



# 2023 Impact Report

(858) 292-5702

[npsolutions@npsolutions.org](mailto:npsolutions@npsolutions.org)

[www.npsolutions.org](http://www.npsolutions.org)

# About Us

As nonprofit management specialists, Nonprofit Solutions has been providing management assistance to nonprofits throughout Southern California and beyond since 1991, training over 110,000 nonprofit practitioners to run hundreds of nonprofit organizations more effectively during that time.

Making high quality, affordable training and management assistance available and easily accessible for all nonprofits is and has always been the “core business” of Nonprofit Solutions. We help both large and small, new and established agencies. Our clients are numerous and diverse, representing social service agencies, museums, arts and public service organizations, educational institutions, neighborhood based health and human service providers.



**Christiana Tasto**  
Executive Director



**Angie Myer**  
Associate  
Executive Director



**Helen Black**  
Operations &  
Technology Manager



**Johanna Coupe**  
Innovative  
Solutions Manager

“Working with NPSolutions has proven to be an extremely efficient way of extending our ability to offer educational and capacity-building programming to our community development partners. Particularly with our limited staff-time, we value NPSolutions and appreciate how easy it is to work with them. The facilitators were professionals and experts in their field. They exceeded expectations to provide tailored guidance to each participating organization.”

*-Sean Karafin, Small Business Engagement Unit,  
Economic Development Department, SD City*

To **cultivate** nonprofit organizations through **connection, innovation**, and investment in the **whole person**.

# Our Mission

# Our Vision

To create a world where mission-driven organizations are **uplifted**, **ignite change** and **better their communities**.

# Our Values

1

Be Effective, Impactful & Relevant

2

Create a Supportive & Inclusive Community

3

Promote an Environment of Wellness & Growth

4

Aspire to Innovation & Technology



# Words from our ED

Dear NPS Supporter,

Celebrating our 33rd year and reflecting on 52 years of serving nonprofits, I'm excited to share the progress made during my three-year tenure.

Our commitment to empowering nonprofits led to a 17% increase in memberships, a 31% rise in workshop enrollments, and 7 new referral network partners. Strategic partnerships with Mission Fed, US Bank, and the County of San Diego elevated our presence and garnered media recognition.

Looking ahead to 2024, we're focused on workforce equity. Collaborating with the Good For Others Foundation, we're launching the San Diego Nonprofit Consortium, addressing workforce challenges by preparing underserved individuals to work in high-demand roles in the nonprofit sector.

During this exciting period we invite you to join us by contributing time, talent, or treasure. Whether volunteering, considering a board position, or making a recurring contribution, your involvement sustains and enhances our capacity to address issues within our organization and the broader community.

Warm regards,

*Christiana Tasto*

**Together, let's build a stronger foundation for the future of Nonprofit Solutions and the communities we serve.**

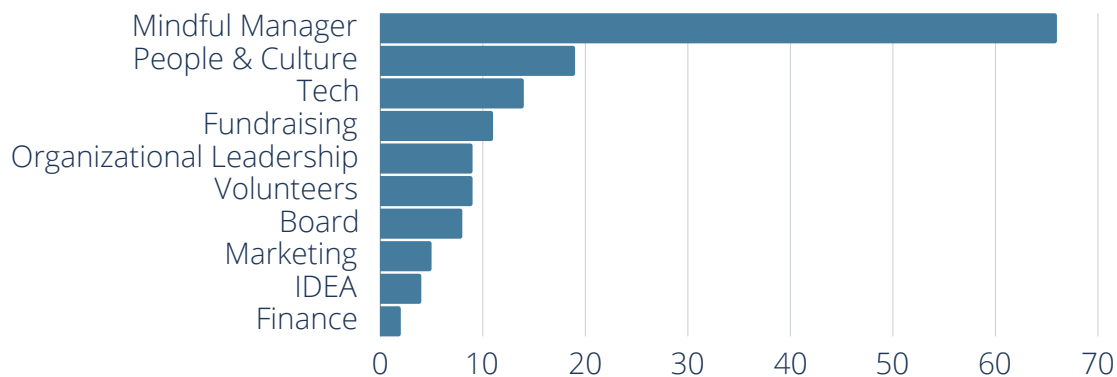
**Thank you for your ongoing support.**





# Cultivate

Our mission rests on the cultivation of nonprofits through professional development opportunities, empowering them to enhance and broaden their impact on their mission. In 2023, we offered our services to over **128 organizational members**, with an **81% retention rate** of our Sweet-Deal members, resulting in **3,500 individuals** registered on our member platform.



Training Institute workshops per topic

In our Training Institute, we offered **128 workshops** with a record **2,270 enrollments** and an **83% attendance rate**.

Participant feedback highlighted a deep appreciation for our **Mindful Manager program**, which received a **97% satisfaction rate**.

Upon completion of this 10 session series, **61 participants** received their certificate, which is a **64% increase in graduates** from last year!

“This is my last of the phenomenal 10 session training, I want to share that my experience was well worth the time! I’ve been refreshed on some already existing skills & have definitely gained some new skills & tools to add to my tool box of management skills. I like how all sessions provided relevant information, skills & resources that I’ve been able to implement into my daily TEAM engagement. I even used one of the templates ;~} Thanks for what you do”

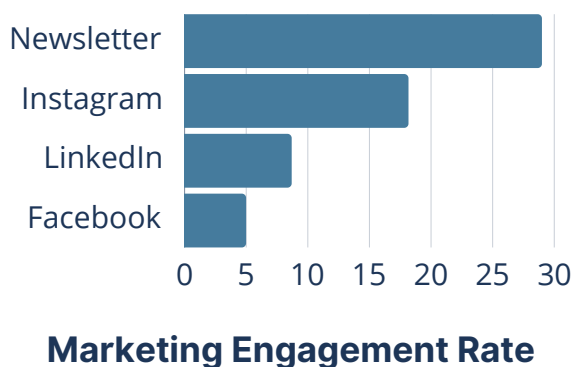
-Mindful Manager Graduate, Summer 2023

# Connection

We have always believed that collaboration is at the root of nonprofit work as it improves the outcomes for the communities served. As such, we have fostered partnerships throughout the sector to expand our services and serve organizations better.

In 2023, we facilitated the connection of over 25 nonprofits to each other through our **referral network**, and celebrated our strong network of **19 partners and sponsors**.

**Communication** is the best way to build connection, and our marketing efforts created **engaging content** for our audience.



We celebrate our talented faculty of **36 volunteers** who donated **over 1,000 hours** to facilitate our workshops. An additional dozen special guests offered their expertise to facilitate topics important to our community.

In 2023, we also launched our first event to **celebrate nonprofit heroes** on National Nonprofit Day. Over 60 attendees gathered to honor our **3 awardees**. In addition, we attended and facilitated several conferences, including *Live Well San Diego* and the *Cause Conference*.

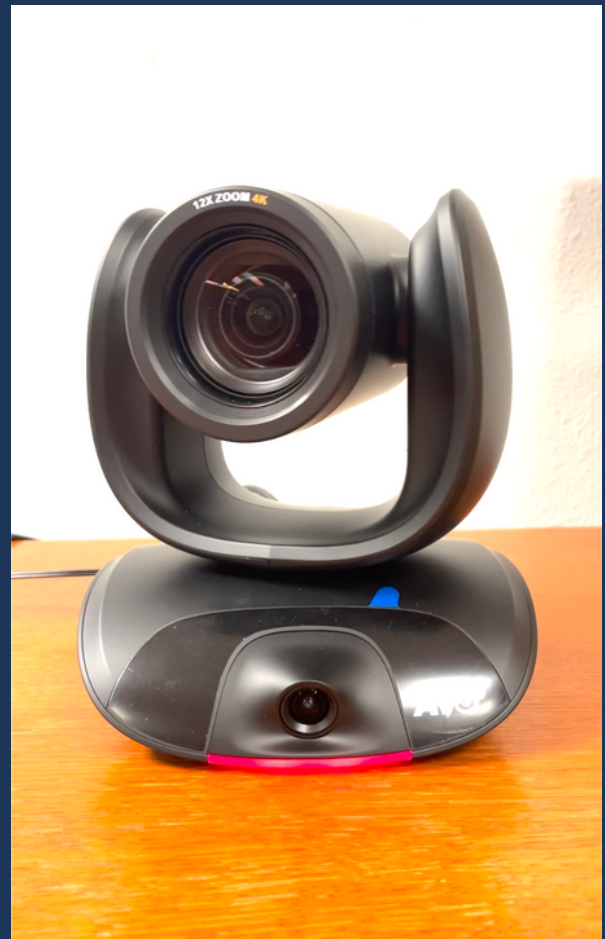
# Innovation

To better serve the community, Nonprofit Solutions has invested resources in innovation. Creating relevant and meaningful learning opportunities is always our goal.

This year we were able to expand our catalog to include your valued suggestions and added **35 new and exciting workshops** to our programming. These diverse topics will be expanded further in 2024.

2023 also brought the **launch of our Mobile Hybrid Training Institute (MHTI)**, a program offering hybrid workshops to meet both in-person & virtual participants where ever they are.

Nonprofit Solutions and its Technology & Innovation Committee also converted us to **fully, and securely, cloud-based.**





Participants “One Word” Feedback From 2023 Workshops

# Whole Person



When organizations invest in the whole person, their staff feel closer to their work, resulting in stronger impact. To support this, we offered **90 custom workshops** tailored specifically to organization needs. Which provided peer support and mentors to use throughout the year.

To support the community, we also emphasized best hiring practices on our job board, which boasted **639 new positions** in 2023.

To support learners in their professional development, we awarded **\$4,500 in scholarships**.



# Case Study - MHTI

Last year, with steadfast support from US Bank and the County Board of Supervisors, we successfully launched The Mobile Hybrid Training Institute (MHTI), creating a dynamic learning environment that seamlessly integrates both in-person and virtual participants.

Utilizing cutting-edge tools like artificial intelligence cameras, lightweight mobile microphones, and surround sound speakers, our programs fostered real-time communication and collaboration, ensuring an engaging and inclusive learning experience. NPS ensured instructional excellence by implementing a robust curriculum aligned with the latest hybrid learning best practices.

In addition to “incorporating many of the values learned into the day to day work”, participants praised the program for bringing them tools and strategies for “creating a safe and healthy work environment”.

Six month follow up data shows that graduates’ **merit raises were statistically higher** than company average and **29%** of the graduates received a **promotion**.

## What Is Next in 2024?

We are committed to expand our efforts for workforce equity in the sector. We are thrilled to announce our collaboration with the Good For Others Foundation in launching the San Diego Nonprofit Consortium. This groundbreaking initiative aims to address workforce challenges by connecting unemployed and underemployed individuals from underserved populations to in-demand roles within the nonprofit sector.



# Our Team

## Staff

Christiana Tasto, Angie Myer, Johanna Coupé, Helen Black, and Eileen Mehrabian

## Board

Lindsay Langford, Vanessa Oshiro, Laura Shaw, Jonathan Bell, Holly Baughman, and Gretel von Son

## Committee Members

Josh Berkstresser, Lindsay Langford, Kyle Winnick, Catalina Duarte, Courtney Pendleton, Tyler DeLong, Marie Landeros, Jim Woods, Timothy Whipple and Josh Minzer

## Volunteers/SDSU Interns

Malik Smith, Raquel Long, Rigoberto Gonzales, Paige Skrabo, Nabilah Rif, Kiara Pascual

## Facilitators

Holly Baughman, Jonathan Bell, Joshua Berkstresser, Krista Berry Ortega, Shannon Bryant, Luiza Campos, Angel De Luz, Charles Enciso, Mark Edington, Pat Esparza, Melissa Esten, Cristin Flanagan, t.fox., Gwen Franco, Kris Hamilton, Tessa Haviland, Zoe Hayman, Marti Hess, Debbie Krakauer, Jenna Leyton Jones, Teresa Love, Chanika Marsh, Kevin Mayfield, Carlos Medina, Zanni Miranda, JL Moseley II, Ryan Morris, Vanessa Oshiro, Jennifer Padilla, Jesus Sanchez, Tanja Schroeder, Anna Schulz, Sharleen Tarnate-Nguyen, Jake Wild Crea, Heather Wolfson, and Agnes Zsigovics

# Our Partners

## Sapling Sponsors



## Flower Sponsors



## Sprout Sponsor



## Seed Sponsor

