



Resiliency Evolves into Impact

Annual Report 2022

[DELAWARENONPROFIT2022.ORG](https://delawarenonprofit2022.org)



The Progress and Resiliency of the Nonprofit Sector

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



Fayetteta M. Blake

Founder & Executive Director
Pathways to Success, Inc.

Entering 2022, DANA and our member organizations continued to navigate the aftermath of the COVID pandemic. The great resignation led to exhausted executive directors and more turnover across the sector. Beyond our consulting and training, DANA provided guidance to boards and leaders on succession planning, recommended search consultants and HR professionals, and guided those who needed new strategies and approaches.

By the close of 2022, we had emerged from these challenges stronger than ever – with record member engagement, new programs, expanded staff, and the return of in-person networking and workshops. In addition to our regular programs, we added online and on-demand learning through a partnership with MindEdge – making it easy to access our professional development content anytime, anywhere. Nonprofits taking part in our programs gained skills in areas such as succession planning, generative governance, how to create a sustainable organization, board assessment strategies, DEI subjects like trauma awareness, implicit bias, and so much more.

During 2022 DANA's Board Connections, in partnership with Board Lead, we connected 27 people on Delaware nonprofit boards. We partnered with United Way to hold six learning

sessions with more than 50 board leaders from our membership, led by other DANA board members. Our Communities of Practice grew and provided enhanced opportunities for peer networking – giving nonprofit executives and staff outlets to build relationships and share best practices.

Throughout 2022, DANA continued to actively advocate for Delaware nonprofits, creating an advocacy intern fellowship to help nonprofit develop public policy plans and build legislative connections. Efforts to increase government funding for nonprofits saw modest success with \$100 million set aside by Gov. John Carney and a slight grant-in-aid increase. As we move into 2023, meetings with lawmakers to lower healthcare costs for Delaware's nonprofits look promising.

The remarkable progress we achieved in 2022 has been a direct result of the unwavering dedication of our member agencies, financial supporters and staff. Our nonprofit member organizations, businesses and alliance partners play an indispensable role for us to carry out our mission. We extend our heartfelt gratitude to our Board of Directors, which has consistently upheld our core values of fostering connections, empowering the nonprofit sector, and envisioning a more promising future.



Sheila Bravo

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

Member Testimonials



Mission: To help children become emotionally strong, resilient, and socially competent individuals who can succeed in school and life.

[VIEW VIDEO](#)

CONNECTING-GENERATIONS.ORG

Cassandra McKay
EXECUTIVE DIRECTOR



Mission: To assist Sussex County Latinos on their journey to achieve stability, integration and success

[VIEW VIDEO](#)

LAESPERANZACENTER.ORG

Jennifer Fuqua, PhD
EXECUTIVE DIRECTOR



Mission: To provide services for seniors, with the goal of allowing them to age in place

[VIEW VIDEO](#)

MODERN-MATURITY.ORG

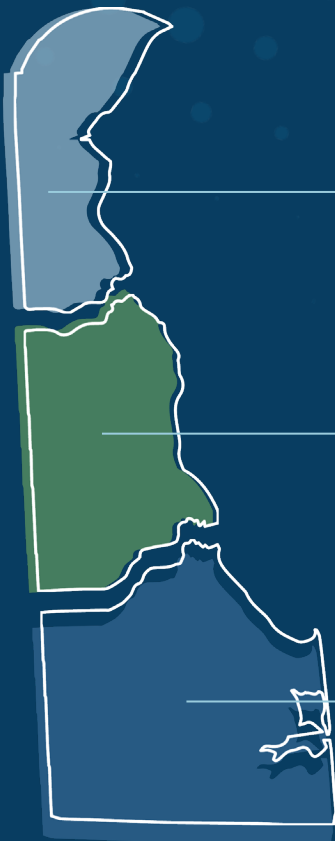
Carolyn Fredricks
PRESIDENT / CEO

What Our Members Are Telling Us

2022 DANA Membership Survey



Making a Difference



368
NEW CASTLE

25
OUT OF STATE

525
TOTAL MEMBERS

39
KENT

7
STATEWIDE

440
TOTAL MEMBERS IN 2021

397
TOTAL MEMBERS IN 2020

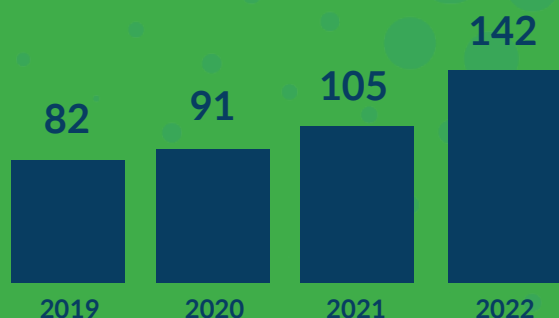
378
TOTAL MEMBERS IN 2019

[VIEW ALL MEMBERS](#)

2022 Member Engagement

\$100,000 in free training and consulting services

Custom Consulting / Training Engagements



Participants in Learning

Including member-only Communities of Practice



Financial Data

As of December 31, 2022

Note: DANA receives multiyear grants, with grants from 2021 supporting 2022 expenses.

\$545,912

NET ASSETS

\$640,425

TOTAL ASSETS

\$134,513

CURRENT LIABILITIES

\$1,010,496

REVENUE

\$191,500

CONTRIBUTIONS

\$128,540

MEMBERSHIP

\$679,656

PROGRAM

\$10,800

OTHER

\$1,285,949

PROGRAMS EXPENSES

\$54,502

FUNDRAISING EXPENSES

\$205,462

MANAGEMENT & GENERAL EXPENSES

Notable Achievements in 2022




Diversity, Equity & Inclusion Report

As part of its continuing efforts to provide resources to nonprofits on diversity policies and practices, DANA released its Diversity, Equity, and Inclusion Report in October 2022. The study focused on understanding the current makeup of Delaware nonprofit boards as well as the diversity profile of the executive director and senior teams.


Diversity can reflect many different characteristics, including age, race, gender identity, sexual orientation, education, profession, experiences, and even where board members live. The report explored many of these characteristics but paid particular attention to racial diversity.

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Share Delaware Launch

On March 15, 2022, DANA and Philanthropy Delaware relaunched SHARE Delaware, the State's first comprehensive resource for information on Delaware nonprofits and their program locations – all in one searchable database. The update created a user-friendly, locally customized, and mobile-friendly website intended to help government, foundations, nonprofit organizations, businesses, and community members know which nonprofit is providing services in which location.

In collaboration with  **VIEW**



Standards for Excellence Accreditation

DANA was recredited by the Standards for Excellence® program, a national voluntary accreditation and recognition program for nonprofits in 2022. The Standards for Excellence® is a national initiative that is designed to promote the highest standards of nonprofit governance, management, and operations. As a Replication Partner, DANA brings the full complement of Standards for Excellence educational resources, expertise, and programming to Delaware's nonprofit community.

Combined with the Standards of Excellence best practices in nonprofit management and governance, DANA has developed a successful structured approach to build their capacity while maintaining accountability and sustainability as a nonprofit.



DANA IMPACT Annual Conference 2022

The DANA IMPACT Annual Conference 2022 attendees celebrated the entrepreneurial spirit and discussed failure as a means for innovation. The focus was on how nonprofits worked collectively to recover as a sector post-crisis and learned together how to approach the concept of failure to extend their thinking to meet their organizational and sector-wide goals.

DANA's Alliance Partners



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 membership opens doors to greater success for nonprofits.

JOIN TODAY

DANA Staff



Sheila Bravo
PRESIDENT & CHIEF
EXECUTIVE OFFICER



Mel Carney
EXECUTIVE ASSISTANT



Jennifer Cooper
PROGRAM DIRECTOR



Daniel Davis
ENGAGEMENT MANAGER



Tony Ferlenda
SENIOR CONSULTANT



Alex Fizz
CONSULTANT



Jalissia Haynes
PUBLIC POLICY &
ADVOCACY MANAGER



Melissa Hopkins
EXECUTIVE VICE PRESIDENT
OF SECTOR ADVANCEMENT



Nicole Peters
MEMBER SUPPORT
PROGRAMS MANAGER



Leslie Poland
COMMUNICATIONS
MANAGER



Earl Sissell
VICE PRESIDENT
OF CONSULTING

Board of Directors

Fayette M. Blake (Board Chair)
Pathways to Success Inc.

Jenn Cho (Vice Chair)
Barclays US Consumer Bank

Vickie Young Beam, CPA (Treasurer)
Cover & Rossiter

Kathleen Hawkins (Secretary)
Merrill Lynch Wealth Management

Dominic Canuso
WSFS Bank

Kevin Gilmore
Sussex County Habitat for Humanity

Patti Grimes
Carl M. Freeman Foundation

Guillermina Gonzalez
Wilmington University

Lisa Lucchese
JP Morgan Chase

Dr. Vita Pickrum, CFRE
Delaware State University

Joanne Reilly
Community Leader

Tom Sheridan
The Sheridan Group

Mary Van Veen
DuPont