

EVOLUTION AND TRANSFORMATION



We're excited to announce that the Center for Nonprofit Management (CNM) is now the **Center for Nonprofit Excellence of Middle Tennessee - CNEMT!** While embracing our new name, we'll continue to honor CNM's legacy and the contributions of those who helped shape our success. This change reflects our ongoing commitment to being a champion and partner for nonprofits, setting a standard of excellence and contributing to a thriving, sustainable Middle Tennessee community.







LETTER FROM OUR CEO



Dear Stakeholders and Friends of CNEMT,

I've always been told that the only thing that remains constant is change. As we reflect on the past year—a year of profound change—we are filled with deep gratitude for your continued support of our mission. While the ways in which we have engaged nonprofits over the past 40 years may have changed, what has remained constant is our tireless commitment to equip and empower nonprofits to excel.

At the Center for Nonprofit Excellence, we recognize change as an opportunity. We have begun to reimagine how we serve nonprofits, expanded access to critical training and resources, and deepened our commitment to equity, leadership, and sustainability. Whether it was navigating new technologies, responding to community needs, or strengthening partnerships, we remained guided by our dedication to elevate the nonprofit sector in Middle Tennessee. Over the next few pages, we have provided a summary of our 2024 efforts and outcomes. None of this would have been possible without you.

Your belief in our mission fuels our work every day. As we move forward, we are more committed than ever to being a catalyst for a stronger, more connected, and more effective nonprofit community. We look ahead with optimism and determination—knowing that with your continued support, we can achieve even more together.

Gratefully, Meagan



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About CNEMT

MISSION

To equip and empower nonprofits to excel.

OUR VALUES

ACCOUNTABILITY
COLLABORATION
EXCELLENCE
INNOVATION
INTEGRITY
TRANSPARENCY

VISION

A thriving Middle
Tennessee
community
elevated by the
impact of
sustainable
nonprofits.

KEY PRIORITIES

BRAND & MARKETING

Define and enhance our brand identity, messaging, and positioning in the market to increase visibility and recognition.

MEMBER ENGAGEMENT & VALUE

Strengthen
relationships with our
members, enhance
their experience and
membership value,
and increase their
involvement and
satisfaction with our
offerings with a goal of
increasing the number
of members by 5%
annually.

PROGRAMS & LEARNING

Revive valuable previous programs and develop innovative programs and initiatives that align with our mission and meet the evolving needs of the nonprofit community.

REVENUE DEVELOPMENT & FINANCIAL SUSTAINABILITY

Set fundraising goals and strategies to secure the financial resources necessary to support our mission and growth with a goal of increasing revenue 5% annually.

OPERATIONS, GOVERNANCE & CULTURE

Streamline processes, enhance efficiency, and implement best practices to drive operational excellence. Foster a positive organizational culture rooted in our core values, promoting inclusivity and employee engagement. Ensure effective governance and shared leadership through engaged volunteer leaders.

2024-2026 STRATEGIC PLAN

CNEMT will <u>CARE</u> for our stakeholders: <u>Communicate</u>, <u>Appreciate</u>, <u>Respond</u>, <u>and Engage</u>.

CNEMT serves as a *Champion, Advisor, and Partner* to the non-profit community.

CNEMT works with a foundation of **IDEA** at our core. *Inclusion, Diversity, Equity and Access.*

Striving for EXCELLENCE in:

Brand & Marketing

Member Engagement & Value

Programs & Learning

Revenue Development & Financial Sustainability

Operations, Governance & Culture

2024 BOARD OF DIRECTORS

July 1st, 2024- Forward

Chair Charles Sueing

Sueing Insurance Agency

Vice-Chair Melissa Hudson-Gant

Big Brothers Big Sisters of Middle Tennessee

Treasurer Megan Pratt

Ingram Industries

Secretary Dr. Maya B. Faison

MEMBERS

John Caleb Ball, YLC Intern

Terrence Brooks, Google Fiber, (Governance

Committee Chair)

Julie Evans, KraftCPAs PLLC

Meagan Flippin, Center for Nonprofit Excellence of

Middle Tennessee

Donald R. Hardin Jr., Don Hardin Group

Candias Hayes-Mercier, PNC Financial Group

Nancy Keil, Second Harvest Food Bank of Middle

Tennessee

Tiffany Kerns, CMA Foundation

Todd Lawrence, Urban Green Lab (CEO Advisory

Council Chair)

Midori Lockett, Vanderbilt University

Wade Munday, Bridgestone Americas

Tyra Palmer, Retired, Ardent Health Services

Darshan Prabhu, Whistler Capital Partners LLC

Viva Price, Youth Encouragement

Gina Scott, Pinnacle Financial Partners

Stephanie Stanton, Amazon

Dr. Laquita Stribling, *Metro Nashville Public Schools*

(Programs Committee Chair)

Dr. Rhonda Switzer-Nadasdi, Interfaith Dental

CEO CONVERSATIONS TESTIMONIAL

"As a young professional, I thoroughly enjoyed hearing the panelists discuss their greatest failures, how those failures strengthened their leadership skills and cultivated growth in the individuals around them. Seeing their ability to be transparent and vulnerable regarding their failures was inspiring and insightful."

Jade McCree

Executive Assistant/ Support Services Manager Urban League of Middle Tennessee

COMMITTEES July 1st, 2024- Forward

Executive Committee

Charles Sueing (Chair) Meagan Flippin, CEO Melissa Hudson-Gant Tiffany Kerns Dr. Maya B. Faison Dr. Laquita Stribling Todd Lawrence Terrance Brooks Megan Pratt

Governance Committee

Terrence Brooks (Chair)
Melissa Hudson-Gant

Charles Sueing Wade Munday

Finance Committee

Megan Pratt (Chair) Kristina Kirby Julie Evans Don Hardin Candias Hayes Darshan Prabhu Charles Sueing

Programs and Services Committee

Dr. Laquita Stribling (Chair)

Viva Price

Dr. Maya B. Faison

Dr. Rhonda Switzer-Nadasdi

Nancy Keil Stephanie Stanton Midori Lockett Charles Sueing

CEO Advisory Committee

Harriet Schiftan Pamela Madison Tash Weddle Todd Lawrence Travis Claybrooks

Current Staff

Meagan Flippin, *President and CEO*Dave Beller, *Chief Operations Officer*Susan Liberatore, *Chief Programs Officer*

2024 Funders

\$50,000 - \$100,000









\$25,000 - \$49,999

































Under \$10,000

- > Andrea Waitt Carlton Foundation
- BlueCross BlueShield of Middle TN
- Chazin & Company
- > JMT Consulting
- **Nissan**

- > Speer Foundation
- > Spencer Fane Bone McAllester
- Studio Bank
- Turner Construction Company
 Foundation

2024 Individual Donors

Jacky Akbari John Caleb Ball Megan Barry Valencia Breckenridge Michelle Gaskin Brown

Terrence Brooks Kevin Dean

Alfred Degrafinreid II

Kara Duke Julie Evans

Meagan Flippin

Sara Finley

Kenton Fourman

Ray Guzman

Donald R. Hardin Becky Harrell

Candias Hayes-Mercier

Danny Herron

Melissa Hudson-Gant

Nancy Keil

Tiffany Kerns

Drew Kim

Kristina Kirby

Midori Lockett

Wanda Lyle

Wade Munday

Tyra Palmer

Megan Pratt

Viva Price

Harriet Schiftan

Gina Scott

Todd Lawrence

Stephanie Stanton

Laquita Stribling

Charles Sueing

Rhonda Switzer-Nadasdi

Bennett Tarleton

Crystal Taylor

Deborah Turner

Deborah Varallo

Ken Youngstead

MEMBER TESTIMONIAL

Board Fundamentals Certificate

Facilitator: Dr. Brad Gray





This is a new responsibility for me, it was good to have guidance from someone who is experienced. I plan on using some of his techniques with my board. His guidelines are clear and assist with understanding the true role and meaning of having a board.

Natalie Jackson

Executive Director

McNeilly Center

By the Numbers







1,683

OB BOARD POSTINGS

74
TRAININGS





NEW IN 2024

Strategic Planning Cohort

Networking Roundtables

- Marketing and Communications
- HR/Operations/Finance
- Revenue Development/ Fundraising
- Young Professionals
- Program and Service Delivery

109 CERTIFICATE RECIPIENTS

Revenue Development & Fundraising Certificate

Amanda Cook, Volunteer Behavioral Health Care System Cathy Hunt, Matthew Walker Comprehensive Health Center Sam Long, Autism Tennessee

Meredith Luckett, Nashville Children's Alliance Brent Maddox

Mary McCrary, Tennessee Prison Outreach Ministry Lia Okenkova, Musicians On Call

Journana Rahime, Potentia

Susie Ries, Nashville Organized for Action and Hope

Inna Sinkevych, Mission Eurasia

Norman Taulbee, Art and Soul Nashville

Brian Zralek, Nashville Organized for Action and Hope

Erin Boddy, Turnip Green Creative Reuse

Sharese Chapman, The F.I.N.D. Design

Jennifer Edwards, Omni Family Foundation

Rebecca Fox, Grace Place Ministry

Nelson Guillen, Mandala

Kaymen Herrera, The Bridge to Recovery

Ron Kinzer, Grace for the Wounded

Lee Rennick, Tennessee Association of Dance

Tatayana Richardson, Brooklyn Heights Community Garden

Ashlin Smith, Launch Tennessee

Lisa Steele, Family Life Missions

Douglas Stewart, Tennessee College Access and Success Network

H.G. Stovall, Nashville Launch Pad

Desneige VanCleve, Grace Place Ministry

Sarah Weyhmuller, Mental Health Association of the Mid South

Certificate Recipients 2024

Program Leader Certificate

Stephanie Adams, Neighborhood Health

Toni Cobbins, Preston Taylor Ministries

Arlinda Ewing, Neighborhood Health

Chase Froud, Living Hope International

Kellye Gilbert, Haven of Hope, Inc.

Kristen Heritage, Project Transformation Tennessee

Natalie Jackson, McNeilly Center for Children

Denise McDrummond, AIMHiTN

Angela Micheal, Neighborhood Health

Aniya Milford, Preston Taylor Ministries

Meghan Reed, Neighborhood Health

Latisha Skinner, Neighborhood Health

Brittany Thompson, Community Coalition Against Human Trafficking

Crystal Tinnon, FrankTown Open Hearts

Jill Woicik, Rest Stop Ministries

Flor Abarca, AIMHiTN

Néstor Hernández-Zambrana, Nashville Academy of Medicine

Gabe Horton, Pawster Nashville

Claire Kosewic, Oasis Center

Katherine Lay Miller, United Nations Association - Nashville Chapter

April Mancino Rosete, Disability Rights TN

Sarah Martino, Nashville Adult Literacy Council

Daniel Mayer, Preston Taylor Ministries

Candies Pruitt, Salvation Army in Nashville

Jemma Suwa, New Covenant Christian Church

Monte Talley, Nashville Center

Javita Williamson, Salvation Army in Nashville

Volunteer Program Management Certificate

Chris Alford, Catholic Charities of Tennessee

Kashonda Babb, Metro Nashville Public Schools

Amy Duncan, Wilco Iris

Autumn Ellis, Grace Place Ministry

Brian Fesler

Cade Fleming, YWCA of Nashville & Middle Tennessee

Hannah Frisbey, AIMHiTN

Trevor Gentry, Second Harvest of Middle Tennessee

Meghan Gragg, Catholic Charities of Tennessee

Janelle Grose, St. George's Episcopal Church

Chivon Keller, Huntsville Botanical Garden

Alexa Little, Neighbor 2 Neighbor

Anne Michaelson, Empowering Neighborhood Partnerships

Alyssa Muller, Preston Taylor Ministries

Shonnekia Murphy, Christian Community Services, Inc. (CCSI)

Maryann North

Parris Robertson, The Parthenon

Emily Scott, Room In The Inn

Douglas Stewart, Tennessee College Access and Success Network

Leah Toussaint, Koinonia Church

Adam West, Habitat for Humanity of Greater Nashville

Megan Wolter, Pawster Nashville

Chad Carter, Governor's Early Literacy Foundation

Rusia ChamCham, Healing Arts Project, Inc.

Karen Elaine Covington, Boys & Girls Club of Rutherford County

Edwina Freeman, DYMON in the Rough

Sudaxina Ghoshkundu, Nashville Public Library

Chad Green, TennGreen Land Conservancy

Laura Hunt, Southeastern Grasslands Institute

Kylie Jordan, Project Transformation

Laura Leach, Gilda's Club Middle Tennessee

Aniel Lopez, Gallatin Shalom Zone

Christine Martin, Community Life Bridge

Lauren Maynor, Cheekwood Estates and Gardens

Barthena Meseha, Nashville Diaper Connection

Robert Moxley, PENCIL

CD Paddock, Friends of Shelby Park, Inc.

Quiana Rivers, Corner to Corner

Aidan Sullivan, Nashville International Center for Empowerment

Patricia Tarquino, Cosecha Community Development

Sharon Thompson, Able Voices

Ellen Yates, Catholic Charities of TN, Inc.

Board Fundamentals Certificate

Tatayana Richardson, Brooklyn Heights Community Garden

Douglas Stewart, Tennessee College Access and Success Network Julia Sutherland, The Village at Glencliff

Leslie Watts

Arthur Wilhoite, Tennessee Lions Charities

Joumana Rahime, Potentia

Tatayana Richardson, Brooklyn Heights Community Garden

Douglas Stewart, Tennessee College Access and Success Network

Julia Sutherland, The Village at Glencliff

Leslie Watts

Arthur Wilhoite, Tennessee Lions Charities

Salute to Excellence Awards 2024

CELEBRATING THE COUNTLESS ACHIEVEMENTS OF MIDDLE TENNESSEE'S NONPROFIT COMMUNITY FOR 30 YEARS

The **Salute to Excellence Awards Luncheon** on October 24, 2024, was a remarkable celebration of nonprofit excellence in Middle Tennessee. With over **650 guests**, **85 award applications**, and **29 finalists**, the event highlighted the dedication of local nonprofits. We proudly awarded over **\$70,000** to deserving organizations and leaders, continuing our 30-year tradition of recognizing outstanding contributions to the sector.



2024 Award Recipients



Pratik Chauhan and Eva Angelina Romero (Salute to Excellence Co-Chairs)

Community Impact Award
Raphah Institute

Sustainable Practices Award Smart Art + Craft Supplies

Leadership of the Year Award Senior Renaissance Center

New Generations AwardCivic Design Center

CFO of the Year AwardTeresa McDaniel – FiftyForward

Radical Loving Care Award

Gerry Pullens - 4:13 Strong

Kraft CPAs Board Member of the Year Award

Mike Cairnes - BrightStone, Inc.

UTK Social Justice Change Maker Award

Conexión Américas

Pinnacle CEO of the Year Award

Michele Johnson - Tennessee Justice Center

Revenue Development Award

The Village at Glencliff

Lewis Lavine Award RecipientThe Healing Trust

85 Award
Applications
received

2024 Award Panelists

Andrew Williams
Amy Martin
Brunda Kunsara
Bob Bernstein
DeLana Stevens
Elaine Boyd
Eric Cummings

Frederick Hood Hasina Mohyuddin Ivan Murcia Jael Fuentes Torres John Dotson Joshua Livingston Karlha Ramon Ken Youngsted

Loraine Segovia Paz Luis Parodi Manuel Zeitlin Nadia Zak Robert Looper Robert Riggar Ruby Amanfu

Leah Sherry

Ryan Saunders Sabrina Miller Tambra Walker Tony Murchison Vienna Teng Victor Berrios Wess Floyd Yuri Cunza

Financials

Assets		2024		2023	
Cash	\$	45,892	\$	112,918	
Investments		440,769		420,474	
Client Fee Contributions and ERC Receivables		314,962		178,042	
Other Current Assets		49,889		32,893	
Property and Equipment- Net		644,651		755,147	
Right-of-use Asset Operating		397,919		475,852	
Total Assets	\$	1,894,082	\$	1,975,326	
Liabilities		2024		2023	
Accounts Payable and Accrued Expenses	\$	20,898	\$	50,459	
Deferred Revenue and Support	•	191,655	•	69,529	
Lease Liability		581,154		690,117	
Line of Credit		249,748		148,947	
Total Assets	\$	1,043,455	\$	959,052	
Net Assets		2024		2023	
Narial and a second					
Without donor restrictions					
<u>Revenues</u>	\$	461,743	\$	FF2 2F0	
-Fees -Grants	Ф	348,700	Ф	552,250	
-Contributions and Ticket Sales		268,030		303,818 306,130	
		264,587		153,015	
-Other (Including Released from Restrictions)		204,307		155,015	
Total Revenues and Other Support	\$	1,343,060	\$	1,315,213	
<u>Expenses</u>					
-Education & Consulting	\$	269,650	\$	351,556	
-Membership		112,162		102,873	
-Other		986,870		1,320,990	
Total Expenses	\$	1,368,682	\$	1,775,419	
Total Net Assets Without Donor Restrictions	\$	779,603	\$	805,225	
Total Net Assets With Donor Restrictions	\$	71,024	\$	211,049	
Change in Net Assets	\$	(165,647)	\$	(571,143)	
Total Liabilities and Net Assets	\$	1,894,082	\$	1,975,326	

Membership



MEMBER BENEFITS

- BlueCross BlueShield of Tennessee- Preferred pricing for health care premiums
- Insperity HR Solutions
- Nonprofit Leadership Alliance Certified Nonprofit Professional 10% discount
- Belmont University Master of Science in Strategic Communication and Leadership 25% discount
- Cumberland University Masters of Public Service Management Scholarship
- Lipscomb University College of Leadership and Public Service 25% discount
- The University of Tennessee, Knoxville College of Social Work MSSW application fee waived
- Trevecca University Master of Arts in Organizational Leadership & MBA program 10% discount
- Family Faith Medical Center HealthPass Program

MEMBER TESTIMONIAL

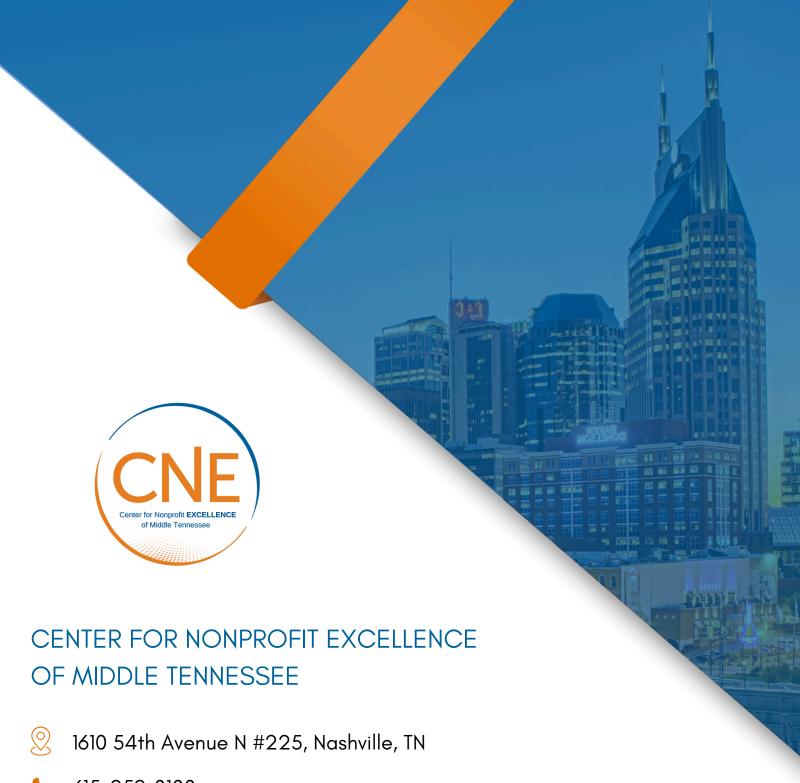
Volunteer Program Management Certificate

Regardless of what you may think you already know, this workshop is the best resource in Nashville to learn from volunteer management leaders with years of experience, as well as from your fellow nonprofit professionals about the lived experiences and challenges of a diverse sample of Nashville's nonprofits. It doesn't get more real-world example than that!

Lauren Maynor

Volunteer Program Coordinator
Cheekwood Estate & Gardens





615-259-0100

in Center for Nonprofit Excellence of Middle Tennessee

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