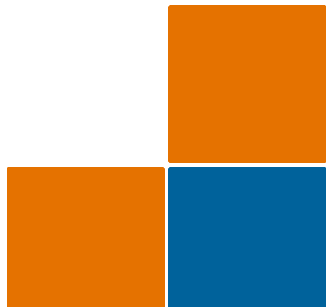


ANNUAL  
**REPORT**

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**20  
25**



# Letter From Our CEO

**Dear Friends,**

As I reflect on 2025, I am filled with deep gratitude for the strength, resilience, and commitment of our nonprofit community.

This year brought both complexity and opportunity. Across Middle Tennessee, nonprofit organizations continued to navigate economic uncertainty, workforce challenges, shifting donor expectations, and growing community needs. And yet, time and again, I witnessed something powerful: leaders choosing collaboration over isolation, courage over comfort, and mission over obstacles.

At the Center for Nonprofit Excellence, our purpose remains clear – to equip, connect, and champion nonprofits so they can thrive. In 2025, we leaned fully into that mission.

We strengthened our commitment to being a member-centered organization – listening closely to our non-profit CEOs and community leaders, visiting organizations in their own spaces, and shaping our programming around the real challenges you are facing. We convened leaders for honest conversations about funding sustainability, board governance, diversity and belonging, workplace culture, and long-term resilience. We invested in professional development that builds not only skills, but confidence and community.

One of the most encouraging trends we saw this year was nonprofit leaders leaning into peer learning. Non-profit professionals and volunteers are discovering that some of the most valuable insights come from one another – from shared experience, candid dialogue, and collective wisdom. When leaders have space to think together, the entire sector grows stronger.

We also saw continued evolution in philanthropy. Trust, transparency, and long-term engagement are more important than ever. Sustainable revenue models are no longer aspirational – they are essential. Our work this year focused on helping organizations adapt strategically while staying rooted in their mission and values.

Above all, 2025 reaffirmed that the nonprofit sector is not simply a collection of individual organizations. It is an ecosystem. When one organization grows stronger, we all benefit. When leaders feel supported, communities thrive.

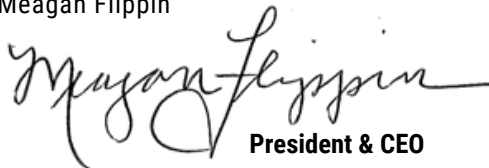
**To our members:** thank you for your partnership and your leadership.

**To our funders and supporters:** thank you for believing in the power of infrastructure and investing in the capacity of those we serve.

**To our board and staff:** thank you for your commitment to excellence and impact.

The challenges facing our communities are significant – but so is the talent, compassion, and determination within this sector. I am more optimistic than ever about what is possible when we work together. As we look to 2026, we remain committed to building a nonprofit community that is courageous, collaborative, equipped, and empowered for the future.

With gratitude,  
Meagan Flippin



President & CEO



# Table Of Contents

2. **About CNEMT**
3. **Board of Directors**
4. **Funders**
5. **Individual Donors**
6. **By the Numbers**
6. **Certificate Recipients**
8. **Salute to Excellence 2025**
9. **Financial Statements**
10. **Membership**



## Mission

To equip and empower nonprofits to excel.

## Vision

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

## Values

Accountability, collaboration, excellence, innovation, integrity, and transparency.

## Member Testimonial

// This course significantly deepened the typical strategic planning process...and has helped poise our organization to achieve its future goals. //

**Ginny Wright,**  
CEO, Boys & Girls Club of South Central Tennessee  
**Strategic Planning Cohort**

# About CNEMT



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## 2024-2026 Strategic Plan

**CNEMT** will **CARE** for our stakeholders: *Communicate, Appreciate, Respond, and Engage*.

**CNEMT** serves as a *Champion, Advisor, and Partner* to the nonprofit community.

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

**CNEMT** will strive for **EXCELLENCE** in Member Engagement & Value; Programs & Learning; Revenue Development & Financial Sustainability; Operations, Governance & Culture; and Brand & Marketing.

## Key Priorities

**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 five percent 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 five percent 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.

**Brand & Marketing:** Define and enhance our brand identity, messaging, and positioning in the market to increase visibility and recognition.

# Board of Directors

July 1, 2025 - Forward

## Chair

**Melissa Hudson-Gant**, Big Brothers Big Sisters of Middle Tennessee

## Immediate Past Board Chair

**Charles Sueing**, Sueing Insurance Agency

## Treasurer

**Megan Pratt**, Ingram Industries

## Secretary

**Dr. Maya B. Faison**

## President & CEO

**Meagan Flippin**,  
Center for Nonprofit Excellence of Middle Tennessee

## Board Members

**David Briggs**, Fifth Third Bank

**Terrence Brooks**, Google Fiber

**Julie Evans**, Baker Tilly x KraftCPAs PLLC

**Steve Joiner**, College of Leadership and Service,  
Lipscomb University

**Nancy Keil**, Second Harvest Food Bank of Middle  
Tennessee

**Jordan Kendig**, HCA Healthcare

**Midori Lockett**, Vanderbilt University

**Joshua Livingston**, J.P. Morgan

**Wanda Lyle**, Retired from UBS

**Wade Munday**, Bridgestone Americas

**Andrea Perry**, Spencer Fane LLP

**Viva Price**, Youth Encouragement Services

**Gina Scott**, Pinnacle Financial Partners

**Stephanie Stanton**, Oracle

**Dr. Laquita Stribling**, Metro Nashville Public Schools

**Dr. Rhonda Switzer-Nadasdi**, Interfaith Dental

**Chandra Vasser**, Nissan Americas

**Will Crawford**, YLC Intern

**Gabby Gardner**, YLC Intern

## Committees July 1, 2025 - Forward

### Executive Committee

Melissa Hudson-Gant (Chair)	Megan Pratt
Charles Sueing	Wade Munday
Meagan Flippin, CEO	Viva Price
Dr. Maya Bugg Faison	

### Governance Committee

Wade Munday (Chair)	Terrance Brooks
Melissa Hudson-Gant	Andrea Perry
Jordan Kendig	Charles Sueing
Joshua Livingston	

### Finance Committee

Megan Pratt (Chair)	Chandra Vasser
Julie Evans (Vice Chair)	Charles Sueing
Kristina Kirby	Will Crawford

### Programs & Membership Committee

Viva Price (Chair)	Nancy Kiel
Stephanie Stanton (Vice Chair)	Midori Lockett
Dr. Laquita Stribling	Pamela Madison
Dr. Maya Bugg Faison	Meredith Benton
Dr. Rhonda Switzer-Nadasdi	David Briggs
Steve Joiner	Melissa Hudson-Gant
Jordan Kendig	Charles Sueing

### Current Staff

**Meagan Flippin**, *President & CEO*  
**Dave Beller**, *Chief Operations Officer*  
**Susan Liberatore**, *Chief Programs Officer*  
**Sierra Smith**, *Chief Marketing Officer*

# 2025 Funders

## \$50,000 – \$100,000



## \$25,000 – \$49,999



## \$10,000 – \$24,999



## \$5,000 – \$9,999

- Alliance Bernstein
- Andrea Waitt Carlton Family Foundation
- Ascend Federal Credit Union
- BlueCross BlueShield of Tennessee
- Delta Dental of Tennessee
- First Horizon Bank Foundation
- Fifth Third Bank
- JMT Consulting
- Joe C. Davis Foundation
- Ken Levitan
- Lipscomb University
- LBMC
- Nashville Area Chamber of Commerce
- Piedmont Natural Gas
- S3 Recycling Solutions
- Speer Foundation
- Spencer Fane LLP
- Studio Bank
- Tennessee Titans
- The Louie M. & Betty M. Phillips Foundation
- University of Tennessee Baker School
- Vanderbilt University

# 2025 Individual Donors

- Megan Barry
- William Blaufuss
- David Briggs
- Terrance Brooks
- Mary Cavarra
- Kathy Cloniger
- Julie Evans
- Dr. Maya Faison
- Sara Finley
- Meagan Flippin
- Kent Fourman
- Michelle Gaskin Brown
- Ray Guzman
- Becky Harrell
- Candias Hayes-Mercier
- Melissa Hudson-Gant
- Steve Joiner
- Nancy Keil
- Jordan Kendig
- Tiffany Kerns
- Kristina Kirby
- Meredith Libbey
- Midori Lockett
- Joshua Livingston
- Wanda Lyle
- Michael Miller
- Wade Munday
- Andrea Perry
- Megan Pratt
- Viva Price
- Harriet Schifftan
- Gina Scott
- Dr. Laquita Stribling
- Stephanie Stanton
- Charles Sueing
- Dr. Rhonda Switzer-Nadasdi
- Crystal Taylor
- Deb Varallo
- Chandra Vasser
- Madison Whittemore
- Ken Youngstead



# By the Numbers

**610**  
MEMBERS



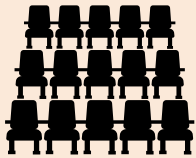
**90** CERTIFICATE  
RECIPIENTS



**1,336**  
JOB BOARD  
POSTINGS

**84**   
TRAININGS

**1,588**  
PARTICIPANTS



## New Program Highlights:

- **New CEO/Executive Director Institute**
- **Succession Planning in partnership with HCA Healthcare**
- **Navigating Uncertainty virtual series**
- **Beyond Burnout: Leading with Care series**
- **CEO Day at Day-7 Selfcare Summit**
- **Board Chair/CEO Academy**
- **Rutherford County Regional Summit in partnership with United Way of South Central Tennessee**

# Certificate Recipients

## Volunteer Program Management

Deborah Stillwell  
Jasmine Bartlett, The Society of St Andrew  
Janell Fadler, Franktown Open Hearts  
Ansley Ledbetter, Barnabas Vision  
Breann Stahl, Retrieving Independence  
Yadira Calderon, Monroe Harding  
Jael Fuentes-Molina, Harvest Hands CDC

Jason Loscuito, Catholic Charities of Tennessee, Inc.  
Nina NeSmith, Nashville Public Library  
Shavicka Newsom, Salama Urban Ministries  
Catrena Sanders  
Leticia Tyler, East Brentwood Presbyterian Church  
Allison Whitmore, The Salvation Army  
Kimberly Willingham, Williamson County Animal Center

## Board Fundamentals

Gerry Pullens, 4:13 Strong  
Kimberly Cavalier, The Putting Zone  
Jenni Ohnstad, Luminia Creative  
Marcie Stephens, Waves, Inc

Sharon Stewart, Door Step Project  
Chris Blaney, 4:13 Strong  
Jessica Gibbons, Elevate Consulting  
Dahron Johnson

# Certificate Recipients

## New CEO/Executive Director Institute

Nicole Ferrer-Clement, Gerson Institute  
Brandi Jack, Nashville Diaper Connection  
Jeff McGinnis  
Christine Martin, Community Life Bridge  
Dan DeFigio, Tennessee Naturalist Program  
Carrie Niederhauser, Thriving Together  
Michelle Swart, Wilson County CASA  
Alan Fey, Nashville Philharmonic Orchestra

Steve Shurter, The Elephant Sanctuary of Tennessee  
Maria Jimenez, Academia de Hispanos Emprendedores  
Hilda Hernandez, Academy of Hispanic Entrepreneurs  
Joshua Warren, Leadership International  
Tanatswa Tavaziva, Day 7  
Arthur Wilhoite, Tennessee Lions Charities  
Edwina Freeman, Dymon  
Diane Quarles Hartman, Evergreen Life Sciences

## Leadership Development

Catrena Sanders, Women of Power  
Nicole Ceccacci, Big Brothers Big Sisters of Middle Tennessee  
Leigh-Ann Forsythe, Big Brothers Big Sisters of Middle Tennessee  
Rhonda Yaeger, Infinite Possibilities  
Hannah Hanratta, AIMHiTN  
Daisy Sellas  
Tabitha Tackett, Judy's Hope Foundation  
Ebony Cole, Aspiring Youth Enrichment Services (AYES)

Richard George, Grace Resources  
Marlon Heaston, NEW PURPOSE  
Jayna Johnson, CCSI  
Steve Venick, Tennessee-Western Kentucky UMC  
Robert Long, Hope for Haiti's Children  
Joanna Foust, The Housing Fund  
Rachel Kelley, The Housing Fund  
Katie Hadzikadunic, NIA

## Revenue Development & Fundraising

Catrena Sanders, Women of Power  
Kathleen Haskett, Grace for the Wounded  
Rachel Beeten, Grace for the Wounded  
Janice English, Boys & Girls Club of South Central Tennessee  
Maxine Spencer, Transit Alliance of Middle Tennessee  
Claire Wisener, Tennessee Naturalist Program  
Gwendolyn Blanton Kanies, TN Environmental Council  
Brodrick Thomas, The Refuge Center  
Dr. Katherine Y. Brown, Roberta Baines Wheeler Pulmonary Hypertension Awareness Group

Julia Sutherland, The Village at Glencliff  
Heather Heffner, The Village at Glencliff  
Clare Clarke, Nashville Book Connection  
Steven Strunk, Mission Eurasia  
Alesia Hunter, BCDI-NASHVILLE  
Ella Britt, Volunteer Behavioral Health  
Kelly Harthan, Slavery No More  
Laura Sandall, Friends of Shelby Park and Bottoms  
Caryn Clopton, National Coalition of 100 Black Women, Inc. Metro Nashville Chapter

## Member Testimonial

“ Our facilitator was thoroughly prepared, excellent communication skills, with the ability to hold our attention with great storytelling. I walked out with memorable stories and lots of tangibles. Easy to recommend. ”

**Hedalyn Rodriguez,**  
Director of Marketing, GraceWorks Ministries  
**Preparing for a Capital Campaign**

# Salute to Excellence

The Salute to Excellence Awards Luncheon on November 6, 2025, was a remarkable celebration of nonprofit excellence in Middle Tennessee. With nearly 600 guests, 116 award applications, and 29 finalists, the event highlighted the dedication of local nonprofits. We proudly awarded nearly \$70,000 to deserving organizations and leaders, continuing our longstanding tradition of recognizing outstanding contributions to the sector.



## 2025 Award Recipients

### Pinnacle Financial Partners CEO of the Year Award

Amy Alexander, The Refuge Center for Counseling



### Community Impact Award

Sexual Assault Center

### Sustainable Practices Award

Turnip Green Creative Reuse

### Leadership Award

Justice Industries, Inc.

### New Generations Award

The Nashville Food Project

### CFO of the Year Award

Cindy Cunningham, NICE

### Board Member of the Year Award

Rita McDonald, STARS

### UTK Social Justice Change Maker Award

Pathways Kitchen

### Frontline Caregiver Award

Dawn Howard, Progress Inc.

### Revenue Development Award

Samaritan Recovery Community

### Lewis Lavine President's Award

HCA Healthcare Foundation

## 2025 Award Panelists

- Jacky Akbari
- Diana Andrew
- Jenny Barker
- Victor Berrios
- Elaine Boyd
- Alex Burlason
- Allison Buzard
- Yuri Cunza
- Tracey Dill
- Julie Evans
- Becca Fuqua
- Donna Goodaker
- Richie Iniguez
- Kiara Johnson
- Michele Johnson
- Adnan Karim
- Olivia Leow
- Teresa McDaniel
- Rita McDonald
- Niya Moon
- Tony Murchison
- Ellen O'Neal
- Luis Parodi
- Alice Hudson Pell
- Tosha Price
- Karlha Ramon
- Robert Riggart
- Stephanie Rose-Belcher
- Harriett Schiftan
- C.J. Sentell
- Leah Sherry
- Martha Silva
- Dr. Laquita Stribling
- Emma Supica
- Julia Sutherland
- Schyler Turrin
- Deb Varallo
- Vicki Victory
- Tami Walker
- Andrew Williams
- Nadian Zak
- Manuel Zeitlin

# Financials



## Statements of Financial Position

Assets	2025	2024
Cash	\$ 70,391	\$ 45,892
Investments	460,114	440,769
Client Fees, Contributions, ERC Receivables & Other Receivables	176,047	314,962
Deposits, Prepaid Expenses & Other Assets	53,852	49,889
Property and Equipment- Net	552,542	644,651
Right-of-use Asset Operating	317,006	397,919
<b>Total Assets</b>	<b>\$ 1,629,952</b>	<b>\$ 1,894,082</b>

Liabilities & Net Assets	2025	2024
Accounts Payable and Accrued Expenses	\$ 37,271	\$ 20,898
Deferred Revenue and Support	222,521	191,655
Lease Liability	466,067	581,154
Line of Credit	104,748	249,748
<b>Total Liabilities</b>	<b>\$ 830,607</b>	<b>\$ 1,043,455</b>

Net Assets Without Donor Restrictions	\$ 742,887	\$ 779,603
Net Assets With Donor Restrictions	56,458	71,024
<b>Total Net Assets</b>	<b>799,345</b>	<b>850,627</b>

<b>Total Liabilities and Net Assets</b>	<b>\$ 1,629,952</b>	<b>\$ 1,894,082</b>
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## Statement of Activities

Revenues	2025	2024
-Service Fees & Association Fee Revenue	\$ 497,290	\$ 461,743
-Grants	244,750	348,700
-Contributions and Ticket Sales	399,378	268,030
-Other Including Released from Restrictions, Investment Return, Net	66,354	124,562
<b>Total Revenues and Other Support</b>	<b>\$ 1,207,772</b>	<b>\$ 1,203,035</b>

Expenses	2025	2024
-Education & Consulting	\$ 310,726	\$ 269,650
-Membership	150,417	112,162
-Salute to Excellence, Marketing & Other	399,929	276,052
-Management, General, Collective Impact	397,382	710,818
<b>Total Expenses</b>	<b>\$ 1,259,054</b>	<b>\$ 1,368,682</b>

Change in Net Assets	\$ (51,282)	\$ (165,647)
Net Assets, Beginning of Year	\$ 850,627	\$ 1,016,274
Net Assets, End of Year	\$ 799,345	\$ 850,627

# 2025 Member Benefits

- Discounted pricing for workshops, trainings, certificates, roundtables, and events
- GrantStation access
- Free postings to CNEMT job board
- Member-to-Member communication platform
- Free meeting room reservations
- Eligible for co-working membership
- Scholarship opportunities
- Affordable health plan access (BlueCross BlueShield)
- HR solutions (Insperty)
- Certified Nonprofit Professional discount (Nonprofit Leadership Alliance)
- University partner discounts (Belmont, Cumberland, Lipscomb, Trevecca, UTK)
- HealthPass (Family Faith Medical Center)
- CliftonLarsonAllen advisory session
- Discounted keynote/training (Resolve to Evolve)
- Volunteer portal access (Greater Nashville Regional Council)
- HR handbook discount (Nashville HR, LLC)
- Sustainability roundtable discount (Urban Green Lab)
- Discounted outsourced accounting and training (Chazin Financial Services)
- Implementation fee discount (LBMC Professional Services)
- Discounted subscription (Nonprofit Quarterly)
- Financial wellness benefits (SavvyFi)



## Member Testimonial

// I really enjoyed bouncing ideas off of the teacher and the other participants. It was a great way to brainstorm and know that we're not alone in our trials and tribulations. //

**Adriana Gascoigne,**

Director of Development, Tennessee Innocence Project  
**Revenue Development & Fundraising Certificate**



# Contact Us

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**615-259-0100**



**[www.cnemt.org](http://www.cnemt.org)**



**1610 54th Avenue N, Suite 225, Nashville, TN, 37209**



**Center for Nonprofit Excellence of Middle Tennessee**



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