

#nplead24

# 2024 NONPROFIT LEADERSHIP CONFERENCE

May 8, 2024

McNamara Alumni Center

Minneapolis, MN

[www.minnesotanonprofits.org/nplead24](http://www.minnesotanonprofits.org/nplead24)



# About 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](http://www.minnesotanonprofits.org/join-mcn).

## MCN Staff

Kari Aanestad, Associate Director  
Mark Buenaflor, Operations & Database Manager  
Laura Dunford, Deputy Communications Director  
Marie Ellis, Public Policy Director  
Courtney Gerber, Program Director  
Vatsalaa Jha, VISTA Leader  
Laura "Lenny" Jones, Development Manager  
Kelven Kai Manuel, Minnesota Budget Project Capitol Pathways Intern  
Shonni Krengel, Research Manager  
Kelly LaCore, Northern Minnesota Regional Representative  
Sabrina Leung, Minnesota Budget Project Engagement & Content Manager  
Jessie Luévano, Minnesota Budget Project Policy Analyst  
Nan Madden, Minnesota Budget Project Director  
Kat McCaffery, Finance & Database Coordinator  
Jackie McNeil, Southern Minnesota Regional Representative  
Laura Mortenson, Minnesota Budget Project Communications Director  
Nonoko Sato, Executive Director  
Margie Siegel, BenefitsMN Director  
Haleigh Sinclair, Minnesota Budget Project Research Analyst  
Wooseok Song, Human Resources Manager  
Sierra St. John, Program & Accessibility Assistant  
Emily Steinmetz, Central Minnesota Regional Representative  
Anna Stolte, VISTA Program Coordinator  
Bailey Sutter, Public Policy Manager  
Ricky Valentin Peña, Administrative Coordinator  
Warsame Warsame, VISTA Program Manager  
John Wurm, Organizational Development & Engagement Director  
Jes Wysong, Membership Manager

## MCN Board of Directors

Theresa Gardella (co-chair), Nexus Community Partners, St. Paul  
Su-Fei Wong Mckhann (co-chair), Volunteers of America Minnesota & Wisconsin, Edina  
May yer Thao (co-vice chair), Hmong American Partnership, St. Paul  
Xavier Vazquez (co-vice chair), Bolder Options, Minneapolis  
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Beth Schoeppler (treasurer), The Loft Literary Center, Minneapolis  
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Karina Forrest Perkins, Vail Place, Hopkins  
Amy Gray, Kinship Partners, Brainerd  
Mary Gaasch, Hammer Residences, Lauderdale  
Dr. Gene Gelgelu, African Economic Development Solutions, St. Paul  
Feather LaRoche, Relentless Feather, Minneapolis  
Dr. Carla Manzoni, Vibrant Majorities LLC, Minneapolis  
Tee McClenty, MN350, Minneapolis  
Sara Niemi, Program for Aid to Victims of Sexual Assault, Duluth  
Pablo Obregon, City of Willmar, Willmar  
Sara Salas Ramirez, Parenting Resource Center, Austin  
Beth Schoeppler, The Loft Literary Center, Minneapolis  
Sara Sommarstrom, Minnesota Assistance Council for Veterans, St. Paul  
Lori Schwartz, Lakes and Prairies Community Action Partnership, Inc., Moorhead  
Mary Warner, Minnesota State Bar Association, Minneapolis  
Dr. AG Xiong, Project for Pride in Living, Minneapolis  
Daryl Yankee, Duluth

## Nominate yourself or another nonprofit leader for the MCN board of directors!

The MCN Nominating Committee is seeking nominations for individuals from nonprofit member organizations to represent their communities and serve on its board of directors. If helping MCN shape our direction, focus, and impact, we encourage you to nominate yourself or a colleague for an open board position.

MCN strongly encourages any and all nonprofit leaders from organizations across Minnesota to apply, with special areas of focus for 2025 including those representing nonprofits in Greater Minnesota, rural nonprofits, newer nonprofits with under five years of operations, and nonprofits with budgets under \$200,000.

Nominations will be accepted through Sunday, August 4 for board service beginning in January 2025. You can learn more about the MCN board, including current members, officers, board roles and responsibilities, election process, and the nomination form at [www.mcnboard.org](http://www.mcnboard.org).

# Table of Contents

Conference Schedule-at-a-Glance..... page 4  
Conference Highlights..... page 5  
Facility Map & Conference Tips..... page 6  
Conference Sponsors ..... page 7  
Round I Workshops ..... pages 8 - 9  
Round II Workshops ..... pages 10 - 11  
Round III Workshops ..... pages 12 - 13  
Round IV Workshops ..... pages 14 - 15

## COVID-19 Considerations

While COVID-19 remains with us despite the formal end to the national health emergency, we have reached a period in the pandemic where we possess more tools and resources than ever before to better protect ourselves and our communities.

MCN is no longer requiring masking at events; however, as we gather we recognize that our members, friends, and colleagues are coming from different personal circumstances. Therefore, we ask all event attendees to help us create a supportive environment for anyone wearing a mask, and we encourage all to feel free to wear a mask if needed to protect the health of the community, themselves, or the health of loved ones.

## 2024 Nonprofit Leadership Conference Committee

Nicole DeBoer, Southwest Minnesota Arts Council  
Rodrigo Escobar, Hispanic Advocacy and Community  
Empowerment through Research  
Courtney Gerber, Minnesota Council of Nonprofits  
Kate King, Feline Rescue and Young Nonprofit Professionals  
Network  
Aleana Kruger, Trans Northland

Aviva Meyerhoff, Northside Residents Redevelopment Council  
Nonoko Sato, Minnesota Council of Nonprofits  
Marcia Ratliff, Engage Winona  
Jamie Schumacher, Local Initiatives Support Corporation –  
Twin Cities  
Shahrin Upoma, Humphrey School of Public Affairs,  
University of Minnesota

# CONFERENCE SCHEDULE AT-A-GLANCE

## 8:30 - 9:30 a.m. Round I Workshops

Capturing Participant Voice in Nonprofit Decision Making ..... Johnson Great Room  
How to Transform Your Board into the Effective, Strategic Team it Should Be ..... Thomas H. Swain Room  
No Money, No Mission: The Importance of Strong Financial Management through Leadership Transitions .Ski-U-Mah Room  
Pathways to Nonprofit Leadership: Navigating the Journey with Purpose..... Minnesota Room  
Think You're Prepared? Creating Readiness for Executive Transitions ..... Heritage Gallery

## 9:45 - 11:15 a.m. Conference Keynote .....Memorial Hall

***Invigorating Systems Change at Home and Beyond***  
Kathy Sublett, Executive Director, Let's Erase The Stigma

## 11:30 a.m. - 12:30 p.m. Round II Workshops

Humanizing Board Engagement: Aligning Organizational Identity with Inclusive Practice ..... Johnson Great Room  
I Probably Shouldn't Be Here: Working With and Through Imposter Syndrome ..... Ski-U-Mah Room  
Recruiting and Supporting Neurodiverse Employees ..... Minnesota Room  
Shared Leadership Models: Right For You? ..... Heritage Gallery  
Translating Insights into Action (and Funding!) ..... Thomas H. Swain Room

## 12:30 - 2 p.m. Lunchtime Leadership Chitchat .....Memorial Hall

As we gather for lunch we will be guided through four brief presentations in PechaKucha style, a Japanese storytelling format in which a presenter shows 20 slides for 20 seconds of commentary each. See page 5 for more details.

## 2:15 - 3:15 p.m. Round III Workshops

Community-Centric Fundraising: Getting Buy-in from Your Own Organization..... Johnson Great Room  
The Cost of Doing Business ..... Thomas H. Swain Room  
Future-Proofing Your Leadership: Technology Skills for Tomorrow's Nonprofit Leaders..... Ski-U-Mah Room  
Link to Leadership: Preparing Pathways for Leaders..... Minnesota Room  
Transform Your Theory of Change into Practice of Change..... Heritage Gallery

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

Leadership Changes: Managing Key Stakeholder Transitions..... Heritage Gallery  
Setting a Larger Table: Inviting Those Traditionally Left Out ..... Johnson Great Room  
Turning One-time Volunteers Into Lifelong Organization Champions..... Minnesota Room  
Understanding Reasonable Accommodations: Employees with Disabilities Flourish, Succeed!..... Ski-U-Mah Room  
Workplace Cultures of Belonging as a Key Employee Retention Strategy ..... Thomas H. Swain Room

## 4:30 - 5 p.m. Social Hour.....Memorial Hall

The conference may be coming to a close, but your learning, sharing, and relationship-building doesn't have to end. Close out this inspiring day with refreshments, conversation, and connection with your nonprofit peers.

# CONFERENCE HIGHLIGHTS

## Conference Keynote | 9:45 - 11:15 a.m.

### Invigorating Systems Change at Home and Beyond

*Kathy Sublett, Executive Director, Let's Erase The Stigma*

What would a world where leaders feel supported to admit mistakes, address them, and then move forward be like? How would the nonprofit sector change if more people were given the financial resources, emotional support, and inclusive infrastructures and systems to lead from their lived experience within the communities they wish to serve?

MCN is thrilled to have Kathy Sublett, founder of Winona-based Let's Erase the Stigma, as this year's keynote speaker to explore how true systems change in our nonprofits and sector is not just possible, but imperative.



## Lunchtime Leadership Chitchat | 12:30 - 2 p.m.

The Japanese word for chitchat is PechaKucha. PechaKucha is a storytelling format in which a presenter shows 20 slides for 20 seconds of commentary each. As we gather for lunch we will be guided through four brief presentations, PechaKucha style, with a help from super-ecce and Twin Cities drag personality Randy Dandy. Presenters will cover:

- Assessing and investing in your career satisfaction, with Brigette Marty, associate director and career coach, Carlson School of Management
- How to prioritize and identify hard to measure personal traits important in a workforce, with Morgan Kennedy, chief marketing and growth officer, Atomic Data
- Standing out on LinkedIn (even if you don't care about LinkedIn), with Rachel Leatham, director of career and student success at the Humphrey School
- The lowdown on the Young Nonprofit Professionals Network—why they need you and you need them, with Noah Polipnick, account executive, TransPerfect and YNPN treasurer



After this sprint of information and some questions from the crowd for our experts, you and your table mates will dig into what resonated with you while you also dig into dessert.

## Wellness & Creativity Activities

### Puppy Party!

11:15 a.m. - 12:30 p.m. | Gateway Room

Join puppies (and people) from Healing Hearts Rescue for some puppy playtime. Seriously. You just get to go and hang out with adorable puppies that will lick your face, nibble your toes, and get you to laugh with their overabundance of goofball energy. We're leading with the heart with this cuddly wellness offering.



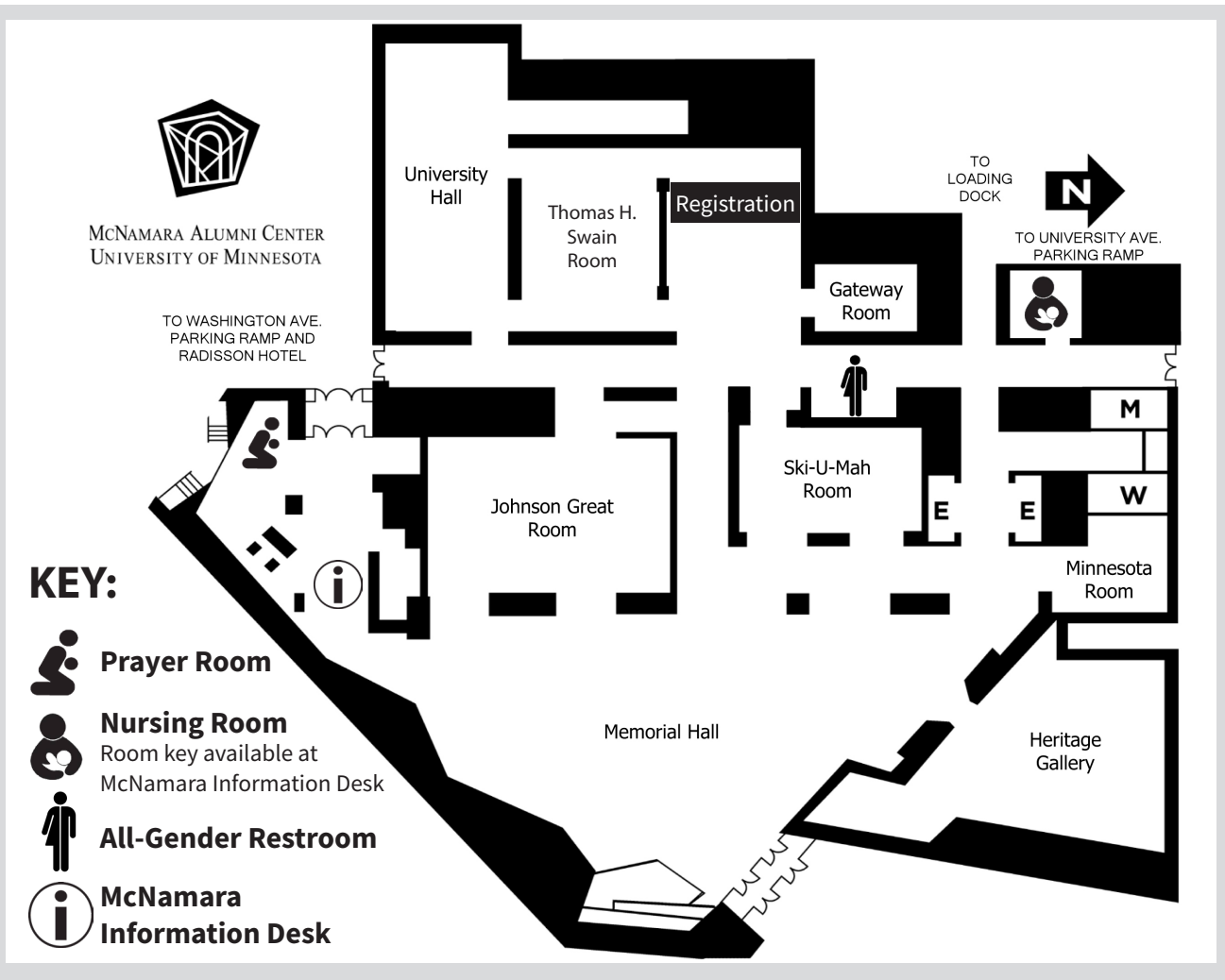
### Print Your Own Postcard with Streetcorner Letterpress

1 - 5 p.m. | Memorial Hall (stage left)

Try your hand at making something impactful with a 100-year-old letterpress. Choose from 3 designs that amplify this year's conference theme of engaged leadership—leadership that invigorates systems change in nonprofits by engaging people “at home” and beyond. There will be pretty pictures, bright colors, and words that will inspire you to keep leading as your true self in partnership with others. Come and activate the right side of your brain and go home with a tactile keepsake.



# 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/nplead24](http://www.minnesotanonprofits.org/nplead24).

## 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 page 7.

## Get Connected



Wireless Access: Please use the University of Minnesota guest network (UofM-Guest)



Twitter: #nplead24

## Prayer & Meditation Space:

There will be a dedicated prayer and meditation space near the event offices off Memorial Hall heading toward the atrium. There will be signage indicating the location of this space.

## Nursing Person's Room:

McNamara Alumni Center has a nursing room near the north entrance (closest to University Ave.). Please note, there is no on-site refrigeration for breast milk, so please bring an insulated container.

## The Wind-Down Space

The Gateway Room will serve as a quiet space to wind down throughout the day when it's not occupied by puppies from 11:15 a.m. - 12:30 p.m.

**Dietary Requirements:** If you requested a vegetarian, vegan, gluten-free, or lactose-free meal when you registered, you should have a slip in your nametag that you will place on your spot at the lunch table to indicate the alternative meal option.

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

# Nonprofit Leadership Conference Hosts and Sponsors

The Minnesota Council of Nonprofits (MCN) is grateful to each of our conference sponsors, without whom this conference would not be possible. Through their generous financial support, MCN is able to provide some of the most affordable registration rates for a conference of this kind, including new Pay What You Can rates that provide reduced entry points for those who need them to participate in professional development.

Please visit each sponsor's exhibit table, say "hello" and learn more about the important work in which each of these organizations is involved as we collectively work to foster stronger communities across our state and region!



**HUMPHREY SCHOOL  
OF PUBLIC AFFAIRS**  
UNIVERSITY OF MINNESOTA

## Humphrey School of Public Affairs

The Humphrey School of Public Affairs at the University of Minnesota ranks among the country's top professional public policy and planning schools, widely recognized for its success in advancing the common good through a comprehensive, world-class program. The Humphrey School offers six distinctive master's degrees, a doctoral degree, and six certificate programs that match students' passion with the knowledge, skills, and experience needed to solve real-world challenges.



**DORAN  
LEADERSHIP  
PARTNERS**

## Doran Leadership Partners

For more than two decades, Doran Leadership Partners have guided nonprofit and business clients to the leaders, change-makers and strategic doers they need to grow and evolve. As senior leaders ourselves, we understand the stakes and stakeholders and how to align them. Blending rigorous analysis with an extensive nationwide network, we help build high-performing executive teams around the milestones that matter to you: the next chapter, the next market, or the next generation.



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## Mutual of America

Since 1945, Mutual of America has remained committed to offering plan sponsors, plan participants, and individuals carefully selected, quality products and services at a competitive price and the personal attention they need to help build and preserve assets for a financially secure future. Integrity, prudence, and reliability are the values that have guided us since our inception and that continue to serve us well.



## Success Computer Consulting

SUCCESS Computer Consulting has been a leading managed IT and cybersecurity services provider for Twin Cities nonprofits for more than 30 years. Our team's skill and tenure ensure organizations receive prompt support when and where it's needed. We strive to make unlocking the true value of IT easy and to elevate our industry by constantly adapting and improving.



## Mighty Consulting

The experts at Mighty Consulting bring more than thirty years of relationships, leadership, facilitation, and management experience in nonprofits, partnerships, and community-based organizations. Through a facilitative and no-nonsense leadership style, Mighty Consulting builds consensus and keeps organizations, collaborations, and projects moving – supporting them through transition and leaving them stronger and more focused on the other side.



Integrated Organizational Budget Planner and Project Planner

## Projenance

Projenance Budget Planner is Softvative's SAAS (Software as a Service) solution that allows project and activity based budget planning and management for companies. Projenance Budget Planner helps companies of different sizes and different industries to manage current and proposed budgets using just the browser.

# ROUND I SESSIONS // 8:30 - 9:30 a.m.

## Capturing Participant Voice in Nonprofit Decision Making

**Community Leadership Track:** Leading Community Engagement, Civic Involvement, and Movement-Building

**Room:** Johnson Great Room (Cap. 96)

While nonprofit organizations exist to serve the needs of community members, there is often a disconnect between decision makers and those who are most impacted by the outcomes of those decisions. This session begins with a reflection on how decisions are currently made at an organization, and then introduces tools to capture community voice in decision making with the intention of building a foundation of trust and community engagement upon which future connecting work can continue to build. These tools are intended to challenge assumptions, work past mental barriers, and spark new, community-centered avenues to decision making. Participants will understand the importance of challenging historic decision-making processes in order to incorporate participant voices, obtain a suite of tools to gather feedback and build trust with participants, and practice delving into probing questions to uncover internal barriers and resistance to change.

*Hannah Brauer, Food Shelf Engagement Fellow and Katie Bull, Director of Programs, Foundation for Essential Needs*

## Pathways to Nonprofit Leadership: Navigating the Journey with Purpose

**Individual Leadership Track:** Leading Oneself and Individuals

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

Not everyone has a linear career path and it's becoming even more common post-Covid. In professional groups, there are many posts asking how to transfer skills from corporate to nonprofit, as well as how to best share career gaps and career changes. In this session, the presenter will share her background and journey from professional photographer, certified veterinary technician, art historian, director of development, and finally culminating in executive director. Participants in this session will learn how to leverage their soft skills and varied educational/employment backgrounds to gain new opportunities in the nonprofit sector, mainly in ways to advance their careers. They will network with each other to discuss problems they are having with their own job hunts/careers and gain resources and connections to help further their careers.

*Kate King, Executive Director, Feline Rescue*

## Think You're Prepared? Creating Readiness for Executive Transitions

**Organizational Leadership Track:** Leading Organizations and Teams

**Room:** Heritage Gallery (Cap. 56)

Leadership transitions are an inevitable reality for every nonprofit organization, yet only a fraction actually discuss or plan for such a change. BoardSource reports that a mere 29 percent of nonprofits currently possess any form of transition plan, highlighting a significant gap in strategic foresight. The popular adage, "hope is not a strategy," rings particularly true in the context of leadership transitions, where the absence of proactive planning can lead to less-than-ideal outcomes. This session sheds light on the critical importance of transition planning for nonprofit organizations. Participants will have the opportunity to explore intentional and proactive approaches that help foster transition readiness, mitigate risks that may compromise mission impact, and optimize the chances of a successful leadership transition. Participants will leave equipped to take on the complexities of leadership transitions, ensuring their organizations not only survive but thrive in the face of inevitable change.

*Alex Clark, Founder & Lead Consultant, Turnlane*



# No Money, No Mission: The Importance of Strong Financial Management through Leadership Transitions

**Organizational Leadership Track:** Leading Organizations and Teams

**Room:** Ski-U-Mah Room (Cap. 99)

This session is for organizational leaders of all levels to learn how to make sure their finances can survive an expected or unexpected leadership transition. With many retirements on the horizon and continuing increased challenges on our organizations, the sector will continue to see significant leadership turnover. When finances only live in one or two people's brains, things can fall into disarray quickly! And as we all know, good financial management – and accountability! – can make or break an organization. At this session you will learn how you can be better prepared with your finances and financial management for a transition, and how to navigate the transition once it happens.

*Melissa Martinez-Sones, Owner and Roger Meyer, Owner, Mighty Consulting*

# How to Transform Your Board into the Effective, Strategic Team it Should Be

**Organizational Leadership Track:** Leading Organizations and Teams

**Room:** Thomas H. Swain Room (Cap. 108)

Learn how Aeon, a local nonprofit that creates and sustains quality affordable homes that strengthen lives and communities, transformed its board from passive oversight to active strategizing and made its volunteer leaders and organizational staff more agile, responsive, and accountable. This session will give attendees a transparent look at how Aeon decided to more fully and effectively utilize its board to dig into challenges, make strategic decisions, and sustainably grow and support the organization.

*Melissa Downey, Senior Vice President | Director, Compliance, US Bank; Eric Anthony Johnson, CEO, Aeon; Martha Nevenen, Chief Marketing & Communications Officer, Buzz Partners*



**USING OUR EXPERTISE IN  
MANAGED IT AND CYBERSECURITY TO  
MAKE LIFE BETTER FOR THOSE AROUND  
US SINCE 1992.**

**IS A PROUD SUPPORTER OF  
TWIN CITIES NONPROFITS**

# ROUND II SESSIONS // 11:30 a.m. - 12:30 p.m.

## Humanizing Board Engagement: Aligning Organizational Identity with Inclusive Practice

**Organizational Leadership Track:** Leading Organizations and Teams

**Room:** Johnson Great Room (Cap. 96)

Through this session, participants will deepen their understanding of organizational identity and explore models of organizational practice that support their ability to set a foundation for an inclusive and equitable process of recruiting, welcoming, and engaging with their board. This intentional look at board engagement provides space for leaders to ensure their broader purpose as an organization is aligned with an approach that supports board members to carry out their governance roles for the organization. This presentation will create opportunities for leaders to think through their current board engagement practice and re-imagine human-centered approaches. Participants will have the opportunity to engage in individual reflection and small-group collaboration to inspire re-imagining and implementing models for sustained, impactful engagement with their board.

*Carolyn Evans, Director, Center for Leadership Studies and the Master of Arts in Leadership and Keri Clifton, Program Director, Reell Office of Seeing Things Whole, Augsburg University*

## Shared Leadership Models: Right For You?

**Organizational Leadership Track:** Leading Organizations and Teams

**Room:** Heritage Gallery (Cap. 56)

Many nonprofits are thinking and talking about shared leadership. Whether it's wanting more egalitarian org charts and cultures, creating better work/life balance for leaders, utilizing collective decision-making, leveraging more strengths and skillsets or simply avoiding hard choices between leadership candidates, "co-leadership" has become all the rage. Even so, many nonprofits hesitate to try it, in large part because there are real challenges to make it work. Our session will help you consider whether shared leadership is right for your organization. We'll delve into co-leadership models and real-life stories from the field (including our own story at the Bush Foundation). We'll discuss why and when you might want to consider shared leadership models, with an emphasis on why shared leadership models won't solve all your problems, and in fact, may create new ones. Finally, we'll discuss considerations and tips for how to make shared leadership work in your organization.

*Molly Matheson Gruen and Mandy Ellerton, dawn:dusk*

## Translating Insights into Action (and Funding!)

**Community Leadership Track:** Leading Community Engagement, Civic Involvement, and Movement-Building

**Room:** Thomas H. Swain Room (Cap. 108)

Feedback in the form of stories is a powerful way to convey impact. This session highlights how Seiche, a social impact strategy and communications firm, partnered with Energy News Network to bring great storytelling to grant reports, giving funders something interesting to read while gathering feedback during an impact reporting process. The result? Clear communication of impact, increased funding, and deeper connections to sources. We'll also explore how the Minnesota Council of Foundations and Seiche brought a journalistic approach to storytelling to lift up impacts of the 2020 Minnesota Census Mobilization Partnership / the 2022 Our Maps MN campaign, resulting in creative and action-oriented materials to support future coalition and organizing efforts. As a result of attending this session, participants will know how to implement journalistic and storytelling approaches to impact harvesting and reporting and use impact reporting to support communications, advocacy, and development efforts while respecting stakeholders and their stories.

*Ken Paulman, Senior Director, Energy News Network, Fresh Energy; Amber Collett Terway, Director, Seiche*

# I Probably Shouldn't Be Here: Working With and Through Imposter Syndrome

**Individual Leadership Track:** Leading Oneself and Individuals

**Room:** Ski-U-Mah Room (Cap. 99)

You got the job! Your pitch was accepted! You joined that board! But should you be here? What if you aren't good enough? What if they don't end up thinking you are really all that great? Participants of this session will learn to recognize self-doubt, negative talk, and other symptoms of imposter syndrome while also learning how to shift your mindset and have an asset-based lens moving forward.

*Kristina Wright-Peterson, Nonprofit Founder & Executive Director, Seasons Hospice*

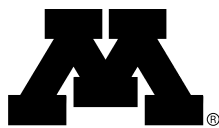
# Recruiting and Supporting Neurodiverse Employees

**Organizational Leadership Track:** Leading Organizations and Teams

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

Research suggests that 20 percent of the U.S. population is neurodivergent. You likely know, work alongside, and socialize with a significant number of people who are neurodiverse. While no two neurodivergent people are exactly alike, this session will explore inclusive approaches to recruiting and supporting neurodiverse individuals that benefit everyone. We will explore how inclusive practices (such as including neuroinclusivity in your diversity, equity, and inclusion efforts) can increase innovation, improve communication, and create widespread feelings of psychological safety for all of your employees.

*Sarah Driever, Executive Director of Children's Hospital Association benefitting Childrens Minnesota*



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## BUILD YOUR LEADERSHIP SKILLS

Certificate in Public Affairs Leadership

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The School offers six 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.

LEARN MORE AT  
[hhh.umn.edu](http://hhh.umn.edu)

# ROUND III SESSIONS // 2:15 - 3:15 p.m.

## Transform Your Theory of Change into Practice of Change

**Organizational Leadership Track:** Leading Organizations and Teams

**Room:** Heritage Gallery (Cap. 56)

How might we co-design impact systems that shift the focus from simply proving impact to meaningfully improving it? In this interactive session for leaders, managers, and evaluation staff, we redefine impact measurement as a dynamic tool for improvement and learning within nonprofits. We'll guide participants in transforming their Theory of Change into a Practice of Change, fostering an environment of continuous inclusive learning across the organization. Attendees will engage in activities and discussions to integrate impact and purpose into daily tasks, learning how to shift from proving impact to enhancing it. This approach transforms evaluation from a chore to an enriching opportunity, equipping participants with practical tools and strategies to adapt and grow their organizations in a changing landscape. Building capabilities across all team members that integrate our purpose and promote adaptability and learning are vital for our organizations to evolve and thrive in an ever-changing environment.

*Janie Moore, Director of Impact, Entrepreneur Fund*

## Future-Proofing Your Leadership: Technology Skills for Tomorrow's Nonprofit Leaders

**Individual Leadership Track:** Leading Oneself and Individuals

**Room:** Ski-U-Mah Room (Cap. 99)

As a senior nonprofit leader — or someone who aspires to that level — you probably don't need to know a coding language, or even how to make a pivot table. But there are some essential technology leadership skills that can make a tremendous difference to your success and that of your organization. This is especially true in times of uncertainty and transition, since technology is crucial for organizations that strive to be nimble and resilient, and it holds the keys to knowledge management. Join this session to understand why technology leadership is becoming essential, become familiar with six key technology leadership skills, and learn a few ways to boost your own technology leadership or that of a leader you oversee or mentor.

*Karen Graham, Consultant and Coach, Karen Graham Consulting*

## Link to Leadership: Preparing Pathways for Leaders

**Organizational Leadership Track:** Leading Organizations and Teams

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

At People Incorporated, we believe a commitment to employee development and learning is a fundamental part of how we work. Our goal is for staff to feel supported and equipped to realize their full potential. In addition, our organizational values support equitable advancement in the workplace and foster a culture of inclusion and belonging. To that end, we removed the requirement for years of previous supervisory experience and replaced it with completion of our Link2Leadership program. This cohort-style training program is built on a competency-based leadership theory originally developed by Robert Katz. In this session, we will explore the intersection of organizational citizenship behaviors, leadership, and technical skills and describe our three-tiered cohort system of learning, selection criteria and processes, as well as the rationale behind training content and delivery.

*Karen Kaplan, Chief Human Resources Officer and Russ Turner, Director, People Incorporated Training Institute*

## The Cost of Doing Business

**Community Leadership Track:** Leading Community Engagement, Civic Involvement, and Movement-Building  
**Room:** Thomas H. Swain Room (Cap. 108)

As “DEIJ” is both advancing and being attacked nationwide, the impact of transforming nonprofits is heavy for few while benefiting many. As the ecosystem responds to ever evolving community needs, what is the cost of doing business the right way? This session will explore the human costs of advancing social justice within and through nonprofits, from a physical, social, and emotional perspective. Together, we will contrast current realities with a collective re-imagining of what aligning resources (policies, programs, people) can look like. Folks will leave with a refreshed vantage point, determined swagger, and a template to socialize and activate ideas post-session!

*Ashley Oolman, Founder & Equity Strategist, Allied Folk*

## Community-Centric Fundraising: Getting Buy-in from Your Own Organization

**Organizational Leadership Track:** Leading Community Engagement, Civic Involvement, and Movement-Building  
**Room:** Johnson Great Room (Cap. 96)

Are you interested in implementing CCF at your nonprofit? Great! Now what? Join this session to hear from a fundraising professional about her experience of making the case for CCF at her organization. She'll share how she presented the opportunities to leadership, what has been implemented so far, and some potential strategies for how to get from maybe to yes in the future. Transformational change is a process; and can start with building support and strengthening your case to bring others along with you in the work. This is part of being a leader no matter your position within your organization.

*Pie Paulson, Director of Development, Friends School of Minnesota*



*We are honored to support  
Minnesota Council of Nonprofits'  
important mission to inform,  
promote, connect, and strengthen  
individual nonprofits and the  
nonprofit sector.*



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many lives much better  
and brighter.



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# ROUND IV SESSIONS // 3:30 - 4:30 p.m.

## Leadership Changes: Managing Key Stakeholder Transitions

**Organizational Leadership Track:** Leading Organizations and Teams

**Room:** Heritage Gallery (Cap. 56)

With trends of high turnover and burnout in the nonprofit sector, managing leadership transitions is essential to smooth functioning and maintaining the mission-focus for nonprofit organizations. Utilizing the example of a small nonprofit facing the exit of a founder/ED, small groups will have time to discuss how to approach a key stakeholder transition. After small group discussions, groups will share their approach and considerations in a facilitated larger group discussion. Finally, the presenter will share an experience of a transition, highlighting opportunities and challenges faced. Participants will have the opportunity to think through key stakeholder transitions in a nonprofit setting, identifying key questions for periods of change; identifying considerations for board, staff, and donor stakeholder engagement; and considering how to approach transitions with empathy and care.

*Amy Petersen, Board President, CROSO*

## Turning One-time Volunteers Into Lifelong Organization Champions

**Community Leadership Track:** Leading Community Engagement, Civic Involvement, and Movement-Building

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

Volunteers can be a crucial part of a nonprofit's impact infrastructure — but, by definition, their commitment to your mission is limited in both time and scope. As a nonprofit leader, what does it take to build a consistent, reliable volunteer base? And what untapped opportunities for further engagement might allow your volunteers to contribute more deeply, meaningfully, and sustainably to your work? In this session, Mary Uran will share lessons from Compass Pro Bono's 20+ years of strategic engagement with more than 5,000 skilled volunteers across the country, including many who have stepped up to train and support other volunteers. She will reveal how to leverage the power of cross-generational volunteer teams and cultivate "super-volunteers" who stay involved for years or even decades at a time. Participants will walk away with specific frameworks for tapping into the full potential of volunteers — and getting them to come back over and over again.

*Mary Uran, Managing Director - Twin Cities, Compass Pro Bono*

## Understanding Reasonable Accommodations: Employees with Disabilities Flourish, Succeed!

**Organizational Leadership Track:** Leading Organizations and Teams

**Room:** Ski-U-Mah Room (Cap. 99)

Every employee needs the right tools to do their work. Reasonable accommodations are the sometimes-simple, sometimes-complex tools that employees with disabilities use to get their work done. While many reasonable accommodations are less than \$500, when budgets are tight, even small, one-time expenses can be a nonstarter. Navigating, and paying for, reasonable accommodations can be daunting, especially in the nonprofit sector. And yet, employees with disabilities bring skills, dedication, and expertise that can enhance your mission. When 13 percent of Americans identify as having a disability, the right person for a job could just be someone who may need reasonable accommodations. Participants will gain an understanding of the wide range of reasonable accommodations. They will also gain an overview of the Employer Reasonable Accommodation Fund, a new fund from the State of Minnesota that reimburses small to mid-sized Minnesota companies for the cost of reasonable accommodations.

*Ray McCoy, ERAF Coordinator, Department of Employment and Economic Development*

## Setting a Larger Table: Inviting Those Traditionally Left Out

**Community Leadership Track:** Leading Community Engagement, Civic Involvement, and Movement-Building  
**Room:** Johnson Great Room (Cap. 96)

As a result of attending this session, participants will engage with a new framework to conceive leadership pathways through the reframing of who is/can be a leader, the traits of an effective leader, notions of power from a communal/collective perspective, and a toolkit for deep engagement to invite and hopefully recruit, retain and help develop leaders from more diverse backgrounds. The session will have a presentation portion and with components of small- and large-group conversations and debriefing.

*Carla Manzoni, Ph.D., Founder & Owner, Vibrant Majority LLC*

## Workplace Cultures of Belonging as a Key Employee Retention Strategy

**Organizational Leadership Track:** Leading Organizations and Teams  
**Room:** Thomas H. Swain Room (Cap. 108)

A sense of connection and belonging is a basic human need, and a lack of belonging is a key reason why employees leave their places of employment, even if they enjoy the work they do. This workshop will explore the significance of workplace cultures of belonging that are rooted in trust and collaboration, leveraging insights from the successful AmazeWorks/KeyHubs partnership. We will introduce KeyHubs Matrix software as a tool for examining workplace relationships and team dynamics that inhibit or contribute to belonging. Participants will gain practical tools, strategies, and real-life examples to enhance employee well-being and retention in your workplace.

*Mel Anderson, Education Director and Jenni Bratulich, Director of Advancement, AmazeWorks; Priya Narula, Co-Founder and Liz Otteson, Community Builder and Catalyst, KeyHubs*



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