



NONPROFIT FUNDAMENTALS CERTIFICATE PROGRAM

FALL 2026

The Pathways' Nonprofit Fundamentals workshops help your organization thrive by improving your knowledge of how to run a successful nonprofit. These courses are for nonprofit organizations based in the 18 counties of Western North Carolina.

- Earn a Nonprofit Fundamentals Certificate by completing eight classes from the spring and fall sessions.
- A maximum of three people from each organization can register for each class
- Each class is held online over two days, with three hours of instruction each day, for a total of six hours per class. A limited amount of pre- or post-class work may be required.

Cost

- Workshops are free for organizations in Western North Carolina with budgets under \$50,000
- For organizations with budgets over \$50,000, each online course costs \$60 per person
- If cost is a barrier, please contact us at contact@nonprofitpathways.org

Follow-Up Coaching

- Nonprofits in the 18 Western North Carolina counties are eligible for three hours of free follow-up coaching after each course
- Coaching is available on a first-come, first-served basis and depends on instructor availability

Accessibility

- If you require accommodations to participate fully, such as language interpretation, sign language interpretation, visual or auditory support, access to materials in advance, or other accessibility needs, please notify us at least seven days in advance. We will do our best to meet your request.

FALL 2026 Class Information

Grant Writing 101: Fundamentals of Effective Grant Proposals

Instructor: Simone Adams

September 9 & 10; 9:30 am – 12:30 pm

Western North Carolina nonprofits are carrying a heavy load right now. Hurricane Helene's recovery is still ongoing, federal funding continues to shrink, and DEI-focused grants are harder to come by. Your community needs your organization to be resourced, resilient, and ready. This important work starts with knowing how to make the ask.

Grant Writing 101 gives you a solid foundation to write proposals that get a funder's attention. Whether you're starting from scratch or ready to sharpen your skills, you'll walk away knowing how to find aligned funders, build a compelling narrative, create a project budget, and demonstrate measurable impact. We'll also dig into how AI fits into the proposal process, and how to use it without losing your voice.

By the end, you'll have the skills to write proposals that communicate your project's value and move funders to say yes.



Simone Adams is an expert grant writer and strategic fundraising coach with over 20 years of experience in the nonprofit sector. As the Founder and Executive Director of Color My Outdoors, she leads a nonprofit rooted in the Southeast that is rewriting the outdoor narrative and building clear pathways for People of Color to lead in the outdoors. Simone holds a BS in Organizational Communication from Kennesaw State University and an MFA in Writing from Savannah College of Art & Design

Her grant writing approach pairs narrative precision with strategic thinking. With a career spanning grassroots startups to multi-million-dollar nonprofits, she specializes in identifying mission-aligned funders and crafting proposals that convey urgency and present evidence simultaneously. Her background includes roles as an executive director, development director, and consultant. Now she coaches others to do the same.

Fundraising Essentials 101

Instructor: Angela Kemper, MA, CFRE

September 30 & October 1; 9:30 am – 12:30 pm

Nonprofit professionals are being asked to do more than ever before - often with limited time, staff, and resources. Yet organizations that build strong donor relationships and engage supporters in meaningful ways are better positioned to weather uncertainty and advance their mission. This workshop is designed to provide practical tools, fresh ideas, and renewed confidence for fundraisers, board members, and volunteers alike.

This interactive and energizing workshop provides a strong foundation in fundraising fundamentals while introducing current trends and proven strategies that work. Participants will learn how to attract and retain donors, strengthen annual giving efforts, identify new prospects, steward supporters effectively, and create a donor experience that builds trust and loyalty over time.

From the first introduction to the final thank-you, you'll explore the complete donor journey and gain practical tools you can immediately apply within your organization. Whether you are a staff member, board member, volunteer, or emerging fundraiser, you'll leave with fresh ideas, increased confidence, and actionable strategies to strengthen your fundraising program and advance your mission.



Angela Kemper, MA, CFRE, is a successful fundraiser, trainer, and consultant with expertise that has generated results for hundreds of nonprofit organizations. She has held executive positions for fundraising and membership programs, leading to successful multimillion-dollar capital campaigns, double-digit increases in annual campaigns, special events, and membership growth, and expanded staff and board capacity. As a consultant for more than 25 years, Angela has worked with nonprofits and funders in North Carolina, the Southeast, and nationally. Her expertise includes

strategic fundraising, donor data analysis and portfolio development, development program growth, nonprofit capacity building, strategic planning, and board development. She is an Association of Fundraising Professionals Certified Master Trainer and has completed BoardSource's Certificate of Nonprofit Board Consulting. She is a speaker and workshop facilitator on fundraising, boards, and nonprofit capacity.

Board Basics: Foundations for Effective Nonprofit Leadership

Instructor: Melissa Le Roy

October 28 & 29; 9:30 am - 12:30 pm

Strong, effective boards are at the heart of every successful nonprofit. In this interactive course, you'll explore the essential roles and responsibilities of nonprofit board members and discover how a well-functioning board can drive your organization's mission forward.

You'll learn what it means to serve on a board, from guiding organizational strategy to ensuring legal and ethical integrity. We'll break down the board's key duties, including oversight of policies and procedures, support and evaluation of the executive director, and stewardship of financial and legal obligations. Through real-world examples and group discussion, we'll also explore strategies to recruit passionate board members and keep your board engaged and accountable.

Join this class to clarify expectations, strengthen your board's impact, and leave with tools to inspire greater commitment and active participation from every board member.

Key Learning Objectives

- Gain a clear understanding of the core roles and responsibilities of nonprofit board members.
- Explore practical strategies to foster board engagement and accountability in response to your organization's stakeholders.
- Learn best practices for building effective board-executive director relationships.
- Understand your board's financial and legal duties and how to ensure they are met.
- Discover how to recruit, select, and retain board members who are committed to your mission.



Melissa Metcalf Le Roy, a graduate in Entrepreneurship, with a minor in business law of Western Carolina University. Melissa teaches non-profit management classes throughout the United States for Duke University. She is a past board member of the North Carolina Center for Non-Profits. For four years she contributed a regular "Non-Profit Leadership" column for the Tryon Daily Bulletin, and currently offers her services as a consultant through her own firm, OnFire Nonprofit Consulting. You can also view her TEDx talk "[A Love Affair, the Art of Not Asking](#)" on Nonprofit Fundraising. A Western North Carolina native, she lives in Forest City, North Carolina with her husband Chris, Chief of Police with the Forest City Police Department, and their dog's Cali and Sandi.

Financial Management

Instructor: Wade Rogers, CPA

November 18 & 19; 9:30 am – 12:30 pm

This course provides an understanding of financial management for nonprofits, focusing on topics integral to nonprofit fiscal management. Learn finance terms as they relate to the effective operation of a nonprofit organization. Discuss how to track income and expenses for specific programs to fulfill funders', donors', and IRS expectations. The roles of the Board, staff, and committees are covered. Become familiar with the standards of excellence for nonprofit organizations and gain an understanding of basic internal safeguards, financial statements, budgeting, and surviving an audit. Participants will gain an understanding of the broader financial realm of nonprofit organizations – where they work or volunteer.



Wade Rogers, CPA, Wade Rogers, CPA has worked for over 35 years in finance and accounting with experience in auditing, manufacturing and nonprofit organizations. Based in Asheville, NC, Wade now works as a teacher, coach and consultant for nonprofit organizations, helping them to demystify their financial story and to establish effective financial reporting and control environments.

Strategic Planning: Inclusive Planning & Responsive Strategy

Instructor: Beth Trigg

December 2 & 3; 9:30 am - 12:30 pm

Change is constant, and our world is changing more rapidly than ever before. Responsive nonprofit organizations are agile enough to evolve and adapt strategically over time while staying true to shared vision and values. Planning and strategy can be ongoing, dynamic processes driven by evaluation and data and guided by community voices. Nonprofits can engage in inclusive and equitable planning to create strategy. In this interactive session, you will gain an understanding of participatory planning, learn how to gather and incorporate community data to inform planning, practice using key tools for inclusive planning and strategic decision-making, and build skills to create strategy to guide your organization toward your vision. We will also explore organizational culture as a key factor in creating and implementing strategy, and discuss the elements of a positive organizational culture. This course is appropriate for representatives from organizations of any size or developmental stage, whether you are new or experienced in the nonprofit field.



Beth Trigg is a consultant with over 20 years of experience in nonprofit strategy, facilitation, and capacity building. Beth has worked as a staff member, board member, volunteer, and consultant in nonprofits from the grassroots level to statewide, national, and international organizations. Her consulting practice, Taproot Consulting, provides counsel, support, training, planning, and facilitation to help community-based organizations build skills and capacity. Beth has participated in and facilitated collective work for two decades within nonprofit organizations and community groups. After Hurricane Helene, Beth was a co-founder of Swannanoa Communities Together, a nonprofit rooted in mutual aid and inclusive community care in the Swannanoa Valley.