

CHALLENGE TO CHANGE



MCN Annual Conference | October 24 - 25, 2019 | Mayo Civic Center

ROCHESTER

An illustration of the Rochester skyline in orange and yellow, with a green grassy foreground and a red background below. The word "ROCHESTER" is written in large white letters across the skyline.

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2019 OFFICIAL ONSITE PROGRAM

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WIRELESS INTERNET ACCESS

Conference attendees can enjoy complimentary wireless internet access throughout the duration of the conference. To access wireless on your smartphone, tablet or laptop, locate and select MCC_Public_Wifi on your device.

No password is required, and you will not be asked to sign up or register.

TWEET AWAY!

Join the conversation with MCN and your fellow conference attendees on Twitter using our conference hashtag:



#MCNAC19

CONFERENCE AMBASSADORS



Look for Conference Ambassadors to enhance your conference experience! Conference Ambassadors will be available at registration, networking events, and throughout the conference to provide guidance to conference participants - especially first-time attendees. Look for the teal “Ambassador” ribbons on conference nametags.

Ambassadors are available to:

- Answer questions
- Facilitate networking
- Help you navigate the building

Don't hesitate to say hello! They are here to help you get the most out of your conference experience.

Thursday Dinner

Are you a first-time attendee or traveling solo? Conference Ambassadors will be leading a group to a nearby restaurant after the conference social hour for dinner. Dinner is not part of the official conference, but we encourage you to continue your conversations with new friends! The dinner group will depart from the MCN registration table promptly at 6 p.m. and walk to Victoria's Ristorante & Wine Bar four blocks away.

CREATING A WELCOMING AND ACCESSIBLE SPACE

The Minnesota Council of Nonprofits (MCN) is committed to creating a welcoming event, free from harassment or bullying. We seek to create an inclusive environment for everyone to participate. Please help us to nurture a space where everyone feels included and where civility grows.

Nursing Room and Prayer Room: The Mayo Civic Center has two spaces for individuals seeking a private and/or quiet space. The “Nursing Room” is on first floor (right next to Room 101). Please feel free to use this room for breastfeeding. If the door is locked, it indicates that the room is in use. Additionally, Room 107 is reserved for quiet prayer or meditation. Please use these rooms, as needed. And please be respectful of others who may access these spaces.

Dietary Requirements: Lunch and break items are labeled for your convenience. 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 upon request.

Please inquire at the Registration Desk about accessibility requirements that are not mentioned on this page. And please let MCN staff know if you hear or see anything that needs our attention.

LEARN MORE ABOUT MCN



The Minnesota Council of Nonprofits is one of the largest statewide associations of nonprofits in the country. With over 2,200 member nonprofit organizations and 250 businesses as members throughout Minnesota, it is the premier place for nonprofit managers, volunteers and businesses serving nonprofits to come together under the umbrella of a statewide association of nonprofits.

To learn more about the benefits that come with MCN membership, or to sign up today, please visit www.minnesotanonprofits.org/join-mcn.

DOWNLOAD CENTER

If you missed a session or didn't grab a handout, this is the place to find resources. Download workshop presentations and other materials to continue your learning even after today's event ends at: www.mcnannualconference.org/downloads.



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Thursday, October 24

9 - 11:45 a.m. // Pre-Conference Training Session: Beyond Inclusion.....Room 104

12 - 12:30 p.m. // Registration, Beverages, Exhibitor Showcase, and Maker's Space

12:30 - 1:30 p.m. // Breakout Sessions: Round I

Attracting Six and Seven Figure Campaign Gifts	Room 104
Before Conflict Strikes: Setting Norms for Boards.....	Room 110
Building a Realistic Development Plan for Your Organization.....	Room 102
Integrating Arts into Nonprofit Work: One Nonprofit's Experience.....	Room 109
Nonprofits as Advocates.....	Room 112
Organizations at Work: Intersectionality, Fit, and Equitable Workplaces	Room 113
Pay Decisions: The Good, the Bad, and the Costly	Room 106
Prepare for Takeoff: Building your Leadership Resilience Capability.....	Room 103
Stakeholder Marketing for Nonprofits	Room 105

1:30 - 2 p.m. // Snack Break, Exhibitor Showcase, and Maker's Space

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2 - 3:30 p.m. // Thursday Keynote Session and Virginia McKnight Binger Unsung Hero Awards

Beyond Inclusion, Beyond Empowerment

Dr. Leticia Nieto, , Psy.D., LMFT

3:45 - 5 p.m. // Breakout Sessions and City Tours: Round II

Another World Is Possible: Revolutionizing Fundraising and Grantmaking	Room 102
Cutting Edge Strategies for Engaging Volunteers to Meet Mission	Room 103
Destination Medical Center Walking Tour.....	Departs from MCN Registration Table
Don't Die on Your Way Home: The Importance of Legacy and Transitional Planning	Room 105
Implicit Bias: The Big Trust Buster.....	Room 106
Mobilizing for the 2020 Census: A Menu of Action Options.....	Room 113
Policies & Practices for Nonprofit Success.....	Room 111
Understanding the Threats from Organized Hate	Room 109
Walking Art Tour of Downtown Rochester	Departs from MCN Registration Table
When Systems Stagnate: The Minnesota-Nice Paradox.....	Room 104

5 - 6 p.m. // Social Hour, with music by The D'Sievers..... Foyer

Friday, October 25

7:15 - 7:45 a.m. // Registration, Beverages, Exhibitor Showcase, and Maker's Space

8 - 9 a.m. // Breakout Sessions: Round III

21st Century Staffing: Finding and Keeping the BEST Employees.....	Room 103
Beyond Geographic Difference: Rural Excellence in Action.....	Room 106
Effective Grant Applications: A Conversation with Funder.....	Room 104
Elevating Your Interviews to Hire the Best.....	Room 105
Google Ads, Grants, and the Importance of Conversion.....	Room 113
Mindful Leadership: Cultivating an Environment of Present Moment Awareness.....	Room 111
Nonprofits Creating Social Entrepreneurships: Lessons Learned.....	Room 102
Reinvigorate Your Evaluation: 15+ Free or Low-cost Tools.....	Room 112
The Secret Sauce: Building and Sustaining Effective Advocacy Coalitions.....	Room 109

9 - 9:30 a.m. // Continental Breakfast, Exhibitor Showcase, and Maker's Space

Sponsored by 

9:30 - 10:45 a.m. // Friday Morning Keynote Presentation.....Grand Ballroom

Challenge to Change

Peggy Flanagan, Minnesota Lieutenant Governor

10:45 - 11 a.m. // Coffee Break, Exhibitor Showcase, and Maker's Space

11 a.m. - 12 p.m. // Breakout Sessions, Round IV: Peer Action Conversations

Board Engagement: Tips and Advice for Partnering with Your Board.....	Room 102
Equity and Inclusion in Polarized Times.....	Room 103
Collaborating for Meaningful Change: Moving from Organization Outputs to Community Outcomes.....	Room 104
Supporting Employee Wellness and Preventing Burnout.....	Room 105
Change is Exciting and Exhausting.....	Room 106

12 - 1:30 p.m. // Nonprofit Mission Awards Ceremony and Luncheon

1:30 - 2 p.m. // Dessert Break, Exhibitor Showcase, and Maker's Space

2 - 3 p.m. // Breakout Sessions: Round V

Big Ideas, Big Campaign, Big Transformation.....	Room 112
Diving in to the Nuances of Specific Populations.....	Room 102
Enacting Change From Every Spot on the Org Chart.....	Room 106
Express Yourself! Wait, Not Like That.....	Room 104
Help! My Fundraising Event Isn't Working.....	Room 110
The Emotional Bind of Compassionate Care.....	Room 113
The Twelve Golden Rules of Nonprofit Finance.....	Room 103
Transparency in Crisis – and Non-crisis – Communications.....	Room 105

3 p.m. // Adjourn: Inspired and Exhausted

Grab a snack bag as you prepare to depart for your drive home. After two days of learning and networking, we hope you'll have lots of new ideas to contemplate, new connections to build, and new energy to dedicate to your nonprofit's mission.

EXHIBITOR SHOWCASE

Thursday, 12 - 5 p.m. | Friday, 7:15 a.m. - 3 p.m. | Main Concourse

Be sure to visit the Exhibitor Showcase, which will be hosted throughout the main concourse area on the second floor of the Mayo Civic Center. Exhibits will feature businesses and consultants who specialize in working with nonprofits of all shapes and sizes. Aside from serving as the place to go for resources and expertise, this year's exhibitor area will also include coffee and snacks, the Exhibitor Word Scramble, giveaways, and more. See a list of exhibitors and booth locations on pages 38-43.

NONPROFIT SOCIAL HOUR

Thursday | 5 - 6 p.m. | Main Concourse

Join us for hors d'oeuvres, networking, and the music of The D'Sievers, a jazz quartet that has been active in Southeast Minnesota for the past ten years. We hope you'll take the opportunity and introduce yourself to at least one new person.

MAKER'S SPACE

Located at the far end of the Exhibitor Showcase (see map on page 38), the Maker's Space with Teaki Garcia is a celebration of creative expression and personal growth. No registration required, all materials will be included as part of your conference registration. This interactive and safe creative space has been designed and curated by artist Teaki Garcia to promote self, expression, community engagement, and creative collaboration. Artists will be present all day to guide the hands-on creative experience. Art and self-expression are for everyone!

Lighting the Way - Creative Candle Collage

Thursday, 7:15 a.m. through Friday, 3 p.m.

Traditional, abstract or contemporary! Design a glass candle with paper, collage, rocks, gems, or seashells.

Meaningful Connections - Bead Bracelet

Thursday, 1:30 p.m. through Friday, 3 p.m.

Symbolic of growth and interpersonal relationships, string the beads together for your own creation ready to wear. The colorful beads thread an elastic band for comfort and wear. Sponsored by Terri Allred Designs

Fresh Perspectives, Study in Contrast and Footsteps in History - Photography Explorations

Open entire conference

Participants will take photos using their own phones to take home, making use of using textiles and props.

Ascent: Community Building through Visual Art - Large Format Textile Mosaic

Thursday, 5 p.m. through Friday, 3 p.m.

Attendees will build a large format textile wall. A monument to self-expression and mark making within this lifetime. Inspired by the Glacier track of the Upper Midwest, the cool color palette will build a unique track down the wall. The artist will be on hand to guide everyone through a creative visual representation of mark making. Sometimes change is quick, but often change comes slow, moving in it's own time, just as the glacier's moved south. In this group exercise we design the lay of the land.

Self Care: Slow down and Reflect with Lake Superior - Cairn-Video Installation and Sculpture

Friday all day

A Cairn is a human-made stack of stones. A study in balance, we pick the Lake Superior pebbles and rock to create a rock sculpture of stacked stones. Collecting and gathering rocks has been a compelling task from the beginning of humanity. Complex or simple the delicate balance and stones selected are an organic engineering feat. This sculpture celebrates the greatest artist of all time, nature. This activity is sponsored by Rochester Area Foundation.

POP-UP EVALUATIONS

Join us in an engaging, interactive, and fun evaluation of the MCN Annual Conference right here in Rochester! Participate in evaluation activities that demonstrate different ways to gather, analyze, and report on data.

Your opinion is valuable—previous pop-up evaluation results helped MCN reflect on the conference theme and provided ideas for other trainings. We also hope the evaluation activities spark some ideas for evaluation in your own nonprofit. Look for the following activities during the conference:

Impact Mapping – near the registration area

Plot your impact on a map that covers the range of your impact—from your personal world to a global context. Use a blue dot to note where you are currently having an impact and a yellow dot to note where you want to have more impact. By the end of the conference, we'll all be able to see where we are focusing as a sector.

Paper Chain-making – near the Maker's space

Commit to connect with others to make change. Select a strip of colored paper—where each color represents a different type of relationship—and write down how you will connect with others. This will be formed into a circle and added to the paper chain: we will all be able to see the results of how we are collectively committed to connecting.

Voicehive – right in the evaluation app

Throughout the conference, you can share reflections and engage in the evaluation at mcn.voicehive.com.

Participate in just one, or all, of the fun activities of Pop-Up Evaluation! And visit The Improve Group's booth (#50) to learn more about how evaluation can be fun and accessible to your audiences.

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Breakout Sessions: Round I

12:30 – 1:30 p.m.

Nonprofits as Advocates

Room 112

Track: Advocacy and Public Policy

Activities: Group Discussion

Interested in ways your nonprofit can advocate and promote civic engagement? This session is for you! Minnesota and the world are a better place when nonprofits connect with and educate policy makers to tell the stories of their organizations and communities. In this session, participants will learn how and why to build relationships with elected officials and increase civic engagement with their constituents. Join MCN's policy experts to learn how advocacy can further your organization's mission, the rules for nonprofit advocacy, and how to tell the story of your organization within the context of advocacy. And there will be trivia!

Marie Ellis, public policy director and Ileana Mejia, public policy advocate, Minnesota Council of Nonprofits

Attracting Six and Seven Figure Campaign Gifts

Room 104

Track: Fundraising

Activities: Neighbor Conversations and Small Group Activities

Campaigns to raise funds for new facilities, operations, and endowments are successful because of a compelling case for support and leadership gifts. This workshop will provide insights, strategies, and understanding on how to build a portfolio of lead donor prospects and a compelling case for support.

Tim Torgerson, president and Brigid Hansen, chief executive officer, Hansen Henley Yoder & Lamb

Before Conflict Strikes: Setting Norms for Boards

Room 110

Track: Leadership and Governance

Activities: Neighbor Conversations, Individual Reflection, and Activity-based Experience

If you've ever been on a board, you're likely familiar with the scenario: one (or two) rabble-rouser(s) are going at it again, derailing the conversation. It's easy to misplace the challenge here on the current conflict, but the bigger problem that needs to be dealt with is a lack of shared norms. In this session we'll look at how to set up your board for success before conflict arises and to be more comfortable dealing with it when it does!

Amanda Ziebell Mawanda, strategic services consultant and Mario Hernandez, strategic services director, Propel Nonprofits

Building a Realistic Development Plan for Your Organization

Room 102

Track: Fundraising

Activities: Polls, Neighbor Conversations, and Individual Reflection

Do you have a development plan? And is it realistic? Given what staff is asked to do, how do you find the time to put the plan in action? In this session we will provide a customizable plan that distinguishes what is relevant and a true priority. You will feel energized to approach your workload in a new way. Learn the five indispensable components of a development plan, identify your priorities and gaps, and lastly, track your progress and return on investment 28 days later. Leave with tools that will increase your success in fundraising and simultaneously decrease your stress.

Rebecca Haddad, senior gift officer, mission advancement, and Jennifer Scholl, mission advancement and legacy planning officer, Science Museum of Minnesota; and Sara Spiess, director of grants and foundation relations, YMCA of the Greater Twin Cities

Integrating Arts into Nonprofit Work: One Nonprofit's Experience

Room 109

Track: Evaluation or Programming

Activities: Group Activity

The experience of art can improve self-esteem, encourage self-expression, and strengthen confidence. At Justice and Opportunity for Youth (JOY), art is an integral part of the programming for middle and high school girls who face extraordinary challenges to succeed and thrive. Volunteer leaders and participants from JOY will share how they integrate arts into programming. You will have the opportunity to experience a sample of the programming that JOY has introduced including photography, jewelry-making, dance, and drawing.

Julie Ace, president, Justice and Opportunity for Youth

Pay Decisions: The Good, the Bad, and the Costly

Room 106

Track: Finance, Operations, and HR

Activities: Polls and Pitch Tank

When employers review their salary adjustment budgets, the tendency may be to increase everyone equally and avoid the opportunity to differentiate the amounts good performing employees receive. We think there is a better way. Join this session to explore answers to these questions as they apply to your organization: Is it okay to withhold salary increases from employees who are paid well for their job responsibilities? If so, what's the best way to communicate this? What about pay decreases? How can one determine how much an individual employee should be paid? What is the best way to determine the going market rate for a job and how does that enter into pay decisions? Should base pay be linked to performance? If so, how? What about cost-of-living and other inflation factors? What if there are very limited financial resources for increases? How can an organization adopt a living wage strategy?

Robert Lemke, principal, HR and Compensation Consulting Practice, Gallagher

Prepare for Takeoff: Building your Leadership Resilience Capability

Room 103

Track: Finance, Operations, and HR

Activities: Neighbor Conversations, Individual Reflection, and Group Activity

Do you ever feel like you just can't breathe? As though the pressure of trying to meet the expectations of everyone around you is sometimes too much? If so, this session is for you. Discover the importance of putting your oxygen mask on before helping others. Research shows resilience is critical to performance at the individual, team, and organizational level. In fact, 70 percent of workplace change programs are unsuccessful, often because organizations fail to appropriately equip their leaders and therefore can't sustain the work. In this workshop, you will explore your reaction to change, how it may be impacting results, and why you must compose yourself before attempting to lead others. You'll learn to diagnose your team members' reactions and acquire strategies for engaging each of them effectively. You will also have the opportunity to try different resilience building techniques and will leave with your own leadership resilience toolkit.

JoAnn Hawkins, director of operations & human resources, Women's Advocates and Kate Rykhus, consultant/coach, CoCreated Consulting LLC

Organizations at Work: Intersectionality, Fit, and Equitable Workplaces

Room 113

Track: Equity and Community Engagement

Activities: Group Discussion

How do you measure diversity? It is important that we create metrics that allow our organizations to measure our successes and be truthful about our challenges. Intersectionality is a tool we can use to examine the complexity of diversity and how our systems respond. In this session, we will examine the notion of fit, intersectionality, and how we can use metrics to create organizations that can sustain diversity, act more inclusively, and serve more equitably.

Andre Koen, trainer, Office of Diversity and Inclusion, Mayo Clinic

Stakeholder Marketing for Nonprofits

Room 105

Track: Marketing and Communications

Activities: Individual Reflection and Small Group Activities

"Stakeholder: a person or group that has an interest in an organization." Now, how do you move past the buzzword to identify and engage your nonprofit's stakeholders? How do you apply marketing principles when the marketing exchange is hard to discern and measure? In this session the presenter will show you how to connect with your stakeholders by adapting proven marketing methods to your unique nonprofit community. No fluff, no hype, just real relationship building. Nonprofit professionals from entry level to senior leadership will benefit from this examination of stakeholder marketing. You will come away with a fresh perspective and new tools to serve the people who matter to your nonprofit. From a family desperately needing your services tonight to a major foundation ready to award a six-figure grant, convince all your stakeholders how much you matter to them.

Jason Karpf, college instructor and donor relations director, The Salvation Army Northern Division



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Thursday Afternoon Keynote

2 – 3:30 p.m. | Grand Ballroom

Beyond Inclusion, Beyond Empowerment

Dr. Leticia Nieto

Join MCN as we dig into the concepts of diversity, equity, and inclusion through the lens of social change. Keynote speaker, Dr. Leticia Nieto, shares an overview of her Beyond Inclusion, Beyond Empowerment system for unpacking everyday incidents of oppression, from microaggressions to systemic and historical dynamics.

With an energizing, and personal style, she shows how these tools can be used to assess incidents, plan interventions, and increase skills for change. Throughout, she draws on perspectives from human development and psychodrama theory, as well as narrative-based, and trauma-informed work.

Through the keynote presentation and the (optional) pre-conference workshop, Leticia explores the concepts of oppression and privilege, and shows us how to develop the skills that can promote social justice for ourselves, our organizations, and our communities.



About Our Keynote Presenter

Dr. Leticia Nieto has been an active poet, dramatist, and performer since 1978. She has been a psychotherapist and trainer in anti-oppression and expressive techniques including psychodrama, playback theatre, and theatre of the oppressed since 1980. For her work in the Master of Arts in Counseling Psychology Program at Saint Martin's University, Nieto was named Outstanding Faculty of the Year in 2005. She is also a member of the faculty of the European School of Classical Psychodrama in Mexico. Leticia holds a doctor of psychology degree and is a licensed marriage and family therapist.

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2019 VIRGINIA MCKNIGHT BINGER UNsung HERO AWARDS



The Minnesota Council of Nonprofits, in partnership with The McKnight Foundation, a Minnesota-based family foundation seeking to improve the quality of life for present and future generations, is pleased to honor the recipients of the 2019 Virginia McKnight Binger Unsung Hero Awards. Four recipients—two from the Twin Cities metro area and two from Greater Minnesota—will be presented with \$10,000 in recognition of the significant impact they have had on the state of Minnesota and its communities.

Join us during this brief award ceremony prior to the Thursday morning keynote session as these honorees step to the stage to accept these prestigious awards.



Shanene Herbert

Minneapolis



For nearly 20 years, Shanene Herbert has been a force in the community. A native New Yorker now living in North Minneapolis, and a mother of two, Shanene has worked with young people of color and their parents in educational settings across the Twin Cities, helping youth and their parents navigate

pathways to success and slowly chip away at the cradle to prison pipeline. Through all of her work, she has been a bridge between people with privilege and the communities they serve while remaining a fierce advocate and champion of the community.

Jamil Jackson

Minneapolis



Jamil Jackson has dedicated his life for improving the lives of under-resourced teens in North Minneapolis. Through basketball, Jamil created a leadership development program that engages over 200 boys each week, focusing on college-readiness and their future careers. From this program, Jamil launched Change Equals Opportunity (C.E.O.), which brings in com-

munity leaders to mentor and guide the youth in his program with a focus on positive black leaders and entrepreneurship. Outside of this work, Jamil started his own construction and lawn maintenance business where he trains and employs youth felons and students at risk for gang involvement.

Shirley Nordrum

Cass Lake



Shirley Nordrum has dedicated her life to improving community wellness on the Leech Lake, Red Lake, and White Earth reservations by strengthening environmental quality, food security, and nutrition. Understanding the needs of each community, Shirley developed innovative methods of reaching out

and engaging people on topics of social and environmental justice. She is dedicated to serving area youth by offering healthy skill-building gatherings focused on archery, snow snakes, lacrosse, and traditional arts. More recently, Shirley has focused on strengthening the use and restoration of Ojibwe food systems to improve the dietary and economic health of Band members. In all of her work, Shirley continues to build community and networks.

Patti Reibold

Red Wing



Patti Reibold has been giving tirelessly to anyone in need in her Red Wing community. Anyone who needs anything, from clothing to food to furniture, goes to Patti for help. In 1998, Patti established The Connecting Connection, with the dream of creating a place where donated goods could be given to others in need at no cost. From there, she began working closely

with HOPE Coalition, helping domestic violence survivors get a fresh start. When a domestic violence survivor is ready to move from the local shelter, Patti builds departure baskets filled with basic household items and prepares a hot meal to welcome them on the first day in their new home. At Christmas and Easter, Patti prepares and delivers dinners to those who otherwise would go without. Anything someone may need, from a ride to taking a client's service dog to the vet, Patti stands ready to help.

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Wendy Harden, CPA

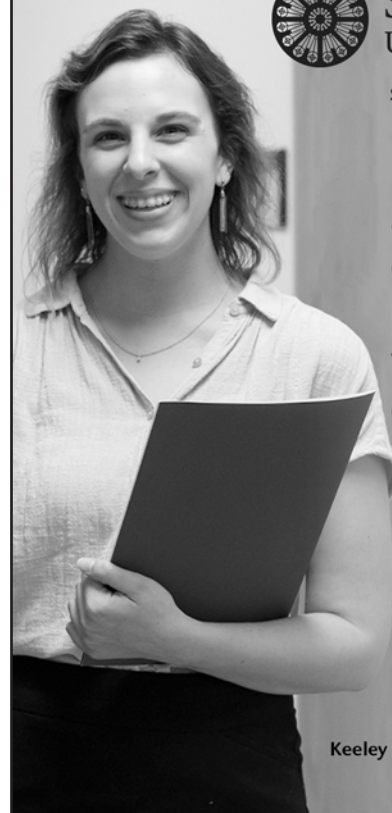
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Keeley Norton MAOL'22

Breakout Sessions: Round II

3:45 – 5 p.m.

Another World Is Possible: Revolutionizing Fundraising and Grantmaking

Room 102

Track: Fundraising

Activities: Group Discussion

The Giving Project is an innovative model that funds social change, builds community, and develops leaders. Over the last five years, nearly 100 participants in Headwaters Foundation for Justice's Giving Project have collectively given and raised over \$650,000 to support community organizing led by and for people of color in Minnesota. In this workshop, you'll hear from past participants about their experience of raising money through relational, one-to-one fundraising. You'll learn about the participatory grantmaking process that places racial justice, democratic decision-making, and community voice at the center of the work. You'll leave with new ideas and inspiration to build community across difference and move resources in ways that reflect the world we want to see.

Allison Johnson Heist, senior program officer, Headwaters Foundation for Justice; Jonathan C. W. Jones, founder, Ideation4 and alumni, Headwaters Giving Project; Samantha Sencer-Mura, executive director, Mid-Continent Oceanographic Institute; and AsaleSol Young, director of marketing and development, Urban Homeworks

Cutting Edge Strategies for Engaging Volunteers to Meet Mission

Room 103

Track: Equity and Community Engagement

Activities: Neighbor Conversations, Individual Reflection, and Small Group Activities

In the new normal of high demand for service and tight funding, nonprofits must turn to volunteers in fresh and creative ways to meet mission. The Minnesota Association for Volunteer Administration (MAVA) has been developing strategies to do just that. Learn what MAVA has found in researching trends, surveying our members across the state, and leading focus groups with nonprofits that deliver the majority of their services with volunteers. During this workshop you will learn to chart a new direction for your nonprofit with nine cutting edge strategies to help you maximize the impact of volunteers. Explore how to design volunteer positions for today's volunteers, streamline your volunteer program process, and get organizational buy-in for a culture that focuses on impact through volunteers. Assess your organization's readiness to fully engage volunteers and move your organization to a next level of volunteer engagement.

Karmit Bulman, executive director and Jenna Egan, membership & development manager, Minnesota Association for Volunteer Administration

Destination Medical Center Walking Tour

Activities: Walking Tour. The group will depart from the MCN registration table (2nd floor) promptly at 3:45 and will return by 5:15 p.m.

What does it take to transform an urban environment? With Mayo Clinic at its heart, Destination Medical Center (DMC) is the largest public-private economic initiative in Minnesota and the catalyst for growth in Rochester. DMC representative Jamie Rothe will lead a walking tour of its two primary initiatives: Heart of the City and One Discovery Square. Discovery Square is a 16 block sub-district built in a highly connected urban life science hub. It merges innovation and collaboration to create a healthy ecosystem for private/public partnerships. Heart of the City encompasses the core of downtown Rochester and is designed to elevate both the patient experience and the vitality of Rochester. Heart of the City enhances public spaces to create engaging experiences for residents and visitors. Multiple projects including the renovation of the Historic Chateau Theater will be developed in conjunction with this initiative. At each stop along the way we'll focus on the impact of change and the collaborative efforts it takes to transform a city.

Jamie Rothe, director of community engagement and experience, Destination Medical Center

Don't Die on Your Way Home: The Importance of Legacy and Transitional Planning

Room 105

Track: Finance, Operations, and HR

Activities: Individual Reflection and List Creation Activity

No one lives forever. You won't hold your job forever, either, and that's not necessarily a bad thing. Change is inevitable and it's critical for nonprofits and their teams to plan for it – both emergencies and planned departures. Transitional planning or legacy planning is not just a matter of making sure your files are backed up. How you organize and plan for the future can serve or sever a mission. Transitional planning not only leaves a legacy to those that follow in your footsteps, but it can also make your current work more organized and rewarding. Join a witty and informative session on the positives and perils of legacy planning. You'll leave this session with statistics on the cost of turnover, the dramatic effects of poor transitional planning, and the rewards of planning well. You'll also leave with next steps to properly equip your organization and staff for change.

Jamie Schumacher, executive director, West Bank Business Association

Implicit Bias: The Big Trust Buster

Room 106

Track: Leadership and Governance

Activities: Neighbor Conversations, Group Discussion, and Small Group Activities

Our brain takes in 11 million bits of information per second, but is only able to process 40 bits. The information we filter affects how and why we make the decisions we do. Learn more about the impact implicit bias has on our decision-making and how we can actively shift our behavior, attitudes, and actions to ensure that we are engaging with others from a place of greater awareness.

Marcellus Davis, program manager for professional development and student programs and Regina Seabrook, program manager for professional development, Equity Alliance MN

Walking Art Tour of Downtown Rochester

Activities: Walking Tour. The group will depart from the MCN registration table (2nd floor) promptly at 3:45 and will return by 5:15 p.m.

Artists and nonprofits in Rochester have worked together to create a thriving arts ecosystem in the downtown area. Join us for a walking tour of three organizations who are making an impact. The Rochester Arts Center offers the opportunity for all people to understand and value the arts through innovative experiences with contemporary art. Its beautiful views of the river make it a favorite location for art related community events and exhibits. The Rochester Civic Theatre (RCT) educates and enriches the people of southeast Minnesota through the production and presentation of live theater, music, and dance. With the recent launch of the Black Box Theater, RCT offers an innovative venue for presenting art to the community. The Castle Community has created a unique and rejuvenated community gathering space where artists can afford to work, learn, and grow in their craft. Managed by the nonprofit, Threshold Arts, the organization offers studio space for artists, a bookstore, coffee shop, restaurant, maker's space, and large performing arts venue.

Barbara Schramm, development director, Women's Shelter and Support Center

Understanding the Threats from Organized Hate

Room 109

Track: Equity and Community Engagement

Activities: Group Discussion

Join this workshop to understand the threats from organized hate in Minnesota and the impact on the nonprofit sector. With the documented rise in hate crimes nationally, nonprofits have the ability to create safe spaces for people to learn. Join this session to get concrete ideas about what you and your organization can do to stop this rise in hate.

Jaylani Hussein, executive director, CAIR-Minnesota

Mobilizing for the 2020 Census: A Menu of Action Options

Room 113

Track: Advocacy and Public Policy

Activities: Group Discussion

Nonprofits have a critical role in the 2020 census. Now is the time to mobilize! This session presents an opportunity for nonprofit leaders to learn about the landscape of the 2020 census, different action steps nonprofits can take, and why it's important to achieve a complete count of all Minnesotans. A menu of action items and a template for action planning will be provided for nonprofit leaders to bring back to their organizations. All of us depend on a fair and accurate count. Come and learn how you can join the census 2020 education and mobilization efforts happening all across the state.

Michelle Chang, policy and equity coordinator, Minnesota Council of Nonprofits

Policies & Practices for Nonprofit Success

Room 111

Track: Finance, Operations, and HR

Activities: Polls, Neighbor Conversations, and Group Discussion

Join this session for a dive deep into nonprofit policies and practices that can position your organization for success. During this session we will explore and expand upon the six policies required by Charities Review Council, including what exactly is required in order to Meet Standards®. We'll also talk about three bonus practices that your organization can adopt for long-term success. Whether you're new to creating organizational policies and practices, or just interested in gaining practical advice on promising practices, this session is for you!

Kris Kewitsch, executive director, Charities Review Council and Kelly Rietow, principal, Roo Solutions

When Systems Stagnate: The Minnesota-Nice Paradox

Room 104

Track: Leadership and Governance

Activities: Polls, Neighbor Conversations, and Decision-making Activity

Examine how Minnesotan culture impacts our daily interactions with one another and our nonprofits' decision-making. We'll unpack how unwritten rules and governance patterns exclude those most able to generate positive change while weaving in personal stories and illustrations from complexity science. You'll leave with an understanding of your nonprofit's decision-making patterns, how and whom they exclude, and practical interventions to dial-up the energy and inclusive spirit of their organization—leveraging what's great about "Minnesota Nice" and letting go of what's not.

Patrice Bailey, assistant commissioner, Minnesota Department of Agriculture; Sherry Johnson, principal, Cultivate Strategy LLC; Kia Moua, principal, Kia Moua Consulting; and Brigid Riley, principal, B. E. Riley Consulting

Breakout Sessions: Round III

8 – 9 a.m.

Beyond Geographic Difference: Rural Excellence in Action

Room 106

Track: Equity and Community Engagement

Activities: Individual Reflection, Small Group Activities, and Network Mapping

Rural nonprofits have long been measured in comparison to organizations with access to financial, cultural, and network privilege. Look beyond the perceived deficiencies, and you find a rich culture of coalition building, resourcefulness, and collaboration. Join nonprofit, foundation, and capacity building leaders from Greater Minnesota for a peek inside their work addressing childcare shortages, aging populations, and economic development in rural communities. Hear from leaders from Community Connections Allies, an organization developed to address childcare needs and senior dining in Bruno, as part of a unique private/nonprofit partnership. Additionally, Northwest Minnesota Foundation will share their ongoing partnerships with communities in Halstad and Warroad to build cross-sector partnerships. Charities Review Council will lead a capacity building activity to help you bring the conversation back to your organization to improve coalition building, partnerships, and impact, regardless of your geographic location.

Nate Dorr, vice president for advocacy, Northwest Minnesota Foundation; DeeDee LeMier, engagement & outreach manager, Charities Review Council; and Shellie Metzler, executive director, Community Connections Allies

Reinvigorate Your Evaluation: 15+ Free or Low-cost Tools

Room 112

Track: Evaluation or Programming

Activities: Group Activity

Does your organization's evaluation need a boost? Could you use some inspiration for how to better present and share evaluation results? In a quick-fire presentation, the evaluation nerds at Wilder Research will share their favorite resources to help you demystify evaluation, make sense of your data, and present useful results. We'll also include time for you to share your favorite evaluation resources with the group. You will leave with a list of new (and free or low-cost) resources to enhance your organization's evaluation efforts. Whether you are new to evaluation or a seasoned evaluator, come and reinvigorate your evaluation practice!

Jackie Aman, research scientist and Kerry Walsh, communication specialist, Amherst H. Wilder Foundation

21st Century Staffing: Finding and Keeping the BEST Employees

Room 103

Track: Equity and Community Engagement

Activities: Group Discussion

Meet the challenges presented by a changing workforce in this practical exploration of inclusion and equity for nonprofits. The workshop provides tools and tactics for fine-tuning your culture to attract and retain qualified personnel. We will focus on the various facets of human culture and how they present and are interpreted in the workplace and during client interactions. Diversity is a state. Inclusion is an action. Equity is an outcome.

Savita Katarya, senior organizational equity strategist and Dee Sabol, executive director, The Diversity Council

The Secret Sauce: Building and Sustaining Effective Advocacy Coalitions

Room 109

Track: Advocacy and Public Policy

Activities: Group Discussion

What are the common components necessary to be successful, regardless of coalition size, budget, issue area, or geography? How do your policy goals drive the type of coalition you need to create? Once you have established an effective coalition, how do you grow and sustain it over time? This session will feature three coalition leaders who have helped pass nation-leading tobacco prevention policies at the local and state level in Minnesota. Drawing on research and their personal experiences, they will lead an honest and lively session unpacking the good, bad, ugly, and beautiful of advocacy coalitions. As money in politics continues to drive influence, nonprofits (and for-profits) must join forces to advocate for meaningful change. Coalitions are not only necessary in today's political climate but they can also thrive and be a positive experience for its members (no joke!). You'll leave this session with new insights, tools, and an action plan to take your coalition to the next level.

Betsy Brock, director of research, Association for Nonsmokers – Minnesota; Molly Moilanen, vice president, ClearWay Minnesota; and LaTrisha Vetaw, health policy and advocacy manager, NorthPoint Health & Wellness Center

Elevating Your Interviews to Hire the Best

Room 105

Track: Finance, Operations, and HR

Activities: Polls, Individual Reflection, and Small Group Activities

Despite today's job market, where it's so difficult to find qualified candidates, we still cannot afford to make a wrong hire. This could be more costly to your nonprofit than leaving a position vacant. In this session, we'll explore how you can connect with candidates at a deeper level to break through the interview "facade" and learn more about each candidate. The result: you hire the right person, with the right fit, and the right potential to benefit your organization.

Arlene Vernon, president, HRx, Inc.

Nonprofits Creating Social Entrepreneurships: Lessons Learned

Room 102

Track: Finance, Operations, and HR

Activities: Group Discussion

How are nonprofits creatively integrating social enterprises into their missions? What are the benefits and challenges of doing so? Join a group of nonprofit entrepreneurs to discuss how their nonprofits incorporated social enterprises to generate income, diversify funding sources, and create opportunities for job training for their clients. They will share their lessons learned so that you can evaluate whether adding a social enterprise to your nonprofit makes sense for you.

Melanie Brennan, founder and CEO, Exercisabilities; Chad Campbell, CEO, Boys and Girls Club of Rochester; and Kara Hoel-Kleese, director of housing, Women's Shelter and Support Center

Google Ads, Grants, and the Importance of "Conversion"

Room 113

Track: Marketing and Communications

Activities: Group Discussion

Google Grants provides up to \$10,000 each month for nonprofit organizations to spend advertising in Google search. Most nonprofits don't use the free grant, or don't know that "conversions goals" are required to really get the attention of new potential supporters. This session will review pre- and post-Google Ads data for a smaller charity, and show how a measured goal (donation made, newsletter sign-up, advocacy action taken) can impact the overall ads program for reaching new audiences. This session will focus more on the process of selecting ad campaign words (using tools such as Google Keyword Planner), looking out for the "quality penalty" imposed by Google for ads which don't generate clicks, and higher per-click eligibility rewards for meeting quality measures.

Steve Boland, managing partner, Next in Nonprofits

Mindful Leadership: Cultivating an Environment of Present Moment Awareness

Room 111

Track: Leadership and Governance

Activities: Individual Reflection, Small Group Activities, and Formal Meditation Practice

Emotional intelligence (EQ) has long been seen as one of the single biggest predictors of performance in the workplace and a strong driver of leadership and personal excellence. A more recent emerging trend in leadership is the use of mindfulness practices to increase effective leadership skills. Join us for an experiential and highly participatory session, which specifically shows how mindfulness practice has a direct influence on increasing one's EQ. The presenters will first lay out the contextual framework whereby participants can begin to understand the relationship between mindfulness practice and their ability to lead themselves and others more effectively within a stressful environment. This session will specifically address stress reactivity and the learned ability to respond, the effects of perception, appraisal, and attitude on patterns of intra- and interpersonal communication. Attendees will participate in formal meditation practices with group facilitated inquiry into individual experiences of the practice.

Marcie Wagner, founder and director, Laughing Buddha Meditation Centre and Wagner Fundraising and Preeti Yonjon Feist, program coordinator, The Written Gift

Effective Grant Applications: A Conversation with Funders

Room 104

Track: Fundraising

Activities: Group Discussion and Small Group Activities

Grant opportunities have been shrinking, making applying for grants more competitive than ever. This is especially challenging for smaller nonprofits where staff wear many hats and grant writing is only a small portion of the work. If your grant proposal was rejected when you thought your program was a match with the funding criteria, this session is for you. Grantmakers Mary's Pence and Open Your Heart to the Hungry and Homeless will describe their review and award process, highlighting common reasons that applications are considered for funding or passed over. During this session, you will learn tips and steps you can take to create grant proposals that catch the attention of grantmakers. You will learn how grantmakers vet potential grantee organizations and what they look for when evaluating a potential partnership. Through hands-on learning, you will work through review exercises using real examples of grant applications and budgets that put you in the role of reviewer.

Robyn Browning, grants manager, Mary's Pence; Jessica Mathias, executive director, Open Your Heart to the Hungry and Homeless; and Katherine Wojtan, executive director, Mary's Pence

Friday Morning Keynote

9:30 - 10:45 a.m. | Grand Ballroom

Challenge to Change

Lieutenant Governor Peggy Flanagan, State of Minnesota

What is the change you are facing? How are you preparing to make it true? Each one of us—no matter our place of positional authority or privilege—faces a personal change imperative. What will it take to define your change? What's the first step? Who are your allies and mentors? What are the challenges?

Join this session to engage in conversation with Minnesota's Lieutenant Governor, Peggy Flanagan, as she talks about her own successes and challenges to impact change through her experiences of building coalitions and advocating for children and families. During the conversation, we will talk with the Lt. Governor and hear from other Minnesota leaders who have faced a change with grace and conviction. And share your own change story.



About Our Keynote Presenter

Peggy Flanagan is Minnesota's 50th Lieutenant Governor. The principle of her career is giving back, particularly to children, families, communities of color, American Indians, and low-income and working people.

As a former Minnesota State Representative and community organizer, she brings rich community experiences to the Lieutenant Governor's Office, while working in close partnership with Governor Tim Walz to build One Minnesota. She is proud to be a graduate of St. Louis Park Public Schools and the University of Minnesota.

An experienced nonprofit leader, Lt. Governor Flanagan previously worked at Wellstone Action and served as the executive director of Children's Defense Fund-Minnesota. A citizen of the White Earth Nation of Ojibwe, Peggy lives in St. Louis Park with her husband Tom, her daughter Siobhan, and their pets, Reuben and Yogi.



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– Bruce Sievers, Visiting Scholar at the Stanford Center on Philanthropy and Civil Society

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Breakout Sessions: Round IV

Peer Action Conversations

11 a.m. – 12 p.m.

During the fourth round of breakout sessions, attendees will engage with other conference participants in a facilitated peer-to-peer discussion about a topic of your choosing. Each peer action conversation will start with reflection and end with action planning. The small groups of peers will offer an opportunity for you to talk about pressing issues impacting your community, your organization, or yourself.

Pick the peer action conversation that's best for you:

Board Engagement: Tips and Advice for Partnering with Your Board

Room 102

Equity and Inclusion in Polarized Times

Room 103

Collaborating for Meaningful Change: Moving from Organization Outputs to Community Outcomes

Room 104

Supporting Employee Wellness and Preventing Burnout

Room 105

Change is Exciting and Exhausting

Room 106



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2019 Nonprofit Mission Awards

12 – 1:30 p.m. | Grand Ballroom

Nonprofit organizations make outstanding contributions to Minnesota's high quality of life. The Minnesota Nonprofit Awards honor these contributions. Please join MCN over lunch as we honor the following organizations for their inspiring and award-winning efforts on behalf of communities across Minnesota.

Since 1987, MCN has been showcasing the work of Minnesota's outstanding nonprofits through the Nonprofit Mission Awards in the categories of Innovation, Advocacy, Anti-Racism Initiative, and Responsive Philanthropy.



Nonprofit Mission Award recipients receive:

- The honor and distinction of being recognized as a leader among Minnesota's nonprofits.
- A video production capturing the organizations work for which it is receiving the award.
- A one-of-a-kind glass sculpture from Vandalia Glassworks.
- A feature profile in MCN's *Nonprofit News*, reaching 14,000 nonprofit professionals.
- A cash award (for all recipients except for Responsive Philanthropy recipient).

Congratulations to this year's Nonprofit Mission Award recipients:

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Anti-Racism Initiative



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Breakout Sessions: Round V

2 – 3 p.m.

Big Ideas, Big Campaign, Big Transformation

Room 112

Track: Fundraising

Activities: Individual Reflection and Small Group Activities

Fundraising campaigns aren't really about money – they are about the big ideas that inspire donors and transform organizations internally and externally. This session presents a case study for a \$10 million program expansion campaign for Project Success, and how this campaign was the catalyst for the organization to attract new seven-figure donors, significantly expand its board and staff, and create a national platform for thought leadership and impact. Learn how this nonprofit strategically built a major fundraising initiative to be the catalyst to implement strategic plan initiatives and propel the organization to a new level.

Adrienne Diercks, founder and executive director, Project Success and Joan Grathwol Olson, vice president, Creative Fundraising Advisors

Diving in to the Nuances of Specific Populations

Room 102

Track: Evaluation or Programming

Activities: Group Discussion and Small Group Activities

When nonprofits are planning and evaluating new programs, services, or strategies, they often need information about the communities in which they work. However, public data sources (e.g., census data) often lack the nuance needed to understand specific populations or issues. And, when gathering new data, new questions might emerge, and you may realize there is more diversity in community that requires deeper exploration. The data-seeking-data approach is a non-linear, iterative process for gathering the information you need and allowing for follow-up on insights as they are uncovered. For example, start with existing population and program data, determine what new questions emerge, and build relationships in communities to answer those new questions. This panel will draw on recent projects to share the challenges they were trying to overcome, why it was important to them, and how they balanced their need for a clear process with making room for discovery.

Courtney Clingan, senior consultant, The Improve Group and Cassidy Titcomb, senior director, strategic initiatives, Community Action Partnership of Ramsey & Washington Counties

Enacting Change From Every Spot on the Org Chart

Room 106

Track: Leadership and Governance

Activities: Polls and Small Group Activities

You've studied the books, drawn on your own experience, and gone to the conferences. You know what your organization needs to change. But how do you create that change – especially if you aren't the one making the big decisions? In this fun and interactive session, we will move past the jargon to share surprising ways you can build consensus and enact change at your organization, regardless of your position on the org chart. You will come away with straightforward tools and hands-on techniques you can use to make the case for change to your colleagues, executive, and board leadership. We'll talk about what to do when you face push back around needed change, and help you navigate the tough conversations and conflicts that may arise. You will leave this session with renewed confidence in your ability to enact meaningful change at your organization.

Stephanie Brown, principal, Yellow House Ideas; Julie Strand, arts program director, COMPAS; and Jules Wilkins, chief advancement officer, Montessori Center of Minnesota and principal, JulesWrites

Express Yourself! Wait, Not Like That

Room 104

Track: Equity and Community Engagement

Activities: Neighbor Conversations, Group Discussion, and Individual Reflection

We say we want our team members and our constituents to bring their whole selves but are we prepared to suspend judgement when someone's whole self doesn't act just like us? In this session you will learn the Intercultural Conflict Styles model to shed light on how our innate and learned preferences for direct or indirect communication and expressive or restrained emotional expression impact diversity, inclusion, and equity goals. Through individual, pair, and small group activities you'll investigate your implicit biases and how to differentiate between disrespect and emotional expression, evasiveness, and saving face. You will walk away with new insights and a specific goal for yourself as a leader, a team member, and a community liaison.

Pearl Dobbins, director of equity and human development, Washburn Center for Children and Joayne Larson, intercultural competence and leadership coach, Sparks of Change

Help! My Fundraising Event Isn't Working

Room 110

Track: Fundraising

Activities: Polls, Individual Reflection, and Small Group Activities

Fundraising events are an important source of revenue for most organizations to bring in crucial dollars for their mission. Sometimes, longstanding events can either lose their luster or stagnate in their dollars raised year over year, frustrating development staff and board members alike. Join us to explore options for evaluating the status of your organization's event as well as looking at the possibility of launching a new event if your organization is ready for a fresh start. From evaluation to ideation, learn how metrics, surveys, and key stakeholders at your organization can help push the limits of what is possible with events. You'll walk away with new donor stewardship ideas, concrete data, and complimentary resources to aid you in future fundraising events.

Max Erickson, events & stewardship coordinator, Park Nicollet Foundation and Jennifer Halcrow, president, Corvus North

The Emotional Bind of Compassionate Care

Room 113

Track: Equity and Community Engagement

Activities: Group Discussion

Compassion fatigue can strike the most caring and dedicated helping professionals. Compassion fatigue can affect both their personal and professional lives with symptoms such as difficulty concentrating, intrusive imagery, loss of hope, exhaustion, and irritability. It can also lead to profound shifts in the way helpers view the world and their loved ones. In this session, you will learn the signs of compassion fatigue, strategies to prevent it, and suggestions for intervention if you are experiencing it.

Daniel Hilliker, chair, Division of Child and Adolescent Psychiatry & Psychology, Mayo Clinic

The Twelve Golden Rules of Nonprofit Finance

Room 103

Track: Finance, Operations, and HR

Activities: Polls and Neighbor Conversations

Nonprofit financial health can seem like an elusive, nuanced, and subjective judgment call. But when you break it down, it boils down to 12 Golden Rules of Nonprofit Finance that help keep your organization healthy. From budgeting to operating reserves, if you follow these rules, you'll be on your way to a better understanding of nonprofit financial health. This session is a great introduction for those who are new to nonprofit finance.

Sarah Jackson, loan officer and financial specialist, Propel Nonprofits

Transparency in Crisis – and Non-crisis – Communications

Room 105

Track: Marketing and Communications

Activities: Group Discussion

No organization relishes talking about challenges, but not talking about them can certainly lead to even worse results. Transparency will often prompt improved support if it is voluntary (and not coming after an ill-timed report in the local news). This case study will follow the decisions of In the Heart of The Beast Puppet and Mask Theater as it went public with a challenging set of information about their annual May Day Festival and Parade. This tiered-communications approach had to dismiss some fears, and took an investment in staff and board time to show a potential path forward without over-promising. The transparency theme need not be limited to just difficult news. A commitment to using transparency tools such as the Charities Review Council and Candid (formerly Guidestar) can create a framework for how "boring" data can increase donor engagement – even if the donor doesn't actually read it.

Steve Boland, managing partner, Next in Nonprofits


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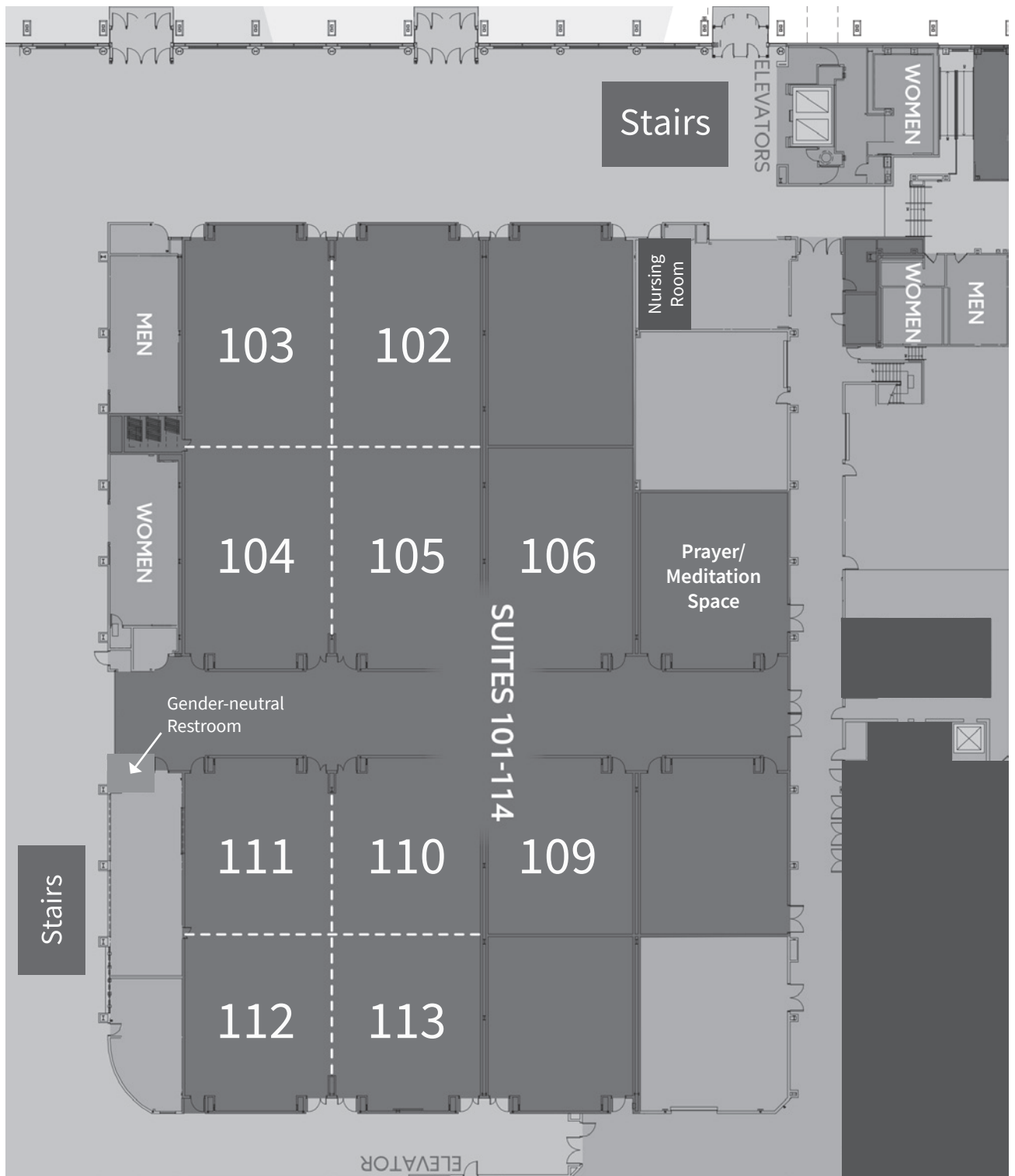


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The Mayo Civic Center has two spaces for individuals seeking a private and/or quiet space. The “Nursing Room” is on first floor (right next to Room 101). Please feel free to use this room for breastfeeding. If the door is locked, it indicates that the room is in use. Additionally, Room 107 is reserved for quiet prayer or meditation. Please use these rooms, as needed. And please be respectful of others who may access these spaces.

LEVEL UP: Connect, Engage, Include, Advocate

2019 Nonprofit Communicators Workshop Series



2019 Nonprofit Communicators Workshop Series

As nonprofits, it's easy to focus on the deficits: we face tight budgets, we have big missions but small teams, and there are competing demands on individual and organizational capacities. It's a challenge to think big when there is so much to do in the here and now. Likewise, it's hard to rethink your communications strategy when you feel like you know what already works. But is what has worked in the past different than what your communities need now?

Level Up: Connect, Engage, Include, Advocate, the 2019 Nonprofit Communicators Workshop Series, will encourage you to envision what taking your communications to the next level looks like for your nonprofit. And we're not talking about flashy ad campaigns or big investments in technology. These sessions will address the crucial, yet often overlooked ways we can best serve our audiences with intent, inclusion, accessibility, and advocacy.

November 7 - Connect: Mattering without Measuring

November 21 - Engage: Pass the Mic

December 5 - Include: Creating Accessible Communications

December 19 - Advocate: Activate Your Policy Work

Time: 9 - 11:30 a.m.

Location: Minnesota Council of Nonprofits, 2314 University Ave W. Suite 20, St. Paul, MN 55114

Per session cost: \$50 for MCN members / \$80 for nonmembers

Full series cost (all four workshops): \$150 members / \$250 nonmembers.

Learn more at

www.minnesotanonprofits.org/NCWS



Julie Ace has been a primary elementary teacher with the Rochester Public Schools for the last 25 years. Julie did her undergraduate work at Bemidji State University and has a master's in education from Winona State University and a master's in educational leadership from Concordia University. She is a member of Alpha Delta

Kappa, an international honorary sorority of women educators. In 2012, she became one of the founding members of the nonprofit organization Justice and Opportunities for Youth (JOY), an advocating and mentoring program for underrepresented middle-school and high-school girls with un-tapped potential in the Rochester area. Currently, Julie serves a co-facilitator for the JOY high school group and is the president of the board of directors.



Jackie Aman is a research scientist for Amherst H. Wilder Foundation's Wilder Research. At Wilder Research, Jackie partners with organizations and communities to learn about what families need to thrive—especially through evaluation and applied research related to substance use disorders, ACEs, trauma, and homelessness. While a

data geek at heart, she values art-based methodologies and exploring different ways to visualize data. Jackie has a master's degree in public policy from the Humphrey School of Public Affairs and a bachelor's degree from the University of Notre Dame.



Patrice Bailey was appointed to the position of assistant commissioner of the Minnesota Department of Agriculture (MDA) in June 2019. He oversees Outreach, Agricultural Marketing and Development, Dairy and Meat Inspection, and Food and Feed Safety for the MDA. He has served the Twin Cities in several positions focused

on bridging underrepresented communities of color to various available resources and advocating for them legislatively at the Capitol. Bailey, a native of Harlem, New York, holds a B.S. in agriculture education from Prairie View A&M University and has a master's degree in agriculture from Iowa State University.



Steve Boland is a nonprofit veteran with over 25 years of experience helping charities grow with new ideas in fundraising and communications. Steve has presented over 100 learning sessions on topics such as crowdfunding, fundraising infrastructure, and social media strategy for nonprofits. A graduate of the University

of Minnesota Twin Cities, Steve holds a master of nonprofit management from Hamline University, is an alumnus of the Shannon Leadership Institute, and serves on the board of directors for the Minnesota Freedom Fund. Steve is the managing partner of Next in Nonprofits, a consulting and services firm focused on building engagement for charities.



Melanie Brennan is founder and CEO at Exercisabilities, a nonprofit outpatient rehabilitation and medical fitness center in Rochester. She founded Exercisabilities in 2011 to provide opportunities for people with neurologic injuries and medical disorders to access expert care in the community. Melanie is a graduate of the doctor of

physical therapy program at The College of St. Scholastica. Her 20+ years of experience includes 11 years as a spinal cord injury team member at Mayo Clinic Rochester. In her current role as a clinic administrator, she strives to inspire her staff of therapists and exercise specialists to create a long-term road map to recovery and wellness for each client to support their life long journey toward optimal health.



Betsy Brock is the director of research at the Association for Nonsmokers-Minnesota. In this role, Betsy pursues research opportunities and partnerships for the organization. Her work has resulted in many published articles in peer-reviewed journals, including in *Tobacco Control* and the *American Journal of Public Health*. Her

research on direct tobacco marketing research has earned national recognition. Betsy also participates in statewide policy efforts and leads advocacy campaigns at the local level. Betsy co-led a coalition composed of more than 50 organizations that successfully advocated for a ground-breaking restriction on the sale of menthol tobacco in Minneapolis.



Stephanie Brown is an urban planner, community advocate, and systems thinker. She blends a passion for meaningful and inclusive revitalization in cities with the pragmatism borne from years grappling with political and economic constraints. Before beginning Yellow

House Ideas, Stephanie spent four years with McKinsey & Company, focused on infrastructure development and public sector transformations. Stephanie holds a B.A. in government and history from Georgetown University where she was a John Carroll Scholar and Lisa J. Raines Fellow. She has a master of urban planning from the Graduate School of Design and an M.P.A. from the Harvard Kennedy School where she was a Dubin Fellow and a Gramlich Fellow. She serves on the alumni advisory council of Harvard's Center for Public Leadership and is an elder at Calvary Church.



Robyn Browning is the grants manager at Mary's Pence where she focuses on building relationships with their grassroots, feminist grantees who are deeply engaged in social justice work. She has been working at nonprofits in the Twin Cities area for over 10 years in roles in public health, advocacy, disability services, and social services.

Robyn's dedication to social justice work started when she joined AmeriCorps after college and served in the Rio Grande Valley in Texas working with migrant communities. She believes in community service and has served on nonprofit boards, including her current role on the board of myHealth for Teens & Young Adults. Robyn has a master's of public health degree and has experience both as a grantmaker and a grantee.



Karmit Bulman is executive director of the Minnesota Association of Volunteer Administrators (MAVA). She has extensive experience running nonprofit organizations and has a strong background of leadership in international, national, and statewide coalition building. In the past, Karmit has served as an attorney and as executive

director for nonprofits. Her roles have involved financial management, program development, public and community relations, fundraising, and oversight of organizational operations. She has a particular passion for facilitation of collaborative processes, coalition building, coaching and consulting, capacity building, volunteer engagement, and revenue expansion. Karmit oversees strategic planning, board development, financial management, fundraising, program development, and day to day programming at MAVA, and is a service enterprise trainer and consultant and author of *Promoting Job Equity for Volunteer Engagement Professionals*.



Chad Campbell has spent his career working in nonprofit management, much of that work with youth development organizations. Throughout his career, he has been an advocate for children and youth, with special attention to serving those children most in need.

In previous roles with Lutheran Outdoor Ministries of Florida, Good Earth Village, and United Way of Olmsted County, he has connected to an array of youth and family-serving organizations, and developed community building strategies. Since 2018, he has served as CEO of Boys & Girls Club of Rochester, helping kids build great futures. Boys & Girls Club operated an ice cream shop in the summer of 2018, as a social entrepreneurship project—offering significant learning opportunities for the organization and its leadership, and propelling several new program offerings.



Michelle Chang is the policy and equity coordinator at MCN. Her primary focus is building power around Census 2020 in partnership with MCN's many nonprofit members. She also works internally to ensure policies and procedures center around ending disparities in power, money, access, and more. Prior to her current position

at MCN, Michelle served as MCN's AmeriCorps VISTA and spent a year working as a foreign English teacher in Yunnan, China, while receiving her master of international affairs degree in international development at Concordia University - Irvine. She has her B.A. in Asian studies from the College of Saint Benedict.



Courtney Clingan is a senior consultant at The Improve Group, a St. Paul-based, international firm focused on evaluation, research, and strategic planning. Courtney loves seeing people's excitement for evaluation grow with their capacity and witnessing the lightbulb moments when they're really onto something. Plus, Courtney finds evaluation capacity building is a two-way street: She is always learning during her trainings and capacity-building projects. She enjoys collaborating with people, sorting through different considerations or nuances, and partnering on problem-solving. Courtney's training skills are bolstered by her empathy and her ability to listen; she loves the rich, thoughtful conversations that come out of building a shared understanding of evaluation and how it can be used in organizations.



Marcellus Davis is the new program manager for professional development and student programs at Equity Alliance MN. Marcellus comes to the organization from St. Cloud State University, where he served as an adjunct professor. In addition to his faculty experience, he is a program developer with emphasis on racial equity having a background in curriculum development, program evaluation, and racial equity facilitation. His experience includes African American education empowerment coordinator for Minneapolis Community & Technical College, as well as executive director of Sankofa Underground North Academy, and program director of achievement and integration and American Indian education for Robbinsdale Area Schools. Marcellus has spent a combined 20 plus years in K-12 and higher education. He holds a doctor of education in higher education/higher education administration.



Adrienne Diercks is the founder and executive director of Project Success, a youth development organization that motivates and inspires young people to dream about the future, helps them take steps to get there, and gives them the tools they need to achieve their goals. Adrienne's leadership has been acknowledged through a Woman of Distinction Award by the Girl Scouts River Valleys, Ann Bancroft Foundation's Dream Maker Award, a "Women to Watch" accolade from *Minneapolis / St. Paul Business Journal*, and has been honored with the Minneapolis Award for outstanding contributions to the City. Adrienne is the president of the Minnesota Women's Economic Roundtable and member of the Women Presidents' Organization. Adrienne has a B.A. in English from Whittier College, and is a graduate of the James P. Shannon Leadership Institute.



Pearl Dobbins is director of equity and human development at Washburn Center for Children. Pearl, who is human and heart-centered, is a sensitive introspective jewel who is committed to the pursuit of human development. She continuously explores and engages her personal journey of developing intercultural capacity, and the ability to communicate along lines of similarity and difference to accomplish a mutual purpose. Pearl was born and raised in Minnesota. She has a graduate degree in mental health counseling and gets to do intercultural and human development work in the mental health field. Why does she choose to do this? To uplift, encourage, and grow.



Nate Dorr is a senior program officer at Northwest Minnesota Foundation (NMF) in Bemidji, where he leads the foundation's Communities Thrive program. He serves as an advisor with the Minnesota Compass steering committee, the Northwest Regional Sustainable Development Partnership Resilient Communities workgroup, the Family Homeless Prevention and Assistance Program, and the Minnesota Council on Foundation's program committee. Prior to working with NMF, he was a regional labor market analyst for the Minnesota Department of Employment and Economic Development, a grantwriting instructor at Bemidji State University, a grantwriter for Leech Lake Band of Ojibwe, and a statistician for the USDA's Agricultural Statistics Service in Montana. He holds a bachelor's degree in sociology from the University of Minnesota, and a master's degree in public policy and nonprofit management from the Humphrey Institute.



Jenna Egan is the membership and fund development manager at Minnesota Association of Volunteer Administrators (MAVA). In this role she builds relationships with new and current members, recruits volunteers, and cultivates financial donors and sponsors. Jenna has worked in higher education recruitment, program development, volunteer engagement, and communications for over 14 years. She has a master's in educational leadership from the Saint Mary's University of Minnesota. Before joining the MAVA staff, Jenna served as the recruitment and enrollment manager for the University of Minnesota School of Public Health, and currently serves on the American Heart Association gala auction committee.



Marie Ellis serves the Minnesota Council of Nonprofits as public policy director. Marie has been working in public policy since her first job, lobbying in Washington, D.C. with Lutheran Immigration and Refugee Service. Since then she has worked at the Minnesota Senate as leadership assistant, Catholic Charities as public policy manager, and the Saint Paul Area Chamber of Commerce as director of public policy and legal counsel. Marie has a B.A. in religion from Concordia College in Moorhead and a law degree from the University of Saint Thomas School of Law. With volunteer, intern, and work experience at dozens of Minnesota nonprofits, Marie brings an understanding of the challenges nonprofits face in advocacy work and loves helping MCN's members discover and harness their advocacy power.



Max P. Erickson has been in the events industry for over a decade, with experience in a wide variety of events: nonprofit, corporate, hotel and catering, weddings, and special focus on fundraising and cultivation events. At Park Nicollet Foundation, Max is responsible for producing and managing a suite of fundraising and donor cultivation events, leading with a creative and mission-driven edge. He has a passion for bringing people together for a common cause.



Joan Grathwol Olson is vice president of Creative Fundraising Advisors. Joan is an experienced nonprofit leader with strengths in advancement strategy, campaign planning, and execution. Joan's background spans 30+ years in the Minnesota nonprofit development arena, including leading Minnesota's largest arts fundraising campaign – the \$103 million campaign for the Minneapolis Institute of Art (2003-2006). Joan also designed and launched the first-ever capital campaign by the Minneapolis College of Art and Design (2009-2014). Prior development work included roles at Minnesota Public Radio, Twin Cities Public Television, and WomenVenture. As a fundraising consultant, Joan has worked with organizations as diverse as Project Success (program expansion campaign) to the Minnesota Museum of American Art (museum construction and launch) and Lundstrum Performing Arts (fundraising growth and campaign planning).



Rebecca Haddad has over 20 years of experience in the nonprofit sector including roles in both project management and fund development. She is currently at the Science Museum of Minnesota, where she has worked for five years as a senior gift officer developing strategic partnerships. She began her career at the Embassy of Saudi Arabia and has since consulted and worked at nonprofits with missions related to education, science, and youth development. She earned her master's degree in public administration from the University of Montana – Missoula and her bachelor's degree in sociology and social work at Miami University. Her skills include management, leadership, development, communications, and community development. She currently serves on the board of the Association of Fundraising Professionals – Minnesota Chapter and the Inclusion, Diversity, Equity, and Access committee.



Jennifer Halcrow founded Corvus North in 2015 to support fundraising for organizations that are in periods of growth and transition. She provides strategic advice, builds capital campaigns, refreshes annual fundraising efforts, and helps her clients build systems to manage information, recruit leaders, and on-board fundraising

staff. Her experience leading nonprofit marketing and fundraising teams has resulted in more than \$135 million in charitable giving for important causes in the upper Midwest. After years of working closely with high net worth individuals committed to philanthropy, Jennifer created the Corvus North Values Indicator™. This confidential, online survey tool helps donors focus on the meaning of their gifts and derive more satisfaction from their giving. She maintains certified fundraising executive status and required registration and bonding in Minnesota and Wisconsin.



Brigid Hansen is chief executive officer of Hansen Henley Yoder & Lamb. Brigid is a development professional with 35 years of experience in national and senior level positions. She has conducted major annual, capital, and endowment campaigns for organizations such as: The St. Paul Chamber Orchestra, The National Park Foundation, Great Lakes Aquarium, Minnesota Diversified Industries, The Nature Conservancy, and Women's Foundation of Minnesota. Brigid has worked with nonprofits helping to raise over \$200M throughout her career. A former chair of the Association of Fundraising Professionals – Minnesota Chapter, she has broad experience in relationship building and public relations and has worked with major philanthropists across the country. Brigid is a certified fundraising executive.



Annie Harala is the Northeast Minnesota regional coordinator at the Minnesota Council of Nonprofits, based in Duluth. Annie is an engaged leader in Northeast Minnesota, and has worked in nonprofits, schools, and county government for the last 10 years. Annie has extensive experience working in greater Minnesota's rural and urban communities in the areas of health policy, youth engagement, community empowerment, and electoral work. She holds a degree in public relations with a minor in English from Saint Mary's University of Minnesota. She recently completed a term as an elected at-large member of the Duluth School Board and serves on a number of boards. Annie is passionate about community leadership and engagement, livable communities, great public education for all students, and enjoying a deep belly laugh at least twice daily.



JoAnn Hawkins is an HR Professional with over eight years of experience working on strategic planning and organizational development. She has SHRM-CP certification, an M.A. from the University of St. Thomas, and an HR Compliance certificate from Mitchell Hamline School of Law. JoAnn joined the leadership team at

Women's Advocates, where she is the director of operations & HR, and oversees all three: facilities, technology, and human resources. Prior to this, JoAnn worked in operations at Twin Cities PBS for over 11 years, where she led a major building remodel project, managed internal events, worked on strategic planning, and was a leader in operations where she implemented innovative ways to manage different systems in facilities and production operations.



Mario Hernandez, strategic services director, joined Propel in the late spring of 2017 and comes with several years of experience leading local nonprofits and serving on nonprofit boards. He has led organizations through growth periods and periods of change. Mario recently managed the for-profit business ventures of a local

nonprofit and used his creative, entrepreneurial, and analytical skills to lead those ventures to profitability. Mario's experience includes improving the operations of organizations and increasing board effectiveness. Prior to joining Propel, Mario worked as an independent consultant with organizations such as the Dayton's Bluff Community Council and Electric Machete Studios. At Propel, Mario works with nonprofits to connect their strategic goals with day-to-day business operations. Mario currently serves on four board of directors for local Twin Cities organizations.



Daniel Hilliker is a pediatric psychologist and chair of the Division of Child and Adolescent Psychiatry and Psychology at the Mayo Clinic in Rochester. He has worked in children's hospitals and pediatric specialty clinics for 23 years, with a focus on promoting adjustment to chronic and/or life-limiting illness in children and

families. He has also worked with other health care providers and learners on developing approaches to self-care and coping with vicarious traumatization. Dan has a Ph.D. from Ohio State University.



Jaylani Hussein is currently 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. In 2013,

he created Zeila Consultants to develop and offer cross-cultural training workshops on East African cultures. Hussein has presented on the Somali Culture to diverse public and private organizations across the US. He specializes in the areas of urban planning, community development, youth development, legal and civil rights. Jaylani's family emigrated from Somalia to Minnesota in 1993 and he is trilingual (English, Somali, Arabic). He holds degrees in community development and city planning from St. Cloud State University and political science from North Dakota State University.



Sarah Jackson is a loan officer and financial specialist at Propel Nonprofits. She has more than a decade of experience working with and for nonprofit organizations in Minnesota including roles as executive director of the Minnesota News Council and program director for the Minnesota Newspaper Association. Sarah enjoys helping

nonprofit leaders decipher and understand the often exclusionary language of finance. As a lender, trainer, and partner, Sarah works closely with nonprofits in the upper Midwest supporting their important mission-driven work. She has degrees in journalism and philosophy from the University of Minnesota.



Sherry Johnson, Cultivate Strategy, LLC, understands the power of a clear, compelling, and shared purpose as a baseline for community and organizational development. She believes that when people examine implicit assumptions—from multiple perspectives, alongside accessible data—groups are primed for trust and triumph.

Sherry engages intuition, promotes mindfulness, and inspires shifts in long-held beliefs that hold groups back. After a 10-year career in high school classrooms, Sherry transitioned into community engagement work with nonprofits and small businesses across the Twin Cities and Seattle. She is a certified ToP© facilitator, a qualified ToP© trainer, and a certified facilitator of the Diamond Inclusiveness Assessment™. She holds an undergraduate degree from the University of Wisconsin - Madison, and a master's of education from the University of St. Catherine.



Allison Johnson Heist is senior program officer for leadership and learning at Headwaters Foundation for Justice. At the foundation, she manages the Giving Project, a cross-class and multiracial participatory funding process that resources movements for social change. As someone who was raised middle-class,

Allison sees philanthropy as a tool for social change and sees her role in philanthropy as a donor organizer and resource mobilizer. Allison is pursuing a master's degree in leadership for social transformation at United Theological Seminary of the Twin Cities. She is a former Ron McKinley Philanthropy Fellow, serves on the Resource Generation board, and is a founding board member of Exodus Lending, a nonprofit organization dedicated to ending predatory lending practices in Minnesota.



Jonathan C. W. Jones is an award-winning educator, founder, and CEO of SJC Consulting, LLC. He works with educators, schools, districts, nonprofit professionals, and under resourced communities through proposal workshops, coaching, consulting, and innovation. His passion lies across the intersections of education, business, and philanthropy.

Jonathan believes in the power of ideas and helping others realize they have the power to make their ideas into reality, ideation. Jonathan has landed several local and national grants and awards from the Bush Foundation to NASA, and collaborated with several organizations such as AdoptAClassroom.org, Awesome Foundation, and Saint Paul Public Schools. His company was recently nominated by Social Enterprise Alliance - Twin Cities' Impact List. Jonathan holds a bachelor degree in special education from Xavier University, a master's degree in special education, and K-12 principal license from University of Minnesota.



Savita Katarya is a life-long learner and has passion for equity, education, and developing people and processes. She serves as senior organizational equity strategist at the Diversity Council. Savita holds a master's in organizational leadership, and a B.S. in human resource management and finance. In addition, she is qualified administrator for

Intercultural Development Inventory, certified Global Career Development facilitator, and financial health counselor. Savita has extensive experience in diversity facilitation, curriculum/program development, and financial/career counseling. She is an alumni of Collaborative Leadership Fellows, Art of Participatory Leadership and Equity Works leadership institute, and has served on various education, equity, and intercultural focused collaborative workgroups. Originally from India, she lived in Colorado and Illinois, and has lived in Rochester for over 20 years.



Jason Karpf is donor relations director for The Salvation Army Northern Division and served previously as a fundraising director for the American Red Cross. He teaches marketing, fundraising, and communication. Jason received an Award of Excellence from the Public Relations Society of America's Los Angeles chapter for co-managing media

relations for the Santa Barbara district attorney during the Michael Jackson trial. Jason holds a master's in communication from the University of Denver and a certificate in nonprofit management from Purchase College. He has published numerous articles and posts on marketing and is the author of *Anatomy of a Massacre*, a true-crime book detailing one of America's worst mass shootings. His latest book is *Developing a Christian Marketing Plan*.



Kris Kewitsch is the executive director of Charities Review Council, helping to ensure the Council delivers on its mission to be an independent resource so people are empowered to make informed and thoughtful giving decisions so they can be more effective in helping charities advance their

important work. Prior to joining the Council, Kris worked in corporate philanthropy with Target Corporation, U.S. Bank, and Piper Jaffray, directing resources—both human and financial—to nonprofits across the country. Kris attended Gustavus Adolphus College, receiving a B.A. in sociology and anthropology. She has served on numerous boards, including the Corporate Volunteerism Council, National Council on Workplace Volunteerism, and the Volunteer Resource Center (now HandsOn Twin Cities). Kris was named to *Twin Cities Business*' list of 100 to Know in 2017.



Andre Koen is an energetic presenter, powerful communicator, and a dynamic teacher, integrating his abilities as improvisational comedian, large group facilitator, keynote speaker, and teacher to educate his audience. Andre currently serves as a program director for the Mayo Clinic in Rochester in the area of diversity and inclusion. As the

program director, he works to educate the enterprise-wide community on best practices that exhibit Mayo Clinics' values. Previously, Andre worked as the Affirmative Action officer at Anoka County. As an agent for change, group facilitator, and youth advocate, he believes that everyone has the capacity for leadership. With this understanding, Andre has learned the skills needed to engage people from organizations to analyze their own bias, take cognitive control, and build on common values to achieve mutually beneficial goals.



Joayne Larson is a certified coach who focuses on intercultural competence to promote diversity, inclusion, and equity goals. She recently returned to Minnesota bringing management experience from a variety of multicultural settings spanning three continents.

Domestically, Joayne has worked in nonprofits and universities to train, coach, and facilitate transformational learning for professional and interpersonal growth. As Peace Corps staff she worked in Nicaragua and in Washington D.C. designing and facilitating training for overseas staff. She holds a B.A. in international relations from Tufts University and an M.A. in international training and education. Currently, Joayne is an adjunct professor in the Leadership Minor at the University of Minnesota and leads Sparks of Change LLC. She helps leaders who struggle with diversity by providing coaching and customized professional development for teams.



DeeDee LeMier serves as the engagement & outreach manager at Charities Review Council. She manages business development for the Accountability Standards® and Diversity, Equity, & Inclusion Toolkit® at the Council, serving Minnesota, North Dakota, South Dakota, Wisconsin, and national accounts. She is a passionate community developer

and organizer, with outreach experience across sectors. In her free time, she serves on the Pine City Planning Commission, volunteers around housing and food access issues, and hosts community events in her barn. Originally from Tenstrike, her career has included working with young people in rural communities across Minnesota, North Dakota, and Colorado. She resides near Pine City. DeeDee holds an MBA and a B.A. in communications from Hamline University.



With over 20 years of extensive total rewards consulting and human resource leadership expertise across multiple industries, **Robert Lemke** brings a complementary perspective as both an advisor and practitioner to Gallagher clients. Bob's strategic and analytic work helps clients create practical solutions through the use of internal

and external data, workforce planning, stakeholder engagement, and supporting communication and infrastructure assessments. He specializes in leadership and staff compensation, incentive plan design, strategic workforce planning and analytics, and other practical total rewards consulting services that enable a client's workforce strategies. Bob earned his master's degree in industrial/organizational psychology from Illinois State University, and has completed advanced studies in strategic decision and risk management from Stanford University. Bob is certified as a senior professional in human resources and a certified compensation professional.



Jessica Mathias is the executive director at Open Your Heart to the Hungry and Homeless (OYH). OYH believes that all Minnesotans should be free from hunger and homelessness. They fulfill their mission by providing financial support to over 200 homeless shelters, food shelves, and domestic violence shelters each year. Jessica has over a decade of

diverse experience in the nonprofit sector. She is dedicated to ensuring OYH remains progressive and prepared in response to the needs and challenges facing the hungry and homeless community. Jessica has her M.A. in organizational leadership from St. Catherine's University and her B.A. in international relations from St. Cloud State.



Ileana Mejia is the public policy advocate at the Minnesota Council of Nonprofits and is working to increase individual nonprofits' advocacy capacity through trainings, materials, and conversations, and advocating on behalf of the nonprofit sector as a whole to advance MCN's mission.

She most recently worked at a nonprofit as a community organizer where she focused on coalition building around equitable development and parks and green spaces. Ileana has a passion for inclusion and racial equity work, particularly in lifting up voices who have been historically left out of policy decisions that directly influence them. In addition, she has a master's degree in public policy from Humphrey School of Public Affairs and completed a term of service with Public Allies AmeriCorps program.



Shellie Metzler is a grants and marketing coordinator who works with Community Connection Allies to strengthen northern Pine County communities through partnerships and resource coordination that enrich the lives of residents with a focus on children, the disabled, families, low-income persons, seniors, and veterans.

Shellie believes working with and bringing together various businesses, groups, and organizations is rewarding and key to the success in developing and maintaining community support and services that would otherwise be unavailable or difficult to find. Being active on various community committees, fundraising, and outreach are the main areas Shellie uses in generating community awareness and supporters. Shellie has 15 years working in nonprofit corporations.



Molly Moilanen is a vice president at ClearWay Minnesota (CWM), an independent nonprofit organization that improves the health of all Minnesotans by reducing tobacco use and exposure to secondhand smoke.

Molly oversees CWM's marketing, communications, and public policy efforts and serves on the organization's executive management team. For the past six years, Molly has co-chaired the Minnesotans for a Smoke-Free Generation coalition. In 2013, the coalition helped pass the largest tobacco tax in Minnesota history which is projected to prevent nearly 50,000 youth from becoming addicted to tobacco. Since joining CWM in 2004, Molly has managed cessation programs, developed CWM's local policy grant program, served on the strategic planning team, and helped pass the statewide smoking ban.



Kia Moua is a racial equity and intercultural collaboration consultant and trainer, a social justice advocate, and a contracted facilitator for the Anti-Defamation League's "A World of Difference and Managing Implicit Bias for Law Enforcement" anti-bias trainings. She is a co-developer of the Diamond Inclusiveness Assessment™ and a

qualified administrator of the Intercultural Development Inventory. She was a founder of the Hmong Women's Oral History Project in La Crosse, Wisconsin, and has served on the boards of several community-based enterprises (West Side Safe Neighborhood Council, Hmong Women Achieving Together, West Side Community Organization). She holds a B.S. from Viterbo University and master's of human development from Saint Mary's University. She currently works as a Child Welfare Foundations trainer for the Minnesota Department of Human Services.



Kelly Rietow helps leaders and organizations create simple and sustainable solutions to people and process challenges. She excels in aligning human resource and performance management systems with organizational strategies. With broad-based expertise in human

resources, organizational development, facilitation, and leadership, Kelly helps leaders and organizations be accountable and effective. Kelly has a particular passion for optimizing the performance of nonprofits and organizations experiencing growing pains. She founded Roo Solutions, LLC in 2009. A two-time recipient of the Employers Association Best Practices Award, Kelly earned her MBA from the University of St. Thomas and the professional in human resources certification through the Society for Human Resource Management.



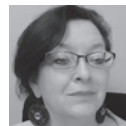
Brigid Riley, B. E. Riley Consulting, LLC, supports nonprofits and government agencies in forwarding their important work. Using an array of tools and techniques, she is their guide in discerning individual, workgroup, and organizational next steps. Her practice is enhanced by years of experience in nonprofit executive

leadership, nonprofit board service, and city and county community-focused public health programs. Brigid is a certified ToP© facilitator and a qualified ToP© trainer. She holds a B.A. from the University of St. Catherine, and a master of public health from the University of Minnesota. She is an alumna of the Policy Fellows program at the Hubert H. Humphrey Institute for Public Affairs, and the Emerging Leaders Network, a leadership development program of Minnesota public health associations.



Kate Rykhus is the founder of CoCreated Consulting LLC, a firm committed to helping organizations do change better by focusing on leadership resilience, team health, and culture building. Before dedicating herself full-time to CoCreated, Kate spent 15 years in corporate human resources, working in industries ranging from heavy

equipment manufacturing to academic healthcare. Her sweet spot is working through individual and organizational transformations. Kate holds a bachelor's degree in communications from North Dakota State University and a master's degree in human resources and industrial relations from the University of Minnesota. She's a certified professional coach, Energy Leadership Index™ master practitioner, and Situational Leadership II® facilitator. Kate is privileged to serve on the board of directors of Women's Advocates, a nonprofit serving women and children escaping domestic abuse.



Dee Sabol is executive director of the Diversity Council, an organization that has spent 30 years ensuring the people of Minnesota embrace diversity as a foundation for building a healthy, inclusive, and prosperous communities. Dee brings experience in cross-cultural communication and change management, and

most recently she spent 15 years managing public affairs, strategic partnerships, and community and cultural engagement in El Paso County, CO. She has been deeply engaged in the areas of public-private collaboration, social equity, and sustainable growth. Dee received a bachelor's degree in communications/sociology from the University of Colorado and a master's in public administration/nonprofit management from Regis University. She's taught courses in collaboration, governance, and marketing, and her entire career has aligned with equity and inclusion efforts in the U.S.



Jennifer Scholl is a fundraising and engagement professional with over 15 years of experience. She is currently the mission advancement and legacy planning officer at the Science Museum of Minnesota. She has broad, deep, and proven skills in nonprofit leadership, donor relations, communications, and program

management. Additionally, she has extensive experience in strategic planning, leadership, budgets, and management of board of trustees. She has also worked as a senior alumni relations and gift officer at the University of Minnesota and a community relations fundraiser at the United Way. She currently serves as vice chair of Doing Good Together, and holds a master's from the University of North Carolina – Chapel Hill, a bachelor's from the University of Wisconsin – Madison, and a certificate in equity and diversity from the University of Minnesota.



Jamie Schumacher is the executive director of the West Bank Business Association, and works as a consultant for nonprofits and community organizations statewide. Also a visual artist and a writer, Jamie's creative work has been featured in *Pollen*, the *Minneapolis Star Tribune*, and the *Minnesota Women's Press*. Her book *It's*

Never Going To Work was released in 2018. Jamie graduated from the University of Minnesota with a master's degree in innovation in nonprofit management, and she is the founder of Altered Esthetics, a community art space and arts advocacy organization. With abundant energy and passion for serving the community, Jamie has developed a specialty for helping organizations going through transition.



Regina Seabrook is the program manager for professional development at Equity Alliance MN. She plans, coordinates, and provides educational equity focused professional and organizational learning in collaborative partnership with school leaders and for a network of schools and districts focused on improved

educational outcomes for all students. Regina is a 20-year veteran educator. She earned bachelor degrees in sociology from Hamline University and social studies education from the University of Minnesota – Duluth, a master's degree in education from Hamline University, and her principal and superintendent credentials from Saint Mary's University of Minnesota.



Samantha Sencer-Mura grew up in Minneapolis and became passionate about working to close educational opportunity gaps after her time as a student in the Minneapolis Public Schools, where she witnessed deep inequities within the system. She earned her B.A. in critical theory and social justice from Occidental College, and her master's in school leadership at the Harvard Graduate School of Education. Since 2017, she has been the executive director at Mid-Continent Oceanographic Institute, a youth writing center that serves over 2,000 Twin Cities students in grades K-12 annually. Mid-Continent Oceanographic Institute is a chapter in development of 826 National, a network of creative writing centers with chapters in eight major cities.



Sara Spiess brings more than 15 years of nonprofit fundraising and development experience to her current role as director of grants & foundation relations at the YMCA of the Greater Twin Cities. Sara specializes in securing grants and gifts from corporate, foundation, and government agency partners to support mission-driven work. She works to develop and steward a broad base of strategic partnerships among key stakeholders. Sara holds a B.A. from New York University, a St. Thomas fundraising certificate, and is a 2016 graduate of the Leadership Saint Paul program of the St. Paul Area Chamber of Commerce. Sara has served on the board of directors for the Association of Fundraising Professionals – Minnesota Chapter. She is an active community volunteer.



Julie Strand is a poet, teaching writer, and the COMPAS arts program director. Her poems have been published in the *Western Humanities Review* and the *Heavy Feather Review*. Julie has taught poetry at various spots around the U.S., including the Loft Literary Center in Minneapolis, Surel's Place in Boise, Idaho, and the Woodland Pattern Book Center in Milwaukee, Wisconsin. She holds an M.F.A. in poetry from Boise State University, and has worked at arts nonprofits for more than 10 years with a special interest in literary centers, teaching artist programs, program design, and evaluation.



For over two decades, **Cassidy Titcomb** has worked in the nonprofit arena as a strategist, communicator, and fundraiser. Currently, she serves as the senior director of strategic initiatives at Community Action Partnership of Ramsey & Washington County, whose work is to partner with nearly 60,000 people annually to overcome poverty through service, education, and transformation. In this role, in addition to leading marketing, communication, and fundraising efforts, Cassidy also coordinated both the agency's most recent Community Needs Assessment and the development of its current strategic plan. She has a master's degree in counseling from the University of Iowa and her B.A. from Colgate University where she studied philosophy.



Timothy J. Torgerson, president of Hansen Henley Yoder & Lamb (HHYL), is a development professional with extensive knowledge of capital campaigns and leadership giving. He has 37 years of experience in fundraising. Prior to joining HHYL, Tim served for 18 years with the American Cancer Society and successfully led campaigns totaling over \$225 million. Tim's responsibilities included acting as an internal campaign consultant to campaign projects across the country. He personally closed several large gifts including the largest gifts in the 105-year history of the American Cancer Society. Tim's career also includes leadership positions with the YMCA, Salvation Army, Opportunity Partners and St. Andrew's Lutheran Church. Tim currently serves on the board of the Association of Fundraising Professionals – Minnesota Chapter.



Arlene Vernon is a human resource strategist with over 30 years of experience as a consultant and trusted resource for a diverse group of small and medium-sized organizations. She's seen first-hand what leaders face every day, and her results-oriented consulting and training successfully fills that gap. Having worked with over 500 for-profit and nonprofit organizations since starting her firm HRx in 1992, she partners with leaders to develop and implement do-able strategies to address the short-term challenges and long-term success of your organization. With an MBA and a master's of education in counseling, Arlene is both a studied and practiced authority in human resources and human relations. She offers practical, real solutions through her consulting, advising, and training.



LaTrisha Vetaw is the health policy and advocacy manager at NorthPoint Health and Wellness Center in North Minneapolis. First elected in 2017, LaTrisha also serves as an at-large commissioner on the Minneapolis Parks and Recreation Board. She is an experienced leader and community organizer. LaTrisha has worked in Minneapolis for more than a decade to help advocate for policies and programs that make Minneapolis a healthier place to live, work, and play. LaTrisha has created, led, and participated in numerous equity and advocacy coalitions. She served as the chair of the Minneapolis Bicycle Coalition and facilitates Breathe Free North, a coalition of primarily African American, at-risk youth from North Minneapolis that works to reduce the harms of commercial tobacco.



Marcie Wagner is a veteran of the nonprofit industry. Her expertise is in the successful development, implementation, and sustainable growth of newly incorporated nonprofit organizations. Marcie is the founder and principal of ML Wagner Fundraising Group and Midwest Mindfulness Meditation Centre. She has a B.A. from the University of South Dakota and received certification in Mindfulness Based Stress Reduction through The University of Massachusetts Medical School. She has her certified fundraising executive credentials and is registered with the Minnesota Attorney General's Office and the Minnesota Secretary of State. She is a member of the Association of Fundraising Professionals. Marcie's Strengths, based on Gallup's "Strengths Finder" are: Strategic, Restorative, Connectedness, Ideation, and Positivity.



Kerry Walsh is senior communication specialist at Amherst H. Wilder Foundation. Kerry works with research teams and partner organizations to present clear and useful research results. As a non-researcher among social science experts, Kerry can be heard asking, "Why does that matter?" or "How can we say that in plain language?" When she's not editing research reports or promoting the latest research, she loves to share that perfect resource to make your life easier. She has worked in nonprofit communications, fundraising, and information management for 20 years.



Jules Wilkins joined the Montessori Center of Minnesota (MCM) staff in August of 2019. As chief advancement officer, she oversees the fundraising efforts that support MCM's programming, and coordinates the strategy for all MCM communications. An expert on donor communications and board development, Jules brings more than a decade of fundraising and donor communications experience to her role at MCM. Jules has presented on donor communications and board development at the Association of Fundraising Professionals international conference, the Nonprofit Innovation Conference, the MCN Nonprofit Leadership Conference, and many other local and national conferences. She writes and consults on donor communications at JulesWrites.com. She holds a B.A. from Drake University, and is a certified fundraising executive. Jules serves on the board of the Association of Fundraising Professionals – Minnesota Chapter.



Katherine Wojtan is executive director of Mary's Pence, a nonprofit working in the U.S. to provide funding to women's groups working on social change, and funding and accompanying women's groups in Central America and Mexico working on economic autonomy and empowerment. She came to Mary's Pence with a background in strategic planning, project management, and training/facilitation, mostly in corporate settings. She has facilitated retreats on nonviolence and served as a core team member founding the Minnesota Peace Team which was created to provide a nonpartisan presence during the Republican National Convention in 2008. She currently serves on the board of Ignatian Volunteer Corps. She has experience with both grant writing and grant giving during her 11 years with Mary's Pence.



Preeti Yonjon Feist is a first-generation immigrant of South Asian Diaspora from Nepal. Currently she is the program coordinator at The Written Gift, a nonprofit in Alexandria. Preeti has a master's degree in gerontology from St. Cloud State University and is almost done with her master's degree in social responsibility. She received her bachelor's in psychology and sociology from Eastern New Mexico State University. Her yoga and meditation training includes the Theory and Practice of Teaching Ashtanga & Hatha Asanas, Pranayama, anatomy, ethics & yoga philosophy. In 2014, Preeti was chosen to represent St. Cloud State University as national Campus Compact Newman Civic Fellow. She is the recipient of the Welter World Citizen Award for her anti-racism work in the St. Cloud Area. Preeti is a 2017 Blandin Leadership Training alumni.



AsaleSol Young came into the Giving Project with a desire to understand how to better fund community-led initiatives, as well to understand her power as a Black fundraiser. With 10 years of experience as an educator, AsaleSol became the visionary and founder of a small charter school and learned intimately the challenges of funding Black-led, systems-change movements. Currently the marketing and development director for a small affordable housing nonprofit in North Minneapolis, leveraging her background as an educator and a student of African-American history, AsaleSol continues to ideate ways to make fundraising more BIPOC-centric. In her current work, AsaleSol calls us to recognize the white supremacist history that created socio-economic gaps and disparities and now result in underfunded solutions.



Amanda Ziebell Mawanda is a strategic services consultant at Propel Nonprofits. Amanda has a background in organizational leadership and development, including change management, strategic planning, and board development. She was formerly responsible for providing strategic network development in the areas education equity and faith-based action at the Minnesota Education Equity Partnership and the Episcopal Church in Minnesota, respectively. She has over a decade of experience working in the nonprofit sector as a consultant and is focused on building common vision, igniting creativity, and unleashing energy for positive change. Amanda holds a B.A. in political science and an M.A. in organizational leadership.

The Nonprofit Specialist

SpecialIST

Expert Services for Nonprofits

Does your nonprofit struggle to find reliable options for accounting, legal or insurance services? When searching for a consultant to help with program evaluation or strategic planning, where can you go to find a fit for your organization's unique needs? **The Nonprofit Specialist** is the perfect tool to help steer you in the right direction!

Created as a solution to the referral questions the Minnesota Council of Nonprofits has fielded over the years, The Nonprofit Specialist contains detailed profiles of over 200 service providers, making it the ideal place to begin your search for expert-driven products or services tailored to the unique needs of your organization.

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- 40+ service categories
- 8 geographic regions
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Not only does this new tool help you discover the products and services your nonprofit needs, it also allows you to contribute ratings and reviews for the service providers with whom you've worked in the past. This experience-based feedback helps ensure that The Nonprofit Specialist remains a trustworthy resource built for—and vetted by—nonprofit professionals like you.

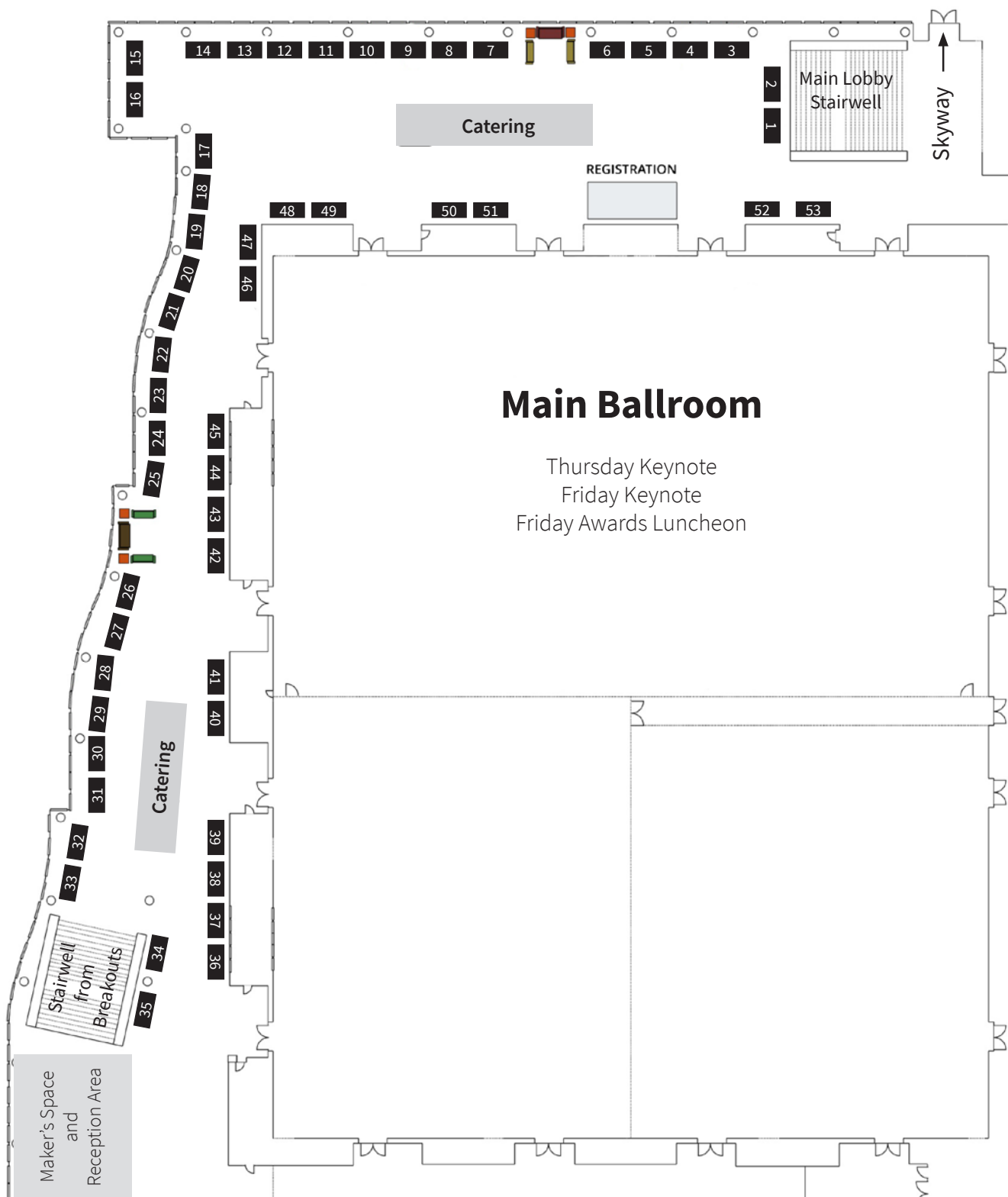


Find expert products and services for your nonprofit at www.nonprofitspecialist.org



Designed with our attendees in mind, this year's Exhibitor Showcase brings you the solutions you need to help your organization succeed! MCN encourages you to browse the products and services of the sector partners listed on the following pages. We're hoping the following features will help make your conference as enjoyable as it is valuable:

- Coffee and refreshments at various locations throughout the Exhibitor Showcase on both days
- Opening Reception located on main concourse on Thursday afternoon
- MCN Exhibitor Word Scramble (see gamecard in your attendee folder for more information)
- Dessert bars throughout Exhibitor Showcase following the Awards Luncheon on Friday



Booth	Exhibitor Name
1	University of St. Thomas - Executive Education
2	Think Bank
3	Mahoney Ulbrich Christiansen & Russ P.A.
4	St. Catherine University
5	Alliance of Nonprofits for Insurance (ANI)
6	Metropolitan State University
7	berganKDV
8	St. Mary's University of Minnesota
9	Gallagher
10	Xcel Energy
11	Old National Bank
12	Prosperity Ready
13	Roo Solutions
14	United Theological Seminary of the Twin Cities
15	Open Window Productions
16	SDK CPAs
17	ResultsPlus from Metafile
18	Propel Nonprofits
19	Charities Review Council
20	Boyum Barenscheer
21	Par3.IT
22	Church Mutual Insurance Company
22	Flagship Bank
23	Redwood Campaign Advisors
24-25	MINNCOR Industries
26	Radisson Blu Mall of America
27	Sovran
28	SUCCESS Computer Consulting
29	Birken Law Office
30	Aurora Consulting
31	Palmer Non-Profit Communications
32	College of Continuing and Professional Studies
32	H Wooley Accounting and Tax

Booth	Exhibitor Name
33	Redpath and Company
34	Briggs and Morgan, P.A.
35	Saint Paul Media
36	Securian Asset Management
37	Innovative NonProfit
38	Mytech Partners
39	Hamline University School of Business
40	Brave North Technology
41	Community Learning Solutions, LLC
41	AmeriCorps NCCC
42	Supporting Strategies
43	Mutual of America
44	Strategic Consulting & Coaching
45	Carpenter, Evert and Associates
46	Great American Insurance Group's Specialty Human Services Division
47	CBIZ MHM
48	The Design Company
49	Humphrey School of Public Affairs
50	The Improve Group
51	Bremer Bank
52	Abdo, Eick & Meyers, LLP
53	Minnesota Council of Nonprofits



Abdo, Eick, and Meyers, LLP 52
www.aemcpas.com

Abdo, Eick & Meyers has provided audit, accounting and consulting services to nonprofit organizations for over half a century since we began doing business in 1963, and currently serves nearly 100 nonprofits of all sizes around the state of Minnesota.



Alliance of Nonprofits for Insurance (ANI) 5

www.insurancefornonprofits.org

Nonprofits Insurance Alliance is a group of 501(c)(3) nonprofit, tax-exempt insurers whose purpose is to serve 501(c)(3) tax-exempt nonprofit organizations by providing a stable source of reasonably priced liability insurance tailored to the specialized needs of the nonprofit sector and to assist these organizations to develop and implement successful loss control and risk management programs.

AmeriCorps NCCC 41
www.nationalservice.gov/nccc

AmeriCorps NCCC (National Civilian Community Corps) is a federally-funded program that engages 18 – 24 year-olds in team-based community service. Teams of 8 – 12 members travel across the United States to complete service projects lasting 6 – 8 weeks in partnership with eligible organizations, including nonprofits in Minnesota, to meet community needs.

Aurora Consulting 30
www.auroraconsult.com

We're two people who love making a difference in the lives of our clients. We believe in the power of thoughtful evaluation, strategic planning, and organizational leadership development. Al and Sarah spark confidence and competence in nonprofit leaders throughout the organization.



BerganKDV 6
www.bergankdv.com

BerganKDV is dedicated to helping nonprofits improve their health and organizational performance by providing actionable advice and comprehensive solutions to meet their specific needs. Our areas of expertise include audit and 990 services, financial assessments, organizational consulting, technology solutions, outsourced bookkeeping and payroll services.

Birken Law Office 29
birkenlaw.com

Birken Law Office is a law firm serving the nonprofit community. My team can help with everything from starting a nonprofit to all the business issues of running a nonprofit organization, from board governance to real estate or crisis management. I'll do the paperwork so you can get back to the mission.

Boyum Barenscheer 20
www.myboyum.com

Boyum Barenscheer's nonprofit team partners with our clients to help improve their financial management, streamline business processes, manage compliance and build a bright future. We provide tax, audit, outsourced accounting/bookkeeping and QuickBooks support to our nonprofit clients – all with their mission in mind.

Brave North Technology 40
www.bravenorthtech.com

Our team specializes in providing high quality, budget sensible professional technology services for small to mid-size nonprofits. Whether you need help designing and setting up the best IT system, diagnosing and fixing problems as they arise, protecting against security threats, or optimizing your systems so they work more efficiently, we're here to help with it all.



Bremer Bank 51
www.bremer.com

Bremer Financial Corporation is a privately held, \$12 billion regional financial services company jointly owned by the Otto Bremer Trust and Bremer employees. Founded in 1943 by Otto Bremer, the company is headquartered in St. Paul, Minnesota and provides a comprehensive range of banking, mortgage, investment, wealth management, trust and insurance products and services throughout Minnesota, North Dakota and Wisconsin.

Briggs and Morgan, P.A. 34
www.briggs.com

The attorneys at Briggs and Morgan, P.A. have the in-depth expertise and experience to handle any and all legal issues your nonprofit may encounter. Handling tax-exempt financing transactions, corporate governance, charitable giving, and more, Briggs is your full service law firm.

Carpenter, Evert and Associates 45
www.carpenterevert.com

Carpenter, Evert and Associates is a full-service CPA firm that has been serving the nonprofit community since 1985. We provide customized services to over 200 organizations, including audit and review, monthly accounting programs, tax preparation, and advisory services.

CBIZ MHM 47
www.cbiz.com

MCN Endorsed Cost Saving Partner! We have comprehensive payroll services including: fully integrated web-hosted technology and services - Payroll, HRIS, Time & Attendance, 401(k), Flex, and Cobra Administration. CBIZ MHM also provides its nonprofit clients with professional business and financial services including: tax & financial consulting, audit, bookkeeping, governance & risk management, property casualty insurance, employee benefits, and more.

Charities Review Council 19
www.smartgivers.org

Charities Review Council's mission is to build donor and nonprofit relationships for strong, vibrant and just communities. Through cloud-based tools, like our Accountability Wizard® nonprofit review process and Diversity Equity & Inclusion Toolkit, we're building a culture of philanthropy where donors and nonprofits are engaged partners, working together for stronger communities.

Church Mutual Insurance Company 22
www.churchmutual.com/nonprofit

For over 120 years, Church Mutual has been Protecting the Greater Good by providing piece of mind and property and liability insurance protection to those organizations that make the world a better place. From churches to a wide variety of non-profit organizations, come see how we stand out.

College of Continuing and Professional Studies 32
ccaps.umn.edu/cive

For over 100 years, the University of Minnesota's College of Continuing and Professional Studies where has been opening doors for those seeking professional and personal growth. The Master of Professional Studies in Civic Engagement is a program that will enhance your leadership and community engagement experience so that your passion and vision can be realized. Whether you want to oversee elections, address social inequities, or transform your own neighborhood, this degree can get you started.

Community Learning Solutions, LLC 41
www.communitylearningsolutions.org

Community Learning Solutions provides nonprofits the learning strategy and tools to make an impact on the diverse communities they serve. We get how adults learn and what motivates them. And that may be the differentiating factor between what they remember and what they forget. We apply the science of learning to training.

**The Design Company 48**

www.thedesigncompany.com

The Design Company ... full-service graphic communications firm committed to producing socially, aesthetically and fiscally responsible print, branding and web design for our customers. For decades, this women-owned business has been "having fun, doing good work and paying it forward" ... over 80 percent of our work is with non-profit organizations.

Flagship Bank 22

www.flagshipbanks.com

As a bank that is deeply rooted in each of the communities that we serve, we understand the unique needs of our nonprofits. We provide banking solutions that make it easier for local nonprofits to do the amazing work they do. Helping nonprofits thrive is one way we help the communities we serve. The way we see it, an investment in our community is an investment that can truly make a difference.

**Gallagher****Gallagher 9**

www.ajg.com

Gallagher's approach to benefits, compensation, retirement, employee communications and workplace culture is centered on strategic investments in your employees' health, financial wellbeing and career growth, with a holistic focus on organizational wellbeing. As an MCN Cost Savings Partner, we understand that you are on a mission, and so are we. To learn more, contact Jack Duffy at 952-356-3578 or Michaela O'Brien at 952-356-0757.

Great American Insurance Group 46

Specialty Human Services Division

www.specialtyhumanservices.com

You can trust Great American Insurance Group's Specialty Human Services Division (SHS) to protect those who improve your community! For over 37 years, SHS has provided insurance solutions to human and social service organizations' by offering industry-leading coverage, expert knowledge, and unmatched service and financial strength.

H Wooley Accounting and Tax 32

www.hwooleyaccounting.com

At H Wooley Accounting and Tax, I work closely with my clients to understand their specific needs and assist them in realizing their specific needs and assist them in realizing their business objectives. I specialize in tax planning, tax return preparation, bookkeeping, payroll processing, budgeting, financial planning and other areas.

Hamline University School of Business 39

www.hamline.edu/business/mnm/

Hamline University has over 20 years experience providing uniquely distinct nonprofit education and the region's only Master of Nonprofit Management (MNM) degree. Hamline's MNM program is housed in the Hamline School of Business alongside programs in public administration and business administration. Students have access to regional and national nonprofit leaders in the classroom and through community activities.

HUMPHREY SCHOOL OF PUBLIC AFFAIRS

UNIVERSITY OF MINNESOTA

Driven to Discover™

Humphrey School of Public Affairs 49

www.hhh.umn.edu

The Humphrey School supports, educates, and inspires innovative leaders to advance the common good in a diverse world. With graduate programs in public affairs and nonprofit management, and the renowned Public and Nonprofit Leadership Center, the Humphrey School can help you and your organization become more effective in creating change.

The Improve Group**The Improve Group 50**

www.theimprovegroup.com

The Improve Group is a woman-owned, full-service evaluation, research, and strategic planning consulting firm based in St. Paul, Minnesota. Incorporated as a social enterprise, The Improve Group is committed to helping local, national, and international organizations make the most of information, navigate complexity, and ensure their investments lead to meaningful, sustained impact. Read more at www.theimprovegroup.com

Innovative Nonprofit 37

www.innovnp.com

Innovative NonProfit provides fundraising and phonathon software to nonprofits. Engage, our feature-rich donor management and fundraising software, has a comprehensive set of features you can access from the office or on the road. This includes donor management, gift entry, alumni engagement, volunteer coordination, event management and prospect management tools. Our software and personalized customer support are designed to help you succeed in achieving your fundraising goals.

**Mahoney Ulbrich 3**

Christiansen & Russ P.A.

www.mucl.com

Mahoney Ulbrich Christiansen & Russ is a full service Twin Cities based public accounting firm with extensive experience in the nonprofit industry. We take pride in giving you the assurance that the personal assistance you receive comes from years of advanced training, technical experience and financial acumen.

**Metropolitan State University 6**

www.metrostate.edu/msweb/explore/gradstudies/masters/mpna

Metropolitan State University's master's degrees in the fields of public and nonprofit administration and advocacy are designed to prepare graduates to influence policy, as well as lead and manage organizations and programs ethically, strategically, effectively and efficiently for the public good. Courses can be taken in the classroom or online.

MINNCOR Industries 24-25

www.minncor.com

MINNCOR Industries is a self-sufficient division of the Minnesota Department of Corrections. We provide services that benefit the community by operating a dynamic and profitable business. MINNCOR operates with statewide nonprofit organizations, producing items such as casework and cabinetry, residential furniture, and an array of printing services.

Minnesota Council of Nonprofits 53

www.minnesotanonprofits.org

The Minnesota Council of Nonprofits (MCN) was founded in 1987 to meet the increasing information needs of nonprofits and to convene nonprofits to address issues facing the sector. It is the largest state association of nonprofits in the U.S. Through MCN, nonprofits join together across interest areas to work on issues of common concern to all.

Mutual of America 43

www.mutualofamerica.com

Mutual of America has partnered with the Minnesota Council of Nonprofits and their members for over 20 years! We offer a wide variety of retirement plans for employers and organizations of all types and size, including 401(k) Plans, 403(b) Plans, Defined Contribution Plans, SEP IRAs, and SIMPLE IRAs. We work directly with our clients, so there are no brokers or third-party administrators required. We look forward to speaking with you.

Mytech Partners 38**www.mytech.com**

Mytech is your local managed IT services provider, supporting and implementing technology solutions for over 150 clients. We partner with each of our clients to become a trusted advisor for selecting technology that will strategically advance the organization toward reaching their goals.

Old National Bank 11**www.oldnational.com**

When you bank with Old National, you'll encounter a team of experienced financial professionals ready to help you attain your financial goals with extensive banking, mortgage, wealth management, investments and brokerage services. You'll also find a true community bank focused on making a difference through associate volunteerism, corporate sponsorships, Foundation grants and financial education. In all we do, we will strive to exceed expectations and be your bank for life.

Open Window Productions 15**www.open-window-production.com**

Creative video content carefully crafted to propel your fundraising and marketing efforts. We will build a personal relationship with you and your organization to help you share the great work you do with donors and supporters. Services include: Scripting, Shooting, Editing, Motion Graphics, and More.

Palmer Nonprofit Communications 31**www.palmerprinting.com**

Palmer Non-Profit Communications is a direct mail production organization recognized for creative ideas, attention to detail and exceptional customer service. Palmer Non-Profit Communications is your single source provider offering expertise in development of effective fundraising appeals, design, printing, data processing, and mailing. Before they open their hearts, they have to open the envelope.

Par3.IT 21**www.par3it.com**

Since 1993, Par3.IT has provided end-to-end technology solutions to organizations just like yours. Just one call to Par3.IT for networking, PCs, servers, firewalls, virtualization, cloud, voice systems, security, email, and world-class help desk support. The best technology, managed by the best people, providing the best value.

Propel Nonprofits 18**www.propelnonprofits.org**

Propel Nonprofits fuels the impact and effectiveness of nonprofits with guidance, expertise, and capital. Propel Nonprofits provides a holistic approach to meet your nonprofit's most pressing needs to more closely link strategy, governance, and finance.

Radisson Blu Mall of America 26**www.radissonblumoa.com**

Whether you need a breakout room for brainstorming with colleagues or an expansive venue for a banquet, you can find the perfect space at the Radisson Blu. When you're ready for a mental break from meetings, walk across the skyway to Mall of America® and shop, sample some ice cream or simply enjoy a stroll through the largest mall in the United States. For even more fun, purchase tickets for your group to the mall's Nickelodeon Universe® or to SEA LIFE® Minnesota Aquarium. Looking for a unique experience to bond with your colleagues? Creative, professional event planners can teach you how to "swim with the sharks" in person or plan outings like team bowling and 15-minute team scavenger hunts.

Redpath and Company 33**www.redpathcpas.com**

Redpath and Company is a CPA firm for not-for-profit organizations that focuses on the accounting details, trends, standards, and regulations so you can stay focused on what matters to you most—your mission. Your Redpath advisor will understand your organizational challenges and goals while providing hands-on attention and practical insights.

Redwood Campaign Advisors 23**www.redwoodcampaigns.com**

Redwood was founded in 2008 to bring knowledge, expertise and experience to nonprofit organizations so they can continue to do what they do best: serve people. We work with organizations throughout the United States to create and implement strategic, high-impact capital campaigns and major gift efforts. Our consultants are leaders in the field and bring expertise resulting in successful campaigns.

ResultsPlus from Metafile 17**www.resultsplussoftware.com**

ResultsPlus nonprofit CRM helps manage your fundraising and campaign efforts and makes organizing donors, planning events, cultivating strategies and storing information easy and secure. ResultsPlus is available as a licensed software or hosted solution. Visit www.resultsplussoftware.com or contact us at 507-286-9232 for more information.

Roo Solutions 13**www.roosolutions.net**

Roo provides "HR When You Need It". Clients gain access to deep functional expertise without the commitment to a full time headcount or an expensive consultant. Roo provides part-time, interim and project-based services

We believe:

- Simple is better
- Being real matters
- Close client relationships are better relationships
- Accountability is essential

**Saint Mary's University of Minnesota 8****www.smumn.edu**

Saint Mary's University of Minnesota offers adult learners masters level education in Integrated Studies, Management, Counseling and Psychological Services, Health and Human Services, and Bachelor Completion programs in Healthcare, Business and Human Resource Management. These programs offer relevant and rigorous curricula taught by knowledgeable practitioners; a holistic subject approach combining theory and real-world experience.

Saint Paul Media 35**www.stpaulmedia.com**

Saint Paul Media are an independent design studio based in Saint Paul. We build brands, design websites, and offer customizable digital strategy plans that give your organization the online presence it's been waiting for.

SDK CPAs 16**www.sdkcpa.com**

SDK is a full service firm providing audit, accounting, bookkeeping and tax work for nonprofit organizations of all sizes. Our team is focused on consistency and efficiency. We provide a tailored approach to ensuring our clients are prepared for the new accounting standards, effective for most in 2018.

Securian Asset Management 36**www.securianam.com**

Serving Minnesota's nonprofit market, Securian Asset Management is an institutional asset manager providing tailored portfolio management investment solutions. Our investment strategy expertise includes focus on fixed income, liability-driven investing, managed volatility, private placements, commercial mortgage lending, real estate securities, and income-oriented equity strategies.

Sovran 27**www.sovran.com**

Sovran has grown to be the technology solutions provider of choice among a growing number of businesses throughout the Twin Cities. We provide customized business solutions and ongoing support services that focus on the goals of our clients. We are continually evolving our services and staying on top of industry trends.



ST. CATHERINE
UNIVERSITY

St. Catherine University 4
www.stkate.edu/graduate

The MAOL program educates women and men to engage the heart, mind and spirit of organizations. Through rigorous academic training and personal and professional leadership development, the program prepares effective, ethical and enduring leaders for an array of professional work in for-profits, nonprofits and the public sector.

Strategic Consulting & Coaching 44
www.strategic-cc.com

Our team of consultants brings extensive experience in leading mission-driven organizations through a myriad of challenges that face nonprofits. Whether facilitating strategic planning, developing a fundraising plan, serving as interim executive director, or supporting board development, the results of our work provide meaningful and sustainable outcomes to our clients' missions and community impact.

SUCCESS Computer Consulting 28
www.sccnet.com

SUCCESS is a full-service provider of managed IT services, providing help-desk services and delivering field resources when you need them. We are a part of your team, using technology as a tool to solve your challenges, and integrating with your organization as if we were a full-time employee. It is our purpose to revitalize the promise of technology — to empower nonprofits with the best and most appropriate technical infrastructure that enables them to succeed and to help them improve the common good of society.

Supporting Strategies 42
www.supportingstrategies.com

Supporting Strategies has provided efficient and effective bookkeeping and operational support services to growing businesses since 2004. Our skilled, experienced professionals use secure, best-of-breed technology and a proven process to deliver a full suite of outsourced services, including accounts payable, accounts receivable, bookkeeping, financial reporting and payroll administration.



Think Mutual Bank 2
www.thinkbank.com

At Think Mutual Bank, we take a straightforward and simple approach to banking, and we work hard to be easy to work with. Your financial institution should be a partner on your road to financial success. We strive to deliver the highest quality care with compassion and trust. Keeping our products, interest rates, and fees simple, lets us focus on you instead of explaining special requirements, hidden fees, teaser rates, or gimmicks.

United Theological Seminary of the Twin Cities 14

www.unitedseminary.edu

When you come to United, you join a progressive, Christian faith community that is socially aware and theologically adventurous. Our passion is equipping leaders to make real, lasting change in the world. Learn more about our graduate degree programs for non-profit leaders, activists and social entrepreneurs at www.unitedseminary.edu.



University of St. Thomas, Executive Education 1
www.stthomas.edu/execed/

St. Thomas Executive Education provides smart, practical and personalized learning. Our 30+ short courses ranging from marketing to negotiation, finance to leadership, help learners do Monday smarter. Explore programs including the Mini MBA for Nonprofit Organizations, Fundraising Certificate and Institute for Executive Director Leadership. MCN members receive a 15 percent discount.



Xcel Energy 10
www.xcelenergy.com

In a rapidly changing industry, Xcel Energy is taking a smart and thoughtful approach to how we produce and deliver energy, looking for better ways to serve our customers and ensure we are Leading the Energy Future.

About MCN

The Minnesota Council of Nonprofits (MCN) is the statewide association of over 2,200 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.

To learn more about membership with MCN, or to sign your organization up today, please visit www.minnesotanonprofits.org or call 651-642-1904.



MCN Staff

Kari Aanestad, Director of Advancement
Mark Buenaflor, Operations and Database Coordinator
Jesse Chang, VISTA Project Manager
Michelle Chang, Policy and Equity Coordinator
Ashley Charwood, Northwest MN Regional Coordinator
Sarah Crumrine, Communications Coordinator
Amber Davis, Nonprofit Services Assistant
Tori Dylla, VISTA Leader
Marie Ellis, Public Policy Director
Yohannes Ghebru, Finance Manager
Clark Goldenrod, Senior Policy Analyst
Betsy Hammer, Policy Advocate
Anne Harala, Northeast MN Regional Coordinator
Karl Johnson, Central MN Regional Coordinator
Nan Madden, Minnesota Budget Project Director
Kat McCaffery, Program Assitant
Shannon McCarville, Program Manager
Ileana Mejia, Public Policy Advocate
Laura Mortensen, Minnesota Budget Project
Communications Director
Joe Pederson, West Central MN Regional Coordinator
Jon Pratt, Executive Director
Sondra Reis, Director of e-Learning
Andrea Sanow, Development Coordinator
Nonoko Sato, Associate Director
Margie Siegel, Association Health Plan Team Lead
Wooseok Song, Human Resources Manager
Charlene Williams, Membership and Database Assistant
Bradley Wolfe, South Central/Southwest MN Regional
Coordinator
John Wurm, Membership & Communications Director

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(CLUES), St. Paul
Joanna Ramirez Barrett, PhD, Meda, Minneapolis
Susan Schmidt, The Trust for Public Land, St. Paul
Beth Schoeppler, The Loft Literary Center, Minneapolis
Lori Schwartz, Lakes and Prairies Community Action
Partnership, Inc., Moorhead
Melinda Wedzina, MRCI WorkSource, Mankato
Mary Warner, Morrison County Historical Society/Charles A.
Weyerhaeuser Memorial Museum, Little Falls
Daryl Yankee, Animal Allies Humane Society, Duluth

2019 MCN Annual Conference Planning Committee

Terri Allred, Minnesota Council of Nonprofits
Milpha Blamo, The Minneapolis Foundation
Amy Brugh, Amy Brugh Consulting
Sarah Crumrine, Minnesota Council of Nonprofits
Jeremy Emmi, Rochester Area Foundation
Danielle Gangelhoff, Propel Nonprofits
Kris Kewitsch, Charities Review Council
Paul Masiarchin, Minnesota Council on Foundations
Shannon McCarville, Minnesota Council of Nonprofits
Maria Moeller, The Improve Group
Amanda Nigon-Crowley, Diversity Council
Enrique Olivarez, CLUES
Dan Pfarr, 180 Degrees
Jon Pratt, Minnesota Council of Nonprofits
Nonoko Sato, Minnesota Council of Nonprofits
Vidhya Shanker, Rainbow Research
John Wurm, Minnesota Council of Nonprofits
Daryl Yankee, Animal Allies Humane Society

MCN Nonprofit Members

100 Rural Women
180 Degrees
196 Community Thrift Store
20% Theatre Company Twin Cities
360 Communities
4 Directions Development
916 Education Foundation
A Better Road Foundation Inc
A Breath of Hope Lung Foundation
A Chance to Grow, Inc.
A Charlie Girl Foundation
A Measure of Healing Hearts for Childhood Cancer
A Place for Hope Recovery & Wellness Center
A Place For You
A.C.E. of Southwest Minnesota
A+ Home Health Care
AARP Minnesota
Able Artist Foundation
Abortion Care Network
Abria Pregnancy Resources
Acacia ROOTS
Academy of Whole Learning
Access Press
AccessAbility
Accessible Space, Inc.
Accra
Achieve Services, Inc.
Achieve!Minneapolis
Achievement Rewards for College Scientists
ACHS
Acorn Valley Farm School
Adopt-A-Classroom
Adoption is Love Fund
Advocacy & Inclusion Matter (AIM)
Advocates for Family Peace
Advocating Change Together, Inc.
Aeon
Affordable Housing Connections, Inc.
African American Breast Cancer Alliance, Inc.
African American Registry
African Asian Refugee Services Agency Austin
African Community Services
African Economic Development Solutions
Afro American Development Association
Ag Health and Safety Alliance
Age Well Arrowhead
Aging Services for Communities
Agricultural Utilization Research Institute
AIA Minnesota
Ain Dah Yung (Our Home) Center
Airport Foundation MSP
Aitkin County CARE
Akadimi Foundation
Akiing 8th Fire
Alexandra House
Alexandria Education Foundation
Alexandria Senior Center
Alia Innovations
Alight
Alive & Kickin
All Parks Alliance for Change
All Seasons Community Services
All Square
Alliance for Metropolitan Stability
Alliance for Sustainability
Alliance Francaise de Minneapolis/St. Paul
Alliance Housing Inc.
Alliance of Early Childhood Professionals
Almadow Network, Inc.
Alpha Human Services, Inc.
Alzheimer's Association Minnesota-North Dakota
AMAZEworks
American Academy of Neurology
American Association for Runic Studies
American Association of Woodturners
American Choral Directors Association of Minnesota
American Citizens for Health Choice
American Civil Liberties Union of Minnesota
Foundation
American Craft Council
American Heart Association, Inc. - Midwest Affiliate
American Indian Cancer Foundation
American Indian Community Development
Corporation
American Indian Community Housing Organization
American Indian Family and Children Services, Inc.
American Indian Family Center
American Indian OIC, Inc.
American Parkinson Disease Association-Minnesota
Chapter
American Red Cross Minnesota Region
American Relief Agency for the Horn of Africa
America's Urban Elementary STEM, Inc
Amherst H. Wilder Foundation
Ampersand Families
Ananya Dance Theatre
Anderson Center for Interdisciplinary Studies
Angel Foundation
Angelica Cantanti Youth Choirs
ANGELS
Animal Aid Abroad
Animal Ark
Animal Care Foundation
Animal Folks
Animal Humane Society
Ann Bancroft Foundation
Annex Teen Clinic
Anoka County Brotherhood Council, Inc
Anoka County Community Action Program, Inc.
Anoka County Historical Society
Anoka-Hennepin Educational Foundation
Anoka-Hennepin Parent Involvement
Anselm House
Anu Family Services, Inc.
Appetite For Change
Apple Valley Arts Foundation
Arbor Lakes Business Association
Arc Northland
ARC Retreat Center
Archdiocese of St. Paul and Minneapolis
Arlington House
Armatage Neighborhood Association
Arrowhead Area Agency on Aging
Arrowhead Economic Opportunity Agency
Arrowhead Parish Nurse Association
Arrowhead Regional Arts Council
Art Educators of Minnesota
Art of the Lakes Association, Inc.
Articulture
ArtReach
ArtReach St. Croix
Arts Center of Saint Peter
Arts Consortium of Carver County
Arts Midwest
ARTS-US
Ascension Place, Inc. dba Haven Housing
Ashland Productions
Asian American Organizing Project
Asian Economic Development Association
Asian Women United of Minnesota
AspireMN
Assistance League of Minneapolis and St. Paul
Association for Nonsmokers - Minnesota
Association of Metropolitan School Districts
Association of Minnesota Counties
Association of Minnesota Emergency Managers
Association of Residential Resources in Minnesota
Association of Technical Personnel in Ophthalmology
Associations North
Atchingtan
Athletes Committed to Educating Students
ATTACH
Atwater Area Help for Seniors
Audubon Center of the North Woods
Austin Aspires, Inc.
Autism SIBS Universe
Autism Society of Minnesota
Avenues for Homeless Youth
Avivo
Azule Opportunities
BABY'S SPACE: A Place to Grow
Bancroft Neighborhood Association
Banfill-Locke Center for the Arts
Banyan Community
Barbara Schneider Foundation
Barnesville Area Helpers
Barr Center
Basilica of St. Mary
BATC Foundation
BBE Area Food Shelf
BDPA - Twin Cities
Beacon Interfaith Housing Collaborative
Beds For Kids
Bee.otany
Beechwood, Inc.
BeFriender Ministry -- A Listening Presence
Bell Museum of Natural History
Bellis
Beltrami Neighborhood Council
Belwin Conservancy
Bemidji Community Food Shelf
Bemidji Symphony Orchestra
Bemidji Symphony Orchestra
Benedictine Center of St. Paul's Monastery
Benedictines of Marshall
Benkoma Food Protection and Safety
BestPrep
Bet Shalom Congregation
Bethany Christian Services
Bethel Lutheran Church
Bethel University Foundation
Bethlehem Inn
Better Business Bureau Foundation
Better Futures Minnesota
Beverly Peterson House
Beyond Walls: Urban Squash Twin Cities
Big Brothers Big Sisters of Central Minnesota
Big Brothers Big Sisters of Southern Minnesota
Big Brothers Big Sisters of the Greater Twin Cities
Big Lake Community Food Shelf
Big Stone Health Care Foundation
Bigfork Valley Community Fdn.
Bilingual Learning Center (BLC)
Bird Island Cultural Centre
Blair's Tree of Hope Foundation
Blandin Foundation
Blindness: Learning in New Dimensions, Inc.
Bloom Early Learning
Blue Earth County Historical Society
Blue Earth Nicollet County Humane Society
Blue Green Alliance
Blue Water Theatre Company
Bluff Country Family Resources Inc
Bolder Options
Boreal Community Media
Bountifield International
Boys & Girls Clubs of the Northland
Boys & Girls Clubs of the Twin Cities
Brain Injury Resource Group
Brainerd Public Schools Foundation
Breaking Free
Breakthrough Ministries
Breakthrough Twin Cities
Breanna's Gift
BreathLogic Inc
Bridges of Hope
Bridges To Learning
Bridging
Bridging Brown County
Bridging Hearts
Bright Water Elementary
Brighter Days Grief Center
Brighter Tomorrows
Brownbody
Bryn Mawr Neighborhood Association
Builders Association of Minnesota
Builders Institute
Bundles of Love
Bush Foundation
Business, Arts and Recreation Center
Camp Fire Minnesota
Camp Odayin
Camp Patmos
Camp Sweet Life Adventures, Inc.
Camp UniStar Foundation
Can Do Canines
Cancer Legal Care
Cancer Wig Foundation, Inc.
Canine Inspired Change
Cannon River Watershed Partnership
Cannon Valley Makers
Cannon Valley Senior Center
Cannon Valley Youth Orchestra
Canvas Health
CAPI USA
CapitolRiver Council
Caponi Art Park and Learning Center
CARE Clinic
Care Partners
Carfreelife
Caring for Cats, Inc.
CaringBridge
Carleton College
Carmen Pampa Fund
Carol Matheys Center for Children & Families
Carpenter St. Croix Valley Nature Center
Cars for Neighbors

Carver County Historical Society
 Carver Scott Humane Society
 Casa de Esperanza
 Casa Minnesota
 Cathedral Hill Montessori School
 Catholic Charities of Saint Paul and Minneapolis
 Catholic Charities of the Diocese of St. Cloud
 Catholic Charities of the Diocese of Winona
 Catholic Community Foundation
 Catholic Finance Corporation
 Catholic Rural Life
 Catholic Services Appeal Foundation (CSAF)
 CEAP
 Cedar Lake Park Association
 Cedar-Isles-Dean Neighborhood Association
 Center Against Sexual and Domestic Abuse
 Center for Earth, Energy and Democracy
 Center for Economic Inclusion
 Center for Energy and Environment
 Center for Irish Music
 Center for Rural Policy and Development
 Center for Veterans Research and Education
 Center of Human Environment
 Center School, Inc.
 Central Area Neighborhood Development Organization
 Central Minnesota Arts Board
 Central Minnesota Community Empowerment Organization
 Central Minnesota Elder Network
 Central Minnesota Habitat for Humanity
 Central Minnesota Housing Partnership, Inc.
 Central Minnesota Legal Services
 Central Minnesota Mental Health Center
 Central Minnesota Task Force on Battered Women
 Central MN Circle of Health
 Central Sports Boosters
 Centro de Trabajadores Unidos en Lucha (CTUL)
 Centro Guadalupano
 Centro Tyrone Guzman
 Century College
 CFA Society Minnesota
 Challenge Center
 Change the Outcome
 Change, Inc.
 Channel One Food Bank and Food Shelf
 Charities Review Council
 Charles E. Gagnon Museum & Sculpture Garden
 Chatfield Music Lending Library
 Chatfield Center for the Arts
 Cheerful Givers
 Chester Bowl Improvement Club
 Chicago Avenue Fire Arts Center
 Chicken Run Rescue
 Child Care Aware of Minnesota
 Child Neurology Society
 Children's Cancer Research Fund
 Children's Day Montessori
 Children's Defense Fund-Minnesota
 Children's Dental Health Services
 Children's Dental Services
 Children's Grief Connection
 Children's Health Ministries
 Children's HeartLink
 Children's Hospital Association, Inc.
 Children's Law Center of Minnesota
 Children's Museum of Southern Minnesota
 Children's Performing Arts
 Children's Shelter of Cebu
 Children's Surgery International
 China Service Ventures
 Chinese Senior Citizens Society
 Chisago County Historical Society
 Chisholm Food Shelf
 Choice Unlimited
 Chops, Inc. Drum & Bugle Corps
 Choral Arts Ensemble of Rochester
 Christian Cupboard Emergency Food Shelf
 CHRLS Herman Library
 CHUM
 Church of the Risen Savior
 Churches United for the Homeless
 Circle of Hope
 Circus Juventas
 CitiReach International, dba GoodCities
 Citizens for Backus/AB
 Citizens for Election Integrity - Minnesota
 Citizens League
 Citizens Utility Board of Minnesota
 City House
 City of Lakes Community Land Trust
 City of Lakes Waldorf School
 City of Minneapolis
 Civic Caucus

Civic League Day Nursery
 Clare Housing
 Clayton Jackson McGhie Memorial, Inc.
 Clean Water Action/Clean Water Fund
 Cleaning Up For Cancer
 ClearWay Minnesota
 Cleveland Neighborhood Association
 Climate Generation: A Will Steger Legacy
 CLIMB Theatre, Inc.
 Cloquet Community Memorial Hospital Foundation
 Coalition of Asian American Leaders
 Coldwater Foundation
 Collaborative Community Law Initiative
 Collaborative Law Institute Minnesota
 College of Liberal Arts, University of Minnesota
 College Possible
 Colon Cancer Coalition
 Committee Against Domestic Abuse (CADA)
 CommonBond Communities
 Communities Engaging Autism
 Communities in Schools of the Twin Cities
 Communities Organizing for Haitian Engagement & Development
 Community Action Center of Northfield
 Community Action Duluth
 Community Action Partnership of Hennepin County
 Community Action Partnership of Ramsey & Washington Counties
 Community Aid of Elk River
 Community Child Care Center, Inc.
 Community Dental Care
 Community Emergency Service
 Community for the Commons
 Community Involvement Programs
 Community Mediation Minnesota
 Community of Christ the Redeemer
 Community Partners
 Community Partners with Youth
 Community Partnership Collaborative 2.0
 Community Reinvestment Fund, Inc.
 Community Resource Connections
 Community Shares of Minnesota
 Community Support Systems, Inc.
 Community Thread
 CommunityGiving
 ComMUSICation
 Commuter Services
 Como Community Council
 Como Friends
 Como Park Falcon Heights Living at Home Block Nurse Program
 Companies to Classrooms, Duluth
 COMPAS
 Compassionate Action for Animals
 Competitive Cheer Spirit Booster Club
 Comprehensive Advanced Life Support
 Comunidades Latinas Unidas En Servicio
 Conflict Resolution Center
 Connections to Independence
 Conservation Corps Minnesota
 Conservation Minnesota
 Construct Tomorrow
 Continuum Care Center
 Cook County Chamber of Commerce Foundation
 Cook County Council on Aging
 Cook County Higher Education
 Coon Rapids Community Strength Foundation
 Cooperating Libraries in Consortium
 Cooperative Development Services
 Corcoran Neighborhood Organization & the Midtown Farmers Market
 CornerHouse
 CorVoce
 Council on American-Islamic Relations Minnesota (CAIR-MN)
 Courage Kenny Foundation
 courageous heARTS
 Cowles Center for Dance and the Performing Arts
 CREATE Inc.
 Creative Enterprise Zone
 Crescent Cove
 CREST
 Crime Stoppers of Minnesota
 Crisis Line and Referral Service
 Cronin Homes, Inc.
 Crookston Aquatic Boosters, LLC
 Crookston Area Chamber & Visitor's Bureau
 CROSS Services
 Crossroads Aftercare Program
 Crow River Trail Guards, Inc.
 Crow Wing County Victim Services
 CTV North Suburbs
 Cultivate International
 Cultural Jambalaya

Customized Options Non-Profit
 Cycles for Change
 Cyclists of Gitchee Gumees Shores (COGGS)
 Daalo Development Organization
 Daily Work
 Dakota City Heritage Village
 Dakota County Historical Society
 Dakota Valley Symphony
 Dakota Wicohan
 Dakota Woodlands
 Damiano Center of Duluth
 DARTS
 Daystar U.S.
 Dayton's Bluff District 4 Community Council
 Decoding Dyslexia Minnesota
 DeLisa's Den
 Denden Eri Youth Development Ass. of MN
 Detroit Lakes Community and Cultural Center
 Diaper Bank of MN
 DinoMights
 Disability Motivational Network
 Disability Support International
 Disability:IN Minnesota
 discapacitados abriendo caminos
 Discover St. Louis Park
 District 2 Community Council
 District 279 Foundation
 District 6 Planning Council
 District Five Planning Council
 Diverse Media Institute
 Diversity Council
 Diversity Street Dancers
 Do Good Roseville
 Dodge County Historical Society
 Doing Good Together
 Domestic Abuse Project
 Douglas County Car Care Program
 Down for the Cause
 Down Syndrome Association of Minnesota
 Downtown Congregations to End Homelessness
 Downtown Minneapolis Transportation Management Organization
 Dragonfly Mental Wellness Foundation
 Drama Interaction
 Dream of Wild Health
 Dress for Success Twin Cities
 Drive Right 365
 Duluth Area Family YMCA
 Duluth Art Institute
 Duluth Children's Museum
 Duluth Climbers Coalition
 Duluth Community Garden Program
 Duluth Community School Collaborative
 Duluth Library Foundation
 Duluth Sister Cities International
 Duluth-Superior Public Access Community Television
 Dunwoody College of Technology
 Dyslexia Institute of Minnesota/Reading Center
 Eagle Bluff ELC
 Eagle Group of Minnesota Veterans, Inc.
 East African Healing Services, Inc
 East Central Regional Arts Council
 East Metro Civic Alliance
 East Range Developmental Achievement Center (DAC)
 East Side Arts Council
 East Side Elders
 East Side Freedom Library
 East Side Learning Center
 East Side Neighborhood Services, Inc.
 Eastside Meals on Wheels
 Eat for Equity
 Ebenezer Charity Foundation
 Echoes of Peace
 Ecolibrium3
 Economic Development Partnership of Wright County
 Ecumen
 Ed Allies
 Eden Prairie Community Foundation
 Edina A Better Chance Foundation
 Edina Community Foundation
 Edina Education Fund
 Edina Give and Go
 Edina Historical Society
 Educate Tanzania, Inc.
 Education Evolving
 Education Explosion
 Education Minnesota Foundation
 El Shaddai Foundation, Inc
 Elder Living and Lifestyle Initiatives
 Elder Network
 Elder Voice Family Advocates

ElderCircle
 Electrical Training Network of Minnesota
 Elevate Life
 Elevate Management Company, LLC
 Elevate Pregnancy and Family Resource Center
 Elliot Park Neighborhood, Inc.
 Ely Area Food Shelf
 Ely Community Health Center
 Ely Community Resource, Inc.
 Ely Winter Festival
 Emerge Community Development
 Emergency Community Help Organization
 Emma Norton Services
 Emotions Anonymous International Service Center
 End in Mind Project
 Energy CENTS Coalition
 Engage Winona
 Environmental Initiative
 Epilepsy Foundation of Minnesota
 eQuality-Pathways to Potential
 Ernest C. Oberholtzer Foundation
 Essentia Health Foundation
 ESTHER Homes
 Ethan's Reason
 Eureka Recycling
 Evergreen Youth & Family Services
 Every Third Saturday Inc.
 EVOLVE Adoption & Family Services
 Excellence in Education
 Excelsior-Lake Minnetonka Historical Society
 Exodus Financial Services, dba Exodus Lending
 Extended Education U of M Mankato
 Face 4 Your Future
 Face to Face
 Fair Contracting Foundation of Minnesota
 Fairmont Opera House, Inc.
 Fairmount Avenue United Methodist Church
 Fairview Foundation
 FairVote Minnesota Foundation
 Fairway Foundation
 Faith Community Nurse Network of the Greater Twin Cities
 Faith Haven, Incorporated
 Faith in Action for Cass County
 Faith in Action in Red Wing
 Falls Hunger Coalition
 Families and Individuals Sharing Hope
 Family Enhancement Center
 Family Friends, Inc.
 Family Housing Fund
 Family Pathways
 Family Place
 Family Promise in Anoka County
 Family Promise of Kandiyohi County Inc
 Family Promise Rochester
 Family Resource Center St. Croix Valley
 Family Safety Network of Cass County
 Family Service Rochester, Inc.
 Family Solutions: Universal Multicultural Consultants
 Family Tree Clinic
 Family Voices of Minnesota
 FamilyMeans
 FamilyWise
 Fargo Moorhead Area Youth Symphonies
 Fargo-Moorhead Area Foundation
 Faribault Diversity Coalition
 Faribault Foundation
 Farmamerica-Minnesota Agricultural Interpretive Center
 Farmers' Legal Action Group
 Fearless Comedy Productions
 Feed My Starving Children
 Feeding Our Communities Partners
 Feline Rescue, Inc.
 FiftyNorth
 Fillmore County DAC
 Film Society of Minneapolis St. Paul
 Find Your Power
 Firefighters Hall and Museum
 First Call/2-1-1
 First Children's Finance
 First Choice Pregnancy Services
 FIRST in the Upper Midwest, Inc.
 First Step Initiative
 First Unitarian Society of Minneapolis
 First Witness Child Advocacy Center
 Five Wings Arts Council
 Flight Expo, Inc.
 Flying Pig Thrift
 Foci Minnesota Center for Glass Arts
 Foley Area CARE
 Footprint Earth Foundation
 Forecast Public Art
 Forward Global Women

Foster Advocates
 Foundation for Eden Prairie Schools
 Foundation for Essential Needs
 Foundation for the helpless
 Franciscan Sisters of Little Falls
 Franconia Sculpture Park
 Frank Theatre
 Fraser
 Fred Wells Tennis & Education, Inc.
 Frederic Chopin Society, Inc.
 Free Bikes 4 Kidz
 Free Book Buggie
 Free Clinic of Steele County
 Free Forest School
 Free Geek Twin Cities
 Free-Daptive Divers
 Freedom Farm
 FreedomWorks
 Fresh Energy
 Freshwater Society
 Fridley Schools Foundation
 Friends in Need Food Shelf
 Friends of Africa Education
 Friends of Breck Woods
 Friends of Eagle Ridge Academy
 Friends of Education
 Friends of Lake Elmo's Sunfish Lake Park
 FRIENDS OF MAKOR HATIKVAH, INC.
 Friends of Maplewood Nature
 Friends of Rydell Refuge Association, Inc.
 Friends of Saint Paul College
 Friends of San Lucas
 Friends of Sax-Zim Bog
 Friends of Sherburne National Wildlife Refuge
 Friends of South High Foundation
 Friends of the Angel Maple Grove MN
 Friends of the Anoka County Library
 Friends of the Boundary Waters Wilderness
 Friends of the Greenhouse
 Friends of the Hennepin County Library
 Friends of the Historic Carleton Airport
 Friends of the Mississippi River
 Friends of The Musical Offering
 Friends of the Parks and Trails of St. Paul and Ramsey County
 Friends of the Polk County Information Center, Inc.
 Friends of the Ramsey County Libraries
 Friends of Tower Hill Park
 Friends School of Minnesota
 Frozen River Film Festival
 Fur Ever Home, Inc
 Galilee Ministries of Minnesota
 Gay Lesbian Bisexual Transgender Pride/Twin Cities
 Geek Partnership Society
 Gender Justice
 Generation Atomic
 Generations Health Care Initiatives
 Genesys Works - Twin Cities
 Germanic-American Institute
 Get Up Stand Up to Cure Paralysis
 GiGi's Playhouse
 Gilda's Club Twin Cities
 Gillette Children's Foundation
 Girl Scouts River Valleys
 Girls on the Run Twin Cities
 Give Us Wings
 GiveMN
 Giving Voice Initiative
 GIVING WoMN
 Glensheen
 Global Empowerment Agency
 Global Health Ministries
 Global Minnesota
 Global Programs and Strategy Alliance - U of MN
 Global Rights for Women
 Gloria Dei Lutheran Church
 Golden Valley Community Foundation
 Golden Valley Historical Society
 Good in the Hood
 Goodhue County Historical Society
 Goodwill Industries Vocational Enterprises
 Goodwill-Easter Seals Minnesota
 Grace Center for Community Life
 Grace House of Itasca County
 Grace Manor Ministries
 Grace Neighborhood Nursery School
 Gracie's Room
 Grand Center for Arts & Culture, Inc
 Grand Marais Art Colony
 Grand Marais Playhouse
 Grand Rapids Area Chamber of Commerce
 Grand Rapids Area Community Foundation
 Grandma's Garden by the Lake
 Grandparents for Education

Granny's Closet
 Grant Community Nursery School
 Gray Ducks
 Graywolf Press
 Great Plains Institute
 Great River Arts Association
 Great River Coalition
 Great River Greening
 Great River Homes, Inc.
 Great River Rescue
 Greater Fergus Falls
 Greater Mankato Area United Way
 Greater Minneapolis Community Connections
 Greater Minneapolis Crisis Nursery
 Greater Minnesota Housing Fund
 Greater Minnesota Management
 Greater Rochester Arts and Cultural Trust
 Greater Twin Cities United Way
 Greater Twin Cities Youth Symphonies
 Greater White Bear Lake Community Foundation
 Green Card Voices
 Grey Face Rescue
 Grove City Area C.A.R.E.
 Growth & Justice
 GTS Educational Events
 Guide Your Heart
 Guild Incorporated
 Gunflint Trail Historical Society
 Guthrie Theater
 H2O for Life
 Habitat for Humanity - South Central Minnesota
 Habitat for Humanity of Douglas County, MN, Inc.
 Habitat for Humanity of Minnesota
 Habitat for Humanity Winona-Fillmore Counties
 Hacienda La Paz
 Haitian Community of Minnesota
 Hallie Q. Brown Community Center, Inc.
 Hamline Midway Coalition
 Hamline Midway Elders
 Hamm Memorial Psychiatric Clinic
 Hammer Residences, Inc.
 Hands of Hope Resource Center, Inc.
 HandsOn Twin Cities
 Happy Dancing Turtle
 Harbor Centers, Inc.
 Harry Meyerung Center
 Hartley Nature Center
 Harvest Pack
 Hastings Family Service
 HavenOne, Inc.
 Hawk Ridge Bird Observatory, Inc.
 Hawthorne Neighborhood Council
 Hazel Park Congregational United Church of Christ
 Head of the Lakes United Way
 Headwaters Center for Lifelong Learning
 Headwaters Foundation for Justice
 Headwaters School of Music and the Arts
 Headwaters Science Center
 Headway Emotional Health Services
 Healing House of Saint Paul
 Healthcare For All MN
 Heart of Dance
 Hearth Connection
 Heartland Democracy
 Heartland Girls' Ranch
 Hearts & Hammers - Twin Cities, Inc.
 hearts & hands minnesota
 Heartwood Montessori School - Northeast
 Heather Fulton Curtis Foundation
 Help at Your Door
 Helping Hands Outreach
 Helping Paws, Inc.
 Hemophilia Foundation of Minnesota/Dakotas
 Hennepin County Human Resources - Staffing Services
 Hennepin Health Foundation
 Hennepin History Museum
 Hennepin Theatre Trust
 Henning Landmark Center
 Her Voice Productions
 Her Voice Productions
 Herbivorous Acres
 Heritage Group North, Inc.
 Heritage Organization of Romanian Americans in MN
 Hero Search, Inc.
 Hiawatha Academies
 HIAWATHA BICYCLING CLUB INC
 Hiawatha Homes and Foundation
 High Tech Kids
 Higher Education Consortium for Urban Affairs
 Higher Works Collaborative
 Highland District Council
 Highland Friendship Club
 Highpoint Center for Printmaking
 HIRED

Hispanic Outreach Program of Goodhue County
 Historic Saint Paul
 History Theatre, Inc.
 Hmong American Partnership (HAP)
 Hmong Cultural Center
 Holistic Ministry for the Children of the Horn
 Home and Community Options, Inc.
 HOME Line
 Homes Within Reach
 Hometown Resource Center
 Homeward Bound Theatre Company
 Homeward Bound, Inc.
 Honors Choirs of Southeast Minnesota
 HOPE 4 Youth
 Hope Academy
 Hope Chest for Breast Cancer Foundation
 HOPE Coalition
 Hope Community, Inc.
 Hope Dental Clinic
 Hope for the Community
 Hope for the Journey Home
 Hope For Uganda
 Hope Fuse
 Hope House of St. Croix Valley
 Hope Now
 Hope United Grief Group
 Hopewell Music Cooperative North
 Hopkins Early Learning Center
 Hopkins Historical Society
 Hospitality Center for Chinese
 Hospitality House of Owatonna, Inc.
 Hospitality House Youth Development
 Hourcar
 House of Charity
 House of Hope, Inc.
 Housing Justice Center
 HousingLink
 HRK Foundation
 Hubbard County Regional Economic Development
 Commission
 Hugs are Free Ranch
 Humane Society of Kandiyohi/ Meeker Counties
 Humanists of Minnesota
 Humans of Minneapolis
 Hunger Solutions Minnesota
 I am Borderline
 ICA Food Shelf
 Igbo Women League of Minnesota
 Ignite Afterschool
 Imhotep Center for Science Education & Knowledge
 Production
 Immigrant Law Center of Minnesota
 Immigrant Women Coalition U.S.A.
 Immunization Action Coalition
 In Black Ink
 In the Heart of the Beast Puppet and Mask Theatre
 Incremental Development Alliance
 Independent Lifestyles, Inc.
 Indigo Education
 Initiative Foundation
 Innocence Project of Minnesota
 Institute for Agriculture and Trade Policy
 Intentional Forward Motion Ministries
 Interact Center for the Visual and Performing Arts
 Inter-County Community Council, Inc.
 Intercultural Mutual Assistance Association
 Interest for Others Foundation
 Interfaith Action of Greater Saint Paul
 Interfaith Outreach and Community Partners
 International Cello Institute
 International Dyslexia Association, Upper Midwest
 Branch
 International Institute of Minnesota
 International Wolf Center
 Inver Grove Heights B.E.S.T. Foundation
 Iraqi and American Reconciliation Project
 Irish Music and Dance Association
 Iron Range Partnership for Sustainability
 Iron Range Resources & Rehabilitation Board
 ISIAIAH
 ISD 88 Foundation
 Islamic Resource Group (IRG)
 Isuroon
 Itasca Community Television
 Itasca County Habitat for Humanity
 Itasca Economic Development Corporation
 Itasca Life Options
 Itasca Youth for Christ
 Izaak Walton League of America - Minnesota Division
 Jacob Wetterling Resource Center, Zero Abuse
 Project
 James J. Hill Center
 JCI Minnesota
 Jeannie Ann's Foundation

Jefferson Center
 Jennings Community School
 Jeremiah Program
 Jewish Community Action
 Jewish Community Relations Council of MN and the
 Dakotas
 Jewish Family and Children's Service of Minneapolis
 Jewish Family Service of St. Paul
 Jewish Federation of Greater St. Paul
 Jewish Historical Society of the Upper Midwest Inc
 J-HAP (Jewish Housing And Programming)
 Job's Daughters Foundation of Minnesota
 Job's Daughters International | MN Grand Guardian
 Council
 Joe Francis Haircare Scholarship Foundation
 John Beargrease Sled Dog Marathon
 Join the Journey
 Joint Religious Legislative Coalition/Joint Religious
 Education
 Jon Francis Foundation
 Jordan Area Community Council
 Joyce Bilingual Preschool
 Judson Memorial Baptist Church
 Juel Fairbanks Chemical Dependency Services
 Jungle Theater
 Junior Achievement of the Upper Midwest, Inc.
 Junior League of Saint Paul, Inc.
 JusticePoint
 JustUs Health
 Juvenile Justice Podcast
 Juxtaposition Arts
 K9s From Carrie
 Kairos Alive!
 Kandiyohi County Food Shelf
 Kaposia, inc.
 Karen Organization of Minnesota
 Kasson Alliance for Restoration
 Katha Dance Theatre
 Kayd Foundation
 KCCQ, Inc.
 Keeping U Afloat
 Kente Circle Training Institute
 Key City Bike
 Keys 4/4 Kids, Inc.
 Keystone Community Services
 Kid Zone Child Care Center
 Kids At Risk Action
 Kids for A Better World, Inc
 Kids In Need Foundation
 Kid's Korner Educare Center, Inc.
 Kinnickinnic River Land Trust
 Kinship of Morrison County
 Kinship of the Park Rapids Area
 KIWONNONGO FOUNDATION INC
 Knife River Recreation Council, Inc.
 Kochiching County Community TV
 Koochiching Aging Options
 Kulture Klub Collaborative
 La Asamblea de Derechos Civiles
 La Crecce Early Childhood Centers, Inc.
 La Crescent Community Foundation
 La Oportunidad, Inc.
 Lake County Developmental Achievement Center
 Lake County Historical Society
 Lake Harriet Montessori
 Lake Itasca Region Pioneer Farmers
 Lake Pepin Legacy Alliance
 Lake Region Arts Council
 Lake Street Council
 Lake Superior Marine Museum Association
 Lake Superior Writers
 Lake Superior Zoological Society/Arrowhead
 Zoological Societ
 Laker Educational Foundation
 Lakes & Prairies Community Action Partnership, Inc.
 Lakes and Pines Community Action Council, Inc.
 Lakes Area Imagination Library
 Lakes Area Restorative Justice Project
 Lakes Area Senior Activity Center, Inc.
 Lakes Center for Youth & Families
 Lakes Country Service Cooperative
 Lakeshore Players
 Land Bank Twin Cities, Inc.
 Land Stewardship Project
 Landmark Conservancy
 Lanesboro Arts Center
 Language Central, Inc
 Lao Assistance Center of Minnesota
 Latino Economic Development Center
 Laura Baker Services Association
 Laurentian Arts and Culture Alliance
 Lawyers Concerned for Lawyers, Inc.
 Le Sueur County Historical Society
 Leading Age Minnesota

LEAF
 League of Minnesota Cities
 League of Women Voters Minneapolis
 League of Women Voters of Minnesota
 League of Women Voters St. Paul Education Fund
 Learning Disabilities Association of Minnesota
 Lee Carlson Center for Mental Health & Well-Being
 Leech Lake Band of Ojibwe
 Leech Lake Legacy
 Legacy of the Lakes Museum
 Legal Aid Service of Northeastern Minnesota
 Legal Assistance of Dakota County, Ltd
 Legal Assistance of Olmsted County
 Legal Rights Center, Inc.
 LegalCORPS
 Leisure Education for Exceptional People
 Leonardo's Basement
 Lewis Sports Foundation
 Liberia Literary Society
 Liberian Business Association in the Diaspora
 Life Care Center East DBA Options for Women East
 Life House, Inc.
 LifeSource
 Lifetrack
 Life-Work Planning Center
 Lifeworks Services, Inc.
 Light of Hope Kenya
 Lighthouse Center for Vision Loss
 Li'l Farm Children's Home
 Lincoln Park Business Group
 Lincoln Park Children and Families Collaborative
 Lind-Bohanon Neighborhood Association
 Lionsgate Academy
 Listening House of St. Paul
 LitKnit
 Little Brothers - Friends of the Elderly
 Little Earth Residents Association
 Little Free Library
 Little Sisters of the Poor
 Living At Home Block Nurse Program
 Living at Home of the Park Rapids Area
 Living Well Disability Services
 Loan Repayment Assistance Program
 Loaves and Fishes
 Local Initiatives Support Corporation - Duluth LISC
 Long Lake Conservation Foundation
 Longfellow Community Council
 Longfellow/Seward Healthy Seniors
 Loppet Foundation
 Love INC of Worthington
 Love Your Neighbor as Yourself, Inc.
 Lower Phalen Creek Project
 Lowry Hill East Neighborhood Association
 Loyola Spirituality Center
 Lucky Rosenbloom Public Safety Initiative
 Luminarias Project
 Lutheran Advocacy - Minnesota
 Lutheran Mideast Development
 Lutheran Partners in Global Ministry
 Lutheran Social Service of Minnesota
 Lyn Olson Medical Crisis Program
 Lyndale Neighborhood Association
 Lyra Baroque Orchestra
 Lyric Arts Company
 Lyric Opera of the North
 Macalester College Civic Engagement Center
 Macalester Groveland Community Council
 MacPhail Center for Music
 MacRostie Art Center
 MAD DADS
 MADD Minnesota
 Madelia Community Hospital Foundation
 Mahtomedi Area Educational Foundation
 Mahube-otwa Community Action Partnership, Inc.
 Main Street Family Services
 Majestic Hills Ranch Foundation
 Make-A-Wish Foundation of Minnesota
 Managers On A Mission
 Manidoo Ogitigaan
 Mankato Area 77 Lancers Marching Band Parent
 Association Inc.
 Mankato Area Fair Trade Town Initiative
 Mankato Area Foundation
 Mankato Area Lifelong Learners
 Mankato Symphony Orchestra
 Maple Grove Arts Center
 Maple Leaf Services, Inc
 Mapletree Group Home, Inc.
 Marcy-Holmes Neighborhood Association
 Marshall Food 4 Kids
 Martin County Historical Society
 Mary's Pence
 Masjid An-Nur/Islamic Centers of Minneapolis and
 St. Paul

Mastery School, Inc.
 Matrix Housing Services
 McLeod Alliance for Victims of Domestic Violence Inc.
 McLeod Emergency Food Shelf
 MDI
 Meadowlark Institute
 Meals from the Heart
 MEDA
 MedCity Foundation
 Medica Foundation
 Meeker County Council on Aging
 Meeker County Emergency Food Shelf
 Meet Minneapolis
 Men as Peacemakers
 Mental Health Minnesota
 Mental Health Resources
 Mentor North
 Merely Players Community Theater
 Merrick Community Services
 Merrick, Inc.
 Merrill Arts Center
 Mesabi Symphony Orchestra
 Metro Blooms
 Metro Education & Outreach Services
 Metro Meals on Wheels, Inc.
 Metro Skywarn
 Metro Women's Center
 Metro Work Center, Inc.
 MetroKids
 Metropolitan Alliance of Connected Communities (MACC)
 Metropolitan Area Agency on Aging
 Metropolitan Boys Choir
 Metropolitan Center for Independent Living
 Metropolitan Community Services
 Metropolitan Consortium of Community Developers
 Metropolitan Interfaith Council on Affordable Housing
 Metropolitan Regional Arts Council
 Metropolitan State University Foundation
 Metropolitan Symphony Orchestral Association
 MicroGrants
 Mid-Continent Oceanographic Institute
 Mid-Minnesota Legal Aid
 Mid-Minnesota Women's Center
 Midtown Greenway Coalition
 Midway Chamber of Commerce
 Midwest Art Conservation Center
 Midwest Food Connection
 Midwest International Policy Institute
 Midwest Special Services, Inc.
 Midwestern Higher Education Compact
 MIGIZI Communications, Inc.
 Mile in My Shoes
 Miles4Mentors
 Milestones
 Military Mental Health Coalition
 Milkweed Editions
 Mill City Commons
 Mill City Farmers Market
 Mind Body Solutions
 Mindful Generations, Inc
 Ministry of Reconciliation
 Minneapolis American Indian Center
 Minneapolis Aquatennial Senior Alumni Association Inc.
 Minneapolis Area Association of Realtors
 Minneapolis Area Synod, ELCA
 Minneapolis Climate Action
 Minneapolis Community and Technical College Foundation
 Minneapolis Heart Institute Foundation
 Minneapolis Highrise Representative Council
 Minneapolis Nature Preschool
 Minneapolis Parks Foundation
 Minneapolis Pathways
 Minneapolis Police Honor Guard
 Minneapolis Public Housing Authority
 Minneapolis SafeZone Collaborative
 Minneapolis Television Network
 Minneapolis Toy Library
 Minnehaha Academy
 Minnehaha United Methodist Church
 Minnesota Academy of Science
 Minnesota Adoption Resource Network
 Minnesota Adult & Teen Challenge
 Minnesota Air National Guard Historical Foundation
 Minnesota Alliance on Crime
 Minnesota Alliance With Youth
 Minnesota Aquatic Invasive Species Research Center
 Minnesota Assistance Council for Veterans
 Minnesota Association for Children's Mental Health
 Minnesota Association for Environmental Education
 Minnesota Association for Marriage and Family Therapy

Minnesota Association for Volunteer Administration
 Minnesota Association of Charter Schools
 Minnesota Association of Community Health Centers
 Minnesota Association of Deaf Citizens, Inc.
 Minnesota Association of Family and Consumer Sciences
 Minnesota Association of Library Friends
 Minnesota Atheists
 Minnesota Autism Center
 Minnesota Aviation History and Education Center
 Minnesota Bed & Breakfast Association
 Minnesota Bicycle Festivals, Inc.
 Minnesota Bio-Fuels Association
 Minnesota Bluegrass and Old Time Music Association
 Minnesota Boychoir
 Minnesota Brain Injury Alliance
 Minnesota Brass Drum and Bugle Corps
 Minnesota Breastfeeding Coalition
 Minnesota Brownfields
 Minnesota Campus Compact
 Minnesota Center for Book Arts
 Minnesota Center for Environmental Advocacy
 Minnesota Certification Board
 Minnesota Chamber of Commerce
 Minnesota Chapter of American Academy of Pediatrics
 Minnesota Children's Alliance
 Minnesota Children's Museum
 Minnesota Children's Press
 Minnesota Citizens for Clean Elections
 Minnesota Citizens for the Arts
 Minnesota Coalition Against Sexual Assault
 Minnesota Coalition for the Homeless
 Minnesota Community Action Partnership
 Minnesota Community Care
 Minnesota Computers for Schools
 Minnesota Conference United Church of Christ
 Minnesota Connect Aphasia Now
 Minnesota Contemporary Quilters
 Minnesota Council for the Gifted and Talented
 Minnesota Council of Churches
 Minnesota Council on Economic Education
 Minnesota Council on Foundations
 Minnesota Counties Computer Cooperative
 Minnesota D.A.R.E., Inc.
 Minnesota Deer Hunters Association
 Minnesota Department of Human Rights
 Minnesota Disability Support Alternatives
 Minnesota Discovery Center
 Minnesota Distance Running Association
 Minnesota Dragonfly Society
 Minnesota Education Equity Partnership, Inc.
 Minnesota Elder Justice Center
 Minnesota Elementary School Principals' Association
 Minnesota Environmental Fund
 Minnesota Farmers Union
 Minnesota Film & TV Board
 Minnesota Fringe Festival
 Minnesota Geneological Society
 Minnesota Green Roofs Council
 Minnesota Health Fairs, Inc.
 Minnesota High Technology Foundation
 Minnesota Historical Society
 Minnesota Homeownership Center
 Minnesota Horse Council
 Minnesota Housing Partnership
 Minnesota Humanities Center
 Minnesota Independence College and Community
 Minnesota Independent School Forum
 Minnesota Indian Women's Resource Center
 Minnesota Indivisible Alliance
 Minnesota International NGO Network
 Minnesota Jewish Theatre Company
 Minnesota Justice Foundation
 Minnesota Land Trust
 Minnesota Landmarks, Inc.
 Minnesota Literacy Council
 Minnesota Logger Education Program
 Minnesota Marine Art Museum
 Minnesota Milk Bank for Babies
 Minnesota Museum of American Art
 Minnesota Museum of Mining
 Minnesota Music Educators Association
 Minnesota NAHRO
 Minnesota Network of Hospice & Palliative Care
 Minnesota Nursery and Landscape Association/MNLA Foundation
 Minnesota Nurses Association
 Minnesota Off-Road Cyclists
 Minnesota Operation Lifesaver
 Minnesota Optometric Association
 Minnesota Organization of Leaders in Nursing
 Minnesota Organization of Registered Nurses
 Minnesota Ovarian Cancer Alliance, Inc.
 Minnesota Parents and Teachers Association

Minnesota Peacebuilding Leadership Institute
 Minnesota Perinatal Organization
 Minnesota Physical Therapy Association
 Minnesota Prison Writing Workshop
 Minnesota Private College Council
 Minnesota Psychiatric Society
 Minnesota Public Health Association
 Minnesota Public Radio/American Public Media
 Minnesota Quilters
 Minnesota Recovery Connection
 Minnesota Renewable Energy Society, Inc.
 Minnesota Renewal Center
 Minnesota River Area Agency on Aging
 Minnesota Rural Education Association
 Minnesota School Employees Association
 Minnesota Sheltie Rescue
 Minnesota Short Play Club
 Minnesota Snowmobile Education and Advancement Fund
 Minnesota Social Service Association
 Minnesota Spay Neuter Assistance Program
 Minnesota State Band
 Minnesota State Bar Association
 Minnesota State College Student Association
 Minnesota State Fair Foundation
 Minnesota Teamsters Service Bureau
 Minnesota Transportation Alliance
 Minnesota Transportation Museum
 Minnesota Trauma Recovery Institute
 Minnesota Trucking Association
 Minnesota Unitarian Universalist Social Justice Alliance
 Minnesota United Methodist Builders
 Minnesota Vikings Foundation
 Minnesota Women Lawyers
 Minnesota Women of Today Foundation
 Minnesota Women's Consortium
 Minnesota Youth Ski League
 Minnesota Youth Soccer Association
 Minnesota Zoo Foundation
 MinneTESOL
 Minnetonka Center for the Arts
 Minnkota Health Project
 MinnPost
 Missing Children Minnesota
 Mission Animal Hospital
 Missions Inc. Programs
 Mitchell Hamline School of Law
 Mizna
 MN Association of Resource Conservation and Development Councils
 MN Association of Criminal Defense Lawyers
 MN Commission of the Deaf, DeafBlind & Hard of Hearing
 MN Lakes & Rivers Advocates
 MN MATHCOUNTS
 MN Pocket Pet Rescue
 MN State High School Mathematics League
 MN Tool Library
 MN350
 MnSEIA
 Mobile Hope
 Mobile Menders
 Model Cities of St. Paul, Inc.
 Monarch Joint Venture
 Montessori Training Center of Minnesota
 Monticello Christian Social Services, Inc
 MORE
 Morrison County Historical Society
 Morton Cure Paralysis Fund
 Mother of Mercy Foundation
 Mount Olivet Lutheran Church
 Move Minneapolis
 Move Minnesota
 MoveFwd (Formerly Teens Alone)
 MRCI
 Ms. Houstons Caring Hands Inc.
 Multicultural Alliance of Minnetonka
 Music Association of Minnetonka
 Musical Instrument Museum
 Muslim American Society
 My Brothers' Keeper
 My Very Own Bed
 myHealth for Teens & Young Adults
 Nacel Open Door, Inc.
 NAMI Southeast Minnesota
 NARAL Pro-Choice Minnesota
 NAREB Twin Cities
 National Alliance on Mental Illness of Minnesota
 National Association of Social Workers - Minnesota Chapter
 National Association of the Remodeling Industry
 National Ataxia Foundation
 National Council of Jewish Women, Inc. - Minneapolis

National Council on Family Relations
 National Eagle Center/EagleWatch Inc.
 National Gay Pilots Association
 National Health Freedom Coalition
 National Marrow Donor Program
 National Model United Nations
 National Multiple Sclerosis Society, Upper Midwest Chapter
 National Native American Boarding School Healing Coalition
 National Rural Health Resource Center
 National Trout Center
 National Wildlife Rehabilitators Association
 National Youth Leadership Council
 Native American Community Clinic
 Native Governance Center
 Native Strong ARC
 NAVIGATE MN
 NECHAMA - Jewish Response to Disaster
 Neighborhood By Neighborhood Inc
 Neighborhood Development Alliance, Inc.
 Neighborhood Development Center
 Neighborhood House
 Neighborhood Roots
 Neighbors, Inc.
 NeighborWorks Home Partners
 Nellie Stone Johnson Scholarship Program
 Nephros Ministries
 Network for the Development of Children of African Descent
 Neuro Hospitality House
 New American Development Center
 New Americans Alliance for Development Trade Style(s): NAAD Trade Style(s)
 New Beginnings Pregnancy Care Center
 New Challenges Adventures
 New Horizons Crisis Center
 New Life Academy
 New Life Church
 New Pathways, Inc.
 New Sector Alliance
 New Ulm Area Foundation
 New York Mills Arts Retreat and Regional Cultural Center
 Newgate Education and Training Center, Inc.
 NewPath Mental Health Services
 Newtrax, Inc
 Next Chapter Ministries
 Nexus Community Partners
 Nexus Youth and Family Solutions
 Ney Environmental Education Foundation
 Nobles County Historical Society
 Nokomis East Neighborhood Association
 Nonprofit to be Formed
 Nonviolent Peaceforce
 North American Council on Adoptable Children
 North Anoka County Emergency (NACE) Food Shelf
 North Central Bird Observatory
 North Country Food Alliance
 North Country Food Bank, Inc.
 North Country R.I.D.E.
 North Country Region Volleyball
 North End-South Como Block Nurse Program
 North Homes, Inc.
 North House Folk School
 North Memorial Health Foundation
 North Metro Pediatrics
 North Shore Area Partners
 North Shore Health Care Foundation
 North Shore Horizons
 North Shore Music Association
 North Star Community Rowing
 North Star Family Advocacy Center
 Northcountry Cooperative Foundation
 Northeast Contemporary Services, Inc.
 Northeast Entrepreneur Fund, Inc.
 Northeast Residence, Inc.
 Northeast Senior Services, Inc.
 Northeast Seniors for Better Living
 Northeast Youth and Family Services
 Northeastern Minnesotans for Wilderness
 Northern Bedrock Historic Preservation Corps
 Northern Clay Center
 Northern Light Opera Company
 Northern Lights Foundation
 Northern Lights Library Network
 Northern Star Council Boy Scouts of America
 Northern Waters Land Trust
 Northfield Area United Way
 Northfield Arts Guild
 Northfield Healthy Community Initiative
 Northland Arboretum and Paul Bunyan Conservation Area
 Northland Area Family Service Center

Northland Family Programs
 Northland Foundation
 NorthPoint Health and Wellness Center, Inc.
 Northside Achievement Zone
 Northstar Problem Gambling Alliance
 Northwest Indian Community Development Center
 Northwest Minnesota Foundation
 Northwestern Health Sciences University
 Northwood Children's Services
 Northwoods (Bemidji Area) Habitat for Humanity
 Northwoods and Waters of the St. Croix Heritage Area
 Northwoods Battered Women's Shelter
 Northwoods Caregivers
 Northwoods Humane Society
 Northwoods Partners
 Norway House
 Norwegian-American Historical Association
 Nucleus Clinic
 Nurses Peer Support Network
 Nursing Students for Sexual and Reproductive Health
 NuWay House, Inc.
 Oak Meadows
 Oasis Central Minnesota, Inc.
 Oasis for Youth
 Office for Business & Community Economic Development-UofM
 Old School Arts Center
 Old School by Steeple People
 Oldenburg Arts and Cultural Community
 Oliver Hudson Kelley Grange
 Olmsted County Historical Society
 Olmsted Outreach
 One Bright Star
 One Heartland
 One Roof Community Housing
 One Voice Mixed Chorus
 One Yoga
 OneVillage Partners
 Open Access Connections
 Open Arms of Minnesota, Inc.
 Open Book
 Open Cities Health Care Center
 Open Door Health Center
 Open Doors for Youth
 Open Eye Figure Theatre
 Open Hands Midway
 Open Your Heart to the Hungry and Homeless
 Operation help
 Opportunity Matters
 Opportunity Neighborhood
 Opportunity Partners
 Options - Interstate Resource Center for Independent Living
 Options for Women St. Croix Valley
 Or Emet Congregation
 Oral History Education Collective
 Ordway Center for the Performing Arts
 Organized Against Recidivism
 Orono Foundation for Education
 Orono Healthy Youth
 Osceola Medical Center
 Our Fair Carousel, Inc.
 Our Neighbors' Place
 Our Saviour's Community Services
 Our Stories Our Health
 Out in the Backyard
 OutFront Minnesota
 Owatonna Area Chamber of Commerce and Tourism
 PABS PACKS
 PACER Center, Inc.
 Padraigs Place
 Page Education Foundation
 PAI
 Pangea World Theater
 Paramount Center for the Arts
 Parenting Resource Center, Inc.
 Parents in Community Action
 Parents of Latin American Children
 Park Avenue Youth & Family Services
 Park Nicollet Foundation
 Park Press Inc.
 Parks and Trails Council of Minnesota
 Parnassus Preparatory School
 Partners in Food Solutions
 Partnership for Tick-Borne Diseases Education
 Partnership Resources Inc.
 Past Athletes Concerned about Education (PACE)
 Pastor Paul's Mission
 Paul's Pals, Inc.
 Pawsitive Perspectives Assistance Dogs
 Pawsitivity aka Pawsitivity Service Dogs
 PCs for People

Peace House Community
 Peaceful Passing for Pets
 PeaceMaker Minnesota
 Peacemaker Resources
 Pearl Battered Women's Resource Center
 People for Parks
 People Incorporated
 People Reaching Out to Other People, Inc.
 People Responding In Social Ministry (PRISM)
 People Serving People, Inc.
 Perspectives, Inc.
 Pet Haven Inc. of Minnesota
 PFF (Presbyterian Family Foundation)
 PFund Foundation
 Phyllis Wheatley Community Center, Inc.
 Pilgrim Lutheran Church
 Pillsbury United Communities
 Pine Habilitation and Supported Employment (PHASE)
 Pinky Swear Foundation
 Pioneer Public Television
 Pioneers Academy
 Planned Parenthood Minnesota/North Dakota/South Dakota
 Play to Your Strengths
 Playworks
 PLUS Foundation
 Plymouth Christian Youth Center
 Pollinator Friendly Alliance
 Portable Sanitation Association International
 Portico Healthnet
 Prairie Fire Lady Choir
 Prairie Lakes Regional Arts Council
 Prairie Oaks Institute
 Prairie Skyline Foundation Inc
 Prairie Woods Environmental Learning Center
 PrairieCare Child and Family Fund
 Prairielands Library Exchange
 Praxis International, Inc.
 Pregnancy Choices Life Care Center
 Pregnancy Resource Center
 Premium Grant Services, LLC
 Prepare + Prosper
 Presbyterian Clearwater Forest
 Prevent Child Abuse Minnesota
 PRG, Inc
 Prince Hall Masonic Foundation, Inc.
 Prince of Peace Lutheran Church
 Print the Love
 ProAct, Inc.
 Proctor Area Historical Society
 Productive Alternatives
 Professional Editors Network
 Professional Learning Alternatives, Inc.
 Program for Aid to Victims of Sexual Assault, Inc.
 Progress Valley, Inc.
 Project Care Free Clinic
 Project for Pride in Living
 Project Friendship Mentoring
 Project Minnesota/Leon
 Project Morning Star
 Project SUCCESS
 Project Sustainability
 Project Turnabout
 Project Zawadi
 Proof Alliance
 Propel Nonprofits
 Prospect Park Association
 Prosperity Ready
 Protect Minnesota
 Proud Foundation Inc
 Provision Community Restaurant
 Public Art Saint Paul
 Public Radio International
 Puppeteers of America, Inc.
 Puzzler's Exchange
 Qigong Connection
 Quatrefoil Library
 Quiet Oaks Hospice House & Respite Care
 Quincy House
 Rabata Inc
 Rachel's Vineyard Twin Cities, Inc.
 RADIAS Health (formerly South Metro Human Services)
 Radical Recovery Initiative
 Ragamala Dance
 Rail-Volution
 Rain Taxi Inc.
 Rainbow Research, Inc.
 Ramsey County Children's Mental Health Collaborative
 Ramsey County Historical Society
 Ramsey County Sheriff's Foundation
 Range Mental Health Center, Inc.

Range Transitional Housing, Inc.
 Rawdatul Muhibbeen
 RC Hospital Foundation
 RCP Philanthropic Projects
 REACH for Resources
 Reach Out and Read Minnesota
 REACH Together
 Reading & Math Inc.
 Real Resources, Inc.
 Rebuilding Together Twin Cities
 RECLAIM
 ReconcilingWorks
 Recycling Association of Minnesota
 Red Bird Chapbooks
 Red Willow Arts Coalition
 Red Wing Arts Association
 Red Wing Collectors Society
 Red Wing Collector's Society Foundation
 Redeemer Center for Life, Inc.
 Redesign, Inc.
 Refuge Friends, Inc.
 Reggio-Inspired Network of MN
 Regions Hospital Foundation
 Reif Arts Council/Myles Reif Performing Arts Center
 Rein in Sarcoma / Karen Wyckoff Rein in Sarcoma Foundation
 Relate Counseling Center
 Renewing the Countryside
 Residential Services of Northeast Minnesota, Inc.
 ResourceWest
 Restart, Inc.
 Restoration for All Inc.
 Restorative Justice Community Action
 Rethos
 Reve Academy
 Reviving the Islamic Sisterhood of Empowerment
 Revolutionary Earth
 Rice County Habitat for Humanity
 RideMN1 Inc.
 Rise, Inc.
 River Arts Alliance
 River Bend Nature Center
 River Keepers
 River Valley Riders
 Rivers of Hope
 Riverton Community Housing
 Riverwood Foundation
 RNeighbors, Rochester's Neighborhood Resource Center
 Rochester Area Foundation
 Rochester Art Center
 Rochester International Association
 Rochester Public Library Foundation
 Rochesterfest
 Rock from the Heart
 Rockford Area Historical Society
 Ronald McDonald House
 Ronald McDonald House Charities - Upper Midwest
 Rondo Community Land Trust
 Ron's Gift
 RS Eden
 Ruff Start Rescue
 Rural Advantage
 Rural Health Care Initiative
 RUSC Kinship Mentoring
 Rush Lake Improvement Association Inc
 Ruth's House of Hope Inc.
 Sacred Ground Center for Spirituality
 Safa Marwa Relief & Development
 Saint Mary's University of Minnesota
 Saint Paul - Nagasaki Sister City Committee
 Saint Paul and Minnesota Foundations
 Saint Paul Area Association of REALTORS
 Saint Paul Area Chamber of Commerce
 Saint Paul City School
 Samaritan Bethany Foundation
 Sarah's . . . An Oasis for Women
 SAVE
 Save-A-Bull Rescue
 Saving Grace Village
 Sawtooth Mountain Clinic, Inc.
 Scarlett Charity Foundation
 Scholars of Minnesota - COPE Project
 Scholarship America, Inc.
 Schroeder Area Historical Society
 Science and Social Studies Adventures
 Science Fair Mentoring Project, Inc.
 Science Museum of Minnesota
 Scott County CDA
 Scott County Historical Society
 Scott-Carver-Dakota CAP Agency Inc.
 Search Institute
 Second Chance Animal Rescue
 Second Harvest North Central Food Bank

Second Harvest Northern Lakes Food Bank
 Second Stork
 Secondhand Hounds
 Semcac
 Senior Care Communities, Inc.
 Senior Community Services
 Senior Services Consortium of Ramsey County
 Sensible Minnesota
 Servant Hearts
 ServeMinnesota
 Service Enterprises, Inc.
 ServiceCorpsICU
 Serving Servants, Inc.
 Seven County Senior Federation
 Seven Dreams Education Foundation
 Sew We Work
 Seward Child Care Center
 Seward Neighborhood Group
 Sexual Assault Program of Northern St. Louis County
 Sexual Violence Center
 Shakopee Community Assistance (SCA)
 Shared Capital Cooperative
 Shavlik Family Foundation
 She Rock She Rock
 Sheltering Arms Foundation
 Sherburne County Area United Way
 SHIFT
 Shingle Creek Neighborhood
 Sholom Foundation
 Shooting Star Foundation
 Sickle Cell Foundation of Minnesota
 Sierra Club - North Star Chapter
 Sierra Leone Foundation for New Democracy
 Simon Says Give
 Simply Jane/ ArtAble
 Simpson Housing Services
 Singers in Accord
 Sister's Camelot
 Sisters of St. Joseph of Carondelet Ministries Foundation
 SLP Nest
 Small Sums At Home Group
 SOAR Career Solutions
 Social Venture Partners Minnesota
 Sojourner Project, Inc.
 Solid Ground
 Somali Youth and Family Development Center
 Somalia Rebuild Organization
 Someplace Safe
 Sourcewell
 South Central College Foundation
 South Central Human Relations Center, Inc.
 South Central Minnesota EMS
 South Minneapolis Meals on Wheels
 South St. Paul Educational Foundation
 Southeast Library System
 Southeast Seniors, A Living At Home/Block Nurse Program
 Southeastern Minnesota Area Agency on Aging
 Southeastern Minnesota Arts Council (SEMAC)
 Southern Minnesota Crisis Nursery
 Southern Minnesota Initiative Foundation
 Southern Minnesota Regional Legal Services, Inc.
 Southern Valley Alliance for Battered Women
 Southside Family Nurturing Center
 Southside Services, Inc.
 Southwest Initiative Foundation
 Southwest Minnesota Arts Council
 Southwest Minnesota Private Industry Council, Inc.
 SouthWest Options for Women
 SoWashCo CARES
 Spark-Y
 Special Olympics Minnesota
 Species360
 Spirit of Truth Church
 Sponsor a Family
 Spring Lake Park Fire Dept, Inc.
 Spring Nobles Foundation and Youth Rehabilitation
 Springboard for the Arts
 St. Anthony East Neighborhood Association
 St. Anthony Park Area Seniors
 St. Anthony Park Community Council
 St. Anthony Sister City Association
 St. Anthony Villagers for Equity and Community
 St. Anthony West Neighborhood Organization
 St. Catherine University
 St. Croix Family Resource Center
 St. Croix Legal Services
 St. Croix River Association
 St. David's Center for Child & Family Development
 St. James Opera House Restoration Project, Inc.
 St. Louis County Historical Society
 St. Louis Park Emergency Program
 St. Louis Park Friends of the Arts

St. Louis River Alliance
 St. Luke's Foundation
 St. Mary's Health Clinics
 St. Olaf College
 St. Paul Court No.12, Order of the Amaranth, MN
 St. Paul Fire Foundation
 St. Paul Intervention Project
 St. Paul Labor Studies and Resource Center
 St. Paul Neighborhood Network
 St. Paul Urban Tennis Program
 St. Paul Youth Services (SPYS)
 St. Stephen's Human Services
 St. Therese Foundation, Inc.
 STAGES Theatre Company
 Stairstep Foundation
 Standish-Ericsson Neighborhood Association
 Standpoint
 Star Dreamer Ranch
 Star Legacy Foundation
 Stearns History Museum
 Steele County Clothesline, Inc.
 Steele County Foodshelf, Inc.
 Steele County Historical Society
 Steger Wilderness Center for Innovation and Leadership
 Stepping Stone Emergency Housing
 Steve Rummeler Hope Network
 Stillpoint Engage
 Stillwater Public Library Foundation
 Stone Soup Thrift Shop
 Stories Foundation
 Stratis Health
 Strider Education Foundation, Inc.
 Strub Caulkins Center for Suicide Research
 Students United
 Success Beyond the Classroom
 Sugarloaf: The North Shore Stewardship Association
 Summit Academy OIC
 Summit Hill Association
 Sundance Family Foundation
 Sunny Hollow Montessori
 Sunshine Montessori School, Inc.
 Sunshine Preschool
 Superior Hiking Trail Association
 Support Within Reach - Bemidji
 Survival2Strength
 Survivor Resources
 Sustainable Farming Association of Minnesota
 Sustainable Resources Center
 Sustainable Safari dba Cock A Doodle Zoo
 Sweetwater Girls Ranch
 SWOP
 Synergy & Leadership Exchange
 T & C Leadership Group
 Tabitha's Heart
 TaikoArts Midwest
 TakeAction Minnesota
 Tamarisk, Inc.
 Tangletown Neighborhood Association
 Tapestry Folkdance Center
 Tarkanfi Start Walking
 Tasks Unlimited
 TaskTakers
 TC Food Justice
 Teach for America - Twin Cities
 Teatro del Pueblo, Inc.
 Tech Dump
 TEDxMinneapolis
 Ten Thousand Villages
 Terebith Refuge
 Textile Center of Minnesota
 Thanksgiving Meals on Wheels
 The 1006 Summit Avenue Society
 The Advocates for Human Rights
 The African Nurses Network, Inc
 The Aliveness Project
 The ALS Association - MN/ND/SD
 The American Swedish Institute
 The Amicus Society
 The Arc Minnesota, Inc.
 The Arts' Nest
 The Bakken Museum
 The Billingsley School of Music & Arts
 The Blake School
 The Blessing House Ministries
 The Brainerd Baxter Youth Center
 The BrandLab
 The Bridge For Youth
 The Buffalo Food Shelf Council
 The Cedar Cultural Center
 The Center for Victims of Torture
 The Childbirth Collective
 The Children's Theatre Company
 The Circle of Peace Movement

The Cookie Cart
 The David DeLeo Scholarship
 The Dignity Center
 The Dromen Group
 The Dwelling Place
 The Eagan Foundation Inc
 The Edina Chorale
 The Enitan Story
 The Family Partnership
 The Food Group
 The Friends of Linden Hill
 The Friends of the Saint Paul Public Library
 The Garnet Foundation
 The GOD's CHILD Project
 The Good Acre
 The Hendrickson Foundation
 The High School Football Academy
 The Human Family
 The Humanity Alliance
 The Italian Cultural Center of Minneapolis / St. Paul
 The Ivy Foundation Incorporated
 The Jay and Rose Phillips Family Foundation
 The JK Movement
 The Justin and Susan Kelly Foundation
 The Lift Garage
 The Link
 The Link of Northern Kandiyohi
 The Listening Point Foundation Inc
 The Loft Literary Center
 The Lutheran Home Association - National Ministry Offices
 The Mercy Foundation
 The Metro Critical Incident Stress Management Team
 The Minneapolis Art Lending Library
 The Minneapolis Foundation
 The Minneapolis Institute of Arts
 The MMHS Foundation
 The Nature Conservancy
 The No. 1 Ladies' Advocacy Agency
 The Nokomis Healthy Seniors Program
 The Non Religious Church
 The Open Door
 The Organization of Liberians in Minnesota (OLM)
 The Park Of America
 The Partnership Plan
 The Pet Project
 The Phoenix Residence, Inc.
 The Prop Shop
 The Redemption Project
 The Reel Hope Project
 The Reporters Inc.
 The Robert and Helen Remick Charitable Foundation Trust
 The Rose Ensemble
 The Saint Paul Chamber Orchestra
 The Salvation Army - Northern Division
 The Sanneh Foundation
 The Schubert Club
 The Scottish Rite Foundation of Duluth
 The SEAD Project (Southeast Asian Diaspora Development)
 The Sheridan Story
 The Singers - Minnesota Chorale Artists
 The Spread Sunshine Gang
 The St Cloud Stand Down
 The Synod of Lakes and Prairies
 The Trumpeter Swan Society
 The Trust for Public Land
 The UpTake
 The Virtues Campus
 The Wave Youth Center
 The Works
 The Written Gift
 Theater Mu
 Theatre in the Round Players
 Theatre Pro Rata
 Theatre Unbound
 Theresa Living Center
 Thief River Falls Area Food Shelf
 Think Small
 think2perform RESEARCH INSTITUTE
 ThinkSelf, Inc.
 Thomas Irvine Dodge Nature Center
 Three Rivers Community Action, Inc.
 Three Rivers Park District Foundation
 ThumbsUpHigh5K
 Tiwahe Foundation
 TMM Community Resource Services
 Together for Good
 Tomorrow's Leading Knights
 Top Dog Foundation
 Touchstone Mental Health
 Town Square Television
 Trafficking Justice Inc.

Transcend IT
 Transform Minnesota
 Transforming Resources
 Transportation Resources to Aid Independent Living
 Tree Trust
 TreeHouse
 TRF Education Foundation
 Trinity Lutheran Church - The Welcome Place
 TRIO Upward Bound
 Tri-Valley Opportunity Council, Inc.
 Tronderlag of America
 True Friends
 TRUST
 Truth House Foundation
 TSE, Inc.
 Tubman
 Turning Point, Inc.
 Twin Cities Trumpet Ensemble
 Twin Cities Adaptive Cycling
 Twin Cities Bronze
 Twin Cities Catalyst Music
 Twin Cities Cohousing Network
 Twin Cities Community Agricultural Land Trust
 Twin Cities Community Gospel Choir
 Twin Cities Diversity in Practice
 Twin Cities Habitat for Humanity
 Twin Cities Housing Development Corporation
 Twin Cities In Motion
 Twin Cities Local Initiatives Support Corporation
 Twin Cities Media Alliance
 Twin Cities Medical Society
 Twin Cities Men's Center
 Twin Cities Obedience Training Club
 Twin Cities Public Television
 Twin Cities RISE
 Twin Cities Regional Science Fairs
 Twin Rivers Council for the Arts
 Two Harbors Area Food Shelf
 Two Harbors Community Radio
 Two Harbors Curling Club
 Two Rivers Community Land Trust
 U Of MN Landscape Arboretum
 UDAC, Inc.
 Ujamaa Place
 Umbrella Collective
 UMD Center for Economic Development
 UNCF (United Negro College Fund, Inc.)
 Union Gospel Mission Duluth
 Union Gospel Mission Twin Cities
 Union Park District Council
 Unite 2 Fight Paralysis
 Unite Cloud
 United Community Action Partnership, Inc.
 United Family Medicine
 United Hmong Family / Lao Family Foundation
 United Hospital District
 United Nations Association of Minnesota, Inc.
 United States of Care
 United Way of 1000 Lakes
 United Way of Carlton County
 United Way of Crow Wing County
 United Way of Douglas & Pope Counties
 United Way of Hastings
 United Way of Mower County
 United Way of Southwest Minnesota
 United Way of Steele County
 United Way of Washington County - East
 Uniting Distant Stars, Inc.
 University Enterprise Laboratories
 University of Minnesota - Academic Health Center
 University of Minnesota - Institute for Advanced Study
 University of Minnesota Alumni Association
 University of Minnesota Extension
 University of St. Thomas - Executive Education
 University of Wisconsin - Superior Center for Continuing Education
 Unspoken Voices Inc.
 Upper Midwest Great Dane Rescue
 Upper Midwest Hanmi Buddhist Association
 Upper Minnesota Valley Regional Development Commission
 Upstream Arts, Inc.
 Uptown Association
 UpWorks
 Urban Arts Academy
 Urban Boatbuilders
 Urban Homeworks, Inc.
 Urban Roots (formerly CDC)
 Urban Ventures Leadership Foundation
 US Math Recovery Council
 USTA Northern
 UW-River Falls Foundation
 Vail Place

Valley Friendship Club
 Valley Outreach
 Valley Youth Center
 VEAP
 Veteran Resilience Project
 Veterinary Rescue League
 Vets for Music
 Victory Neighborhood Association
 Village Ranch, Inc.
 VINE Faith in Action
 Vinland National Center
 Violence Free Minnesota
 Violence Intervention Project
 Violence Prevention Center
 Vision for the Hopeless International, Inc
 Vision Loss Resources
 Vista Prairie Communities
 VocalEssence
 Voices for Racial Justice
 Volunteer Council of St Peter Regional Treatment Center, Inc.
 Volunteer Lawyers Network, Ltd.
 Volunteer Services of Carlton County, Inc.
 Volunteers in Education
 Volunteers of America Minnesota and Wisconsin
 Voqal Twin Cities
 Voyageurs National Park Association
 WACOSA
 Wags & Kisses Rescue
 Walker Art Center
 Walker Methodist Foundation
 Walk-In Counseling Center
 Wallin Education Partners
 Walls to Bridges
 Waseca County Historical Society
 Washburn Center for Children
 Washington County Historical Society
 WATCH
 Watercourse Counseling Center
 Way to Grow
 Wayside Recovery Center
 Wayzata Community Sailing Center
 WDSE-TV Duluth-Superior Area Educational Television Corporat
 We Are All Criminals
 We Can Ride, Inc.
 We Rise
 We Win Institute, Inc.
 Weavers Guild of Minnesota
 WeCAB
 Welcome Center, Inc.
 Well Being Development
 Wellness in the Woods, Inc.
 Wells Foundation
 WellShare International
 Wellspring Faith in Action
 Wesley Foundation
 West 7th/Fort Road Federation
 West African Collaborative
 West Bank Business Association
 West Bank Community Development Corporation
 West Broadway Business and Area Coalition
 West Calhoun Neighborhood Council
 West Central Initiative
 West Central Minnesota Communities Action, Inc.
 West Medicine Lake Community Club
 West Side Community Organization
 Western Communities Action Network
 Western Lake Superior Habitat for Humanity
 Western Minnesota Steam Threshers Reunion, Inc.
 What Would Bri Do
 White Bear Area Emergency Food Shelf
 White Bear Center for the Arts
 White Bear Lake Area Educational Foundation
 White Bear Lake Area Historical Society
 White Bear Lake Lions Club Foundation
 White Bear Unitarian Universalist Church
 White Earth Land Recovery Project
 Whittier Alliance
 Who's Watching Mom
 Wild Paws Midwest Animal Sanctuary
 Wilderness Inquiry
 Wildwoods
 Windom Park Citizens in Action
 Windom Riverfest, Inc.
 Windustry
 Wingspan Life Resources
 Winona Arts Center
 Winona Community Foundation
 Winona County Developmental Achievement Center
 Winona ORC Industries, Inc.
 Winona Volunteer Services
 Wise Penny Thrift Shoppe
 Wishes & More

Witchtree Training Center
WithAll
Within Ministries, Inc.
Wolf Ridge Environmental Learning Center
Women Against Military Madness
Women of Nations
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Women Still Working
Women's Alliance MN
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Women's Environmental Institute
Women's Foundation of Minnesota
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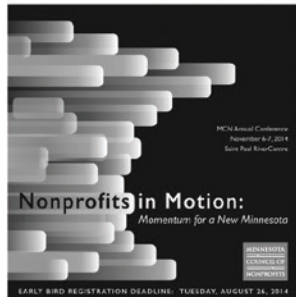
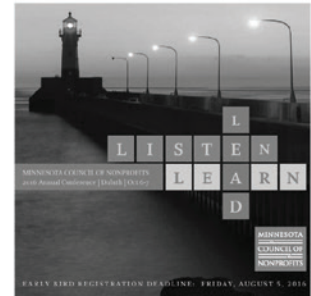
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