

**MINNESOTA
COUNCIL OF
NONPROFITS**

Nonprofit News

Information and connections for Minnesota's nonprofit sector.

Fall 2013

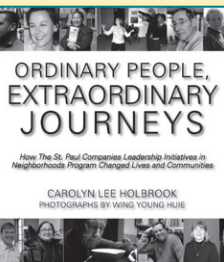
The mission of the **Minnesota Council of Nonprofits**: to inform, promote, connect and strengthen individual nonprofits and the nonprofit sector.



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Demystifying Key Elements of the Affordable Care Act

Health care reform will affect Minnesota nonprofits in two ways – as direct service providers to clients who will benefit from the new law and as employers.

As of October 1, Minnesota has a new online marketplace where individuals and small employers (including nonprofits) can shop for health insurance – MNsure.

About three-fourths of Minnesota's nonprofits currently offer health insurance to their employees. MNsure and the Affordable Care Act (ACA, the federal health care reform law) create opportunities that will benefit nonprofits that already provide insurance and those that want to start. For example, the Affordable Care Act provides small employers with more than 50 employees tax credits to help lower the cost of offering health insurance. For larger nonprofits, the ACA brings some new responsibilities for offering health insurance.

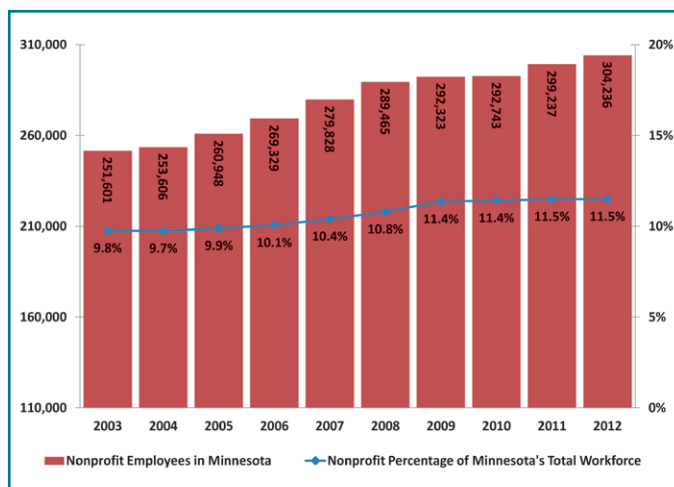
We know that big changes bring uncertainty, and many nonprofit employers are wondering how MNsure and the Affordable Care Act will affect their organizations.

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Nonprofits are a Stabilizing Force as Employers

The Minnesota Nonprofit Economy Report is an annual study by MCN that analyzes public data on nonprofit employers, employment, wages and finances to describe the role nonprofit organizations play in the state's economy.

Nonprofit organizations play an important role in Minnesota's communities – providing vital services, employing local residents and improving the quality of life. With the recession now several years behind



us, it is clear that Minnesota nonprofit organizations continue to be a stabilizing force as employers.

Continued on page 4

Nonprofit Bits

National Philanthropy Day

On November 22, Minnesota's leading community leaders, nonprofit organizations, donors, professionals and volunteers come together to inspire, celebrate, connect and learn about those people who are making a difference in our community.

National Philanthropy Day was created by Association of Fundraising Professionals (AFP) as a special day to recognize and pay tribute to the great contributions of philanthropy. For full details, visit: www.afpminnesota.org

Minimum Wages, Affordable Care and Nonprofit Vitality

By Jon Pratt, MCN Executive Director

The dual nature of the minimum wage issue for nonprofits was underscored by the Obama administration's new rules extending minimum wage and overtime protections to the nation's homecare workers. Instead of continuing to classify these workers in the same companionship services category as babysitters (and so exempt from minimum wage and overtime requirements), homecare aides will now be covered under the Fair Labor Standards Act. However, the new regulation does not take effect until January 2015 to allow state Medicaid programs time to adjust rates.

Many nonprofit employers are in the same bind. A considerable number of direct care organizations and their employees will be affected if there is an increase, yet are hamstrung by persistently low contracts from the State of Minnesota. As Susie Brown notes in her column, reimbursement rates for critical services will need to be adjusted at the same time minimum wage increases goes into effect, something legislators and the public will need to understand.

Affordable Care for 480,000 More Minnesotans

At long last, the Affordable Care Act and MNsure went into effect on October 1, despite the federal government shutdown, with nonprofits engaged in the launch in multiple roles as employers, providers and navigators. The ultimate success of MNsure will depend on getting information out to potential participants and help the public as a whole gain a basic understanding. Regrettably, the issue of increasing access to health care has been caught up in the hyper-partisan national quarrel over the role of government. Minnesota may have a better chance than most states to keep it civil and help people understand their true health insurance options and alternatives. Hats off to the many nonprofit volunteers, donors and employees helping make this happen.

Nonprofit Economic Developments

Each year MCN tracks the number of active Minnesota nonprofits, employment and wage information in its Minnesota Nonprofit Economy Report. With the recession now several years behind us, it is clear that Minnesota nonprofit organizations continue to be a stabilizing force as employers, having added employees even as the for-profit workforce has shrunk.

The nonprofit sector has also been making progress in closing the wage gap. While nonprofit wages were 19 percent less than for-profit wages in 2003, by 2012 that gap had been reduced to 11 percent (based on average weekly wages for nonprofits, excluding hospitals or higher education institutions).

At the same time the number of nonprofit employees has grown to over 300,000. The nonprofit workforce (excluding hospital and higher education institutions) grew by nearly 1 percent over the last 10 years, while employees of nonprofit hospitals and higher education grew by 27 percent. Unlike the business sector, these categories of nonprofit employees did not see even a temporary reduction in the recent recession.

Not that anyone was expecting it, but there is no indication of a substantial growth in the number of nonprofit organizations. Looking again at the non-hospital and non-higher education nonprofit employers, the 3,479 with employees in 2012 is virtually unchanged from the 3,483 employers in 2003. There are no signs of having too many nonprofits in Minnesota, and plenty of demands on nonprofits to increase the benefits they bring to communities.



"Minnesota may have a better chance than most states to keep it civil and help people understand their true health insurance options and alternatives. Hats off to the many nonprofit volunteers, donors and employees helping make this happen."

Making it Easier for Nonprofit Employers to Decide When and If to Use MNsure

Continued from page 1

To help ease some of the uncertainty and make it easier for nonprofit employers to decide when and if to use MNsure, the Minnesota Council of Nonprofits and the Minnesota Budget Project have prepared an issue brief, *FAQ: Health Care Reform and Minnesota's Nonprofit Employers*, to demystify some of the key elements of the ACA and share additional resources.

You can find the FAQ on the Minnesota Budget Project websites. Here's a sample of questions and answers:

What is MNsure?

MNsure is the state's new online health insurance exchange where individuals and small employers (including nonprofits) can shop for, compare and enroll in health insurance. Open enrollment on MNsure begins October 1, with coverage taking effect as early as January 1, 2014.

What is the SHOP?

The SHOP (Small Business Health Options Program) is the part of the MNsure marketplace where small employers, including nonprofits, can purchase health insurance. The SHOP will initially serve employers with 50 or fewer employees.

Am I required to purchase health insurance through MNsure?

No one is required to purchase insurance through MNsure – there will continue to be an insurance marketplace outside of MNsure. However, in order to take advantage of potential federal tax credits, an individual or small employer must purchase insurance through MNsure.

Can I offer a defined contribution health care plan instead of a defined benefit plan?

Yes, small employers purchasing insurance through MNsure may set up

health insurance for their employees as a defined contribution plan where the employer provides a specific amount of money the employee can use to purchase insurance, or a defined benefit plan where the employers offers an insurance plan with specific benefits. MNsure will make it easier for small employers to offer either of these insurance options by handling administrative tasks like enrollment, renewal and making payments to carriers.

Can I still offer my employees a Flexible Spending Account or Health Savings Account?

Yes, employers can also continue to offer Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs), but there are a few changes that you should be aware of. FSA contributions are now limited to \$2,500 a year. Small employers may offer HSAs, but they must be connected to a high-deductible insurance plan that meets the new ACA limits on deductibles and cost-sharing, offers no-cost preventive care and covers a required set of health benefits.

MNsure will not provide assistance with the administration of FSAs and HSAs.

What if I have employees in other states?

If your primary office is located in Minnesota and your organization is eligible to purchase group health insurance through MNsure, your employees residing in other states may enroll in any of the Minnesota-based insurance plans that are offered by your organization through MNsure.

If you have a worksite located in another state, you may be eligible to offer



insurance to employees living in that state through that state's health insurance exchange.

If you offer insurance to out-of-state employees that meets the minimum coverage standards (see FAQ #4 for details on the minimum coverage standards), and they decline that coverage, they will not be eligible for federal premium tax credits (see FAQ #5 for more details on individual tax credits).

When should I make decisions about purchasing health insurance through MNsure?

Your small organization can enroll in group coverage through MNsure beginning October 1, with coverage taking effect as early as January 1, 2014.

Small employers purchasing group health insurance will need to meet state minimum employer participation and contribution requirements. However, there is a special open enrollment period between November 15 and December 15 to allow small employers that cannot meet these minimum participation requirements to purchase group coverage through MNsure.

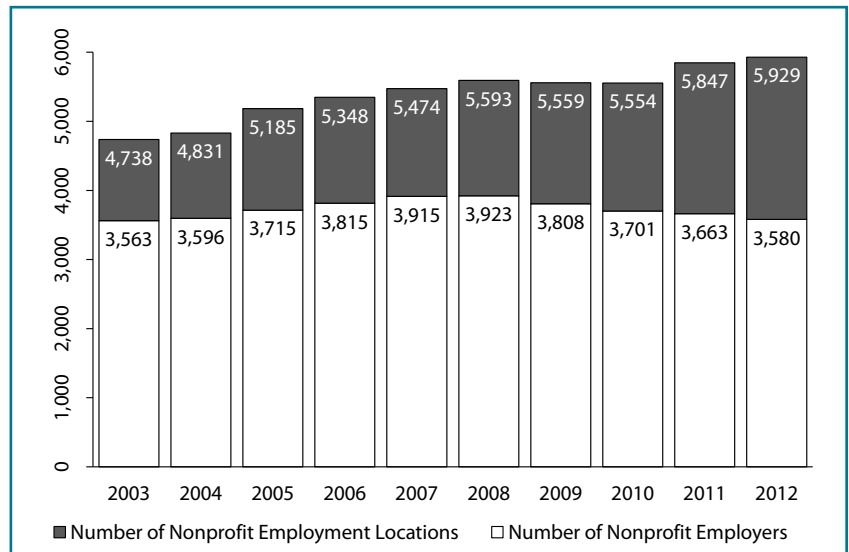
Thanks to Minnesota Budget Project deputy director Christina Wessel who prepared this document. If you have further questions please contact Christina Wessel at cwessel@mnbudgetproject.org or MNsure at 1-855-3MNSURE.

Nonprofit Average Weekly Wages Have Been Closing the Gap

Continued from page 1

Figure 1: Number of Nonprofit Employers Reduced in Minnesota, but More Nonprofit Employment Locations

The overall number of nonprofit employers in Minnesota has been falling in recent years, with fewer than 3,600 employers in 2012. However, a single employer may operate more than one location in the state. The nonprofit sector has been growing as the number of nonprofit locations in the state has increased by 7 percent since the last recession ended in 2009.



There are always changes occurring within the sector. Each year, a number of nonprofits merge, some dissolve and new organizations start up – reflecting normal churning in a healthy and dynamic section of the economy. While substantial numbers of organizations are incorporated each year (including 3,479 in 2012), most are small, all-volunteer initiatives that may never grow to have employees or be required to file financial information with the state or IRS.

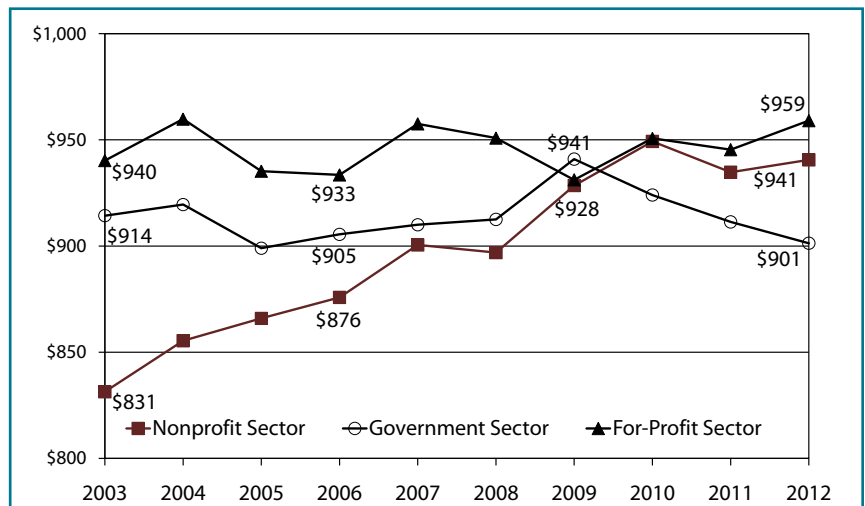
Figure 2: Nonprofit Employment Shows Strong Growth Through Recession

During the Great Recession and the prolonged recovery that has followed, nonprofit employers have been an important source of stable employment. Between 2007 and 2012, Minnesota businesses shed more than 3 percent of their employees, while the nonprofit workforce grew by nearly 9 percent. The growth in nonprofit employment was strongest among social service providers and civic organizations.

	2007	2012	Change
For-Profit	2,037,578	1,972,514	-3.2 percent
Government	370,775	368,157	-0.7 percent
Nonprofit	279,828	304,236	8.7 percent
Total	2,688,181	2,644,909	-1.6 percent

Figure 2: Nonprofit Average Weekly Wages Close Gap with For-Profit Wages

Over time, nonprofit average weekly wages have been closing the gap with average weekly wages for for-profit and government employees. In 2003, average weekly wages in the nonprofit sector were 12 percent below for-profit wages. By 2012, nonprofit wages rose to within 2 percent of for-profit wages.



Average weekly wages in the nonprofit sector are highest in the health care industry, and lowest for child care providers and civic organizations.

For more information on the Minnesota Nonprofit Economy Report, please visit www.minnesotanonprofits.org.

Minnesota's Minimum Wage: A Complex Set of Considerations for Nonprofits

By Susie Brown, MCN Public Policy Director

Minnesota's 2013 legislative session concluded, as usual, with many unanswered questions and unresolved issues. One such issue that the Minnesota Council of Nonprofits is carefully considering is an increase in the state's minimum wage—a proposal we expect will continue to have robust discussion and is poised for possible passage in 2014. We recognize that this is a critical issue in Minnesota and one which has important considerations for the nonprofit sector, both as employers and as the community entities which provide support and assistance to Minnesotans with the fewest resources.

Poverty continues to be a serious problem in Minnesota, with income declining (from a median \$63,671 in 2000 to \$58,906 in 2012) and poverty increasing (from a rate of 6.9 percent in 2000 to 11.4 percent in 2012). Meanwhile, Minnesota is one of four states with a minimum wage lower than the federal minimum wage of \$7.25. Although most Minnesotans are subject to the federal wage, some Minnesotans are subject to state wages of \$6.15, \$5.25, or \$4.90, depending on characteristics of their employers and their employment.

Because it is unlikely that anyone would be able to support their family on employment wages at this level, nonprofit organizations have long been a voice for increasing the minimum wage as a way to help families meet financial needs, attain economic self-sufficiency, and save for their future. MCN members JOBS NOW Coalition, and the Children's Defense Fund as well as MCN's own Minnesota Budget Project have consistently provided research and analysis to demonstrate the value of higher employment wages as one of the best strategies to help people stay in the workforce, support their families and become financially self-sufficient. If Minnesota's workers are going to thrive, raising the minimum wage makes good sense.

At the same time we should acknowledge that a raise in the minimum wage can be a substantial disruptive factor for nonprofit employers. Minnesota's nonprofit employers aim to be responsible and provide decent wages and benefits for their employees. MCN's nonprofit salary survey shows that almost all job categories in the nonprofit sector already pay substantially above Minnesota's proposed minimum wage of \$9.50 per hour, and nonprofits tend to be responsible contributors to employment-related benefits such as health insurance and retirement. We strive to be a sector of good employers that provide adequate compensation to hardworking employees committed to our missions. However, in some circumstances a change in the minimum wage will have a significant effect on the financial management of organizations, for example, those providing services reimbursed by state government with rates of pay lower than the minimum wage. If the minimum wage increases, the state must make corresponding changes to the specific employment circumstances in the nonprofit sector.

As a sector, nonprofits want to do the right thing and must manage lean organizations in a complex environment. MCN looks forward to working with legislators and other stakeholders on defining a new minimum wage in Minnesota through a dual approach of increasing wages while ensuring corresponding changes for nonprofit employment circumstances. For the good of our communities, the financial health of our employees and the sustainability of the organizations in our sector, we must do both.



"We strive to be a sector of good employers that provide adequate compensation to hard working employees committed to mission."

Congratulations to the 2013 Minnesota Nonprofit Award Winners



MAP for Nonprofits and the Minnesota Council of Nonprofits (MCN) presented the 2013 Minnesota Nonprofit Mission and Excellence Awards on October 25, 2013, as part of the MCN's 2013 Annual Conference in Duluth.

The Excellence Awards are based on MCN's *Principles and Practices for Nonprofit Excellence* and are awarded to one nonprofit organization with a budget under \$1.5 million and one organization with a budget over \$1.5 million.

Recipients of Minnesota Nonprofit Mission Awards demonstrate effective contributions in the categories of Innovation, Advocacy, Anti-Racism Initiative and Responsive Philanthropy.

College Possible

Excellence Award Winner, Large Organization

College-capable, low-income students are being left behind by their wealthier peers in accessing higher education. Many face a number of barriers to their academic success and lack resources to compete effectively for college admission. This disparity both perpetuates the achievement gap and threatens the vitality of our future workforce.

College Possible believes that helping students overcome these obstacles is the surest path to ending the cycle of poverty for them and for their families, thereby creating social change and meeting the long-term workforce development needs of the United States in an increasingly competitive global economy.

Since the organization's inception in 2000, 98 percent of College Possible students have earned admission to college and they are ten times more likely to earn a college degree than low-income students nationally.



Joyce Preschool

Excellence Award Winner, Small Organization

Joyce Preschool is an organization providing quality early childhood education and support services to address the needs of the whole child. Joyce Preschool provides scholarships to 40-60 percent of those families each year to ensure access to all.

In 1995, Joyce Preschool shifted to a Spanish/English two-way bilingual immersion program in response to the growing Latino population and the scarcity of services for new immigrants to the Twin Cities.

Joyce's unique program is structured with a strong emphasis on school readiness and foundational literacy skills for all students. The program reflects the linguistic and cultural diversity of the community it serves.



Rural Renewable Energy Alliance (RREAL)

Nonprofit Mission Award in Innovation

Rural Renewable Energy Alliance (RREAL) received the 2013 Innovation Award for working to make solar energy accessible to communities of all income levels. RREAL's Solar Assistance program works with low-income households on Energy Assistance to provide them with solar heat which fosters self-reliance and reduces dependence on public energy assistance.

Farmer's Legal Action Group, Inc. (FLAG)

Nonprofit Mission Award in Anti-Racism Initiative

Farmer's Legal Action Group, Inc. (FLAG) received the 2013 Anti-Racism Initiative Award for focusing on Minnesota's community of Hmong American farmers who face discrimination and barriers that exclude them from economic opportunity and keep them isolated from the wider Minnesota community. FLAG's advocacy approach on behalf of Hmong American farmers combines FLAG's legal skills, and experience with community lawyering and alternative dispute resolution that is healing rather than divisive.



Minnesota Coalition for the Homeless (MCH)

Nonprofit Mission Award in Advocacy

Minnesota Coalition for the Homeless received the 2013 Advocacy Award for advancing public policies that develop affordable housing, prevent homelessness, and strengthen the economic safety net. Comprised of 150 member organizations across the state, MCH mobilizes a wide array of constituencies around bold legislative goals and a shared belief that everyone deserves a safe, decent and affordable place to call home.

Elmer L. & Eleanor J. Andersen Foundation

Nonprofit Mission Award for Responsive Philanthropy

Founded in 1957, the Elmer L. & Eleanor J. Andersen Foundation received the 2013 Responsive Philanthropy Award for its work to improve the quality of life in the Twin Cities through effective family grant making, honoring the legacy of its founders and investing in social change. In recent years, the Foundation's mission has focused on social justice grant-making including efforts to decrease 'Islamophobia' and negative generalizations about Minnesota Muslims.



New Raffle Option for Nonprofits: Less Paperwork if Once a Year

The Minnesota legislature's 2013 tax omnibus bill included a provision which provides a new raffle option for 501(c)3 organizations which conduct only one raffle per year. This law, that went into effect July 2013, exempts 501(c)3 organizations from registering with the Minnesota Gambling Control Board if:

- An organization hosts only one raffle in a calendar year
- If the total fair market value of prizes awarded in raffle does not exceed \$5,000

For example, if your nonprofit organization holds one raffle per year and raffles off a single item (or combination of items) totaling less than \$5,000 in value, it is exempt from registration. The value of the raffle cannot exceed \$5,000; however, the amount of money the organization raises is not restricted. If an organization conducts raffles where the drawings are held on more than one date or wishes to conduct other forms of lawful gambling, the organization must apply to the Gambling Control Board for an exempt permit.

Once an organization confirms that it will host just one raffle in a calendar year, it cannot change their status for that year. This means that if your organization chooses to host one event with the \$5,000 value raffle option, it may not later apply for an exempt permit in the same calendar year and vice versa.

Organizations should plan their full year of raffle activity and the value that is expected to be given away, in order to determine whether they will be required to register in that year or not. If you think your organization will give away more than \$5,000 in raffle prizes you should register with the Gambling Control Board. Contact their licensing division for further details and assistance, at 651-639-4000.



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MCN Joins Minnesota's Immigration Reform Coalition

Many of MCN's nonprofit member organizations are deeply concerned about and are following the national debate on immigration reform closely. Whether an organization provides housing, serves mental health needs, conducts job training or carries out any other services that are accessed by a cross section of Minnesotans, they are likely to count our state's immigrants among those they serve.

Recognizing the importance and timeliness of this issue to our members and throughout our communities, the MCN board of directors recently adopted a position in support of comprehensive federal immigration reform and joined the effort led by a unique, diverse coalition. Minnesota's immigration reform coalition includes organizations from the faith, labor, nonprofit and business communities, united around shared concerns such as family reunification, a path to citizenship and the ability to participate in the workforce.

MCN joins the Minnesota Chamber of Commerce, the Minnesota AFL-CIO, Jewish Community Action, The Family Partnership, Hospitality Minnesota, SEIU, the Immigrant Law Center and many others, in calling on our members of Congress to take action on this issue in 2013. If your organization would like to join the coalition or has questions about the status of this legislation, please contact the Immigrant Law Center of Minnesota at 651-641-1011.

Upcoming Learning Events

NOVEMBER TO DECEMBER 2013

Fundraising	Communications
<p>GRANTWRITING CLINIC FOR BEGINNERS November 5, 2013, 9 a.m. - noon Minnesota Council of Nonprofits Conference Room 2314 University Ave. W., Suite 20, St. Paul Fee: \$85 for MCN Members</p>	<p>COMMUNICATIONS BUDGETING WITH DOLLARS AND COMMON SENSE November 12, 2013, 9 – 11 a.m. Wilder Center 451 Lexington Pkwy. N., St. Paul Fee: \$45 for members / \$65 for nonmembers</p>
<p>FROM GIFTS TO ENGAGEMENT December 3, 2013, 9 – 11:30 a.m. Continuing Education and Conference Center 1890 Buford Ave., St. Paul Fee: \$45 for MCN Members / \$65 for nonmembers</p>	<p>WHAT'S NEW, WHAT'S FOR YOU IN SOCIAL MEDIA? November 26, 2013, 9 – 11 a.m. Wilder Center 451 Lexington Pkwy. N., St. Paul Fee: \$45 for members / \$65 for nonmembers</p>
Policy and Advocacy	Management
<p>EVALUATING ADVOCACY November 20, 2013, 10 – 11 a.m. Webinar Fee: Free</p>	<p>PRACTICAL LEADERSHIP: SUPERVISING FOR EMPLOYEE ENGAGEMENT November 19, 2013, 9:30 a.m. - 4:30 p.m. Urban Research and Outreach-Engagement Center (UROC) 2001 Plymouth Ave. N., Minneapolis Fee: \$119 for MCN Members / \$149 for nonmembers</p>
<p>BUILDING STRATEGIC RELATIONSHIPS WITH ELECTED OFFICIALS December 11, 2013, 10 – 11 a.m. Webinar Fee: Free</p>	<p>CRAFTING AN EVALUATION STRATEGY FOR NONPROFIT SUCCESS November 13, 2013, 9 a.m. – 3:30 p.m. Wilder Center 451 Lexington Pkwy N., St. Paul Fee: \$90 for MCN members / \$130 for nonmembers</p>
Upcoming	Regional
<p>MINNESOTA FOUNDATIONS 2014 December 3, 2013, 1 – 4:30 p.m. Continuing Education and Conference Center 1890 Buford Ave., St. Paul Fee: \$100 for MCN Members / \$150 for nonmembers</p>	<ul style="list-style-type: none">• Northern Minnesota Foundations 2014, Duluth January 16, 2014, 9:00 – 11:30 a.m.• Central Minnesota Foundations 2014, Saint Cloud January 23, 2014, 9:00 – 11:30 a.m.• Southern Minnesota Foundations 2014, Mankato January 30, 2014, 9:00 – 11:30 a.m.

Get detailed information and register at
www.minnesotanonprofits.org
Click on Events & Trainings.

Share Your Announcements on MCN's Website

MCN is honored to share news about Minnesota's extraordinary nonprofit sector. With over 20,000 weekly visitors, MCN's website can be a great way for you to get the word out about your own organization's news, awards and advancements.

Member organizations are invited to submit organizational announcements to be featured in the Sector News section of MCN's website.

If you would like to submit an announcement, please contact Michaela Charleston, MCN's membership and communications manager, at mcharleston@minnesotanonprofits.org.

Submissions Should Include:

- A text description of your announcement that does not exceed 50 words.
- A web link to a full text description of your announcement/press release or to your organization's website.
- Submitted photos must be 115 pixels wide by 150 pixels high. (MCN can not edit submitted photos. Photos that are not submitted within the noted dimensions can not be posted)

Submissions will be posted online within 1-2 days of receipt and will remain online for approximately 10 days.

Accepted Submission Types:

- Leadership changes;
- New staff or staff transitions;
- New board members;
- Individual and/or organizational awards;
- Organizational name changes and mergers; and
- New services, projects or accomplishments.

Event announcements and donation solicitations will not be posted at this time.

To read the latest sector news, visit www.minnesotanonprofits.org/sector-news.

Innovative Minnesota Grants Program Spotlights in Book by Carolyn Holbrook

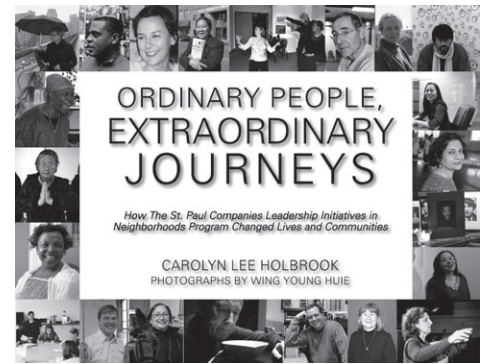
From 1987 to 2002, The St. Paul Companies (now Travelers) sponsored a unique leadership program, Leadership Initiatives in Neighborhoods (LIN). Over the course of 16 years, more than 180 local activists and artists received a combined \$4.5 million in funding to pursue opportunities to augment their skills in a variety of meaningful ways.

Now, a decade after the last grant was provided, this revolutionary program has come to life once more in an inspiring book, *Ordinary People, Extraordinary Journeys: How St. Paul Companies Leadership Initiatives in Neighborhoods Program Changed Lives and Communities*, by writer, educator and life-long arts advocate Carolyn Holbrook.

Based on nearly five years of interviews and research, Holbrook's new book highlights 20 inspirational figures from the LIN program and explores how their innovative ideas—and the unprecedented financial support behind them—made an indelible mark on communities in the Twin Cities and beyond.

"I was so deeply moved by each person's journey and their testaments to the life-changing experiences they had through the LIN grant," recounts Holbrook. "Over and over I heard comments like Shen Pei's when she said, 'This grant was not just about the money. They didn't just tell me to do this or that. It was so meaningful because it allowed me to do something really good for people.'"

Ordinary People, Extraordinary Journeys is available for purchase (\$10 for MCN members, \$20 for nonmembers) at www.minnesotanonprofits.org/order-publications. MCN members may also use free publication vouchers for this book.



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Empowering Youth to Drive a Dignity Process: Avenues for Homeless Youth



On any night in the state of Minnesota, 2,500 youth and young adults are homeless and unaccompanied by an adult. In any year, 10,000 youth experience homelessness in Minnesota.

The 2012 Nonprofit Mission Award in Innovation was given to Avenues for Homeless Youth for its support for more than 2,500 homeless youth ages 16 to 21. Through its emergency shelter, short-term housing and supportive services, Avenues model differs from traditional brick-and-mortar housing and traditional placement of youth.

In September 2011, Avenues for Homeless Youth and its collaborative partners launched the Suburban Host Home Program, a community-based program that houses and supports homeless youth ages 16 to 21 from the Hennepin County suburbs in the homes of volunteers within those suburbs.

Through this new program, Avenues has empowered youth to drive a dignity process by connecting them with a host home within their own communities; which provide young people with an environment to develop deep and personal relationships with adults and stay in their community as they make the difficult transition into adult society.

Since inception, the Suburban Host Home Program has recruited, screened

and trained 15 host homes that are already accepting and housing youth. Host recruitment is ongoing.

At full operation, the Suburban Host Home Program will provide transitional living arrangements for 10+ homeless suburban youth ages 16 to 21 in

safe, supportive host homes within the suburbs. The program recruits and trains adult volunteers in the suburbs to be host homes, then matches suburban homeless youth with those volunteer host homes, so that the youth may continue to live, attend school and work within their home suburban communities.

Homeless youth struggle with numerous issues because of their age and lack of safe housing:

- They are too young to obtain rental housing on their own; they simply do

not have adequate income or savings to pay a damage deposit.

- Without job experience or personal identification with a current address, they struggle to gain or improve upon their employment.
- They have had little or no access to health care, mental health, legal support or social services.
- Very often, their education is interrupted or curtailed.

The Suburban Host Home Action Council, a group of community volunteers and suburban partner agencies, has been integral to the design, launch and steering of the program. The primary suburban youth-serving agencies that refer youth, provide case management support, and help guide the program are Oasis for Youth, Teens Alone and YMCA Youth Intervention Services.

Avenues for Homeless Youth is a well-deserving recipient of the 2012 Nonprofit Mission Award in Innovation, for its continued work and support to end homelessness, and for trailblazing not only housing services, but the integration of children and young adults into homes and communities.




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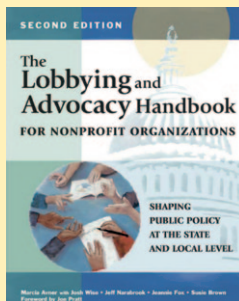
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Minnesota-based

Lobbying and Advocacy Resource Receives an Update

Nonprofits have long played a critical role in the policy landscape. The sector has information—data, stories, expertise, and experience—that is essential to a fully informed policy dialogue. Many nonprofits recognize that public policy engagement is a key strategy for meeting their mission. As nonprofits build their power as valued voices on their issues, their impact is profound.



Just released, *The Lobbying and Advocacy Handbook for Nonprofit Organizations, Second Edition* serves as a complete road map to shaping public policy at the state and local level. Enhancing the information in the first edition with updated and revised material, case studies, and resources, author Marcia Avner and her fellow contributors emphasize how nonprofits can achieve their mission, all while serving as a strong voice for the people they support.

“For all of us in nonprofit organizations, it is increasingly important to continue to be a powerful force for change in our communities, our states, and the nation,” said Marcia. “If we do not speak out on the issues that we know best, the policy dialogue is diminished.”

In addition, new material includes nonprofit civic engagement and voter mobilization; designing the policy committee that works for your nonprofit; utilizing social media in your communications strategies; administrative advocacy; working with governmental agencies; and understanding the why, what and how of collaboration.

The Lobbying and Advocacy Handbook for Nonprofit Organizations, Second Edition is available for purchase on Amazon.com and BN.com.

Hot Topics in Nonprofit D&O Governance and Employment Practices Liability Exposures

Your nonprofit faces the risk of a lawsuit around every turn. Organizations are under increased scrutiny by donors, vendors, state’s attorneys, the IRS and more. A Directors and Officers (D&O) Liability insurance policy is an important way for your organization to safeguard against lawsuits that may threaten its mission. Having the right insurance coverage can mean the difference between coping with a regrettable but ordinary challenge and facing an organizational crisis.

Join MCN, Nonprofit Insurance Advisors and Monitor Liability Managers for a webinar on December 10 at 2 p.m., as we look at some of the most common risks nonprofits currently face. Hot Topics in Nonprofit D&O Governance and EPL Exposures will provide you with the information and knowledge needed to put any fires out before they get out of hand.

In this presentation, we will:

- Examine risks related to employment decisions and nonprofit governance
- Take a look at recent lawsuits
- Discuss how to prepare and protect your nonprofit from these risks



NONPROFIT INSURANCE ADVISORS

A service of
the Minnesota Council
of Nonprofits

If you have questions about your nonprofit’s workers’ compensation coverage or other insurance needs, please contact MCN’s new service, Nonprofit Insurance Advisors.

As an independent insurance agency focused exclusively on the nonprofit market,

Nonprofit Insurance Advisors’ staff works to understand the customized needs of each nonprofit and answer coverage questions to help you better understand your nonprofit’s risks.

To receive a free quote and learn more about MCN’s insurance service, Nonprofit Insurance Advisors, visit www.nonprofitinsuranceadvisors.org or call 651-757-3095.

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Get the Most Up-to-Date Information About Minnesota's Foundations

Each December, MCN publishes the latest information about the funding trends and priorities of many of the largest philanthropic foundations across the state. This annual publication, *Minnesota Foundations*, is released at a half-day training where attendees get to hear more than just the statistics and facts.

Join MCN on December 3 in Saint Paul for *Minnesota Foundations 2014*. The behind-the-scenes workshop will cover lots of anecdotes about trends in the philanthropic world, staff changes, grant seeker do's and don'ts, and first-hand reports about effective ways to successfully fund your nonprofit's programs.

A condensed version of *Minnesota Foundations 2014* will also take place in Duluth, Saint Cloud and Mankato. The regional workshops will highlight various regional foundations and large foundations that have statewide giving priorities.

- *Minnesota Foundations 2014*, Saint Paul
December 3, 2013, 1:00 – 4:30 p.m.
- *Northern Minnesota Foundations 2014*, Duluth
January 16, 2014, 9 – 11:30 a.m.
- *Central Minnesota Foundations 2014*, Saint Cloud
January 23, 2014, 9 – 11:30 a.m.
- *Southern Minnesota Foundations 2014*, Mankato
January 30, 2014, 9 – 11:30 a.m.

For full details and to register, visit www.minnesotanonprofits.org/events.

MCN Staff Transitions

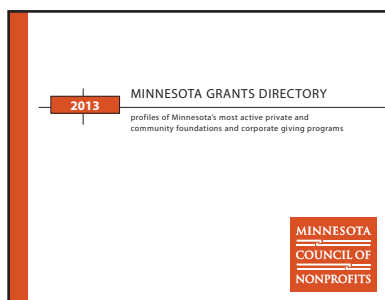


Jeannie Fox became chief of staff for Minnesota Secretary of State Mark Ritchie on August 1, 2013. During her time with MCN as deputy public policy director, Jeannie was responsible for direct and grassroots lobbying and advocacy efforts on behalf of the nonprofit sector in Minnesota. She developed extensive training curricula for MCN-sponsored training series in Minnesota as well as custom policy institutes in various states as a Training Fellow for the Center for Lobbying in the Public Interest based in D.C.



Lauren Van Schepen became Planned Parenthood's new partnership development associate in September, 2013. She joined MCN in November 2011 as the nonprofit services assistant. Serving as the first-point of contact for MCN's general phone and email line, Lauren supported the Member Services team by answering member questions and other customer service related requests. Prior to her work at MCN, she served as an AmeriCorps VISTA member in Volunteer MPS (Minneapolis Public Schools). Lauren

serves on the board of the Young Nonprofit Professionals Network (YNPN) Twin Cities chapter



Member Benefit Spotlight: Bremer Banks

Co-owned
by the Otto
Bremer
Foundation
and bank



employees, Bremer Bank truly has a unique approach to banking. With locations throughout Minnesota, Bremer is dedicated to improving the communities where their banks are located.

This commitment takes many forms including employees sitting on nonprofit boards and donations of employee time and expertise for events like homebuyers' seminars. Last year, Bremer Bank donated \$1 million in their region, and employees volunteered over 100,000 hours of time to community causes.

The most prominent and unique way this dedication is manifest, however, is that 92 percent of the bank's dividends are delivered to the Bremer Foundation, where they are allocated in grants to local nonprofits. In 2010 the Otto Bremer Foundation distributed almost \$25 million in grants, 70 percent of which went to organizations in the state of Minnesota.

MCN is proud to partner with Bremer Bank to offer its members lower-cost banking, higher yield investments, and employee banking packages at locations throughout the state and online. Members also receive basis point bonuses over regular earnings credit or interest rates.

For more information about banking with Bremer, or these specific benefits, contact 1-800-908-BANK (2265).

For more information on MCN's cost-saving program, please contact Michaela Charleston at mcharleston@minnesotanonprofits.org or 651-757-3067.

Nonprofit Awards and Advancements



Deb Taylor is Senior Community Services' new CEO. She has

years of experience both at Senior Community Services where she had been serving as COO, and at Wayside House, Inc., where she held the positions of associate director and interim executive director, among other leadership roles.



Aric Jensen is director of mental health at Fraser, a Minnesota nonprofit serving children and adults with special needs. Aric will

manage, develop and expand Fraser's mental health programs, serving children with severe emotional and behavioral disturbances. He was previously employed at Portia Bell Hume Center as program manager for the School Based Prevention and Early Intervention Program.



AccountAbility Minnesota (AAM) hired Aleathea Garry as its training and education director. Ale-

athea is responsible for expanding the organization's training and technical assistance services and overseeing all training and education for the more than 550 tax volunteers. She has more than 10 years of experience in the nonprofit sector, both in program development, and financial management and analysis.



KFAI – Fresh Air Radio appointed Dr. Willie Dean as its new executive director.

Willie has more than three decades of nonprofit management and fundraising experience through the YMCA.



Leanne Woodland is Canvas Health's chief development officer.

Leanne is responsible for philanthropic development, marketing, grants, communications, events and volunteer management. She has 15 years of nonprofit leadership experience in the fields of fund development, marketing, strategic business development and communications.



Dakota Communities has changed its name to Living Well Disability Services™. The change includes a new

logo and the slogan, "Transforming Lives," which represents the organization's mission to deliver exceptional services that transform the lives of people impacted by disabilities. The name was chosen to more accurately reflect the organization's mission, areas served, breadth of services provided and direction for the future.



FamilyWise named Ann Gaasch as the organization's new executive director.

With more than 20 years of nonprofit experience, Ann brings the skills and passion to this leadership role and will officially begin on October 7, leaving her current position as the organization's program director.

Submit Your Announcements

Member organizations are invited to submit your organization's awards, staffing announcements and other news to mcharleston@minnesotanonprofits.org.

MCN Welcomes New Central Minnesota Regional Coordinator



MCN has hired Emily Steinmetz as the new Central Minnesota Regional Coordinator starting on October 30. Her office will be located in Saint Cloud and she will serve a vast region of the state including Willmar, Saint Cloud, Cambridge, Pine City and other communities in a 13-county region.

Regional coordinators manage MCN's membership, trainings, workshops and public policy events in Greater Minnesota and serve MCN's members and other nonprofits across the state by providing excellent service. Regional coordinators serve as liaisons between MCN's St. Paul office and nonprofits in Greater Minnesota.

Emily was a participant in MCN's Performance Management Leadership Institute in 2012. She is a founder of the NICU Community (neonatal intensive care unit) and continues to spend time supporting that nonprofit.

Emily has been engaged in the Sartell-St. Stephen Early Childhood Coalition and has worked with the March of Dimes and Barnes and Noble.

Please join MCN in welcoming Emily!

Welcome to Our Newest Nonprofit Members

Welcome to each of the following organizations that joined the MCN between June 11 and October 3. For more information about membership and its benefits, visit www.minnesotanonprofits.org or contact Michaela Charleston, membership and communications manager, at mcharleston@minnesotanonprofits.org.

Acupuncture and Oriental Medicine Association of Minnesota
 AdoptAClassroom.org
 APICS Twin Cities Chapter
 Association of Minnesota Public Educational Radio Stations
 Aynah
 Building Blocks of Islam
 Carol Matheys Center for Children & Families
 Center Against Sexual and Domestic Abuse
 Center for Earth, Energy and Democracy
 Center of Employment and Educational Development Services
 Central Community Services, Inc.
 Children's Cancer Research Fund
 Children's Dental Health Services
 Choice Home Care, Inc.
 CitiReach International, dba GoodCities
 Clownfish Swim Club
 Code Savvy
 Creating IT Futures Foundation
 Crow River Area Youth Orchestra
 District 742 Local Education & Activities Foundation (LEAF)
 Dodge Center Community Development
 Dress For Success Twin Cities
 East Hillside Patch
 Essentia Health St. Mary's Foundation
 European Christmas Market
 Family Promise in Anoka
 Friends of the Shady Nook School
 Frogtown Gardens, Inc.
 Frogtown Gardens, Inc.
 Gaia Democratic School
 Germanic-American Institute
 Gifts for Seniors
 GIVING WoMN
 Granite Area Arts Council
 Habitat for Humanity SWA
 Habitat for Humanity SWA
 Hamline Midway Elders
 Harbor Centers, Inc.
 Harvest MN LLC
 Hennepin Theatre Trust
 Hennepin Theatre Trust
 Highland District Council
 Hope 4 Youth
 Hopewell Music Cooperative
 Igbo Women League of Minnesota
 Impact Health Vietnam
 Iraqi and American Reconciliation Project
 Irreducible Grace Foundation
 Jeremiah's Hope for Kindness
 Lanesboro Local
 Lifetime Home Project

Li'l Farm Children's Home
 LitKnit
 Little Brothers - Friends of the Elderly
 Macalester-Groveland Seniors, a Living at Home/Block Nurse P
 MacPhail Center for Music
 MacPhail Center for Music
 Mahtomedi Area Educational Foundation
 Maplewood Area Historical Society
 Microgrid Institute
 Minnesota 9-11 Tribute
 Minnesota Center for Nonviolence
 Minnesota Coalition Against Sexual Assault
 Minnesota National Organization for Women Foundation
 Mississippi Valley Montessori School
 Mississippi Valley Montessori School
 MN Dept of Human Services, Off Equal Opportunity & Access
 National Association of the Remodeling Industry
 National Association of the Remodeling Industry
 Native American Community Development Institute
 New American Alliance for Development (Formerly AAFACD)
 North Country Food Alliance
 North Minneapolis Meals on Wheels
 Northeastern Minnesotans for Wilderness.
 On Our Own and Associates, Inc.
 One Family One Community Inc
 Owatonna Arts Center
 Parents as Teachers National Center
 Parents as Teachers National Center
 Portable Sanitation Association International
 PPL Enterprises
 Preservation Concerts
 Restless Legs Syndrome Foundation
 River Valley Community Partnership
 Rural Renewable Energy Alliance
 Rural Renewable Energy Alliance
 Soar Regional Arts
 Southside Family Nurturing Center
 St. Croix River Association
 St. Olaf Social Outreach
 STAGES Theatre Company
 Teaching a Teacher
 The Image Project
 The Sheridan Story
 The Trumpeter Swan Society
 Theater Space Project
 TripleRippleEffect
 Trust for Public Land
 Ukrainian American Community Center
 Unitarian Universalist Church of Minnetonka
 United Senior Lao-American
 US Math Recovery Council
 Veterans on the Lake Resort
 Volunteer Services of Carlton County, Inc.
 We Love to Play Nonprofit
 Wellness in the Woods, Inc.
 West Bank Community Coalition
 Women's Care Center

NONPROFIT NEWS

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The Minnesota Council of Nonprofits (MCN) is a statewide association of 2,000 nonprofits. MCN works to inform, promote, connect and strengthen individual nonprofits and the nonprofit sector.

For information on submitting ads or articles, please contact Michaela Charleston at 651-757-3082 or mcharleston@minnesotanonprofits.org.

MCN members receive a free subscription to Nonprofit News. For further information on membership benefits, please contact Michaela Charleston at 651-757-3082 or mcharleston@minnesotanonprofits.org.

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Update your record with MCN

Is the information on this mailing label correct? Update your contact information by emailing MCN at info@minnesotanonprofits.org.

Minnesota's Nonprofits Mourn the Loss of Two Influential Leaders



Minnesota's nonprofit sector is feeling the loss of two passionate leaders who dedicated their lives to their communities and work within those communities.

In August of 2013, African Development Center of Minnesota's founder and leader, Hussein Samatar, passed away after a battle with Chronic Lymphocytic Leukemia. Hussein was a courageous public servant, who brought energy, drive and optimism to his work with his nonprofit organization and the community in which he lived.

He created several culturally-targeted alternative finance products, and was frequently engaged to address financial, governmental, and other community institutions on the topic of building wealth in emerging markets. Hussein regularly participated in broader conversations that address existing and emerging economic development issues that impact new American communities, and also provided timely analysis on entrepreneurship and small business development in immigrant communities.

More than 1,000 individuals attended services on August 26th to honor the work and life of this unique individual. In attendance were elected officials from the city, county, state, and national levels, as well as hundreds from the community and statewide organizations he so positively impacted.



In July of 2013, Ron McKinley passed away from a motorcycle accident in north-central Washington. A longtime mentor and advocate for students of color in the Twin Cities, Ron dedicated more than four decades of his life to high-profile advocacy for education, founding a number of nonprofits such as the Minnesota Minority Education Partnership.

He was dedicated to equality and also worked with organizations that promoted opportunities across a broad array of concerns, operating his own educational consultancy and served as chair of the board of Mixed Blood Theatre and treasurer of the board of Migizi Communications, which promotes messages of success for American Indians.

Through all his work, Ron was a strong and steadfast advocate for Native people and people of color, and for inclusive and responsive community oriented decisionmaking. He believed that nonprofits and philanthropy should represent and be accountable to the people served, and he dedicated his life to more fully achieving that vision.

We are deeply saddened by the recent passing of Hussein and Ron, and are grateful for their work to improve the lives of their fellow Minnesotans.