



BROTHERS WHO CARE



Think and Grow Rich

This month, Brothers Who Care will be launching our LEG-UP Mastermind group. It is part of our Secure Our Wealth (SOW) project. The focus is securing wealth in the BIPOC community by placing a higher focus on the psychology of money.

A mastermind was a concept made popular in the book *Think and Grow Rich* by Napoleon Hill. According to Napoleon, a mastermind "Consists of two or more people who work in perfect harmony for the attainment of a definite purpose."

We will be providing more details about the LEG-UP program and how YOU can get involved.

Building a Network to make Dreams a Reality!

"My life motto is '*Positive thoughts create positive actions that allows us to imagine and act on possibilities.*' When we think positively it allows us to: attract good energy, attract like-minded people and have optimistic conversations leading to action. Positive thoughts allow us to dispel negativity and focus on the things that make our immediate surroundings more desirable to live in.

To '*Imagine the Possibilities,*' a person has to have a vision. This vision has to be supported by a belief that your thoughts can be turned into reality. This belief then has to be supported by willpower and determination. The last component is that this vision has to be supported by others who will work with you to make it happen. I can't think of a better way than "Mastermind" groups to bring dreams to reality."

David Griffiths
Founder, Brothers Who Care

NEWS, UPDATES, AND OPPORTUNITIES

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UP NEXT:

LEG-UP MASTERMIND GROUP
Secure Our Wealth (SOW)

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Maintaining Powerful Partnerships

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[There is so much happening at Brothers Who Care, and the best way to stay up to date is by visiting us at https://brotherswhocare.com/.](https://brotherswhocare.com/)



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The Power of a Mastermind Group

This month, we would like to introduce the concept of “**Intrepreneurs.**” We define “**intrepreneurs**” as individuals who are: self-motivated, proactive, and action-oriented to take on initiatives that create innovative products or services.”

There is something magical about being with people who are on the Intrepreneur journey with you. You don't have to explain your struggles, because they just get it. Instead of feeling isolated, judged or inferior, you feel supported, encouraged, and inspired. These feelings are reciprocated throughout the group, and this is what makes a mastermind group so powerful.

LEG-UP Secure our Wealth Program

The LEG-UP Mastermind Group is a peer-to-peer growth community that helps members secure a stronger financial future. Members will pour into and receive advice from each other, and act as a funnel to pass on knowledge to the larger community.

We will be targeting young people 18-29 years old, as well as early and mid-stage professionals and intrepreneurs. The “LEG-UP” framework will break down the information, income wealth & racial wealth gaps in the financial system.

The work we do does not happen until sponsors make it happen. **TD Bank Financial group, LifeWorks, YAACE, Bridge2WellBeing;** we cannot thank you enough for playing such a significant role in the development of the Secure Our Wealth Project.

The Secure our Wealth Project has three programs that explore frameworks for creating financial safety and well-being:

- LEG-UP Community Hub
- LEG-UP Mastermind Group
- Secure Our Wealth LEG-UP Symposium

LEG-UP Community Hub

The LEG-UP Community HUB comprises 500 BIPOC professionals, 18-29 years old, who are inspired by the LEG-UP MasterMind Group to take charge of their: personal, professional and financial future. We polled young people to get a sense of the potential needs of young entrepreneurs.

Details from the polls can be found at <https://brotherswhocare.com/legup-secure-our-wealth-program/>

LEG-UP Mastermind Group

The “LEG-UP” framework will break down the information, income wealth & racial wealth gaps in the financial system. Influencers will:

Learn Money: Foundational knowledge on currency and the role it plays in society

Earn Money: Aspects of a pay cheque, multiple income streams, basic budgeting tips

Grow Money: Invest in real estate, pool funds and businesses, stocks, bonds and mutual funds

Utilize Money: Understand how money works, along with spending and advanced money management tips

Perceive Money: The psychology of money, stigma around debt, and using it to build wealth

Secure our Wealth LEG-UP Symposium

LEG-UP symposium is a gathering of dreamers, builders, and trailblazers that are disrupting the wealth creation process.

This yearly, one-day symposium will empower BIPOC professionals to take on big financial challenges with bold actions.

Participants will have the opportunity to connect with business leaders, and peers who are breaking barriers and building bonds. They will get a chance to hear from an inspiring line-up of speakers who will help them become more financially empowered, live better and healthier lives and become more active participants in economic decisions.

Three Important Components of a Mastermind Group

Masterminds are sometimes referred to as peer advisory boards, since members effectively serve as a personal board of advisors for each other. They are usually led by a person who starts the group as a way of helping people achieve a specific, common purpose. For instance, the leader directing the mastermind might want to help members scale a business. The facilitator pinpoints the exact reason the group exists; otherwise, it is not a mastermind.

There are three components that make a mastermind group successful:



Ability to Celebrating Success with Peers

As entrepreneurs, we tend to live in our own bubbles. We are so busy working that we forget to pause and celebrate our wins. Having the space to share success stories with a group of people that truly understand the significance of being successful is deeply rewarding.

Helpful Discussions and Brainstorming

That can look like:

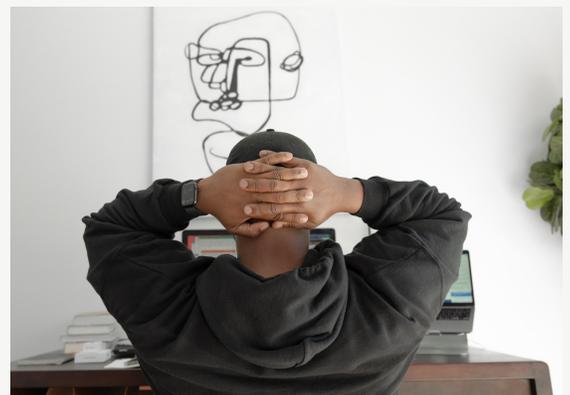
- Brainstorming ideas for marketing, sales, and advertising
- Human Resource support (Hiring employees, volunteer assistance)
- Discussions on what to focus on for the week, month, year
- Uncovering a mind-set that's been holding you back

Accountability and Goal Setting

We set goals, but sometimes we forget to revisit these goals. With a mastermind group, you are held accountable for doing what you said every month. A good mastermind group will ask questions like:

Does this goal really move your business forward?

This type of questioning can help you clarify your vision, or uncover a limiting belief.



Spotlight Profile

Andrew Garrett

From a young age, he realized that his level of success would be completely up to him, and thankfully, he had a great foundation to grow from. Brothers Who Care sat down with Andrew, and he shared his story of success, love, and building a legacy.

“My sister and I were born and raised in Etobicoke, Ontario. My mom is from Barbados and dad from Guyana. I have to say, I am grateful for my childhood. Thankfully, because of my parents, I had a great childhood. My parents worked in public service; so life was secure for my sister and I. They sacrificed a lot for us, and this allowed us to pursue our own interests. My interests were sports and music growing up, and I was that student who did really well in school.”

With the ability to do what he wanted, Andrew spent his youth with a foot in different worlds.

“I was an athlete, and I played bass in youth orchestra. Etobicoke was very multicultural, and going to school was like walking into the United Nations. Once I went to university, I noticed something; a lot of the people that I grew up with got screened out, and this is what allowed me to see the structural barriers that exist.”

Andrew was ranked as one of the best wrestlers in the province, and he was recruited by Guelph University. While he was there, his interest in business peaked. It brought him back to a time in his life when he began to dream.

“I was interested in business, and when I was younger I used to read Black Enterprise magazines. I had always aspired to be successful; I also aspired to do really well in sports, but I wasn't committed to the athlete lifestyle. There was something about that path that was not sustainable, and even at a young age, I knew this.

What can I say, I was a Cosby Era kid, and that became the life that I aspired to have. I am proud to say that I married a partner who meets me at a level professionally. We are a great team, and outside of work, we focus our time on raising our family. We have been married for 10 year, and she is a rock star! I found a really great partner in life. She is my Clair Huxtable.”

Andrew did well in his high school business classes. What he loved was the problem solving aspect involved with running a business.

“I was not exposed to entrepreneurs when I was growing up, so I took it upon myself to be part of the co-op program at Guelph. I was placed at the Fairmont Royal York Hotel in downtown Toronto. It was a city within a city.



I was exposed to a lot of people doing a lot of different things. Real Estate development caught my interest the most. I had thought being on Wall Street was the way, but the long-term focus of the developers caught me. I knew I wanted to be in that field.

I had started doing internal consulting, when I ran into a classmate from Guelph who was also a consultant, and I was able to get a job working with them. It opened me up to other parts of the world and how they do business. I learned what was working and not working in various cities around the world. I felt valued as an employee there. They supported me and provided me with leadership opportunities.”

Again, Andrew noticed that Black professionals were not represented in the industry.

“I would go to conferences, and I would be the Black person there, and this only pushed me to want to do more. I tried to figure out how I could do my Masters in the United States, because I knew it would expose me to greater opportunities. Not long after I was recruited to work at Cadillac Fairview, and this is where I have spent most of my career.

I am proud of the developments that we have worked on. They sponsored me, and again, another dream of mine came true. I was able to do my MBA in Chicago, and it was amazing. I got to work with teams from all over the world. It was a formative experience, and everything that I had dreamed of.

I worked with the development team responsible for the Ritz-Carlton Toronto, and Maple Leaf Square. I also had the opportunity to work on a development in Mexico. Imagine my excitement when I was presented an opportunity to manage real estate portfolio around the world

I have exceeded some of the things that I originally dreamt, and I am proud of the fact that I can now help people manifest their dreams. For me, it is all about opening doors for people of colour, and showing them that they too can live their dream life.”