

Purposeful Growth & Service

Annual Report 2019-20 &
Strategic Framework 2020-21



Graduation for the class of 2020 looked a bit different in the wake of COVID-19. Several schools throughout the state, including Bertha-Hewitt High School, adapted to the unusual circumstances and held ceremonies in parking lots and cars.

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Sourcewell Executive Director and CEO Dr. Chad Coquette provides the opening remarks at the 2019 Sourcewell Technology Impact Education Conference. While the face of conferences may not look the same, Sourcewell remains committed to providing professional development opportunities to its participating agencies.

Letter from the Executive Director

It was the best of times, it was the worst of times...

This excerpt from the Charles Dickens' quote seems to best encapsulate what we've all experienced in the past year. 2020 will undoubtedly be one of the most memorable times in our existence.

In the early stages of the COVID-19 pandemic, our organization – much like your workplace, school, community, and family – quickly worked to adapt to a new normal.

- We witnessed challenges of inadequate personal protective equipment for health care workers and other essential service providers. Our staff rose to the occasion by utilizing 3D printers from our Tech Mobile program to print masks and face shields for regional communities.
- Work-from-home and distance learning situations forced us to use technology in new and often challenging ways. Our marketing and IT staff created how-to videos and resources to help others maintain business as usual in very unusual times.
- With the onset of a new school year, we joined forces with the Minnesota departments of health and education to serve as a liaison in monitoring COVID-19 cases, school response, and related planning.
- Our cooperative purchasing team worked closely with suppliers to provide agencies across North America with critical supplies and helped maintain an evolving economy.
- Our Sourcewell Technology team also worked with MDE and other partners to offer schools free resources and training to support the shift to distance and hybrid learning.

Through it all, we've learned one thing is for certain: It's not about the challenges we face, but how we come together and rise up to meet them. We resolve to find solutions and resources to make difficult times more manageable for one another.

While 2020 has been an exceptional example, Sourcewell strives each and every year to be a force multiplier – a partner you can trust to help provide what government, education, and nonprofits need, in turn, to support their own communities. By helping one another, we can accomplish so much more.

Just this spring, after a careful and thoughtful process, we shifted to a new set of values and a renewed mission statement. On the following page, we outline what each of these attributes mean to us and how they are intended to direct our organization in better serving you.

By utilizing the strengths of our organization, we can help do the same for you. And while we can't promise the upcoming months or years will bring smooth sailing, we can promise that we will remain by your side and continue to do great things together.

Dr. Chad Coquette, PhD
Executive Director/CEO

Envisioning the future of service

As a service organization, Sourcewell exists to support public agencies as they serve their constituents. To better reflect this purpose, we strategically and carefully crafted new mission, vision, and values statements. More than words, these principles drive our future and guide the decisions and day-to-day actions of our staff to benefit those we serve.

Mission

We are a force multiplier.

Vision

Provide leading solutions that empower community success.

Values

Seek

Be curious by listening to the needs of others, professionally challenging ideas, looking for effective solutions, and promoting innovation and individual growth.

Empower

Be accountable and liberate others by maximizing individual strengths, encouraging transparency, removing barriers, promoting self-awareness, and expecting high standards of conduct.

Impact

Be a difference maker by providing exceptional service, transforming potential into action, fostering a positive culture, and acting with integrity.

How we serve

In the last year, we organized and aligned our teams to maximize how we deliver on our new mission, vision, and values.

Regional Services

We provide training and contracted services to support school districts, government agencies, and nonprofits in our regional service area of Cass, Crow Wing, Morrison, Todd, and Wadena counties. Governed by the Sourcewell Board of Directors.

Health Insurance Pool

We offer a self-funded health insurance pool to public employers across Minnesota. Pool members leverage the power of cooperative purchasing and risk sharing for an affordable and stable health plan. Governed by the Sourcewell Board of Trustees.

Sourcewell 

Senior leadership team
& central services

Sourcewell Technology

We help school districts maximize their technology investments and lead students to success. Governed by the Sourcewell Technology Board of Directors.

Cooperative Purchasing

We provide access to high-quality and high-value goods and services through competitively solicited cooperative contracts. Governed by the Sourcewell Board of Directors.

Regional Services

Like you, we are committed to community success. Our regional programs and services support school districts, government agencies, and nonprofits in the five-county area.

Highlights from 2019-20



Worked with a refreshed education advisory council to create a regional vision and service model for our work with school districts.



Produced more than 1,900 pieces of personal protective equipment for regional hospitals and EMS organizations through our Tech Mobile program.



Revamped many courses, events, and recognition programs to accommodate COVID-19 restrictions and deliver events online.



Helped a number of our small, regional communities transition to virtual meetings – including assisting with technology, resources, and protocol review.



Exceeded statewide cooperative purchasing goals by more than 21% – highly attributed to connections and key relationships with state organizations.

What to watch for in 2020-21



Enhanced educator training and support for online and hybrid learning.



Key measures to track the success of our new service delivery model in schools.



Updating Small Project Partnerships to Community Match Funding to create a larger impact and leverage additional matching funds for projects that are important and impactful for communities.



Advances with statewide partnerships, including data-driven, decision-making training opportunities with the League of Minnesota Cities, and continued support of the Association of Minnesota Counties' Human Resources hotline.



Involvement in a mental health support feasibility study to guide decisions on best practices to better support mental health throughout our five-county service area.



Sourcewell coordinated the distribution of state-mandated personal protective equipment (PPE) to our region's schools in late August 2020.



Bill Barton, desktop technician at the League of Minnesota Cities, credits a wellness program offered through the Sourcewell Health Insurance Pool with helping him lose 205 pounds in three years.

Health Insurance Pool

Our self-funded health insurance pool consists of public employers from across Minnesota who leverage the power of cooperative purchasing and risk sharing for an affordable and stable health plan.

Highlights from 2019-20



Awarded the health insurance administration contract to HealthPartners following a highly competitive solicitation process based on member options, fees, and rate guarantees.



Increased participation in the Smart Plan program, with 70% of participating members implementing and 62% of enrollees utilizing this option.



Paid out nearly \$95,000 in health and wellness incentive dollars through the WellRight program to more than 1,000 enrollees. Of those, 544 individuals received biometric screenings.



Realized a cumulative 1,000-pound weight loss by individuals participating in Omada, one of the many valuable health and wellness programs offered through WellRight.

What to watch for in 2020-21



Addition of individual coverage health reimbursement accounts available to members as an alternative to group health plans.



Expansion of coverage options, offering health plans through the Minnesota Health Consortium's Small Group Statewide Pool for regional member agencies with fewer than 25 enrollees.



Educate health pool members on the Top Value Rewards Program and how they can qualify for gift cards and other rewards by electing care at Top Value providers.



Create an online repository of documents and resources to inform and support member organizations and enrollees.



Addition of infertility benefit to support enrollees in getting the care they need to grow their families.

Sourcewell Technology

Empowering people and improving student achievement. We are dedicated to helping school districts maximize their technology investments and lead students to success.

Highlights from 2019-20



Empowered more than 1,000 educators with creative ways to engage students and create better learning outcomes at the Impact Education Conference.



Recognized and awarded by EdTech Digest and Tech & Learning for both Spring Math, a math achievement solution, and edSpring, an MTSS program evaluation tool.



Awarded trademarks for the Sourcewell Technology Advantage™ and its supporting products. We believe these to be unique approaches to making a positive impact in the market.



Enhanced focus on people, processes, and organizational structure to ensure future success and achievement of divisional and organizational goals.



Created the On-Demand & Client Solutions teams to identify schools' needs and provide training, implementation, and service.

What to watch for in 2020-21



Renewing our focus on software as a service (SaaS), including designing, building, and improving offerings.



Beginning a multiyear initiative focused on development of data-driven solutions.



Continuing to ensure the right people and processes are in place to support our strategic initiatives and organizational goals.



Expanding client adoption of Spring Math.



Building toward a national launch of the edSpring data management platform to support quality MTSS practices.



Helping school districts maximize technology purchases for the benefit of students is what Sourcewell Technology is all about.



The Brainerd Fire Department saved time and money by purchasing a new fire truck through Sourcewell's cooperative purchasing program in 2019.

Cooperative Purchasing

We provide access to high-quality and high-value goods and services through competitively solicited cooperative contracts.

Highlights from 2019-20



Recorded the largest year ever in cooperative purchasing use with more than \$4.64 billion in purchases through Sourcewell competitively awarded contracts.



Received the 2019 Best Practices Award from the National Institute of Government Procurement – Minnesota chapter.



Expanded supplier participation with the Sourcewell Procurement Portal. In 2020 alone, 2,400 suppliers registered, and 500 proposals were received.



Launched a new partnership with the Western Fire Chiefs Association – a key step in better serving our public safety clients.



Added nearly 8,000 individuals into our customer relationship management database and made approximately 2,000 outreach calls to public agency clients. With updated contact information, we can better serve clients and understand their needs.

What to watch for in 2020-21



Expansion of wireless contracts, public safety offerings, employee benefits solutions, and presence in Canada.



Enhancing the purchasing experience by launching an eMarketplace and offering expanded online training for suppliers.



Growing our client relations and supplier development teams to better serve and meet the needs of participating agencies.



Pursuing a fifth-consecutive Achievement of Excellence in Procurement award from the National Procurement Institute.

Central Services

Our Central Services division acts as a shared resource for the divisions of Regional Services, the Health Insurance Pool, Sourcewell Technology, and Cooperative Purchasing. We believe there's synergy and efficiency by providing centralized internal support for the entire organization in areas such as human resources, finance, legal, and marketing.

Highlights from 2019-20



Expanded telework plans and equipped teams for minimal interruption of services during the COVID-19 pandemic early in 2020.



Recognized as a Top Minnesota Workplace by the Star Tribune for the fifth consecutive year, and a Top 150 Minnesota Workplace for the third time in as many years – proving a sustained focus on organizational culture.



Enhanced utilization of our organization's customer relationship management system, to capture client feedback and streamline follow-up.



Surpassed national recognition of former brand (NJPA – National Joint Powers Alliance), according to independent research.

What to watch for in 2020-21



Improved efficiencies and data-driven growth with a new enterprise resource planning system.



Implementation of the Baldrige management system to benchmark and improve our organizational approach.



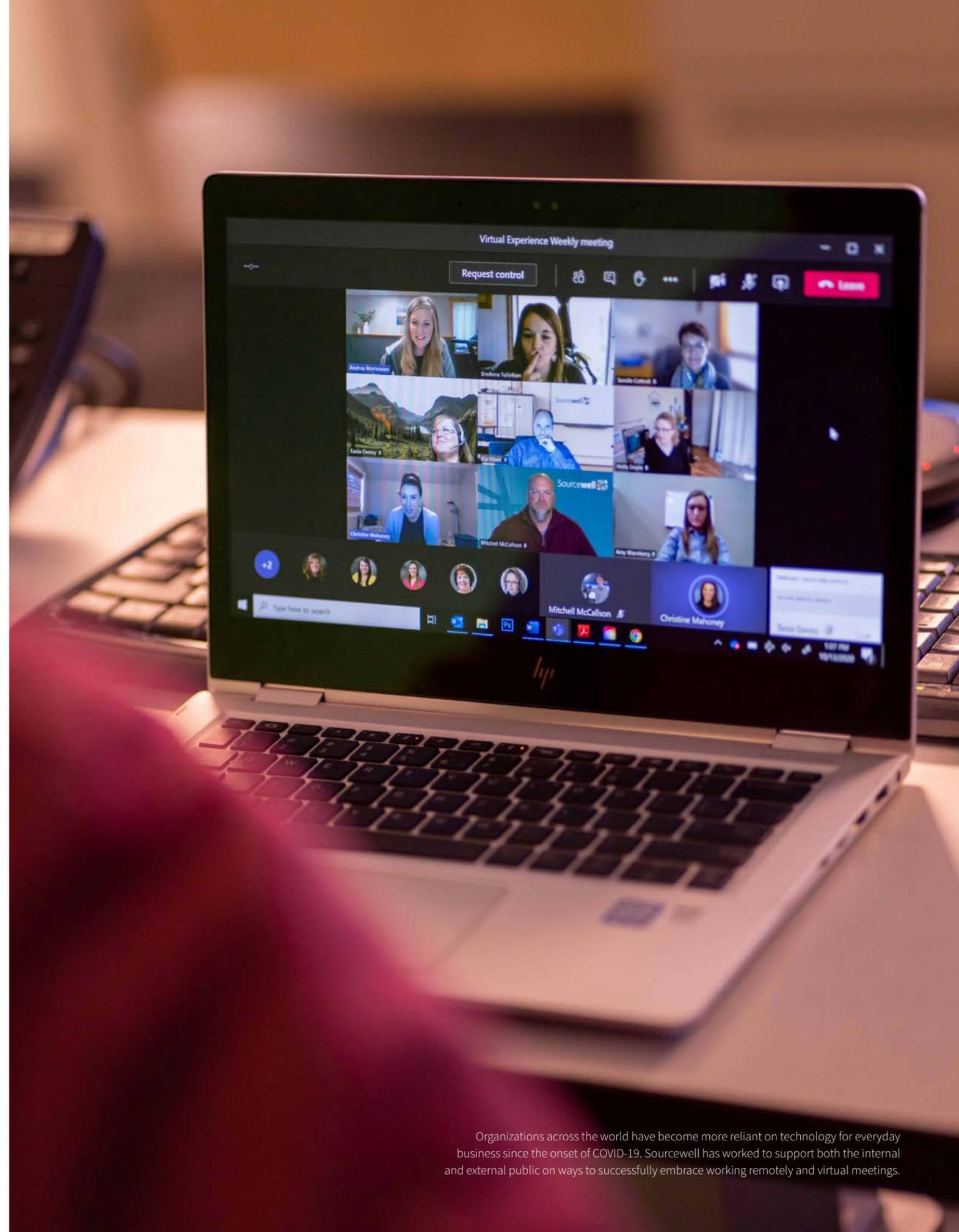
Expansion of learning management and customer relationship management systems to grow capabilities and improve service.



Integration of a new mission, vision, values, framework, and supporting strategies to guide our growing organization into the future.



Continued support for all members navigating COVID-19 and subsequent changes resulting from the pandemic.

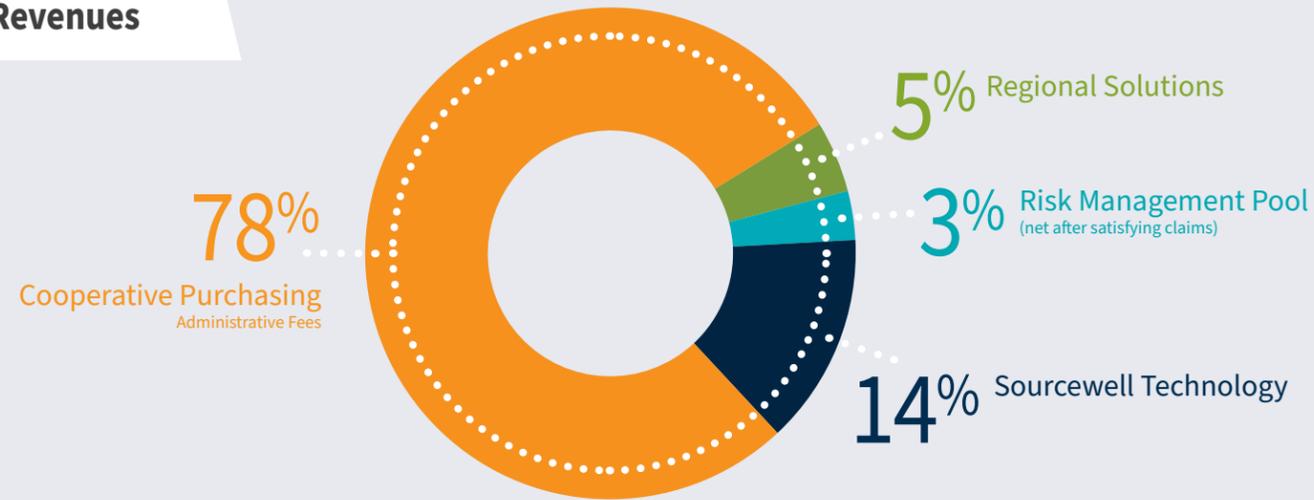


Organizations across the world have become more reliant on technology for everyday business since the onset of COVID-19. Sourcewell has worked to support both the internal and external public on ways to successfully embrace working remotely and virtual meetings.

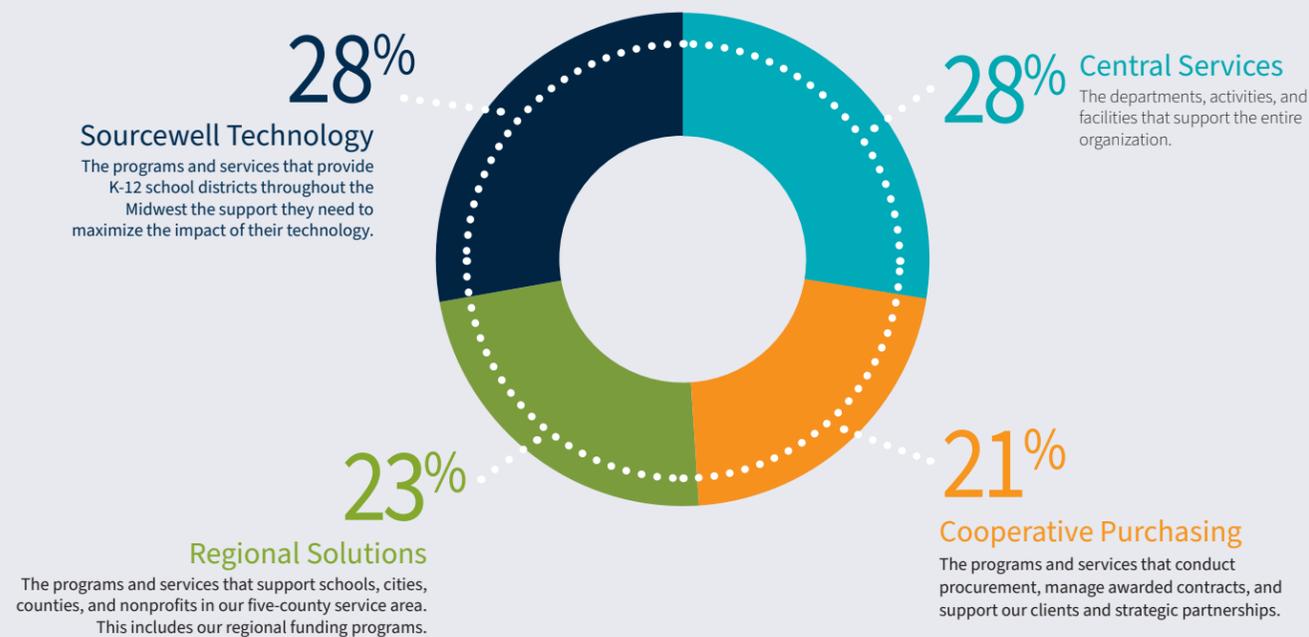
Financials

Fiscal year 2019-20

Revenues



Expenditures



Stewardship & sustainability

Sourcewell is committed to partnering with education, government, and nonprofits to boost student and community success. In 2019-20, more than \$21.2 million was spent in regional and national outreach. Over \$29 million has been budgeted for fiscal year 2020-21 to be strategically reinvested in our member communities – in our region, state, and throughout the country.

Regional

Sourcewell supports educators, government staff, and nonprofits throughout our five-county service area by providing professional development, contracted employment services, funding, internships, facility construction, and more.

2019-20 - \$17.8M spent

2020-21 - \$25.7M budgeted

National

Each year, Sourcewell invests in the statewide and national organizations that invest in education and government professionals. These groups include the School Superintendents Association (AASA), the American Association of Community Colleges, and the Institute for Public Procurement (NIGP), among others.

2019-20 - \$3.4M spent

2020-21 - \$3.9M budgeted



Board and authority

Sourcewell is one of nine Minnesota service cooperatives governed by Minnesota Statute § 123A.21. The organization operates as a government agency consisting of representatives from voting member government units.

As designated by statute, voting members include public school districts, cities, counties, and other government units within the geographically defined region of Minnesota consisting of the counties of Cass, Crow Wing, Morrison, Todd, and Wadena § 123A.21 Subd. 3. Voting members meet annually to conduct organizational business, including amending organizational bylaws that govern Sourcewell operations.

The “care, management, and control” of Sourcewell is vested in a board of directors. The Sourcewell Board of Directors consists of eight members and is comprised of elected officials, including six school board members, one county commissioner, and one mayor.

The board is vested with broad authority to maintain and operate the organization, including the authority to hire administrative staff, define programs and services, and all other powers necessary to carry out the duties as delegated to it by voting members.

A service cooperative is defined as a public corporation and agency. Id. at Subd. 9(d). All property acquired by a service cooperative is public property, is exempt from all taxes and assessments, and must be used for essential public and government purposes. Id. at Subd. 9(b).

Service cooperatives serve education, cities, counties, and other units of government. Service cooperatives were created for the purpose of “meeting specific needs of clients in participating governmental units which could be better provided by a service cooperative than by the members themselves.”

Board of directors

Sub-Region I

School districts: Bertha-Hewitt, Browerville, Freshwater Education District, Long Prairie-Grey Eagle, Menahga, Sebeka, Staples Motley, Verndale, Wadena-Deer Creek



Sharon Thiel
sharon.thiel@sourcewell-mn.gov
Term expiration: 12/31/2021



Scott Veronen
scott.veronen@sourcewell-mn.gov
Term expiration: 12/31/2022

Sub-Region II

School districts: Cass Lake-Bena, Crosby-Ironton, Northland Community, Pequot Lakes, Pillager, Pillager Area Charter School, Pine River-Backus, Walker-Hackensack-Akeley



Linda Arts
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Term expiration: 12/31/2023



Sara Nagel
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Term expiration: 12/31/2022

Sub-Region III

School districts: Brainerd, Little Falls, Mid-State Education District-Little Falls, Pierz, Royalton, Swanville, Upsala



Chris Kircher
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Term expiration: 12/31/2023



Ryan Thomas
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Term expiration: 12/31/2020

Sub-Region IV

City County Other Governmental Agency (COGA) organizations: Cities: Baxter, Brainerd, Breezy Point, Browerville, Clarissa, Crosslake, Emily, Little Falls, Long Prairie, Menahga, Nisswa, Pierz, Pine River, Royalton, Sebeka, Staples, Verndale, Wadena; Counties: Cass, Crow Wing, Morrison, Wadena; Government Agencies: Central Lakes College, MN State Comm. & Tech College, Region 5 Development Commission



Mike Wilson
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Term expiration: 12/31/2021



Greg Zylka
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Term expiration: 12/31/2020

Sourcewell receives guidance and input on services and solutions from the communities served through various groups, including:

- › Board of Trustees
- › Community Solutions Advisory Group
- › Member Advisory Committee
- › Risk Management Pool Advisory Committee
- › School Superintendents Advisory Group
- › Vendor Advisory Committee

Guiding authority

Minnesota statute outlines programs and solutions that service cooperatives may provide to support government, education, and nonprofit entities. Sourcewell programs align within 11 of these areas:

Administrative Services

- Social services management
- Financial reporting
- Consulting

Community Services

- Community Impact Funding
- Grant writing
- Emergency preparedness
- Community Match Funding
- Internships
- Nonprofit support

Health & Safety

- Regional safety groups

Planning

- Comprehensive planning

Procurement

- Cooperative purchasing
- Rebate program

Professional Development

- Leadership training
- Instruction

Risk Management

- Health insurance
- Life insurance
- Employee wellness

Shared Time Programming

- Zoning
- Contract coordination
- Executive recruitment
- Consulting
- Licensing

Student Academics

- Low incidence
- Collaborative Service Workers
- Spelling Bee
- Knowledge Bowl

Teaching & Learning

- Consulting
- Leadership training
- Assessment
- Curriculum
- Career and College Readiness

Technology (K-12 education)

- Training
- Support
- Field specialists
- Data management and security
- Software

“It’s not about the challenges we face, but how we come together and rise up to meet them. We resolve to find solutions and resources to make difficult times more manageable for one another.”

- Dr. Chad Coquette,
Sourcewell Executive Director/CEO



Sourcewell: we are driven to serve

Who is Sourcewell?

Sourcewell is a self-sustaining government organization, partnering with education, government, and nonprofits to boost student and community success. Created in 1978 as one of Minnesota's nine service cooperatives, we offer training and shared services to our central-Minnesota members. Throughout North America, we offer a cooperative purchasing program with more than 400 awarded suppliers on contract. Sourcewell staff aim to be a force multiplier by empowering you to fulfill your public service mission to help your communities.

Our core services

- Cooperative Purchasing
- Community Solutions
- Education and Career and College Readiness
- Regional Low Incidence Project and Collaborative Service Workers
- Insurance and Employee Benefits
- Technology

