



MARYLAND NONPROFITS

2018 ANNUAL REPORT

WELCOME TO MARYLAND NONPROFITS

TABLE OF CONTENTS

Greetings	1
Maryland Nonprofits Overview	2
By the Numbers	3
Voice of the Nonprofit Sector	4
Leading-Edge Resources and Learning for Nonprofit Leaders	8
2018 Consulting Clients	14
2018 Finances	16
Staff and Board	18
Supporters	19

DEAR MEMBERS AND PARTNERS,

Maryland Nonprofits and nonprofit organizations throughout the state grew stronger, better-connected, and more focused in 2018 thanks to a collective, collaborative effort.

In 2018, nonprofit leaders from across the State of Maryland demonstrated the power of public interest advocacy and achieved major wins in public policy. Maryland Nonprofits worked to successfully pass a bill that ensures state contracts pay for at least 10% of indirect costs. By working together, we expanded Maryland’s Earned Income Tax Credit, improved subsidized childcare, and increased funding in mental health, disabilities, arts, aging, child welfare, and other important areas.

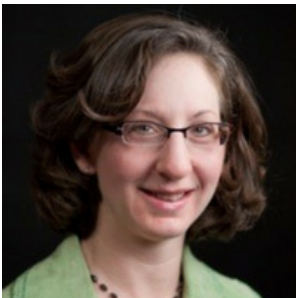
Over the course of the year, more than 2,000 nonprofit leaders convened for learning, networking, and mutual support. Through webinars, roundtables, workshops, and conferences, we mobilized nonprofit leaders to share their experiences, identify solutions, and collaborate for the greater good. We kicked off our Equity Speaker Series in partnership with the Maryland Commission on Civil Rights with a packed house for a session on unconscious bias. We continued our capacity-building journey with three cohorts: West Baltimore on the Rise, Kaiser Permanente Institute for Equitable Leadership, the Community Foundation of Anne Arundel County, and Anne Arundel County Arts Council. Members visited and revisited our website for downloadable resources and insights from the community forum.

Maryland Nonprofits is also home to the Maryland Association of Resources for Families and Youth (MARFY), and we saw huge leaps forward in child welfare with the passage of the federal Family First Prevention Services Act. MARFY convened state leaders, local departments of social services, and nonprofit agencies to envisage Maryland’s response to this new opportunity for preventing children from going into foster care by providing high-quality services to families in crisis.

We made great strides in 2018, and we know much remains to be done. As we look to the future, Maryland Nonprofits is inspired by the next wave of leaders coming into the nonprofit sector and gratified by those passionate leaders who remain committed after decades of service. Together, we are building a strong force of good, and enabling greater equity and a better quality of life for all Marylanders.



HEATHER ILIFF
PRESIDENT AND CEO



MARLA BOBOWICK
BOARD OF DIRECTORS, CHAIR

MARYLAND NONPROFITS OVERVIEW

Our Goals



Build capacity of nonprofit organizations to be equitable, effective, well-resourced, and use best practices as they meet their missions.



Strengthen networks to enable cross-sector collaboration that tackles major social issues.



Amplify member voices and advocate for equitable public investment in nonprofits and communities.

Mission

Maryland Nonprofits' mission is to strengthen organizations and networks for greater quality of life and equity.

Vision

Nonprofit organizations are well-resourced and nonprofit leaders are effective agents of change for greater equity, creativity, sustainability, and community well-being.

Values

We are inclusive and promote equity, whereby organizations and systems create opportunity for everyone.

We promote and embody excellence, ethics and accountability.

We embrace and foster community empowerment.

We are bold, courageous and innovative.

2018 BY THE NUMBERS

1,152 Members

2,880

Event Attendees

207

Accredited Organizations

244,297

Website Visits

3,336

Volunteer Hours



NONPROFIT ADVOCATES ACTIVATE MARYLAND

Maryland Nonprofits regularly convenes to provide education and workshops to a community of highly talented and dedicated advocates across the nonprofit sector. During the legislative session, you can't walk down the hallway without running into a nonprofit leader, often accompanying people they serve, making cases to the legislature for public policy that is in the community's best interest.

Maryland Nonprofits is an important place for these busy advocates to exchange notes, build relationships, collaborate, and gain momentum for their causes. With strong messaging and collaboration, nonprofits in Maryland achieved major wins in 2018 - here are just a few:

- The expansion of the Earned Income Tax Credit
- The repeal of the fare-box recovery requirement, enabling more funds for transit
- Increased funding for mental health, disabilities, aging, arts, and child welfare
- Improved childcare subsidy program

THE VOICE OF THE NONPROFIT SECTOR

INDIRECT COSTS: PAID!

For decades, nonprofit organizations have been laboring under difficult - and even unfair - state contracting processes that did not cover the full cost of delivering services. Even after the federal government passed new guidance requiring a minimum of 10% in indirect costs to be paid, many state contracts still did not allow indirect costs.

Now, thanks to legislation Maryland Nonprofits supported in 2018, all state contracts must include at least 10% indirect costs for nonprofits (or a negotiated rate). We are grateful to Senator Cheryl Kagan for her leadership on this issue.



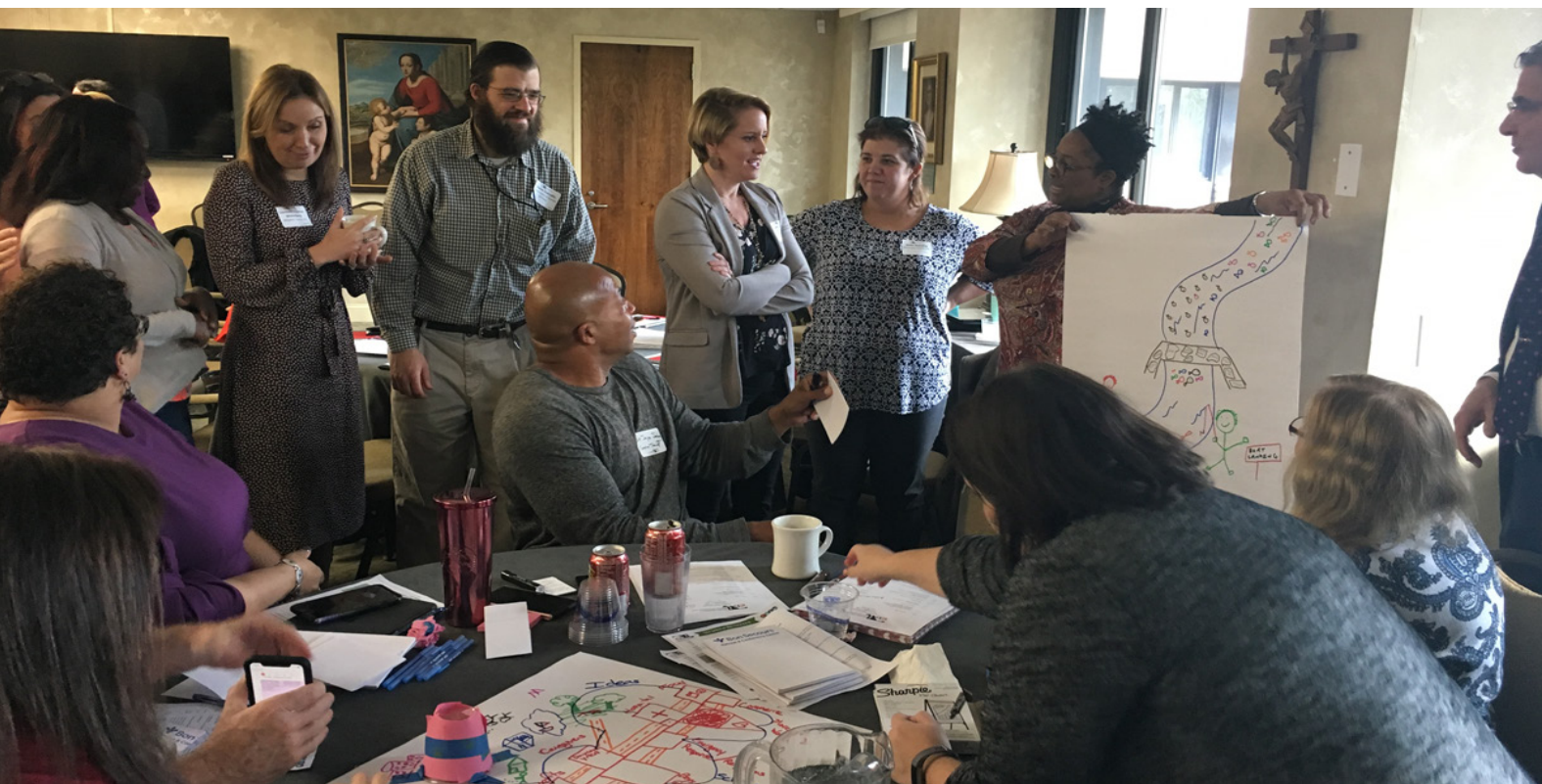
I appreciate the relevant and timely information shared affecting the nonprofit sector in Maryland. The advocacy and representation with agencies and elected officials have made Maryland's nonprofits more visible and viable.

“

-Brooke Kidd, Executive Director at Joe's Movement Emporium

MARFY LEADS CHILD WELFARE FIELD IN FAMILY FIRST PREVENTION SERVICES ACT

The Maryland Association of Resources for Families and Youth (MARFY) represents Maryland's provider community working in the fields of treatment, foster care, group homes, residential treatment centers, independent living, and community-based programs. In 2018, the federal government passed the Family First Prevention Services Act, creating a new funding stream for preventing children from going into foster care. Services under the Family First Act may include mental health, substance use, family counseling and other evidence-based practices. MARFY worked with the provider community to engage in ongoing dialogue with State and local Departments of Social Services to develop Maryland's response to this new legislation.



Above: MARFY Family First Summit, December 2019, developing a vision for the future

VOICES OF



Maryland Association of
Resources for Families & Youth

Our MARFY Membership affords us the opportunity to network with fellow child welfare providers, as well as engage in learning collaboratives regarding groundbreaking legislation and initiatives in serving children and families. **With MARFY's leadership endeavors, we are able to provide a collective voice for decision makers to advocate on behalf of the needs of our children.** The additional benefit of being a Maryland Nonprofits member provides us the ability to interface with a wide array of nonprofit leaders to create unique partnerships. We are grateful for the work of the team at Maryland Nonprofits/MARFY for being champions for the nonprofit community in Maryland.

“

Jennifer McGlothlin-
Renault, Vice
President of
Maryland Operations,
Arrow Child and
Family Ministries

“

Steve Howe,
Chief of Human
Resources, The
Children's Guild

As a child welfare executive in this rapidly changing environment, the amount of information I need to keep up with is staggering. **MARFY not only provides incredible information, resources, and training, it also provides numerous opportunities for sharing with fellow executives.** I also value MARFY for its committee structure that gives my program leaders the opportunity for learning and sharing with colleagues. I'm glad MARFY is back and stronger than ever!

LEADING-EDGE RESOURCES AND LEARNING FOR NONPROFIT LEADERS

STANDARDS FOR EXCELLENCE TURNS 20

The Standards for Excellence program celebrated 20 years of providing top-rated resources and accreditation for nonprofit organizations in Maryland and across the nation. More than 200 organizations are accredited through the Standards for Excellence, enabling them to demonstrate best practices internally and gain the confidence of the donor community.



In 2018, we welcomed Momentum Nonprofit Partners in Memphis, TN as a Standards for Excellence Replication Partner

NONPROFIT DEVELOPMENT CENTER

The Nonprofit Development Center (NDC) is a program operated by Maryland Nonprofits through a contract with the Maryland Department of Commerce. The purpose of the NDC is to provide assistance to nonprofits with an operating budget of less than \$750,000 and less than 10 years old so they can strengthen their capacity to serve the community and contribute to the economy.



NEW AND UPDATED MATERIALS FOR 2018 INCLUDE:

- Diversity, Equity, and Inclusion educational resource guide, including key definitions, steps organizations can take to comply with the Standards for Excellence, and sample assessments for Board and Staff.
- Conflicts of Interest resource guide updated to include duality of interest and policies around vendors and staff members.



Maryland Nonprofits provides NDC participants with 1:1 coaching, training in the Standards for Excellence, networking events, and consulting services.

In 2018, 256 nonprofits were enrolled in the program with collective budgets of \$16.6 million, employing 612 staff, and engaging over 14,000 volunteers.

2018 ANNUAL CONFERENCE

500 nonprofit leaders, exhibitors, sponsors, and grantmakers attended Maryland Nonprofits’ annual conference at the Maritime Institute in Linthicum Heights. Keynote speaker Makani Themba Nixon talked about the importance of equity and inclusion in communications and strengthening authentic engagement with communities. Nonprofit Technology Network (NTEN) Executive Director Amy Sample Ward shared data and insights on how nonprofits can bridge digital divides that they may not even realize exist among the people they serve and their own staff.



“

I liked seeing and talking with so many energetic, visionary, determined nonprofit people--reaffirmation of what a difference we make and in such myriad diverse areas



The joint conference with MARFY and in collaboration with Association of Baltimore Area Grantmakers - now Maryland Philanthropy Network - included panels of grantmakers speaking on hot topics like “Getting Your Foot in the Door” and “Fostering Racial Equity Through Grantmaking,” as well as panels of foster youth and direct service staff sharing their experiences. A vibrant hall of sponsors and exhibitors provided a lively space for people to network and find providers that specialize in serving the nonprofit sector.

LEADING-EDGE RESOURCES AND LEARNING FOR NONPROFIT LEADERS

EQUITY SPEAKER SERIES

Maryland Nonprofits is thrilled to partner with the Maryland Commission on Civil Rights to offer a five-part Equity Speaker Series designed to strengthen practices among nonprofits, businesses, and government. We kicked off the series in 2018 with a session on unconscious bias that was attended by more than 80 people, and planned the Safe Spaces for LGBTQ+ session for early 2019, with sessions on Sexual Harassment in the Workplace, Religion in the Workplace, and Building Board Diversity happening later in the year.



“

I work with people with disabilities and from all walks of life. This [Safe Spaces for LGBTQ+ Individuals] workshop helped me become a better counselor for the individuals I serve.



WEST BALTIMORE ON THE RISE

Nonprofit organizations in West Baltimore are doing amazing things to strengthen their communities. Maryland Nonprofits was honored to support their efforts by engaging a group of nonprofit leaders in 2-3 years of intensive consulting support as part of a comprehensive place-building initiative supported by the T. Rowe Price Foundation.

Our Maryland Nonprofits Consulting Group assisted these organizations in strengthening their boards of directors, developing strategic plans, and building their confidence and connections for growth. As a result, these organizations were able to ramp up their distribution of food to families in need, rebuild townhomes in their neighborhoods, provide youth programs and collaborate with each other.

“St. John AME Church was the only faith-based nonprofit to receive the West Baltimore on the Rise Grant for this cohort; what a blessing it has been. The expert consultation helped us to embrace our mission; evaluate our programs; and set clearly defined goals, objectives, and strategies for enhancing and sustaining existing ministries and setting up a Community Development Corporation to better serve the West Baltimore community. Thank you for this opportunity!”

-Debra Keller-Greene,
Commissioner Social Action, St.
John AME Church

MARYLAND NONPROFITS CONSULTING

Consulting Clients

- 1000 Friends of Maryland
- American Dance Therapy Association
- American Nurses Association
- Araminta Freedom Initiative
- Baltimore City Foundation
- Children's Cancer Foundation
- Community Foundation of the Eastern Shore
- Community Foundation of Frederick County
- DRU Mondawmin Healthy Families
- Employ Prince George's
- Fuel Fund of Maryland
- Go Northwest
- Harper's Choice Community Association
- Hope Springs
- Hopewell Cancer Support
- Howard County Conservancy
- Jim and Carol Trawick Foundation
- Light of Truth Center
- Maryland Association of Boards of Education
- Maryland Association of Supportive Housing
- Maryland Workforce Association
- Mediation and Conflict Resolution Center
- Mid Shore Behavioral Health
- North Avenue Community Development Corporation
- Oncology Nursing Society
- Parents Place of Maryland
- Partners in Care
- Reservoir Hill Improvement Council
- Sickie Cell Disease Association of America
- Silver Spring Day School
- St. Francis Neighborhood Center
- St. John African Methodist Episcopal Church
- The Arc Prince George's County
- The Training Source
- United Way of the National Capital Area
- Woodbourne Center

Contract Training Clients

- American Counseling Association
- Anne Arundel Arts Council
- The Annie E Casey Foundation
- Arc of Montgomery County
- Associated Black Charities
- Baltimore Main Streets
- Benjamin Banneker Blake Academy
- Business Volunteers Unlimited
- Charles County Charitable Trust
- Child First
- Children's Cancer Foundation
- Coalition for Juvenile Justice
- Community Foundation of Frederick
- Compass Regional Hospice
- Federal Reserve of Richmond
- Frederick Classical Charter School
- Henrietta Lacks House
- Light of Truth
- Maryland Association of Boards of Education
- Mid Shore Behavioral Health
- National Association of Black Journalists
- Partners in Care
- Playworks Maryland
- Sickie Cell Disease Association of America
- Silver Oak Academy
- Town Center of Columbia
- University of Maryland Extension Service
- United Way of Calvert County



“

Maryland Nonprofits' consultants bring the right skillset to work with our nonprofit grantees on collaborative projects. We've seen the difference it makes when a MANO consultant artfully leads meetings of all the partners to define their communications plan as well as the specific roles and responsibilities. MANO's expertly guided facilitation makes a direct contribution to the successful implementation of our projects.



2018 MARYLAND NONPROFITS FINANCIALS

Statement of Financial Position as of December 31, 2018

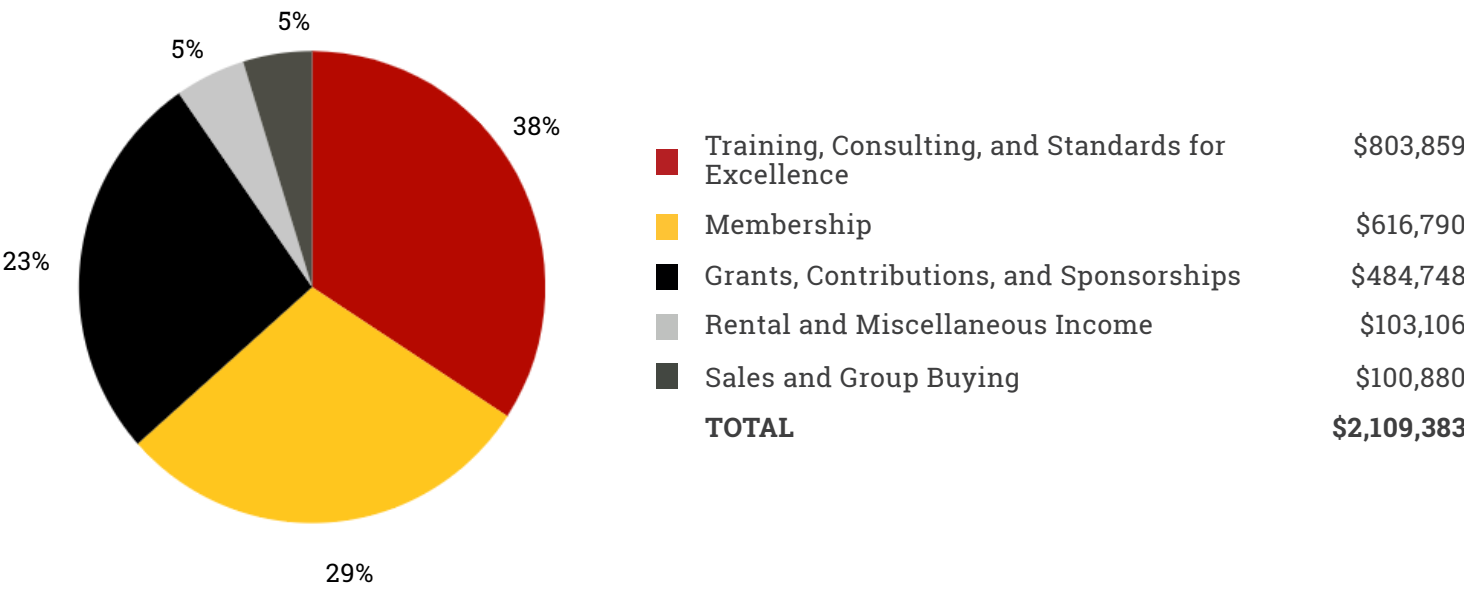
ASSETS		
Current Assets		
Checking/Savings		\$137,220
Accounts Receivable		\$226,792
Other Current Assets		\$18,539
Total Current Assets		\$382,551
Fixed Assets		\$32,294
Other Assets		\$8,602
TOTAL ASSETS		\$423,447

LIABILITIES AND EQUITY

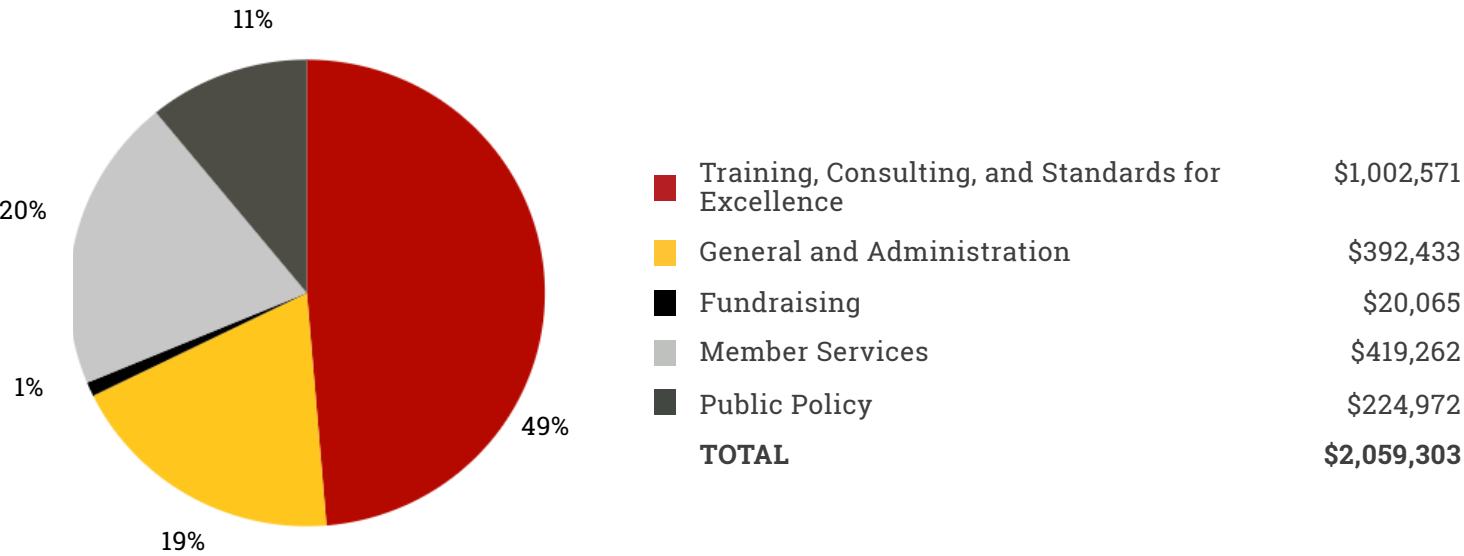
Liabilities		
Current Liabilities		
Accounts Payable		\$99,957
Other Current Liabilities		\$304,199
Total Current Liabilities		\$404,156
Total Liabilities		\$404,156
Equity		\$19,291
TOTAL LIABILITIES AND EQUITY		\$423,447

Statement of Financial Activities, January 1 - December 31, 2018

INCOME



EXPENSES



2018 STAFF MEMBERS

Heather Iliff <i>President and CEO</i>	Angineeki Jones <i>Program Manager</i>
Allison Albert <i>Director of Membership, Operations, and Marketing</i>	Sawida Kamara <i>Program Management and Research Consultant</i>
Lydia Alcock <i>Marketing and Communications Coordinator</i>	Kate Scherr-Adams <i>Standards for Excellence Accreditation Manager</i>
Henry Bogdan <i>Director of Public Policy</i>	Rachel Mygatt <i>Program Manager</i>
Amy Coates Madsen <i>Director of Programs</i>	Paddy Morton <i>General Counsel</i>
Janice Foreman <i>Administrative Coordinator</i>	Juliana Thomas <i>Finance Manager</i>
Jabari Jackson <i>IT and Database Coordinator</i>	Mara Winters <i>Board Services</i>
Darryus Johnson <i>Member Relations Manager</i>	Wendy Wolff <i>Director of Consulting</i>

2018 BOARD MEMBERS

Mike Mitchell, Chair <i>HIAS</i>	Marla Bobowick, Vice Chair <i>Bobowick Consulting</i>
Kimberly Corbin, Treasurer <i>Greater Washington Urban League</i>	Grace Lee, Secretary <i>Maryland New Directions</i>
Violet Apple <i>Girl Scouts of Central Maryland</i>	Patty O'Malley <i>Rubino & Associates</i>
Dr. Sheryl Brissett-Chapman <i>National Center for Children and Families</i>	Josh Pedersen <i>United Way Worldwide</i>
Carl DeLorenzo <i>Howard County Government</i>	Phil Symonds <i>CHAI</i>

THANK YOU TO OUR SUPPORTERS

FUNDERS

<i>Blaustein Philanthropic Group</i>	<i>Morris and Gwendolyn Cafritz Foundation</i>
<i>The Bridgespan Group</i>	<i>Meyer Foundation</i>
<i>Clayton Baker Trust</i>	<i>Maryland Department of Commerce</i>
<i>John J. Leidy Foundation</i>	<i>PNC Bank</i>
<i>Joseph and Harvey Meyerhoff Foundation</i>	<i>Harry and Jeannette Weinberg Foundation</i>

INDIVIDUAL DONORS

<i>Lisa Alfred</i>	<i>Tom Hyatt</i>
<i>Sharon Anderson</i>	<i>Heather Iliff</i>
<i>Violet Apple</i>	<i>Rufus Ingram</i>
<i>Donald Blum</i>	<i>Sawida Kamara</i>
<i>Marla Bobowick</i>	<i>Grace Lee</i>
<i>Rob Cannon</i>	<i>Carmen Marshall</i>
<i>Timothy Casey</i>	<i>Michael Mitchell</i>
<i>Amy Coates Madsen</i>	<i>Patty O'Malley</i>
<i>Kimberly Corbin</i>	<i>Joshua Pedersen</i>
<i>Carl DeLorenzo</i>	<i>Lu Pierson</i>
<i>Stephanie DiPietro</i>	<i>Leni Preston</i>
<i>Janna Domico</i>	<i>Francisco Ramirez</i>
<i>Beverley Francis Gibson</i>	<i>Bobbie Redman</i>
<i>Scott Graham</i>	<i>Philip Symonds</i>
<i>Edwin Hostetter</i>	<i>Carol Trawick</i>

THANK YOU TO OUR SUPPORTERS

CONFERENCE AND EVENTS

<i>Advance Business Systems</i>	<i>Kite Technology Group</i>
<i>APPI Energy</i>	<i>Lindsey & Associates</i>
<i>Applied Business Services</i>	<i>Maryland Coalition of Families</i>
<i>Bookminders, Inc.</i>	<i>Maryland Legal Aid</i>
<i>Chesapeake Employers' Insurance Company</i>	<i>Maryland Mentor/MOST Network</i>
<i>CliftonLarsenAllen</i>	<i>mdlogix</i>
<i>Cogency Global</i>	<i>Mutual of America</i>
<i>Dynamic Consulting and Accounting, LLC</i>	<i>Northern Trust</i>
<i>Goldin Group</i>	<i>Process Strong, LLC</i>
<i>Gorfine, Schiller & Gardyn, P.A.</i>	<i>SmartLogic</i>
<i>Gorges & Company Insurance, Inc</i>	<i>Staffing Plus</i>
<i>Hertzbach & Company, P.A.</i>	<i>The Capital Group, LLC</i>
<i>Humanim</i>	<i>Trellis Partners</i>
<i>hyve LLC</i>	<i>University of Maryland School of Social Work</i>
<i>Inciter LLC</i>	<i>VALIC</i>
<i>Intuitive Business Concepts, LLC</i>	<i>WebIXI</i>
<i>Kaiser Permanente</i>	

