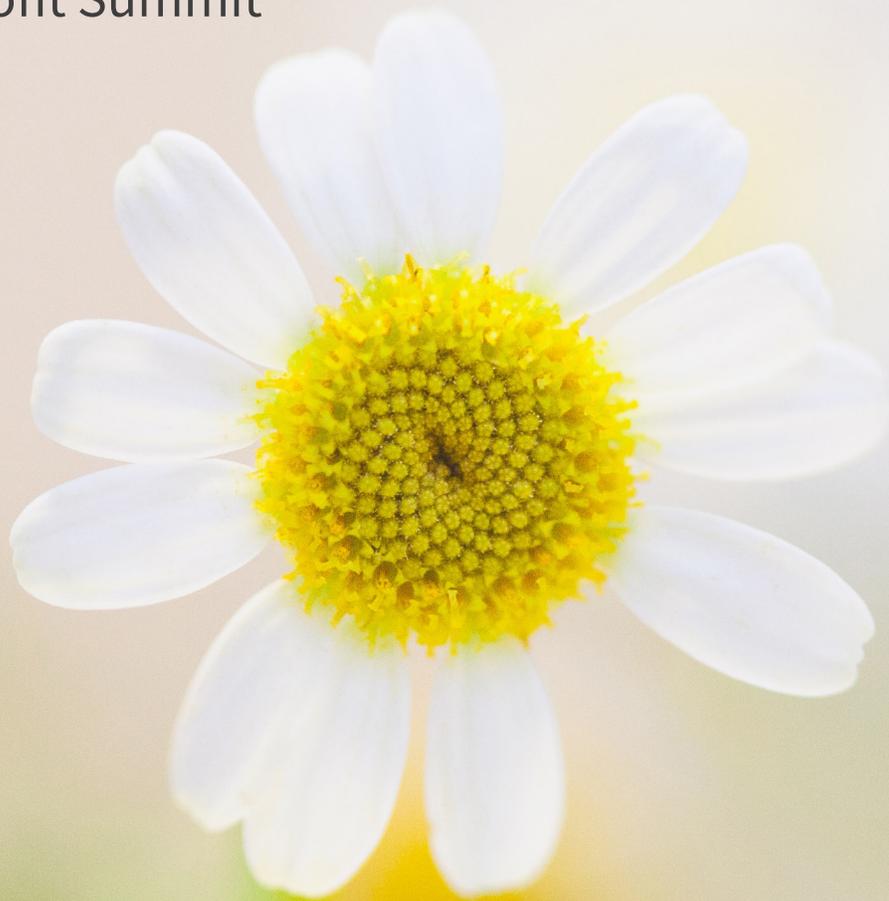


Bright Futures, Vital Communities

Greater Minnesota Nonprofit Summit



March 10, 2020

Southwest Minnesota State University, Marshall

www.minnesotanonprofits.org/summit

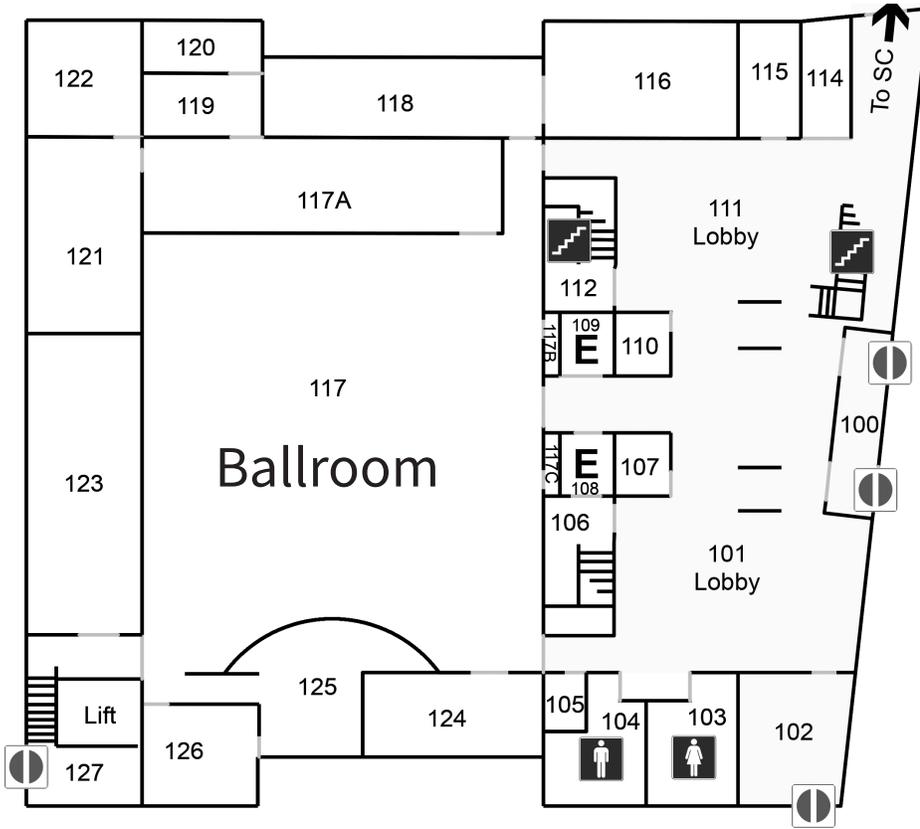
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NONPROFITS**

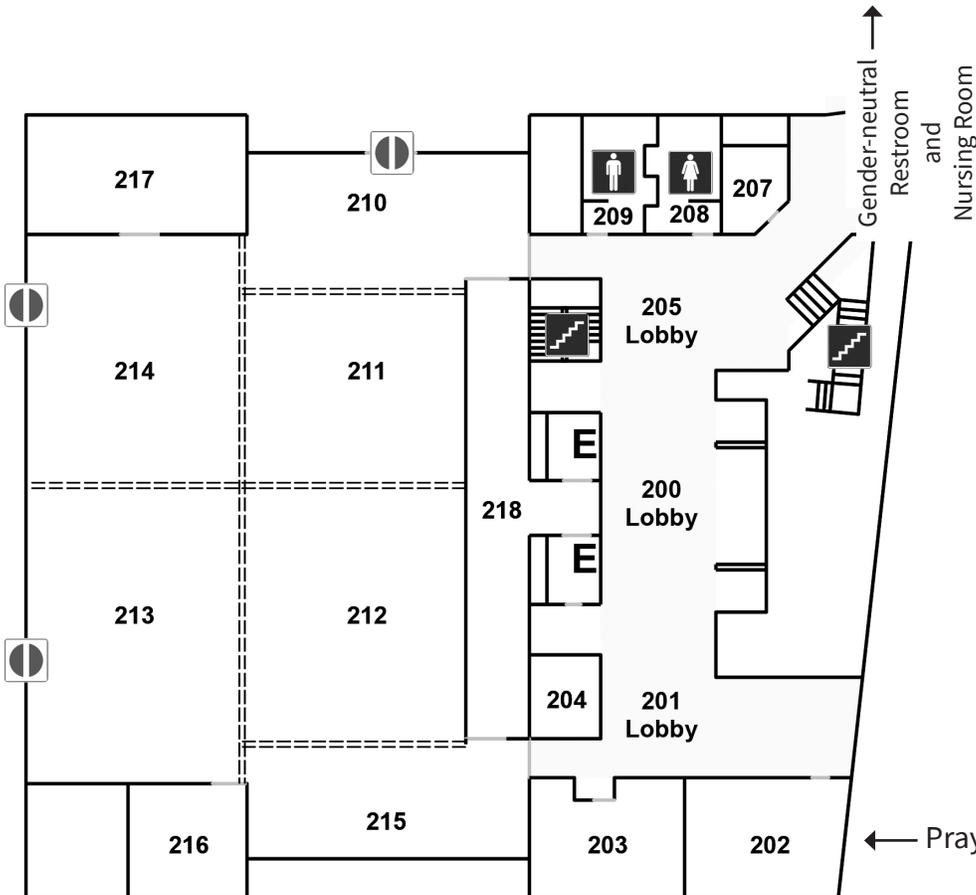
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Conference Map



First Floor



Second Floor

Bright Futures, Vital Communities

Greater Minnesota Nonprofit Summit



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Greater Minnesota Summit Committee

Shelly Castaneda, United Community Action Partnership
Sarah Kicmal, United Way Southwest Minnesota
Rhonda Lyon, Advance Opportunities
Shannon McCarville, Minnesota Council of Nonprofits
Samantha Nelson, Sweetwater Revival
Pablo Obregon, Southwest Initiative Foundation

Jeff Rotert, Worthington Regional Health Care Foundation
Ron Skjong, MCN Southwest Advisory Committee
James Smalley, Southwest Minnesota State University
Nancy Straw, United Community Action Partnership
Cassie Williams, Southwest Minnesota State University
Bradley Wolfe, Minnesota Council of Nonprofits

Special thanks to our sponsors!



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Greater Minnesota Nonprofit Summit

Schedule

8 - 9 a.m.	Registration, Breakfast, and NetworkingRoom 117
9 - 9:30 a.m.	Opening Inspiration & WelcomeRoom 117
9:30 - 10:20 a.m.	Round I Breakout Sessions
	Grantwriting 102: More Than the Basics, but Some of the Basics, Too Room 211
	Volunteer Re-Vamp! New Approaches to Volunteerism Room 214
	ACEs: What to do next? Room 213
	Peer-to-Peer Conversation: Marketing and Communications Room 212
10:20 - 10:40 a.m.	Morning Networking BreakRoom 218
10:40 a.m. - 11:30 a.m.	Round II Breakout Sessions
	Nonprofit Finance Basics Room 211
	Collaborations to Mergers: Leveraging Partnerships for Creative Sustainability..... Room 214
	An Aging Population: Responding to Demographic Trends in Southwest Minnesota Room 213
	Peer-to-Peer Conversation: Creating an Inclusive Workplace Culture Room 212
11:30 a.m. - 1:30 p.m.	Lunch and Emerging Leaders PanelRoom 117
1:30 - 2:20 p.m.	Round III Breakout Sessions
	Come to your Census, there's still time! Room 211
	Board Governance in a Rural Setting Room 214
	Outreach and Inclusion Strategies..... Room 213
	Peer-to-Peer Conversation: Fundraising..... Room 212
2:20 - 2:40 p.m.	Afternoon Networking BreakRoom 218
2:40 - 3:30 p.m.	Round IV Breakout Sessions
	Increasing the Diversity of Boards: Recruitment and Retention Room 213
	How to Collaborate Effectively Using Google Drive..... Room 214
	Building Empathy and Understanding for the Economically Disadvantaged..... Room 211
	Peer-to-Peer Conversation: Self-Care..... Room 212
3:45 - 4:30 p.m.	Closing KeynoteRoom 117

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Quick Summit Tips

Get Connected and Stay Informed

Just because we'll be meeting live and in person with 100 of our nonprofit peers doesn't mean we shouldn't stay connected in other ways!



Wireless Access

WiFi codes are available at the registration table.



Twitter: #GreaterMNSummit

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/summit/downloads.

Is your nonprofit a member of 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 260 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.

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.

Mother's Room and Prayer Room: We have a space reserved for quiet prayer/meditation (Room 202). SMSU provides a private lactation room that offers a quiet space to nurse or pump throughout the weekday (Student Center 231).

Please see the map on page 2 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.

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Round I Breakout Sessions

9:30 - 10:20 a.m.

ACEs: What to do next?

Room 213

Adverse Childhood Experiences (ACEs) have a tremendous impact on future violence victimization and perpetration, and lifelong health and opportunity. Now that you have learned about what ACEs are and how they impact the community, what do you do with information? Join this panel discussion to see how ACEs can be implemented in the nonprofit sector. Working together, we can help create neighborhoods, communities, and a world in which every child can thrive.

Terri Allred, Southeast Minnesota regional coordinator, Minnesota Council of Nonprofits; Scena Dethlefs, mental health practitioner and Katherine Fitzkappes, mental health practitioner, Western Mental Health; and Samantha Nelson, founder, Sweetwater Revival

Grantwriting 102: More Than the Basics, but Some of the Basics, Too

Room 211

Whether you are an accidental grantwriter or a seasoned professional looking for the next great idea, this session is for you. Through this session you will hear about why grantwriting, and specifically foundation funding, matters to nonprofits in Minnesota; learn to identify crucial information sources for the latest news on grantmaking foundations and how it impacts your work; practice cutting-edge prospecting strategies using MOVES management (borrowed from the individual giving crowd); and walk away with a few ideas for technology resources to improve your grantseeking process.

Andrea Sanow, communications manager, Minnesota Council of Nonprofits

Peer-to-Peer Conversation: Marketing and Communications

Room 212

Peer-to-peer conversation sessions are set up to provide an opportunity for attendees looking for an informal discussion on specific topics. Facilitators of these sessions are not experts, but serve to promote conversation in a way that brings out the expertise in the room. Join the conversation to hear from your peers, share your insights, and walk away with new connections and new ideas for nonprofit success. This session will focus on nonprofit themes around marketing and communications.

Ashley Charwood, Northwest Minnesota regional coordinator, Minnesota Council of Nonprofits and Denise Gochenouer, associate professor of marketing, Southwest Minnesota State University

Volunteer Re-Vamp! New Approaches to Volunteerism

Room 214

Volunteer Re-Vamp explores new approaches for small to mid-size nonprofits on everything from recruitment to engagement to retention of volunteers. The speaker uses her past 20 years of nonprofit experience and Minnesota volunteer statistical analysis to help nonprofit leaders create a more effective, less labor intensive way to build a volunteer staff that is committed to your cause and willing to help your nonprofit grow in ways you never would have imagined. We'll break down the different reasons people volunteer and explore the three main types of volunteers. You'll also gain ideas for standardizing policies and procedures in your volunteer program, while being flexible enough to let volunteers take true ownership of their volunteer position and your organization's mission and vision.

Lori Pickell-Stangel, executive director, United Way of Brown County

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Round II Breakout Sessions

10:40 - 11:30 a.m.

An Aging Population: Responding to Demographic Trends in Southwest Minnesota

Room 213

We are having an explosion of numbers in our aging population. Estimates show an increase in our area from 55,000 to 70,000 by 2030 - only 10 years away! What are we in the nonprofit world going to do about it? How can we creatively adapt to meet the changing needs of this population? Join our panel discussion to begin the conversation as we talk about our strengths and opportunities as nonprofits caring for this special group of people.

Karen Koeder, associate director, CREST; Jamie Lanners, community coordinator, Marshall Area Dementia Awareness Network; and Laura Thomas, Age Friendly Communities coordinator, Prairie Five Community Action

Collaborations to Mergers: Leveraging Partnerships for Creative Sustainability

Room 214

Nonprofits are constantly challenged to serve their mission and expand resources; resources that are hard to come by when competing with every other nonprofit in the world. Viewing these competitors as partners in creative collaboration can be a game changer. However, while combining efforts with other nonprofits can pay big dividends these alliances can be hard to organize and manage. Let's face it, nonprofit leaders can be fiercely independent. In this session participants will learn about successful projects, how to approach alliances of various types, and to be ready to consider the possibilities.

Louise Dickmeyer, chief executive officer, Children's Museum of Southern Minnesota

Nonprofit Finance Basics

Room 211

Nonprofits have an obligation to act as responsible stewards in managing their financial resources. By adhering to sound accounting principles that produce reliable financial information, nonprofits can ensure fiscal responsibility and build public trust. Does your organization have the necessary internal controls, systems, and procedures to accomplish your mission in effective and efficient ways? Come learn from the MCN's finance team on the basics and best practices of nonprofit accounting and budgeting.

Yohannes Ghebru, finance director and Nonoko Sato, associate director, Minnesota Council of Nonprofits

Peer-to-Peer Conversation: Creating an Inclusive Workplace Culture

Room 212

Peer-to-peer conversation sessions are setup to provide an opportunity for attendees looking for an informal discussion on specific topics. Facilitators of these sessions are not experts, but serve to promote conversation in a way that brings out the expertise in the room. Join the conversation to hear from your peers, share your insights, and walk away with new connections and new ideas for nonprofit success. This session will focus on nonprofit themes around creating an inclusive workplace culture.

Michelle Chang, policy and equity coordinator and Andrea Sanow, communications manager, Minnesota Council of Nonprofits

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Emerging Leaders Panel

11:30 a.m. - 1:30 p.m.

Holding Space for Leaders, Organizations, and Communities

with Sabrina Condelli, owner, Deja Brew; Sarah Kicmal, Jessica Velasco, and Robert Valdez, Emerging Leaders Cabinet, Southwest Initiative Foundation

What does it mean to "hold space" for leaders and the organizations and communities they are working for?

Join our keynote panel of emerging leaders from across Southwest Minnesota — each coming from different walks of life and representing the diversity of our great region — as they explore current realities and trends of leadership in the local nonprofit sector.



Sabrina Condelli



Sarah Kicmal



Jessica Velasco



Robert Valdez

Closing Keynote

3:45 - 4:30 p.m.

Love Thy Neighbor

with Reverend Mandy France

Bright futures and vital communities are created by all of us working together towards a common good. Rev. Mandy France will share her story of starting interreligious dialogue project with Dr. Ayaz Virji to build bridges between Christian and Muslims neighbors.

During this inspiring keynote, Rev. France will cover how to see and address the needs of your neighbors to be better together as a community. Her moving story will close the conference on a positive hope for the future.



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Round III Breakout Sessions

1:30 - 2:20 p.m.

Board Governance in a Rural Setting

Room 214

Running a nonprofit organization in a rural region is very different from what our colleagues do in metro regions. Nonprofits in rural areas do not need a give-get-or-get off approach, but need a more engaged board who can support fundraising and management. How do you go about building a successful board that can be a partner with you as the executive? How can you find board members who will be active members as well as support your mission? We will find answers to these questions, as well as why rural nonprofits need to find a different board members than what nonprofits need in larger metro regions.

Jim Smalley, assistant professor of social work, Southwest Minnesota State University

Come to Your Census, There's Still Time!

Room 211

There's still time to do something to get your community counted in the census. In this session, you'll learn what nonprofits are doing already and receive resources to get you started on promoting census participation. This is a great refresher on census 101 and an opportunity to meet with other nonprofit leaders doing census work in Greater Minnesota. Let's work together to get out the count in 2020!

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

Outreach and Inclusion Strategies

Room 213

Are the demographics of your community changing? If so, you are not alone. In this session, we will be discussing outreach and inclusion strategies designed to engage racially, ethnically, and linguistically diverse people in programs and leadership opportunities. This is exciting work and we want to encourage you on the path toward building new relationships and social capital in your community!

Sharon Johnson, community education director and Adry Stafford, bilingual parent liaison, Worthington Public Schools

Peer-to-Peer Conversation: Fundraising

Room 212

Peer-to-peer conversation sessions are setup to provide an opportunity for attendees looking for an informal discussion on specific topics. Facilitators of these sessions are not experts, but serve to promote conversation in a way that brings out the expertise in the room. Join the conversation to hear from your peers, share your insights, and walk away with new connections and new ideas for nonprofit success. This session will focus on nonprofit themes around fundraising.

Ron Skjong, MCN Southwest advisory committee member and Nancy Straw, retired nonprofit professional

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Round IV Breakout Sessions

2:40 - 3:30 p.m.

Building Empathy and Understanding for the Economically Disadvantaged

Room 211

This impactful presentation gives participants a taste of what it feels like to live in poverty. This is an ideal opportunity for anyone who works with low-income people or who simply want to build greater empathy within their community.

Deb Brandt, executive director and Angela Larsen, family services director, United Community Action Partnership

How to Collaborate Effectively Using Google Drive

Room 214

Google Drive is a cloud storage and sync service. It also includes a suite of online applications like Google Docs, Google Sheets, Google Slides, and more. This session will showcase how use these applications to collaborate effectively with your co-workers, clients, and vendors. Topics for this session will include how to use some of these applications and how to store, sync, and share your work files with google drive.

Ben Nwachukwu, information technology specialist, Southwest Minnesota State University

Increasing the Diversity of Boards: Recruitment and Retention

Room 213

Nonprofits should strive to have board members who are representative of the organization's constituents. To be open to new viewpoints, boards should seek out new potential board members from outside the organization's traditional circles. How can organizations prepare themselves for welcoming a diversity of viewpoints? The panel will discuss their experience recruiting and including new board members who are representative of the community being served.

Minnesota Private Industry Council; Ashley Charwood, Northwest Minnesota regional coordinator and Nonoko Sato, associate director, Minnesota Council of Nonprofits

Peer-to-Peer Conversation: Self-Care

Room 212

Peer-to-peer conversation sessions are setup to provide an opportunity for attendees looking for an informal discussion on specific topics. Facilitators of these sessions are not experts, but serve to promote conversation in a way that brings out the expertise in the room. Join the conversation to hear from your peers, share your insights, and walk away with new connections and new ideas for nonprofit success. This session will focus on nonprofit themes around self-care.

Terri Allred, Southeast Minnesota regional coordinator, Minnesota Council of Nonprofits and Samantha Nelson, founder, Sweetwater Revival

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Presenter Biographies

Terri Allred is the Greater Minnesota and Southeast Minnesota regional coordinator for the Minnesota Council of Nonprofits (MCN), where she serves as a liaison between MCN's St. Paul office and nonprofits in Southeast Minnesota. Terri has worked in the nonprofit sector her entire life, mostly focused around issues of sexual assault and domestic violence. She has served as the executive director of five nonprofits in three states and currently lives in Rochester. Prior to joining MCN, Terri served as the director of community engagement for the Women's Shelter and Support Center. She has a B.A. from Wake Forest University and an M.T.S. in feminist theology from Vanderbilt Divinity School.

Carrie Bendix is a nonprofit leader with over 20 years of experience in assisting individuals in fulfilling their potential. As the executive director of the Southwest Minnesota Private Industry Council, Inc., she works throughout a 14-county region in Southwest Minnesota to optimize individual employment opportunities, strengthen partnerships, reduce disparities, and address the workforce development needs of the region. Previously, she was the director of Employment Action Center in the Twin Cities. Carrie has a master of business administration with a nonprofit management concentration from the University of St. Thomas.

Deb Brandt is the executive director of United Community Action Partnership. She has experience in both direct services and management in her 35+ years of experience fighting poverty through the Community Action network. Deb's passion for this work has fostered the development of several creative community and regional initiatives to address the root causes of poverty. Deb is seen as an expert in this field and has facilitated poverty simulations and provided presentations throughout the state to raise awareness and share best practices.

Michelle Chang is the policy and equity coordinator at the Minnesota Council of Nonprofits. Her primary focus is building power around Census 2020 in partnership with MCN's many nonprofit members. She also works internally to ensure that 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 in international development with Concordia University - Irvine. She has her B.A. in Asian studies from the College of Saint Benedict.

Ashley Charwood is the Northwest Minnesota regional coordinator at the Minnesota Council of Nonprofits, based in Bemidji. Through this part-time position, Ashley provides local activities, initiatives, and connections to the resources MCN provides in the Northwest Region of Minnesota. Ashley received her B.S. in social work from Bemidji State University and has a minor in chemical dependency counseling and psychology. Ashley has held positions with nonprofit organizations in Pennsylvania and in the Bemidji area. Ashley is employed as an early childhood screening team member for the Bemidji School District and has been an active board member and governance committee chair with Bi-County Community Action Programs. Ashley graduated with a master's degree from the University of North Dakota, where she is also graduate teaching assistant.

Sabrina Condelli is the owner of a small coffee shop, Deja Brew. Located in Tyler, Minnesota, the business opened in the summer of 2019. Before starting of Deja Brew, she was a paraprofessional at Lynd Public School for four years. Sabrina is currently attending classes at Southwest Minnesota State University for psychology. Within the next few years, she plans to graduate college while maintaining a thriving business. Sabrina hopes to be a leader in her community and help small towns thrive.

Scena Dethlefs graduated with her master of social work degree from the University of South Dakota. Scena is currently a licensed clinical social worker at Western Mental Health Centers, where she has been employed since 2016. She provides in-home and school-based services, including individual therapy and skills, as well as family therapy and skills, parenting classes, and crisis services. Scena is an ACEs presenter within Minnesota. She spends much of her time working with individuals ages birth through 18 within the school setting.

Louise Dickmeyer serves as CEO of the Children's Museum of Southern Minnesota. She has over 25 years' experience in business and economic development in southern Minnesota and the Twin Cities. Previous roles include director of Continuing & Professional Education at Minnesota State University - Mankato, president of People Driven Performance, president & CEO of the Minneapolis Regional Chamber of Commerce, and national director of marketing for Scholarship America. She was a 2013 *Minnesota Business Magazine* Real Power 50, Mankato YWCA Women of Distinction, and U.S. Small Business Administration Financial Services Advocate award recipient. Louise is the author of *No Risk No Reward: Mergers of Membership Associations and Nonprofits* and holds a bachelor of science from Minnesota State University - Mankato and a master of nonprofit management from Regis University.

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Presenter Biographies

Katherine Fitzkappes has been working in nonprofits for the past 20 years in the areas of child care, foster care, adoption, financial aid, community building, and most recently as a community-based mental health provider with Western Mental Health Center. She received her bachelor of science in social work from St. Cloud State University and master's in social work, with an emphasis in rural communities, from Minnesota State University – Mankato. Kate is passionate about community building in the areas of cultural competency, the arts, and nature.

Rev. Mandy France is an ordained pastor in the Evangelical Lutheran Church in America and currently serves as a solo pastor at Our Saviors Lutheran in Bird Island. She holds a B.S. in religious studies from Liberty University and her masters of divinity degree from Luther Seminary, where she intensely studied world religious and interfaith dialogue. Mandy is passionate about worship planning, inter-religious relations, and preaching.

Yohannes Ghebru is the finance manager of the Minnesota Council of Nonprofits. In his role, Yohannes oversees accounting and finance functions of MCN, and works to make sure MCN's finances are accurate and compliant with Generally Accepted Accounting Principles. Yohannes works closely with executive and program leadership in areas of budgeting, forecasting, and financial reporting. He coordinates Finance Roundtable Network events in partnership with co-sponsor Propel Nonprofits. Prior to joining MCN, Yohannes worked as a finance and accounting professional in both the nonprofit and for-profit sectors. Originally from Asmara, Eritrea, Yohannes has a B.A. in business and accounting and an M.A. in organizational management and leadership from Concordia University.

Denise Gochenouer is a 30-year veteran of the marketing profession. She currently serves as the executive director of Southwest Marketing Advisory Center and associate professor of marketing at Southwest Minnesota State University. She worked in banking, real estate, and the marketing research industry before entering academia and completing her doctorate from South Dakota State University. She also holds a bachelors in marketing and a masters in management. She currently serves as a consultant for the Small Business Development Centers of Minnesota, director of the MBA program at Southwest Minnesota State University, and as a director for Capital Solutions Limited; a private equity bank in Jamaica, West Indies.

Sharon Johnson serves as the community education director for Worthington ISD 518. Sharon grew up in Worthington and returned following college. Her professional experience includes youth ministry, teaching high school journalism, coordinating the Nobles County Integration Collaborative, and leading District 518 Community Education. Sharon has served on many church and community boards, including Worthington Area Foundation, Sanford Worthington Medical Center, and Worthington Chamber of Commerce. Sharon recently took over management of her late husband's business, Johnson Jewelry, in downtown Worthington.

Sarah Kicmal loves living in southwest Minnesota. She is the president and CEO of United Way of Southwest Minnesota, and also serves on the Southwest Initiative Foundation's Emerging Leaders Cabinet. Sarah grew up in Walnut Grove and chose to stay. She believes small communities are full of opportunities for those who wish to find and nurture them. Sarah's leadership roles thus far have taught her the importance of relationship building, and that a successful leader should do more listening than talking. Her current community involvement includes coordinating the community Sunday School program and volunteering for the Laura Ingalls Wilder Museum, both in Walnut Grove.

Karen Koeder is from Trimont, Minnesota, and a graduate of San Diego State University. She worked for Camp Fire, a national youth development organization, for 40 years in California and Alaska. From these years, she brings a strong background in administration including board development, financial development, personnel, budgeting, and financial oversight, as well as program development. Upon her original retirement back to Trimont, her interests widened to include our aging and caregiver populations. Karen is currently employed as the associate director of CREST in Martin County. CREST provides caregiver support services and volunteer provided services to help seniors live safely in their home. She serves on the MCN board of directors and is president of TASK in Trimont.

Jamie Lanners is the community coordinator for the Marshall Area Dementia Awareness Network. She has a bachelor's degree in marketing and management from Southwest Minnesota State University and a master's degree in healthcare management, with concentration in gerontology from University of Phoenix. She has worked in the gerontology field for over 15 years. Jamie has worked in dietary, marketing, activities, operations, and program development for an area agency on aging. She currently is the office manager at Lanners Brothers Construction LLC. In her spare time, she volunteers for A.C.E. of Southwest Minnesota and Living Word Lutheran Church.

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Presenter Biographies

Angela Larson is the family services director of United Community Action Partnership (UCAP). Angela has more than 25 years' experience working in the social services field and has worked in her position at UCAP for 14 of those years. She has led new initiatives to meet community needs including emergency shelter and homelessness services programs, free tax preparation programs, refugee resettlement programs, and others. Angela also works on regional and statewide initiatives that make a difference in the lives of low-income people.

Samantha Nelson is the founder of Sweet Water Revival. Samantha's strength is her creativity. She listens carefully before she speaks and only leaves the room when there is a sense of completeness. Her pace of strength and determination is consistent with how she can translate past experiences to a productive future in an empowered present. Samantha is a strong proponent of growth and change. Her unique style of combining creativity and precision enhances her ability to vision, design, and implement conceptual ideas.

Ben Nwachukwu is currently the IT helpdesk manager at Southwest Minnesota State University (SMSU). He has been in this role for eight years. Ben oversees the day to day operation of SMSU IT helpdesk and conducts different tech workshops on how to utilize different software and tools like Office 365 apps and many more. Ben is a graduate of SMSU, with a bachelor of science in accounting, finance, and management, with a minor in agribusiness. He also has a master's in business administration.

Lori Pickell-Stangel is a graduate of South Dakota State University with a B.S. in family and consumer sciences. She has been working in the nonprofit sector for 20 years, most recently accepting a position as the executive director of the United Way of the Brown County Area in New Ulm in 2018. Lori first started working with volunteers in 2000 when she took her first nonprofit position as the director of the Renville County Historical Society in Morton. As executive director for the McLeod County Historical Society from 2006 to 2017, she developed the use of volunteers to grow her small nonprofit staff.

Andrea Sanow is the communications manager at the Minnesota Council of Nonprofits. Andrea holds a B.A. in English and an M.F.A. in nonfiction writing from Augsburg University. She currently serves as vice president on the board directors of the Radical Health Alliance. She's worked in the arts, supportive housing, and higher education, respectively. From 2012-2013, served as a member of the Lutheran Volunteer Corps in San Francisco, California.

Nonoko Sato is the associate director at the Minnesota Council of Nonprofits. In her role, Nonoko plays a role in shaping and implementing the organization's strategy, including oversight of member services and programs, operations, and financial management, as well as leading the annual planning and budgeting process and guiding new strategic initiatives. 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 nonprofit that provides low-income students access to exceptional education and college success. Originally from Chicago, Nonoko graduated from Carleton College.

Ron Skjong served as a lay pastoral minister for many years directing youth faith formation programs and adult education classes. Upon leaving that service, he accepted the position of program manager for the Marshall office of the Karen Organization of Minnesota. For four years, he served the Karen refugee population by providing educational programming focusing on the housing, employment, medical, and citizenship needs of the Karen population of Southwest Minnesota. He is a member of the Minnesota Council of Nonprofits Southwest Minnesota Advisory Council, a member of the Marshall Diversity Group, and is currently working for the Marshall YMCA offering informational sessions about the Census to the under-counted and newly arrived populations in the Marshall area.

James Smalley is currently an assistant professor of social work at Southwest Minnesota State University (SMSU). James previously was the executive director of New Horizons Crisis Center in Marshall and the Minnesota West Foundation (Minnesota West Community and Technical College). He has almost 20 years of working in the nonprofit sector in Southwest Minnesota, from front line staff duties to program management work. James has social work degrees from the University of St. Thomas and the University of Minnesota, and his Ph.D. in human services from Capella University. His master's degree and Ph.D. includes an emphasis in nonprofit management. James is a licensed social worker in Minnesota.

Adry Stafford has served as a bilingual family liaison for Worthington ISD 518 since 2015. Adry moved with her family from Mexico to the United States when she was 14 years old. She graduated from Worthington High School. Adry is fluent in Spanish and English and enjoys connecting with families in the district to help them understand and successfully navigate the school system. She also serves as a Nobles County Art Center board member and previously served on the Worthington International Festival committee.

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Presenter Biographies

Nancy Straw was most recently executive director of United Community Action Partnership, Inc. (UCAP). During her tenure, UCAP secured funding to build a Head Start facility to serve 130 children. Previously, Nancy was with The Ford Family Foundation in Oregon where she designed and launched programs focused on community economic development in rural communities across Oregon and Siskiyou County, California. Prior to that, Nancy was with West Central Initiative where she led economic development programs and then served as the president/CEO for 15 years. Nancy grew up in rural Minnesota and has dedicated her career to helping rural people, families, businesses, and communities.

Laura Thomas is the Age Friendly Communities coordinator at Prairie Five Community Action Council in the 6W region of Minnesota. Prairie Five CAC covers Big Stone, Chippewa, Lac qui Parle, Swift, and Yellow Medicine counties. This is the smallest region of Minnesota, with less than 1 percent of the state's population. It is also the oldest, with median populations at or nearing 50 years. Prairie Five is meeting the challenges of aging in the area in innovative ways. Since this population currently looks like what the rest of the state will look like in 2030, Prairie Five is excited to share their experiences. Laura has helped pioneer the Live Well Age Wisely brand in media, on the Mobile Community Center for older adults, the hot/cold food truck, and local collaborative initiatives.

Giving back for **Robert Valdez** means sharing his time and life experiences as a newcomer to Minnesota with others like him. Robert was born in Texas, moved to rural Minnesota in 1995, and earned his business administration degree with a minor in economics. As the former director of the Willmar Area Multicultural Business Center, Robert tackled the challenges of poverty and creating opportunity through economic development. Robert is a member of the Southwest Initiative Foundation's Emerging Leaders Cabinet, and his vision is to unite around common issues and work collaboratively to advance the common good of all Minnesotans through intentional actions.

Jessica Velasco chose to be a member of the Southwest Initiative Foundation's Emerging Leaders Cabinet to serve as a voice for the youth she works for — at least until they can take her place. Jessica works for Unidos Minnesota as the Greater Minnesota lead organizer. Her mission is to build community and empower POCI in the southwest Minnesota region. In Worthington, Jessica is part of the grassroots Immigrant Task Force, Worthington FC soccer club, and Seeds of Justice. Jessica is very open about talking about discrimination and prejudice, and she talks to youth about being change-makers every opportunity she gets.

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The Minnesota Council of Nonprofits

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.

For more information about how your organization can become a member of one of the nation's most active networks of nonprofits, visit www.minnesotanonprofits.org/join-mcn.

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