



Venture Leadership
COLLECTIVE



2023

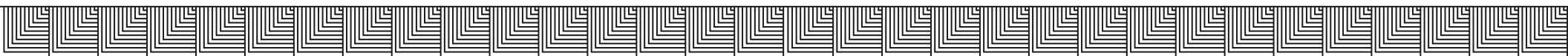
ANNUAL

BIRTHDAY

REFLECTIONS



Celebrating 9 years of advancing equity & justice



A BIRTHDAY MESSAGE FROM VENTURE LEADERSHIP COLLECTIVE

This year, VLC celebrates 9 years of impact, excellence, and advancing equity and justice for our social sector. In 2023, we emerged as Venture Leadership Collective and in 2024, **we are activating change.**

Even more broadly, we need accountable structures in our social sector at-large. In 2023, nonprofits passed local government and became the second-largest source of employment in the country, behind the for-profit sector, representing 33% of the workforce. US nonprofit organizations contributed \$1.2 trillion to the economy in 2020 and accounted for nearly 6% of the nation's GDP. Yet, our social sector still does not have a permanent seat at the table for federal support, resources dry up almost as soon as they are distributed, trends in philanthropy create waves of investment that aren't sustainable, and leaders of nonprofits are left to climb an uphill battle.

At VLC, we believe that meaningful change is borne from intentional action and safeguarded by accountable structures. Within our collective sphere, we're clear on our intention to work alongside our clients to build organizational capacity and fuel momentum through strategic expertise, added bandwidth through interim support, and leadership coaching and development.

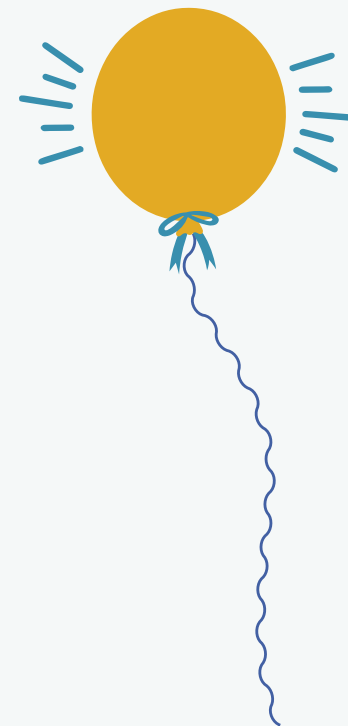
We are grateful for our partnerships in 2023, the learning, reflection, and impact that they brought to us, and the communities we serve. We envision a world where practices of equity and justice are central tenets of national policy, practice, and system design.

Happy birthday to us!
Team VLC



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BIRTHDAY RESOLUTIONS

To honor our 9 years of impact, we resolve to live in our VLC values. We believe our values are the navigation system for life. Defining and calibrating our values is one of the most important steps in redirecting your life toward your grandest vision. VLC relentlessly pursues our greatest vision – the day when “equity” and “justice” are so prevalent that they are taken for granted.



- ✓ Our work is hard; make it fun, smile, and enjoy the journey
- ✓ Delight in the people that surround you
- ✓ Intentionally share what is in your heart – it is amazing what can happen when you do
- ✓ Never underestimate the power of a good hug



- ✓ See every challenge as an opportunity
- ✓ Bring your unique super powers to self-start, activate change, and work in unison for good
- ✓ Get it done: combine practitioner experience with action-oriented common sense
- ✓ Bring energy, drive, and stick-to-itiveness to every engagement



- ✓ Tap collective knowledge, leverage networks, witness success, and celebrate failure to elevate shared learning
- ✓ Collaboration activates and accelerates opportunity, potential, and impact
- ✓ Embrace teamwork and creativity through open-mindedness and encouragement
- ✓ Foster connections to surface stories, content, solutions, and innovation to create meaningful change



- ✓ Our communities come first; social justice and equity for all
- ✓ Kindness, empathy, and compassion are just as powerful as subject matter expertise
- ✓ Right-size your ego: listen, be curious, stay humble, and be accountable to yourself and the client
- ✓ Share your truth and power: ask tough questions, come with an opinion, co-create solutions, and challenge limitations

2023 GUESTS OF HONOR | Our Nonprofit Partners

We're so proud to celebrate 68 partners and their impact in 2023! VLC works across a spectrum of mission areas with operational budgets ranging from \$1M-\$50M+ with most within \$8-15M. Through our 180+ partnerships, we are gifted with valuable learnings and experiences that strengthen and fortify our ability to continue elevating the social sector.



2023 GUESTS OF HONOR | Changemakers Across the Nation

Since 2015, VLC has served 180+ nonprofit clients across 18 states and serves an average of 25 clients at any given time*



CARCERAL JUSTICE & RE-ENTRY



CHILDREN & FAMILIES



CLIMATE JUSTICE



EDUCATION



FOSTER CARE



GENDER EQUITY



HOMELESSNESS



IMMIGRATION



INDIGENOUS SOVEREIGNTY



JUVENILE JUSTICE



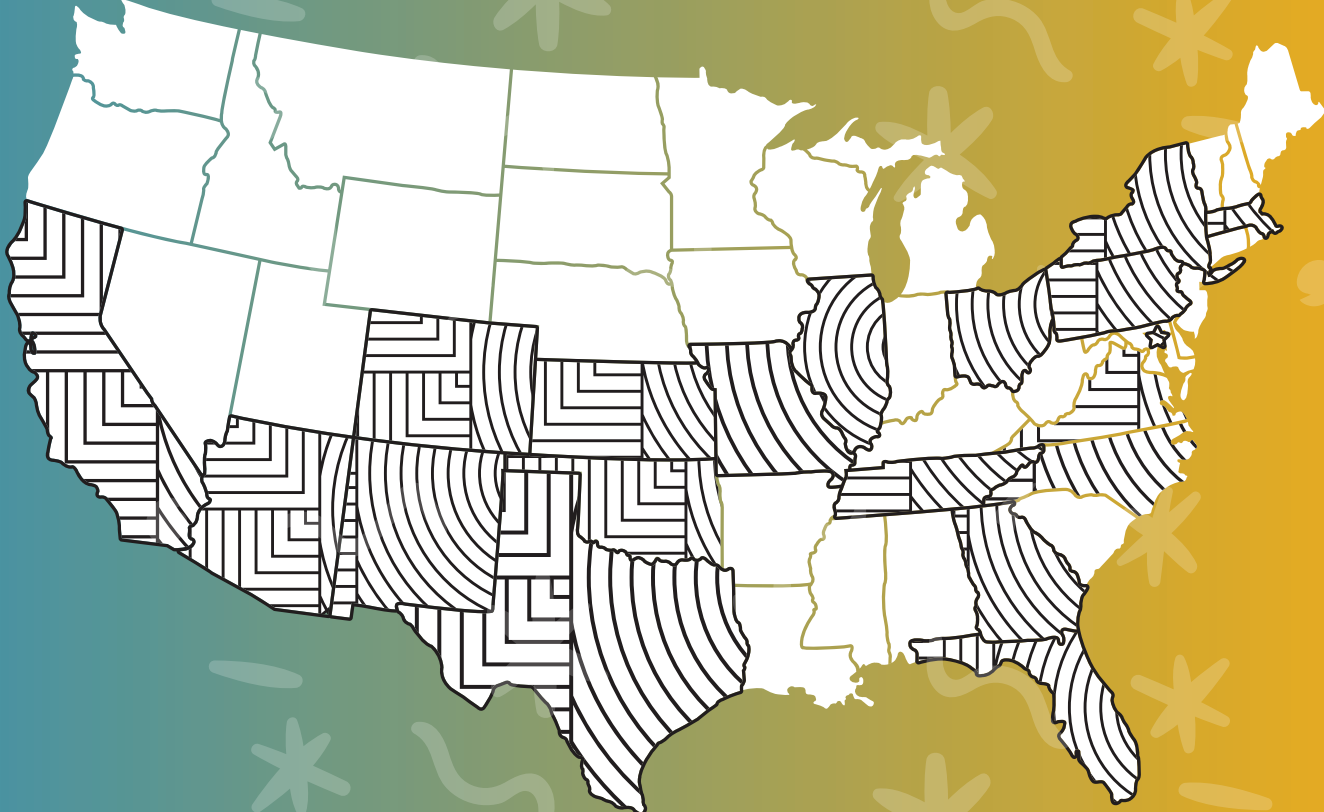
PHYSICAL & MENTAL HEALTH



REFUGEE



WORKFORCE DEVELOPMENT



* Complete list can be found on our website

GROWING UP

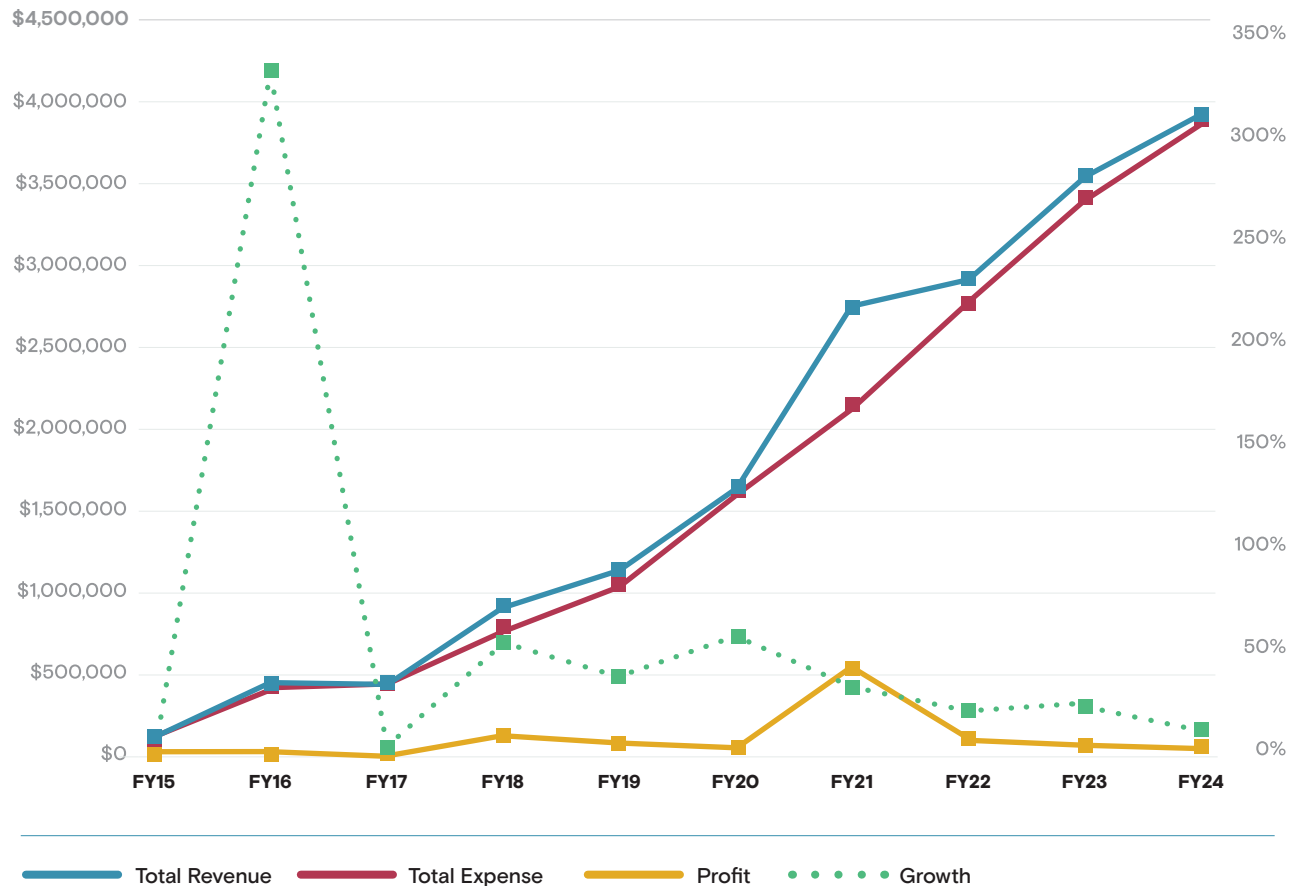
Values Driven & Debt Free

Since our founding, VLC has steadily grown without any debt and while maintaining a small margin, in alignment with the two key values around nonprofit accessibility and staff compensation.

NONPROFIT ACCESSIBILITY

- All engagements are fixed-fee and in service of the mission. Clock-watching and hourly billing gets in the way of developing true and trusted partnerships that are necessary for meaningful change.
- We price our engagements with a focus on supporting sustainable budgets. For interim roles, we price our engagements according to nonprofit salary compensation surveys for the competencies and position needed to execute the engagement; for traditional strategic consulting engagements, we manage expectations and over deliver on results by intentionally maintaining competitive pricing (below larger consulting firms).
- All engagements and extensions are in service of the mission and the most sustainable way to advance it. We do not “upsell” or extend engagements without a clear purpose (so as not to create dependency and drain organizational resources), but we do not abandon clients either if additional support is needed in service of the mission.

VLC BUDGET GROWTH (\$) AND GROWTH RATE (%) BY FISCAL YEAR



STAFF COMPENSATION

- Venture Leader salaries are calibrated and set according to nonprofit market rates for like-positions and acumen.
- Venture Leader staff are able to pick salaries that match their desired work-pacing with a generous bonus structure, employer-funded 401K, professional development, team-building/appreciation funds, and unlimited vacation.
- Venture Leader staff are supported by each other to create a network of competencies, resources, and thought-partnership to any engagement with full transparency of engagement pricing and staff allocation.
- VLC signed the California Equal Pay Pledge as part of our commitment to pay equity and closing the wage gap for all. The pledge is an initiative led by First Partner, Jennifer Siebel Newsome, California Partners Project, and the California Commission on the Status of Women and Girls, to close the wage gap for all in California, for good.
- Of our \$3.9M revenue, 60% went to direct pay, 30% went to our Collective practitioners, and 10% was invested in staff through training, appreciation, and team-building.

OUR GIFTS | Service Snapshot



Targeted Ventures

Targeted project leadership is a custom engagement, turning ideas and the conversations around them into system-wide improvements. Engage a Venture Leader to design and implement targeted projects that may include executive/staff coaching sessions, retreats, training periods, and keynote speaking, as well as articulating theory of change and seeing through to implementation, protocols, manuals, RFPs, and more. We focus on action and measurability to meet our simple end-goal: taking your mission to the next level.



Integrated Ventures

We offer interim leadership that is based on clear goals, such as building relationships among key funders and stakeholders, supervision, implementation, and expansion – that won't leave you with a dependency. Your organization can engage a Venture Leader for a 6-12 month program that focuses on strategy and on-the-ground support that organizations can maintain after the program is completed. We're not interested in the status quo: through talent development, implementation, and willingness to work beside you to meet the day-to-day, we will see sustainable, measurable growth.



Leadership Development

Readiness to achieve true impact in the world can be an uncomfortable space to claim. When faced with critical organizational transitions, the future catalysts, champions, and rainmakers need access to well-tailored expertise and personalized solutions. We provide individual and group coaching, and in-person learning forums through a flexible system of inquiry-based learning and creative strategies that build on strengths and address limitations in service of authentic leadership.



By the Numbers 2023



Data & Evaluation
Support Endeavors



Theory of Change/
Impact Strategy Projects



Leadership
Retreats



Other
Engagements

(ex: Organizational Capacity
and Succession Planning)



Strategic Planning
and/or Scaling Projects



Total Interim Executive
Leadership Roles



Executive
Coaching

Targeted Development Support Initiatives

In 2023, through
development
engagements and
campaigns, we
supported clients to
raise over \$40M+



OVER
\$40 MILLION
RAISED

CELEBRATIONS | Venture Leader Academy (VLA)



In 2023 we launched the 5th and 6th cohort of Venture Leader Academy serving over 22 Executive Change Champions.

DEMOGRAPHICS SERVED

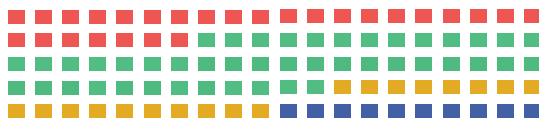
ETHNICITY | 45% BIPOC



GENDER | 64% Women, 10% Men, 18% No Response

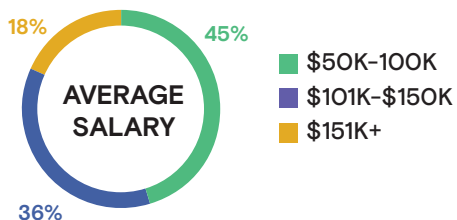


AGE | 27%(25-34), 45%(35-44), 18%(45-54), 10% (55+)



AVERAGE TENURE IN SECTOR

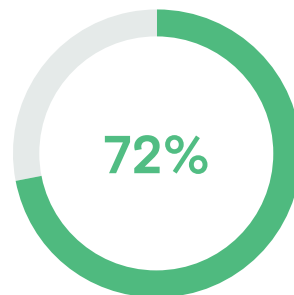
	GENERAL	NONPROFIT
0-5 years	0%	27%
5-10 years	10%	18%
10-15 years	45%	18%
15+ years	45%	36%



COURSE SATISFACTION



100% of respondents would recommend this course to other nonprofit professionals



72% of respondents were comfortable voicing their opinion in class

Change Champion *[noun]*

A fully-expressed, VALUES-DRIVEN, influential, and **respected leader** who acts with intention to create **ENDURING CHANGE** towards a greater vision of **EQUITY** and **JUSTICE**.

COURSE QUALITY



INSTRUCTOR



COACHING COMPONENT



[2023 Summer Cohort Evaluation Data](#)
Overall Demographics for 26 graduates

MEMORABLE MOMENTS | 2023 Highlights

2023 CELEBRATIONS

- Launched **comprehensive success performance metrics** for annual staff evaluations
- Piloted **new administrative solutions** to increase the efficiency of client-facing staff practitioners
- In honor of the love our Collective puts into action, we released the **Love in Action Social Justice Cookbook**, featuring meaningful and mouthwatering recipes submitted by VLC Collective family and made to share with family and friends as you put love into action!
- Developed **intentional onboarding, continuous training, and more tools** for all members of the Collective
- Launched our **new website, logo and brand!**
- Defined our **Collective's impact** in a more quantifiable way across all client engagements
- Launching a **nonprofit arm of VLC, Venture Leader Lab**, to host our high-quality online community of practice and professional development
- Disseminated our **new innovative and cost-effective toolkit** for in-house talent searches
- In celebration of our East Coast expansion, hosted **"Advancing Equity At Scale: A Conversation with Two Visionary Change Champions"** in Washington, D.C.



CLIENT TESTIMONIALS

*"The time you [VLC] spent with us and the document you left with us is absolutely 'spot on'. We are making **inroads into the critical aspects of no-cost care, collaboration and funder engagement.**"*

TESTIMONIAL FROM ELLEN LONDON, COMING HOME CONNECTION

*"I was on an uncomfortable self/professional development journey and with the tools shared by VLA that are still available for me to revisit and practice, I have been able to **lean more gracefully into change and conflict** within myself, others and the organization."*

TESTIMONIAL FROM VLA FELLOW

*"While the rights and futures of some of the most disenfranchised children and youth in the country have faced increased, unrelenting threat, and the internal and external bar is even higher for me as a leader, VLC's **strategic, values-based, brilliant, concrete support** has been a beacon of light that allows me to meet the distinct demands of the moment. Not only do I receive VLC's incredible daily support, but I also see that VLC treats our partnership as an **investment in the success and sustainability of the sector** and leaders who are **building justice and equity**, and it is a gift to be included in that network!"*

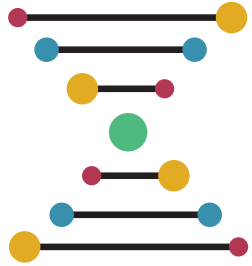
TESTIMONIAL FROM JENNIFER RODRIGUEZ, YOUTH LAW CENTER

*"I wholeheartedly endorse Venture Leadership Collective to any emerging or seasoned nonprofit leader seeking to not only hone their thinking and approach, but also to make enduring change in their organization and community. Aila, Kat, and the team at VLC are **building the next wave of change champions** and it is a tremendous gift to be in **pursuit of a more just and equitable world** alongside them."*

TESTIMONIAL FROM NICOLE EMBURY, COLLEGE TRACK

*"Through partnership with VLC, MENTOR is able to reliably, efficiently, and effectively open doors to impact in new communities. VLC **understands our needs, shares our values, and delivers excellent work** through talented and personable professionals all over the country on each and every project. With VLC's support of our **growth strategy** at MENTOR National as well as with MENTOR Affiliates in California, Texas, Florida, Illinois, and Tennessee, we have ensured that many more young people have increased access to quality mentoring."*

TESTIMONIAL FROM JESSICA SILVERMAN, MENTOR



VENTURE
LEADER
LAB

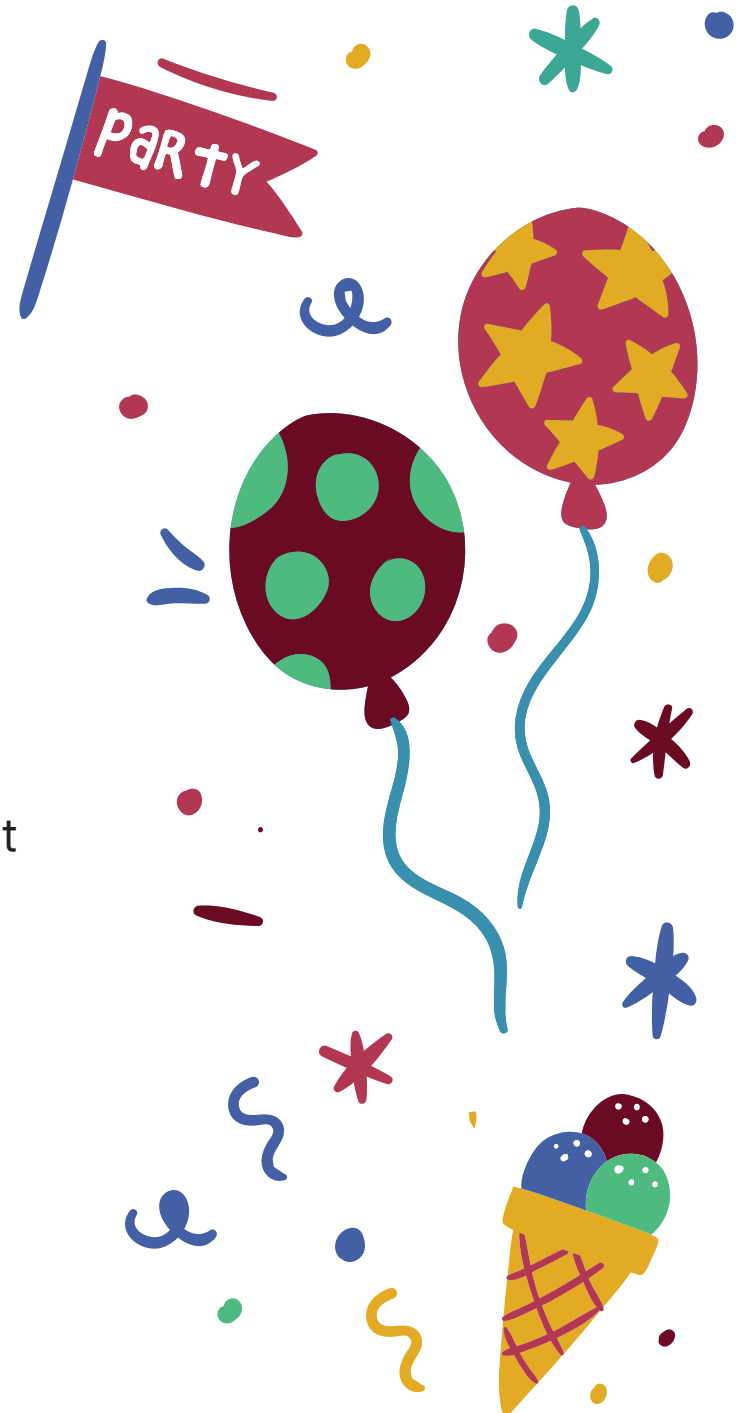
Human-led.

Tech-enabled.

Community of practice.

Join our movement to democratize access to nonprofit expertise. We envision a nonprofit sector in which leaders are well-equipped to solve the crises of our time and lead to a more just and equitable world.

[Sign up for our mailing list](#) to stay in the loop on our launch!



Make a Wish!

What's your birthday wish for our world?

[#wishfortheworld](#)

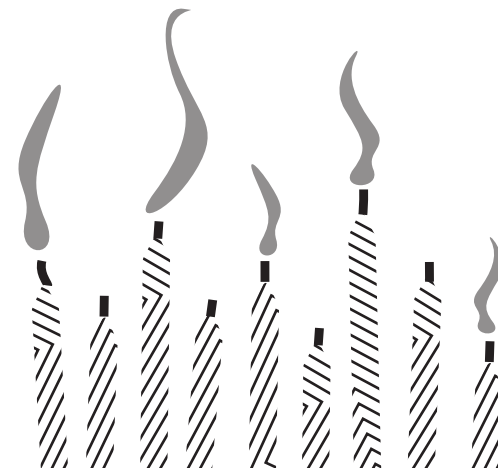
[Sign our Birthday Kudoboard](#) and share your wish for the world with our collective! There is strength in our collective hope for a better future. Join us and **activate change in your community!**



Stay connected with us in 2024



Sign up for our newsletter!



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