

2024 IMPACT REPORT

TCC BOARD
OF DIRECTORS



TRIAD COACHING
CONNECTION



LETTER FROM OUR PRESIDENT



Warm greetings to each of you. This first annual Impact Report provides highlights of our 2023 achievements and affirms our vision to develop and sustain a diverse, inclusive, and supportive learning community for coaches and those interested in the practice of coaching.

Because of your support and involvement in TCC activities, our initiatives, special projects, and programming reflect what matters to you. We see our responsibility as TCC board members to continue to prioritize your needs and aspirations in order to foster an environment that promotes growth, connection, and support.

For fiscal yearend 2023, TCC finances tracked well to our initial budget. Revenues were driven by strong membership, and expenses progressed as forecasted. We continue to maintain a strong capital position for projects and unplanned opportunities.

On behalf of the board, thank you for your continued support, dedication, and contributions. Your active engagement is the key to TCC. So, let us continue to inspire, uplift, and support one another as we strive towards our shared goals. Together, we have the power to continue making a positive difference in the lives of those we serve through coaching.

Please enjoy this first edition of our Annual Impact Report and feel free to reach out to me or any board member if you have any questions or comments.

A handwritten signature in black ink that reads "Steve Buisson".

Steve Buisson
President, Triad Coaching Connection

Our Vision

Develop and sustain a diverse, inclusive and supportive learning community for coaches and those interested in the practice of coaching.

Our Mission

Triad Coaching Connection is a nonprofit organization of professional coaches who care for one another, our ongoing development as coaching professionals, and support for the communities where we live and serve.

What We Value

Honoring our history:

- seeking personal connection
- reinforcing mutual trust
- promoting diverse perspectives

Embracing our future:

- pursuing ongoing excellence
- leading in professional development
- encouraging an innovative mindset
- growing our organization strategically





MEMBERSHIP

The TCC membership Committee has been active this year, with intentional outreach to both current members and new arrivals to the TCC Experience. Chair, Linda Hayman is in the process of surveying members who have not renewed in 2024 to help understand what TCC is doing well, in addition to any changes that might be considered. Linda promoted the "student membership discount", approved by the board, to allow any college or coaching program student to join TCC for \$50 per year. The membership committee is responsible for the Bridges program, welcoming and supporting new members through TCC Ambassadors.

DIVERSITY, EQUITY, INCLUSION & BELONGING

The TCC DEIB Committee, comprising 15 proactive influencers, embodies the essence of the "TCC Experience" across various domains. They ensure TCC's programming remains relevant and inspiring, fostering safe discussions on current themes, exemplified by past events like "The 'I' in ISM" and "Disrupting Bias to Increase Coaching Success," with future sessions including "Coaching to Navigate and Overcome Toxic Work Environments." Their involvement in the "Bridges" New Member Orientation process showcases their dedication as ambassadors, facilitating relationships for personal and professional growth.

Looking to 2024, the committee remains committed to fostering inclusivity, with upcoming events like a book discussion on April 25 and a community excursion to Industries of The Blind in June, solidifying their mission to embrace diversity. Through proactive initiatives, they champion acceptance, respect, and empowerment, shaping a brighter future for TCC and beyond.

COMMUNICATION

The Communication team (Kathleen Donohue, Debbie Griffith & KJ Shapiro) supports other committees in their activities whilst continuing to drive strategy and cohesive branding for all communications across TCC. To ensure TCC stay's up to date with functionality and marketing trends, a few months ago we upgraded the site to the newest version of 7.1 and reviewed all content and page layouts to ensure the best UX. With a renewed vision the committee seeks to highlight the opportunities for new members and prioritise them in how TCC plans for the future.

TCC IN ACTION



PROGRAMMING

The TCC Programming Committee successfully delivered ten programs since our last report. We began gathering membership feedback through evaluation surveys. All programs have received consistently high ratings, notably with Ronnie Grabon's July session leading, followed closely by Dr. Michael Broom's in June, Lenora Billings-Harris's in October, and Dr. Shonna Waters's in January. Recordings of these, and all programs are available on the Program Resources page of the TCC website. Feedback consistently praised the programs' organization, clarity, engagement, and relevance, with participants valuing the knowledgeable speakers and diverse facilitators. The hybrid format is well-received, reflecting the committee's adaptability to diverse preferences. While a significant portion of participants joined online, a slight majority preferred in-person attendance. One noted advantage of hybrid, TCC is now attracting people to our programs and welcoming members from outside the Triad.

Future program topics include Coaching Questions, Team Coaching, and Coaching to Navigate Toxic Workplaces, and Building your Coaching Practice. Committed to excellence and participant responsiveness, the Programming Committee remains committed to continues to delivery of impactful programming experiences, fostering learning and growth within the TCC community.

STRATEGIC INITIATIVES

The Strategic Initiatives Committee (SIC) continues to meet monthly to discuss new potential projects. The goal of the committee is to serve as an idea incubator to develop and vet new ideas from membership for potential presentation to the board for approval. The SIC recently has been focused on creating coaching opportunities for TCC members through partnerships with local non profit organizations. Additionally the SIC has been investigating other opportunities to provided discounted services and materials to our membership. The committee's goal continues to be consistent with TCC's vision to provide a supportive learning community for coaches and those interested in the practice of coaching.

SOCIAL CONNECTION

The TCC Social Committee hosted 'Coaches Connecting over Coffee' in Winston Salem, Greensboro, High Point and Mebane. Our goal is to continue to create informal environments for our TCC members to het to know each other. We gathered at the beginning of December for our annual 'Toys for Tots' toy drive at Wicked in Greensboro; scratched our competitive urges and threw some Axe's .



PARTNERSHIPS

We continued our partnership with the Non-Profit Consortium by supplying a roster of coaches to work with 12 Non-Profit leaders who are taking the 6 month long Executive Leadership Academy run by the consortium. This was a big turnover year for our roster of coaches and several people who had formerly coached in that program agreed to mentor our newer coaches. Congratulations to our ELA coaches: Sherry Abernathy, Beth Byerly, Kathy Frazier, Eileen Hogan, Martha Kesler, Michelle Linster, Sarah Nielsen, Erin Stratford Owens, Rob Owens, Jean Pudlo, Paul Roithmayr, and Kate Weaver. And to our mentor coaches: Neil Belenky, Ronnie Grabon, Victoria Guthrie, Joyce Richman, Jane Walter and Cate Wineberg.

We are also working on a partnership with the consortium to develop a roster of coaches who would work with other non-profit leaders in developing their leadership capabilities. If you wish to volunteer in either of these programs in the future, please contact Ronnie Grabon at rsgabon@gmail.com

GOVERNANCE

Our major focus in on the Board itself, are we using best practices as an organization? Are we maintaining bench strength so that TCC is sustainable? This year we had major changes in our communication team and were able to recruit Kathleen Donohue to join the board and fill the remainder of Christine Loeffler's term (thank you to both women). We were also able to recruit 3 new board members who we will all vote on during our April membership meeting. We've had some board members switch roles: Ronald Graves is now Treasurer, Sherry Abernathy has agreed to take on the role of Assistant Treasurer and Ronnie Grabon has agreed to become our VP for Governance.

In addition, again following best practices, all board members answered a board self-survey on how we were functioning as a team. We then participated in a meeting to discuss the results. There were positive results from both the survey and the meeting.

TCC Budget for Calendar Year 2024

Revenues		\$
	Membership Fees	7,505
	Guest Fees	
	Other Income	
Total Revenue		7,505
Expenses		
	Bank & Credit Card Fees	255
	Board Meetings	
	Community Donation	
	1099 Contractor - Web Support	6,615
	Meeting Expenses	750
	Marketing/Communications	1,590
Total Expenses		9,180
Net Income/(Loss)		(1,675)
Retained Capital		
	Current Account Balance	16,542