

# Nonprofit News

Information and connections for Minnesota's nonprofit sector.

Spring 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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## MNsure Health Care Marketplace Creates Opportunities for Individuals and Small Nonprofits

After more than a year of debate and deliberation, Governor Mark Dayton in March signed a bill to move Minnesota forward with creating MNsure, a new health insurance exchange where more than one million Minnesotans will have the opportunity to find affordable health insurance that meets their needs.

MNsure will be a web-based marketplace where individuals and small employers (under 50 employees) can shop for, compare and purchase health insurance. Setting up this health insurance exchange is a critical step in implementing the federal Affordable Care Act in Minnesota.

The current insurance marketplace is complex and often unaffordable, particularly for individuals and small employers, including nonprofits. One reason is that they lack the buying power of larger employers and are unable to negotiate for better value and higher quality when seeking health care. They struggle to find affordable insurance that meets their health care needs.

That is about to change. MNsure will be a critical resource that is expected to help 1.3 million Minnesotans obtain affordable health insurance coverage, including

*Continued on page 3*

## Make the Most of Your Nonprofit's Partnerships: 2013 Nonprofit Leadership Conference on June 25

As a nonprofit leader, you maintain a strong organization by keeping your eyes on big picture innovations as well as technical changes impacting the sector. As an organizational leader, you know that many of the trends that impact nonprofits are occurring within the public sector.

Nonprofits and government agencies are intrinsically intertwined through funding, regulation, taxing and planning. Understanding the inter-relationship between these sectors gives you a

stronger ability to navigate changes and to anticipate the future.

**2013  
NONPROFIT  
LEADERSHIP  
CONFERENCE**

**LEADERSHIP INTERSECTIONS  
Crossroads for Public and  
Nonprofit Collaboration**

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### Nonprofit Bits

#### Results of "State of the Nonprofit Sector" Survey Now Available

The Nonprofit Finance Fund (NFF) recently completed its 5th annual State of the Nonprofit Sector Survey. The largest survey of its kind in NFF's history, the 2013 report digs deeper than ever into the financial trends and issues that will matter in the nonprofit sector in 2013. Full survey results are available at [www.nonprofitfinancefund.org](http://www.nonprofitfinancefund.org).

### Equalizing Marriage, Navigating MNsure, and Vetting Social Innovation

By Jon Pratt, MCN Executive Director

Following a debate that split some parts of Minnesota's nonprofit sector, on November 6 the majority of Minnesota voters rejected the constitutional amendment banning same-sex marriage (a position MCN first took in 2006). The campaign organization which successfully opposed the amendment, Minnesotans United for All Families, is now actively lobbying to pass legislation for marriage equality.

In Minnesota and at the national level, including the U.S. Supreme Court, a serious reconsideration is underway. Minnesota's legislation is pending in a frank and refreshingly civil legislative debate. MCN's board of Directors voted in March to support this legislation, joining a growing number of nonprofits, including the Family Partnership and Minnesota Citizens for the Arts. More soon...

#### **\$10-12 Million for Navigator Grants; Direct Service Nonprofits a Likely Partner**

An innovative section of federal health care reform creates an important "navigator" role to inform consumers about their options—including individuals with limited English proficiency and individuals with disabilities. Minnesota's new health care portal (to go live October 1, 2013) has been named MNsure (rhymes with "insure"), and MNsure will launch a competitive grants program in May to pay organizations to provide consumers with "impartial, high-quality, community-based education and information, and in-person application and enrollment assistance through certified navigators, certified in-person assisters, and certified application counselors."

To ensure the quality of services, and to minimize conflicts of interest and ensure integrity, the MNsure program will screen for potential conflicts of interest during the navigator, in-person assister and certified application counselor selection process and will require initial and ongoing training that includes instruction on providing impartial education and in-person assistance with consumer selection of a qualified health plan. Funding decisions will start in June 2013.

#### **Vetting "New" Ideas: Introducing the Gibson Social Innovation Assessment Tool**

When Cynthia Gibson spoke to the attendees of the 2013 Nonprofit Finance and Sustainability Conference on February 22, she introduced a straightforward nine-question test—useful to scrutinize trendy but untested concepts and solutions.

1. Is what's being touted as "new" really new or just the old in new packaging?
2. Is there any data or evidence to show that said new approach has promise?
3. Does the promoter behind the new big idea benefit from marketing it as new?
4. Is the language that's used to talk about the new thing laced with jargon implying that it's a magic bullet?
5. Is a new idea being pushed to "go to scale" when it may be inappropriate to do so?
6. Is this going to be helpful to your organization—rather than take you away from your mission or divert the your resources for the systems this new thing requires?
7. Is what's being touted listening to the people it's trying to help?
8. Is the new thing being touted by "important people or foundations" who point to other important people or foundations as supporters of this new big thing as proof of its efficacy?
9. Is this just a financial model? Is its primary rationale just to increase revenue?

Gibson's opening remarks and an expanded version of the Gibson Social Innovation Assessment Tool are posted at MCN's web site.



*"MNsure staff will speak about the navigator grants program's objectives and process at several MCN-sponsored briefings around the state in May and June."*

## Health Insurance Exchange: MNsure Launches October 1

*Continued from page 1*

nearly 300,000 currently uninsured individuals. Many of the newly insured will be people who will be eligible for public health insurance programs like Medical Assistance and MinnesotaCare. Many others, however, will enroll in private insurance through MNsure, including individuals who will qualify for federal tax credits to help reduce the cost of coverage and employees of small businesses that are finally able to offer insurance.

Minnesota's health insurance exchange includes critical features that will enable it to act on behalf of consumers to improve the health insurance market. These include:

**Board of directors.** MNsure will have a seven-member board, with each member bringing demonstrated expertise in specific areas important to health care. Members are appointed by the Governor, but can be rejected by the House or Senate. There is strong conflict-of-interest language that prohibits those who would financially gain from this marketplace from serving on the board, including individuals who are employed by or represent insurance carriers, insurance brokers, navigator entities and health care providers.

**Smart purchaser.** Beginning in 2015, the MNsure board will have the authority to select which insurance products can be sold in the marketplace based on whether they are in the

interests of the individuals and small employers using the Exchange. The knowledge that the board could choose to reject a plan creates an incentive for insurance carriers to compete on value and quality, leading to better choices for consumers.

**Navigators.** Many nonprofit organizations may consider acting as navigators, who will help educate the public and assist individuals with enrolling in health insurance through MNsure. Community-based nonprofits may be well positioned to play a navigator role, given their existing relationships with individuals who are traditionally uninsured.

Change is coming soon. Starting October 1, 2013, Minnesotans can begin enrolling in health insurance on MNsure, with coverage taking effect January 1, 2014. There is still much to be done to ensure MNsure is a success, and nonprofit organizations can play an important role in outreach and enrollment to make sure more Minnesotans have access to affordable and meaningful health insurance.

More information is available on the MNsure website, [www.mnsure.org](http://www.mnsure.org).

## Refresh Your Knowledge on Concepts of Nonprofit Leadership

*Continued from page 1*

At the 2013 Nonprofit Leadership Conference, attendees will delve into the intersections between these two sectors. The conference will provide opportunities to share strategies and solutions about how nonprofit organizations and government agencies can increase their abilities to engage individuals, improve systems and strengthen communities. The conference will be hosted by the Minnesota Council of Nonprofits and the Public and Nonprofit Leadership Center at the Humphrey School of Public Affairs on Tuesday, June 25, in Minneapolis.

Keynote speaker Dr. Paul C. Light, from New York University's Robert F. Wagner Graduate School of Public Service, will discuss ways that government and nonprofit agencies can work together, better, to improve community impacts. Attendees will learn through Paul's background as a researcher and author of 25 books. His expertise bridges the worlds of nonprofits and government service, including social entrepreneurship, government reform, civil service, nonprofit effectiveness and organizational change.

A dozen and a half breakout sessions will provide the tools and resources that lead to better governance, management, planning, evaluation, program development and adaptive leadership.

### Some of the dynamic conference workshops will include:

- Breaking the Cycle: Overcoming Barriers to Change
- Community Mobilizing and Advocacy: Rochester Stakeholders Collaborate for Children and Youth
- Leading Beyond "Us" Versus "Them": Finding Alignment Between Nonprofit and Government Sectors
- Organizational Leadership Through Financial Reporting
- The Proverbs of Social Impact: Getting Past Fads to Real Solutions
- Working with Policy Makers (And Have You Ever Thought about Running for Office?)

To learn more about this energizing conference, visit [www.minnesotanonprofits.org/leadership-conference](http://www.minnesotanonprofits.org/leadership-conference).

## Minnesota Budget Project Supports Case for Making Tax Reform a Legislative Priority

After more than a decade of budget shortfalls and deep cuts to essential services, Minnesota policymakers have an opportunity to start turning the state in a more positive direction as they work this legislative session to pass the state's next two-year budget. The budget decisions they make are critical for many Minnesota nonprofits and the communities they serve.

The Minnesota Budget Project and the Minnesota Council of Nonprofits (MCN) are working for a FY 2014-15 budget that sustainably funds Minnesota's priorities and narrows the gap between public needs and the resources available to meet them.

It's time for Minnesota to invest in our communities and a future of shared prosperity. That includes investments in a high-quality workforce, great schools and colleges, safe and vibrant communities, job training and economic development.

Minnesota also needs to enact tax reform. Our outdated tax system isn't raising enough revenue to avoid frequent budget shortfalls, and we aren't

sharing the responsibility for funding services fairly.

The one-percent of Minnesota households with the highest incomes (over \$446,961) pay 9.6 percent of their incomes in state and local taxes—significantly less than the 12.1 percent paid by middle-income households (incomes \$31,431 – \$41,101).

By enacting a targeted income tax increase based on the ability to pay, state policymakers can begin narrowing that gap. Tax reform is likely to also include increases in taxes not based on the ability to pay. That makes it critical to use policies such as refundable tax credits to offset some of the increases on low- and moderate-income Minnesotans.

The Minnesota Budget Project has released analyses that demonstrate that proposals to raise taxes on the highest-income Minnesotans would make the system fairer without substantial harm to small businesses or prompting those affected by the new taxes to move out of state. For more information, visit [www.mnbudgetproject.org/research-analysis/minnesota-taxes](http://www.mnbudgetproject.org/research-analysis/minnesota-taxes).

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### 10 Ways 10 Days

Invest In Minnesota's Future

## 9th Way

**Invest In Services for Homeless Youth**

Erich Letz has worked with youth experiencing homelessness in Duluth for 13 years.

The young people walking through his doors at Life House don't have any other options.

Many come from unsafe homes and face circumstances beyond their control," he says. "They are forced to grow up without anyone to show them love."

Youth come to Life House's drop-in center simply to survive — they need shelter, food and clean clothes, along with those necessities, they also get encouragement, learn to trust and begin to heal.

"They have experienced trauma," Erich says. "Adults in their lives have taken advantage of them or abandoned them. We teach them a lot of things: how to balance a checkbook, do laundry, and make doctor's appointments. But most importantly, we teach them that they're worth something and that someone cares enough to be there even if they make a mistake."

Erich has seen youth achieve great things after receiving help. One former resident was kicked out of her home by her abusive boyfriend and nearly hit mother. She crashed on couches and under bridges until she found Life House. She recalls, "I never knew a safe place where I could get help without feeling judgment. I was ashamed of what I'd done to survive, but Life House helped me pick up the pieces. With their help, I enrolled in college, got a job and established permanent housing."

Today she is leading a healthy, happy life and has dedicated her career to helping youth with similar experiences.

In 2012, at least 1,151 unaccompanied youth were homeless in Minnesota on a single night. But state investments in services like those provided by Life House will make sure they get the help they need to lead healthy, happy lives and contribute to their communities.

For more information about this story, contact Erich Letz at 218.248.3822. For more information about 10 Ways in 10 Days and Invest in Minnesota, contact Leah Gardner at 651.227.3323 or visit our website at [www.investinmn.org](http://www.investinmn.org).

All Minnesotans benefit when we invest in our communities.

With fair and adequate revenues, we can invest in housing for youth, support our schools and colleges, maintain our roads and bridges, and provide care and dignity to our most citizens and people with disabilities.

After a decade of deep budget cuts, it's time to raise revenues fairly in order to move our state forward and invest in prosperity for all Minnesotans.

Invest in Minnesota is a coalition of faith, labor and nonprofit organizations united to support revenue raised fairly to invest in Minnesota's future.



## “10 Ways in 10 Days” Campaign

The Minnesota Council of Nonprofits is one of three founding members—along with the American Federation of Labor and Congress of Industrial Organizations and the Joint Religious Legislative Coalition—of Invest in Minnesota, a coalition of faith, labor and nonprofit organizations united to support revenue raised fairly to invest in Minnesota's future.

In April, Invest in Minnesota documented the critical need for fairly raised revenues and the importance of investing in Minnesota's future with its “10 Ways in 10 Days” campaign.

The campaign featured 10 Minnesotans who talked about how the state services they received, including job training, small business assistance, transit, services for people with disabilities, and domestic violence advocacy, made a difference in their lives. Nonprofits were critical partners in providing many of the services featured in the campaign.

For more information about how you can get involved in setting the state's priorities, and to read the stories from the “10 Ways in 10 Days” campaign, visit [investinmn.org](http://investinmn.org).

### Immigration Reform is Ripe—and It Was Worth Waiting For

By Susie Brown, MCN Public Policy Director

Nonprofit advocates know that it often takes years to achieve meaningful change. In fact, we frequently experience far more upsets than wins along the way. But over time, issues become ripe—the advocacy efforts and relationships mature in conjunction with changing public opinion and the necessary political context for real change. This is both important to keep in mind as we work tirelessly when the going is tough, and worth waiting for when we see what can be achieved.

In Minnesota, nonprofit organizations such as the Immigrant Law Center of Minnesota and The Advocates for Human Rights have been working tirelessly and strategically for years trying to advance (or defeat) local issues, engage the community and strategic partners, build a case for reform in the general public and influence the way the media portrays immigrants in Minnesota. While carrying out their mission-related services, they have dedicated time and contributed their voice to an issue which is important to the communities they serve. By pursuing strategies such as building partnerships with business and labor leaders, engaging with state and federal policy makers and sharing Minnesota's immigration stories with the public, they have become players on an issue which has ripened throughout their involvement. Today comprehensive immigration reform is poised for movement. Although the details remain to be seen, the conditions are ripe for progress in this area. Nonprofit organizations in Minnesota and throughout the nation should be proud and gratified that their perseverance has paid off. Their commitment to stay the course was essential.

As nonprofit organizations we can't create all of the conditions necessary for advancing our issues. We aren't political actors which influence elections. And most of us aren't full-time advocates; rather, we are grounded in delivering service to the community. But we can, and must, contribute to the context in which policy is made by being present, forging long-term relationships and bringing the voices and concerns of those we serve to the public debate. One day the conditions will align in ways that support progress as we see now with immigration: state and national demographics are changing rapidly; both major political parties desire change; coalitions of nonprofits, business and labor are speaking with one voice; and the media portrays the issue as a critical issue of the day. While organizations such as the Immigrant Law Center of Minnesota and The Advocates for Human Rights have undoubtedly had many challenging moments in the last decade of tireless work on this issue, their ongoing participation has been critical to the ripening we see today.

In case you are tired of repeating the same thing, frustrated with more losses than wins or concerned about the lack of attention to an issue that you know is important, please remember—the long-term nature of this work is essential and you will be pleased to be a part of the eventual outcome when your issue is ripe. We don't achieve everything we desire in the short or long term, but staying the course throughout the life-cycle of an issue in our dynamic democracy is an important role for our nonprofits to play.



*"We don't achieve everything we desire in the short or long term, but staying the course throughout the life-cycle of an issue in our dynamic democracy is an important role for our nonprofits to play."*

For more information on Federal immigration reform, please find updates at the National Immigration Forum. [www.immigrationforum.org](http://www.immigrationforum.org).



## When It Comes to Volunteering in Minnesota, Does Supply Meet Demand?

By Nathan Dietz, Senior Program Manager for Research at the Partnership for Public Service



In late February, the Bureau of Labor Statistics (BLS) published its annual Volunteering in the United States report, based on data from the Volunteering Supplement to the Current Population Survey (CPS). BLS, along with the Census Bureau, surveys 60,000 households nationwide each September to produce the brief. In 2012, the national volunteering rate—the percentage of adults who perform unpaid labor through or for an organization—remained relatively stable at 26.5 percent.

However, this national stability masks considerable variation in volunteering across the country. According to the website Volunteering and Civic Life in America, produced by the Corporation for National and Community Service, volunteer rates by state for the previous year (2011) ranged from 19.4 percent (Louisiana) to 40.9 percent (Utah). As in previous years, two neighboring states – Minnesota and Wisconsin – ranked in the top ten nationally: Minnesota ranked 4th, while Wisconsin ranked 10th.

Why do states like Minnesota and Wisconsin consistently post high volunteering rates? Many of the most important determinants of volunteering can be classified as either supply factors or demand factors. Supply factors are measures of who is willing to volunteer within a community, while demand factors describe the organizations that want or need volunteers. Volunteer

rates are highest when a wide variety of meaningful volunteer opportunities exist, and the organizations that need volunteers find many takers.

### Supply-side factors: Volunteering rates across age groups

Individual people decide to volunteer for a wide variety of reasons, but one measure of a healthy voluntary sector is a high volunteer rate for members of every age group. Both Minnesota and Wisconsin have relatively high volunteer rates among older adults (ages 65 and older) and Baby Boomers (those born between 1946 and 1964).

Similarly, Minnesota ranks in the top five nationally for young adults (ages 16-24) and teenagers (ages 16-19), Wisconsin ranks even higher: 3rd for young adults and second for teenagers. Very few states have high volunteer rates across all age groups; those that do, like Minnesota and Wisconsin, are perennially among the national leaders.

### Demand-side factors: Volunteer retention

On the other hand, Minnesota has a clear advantage over Wisconsin in a key demand-side factor: volunteer retention or the percentage of volunteers who continue volunteering the following year. Historically, few, if any, factors predict the following year's volunteer rate as well as the retention rate – and here, Minnesota has the edge: Minnesota ranks 3rd in volunteer retention, while Wisconsin ranks 15th.

### Conclusions

Both Minnesota and Wisconsin rank high on key supply-side factors, which indicates the health of volunteerism in both states. Along with Utah, these states are models for thriving voluntary sectors and show few signs of dropping

out of the top ranks among states in the coming years.

However, Minnesota's organizations are somewhat better at retaining the volunteers they attract, which is a very promising indicator of future health for the sector. Overall, nonprofit organizations can do the following to use volunteers effectively:

- Provide volunteer opportunities that are meaningful, flexible and appealing to volunteers of all ages. Not every organization needs to find a place for every volunteer, but your organization's community of volunteers can only benefit from intergenerational diversity.
- Focus on attracting volunteers and getting them in the door, but only as the first step. Keeping volunteers engaged and committed is at least as important for the long-term health of your organization's volunteer operation.

For more information or for questions, please contact Nathan Diets at [nathandietz@yahoo.com](mailto:nathandietz@yahoo.com).

*Nathan Dietz is currently Senior Research Associate at the Center on Nonprofits and Philanthropy at the Urban Institute in Washington, DC. Prior to that, he served as Senior Program Manager for Research at the Partnership for Public Service (a national nonprofit based in Washington, DC devoted to revitalizing the federal government); as Associate Director for Research and Evaluation at the Corporation for National and Community Service; and as Assistant Professor of Political Science at American University. For more information or for questions, please contact Nathan Dietz at [nathandietz@yahoo.com](mailto:nathandietz@yahoo.com).*

<sup>1</sup> <http://www.bls.gov/news.release/volun.nr0.htm>

<sup>2</sup> <http://www.volunteeringinamerica.gov/>

## Tackling Racism One Performance at a Time: Youth Performance Company

When considering what type of organization may be most likely to win an award for an anti-racism initiative, a youth theater company may not be the first thing that springs to mind. Even the most well-intentioned adults can often steer young people away from the issue of racism, fearing they simply are not old or mature enough to understand this complex topic, let alone do anything to combat it. This is precisely why the winner of the 2012 Nonprofit Mission Award for Anti-Racism Initiative, Youth Performance Company (YPC), is so inspiring.

The criteria for the Anti-Racism Initiative award set a high standard; the organization must work to eliminate prejudice and racism in society, demonstrate a commitment to pluralism and inclusivity, and develop unique and thought-provoking strategies to combat racism. YPC does all of this and more through its work to “fuel the creative spirit of youth by developing, empowering, and advancing young artists.”

Founder and Artistic Director Jacie Knight has long seen anti-racism as inherently connected to the mission of YPC, which she founded in 1989.

“Creating an environment that supports and honors all people is an important part of being true to our mission,” Knight explains. “In order to reflect the community that we live in, it is our responsibility to tell stories that reflect the people around us. Choosing to share these stories creates a diverse group of young artists, and in turn a more diverse audience.”

In order to be intentional about sharing these often untold stories, YPC made a commitment to produce one show each season that highlights the leadership of a young person. Throughout that process, the staff discovered that



YPC performers act out a scene about school bullying in a 2012 production of “MEAN.”

this commitment naturally lead them to a number of social justice issues that rarely find a voice on stage.

“Throughout history, change has been made through the courageous acts of young people, and there are multiple examples of this in civil rights, immigration, the Holocaust, and bullying,” said Knight. Unlike the preconception many may have about youth theater, YPC consistently chooses to tell stories that will “promote discussion, motivate critical thinking, and inspire change in [their] audience.”

Preparing to celebrate their 25th year of blending art with social conscience, YPC shows no signs of tempering their commitment to raising these issues with their audiences. When considering what advice she would give an organization that may not see issues of racism and inequity as connected to their mission, Knight points to the time-tested adage that history continues to serve as a key component to broader understanding and acceptance.

“We must begin by looking back at history to create understanding,” said Knight. “We must honor the past to understand our present, and to represent these issues as honestly as we can. We must honor those who came before—who struggled and triumphed.”

It is this resolve to raise difficult issues with audiences and youth that gained Youth Performance Company a nomination and award for the 2012 Nonprofit Mission Award for Anti-Racism Initiative. We look forward to seeing the incredible work they will continue to do for the next 25 years.

youthperformance  
CO.



Want to learn more about Youth Performance Company? A complete history of YPC, as well as a list of current and forthcoming film and stage productions, can be found at [www.youthperformanceco.org](http://www.youthperformanceco.org).

## Review Board Provides Updated Resources On Property Tax Exemptions

By Susie Brown, MCN Public Policy Director

In the first three years since its inception, Minnesota's Review Board for Determining Property Tax Exemption for Institutions of Purely Public Charity has reviewed and offered advice on a variety of cases. MCN's executive director Jon Pratt and public policy director Susie Brown are regular members of this advisory board, along with representatives of the Minnesota Association of Assessing Officers and the Minnesota Department of Revenue.

This board was developed in response to 2009 legislation which established both clearer criteria for property tax exemption and created this entity which is designed to consider and advise on questions raised by either nonprofit organizations seeking exemption or assessors seeking guidance on complex cases.

The Review Board recently took stock of its cases and determinations and has provided a memo for nonprofit organizations and assessors to offer clarity about its deliberations and insights into the issues that have been raised and the decisions that have been made. The following are three examples from

the memo, which can be found in its entirety at [www.minnesotanonprofits.org/review-board-update](http://www.minnesotanonprofits.org/review-board-update).

### 1. In order to qualify for property tax exemption, institutions of purely public charity are required to raise money through public donations.

#### Question: Are membership fees considered a donation?

The review board has determined that membership fees which provide the member with market value goods or services are generally not considered donations. In some cases, a membership fee is greater than the value of the good or services available to the member, in which case the additional amount may be considered a donation for the purpose of property tax exemption.

### 2. Property deemed exempt is required to fulfill the organization's mission.

#### Question: Is property that is owned by an institution of public charity but is undeveloped exempt from property taxes?

The board has found that only property that is currently put to use for the organization's mission is eligible for exemption. If an exempt organization acquires a piece of property and has plans to develop it in the future in order to advance its mission, it is likely to be taxable property until development is underway.

### 3. Nonprofit organizations that own property exempt from taxes may lease portions of their property to other entities for income.

#### Question: If a tax-exempt nonprofit leases part of its building to another entity, is that part of the building exempt from taxes?

If a portion of the property is leased to a for-profit (taxable) entity, that portion is taxable. If a portion of the property is leased to another nonprofit organization, then the assessor and the review board will need to evaluate whether the nonprofit entity that occupies that space qualifies on its own for tax exemption. There is not a bright line test for this situation.

The Review Board for Determining Property Tax Exemption for Institutions of Purely Public Charity is a valuable resource to all parties in these deliberations—please make use of it if you have unresolved questions about your nonprofit's property tax concerns.

Additional resources from the Nonprofit Property Tax Exemption Toolkit are available at [www.minnesotanonprofits.org/review-board-update](http://www.minnesotanonprofits.org/review-board-update).

For questions or clarification on a particular concern, please contact MCN's public policy director Susie Brown at 651-757-3060 or [sbrown@minnesotanonprofits.org](mailto:sbrown@minnesotanonprofits.org).

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# Upcoming Learning Events

MAY 2013 TO JULY 2013

Fundraising	Human Resources
<p><b>FEDERAL FUNDING 101</b> May 7, 9 a.m. - 12:30 p.m. Wilder Center 451 Lexington Pkwy. N., St. Paul Fee: \$45 for MCN members / \$65 for nonmembers</p>	<p><b>SUPERVISOR 101 – CRITICAL SKILLS OF SUPERVISION</b> May 2, 9 a.m. - noon Eide Bailly Meeting Room 1911 Excel Dr., Mankato Fee: \$45 for MCN members / \$65 for nonmembers</p>
<p><b>PHILANTHROPY LEADERS FORUM: BUSH FOUNDATION</b> May 21, 9 - 10:30 a.m. Hamline University, Anderson Center, Room 112 774 Snelling Ave. S., St. Paul Fee: \$45 for MCN members</p>	<p><b>SUPERVISOR IN-DEPTH – THE ART OF SUPERVISING</b> July 16, 1 - 4:30 p.m. Wilder Center 451 Lexington Pkwy. N., St. Paul Fee: \$45 for MCN members / \$65 for nonmembers</p>
Policy	Management
<p><b>WORKING WITH MEMBERS OF CONGRESS</b> May 22, 10 - 11 a.m. Webinar Fee: Free</p>	<p><b>IS YOUR BOARD DESIGNED FOR YOUR ORGANIZATION?</b> May 9, 1 - 4 p.m. Wilder Center 451 Lexington Pkwy. N., St. Paul Fee: \$45 for MCN members / \$65 for nonmembers</p>
<p><b>SESSION WRAP-UP</b> Jun 26, 10 - 11 a.m. Webinar Fee: Free</p>	<p><b>STARTING A SUCCESSFUL NONPROFIT</b> July 30, 9 a.m. - 12:30 p.m. Minnesota Council of Nonprofits Conference Room 2314 University Ave. W., Suite 20, St. Paul Fee: \$85 for MCN members or nonmembers</p>
Upcoming Conference	Greater Minnesota
<p><b>NONPROFIT LEADERSHIP CONFERENCE</b> June 25, 8:30 a.m. - 5 p.m. McNamara Alumni Center 200 Oak St. S.E., Minneapolis Fee: \$169 for MCN members / \$239 for nonmembers</p>	<p><b>2013 CENTRAL NONPROFIT SUMMIT</b> May 15, 9 a.m. - 4 p.m. Best Western 100 4th Ave. S., St. Cloud Fee: \$65 for MCN members / \$85 for nonmembers</p>

Get detailed information and register at [www.minnesotanonprofits.org](http://www.minnesotanonprofits.org)  
Click on Events & Trainings.

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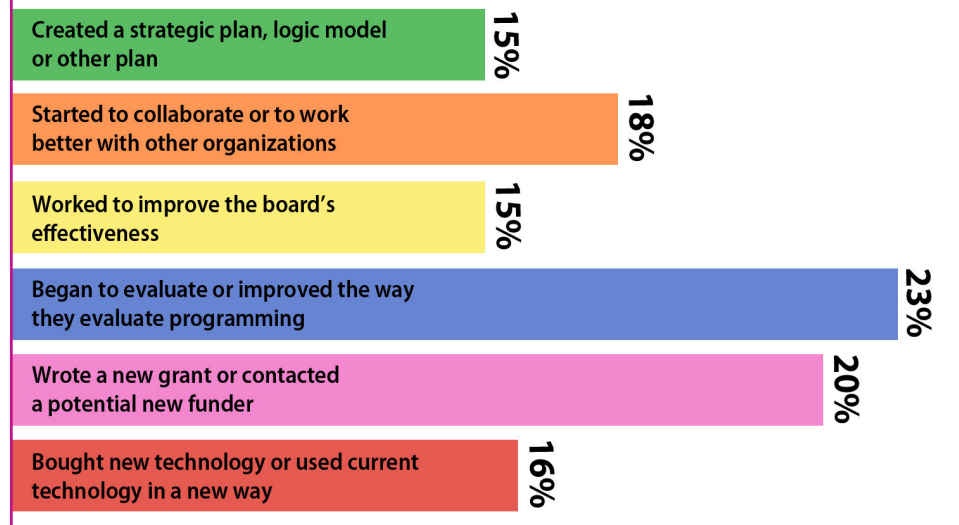


## MCN Measures Its Impact on Nonprofits

In 2012, 4,900 nonprofit staff, managers, board members and allies participated in at least one of MCN's training workshops or conferences. At the conclusion of 2012, MCN sent out follow-up surveys to assess the changes made in organizational leadership and management practices over the year as a result of MCN's trainings. With 853 surveys completed, MCN was provided with valuable information on its impact in the nonprofit sector, as well as the underlying forces that encourage and inhibit positive change in nonprofit programs.

Of all respondents, 69 percent of organizations reported making significant changes in the work their organizations do as a result of MCN trainings. Examples of those changes are cited on Figure 1.

FIGURE 1: Examples of the significant changes made by MCN program participants



Additionally, 96 percent of respondents reported taking small-scale actions such as connecting with a vendor or exhibitor (24%), following up with a new contact (25%) or visiting a website that they heard about at the event (57%).

When asked what motivated them to make changes, the most common response was that managers are continually seeking ways to better meet the mission of the organization. In addition, organizations stated motivations rooted in increasing efficiency (47%)—which included saving money for the organization (20%) and saving staff time (28%)—as well as increasing awareness with potential funding sources (33%) or increasing awareness with the public (38%).

Respondents also shared several roadblocks they encountered as they have tried to implement the lessons and tools found in MCN's events. Most common responses involved the constraint of organizational resources, both financial and human: 22 percent of respondents stated that they required more support in order to make the necessary changes; 30 percent indicated that they didn't have the funds to make the changes; and 35 percent stated that they did not have the time to make the changes.

MCN will continue to learn from this feedback, in addition to the post-event surveys taken after every MCN event, to better understand and further enhance its educational programming. If you have suggestions, contact Paul Masiarchin, MCN's program director at 651-757-3087 or pmasiarchin@minnesotanonprofits.org.

## Congratulations to the 2013 Dot. Org Winners!

The Minnesota Council of Nonprofits and MAP for Nonprofits are pleased to honor the winners of the 2013 Dot.Org Awards. Presented annually at the Nonprofit Technology and Communications Conference since 2007, the awards recognize Minnesota nonprofits who are using technology and communications in inspiring, effective and creative ways.

Congratulations to this year's recipients!



### Connecting Communities

#### Opportunity Africa - Classroom Connections

Classroom Connections uses video conferencing as well as photo sharing, email and mail exchanges to connect high school students in Fergus Falls to partners at a bilingual school in Bertoua, Cameroon. Through this ongoing interaction, students at both schools learn about the lives of young people in another country, improving their cross-cultural communication skills and establishing a foundation for an informed worldview. The program has helped students engage in conversations about important topics, learning about each other's ways of life in the process.

### Website Redesign

#### Innocence Project of Minnesota - [www.ipmn.org](http://www.ipmn.org)

The goal of this redesign was to develop a site that would serve multiple audiences and help satisfy the organization's three greatest needs in providing more effective advocacy for the wrongfully convicted: encouraging greater public awareness; raising volunteer support; and soliciting financial contributions. The result is a website that is easily navigable and broken down into pages that answer the specific concerns of each group. The site also facilitates meaningful dialogue through social media and email that will persist long after the initial visit ends.

### Creative Campaign

#### The Salvation Army Northern Division - Bacon, Eggs and Hashtags

Before the rooster crowed on Give to the Max Day 2012, a 10-person team of social media wonks were already posting about The Salvation Army in the same cafeteria where 300 of its clients would soon be having a free breakfast. The social media team used Twitter and Facebook to explain, in real time, the good things that The Salvation Army is doing every day in an event dubbed "Bacon, Eggs and Hashtags." The get-together with a catchy name fueled a day of giving that eventually brought in more than \$69,500 for Salvation Army programs and services.

### Innovative Program Delivery

#### Southwest Initiative Foundation - Microenterprise Loan Program

The Southwest Initiative Foundation's integration of the microenterprise loan program and Entrepreneurship Initiative is a prime example of connecting many aspects of economic and leadership development while finding ways to better serve rural Minnesota entrepreneurs. Carried out through the Center of Rural Entrepreneurship (CORE) website, this program provides entrepreneurs with a clear path on the steps needed to start, grow or transition a business through resources, tools, education and technical assistance.

## Sequestration Cuts Funds in Certain (and Uncertain) Ways

The failure of Congress to reach agreement on the federal budget has recently led to sequestration, a process of automatic cuts to a broad range of federal departments. With various parts of the nonprofit sector supported in part by federal funding, MCN is concerned about how reductions will be carried out and the ways they will affect nonprofits and the people they serve.

In March, MCN surveyed member organizations to gather preliminary data about expected cuts to nonprofit organizations in Minnesota. In general, we found three common experiences:

1. Some organizations receiving funds directly from a federal agency are receiving letters informing them of an immediate funding reduction ranging from 3 to 7 percent.
2. Other organizations directly receiving federal funds have learned that their funding will continue without a reduction for now, but that they should plan on a similar reduction for the coming federal fiscal year starting October 1.
3. Organizations receiving federal funds indirectly through state or local government tend to have less information, as the responsible agency in Minnesota makes decisions about how they will accommodate or pass through the reductions.

MCN public policy staff have been in contact with Minnesota's congressional delegation and have urged them to reach a balanced solution that includes increased revenues. MCN's Coffee with Congress events in 2013 provide an opportunity for nonprofits to engage directly in this conversation with Minnesota's members of Congress. This series was launched with Senator Franken in February and Congressman Nolan in April. Additional events will be shared with members as they are planned throughout the year, please join us!

## Philanthropy Leaders Forum: Bush Foundation



In 2013, the Minnesota Council of Nonprofits will offer various gatherings from the Philanthropy Leaders Forum. During each forum, you will hear from and engage with some of Minnesota's most prominent philanthropy leaders.

Philanthropy Leaders Forums are special member-only events that provide a great opportunity for you to network with your peers involved in fundraising. Don't miss out on the opportunity to hear firsthand what philanthropy leaders are thinking about changes for the sector in 2013 and beyond.

Join us on May 21 from 9 to 10:30 a.m. to hear from Jennifer Ford Reedy, the Bush Foundation's president, as she talks about the Foundation's commitment to meeting the needs of our regional communities and new developments at the Bush Foundation in 2013.

This forum is co-sponsored by MCN and the Hamline University School of Business, Nonprofit Management Programs. Watch MCN's Fundraising Trainings webpage, available at [www.minnesotanonprofits.org/events](http://www.minnesotanonprofits.org/events), for information about additional upcoming events including "Ins and Outs of Donor Advised Funds."

### Philanthropy Leaders Forum: Bush Foundation

May 21, 9 – 10:30 a.m.

Hamline University's Anderson Center, Saint Paul

\$45 for MCN members

Register at

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

## Nominations Open for 2013 Nonprofit Mission and Excellence Awards

The Minnesota Council of Nonprofits and MAP for Nonprofits welcome nominations for the 2013 Nonprofit Mission & Excellence Awards. Nonprofits make outstanding contributions to Minnesota's high quality of life and we ask that you help us honor these contributions.



### 2013 Nonprofit Mission Awards

Since 1987, MCN and MAP for Nonprofits have been showcasing the work of Minnesota's outstanding nonprofits through the Nonprofit Mission Awards in the categories of:

- Innovation
- Advocacy
- Anti-Racism Initiative
- Responsive Philanthropy

We encourage you to nominate a nonprofit that you know has achieved tremendous results in one of these four areas or nominate your own organization. Nominations must be submitted by May 30, 2013.

For questions about the Nonprofit Mission Awards, please contact MCN at 651-642-1904 or [info@minnesotanonprofits.org](mailto:info@minnesotanonprofits.org), or visit [www.minnesotanonprofitawards.org](http://www.minnesotanonprofitawards.org).

### 2013 Nonprofit Excellence Awards

Minnesota Nonprofit Excellence Awards began in 2003. Since then, many of Minnesota's best nonprofit organizations have proudly accepted and displayed their Nonprofit Excellence Awards.

Two Nonprofit Excellence Awards are presented each year, one to an organization with less than \$1.5 million in annual operating expense, and one to a large organization with \$1.5 million or more in annual operating expense. These awards are based upon how closely organizations align with MCN's *Principles and Practices for Nonprofit Excellence*.

Applications for Excellence Awards should be self-submitted by the organization and require advance planning and board involvement. Please submit your application materials to MAP for Nonprofits, 2314 University Avenue West, Suite 28, St. Paul, MN 55114 by May 30, 2013 at 4 p.m.

For questions about the Nonprofit Excellence Awards, please contact MAP for Nonprofits at 651-647-1216 or [info@mapfornonprofits.org](mailto:info@mapfornonprofits.org).

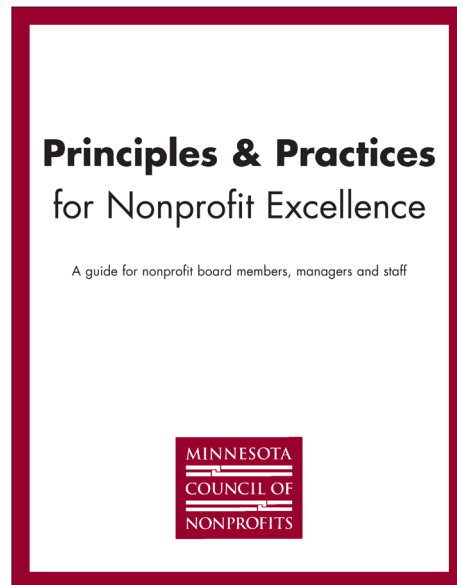
## Principles and Practices Update Underway

Beginning in 1994, the Minnesota Council of Nonprofits started a process with a committee representing the diversity of the nonprofit sector to create the *Principles and Practices for Nonprofit Excellence*. Over the years this tool has been updated to provide a set of relevant best practices that builds the effectiveness of individual organizations, ensures compliance with legal mandates and increases the public's trust in the sector.

MCN is now in the process of updating this publication, with the guidance of an advisory committee of nonprofit members, to explore and give input on necessary changes for this important tool. The advisory committee will identify and explore possible tension points between principles and identify potential tools that can help implement the Principles and Practices.

In March the committee held its first meeting to build the foundation of its work and assess how the sector has changed since 2005 (when the last version of *Principles and Practices* was released). The committee will use future meetings to discuss how the current document should adapt to meet these changes through the revision and updating of the 10 current principles.

MCN staff and the advisory committee look forward to publishing the changes from this process in late 2013, providing Minnesota's nonprofit staff and board members with a relevant and updated tool that highlights key responsibilities and requirements of nonprofit organizations in an ever-fluid and dynamic environment.



## Background Checks and Volunteers: Q&A from MCN's *Nonprofit Legal Handbook*

**Q: When do employer organizations need to do a background check on potential and current volunteers?**

**A:** Organizations are required by statute to conduct background checks in certain situations, such as employment/volunteering in schools and school districts, or certain levels of health and child care. Additionally, employer organizations are expected to use reasonable care in accepting volunteers. Organizations that fail to use reasonable care may be found liable for injuries to members of the public.

The *Nonprofit Legal Handbook* and its 650 question and answers can be accessed online for free by MCN members. Visit [www.minnesotanonprofits.org](http://www.minnesotanonprofits.org) and click on Member Resources.



## Member Benefit Spotlight: eFrame



If you work at a nonprofit organization that has dedicated technology support staff, you are the exception. Many organizations we speak with about technology questions are doing the best they can with any knowledge individual staff may have, and capitalizing on spare moments they may have in order to troubleshoot system problems. The fact of the matter is that with so many other demands on your time you probably don't have much left for technology support; and why would you leave something so essential to staff productivity to anyone less than an expert?

MCN is happy to partner with eFrame, a provider of managed technology support services, to offer members a comprehensive and reasonably priced option for tech support needs. eFrame's services include unlimited help desk support for your staff, 24x7 network monitoring, unlimited on-site support, network administration and management, email hosting, remote data backup, spam and virus filtering, procurement and installation services, web hosting, and financing. eFrame also regularly maintains your network in order to reduce common problems that are a result of security issues or neglect.

If your organization is looking for a dependable network, improved employee productivity, and the flexibility to be able to focus on your mission rather than technology issues, consider partnering with eFrame for a fixed monthly fee. For more information contact Jim Gawrych, business development manager, at 402-970-1731.

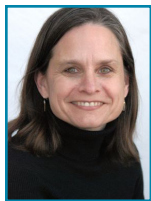
For more information on all of MCN's cost-saving programs, please contact Lauren Van Schepen at [lvanschepen@minnesotanonprofits.org](mailto:lvanschepen@minnesotanonprofits.org).

## Nonprofit Awards and Advancements

Audubon Minnesota has appointed **Matthew Anderson** as its executive director. Matthew brings a wealth of experience in leading national organizations and engaging diverse audiences for conservation. Prior to joining Audubon, he served as executive director of the National Religious Partnership for the Environment.



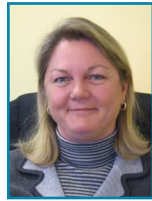
**Abby Mayer is the corporate compliance specialist at Fraser**, a Minnesota nonprofit serving children and adults with special needs. Abby will be focusing on policy development and providing support on contracts, audit standards and compliance. She will also be providing legal insight on employee relations issues and benefits compliance due to health care reform.



**Pat Pulice, director of Fraser Center of Autism Excellence, was recently awarded an Outstanding Service Award by the Minnesota Association for Children's**

**Mental Health.** This award is given to recognize individuals who have shown extraordinary achievement and/or leadership in the field of children's mental health. Pat has more than 30 years of experience working with children on the autism spectrum.

**After 25 years of service to the Minnesota Council on Foundations (MCF), President Bill King has announced that he will step down later this year, planning to retire as of June 30, 2013.** He has led efforts to enhance MCF's educational programming and member networks. Under Bill's direction, MCF was recognized as a national leader in work on public trust and accountability and on diversity, equity and inclusion.



**Wishes & More has appointed Darlene Disney as its executive director.**

Darlene brings over 30 years of experience serving children and families in the nonprofit sector.

She has been recognized as a leader in expanding program services and in organizational development. Most recently Darlene was the executive director at Rivers of Hope in Monticello.

**Global Citizens Network (GCN) announced the hiring of Filiberto Nolasco to be a new program manager** overseeing program offerings formerly housed by La Conexión and GCN's own travel programs in Latin America. Filiberto is a PhD candidate in contemporary Guatemalan history and attended Pitzer College where he worked closely with the External Studies office to evaluate program offerings and consider new program sites to support Pitzer's central mission of intercultural learning.

**Saint Paul Neighborhood Network has named Chad Johnston from The People's Channel in Durham, NC as the organization's new executive director.** A graduate of Antioch College, he brings with him a wealth of community media experience, including time spent in Argentina as an independent journalist and three years as a board member for the Alliance for Community Media.

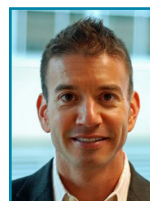


**Shelley Meyer is the new development director at Wayside House, Inc.** Prior to joining Wayside, Shelley launched her own fundraising consultant and event planning business. Her passion for addiction recovery and empowering women recently brought her to Wayside.

**Arts Midwest promoted top executives David J. Fraher and Susan T. Chandler to president & CEO and vice president, respectively.** David has served as the organization's executive director since its inception in 1983. Susan joined the organization in 1986 as development & public relations coordinator. She was promoted to assistant director in 2000.

**Allison Wagstrom joins Nonprofits Assistance Fund as loan officer/ financial specialist.** Allison is responsible for assisting nonprofits during the loan application, review process, and throughout the lifecycle of the loan. Previously, she served as the associate director of the League of Women Voters Minnesota and operations director for Faith's Lodge.

**Stephanie Jacobs joins as program director of Nonprofits Assistance Fund's financial management training and consulting services.** In this new position, she plans, manages, and implements high-quality, responsive training and consulting services. Previously, she was director of member services at the Minnesota Council on Foundations and consulting associate with Fieldstone Alliance.



**Hammer Residences, Inc. appointed Tony Baisley as communications director,** a new position responsible for developing and implementing an organization-wide

communications plan to increase the visibility of Hammer within the community. As a member of the executive team, Tony will work with other team members to implement the strategic goals of the organization.

### Submit Your Announcements

Member organizations are invited to submit your organization's awards, staffing announcements and other news to [mcharleston@minnesotanonprofits.org](mailto:mcharleston@minnesotanonprofits.org).

## Welcome to MCN's Newest Nonprofit Members

Welcome each of the following organizations that joined the Minnesota Council of Nonprofits between January 1 and March 7, 2013. For more information about membership and its benefits, visit [www.minnesotanonprofits.org](http://www.minnesotanonprofits.org) or contact MCN at 651-642-1904 or [info@minnesotanonprofits.org](mailto:info@minnesotanonprofits.org).

A Place of Grace  
A.C.M.E.  
ABC Mental Health Therapy  
African Community Integration, Counseling & Development  
Afton Historical Museum  
Aish MN  
Angels of Hope  
Anu Family Services, Inc.  
Backing the Blue Line  
Base Camp Hope  
Better Endings New Beginnings, LLC  
Big Brothers Big Sisters of Southern Minnesota  
Black Label Movement  
Blair's Tree of Hope Foundation  
BlueSky Charter School  
Brainerd Community Action  
Breathlogic Inc  
BRIDGES In Belize  
Bright Water Elementary  
Career Management Services  
Catholic Pastoral Committee on Sexual Minorities  
Champion Life Ministries, Inc  
Charles L Sommers Alumni Association  
Christian Cupboard Emergency Food Shelf  
Civil War Museum  
College of Liberal Arts, University of Minnesota  
Comics for Courage  
Community Stabilization Project  
Cracked Walnut  
Cynthia Breen Advocacy Foundation  
Duluth Community Garden Program  
Eagle's Healing Nest  
Eastview Athletic Association  
Faith in Action for Cass County  
Family Solutions: Universal Multicultural Consultants, Inc.  
Farm By The Lake  
Financial Retailers Protection Association  
First Covenant Church of Saint Paul  
Friends of the Maple Lake Library  
Frozen River Film Festival  
Gabriel Media  
Garvey Communications  
Geek Partnership Society  
Girls on the Run Twin Cities  
Global Deaf Muslim - Minnesota  
Good Life Recycling  
GRRRL, Inc.  
Hack Factory of Minnesota  
Homegrown Music Festival  
Hope for the City  
Humane Society of Goodhue County

International Owl Center  
Key City Bike  
Kingfield Neighborhood Association  
Knife River Recreation Council, Inc.  
La Creche Early Childhood Centers, Inc.  
Lake Superior College Foundation  
Laura Jeffrey Academy  
League of Minnesota Human Rights Commissions  
Libertas  
Linden Hills United Church of Christ  
Lionsgate Foundation  
Mankato Symphony Orchestra  
Marriage/Engaged Encounter  
Mille Lacs Co. Area DAC  
Minneapolis Central Church of Christ  
Minneapolis Highrise Representative Council  
Minneapolis United Soccer for the City  
Minnesota Business Leadership Network  
Minnesota Consortium for Citizens with Disabilities  
Minnesota Freedom Band  
Minnesota Homeopathic Association  
Minnesota Urban Area Health Education Center  
MN Beef Council  
Mobile Action Ministries  
Myocarditis Foundation  
North Memorial Foundation  
North Star Scouting Museum  
Northwoods Humane Society  
Nursing Students for Choice  
NuWay House Inc  
Peace Maker Foundation  
Pet Haven Inc. of Minnesota  
Pilgrim Foundation  
Pillager Area Family Resource Center  
Public Works for Public Good  
Rail~volution  
RaisingKin.com  
Ramsey County Sheriff's Foundation  
Recycling Association of Minnesota  
River Valley Action  
Sabathani Community Center, Inc.  
Senior Resources of Freeborn County  
Shreya R. Dixit Memorial Foundation  
Somali Minority Rights and Aid Forum  
Soulforce  
Southern Minnesota Trauma Foundation  
Storehouse 316  
The Billingsley School of Music & Arts  
The Hoarding Project  
The Mills Health Clinic  
Transafrican Education Network  
Trinity Sober Homes  
Twin Cities Community Land Bank LLC  
Unconditional Ambition, Inc.  
University of Minnesota - Academic Health Center - Office of Communication  
Vesper College  
Voyageur Outward Bound School  
Willow Tree Montessori  
Windom Enrichment Resource Center

## NONPROFIT NEWS

A quarterly publication of the Minnesota Council of Nonprofits, 2314 University Ave. W., Ste. 20, St. Paul, MN 55114, 651-642-1904 or 800-289-1904. Michaela Charleston, editor.

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](mailto:mcharleston@minnesotanonprofits.org).

MCN members receive a free subscription to Nonprofit News. For further information on membership benefits, please contact Lauren Van Schepen at 651-757-3088 or [lvanschepen@minnesotanonprofits.org](mailto:lvanschepen@minnesotanonprofits.org).

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**Conference Will Highlight Special Challenges Facing Nonprofits in Greater Minnesota**

For the third year in a row, MCN is pleased to host the Greater Minnesota Nonprofit Summit. This day-long event on May 15 in Saint Cloud is designed to bring together nonprofit staff, board members and volunteers from around the region to learn, network and strategize together. The Summit is designed with small- to mid-sized nonprofits in mind – particularly those located in and serving Central Minnesota’s urban centers, small towns and rural communities.

The conference theme, “Reaching Out, Connecting Within,” draws attention to the need for stronger collaborative action both within the nonprofit sector as well as between nonprofits and other stakeholders such as funders, government agencies and communities. A large portion of the morning will be dedicated to Action Oriented Strategy Circles where attendees will have the opportunity to discuss the specific challenges that are getting in the way of high performance, to share examples of local successes, and to create action plans for moving individually and collectively toward future action.

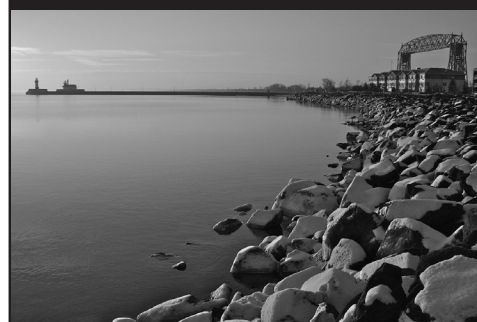
Keynote presenter James Toscano will share his perspective on key trends in the nonprofit sector and will help attendees consider how these trends relate to working collaboratively—both internally and externally. Jim’s address will guide participants to make connections between the nuts-and-bolts of nonprofit leadership and our role as connectors, visionaries and bold leaders in our communities and region. We will be compelled to consider how changes in our sector will challenge the collaborative relationship, offer new opportunities for collaboration and lead us to rethink how we define and/or value partnership and alliances.

The Greater Minnesota Nonprofit Summit will offer an invigorating day of discussions, lectures and group activity. Register now for this opportunity to take a pause, explore the hallmarks of success and rededicate yourself to your nonprofit’s mission.

Greater Minnesota Nonprofit Summit  
 May 15, 2013  
 Best Western Kelly Inn – Saint Cloud

For more information, including updated session and speaker descriptions, visit [www.minnesotanonprofits.org/events-training/greatermn-summit](http://www.minnesotanonprofits.org/events-training/greatermn-summit)

**The 2013 MCN Annual Conference is Coming to Duluth!**



It may be six months away, but it’s never too early to start planning for the 2013 MCN Annual Conference.

Where: Duluth Entertainment Convention Center (DECC), Duluth, MN

When: October 24-25, 2013

Who: 700+ nonprofit professionals from across the state

Save the date now and avoid missing out on what promises to be an amazing two days on the North Shore.

Stay tuned to [www.minnesotanonprofits.org](http://www.minnesotanonprofits.org) for more information!