



THE FAMILY  
PARTNERSHIP



# Centering Families, Equity and Healing

2022 ANNUAL REPORT

# About Us

We work for the healing and wellbeing of families across generations.

## OUR MISSION

To build strong families, vital communities and better futures for children.

## OUR APPROACH

2Gen

Equity-Focused

Evidence-Based

## OUR IMPACT

In 2022, your support helped us to serve 4,562 children and adults from 1,356 households, including:

- 49%** infants to 18 years old
- 95%** from low-income households
- 80%** people of color
- 60%** girls and women
- 4%** transgender or gender nonconforming people

## LAND ACKNOWLEDGEMENT

Our two locations sit on Dakota, Anishinaabe (Ojibwe) and other Tribal nations land. We honor the wisdom and contributions of our indigenous elders, past and present, and seek to build trust and mutual respect through our actions.





# Centering Families, Equity and Healing

In 2022, TFP faced both a leadership transition, and the transitioning of a community trying to recover from the twin pandemics of COVID-19 and systemic racism.

It has been three long years of collective trauma, requiring distance at the exact time we've most needed each other. We saw widened disparities in mental health, education gaps, and economic insecurity for children and families in the Twin Cities. We also saw increased violence and exploitation in the community, especially along the Lake Street corridor, which is home to our South Minneapolis office.

This situation creates even more gratitude for our dedicated and committed staff that went above and beyond for over 4,500 children and adults. Through our 2Gen approach, we met people where they were and helped them to feel seen. Feeling seen is a powerful experience. When you realize you're not alone, the hard work of healing from adversity and trauma becomes more imaginable.

**This report celebrates how we helped our neighbors both to imagine and work toward healing in 2022.**

We celebrate preschoolers who **graduated kindergarten-ready** and met their developmental milestones.

We celebrate parents and caregivers who **strengthened family bonds** and reduced toxic stress in the home.

We celebrate youth and adults who **decreased their involvement in the commercial sex industry** and progressed toward self-sufficiency.

Even as we celebrate these amazing achievements, we acknowledge that there is much work yet to be done. Let us remember the bigger context of this work as generational healing. After all, healing that began in 2022 will continue for years to come—even in generations yet to be born.

As you read this report, I invite you to take time to really see our community and to **see yourself in this story**.

***The truth is, this healing work takes all of us. Your participation is an important part of the celebration, and we thank you!***



*Dianne Haulcy*

**Dianne Haulcy**

PRESIDENT AND CEO



*Tommy Hillman*

**Tommy Hillman**

CHAIRPERSON

## 2022 BOARD OF DIRECTORS

### **PRESIDENT AND CEO**

*(JULY–PRESENT)*

Dianne Haulcy

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*(JANUARY–JUNE)*

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David C. Brackett, Sr.

Julia Morrison Palmer







# Our 2022-24 Strategic Framework

Last year marked the start of a new chapter as Dianne Haulcy became our President and CEO. Dianne led the organization forward with a focus on five priority areas outlined in the 2022-24 strategic framework.

This framework serves as both steward of the past and guide toward the future. Dianne, along with the board of directors, leadership, staff and partners, advanced our mission by making progress on each strategic priority.



## **Impact Through Services**

Services strengthen families by removing barriers and clearing a path to success.



## **Thought, Practice and Policy Leadership**

Families and children thrive because we are an active agent in service and policy innovation.



## **Equity, Inclusion and Anti-Racism**

Equity, inclusion and anti-racism are areas of paramount importance.



## **Organizational Health and Resilience**

The health and resilience of the staff and board is foundational to our capacity.



## **Financial Stability**

Financial resources fuel our services and policy initiatives.



To learn more about  
our strategic framework,  
scan this QR code



## Impact Through Services

The communities we serve are some of the most burdened by ongoing inequalities and racism. In this context, families faced disproportionate losses last year due to the COVID-19 pandemic, economic uncertainty and rising levels of violence.

We continued to be embedded in the community in 2022, responding to community needs with effective, culturally responsive and trauma-informed services.





# Early Education and Developmental Therapies

We helped children who were born before or during COVID-19 to catch up developmentally and prepare for success in kindergarten. 245 children attended our preschools and 617 accessed our developmental therapies.



**95%** graduated preschool kindergarten-ready, compared with 60% statewide and 52% in households with low incomes.



**100%** demonstrated median or above-median executive functioning skills, the overall best predictor of success in school and life.



**85%** met their goals in developmental therapy.

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## ACCREDITATIONS

Rated as **Strong Beginnings Centers** by Hennepin County and the Minnesota Department of Human Services, and Four Star Parent Aware rated





# Mental Health Therapies

We provided diagnostic assessments and evidence-based therapies for 2,102 children and adults.



**100%** of children ages 0 to 5 **maintained/improved outcomes.**



**85%** of youth reported **stronger family relationships.**



**96%** of criminal justice-involved youth **remained in school, 88% remained at home** and **83% had no new arrests.**







# Family Home Visiting

We coached 201 families with 884 children to build paths out of survival mode toward healing and wellbeing.



**71%** of pregnant parents had their **first medical home visit more than three months prior to birth.**



**100%** of children were **up to date with immunizations and well-child exams.**



**93%** of families with open Child Protection cases **increased parenting skills and reduced the risk of maltreatment.**





# Anti-Sex Trafficking

We partnered with 443 participants through **PRIDE (Promoting Recovery, Independence, Dignity and Equality)** as they left exploitative situations and claimed safe, vibrant and self-sufficient futures.



**94%** of participants **decreased involvement in the commercial sex industry.**



**84%** of participants **maintained/improved scores in the overall progress toward self-sufficiency.**



## UPSIDE | A Minneapolis Sex Trafficking Initiative

Thanks to funding from the City of Minneapolis through the American Rescue Act, we partnered with The Link and Breaking Free to launch UPSIDE: A Minneapolis Sex Trafficking Initiative.

We helped survivors and those at risk of exploitation, especially those facing the greatest disparities in access to services. We trained businesses and community members to identify and respond to suspected cases of sex trafficking.



**93%** of participants **decreased involvement in the commercial sex industry.**

**82%** maintained/ **improved overall measures toward self-sufficiency.**

**89%** **improved their housing status.**





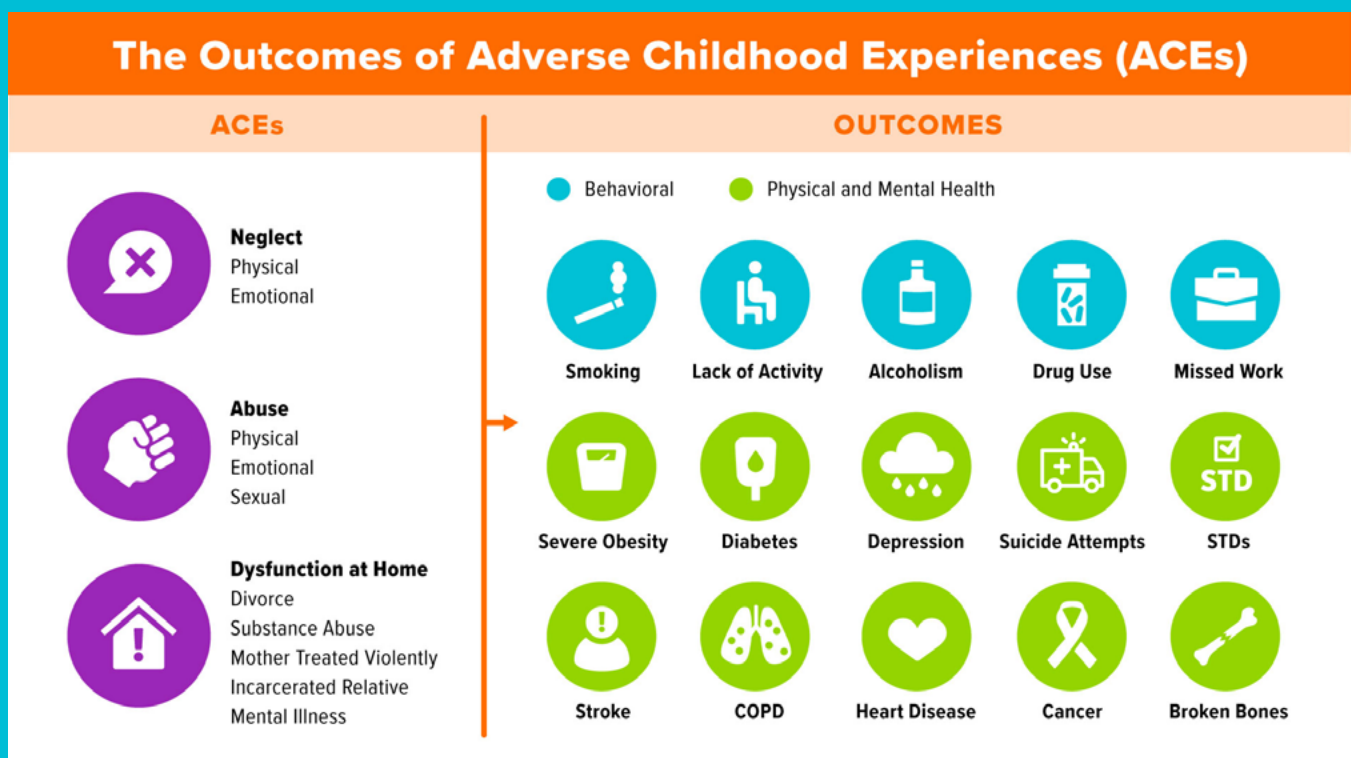
# Thought, Practice and Policy Leadership

In 2022, we focused on interventions that buffer children from the impact of ACEs, build brainpower and break cycles of intergenerational trauma.

We know the crucial role of early childhood in brain development. What happens in a child's brain between the ages of 3 and 5 shapes their outcomes for a lifetime.

We also know that children's brain development suffers because of adverse childhood experiences (ACEs) like abuse, neglect and dysfunction. ACEs that occur at household or structural levels can disrupt crucial opportunities for children to learn the skills they need to thrive.

**While Minnesota ranks third in child wellbeing, our state continues to show some of the greatest opportunity gaps in the nation for Black, Indigenous, and children of color. Systematic inequalities have only widened opportunity gaps in recent years as a result of the COVID-19 pandemic.**



# Closing the Opportunity Gap

We designed Executive Functioning Across Generations® as an early childhood curriculum rooted in equity and evidence.

Our curriculum fosters healthy brain development in children ages 3 to 5 through a fun, easy-to-use curriculum. Teachers guide children through the curriculum to learn executive functioning and emotional regulation skills.

By helping children to learn these foundational skills, Executive Functioning Across Generations® closes opportunity gaps. As a result, the intervention leads to more equitable outcomes for children, boosting kindergarten readiness and yielding lifelong benefits such as:

- School achievement
- Mental and physical health
- Earning potential
- Parenting and relationships

In 2022, Executive Functioning Across Generations® gained national attention and led to opportunities for our leadership to advance equity in early childhood education and care.

**Promising Ventures** selected Dianne Haulcy, President and CEO, and John Till, Senior Vice President of Strategy and Innovation, to be 2022 Promising Ventures Fellows. Promising Ventures helped us to scale our innovative intervention and bring it to early childhood settings across the country.

**The Gates Foundation** invited Dianne Haulcy and John Till to participate in the Measures for Success Initiative, aimed at developing more equitable assessments for publicly funded early childhood programs.







# Equity, Inclusion and Anti-Racism

In alignment with our strategic priorities, we focused on internal growth in our commitment to equity, inclusion and anti-racism.

We intentionally hired staff at all levels who live in the geographic areas we serve, represent the constituencies we serve and share lived experiences with program participants. In 2022, our workforce consisted of:

**85%** women

**57%** people of color

**59%** managers who identify as people of color

Our board of directors brought diverse professional backgrounds and identities to their leadership roles. Last year, our board consisted of 50% women and 56% people of color.





We engaged our team in an annual employee satisfaction survey that generated important input on whether or not we effectively listened to staff and followed through on our commitments.

We celebrated positive feedback from staff including:

**100%** understand how their role **contributes to our mission.**

**89%** are engaged in their role and **look forward to coming to work most days.**

Staff also provided constructive feedback that continued to inform our efforts in 2022:

**76%** have enough time to **complete their tasks and responsibilities.**

*We are actively working to address hiring shortages that will provide more capacity within programs.*

**46%** have a **clear understanding of policies for promotion and advancement.**

*We intentionally added Virtual Office Hours sessions during which staff and board members shared stories of their career progressions. In 2022, five staff received promotions.*

## Virtual Office Hours Highlights

- Historical trauma with Sam Simmons
- LGBTQIA+ identities with Justin Tolliver
- The life and works of bell hooks with L. Martina Young





# Organizational Health and Resilience

The successful stewardship of our CEO transition represented the most critical aspect of organizational health in 2022.

When Dianne became our new President and CEO last July, it was a homecoming. Dianne served as the Executive Director of Reuben Lindh Family Services from 2006 until its merger with The Family Partnership in 2011. She then served as our Chief Operating Officer from 2011-2014, helping to lead the post-merger consolidation.

Dianne has over 30 years of nonprofit executive experience and is a recognized field leader and policy advocate in the early childhood arena in Minnesota. She is leading us into the next chapter, focused on healing and community-building in response to the challenges our communities have faced in the past several years.



## Meet Dianne

- Board Chair of the Northside Achievement Zone (NAZ)
- Advisor on the Governor's Early Learning Council
- Co-Chair of Voices and Choices for Children Coalition
- Host of Early Risers podcast on Minnesota Public Radio

*"We are in the right place at the right time. Families come to us for thousands of different reasons, but they stay because they feel seen. When someone feels seen, they are empowered to overcome their traumas and adversity. They find the courage to imagine and work towards a brighter future."*

— Dianne Haulcy,  
PRESIDENT AND CEO





# Financial Sustainability

Thanks to the generous support of our donors and other funding partners, we maintained excellence in direct services last year while we pursued new funding sources and advocated for needed public policy solutions.

## Financials

### Statement of Activities:

#### OPERATING ACTIVITIES



Contributions .....	\$1,112,546
Grants & Bequests .....	\$920,728
Gov't Grants & Contracts .....	\$4,402,632
Program Fees .....	\$990,281
Rental Income .....	\$172,332
Other .....	\$38,037
Interest on Short-Term Investments, net fees .....	\$2,645

**Total Support & Revenue ..... \$7,639,201**

#### EXPENSES



<b>Program Expenses</b>	
Early Education .....	\$2,773,958
Mental Health .....	\$2,475,287
Home Visiting .....	\$473,969
Mobility Mentoring .....	\$65,868
Anti-Sex Trafficking .....	\$749,267
Evaluation .....	\$334,569
<b>Subtotal .....</b>	<b>\$6,872,918</b>

#### Support Services

Management & General .....	\$1,129,805
Fundraising .....	\$783,661
<b>Subtotal .....</b>	<b>\$1,913,466</b>

**Total Expenses..... \$8,786,384**

#### CHANGE IN NET ASSETS

Beginning of the Year .....	\$24,972,982
End of the Year .....	\$23,770,945
<b>Total Change .....</b>	<b>+\$1,202,037</b>

### Statement of Financial Condition:

#### ASSETS

Cash .....	\$2,836,077
Other .....	\$34,147,293

**Total Assets ..... \$36,983,370**

#### LIABILITIES

Current Liabilities .....	\$1,386,780
Other Liabilities .....	\$11,825,645

**Total Liabilities ..... \$13,212,425**

#### NET ASSETS

Unrestricted .....	\$22,241,527
Other .....	\$1,529,418

**Total Net Assets ..... \$23,770,945**

**TOTAL LIABILITIES & NET ASSETS  
\$36,983,370**



This statement is limited to operating activities only. The complete financial statements for 2022, audited by the firm of Baker Tilly US, LLP are available at [TheFamilyPartnership.org/reports-and-financials](https://www.familypartnership.org/reports-and-financials)



THANK YOU, DONORS!

# The Family Partnership thanks all who invested in our work in 2022.



You are a vital part of making sure that families in the Twin Cities feel safe, have resources to heal, and support to thrive.

We would like to acknowledge the following Businesses, Corporations, Federated Campaigns, Foundations, Civic Groups, Religious Institutions and Individuals whose gifts were received from January 1, 2022 through December 31, 2022.

#### **\$50,000+**

##### **Business, Corporations, Federated Campaigns, Foundations, Civic Groups & Religious Institutions**

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#### **\$4,999 - \$2,500**

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## Greenman Innovation Fund

Molly Greenman, our former President and CEO, retired last June after 35 years of service and 18 years of leadership with The Family Partnership.

We honor Molly's transformational influence by bringing her legacy of innovation forward into The Family Partnership's next chapter.



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*We have made every attempt to ensure accuracy. If you made a donation between January 1, 2022 and December 31, 2022 and your name has been omitted, misspelled, or incorrectly listed, please accept our apologies and contact Ashley Hemnarine, Development Manager, at [AHemnarine@TheFamilyPartnership.org](mailto:AHemnarine@TheFamilyPartnership.org).*



**The Champions Society** consists of donors who support the organization by pledging a multi-year gift of at least \$1,000 per year for three years. These members help sustain the organization's unrestricted operating needs for programs and services.



# Thank you for investing in family healing.

When this generation heals, the next generation thrives.



## CONTACT US

English/Español  
612-728-2061

Hmoob  
763-569-2625



## LOCATIONS

**South Minneapolis**  
1527 E Lake Street  
Minneapolis, MN 55407

**North Minneapolis**  
1501 Xerxes Avenue N  
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