



The Institute for Nonprofit Practice, Core Certificate Program in Leadership

2018-2019-2020 Program Report

Local funders and the MV Nonprofit Collaborative supported the Institute for Nonprofit Practice to bring the Institute's award-winning leadership development program to strengthen nonprofit Executive Director skills on Martha's Vineyard. Over the last two years, 19 nonprofit leaders have participated in the INP Program from 19 different Island Nonprofits.

19 Participating Organizations 2018-2020

Chappaquiddick Community Center, Campground Association, Center for Living, Featherstone Center for the Arts, Great Pond Foundation, Hospice Martha's Vineyard, Island Food Pantry, Island Grown Initiative, Island Housing Trust, Martha's Vineyard Agricultural Society, Martha's Vineyard Community Services, Martha's Vineyard Film Festival, Martha's Vineyard Fisherman Preservation Trust, Martha's Vineyard Nonprofit Collaborative, Martha's Vineyard Shellfish Group, Misty Meadows Equine Learning Center, Permanent Endowment, The Trustees of Reservations, and Vineyard House, The Permanent Endowment of Martha's Vineyard

Your support has helped these nonprofit leaders with the skills, networks, social capital, and confidence to drive lasting change in our community. This brief report outlines the impact from the students of the 2018-2020 Cape and Islands Core Program and their organization's point of view*.

The 'INP Effect'

Through practical and experiential learning, a safe space to work through challenges, and break down silos, the 'INP effect' has built skills, trust, and lasting relationships within our nonprofits - a foundation for future nonprofit leaders and nonprofits to prosper.

"The INP Core Certificate Program is an excellent hands-on program for nonprofit leaders to gain critical skills while interacting with peers facing common challenges. The collaboration we have seen has been outstanding, capitalizing on respective strengths and avoiding duplication, which is crucial when resources are scarce.

---Robert Egerton, Board Chair, MV Community Services

The Need

This program addresses the need for professional development that is accessible and affordable to support the growth of both our emerging, less experienced, and established nonprofit leaders.

"We live in a unique community requiring infrastructure and services for the seasonal crowd that is sometimes beyond the capacity of our much smaller year-round population. We are blessed with a large number of not-for-profits that are providing much of this needed infrastructure, but they need skilled and effective leaders. With a small cadre of year-rounders from which to recruit and promote, these leaders need education and ongoing peer support. This is what the INP Leadership program can provide so effectively in an intense and timely manner. We are grateful that our current and evolving island NPO leaders have had access to this valuable program." -- James Butterick, Board President, Hospice of MV

ORGANIZATIONAL IMPACT

MVNC evaluation findings from the student's Board and Executive Directors found the INP curriculum has had direct impacts on nonprofit's efficiencies.

"Our ED's experience with the INP session on 'Strategic Financial Management' helped our Finance Committee rethink our approach to the budget and its role as a reflection of our mission."

-- Leslie Gray, Treasurer, Island Food Pantry

STUDENT IMPACT

The Institute administers pre and post-program surveys in a given academic year that assess changes in key management and leadership skills and competencies. The evaluation surveys have indicated that, as a result of attending the Core Certificate Program, students significantly improved management and leadership skills, grew their networks, and increased their confidence.

Program surveys for INP illustrate:

- 95% of surveyed alumni said that INP improved their management skills
- 93% indicated that it improved their leadership abilities. The most considerable skill and knowledge gains have been made in finance, fundraising, and marketing
- 97% of surveyed alumni indicated that graduating from the program led to an increase in confidence to put their skills into action

(Figure 1-4)

"I have strengthened my skill set and gained a greater understanding of the many facets of managing a nonprofit organization. The ability to share with and learn from peers has been a unique and wonderful experience." --

Posie Haegar, Director of Development, Featherstone Center for Arts (Class of 2019)

Personal Development

In addition to improvement in professional skill (finance, fundraising, marketing, etc.) sets, students reported development of personal competencies and confidence needed to further their careers and improve their organizational resources and impact. A majority of students stated that participation in the Core program increased their confidence in addressing the issues of power and privilege at work, taking a risk in personal

and professional domains, and prepared them for taking the next step in their career (Figure 5-7). Students also reported an enhanced ability to articulate self-care practices (Figure 8).

"INP has taught me how important it is to make time for learning. The confidence and peer support have made my 'roles as leader' more comfortable. INP has helped me clarify who I am, and how I can be a better manager and better leader - a positive impact for our entire team." – Sarah McKay, Executive Director, Misty Meadows Equine Learning Center (Class of 2019)

Networking & Relationship Building

One of the key strengths of the Institute's Core program is that it builds community and connectedness among nonprofit leaders. Our students gain access to our large, active, and diverse alumni network, giving them opportunities for more in-depth personal reflection, developing networks, and exploring professional growth. Students have also shared that they have felt a substantial increase in not just learning from each other, but also collaborating in the interest of mission value and impact. Evaluation findings from 2018-2020 verify this trend, with survey participants reporting more robust and more extensive networks and relationships at the end of the program (Figure 9-12).

"The program has given me the confidence and the tools to be a better leader for our organization. The relationships I have gained with the island cohorts will provide a support network for any issues that may arise. I am anxious to put my new leadership skills in motion." - Kate Desrosiers, Executive Director, Vineyard House (Class of 2019)

As working together is more critical now more than ever, the Vineyard INP classes continue to support and serve as resources to one another via monthly meetings (now on Zoom!), aiding in solving day to day issues and challenges.

COMMUNITY IMPACT- OVERTIME

Today, amid the COVID-19 crisis, we see the INP classes coming together to share essential and urgent resources as each tries to adapt rapidly. Over time the island will experience the full impact of these nonprofit bonds and newfound confidence as collaborative efforts grow, and gaps in services and resources close.

We look forward to sharing these stories and outcomes with you.

Thank you!

The 2019/2020 class was made possible due to the investments made by our funders. We are proud of what we together have been able to accomplish and are deeply appreciative of your support.

Please contact Nevette Previd with any questions at nevette@mvnonprofits.org.

*note the charts below reflect the class of 2019 responses only

Figure 1: Fundraising Skills



Figure 2: Skills to implement Moves Management Strategy



Figure 3: Ability to build a diverse workplace

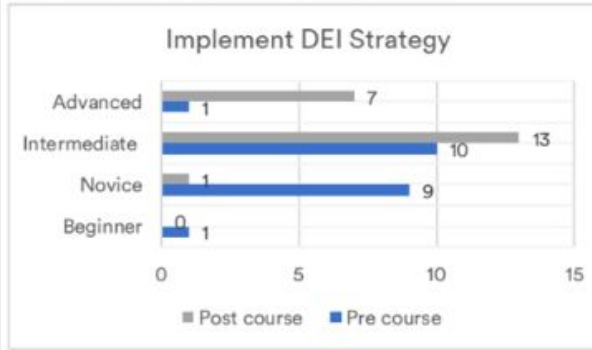


Figure 4: Building a healthy & high performing team culture

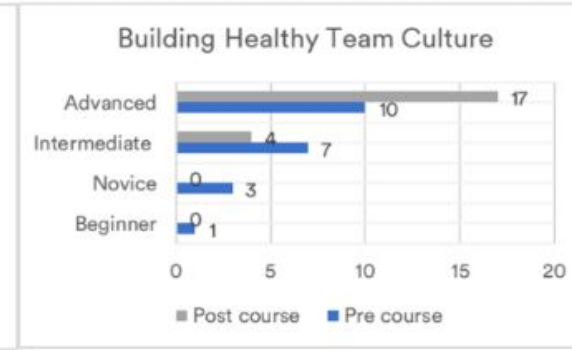


Figure 5: Address issues of power & privilege at work

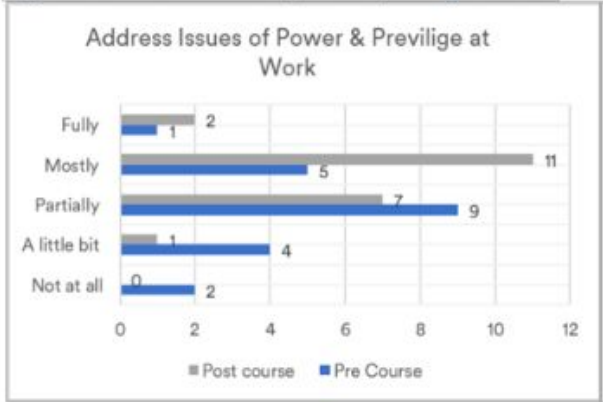


Figure 6: Take risks with confidence



Figure 7: Articulate self-care practices



Figure 8: Take next step in your career



Figure 9: Access to a professional network

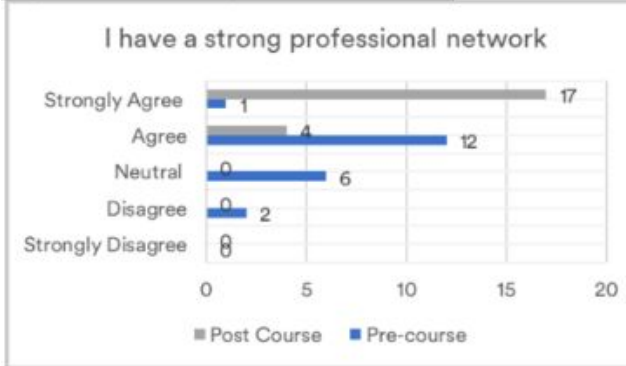


Figure 10: Connected to a diverse professional community

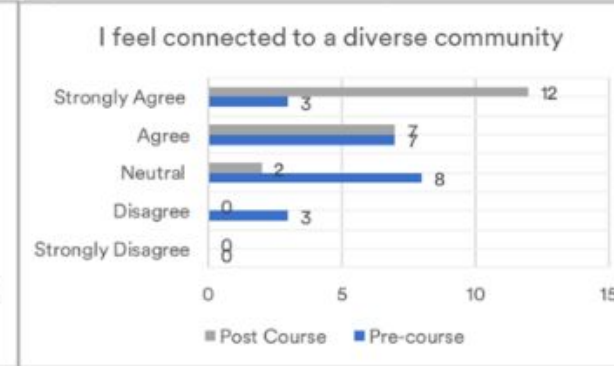


Figure 11: Access to a Mentor



Figure 12: Connections to further career

