



Nonprofit Association
of the Midlands

Serving Nebraska & Western Iowa

2023 ANNUAL REPORT

THE MASTERCRAFT | 1111 N 13TH STREET | SUITE 213 | OMAHA, NE 68102

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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.



Anne Hindery

Acknowledgment

Thank you FNIC for sponsoring this annual report.

Since 1916, FNIC has been a trusted insurance advisor to nonprofit employers locally, regionally, and nationally. With specialized teams dedicated to meeting the unique needs of nonprofits, FNIC offers a comprehensive range of employee benefits and risk management products. 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 exemplified by their receipt of the Best of B2B’ Best Insurance Agency Winner, the E&O Plus Quality Management Award, the Business Excellence Award for Leadership, and the BBB Torch Award for Ethics. These awards reflect their unwavering commitment to delivering exceptional service and building meaningful relationships with their employees, clients, and local communities.



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.

Membership

Membership grew to 794 nonprofit organizations by the end of 2023, an 8.4% increase with a retention rate of 86%. For comparison, in 2017 NAM had 500 nonprofit organizational members, 619 in 2018, 666 in 2020, 729 in 2021, 740 in 2022.



Statement of Activities		Statement of Financial Position	
Year Ended December 31, 2023		December 31, 2023	
Unaudited		Unaudited	
Revenue and Support		Assets	
Membership	299,419	Cash and Cash Equivalents	1,430,181
Grants and Contributions	712,506	Accounts Receivable	25,855
Products and Services	409,712	Prepaid Expenses	19,807
Conferences	70,968	Grants Receivable, net of discount	321,122
Interest and Other Income	17,186	Right of Use Assets	134,651
TOTAL	1,509,791	Property and Equipment, Net	537,443
		Other Assets	3,775
		TOTAL ASSETS	2,472,834
Expenses		Liabilities and Net Assets	
Program Services	1,135,530	Accounts Payable	101,277
Membership Activities	144,397	Payroll Liabilities	106,099
Management and Administrative	241,044	Notes Payable	50,338
Fundraising	115,427	Deferred Revenue	187,641
TOTAL	1,636,398	Operating Lease	143,311
		TOTAL LIABILITIES	588,666
		Net Assets	
		Net Assets without Donor Restrictions	1,278,781
		Net Assets with Donor Restrictions	605,387
		TOTAL NET ASSETS	1,884,168
		TOTAL LIABILITIES AND NET ASSETS	2,472,834

Highlights from 2023 on core programs and services

Capacity Building

NAM continues to provide many training and capacity building opportunities, summaries of some of the training and services offered in 2023 follow. In total, 2,889 individuals attended NAM trainings last year.

The majority of NAM’s training supports the twelve areas of the **Guidelines and Principles Program for Excellence (G&P)**. These areas include Communication, Evaluation, Financial Management, Fundraising, Governance, Human Resources, Information Technology, Planning, Public Policy & Advocacy, Strategic Alliances, Transparency & Accountability, and Volunteer Management. The G&P is a toolkit designed to enhance the efficiency, transparency, and accountability of nonprofits in Nebraska and Iowa. This online assessment helps nonprofits of all sizes and missions to strengthen their business operations and infrastructure. This tool offers all nonprofit organizations a state-specific tool for evaluating compliance, enhancing strategic planning, and refining operations.

[Click here for more information on NAM’s Guidelines & Principles](#)

NAM hosted two major conferences in 2023. **The Central Nebraska Nonprofit Conference** held in Kearney in the spring had 155 registrants while the 2023 **Nonprofit Summit of the Midlands** had 386 registrants. Each of these conferences offered multiple breakout sessions and keynote speakers. Feedback from participants included the relevance to their day-to-day work, valuable networking opportunities and knowledge gained to further their nonprofit expertise.

More nonprofits need specialized training such as **Board Masters**. Board Masters is a curriculum-based opportunity for new and/or experienced executive directors and board members. It provides practical information, resources, and tools that can be put to use right away. Two hundred and twenty (220) people attended this 4-hour intensive training in 2023.

NAM works to develop leadership for nonprofit professionals in a way that provides to build relationships, expand their professional networks, and learn from other nonprofit leaders. Two cohort-based opportunities highlight this work in this area.

The **Nonprofit Executive Institute (NEI)** offers nonprofit leaders' skills and strategies to enhance organizational sustainability and transform the communities they serve. More than 285 leaders have participated in NEI since it began. NEI focuses on capacity building seminars to develop:

- Organizational Leadership
- Prosperous Leadership
- Strategic Leadership
- Public Leadership
- Program Leadership

NEI Class 16

Willie Austin | New Visions Homeless Services
Lisa Bradley | VNA
Deborah Dancer | Douglas County Response - NCHS
JohnCarl Denkovich | Omaha For Us
Leah Droge | Friendship Home of Lincoln
Kristine Flyinghawk | Center for Rural Affairs
Jeremy Fricke | Tri-Faith Initiative
Rachel Grace | Maha Festival
Tommy Greco | N/A
Lisa Hiatt | Girl Scouts Spirit of NE
Tess Larson | The Sherwood Foundation
Christon MacTaggart | Nebraska Coalition to End Sexual & Domestic Violence
Talia McGill | No More Empty Pots
Haley Nolde | Nebraska Recycling Council
Morgan Ormsby | Rabble Mill
Krystal Rider | DoSpace
Teshawna Sawyer | Willow Rising
Shaylene Smith | Blue River Arts Council
Troy Stickels | YMCA Hastings
Keele Taylor | Greater Omaha Chamber of Commerce
Lindsey Turner | Voices of Hope
Tiffany Uher | MilkWorks

Designed for people earlier in their careers, NAM partners with alumni from NEI and the Young Nonprofit Professional Network of Greater Omaha (ynpnGO) to offer the Rising Leaders Institute (RLI). RLI's purpose is simple, to create a pipeline of talent in the nonprofit sector. Through participation in Rising Leaders, young professionals will learn skills necessary to achieve nonprofit leadership positions. Competencies explored in RLI include:

- Leading the Organization
- Leading Others
- Leading Oneself
- Context-Specific Leadership

Alumni of NEI volunteer as mentors for participants. Sixty nonprofit leaders have participated in RLI since its inception.

RLI Class 4

Ethan Beier | Northstar Foundation

Belinda Boelter | UNMC

Erin Burke | Big Brothers Big Sisters of the Midlands

Autumn Sky Burns | Tobacco Education & Advocacy of the Midlands; CHI Health Midlands

Laura Contreras | Omaha Community Foundation

Gillian Cromwell Cuevas | Saving Grace Perishable Food Rescue

Katie Griffen | Child Saving Institute

Marquis Haynes | The Keys Foundation

Christina Joel | Fontenelle Forest

Emma Johnson | Southeast Nebraska Collaborative

Michael Johnson | Avenue Scholars

Nyaliep Nhial | Youth for Greater Good

Nicole Partusch | Keep Omaha Beautiful & inCOMMON Community Development

NAM continues to host listserv and monthly **Roundtable** meetings for members that are Executive Directors or work in Human Resources. Topics vary each month with an average of 25-50 attendees. Moreover, NAM continues to explore its role to develop leadership and create opportunities for people of color. The organization hired an outside consultant, Serena Dacus, who facilitates a BIPOC discussion board and listserv with more than 70 nonprofit leaders participating. This group meets monthly as well. NAM will continue to monitor its role and appropriate action to develop leaders of color and build a pipeline for growth in the sector. It's of note that NAM membership is not required to participate in the **BIPOC group**.

NAM partners with several foundations to offer training by the **Racial Equity Institute (REI)**. The two-day Phase 1 training, designed to develop the capacity of participants to better understand racism in its institutional and structural forms, was offered ten times; and the Groundwater session, a compact 4-hour training, was offered four times. REI's Latinx Challenges was offered once in 2023. While attendance was down for the Groundwater sessions, the others sold out.

NAM and the Peter Kiewit Foundation partnered with the Lily Family School of Philanthropy to offer **The Fund Raising School (TFRS)**, a 4-day training that teaches nonprofits proven principles and techniques of fundraising. TFRS was held in Omaha this year and sold out with 35 attendees.

Recognizing that nonprofits are the backbone of our communities, NAM remains committed to advocating for nonprofit issues at the federal and state level. Ongoing advocacy is essential as nonprofits are needed now more than ever to support communities across the state. Annually, NAM creates a board approved **Public Policy Agenda** to help strengthen the collective voice of nonprofit organizations.

On the federal level, NAM collaborates with the National Council of Nonprofits to monitor, advocate and support legislation including:

- The Charitable Act - H.R. 3435/S. 566 that would provide a non-itemizer deduction of up to one-third of the standard deduction (approx. \$4,600/individual and \$9,200/couple). Senator Ricketts is a co-sponsor of this bill
- Supporting and educating members on the Public Student Loan Forgiveness Program
- Monitoring and educating members on Department of Labor overtime changes
- Report: 2023 Nonprofit Workforce Survey Results: Communities Suffer as the Nonprofit Workforce Shortage Crisis Continues Check out the survey findings.

On the state level NAM monitors, advocates, and supports or opposes legislation. Over the past few years NAM has been engaged in how American Rescue Plan Act (ARPA) funds are being distributed by state agencies and work that impacts the five areas NAM advocated for: early childhood, food, health, housing, and workforce. NAM was supportive of the override in 2023 that provided funds for two years, to the State Auditor to conduct an audit on how state agencies have allocated ARPA funds. Check out the [NAM 2024 Public Policy Agenda](#)

Financial Services Program

Eighty-eight (88) organizations benefited from NAM's shared financial services in 2023. This service has resulted in increased financial knowledge of nonprofit leaders. Each month, approximately 50-55 organizations receive financial services. For more information about our financial services [here](#).

Employee Benefits

Nonprofits need to pay employees a fair wage, offer benefits and flexibility. NAM helps members do this in a few ways via annual Salary and Benefit survey/report, the 403(b) Multiple Employer Retirement Plan (MEP) and a group Employee Assistance Program (EAP)

In 2023, 331 organizations participated in **the Salary and Benefits Survey**, reflecting consistent participation compared to previous years (350 in 2022, 333 in 2021, and 332 in 2020). The survey, based on 2022 data, revealed several key trends:

Salary Increases: 90% of organizations granted salary increases in 2022, marking an increase from 2021. Over one-third of these organizations offered 5% salary increases, due to inflation. 33% of organizations provided bonuses.

Benefits: 68% of organizations offered medical benefits, mainly through PPO plans.

77% provided retirement benefits, with most matching employee contributions up to 3-5% in 403b or 401k plans.

Work Environment and Perks: 72% of organizations maintained work-from-home arrangements in 2022. Investment in professional development remained high at 88%. 80% of organizations offered flex time. Additional benefits included providing laptops (78%) and maintaining informal dress codes (75%).

NAM continues to educate nonprofit leaders on how best to use these survey results to ensure fair and competitive employee compensation to attract and retain employees in a challenging job environment.

NAM offers member organizations the ability to post job openings on the NAM **Career Center**. This benefit has increased tremendously over the past few years especially due to the nonprofit workforce shortage. In 2019 491 jobs were posted, in 2020 that number dropped to 362 and increased in 2021 to 936, and in 2022 924 positions were posted. As of August 31, 2023, 618 positions have been posted. This service is free for members and \$99.00 for not-yet members.

NAM offers a qualified **403(b) retirement plan** for nonprofit members and their employees. One hundred and two (102) organizations currently participate in the plan that has assets of approximately \$50M. The retirement committee conducted an extensive review of plan operations and due diligence process in 2022-23. A new Plan Fiduciary Advisor, CAPTRUST was chosen and took over this role in the summer of 2023. Approximately 100 organizations with 2,716 employees participate in the 403(b) plan. The plan assets are approximately \$50M and an independent audit is conducted annually.

In 2019, NAM began to offer an **Employee Assistance Program (EAP)** in partnership with Methodist Best Care. Sixty-six (66) nonprofits are in the program that provides services to more than 1,400 employees, and their families. The EAP helps employees, and their families manage stress, build resilience, and deal with potential mental health problems.

NAM offers a comprehensive **Leadership Transition Toolkit** for nonprofits managing or planning their own transition process. This toolkit helps organizations prepare for the transition, conduct a time-line driven search, and help the new executive thrive once on board. Thirty-five organizations purchased this toolkit in 2023 compared with 23 in 2022: 41 in 2021 and 22 in 2020.

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](#).

New in 2023, in response to member need, NAM vetted vendors to provide affordable, high-quality Human Resources service across a variety of areas. Three vendors were chosen, Collaborative Business Support, Connection Points Consulting and Zelle HR Solutions. Check out the [NAM HR Services](#).