2017 Nonprofit Leadership Conference

Tuesday, June 13, 2017
8 a.m. - 5 p.m.

McNamara Alumni Center
Minneapolis, MN

Platinum Sponsor:

BUSH FOUNDATION

#NPLEAD17
Nonprofit Leadership Conference Hosts and Sponsors

The Bush Foundation
www.bushfoundation.org
The Bush Foundation invests in great ideas and the people who power them. We encourage and empower individuals and organizations to think bigger and think differently about what’s possible in communities across Minnesota, North Dakota, South Dakota and the 23 Native nations that share the same geographic area.

Humphrey School of Public Affairs, University of Minnesota
www.hhh.umn.edu
The Humphrey School of Public Affairs at the University of Minnesota is one of the country’s top-ranked professional public policy and planning schools. The School offers five distinctive master’s degrees, a doctoral degree, and five certificate programs that match students’ passion with the knowledge, skills, and experience needed to solve real-world challenges.

Greater Twin Cities United Way
www.gtcuw.org
United Way helps every child succeed and helps every family get ahead, so our whole community thrives. We create pathways out of poverty by stabilizing families, helping children succeed and empowering healthy lives. In addition, as a conduit for thought leadership across Minnesota, we advance policy and systems change.

Minnesota Council of Nonprofits
www.minnesotanonprofits.org
The Minnesota Council of Nonprofits (MCN) is a statewide association of 2,000 nonprofit organizations. Through its website, resource publications, workshops and events, cost-saving programs and advocacy, MCN continually works to inform, promote, connect and strengthen individual nonprofits and the nonprofit sector.

St. Catherine University
www.stkate.edu
St. Catherine University is home to more than 5,200 students in a wide array of disciplines and degree levels. At its heart, the spirited College for Women and the legacy of its founders informs every facet of the University. The University mission guides the education of all students within a learning environment that recognizes the accomplishments of women and their distinct approaches to teaching and learning.
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## 2017 Nonprofit Leadership Conference Committee

| Sarah Abe, Reviving the Islamic Sisterhood of Empowerment (RISE) |
| Andrew Bocher, Hope Community |
| Julia Classen, Aurora Consulting |
| Emily Farell, The Advocates for Human Rights |
| Gordon Goodwin, Center for Social Inclusion |
| Derek Holt, Catholic Charities |
| Stephanie Jacobs, Humphrey School of Public Affairs |
| Daniel Lemm, McKnight Foundation |
| Paul Masiarchin, Minnesota Council of Nonprofits |
| Edita Sabovic, Minnesota Council of Nonprofits |
| Jodi Sandfort, Humphrey School of Public Affairs |
Conference Schedule-at-a-Glance

8 - 9 a.m.  Round I Workshops
Bridging the Generations Gap ................................................................. Johnson Great Room
Co-leadership: What's it Really Like ......................................................... Thomas H. Swain Room
Data to Action: Evaluation Reimagined .................................................. Heritage Gallery
Sustaining Change: Authentic Inclusion .................................................. Ski-U-Mah Room
Tools for a More Positive, Engaging Team Meeting ............................... Minnseota Room

9:15 - 10:30 a.m.  Conference Keynote ..................................................... Memorial Hall
Dynamic Adaptability: Nonprofit Sector Vibrancy in Changing Times
Hosted by Jon Pratt, Minnesota Council of Nonprofits and Jodi Sandfort, University of Minnesota
During our morning keynote session, Shena Ashley, director of the Center on Nonprofits and Philanthropy at the Urban Institute, will discuss nonprofit leaders’ adaptability in changing times.
(See page 5 for more keynote information).

9:30 - 10 a.m.  Dynamic Adaptability: Nonprofit Sector Vibrancy in Changing Times
Hosted by Jon Pratt, Minnesota Council of Nonprofits and Jodi Sandfort, University of Minnesota
During our morning keynote session, Shena Ashley, director of the Center on Nonprofits and Philanthropy at the Urban Institute, will discuss nonprofit leaders’ adaptability in changing times.
(See page 5 for more keynote information).

10:45 a.m. - Noon  Round II Workshops
Fearless Coaching: The Power of Inquiry ................................................... Ski-U-Mah Room
Leveraging, Navigating and Cultivating D & I Initiatives ........................... Johnson Great Room
Older Workers: Assets and Opportunities .................................................. Gross Family Board Room (5th Floor)
The Proactive Board: Overcoming Inaction ............................................... Minnesota Room
What’s the Current Leadership Challenge? ................................................ Thomas H. Swain Room
Work with Congress: Tips, Tactics and Civil Discourse ............................ Thomas H. Swain Room

Noon – 1:45 p.m.  Networking Luncheon & Awards Ceremony .................. Memorial Hall
Hosted by Stephanie Jacobs, Humphrey School of Public Affairs
Hear from this year’s Nonprofit Leadership Award winners as they contemplate the role of leadership in building community (see page 14 for more information on this year’s recipients).

1:45 – 3 p.m.  Round III Workshops
Fundraising Made Beautiful ........................................................................ Ski-U-Mah Room
Islamophobia ............................................................................................... Heritage Gallery
Our Data Always Has a Happy Ending and Other Ethical Dilemmas ........... Minnesota Room
Storytelling as a Leadership Tool to Empower .......................................... Johnson Great Room
Who am I? Designing Organizational Alignment for Success .................... Thomas H. Swain Room

3:15 - 4:30 p.m.  Round IV Workshops
Got Conflict? ............................................................................................... Ski-U-Mah Room
Leading Complex Systems Change ............................................................. Johnson Great Room
Present Moment Authenticity Through Mindfulness ................................... Heritage Gallery
Succession Planning: Five Stages of Transition ........................................ Minnesota Room
What Keeps Nonprofit Finance Leaders Awake at Night? ......................... Thomas H. Swain Room

4:30 - 5 p.m.  Reception .................................................................................. Memorial Hall
Conference Keynote | 9:15 - 10:30 a.m.

**Dynamic Adaptability: Nonprofit Sector Vibrancy in Changing Times**

Shena Ashley, director of the Center on Nonprofits and Philanthropy at the Urban Institute

Whether large or small, new or established, many social sector and charitable organizations are dealing with challenging fluctuations in the external environment that are disrupting old ways of operating and unsettling long-held power relationships.

In this address, Dr. Ashley will: provide perspective on the general trends and federal policy shifts impacting the underlying structure of the nonprofit sector, provide some exemplary profiles of change challenges faced by organizational leaders, and provide some bright spots of practice that highlight opportunities for bold and innovative responses.

**About Our Speaker**

Our keynote speaker is Shena Ashley, director of the Center on Nonprofits and Philanthropy at the Urban Institute. She uses research to help nonprofits, governments and foundations achieve outcomes that contribute to healthy, thriving, equitable, inclusive and connected communities. Her work combines academia and practice with a strong orientation toward community-engaged scholarship. Her research focuses on grantmaking effectiveness and nonprofit management and has been published in several journals, including Public Administration Review, Administration & Society, Nonprofit Management and Leadership, New Directions for Evaluation and American Review of Public Administration.

Before joining Urban Institute, Shena was an assistant professor in the Department of Public Administration and International Affairs in the Maxwell School of Citizenship and Public Affairs at Syracuse University. Previously, Shena was director of research and policy at the Annie E. Casey Foundation Atlanta Civic Site. She received her B.S. in agricultural business from Tennessee State University, M.S. in public policy from the University of Michigan, and Ph.D. in public policy from Georgia State University and the Georgia Institute of Technology.

Networking Luncheon & Awards Ceremony | Noon - 1:45 p.m.

Hosted by Stephanie Jacobs, Humphrey School of Public Affairs

Help recognize this year’s Nonprofit Leadership Award winners and take time to network with your peers.

**Nonprofit Leadership Awards**

The Minnesota Council of Nonprofits is committed to building the strength and integrity of the nonprofit sector statewide. As part of this commitment, in 2010 MCN initiated the Nonprofit Leadership Awards to recognize the passion and energy of individual leaders at various stages in their nonprofit careers.

In 2017, YNPN - Twin Cities and the Center for Integrative Leadership at the University of Minnesota join MCN in recognizing leaders with three distinct awards:

- Catalytic Leader (emerging leader award)
- Visionary Leader (mid-career leader award)
- Transformational Leader (experienced leader award)

Meet the awardees on page 14.
Round I Workshops | 8 - 9 a.m.

**Bridging the Generations Gap**
Room: Johnson Great Room (Capacity: 110)
In this interactive session, we will explore the characteristics of the current workforce generations, cultivate understanding of major trends, and explore strategies and best practices for working together more effectively. We will take time to explore the deep culture elements that cause workplace divides. By the end of the session, attendees will understand the differences between generational outlooks and will be able to apply best practices for working in thriving inter-generational workplaces.

*Kelly C. Weiley, president and principal, CoAct Consulting*

**Data to Action: Evaluation Reimagined**
Room: Heritage Gallery (Capacity: 80)
Organizations and networks are often drowning in data. They spend all their time collecting and pulling together their data; yet, they often lack the buy-in and processes to put it into action. Is your organization feeling the evaluation fatigue? Do you ever wonder if all the data work is worth it? This workshop will help change evaluation’s reputation and make it useful for you. In this session, we will provide strategies that alter your team’s attitude toward data and bring new life to traditional evaluation tools. You will have the opportunity to learn about the power of an evaluation philosophy and take back a process to develop one with your organization or network. The session will also introduce practices that increase buy-in and ownership of staff or volunteers. Finally, we will show how traditional evaluation tools like logic models and theories of change can be used to energize and mobilize your team.

*Kara Bixby, co-owner and evaluation director, WithInsight and Jennifer Nielsen, director of programs, CommonBond Communities*

**Co-leadership: What’s it Really Like**
Room: Thomas H. Swain Room (Capacity: 90)
Can co-leadership really work? Can two be better than one? How do two executives with shared accountabilities but with different roles and responsibilities ensure strong results and mission impact? Hear lessons from the field about working with the board, complimentary skills needed, and the joys and challenges of a true collaborative relationship. As a participant, you will increase your knowledge about the benefits of co-leadership for mission impact and capacity. You will understand the relationship to the board and staff. And you will learn how to build structures that systematically define roles and shared decision-making.

*Renee Oswald-Anderson, principal, Strategic Consulting & Coaching; Joy Persall, executive co-director, Dream of Wild Health; Ben Ratkowski, artistic director and Rob Thomas, managing director, Lakeshore Players Theatre; and Diane Wilson, executive co-director, Dream of Wild Health*

**Sustaining Change: Authentic Inclusion**
Room: Ski-U-Mah Room (Capacity: 100)
How do I make long term sustainable change? How do we assure that those impacted by change are included in the process and decision making? What type of leadership is needed? What is driving the change effort? Often times asking questions is not enough. Creating long term sustainable change often times can be difficult. Understanding individual leadership styles and the lens we are working through are important when proposing change as well as assuring authentic inclusion in the process and decision making. This presentation will identify the different leadership styles needed and how authentic inclusion leads to long term sustainable change.

*Arnoldo Curiel, vice president of racial equity and public policy, YWCA of Minneapolis*

**Tools for a More Positive, Engaging Team Meeting**
Room: Minnesota Room (Capacity: 50)
Does it seem like participants’ eyes glaze over a little too quickly as you launch your team or committee meetings? Meetings are valuable for sharing information and gathering feedback across groups large and small, but don't always feel engaging for participants. Here is a chance to consider options and approaches that can help engage a variety of participants, who come with different learning styles, backgrounds and skills. We will then learn about and practice a few simple tools, adapted from a community organizing format called Network Night, to help your meetings start and end on a positive note, engage more participants in knowledge-sharing and networking within the team and leave team members feeling more positive and energized.

*Arbor Otalora-Fadner, volunteer manager and Brenda Petry, Advantage Services regional manager, CommonBond Communities*
2017 Annual Conference
October 12 - 13
St. Paul, MN
Saint Paul RiverCentre

Join the Minnesota Council of Nonprofits for our 2017 Annual Conference. Hosted in St. Paul, MN, this year’s gathering is the perfect opportunity for professionals from every corner of Minnesota’s robust nonprofit sector to join together, celebrate the sector, learn from one another and prepare for another year.

Highlights of this year’s conference include:

Thursday Keynote
Dan Cardinali, president and C.E.O., Independent Sector
“The National Nonprofit Landscape”

Friday Keynote
Armando Camacho, C.E.O., Opportunity Partners; PH Copeland, equity organizer, American Heart Association; Don Ness, executive director, Ordean Foundation
“Evolution of Leadership: Stories of Grit, Trust and Hopelessness”

Awards Presentations
Join us as we celebrate shining stars in our sector during the presentation of the 2017 Minnesota Nonprofit Awards and the Virginia McKnight Binger Unsung Hero Awards

40+ Breakout Sessions
Dozens of workshops on the topics most important to your work—and the work of your colleagues, board members and volunteers—are available from thought leaders from across our sector.

Learn more about the 2017 MCN Annual Conference or register today at:
www.mcnannualconference.org
Round II Workshops | 10:45 - Noon

**Work with Congress: Tips, Tactics and Civil Discourse**

Room: Heritage Gallery (Capacity: 80)
Weekly marches and protests, boisterous town halls, hyper-partisan political divide and unpredictability at the federal level are defining features to the start of 2017. It is more important than ever for nonprofits to be strong advocates for their missions and issue based work in a thoughtful and strategic way that invites enduring dialogue and sustainable relationships that transcend ideological divides. Join this session to learn from former congressional staffers how Minnesota nonprofits can engage Minnesota’s Congressional delegation (including tips and tactics for working with the district and D.C. office) and a discussion on how we can help bridge the divide through civil discourse.

*Bobby Benson, deputy director, Community Action Partnership Minnesota; Mustafa Jumale, president, Khyre Solutions; Rebecca Lucero, public policy director and Rinal Ray, deputy public policy director, Minnesota Council of Nonprofits*

**What’s the Current Leadership Challenge?**

Room: Thomas H. Swain Room (Capacity: 90)
The times are fluid, fast changing and evolving, even as we speak. Join this gathering for a lively discussion about timely issues impacting you and your nonprofit. What are nonprofit leaders doing to stay abreast of changing demographics, political power, social movements and social media messaging? As the nonprofit sector adapts, how do we, as individual leaders and organizational managers, stay at the forefront of the conversations that matter for our causes and communities? Whether at the Capitol, the Statehouse or the front porches of America – nonprofits have a key role to continue shaping a healthy, cooperative and just society. What’s the latest challenge? And how are effective leaders taking up the charge?

*Shena Ashley, director, Center on Nonprofits and Philanthropy, Urban Institute; Jon Pratt, executive director, Minnesota Council of Nonprofits and Jodi Sandfort, professor and chair, Leadership and Management Area, Humphrey School of Public Affairs*

**Older Workers: Assets and Opportunities**

Room: Gross Family Board Room - 5th Floor (Capacity: 50)
Over 55% of workers in Minnesota are aged 50+. Projected growth in the Minnesota workforce between 2017-2025 is measurable ONLY in the cohort aged 55+. Nonprofits compete in the workforce marketplace. A shortfall of 100,000+ workers is projected by 2020, negatively impacting Minnesota’s economic health. How can Minnesota’s aging workforce be utilized as an asset? Over 60% of Boomers plan to work past age 65—mentoring, sharing knowledge and expertise and continuing to contribute to Social Security. The additional years of income (and meaningful engagement) postpones drawing on State of Minnesota supportive human services. This session reviews planned research, highlighting how workers 50-70, can positively impact Minnesota economically, socially and physically. Tools, resources and processes to attract, train and retain older workers will be shared, inviting nonprofit employers and employees to re-think the work-life continuum.

*Mary Jo Schifsky, founder, GenSync and Leah Goldstein Moses, principal, The Improve Group*

**The Proactive Board: Overcoming Inaction**

Room: Minnesota Room (Capacity: 50)
Boards are built to be reactive. At our very root, we have this notion that as board members our job is to listen and react. We wouldn’t be doing our fiduciary duty otherwise. Yet, somehow we are not giving our very best and getting the very best out of our staff, volunteers and fellow board members. Instead of inspiring action, our own reactivity creates inaction. This workshop is designed for board and staff leadership. During this session we will focus on how you develop a culture of proactive engagement within your board, leading to greater collaboration and leadership. You will learn how to reframe board members’ roles, help them listen to and explore difficult issues, motivate members to say yes to tasks and strengthen their ability to follow through and create opportunities for board learning.

*Carlo Cuesta, principal, Creation In Common, LLC*
2017 NONPROFIT LEADERSHIP CONFERENCE

Leveraging, Navigating and Cultivating D & I Initiatives
Room: Johnson Great Room (Capacity: 110)
This workshop will give participants a few tools which will help enable them to examine D & I efforts and initiatives and what’s missing in this work. Participants will examine the concept of diversity in the 21st century and how it relates to leveraging, navigating and cultivating an inclusive workplace. We’ll discuss what it means to be a culturally-inclusive and globally engaged organization. Session facilitators will help participants begin to develop skills necessary for resolving conflicts and building bridges across intercultural styles.
Nichole C. Salaam, principal and Linda S. Miller, principal, LNC Strategic Designs

Fearless Coaching: The Power of Inquiry
Room: Ski-U-Mah Room (Capacity: 100)
Managing people takes time and unique skills. In this interactive workshop, you will learn practical tools for effectively developing people through the art of coaching and specifically through the use of inquiry. Coaching is the ability to use a simple yet dynamic conversational approach, engaging others to take initiative, problem-solve with confidence and feel energized to do their best work. Workshop participants will be introduced to ways to balance your leadership style between instructive and facilitative approaches, learn drill-down coaching questions that build awareness and ownership in others and practice real-time coaching strategies to help others tackle challenges and achieve goals. The workshop draws on the book, “Coaching Skills for Nonprofit Managers and Leaders” by Judith Wilson and Michelle Gislason.
Debbie Okerlund, executive coach and trainer, Lead With Agility, LLC

Why United Way?
We’re committed to helping every child succeed and helping every family get ahead, so our whole community thrives.

STABILIZING FAMILIES
HELPING CHILDREN SUCCEED
EMPOWERING HEALTHY LIVES

Read their stories at gtcuw.org/stories

LIVE UNITED
United Way
Round III | 1:45 - 3 p.m.

Islamophobia
Room: Heritage Gallery (Capacity: 80)
This presentation titled “Islamophobia” will include an explanation of Islamophobia, factors and actors behind Islamophobia, and how it relates to historic roots of religious intolerance. The presentation will look at how groups are organizing against Muslims, including speakers touring Minnesota spreading hate, the current climate in Minnesota and incidents of hate crimes. Additionally, speakers will explore how groups create fear and how elected officials may succumb to the concept of “legislating fear.” This session will discuss the root of these issues and suggest ways of addressing them as individuals and as an organization.
Jaylani Hussein, executive director; Amir Malik, civil rights director and Ellen Longfellow, civil rights attorney, CAIR MN

Our Data Always Has a Happy Ending and Other Ethical Dilemmas
Room: Minnesota Room (Capacity: 50)
Data can be used to build trust, equity, and understanding within communities. However, data can unintentionally become a weapon that manipulates, perpetuates inequality, and harms community members. The session will draw from participants’ experiences, questions, and insights as we explore ethical considerations and practical strategies to ensure that the data does no harm.
Ivan Lui, data and quality coordinator, The Brooklyn Bridge Alliance for Youth and Brandi Olson, executive director, Brandi Olson Consulting LLC

Fundraising Made Beautiful
Room: Ski-U-Mah Room (Capacity: 100)
Beautiful design is not a frill—it is a critical element that captures and motivates people to truly tune in. It creates rich and dramatic experiences. It causes us to stop, to notice, to dig deeper, to understand. And it can do this for your fundraising efforts, as well. And while quality design of collateral pieces is a significant player in the world of communication and fundraising, boxing design in to the visual boxes out a world of possibilities. In this session, learn how the equally significant experiences of touch, taste, movement, smell and sound are powerful methods of connecting donors with emotions that help them stay engaged, connected and invested in your work.
Frances D. Roen, director of development and communications, YouthLink

Who am I? Designing Organizational Alignment for Success
Room: Thomas H. Swain Room (Capacity: 90)
Do you feel like your organization is having an identity crisis? That depending on who you talk to, you get a different take on what you do, why you do it and what you’re trying to accomplish? Have you noticed that there’s a difference between what you write in grants and what actually ends up happening in programming? You’re not alone! This workshop is designed for organizations that are experiencing a disconnect. Join us to unpack what might be happening and what can be done to bring organizational focus and cohesion. Participants will be introduced to a framework for understanding and self-assessing their internal organizational alignment. The workshop will focus on strategies that can be applied to improve alignment so that what you do, how you implement it, and how you measure it are working together strategically to maximize impact.
Nora Robinson, co-owner and strategy director, WithInsight and Christina Saunders, executive director, ACES

Storytelling as a Leadership Tool to Empower
Room: Johnson Great Room (Capacity: 110)
Green Card Voices is a Minneapolis-based nonprofit that shares first-person immigrant stories in order to foster tolerance and understanding between immigrant and nonimmigrant communities. As we move into a new reality with challenges facing immigrants specifically, a new approach towards developing young leadership is necessary. Thus, the book series “Green Card Youth Voices” was created. In 2016, GCV partnered with Wellstone High School to record and publish 30 stories written by immigrant students. This model has been replicated in Fargo, ND and St. Paul, MN. It is specifically designed to meet the needs of recently arrived immigrant students. In this presentation, you will learn about this book model and how the process directly empowers immigrant student authors through storytelling, writing and public speaking. You will see the broad impact of the project as it directly fosters immigrant leadership while also working to navigate this particularly divisive time in our history.
Tea Rozman Clark, executive director and Rachel Mueller, managing editor/event coordinator, Green Card Voices
MCN’s Board Election

Inform, promote, connect and strengthen Minnesota’s nonprofit sector

Nominate Today!

The MCN Nominating Committee is currently seeking nominations for individuals to represent their communities and serve on the MCN board of directors. This call for nominations is the start of the selection process for MCN’s 2018 board of directors and we invite you, a leader of an MCN member organization, to nominate yourself or a colleague you think would be strategic for one of six openings. Eligible candidates must be a representative (staff or board member) of a current MCN nonprofit member organization.

This is an annual opportunity for MCN members to nominate leaders in the sector to serve as their representatives to MCN’s board. Please consider nominating yourself or a colleague before Thursday, July 13, 2017.

To learn what it’s like to serve on MCN’s board, join current MCN board members during today’s luncheon. Look for the board table near the front of the hall.

www.mcnboard.org

Minnesota Council of Nonprofits Federal Policy Campaign

Find out more at nonprofitfederalpolicy.org

#WE ARE INTERCONNECTED

Minnesota Council of Nonprofits Federal Policy Campaign

Find out more at nonprofitfederalpolicy.org
Round IV Workshops | 3:15 - 4:30 p.m.

**Got Conflict?**
Room: Ski-U-Mah Room (Capacity: 100)
Whether you’re an executive director, board member, leadership team member or volunteer with a nonprofit, chances are: you’ve noticed some conflict in your organization. Have you ever wished someone would hand you a road map for respectfully and effectively resolving conflicts of all shapes and sizes at your organization so everyone could breathe, smile and go back to doing the amazing and meaningful work you’re all there to do? Come join us in this workshop to get your free conflict resolution road map! Yes, really: We’ll begin by learning three simple and effective tools for resolving conflict between individuals as well as in group settings and then we’ll break into small groups for a facilitated working session in which you can share ideas and questions to generate creative solutions with each other, building your own customized conflict management plans to bring back to your organizations.

*Elise Chambers, program director, Conflict Resolution Center*

**Leading Complex Systems Change**
Room: Johnson Great Room (Capacity: 110)
Making individual or organizational changes are hard enough, but what about trying to lead the change in policies and practices of an entire field? Equity Works is a multi-strategy effort to build greater equity in the workforce development system. The project works with community based organizations, employers and funders to create better outcomes for disadvantaged workers. At this session, you’ll hear about how leadership is being developed within this complex system and how it’s being used to make change across the system.

*Isadora Tabue, program manager, Equity Works*

**What Keeps Nonprofit Finance Leaders Awake at Night?**
Room: Thomas H. Swain Room (Capacity: 90)
As organizational leaders, we all have issues that cause sleepless nights. But beyond the daily work that causes stress, what are the big picture issues that finance leaders really fear? Join this session to learn about the organizational decisions and situations that create nightmares for the accountants, CFOs and finance staff. Learn about issues of cash flow, organizational liabilities, lax oversight and other things that cause restless nights. Financial transparency and organizational sustainability is everyone’s job. Join this session to learn the things that you can do to help your accountant sleep well tonight.

*Peggy Farah, controller, Archdiocese of St. Paul and Minneapolis; Peter Farstad, chief administrative officer, LifeSource; Daniel Lemm, accountant, McKnight Foundation; and Peter Olsen, chief financial officer, YWCA St. Paul*

**Present Moment Authenticity Through Mindfulness**
Room: Heritage Gallery (Capacity: 80)
This session is for people interested in personal, private and public leadership, organizational culture and human resource development, including diversity and inclusion. As a participant, you will be asked to consider how you show up at work, in relationships with significant others and your communities: “Am I authentically present, moment-by-moment?” You will be encouraged to pause, relax, come into the present moment with an open mind. We will consider and discuss mindfulness as simple (but not easy) knowledge, skills and attitudes with significant potential to improve leadership at all levels. Mindfulness can enable greater wellbeing in the workplace, including more effective diversity and inclusion efforts. You will be asked what “non-judgmental, present moment awareness” can mean individually and collectively in our organizations, communities and diverse relationships. And you will be challenged with kindness and supported to make deeply personal connections between mindfulness, a sense of common humanity and self-compassion.

*David Alley, C.E.O., Designs for Learning*

**Succession Planning: Five Stages of Transition**
Room: Minnesota Room (Capacity: 50)
As long-time nonprofit leaders retire, founders step away, and strong board members conclude their term, nonprofit leaders tasked with succession planning go through five stages of grief: denial, anger, bargaining, depression and acceptance. Failure to recognize and adapt to these stages can have damaging ramifications for the organization and the community it serves. Learn tips for successfully navigating a successful transition that is mindful of these stages of grief so your nonprofit and community can prosper. By attending this session, you will learn the application of the stages of grief to the loss of a long-time leader. Plus, you will learn tips about intentional succession planning to minimize disruption of operations.

*Eric P. Ewald, general manager, Ewald Consulting and executive director, Association for Theatre in Higher Education and Paul J. Hanscom, vice president of marketing and business development, Ewald Consulting*
Room Assignments
All scheduled events of the 2017 Nonprofit Leadership Conference will be held on the main and fifth floors of the McNamara Alumni Center. The keynote and luncheon will be held in Memorial Hall. Breakout sessions will be held in the Heritage Gallery, Johnson Great Room, Minnesota Room, Ski-U-Mah Room, Thomas H. Swain Room and Gross Board Room.

Please refer to the map above for directions or ask an available MCN staff member to point you in the right direction.

Resource Exhibitors
Representatives from our conference sponsors will be available at several exhibit tables throughout Memorial Hall. Please take a moment to stop by and learn more about their organizations and the wonderful work they do on behalf of Minnesota communities. To learn more about our conference sponsors, please reference the inside front cover of this program.

Individual Accessibility and Accommodations
The Minnesota Council of Nonprofits (MCN) seeks to create an inclusive environment for individuals to participate at this conference. Please talk with the staff person at the conference registration table about any accessibility requirements that are not mentioned on this page.

Mother’s Room and Prayer Room: We have spaces available for quiet prayer/meditation and for nursing mothers. Please see map above or inquire at the Registration Desk for details.

Dietary Requirements: If you have special dietary needs including vegan and gluten free, please notify a server. In many cases, these items have been prepared ahead of time and are available for conference attendees upon request.
2017 Nonprofit Leadership Award Recipients

The Minnesota Council of Nonprofits is pleased to announce the recipients of the 2017 Nonprofit Leadership Awards. Please join us in recognizing these remarkable nonprofit leaders for their tireless efforts on behalf of communities across Minnesota.

Catalytic Leader
Ashley Charwood, Secretary, Bi County Community Action Program
Ashley Charwood lives in Bemidji where she is a licensed social worker and is currently the coordinator of the local Foster Grandparent Program. She has held employment in several nonprofits including working at an Area Agency on Aging; working with foster and adoptive youth and families; providing sexual health education to rural and tribal communities; and advocating on behalf of people affected by domestic violence. Ashley graduated from Bemidji State University in 2007 and plans on pursuing a master’s degree in fall 2017. She serves on the Bi-CAP board of directors and is the chair of the governance committee. Ashley enjoys reading, roller blading and spending time with her family. This emerging leader award is co-sponsored by the Minnesota Council of Nonprofits and YNPN Twin Cities.

Visionary Leader
Lisa Porthan, Executive Director and Caregiver Consultant, Northwoods Partners
Lisa Porthan has served as executive director and caregiver consultant for Northwoods Partners in Ely since 2008. She has a bachelor of arts degree in sociology of law and criminology from the University of Minnesota and has master’s credits in social work. Lisa has also received a certificate in leading and managing nonprofit organizations certificate from the University of Wisconsin. Lisa has an array of certifications including: advanced mediation, TCARE, caregiver coach, family memory care consultant, matter of balance, validation theory, support group facilitation, REACH (resources for enhancing Alzheimer’s caregiver health), STRIDE (strategies to reduce injuries and develop confidence in elders), powerful tools for caregivers, MAVA volunteer leadership, advance care planning & health care directive facilitator and extensive dementia and Alzheimer’s care training.
This mid-career leader award is sponsored by the Minnesota Council of Nonprofits.

Transformational Leader
Whitney Clark, Executive Director, Friends of the Mississippi River
Whitney Clark serves as the executive director for Friends of the Mississippi River. For 30 years Whitney has worked to improve Minnesota’s environment as a staff member for several environmental organizations. During his 20-year tenure as executive director, he has led FMR’s growth from a start-up to one of Minnesota’s largest and most effective conservation organizations. He holds a bachelor’s degree in multidisciplinary studies from the University of Minnesota. Whitney loves exploring wild places with his family, reading, travel, live music and claims the craft beer revolution gives him “hope for humanity.”
This experienced leader award is co-sponsored by the Minnesota Council of Nonprofits and the Center for Integrative Leadership at the University of Minnesota.
Introducing Change Networks!

Unique learning experiences for people who want to build the skills and connections that will help them become more effective leaders.

Applications are now open.

Learn more: bfdn.org/CNP

The Expertise Your Nonprofit Needs is Only a Few Clicks Away!

www.nonprofitspecialist.org
Conference Presenter Biographies

David Alley serves as managing partner of Designs for Learning's team of education consultants and managers. He guides Designs' development of new programs and services and provides leadership for its consulting work. He is a member of the Education Industry Association Leadership board. Previously he was project coordinator for the Community Learning Centers. Before joining Designs for Learning, David gained experience as an administrator in rural post-secondary education, serving as director of institutional evaluation and planning, associate academic dean, and vice president for student services at a small private college in Arkansas. He was also a systems engineer at IBM and has extensive knowledge of educational technology. David has a doctorate in curriculum and instruction from the University of Memphis.

Kara Bixby is co-owner and evaluation director at With-Insight, bringing expertise in program evaluation, data analytics and research. She is passionate about evaluation capacity building - helping others leverage the power of data and processes to learn and improve their work. Kara has trained hundreds of nonprofit organizations to strategically use data for continuous improvement. Her unique approach to evaluation brings life and new perspectives to traditional evaluation tools like logic models and evaluation plans. Kara believes that when done well, evaluation can give voice to students and families, empower staff to learn and develop their skills, and change systems to become equitable and effective.

Elise Chambers is the program director of the Conflict Resolution Center, an attorney and a qualified neutral under Rule 114. Beginning with her experiences as a youth volunteer trainer, Elise has developed, presented and evaluated training curriculum for a variety of audiences and topics. Through her work as a criminal defense lawyer representing adults and juveniles at the Minnesota Law Collective, a nonprofit she founded, Elise trained and mentored certified student attorneys to represent low-income criminal defense clients in court. Elise also ran the nonpartisan national Election Protection voters’ rights coalition in Minnesota in collaboration with the Lawyers Committee for Civil Rights. Elise has also co-authored and presented published research regarding youth brain development and the mutual impacts of juvenile justice system and adolescent mental illness on each other.

Carlo M. Cuesta is the founding principal and managing partner of Creation In Common. Carlo brings 25 years’ experience working for and consulting with nonprofits. Carlo has worked on engagements with Greater Twin Cities United Way, Scholarship America, Minnesota Children’s Museum, Minnesota Housing Partnership, Youthprise, South Dakota State University, McKnight Foundation, Jerome Foundation, Saint Paul Foundation, Minnesota Citizens for the Arts, Opportunity Partners, Phillips Family Foundation, National Council on Family Relations, Pillsbury United Communities, Minnesota State Arts Board and Walker Art Center. Carlo is an adjunct faculty member at the University of Minnesota. He serves as vice chairman of the board of directors for the Alliance for Nonprofit Management. In addition, he is a contributing writer to the Nonprofit Quarterly. He received his M.B.A. from the University of St. Thomas.

Arnoldo Curiel provides leadership, vision and represents YWCA Minneapolis on racial equity and public policy related issues both locally and nationally. Prior to joining YWCA Minneapolis, Arnoldo worked in higher education for almost 10 years, most recently at the College of St. Scholastica. Prior to his work for St. Scholastica, he served as the diversity training coordinator for the Minnesota Youth Work Institute and managed the Weed and Seed program. Arnoldo is the recipient of several awards, including the Paul and Sheila Wellstone Award, Saint Paul Police Department Chief’s Award and the Excellence Award for Service to the Community. He is a graduate of Metropolitan State University. He holds a master’s degree in public affairs from the University of Minnesota’s Humphrey Institute and an educational doctorate from Hamline University.

Eric P. Ewald is the general manager of Ewald Consulting; the executive director of the Association for Theatre in Higher Education; and executive director of the Association of Image Consultants International. Eric joined Ewald Consulting in 1994 and is a partner with the firm. He also serves as the general manager of Ewald Consulting’s Chicago office. He earned his M.B.A. from the Carlson School of Management at the University of Minnesota, where he was a double major in entrepreneurship and strategic management. Eric is Ewald Consulting’s lead facilitator for governance workshops and strategic planning engagements. He is a BoardSource certified governance trainer. Eric previously served as chair of the Midwest Society of Association Executives board and is an active member of the American Society of Association Executives.

Peggy Farah, CPA, CGMA, has served as the Controller for the Archdiocese of St Paul & Minneapolis since February 2013. Peggy has devoted her 25+ year accounting career to working with nonprofit organizations. Her services have included financial leadership roles within nonprofit organizations and accounting, training, consulting, audit and tax preparation services during her years in public accounting. Prior to joining the Archdiocese, Peggy served as Senior Consultant at Wipfli LLP and Executive Director of American Lung Association of the Upper Midwest.

Since 2001 Peter D. Farstad has served as chief administrative officer of LifeSource, the organ procurement organization serving Minnesota and the Dakotas. LifeSource’s mission is to save lives through excellence in organ and tissue donation. He earned a bachelor of science in management from Canisius College and an M.B.A. from the University of St. Thomas. Peter is a board member and secretary/treasurer of LifeLogics, Inc. in Baltimore, a nonprofit which builds and maintains data solutions for organ procurement organizations. He is adjunct faculty with Hamline University teaching finance in the Master of Nonprofit Management program. Peter is active in the Twin Cities nonprofit community serving as a board member of Walker Methodist Foundation and as a member of the finance committee of St. Stephen’s Human Service Programs.
Leah Goldstein Moses is the C.E.O. of The Improve Group, an international firm focused on evaluation, research and strategic planning. She and her team have worked with hundreds of clients such as the Kennedy Center, Mercy Corps, which works in over 100 countries and more than 16 million people each year, and Lutheran Social Services. She has gathered knowledge from 16 years helping nonprofits to measure and demonstrate impact, which in turn leads to improved services, innovation and increased ability to build support. She specializes in making evaluation meaningful, engaging, and even fun! Her audiences and her clients rave about her proven methods of taking information and data and simplifying it in such a way so that organizations can sustain impact, make clear decisions and raise funds easier.

Paul J. Hanscom is the vice president of marketing and business development at Ewald Consulting. Previously, Paul worked in project management and implementation for various nonprofits and government institutions including the Breton Woods Committee, the Customer Relationship Management Unit of the International Trade Administration, and the Latin American Network Project of Casa de la Paz. Paul holds an M.A. degree in international development from the American University and a double B.A. degree. Paul serves as adjunct faculty in the Nonprofit Certificate Program at Saint Paul College. He has served on the board of directors for the Minnesota International NGO Network, Corcoran Neighborhood Organization and the Saint Anthony Park Community Council. Paul earned the designation of certified association executive in 2008, in 2011 he received the CAI National Rising Star award.

Jaylani Hussein is the executive director of the Minnesota chapter of the Council on American-Islamic Relations. Jaylani previously worked as the community liaison officer at Metro State University and as a planner for the Minnesota Department of Agriculture. He has presented on the Somali culture to diverse public and private organizations across the U.S. and specializes in the areas of urban planning, community development, youth development, legal and civil rights. Jaylani has been active with various community organizations in Minnesota, including the Islamic Cultural Center of Minnesota board of directors, Wilder Foundation advisory board, Muslim Youth of Minnesota advisory board, Islamic Resource Group speakers bureau, and ARAHA board. Jaylani holds degrees in community development and city planning from St. Cloud State University and political science from North Dakota State University.

Mustafa Jumale is the founder and president of Khyre Solutions LLC. He served for three and half years as Congressman Keith Ellison’s lead aide on foreign affairs, civil rights and civil liberties, public safety, and African issues in his district office. Previously, Mustafa worked for the Minnesota House of Representatives, Wilder Foundation, and the Immigration History Research Center at the University of Minnesota. Mustafa advocates for progressive policy initiatives that address human rights issues as well as other issues facing people of color. He’s a recipient of the 2011 Josie Johnson Human Rights and Social Justice Award. Mustafa holds a degree in sociology and African American & African studies from University of Minnesota. He was a 2015-2016 Humphrey Policy fellow at the Humphrey School of Public Policy.

Daniel Lemm joined The McKnight Foundation as an accountant in 2014. Previously, he was the director of programs and finance at Native Americans in Philanthropy. Daniel has served on several local nonprofit boards and, in addition to the Minnesota Council on Foundation’s board, currently serves on the investment committee of Headwaters Foundation for Justice. He holds bachelor’s degrees in finance from Iowa State University and accounting from Metropolitan State University and is pursuing a master’s degree in nonprofit management from Hamline University. He is also a certified fraud examiner and certified nonprofit accounting professional. Daniel is an enrolled member of the Lower Sioux Indian Community.

Ellen Longfellow is an attorney with over 25 years of legal experience. She has assisted low-income people in need of legal services through a variety of ways. She worked at free legal clinics in Ramsey and Hennepin Counties for the nonprofit Civil Society, Ramsey County Law Library, and Minnesota Legal Corps. Recently, she worked as an advocate for crime victims and elders at the Council on Crime and Justice and the ElderCare Rights Alliance. Ellen is a trainer for the American Institute for the Advancement of Forensic Studies. She worked for the League of Minnesota Cities for over 20 years defending cities in civil litigation and as a loss control attorney. She has extensive experience providing training on such topics as harassment, records retention, employment issues and general liability issues.

Rebecca Lucero, public policy director at the Minnesota Council of Nonprofits, is responsible for developing and implementing the organization’s advocacy agenda locally and nationally, and lobbying on behalf of Minnesota’s nonprofit sector. Prior to joining MCN, Rebecca served as policy and advocacy manager for Twin Cities Habitat for Humanity, where she helped pass $100 million bonding in the Homes for All campaign. Rebecca has also worked as senior community representative in the Minnesota office of Representative Keith Ellison, an unemployment law judge with the Minnesota Department of Employment and Economic Development, and an attorney in private practice with a small firm and with Legal Aid Society of Minneapolis. She has a law degree from the University of Minnesota and a B.A. in political science from Grinnell College.

Ivan Lui joined the team at the Brooklyn Bridge Alliance for Youth as the data and quality coordinator in 2015. A native Californian, he moved out to Minnesota years ago to work as an engineer. Since then, he’s switched gears several times: living overseas doing relief and development work, leading a nonprofit using agricultural business to promote economic development in developing countries, and earning his master’s degree in social work. Ivan brings a unique mix of experience in academic research, project management, economic development and social work to the team. At the Alliance, he is responsible for providing research, data, and evaluation to help everyone understand what is actually happening with their programs and for the youth in their community.
**Amir Malik** is the Minnesota chapter of the Council on American-Islamic Relations' new civil rights director. He has years of experience in corporate litigation, where his focus was securities and pharmaceutical cases. He has worked at Wall Street law firms in addition to multiple universities. Amir has degrees in political science and education, along with a J.D. from New York University. He enjoys solving problems and helping people to achieve their goals.

**Jonathan May** is managing director and director of data and research at Generation Next. Jonathan ensures Generation Next staff, committees and networks use data effectively to implement the key goals of the organization. This role also calls on him to manage the strategic direction of all of Generation Next's data initiatives including leveraging and aligning community data partnerships and leading internal analytical projects. Jonathan came to Generation Next as an experienced teacher, researcher and data analyst. He also has contributed to research and data analytics projects involving the Council for Economic Education and the National Assessment for Educational Progress. Jonathan has dual bachelor degrees in education and economics from Hartwick College and a master of science in applied economics from St. Cloud State University.

**Linda S. Miller** is principal owner of LNC Strategic Designs. With over 20 years of operations experience, in her current management role at NorthPoint Health & Wellness Center, Linda is responsible for regulatory compliance, quality, patient satisfaction, financial accountability, employee satisfaction and best practices. Her previous experience includes program improvement, staff development, accreditation preparation and new programming. Linda is the lead organizer for many community events and served as co-leader of NorthPoint’s Diversity & Inclusion Committee who received Hennepin County’s Diversity in Action Award in 2015. Linda completed the MCN Strategic Connectors Institute and has extensive training in Diversity and Inclusion. She is a ToP and certified real colors facilitator.

**Rachel Mueller** is managing editor and event coordinator at Green Card Voices. Rachel is a graduate of Macalester College where she studied anthropology and African studies. She attended Waterford Kamhlaba United World College of Southern Africa in Swaziland where she lived for two years. She continues to research and write about life on the African continent. Her most recent research included studying a female spiritual belief system in Senegal.

**Jennifer Nielsen** is Director of Programs for Advantage Services at CommonBond Communities. In this role, she is responsible for the design, delivery, management, and evaluation of education and advancement as well as health and wellness programs for residents living in CommonBond Communities. Prior to joining CommonBond in 2013, Jennifer was Associate Director at the Anti-Defamation League in Chicago and Agency/School Coordinator at Communities In Schools of Chicago. She began her career as an elementary school teacher in Illinois and Minnesota. Jennifer received her B.A. in Elementary Education and Spanish from Luther College in Decorah, Iowa and her MBA from the University of Illinois at Chicago.

**Debbie Okerlund**, executive coach & trainer, coaches leaders, facilitates coaching groups and conducts trainings on coaching skills, transformational communication and team facilitation. She has partnered with leaders to navigate organizational challenges from over 150 nonprofit organizations since 2001. Debbie has 25 years’ experience as a leader and manager including 14 years as executive director in a nonprofit organization. She is a certified practitioner of the Myers-Briggs Type Indicator®, has Authenticity Consulting certification in peer-coaching group facilitation and is licensed to train in Coaching Skills for Managers and Leaders by author and coach, Judith Wilson. Debbie completed advanced training with the Thomas Leonard Graduate School of Coaching and the Coaches Training Institute, is currently enrolled in Conversational Intelligence for Coaches certification program, and has a B.A. from the University of Wisconsin.

**Peter Olsen**, CPA is the Chief Financial Officer of the YWCA St. Paul and has worked in not-for-profit accounting for 17 years, the first 12 as an auditor. He earned his bachelor’s of business administration from the University of Wisconsin-Milwaukee. In addition, he stays active in the community by serving as the President of the Nonprofit Financial Group, a 27 year old networking and educational organization for Minnesota nonprofit financial leaders and as the Vice-Chair of Ideal Credit Union.

**Brandi Olson** is an independent consultant who combines over 10 years of experience teaching, designing professional development, and leading out-of-school-time programs to build the capacity of mission-driven organizations to deepen their impact through agile strategy, practical evaluation and storytelling with data.

**Renae Oswald Anderson**, partner of Strategic Consulting and Coaching, brings knowledge from over 27 years of leadership and management in health and human service organizations. Renae has extensive experience in program design, delivery and evaluation and community collaborations. She possesses broad nonprofit sector and community building experience in both urban and rural settings. Renae also serves as an adjunct faculty member in human services at Century College. She is passionate about the power of education and training to change people’s lives. Renae possesses a master’s degree in nonprofit and public administration from Metropolitan State University and has a bachelor of science degree in community health with a minor in business administration. In addition, she is a 2008 graduate of the Shannon Leadership Institute and has participated in ToPs facilitation training.

**Arbor Otalora-Fadner** is the volunteer manager for CommonBond Communities. Prior to his current role, Arbor worked for five years in youth development through CommonBond after-school programming, as well as a year with Goodwill-Easter Seals in HR coordination and training. Arbor is committed to the belief that volunteerism fosters empathy and understanding across social and economic fissures, and uses his work to facilitate the self-healing of a community.
Joy Persall is the co-director of programs and development at Dream of Wild Health. Joy’s background in nonprofit leadership and consulting help support the organization's continued growth and development. Joy has been the executive director of Native Americans in Philanthropy and worked as the associate director of The Headwaters Foundation for Justice, where she led capacity building programs and co-founded the Fund of the Sacred Circle. In 2011, she was awarded the Bush Foundation Leadership Fellowship where she focused on team process, coaching and indigenous leadership. Joy holds an M.A. in organization management and development and CEBC Coaching certification from Fielding Graduate University, and a B.A. in multi-cultural nonprofit management.

Brenda Petry is an Advantage Services regional manager with CommonBond Communities, a St. Paul-based nonprofit considered a national leader and innovator in the affordable housing and community development field. With over 20 years of wide-ranging experience working with youth and families through nonprofits in Houston, Detroit, Minneapolis, and now St. Paul, Brenda brings creativity and resourcefulness to her efforts to support community engagement, diversity and equity, and leadership development. Rooted by values of hospitality and social justice, Brenda seeks to impact positive and sustainable community engagement that reflects each unique community’s strengths and interdependence of every community member.

Jon Pratt is the executive director of the Minnesota Council of Nonprofits. He has worked at Minnesota Public Interest Research Group as an attorney and lobbyist, as regional director at the Youth Project, and as director for the Philanthropy Project. In 1982 he was campaign manager for Paul Wellstone candidacy for Minnesota State Auditor. In 1987 he became director of MCN. Jon has consulted with nongovernmental organizations on the development of NGO associations and services in Canada, Costa Rica, Czech Republic, Hungary, Poland, Serbia and Turkey. Jon has a law degree from Antioch School of Law, and a M.P.A. from Harvard University.

Ben Ratkowski is the artistic director of Lakeshore Players. Ben has 17 years of professional theater experience as a performer, director, arts administrator and theatre educator. He has worked with theater companies across the nation including the American Shakespeare Center, Boulevard Ensemble, SOAR Regional Arts, Clever By Half Productions, and Prairie Fire Children’s Theatre—winning the Minnesota Theatre Alliance’s Arts Education Leadership Award for Excellence in Educational Programming. Ben also directed and worked with Russian poet Yevgeny Yevtushenko to premier his play If All Danes Were Jews outside of the initial New York run.

Rinal Ray is the deputy public policy director at the Minnesota Council of Nonprofits. Prior to her role at MCN, Rinal served as a staff attorney for the Minnesota Justice Foundation at William Mitchell College of Law. As former project coordinator for MCN, she also worked on the Charitable Tax Exemption Campaign and the Nonprofit Legal Handbook. Additionally, Rinal served on MCN’s board of directors in 2013 and as a co-chair of the Principles and Practices Advisory Committee. Rinal is a former AmeriCorps member with College Possible. She has a B.A. in international studies and political science from Macalester College and a law degree from William Mitchell College of Law.

As co-owner and strategy director for WithInsight, Nora Robinson’s role is to help organizations think and act strategically, from their long-term vision to their daily details. Nora brings a passion for good process, believing that in order for organizations to be impactful externally, they must be healthy and strategic internally. Some of her strengths include partnership development, program design, facilitation, team supervision and project management. She excels in building trusting relationships with clients and coaching them through change to meet their long-term goals. Nora has built the capacity of hundreds of nonprofit organizations through training people to use best practices, actionable data and appropriate quality improvement techniques.

Frances Roen is the director of development for YouthLink. With over a dozen years’ experience in fundraising, Frances has helped raise millions of dollars for multiple nonprofits in the Twin Cities. An over-consumer of all things design, she believes that beautiful fundraising is about an invitation—an invitation that causes people to tune in and engage with your nonprofit’s mission. Committed to helping you fundraise with more meaning and create moments that are powerful, intimate, and real—Frances’ fresh approach to fundraising promises to help change, evolve and energize both you and your organization. Frances has an M.Ed. from the University of Alabama at Birmingham.

Tea Rozman Clark is the executive director of Green Card Voices. Previously, Tea has worked for Reconciliation and Culture Cooperative Network, a New York City nonprofit working with immigrants from the former Yugoslavia. She is a New York University graduate in Near and Middle Eastern studies and has a Ph.D. in vulturul history, specializing in oral history recording from the University of Nova Gorica. She is first generation immigrant from Slovenia and 2015 Bush Leadership fellow.

Nichole C. Salaam is principal owner of LNC Strategic Designs. With over 16 years’ experience in teaching, training, design and volunteer management, Nichole has worked to build organizational capacity through strategic initiatives, and cultivation of collaborative partnerships. Having earned an M.A. in organizational leadership and an M.S. in instructional design for online learning, Nichole now serves as director of program design for Teach for America – Twin Cities, where she designs leadership development and diversity, equity, and inclusion programming for new teachers, alumni, and staff, as well as instructs equity courses in partnership with the University of Minnesota. Prior to her post at Teach for America, she taught online and face to face graduate school courses in leadership, talent management and global diversity at Bethel University.

Jodi Sandfort is professor at the University of Minnesota and chair of the school’s Leadership & Management Area. Her work focuses on improving the implementation of social policy, particularly those policies designed to support low-income children. Jodi is a Family Self-Sufficiency scholar funded by the U.S. Department of Health and Human Services. She is the founder and academic director of the Future Services Institute, an applied research and training center focused on public service redesign. For six years she directed the human services program at McKnight Foundation. She is also the academic director of the Hubert Project. Jodi recently completed the book Effective Implementation in Practice: Integrating Public Policy and Management with Stephanie Moulton.
Christina Saunders is executive director of Athletes Committed to Educating Students (ACES). Christina comes to ACES from Knowledge Power Program Minnesota where she was the special education coordinator for three years. A native Minnesotan, she ventured out east after high school and graduated from Trinity College with a degree in public policy and law. Following college graduation, she became a New York City Teaching fellow in the South Bronx. She taught both elementary and special education, and went on to be a founding member of the School for Environmental Citizenship, also in the South Bronx.

Mary Jo Schifsky is passionate about engaging, fulfilling and productive work—for everyone. She’s committed to changing the dialogue about traditional retirement age by exploring the opportunities within a multi-generational work force and current employer skill gaps. Mary Jo speaks from her experience, with over 45 years in the workforce, in for-profit, nonprofit, line and staff positions, building businesses and companies. She is an experienced leader with roles at Target, Hazelden, Pickle Product and as executive director for Store to Door for Seniors. With GenSync, she’s focusing on her lifelong interest in workforce development, highlighting her personal value that meaningful work throughout life equates to productive employees and profitable enterprises. Mary Jo’s educational credentials include an M.B.A., HR management coursework and leadership certification.

Isadora Tabue is the program manager for the Future Services Institute Equity Works, a new initiative of the Public and Nonprofit Leadership Center at the Humphrey School of Public Affairs. Isadora has served in a variety of professional roles within public and nonprofit workforce development. In these roles, Isadora served as an advocate in support of eliminating barriers that hinder education and professional advancement of individuals from communities of color. Isadora received her bachelor’s degree in professional communications with an emphasis in public relations from Metropolitan State University. She is currently pursuing a masters of public affairs at the Humphrey School.

Rob Thomas, Lakeshore Players’ managing director, is a consummate and dedicated nonprofit arts fundraiser, as well as a performer and playwright. Rob has been contracted for various administrative and management roles for a variety of theaters including Florida Studio Theatre in Sarasota, Torch Theater Company, and the Great River Shakespeare Festival in Winona. Most recently, he served as managing director at 16th Street Theatre in Chicago. Rob is of Dakota ancestry and his research of the lives of the Dakota people before, during and after the Dakota/U.S. War of 1862 culminated in a commissioned play for the History Theatre’s Raw Stages Series entitled 38: The Dakota-U.S. War of 1862. Rob has served on and presided over several nonprofit boards, including community soup kitchens, philanthropic organizations, arts organizations and service clubs.

Kelly C. Weiley is a trainer and coach with CoAct Consulting, focusing her work on diversity and inclusion, leadership development, and teaching and learning. Kelly works with a wide variety of clients – ranging from students and teachers to nonprofit, government and private sector professionals. Kelly holds a master of social responsibility from St. Cloud State, where she has also taught both undergraduate and graduate courses in Human Relations and Multicultural Education. She recently wrapped up two years at the University of Minnesota, teaching a class called Navigating Difficult Conversations. Kelly draws upon her classroom experiences to root her trainings in research and theory, but always circles back to how principles apply to individuals, urging them to practice skills that improve performance, foster growth and nurture effective leaders.

Diane Wilson, Mdewakanton descendent, is the executive co-director for Dream of Wild Health, a nonprofit farm in Hugo that reconnects Native people with indigenous foods and medicines. Diane has a B.A. in political science from the University of Minnesota and over 20 years working as senior management in various local nonprofit organizations. She is the author of two books that focus on issues of assimilation, historical trauma, and cultural recovery: Spirit Car: Journey to a Dakota Past; and Beloved Child: A Dakota Way of Life. As a 2013 Bush Foundation fellow, she focused on indigenous seed preservation. Diane is also a master gardener and a founding member of the Indigenous Seed Keepers Network.
About the Minnesota Council of Nonprofits

The Minnesota Council of Nonprofits (MCN) is the statewide association of over 2,100 nonprofit organizations. Through its website, resource publications, workshops and events, cost-saving programs and advocacy, MCN continually works to inform, promote, connect and strengthen individual nonprofits and the nonprofit sector.

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About the Humphrey School of Public Affairs and the Public and Nonprofit Leadership Center

The mission of the **Humphrey School of Public Affairs** is to inspire, educate, and support innovative leaders to advance the common good in a diverse world. Long noted for equipping students to play key roles in public life at the local, state, national, and global levels, the Humphrey School is respected for its role in shaping public policy, its focus on social justice and human rights, and its expertise in planning, leadership, and management. The Humphrey School of Public Affairs at the University of Minnesota ranks among the country’s top 10 professional public policy and planning schools, widely recognized for its success in advancing the common good through a comprehensive, world-class program. Humphrey’s Nonprofit Program ranks 2nd in the country.

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