Outfront Minnesota

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Outfront Minnesota

MISSION

Our mission is to build power within Minnesota’s 2SLGBTQIA+ communities and address inequities through intersectional organizing, advocacy, education, and direct support services.

We envision a safe and equitable world where all members of our communities are free to lead lives of opportunity, autonomy, and full self-expression.

EIN
41-1892897

RULING YEAR
1999

IRS SUBSECTION
501(c)(4) Civic Leagues and Social Welfare Organizations

FOUNDING YEAR
1987

MAIN ADDRESS
2446 University Avenue W. Ste 112
St. PAul, MN
55114

AFFILIATION TYPE
Independent Organization

CONTACT
Kat Rohn, Executive Director
kat@outfront.org

EXECUTIVE DIRECTOR
Kat Rohn

BOARD CHAIR
Tommy Elton

SUBJECT AREA
LGBTQ rights

NTEE Code
Civil Rights, Advocacy for Specific Groups (R20)
PROGRAMS

1. Policy and Organizing C4
   Population(s) served: LGBTQ people

POPULATIONS SERVED

1. LGBTQ people

COMPLIANCE

- IRS Pub 78 Not Verified as of June 2024
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

ALERTS

This organization (EIN 41-1892897) does not meet IRS criteria for appearing in Publication 78. There are many reasons why an organization may not appear. Go to the Scope of IRS Publication 78 for more details.

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?
  15 Number of Independent Board Members
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, June 2024

Policy and Organizing C4

Population(s) Served: n/a

OutFront works to build and support a statewide network of Minnesotans who are working toward LGBTQ liberation. Working with constituents, public institutions, and elected officials, including members of Minnesota's Legislature, OutFront Minnesota works to advance equity and justice for LGBTQ Minnesotans. Our work shaping public policy—while always directed toward gaining recognition of the human rights of LGBTQ Minnesotans—takes many different forms. One of our most important activities at OutFront Minnesota is fostering and supporting informed constituencies across the state. We work to ensure that Minnesotans can effectively work to shape local and state policy and work to change hearts and minds so that Minnesota is an inclusive and welcoming state.

OutFront Minnesota represents the c4 arm of our policy work. For more information about OutFront’s c4 work, visit the page of OutFront Minnesota Community Services.
RESULTS

Number of policies formally established

**TOTALS BY YEAR**

<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>9</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program: Policy and Organizing C4

Number of policies formally blocked

**TOTALS BY YEAR**

<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>13</td>
</tr>
<tr>
<td>2022</td>
<td>7</td>
</tr>
<tr>
<td>2021</td>
<td>7</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program: Policy and Organizing C4
## Financial Trends Analysis

### Business Model Indicators

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit)</td>
<td>$114,300</td>
<td>-$63,035</td>
<td>-$81,431</td>
<td>-$63,482</td>
<td>$164,309</td>
</tr>
<tr>
<td>before depreciation</td>
<td>63.8%</td>
<td>-21.5%</td>
<td>-30.7%</td>
<td>-28.1%</td>
<td>155.3%</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted surplus (deficit)</td>
<td>$114,300</td>
<td>-$62,989</td>
<td>-$81,431</td>
<td>-$63,482</td>
<td>$164,309</td>
</tr>
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<td>after depreciation</td>
<td>63.8%</td>
<td>-21.5%</td>
<td>-30.7%</td>
<td>-28.1%</td>
<td>155.3%</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Revenue Composition

<table>
<thead>
<tr>
<th>Total revenue (unrestricted &amp; restricted)</th>
<th>$228,368</th>
<th>$229,899</th>
<th>$183,474</th>
<th>$162,552</th>
<th>$270,092</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue, % change over prior year</td>
<td>28.2%</td>
<td>0.7%</td>
<td>-20.2%</td>
<td>-11.4%</td>
<td>66.2%</td>
</tr>
<tr>
<td>Program services revenue</td>
<td>11.3%</td>
<td>0.4%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Membership dues</td>
<td>0.0%</td>
<td>8.4%</td>
<td>0.1%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Investment income</td>
<td>0.0%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Government grants</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other grants and contributions</td>
<td>87.4%</td>
<td>90.5%</td>
<td>98.8%</td>
<td>97.6%</td>
<td>99.9%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>1.2%</td>
<td>0.6%</td>
<td>0.7%</td>
<td>2.3%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

### Expense Composition

<table>
<thead>
<tr>
<th>Total expenses before depreciation</th>
<th>$179,068</th>
<th>$292,934</th>
<th>$264,905</th>
<th>$226,034</th>
<th>$105,783</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total expenses, % change over prior year</td>
<td>26.9%</td>
<td>63.6%</td>
<td>-9.6%</td>
<td>-14.7%</td>
<td>-53.2%</td>
</tr>
<tr>
<td>Personnel</td>
<td>64.6%</td>
<td>67.0%</td>
<td>70.2%</td>
<td>68.2%</td>
<td>59.5%</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>5.1%</td>
<td>3.0%</td>
<td>9.0%</td>
<td>18.1%</td>
<td>15.5%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>2.9%</td>
<td>2.6%</td>
<td>3.1%</td>
<td>3.0%</td>
<td>9.9%</td>
</tr>
<tr>
<td>Interest</td>
<td>0.0%</td>
<td>3.7%</td>
<td>2.9%</td>
<td>1.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Pass-Through</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>All other expenses</td>
<td>27.5%</td>
<td>23.6%</td>
<td>14.8%</td>
<td>8.8%</td>
<td>15.2%</td>
</tr>
</tbody>
</table>
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$179,068</td>
<td>$292,888</td>
<td>$264,905</td>
<td>$226,034</td>
<td>$105,783</td>
</tr>
<tr>
<td>One Month of Savings</td>
<td>$14,922</td>
<td>$24,411</td>
<td>$22,075</td>
<td>$18,836</td>
<td>$8,815</td>
</tr>
<tr>
<td>Debt Principal Repayment</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$193,990</td>
<td>$317,299</td>
<td>$286,980</td>
<td>$244,870</td>
<td>$114,598</td>
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</table>

Capital Structure Indicators

**Liquidity**

<table>
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<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months of cash</td>
<td>9.1</td>
<td>6.4</td>
<td>3.1</td>
<td>1.0</td>
<td>5.6</td>
</tr>
<tr>
<td>Months of cash and investments</td>
<td>9.1</td>
<td>6.4</td>
<td>3.1</td>
<td>1.0</td>
<td>5.6</td>
</tr>
<tr>
<td>Months of estimated liquid unrestricted net assets</td>
<td>18.0</td>
<td>8.4</td>
<td>5.6</td>
<td>3.2</td>
<td>25.5</td>
</tr>
</tbody>
</table>

**Balance Sheet Composition**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$135,249</td>
<td>$155,892</td>
<td>$69,431</td>
<td>$18,790</td>
<td>$49,804</td>
</tr>
<tr>
<td>Investments</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Receivables</td>
<td>$159,058</td>
<td>$81,598</td>
<td>$89,610</td>
<td>$67,616</td>
<td>$200,073</td>
</tr>
<tr>
<td>Gross land, buildings, and equipment (LBE)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Accumulated depreciation (% of LBE)</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Liabilities (as % of LBE)</td>
<td>11.9%</td>
<td>17.1%</td>
<td>30.0%</td>
<td>39.0%</td>
<td>58.3%</td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>$267,945</td>
<td>$204,956</td>
<td>$123,525</td>
<td>$60,043</td>
<td>$224,352</td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Permanently restricted net assets</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Total restricted net assets</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$267,945</td>
<td>$204,956</td>
<td>$123,525</td>
<td>$60,043</td>
<td>$224,352</td>
</tr>
</tbody>
</table>

Key Data Checks

<table>
<thead>
<tr>
<th>Material Data Errors</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit’s financial condition. Please consult the 990s of any potentially related affiliates for additional information.

Formulas for key metrics

Key Revenue & Expense Data from Form 990

Key Balance Sheet Data from Form 990
Operations

Source: Self-Reported by Organization, June 2024

EXECUTIVE DIRECTOR
Kat Rohn

NUMBER OF EMPLOYEES
Source: IRS Form 990

BOARD CHAIR
Tommy Elton

BOARD CO-CHAIR
Malcolm Lee

BOARD MEMBERS
Kelsey Waits
Tom Vance
Seal Dwyer
Nikhil Enugula
Emma McBride
Jared Mollenkof
Sara Pournoor
Marta Tierney
Edward Weinberg
### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

#### FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monica Meyer</td>
<td>EXECUTIVE DI</td>
<td>$69,707</td>
<td>$2,729</td>
<td>$0</td>
</tr>
<tr>
<td>Anna Min</td>
<td>INTERIM EXEC</td>
<td>$30,423</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Patrick Troska</td>
<td>INTERIM EXEC</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Alfred Walking Bull</td>
<td>CO-CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Amy Marty</td>
<td>CO-CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Andrea Smith</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Beth Fraser</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Erin Maye Quade</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Tommy Elton</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Nat Marineau Begej</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Ruben Vazquez</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Seal Dwyer</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Tom Vance</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Erich Stolz Spencer</td>
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<td>$0</td>
<td>$0</td>
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</tbody>
</table>
# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

## FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monica Meyer</td>
<td>EXECUTIVE DIRECTOR</td>
<td>$0</td>
<td>$5,864</td>
<td>$85,904</td>
</tr>
<tr>
<td>Alfred Walking Bull</td>
<td>CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Amy Marty</td>
<td>CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Andrea Smith</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Anne Hodson</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Connor Suddick</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Dan Livak</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Erin Maye Quade</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>James Collins</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>M Kathryn Ross</td>
<td>SECRETARY</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Meggie Wittorf</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Nat Marineau Begej</td>
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<tr>
<td>Logan Casey</td>
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<tr>
<td>Tony Rivera</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Anthony Diaz</td>
<td>DIRECTOR</td>
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<td>Tommy Elton</td>
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<td>$0</td>
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<tr>
<td>Ruben Vazquez</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Beth Fraser</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2019

<table>
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<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$5,296</td>
<td>$90,960</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>Dan Livak</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>M Kathryn Ross</td>
<td>SECRETARY</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>James Collins</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Anne Hodson</td>
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<td>$0</td>
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<tr>
<td>Erin Maye Quade</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Amy Marty</td>
<td>DIRECTOR</td>
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<td>$0</td>
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</tr>
<tr>
<td>Tony Rivera</td>
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<td>Andrea Smith</td>
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<tr>
<td>Connor Suddick</td>
<td>DIRECTOR</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>Alfred Walking Bull</td>
<td>DIRECTOR</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Meggie Wittorf</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2018

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monica Meyer</td>
<td>EXECUTIVE DIR.</td>
<td>$0</td>
<td>$4,933</td>
<td>$80,346</td>
</tr>
<tr>
<td>Shamayne Braman</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Eli Coffin</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Dewayne L Davis</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Amy Marty</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Steve Boland</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Anne Hodson</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>M Kathryn Ross</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Dan Hawkins</td>
<td>CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Beth Fraser</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Dan Livak</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Connor Suddick</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Meggie Wittdorf</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Joe Braman</td>
<td>VICE CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Erin Maye Quade</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Tony Rivera</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Andrea Smith</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Vanessa Tennyson</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Alfred Walking Bull</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
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</table>
### Paid Preparers
#### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>HARRINGTON LANGER &amp; ASSOCIATES</td>
<td>41-1532347</td>
<td>563 PHALEN BLVD, SAINT PAUL MN 55130 USA</td>
<td>651-481-1128</td>
</tr>
</tbody>
</table>

### Paid Preparers
#### FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>HARRINGTON LANGER &amp; ASSOCIATES</td>
<td>41-1532347</td>
<td>563 PHALEN BLVD, SAINT PAUL MN 55130 USA</td>
<td>651-481-1128</td>
</tr>
</tbody>
</table>

### Paid Preparers
#### FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>CARPENTER EVERT &amp; ASSOCIATES LTD</td>
<td>411534805</td>
<td>7760 FRANCE AVE S SUITE 940, BLOOMINGTON MN 55435</td>
<td>9528310085</td>
</tr>
</tbody>
</table>
BOARD LEADERSHIP PRACTICES
GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION
Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations? Yes

CEO OVERSIGHT
Has the board conducted a formal, written assessment of the chief executive within the past year? Yes

ETHICS & TRANSPARENCY
Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year? Yes

BOARD COMPOSITION
Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership? Yes

BOARD PERFORMANCE
Has the board conducted a formal, written self-assessment of its performance within the past three years? No
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization’s leader identifies as:

Race & Ethnicity: White/Caucasian/European

Gender Identity: Female, Transgender

Sexual Orientation: Gay, Lesbian, Bisexual, or other sexual orientations in the LGBTQIA+ community

Disability Status: Person without a disability

Race & Ethnicity

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian/Asian American</td>
<td>6%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>18%</td>
<td>21%</td>
<td>25%</td>
</tr>
<tr>
<td>Hispanic/Latina/Latinx</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native American/Alaskan Indian/Alaska Native</td>
<td>0%</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>White/Caucasian/European</td>
<td>45%</td>
<td>64%</td>
<td>57%</td>
</tr>
<tr>
<td>Multi-Racial/Multi-Ethnic (2+ races/ethnicities)</td>
<td>36%</td>
<td>7%</td>
<td>14%</td>
</tr>
<tr>
<td>People who prefer to identify with another race or ethnicity</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Gender Identity

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>27%</td>
<td>14%</td>
<td>9%</td>
</tr>
<tr>
<td>Male</td>
<td>55%</td>
<td>14%</td>
<td>26%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>18%</td>
<td>71%</td>
<td>23%</td>
</tr>
<tr>
<td>People who prefer to identify with another gender identity</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Transgender Identity

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transgender</td>
<td>18%</td>
<td>79%</td>
<td>71%</td>
</tr>
<tr>
<td>Not transgender</td>
<td>62%</td>
<td>21%</td>
<td>29%</td>
</tr>
<tr>
<td>People who prefer to identify with another gender identity</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
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</tbody>
</table>

Sexual Orientation

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gay, Lesbian, Bisexual</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Heterosexual or Straight</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>People who prefer to identify with another sexual orientation</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Disability

No data.

We do not display staff or senior staff disability information for organizations with fewer than 15 staff.
Equity Strategies  Last Updated: 06/11/2024

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✓ We review compensation data across the organization (and by staff levels) to identify disparities by race.

✓ We ask team members to identify racial disparities in their programs and/or portfolios.

✓ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

Policies and processes

✓ We use a vetting process to identify vendors and partners that share our commitment to race equity.

✓ We have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.

✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✓ We have community representation at the board level, either on the board itself or through a community advisory board.

✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.
## Appendix

### Key Documents

<table>
<thead>
<tr>
<th>IRS Forms 990</th>
<th>2022 990</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2021 990</td>
</tr>
<tr>
<td></td>
<td>2020 990</td>
</tr>
<tr>
<td></td>
<td>2019 990</td>
</tr>
<tr>
<td></td>
<td>2018 990</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IRS Forms 990T</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audited Financial Statements</td>
<td>2022 Audited Financial Statement</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Key Organization Documents</th>
<th>Key Revenue &amp; Expense Data from Form 990</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Key Balance Sheet Data from Form 990</td>
</tr>
</tbody>
</table>
Outfront Minnesota
2446 University Avenue W. Ste 112
St. PAul, MN 55114

- Foundation Status Code: NC
- Non-charity (not 501(c)(3))

IRS Publication 78 Details
This organization (EIN 41-1892897) does not meet IRS criteria for appearing in Publication 78.
There are many reasons why an organization may not appear. Go to the Scope of IRS Publication 78 for more details.

IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>OUTFRONT MINNESOTA</td>
<td>June 10 2024</td>
<td>Only applies to 501(c)(3) public charities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>IRS subsection</th>
<th>Ruling date</th>
</tr>
</thead>
<tbody>
<tr>
<td>41-1892897</td>
<td>This organization is a 501(c)(4) Civic Leagues and Social Welfare Organizations</td>
<td>01/1999</td>
</tr>
</tbody>
</table>

Foundation Code: 00
Foundation Code Description: All organizations except 501(c)(3)
This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Learn more

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources
-GuideStar acquires all IRS data directly from the Internal Revenue Service.
-IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-exempt contributions.
-IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
-IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.

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