Nonprofit Organization for Philanthropic Initiatives

aka NOPI INC, NOPI, fka NOPI - Nonprofit Incubator
Norwood, MA
http://thenopi.org
(617)702-2929

MISSION
To accelerate the sustainability, impact, and success of charitable programs erasing systemic inequities in their communities and beyond.

<table>
<thead>
<tr>
<th>EIN</th>
<th>81-5089505</th>
</tr>
</thead>
<tbody>
<tr>
<td>RULING YEAR</td>
<td>2017</td>
</tr>
<tr>
<td>IRS SUBSECTION</td>
<td>501(c)(3) Public Charity</td>
</tr>
<tr>
<td>FOUNDING YEAR</td>
<td>2017</td>
</tr>
<tr>
<td>MAIN ADDRESS</td>
<td>83 Morse Street Suite 6 Norwood, MA 02062</td>
</tr>
<tr>
<td>AFFILIATION TYPE</td>
<td>Independent Organization</td>
</tr>
<tr>
<td>EXECUTIVE DIRECTOR</td>
<td>Amanda LaFleur</td>
</tr>
<tr>
<td>BOARD CHAIR</td>
<td>Stephanie Stevens</td>
</tr>
<tr>
<td>SUBJECT AREA</td>
<td>Philanthropy</td>
</tr>
<tr>
<td>Job creation and workforce development</td>
<td></td>
</tr>
<tr>
<td>Community and economic development</td>
<td></td>
</tr>
<tr>
<td>NTEE Code</td>
<td>Management &amp; Technical Assistance (S02)</td>
</tr>
</tbody>
</table>

CONTACT
Mrs. Amanda LaFleur, Founder & Executive Director
(617) 826-9075
amanda@thenopi.org
PROGRAMS

1. Technical Assistance
   Population(s) served: Adults, Ethnic and racial groups, Work status and occupations, Health, Women and girls

2. Nonprofit Incubation
   Population(s) served: Adults, Ethnic and racial groups, Work status and occupations, Economically disadvantaged people, Adults, Ethnic and racial groups, Work status and occupations, Economically disadvantaged people

3. Fiscal Sponsorship
   Population(s) served:

POPULATIONS SERVED

1. Adults
2. LGBTQ people
3. Women and girls
4. Ethnic and racial groups
5. Economically disadvantaged people
6. Work status and occupations

COMPLIANCE

- IRS Pub 78 Verified as of June 2024
- IRS BMF 509(a)(1) as of June 10, 2024
  Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?
Programs & Results

**Programs**

Source: Self-Reported by Organization, April 2024

**Technical Assistance**

**Population(s) Served:** General/Unspecified, General/Unspecified

We believe everyone should have access to the resources and support needed to create positive change in their communities. To that end, we offer 30 minutes of free support to anyone, regardless of nonprofit status. For organizations and individuals that require ongoing support, we offer technical assistance on a sliding scale, making our services accessible to all.

**Nonprofit Incubation**

**Population(s) Served:** n/a

The goal of nonprofit incubation is to help nonprofits become effective, efficient, and impactful organizations. Incubators work to create a supportive environment that fosters innovation, collaboration, and community engagement. Incubation programs are tailored to meet the unique needs of each organization, with a focus on enhancing their leadership, governance, and operational effectiveness.

We combine technical assistance, professional development, and fiscal sponsorship as an integrated approach to create a supportive environment where emerging organizations can thrive and achieve their full potential. By providing comprehensive support, we can help to build a stronger and more effective nonprofit sector capable of addressing the most pressing social and environmental challenges of our time.

**Fiscal Sponsorship**

As a 501c3 organization, NOPI provides administrative services, technical assistance, fiduciary oversight, HR, and (in some cases) insurance to organizations, groups, and individuals engaged in charitable work. We like to explain fiscal sponsorship as a safe and supportive home for nonprofits until or when the time comes for a nonprofit to go it alone.
RESULTS

Number of pro bono hours contributed

This metric is no longer tracked.

Population(s) Served: No target populations selected

Related program: Technical Assistance

Hours of consulting time accessed

This metric is no longer tracked.

Population(s) Served: No target populations selected

Related program: Technical Assistance

Number of fiscal sponsorship dollars distributed

Population(s) Served: No target populations selected

Related program:

Number of fiscal sponsor applicants sponsored

Population(s) Served: No target populations selected

Notes: Metric measures the number of new applicants approved for fiscal sponsorship during the fiscal year.

More results from this organization’s programs
CHARTING IMPACT

What is the organization aiming to accomplish?

As a nonprofit incubator, we aim to provide early-stage nonprofits with the resources and support they need to succeed and create positive social and environmental impacts. Specifically, our goals include:

- Providing tailored mentorship and guidance: The incubator should provide expert guidance and mentorship to emerging nonprofit leaders to help them navigate the complex landscape of nonprofit management and fundraising.
- Access to funding opportunities: The incubator should provide access to funding opportunities and resources to help early-stage nonprofits secure the resources they need to grow and achieve their missions.
- Legal support: The incubator should provide legal support and resources to help emerging nonprofits navigate the legal and regulatory environment that governs nonprofit organizations.
- Fundraising tools: The incubator should provide access to fundraising tools and resources to help early-stage nonprofits develop effective fundraising strategies and campaigns.
- Facilitate networking opportunities and partnerships: The incubator should facilitate networking opportunities and partnerships with potential donors, partners, and grantmakers to help early-stage nonprofits build relationships and secure the resources they need to succeed.
- Create a sustainable and equitable ecosystem: The incubator should create a sustainable and equitable ecosystem supporting early-stage nonprofit organizations' growth and sustainability by providing the resources and support necessary to make a meaningful impact.
- Promote entrepreneurship: The incubator should support emerging nonprofit leaders in developing innovative solutions to social and environmental challenges.

By achieving these goals, the nonprofit incubator can create a positive impact by supporting early-stage nonprofits in achieving their missions, fostering innovation, and creating a more equitable and sustainable future.

What are the organization's key strategies for making this happen?

- Mentorship: Providing experienced mentors to help new nonprofits navigate the challenges of starting and growing a nonprofit organization.
- Training and Workshops: Offering workshops, training, and educational opportunities to teach new nonprofits about topics such as fundraising, grant writing, board development, and strategic planning.
- Networking: Connecting new nonprofits with other organizations, donors, and volunteers to help them build relationships and gain exposure.
- Resource Sharing: Providing access to resources such as office space, equipment, and technology, which new nonprofits may not be able to afford on their own.
- Seed Funding: Providing funding to help new nonprofits cover initial costs such as legal fees, filing fees, and other start-up expenses.
- Collaboration: Encouraging collaboration between new nonprofits and other organizations in the community to share resources,
expertise, and support.

Evaluation: Providing feedback and support to help new nonprofits measure their impact and improve their programs.

Capacity Building: Assisting new nonprofits in developing their organizational capacity, including governance, financial management, and program design.

Advocacy: Advocating on behalf of new nonprofits to ensure they have access to the resources and support they need to succeed.

Celebration: Recognizing and celebrating the successes of new nonprofits and their impact on the community.

What are the organization's capabilities for doing this?

Mentorship and coaching: NOPI provides guidance and coaching to early-stage nonprofits, helping them to develop their mission, strategies, and programs. Our experienced mentors can offer valuable advice on fundraising, marketing, and other important aspects of nonprofit management.

Training and education: NOPI offers training and educational programs to help early-stage nonprofits build their skills and knowledge. This includes workshops on topics such as financial management, grant writing, and board development.

Networking and collaboration: NOPI facilitates networking and collaboration among early-stage nonprofits, helping them to connect with other organizations and build partnerships. This leads to new funding opportunities, collaborations on joint projects, and other benefits.

Access to resources: NOPI provides access to resources such as office space, equipment, and technology. This can help early-stage nonprofits save on expenses and focus their resources on their core mission.

Funding and investment: NOPI provides pathways to funding or investment programs to support early-stage nonprofits. This can include seed funding, grants, and loans to help nonprofits get off the ground.

What have and haven't they accomplished so far?

Since its inception in 2017, NOPI has launched multiple successful nonprofit organizations that have a meaningful impact on their communities. Currently, our incubator provides support to over 30 nonprofits and charitable programs. Through ongoing technical assistance, we encourage early-stage nonprofits to experiment with new approaches and technologies and by providing resources to support those experiments.

To date, we have raised over $1.5M in funds for program participants and distributed over $674.9K for the delivery of services. We continue to build a strong network of partners, donors, and supporters, creating a vibrant community of individuals and organizations that share a commitment to social impact.

Through impact measurement, we found that 100% of program participants found our technical assistance useful, while 93% found us helpful, knowledgeable, and friendly. 70% of program participants have 0-1 year of nonprofit management experience, 7% are transgender or gender diverse, 48% are 45+ years old, 55% are non-caucasian, and 4% have an annual income of less than $20,000.
Financials

FISCAL YEAR START: 01/01   FISCAL YEAR END: 12/31

Revenue & Expenses

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$99,110</td>
</tr>
<tr>
<td>Program Services</td>
<td>$34,393</td>
</tr>
<tr>
<td>Investments</td>
<td>$239</td>
</tr>
<tr>
<td>Special Events</td>
<td>$0</td>
</tr>
<tr>
<td>Sales</td>
<td>$0</td>
</tr>
<tr>
<td>Other</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$133,742</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$260</td>
</tr>
<tr>
<td>Salaries &amp; Employee Benefits</td>
<td>$0</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>$65,995</td>
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<tr>
<td>Occupancy</td>
<td>$1,632</td>
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<tr>
<td>Printing, Publications, Postage, etc.</td>
<td>$11,140</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>$27,562</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$106,589</strong></td>
</tr>
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</table>

Net Gain/Loss

Net Gain/Loss

$27,153

Balance Sheet

<table>
<thead>
<tr>
<th>Assets</th>
<th>1/1/2021</th>
<th>12/31/2021</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Equivalent</td>
<td>$4,816</td>
<td>$40,106</td>
<td>$35,290</td>
</tr>
<tr>
<td>Fixed Assets (LBE - Depreciation)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Other</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$4,816</td>
<td>$40,106</td>
<td>$35,290</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>1/1/2021</th>
<th>12/31/2021</th>
<th>Change</th>
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<tbody>
<tr>
<td>Total Liabilities:</td>
<td>$5,761</td>
<td>$13,898</td>
<td>$8,137</td>
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<table>
<thead>
<tr>
<th>Fund Balance</th>
<th>1/1/2021</th>
<th>12/31/2021</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets:</td>
<td>-$945</td>
<td>$26,208</td>
<td>$27,153</td>
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</table>

- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
Operations

Source: Self-Reported by Organization, April 2024

EXECUTIVE DIRECTOR

Ms. Amanda LaFleur

LinkedIn profile

Amanda is a dynamic and accomplished leader passionate about entrepreneurship and social good. Drawing on her expertise in organizational management, technical support, and personal experience, she is deeply committed to supporting nonprofits and driving positive change. As the visionary Founder of the National Association for Premenstrual Dysphoric Disorder (NAPMDD), Amanda has transformed the conversation around PMDD, raising awareness about this condition and providing vital support to individuals affected by it. Additionally, she is the Co-Founder of the International Association for Premenstrual Disorders (IAPMD), a global nonprofit that advocates for research, education, and empowerment around premenstrual disorders. Prior to these efforts, Amanda was the co-founder of Bake for Equality, a groundbreaking social enterprise that used baking and entrepreneurship to advocate for marriage equality.
# Officers Directors, Trustees, Key Employees

**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Benefits/Deferred Compensation</th>
<th>Expense Account, Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stephanie Stevens</td>
<td>President</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Keysha Taylor</td>
<td>Treasurer</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Steven Morris</td>
<td>Secretary</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Marc Lafleur</td>
<td>Director</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Diana Rastegayeva</td>
<td>Director</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>
BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?  
Yes

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year?  
No

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?  
Yes

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?  
Yes

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years?  
No
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization’s leader identifies as:

Race & Ethnicity  Multi-Racial/Multi-Ethnic (2+ races/ethnicities)
Gender Identity  Female
Sexual Orientation  Decline to state
Disability Status  Decline to state

Race & Ethnicity

<table>
<thead>
<tr>
<th>Race &amp; Ethnicity</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian/Asian American</td>
<td>0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>0%</td>
</tr>
<tr>
<td>Hispanic/Latina/Latino</td>
<td>0%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>0%</td>
</tr>
<tr>
<td>Native American/American Indian/Alaska</td>
<td>0%</td>
</tr>
<tr>
<td>Native/Indigenous</td>
<td>0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0%</td>
</tr>
<tr>
<td>White/Caucasian/European</td>
<td>0%</td>
</tr>
<tr>
<td>Multi-Racial/Multi-Ethnic (2+ races/ethnicities)</td>
<td>100%</td>
</tr>
<tr>
<td>People who prefer to identify with another race or ethnicity</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
</tr>
</tbody>
</table>

Gender Identity

<table>
<thead>
<tr>
<th>Gender Identity</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>100%</td>
</tr>
<tr>
<td>Male</td>
<td>0%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>0%</td>
</tr>
<tr>
<td>People who prefer to identify with another gender identity</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
</tr>
</tbody>
</table>

Transgender Identity

Sexual Orientation

No data

Disability

No data.

We do not display staff or senior staff disability information for organizations with fewer than 15 staff.
Equity Strategies  Last Updated: 03/29/2023

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Policies and processes

✓ We have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.

✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✓ We have community representation at the board level, either on the board itself or through a community advisory board.

✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.
# Appendix

## Key Documents

<table>
<thead>
<tr>
<th>Document Type</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>IRS Forms 990</td>
<td>2021</td>
</tr>
<tr>
<td>IRS Forms 990T</td>
<td>Not Available</td>
</tr>
<tr>
<td>Audited Financial Statements</td>
<td>Not Available</td>
</tr>
</tbody>
</table>

## Key Organization Documents

- Letter of Determination
- 2021 Annual Report
- 2020 Annual Report
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
Nonprofit Organization for Philanthropic Initiatives

Aka NOPI INC, NOPI
83 Morse Street Suite 6
Norwood, MA 02062

✓ Foundation Status Code: PC*
✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOPi - Nonprofit Incubator</td>
<td>Norwood, MA</td>
<td>June 2024</td>
</tr>
</tbody>
</table>

Deductibility status description:
A public charity (50% deductibility limitation).

Verified with most recent Internal Revenue Bulletin:
June 17, 2024

IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOPI - NONPROFIT INCUBATOR</td>
<td>June 10 2024</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)</td>
</tr>
</tbody>
</table>

EIN: 81-5089505

IRS subsection:
This organization is a 501(c)(3) Public Charity

Ruling date:
02/2017

Foundation Code:
15

Foundation Code Description:
Organization which receives a substantial part of its support from a governmental unit or the general public

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Learn more

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- The IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of this Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- The IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- The IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.
- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.
- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.

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