OUR MISSION
TSNE provides information and services to build the knowledge, power, and effectiveness of individuals, organizations and groups that engage people in community and public life. The ultimate intention of our work is to create a more just and democratic society.

OUR VALUES

Promoting Social Justice: We support social change and we are not afraid to hold ourselves accountable, insisting on always doing better and leading not just with words, but actions.

Increasing Diversity and Inclusivity: We are driven by equity and act with a sense of what’s just and right for the people and organizations with which we work.

Valuing Each Individual as a Whole Person: We treat all people with respect and dignity, honoring individual differences and promoting a healthy life/work balance.

Achieving Excellence in Service: We truly care about our clients, partners, and community, provide high quality service, and observe, listen, and pay thoughtful attention to the big and little things.

Stewarding Our Resources Wisely to Achieve Greatest Impact: We unassumingly and confidently convey our extensive knowledge and expertise gleaned through many years of learning and doing.
We are currently faced with a world going through rapid — but necessary — change. When 2020 began, no one could have envisioned what was in store for the year ahead. The COVID-19 pandemic upended our world, forcing us to rethink how we live, school our children, work, and serve our constituents. We saw our country’s inequitable policies and practices continue to harm our communities and the people that have always disproportionately borne the brunt of any crisis. And, in the midst of the suffering caused by this systemic inequality and injustice, we saw the impact of ongoing racialized police brutality and environmental destruction from climate change lay bare the institutionalized cracks in our systems. But in response, we also saw diverse groups of people become inspired to work together to find solutions, demand justice, and call for accountability for those in power. The past year has driven home the urgency of our ongoing work to deepen equity as one of our key organizational values and to continue our own journey.

As an organization with over 60 years of experience, we continue to evolve our work to address the emerging needs of those we serve. It is our goal to provide the best service to the nonprofit community in every aspect of what we do — from training to consultancies, and from fiscal sponsorship to research. We strive to provide our clients with high-quality services that support the important work they do to make a difference where it matters most, in both our communities and our society.

The past year has shown that the nonprofit sector by itself cannot solve the scale of the problems facing our society and our world. Only a fully equitable society can address and ameliorate these challenges, with nonprofits, government, and the private sector working together. The need for change and progress is more urgent now than ever, and our collective work more crucial.

We at TSNE are committed to building a more equitable and just society, and supporting the important work that you do every day to make this vision a reality. We are happy to share some of our results in the following annual report and to be your partner in our collective work.

Elaine Ng
CEO, TSNE
This year, TSNE started its journey to become a more adaptable learning organization that is better equipped to put our clients front-and-center. This shift in practice also allowed us to take a more responsive approach to the urgent needs the nonprofit sector faces during the COVID-19 pandemic.

As we continue to center the needs of our clients and partners, TSNE is committed to listening, learning, and leading as we further develop our fiscal sponsorship, search, consulting, training, and property management services.
In 2018, TSNE launched the Learning Lab, a two-year initiative focused on listening to and understanding the capacity-building needs identified by under-resourced organizations promoting social good. Through multiple focus groups with 70+ organizations and a Learning Board comprised of TSNE staff and leaders of local nonprofit partners, we identified the 10 most pressing capacity-building needs facing smaller grassroots nonprofits, imagined future supports TSNE can provide, and explored how to strengthen current services through co-design tools. The Learning Board gave those we serve a voice to inform our ongoing evolution, ensuring our future work will always be attended to with our constituents’ needs and the building of greater equity in mind.

TSNE is listening to and leveraging the Learning Lab and the Learning Board experience to better understand how capacity-builders can incorporate client voice in service design. We hope that co-design and creation will invigorate our sector’s response to the small grassroots organizations working tirelessly across the country to create social change.

Putting What We Heard into Action

Listening to those we serve, the Learning Board found a chronic lack of access to affordable technology for under-resourced organizations. For years, TSNE has partnered with other fiscal sponsors to urge TechSoup, a nonprofit that provides affordable technical support and tools to other nonprofits, to change its policies and expand availability of their products and services to fiscally sponsored organizations in an effort to alleviate technological disparities. This work is ongoing.
When COVID-19 upended 2020, TSNE’s Rapid Response Team jumped into action. The team, comprised of leadership from human resources, property management, finance, IT, and communications, led TSNE through the pandemic’s many challenges.

Understanding the need for guidance and leadership during this critical time, the Rapid Response Team compiled and shared best practices with the sector, wrote informative blog posts, and provided technical assistance to organizations applying for federal relief aid and navigating COVID-19 human resources issues. TSNE’s property management team also provided best practices and tips on closing and re-opening buildings safely during the pandemic. The work of this team established TSNE as a leader in pandemic response in the nonprofit sector.

Leading Through Crisis

Thanks to the generous support of both The Boston Foundation and the Hyams Foundation, TSNE’s COVID Response Team provided free technical assistance for nonprofits navigating the complicated federal relief package, employee-related benefits and aid programs, and the Paycheck Protection Program. Launched in April 2020, TSNE provided technical assistance to 23 nonprofits in just two months and co-hosted a webinar on the PPP that drew 325 attendees. Additionally, TSNE’s wide-reaching COVID-19 webinars and resources informed hundreds of other nonprofits around the world.
In 2020, TSNE partnered with Boston-area foundations and partners to develop and launch two cohort-based programs aimed at building knowledge, capacity, and resiliency in the nonprofit sector.

The Nonprofit Executive Directors of Color Capacity Support Pilot was conceived as a response to support nonprofits facing the long road to recovery in a post-COVID environment. Created for nonprofits with budgets under $1 million and led by or serving Black, Indigenous, and People of Color, this cohort program engages 24 leaders from greater Boston in an intensive learning course that includes peer support and networking, participatory training, facilitated discussion, one-on-one coaching, project-oriented technical assistance, and access to critical tools and resources.

Our second capacity building program is being offered in partnership with the Institute for Nonprofit Practice. Designed for practicing consultants, this program builds their capacity to recognize, assess, manage, and create interventions that support a Diversity, Equity, Inclusion, and Belonging lens for their work with clients and within the sector.

TSNE is grateful for the support of the Barr Foundation, the Boston Foundation, the Hyams Foundation, and the Klarman Foundation for making these educational cohort programs available to executive directors and consultants interested in furthering their learning through diversity, equity, inclusion, and belonging lenses.
Fiscal Sponsorship

Our nationally recognized fiscal sponsorship service bolsters the capacity of our sponsored organizations to sustainably advance and focus on their missions. TSNE’s financial, human resources, payroll, and other administrative services ensure nonprofit leaders have the infrastructure they need to effectively deliver programming.

Through fiscal sponsorship, organizations enjoy many benefits they might otherwise not be able to afford including medical, dental, and vision insurance, retirement benefits, life and disability insurance, and paid holiday, sick, and personal time.

Fiscally Sponsored Organizations by Field

- CIVIL RIGHTS, SOCIAL ACTION, AND ADVOCACY
- FOOD, AGRICULTURE, AND NUTRITION
- CHILDREN AND YOUTH
- EDUCATION
- WORKFORCE DEVELOPMENT AND EMPLOYMENT
- SOCIAL SCIENCE RESEARCH
- HEALTH
- CRIMINAL JUSTICE AND LEGAL-RELATED
- COMMUNITY DEVELOPMENT
- CAPACITY BUILDING
- ENVIRONMENT AND ANIMAL-RELATED
- ARTS, CULTURE AND HUMANITIES
- PHILANTHROPY AND GRANTMAKING
- HOUSING AND SHELTER
- CRISIS INTERVENTION
FISCALLY SPONSORED ORGANIZATIONS

- A Way Home America
- A Way Home Washington
- ACEs Connection Network
- Ada Developers Academy
- Alliance for Nonprofit Management
- Basics
- Blue Butterfly Collaborative
- BUILD Initiative
- Building Movement Project
- Campaign for a Commercial-Free Childhood
- Center to Support Immigrant Organizing
- Children and Youth Cabinet of Rhode Island
- Civil Liberties and Public Policy
- Collaborative Health Solutions
- Commonwealth Seminar
- Community Boat Building
- Community Votes
- Constellation Philanthropy
- Deerin Babb-Brott
- Design Studio for Social Intervention
- Early Childhood Funders Collaborative
- Early Educator Investment Collaborative
- Farm to Institution New England
- Financial Transparency Coalition
- First Teacher
- FRESH New London
- Future Chefs
- Gardening The Community
- Global Family Research Project
- Healthy Places by Design
- Hispanic Black Gay Coalition
- Institute for Social and Economic Development
- Integrity Initiatives International
- Lawrence Dream Network
- MA Voter Table
- Maine Food Strategy
- Massachusetts Coalition of Domestic Workers
- Massachusetts Farm to School Project
- Massachusetts Organization for Addiction Recovery
- Matahari Women Workers’ Center
- Mattapan Food and Fitness Coalition
- MLPB
- National Network of Fiscal Sponsors
- New Entry Sustainable Farming Project
- Nonprofit Centers Network
- Open Books Open Minds Literacy Project
- Opportunities Exchange
- Population Health Improvement Partners
- Prosecutor Impact
- Real Food Generation (formerly Real Food Challenge)
- Rhode Island Food Policy Council
- Rhode Island Land Trust Council
- Safe Havens Interfaith Partnership
- School and State Finance Project
- Station1
- The Carrot Project
- The Network for Public Health Law
- The Teacher Collaborative
- The TIMBo Collective
- Tools of the Mind
- Truth, Racial Healing & Transformation Project
- Union & Fifth
- Worcester Regional Food Hub
- Worker’s Justice Project

List reflects fiscally sponsored organizations through end of fiscal year 2020.

64 fiscally sponsored organizations

550 employees
TSNE’s team of consultants engage with nonprofits locally and across New England to design and facilitate engagements that build sustainability and success for our clients.

TSNE’s consulting and training services work with leaders and boards to strengthen their organizational effectiveness and sustainability, supporting adaptation and boosting resiliency so they can meet the needs of their constituents.

This year, our team completed 73 engagements ranging from executive transition and searches, to strategic planning, and diversity, equity, and inclusion training. In all of these engagements, our team worked with management, staff, board members, and other stakeholders to identify and address challenges while crafting strategies for greater mission impact.

Our Services

Consulting and Training

285 nonprofit professionals attended our Better Nonprofit Management training series

247 people reached through customized trainings

73 consulting engagements
TSNE’s property management services are available to nonprofits in the Greater Boston area. We offer 25% below-market office and meeting space rentals in our downtown Boston NonProfit Center, offering nonprofits affordable access to Class B office space in a transit-rich location for their constituents and staff.

In addition to the NonProfit Center, our team manages several nonprofit properties in Boston and Cambridge including the offices of the Conservation Law Foundation, The Link in Kendall Square, the National Consumer Law Center, and the New England Board of Higher Education.

Expanding Our Partnerships

In 2019, TSNE partnered with the Cambridge Redevelopment Authority (CRA) to restore 99 Bishop Allen Drive, a building with a long history of housing nonprofit organizations. In conjunction with the CRA and the Cambridge Nonprofit Coalition, our team is consulting on the redevelopment of the property to ensure it can continue to house nonprofits well into the future.
Financial Statements

TSNE’s financial statements include revenue from our fiscally sponsored organizations, consulting and training services, property management, and investments.

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<tr>
<th>(in Thousands)</th>
<th>FY20</th>
<th>FY19</th>
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<tr>
<td><strong>Net Assets</strong></td>
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<tr>
<td>Unrestricted</td>
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<td>Donor Restricted for TSNE Programs</td>
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<td>206</td>
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<td>Donor Restricted for Fiscally Sponsored Organizations</td>
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<td>Total</td>
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<td><strong>Revenue</strong></td>
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<td>Fiscally Sponsored Organizations</td>
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<td>TSNE Organizational Development Services</td>
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<td>Property Management</td>
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<td>Royalties and Investment Income</td>
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<td>Total</td>
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<td>Fiscally Sponsored Organizations</td>
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<td>TSNE Organizational Development Services</td>
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<td>Property Management</td>
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<td>Total</td>
<td>61,724</td>
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<td><strong>Surplus</strong></td>
<td>3,123</td>
<td>13,834</td>
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Board of Directors and Leadership

Leadership
Elaine Ng
Chief Executive Officer

Faisal Abid
Director, Property Management

Leonard Aubrey
Interim Chief Financial Officer

Luke Alonso
Director, Data and Business Intelligence

Luzdy Rivera
Director, Human Resources

Matthew Mosner
General Counsel

Nwando Obele
Director, Learning and Evaluation

Board of Directors
Officers
Tammy Dowley-Blackman, President
CEO
Tammy Dowley-Blackman Group, LLC

Miki Akimoto, Vice President
Managing Director, Senior Philanthropic Strategist
Bank of America

Gerardo Espinoza, Treasurer
Executive Director
LEAF Local Enterprise Assistance Fund

Marcos Lucio Popovich, Clerk
Program Director of Grantmaking
Nellie Mae Education Foundation

Directors
Angela Brown
Vice President for Policy and Program
CFLeads

Beth Chandler
President & CEO
YW Boston

Charlayne Murrell-Smith
Vice President of External Relations
Boston Children’s Museum

Cheryl Schaffer
Director of Finance and Administration
Union of Concerned Scientists

Jaye Y. Smith
Chief Advancement Officer
Nurtury

Marjorie Ringrose
Senior Program Officer
Richard and Susan Smith Family Foundation

Nancy B. Gardiner
Managing Partner, Family Office and Philanthropy Services
Hemenway & Barnes LLP

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tsne.org | info@tsne.org
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