from our President & CEO

We’ve had a fulfilling year of activity and accomplishments at the Center. As I reflect on the highlights in this report, I am grateful to you for supporting us on our journey to serve and strengthen nonprofits across North Carolina.

Thank you for embracing our Walking the Talk initiative. We continue to learn and grow three years into this work. We have thoughtfully completed an organizational equity assessment this year with our board and staff. It has opened our awareness and led to courageous conversations about our work at the Center.

Thank you for valuing information about leadership succession. Because a large number of senior executives will be retiring over the next five years, we continue to offer learning opportunities in succession planning, with particular attention to making leadership opportunities more equitable and inclusive of people of color.

Thank you for managing your nonprofit at the highest level. I hope our new Principles & Practices guide presents opportunities for you to learn, grow, and be the best provider of services in your community.

Thank you for engaging your elected officials and public servants about your nonprofit. We believe nonprofits can be effective partners with the public sector to improve and help our communities. My hope is that our advocacy and public policy education around tax policy, disaster recovery, and health care helps make this work easier for you.

Most importantly, I appreciate your commitment to your mission and the possibilities your nonprofit provides. I welcome any opportunity to hear from you about how we can make your nonprofit work simpler and more gratifying.

In the Community

Number of Member Organizations by County

- 100+
- 50-99
- 20-49
- 10-19
- 5-9
- 1-4
Champion the Nonprofit Sector

In 2018-19, the Center advocated on several key state and federal public policy issues affecting nonprofits, including:

• With a decline in individual giving due to the 2017 structural changes in the federal tax code, the Center advocated for state legislators and members of Congress to create new tax incentives to ensure that North Carolinians give generously to support their communities through the work of charitable nonprofits.

• With six state constitutional amendments on the November 2018 ballot, the Center analyzed the potential impact of each amendment on nonprofits and provided tools to help 501(c)(3) organizations legally and effectively advocate on these ballot measures.

The Center also helped initiate proposals to strengthen state nonprofit corporation and charitable solicitation laws, to provide tax relief to nonprofits in communities affected by natural disasters, and to repeal a new tax on nonprofits’ parking expenses. The Center supported coalitions seeking to improve access to healthcare in North Carolina and to improve our democracy in ways that will strengthen nonprofits’ voices.

Cultivate Connections

Nonprofits often express how much they value connecting with colleagues and ask for ways to continue networking and idea-sharing with other nonprofit leaders outside of our annual conference and workshops. This need led to the creation of Center Connect, a private online community allowing Center Members to ask questions and share expertise with peers. Featuring discussion forums and a library of shared documents and resources, our Members can now connect with over 6,700 North Carolina nonprofit professionals any time.

Our 2019 edition of Principles & Practices: Best Practices for North Carolina Nonprofits offers a fresh approach to this fundamental nonprofit management tool. It features 12 principles (including Equity, Diversity, and Inclusion, and Information and Technology, our newest principles), 36 basic practices, and dozens of advanced practices designed to benchmark nonprofit management best practices. Developed with Dr. Pamela Palmer, Assistant Professor of Nonprofit Leadership and Management at High Point University, this guide sets the stage for new opportunities in serving nonprofit capacity building needs.

Executive Director of the Seattle-based Rainier Valley Corps, Vu Le used his unique brand of humor during his keynote address at the 2018 Statewide Conference in Research Triangle Park about the disruptive and transformational power of equity and inclusion. Originally scheduled in mid-September, our annual event was itself disrupted to late November due to Hurricane Florence.

With the support of Duke Energy, we sponsored a series of eight workshops titled, “Building the Capacity to Lead,” and introduced the new edition of Principles & Practices: Best Practices for North Carolina Nonprofits. Designed by Dr. Pamela Palmer, these workshops helped nonprofits assess their current management conditions across the 12 principles and set the stage for planning new approaches in capacity building support. We appreciate our new partnerships with local chambers of commerce in Alamance, Cabarrus, Craven, Nash, Henderson, Wake, Moore, and Union counties.
Model Best Practices

The Center released its new compensation report in Fall 2018, published by Association TRENDS and Columbia Books. By providing salary and benefit benchmarks for over 150 positions in nonprofits of all sizes across the state, this 160+ page report supports our equity and inclusion values with current data on which nonprofits can recruit, retain, and compensate diverse leaders with fair and competitive salaries and benefits.

Walking the Talk, our multi-year initiative to decrease the racial leadership gap in the state’s nonprofit sector, continues to guide our journey to support nonprofits’ equity, diversity, and inclusion (EDI) efforts. Highlights of the second phase include:

- **Equity Cadre** – This group of 25 North Carolina EDI practitioners and six local and regional capacity building partners is dedicated to increasing nonprofits’ commitment to equity by going beyond racially diversifying board and staff toward changing policies, practices, and organizational cultures.
- **Board and Staff Equity Committees** – The Center itself started a best EDI practice this year by creating equity committees of both our board and staff. The Durham-based firm, The Equity Paradigm, worked with us to guide our equity assessment, plans, and goals.
- **Learning Opportunities** – The Center presented several EDI professional development offerings: five workshops at the 2018 Conference, including one Deep Dive session; three webinars (featuring a two-part series, “What’s White Got to Do with It: Disrupting Race-Based Inequities in Well-Intentioned Nonprofits”); and three focus groups with the Building Movement Project.

The Walking the Talk webinars have been an invaluable resource in bringing different voices from across the state into our greater organizational conversation about equity, diversity, and inclusion.

Sally Loftis
Penland School of Craft
Penland

Value Our Members

Our 1,100+ Members are quite different from one another – from grassroots organizations to hospitals, located in the mountains or along the coast, newly formed or long established. Yet what these North Carolina 501(c)(3) nonprofits have in common is a curiosity and passion for improving their management skills and capacities to make an impactful difference.

Our 2018-19 membership mirrors the broader composition of 501(c)(3) nonprofits in North Carolina:

- 78% have operating budgets under $1,000,000
- Half operate in either human service, education, arts, health care, or community improvement
We are grateful to these foundations, businesses, and individuals who generously supported the Center between July 1, 2018 and June 30, 2019.

### Foundations
- **$200,000+**
  - Blue Cross and Blue Shield of North Carolina Foundation
  - Kate B. Reynolds Charitable Trust
  - Z. Smith Reynolds Foundation
- **$50,000+**
  - Duke Energy Foundation
- **$25,000+**
  - North Carolina GlaxoSmithKline Foundation
- **$15,000+**
  - The Duke Endowment Foundation For The Carolinas
- **$10,000+**
  - Park Foundation
  - Sisters of Mercy of North Carolina Foundation
  - The Warner-Craven Foundation
  - The Winston-Salem Foundation
- **$7,500+**
  - The Joseph M. Bryan Foundation of Greater Greensboro

### Corporations & Businesses
- **$35,000**
  - Duke Energy
- **$25,000**
  - Bank of America
  - GlaxoSmithKline
  - Wells Fargo
- **$15,000+**
  - BB&T
- **$10,000**
  - Google
- **$5,000+**
  - Mutual of America
  - TowneBank
- **$2,500+**
  - Capitol Broadcasting CBC/WRAL
  - Community Fund of Triangle Foundation
  - Coastal Credit Union
  - Connect Cause
  - First Nonprofit Group
  - Flow Automotive Companies
  - Langdon & Company, LLP
  - NC Electric Membership Corporation
  - SunTrust Foundation
- **$1,000+**
  - Batchelor, Tillery & Roberts, LLP
  - CliftonLarsonAllen LLP
  - Rodgers Builders
  - Smith Anderson, LLP
  - Stancil PC
  - Trade Street Capital Partners, LLC

### Individuals
- **$10,000**
  - Peter J. and Prudence F. Meehan Fund of Triangle Community Foundation
- **$5,000**
  - Jane Kendall and Ran Coble

### Gifts In-Kind
- **$250+**
  - Altaza Advisors, LLC
  - Angel Oak Creative
  - Araiże, Inc.
  - The Aycock Group
  - Chazin & Company
  - Corliss & Solomon, PLLC
  - Elinvar Corporation
  - Grounded LGB LLC
  - J Decker Consulting, LLC
  - Jitasa Group
  - moss+ross LLC
  - Nichols, Choi & Lee, PLLC
  - NPH Consulting
  - PMA Consulting, LLC
  - Rockwell Partners, Inc.
  - Summers Consulting Services
  - Third Space Studio, Inc.
  - York Properties, Inc.

### Matching Gifts Companies & Foundations
- **$1,000+**
  - Jennie Eiben
  - Katie Galbraith
  - Barbara Jessie-Black
  - Thomas Kenan, III
  - Kay and Dan Moore
  - Angela Poole
  - Jane B. Preyer
- **$500+**
  - Ivan Canada
  - Leslie Grinage
  - Rev. & Mrs. W. Joseph Mann
  - Shelly Moore
  - Deviré Robinson
  - Jeanne C. Tedrow
  - Nancy Young
- **$250+**
  - McCray V. Benson and Judy Atchley-Benson Charitable Fund of Community Foundation of Henderson County, Inc.
  - Dawn Chávez
  - Darryl Childers
  - Emily and Sam Zimmerman
- **$100+**
  - Lance Edwards
  - Dan Gerlach
  - Lee Carol Giduz
  - Merrilee Jacobson
  - Frankie Jones
  - Sara Nunnally
  - Lorna Ricotta
  - Robby Russell
  - Sherwood Smith
  - Up to $99
  - Melissa Haithcox-Dennis
  - Bill Holman
  - Liz McFarlane
  - Tanya Tai Varanelli
  - Louis Sawyer

### Building the Capacity to Lead Workshop, Monroe
2018-19 Board of Directors

Katie Galbraith, *Chair*
President, Duke Regional Hospital, Durham

Ivan Canada, *Vice Chair*
Executive Director, The National Conference for Community and Justice (NCCJ) of the Piedmont Triad, Greensboro

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McCray Benson, President & CEO, Community Foundation of Henderson County, Hendersonville

Dawn Chávez, Executive Director, Asheville Greenworks, Asheville

Darryl Childers, Policy Advisor, North Carolina Office of the Governor, Raleigh

Lee Carol Giduz, Executive Director, Blowing Rock Art & History Museum, Blowing Rock

Leslie Grinage, Associate Dean of Students, Davidson College, Davidson

Barbara Jessie-Black, Executive Director, CommunityWorx, Carrboro

Frankie Jones, Vice President & Managing Director, Commercial Mortgage & Real Estate, Lincoln Financial Group, Greensboro

Shelly Moore, President & CEO, Humane Society of Charlotte

Sara Nunally, Loan Processor, Renewable Energy, Live Oak Bank, Wilmington

Lorna Ricotta, Vice Chancellor for Institutional Advancement, Fayetteville State University, Fayetteville

Deviré Robinson, Vice President, Center for Nonprofit Sustainability, Foundation For The Carolinas, Charlotte

Nancy Young, Director of Public & Media Relations (retired), Winston-Salem University, Winston-Salem

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Mission
To educate, connect, and advocate for North Carolina nonprofits

Values
Collaboration
Equity & Inclusion
Excellence
Innovation

Practices
Champion the Nonprofit Sector
Innovate Learning
Value Our Members
Cultivate Connections
Model Best Practices