Diversity Council

EQUITY CREATES A PATH FROM HOPE TO CHANGE

ANNUAL REPORT 2020
As I reflect on 2020, I feel ever so fortunate to serve as Board President of Diversity Council. During the year, numerous things transpired that have undeniably shown that bias and racism are still very much at play in our country. And while it’s been hurtful to watch much of it unfold, it has also brought me tremendous hope to witness the number of people who have stepped out of their silent comfort to stand against injustices. The increased interest in social justice was not merely a media sensation. It was felt in spirit and in person for many of us. It certainly was made evident in the incredible number of phone calls, emails, and general interest in the work that Diversity Council does.

COVID-19 pandemic challenges, specifically, have made it impossible to any longer ignore disparities in wellbeing experienced between majority and minority population groups. As we experienced the devastation of the global pandemic, the physical and economic impacts were clearly more pronounced for those already facing disadvantage. The work Diversity Council is doing to remove barriers and redesign systems has never been more impactful.

For every email or phone call we received in 2020 from individuals or groups asking for help, we received three times as many messages from people wanting to engage with our work. The momentum for meaningful change has been very exciting to experience. Despite the logistical obstacles that the pandemic presented, the Diversity Council team has stepped up to the challenge, delivering a record number of trainings, consultation services, and community education opportunities over the course of the year.

When every individual is given full opportunity to reach their full potential, we all do better. We can accomplish this by recalibrating unjust systems and practices and by acknowledging and addressing biases within people. This is the work that Diversity Council is doing every day. We thank our community of donors, volunteers, and allies in this journey to co-create communities where we all thrive.

Mia Erickson
Board President
OUR WORK

THE WHAT
For more than 30 years, Diversity Council has been co-creating communities where each person, regardless of any aspect of identity or personal experience, has the access, opportunity, and knowledge to reach their highest level of well-being.

THE HOW
We do this by continuously seeking out and amplifying voices that have not been heard. We listen to identify and facilitate actions that must be taken to foster personal accountability for justice and to change power dynamics.

THE RESULT
When this work of elevating every individual is done, our community becomes safer, more productive, and prosperous for all.

STAFF
Whether due to the pandemic challenges or the increased awareness of racial injustices, 2020 brought an outpouring of requests from the community. It is uplifting to note that for every request for help received, there were many more individuals offering to help and hoping to get involved in the work. There was also a tremendous increase in demand for training programs and consulting services. Due this increased level of activity, DC added some new staff to the team.

- Dee Sabol, Executive Director
- Savita Katarya, Sr. Organizational Equity and Engagement Strategist
- Dr. Kathy Harowski, EquityLogic™ Core Facilitator and IDI Lead
- Samantha Poehler, Education and Communication Coordinator
- Heidi Wilkins, Outreach and K-16 Education Manager
- Rebecca Minkus, Education and Equity Program Coordinator — 2020 new hire
- Amanda Nigon-Crowley, Comm/Development Coordinator (through NOV 2020)
- Camila Hallemeier, Development Coordinator — 2020 new hire
- Elena Arsentyeva, Bookkeeper (through NOV 2020)
- Stefanie Meunier, Bookkeeper (beginning DEC 2020)
- Levi Bird, Luther College Intern
- Anjali Goradia, University of California, Berkeley Intern
2020 BOARD OF DIRECTORS

Thank you to the Diversity Council 2020 Board of Directors for guiding and supporting the work of creating communities where all individuals thrive.

- Mia Erickson, President
- Marian Osman
- Mechelle Severson
- Andrew Williams
- Ray Hansen
- Nicole Sandhu
- Aaron Grier
- Erin Blake, Treasurer
- Sumedha Penheiter
- Mikala Hora
- Al Lun, Secretary
- Julie Hobbs, Vice President
- José Torres Miller
- Priyanka Sayawat

Diversity is a fact, Inclusion is our responsibility, and Social Justice is the outcome. Diversity Council is doing some amazing work to advance equity and social justice in our communities. I have the privilege of serving on the Board, and I am also a training facilitator. I engage in passionate and educational conversations to help create a more inclusive community that affords each of us a sense of respect, safety, and belonging.

Amrita Prakaashana
Board member and training facilitator
OUR IMPACT ON INDIVIDUALS

Despite the challenges that COVID-19 presented, limiting face-to-face interactions, DC training teams were able to successfully pivot to digital conferencing and presentation technology to deliver curriculum and programs effectively.

K-16 Education

2020 was a challenging year for outreach to students. Even with shifting delivery methods, many schools kept at it.

SCHOOLS ENGAGED
- Hiawatha Valley Education District
- Pine Island Public Schools
- Rochester Catholic Schools
- Rochester Community and Technical College
- Rochester Montessori School
- Rochester Public Schools
  - Harriet Bishop Elementary
  - John Marshall High School
  - Kellogg Middle School
  - Rochester Alternative Learning Center
- Triton Public Schools
- Zumbro Valley Ed District

Spark! (K-3), StandUp Students (4-12), Student Leaders Creating Change (8-12), Bystander to Upstander, (13-16), and EquityLogic™ for Educators.

"Rebecca and Samantha are masterful at facilitating learning in young students. They validate all voices and ensure there is ample time for others to think and speak. The children had lots of chances to share what made them unique/special. We are so lucky to have these experiences for our students."

Jared Groehler
Principal, Harriet Bishop Elementary School
Organizational Trainings

The pandemic and social unrest of 2020 further highlighted issues of inequity in Minnesota and throughout the United States, spurring organizations to hold deeper, more meaningful discussions among stakeholders and in the workplace.

In response to increased interest in diversity, equity, and inclusion trainings, Diversity Council adapted content and delivery methodologies to meet the needs and interests of a growing client pool. Two EquityLogic™ offerings that proved timely were Bystander to Upstander training and Equity Level-Set: Shared Language Around Race and Racism. The sessions produce shared knowledge of key terms and metrics along with tactics and strategies for growth. There was also significant interest in topics such as inclusive language and communications, cultural competency and worldview, implicit bias and microaggressions, and inclusive hiring and retention practices.

**EquityLogic™**

*bystander to UPSTANDER*

a program of Diversity Council

**5,000+**

DC experienced record inquiries for training and consultation services and delivered trainings to more than 5,000 individuals.

**ORGANIZATIONS ENGAGED**

- Destination Medical Center Economic Development Agency
- Rochester Downtown Alliance
- MN Council of Nonprofits
- University of MN Rochester
- Families First MN
- MN Department of Public Safety
- Workforce Development, Inc.
  and dozens more!

"Insightful training for our staff and board to better frame inclusive communication and ensure respectful responses to stand up to stereotyping and hurtful language."

Laurie Brownell
Executive Director SE MN Area Agency on Aging

"Diversity Council trainings gave our team the common language and techniques we needed to begin important conversations around DEI topics."

Jennifer Hellman
GOFF Public COO and Principal
Community Events

Diversity Council participated in collaborative event planning and hosting that provided community opportunities to listen to and learn about different perspectives.

Children First, February 20th 2020: Retired Supreme Court Justice Alan Page and Neel Kashkari, president of the Federal Reserve Bank of Minneapolis, led a community conversation about education on February 20th with the Rochester Diversity Council. Justice Page and President Kashkari discussed their proposed amendment to the Minnesota Constitution that would make quality public education the state’s highest priority. The audience posed many questions and discussed critical concerns with the bill’s originators.

Humanize My Hoodie VIP Documentary Screening, February 26th 2020: A showing of the documentary was followed by Q & A with creators Andre’ Wright and Jason Sole. The film captures their journey from childhood to adulthood, and their road to NY Fashion Week. The documentary showcases how racism posed obstacles for these two men, but it also demonstrates how extreme resilience helped them defy their odds. The audience learned from the film and by interacting with the filmmakers and their unique insights.

Remember George Floyd Memorial, May 20th 2020: This event allowed people the opportunity to peacefully show their anguish, anger, and sadness related to recent events while projecting a sense of solidarity and hope for change.

Virtual Townhall: Proposed Actions for Justice, Thursday June 11th 2020: Following George Floyd’s murder and other acts of violence by police, Rochester NAACP, Rochester for Justice, Diversity Council, Sierra Club, and Barber Shop Talk hosted a townhall featuring an array of voices from regional agencies, including Mayor Kim Norton, RPD Chief Jim Franklin, Olmsted County Attorney Mark Ostrem, Rochester City Attorney Jason Loos, Olmsted County Administrator Heidi Welsch, RPD Professional Standards Manager Sandra Ewing, and Sheriff Kevin Torgerson.
Community Events

**Townhall on Race, COVID-19, Justice System and Health, July 30th:** This was the second of a series of townhall events designed to focus on issues of importance to the minority community, which also have implications for the community at large. Rochester for Justice, Diversity Council, Northstar Chapter Sierra Club, Barbershop Talk, Rochester Branch of the NAACP, Rochester Community Initiative, with MN Association of African American Physicians and Zumbro Valley Medical Society all addressed questions and concerns posed by the public.

**Lift Every Voice, Annual Celebration August 5th:** Diversity Council’s 31st annual celebration was held virtually in 2020. It included awards, a live auction, and live musical performances by Judah Zo and The D’Sievers featuring LaSonya.

**From Grief to Action: A conversation with Moms who have lost a son to police shootings, November 12th:** Rochester for Justice and Diversity Council hosted a conversation with the Mothers of Tamir Rice, Oscar Grant, Dontre Hamilton, John Crawford III, Philando Castile, Kendrick Johnson, and with the President of Black Lives Matter Cleveland. Mothers talked about their sons, discussed police and gun violence policy reform, addressed how to move forward in times of civil unrest, and responded to audience input.

**Children First:** A follow-up virtual conversation to discuss the Page Amendment.

**26th Annual MLK Breakfast:** Diversity Council partnered with Greater Rochester Area Chamber of Commerce and NAACP’s Rochester Chapter to celebrate the life and accomplishments of Martin Luther King Jr. Highlights included music by Angi Porter and Bri Thompson, and an address by Former Minnesota Supreme Court Justice Alan Page as well as the standard Poetry Reading by winners of the Annual Poetry Contest.
eNews

One of the goals of Diversity Council is to make relevant information readily available to everyone - especially those with barriers to access - and to anyone looking for opportunities to deepen their understanding of equity issues. Our eNews connects people to educational opportunities, community events, critical data, resources, and more related to DEI from across southeastern Minnesota.

20,000+ READERS

eNews has a monthly audience of thousands, many of whom forward it on to their constituents.

Social Media Campaigns

As the pandemic unfolded, Diversity Council launched three public awareness campaigns on social media. The first, TLC, encouraged safe, virtual interaction during social distancing to ensure that no one became too deeply isolated.

HumanKIND captured stories of individuals extending kindness to others. Public submissions were accepted and shared to spread goodwill amid the tensions of the year. The campaign was picked up and promoted by a prominent national blog.

Pandemic Privilege Check featured articles and data for use as conversation starters about health equity to engage families, friends, and workgroups in dialog. Meant to increase awareness of disparities and challenge popular perceptions, the campaign didn’t shy away from tough content and centered on lived experiences. Pandemic Privilege Check posts were very well received and broadly shared.
OUR IMPACT ON SYSTEMS

Digital Equity Project

Diversity Council partnered with the Rochester Nonprofit Consortium and others to implement a Digital Equity project. Through granted funds, the initiative provided computers, educational toys, technical support, and internet access to families with technology and language barriers in order to aid early educational development of young children. Diversity Council engaged with 15 families in Rochester’s Spanish-speaking community. Partners engaged another 45 families, creating new relationships and a greater understanding of education support needs. More importantly, this was a new way for educational systems to reach out and impact marginalized families effectively.

Community Mobilization Resource Coalition

Community Mobilization Resource Coalition (CMRC), an equity initiative of Diversity Council, provides a platform for equitable access to community resources and civic involvement. It does this by expanding capacity for diverse populations, serving as a bridge to community integration, and developing public policy and social contract through diverse inputs. Our purpose is to change power dynamics by amplifying voices and co-designing processes and systems where everyone participates and benefits equitably. CMRC is the only coalition in the region doing evidence-based equity work identified through community needs assessment.

Disparities and inequities grew and became more visible through the social unrest of the past year; the pandemic brought great upheaval but also created new spaces to address old issues in more inclusive and intercultural ways. CMRC responded to the opportunity and the challenges.
One of the major goals of the CMRC during 2020 was to ensure that everyone could access critical information related to health, education, and employment. CMRC organized virtual townhalls with seven different population groups, with professional facilitators and interpreters so people could ask and have answered questions in their own language. Representatives from Olmsted County Public Health, Rochester Public Schools, Mayo Clinic, Minnesota Department of Health, and DEED responded to public questions. The events themselves engaged more than 27,000 people, with more than 13,000 follow-up views of the recordings.

**Arabic Community Townhall**
held with Sudanese Association of SEMN

- **December 12, 2020**
  - 3,314 people reached
  - 1,700 views

- **January 30, 2021**
  - 2,908 people reached
  - 1,500 views

**Cambodian Community Townhall**
held with Rochester Cambodian Association

- **December 12, 2020**
  - 2,225 people reached
  - 981 views

- **January 30, 2021**
  - 4,957 people reached
  - 2,200 views

**Black/African American Community Townhall**

- **January 25, 2021**
  - 2,573 people reached
  - 1,400 views

**Asian-Indian Community Townhall**
held with Rochester Vidhyalaya and Indian Cultural Association of Minnesota (ICAM)

- **December 13, 2020**
  - 1,543 people reached
  - 918 views
Ethiopian Community Townhall  
held with Ethiopian Community of Rochester  
December 12, 2020  
2,757 people reached with 1,100 views  

Hispanic Community Townhall  
held with Unidos MN, Vecinos Unidos SEMN, and ACHLA  
December 9, 2020  
3,934 people reached with 2,100 views  

Somali Community Townhall  
held with the Somali American Social Service Association  
December 28, 2020  
2,421 people reached with 910 views  

January 30, 2021  
797 people reached with 460 views  

Through these townhalls, not only are the communities able to learn about resources available to them; Diversity Council, Olmsted County Public Health, and Rochester Public Schools have also been able to realize gaps and disparities and better understand the needs of each of these communities related to the pandemic, distance learning, and other equity issues. An example of a direct outcome from these townhalls is that the COVID-19 Community Hotline now has interpreters available for callers. Diversity Council’s Community Mobilization Resource Coalition plans to hold townhalls in the same format quarterly to connect with communities in Rochester.
Rochester Intercultural Cities Initiative

As the first city in the United States to participate in the Intercultural Cities Initiative (ICI), Rochester welcomed a global team of ICI experts for a virtual site visit in late 2020. The visit followed the release of the City’s first Indexing Report, which plotted a baseline on interculturalism across numerous indicators. The team of leaders from around the world brought clarity and insight to the work being done here, a primary diversity, equity, and inclusion focus in coming months and years.

Diversity Council acts as an implementation partner on behalf of Rochester and area organizations to support community-led projects and activities.

"Through its interactive workshops, Diversity Council is helping the Destination Medical Center Economic Development Agency ensure its operational policies and development practices are equitable, and helped team members develop a greater understanding of diversity, equity and inclusion. We look forward to continuing these important conversations with Diversity Council and in our work throughout the Rochester community."

Patrick Seeb
Executive Director
Destination Medical Center Economic Development Agency
Channel One

Channel One Regional Food Bank engaged Diversity Council and the Intercultural Mutual Assistance Association (IMAA) to help them evaluate their efforts in Diversity, Equity, and Inclusion. As partners, Diversity Council and the IMAA are also working with individual programs and shelves within the Channel One region, advising them on fostering welcoming and inclusive environments. Additionally, the team provides facilitated conversations on a variety of DEI topics including, but not limited to, General Culture, Implicit Bias, Privilege and Poverty, Generations, Best Practices within a Pandemic, Civil Rights, and Inclusive Language and Communication.

The project is designed to be sustainable over time. To accomplish this, DC and IMAA have been identifying leaders and champions to spearhead food security efforts in different communities. Not all counties in the Channel One region are able to meet standards for Meals per Person In Need, so webs of support are being established within them to create sustainable solutions.

- **200+ PARTICIPANTS**
  We provided training for more than 200 participants regarding Civil Rights and Food Security.

- **30+ FOOD SHELF ENGAGEMENTS**
  We had individual phone calls with more than 30 food shelves/programs.

- **6 FACILITATED CONVERSATION TOPICS**
  We used data from phone calls, surveys, and Channel One to begin developing a series of six facilitated conversations topics that we shared with SEMN food shelf/program staff and volunteers.
Discovery Walk

As part of the "Community for Health" effort to create a healthier and more equitable Rochester region, DMC EDA and the City of Rochester looked to Diversity Council to help develop and recruit community co-designers to take an active role in the design process for a linear urban park. Community co-designers offered insights from their own experiences, as well as the experiences of the communities they are part of, to help inform the work of Discovery Walk designers. The goal was to create an experience that would offer equitable opportunities and health and wellness benefits for all residents. Co-designers have gone on to additional active roles in community development and equitable engagement.

Commitment to Racial Justice Initiative

The Rochester Nonprofit Consortium expanded into new and critical territory in 2020, launching a Racial Justice Taskforce and the Commitment to Action toward Racial Justice.

Through its fulfillment, individuals and entities access training, evaluation tools, and accountability measures that support growth and change.

The Commitment to Racial Justice project received grant funding to provide two core training sessions to all undersigned entities. Diversity Council is delivering the trainings, designed to promote shared language, data, and knowledge as well as a new perspective on building racial equity. At the same time, Cradle 2 Career Rochester is supporting the design and use of population level and organizational level indicators for progress.

More than 60 local organizations from all sectors have signed the Commitment, an agreement to work actively against racism within organizations and across community structures and spaces.
The Diversity Consortium

The Diversity Consortium was started to overcome decades of sluggish supplier diversity growth by enhanced visibility to vetted XBEs (minority, women, veteran owned businesses), incorporating sustainable supplier improvements, and mitigating COVID-19 supplier impact and social justice issues. The goal is to help corporations align their diversity strategies and efficiently implement their programs while supporting the XBE supply base with the tools and resources they need to be successful.

The initiative brings together the very best providers and processes in the country to create real progress on supplier diversity efforts, benefitting XBEs, corporations, and economies. Diversity Council sits at the Board level, as a consultant, and as a partner provider.

Pennsylvania Community Safety Alliance

Diversity Council is an active implementation partner in the Pennsylvania Community Safety Alliance, a coalition of organizations dedicated to improving the quality of life for every child, every family, and every neighborhood by re-imagining what is possible when we align around the common desire to realize a safe and thriving society.

The Alliance works at the neighborhood level, the community level, and across state systems to infuse empathy and equity into Pennsylvania community safety, building and nurturing trusted relationships and just and effective law enforcement services.

Our unique approach to re-envisioning and re-energizing community safety exists in our commitment to co-design systems with the community. This begins with listening.

Through the Listening Project: My Voice, My Neighborhood, the Alliance engages people in candid dialog about their experiences with law enforcement, their historical context, and their aspirations, which are then woven into the formation or reformation of effective community safety systems.

The potential impact of this work is tremendous, not just in Pennsylvania but nationwide as the structure developed will be replicable across the country.
FISCALLY SPONSORED ORGANIZATIONS

Diversity Council serves as fiscal sponsor to initiatives that fit with its purpose and meet state and federal standards. As such, we sponsor activities that are extensions of the work we do, and efforts we would undertake if we had the capacity. Some of these efforts are short term, some are working toward nonprofit status, some are sporadic, and others will remain with us long term.

- Southern MN Interfaith Immigrant Legal Defense
- Inclusive Fitness, Recreation & Wellness Coalition
- Somali Health Advisory Committee
- Journie: Eight Steps to Promotion
- More Women on the Move
- Rochester for Justice: Leadership Through Basketball
- Compassionate Rochester
- Rochester Nonprofit Consortium: Digital Equity Program
- The Village Community Garden and Learning Center
- Ethiopian Community of Rochester
- Vencidos Unidos SEMN
- Rochester Cambodian Association
- Three Rivers Restorative Justice
- Pamoja - Unity
Fiscally Sponsored Organizations Highlights

Conservation Corps

Four fiscally sponsored organizations teamed up with Diversity Council on a CARES Funding opportunity from the City of Rochester to put people to work on City Conservation Corps projects.

Rochester Vidyhalaya, Rochester Cambodian Association, Leadership Through Basketball, and Journie oversaw crews of workers who developed skills and experience under the supervision of the Department of Parks and Recreation.

86 INDIVIDUALS Contributed toward public land preservation and improvement and contributing to household incomes in disproportionately impacted communities.

9,450 HOURS

Pamoja - Unity

One of the newest organizations to receive sponsorship, Pamoja was formed to empower and liberate women and girls of East African heritage in Rochester Minnesota. It focuses on the areas of education, health, employment, and women’s empowerment and helping women overcome barriers of language, healthcare access, poverty, and lack of education, equipping them for success, not only for themselves but for future generations as well.

500 SCHOOL-AGE GIRLS

250 WOMEN

In 2020, founders spoke to 500 school-age girls and 250 women about what supports and resources they needed. They anticipate expanding to several thousand women and girls by 2022.
This initiative, a partnership program of Diversity Council, co-operated four gardens in 2020. Growers produced food for the UMR pantry in cooperation with students and contributed to numerous local food shelves. The Village team provided learning sessions on poultry farming, composting, food safety, and more. A truly intercultural project, the gardens included immigrant farmers from 14 countries. Partnerships with Olmsted County, UMR, faith institutions, and nonprofits support the work, through which all have come to truly understand that people are not seeking handouts, but rather opportunities. There were growers selling to local stores and markets, sourcing foods specific to their cultures, and developing business relationships. The Village is actively seeking additional land for increased opportunity for farm-to-table, business development, and entrepreneurship.

This program is intimately tied to the development of 21st Century Community Space and the international commercial kitchen, a critical step for growers transitioning from a cottage industry to wholesale distribution model.

"Diversity Council has directly impacted my life and several other lives. Diversity Council has enabled The Village Community Garden and Learning Center, which has supported 120 growers during the COVID-19 pandemic, as many individuals struggled to provide food for their families."

Kim Sin Volunteer
WALL OF THANKS

Diversity Council staff and stakeholders thank supporters who have answered the personal call to help build more equitable communities.

**Donors who kindly gifted $100 and above**

- Sister Marlys Jax
- Steve Crowley &
- Amanda Nigon-Crowley
- Raymond Schmitz
- James Kunz
- Deborah Newman
- Dan Tuohy
- Susan Haskamp
- Phil & Sue Wheeler
- Michael Resman
- Susan Ahlquist
- Bob Beery
- Kathy & Mark Brutinel
- Paul & Bridget Carns
- Judy & Alan Hoffman
- Judy & Jim Sloan
- Selamawit Unger
- Andy & Dee Sabol
- John Sievers
- Kathryn Bolin
- William Bourne
- Guy Finne
- Gerald Gentes
- Camila & Chris Hallemeier
- Kraus-Anderson
- Maggie & Paul Scanlon
- Katherine Sukalski
- Nopar & Thomas Family
- Kathleen Harrington
- Elizabeth Atkinson
- Alan Anderson
- Mary & Jim Vlazny
- Aileen Williams
- Jennifer Frank
- Cynthia & Jasper Daube
- Lisa Higgs Kohler
- Kim Norton
- Katherine Porter
- Mary Halverson
- Jill MacPhail
- Carol J. Fitzgerald
- Richard Harrell
- Peter Hoffman
- Shirley Klampe
- Tina Liebling & Mark Liebow
- Ray & Laurel Phelps-Bowman
- Florence Sandok
- Joan Stiller
- Victoria Moore
- Vikki Wolff
- Audrey Betcher
- Stephanie Kuglin
- Julie Hobbs
- Marilyn Riley
- Judy Auger
- Clark Otley Jill Leet-Otley Family
- Lor & Pang Lee
- Dave & Jodi Edmonson
- Anna & Will Sanchez
- Jennifer Belisle
- Sheila Kiscaden
- Kathy Harowski
- Alan & Judith Hoffman
- Terri Allred
- Diann Schmid & James Arneson
- Amarama Vercnocke
- Katherine Trousdale
- Muhamed Elrashidi
- Heather Herman
- Lorie Schulz
- Kay & Chris Batchelder
- Mary Blake
- Susan Carlsen
- Steven & Andrea Dittrich
- Dunn-Larson Household
- Peggy Edwards
- Jamia Erickson
- Mike & Joy Fogart
- Sharyn French
- Jean Hanson
- Stephen & Carla Harner
- Janelle Hatlevig
- Norm & Char Hepper
- Leila Hoff
- Stephen Horntvedt
- Shannon & Matt Hrabak
- John & Janice Iverson
- Philip Karsell
- Brenda Kochevar
- John & Sandy Maclaughlin
- John & Ann McGuire
Donors who kindly gifted $100 and above (cont.)

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jim &amp; Kathleen Mcmullin</td>
<td>Amrita Prakaashana</td>
<td>Joseph &amp; Cecelia Szurszewski</td>
</tr>
<tr>
<td>Joel Michelson</td>
<td>Jeffrey Ratliff-Crain</td>
<td>Sarah &amp; Jay Talwalkar</td>
</tr>
<tr>
<td>Morem, Marilyn</td>
<td>Lynn Reuvers</td>
<td>Diane Trisko</td>
</tr>
<tr>
<td>Kellie Mueller</td>
<td>Nicole &amp; Gurpeet Sandhu</td>
<td>Jacqueline Trotter &amp; V.J. Trotter, Jr.</td>
</tr>
<tr>
<td>Samantha Occhino</td>
<td>David Sklenicka</td>
<td>Kathe Yoss</td>
</tr>
<tr>
<td>Sharon Parham</td>
<td>Cathy &amp; Craig Svendsen</td>
<td>Andy Kollengode</td>
</tr>
<tr>
<td>Paul Claus &amp; Mary Jones</td>
<td>Sylvia Swede</td>
<td>Joan Pickett-Austinson</td>
</tr>
</tbody>
</table>

A special thank you to our base team members who have committed to sustaining donations throughout the year.

Base Team Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. David &amp; Dr. Sharonne Hayes</td>
<td>Margaret Gowen Mester</td>
<td>Pam Whitfield</td>
</tr>
<tr>
<td>Aleta Borrud &amp; Jim Findley</td>
<td>Rebeccah Vossberg</td>
<td>Katherine Linder</td>
</tr>
<tr>
<td>Diane Dahm</td>
<td>Kristen Pavek</td>
<td>Ray Bills</td>
</tr>
<tr>
<td>Paula Skedsvold</td>
<td>Al Lun</td>
<td>James Salutz</td>
</tr>
<tr>
<td>Jeremy &amp; Tonya Miller</td>
<td>Mary Ellen Landwehr</td>
<td></td>
</tr>
</tbody>
</table>

Thank you to all the organizations who have supported our work through their gifts.

Organizations

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rochester Area Foundation</td>
<td>Community Presbyterian Church</td>
</tr>
<tr>
<td>People’s food Coop</td>
<td>Prow Companies</td>
</tr>
<tr>
<td>Little Thistle Brewing &amp; Tap Room</td>
<td>Holy Ground Catholic Church</td>
</tr>
<tr>
<td>Academy of our Lady Lourdes</td>
<td>First Presbyterian Church</td>
</tr>
<tr>
<td>Chris United Methodist Church</td>
<td>St. Luke’s Episcopal Church</td>
</tr>
<tr>
<td>Catholic Charities</td>
<td>HGA Architects and Engineers</td>
</tr>
<tr>
<td>First Unitarian Universalist Church</td>
<td>Southern MN Initiative Foundation</td>
</tr>
<tr>
<td>Olmsted Medical Center</td>
<td>Sporcle, Inc.</td>
</tr>
<tr>
<td>SE MN Synod ELCA</td>
<td>Network For Good</td>
</tr>
<tr>
<td>Seneca Food Foundation</td>
<td>Old Abe Coffee</td>
</tr>
</tbody>
</table>
We are very thankful for the granted funds that have enabled our work.

**Organizations**

- Masks for Kids
- Church of St. John
- Ohly Law Office
- Coulee Bank
- Fagan Studios
- Rochester Friends Meeting
- Four Daughters Vineyard & Winery
- Canadian Honker Restaurant
- Clements Chevrolet Cadillac Subaru
- Propel Nonprofits

**Grantors**

- City of Rochester
- CARES Funding - City of Rochester
- Mayo Clinic Community Engagement
- Olmsted County
- Rochester Area Foundation
- CARES Funding - Olmsted County
- Thrivent Choice Dollars
- Bremer Trust
- MN Humanities Center
- United Way Olmsted County
- Borealis Philanthropy
- Richard Orvold & Marita Heller Foundation
# Statement of Activity

**January - December 2020**

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td></td>
</tr>
<tr>
<td>Corporate Contributions</td>
<td>25,091.41</td>
</tr>
<tr>
<td>Government Contributions</td>
<td>109,532.01</td>
</tr>
<tr>
<td>In-Kind Contributions</td>
<td>3,219.99</td>
</tr>
<tr>
<td>Individual Contributions</td>
<td>34,940.48</td>
</tr>
<tr>
<td><strong>Total Contributions</strong></td>
<td><strong>172,783.89</strong></td>
</tr>
<tr>
<td>Foundation Grants</td>
<td>84,588.81</td>
</tr>
<tr>
<td>Fundraising</td>
<td>-754.00</td>
</tr>
<tr>
<td>Program Fees</td>
<td>-108.50</td>
</tr>
<tr>
<td><strong>Revenue</strong></td>
<td><strong>212,977.63</strong></td>
</tr>
<tr>
<td>Interest</td>
<td>278.82</td>
</tr>
<tr>
<td>Program Fees</td>
<td>212,698.81</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>469,487.83</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Management and General</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Services</td>
<td>1,239.25</td>
</tr>
<tr>
<td>Dues</td>
<td>450.62</td>
</tr>
<tr>
<td>Fees for Service</td>
<td>25.80</td>
</tr>
<tr>
<td>Information Technology</td>
<td>2,007.76</td>
</tr>
<tr>
<td>Office Expenses</td>
<td>1,028.83</td>
</tr>
<tr>
<td>Professional/Trainer Devel</td>
<td>608.30</td>
</tr>
<tr>
<td><strong>Total Management and General</strong></td>
<td><strong>5,360.56</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditures</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Mobilization</td>
<td></td>
</tr>
<tr>
<td>Advertising &amp; Promotion</td>
<td>280.00</td>
</tr>
<tr>
<td>Fees for Service</td>
<td>237.50</td>
</tr>
<tr>
<td>Meetings &amp; Events</td>
<td>2,929.86</td>
</tr>
<tr>
<td>Supplies &amp; Materials</td>
<td>1,264.15</td>
</tr>
<tr>
<td>Travel</td>
<td>34.29</td>
</tr>
<tr>
<td><strong>Total Community Mobilization</strong></td>
<td><strong>4,745.80</strong></td>
</tr>
<tr>
<td>Development</td>
<td></td>
</tr>
<tr>
<td>Advertising &amp; Promotion</td>
<td>15.51</td>
</tr>
<tr>
<td>Fees</td>
<td>15.69</td>
</tr>
<tr>
<td>Fees for Service</td>
<td>378.54</td>
</tr>
<tr>
<td>Information Technology</td>
<td>603.21</td>
</tr>
<tr>
<td>Meetings &amp; Events</td>
<td>988.43</td>
</tr>
<tr>
<td>Office Expenses</td>
<td>4,934.07</td>
</tr>
<tr>
<td><strong>Total Development</strong></td>
<td><strong>7,238.60</strong></td>
</tr>
<tr>
<td>Equity Initiatives</td>
<td></td>
</tr>
<tr>
<td>Advertising &amp; Promotion</td>
<td>531.25</td>
</tr>
<tr>
<td>Dues</td>
<td>5,984.00</td>
</tr>
<tr>
<td>Fees for Service</td>
<td>6,383.72</td>
</tr>
<tr>
<td>Supplies &amp; Materials</td>
<td>530.76</td>
</tr>
<tr>
<td>Travel</td>
<td>305.90</td>
</tr>
<tr>
<td><strong>Total Equity Initiatives</strong></td>
<td><strong>13,735.63</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Operating Expenses</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising &amp; Promotion</td>
<td>322.48</td>
</tr>
<tr>
<td>Depreciation</td>
<td>168.52</td>
</tr>
<tr>
<td>Dues</td>
<td>342.00</td>
</tr>
<tr>
<td>Fees for Service</td>
<td>0.54</td>
</tr>
<tr>
<td>Information Technology</td>
<td>1,919.83</td>
</tr>
<tr>
<td>Insurance</td>
<td>4,067.29</td>
</tr>
<tr>
<td>Occupancy</td>
<td>19,092.80</td>
</tr>
<tr>
<td>Office Expenses</td>
<td>3,567.91</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td><strong>29,481.37</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Payroll Expenses</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company Contributions</td>
<td></td>
</tr>
<tr>
<td>Retirement</td>
<td>5,676.33</td>
</tr>
<tr>
<td><strong>Total Company Contribution</strong></td>
<td><strong>5,676.33</strong></td>
</tr>
<tr>
<td>Payroll Taxes</td>
<td>18,678.60</td>
</tr>
<tr>
<td>Salaries &amp; Wages</td>
<td>235,297.44</td>
</tr>
<tr>
<td><strong>Total Payroll Expenses</strong></td>
<td><strong>259,652.37</strong></td>
</tr>
<tr>
<td>QuickBooks Payments Fees</td>
<td>7.50</td>
</tr>
<tr>
<td>Sponsored Initiatives</td>
<td></td>
</tr>
<tr>
<td>Meetings &amp; Events</td>
<td>2,345.43</td>
</tr>
<tr>
<td><strong>Total Sponsored Initiatives</strong></td>
<td><strong>2,345.43</strong></td>
</tr>
<tr>
<td>Training &amp; Consultation</td>
<td></td>
</tr>
<tr>
<td>EquityLogic</td>
<td></td>
</tr>
<tr>
<td>Fees for Service</td>
<td>33,663.73</td>
</tr>
<tr>
<td>Information Technology</td>
<td>896.32</td>
</tr>
<tr>
<td>Professional/Trainer Devel</td>
<td>15.00</td>
</tr>
<tr>
<td>Supplies &amp; Materials</td>
<td>10,229.85</td>
</tr>
<tr>
<td>Travel</td>
<td>596.48</td>
</tr>
<tr>
<td><strong>Total EquityLogic</strong></td>
<td><strong>45,401.38</strong></td>
</tr>
<tr>
<td><strong>Total Training &amp; Consultation</strong></td>
<td><strong>45,401.38</strong></td>
</tr>
</tbody>
</table>

| Total Expenditures                   | $367,968.64 |
| NET OPERATING REVENUE                | $101,519.19 |
| NET REVENUE                          | $101,519.19 |