

GREATER MINNEAPOLIS CRISIS NURSERY

Annual Report 2023



MISSION

The mission of the Nursery is to end child abuse and neglect and create strong, healthy families.

VALUES

- **Safety:** We believe the security and well-being of children come first.
- **Courage:** We believe seeking support is a sign of strength.
- **Respect:** We promote a culture that values the dignity of all.
- **Community:** We believe, together with families, our community has a responsibility for children.
- **Inclusion:** We create a welcoming environment in which each person feels engaged, empowered, and respected.
- **Collaboration:** We believe by working with strategic partners, we combine our strengths to achieve greater goals.
- **Excellence:** Our work is rooted in evidence-informed practices, a commitment to continuous program improvement, and leadership in the effort to end child abuse and neglect.

SAFETY
COURAGE
RESPECT
COMMUNITY
INCLUSION
COLLABORATION
EXCELLENCE

THIS CARING COMMUNITY

As we reflect on the past year, we are humbled by the resilience and strength demonstrated by the families who bravely sought partnership with the Nursery, and we are profoundly grateful for the unwavering support of our community.

The Nursery exists with a clear purpose: to end child abuse and neglect by creating strong, healthy families. Central to our mission is the understanding that families experiencing crisis and hardship do not need to face their challenges alone. We are here to connect them with the resources necessary to stabilize and strengthen their family.

At The Nursery, families find more than just assistance – they find a community. In times of distress, they receive not only concrete support but also the assurance that they are not alone. Whether it is providing a safe haven for children, assisting in securing housing, fulfilling basic needs, or offering guidance on child development, our dedicated team is committed to providing comprehensive care tailored to the unique circumstances of each family.

Our approach is grounded in empathy and expertise. We understand that trust is paramount, particularly in the aftermath of trauma. From domestic violence to housing instability, Nursery families have weathered various forms of adversity. Therefore, our approach is inherently trauma-informed, prioritizing the needs and experiences of each individual while fostering a nurturing environment for healing and growth.

None of this would be possible without the steadfast support of our Nursery community. Your generosity – whether through volunteering your time, sharing your talents, or contributing financially – fuels our mission and enables lasting change in the lives of children and families.

As we embark on another year of service, we invite you to join us in our commitment to building a brighter future for all. Together, we can ensure that every child grows up in a safe, loving, and supportive environment, surrounded by the care and compassion they deserve.

With gratitude,



Mary Pat Lee
Executive Director



Adam Dill
Chair of the Board



BOARD OF DIRECTORS

The Nursery's Board of Directors is comprised of dedicated community members who bring diverse perspectives and experience to the Nursery's work.

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JENNIFER SALVESON
COMMUNITY VOLUNTEER

JULIANA WALLACE
MEDTRONIC

EXECUTIVE LEADERSHIP TEAM

At the Nursery, we believe that children and families deserve services that are centered on their needs and focused on strengthening their family. Each member of our director team leads their division by combining a strengths-based approach, respect for all, and a commitment to strive for excellence.

This unique expertise and talent will continue to guide the organization towards new horizons of success, impact, and transformative change.



MARY PAT
LEE

Executive
Director



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HAVENS-SMITH

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& Operations



JANINE
LUKES

Director of
Strategic Initiatives
& Partnerships



CORA
REEVES

Director of
Program Services



SUNITA
VONGRATH-EVENSON

Director of
Human Resources



LAURA
WAGNER

Director of
Development
& Communications

TRAUMA INFORMED CARE



Our brains are designed to keep us safe from danger. It is how we survive.

WHAT IS TRAUMA?

We are shaped from the womb by our environments. Exposure to threats such as food insecurity, lack of housing, racism, violence, traumatic events, abuse, neglect, illness, or natural disasters can prime our "fight or flight" response.

The brain adapts to prevent injury from occurring again and focuses energy to be able to react to danger quickly. The midbrain grows - this is our impulsive or "reactive" brain region. This brain growth pattern causes people to see situations as more dangerous than they are, startle easily, or be quick to anger.

THE IMPORTANCE OF RECOGNIZING TRAUMA

The more frequently a person is exposed to negative events, the greater the impact on brain formation.

Increased midbrain growth increases the probability of physical and mental health problems, trouble in relationships, negatively impacts school attendance, maintaining financial security and even incarceration rates. It greatly hinders a person's ability to thrive - and it is not their fault. Trauma was not a choice.

HOW THE NURSERY PRIORITIZES TRAUMA INFORMED CARE

It starts with an understanding that words, actions and choices are driven from the need to meet one's basic needs. At the Nursery we believe that all people are doing the best they can with the knowledge, skills, and resources they have.

Every person is on their own journey - and trauma informed care is individualized based upon the needs of the person. For the parents we serve, we accept and meet them where they are, with empathy and care. For children, this is demonstrated by focusing on their health and well-being at every opportunity during their visit with us.



BUILDING BLOCKS TO THRIVE

SAFETY

This is established first.

If not, "fight or flight" responses will overpower the body's ability to regulate. Children are provided consistent and nurturing care, meals and snacks, cozy beds, and predictability. They also enjoy enrichment activities that promote self regulation skills.

RESPECT

This should be given to everyone, right?

It is especially important in trauma informed care as traumatic events often strip a person of the respect and dignity they deserve. It is vital to not further create negative experiences for adults and children who are experiencing trauma.

TRUST

This is established over time.

If the world is an unsafe place why would someone believe anything you are trying to offer? Trust is accomplished through consistently following through on agreements, communicating, and being open to problem solving. With children it is demonstrated with responding promptly and accurately to their cues, providing for their needs and providing emotional regulation.

EMPOWERMENT

Every individual is capable & able to problem solve.

The Nursery functions to connect caregivers with their innate abilities by connecting them with resources or providing the concrete help of caring for their children. Children are empowered through encouragement of tasks in play.

COLLABORATION

This is essential to promote and build self esteem.

Often, trauma can remove a person's voice. Their preferences, concerns and desires need to be incorporated into care to help heal, as they are the experts on their lives. Parents are treated as the expert on their child at the Nursery - they share their child's likes, dislikes, things that help them calm down, and any other information that will help provide the best care for their child while at the Nursery.

OPPORTUNITY TO THRIVE

The Nursery partners with families on their path to not only survive, but thrive. Offering emergency services to families with young children reduces traumatic events from occurring.

FOR A CHILD

- Providing a secure and trustworthy space helps the brain to promote growth of the forebrain (prefrontal cortex).
- Creating a nurturing and educational environment with healthy meals to promote the security for children.

FOR A PARENT

- Offering emergency childcare for parents, primarily mothers, to continue working and meeting their families' financial needs.
- Allowing mothers to have safe, reliable childcare for medical and mental health emergencies.

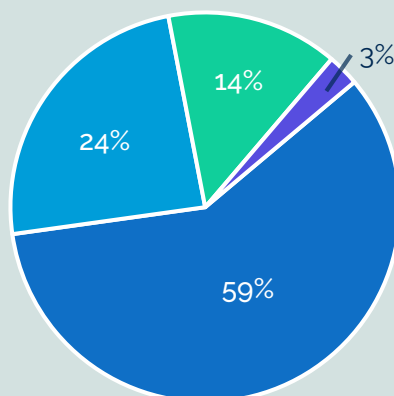
FOR THE WHOLE FAMILY

- Providing resources to connect families with services that reduce the negative effects of poverty.
- Providing home visiting services that educates families on how to promote healthy brain development, parenting skills AND connecting them with concrete support services.



FUNDING

- Contributions & Grants 59%
- Government Grants 24%
- Special Events 14%
- In Kind & Other 3%



OPERATING SUPPORT & REVENUE

Contributions & Grants	\$ 2,376,915
Government Grants	\$ 975,646
Special Events	\$ 576,242
In Kind	\$ 106,709
Miscellaneous	\$ 21,597
Total Support & Revenue	\$ 4,057,109

OPERATING EXPENSES

Program Services	\$ 3,070,824
General & Administrative	\$ 585,847
Fundraising	\$ 569,111
Total Expenses	\$ 4,225,782
Net Change in Assets	\$ (168,673)

BALANCE SHEET

Current Assets	
Cash & Equivalents	\$ 1,775,243
Promises to Give Receivable	\$ 280,308
Prepaid Expenses	\$ 14,152
Total Current Assets	\$ 2,069,705
Other Assets	
Property & Equipment	\$ 1,949,836
Long-term Promises to Give	\$ 0
Total Other Assets	\$ 1,989,836
Total Assets	\$ 4,059,541

LIABILITIES & NET ASSETS

Current Liabilities	
Accounts Payable	\$ 116,486
Other Liabilities	\$ 163,958
Total Liabilities	\$ 280,444
Net Assets	
Without Donor Restrictions	\$ 3,420,825
With Donor Restrictions	\$ 358,272
Total Net Assets	\$ 3,779,097
Total Liabilities & Net Assets	\$ 4,059,541



WHAT YOU MADE POSSIBLE

1,611 crisis calls managed

2,928 times children were tucked into bed

1,095 meals made to nurture growing bodies and minds

708 times families met with a Family Advocate to receive help

346 home visits provided

1,146 children safely stayed at the Nursery while their parent addressed a crisis



REASONS PARENTS CHOOSE TO PARTNER WITH THE NURSERY

- emotional exhaustion
- domestic violence
- employment help
- medical emergencies
- mental health needs
- help finding and affording housing
- access to medical care
- basic needs for their family including:
 - clothing
 - food
 - access to medical care
 - creating a safety plan
- finding safe and affordable care for their children
- emotional exhaustion and the need for
- someone to help care for their children short-term



NURSERY FAMILIES

Parents who turn to the Nursery

Every family is unique however many share commonalities. Here's a closer look at which families turned to the Nursery this past year and the issues they were tackling.

- 90% are single parenting
- 99% are women
- 60% have an annual income of less than \$10,000
- 25% have experienced domestic violence
- 10% don't have somewhere to call home
- 94% of parents report the Crisis Nursery helped them to alleviate their current crisis
- 94% of parents report they learned new techniques to reduce stress
- 94% of parents report they have strategies in place to keep themselves and their families safe
- 91% Parents/Guardians who report the Crisis Nursery helped them gain a better understanding of child development

"I have no support, so in those moments when 'walls are caving in' with parenting, it's relieving to know I have a safe place I can send [my children]."

-Nursery parent



CARING FOR ELI



“The Nursery ensured my child’s health and well-being when I had no one else to help.”

Sasha was in labor with her second child. She arrived at the hospital with her mother and her three-year-old son, Eli.

She needed her mom to stay with her; she had complications with Eli’s birth and needed her one and only support person to be present with her. This meant that there would be no one to take care of Eli.

Sasha and her mom don’t have friends or family they could call to help. A nurse told Sasha about the Crisis Nursery and suggested she give us a call. When she did, relief washed over her knowing someone was able to care for her son while she brought her new baby into the world. The Nursery staff were even able to pick Eli up from the hospital so Sasha’s mom didn’t need to leave her side.

When Sasha picked Eli up a few days later, she knew how well cared for her son had been during his time at the Nursery. Her Family Advocate shared how Eli spent his time, what goals he worked on, what food he ate, and how he slept. Sasha felt so much pride when she heard that Eli helped stack the chairs and put cups away after lunch. Many times, people are quick to point out where they believe Sasha falls short as a parent, or how her child is misbehaving, but it’s different at the Nursery. Her Family Advocate highlighted ways that Sasha could support Eli, and they celebrated his achievements together.

When Sasha and Eli left the Nursery together that afternoon, Eli didn’t just have a new baby sister, he had a mom who felt a whole new sense of safety, knowing there’s a community that’s dedicated to supporting her family.

VOLUNTEERING: CHILD CARE



“At the Nursery you will be doing the most important work of all, with the most important kids, at the most important times of their lives.” -Phil G.

PHIL G.

Child Care Volunteer

It's the most rewarding work I have ever done. Know that loving nurturance is never wasted on children. In fact, at the Nursery you will be doing the most important work of all, with the most important kids, at the most important times of their lives.



OLAITAN A.

Child Care Volunteer



The fact that the Nursery provides free services for parents in need drew me [in] instantly.

I am constantly amazed by the love, care and attention that was put into creating a space like this and wanted to be a part of something as amazing as this.

I remember my first day volunteering. I walked into the tv room and the kiddos were watching a movie. A little girl walked up to me and put her hand up for me to pick her up and it genuinely warmed my heart and it was confirmation for me that this is part of my calling and purpose in life.

VOLUNTEERING: COOK FOR KIDS

“Volunteering has taught me that we’re all doing the best we can, and we can do that together.”

-Amy N.



AMY N.

Cook for Kids Volunteer

The Cook for Kids program allows me to contribute to and be an active member of the community in which I live and work, and be connected to my neighbors.

What keeps me coming back: The kids keep me coming back. Coming together for family meals was a big part of my childhood - you can feel someone's care through a prepared meal, but not every family is able to regularly have this type of togetherness, and especially during times of crisis. The care of vulnerable populations, and keeping small bellies full while parents navigate difficult situations is really important to me.

COLLE McVOY

Cook for Kids Volunteer Group led by Chelsey W.

Our favorite part collectively has been the kids. We understand that although the nursery is a positive resource for them, it also can be new and overwhelming. The prep I give my team before we serve the kids is: 'Meet the kiddos where they are, if they want to you to sit and hold their hand, do it! If they want to be silly and share stories, listen attentively. If they are scared and unsure, just get on their level and open yourself up to being trusted. The goal isn't for them to finish their plates, it's for them to feel loved and provided for. Even if we're only there with them for one hour.

The biggest challenge is leaving! We always wish we had more time.



VOLUNTEER OPPORTUNITIES: JOIN US!

CHILD CARE

Child care volunteers assist our professional child care staff in delivering direct care for the children who stay at the Nursery.

Our child care volunteers are energetic, dependable, and flexible, and are ready to make a positive difference in the lives of children.

COOK FOR KIDS

Cook for Kids is a great opportunity for a team of co-workers, friends, or a club to spend a couple of hours giving back to their community.

Grab a group of up to 6 people and come to the Nursery to cook and serve a meal and prepare a snack for the children in our care.

ENRICHMENT

One - three volunteers lead an activity for the children at the Nursery. Activities can include indoor or outdoor games or sports, music, creative movement, arts & crafts, story time & more.



For more information and scheduling opportunities please visit
www.CrisisNursery.org/Volunteer

THANK YOU, DONORS

We extend our heartfelt thanks to all of those whose support makes it possible to continue the critical work to end child abuse and neglect and create strong, healthy families.

Nearly 80% of the Nursery's operating budget comes from philanthropy - this work is possible because of YOU.



GIFTS OF \$25,000 +

Mortenson Family Foundation
The Albright Foundation
Bellisio Foods
Marlene and Ned Bixby
The Patrick and Aimee Butler Family Foundation
W. G. Christianson Foundation
IGRB Foundation
Charles and Emily Kelley
James B. Linsmayer Foundation
Lukis Foundation
Mizpah United Church of Christ
Morgan Stanley Wealth Management / The
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Otto Bremer Trust
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Melissa Scott Fund of Headwaters Foundation
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GIFTS OF \$10,000 - \$24,999

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Bernice Maehren
Mark M. Welter Foundation
Medtronic Cardiac & Vascular Group
Dr. Michael and Jodi Mooney

John W. Mooty Foundation Trust
Onan Family Foundation
Peregrine Capital Management, LLC of The
Minneapolis Foundation
Plymouth Lions Club
PNC Financial Services Group
Porsche Minneapolis
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RBC Wealth Management
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Sit Investment Associates Foundation
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Athwin Foundation
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KPMG
Peter and Dorothy Lapp Foundation
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Renu and Damione Liddell
Patrick Matre
Julia Rose Miller
Doug and Martha Miller Family
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Mark Miller and Keith Spohn
Minneapolis Association of Realtors
Foundation
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Mount Olivet Lutheran Church
Lauren Mueller

Terrance and Bette Noble
Northern Trust
Nuveen Investments
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Eric and Renee Padrutt
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The Patch Foundation
Plymouth Creek Christian Church
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Jennifer and Herve Sarteau
Nancy Somers Family Foundation
Denise and Gregg Steinhafel
Turnaround Management Association
UBS Financial
Valley Community Presbyterian Church
H. E. and Helen R. Warren Foundation

GIFTS OF \$2,500 - \$4,999

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Advocates for Better Health
Mollie Alpern
The Beverly Foundation
Bremer Bank
Burns & McDonnell
CDF Foundation
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Tennant Co.
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Wayne Family Foundation
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Katie and Tim Caito
Jon and Jean Carlson
Adam and Meg Carr
Carrie Cares for Kids
Dennis Carter
Mildred Cashman
Wenlan Cheng
Church of Saint John the Evangelist
Dante Cicchetti
Cheryle and Ed Clausman
Colle McVoy

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Bill and Judy Walter
Washburn McReavy Funeral Chapels
Leona Werner
Tracy and Joe Wetternach
Jacqueline Williams-Roll and Michael Roll
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Linda J. and John B. Wilson

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Darlene Woolsey
Zeta Phi Beta Sorority, Inc.
Dennis and Michelle Zuzek
Amy and Jeremy Zwart
Emily Zygmunt

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API National Service Group
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Bob Austin
William Autrey
John and Mary Bachhuber
Peter Bachman and Janet Rice
Satya Seshadri Bacich
Mary A. Bang
Julie and Paul Banker
Valerie Barnes
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David and Elizabeth Cecchi
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