



Nonprofit Association
of the Midlands

Serving Nebraska & Western Iowa

Annual Report

The Mastercraft

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SCAN ME

2025



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Letter from 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?” 2025 has been a year like no other.



Anne Hindery, CEO

As we navigate Executive Orders from the Administration, the impact of the longest government shutdown in history with increasing demands on the nonprofit sector we do so in such a way to connect and strengthen nonprofits. 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.



Key Highlights from 2025

Member Growth & Retention



787 Members as of Dec 31, 2025

84.44% Retention Rate

Training



2,400+ Participants in NAM Programs

Enhanced Skills & Knowledge

Annual Conferences



Central Nebraska
Nonprofit Conference
144 Attendees



Fundraising
Palooza
89 Attendees



Nonprofit Summit
of the Midlands
384 Attendees

Financials

Revenue
& Support

\$1,420,853

Expenses **\$1,739,178**



Catalyst Award Winner

Center for Immigrant & Refugee Advancement

Leadership Programs



Nonprofit
Executive Institute
23 Graduates

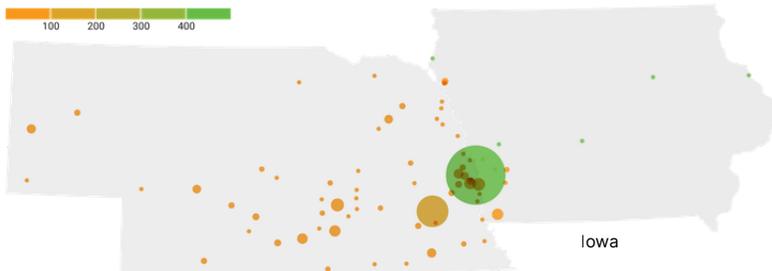


Rising Leaders
Institute
22 Graduates



Board Masters
78 Graduates

Geographic Reach



Nebraska

Iowa

Urban Centers & Rural Areas

This data highlights the wide geographic reach of NAM's membership, spanning nearly 90 cities across Nebraska and neighboring states. From small towns to larger population centers, NAM supports nonprofits in communities of every size—demonstrating a strong, region-wide commitment to strengthening the sector.

Thank You, FNIC

Acknowledgment, Thank you FNIC for sponsoring this annual report.

Since 1916, FNIC has proudly served as a steadfast insurance advisor to nonprofit organizations across local, regional, and national communities. With over a century of dedicated service, our team brings unparalleled experience and heartfelt understanding of the unique challenges faced by nonprofits. We are deeply committed to supporting nonprofit missions, offering a comprehensive suite of employee benefits and risk management solutions tailored to their needs.

Our compassionate professionals work closely with each organization, ensuring that every recommendation reflects both industry expertise and genuine understanding for the nonprofit sector and the challenges they face. Through innovative programs like our NAM Benefit Connection (since 2003), we empower member nonprofits to access medical, dental, and ancillary insurance as a unified group—creating stability, affordability, and peace of mind for those who devote themselves to serving others. The goal of this program is to focus on the affordability and stability of the overall pool. We understand there are two sides to affordability: Premiums and Out of Pockets at claim time. We work hard to strike a balance between the two.

At FNIC, we believe in building lasting partnerships rooted in trust, respect, and a shared commitment to making a positive impact. We are constantly investing in new tools to meet the current needs and strategies of Employee Benefits. Thank you for allowing us to support your mission and sponsor this annual report.

Board of Directors

Craig Beck	OpenSky Policy Institute
Nathaniel Cacy	State of Nebraska
Liz Codina *Jan 21 - Sep 25	Peter Kiewit Foundation
Renee Fry	Lozier Foundation
Rose Godinez	Godinez Richters Law & Consulting, LLC
Victoria Grasso President	The Cooper Foundation
Sarah Griger	Eide Bailly LLP
Kristine Hull Treasurer	Nebraska Appleseed
Shaun Ilahi	Nonprofit Supporter
Tyler Irvine	Fontenelle Forest
Osuman Issaka	The Simple Foundation
Lucia Pedroza-Estrada	POC Collaborative Community Resource Ctr
Karina Perez	Centro Hispano Comunitario De NE
Marysz Rames President-Elect	Wayne State College
Amy Sandeen	Nebraska Community Foundation
Rob Trebilcock Secretary	Cox Communications
Sara Wilcox	Snow-Redfern Foundation



Our Team



Christa Curry
Accountant



Anne Hindery
Chief Executive
Officer



Abby Hughes
Program Manager



Matt Martin
Director of
Programs



Steve Peterson
Accountant



Aaron Riley
Membership
Specialist



Tracy Shutt
Director of
Financial Services



Aaron Taylor
Information
Specialist



Susan Whitfield
Director of
Operations



Hannah Young
Public Policy
Manager

Our Mission & Values

Our Mission

We strengthen the collective voice, leadership, and capacity of nonprofit organizations enriching the quality of community life throughout Nebraska and Western Iowa.

To achieve this mission for our growing base of nonprofit organizations, NAM is committed to the following goals:

- Enhance public recognition of the importance and role of the nonprofit sector to the people of Nebraska.
- Provide access to high quality assistance and information on effective nonprofit management and practices.
- Advocate on issues that affect the capacity of all nonprofits to address their communities' needs.
- Foster communication and cooperation among nonprofits.

Our Values

Integrity

We hold ourselves to a high standard of excellence. Our work is driven by meaningful results that benefit nonprofit leaders, organizations, networks, the broader sector, and ultimately society.

Accountability

We engage with our members in a manner that is honest, fair, respectful, and responsible. Our commitment is to pursue the strongest solutions that empower nonprofits, which serve as the backbone of our communities.

Innovation

We embrace our role as a thought leader, advancing the work of nonprofits by offering knowledge, resources, guidance, and exposure to emerging ideas and national trends.



NAM's Journey

2002

- NAM was founded in 2002 by a group of nonprofit leaders who saw the value of an association to help strengthen the collective voice, leadership, and capacity of nonprofit organizations.

2007

- NAM began hosting an annual Nonprofit Summit of the Midlands. This offered a full day of professional development, networking and understanding of the issues nonprofits faced.
- The Nonprofit Executive Institute (NEI) was launched to strengthen nonprofit leaders with the skills, strategies, and networks to lead resilient, community-centered organizations.

2012

- NAM expanded its training opportunities and leadership programs. NAM began to offer a multiple employer retirement option to members to provide benefits for their employees.
- NAM became a member of the National Council of Nonprofits, the nation's largest sector wide network.

2019

- Rising Leaders Institute (RLI) explores and engages young professionals to core competencies essential for leadership advancement in the nonprofit sector.
- NAM's accounting services for nonprofits continues to grow.

2021

- The NAM office moved into a new office space during the pandemic. We modified our training offerings to help members deal with this challenges of COVID-19. NAM's work in public policy and advocacy expanded.

2025

- In these unprecedented times, NAM is working to help nonprofits 'Meet the Moment' we are in. NAM shares information on the every changes coming from the federal government, meets regularly with nonprofits to understand the impact of these changes.
- Once again, NAM adapted it's training to provide information on self-care and back to basics.



Financial Snapshot

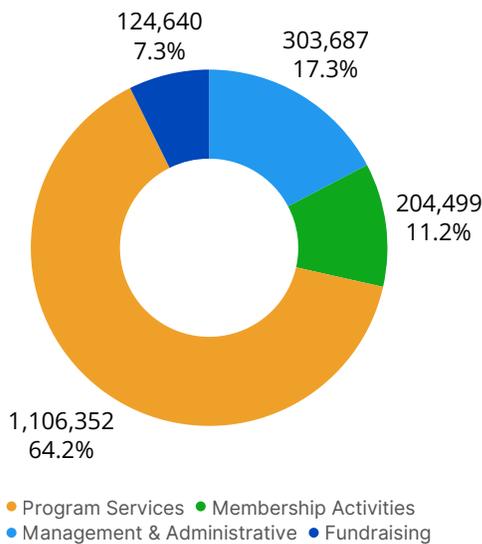
Statement of Activities

Year Ended December 31, 2025			
Unaudited			
Revenue and Support			
Membership	\$ 322,448		\$ 322,448
Grants and Contributions	606,661		606,661
Products and Services	317,442		317,442
Conferences	69,879		69,879
Interest and Other Income	104,423		104,423
TOTAL			\$1,420,853
Expenses			
Program Services	\$1,106,352		\$1,106,352
Membership Activities	204,499		204,499
Management and Administrative	303,687		303,687
Fundraising	124,640		124,640
TOTAL			\$1,739,178

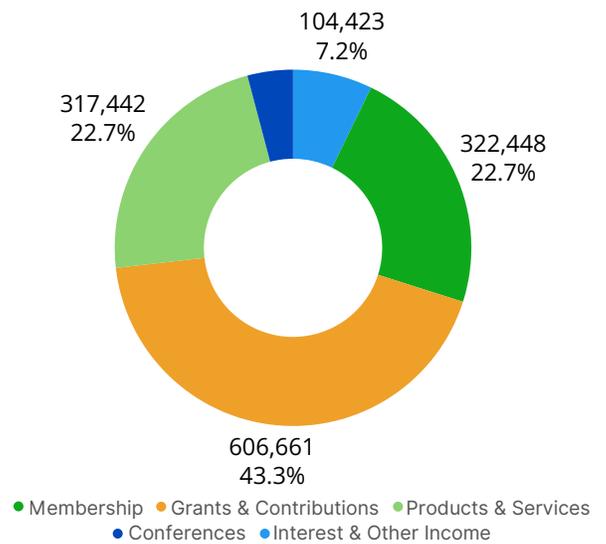
Statement of Financial Position

December 31, 2025			
Unaudited			
Assets			
Cash and Cash Equivalents			\$ 751,048
Accounts Receivable			50,674
Prepaid Expenses			20,667
Grants Receivable, net of discount			269,122
Right of Use Assets			39,925
Property and Equipment, net			408,561
Other Assets			3,775
TOTAL ASSETS			\$1,543,772
Liabilities and Net Assets			
Accounts Payable			\$ 26,932
Payroll Liabilities			87,030
Deferred Revenue			206,617
Operating Lease			43,245
TOTAL LIABILITIES			\$ 363,824
Net Assets			
Net Assets without Donor Restrictions			\$ 904,846
Net Assets with Donor Restrictions			275,102
TOTAL NET ASSETS			\$1,179,948
TOTAL LIABILITIES AND NET ASSETS			
			\$1,543,772

Expenses



Revenue & Support



Membership Growth & Retention

Membership

Memberships are offered at various levels to ensure resources are accessible across the Midlands' nonprofit sector. With benefits that far exceed the cost of dues, joining the Nonprofit Association of the Midlands is a justifiable investment – delivering the tools, connections, and savings that make it smart and worthwhile.

Retention

- NAM's community keeps thriving! Long-time members renew year after year, while new members steadily join and strengthen the organization, therefore impacting the communities that we serve.
- **December 31, 2025 had 787 nonprofit members with a consistent retention rate of over 84.44%.**





NEI Class 18 Graduation Speaker, Keith Station

Training

In 2025, over 2,400 individuals engaged in NAM training programs, benefiting from enhanced skills and knowledge tailored to their professional needs.

These engagement numbers reflect the continued interest in NAM's training opportunities and the value they provide to nonprofit professionals. As demand grows, NAM remains committed to offering learning experiences that support stronger organizations and a more resilient nonprofit sector.

New Member Orientation

NAM fosters early connection and builds a foundation for ongoing member engagement. The New Member Orientation gives a clear overview of available training, conferences, seminars, and NAM membership benefits. In 2025, NAM hosted six virtual sessions with 35 participants, reaching across the state and into eastern Iowa.

2025 Annual Conferences



Central Nebraska Nonprofit Conference (April)

brings together nonprofits of all sizes and missions for a day of inspiration, learning, and collaboration. The conference will feature a dynamic keynote session, a variety of engaging breakout sessions, and plenty of networking opportunities to connect with peers, share ideas, and strengthen your organization's impact. There were **144 attendees**.



Fundraising Palooza (June) connects local experts, nonprofit leaders, and community funders for a day of learning and collaboration! There were **89** leaders in attendance.



Nonprofit Summit of the Midlands (November)

connects nonprofit leaders from organizations of all sizes and missions for a day of reflection, inspiration, and practical learning. There were **384** leaders in attendance.



NAM Catalyst Award Winner!

The NAM Catalyst Award honors a nonprofit organization that embodies this spirit by advancing excellence, inspiring others, and creating meaningful impact within the Midlands.

The Center for Immigrant and Refugee Advancement (CIRA), was awarded the NAM Catalyst Award for 2025! CIRA is Nebraska's largest provider of immigration legal, resettlement, and social work services. Community members praise CIRA as thoughtful, proactive, and humble in addressing the complex, ever-changing challenges facing refugees and immigrants, critically adapting and seeking support when needed.



"The Nonprofit Association of the Midlands plays an essential role in strengthening Nebraska's nonprofit sector. At CIRA, our work is possible because of the partnerships and shared purpose we find across our community. We are grateful for the recognition, and grateful for the community that makes this work possible. When nonprofits are strong, our communities are steady, and together we can meet the needs of immigrant families with the strength this moment requires."

-Erik O., Executive Director



Leadership Development Programs

Nonprofit Executive Institute

- The Nonprofit Executive Institute (NEI) is an eleven-month leadership program designed to equip nonprofit leaders with the skills, strategies, and connections they need to drive organizational sustainability and community transformation.
- **Class 18 graduated 23 seniorexecutive leaders in 2025, bringing our alumni total to 346 since 2007.**

Rising Leaders Institute

- The Rising Leaders Institute (RLI) is a year-long leadership development program designed for early-career nonprofit professionals who are ready to grow. Through a cohort-based experience, participants gain mentorship, expert-led discussions, and practical strategies to work toward leadership positions in the nonprofit sector.
- **22 graduates in Class 6 with a joined network of 100 alumni.**

BoardMasters

- Board Masters is NAM's training program, built to enhance the leadership and effectiveness of nonprofit boards. Whether you're a new board member, an executive director working to strengthen board relations, or simply exploring the idea of board service, Board Masters provides the tools, knowledge, and confidence you need to lead with clarity and purpose.
- **78 people attended this essential training for board members and executive directors.**

"My experience with the Nonprofit Executive Institute was very transformational. At a time where I was both a new executive and navigating a job transition, NEI and my cohort were very supportive in my growth and learning. I appreciate the topics we were able to delve into as well as the connections with my cohort, the leadership/planning team and the alumni who came back to share their stories of impact".

Ashley T., NEI Class 18



NAM Networking Groups

Executive Directors & Chief Executive Officers

- Leading a nonprofit can be daunting. This peer group gives Executive Directors, CEOs, and top leaders a trusted space to connect, share insights, and tackle challenges with others who understand the complexities of leadership. Weekly meetings spark meaningful discussion, while an online community keeps the conversation active year-round. Open to NAM members only.

Human Resources

- Whether you're an HR professional or a nonprofit leader seeking to strengthen your HR expertise, this collaborative space brings together all skill levels for meaningful discussions on key topics, peer networking, and mentoring opportunities. Share best practices, learn from others, and work toward building stronger, more resilient workplaces. This roundtable group is exclusively for NAM members.

BIPOC Leadership Development

- In 2025, the NAM Affinity Group for Black, Indigenous, and other people of color (BIPOC) relaunched in August. NAM remains committed to providing a supportive space where BIPOC individuals can foster connections, build resilience, and develop leadership skills. The sessions are open to everyone; you are not required to join NAM. We average between **18-24 participants** in each session.



Financial Management Services

Financial Management Services

We provide tailored accounting support to meet each organization's needs. In 2025, we served 90 organizations with services that include:

- Payment Processing – Manage pay schedules and prepare annual 1099 forms
- Revenue Recording – Track pledges and incoming revenue
- Financial Statements & Analysis – Prepare reports, provide analysis, and present at Board/Finance meetings
- Grant Reports – Assist with financial sections of interim or final reports
- Payroll Setup – Enter new employee data, including insurance and retirement deductions
- Budget Assistance & Special Projects – Update chart of accounts, strengthen internal controls, and develop budget templates

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

"NAM has been an outstanding partner in managing our bookkeeping and accounting needs. Their team is always just a phone call away, ready to answer questions and provide clear, thoughtful guidance. Their commitment to personalized support gives us confidence and peace of mind. I highly recommend NAM and look forward to many more years of working together!"

Juan P., Director of Lending Link

NAM Workforce Support Offerings

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 2025, 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.
- 91 organizations participating, with \$55M in assets.
- CAPTRUST is the fiduciary advisor.

[Click Here](#) for more details on our Retirement Plan 403(b).

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.

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



NAM

Workforce Support Offerings (continued)

Guidelines & Principles

- The Guidelines & Principles from Nonprofit Association of the Midlands are a free self-assessment tool that helps nonprofits measure best practices, strengthen operations, and demonstrate accountability.

[Click Here](#) to go to the Guidelines & Principles Assessment.

Salary & Benefit Survey

- Compiles this report to help nonprofits be competitive in salaries and best practices to attract and retain talent.
- 360 organizations that participated.
- One-hundred and ninety-nine (199) reports sold
- Thanks to FNIC for underwriting support.

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

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 & Advocacy

- NAM advanced its board-approved Public Policy Agenda to strengthen the collective voice of Nebraska’s nonprofit sector and ensure organizations are equipped to navigate an evolving policy landscape.
- NAM worked with the National Council of Nonprofits to monitor, advocate for, and support key federal policy issues, including protecting nonprofits in budget reconciliation, protecting nonprofit nonpartisanship, the Charitable Act (S. 317 / H.R. 801), and the Public Service Loan Forgiveness (PSLF) program.
- NAM also provided timely policy trainings to help nonprofits remain legally compliant as federal regulations shift.

State-Level Advocacy

- NAM monitored legislation impacting nonprofits across Nebraska and partnered with the Nebraska Department of Economic Development to provide training for state grantees.

Advocacy Calls & Member Engagement

- In partnership with the Coalition for a Strong Nebraska and the Nebraska Civic Engagement Table, NAM hosted weekly state advocacy calls engaging more than 75 regular participants.
- In 2025, NAM expanded this work by offering weekly Federal Policy Calls with additional partners.

Strategic Planning

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.

Building on the 2022 strategic framework, NAM is focusing on strengthening core programs, deepening member engagement, and expanding training and resources. By aligning activities with the strategic plan, NAM ensures that each decision advances its mission and delivers measurable impact. Key priorities include innovation, collaboration, and sustainability leveraging: technology, building partnerships, and promoting continuous improvement to better serve nonprofits in Nebraska and Western Iowa.



What's Next

Looking ahead to 2026, NAM remains committed to using the strategic plan as a living document. One that guides our priorities while remaining flexible enough to adapt to emerging opportunities. By regularly reviewing progress and soliciting feedback from members, partners, and the broader nonprofit sector, we ensure that our strategies remain relevant, impactful, and aligned with our long-term vision for a strong, resilient nonprofit community.

Business Partners & Members

Together, our business partners and nonprofit members form a network that drives innovation, collaboration, and progress across Nebraska and Western Iowa. Through shared learning, meaningful connections, and a commitment to excellence, this community amplifies the reach and effectiveness of every organization involved. Whether through professional expertise, financial support, or hands-on service, each partnership helps advance NAM's mission of strengthening the nonprofit sector and ensuring a thriving, equitable region for all.

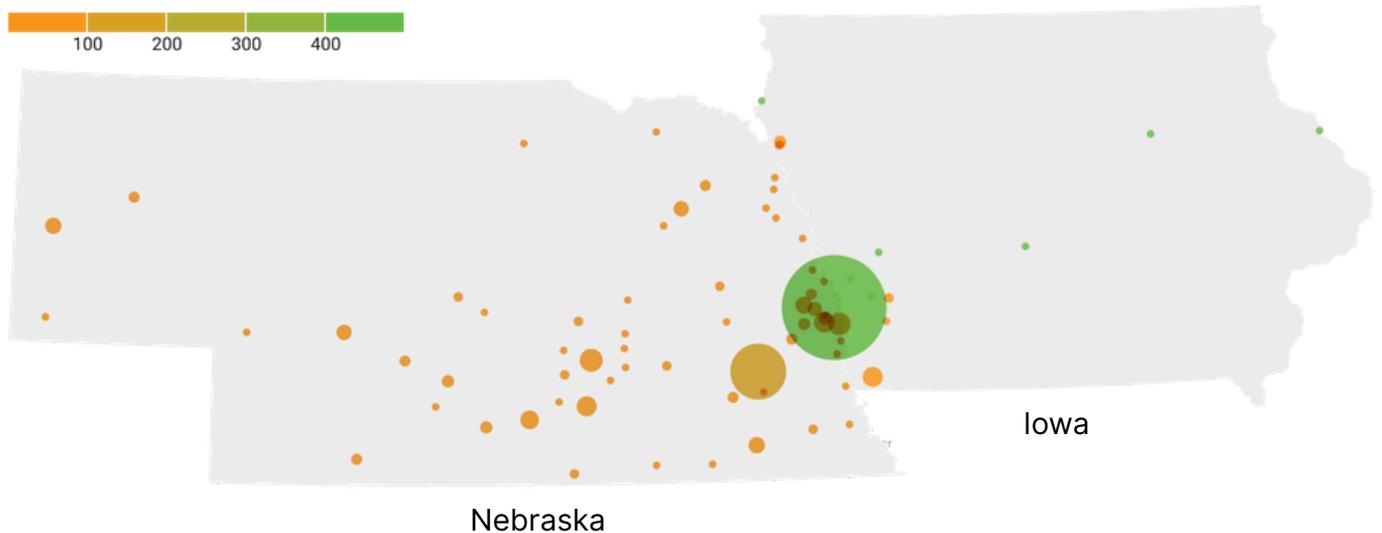
Click to see our [Members](#) and [Business Partners](#)

Words of Gratitude

We extend our deepest gratitude to the local foundations, business sponsors, board members, and the dedicated NAM team whose support makes our work possible. A special thank you to our nonprofit member organizations. Your commitment and service weave the fabric of our community, enriching the quality of life for everyone.



Regional Impact



NAM's Geographic Reach



This data reflects the broad geographic reach of NAM's membership, highlighting the many communities where member organizations are located. In total, NAM members span nearly 90 cities across Nebraska and several neighboring states, demonstrating a strong and diverse regional footprint.

Membership is distributed across communities of every size—from small towns with one member to mid-sized hubs and larger population centers—underscoring NAM's commitment to supporting nonprofits wherever they serve. Together, this presence reflects a shared dedication to strengthening the nonprofit sector in communities large and small.

Work with Us!

As we reflect on the past year, we are proud of what our collective efforts have accomplished. Every training, resource, and connection shared has helped build the capacity of nonprofits throughout Nebraska and Western Iowa. None of this would be possible without the collaboration, generosity, and dedication of our members, partners, sponsors, and supporters. Your commitment ensures that vital services reach those who need them most and that our communities continue to thrive.

At the Nonprofit Association of the Midlands, we believe that when nonprofits are strong, communities are stronger. Looking ahead, we remain dedicated to amplifying the voice of the nonprofit sector, fostering meaningful connections, and providing tools that help organizations grow and succeed. Thank you for being part of this journey — your support makes all the difference.



THANK YOU FOR YOUR SUPPORT!



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Serving Nebraska & Western Iowa