

Annual Report

2005
2006
2007
2008
2009
2010



**Celebrating 5 years
of catalyzing social capital
in the community**



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Intentional Social Interaction has the power to transform lives in just 3 hours. These action-based conversations create concentric circles of positive community impact. Those traditionally left out of decision-making are able to impact, change and lead public policy through direct, authentic relationship and connection with civic and business leaders. This has huge real life implications. Those in power learn through practice & action how to be inclusive, listen and respond to the needs of the less powerful, while those previously unheard take their rightful seat to shape the future. Years later, participants are still able to recount the transformations that helped solve a problem, reduced isolation or increased knowledge as a result of just one Interaction. **[# of individuals reporting impact]:**

Over a five-year period we have consistently received voluntary feedback from almost 15% of participants of **Intentional Social Interactions** at the Mother Table, either verbally or in writing, that at least one of these impacts has occurred:

- **Barriers to connecting across culture lowered.** Individuals say that it is easier to approach and interact socially with someone from another culture or community because they've had the experience of how easy it can be. This results in increased confidence the next time they encounter someone across culture. **[587]**
- **Increased willingness to welcome the "other" into participants' homes.** We often hear that as a result of the Table, participants are more willing to welcome someone of a different class or culture into their home when previously no such willingness existed. **[371]**
- **Increased cross-cultural collaborations.** Individuals report actually meeting people through the Table with whom they have something in common and using those relationships to jumpstart cross-cultural collaborative efforts that benefit the community. **[92]**
- **Increased organizational cross-cultural understanding.** Professional participants take enhanced cross-cultural competency back into their organizations, resulting in increased effectiveness at the organizational level. **[495]**
- **Increased leadership capacity and opportunities for women, people of color and youth.** Women, people of color and youth often report back an increase in their own personal leadership roles and capacity within the community as a direct result of Intentional Social Interaction. **[207]**
- **Life changing.** The 15% response rate doesn't include the people who voluntarily report that their life or the life of someone they know was "transformed" by the Table. Because "transformation" isn't a concrete outcome, we think this feedback is just worth noting. **[671]**

Youth



*"It inspired me to stay in school and get better grades."
-Cesar, 16,
Central High St. Paul*



*It just brings out the best in teenagers. I've never seen anything like it. It has changed the way I look at youth. I now police differently as a result.
-Eric, Minneapolis Police Officer*

Collective Change

In 2010—Collective Change—Marnita's Table effective systems change framework within which youth practice leadership in a multicultural and economically diverse, explicitly anti-racist cohort, expanded rapidly enrolling over 1,800 participating youth in less than 8 months. In 2011, Marnita's Table seeks to build financial capacity in order to serve the many youth who desire advisors for their Collective Change projects. We also seek to help any youth group hold their own **Intentional Social Interaction**. We now receive on average five requests every week for materials or tools to help a young person have a conversation across race, class or culture in an environment outside the Table.



Youth Advisory Board

Marnita's Table Youth Advisory Board has identified a Collective Change project to improve student success. They are planning how to deliver and sustain an SAT/ACT Prep Library and Drop-In Sunday for kids their age who may not have either the financial or parental resources to help them get extra support for these key college tests. This is important because Minnesota has the second highest educational disparities between white and non-white students in the United States.

Marnita's Table Youth Advisory Board

These teens aged 13-19 help set the course for all Marnita's Table youth initiatives, as well as serve as the youth leaders of Collective Change.

Amelia Allert
Max Berman
Elijah McGregor Fortson
Antonia Ivy

Yasmine Kader
Kate Porter
Aswar Rahman
Olay Redden

Nandi Tippett
Addison Weiler
Brittany Williams
Annika Williamson

Marnita's Table helps build civic infrastructure while at the same time catalyzing individuals and organizations to act intentionally to decrease disparities and increase equality and inclusion through our signature programs and projects.

■ **The Young Women's Initiative (YWI):** a community-wide solution led by teens and young women, continued to gain momentum and insights through continued **Intentional Social Interactions** with Marnita's Table, the Department of Health STD/HIV Section and other partners and public health experts who together identified the need for a Sexual Health Summit in the model of Intentional Social Interaction in 2011. This event will bring together youth, major foundation and non-profit leaders, government agencies, faith leaders, and other stakeholders to share strategies and relationships in order to continue the reduction of STDs in young women of color. Minnesota experienced a 5% decline in the STD infection rate in 2009, the first reduction in more than 10 years – a result that the Department of Health partially attributed to better conversations about STD practices and the work of the YWI. The YWI has already helped strengthen community-based organizations to define their needs and identify solutions that will work for their specific community. In 2011 and beyond, Marnita's Table plans to transfer the success of the YWI to new communities and regions across the country.



"The approach used by Marnita's Table provides a unique and effective way for people of different cultures and backgrounds to interact and develop relationships in an environment that truly facilitates effective communication. I have experienced how this approach brings people from a wide range of cultures, ethnic backgrounds and ages together for meaningful discussions. Even more impressive was watching how people with widely different backgrounds quickly became engaged with each other. As a result of participating in events at Marnita's Table I have gained new perspectives on STD prevention and have made a point of attending subsequent events. The insights I have gained by participating in Marnita's Table events has informed the STD prevention approaches and strategies used by the Minnesota Department of Health."

–Peter Carr, STD/AIDS Director, Minnesota Department of Health

■ **Improving Health Outcomes:** Marnita's Table continued to mentor and advise CentraCare Health Systems, the largest employer and healthcare provider in Central Minnesota, to decrease disparities and increase positive health outcomes for communities of color through **Intentional Social Interaction**. We expect that this relationship over the next three years will help to lower health disparities and increase educational attainment while building economic vitality throughout the region.



■ **Census Consensus:** working with the City of St. Cloud; Benton County; the City of Waite Park and Minnesota Complete Count, Marnita's Table, in December 2009, helped build a multi-ethnic region-wide concerted social action to ensure that every person was counted in the 2010 Federal Census. The sustained efforts of this collaborative action resulted in Minnesota retaining all of its congressional seats by a margin of 8,000 returned census forms.

"Marnita's Table understands that wherever social capital flows, so flows financial capital. Their enthusiasm for orchestrating these conversations is infectious, and we wanted to play a role in furthering the process by contributing both sponsorship dollars and volunteers."
–Frank Fuller, President, Franklin Bank

■ **Equity for All:** collaborating with the St. Cloud Create CommUNITY anti-racism initiative and its leadership team, Marnita's Table in 2010 debuted four custom CommUNITY Conversations: Healthcare: A Personal View; Learn This! A Conversation to Inspire Educational Attainment; Access: The Meaning of Home; and Immigration: Our Personal Stories. These four custom CommUNITY Conversations in a Box are now available for checkout from the Central Minnesota Community Foundation so that residents of Central Minnesota may convene their own Intentional Social Interactions.



In a culture of polarization, Marnita's Table breaks down silos and builds bridges of understanding that strengthen our communities.
–Steve Joul, President, Central Minnesota Community Foundation

■ **Equity for All:** in 2010, Marnita's Table also deepened its commitment to improving educational outcomes for students of color through welcoming the Office of New Schools of the Minneapolis Public School District and Southwest High School to the Table. In 2011 we launch a series of conversations in collaboration with the St. Cloud Independent School District 742 and the Central Minnesota Community Foundation in order to close the achievement gap and improve educational outcomes in Central Minnesota.



The Table has an amazing ability to create a setting where people are welcome, inspired, challenged, and have fun (all in one evening). We think Intentional Social Interaction is fantastic -- a civic inspiration for us at the Citizens League.
–Sean Kershaw, Executive Director, Citizens League



2005

We began by Igniting enduring cross-cultural connections through Intentional Social Interaction

Our journey began with some questions:

- Was it possible to catalyze authentic relationships where none existed before?
- No matter the community-problem that needs solving?
- If we found a way, could we consistently replicate it?
- If we could consistently replicate it, could we teach others the model?



Intentional Social Interaction

...a human-centered technology that helps all types of people eager and happy to actively move beyond the barriers that separate us.

2006

For the past five years we've been experimenting with the best ways to bring people together across race, class, culture & other means of self-identity.

Through our exploration and practice of experience engineering, we've created a deliciously contagious way to catalyze authentic cross-cultural relationships—Intentional Social Interaction. The most extraordinary thing about it? It works. If you've been to a Table you know. If you haven't, if you are holding this in your hands, then someone has told you about the power of the model.



2007

With the help of over 12,000 guests and more than 200 events later, we can say YES emphatically and conclusively to all of our questions!

It is not only possible to ignite enduring cross-cultural relationships, we also learned that there are a host of positive & beneficial side-effects for the whole community as result of such new relationships being formed. An example of an unintended side-benefit of our work? 1 in 4 youth aged 13-19 reports going back to school and improving their grades after one encounter with the Table.



2008



2009

Marnita's Table seeks to make Intentional Social Interaction the new pattern for society where people of color, the disenfranchised, the poor, the unheard and the fragile (the "other") are automatically included and valued at the policy-making and resource-sharing table.

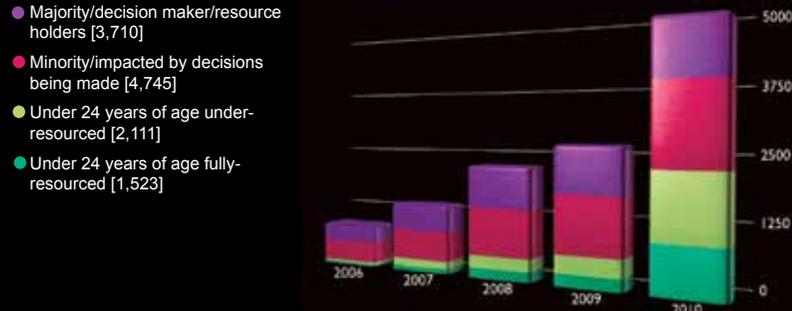
the future

We are now ready to take what we have been doing in a small number of communities, build capacity and bring Intentional Social Interaction to anyone who wants it to improve their own community.

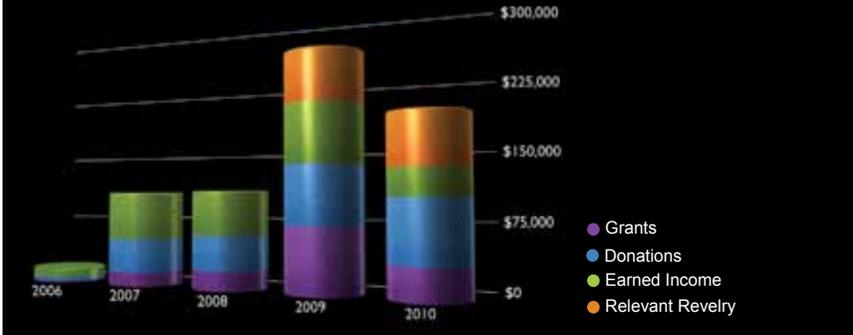
2010

We've now brought together thousands of people for hundreds of **Intentional Social Interactions** around a host of issues that matter to our everyday lives. Marnita's Table has become expert at bringing together policy makers, business and civic leaders with those who are impacted by the policies being made. Although our work is regularly spoken of as "innovative," "transformational," and "unforgettable," we are proudest of the fact that it is most often called "effective."

Who We Served



From Where our Support Comes

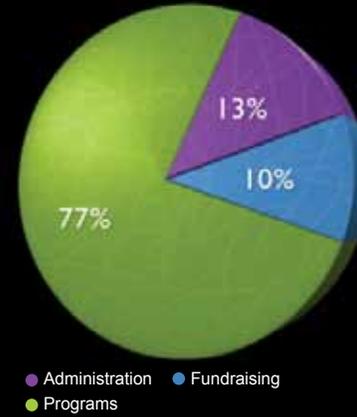


Clients & Sponsors

- Benton County, MN
- Centers for Disease Control/National Alliance of State and Territorial HIV/AIDS Directors
- CentraCare Health Systems
- Central Minnesota Community Foundation
- Childcare Choices
- Citizens League
- City of St. Cloud
- City of Waite Park
- Community Action
- Create COMMUNITY

- Diva Collaborative
- Duddingston Sylvester Group/Morgan Stanley Smith Barney
- Franklin National Bank
- ipHouse
- Minneapolis School District "Office of New Schools"
- Minneapolis Public School District
- PhilanthroFund
- REI
- St. Cloud Independent School Dist. 742
- Social Venture Partners
- Southwest High School, Minneapolis
- Wells Fargo

Financial Stewardship



Grants:

- Central Minnesota Community Foundation
- Curtis L. Carlson Family Foundation
- General Mills Communities of Color
- Minneapolis School District "Office of New Schools"
- Minnesota Department Health/STD/HIV Section
- The Medica Foundation
- The Minneapolis Foundation
- The Park Nicollet Foundation
- The Persephone Fund of the Whitney Foundation

Collective Change Community Partners

- Asian Media Access
- Boys & Girls Club St. Cloud
- Citizens League/Students Speak Out
- Create COMMUNITY, St. Cloud
- Girls in Action
- Wilder Youth Leadership Program
- YMCA Multicultural Achievers
- YWCA St. Paul IMPACT Program

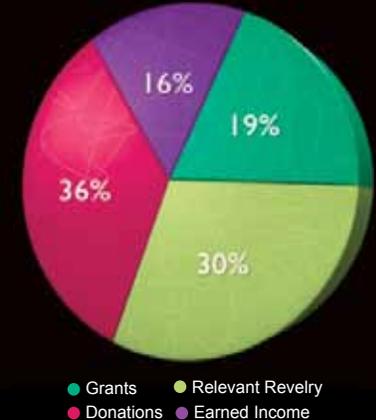
Doing More With Less

Marnita's Table, Inc. maintained sustainability through the introduction of Marnita's Marketplace, as well as by operating on a reduced budget in 2010. We are honored that in a challenging fundraising environment, Marnita's Table remains in operation through the passionate and continuing support of organizations and individuals within the community who recognize the exponential value in **Intentional Social Interaction**.

Sustaining Donors

- Stuart & Romy Ackerberg
- Arthur & Kate Berman
- Russell Cowles
- Pamela Diamond & Michael Brenner
- Stuart & Denise D'Rozario
- Chuck & Andrea Duddingston
- Laura Jelinek & Jonathan Tallman
- Nathalie & Hubert Joly
- Darren Lederfine
- Michael Miller & Lynn Herbert
- Tamrah & Steve O'Neil
- James Palmquist & Beverly Markis
- Margaret & Phil Soran
- Josine Peters
- E. Clarke & Phyllis Porter
- Rajni & Rajiv Shah
- Debra Sit & Peter Berge
- Jo-Anne Stately
- Sarah & Randall Trask

Revenue Mix 2010





Board of Directors & Officers

Our committed and diverse Board of Directors affords MTI the professional expertise and passion for our mission across ethnic and cultural backgrounds and ages.

Margaret Soran, Board Co-Chair
Social Venture Partner and community volunteer

James P. Palmquist, Board Co-Chair
3M Office of General Counsel, retired

Art Berman, Treasurer,
President & CEO, Twin Cities RISE!

Rajni Shah, OD, Secretary
Senior Managing Optometrist, Pearle Vision

Nathalie Joly
Independent art historian and broker

David Scott
Commercial Loan Officer
Franklin National Bank

Camille Thomas
Certified Life Coach,
Camille A. Thomas Life Coaching

Phyllis Thomson Porter (not pictured)
Advocate, Dignity Center; past board member,
Steeple People Surplus Store

Hedy Tripp
Consultant/Manager, W-isms LLC,
St. Cloud, MN

Rico Vallejos, Vice Chair (not pictured)
Writer, Director, Photojournalist

Sharon Kennedy Vickers
Software Developer, University of Minnesota

Marnita's Table Team

Marnita Schroedl, Social Capitalist
Carl Goldstein, Executive Director
Elijah Fortson, Relationship Manager
Mirael Goss, Sous Chef

Antonia Ivy, Kitchen Captain
Jeannette Bineham, Scribe
Max Berman, Intern

Start the Conversation

Team 2010
Camille Thomas, **Lynn Herbert** & **Emma Kasiga**
Co-Chairs
Kianna Ramos, Culinary Chair
Pamela Diamond, Marketing Chair

Team 2011
Camille Thomas & **Margie Soran**, Co-Chairs
Kianna Ramos, Culinary Chair
Lynn Herbert, Marketplace Chair
Pamela Diamond, Marketing Chair

The Table also benefits from the support of more than 100 wonderful volunteers of all ages.

Marnita's Table Celebrates Board Chair Margaret Soran for Five Years of Leadership

Marnita's Table Board Chair Margie Soran is stepping down from the Board after five years. Under Margie's leadership, the Table grew from an organization with \$16,000 in revenues in its first year to one with a budget of 18 times that in 2010. Her leadership has been critical in helping MTI achieve both organizational milestones such as incorporation and tax-exempt status as well as programmatic goals. Margie will devote more time to other philanthropic and community service activities. She is also co-chairing MTI's 2011 Annual Fundraiser, **FOOD | SHELTER | CLOTHING**.



Thanks Margie for 5 years of extraordinary leadership and vision!

Save Saturday, November 5, 2011 7-11 pm

We all need all three. **FOOD | SHELTER | CLOTHING** For some these things are art, for others just necessities. Start the Conversation isn't simply a chance to join foodies, architects, fashionistas, policy makers and leaders in retail, hospitality and housing engage a conversation with those impacted by the policies being made. It's one of the best dinner parties you'll ever attend.



Go online to marnitastable.org to reserve your ticket now.

Want to volunteer as a hospitality guide or a table captain? E-mail us at info@marnitastable.org to be a part of **FOOD | SHELTER | CLOTHING, NOVEMBER 5, 2011, 7-11 PM.**

Marnita's Table Builds Database Capacity

Marnita's Table thanks Sarabeth Scott, Vice President, Corporate Operations & Support, Iconoculture, Inc., who has devoted long volunteer hours to upgrading MTI's database to permit far more flexible and sophisticated interactions with the myriad stakeholders of Marnita's Table. Thanks also to Salesforce.com, which has granted Marnita's Table ten non-profit database use licenses for no charge.