

Nonprofit News

SPECIAL EDITION: Summer 2018 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 Bits: MCN Annual Report Now Available

Each summer, the Minnesota Council of Nonprofits releases an annual report detailing the organization's financial position and highlighting program service accomplishments. The latest report, as well as previous reports, is now available on MCN's website at www.minnesotanonprofits.org/annual-reports.

2018 Legislative Session: Mixed Results for Nonprofits and the Communities They Serve

The 2018 Legislative Session opened with some major tasks on policymakers' to-do lists. By tradition, this was a year when policymakers normally put together a bonding bill to invest in infrastructure projects across the state, and make adjustments to the two-year state budget passed last year. In addition, creating a state response to the passage of the federal tax overhaul in December also took up much of the Legislature's bandwidth.

Ultimately, the Legislature and Governor Mark Dayton only reached agreement on one of these three major items. A bonding bill was passed, authorizing \$1.6 billion in projects with a heavy

emphasis on road and bridge funding. The bonding bill also included \$90 million for affordable housing and a vital \$28 million for mental health crisis centers. But policymakers were unable to reach agreement with Dayton on the budget bill or the tax bill, leaving the governor to veto the bills passed by the Legislature.

Nonprofit advocates were a strong force at the Capitol, making their case for their communities. Ultimately, the outcomes of the 2018 Legislative Session are a mixed bag. Important opportunities to support Minnesota nonprofits, and those they serve, were lost. At the same time, harmful proposals that

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Getting Nonprofits Ready for Election Day

You've been hearing us at MCN discuss how voting is the heart of our democracy and that it is essential that as nonprofits, we do our part to support and deepen community power. We've provided you with ideas on nonprofits can be involved, shared the value of being nonpartisan, and cheered on all the great work organizations are doing to ensure that our democracy is strong as we get closer to November 6th.

We sat down with Karilyn Robinson, Communications & Community Relations Manager at YWCA St. Paul, which is one of the many nonprofits doing voter engage work, to hear more about

how they are planning for Election Day.

Q: Why is it important for YWCA St. Paul to be engaged in the 2018 election?

A: Voting is one way people can help shape the policies and laws that affect our everyday lives, and empowering our communities to take advantage of that privilege is an important part of YWCA's mission of eliminating racism and empowering women. In addition, if we can be a trusted source of nonpartisan information, we feel we have a responsibility to provide that.

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Association Health Plan, UBIT Headaches and DAF Assets Pass \$100 Billion

By Jon Pratt, MCN executive director

The tremendous survey response from MCN members confirmed that addressing health insurance costs and choices are of high interest to nonprofit employers. In response, MCN has taken steps to establish BenefitsMN, a new health benefits trust authorized to work with insurance brokers, health insurance carriers and other benefits services.

Our working timeline for launching the BenefitsMN plan is as follows:

- September 2018: Gather health insurance experience data from nonprofit employers.
- Fall 2018: Receive bids from prospective health insurance carriers.
- Fall/Winter 2018: Share health plan details with nonprofits.
- Winter 2018 through calendar year 2019: Enrollment open to eligible nonprofit employers.

We are eager to offer organizations several new benefits alternatives as part of MCN's goal to strengthen the nonprofit sector. Look for the next communication about the Association Health Plan the week after Labor Day. This will be an MCN email with a survey link (interest survey #2) for our consultant, Gallagher, to securely collect employer information. If you have any questions or recommendations for this new service, please contact Margie Siegel, Association Health Plan team lead, at msiegel@minnesotanonprofits.org or 651-478-4063.



Unrelated Business Income Tax (UBIT) headaches ahead

Could UBIT tax changes require action by your organization? *UBIT-cha* they could! Two provisions included in the federal tax bill change UBIT rules and reporting for nonprofits in counterproductive and confusing ways.

The first provision applies a new 21 percent tax on nonprofit employers for the parking and transportation benefits they provide to their employees, such as parking spots and transit passes, including many who have never filed a Form 990T. The second provision changes the way UBIT is calculated—requiring nonprofits to calculate each unrelated business activity separately, instead of overall UBIT income and expenses.

Sadly, the IRS has not provided clear guidance on how nonprofits should comply. For that reason, MCN requested the IRS and Treasury Department delay implementation of these provisions. In the meantime, nonprofits will need to continue consulting with their tax preparer in order to comply as best they can.

MCN will be posting further information to help nonprofits decipher UBIT obligations and advocating that Minnesota not conform to these federal changes in the 2019 legislative session.

Donor Advised Fund (DAF) assets growing

Nonprofits have a growing interest in fundraising from Donor Advised Funds (DAF) held by community foundations and commercial sponsors like Fidelity, Vanguard and Schwab. At MCN's 2018 Fundraising Conference (co-hosted with AFP), one of the best-attended sessions was "Donor Advised Funds Reach \$100 Billion: New Access, Strategies."

The growth of DAFs can be compared to the growth of limited liability corporations (LLCs)—faster, cheaper and easier to manage than C corporations. Donors appreciate the ease of use and anonymity of DAFs, which will continue to grow. Nonprofit fundraisers see DAFs as a growing channel of public benefit—and want them to succeed at their philanthropic mission of putting these funds to work in working charities. Some criticism has been raised that DAFs are "warehousing" money after providing a tax deduction up front, with no requirement that funds be paid out.

After MCN's workshop session, several people expressed interest in participating in a DAF working group, which will bring together representatives of Minnesota community foundations, nonprofits, AFP and private wealth advisors to exchange ideas and discuss possible reforms (such as establishing payout periods). If you're interested, please contact kaanestad@minnesotanonprofits.org.

How Do the Legislative Decisions (and Non-Decisions) Impact the State?

Continued from page 1

would have put up new roadblocks to creating broader opportunity were stopped.

Health care: Among the harmful proposals stopped was one to erect new reporting requirements, which would likely result in more than 20,000 Minnesotans who participate in Medicaid losing their health care. But the lack of agreement on a budget bill means that some disability services will see a seven percent rate cut.

Family economic security: Family-friendly changes to Child Care Assistance were also lost because of the lack of budget action. However, a harmful proposal creating a redundant verification system that would have erected

new barriers to struggling Minnesotans accessing health care, child care or food assistance also did not become law.

Wage standards: A positive for working people is that a proposal to penalize certain tipped workers by freezing their minimum wages was ultimately not passed by the Legislature.

Education: Although legislators allocated \$78 million between the budget bill and tax bill, their overall education investments were far below what the governor proposed. Ultimately, schools did receive some support for safety upgrades through the bonding bill.

Next year, nonprofits will have another chance to advocate for essential invest-

ments in Minnesota communities. In 2019, policymakers will need to address unfinished business from this session, including updating the state's tax code and putting together the state's next two-year budget. Under current economic and budget projections, Minnesota would expect to have about a \$300 million projected surplus at the start of the next biennium. That's money that should be invested in strengthening Minnesota's families and communities.

Follow the Minnesota Budget Project's blog at www.minnesotabudgetbites.org for more information.

Your Nonprofit Can (and Should) Help Inform and Build Participation

Continued from page 1

Q: What are some of the election-related activities YWCA St. Paul is doing?

A: Our main election-related activities are encouragement and education. We want people to know why it's important to vote, know their voting rights, know important dates and know how to find their polling place and the candidates on their ballot.

We will be tabling at events with this information throughout the summer and fall, including in our Health & Fitness Center, in our Employment & Economic Development office and at the Beats in Boyd music series in Boyd Park.

We'll also be gathering pledges to vote and will distribute informational emails leading up to the primary and general election days, and we have also made an election resource page at www.ywcaofstpaul.org/vote.

Q: What is one tip you have for other nonprofits who want to become involved?

A: One tip for other nonprofits who want to become involved in the 2018 election is to use your resources and don't be afraid to ask question—voting is too important to not get involved. The Minnesota Council of Nonprofits has some very helpful resources that explain what we can and can't do as nonprofits, and we have also utilized resources from the Minnesota Secretary of State. It has been wonderful to see other nonprofits promoting voter registration and education, and the more get involved the more people we can reach!

Keep up the powerful work to increase voter turnout across Minnesota! Visit MCN's website for some information and tools that your organization can use for the 2018 election. Then join us post-election at the 2018 MCN Annual Conference on November 14-15 where

we will gather to understand what happened and what's next for nonprofits and government partnerships in the new political environment.



No Agreement on Minnesota's Response to 2017 Federal Tax Changes

One of the more unexpected big issues of the 2018 Legislative Session was responding to a wide-ranging federal tax bill that moved quickly through Congress and passed in December 2017. Because of the many ways that Minnesota's tax laws interact with federal law, that put a big job in front of state policymakers.

The federal bill included large permanent tax cuts for corporations and a complex set of income tax changes for individuals and families. The bill gave the largest tax cuts to profitable corporations and the highest-income households while adding on to the national debt. The Minnesota Budget Project and others made the case that Minnesota should not mirror those mistakes, but instead the state's response should be grounded in values of fairness and sustainability.

There were real threats that updating the state's tax code could raise taxes on some families in order to pay for tax cuts for others—that's how it turned out in states such as Idaho and Utah. Other Minnesotans—including families with children, seniors and people with disabilities—could have seen cuts in their property tax refunds if the state just conformed to federal changes.

Fortunately, as the session progressed, policymakers appeared to reach consensus on an approach to update the income tax for families and individuals that would prevent these tax increases. Minnesota would maintain various deductions and exemptions as they were before the federal tax law's changes.

But there was more disagreement about how to address corporate taxes, and who should benefit from any state tax cuts. For example, the Legislature's tax bill proposed cutting rates in the first and second income tax brackets. But this approach leaves out many Minnesotans and provides larger tax cuts to higher-in-

come Minnesotans. An estimated 1 in 5 Minnesota taxpayers don't have enough taxable income—after subtracting their deductions or exemptions—to see any benefit from rate cuts. On the other end of the income spectrum, a family of four earning about \$180,000 would get the maximum tax cut—that's an income that puts them in the highest-income ten percent of Minnesota households.

Governor Mark Dayton proposed tax cuts that were more equitable, such as expanding the Working Family Credit and creating a new Personal and Dependent Tax Credit of up to \$60 for each person in a household. This new credit would be available for individuals with incomes below \$140,000 and married filers up to \$280,000.

Ultimately, the Legislature and Governor Dayton did not reach a negotiated agreement on a tax plan, and so no tax changes were passed this year. The governor cited a number of concerns behind his decision to veto the Legislature's tax bills, many of them related to fairness and fiscal sustainability.

That leaves Minnesota with essentially the same tax laws as before—the state does not automatically conform to federal tax changes. Most Minnesotans will pay about the same amount of state income taxes, although the filing process will be more complicated. No doubt the issue of how to update the tax code in this new federal tax environment will be back on the agenda in 2019.

More on tax issues can be found at www.minnesotabudgetbites.org.

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MCN and Minimum Wage

By Rebecca Lucero, MCN public policy director

The city of Saint Paul is currently deliberating how to increase to a \$15 minimum wage after Minneapolis made a similar change in 2017. MCN sits at the table, convened by the Citizens League, working to craft a proposed draft ordinance. As we come to the end of this process, I wanted to provide information on how MCN works to ensure nonprofits are represented.

Why does MCN work on employment policies?

MCN's public policy agenda is designed to support and advance the role of the nonprofit ecosystem. This consists of 328,000 dedicated staff, over 3,200 nonprofit organizations and the millions of Minnesotans who engage with nonprofits every year through theaters, food shelves, hospitals, shelters and more.

Nonprofits, as a whole, are a steady source of job growth and economic stability; an important part of strong, thriving communities. So, MCN ensures the nonprofit sector is at the table when employment policies are discussed, because a thriving Saint Paul requires both healthy individuals and healthy businesses (for-profit and nonprofit).

What is MCN's overall position on the minimum wage?

MCN supports an increase to the minimum wage that applies to all employees. As a sector, we are already paying rates above \$12.50 per hour, with large segments of the sector paying over \$15. Nonprofits report that they want to stay competitive, invest in committed staff, attract and keep qualified staff, and ensure that staff doesn't need nonprofit social services themselves. One nonprofit leader stated, "raising the minimum wage is essential. Our staff struggle to make it financially themselves. We need to support work and an industry that pays a livable wage."

We also hear repeatedly from nonprofits how increasing the minimum wage is one of many needed advancements to the well-being of society overall. About 40 percent of Saint Paul residents are at or below the poverty level. And, unsurprisingly, people of color disproportionately earn lower wages. Another nonprofit leader reported, "many people in the LGBTQ community are low income and would be positively impacted by a wage increase—especially trans people of color who have a greater disparity in both income and health."

For the Saint Paul discussion, the wage of \$15.00 is essentially decided, so MCN was not part of determining or supporting any specific amount. But clearly, the current minimum wage of \$9.50 has not kept up with the costs of even the most basic necessities of housing, child care and healthcare.

How is MCN thinking about implementation?

In 2017 and 2018, MCN conducted surveys, held listening sessions and had numerous one-on-one conversations with member nonprofits to understand the impact of an increase to the minimum wage. Given this extensive feedback, here are just a few of the pieces we are especially focusing on:

- **Phase-in:** MCN recognizes that any increase to the minimum wage will have an impact on many organizational budgets. It's important to have a phase-in time that allows nonprofits to adjust their budget to get additional funding or make other changes. Community members also express the importance of moving fast enough to account for any benefit cliff concerns.
- **Program participants:** Not for employees, but for nonprofits that pay program participants (disabled program participants or youth involved in narrow training programs), we have thoughtful ordinance language.
- **Reimbursement rates:** Wage increase must be accompanied with support from the city for an increase in government rates/contracts along with phase-in times.
- **Technical support/outreach:** Funding must be included to provide small nonprofits with immediate on-the-ground support.

What's next?

Saint Paul plans to move forward with a final ordinance by the end of 2018. There is still a lot of work that needs to happen, and MCN will keep members updated. Much gratitude to the many impacted nonprofits who have provided data and feedback. As always, please feel free to reach out with any questions or comments!



Choosing Hope in Times of Disruption: MCN Annual Conference in St. Paul, November 14-15

On November 14 – 15, the Minnesota Council of Nonprofits will host its 32nd Annual Conference. The event is planned by a volunteer committee of MCN board members and statewide nonprofit leaders. In 2018, the planning committee developed the theme, “Choosing Hope in Times of Disruption.” This theme reflects the reality of the times in which we live.

Nonprofits are leading change and organizing communities around a growing list of critical issues. From Parkland to the Southern Border. From the Supreme Court to the Governor’s Mansion. From women’s rights and LGBTQ rights to police violence and incarceration. From the U.S. Census to legislative redistricting. From trade wars and international treaties to pipelines and clean energy. It is easy to see: nonprofits have a lot of concerns. It would be easy to focus on fear, hate and greed.

But instead of focusing on the negative, mentors, activists and elders all tell us the value of choosing hope in our lives. Hope points us forward when we want to look back. Hope sustains and animates us through challenging times.

But this is not a naive kind of hope. Rather, a realistic and active kind of hope. A hope that starts with commitment and passion. A hope that starts with community engagement and activism. A hope that brings us together rather than pushing us apart.

breakout workshops, dozens of expert presenters and more than 70 resource providers, there will be plenty of opportunity to learn and network with nonprofit peers and leaders.

We hope you’ll join us in November at the Saint Paul RiverCentre for your conference. It’s a time to focus on what needs changing, to take a moment to refresh and re-energize, to build capacity for more work, and to connect with others who are passionate for change. It’s a conference built by members of Minnesota’s robust nonprofit sector. Its sessions are led by your colleagues, counterparts and allies. Together, we make the state a better place to live, work and grow. Together, we choose hope.

To learn more about this inspirational event, or to register members of your board and staff at Early Bird rates, please visit www.mcnannualconference.org.



One conference keynote will focus on the November 6 election results, when Minnesotans will elect a new governor and all other statewide constitutional offices, two U.S. senators, eight U.S. congress members, and the entire 134 members of the Minnesota House of Representatives. Together with over 40

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Constitutional Amendment Regarding Transportation Funding Stopped at Legislature

Many of Minnesota's priorities that support a range of Minnesotans—from K-12 education, to financial aid for college students, to broadband access—are paid for through the state's general fund. However, a bill that moved through the Legislature this year (but ultimately did not pass), would have threatened the state's ability to meet Minnesotans' needs now and in the future.

A proposed constitutional amendment would, if it were approved by the voters, permanently dedicate certain general fund revenues toward the state's transportation fund. This would have reduced the amount available to fund other areas. Currently, transportation is largely funded through dedicated sources, such as the gas tax. As a result, transportation has not traditionally competed with investments in priorities like schools, nursing homes and broadband. Many nonprofits weighed in as the bill went through the Legislature, recognizing the need for state investment in transportation, but not at the expense of other priorities.

This proposal would have been a troublesome idea for three big reasons:

1. It would have taken money out of the state's general fund, leaving fewer resources for other priorities. The general fund is the state's largest and most flexible fund; every two years, state policymakers determine how to use it to best meet Minnesota's current needs and invest in the future when they pass the state budget. By permanently taking away general fund dollars, this amendment would have made it harder to pay for other important priorities.
2. It would have done little to actually fill the need for additional transportation funding. In 2012, the Transportation Finance Advisory Committee determined that Minnesota needs \$21

billion over 20 years just to maintain the current status of the state's transportation system. The \$170 million a year the amendment could raise would only be a drop in the bucket, and would not get close to funding the world class transportation and transit system needed for a strong economic future. The funding would also have gone exclusively to roads and bridges, with no funding for transit.

3. The Minnesota Council of Nonprofits has long held that policymakers should not lock down budget choices through the state's constitution. This amendment would have limited the state's ability to address tomorrow's needs. It would have tied future policymakers' hands when they needed to adapt to new funding priorities and needs. Reversing this decision and restoring these dollars to our state's general fund would have involved yet another constitutional amendment and ballot question. This amendment would have needlessly made it more difficult to fund priorities like education, health care, economic development and the environment.

Thankfully, this bill did not pass the Legislature. If it had, it would have threatened both funding for many nonprofits who work in partnership with state government, and for other supports essential to our neighbors and communities.



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How Can We Reflect Our Values? Pride, Pronouns and Positive Energy

This past June, Minnesota Council of Nonprofits celebrated Pride week with gusto. It included chalk-art, rainbow cupcakes, and decorating pictures with glitter and inspirational quotes of Freddie Mercury, Audre Lorde, Harvey Milk and many others.

Not only was it a great time to celebrate with each other, it was also a moment to reflect on history and the intersectionality of oppression and liberation. We remembered that the first Pride was a riot led by trans women of color as a resistance and a movement for LGBTQA+ folks. And, as Pride was concluding, we learned about the new policy of separating children from their families at border detention centers, yet another new policy further tearing apart immigrant and refugee community members; an important reminder that the work towards collective liberation continues.

We finished the week with poems and a moment of silence for all, remembering that love is love is love. “It was really magical, there was something joyful about it...everyone enjoyed it whether they identified as queer or not,” said Amber Davis, MCN’s nonprofit services assistant, “It was a ripple effect of fun and community gathering.”

As a nonprofit that is focused on strengthening and connecting nonprofits, this is another example of how MCN is reflecting and living our values.

Another example of how we are intentionally reflecting our culture is by creating space to share gender pronouns both internally and by offering pronoun stickers at some events. Our intentions are to build an

environment where folks feel comfortable sharing their pronouns. One training participant shared, “Thank you MCN, I really appreciated the opportunity to share my pronouns.”

MCN is reimagining our organizational culture to be a space where everyone knows they can show up as their full, authentic selves.



Celebrate Nonprofits with MCN on Give to the Max Day on November 15

Minnesota is a unique state for so many reasons, often ranking at the top in the nation for charitable giving, volunteerism, and civic participation. Whether you work for a nonprofit, donate to, or volunteer with one, you are a reason why Minnesota has one of the strongest nonprofit sectors in the country.

This year, two of Minnesota’s biggest nonprofit events are happening simultaneously. We’re excited that MCN’s Annual Conference coincides with Give to the Max Day on November 15.

The theme of MCN’s Annual Conference this year is “Choosing Hope in Times of Disruption,” aptly titled as nonprofits are essential to building thriving communities during even the most challenging of times for our state, our nation, and our planet.

Give to the Max Day is described as “Minnesota’s giving holiday,” a 24-hour period to highlight the work and worth of nonprofits and for generous Minnesotans to support the causes and organizations that mean the most to them.



To celebrate Give to the Max Day, MCN will be leading a campaign to highlight the contribution of nonprofits to Minnesota’s communities and economy.

In order to support nonprofit fundraisers at MCN’s Annual Conference on Give to the Max Day, we will be hosting:

- a “donation station” where conference attendees can give to their favorite nonprofits
 - a designated Give to the Max Day space where conference attendees can work on their campaigns
 - a projected tweet wall that features the exciting developments leading up to and on Give to the Max Day

MCN is looking forward to this unique moment where nonprofits are celebrated and elevated by nation-leading philanthropy. Stay tuned for more information, and see you in November.

Stronger Together: Nonprofits Collaborate in Greater Minnesota

While there is no compelling evidence that the Chinese ever used the curse, “May you live in interesting times,” it is clear that we are going through one of those periods. Many nonprofits, financially challenged even in less interesting times, are now simultaneously facing increased community demand and decreased funding from stable sources. As was the case during the 2009 economic collapse, some nonprofits are exploring collaborations as one way to handle this fiscal squeeze.

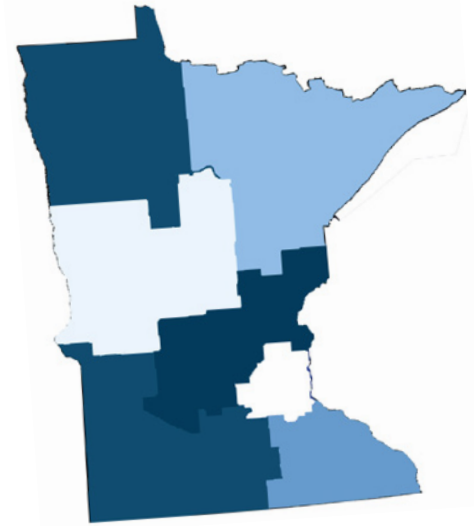
Accordingly, one key component of MCN’s mission, to “connect and strengthen individual nonprofits and the nonprofit sector” is particularly relevant now. In particular, MCN’s programs in Greater Minnesota reflect that mission by fostering connections among regional nonprofits, and between those nonprofits and other important entities.

For example, in March 2017, a small group of nonprofit leaders met to discuss community needs and opportunities with Ann Iijima, MCN’s Southeast Minnesota regional coordinator. Encouraged by the success of that meeting, they continued to meet and ultimately formed the Winona Nonprofit Leaders Roundtable, now falling under the umbrella of Engage Winona. The

Roundtable meets monthly and plans programs to address nonprofits’ issues of common concern. By joining together, the nonprofit community surrounding Winona is gaining visibility, increasing cooperation and strengthening organizations.

In similar fashion, MCN has collaborated with various foundations and universities to offer educational training events, has joined forces with individual nonprofits to improve board governance, and has connected with coalitions such as chambers of commerce to increase visibility of local community needs.

On November 8, 2018, MCN, in collaboration with the Rochester Area Foundation and with the support of the Mayo Clinic Community Contributions Program, is hosting a workshop, “Nonprofit Collaborations: From Surviving to Thriving.” Expert presenters and nonprofit panelists will gather in Rochester to discuss a range of collaboration options—from joint programming to mergers—as a means for elevating the idea that organizations are stronger when working together. Watch MCN’s online events calendar for workshop details.



MCN is walking the talk, modeling collaboration through its work with other organizations. Across the state, each regional office is finding ways to be a good partner and collaborator. Through a focus on abundance, not scarcity, nonprofits can thrive in challenging times. While this may be an interesting time to be a nonprofit leader, it can also be a time for building a thriving community organization.

Join MCN for Our First-Ever Virtual Conference

The Minnesota Council of Nonprofits will host its first-ever virtual conference on October 3 and 4 with content specifically geared towards small development shops—that is, organizations with no more than two staff members dedicated to fundraising.

At this engaging event, you’ll learn how to unlock your board’s fundraising strengths, avoid donor attrition, maximize online donations, start and grow a major gifts program, build a culture of philanthropy, make your donor management system work harder and better.

What’s a virtual conference? It’s a Web-based event replicating many aspects of a traditional place-based conference—MCN’s will be content-packed with keynotes by Alice Ferris and Cynthia Gibson and 12 breakout sessions featuring experts on storytelling, crowdfunding, online fundraising and more from Minnesota, New Jersey, Arizona, California and beyond, plus virtual exhibits, facilitated chat sessions and social networking opportunities before, during and after the event.

2018 Virtual Conference
for **SMALL DEVELOPMENT SHOPS**

Plus, all sessions will be recorded and available to registrants for twelve months! For more information or to register, visit www.minnesotanonprofits.org/virtual.

Nonprofit Awards and Advancements



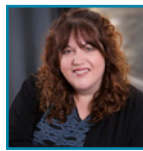
Jeni Gregory named director of development at Minnesota Humanities Center.



Leondra Burchall named vice president of Minnesota Humanities Center.

Animal Humane Society hired Christina Nicholson facilities manager and Samantha DelSerra advancement operation donor database administrator.

Rise, Inc, a disability service provider offering services throughout Minnesota, and ESR, a similar provider serving Washington County and St. Croix County, merged.



Nexus named Dr. Michelle K. Murray president and C.E.O.

Elianne Farhat was hired as executive director of TakeAction Minnesota.

La Juana Whitmore was named executive director of Jeremiah Program.



Interfaith Action of Greater Saint Paul hired Amy Dillahunt as director of development and communications.

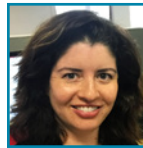
Women's Foundation of Minnesota hired Jamara Creek as a Reatha Clark King Fellow, Ruby Oluoch as communications project manager, and Cynthia J. Zapata as Wendy Weekes Moore intern.



Erica Dickerson joined A Chance to Grow as executive director.

Aeon hired Juana Moya as advancement assistant and Jen Small as grant writer.

The Page Education Foundation won the *Northeastern Minnesota Book Award* and a *Midwest Book Award* for their publication, *Grandpa Alan's Sugar Shack*.



Jennifer Valley was hired as events and communications manager at AchieveMPLS.



Nikki Beasley joined YWCA as assistant director of housing.



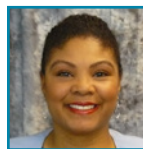
Fred Wells Tennis and Education Center named Aaron Holland director of operations.

Christina Woodlee has been promoted to associate director at the Bridge for Youth.

Joseph Massa named interim executive director at Center for Veterans Research.



Family Pathways named Lisa Mears C.E.O.



Michelle Daniel joined YWCA as director of development.

Community Action Partnership of Hennepin County named Steve Piekarski as its executive director.

The Family Partnership named Kit Briem vice president of advancement and promoted Lorena Pinto to program director for the organization's PRIDE program.

Peg Birk was hired as interim C.E.O. at the Minnesota Council on Foundations, succeeding Trista Harris.

Minnesota Council of Nonprofits Staff News

The Minnesota Council of Nonprofits was pleased to welcome the following individuals to our team:



Amber Davis joined MCN as nonprofit services assistant.

Charlene Williams was hired as membership and database assistant, helping members process transactions and maintain MCN's robust database.



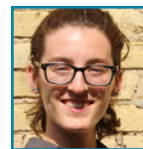
Karl Johnson was named Central Minnesota regional coordinator, based in St. Cloud.



Margie Siegel joined MCN as Association Health Plan team lead.



Yohannes Ghebru joined MCN as finance manager, overseeing the organization's accounting, budgeting, forecasting and financial reporting.



Kat McCaffery was named VISTA leader for the 2018-19 service year.

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 scrumrine@minnesotanonprofits.org.

2017 Mission Award Winner for Advocacy: Muslim American Society of Minnesota

The 2017 Nonprofit Mission Award recipient for Advocacy, the Muslim American Society of Minnesota (MAS MN), is a community organization committed to making Minnesota a better place for all Minnesotans, advocating for and serving an estimated 150,000 Muslims throughout the state.

Every day in Minnesota, Muslims confront the twin problems of Islamophobia and youth radicalization. In an effort both address these challenging issues and educate Minnesota's elected officials about the history, Muslim Day at the Capitol (MDAC) was developed jointly by Congressman Keith Ellison (then State Representative) and Imam Asad Zaman.

MDAC seeks to provide the immigrant community a viable path to ownership in the American society. MDAC encourages civic engagement by connecting the Muslim community to their legislators and by sharing their views on how to improve Minnesota.

MDAC educates the Muslim community about government systems and encourages them to step up for public service and ethical leadership in Minnesota. By teaching participants how to advocate and lobby for their community, MDAC seeks to authentically integrate the Muslim community into the fabric of American society.

For 13 consecutive years, MDAC has experienced steady growth, with program participants having increased from 40 in 2005 to 350 in 2017. During the same period, the number of legislators interacted with has increased from 10 to 52 and has included governors, lieutenant governors, house majority and minority leaders, secretaries of state, attorneys general and many other assistant major-



ity and minority leaders of both parties.

The impact doesn't stop with just acting Minnesota legislators. Over the last decade, after attending, sponsoring or volunteering for MDAC, more than two dozen Muslims have run for public office, including four of the five Muslim elected officials. Further, the success of MDAC has been replicated in nine states, while a national version is held annually in Washington DC.

The largest and most positive impact of MDAC is the Muslim community has seen that civic engagement promises a path to inclusion. This is a significant

deterrence to any sentiments of disenfranchisement in the Muslim community. It is also deterrence to anti-Muslim sentiment and bigotry that keeps cropping up across the US.

As a result of MDAC, the Muslim American Society of Minnesota and its allies have ensured that Muslims throughout Minnesota have a voice at the Capitol in St. Paul and beyond. The Minnesota Council of Nonprofits and Propel Nonprofits were honored to present the organization with the 2017 Mission Award for Advocacy.

To learn more about the Muslim American Society of Minnesota, please visit www.masmn.org.

Thank you.

For your work making our world a more fair and sustainable place in which to live.

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Congratulations to MCN's 2018 Nonprofit Leadership Award Winners

Each year, MCN presents inspiring nonprofiteers 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 – Kiley Benson, Director of Operations, Loaves and Fishes

Kiley cultivates relationships and creates unique partnerships for the benefit of Loaves and Fishes. Through his connections, Loaves and Fishes serves meals to people in programs for addiction recovery, trauma counseling, safe shelter, domestic violence prevention and homelessness. Kiley's vision for feeding people began while working at a quick-serve restaurant where he saw bread going to waste every day. By connecting the dots, resources, and passionate people, he was able to re-purpose the bread to feed those in need. Kiley believes in the dignity of every person and sees beyond their circumstances, allowing care and compassion to take the lead. This emerging leader award is co-sponsored by the Minnesota Council of Nonprofits and YNPN Twin Cities.

Visionary Leader – Chris Fastner, Senior Program Manager, Initiative Foundation

Smart, compassionate leadership is Chris' forte. One of his greatest strengths is his depth of knowledge of the issues facing rural nonprofits and



The recipients of the 2018 Nonprofit Leadership Awards (from left to right): Kiley Benson, Loaves and Fishes; Kate Bottiger, Reach for Resources; and Chris Fastner, Initiative Foundation

his confidence in their ability to thrive. Over the past five years, Chris and the Initiative Foundation collaborated with Propel Nonprofits to develop and provide nearly 50 nonprofit organizations a yearlong Financial Resiliency Program to identify entrepreneurial projects, share successes and failures, and learn with each other. He leads with an ecosystem-perspective that brings together nonprofits, government bodies, elected officials, business leaders and educators so that the residents of central Minnesota are better served. This mid-career leader award is sponsored by the Minnesota Council of Nonprofits.

Transformational Leader – Kate Bottiger, Executive Director, Reach for Resources

Kate is an empathetic and compassionate leader. Locally, Kate is committed

to developing a vibrant mission-focused organization through innovation, risk-taking and the cultivation of a healthy group culture. Nationally, Kate is a recognized champion, speaker, educator and policy leader for disability rights and other issues. Along with her role at Reach for Resources, she also serves as executive director for the National Neutropenia Network where she coordinates national efforts to promote awareness and education of neutropenia, a rare blood condition. Kate dedicates significant energy to helping those in need by tackling tough issues at the local, state and national levels. This experienced leader award is co-sponsored by the Minnesota Council of Nonprofits and the Center for Integrative Leadership at the University of Minnesota.