

# Nonprofit News

## SPECIAL EDITION: Summer 2017 and Session Wrap-Up

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 Infrastructure Grants Funded: \$500,000

The dust has just about settled on the end of the 2017 Minnesota legislative session that was full of twists and turns, political maneuvers and at times partisan gridlock. Congratulations to organizations that engaged the legislative process to advance missions and communities! Nonprofit voices, educational efforts, and victories matter to the strength of our state.

An example of this important work was the inclusion of the Nonprofit Infrastructure Program in the final bills that were passed, led by the Coalition of Asian American Leaders. CAAL, a network of nearly 500 leaders, works to

harness their power to advance equity by connecting, learning and acting together to improve lives.

In 2016, CAAL surveyed organizations that provide services to and are led by Asian Americans. The survey results reflected that for these organizations, providing vital services to their communities includes language and cultural fluency, financial self-sufficiency and community building opportunities. And many did so with modest budgets under \$500,000. Culturally specific organizations know their communities best. They understand what assets their community has and what resources

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### Preparing Nonprofit Budgets for Revenue Insecurity During Federal Retrenchment

Federal budget cutbacks and healthcare shifts have major implications for the financing of the nonprofit sector, and these reductions can then ripple across fields distant from direct federal funding. The 2018 federal budget is set to begin in less than two months on October 1. The chaotic relationship between the White House and Congress means that deadline will likely come and go with continuing resolutions and indecisive stopgap fiscal measures.

So how do you prepare an organization for uncertain revenue?

One answer: First you stockpile a huge

amount of money in reserves (which you did many years ago), and then completely diversify revenue sources to include major percentages of rents, royalties, insanely profitable social enterprises, interest and dividends.

Of course, that advice applies to almost no organizational realities, so then you move on to the next set of options.

Many nonprofits have been through these decisions before, most notably in the 2008-09 financial crisis and Great Recession, and later during the 2011 Minnesota state government shutdown. In both cases, MCN and the Nonprofit

*Continued on page 3*

### Nonprofit Bits: Building Movement Project

Building Movement Project recently released two Race to Lead reports: Confronting the Nonprofit Racial Leadership Gap, LGBTQ Nonprofit Staff and the Racial Leadership Gap. Besides findings from its survey debunking some important myths, it includes recommendations on how we can improve racial disparities in nonprofit leadership. Learn more at [RaceToLead.org](http://RaceToLead.org).

### Nonprofit's Capital Success at the Capitol (and MCN's Own Expansion Project)

By Jon Pratt, MCN executive director

MCN has been in discussions over the last year around the politics and the strategy of bonding for nonprofit projects, some of which have regrettably been stalled lately over bonding requirements.

While most state capital investments underwrite state and local government projects, for the last 25 years state bonding has also included a variety of public-private partnerships with nonprofits that have distinct needs with broad impact. In the case of nonprofit projects, state funds help leverage substantial private contributions and make possible a scale and quality that organizations could not achieve on their own – an important resource. Thirteen nonprofit capital campaigns got a major boost in 2017 through the final version of Minnesota legislature's \$998 million bonding bill, primarily in the form of general fund allocations (not bonds), including:

- American Indian Center, Minneapolis (\$155,000)
- American Museum of Art, St. Paul (\$6 million)
- Catholic Charities Dorothy Day Center, St. Paul (\$12 million)
- Cedar Riverside People's Center, Minneapolis (\$2.2 million)
- Eagle's Healing Nest, Sauk Centre (\$500,000)
- The Family Partnership, Minneapolis (\$1.6 million)
- Hennepin Center for the Arts/ArtSpace, Minneapolis (\$3 million)
- Nonprofit Housing Infrastructure Appropriations Bonds/Minnesota Housing Finance Agency (\$55 million Appropriation Bonds)
- Norway House, Minneapolis (\$5 million)
- Perspectives Family Center, St. Louis Park (\$600,000)
- Pioneer Public Television, Granite Falls (\$1.95 million)
- Reif Center for the Performing Arts, Grand Rapids (\$500,000)
- Science Museum of Minnesota, St. Paul (\$13 million)



#### Appreciation to Partners in MCN's own Capital Project: Expansion and Accessibility

MCN has recently expanded its Twin Cities headquarters to build a Nonprofit Learning Center, expanding available training space by 360% and accommodating up to 100 participants for on-site events. For people who have attended free networking lunches for fundraising, HR, emerging leaders and other topics, this newly open space is a refreshing change. This renovation builds on MCN's 17-year tenure in St. Paul's Midway Area (immediately adjacent to the Raymond Ave light rail station) and a commitment to remain physically accessible to thousands of Twin Cities-based nonprofits.

For organizations outside the Twin Cities (including near MCN's regional offices in Duluth, Bemidji, Moorhead, St. Cloud, Mankato and Rochester), the renovation also expands access to MCN resources by creating more opportunities for streaming video and interactive content with MCN's increased E-learning programming. E-learning director Sondra Reis is developing a growing list of online events, including a virtual two-day conference in February for the one-person development shop.

The Nonprofit Learning Center, E-Learning Studio and coming web enhancements were made possible through strategic contributions from many of Minnesota's leading philanthropies. MCN's board, staff and membership are grateful to work with our foundation colleagues to strengthen Minnesota's nonprofit sector and the state's quality of life (list to date...):

- Hugh J. Andersen Foundation
- Margaret A. Cargill Foundation Fund of The Minneapolis Foundation
- St. Paul Area Chamber of Commerce
- F.R. Bigelow Foundation
- MAHADH Fund of HRK Foundation
- The Saint Paul Foundation
- Blandin Foundation
- The McKnight Foundation
- Richard M. Schulze Family Foundation
- Otto Bremer Trust
- Bush Foundation
- Patrick and Aimee Butler Family Foundation
- Shavlik Family Foundation

## Nonprofit Infrastructure Gets Legislative Support

*Continued from page 1*

would make the community stronger. Generally, these organizations reflect the communities they work in, are culturally competent, committed, accountable, and include the communities in which they work and deliver services. They work to address some of the state's persistent racial and ethnic disparities across issue areas.

They also face more barriers to overcome than larger mainstream organizations in accessing the infrastructure investment resources. As we know, investment in nonprofit infrastructure is critical to the effectiveness, sustainability and continuous work of all nonprofit organizations. CAAL connected with other culturally specific organizations to form a broad-based multi-ethnic and multi-racial effort. They built a strong state-wide coalition of over 40 supporters and partner organizations, from the Alliance of Chicanos, Hispanos, Latino

Americans in Rochester to the Women's Initiative for Self-Empowerment, based in St. Paul. Together, this group worked to advance the idea that the state should invest in the nonprofit sector in order to provide the much needed culturally and linguistically appropriate services to Minnesota's increasingly diverse communities.

Senator Rich Draheim and Representative Rod Hamilton, as chief authors, turned the idea into a bill that enjoyed bi-partisan support. The Nonprofit Infrastructure Program bill appropriated funding to support the infrastructure building of small, culturally specific nonprofit organizations that primarily service historically underserved cultural communities. This bipartisan bill targeted a group of organizations primed to utilize these grant resources to have a positive impact on lives and communities across Minnesota. The final Jobs

bill included \$500,000 for this grant program.

This advocacy effort is just the start of more to come. CAAL network director, Bo Thao-Urabe commented, "this small win is part of our overall strategy of increasing resources for communities that moves beyond diversity and inclusion language to ensuring that the community of color led infrastructure is invested in."

Learn more about CAAL at [caalmn.org](http://caalmn.org) and about the grant program via the Nonprofit Assistance Fund.

The first day of the 2018 legislative session is set for Tuesday, February 20. For now, rest, power up and get ready to make change happen next year at the Capitol.

## Preparing for Revenue Insecurity During Federal Retrenchment

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Assistance Fund organized a series of briefings, tools and reports to support nonprofit managers with recession year budgeting in 2009 and crisis response in 2011.

Several tools, community meetings and internal deliberations will be relevant again for the 2018 timeframe, and this summer MCN and some of our allied nonprofit support organizations (NAF/ MAP, GiveMN, Legal Corps and Pollen) will be planning for what might be useful in this current context. MCN will be organizing a number of Fall events, briefings and E-learning opportunities in this space.

What are some perspectives of local leaders in the sector?

"Executive directors and finance leaders know that uncertainty is the bane of

budgets and planning. With so many open questions right now, we at NAF and MAP have been talking with nonprofits to help them analyze their current finances and programs, be honest about the organization's infrastructure and capacity, and think through the 'what-ifs.' There have been some hard choices made, and it's important to base those on good understanding and a dose of reality."

—Kate Barr, president and C.E.O.,  
Nonprofit Assistance Fund

"When funding that was once reliable begins to disappear or shift, there is a new opportunity for organizational leaders to leverage that moment into positive evolutions in multiple areas of our operations and mission pursuit. Mo-



ments of crisis are also often crucial moments of opportunity where we can reach out and engage new supporters with urgency, while



also asking important questions internally about how we should proceed as an organization—calling big questions like 'are we still meeting a key community need, or are we just existing to exist?' These are not always easy strategies to build or consider, and at GiveMN, we are committed to supporting organizations—along with our partners in this work—as they work through these problems, particularly related to the best strategies around fundraising in times like these"

—Jake Blumberg,  
executive director, GiveMN

## State Budget Finished, but Falls Short in Preparing for Future

It took five months and a short special session for Minnesota policymakers to complete the primary work of the 2017 Legislative Session: passing the budget for FY 2018-19, which started on July 1.

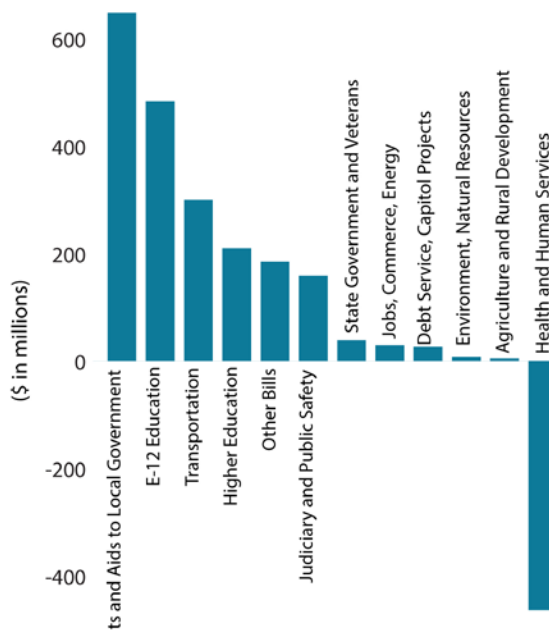
The state had a \$1.7 billion projected surplus, resources that could have been used to address two pressing issues: expanding economic opportunity to more Minnesotans and preparing for potential federal decisions that would impact the state and its residents.

While policymakers completed the task of getting the budget done, they came up short in terms of meeting those broader goals. The budget makes some important investments in building a broader prosperity, but it uses up nearly all the surplus, leaving the state less flexibility to respond to federal funding cuts or economic rough spots.

The largest portion of the surplus went toward the tax bill: \$648 million in FY 2018-19 and \$791 million in FY 2020-21. Provisions such as large cuts to the estate tax could reverse the state's recent progress toward making Minnesota's taxes more equitable across income levels, and the large and growing size of the tax cuts harms the state's ability to fund essential services. Bright spots in the tax bill include expansions of the Working Family Credit and the Child and Dependent Care Tax Credit, which support the work efforts of lower-income Minnesotans and their families.

The second largest use of the surplus is for E-12 Education; per-pupil funding is increased by 2 percent each year of the biennium — that's a little less than the cost of keeping up with inflation. The Education budget also expands Early Learning Scholarships so that more young children can access early childhood programs.

Despite the surplus, this budget makes large reductions in Health and Human Services, cutting its general fund dollars by \$463 million in FY 2018-19 and \$273 million in FY 2020-21. The budget also transfers over \$700 million out of the Health Care Access Fund, which puts affordable health care for hundreds of thousands of Minnesotans at risk, especially given the substantial health care funding cuts being considered in Washington. One positive component of the HHS budget is that Minnesota improved the Child Care Assistance Program, making it easier for families to afford consistent care for their children. Unfortunately, there are still over 4,000 families on the waiting list.



A \$300 million general fund boost makes a down-payment on the state's transportation needs. However, the budget puts transportation in greater competition with K-12 education, higher education and other services for general fund dollars, rather than funding it through dedicated transportation funding sources. It also will not bridge the funding gap to meet the state's infrastructure needs highlighted by the Transportation Finance Advisory Committee.

Since it just leaves \$49 million of the surplus remaining, the budget puts the state in a precarious situation. Budget or economic projections changing even a little bit could mean deficits for the state. With unprecedented uncertainty about the future of federal-state partnerships, this budget leaves Minnesotans in a vulnerable spot.

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## It's a Crucial Time To Band Together

By Rebecca Lucero, MCN public policy director

Nonprofits are essential to vibrant, interconnected communities.

This statement shouldn't be controversial. But, in several policy discussions from the local level to the federal level, we continue to hear persistent misconceptions that harm the nonprofit sector as a whole.

Here at the local level, MCN participates in conversations around proposed payments-in-lieu-of-taxes, where we constantly have to counter several misbeliefs. We share the stories that affirm that nonprofits and local government share the common goal of working in and toward the public interest, often providing goods and services to reduce the burden of government as well as contributing to the vibrancy and high quality of life. We share data about the economic strength of the nonprofit sector and about how nonprofits employ over 11 percent of Minnesotans—each employee dedicated to making our communities strong and prosperous.

At the federal level, there is a misunderstanding that nonprofits need to be able to influence elections. (The Johnson Amendment assures the public that nonprofits, which includes religious organizations, are serving their mission in a nonpartisan manner—focused on policy, not elections.) We know that's not the case. We know nonprofits are able to occupy a unique and trusted position when we can partner with government and community stakeholders with shared values that moves well beyond any political cycle.

And of course, the proposed budget cuts to reduce or eliminate programs that provide essential services hurt all of us, threatening values and disrupting communities at a time when we actually need strong investments that move us all forward. MCN continues to fight the misconception that nonprofits can simply come in and fill the holes caused by these cuts. We know we cannot. Instead, we need partners to create solutions.

For instance, the White House, House and Senate are all proposing deep cuts in the Agriculture budget, including from the Special Supplemental Nutrition Program for Women, Infants and Children (WIC), which provides state grants that support food, health care referrals and nutrition education for low-income families. Importantly, over forty percent of the 9+ million annual WIC recipients are people of color. Similarly, proposals to completely eliminate programs that are essential to building affordable housing, used by many nonprofits in communities across Minnesota, do not move us forward.

We know our communities are deeply interconnected and these cuts hurt all of us. Minnesota nonprofits and community members know what solutions are needed. All nonprofits are ready to work in partnership with government to expand these programs, not eliminate them.

It is inspiring to partner with so many nonprofits in these changing times. All across Minnesota, nonprofits are pushing their assumptions around advocacy (yes, you can advocate!), putting together powerful policy agendas, deepening their commitment to racial equity and intersectional inclusion, developing new relationships with government partners and building community power.

MCN is proud to offer many updates, resources and tools for nonprofits on their path towards strategic advocacy. Now is the time to build on our connections and find innovative ways to speak together about how we are deeply interconnected and to push back against these misconceptions in order to build a thriving future.



## Capitol Pathways Interns: THANK YOU!

Curious. Thoughtful. Diligent. Wicked Smart. These words describe our two Capitol Pathways interns Duy Vu (from Macalester College) and Emily Saldivar (from Augsburg College). These college students spent about 10 hours per week during the legislative session interning with the Minnesota Budget Project and MCN’s public policy team. They assisted with research, participated in legislator visits, tracked bills and drafted advocacy materials.

Capitol Pathways is an innovative internship program hosted by the Citizens League that is building the pipeline of people of color and indigenous commu-

nities at the Minnesota Capitol—a place where people of color are largely absent from legislative decision making.

MCN shares Capitol Pathways’ interest in a more representative democracy and Capitol space. We all benefit from the diversity of experience and background that lead to better and more equitable policy solutions. And we are confident that young leaders like Emily and Duy are already advocating to make Minnesota a stronger and more vibrant state in the days ahead.

Thanks, Emily, Duy and Capitol Pathways!



## Public Student Loan Forgiveness: What’s the Latest?

One of the many reasons to enter work in the public sector, including in nonprofits, is the potential for federal loan forgiveness after ten years of work in the public interest. The Public Service Loan Forgiveness (PSLF) program, created in 2007, forgives the remaining balance on Federal Direct Loans after the borrower makes 120 monthly payments under a repayment plan while working full-time for a employer, including 501(c)(3)s.

PSLF provides a powerful incentive to pursue a nonprofit career. It eases the financial burden for many leaders saddled with student loan debt, makes modest wages across many nonprofit jobs more attractive to communities not traditionally represented amongst nonprofit staff, and is a great retention tool for the sector.

As the first class of borrowers seeking loan forgiveness approaches the ten year

mark, the future of the program is uncertain as the White House federal budget proposed to completely eliminate the possibility of PSLF for loans originating after July 1, 2018. Additionally, the U.S. Department of Education has challenged the validity of some borrowers’ eligibility for the program who have been previously certified as eligible. Litigation on this issue is pending.

Additional proposed changes also include the elimination of several of the current income-driven repayment options, to be replaced by a single income-driven payment option that would cap payment to 12.5 percent of discretionary income and offer forgiveness after 15 years for undergraduate borrowers. Those with graduate degrees would have payment capped at 12.5 percent of discretionary income, but would be required to pay for 30 years before forgiveness.

Make sure lawmakers in Washington D.C. know how important PSLF is to you and your organization—tell your story! Check out MCN’s Federal Policy website for more information and ways you can make your voice and PSLF story heard.

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## Louisa Warren: Federal Budget Cuts Serious, Imminent

In MCN's work to educate and engage nonprofits on federal issues, the Center on Budget and Policy Priorities is an important partner. The Center is a non-partisan research and policy institute, based in Washington, D.C., that pursues federal and state policies designed to reduce poverty and inequality.

Nan Madden, director of MCN's Minnesota Budget Project, spoke with Louisa Warren, the Center's deputy director of State Strategies and Engagement, about her recent visit to MCN.

### What did you learn from your time in Minnesota?

I was really struck by the range and depth of advocacy and engagement by all of the nonprofit leaders I met and the strong track record of collaboration. It's no secret that Minnesota often leads the country on innovative policy solutions and strategies, but it was terrific to bear witness to it in-person. It was really fascinating (and impressive) to hear what Minnesota nonprofits are already doing to influence federal policy outcomes.

### What federal issues you are watching most closely?

Profound threats to the nation's poverty-reduction efforts have been put on the table: proposals that would result in mil-

lions losing affordable health coverage; harmful structural changes to Medicaid and SNAP (formerly Food Stamps) that would fundamentally end the promise of health care and basic food assistance for those in need; deep cuts to a range of services for struggling families; and major tax cuts for the wealthy that could force even deeper cuts in services.

### Can you give us some examples of what the proposed cuts would mean to Minnesota?

The proposed changes to SNAP would shift \$1 billion in costs over 10 years to Minnesota. The elimination of the Low Income Home Energy Assistance Program (LIHEAP) would mean the loss of over \$100 million annually that Minnesotans use to keep the heat on in the winter. Affordable housing efforts would be harmed by the elimination of the Community Development Block Grant; more than 3,500 Minnesotans would lose housing choice vouchers; and a 29 percent reduction would cut about \$23 million from Minnesota's Public Housing Authorities.

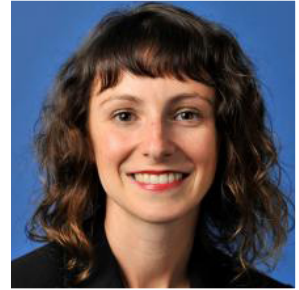
### Federal budget cuts and the responses at the state and local government levels can strain nonprofits: it can bring more people to their doors seeking services and at the same

time reduce their funding. And every area of non-profit activity could feel the pressure, from human services to environment to the arts. Do you see any bright spots?

We are seeing unprecedented public engagement in the federal policy process. It's so encouraging to see the myriad ways that nonprofits and others across the country have stepped up to tell their stories and educate members of Congress, the media and the public about the on-the-ground impacts of proposed legislation, which has slowed the progress of these proposals through Congress.

It will be important for this engagement to continue through the rest of this year and likely into 2018 as Congressional policymakers articulate their concrete goals on the federal budget, taxes and health care.

For more on federal policy issues, visit [www.nonprofitfederalpolicymn.org](http://www.nonprofitfederalpolicymn.org) and [www.minnesotabudgetbites.org](http://www.minnesotabudgetbites.org).



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## Expanded Tax Credits will Boost Incomes for Minnesota Families and Workers

In the 2017 Legislative Session, MCN’s Minnesota Budget Project and other nonprofit allies successfully advocated for policies that expand economic opportunity to be included in the state’s tax bill.

The tax bill more than doubles the state’s investment in the Child and Dependent Care Tax Credit by updating the maximum tax credit for which families can qualify to better keep up with the cost of care, and making the credit available to more lower- and middle-income families. Expanding this tax credit is an investment in building the state’s workforce for today and tomorrow, allowing parents to go to work and children to thrive in stable care, while at

the same time making it easier for employers to find and retain the employees they need.

Also included in the tax bill is a nation-leading expansion of the Working Family Credit, lowering the age requirement for workers and married couples without children from 25 years old to 21, starting in 2019. The Working Family Credit boosts the incomes of people working at low wages so they can gain a stronger foothold in the workforce and better meet the needs of their families.

This session saw an important defensive win as well. The final tax bill did not include a House proposal to deeply cut the Renters’ Credit. This proposal would

have cut into the property tax refunds received by more than 340,000 Minnesota households, including seniors and people with disabilities living on fixed incomes, as well as families living paycheck to paycheck.

While the final tax bill includes many shortcomings, these expanded tax credits are important steps to support the work efforts of everyday Minnesotans all across the state.

The Minnesota Budget Project’s work on expanding the Working Family Tax Credit in 2017 is supported in part by a grant from the Emma B. Howe Memorial Foundation of The Minneapolis Foundation.

## Announcing GrantAdvisor.org, a TripAdvisor for Foundations

Over 100 grantseekers and foundation staff have already registered on GrantAdvisor.org since the June 15 launch. Designed to promote more successful philanthropy, GrantAdvisor is a first-of-its-kind online review site that crowdsources grantseeker feedback and encourages foundations to respond.

GrantAdvisor, a “TripAdvisor that reviews foundations,” officially launched in California and Minnesota on June 15. Since

that time, 115 anonymous reviews of foundations have been completed, 40 reviewers have registered on the site, and 42 foundations have appointed a Key Contact to engage in the conversation with grantseekers. Key Contacts can respond to reviewers’ comments and questions, helping promote clarity and understanding about foundations’ priorities and processes.

Reviews of foundations will be published live on GrantAdvisor starting July

19. At that point, funder profiles will become public for all foundations that have received five or more reviews. Going beyond the transactional aspect of grantmaking, the site seeks to improve relationships between funders and nonprofits to create more successful philanthropy in communities.

Stanford Center on Philanthropy and Civil Society, added, “GrantAdvisor is a brilliant combination of an advice source for grantseekers and a feedback loop to foundations, which has been a missing link in the modern history of philanthropy.”

GrantAdvisor is a joint initiative of the Minnesota Council of Nonprofits, California Association of Nonprofits (CalNonprofits), and GreatNonprofits. The site is launching in Minnesota and California, with new locations and partnerships to be announced in 2018.

We encourage you to register, read reviews, and post some reviews of your own on GrantAdvisor. Help us transform philanthropy one 7-minute survey at a time!

Have questions or want to learn more about GrantAdvisor? Please email [team@grantadvisor.org](mailto:team@grantadvisor.org) or visit [GrantAdvisor.org](http://GrantAdvisor.org).



**GrantAdvisor**  
Transforming philanthropy  
one 7-minute survey at a time.

“GrantAdvisor is a welcome addition to provide a public platform for nonprofits to frankly voice their concerns and propose ways that grantmaking can be more successful in impacting their communities,” said Aaron Dorfman, CEO of the National Committee for Responsive Philanthropy. “It is critical for grantmakers to hear the perspectives of nonprofit leaders and take part in an open discussion of community needs.”

Bruce Sievers, visiting scholar at the



## Examining the National Nonprofit Landscape

MCN staff recently interviewed Dan Cardinali, president and C.E.O. of Independent Sector, in anticipation of his keynote at the 2017 MCN Annual Conference coming to Saint Paul on October 12 – 13. Learn more at [www.mcnannualconference.org](http://www.mcnannualconference.org).



**Tell us a bit about your background and your passion for working in the nonprofit sector.**

I began my career as a community organizer in Guadalupe, Mexico,

organizing a squatter community to secure land rights, running water and public education. When I returned to Washington, DC, I began a fellowship with the Woodstock Theological Center at Georgetown University and later worked at Communities in Schools, the nation's largest and most effective dropout prevention organization. I ran CIS for 12 years before I started as president and CEO of Independent Sector in 2016. My passion for the sector stems from the deep appreciation I have for the people who work within it. I have found that people in the sector are deeply motivated by intentional values. Whether motivated by religion, philosophy or ethics, there is an intentional decision to link their belief system to their work life. I'm very attracted to being around people that are in this reflective mode and I find that they have creative energy and an appreciation of their own humanity, and as a result, the humanity of the people they work with.

**How would you define the role of nonprofits to impact change nationally? And how about locally?**

In the United States, we have an often-underappreciated resource, which is the American commitment of doing private action in the service of public good. It's a remarkable cultural norm that propels us to do remarkable things. Often, it is

the social sector that is the source for society's best ideas and phenomenal innovations—whether it's cancer research breakthroughs, preservation of the environment, or creation of culture. By working together in the social sector, community can be richer, stronger and more equitable in humanizing all citizens. We have to think hard about what a healthy sector looks like so we can accelerate the ability of citizens in communities to do good. It's difficult work to be locally engaged and grounded in community while still casting an eye toward the national landscape. We live in the federal, state and local tension but the social sector has been navigating that tension very well.

**What is one valuable lesson that you've learned about leadership?**

Leadership is about aspirational learning. When I'm thinking about and trying to unleash the humanity of my colleagues, my own humanity flourishes and I become a better, more intentional leader as a result. I fail more often than I succeed, but the times I do succeed are so energizing for me, and I hope, for my colleagues.

**What do you believe is one key attribute of a leader who can effectively prepare a nonprofit for future success?**

Success in the nonprofit sector is necessarily a mediated experience. We turn outward to the environment, to the community, to other institutions or to clients. Our success is about human beings and our environment flourishing.

**If you were to peer into the future, what's one thing that you anticipate will be changing in the nonprofit sector?**

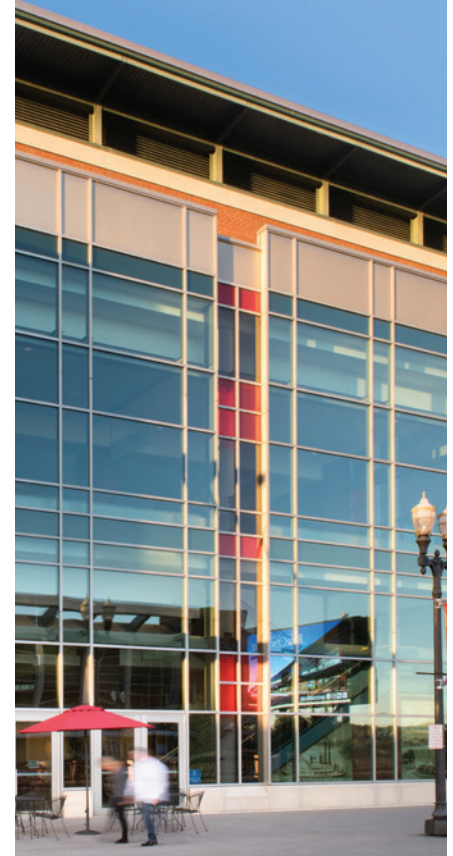
Much has been said in the nonprofit sector about responding to problems and finding solutions that tend to be palliative. We're living in an era where we're being called to shift from service delivery to problem solving and then taking those solutions to scale.

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## Nonprofit Awards and Advancements



Christopher Boyer named executive director of the Three Rivers Park District Foundation.

The Minneapolis Jewish Federation hired Alene G. Sussman as its director.

Louise D'Altilia joined Hamm Memorial Psychiatric Clinic as executive director.



Former MCN board chair Mary Jones named chief philanthropy officer of Goodwill-Easter Seals.

Kristine Martin joined East Side Neighborhood Services as president.



The Center for Victims of Torture named Wendy Marcano chief financial officer.

Wei Huang joined The Saint Paul and Minnesota Community Foundations as chief investment officer.

The Minneapolis Foundation named Chanda Smith Baker senior vice president of community impact.

Jessica Buchberger joined The Prospect Park Association as program manager.

Junior Achievement of the Upper hired Midwest Morgan Kinross-Wright as senior vice president of development.

DARTS named Katherine Heaton volunteer manager, Megan Kallestad marketing intern and Kerrie Leinmiller-Renick communications specialist.



Kelby Grovender joined Hearth Connection as the organization's new executive director.

The Science Museum of Minnesota added five members to senior leadership team: Mark Dahlger is vice president of exhibits, Laurie Fink is vice president of science, Barry Gisser is chief financial officer, Joseph Imholte is vice president of user experience and Joanne Jones-Rizzi is vice president of education and STEM equity.



Katie Nelson was named director of development at Children's Theatre Company.

Reba Dominski and Ed Graff joined Generation Next as co-chairs of the organization's Leadership Council.

Kelley Gunkel, Dave Rasmussen and Mark Falstad joined the board of directors of Can Do Canines.

YWCA Minneapolis named M. Valeriana Moeller chair of the board of directors

### Minnesota Council of Nonprofits New Staff Additions



Corinna Turbes joined MCN as the organization's federal policy campaign coordinator. In her role, she is responsible for tracking policy issues as they progress through the federal process, as well as developing creative material for the campaign.



Andrea Sanow was hired as GrantAdvisor coordinator. She will develop, implement and evaluate brand and communications strategies to increase the visibility and credibility of the GrantAdvisor website service.



Zora Wesley was recently named VISTA leader. She will lead and support MCN's twenty VISTAs in their projects by planning and facilitating professional development opportunities, providing one-on-one support and managing recruitment efforts.

**Going Beyond the Numbers**

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**Submit Your Announcements**  
 Visit MCN's Sector News at [www.minnesotanonprofits.org/sector-news](http://www.minnesotanonprofits.org/sector-news). MCN member organizations are invited to submit your organization's awards, staffing announcements and other news to [scrumrine@minnesotanonprofits.org](mailto:scrumrine@minnesotanonprofits.org).

## 2016 Mission Award Winner: Page Education Foundation

For over 29 years, the Page Education Foundation has worked to engage Minnesota's youth of color in post-secondary education, helping to promote their educational success, personal responsibility and untapped potential to become vital contributors to their communities



Seeking to close the racial achievement gap in education, the Page Education Foundation has created a successful model that not only supports current students of color attending post-secondary education, but requires those students to give back to younger students of color through mentoring and tutoring. For children of color K-8th grade, the Foundation provides positive role models that look like them and share similar stories. For High School students of color, they provide an opportunity to consider post-secondary education.

Three innovative programs serve as the core of the Foundation's work:

- Page Grants award funds to students of color who have graduated from a Minnesota high school and are attending a Minnesota post-secondary institution. The selection process highlights an applicant's attitude toward education, willingness to provide service to children, and financial need.
- Service to Children is a program that embeds Page Scholars in pro-

grams at schools/community sites across Minnesota. With a focus on literacy, tutoring and mentoring, they encourage K-8th grade children of color to view education as a positive and exciting goal.

- Page Connections, a support program for Page Scholars, connects students to support services on campus, provides information about internships and career opportunities, and finds ways to create a community of Page Scholars on- and off-campus.

Collectively, Page Scholars have logged over 400,000 service hours. They've built a coalition of racial justice advocates bringing together multiple sectors, to work together to close the racial achievement gap. Page Scholars have attended over 100 colleges and universities and are from 128 different High Schools statewide. In 28 years, over 9,500 grants given to over 4,200 students resulting in \$13,000,000

dollars to students across the state.

Impressive as those numbers are, the impact of the Page Education Foundation's work can best be seen by looking at its alumni, which includes a member of the Board of Regents at the University of Minnesota, a professor in public policy and leadership at the University of St. Thomas, a Minneapolis City Council woman, a MN Book Award winner, a St. Paul City School principal, and a math teacher at the University of St. Thomas empowering adolescent girls to pursue careers in Science, Technology, Engineering and Math (STEM).

As a result of the work of Page Education Foundation staff, mentors and students, a post-secondary education has become a reality for many children of color who previously seen it as an impossibility. The Minnesota Council of Nonprofits and MAP for Nonprofits were pleased to present the organization with the 2016 Mission Award for Anti-Racism Initiative at the MCN Annual Conference in Duluth, MN.

For more about the work of the Page Education Foundation, visit [www.page-ed.org](http://www.page-ed.org).

## Continuing Education and Conference Center

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## Congratulations to the 2017 Leadership Award Winners

Each year, MCN presents inspiring nonprofiters in various points in their career three leadership awards. These three individuals exemplify what it means to be a leader on the nonprofit sector. We are excited to announce this year's Nonprofit Leadership Award winners!

### Catalytic Leader – Ashley Charwood Secretary, Bi County Community Action Program

Ashley Charwood lives in Bemidji where she is a licensed social worker and is currently the coordinator of the local Foster Grandparent Program. She has held employment in several nonprofits including working at an Area Agency on Aging; working with foster and adoptive youth and families; providing sexual health education to rural and tribal communities; and advocating on behalf of people affected by domestic violence. Ashley graduated from Bemidji State University in 2007 and plans on pursuing a master's degree in fall 2017. She serves on the Bi-CAP board of directors and is the chair of the governance committee. This emerging leader award is co-sponsored by the Minnesota Council of Nonprofits and YNPN Twin Cities.



### Visionary Leader – Lisa Porthan Executive Director and Caregiver Consultant, Northwoods Partners

Lisa Porthan has served as executive director and caregiver consultant for Northwoods Partners in Ely since 2008. She has a bachelor of arts degree in sociology of law and criminology from the University of Minnesota and has master's credits in social work. Lisa has also received a certificate in leading and managing nonprofit organizations certificate from the University of Wisconsin. Lisa has an array of certifications including: advanced mediation, TCARE, caregiver coach, family memory care consultant, matter of balance, validation theory, support group facilitation, REACH (resources for enhancing Alzheimer's caregiver health), STRIDE (strategies to reduce injuries and develop confidence in elders), powerful tools for caregivers, MAVA volunteer leadership, advance care planning & health care directive facilitator and extensive dementia and Alzheimer's care training.



### Transformational Leader – Whitney Clark, Executive Director, Friends of the Mississippi River

Whitney Clark serves as the executive director for Friends of the Mississippi River. For 30 years Whitney has worked to improve Minnesota's environment as a staff member for several environmental organizations. During his 20-year tenure as executive director, he has led FMR's growth from a start-up to one of Minnesota's largest and most effective conservation organizations. He holds a bachelor's degree in multidisciplinary studies from the University of Minnesota. Whitney loves exploring wild places with his family, reading, travel, live music and claims the craft beer revolution gives him "hope for humanity." This experienced leader award is co-sponsored by the Minnesota Council of Nonprofits and the Center for Integrative Leadership at the University of Minnesota.

