



# 2017 Annual Report



Improving the quality of life for Delawareans by advancing nonprofit excellence throughout the state





## A Message from DANA President and CEO

# Sheila Bravo

2017 was certainly a year of change. We started the year with new administrations at the state and federal levels and a considerable state government budget gap. New policies, shifting of priorities, and budgetary constraints created an uncertain funding climate for nonprofits who partner with government to deliver community services. However, our collective efforts to highlight the value of our work, services provided to our clients, and the economic impact to our community ultimately reduced the initial scale of the planned government funding reductions.

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Our continued collective voices will be needed in 2018 and future years as the realities of critical community issues redirect nonprofit funding resources. We need to remain intentional about telling our neighborhoods, counties, and the state about our social and economic contributions. We need to remind the community that through education, health initiatives, clean parks and waterways, robust cultural and artistic events, and helping our seniors remain active and age in their homes, Delaware's economy will grow and thrive.

We also need to be attentive to our organizations and programs; to be thoughtful stewards of community resources. More than ever, a dynamic market requires nonprofits to be agile, ready to adapt and focused on programs that deliver community benefit as effectively and efficiently as possible. It means nonprofit leadership (boards and executives) must be resourced with the tools and methods to govern, plan and implement the changes necessary for their mission to thrive.

DANA is committed to providing nonprofit leaders and their boards of directors with those resources. We are so thankful to the nonprofits, businesses and foundations who are part of the Delaware Alliance for Nonprofit Advancement. We also continue to listen to what you need, and we are always adapting so we can serve you as effectively and efficiently as possible. Thank you for the amazing work you do for Delaware and for your continued engagement with DANA.

**Sheila Bravo**  
PRESIDENT & CEO

# Connecting Delaware Nonprofits

**In good company**

# of people participating in DANA programs



**1176**

**1844**



**Facebook followers**

**Twitter followers**



**2156**

**360**



**Nonprofit Members**

**255**

**New Castle County**

**45**

**Sussex County**

**42**

**Kent County**

**18**

**Out of State**

**Nonprofit organizations advanced  
with DANA's Excellence Academy**

**62**

# “A crisis is a terrible thing to waste.”



For the nonprofit sector in Delaware and nationwide, 2017 was a challenging year. Nonprofits were slammed on several fronts: public policy changes, the threat of a Johnson Amendment repeal, and new tax laws will create challenges and opportunities to which our sector must adapt.

As a result of the changes taking place in our sector, nonprofit Board leadership is absolutely essential to navigating the future. The exciting news is: History is replete with examples of disruptions that led to transformational change. I challenge the nonprofit sector -- especially nonprofit Boards -- to look for the opportunities and leverage the changes we are facing to renew your organization's mission and strategy.

Board members, we must support leadership in ensuring their programs and services are outcome driven.

I hear from nonprofits about the challenges of a focus on outcomes when they struggle mightily to deliver needed services to their communities on a daily basis. This is where Board guidance and direction can and must help. Strategy is as much about what you choose not to do as what you choose to do.

Yes, outcomes are increasingly important, but so too is the story you tell. Not everything that we measure is important; not everything important can be measured. This is why telling your story well -- to those who matter -- is critical: legislators, community influencers, prospective and current donors.

The clarion call for nonprofit Boards is to guide and inform leadership on how to evolve strategy while remembering that often times, we change the world one person at a time. At its heart, the nonprofit sector is and should be more relational than transactional and we must never lose sight of this.

To paraphrase Robert Frost, we have miles to go before we sleep. DANA looks forward to continuing to provide leadership and opportunities to our partners in the community so we can meet the coming challenges together. Thank you for your trust in our efforts and your continued dedication to making our community a better, safer, healthier and more vibrant place to live.

4 | One of the essential roles the nonprofit Board plays is to serve as the sounding board for your organization's strategy and vision. To offer sound counsel and direction means being fully versed in HOW your organization is delivering its core services. As a Board member, you should know what has changed, what has improved and what is better because of the work your nonprofit is doing.

If our sector wants not merely to survive but thrive, we require a laser focus on the value of the services we deliver. This is the cornerstone of the Delaware Alliance for Nonprofit Advancement's value proposition to the organizations we are proud to serve and a clear focal point for our Board.

The emphasis and focus on outcomes is no longer a trend. It is our sector's "new normal." As responsible

**Michele A. Schiavoni, APR, M.S.**  
CHAIR OF THE DANA BOARD OF DIRECTORS

# DANA

## Financial Information



**Assets**  
**\$395,844**



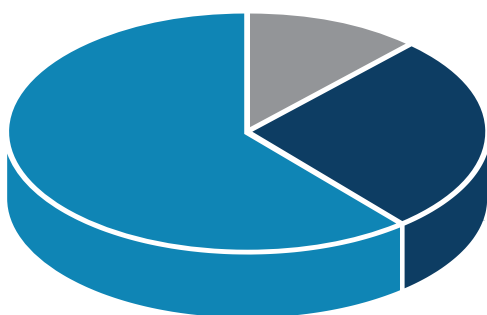
**Liabilities**  
**\$395,844**



**Net Assets**  
**\$366,034**

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**2017 Revenue: \$825,804**



Membership = **12%**

Programs = **27%**

Grants & Donations = **61%**

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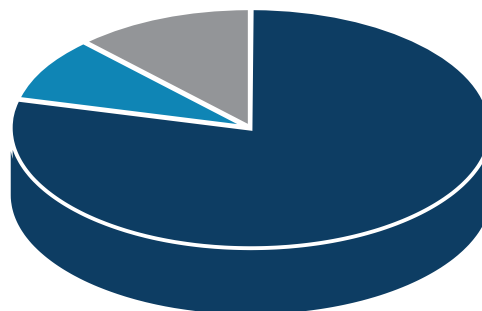
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**2017 Expenses: \$700,421**

Programs = **79%**

Fundraising = **9%**

Management & General = **12%**





# DANA Member Good Neighbors Home Repair

## Our Mission:

to restore hope and dignity to qualified low-income homeowners by repairing their homes as an expression of our love for Jesus Christ

## Our Vision:

for all people in our communities to have a warm, safe, dry and healthy home

## Our Story:

Since 1992, Good Neighbors Inc. has provided home repairs and financial guidance to homeowners who lack the physical or financial means to make necessary home repairs.

Good Neighbors Home Repair was started because the face of poverty is often hidden but the statistics are very real. The US Census Bureau 2015 data shows that over 68,000 people in New Castle County, DE are living in poverty. Many of these families live in substandard housing because they cannot afford home repairs. As a result, they are living in unsafe and unhealthy conditions.

Our purpose is to make the needed repairs so that their homes are once again a livable, safe space for their families. But this work often does more than just provide a new roof, a handicap accessible ramp or indoor plumbing. These repairs show our neighbors that someone still cares for them and that concern restores their hope and dignity.

## How DANA Supports Us:

Good Neighbors Home Repair has been restoring hope by repairing homes in Southern Chester County for 25 years. Two years ago the board



voted to expand into northern New Castle County because we saw serious need in Delaware that was not being met by the existing agencies and other non-profits. We were blessed by having sufficient funds to sustain a year of Delaware home repairs without requiring new Delaware-based donations. The repair work began in January 2017 and, simultaneously, we sought to align ourselves with other Delaware non-profits to make sure we were connected and working together with the rest of the community.

We joined DANA just over a year ago and we have been impressed with the responsiveness of the entire team; we have interacted with everyone at this point. We have benefitted from the networking events, board training by Sheila Bravo and an in-depth strategic planning process conducted by Paul Stock. Each activity has strengthened our ministry and has brought us new connections with other leaders of non-profits.

I am happy that we got on board with DANA early in our Delaware expansion - it's a partnership that is helping us serve better.

**Harold Naylor**

EXECUTIVE DIRECTOR

Good Neighbors Home Repair





# DANA Member Las Américas Aspira Academy

## Our Mission:

To educate and empower each student to realize their full potential and positively impact their communities.

## Our Vision:

To advance dual language learning, experiential learning (project-based), partnership/collaboration, and character development.

## Our Story:

Incorporated in 2011, ASPIRA of Delaware Charter Operations was established as the governing body for Las Américas ASPIRA Academy (LAAA). Our school opened in 2011 with 300 students in the former Happy Harry's warehouse, as the first dual language immersion (English & Spanish) charter school in Delaware.

After the first year of operation, our enrollment has been determined by a lottery due to the overwhelming response from the community. We continue to have a waiting list for all grades. By the 2019-2020 school year, LAAA will serve 830 students in grades K-8 from diverse ethnic, racial and socio-economic backgrounds.

In December 2014, we were granted a 5-year charter renewal with no conditions by the Delaware Department of Education, which is indicative of our

academic, financial and organizational success. We were then able to secure traditional financing to purchase our existing building and property. Since opening our doors in 2011, we have completed multiple phases of construction to transform a warehouse into a state-of-the-art school facility.

## How DANA Supports Us:

Becoming Chairperson of the Board of Directors for LAAA was somewhat of a daunting task. Though I had served on a variety of boards in the past, I still felt very new and inexperienced in the world of education boards. Having had a positive experience with DANA in other situations, I immediately knew where to turn to for guidance.

DANA has provided me with many tools and suggestions for how to go about leading this great organization. Their recommendations and training have inspired continuous improvement of our board's effectiveness, structure, and service.

When it came time for developing our vision and goals, we contacted DANA. They facilitated tactical sessions for us that resulted in a 5-year strategic plan that is forward thinking and positions us to be prepared for the future growth of LAAA.

I greatly appreciate DANA's contribution to my work with LAAA and the new topics and resources that DANA makes available for our advancement. Nonprofits need to be pushed, challenged and encouraged to think proactively. In doing just that, DANA provides exceptional support for the nonprofits of Delaware.

**Lourdes Puig, Chairperson**  
BOARD OF DIRECTORS  
Las Américas Aspira Academy



# DANA Board of Directors

**Dominic C. Canuso, C.F.A.**  
WSFS Bank

**Craig Crouch** (Vice Chair)  
Kent-Sussex Industries

**Patricia Dailey Lewis, Esquire**  
Beau Biden Foundation

**Mark F. Dunkle, Esquire**  
Parkowski, Guerke & Swayze, P.A.

**Patti Grimes**  
Carl M. Freeman Foundation

**Nicholas P. Lambrow** (Treasurer)  
M&T Bank

**Charles Madden, J.D.**  
Community Leader

**Dr. Vita Pickrum, CFRE**  
Delaware State University

**Claudia Peña Porretti, J.D., CFRE** (Secretary)  
Latin American Community Center

**Joanne Reilly**  
Longwood Foundation

**Patricia Rivera**  
Hook PR Group

**Michele A. Schiavoni** (Chair)  
Schiavoni Executive Consulting

**Matthew Stehl**  
Highmark Delaware

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## DANA Staff

**Sheila Bravo**  
President & Chief Executive Officer

**Jessica Bell**  
Director of Communications

**Melissa Hopkins**  
Vice President of Sector Advancement

**Louise Koonce**  
Vice President of Member Relations &  
Systems Excellence

**Paul Stock**  
Executive Vice President of the  
Excellence Academy

## Our 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.

## Our Vision

The quality of life for Delawareans will improve because nonprofits are delivering on their missions efficiently and effectively. The Delaware Alliance for Nonprofit Advancement will be the leader of the nonprofit sector, recognized for providing skills leadership, convening leadership, and voice leadership for the sector.

## Our Values

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



# 2017 DANA Members

## Nonprofit Members

Association of Fundraising Professionals - Brandywine Chapter  
2 Fish Home Renovations  
3B Brae's Brown Bags  
A Better Chance for Our Children, Inc.  
Ability Network of Delaware  
Adopt-A-Family  
African American Heritage Institute  
AIDS Delaware  
Alzheimer's Association  
American Legion Ambulance Station 64 Inc  
Anabel's Angels  
Andy's Friends  
Arising Ministries  
ARK Educational Consulting, Inc.  
Art Therapy Express Program, Inc.  
Asperger's Alliance  
ASPIRA of Delaware Inc.  
atTackAddiction  
Autism Delaware, Inc.  
Beau Biden Foundation  
Better Business Bureau of Delaware  
Big Brothers Big Sisters of Delaware  
Biggs Museum of American Art  
Birdsong Gardens Inc.  
Blood Bank Of Delmarva, Inc.  
Boys & Girls Clubs of Delaware  
Brain Injury Association Of Delaware  
Brandon Lee Brinkley Foundation, Inc.  
Brandywine Counseling & Community Services, Inc.  
Brandywine Education Foundation  
BTL Foundation International Services  
Cab Calloway School Fund  
CAMP Rehoboth  
Cancer Care Connection, Inc.  
Cancer Support Community Delaware, Inc.  
Carl M. Freeman Foundation  
Castor Air 2 Electricity & Water Solutions, Inc.  
Cathedral Choir School of Delaware  
Catholic Charities  
Center for Community Research and Service  
Center for Growing Talent by PMA  
Central Delaware Chamber of Commerce  
Chamber of Commerce for Greater Milford, Inc.  
CHEER, Inc.  
Child, Inc.  
Children And Families First Delaware, Inc.  
Children's Beach House, Inc.  
Choices for Community Living  
Christina Cultural Arts Center, Inc.  
Claymont Community Center  
Clear Space Theatre Company  
Coastal Camera Club  
Coastal Concerts  
Communities In Schools Of Delaware, Inc.

Community Education Building  
Community Legal Aid Society, Inc  
Community Resource Center  
Community Service Building Corporation  
Connecting Generations  
ContactLifeline, Inc.  
DE SPCA  
Deaf Outreach, Inc.  
Delaware Academy of Medicine / Delaware Public Health Association  
Delaware Adolescent Program, Inc.  
Delaware Art Museum  
Delaware Arts Alliance, Inc.  
Delaware Association for Adult and Community Educators (DAACE)  
Delaware Association of Volunteer Administrators  
Delaware Bar Foundation  
Delaware Bioscience Association  
Delaware Blacks in Government  
Delaware Botanic Gardens at Pepper Creek  
Delaware Breast Cancer Coalition  
Delaware Center for Health Innovation  
Delaware Center for Justice  
Delaware Center for the Inland Bays  
Delaware Charter Schools Network, Inc.  
Delaware Children's Museum  
Delaware Choral Society  
Delaware Coalition Against Domestic Violence  
Delaware Coalition Against Gun Violence Educational Fund  
Delaware Community Reinvestment Action Council, Inc.  
Delaware Council On Gambling Problems, Inc.  
Delaware Division of Libraries  
Delaware Division of the Arts  
Delaware Dreams, Inc.  
Delaware First Media Corporation  
Delaware Foundation for Science and Mathematics Education  
Delaware Futures, Inc.  
Delaware Greenways, Inc.  
Delaware Guidance Services For Children & Youth  
Delaware Historical Society  
Delaware HIV Consortium, Inc.  
Delaware Hospice, Inc.  
Delaware Humane Association  
Delaware Humanities Forum  
Delaware Institute for the Arts in Education  
Delaware Interfaith Power and Light  
Delaware Kids Fund  
Delaware Library Association  
Delaware Nature Society  
Delaware Psychological Association  
Delaware Rural Health Initiative

Delaware Shakespeare Festival, Inc.  
Delaware Sports Commission  
Delaware Sports Museum and Hall of Fame  
Delaware State Chamber of Commerce  
Delaware State Parks  
Delaware Statewide Programs Association  
Delaware Strong Families  
Delaware Sustainable Energy Utility  
Delaware Symphony Orchestra  
Delaware Talent Live  
Delaware Theatre Company  
Delaware Veterinary Medical Association  
Delaware Volunteer Legal Services, Inc.  
Delaware Zoological Society, Inc.  
Delmarva Christian School  
Delmarva Clergy  
Del-Mar-Va Council Boy Scouts of America  
Delta Outreach and Education Center, Inc.  
Dewey Artist Collaboration  
DFRC  
Diamond State Community Land Trust  
DMHOA  
Down Syndrome Association of Delaware  
Downtown Dover Partnership  
Duffy's Hope Inc.  
Easter Seals Delaware & Maryland's Eastern Shore, Inc.  
Eleutherian Mills-Hagley Foundation, Inc.  
Elizabeth W. Murphey School, Inc  
Epilepsy Foundation of Delaware  
Fair Hill Environmental Foundation  
Fair Trade Federation  
Faith Love Healing Community  
Faithful Friends Animal Society  
Family Counseling Center of St. Paul  
Family Promise Delaware  
First State Community Action Agency, Inc.  
First State Robotics, Inc.  
First State Squash  
Forgotten Cats, Inc.  
Foundation for a Better Tomorrow  
Fraim Center for Active Adults  
Freedom Center for Independent Living  
Fresh Start Scholarship Foundation  
Friends of the Capitol Theater, Inc. (dba: Schwartz Center)  
Ft. Miles Historical Association  
GIFT  
Girl Scouts Of The Chesapeake Bay Council, Inc.  
Girls Inc. of Delaware  
Good Neighbors Home Repair  
Goodwill Industries Of Delaware & Delaware County  
Grace for Dover dba Arise Delaware  
Greater Kent Committee

Greater Lewes Community Village  
 Greater Wilmington Convention & Visitors Bureau  
 Greenbank Mill and Philips Farm  
 Habitat For Humanity of New Castle County  
 Hank's Hope Inc.  
 Healthy Foods for Healthy Kids  
 Historic Lewes Farmers Market  
 HOBY Delaware  
 Home of the Brave Foundation  
 Housing Alliance Delaware (Prior -DE Housing Coalition)  
 Immanuel Shelter & Code Purple Sanctuary, Inc  
 In Trust Center  
 Integrative Care Delaware; Center for Health and Research  
 Interfaith Community Housing of Delaware, Inc  
 ITN Southern Delaware, Inc.  
 Jester Artspace  
 Jesus House Prayer and Renewal Center  
 JEVS Human Services  
 Jewish Family Services Of Delaware, Inc.  
 Jewish Federation of Delaware  
 Joshua M. Freeman Foundation  
 Junior League Of Wilmington, Inc.  
 Kay's Foundation  
 Kenny Family Foundation  
 Kent County Conservancy  
 Kent Sussex Industries, Inc.  
 Keystone Human Services  
 Kind to Kids Foundation  
 Kingswood Community Center, Inc.  
 La Comunidad Hispana  
 La Esperanza, Inc.  
 La Red Health Center, Inc.  
 Latin American Community Center, Inc.  
 Leadership Delaware  
 League Of Women Voters Of Delaware  
 Legal Services Corporation of Delaware  
 Lewes Chamber of Commerce and Visitors Bureau, Inc.  
 Light Up The Queen Foundation  
 Limen House, Inc.  
 Literacy Delaware, Inc.  
 Lutheran Community Services, Inc.  
 Madison Adoption Associates  
 Make-A-Wish  
 Mancus Foundation, Inc.  
 Meals On Wheels Delaware  
 Medical Society of Delaware  
 Meet Me at the Well  
 Melomanie, Inc.  
 Mental Health Association in Delaware  
 Middletown Area Chamber of Commerce Foundation  
 Milford 2nd Street Players, Inc.  
 Milford Housing Development

Ministry of Caring  
 Missions for Life, Inc.  
 Modern Maturity Center  
 Montessori Works  
 Mosaic in Delaware  
 MOT Senior Center  
 Mt. Cuba Center  
 Music School of Delaware  
 NAMI Delaware  
 Nanticoke Health Services Foundation  
 Nanticoke Senior Center, Inc.  
 National Able Network  
 Nativity Preparatory School of Wilmington  
 NCALL Research, Inc.  
 NCCBOR  
 NEAIR  
 Neighborhood House  
 New Candlelight Productions  
 New Castle County Chamber of Commerce  
 New Castle Senior Center, Inc.  
 New Directions Delaware, Inc.  
 New Knollwood Community Center (New Knollwood Civic Assoc.)  
 Newark Arts Alliance  
 Newark Senior Center  
 OperaDelaware  
 Opportunity Center (ServiceSource)  
 Parent Information Center of Delaware  
 Pathways to Success, Inc.  
 PAWS for People  
 People to People International Delaware Chapter  
 People's Place II, Inc.  
 Philanthropy Delaware  
 Planned Parenthood Of Delaware  
 Police Athletic League of Delaware  
 Port Hope Delaware Inc.  
 Pratt-Fields Home Please Inc.  
 Pressley Ridge  
 Preston's March for Energy  
 Primeros Pasos (First Steps), Inc.  
 Project New Start, Inc.  
 Puzzles of Life Re-Entry Program for Women, Inc.  
 Read Aloud Delaware  
 Reading ASSIST Institute  
 Rehoboth Art League, Inc.  
 Rehoboth Beach Film Society  
 Restoring Hope International  
 Rick Vanstory Resource Centers Inc  
 Rodney Street Tennis & Tutoring Association  
 Ronald McDonald House Of Delaware, Inc.  
 Rose Hill Community Center  
 Round of a Lifetime  
 Saint Francis Healthcare  
 SCAOR Community Service Foundation  
 SCORE Delaware  
 Seamen's Center of Wilmington, Inc.  
 Serenity Place, Inc.  
 Serviam Girls Academy, Inc.  
 Serviam Media, Inc. / DbA Hearts & Minds Film  
 Seven ESPTSPL Group

Siegel JCC  
 Slaughter Neck Community Action Agency  
 Slavka's Dream Ltd.  
 Smyrna-Clayton Heritage Association & Opera House  
 SOAR  
 Sojourners' Place  
 Southern Delaware Therapeutic & Recreational Horseback Riding, Inc. (SDTRHR)  
 Special Olympics Delaware  
 St. Anthony of Padua Grade School  
 St. John's Community Services  
 STELLAR Associates, Inc.  
 Stop The Violence Prayer Chain Foundation  
 Strive: How You Lead Matters  
 Sunday Breakfast Mission  
 Sussex County Habitat for Humanity  
 Sussex County Health Promotion Coalition  
 Tech Impact  
 TeenSHARP  
 Tender Hearts  
 The Delano King Foundation Inc.  
 The Delaware Center for Horticulture  
 The Delaware Contemporary  
 The First Chapter Sunshine Living Inc.  
 The Grand Opera House  
 The Hospitality School  
 The Independence School  
 The Jefferson School  
 The Salvation Army  
 The SmartDrive Foundation  
 The Trauma Survivors Foundation  
 The Way Home  
 Tractors for Our Daily Bread  
 TRIAD (Trinity Alcohol & Drug Program)  
 Trustees of Color  
 United Way Of Delaware, Inc.  
 Urban Bike Project of Wilmington, Inc.  
 Urban Youth Golf Program Association/The First Tee of Delaware  
 Vision To Learn  
 Westside Family Healthcare, Inc.  
 Wilmington Ballet Academy of the Dance  
 Wilmington Head Start, Inc.  
 Wilmington HOPE Commission  
 Wilmington Montessori School  
 Wilmington Renaissance Corporation  
 Wilmington Senior Center, Inc.  
 Wilmington Youth Jazz Band, Inc.  
 Wine4G00d  
 Winterthur  
 Women Of Courage, Inc.  
 Year Up  
 YMCA of Delaware  
 YWCA Delaware, Inc.

## Emerging Nonprofits

Akers Gym for Kids  
 Hispanic American Association of Delaware  
 M.O.V.E. and Inspire Incorporated  
 Sparsile Dance Company

## Associate Members

Allen Insurance Group  
Barbacane, Thornton & Company  
Belfint, Lyons and Shuman CPAs  
Bloomerang  
Cover & Rossiter  
Dover International Speedway  
Faw Cassan  
Gorges & Co.  
Gunnip & Company CPAs  
Insurance and Financial Services Limited  
Maillie LLP  
Martel, Inc.  
Mutual Of America  
Office Basics  
Santora CPA Group  
SC Associates Tax & Accounting  
SofterWare, Inc.  
SSD Technology Partners  
Tapp Network  
The Detwiler Group  
Wheeler Wolfenden & Dwares, CPA  
Whisman, Giordano & Associates, LLC  
Your Part-Time Controller

## Individual Members

Ann Barbarin	Marika Schoolar
Brenda Stewart	Michael Clarke
Brian Billings	Phoebe Bryant
Dayssi Kanavos	Stephanie Hoopes
Janet Killian-Welte	Susan Anderson
Julia Manning	Susan Sherk
Kieran Mohammed	Tom Thunstrom
Marge Fleming Smith	

## DANA Sponsors

Aloysius Butler & Clark  
Belfint Lyons and Schuman  
Capital One  
Christiana Care Health System  
Delaware Business Times  
Delaware Community Foundation  
Delaware Public Media (WDDE)  
Delmarva Power  
Discover Bank  
Dogfish Head  
Endsley P. Fairman Fund  
Future Tech  
JP Morgan Chase  
SSD Technology Partners  
Tech Impact  
United Way of Delaware  
WSFS Bank

## DANA Alliance Partners



## DANA Alliance Partners Testimonials

### Vernita L Dorsey

SENIOR VICE PRESIDENT, DIRECTOR OF COMMUNITY STRATEGY  
WSFS Bank – We Stand for Service

**Why are we an alliance partner?** We recognize the value, expertise and strength that our non-profit partners bring to the State of Delaware. We know that without them our Communities would be missing vital services in many areas including those that our mission supports which include Education, Health & Human Services, Economic Growth and the Arts. As an Alliance partner, we are able to work closely with them through events/trainings held by DANA to assist in identifying and meeting community needs.

**What is the value that DANA brings to Delaware?** DANA provides significant value to the Delaware landscape. The value add of the discounted fee for programs and services offered in addition to networking opportunities with peers, the for-profit sector and government officials is invaluable for our non-profit partners. DANA through their consulting services and various workshops help to strengthen non-profit leaders and develop their skills and competence which in turn benefits Delaware as a whole.

*I attended the Good to Great Conference a few years ago that DANA hosted with Jim Collins which was a well-managed event that I believe spurred good idea exchange along with follow-up sessions that promoted real concrete growth in the non-profit and possibly even the for-profit sectors.*



**Cover Photo Credits (In Order of Appearance):** Milford Housing Development Corporation, CHEER Inc., Children's Beach House, Delaware Inland Bays, Delaware Nature Society, Delaware Art Museum by Kevin Cook, Delaware Art Museum by Alessandra, Kent Sussex Industries, PAWS for People, Ronald McDonald House, Faithful Friends



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