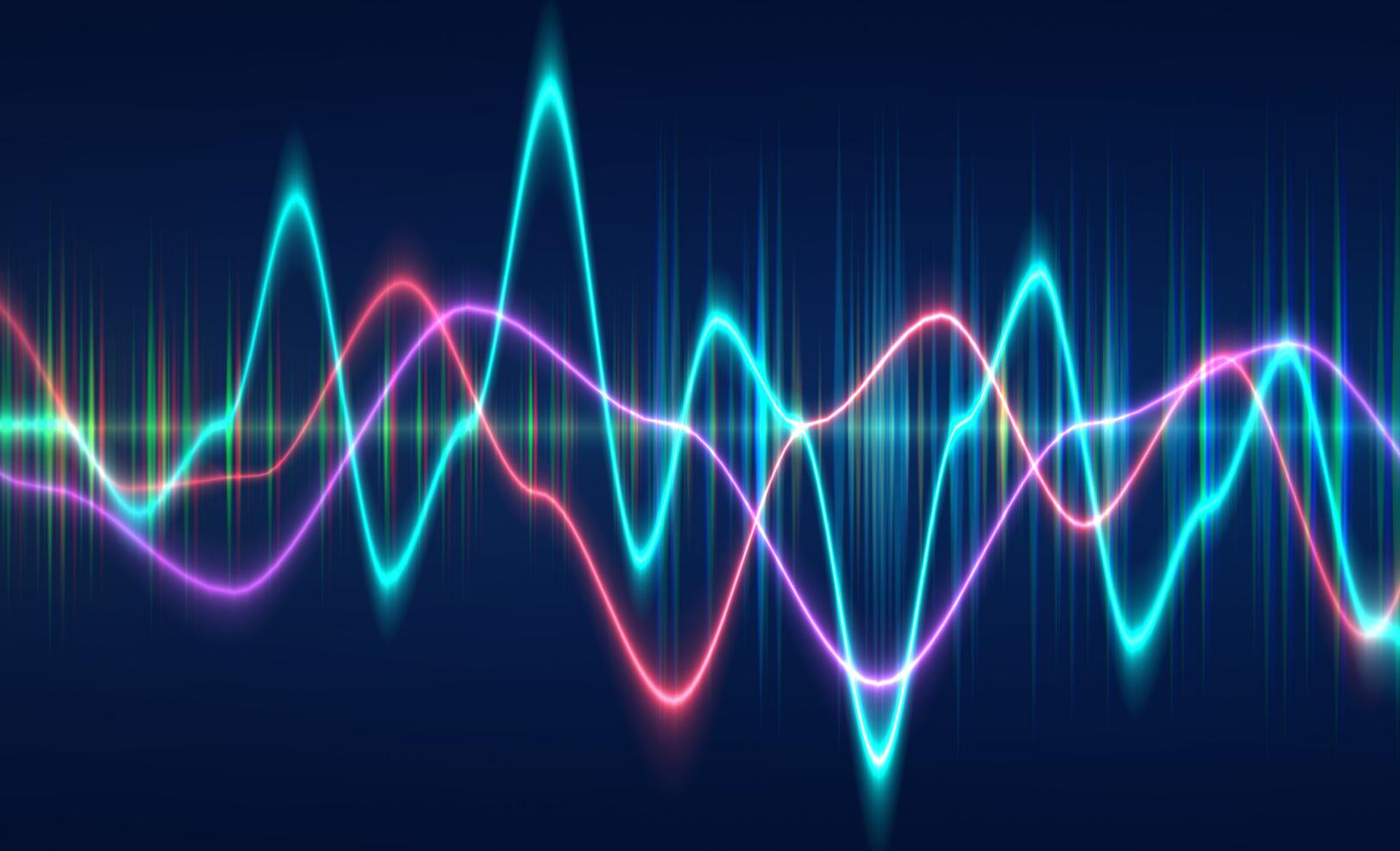


# Amplify Our Voice



2019 Nonprofit Leadership Conference  
June 13 | McNamara Alumni Center

MINNESOTA  
COUNCIL OF  
NONPROFITS

HUMPHREY SCHOOL  
OF PUBLIC AFFAIRS  
UNIVERSITY OF MINNESOTA

# Nonprofit Leadership Conference Hosts and Sponsors



## **The Bush Foundation**

**[www.bushfoundation.org](http://www.bushfoundation.org)**

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



## **University of St. Thomas - Executive Education**

**[www.stthomas.edu/](http://www.stthomas.edu/)**

Founded in 1885, the University of St. Thomas is a Catholic university based in the Twin Cities of St. Paul and Minneapolis. The largest private university in Minnesota, St. Thomas offers bachelor's degrees in over 85 major fields of study and more than 45 graduate degree programs including master's, education specialist, juris doctor and doctorates. The University of St. Thomas educates students to be morally responsible leaders who think critically, act wisely and work skillfully to advance the common good.



## **CliftonLarsonAllen**

### **CliftonLarsonAllen**

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Count on Bremer's experience as nonprofit bankers to make things simpler and more efficient as you wade through the constant variables of your day-to-day. Your banker will dig into your goals and operations to find opportunities to streamline fundraising, accounting and reporting, so you can spend your time and budget where they will do the most good.



### **Minnesota Council of Nonprofits**

**[www.minnesotanonprofits.org](http://www.minnesotanonprofits.org)**

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

### **HUMPHREY SCHOOL OF PUBLIC AFFAIRS**

**UNIVERSITY OF MINNESOTA**

**Driven to Discover<sup>SM</sup>**

### **Humphrey School of Public Affairs, University of Minnesota**

**[www.hhh.umn.edu](http://www.hhh.umn.edu)**

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

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## 2019 Nonprofit Leadership Conference Committee

Jackie Aman, Wilder Foundation  
Andrew Bocher, Hope Community  
Tyrai Bronson-Pruitt, Team Dynamics  
Sarah Crumrine, Minnesota Council of Nonprofits  
Stephanie Jacobs, Humphrey School of Public Affairs  
Paul Masiarchin, Minnesota Council of Nonprofits

Courtney Poja, Cornerstone  
Jon Pratt, Minnesota Council of Nonprofits  
Jodi Sandfort, Humphrey School of Public Affairs  
Andrea Sanow, Minnesota Council of Nonprofits  
Jules Wilkins, JulesWrites.com



# Amplify Our Voice

## Conference Schedule-at-a-Glance

### 8 - 9 a.m.

#### Round I Workshops

Keeping Top Talent - Today's Top Priority.....	Heritage Gallery
Nonprofit and Philanthropy DEI: Values, Impact, and Transformation: Group 1.....	Ski-U-Mah Room
Personal and Organizational Transformation: On Leading From Within.....	Thomas H. Swain Room
Skip the Coffee! Shift Your Nonprofit's Energy Naturally.....	Johnson Great Room
Strengths-Based Volunteer Leadership.....	Laukka Room (2nd Floor)

### 9:15 - 10:45 a.m.

#### Leadership Activity and Conference Keynote .....Memorial Hall

##### ***Self-Determination vs. Reliable Funding: Nonprofit Leaderships' Existential Dilemma***

Hosted by Stephanie Jacobs, Humphrey School of Public Affairs with a welcome from Duchesne Drew, Bush Foundation  
During our morning keynote session, hear from MCN executive director Jon Pratt about how financial independence affects your organization (see page 5 for more information).

### 11 a.m. - 12:15 p.m.

#### Round II Workshops

Beyond the Spreadsheet: Board Reporting That Works.....	Laukka Room (2nd Floor)
The First 90 Days - Guide for New Leaders .....	Heritage Gallery
Navigating Systems Change .....	Johnson Great Room
Nonprofit and Philanthropy DEI: Values, Impact, and Transformation: Group 2.....	Ski-U-Mah Room
The Reluctant Fundraiser.....	Minnesota Room
Turn Moments into Momentum.....	Thomas H. Swain Room

### 12:15 - 2 p.m.

#### Networking Luncheon & Awards Ceremony.....Memorial Hall

Hosted by Stephanie Jacobs, Humphrey School of Public Affairs  
Hear from this year's Nonprofit Leadership Award winners (see page 8 for more information on this year's recipients).

### 2 - 3:15 p.m.

#### Round III Workshops

Culturally Responsive Leadership .....	Heritage Gallery
Data-Driven Decision-Making and Strategic Action Planning.....	Ski-U-Mah Room
Overcoming Your Limiting Beliefs and Getting to Action .....	Johnson Great Room
Pay for Performance: Can Incentives Work? .....	Minnesota Room
Welcome 2 The Jungle: Leadership Training.....	Thomas H. Swain Room
Working Towards the Future: Flexible Work and the Gig Economy .....	Laukka Room (2nd Floor)

### 3:30 - 4:30 p.m.

#### Round IV Workshops

Leading with Human-Centered Design and Developmental Evaluation.....	Johnson Great Room
Leave Me Alone: Leadership Tips for Introverts .....	Thomas H. Swain Room
Mindful Leadership: Cultivating an Environment of Present Moment Awareness.....	Heritage Gallery
Nonprofit Leaders and the 2020 Census .....	Laukka Room (2nd Floor)
Start Less, Finish More. Organizational Multitasking is Expensive .....	Minnesota Room
To Be or Not To Be an Executive Director .....	Ski-U-Mah Room

### 4:30 - 5 p.m.

#### Reception .....Memorial Hall

# 2019 Nonprofit Leadership Conference

Conference Keynote | 9:15 - 10:45 a.m.

## Self-Determination vs. Reliable Funding: Nonprofit Leaderships' Existential Dilemma

Jon Pratt, executive director of the Minnesota Council of Nonprofits, co-director of GrantAdvisor, and contributing editor to the *Nonprofit Quarterly*

In an ideal world, every nonprofit would have reliable income over which they have complete control. Since that certainty is the case for very few organizations, nonprofit boards and managers must wrestle with the ups and downs, challenges, and attached conditions of their funding sources.

Join a keen observer of how nonprofits succeed (and why they fail), Jon Pratt, as he demonstrates how financial independence affects broad areas of nonprofit autonomy, transparency, civic leadership, and mission-focus. In this highly-applied session Jon will break the process of analyzing and developing a revenue stratagem into two steps. Jon will also engage in a conversation about the self-determination of the nonprofit sector. During small group work participants will develop revenue profiles of their organization or program, based on the relative reliability and autonomy of their sources of funding. Using that data, they will then identify potential revenue priorities and strategies going forward, shedding light on a critical way of thinking about our nonprofit work and its context within the larger community.

For leaders (and future leaders) who care about the extent to which the nonprofit sector can chart its own future, this session will provide a venue for you to wrestle with important tensions that shape the real-world ability of nonprofits to focus on their missions.



## Networking Luncheon & Awards Ceremony | 12:15 - 2 p.m.

Hosted by Stephanie Jacobs, Humphrey School of Public Affairs

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

### Nonprofit Leadership Awards

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

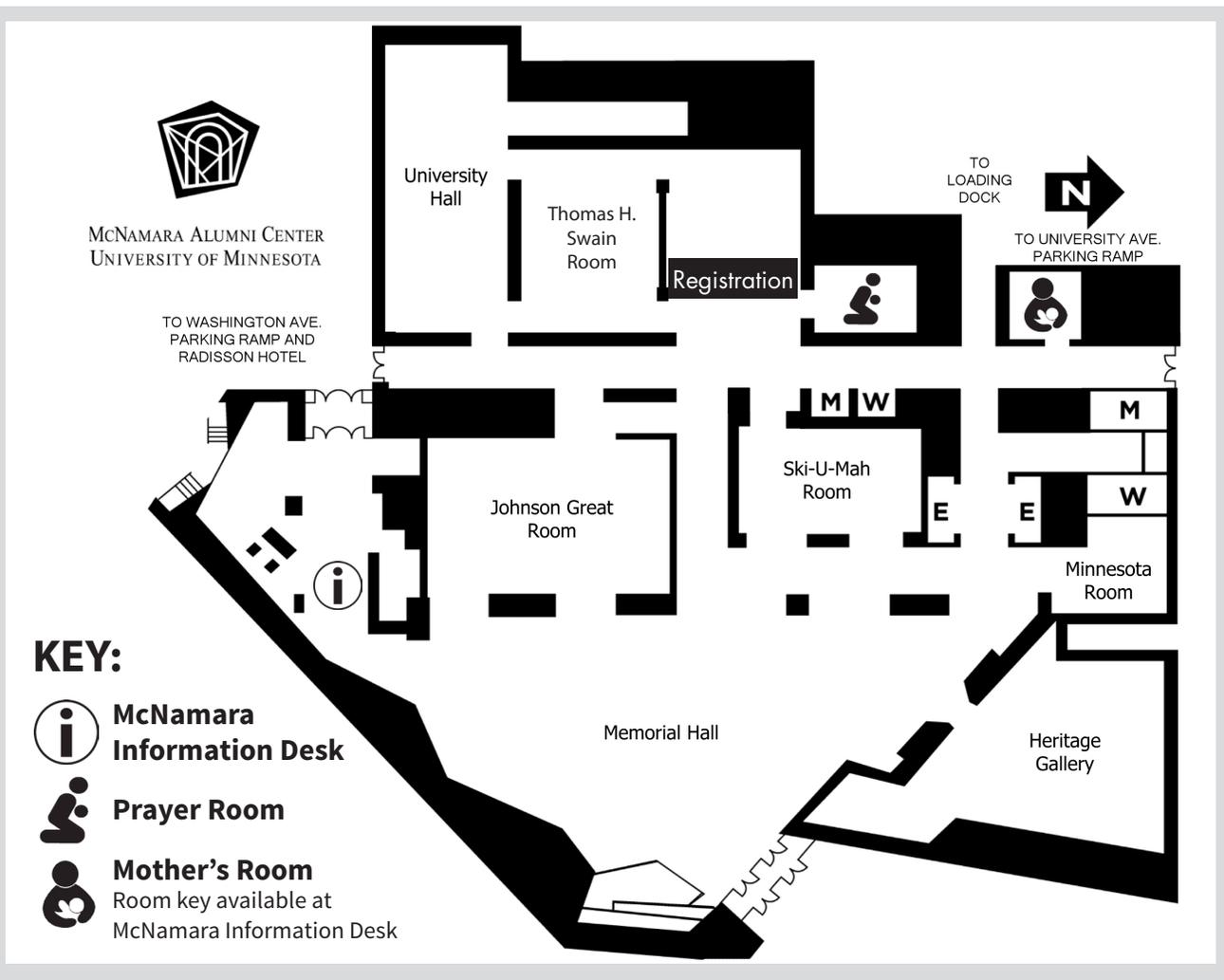
In 2019, YNPN - Twin Cities and the Center for Integrative Leadership at the University of Minnesota joined MCN in recognizing leaders with three distinct awards:

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

Meet the awardees on page 8.



# Facility Map



## 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.minnesotanonprofits.org/nplead19](http://www.minnesotanonprofits.org/nplead19).

## Resource Exhibitors

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

## Get Connected



Wireless Access: Please use the University of Minnesota guest network.



Twitter: #nplead19

## Creating a Welcoming and Accessible Space

The Minnesota Council of Nonprofits 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.

**Mother's Room, All Gender Restroom and Prayer Room:** We have spaces reserved for quiet prayer/meditation and for nursing mothers. Plus, there are individual restrooms available near the registration area. Please see the map above or inquire at the Registration Desk for details.

**Dietary Requirements:** If you have special dietary needs including vegan and gluten free, please notify a server. In many cases, these items have been prepared ahead of time and are available 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.

**think  
bigger.  
think  
differently.**

**investing in great ideas and  
the people who power them**

Learn more about our  
Community Innovation program  
and our Bush Fellowship.

[BushFoundation.org](http://BushFoundation.org)



**BUSH  
FOUNDATION**

# Amplify Our Voice

## 2019 Nonprofit Leadership Award Recipients

The Minnesota Council of Nonprofits is pleased to announce the recipients of the 2019 Nonprofit Leadership Awards. Please join us in recognizing these remarkable nonprofit leaders for their tireless efforts on behalf of communities across Minnesota.



### Catalytic Leader

**Lorena Pinto, Program Director, The Family Partnership (Minneapolis)**

Lorena Pinto is passionate about ending gender-based violence for vulnerable populations. As director of PRIDE at The Family Partnership, she oversees comprehensive services for survivors of commercial sex trafficking and has trained over 1,500 community members. Lorena was born in Peru. She is a graduate of the Wilkins Community Fellows program at the Humphrey School of Public Affairs, and holds degrees from San Diego State University and Widener University. She is co-director of the Twin Cities New Leader's

Council that helps empower young professionals to create social change in our community.



### Visionary Leader

**Tonya Brownlow, Executive Director, Emma Norton Services (St. Paul)**

Tonya Brownlow has more than 20 years of experience working in social services. For the last 12 years she has focused on the best ways to serve those in the homeless population, by working in agencies offering emergency shelter, transitional housing, and permanent supportive housing to single adults. She has also served as an adjunct faculty member at St. Catherine University/University of St. Thomas. Tonya has been a catalyst for change within Emma Norton Services over the past five years, growing programs and moving

the agency toward a more sustainable future. She holds a Master's in Social Work from St. Catherine University/University of St. Thomas and is a licensed social worker.



### Transformational Leader

**Cathy Maes, Executive Director, Loaves and Fishes (Minneapolis)**

Cathy Maes is a tireless advocate for the less fortunate. Since becoming the executive director of Loaves and Fishes in 2013, Cathy's team has enhanced the organization's mission to emphasize nutrition in every meal, and has led an innovative expansion effort that tripled the number of healthy meals served. With Cathy's steady leadership, Loaves and Fishes served over one million nutritious meals in 2018. Previously, Cathy served as the executive director of the ICA Food Shelf. Cathy holds a B.S. in communications from

Northern Arizona University and has served as the vice-chair of the board of Minnesota Council of Nonprofits and as a school board member for Minnetonka Public Schools.

# CHALLENGE TO CHANGE

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

# ROCHESTER



## **2019 Annual Conference**

October 24 - 25

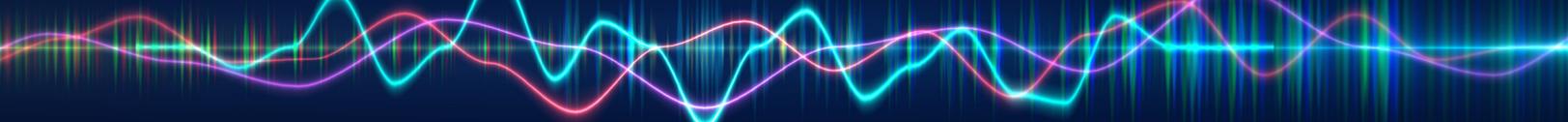
Rochester

Mayo Civic Center

Join the Minnesota Council of Nonprofits for our 2019 Annual Conference. Hosted in Rochester, this year's gathering is the perfect opportunity for professionals from every corner of Minnesota's robust nonprofit sector to join together, celebrate the sector, learn from one another and prepare for another year.

Learn more about the 2019 MCN Annual Conference or register today at:

**[www.mcnannualconference.org](http://www.mcnannualconference.org)**



# Amplify Our Voice

## Round I Workshops | 8 - 9 a.m.

### **Nonprofit and Philanthropy DEI: Values, Impact, and Transformation: Group 1**

**Level:** Advanced **Track:** Community Leadership

**Activities:** Quizzes

**Room:** Ski-U-Mah Gallery (Cap. 100)

Join us for a facilitated conversation with a formidable panel of thought leaders in Twin Cities nonprofits and philanthropy. We will take a deep dive into key questions surrounding diversity, equity, and inclusion. The panelists will speak to what they see as key issues and share strategies and tactics they've been a part of or have experienced. We'll close the session highlighting actionable items for personal, professional, and institutional impact. This session is being repeated with a different group of panelists during Round II.

*Cecelia Caspram, founder, Mission Growth Partners and AFP-MN IDEA committee member; Aileen Kasper, director of development and communications, Genesys Works Twin Cities; Rowzat Shipchandler, philanthropy professional and former deputy commissioner, Minnesota Department of Human Rights; and Alfonso Wenker, co-founder and principal, Team Dynamics*

### **Skip the Coffee! Shift Your Nonprofit's Energy Naturally**

**Level:** General **Track:** Individual Leadership

**Activities:** Small Group Activities and Individual Practice

**Room:** Johnson Great Room (Cap. 110)

Does it feel like everyone at your nonprofit could use a double shot of espresso? When we start to feel lethargic or disengaged at work, we often rely on external forces to get us through the day. And, we don't often stop to think about how our energy might be affecting those around us. What if you could shift your energy naturally, no caffeine necessary? At this session, you'll learn about the seven levels of leadership energy that are impacting your nonprofit, and how changing the way you think can impact the way you feel and act in your organization. We'll talk about how a higher level of energy and consciousness can lead to a whole new way to look at your work.

*Stephanie Jacobs, director, Public and Nonprofit Leadership Center, Humphrey School of Public Affairs and Erik Jacobson, donor engagement officer, Beacon Interfaith Housing Collaborative*

### **Personal and Organizational Transformation: On Leading from Within**

**Level:** Advanced **Track:** Individual Leadership

**Activities:** Quizzes, Neighbor Conversations, and Leadership Discernment

**Room:** Thomas H. Swain Room (Cap. 90)

What differentiates us as leaders is less about our philosophy, personality, or management style than it is about the way we make sense of the world and react when our power or safety is challenged. To build adaptive organizations able to effect change in the world, leaders embark on a journey of transformation toward greater and greater capacity. By exploring and expanding the way we see the world, we strengthen our ability to make sense of complexity inside of ourselves and in our environment. We gain wisdom to lead in a timely way. This session will introduce a powerful framework for how adults mature through predictable developmental stages. With each new stage, we develop new ways to navigate our personal journeys of transformation and support the transformation of others. Join this interactive session to explore how to develop your personal and organizational capacity for effective action.

*Tyler Zabriskie, principal, Zabriskie Consulting*

### **Keeping Top Talent - Today's Top Priority**

**Level:** Intermediate **Track:** Organizational Leadership

**Activities:** Neighbor Conversations and Individual Reflection

**Room:** Heritage Gallery (Cap. 90)

Knowing how difficult it is to find super-employees, we have no choice but do everything possible to retain our best employees. It's our responsibility as leaders to truly understand why top talent leave and what we need to do to ensure they stay. In this session, we'll review a mix of research and practical information on what employees are seeking from employers-of-choice. We'll discuss and share short and long-term strategic and tactical approaches for how each of us as leaders can live and breathe a style that retains our top talent. Attendees will leave with a self-assessment of their do's and don'ts and an action plan to continue the positive do's and avoid the don'ts.

*Elisabeth Hunt, member support and training director, Species360 and Arlene Vernon, president, HRx, Inc.*



# 2019 Nonprofit Leadership Conference

## **Strengths-Based Volunteer Leadership**

**Level:** Advanced **Track:** Organizational Leadership

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

**Room:** Laukka Room - 2nd Floor (Cap. 60)

Volunteers have the capacity to advance the work of organizations, but if a volunteer is in a role that is not a good fit it can take time and energy away from staff and distract from the mission. Volunteers, like staff, thrive in environments where they are able to use their strengths. In this session we will look at models that have been developed to help place volunteers in roles that match their natural talents and abilities, and talk through how to recruit volunteers that will be the best fit for the needs of the organization. Participants will have the opportunity to think through how they can leverage volunteers to increase the capacity and reach of their organization. Attention will also be given to how to engage volunteers as leaders within the organization and how to support them in making decisions and shaping the work.

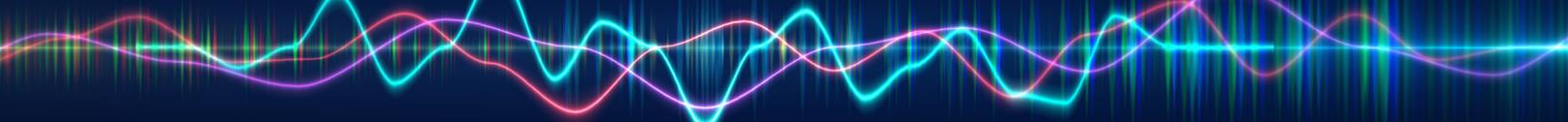
*Jenn Hamrick, executive director and Leah Robshaw Robinson, volunteer engagement specialist, Friends for a Nonviolent World*

## LEADERSHIP TIP:

Find a mentor.

A good leader knows when to seek help and when to follow others.

Add your leadership tip by tweeting and using #nplead19!



# Amplify Our Voice

Round II Workshops | 11 a.m. - 12:15 p.m.

## **Beyond the Spreadsheet: Board Reporting That Works**

**Level:** Intermediate **Track:** Organizational Leadership

**Activities:** Quizzes

**Room:** Laukka Room - 2nd Floor (Cap. 60)

Are your board members asking the same questions over and over – never seeming to read the materials you send them? Are you worried they don't really "get" what you are sharing with them? In this fun and engaging session the presenters will draw on their own experience working as board members and staff members to help you review the fundamentals of communicating with your board, avoid some common pitfalls, and come away with new tools for creating effective and engaging board reports, financial documents, board training, and other board communications. You will learn how to identify the information your board needs, and techniques for putting together reports that share information without boring or overwhelming your board. You will leave this session with hands-on tools and techniques you can use back at the office, and increased confidence in your ability to engage and motivate your board through effective reporting.

*Dawne Brown White, executive director, COMPAS and Jules Wilkins, director of external relations, COMPAS and principal, Jules Writes*

## **The First 90 Days - Guide for New Leaders**

**Level:** Intermediate **Track:** Organizational Leadership

**Activities:** Quizzes, Individual Reflection, and Small Group Activities

**Room:** Heritage Gallery (Cap. 90)

How can you maximize the first 90 days (or the first quarter) in a new role? Join us as we walk through successful leadership transitions for leaders at all levels. Presenters will share the perspectives of leadership, human resources and the newly appointed executive. This is also a great session for leadership and HR professionals seeking to optimize the onboarding and acclimation to your organization. So, whether you're starting a new job, being promoted from within, or trying to make your onboarding process the best it can be, this session will help you and your new hires succeed in the first 90 days, and beyond!

*Kris Kewitsch, executive director, Charities Review Council and Ritesh Patel, CEO, Open Cities Health Center*

## **Navigating Systems Change**

**Level:** General **Track:** Community Leadership

**Activities:** Group Discussion

**Room:** Johnson Great Room (Cap. 110)

No matter what organization you work for or what position you have within that organization, your actions and inactions have a direct effect on the system. When you know you are impacting the system, how you show up, your identities and your perspectives matter. Systems change agents need to take the time to ask themselves: "What am I doing or not doing that is maintaining the inequities that inhibit systems change? How is my identity and the way I make sense of the world an asset to systems change? How do I bring my whole self to this work?" This session will challenge your perception and awareness of your impact as a change agent.

*Stephanie Jacobs, director, Public and Nonprofit Leadership Center, Jen Mein, innovation manager and Sook Jin Ong, director, Future Services Institute, Humphrey School of Public Affairs*

## **Nonprofit and Philanthropy DEI: Values, Impact, and Transformation: Group 2**

**Level:** Advanced **Track:** Community Leadership

**Activities:** Quizzes

**Room:** Ski-U-Mah Room (Cap. 100)

Join us for a facilitated conversation with a formidable panel of thought leaders in Twin Cities nonprofits and philanthropy. We will take a deep dive into key questions surrounding diversity, equity, and inclusion. The panelists will speak to what they see as key issues and share strategies and tactics they've been a part of or have experienced. We'll close the session highlighting actionable items for personal, professional, and institutional impact. This session is being repeated with a different group of panelists during Round I.

*Kit Briem, vice president of advancement, The Family Partnership; Duchesne Drew, community network vice president, Bush Foundation; and Aileen Kasper, director of development and communications, Genesys Works Twin Cities*



# 2019 Nonprofit Leadership Conference

## **The Reluctant Fundraiser**

**Level:** General **Track:** Individual Leadership

**Activities:** Group Discussion and Individual Reflection

**Room:** Minnesota Room (Cap. 50)

No organization can succeed without funding, and the strongest leaders are those who embrace their role in fundraising. Unfortunately, many leaders don't feel comfortable talking about money or don't feel confident in their asking skills. This interactive workshop will help reluctant fundraisers examine the source of their discomfort and let go of their fears.

*Laura McCarty Tufano, principal, Tufano Consulting*

## **Turn Moments into Momentum**

**Level:** General **Track:** Individual Leadership

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

**Room:** Thomas H. Swain Room (Cap. 90)

If you find yourself saying "I'll get to that later" or "I wish I could..." this session is for you! You will create momentum to help you step into your own personal power and influence. You'll learn three ways to transform your personal power through personal efficacy, relationship efficacy, and cultivation of advocates – to turn moments into momentum. Attendees will set goals, gain actionable tools, and select an accountability partner for follow up.

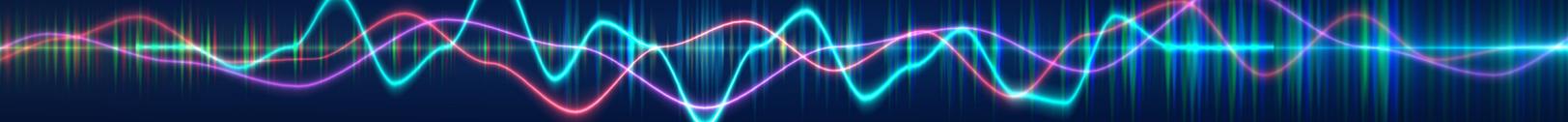
*C.J. Arnold, founder and change maker, One Earth United and Erika Hovland, managing director, IOLITE360*

## LEADERSHIP TIP:

Show appreciation for a job well done.

A good leader recognizes others' strengths and helps to build them.

Add your leadership tip by tweeting and using #nplead19!



# Amplify Our Voice

Round III | 2 - 3:15 p.m.

## **Culturally Responsive Leadership**

**Level:** Intermediate **Track:** Individual Leadership

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

**Room:** Heritage Gallery (Cap. 90)

Organizations who wish to develop equitable policies and practices are developed, sustained, and led by culturally responsive leaders - individuals who pause to reflect how their actions, decisions, and leadership impact others. Participants will engage in reflection, dialogue, and listening to develop skills in critical self-reflection regarding race and culture and to deepen their cultural responsiveness as leaders.

*Jean Lubke, executive director and Paula O'Loughlin, program manager, Classroom Partnerships and Professional Learning; and Regina Seabrook, program manager, Professional Development, Equity Alliance MN*

## **Data-Driven Decision-Making and Strategic Action Planning**

**Level:** Intermediate **Track:** Organizational Leadership

**Activities:** Neighbor Conversations and Small Group Activities

**Room:** Ski-U-Mah Room (Cap. 100)

Join this session to gain data literacy skills. Attendees will learn about best practices and real strategies Minnesota nonprofits have used to define what data they want to collect, improve their data management and quality, and use their data effectively. Through these strategies, nonprofits learn to make better decisions and more effectively tell their story to staff, volunteers, program participants, funders, and other stakeholders.

*Emma Connell, research associate, Amanda Petersen, research associate, and Francie Streich, research scientist, Wilder Research*

## **Overcoming Your Limiting Beliefs and Getting to Action**

**Level:** General **Track:** Individual Leadership

**Activities:** Neighbor Conversations and Individual Reflection

**Room:** Johnson Great Room (Cap. 110)

In this highly interactive workshop, you will be given the tools and time needed to overcome some of the limiting beliefs that hold you back from achieving more and/or advancing equity. Whether it is personal or professional, the process you will go through will challenge you in new ways. You will become inspired to rethink what is possible. If you can change your story, you can change your situation.

*Donte Curtis, CEO, Catch Your Dream Consulting*

## **Pay for Performance: Can Incentives Work?**

**Level:** Advanced **Track:** Organizational Leadership

**Activities:** Quizzes and Pitch Tank

**Room:** Minnesota Room (Cap. 50)

Employee performance reviews are like the weather... everyone talks about them but no one does anything about them! Media reports indicate that more and more employers are abandoning the traditional, textbook approaches to annual performance reviews, appraisals, and other forms of employee ratings because they not only don't work, but often create negative impacts on the organize. So, if not the traditional approach, what should one do instead? One of the reasons employers need measures of performance is that they want to link base pay and/or bonuses to individual performance. Linking pay to performance legally, equitably, and cost-effectively, not to mention effectively, requires objective, measurable criteria. This presentation will examine what performance really is in the workplace, what employers are seeking to achieve, and how they can decide whether or not to link any form of compensation to measures of performance.

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



# 2019 Nonprofit Leadership Conference

## **Welcome 2 The Jungle: Leadership Training**

**Level:** General **Track:** Organizational Leadership

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

**Room:** Thomas H. Swain Room (Cap. 90)

There are four animals that run any workplace: a lion, a flamingo, a chameleon, and a turtle! And each of them does things differently! What if you knew how each one operates, communicates, and works? This assessment allows you to take some time to think through both the general strengths and weaknesses of your team. Is your team missing a vital personality type or do they just need help understanding each other? No matter what the scenario, the 4 Animals Training can provide decision makers and team leaders with tools to create the best teams and supercharge their performance.

*Jesse Ross, director of special projects, The Minneapolis Foundation*

## **Working Towards the Future: Flexible Work & the Gig Economy**

**Level:** General **Track:** Organizational Leadership

**Activities:** Individual Reflection and Group Discussion

**Room:** Laukka Room - 2nd Floor (Cap. 60)

Working 9-5 – no longer the best way to make a living? Flexible working schedules are in demand from today's employees, and more employees are taking advantage of short-term work in the gig economy. In this session the presenters will cover some of the data and trends behind this shift in the modern workplace. You will learn how Springboard for the Arts implemented “high trust, high accountability” workplace policies that help drive employee engagement and recruitment and advance organizational goals around creating an equitable and inclusive workplace. We'll cover ways to identify the best approach for your organization, and the details of how to structure your HR and personnel policies to account for changing employee needs. You will leave this session with a clearer view of what's driving changes to the workplace, with tangible tools you can use to ensure your organization isn't left behind.

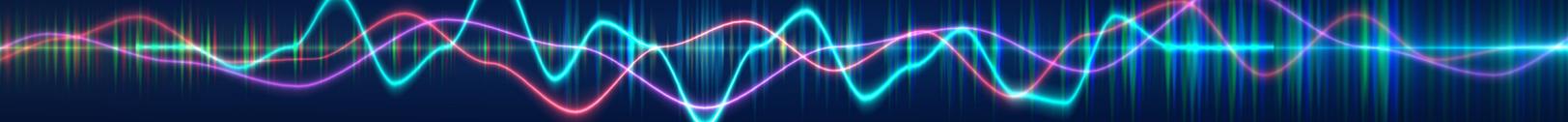
*John Bell, business manager, Springboard for the Arts and Jules Wilkins, director of external relations, COMPAS and principal, Jules Writes*

## LEADERSHIP TIP:

Set clear boundaries.

A good leader knows when to take a break, when to refresh, and when to say no.

Add your leadership tip by tweeting and using #nplead19!



# Amplify Our Voice

Round IV Workshops | 3:30 - 4:30 p.m.

## **Nonprofit Leaders and the 2020 Census**

**Level:** General **Track:** Community Leadership

**Activities:** Individual Reflection and Group Discussion

**Room:** Laukka Room - 2nd Floor (Cap. 60)

Now is the time to get ready for the 2020 Census. In this high energy and interactive session, participants will have the opportunity to hear from Minnesota's State Demographer and organizers of the Minnesota Census Mobilization Partnership about why Census 2020 is so important to nonprofits, challenges to the Census, and how Minnesota communities and nonprofits have a key role to play in getting a complete count. After this session, participants will be able to identify a range of ways they can engage their own nonprofit and constituents in the census. All of us depend on a fair and accurate count so come and learn how to join the Census 2020 education and mobilization effort.

*Susan Brower, Minnesota state demographer, Minnesota State Demographic Center; Michelle Chang, policy and equity coordinator, Minnesota Council of Nonprofits; and Bob Tracy, director of public policy and communication, Minnesota Council on Foundations*

## **Start Less, Finish More. Organizational Multitasking is Expensive.**

**Level:** Intermediate **Track:** Organizational Leadership

**Activities:** Individual Reflection, Small Group Activities, and Games

**Room:** Minnesota Room (Cap. 50)

The research is compelling—our brains work best when focused on one task at a time. Switching between tasks results in a host of negative consequences—including dramatic losses of productivity and lower quality work. But what happens when the multitasking is built into the culture of an organization? Organizational multitasking shows up in the form of competing priorities, high numbers of projects in progress, and spreading people too thin. The cost of organizational multitasking can be devastating. This workshop is focused on how to shift the mindset and culture that leads to organizational multitasking. Participants will practice teaching the science of multitasking through games and simple illustrations that can be used immediately at your next board meeting, strategic planning retreat, or team meeting.

*Brandi Olson, principal, The Olson Group*

## **Leave Me Alone: Leadership Tips for Introverts**

**Level:** General **Track:** Individual Leadership

**Activities:** Individual Reflection and Progress & Pitfalls Activity

**Room:** Thomas H. Swain Room (Cap. 90)

Well, now you've done it! You've landed yourself in a new position and you've got to plan for more face time - even if it kills you (and you're worried it might.) It's going to be okay. Society may still be holding on to some misconceptions when it comes to quiet individuals. Introverts can make excellent team members and fantastic leaders. In this session, you'll get research-backed data on how introversion can be an asset, helpful tips on how to handle anxiety and pre-meeting jitters, and recommendations for how to survive swimming upstream in a sea of extroverts. Team leaders will receive strategies on how to elicit feedback from quiet participants and tried-and-true methods on improving communication - with everyone. And don't worry - you won't have to introduce yourself to a room full of strangers (yet!).

*Jamie Schumacher, executive director, West Bank Business Association*

## **Mindful Leadership: Cultivating an Environment of Present Moment Awareness**

**Level:** General **Track:** Individual Leadership

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

**Room:** Heritage Gallery (Cap. 90)

Emotional intelligence 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. This session will demonstrate how mindfulness practice has a direct influence on increasing one's EQ. We 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.

*Sonja Kuhn, president, Journey Coaching and Training and Marcie Wagner, founder and director, Laughing Buddha Meditation Centre and owner, Wagner Fundraising*



# 2019 Nonprofit Leadership Conference

## **To Be or Not to Be an Executive Director**

**Level:** General **Track:** Individual Leadership

**Activities:** Group Discussion

**Room:** Ski-U-Mah Room (Cap. 100)

What does it mean to be a leader? Does true leadership and power to make a difference come only with the title that we hold? What roles do our racial/ethnic and gender identities play in our aspiration to be effective leaders? Leadership presents itself in many different ways within all levels of organizational hierarchy. In this workshop, we will explore what it really means to be an executive director and why some leaders intentionally choose career paths that stop right below the very top. Through an interactive panel of leaders who identify as members of non-dominant cultures, we will explore their paths to leadership and how their identity affected and shaped their professional journeys. Attendees will learn about the benefits and challenges of being an executive director, and discover other opportunities to be effective leaders in various roles within an organization.

*Vina Kay, vice president of movement & capacity building, Race Forward; Nonoko Sato, associate director, Minnesota Council of Nonprofits; Chanda Smith Baker, senior vice president, Community Impact, Minneapolis Foundation; and KaYing Yang, director of programs and partnerships, Coalition of Asian American Leaders*

## **Leading with Human-Centered Design and Developmental Evaluation**

**Level:** Intermediate **Track:** Organizational Leadership

**Activities:** Group Discussion

**Room:** Johnson Great Room (Cap. 110)

Today, nonprofits are faced with an increasing pressure to innovate to better serve their clientele. Yet limitations around staff capacity, resource constraints, and current funding regimes do not support an institutional environment necessary for innovation to thrive. Moreover, current forms of accountability and evaluation do not align with what is known about how innovation unfolds – they often fail to provide information useful to support organizational learning and drive the innovation forward. Advances in methods like human-centered design and developmental evaluation hold promise to address this disconnect. This session will discuss what is known about methods such as human-centered design and developmental evaluation and illustrate its application using the case of a partnership between the Future Services Institute, an applied research and leadership training center at the University of Minnesota and Prepare + Prosper, a statewide nonprofit focused on building financial wellbeing among low income families in Minnesota. *Anne Leland Clark, financial capability and learning director, Prepare + Prosper and Trupti Sarode, learning and evaluation manager, Future Services Institute*

## **Upcoming MCN Conferences**

**Nonprofit Fundraising Conference** with the Association of Fundraising Professionals  
Thursday, July 25, 7:45 a.m. - 4:30 p.m., Earle Brown Heritage Center, Brooklyn Center

**Nonprofit Essentials Conference** with the University of St. Thomas  
Thursday, August 15, 8:30 a.m. - 4:30 p.m., University of St. Thomas, Minneapolis

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

# Amplify Our Voice

## Conference Presenter Biographies



Often called a rainmaker, **C. J. Arnold** has an eclectic background in building strategic relationships with venture capitalists, entrepreneurs, and building ecosystems most important to donors, investment, innovation, and opportunity. Cynthia founded One Earth United to empower indigenous communities through the arts for artists, musicians, craftsman, sculptures, and artisans to help turn their talents into sustainable wealth within their own communities. Cynthia also organizes events for nonprofits and Native American tribal communities. She created Minneapolis' first solar fashion show, which has become one of the most successful eco-fashion shows in the world. As a PR professional, she has worked in media relations garnering placements in major publications such as *New York Times* and *USA Today*. She attended Penn State and graduated with honors from Ohio University.



**John Bell** has been the business manager at Springboard for the Arts since 2013, where he oversees the organization's finances and human resources. He also manages Incubator, Springboard's fiscal sponsorship program. Previous to his role at Springboard, John served as the office manager and accountant at the Minnesota Private College Council. John is an artist with a background in fine art, and holds a bachelor's degree from Grinnell College and a master of fine arts from the Minneapolis College of Art and Design.



As vice president of advancement at The Family Partnership, **Kit Briem** is responsible for cultivating resources to deepen the organization's impact and position. She has raised funds for the Twin Cities' social service, art and philanthropic communities for more than 25 years. Her resume includes serving as the business director of Theatre de la Jeune Lune, development director at Tubman and Cornerstone, and executive director of PFund. Kit most recently served 180 Degrees as vice president of advancement. Kit holds a masters of arts in arts administration and a master of business administration from the University of Wisconsin – Madison. She currently serves on the board of the Kaleo Center for Faith, Justice & Social Transformation.



**Susan Brower** is the Minnesota state demographer and directs the Minnesota State Demographic Center. Susan became the state demographer in 2012. In this capacity, she travels the state talking with Minnesotans about the new social and economic realities that are brought about by recent demographic shifts. Susan's work applies an understanding of demographic trends to changes in a range of areas including the state's economy and workforce, education, health, immigration, and rural population changes. Susan joined the State Demographic Center after working as a researcher on the Minnesota Compass project at Wilder Research. Prior to that, she worked at the Population Studies Center at the University of Michigan.



**Dawne Brown White** is a respected and accomplished leader in the Twin Cities nonprofit community who has a passion for building relationships and growing programs to meet community needs, especially those that strengthen children and families. Since moving to the Twin Cities from Canada, she has held positions with the Girl Scouts, the University of Minnesota, the Ronald McDonald House, and also founded her own nonprofit. Dawne currently serves as the executive director of COMPAS, a state-wide arts organization. She also serves on the board of the Roseville Community Foundation.



**Cecelia Caspram**, founder/principal of Mission Growth Partners, is a master's-level social worker who has been helping nonprofits raise their necessary revenue for over a decade. She has deep experience in meaningful, productive individual donor relations; successful public and private grant writing; and general strategy and planning for fund development. Her M.S.W. is from University of Wisconsin – Milwaukee and she has a B.A. in English from the College of Saint Benedict/Saint John's University. She currently serves on the board of the Association of Fundraising Professionals' Minnesota Chapter and is an active member of its IDEA (Inclusion, Diversity, Equity, and Access) Committee.



**Michelle Paj Hmoo Chang** is a second generation Hmong American woman. In her role as the policy and equity coordinator at the Minnesota Council of Nonprofits, she leads mobilization efforts to get out the count for the 2020 Census through the power of nonprofits, and facilitating MCN's growth in intercultural competence. She holds a B.A. in Asian studies from the College of Saint Benedict/Saint John's University and a M.A. in international studies, with a focus on international development, from Concordia University – Irvine.



**Emma Connell**, research associate at Wilder Research, supports various stages of evaluation and research projects, including data collection, analysis, and reporting. Though her work covers a wide variety of topics, it is primarily focused on educational, philanthropic, and health-related initiatives. Emma's research interests include poverty alleviation and financial security, educational equity, and analysis methodology. She has a master's degree in public policy from the University of Minnesota's Humphrey School of Public Affairs with a concentration in advanced policy analysis methods. She received her bachelor's degree in political science and philosophy at Concordia College in Moorhead. Prior to joining Wilder Research in 2015, Emma worked in community organizing.



**Donte Curtis** is the owner of Catch Your Dream Consulting/Coaching where he mentors, inspires, and trains individuals and teams nationwide on leadership development, racial equity, entrepreneurship, and making effective change. Donte supports his clients to excel in their dreams and discover new alternatives. With over eight years of facilitation experience, Donte is adept at fostering the collective wisdom in the room and creates space to make sure everyone's voice is heard. Probably one of the most energetic people you will ever meet, Donte lives a life that is dedicated to leadership, social justice, and liberation.

# 2019 Nonprofit Leadership Conference



**Duchesne Drew** is the Community Network vice president at the Bush Foundation. He oversees the work of the Foundation's communications, Community Innovation, and Leadership Programs teams. He builds partnerships with related organizations and leaders, and he helps to link and grow networks across the region. Duchesne is a member of the Itasca Project's working team and he's a steering committee member of Greater MSP's BE MSP Initiative, which is focused on retaining professionals of color within the region. Duchesne's other board commitments include the St. Paul Area Chamber of Commerce, the African American Leadership Forum, the Monitors Club, the Leadership Learning Community, and the Columbia Daily Spectator.



**Jenn Hamrick Vander Woude** is currently the executive director of Friends for a NonViolent World. She has held a variety of positions in nonprofits and government, and has experience building and developing programs, managing volunteers, and engaging communities. She has previously worked with individuals returning to the community from incarceration in several programs including coordinating support groups for individuals with a history of sexual and violent crimes. Jenn is a graduate of the University of North Dakota with her masters in social work, and is a licensed social worker in the state of Minnesota. Her passion is engaging volunteers and community members to create efficient and effective programming.



**Erika Hovland**, managing director for IOLITE360, combines strategy, leadership development, and branding expertise to navigate mission-inspired businesses from origin to destiny -- where customers, revenue, values, and purpose connect for good. As VP, sales and marketing, she spearheaded the turnaround of a multi-million dollar business. Previously the product director for a Fortune 500 company, she led her team to reach sales of \$500 million. Erika holds a B.S. in economics from the University of Minnesota and an M.B.A. from Temple University. She teaches courses in marketing and communications as adjunct faculty at Temple University and received a Silver Stevie Award, Entrepreneur of the Year, Small Business in 2015. Erika was a moderator at the 2018 Women | Future Conference and has presented to audiences ranging from 30 to 3000 attendees.



**Elisabeth Hunt** has been working in the nonprofit sector since 1988, first as vice president of education at Binder Park Zoo in Battle Creek, Michigan and since 2002 as director of member support and training at Species360 in Bloomington. Her experiences have included field research on snakes, lizards, and frogs in Hong Kong and the British Virgin Islands; creating and overseeing teen and adult volunteer programs used to deliver educational programming both on and off zoo grounds; designing zoo interpretive exhibits and programs; and managing the training and support teams assisting over 8,000 zoo and aquarium professionals around the world who use the ZIMS global captive wildlife database.



**Stephanie Jacobs** is founder of Trailblazer Leadership, a coaching and consulting organization working with leaders and organizations that are interested in a new way of being. She is also director of the Public and Nonprofit Leadership Center (PNLC) at the Humphrey School of Public Affairs, where her work centers around leadership development. Prior to joining the PNLC, Stephanie was program director at the Nonprofits Assistance Fund. Previously, she was director of member services at the Minnesota Council on Foundations and consulting associate with Fieldstone Alliance. Stephanie is a graduate of St. Olaf College and holds a master's degree in public policy from the Humphrey School of Public Affairs. She is a certified professional coach and serves on the boards of Twin Cities Catalyst Music and the Bicycle Alliance of Minnesota.



As a donor engagement officer for Beacon Interfaith Housing Collaborative, **Erik Jacobson** connects with Beacon's current and prospective donors on how their support changes the lives of those in need of housing. Erik also runs Lulo, a coaching firm that helps mid-career professionals looking to change careers and design a life that makes them happy. He is the only coach in the world to combine energy leadership and design thinking to create his signature program: the Outstanding Imaginator. Erik also has nearly ten years of experience working as a project manager working for a Fortune 500 consulting firm. He holds a master of business administration and a bachelor of arts in communications from Augsburg College, and is a certified professional coach. Erik is also certified in Designing your Life.



**Aileen Kasper** is an entrepreneurial, donor-centric strategist with more than two decades of experience increasing revenue, engaging stakeholders, and furthering organizational missions. Aileen is currently an inaugural Association of Fundraising Professionals IDEA Fellow. Aileen's previous philanthropic portfolio includes Mayo Clinic, the Women's Foundation of Minnesota, and various Twin Cities nonprofits as well as political and foundation engagement. Aileen helped co-found the Latino Economic Development Center and also the New World School of the Arts Alumni Foundation in her hometown of Miami. She has also helped build diversity, equity, and inclusion initiatives at various institutions. Aileen received her B.A. from Oberlin College, M.B.A. from Augsburg University, Oberlin College Community Action Fellowship, Mayo Clinic Bronze Quality Fellowship, Metro State University Community Development Careership, and Hispanics in Philanthropy Next Generation Philanthropy Fellowship.



**Vina Kay** is VP of movement & capacity building at Race Forward. She leads a team that strengthens grassroots movements for racial justice and increases the capacity of organizations to engage in transformative racial equity work. Movement and capacity building provides trainings, convenings, consultations, and programmatic activities to the racial justice community. Prior to joining Race Forward, Kay served as executive director at Voices for Racial Justice, an organization that works to create a healthy ecosystem of racial justice organizing through training and leadership development, culturally rooted policy tools and research practices, convenings, and network building. While at Voices, she was also director of research and policy, leading the work on the Legislative Report Card on Racial Equity, racial equity agendas, community narratives, and other tools that support grassroots organizing.

# Amplify Our Voice

## Presenter Biographies continued...



**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.



**Sonja Kuhn** is a certified therapeutic coach, a certified master practitioner of neuro-linguistic programming, a certified master practitioner of humanistic neuro-linguistic psychology, a master practitioner of hypnosis and has earned certification in NLP Train the Trainer. Sonja is the owner of Journey Coaching and Training where she works with individuals to uncover their strengths and create a career/life path aligned with their natural talents, values, and beliefs. Sonja's business clients include Target Corporation, North Memorial Hospital, Colle+McVoy, Pro Staff, Caterpillar, Thomson Reuters, Hennepin County Public Health Nurses, Cook County Higher Education, Leadership Alexandria, Glenwood State Bank, and United Way of Douglas & Pope Counties. Sonja's strengths, based on Gallup's Strengths Finder, are: Ideation, Learner, Individualization, Connectedness and Futuristic, Strategic and Adaptability.



**Anne Leland Clark** is the financial capability + learning director with Prepare + Prosper (P+P). In her eight year tenure at P+P, she's built a nationally recognized tax-time savings campaign, volunteer-based financial coaching program, and the emerging Financial Access in Reach financial inclusion initiative. She sits on the board of Exodus Lending, a nonprofit that refinances payday loans. Before P+P, she worked at the Minnesota Department of Human Service's Office of Economic Opportunity with and for nonprofits in the fields of community action, homeless prevention, and food support. She holds a masters of public policy from the Humphrey School of Public Affairs at the University of Minnesota.



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.



**Jean Lubke** is the executive director of the East Metro Integration District / Equity Alliance MN in the Twin Cities. Jean has also held district curriculum and instruction director positions in Eden Prairie, St. Paul, and Rochester districts. She created and led the corporate training and development department for Imation after it was spun off from 3M. Jean holds a B.S. in elementary education from Moorhead State University, an M.A. in curriculum from the University of Minnesota, and a Ph.D. in curriculum systems and adult learning from the University of Minnesota.



**Laura McCarty Tufano** has been a certified fundraising executive for 16 years. After directing overall development efforts at NARAL Pro-Choice Minnesota and Out-Front Minnesota, Laura spent several years specializing in individual giving. As the vice president of advancement at Big Brothers Big Sisters, Laura provided strategic oversight for fundraising, volunteer recruitment, marketing, and brand management. Today Laura provides results-focused, donor-centered advancement and fundraising help to local nonprofits through Tufano Consulting. Laura has served on several nonprofit boards and currently volunteers as a mentor to emerging fundraisers through the Association of Fundraising Professionals.



**Jen Mein** cultivates authentic engagement that invites diversity of perspectives into critical conversations, fosters creativity and innovation, and energizes motivated individuals and groups to experiment with new ways of working, learning, and leading. Currently serving as the innovation manager at the Future Services Institute at the University of Minnesota's Humphrey School of Public Affairs, she is bringing her expertise and creativity to the human services sector in Minnesota. Jen is grateful for the many opportunities she has to be a witness to the brilliance of others when she is invited into spaces where meaningful conversations happen to visually capture insights as a graphic recorder.



**Paula O'Loughlin** is grateful to be with Equity Alliance MN, where she has worked for the past nine years. In her current role as program manager, Paula supports the Classroom Partnership Programming and facilitates professional learning and development to expand cultural responsiveness, intercultural competency, and racial consciousness. Paula was privileged to serve on the school board for Stillwater Area Public Schools and remains committed to working toward student-centered, equitable outcomes for each and every student. Paula graduated from St. Catherine's University with a degree in elementary education with a middle school mathematics specialty and is a licensed educator.



**Brandi Olson** is the founder and principal at The Olson Group, a collective of leaders and practitioners who build the capacity of mission-driven organizations to change the world through strategic planning, organizational design, and agile coaching. With a masters of education from the University of Minnesota, Brandi combines her expertise in education and human-centered design along with 15 years of experience in organizational learning and change to partner with nonprofit leaders in using agile practices to solve complex social challenges with more effectiveness and less burnout every step of the way.

# 2019 Nonprofit Leadership Conference



**Sook Jin Ong**, director, leads the Future Services Institute, a new initiative of the Public and Nonprofit Leadership Center. In this role, she brings her interest and practice in blending human-centered design and participatory leadership principles to be of service to those in human services. Prior to this, she managed the partnership between the Humphrey School of Public Affairs and the Minnesota Department of Human Services on improving service delivery in the Minnesota Family Investment Program. Previously, she spent several years in the corporate sector as a consultant. Sook Jin earned her bachelor's degree in management and economics from the University of Sydney, and graduated with a master's degree in public policy from the Humphrey School of Public Affairs.



**Ritesh Patel** is the medical director and CEO of Open Cities Health Center and managing partner at ACure Health, LLC. Ritesh is an experienced executive with a demonstrated history of working in the hospital and healthcare industry. He has a Ph.D. in economics from the University of Florida; an M.B.A from the University of Florida's Warrington College Of Business; bachelor's degrees in both biomedical engineering and economics; and a medical degree.



**Amanda Petersen**, research associate at Wilder Research, provides consultation on a variety of research projects. Her particular data collection interests include focus group facilitation and survey interviews. Amanda currently serves as the lead focus group trainer. Her primary research interests include public health, education, rural communities, survey research, and general evaluation studies. Prior to joining Wilder Research in 2012, Amanda was a research assistant at Healthways and the Children's Defense Fund – Minnesota. She holds a bachelor's degree in political science from Gustavus Adolphus College and has a master of public policy from the Humphrey School of Public Affairs at the University of Minnesota.



**Leah Robshaw Robinson** is currently the volunteer engagement specialist at Friends for a NonViolent World (FNWW). She received her B.A. in the history of social resistance and transformation from Earlham College in Indiana. Prior to joining the FNWW team, Leah worked for Minneapolis Community Education in a number of different capacities. Her past roles included City of Lakes AmeriCorps member, site coordinator for both youth and adult programs, and as an onboarding specialist for new site coordinators. Leah is passionate about working with volunteers, helping them to leverage their skills, abilities, and strengths to contribute to community and work towards social change.



**Jesse Ross'** heart is centered on community development and building authentic relationships, with 12 years of experience in nonprofit and community-based organizations throughout Minneapolis. Jesse previously served as area director for Minneapolis Young Life and TreeHouse, where his areas of focus included policy and program development, organizational leadership, diversity and culture, youth and family development, fundraising, outreach, and other initiatives. Currently, he works at The Minneapolis Foundation serving multiple roles in the Community Impact Department, and is also a Roy Wilkins Public Policy Fellow Alumni and a current Ron McKinley philanthropy fellow. He authored the upcoming book *Fathers Matter: Leadership Lessons I've Learned from my Father*.



**Trupti Sarode**, program evaluation associate, brings her expertise in program evaluation to the Future Services Institute. As a master of development practice graduate from the Humphrey School of Public Affairs, she focused on early childhood development, global health, and human development. Some of her work was with the Sustainable Healthy Cities, Sustainability Research Network. Her experiences with large foundations such as the MasterCard Foundation and the Sawiris Foundation for Social Development in Egypt provided her an international perspective to her work. Originally, from India, Trupti completed her undergraduate degree in dentistry from Mumbai, India.



**Nonoko Sato** is the associate director at the Minnesota Council of Nonprofits. In her role, Nonoko partners closely with MCN's executive director to chart MCN's strategic response to organizational and sector challenges. She serves as the chair of trustees for BenefitsMN, an association health plan that combines the insurance purchasing power of nonprofits across Minnesota. Prior to joining MCN, Nonoko served for nine years as executive director of SMART, a San Francisco-based nonprofit that provides low-income students access to exceptional education and college success. Originally from Chicago, Nonoko graduated from Carleton College.



**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 *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 St. Mary's University of Minnesota.



**Rowzat Shipchandler** has been trying to change the world since she was a teenager. She has spent more than 20 years in the nonprofit and public sectors. Between 2015 and 2019, Rowzat served as deputy commissioner at the Minnesota Department of Human Rights, managing the internal operations of the agency and staffing the planning the process for the statewide Civic Engagement plan. Prior to that, she served for a decade as the manager for the Facing Race Racial Equity Initiative at The Saint Paul Foundation, which sought to involve Minnesotans in conversations about racism. She has also worked as a community initiatives manager at Greater Twin Cities United Way and a community based crime prevention organizer at the Summit University Planning Council. She current serves as diversity coordinator at the Minnesota Department of Natural Resources.

# Amplify Our Voice

## Presenter Biographies continued...



**Chanda Smith Baker**, who joined The Minneapolis Foundation in 2017, is a results-driven leader with 25 years of nonprofit and community experience. She oversees the Foundation's Community Impact team and its competitive grantmaking program. In addition, she provides strategic direction and leadership to the Foundation's community initiatives and partners with its donors, as well as organizations and leaders across the city and state, to increase their alignment and collective impact. Before joining the Foundation, Chanda spent 17 years at Pillsbury United Communities, where she served in a variety of positions before assuming the role of president and CEO in 2011.



**Francie Streich**, research scientist, specializes in research and evaluation on topics related to education and human services. Before joining Wilder Research, Francie worked at the Spencer Foundation conducting research on college financial aid and with University of Michigan faculty conducting research on community colleges, school choice, and trends in college attainment. Francie holds a bachelor's degree in economics from Macalester College and a doctorate in public policy and economics from the University of Michigan.



**Bob Tracy** coordinates public policy engagement and leads government relations activities for the Minnesota Council on Foundations. Bob has experience as a grantmaker, nonprofit manager, and public program administrator. Since 1994, he has lobbied at the Minnesota State Capitol for groups including the Minnesota AIDS Project, Minnesota Coalition Against Sexual Assault, and Minnesota Legal Services Coalition. He also has experience producing public affairs programming for tpt's *Minnesota Channel*. Bob is currently leading an effort to promote inclusion and equity by strengthening democratic systems and civic engagement and, specifically, through advocacy to get Minnesota ready for the 2020 Census.



**Arlene Vernon** is a human resource strategist with over 25 years of experience as a trusted resource for a diverse group of small and medium-sized organizations. She's seen first-hand what nonprofit leaders face every day, and her results-oriented consulting and training successfully addresses those realities. In her work with 500+ organizations since starting her consulting firm HRx in 1992, she develops and implements do-able strategies to address the short-term challenges and long-term success of each organization. With an M.B.A. and a master of education in counseling, as well as a professional of human resources certification, Arlene is both a studied and practiced authority in human resources and human relations.



**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 Laughing Buddha 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 Minnesota Council of Nonprofits and Association of Fundraising Professionals.



**Alfonso T. Wenker** is a highly sought after speaker, facilitator, and trainer. He self-identifies as a nerd about all things philanthropy, fundraising, facilitation, and movement building. Before co-founding Team Dynamics, he was vice president at the Minnesota Council on Foundations - driving both program strategy and racial equity. He received his bachelor of arts in public relations from the University of St. Thomas and has held previous roles with Bush Foundation, Minnesotans United for All Families, and PFund Foundation. Alfonso recently completed his tenure as chair of the board for Pollen. He is the recipient of the 2017 Facing Race award from the Saint Paul and Minnesota Community Foundation, as well as the Minnesota Council of Nonprofits Catalytic Leader Award in 2014. Alfonso was a 2015-2016 Humphrey Policy Fellow.



**Jules Wilkins** works with organizations to help create the strategy and tools they need to engage, delight, and activate their donors. Jules is the director of external relations at COMPAS, and she writes and consults at JulesWrites.com. Prior to her work in Minnesota, Jules worked in New Orleans creating and implementing development and communications strategy for the Young Leadership Council and the Greater New Orleans Foundation. Jules is a certified fundraising executive, and serves on the board of the Association of Fundraising Professionals, Minnesota Chapter.



**KaYing Yang** is the director of programs and partnerships at the Coalition of Asian American Leaders. KaYing is a social justice advocate who has led community development efforts in Colorado, Minnesota, Washington D.C., Thailand, and Laos. She began her career as a community organizer providing social services for the protection of refugees and immigrants. KaYing co-founded the National Asian Pacific American Women's Forum and the Asian & Pacific Islander American Scholarship Fund; and worked closely with the White House Initiative on Asian Americans and Pacific Islanders. In 2008 she founded an organization in Laos to help women and girls access educational and economic opportunities. She is president of RedGreen Rivers, a social enterprise working with women in the Mekong region to bring their handcrafted products to a global market.



**Tyler Zabriskie** is a leadership coach and consultant on organization and strategy development with 30 years of innovative leadership on six continents. He helps leaders and boards set direction in the midst of complexity, align organizational energy and resources, and cultivate deep commitment. Tyler is recognized as a skillful facilitator who builds trust, genuine collaboration, and resilient teams. His experience includes managing change leadership globally for a \$3 billion NGO, building organizational resilience in USAID and the Ford Foundation, and leading emergency response and refugee programs in Asia, Africa, and Latin America. He leads workshops for the Blandin Foundation on leadership in ethnically diverse communities. Tyler earned graduate degrees in business administration, cultural anthropology, and theology. Other recent clients include ChildFund Alliance, Mercy Corps, Minneapolis Urban League, and World Vision.

# 2019 Nonprofit Leadership Conference

## About the Minnesota Council of Nonprofits

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



### MCN Staff

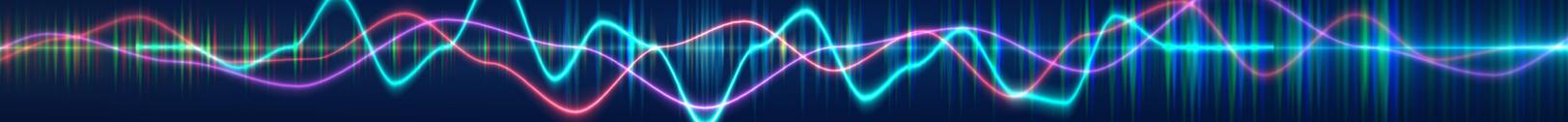
Kari Aanestad, Director of Advancement  
Terri Allred, Southeast MN Regional Coordinator  
Mark Buenaflor, Operations and Database Coordinator  
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# Amplify Our Voice

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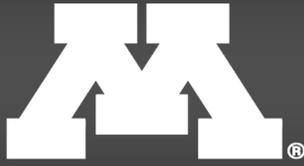
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