



Thursday, May 21, 2026
McNamara Alumni Center

2026
Nonprofit
Leadership
Conference



www.minnesotanonprofits.org/leadership-conference

MINNESOTA
COUNCIL OF
NONPROFITS

Welcome, Nonprofit Leaders!

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Wifi Access

Use the network: UofM-Guest (no password required).

Sensory Room

Location: Gateway Room | 7:30 a.m. - 4:30 p.m.

Located next to Registration, the Sensory Room is designed to provide you with calm, focus, and comfort. A range of tools are available to assist with sensory sensitivities and the space itself has dim lighting and a mixture of seating. Please enter with respect for those who are already in the room. You may stay as long as you like.

Exhibitor Hall

Location: Memorial Hall | 7:30 a.m. - 4:30 p.m.

Stop by the Exhibitor Hall to meet nonprofit vendors ready to support your work with their expertise and tools. [See page 14](#) for a full list of conference exhibitors.

Community Mural

Location: Hallway between Johnson Great Room and University Hall; find it in Memorial Hall after lunch.

Take part in a community mural celebrating nonprofit leadership. Draw or write your response to the prompt, and watch as the mural comes to life throughout the day. Designed by artist Miska Abdel-Magid.

Share Your Experience

Tag us on social media! You can find MCN on Instagram, LinkedIn, and Facebook, @minnesotanonprofits.

Breakout Session Room Capacity

Please arrive early to breakout sessions as seating is limited and available on a first-come, first-serve basis. To comply with fire and safety regulations, please do not move chairs into a room. If a session is full, you may stand in the room or attend another session. Session materials will be available following the event in the [Conference Download Center](#).

Event Inclusivity

MCN is committed to creating a welcoming event, free from harassment or bullying, that is inclusive for everyone to participate. Please help us to nurture a space where everyone feels included and where civility grows. Please let MCN staff know if you experience anything that needs our attention.

Download Conference Materials

Continue your learning after today's conference. Scan the QR Code or [visit the conference website to access the Download Center](#) with the digital conference program, and session PowerPoints and handouts.



Dietary Restrictions

If you noted specific dietary needs in your registration, place the slip of paper you received in your name tag on the table at lunch and servers will bring your alternative entrée. **Please note that all meals are gluten free.**



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Conference Schedule



7:30 a.m. – 8:15 a.m. Registration Opens; Breakfast Memorial Hall

8:15 a.m. – 9:45 a.m. Main Stage Welcome & Keynote Memorial Hall
Welcome with Nonoko Sato, president & CEO of the Minnesota Council of Nonprofits.

Keynote: Leading with Clarity, Courage, and Cultural Authenticity in Times of Upheaval; see full keynote description on page 5. Featuring Irma Márquez Trapero, CEO of LatinoLEAD, Francisco E. Segovia, executive director of COPAL, Ryan Vasquez, executive director of Minneapolis Highrise Representative Council, and moderated by Ana Mariella Rivera, owner and principal consultant at Ana Rivera Corporation.

10:15 a.m. – 11:15 a.m. Round I Breakout Sessions

Advocacy Isn't Optional: The Risk of Playing It Safe University Hall
Bridging Divides: Leadership Skills for Polarized Times Johnson Great Room
Cultivating a Purpose-Driven Culture of Learning and Evaluation Ski-U-Mah Room
Follow the Leader: Leading After Founders Thomas Swain Room
Unlearning Urgency: Somatic Leadership for Collective Care Minnesota Room
Wellness Wins: Boost Culture Without Busting Budgets Heritage Gallery

11:30 a.m. – 12:30 p.m. Round II Breakout Sessions

AI for Professional Growth: Equitable, Future-Ready Career Paths Johnson Great Room
Leadership Transitions for the Rest of Us Ski-U-Mah Room
Let Your Heart Speak: Bold Leadership Roots Heritage Gallery
Managing Up, Down, and Sideways: Nonprofit Leadership Skills University Hall
Rethinking "Best Practices:" Creating More Equitable Volunteer Systems Thomas Swain Room
Visible Healing: Redefining Strength in Leadership Minnesota Room

12:30 p.m. – 1:45 p.m. Lunch, Greeting & Entertainment Memorial Hall
During lunch, enjoy entertainment from Secret Rivers, Of What Future Are These The Wild, Early, Days?
See page 9 for more information.

2 p.m. – 3:15 p.m. Round III Breakout Sessions

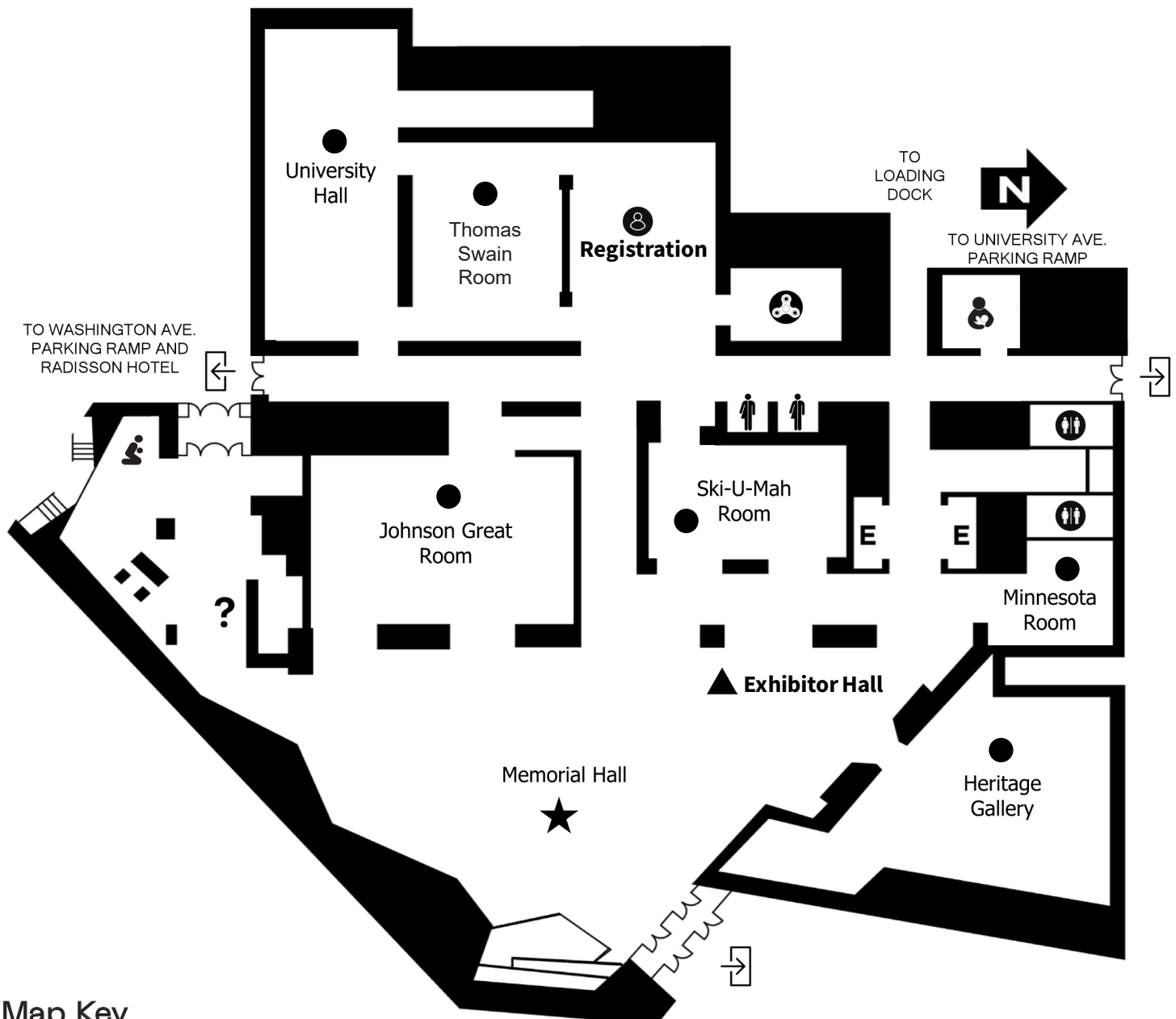
Centering Leadership: Aligning Body, Heart, and Head Wisdom University Hall
Design the Future: Future-Focused Change Practices Heritage Gallery
Leading from the Middle: Designing How We Work Ski-U-Mah Room
Not Just a Seat: The TABLE as a model for community-driven engagement Minnesota Room
The Science of Healing: Using Data to Build Emotionally Intelligent & Community-Centered Orgs Thomas Swain Room
Think Like a Founder: Entrepreneurial Tools for Nonprofit Leaders Johnson Great Room

3:30 p.m. – 4:30 p.m. Round IV Breakout Sessions






Better Together: The Power of Co-Leadership Thomas Swain Room
Beyond Attendance: Using Human-Centered Design to Drive Board Engagement University Hall
Civic Engagement 101: Leading from Where You Sit Ski-U-Mah Room
Leading the Change to a successful 32-HR Workweek Heritage Gallery
Six Generations, One Mission: Communication that Connects Johnson Great Room
Transforming Land, Water and Systems through Dakota Values Minnesota Room

4:30 p.m. Adjourn

Conference Map



Map Key

- | | |
|--|--|
| <ul style="list-style-type: none">  All Gender Restroom
The All Gender Restroom can be found next to the Ski-U-Mah Room.  Breakout Session Room  Entrance / Exit  Exhibitor Hall  Main Hall (Breakfast, Keynote, and Lunch)  McNamara Information Desk | <ul style="list-style-type: none">  Nursing Room
The Big Ten Room (toward the University Avenue Parking Ramp exit) is the Nursing Room.  Prayer Room
There are designated spaces for prayer by the McNamara Information Desk.  Registration  Restroom  Sensory Room |
|--|--|



Conference Keynote

8:15 a.m. – 9:45 a.m.



Leading with Clarity, Courage, and Cultural Authenticity in Times of Upheaval

Location: Memorial Hall

Kick start the morning with a Main Stage Welcome from Nonoko Sato, president & CEO of MCN, followed by today's energizing keynote, *Leading with Clarity, Courage, and Cultural Authenticity in Times of Upheaval*.

Our keynote brings together an all-Latine panel of nonprofit leaders at a moment of profound challenge and possibility.

As communities across Minnesota continue to experience the impacts of federal immigration enforcement and anti-immigrant rhetoric, these leaders reflect on how cultural identity, lived experience, and collective values shape the way they lead.

Panelists will explore how leaning into cultural authenticity strengthens leadership clarity, grounds decision-making, and sustains people through crisis and change.

The conversation will examine human-centered leadership, community solidarity, and the responsibility leaders carry to nurture the next generation.

Together, this dialogue offers insight into how care, courage, and cultural wisdom can guide our nonprofit leadership toward healing, rebuilding, and a more just future.

Keynote Speakers



Panelist **Irma Márquez Trapero**, CEO of LatinoLEAD



Panelist **Francisco E. Segovia**, executive director of COPAL



Panelist **Ryan Vasquez**, executive director of Minneapolis Highrise Representative Council



Moderator **Ana Mariella Rivera**, owner and principal consultant at Ana Rivera Corporation.

Don't miss the Community Mural!

Location: Hallway between Johnson Great Room and University Hall; find it in Memorial Hall after lunch.

Take part in a community mural celebrating nonprofit leadership. Draw or write your response to the prompt, "What leadership choices are guiding the direction and impact of your community," and watch as the mural comes to life throughout the day.

Designed by artist Miska Abdel-Magid.

Round I Breakout Sessions

10:15 a.m. – 11:15 a.m.



Advocacy Isn't Optional: The Risk of Playing It Safe

Location: University Hall

Track: Advocacy & Community Engagement

Nonprofit leaders are navigating a perfect storm—rising needs, shrinking budgets, and increasing political hostility. In this environment, “staying neutral” isn’t safe; it’s a risk. This interactive session challenges you to redefine leadership as both strategic and courageous. You will unpack the “courage gap” in our sector, explore research on public trust in nonprofits, and learn how advocacy can increase credibility, funding, and impact. Using examples from real nonprofits and Snyder Strategies’ proven “Advocacy Superpowers” framework, you will leave with the confidence to lead boldly, engage boards and staff, and respond to crisis moments with strength instead of fear.

Presented by Bethany Snyder, nonprofit advocacy expert, Snyder Strategies, LLC

Bridging Divides: Leadership Skills for Polarized Times

Location: Johnson Great Room

Track: People, Culture & Communication

In a time of deep polarization, effective leadership requires the courage and skill to engage across differences. Learn how to navigate difficult conversations in ways that can strengthen relationships, deepen trust, and advance equity and belonging in your team and organization. You will explore the role of power, identity, and empathy in dialogue; practice techniques for active listening, perspective-taking, managing defensiveness, and navigating disagreement without disengagement; and learn how to model accountability and curiosity when tensions arise. You will leave better prepared to bridge divides, foster psychological safety, and create a culture where every voice can be heard and valued.

Presented by Rebecca Slaby, executive director, AmazeWorks

Cultivating a Purpose-Driven Culture of Learning and Evaluation

Location: Ski-U-Mah Room

Track: Data & Technology

How can evaluation help us meet urgent needs while building a culture that learns and adapts for the future? Learn how Project Success re-imagined evaluation to align people, purpose, and systems/tools—centering equity, student voice, and staff capacity. This session addresses real, field-wide concerns: how to align evaluation efforts across teams, make data meaningful, and cultivate a culture of learning. You will learn practical strategies, engage in an interactive reflection activity, and leave with resources to support your own journey toward aligning evaluation with purpose and cultivating a culture of learning that builds for the future.

Presented by Emily Heagle, director of strategic initiatives, Project Success; Ava Yang-Lews, founder / principal consultant, ACT Research

Follow the Leader: Leading After Founders

Location: Thomas Swain Room

Track: Strategy & Organizational Change

A confluence of factors has led to increased leadership turnover in our sector, as we see many long-time leaders and founders retire and new leaders enter the space. While all executive transitions are critical moments in an organization’s lifecycle, the transition from founder to a new leader can be especially challenging. In this session, you’ll leave understanding: the environmental factors contributing to executive leadership turnover in this current moment; the unique challenges posed by following a long-tenured or founding executive; and strategies for turning this transition into an opportunity for transformational change by engaging board, staff, and incoming and outgoing leaders.

Presented by Jehra Patrick, executive director, Highpoint Center for Printmaking; Julie Bluhm, CEO, Bluhm Forward; Shateka Flowers, executive director, Family Values for Life

Round II Breakout Sessions

11:30 a.m. – 12:30 p.m.

AI for Professional Growth: Equitable, Future-Ready Career Paths

Location: Johnson Great Room

Track: Data & Technology

How can nonprofits invest in their people while staying true to their mission and values? Let's explore how AI can enhance professional development, making it more accessible, equitable, and effective for individuals and organizations. We'll practice using AI chatbots to identify growth areas, assess competencies, and design personalized learning plans that align with organizational strategy. Try exercises that connect your individual goals with organizational values and strategic priorities, ensuring staff development not only provides individuals with the skills needed for future growth but also drives mission impact and supports retention. We'll share practical techniques for blending free AI tools with human coaching and peer support, making development inclusive for all staff—not just those with access to formal programs.

Presented by Karen Graham, consultant and coach, Karen Graham Consulting; TaKeisha Walker, consultant, T.S. Walker Strategies

Leadership Transitions for the Rest of Us

Location: Ski-U-Mah Room

Track: Strategy & Organizational Change

Nonprofits are in the midst of a leadership revolution. With half of the state's civic leaders new to their roles, how do we prepare ourselves and our organizations to help a new generation of executives thrive? This presenter will share her experience navigating transitions as an interim and incoming executive director and board chair supporting two executive transitions simultaneously. With emphasis on how her lived experience as a Native, rural leader in historically white-led Metro-based nonprofits, Jenna will help you ask the right questions, challenge your preconceptions, and build confidence for executive transitions as board and staff leaders. You will leave equipped to undertake an executive transition of your own and understand the nuanced challenges of leading from a marginalized worldview.

Presented by Jenna Ray, executive director / CEO, GiveMN

Let Your Heart Speak: Bold Leadership Roots

Location: Heritage Gallery

Track: Resilience & Sustainability

Authentic leadership begins with the courage to express what's truly in our hearts, even when fear or uncertainty hold us back. Explore "heart power," the confidence to share authentic thoughts and feelings with kindness, clarity, and confidence—what we call "being a tree." This session offers nonprofit leaders actionable, evidence-based tools to identify and disrupt barriers to open communication, fostering inclusive cultures of growth and courageous leadership. You will engage deeply with social-emotional learning strategies that strengthen individual leadership pathways and build foundational skills for leading teams and organizations.

Presented by Kathleen Cannon, executive director, Girls on the Run Minnesota

Managing Up, Down, and Sideways: Nonprofit Leadership Skills

Location: University Hall

Track: People, Culture & Communication

Leadership in nonprofits doesn't follow a straight line. Whether you're coordinating across teams, coaching staff, or presenting to your board, your ability to communicate and influence can make or break your success. In this session, you'll explore communication strategies to "manage up" to senior leaders, "manage down" to develop your team, and "manage sideways" to collaborate across departments—even in matrixed or resource-strapped environments. You'll leave with practical frameworks, relatable stories, and research-backed tips you can apply right away.

Presented by Stephanie Lucas, vice president of communications, National Ataxia Foundation



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Rethinking “Best Practices:” Creating More Equitable Volunteer Systems

Location: Thomas Swain Room

Track: People, Culture & Communication

In the nonprofit sector, “best practices” are often cited as the key to successful volunteer programs. But what if this concept is actually doing more harm than good? This session challenges the widely accepted notion of “best practices,” demonstrating how they are often rooted in white supremacy culture and are therefore not effective or equitable for all. We will move beyond this limiting concept to explore how adopting truly people-centered practices unlocks innovation, allowing us to build volunteer systems that are deeply rooted in equity, not just one dominant group’s definition of “best.”

Presented by Niila Hebert, executive director, and Lisa Joyslin, consultant, Minnesota Alliance for Volunteer Advancement (MAVA)

Visible Healing: Redefining Strength in Leadership

Location: Minnesota Room

Track: Resilience & Sustainability

Nonprofit leadership often assumes steadiness, resilience, and composure, even when leaders are facing a personal crisis. Yet when leaders are transparent about mental health, organizations have an opportunity to become more humane, trusting, and adaptive. This session examines how one organization experienced cultural strengthening when its executive director took medical leave for a mental health condition and later returned to the role. Explore how communication with staff and boards can support continuity, how reintegration practices can build trust rather than uncertainty, and how visible healing can normalize mental health as a shared human experience rather than a private struggle.

Presented by Emily Foos, executive director, Red Wing Arts

Lunch Entertainment with Secret Rivers

12:30 p.m. – 1:45 p.m.

Of What Future Are These The Wild, Early, Days?

Location: Memorial Hall

Our lunchtime entertainment blends poetry, music, and reflection to explore how art and culture help shape the world we are working to build. Through original work and guided framing, Secret Rivers’ performance invites you to consider creativity not as an abstract value, but as a lived practice that expands imagination, strengthens community, and affirms our shared power to create change.

Drawing from recent experiences in Minnesota, the piece reflects on leadership, collective action, and the role of storytelling in moments of challenge and transformation. It also highlights how creative work can bring people together, challenge dominant narratives, and open space for new ways of thinking and acting.

You’ll walk away from lunch with a deeper sense of how cultural work can support and strengthen community efforts, and how intentional collaboration with artists can bring new depth and possibility to their own work.



Secret Rivers is a new collaboration between two longtime contributors to the Minnesota artist/activist/educator ecosystem: Kyle Tran Myhre and SEE MORE PERSPECTIVE.

Together, they share poetry and Hip Hop, science fiction and social commentary, all over live production. 100 percent of the proceeds from their latest project, “Spring Is Coming,” go toward the Neighbors Helping Neighbors Twin Cities ICE Relief Fund.

Round III Breakout Sessions

2 p.m. – 3:15 p.m.

Centering Leadership: Aligning Body, Heart, and Head Wisdom

Location: University Hall

Track: Resilience & Sustainability

Effective nonprofit leadership requires more than strategy or empathy—it calls for alignment between thinking, feeling, and doing. Drawing from the Enneagram’s three centers of intelligence—the head (thinking), heart (feeling), and body (doing)—this session will help you recognize where you naturally lead from and how to access all three centers for greater balance and impact. Explore how each center contributes to leadership presence, decision-making, and relationship-building, and how imbalance can lead to overthinking, burnout, or disconnection.

Presented by Dr. Mai Moua, Dr. Mai Moua Consulting Inc.

Design the Future: Future-Focused Change Practices

Location: Heritage Gallery

Track: Strategy & Organizational Change

In times of rapid social and organizational change, effective leadership requires both creativity and foresight. Drawing on the principles of human-centered design and strategic vision, this session introduces actionable strategies for planning, innovation, and intergenerational collaboration. You’ll explore how understanding generational perspectives, fostering psychological safety, and applying design-based problem-solving can strengthen team dynamics, improve decision-making, and sustain mission impact across changing contexts.

Presented by Stephanie Luedtke, coach, consultant, and interim pastor, Christ Memorial Lutheran Church



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Leading from the Middle: Designing How We Work

Location: Ski-U-Mah Room

Track: People, Culture & Communication

Mid-level leaders often spend their days responding, fixing, and reacting—pulled between the needs of their team, their supervisors, and the mission. Let’s pause and rethink how you lead from that middle space by intentionally designing how you work, not just what you do. Together we’ll explore how to coach team members, manage up with confidence, and create the conditions for others to do their best work. You will identify where informal leadership and collaboration show up in your role, practice strategies for coaching and creating team clarity, and leave with a redesigned rhythm, meeting, or workflow you can immediately apply.

Presented by Janie Dunckley Moore, lead changemaker & executive director, Brico Works & Brico Collective

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Not Just a Seat: The TABLE as a model for community-driven engagement

Location: Minnesota Room

Track: Advocacy & Community Engagement

Discover practical ways to engage individuals with lived experiences in community-driven change. The Team of Advisors Bringing Lived Experience of homelessness (The TABLE), is ready to share the group's experience and recommendations, including logistics, strategies, recruitment, and community integration activities, for community engagement rooted in values and empowerment.

Presented by Jamal Gayles, co-leader, Dusti Olson, co-leader, Collin Johnson, outreach leader and co-founder, The TABLE; and Beth Kangas, executive director and co-founder of The TABLE and Zumbro Valley Medical Society

The Science of Healing: Using Data to Build Emotionally Intelligent and Community-Centered Organizations

Location: Thomas Swain Room

Track: Data & Technology

This session explores how trauma-informed, equity-driven, and community-led research can strengthen both organizational culture and community impact. Learn how to measure emotional safety, belonging, and wellness within teams and among the people you serve by using data that honors lived experience. Through real-world examples from health equity initiatives, you'll leave with tools to translate stories and qualitative insights into meaningful, actionable change.

Presented by Shaunequa James, director of health equity, Sabathani Community Center

Think Like a Founder: Entrepreneurial Tools for Nonprofit Leaders

Location: Johnson Great Room

Track: Strategy & Organizational Change

Leaders today face challenges that demand creativity, adaptability, and bold thinking. You'll be introduced to startup-inspired strategies such as design thinking, rapid prototyping, and agile decision-making. Through small group discussions and brainstorming, practice applying these tools to real-world nonprofit scenarios. Leave with fresh ideas, renewed confidence, and actionable strategies to drive innovation, resilience, and lasting impact within your community.

Presented by Valerie Lockhart, executive director, MN Tech Network / MN Women in Tech

It's rough out there.

Our team is here and we'd love to chat.



Round IV Breakout Sessions

3:30 p.m. – 4:30 p.m.

Better Together: The Power of Co-Leadership

Location: Thomas Swain Room

Track: People, Culture & Communication

Co-leadership isn't just a creative staffing model; it's a strategic choice that can transform how organizations make decisions, distribute power, and sustain leaders. This session explores the value of shared executive leadership through the lens of strategy, accountability, and growth. Learn how co-leadership can strengthen organizational resilience, balance responsibility, and create space for deeper reflection, creativity, and learning. Grounded in real-world experience from a nonprofit that was founded with a co-leadership model, this session offers insights into structure, communication, and culture shifts that make shared leadership successful.

Presented by Katie Drews, co-president and CEO, and Miriam Holsinger, co-president and COO, Eureka Recycling

Beyond Attendance: Using Human-Centered Design to Drive Board Engagement

Location: University Hall

Track: People, Culture & Communication

Busy schedules and shifting priorities often leave boards feeling over committed and under-engaged, resulting in low accountability and unrealized potential. This session moves beyond traditional lectures on board duties to introduce practical, action-oriented solutions through human-centered design. You'll learn ready-to-implement methods to identify barriers to engagement, use an impact/effort matrix to assess ideas, and identify actionable steps to strengthen board culture.

Presented by Danielle Tornquist, founder and principal, Olio



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Civic Engagement 101: Leading from Where You Sit

Location: Ski-U-Mah Room

Track: Advocacy & Community Engagement

In a time of declining trust—in institutions and in each other—meaningful civic engagement has never been more important. But what is civic engagement, really? Why does it matter? And as a nonprofit leader, how can you use it as an organizational strategy? Learn how nonprofits can intentionally create diverse, accessible pathways for community members to engage civically. From skills-based volunteering and advocacy, to new, innovative models of relationship-building, you'll gain practical tools and fresh thinking on how to meet people where they are and invite them to the table.

Presented by Jake Loesch, executive director, Citizens League; Martin Ludden, managing director – Twin Cities, and Remy Reya, director of AI & thought leadership, Compass Pro Bono

Leading the Change to a Successful 32-HR Workweek

Location: Heritage Gallery

Track: Strategy & Organizational Change

Imagine a workplace where productivity rises, burnout drops, and your team feels more focused and fulfilled—all in 32 hours a week. This interactive session empowers nonprofit leaders to explore how this transformation is not only possible but practical. Through real-world data, tested change management practices, and engaging group dialogue, you will uncover the efficiencies and cultural shifts that make a 32-hour workweek thrive. You will leave with a clear understanding of the policies, engagement strategies, and focused work practices that drive success—along with the inspiration and tools to lead this change in your own organization.

Presented by Jake Voit, operations officer, and Kathryn Hoffman, executive director, Minnesota Center for Environmental Advocacy

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Mighty Consulting provides interim leadership, search, planning, and organizational development services to the nonprofit sector. We've served hundreds of organizations and bring more than 30 years of experience to our work with clients. The insights and knowledge gained from our experience allow us to support organizations and leaders as they grapple with internal and external change.

Minnesota Council of Nonprofits

www.minnesotanonprofits.org

As one of the largest state associations of nonprofits in the country, the Minnesota Council of Nonprofits (MCN) joins nonprofits across interest area to advance important nonprofit issues. MCN is a trusted ally and advocate for you, offering relevant workshops and conferences, timely nonprofit data and research, impactful state and federal advocacy, and a strong member network and benefits.

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


We are a trusted ally and advocate for you, providing relevant workshops and programming, timely sector research, state and federal advocacy, and a strong member network and benefits.

Visit our website to discover how MCN can support your mission and professional development:
www.minnesotanonprofits.org.

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