

NDANO is the statewide membership association for the North Dakota nonprofit sector. Our members work in all mission areas, from human services and the environment to education and the arts, and represent all sizes, from small volunteer-run nonprofits to multi-million-dollar organizations, across the state.

For more information or to become a member, visit www.ndano.org.

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#NDnonprofs25

NDANO

NORTH DAKOTA ASSOCIATION
OF NONPROFIT ORGANIZATIONS

NONPROFIT
Leadership
Conference

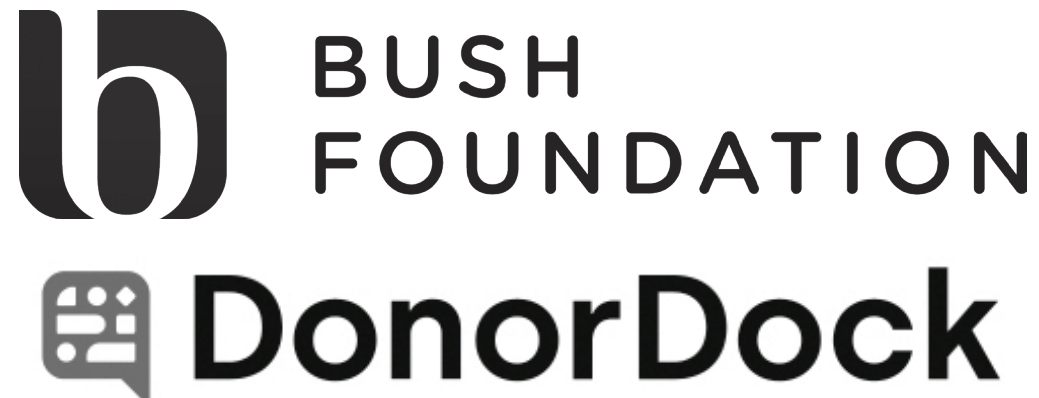
2025

JUNE 4-5

Holiday Inn
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2025 NONPROFIT AWARD WINNERS

Walt Odegaard Leadership Award: Christy Dauer



Christy Dauer's lifelong passion for service began at six years old and has since fueled her deep and lasting impact on North Dakota's nonprofit community. A driving force behind the North Dakota Women's Business Center (NDWBC) as its executive director, Christy has expanded programming, boosted engagement, and led the organization to record participation in coaching and training opportunities. By doing so, she has helped empower countless women to launch and grow businesses. She is also the co-founder of Power of 100, a giving initiative that has grown across the state and beyond, inspiring a culture of grassroots philanthropy. Christy's leadership extends to some of the most marginalized communities, including her transformative work in incarcerated programming that supports second chances and pathways to economic stability. Her ability to strengthen organizations, foster collaboration, and turn vision into action has made her a pillar in the nonprofit and entrepreneurial ecosystem of North Dakota.

Partnership Building Award: Bismarck Dream Center



Since opening its doors in April 2022, the **Dream Center** has become a cornerstone of hope and support in the Bismarck-Mandan community, providing more than one million meals last year alone. With a mission rooted in partnership, the Dream Center opens its space free of charge to organizations that share its commitment to helping others. Each day, more than 500 guests find not only a hot meal, but access to critical services offered by partners like ND Job Service, Northland Health, Burleigh County Health, Bridging the Dental Gap, Alcoholics Anonymous, Celebrate Recovery, Memory Café, and NDSU Extension's parenting and cooking classes. Through this model of collaborative outreach, the Dream Center has helped drive life-changing transformation for families across the region. Its leadership and innovative approach to nonprofit partnership have made a lasting impact, not only in its immediate community but across North Dakota's nonprofit sector.

Emerging Leader Award: Jakelle Hoffmann



Jakelle Hoffmann is a standout leader whose transformational style is defined by vision, collaboration and heart. As development director for Ronald McDonald House Charities of the Red River Valley, she has expanded fundraising and facility space to serve more than 900 families each year. She is a connector at her core, bringing together partners across sectors to grow community impact. Hoffman is admired not just for what she accomplishes but for the humility with which she does it, always crediting the teams and volunteers beside her.

Legislative Champions: Senator Kathy Hogan & Representative Emily O'Brien



With more than 40 years of service in the public human service system — including 28 years as director of Cass County Social Services — **Sen. Kathy Hogan** has long been one of North Dakota's most trusted voices on issues affecting vulnerable populations. Since beginning her legislative career in the House (2009–2018) and continuing in the Senate since 2019, she has consistently championed thoughtful, people-centered policy. Deeply informed by her professional background, Hogan is a tireless advocate for the nonprofit sector, regularly engaging with organizations across the state and supporting their missions with insight, respect, and action. Her leadership continues to drive lasting, statewide impact for those most in need.



Rep. Emily O'Brien leads with persistence, partnership, and a clear focus on solutions. Since joining the House in 2017, she has been a driving force behind support in services for domestic and sexual violence survivors. Her advocacy has expanded access to shelter, safety and prevention services across the state. Known for treating nonprofits as true partners, Rep. O'Brien's leadership is changing lives and shaping a stronger, safer future for all North Dakotans.

WELCOME

Dear Nonprofit Leaders,

Welcome to the North Dakota Association of Nonprofit Organizations' (NDANO) 2025 ND Nonprofit Leadership Conference.

We are excited to be together in Fargo, gathering for a conference focused on education and issues that impact the nonprofit sector. We are bringing together a wide range of participants to connect and exchange ideas with peers from across North Dakota and the wider region, and we hope that this will prove to be another rewarding occasion for all.

We thank all conference participants for joining us for the next few days and appreciate the support of our sponsors and exhibitors, along with the knowledge shared by our speakers.

Welcome!

NDANO Board of Directors and Staff



GET SOCIAL!
Join the conversation with NDANO and your fellow conference attendees on Facebook with our conference hashtag: **#NDnonprofs25**

WEDNESDAY, JUNE 4

- 8:45 am

Welcome
Speaker: NDANO President Myrna Hanson, Community of Care, Casselton
- 9:00 am

Welcome Keynote:
Working Across Differences: Bringing People Together in Our Polarized Society
Speaker: Ann Crews Melton, Consensus Council
In a polarized world, bridging divides can be challenging. Explore practical strategies for fostering empathy, reflective listening and respectful dialogue across differences. Learn how to engage with diverse perspectives, build stronger connections and create inclusive spaces in both personal and professional settings. Leave with actionable tools to promote collaboration and consensus-building in today's divided society.
- 10:15 am

Breakout Sessions
What Words Are Being Flagged in Your Grant Writing
– Christy Dauer, ND Women's Business Center
Are certain words in your grant proposals unintentionally raising red flags with reviewers or funding algorithms? Learn about commonly flagged language that can weaken your application and tips to strengthen your wording for clarity and credibility. Fine-tune your messaging to align with funder expectations and improve your chances of success.
NDANO Networking & Connections Room – Michael Howe, ND Secretary of State Office
Join us in the NDANO Networking & Connections Room for a unique opportunity to connect with representatives from the North Dakota Secretary of State's office. Learn how their services support nonprofits, ask questions about compliance and filings and build relationships that can benefit your organization. Stop by for informal conversation, helpful resources and real-time support.
AI Best Practices & Nonprofits How-To's Panel – Dr. Simone Ludwig, NDSU Dept. of Computer Science & Eric Molho, Bon Partners. Moderator: NDANO Executive Director Shawn McKenna
Hear from experts as they share real-world examples, tools and strategies for integrating AI into everyday operations, from fundraising to communications to data management. Whether you're just getting started or looking to refine your approach, this session will offer insights and tips you can put to work right away.

11:15 am	Break with Exhibitors
Noon	Keynote Luncheon: The Art of Saying No & Having Healthy Boundaries Speaker: Dawn Mandt, Red River Regional Council Setting boundaries is essential for maintaining mental and emotional well-being, yet many struggle with saying no and asserting their needs. Learn about the importance of healthy boundaries in personal and professional relationships, and explore practical tools for confidently saying no without guilt. Learn how to identify your limits, communicate them effectively, and protect your time and energy.
1:15 pm	Breakout Sessions Board Engagement Panel – Dawn Mandt, Red River Regional Council & Brittany Hogan, North Dakota Autism Center Inc. Moderator: Lyndsay Ulrickson, Bush Foundation Strong boards build strong nonprofits, and this panel is all about how to make that happen. Join nonprofit leaders as they share practical strategies for boosting board engagement, improving communication and building a culture of shared leadership. Whether you’re a board member or staff, you’ll walk away with tools to strengthen your board’s impact and involvement. Charitable Gaming Update – Scott Meske, ND Gaming Alliance & Deb McDaniel, ND Attorney General’s Office. Moderator: NDANO Treasurer Anne Stoll Stay up to date on the latest developments in charitable gaming regulations, compliance and reporting requirements in North Dakota. Learn about recent changes, common issues and best practices to help your nonprofit navigate the rules with confidence. Whether you’re new to charitable gaming or a seasoned pro, you’ll gain valuable insights and updates to keep your organization on track. Major Gifts/Charitable Gifting Panel – Jake Kubik, Valuable Visits, Cindy Aegerter, Thrivent Financial, Melissa White, Eide Bailly. Moderator: NDANO President Myrna Hanson You’ve got a major donor willing to write you a big check, now what? Or, how do you track down that major donor in the first place? This panel discussion will explore the latest trends in major gifts, do’s and don’ts when it comes to working with larger donors and the potential pitfalls and challenges that come with accepting sizable donations to your organization.
2:30 pm	Breakout Sessions The Smart Steward Method – Matt Bitzagaio, DonorDock Discover how to make donor management easier and more effective with The Smart Steward Method from DonorDock. Explore practical tools and time-saving strategies for building stronger relationships with supporters, increasing retention and simplifying your fundraising efforts. Learn how technology and thoughtful stewardship can work together to help your nonprofit thrive. Leadership: Adora Land & Malcolm Chapman, Bush Foundation Learn about leadership opportunities and resources available through the Bush Foundation in this informative session. Discover how the Foundation supports individuals and organizations working to create positive change in their communities and explore what makes a strong candidate for their leadership programs and fellowships. Whether you’re just curious or ready to apply, this session will provide valuable insights and inspiration.
3:30 pm	Break with Exhibitors
4:00 pm	Navigating Policy Changes and Administration Shifts Speaker: Melanie Gaebe, Alzheimer’s Association Minnesota-ND Nonprofits often face unique challenges when navigating policy changes and shifts in administration, impacting funding, regulations, and community needs. Explore practical strategies for nonprofit leaders and their teams to effectively adapt to political and organizational changes. Learn how to stay agile, advocate for your mission, and maintain stakeholder engagement in times of transition.
5:30 – 9 pm	Social: Brewhalla 1702 First Ave. N, Fargo, ND 58102 Unwind at Brewhalla, Fargo’s lively hub for craft brews, local eats, and great conversation. Just minutes from the conference venue, this unique spot offers the perfect setting to relax and connect with fellow conference attendees.

THURSDAY, JUNE 5

8:00 am	Breakfast & NDANO Annual Meeting
8:45 am	Morning Keynote: The Plan for Nonprofit Profitability Speaker: Kim Nagle, DAMN Plan Coaching According to data from the National Center on Charitable Statistics, around 30% of nonprofits fail to exist after 10 years, with the most common reason being a lack of sufficient funding to sustain their operations and achieve their missions. The Plan for Nonprofit Profitability challenges the outdated belief that nonprofits must constantly struggle for financial stability. Explore cash flow planning as an essential management tool in these uncertain times and beyond and learn how a transformative value-based mindset shift can empower frontline staff, executive directors and boards of directors to see their organizations as a worthy investment, not just a needy cause. Plan for Nonprofit Profitability is powered by The DAMN Plan® and based on Kim’s forthcoming book Nonprofit Profitability: Sustaining Your Organization for Good!
10:00 am	Breakout Sessions Fundraising for Large & Small Events Panel – Sarah Flesburg, Alzheimer’s Association, Jonathan Larsen, Larsen & Larsen Auction Company. Moderator: Deidre Hillman, 13th Hat Whether you’re planning a major gala or a small community fundraiser, this panel has you covered. Hear from professionals who have successfully executed events of all sizes as they share tips on budgeting, promotion, donor engagement, and measuring success. You’ll leave with practical ideas and fresh inspiration to make your next fundraising event a success. NDANO Networking & Connections Room – Facilitator: Patrick Kirby, Do Good Better Consulting The NDANO Networking & Connections Room is your go-to space for informal conversations, meaningful connections, and real-time support. Drop in to meet peers from across the state, connect with resource providers, and ask questions in a relaxed, come-and-go setting. Whether you’re looking for advice, collaboration opportunities, or just a friendly chat, this space is designed to keep you connected. A Deeper Dive into Nonprofit Profitability – Kim Nagle, DAMN Plan Coaching Too many nonprofits struggle to survive, but it doesn’t have to be that way. This session introduces a value-based mindset shift and practical cash flow planning tools to help leaders and boards view their organizations as smart investments. Based on The DAMN Plan® and Kim’s upcoming book, <i>Nonprofit Profitability: Sustaining Your Organization for Good!</i> , this session will help you move from scarcity to sustainability.
11:15 am	2025 ND Legislative Recap – Rep. Austen Schauer, Rep. Austin Foss & Sen. Tim Mathern Moderator: Melanie Gaebe, Alzheimer’s Association Minnesota-ND. Legislators will provide an in-depth review of the 2025 North Dakota legislative session, examining key legislation impacting nonprofits and opportunities for engagement.
12:30 pm	Annual Awards Luncheon

