



**ampersand
families**
belonging · dignity · hope

2022 Annual Report

Continuing our journey

FY22 brought many changes to Ampersand Families. As the impact of the pandemic waned, we were able to return to in-person activities, like our weekend family retreat at Camp Knutson (pictured on the cover of this report) led by our incredible staff and partners, as well as in-person parent roundtables and face-to-face meetings between youth and our permanency specialists, creating opportunities for deeper connection.

You probably noticed the big smiles on the faces of our staff as they posed for this photo while waiting to greet pre-adoptive and adoptive families at last summer's retreat. Our passionate, energetic, and caring staff bring their best selves every day

to the challenging work we do, and the youth, families, and partners we serve can tell.

We settled into our new, bigger office space and grew our staff by 25 percent in FY22, including four new positions focused solely on finding and engaging relatives/kin. This is in line with our increased commitment to helping kids in the child welfare system maintain connections to their relatives, kin, community, and culture.

Perhaps the biggest change in FY22 was in the leadership of Ampersand Families. After 14 years of inspired leadership, our co-founder Michelle Chalmers transitioned to a consulting role with Ampersand Families and

Christina Zeise took the helm as executive director in January 2022. Christina brings 20+ years of experience in health and human services, most recently as executive director of the Minnesota Social Services Association.

Our work is changing, we are growing, and the journey continues. We are grateful for the support of our partners and excited for what lies ahead.



Christina Zeise
Executive Director



Steve Kenney
Board Chair



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Our Mission

Ampersand Families provides permanency and adoption services to older youth and families who face barriers to equity in child welfare, and champions systemic changes that advance belonging, dignity, and hope.

Your gift strengthens families!

Our circle of remarkable supporters makes Ampersand Families' work possible.

**Find out how you can help at
ampersandfamilies.org**

1751 County Road B West, Suite 300

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ampersandfamilies.org

612.605.1904

info@ampersandfamilies.org

**“Do the best you can until you know better.
Then when you know better, do better.”**

- Maya Angelou

Ampersand Families continued our racial equity journey in 2022, deepening our commitment to family preservation and relative/kin connections while simultaneously supporting all of our amazing families with expanded resources to promote health and healing.

During FY22, we:

- Restored 34 youth in foster care to permanency, including 19 with their own relatives or kin.
- Identified and engaged 80-150 relatives/kin per child as potential permanency resources for 14 young people immediately upon removal from their parent/s.
- Launched two new initiatives to recruit families whose backgrounds and experiences align with older youth's specific identities and needs.
- Hosted 34 families at three fun-filled weekend retreats and 29 adoptive and pre-adoptive parents/guardians at monthly parent roundtables.
- Engaged 56 diverse youth with lived experience in foster care or adoption through virtual monthly meetups planned and led by youth.
- Helped 18 foster youth begin to heal from childhood trauma using an evidence-based practice that restores and strengthens neural pathways disrupted during childhood.
- Provided post-placement therapeutic consultations to 15 adoptive families including personalized coaching to address questions and needs and build on adoptive families' energy, excitement, and strengths.

Our service area is all 87 counties in Minnesota, as well as all 11 tribal nations. In FY22, 183 youth from 42 counties were referred to Ampersand Families for child-specific recruitment and other services. 149 families were served through relative/kin exploration, family adoption inquiries, home studies, and other services.

Our Board of Directors

Angela Gilchrist	Nick Meinen
Steve Kenney	Tamara Pieschke
Angela King-Jones	Jenny Pringle
John Kunelius	Carrie Raushendorfer
Lucius Luther	Aliya White
Rachel Martinez	

FINANCIALS Year ending June 30, 2022

Statement of Financial Position

Assets	2022	2021
Cash & Cash Equivalent	459,051	611,954
Accounts Receivables	433,171	239,760
Other Assets	46,968	41,849
Total Assets	<u>\$939,190</u>	<u>\$893,563</u>
Liabilities		
Accounts Payable & Accruals	119,671	121,779
Deferred Revenue Other	0	0
Liabilities	0	0
Total Liabilities	<u>\$119,671</u>	<u>\$121,779</u>
Net Assets		
Unrestricted Net Assets	126,249	235,784
Board Restricted Net Assets	610,000	535,000
Temporarily Restricted Net Assets	83,270	1,000
Total Net Assets	<u>\$819,519</u>	<u>\$771,784</u>
Total Liabilities & Net Assets	<u>\$939,190</u>	<u>\$893,563</u>

Statement of Financial Activity

Revenue	2022	2021
Contributions	679,926	393,607
Contributions In-Kind	18,271	6,840
Government Grants	669,242	529,359
Government	764,255	850,470
Contracts Other	(1,799)	(22,352)
Total Revenue	<u>\$2,133,493</u>	<u>\$1,757,924</u>
Expenses		
Program Services	1,687,346	1,268,863
Management & General	316,733	224,267
Fundraising	81,679	64,656
Total Expenses	<u>\$2,085,758</u>	<u>\$1,577,786</u>
Surplus/(Deficit)	<u>\$47,735</u>	<u>\$200,138</u>