

Nonprofit News

Information and connections for Minnesota's nonprofit sector.

Summer 2011

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



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2011 Legislative Session Leaves Nonprofits with Changes and Uncertainty



The end of the 2011 Legislative Session in May and final budget negotiation after a government shut-down in July brought more uncertainty to nonprofits, but also some successes. As MCN and other nonprofit organizations entered the Capitol for the start of session in January, they experienced a new political environment, an unprecedented economic crisis and an uncertain process around resolution to the state's biggest policy question, the state budget. While the close of the regular legislative session did not bring the budget resolution hoped for, the sector proved to be an important player.

Here are a few highlights and accomplishments from the 2011 Legislative Session.

Aligning State Reporting Requirements

MCN, with the support of the Charities Review Council, the Minnesota Council on Foundations and the Minnesota Society of CPAs, worked with Rep. Greg Davids (R-

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Celebrate the Great Expectations of Nonprofits at MCN's 25th Annual Conference

Minnesota is facing political struggles as never seen before, with great impacts on our state's nonprofit organizations. But, even in times of adversity, nonprofit organizations are the place where people go to express their hopes to change the future. It is these great expectations that we never want to lose sight of, no matter how difficult the situation. At MCN's 25th Annual Conference — Great Expectations: Our Communities, Our Future, on October 6-7, 2011, in St. Paul, nonprofits will join together to support one another and build on this spirit of setting high expectations for the kind of society in which we choose to live.



Great Expectations: Our Communities, Our Future will feature over 50 breakout sessions, a robust assortment of exhibitors and resources and over 1400 nonprofit peers and colleagues with whom participants can connect and network. In addition, we'll celebrate MCN's 25th

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Nonprofit Bits

Do You Dare to Lead? The newly released *Daring to Lead 2011* study looks at the demands on nonprofit leaders. Download the report from MAP for Nonprofits at www.mapfor nonprofits.org.

Update Your Milage Forms! Starting this month, the IRS adjusted the business rate for calculating milage upward from 51 cents to 55.5 cents. Learn more at <http://ow.ly/5MYN8>.

Shutdown Impacts and Pay for Performance Bonds

By Jon Pratt, MCN Executive Director

The July Minnesota state government shutdown set several new records for political impasse, and forced hundreds of nonprofit organizations into impossible situations. In the days leading up to the shutdown, organizations with state contracts were told variously that they were required to suspend services, continue services or await further information. Through it all, MCN was there for our members and others:

- MCN joined with the Nonprofit Assistance Fund to present a series of seven pre-shutdown emergency briefings in St. Paul, Duluth, Mankato, St. Cloud and as a webinar, including live streaming a briefing on shutdown legal issues for nonprofits.
- MCN members rallied with the Invest in Minnesota Coalition on the steps of the Minnesota State Capitol on June 30, under the banner “Raise Revenues Fairly.”
- MCN submitted a letter to Judge Kathleen Gearin, Ramsey County District Court, asking that any services deemed essential that are delivered by a nonprofit under contract with the State of Minnesota through various state agencies be considered for continued funding, as if they were delivered by the state itself.
- MCN’s Jeannie Fox and Susie Brown attended all of the Special Master hearings, offering support and advice to nonprofits appearing before the tribunal.

Exploring Returns from Social Impact Bonds

Frustrations over the adequacy of funding for human services, and anxiety over achieving satisfactory results, have combined in several innovative funding ideas. Social Impact Bonds, or Pay for Performance Bonds, were first proposed in the U.K. (such as to reduce prison recidivism through a contract with a government agency), in which a commitment is made by government to pay for improved social outcomes that result in public budget savings. The expected government savings are used as a basis for raising private investments for prevention or early intervention services that improve social outcomes.

A similar method of investment was introduced to Minnesota this legislative session, passing in the final state government bill during the special session on July 19-20. While the Minnesota legislation, designed as a pilot project, leaves many implementation details to be determined, there is hope on the part of its chief advocate Steven Rothschild, founder of Twin Cities RISE, that this plan could work well with the economics of high performing nonprofits.

As Pay for Performance bonds move forward in Minnesota, MCN recommends that successful implementation will benefit from four elements:

1. Financial risk be borne by bondholders, not solely the nonprofit service provider;
2. Bond proceeds be made available to the service provider as progress payments to provide the services during the course of delivery;
3. Performance standards be clearly established in advance, so that all parties understand the terms; and
4. Performance payments to bond holders by state government for successful performance be guaranteed.

MCN looks forward to being a part of the discussion as this plan is further developed and launched, and we encourage our members to weigh in with their thoughts too. A summary of the proposal can be found at <http://ow.ly/5LcgU>.



“Frustrations over the adequacy of funding for human services, and anxiety over achieving satisfactory results, have combined in several innovative funding ideas.”

Minnesota Nonprofits See Legislative Successes and Challenges

Continued from page 1

Preston) and Sen. Ted Daley (R-Eagan) to pass House File 786, a bill which brings state financial reporting for nonprofits in conformity with federal IRS Form 990 requirements. The bill was signed into law by Governor Dayton on May 18. As a result, nonprofit organizations will calculate and report compensation for Minnesota's Annual Report to the Attorney General using the same method as is required for the federal IRS Form 990. Specifically, the changes include: wages will be reported directly from the W2 form (box 5), with benefits and other compensation being reported on a separate line; and compensation will be reported above a \$100,000 threshold. For more information on this new law, visit ow.ly/5BBN0.

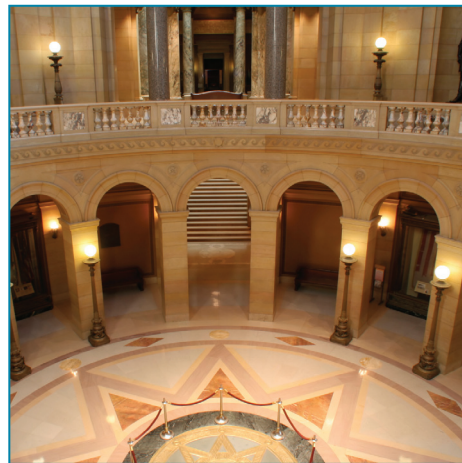
Nonprofits "Spoke Up"

With 60 of the 201 state legislators new to their position this year, the importance of introducing nonprofits and their issues to both new and returning legislators became more important than ever. To assist nonprofits in doing this, MCN's "Speak Up" campaign offered material, resources and support to nonprofits from every corner of the state. Nonprofits embraced the opportunity to "Speak Up," contacting legislators about the budget crisis and providing critical input to decisionmakers about the local impact of budget cuts in their communities. MCN members exceeded expectations by engaging in the "Speak Up" Campaign's invitation to meet with their local legislators. Congratulations to those who got involved, and whose legislators now understand the work and implications of state budget cuts. For more information about this campaign, visit ow.ly/5BCr9.

A Step Forward for Affordable Health Care

There was cause to celebrate when Governor Dayton took action to provide nearly 100,000 extremely low-income adults with health coverage through

Medicaid. Many nonprofits, including the Minnesota Budget Project, participated in a statewide coalition that encouraged policymakers to preserve health care for this vulnerable population. Under this Medicaid option, which replaced a scaled-back version of General Assistance Medical Care, individuals have a full set of benefits, don't face enrollment limits and are able to access care closer to their homes. This will improve the lives of many vulnerable, very low-income, medically underserved adults to whom many nonprofits throughout the state provide services and supports every day.



A Budget Showdown

The lack of budget resolution at the end of the regular session pressed nonprofits to stay involved, and keep up the messages about the impact of cuts on the communities they serve. MCN served as a critical resource to nonprofits leading up to the unprecedented government shutdown in July. MCN was there for nonprofits by providing information on how to plan for the shutdown in weeks leading up to it, timely updates on the shutdown court process, including a constant presence in Special Master court hearings and quick analysis of court outcomes by MCN's Minnesota Budget Project. MCN also helped the local and national media tell the story of the shutdown impacts by connect-

ing members with journalists. Through these efforts, nonprofit managers kept informed and the public was educated. For more information about MCN's support of nonprofits leading up to and during the state government shutdown, visit ow.ly/5t0ZE.

Understanding that a cut-only approach would have dire consequences throughout the state, nonprofits banded together to advocate for a long-term budget resolution that includes revenue as a part of the solution. Even while many organizations were planning for the looming shutdown, they focused their advocacy on the long-term budget questions facing the state. More than 700 people participated in an action on the Capitol steps on June 30, organized by the Invest in Minnesota Coalition, comprised of faith, labor and nonprofit organizations. Groups including Catholic Charities, Minnesota Coalition for the Homeless, Community Action Duluth, the Minnesota AIDS Project and many others, gathered to raise the voice of the nonprofit sector in a time of critical need.

While 12 budget bills have now been passed and signed, advocating for a fiscally-sound, progressive state budget that supports communities continues to be long-term work for Minnesota and its nonprofit sector. For information on getting involved in future activities, please contact Leah Gardner (lgardner@mnbudgetproject.org) to be in touch with the Invest in Minnesota Coalition.

The voices of nonprofits and those they serve are critical in Minnesota's policy making process. MCN looks forward to working with each of Minnesota's essential nonprofit organizations during the 2012 Legislative Session and beyond.

Great Expectations: MCN's 25th Annual Conference

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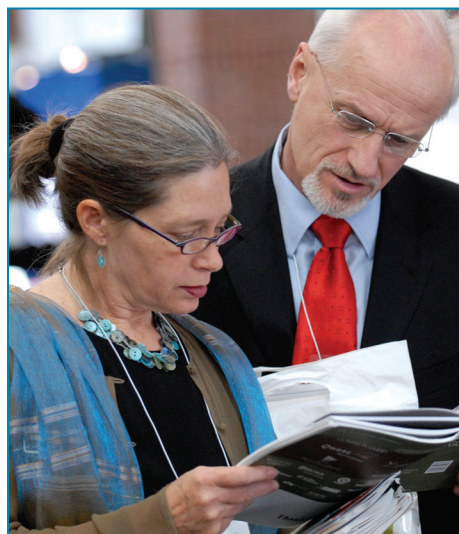
cheon plenary will feature several distinguished Nonprofit Mission and Excellence Awards winners.

REGISTER EARLY TO SAVE!

MCN invite you to join us for inspiration, learning and networking at the largest gathering of nonprofits in the Midwest. MCN members register by July 31 to get the Super Save Rate of just \$149 — save \$50 off the regular member rate!

Keynote Address: Building a Stronger Sector

Join MCN's founding executive director Jon Pratt and founding board member and former public policy director Marcia Avner for a look back at Minnesota's nonprofit sector 25 years ago, and ahead to what the sector will be 25 years from now. Jon and Marcia will talk about origins and original goals of MCN at the opening plenary session and will reflect on the progress of the nonprofit sector in Minnesota over the past 25 years. That will set the stage for a town hall meeting on what's in store and how the



sector can change the future.

Celebrating 25 Years

Following the first day of conference chock-full of information and networking enjoy a fun-filled birthday party celebrating the Minnesota Council of Nonprofits 25th Anniversary. Complete with a cake and a birthday toast, the reception is open to all conference participants to share their memories of MCN's 25 years.

Uniting Two Conferences

Join United Front 2011 – The Power of Collective Impact just prior to the start of the MCN conference on Thursday, October 6 from 7:30 – 11:30 a.m., at the same location. This free event features internationally known keynote speaker Mark Kramer, who will address the power and importance for broad cross-sector coordination to drive large-scale systems change. While this event is free, separate registration is required. For more information, visit www.united-frontmn.org.

Joint Luncheon

The Joint Luncheon is a great follow-up for attendees of the Greater Twin Cities United Way's 2011 United Front event, and a great pre-conference session to MCN's 2011 Annual Conference. This lunch will feature author Leslie Crutchfield, who will advise participants how to Change the Way You Change the World. A separate add-on registration of \$35 is required.



At MCN's 25th Annual Conference we will join together to support one another and build on the spirit of setting high expectations for the kind of society in which we choose to live. For more information and to register for the MCN 25th Annual Conference, visit www.greatexpectations2011.org.



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Our team stands firm in our belief that supporting the communities in which we live and work is good business. At Welsh, this philosophy drives our work, and we hope that our relationship with your organization will advance our mission to make a difference in the community.

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Another Way of Making Law: Constitutional Amendments

By Susie Brown, MCN public policy director

Not only have nonprofits faced severe uncertainty about the state budget this summer, but nonprofit organizations are also paying attention to ballot initiatives to amend the state's constitution in key ways.

By the end of the 2011 Legislative Session, a bill to ban same sex marriage in Minnesota passed to be put on the ballot as a constitutional amendment question in 2012. Several additional bills were introduced that may eventually go on the 2012 ballot, including limiting voting to those who possess a photo ID, establishing judicial retention elections and setting constitutional spending limits. Introduced as regular bills in the Legislature, ballot initiatives must gain a simple majority vote in the House and Senate to pass and be placed on the ballot, and do not require the signature of the Governor. While only the ban on same-sex marriage amendment bill passed in 2011, it is widely believed that additional constitutional amendment bills will be debated in the Legislature in 2012.

It is time for Minnesota's nonprofit community to understand, and be involved in, this new way of policy making in Minnesota.

How Does This Change Minnesota?

While Minnesotans have seen ballot questions on two funding areas in the last decade (motor vehicles sales tax in 2006 and the Legacy amendment in 2008), the increased activity in this area in the 2011 Legislative session indicates that this is an increasing policymaking arena in Minnesota, and one that has significant implications for the nonprofit community. What will be the impact on the disenfranchised community you serve if a constitutional amendment requires voters to present an ID? How will the families in your community be impacted by a constitutional ban on same-sex marriage? What will the budget implications be on your organization and community if constitutional spending limits are implemented?

These questions impact nonprofit organizations and the communities they serve—whether you support or oppose these proposals, communities will change and the conversation to get there may be difficult and divisive. I encourage you to consider these questions and their implications, and plan for the possibility of being involved in these conversations in your community. Our communities will be discussing complex issues. Nonprofits have a robust history of citizen participation in democracy and shaping public policy. Constitutional amendments should be no different.

What is Kind of Advocacy is Allowed?

Nonprofit organizations are legally allowed to participate in ballot questions, such as the ones currently being debated in Minnesota. While there are some state reporting requirements related to the level of activity an organization engages in, and some federal limits according to a nonprofit's IRS classification, nonprofits in Minnesota should feel free to engage in these important policy questions in their communities—and should learn about and understand the constraints and requirements to do so. The MCN will deliver several training opportunities to member organizations and nonprofits throughout the state in the year leading up to the 2012 election. At MCN's Annual Conference, in October, we'll present a breakout session called Constitutional Amendments - Minnesota's New Policy-Making Reality to train nonprofit on this topic. Please check our website for information about nonprofit involvement in ballot questions, a new form of advocacy for many of Minnesota's nonprofit organizations.



"While Minnesotans have seen ballot questions on two funding areas in the last decade, the increased activity in this area in the 2011 Legislative session indicates that this is an increasing policymaking arena in Minnesota, and one that has significant implications for the nonprofit community."

Sometimes, Leadership Starts in the Middle

By Brooke Hanson, college program manager, Admission Possible, Saint Paul

At a time when it feels as though nothing is certain, strong and dedicated leadership within nonprofits is more valuable than ever. And it doesn't just come from the top. In order for the sector to thrive, each of us has to take responsibility for fostering and testing our leadership abilities.

I have the great pleasure of serving as a program manager at Admission Possible, an organization making college admission and success possible for low-income students through an intensive curriculum of coaching and support. This is a unique spot to be – in the middle. It is from this vantage point in uncertain times that leaders can emerge: those who recognize the talents and abilities within themselves and who clearly see the challenges and opportunities in their environment. These skills – self-awareness and environmental awareness – can foster a synergy to create meaningful, lasting change.

For example, two years ago, my position as college program manager didn't exist. At the same time our organization recognized that more resources needed to be invested in the college portion of our programming, I was willing to commit my skills and experiences to help take the program to the next level. Within an organization that supported my development and growth, I was given an opportunity which I wholeheartedly accepted. Not every part of my new role has come easy, but the challenges have taught me the most.

At Admission Possible, we recognize that there are a lot of individual elements important to the success of our

work: a mission that addresses real need, a model that achieves meaningful impact for students and a team of AmeriCorps members who come to us just out of college with the energy and idealism to change the world. However, what is needed – in order to unite these elements and make the system whole – is passionate and determined leadership. The result truly is greater than the sum of its parts.

As leaders move forward, there are a lot of things we don't know, making it

easy to sometimes lose sight of the end goal. However, when we, as leaders, can keep the passion and focus for our colleagues, co-workers and ourselves on that ultimate goal – that which is the real meaning of our work – then we can weather the unknowns and the smaller challenges. We inevitably end up at a better spot than where we started, advancing both ourselves and our organizations.



At Admission Possible, we have a list of seven “Traits of an Idealistic Leader” that serve as our organizational values. One trait fully embraces what I believe it means to be a leader. I strive to reach this trait through each of my interactions with the people I supervise, students, key partners and corporate funders. It reads, “Energize those in your presence. Positive energy creates positive energy. Almost anyone can identify problems and weaknesses; learn to identify solutions and take positive action.” Whether your role in an organization is at the top, bottom or middle, you have the power to lead and inspire those around you with your passion, hard work and energy.



Brooke received the Minnesota Council of Nonprofits 2011 Catalytic Leader Award for her work helping to shape the direction of her organization from her position.

Brooke received an MCN

“Golden Ticket” good for free individual registration to all MCN-sponsored conferences and trainings for 12 months. For more information on the Nonprofit Leadership Awards and how to apply for a 2012 Leadership Awards, visit ow.ly/5B110.

re: the commonly held assumption that ambition and altruism are mutually exclusive.

re: invention  HAMLINE UNIVERSITY
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Learn to guide a nonprofit with a Master in Nonprofit Management. Visit hamline.edu/nonprofit.

Special Opportunity for Nonprofits in Northern and Central Minnesota

Nonprofits in rural Minnesota are under tremendous pressure to offer more services with diminished resources and it can be difficult managing that tension. For the second year, MCN will provide intensive assistance to nonprofits facing this challenge.

The Performance Management Leadership Institute benefits nonprofits serving communities north or west of the Twin Cities. The Institute, part of MCN's series of Leadership Institutes, provides a structure, appropriate tools and resources, and technical assistance over the course of 9 months to cohorts of 30 small to mid-sized nonprofits who are selected through an application process.



2011 Leadership Institute participant Joy Nadeau, of Sherburne County Area United Way, recommends the Institute to any nonprofit leader, "I am coming away with great tools to use in examining our process, activities and programming that will ensure that we are successful and stronger in the future."

While the full tuition for the Institute is \$2,250, **all accepted participants in 2012 will receive a full scholarship to participate**, thanks to a partnership with the Corporation for National & Community Service and these additional partners: Blandin Foundation, Blue Cross and Blue Shield of Minnesota Foundation, Bush Foundation, Central Minnesota Community Foundation, Lloyd K. Johnson Foundation, Northland Foundation.


Applications are due no later than Thursday, October 27, 2011. For more information, RSVP to an informational session and to apply for the Institute, visit <http://ow.ly/5Iivh>.

Interested nonprofit leaders are encouraged to attend one of several informational sessions across the state to learn about the application process and criteria:

Leadership Institute Informational Sessions

- Duluth
Monday, September 12, 2-3 p.m.
- Grand Rapids
Tuesday, September 13, 9-10 a.m.
- Bemidji
Tuesday, September 13, 2:30-3:30 p.m.
- Brainerd,
Wednesday, September 14, 10-11 a.m.
- Alexandria,
Wednesday, September 14, 2-3 p.m.
- Willmar
Thursday, September 15, 9-10 a.m.
- St. Cloud
Thursday, September 15, 2:30-3:30 p.m.
- Webinar
Friday, September 16, 9-10 a.m.

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August is

MEMBER APPRECIATION MONTH

visit www.minnesotanonprofits.org
for a list of Daily Drawing prizes,
activities and events

GiveMN Recognized for Innovation

By Michaela Charleston, MCN nonprofit services assistant

You may have heard of GiveMN. Widely known for producing Give to the Max Day (which raised over \$14 million dollars in 2009 and over \$10 million dollars in 2010), GiveMN an online fundraising tool and the recipient of the 2010 Nonprofit Mission Award winner for Innovation.

GiveMN's mission is to grow charitable giving in Minnesota and move more of it online. It is the first online giving site focused specifically in a single state and works to build capacity of nonprofits by providing a new resource for more efficient and effective fundraising, and facilitates growth in individual giving by presenting donors with more educational and informational content.

Nonprofits now have the ability to get in front of thousands of more supporters, reduce fundraising costs and increase giving by compelling online campaigns that may engage new and inspire current givers. On the other end, donors can access information in a more user-friendly way and review nonprofit causes both locally and nationally.

GiveMN is also active in supporting organizations across the state that are involved with disaster response. Specifically, GiveMN has helped raise over \$1 million for tornado response efforts in North Minneapolis with donations coming in from all around the world. "Community is no longer defined by geography or location. People who care about Minnesota may not live here themselves, but through GiveMN, they have a way to support the causes and organizations they care about here," states Dana Nelson, executive director of GiveMN.

As GiveMN moves into the future, new free features are being added online to further support the sector. Individuals can actively fundraise on behalf of a nonprofit by creating personal fundraiser pages on GiveMN's website. Individuals can also use this fundrais-



ing feature to defer personal gifts, (i.e. birthday, wedding, memorial, etc.) as cash donations to their favorite nonprofit. GiveMN provides template pages for these individuals that would rather their friends give to a nonprofit than receive gifts themselves.

Additionally, GiveMN has added a new team campaign feature. Now individuals can engage their friends and colleagues in a collective giving program. Whether used as a way to track a friendly competition or to give donors progress updates, teams can have numerous members and can serve a variety of

nonprofits all in one format.

"Fundraiser pages are an incredible way to get engage your volunteers to fundraise for your organization. It is an easy, fun and free! Every one of your board members should have a GiveMN page for your organization. It is the modern day "house party,"" adds Nelson.

To create a free individual fundraiser or team page, go to www.givemn.org click on "fundraise" and choose the appropriate template for your cause. From there, login or start a new account and create the page where you will tell your story.

Considered a new e-philanthropy tool, GiveMN benefits are significant. Harnessing the power of social media, GiveMN is creating the most dynamic online giving marketplace in the country that is the destination for charitable giving in Minnesota.

For more information about GiveMN, visit www.givemn.org.

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Upcoming Training Events

AUGUST AND SEPTEMBER 2011

MCN 25th Annual Conference Great Expectations: Our Communities, Our Future

October 6-7, 9 a.m. – 4:30 p.m.
Saint Paul RiverCentre
Fee: \$169 MCN for members by August 31 / \$239 for nonmembers

Great
Expectations
Our Communities, Our Future



Communications:

REDUCE/REUSE/RECYCLE: REPURPOSING CONTENT FOR VARIOUS CHANNELS

September 15, 11 a.m. - 12:30 p.m.
Webinar
Fee: \$65 for MCN members / \$95 for nonmembers

DEVELOPING YOUR MESSAGE

September 27, 10 - 11:30 a.m.
Webinar
Online/Phone
Fee: \$65 for MCN members / \$95 for nonmembers

Fundraising Trainings:

GRANTWRITING CLINIC FOR BEGINNERS

September 15, 9 a.m. – noon
Minnesota Council of Nonprofits Conference Room
2314 University Ave W., Suite 20, Saint Paul
Fee: \$85 MCN for Members Only

Human Resources:

DESIGNING AND IMPLEMENTING A TOTAL REWARDS STRATEGY

August 25, 9 a.m. – noon
Minnesota Council of Nonprofits Conference Room
2314 University Avenue, Suite 20, St. Paul
Fee: \$45 for MCN members / \$65 for nonmembers

PRESENTATION SKILLS

September 8, 1 – 4 p.m.
Minnesota Council of Nonprofits Conference Room
2314 University Avenue, Suite 20, St. Paul
Fee: \$45 for MCN members / \$65 for nonmembers

Management:

STARTING A SUCCESSFUL NONPROFIT

September 8, 9 a.m. – noon
Minnesota Council of Nonprofits Conference Room
2314 University Ave W., Suite 20, Saint Paul
Fee: \$85 for MCN members or nonmembers

MAKE LEARNING STICK - EFFECTIVE PRESENTATION DESIGN

August 11, 10 – 11:30 a.m.
Webinar
Fee: \$65 for MCN members / \$95 for nonmembers

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

Nonprofit Awards and Advancements



The Catholic Community Foundation's staff has grown with the addition of **Bill Marsella as director of institutional relations and Monica McCracken-Tietjen, C.P.A. as controller.** Bill brings 33 years of nonprofit development and leadership experiences, including 28 years in donor relations with the Greater Twin Cities United Way. Prior to joining the Foundation,



Monica worked at Larson Allen as an accountant, consultant and advisor specializing in nonprofit organizations.



1000 Friends of Minnesota changed its name to Envision Minnesota. The new name and logo imply an action and invite one to "envision" the future of Minnesota. Envision Minnesota works with state and local governments to promote public investments, policies and administrative actions that make their vision of Minnesota a reality. Visit their new website at www.envisionmn.org.



In May, **The Minnesota Organization on Adolescent Pregnancy, Prevention and Parenting (MOAPPP) became Teenwise Minnesota.** Teenwise Minnesota is a statewide leader in promoting adolescent sexual health, preventing adolescent pregnancy and gaining support for adolescent parents. Learn more at www.teenwisemn.org.

President of Comunidades Latinas Unidas En Servicio (CLUES) **Jesse Bethke Gomez received the Liberty Bell Award from the Ramesy County Bar Association.** The award honors the creation of the Linea Legal Latina partnership, which offers legal services to low-income, Spanish-speaking individuals and families.

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Kayva Yang joins PFund Foundation as its new program officer. PFund is the only Minnesota Foundation dedicated exclusively to lesbian, gay, bisexual and transgender equality. Kayva will manage the Foundation's grantmaking, scholarship and capacity building programs. Most recently, Kayva served as the gender and justice manager for CAPI.



Delinda Rood is the new development director for Admission Possible Twin Cities. In her role, Delinda is responsible for leading development and communication activities in the Twin Cities by creating a comprehensive fundraising and communications strategy and expanding philanthropic support for the organization from corporations, private foundations and individuals.

Nonprofits Assistance Fund (NAF) announced **Janet Ogden-Brackett has been promoted to associate director.** Janet's leadership will bring further cohesion and integration to programming and services by directing all program activities, managing the nonprofit loan program, and overseeing financial management training and strategic financial counsel.

NAF also welcomed Kate Borman as its new marketing assistant. In her new role, Kate supports NAF programs through communications, outreach, and program coordination, including maintenance of the website, implementation of the annual marketing plan, and coordination of consulting projects.

Sarah Curtis is the new development manager for The Rose Ensemble. Sarah will oversee individual donor relations and strategic fundraising initiatives for the organization's growing donor base.

The Saint Paul Area Council of Churches announced Reverend Patricia Lull is their new executive director. Patricia brings to this position years of parish ministry, major program management experience with the Evangelical Lutheran Church of American (ELCA), and 10 years of divisional management and leadership in the academic setting of Luther Seminary.



The state's oldest and largest human services nonprofit human services organization, **Lutheran Social Service, has selected Jodi Harpstead to serve as CEO and president.** Jodi will assume her new position in September. Jodi brings deep Lutheran roots and experience in both the for-profit and non-profit sectors. She joined Lutheran Social Service in 2004 as the group's chief advancement officer and oversaw fundraising efforts for the Center for Changing Lives in Minneapolis - a facility that opened in 2008. She was promoted to chief operating officer and executive vice president in 2007. Jodi will

succeed Mark Peterson, who served as the organization's leader for 24 years, who has announced plans to retire.

Lois Sinn Lindquist began her role as executive director of Minnesota Waters in June. Minnesota Waters is dedicated to empowering citizens to protect and improve the lakes and rivers of Minnesota. Lois brings a unique blend of leadership, administrative, communication, marketing and fundraising skills to Minnesota Waters.

The Storefront Group changed its name to Headway Emotional Health Services. A newly expanded website, www.headway.org, also gives the public a greater understanding of the services Headway offers and its mission to reach out into the community. Headway Emotional Health Services offer services, programs and classes in schools and community locations in the Twin Cities suburbs.



Unny Nambudiripad is the new executive director for Compassionate Action for Animals. Unny is a co-founder of the organization and has over 15 years of nonprofit experience. Unny has led the organization's fundraising efforts for the last five years, managed volunteers and coordinated strategic planning and budgeting.



Allissa Obler is the new director of development and communication at Youth Service Bureau. Allissa will be responsible for both private and public fundraising as well as communications and marketing. She will be responsible for both private and public fundraising as well as communications and marketing.



RESOURCE is pleased to announce Carrie Scheffler is its new director of the Employment Action Center (EAC). Carrie is an experienced nonprofit leader with 20 years of experience addressing the needs of those living in poverty and assisting people in fulfilling their potential. Prior to joining EAC, Scheffler was the director of affiliate resources for Love INC's national headquarters in Minneapolis.

Submit Your Announcements

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

Leadership Development Effects Positive Change in Organizations

By Christie Hammes, MAP for Nonprofits, director of strategic development

Recent research by MAP for Nonprofits shows that executive coaching, peer networks, and leadership programs are seen by social sector leaders as especially effective for their development. The findings reinforce those of other recent studies:

- Emerging leaders would like more support to help them further develop their leadership skills and competencies.
- The needed support does not occur organically in their workplaces.
- Heightened self-awareness and self-reflection are among the skills sought.
- Emerging leaders highlighted the need for leadership development initiatives to focus on “the whole person,” not just the “workplace” person.
- They said it’s important that leadership development programs be attentive to the personal or emotional side of work obligations, such as the toll that decisions about firing or downsizing can take on an individual.
- They would like to see the mastery of leadership development become a goal that is integrated into the professional development elements of their everyday work, rather than something they are expected to take on in their free time. This is particularly important with respect to management competencies such as budgeting and supervision, and taking these skills to a level beyond the basic “nuts and bolts.”
- Emerging leaders also crave access to senior leaders and would like to see the development of a mentoring program where senior leaders engage emerging leaders.



Existing Leaders Cite Specific Benefits

Also part of the research was a review of MAP’s Leaders Circles, peer groups currently serving 66 leaders that provides executive coaching and development. This research showed the peer coaching groups, facilitated by executive coaches, results in participants:

- Having increased self-confidence;
- Improving their ability to navigate change and tackle new challenges; and
- Gaining skill at navigating relationships.

MAP worked with the Improve Group to conduct qualitative research related to leadership development and employed a literature review, interviews and focus groups, and focused on emerging leaders and existing Leaders Circles groups.



Christie Hammes is the director of strategic development at MAP for Nonprofits. She has nurtured the development of organizations and their executives, board members, and other leaders as consultant, trainer, coach, and facilitator — first through her own consulting firm, The Milestone Group, and today as director of strategic development at MAP.

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

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631 Answers To Keeping Your Nonprofit Legal

You don't have to be an attorney to serve a nonprofit board or staff, but every organization can expect to be confronted with legal questions to which they must get an answer.

Like other major parts of the economy, Minnesota's nonprofit organizations face a complex array of laws and regulations targeted at them — federal and state. The Minnesota Council of Nonprofits has fielded the most common legal questions from members over the years, and for the first time compiled the most common critical legal questions and answers in sixteen major areas in a searchable online *Nonprofit Legal Handbook*.



The *Nonprofit Legal Handbook* covers in-depth everything from how you start an organization, how you dissolve it, and everything in between, including these sixteen key areas:

- Introduction to Nonprofit Law
- The Nonprofit Corporation
- Tax Exemptions
- Charitable Solicitation Registration
- Charitable Donation Regulations
- Boards of Directors
- Lobbying
- Financial Accountability
- Human Resources
- Liability And Insurance
- Disclosure Requirements
- Relationships With Other Entities
- Other Regulatory Issues
- Ongoing Compliance
- Contracts
- Intellectual Property

This resource is available to MCN members only. Members can log into the MCN website and access the *Nonprofit Legal Handbook* within the Nonprofit Resources.

To access the Nonprofit Legal Handbook, visit <http://ow.ly/5NEB0>. Don't forget to login as a member to access this members-only resource.

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