

Centro Tyrone Guzman

SINCE 1974



2018

ANNUAL REPORT

Our Values: Inclusion | Respect | Social Change | Collaboration | Integrity



CENTRO
TYRONE GUZMAN

Mission: Centro Tyrone Guzman is committed to the well-being of Latine* families through providing a holistic approach to education, health, and wellness.

Vision: Centro Tyrone Guzman envisions a vibrant, diverse and inclusive Latine community that belongs and contributes to the social and economic vitality of Minnesota.

*Centro Tyrone Guzman has chosen to use "e" in place of the Spanish-language masculine "o" to include all people.



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ABOUT US

Dear Friends,

In this report, we share the great results Centro Tyrone Guzman families achieved in 2018. Though many families initially come to us with urgent needs or questions, our staff proactively looks for opportunities for family members of all ages to engage and contribute. When presented with these opportunities, families respond in incredible ways. Our parents have helped plan “Calls to Action” to advocate for educational reform; our Jóvenes Latinas created a remarkable guidebook to help their peers navigate the present socio-political landscape as young Latinas; and our elders and caregivers have led the development of new, culturally-responsive resources that break down stigmas and create more supportive environments for Latinas living with Alzheimer’s disease. Our staff’s dedication to meaningful, sustainable community change matches our families dedication. Together, we are all working toward a more just and inclusive community in which all Latinas can share their assets and reach their full potential.

More than
300,000 Minnesotans
identify as **Latine**.¹

One in five children,
age 0-4, in Minnesota
is a child of an immigrant.²

¹ MN Compass. <<https://www.mncompass.org/demographics/race#1-5522-d>>

² MN Compass. <<https://www.mncompass.org/immigration/overview>>



Photo: Xavier Tavera

Centro Tyrone Guzman serves as an ongoing resource for Latine families, providing targeted support during key stages of life, including during pregnancy and infancy, preparing for kindergarten, middle and high school years, and older adulthood. Our programs are designed to address the root causes of health and educational disparities faced by the Latine community. Guided by a Montessori influence, our strengths-based approach encourages full participation of each participant in defining and achieving meaningful goals. We encourage sustainable change by leveraging the family-centered nature of many Latine communities and engaging family members across generations. We celebrate the languages, cultures, and histories of our participants, while supporting families to navigate systems and overcome barriers. Our programs embrace a holistic approach to well-being that includes physical, spiritual, emotional, and social health. As we work for lasting, large-scale change, we go beyond service delivery to partner with Latinas to help change the systems, structures, behaviors and mindsets that perpetuate disparities and systemic injustices.

EDUCATION

Centro Tyrone Guzman's Education Department encourages and supports a lifelong commitment to learning. Our programs help children and youth develop socio-emotional, academic, and life skills, while promoting an environment where parents and other family members can be engaged in their child's education.



At the foundation of our Education Department is Siembra Montessori, our year-round early learning center for children ages 3-6. Siembra is the only Spanish/English dual-language Montessori center focused on serving low-income Latine children in Minnesota, and has received the highest quality ratings both nationally and locally. Our Be@school Program works in partnership with the Hennepin County Attorney's Office to help improve attendance and support healthy development for K-12 youth with chronic school absences. We offer a Family Summer Program that connects Latine children (ages 4-12) and their mothers to culturally-relevant opportunities to learn and grow over the summer. For older youth (grades 6-12), Raíces Youth Development Program

offers culturally-centered programming that helps Latine teens develop social, emotional, and leadership skills, while sharing their assets with the community. A new component of Raíces, "Hecho Con Raíces" uses the youth-led production and sale of homemade salsas to equip youth with business skills, hands-on entrepreneurial experience, and professional networks that will support post-secondary and career success. Across all of our Education programs, our Family Educator helps parents/caregivers build capacity to advocate for their child(ren)'s education. In addition, our Adult Literacy Program helps adults and elders finish elementary and secondary education, increasing skills they need to excel.

Why focus on Education?

In the 7-county Twin Cities metro in 2018

- 31.8% of Latine students met or exceeded 3rd grade reading standards, compared to 69.1% of White (non-Hispanic) students.
- 33.8% of Latine students met or exceeded 8th grade math standards, compared to 70.7% of White (non-Hispanic) students.

In 2018, **805 individuals** participated in our education programs. Below are a few of the outcomes they achieved:

- 100% of Siembra four-year-old children were assessed as ready for Kindergarten
- 98% of Raices teens (age 13-18) feel proud of who they are and report building confidence
- 27 adults and elders are completing their elementary/high school education

SIEMBRA MONTESSORI



Since transition to the Montessori Method in 2012, every year, 100% of Siembra Montessori four-year-olds have been assessed as ready for kindergarten. In response to the proven success of Siembra, along with the need and interest in the community, we are now preparing to expand the program through the opening of a second classroom. Adding a second classroom will double the number of children who have access to Siembra's high-quality, culturally-responsive early childhood education each year.

Recognized Locally
and Nationally for
Excellence



Dual-Language
Instruction



Prepared,
Culturally-Responsive
Learning Environment



Engaged
Families

WHY SIEMBRA MONTESSORI?

Siembra helps prepare children for kindergarten and beyond. We take pride in the unique learning environment we offer. Amidst the divisive political climate and negative media narratives surrounding the Latine community, Siembra Montessori maintains a strong commitment to providing Latine children with a positive first school experience in which they feel accepted, their culture is affirmed, their languages are valued, and their parents are respected. After graduating from Siembra, children may experience varying degrees of support in their future educational environments. As they grow up, they are likely to face many institutional barriers and situations of adversity. It is our hope, however, that the positive impact of their first school experience at Siembra will remain with them throughout their educational journey – giving them the strength to face adversity and the confidence to defend their right to an equitable, culturally-affirming educational experience.

“I like everything about Siembra Montessori! From the way the teachers treat the children to the way the children develop... I see my daughters more open to the world and to new things without fear- they want to try new things and learn more!”

-Oshiris S.
Siembra Montessori Parent



Bees and other pollinators are in danger, facing daily threats including climate change, parasites, diseases and insecticides. With support from “The Bee Cause,” an initiative of Whole Kids Foundation, Centro Tyrone Guzman installed an observation bee hive to share information about the important role of honey bees in the pollination of flowers and food production for humankind. Through interactive sessions and close-up observation of these small and marvelous insects, 158 participants including children, teens, adults and elders learned about honey bees and their work structure, as well as how to identify types of bees. We also talked about what we can do to help with the conservation of all kinds of pollinators, such as planting flowers and avoiding the use of insecticides.

Gardening and Compost

Centro Tyrone Guzman’s on-site garden plot was home to another very successful growing season in 2018. Guided by professionals from A Backyard Farm and the Master Gardeners from the University of Minnesota, children (ages 3-6) from Siembra Montessori, teens in Raíces and elders from our Wise Elders program planted, tended, and harvested more than 620 pounds of fresh vegetables, fruits, and herbs. Through gardening, children connected to the earth, learned where their food comes from, and tried many new, nutritious foods. The children also cared for composting worms, which helped them learn about the life cycle from the ground up. Elders shared their expertise and re-connected with their traditions of preparing fresh, local foods and medicinal herbs. The fresh produce was used in our hands-on cooking programs. It was prepared as meals/snacks for participants, and sent home with families.





The “Jóvenes Latinas al Poder” (“Young Latinas in Action”) group within Raíces worked with the University of Minnesota to produce a book, *Activista! Jóvenes Latinas in Print!*, that documents the young women’s stories, role models, and advice for navigating the present socio-political landscape as young Latinas in Minnesota– ultimately leaving a message of hope and inspiration for future generations of young Latina change-makers. It is both a collective biography and an activist roadmap intended to be shared with other youth.

“We represent the home of volcanoes, rainforests, and the Andes mountains...We are the proud children of immigrant parents that left their homes for us to have the opportunities that they only dreamt of. We are strangers in our own land, separated from the values that we refuse to let go...Today, we are reclaiming the pen that has in the past created dominant narratives that hurt our communities; we are taking ownership of our stories.”

“You carry your ancestors’ resilience within you and it’s our duty to continue the fight that our ancestors have begun. Graduate from high school, complete your college degree, take up spaces that you rightfully earned. Your accomplishments are my accomplishments, your hurt is my hurt, your healing is my healing.”
Excerpt from Activista! Jóvenes Latinas al Poder



Youth Social Entrepreneurship



“Hecho Con Raíces” (“Made with Roots”) Youth Social Entrepreneurship (YSE) program was designed by teens through a youth-led planning process in early 2018. Youth explored many possible business ventures through hands-on experiences, site visits, and focused research. Their research and consensus-based decision-making led to the selection of the business of preparing, packaging, and selling canned salsa. After developing a detailed business plan, which they presented to Centro Tyrone Guzman leadership in May, the youth piloted the business during the summer of 2018 - renting a commercial kitchen to prepare and then sell two varieties of salsa (red and green). They assessed the pilot in fall 2018 and began developing marketing strategies and a long-term plan for the YSE. Funding from the Wells Fargo Foundation helped support kitchen renovations that will allow the youth to bring the salsa production on-site at Centro Tyrone Guzman in 2019, positioning the project for continued growth. Through the operation of this small business, Raíces youth are learning technical skills related to financial management, budgeting, research, marketing, and communications. They are also learning and practicing work readiness skills, such as leadership, problem solving, and work ethic as they build professional networks.



Family Engagement



Educational disparities are deeply rooted in opportunity gaps that inhibit students’ achievement. In addition, many students from Latine and other communities of color are living an “opportunity myth” - they hear the promise that success in school leads to success in life, yet their educational experience fails to prepare them to succeed. Our Family Engagement Program helps Spanish-speaking parents/caregivers develop skills, agency, and experience advocating for their child/ren’s education. In 2018, we designed a culturally-responsive parent agency curriculum for K-12 educational advocacy. Our Family Educator worked with 80 Latine parents, offering training and/or one-on-one advocacy assistance, and coordinated collective “Calls to Action” for parents/caregivers to advocate for educational systems change.

HEALTH & WELLNESS

Centro Tyrone Guzman's Health & Wellness Department embraces an intergenerational, holistic approach – providing information, resources, guidance, and health support to Latines of all ages. Our Information Center works across all of our programs, connecting families to community resources to support family stability. In 2018, our Information Center Manager assisted families with 5,781 cases, ranging from health insurance to crisis services to adult education. Through our Family Nutrition Program, we provide free, nutritious meals to participants, as well as culturally-responsive programming aimed at supporting families to adopt healthier eating habits. Our Maternal Health and Nosotras Women's Program offer a diverse array of programming to support the well-being of family members of all ages, such as: pre/post natal care, yoga, meditation, sexual health education, car seat safety, and domestic violence prevention. We also provide two evidence-based programs: "Tomando Control de Su Salud," a chronic disease self-management program and "Programa de Manejo Personal de la Diabetes," a diabetes self-management program. Latine elders support our communities with their wisdom, experience, and stories of strength and resilience. Centro Tyrone Guzman's

Wise Elders Program helps elders remain engaged and connected to resources as they age. In 2018, we began to intentionally incorporate Montessori-influenced activities that allow us to better meet the needs of all elders, especially those experiencing early stage memory loss. By supporting both elders and their caregivers, our programs seek to create environments that care for Latine elders in a kinder and gentler way, supporting them in maintaining and building new skills, and honoring their abilities and achievements.

Why focus on Health & Wellness?

- In the 7-county Twin Cities metro in 2017, 20.3% of Latine adults (under age 65) were uninsured, compared to 2.9% of Whites.
- Latines are about 1.5 times more likely to have Alzheimer's or other dementias than older Whites.
- The number of Latine elders with Alzheimer's and related dementia could increase more than six-fold by 2050, to more than 1.3 million.

Our **Family Summer Program** is designed to help reduce educational and health disparities by connecting low-income Latine children (ages 4-12) and their caregivers to culturally - relevant opportunities to learn and grow over the summer. In 2018, 46 children and 25 mothers spent 8 weeks (20 hours/week) exploring a variety of themes, ranging from "Caring for Animals" to "Nutrition" to "Science and Technology." By simultaneously engaging mothers and children in age-appropriate learning on the same topics, the program encourages families to make lasting changes to increase their health and well-being.

In 2018, **2,688 individuals** participated in the programs. Below are a few of the outcomes they achieved:

-  100% of our Maternal Health participants reduced their stress level.
-  98% of our Wise Elders Program participants have regular engagement with people in the community.
-  100% of children who participated in nutrition education programming demonstrated increased knowledge of basic nutrition concepts.



Our Family Nutrition Program works strategically across all programs, introducing family members of all ages to the same information and strategies for eating healthy. During the year, we provided more than 18,968 healthy meals/snacks to participants. Working with the University of Minnesota Extension, we created and piloted a new, culturally-responsive nutrition education curriculum (“Padres Preparados, Jóvenes Saludables”) that engages the whole family – with an emphasis on the role of Latine fathers. We designed Spanish-language, culturally-relevant nutrition resources, including a healthy snacks book. Our nutrition programming also informed our new, youth-led salsa-making business, *Hecho con Raices*. All of these activities worked together toward the goal of expanding access to healthy foods for Latines of all ages, while providing information and tools to help families adopt healthier eating habits at home.

Wise Elders Families & Our Leadership in Alzheimer’s Awareness

Centro Tyrone Guzman is leading initiatives to build awareness, education, and support by engaging community members in supporting the health and well-being of Latines with Alzheimer’s disease and other types of dementia. Working with community partners – including Mia, the Minnesota Historical Society, and the Tenement Museum - we are the first to develop the adaptation of Alzheimer’s resources for use in the Latine community, including the evidence-based “House of Memories” dementia awareness training program and the “Respite Education and Support Tools” (REST) training for respite volunteers. We have guided the revision of the ACT on Alzheimer’s Spanish-language “Dementia Friends” curriculum and offered cultural competency training to community organizations – helping to create a broader network that is equipped and informed to provide effective, culturally-responsive care to Latine elders and caregivers.



Con los ojos del corazón



Photo: Xavier Tavera

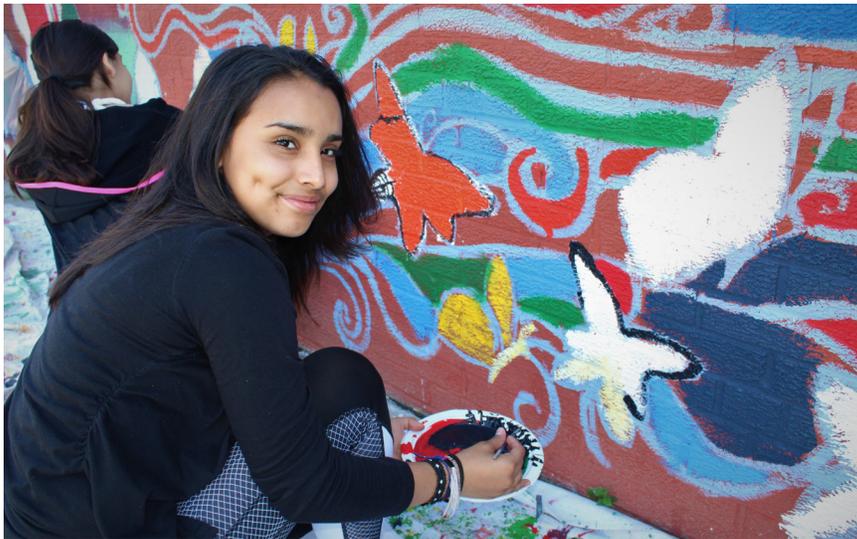
In collaboration with Teresa Mesa, Senior Lecturer at Macalester College, Centro Tyrone Guzman worked with Latine elders and their caregivers to create a culturally and linguistically appropriate Memory Book based on the “House of Memories” museum dementia awareness-training program. “House of Memories” was developed by National Museums Liverpool to support caregivers in the sharing of memories with people living with dementia, improving communication, and focusing on the person rather than the condition. The new Memory Book guides Latine elders and their caregivers through the process of identifying objects of importance from the elders’ past and using them to initiate conversations, strengthen family connections, and contribute to the self-esteem and well-being of each person living with Alzheimer’s.

Memories of the Future



As part of the project, we collected stories and portraits of our Latine elders. In partnership with Mia, all stories were documented and uploaded to the “Your Story, Our Story” online platform of the Tenement Museum. The online exhibit – “Memories of the Future” – is a collection of forty-seven stories and portraits of elders of Latine origin, taken by photographer Xavier Tavera. Above all, the stories speak of the importance of family and faith as values that guide and support immigrants. The exhibit is a tribute to our elders, as they contribute to the migration history of this nation with powerful narratives and images of strength. With this work, we honor their lives and thank them for the trust they have placed in us. These memories are their legacy. Their stories are our history.

COMMUNITY ENGAGEMENT



In 2018, **2,867 individuals** participated in Centro Tyrone Guzman's community events.

Working in partnership with community organizations and Latine families, we coordinated culturally-affirming projects and events throughout the year. These activities engage Latine and non-Latine community members in preserving and celebrating Latine cultures, traditions, and identities and send powerful messages about the positive contributions of Latines in our community.

Christmas Party

Years ago, Centro Tyrone Guzman's annual Christmas Party had very humble beginnings, with staff members purchasing small toys from the dollar store for around 40 children. Thanks to two incredible partnerships – Toys for Tots and the Notre Dame Alumni Club – the event has now been transformed into a highly-anticipated annual celebration, with around 120 volunteers providing toys and entertainment to more than 650 children and their families in 2018. Almost 20 years ago, the Marine Toys for Tots Program contacted Centro Tyrone Guzman with the offer to donate toys for the children in our programs. Just a couple of years later, we were blessed by the support of the Notre Dame Alumni Club, who reached out to offer their help with our Christmas Party. Hundreds of Notre Dame volunteers, along with the Alumni Club's financial support, have helped sustain and grow this event to what it is today. Volunteers help pack toys, lead art/crafts activities, and even dress up as Santa & Mrs. Claus on the day of the event! Many volunteers have participated year-after-year through these two lasting relationships. Centro Tyrone Guzman is very grateful for the support of both Toys for Tots and the Notre Dame Alumni Club. We look forward to many more years of partnership.



Elders, mothers, youth, and children began working on our community altar for “Día de los Muertos” in May – nearly six months before the November celebration. Guided by participants’ interests and ideas, the altar was designed to remember the children and youth who have died in recent school shootings. Participants across generations collaborated to make crosses in memory of these students. Through the process, they deepened connections with each other, as well as with the rich historical and cultural roots of their ancestors. The final altar, which was displayed at Mia, served as a beautiful memorial, and a tool to help community members process their own suffering and pain – all with the hope of a better future.



Monica Vega



Photo: Xavier Tavera

Artist, activist, mother, and visionary are just a few words that describe Monica Vega. For the third year, Monica guided our participants in preparing a community altar for Día de los Muertos. Inspired by memories of creating altars with her father, Monica uses art to keep cultural traditions alive and help communities stay connected to their roots.

Monica’s work with Centro Tyrone Guzman provides just a glimpse into her impact in the community. From leading an advisory council for the St. Paul Public Schools, to advocating for driver’s licenses for all, to earning the title of “Best Soccer Mom,” Monica leads by example – encouraging fellow Latines to fearlessly share their talents with the community.

Monica is inspired by many dreams, including a path to legal status for all. She encourages her children to continue studying, practice humility, and always look for ways to support their community. For herself, Monica dreams of someday hosting a radio show that brings together her passions for art, culture, family, and community.

OUR TEAM



In 2018, we had the joy and privilege of honoring Marlon Ferrey, who has been a pillar of compassion, patience, and strength at Centro Tyrone Guzman for 25 years. Marlon is the Manager of our Information Center, which plays a very important role in our holistic service model. After welcoming each and every participant from our front desk, Marlon skillfully coordinates resources in partnership with professionals from within and outside of Centro Tyrone Guzman to address the often complicated needs families face. Often the first face participants see as they enter our building, Marlon has a way of making everyone feel respected. From his patient, listening ear to his deep knowledge of community resources, Marlon encourages social change – one family at a time. We are so grateful for the commitment Marlon has shown over the past 25 years, and we continue to be enriched by his contributions.

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Notre Dame Alumni Club
University of Minnesota
Extension: Master Gardener
Volunteer Program

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Metropolitan Area Agency on Aging: ACT on Alzheimer's
Minnesota Department of Education
Minnesota Department of Health:
Eliminating Health Disparities Initiative
Minnesota Department of Human Services:
Live Well at Home
Minnesota Department of Public Safety:
Office of Justice Programs – Youth Intervention Programs
USDA - Child and Adult Care Food Program

FINANCIAL REPORT

2018 Income and Expense Statement

Income: \$ 1,689,944
 Expense: \$ 1,543,653

Expenses:

Health & Wellness Department	
Maternal Health	\$ 84,338
Nosotras Women’s Programs	\$ 185,920
Family Nutrition	\$ 79,482
Wise Elders & Wise Elders families	\$ 160,648
Education Department	
Siembra Montessori	\$ 351,915
Youth Development Programs	\$ 422,356
Community Engagement	\$ 84,522
Administration	\$ 113,752
Fundraising	\$ 60,719
Total Expense	\$ 1,543,653

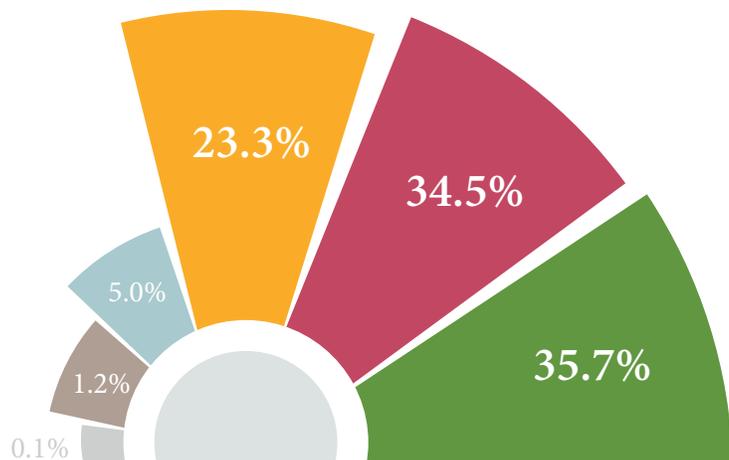
Statement of Financial Position

For the year ending on December 31, 2018

Balance Sheet:

Assets	
Current Assets	\$ 581,292
Noncurrent Assets	\$ 697,171
Total assets	\$ 1,278,463
Liabilities	
Current Liabilities	\$ 74,159
Long-term Liabilities	\$ 109,475
Net assets	
Unrestricted	\$ 767,018
Temporarily Restricted	\$ 327,811
Total net assets	\$ 1,094,829
Total liabilities and net assets	\$ 1,278,463

- In-kind Donations
- Contributions
- Earned Income
- United Way
- Government
- Foundations and Corporations



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