

2018 YEAR IN REVIEW



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SUPPORT CENTER 2018 YEAR IN REVIEW

SINCE OUR INCEPTION IN 1972 as part of the Support Centers of America, Support Center has occupied a unique place in the nonprofit sector. By empowering and sustaining the organizations we engage every day, our work ultimately seeks to accelerate positive social change. We are motivated by the opportunity to support multiple causes, and to build the leadership and management capacity of our partner organizations. As we reflect on the year, we would like to recognize our most immediate community members--our staff, affiliate consultants, navigators, board and leadership council members, and facilitators. Thank you for anchoring our work with soul, humor, and humility.

Accessing the necessary resources to undertake this work is an equally important part of capacity building. To the organizations that invested their scarce resources to work with Support Center: thank you for taking the long view. And perhaps most importantly, thank you for making the time to join us in this work and ensure its success.

We wish to acknowledge the many funders who invest in our work through general operating support, targeted program grants, and government contracts. Thank you for your leadership, your

belief in capacity building, and your efforts to encourage others to invest in training, coaching, and consulting for their grantees.

In the pages that follow, we highlight a few examples of the work we accomplished together in 2018. Together, as the Support Center community, we are expanding after school opportunities, working towards a more humane and effective criminal justice system, expanding access to arts and culture, developing thriving neighborhoods, and ensuring a more just and equitable society.

We are inspired by the work of the more than 100 organizations we've engaged in this way, and the many more who participate in our conferences and trainings. We are humbled by the opportunity to strengthen and sustain the nonprofit sector. We look forward to continuing this work together in 2019.

Amy Holmes
Board Chair

Keith Timko
Executive Director/CEO



ABOUT SUPPORT CENTER

SUPPORT CENTER BEGAN as part of the Support Centers of America, a national network of capacity building organizations, in 1972, and emerged as an independent, regional support organization in 1996. In 2012, we joined forces with Partnership in Philanthropy to become one dynamic organization, with offices in New York and New Jersey. Support Center's mission is to empower nonprofit leaders and social enterprises to transform their leadership and management and accelerate positive social change. We envision a thriving community of nonprofit leaders and social innovators committed to organizational excellence and a shared vision for a better world.

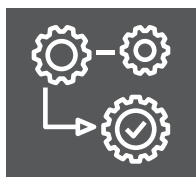
SUPPORT CENTER'S SERVICES INCLUDE:



Strategy and Management:

We work directly with nonprofit leaders, board members, and staff to increase organizational effectiveness. These services

include organizational assessment, strategic planning, organizational restructuring and redesign, board development and governance, financial management, executive coaching, and program evaluation.



Executive Transition: We are recognized as the premier management support organization specializing in Executive Search and Transition Management

(ESTM) services in the region. ESTM provides support to the board and staff of nonprofits

experiencing a change in leadership. Our work in this area includes transition consulting, interim executive director training and referrals, comprehensive search and hire services, and onboarding services for a new executive.



Organizational Navigator:

Support Center's navigator program supports long-term change in organizations that are working to negotiate

shifts in their operating environment or phases in their growth. Our navigators are experienced nonprofit leaders who serve as organizational coaches. After administering a baseline assessment, navigators help organizations measure their progress according to key performance indicators. This program is designed to support organizational leaders to drive their own development and negotiate the tough decisions, prioritization, and deadlines that accompany any long-term change effort.



Professional Development:

We offer affordable workshops, convenings, and multi-day trainings that provide tools and strategies to empower nonprofit leaders and staff and increase their effectiveness. We also plan and implement panels and conferences that bring together nonprofit organizations and funders to share learning and drive innovative, cutting-edge thinking in the sector.

2018 BY THE NUMBERS

We reached **109 ORGANIZATIONS** in our strategy and management, executive transition, and organizational navigator work, in New York, New Jersey, Vermont, Rhode Island, Virginia, and Alabama.

...

878 PARTICIPANTS registered for **70 WORKSHOPS AND WEBINARS** facilitated by Support Center, on topics including leadership and supervision, fundraising, and financial management.

...

We trained **48 NEW INTERIM EXECUTIVE DIRECTORS** through our semi-annual training program.

...

82 EMERGING LEADERS in New York and New Jersey gained skills, knowledge, and confidence through our leadership development programs.

...

6 ORGANIZATIONS strengthened their boards through Support Center's Board Build program, in partnership with the New York City Department of Youth and Community Development.

...

We completed **15 EXECUTIVE SEARCHES** and placed **12 INTERIM EXECUTIVE DIRECTORS**, helping organizations thrive over the long term.

...

7 COMMUNITY-BASED ORGANIZATIONS AND BUSINESS IMPROVEMENT DISTRICTS will better serve New York City neighborhoods through our capacity building work, in partnership with the New York City Department of Small Business Services.

...

8 NONPROFIT SOCIAL ENTERPRISES IN NEW JERSEY received training and coaching through funding from the New Jersey Office of Faith Based Initiatives.

LEADERSHIP DEVELOPMENT

LEADERSHIP COLLABORATIVE

Support Center launched the Leadership Collaborative in May 2018 for middle managers and emerging leaders to prepare them for executive roles. Through ten in-person gatherings and monthly online Zoom meetings, 17 participants refined their skills and learned creative solutions to management, operations, and sustainability challenges.

Members of the cohort completed a 360 leadership assessment and DiSC profile to explore their personal and professional leadership styles. Participants also benefited from the wisdom and insights of leading practitioners in special seminars and panel discussions. Learning alongside their peers, and connecting with Support Center's organizational partners, members of the Leadership Collaborative left with an enhanced and robust professional network.

Funding from American Express helped support partial scholarships for this program.

Participants:

- Cynthia Amodeo, *Barrier Free Living*
- Kisha Anderson, *Planned Parenthood of Metropolitan New Jersey*
- Shana Bhattacharya, *Sakhi for South Asian Women*
- Alina Bloomgarten, *Music on the Inside*
- Naima Briscoe, *Integrity House*
- Sophia Bryan, *Planned Parenthood of Metropolitan New Jersey*



- Kathy Butts, *Planned Parenthood of Metropolitan New Jersey*
- Lyneisha Dukes, *Jewish Board*
- Diana Gonzalez, *Programs for Parents*
- Camesha Grant, *Food Bank for New York City*
- Melissa Melkonian, *American Dream Charter School*
- Stephanie Perez, *ASPIRA of New Jersey*
- Christian Pleskov, *New Jersey Coalition to End Domestic Violence*
- Catherine Plymel, *Boys and Girls Club of Newark*
- Al Reynolds, *Literacy Inc*
- Ishi Sahni, *Planned Parenthood of Metropolitan New Jersey*
- Juan Williams, *Hetrick Martin Institute*

NEW EXECUTIVE DIRECTOR INSTITUTE

Support Center, along with Ahead of the Curve partners Lawyers Alliance, Human Services Council, and Foundation Center, facilitated a two-day New Executive Director Institute in October. Nineteen participants engaged around an innovative curriculum designed to illuminate resources and strategies in key areas including legal, risk, fundraising, governance, management, and advocacy. Facilitators provided guidance around prioritizing work, managing staff, and navigating the wide range of technical assistance options available to nonprofits. Participants will stay connected in 2019 through an online platform and in-person meetups. Funding for this program was made possible by JPMorgan Chase.

Participants:

- Anthony Buissereth, *North Brooklyn Neighbors*
- Joanna Castro, *Northern Manhattan Arts Alliance*
- Rosemary Ellis, *EngenderHealth*
- Yoselin Genao Estrella, *Neighborhood Housing Services of Queens CDC*
- Michael Flanagan, *Genspace*
- Pamela Hoberman, *the NYC Labor Market Information Service*
- Chiwoniso Kaitano, *Ifetayo Cultural Arts Academy*
- Jeremy Kaplan, *Encore Community Services*
- Vivian Kurutz, *Harlem Wellness Center Inc.*
- Allison Lake, *Westchester Children's Association*

- Aniq Nawabi, *Muslim Community Network Inc.*
- Beth Onofry, *Breakthrough New York*
- Erin Piscopink, *Grand Street BID*
- Sarah Sternbach, *Lakewood Resource and Referral Center*
- Alexander Valcic, *Hudson River Community Sailing*
- Gayle Villai, *GO Project*
- Ramik Williams, *Directions For Our Youth*
- Ran Yan, *Lewis Latimer House Museum*
- Curtis Young, *Artistic Noise*

INTERIM EXECUTIVE DIRECTOR TRAINING

Support Center facilitated two Interim Executive Director training programs in fall and spring 2018 exploring a range of topics, including the nonprofit organizational life cycle; the value of interim leadership; and the roles of the interim, board, and search consultants in a leadership transition. This unique two-day training guides experienced nonprofit leaders interested in working as Interim Executive Directors and joining Support Center's pool of candidates for interim leadership opportunities at nonprofit organizations in the tristate area and beyond.



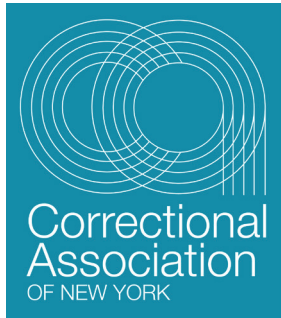
ORGANIZATIONAL NAVIGATOR

During the development of Support Center's 2017-2021 strategic plan, our board and staff considered ways to empower organizations by shifting traditional and transactional project-based consulting work to longer-term transformational relationships. What if we served as an organizational partner over a longer period of time, helping to track progress and navigate the full spectrum of organizational challenges, including finance, human resources, governance, and technology? The organizational navigator program that launched in 2017 was our response to this call.

Support Center's organizational navigator program pairs each partner organization with a seasoned nonprofit professional to serve in an advisory role. Following an initial iCAT (Impact Capacity Assessment Tool) assessment, navigators work with organizational leaders to drive their own development and negotiate the tough decisions, prioritization, and deadlines that accompany any long-term change effort. Navigators work with organizations to identify and track key indicators of organizational health, and monitor progress over a sustained period of time.

Support Center's core group of navigators--former nonprofit executives and seasoned board members--bring decades of nonprofit leadership and management experience. Support Center has partnered with the NYC Department of Youth and Community Development to pair eight after school organizations with navigators. We look forward to beginning this work together in 2019.

CLIENT PROFILES



MANAGING TRANSITION AND BOARD CHANGE: THE CORRECTIONAL ASSOCIATION OF NEW YORK

Founded in 1844, the Correctional Association of New York (the CA) is an independent nonprofit organization that advocates for a more humane and effective criminal justice system and a more just and equitable society. Support Center began a long-term executive transition project with the CA in 2016 when we helped to place an interim executive director, Carlton Mitchell.

At the start of 2018, the search for a long-term executive director concluded with the appointment of Jennifer Scaife as the new full-time executive director. We have continued to support the transition through an onboarding process that ensures open lines of communication and clarity between management and the board.



Support Center also worked with the CA to undertake a review of its programmatic, finance, and governance structures with an eye towards advancing the organization's mission.

“

The board and staff of the Correctional Association are very pleased that Jennifer will become our next Executive Director. She has dedicated her career to the issues about which the Correctional Association cares deeply, and we are eager to work with her as we continue to develop our vision for and expand the work of the Association. The CA has been very fortunate to have the thoughtful, energetic leadership and guidance of Carlton Mitchell, our Interim Executive Director, over the past two years.”

— CLAY HILES, CHAIR OF THE CA BOARD

CLIENT PROFILES

BOARD BUILD 2018

Support Center launched Board Build 2018 in partnership with NYC Department of Youth and Community Development to develop a governance community of practice for six nonprofit organizations in the city. Board Build 2018 provided organizations with a board self-assessment, standalone workshops, one-on-one coaching and consulting projects, a facilitated board retreat, and access to resources, such as the Board Governance Field Review, co-authored by Alissa Schwartz and Keith Timko. We are excited to continue this program and a host of other governance programming in partnership with the NYC Department of Youth and Community Development in the years ahead.



BOARD BUILD 2018: SERIOUS FUN AFTER SCHOOL, INC.

Serious Fun After School, Inc. (Serious Fun) is a nonprofit organization that provides affordable enrichment and childcare in a safe and nurturing environment, serving families in economically disadvantaged communities in New York City. Its multidisciplinary classes are led by professional artists and educators. The organization participated in the Board Build program this year.

Sylvia Ramsaywak, Executive Director of Serious Fun, reflected on the value of this program to the organization and her team, highlighting the opportunity to network with a diverse cohort of nonprofit organizations, and participate in a facilitated conversation around fundraising with the board. One piece of the program was especially helpful, she shared. "We benefited greatly from the amazing, cohesive, and targeted board retreat!"

CLIENT PROFILES



BOARD BUILD 2018 AND STRATEGIC PLANNING: CHESS IN THE SCHOOLS

In 2018 Support Center worked with Chess in the Schools to help the organization address both its immediate and long-term challenges and opportunities related to resource development, board and advisor recruitment and training, and external communications. Chess in the Schools was founded in 1956 to foster the intellectual and social development of low income youth through chess education.

Chess in the Schools participated in Support Center's Board Build program, funded by the NYC Department of Youth and Community Development, working to clarify the priorities of the board and increase its effectiveness. Support Center also provided assessment resources to identify key areas of focus to strengthen organizational capacity, devised a clear board and organizational development plan, and leveraged the organization's new energy and focus.

Chess in the Schools' board and staff members reflected on this work during a recent meeting with Support Center. While board change can often be a lengthy and incremental process, progress at the organization was swift. According to Board Chair Mike Walsh Peissis, the board came away from this work "completely re-energized," far more knowledgeable about the life of the organization and equipped with



increased confidence to move forward. Chess in the Schools' leadership shared that their partnership with Support Center fundamentally changed their fundraising functions, refining their goals and motivating the board and staff. Debbie Eastburn, Executive Director, said that the impact of the work could be felt immediately. "There was respect right away from the board for Support Center's process, and we worked together to develop a shared vision and energize a core group of board members."



CLIENT PROFILES



STRATEGIC PLANNING WITH THE BOYS AND GIRLS CLUB OF NEWARK

Since 1938, the Boys and Girls Club of

Newark (BCGN) has provided affordable after school, weekend and summer programs to thousands of children in Newark and surrounding communities in New Jersey. BGCN takes an integrated approach to youth development, offering services that nurture the whole child – emotionally, physically and socially, taking into account the full spectrum of a young person's life.

BGCN hired CEO Rodney Fuller at the beginning of 2017, and engaged Support Center to guide its strategic planning process with funding from the Prudential Foundation. This process included an initial staff retreat in the fall of 2017, a board and staff retreat the following spring, and a series of strategic planning committee meetings throughout 2018 that culminated in a presentation of the plan to the full board in December.

To operate effectively in today's nonprofit environment, Support Center believes that organizations must have clear, shared, and agreed-upon strategic priorities. The current nonprofit environment -- characterized by increased competition for dollars, government funding fluctuations, sluggish payment systems, and rapid and constant changes in the needs of communities-- requires focused programming with necessary human and financial resources. Organizations that develop clear metrics aligned



with their strategic priorities are best positioned to stay on track financially and programmatically, and to communicate their progress clearly and effectively among their many stakeholders.

Rodney says the planning process is helping the organization to make changes. "We have already seen the fruits of our labor. The excitement in our organization is palpable."

FUNDER PARTNERSHIPS

In 2018, over a dozen funders--corporations, foundations and government agencies--helped to make our work possible. Below are a few snapshots of these partnerships at work.

THE CLARK FOUNDATION Support Center continued our longstanding partnership with the Clark Foundation, which focuses on helping individuals lead independent and productive lives and supports nonprofits and programs in New York City and Cooperstown, New York. In 2018, the foundation generously provided both general operating support and targeted program funding; Support Center worked in partnership with the Clark Foundation to identify grantees that could benefit from additional consulting or coaching support. Over the course of the past year, we assisted Clark Foundation grantees like Queens Community House to review programmatic priorities, explore growth potential, and gain clarity around desired outcomes.

BOOTH FERRIS FOUNDATION AND CAUSE EFFECTIVE As capacity builders and supporters of hundreds of nonprofits each year, Cause Effective and Support Center joined forces

in 2016 to develop integrated management, tracking, and outcome measurement systems related to improved capacity and organizational health. We are collaborating to create a suite of tools built on the Salesforce platform that will allow us to track our progress with clients, and enable clients themselves to track and benchmark improvements in how they raise money, engage their board, and manage their operations. A two-year grant from the Booth Ferris Foundation concluded in 2018, and we are excited to bring this greater capacity to our consulting, coaching, and navigator work in the years ahead. We also presented this work at the national Alliance for Nonprofit Management conference in October 2018. Over a dozen capacity building organizations across the country expressed an interest in learning more about these tools.

ORGANIZATIONAL PARTNERSHIPS AND SPECIAL EVENTS

RACIAL EQUITY AND IMPLICATIONS FOR CAPACITY BUILDING PRACTICE: A DEEPER DIVE

More than 40 capacity builders and consultants gathered in April to attend this day-long peer learning opportunity, co-sponsored by Support Center and the Alliance for Nonprofit Management. The event was anchored by a keynote panel discussion, followed by facilitated breakout sessions that engaged participants in

activities and conversation aimed at integrating a racial justice lens in capacity building work. The program offered a range of practical tools, frameworks, and consulting strategies to address racial equity, and made space for participants to create a personal action plan for addressing racial equity in their work. Funding for this event was made possible by the NYC Department of Youth and Community Development.

continued...

STRONGER TOGETHER SYMPOSIUM

More than 100 participants from a range of education and community-based organizations attended the third annual Stronger Together symposium in September, co-sponsored by Support Center, Community Resource Exchange (CRE), Fiscal Management Associates (FMA), Partnership for Afterschool Education (PASE), and the New York City Department of Youth and Community Development. This year's day-long program was dedicated to the topic of collaboration, and featured panel discussions and facilitated workshop sessions around building successful organizational partnerships.

SPRING CLEANING IN THE BOARDROOM: PLANTING THE SEEDS FOR A FULLY ENGAGED BOARD

Good governance is an essential ingredient in effective, efficient, sustainable nonprofit organizations. With this in mind, Support Center co-facilitated a day-long conference in April dedicated to board governance, alongside organizational partners Cause Effective, Foundation Center, and Lawyers Alliance. The program highlighted best practices and trends in nonprofit board leadership, board recruitment and retention, performance measurement, and fundraising. Funding for this event was made possible by the NYC Department of Youth and Community Development.

AHEAD OF THE CURVE CONSORTIUM

The Ahead of the Curve collaborative was founded in 2016 to provide a platform for NYC-based capacity building and advocacy organizations to reflect on the state of the nonprofit sector; leverage our respective strengths; build on one another's work; and create a collective voice to influence change, set standards, and maximize

impact. Representatives from approximately 20 organizations meet quarterly to share information about programs, events, and opportunities to collaborate around pressing issues affecting the sector, including diversity, equity, and inclusion; nonprofit risk management; and gentrification. Support Center is proud to continue its affiliation with Ahead of the Curve, and we look forward to more successful collaborations in 2019. For more information, visit <https://aheadofthecurve.nyc>.

RE-ENVISIONING OUR FIELD: ADVANCING RACIAL EQUITY AND LEADING INNOVATION IN CAPACITY BUILDING: 2018 ALLIANCE CONFERENCE

In 1997, the national Support Centers of America and the Nonprofit Management Association merged to form the Alliance for Nonprofit Management. Today the Alliance is a membership organization of nonprofit consultants, academics, funders, and professionals actively strengthening their capacity building practices in key areas such as governance, human resources and strategy, and the field as a whole. In 2018, Support Center led fundraising efforts for the Hartford, Connecticut fall conference *Re-envisioning Our Field: Advancing Racial Equity and Leading Innovation in Capacity Building* which drew over 200 attendees. Support Center Associate Executive Director Carolyn Champ also served on the selection committee for the Terry McAdams Book Award, which recognizes outstanding new books in nonprofit management, governance, and capacity building.

PROFESSIONAL DEVELOPMENT AT SUPPORT CENTER

SUPPORT CENTER'S PUBLIC WORKSHOPS

Our workshops are designed to share knowledge, build leadership skills, and provide tools and techniques that help nonprofit leaders and staff respond to the needs of the community they serve. *Supervisory Essentials*, the anchor training for our Leadership Certificate programs; *Project Management Skills for Supervisors, Managers & Project Leaders*; and *Financial Management for Non Financial Staff and Volunteers* continue to be our most popular workshops.

This year, we offered several exciting new learning opportunities, in collaboration with our organizational partners:

- **Nonprofit Formation Fundamentals:** This four-part series, facilitated in partnership with Foundation Center and New York Lawyers for the Public Interest, covered the essentials for anyone thinking about starting a nonprofit, or running an early-stage organization.
- **Using Behavioral Science to Improve Nonprofit Communications and Fundraising:** This session was a call to action to nonprofits and social enterprises to begin using behavioral science to advance their missions and motivate people into action, and recognize its value in program administration, volunteer management, fundraising, and advocacy.
- **Guide to Nonprofit Real Estate & Innovating Your workspace:** This panel discussion provided an overview of the nonprofit real estate footprint in New York City, offering a guide to leasing,

subleasing, co-locating, and purchasing. Participants explored how real estate and architecture firms work with nonprofits.

- **Board Governance Webinar Series:** This five-part webinar series, facilitated in partnership with Foundation Center, focused on building a strong board culture, exploring board fundraising, oversight and accountability, and self-assessments.

BASED UPON A 4-POINT LIKERT SCALE,
WHERE A FOUR EQUALS STRONGLY
AGREE, SUPPORT CENTER WORKSHOP
PARTICIPANTS TOLD US:

THE WORKSHOP MATERIAL
HELPED ME EXPAND MY KNOWLEDGE



3.45
AVERAGE SCORE

IN TOTAL,



RATED THEIR EXPERIENCE AT SUPPORT CENTER
AS GOOD OR EXCELLENT

SUPPORT CENTER'S CUSTOMIZED TRAININGS

Support Center's customized trainings foster a culture of learning, build relationships, and establish shared language and norms among staff. Our trainings use adult learning techniques such as interactive exercises, role-play, and case studies to maximize the likelihood that participants will apply their skills in the workplace.

Our management training series, a tailored bundle that draws from a menu of several preexisting Support Center workshops, was the most requested customized training of 2018. The series offers organizations a unique opportunity to engage with an internal continuing education program designed to address specific needs and increase the capacity of their staff and leaders.

How do organizations benefit from Support Center's customized training?

- **Team building.** Training together can build consensus among teams. Participants who learn collectively are equipped to support one another in problem-solving and decision-making.
- **Increased job satisfaction.** Professional development sends a message to staff members that organizations are committed to investing in their success as nonprofit professionals, and enhancing the culture of their workplace.
- **Targeted outcomes.** Organizations work with our consultants to shape the content of their workshops, ensuring that outcomes match their goals.



STAFF AND LEADERSHIP

STAFF

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Program Associate

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Operations Consultant

CAROLYN CHAMP
Associate Executive Director

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XANDER SUBASHI
Director of Programs

KEITH TIMKO
Executive Director/CEO

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Academic Director, Center
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& Economic Development,
Rutgers Business School

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Financial Advisor, Wells Fargo

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Principal, Legacy2020
Visionaries Project

LAURA ROSSI
Executive Director, Westchester
Community Foundation

LOUISE SHEA
Managing Director, Human
Capital Management,
Rockefeller Foundation

ANNE SHERMAN
Vice President, Nonprofit
Strategy, Social Impact
Exchange/Growth
Philanthropy Network

T. PETER SULLIVAN
Retired, B2B Publishing
and Media Executive

KEITH TIMKO (ex-officio)
Executive Director/CEO,
Support Center

PHILLIP YANG
Global Legal Lead, Data
& Digital Initiatives, Pfizer

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Executive Director,
Clark Foundation

HELENE BLIEBERG
Principal, Helene Blieberg
Associates LLC

GALE BREWER
Manhattan Borough President

RICHARD BROWN
Vice President, Philanthropy,
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CASEY CASTAÑEDA
National Head of Private
Foundation Services,
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DONNA COLONNA
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Services for the UnderServed

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and Foundation Relations,
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ALISA KESTEN
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KIM MITCHELL
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DONNA SAVITT
Human Resources Advisor

RIC SWIERAT
Retired, Executive Director,
The Arc Westchester

ARIE WEISSMAN
Senior Consultant & Founder,
Weissman Consulting Services

FUNDING PARTNERS

CORPORATIONS

JPMorgan Chase
Prudential
PSEG

FOUNDATIONS

Altman Foundation
Booth Ferris Foundation
Clark Foundation
Hyde & Watson Foundation
Jay & Linda Grunin Foundation
New York Community Trust
Westchester Community
Foundation
Victoria Foundation

GOVERNMENT

New York City Department
of Small Business Services
New York City Department of Youth
and Community Development
New Jersey Office of Faith
Based Initiatives
New York State Developmental
Disabilities Planning Council
(NYS Disabilities Advocacy
Association)

FINANCIALS *For Fiscal year ending December 31, 2017.*

REVENUE AND SUPPORT

Fees

Consulting	\$ 413,073
Executive Leadership	236,803
Customized and On-site Training	79,411
Training Workshops	101,389
Total Fees	\$ 830,676

Contributions and Grants

Corporations and Foundations	\$ 437,500
Directors and Individuals	20,050
Government	273,299
Donated Services	75,000
Total Contributions and Grants	\$ 805,849

Other Revenue \$ 930

TOTAL REVENUE AND SUPPORT \$ 1,637,455

EXPENSES

Program Services

Training Workshops	\$ 352,009
Consulting	405,060
Executive Search and	
Transition Management Services	215,451
Grantmaker Program	38,564
Disability Advocacy Program	25,842
Total Program Services	\$ 1,336,926

Supporting Services

Administrative and General	\$ 157,390
Fundraising	123,113
Total Supporting Services	\$ 280,503

TOTAL EXPENSES \$ 1,617,429

Changes in Net Assets: \$20,026





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