

**MINNESOTA
COUNCIL OF
NONPROFITS**

Nonprofit News

Information and connections for Minnesota's nonprofit sector

Summer 2016

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



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Nonprofit Bits

Survey on Nonprofit Implementation of New Overtime Rules Available

The National Council of Nonprofits has released the results of the "National Survey of Nonprofits with Government Grants and Contracts Regarding the New Department of Labor Overtime Rules." The survey sought insights from nonprofits with government grants and contracts about how changes to federal employment law could affect their costs and operations. For survey results and analysis, search for "The Nonprofit Overtime Implementation Conundrum" at www.councilofnonprofits.org.

Community Engagement is Key to Future of Nonprofit Leadership

On October 6 – 7, Duluth will be the site of the 30th Annual Conference of the Minnesota Council of Nonprofits. During this milestone event, two keynote speakers will share insights about ways to increase grassroots engagement of individuals in our communities.

Winona LaDuke will explore the topic of "Creating a Multi-Cultural Democracy: Religion, Culture and Identity in America." Winona, a native Minnesotan and executive director of Honor the Earth, is a well-known leader among regional nonprofits, tribal communities and political groups. She will share rich stories of her efforts to unite groups of people, protect democratic rights and empower local communities.

The second keynote speaker, Frances Kunreuther, co-director of Building Movement Project, will discuss "Building a Better Leadership Pipeline." Minnesotans aren't as familiar with Frances' name and yet will undoubtedly see strong similarities in the messages of Frances and Winona.

Frances Kunreuther responded to a brief interview as a way to introduce her expertise to Minnesotans.

How did the Building Movement Project (BMP) begin?

The Building Movement Project was founded while I was a fellow at Harvard's Hauser Center for Nonprofit



Frances Kunreuther, co-director of Building Movement Project, will lead the Thursday keynote session at the 2016 MCN Annual Conference

Organizations. During that time, I realized that their capacity-building work was focused more on larger organizations. My experience had always been in community-based groups, so BMP was founded when we brought together 20 community-based nonprofits interested in social change from across the country.

Why did BMP develop the Nonprofits, Leadership and Race Survey earlier this year?

One of the results of that first meeting of BMP was tension about generational shifts in leadership. For a decade, we conducted research and wrote a book about generational shifts in nonprofits.

Over the years we found that many others picked up on the generational work. So we considered whether to sunset that research. That is when our team member from South Los Angeles noted that in her community there were more white leaders in nonprofits and fewer

Increasing the November 8 Voter Turnout, Calling a Tax a Tax, and Welcoming a New MCN Leader

By Jon Pratt, MCN executive director

Minnesotans actively participate in every part of the state, from completing census forms and serving on nonprofit boards to voting in general elections.

For the last ten elections, MCN has worked with nonprofit organizations to build on their community relationships to engage in non-partisan election activities, including voter registration, voter education and get out the vote. Over the next two months, MCN will be providing voter engagement tools and resources to members, in cooperation with the office of Minnesota's Secretary of State and a national partner, Nonprofit Vote (which MCN helped launch in 2000).

Watch for forthcoming messages about the 2016 Minnesota Council of Nonprofits Voter Engagement Campaign to learn about news, tools and resources for nonprofits to encourage our clients, volunteers, students, donors and friends to again make Minnesota the best state for voter turnout in the U.S. Please contact Brett Buckner, coordinator for MCN's Voter Engagement Campaign, at 651-757-3090 or bbuckner@minnesotanonprofits.org with your questions.



Supreme Court clarifies Minnesota's charitable property tax exemption issues

Municipalities under fiscal pressure have undertaken a variety of creative financing methods to generate revenues, including creating a variety of "fees" to skirt Minnesota's constitution, which exempts property used for charitable purposes from the property tax. Two St. Paul churches contested the City of St. Paul's use of a "Right of Way Maintenance Fee" to fund street repairs. Their assertion was that it was not a special assessment benefiting a specific property, but rather a general tax and subject to constitutional limits.

The Minnesota Supreme Court decision on August 24 overturned the previous Court of Appeals opinion as an error of law in *First Baptist Church of St. Paul, et. al. v. City of St. Paul*. This opinion provides clear guidance on the differences between municipal fees and taxes, which will in turn provide clarity in contesting street lighting fees and street maintenance fees, in Minneapolis, St. Cloud, Duluth and other cities across the state. MCN policy advocate Rinal Ray (author of MCN's Amicus Curiae brief supporting the First Baptist Church's argument) will coordinate next steps and updates.

Jay Bad Heart Bull joins MCN leadership team as Associate Director

I'm pleased to announce that Jay Bad Heart Bull started as MCN's new associate director on September 6, implementing the organization's strategy, including oversight of member services and programs, operations, and financial management. In his new role, he will also lead the implementation of a new action plan related to MCN's inclusion, engagement and accessibility goals.

Jay comes to MCN with rich experience in nonprofit services and management, having served as executive director of the Native American Community Development Institute in Minneapolis, and as vice president for Little Earth of United Tribes, providing housing to 200 families in South Minneapolis.

We are excited to have member organizations meet Jay (including at the October 6-7 Annual Conference in Duluth!), and also to have Sondra Reis launch her new role as MCN's director of e-learning after 15 years as associate director.

Second Year of MCN VISTA Program Comes to a Close, But the Work Continues

In August 2015, MCN welcomed eleven new members to its AmeriCorps VISTA cohort. Harnessing the interests and skills of these young professionals, the program carefully matched each with the needs of a wide array of local nonprofits.

With their year of service at an end, MCN asked our cohort members to reflect on their experience and share what they have learned by being a part of MCN's VISTA program:

“Through my VISTA cohort and host site, I was introduced to a massive network of people in the Twin Cities who work TIRELESSLY to create a society that works for everyone.”

—Andrew Bocher, emerging nonprofit specialist, MCN

“My year of service ignited my passion for Minnesota’s thriving nonprofit sector and a desire to advocate for equity and systemic change. It also gave me the tools needed to succeed both at the Humphrey Institute and in my career.”

—Michael Prideaux, nonprofit outreach specialist, Nonprofits Assistance Fund

“What I took from my AmeriCorps VISTA year at HAFA can be summed up in three words: resilience, learning, clarity.”

—Winnie Zwick, communication specialist, Hmong American Farmers Association

“My year of service was invaluable to my personal and professional development. Without my experience this past year, I wouldn’t have known what kind of challenges I am capable of overcoming.”

—Ryan Justak, community engagement specialist, Cedar Riverside Neighborhood Revitalization Program



MCN VISTA program members (from left to right) Romaric Zongo, Catherine Dahlberg, Louis Enriquez-Sarano, Jocelyn Leung, Rebekah Jacobson, Ryan Justak, Christine Swanson, Andrew Bocher, Kate Fridley, Michael Prideaux and Winnie Zwick wrapped up a productive year of service on July 31.

“Being a VISTA has been a great stepping stone to immerse myself into the nonprofit sector. I have learned many new skills and have started building a solid network that will surely benefit me in my future!”

—Rebekah Jacobson, community engagement specialist, Karen Organization of Minnesota

“I learned a lot of new skills during VISTA work and was honored to meet so many nonprofit professionals whose day-to-day work is changing the workplace toward a more inclusive environment.”

—Catherine Dahlberg, inclusion and engagement research specialist, MCN

“Every day has been a learning experience on how to support communities of color and community-based organizations as they advance equity while strengthening healthy, safe communities living along the METRO Blue Line Extension.”

—Jocelyn Leung, community engagement program associate, Nexus Community Partners

“Serving with LegalCORPS was a tremendous opportunity to spread my wings and challenge myself to come up

with new ways for us to provide service. It was immensely rewarding.”

—Louis Enriquez-Sarano, entrepreneurs of color program development coordinator, LegalCORPS

“I learned about the different professional roles and skills in the nonprofit field, as well as the specific challenges facing small, community-based nonprofits.”

—Christine Swanson, program specialist, Ka Joog

Based in no small part to the contributions of this past year’s VISTAs, MCN has been able to add nine additional national service members for the 2016-17 program year who will serve in the following organizations: American Indian Family Center, Aurora St. Anthony Neighborhood Development Corporation, Casa de Esperanza, Dream of Wild Health, Isuroon, Lao Assistance Center of Minnesota, MIGIZI Communications, Inc., Minnesota African Women’s Association and Ujamaa Place.

Thanks to each of the 2015-16 VISTAs for their hard work and important contributions to our sector. MCN wishes them the best in their paths ahead!

U.S. Supreme Court Ruling Halts Economic Opportunity for Immigrants

Throughout the United States' history, immigrants have come here in search of opportunities to build a better life. As immigrants put their skills to work, they added to our workforce and revitalized communities.

But federal immigration policy has not kept up with the nation's economic needs, and as a result there are approximately 11 million immigrants with strong ties in America's communities who do not have legal status, including 95,000 in Minnesota. Many have been in this country for a long time and even have children who are American citizens. Others came to the United States as small children and don't recognize any other place as home.

On June 23, the U.S. Supreme Court announced a split 4-4 ruling, which left in place a nationwide delay of President Barack Obama's 2014 executive action that would expand economic opportunity for unauthorized immigrants.

In November 2014, Obama introduced an executive action to expand Deferred Action for Childhood Arrivals (DACA) and create Deferred Action for Parents

About **30,000** Minnesota undocumented immigrants would have been able to apply for temporary work permits and relief from deportation.



of Americans and Lawful Permanent Residents (DAPA). The proposed action would allow undocumented immigrants who came into the country as children, as well as parents of U.S. citizens or lawful permanent residents, to request temporary relief from deportation and receive work permits that would last for three years.

Obama's action would expand opportunity for an estimated 3.9 million unauthorized immigrants across the nation, including 30,000 in Minnesota. However, a lawsuit brought by 26 states, and upheld by the U.S. Supreme Court's June decision, prevented those actions from going into effect.

The executive action sought to recognize the contributions these residents make to their local communities and economies and would keep families

together who already call the United States their home.

Obama's action also would provide an economic boost by strengthening the country's workforce, as young people who grew up here could advance their educations and careers and workers could in-

crease their earnings through jobs that better match their skills. As a result, the Center for American Progress estimates that full implementation of DACA and DAPA could improve the Minnesota economy by \$1.7 billion over 10 years.

Obama's executive action represents a common-sense way to provide a more stable status to immigrants living in America's communities. Especially in the context of Minnesota's tightening labor market and an imminent labor shortage, it's crucial for the state's economic future for all Minnesotans to reach their fullest potential in the economy. Next steps for the executive action to proceed are unclear at this time, but the U.S. Supreme Court could schedule the case for another argument when it has a full court of nine justices again.

Building a Better Leadership Pipeline

Continued from page 1

leaders of color. Our team member from Detroit observed a similar trend. We wondered, "Why are majority people of color communities seeing more white nonprofit leaders?" After interviewing other individuals, we came up with the idea for the survey.

What are you hoping the survey results will tell us?

The survey is only one part of answering this question about race and leadership. It asks if we see individual differences by race or gender. If so, what are the

differences? If not, why are there fewer leaders of color than we might expect? It also tests hypotheses about why people of color are less likely to be in leadership positions.

How will nonprofits use the data gathered?

We hear everywhere that organizations want to support and promote staff of color. We hope the data will help us understand how to do that better, uncover potential obstacles, and most importantly, have the conversation.

Frances will share preliminary survey findings at the MCN Annual Conference. Frances and Winona will also dive into trends of community engagement and leadership. They will challenge us to listen to community voices, understand research data and find new ways to lead our nonprofits.

Learn more about both keynotes at www.mcnannualconference.org.

Engage and Encourage Your Communities to Vote

By Susie Brown, MCN public policy director

One important role of nonprofit organizations is as incubators of new strategies to address community issues. We're flexible, culturally competent and connected to the community—characteristics that make our organizations a natural place for innovation. When we test new ideas and discover that they work, they might turn into formal programs, we might scale them to have more impact or they might be adopted by other organizations, or even government, for a permanent home.

This is what recently happened with voter engagement in Minnesota. Over a decade ago, the Minnesota Council of Nonprofits recognized the importance of nonprofit nonpartisan voter engagement—voter registration, voter education and get out the vote. We recognized that nonprofit organizations have unique relationships with populations throughout the state, particularly with those who might be disenfranchised from voting.

Through what was originally called the Minnesota Participation Project (and is now a core function of MCN's policy work), we set out to train and encourage nonprofit organizations to build voter engagement strategies into their work, and to see this work as a critical part of their mission. Whether through voter registration, rides to the polls, candidate events or other nonpartisan activities, nonprofits have become important players in democracy. Bravo!

Thanks to a strong relationship with the Office of the Secretary of State, we are delighted to report that the Pledge to Vote program that was incubated at MCN has now become a formal part of the state's voter outreach strategies. When nonprofit organizations participate in Pledge to Vote, they receive training and a voter outreach tool kit to register voters and then turn voter registration cards in to the Secretary of State. Then, after collecting the cards, the Secretary of State's voter outreach team sends a voting reminder by postcard or text message shortly before the election. We are happy to have tested this approach—with you, nonprofit members, as our partners—before passing it off to become a part of the state's official election outreach functions.

What are your voter registration, education and get-out-the-vote plans for the 2016 election? I hope all nonprofits are considering the ways that your organization can play a role in increasing participation in democracy. For tips and tools, see the MCN website, where we have information on strategies and legal issues as well as a webinar to guide you through planning your election activities. If you need modest financial support for your ideas, MCN's mini-grant program might be able to help. Or consider joining the Secretary of State's Pledge to Vote program. Contact Jeff Narabrook, director of voter outreach at the Office of the Secretary of State, for more information (jeff.narabrook@state.mn.us).

Susie Brown has been named the new executive director of the Hennepin County Bar Association, starting in October. Over the last six years, Susie has been an outstanding advocate for nonprofits through several legislative initiatives, the state government shutdown, training and speaking on advocacy skills throughout the state, organizing coffee with Congress and coffee with commissioners, and overall being a generous and creative resource for MCN members. Susie will be sorely missed, but is moving to a member organization and will no doubt be tapped to speak at MCN events. (A search for a new public policy director is underway.)



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Nonprofit Awards and Advancements



Tubman, a family crisis and support services organization with locations in Minneapolis and Maplewood, hired



Alison Hobson as director of development and Emily Truscott as director of communications.

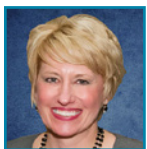
Sandy Hicks joined Interfaith Action of Greater Saint Paul as director of finance and administration.



AchieveMpls named Danielle Grant as the organization's president and chief executive officer, following the retirement of Pam Costain, who led the organization for six years.

Animal Humane Society welcomed Maggie Flanagan as digital marketing strategist and Kris Cramer as annual giving acquisition strategist.

Amber Burns, Margaret Holmes, Paul LaJeunesse, and Tammy Mattonen were named to the board of Arrowhead Regional Arts Council.



The Epilepsy Foundation of Minnesota named Heidi Fisher as its executive director.

The Marcy-Holmes Neighborhood Association announced Matthew Ides as its new executive director.



Wingspan Life Resources, a Twin Cities nonprofit serving adults with developmental and other disabilities, hired

Michael Brannan as development associate.



Audubon Minnesota announced Molly Pederson as its executive director.



Lisa Zaspel joined the Lifeworks executive team as vice president of services, after spending more than eight years at Fraser.



Greater Twin Cities United Way, the second largest in the United Way national network, announced the promotion of Kittie Fahey to vice president of major gifts and the addition of Leslie Wright as director of community engagement.



Peter Brosius, artistic director of Children's Theatre Company, received the 2016 Sara Spencer Artistic

Achievement Award from the American Alliance for Theatre and Education.

MCN Transitions



Paul Vliem joined Tasks Unlimited as development manager. Previously, Paul served as MCN's development and project manager, having led MCN's fundraising and special projects efforts since 2011.



College Possible hired Caitlin Swanson as its new communications associate. Prior to accepting her new role, Caitlin served as communications coordinator at MCN, managing the organization's print and digital newsletters, coordinating social media efforts and designing event materials.

Submit Your Announcements

Visit MCN's Sector News at www.minnesotanonprofits.org/sector-news. MCN member organizations are invited to submit your organization's awards, staffing announcements and other news to jwurm@minnesotanonprofits.org.

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Exploring the African and Muslim Experience in America: Mixed Blood Theatre Company, 2015 Mission Award Recipient

Located in the Cedar Riverside neighborhood of Minneapolis since its inception in 1976, Mixed Blood Theatre Company has invited the global village into its audience and onto its stage for its unique brand of challenging, inclusive and predictably unpredictable theatre for four decades.

A multi-racial company, Mixed Blood promotes cultural pluralism and individual equality through artistic excellence, using theatre to address artificial barriers that keep people from succeeding in American society.

Winner of numerous awards for its human rights and artistic accomplishments, Mixed Blood annually serves up to 75,000 people through its mainstage season of new plays, a regional tour of 4-7 shows, and a series of customized productions addressing workplace inclusion.

For the past two years, Mixed Blood leadership and liaisons have built social capital for Cedar Riverside residents by offering and maintaining Mixed Blood’s venue as a point of assembly for Cedar Riverside residents and businesses. This partnership meets a basic but fundamental community need—a growing demand for communal space.

In 2012, Mixed Blood implemented a new policy providing free meeting and event space for Cedar Riverside residents and organizations.

In honor of its Cedar Riverside neighbors, and in response to national press about its community, Mixed Blood’s 2014-15 mainstage season included four plays—titled the “55454 Series”—exploring the worlds of African and Muslim experience in America, including:

PILGRIMS MUSA AND SHERI IN THE NEW WORLD, an award-winning production centering on a Somali immigrant who falls in love with an American non-Muslim woman after immigrating to the U.S. for an arranged marriage with an American Muslim.



AFRICAN AMERICA, the story of an African American woman investigating her Afrocentrism via the African diaspora in the U.S., dilutes all perceptions of a monolithic African culture.

HIJAB TUBE is a family play about Islam in America through the lens of a young American Muslim deciding whether to wear a hijab, suggesting that the dogmas of other countries are transcended in the U.S.

YOUNG NEGRESS OUT OF THE RIVER AT DAWN is a love story about Rwandans living in America, struggling to survive the violent atrocities of their past, while planning marriage and life in a new world.

Programming on Mixed Blood’s stage has allowed community residents to see their own stories told publicly in positive ways. Mixed Blood’s 55454 Series invites the Cedar Riverside community, largely Muslims and East African immigrants, into a dialogue about issues faced by generations of new Minne-

sotans with the larger Mixed Blood audience.

As a result of Mixed Blood’s commitment to nurturing change, understanding and connection in the Cedar Riverside community and beyond, the Minnesota Council of Nonprofits and MAP for Nonprofits were pleased to present the organization with the 2015 Mission Award for Anti-Racism Initiative.

To learn more about Mixed Blood Theatre Company’s barrier-breaking work, visit www.mixedblood.com.



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Three Outstanding Leaders Recognized at 2016 Nonprofit Leadership Conference: Tyrai Ross, Blanca Raniolo and LaDonna Hoy

Minnesota's 2016 Nonprofit Leadership Awards, presented in June, recognized exemplary individuals who are passionate advocates for their organizations, innovative thinkers and collaborative community partners.

Catalytic Leader



The 2016 Nonprofit Catalytic Leader is Tyrai Ross, a program manager for Minnesota Reading Corps and Minnesota Math Corps.

This emerging leader award is co-sponsored by MCN and Young Nonprofit Professionals Network - Twin Cities. According to her nomination, Tyrai doesn't just lead from the middle—she leads courageously and compassionately. Tyrai has learned how to move change forward within Minnesota Reading Corps and in the community. Some signs of her success are small but have a mighty impact, such as bringing reflection about race, gender, class and age into team meetings that

previously rarely included these discussions. A true leader, Tyrai challenges assumptions and practice and sees the opportunity in every challenge.



Visionary Leader

The 2016 Nonprofit Visionary Leader is Blanca Raniolo, the executive director and co-founder of WERC Enrichment Resource Center. This mid-career award is sponsored by MCN. Her nominators stated that Blanca is an amazing director, boss, educator and community builder. She is a pioneer who develops programs from the grassroots up. Blanca's passion is to work with diverse communities and create safe environments where everyone has the same opportunity to learn. Under her leadership, WERC has expanded to multiple locations. Her individual attention and care have greatly contributed to WERC's success. Blanca is the epitome of a leader and role

model in the nonprofit sector.



Transformational Leader

The 2016 Nonprofit Transformational Leader is LaDonna Hoy, the founder and executive director of Interfaith Outreach & Community Partners. This senior-career award is co-sponsored by MCN and the University of Minnesota's Center for Integrative Leadership. Her nominator explains that in 1979, in collaboration with faith groups, LaDonna imagined a community where all children are cherished, families are supported, schools educate hearts as well as heads, housing and health care are the rights of all, and people of all ages, races and backgrounds look after one another. Ever since, LaDonna has channeled the goodwill of cross-sector partners to transform the lives of low-income families and address suburban poverty. LaDonna believes in the power of community to take care

MCN is proud to recognize these amazing leaders. Read the honorees' biographies online at: www.minnesotanonprofits.org/2016-leaders.