

“Your leadership journey is yours to create, and INP will help you get there.”
Sandy Mui, Everytown for Gun Safety, Community Fellows Program, New York City
Looking Ahead

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

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

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

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

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

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

Contact Us

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