

ANNUAL

REPORT

2020-2021



MINNESOTA
INDEPENDENCE
COLLEGE &
COMMUNITY
MICC
Learn Skills. Experience Life.

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Dear Friends,

Over the past year, Minnesota Independence College and Community (MICC) focused on *respect, responsibility, and resilience* to help us move forward. With these core objectives as part of our vision, MICC not only survived, but we also *thrived!* MICC pressed ahead with our mission and programming, remaining flexible to changes, but preparing to adapt to keep our staff and participants safe and healthy. As we transitioned into fall, we welcomed our 2021-2022 College Program class of participants and their families and look forward to participating in their journey towards independence.



The 2020-2021 College Program year proved to be challenging, at times, with virtual learning, social distancing, and masking. Yet, MICC is proud to report that we held in-person learning all year, with guidelines in place, and had zero cases of COVID-19 on campus! Our Community and Careers Programs had participants who were working as essential workers; others were furloughed. Those who were furloughed have all found new jobs or returned to their previous employers. MICC continues to have a 98% employment rate – well above the national employment rate of 58% for adults on the spectrum (Drexel Autism Institute).

Not only did MICC maintain our programming during this challenging time, but we also launched our new Social Engagement Program, offering social activities and community outings to all participants. By combining our College and Community activities into one new shared program, MICC better positions Community Program participants to serve as mentors to new College Program participants. With our new, larger Social Engagement Program space at Woodlake, MICC can offer more socialization opportunities with expanded evening and weekend hours.

As MICC begins a new strategic planning process, we plan to explore opportunities with programming, facilities, and outreach that support our continued growth. MICC has increased our participant volume by 50% over the last five years. We expect that trend to continue, as ASD is the fastest growing disability within the educational system. From 2009-2010, the percentage of students diagnosed with ASD in Minnesota increased 138% (MN Dept. Of Ed.).

I'm so proud of the extended community that MICC has built over the past 25 years. MICC has a bright future, and I'm looking forward to what 2022 has in store for us! Thank you for your role in making MICC a thriving community where individuals can lead a full life today and for decades to come!

Best wishes,

A handwritten signature in black ink that reads "Amy Gudmestad". The signature is fluid and cursive, written over a light grey rectangular background.

Amy Gudmestad
Executive Director

BOARD CHAIR MESSAGE

On behalf of the MICC Board of Directors, we want to express our pride in Amy, the leadership team, and MICC's staff for the agility they demonstrated in responding to the ever-changing challenges and demands presented by the pandemic. We're confident in their ability to respond to what's next for MICC.

Over the past year, MICC participants and their families have continued to demonstrate resilience. None of us knew the challenges we would face, and, despite this uncertainty, our participants have thrived with the support of their families and the guidance of the MICC team. Behind the scenes, MICC's board not only fulfilled their fiduciary duties in exemplary fashion, but they also stepped forward as ambassadors for MICC by promoting events like the annual Gala, homecoming, or the fall 5K.

As the demand for MICC's programming continues to grow, the board, Amy, and the leadership team are building an agile, strategic plan to help construct the framework for MICC's future. With change comes great opportunity, and our focus has been and continues to be *servicing more*. To serve more participants, MICC needs a solid financial foundation, a focused understanding of our facility and staffing requirements, a strong network of partners, and a commitment to meet or exceed our goals/standards. The framework we build now will serve us well as we adjust and respond to the challenges and opportunities that come our way in the future.

We certainly can't do this without the support of our stakeholders. Working collaboratively, we know our future will continue to be bright as we serve more participants and families. Thank you.

**Jeff Gauvin,
Board Chair**



Jeff Gauvin

PARTICIPANT SPOTLIGHT

Gabe Boldon

How long have you been a part of MICC?

I started in 2017 and graduated in 2020. I've been doing the Community Program since I graduated last year because I like to go to the events and excursions to fun places.

Why do you think MICC is important for adults with ASD and learning differences?

I think MICC is important to the adults who are on the spectrum because it allows them to have help from job developers and instructors. Currently, I'm working as part of the clean team at Cub Foods in Edina, and I got this job through MICC during my senior year.

What would you tell a student who is new to MICC about College/ Careers and/or Community?

I would definitely tell them to find a way to balance your personal and work life because it can boggle you down if you're not prepared for it. I learned that through experience and balance my life by planning and scheduling my time well.

What are some of your favorite memories of MICC?

I liked being social with friends like going to see Avengers: Endgame at the movie theater together. My favorite MICC event was the yearly coffee house talent show because I got to perform in it. My freshman year I performed "Made of Stone" from *The Hunchback of Notre Dame*, and my junior year I did "The Man I Used To Be" from *The Count of Monte Cristo*.

How has your time at MICC prepared you for life?

My classes taught me all about being careful with budgeting with things like keeping the electric bill at a certain amount.

What are your greatest successes since you've been at MICC?

Getting my job at Cub Foods. All my previous employment experience was temporary work or volunteering before coming to MICC.



Gabe Boldon

FINANCIALS

Financial Statements for the Year Ended June 30, 2021

Assets

Cash and cash equivalents	\$540,241
Accounts and contributions receivable, net	\$708,291
Other assets	\$255,806
Property and Equipment, net	\$880,360
Investments	\$1,653,417
Total Assets	\$4,038,115

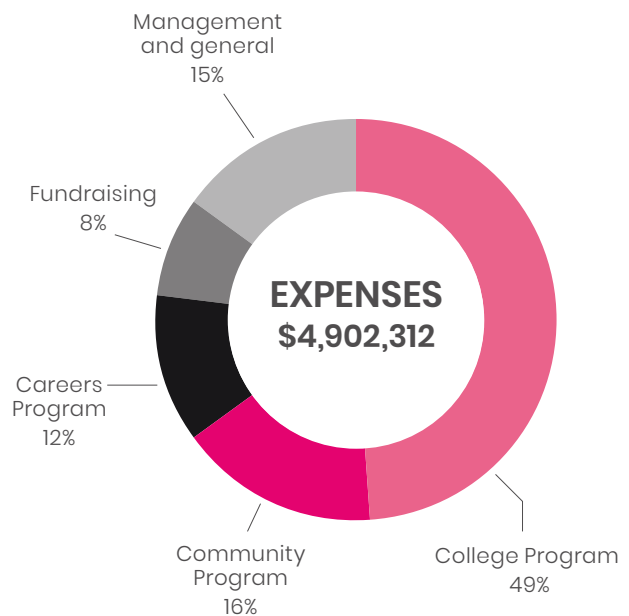
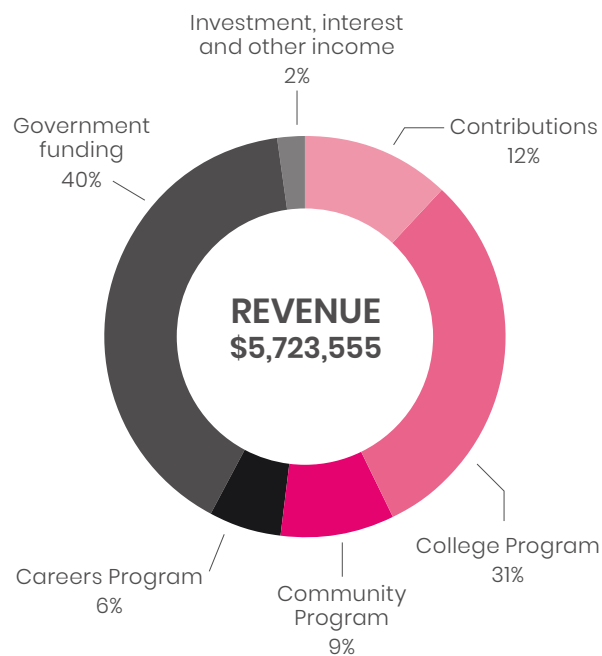
Liabilities

Current liabilities	\$379,706
Long-term mortgage payable	\$105,183
Total Liabilities	\$484,889

Net Assets

Without donor restriction	
Unrestricted	\$2,174,178
Board designated	\$1,375,000
With donor restriction	\$4,048
Total Net Assets	\$3,553,226

TOTAL LIABILITIES AND NET ASSETS \$4,038,115



STAFF SPOTLIGHT

Jena Kulenkamp, Transition and Resource Coordinator

Since October 2019, Jena Kulenkamp has provided education and guidance to participants and their families about available local, state, and federal resources. She also works extensively with College Program seniors to prepare for life after graduation.

Jena obtained her undergraduate degree in Communicative Disorders from UW-River Falls and a graduate degree in Vocational Rehabilitation Counseling from UW-Stout. Additionally, she is a Certified Rehabilitation Counselor (CRC) and has completed the Support Planner certification test. Professionally, Jena has over 12 years of experience directly working with individuals of all abilities and backgrounds. Some of her past experiences include Independent Living Specialist in collaboration with Vocational Rehabilitation Services, Vocational Rehabilitation Counselor, and, most recently, a CADI Case Manager. These experiences give Jena numerous resources that she shares with MICC participants and families.

Crediting MICC's mission and its impact on participants across all programs as to why she chose to work here, Jena feels fortunate to witness these journeys as they move from the College program and into new opportunities. "I enjoy seeing the seniors transition to life after graduation. It is fun to see how much they grow. I enjoy supporting them and their families with all the changes." She adds, "I love hearing about wins no matter if they are big or small, such as scheduling their Metro Mobility rides or navigating a roommate disagreement on their own."

Despite the unpredictability during the pandemic, Jena assures that MICC staff, participants, and families have been resilient and flexible. "Recently, MICC made changes to the social program, including College and Community participants sharing activity space and interacting more, which I am excited about." She explains, "knowing more people in the Community Program before graduation will make the transition go a lot smoother for seniors."

Even with all the adjustments to programs and events, Jena feels fortunate to witness the monumental moments of MICC participants. "My favorite event at MICC is graduation because I have not been able to see many in-person events since I started. I love seeing how proud seniors are of their accomplishments. I have now attended two graduation ceremonies, and it is so fun to celebrate all of the successes."

When she isn't working in the Advancement department, Jena enjoys spending time outdoors with her family, friends, and dogs. You can find her in the summer up north in a hammock at the family cabin on the lake or in the winter snowmobiling and ice fishing (when the fish are biting). If you catch her inside, she may be cooking new recipes she's found on Pinterest.

MICC thanks Jena for her hard work supporting our participants and their families!



Jena Kulenkamp

MICC COLLEGE

The College Program is a tiered education opportunity for young adults with autism spectrum disorders and learning differences. We teach students the skills necessary for long-term, independent living and employment.



MICC College Advisors
offered over

500

**SCHEDULED
OPPORTUNITIES**

to support students with
individual needs per semester

Over the course of the program
year, each student attended an
average of

434

CLASSES

that were based on specific
independent living skills
instruction

MICC CAREERS

The Careers Program offers students and graduates services about how to seek, obtain, and retain employment. MICC has partnered with Century College to provide career certificate programs as part of our curriculum in the areas of Culinary, Hospitality, Retail, and Health Services.



Careers
Program
worked
with
over

90

EMPLOYERS AND ORGANIZATIONS

for employment, practicums, guest speakers,
and tours.

98%

**OF PARTICIPANTS WHO ARE
ELIGIBLE ARE EMPLOYED**

MICC SOCIAL

The Social Engagement Program offers structured programming for participants to find their passions, develop friendships, and maintain healthy and active lifestyles to enhance their quality of life.



On average, our Social Program offered

23 **IN-PERSON ACTIVITIES** a month and **18** **VIRTUAL ACTIVITIES** a month this past program year

An average of

41 **TOTAL OPPORTUNITIES** to engage with peers per month and **119** **UNIQUE ACTIVITIES AND CLUBS** offered throughout the year

MICC COMMUNITY

The Community Program is a long-term opportunity that provides temporary and ongoing supports necessary to both thrive and remain living independently in the community. Participants are offered independent living skills coaching and wellness programming.



On average, the Community Program provided

360 **HOURS OF INDIVIDUALIZED SERVICES** per month to our participants this past program year

Advisors provided an average of

120 **HOURS OF ADVISORY SERVICES** a month to MICC participants

On average, the wellness team provided

166 **HOURS OF NUTRITION, FITNESS AND WELLNESS** coordination services a month

The Community Program provided an average of

50 **HOURS OF INDEPENDENT LIVING SERVICES** a month

From the Advancement Department

MICC's success over the past 25 years is due, in large part, to the outpouring of support we receive from individuals, families, foundations, and business partners each year. The tradition created in the early years of MICC (then MLC) established a culture of philanthropy that remains alive and well today. As we look to the next 25 years, we know MICC is positioned to do more and serve more individuals and families impacted by autism spectrum disorders and learning differences. On behalf of the MICC leadership, staff, and participants, it is truly an honor to add our collective thanks to all the donors who have so generously invested their time, talents, and resources during the past year.



Ben Lentz, Director of Advancement

HATLEN LEADERSHIP CIRCLE



Beverly and Roe Hatlen

The Hatlen Leadership Circle (HLC) is named in honor of MICC's founders, Roe and Beverly Hatlen. Their vision and leadership launched MICC and their stewardship ensured our future. Like our founders, our donors in the HLC have demonstrated an unparalleled commitment to preserve and enhance our vision — a world where individuals on the autism spectrum and those with learning differences thrive and are valued.

\$1,000,000+ Learn Skills. Experience Life.

Beverly and Roe Hatlen
Family
Phillip and Jill Lighty

\$500,000 - \$999,999 Achieving Personal Success

Jerry and Jean Marie
Foss and Family

\$250,000 - \$499,999 Strength and Determination

**\$100,000 - \$249,999
Partnerships for
Independence**
Blake and Nancy Barnes
Dale E. and Jolita D.
Benson
Paul and Julie Gulstrand

John Lavander and
Nan Owen
Geoff Barnard and
Diane Vosick
Mark and Mary Ziegler

\$50,000 - \$99,999 Transforming Lives

Judge Katherine
Constantine and
Mike Bono
Kay Constantine
Doug and Julie Craven
Kai and Amy
Gudmestad
Clifford Hoffman
John and Shirley Horn
Glenn and Dr. Susan
Isensee
Greg and Gail Kenton*
Mark Milberger
Kurt and Ann Owen

Steven and Pamela
Schupbach
Howard and Marlies
Terpning
Jeff and Susan Thayer
Susi and David
Thompson
Ginny and Michael
Walters

\$25,000 - \$49,999 Learning by Doing

Evan and Sarabeth
Ackerman
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Jeffrey and Judy Gauvin
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Kirk Sorensen and
Peggy Herum
Chaim and Evelyn
Teitelbaum*
J. W. Vosick

*denotes moving into a new giving level

COMMUNITY PARTNERS

Apple Auto	Colony Apartment Homes	Richfield-Bloomington Honda
Adaptive Recreation & Learning Exchange	Community Child Care Center	Ryan Companies US, Inc.
AMC Movie Theatre	Dairy Queen	Seven Hills Preparatory Academy
AMF Bowling	Do Good Events	Southdale Library
Arc's Value Village	Edina Center for the Arts	Southdale YMCA
ASID	Goodwill	Special Olympics Minnesota
Autism Advocacy & Law Center	Great Wolf Lodge	Speedway
Autism Mentorship Program	Guthrie	St. Catherine University
Autism Society of Minnesota	History Theatre	Target
Bee Squad Bee Lab	Juut Intoto	TCF Bank
Best Buy	Lakewinds Food Co-op	True Friends
Bloomington Mental Health Services	Lund's & Byerly's	UCare
Blue Cross Blue Shield	Lutheran Social Services	University of Minnesota
Bon Appétit	Margaret's Missions	Up Yoga
Brave New Workshop	Minnesota Masonic Home	VEAP
Brookdale	MSP Airport	Vitals
Breck School	Pacer Center	Walgreen's
Bridging Hearts	Panera	Walker Care Suites
Cat Eye Design	Pizza Luce Richfield	Wilderness Inquiry
City of Richfield	Richfield Disability Advocacy Partnership	Wilder Research
		Woodlake Lutheran Church

CORPORATE SPONSORS

Academy of Whole Learning	Caseworthy	Liquor Boy
ASI Signage	CBRE	Old National Bank
Best Buy	Cub Foods - Southdale	Otness Management
Brave North Technology	Do Good Events	Rabbit Creek
Bremer Bank	Fox Rothschild, LLP	RSP Architects
Bumpy Lane	Groves Academy	Sleep Number
Carval Investors	Littler Mendelson, PC	Stahl Construction



College Program participant building a plane in an elective class.

CELEBRATING 25 YEARS OF MICC WITH OUR FOUNDERS

Hello! We are Beverly and Roe Hatlen, the founders of Minnesota Independence College and Community.

We are so glad to be here celebrating 25 years of MICC with you! We can hardly believe that it was in the fall of 1996 that we opened the doors to our first students.

Beverly: Our son, Erik, was the impetus for MICC as he shared a number of the same difficulties my public health clients had as they faced the world. So, I went back to graduate school with the goal of starting a transformative program that would focus on students' strengths rather than their weaknesses: a college-like program where there would be a curriculum of life, vocational, and social skills that would enable students to have the opportunity for great jobs and great friendships all their lives.

Roe: Beverly was definitely ahead of her time when she founded MICC. I have a first-year memory that was, for me, a foretelling of the future. At the end of the first year, Beverly gathered the parents of the 12 students and began apologizing for not having a perfect program. She was interrupted when the most unlikely parent there—(he looked as if he could have come straight off a Harley motorcycle)—stood up to speak. With tears in his eyes he said,

“ Mrs. Hatlen, you do not need to apologize for this program. This is the best program my daughter has ever been in. You cared for her like she was your own and you made a real difference in her life. ”

The father's remarks opened the floodgates for the other parents as they shared their stories, and soon there was not a dry eye among us. MICC transforms the lives of its students and of its families. I (Roe) call it “**the magic – the MICC magic.**” It's alive and well today ... and ready, we're sure, for another 25 years.

25 YEARS OF MICC

1996

Minnesota Life College
(now Minnesota Independence
College and Community)
is founded by Beverly and
Roe Hatlen

2000

Serving 12 participants

2004

Host first Gala

1999

College Program
graduates its first
class of students

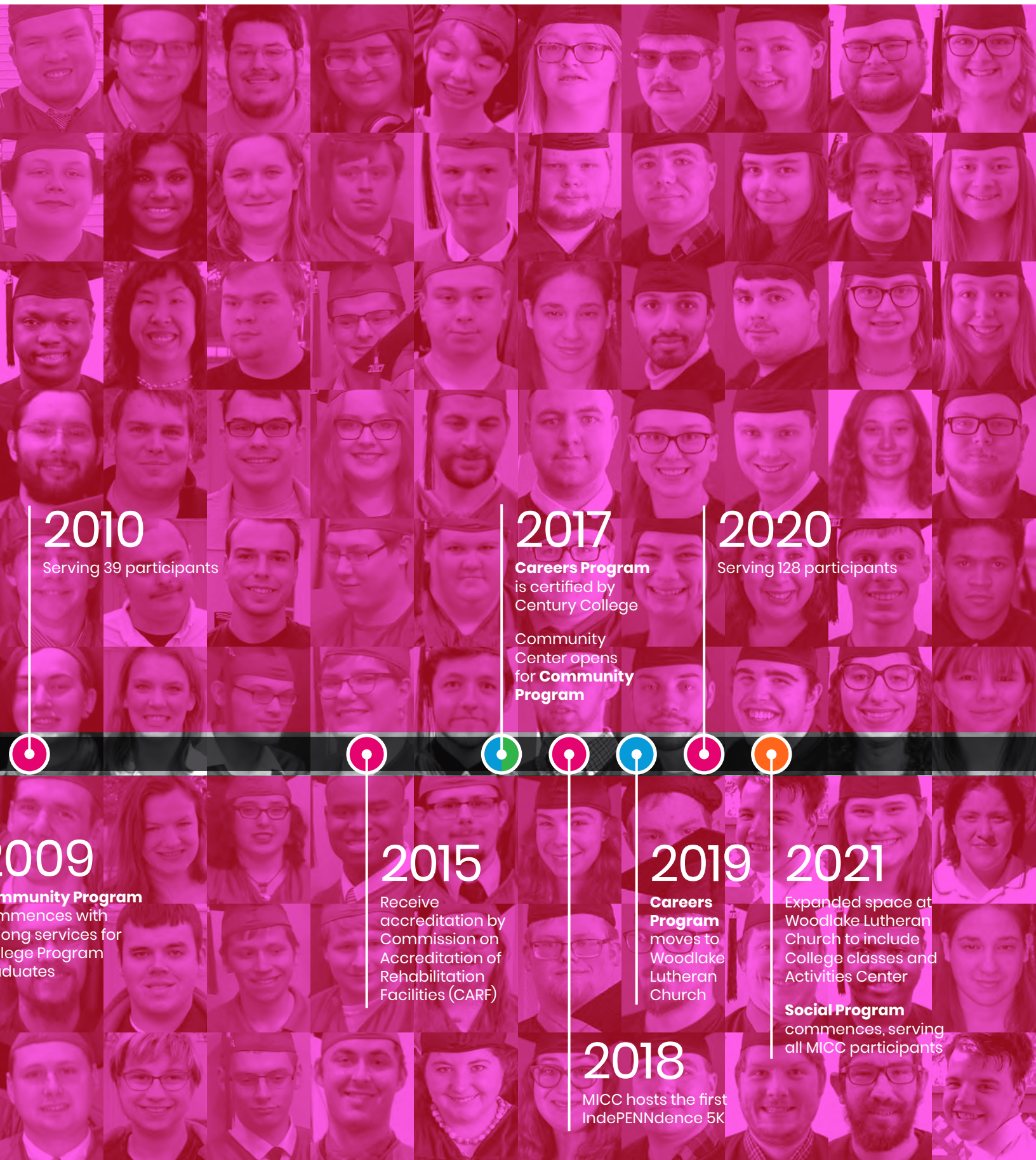
2003

Doors are closed
and parents rally
together to keep the
organization alive

2005

College
community
lives
College
graduates





2010

Serving 39 participants

2017

Careers Program is certified by Century College

Community Center opens for Community Program

2020

Serving 128 participants

2009

Community Program commences with long services for College Program graduates

2015

Receive accreditation by Commission on Accreditation of Rehabilitation Facilities (CARF)

2019

Careers Program moves to Woodlake Lutheran Church

2021

Expanded space at Woodlake Lutheran Church to include College classes and Activities Center

Social Program commences, serving all MICC participants

2018

MICC hosts the first Independence 5K

THANK YOU, DONORS!

Donors July 1, 2020 – June 30, 2021

\$100,000–\$249,999

Phillip and Jill Lighty

\$50,000–\$99,999

Firefly Scientists
Foundation

\$25,000–\$49,999

Best Buy

Jerry and Jean Marie
Foss and Family

Beverly and Roe Hatlen
Family

Kenton Family Fund

Greg and Gail Kenton

Ginny and Michael
Walters

\$10,000–\$24,999

Dale E. and Jolita D.
Benson

Caliber Foundation

Craig-Hallum Capital
Group LLC

Donaldson Foundation

Kai and Amy
Gudmestad

Johnston Family Giving
Fund

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Johnston

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Nan Owen

Longview Foundation

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MacLeod

Sundance Family
Foundation

John Thompson and
Jane Bartell

John W. Thompson
and Jane A. Bartell
Charitable Foundation

Susi and David
Thompson

Walser Foundation

\$5,000–\$9,999

Jon Berlin and Julie
Edell-Berlin

Pat and Trina Bryant

CaseWorthy

Kathie Constantine and
Mike Bono

Fox Rothschild LLP

Michael Guyette

Steve Hargarten and
Janis Cohn

Kate and Rick Hartfiel
Charitable Fund

Rick and Kate Hartfiel

Arthur and Christine
Monzingo

The Owen Family Fund

Kurt and Ann Owen

Dave and Marian
Peterson

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Rundle

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Family Foundation

Susan Stuart Seiler

Mark and Mary Ziegler

\$2,500–\$4,999

Blake and Nancy Barnes

Rochelle Brandl

Brian and Dawn
Erdman

William and Helen
Hartfiel

Clifford Hoffman

Glenn and Dr. Susan
Isensee

Katie Kemper and
Scott DeLaney

Troy and Julie Kirchner

Mark Otness and
Karin Wentz

Scott and Anne
Saveraid

Steven and Pamela
Schupbach

Adam and Rachel Stock
Spilker

\$1,000–\$2,499

Academy of Whole
Learning

Sureshbabu Ahanya

Bonnie Andersen

ASI Signage Innovations

The Austin Memorial
Foundation

Geoff Barnard and
Diane Vosick

Brad and Gwen Beard

Brave North Technology

Bremer Bank

Bumpy Lane

Lloyd and Rwanda
Campbell

Carval Investors
Foundation

CBRE Group

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and Sally Fry Family
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Green

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Groves Academy

Kim and Kay
Gudmestad

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Kierstyn Thayer and Kris Galeone	Jackie and Joseph Kelly	Gretchen Vrieze	
	Lawrence and Arlene Kelly		
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Neil Meyer and Gail Goulett-Meyer	Rebecca and Jason Altman	Senator Greg Clausen	Connie Henderson
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Jill Pennie and Mark Pearson		Bill Conger	Kevin and Roxanne Hilfers
		Courtney Cook	Janet Hobbie
		Rachel Crippen	Marygrace and Michael Horner
		Hillary Crowe	Marni Hougham
		Philip and Joan Currie	Jim and Kathryn House
		Rep. Brian Daniels	Dixie Hill Houston
			Krystle Howald
			Sam and Deb Hunt
			Gordon Hutte

PARTICIPANT SPOTLIGHT

Katie Ramuta

How long have you been a part of MICC?

I've been a part of MICC since 2007. I graduated in 2010 and joined the Community program right after graduation.

Why do you think MICC is important for adults with ASD and learning differences?

MICC teaches life skills and it helps you make friends and have a social life because of all the activities they do.

What would you tell a student who is new to MICC about College/ Careers/or Community?

I'd tell them that they'll learn valuable life skills like how to get and keep a job.

What are some of your favorite memories at MICC?

My favorite activity was the girls-only retreat during my senior year where we went camping for a whole weekend with just the girls. The lock-ins we'd have while I was in the College program were fun, too; we would stay up all night and have breakfast in the morning.

How has your time at MICC prepared you for life?

MICC taught me a lot of different life skills like cooking, cleaning, laundry, how to balance a checkbook, and interview skills too.

What are your greatest successes since you've been at MICC?

Getting and keeping both of my jobs — I've work in the kitchen at Brookdale Senior Living for the past six years and at Rocco Altobelli Salons on the weekends. Plus living with my roommate on our own for the past 11 years. We became friends at MICC.



Katie Ramuta

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Rochelle Brandl , Nomination and Governance and Advancement Committees

Rochelle received her undergraduate degree in Educational Psychology at the University of Minnesota and became licensed to practice at Clinical Psychologists of MN. While doing treatment work, she ran nonprofit agencies, which led to her current position, Vice President of Clinical Quality at Fraser.

Overseeing the work at Fraser made Rochelle see how important it is to have services for adults with ASD, especially programs with a strong focus on independence. Rochelle joined MICC's board about seven years ago when asked by another member if she would consider it. Because she had already noticed the need for adult programming through her clinical work, Rochelle knew she had to be involved.

While working at Fraser, I knew we could refer adults to MICC to learn more about employment skills, but it wasn't until I became a board member that I realized that Fraser could assist with the neuropsychological evaluations, a required portion of the new participant application to MICC. Because of the collaboration between MICC and Fraser, MICC can now refer families to Fraser to get the evaluation completed. Also, MICC is more accessible for families because they can use county waiver dollars towards tuition; this is exciting because I know that more families can now benefit from MICC's excellent programs.

When she isn't working at Fraser or serving on MICC's board, Rochelle volunteers as a board member for her church, and she helps with a learning-skills enhancement for a racial equity program in the St. Paul schools. Rochelle also enjoys getting together with family and friends, and some of her hobbies include gardening and reading.



Rochelle Brandl

OPENING DOORS FOR MORE

Access

Our goal is to meet 50% of a family's identified financial need through MICC Financial Assistance. For many families, this assistance is the only way to alleviate the financial barriers that would otherwise restrict access to our program.

Growth & Improvement

In Minnesota, 1 in 68 children are diagnosed with an autism spectrum disorder or learning difference. Your investment in MICC allows us to grow our facilities and programming to accommodate more individuals who need these critical resources.

Program Innovation

MICC is a true pioneer in the field of community integration and independence for adults with autism spectrum disorders and learning differences. Innovation, experimentation, and exploration are necessary for MICC to be successful in program delivery. To remain competitive, we must continually evolve and enhance our curriculum to meet current economic conditions and employment trends.

Ways to Invest

Phone

To donate over the phone, please call our development department at 612.876.9418; we can process donations made with American Express, MasterCard, and Visa cards.

Mail

Please make checks payable to "Minnesota Independence College and Community" and send to:

Minnesota Independence College and Community
7501 Logan Avenue S, Suite 2A
Richfield, MN 55423



College Program participants celebrate the end of the school year at Spring

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www.miccommunity.org/donate

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Contact our Development Department at 612.876.9405 or consult your tax advisor to learn more about the benefits of donating securities.

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Estate gifts allow you to include MICC in your will or estate plan to contribute funds or property. By making plans now, you may be able to increase income, avoid taxes, and make a generous gift in the future. You can create a legacy gift by naming Minnesota Independence College and Community on the beneficiary form of a savings, checking, or pension account; remember MICC in a will or living trust, or use a more complex instrument such as a charitable life-income trust. Legacy gifts are powerful and demonstrate your commitment to the work and the mission of MICC.

Contact our Development Department at 612.876.9405 with questions or to request more information.



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