

FOUNDATIONS OF CHANGE:
**Transforming, Leading,
and Connecting
Nonprofits**

Annual Report 2023

DELAWARENONPROFIT2023.ORG





Fayette M. Blake
Founder and Executive Director
Pathways to Success, Inc.



Sheila Bravo
President & Chief Executive Officer
DANA (Delaware Alliance for
Nonprofit Advancement)

A message from DANA President & CEO Sheila Bravo and Board Chair Fayette Blake

In 2023, DANA reaffirmed its commitment to empowering nonprofits to innovate, lead, and collaborate in our ever-evolving landscape. We did this as we continued to embrace the goal of transforming, leading, and connecting nonprofits throughout Delaware.

Transforming Nonprofits: The Nonprofit Accelerator

A significant 2023 highlight was the introduction of the DANA Nonprofit Accelerator program. The program aims to foster innovation and resilience by providing nonprofits with personalized mentorship, strategic planning, and capacity-building resources. Our inaugural cohort has demonstrated remarkable progress, exemplifying how integrated support can transform organizational effectiveness and sustainability. We are excited about the potential of the Accelerator to cultivate a robust network of high-impact nonprofits equipped to tackle today’s most pressing challenges. This three-year program is partly funded through a federal Small Business Administration grant secured with the support of our federal delegation, and through American Rescue Plan Act ARPA dollars granted through the State of Delaware.

Leading with Vision: The IMPACT Conference

Leadership and visionary thinking are at the heart of our mission, and the 2023 IMPACT Conference epitomized these values. Our annual conference is a cornerstone event for Delaware nonprofit professionals. The 2023 conference once again featured distinguished speakers, interactive workshops, and unparalleled networking opportunities designed to inspire and equip leaders to drive meaningful change. Attendees left with renewed energy, innovative ideas, and a deeper connection to the vibrant nonprofit community that is the backbone of our state.

Connecting for Greater Impact

We have continued to focus on fostering connections within the nonprofit sector through networking events, Communities of Practice, and other programs. We have brought together diverse organizations to share knowledge, collaborate on initiatives, and amplify their collective impact. The power of connection cannot be overstated, and we are dedicated to nurturing a collaborative environment where nonprofits can thrive together.

Laying the Groundwork and Looking Ahead

As we reflect on the successes of the past year, we look forward to the future with optimism and determination. In 2023, our advocacy efforts laid the groundwork for Delaware’s Nonprofit Contract Reform. We received ARPA funding to explore the possibility of offering healthcare insurance plan options for nonprofits. Despite our role as essential service providers to Delawareans, the state has continued to pay nonprofit contracted partners less than the actual cost to provide those services. With the sector’s support, DANA began to outline policy changes to address this issue, such as including a standard cost escalator in base contract language, to ensure fair compensation and reduce administrative burdens for nonprofit service providers.

The foundations we have laid in transforming, leading, and connecting nonprofits are strong, and we are committed to building on them to support an even more dynamic and effective nonprofit sector.

Thank you to our members, partners, and supporters for your unwavering commitment and collaboration. Together, we are building a better Delaware, one where nonprofits are empowered to make a lasting difference.





Member Engagement & Impact

7021
Social Media Followers

90
Job Post Listings

63

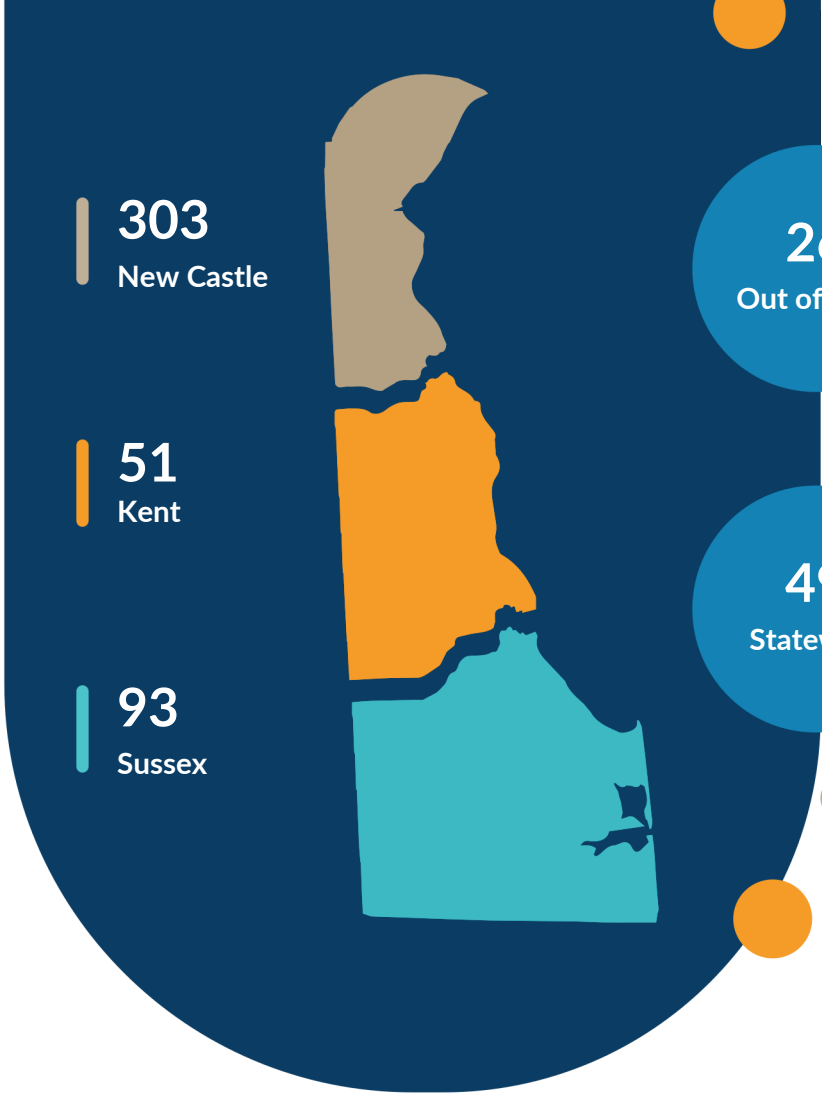
Members requested compensation benchmark data and Standards for Excellence Material

7

Participants in the new DANA Nonprofit Accelerator

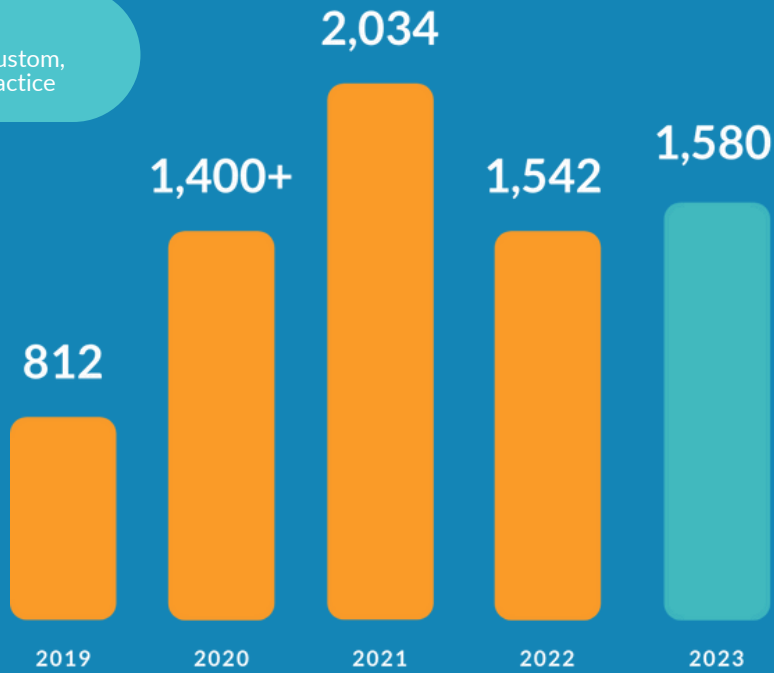


Other 2023 Impacts



Engagement

Includes consulting, public or custom, training and communities of practice



Member Testimonials

Doris L. P. Griffin, Ed.D.

Statewide Executive Director

Delaware Adolescent Program, Inc.

"DANA has taken the lead in providing guidance and direction, and a shoulder to lean on, in a lot of cases when we just didn't resource, and I think something that every know what we were going to do if we had to nonprofit in Delaware should consider." go it by ourselves."

dapi.org

Mike Brickner

Executive Director

ACLU Delaware

"I find DANA membership to be incredibly valuable. It's a great investment, a great resource, and I think something that every nonprofit in Delaware should consider."

aclu-de.org

Jen Mason

Co-Founder/Chair

History Book Festival

"What I loved about DANA was, DANA met us where we are. They came in with human beings who were listening to us."

historybookfestival.org

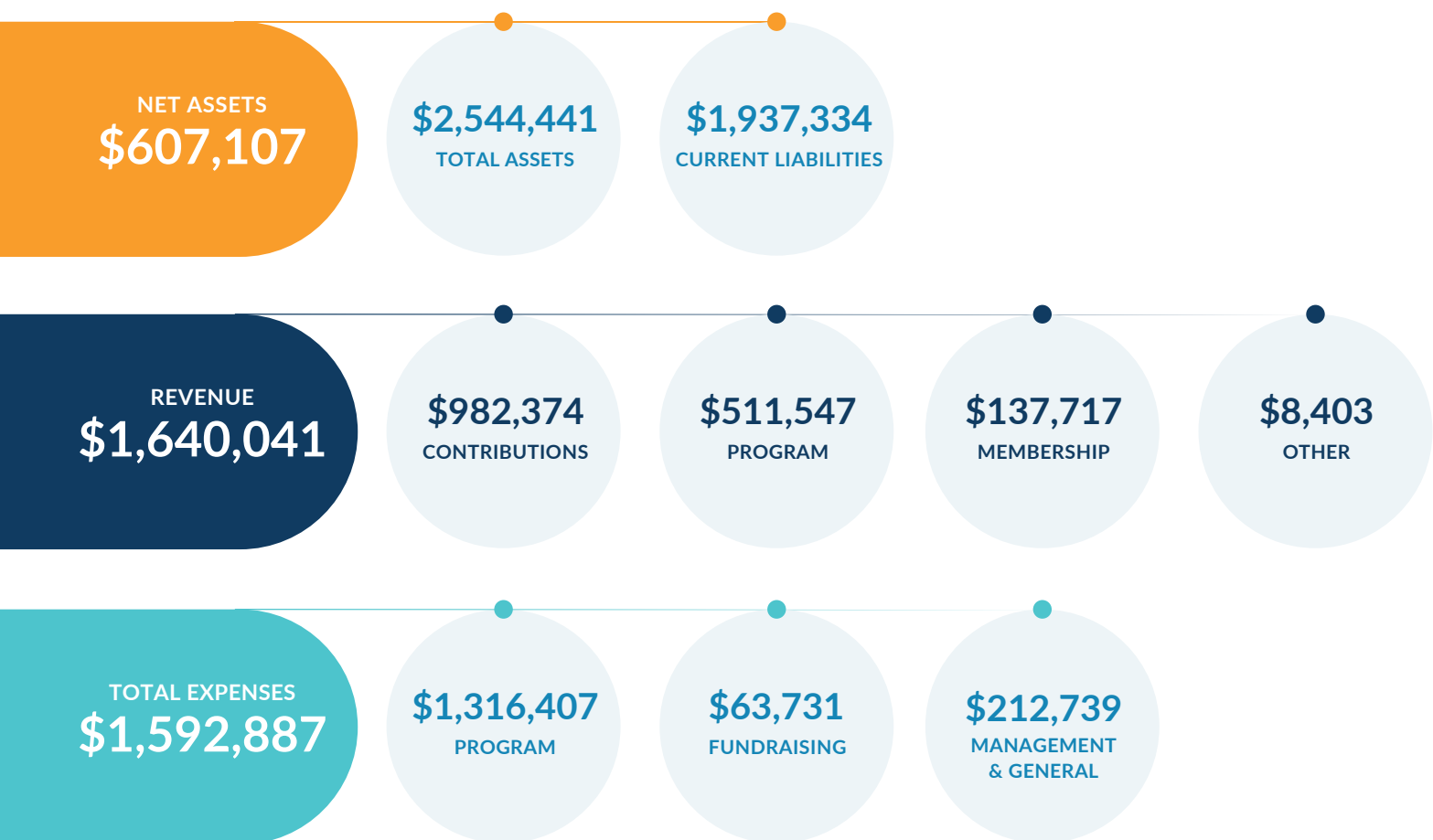
DANA membership opens doors to greater success for nonprofits.



Financial Data

As of December 31, 2023

DANA receives multi-year grants, with grants from 2022 supporting 2023 expenses. This data does not include more than \$1.9 million in grants from the Small Business Administration and the American Rescue Plan Act.



Notable Achievements in 2023



Unexpected Funding Strengthens Sector

DANA received over \$1.9 million in transformational funding to support system change. A \$810,000 federal Small Business Administration grant helped launch the Nonprofit Accelerator program. Thanks to the SBA grant, eligible nonprofits pay only 10% of the total program cost. The alliance received \$400,000 in American Rescue Plan Act (ARPA) funds to help subsidize costs for Cohort 2, which starts in the fall. An additional \$1.1 million of ARPA funds covered startup costs to build an Association Health Plan (AHP) for DANA members, allowing members to purchase into a group plan.



Accelerator Launched to Propel Smaller Nonprofits

DANA launched a three-year program that provides participating nonprofits with the organizational support they need to make a broader impact on their historically excluded communities. Leaders receive technical assistance, coaching, consulting, and connections to strengthen leadership, foster success, and expand impact. Critical components include organizational assessments, workshops, executive cohorts, and administrative support. Nonprofits join as a cohort for shared learning and potential partnerships. Ideal participants have a full-time executive director, a budget below \$3 million, and have operated for at least three years.



DANA Alliance Partners

LONGWOOD *foundation*

JESSIE BALL
DU PONT
FUND

DISCOVER

BARCLAYS

CRESTLEA
FOUNDATION

M&T Bank

verizon foundation

Walmart

WELFARE
FOUNDATION

WSFS bank

Carl M. Freeman
FOUNDATION

DCF Delaware
Community
Foundation
Engaging Communities, Empowering Giving™

Delaware State
University

DUPONT

HIGHMARK, Delaware

Hook PR & Marketing

Incyte

KPMG

PNC

UNIVERSITY OF
DELAWARE

VISA

WILMINGTON
UNIVERSITY

Arsht
Cannon
Fund

BANK OF AMERICA



About DANA

Mission

As the leader of the nonprofit sector, the Delaware Alliance for Nonprofit Advancement's mission is to strengthen, enhance, and advance nonprofits and the sector in Delaware through advocacy, training, capacity building, and research.

Vision

The nonprofit sector is empowered to achieve an inclusive, thriving, and vibrant community.

Values

- ✓ Envision and lead to a better future
- ✓ Serve with integrity based on best practices
- ✓ Respect the diversity of all





DANA Board Members

Fayetta Blake
Board Chair
Pathways to Success

Jennifer Cho
Vice Chair
Barclays US Consumer
Bank

Kathleen Hawkins
Secretary
Merrill Lynch, Pierce,
Fenner & Smith

Charles Nangeroni
Treasurer
Cash Connect

Dominic Canuso
Community Member

Kevin Gilmore
Sussex County Habitat
for Humanity

Doris L.P. Griffin
Delaware Adolescent
Program

Guillermina Gonzalez
Wilmington University

Daniel Harris
Walmart

Emily Leach
Visa

Robert McCreary
Amanecer Counseling
& Resource Center

Cory Niziolek
W.L. Gore & Associates

Jerry Penrose
Longwood Foundation

Tom Sheridan
The Sheridan Group

Vickie Young Beam
Cover & Rossiter



DANA Staff



Sheila Bravo
President & CEO



Mel Carney
Communications Associate



Daniel Davis
Program Director



Tony Ferlenda
Senior Consultant



Alex Fizz
Consultant



Jalissia Haynes
Public Policy & Advocacy
Manager



Melissa Hopkins
Executive Vice President
of Sector Advancement



Hannah Kimani
Engagement Manager



Leslie Poland
Marketing &
Communications Director



Earl Sissel
Vice President of
Consulting



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