

2019 YEAR IN REVIEW



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EMPOWERMENT
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LEADERS

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DEAR FRIENDS

In the pages that follow, you'll find highlights from our portfolio of programs that our staff, affiliate consultants, facilitators, board, leadership council, and funders have all helped to build and refine together. This annual review reflects the combined efforts of Support Center and our partners to advance our mission to empower individuals and organizations to transform their leadership and management and accelerate positive social change.

We've come a long way since the launch of our current strategic plan 36 months ago. We've improved long-standing programs and launched new ones, including several cohorts focused on governance and a New Executive Director Institute. And we have opportunities to do even more. We are committed to defining and upholding standards and practices to ensure diversity, equity and inclusion across our organization and services. We're exploring new and improved ways of measuring not just numbers of participants in our leadership programs, but the impact of a well-developed strategic plan on helping to secure an organization's next long-term executive director. And we're exploring innovative ways of communicating the work of our organization, particularly in a media-saturated world.

We are grateful for the opportunity to support the inspiring people and organizations who are building a more just and equitable world each day through their work to ensure thriving neighborhoods, after-school options, healthy food, college access, workforce development, and environmental justice to name just a few of the causes that we support.

Thank you to the staff, affiliates, and volunteers who help to make a difference at Support Center. Thank you to our funders for your continued partnership. Thank you to the individuals and organizations who attend our trainings and engage us around strategy and management, executive transition, and organizational navigation. We continue to be inspired by your hard work, dedication, and passion.

Warm regards,

AMY HOLMES BOARD CHAIR | **KEITH TIMKO** EXECUTIVE DIRECTOR



ABOUT US

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. Support Center's mission is to empower nonprofit leaders and social enterprises to transform their leadership and management and accelerate positive social change.

Support Center's services include:

STRATEGY AND MANAGEMENT:

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

EXECUTIVE TRANSITION:

Programs include transition consulting, interim executive director training and referrals, comprehensive search and hire services, and onboarding services for a new executive.

ORGANIZATIONAL NAVIGATION:

An organizational coaching program that identifies key priorities based on an organizational review and supports progress around those priorities.

PROFESSIONAL DEVELOPMENT:

Ranging from workshops and convenings to multi-day trainings that provide tools and strategies to empower nonprofit leaders and staff and increase their effectiveness.

2019 by THE NUMBERS

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

We supported **13 EXECUTIVE SEARCHES** (new placements and ongoing onboarding) and engaged in **20 INTERIM EXECUTIVE DIRECTOR PLACEMENTS**, helping organizations thrive over the long term.

We reached **138 ORGANIZATIONS** in our strategy and management, executive transition, and organizational navigation work, in New York, New Jersey, Vermont, and Alabama.

10 ORGANIZATIONS strengthened their boards through Support Center's *Board Build* program, in partnership with the New York City Department of Youth and Community Development and The NYC Department of Small Business Services.

Nearly **2,000 PARTICIPANTS** registered for over 60 workshops and webinars facilitated by Support Center, on topics including leadership and supervision, fundraising, and financial management.

8 NONPROFIT social enterprises in New Jersey participated in a social venture pitch competition receiving financial awards at the NJ Social Entrepreneurship Summit.

Partnered on a new initiative--Catapult Your Capacity--with the Grunin Family Foundation where just over **450 NONPROFIT LEADERS** attended one or all of a series of leadership and management workshops in New Jersey.

We trained **54 NEW INTERIM EXECUTIVE DIRECTORS** through our semi-annual training program.



OUR SERVICE AREAS

STRATEGY & MANAGEMENT

Through effective planning and strategy development, Support Center helps organizations leverage opportunities and overcome challenges associated with change. Our work includes organizational assessments, organizational development, strategic planning, board development, executive coaching, HR consulting, and organizational redesign.

This past year, we continued to work with a wide range of organizations in one-on-one engagements ranging in the following areas:

- ◆ Board retreats and training
- ◆ Workflow analysis and staff restructuring
- ◆ Leadership assessment
- ◆ Executive coaching
- ◆ Risk assessment and contingency planning
- ◆ Financial assessment and sustainability planning
- ◆ Theory of change and program design
- ◆ Merger exploration and facilitation

BRONX RIVER ALLIANCE

The Bronx River Alliance (the Alliance) serves as a coordinated voice for the river and works in harmonious partnership to protect, improve and restore the Bronx River corridor so that it can be a healthy ecological, recreational, educational and economic resource for the communities through which the river flows.



It has been a tremendous support for my role in the organization to have Support Center's help. The impact has been a more stable, focused and coordinated board and staff team aligned around our mission of protecting, improving and restoring the Bronx River corridor.

Maggie Greenfield
Executive Director



CASE STUDY

In 2016, Support Center began executive coaching with Maggie Greenfield, then the organization's deputy director, who had been with the Alliance for 11 years. In advance of a leadership transition, Maggie worked with Marie Zieger, Support Center affiliate consultant, to help define her leadership goals and position herself as a potential candidate to lead the organization. In mid-2017, Maggie became the executive director, and our work together transitioned to strategy and management of the organization. We worked together to align leadership and program staff around an organizational vision and key strategic goals for the next two years, including a move into the River House, a cutting edge environmental learning laboratory that will amplify their impact in the community. We continued our work with Maggie and the Alliance in early 2019 to organize a board and staff retreat and identify board development action steps to support organizational goals, including recruitment of new board members to round out needed skills.

OUR SERVICE AREAS

EXECUTIVE TRANSITION

Executive transition – the process of managing the departure of one leader and finding the next – has inherent risks, depending on the organization’s stability. The most salient risk, of course, is hiring the wrong next leader, which can threaten the organization’s viability. Boards often experience anxiety about the executive director’s departure, which can trigger a hasty decision – often a reflexive instinct to hire the same type of leader as before – a backward move rather than a step forward.

Support Center’s approach is to build the organization’s capacity through the transition process to position it for long-term sustainability and success. We work with organizations on succession planning, to ensure leadership continuity, and help place interim executive directors when the need arises. Through our executive search work we get to know an organization, its culture, and its community, so the search and recruitment process is based on an accurate, deep understanding of the organization’s needs. After a new leader is hired, we follow up with intensive on-boarding support, designed to align the executive director’s plans and the board’s wishes and expectations. When managed in this fashion, executive transition is fundamentally less risky and substantially more beneficial to an organization’s long-term health.

In 2019, we accomplished the following in our executive transition practice area:

- ◆ We trained 54 new interim executive directors through our semi-annual training program.
- ◆ We supported 13 executive searches (new placements and ongoing onboarding) and engaged 20 interim executive directors, helping organizations thrive over the long term.
- ◆ We continued our work with the *Executive Transition and Leadership Continuity Affinity Group* with the Alliance for Nonprofit Management by collecting tools and resources that offer a broader and more inclusive perspective on leadership transition and the work that organizations can undertake to be stronger prior to a transition.

MARQUIS STUDIOS

Founded in 1977 by David Marquis, Marquis Studios is a multi-disciplinary arts education nonprofit that inspires a passion for learning by bringing the arts into New York City public schools.



I can say that I wasn't certain that Support Center was the right organization for us to work with. However, at the end of the process as I reflect on how we got to the place of hiring Paula, I can't imagine a better partner for us.

Dorothy Devlin
Marquis Studios Board Chair &
Transition Committee member



CASE STUDY

In late 2017, Support Center began working with Marquis Studios on a full transition management project, starting with an interim placement process to find a leader who could stabilize and manage the organization throughout the transition to new full-time, long-term leadership. In early 2018, the Board hired Diana Breen, who had completed Support Center's Interim Executive Director Training only a few months before. Over the course of the year, Diana worked diligently, in concert with the Board, to support the staff, keep programs running smoothly, implement financial management best practices, and relocate the organization's offices. While Diana was leading the organization as an interim, Don Crocker and Pat Richter conducted an executive search with the Board and ultimately helped them identify and hire Paula Heitman as the new Executive Director. Paula has extensive experience with grant writing, development, strategic planning and event management and brings over 25 years of programmatic and senior administrative experience to Marquis Studios.

OUR SERVICE AREAS

PROFESSIONAL & LEADERSHIP DEVELOPMENT

Each year Support Center offers more than 60 affordable interactive workshops and events on a variety of management and leadership subjects for all levels of professional staff, board members, and volunteers. Our workshops are designed to:

- ◆ Share knowledge
- ◆ Build leadership skills
- ◆ Provide tools and techniques that help leaders respond to the needs of their community

All programs offer participants plenty of opportunities to learn from their peers while exploring new growth areas. Support Center offers programming in several formats: public training, customized training, and leadership programs. Some of our 2019 highlights include the following:

NEW EXECUTIVE DIRECTOR INSTITUTE

We facilitated this year's New Executive Director Institute for new first-time executive directors on October 9th & 10th at The J.M. Kaplan Fund. Participants engaged in an innovative curriculum designed to illuminate resources and strategies in such key areas as compliance, risk, fundraising, governance, management, and advocacy. Thank you to the 18 forward-thinking and hard-working first time EDs representing a multitude of non-profit sectors who committed their time and energy to this year's institute.

LEADERSHIP COLLABORATIVE

Again in 2019, The Leadership Collaborative engaged 16 emerging social sector leaders in a structured peer group to support, advise, and inspire their fellow leaders. Through ten in-person gatherings, participants learned creative solutions to management, operations, and sustainability challenges.

PUBLIC TRAININGS

Support Center is the leading provider of professional development for nonprofit leaders and managers in the New York and New Jersey metropolitan region. Our public trainings fostered a culture of learning, built relationships, and established shared language and norms among staff. As of the time of writing, we offered 61 workshops on staff development, governance, organizational development, and financial management.

NEWARK TRUST FOR EDUCATION

The Newark Trust for Education launched in January 2011 as an independent organization focused on expanding opportunity and improving educational outcomes for public school students in Newark.



I am always looking at Support Center's website for upcoming trainings for myself or other members of our team.

Natasha Dyer
The Newark Trust for Education Deputy Director

CASE STUDY

In the fall of 2015, after the departure of the founding executive director, one of Support Center's trained interim executives, Richmond Rabinowitz, led the organization as an interim director while the organization underwent a comprehensive assessment that deeply engaged the Board of Trustees, resulting in a clear set of priorities. With these priorities in hand, the Trust identified Ronald Chaluian as the new Executive Director beginning in January 2017. As a result of our years-long partnership with the Newark Trust for Education, the trust and familiarity that we built led to multiple points of contact to help strengthen the organization. Natasha Dyer, Deputy Director, recently completed the 2019 Leadership Collaborative program, and the organization has taken advantage of many of Support Center's professional and leadership development offerings as a way of providing professional development to the Trust's staff. For Natasha, Support Center's professional and leadership development offerings helped to give her the tools and connections to navigate a difficult era of transition for the organization. Support Center Affiliate Consultant and Navigator Gilles Mesrobian continues to work with the organization as it navigates an era of growth and expanded programming.

OUR SERVICE AREAS

ORGANIZATIONAL NAVIGATION

In 2019, Support Center continued to build out the organizational navigation program - our approach that pairs organizations with a seasoned nonprofit executive as an organizational coach - and we are proud of our accomplishments thus far:

- ◆ In January 2019, we released a white paper on the organizational navigation program, helping us to move from a transactional project-based partner to a transformational support for our partners.
- ◆ We began the year with an opportunity to pair eight organizations with a navigator thanks to our partnership with the NYC Department of Youth and Community Development.
- ◆ In 2019, we also began working with the NJ Office of Faith Based Initiatives to pair newly formed organizations with a navigator through the Project Atlas program.

As of the writing of this annual report, there were 18 organizations working with a Support Center navigator.

We are looking forward to further developing the program in the years ahead by exploring the willingness of organizations to invest directly in this program rather than relying upon third party grants to cover the expense as well as expanding the geographic reach of our navigators.

82ND STREET ACADEMICS

82nd Street Academics complements public education, so that students in New York City, regardless of home language, have access to quality, public higher education. They strive to help students build emotional health, confidence and personal responsibility. Through the programming, students form cross cultural relationships, appreciate the benefits of diversity, and are empowered to define themselves in the face of injustice.



Our board members have a lot of respect for Melba's contributions and her ability to keep us progressing with positivity. We look forward to the continued outcomes of the navigator program.

Mallory Tompkins
82nd Street Academics Chief Officer for
Learning & Partnerships



CASE STUDY

In January 2019, Support Center welcomed 82nd Street Academics into Support Center's navigator program with funding provided through the NYC Department of Youth and Community Development. Since joining the program, 82nd Street Academics participated in a comprehensive organizational assessment and debrief. Those activities helped pair the organization with a navigator, Melba Butler, to address priorities around succession planning and board fundraising. An important focus for the navigator program is helping to focus the efforts of teams within organizations and 82nd Street Academics is no exception.

SUPPORT CENTER AS CONVENER IN 2019

JANUARY 25, 2019

NEW JERSEY STRONGER TOGETHER WITH PSEG

On January 25, 2019, a group of mostly New Jersey-based leaders came together for a working session to discuss key areas for strengthening the nonprofit community. The half-day convening of nonprofit leaders, grantmakers and capacity builders was designed to draw out participants' thinking about existing and emerging needs of nonprofits across six areas spanning from governance to finance to equity and inclusion.

APRIL 4, 2019

NJ SOCIAL ENTREPRENEURSHIP SUMMIT

On April 4th, Support Center was proud to be one of the key partners working on the NJ Social Entrepreneurship Summit, which took place at Rutgers University-Newark. As part of the event, audience members voted for the following social ventures to receive grants: \$20,000 to RISE, \$3,500 to VietLead, and \$3,500 to Kula Kafe. [Click here to watch.](#)

MARCH 22, 2019

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

In March, we coordinated the 2019 "Spring Cleaning" conference (thanks to the NYC Department of Youth and Community Development for sponsoring the event) to address a number of key governance issues in a one day-long conference. We highlighted current best practices in fundraising and performance measurement, lessons learned from the field, and trends in effective nonprofit board leadership, board recruitment and retention.

OCTOBER 18, 2019

STRONGER TOGETHER SYMPOSIUM WITH THE DEPARTMENT OF YOUTH AND COMMUNITY DEVELOPMENT

More than 150 participants from a range of education and community-based organizations attended the fourth annual *Stronger Together* symposium in October, 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 collaborating for resiliency and featured panel discussions and facilitated workshop sessions around building successful organizational partnerships to ensure more resilient organizations.





NEW DEVELOPMENTS

Over the course of the past two and a half years, Support Center has used organizational assessments as a means of taking stock of our capacity and establishing a roadmap for our internal developments. These assessments have included conducting an Impact Capacity Assessment in May 2016 and again in July 2018 to look at our long-term capacity. In September 2018 we administered a board self-assessment that has led the board to focus on the evaluation process for the executive director position, fundraising, board engagement and board diversity.

COMMITTING TO DIVERSITY, EQUITY AND INCLUSION

Since 2017, Support Center has been a coalition member of Ahead of the Curve. The focus of the working group of peer organizations has led us to look at our internal practices around diversity, equity and inclusion and how this impacts our work with other organizations. In 2019, board, staff and affiliate consultants participated in a diversity, equity and inclusion self-assessment pilot with the *Building Movement Project* to develop priorities for the organization around equity and inclusion. This work is ongoing with the staff, board and affiliate consultants.

PRIORITIZING COMMUNICATIONS AND PUBLICATIONS

We're happy to say that Support Center's marketing has a strong foundation that we are continuously building upon. In 2019, we relaunched an updated website and partnered with Nicole McGarrell and Sunny Day Marketing on a more coordinated communications and marketing strategy integrating our communications technology, messaging and email and social media platforms.

LOOKING TO NEW ENGAGEMENT STRATEGIES: FIVE BORO BIKE TOUR

Looking for new ways to engage volunteers and donors, Support Center participated in the Five Boro Bike Tour for the first time ever on May 5th to raise funds to increase the availability of vouchers and discounts for workshops and trainings. Despite the never-ending rain, Dart Westphal, Jeff Robinson, Keith Timko, Laura Holdrege, Matt O'Dell, and Zach Litif biked 40 miles through all five boroughs, scaled the steep Verrazano- Narrows Bridge, and crossed the finish line. Through the generous donations of 82 individual donors, Support Center surpassed our financial goal, raising \$7,001!

FOCUSING ON OUR USE OF DATA AND TECHNOLOGY

Support Center began using Salesforce in the late 2000's, and now we're seeing monumental strides toward our 2021 goals of becoming a more technology and data-informed organization. Over the past year, Support Center, in partnership with Cause Effective, created a Theory of Change Application (ToC App) and integrated this within our Salesforce Lightning environment. Support Center has also adopted the Impact Capacity Assessment Tool (iCAT) to measure organizational capacity as a snapshot of time with organizations. The data is being collected in Salesforce to track organizational changes over time as a result of the work we do!

Beyond Salesforce, Support Center is integrating additional software tools to automate work processes and building a streamlined data collection strategy. Over the past few months, Support Center's staff reconfigured a majority of the Salesforce environment to synchronize the system with our programs. By evolving our use of our software solutions and making intentional changes to our IT architecture, Support Center is now better equipped to evaluate our work while advising and coaching client organizations in adopting data-informed decision making processes.



KEY PARTNERSHIPS

AHEAD OF THE CURVE:

Functioning since 2016, the Ahead of the Curve collaborative (www.aheadofthecurve.nyc) has maintained significant momentum locally bringing together capacity building organizations on a quarterly basis and serving as a platform for broader collaboration. For the past 12 months, the collaborative has worked with Cardozie Jones of TrueNorth EDI and Building Movement Project to define a collective strategy that includes an equity and inclusion framework for our work with individuals and organizations.

CANDID (formerly Foundation Center):

In addition to sharing space, closer ties with Candid have enabled us to build the fundraising capacity of our partner organizations by linking them with Candid library and its fundraising databases.

CATAPULT YOUR CAPACITY with the JAY & LINDA GRUNIN FOUNDATION:

In 2019, Support Center partnered on the Catapult Your Capacity training series designed to better equip local nonprofits, largely in Monmouth and Ocean counties in New Jersey, with the tools to make local communities better places to live, work and play. In total, several hundred leaders participated in this workshop series and follow up office hours focused on succession planning, fundraising, outcomes measurement and governance.

NEW JERSEY OFFICE OF FAITH BASED INITIATIVES:

Now in our fifth year of working together, Support Center and the NJ Office of Faith Based Initiatives continued support for a variety of NJ-based social enterprises and partnered on the NJ Social Entrepreneurship Summit.

NEW YORK CITY DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT:

2019 marked our second year of working with the Department of Youth and Community Development to address the governance needs of a wide variety of local community organizations. Through this partnership, we were able to organize workshops, a *Board Build* cohort, organizational navigator partnerships and one-on-one consulting work focused on board priorities.

NYC DEPARTMENT OF SMALL BUSINESS SERVICES:

In 2019, Support Center continued our partnership with The NYC Department of Small Business Services to offer customized trainings and one-on-one consulting to business improvement districts.

WESTCHESTER COMMUNITY FOUNDATION:

In 2019, Westchester Community Foundation renewed funding to continue to build a community of learning through workshops for Westchester nonprofits around leadership, governance, planning, management, and evaluation and a working lunch series for Westchester-based arts organizations. We are excited to continue this partnership.

STAFF

MOHANAD ALSADO

NYC Civic Corps Member

JUSTINE AMBROSE

Program Manager

GABRIELA BARRIA

Operations Associate

CAROLYN CHAMP

Associate Executive Director

DON CROCKER

Senior Fellow

CRYSTAL HARPER

Director of Finance & Operations

LAURA HOLDREGE

Program Associate

ZACH LITIF

Associate Director for
Data Analytics and Analysis

LAKIMJA MATTOCKS

Associate Director of Strategic
Partnerships and Learning

JASMIN MAYEN

MBA Intern

LISA SCOTT

Project Coordinator

XANDER SUBASHI

Director of Programs

KEITH TIMKO

Executive Director/CEO

AFFILIATE CONSULTANTS

FRANK ABDALE

JANICE ALDERMAN

BABETTE BAKER

HELENE BLIEBERG

LEE BOTNICK

MELBA BUTLER

TANIA CLERISME

JAGADISA-DEVASRI DACUS

LISA GAFFNEY

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PAT RICHTER

WENDY SELIGSON

SHARMILA RAO THAKKAR

ANNE TURNER

DART WESTPHAL

ROBIN YATES

MARIE ZIEGER

ORGANIZATIONAL NAVIGATORS

BABETTE BAKER

MELBA BUTLER

JOAN MALIN

GILLES MESROBIAN

SHARMILA RAO THAKKAR

STEPHAN RUSSO

DOUG SCHOENBERGER

FRANK SCHNEIGER

MARCI STERNHEIM

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MICHAEL ZISSER

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WILLIAM FALAHEE, Treasurer

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Vice President, Impact & Effectiveness,
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Center for Urban Entrepreneurship & Economic
Development, Rutgers Business School

RALPH ROGERS

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

LEADERSHIP COUNCIL

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Nonprofit Advisor

DIANE MANNING (Co-Chair)

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Executive Director, Clark Foundation

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CASEY CASTAÑEDA

Team Lead, Private Foundation Service,
J.P. Morgan Private Bank

DONNA COLONNA

Chief Executive Officer, Services for
the UnderServed

LAURA CRONIN

Executive Director, Corporate and
Foundation Relations, The New School

ROBERT M. DANZIG

Director of Planned Giving Institutional
Advancement, Pratt Institute

JOHN C. EMMERT, JR.

CFO, HELP USA

JANE ENGLEBARDT

Principal, UpshotAdvisors, LLC

PAUL GANGSEI

Special Counsel, Manatt, Phelps &
Phillips, LLP

ANNE GREEN

Principal, Griffin Green Consulting

JOANNE HEYMAN

Founder & CEO, Heyman Partners

ALISA KESTEN

Executive Director, Volunteer New York!

EDDIE LAPORTE

Executive Director, New Jersey Office
of Faith Based Initiatives

RIC SWIERAT

Retired, Executive Director,
The Arc Westchester

ARIE WEISSMAN

Senior Consultant & Founder,
Weissman Consulting Services

FUNDING PARTNERS

CORPORATIONS

American Express
BankUnited
JPMorgan Chase
Prudential
PSEG

FOUNDATIONS

Altman Foundation
The Atlantic
Philanthropies
Director/Employee
Designated Gift
Program
Clark Foundation
Hyde & Watson
Foundation
Jay & Linda Grunin
Foundation

The 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)



BUILDING OUR FIELD

PARTICIPATING WITH THE ALLIANCE FOR NONPROFIT MANAGEMENT:

Support Center continues to engage with our national affinity group, the Alliance for Nonprofit Management, which was a result of the merger of the Support Centers of America and the Association for Nonprofit Management in 1998. Keith Timko currently serves as board chair of this 150 member organization that includes foundations, organizations and individual consultants. Support Center again worked closely with the Alliance on the St. Louis 2019 annual conference focused on “Power and Privilege and Capacity Building” and sponsored the Terry McAdam Book Award that recognized *Shared Space* and *The New Nonprofit Workplace* as the 2019 award winner.

INVESTING IN NONPROFIT TALENT TO MAGNIFY IMPACT AND EQUITY:

In March, Support Center brought together twenty participants at Grace Institute for a conversation on *Investing in Nonprofit Talent to Magnify Impact and Equity*. During the session, with representatives from corporations, foundations, nonprofits, and consultants, we reviewed results from Fund the People’s Talent Justice Initiative and the steps that we can take to invest in the nonprofit sector’s current and future leadership.

BUILDING A NATIONAL ICAT COMMUNITY OF PRACTICE:

Thanks to funding from JPMorgan Chase, Support Center is working to support a national network of organizations that are utilizing the Impact Capacity Assessment Tool as a part of their capacity building activities spanning assessments, executive transitions, strategy and management work. Over time, coordinated work across the partnering intermediary organizations and the assessment developer, Algorhythm, will offer a powerful resource to look at trends across organizations for benchmarking purposes and analysis. This network of organizations represents MD, NY, IL, TX, CA, PA, WA, CT and NC.

FINANCIALS

For fiscal year ending December 31, 2018.

REVENUE AND SUPPORT

FEES

Consulting	\$435,860
Executive Leadership	\$330,648
Customized and On-site Training.....	\$126,946
Training Workshops.....	\$92,012
TOTAL FEES	\$985,466

CONTRIBUTIONS AND GRANTS

Corporations and Foundations	\$395,000
Directors and Individuals.....	\$19,020
Government	\$360,818
Donated Services	\$67,200
Total Contributions and Grants	\$842,038
Other revenue	\$2,006
TOTAL REVENUE AND SUPPORT	\$1,829,510

EXPENSES

PROGRAM SERVICES

Training Workshops.....	\$328,153
Consulting	\$510,458
Executive Search & Transition Management Services	\$255,230
Grantmaker Program.....	\$401,073
Total Program Services.....	\$1,494,914

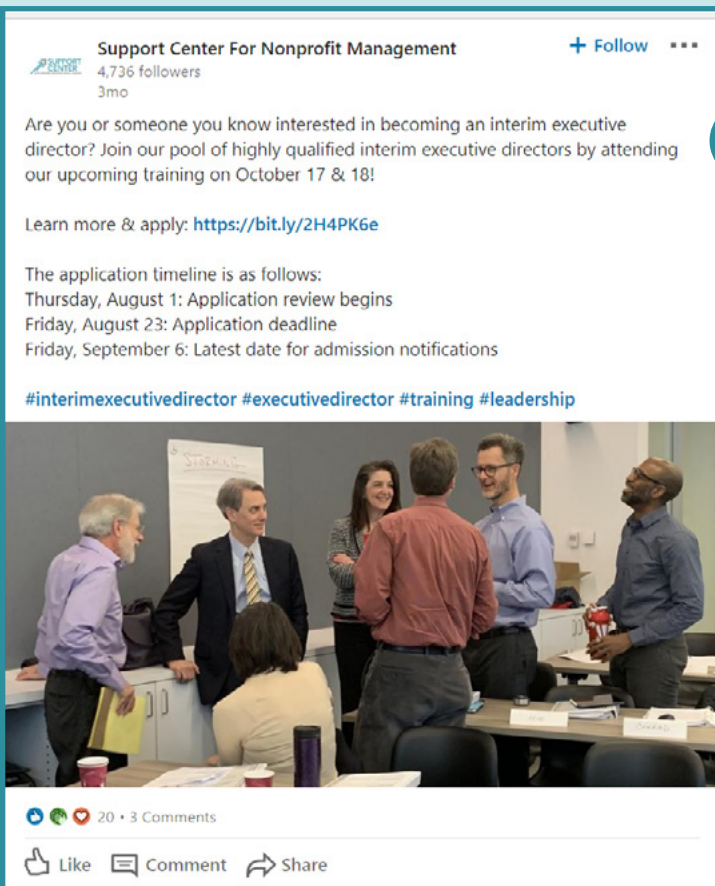
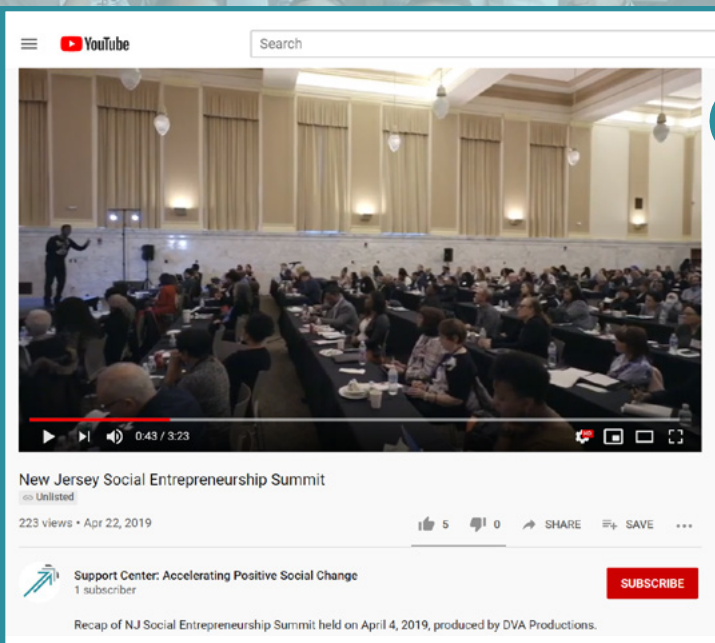
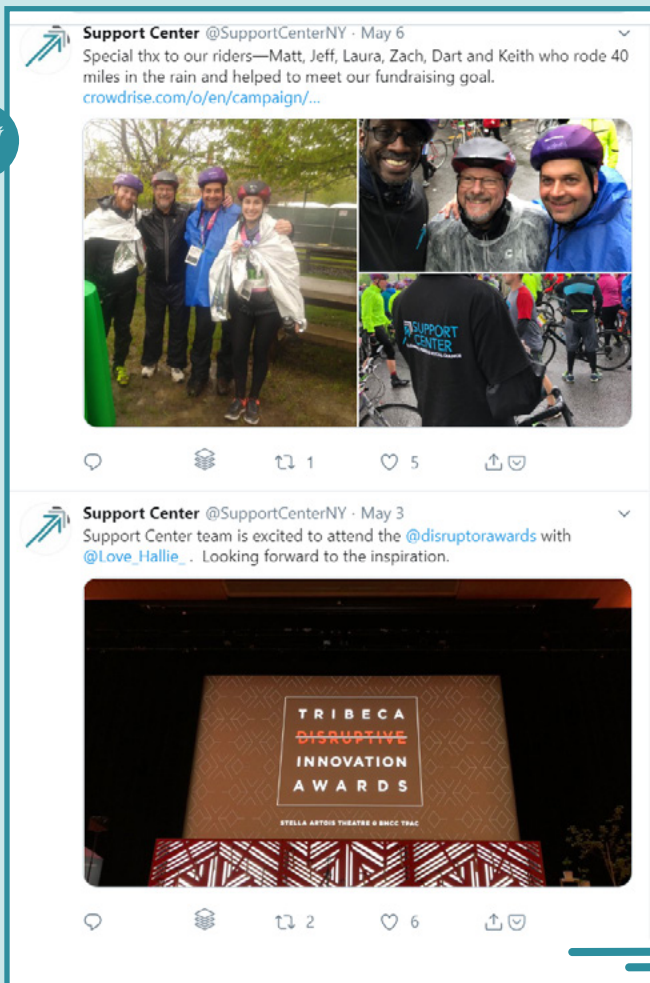
SUPPORTING SERVICES

Administrative and General	\$184,506
Fundraising.....	\$145,845
Total Supporting Services	\$330,351

TOTAL EXPENSES **\$1,825,265**

CHANGES IN NET ASSETS: \$4,245

JOIN OUR ONLINE COMMUNITY



FOLLOW US!

