

IMPACT REPORT

2024



NP Solutions
LEARN - CONNECT - GROW

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LETTER FROM OUR BOARD

Dear Friends and Supporters,

This year has reflected the resilience and dedication of Nonprofit Solutions. Through creativity and determination, our team has continued to empower the nonprofit sector with commitment and passion.

Every team member is dedicated to enhancing the nonprofit community, providing participants with the tools and confidence necessary to create meaningful change.

Through strong programming and personalized support, we have addressed changing needs and cultivated significant collaborations.

25
Collaborations fostered

30
New workshops developed

146
Organizational members supported

Board members Lindsay Langford and Jake Sinicin at our Volunteer Appreciation event



BOARD CHAIR
Nonprofit Solutions,
Lindsay Langford

As we look to 2025, we are filled with optimism and excitement for what lies ahead. Together, we will build on this momentum, continue innovating, and strengthen the partnerships that make transformative impact possible.

Thank you for standing with us and supporting our mission to empower changemakers across our region.

With gratitude and partnership,

Lindsay Langford



San Diego Foundation

ORGANIZATION OVERVIEW

VISION

The Nonprofit Solutions vision is to create a world where mission-driven organizations are **uplifted, ignite change and better** their communities.

MISSION

The mission of Nonprofit Solutions is to cultivate nonprofit organizations through **connection, innovation and investment in the whole person.**

VALUES

1. Be **Effective, Impactful & Relevant**
2. Create a **Supportive & Inclusive** Community
3. Promote an environment of **Wellness & Growth**
4. Aspire to **Innovation & Technology**

KEY HIGHLIGHTS

This year, we continued to support nonprofit leaders with a range of professional development opportunities designed to strengthen their impact.

Our acclaimed program, the **Mindful Manager**, delivered **62** workshops to **1,800** participants, focusing on essential management skills—from self-leadership to team dynamics. In addition, our **Training Institute** offered another **59** **Specialty Workshops** and **4** multi-sessions **Peer-Working Groups** (28 sessions), helping nonprofits tackle specific challenges. We offered **138** **Custom Workshops**, tailoring our curriculum to meet the specific needs of **21** different organizations, ensuring that each session was relevant and impactful.

We supported a **job board** to connect nonprofit professionals with **520** meaningful opportunities viewed over **225,000** times, strengthening the sector as a whole.

These initiatives are shaping more confident, capable leaders who are equipped to drive lasting change and create supportive environments. We're proud of the progress made and look forward to expanding our reach in the year ahead.



San Diego Natural History Museum



Participants trained

3,300



Sessions facilitated

287



Program satisfaction

92%



San Diego Foundation

BUILDING COMMUNITY

Through our **Custom Onsite** workshops and **Training Institute** series, we tailored programs to meet the unique needs of each nonprofit, fostering stronger teams and enhancing collaboration. By equipping organizations with the skills they need, we helped create more unified teams, deeply committed to their mission. To ensure accessibility, our programs were offered in-person, virtually, and in hybrid formats, allowing participants to engage in the way that worked best for them. In addition, in partnership with the Good For Others Foundation & a state Workforce Development grant, we trained more than **100** people entering the nonprofit sector and upskilled future leaders.

COLLABORATIONS

* Through our referral network, we connected **15** nonprofits to our **19** trusted partners, enhancing their resources and opportunities. We also offer a collection of **20** member-only resources developed collaboratively.

* We honored **5** exceptional individuals and organizations with our annual awards, recognizing those who foster Emotional Intelligence, Professional Growth and Exceptional Community Impact.

288

Graduate Certificates
Awarded



\$2,485

Scholarships offered to
17 recipients



CLIENT SUCCESS STORIES

TOWARD MAXIMUM INDEPENDENCE

Nonprofit Solutions provided us with a unique experience and tailored in-person/hybrid trainings for our management teams. Not only was NPS flexible with offering our staff the option to attend the trainings either online or in-person, but their organization catered the training topics to our group's specific needs.

Our staff provided great feedback after the training, and many stated they thoroughly enjoyed their time with NPS. Toward Maximum Independence management continues to utilize the skills presented during the training and have incorporated what they learned into daily work practices.

We would recommend NPS to any nonprofit organization who is in need of a flexible training platform and wanting to strengthen their team's expertise.

-Mailani Faniel, Director of Administrative Support



Toward Maximum Independence Executive Director, Dr. Harris, receiving our Career Advancement Partner Award

5 programs

multi-sessions series developed and facilitated

443

participants trained

The best investment you can make for organizational success is developing the talent of your team. Organizations who provide quality, cohesive, and relevant professional development opportunities consistently see higher retention, more employee engagement, and improved business outcomes.

MINDFUL MANAGER PROGRAM



62

Workshops Offered



40

Training Institute Graduates



95%

Program Satisfaction

University of San Diego - The Nonprofit Institute

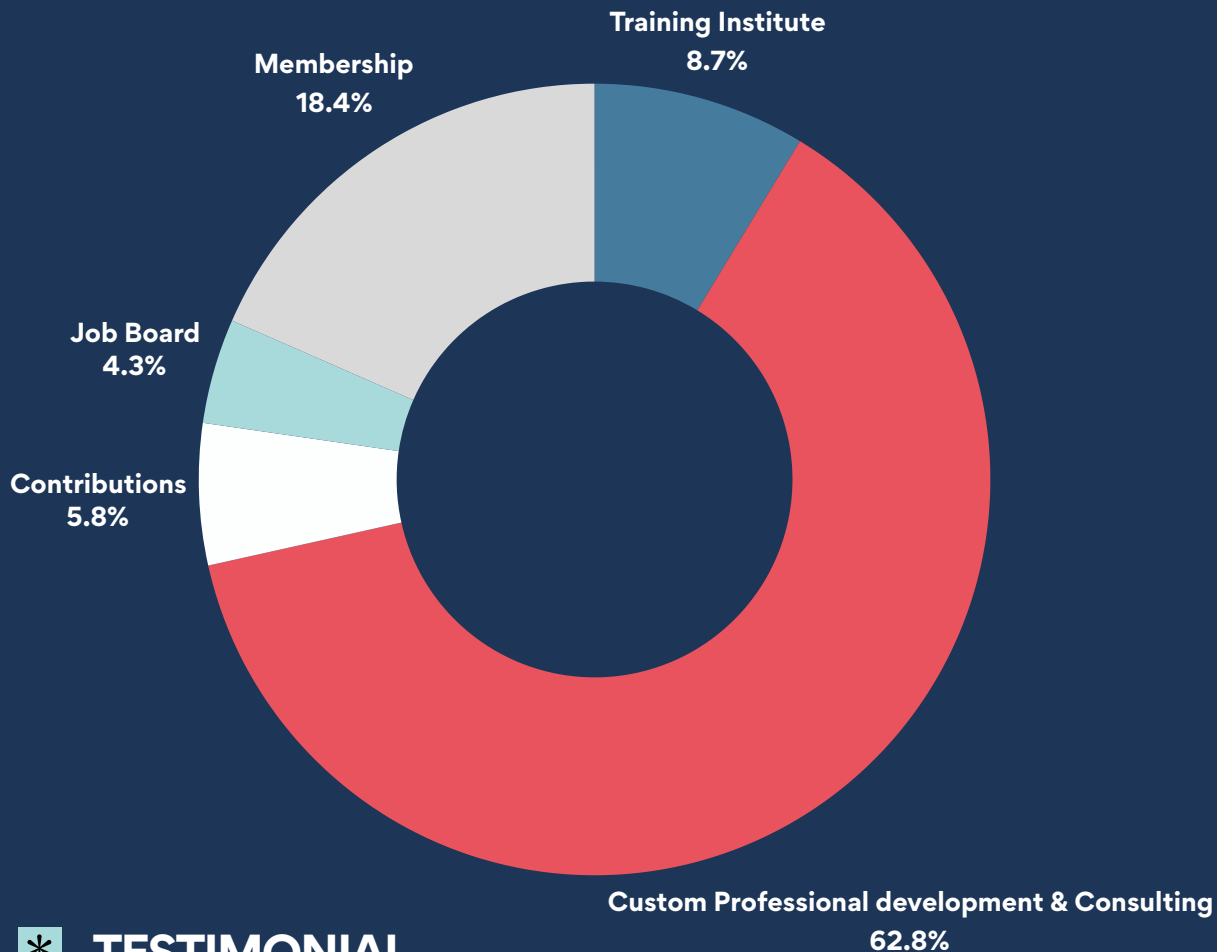
BUILD SKILLS CRITICAL FOR SUCCESSFUL LEADERSHIP - FOR YOURSELF & OTHERS

Mindful Manager, a 10-workshop series, focuses on building skills critical for successful management—first of oneself and then of others. While each two-hour exploratory workshop provides a valuable independent learning experience, completion of all 10 workshops in the series gives participants a toolbox of integrated strategies for both self and team management.

The self-paced program provides opportunities for participants to develop their ability to be present with others as they increase their level of awareness, empathy, and engagement. Each workshop includes self-assessment, reflection, discussions, group exercises, and other interactive activities designed to encourage practice and learning transfer. Upon completion of the workshops and program evaluation, participants receive a certificate of completion.

FINANCIAL TRANSPARENCY

REVENUE SOURCES



* TESTIMONIAL

“ Participating in the Career Catalyst series was a transformative experience for me. The program provided invaluable tools and insights that deepened my understanding of leadership, mindfulness, and professional growth in the non-profit space. Through the workshops, I gained practical strategies to enhance my communication and decision-making skills, which have had a lasting impact on my career.

The program not only supported my career development, but also inspired me to give back. I am now a proud volunteer facilitator of NPS’s Mindful Manager Workshops, sharing the knowledge and skills I’ve gained with others. This program has truly been a catalyst for my professional journey and personal growth, and I’m grateful to continue being part of this impactful work.”

-Bernard Johns, October 2024 Career Catalyst Graduate

FUTURE OUTLOOK

As we look toward the future, Nonprofit Solutions remains steadfast in its mission to **cultivate nonprofit organizations through connection, innovation and investment in the whole person.** With the continued support of our community, we are excited to build on our successes and deepen our impact in 2025 and beyond.

SUSTAINABILITY AND GROWTH

To ensure our long-term impact, we are focused on enhancing our operational sustainability. By **expanding our reach, strengthening our partnerships** and developing new outreach strategies, we aim to expand our programs to additional communities. We are also exploring new collaborations aligned with our mission and values.

ENHANCING PROGRAM OFFERINGS

Building on the success of our existing workshops and services, we plan to introduce **new, innovative training modules** and resources that respond to the evolving needs of our clients.



Nonprofit solutions' VP of Learning and Development
at the San Diego Humane Society

IMPACT MEASUREMENT AND CONTINUOUS IMPROVEMENT

In the coming year, we will implement new robust methods for measuring the effectiveness of our programs. This will allow us to refine our offerings, track our progress, and ensure we are **consistently delivering value** to the communities we serve. It is vital that we hear directly from the community about their needs, so we can **tailor our initiatives** to truly serve you and make the greatest impact.

GET INVOLVED

Jesus Sanchez at the San Diego Natural History Museum



* We pride ourselves in offering real-world, practical knowledge from those working in the field. If you have expertise in a relevant topic and experience teaching or training, we invite you to apply to join our talented team.

* We are also seeking partners with space to host our workshops and programs. If you have a venue that could accommodate our activities, we'd love to collaborate and bring these initiatives to the community.

VOLUNTEER FOR US

Share your experience and knowledge with others

31

Facilitators

80%

Return each year

Jonathan Bell and Matthew Medeiros at the Nonprofit Solutions Award Ceremony



* Participate in our workshops! If you enjoy them, spread the word about Nonprofit Solutions. We have a new referral plan to win prizes, which includes sharing our socials.

* Integrate our programs into your development plan, investing in your team to meet the challenges ahead with new skills and motivation.

BE A BRAND AMBASSADOR

Help us support you

Referral prizes

9

85%

of our clients come from referrals

Our Team

Staff

Marty Rimmell, Angie Myer, Johanna Coupé,
Helen Black, Stacey Yohn

Board

Lindsay Langford, Jonathan Bell, Vanessa Oshiro,
Laura Shaw, Jake Sinicin, Gretel von Son

Volunteers/SDSU Interns

Kuljit Chouhan, Shereen Diab, Taylor Davis, Julia
Kinkhabwala, Alex Reese, Lela Reid, Anna Vigil

Facilitators

Lola Adeyemo, Holly Baughman, Joshua
Berkstresser, Shannon Bryant, Luiza
Campos, Ph.D. Lyn Corbett, Vanessa Davis,
Angel De Luz, Charles Enciso, Melissa Esten,
Cristin Flanagan, Gwen Franco, Kris
Hamilton, Tessa Haviland, Sherry Hayes, Zoe
Hayman, Marti Hess, Debbie Krakauer,
Bernard Johns, Jenna Leyton Jones, Carlos
Medina, Zanni Miranda, Ryan Morris, Tsitsi
Moyo, Evelyn Nash, Jennifer Padilla, Lizzie
Rodriguez, Jesus Sanchez, Anna Schulz,
Sharleen Tarnate-Nguyen, Heather Wolfson,
Agnes Zsigovics

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