

way to grow™

Hope + Humanity

2023 Annual Report



Our Mission

Working closely with parents and communities, we ensure that children are born healthy, stay healthy, and are prepared for school.

Our Vision

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



“

Give light
and people
will find a
way.

”

Ella Baker

Dear Friends,

With each passing year, I am continually inspired by the incredible work that we accomplished together at Way to Grow. In the heart of Minneapolis, Way to Grow is a leader in early education support: every interaction, every program, and every initiative is a testament to our unwavering commitment to nurturing the potential to succeed within each child.

Last year was certainly a year worth celebrating. In 12 months, Way to Grow Family Educators reached **2,055 children and parents** through **13,303 home visits**, and **89% of our pre-k students started kindergarten ready to succeed in school and beyond!** Together, we are not just building stronger individuals; we are building stronger communities—communities strengthened by a shared belief in the power of education, hope, and a bright future on the horizon.

As Way to Grow continues serving more families in Minneapolis and reaching new neighborhoods and suburbs—Brooklyn Park, Brooklyn Center, St. Louis Park, and Richfield—we will strive to make an impact by sharing the necessary tools to make each family successful. Let us approach each obstacle with courage and each success with humility as we move toward the goal!

Thank you to our families, donors, community partners, and Way to Grow staff for your unwavering support—and your steadfast belief in the power of community. We are thankful for the privilege of walking this path together!

With gratitude,

Carolyn Smallwood
Chief Executive Officer

Who We Are

Our Story

For over three decades, Way to Grow has been addressing Minnesota's gap in early education head-on. We envision a state where every child has an equal opportunity to succeed in school and life, and we're working to build this future today.

Our goal is for every child in our community to feel valued and supported from the moment they are born. Way to Grow's Great by Eight programming supports children and caregivers from before birth through third grade, providing a year-round education curriculum and wraparound support for the entire family.

Through our innovative home visiting model and expansive programming, we are proud to work with more than 2,055 individuals in Minneapolis and the surrounding suburbs—your neighbors who work hard to provide for their children, are active in their community, and care deeply about their child's education.

Closing the opportunity gap is a community-wide effort, and Way to Grow is proud to be surrounded by a strong network of supporters, families, staff, and education advocates in our community.

In 2023, Way to Grow partnered with over 100 community agencies to provide critical basic needs and additional enrichment opportunities for our families. Our work was further supported by more than 500 individuals, foundations, and corporations who have chosen to invest in the future of our children and, in turn, in the vitality of this community.

Way to Grow continues to reach families, build networks of services, and ensure that every child in our community is prepared to start school on track, but there is still work to be done. As we look ahead, we're embarking on an expansion journey to deepen our ties in Minneapolis and expand our services even further into the surrounding suburbs.

“

I felt my confidence build, and Way to Grow's support helped me realize I had it in me all along. I really appreciate what I learned from Mr. Tony, and I'm thankful for all he has done for our family.

”

LaShonda, Way to Grow Parent



Hope for Early Learners

When reading interventions start early, children are more likely to succeed.

For years, nationwide tests have shown that too many children are leaving elementary school unprepared, lacking the reading skills required for success in the next level of instruction.

Many American children face difficulties with reading, and children of color are significantly less likely to receive the support they need. According to the National Assessment of Educational Progress, less than half of black fourth graders in the United States are reading at, or above, a basic level.¹ There are many reasons for this lack of support, including challenges in our education system.

There is hope: beginning academic interventions early has proven to be one of the most successful ways to support young readers.² In fact, evidence has shown that supporting early learners through individualized services can pave the way for an entire lifetime of academic achievement.³

Way to Grow is there from the beginning to provide Minnesota parents and caregivers with the knowledge and tools they need to support their child's education.

Education is power, and we need every one of us to build a bright future for Minnesota's next generation of scholars.

Our Impact in 2023



EARLY CHILDHOOD

Way to Grow children prepared for kindergarten



HEALTH EDUCATION

Newborns born at or above healthy birth weight



PARENT ENGAGEMENT

Parents attended one or more parent-teacher conference



TEEN PARENTING

Parenting teens without a repeat pregnancy



13,303
home visits



ELEMENTARY

K-3 students demonstrated growth in reading level assessments



2,276
resource referrals



2,054
clients served

1. "U.S. fourth-graders' reading levels by race/ethnicity." The National Assessment of Educational Progress, 2019.

2. Grunewald, R. & Nath, A. (2019) "A Statewide Crisis: Minnesota's Education Achievement Gaps." Federal Reserve Bank of Minneapolis. <https://www.minneapolisfed.org/>

3. Torgesen, Joseph K. (2004) "The Evidence That Early Intervention Prevents Reading Failure." <https://www.aft.org/ae/fall2004/torgesen/>

WHAT WE DO

Great by Eight

Our Programs & Services

FAMILY SUPPORT

Working language-to-language whenever possible, Way to Grow Family Educators build trusted relationships with families to support and stabilize life at home. We help families thrive by providing connections to employment, housing, health, education, and more.

HEALTH & WELLNESS

From prenatal care to well-child checkups, our Growing Strong program ensures that children are born healthy and stay healthy. Family Educators support the physical and social-emotional needs of the entire family, providing health education, parent-child groups, community events, and resources.

EARLY LEARNING

Through monthly home visits, Family Educators guide parents through an understanding of child development, emergent literacy, and social-emotional learning. Parents learn to use books, hands-on learning games, puzzles, songs, and parent education materials to be their child's first and foremost educator.

PARENT EDUCATION GROUPS

Way to Grow hosts a variety of interactive parent-child education and advocacy groups for families. Through learning and playing together, family bonds are strengthened, and caregivers are introduced to a supportive community of other Way to Grow families and Family Educators.

ELEMENTARY EDUCATION

Way to Grow's elementary programming teaches the foundational literacy components necessary to building essential reading skills. Parents learn to navigate the education system, build strong parent-teacher connections, and establish academic expectations at home. We offer year-round virtual tutoring to help students reach grade level literacy.

DREAM TRACKS

Our Dream Tracks youth parenting program prepares young parents (ages 15–25) for success. Dream Tracks provides motivation and empowerment, academic and career goal setting, and information on parenting skills, money management, and reproductive health.

CENTER-BASED EDUCATION

Way to Grow operates an accredited preschool available to enrolled Way to Grow families with children ages 3–5. Our preschool builds positive relationships between families and schools and prepares children to start kindergarten on track. Programming is centered around project-based topics and the unique interests of each child.



Family Story

FAMILY, HOPE, AND NEW BEGINNINGS

Meet Betty!

In 2020, Endashawe found himself navigating the challenges of being a single parent. After relocating to Minnesota with his daughter, Betty, Endashawe felt a pressing need for support to ensure the family's success in their new environment. When he was introduced to Ruth, he finally felt that help had arrived.

When Ruth began visiting the family, she first focused on building Betty and Endashawe's trust. Ruth brought A-Z leveled reading books, drawing materials, and engaged Betty in activities to assess her learning skills. After a few home visits with Ruth, something shifted in Betty. "I saw something within her light up," Endashawe remembers.

"It's been amazing to see their accomplishments and growth as father and daughter," says Ruth. "Through their dedication and resilience, they've emerged stronger and more connected than ever before."

Today, their new home is filled with books, and Betty is a bright, confident third grader who reads above grade level. Father and daughter read together every day and visit the library twice a week. Endashawe, inspired by his journey, now serves as an assistant teacher, eager to pay forward the support he received from Way to Grow.

As they prepare to graduate from the Way to Grow program, Endashawe and Betty face the future with confidence, hope, and gratitude for Ruth and Way to Grow. Endashawe writes: "Ruth, you've been more than a coach to us; you've been a true friend and mentor. Your encouragement and belief in us have helped us to face challenges and grow stronger." We can't wait to see their next adventure!

“

I saw something within her light up.

”

Endashawe,
Betty's Father &
Way to Grow Parent



HIGHLIGHTS

A Look Back at 2023

Turning Pages, Changing Lives

Over 50 Way to Grow families joined us at the Mall of America® for our “Turning Pages, Changing Lives” reading celebration. Promoting reading enriches lives, and we’re proud to partner with the Mall of America Community Foundation and Thrivent Financial on this endeavor. Each child left with a new book, a tote bag, and a Nickelodeon Universe® mystery ticket!



Advocacy Day

Advocacy for Children Day at the Minnesota State Capitol was a success! Way to Grow children and families rallied for affordable and equitable access to early childhood care and early childhood education. We are grateful to Greater Twin Cities United Way and Start Early Funders Coalition for organizing this annual event.



Rise Early Learning Center

Way to Grow prepared for the opening of Rise on 7, a first-of-its-kind affordable housing complex co-located with Rise Early Learning Center in St. Louis Park. By offering home visits and hosting family groups in partnership with CommonBond Communities and Rise Early Learning Center, Way to Grow is providing early childhood education opportunities to families living in the St. Louis Park community.

Surprise Grant from MacKenzie Scott

In 2023, Way to Grow was thrilled to receive a \$2 million grant from philanthropist MacKenzie Scott! We joined the ranks of 24 Minnesota-based nonprofits to have received funding from Ms. Scott and we are thankful for her incredible vote of confidence in the work we do every day.



Congratulations, Graduates!

In May, Way to Grow celebrated our third grade “Class of 2023” with a picnic lunch and yard games in the park. Families graduate from Way to Grow’s Great by Eight program when their children enter fourth grade, and we proudly cheered on each graduating student as they looked forward to a bright future ahead.

Later in August, Way to Grow hosted a celebration for our graduating Early Learners as they prepared for their next big adventure: kindergarten! Families participated in a book fair, a photobooth, and a lunch shared together. When it was time to receive their diplomas, each student bravely walked across the graduation stage with their head held high.



Starting school—at any level—is a big step worth celebrating, and Way to Grow is here to help families navigate questions, new systems, and major changes at home. Our kindergarten students will continue to be enrolled in Way to Grow programming for the next four years, supported by their Family Educators through each early learning and developmental milestone.

To our Way to Grow Family Educators and staff, thank you for all your hard work, enthusiasm, and dedication. To all our Way to Grow families and graduates: you are going to do amazing things this year. We’ll be there for you every step of the way!

Thank you to the Ciresi Walburn Foundation and Books to Grow for gifting brand-new books to our graduating families, and to the PNC Grow Up Great program for their volunteer support.



Family Story



A ROADMAP TO SUCCESS

Meet Marlene's Family!

Marlene, a West African immigrant and mother of two boys, found herself seeking a pathway to a brighter future for her family in America. When she joined Way to Grow in May 2023, Marlene found that opportunity.

Through Way to Grow's early learning program, Marlene embarked on a transformative journey with her Family Educator, Jamesetta. She discovered new ways to engage with her sons, Daniel and George, nurturing their social and emotional skills from the comfort and familiarity of her home.

During home visits, Jamesetta introduced Marlene to the Parents as Teachers™ model, guiding her through interactive sessions designed to promote learning and development. Together, they honed in on fine motor skill activities, like stringing beads and tracing shapes to ignite George's ever-growing curiosity and creativity.

Way to Grow offered more than just activities—it provided a roadmap to success. With a tailored pre-K curriculum, George was not only prepared for kindergarten, but he excelled beyond expectations. From learning phonics to blending letter sounds, George mastered skills needed to excel in kindergarten and beyond thanks to Marlene's dedication and Jamesetta's unwavering support.

Together, Marlene and Jamesetta navigated the challenges and celebrated the triumphs of Daniel and George's early learning journey, empowering Marlene to become a fierce advocate for her children's education.

“I believe that all parents have unique strengths, and it takes understanding to meet parents where they are, to help them use their strengths to build their family and support their children's learning,” says Jamesetta.

With access to resources that meet her family's needs, Marlene has been able to see Daniel and George flourish. Marlene's understanding of child development has blossomed, fueling her confidence as a parent and advocate.

Through perseverance, dedication, and the steadfast support of Way to Grow, Marlene and her boys are setting the stage for a bright and promising future of lifelong learning, one home visit at a time.

GREAT BY EIGHT

Capacity Building Campaign

In 2018, Way to Grow launched the Great by Eight Capacity Building Campaign to expand our services in Minneapolis, Brooklyn Park, Brooklyn Center, and other surrounding suburbs. During this time, we hired more staff and moved into a larger office, invested in an enhanced curriculum for home visiting and provided our staff with in-depth training, streamlined our data systems and heightened our impact reporting capabilities, and created a new endowment fund to enhance our future financial stability, all under the visionary leadership of Carolyn Smallwood.

Fast forward to 2023, today **Way to Grow is serving 705 families (1,201 children and 854 parents) which is 21% higher than before the pandemic.** We now serve clients in 11 counties and continue to develop our primary efforts in Minneapolis, Brooklyn Park, Brooklyn Center, Richfield, and St. Louis Park, all while working hard to sustain and enhance the quality and delivery of our services. We have also added much-needed online tutoring to our service mix in order to meet the moment brought on by COVID-19 and distance learning.

Originally a \$6 million campaign, **our Great By Eight Campaign has been a stellar success, coming in at over \$10 million in 2023.** We are profoundly grateful to the donors whose steadfast and heroic support made these vital outcomes possible, as individuals and foundations stretched beyond their generous annual giving to invest in our growth at the same time. These donors have put Way to Grow on the path to success by funding our growth plans through 2026, and for this, we are grateful beyond measure.

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*Deceased

Thank You!

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MacKenzie Scott

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Donor Story



CHILDREN ARE OUR FUTURE: INVESTING IN EDUCATION

Vickie & Jerry Mattys

Vickie Mattys first met Malcolm MacDonald, a long-time board member of Way to Grow, in 2018 at an event where he posed a thought-provoking question about the power of early childhood education. Intrigued, she introduced herself and Malcolm invited Vickie to a Way to Grow luncheon the following week. She joined his table and was deeply impressed by Way to Grow's efforts to address education disparities and inequalities.

Now a board member herself, Vickie finds Way to Grow's outcomes profoundly impactful as she hears moving stories from Family Educators about children and parents working hard to overcome obstacles and find success. "Education levels the playing field for all children," she says, "and the more support they have, the more likely they are to succeed. That's why Way to Grow's efforts to empower parents are a key part of the program. Parents' support of their children's confidence and success in school is so important and can foster a cycle of positivity and hope."

Witnessing broken education systems in their travels abroad has reinforced the Mattys' commitment to efforts in Minnesota that are creating lasting change. "If a child can't read or do math, how can they succeed?" asks Vickie. "We believe children are our future, and that every single child should have a solid education."

Both Vickie and her husband Jerry are committed to expanding Way to Grow's reach and increasing its influence, and are actively seeking resources to support its growth. Says Jerry, "We see that Way to Grow has a tremendous opportunity to grow in its service to the community, and we would like others to join us in scaling this influence in more places."

Way to Grow is sincerely thankful to Vickie and Jerry for their strong commitment to ensuring that every child can succeed in school and life.

Foundation & Corporate Partners

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Donor Story

GOING ABOVE AND BEYOND

The WEM Foundation

For 35 years, Whitney and Betty MacMillan quietly shared their abundance in Minnesota and beyond, seeking ways to strengthen the communities they loved and help others reach their full potential. In 1988, the couple created the WEM Foundation to support charities whose missions and goals aligned with their personal values spanning education, arts and culture, health, historical organizations, and youth programs.

Purposeful in their giving and open to new ideas, in 2012 the couple sought the counsel of Betty's nephew, Jim Hield, to research and recommend worthy charities not previously considered. Jim had worked at Cargill for 33 years and was adept at understanding organizational challenges and discerning how a meaningful gift could both stabilize an organization and impact the broader community.

"Philanthropy is all tied into thinking differently about how to solve problems," says Jim, reflecting on the WEM Foundation's practice of trust-based philanthropy. "The organization's leaders are the experts. Whitney knew that you had to be patient and wait and see the results from your investments into the community."

Four vital qualities were at the Foundation's forefront. "We funded innovation and charities out in front of their cohort, strong leaders, great track records, and proven results, like Way to Grow," Jim shares. "Way to Grow thought carefully about the aspects that make a healthy family, the right environment, and how it moves them on the path forward."

After Whitney passed away in 2020, Betty decided to disburse WEM's funds and enjoy seeing their impact. In less than two years, Jim helped Betty contribute all of the foundation's assets, resulting in significant leadership gifts to 90 charities.

"Betty and I feel it has been an extraordinary moment to make game-changing gifts to great organizations that are improving lives," Jim reflects. "The opportunity to be a catalyst for significant change and growth does not happen very often."

Way to Grow was one of the recipients of the WEM Foundation's legacy gifts. Carolyn Smallwood, CEO, is excited about the future. She warmly shares, "We are deeply grateful for the WEM Foundation's gift of \$4.5 million to help us build capacity and expand our service footprint." She adds, "The MacMillan's have always gone above and beyond, and we're so thankful for their love of children and education which has, and will continue to have, a lasting impact in our community."



Betty MacMillan with her nephew, Jim Hield.

“

The opportunity to be a catalyst for significant change and growth does not happen very often.

”

Jim Hield, WEM Foundation

Partner Story

COMMUNITY PARTNER

Hennepin County Library

Minnesota's public libraries are community hubs where people of any age can access tools vital to full participation in contemporary life.

Through our collaboration with library branch staff, Way to Grow has been able to participate in outreach events, reaching out to families that could benefit from our services. Family Educators are also bridging the gap for current Way to Grow families, connecting them to their local library branches and the services the libraries offer.

This mutual exchange of services, such as utilizing the private and public spaces available through the library system for hosting family visits and reading groups, is a testament to the potential for further collaboration and community benefit.

Family Educator Maria Soto loves including library visits in her work. "One of my first questions to families when they join our program is if they are members of the library. When the answer is 'no,' it is my commitment to connect them with this powerful resource. Many families come from countries where access to libraries is very scarce and limited to rich people only."

Maria continues, "I feel great joy in seeing the faces of children and parents when they enter the world of books for the first time, and not only books, but computers, games, connections, and information."

Way to Grow is proud to be a partner of the Hennepin County Library system. We look forward to continuing to work together in our shared commitment to build thriving and interconnected communities.



Community Connections

Abria Pregnancy Resources
AchieveMpls
African Career Education & Resources Inc. (ACER)
Allina Health
Aurora Charter School
Anishinabe Academy
Aquila Elementary School
BDH
Birth Equity Community Council (BECC)
Blue Cross Blue Shield of Minnesota
Bundles of Love
CAPI
Centro Cultural Chicano
Children's Defense Fund
Children's Dental Services
Children's Hospitals & Clinics of Minnesota
City Connects
City of Lakes Rotary Club
Comunidades Latinas Unidas en Servicio (CLUES)
Community Emergency Assistance Programs (CEAP)
CommonBond Communities
Cradle of Hope
Cultural Wellness Center
Division of Indian Work
Dresses from Ella
Early Childhood Family Education, Minneapolis
and Osseo Districts
East Side Neighborhood Services
Excelsior Rotary Club
Fairview Health Services & Clinics
The Family Partnership
The FATHER Project
Fellowship Missionary Baptist Church Center for Families
First Care Centers
First Children's Finance
Four Directions Early Learning Center
Friendship Academy School
Gale Woods Farm
Generation Next
Give Kids a Smile
Great MN Schools
Harvest Best Academy
HDR, Inc.
Head Start, Parents In Community Action (PICA)
HealthPartners
Help Me Connect
Help Me Grow
Hennepin County Library
Hennepin Healthcare
Jewish Family & Children's Services of Minneapolis –
ParentChild+
Joyce Preschool
Kente Circle
Kids in Need
La Crèche Early Childhood Centers
Legacy Family Center
Legal Aid Society
Little Moments Count
Lucy C. Laney at Cleveland Park Community School
MacPhail Center for Music
Magers & Quinn Booksellers
Mall of America Foundation®
Medica Foundation
Minneapolis Public Schools
Minneapolis Public Schools Early Childhood
Intervention Services
Minneapolis Public Schools Early Childhood Screening
Minneapolis Public Schools Early Childhood Special Education
Minneapolis Public Schools New Families Center
Minneapolis Public Schools Teen Parent Services
Minnesota Association for the Education of Young Children
(MNAEYC)
Minnesota Children's Museum
Minnesota Indian Women's Resource Center (MIWRC)
Minnesota Twins
Minnesota Workforce Center
My Very Own Bed
Native American Community Clinic (NACC)
Noble Academy
Northside Achievement Zone (NAZ)
NorthPoint Health & Wellness Center
NorthPoint Human Services
Osseo School District
PACER Center
Park Avenue United Methodist Church
Park Nicollet Health Services
Perspectives Inc.
PICA Head Start
Pillsbury United Communities
Prodeo Academy
Ready Set Smile Dental Services
Richfield Public School Early Childhood Program
Rise Early Learning Center
Risen Christ Catholic School
Sabathani Community Center
Saint Paul – Ramsey County Public Health
Salvation Army
St. David's Center
St. Louis Park Community Education
St. Louis Park Library
Scott County Public Health
Shiloh Temple International Ministries
Siempre Padres
Simpson Housing Services
Southside Community Clinic
Susan Lindgren Elementary
Think Small
UCare
United Health Group
University of Minnesota Broadway Family Medicine Clinic
University of Minnesota Center for Early Education
& Development (CEED)
University of Minnesota Urban Research and Outreach/
Engagement Center (UROC)
Wellshare International
Women, Infants and Children (WIC)
YMCA Mankato
YouthLink
Zanewood Recreation Center

Financial Review

Operating Revenue & Expenses

REVENUE	2023	2022
Contributions	\$599,741	\$569,461
Government	\$766,516	\$832,486
Foundations	\$8,203,868	\$2,196,527
United Way	\$120,978	\$130,015
Program Service	\$373,335	\$291,958
Annual Celebration	\$314,949	\$320,278
Interest & Other Income	\$256,981	\$71,403
Total Operating Revenue	\$10,636,368	\$4,269,322

EXPENSES

Program Services	\$2,720,062	\$2,175,179
Administrative Services	\$443,244	\$434,728
Fundraising Services	\$766,552	\$694,314
Total Operating Expenses	\$3,929,858	\$3,304,221

Financial Position

ASSETS	2023	2022
CURRENT ASSETS		
Cash	\$3,109,276	\$1,914,863
Cash Restricted	\$1,064,018	\$1,010,261
Receivables	\$250,796	\$837,688
Prepays	\$76,038	\$45,213
Total Current Assets	\$4,500,128	\$3,808,025
PROPERTY & EQUIPMENT		
Furniture & Equipment (net of depreciation)	\$188,139	\$225,724
Total Property & Equipment	\$188,139	\$225,724
OTHER ASSETS		
Cash—Board Designated	\$5,515,232	\$0
Cash—Restricted Long-Term	\$90,614	\$704,904
Long-Term Receivables	\$0	\$25,000
Right to Use Lease	\$668,261	\$788,427
Investment—Endowment	\$1,757,252	\$589,133
Other Assets	\$22,854	\$22,854
Total Other Assets	\$8,054,213	\$2,130,318
Total Assets	\$12,742,480	\$6,164,067

LIABILITIES & NET ASSETS	2023	2022
CURRENT LIABILITIES		
Accounts Payable	\$45,430	\$60,336
Accrued Expenses	\$168,427	\$157,457
Operating Lease Liabilities—Current	\$133,404	\$123,040
Unearned Revenue	\$0	\$0
Total Current Liabilities	\$347,261	\$340,833
OPERATING LEASE LIABILITIES—NON-CURRENT		
Operating Lease Liabilities—Non-Current	\$619,735	\$754,260
Total Liabilities	\$966,99	\$1,095,093
NET ASSETS		
Unrestricted	\$0	\$0
Undesignated	\$1,487,796	\$1,015,959
Board Designated	\$7,433,895	\$1,652,111
With Donor Restrictions	\$2,853,793	\$2,400,904
Total Net Assets	\$11,775,484	\$5,068,974
Total Liabilities & Net Assets	\$12,742,480	\$6,164,067



GOVERNANCE

Board of Directors 2023

Sophie Kelley, Chair

Retired, Senior Vice President, Market Director,
Associated Bank

Michael Garrett, Vice Chair + Secretary

Retired, Senior Vice President, Human Resources and Inclusion,
Federal Reserve Bank of Minneapolis

Darrell Ellsworth, Treasurer

Retired, Senior Manager, Business Risk and Control,
Wells Fargo

Gaye Adams Massey (Emeritus)

Retired, Chief Executive Officer, YWCA of St. Paul

Julie Baker (Emeritus)

Community Volunteer

Bob Barnett

Senior Fellow & Principal Consultant,
MDA Leadership Consultants

Laura Bohlander

President, LRE Foundation

Jim Boyle (Emeritus)

President, James R. Boyle & Associates

Janis Clay

Retired, Executive Director, Board Chair, Civic Caucus

Karen Contag

Community Volunteer

Susan Corridoni

Director, The Corridoni Foundation for Agency
and Self-Determination

Brian Crosby

Vice President, Community Accountability Officer,
Associated Bank

Kyle Green

Senior Manager, National Department of Professional Practice,
KPMG LLP

Julia Halberg

Adjunct Assistant Professor, Dean's Cabinet,
School of Public Health, University of Minnesota

Laurie Lafontaine

Retired, Vice President of Finance and Treasury,
Allina Health Minneapolis

Vanessa Laird (Emeritus)

Executive Director, Center for Integrative Leadership,
University of Minnesota Center for Integrative Leadership

Vickie Mattys

Community Volunteer

Sarah Mitchell

Director of Marketing, Midwest Region, Comcast Business

Chris Mongeon (Emeritus)

Wealth Advisor, Parable Wealth Partners

Luis Moreno

Co-Founder, The TCBPN

Dave Nassif (Emeritus)

Retired

Kevin J. Nilan

Retired, Senior Manager, Individual Assessments, 3M

Jeanne Ravich

Community Volunteer, Founder, Books to Grow Project

Art Rolnick

Senior Fellow, Humphrey School of Public Affairs,
University of Minnesota

Nasibu Sareva (Emeritus)

Chief Executive Officer,
The African Development Center of Minnesota

Randy Sauter

Assistant Vice President, Information Security, U.S. Bank

Frank Schweigert

Professor Emeritus, College of Liberal Arts,
Metropolitan State University

Angela Slaughter

Vice President, Deputy General Counsel, UCare

Jaime Stilson (Emeritus)

Partner, Dorsey & Whitney

Yohuru Williams

Distinguished University Chair, Professor of History and
Founding Director of the Racial Justice Initiative,
University of St. Thomas

Ann Yates

Director, Pharmaceutical and Biotech Vertical,
Evoqua Water Technologies

As one of the Twin Cities' leading advocates for early learning, Way to Grow empowers parents to be their children's first and foremost teachers. Our goal is to ensure every child has an equal opportunity to succeed in school and life.

Learn how you can help us do even more at
waytogrow.org.





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Carolyn Smallwood,
Chief Executive Officer

