Our mission is to provide leadership for Montana’s nonprofit sector and partner with charitable nonprofits to promote a sustainable, networked, and influential sector.

2015 was a full year. We traversed the state multiple times to meet, network, educate, convene, listen, promote and advocate. We offer this report as a type of journal—filled with numbers and narrative that capture our work. The numbers describe what we did exactly. The stats. But woven around them is the meaning: the stories of how MNA and our members are making a difference in Montana.

Among the 2015 highlights are Nonprofit Kaleidoscope, our first eastern Montana conference; the Network Migrant, a project to strengthen local nonprofit networks in the state; opposing and then working to lessen the burdens of HB 389, which revamped property tax exemption for thousands of nonprofits; and, this year’s rural Nonprofit Management Series in Havre. We also toured three national speakers through the state; continued to offer a robust menu of sixteen cost-saving products for members, served as advocates throughout the Montana legislative session, and held our largest annual conference ever in Billings.

Our membership held steady with a retention rate of 88%. We ended 2015 with 588 nonprofit organization members, a 1% increase over 2014. We are deeply appreciative of another 77 affiliate members—consultants, businesses, government partners, and generous friends—who are an important part of our association.

Financially MNA ended the year with a deficit, primarily due to the spend down of multi-year grants. We expect this in particular years—nonetheless we closed the door on 2015 determined to increase earned income in 2016.

As we celebrate 2016—our fifteenth anniversary—we recall MNA was built on the belief that we would be stronger together than apart—and that has proved true. We are proud of MNA’s associative heartbeat and grateful for our role in Montana’s nonprofit community. Thank you for the opportunity to lead when leadership is needed, to give voice when it’s called for, and to be both your resource and partner in this demanding, meaningful and optimistic work we share.

Mary Peterson  
Chair, MNA Board of Directors

Lin Moore  
Executive Director
Nonprofit law, and the nonprofit sector generally.

“Above: Special Olympics Law Enforcement Torch Run, Ravalli County.
Opposite Top: Havre Pride. Bottom: Read to the Dog, Billings Public Library.”

AWARENESS AND ADVOCACY

Property tax exemption was a prominent issue for MNA members during the 2015 Legislative Session. HB389 would require almost all charitable nonprofits to reapply for property tax exemption every six years, pay a fee to do so and regurgitate a significant amount of background information with each reapplication. The bill also required the Department of Revenue (DOR) to develop and maintain a public list of all tax exempt property.

When HB389 passed, the final bill would be burdensome for nonprofits. However, during the hearings MNA and others brought the nonprofit voice to the table, resulting in a better end product. The reapplication fee was reduced in some cases to zero. The requirement to reapply every six years was replaced by a one-time re-application. To minimize the chance that nonprofits would be caught unaware, MNA worked with DOR to publicize the reapplication requirement.

“The Montana Department of Revenue and Governor Bullock wish to thank the MNA for their assistance and advice in implementing HB389, to develop an accurate data base of nonprofits in Montana. Governor Bullock would also like to thank the MNA and all its member organizations for their continued good works for the benefit of all Montanans.”

Other policy issues:

- Monitored the introduction and eventual passage of legislation that allowed Benefit Corporations in Montana
- Offered public comment on the perspective of member organizations when the U.S. Department of Labor drafted new regulations that more than doubled the threshold for overtime pay and exempt employees
- Hosted Beth Bowsky of the National Council of Nonprofits in an eight-city tour to inform nonprofits about the OMB Uniform Guidance as it pertains to government contracts and grants
- MNA members participated in a victory at the end of 2015: the passage of federal legislation making permanent giving incentives related to land conservation, food bank inventories, and IRA rollovers.

RESOURCES

35% of MNA members and almost half of Montana’s charitable nonprofits are located outside of the seven largest population centers. Yet leaders in Montana’s rural communities are hard pressed for resources, typically traveling out of town for professional development.

This year MNA took another step forward to tackle this issue. From February to May MNA was on the hi-line working with nonprofit leaders from Havre and Malta. The rural Nonprofit Management Series brought together thirty-six nonprofit staff members, board members and other volunteers serving this northern swath of the state.

In June, MNA hosted “Nonprofit Kaleidoscope”, a one-day eastern Montana conference in Miles City. Almost fifty leaders from twenty-eight eastern Montana organizations came together to learn about board leadership, team development, philanthropy, communications and volunteerism.

2015 was the third year of MNA’s Nonprofit Management Series, which offers leaders a deep dive into the essentials of nonprofit management. MNA hosted seven workshops in Havre and Great Falls on topics of Board Governance, Financial Management, Fund Development and Strategic Planning.

“...We were rebuilding. To have the classes locally where I could limit my expenses was huge. Not to mention I was new so the information was great. But not having to travel was a big bonus. What stuck with me was learning what my job was and what our board’s job was. I wasn’t sure of my responsibilities... We also talked about our mission statement and policy manual—all things that had been somewhat neglected. It took about a year but we got it revised and updated. That was a big deal.”

—Jessica Nebel, United Way of Hill County

MNA brought national speakers to eight Montana communities in 2015:

- Fundraising guru Andy Robinson—Fund Development
- NTEN CEO Amy Sample Ward—Social Media

MNAs policy work is guided by a Public Policy Council comprised of nonprofit leaders representing housing, economic development, early childhood, faith-based organizations, the arts, philanthropy, youth, disabilities, environment, nonprofit law, and the nonprofit sector generally.
**NETWORKS**

If you want to go fast, go alone. If you want to go far, go together.

—AFRICAN PROVERB

**Stronger Together**

MNA’s membership is a network almost 700 strong, including almost 600 nonprofits and more than seventy-five affiliates: consultants, agencies, businesses, and individuals who are part of MNA. MNA members range in size from all volunteer organizations to some of the largest employers in the state.

- 88% of MNA members renewed their membership in 2015.
- MNA could count 10% of all IRS registered 501(c)(3) nonprofits in Montana as members, with “market share” ranging by community from 8% (Kalispell) to 22% (Helena).
- 75% of Montana’s counties (42 of 56) have at least one active MNA member.
- 35% of MNA members are headquartered outside the seven population centers.

Many MNA members are also part of smaller networks in their home communities. For several years MNA has supported the leaders of local nonprofit networks. Through monthly conference calls, the “Networkers” have come together for peer support, resources, and exchange of ideas and information.

In 2015, as part of an overall initiative to support local networks, MNA announced a small mini-grant available to a new or emerging nonprofit network. In September, on the recommendation of their peers, the grant was awarded to an emerging network in the eastern Montana community of Glendive. This gave leaders in Glendive the chance to take a giant step forward in their long time goal of expanding the Glendive Nonprofit Café. And as a bonus—several other network leaders joined the monthly Networkers calls as a result of the mini grant process, bringing the number of communities represented from five to thirteen over the course of 2015.

Kalispell, Missoula, Ronan, Hamilton, St. Regis, Great Falls, Helena, Bozeman, Red Lodge, Busby, Billings, Glendive, and Anaconda—communities with emerging or established local nonprofit networks. Montana’s vitality and livability depend on a thriving nonprofit sector. We see a future where Montana communities are enriched by nonprofits who have the resources they need for mission fulfillment, the depth and breadth of strategic connections they seek with one another and with partners in business and government, and who are recognized and widely celebrated for their contributions to the quality of life in Montana and beyond.

"Great things started to happen as we worked to form our nonprofit network in Glendive. First, we reached out to a real cross-section of potential members; new versus old nonprofits, large versus small, and established versus struggling. The result was a renewed interest in collaboration and a focused search for education in our community.

“My favorite outcome has been the one-to-one professionally supported mentoring that has emerged… I love the frank discussions on how to overcome our inmate challenges in eastern Montana.”

—CATHY CONDON, Glendive Nonprofit Café
Montana Environmental Education Association
Montana Environmental Information Center
Montana Farm Bureau Foundation
Montana Federation of Garden Clubs, Inc.
Montana FTA Foundation Incorporated
Montana Food Bank Network
Montana Healthcare Foundation
Montana Horde Foundation
Montana History Foundation
Montana Horse Sanctuary
Montana Independent Living Project
Montana Indian Business Alliance
Montana Innocence Project
Montana Justice Foundation
Montana Land Reliance
Montana Legal Services Association
Montana Library Association, Inc.
Montana Meth Project
Montana Natural History Center
Montana Operation Lifesaver, Inc.
Montana Outdoor Health Foundation
Montana Outdoor Science School
Montana Police Protective Association Foundation
Montana Port Secondary Educational Opportunities Council with Native Programs
Montana Project Healing Waters Fly Fishing, Inc.
Montana PTA
Montana Public Health Association
Montana Reforestry Education Association
Montana Rove Mission
Montana Section of the American Water Works Association
Montana Shares
Montana State University—Billings Foundation
Montana State University—Northern Foundation
Montana Supporting Soldiers
Montana Tech Foundation
Montana Transportation and Restoration Museum
Montana Veterans Foundation
Montana Veterans Support Foundation
Montana Watered Communities Council
Montana Wildlife Association
Montana Wildlife Federation
Montana Youth Soccer Association
Montana Yellow Stone Outdoor Legacy Foundation
Montana County Garden
Montana Children’s Home, Inc.
Monticello Media and Education Project
Museum of the Rockies, Inc.
Missoula Hill Valley Community Foundation
Myrna Loy Center for Performing and Media Arts
NAMI—Billings
NARAL Pro-Choice Montana
National Alliance on Mental Illness of Montana
National Center for Appropriately Treated—N.C.A.T.
National Independent Women’s Resource Center, Inc.
National Institute on Money in State Politics
National Museum of Forest Service History, Inc.
Native American Community Development Corporation
Native Generational Change
NCF Foundation
NCBH Missoula
Neighbor to Neighbor
NeighborWorks
Nedyx, Inc.
North Central Area Agency on Aging
North Central Independent Living Services
North Lake County Library Foundation
North Valley Hospital Foundation
Northeast Montana Health Services Charitable Foundation
Northern Plains Resource Council
Northwest Association of Blind Athletes
Northwest Environmental and Cultural Resource Center
Northwest Montana United Way, Inc.
NOVA Center for the Performing Arts
Old Trail Museum
One Montana
Ownership Project
Open Aid Alliance
Opportunity, Inc.
OpportunityLink, Inc.
Organic, Advocacy and Education Counsel
Original Governor’s Mansion Restoration Society
Orphan Girl Productions
Our Montana, Inc.
Pamela Let’s Unite for Kids—FLUK
Pats Gibson Square, Inc.
Park County Community Foundation
Park County Environmental Council
Park County Senior Citizens Center
Family Meals Library Foundation
Farmers United for Life Saving Education
Fool Unlimited
Planned Parenthood of Montana
Polar Bears International
Pondera Arts Council
Porto Rico Greenshough Community Center
Poulsbo Center, Inc.
Prayer Lodge
Pregnancy Outreach Clinic
Pride, Poor Lead Change
Pride Foundation
Project WET Foundation
Provider Montana Health Foundation
Public Land Water Resources Association, Inc.
Queen City Ballet Company
Ranchers Stewardship Alliance
Ravalli County Council on Aging
Ravalli County Museum and Historical Society
Ravalli County Valley Historical Society
Ravoli Services Corporation
Reach Higher Montana
Reach Out & Care, Inc.
Reach, Inc.
Red Lodge Area Community Foundation
Red Willow Learning Center
Region IV Family Outreach, Inc.
Reliable Windsor 50’s
Residential Support Services
Resource, Support and Development, Inc.
Rainbow Community Theatre, Inc.
Rainfall Opportunities, Inc.
Rainbow Health Foundation
Roberto Community Foundation
Rocky Mountain College
Rocky Mountain Development Council, Inc.
Rocky Mountain Elk Foundation
Rocky Mountain Front Wood Roundtable
Ronald McDonald House Charities of Western Montana
Ruby Hribar Foundation
Ruby Valley Hospital Foundation
Run Wild Montana
Rural Dynamics, Inc.
Rural Employment Opportunities, Inc.
SAFE Harbor, Inc.
Salish-Kootenai College Foundation
Samuitt House, Inc.
Sanders County Coalition for Families
Sanders County Community Development Corporation
Sawtooth Lake Regional Center for Kinetic Sports
Service Animals for You
Seabury Health Care Foundation
Shell Empowerment Programs
Silent Rose Art
Silver Run Skiing Foundation
South Judicial District CASSA GAL
Smither City Family Development
Society Mountain Development Corporation
Salvage and Water Conservation Districts of M.F.C.
Soulshine Foundation
South Central Montana Regional Mental Health Center
Southwest Montana School Services
Southwestern Montana Family YMCA
Speed K Ranch, Inc.
Spencer’s Hope Montana
Splashes of Joy
St. John’s Lutheran Ministries
St Libre Indian School Educational Association
St. Mary’s Hospital Foundation
STEP, Inc.
Statewide Community Clubhouse—Summit Independent Living
Seeer River Watershed
Sundance Community Service Foundation, Inc.
Sundance Unlimited, Inc.
Sundance Women’s Center
Supporters of Abuse Free Environments, Inc. (SAFE)
Sweet Valley Community Foundation
Sweet View Coalition
Sweet Grass Community Foundation
Sweet Pea Festival of the Arts
Swenson Development
Tamarack Great Resources Center
Teller Wildlife Refuge
Toledo Medical Center Foundation
The Bowman
The Center for Children and Families
The Little Children’s Home, Inc.
The Nature Conservancy
The New Life Mansion
The Naming Center
The People’s Farms for Community Development
The Rock Mountain Foundation
The Rocky Theater
The Salish Institute
The Station Foundation
The Traveling School
Thre.
Tobacco Valley Animal Shelter
Tourism’s Rejuvenation Program, Inc.
Twin Bridges Senior & Community Center, Inc.
United Way of Butte and Anaconda
United Way of Cascade County
United Way of Hill County
United Way of Missoula County
United Way of the Lewis & Clark Area
United Way of Southwest Montana
University of Great Falls
University of Montana–Western Foundation
Upper Missouri Water Authority
Upper Swan Valley Historical Society, Inc.
U.S. Justice Foundation
Valley County Community Foundation
Verge Theater
Victim-Witness Assistance Services Inc.
Violence Free Citizen Liaisons
Virgin Ground Foundation
Voice of Hope
Women and Quiet Waters
Waterford Education Network
Water/Ways Art Museum
Watson Children’s Shelter, Inc.
West Mont
West Yellowstone Foundation
Western Heritage Center
Western Montana State, Inc. on Aging
Western Montana Chapter for the Prevention of Elder Abuse
Western Montana Voice
Western Sustainability Exchange
Whitesell Community Foundation
Whitesell Lake Institute
Whitesell Legacy Partners
Whitesell Theatre Co.
Wild Rockies Field Institute
Wildwood Women’s Shelter
Windhorse Equine Learning
Women in Action
Women’s Opportunity Resource—W.O.R.D.
Women’s Resource Community Support Center
Women’s Voices For The Earth
World Montana
W.W. Idea, Inc.
Yellowstone AIDS Project, Inc.
Yellowstone Art Museum
Yellowstone Alliance
Yellowstone Boys and Girls Ranch Foundation
Yellowstone CASA
Yellowstone Center
Yellowstone Park Foundation
Yellowstone River Outdoor Association
Yellowstone Valley Animal Shelter
Yellowstone Wildlife Sanctuary
Young Families Early Head Start, Inc.
Youth & Parent Education Center, Inc.
Youth Connections
Youth Dynamics
Youth Hometown, Inc.
YWCA Billings
YWCA Helena
YWCA Missoula
YWCA of Billings Endowment Foundation
YWCA of Great Falls—Mercy House
ZooMontana
Zoosprint Arts Community Center

MONTANA NONPROFIT ASSOCIATION
ANNUAL REPORT 2015
MNA’s business model is currently 75% earned income and 25% contributed. In 2015, MNA’s work in Montana communities reached further and deeper than ever before because of support from the First Interstate Bank Foundation, High Stakes Foundation, Montana Blank Family Foundation, M.J. Murdock Charitable Trust, O.P. & W.E. Edwards Foundation, Steele Reese Foundation, Tracy Foundation, and the Dennis and Phyllis Washington Foundation.

**FINANCIAL STATEMENTS 2015**

**MNA REVENUE**
- Nonprofit Member Dues (20%)
- Affiliate Member Dues (20%)
- Sponsorships (18%)
- Discount Product Fees (15%)
- Conference and Training Fees (10%)
- Contributed Support (7%)

**MNA EXPENSES**
- Program (51%)
- Fundraising (11%)
- Administration (9%)

Statement of Financial Position

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>As of December 31, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$20,660</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>21,244</td>
</tr>
<tr>
<td>Grants receivable, current</td>
<td>121,753</td>
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<tr>
<td>Prepaid expenses</td>
<td>10,215</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td><strong>179,929</strong></td>
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</tbody>
</table>

Property and Equipment

<table>
<thead>
<tr>
<th></th>
<th>Net Property and Equipment, Net</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computers and equipment</td>
<td>46,405</td>
</tr>
<tr>
<td>Software</td>
<td>8,260</td>
</tr>
<tr>
<td>Website</td>
<td>11,060</td>
</tr>
<tr>
<td>Accumulated depreciation and amortization</td>
<td>(44,038)</td>
</tr>
<tr>
<td><strong>Total property and equipment, net</strong></td>
<td><strong>21,037</strong></td>
</tr>
</tbody>
</table>

Other Assets

<table>
<thead>
<tr>
<th></th>
<th>Net Other Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investments</td>
<td>46</td>
</tr>
<tr>
<td>Refundable unemployment reserve</td>
<td>1,086</td>
</tr>
<tr>
<td>Grants receivable, long term</td>
<td>24,090</td>
</tr>
<tr>
<td><strong>Total other assets</strong></td>
<td><strong>29,267</strong></td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>230,192</strong></td>
</tr>
</tbody>
</table>

LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th>Current Liabilities</th>
<th>Net Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>$11,208</td>
</tr>
<tr>
<td>Accrued salaries, vacation payable and payroll taxes payable</td>
<td>39,090</td>
</tr>
<tr>
<td>Deferred membership dues</td>
<td>47,593</td>
</tr>
<tr>
<td>Line of credit</td>
<td>10,019</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td><strong>108,267</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets</th>
<th><strong>Total net assets</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$(16,448)</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>18,171</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>230,192</strong></td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>230,192</strong></td>
</tr>
</tbody>
</table>

Statement of Activities

<table>
<thead>
<tr>
<th>SUPPORT AND REVENUE</th>
<th>For the year ended December 31, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonprofit member dues</td>
<td>$109,097</td>
</tr>
<tr>
<td>Affiliate member dues</td>
<td>12,125</td>
</tr>
<tr>
<td>Sponsorships</td>
<td>98,800</td>
</tr>
<tr>
<td>Discount product fees</td>
<td>82,080</td>
</tr>
<tr>
<td>Conference and training fees</td>
<td>102,276</td>
</tr>
<tr>
<td>Contributed support</td>
<td>13,709</td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>30</td>
</tr>
<tr>
<td>Unrealized gain (loss) on investments</td>
<td>(14)</td>
</tr>
<tr>
<td><strong>Total support and revenue</strong></td>
<td><strong>545,959</strong></td>
</tr>
</tbody>
</table>

**EXPENSES**

<table>
<thead>
<tr>
<th></th>
<th>Net Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program</td>
<td>$674,067</td>
</tr>
<tr>
<td>Management and general</td>
<td>546,554</td>
</tr>
<tr>
<td>Fundraising</td>
<td>46,374</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>742,328</strong></td>
</tr>
<tr>
<td><strong>Change in net assets</strong></td>
<td><strong>(11,181)</strong></td>
</tr>
<tr>
<td><strong>Net assets, beginning of year</strong></td>
<td><strong>251,031</strong></td>
</tr>
<tr>
<td><strong>Net assets, end of year</strong></td>
<td><strong>121,925</strong></td>
</tr>
</tbody>
</table>

**AFFILIATE MEMBERSHIP**

Allens Marketing, Print, Mail
Amateu-CFO Group
Arthur M. Blank Family Foundation
Associated Employers
Bannock Group, LLC
Best Place Consulting, LLC
Big Sky Community Health Center, Inc
Chase Ryan Greenberg Consulting, LLC
CKyrene Media Group
Community Foundation of Northern Roosevelt County
Comprehensive Professional Resources, LLC
Dave Curry Consulting
Destination Missoula
Dorsey Disorders
Extension Service: Montana State University
First Interstate Bank Foundation
First Interstate Bank Foundation*
First Nonprofit Company*
Frontline Processing Corporation*
Glacier County Tourism
Grand Hall, a division of Foundant Technologies
Healthwise/Encore
Helena BID
Instantare Consulting LLC
Jefferson Local Development Corporation
Jenikowski Clark, Campuaglia, Stevens PC
Kim Clark Canaan
Lawrence D. Johnson, Attorney at Law
Leomit Group*
M.R. Strategic Services*
Leavitt Group*
Melissa Kramer
Missoula Country Weed District & Extension
Missoula County Health District
Missoula County Weed District Management
Montana Blank Family Foundation
Montana FirstBank Foundation
Montana Foundation, Inc.
Montana Magazine, Inc.
Montana State University
Montana Trust Fund
Montana Trust Fund*""
THE POWER OF STORY

It was Thursday morning, day one of the 2015 Conference. Almost 400 nonprofit volunteers, staff and supporters were gathered in the Grand Meeting Room of the Crowne Plaza in Billings. Our opening keynote, Thaler Pekar, was speaking on The Power of Story. Actually, she was coaching us in the craft of storytelling. For two and a half hours she led us further into our stories, asking us to insert names, dates, adjectives into the accounts of our work. Under her direction and prompting, each telling became increasingly real, resonant and vibrant. There came this moment when every person in the room was standing, all of us gathered in small groups. For each person, it was the fourth telling of our story. The room was alive with laughing, questioning, keen listening and at times even crying as we revisited and reworked our core narratives. And thus we launched the 2015 MNA Conference, the most successful MNA Conference to date and a top highlight of our year.

We look to moments like this one to convey who MNA is and what we do: bringing expertise and resources to the nonprofit community; facilitating statewide connections and peer learning; giving voice to the cause; and celebrating the mission and achievements of Montana’s diverse nonprofit sector.

We received this note from a young professional who attended the 2015 MNA Conference:

“...The conference was a transformative experience for me. I came (all the way from California) for the networking potential—as a nonprofit professional who is now looking to move home to MT after being out of state for almost 15 yrs. I definitely found what I was hoping for in that regard, but even more than that, the conference rejuvenated my love of learning. As a result, I’m continuing my conversation with the folks from UM who were there, doing my homework about organizational development studies, and considering a Master’s... perhaps in tandem with a new job with a MT organization.

Big thanks to everyone at MNA who put together such a great event. I really appreciated the depth and breadth of information, training, and case study provided on the program.”

—KM
Mary Peterson, Chair  
Eagle Mount Bozeman  
Bozeman  

C. B. Pearson, Vice Chair  
M+R Strategic Services  
Missoula

Susan Denson Guy, Secretary  
Emerson Center for the Arts and Culture  
Bozeman

Jason Rittal, Treasurer  
Fallon County  
Baker

Russ Cargo, Immediate Past Chair*  
Helena Industries  
Helena

Kelly Bruggeman +  
First Interstate Bank Foundation  
Billings

Carol Condon ★  
Glendive Medical Center Foundation  
Glendive

Andrea Davis  
Homeword  
Missoula

Denise (Dee) Incoronato  
Intermountain  
Bigfork

Matt Lundgren ~  
Friendship House of Christian Service  
Billings

Leslie Modrow ~  
Billings Public Library  
Billings

Scott Pankratz  
Ecology Project International  
Missoula

DeeAnn Richardson  
SAFE Harbor  
Ronan

Rob Tallon ~  
Reach, Inc.  
Bozeman

Sherman Weimer  
Eastern Montana Industries  
Miles City

Dawn Wrigg  
Rudd & Company, PLLC  
Helena

* Chair for first part of 2015  
+ Board member first part of 2015  
~ Joined Board second part of 2015  
★ Director at Large first part of 2015

S T A F F

Julia Gustafson  
Professional and Organizational Development Director

Jim Lawrence  
Membership and Resource Development Director

Liz Moore  
Executive Director

Michelle Moore  
Membership Coordinator

Maureen Theisen  
Office and Communications Manager

Montana Nonprofit Association (MNA)  
P.O. Box 1744 | Helena, Montana 59624  
(p) 406-449-3717 | (f) 406-449-3718  
www.mtnonprofit.org

* Chair for first part of 2015  
+ Board member first part of 2015  
~ Joined Board second part of 2015  
★ Director at Large first part of 2015