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.
A LETTER FROM LEADERSHIP

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
PRESIDENT AND CEO

Tommy Hillman
CHAIRPERSON
2022 BOARD OF DIRECTORS

PRESIDENT AND CEO (JULY–PRESENT)
Dianne Haulcy

PRESIDENT AND CEO (JANUARY–JUNE)
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CHAIRPERSON
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VICE CHAIRPERSON
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DIRECTORS EMERITUS
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.
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.

**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.
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.

<table>
<thead>
<tr>
<th>ACEs</th>
<th>OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Neglect</strong></td>
<td>Smoking</td>
</tr>
<tr>
<td>Physical Emotional</td>
<td>Lack of Activity</td>
</tr>
<tr>
<td></td>
<td>Alcoholism</td>
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<tr>
<td></td>
<td>Drug Use</td>
</tr>
<tr>
<td></td>
<td>Missed Work</td>
</tr>
<tr>
<td><strong>Abuse</strong></td>
<td>Severe Obesity</td>
</tr>
<tr>
<td>Physical Emotional</td>
<td>Diabetes</td>
</tr>
<tr>
<td>Sexual</td>
<td>Depression</td>
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<tr>
<td></td>
<td>Suicide Attempts</td>
</tr>
<tr>
<td></td>
<td>STDs</td>
</tr>
<tr>
<td><strong>Dysfunction at Home</strong></td>
<td>Stroke</td>
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<tr>
<td>Divorce</td>
<td>COPD</td>
</tr>
<tr>
<td>Substance Abuse</td>
<td>Heart Disease</td>
</tr>
<tr>
<td>Mother Treated Violently</td>
<td>Cancer</td>
</tr>
<tr>
<td>Incarcerated Relative</td>
<td>Broken Bones</td>
</tr>
<tr>
<td>Mental Illness</td>
<td></td>
</tr>
</tbody>
</table>

The Outcomes of Adverse Childhood Experiences (ACEs)
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:

<table>
<thead>
<tr>
<th>OPERATING ACTIVITIES</th>
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<tbody>
<tr>
<td>Contributions</td>
<td>$1,112,546</td>
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<tr>
<td>Grants &amp; Bequests</td>
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<td>Gov’t Grants &amp; Contracts</td>
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<td>Program Fees</td>
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<td>Rental Income</td>
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<td>Other</td>
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<td>Interest on Short-Term Investments, net fees</td>
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<td><strong>Total Support &amp; Revenue</strong></td>
<td><strong>$7,639,201</strong></td>
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<table>
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<th>EXPENSES</th>
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<td>Program Expenses</td>
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<tr>
<td>Early Education</td>
<td>$2,773,958</td>
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<td>Mental Health</td>
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<td>Home Visiting</td>
<td>$473,969</td>
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<td>Mobility Mentoring</td>
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<td>Anti-Sex Trafficking</td>
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<td>Evaluation</td>
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<td><strong>Subtotal</strong></td>
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<td>Support Services</td>
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<td>Management &amp; General</td>
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<td>Fundraising</td>
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<td><strong>Subtotal</strong></td>
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<td><strong>Total Expenses</strong></td>
<td><strong>$8,786,384</strong></td>
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CHANGE IN NET ASSETS

| Beginning of the Year | $24,972,982 |
| End of the Year       | $23,770,945 |
| **Total Change**      | **+$1,202,037** |

Statement of Financial Condition:

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<th>ASSETS</th>
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<td>Cash</td>
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<tr>
<td>Other</td>
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<td><strong>Total Assets</strong></td>
<td><strong>$36,983,370</strong></td>
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<th>LIABILITIES</th>
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<td>Current Liabilities</td>
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<td>Other Liabilities</td>
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<td>Other</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$23,770,945</strong></td>
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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
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**
  - Douglass Brandenburg Family Foundation
  - Carlson Family Foundation
  - Greater Twin Cities United Way
  - Lynne & Andrew Redleaf Foundation
  - Otto Bremer Trust
  - Peter J. King Family Foundation*
  - Sauer Family Foundation

- **Individuals**
  - Susan & Richard Anderson*
  - James E. Johnson & Lucy Rosenberry Jones**
  - Julie & Bruce Steiner*

**$49,000 - $10,000**
- **Business, Corporations, Federated Campaigns, Foundations, Civic Groups & Religious Institutions**
  - Athwin Foundation
  - Belton Family Foundation
  - Butler Family Foundation
  - Crawford Howard Fund of the Minneapolis Foundation
  - Dermatology Specialists, PA
  - Donaldson Foundation
  - Driscoll Foundation*
  - Engler Family Foundation
  - First Children’s Finance
  - Haggerty Family Foundation
  - James B. Linsmayer Foundation
  - McVay Foundation*
  - Medica Foundation
  - Mortenson Family Foundation
  - Richard M. Schulze Family Foundation
  - Seidl Foundation
  - The Sheltering Arms Foundation
  - University of St. Thomas

- **Individuals**
  - Anonymous (2)
  - Julie Andrus**
  - Bergerson Family Foundation
  - Mary Dolan*

- **Margot & Paul Grangaard**
- **Martha M. Head**
- **River Road Foundation on behalf of Bruce Lilly, Paula Schad Lilly, Robert Lilly & Austin Lilly**
- **Lucy Mitchell Restricted Family Fund of the Longview Foundation**
- **Martin & Beth Peyer**
- **Michael Rose**
- **Mimi Sanders**
- **Kim & Buddy Snow**
- **Margie & Phil Soran**
- **Valerie & Ed Spencer**

**$9,999 - $5,000**
- **Business, Corporations, Federated Campaigns, Foundations, Civic Groups & Religious Institutions**
  - 1969 Irrevocable Trust #3 of Sarah-Maud W. Sivertsen
  - The Alces Trust
  - Allina Health System
  - Benjamin W. Stephenson Fund of The Minneapolis Foundation
  - Davis Charitable Trust
  - The Elizabeth C. Quinlan Foundation, Inc.*
  - Enterprise Holdings Foundation
  - Knox Foundation
  - Midwest Plastic Surgery
  - Mutual of America Foundation
  - Walser Foundation funded by the Walser Automotive Group

- **Individuals**
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  - Greg Anderson
  - Margo & Thomas Brackett*
  - Robert & Teri Crosby*
  - Caroline Dayton & John Bostrom
  - Joan Duddingston
  - Shelly Gill-Murray
  - Anne & Richard Higgins Family Fund of The Minneapolis Foundation
  - Thomas Higgins & Julie Wissinger
  - Elizabeth & Ed Hiavka on behalf of the Trustees of the Alces Trust

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- **Susanne & Zenas Hutcheson**
- **Kevin McNeely**
- **Kandi & Bart Osborn**
- **Amy & Chip Pearson**
- **Claire & David Ruebeck**
- **McVor Steiner**
- **Catherine Varunok**
- **Margaret V.B. Wurtele**

**$4,999 - $2,500**
- **Business, Corporations, Federated Campaigns, Foundations, Civic Groups & Religious Institutions**
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  - Kresge Foundation
  - Longview Foundation
  - Louis and Mary Kay Smith Family Foundation
  - S.F. Perkins Fund of The Minneapolis Foundation
  - These Little Waves LLC
  - Walter D. Boutell Fund of The Minneapolis Foundation

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  - Joanne & Ben Case
  - Elisabeth J. Dayton
  - William Dolan & Jane Tilka
  - Nancy Gibson & Ron Sternal
  - Molly Greenman & Michael Kehoe**
  - Mark Harrison & Susan Michalek~
  - Nancy Hite
  - Robert & Polly McCrea Family Fund of The Minneapolis Foundation
  - Julia Morrison Palmer & Brian Palmer**
  - Heather Rocheford
  - Nanci & Jeffrey Shapiro
  - Diane & Douglas Wild

**$2,499 - $1,000**
- **Business, Corporations, Federated Campaigns, Foundations, Civic Groups & Religious Institutions**
  - Apadana Solar Technologies
  - Artic Glass
  - Ballard Spahr LLP

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The Goodprinter
HealthPartners
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NTH, Inc.*
Polaris Industries, Inc.
Rodman Foundation
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Social Current
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Diego Borgert
Beth & Judd Brackett
Mitch & Lisa Brown
Steve Carlson
Virginia Carpenter
Cinda Collins
Ellie Crosby-The Longview Foundation & The Crosswells Foundation*
Dayton King Foundation on behalf of Wendy Dayton*
Mae & Toby Dayton**
Sherry Ann & Edward Dayton
Peter Dowd
Margie DuPuis*
Brianna Frederick
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Scott & Nancy Stankiewicz
Amy & Michael Stielow
Ella Sturgis Mitchell
Derek & Dani Warren
Ruth & David Waterbury
Marcus Waterbury & Sarah Hart*
Lee Wenzel
Marcie Westcott
Tessa Wetjen
Stephanie Williams Fund of The Minneapolis Foundation
Michelle & Tom Woessner*
Tara Wright

$999 - $500
Business, Corporations, Federated Campaigns, Foundations, Civic Groups & Religious Institutions
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Boston Scientific - Employee Giving
BWBR Architects, Inc.
Christianson & Company Commercial Real Estate Services
Ericksen Roed & Associates, Inc.
Volt Studios

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Rebecca & Daniel Bolgar
Leonard Brackett~
Thomas Brackett
Aimee & Patrick Brantseg
Kit & Awen Briem
Kate Bruce & Brian Rochel
Jan & Michael Cahill
Heather Conneran
Carrie & Peter Connor
Ted & Carol Cushman Family Fund of The Minneapolis Foundation
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Andy Goke
Heather & Peter Haeg
Liz & Van Hawn*
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Jean & Paul Johnson
Ginger Kakacek
Kyoko Katayama
Mike Labukas
Terri Lang & Brad Turner
Jhna & Rick Lundin
Paul Melchert & James Zimmerman*
Luke Melchert
Kati Mohammad-Zadeh & Paul Bieganski*
Kelly Morrison & John Willoughby
Nikki Nielson
Jeanice & Troy Reding
Bruce Redmon & Connie Manske
Jay & Nancy Reeves
Barbara & Jack Reis
Phoebe Ruona
Courtney Salvey
Sarah & Daniel Sheehan
Mike Stapp & Michaelynn McCarron
Cammy & Gardiner Van Ness

*CAPITAL CAMPAIGN CONTRIBUTOR  ~CHAMPIONS SOCIETY MEMBER  ^DECEASED
$499 - $100

Business, Corporations, Federated Campaigns, Foundations, Civic Groups & Religious Institutions
3M Foundation
AmazonSmile Foundation
Ameriprise Financial
Ameriprise Financial - Employee Giving Campaign
Ameriprise Financial Employee Gift Matching Program
Anonymous Donor - Ameriprise Financial
Anonymous Donor - Network For Good United Health Group
United Way of Greater Atlanta
UnitedHealth Group - Employee Giving Campaign
US Bank*
Wells Fargo Foundation

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Steven Andersen
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Joni & Patrick Bennett
Lynda Bennett
Shay Berkowitz & Phyllis Wiener
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Annie Gehan
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Gleason Glover & Andrea Carroll-Glover
Ralph Goodwin
Alison Gordon
Jeffrey Greenman
John & Virginia Greenman
Katie Greenwald
Dennis Grigal
Teresa & David Haggerty-Lueck
Darcy Hanley
Mary & Ken Haug

Abram Hedtke
Alison Heebsh
DeeAnne Henning
Joan Higinbotham
Pahoua Y. Hoffman
Beth Holger
Catherine Holl
Stephen Hollick & Ann Brown
Aimee & David Horstman-Olson
Steven & Elizabeth Houtz
Maura & Steve Howard*~
Meredith Howell
Nancy Hylden & Peter McLaughlin
Julie Ingebretsen
Britt & Sean Inger McDonnell
Debby & Ted Jewett
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Marissa Kocaman
Suan Kregel
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Karen McConnell
Christine & Peter Melchert
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.

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.
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
Minneapolis, MN 55411

EQUAL OPPORTUNITY EMPLOYER