



Nonprofit Association
of the Midlands

Serving Nebraska & Western Iowa



Annual Report 2024

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Letter from Anne Hindery, CEO



The mission of the Nonprofit Association of the Midlands (NAM) is to strengthen the collective voice, leadership, and capacity of nonprofit organizations to enrich the quality of community life throughout Nebraska and Western Iowa. As the organization entrusted to serve nonprofits of all sizes and missions, we ask ourselves on a regular basis, “what type of organization do our members need us to be right now?” Nonprofits are vital to our economy and to our community vitality. Nonprofits will continue to work to support the people and places we serve, while also learning new ways to support our team members. As we work together to meet community needs, NAM is here to help.

Acknowledgment

Thank you FNIC for sponsoring this annual report.

Since 1916, FNIC has been a trusted insurance advisor to nonprofit employers on a local, regional, and national scale. Our experienced team is dedicated to meeting the unique needs of nonprofits by offering a comprehensive range of employee benefits and risk management products, including our innovative NAM Benefit Connection for medical, dental, and ancillary insurance programs. This program provides member nonprofit organizations with the ability to buy coverage as a single large employer, creating a stable and cost-effective structure.

Our commitment to trust, integrity, and knowledge has earned us a place among the nation's top 100 agencies. FNIC's dedication to excellence is further demonstrated by our receipt of the Best of B2B's Best Insurance Agency recognition, the E&O Plus Quality Management Award, the Business Excellence Award for Leadership, and the BBB Torch Award for Ethics. These awards reflect our steadfast commitment to delivering exceptional service and building meaningful relationships with our employees, clients, and local communities.

Board of Directors

Nate Cacy | State of Nebraska

Liz Codina | Peter Kiewit Foundation

Renee Fry | Lozier Foundation

Rose Godinez | ACLU of Nebraska

Victoria Grasso | President | The Cooper Foundation

Jasmine Harris | RISE

Kristine Hull | Treasurer | Nebraska Appleseed

Shaun Ilahi | Nonprofit Supporter

Tyler Irvine | Fontenelle Forest

Osuman Issaka | The Simple Foundation

Gibril Mansaray | Signature Performance

Lucia Pedroza-Estrada | Inclusive Communities

Karina Perez | Centro Hispano Comunitario De NE

Marysz Rames | President-Elect | Wayne State College

Bryan Schneider | D.A. Davidson & Co.

Jaymes Sime | Past-President | Child Saving Institute

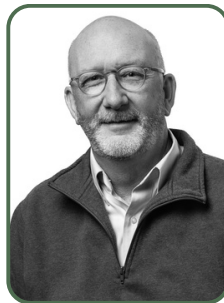
Keele Taylor | HR Minded Consulting

Rob Trebilcock | Secretary | Cox Communications

Sara Wilcox | Snow-Redfern Foundation



Our Team



Read from left to right:

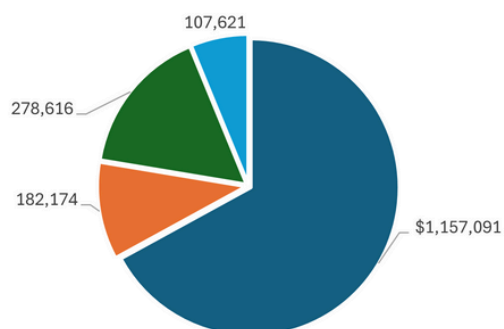
1. Christa Curry | Accountant
2. Anne Hindery | Chief Executive Officer
3. Abby Hughes | Program Manager
4. Matt Martin | Director of Programs
5. Steve Peterson | Accountant

6. Aaron Riley | Membership Specialist
7. Tracy Shutt | Director of Financial Services
8. Aaron Taylor | Information Specialist
9. Susan Whitfield | Director of Operations
10. Hannah Young | Public Policy Manager

Financials

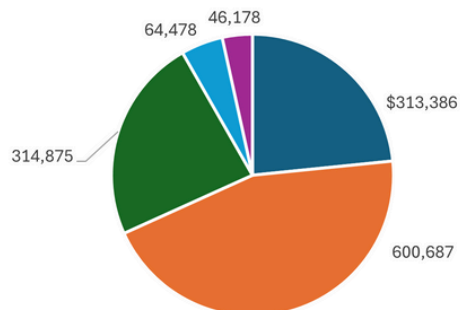
| Statement of Activities | | | | Statement of Financial Position | | | |
|-------------------------------|--|----|---------------------|---|--|----|---------------------|
| Year Ended December 31, 2024 | | | | December 31, 2024 | | | |
| Unaudited | | | | Unaudited | | | |
| Revenue and Support | | | | Assets | | | |
| Membership | | \$ | 313,386 | Cash and Cash Equivalents | | \$ | 1,090,357 |
| Grants and Contributions | | | 600,687 | Accounts Receivable | | | 43,331 |
| Products and Services | | | 314,875 | Prepaid Expenses | | | 25,253 |
| Conferences | | | 64,478 | Grants Receivable, net of discount | | | 161,122 |
| Interest and Other Income | | | 46,178 | Right of Use Assets | | | 87,744 |
| TOTAL | | | \$ 1,339,604 | Property and Equipment, net | | | 471,369 |
| Expenses | | | | Other Assets | | | 3,775 |
| Program Services | | \$ | 1,157,091 | TOTAL ASSETS | | | \$ 1,882,951 |
| Membership Activities | | | 182,174 | Liabilities and Net Assets | | | |
| Management and Administrative | | | 278,616 | Accounts Payable | | \$ | 29,557 |
| Fundraising | | | 107,621 | Payroll Liabilities | | | 79,933 |
| TOTAL | | | \$ 1,725,502 | Deferred Revenue | | | 180,970 |
| | | | | Operating Lease | | | 94,221 |
| | | | | TOTAL LIABILITIES | | \$ | 384,681 |
| | | | | Net Assets | | | |
| | | | | Net Assets without Donor Restrictions | | \$ | 1,018,663 |
| | | | | Net Assets with Donor Restrictions | | | 479,607 |
| | | | | TOTAL NET ASSETS | | \$ | 1,498,270 |
| | | | | TOTAL LIABILITIES AND NET ASSETS | | \$ | 1,882,951 |

Expenses



■ Program Services ■ Membership Activities ■ Management and Administrative ■ Fundraising

Revenue and Support



■ Membership ■ Grants and Contributions ■ Products and Services
■ Conferences ■ Interest and Other Income

Membership Growth & Retention



● Membership

- NAM members have access to a variety of member-only benefits. These benefits save time and money, support nonprofits' workforce and mission, foster networking with other nonprofits, provide learning opportunities through sector research, and advocate for nonprofits.

● Retention

- A quick look shows that in 2017 NAM had 500 nonprofit organizational members, 619 in 2018, 666 in 2020, 729 in 2021, 740 in 2022, 803 in 2023.
- December 31, 2024 had 779 members with a consistent retention rate of over 87.4%.



Capacity Building & Training

- NAM continues to provide a multitude of training and capacity building opportunities, the majority of which support the twelve areas of the Guidelines and Principles program.

[Click Here](#) for more details on Guidelines & Principles

- In the past year, a total of 1,899 individuals engaged in NAM training programs, benefiting from enhanced skills and knowledge tailored to their professional needs.



- BoardMasters: 49 people attended this essential training for board members and executive directors.

[Click Here](#) for more details on BoardMasters.

Conferences & Leadership Development



2024 Conferences:

- **Central Nebraska Nonprofit Conference:** (April)
- **Fundraising Palooza:** (June)
- **Nonprofit Summit of the Midlands:** (November)

Leadership Trainings:

- **Nonprofit Executive Institute:** Over 300 leaders trained since 2006 with 22 participants in Class 17.
- **Rising Leaders Institute:** Developing nonprofit talent, with 57 alumni and 20 enrolled in Class 6.
- **BIPOC Leadership Development:** Monthly meetings with 170+ participants throughout the year, led by consultant Sarena Dacus.



Financial & Workforce Support

Financial Management Services:

- Offers a variety of services to members, including check processing, grant reporting, financial statement preparation and analysis, budget assistance, and 1099 processing.
- Serving 84 organizations in 2024.

[Click Here](#) for more details on menu of financial services.

NAM Career Center Job Postings:

- Offers member organizations an opportunity to post job postings at no cost.
- Seven-hundred and forty-five (745) positions posted in 2024, reflecting continued workforce demand.

[Click Here](#) for more details on our Career Center.



● Retirement Plan (403b):

- NAM offers members a great benefit for their employees with a qualified 403(b) retirement plan.
- One hundred and two (102) organizations participating, with \$55M in assets.
- A new Plan Fiduciary Advisor, CAPTRUST was chosen.

● Employee Assistance Program (EAP):

- In 2019, NAM began to offer an EAP. This benefit is offered in partnership with Methodist Best Care.
- Sixty-six (66) nonprofit organizations enrolled, supporting 1,400+ employees & families.

● Salary & Benefit Survey:

- Compiles this report to help nonprofits be competitive in salaries and best practices to attract and retain talent.
- Partnered with Iowa Nonprofit Alliance with 700 organizations that participated.
- One-hundred and sixty-four (164) reports sold
- Thanks to FNIC for underwriting support.

[Click Here](#) to go to the Salary & Benefits Survey.

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● Executive Transition Toolkit:

- NAM offers a comprehensive toolkit for nonprofits managing or planning their own leadership transition process.

[Click Here](#) to go to the Executive Transition Toolkit.





Public Policy & Advocacy



Public Policy Agenda:

- NAM created a board approved public policy agenda to help strengthen the collective voice of nonprofit organizations.
- On the federal level, NAM works with the National Council of Nonprofits to monitor, advocate and support legislation including:
 - Charitable Act (H.R. 3435/S. 566) for non-itemizer tax deductions.
 - Protecting Nonprofit Nonpartisanship (Johnson Amendment).
 - Public Student Loan Forgiveness Program education for members.
 - New FLSA Overtime Rules (2025) - hosted informational sessions for members.

State-Level Advocacy:

- Monitoring the American Rescue Plan Act (ARPA) funds are being distributed by state agencies and work that impacts the five areas NAM advocates for:
 - housing, childcare, mental health, and workforce issues.
- Partnered with Nebraska Department of Economic Development for grantee training.

Advocacy Calls:

- In partnership with the Coalition for a Strong Nebraska and Nebraska Civic Engagement Table, NAM hosted weekly advocacy calls to engage members, especially smaller nonprofits, in advocacy work.
- Weekly calls with 75+ participants, engaging smaller nonprofits.

Racial Equity Institute & Fund Raising School

Racial Equity Institute Trainings (REI)

- REI's two-day training is designed to develop the capacity of participants to better understand racism in its systemic forms.
- Trainings:
 - Phase 1: 5 sessions
 - Groundwater: 1 session
 - Workshop Debrief: 2 sessions
 - Latinx Challenges: 1 session



The Fund Raising School

- A 4-day training course teaching principles & techniques of fundraising.
- Held in Kearney (2024), sold out with 39 attendees.
- Underwriting support from Peter Kiewit Foundation.



Strategic Planning

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- In late 2022, NAM undertook a comprehensive update of its strategic plan, setting a clear direction for its initiatives and operations through 2025. This revised plan has served as a blueprint for establishing ambitious organizational goals for 2024, ensuring that NAM effectively navigates future challenges and opportunities.



Business Partners & Members

NAM Business Partners are consultants and businesses who are interested in working with nonprofits. Excellent customer service and discounts are a hallmark of this partnership. Check out the NAM Business Partners.

Click to see our [Members](#) and [Business Partners](#).



Words of Gratitude

We are incredibly grateful for the generous support from area Foundations, Business Sponsors, Board Members, and the team at NAM for making this work possible. A special thank you goes out to our nonprofit member organizations. It is your work that creates the community fabric that is essential to our quality of life.

