

2021-22 ANNUAL REPORT

North Carolina



Center *for* Nonprofits

Many missions | 100 counties | One voice



Our Mission

To educate, connect, and advocate for North Carolina nonprofits



Our Vision

A North Carolina where nonprofits are intentional in their commitment to holistically build healthy, equitable organizations, and center racial equity to strengthen communities



Our Values

Collaboration, Equity & Inclusion, Excellence, and Innovation

MESSAGE FROM OUR PRESIDENT & CEO

These past few years underscore the resiliency of the nonprofit sector, the capability of nonprofits to meet needs in our communities, and our willingness to partner with others in communities to make meaningful change. Nonprofits know that working together, we can broaden our reach and our impact.

Across the sector, we continue to feel the effects of the pandemic. Many are burned out given the workplace issues we face. Our own needs for quality affordable housing, living wages, access to health care, affordable childcare, and access to broadband internet continue to create challenges. We know these factors have contributed to workforce shortages as many organizations have experienced increased resignations. These factors directly affect those who are working for nonprofits who themselves seek a better quality of life for their families.

In the face of all these challenges, we embraced hope for the future. We used these challenges as opportunities to raise our voice and advocate for better laws and supports for nonprofits and the communities we serve; to provide learning and networking for nonprofits to cultivate knowledgeable leaders and effective management practices; to build relationships and partnerships that fortify North Carolina's nonprofit sector; to evaluate and infuse equity into our own organizational practices and culture; and to encourage shared responsibility and leadership in moving towards healthy and equitable communities.

We share this report of our year's progress and impact with gratitude and recognition for the nonprofit members, sustainers, volunteers, and others who have supported our work. We look forward to the year of opportunities ahead.

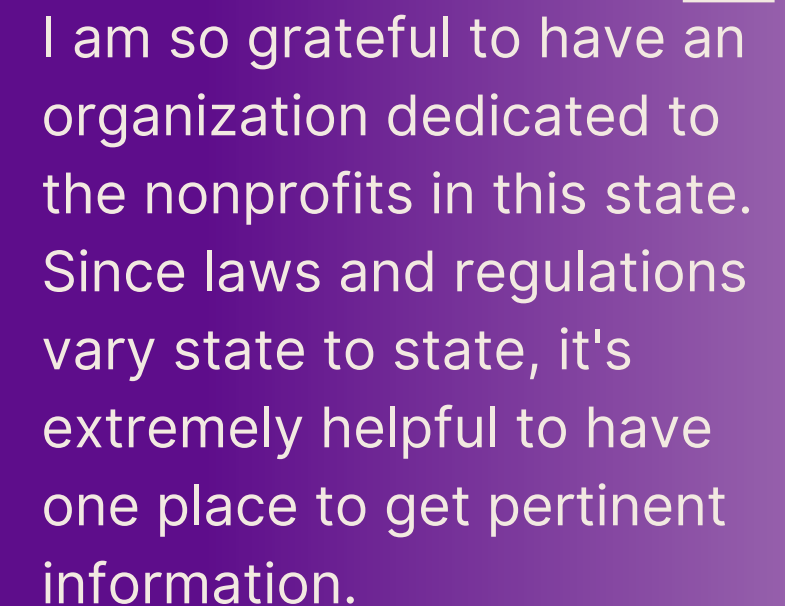


Jeanne C. Tedrow
President & CEO

A handwritten signature in black ink, appearing to read 'J. Tedrow', with a large, stylized initial 'J'.

ADVOCATING FOR BETTER NONPROFIT LAWS & POLICIES

We understand the important and often life-sustaining work of nonprofits throughout the state and take seriously our role in building relationships and working with partners in government to support nonprofit work. This past year, we tracked dozens of bills in the NC General Assembly and Congress that could have affected nonprofits in a wide variety of ways; tracked trends in the economic impact and fiscal health of North Carolina's charitable nonprofit sector; tracked the impacts of COVID-19 on the operations of NC nonprofits; and kept nonprofits informed on a weekly basis.



I am so grateful to have an organization dedicated to the nonprofits in this state. Since laws and regulations vary state to state, it's extremely helpful to have one place to get pertinent information.



Analyze

Our analysis on the NC FY2021-23 state budget helped nonprofits understand the unprecedented \$745 million in new funding for nonprofits from the state's tax surplus and American Rescue Plan Act funding.

Collaborate

Input from nonprofits statewide helped us successfully advocated for and shape a new law that reformed many long-standing issues nonprofits experience with DHHS government grants and contracting, like late payments, late contracts, underpayment for indirect costs, and red tape. [We continue to partner with nonprofits and work with state government on additional nonprofit contracting reforms.](#)

Listen

Hearing the difficulties nonprofits were having with strict in-person board voting and meeting requirements when the pandemic kept offices shuttered informed our successful advocacy to modernize nonprofit laws allowing electronic voting by nonprofit boards and remote nonprofit membership meetings.

Support

Still in the midst of the pandemic, we continued to advocate for nonprofits to be included in federal and state COVID-19 relief programs. Through training, articles, and shared resources, we helped NC nonprofits understand implications of the American Rescue Plan Act and other new state and federal laws that related to nonprofit fundraising and operations.

[Read the complete summary of our 2021-22 public policy and advocacy work.](#)

BUILDING CONNECTIONS & LEARNING

The [Nonprofit Management Institute](#) (NPMI) began in September 2020 to support nonprofits in assessing their organizations' management practices, identifying successes and challenges, building capacity where there are gaps, and working towards long-term sustainability. Each of the six sessions during NPMI facilitates learning, discussion, and management strategies around a specific topic: board governance, program design and evaluation, strategic planning, fundraising, financial management, and human resources.

Since inception, each series has sold out and 111 nonprofit leaders participated in the Fall 2021 and Spring 2022 cohorts. Several funders who understand the importance of efficient governance and operations, including [Triangle Community Foundation](#) and [Truist](#), have subsidized registration fees so staff and board members of their nonprofit grantees could attend. [What we've learned from participants and funders has helped us adapt the Nonprofit Management Institute in ways like:](#) ➤



High Demand

We began offering NPMI twice a year in the spring and fall. The next series begins February 2023.



Plentiful Info

We added a sixth session to the series to spread out the dense information and still allow time for coveted group discussions and collaboration.



Meaningful Connections

We created a private Facebook group for NPMI graduates where they've continued to post ideas and questions, share resources, and stay connected.



» belonging... »

Based on mixed feelings and comfort levels towards the ongoing pandemic, our 2021 Conference for North Carolina's Nonprofits was a virtual, 3-day event and focused on the theme, *Belonging...* Our 235 conference participants affirmed that we can 'come together', make space, tap the transformative power of our own stories, and forge a collective path towards a nonprofit community that is inspired and equitable.

235 Participants

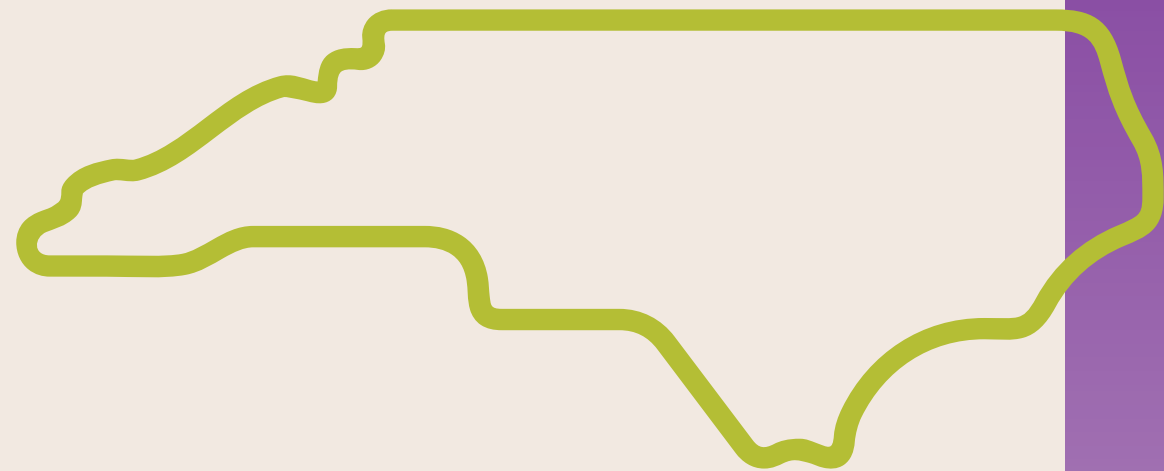
12 Concurrent Sessions

2 Keynotes

14 Virtual Exhibitors

The interactivity despite virtual basis of the conference contributed immensely to my sense of belonging. The presentations were all engaging and the different methods used to create interactivity were innovative and viable.

Hiring and retaining skilled employees has long been an issue for the nonprofit sector, and work conditions complicated by COVID-19 during the past year brought it further into the spotlight. Respected advocacy groups like the National Council of Nonprofits published staggering data about nonprofit job vacancies and employment challenges – competitive salaries and benefits among the top three.



As we kept a close eye on these workforce trends and possible ways to support NC nonprofits in offering more competitive wages and benefits, we negotiated a group retirement program with Mutual of America for our nonprofit members. The program provides an opportunity for organizations to participate and offer retirement plans to their staff regardless of size. We'll continue to pursue member benefits like this, in addition to publishing the most current salary data like our [2022 NC Nonprofit Compensation Report](#), to help nonprofits shape more competitive employment opportunities.



Exploring

We began exploring the idea of group memberships and partnered with the NC Partnership for Children on a 2-year agreement to provide Center membership resources and benefits for its state network of 75 Smart Start partners. Ten of these organizations also agreed to be part of our Centered Managed Solutions (CMS) pilot program, through which organizations complete an operational assessment based on 12 key [Principles & Practices](#) and work one-on-one with a nonprofit advisor over six months to analyze the results, and evaluate and address their organizational capacity and needs.

After a positive experience with the NC Partnership for Children group membership, we posed the opportunity to 30 nonprofits through Resourceful Communities, a program of the Conservation Trust, who signed on for group membership with the Center.



Growing

Our CMS pilot program also received positive feedback. Initial organizational assessments showed that the greatest areas of need were board governance and human resources. Final assessments revealed that participants made real progress towards their goals, and felt they improved their strategic planning, fundraising practices, strategic management, and knowledge around human resources. They also noted that coaches had a high level of knowledge; provided professional and timely feedback; and offered valuable tools and resources so leaders could make good, informed decisions for their organizations. As the CMS program grows, we're using this valuable feedback to formalize and improve our orientation process for participants and on-boarding procedures for coaches.

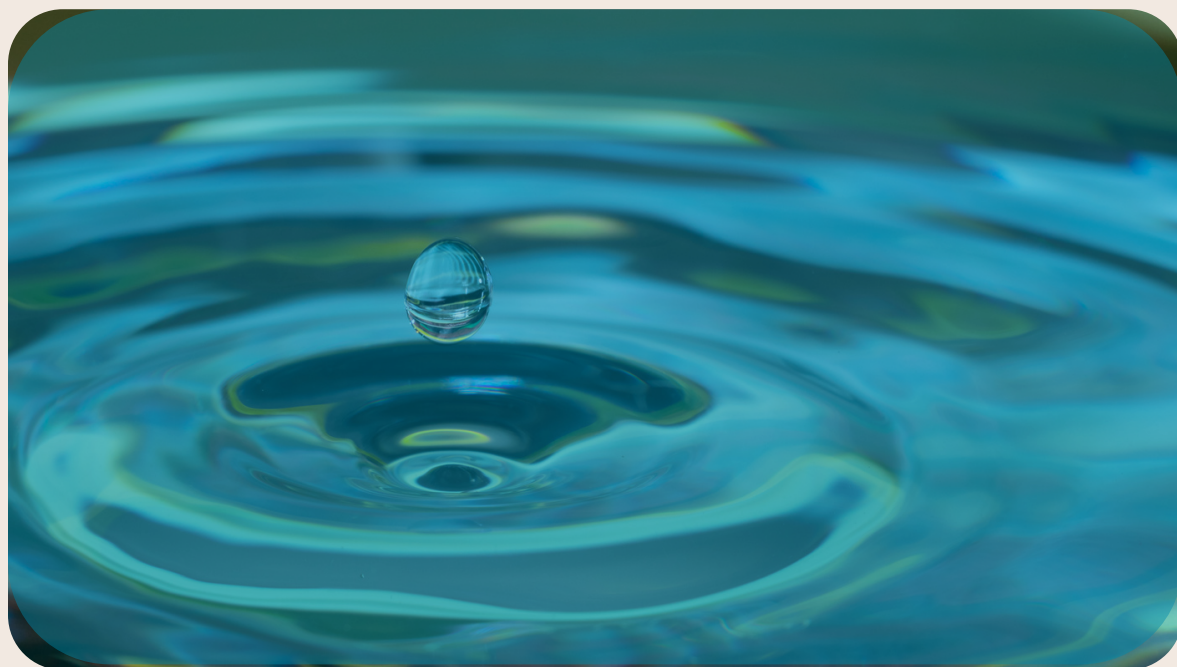


My coach understood what it's like to sit in this seat. So, it wasn't just about what to do but also about how I felt about doing the job.

After the first conversation with my coach, I thought, where have you been all my life? It was nice to talk to someone who could affirm things and then launch into how we can fix them. Even though it took some time, it was instrumental.



Sharing



GROWING OUR IMPACT

The Center used the better part of the year to work on our 2022-24 strategic plan, including a dedicated focus on infusing equity, diversity, and inclusion into our programs, practices, and values, and building programs that not only support nonprofit capacity building but also contribute to the Center's sustainability through earned revenue. As part of this process:



Equity Committee

Our board created an Equity Committee tasked to review the Center's policies, procedures, and practices through an equity lens and prompt the board and staff to revise and change them.



Expert Partners

We hired a consultant with expertise in strategic planning and equity work to guide our board and staff through these revisions and changes.



Renewed Vision

We engaged all our board and staff members in discussions, goal setting, revisioning, and planning - the first result of which was our [renewed vision statement](#) that was adopted by the board in June 2022.



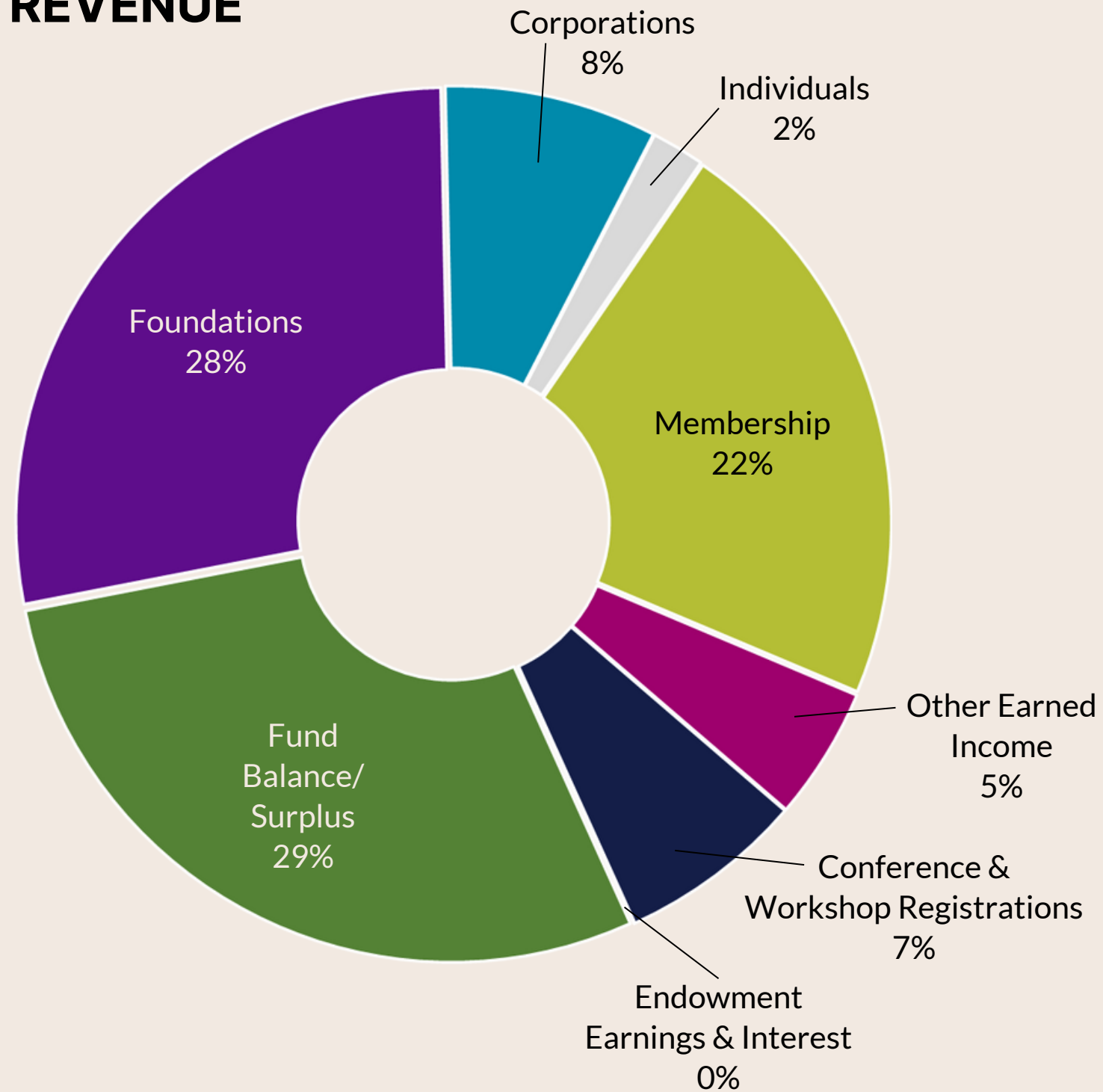
New Initiatives

We remodeled the [EDI Roundtables](#) curriculum to relaunch the series in Spring 2023. We are also planning a new Executive Leadership Development Series to equip nonprofit leaders with resources to infuse equity and inclusion throughout their organizations' policies, practices, and culture.

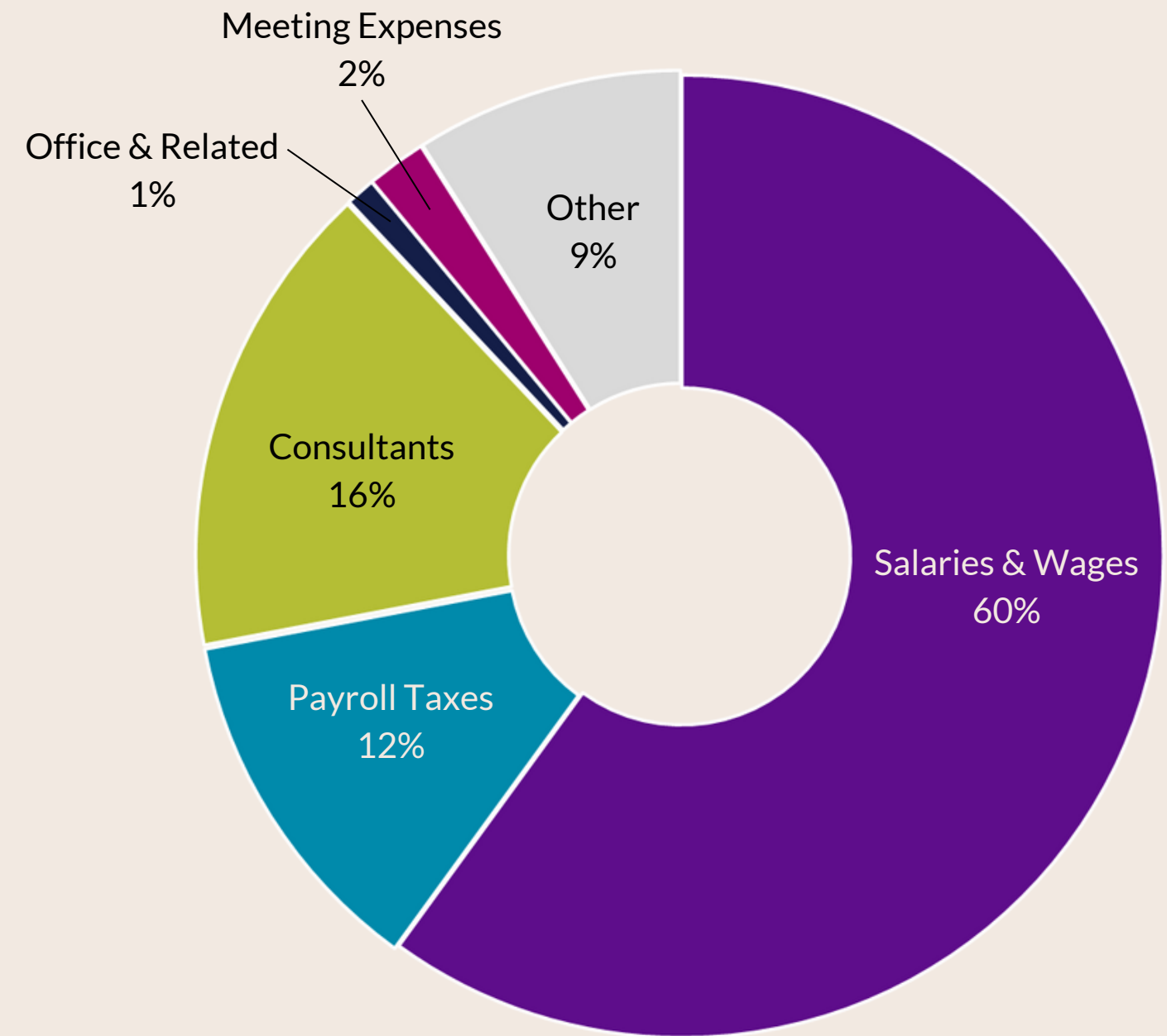
2021-22 FINANCES

TOTAL BUDGET \$1,918,112

REVENUE



EXPENSES



2021-22 YEAR IN REVIEW

NORTH CAROLINA CENTER FOR NONPROFITS

**Nonprofit
Members**

1,135

**Pro Bono
Volunteers**

173

**Learning
Events**

57

**Membership
Growth**

+4.5%

**Pro Bono &
Member
Assistance Cases**

280

**Learning Event
Participants**

3,826

THANKING OUR PARTNERS & SUPPORTERS

Foundations, Businesses & Individuals

We're grateful for their
[financial support](#) between
July 1, 2021 and June 30,
2022.

Center Board & Staff

We appreciate their
[partnership and commitment](#)
to our mission.

Nonprofit Members

We appreciate their loyalty
and the [uplifting work](#) they do
in our communities each day.

