

As we wrap up our 11th year as an organization, I want to pause and celebrate what we accomplished together in 2025, and the momentum we're carrying into 2026. This past year asked us to be both proud builders and honest learners, and our members, volunteers, partners, and sponsors met the moment with generosity, curiosity, and a real commitment to strengthening our community of practice.

If you're new to us, the Minnesota Change Management Network (MnCMN) is a community of change and transformation professionals who come together to learn, connect, and support one another. We create space for thoughtful development, strong networking, and shared leadership, whether you're leading enterprise transformation, building change capability, or simply looking to sharpen your craft alongside peers.

In 2025, we sharpened our strategic direction and leaned more intentionally into our purpose: strengthening the overall health of how change and transformation work in our market. We also took a hard look at the next 10 years and began building a practical, year-by-year roadmap with stretch goals that will help us grow with focus. Operationally, 2025 was a big "first" for us as well: moving to a paid internal Operations Director rather than working through an Association Management Company. We're already seeing real benefits from that shift, and we've learned a lot about what it will take to keep improving and scaling that approach. We also completed our first full year operating under our updated Bylaws, which strengthened how we work as a Board and as an organization.

We experienced change ourselves too, including a tough transition with one of our long-time strategic partners, Prosci. While that shift impacted our income, we worked hard to preserve key member benefits, including continued discounts on Prosci learning. We also took a deeper look at how we partner more effectively, and how we grow and support our sponsor community in ways that create value for everyone. At the same time, we strengthened our partnership with ACLI and we're already seeing new opportunities emerging, with more professional development options on the way. And the heartbeat of our community stayed strong: we hosted 12 MnCMN Change Summits in 2025, each one bringing learning, networking, and support for members and guests alike.

Looking ahead to 2026, we have a lot of good energy and good plans. We'll keep moving our Strategic Roadmap forward to drive growth and expand our influence on how change and transformation are practiced in our market. We're also working toward hosting our first annual conference, which is a big milestone for the network and something many of you have been asking for. We'll expand ways for members and friends of MnCMN to volunteer, connect, and sharpen their change skills, and we'll explore Special Interest Groups (SIGs) driven by your passions and desire for deeper connection.

Thank you for being part of MnCMN and for helping build a professional home where change leaders can learn, connect, and lead well. If you're a longtime member, I hope you'll lean in with us again this year. If you're new or considering joining, we'd love to welcome you into the community. Here's to a strong 2026, with steady hands, curious minds, and a network that keeps getting better at the work of change.

With warm regards,

**Paul Feikema**

President, Minnesota Change Management Network