



# MARYLAND NONPROFITS

2022 Annual Report

*This is the moment to care*





# MISSION

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

# VISION

Nonprofits have the power and capacity to advance vibrant, connected, and equitable communities.

# VALUES

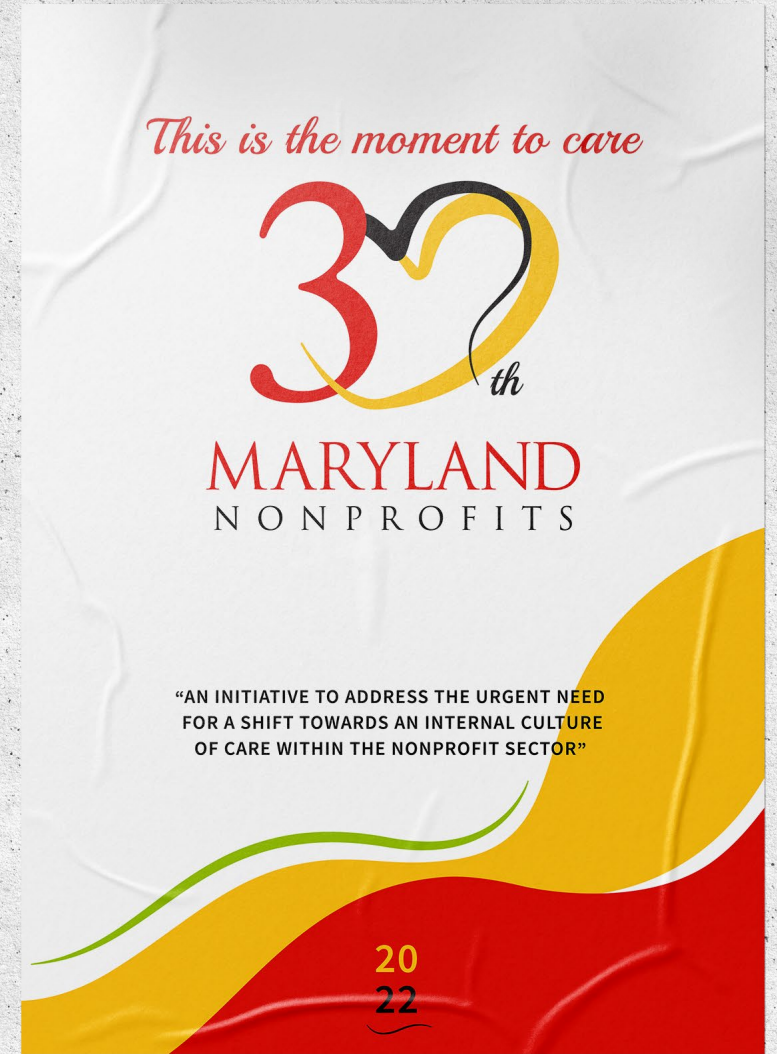
- Equity • Belonging
- Bold and courageous
- Ethics and accountability
- Curious and creative



# MARYLAND NONPROFITS' 30<sup>TH</sup> ANNIVERSARY CAMPAIGN: *This is the moment to care*

We celebrated our 30th Anniversary Year with a campaign to raise awareness about the importance of caring for nonprofit staff, especially those on the front lines, direct care staff, and administrative professionals.

*This is the Moment to Care* brought together more than 500 nonprofit leaders to discuss strategies that create caring cultures, advance organizational vitality, and embrace equity in their internal practices.





# MARYLAND NONPROFITS' 30<sup>TH</sup> ANNIVERSARY CAMPAIGN:

*This is the moment to care*



On July 28, 2022, our 30th Anniversary Celebration at the B&O Railroad Museum welcomed more than 550 attendees to celebrate our 50 **Service with Distinction** Awardees.

The 50 award winners were nonprofit workers serving in positions that do not typically receive formal recognition. Nominated by their colleagues, each awardee was recognized for delivering significant commitment, integrity, compassion, and care for their organizations and their communities.



“

I have been meaning to send a quick note about how wonderful the event was last month. I really appreciated the special focus you took on this award – couldn't agree more that many of us operations folks don't get much of the fame and glory, most awards aren't designed for us. In fact, we are often the folks running the awards program, ha!

I really enjoyed the festive night out with my family and truly appreciated the celebration. When I got home, sweaty and tired, I couldn't believe what was waiting in my goody bag. What a generous gift and impressive commitment to honoring the awardees. Thank you!”

**Becky Davis, MSW**

The Positive Schools Center, Family Connections & Promise Heights

**Service with Distinction Awardee**







## **MARYLAND NONPROFITS STRATEGIC PLAN 2023 - 2027**



Picture courtesy of our member,  
St. Francis Neighborhood Center

### **MISSION**

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

### **VISION**

Nonprofits have the power and capacity to advance vibrant, connected, and equitable communities.

LOOKING FORWARD:

# **2023-2027 STRATEGIC PLAN**

Maryland Nonprofits' board and staff underwent a comprehensive strategic planning process in 2022, culminating in a new 5-year strategic plan.



# MEMBERSHIP

2022 was a stand-out year for Membership, and Maryland Nonprofits celebrated the milestone of reaching **1,600 members** for the first time.

## OUTREACH:

1. Our anniversary Membership Campaign was a success, attracting **118 new member organizations**.
2. By extending our outreach to all Maryland Chambers of Commerce and hosting an informative webinar, we successfully fostered stronger community ties. This strategic initiative welcomed an additional **17 chamber members**.



The image shows a Facebook post from the Maryland Nonprofits page. The post features a photograph of two men, one with long dark hair and a grey t-shirt, and the other with a shaved head, glasses, and a red polo shirt, sitting at a table and looking at a document. The background of the photo is a blurred office or community space. The post text is in white on a dark teal background at the top, with the Maryland Nonprofits logo in the top left and the text 'JOIN OUR COMMUNITY TODAY!' in the top right. Below the photo is a caption in small text: 'Picture courtesy of our member Itineris Foundation Inc.' The bottom of the post shows the standard Facebook interface with icons for heart, comment, share, and a bookmark icon, followed by the text: 'Maryland Nonprofits Our anniversary Membership Campaign was a success, attracting 118 new member organizations #BetterToBeAMember view all 12 comments'.

**MARYLAND NONPROFITS**  
**IT'S BETTER TO BE A MEMBER**  
JOIN OUR COMMUNITY TODAY!

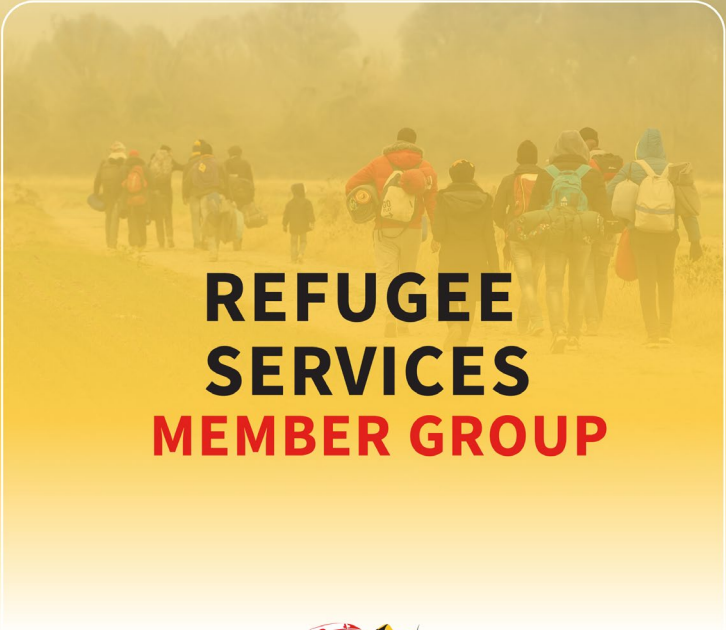
Picture courtesy of our member Itineris Foundation Inc.

**MARYLAND NONPROFITS** Our anniversary Membership Campaign was a success, attracting 118 new member organizations  
[#BetterToBeAMember](#)  
[view all 12 comments](#)



# MEMBERSHIP

## ENGAGEMENT AND RETENTION:



### REFUGEE SERVICES MEMBER GROUP



The Membership helpdesk resolved  
**6,445 tickets** in 2022 with a remarkable

**90.4%** customer  
satisfaction  
rating

- In a move that added fresh energy to our community, we successfully implemented topical member-organized groups, paving the way for increased member engagement and leadership.
- We elevated engagement of first-year members with an extensive “welcome series” automated email journey, consistently reminding members about benefits, resources, and ways to get more involved. This approach has enhanced member satisfaction and effective use of member benefits.





*“Maryland Nonprofits keeps me on point as I have no background in business or running a nonprofit organization. I was a board member of an organization that had not done their 990's and when I became board chair MANO was able to put me at ease and give me direction on how to take care of this issue. Our membership gives us access to some of the most knowledgeable professionals in the nonprofit sector.”*

**George Collins**

African American Fire Fighters  
Historical Society



Image: Unforeseen Visions



VISIT US!

WWW.UNFORESEENVISIONS.ORG  
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UNFORESEENVISIONS@GMAIL.COM  
f UNFORESEEN VISIONS



**THINK IT  
PLAN IT  
BELIEVE IT**  
**AND WATCH IT COME TO LIFE!**

PROGRAMS BY UNFORESEEN VISIONS

HIGH SCHOOL AND COLLEGE WORKSHOP



Maryland Nonprofits helped us navigate through the whole nonprofit organization, for example, templates on planning, templates recruiting board members, planning fundraising events and the importance of working with other organizations. It also helped with team building exercises with our organization. Since becoming a member, we have been more proactive, especially when planning events and following through with it. Also, our intentions are clearer, helping us become more organized and improve the organization.”

**Dipo Almarroof**

Unforeseen Visions Inc.



# JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Justice, equity, diversity, and inclusion (JEDI) work is expansive, and in 2022 the Maryland Nonprofits Consulting Group provided a variety of services, including:

1. Executive coaching with a specific emphasis on anti-racism work and creating just, equitable, and inclusive environments
2. Assistance with the creating equity action committees with specific assignments to drive internal JEDI work
3. Review of human resource procedures and organizational policies
4. Expansion of internal and richer community engagement





# JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Nonprofit leaders working with the Consulting Group focused on building anti-racism and demonstrated a greater awareness to commit to taking action and being intentional about creating an anti-racist organization.

After completing their third JEDI consulting session, the board of directors of a major nonprofit took a deeper look at its bylaws, discovering that they included decades-old directives that advanced segregation and contradicted its current values. They moved swiftly to change them.

## Participant voices:

*“As we improve our own health and perspective, it sets us up to be better providers to our students in our care. Having a process of continuous improvement to all of those we serve.”*

*“Really living what we say, this work is important to guide us in that direction.”*

*“[We are learning] how to address barriers intentionally and do right by everyone who is currently working [here].”*



# JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Maryland Nonprofits continues to convene a group of leaders in Garrett County, Maryland to collaborate on anti-racism initiatives in their community, with tangible results:

- Garrett County Commissioners appointed a Diversity, Equity and Inclusion committee that is facilitating listening sessions throughout the county and producing a report for the County government
- Racist propaganda on school property was removed
- Developed policy prohibiting the sale of hate propaganda, including banning the confederate flag from being sold at annual festivals in the eight towns of Garrett County







“

*It was that call from Maryland Nonprofits that led to so many changes. They offered support and facilitation of a small group of us focused on anti-racism. We met biweekly for many months, and that work has grown and resulted in the County Commissioners appointing a DEI committee. This committee is now taking the lead on information gathering and developing recommendations.”*

**Duane Yoder,**

President, Garrett County Community Action Committee



## CONSULTING GROUP

The Maryland Nonprofits Consulting Group offers a comprehensive array of services to meet the business, capacity-building, strategic planning, and fundraising needs of nonprofits.

In addition, we offer a robust Justice, Diversity, Equity, and Inclusion (JEDI) program.

**36**

new consulting engagements  
opened representing over  
**\$933,200** in services.

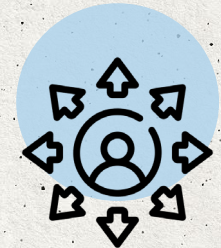
### TOP THREE AREAS OF ENGAGEMENT IN 2022 ARE



**Strategic  
Planning**



**JEDI**



**Capacity  
Building**



# CONSULTING GROUP

1. In conjunction with our 30th Anniversary *This is the Moment to Care* campaign, the Consulting Group enhanced its body of *Organizational Vitality* work, providing tools and coaching to assist organizations with creating safe and more inclusive spaces and improve strong workforce retention.
2. The number of flat-fee legal consulting engagements for nonprofit startup services and bylaws review increased, with 78 engagements in 2022.
3. New flat-fee legal compliance offerings were developed in 2022, to be debuted in 2023.





# CONSULTING GROUP



1. 2022 marked the final year of a three-year place-based capacity-building engagement with the **Greater Riverdale Initiative**. Participating organizations reported a combined 60% growth in revenue over the three years.
2. A cohort of participating organizations has joined together as the Greater Riverdale Thrives Community Coalition to collaborate ongoingly in helping the Greater Riverdale community grow and thrive. Coalition leaders reported that working with the Consulting Group provided crucial support to actualize this collaboration.





# CONSULTING GROUP | MEET OUR CLIENTS





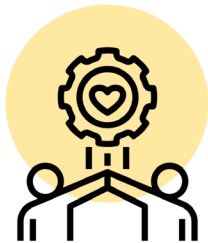
# LEARNING

Our learning community is one of the state's most comprehensive sources of reliable information for nonprofit leaders. We use a three-pronged approach to help leaders advance their knowledge in the foundations of nonprofit management, governance, and operations learning.

## THREE-PRONGED APPROACH:



**Expert-led  
trainings and events**



**Peer-to-peer  
learning**

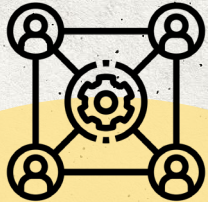


**Downloadable  
resources**





## LEARNING



# 4,907

ATTENDEES JOINED OUR

- learning events
- member meetings
- peer-to-peer roundtables

“

*The speaker for the Board Excellence for All Volunteer Boards was extremely knowledgeable, and she had so much good info to share. I was surprised to learn about so many resources available to us.”*

**Nancy Kochuk**  
Class participant

“

*As a new nonprofit, the information provided in the Nonprofit Basics Series has been very beneficial for ensuring we are on our way to becoming a compliant and well-managed organization that is set up for success.”*

**Dawn Valentine**  
Blossoming Bodhi Tree



# 2022 ANNUAL CONFERENCE

After two years of meeting online, we reconvened indoors and welcomed over 400 nonprofit leaders to our first hybrid conference.



MARYLAND NONPROFITS  
30TH ANNIVERSARY CONFERENCE



*This is the moment to care...*  
**AND CONNECT!**

**HYBRID:**

- One in-person day  
in Linthicum Heights, MD
- Two virtual days

**OCTOBER  
18 - 20  
2022**

**#MANOAC22**

PRESENTED BY



SPONSORED BY





# NONPROFIT ACCELERATOR

In June 2022, the former Governor announced \$5 million of funding for Maryland Nonprofits to create the **Nonprofit Accelerator**, a program designed to help small and mid-sized nonprofit organizations advance their missions, growth, and sustainability. We served clients while building the program and creating a strong foundation for strengthening nonprofits to serve communities in Maryland.

## BY THE NUMBERS:

**800+**

requests for  
more information  
about the  
Nonprofit  
Accelerator  
program

**225+**

registrants  
for December  
2022 virtual  
information  
session

**160**

nominations for Advisory  
Committee members, a diverse and  
representative group of community  
and nonprofit leaders from across  
the state who are informing  
development of the Accelerator

**90**

leads for back-  
office finance  
and accounting  
services,  
with 12  
engagements



# ADVOCACY

Maryland Nonprofits is proud to serve as the collective voice of Maryland's nonprofit sector in Annapolis.

We advocate alongside our partners to demand changes in public policies that advance social justice and equity, fight to overcome the impacts of systemic racism, and strengthen the partnership between government and the nonprofit community.

During 2022, the COVID-19 pandemic and the ongoing health and economic hardships it triggered continued to impact our communities. Issues of public health, access to care, employment, income supports to sustain all families, basic food and nutrition, and housing reached a crisis stage for many in Maryland.





# ADVOCACY

Maryland Nonprofits and our partners successfully advocated for \$1 billion in funding for communities most affected by the COVID-19 pandemic and the nonprofits serving them. 300 Nonprofits signed on to “Putting People First: \$1 billion investment in Maryland’s communities.”

The screenshot shows a news article from 'THE DAILY RECORD' dated December 1, 2021. The headline is 'Nonprofits call for \$1B of Maryland budget surplus to go to those hurt by COVID-19'. The author is Johanna Alonso. The article text states: 'Over 200 nonprofit organizations and leaders in Maryland are calling on the state government to put a portion of its multibillion-dollar budget surplus toward communities affected by the COVID-19 pandemic. Led by Maryland Nonprofits, an organization that represents the state's nonprofit sector, members of the nonprofit community have signed a letter asking for \$1 billion of the surplus to go towards targeted COVID-19 relief. It also lays out a number of the Maryland nonprofit sector's priorities for the coming year. According to the letter, COVID-19 relief should include both direct cash stimulus and funds to maintain services that address the needs of Marylanders, such as food and housing assistance. The letter especially pushes for funds to be used to improve wages for direct care workers — those who work in children's services, behavioral health and similar fields — in order to attract more, high-quality workers to those fields and improve the quality of care Marylanders receive. "It's no longer OK to ask nonprofits to do more with less, when the state now has plenty of funding to meet those needs," says Heather Iliff, Maryland Nonprofit's president and CEO. (Submitted Photo) "It's no longer OK to ask nonprofits to do more with less, when the state now has plenty of funding to meet those needs," said Heather Iliff, Maryland Nonprofit's president and CEO, at a Wednesday news conference announcing the priorities outlined in the letter.'

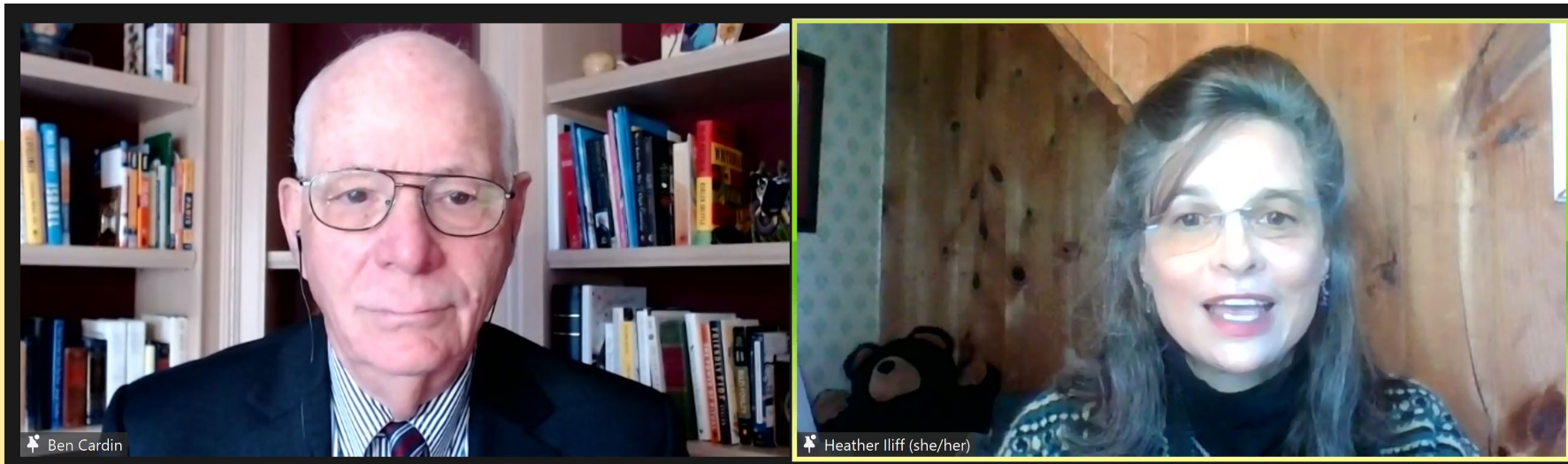




# ADVOCACY

## DURING 2022, WE:

1. Advanced equity by ensuring greater access to childcare, increases in direct care salaries, and passage of the Family and Medical Leave Act.
2. Supported cannabis legalization and related justice reforms to reduce inequitable police involvement, especially for Black people in Maryland who are disproportionately searched and arrested.
3. Provided Nonprofit Sector Policy Priorities to all 2022 gubernatorial candidates and co-hosted candidate debates for offices of State Comptroller and Attorney General.
4. Welcomed a combined 850 participants to the 2022 Legislative Preview and Legislative Recharge.
5. Supported 27 different pieces of substantive legislation that were successfully enacted.





# ***THINK BIG THINK TANK:*** **REPORT AND PROSPECTUS**

The *Think BIG Think Tank*, convened by Maryland Nonprofits in 2021-2022, aims to be a justice, liberty, and equity-centered brain trust, bringing together a diverse group of grassroots advocates and experts to discern the most pressing funding and policy issues facing nonprofits and devise a path that leads to sustainability within the nonprofit sector.

A report and prospectus published in 2022 explains the possibilities that could exist in a justice and equity-centered funding environment as a starting point for generating policies and practices that fulfill these priorities.





# Standards for excellence Institute

The Standards for Excellence Institute promotes the highest level in ethics and accountability in nonprofit governance, management, and operations.

Its programs and resources serve as the foundation for Maryland Nonprofits' trainings and capacity-building programs, including the Nonprofit Development Center and various specialized cohort series.

*“The Standards for Excellence provides an excellent way for the board and staff to understand their roles and responsibilities to the organization. Additionally, grantors can also recognize that our organization has gone through the rigors of accreditation.”*


## **Maryland Federation of Art**

Standards for Excellence Institute Accredited Organization





# STANDARDS FOR EXCELLENCE INSTITUTE



Our Licensed Consultant Training program returned to an in-person format in November 2022, with a sold-out class including members from states across the country.



# STANDARDS FOR EXCELLENCE INSTITUTE

“

*The Standards of Excellence Training was truly one of the most comprehensive training programs I have ever attended. The incredible group of trainers and speakers shared their expertise, lived experiences and tangible examples that now we as consultants can use in our daily work.”*

**Beth Anne Dorman**

Saint Michaels, MD





# STANDARDS FOR EXCELLENCE INSTITUTE

The Standards for Excellence Institute's National Taskforce focused on Diversity, Equity, and Inclusion in the Standards for Excellence code, during ongoing work of reviewing and updating the Standards' principles and benchmarks.

The group was led by Danielle Marshall of Culture Principles and composed of nonprofit leaders from around the country.

Several Standards for Excellence resources were strengthened and updated in 2022 including:



**Financial Policies**



**Volunteer Policies**



**Fundraising Solicitation**



**Acceptance of Gifts/  
Working with Donors**





**Maryland Association of  
Resources for Families & Youth**

MARFY, a program of Maryland Nonprofits, is an association of private child caring organizations providing foster care, group homes, and other services through more than 200 programs across Maryland.

MARFY empowers the provider community to advocate for a system of care in Maryland that meets the needs of children and families.



Image: Annapolis Maritime Museum and Park



# MARYLAND ASSOCIATION OF RESOURCES FOR FAMILIES AND YOUTH (MARFY)

The Maryland Association of Resources for Families and Youth is at the forefront of policy and innovation, advocating for children who involved across Maryland's child welfare continuum.

The organization was proud to maintain a 96% membership renewal rate in 2022 as MARFY and its members worked to ensure long-term systemic change by advocating for equitable resources and support for providers.



Image: MARFY 2022 Youth Achievement Awards



# MARYLAND ASSOCIATION OF RESOURCES FOR FAMILIES AND YOUTH (MARFY)

DURING 2022,  
MARFY:



1. Advocated to update 7 regulations in the Code of Maryland Regulations, which has not been done in 20 years.



2. Convened weekly legislative planning meetings and established 4 work groups for developing strategies to better serve youth in child welfare.



3. Supported 26 bills, including:

## **House Bill 269/Senate Bill 53**

Juvenile Law & Child  
Interrogation Protection Act

## **House Bill 589**

Budget Reconciliation Financing Act  
of 2021 (BRFA) which included rate  
increase provisions of 4% that were  
applied to FY-2022



# MARYLAND ASSOCIATION OF RESOURCES FOR FAMILIES AND YOUTH (MARFY)

## DURING 2022:

1. The National Organization of State Associations for Children adopted MARFY's statement on affirming LGBTQ+ youth in child welfare.
2. After a pandemic hiatus, the Youth Achievement Awards dinner was reconvened with 100 attendees, including 14 youth who received awards.
3. MARFY leadership completed strategic planning and development that included stakeholder interviews and surveys identifying members' needs and desires for the Association's services.







Maryland Latinos Unidos (MLU), a program of Maryland Nonprofits, is a statewide network of organizations, businesses, and individuals who support Latino and immigrant communities.

MLU works within and with the Latino/a community in Maryland by supporting Latino-serving nonprofits, convening around public policy priorities, and working together in common cause.





# MARYLAND LATINOS UNIDOS (MLU)

IN 2022, MLU STRENGTHENED ITS FOUR PILLARS:



**Policy and  
Advocacy**



**Strategic  
Collaborations**



**Leadership**



**Organizational  
Development**

The organization leaned into state and local advocacy, weighing in on nine pieces of legislation including the Healthy Babies Act, the Justice 40 Initiative in Maryland, and providing legal support to undocumented individuals caught in the judicial system.



# MARYLAND LATINOS UNIDOS (MLU)

MLU launched the *Center of Leadership, Strategy, and Innovation*, a Spanish-language capacity-building and coaching program committed to strengthening Latino/a leaders and nonprofits across the state.

The Center's development was informed by two bilingual roundtables and focus-groups that convened 29 Latino/a leaders.

The logo features the letters 'LSI' in a large, black, cursive script. It is enclosed within a yellow rectangular border. Below the letters is a thick, horizontal yellow brushstroke. The full name of the center is written in bold, black, sans-serif capital letters below the brushstroke.

LSI

**CENTER OF LEADERSHIP,  
STRATEGY AND INNOVATION**



# MARYLAND LATINOS UNIDOS (MLU)

In 2022, MLU:

1. Launched its first Spanish-language cohort of 25 Community Health Workers (CHW) who successfully completed training in leadership, communications, and organizing techniques to advance health literacy.
2. Successfully collaborated with more than 96 nonprofits, health clinics, and small business through the Mid-Atlantic Latinx Vaccine Equity Coalition (MALVEC), vaccinating more than 20,000 Latinos/as across the state.
3. Transitioned from its focus on COVID-19 prevention and vaccinations, moving ahead to launch the Latino Health Equity Alliance (LHEA), an alliance of more than 30 Latino/a leaders in public health and healthcare.





# MARYLAND LATINOS UNIDOS (MLU)

*"As a CHW, the way MLU has impacted my life is that through the tools MLU provides, we can effectively reach out and help the community. It is a great satisfaction for me to be able to contribute to my community in this way, thanks to MLU."*

**Iveth Mendez Castillo**



# IN THE MEDIA

MARYLAND

THE DAILY RECORD

YOUR TRUSTED SOURCE OF BUSINESS, LEGAL, AND GOVERNMENT NEWS SINCE 1888

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Home > Business > Nonprofits prepare for new wave of difficulties

Nonprofits prepare for new wave of difficulties

Special To The Daily Record // Christine Tobar // November 28, 2022 // 4 Minute Read

► Listen to this article

As nonprofit organizations continue to regain footing from the pandemic, many are also preparing for another wave of difficulties due to inflation and a looming recession.

Heather Iliff, executive director of Maryland Nonprofits – the statewide organization that supports and advocates for nonprofits in Maryland – said many nonprofits do not even consider themselves fully recouped.

"Many of our balance sheets have not recovered, as well as the nature of funding. Many organizations have had to scale up their funding to reach their mission and high levels of need from the pandemic," Iliff said.

Rising costs for transportation, gas and food are creating financial pressures for many organizations, especially smaller ones. Inflation costs and economic trends have a disproportionate impact on organizations that are led by people of color, Iliff said.



Heather Iliff

MARYLAND

MATTERS

GOVERNMENT & POLITICS ENVIRONMENT HEALTH EDUCATION JUSTICE TRANSPORTATION WORK & THE ECONOMY COMMENTARY Q

ELECTIONS GOVERNMENT & POLITICS

Md. advocacy groups assemble coalition to guide next governor

By Josh Kuerst • October 4, 2022



The Maryland State House. Photo by Danielle E. Galles.

With a new governor set to be sworn in 3 1/2 months, a coalition of nonprofit Maryland service providers and policy experts is organizing a policy, personnel and spending agenda to assist the new chief executive.

*The 2023 Project*, as organizers are calling it, aims to leverage the expertise of dozens of Maryland nonprofits and community organizations to develop an ambitious platform of policy initiatives.

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RECENT NEWS



Asha Brooks shakes up campaign team



Former Mississippi schools chief aims to repeat learning 'miracle' in Maryland



Spending on health care in U.S. rises to \$4.5 trillion in 2022; a return to pre-pandemic growth rates



Commentary: International education is more essential than ever for our students, our state, and our world



Former Maryland governor confirmed by U.S. Senate to lead Social Security

MARYLAND

MATTERS

GOVERNMENT & POLITICS ENVIRONMENT HEALTH EDUCATION JUSTICE TRANSPORTATION WORK & THE ECONOMY COMMENTARY Q

ELECTIONS GOVERNMENT & POLITICS LEGISLATION

Advocacy group Maryland Nonprofits asks state for \$100 million to serve needy communities

By Heide Niseng • December 27, 2022



The Maryland State House as seen on April 12, 2021. Photo by Bruce DePiet.

The advocacy group Maryland Nonprofits is asking policymakers for \$100 million of the state government's budget surplus to help community organizations across the state serve needy residents.

CELEBRATING 6 YEARS OF NONPROFIT NEWS

DONATE

RECENT NEWS



Asha Brooks shakes up campaign team



Former Mississippi schools chief aims to repeat learning 'miracle' in Maryland



Spending on health care in U.S. rises to \$4.5 trillion in 2022; a return to pre-pandemic growth rates



Commentary: International education is more essential than ever for our students, our state, and our world



Former Maryland governor confirmed by U.S. Senate to lead Social Security

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THE CHANGING NONPROFIT WORKPLACE

Nonprofits Learn the Benefits — and Trials — of Ditching the Office

By Jim Rendon | JUNE 7, 2022



ISTOCKPHOTO

Nonprofits have had to think a lot about how they operate over the past two years. Some have taken a step that might have been considered radical a few years ago: They've given up their offices and gone virtual.

For Fair Chance, the decision was easy. A Washington, D.C., organization that works with community-based groups, mostly led by people of color, to help them grow, it was reconfiguring its office space when the pandemic hit. Staff members had already relocated to a smaller set of offices while work was being done. The organization's lease was up so it asked the landlord if it could just rent the smaller

TOP JOBS

Regional Director of Major Gifts, New York  
Hoover Institution, Stanford University

Executive Director of Advancement and Alumni Relations  
University of Pikeville

Senior Director of Development  
Neighborhood Funders Group

Vice President, Development - Biomedical Breakthroughs  
Foundation for the National Institutes of Health

President and Chief Executive Officer  
United Way of Coastal Georgia

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**Will Pass**  
VICE-CHAIR  
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**Katy McGuire**  
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Consultant



**Dana Vickers Shelley**  
ACLU of Maryland



**Duane Yoder**  
Garrett County Community Action



**Zosia Zaks**  
Zaks Autism Consulting



# MEET THE MARYLAND NONPROFITS TEAM



**Lydia Alcock,**  
Director of Operations  
and Marketing



**John Barker,**  
Director of Human  
Resources and Services



**Steve Bittinger,**  
Membership Assistant



**Henry Bogdan,**  
Public Policy Director



**Kate Braddom,**  
Membership  
Coordinator



**Carly Chafey,**  
Project and Content  
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**Jay Christian,**  
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**Amy Coates Madsen,**  
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Latinos Unidos



**Imany Dye,** Marketing  
and Communications  
Coordinator



**Janice Foreman,**  
Administrative  
Coordinator



**Tobeka G. Green,**  
Chief Operating Officer



**Susana Hernandez Martin,**  
Communications and  
Marketing Manager



**Kate Hull,** Accreditation  
and Recognition Program  
Manager, Standards  
for Excellence



**Heather Iliff,**  
President & CEO



**Darryus Johnson,**  
Director of Membership



**Angineeki Jones,**  
Director of Learning



**Peter Kirchgraber,**  
Senior Program Manager



**Dr. Gabriela Lemus,**  
Executive Director,  
Maryland Latinos Unidos



**Yuliana Macey,**  
Community Health  
Organizer, Maryland  
Latinos Unidos



**Carmen Marshall,**  
Director of Consulting  
and Chief Equity Officer



**Paddy Morton,**  
Esq., General Counsel



**Rachel Mygatt,**  
Program Manager



**Carlos Orbe Jr.,**  
Senior Fellow,  
Public Affairs



**Patty Prasada-Rao,**  
Senior Consultant



**Justine Ramos,**  
Consulting Program  
Manager



**Walter Saba,**  
Senior Program Manager,  
Maryland Latinos Unidos



**Keron R. Sadler,**  
Executive Director,  
MARFY



**Juliana Thomas,**  
Finance Manager



**Mara Winters,**  
Board Governance Advisor



**Conner Wolfe,**  
Manager,  
Executive Office



**Wendy Wolff,**  
Director of Strategic  
Engagement





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OF HONORABLE  
SENATOR

**DAVID C. HARRINGTON**

1954-2022



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**The William J. & Dorothy K. O'Neill  
Foundation**



# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

As of December 31, 2022

### ASSETS

#### Current Assets

Checking/Savings	750,107
Accounts Receivables	587,482
Other Current Assets	32,547

**Total Current Assets** 1,370,736

**Fixed Assets** 1,217

**TOTAL ASSETS** 1,371,953

### LIABILITIES & NET ASSETS

#### Liabilities

#### Current Liabilities

Accounts Payable	147,056
Other Current Liabilities	448,722

**Total Current Liabilities** 595,778

**Total Liabilities** 595,778

**Net Assets** 776,175

**TOTAL LIABILITIES & EQUITY** 1,371,953

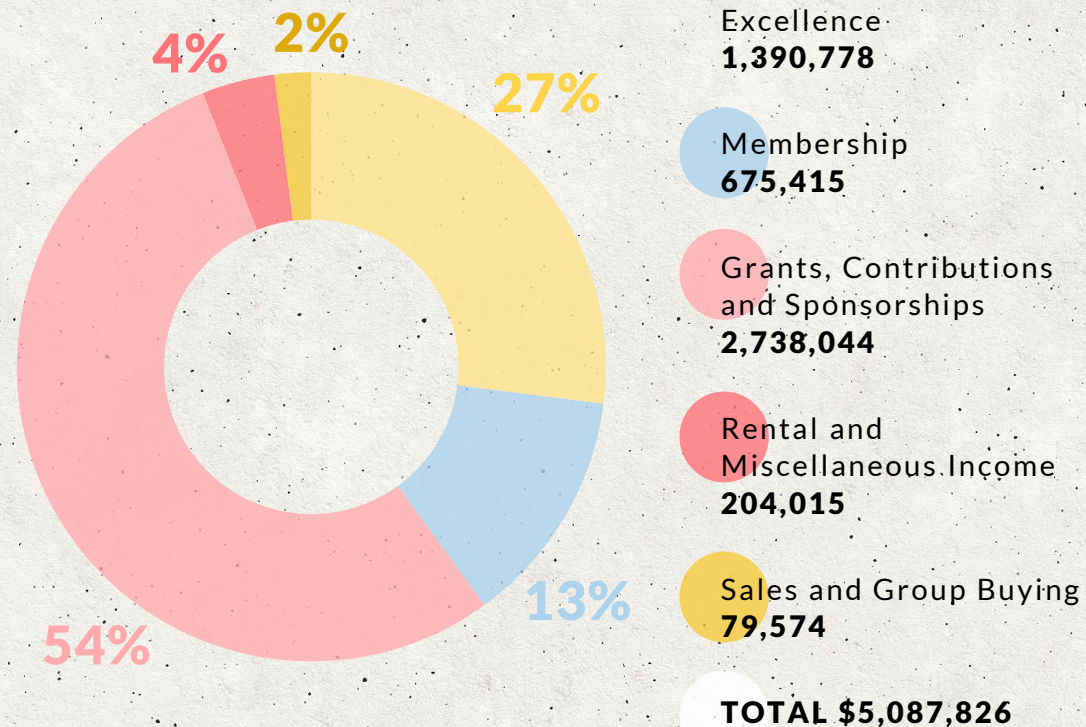


# FINANCIALS

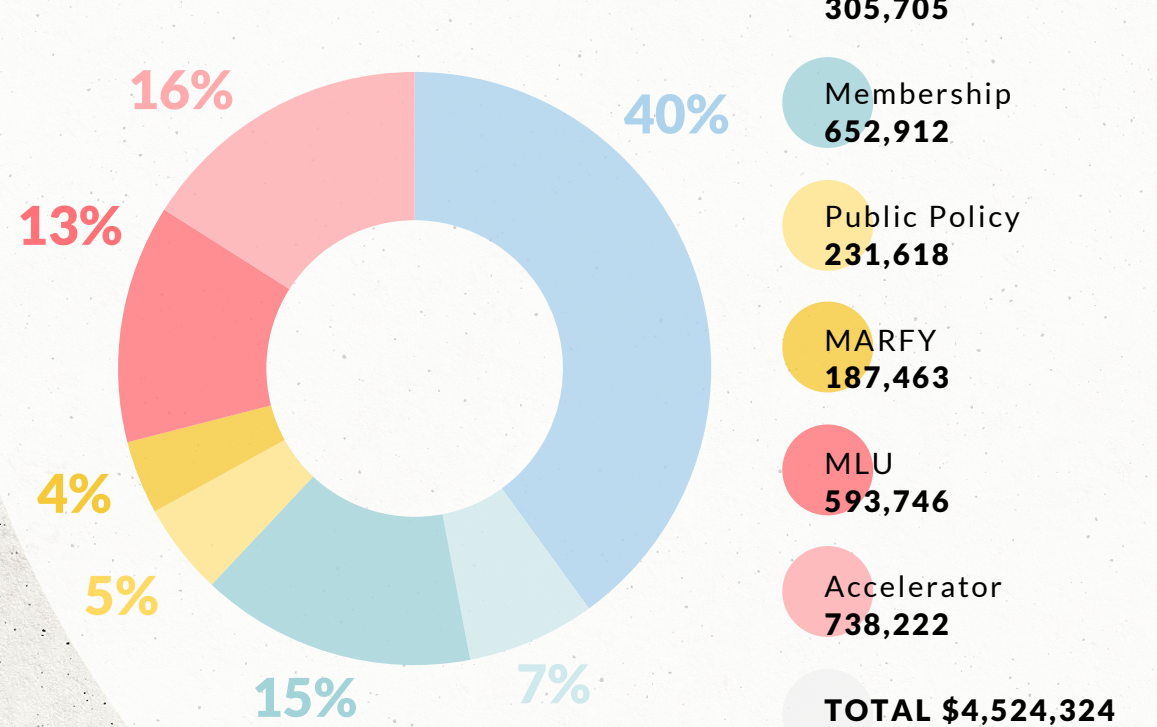
## STATEMENT OF FINANCIAL ACTIVITIES

January 1 - December 31, 2022

### INCOME



### EXPENSES





## **Maryland Nonprofits**

1500 Union Avenue  
Suite 2500  
Baltimore, MD 21211

[www.marylandnonprofits.org](http://www.marylandnonprofits.org)  
[help@mdnonprofit.org](mailto:help@mdnonprofit.org)  
(410) 727-6367

EIN: 52-1749231

