

NONPROFIT NEWS

Community in Grief

"Weave a web of reciprocity...through
unity, survival"

Showing up as human-centered
workplaces in times of crisis

Shine the light on your professional development

How nonprofits can speak out
and stay compliant

Action alert: ask state policymakers
to boldly protect Minnesotans

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Letter from MCN's President & CEO

“Weave a web of reciprocity, of giving and taking. Through unity, survival.”

The title is a quote from Robin Wall Kimmerer's book, Braiding Sweetgrass.

To grieve is human. It is part of how we metabolize devastating loss. Grief feels visceral and uncontrollable—a tightening in the chest that seeps into our bodies, our minds, our spirits. It may soften with time, but it lingers. It changes us.

Right now, Minnesotans are grieving.

We grieve for the loved ones of Renee Nicole Good, Julio Cesar Sosa Celis, Alex Pretti, and Liam Conejo Ramos. We grieve for humans detained, deported, or torn from their families and communities despite constitutional protections, legal status, and no criminal history. We grieve livelihoods lost. We grieve communities altered in ways that cannot be undone. For some, grief is still quiet, not yet fully formed. But it waits—threading itself between fear, anger, disbelief, and resolve.

And yet, even in collective trauma, Minnesotans have chosen community over fear.

We have chosen to protect our most vulnerable neighbors, friends and strangers alike. We have chosen care over cruelty. We have chosen to reject violence, dehumanizing rhetoric, and greed. We have chosen peaceful resistance over blind obedience, freedom over oppression.

Grief may not be a choice, but what we do with our grief is.

Through our grief, Minnesota has chosen hope. We have chosen reciprocity and mutual care that flows in all directions. The kind of reciprocity that asks not only “What do I need?” but also “What can I give?” In our nonprofit sector, we see this every day: food shelves that feed families while neighbors volunteer their time; legal clinics that protect rights while communities raise funds to sustain them; mutual aid networks that move resources with dignity, not charity. Giving and receiving. Protecting and being protected.

This is who we are.

We are the state of Paul Wellstone, who reminded us that

“we all do better when we all do better.” We are the state of Prince, who declared that “the revolution” would begin here—not as spectacle, but as transformation rooted in creativity, courage, and community. We are the home of neighbors who shovel each other's sidewalks without being asked, of congregations that open their doors in sanctuary, of organizers who show up again and again because we know care is relational, not transactional.



Nonoko Sato

President & CEO

Reciprocity is not passive. It is an active weaving. Every act of solidarity is a strand. Every nonprofit that stands firm in our values and mission is a knot tied tight against unraveling.

I do not know exactly where we go from here. Rebuilding will be hard. We will continue to grieve. But I do know this: through our grief, we will become stronger.

We will document this moment. We will learn from our history. We will share our stories and truths because we must be the ones to define this moment, who we are, and who we will be. We will not accept the selective history of those who seek to erase or distort for their own personal gains.

These webs of community at interpersonal and systemic levels matter—and are planting even more seeds and foundations for what's to come: a more just and equitable Minnesota where everyone has what they need to live and thrive. That is our work as nonprofits, as neighbors, as community members. That is the work of a state that understands survival is collective.

I am proud to be Minnesotan. Proud to be part of a sector rooted in care. Proud to stand within this reciprocal network of people who understand that giving and receiving, protecting and being protected, grieving and hoping are all part of the same weave.

We love you, Minnesota.

In community,

Showing up as human-centered workplaces in times of crisis



Kari Aanestad
Vice President

We expect a lot of the nonprofit sector (a small but mighty 13 percent of Minnesota's total workforce): solve food insecurity, bridge education gaps, overcome housing inequities, and so on.

While it's always been important to take care of our people doing the work, the last month has been exceptionally hard for those

of us whom Mr. Rogers calls "The Helpers."

Nonprofits hold power as employers, and our internal policies and practices matter. *How* we do the work matters as much as *what* we do.

MCN's north star is to create a healthy and just society with solutions driven by people most impacted by systemic inequities and implemented in part* by a nonprofit workforce that is supported and sustainable (*in part because this work is going to take all of us, not just nonprofits).

MCN is sharing how we've been approaching internal decision-making lately—not to suggest that we're perfect (we're not) or that one size fits all (you know what's best for you)—but rather to offer ideas for when times of high stress can hinder creative thinking.

1. Develop protocols.

As federal law enforcement operations continue to wreak havoc on Minnesota communities, nonprofits have had to adjust programmatic offerings and operations to keep constituents and staff safe and grounded in their constitutional rights. Clear guidelines for internal protocols on how to navigate the presence of federal agents at nonprofit work sites provide staff with clear direction in navigating high stress, uncertain, and unprecedented situations. [Access MCN's compiled resources here](#). We have also published a [template policy for federal law enforcement encounters at your office space](#).

2. Offer hybrid or remote work.

Many of us have pivoted since COVID to create flexibility in where and how our work happens, a

privilege that not all nonprofits have. For a variety of reasons (i.e., [countless public reports surfacing of federal agents racially profiling individuals in Minnesota](#)), it is unsafe for some of our staff to commute into work. Where possible and practicable, we've been exploring flexible work arrangements that prioritize staff safety alongside business needs and mission impact.

3. Direct help through Employee Assistance Plans (EAP).

If your organization already offers an EAP, it might be time to remind your staff about this benefit and what is included. EAPs can offer a broad range of services from individual and family therapy, financial coaching and investment advising, legal services, and more. If you don't currently offer an EAP, [MCN members can access EAP services starting at \\$560/year](#).

4. Implement "If *stuff* hits the fan" (SHTF) coding.

I once heard someone describe work as water—it fills whatever space is available. During the pandemic I started color coding work plans and to-do lists:

- Green = Must Do (significant impact on mission and/or business);
- Yellow = Nice to Do (could be put on a shelf and done later);
- Red = Cut if SHTF.

This practice forces clarity on true priorities and is tremendously helpful in building sustainability for longer-term work. Give yourself (and team members) permission to define and focus on priorities and let other work go.

5. Offer values-forward internal communications.

Effective, transparent, and values-forward communication from employers to their staff can foster alignment around goals, build trust, and open pathways to feedback and information-sharing (which can ultimately drive better decision-making).

It's a wild time to be alive and working, and if you hold a leadership role in a nonprofit, you're probably holding a lot more than you've ever had to hold.

On behalf of communities across Minnesota and beyond, thank you for the role you hold and the work you do.

Courage within the lines: How nonprofits can speak out and stay compliant



Halla Henderson

*Public Policy and
Research Director*

To say our communities have experienced stress or fear over the last year would be an understatement. From funding freezes and government shutdowns, to immigration enforcement on our streets, Minnesotans and the nonprofits that serve them have navigated uncertainty as a daily reality.

For nonprofits, moments like these force a difficult question:

How do we speak publicly about the harm our communities are experiencing without putting our work at risk?

1. Know the bright line: nonpartisanship.

501(c)(3) nonprofits are legally allowed to participate in advocacy but must remain nonpartisan. Nonprofits may not endorse or oppose candidates, political parties, or intervene in elections. That is partisan activity, and that line is firm. But remaining nonpartisan does not mean remaining silent. Legal, nonpartisan activities include issue advocacy, speaking up about the issues central to your mission—hunger, housing instability, access to healthcare—and the policies that help or hinder our communities. Just ensure your messaging is about the issue, not the people running on it. Nonpartisanship is not a muzzle; it provides clarity.

2. Anchor your voice in mission and values.

Nonprofits do not need to respond to every headline. Instead, find the throughline between purpose and the moment. If social safety nets are cut, what does that mean for food shelves or housing providers? When communities do not feel safe leaving home, what does that mean for schools, clinics, or cultural institutions? Follow the bright line of nonpartisanship by speaking about how your mission is being impacted. To reduce risk and share responsibility, coalitions and joint statements can be a strong tool to amplify impact.

3. Understand what is legally permitted.

Educating policymakers, sharing research, elevating community stories, and engaging in limited lobbying are allowed; endorsing or opposing candidates is not. While there may be hesitancy within your organization to engage

in advocacy for a number of reasons, know that your right to nonpartisan advocacy is unlimited.

Here are a few resources to help your nonprofit speak out, advocate, and stay compliant:

- **Upcoming event** [Advocacy 101: Easy and Effective for all Nonprofits](#): learn how advocacy can further your mission and the sector as a whole (April 8, virtual).
- [How to start public policy work](#): step-by-step guide to get started with advocacy internally and externally.
- [How to effectively meet with state legislators](#): build your confidence, get prepared, and reach your goals.
- [Advocacy check-up](#): assess your compliance with federal and state advocacy requirements.
- [Letter to the editor and op-ed best practices](#): helpful ways to influence public discourse and bring visibility to issues impacting your mission.
- [Understanding the impact of federal decisions](#): the latest news, resources, and calls to action related to the federal government.

Here's the good news—nonprofits are speaking out and leaning into advocacy. Whether advancing or opposing mission-connected legislation, joining coalitions, or organizing with community, nonprofits are clear: we are not bystanders. Maintaining our voice is not a liability, but an engine to produce change.

Free legal services for nonprofits

Nonprofits are navigating increased scrutiny and evolving compliance requirements, executive actions that impact funding and operations, and now, interactions with federal law enforcement.

To help you meet this increasing need for legal support without the high-cost barrier, MCN and LegalCORPS have partnered to offer the *free* [Nonprofit Legal Services Initiative](#), featuring:

- **Nonprofit Legal Help Desk**: real-time legal support with referrals to resources and counsel.
- **Legal Resource Library**: information to ensure compliance and protection of your nonprofit's legal rights.
- **Compliance Support**: a compliance assessment to ensure legal standards and best practices.

[Get started with free legal support >>](#)

People-centered policy approach is essential as Minnesotans face health care threats



Laura Mortenson
Communications Director, Minnesota Budget Project

Our communities are struggling. As nonprofits, we see up close just how many people in our communities do not have all they need to care for their families, to get and stay in the workforce, or to thrive.

Critical to our basic needs is being able to see a doctor, pay for medications, and manage chronic health issues. But for too many Minnesotans without affordable health insurance

through their workplace, that basic level of health care is at risk, if not already out of their hands. The federal reconciliation law, H.R. 1, creates huge tax cuts that primarily benefit wealthy people, dramatically increases funding for immigration enforcement and detention, and pays for these changes in part by making massive funding cuts and harmful policy changes to Medicaid.

Medicaid is the nation’s largest health insurance provider and is a shared responsibility between the federal government and states. In Minnesota, Medicaid is called Medical Assistance, or MA, and it allows people of all ages to get the care and services they need when they need them. Nationally, H.R. 1 cuts Medicaid by \$1 trillion over 10 years, taking away health care coverage and raising out of pocket costs for everyday Americans. If our state policymakers do not act, the state estimates that as many as 140,000 Minnesotans will lose their health care coverage. In the first four years, the state estimates it will lose approximately \$1.4 billion in federal funding.

Since the passage of H.R. 1, the Minnesota Budget Project and our partners have called on Minnesota policymakers to prevent increased hardship when they respond to these unprecedented federal cuts and policy changes.

In health care, that means taking a person-centered approach to grappling with the new federal requirements and adjusting the state’s health care services

to meet Minnesotans’ needs.

MCN and the Minnesota Budget Project are part of This Is Medicaid, a large statewide coalition of health care service providers and advocates united under the belief that Minnesota is stronger when people are healthy.

Among our 2026 legislative session priorities is ensuring Minnesotans continue to have fair and just access to the health care they need. For example, as the state implements harmful new federal work reporting requirements, the new rules shouldn’t cause eligible people to lose their health care through burdensome paperwork and technical barriers. H.R. 1 directs states to implement these new requirements by January 2027. Estimates show at least 320,000 Minnesotans are likely to be subject to them, even though most of these folks are already working, in school, caregiving, or have health issues that limit their ability to work.

So much of the work nonprofits do is directly tied to whether people have a safe place to live, are economically secure, and can afford health care for themselves and their families. Minnesota policymakers cannot take a timid approach—too much is at stake. Nonprofits are important voices in calling on our representatives to seek health care policy solutions that first and foremost ensure Minnesotans who need affordable care, can get it, regardless of who they are or where they live.

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Nonprofit news & advancements



The Minnesota Council of Nonprofits welcomed Jesse Chang as program director.



Grace Mayo joined Harm Reduction Sisters as their first director of development.



Guild Services named Peter Knoll, Doug Foote, and Carissa Skorczewski to their board of directors.



Patina Park joined North American Traditional Indigenous Food Systems as its first-ever chief operating officer.



Recovery Community Network welcomed Mo Sahal as peer recovery specialists (Somali focus).



The Lloyd K. Johnson Foundation board of directors elected two new members, Sarah Jorgenson Hallberg of the Java Moose Espresso Café and Alyssa Hedstrom of the Grand Marais Family Dentistry.



Nicole M. Watson joined The Minnesota Museum of American Art as director of exhibitions and collections.



The Animal Humane Society announced three new board members, Nikki Leighton, Nic Pifer, and Beth Thiebault.



Michaela Neu was promoted to executive director of the Green Cities Accord; Andy Warczak was elected board chair.



One Day At A Time welcomed David Doppler as outreach and case manager and new board member Timothy Williams.



MCN's president and CEO, Nonoko Sato, joined the board of the National Council of Nonprofits.



Lifeworks welcomed three board members, Chad Bigalke and Leah Henrikson of Securian Financial Group, and Mary Currier of Allianz Technology of America.



MICC (Minnesota Independence College and Community) welcomed Melissa Hudson as director of programs.



Make-A-Wish Minnesota welcomed team members Emily Greene as medical outreach manager, Sierra Lyon as manager of corporate partnerships, Jennifer Stephan as office coordinator, and board members Sara Daggett of Minnesota United FC, Greg Duppler of Cedar Lake Marketing Corporation, Melissa Ostrom of Xcel Energy, Marie Suesse of Varde Partners, Mark Vaupel of Hormel Foods, and Christine Wiegert of HDR.

The Minnesota Forestry Association celebrated its 150th anniversary this year.



Groundbreak Coalition announced four new team members, Melvin Carter as interim senior advisor, Drinal Foster as chief impact officer, Gwen King-Lunde as executive administrator and operations coordinator, Mike LaFave as chief of staff, and Eric White as chief investment officer.

Godwin Kasongoma joined the Minnesota Budget Project as intern.



Onward announced Jim Nelson, retired attorney, as board president, and new members Ben Fredericks-Manion of Bold Orange,

Pam Hursh, Courtney Poja of Cornerstone Advocacy Service, Nicholas Rogers of Medica, and Tom Thai of Salesforce.



LeaderWise announced Drew Benson as executive director, Emilie Boggis as team lead for leadership development, and Kelly Jordan as team lead for assessment.

Celebrate your new staff and board members!

MCN member organizations are invited to submit your staff and board announcements to [Laura Dunford](#).

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

Shine the light on your professional development

Don't put your personal and professional growth on the back burner. MCN is here to help you sharpen your skills and discover new ideas. These opportunities, and many more, will increase your confidence in taking on new challenges and expose you to fresh ideas and trends to help you stay current and adaptable in our rapidly changing sector. [View all MCN's upcoming trainings.](#)



VIEW ALL

FOCUS ON...

Sustainable and secure finances

Discover new finance resources, uncover practical tools, and expand your knowledge at the [2026 Nonprofit Finance Conference](#), April 23 in Minneapolis (in-person for the first time in seven years!).

Dive into learning objectives that match your nonprofit's financial priorities, including:

- New and proven strategies to ensure **strong, healthy financials**.
- Inspiration to cultivate **human-centered financial systems**.
- Case studies on the best ways to **protect your mission**.
- How to strengthen your **finance leadership skills**.
- Spaces to **engage with peers** on shared challenges.
- And so much more!

[2026 Nonprofit Finance Conference >>](#)

FOCUS ON...

Inclusive and emotionally-intelligent HR

The [Re\(Human\)ized Resources series](#), March - April, follows the employee life cycle—anchored in equity, emotional intelligence, and human-centered systems.

Each 60-minute workshop functions as both part of a progressive learning journey and as a stand-alone session, exploring:

- How equity and inclusion apply across all stages of the **employee life cycle**.
- Practical tools to embed **equity, emotional intelligence, and transparency** into HR systems.
- Strengthen your ability to **coach, evaluate, and lead teams** through equitable practices.
- Commit to actionable steps that advance **belonging and accountability** within their organizations.

[Re\(Human\)ized Resources series >>](#)

FOCUS ON...

Resilient and equitable leadership

In turbulent times, strong leadership development is not a luxury, it is a strategic necessity. Invest in yourself and your organization at the [2026 Nonprofit Leadership Conference](#), May 21 in Minneapolis.

Sessions will help you cut through the noise, including:

- How to **build trust, communicate effectively, navigate conflict, and cultivate healthy cultures**.
- Sustaining leadership and organizations through **self-awareness and healing-centered practices**.
- **Direction-setting and change management**.
- Engaging communities and **sharing power for collective impact**.
- How data, evaluation, and technology can support **ethical decision-making**.

[2026 Nonprofit Leadership Conference >>](#)

FOCUS ON...

Legal and compliance best practices

A free monthly workshop, March - June, [Nonprofit Compliance: Legal Requirements and Best Practices](#), will sharpen your knowledge on the state and federal requirements to maintain your tax-exempt status and safeguard your mission.

Presented by MCN and LegalCORPS, this workshop covers legal best practices perfect for leadership and board members, including:

- Essential **legal requirements** for nonprofits and private foundations.
- Resources to support **effective, compliant governance**.
- Refresh your knowledge of the **nonprofit legal landscape**.

[Free Nonprofit Compliance series >>](#)

Action alert: ask policymakers to boldly protect Minnesotans

Join your colleagues in nonprofit organizations across Minnesota calling on our state policymakers to protect and expand critical public services as the state responds to the massive and harmful federal law known as the One Big Beautiful Bill and other federal actions.

Nonprofit organizations are bracing for the full impact of funding cuts and harmful policy changes to Medicaid and the Supplemental Nutrition Assistance Program (SNAP), as well as federal cuts to affordable health insurance, education, housing, and other public services that Minnesotans count on in every one of our communities.

Sign-on opportunity: [Please join us by asking Minnesota policymakers to take a bold approach to prevent increased hardship across the state](#) in the aftermath of these unprecedented federal cuts and policy changes, as well as anticipated future state budget shortfalls.

The state needs to step up for Minnesotans who the federal government would leave behind. And we need state revenues to do that. We know that Minnesota is a state of abundance. And we also know that we all benefit when everyone has what they need to thrive, no exceptions.

To learn more and connect, visit our Together We Rise Minnesota website. Plus, [subscribe to the Minnesota Budget Project newsletter](#) for the latest updates.

Spread the word: Child Tax Credit eligibility

Last year, the Minnesota Budget Project joined with other advocates and Governor Tim Walz to promote the state's powerful Child Tax Credit, which puts up to \$1,750 per qualifying child into the pockets of families for things like groceries, rent, school supplies, and other essentials needed to raise thriving children.

For the 2024 tax year, close to 462,000 children have benefited from more than \$580 million in Child Tax Credits received by families across the state. And for the first time last year, around 17,000 families chose an innovative advance payment option to receive part of their Child Tax Credit on a schedule that better fits their budgets.

Tax credits are one way we care for our communities by boosting the incomes of individuals and families living paycheck to paycheck. All of us benefit when everyone has what they need to thrive.

Are your nonprofit's participants eligible? This year, with the tax-filing season well underway, we're trying to reach even more Minnesotans, especially potentially eligible people and folks who don't regularly file income taxes, to ensure they know about tax credits and how to file for them.

Please help us spread the word about this powerful tax credit for families, using our [Child Tax Credit toolkit](#).

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Closing the racial homeownership gap, one family at a time



John Wurm

Organizational
Development and
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, and Advocacy.

Voted by MCN member nonprofits, we are honored to celebrate the 2025 Mission Award recipient for Anti-Racism Initiative, [Neighborhood Development Alliance](#).

For decades, systemic discrimination has excluded communities of color from homeownership, a key driver of generational wealth. Minnesota has one of the nation's largest racial homeownership gaps, disproportionately impacting Latino, Black, and immigrant families.

Neighborhood Development Alliance (NeDA) is a nonprofit committed to closing this racial homeownership gap and fostering financial empowerment in underserved communities. Serving low- to moderate-income BIPOC households and seniors, NeDA confronts inequity head-on with an approach that empowers individuals through knowledge, advocacy, and opportunity.

NeDA's initiatives include HUD-certified homebuyer education, foreclosure prevention counseling, and financial coaching tailored to the unique needs of diverse households.



Community members attend NeDA's HomeStretch workshop.

Their lending arm, Centro de Finanzas, is a certified Community Development Financial Institution, ensuring

that historically marginalized communities can access fair and affordable mortgage products. Additionally, their real estate development projects increase the supply of entry-level homes, making homeownership attainable for more families.

Beyond direct services, NeDA is a vocal advocate for systemic change. They collaborate with policymakers, community leaders, and partner organizations to influence housing policies that promote equity. By amplifying the voices of people most affected, they challenge discriminatory lending practices and push for long-term solutions to racial disparities in housing.



[Watch NeDA's Mission Award video.](#)

NeDA's work has had a profound and measurable impact on Minnesota communities, particularly in closing the racial homeownership gap and advancing financial stability for BIPOC households. The organization services over 1,000 individuals annually through their homebuyer education, financial coaching, and lending services, and their foreclosure prevention efforts have been instrumental in stabilizing communities. In 2023, 40 households facing financial hardship received foreclosure counseling, with 75 percent successfully avoiding foreclosure and remaining in their homes.

The cumulative impact of NeDA's work is clear: higher homeownership rates, reduced financial disparities, and stronger, more resilient communities. By addressing the root causes of housing inequities, they are not just creating homeowners; they are transforming lives, stabilizing neighborhoods, and ensuring that families of color have the same opportunities to thrive as their white friends and neighbors.

As a result of this work, MCN was pleased to present the organization with the [2025 Minnesota Nonprofit Mission Award for Anti-Racism Initiative](#).

Learn more about [Neighborhood Development Alliance](#).

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|-----------------|---|-----------------|---|
| March 18 | Intermediate Grantwriting
9 a.m. - 12 p.m. Noon Virtual | April 16 | Nonprofit Compliance: Legal Requirements and Best Practices
3 p.m. - 4 p.m. Virtual FREE Reoffered 5/18 ; 6/11 |
| March 19 | Emotionally-Intelligent Communication and Engagement
1 p.m. - 2 p.m. Virtual | April 23 | 2026 Nonprofit Finance Conference
7:30 a.m. - 4:30 p.m. In-Person, Minneapolis |
| March 19 | Values-Aligned Governance and Accountability with Your Board
1 p.m. - 13 p.m. Virtual | April 28 | From Awareness to Action: Breaking Workplace White Supremacy Culture
9 a.m. - 12 p.m. Noon Virtual |
| March 24 | Effective Survey Design
9 a.m. - 12 p.m. Noon Virtual | April 29 | Grantwriters Incubator
9:30 a.m. - 11 a.m. Virtual FREE Reoffered: 9/9 ; 11/4 |
| March 25 | Advanced Boundary Setting with Staff
9 a.m. - 11 a.m. Virtual | April 29 | Leading Change & Building Equity-Centered Culture
1 p.m. - 2 p.m. Virtual |
| March 31 | Intro to Individual Donor Development
1 p.m. - 3 p.m. Virtual | April 30 | Crisis-Ready Communications: Planning for the Unplanned
9:30 a.m. - 11:30 a.m. Virtual |
| April 1 | Equitable Performance & Talent Development
1 p.m. - 2 p.m. Virtual | May 5 | Intermediate Individual Donor Development
10 a.m. - 12 p.m. Noon Virtual |
| April 2 | Intro to State Grantmaking in Minnesota
9 a.m. - 12 p.m. Noon Virtual | May 6 | Beginning Grantseeking
1 p.m. - 4 p.m. Virtual |
| April 8 | Advocacy 101: Easy and Effective
10 a.m. - 12 p.m. Noon Virtual | May 7 | Skillfully Managing Uncertainty and Intergenerational Influence at Work
1:30 p.m. - 3:30 p.m. Virtual |
| April 15 | Practical Leadership Essentials: Cultivating Thriving Supervisory Relationships
8:30 a.m. - 12:30 p.m. In-Person, St. Paul | May 12 | Event Planners Incubator
1 p.m. - 2 p.m. Virtual FREE Reoffered 8/11 ; 11/10 |
| April 15 | Compensation, Recognition & Retention
1 p.m. - 2 p.m. Virtual | May 21 | 2026 Nonprofit Leadership Conference
7:30 a.m. - 4:30 p.m. In-Person, Minneapolis |