A MESSAGE FROM OUR CEO.

At the time of my arrival as CEO of Humentum in November 2019, along with the rest of the world I had no idea what awaited us in 2020. What I did know was that I was assuming leadership of a vibrant organization committed to helping the development sector adopt and implement best practices in operations and compliance. Humentum was already a distributed workforce with more than 40 employees located across the globe, using technology to connect and collaborate.

As the realities of the pandemic dawned on us in March 2020, Humentum shifted quickly to provide up-to-the-minute relevant support and services to our members, stakeholders, and clients. Although we ourselves were reeling, we initiated weekly convening of the Humentum affinity groups to provide a space for people to compare notes, share challenges and solutions, and occasionally have a joint primal scream. These discussions allowed us to identify and track the issues faced by our community – topics including managing a remote workforce, operating without international travel, protecting staff and their families, and applying for the Paycheck Protection Program. Our OpEx 365 year-long conference and CEO series provided venues for different groups to continue to meet, focusing on both longstanding issues and new emerging trends and questions. We adapted our other services to align with what the community needed and called for, using insights to influence our programming in new and exciting way.

At the same time, Humentum actively advocated with the sector’s donors for improved policies and procedures, made more important because of the rapidly shifting landscape and conditions. Our facilitation of the feedback loop around issues such as USG rulemaking and planned cuts to the UK foreign assistance budget raised the prominence of the NGO sector’ voice concerning critical issues that affect the sector’s daily operations and long-term impact. Heavily aligned with the push for sound policy, in 2020 Humentum’s global projects advanced strategic and practical solutions: the ongoing IFR4NPO project brought together participants from more than 105 countries to develop guidance for global non-profit accounting standards; and the True Cost project analyzed the challenges national NGOs have in covering their overall and administrative costs through donor funding.
While our support to the community began with a focus on mitigating the effects of the global pandemic, the murders of George Floyd and Breonna Taylor and the ensuing global call for racial justice affected us deeply as well. Within Humentum we committed to racial, gender and economic equity in all our practices, as did our Board of Directors. Internally we reviewed and revised our compensation structure to establish a living wage and an equitable and bias-aware approach to compensation, while externally we actively sought to ensure that racial equity and justice be considered in all aspects of funding, compliance and operations; our blogs and commentary advocated openly for the need to shift power and decision-making from its traditional base in the North to people, communities, and governments in the Global South.

Humentum has evolved over the past year in ways that we could not have foreseen. We have proven our ability to adapt in the face of global disruption, and now need to harness this agility to continue to improve the ways in which we serve the community. Two ideas stand out: we must be deliberate in what we keep and what we reject from the 2020 experience, remaining vigilant to avoid “snapping back” to former practices and behaviors; and we must strive to ensure that Humentum’s offerings are relevant and accessible at the national and community levels, in addition to our current trans-national scope.

Onward!

Christine Sow, CEO
OUR WORK HAS NEVER BEEN MORE IMPORTANT.

WE ARE:

**THE GO-TO COMMUNITY BUILDER.** We capture insight and co-create transformational solutions by catalyzing connections amongst our members and stakeholders.

**THE GO-TO LEARNING PROVIDER.** We grow the global development community’s capacity and competency by leveraging digital content and know-how.

**THE GO-TO PROBLEM SOLVER.** We increase financial sustainability and program agility by designing customized solutions through consultancy.

**THE GO-TO ADVOCACY PARTNER.** We transform the enabling environment by influencing the sector’s response to operational and policy challenges.
2020 AT-A-GLANCE:
IMPACT IN THE FACE OF GLOBAL UPHEAVAL.

833 ORGANIZATIONS REACHED

3,975 PEOPLE TRAINED

244 EVENTS CONVENED

41,313 INDIVIDUALS REACHED

147 CONSULTING CLIENTS

2,410 CLIENT WORKSHOP PARTICIPANTS
IN 2020 WE HARNESSED OUR AGILITY TO:

- Embrace Digital First—shifting our engagement to online training and convening, reaching more people more easily.

- Engage ambassadors and participants from more than 105 countries to contribute to the IFR4NPO project, a ground-breaking initiative creating non-profit accounting standards that will expand and democratize access to donor-funding.

- Adopt equity principles to serve as the North Star of our programming, ensuring that diversity, equity and inclusion are integrated throughout all we do.
2020 WAS ALSO A WATERSHED YEAR FOR RACIAL AND SOCIAL JUSTICE.

We committed to equity throughout all that we do.
- We are willing to learn, adapt, and stay open to discomfort;
- We keep at the forefront of all our actions and conversations;
- We acknowledge individual and collective power, and use it for transformation;
- We will be humble and own our mistakes.

_Humentum Equity Principles, adopted 2021._

Our Board stands with us:

"We believe diversity to be critical to achieving our mission...and that our board members must reflect the communities and people with whom we engage and the contexts in which we work."

_Excerpt: Humentum Board Commitment._

Our full Board commitment is available upon request.
WHERE DO WE GET OUR FUNDING?

- Recruitment Services
- Corporate Support
- Grants & Contracts
- Consulting Services
- Membership Dues
- Workshops, Training, Annual Conference
- In-Kind Contributions
- Other

How do we use our funding?

- Program
- Management & General
- Fundraising

Total funding in 2019: $11,062,223
Total funding in 2020: $9,992,969
WE PARTNER WITH YOU TO BE AN EQUITABLE, ACCOUNTABLE, AND RESILIENT FORCE FOR SOCIAL GOOD.

Thank you to our members, clients, customers, and partners.

With special thanks to our sustaining members:
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