



1



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# HI, I'M ANN

Texan/North Dakotan  
definitely coffee  
Celtics & WNBA  
mountains & hiking  
liberté, égalité, beyoncé  
ecumenical/interfaith dialogue

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**CONSENSUS  
COUNCIL**

We bring people together across differences.

5




**NONPROFITS  
ARE AMERICA'S  
INVISIBLE BACKBONE**  
providing critical support to improve  
communities and save lives.

Nonprofits support large and small communities in unrecognized ways.

Nonprofits provide critical support government does not.

Nonprofits are mostly small, very local, and well managed.



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# NORTH DAKOTA NONPROFITS

- 6,699 active nonprofits (over 14,000 registered)
- \$8.59 billion in revenue on most recent tax filings
- Comprise 15.6% of private sector workforce
- In the US: 92% operate with less than \$1 million a year. 88% spend less than \$500,000 annually.

SOURCES: PRO PUBLICA / BUREAU OF LABOR STATISTICS / NAT'L COUNCIL OF NONPROFITS

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## NONPROFIT: NOT JUST A TAX STATUS

- People coming together to lift each other up.
- In times of crisis: food banks, shelters, recovery programs, and hotlines.
- In everyday life: joy through the arts and sports, our kids, hobbies. Plus nonprofits boost our economy.
- Millions of Americans in towns and cities of all sizes engage with nonprofits every year.



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## difference (n)

- the quality or state of being dissimilar
- distinction or discrimination in preference
- disagreement in opinion



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## identity

the quality or state of being dissimilar



10

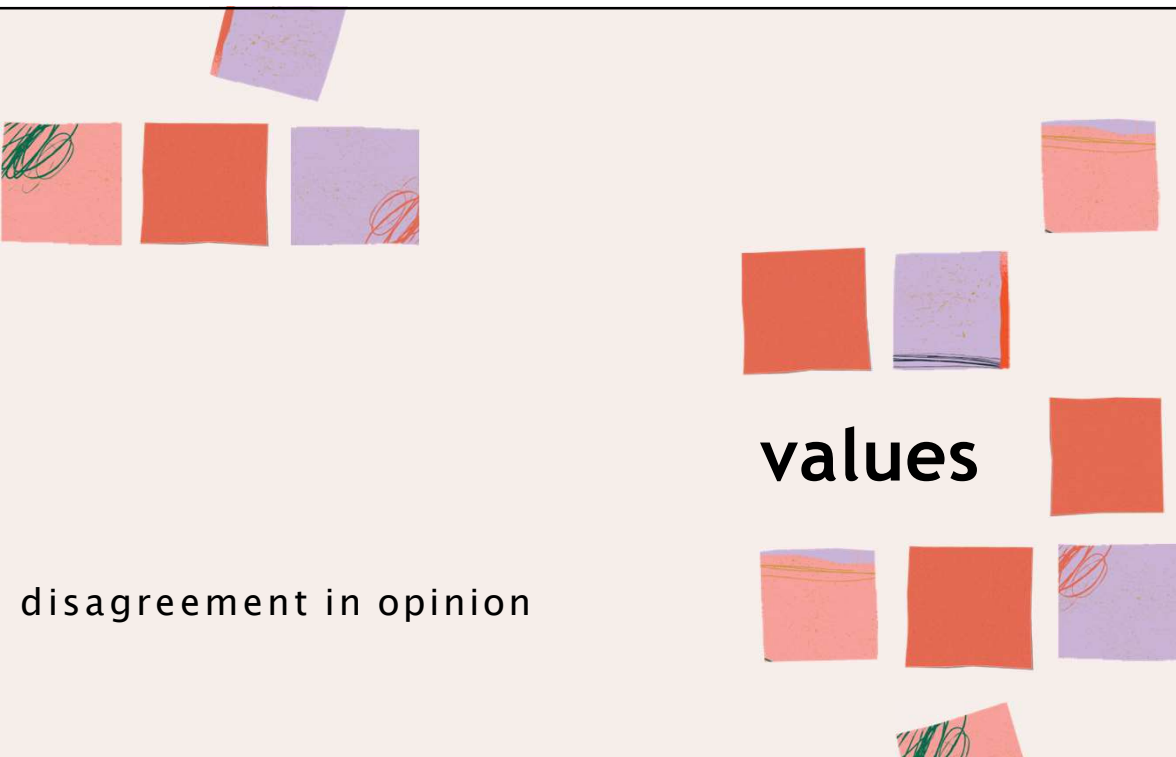




**judgment**

distinction or discrimination in preference

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**values**

disagreement in opinion

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Temple Israel  
of Boston  
*Living Judaism Together*

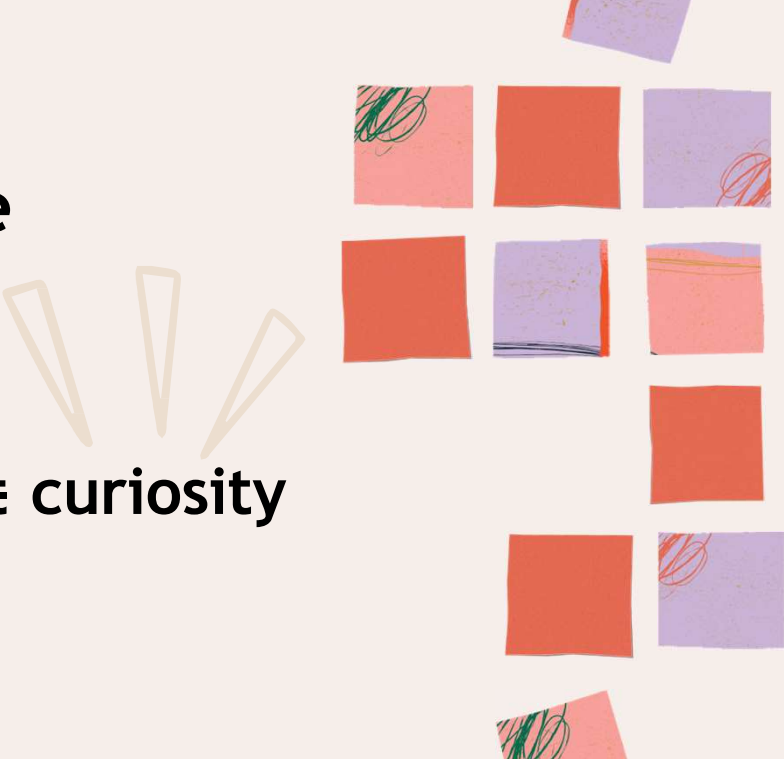


**FOSNA**  
FRIENDS of SABEEL NORTH AMERICA  
*A Christian Voice for Palestine*

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**difference**

- **identity**
- **judgment curiosity**
- **values**



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## bridging difference

- identity
- ~~judgment~~ curiosity
- values + listening to understand

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## bridging difference

- identity → belonging
- ~~judgment~~ curiosity
- values + listening to understand

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# RESPECTFUL CONVERSATIONS



designed not to change minds, but to soften hearts

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## SET THE TABLE

- Seek trainings/resources
- Prepare guidelines
- Find neutral setting
- Plan guest list



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**INVITE IN**

Practice over perfection  
 Cultural humility  
 Curiosity

19

**RELATIONSHIPS ARE EVERYTHING**

What's at the heart of the matter for you?

What experiences shaped how you see this?

What are your hopes, what are your fears?

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# MAYBE...

Find a shared project/  
solution to build  
consensus around.

(Facilitators help.)



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**THIS WORK IS HARD.**



**(BUT NOT MAGIC.)**

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**CONSENSUS COUNCIL VALUES**

**community**

**dignity**

**integrity**

**curiosity**



CONSENSUS COUNCIL

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**TABLE TALK**

Share your first name.  
What resonated with you?  
What would you push against?  
Burning questions?

(It's okay to pass.)



CONSENSUS COUNCIL

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## WORKING ACROSS DIFFERENCES: RESOURCE LIST

### **Consensus Council**

<https://agree.org/>

### **Land Acknowledgement / Pronunciation Resources**

<https://www.neefusa.org/guide-indigenous-land-acknowledgment>

<https://und.edu/student-life/community-belonging/multicultural/land-acknowledgement.html>

### **National Council of Nonprofits Communications Guide: Talking Points, 2025**

<https://www.councilofnonprofits.org/files/media/documents/2025/ncn-communications-guide.pdf>

### **Pro Publica: Nonprofits in North Dakota**

<https://projects.propublica.org/nonprofits/states/ND>

**Bureau of Labor Statistics:** Nonprofits accounted for 12.8 million jobs, 9.9 percent of private-sector employment, in 2022

<https://www.bls.gov/opub/ted/2024/nonprofits-accounted-for-12-8-million-jobs-9-9-percent-of-private-sector-employment-in-2022.htm>

### **Minnesota Council of Nonprofits: Resources**

<https://minnesotanonprofits.org/resources-tools/topics>

### **Respectful Conversations Project at Minnesota Council of Churches**

<https://mnchurches.org/what-we-do/respectful-conversations>

### **Essential Partners (formerly Public Conversations Project) Dialogue Guides**

<https://whatisessential.org/resources>

### **Minnesota Compass: Cultural Competency Resources**

<https://www.mncompass.org/resources/racial-equity-directory>

### **Listen First Project**

<https://www.listenfirstproject.org/>

## BOOKS

***Crucial Conversations: Tools for Talking When Stakes Are High***, 3rd ed, Grenny et al, 2021

***High Conflict: Why We Get Trapped and How We Get Out***, Amanda Ripley, 2022