

CREATING FUTURES



“The journey to commencement may have been a straight path, a winding road, a detour, or slow through the construction zone of life but the joy and pride of this accomplishment is an achievement to be treasured.”
President Joyce Ester, PhD



NORMANDALE
COMMUNITY COLLEGE FOUNDATION



MINNESOTA STATE

PRESIDENT'S MESSAGE

Greetings dear Normandale Foundation contributors:

As a new academic year is underway, I greet you with an invigorated sense of excitement and determination. Over the last year, we've seen students, faculty, and staff return to our new normal. The weight of the pandemic is not entirely lifted, but it is easing. Normandale's campus is open and bustling although we have maintained digital flexibility now that we know our remote learning capabilities. I am fueled by the joy of seeing colleagues in the halls and students in classrooms (and even those who stop in my doorway to say hello). Normandale's caring, curious, and committed campus culture has returned in full force.

This year, we are making huge strides toward our "big three" goals:

1. Achieving racial equity in academic outcomes by 2025;
2. Achieving Associate Degree completion or baccalaureate transfer rate of 50% or better for degree-seeking students by 2030; and
3. Supporting and sustaining a pervasive college culture that is culturally competent and service oriented.



We are proud to have launched Normandale's Strategic Framework, a seven-point plan for how we will achieve these goals and reach our vision of "limitless human potential realized." I am immensely proud to share that we recently secured a \$900,000 grant for Normandale and two other Minnesota State colleges. Over the next three years, these funds will go directly toward helping underserved students become successful by identifying and closing opportunity gaps. As grateful as we are for this monumental contribution, Normandale's \$300,000 share will not be enough to meet and sustain our goals. We will need your support to build lasting community infrastructure.

As we continue to dig into the difficult, yet joyful, work of achieving our big three goals, I am particularly grateful for your partnership. Your contributions make a real and direct impact on Normandale's ability to match our ambitions with our ability to support students. So many of us share the same foundational goal: to lift up every student so that they can meet their highest potential. Together, we are tearing down barriers and turning students' dreams into reality.

To make this happen, we will need to use every tool in our box. Your continued support impacts equity on campus and creates a ripple effect into our surrounding community. Together, we can build an equitable world.

Joyce C. Ester, Ph.D.

Joyce C. Ester, PhD
College President

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Joyce C. Ester, PhD

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NORMANDALE
COMMUNITY COLLEGE FOUNDATION

THRIVING & THANKFUL

Dear friends,

I'm pleased to be writing as the new Executive Director of the Normandale Foundation. It is an honor to serve in this role, and I am excited to set the course for a new year.

The best part about fundraising in higher education is being on a college campus and interacting with students, faculty, and staff. I am inspired by the level of dedication to students and the public trust. Learning is happening every day here, and that includes me.

I've had time over the last six years to get to know so many of the Foundation's donors, college supporters, and community partners – it's been a genuine pleasure to step into leadership here.

You have made this journey so rewarding, and it continues to be so. I see our roles as being the current stewards of this ongoing public good. We are currently the folks who willingly have taken up this mantle of responsibility for the time being, and our goal is to leave it in better shape than how we found it so we can hand it over to the next slate of leaders.

Great people have gone before us here – many instructors, administrators, advisors, presidents, vice presidents, accountants, business leaders, facility workers, and more. It's our turn now. We will take it to the next level, creating opportunities for donors and students to succeed and improve our world.

Each year, the same need walks through our front doors. Our job is to get better at meeting it, helping more students than we did the year before.

The Foundation is expanding its horizons beyond scholarships, looking to fund entire programs that help an array of students. We are feeding hungry students who struggle to afford food and supplying educational pathways to men of color that lead directly to jobs in teaching.

This year, we are partnering with the college to create an alumni mentorship program that will form the basis of a robust alumni network that will support the college for years to come.

Now that is a legacy worth working toward.

I'm looking forward to creating that legacy together with you all.

Thank you,



Jane Fenton
Executive Director, Normandale Foundation



INVESTING IN EQUITY



Normandale student ambassadors

The Normandale Foundation is just that: a grounding support system for the campus. We are here to serve every student enrolled at Normandale. We believe in tearing down barriers, paving new paths, and championing access to higher education. When our team sat down to brainstorm this year's report, we knew we wanted to highlight our exciting return to campus and tell you exactly where we plan to go next. There is so much on the horizon worth celebrating – but one initiative stands out among the rest.

A Strategic Framework for the Future

Normandale falls under the umbrella of the Minnesota State Colleges and Universities (Minnesota State) System. In June 2019, Minnesota State announced the launch of Equity 2030, an ambitious goal to eliminate educational equity gaps in all Minnesota State schools. Those gaps may arise due to a number of factors, including race and ethnicity, socioeconomic status, and geographic location. Recognizing that many of our students have expressed a need for additional support, Normandale started looking to make changes. Then came the summer of 2020: a time of loss, grief, and racial reckoning. But while we mourn our collective losses, we also believe that our students will transform the future of this nation. That's why we devised our Strategic Framework. This is a matter of racial equity for our college because students of color often face more external barriers that impact their studies. The Framework is meant to complement Minnesota State's Equity 2030 goal and take a step further to position Normandale as an equity leader amongst two-year colleges nationwide.

Caring, Curiosity, and Commitment

Internally, we are grounded by three core values: caring, curiosity, and commitment. In fall 2020, President Ester announced The Big Three Goals that would guide the Strategic Framework in a measurable, data-driven way. The Big Three Goals include achieving racial equity in educational outcomes by 2025; achieving an Associate Degree completion or baccalaureate transfer rate of 50% or better for degree-seeking students by 2030; and supporting and sustaining a pervasive college culture that is culturally competent and service oriented. The Framework also details seven key strategies that will facilitate the achievement of those goals and track progress along the way.

By 2025, we will be well on our way to achieving the Big Three Goals. By minimizing barriers and meeting students where they're at, we will see and celebrate our students' true potential.

We don't see this as a "DEI initiative" – we see this as a seismic cultural shift. Those of you familiar with Normandale know that we pride ourselves on being a student-ready institution. Rather than asking students to show up "college ready," we expect our college to be ready for them however they arrive. The Strategic Framework will empower Normandale's leadership to identify gaps that have been historically overlooked. Together, we will pore through historic policies, procedures, and practices. Tough questions will be asked: Does this 50-year-old policy still serve us? Why was that rule written originally? Was it meant to be inclusive or divisive? Which pieces of our campus are still serving students from 1970, and how can we adjust them to serve the students of 2022? We will push each other to look at our shortcomings head on and ask how we can do better tomorrow. This work is rooted in honesty and reflective of the vibrant passion that makes our campus special.

Empowering Everyone's Limitless Potential

Our vision is simple in name only: *limitless human potential realized*. If Normandale can successfully reach the Big Three Goals and create the culturally competent campus we envision, students can achieve whatever they imagine.

Over the past two years, the college has created an Equity and Inclusion department, led by the Associate Vice President of Equity, and includes our Equity and Inclusion Projects Coordinator, Inclusion and Belonging Program Coordinator, and Sirtify Program Coordinator. The department oversees professional development, equity-related metrics, and focused programming.

Our whole community needs to work collaboratively in order to reach these goals. No institution can do something this big, this impactful, this lasting, without support. President Ester recently secured an outstanding \$900,000 grant for Normandale and two sister schools, but we can't stop there. **Every dollar you contribute will be used to invest in equity.** With your support, Normandale will lead the mission for equity on Minnesota State campuses.

WELCOME, NEW BOARD MEMBERS

The Normandale Foundation is thrilled to welcome two new Board members to the team!

Dayle Nolan (she/her/hers) is an accomplished lawyer with decades of litigation experience. She received her J.D. from Hamline University in St. Paul. Dayle is a shareholder at Larkin Hoffman in Minnesota, where her practice areas include business litigation, corporate finance, and employment and labor. Since 2003, she has been included in Super Lawyer Magazine's list of "Super Lawyers," and since 1992, Martindale-Hubbell has awarded her a preeminent rating. Dayle is a trusted advisor in the business community. She comes to the Normandale Foundation Board ready to use her strategic skills to support education. Dayle is dedicated to giving back. She holds education, particularly at Normandale, in high regard and is excited to contribute to the Board. Dayle, welcome to Normandale!

Louise Wilson (she/her/hers) received her PhD in educational psychology: cognition and technology from the University of Minnesota, Twin Cities. In 2015, she joined the faculty at Bethel University, where she currently serves as an associate professor of education emerita in the College of Arts and Sciences. She also works independently as a consultant and presenter. Louise has extensive experience as both a teacher and education consultant. She is a prolific presenter and public speaker on the subjects of teacher preparation and educational culture, as well as a published writer in the education sector. Louise is looking forward to contributing to the Normandale Foundation Board and using her passion for education to advocate for our students. Welcome aboard, Louise!



Dayle Nolan



Louise Wilson

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A LIGHT AT THE END OF THE TUNNEL

Diana Chinokoro (she/her/hers)

"I'm originally from Zambia. I was educated there and began working in Human Resources. 10 years later, I joined the U.S. Embassy as a Human Resources Assistant. On the day I received a letter of promotion from the Embassy, one of my three beautiful daughters fell and sustained a spinal cord injury. She developed a terrible infection. Nine days later, she became paralyzed.

Zambia's medical equipment was limited. I had two siblings in the midwest and they suggested we bring my daughter to the States. We didn't have [American] insurance, but the Mayo Clinic was willing to see her. So, we raised funds to travel in 2017. Our visas had six month limits and my daughter was hospitalized for three. We returned to Zambia and learned to care for my daughter there.

In 2018, my boss asked if I ever thought about moving to the States. I said yes, but I wasn't sure how to do it. A student visa was the best option. We gave up everything: jobs, property, and retirement savings and came to the States to start a new life. I decided to study nursing, in honor of my daughter's experience. I started school part time in 2021, but my attention was divided as a caretaker.

In June of 2021, I lost my sister to COVID-19. I was placed on Academic Suspension twice, but I couldn't give up. It was difficult until I connected with advisors Chiharu Mikkelsen, Howard Odor, and Mustafa Dualeh at Normandale. **They never gave up on me, so I promised to continue doing my best.**

I became a full-time student this spring. **I believe I will become a nurse because I've received such strong support at Normandale.** I am extremely grateful for the laptop giveaway program. When I started school, I was doing assignments on my phone and going to the mall for Wi-Fi. My family cannot always afford groceries, so we really benefit from the Campus Cupboard, where I'm able to get all of the supplies we need. Most importantly, I am a beneficiary of the Emergency Grant Fund. I bring every payment straight to school and put the money toward my tuition and fees.

I hope my story will encourage anyone who feels like giving up to keep going. There is always a light at the end of the tunnel.

"I became a full-time student this spring. I believe I will become a nurse because I've received such strong support at Normandale."



Students, faculty, and staff pose for a photo on the “Hamilton’s New York” Trip

HIGHLIGHT ACADEMIC TRAVEL

Community colleges rarely offer travel opportunities for students – but Normandale is leading the charge to make a change because every student deserves a chance to see the world. During the 2021–22 school year, Global Studies Coordinator Aimee DuBois collaborated with professor of economics Brooks Herrboldt and professor of history Lisa Rude to create an immersive course for students interested in domestic travel. This partnership resulted in a history- and economics-themed course that included an educational trip to New York City, complete with tickets to see Broadway’s *Hamilton*. In preparation for the excursion, students studied Alexander Hamilton’s legacy from a personal and political perspective. In New York, those lessons were applied in the real world with tours of Ellis Island and Wall Street. Prior to the trip, the cohort had varying levels of travel experience, ranging from international flyers to those who had never left Minnesota. Upon return, they all had a shared experience that bonded the group socially. When the class convened after the trip, students were able to approach conversations from a more equitable place.

Supporting Global Citizenship

Travel breeds engaged global citizens, especially in an academic setting. Students are required to approach subject matter through practical applications, while maintaining a safe, exploratory environment. This type of educational travel is one of the best ways to support students in developing critical thinking, empathy, and communication skills.

Due to the high percentage of financially insecure students at Normandale, participation does not match interest. There are two travel courses planned for Spring 2023, with destinations including the United Kingdom and Ecuador. While more than 80 students have expressed interest, so far, only a third of those students have enrolled. Those who are not registered overwhelmingly indicated financial concerns. Right now, students are required to pay out of pocket for their participation in the tours, and scholarships are limited. As these expeditions are developed, the goal is to welcome any student willing and able to travel, and Normandale is committed to eliminating any financial barriers. Donors are strongly encouraged to contribute to academic travel scholarships so that any interested student feels empowered to enroll.



SIRTIFY PROGRAM UPDATE

SKYROCKETING SUCCESS

Since launching in fall 2021, Sirtify's success has skyrocketed. The recently inducted Fall 2022 Cohort brings 11 new students and a new enrollment total of 17. Retention rates (100% between fall 2021 and spring 2022, and 87% between spring 2022 and fall 2022) indicate a well-constructed initiative in high demand. Program Director Marvis Kilgore is looking ahead with clear goals marked for Sirtify's continued success. Building relationships with public school districts is top of mind. Local partnerships will create channels for Sirtify students to get hired immediately post-graduation. Recently, the Eden Prairie School District hired a Sirtify student as a paraprofessional. Not only will Eden Prairie benefit from having this man's talent on staff, but the hiring principal (also a Black man) has a new colleague who

shares his lens. Sirtify's benefits expand beyond students; underrepresented teachers and staff are also impacted by strengthening their collective voice. Sirtify's larger mission is to emphasize the Black male point of view in an educational environment. Sirtify's curriculum will evolve based on feedback from alumni in the field. In turn, students will have access to a community that protects their mental health, balance, and holistic well-being. Students are encouraged to bring their own lived experience to the table. Together, the Sirtify cohorts and faculty investigate barriers within the current education system so that they might be broken down for the next generation of students.

CAMPUS CUPBOARD CONTRIBUTING TO COMMUNITY EQUITY



The Fall 2022 Sirtify Cohort with Coordinator Marvis Kilgore (center)



A student shops the Campus Cupboard

The Campus Cupboard remains a vital and heavily-relied-upon offering on Normandale's campus. **26% of Normandale's students are food insecure**, which means that 26% of students are at risk of poor academic performance as a result of hunger pains and food-related stress. The impact of hunger jeopardizes a student's ability to focus, engage, or even attend class. As a result, their education suffers not because they are incapable of learning, but because they are not able to participate to their fullest capacity.

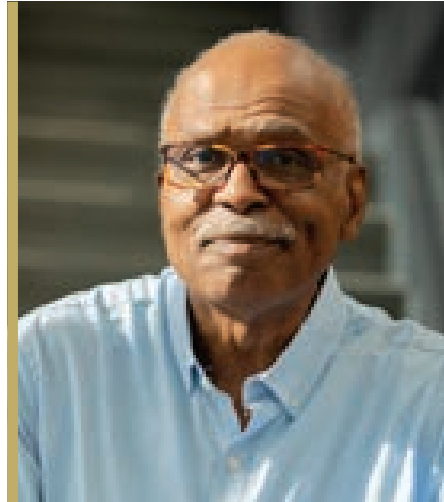
As of September 2022, the Cupboard's usage (student visits to the pantry) increased by 350% over the same period in 2021. In a student survey, Campus Cupboard users reported a decrease in stress related to food. The Cupboard continues to offer resources for all students and their households as a way of contributing to community equity.

Looking ahead, the Cupboard team wants to expand offerings of healthy and culturally competent foods so that all students have access to high-quality, culturally familiar items. Anyone interested in donating is encouraged to contribute higher-demand items, including shelf-stable snacks and nonperishable food and hygiene items, such as laundry detergent, dental supplies, deodorant, and toilet paper.

CONTINUING THE RIPPLE EFFECT

Willie Johnson (he/him/his) has taught at Normandale since 1982 and has donated a portion of his paycheck back to the school ever since. He's an active supporter of the Normandale Foundation's mission to lift up as many students as possible. A beloved professor of interpersonal communication, intercultural communication, and public speaking, Willie has dedicated his career to empowering his students' voices. When deciding what shape his career would take, Willie asked himself a simple question: "When was I the most satisfied, happy, and fulfilled?" His answer? College.

In reflecting on his time at school, Willie realized that much of his education was made possible due to grants and scholarships. Given the rising cost of higher education, he committed himself to paying that gift forward and is now a devoted donor here at



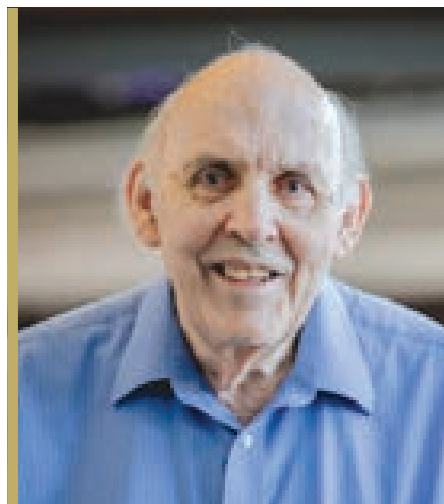
Normandale. Willie grew up in a low-income household, so he empathizes deeply with Normandale's financially insecure students. On campus, he sees the impact of donations like his every day. Scholarships allow students, particularly those on a non-traditional path, to stay

and complete their degrees. Stress is significantly reduced for scholarship recipients, increasing their ability to perform in class. When he speaks about donating to Normandale, Willie's voice becomes electric. He encourages others to explore donation options – the General Scholarship Fund is wonderful, and the Emergency Fund is vital – but there are also lots of opportunities to support specific subjects and dreams. He encourages potential donors to consider contributing in order to empower students to complete their degrees. Willie also notes that students include scholarship names on their resumes. This signals to future employers that the student is supported by their school and community, with the scholarship as another stamp of approval. One scholarship can have a ripple effect in the recipient's life and livelihood. Willie is a sparkling reminder of how much genuine care exists on Normandale's campus.

BRIGHT LIGHT. GENEROUS SPIRIT.

After an impressive 30-year tenure at Normandale, **Manley Olson** retired as Dean of Liberal Arts in 2001. Since then, he has been busy serving on various organizations' boards and contributing to his church on the national level. His love of philanthropy remains a steadfast and crucial part of his life. Manley's family has deep ties to Normandale – both his daughter, Judy, and son, Mark, are Normandale alumni. He and his wife, Ann, along with Judy and Mark, are all active donors. Together, they support the Olson-Dunne Students with Disabilities (OSD) Scholarships. Manley also has a Success Fund, which raises emergency funds for students with disabilities, and regularly donates to Normandale's Student Resource Center and Campus Cupboard. Most recently, he created the Manley Olson Advocacy Awards. Two awards are given annually, one to a staff member and one to a department. The

recipients are nominated and voted for by OSD students. In August, the first staff award was presented to David Lake and the first departmental award to the Psychology Department. Manley is also deeply involved at the University of Wisconsin-River Falls Foundation,



which offers a scholarship, also funded by Manley and his wife, specifically for Normandale graduates to support their forward movement in education.

Manley finds great purpose in his philanthropic contributions, largely because he is a strong believer in higher education. He began college with little financial support, but scholarships enabled him to get through school. Later, he became President of the University of Wisconsin-River Falls Foundation and saw firsthand what a foundation can do for students. When he was in a place to make financial contributions, Manley says, "It seemed like the logical thing to do." His generous spirit and commitment to equal opportunities for students regardless of ability is a bright light among the constellation of Normandale's contributors.

WELCOME TO THE NORMANDALE FOUNDATION!

Kalista J. Dahle (she/her/hers)

Advancement Coordinator



I grew up in Northfield, Minnesota. In 2021, I graduated from Minnesota State University, Mankato, where I received a B.S. in communications with a minor in public administration.

Before coming to Normandale, I served as an AmeriCorps Promise Fellow at Northfield High School through the

TORCH program. I helped students graduate from high school while supporting their future goals. In college, I was particularly interested in advocacy and volunteer work, so I intentionally focused on partnering with Northfield's students of color, youth from low-income families, undocumented students, and first-generation college students. That year was especially meaningful because I felt like I made a difference, and that's when I realized that I have a calling to help students succeed. I am looking forward to working with the Normandale team to ensure students have the best educational experience possible. I am so excited to be part of this community!

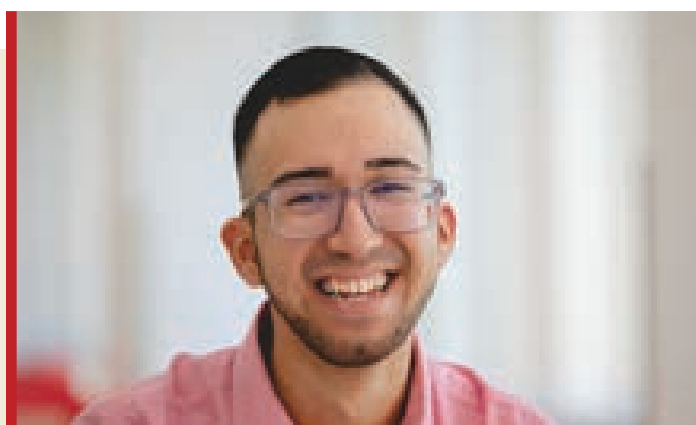
Ryan Heinritz (he/him/his)

Associate Director of Corporate Relations



I'm from Milwaukee, Wisconsin. Growing up, I had two passions: soccer and theater. Eventually, theater became my focus when I was offered a performance scholarship to Winona State University. In college, I found a passion for advertising and pivoted from studying theater to graduating with a B.A. in mass communications/advertising and a minor in theater arts.

Most of my career has been in nonprofit arts administration. I have worked in marketing, communications, advancement, and more. Recently, I played a key part on the Minnesota Twins' Premium Sales & Services Team. I believe in collaboration and healthy professional partnerships. By pairing my passion for mission-driven work with my strategic management skills, I hope to contribute to Normandale's strong community. There are many exciting programs on campus that deserve financial support. I'm personally looking forward to working on Sirtify because I believe in long-term investments in the future of our education system. I am so thrilled to be joining the Foundation's team at Normandale!



Born and raised in Durango, Manuel finished high school in Mexico. He came to the United States expecting a vacation, but quickly realized his family's relocation was permanent. Committed to his education, Manuel wanted to continue his studies but ran into a significant language barrier. For two years, he learned English and re-attended high school. He applied to Normandale for the English for Academic Purposes offerings. After three years at Normandale, Manuel transferred to Minnesota State Mankato. This past May, he graduated with a bachelor's in aviation management and a minor in business administration. Manuel credits the TRIO Student Support Services program at Normandale for opening the doors necessary to help him succeed. The path was not smooth;

LEARNING LESSONS

Manuel Alanis Andrade

Admissions Representative

Minnesota State University, Mankato

he struggled in some classes and even received one failing grade. But, encouraged by his TRIO Coach, he stayed devoted to his studies – and when he took that tougher class again, he emerged with an A. Thanks to his grit and determination, Manuel is now pursuing his master's degree and works full time at Minnesota State Mankato as an admissions representative. He believes in the powerful lessons we learn from failing, and reminds us that everyone carries a unique story. We might come from different home countries or speak different languages, but we all have a common mission: to grow and be better than we were yesterday. Manuel is a testament to the impact of education, especially here at Normandale.

THANK YOU

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For more information or to request a copy of our Legacy Circle enrollment form, please contact Executive Director Jane Fenton at **952.358.8143** or **jane.fenton@normandale.edu**.

We are deeply grateful to the Legacy Circle members (listed at right) for ensuring that Normandale continues to thrive for generations to come.

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FISCAL YEAR 2022

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ASSETS	TOTAL
Current Assets	\$ 1,755,166
Investments	\$ 4,565,345
TOTAL ASSETS	\$ 6,320,511
LIABILITIES AND NET ASSETS	
Total Liabilities	\$ 46,535
Total Net Assets	\$ 6,273,976
TOTAL LIABILITIES AND NET ASSETS	\$ 6,320,511



723

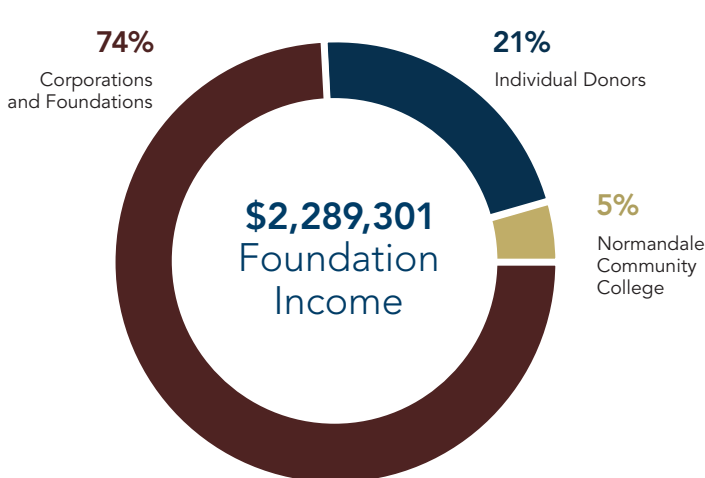
Scholarships and
Departmental
Awards Provided



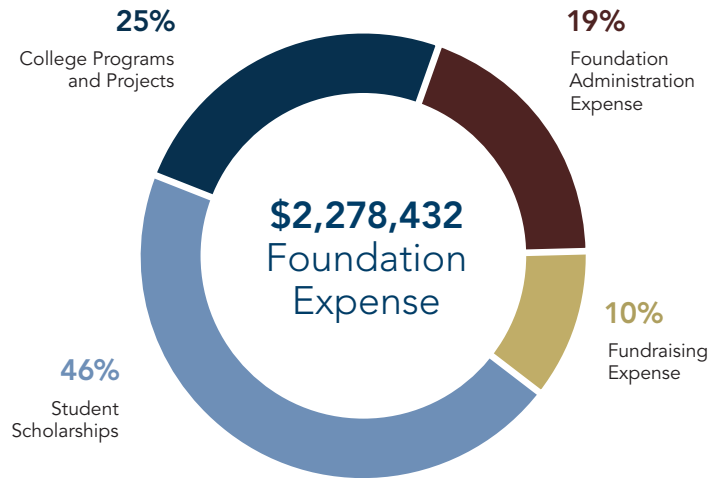
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STATEMENT OF ACTIVITIES



as percent of total revenue and support



as percent of total expenses



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This incredible, diverse set of student leaders show up to college every day ready to innovate and inspire. Less than halfway through the academic year, they've already hosted an entire week of academic support-focused programming (including a women's group and career exploration workshop) and a whole-day event with the theme of "Demystifying STEM through fun."

These students exemplify our core values of caring, curiosity, and commitment, and many of them rely on scholarships to stay enrolled. Thank you for showing up for our future leaders, so they can show up for their education.



Left to right: Valentina, VP of Public Relations; Pedro, VP of Finance; Khalid, VP of Fellowship; Val, PTK President; Megan, VP of Leadership; Yuliana, VP of History & Recruitment; Joshua, VP of Service; Daniel, VP of Scholarship