

NH CENTER FOR NONPROFITS

The Power of Community

Strategic Plan | 2023-2025



The Power of Community

Dear Friends,

Over the past few years, the nonprofit sector, our state, nation, and world have faced unprecedented challenges. Through it all, nonprofits have demonstrated remarkable resilience. We found new ways to deliver services and our missions, of connecting, of working, and of looking forward.

At the NH Center for Nonprofits, we have done our very best to be nimble, raise our voice, and leverage funding and resources to respond to the needs of our nonprofit community.

This new strategic plan (2023-2025) reflects the Center's evolution. We are stretching to use our knowledge and resources in new places and in new ways on behalf of all of our nonprofit partners. Of equal importance is our commitment to continue to provide solid programming, and to connect, convene, and lift the nonprofit sector.

This new strategic plan is not just for the Center, but it is for all of our partners – nonprofits, funders, consultants, policy makers, and more – to unite together for the benefit of the individuals, families, and communities of our state. We hope you see yourself in this plan, and help us to bring it to life. We are grateful for your connections with us and look forward to expanding and deepening the power of our nonprofit community.

Our very best,



Kathleen Reardon
CEO



Kathy Beebe
Board President



Our Core

MISSION

The New Hampshire Center for Nonprofits strengthens and gives voice to the state's nonprofit sector through leadership, collaboration, and learning opportunities.

VISION

All individuals, families, and communities thrive because New Hampshire is home to vibrant, impactful nonprofits.

VALUES

WE BELIEVE in the power of nonprofits to create positive, lasting change.

WE EMBRACE diversity, equity, and inclusion.

WE ARE COMMITTED to excellence and continual learning.

WE CHALLENGE ourselves to be forward thinking, resourceful, and bold.

WE BELIEVE in the power of community.

Our Future

1

Be a bold champion and advocate for the sector.

2

Strengthen and support the nonprofit workforce in a continually changing landscape.

3

Advance Diversity, Equity, and Inclusion (DEI).

4

Strengthen the capacity of the nonprofit sector.



1

Be a bold champion and advocate for the sector

Convene and mobilize stakeholders

Evolve, grow, and diversify the Center's policy and leadership committee

Further engage our stakeholder base through thoughtful convening, awareness of the Center's advocacy activities, and calls to action

Enhance engagement on policy priorities through leadership and partnerships

Leverage the collective influence of the nonprofit sector

Advance priorities of the sector with policy makers and funders

Identify opportunities and proactively engage to advance solutions that support the sector

Establish and nurture relationships with policy makers, funders, and key influencers

Advocate for streamlined grant processes, flexible resources, and fair compensation

Raise the profile of nonprofits and their vital effect on communities

Leverage the publicity and impact of NH Gives

Increase understanding of the unique circumstances of nonprofits

Promote fair compensation for the nonprofit workforce

Ensure the Center has a seat at decision making tables to represent the voice of nonprofits



2

Strengthen and support the nonprofit workforce in a continually changing landscape

Provide strategies to help nonprofits retain and recruit staff

Help nonprofits transition to and embrace the future of the workplace and workforce

Build the leadership pipeline for CEO/Executive Director succession through educational programs and resources

Elevate the profile of the sector and the value of a career in nonprofits

Help nonprofits attract diverse candidates to build career pathways in the sector

Provide programming and tools that improve inclusivity in hiring and create cultures of belonging

Promote wage transparency in job postings and recruitment

Strengthen the volunteer leadership capacity of the sector

Provide tools and trainings for nonprofits to adapt to the changing landscape of volunteerism

Continue to provide educational programs, resources and engagement opportunities to strengthen board recruitment, development, and governance practices



3

Advance Diversity, Equity, and Inclusion (DEI)

Demonstrate the Center's commitment to DEI principles

Continually assess the Center's own actions and accountability to DEI, in accordance with our Diversity and Inclusion Statement

Convene a DEI Advisory Group to provide ongoing guidance and support for Center programs

Help nonprofits understand the importance of DEI

Create a resource hub for nonprofits with information and connections to DEI work

Launch an interactive DEI section on the Center's website

Promote knowledge and awareness building by featuring DEI events and learning opportunities

Expand relationships with DEI consultants and organizations that offer DEI technical assistance and training

Develop and partner on DEI programming

Integrate DEI into current Center programs

Develop new programming that focuses on DEI

Create pathways for organizations to connect and share with each other about their DEI journeys



4

Strengthen the capacity of the nonprofit sector

Provide core training and services to the nonprofit sector

Offer programming and resources to help build and strengthen financial health and operating models

Respond to emerging needs, trends, and unexpected challenges within the sector

Strengthen online tools and resources through the launch of a new, robust Center website and Resource Center

Foster connections for the nonprofit community

Expand peer to peer and mentorship programs for staff and volunteers

Help nonprofits share and connect to resources

Provide ways for nonprofits to connect to each other both as organizations and individuals

Strengthen and invest in the internal capacity of the Center

Ensure the Center has the staffing, financial, and technical resources to respond to the growing needs of the sector

Leverage technology to expand our reach throughout the state

Invest in continuing professional development and care of our staff, board, and volunteers

Strategic Planning Committee

Kathy Beebe, *HAVEN*

Tom Blonski, *Catholic Charities of New Hampshire*

L. Renée Couture, *Krempels Center*

Liz LaRose, *Monadnock United Way*

Debby Miller, *NH Community Loan Fund*

Ken Sheldon, *Bank of America*

Terrence Williams, *The Keene Sentinel*

Maryse Wirbal, *The Front Door Agency, Inc.*

Kathleen Reardon, *NH Center for Nonprofits*

Board of Directors

Robin Abbott, *NH Society of CPAs*

Borja Alvarez de Toledo, *Waypoint*

Kathy Beebe, *HAVEN*

Tom Blonski, *Catholic Charities of New Hampshire*

Tom Cronin, *Univeristy of New Hampshire*

Christina Cuzzi, *Fidelity Investments*

Joseph DiBrigida, *Sheehan Phinney*

John Flanders, *The NHHEAF Network*

Russ Grazier, *Portsmouth Music and Arts Center*

Terry Knowles, *Consultant*

Sara Kobylenski, *Consultant*

Claudia Shilo, *Financial Planning Professional*

Terrence Williams, *The Keene Sentinel*





NEW HAMPSHIRE
CENTER
FOR NONPROFITS

(603) 225-1947
nhnonprofits.org