

Annual Report

2018-2019



North Carolina



Center *for* Nonprofits

Many missions | 100 counties | *One* voice

from our **President & CEO**



Jeanne Canina Tedrow
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.

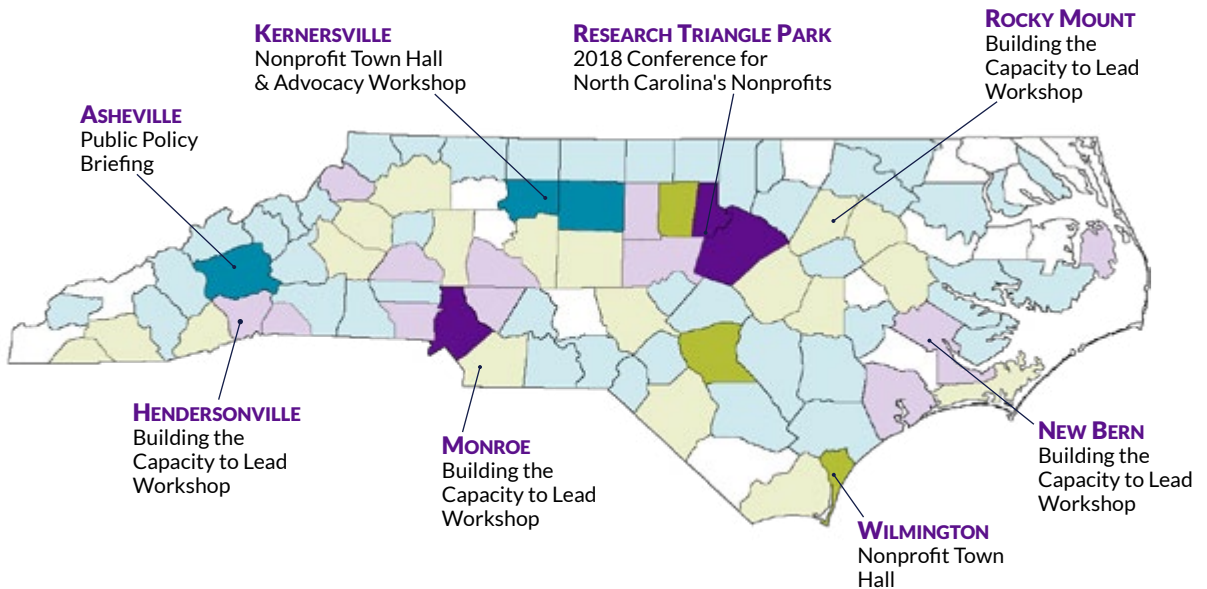
Thank you for valuing information about leadership succession. Because a large number of senior executives will be retiring over the next five years, we continue to offer learning opportunities in succession planning, with particular attention to making leadership opportunities more equitable and inclusive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



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.



2019 Nonprofit Town Hall, Wilmington

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.

David Heinen appeared as a panelist on *Carolina Business Review*, broadcast by UNC-TV in September 2018.

1,179
Nonprofit
Members

218
Pro Bono
Volunteers

327
Pro Bono & Technical
Assistance Cases

71
Training Events

2,592
Training Event Participants

700
Job & Résumé Postings on
NC Nonprofit Careers

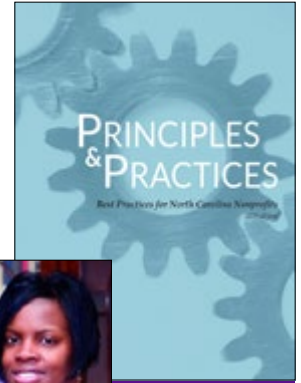
Highlights

Innovate Learning

”Despite the challenge of having to reschedule the event due to Hurricane Florence, the Center delivered a wonderful conference that provided me with a host of takeaways that I can reference and/or implement to benefit my organization in supporting our community.

Camille Berry
Community Home Trust
Chapel Hill

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.



Dr. Pamela Palmer

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.



Vu Le, 2018 Conference Keynote Speaker



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.



Building the Capacity to Lead Workshop, Rocky Mount

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:



Intentional Leadership: Creating Practices that Promote Equity, Diversity & Inclusion in the Boardroom Deep Dive Workshop at the 2018 Conference

- **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

2018-19 Sustainers

We are grateful to these foundations, businesses, and individuals who generously supported the Center between July 1, 2018 and June 30, 2019.

\$5,000+

The Mary Duke Biddle Foundation
Community Foundation of Greater Greensboro
SJ Edwards Foundation
Triangle Community Foundation

\$2,500+

The Belk Foundation
Blumenthal Foundation
The Cemala Foundation
The Community Foundation of Western North Carolina
Cumberland Community Foundation (Fayetteville)
John S. and James L. Knight Foundation
North Carolina Community Foundation
Weaver Foundation

\$1,000+

Community Foundation of Henderson County
Foundation for a Healthy High Point
Tannenbaum-Sternberger Foundation

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
Community 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

T.W. Garner Food Company
Wyrick Robbins

\$500+

Armstrong McGuire & Associates
Bernard Robinson & Company, LLP
Blackburn Consulting
Blackman & Sloop, CPAs, PA
BrightDot LLC
Fox Rothschild LLP
Hamilton Point Investment Advisors
HIGOL
MPC Certified Public Accountants
Mig Murphy Siström, CPA, PC
OpenSource Leadership Strategies
Norton Collar Lund Lilley, PLLC
Security Underwriters
Williams Mullen
Womble, Bond, Dickinson LLP

\$250+

Altura Advisors, LLC
Angel Oak Creative
Araize, Inc.
The Aycock Group
Chazin & Company
Corliss & Solomon, PLLC
Elinvar Corporation
Grounded LGB LLC
J Decker Consulting, LLC
Jeanne Allen Consulting
Jitasa Group
moss+ross LLC
Nichols, Choi & Lee, PLLC
NPH Consulting
PMA Consulting, LLC
Sockwell Partners, Inc.
Summers Consulting Services
Third Space Studio, Inc.
York Properties, Inc.

Gifts In-Kind

DesignHammer
Skytel

Individuals

\$10,000

Peter J. and Prudence F. Meehan
Fund of Triangle Community Foundation

\$5,000

Jane Kendall and Ran Coble

\$1,000+

Jennie Eblen
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.
Ann S. & F. Borden Hanes, Jr.
Advised Fund of The
Winston-Salem Foundation
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

Matching Gifts Companies & Foundations

Duke Energy Foundation
Foundation For The Carolinas
W.K. Kellogg Foundation

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

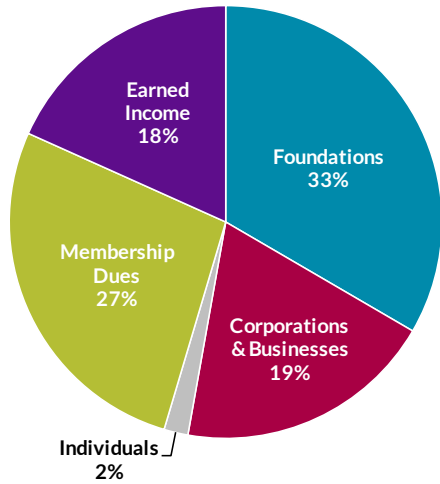
\$7,500+

The Joseph M. Bryan Foundation of
Greater Greensboro

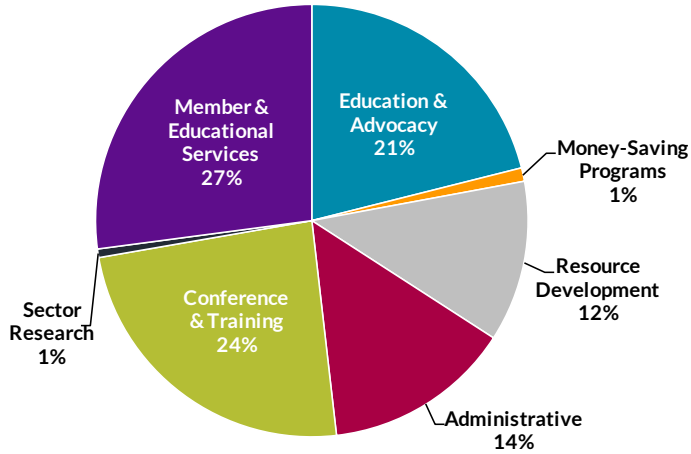


Building the Capacity to Lead Workshop, Monroe

FY18 INCOME \$1,499,936



FY18 EXPENSE \$1,451,700



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
- Angela Poole, **Treasurer**
Senior Vice President of Finance and Human Resources, North Carolina Community Development Initiative, Inc. and North Carolina Housing Coalition, Inc., Raleigh
- Jeanne C. Tedrow, **Secretary**
President & CEO, North Carolina Center for Nonprofits, Raleigh
- 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
- Lance Edwards, Vice President of Community Investment, United Way of Asheville and Buncombe County, Asheville
- 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 Nunnally, 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

Staff

- Rebekah Beck, Member Recruitment Assistant
- Lynn Brinkley, Sustainability Assistant
- Bridgette Burge, Director of Programs
- Tracy Carevette, Chief Financial Officer
- Sarah Easley, Events Coordinator
- David Heinen, Vice President for Public Policy & Advocacy
- Rob Maddrey, Director for Sustainability
- Caroline McDowell, Marketing & Communications Manager
- Jen O'Loughlin, Accounting Assistant
- Katrina Pareja, Member Services Assistant
- Jeanne C. Tedrow, President & CEO
- Salima Thomas, Director of Member Engagement

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*

North Carolina



Center *for* Nonprofits

Many missions | 100 counties | One voice

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