

NONPROFIT NEWS

Special Legislative Issue

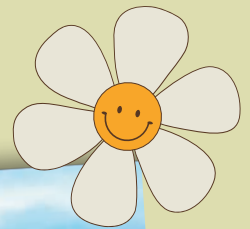
Top 10 ways to participate in voter engagement

Minnesota 2024 legislative session recap

New federal legislation impacting nonprofits

The nonprofit society pages - Bridgerton edition

Nation-leading policy innovation to match families' needs





Get sustainable solutions for your organization.

Reduce waste and improve recycling at your organization with a grant of **up to \$10k**. Use your grant to cover the cost of bins, efficient equipment, educational materials, reusable food service ware and more!

Learn more and schedule a **free site visit** with a Recycling Expert today!

[BizRecycling.com/Grants](https://bizrecycling.com/grants)



Face to Face in Saint Paul used a grant to purchase bins and switch to compostable food containers. [See their story.](#)

Resources to support you.

Subscribe MCN's e-newsletters by interest area to receive the latest nonprofit resources.



Table of Contents



Nonprofits are a force for good. We're here to help.

As one of the largest state associations of nonprofit in the country, the Minnesota Council of Nonprofits (MCN) joins nonprofits across interest areas to advance important nonprofit issues.

MCN is a trusted ally and advocate for you. Visit our website to learn how MCN can support your nonprofit: www.minnesotanonprofits.org.

Relevant workshops & conferences

Timely nonprofit data & research

Impactful state & federal advocacy

Strong member network & benefits

Minnesota Council of Nonprofits
2314 University Avenue West, Suite 20
St. Paul, MN 55114
Phone: 651-642-1904
Fax: 651-642-1517

info@minnesotanonprofits.org
www.minnesotanonprofits.org



04

The nonprofit society pages - Bridgerton edition

They've cast shadows on our hard-earned reputation, how scandalous

05

New federal legislation impacting nonprofits

Overtime law and grant rules your nonprofit needs to know

08

Nation-leading policy innovation to match families' needs

First in the nation to offer families advance periodic payments

10

On the move

Celebrating new nonprofit staff and board members

13

Prioritizing community and cross-sector learning

Upcoming MCN conferences

15

Native-led nonprofit lifting up Indigenous voices

2023 Nonprofit Mission Award recipient for Anti-Racism Initiative

06

Top 10 ways to participate in voter engagement

7 in 10 voters want nonprofits to participate in voter engagement

09

How nonprofits raised awareness for new state Child Tax Credit

431,000 Minnesota kids have benefitted as of June, 2024

11

Minnesota 2024 legislative session recap

Pay transparency and combatting false nonprofit narratives

14

Nonprofit summer reading list

Reports and articles on our mind

16

Celebrating eight years with Capitol Pathways

Opening doors for the next generation BIPOC policy leaders

Letter from MCN's Executive Director

The nonprofit society papers - Bridgerton edition

Dearest gentle nonprofit readers,

While our legislative season may be off, I find myself still quite enthralled with THE question of the season. "Will you, dear charity, commit fraud with taxpayer money?"

I look around the ton and find myself aghast that when donors call on us as a potential match, we adorn our smart business casual gowns with packets of audited financials. We must present ourselves as proper and from a good charity, and certainly not from that ghastly "charity" across the street accused of stealing money from hungry children.

They've cast shadows upon our hard-earned reputation. How absolutely scandalous.

Oh, this question has certainly captured the attention of those who hold the power to distribute wealth. Not to fret, dear reader, I am here to provide astute guidance when our most reputable charities (which we are fortunate to say consists of 99.99% of you) need to navigate the tumultuous waters of having to answer some delicate and pointed questions.

Now remember, your first answer is simply "No." No, commissioner, we will not commit fraud with taxpayer money.

Nonprofits are highly regulated; we urge solicitors to review our publicly accessible tax papers and financials audited by a third-party vendor.

The Attorney General and Secretary of State can attest to our demonstration of good standing through our annual filings. Our chaperones (or as we call them "boards") consist of at least three members. They act as fiduciary agents, approving budgets, internal control policies, and such. They regularly meet to review relevant materials and ask good questions; without overreaching into business operations of course – now THAT would be inappropriate.

When asked how their funding supports our work to meet legislative priorities, you may remind the Senator that we share a common goal to better our communities.

Ask them to read our carefully crafted mission statement and our strategic goals, perhaps deviously invite their presence at your next fundraising ball! You can enthrall them with detailed project budgets with numbers that you have delicately picked and carefully placed one by one into another (dare I say, unnecessary) form over the course of several hours.

You may boast that many of the members of your household have lived experiences within the priorities and are incredible assets! Alas, as we too often do not receive the full amount of money requested, they are both members of our family and recipients of our services.

Ah to my favorite question, "why haven't charities solved everything yet?" I must address it directly. Your Grace, with all due respect, you have a penchant for growth and tantalizing new projects.



Nonoko Sato

Executive Director

You want us to address and solve complex societal problems, yet so much of the intersectional and complicated root causes are often beyond a charity's control.

Rarely are we rewarded when fewer people need our services, which should be our goal, should it not? Yet costs and demands rise, staffing falls short, and we simply lack capacity to meet even our current needs nonetheless a new project, as exciting as you may find it to be.

As always, this author will be watching with keen interest how our symbiotic relationship between grantors and grantees bears fruit in rebuilding a much needed mutual and public trust in our sector.

Shall I see thee at our illustrious annual gathering of funders and charities this October? Avoid the scandal of your absence and register for MCN & MCF's 2024 Joint Annual Conference: www.mnjointconference.org.

In reputable community,

A handwritten signature in black ink that reads "Nonoko Sato".

New federal legislation impacting nonprofits



Marie Ellis

Public Policy Director

New grants rules

The federal minimum indirect cost rate has risen from 10 percent to 15 percent. This is a big deal!

The federal Office of Management and Budget (OMB) has announced major reforms to the set of common rules governing most federal grantmaking to charitable nonprofits.

The reforms correct long-standing challenges in the government grants process that have limited nonprofit effectiveness, discouraged qualified organizations from seeking and performing under federal grants, and wasted billions of dollars and countless hours in needlessly complex reporting requirements.

In most cases, charitable nonprofits operating outside the higher education space have found themselves at the end of the grantmaking food chain and subjected to unsustainable program mandates and restrictive funding options. A key area of challenge involves indirect costs (sometimes called “overhead,” “administration,” or “de minimus rate”), which are costs that cannot be allocated to a specific program but are spread out across an organization.

Notably, these new rules, which become effective October 1, 2024, take a step in the right direction by raising the guaranteed de minimis rate for indirect costs from 10 percent to 15 percent of modified total direct costs. OMB states, “This change would allow for a more reasonable and realistic recovery of indirect costs, particularly for new or inexperienced organizations that may not have the capacity to undergo a formal rate negotiation, but still deserve to be fully compensated for their overhead costs.”

New overtime rule

Our colleague in Montana put it best when she said that nonprofits feel “moral support and operational anxiety” around the new federal overtime rule, which expands the threshold for an employee to be eligible for overtime pay. This new rule applies to salaried employees whose salary is under a higher income threshold than previously and work more than 40 hours in any given week.

According to the Economic Policy Institute, an estimated 4.3 million U.S. workers are expected to benefit from the new rule, with the largest number of workers being in professional and business services, health care and social services and financial activities. The rule can contribute to narrowing racial and gender disparities, as the workers who will benefit are 56 percent women and 24 percent workers of color.

In 1938 the US Congress passed the Fair Labor Standards Act, responding to a substantial increase in the workday for many laborers. The FLSA caps the workweek to 40 hours, and introduced the concept of overtime pay.

The federal Fair Labor Standards Act ensures that most employees who work more than 40 hours in a week are paid 1.5 times their regular rate of pay for the extra hours they work. Almost all hourly workers are automatically eligible for this overtime pay. However, salaried employees are only automatically eligible for overtime pay if their salary is below a certain threshold.

In April 2024 the U.S. Department of Labor (DOL) published its Overtime Final Rule designed to update and revise overtime protections for millions of workers employed by nonprofits, for-profits, and governments.

The threshold prior to July 1, 2024 was that salaried workers (except those who are specifically exempt) earning less than \$35,568 per year were eligible for overtime pay. “Eligible for overtime pay” means that if the eligible employee works more than 40 hours in any work week, their employer must pay the excess hours at one-and-one-half times their regular rate of pay.

This salary threshold rose to \$43,888 on July 1, 2024, and will rise again to \$58,656 on January 1, 2025. The new federal rule also requires that these salary thresholds be updated every three years. As employers, nonprofits will benefit from this more predictable schedule for updating the threshold.

For more information, visit the U.S. Department of Labor’s webpage on the overtime rule:

www.dol.gov/agencies/whd/overtime/rulemaking.

Top 10 ways nonprofits can participate in voter engagement



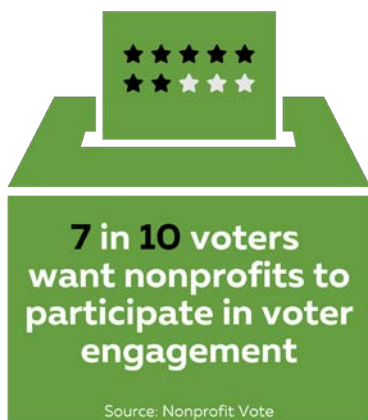
Bailey Sutter

Public Policy Manager

Nonprofits are trusted messengers in their communities, especially in an age of polarization. **Who better to participate in voter engagement than local, known nonprofits?**

According to the Nonprofit Power Report, local nonprofits “are a known person. It’s not someone random who parachuted into your

neighborhood a week before the election or some anonymous mailer that you got. It’s the place you drop your kids off for after-school programs. We encourage more nonprofits to move into this space...[They] have long-term relationships, trust, and roots in the communities they serve.”



We do not expect each nonprofit to do everything. However, we encourage nonprofits to do one thing — start with just one — that engages your constituencies in a meaningful way. Elections have consequences and we have seen how they can impact communities we serve. According to the Nonprofit Power Report, “Americans engaged by nonprofits saw a staggering 10 percentage point increase in voter turnout compared to similar voters who weren’t engaged.” Nonprofits are powerful, trusted, and can make a big difference!

Here are the top 10 ways nonprofits can participate in voter engagement:

1. Learn what nonprofits can and can’t do around voter engagement.

Due to the Johnson Amendment (named after former President Lyndon B. Johnson), 501(c)(3)s must remain

nonpartisan. What does this mean? Check out NonprofitVOTE and Bolder Advocacy’s resources to learn what election activities are permissible for nonprofits.

2. Sign up as a partner for 2024 National Voter Registration Day.

National Voter Registration Day is September 17, 2024. By becoming a partner, you get free toolkits, posters about voter registration (specific to Minnesota), buttons, stickers, swag, general resources, and webinars.

3. Give your staff time off to vote.

Join the Nonprofit Staff Vote campaign to encourage nonprofit employees paid time off to vote on or before Election Day. Create a policy, share it with employees, and publicize election and registration deadlines to help lead the way. Learn how and see sample policies on Nonprofit Staff Vote’s website.

4. Bookmark MCN’s Elections website page:

www.minnesotanonprofits.org/public-policy/elections
Nonprofit-specific voting resources galore, including what nonprofit staff can say about elections, webinars, candidate questionnaires, voter guides, and more!

5. Promote Early Voting opportunities.

For many communities and populations, voting early may be the most accessible option. Visit the Minnesota Secretary of State website for more information. They have fact sheets for specific populations, like how to vote without a permanent address, how to vote with a criminal record, what youth need to know, and more.

6. Consider hosting a Voter 101 info session with the Minnesota Secretary of State.

Voter 101s are a great way to get critical election information to your communities. They are typically one hour with space for Q&A, and the topic can be anything related to voting and elections that best suits your audience. Voter 101s are presented by Melanie Hazelip and can be virtual or in-person. To schedule a Voter 101 contact melanie.hazelip@state.mn.us, 612-327-1621.

7. Incorporate elections into your social media calendar.

Can you tell the Secretary of State has helpful, trusted voting information?! Check out their 2024 Voter Participation Kit that includes nonpartisan social media graphics and blurbs to post.

8. Use and share the National Council of Nonprofits (NCN) + MCN Voter Guide.

Coming soon, this guide created with our national partners, NCN, has resources specifically for nonprofits doing voter engagement. The guide will be published on MCN’s website when available, check back!

9. Make it relevant to your constituencies.

Run a food shelf? Provide a voter registration station or provide one of the fact sheets with your organization’s logo on it to show it is trusted information.

Conduct civic engagement? Encourage folks to serve as a paid election judge (16- and 17-year-olds can be election judge trainees).

Have an overnight shelter? Consider adapting curfew so folks don’t have to choose between voting and having a place to sleep.

Work with multilingual communities? Translate a voting one pager and share widely.

10. Subscribe to MCN’s public policy newsletter, The Nonprofit Advocate:

www.minnesotanonprofits.org/subscribe
Simply copy and paste information from MCN’s elections newsletter into your organization’s newsletter. Yay for efficiency and supporting one another!

Nonprofits can’t do it all for voter engagement – we know capacity and time is a real issue. Elections matter, and whatever your organization can do, big or small, our communities will be stronger for it.



2024 Election Dates

AUG	Primary Election
13	
SEP	Vote by mail or in person
20	September 20 through November 4
OCT	Register in advance by
15	October 15 to save time on Election Day
NOV	Election Day
5	

Source: Minnesota Secretary of State



**Mahoney IS A FULL-SERVICE CPA FIRM,
EMPOWERING NONPROFIT ORGANIZATIONS SINCE 1989.
WE BELIEVE OUR SUCCESS IS A RESULT OF YOUR SUCCESS!**

NONPROFIT SERVICES

ASSURANCE | TAX PLANNING & PREPARATION QUICKBOOKS
CONSULTING & TRAINING | BUSINESS CONSULTING
OUTSOURCED ACCOUNTING | IRS REPRESENTATION



VISIT MAHONEYCPA.COM TO LEARN MORE





2024 policy outcomes include nation-leading innovation to match families' needs



Nan Madden
Director, Minnesota Budget Project

In the 2024 Legislative Session, MCN’s Minnesota Budget Project team and our nonprofit partners collaborated to achieve policy outcomes that advance MCN’s vision for a just, equitable Minnesota.

Our policy goals focused on building on the transformational investments policymakers agreed to last year when they put together the two-year state

budget and fine-tuning implementation of those big ideas.

Thanks to legislation passed this year, Minnesota will become the first state in the nation to offer families the option to receive their Child Tax Credit in advance periodic payments. This will further increase the positive impact of Minnesota’s nation-leading Child Tax Credit (CTC) enacted in 2023. Minnesota’s CTC is up to \$1,750 for each qualifying child aged 17 and under; about one-third of Minnesota families meet the income guidelines to qualify.

Minnesota Child Tax Credit income limits

TY 2023

Number of children	Married filing joint return	Other filers
1	\$52,495	\$46,995
2	\$67,079	\$61,579
3	\$81,662	\$76,162
4	\$96,245	\$90,745
5+	Add \$14,583 for each additional Qualifying Child	Add \$14,583 for each additional Qualifying Child

Table: Minnesota Budget Project • Created with Datawrapper

When families receive income-boosting tax credits like the Child Tax Credit, they have more dollars to afford the basic expenses of raising thriving children. Such tax credits are a proven strategy to improve family well-being, reduce hardship and child poverty, and narrow economic disparities by race and geography.

Families normally receive their tax credits as one lump sum after filing their income taxes. With advance periodic payments, families can get part of their Child Tax Credit sooner and more frequently, which will better match up with how families pay their bills.

Starting next year, Minnesota families can choose to receive 50 percent of their estimated Child Tax Credit in advance payments.

For example, take a married couple with income of \$35,000 and one qualifying child, who qualifies for a \$1,750 Child Tax Credit. If they choose advance payments, they could receive three payments of about \$290 each in the second half of the 2025 calendar year, and then receive the remaining \$875 when they file their state income taxes in early 2026.

This session, policymakers enacted key provisions for successful implementation of advance periodic payments. First, this legislation addresses parents’ concerns that they may have to pay back their advance CTC payments. Families will not face repayment burdens as long as they continue to meet income limits for the CTC and have the same number of eligible children as in the prior year. Second, policymakers put additional dollars toward implementing advance payments, and increased funding for grants to nonprofits and tribal nations for tax credit outreach and education and free tax preparation services.

Another policy success in 2024 relates to the affordable child care challenges facing Minnesota families, communities, and employers. Our partners at Great Start MN educated policymakers on the need for bold investment in affordable child care through Great Start Scholarships, an innovative policy so that more Minnesota families can afford the care that meets their needs.

Child care should be a top priority for the 2025 budget discussion, and legislation passed in 2024 made improvements to existing child care systems that lay the groundwork for those future investments.

Learn more about 2024 session outcomes at our website, www.mnbudgetproject.org.

How nonprofits raised awareness for new state Child Tax Credit



Laura Mortenson
*Communications
Director, Minnesota
Budget Project*

Minnesota's nation-leading Child Tax Credit (CTC) passed in 2023 expands opportunity for kids and families across the state, providing up to \$1,750 per child to qualifying families so they have more resources to raise healthy, thriving kids.

Tax credits that boost family incomes, like the CTC, are associated with positive outcomes for the kids that receive them, including better school performance, better health outcomes, and higher earnings as adults. But tax credits are only

effective if people know about and apply for them. Last fall, MCN's Minnesota Budget Project joined a wide array of organizations throughout Minnesota and the Department of Revenue to spread the word about the new state CTC, with particular attention to reaching families who don't regularly file income taxes because they aren't required to do so.

And that outreach was effective: as of June 26, 431,000 Minnesota kids have benefitted from \$536 million in state child tax credits. That's an average tax credit per family of \$2,488.

A guiding principle of the outreach is that nonprofits are trusted voices that are crucial in reaching families. To support nonprofits in this role, we developed online resources and a communications toolkit with information about the

CTC that nonprofits could use in social media and newsletters.

We also collaborated with long-time partners, Children's Defense Fund of Minnesota (CDF-MN) and Prepare+Prosper, in creating and implementing a robust communications plan united around the value that every qualified Minnesota family deserved to learn about the CTC and how to file for it. Rather than using policy-heavy language, we relied on reflections from Prepare+Prosper clients who receive free tax preparation, and from conversations with qualifying families hosted by CDF-MN, to shape how we describe and talk about the CTC.

With those values and goals, and a recognition that nonprofit partners needed an online resource to direct families to, we created ClaimYourMoneyMN.org that uses plain language, inviting photos of families, and resources from the Minnesota Department of Revenue. Important components include a button to convert the site to Spanish and resources available in multiple languages.

Partners and the Minnesota Budget Project then launched a statewide advertising campaign, targeting neighborhoods with the highest concentration of families that would qualify for the new tax credit, including billboards, transit ads, and digital ads.

While we saw exciting successes, the work is not done. We encourage nonprofits to join us in continuing to reach Minnesota families. The CTC campaign will continue next tax-filing season and will include information about a powerful new option for families to receive part of their CTC in multiple advance payments. Learn more at ClaimYourMoneyMN.org.

CLARITY, WITHOUT THE COMPLEXITY

Helping nonprofits achieve their mission through sustainable investment solutions.

Learn more at www.stonebridgecap.com



STONEBRIDGE
Capital Advisors

Nonprofit news & advancements



Suzanne Kelly was announced as chief executive officer of the Minnesota Council of Churches.



The Chronicle of Philanthropy welcomed a new editor at large, George Anders.



Vail Communities welcomed Kris Hennelly as director of clinical services and integrated partnerships, Femi Ogun as manager of Ramsey clubhouse, and Juli Stangler as director of development and marketing.



Dr. Carla Manzoni joined CLUES as director of arts and cultural engagement. Carla sits on MCN's board of directors.



Jumana Vasi joined The Minneapolis Foundation as thriving communities grantmaker program director.



Trevor Gervais joined West Central Initiative as chief financial officer.



The Women's Foundation of Minnesota welcomed Lorena Armstrong-Duarte as director of institutional partnerships and Lauren Kramer as senior partnership & events officer.



Former state auditor Rebecca Otto joined the Minnesota Firefighter Initiative as director of business affairs.

Stevens Square Foundation announced new board members, Anne Johnson, Jonathan Lips of LeadingAge, Jennifer Lundblad of Stratis Health, Rajean Moone of UMN, and Jane Newman of Abbott Northwestern Hospital.



Urban Homeworks welcomed Jamar Smith as housing stability director and Shane Wethers as finance & operations director.



Jenna Carter was named executive director of the Epilepsy Foundation of Minnesota.



Benny Roberts was appointed executive director of Hallie Q. Brown Community Center.



ServeMinnesota welcomed four board members, Jennifer Bartels of Big Brothers Big Sisters Twin Cities, Shelly Muñoz a teacher, Joseph Nayquonabe, Jr. of Mille Lacs Corporate Ventures, and Amy Walstien of Minnesota Business Partnership.



McKnight Foundation announced six staff promotions, Sarah Christiansen as director of strategic climate initiatives, Ben Goldfarb as director of strategic initiatives, democracy, media & policy, Elizabeth McGeeveran as vice president of investments, Neeraj Mehta as vice president of programs, Ben Passer as program director, Midwest climate & energy, and Tamara Wallace as governance liaison & executive assistant; they also welcomed Liz Olson as strengthening democratic participation senior program officer.



Cookie Cart announced Jacquelyn Carpenter as its new executive director.



Sahan Journal's board of directors named Vanan Murugesan as their next executive director.



Breaking Free welcomed four staff members, Ciarra Acosta as hearth connection advocate, Ayomide Adesanya as safe harbor advocate, Cristina Archila as development & marketing manager, and Kula Cokie as housing advocate.



Crisis Line and Referral Service welcomed Heather Stanley as executive director.



Reach for Resources promoted Hailey Haen to in-home supports manager.



Dustin Hertzog was named director of Focus Minnesota.

Celebrate your new staff and board members!

MCN members are invited to submit your staff and board announcements to ldunford@minnesotanonprofits.org.

Please include their name, title, and photo if available. MCN cannot guarantee all announcements will appear in *Nonprofit News*.

Minnesota 2024 legislative session recap



Marie Ellis

Public Policy Director

Pay transparency

First, a win! MCN was proud to support a bill requiring employers with more than 30 employees to disclose salary ranges in job postings. MCN required pay transparency on our job board starting in 2020. We received very little negative feedback and it is now the norm in Minnesota's nonprofit sector, which makes up 14 percent of the state's workforce.

Session overall

From MCN's perspective, the most notable thing that happened this session was the absence of something we've seen in recent years. Since 2022, when the FBI announced a massive fraud investigation into the nonprofit Feeding Our Future, we've seen proposed legislation emerge each session, which would impose burdensome and unnecessary restrictions onto nonprofits in misguided attempts to prevent fraud. Proposed changes included increased grant application and reporting requirements, restrictions on who can serve on nonprofit boards of directors, a salary cap on nonprofit executives' salaries, and more.

Disclosing salary ranges in job postings is important because:

- It signals to a job seeker that their expertise, talent, and contributions will be valued fairly;
- It is a critical step, among others, to create more equitable hiring practices. (While Minnesota has one of the highest rates of women participating in the workforce, the state is ranked 20th in gender wage gaps. Over a lifetime, the average woman in Minnesota loses \$447,960 in wages attributable to the gap, according to the Center on Women, Gender and Public Policy at the University of Minnesota's Humphrey School of Public Affairs. These numbers are more appalling for women of color.);
- It saves time and energy for employers and employees in the hiring process; and
- When employees feel valued and are compensated fairly, they are more motivated and productive.

The law will go into effect on January 1, 2025.

Remarkably, this year, no such legislation gained significant momentum. MCN attributes, in part, the successful outcome to a collective effort that resulted in increased lawmaker education by nonprofits. Many of you made valuable contributions to this education by sharing the great work of your nonprofits with legislators! Unfortunately, we saw no decrease in derogatory rhetoric towards nonprofits, and it's only ramping up. Some legislators told us they think government should be doing all the work nonprofits do. Others railed against state funding for nonprofits, stating incorrectly that there is no accountability for those dollars or that the state is just funding large executive salaries. They called for increased oversight while showing bipartisan misunderstanding about oversight currently in place.

We anticipate legislators will continue to state falsehoods and negative remarks about nonprofits, so stay tuned for new tools from MCN to help every nonprofit counteract those messages.



Providing
1:1
leadership
and
life coaching
year-round

Kim Keprios

KIM KEPRIOS, M.A.
Training & Development, Certified Executive,
Life & Well-Being Coach and Facilitator



WOMEN'S Wellbeing Life Coaching & Retreats

Join me for these upcoming retreats!
Learn more and register: kimkeprios.com



OCTOBER 23-25, 2024

Life Transitions:
Navigating the
Twists & Turns

JANUARY 8-10, 2025

New Year,
New Priorities:
Reflect & Reset

Both retreats will be held at:
Mount Olivet Conference & Retreat Center Farmington, MN
(group size is limited, register early)





Gallagher

Insurance | Risk Management | Consulting



You're on a mission. So are we.

Our mission is clear: to align with nonprofits of all sizes, scopes and services to provide proven and meaningful insurance and consulting insights and guidance.

Gallagher shares your values, understands your challenges and is committed to providing holistic solutions for nonprofits that help drive your mission forward.

CONNECT WITH US

▶ **Jack Duffy**
Area Senior Vice President
T: 847.529.9057
E: Jack_Duffy@ajg.com

▶ **Caleb Golberg**
Associate Consultant
T: 651.234.9327
E: Caleb_Golberg@ajg.com

Prioritizing community & cross-sector learning

Permission to give yourself a break Greater Minnesota Summit, 9/19

If you attended MCN's last in-person Greater Minnesota Summit, you'll remember standing in SMSU in Marshall, talking about the impending pandemic and speculating what the upcoming months would bring. What would fundamentally change? What would remain familiar?

Four years later, we have some answers, but also more questions. As nonprofits, we moved forward with missions that are the same, but in a world that looks different. Where do we lean into the new and where do we hold tight to the steady?



In planning the 2024 Greater Minnesota Summit, two themes emerged: Nonprofit leaders are some of the smartest, most resourceful people – we move our organizations forward and are enthusiastic, innovative, efficient, and unstoppable. And: We are tired. Nonprofit have always (and in all ways) been expected to do too much, but the pandemic and changing funding environments have pushed us beyond, and brought new, sometimes constant challenges.

Designed by our Greater Minnesota team for Greater Minnesota nonprofits, join us Wednesday, September 19 at Chase on the Lake in Walker for time to rest, recharge, and envision your mission, and its manifestation. You'll discover presenters from across the state, stunning lake views, great conversations, and time to prioritize YOU.

Don't miss the welcome Happy Hour the night before, September 18 from 7-8 p.m., for light appetizers and a drink ticket. Register for this event is separate.

Register: www.minnesotanonprofits.org/summit

Nonprofit + philanthropy cross-sector mosaic MCN & MCF Joint Annual Conference, 10/10 - 10/11

For the first time in 12 years, the Minnesota Council of Nonprofits and the Minnesota Council on Foundations are teaming up for a Joint Annual Conference.

This intentional partnership spotlights the best of Minnesota's charitable sector and showcases over 30-years of collaboration between the state's nonprofits and philanthropic communities.

The conference theme is Mosaic: Meaningful Collaboration in a Complex World. The layers inherent in a "complex world" are infinite. In our case, we acknowledge the multiplicity of layers in the relationship between funders and nonprofits—layers that when peeled back reveal joy and potential as well as tension and struggle. When we're aware of and willing to participate in this complexity the work of our sectors represents a mosaic come to life.



What will unfold over our time together? 54 breakout sessions, lunchtime peer roundtables, two keynotes, live music, the always uplifting Nonprofit Mission Awards Ceremony, a packed and buzzing exhibition hall, ample connection time, and opportunities to get creative and find quiet.

Join us in Saint Paul Thursday, October 10 and Friday, October 11 for two dynamic days during which you'll consider individual, organizational, and sector-based actions that can build connections, increase cooperation, and positively impact our state and its people. Let the cross-pollination begin!

Register: www.mnjointconference.org

Nonprofit summer reading list



Laura Dunford

Deputy Communications Director

Are you looking to spark new ideas, explore peer-discovered insights, and get a refresher on best practices?



Here are eight nonprofit reports and articles to add to your summer reading list that have been on our minds at MCN.



Nonprofit Digital Benchmarks Study 2024

from *M+R*

Annual data on nonprofit fundraising, advocacy, and marketing metrics across digital platforms.



Supporting Digital Accessibility

with *EARN*

Strategies identified by research as promising practices to help ensure digital accessibility in organizations.



Trust in Nonprofits and Philanthropy

from *Independent Sector*

How public trust in nonprofits has evolved and what it means for the future of philanthropy.



What Would Fiduciary Duty to the Community Look Like?

from *Nonprofit Quarterly*

“You can’t build wealth for BIPOC communities by continuing to extract wealth from these same communities that have faced multigenerational exclusion and extraction from our financial systems.”



Who’s Working From Home in Minnesota?

from *Federal Reserve Bank of Minneapolis*

Minnesota’s remote workforce has unique traits that set it apart from the overall working population.



10 Phrases to Set Boundaries at Work

from *CCF consultant Maria Rio*

Protect your boundaries and your peace with these 10 key phrases.



Beyond ‘Toughing It Out’: Mental Health in the Social Change Workplace

from *Stanford Social Innovation Review*

Cultivate new narratives and norms to better sustain long-term engagement with social change in your workplace.



Blocking the Backlash: The Positive Impact of DEI

from *Building Movement Project*

This report investigates the impact of diversity, equity, and inclusion on nonprofit staff and their organization using data from Race to Lead surveys.

Full reading list:

www.minnesotanonprofits.org/summer-reading-list.

Bank with the team that’s

committed to your success.

BREMER
BANK

Member FDIC

Bremer Bank understands that a strong banking partnership can make all the difference. **Put us to work for you at bremer.com**

Native-led nonprofit lifts up Indigenous voices to build connections and combat racism



John Wurm

Organizational
Development &
Engagement Director

Each year, nonprofits across Minnesota make incredible contributions to our state's high quality of life. The Minnesota Nonprofit Mission Awards were created specifically to honor these contributions. Since 1987, MCN has been showcasing the work of Minnesota's outstanding nonprofits through the Nonprofit Mission Awards in the categories of Innovation, Anti-Racism, Advocacy, and Responsive Philanthropy.

Voted by MCN member nonprofits, we are honored to celebrate the 2023 Mission Award recipient for Anti-Racism Initiative, Native Governance Center.

Founded in 2016, Native Governance Center (NGC) is a Native-led nonprofit organization dedicated to assisting Native nations in strengthening their governance systems and capacity to exercise sovereignty.

With a constituency of approximately 228,000 people, NGC supports 23 Native nations sharing geography with Mni Sota Makoce, North Dakota, and South Dakota, in addition to Native leaders and members of the public.

For many Minnesotans, stereotypes and untruths about Native people taught during our K-12 education — as well as the inclusion of Indigenous voices by media, pop culture, and government — have led to invisibility and the creation of damaging myths about Native people.

NGC's strategies for challenging prejudice and racism are unique. In 2022, Native Governance Center created a new short video series, Wings with Wayne, that bridges the gap between outdated learnings and real Indigenous narratives.

A spoof on the popular YouTube series Hot Ones, each episode featured former executive director Wayne Ducheneaux II and Indigenous changemakers to explore what sovereignty means to them.

Native Governance Center also hosts several free events

each year that are thought-provoking and educational. The organization sees the value of having hard conversations, prioritizing topics that will engage a variety of viewpoints. Previous event topics include blood quantum, Indigenous representation, and appropriate terminology. NGC's event panels feature Native leaders from a variety of sectors, showcasing that Native people are still here and thriving.

NGC's online resource library, featuring beginner-friendly videos and publications, focused on taking action, reached more than 59,000 people in 2022.

The library includes popular guides to land acknowledgment and beyond land acknowledgment, which have been cited and used by thousands of individuals around the world and featured by USA Today, CNN, the Star Tribune, Stuff You Should Know, and MCN.

Native Governance Center is committed to advancing pluralism and inclusivity by creating programming that embodies its value of "be a good relative." They believe that all of us have a role to play in helping Native nations thrive. When Native nations succeed, surrounding communities succeed, too.



Watch Native Governance Center's Mission Awards video:
www.youtube.com/watch?v=i95ATJ0aL8U

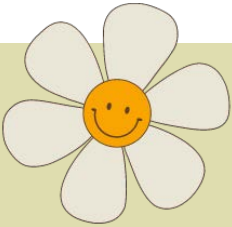
The Minnesota Council was pleased to present the organization with the 2023 Minnesota Nonprofit Mission Award recipient for Anti-Racism Initiative.

Learn more about Native Governance Center:
www.nativegov.org.



Minnesota Council of Nonprofits
2314 University Avenue West, Suite 20
St. Paul, MN 55114 -1802
Address Service Requested

Update your record with MCN
by emailing info@minnesotanonprofits.org.



Minnesota Budget Project

Celebrating eight years with Capitol Pathways

Since 2016, the Capitol Pathways internship program has been opening doors to policymaking and public service for the next generation of Black, Indigenous, and people of color (BIPOC) leaders. Capitol Pathways has provided students enrolled in Minnesota’s two- or four-year colleges or universities with legislative and career readiness training alongside immersive, hands-on, paid internships during the legislative session.

This year marks the Minnesota Budget Project’s eighth year as a nonprofit host of the Capitol Pathways internship program. As a nonprofit host, the Minnesota Budget Project supports our Capitol Pathways interns in building meaningful relationships in and around the Capitol, gaining experience with policy and government career paths, and increasing their understanding of the legislative process.

We welcomed our Capitol Pathways intern this spring, Kelven Kai Manuel, who brought his bright energy and economic expertise to our team. During his internship, Kelven wrote blogs that spotlighted stories of families impacted by the nation-leading Child Tax Credit and lifted up the learnings from a comprehensive report on federal corporate tax law.



Capitol Pathways intern Kelven Kai Manuel with Attorney General Ellison.

The 2024 Capitol Pathways program concluded June 6, with 40 students and 39 host organizations celebrating our collective accomplishments towards broadening access to policymaking.

With Minnesota’s current state legislature being only 17 percent lawmakers who are Indigenous and/or

people of color, more partnerships between nonprofits and programs like Capitol Pathways are essential in building a better future for Minnesota where diverse voices are heard and represented at the table.

We encourage more nonprofits leaders to start planning ahead and join us as Capitol Pathways hosts. Start preparing your 2025 budgets now to make a meaningful impact. Learn more: www.citizensleague.org/projects/minnesota-capitol-pathways.

