



# Nonprofit News

Information and connections for Minnesota's nonprofit sector.

Summer 2013

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

## Legislative Session Improves Minnesota Tax and Budget Picture

The era of budget shortfalls, gimmicks and deep cuts to critical public services in Minnesota ended in May when policymakers agreed to a state budget that erases a projected deficit and raises revenues needed to invest in the state's priorities.

During more than a decade of frequent budget shortfalls, the response was largely short-term solutions and severe cuts to services. Minnesota's nonprofits are often partners with state and local governments in providing services in their communities, and were frequently expected to "do more with less."

The FY 2014-15 budget reverses that trend. It raises new revenues to address projected deficits without more deep cuts to services and invests in Minnesota's future. It also makes the state's tax system fairer.

The new revenues allow the state to make overdue investments in our schools, health care, affordable college education, job creation and other public services that are crucial to Minnesota's long-term strength. Some of the areas seeing substantial

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## Charting Our True Direction on October 24 - 25

After years of economic downturn and political cut backs, the storms of past years are yielding to a calmer environment for Minnesota's nonprofits. In

2013, many nonprofits are finding their economic footing; experimenting with new fundraising and outreach, and taking time to adapt their services and systems.

This October 24 – 25, over 700 nonprofit leaders will convene in Duluth for MCN's Annual Conference. It will provide an opportunity to celebrate the

programmatic, political and economic successes of the year, and an opportunity to learn from nonprofit leaders

who have figured out effective strategies to navigate emerging challenges in our communities.



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### Nonprofit Bits

#### 2013 Skills Based Summit

HandsOn Twin Cities will be offering its second annual Skills Based Summit on August 8, 2013 at the Mall of America. Through group workshops and consultations on a variety of topics, corporate experts will have the opportunity to share their knowledge and expertise with nonprofits, helping them meet their operational needs. More details available at [www.handsontwincities.org](http://www.handsontwincities.org).

### Philanthropy Leadership, Legislative Progress and Nonprofit Insurance

By Jon Pratt, MCN Executive Director

For 18 years, Bill King built bridges between organized philanthropy, nonprofits and the broader community as the Minnesota Council on Foundations' president. Minnesota and Michigan stand out as to the two places where there is a reliable level of productive partnership, and regular and unforced interactions between foundations and nonprofits. Bill was key to making this possible. With the appointment of Trista Harris, most recently executive director of Headwaters Foundation for Justice, as the new MCF president, we look forward to this next chapter in our work with Minnesota foundations.

#### 2013's Remarkable Set of Legislative & Budget Accomplishments

Former Gov. Rudy Perpich once declared that the 1987 legislative session was the best in state history. While no one has claimed that honor for the 2013 legislative session, it does rank high for addressing a broad range of long-standing issues and financial problems. I would like to salute ten examples (in no particular order) of effective advocacy and legislative leadership after years of having made the case:

1. MNsure/Affordable Care Act implementation that improves access to affordable health care for hundreds of thousands of Minnesotans
2. Marriage Equality
3. Tax changes that make the tax system less regressive, ends the cycle of budget deficits and funds investments in the state's future
4. All day kindergarten and \$46 million for early childhood scholarships
5. Solar energy standard for utilities
6. "Ban the box," removing criminal history questions from initial employment applications
7. Retained incentives for charitable giving
8. \$33 million increase for homeless and housing services
9. Dream Act, providing in-state tuition rates for undocumented Minnesota students
10. Making college education more affordable through increased funding for financial aid and a two-year freeze on tuition at our state colleges and universities

We could easily create several more lists of significant legislative and budget accomplishments, with extended sets of supporters, organizations, funding partnerships and legislative leaders. Perhaps the big take away is that each of these decisions lie at the midpoint of a longer path, and what led up to these was years of perseverance, education and outreach essential to democracy, at which nonprofits are so adept. Congratulations and thanks to all whom contributed and spoke up.

#### Nonprofit Insurance is Specialized: Ask an Expert!

Like other enterprises that own property, have employees and bear both normal business and specialized risks, virtually every nonprofit organization needs to have insurance. Since MCN was formed 25 years ago, we've been fielding questions about the directors and officers insurance, volunteer liability, improper touch coverage, group programs, and which carriers specialize in the nonprofit marketplace.

A year ago we took a further step by creating Nonprofit Insurance Advisors, a subsidiary social enterprise dedicated to the unique needs of nonprofits. Nonprofit Insurance Advisors has grown to over 450 nonprofit clients, and its devoted agents welcome the opportunity to prepare a quote for your organization. Contact Nonprofit Insurance Advisors at 651-757-3095 for expert advice.



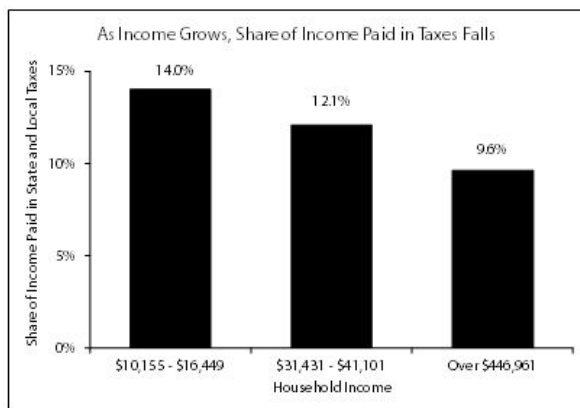
*"Former Gov. Rudy Perpich once declared that the 1987 legislative session was the best in state history. While no one has claimed that honor for the 2013 legislative session, it does rank high for addressing a broad range of long-standing issues and financial problems."*

## New Revenues Allow the State to Make Overdue Investments

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new investments include:

- Ensuring children can succeed in school through free all day kindergarten and early childhood learning scholarships.
- Making college education and workforce training more affordable through increased funding for financial aid and freezing undergraduate tuition at state colleges and universities.



The tax plan changes the state’s mix of taxes so that the tax system is based more on taxpayers’ ability to pay. It narrows the gap between the share of income that the highest-income Minnesotans pay in state and local taxes and the larger share of income that average Minnesotans pay.

The 2013 Legislative Session will also be remembered for important strides toward health care reform that makes affordable, quality health insurance available to more Minnesotans. Hundreds of thousands of Minnesotans will benefit. More Minnesotans can access health care coverage through Medical Assistance, and the budget preserves and improves MinnesotaCare, which enables working Minnesotans to buy affordable health insurance. Policy-makers also created MNsure, the state’s new online health insurance exchange, where individual Minnesotans and small employers – including nonprofits – can shop for affordable health insurance.

The budget creates a fairer state tax system that raises adequate revenues to meet the state’s needs, which MCN and the Minnesota Budget Project have consistently called for.

The major revenue-raising components of the tax plan are a new income tax bracket on the highest-income Minnesotans, ending some corporate tax preferences and an increase in tobacco taxes. The tax plan also includes significant additional funding for property tax refunds and aids to local governments. It includes improvements to the state’s Renters’ Credit, a long-standing priority for the Minnesota Budget Project.

Nonprofit organizations across the state were important voices in the budget debate, making the case for the critical services they provide in their communities, and for the importance of a sustainable tax system that shares the responsibility for funding public services more equitably.

For more details about the new state budget, see the Minnesota Budget Project’s analysis at [www.mnbudgetproject.org](http://www.mnbudgetproject.org).

## Charting a Path Toward Healthier and More Vibrant Communities

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### A Time to Focus on Our Strengths

The conference theme, North Star Nonprofits: Charting Our True Direction, alludes to the important role that nonprofits play in creating Minnesota’s strong social fabric. The conference will highlight thought leaders from some of Minnesota’s most successful nonprofits including innovative institutions and determined organizations from across the state. More than 40 sessions will engage attendees in conversations that push them to think deeply about their ability to make positive change in their organizations and communities.

### Conference Agenda Offers Something for Everyone

North Star Nonprofits: Charting Our True Direction will feature more than 40 educational sessions, a robust assortment of exhibitors and resources, and over 700 nonprofit peers and colleagues with whom participants may connect and network.

The conference keynote on Friday morning, led by Dr. Lester Salamon, will “go beyond the stereotypes and mythologies that all too often get in the way of serious debate on public problems.” Lester, the founding director and principal research scientist at Johns Hopkins Institute for Policy Studies, will challenge each conference attendee to examine his/her own role in charting a path toward healthier and more vibrant communities. Plus, Friday’s luncheon plenary will feature several distinguished Nonprofit Mission and Excellence Awards winners.

MCN invites you to join us for two days of inspiration, learning and networking. MCN members who register by July 26 will get the Super Save Rate of just \$149 — a \$50 savings off the regular member rate! Full conference details are available at [www.northstarnonprofits.org](http://www.northstarnonprofits.org).

## Share with Your Peers

Are you interested in learning more about topics related to your nonprofit work through peer sharing? The Minnesota Council of Nonprofits would like to invite you to our monthly Networking Lunches—a series of FREE, informal discussions on subjects that mean the most to your work.

Each month a topic is identified around which the majority of the discussion will revolve. Participants are encouraged to bring questions, examples and insights related to the topic of the session.

In addition to the featured discussion, each session will include time to network and ask questions. Networking Lunches are free and no RSVP is necessary. You are invited to bring your lunch, business cards and ideas.

### Networking Lunches Include:

- Human Resources, St. Paul  
(every second Monday of the month)
- Fundraising, St. Paul  
(every second Wednesday of the month)
- Communications, St. Paul  
(every second Friday of the month)
- Emerging Leaders, St. Paul  
(every third Friday of the month)
- Mankato Area  
(every third Friday of the month)
- St. Cloud Area  
(fourth Thursday every other month)
- Duluth Area  
(second Thursday every other month)

For more information on MCN's monthly Networking Lunches, please visit [www.minnesotanonprofits.org/events-training/](http://www.minnesotanonprofits.org/events-training/).

## Minnesota Adopts “Ban-the-Box” Legislation

*By Veena A. Iyer, Nilan Johnson Lewis PA*

Last month, Minnesota enacted legislation prohibiting employers—including nonprofit organizations—from inquiring into or considering an applicant's criminal history until (1) the applicant has been selected for an interview, or (2) in the event there is no interview, the applicant has received a conditional offer of employment. Penalties for violating the statute range from a written warning to fines totaling not more than \$2,000 per month. The statute goes into effect on January 1, 2014, but some of the penalty provisions do not go into effect until January 1, 2015.

Importantly, the new legislation does not apply to the human services background studies mandated by Minnesota law. Therefore, to the extent that your organization is required to obtain such background studies for certain employees, such background checks are not subject to the requirements of the new ban-the-box legislation.

However, if your organization is conducting a background check on an employee for whom a human services background study is not mandated by Minnesota law, your organization must abide by the new ban-the-box legislation and cannot perform a background check before an interview or conditional offer.

## Minnesota Governor Mark Dayton Signs Bill Governing Liability Waivers

*By Ben Johnson and Veena A. Iyer, Nilan Johnson Lewis PA*

On May 24, 2013, Governor Mark Dayton signed a bill into law governing liability waivers in Minnesota, which essentially codifies the existing common law in Minnesota. As such, waivers will remain valid and enforceable in Minnesota under many circumstances.

Under Minnesota common law, liability waivers are unenforceable if they purport to release a defendant from liability for intentional, willful or wanton acts. The new law codifies the existing common law by prohibiting liability waivers that are aimed at conduct that involves “greater than ordinary negligence,” which is synonymous with willful or wanton acts. Importantly, the new law also provides that unenforceable portions of liability waivers are severable from those portions of agreements seeking to waive only liability for ordinary negligence. Accordingly, a liability waiver that may be written too broadly is not necessarily void so long as portions of it remain enforceable. Finally, the new law also broadly defines who is a “party” to a liability waiver, and includes agents of a party, minors, and those authorized to sign an agreement on behalf of a minor.

For nonprofit organizations, this means that your organizations can continue to have participants and volunteers sign liability waivers, but both before and after this legislation was enacted, those waivers cannot waive liability for intentional, willful, or wanton acts.



## The Power of Successful Partnerships

By Susie Brown, MCN Public Policy Director

On May 20, another Minnesota legislative session came to its conclusion. As we embrace the slower pace of summer, we reflect on some successes of the 2013 session and the critical partnerships that sustained them.

- 1. Threats to the charitable tax deduction:** The 2013 House tax bill included a threat to the charitable tax deduction that raised our concern and focused our attention on protecting a system that is the envy of other states. We experienced a strong response from the nonprofit community and swift, strategic action by key allies including long-time partners such as the Minnesota Council on Foundations, and those totally new to advocacy, such as GiveMN. Thanks to all of the nonprofit partners who contributed to this success. Our core work of keeping the world safe for nonprofits is dependent on the sustained engagement of our nonprofit members and allies.
- 2. Municipal Fees:** While we have seen a disconcerting increase in street fees levied on otherwise tax-exempt nonprofits in several cities in Minnesota, this legislative session brought a proposal for a substantial expansion of this kind of threat to property tax-exempt nonprofits, among other properties. In a uniquely cross-sector coalition, MCN worked with a wide variety of business partners, such as the Chamber of Commerce and the Automobile Dealers Association, to defeat this proposal. We are grateful for new allies in the business community and look forward to continued partnerships when our interests intersect.
- 3. Health Insurance Reform:** Following Minnesota's choice to establish its own health insurance exchange (rather than opt into the federal exchange), a substantial opportunity arose for robust nonprofit involvement in order to create an exchange that would appropriately serve our nonprofit constituencies, and create a role for nonprofit service providers to support the system with their outreach and enrollment expertise. As this was developed, MCN's Minnesota Budget Project was a constant presence, working closely with the department of human services, the governor's office and many other government stakeholders. The partnership between the nonprofit sector and the government entities that developed and are now charged with implementing Minnesota's health insurance exchange, MNsure, provided a robust system of checks and balances to get a great result for Minnesotans. This was an example of the importance of being at the table with government decision-makers throughout the complex policy process. We look forward to future nonprofit-government collaborations with similarly strong processes and solid results.

In all three of these cases, strong partnerships were essential, whether our colleagues in nonprofits and philanthropy, new allies in business or government collaborators. In total they serve as a reminder—creating partnerships for success has no boundaries. We must find and build relationships with key stakeholders and commit to working with them, within and across sectors, to achieve results. We thank the many long-standing and new partners of 2013, success would not have come without you!



*"We must find and build relationships with key stakeholders and commit to working with them, within and across sectors, to achieve results."*

**Save the Date!** The 2014 legislative session begins on Tuesday, February 25, 2014 and MCN's annual Session Line-Up will be on Friday, February 28, 2014.

**What issues would you like MCN to work on?** We value your input and ideas as we develop our policy agenda—particularly ideas about issues that would cross sector interests and support the whole nonprofit sector. Do you have ideas? If so, please contact Susie Brown at [sbrown@minnesotanonprofits.org](mailto:sbrown@minnesotanonprofits.org) or 651-757-3060.

## Nonprofit Leaders Serving in Elected Office: "More Nonprofit Leaders Should Run for Office Themselves!"

As director of finance and operations at Avenues for Homeless Youth, Representative Peter Fischer has a long history with the nonprofit sector. Rep. Fischer was raised in Maplewood, an area he now represents as an elected official in the state legislature for district 43A. He served for 18 years on the Maplewood Parks Commission and for six years as a volunteer with his local Boy Scout troop.

He has served in citizen roles on various entities including the Maplewood Human Relations Commission and the Tri-District Integration District School Board.

### 1. What prompted you to run for office?

I had always been involved politically so I had the interest. Redistricting (following the 2010 census) created an opportunity for me to run in 2012. In my role at Avenues for Homeless Youth I was seeing how people, the general public and advocates, had not been listened to or treated very well at the Capitol, it's almost like they were being demonized. I wanted to change that.



Representative Peter Fischer, District 43A

### 2. What goals do you have for your tenure in the Minnesota legislature?

First and foremost, it was a priority for me that the legislature create a sustainable and more fair budget and we did that and we got out on time. Personally, I also want to continue to do more around mental health issues, water issues and homeless youth due to my expertise in those areas.

### 3. How will your background in the nonprofit sector be helpful in your role as a state legislator?

The biggest thing was I was fortunate to serve on the House Health & Human Services Finance committee and I could hit the ground running. I had stories from on the ground, given Avenue's work, that my colleagues could understand. I also had a big impact on the Housing committee for that reason too. I could give context, experience and stories of real people and how they would be impacted.

### 4. What was the biggest surprise to you about serving in the 2013 Session?

I had been told there was generally a slow build-up to the busier times of Session and that's not how it happened. We really didn't have any downtime at all. The Session started off with a bang due to the need to create a health care exchange as part of health care reform. We were busy all the way across. Also, another surprise is I was included in some negotiations outside of the typical committee structure that I didn't anticipate as a freshman. These were related to school and water issues, both of which I had expertise and passion around.

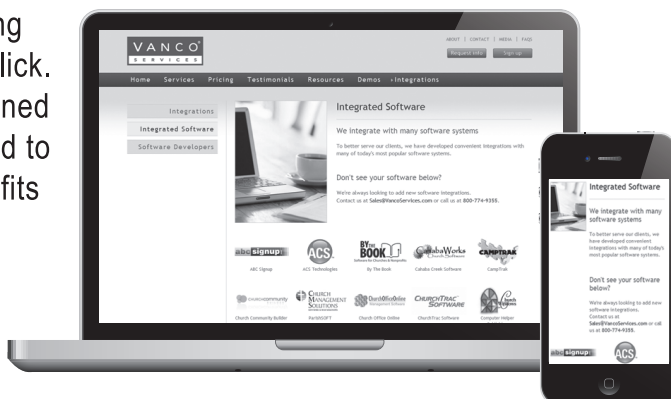
### 5. What advice do you have for nonprofit advocates who have expertise to bring to the public debate?

The best thing people can do is to contact their legislator personally, if possible. Legislators can't be experts on every issue and they need to hear from their constituents. Legislators need to hear from organizations that have the experience on the ground to know what works and what doesn't and where important state investments should be made. And, more nonprofit leaders should run for office themselves!

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## Listening and Responding to Community Concerns: The Women's Foundation of Minnesota

The Nonprofit Mission Award for Responsive Philanthropy is intended for a private foundation, community foundation or corporate giving program that truly takes its direction from its community. The Women's Foundation of Minnesota is exemplary in this regard, seeking not just approval but input from a wide range of stakeholders for their campaign, Minnesota Girls Are Not For Sale.



*The Women's Foundation of Minnesota staff, accepting the 2012 Nonprofit Mission Award at MCN's 2012 Annual Conference.*

The Women's Foundation of Minnesota has been working to advance the safety and security of women and girls since 1983, and it was through their grantmaking work in this area that they became increasingly concerned with the sex trafficking of Minnesota girls. With the FBI's ranking of the Twin Cities as one of the nation's 13 largest centers for the sex trafficking of children, it was clear that something needed to be done.

Rather than simply increase grantmaking in this area, The Women's Foundation convened over 100 stakeholders including donors, elected officials, state agencies, advocates, corporations, law enforcement, judges and faith communities to hear their experiences with this complex issue and to create a plan to combat trafficking. The result of the foundation's declared "ethos of listening and responding to community concerns" is the Minnesota Girls Are Not For Sale campaign, which was launched in November 2011.

Minnesota Girls Are Not For Sale uses grantmaking, research, public education and convening to accomplish three goals: to redefine sex-trafficked girls under 18 as victims of crime rather than perpetrators and ensure they have access to housing and treatment; to decrease the demand; and to increase awareness and mobilize the general

public until there is no tolerance for the sex trafficking of girls. 2013 grantee partners in advocacy and housing included The Advocates for Human Rights, The Family Partnership, Minnesota Indian Women's Resource Center, Program to Aid Victims of Sexual Assault (PAVSA), and Breaking Free. The Women's Foundation also partnered with the Minneapolis and Saint Paul police departments as well as the Ramsey County attorney's office to address the demand for trafficking.

This large coalition has proven to be effective in many victories, big and small, since the launch of Minnesota Girls Are

Not For Sale. Most recently, in the final hours of the 2013 legislative session, the Minnesota legislature passed its budget, which included 2.8 million dollars to fund the Safe Harbor for Sexually Exploited Youth legislation. While this amount is significantly less than the requested 13.5 million, Minnesota still leads the nation in developing and funding a response to child sex trafficking. The 2.8 million dollars allocated for Safe Harbor will build housing for sex-trafficked youth and fund training for law enforcement and other front-line personnel who may need to identify victims or investigate and prosecute traffickers.

For their dedication to listening to the needs of their community, their eagerness to work in collaboration with essential partners, and their commitment to improving the lives of women and girls in Minnesota, the Minnesota Council of Nonprofits was proud to give the 2012 Mission Award for Responsive Philanthropy to The Women's Foundation of Minnesota.

## Master of Public and Nonprofit Administration

*Fall Semester Starts August 24 with  
Information Sessions Available Now!*



## Celebrating MCN Members the Entire Month of August



The Minnesota Council of Nonprofits is pleased to honor its hard-working nonprofit members by celebrating the third annual Member Appreciation Month this August 2013.

Your nonprofit is a part of MCN's network of 2,000 nonprofits, and we want to thank you for being a member and for helping make Minnesota's nonprofit sector stronger and more vibrant. To show our appreciation, we invite you to participate in:

### Appreciation Drawings

Every current member organization is automatically entered into an Appreciation Drawing, for a chance to win prizes generously donated by our associate members. Appreciation Drawings are our way of recognizing the outstanding work of our member organizations. Drawing winners will be announced on the right-hand side of MCN's homepage and via social media in August. Winners will also be contacted directly via email by MCN's membership manager.

### Nonprofit Social Hours and Events

#### Duluth:

On August 14 in Duluth, from 4 - 6 p.m., MCN will host a free Thank you Social Hour at the Minnesota Wine Exchange located at 3 West Superior Street in downtown Duluth. No RSVP necessary. Free appetizers will be avail-

able and the first 25 MCN members will receive a drink ticket good for a sampling of five Minnesota wines or a full serving of any beverage (wine, beer, soda, juice). Attendees will also have a chance to win one free admission to MCN's Annual Conference on October 24-25 in Duluth, MN. If you have questions, please contact Jim Filby Williams at 218-206-5711.

#### Twin Cities Metro:

On August 15 in the Twin Cities, MCN will host a Thank You Social Hour from 5:30 - 7:30 p.m. at the Summit Brewery's Ratskeller, 910 Montreal Circle in St. Paul. Complimentary appetizers and refreshments will be available, as well as a chance to win one free admission to MCN's Annual Conference on October 24-25 in Duluth, MN. Space is limited for this event, so please RSVP. If you have any questions, please contact Michaela Charleston at 651-757-3067.

#### Mankato:

On August 22 in downtown Mankato, MCN will host a free Thank You Social Hour, from 5 - 7 p.m. as part of the "Alive After 5" series. No RSVP necessary. Food and drink tickets will be distributed on a first-come, first-served basis. Attendees will also have a chance to win one free admission to MCN's Annual Conference on October 24-25 in Duluth, MN. Additional information is forthcoming. If you have questions,

please contact AmyJo Lennartson at 507-469-2217.

#### St. Cloud:

On August 29 in St. Cloud, MCN will host a Thank You Social Hour from 4:30 - 6:30 p.m. at Brother's Bar & Grill, 119 5th Ave. South. Complimentary appetizers will be available and drink tickets will be distributed to the first 25 attendees. Attendees will also have a chance to win one free admission to MCN's Annual Conference on October 24-25 in Duluth, MN. If you have any questions, please contact Paul Masiarchin at 651-757-3087.

### Nonprofit Member Slideshow

Nonprofit members can submit photos from their own organization, to be featured on MCN's homepage.

To submit a photo of your nonprofit (group photos of volunteers or staff, photos of your work out in the field, etc.), please reply email a JPEG that is at least 472Wx209H pixels in size and a photo caption that is 25-35 words or less to Michaela Charleston at [mcharleston@minnesotanonprofits.org](mailto:mcharleston@minnesotanonprofits.org).

For questions about Member Appreciation Month or member benefits, please contact MCN at 651-642-1904 or [info@minnesotanonprofits.org](mailto:info@minnesotanonprofits.org).



# Upcoming Learning Events

AUGUST TO OCTOBER 2013

Fundraising	Innovation
<p><b>ADVANCED GRANTWRITING: TAKING YOUR GRANTSMANSHIP TO THE NEXT LEVEL</b> September 12, 2013, 1 - 4:30 p.m. Minnesota Council of Nonprofits Conference Room 2314 University Ave. W., Suite 20, St. Paul Fee: \$75 for MCN members / \$95 for nonmembers</p>	<p><b>FACILITATING INNOVATION IN YOUR ORGANIZATION</b> September 17, 2013, 9 a.m. - noon Wilder Center 451 Lexington Pkwy N., St. Paul Fee: \$45 for MCN members / \$65 for nonmembers</p>
<p><b>GRANTWRITING CLINIC FOR BEGINNERS</b> September 18, 2013, 9 a.m. - noon Minnesota Council of Nonprofits Conference Room 2314 University Ave. W., Suite 20, St. Paul Fee: \$85 for MCN Members</p>	<p><b>EVALUATING INNOVATION: INFORMATION TO HELP FOSTER CREATIVITY AND IMPACT</b> September 17, 2013, 1 - 3:30 p.m. Wilder Center 451 Lexington Pkwy N., St. Paul Fee: \$45 for MCN members / \$65 for nonmembers</p>
Governance	Management
<p><b>STRATEGIC LEADERSHIP: A WORKSHOP FOR NONPROFIT ADMINISTRATORS AND BOARDS</b> August 7, 2013, 8:30 a.m. - 4 p.m. Ridgewater College 2101 15th Ave. NW, Willmar Fee: \$40 for MCN members / \$55 for nonmembers</p>	<p><b>STARTING A SUCCESSFUL NONPROFIT</b> October 10, 2013, 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>
<p><b>WORKING WITH YOUR BOARD TO DEVELOP A POLICY PLAN</b> September 25, 2013, 9 - 10 a.m. Webinar Fee: Free</p>	<p><b>CREATING A NONPROFIT BUSINESS PLAN</b> October 10, 2013, 1:30 - 4:30 p.m. Minnesota Council of Nonprofits Conference Room 2314 University Ave. W., Suite 20, St. Paul Fee: \$65 for MCN members or nonmembers</p>
Upcoming Conference	<p>Get detailed information and register at <a href="http://www.minnesotanonprofits.org">www.minnesotanonprofits.org</a> Click on Events &amp; Trainings.</p>
<p><b>2013 MCN ANNUAL CONFERENCE</b> October 24-25, 2013 Duluth Entertainment Convention Center 350 Harbor Dr., Duluth Fee: \$199 for MCN members / \$239 for nonmembers <a href="http://www.northstarnonprofits.org">www.northstarnonprofits.org</a></p>	

## Tip of the Hat to the 2013 Nonprofit Leadership Award Recipients



The Minnesota Council of Nonprofits (MCN) is committed to building the strength and integrity of the nonprofit sector statewide. MCN initiated the Nonprofit Leadership Awards to recognize the passion and energy of individual leaders at various stages in their nonprofit careers.

MCN is proud to announce the recipients of the 2013 Nonprofit Leadership Awards. Each of these leaders personifies the caring, dedication and innovative spirit that serve as the cornerstones of Minnesota's strong nonprofit sector.

For all three of the Nonprofit Leadership Awards, nominees needed to meet the following general criteria:

- Dedicated to working in the nonprofit sector
- Interested in building organizational, individual and sector leadership
- Instill passion in themselves and the people with whom they work
- Aware of their role and impact in their organization and the sector
- Reflective on past experience to lead in the present and future
- Collaborate well with other people and organizations as well as across sectors
- Bring innovative ideas forward and to fruition
- Regarded as demonstrating highest integrity and ethical behavior

Please join us in recognizing these remarkable nonprofit leaders for their tireless efforts on behalf of communities across Minnesota.

### Catalytic Leader: Kat Kempe, Senior Policy Advocate, Think Small

Kat Kempe currently serves as senior policy advocate with Think Small, a nonprofit agency providing services, resources and advocacy for early childhood education in Minnesota.

Kat began her career with the Lutheran Volunteer Corps, where she did community organizing within the faith community around early childhood issues. During that time, she gained valuable experience in case management but realized she was missing the connection to the larger systems change work.

In her subsequent roles with Ready 4 K, and now Think Small, she has been able to bring people together around complex campaigns, engaging with diverse audiences, and building the systems and infrastructure necessary for large-scale progress in the early childhood arena.

As the 2013 Catalytic Leader, Kat received a MCN Golden Ticket to attend any and all MCN events for 12 months. The award is valued at over \$1,000.

### Visionary Leader: Meena Natarajan, Executive/Literary Director, Pangea World Theater



Meena Natarajan is a playwright, and the executive and literary director of Pangea World Theater, a progressive, international ensemble space for theater and dialogue. She has led the theater's growth since its founding in 1995. She was the president of Women Playwrights International between 2000 and 2003 and is now on the advisory council. She currently serves on the boards of the National



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Performance Network and the Consortium of Asian American Theaters and Artists. As a playwright, her scripts have been professionally produced both in India and the U.S. She was awarded the International Citizens Award by the Cities of Minneapolis and St. Paul in 2000, and received a Special Recognition Award from the Minnesota Advocates for Human Rights in 2005.

As the 2013 Visionary Leader, Meena received a \$4,000 educational grant from the Harvard Club of Minnesota Foundation to be used for an executive-level professional development program of her choice at Harvard University.

**Transformational Leader:  
Louise Wolfgramm, President Emerita, Amicus**



Louise Wolfgramm has dedicated over 42 years of her life to the cause of helping people in prison and those leaving prison find a second chance. She has led Amicus, one of the foremost nonprofits in re-entry services, for over four decades. Under her leadership, Louise has built an entire agency around the philosophy

of treating prisoners with caring and respect. Through the

Amicus One to One program, she has matched and taught others to match several thousand community volunteers with individual inmates, building relationships that allow participants to try out new behaviors and rekindle dreams they once thought lost.

The “Amicus Way” that Louise inspired has meant that over 2,000 people coming out of prison each year find their way to the agency because they know that staff and interns will treat them with dignity, as they search for jobs, housing and other daily necessities. In 2012, as she prepared to retire, Louise performed one of the most difficult tasks for a long-time leader; she led the merger of Amicus with Volunteers of America – Minnesota, ensuring that Amicus is positioned for the future.

As the 2013 Transformational Leader, Louise will become an Executive Leadership Fellow at the Center for Integrative Leadership at the U of MN. She will join a community of scholars, engage with graduate students and receive financial support (\$5,000) and staff support to write on professional topics.

Congratulations to the 2013 Nonprofit Leadership Award recipients. For more information about the Nonprofit Leadership Awards or this year’s winners, visit [www.minnesotanonprofits.org](http://www.minnesotanonprofits.org) or contact MCN’s program director, Paul Masiarchin at [pmasiarchin@minnesotanonprofits.org](mailto:pmasiarchin@minnesotanonprofits.org).

**Master of Public and  
Nonprofit Administration**

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College of Management

*Fall Semester Starts August 24 with  
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Learn more at  
[www.metrostate.edu/mpna](http://www.metrostate.edu/mpna)



## Tackling Strategies for Advocacy Success

Whether you're meeting with elected officials, forming a coalition with other nonprofits or engaging voters, the job of advocating for your nonprofit is a year-long proposition. Luckily, the 2013 Nonprofit Advocacy Webinar Series provides twelve convenient opportunities to hone your advocacy skills throughout the year.

Join the Minnesota Council of Nonprofits each month for this engaging, FREE webinar series exploring key nonprofit advocacy rules, strategies and outcomes. Tackling many of the strategies essential for advocacy success, this series represents the perfect opportunity to learn from nonprofit leaders with expertise in developing a policy plan, getting bills passed, using the media and more!

Save the following dates on your calendar and join us for a lively discussion for the remaining 2013 webinars:

- Aug. 28: Building a Grassroots Strategy
- Sept. 25: Working with Your Board to Develop a Policy Plan
- Oct. 30: Fundraising for Advocacy
- Nov. 20: Evaluating Advocacy
- Dec. 11: Building Strategic Relationships with Elected Officials

Archived webinars are also available online at [www.minnesotanonprofits.org/2013webinarseries](http://www.minnesotanonprofits.org/2013webinarseries). Topics include:

- Jan. 30: How a Bill Becomes a Law
- Feb. 27: Working in Coalitions
- Mar. 20: Understanding the Minnesota State Budget
- Apr. 24: Advocating through the Media
- May 22: Working with Members of Congress
- June 26: MN 2013 Legislative Session Wrap-Up
- July 31: Civic Engagement and Local Elections

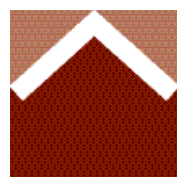
To RSVP, visit [www.minnesotanonprofits.org](http://www.minnesotanonprofits.org).

## Minnesota Dept. of Labor Wants You to Know: Employers Require Workers' Comp Insurance

Nonprofits and for-profits alike are required to carry workers' compensation for all hired employees. The Special Compensation Fund of the Minnesota Department of Labor & Industry (DLI) has initiated a Workers' Compensation Insurance Outreach program with the goal of reducing the number of uninsured employers who operate a business in the State of Minnesota while fostering a working relationship with affected stakeholders.

All employers, including nonprofit organizations, are required to either purchase workers' compensation insurance to provide benefits to their employees for work-related injuries or obtain approval from the Minnesota Department of Commerce permitting self-insurance upon proof of the employer's financial ability to do so. Employers with even only one part-time employee generally must provide coverage. Several penalties may be assessed against employers that fail to properly ensure their employees.

The Special Compensation Fund unit investigates employers that do not care coverage for employees. If the mandatory coverage is not offered, employers may be referred for civil penalty action. In addition to other liability, an uninsured employer may be fined by the department for failing to insure, regardless of whether an injury has occurred.



### NONPROFIT INSURANCE ADVISORS

A service of  
the Minnesota Council  
of Nonprofits

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

As an independent insurance agency focused exclusively on the nonprofit

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

To receive a free quote and learn more about MCN's insurance service, Nonprofit Insurance Advisors, visit [www.nonprofitinsuranceadvisors.org](http://www.nonprofitinsuranceadvisors.org) or call 651-757-3095.

## Minnesota Broadens Workers' Comp Coverage

Minnesota employees diagnosed with post traumatic stress disorder, due to an incident at work, are now eligible for workers' compensation benefits. Previously, a mental condition could be eligible if it arose out of a physical injury, such as depression caused by the loss of a limb. The new law stipulates that an employee must be diagnosed with post traumatic stress disorder by a licensed psychiatrist or psychologist in order to make the claim. It also clarifies that conditions resulting from "a disciplinary action, work evaluation, job transfer, layoff, demotion, promotion, termination, retirement or similar action," will not be compensated. The new law will go into effect on October 1, 2013.

## MCN Welcomes New American Nonprofit Specialist

MCN is pleased to welcome Elizabeth Coco as MCN's new American nonprofit specialist. As an AmeriCorps VISTA member through the City of Saint Paul, Elizabeth will begin work with MCN in August to support, inform and connect Saint Paul nonprofits working in immigrant and refugee communities and communities of color.



Building on the culturally competent and community-powered strengths of these organizations, Elizabeth will help provide information and organizational support to connect organizations with necessary resources, build supportive relationships, and help them engage in policy discussions relevant to the communities they serve.

She will also be working with MCN to help build a program that will strengthen, connect and inform immigrant- and refugee- led organizations and organizations serving communities of color in the coming years.

Elizabeth comes to MCN after completing a year with AmeriCorps serving as a Minnesota Reading Corps Literacy tutor at Bethune Community School in Minneapolis. She is an alumnus of Gustavus Adolphus College with degrees in Religion and Gender, Women and Sexuality Studies and has a deep passion and dedication for social issues, justice and service.

She is familiar with living in unfamiliar settings, living most of her childhood in Europe before moving to Minnesota as a teenager. She is excited to begin her work with MCN and provide support and connections for nonprofits across Saint Paul and the state.

## A Fond Farewell



Jeff Narabrook left MCN in July 2013, where he served as public policy associate to become the Secretary of State's voter outreach director. Jeff joined the Minnesota Council of Nonprofits in January 2009, providing leadership to the Minnesota Participation Project, MCN's program that builds capacity among nonprofit organizations for engaging their constituencies and communities in civic participation.



Christa Otteson left MCN in July 2013, where she served as its central chapter regional coordinator to become New London-Spicer Educational Foundation's first executive director. She joined MCN in January 2011 and acted as the key contact for nonprofits throughout the central region by providing support, networking opportunities, and coordinating trainings and events through MCN and with various partners working in the region.

As a key members of the MCN team, Jeff and Christa will be sorely missed.

## Member Benefit Spotlight: ReadyTalk



Sometimes it's just too difficult to get where you need to be. Conflicting schedules, statewide and national travel, or a child unexpectedly home from school can quickly send what should be a quick and easy committee meeting into a stressful spiral. Luckily we have a number of technology tools at our fingertips to connect with our colleagues remotely.

ReadyTalk is one such tool. Providing easy-to-use voice and web conferencing services that are accessible regardless of technical savvy, location or computing platform, ReadyTalk enables you to collaborate with a telephone, computer, and internet connection.

### Some features include:

- Audio conferencing
- Web conferencing with tools such as scheduling, email invitations, slide presentation, chat and archiving
- Event services with best practice guidance, dry run and rehearsal, live event monitoring and support, follow up emails and post-event reporting
- Recording and archiving

MCN members can access ReadyTalk's voice conferencing for four cents per minute/per participant, and web conferencing for eight cents per minute/per participant. To learn more about this discount, contact Chris Harrison at [chris.harrison@readytalk.com](mailto:chris.harrison@readytalk.com).

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

## Nonprofit Awards and Advancements



**Keri Kellerman has joined the Playwrights' Center as managing director.**

Keri has more than 15 years of experience in nonprofit leadership, most recently as managing director of Intiman Theatre in Seattle. She will work with producing artistic director, Jeremy Cohen, to oversee the Center's operations, staff and board, as well as working on development.



**Hannah Joyce-Hoven is the new membership manager at the Playwrights' Center.**

Hannah is a theater arts professional with a background in management and performance. For nine years she worked for the William Inge Center for the Arts in Independence, Kansas as director of operations and company manager.

**Vinland Center has received the 2013 National Council Award of Excellence for Behavioral Healthcare Management** from the National Council for Community Behavioral Healthcare. Vinland Center provides integrated substance abuse treatment services to people living with brain injuries, mental illnesses, learning disabilities and other cognitive disabilities.

**Hammer Residences, Inc. celebrated 90 years in 2013 and received a Human Rights award** from the City of Eden Prairie. The City's Human Rights and Diversity Commission selected Hammer because of its dedication to upholding the rights of every individual to freedom, dignity and security regardless of physical or mental abilities. It has also been honored for the fourth straight year as a Star Tribune Top 100 Workplace in Minnesota.

**Kim Keprios, chief executive Officer of The Arc Greater Twin Cities, as one of its 50 Women in Business for 2013.**

The award recognizes professional achievements, leadership qualities and contributions to the broader Twin Cities community.



**Jennie Akerstrom Zumbusch is the new manager of measurement and accountability at AchieveMpls.**

Jennie is charged with building internal capacity for data collection, management and reporting that strengthens the organization's decision-making, accountability and impact on Minneapolis youth. She holds a Master of Public Policy from the University of Chicago and a BA in psychology from Macalester College.



**Anne Cullen Miller is the new president of the Catholic Community Foundation (CCF).**

Miller serves as the third president of the Foundation, which is the nation's largest community foundation serving Catholic philanthropy. Anne joined the Catholic Community Foundation in July 2008 as a financial analyst and was named vice president of finance and investments in January 2011.

**The Link announced Beth Holger-Ambrose as the organization's executive director.**

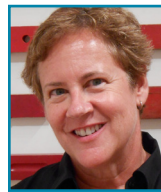
She comes to the Link as the Homeless Youth Services Coordinator with the Minnesota Department of Human Services. Serving as an active community volunteer, Beth was awarded the Virginia McKnight Binger Award in Human Service in 2005 and is a Bush Foundation Leadership Fellow through 2016.

**Project 515 and OutFront Minnesota's executive directors, Ann Kaner-Roth and Monica Meyer, received the Community Hero Award at the Family Equality Midwest Conference.**

Minnesotans United also received the Family Equality Award.

**OutFront Minnesota's legal director, Phil Duran, has been named president of the Minnesota State Bar Association (MSBA).**

Prior to his election as MSBA Secretary in June 2010, Phil was a founding board member, and co-chair of the Minnesota Lavender Bar Association. He was also influential in founding the Minnesota Judicial Branch's Committee for Equality & Justice, based on MSBA recommendations dating from 2008 and is a past member of the Minneapolis Civic Rights Commission.



**M. Kathryn Ross will serve as Bloomington Theatre and Art Center's first director of development.**

Most recently the director of institutional giving at Goodwill Easter Seals, Kathryn brings more than 23 years of fund development experience to BTAC. Notable past positions include director of special projects fundraising at the Walker Art Center and development director for the Rochester Art Center.

**The Minnesota Council on Foundations (MCF) announced Trista Harris as the association's next president.**

Trista is known nationally as a passionate advocate for new leaders in the philanthropic and nonprofit sectors. She has most recently served as executive director of the Headwaters Foundation for Justice in Minneapolis, and she is chair of the national board of advisors of Emerging Practitioners in Philanthropy (EPIP).

### 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 Our Newest Nonprofit Members

Welcome to each of the following organizations that joined the Minnesota Council of Nonprofits between March 7 - June 11, 2013. For more information about membership and its benefits, visit [www.minnesotanonprofits.org](http://www.minnesotanonprofits.org) or contact Michaela Charleston, membership and communications manager at [mcharleston@minnesotanonprofits.org](mailto:mcharleston@minnesotanonprofits.org).

A Breath of Hope Lung Foundation  
 Animal Folks  
 APICS Twin Cities Chapter  
 Barnesville Area Helpers  
 Benedictines of Marshall  
 Bountiful Basket Food Shelf  
 Bridge Builders for Kids  
 Bridges Mentoring Program  
 Brotherhood Inc.  
 Building Blocks of Islam  
 Building Hope  
 CARE Clinic  
 Care Providers of Minnesota Foundation  
 Carlton County Labor Day Celebration  
 Carver-Scott Humane Society  
 Casa Guadalupe Multicultural Community  
 Center of Employment and Educational Development Services  
 Child Neurology Society  
 Children's Dental Health Services  
 Children's Shelter of Cebu  
 Chops, Inc. Drum & Bugle Corps  
 CitiReach International, dba GoodCities  
 CivicMedia/Minnesota  
 ClearCause Foundation  
 Clownfish Swim Club  
 Community Access for New Immigrants & African Refugees  
 Consumer Advocates in American Real Estate  
 Cook County Council on Aging  
 Creating IT Futures Foundation  
 Crossways International, Inc.  
 Crow River Trail Guards, Inc.  
 Dakota County Historical Society  
 Diverse Emerging Music Organization  
 Dream 2 Dreams  
 Dress For Success Twin Cities  
 Education Minnesota Foundation for Excellence in Teaching &  
 Essentia Health St. Mary's Foundation  
 Etyane Ayana  
 European Christmas Market  
 Foster My Pet  
 Foundation for Compassionate Societies  
 Freeport West, Inc.  
 Friends of the Shady Nook School  
 Futurebound Bikes  
 Gaia Democratic School  
 GIVING WoMN  
 Glorybound  
 Good in the 'Hood  
 Grace Center for Community Life  
 Grace Manor Ministries  
 Great River Homes, Inc.  
 Gustavus Adolphus College, Center for Servant Leadership  
 H.E.A.R.T., Inc.  
 Haven Center  
 Headwaters Relief Organization  
 Hennepin History Museum  
 Hibbing Food Shelf  
 Hispanic Outreach Program of Goodhue County  
 Idioms  
 Igbo Women League of Minnesota  
 Jeremiah's Hope for Kindness  
 Juxtaposition Arts  
 Kanne Marzahn Minske Historical Committee  
 Kantorei Chamber Choir  
 Keane Sense of Rhythm  
 Keys 4/4 Kids  
 Lake Region Writers Network

Lake Superior Covenant Camp Assoc  
 Lakeview Lutheran Church  
 Lanesboro Local  
 Leech Lake Area Watershed Foundation  
 Legacy Family Center  
 Let's Go Fishing of MN  
 Li'l Farm Children's Home  
 LitKnit  
 Little Brothers - Friends of the Elderly  
 Lutheran Campus Ministry-Twin Cities  
 Lyra Baroque Orchestra  
 Mahube Community Council, Inc.  
 Main Street Project  
 Mankato Area Youth Symphony Orchestra  
 Mayriam Dar Association  
 Meadowlark Institute  
 Metropolitan Independent Business Alliance  
 Microgrid Institute  
 Middle-River/Thief Lake Living at Home/Block Nurse Program  
 Minnesota Association for Pupil Transportation  
 Minnesota Center for Nonviolence  
 Minnesota Coalition Against Sexual Assault  
 Minnesota Coalition Against Sexual Assault  
 Minnesota Guitar Society  
 Minnesota Off-Road Cyclists  
 Minnesota Veterans & Emergency Service Museum  
 Missions, Inc. Programs  
 mn newspaper association  
 Mn Spay Neuter Assistance Prog  
 Native American Community Development Institute  
 Neighborhood Housing Services of Minneapolis, Inc.  
 North End-South Como Block Nurse Program  
 Northeast Time Bank  
 Northwest Saddle Club  
 One Family One Community Inc  
 Open Cities Health Care Center  
 Organizing Apprenticeship Project  
 Parents Aware for School Readiness  
 Passing the Bread/Zimmerman Food Distribution  
 Pawsitivity Service Dogs  
 Peaceful Passing for Pets  
 PPL Enterprises  
 Pregnancy Resource Center  
 Qigong Connection  
 Ramsey Nursing Home Foundation  
 Saint Mary's University of Minnesota  
 Scholars of Minnesota - COPE Project  
 Sisters Need A Place  
 South Metro Human Services  
 St. Croix Animal Friends  
 St. Olaf Social Outreach  
 St. Paul Labor Studies and Resource Center  
 SteppingStone Theatre for Youth Development  
 Sunny Hollow Montessori  
 Tabitha's Heart  
 The Exodus Road  
 The Hillside community newspaper  
 The Institute for New Americans  
 The Ledge Gallery in Minneapolis  
 The Presidents Council of St. Paul PHA Hi. Rises  
 The Priyanka Foundation  
 The Sheridan Story  
 Theater Space Project  
 Tomorrow's Leading Knights  
 Twin Cities Carifest  
 Twin Cities Juneteenth Celebration, Inc  
 Twin Cities Pet Rescue  
 US Math Recovery Council  
 Viva Musica  
 Wellness in the Woods, Inc.  
 West Side Community Organization  
 Women's Care Center  
 Woodbury Chamber of Commerce  
 YouthWay Ministries  
 Zion Originated Outreach Ministry

## 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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Marcia Avner

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**Update your record with MCN**

Is the information on this mailing label correct? Update your contact information by emailing MCN at [info@minnesotanonprofits.org](mailto:info@minnesotanonprofits.org).

## Nonprofit IRS Tax Compliance Training Coming to Minnesota

The Internal Revenue Service's Exempt Organizations Division has received a bit of notoriety in 2013. Unfortunately, the news has obscured the important work that's taking place at the IRS to support the nonprofit sector in complying with federal laws and in reaching our communities through charitable activities.

The Internal Revenue Service is tasked with ensuring that the nation's nonprofits are meeting all legal requirements for filing paperwork, paying applicable taxes and protecting the public interest. Whether you view the role of the IRS as intrusive or enlightening, the links between nonprofits and government oversight are important and complex.

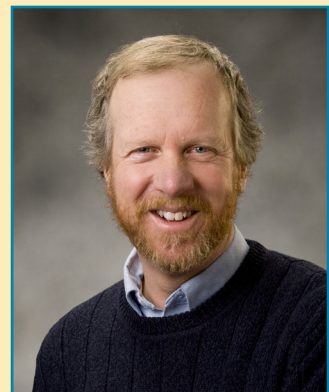
Join MCN, the University of St. Thomas Opus College of Business, the Hamline School of Business and the Internal Revenue Service to hear from the experts from the IRS about every aspect of nonprofit tax exemption.

This unique opportunity is coming to Minnesota for the first time in many years. The training is designed for board members, officers, volunteers and staff of 501(c)(3) organizations, tax practitioners who work with them, and students in nonprofit management programs.

Monday, September 9, 9 a.m. – 4 p.m., Saint Paul  
Tuesday, September 10, 9 a.m. – 4 p.m., Minneapolis

Fee: \$45 for MCN members or nonmembers  
Details at [www.minnesotanonprofits.org/events](http://www.minnesotanonprofits.org/events)

### A Tribute to a Longtime Activist



We are deeply saddened by the recent passing of Steve O'Neil, St. Louis County Commissioner, and longtime activist and advocate for the homeless and those in need.

“Steve’s example of a life lived in humble and joyful service to others has inspired countless Northland nonprofit leaders to strengthen our commitment to the ideals of nonprofit and community service. We honor Steve best by following his example,” said Jim Filby Williams, MCN’s northeast chapter regional coordinator.

Steve will be remembered by his work to address poverty, homelessness, inequality and injustice, and his belief that everyone deserves a place to live regardless of income.