

2024 Annual Report



35
YEARS



Building Community So ALL People Can Flourish Since 1989

LETTER FROM NANCY: BUILDING COMMUNITY FOR 35 YEARS

The core paradox of nonprofit work is that we are expected to accomplish transformative change in our communities and in people's lives, yet we often lack the financing or structural support necessary for success. And yet, every day, nonprofits do make magic happen.

As I was reflecting on my career of nearly 50 years in nonprofit work, there are two lessons from my early career that are relevant to the challenges and opportunities that lie ahead.

Take Collective Action

When Ronald Reagan slashed the federal role in housing and social services, we organized a coalition of 50 food banks, shelters, and community clinics, to advocate for the city to begin funding "survival services." At that time, the City of Seattle allocated no local funds for human services. This successful collective action was led by the Survival Services Coalition (which later became the Seattle Human Services Coalition). The city now spends more than \$184 million a year in local funds on human services.

Today, nonprofits face greater economic pressures than ever before—rising wages, escalating costs, cyberattacks, depleted reserves, and a decline in volunteers. Hunkering down and pinching pennies is not going to get us through dramatic shifts in federal funds and donor engagement. Nonprofits, along with their boards, donors, and volunteers, cannot be passive bystanders. We must step up and take action to ensure that the community services required for a free and equitable society remain available. We must get into the arena and make the magic happen.

Cherish and Renew the Past

In the early 1980s, I helped two small community clinics merge and navigate a complex battle to secure ownership of the historic Wallingford Police and Fire Station. Through this effort, we completed an award-winning renovation of the 1913 building, ensuring it would continue to serve the community as a medical and dental clinic for decades. Recently, I returned to the clinic to talk with donors about how that miracle happened. I encouraged them to cherish this resource and support Neighborcare Health's efforts to reinvest in this beloved building and to expand its dental clinic.

Foundations, governments, and individual donors are often drawn to the promise of new nonprofits or innovative approaches. While a focus on underserved communities or unique methods may sometimes be appropriate, it is often simply our fascination with the "new shiny object." As resources shrink, there is a real danger that we will fail to cherish and sustain the organizations that are quietly accomplishing miracles every day.

OUR BOARD

Richard Starnes (President)
Ivan H. Lee (Vice President)
Chris Miller (Treasurer)
Frank Hagel (Secretary)
Sean M. Davis
Janice Deguchi (served in 2024)
Greg Dietzel
Marc Garcia
Nicole Martin
Sue Potter
Rita Ryder
Alicia Yamamoto (served in 2024)
Jim Yearby

OUR SUPPORTERS

501(c) Services
Accounting Solutions Partners
Apple
Beneficial State Bank
C1 Studios
CFO Selections
Costco
Davidson & Associates Insurance
Evergreen Social Impact
Glick Davis & Associates
Greenwood, Ohlund & Co.
Hagel & Company
Human Resources Pacific
Northwest
King County Veterans, Seniors, & Human Services Levy (VSHSL)
Kirkpatrick Family Foundation
Non Profit Insurance Program
Norman Archibald Charitable Foundation
Parker, Smith & Feek Insurance
Pierce County Human Services
Seattle Foundation
Third Sector Company
United Way of King County
Washington State Department of Commerce
Westby Associates, Inc.

For 35 years, 501 Commons has embodied the power of collective action. We harness the expertise of our staff, contractors, Executive Service Corps members, and Resource Directory partners. We rally nonprofits and donors, especially for GiveBIG and Giving Tuesday. We honor our history while constantly renewing ourselves to meet the evolving needs of the communities we serve.

As I retire from the role of executive director and 501 Commons welcomes LeeAnn Stivers as our new leader, I am appealing to all of you to support LeeAnn, the organization, and the sector we serve. Think about how you can step into the arena. Despite the challenges, engaging in this work with renewed vigor will bring you more joy and fulfillment than remaining a passive observer. I promise you; you can make miracles happen!



Nancy Long

Meet LeeAnn Stivers

LeeAnn brings a wealth of experience from both the nonprofit and for-profit sectors. At Girl Scouts of Western Washington, she led programming for more than 21,500 Girl Scouts and 9,000 volunteers across 17 counties, managed a \$12 million budget, and introduced innovative solutions to navigate the challenges of the pandemic. Her development of the BIPOC Family Camp addressed critical barriers to underserved communities, successfully increasing participation and strengthening community trust.

At Moss Adams, LeeAnn served as a Consulting Senior Manager in the Human Capital Practice, driving company growth through initiatives in digital transformation, grants compliance, and strategic planning. She launched new service lines focusing on the nonprofit and public sector industries, with a specific emphasis on Leadership Development and Change Management, positioning her as a leader in driving organizational success. This blend of experience uniquely equips LeeAnn to lead 501 Commons as we continue to provide impactful services to nonprofits.

"I am incredibly honored to accept the role of Executive Director at 501 Commons and am eager to begin this exciting new chapter in the new year. 501 Commons has an extraordinary legacy of empowering nonprofits to thrive, and I am inspired by the opportunity to lead such a mission-driven organization. As we navigate this transition together, I am committed to managing it with care and collaboration.

I am excited to work alongside the dedicated team, board, and partners to deepen our impact, strengthen the nonprofit sector, and create sustainable solutions for our communities," said LeeAnn.



[READ MORE ABOUT LEEANN](#)

IN THEIR OWN WORDS

Thankfulness for our Data Solutions team

"This work has allowed us to better track our services for the rural communities of East Whatcom. We are currently using this data to provide regular weekly updates to the community as well as for grant reporting. It is a significant positive change and helps to guide our future work and services. All of the staff impacted have had positive responses to the new platform for tracking services."

–Jessica Bee, East Whatcom Program Manager
at Opportunity Council



Praise for our Nonprofit Advisory Services program

"501 Commons is a key partner in our network and community. Their expertise in uplifting the importance of community engagement, exploring small business operations and sustainability, and leading in consulting and nonprofit advisory services is essential to community growth and success. Their partnership and networking within our project has steered neighbors and clients to sustainable, comprehensive, and successful business endeavors."

–Cheri Beavers, Project Manager of the Child
Care Capacity Initiative (Pierce County)

Russell Brooks, the executive director of Red Eagle Soaring, describes how working with our Financial Services and Human Resources programs has helped his organization thrive.

[**WATCH VIDEO**](#)



35 YEARS OF SERVICE TO NONPROFITS

This year was a special milestone for our organization.

2024 marks 35 years of service to the nonprofit sector, an achievement that could not have been possible without the 10,000+ organizations we've served, our thousands of Executive Service Corps volunteers, and hundreds of staff members who've powered our mission.

History of 501 Commons

501 Commons was founded in 1989 as the Executive Service Corps of Washington (ESCWA) thanks to the efforts of the Boeing Company, with support from many civic and business leaders. Their goal was to provide nonprofits and their boards with affordable management consulting, resources, and mentorship.

ESCWA was largely run by volunteers but had two executive directors before Nancy joined in 2002. In 2005, we started our Coaching program which continues to match certified coaches with leaders. Our first ongoing (or "back-office") service was bookkeeping, which began in 2008.

In 2011, we changed our name to 501 Commons to reflect our expanded role as a management support organization (MSO), providing management consulting, coaching, back-office finance and HR, and free nonprofit advisory and referral services.

The Executive Service Corps continues as a program of 501 Commons. More than 500 professionals with nonprofit experience can provide nonprofits with a wealth of expertise and experience on a sliding scale fee. In 2012, we absorbed the IT and database services that were offered by NPower Northwest, including welcoming much of their staff.

Between 2011 and 2019, the investments of several philanthropic partners supported the development of many highly effective cohort-based action learning programs, starting with Springboard for the Arts. Additional programs included the Volunteer Impact Program, Catalyst, Plan IT, and HR Toolkit. These programs offer consulting and facilitation support to a leadership team doing an assessment and planning, while learning in a cohort environment. In 2022, we launched Next Level for CBOs using a similar approach.

We took over GiveBIG from the Seattle Foundation in 2019 and expanded it to be a statewide year-round fundraising program. In 2021, we launched our Putting People First initiative, which includes two research projects supported by the King County VSHSL program: the Wage & Benefits Survey and the Employee Engagement Survey.

Today, 501 Commons serves nonprofits of all kinds everywhere in the United States with 30+ services thanks to 40+ staff, 550+ volunteer consultants, and four contractors.



PROGRAM SPOTLIGHT: CYBERSECURITY AWARENESS TRAINING & PROTECTION

On a daily basis, nonprofit leaders, staff members, board members, and even volunteers are inundated with fraudulent emails and other malicious attempts to access sensitive client, donor, volunteer, and employee information. Despite this, 80% of nonprofits have no plans or strategy in place for a cyberattack.

We are taking a proactive approach toward addressing this issue by providing nonprofits throughout the U.S. with cybersecurity training, services, and education. Kai Dailey, our Chief Information Security Officer & TechOE Program Manager, has been instrumental in organizing live webinars, Tech Clinics, staff training resources, and a thorough on-demand technology planning program (Plan IT) to help educate nonprofit staff teams on how they can incorporate safer cyber practices into their daily work and ward off future attacks.

For example, earlier this year we had a nonprofit partner whose accounting staff fell for a scam and wired \$10,000 to an overseas bank. To make matters worse, the staff member who did this had recently taken a security training course and *still* missed the red flags!

Our partner, PhishingBox, is offering their robust cybersecurity awareness training program to nonprofits at a discount of about 25% off the list price. PhishingBox sends your staff members simulated scam emails on a random basis. People will get different content based on how they respond to the simulations. The goal is to see how well folks can identify a phishing email. If someone “falls” for the scam email, that person will receive a notification and be assigned a series of training videos to watch.



We are also helping nonprofits assess and improve the security of their infrastructure and database. Our goal is to alert every nonprofit to the importance of actively planning, monitoring, and improving their security.

Moving forward, we will continue to emphasize the importance of cybersecurity in our direct communications with our community and keep a close eye on new trends that emerge.



OUR IMPACT



\$277,463

Worth of time donated by our superb pool of volunteers and in-kind donations from companies.



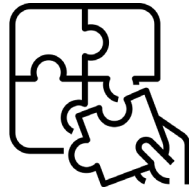
1.65 million website visits

The nonprofit community appreciates our free library of resources. Donors everywhere trust Washington Gives as a source for 1,500+ dynamic nonprofits.



70% of our nonprofit clients have an annual budget under \$1 million

We serve organizations of all sizes, including those with no paid staff. Our work is rooted in the belief that every nonprofit deserves the expertise, support, and infrastructure necessary to do their work. We believe there's no reason why the nonprofit sector cannot enjoy the same processes, staffing help, and resources that are available to for-profit companies.



501 Commons' range of services are unmatched anywhere in the U.S.

Thanks to our staff, contractors, and Executive Service Corps volunteers, we provide a full range of management consulting; technology consulting (IT planning & database development); outsourced HR, accounting, IT infrastructure, and database management services; professional development & board training; and free advisory services.



10,000+ organizations served

During our 35-year history, we've served 10,000+ organizations. In 2024, we served 2,000+ organizations, including 100 nonprofits based in BIPOC communities.



554 volunteers

Our Executive Service Corps consultants bring a wide range of expertise, experiences, and skills to their client engagements. We appreciate the value they bring to the community.



\$11.5 million from 24,042 donors

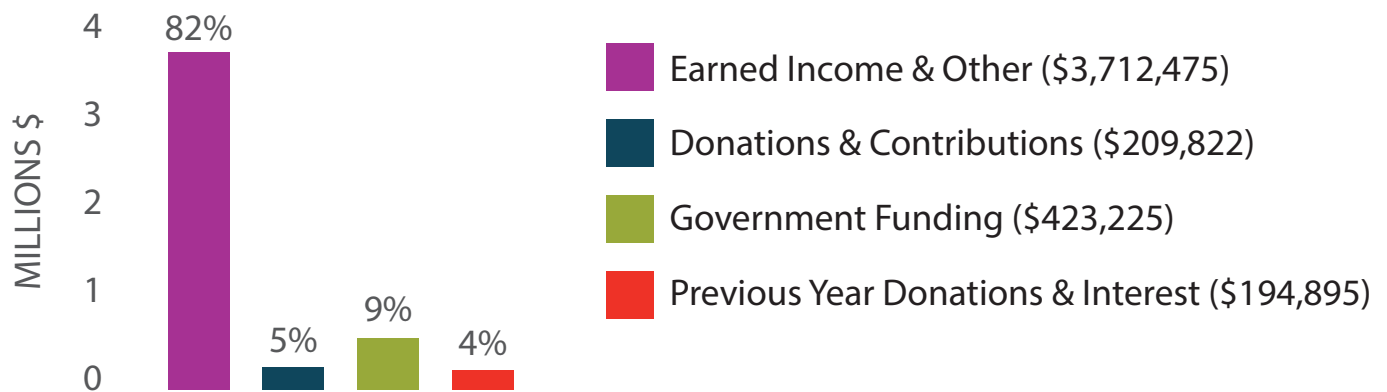
Raised during GiveBIG 2024. Everyone who got that GIVING feeling deserves credit for providing nonprofits with a spring fundraising boost.

OUR 2023 FINANCIALS

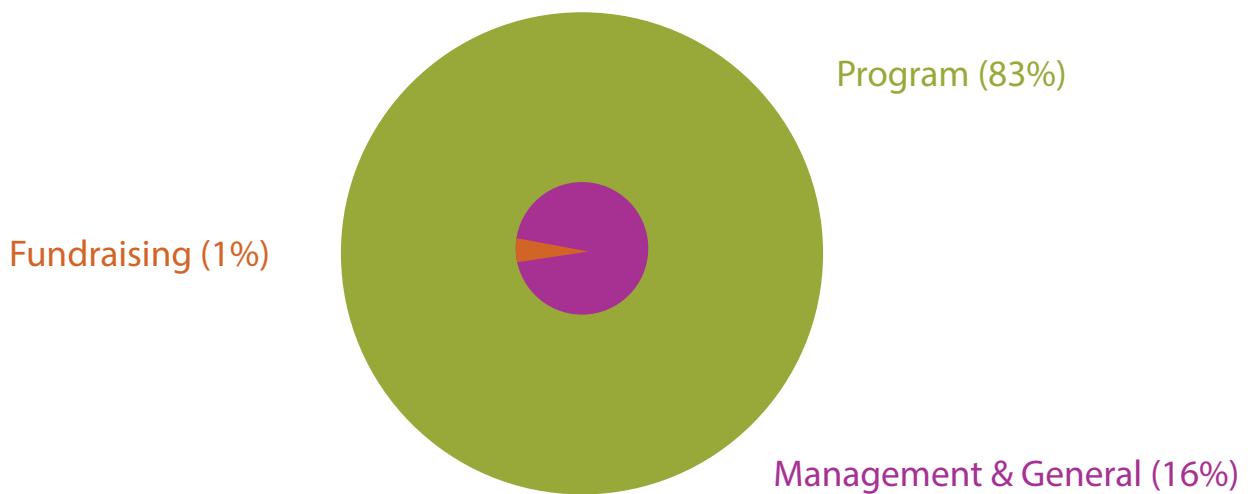
501 Commons is primarily funded by fees nonprofits pay for services. However, we depend on individual donors to support GiveBIG, a sliding scale fee for management consulting, 6 free hours of Exec2Exec, quick consults for \$25 per 15 minutes, free nonprofit advisory services, and our robust online and newsletter-delivered resources.

In 2024, nearly 3,600 people made small donations to support GiveBIG as they were contributing to one or more of the 1,500 nonprofits that fundraise on Washington Gives. In addition, 130 people made a personal donation or directed a donor-advised fund (DAF) distribution to 501 Commons.

Revenue Sources



Functional Expenses



Visit our Candid profile to see our [2023 Form 990](#). Please note that the financial information for Washington State Opportunity Scholarship is included in our 990 due to a state contract.

STAY IN TOUCH

You can support our work and the 2,000+ organizations we serve by following us on social media! We frequently share information about our services, upcoming workshops, and employment opportunities.

“Liking,” commenting, and sharing our social media posts are easy ways to spread the word about the impact we’re making in the nonprofit community. A moment of your time can help us make a connection with a new donor, client, volunteer, or employee. Thanks in advance for your support!



51commons.org



LinkedIn.com/company/501-Commons



X.com/501Commons



YouTube.com/@501CommonsWashington



Facebook.com/501Commons



WAGives.org/501-Commons



51commons.org/engage/about-the-service-corps/volunteer-application

Make a special tribute gift to celebrate 35 years of service!

Want to help us keep our services affordable or free? Donate to 501 Commons! Every contribution we receive helps make our wide range of services accessible to our nonprofit community.

[**DONATE NOW**](#)