

2022-23 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

Dear Supporter,

It's true that nonprofit organizations are outward facing, with missions and work that ultimately lift up and support our communities. However, it's also important for organizations to look inward to ensure their vision is still on point, and their policies and practices are equitable and sustainable.

Now more than ever, the Center's work champions our belief that leadership, policies, and organizational practices in the nonprofit sector must adapt to reflect and encourage the diversity of our communities. That's why the Center's ongoing journey has renewed focus on centering equity in our programs and services and elevating inclusion and diversity.

We have developed capacity building programs that empower leaders to assess and build their organizations internally as they reach out to

serve their communities. We have connected nonprofits across the state and across missions to foster a network of leaders who learn from, collaborate with, and support each other. We have lifted the voice of nonprofits through our nonpartisan advocacy on state legislation and federal policies that affect nonprofits in North Carolina. We value those nonprofits who join as members and help strengthen our voice for all North Carolina nonprofits.

As I pass the baton to the Center's next leader, I'm proud of our journey to our renewed vision of a North Carolina where nonprofits are intentional in their commitment to build healthy, equitable organizations, and our revised strategic plan that reframes the Center's future and aims to have an impact on the whole nonprofit sector.

It is with gratitude that we share this year's report of our progress and impact and recognize the nonprofit members, sustainers, volunteers, and others who have supported our work. Thank you!



Jeanne C. Tedrow
President & CEO



ADVOCATING FOR BETTER NONPROFIT LAWS & POLICIES



With input from nonprofits statewide, we worked with a variety of state legislators over the last year to get several bipartisan bills to help nonprofits introduced in both the NC Senate and NC House of Representatives, including proposals to:

- ▶ Modernize the NC Nonprofit Corporation Act and NC charitable solicitation licensing statute
- ▶ Create nonprofit sales tax exemption
- ▶ Exempt nonprofit fundraising events from sales tax
- ▶ Establish a state tax credit for charitable contributions by non-itemizers

HOW WE DID IT

Tracked bills that would affect nonprofits in the NC General Assembly and Congress



Kept nonprofits informed through training, weekly updates, instructional videos, and facts sheets



Built relationships and worked with partners in government, business, and philanthropy



WHY IT MATTERS

Our persistent advocacy resulted in a new law that aligns NC Secretary of State extensions of charitable solicitation filings with IRS 990 automatic extensions, and increases the threshold for exemptions for “small” nonprofits from \$25,000 to \$50,000 in contributions per year. This will help alleviate nonprofits’ challenges to stay compliant with state solicitation laws more efficiently and on time.

EMPOWERING NONPROFITS TO ADVOCATE

We introduced a three-month pilot program, Nonprofit Public Policy Academy, with five North Carolina-based nonprofits. The program provided group training and 1-on-1 coaching for participants to craft their own organization-specific policy advocacy campaign strategy, reach at least one milestone toward achieving their desired public policy goal, and develop their confidence and skills to continue their campaigns.

The 1-on-1 coaching was most valuable and participants' feedback will guide our exploration of advocacy coaching as a potential Center benefit.

“

Discussing the strategy, goals, and logistics of our upcoming Legislative Advocacy Day helped me think through so many additional aspects of our work and really build out a stronger foundational understanding for how to effectively expand on our campaign's vision.

[Our coach] tailored her advice to our team's bandwidth and expertise and encouraged us to think outside of the box. This is going to make our advocacy work over the next few weeks and months so much more fruitful.

Taylor Norris

NC Community Health Worker Association

”



We convened nonprofit leaders and legislators to discuss opportunities and challenges with local, state, and federal policy issues that affect nonprofits during [Nonprofit Policy Conversations](#) in Asheville, Winston-Salem, Charlotte, Burlington, Wilmington, Raleigh, and Fayetteville.

We partnered with Pitt County nonprofits and officials to host a candidate forum where 120 participants met candidates running for public office and learned about their understanding of and approach to local community and nonprofit issues.

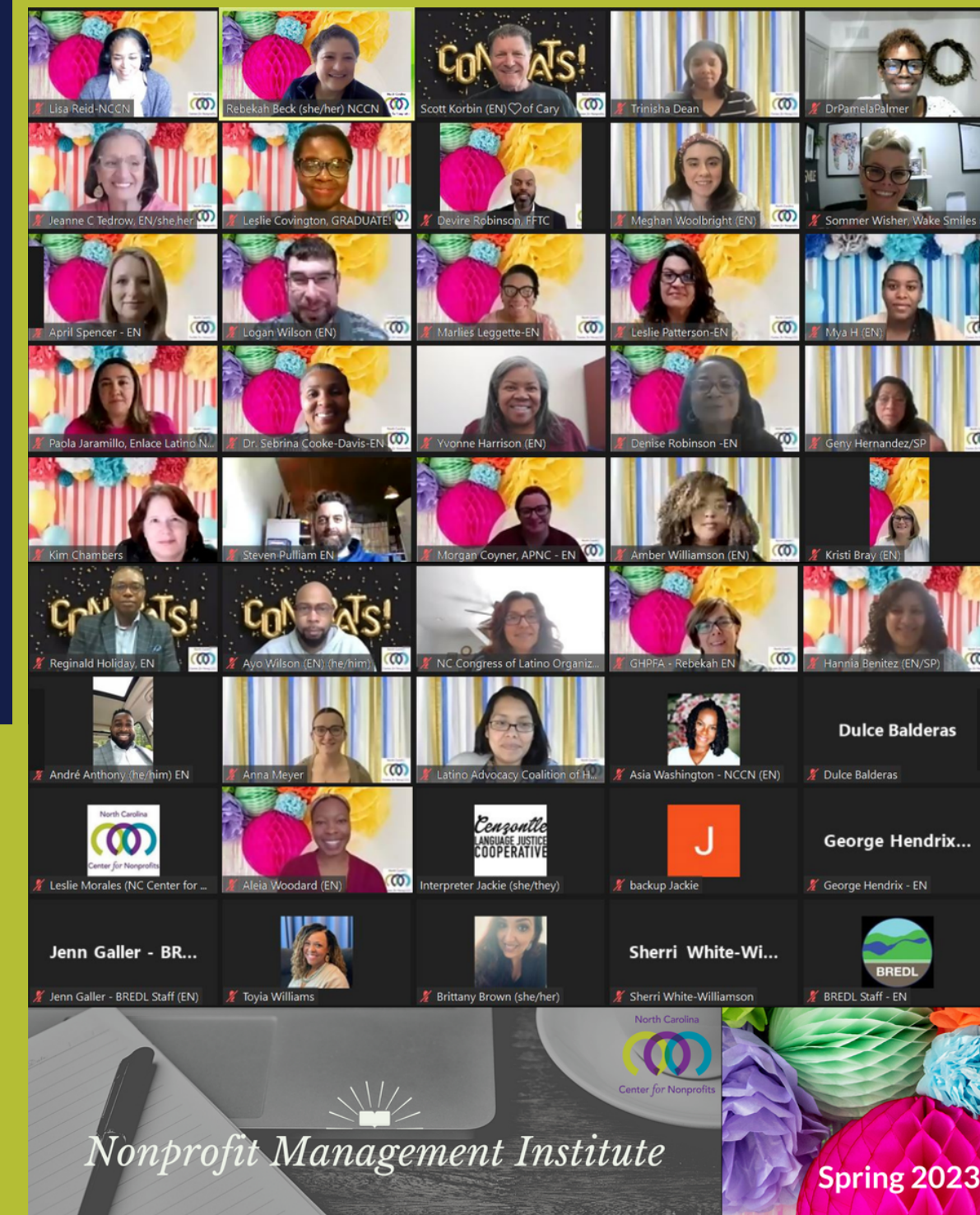
EXPANDING LEARNING

Over the years, we've designed and enhanced several signature programs for nonprofit capacity building and networking.

The Nonprofit Management Institute (NPMI) again sold out and 104 nonprofit leaders participated in the Fall 2022 and Spring 2023 cohorts. To date, almost 400 nonprofit leaders have graduated from NPMI, and the program continues to provide support for nonprofits in assessing their organization's management practices, identifying successes and challenges, building capacity where there are gaps, and working towards long-term sustainability. This year, we included translation services for sessions and translated workbooks for Spanish-speaking participants. Funders continued to recognize the importance of nonprofit management and governance, and NPMI received support last year through subsidized registration fees for grantees from Z. Smith Reynolds Foundation, Town of Cary, and Triangle Community Foundation.

“The organizational capacity assessment allowed me to evaluate our practices, categorize and look at tasks that I need to focus on, and really fine-tune certain things we do.

Valerie Wallace
The Partnership for Children
of Wayne County



The 2022 Conference for North Carolina's Nonprofits welcomed 365 nonprofit leaders from across the state back to our first in-person event following the pandemic. The theme "Building on Inclusion, Achieving Equity" felt especially timely.

Keynote speaker Jada Monica Drew used an interactive approach with participants as she addressed developing inclusive workplace culture and practices.

The conference also featured 13 sessions on current nonprofit management topics, legal compliance workshop, networking reception, and 24 exhibitors as part of The Nonprofit Marketplace.



BUILDING ON INCLUSION ACHIEVING EQUITY

“
I enjoyed getting to connect with folks in completely different parts of the nonprofit sector. It was super cool to hear about the different kinds of work happening and the great ways these folks are bringing DEI into the forefront of their work.
”

*Asher Skeen
Southern Vision Alliance*



Bridging from our Walking the Talk: Equity, Diversity, and Inclusion in North Carolina Nonprofits initiative, we relaunched the [EDI Roundtables for Nonprofit Executives](#). Forty nonprofit executives joined the redesigned series to address racial and generational leadership gaps within the nonprofit sector and the policies, practices, and organizational cultures in nonprofits that exacerbate them.

The discuss-based format afforded leaders a safe space for meaningful conversations and tangible actions to take back and implement with their organizations including:

- ” Reviewing our personnel policies for language that is inclusive, and asking ‘who is being left out’ to ensure real changes are being made.
- ” Reminding our board members that our EDI work is one of many applications for which we are accountable.
- ” Updating our board descriptions, improving our onboarding process, and pacing ourselves in finding board members that are a good fit for our organization.



Delving more deeply into addressing systemic racial practices in the nonprofit sector, 17 nonprofit leaders participated in our inaugural Executive Leaders Cohort: Building Equity & Anti-Racist Change Agents with funding from Google. This virtual learning series included 7 BIPOC and 10 White leaders that came together in a diverse and inclusive space for every voice to be heard, valued, and respected, and with a focus on raising conscious, competent agents of change who recognize, challenge, and rectify systemic biases and racism in their community organizations.

Participants developed their own personal “Race Equity Change Agent Statement” to help guide them in this difficult and challenging work. The Center created an “Anti-Racist Change Agent Toolkit” available online in our Member-only resource library. And four participants (including staff member, Asia Washington) shared learnings and impacts from the series during a session at the Center’s 2023 Conference for North Carolina’s Nonprofits.

[Read more about the experience.](#)

CULTIVATING CONNECTIONS

The NC Partnership for Children and its statewide network of 75 Smart Start partners renewed their group membership with the Center for the second year. We also developed group memberships for nonprofit networks at HandsOn NWNC and the Harrelson Center.

We extended group membership to 20 nonprofit grantees (mostly rural-based and BILPOC-led) of the Z. Smith Reynolds Foundation as part of its ongoing investment in sustainable nonprofits. These grantees also participated in a 6-month cohort of the Center's CMS program and the Spring 2023 Nonprofit Management Institute.



Following the successful pilot program, we officially launched Centered Managed Solutions (CMS). Last year's program provided 20+ nonprofits with an organizational assessment and 1-on-1 consultations with an experienced coach to design and implement their own customized action plan to build organizational capacity and long-term sustainability. We also onboarded and trained two additional CMS coaches (one of whom is bilingual) to serve the growing program.

Our research partnership with the UNC School of Government continued to help document our approach, planning, implementation, and evaluation of CMS. And we initiated research into the feasibility of developing an additional program, Center Managed Services, to provide a diverse suite of professional services and consultants – fully vetted by the Center – to help nonprofits seeking affordable back-office support.



Long-time business partner First Nonprofit approached us about expanding their money-saving program for Center members to include counseling on the Employee Retention Tax Credit. They assisted Center members in determining their eligibility and walked them through the filing process. Just over 100 members requested assistance and First Nonprofit helped eligible organizations recover \$493,900.

57 businesses advertised their nonprofit-specific services in Business Finder

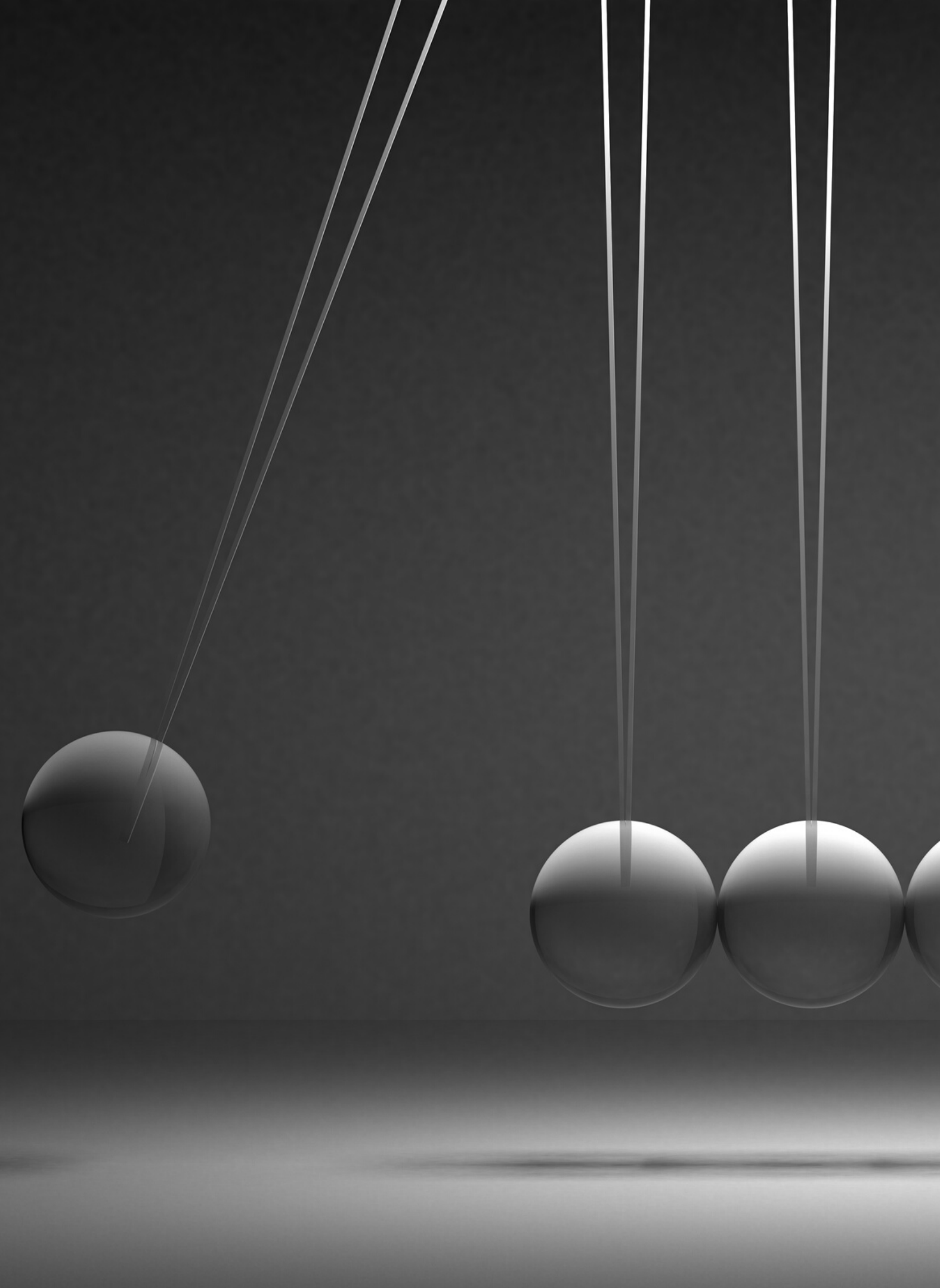


800+ nonprofit jobs were posted in NC Nonprofit Careers

GROWING EQUITABLE PRACTICES

Furthering our commitment to equity and inclusion, the Center revised our bylaws to grant our nonprofit members voting rights. With this update, members now sign an agreement when they join or renew to acknowledge the values of the Center and be full participants in our new board of directors nomination and election process. Our initial board nominations invitation received 31 recommendations, and 10% of members voted and approved the slate of 2023-24 Center board members.

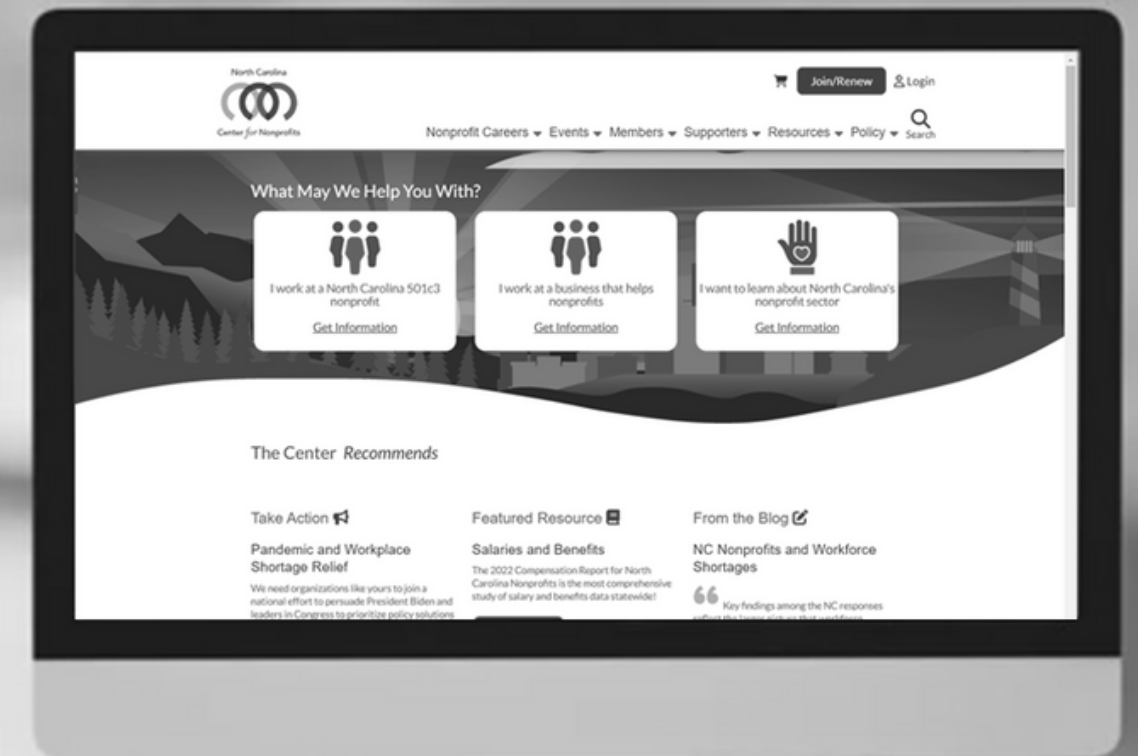
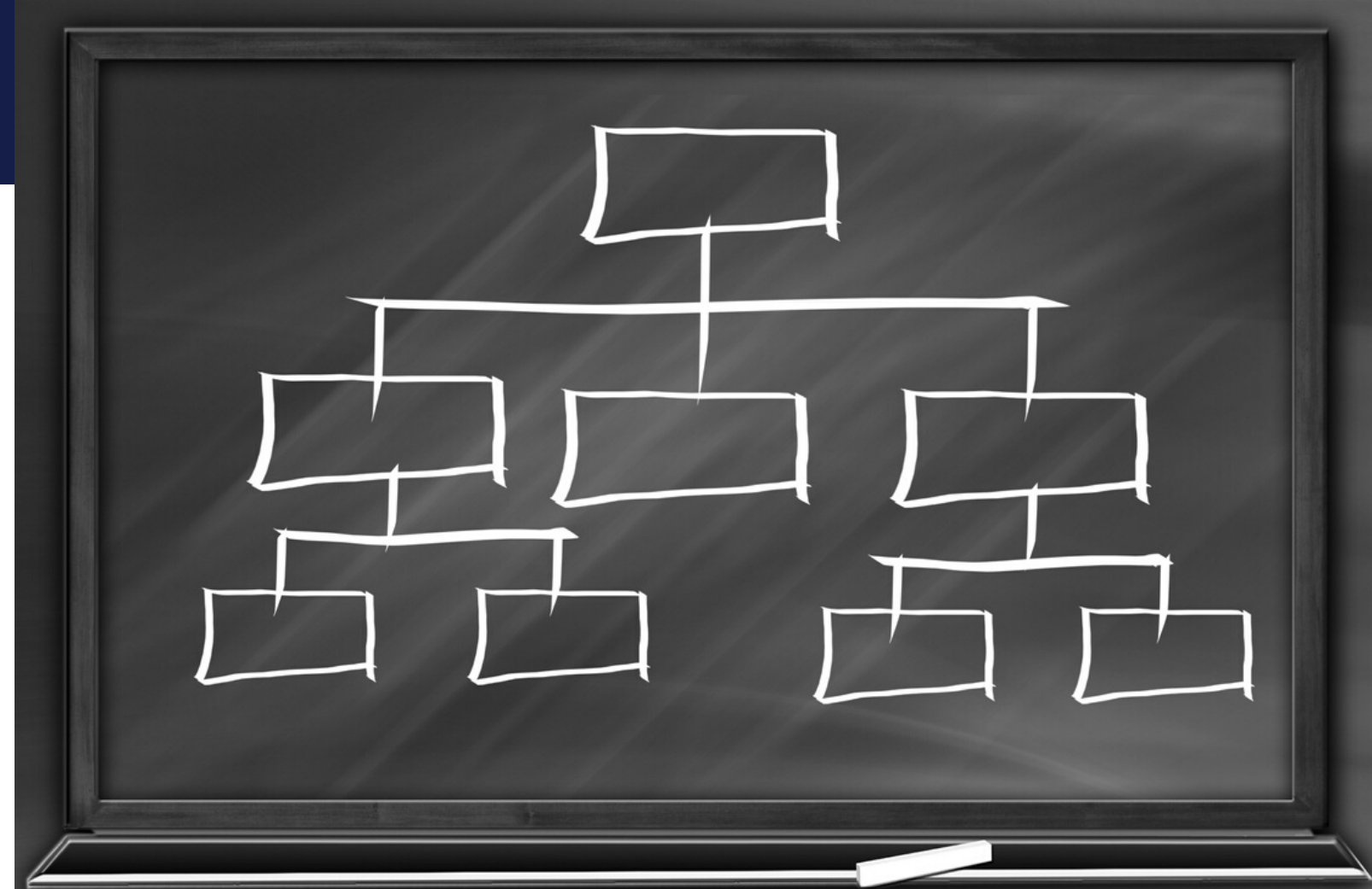
Recognizing through our own experience and programs that workplace culture is such an important factor in employee well-being and productivity, we conducted a Workplace Happiness Survey. We learned that the majority of our staff know what is expected of them at work, have the tools they need to do their work, feel supported at work, and feel their opinions matter and their work is important to the organization. We've found that many employers are not taking the time to ask these questions and are exploring ways the Center can both share our experiences and model this behavior as a best practice.



The Center began the executive search process in Summer 2023 for our next President and CEO, following the retirement announcement of Jeanne Tedrow in early 2024. As part of this process, we reviewed our organizational chart to better manage and support the staff capacity needed to carry out our mission. And we continue to evaluate policies and benefit programs to be more equitable and reduce unnecessary barriers for employees' participation.

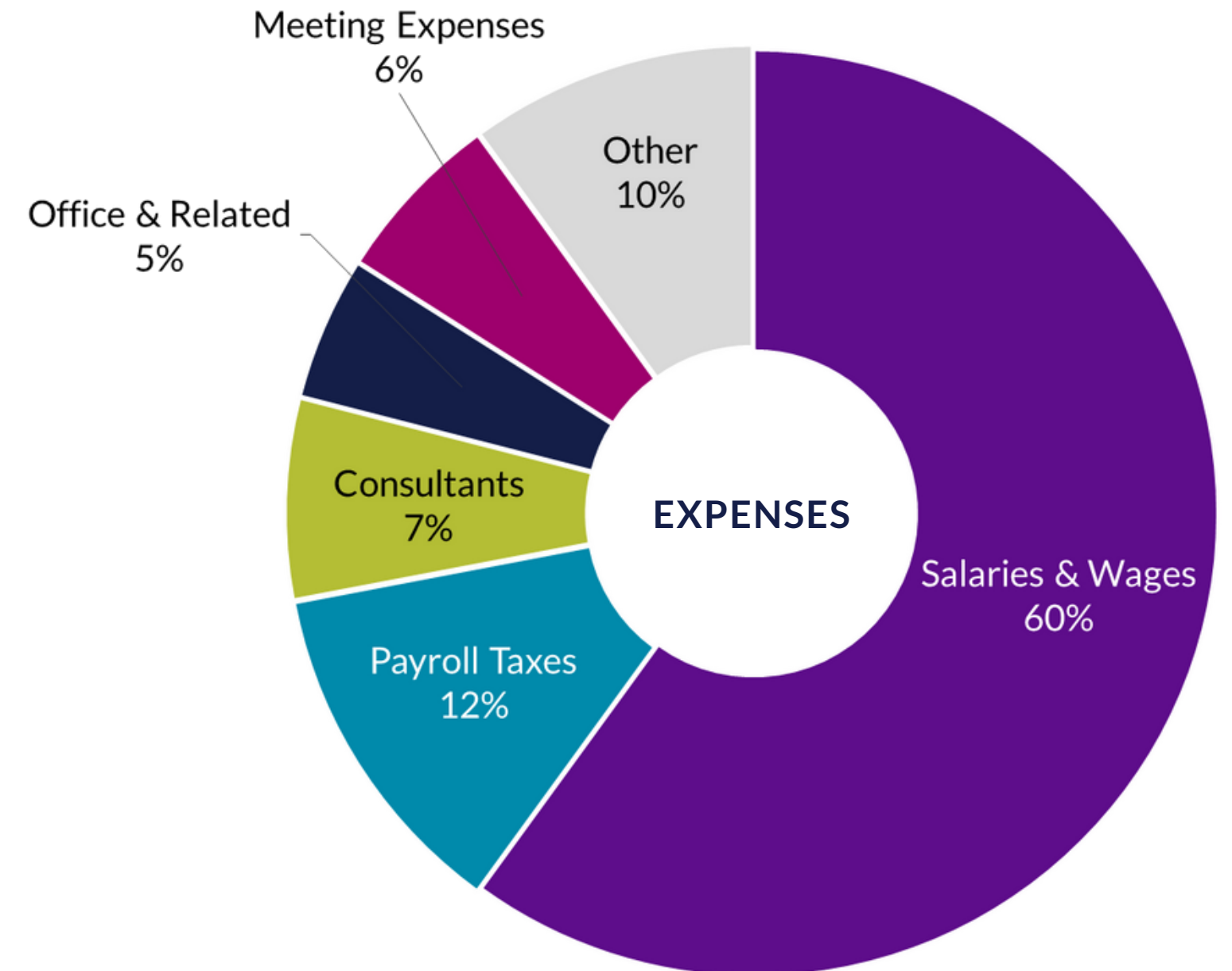
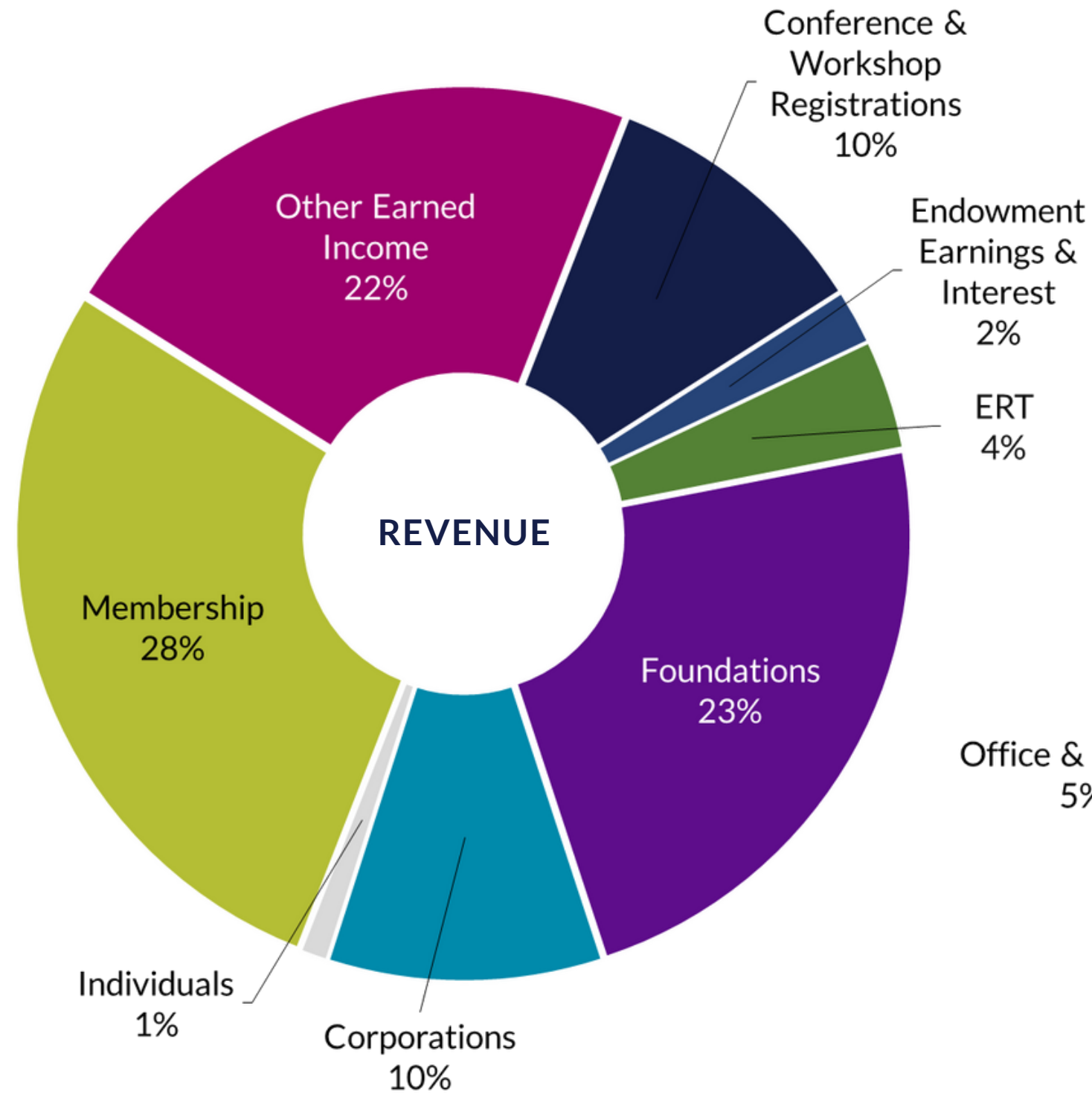
Job vacancies and employment challenges continue to afflict the nonprofit sector. We explored **NC-specific data on the workforce shortage** (pulled from the National Council of Nonprofits in-depth national report) and proposed solutions to alleviate challenges for organizations and the sector. We also tailored resources and training that focused on recruiting and retaining nonprofit talent.

As parts of our website were reaching their end-of-life, we conducted an RFP for a website upgrade and contracted with a company committed to enhancing technology for nonprofits. We have redesigned the look and feel of our website and upgraded important components that will deliver our products and services more efficiently. We plan to launch the upgraded website in early 2024.



2022-23 FINANCES

\$1,907,455
TOTAL BUDGET





Jeanne Tedrow, current Center president & CEO, congratulates Ivan Canada as the incoming Center president & CEO during our transition announcement at the 2023 Conference for NC's Nonprofits.

YEAR IN REVIEW

1,080

NONPROFIT
MEMBERS

65

LEARNING
EVENTS

184

PRO BONO &
MEMBER
ASSISTANCE
CASES

4,070

LEARNING EVENT
PARTICIPANTS

THANKING OUR PARTNERS & SUPPORTERS

FOUNDATIONS, BUSINESSES
& INDIVIDUALS



We're grateful for their financial support between July 1, 2022 and June 30, 2023

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 NC communities

