

2022 Nonprofit Agenda

Anticipate. Analyze. Adapt.

**Succeeding
in a fickle
economy**



**center for nonprofit
advancement**

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Dear Leaders,

Yes, I mean you. No matter your employment status, title or sector (nonprofit, government, corporate, philanthropic), we recognize your ability to lead change and to impact your organization and community.



The Center for Nonprofit Advancement is grateful for your contribution to the incredible progress we have made strengthening nonprofit organizations this year. Whether you contributed your time through volunteer service, your talent serving on a board of directors, or your treasure by making financial contributions, your leadership helped bring solutions to what continues to be a challenging period in our history.

This year we focused our collective strength on high priority issues, including ensuring a more racially equitable region, understanding and addressing the continued impact of the pandemic, and supporting the mental health and wellness of organization leaders and teams, to name a few.

The year ahead poses more economic challenges. Inflation and the threat of another recession have implications for our sectors, people and communities. We know that we will be called to be even more innovative, responsive and intentional, and we are ready. Your support will be needed now more than ever.

We are delighted to bring you Dr. Anirban Basu, a seasoned and renowned economist, as the featured guest for our 43rd Annual Celebration. His knowledge and projections will help us as we *Anticipate, Analyze* and *Adapt*.

On behalf of our board of directors, team members and partners, thank you for your ongoing support and trust.

Please continue to follow us on all social media platforms and stay connected. As we have proven time and time again, we are stronger together.

Sincerely,

Glen O’Gilvie, CAE
Chief Executive Officer

Are the best of times over for charitable donations?

It was the best of times ... The economy was recovering from a global pandemic. Vaccinations appeared with miraculous speed—about a year prior to even the most optimistic predictions. Even as the Covid-19 health crisis began to recede, and people returned toward a semblance of normalcy, policymakers continued to pour trillions of dollars of fiscal and monetary stimulus into the economy.

The result was a massive increase in consumer spending, rapid job creation, and booming stock and housing markets.

For Americans who owned significant amounts of assets, the pace of wealth creation was likely unprecedented. Between March 2021 and March 2022, home prices expanded at their fastest rate in 35 years, climbing nearly 21 percent according to the S&P Case Shiller National Home Price Index. Prices in the nation's largest cities, which also tend to be home to the largest concentrations of wealth, rose even faster.

The stock market added to a sense of euphoria, at least among those with pre-existing wealth. From the market lows of 2020 to the peak at the end of 2021, America's stock wealth nearly

doubled, from \$22 trillion to \$42 trillion. According to CNBC, the bulk of that wealth went to those already at the top since the wealthiest 10 percent of Americans own 89 percent of individually owned stocks.

“Charitable donations hit an all-time high in nominal terms in 2021.”

All of this served as a foundation for stepped up charitable contributions, with the ultra-rich likely shaking their heads at their good fortune and seeking to help out those less fortunate in the context of a lingering pandemic, climate change, and geopolitical tumult. According to data from Giving USA, charitable donations hit an all-time high in nominal terms in 2021 at \$485 billion. Businesses also chipped in aggressively in 2021, with their contributions rising 11 percent above 2019 levels even accounting

for inflation.

While donations to arts, culture, and humanities entities declined 5.6 percent from 2019 to 2020 as public health crises overwhelmed and vaccinations remained unavailing, they bounced back in a meaningful way in 2021 and are presently 13.5 percent above pre-pandemic levels in real terms.



Leading economist Anirban Basu

...shares his expertise—here in this article *and* at the Center's 2022 Annual Celebration

Chairman & CEO of Sage Policy Group, Inc., Anirban Basu is one of the Mid-Atlantic region's most influential economic consultants. He provides strategic analytical services to government agencies, law firms, nonprofits and medical systems, among others. Dr. Basu holds four graduate degrees, including a JD and a PhD. In 2022, the Daily Record newspaper selected Dr. Basu as one of Maryland's 50 most influential people—for the third time. We are thrilled and honored to have him as our featured guest at this year's Annual Celebration and as a contributing author to the Nonprofit Agenda.

It's becoming the worst of times ... or something more akin to that. For 40 years, inflation was largely viewed as an academic problem. The four decades leading up to the pandemic had been associated with both tepid inflation and falling interest rates. But all that stimulus set the stage for a burst of inflation, increasing borrowing costs and shaking financial markets to their very core.

By the conclusion of 2022's second quarter, Americans' holdings of corporate equities and mutual fund shares dipped to \$33 trillion, down from \$42 trillion at the year's onset. Major market indices have since declined, with the one exception of an aborted rally in June and July. Suddenly, Americans find themselves both less wealthy and more concerned.

Credit card debt surged more than 24% between April 2021 and September 2022.

While the wealthy have been hammered by losses in financial wealth, and more recently a decline in property values, the average American has been walloped by near double-digit inflation. Between February 2020 and August 2022, economy-wide prices increased by more than 14 percent according to the Bureau of Labor Statistics' Consumer Price Index. Charities have been impacted in various ways, including by increased operating costs. Put another way, a \$100 donation at the start of 2020 has the same impact as a \$114 donation in August 2022.

Still, at least through 2021, the pace of growth in donations had managed to outpace inflation. Between 2019 and 2021, giving to most types of organizations had increased in real terms, with the noteworthy exceptions of health organizations (-4.2%) and religious organizations (-0.7%).

But 2022 has been different. The Federal Reserve is working to slow economic growth, and signs of wear and tear are already apparent. Many households are already struggling to pay bills after depleting savings amassed during two years of stimulus and lockdowns. Outstanding credit card debt, which plummeted during the early months of the pandemic, has arisen to its highest level ever as more Americans struggle to pay for food, rent, and other necessities. According to data from the Federal Reserve, credit card debt surged more than 24 percent between April 2021 and September 2022.

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With the Federal Reserve committed to slowing down what had become an overheated economy, risk of recession is elevated. Next year is especially risk intensive. That portends a more challenging period for nonprofits that depend wholly or in part on the charity of others, as recessions hurt giving.

In preparation, nonprofits should continue to seek bequests, which can shore up long-term funding even during a time of uncertainty. Emphasize the importance of the social mission during times of economic stress. Focus on corporate donations, stressing the impact a corporate culture of charitable giving can have on recruitment and retention.

*Contributing author: **Anirban Basu**, Chairman & CEO of Sage Policy Group, Inc.*





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How can you prepare for what's next?

We finally acclimated to the pandemic and war in Ukraine, and now a recession looks likely. With so much uncertainty affecting nonprofits' operating environment, planning for all possible risk scenarios seems overwhelming.

Enterprise risk management (ERM) is a systematic approach to prepare for the future. It provides a structure for decision-making that improves management's ability to weigh trade-offs and allocate scarce resources. Even without a formal ERM program in place, some key principles can be helpful for navigating an uncertain future.

1. Start with strategy.

Instead of focusing on everything that might go wrong, flip your thinking around and start with what must go right for you to achieve key objectives. What are your strategic goals, and what assumptions are you making? Then ask, what if our assumptions are flawed? What events or circumstances might derail what must go right? You can then focus on risks that are most likely to have the greatest impact and develop plans to address them.

2. Build in accountability.

Assign someone to be the point person for each major risk identified. This person should be responsible for understanding the risk, seeking more information when necessary, and coordinating any plans to address the risk. Allocate time during management meetings to check in on the status of key risks to determine whether they

are more or less likely, and if anything needs to be done to be better prepared.

3. Don't be a boiled frog.

As we become more accustomed to volatility, it is hard to know the right time to act. Taking a wait-and-see approach for too long can limit your options. To avoid this, identify in advance what circumstances must transpire that will trigger mitigation actions.

4. Look for silver linings.

Uncertainty can bring positive outcomes as well as negative ones. Despite the tragedies and disruptions caused by the COVID-19 pandemic, many organizations discovered that they were able to expand outreach through virtual programs and services and were able to hire more diverse staff when geography was not a limitation. Where might there be opportunities in the uncertainty we are currently facing? Is there anything you can do now to be prepared to take advantage of those opportunities?

Operating in risky, uncertain environments is challenging, but should not be paralyzing. Understanding risks, talking about them openly, and developing plans to address them can help you charge forward and thrive, not just survive.

*Contributing author: **Melissa Musser, CPA, CITP, CISA**, is a Partner with GRF CPA & Advisors and Director of GRF's Risk & Advisory services. She and her team help organizations proactively develop innovative strategies to mitigate and identify opportunities related to strategic, financial, compliance, operational, and IT risks.*



WORKER SHORTAGE

How to handle and take advantage of it

Nonprofits across the greater Washington region continue to experience a tight labor market caused by COVID. Today's disruptive worker shortage results from accelerated exits of retiring baby boomers, working parents—mostly mothers—forced to off-ramp to focus on childcare, and employees across generations exhausted by toxic workplaces. Labor participation is down, and the time it takes to fill positions is up.

As the CEO of Good Insight, a search firm serving nonprofits across the region and beyond, I hear from leaders who share common challenges:

- employees leaving for new salaries and titles
- fewer and less qualified job applicants
- demands over salaries and workplace flexibility that require overhauling organizational policies

With recent terms like “Great Resignation,” “Great Reshuffle,” and “quiet quitting,” it's no surprise nonprofit leaders cite staffing as their biggest challenge. I will be the first to say, I do not think we will return to “normal.” The last few years helped many of us realize that “normal” actually didn't work for most.

Yet, a mission must move forward. So what's a nonprofit leader to do in the face of a systemic labor shortage? How can your nonprofit position itself to attract the right talent today?

Redesign your org chart

As positions open up, rethink roles, reporting structures, and seniority. Yesterday's org chart may not work for today's team. Promoting a colleague to a new deputy position might be just the thing that's needed to develop the mid-level managers joining your team.



Examine team culture

A 2021 study by MIT Sloan examined common factors of employee attrition and found that toxic corporate culture was 10 times more important than compensation in predicting turnover. Workers are unhappy when employers:

- fail to address diversity, equity and inclusion
- disrespect workers
- allow unethical or undermining behaviors to go unchecked

“Stay interviews” help employers understand organizational culture and the needed changes.

Reassess pay structures

I have spoken to many leaders losing a treasured junior staff member to another nonprofit for a \$5,000 salary increase. While many had lower costs during the pandemic—no travel, suspended loan payments, rent freezes, etc., inflation is now having a real impact on employees' wallets. Initiate a compensation study to see if you're paying market-level wages. Transparency around bonuses or additional compensation can also be a helpful retention tool.

Promote female-friendly policies

While women make up the vast majority of the nonprofit workforce, their labor market participation is at the lowest level since 1970, moving from 70% prior to the pandemic to 55% today. With a larger percentage of men in senior leadership roles that set organizational policies, creating women-friendly nonprofit workplaces is paramount. How?

- Teach hiring managers implicit bias.
- Train managers to evaluate performance.
- Award performance based on results over time in the office.
- Assess compensation for gender gaps.
- Promote job-sharing and job cross-training.
- Offer paid family leave.

Alleviate burnout with policies

Most candidates believe that they have demonstrated high productivity with remote work during the pandemic. Employers can set clear remote work policies, ensure on-site work is meaningful, and reexamine leave policies. Shift from an accrual-based system to giving employees the full number of paid days, so that every employee can take the full number of vacation days allotted to them each year.

While I don't have a crystal ball to forecast what 2023 will bring, I do know that continuing to make positive progress toward building a team culture that respects, develops, and rewards employees will lessen the effects of turnover, and bring the added benefit of attracting highly talented employees.

*Contributing author: **Carlyn Madden** is the Chief Executive Officer and Founder of Good Insight, an executive search firm and governance consultancy that serves the nonprofit sector in greater Washington and beyond.*



A promotional poster for the 'CIVIC WARRIORS' podcast. The title 'CIVIC WARRIORS' is written in large, bold, black, distressed block letters against a white brick wall background. To the right of the title is a teal-colored stylized cross logo. Further right is a black and white silhouette of a wolf's head. Below the title, the text 'A PODCAST FOR ALL CIVIC WARRIORS IN THE NONPROFIT COMMUNITY.' is written in a smaller, black, sans-serif font. At the bottom left, the text '#CIVICWARRIORS #WITHUMIMPACT' is displayed. At the bottom right, the 'withum' logo is shown, featuring the word 'withum' in a lowercase sans-serif font with a small teal cross icon to its right. A QR code is located in the bottom right corner, which also features the teal cross logo in its center. The bottom of the poster has a dark, textured border.

Realizing the immeasurable value of volunteers

Most, if not all, nonprofits could not succeed or accomplish nearly as much without volunteers. These generous individuals enable organizations to tap into additional levels of expertise, expand outreach, boost funds and serve more clients.

The Center for Nonprofit Advancement is no different. We rely on many volunteers to serve our clients—nonprofits in the DMV. Volunteers enable us to develop and present classes and in-depth training programs that elevate skills in

leadership, capacity building, board development, management, funding and much more. Their expertise guides us in creating critical tools and resources. Their time and input help us uncover best practices and plan ahead to prepare for both known and unpredictable challenges.

We are extremely appreciative of all our amazing, dedicated volunteers. And we are especially grateful to those who have supported the Center's efforts for many years. We'd like to highlight a few of them here.



Alfreda Edwards

A respected DC-based grants specialist, Alfreda has been assisting nonprofits with grant writing, grants management, and proposal development for 20+ years. And she has been a valued volunteer with the Center for more than 10 of those years. Having experience on both sides of the grant process, she has been a key member of the Center's faculty, sharing her extensive knowledge, creative approach and well-informed insights in fundraising and grant writing.

A. Michael Gellman

A founding principal partner for Fiscal Strategies 4 Nonprofits, Mike is an independent fiscal and financial strategist. His primary focus is helping both legacy and new nonprofits build and achieve a sustainable and financially healthy future while enhancing mission delivery and capacity. This longtime volunteer has also supported the Center for more than 10 years. Mike serves as our lead finance faculty member for the Board Basic's A-Z training and teaches multiple other classes.



Britt Hogue

Britt is the founder of The Collective Good, a consultancy that supports and strengthens changemakers. She is a trusted partner to leaders who are bringing big ideas to life by empowering their people and leveraging their organizational strengths. A volunteer with the Center for seven years, Britt teaches multiple classes each year on a wide range of topics, including logic models, building a data-driven culture, and how to lead with equity.

Larry Robertson

As an independent organizational development and governance expert, Larry helps nonprofits assess, plan and improve strategies, governance, leadership and talent. For more than 10 years, Larry has shared his talents with the Center, serving repeatedly on the Board Leadership Award selection committee, restructuring the Award materials, and playing an instrumental role in creating an effective evaluation tool. Larry is also on the Board Basic's A-Z training team.



A heartfelt thanks to all of the Center's supporters

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These consultants and businesses specialize in working with the nonprofit community and support the Center and our members with their membership dues.

See the full list on the back cover.

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INVEST

in the next generation

As a twenty-something in the nonprofit sector, I am surrounded by conversations and trending articles about “quiet quitting” and “The Great Resignation.” Everyone is talking about the changing expectations of the workplace. And all eyes are on our youngest employees, as organizations look to attract, engage and retain the next generation of leaders.

These buzz words are, at best, a way to share valid concerns about employee satisfaction. At worst, they pit generations of workers against one another with over-generalized stereotypes. The longer I am in the workforce and the bigger my network grows, the more I hear one resounding theme from employees of all ages: Investment is key to employee success.

Invest in salaries

Yes, we work at nonprofits. Yes, we are passionate about our mission. And yes, we know money is tight. But if you want employees to thrive, it is not enough to pay market rate—you must pay a living wage (and in DC, this means at least \$48,111 according to Massachusetts Institute of Technology’s Living Wage Calculator).

Paying a living wage to every employee might mean your organization has to do less. That’s okay.

Nonprofit organizations have been living with a scarcity mindset for so long, it feels ingrained, but it doesn’t have to be.

Invest in relationship building

In my work with the Young Nonprofit Professional Network of DC, I often hear that nonprofit professionals depend on relationships. Invest in time for your staff to build relationships—both internally *and* externally. Specifically add time to workplans to schedule coffee or happy hours with coworkers. Introduce your staff to your contacts. Send them opportunities and resources to help them connect. (I joined YNPN after a supervisor shared a workshop opportunity with me.) Give them time to pursue those opportunities.

Invest in development

It’s said that people don’t leave jobs, they leave managers. Gallup has found that only 10% of people have the aptitude to be a great manager. Managing is not an innate talent—it’s a skill we must develop, hone and continuously grow. Everyone who manages people in your organization should receive management training. Their performance should be reviewed yearly as a manager. And they need to understand that their employees are people first.



Employees come to work with joy. They come to work with trauma. They come to work with a million things on their mind that may have everything or nothing to do with their job. We must create a nonprofit culture that allows employees to be people first. It's not enough to just say "take time off." We must stop pushing a culture of urgency to do everything now. We cannot have cultures that make people feel as though they should be in a budget meeting during paternity leave. We cannot have cultures in which employees feel they cannot take a few days off to care for sick family members because of deadlines. And managers must model taking care of themselves as people first.

When I sat down to write this, I had to consider am I the right voice for this? When I think about the next generation of nonprofit professionals, I think about our diversity. I think of the varied backgrounds of my friends and colleagues, and how they bring their unique experiences to their work. And that means there is not one right way to engage the next generation.

The best way to understand how you can invest in your staff is to ask them. Ask them what they need. Tell them what you have to offer. Learn who they are and how they want to be



treated. Young employees are ready to step up, and they are worth your investment.

*Contributing author: **Laura Fagen** is the Board of Directors' Co-Chair for Young Nonprofit Professionals Network of DC and Senior Digital Communications Manager at the Land Trust Alliance.*

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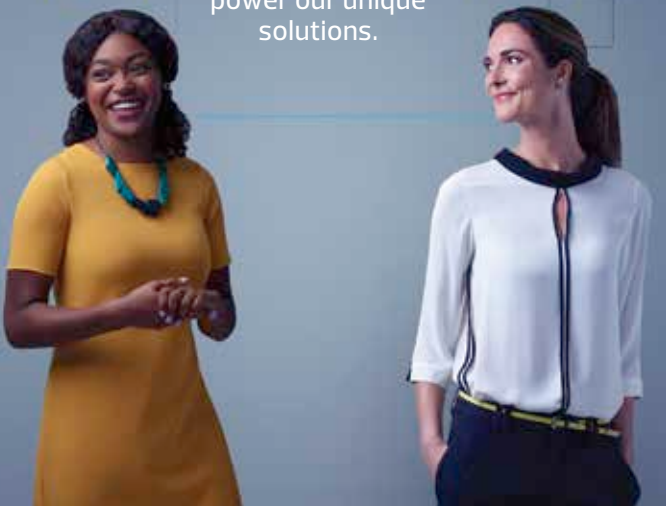
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... and learning from their achievements

Through award competitions, the Center reveals and validates remarkable efforts, spotlights best practices in the region, and acknowledges visionary leadership.

Award contestants are judged by selection committees composed of local leaders in the nonprofit, foundation, corporate and government sectors. Committee members volunteer their time to review and evaluate award nominations, attend site visits and contribute to the selection process.

The Center thanks everyone who helped make our 2022 Award Competitions so successful—including all the nonprofits that participated, the selection committee members and our generous sponsors.

Phyllis Campbell Newsome Public Policy Leadership Award

This award was created to highlight the work of elected and non-elected officials who have gone above and beyond in partnership with the nonprofit sector to ensure more vibrant communities.

Each year, one winning nominee is selected from each of the jurisdictions the Center supports, including Montgomery and Prince George's counties, the District of Columbia, and Virginia.

Congratulations to our 2022 winners!

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Council member, Ward 8
- ★ **Montgomery County**
Evan Glass
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- ★ **Prince George's County**
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This annual award recognizes the essential role boards play in building and sustaining a thriving nonprofit. By executing their fiduciary and leadership responsibilities, board members ensure their nonprofits are managed effectively, well-funded, and responsive to the people and communities they serve.

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Honorable Mention

Imagination Stage is a regional theatre arts center recognized for its high quality, innovative programming, and safe environment for children to embrace and explore their creativity.



Sharing best practices

The Board Leadership Award also provides an opportunity for all of us to learn from successful boards through our Best Practices video shorts. This year we featured **board service**, **communicating through a crisis**, and **institutionalizing DEI**. The series includes interviews with leaders from both our award winner and honorable mention.

Videos were released in August and are now available to watch on demand.

Visit the Center's website to learn more.

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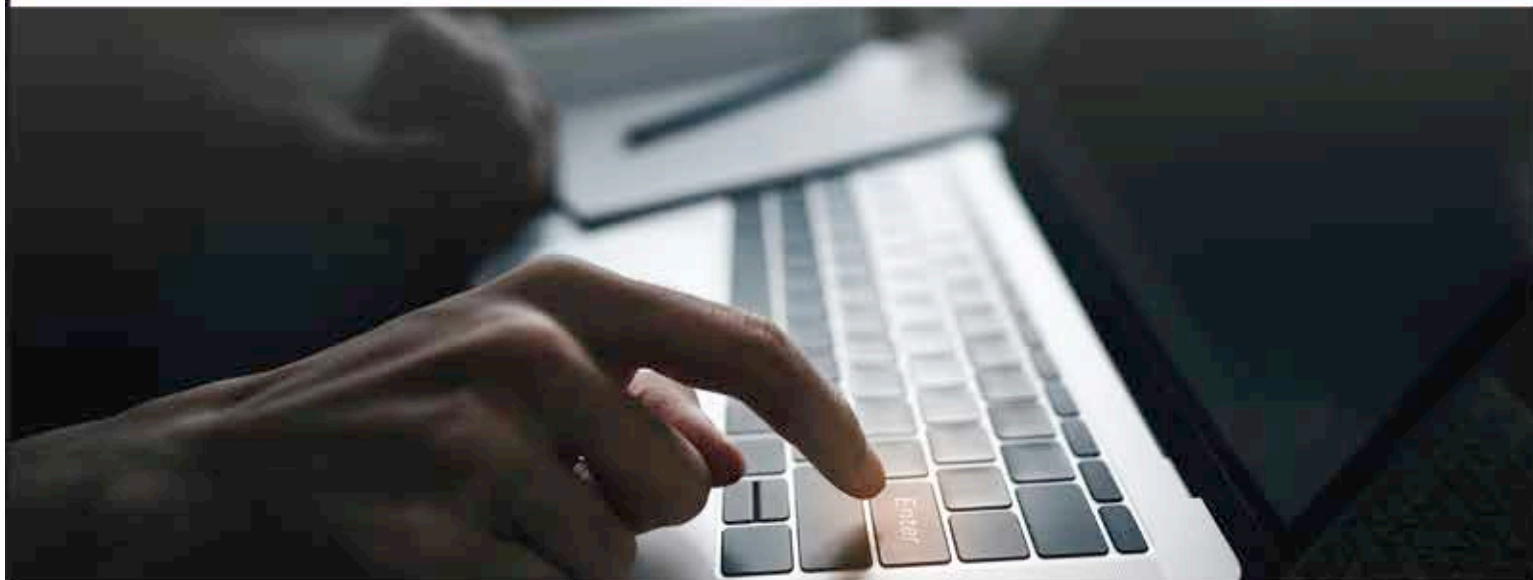
Sean Sweeney

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Special thanks to

Excellence in Chief Executive Leadership

Since 2005, the Center has recognized outstanding nonprofit leaders in our region with the EXCEL Award. This annual competition spotlights inspiring individuals who have successfully led their nonprofits with innovation, ethical integrity, motivation and strategic vision.

Congratulations to our 2022 winner!



Brigitte Winter

*Executive Director
Young Playwrights' Theater*

Brigitte has more than 15 years of experience in nonprofit leadership, arts administration, financial management, fundraising, and strategic communications in the DC region. The capacity of storytelling to connect, disrupt, inspire, and incite is central to Brigitte's art and her activism.



And kudos to our 2022 Honorable Mentions!



Emily Gage

Executive Director, Phoenix Bikes

Passionate about seeing nonprofits succeed, Emily effectively leads her organization with creativity and commitment, ensuring programs, fundraising, and community outreach are mission driven.

Janine Tursini

Director & CEO, Arts for the Aging

Janine is the leading force behind Arts for the Aging, pioneering directions and its national recognition for best practices, program design and outcomes.



2022 EXCEL Best Practices video shorts coming in December!

Our 2022 EXCEL winner and honorable mentions will share how they spearheaded significant changes and overcame obstacles in their organizations.

GRF CPAs & Advisors

for their generous contribution as our presenting sponsor

Selection Committee

for volunteering many hours of their time

Jacqueline Bryant, CPA
Partner, RSM US LLP

Amma Felix
President, Collegiate Directions, Inc.

Michael Freedman
Founder, Freedman Advisory Services, LLC

Ariel Goldin
Director of Client Relations, Goldin Group LLC

Carol Hamilton
Principal, Grace Social Sector Consulting

Marla Lahat
Executive Director, Home Care Partners

Randy Marsh
VP of Operations, Children's Defense Fund

Danielle Schmutz
Chief of Staff, Surgo Foundation

Participating Members

Ian Shuman
GRF CPAs & Advisors

Administrators

Center for Nonprofit Advancement

Ericka Best
Chief Compliance Officer

Elisha Hardy
VitalHealth Manager

Carla Trussell
Project Manager

Sean Sweeney
Director of Education and Programs



This year has brought new political, fiscal and social challenges, but we have seen our Center members continue to step up with conviction and resilience. Our communities are stronger and better because of your work. Our promise is to continue to support your incredible efforts.

Welcoming new members

The Center welcomed 39 new nonprofit members this past year. Each decision to join, as well as each renewal of current organizations, is confirmation that we are all stronger when we work together.

Throughout a year of continuing challenges, nonprofits have turned to the Center for expert training, tools and resources to strengthen sustainability and fulfil missions. Your trust fortifies our commitment to fostering a nonprofit sector that can stand strong through difficult socio-economic times and accomplish even greater achievements.

Changing lives

Our member organizations touch the lives of countless adults, children, and families throughout our region, and in some cases, throughout the nation and the world. Mission areas served by Center members include:

- Advocacy
- Arts, Culture & Humanities
- Education
- Environment
- Health & Nutrition
- Homelessness
- Legal/professional
- Philanthropy

VitalHealth 200 member organizations served, over 3,930 lives insured

A key member benefit offered since 1984, VitalHealth makes it possible for Center member organizations to provide their staffs with access to affordable medical coverage—including dental, vision and life insurance.

Fitness Challenges

In 2022, VitalHealth partnered with GiveHero to provide fitness and wellness challenges to those who signed up in the GiveHero app. These challenges centered on step counts, sticking with active habits and concentrated week-long health challenges.



Expanding capabilities and opportunities to succeed

The Center hosts several practical, interactive classes every month, sharing best practices and the latest approaches in effectively managing the multiple facets of running a nonprofit. Subject matter ranges from communicating in a divided political world to successful grant writing to embedding equity in operations to strengthening board development, and more.

This past year the Center provided 82 classes and events for more than 2,258 participants—and counting!

In addition, we provide two in depth training courses. **Executive Preparation Institute (EPI)** helps broaden the pool of strong, capable leaders by preparing senior level nonprofit professionals in all aspects of the chief executive role. **Board Basics A to Z** helps nonprofits develop passionate, successful boards by educating new, current and potential members in the expectations and responsibilities of this rewarding role. This course is so popular, we've added a follow **Board Basics Part 2** course.

Benefitting from shared knowledge

The Center provides opportunities to learn, share and collaborate with your nonprofit colleagues through our peer cohorts. Members discuss common challenges and successes, formulate innovative ideas and explore ways to reach mutual goals through collaborative efforts. Frequently, experts are invited to share their perspective and knowledge as guest discussion leaders.

CEO Cohort – 29 members
COO Cohort – 57 members
Marcom Dev Cohort – 75 members

Pursuing equity

In 2022, the Center continued its *"I Am The Change"* series, honoring diversity recognition months and highlighting organizations dedicated to advancing race equity in our communities. We also held our 4th Change Makers Panel Discussion in May, in which key leaders of color shared their expertise, journeys, strategies and vision. The panel discussed innovative tips and strategies that all sectors can adapt and replicate.

The heart of any organization is its employees. Let us help you take care of them.

The Center for Nonprofit Advancement's Benefits Trust, VitalHealth, provides robust employee health benefits at the best possible value.

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Growing nonprofits through fiscal sponsorship

For early-stage nonprofits, fiscal sponsorship allows leadership to focus on programming and execution while building the organization's capacity. The Center team works with leadership to increase the organization's capacity through board development, executive coaching, technical assistance, organizational assessments and evaluations, and strategic planning. Our team leads the compliance, fiduciary oversight, and financial management process, ensuring that the organizations have the tools and resources to receive their exempt status from the IRS within three years and succeed in the sector.

The Center is currently working with:

Creative Solutions 4 Youth (CS4Y)
Love More Movement
Roll On! Productions, LLC
The Parks Main Street (TPMS)
Upper Georgia Avenue Main Street (UGAMS)

Partnering to strengthen sustainability

In June 2022, the Center began an exploratory partnership with Nonprofit Village to assist the Montgomery County organization in its operations while also determining the best path toward a strong, successful future.



Nonprofit Village expands reach and effectiveness for nonprofits by reducing operating and administrative costs. The Maryland based

organization provides affordable office space, education, opportunities for collaboration, capacity-building, and a variety of office services.

The focus of the partnership will include data driven evaluation and stakeholder interviews to analyze organization and community needs, identifying ways to diversify revenue streams, expanding funding support, increasing occupancy, and maintaining Nonprofit Village's commitment to inclusivity, diversity, equity, and accessibility. During the partnership evaluation and transition process, all services and programs are continuing as planned.



A chance to learn, connect and have a bit of fun

For the 3rd consecutive year, the Center hosted *Get Centered with Bingo*. Played virtually, the game provides an opportunity to assess organizational progress and learn helpful tips from experts—while also having a bit of fun with colleagues.

Contestants benefit from valuable recommendations and a chance to win great prizes, all provided by sponsors that specialize in working with nonprofits. Our 2022 prizes included free accounting services, IT support, event consultation, studio and AV equipment training, Amazon gift cards and more, as well as several items raffled off during the game.

A special thank you to our 2022 sponsors:

Lenserf & Co.
Goldin Group
Nonstop Health
Simple IT Care
UST

Category B — Financial Steps recommended by Goldin Group CPAs

Category I — IT steps recommended by Simple IT Care

Category N — HR Steps recommended by UST

Category G — Health & Benefits Steps recommended by Nonstop Wellness

Category O — Leadership Steps recommended by Lenserf & Co.



Center Road Trip 2022

Throughout July and August, we traveled virtually down the Center Brick Road. And since virtual gas is cheap, we made plenty of stops! We dropped in on Center team members, met with industry experts, called on nonprofit members, explored Center benefits and even got some actual physical steps in to meet a fitness challenge. If you didn't follow along, we invite you to check it out on our website under Resources.

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