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Fluff Free Fundraising

From Access Philanthropy

February 2025

Headlines

SAVE THE DATE: Small Family Foundation Workshop – Tuesday May 20, 2025.

Our tenth edition! Find out who and how about 100+ small family foundations awarding grants in Minnesota.

More than 90% of small family foundations don't have a website or public access point. Yet there are more than 1,200 SFF foundations in Minnesota (and hundreds more non-resident SFFs giving in MN). Given the changes in federal government funding, we all need to diversify our funding!

Recent Workshop: National Funders Grantmaking in Minnesota

This month, 150 people attended Access Philanthropy's 17th edition of the [Minnesota National Grantmakers](#), our annual workshop on funders who are not based in Minnesota, but are funding in Minnesota. Feedback has been very positive.

Since the February 6th workshop, we've met with nine groups and we have a bunch more on the calendar. If you have questions or want to chat with us about your work, drop us an email at 4info@accessphilanthropy.com

If you missed it, all the Workshop materials are available for purchase (\$135) on our website.



Workshop Materials:

- AP's 2025 National Directory of Top 100+ National Funders in Minnesota
- Advice on approaching corporate, mega, and family funders
- Complimentary two-week access to the AP online database of funder profiles
- A copy of the powerpoint we use for the workshop
- A look at national funding trends
- Q&A from the event with answers
- 30-minute free consultation with AP researchers & writers.

Materials From Past Workshops

THIS MONTH

Not a lot of changes in people or new grants announcements this month and yet it's been one of the most consequential months for nonprofits in several years. Federal budget changes and the demise of USAID have had disastrous effects on nonprofits from [Zumbrota](#) to [Zimbabwe](#).

We are deeply grateful to all those who advocate for the nonprofit sector at the federal level – [National Council of Nonprofits](#), local organizations, and the media. We are also indebted to, and worried about, USAID workers and their families. May you be at peace.

 Share This Email

In this Issue:

People in Philanthropy | Grant announcements | Fundraising news | Executive Order (EO) 14173 | Fundraiser's Toolbox | Jobs in Philanthropy | Raise a Glass

PEOPLE IN PHILANTHROPY

In our workshops and consultations, AP stresses the importance of developing relationships with foundation personnel, especially in your field of interest. Here are a bunch of new foundation folks you may want to contact.

[Gunjan Kedia](#) was selected to succeed [Andy Cecere](#) as CEO of U.S. Bancorp. She

serves/served on the boards of the American Red Cross, PBS, and the Carnegie Mellon Business School.

GRANTS

Opportunities

Here are a few grant opportunities that AP has come across which may have broad interest.

Fred C. & Katherine B. Andersen Foundation, primarily, but not exclusively, serves St. Croix Valley communities including Washington and eastern Ramsey County (in MN), and Polk, St. Croix, and Pierce counties (in WI). March 30, 2025

Applications for **Ben and Jerry's National Grassroots Organizing Program (NGO)**. For constituent-led grassroots organizations throughout the U.S. and its territories with budgets under \$350,000. Two-year unrestricted general operating support grants of up to \$30,000 per year, with an average grant size of \$20,000 per year. They use a rolling process, so you may submit anytime throughout the year.

Blackduck Area Community Fund - a component fund of the Northwest Minnesota Foundation. March 15, 2025

Five Star Community Foundation Community Development Grants: March 1, 2025

Boston Scientific Foundation For **STEM programs**. March 15, 2025

Mortenson Family Foundation's **Expanding Opportunities for Children and Families 2025 grant**. Open through March 28th, 2025, at 4:00 pm CDT.

West Central Initiative sustainability, equity, and civic engagement grants. March 24, 5 p.m.

Robert Wood Johnson Foundation's **Local Data for Equitable Communities grant**: Collect, analyze, and use data to address inequities in the physical, economic, and social conditions of a place. March 18, 2025

Minnesota Youth at Work, Administered by the Minnesota Department of Employment and Economic Development (DEED). March 21, 2025

Announcements

Rephonic, a podcast outreach and research company, has a post with the **12 Best Podcast**

Grants.

ClimateWorks has a [grantees database](#) to search by program and year.

Impact Investment advisor Eliana Summer-Galai curates a monthly list of funding opportunities on her Substack page. Here's a link to her list "[Beyond USAID: Alternative Funders for Global Development.](#)"

Impact Investing

Recently, AP has received several questions about impact investing, a different mechanism for funding nonprofits and for profits. To help steer this conversation, we decided to provide a quick (AI-generated) definition of impact investing. See below for a solid list of impact investors in MN.

What it is

Impact investing is an investment strategy aiming to generate positive social or environmental effects and financial returns. Unlike traditional investing, which primarily focuses on maximizing profits, impact investing addresses critical global challenges such as climate change, social inequality, education, and healthcare.

Key Features:

- **Intentionality** – Investors specifically aim for measurable social or environmental benefits.
- **Financial Returns** – Investments can yield market-rate or concessionary (below-market) returns.
- **Measurability** – Impact investors track and report their investments' social/environmental effects.
- **Diverse Sectors** – Impact investing spans industries like renewable energy, affordable housing, microfinance, education, and sustainable agriculture.

Examples:

- Investing in clean energy companies to combat climate change.
- Funding affordable housing projects to reduce homelessness.
- Supporting education technology startups that improve learning access.
- Providing microloans to small businesses in developing countries.

Impact Investors in MN include:

- **Bush Foundation** provides social impact investments, grants, and program-related investments (PRIs). Focuses on Native communities, leadership development, and

community innovation.

- **McKnight Foundation** is one of the largest impact investors in Minnesota, allocating \$500 million of its endowment for impact-focused investments. Funds clean energy, economic development, and racial equity initiatives.
- **Minnesota Impact Investing Initiative** (MI3): A collaboration between the Minnesota Council on Foundations (MCF) and financial institutions to invest in projects that generate both social and financial returns. Focuses on affordable housing, small businesses, and environmental sustainability.
- **The Saint Paul & Minnesota Foundation** engages in impact-first investments to strengthen local communities. Focuses on racial equity, affordable housing, and economic opportunity.

See a list of 15 MN investors on our website [Link](#)

Are you interested in learning more about impact investing? Drop us a note --

4info@accessphilanthropy.com. and let us know what you want to know and how it fits into your work.



CHAT WITH US!

Thirty Minutes Free with Access Philanthropy Crew Members

Need a sounding board for your development ideas? Need promising new ideas from the philanthropic sector? Need someone to think about the big picture or the day-to-day fundraising stuff? AP crew members offer 30-minute chats for free. Drop a note to 4info@accessphilanthropy.com to set up a time to chat. [Email us!](#)

FUNDRAISING NEWS

Minnesota charities out \$500M because of drop in Bremer's valuation

The [Minnesota Star Tribune reported](#) that “a downturn in the banking industry and the St. Paul-based bank’s lower financial results likely meant the difference between a \$2 billion and \$1.4 billion sale. The trust, which currently owns 86% of the bank, will net over \$500 million less from the Old National deal than it could have if Bremer was sold five years ago.”

At least 30% of nonprofits rely on government grants

With the recent developments around the freeze in federal grants and loans, [Candid looked](#) into how big a role government grants play in the nonprofit sector. They found that over 35,000 nonprofits rely on these grants for more than 50% of their total revenue. The human services subsector, which includes many direct-service organizations, is particularly vulnerable, with 40% of government grantees reporting that those grants comprise their primary revenue stream.

Something else the article notes: According to the latest available data, private foundations award around \$107 billion annually to U.S. nonprofits. *To make up for the loss of government grants, private foundations would have to increase their grantmaking by 282%*



Executive Order (EO) 14173:

"Ending Illegal Discrimination and Restoring Merit-Based Opportunity"

[The Philanthropy Roundtable](#) is a cohort of conservative/politically active grantmakers who support the anti-DEI and pro-Trump/Musk nonprofit agenda. Here's their take on EO 14173.

Key Takeaways from the Philanthropy Roundtable:

- Nonprofit organizations receiving federal funds, including universities, must prepare for increased restrictions on DEI practices to continue such financial support.
- Foundations that engage in any practices based on race, color, religion, sex, or national origin need to carefully examine their programs and policies to ensure they comply with both the text and the spirit of the **Civil Rights Act of 1964**.
- Philanthropy groups that promote discriminatory hiring, grantmaking, and programming should be concerned about this order. Challenges to DEI activities across the private and public sectors are becoming increasingly more successful.
- Watch this space: The order (issued 1/21/25) calls on the attorney general to submit a report within 120 days with recommendations for enforcing civil rights laws in the private sector.
- The Roundtable has their own suggestion for a diversity policy, calling it [True Diversity](#).

In the Private Sector

The order also calls for identifying "up to nine potential civil compliance investigations of publicly traded corporations, large nonprofit corporations or associations, foundations with assets of \$500 million dollars or more, state and local bar and medical associations, and

institutions of higher education with endowments over \$1 billion dollars.”

Target Corporation’s Take:

Just days after the signing, [Target Corporation removed DEI](#) from its "Belonging at the Bullseye strategy." But, according to The [Chronicle of Philanthropy](#):

- “Racial equity” is still the cornerstone of the Target Foundation’s local grantmaking.
- A company spokesperson told AP that the “recent update does not impact Target Foundation giving.”
- Target Circle community giving program still allows loyalty members to decide which nonprofits the company supports.

Not Everyone’s Going To Want That Money.

[Twin Cities Pride](#) Executive Director Andi Otto said they turned down Target’s annual \$50,000 sponsorship of the June celebration. [Within 24 hours, Pride hit its \\$50,000 fundraiser goal](#) and earned nearly \$90,000— more than half from individuals.

Some Companies Are Pushing Back.

[Fortune lists these:](#)

- **Costco** said “no” to a proposal from The National Center for Public Policy Research, a conservative think tank based in Washington, urging it to evaluate any risks posed by its diversity, equity, and inclusion practices.
- **Apple** got the same proposal and also said “no”.
- **JPMorgan Chase** CEO Jamie Dimon has stated it is confident its DEI strategies, programs, and initiatives are legal and beneficial.
- Chief Diversity Officer **Lindsay-Rae McIntyre** at Microsoft wrote in a [LinkedIn post](#) that the company’s “diversity and inclusion work is more important than ever.”
- **Pinterest, e.l.f. Beauty, Cisco, Delta, and Salesforce** have also defended their commitment to diversity.

2025 AI Benchmark Report: How Artificial Intelligence Is Changing the Nonprofit Sector

[This is a great introduction and idea generator](#) for those who aren’t sure where to start with AI. The “State of AI in Nonprofits: 2025 Report” is a collaboration between TechSoup and Tapp Network. It has insights from over 1,300 nonprofit professionals on how they are leveraging AI.

We, at AP, have been using CHAT GPT and ScholarGPT to support learning about client related issues. It’s very helpful, and this year we will be exploring other AI uses.

Human Services Sector Fundraising Practices

CCS, an internationally renowned fundraising consulting firm, has [published the data](#) from a questionnaire filled out by nearly 650 Human Service organizations during the fall of 2024.

Key Findings:

- 62% of NPOs saw revenue growth in 2024, indicating sustained optimism for 2025.
- 53% of organizations reported growth in donor acquisition, although fewer are acquiring new donors consistently year-over-year.
- 31% of organizations leveraging AI report improved donor engagement and targeted fundraising.

54% of organizations expect growth in major and mid-level gifts in 2025, and 57% are prioritizing expanding revenue streams to stay future-ready.



FUNDRAISER'S TOOLBOX

Where Nonprofits And Funders Go to Solve Some of Their Biggest Problems

What Boards Need to Know about Fundraising vs What They Want to Know

It's so easy to tell presidents and board members what they want to hear, like "Yeah, there's a lot more money out there" and "People are just waiting to be asked!" But philanthropy advisor, [Jim Langley, tells us](#) what they really need to hear, starting with "Many more organizations are competing for far fewer donors."

How to secure essential technology funding to deliver on nonprofit missions

The Technology Association of Grantmakers' [2024 State of Philanthropy Tech Survey](#) shows that, without more substantive investments in technology, the ability for nonprofits to deliver on their mission is increasingly at risk. [This article in Candid](#) has some tips for applying for technology funding

Other Articles for Your Fundraising Toolbox

How nonprofits can off-ramp from Big Tech

<https://progressivetech.org/blog/2025/02/10/offramp-from-bigtech/>

Assessing Your Nonprofit's Grant Readiness

<https://www.linkedin.com/pulse/assessing-your-nonprofits-grant-readiness-amplifydmc-gs5pc/>

Language

“Dangerous” Words:

Words that Get Your Proposal Flagged in National Science Foundation (NSF) Applications

When you submit a proposal to the National Science Foundation and any of its subsidiaries, the proposal is first vetted by a computer for errors, completeness, and other key data.

According to The [Washington Post](#), National Science Foundation staff have been combing through thousands of active science research projects, to flag or eliminate proposals that use certain words that the administration finds unfriendly or outright dangerous.

The “keyword” list contains “trauma,” “ethnicity,” and “gender”- and, as one poster noted: “female, females, and women” - but “male” is apparently okay. The list was shared anonymously and has been posted on [Linkedin and X](#). Here’s a [downloadable file](#).

JOBS IN PHILANTHROPY

This is a free job board that AP puts together. Our interest is getting good Minnesota nonprofit folks into good local and national foundation jobs.

Great Job Boards from Other Organizations: [Minnesota Council On Foundations](#), [Fundors For LGBTQ](#), [Emerging Practitioners In Philanthropy](#), [Peak Grantmaking](#), [Philanthropy Job Board Hub](#), [Foundation List](#), and [Association of Black Foundation Executives](#)

- MINNESOTA Minneapolis-based [Borealis Philanthropy](#) needs a [Disability Inclusion Fund Officer](#).
- MINNESOTA [Margaret Cargill Philanthropies](#) is hiring an [Evaluation and Organizational Learning Officer](#).
- MINNESOTA [Catholic Community Foundation of Minnesota\(CCF\)](#) needs a [Controller](#).
- Silicon Valley-based and focused [Chan Zuckerberg Initiative](#) (CZI) has several [openings](#). If you’re a scientist, look them up. They have hundreds of contractors.
- [Commonwealth Fund](#) (NY, DC) has a few open positions, including [Program Associate](#),

International Health Policy, and Practice Innovations.

- **Emerson Collective** is looking for a Regional Director, Migrant Host Community Stabilization in Latin America, and an MBA Summer Associate, Venture Investing in San Francisco, CA [Link](#).
- The **Ford Foundation** needs a few **program officers** in East Africa and stateside.
- (Bill and Melinda) **Gates Foundation** (Seattle) has several **open positions**.
- The grandparent of LGBTQ+ funds, the **Gill Foundation**, needs a Director of the LGBTQ Programs.
- **Grantmakers In Health** has a number of open **Program Director and Administrative** positions.
- MINNESOTA **Indian Land Tenure Foundation** needs a new **Program Officer**.
- MINNESOTA **Jones Family Foundation** (Red Wing, MN) is looking for an **Executive Director** The Foundation is a Donor Advised Fund of Saint Paul and Minnesota Foundation
- **Justice Climate Fund** (DC) is hiring for multiple remote roles, including **two managing director** roles. Their grants are distributed throughout the US, including nine communities in MN.
- MINNESOTA **Local Initiatives Support Corporation** (MN) seeks an **Executive Director in the Twin Cities**.
- **Henry Luce Foundation** (NY) has started a search for a **new President and CEO**.
- **John D. and Catherine T. MacArthur Foundation** (Chicago) has **several open internships and positions**, including **Grants Management Administrator**.
- MINNESOTA **Minnesota Star Tribune** is hiring a **Vice President** of Philanthropy. A brand new position. The first time they've had a Philanthropy Veep since our buddy, Roberta Worrell ran the grantmaking operation there a bunch of years ago.
- **Ms Foundation** is hiring a **Director of Grants Management**.
- MINNESOTA **Walser Foundation Senior Specialist**, Walser Automotive Group.
- The **Women's Philanthropy Institute** at the University of Indiana needs a new **Executive Director**: no grantmaking, but a big influence in women's giving.
- MINNESOTA **Women's Foundation of Minnesota** is hiring a **Community Impact Manager** (3/1).

JOBS IN PHILANTHROPY

RAISE A GLASS



February 24, 1912: **Bread and Roses Textile Strike** in Lawrence, MA

Led by labor activist **Elizabeth Gurley Flynn**, 30,000 women and children textile workers went on strike in Massachusetts to reduce their work week to 54 hours per week and increase wages by 15%. After two brutal winter months, during which men, women, and children were beaten and arrested, Congressional pressure forced the mill owners to settle the strike and raise wages by as much as 20%.

Ironically, most of these workers were *immigrants* from Italy, Russia, Ireland, Eastern Europe, and 51 different nationalities. 113 years later, we're still facing down government discrimination against immigrant workers.

When you're out with friends or you're just thinking about the plight of today's immigrants, raise a glass to Ms. Flynn and the 1912 immigrant strikers. Their labors give us joy, and hope that we can triumph once again.

If you're really in the dumps, listen to the theme song they inspired, **Bread & Roses**.



SO, WHAT EXACTLY DOES ACCESS PHILANTHROPY DO FOR A LIVING?

Fundraising

- Strategic Planning for Fundraising
- Grant Writing
- Fundraising Perception Research
- Fundraising Positioning and Messaging
- Prospect Research for Institutional and Individual Donors
- Wealth Screening
- Capital Campaigns

Organizational Development

- Strategic Planning
- Executive Coaching
- Program Evaluation

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