



# 2021

## ANNUAL REPORT

*Laying Foundations*



*Transforming lives.  
Creating a more  
compassionate world.*



THE NARRATIVE  
ENNEAGRAM

SINCE 1988



# The Narrative Enneagram 2021 Annual Report

## Our Mission & Vision

*The Narrative Enneagram is an educational nonprofit dedicated to transforming lives and creating a more compassionate world. We advance human consciousness through our pioneering Narrative Enneagram curriculum, which integrates psychology, spirituality and somatics.*

*As both an international school and a membership organization, we support your work with the Enneagram no matter where you live or where you are in your life journey.*

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# A Message from TNE's Executive Director

## Laying Foundations

By Ed Self, TNE Executive Director

### THE NARRATIVE ENNEAGRAM CORE VALUES

1 COMPASSIONATE CURIOSITY

2 GROUNDED PRESENCE

3 WORTH AND BELONGING

4 COLLABORATIVE CREATIVITY

5 INDIVIDUAL, COLLECTIVE AND  
STRUCTURAL TRANSFORMATION

During these last years of change and uncertainty, The Narrative Enneagram heard the call from our community to be resilient and adapt to provide the programming you want. ***We spent 2021 laying foundations that will continue to serve our community and mission for years to come.***

We deepened our commitment to diversity, equity and inclusion (DEI). We engaged internal stakeholders in a yearlong program that yielded updated core values that compel us to speak about racial and social injustice and take action to foster “worth and belonging” for all of our students as we pursue “individual, collective and structural transformation.” Other changes include an expanded DEI scholarship program, inclusive curriculum revisions, larger more diverse faculty, and a clearer vision of how to continue this work.

We also continued work on a new technology platform that launched in June 2022. This new technology provides a better customer experience through an interactive and mobile friendly website, added member benefits, and other features that make it easier for our small staff to serve you and expand program offerings. Thank you to the Mistler Family Foundation, Paul Strasburg, Carrie Kirkpatrick, Michael and Nancy Shayeon, Jean McClung Nye, Rick and Lesley Bradstreet and Carolyn Workman for their significant contributions, and to the many other donors who together made this transformative technology upgrade possible.

In 2021, we certified more Enneagram Teachers and Practitioners than ever before. We also advanced continuing education post certification and began offering more programs to meet the needs of people who may never want to certify but want to apply the Enneagram in their lives. With the launch of our new technology we are excited to expand these new diverse offerings.

The last few years have presented unforeseen challenges for any organization that previously served its customers entirely in person. However, ***extraordinary circumstances call forth extraordinary ingenuity and team work.*** Thank you to our staff and faculty for their collaborative creativity to translate the power of the Narrative Enneagram into a high-quality online learning experience. Thank you to our Board of Directors for their leadership and deep commitment to the organization. Thank you for being an important part of our community and your commitment to transforming lives and creating a more compassionate world.

# A Message from TNE's Board President

## Coming Home and Building a Future Together

By Erlina Edwards, TNE Board President

The Narrative Enneagram community has been home since I received my initial certification in August 2000, over two decades ago. I returned to TNE via the Arizona Enneagram Association in 2021, when they gifted TNE with all their proprietary program content and members. I transferred to TNE first as a board member and then as president in 2022. This experience has genuinely been a homecoming for me. I am exactly where I should be.

Looking at the past few years, it's clear that no one person or association had a monopoly on "profound change." COVID-19 forced a rapid change from an in-person to an online format for delivering our programs. We were further compelled to transform after witnessing horrific events in our world, particularly regarding race and social injustice. It seemed that the fabric of parts of society had lost its capacity for inner reflection, empathy, and kindness.

***We spent 2021 examining our personal and social readiness to be part of a solution to this social fracturing, focusing on how we can deliver relevant and significant Enneagram teachings to our members and guests.*** At the same time, we assessed what we needed to maximize organizational performance across the board, staff, and faculty.

We set our intention to harmonize how we build our future together as a single force. As a result, we redesigned our core values, which now serve as the cornerstone for our continuing sense of alignment as an organization.

It is our joy and responsibility to offer Enneagram teachings to everyone, everywhere. We commit to providing the wisdom of the Enneagram well beyond familiar places by expanding our outside relationships and connections with communities and groups.

***Profound change must happen now. We must be part of that change. Thank you for joining us on that journey.***

### Welcoming The Arizona Enneagram Association

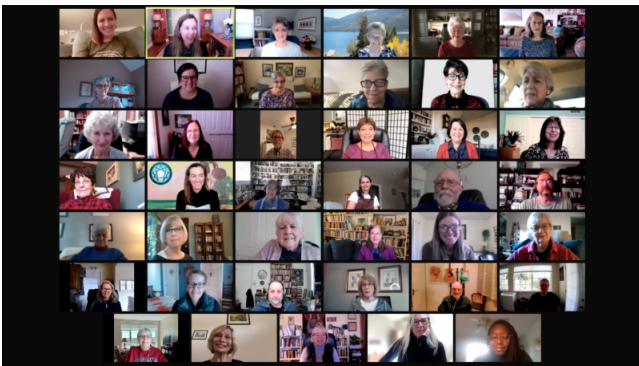
*"AEA's work is an outgrowth of Helen and David's work. Now they want a place to house their work, and it's a perfect fit.*

*It's a full circle moment — what started with Helen and David and their curriculum in the 90s, that was an offspring to the Narrative, is now coming back home."*

- Terry Saracino  
TNE Founding President and Core  
Faculty Member



# 2021: By the Numbers



## People

+2 adjunct faculty members in 2021

+2 staff roles in 2021

8 International Certifying Affiliates  
providing training in 6 countries

## Programs

1,268 Program Registrants

1,031 Member Gathering Registrants

## Community

621 members

20 new Certified Teachers and 35 new  
Certified Practitioners (U.S. School)

165 Scholarships awarded

## Website

269,878 visitors from 201 countries

624,696 pageviews

2,879 people took the online Essential  
Enneagram Test

## Social Media

9.7k Facebook followers (+500 from 2020)

9.5k Instagram followers (+1.9k from 2020)

4.6k Twitter Followers (+300 from 2020)

33,035 YouTube and Vimeo video views

\*Metrics reported based on annual count by Dec. 31, 2021.

# Our People

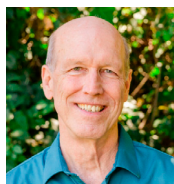
## Core & Adjunct Faculty



**Helen Palmer**  
Co-founder;  
Core Faculty  
Emeritus



**Terry Saracino**  
Core Faculty;  
Founding President



**Peter O'Hanrahan**  
Core Faculty



**Renée Rosario**  
Core Faculty



**Christopher T. Copeland**  
Core Faculty



**Erlina Edwards**  
Associate Faculty;  
Board President



**Mónica Tinoco**  
Associate Faculty;  
Board Member

## Board of Directors



**Erlina Edwards**  
Associate Faculty;  
Board President



**Margo Burns**  
Vice President



**Mary Jo Ruccio**  
Treasurer



**Kendra A. O'Hora**  
Secretary



**Mónica Tinoco**  
Board Member;  
Associate Faculty



**Mike Alexander**  
Member

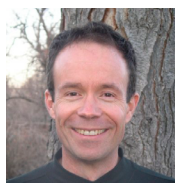


**Evan Turner**  
Member;  
Adjunct Faculty



**Kirsty Spence**  
Member

## Staff



**Ed Self**  
Executive  
Director



**Julia Lemke**  
Marketing  
Director



**Satoya Foster**  
Program  
Coordinator &  
Registrar



**Laura Vaughan**  
Registrar



**Nyree Hubbell**  
Accounting &  
Finance Manager



**Pat O'Hanrahan**  
Database Manager;  
Membership  
& Internship  
Coordinator



**Sarah Duet**  
Social Media  
Manager



**Meg A. Watt**  
IT Specialist



**Evangeline Welch**  
Communications  
Advisor & Creative  
Consultant



**Jo Anne Smith**  
Creative Consultant

*\*Faculty, board  
and staff as of  
Dec. 2021.*

## 2021 Newly Certified Teachers & Practitioners

### TNE Certified Teachers

Jeannie Armbruster	Natalija Hajduk Hedl	Tara Morris
Caryn Berley	Louisa Krause	Mary Noble Garcia
Sonja Bomhoff	Sarah LaFon	Michael Norton
Susan Brown	Kenna Ledbetter	Julie Short
Anne Coffman	Greg Mellor	Kirsty Spence
Alicia Divers	Ruth Michaelis	Jill Varley
Courtney Eller-Williams	Lee Milligan	

### TNE Certified Practitioners

Dori Brown	Adrienne Koch	Abbi Rodriguez
Jason Chow	Louisa Krause	Pamela Smid
Shawn Ellison	Haley Lovejoy	Stella Strazdas
Karin Fields	Majo Lovejoy	Sandhya Sudhakar
Emily Haynes	Maria Mandarino	Michelle Thompson
April Herren	Niki Pappas	Amanda Van Zeumeren
Christa Hesselink	Maria Parry	Trevor Walsh
Alan Hodgetts	Beth Pearo	Mary Wright
Lynn Holden	Emily Rayburn	

***Congratulations to all the International EPTP graduates through  
our International Certifying Affiliates in these countries:***

Czechia

Germany

South Africa

France

Italy

United Kingdom



# Thank you, 2021 Donors!

Thanks to the generous support of the Narrative Enneagram Community,  
we received \$210,730 in donations in 2021.

Joan Adam	Elaine Culverwell	Lynn Holden	Marge Morris	Fran Smith
Nisha Advani & Arun Tolani	Madeline D'Andrea	Hopkins Family	Skip Morris	Morgan C. Smith
Mike Alexander	Kate Dacy	Charitable Fund	Marcia Muller	Timothy Smith
Anonymous	Allison DeHart	Carolyn Humphreys	Anne Murao	Sarah Snyder
Alejandro Arizpe & Mónica Tinoco	Karen DeHart	Lori Hwangbo	Kevin Murphy	Mary Solomon
Chris Bagby	Maria Desjardins	Cherie Ingraham	Jerrilynn C Myers	Kirsty Spence
Michael & Margherita Baldwin	Pamela & James Earnest	Scott Jamieson	Lisa Nack	Jan & Keith Stanley
Tom Baldwin	Lorraine Edey	Bev Janisch	S&y & Gary Nearpass	Kim Stege
Jeannie Battagin	Erlina Edwards	Debra Janison	Maggie Noone	Lisa Stenner
Jamie Bennett	Nancy Embry	David Johnson	Pat & Peter	Julia Stone
Kaye Bernard	Emily Enright	Steve & Judith Katzman	O'Hanrahan	Paul Strasburg
Jayne Booker	Emily Erkmann	Monica Kelly	Kendra O'Hora	Kristi Swob
Sandra Boozer	Jessica Esterkamp	Heidi Susanne King	Jane Okulski	James Szeliga
Mona Bordage	Gerry Fathauer	Jeffrey King	Mara Ormond	Tod Tappert
Jack Killen & Fred Boykin	Bridgit Finley	Carrie Kirkpatrick	Jude Oyler	Scott Tavenner
Rick & Lesley Bradstreet	Nicole & Michael Fishman	Taylor R Kramer	Kirin Parmar	Brooke Taylor
John Brett	Tom Flautt	Louisa Krause	Amy Passey	William & Janet Taylor
Dori Brown	Ruth Y. Foster	Jane Kroll	Gerald & Adele Phelan	Ben Thompson
Burbank/Kilgroe Family Fund	Jana French	Elise Kurtz	Charitable Fund	Monica Tinoco
Margot Burns	Angie Frundt	Lindsay Lau	John Pihlblad	Simon Tse
Laurel Callan	Theresa Gale	Tracy Lawrence	Janelle Plaza	Jan Turala
Penny Cannon	Maureen Gatt	Thrive Leadership	Joyce Plaza	Evan & Jack Turner
Cindy Carhart	George Gordon	Paige LeBlanc	Lynda Rands	Bernice E VanDort
Jay Carlson	Gwen Gordon	Felicia Lee & James Larkin	William Reed	Caitlin VanDusen
Nancy Carlson	Emile Haddad	Winn Legerton	Gail Regan	Brian & Joyce Vent
Candis Carr	Wendi Halet	Ilya Margoshes	Theresa Rembert	Dana Vitorelo
Jenny Casey	Amy Haller	Patricia Martin	Angela Mathis-Rhodes	Trevor Walsh
Christine Chapman	Gingie Halloran	Mike Mathews	Gavin Richardson	Mary Anne Wampler
Donna Chase	Jean McClung Halloran	Kimberly McMartin	Rich Robinson	Saralise Ward
Anne Coffman	Charitable Fund	Jim McPartlin	Ron Rojas	Martha Waters
Sheryl Cohen	Noble & Lorraine	JoJean Meek	Renee Rosario	Kim Watson
Christopher T. Copeland	Hancock Gift Fund	Linda Messia	Mary Jo Ruccio	Janet Watts
Cheri Corrado	Pamela Hanson	Jean Meyer	Terry Saracino	Janell Weber
Joanna Corrigan	Michael Harvey	Michael A. & Cheryl B. Charitable Fund	Samuel Schindler	Evangeline Welch
Judy & Jack Craven	Sandra Hasselback	Curt Micka	Ed Self	Barbara Whiteside
CTAM Canada	Keller Hawkins	Mistler Family Foundation	Louise Phipps Senft	Daphne Whitman
	Marty Heeg	Margo Montgomery	Evelyn Severino	Carole Whittaker
	Michelle Heichel	Charles Morehead	Michael & Nancy Shayeson	Cindy Wiley
	Andi Hill	Stephanie Phillips	Charlotte Shepic	Courtney Eller-Williams
	Ruth Hill	Morgan	Phil Shovlin	Monirah Womack
	Alan Hodgetts		Linda Shutts	Koriynne Wong
			Ilya Silbar	Carolyn Workman & Kurt Wacker

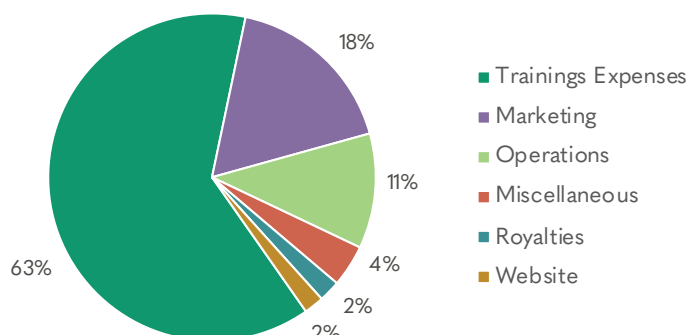
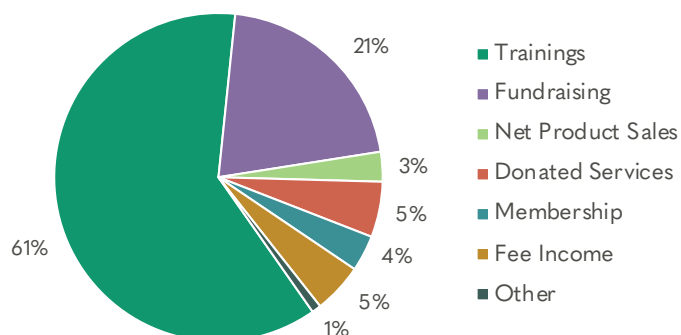
We make every effort to list all donors and ensure correct spelling. If you find your name has been inadvertently omitted or listed incorrectly, please email us at [marketing@narrativeenneagram.org](mailto:marketing@narrativeenneagram.org).

# 2021 Financials

## Income Statement

**Total Income: \$1,009,445**

**Total Expenses: \$839,610**



### Income

Trainings	\$619,379
Fundraising	210,730
Net Product Sales	29,528
Donated Services	55,185
Membership	35,870
Fee Income	29,660
Other	9,093
<b>Total Income</b>	<b>\$1,009,445</b>

### Expenses

Training Expenses	\$529,082
Marketing	146,064
Operations	95,413
Miscellaneous*	34,816
Royalties	17,808
Website	16,427
<b>Total Expenses</b>	<b>\$839,610</b>

**Net Income**

**\$169,835**

## Balance Sheet

### Assets

Cash	\$160,382
Accounts Receivable	15,009
Prepaid Expense	16,636
Investments	532,631
Net Fixed Assets	207,218
<b>Total Assets</b>	<b>\$931,876</b>

### Liabilities

Accounts Payable	\$43,528
Accrued Payroll Costs	12,589
Deferred Revenue	69,800
<b>Total Liabilities</b>	<b>\$125,917</b>

### Equity

Net Assets	\$636,124
Net Income	169,835
<b>Total Equity</b>	<b>\$805,959</b>

\* Includes database, credit card fees, professional fees, travel and other expenses

**Total Liabilities & Equity**

**\$931,876**

# How You Can Support Us

## Our 2022 Fundraising Goal: \$212,000

With registration fees covering only 70% of TNE's annual expenses, we rely on our generous donors to make up the difference. Please consider supporting TNE with a contribution that fits your budget. Monetary donations may start as small as a \$10 one-time or monthly donation. You also may donate stock, set up planned giving or employer-match programs, transfer your airline miles and/or shop at AmazonSmile. A portion of every dollar we receive supports our scholarship programs.

### Please consider contributing today:

- Give online at [NarrativeEnneagram.org/donate](https://NarrativeEnneagram.org/donate).
- Send a check payable to "TNE" to **PO Box 4114, Boulder, CO 80306-4114**.

### Other direct ways to get involved and support us include:

- Become a TNE Community Member for \$75/year or Professional Member for \$150/year. Learn more at [NarrativeEnneagram.org/become-a-member](https://NarrativeEnneagram.org/become-a-member)
- Participate in our trainings and workshops. [NarrativeEnneagram.org/programs](https://NarrativeEnneagram.org/programs)
- Share your experience with colleagues, clients, friends and family to our programs. *Many of our program participants come from your generous referrals!*



***Thank you for your continued generosity and support!***





# THE NARRATIVE ENNEAGRAM

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[www.NarrativeEnneagram.org](http://www.NarrativeEnneagram.org)