

What We Do Together Matters.

State of Way to Grow

2019 Annual Report & 2020 Update



way to grow 

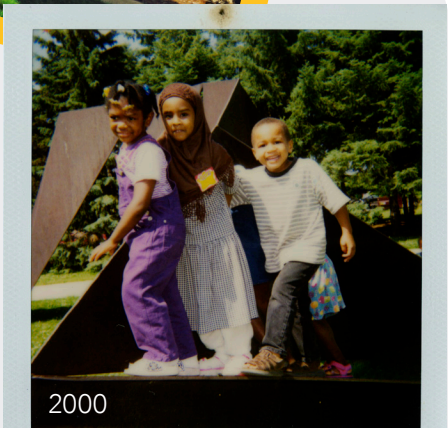
1989 - 2019



Jim Renier, Former Honeywell CEO



Atum Azzahir, First Way to Grow Executive Director



NFC K-READINESS GR. 7/6/2000 CHEYANNE, SONDA, DE' SAZIO ENJOYING SCULPTURE IN ELOISE BUTLER SCULPTURE GARDEN



Don Fraser, Former Minneapolis Mayor



Vision

Together we will ensure that every child has an equal opportunity to succeed in school and life.

Mission

Working closely with parents and communities, we ensure that children within the most isolated families are born healthy, stay healthy, and are prepared for school.

Dear Friends,

"I have the audacity to believe that peoples everywhere can have three meals a day for their bodies, education and culture for their minds, and dignity, equality, and freedom for their spirits."—Martin Luther King, Jr.

2019 was a big year for Way to Grow. Not only did we celebrate our 30th anniversary, we built a solid foundation for our programming by implementing the Parents as Teachers curriculum, integrating three internal database systems, maintaining our metrics, and expanding the number of schools reached by our services. As part of Way to Grow's growth strategy, we opened our new office in the Harrison neighborhood and celebrated the three-decade journey that brought us back to where we began.

The strategies we implemented in 2019 paid off when our world shifted as a result of a global pandemic. In response to the needs of our families and the realities of the impact of COVID-19, Way to Grow pivoted to virtual home visiting, conducted groups online, created an online preschool, provided academic support to families learning at home, and made more connections to services than ever before.

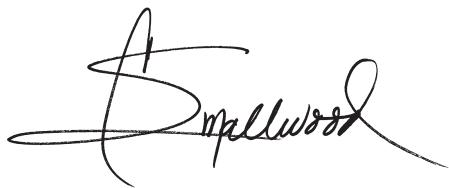
None of us could have predicted the events that followed, yet even before the pandemic, Minnesota had one of the largest racial disparities in housing, health, employment, and education in the country. Our work was vital then, and it is even more critical today. The pandemic has exacerbated those inequities, and for months we have been hearing from families about the challenges they face and how Way to Grow is a lifeline for them when the world is so unstable and the future ever uncertain.

I am so grateful to the community partners, foundations, government agencies, corporations, and individuals that have supported Way to Grow during the past two years. Thank you for placing your trust in us and in the work that we do. I also want to thank our amazing Way to Grow staff and our board of directors. We came together to face unprecedented challenges—from expanding our program to supporting a community in a crisis. We've shown that we can weather any storm when we do it together.



Today we are at a crossroads. As we wrestle with the hard truths of racial inequality and watch as the disparities throughout our community are magnified, we cannot simply conduct business as usual. These times of great struggle must galvanize us toward action. Now is the time for us to come together as a community to push for equality and social justice for those who have been left behind. The founders of Way to Grow believed in that vision—that all children and their families deserve to live in a just and equal society. Over 30 years ago, we embarked on a mission to do just that.

Let us continue to work together, reaching for the possibilities of the future together.



Carolyn Smallwood, Chief Executive Officer





Triasia & Ta'hir

Teacher, playmate, role model—Way to Grow Family Educators often step in and fill roles that may be absent from children's lives in order to give them confidence and help them prepare for the future. Setting children up for success is a team effort. It is through the partnership of parents and Family Educators that children can flourish and grow.

In 2016, Triasia and her four-year-old son Ta'hir enrolled in Way to Grow. Getting involved was an easy decision for Triasia. She was impressed by the variety of programs that were offered, and she had high hopes her son would find new ways to learn, grow, and play.

During enrollment, Triasia requested an African American man to serve as their Family Educator. The family was then connected with Mr. Tony, who became an important part of Ta'hir's life. "My son loves that Mr. Tony can identify with him as a Black male. There are growing pains with



being a Black man in society that Mr. Tony understands that I don't understand. He has helped Ta'hir gain confidence as a Black boy. Ta'hir didn't understand why his hair was different and why he would be treated different. Mr. Tony was able to bring social stories and his own experiences and really help my son gain his confidence," shared Triasia.

It didn't take long for Mr. Tony and Ta'hir to connect during home visits. "When I first met Ta'hir, he was mainly focused on superheroes. He would show me his characters, and we hit it off because I love superhero movies myself. We talked a little bit and I saw the smile on his face. We bonded that first time we visited, and it was great," Mr. Tony recalled.

As part of their enrollment in Way to Grow, Triasia received an assessment of Ta'hir's development, and she was concerned with what it showed. "I found out that there was something going on. We didn't know clearly what, because Ta'hir knew all his ABCs and colors, but there was something socially that was not connecting." Triasia soon learned that Ta'hir had autism.



Thankfully, the family was not alone as they navigated this new reality. Triasia explained, "We were able to get the services from Way to Grow that we needed. Mr. Tony was involved in every part of my son's services, even coming to his Individualized Education Plan meeting." Mr. Tony shared ideas Ta'hir's teachers could use in the classroom. He also helped Triasia structure a plan for how to use services that were best for Ta'hir's development.

This past year, the family graduated from Way to Grow. Mr. Tony is happy with their progress and confident in their future. As the family moves forward, they can do so knowing they gained a role model, strengthened their confidence, and are prepared for a bright future together.



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A Look Back at 2019

In 1989, when former Minneapolis Mayor Don Fraser, Honeywell CEO, Jim Renier and Greater Twin Cities United Way formed Way to Grow, community leaders around the country were beginning to recognize the ever-growing education gap. Minneapolis decided to do something about it. It was this community-led vision that brought together government, non-profits, corporations, community members, families, and teachers to address the serious and prevalent gap in early childhood education in our community. While Minnesota may be a leader in education, our children of color are too often left behind. With one of the largest opportunity gaps in the country, we know the only way to create a better future for our children is to move toward a more equitable future for all.

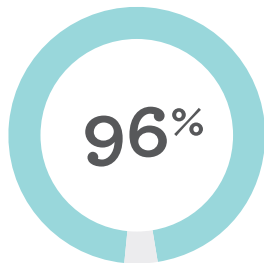
In 2019, Way to Grow celebrated its 30th anniversary. We looked back on the ways we've grown, the people who have supported us, and the families who have trusted us to be a part of their lives. Since 1989, we have worked with more than 67,000 individuals in Minneapolis, Brooklyn Park, and Brooklyn Center. These individuals work hard to provide for their families and are active in their children's education. Sometimes they just need a helping hand. With a team of talented Family Educators, we provide year-

round services and help stabilize families so parents can focus on helping their children learn and grow.

For three decades, Way to Grow has led the Twin Cities' early childhood education community with our innovative home visiting model and expansive programming. In 2019, we implemented structural changes that shored up our platform and increased our capacity for the future:

- Throughout the year, our program team implemented the new, evidence-based Parents as Teachers curriculum. We saw increased collaboration and new energy within our staff as the materials were integrated into their work.
- With a new curriculum came new ways of entering and analyzing data. Our team worked relentlessly to integrate three internal database systems so we could more accurately and comprehensively monitor our progress.
- We also increased access to our programming by expanding the number of schools reached by our services.
- Finally, we invested in the future of Way to Grow when we opened our new offices in North Minneapolis. Our new home has provided us with room for expansion and more places for families to gather.

Our 2019 Results



of newborns born at or above healthy birth weight



of parenting teens without a repeat pregnancy



of early learners prepared for kindergarten

The cornerstone of our work may happen at home, but our Family Educators are connecting with the community and telling families about Way to Grow every day. Throughout 2019, our staff could be seen at resource fairs, school nights, and even outside of our new offices, sharing the importance of early education and about Way to Grow. In that year alone, Family Educators attended more than 65 events to connect with new families.

Closing the opportunity gap requires our collective effort. In 2019, Way to Grow joined with over 100 community partners to provide critical basic needs and additional enrichment opportunities for our families. Our work was further supported by amazing donors who chose to invest in the future of our families, and in turn, in the vitality of this community. Finally, **more than 60 volunteers** inspired us by giving 182 hours of their time and talents to support our programs.

At Way to Grow, we know it takes a village to raise a child. In 2019, programming like our Play to Grow and Together We Grow parent groups, Cooking Matters cooking and nutrition courses, our My Voice Matters initiative, and Family Engagement Nights continued to create a culture of learning in the home and empower families to change their lives and brighten their futures.

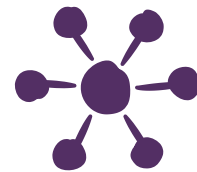
After 30 years, we know what works and what our community needs. It is only by weaving together a web of support between parents and families, community partners, teachers, donors, and volunteers that we will make lasting change. Won't you join us?



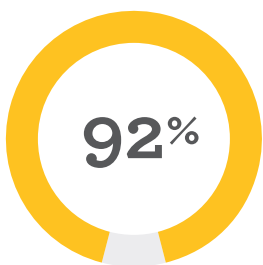
8,412
home visits



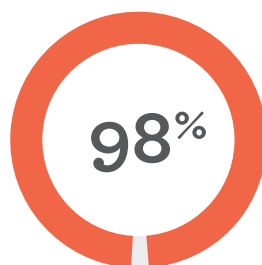
1,737
clients served



1,066
resource referrals



of K-3 students demonstrated growth in reading level assessments



of parents attended one or more parent-teacher conferences



Great By Eight:



Home & Family

A child's parent or primary caregiver is their first and foremost educator. At Way to Grow, our job is to support this role as families learn and grow together. Our holistic program provides regular home visits with a certified Family Educator. We work culture to culture, language to language to ensure that all families in our community can be supported in a way that celebrates their family and helps them thrive. To help stabilize families, Family Educators provide them access to resources such as housing, employment, education, health services, and whatever else they may need. Additionally, we bring families together to learn, play, and support one another during monthly parent groups. We especially work to support our youngest parents through our Dream Tracks Teen Parenting program, designed for parents ages 15–22.



Prenatal Services

Parenting starts before birth. Whether it is prenatal health or setting up a home to be safe for a new baby, Way to Grow is there to help. We work with expecting parents to help them have a healthy pregnancy and birth. Using our specialized curriculum, we provide education during all three trimesters and review the stages of prenatal development so parents know what to expect and feel empowered in their journey. When families better understand pregnancy, birth, and the ways a child will change their lives, they can provide their child with the strongest start possible.



Great By Eight: Early Education

We know that early education is a game changer for children and their families. By starting early, we set children up for a lifetime of success. Through regular home visits and personalized support, we work with parents as they navigate their lives as caregivers, and help the entire family become lifelong learners. Way to Grow Family Educators partner with families to teach them about every stage of their child's development and provide tools to support learning at home. During home visits, Family Educators model techniques for playing and learning, and parents can ask questions and receive personalized support.

A Pathway to Success



Great By Eight: Elementary Education

Our elementary program works with families with children ages 5–8 (or through third grade) to help guide them through this new stage of family life. Family Educators help families understand their options and feel empowered during the school selection process. They also act as a bridge, connecting parents with teachers and administrators to build a network of support for each child. At home, families learn ways to set up schedules and school expectations, and we make sure students have what they need to learn and grow. As part of our work with this age, we also provide academic support for children in all areas of schooling including literacy and STEM.



Health & Wellness

A strong start happens in a healthy home. Through our Growing Strong program, we work with families in the home, teaching parents about prenatal care, nutrition, immunizations, well-child checkups, and safety to ensure all children are healthy and prepared to learn. When necessary, our staff refers families to health and dental care partners. Outside the home, we partner with local agencies to provide an annual Health and Nutrition Fair, as well as several cooking and nutrition courses.



Preschool Pals

Way to Grow operates a high-quality, center-based preschool, Preschool Pals, for enrolled families with children ages 3–5. Preschool Pals is accredited by the National Association for the Education of Young Children (NAEYC) and has been awarded a four-star rating by Minnesota Parent Aware. Programming is centered around the interest of the child and the developmentally appropriate practices of our highly effective preschool staff. Unique from other early learning programs, our preschool offers monthly parent-child classes and field trips. Preschool Pals fosters the positive relationship between family and school, and provides a fun learning environment for families in Minneapolis.



Doug Baker
Chairman and CEO, Ecolab

It's up to us.

I want to talk about the fundamental importance of early childhood education in our community and the vitally important work of Way to Grow.

We are living through unbelievable times. We have COVID-19, we had George Floyd's death and the spotlight on racial and social justice, which is way overdue, and it's abundantly clear that if we're going to get through this, we're going to do it together. We knew another pandemic would come, but humans are never good at dealing with episodic risks that occur every 100 years. But we don't have that excuse when it comes to the achievement gap. This is one of the most important underlying factors driving income inequality and other challenges in our society, and this has been around for a long time. Everyone has a stake in seeing our country overcome both the pandemic and the persistent effects of racial inequity and inequality that impact communities across Minnesota and beyond.

Our society is at a turning point, and we have two choices: we either get after it in a way that makes things better, or if we ignore it, things automatically get worse. I don't think we have any choice. Personally, this has

been a real wakeup call, and I've recognized that to be anti-racist requires more than just the "right beliefs." It requires a decision to get involved.

We're taking action at EcoLab, but we can't create a healthy culture within our company if we ignore injustice outside, so we need to get involved in ways we never have before. We have a spotlight on our community right now, which means our collective action here can have a national impact. I'm not alone. Twenty eight other local CEOs are focused on driving change in Minneapolis and St. Paul through police reform, education, and economic inclusiveness. Education is foundational to driving lasting change, and early childhood education is the most important part of this. Our CEO group is ensuring that programs for 0-5 year-olds have the funding and the policy changes needed to make it happen. In partnership with the Black community, we are also making sure that school choice policies are in place. We can accomplish this by funding scholarships that follow children.

This is a big challenge. National statistics on the achievement gap reveal that only 1 in 5 Black fourth graders are reading at grade level, and 45% of Black students receive no formal education beyond high school. It's even worse in Minnesota. Minnesota's graduation rates rank in the bottom half of states. By racial and ethnic group, Minnesota ranks 50th for Black and Hispanic students. We're dead last.

Yes, early childhood education is primarily the responsibility of parents, but if parents have limited resources and education themselves, they need assistance. Way to Grow's early education program and K to 3rd grade home visiting model have been absolutely instrumental in fighting to close the educational gap for the most underserved children in our community. Way to Grow's efforts are working and they have the metrics to prove it. When kids are supported early in life, they are better prepared for future success.

You can make a difference by volunteering in the community, and providing financial support for quality early childhood education. We have to invest in what works. Last year, 90% of Way to Grow children were deemed ready for school. Now that's progress. I hope you'll join me and my wife Julie in giving as generously as you can.

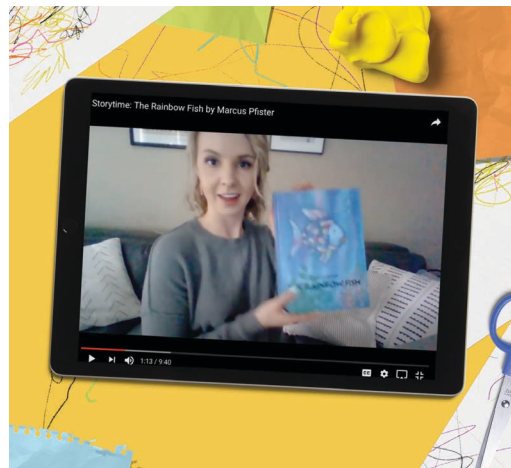
We are living history. It's not comfortable, but it's important to think through how you will step up during this time. When we reflect back, what will we think of the actions we took? It's important to me that I stand proud of the steps we took individually, as a company collectively, and as a community broadly. This community needs us all more than ever to step up with volunteer time and financial support. If we want a better world and a stronger community, this is the time to make the difference.



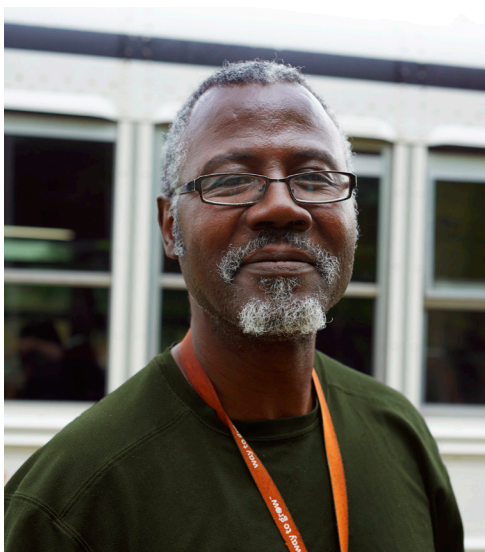
“ We are living history. It's not comfortable, but it's important to think through how you will step up during this time. ”

Going Digital

How do you provide home visiting when gathering inside isn't an option? You go virtual! In March, Way to Grow moved our programming online. Our staff learned new skills and adapted to every platform accessible to families. They now create videos, hold groups online, and are even familiar with funny filters on their phones. Yet, in an increasingly digital world, many families do not have access to the devices and Internet services needed for learning. With the support of several foundations, Way to Grow provided families with tablets, headphones, and other tools needed to support young students and their families learning at home.



Way to Grow in 2020



Above and Beyond

With Preschool Pals learning online, Mr. Willie's daily route looks a little different. Our Preschool Pals bus driver has been helping Family Educators deliver important items to families, all while making sure everyone can stay safe. Each day, Mr. Willie fills up the bus with educational materials, household supplies, and much needed donation items. He drives this new cargo all over Minneapolis, Brooklyn Park, and Brooklyn Center, dropping packages at the doors of families at a prearranged time. With a wave goodbye and packages on their steps, families know Way to Grow has their back. We may be socially distant and things may look different, but our staff is going above and beyond for families as we creatively lean into our current reality.

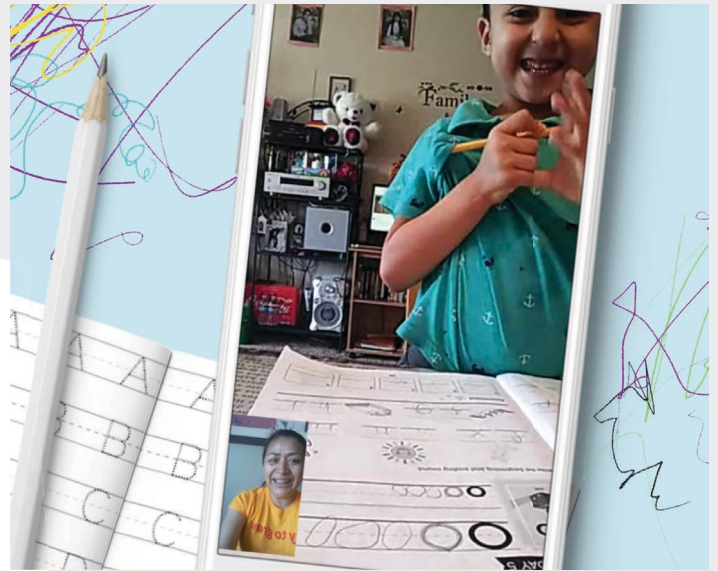
Distance Learning

With new online platforms, limited access to technology, and many families sharing small spaces, distance learning has turned a lot of households upside-down. Way to Grow families are no exception. Family Educators are supporting elementary families as never before, with a more robust curriculum to include STEM components with literacy support. Way to Grow also started an initiative to provide tutoring up to four times a week to 100 elementary students in danger of falling even further behind academically. Family Educators are walking side by side with families, guiding them on how to adjust to new routines and engage in their children's education as they navigate this new education system.



Providing Connection

Social distancing brings its own challenges on top of the difficulties so many are facing. For Way to Grow families, that can mean feeling even more isolated and alone. Beyond curriculum, our Family Educators are bringing a trusted, friendly face into homes during virtual visits. One of our Family Educators, Maria V. explained, “A family told me they feel very happy when they see me through virtual visits because they have someone to talk to who cares about them and who gives them information, activities, and resources.” Though it is difficult to be apart, Way to Grow families are not alone—their Family Educators are just a phone call away.

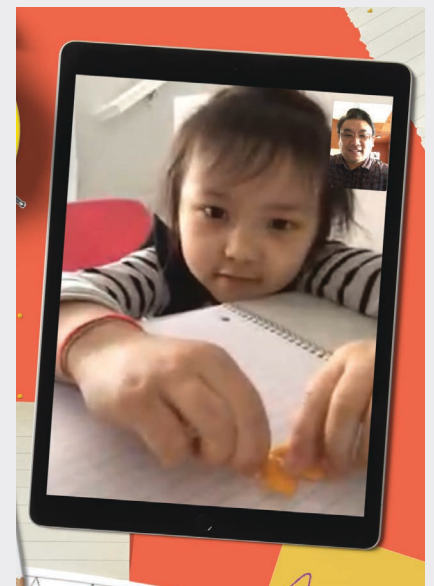


Being a Navigator

Raising a family is hard work in the best of times. It can be a challenge to determine how to support your children in school or within the healthcare system, access housing and food resources, or find fun and educational ways to explore your neighborhood. That’s why our Family Educators are navigators—mapping out available resources, researching ways to get families the help they need, and walking side by side every step of the way. This year, doing that work alone seemed insurmountable for many families, and they reached out for help. As a result, we saw a 95% increase in resource referrals compared to just one year ago.

Preschool Pals

Children are not immune to feeling the stresses of uncertainty or the challenges of changing schedules. With in-person preschool temporarily suspended, our staff has adapted classroom life to online learning and has worked tirelessly to make sure our preschool students still learn and feel supported by their teachers. What started as a short-term solution to an impossible situation has become a community for Preschool Pals’ parents and children. Lead Teacher Mr. Eka explains: “We’ve been able to virtually visit each and every child from our classroom and have created an online classroom community for our parents to engage in. As both parents and children have adjusted to online learning, we’ve all come together on this new platform. It’s so beneficial to the children to have this space to communicate, have a little resemblance of the classroom, and a chance to participate in activities.” Our goal is to keep our younger learners engaged and learning, so they are ready for kindergarten despite the obstacles of this year.



Thank You!

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In Memory of Sharon D'Amico
Katie Gabriel

In Memory of Don Fraser
4th Judicial District Judges Association
Ivy Bernhardson
Richard Fournier
Peter McLaughlin

In Memory of Harold Ireton
Jo Ellen Axness
Jane M. Hagen
Doris Herrmann
Christina Huck
Michael Huck
Howard Ireton
Jane A. Kaiser
Sharon Kaiser Miller
Pamela Olson
Perry Reinhardt
Jerome Ritter
Connie Rubenstein
Lynn St. John
Barbara J. Sarazin

Monica & Dave Nassif



Monica and Dave Nassif
with their grandchildren

Everyone needs a helping hand at some point in their life. Just ask Monica and Dave Nassif. When the young couple from Iowa moved to Minneapolis, resources were tight. David was a manager for a landscaping company, and Monica was a communications specialist for Target. As they were raising their two young daughters, their youngest girl aged six months was diagnosed with cancer.

Monica recalls that David came home after learning the terrifying news, and said he had quit his job to take care of their daughter, so Monica could pursue her budding marketing consulting practice. Says Monica, “We didn’t have a lot of money, and we were scared about our future.” Yet she adds, “People supported us in many ways. Their help was invaluable as we cared for our children and built our business.”

As Monica grew her business, she had a “eureka” moment about creating a line of upscale, earth-friendly cleaning products. She created two brands: Caldrea (named for their daughters Calla and Aundrea), and Mrs. Meyer’s Clean Day (named after Monica’s mother). The whole family pitched in to help. Monica operated the company in marketing and sales, and Dave handled the finance and human resource functions. Says David, “Our daughters grew up in an entrepreneurial home by learning what we had to do to make our business grow. Aundrea and Calla told us years later that while most families around the dinner table talked about sports or the day’s events, we discussed gross margins.”

Ten years after the company started, Nassifs sold both brands. Out of the proceeds, Dave and Monica created a family foundation to support non-profit organizations in Minneapolis. “This community provided us with great talent for our business, that’s why we want to give back,” says Monica. “You cannot have talent without education,” adds David. “Our world right now is the perfect example that it is talent, not machines, that makes a difference. People working in health care, education and service are fueling our economy.”

Way to Grow quickly became a top giving priority for the Nassifs. “We learned that when children can read by age eight, they are on track to graduate from high school,” says David. Monica agrees, “Way to Grow makes a remarkable difference, and we want to help break the cycle of poverty and income inequality. Way to Grow gives children a chance and their parents the tools they need to help everyone become successful. Study after study shows that early childhood education is the ticket to achieving independence.”

Way to Grow is profoundly thankful to the Nassif family for their generous support.

“
Way to Grow makes a
remarkable difference,
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inequality.”

Foundation & Corporate Partners

LUMINARIES (\$50,000+)

Julie and Doug Baker, Jr. Foundation
Douglass Brandenburg Family Foundation
Otto Bremer Trust
Ciresi Walburn Foundation for Children
Rose Francis Foundation
General Mills
Greater Twin Cities United Way
LRE Foundation
Minneapolis Foundation
Mortenson Family Foundation
Richard M. Schulze Family Foundation
WEM Foundation

VISIONARIES (\$25,000-49,999)

K.A.H.R. Foundation
McKnight Foundation
McVay Foundation
Medica Foundation

CHAMPIONS (\$10,000-24,999)

3MGives
Associated Bank
Donaldson Foundation
GHR Foundation
March Family Foundation
Sauer Family Foundation
Tradition Capital Bank
U.S. Bank
Walser Foundation, funded by Walser Automotive Group

TRAILBLAZERS (\$5,000-9,999)

Allina Health
Andersen Corporation
Edward R. Bazinet Foundation
Benevity Community Impact Fund
BMO Harris Bank
Buuck Family Foundation
Comcast
Education Legacy Grant Fund of the Minneapolis Foundation
HealthPartners
Luther I. Replogle Foundation
Ripley Memorial Foundation Fund of the Women's Foundation of Minnesota
Sheltering Arms Foundation
Wooddale Church
Elmer L. & Eleanor J. Andersen Foundation

BUILDERS (\$2,500-4,999)

Avison Young
Books to Grow
Books on Wings
Capella University
City National Bank
Hinrichs & Associates, LTD
Nordson Corporation Foundation
Wellington Management, Inc.

PARTNERS (\$1,000-2,499)

City of Lakes Rotary Club
Colonnade Group of Thrivent Financial
Erikson Institute
Hunt Electric
Laird Youth Leadership Foundation
Northeast Bank
NorthPoint Health & Wellness Center
Piper Jaffray
RBC Wealth Management
United Way of Greater Milwaukee
United Way Metro Chicago

FRIENDS (\$100-999)

Ameriprise Financial
Delta Dental of Minnesota
Foam Industries, Inc.
IT Directions
LCS-Westminster Partnership V LLP - dba Trillium Woods
Rae Mackenzie Group
Medtronic, Inc.
Park Avenue United Methodist Church
Research Shop
Summit Academy
Thrivent Financial
U.S. Bank Foundation
United Health Group
United Way of Greater Atlanta
Volunteers of America



Government & Public Support

The City of Minneapolis
Hennepin County Human Services and Public Health Department
Minneapolis Public Schools
Minnesota Department of Health



Community Partners

Abria Pregnancy Resources
AchieveMpls
Ahavah BirthWorks
Allina Health
Aurora Charter School
Birth Equity Committee
Blue Cross Blue Shield of Minnesota
Books to Grow
Broadway Family Medicine
Broadway School at Longfellow
Bundles of Love
Center for Asian Pacific Islanders
Center for Families at Fellowship Missionary Baptist Church
Centro Cultural Chicano
Child and Teen Check-Up
Children's Defense Fund
Children's Dental Services
Children's Hospitals & Clinics of Minnesota
Children's Theatre Company
Church of St. Gerard
City of Lakes Rotary Club
City of Minneapolis Office of Multicultural Services
Comunidades Latinas Unidas en Servicio (CLUES)
Community Emergency Assistance Programs (CEAP)
Community Corner
Cradle of Hope
Cultural Wellness Center
Division of Indian Work
Earle Brown Early Learning Center
Early Childhood Family Education, Minneapolis and Osseo Districts
Early Childhood Intervention Services of Hennepin County
Early Head Start
East Side Neighborhood Services
Emerge Family Supportive Housing Program
Fairview Health Services & Clinics
The Family Partnership
The FATHER Project
Fellowship Missionary Baptist Church Center for Families
FirstBook
Four Directions Early Learning Center
Food Group
Friendship Academy School
Gale Woods Farm
General Mills
Generation Next
Give Kids a Smile, Minnesota Dental Association
Great MN Schools
Harvest Best Academy
Head Start, Parents In Community Action (PICA)
Hennepin County Home Visiting Community Advisory Board
Hennepin County Human Services & Public Health Department
Hennepin County Research, Planning & Development Department
Hennepin County Teen Parent Connection
Hennepin County, Thrive at Five Program
Hennepin Healthcare
Indian Health Board
Jewish Family & Children's Services of Minneapolis – Parent Child Home Program
Joyce Preschool
Kente Circle
Kids in Need
Kidz Kloset
La Crèche Early Childhood Centers
Legal Aid Society
Life Tracks
Lucy C. Laney at Cleveland Park Community School
Lutheran Social Services
MacPhail Center for Music
Magers & Quinn Booksellers
Medica Foundation
Minneapolis Crisis Nursery
Minneapolis Healthy Start
Minneapolis Public Schools
Minneapolis Public School Early Childhood Screening
Minneapolis Public Schools Early Childhood Special Education
Minneapolis Public Schools Early Learning Labs, Inc.
Minneapolis Public Schools New Families Center
Minneapolis Public Schools Teen Parent Services
MinneMinds
Minnesota Association for the Education of Young Children
Minnesota Children's Museum
Minnesota Comeback
Minnesota Indian Women's Resource Center (MIWRC)
Minnesota Internship Center (MNIC)
Minnesota Lynx
Minnesota Timberwolves
Minnesota Twins
Minnesota Visiting Nurse Agency (MVNA)
Minnesota Workforce Center
Multicultural Advisory Committee
Native American Community Clinic
Noble Academy
Northside Achievement Zone
NorthPoint Health & Wellness Center
NorthPoint Human Services
Northwest Family Service Collaborative
PACER Center
Pajama Program – Minnesota Chapter
Park Avenue Methodist Church
Park Nicollet Health Services
People Serving People
Phyllis Wheatley Community Center
Pillsbury United Communities
Prodeo Academy
Sabathani Community Center
Saint Paul – Ramsey County Public Health
The Salvation Army
St. David's Center
St. Stephen's Human Services
Siempre Padres
Simpson Housing Services
Southside Community Clinic
Sustainable Resource Center, Inc.
Tandem Family Resource Center
Think Small
Twin Cities Rise
UCare
United Health Group
University Life Care Center
University of Minnesota Center for Early Education & Development
University of Minnesota - Expanded Food and Nutrition Education Program
University of Minnesota Extension - Cooking Matters Program
University of Minnesota Physician Clinics
University of Minnesota Technical Assistance Program
University of Minnesota Urban Research and Outreach/Engagement Center
Urban Ventures
VocalEssence
Washburn Center for Children
Wellshare
Women, Infants and Children (WIC)
Zanewood Recreation Center

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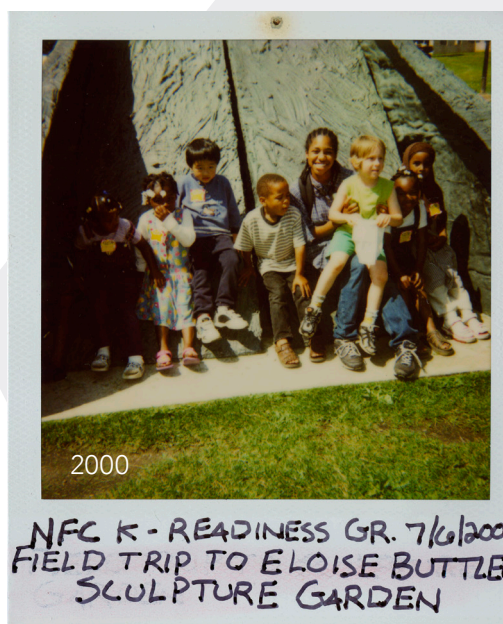
Chief Executive Officer
Way to Grow



Financials

Operating Revenue & Expenses

REVENUE	2019	2018
Contributions	\$293,148	\$310,337
Government	\$921,686	\$994,188
Foundations	\$1,035,450	\$1,067,007
United Way	\$162,079	\$183,110
Program Service	\$194,411	\$148,787
Annual Celebration	\$349,657	\$361,167
Interest & Other Income	\$19,752	\$13,881
Total Operating Revenue	\$2,976,183	\$3,078,477
EXPENSES		
Program Services	\$2,063,934	\$2,023,310
Administrative Services	\$252,545	\$248,715
Fundraising Services	\$566,512	\$506,523
Total Operating Expenses	\$2,882,991	\$2,778,548



Financial Position

ASSETS	2019	2018	LIABILITIES & NET ASSETS	2019	2018
Current Assets			Current Liabilities		
Cash	\$1,518,226	\$1,398,783	Accounts Payable	\$44,483	\$32,886
Receivables	\$691,504	\$472,660	Accrued Expenses	\$97,666	\$92,990
Prepays	\$86,254	\$51,861	Unearned Revenue	\$0	\$0
Total Current Assets	\$2,295,984	\$1,923,304	Less Liabilities, Current Portion	\$93,162	\$0
Property & Equipment			Total Current Liabilities	\$235,311	\$125,876
Furniture & Equipment			Long Term Liabilities, Net of Current Portion		
(net of depreciation)	\$381,983	\$24,747	Lease Liabilities, Net of Current portion	\$1,083,820	\$0
Total Property & Equipment	\$381,983	\$24,747	Total Long Term Liabilities	\$1,083,820	\$0
Other Assets			Net Assets		
Long-term Receivables	\$359,817	\$100,000	Unrestricted	\$0	\$0
Deposits	\$22,854	\$56,615	Undesignated	\$265,266	\$276,957
Right of Use Assets	\$1,098,899	\$0	Board designated	\$1,240,883	\$1,136,000
Total Other Assets	\$1,481,570	\$156,615	Temporarily Restricted	\$1,334,257	\$565,833
Total Assets	\$4,159,537	\$2,104,666	Total Net Assets	\$2,840,406	\$1,978,790
			Total Liabilities & Net Assets	\$4,159,537	\$2,104,666



Raising Awareness
Empowering Families

Seeds

Way to GROW
PROMOTING SCHOOL READINESS
Vol. 3 | Fall 2007

2007 Harvest Edition

Preparing for Kindergarten

We use two tools to measure developmental progress. Using the Individual Growth and Development Indicator (IGDI) we track a child's development in the areas of vocabulary, phonemic awareness and alphabet knowledge. With the Family Literacy Development Rubric (FLDR) we measure how conducive the child's home environment is to learning. Using these two components we can tailor a curriculum not only to the child, but to the whole family. While we see promising improvement, even more Way to Grow children can succeed as the result of the work that lies ahead.

Category	2007 Change
FLDR SCORES	+27%
IGDI SCORES	+27%
LETTER SOUNDS	+27%
LETTER NAMES	+27%
PHONIC AWARENESS	+27%
WORD RECOGNITION	+27%
THREE DO	+27%
UNDERSTANDING	+27%
FLUENCY	+27%
LETTER FLUENCY	+27%
FLUENCY	+27%

Clockwise from left: Keynote speaker Doreta Boudie with annual event participants, Dr. Perry Taylor and staff at NSL Lehigh, opening Fine Arts School program at Franklin, College Development and Board Member Chris Cramer, all graduates, Cassidy and Dr. Bill Green, Way to Grow, Way to Grow, Way to Grow, Dr. Perry Taylor with Boudie of Love and newsletter, Editor, Cassidy, right, Annual Event M.C. Estelle Murphy from WCCO News.

Life thrives when we create a home for learning.





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waytogrow.org

Carolyn Smallwood,
Chief Executive Officer

