



ANNUAL REPORT

2019 - 2020

REFLECTIONS

*From our Co-Founder
and Executive Director*

Community is an important part of life. Our connection to one another helps to enrich our lives. We become complete if we are part of a positive community. Building community takes initiative and know-how. We must be a friend to gain a friend and so it is true in reaching out to build community.

Honor one another above yourselves (Romans 12:10). In our urban neighborhood, we saw this theme at work this year in ways we never could have imagined.

Honor... At Banyan, we seek to regard people in high esteem and fulfill our agreements. We honor youth, families, and community members in our side-by-side work. Our youth continue to inspire us with their vigor and vitality for life and all the questions and curiosities that come with it! From kindergarten wonderings to college applications, our youth development team provides outstanding support for youth. Our families are stable and connect with their own children and other families with the help of our community team. Our Community, Leadership, Education, and Connection (CLEC) program provides great opportunities for our parents to thrive with cooking classes, Zumba, and coffee with the Doc. Our community block clubs have the Lighthouse Network that trains and supports our block leaders to provide safety and connection within and across blocks.

One another... When more than two people get together, a community is born. We use the asset-based community development approach to build up one another. We discover and develop assets from the community to support growth from the inside. Reciprocal trust-based



relationships take longer to build but are more durable and resilient in the end. This resiliency has been hard-tested this year, as COVID-19 and civil unrest laid bare the inequities of our society. As a community, we have the opportunity as never before to seize the day, grab a hold of the opportunity gap, the racial inequities, and crime in our community, and use our assets to build up our community. The value of Banyan's work and calling is even more relevant now.

Above ourselves... We know our community is strong, yet in need, and not alone. Our broader community includes not only neighbors, but also staff, board, and supporters who believe in Banyan's mission. We have experienced people putting Banyan above themselves and we are so grateful! The collective sharing of finances, connections, skills, experiences, and insights helps us become a cohesive community that supports neighborhood roots and transforms lives.

Honor one another above yourselves... a calling that is binding us together in community building. Thank you for responding to the call.

Blessed,

NEIGHBORHOOD ROOTS. TRANSFORMED LIVES.

Banyan Community is rooted in the Phillips neighborhood to transform lives by developing youth, strengthening families, and creating community.



DARIUS



DASIYAH



JOSSELYN



WILL

Our 2020 HIGH SCHOOL GRADUATES

Banyan youth and families start creating a pathway to graduation beginning in kindergarten. Banyan walks alongside youth to foster curiosity and a love for learning, create educational maps, and explore career options. Participating in Banyan programs ensures kids get their homework done while they grow socially and emotionally. Add in your

support and we get to graduation! Banyan youth are not only graduating from a high performing, college preparatory high school, but their hearts, as well as their minds, are ready for college.

Let's applaud the 2020 high school graduates!



The City of Minneapolis four-year high school graduation rate is **75%** and drops to **71%** for Black or African American youth and **64%** for Latino youth.¹ The graduation rate for Banyan youth is **98%**.

Neighborhood Stats²

There are **1,700 families** in Midtown and East Phillips, **81%** are people of color.

The family poverty rate is **25%**, **96%** are of color.

The median family income is **\$46,800**.

In our neighborhood, **40%** of all children live in poverty.

63% of housing is renter occupied.

43% of renters pay 35% or more of income on rent.

74% of people over 25 have less than a bachelor's degree.

The unemployment rate is **6.8%**.

¹Minneapolis Public Schools Class of 2019; ²2014-2018 American Community Survey 5-Year Estimates

BANYAN PROGRAMS *and Outcomes (2019-20)*



*"I like the kids here at Banyan. Kids are nice to each other here."
—Kiara, 4th grader*

Youth

Banyan inspires young people to invest themselves in education and community. Youth are prepared to meet the challenges of adolescence and adulthood through programs that cultivate social, emotional and educational growth. Our youth have fun while they develop into **Committed Learners** and **Reconciled People**.

**St. David's Center ended preschool services after two years at Banyan; the current crisis simply stretched resources too far.*

YOUTH DEVELOPMENT PROGRAMS:

- **Preschool:** Reopening soon!*
- **Elementary:** Thrive, Kids Club and Cool Off Days Summer Program
- **Middle School:** SOAR (Southside Adolescents Rising), Learning Circles and Cool Off Days Summer Program
- **High School:** ASPIRE! Tutoring, Higher Ground Scholarship and High School Employment
- **College:** Banyan Scholars and College Employment

Families

Banyan brings hope to families by strengthening relationships between parents and children. Our families have close bonds that enable us to work together toward a brighter future. Banyan helps parents become advocates for their children in all arenas of life, while children become

an inspiration to their parents. Banyan families are **Future Oriented** because they see that their future is bright.

FAMILY STRENGTHENING PROGRAMS:

- Family Support
- Goal-Setting Conferences
- Home Visits
- Parent Classes



Community

Banyan connects members of the neighborhood with each other, creating bonds that encourage communication and belonging. Building trust between residents, and training leaders on every block, brings hope and safety to every home. Banyan acts as a "resource hub,"

connecting residents with supportive systems and equipping them as **Leading Citizens**.

COMMUNITY CONNECTING PROGRAMS:

- Lighthouse Network (LHN)
- Gathering Events
- Community Council
- CLEC (Community, Leadership, Education, and Connection)

95% of high school youth are in AP honors classes

93% of middle school youth feel **POSITIVE ABOUT THEIR FUTURE**



100% of youth are **SOCIALLY ENGAGED** with peers

90% of families report *trusting Banyan a lot*

100% OF CLEC ATTENDEES reported developing skills by attending the training class AND made a connection with another community member

97% of K-5 youth have support from adults other than their parents



90% OF FAMILIES believe they can have an impact in making their *neighborhood a better place to live*



100% of youth feel *safe at Banyan*



100% of youth are able to identify **FRIENDS AT BANYAN**

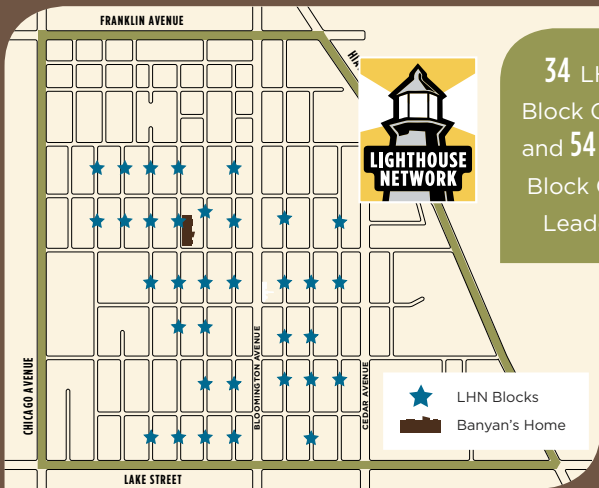


99% of 1st/2nd year college students connect with Banyan College and Career Counselor at least 4x per semester

96% *family retention rate*

100% OF SENIORS GRADUATED from high school

100% of families **USE THEIR STRENGTHS** to address issues at home, school or in their neighborhoods



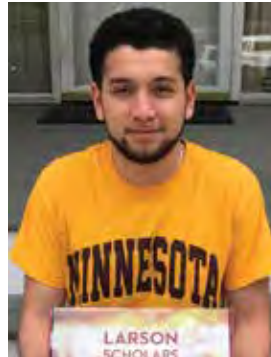
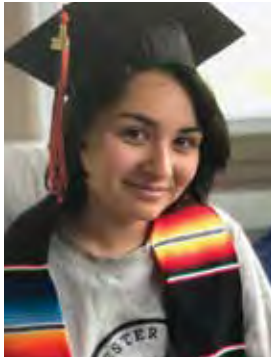
34 LHN Block Clubs and 54 LHN Block Club Leaders

100% of middle school youth report they can **SAY "NO"** to wrong or dangerous behaviors



15 **BLOCKS** participated in National Night Out

Congratulations COLLEGE GRADUATES



May is an exciting month for many Banyan youth who are celebrating graduation from preschool and elementary, middle, and high school. But none are quite as excited as our college graduates. Virtual graduations are not quite the same, but Banyan worked hard to make this incredible accomplishment special for these five Scholars—who bring the total number of Banyan college graduates to 25! Let’s give a special shout out to the Class of 2020!

.....

“Demaya, thank you for guiding me through the financial aid petition. I am so happy it was approved and I was awarded the aid I need to graduate this spring.” —Elizabeth

Congratulations to:

Elizabeth

Augsburg University
BA Social Work

Marissa

Macalester College
BA Studio Art

Jorge “Rey”

University of Minnesota-
Twin Cities
BA Business and
Marketing Education

Janessa

Bethel University
BS Psychology

Jasmine

Dougherty Family College
Associate Degree

Building Virtual Bridges

Highlights from the Banyan Leadership Breakfast

COVID-19 had us revamping our annual gathering to build bridges between Banyan’s college-aged youth and community professionals like you!

Via video, several of our Scholars shared their Banyan experiences and hopes for the future. Alene Tchourumoff, Senior Vice President of Community Development and Engagement, Federal Reserve Bank of Minneapolis, shared a special message on the state of the future workforce.



During these unprecedented times, Banyan’s work to build bridges for future leaders has never been more important. From kindergarten through college graduation, we walk alongside our youth and families to ensure they are fully prepared for the future. We all have a role to play in ensuring the success of the next generation of leaders.

Although we couldn’t come together this year, over 450 people tuned in to watch and lend support! Many financial gifts were doubled as a result of a generous matching gift from Bell Lumber & Pole! We appreciate your generosity.

If you missed the 2020 Banyan Leadership Breakfast, visit our website to watch the recording.

BUILDING ADULT LEADERS

Banyan parent and emerging community leader inspires all

There were several special moments during the 2019 Annual Banyan Dinner, but none as moving as Halima who spoke of her journey from teen immigrant to Banyan parent, leader of her neighborhood block club, and member of the Community Council.

Halima came to the United States from Somalia as a teenager, one of ten children who lived in a two bedroom apartment in the Phillips neighborhood. As strangers in a strange land, Halima's family was unfamiliar with the language, the customs, and in particular the weather! It was the welcome she received from the early Banyan Community, and the relationships that formed, that supported her family.



She is now raising her family in the neighborhood and building leadership skills at Banyan. Her goal is to build relationships and create a safe place for neighbors to live and play—much like what she experienced as a teen.

Halima expanded on two of the many reasons Banyan is important to her: 1) trust in the staff who care for her children and 2) cultural safety as a Muslim welcomed to all activities and programs at Banyan.

The pathways Banyan creates for youth have her excited about the future for her kids into high school and even college!



"I didn't know that colleges had so many options for majors" —6th grader

"I loved this experiment, we always have fun at Banyan" —2nd grader

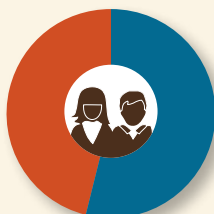
"I missed tutoring a lot once everything shut down because of COVID. I missed being able to come to Banyan after school to do my homework. It was a lot harder to be motivated and focus on my own at home."

—10th grader



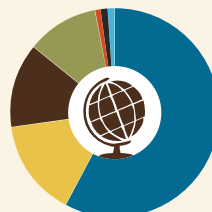
Banyan Youth

We have 165 youth and 102 families in our youth programs.



Sex

- 54% Female
- 46% Male



Race

- 58% Hispanic/Chicano/Latino
- 15% Black or African American
- 13% Multi-Racial
- 11% African
- 1% White
- 1% Asian
- 1% American Indian/Alaska Native



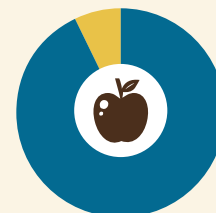
Grades

- 8% Preschool
- 19% K-2nd
- 21% 3rd-5th
- 22% 6th-8th
- 13% 9th-12th
- 17% College



School

- 8% Preschool
- 28% Private
- 21% Public
- 26% Charter
- 17% College



Lunches

- 93% Free or Reduced

The 2019-2020 program year started like any other

with the excitement of School's Cool, followed by a 'bring your parent to Banyan' night where youth showed their parents what happens at Banyan (including a competitive game of dodgeball—kids vs adults!). There were several outings and activities on school release days, a community trip to the apple orchard, an art workshop, Clean Sweep through the neighborhood, conferences with staff and teachers, a weekly Zumba class, the ladies' winter tea, Census work, Cardz for Kidz, a Habitat for Humanity course, cooking classes with the University of Minnesota Extension, etc. And then, Governor Tim Walz declared a state of emergency on March 13, despite our full calendar of activities and enrichment planned for the spring and summer.

Once the state went into lockdown, we were reminded that our vital work has always been, and will always be, more than what happens in our building. The relationships and trust we have forged with our neighbors continues to guide us as we support families now and into the future.

COVID-19 impacted the families and youth of Banyan disproportionately, both academically and financially. Banyan responded quickly by modifying our programming. As families navigated the changing world, Banyan supported youth and parents with online/distance learning requirements and helped



to secure the necessary technology. Banyan also provided supplemental educational opportunities via 1:1 virtual homework help sessions for K-12th grade. We worked to provide accurate community resources and information to parents and Block Club Leaders for food security, technology access, unemployment, and much more.

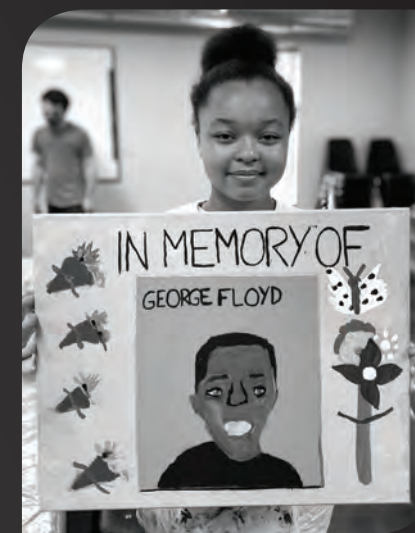
We were then able to open up for full-day childcare for the K-6th grade youth of essential workers, a real lifeline to parents. Banyan was a place for youth to experience some sense of normalcy as they did their

schoolwork and enrichment with the support of Banyan staff.

Banyan was able to secure a Paycheck Protection Program loan to help fill in the economic gaps that resulted from the lockdown. Then came the death of George Floyd and the civil unrest that followed. At the core of Banyan is community, where we strive for all neighbors to have the same opportunities. In that moment, we were reminded of the verse that guided Kids Club 2020—Romans 12:10 “Be devoted to one another in love. Honor one another above yourselves.” The image we used to celebrate the theme was even more poignant.

Our summer program was expanded to 1) allow for an enhanced **ACADEMIC EMPHASIS** to help youth close the education gap created by school closures and distance learning; 2) support the **SOCIAL EMOTIONAL NEEDS** of youth that were required after social distancing and neighborhood unrest; and 3) offer fun and exciting outlets for youth to engage in **PHYSICAL ACTIVITIES** and play.

While it has been a challenging time for us all, we see resiliency at each turn. We see committed youth engaged in their own academic advancement. We see families sharing resources and support with each other. We see dedicated and mission driven staff working diligently to ensure programs meet the needs of the community. We see a promising future.





Honor One Another Above Yourselfes

The theme for Art Workshop and Kids Club was **“Be devoted to one another in love. Honor one another above yourselves.” Romans 12:10**

Community is an important part of life. Our connections to one another enrich our lives. We feel better when we are part of positive communities. Building community takes initiative and know-how. Just as we have to be a friend to gain a friend, we have to reach out to build community.

Community connections happen in different ways. Some communities gather in person (like church), while others exist in virtual space (online communities). Communities can be based around a place (your neighborhood), membership (a club), or a shared interest (fans of a certain sport). Community time can be everyday (school) or occasional (camp).

At Banyan we work to develop community in our neighborhood by getting to know each other and sharing our lives (food, music, traditions, and favorites). It means honoring one another above ourselves by being family to each other.



The 50 year friendship between Tom Goral, Jerry Grebin, and Dean Yoost has created deep roots for Banyan.

Partners to Pathways Feature **MAKING CONNECTIONS**

Building relationships and connections is essential in our work at Banyan because we know that a connected community can grow and thrive. And this work happens at every level of the organization.

Partners to Pathways member Jerry Grebin is of the same mindset. He knows that he can help Banyan grow and thrive by making introductions and leveraging his connections. Jerry is passionate about education and has firsthand knowledge of how important it is to close the opportunity gap in the Phillips neighborhood. Consequently, he has made many introductions to individuals who are now also Partners to Pathways members!

As a former educator and coach, Jerry is enthusiastic to work on the behalf of Banyan youth. Connecting his friends and colleagues to Banyan Scholars and families at the Banyan Leadership Breakfast or the Annual

Banyan Dinner are just a few ways he’s made an impact.

Jerry’s friends, some of whom are also great friends to Banyan, say that he is a “master at bringing people together” and “unbelievably enthusiastic” about Banyan. Another friend said, “I am extremely proud to have been a friend of Jerry Grebin for over 50 years. He is a substantial man and a role model for many of us. Jerry is passionate and committed to the mission and great work being done by Banyan and we follow his lead.” Another longtime friend said, “Jerry is without a doubt one of the finest people that I’ve ever known. It’s a true honor to be his friend and to help support his Banyan Family. Love you Jerry. Thanks for everything.”

We are so glad to be connected to Jerry and celebrate his work for Banyan because we are better with him.

“I know most of my neighbors and connect with them all the time. Especially those that come to Banyan”.

—Community Council member



PARTNERS TO PATHWAYS

Banyan Community is blessed with many donors who support our mission year after year. Partners to Pathways celebrates this **tradition of consistent giving**. Every gift makes a difference and allows us to build pathways for the development of youth, the strengthening of families, and the creation of community. Thank you for your tremendous loyalty to and support of Banyan Community.

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Daniel and Bridget Nassif
David and Monica Nassif
Daniel Neitz
Katelyn Collins Nesbit

This list recognizes gifts that were received from January 1, 2019 - September 30, 2020. We have made every effort to ensure the accuracy of this publication. If we have omitted, misplaced or misspelled your name, please accept our apologies and contact us at (612) 722-8512 or mail@banyancommunity.org. Your gifts truly make a difference.

David Ness
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Jennifer and Mike Novak
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Rita Xistris
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In Memory of Virginia Awe
Patricia and Terry Hammink

In Memory of Toni Egan
Brian and Deborah Benson
Steven and Ruth Heath
Ellen and Scott Sayer Charitable Fund of the Catholic Community Foundation

In Honor of Jerry Grebin
David Grebin

In Honor of Terry Hammink
Ronald Hopfensperger and Bonnie O'Connor

In Honor of Patricia Hazard
Jack and Jill Kohler

In Honor of John and Krista House
Tom and Margaret Johnson

In Honor of Tom and Regina Hudson
Annie and Tim O'Neill

In Honor of Sheila Jones
Michael Griffin
Jack and Jill Kohler
Jonathan Phillips

In Honor of Jon Kolbrek
Luke Christenson

In Memory of Philip McElroy
Mike and Katie McElroy

In Honor of Ann Olson
Sheila and John Folkestad
LeeAnna Kalscheur

Beth Schutz
Erin Steinlahe
Julie Sullivan

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Tim and Joani Essenburg

In Honor of Fr. Martin Shallbetter
Jerry and Diane Grebin
Terri Hawkins
Alice Holm

Lauren Johnson
Ann Rivera
Clarence Shallbetter

Sarah Shallbetter
In Honor of Virginia Zachmann
Mary Fox and Wayne Bugasch

IN KINDS

Pete and Carol Bernaciak
Michael Duffy
Faegre Baker Daniels
Sue Howe
Greg and Chris Knopff
Steve Miller
Polaris, Inc.
The Toro Company

CONGREGATIONS
Roseville Lutheran Church
Wayzata Community Church
Westminster Presbyterian Church

GOVERNMENT

City of Minneapolis
East Phillips Improvement Coalition
Midtown Phillips Neighborhood Association
Minnesota Department of Employment and Economic Development
Minnesota Office of Higher Education

MATCHING GIFT COMPANIES

3M Foundation
AmazonSmile Foundation
Ameriprise Financial
AT&T Foundation Corporate
Bank of America Matching Gifts
The Boston Foundation
Employee Matching Gifts Fund
Boston Scientific Foundation
Cigna
Facebook
General Mills Foundation
Macy's Foundation
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Microsoft Corporation
Matching Grant Program Fund of The Minneapolis Foundation
Pohlad Family Foundation
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US Bank



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Bell Lumber and Pole Company
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March Family Foundation
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UBS
UnitedHealth Group
US Bank
The Minneapolis Foundation
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Tax Executives Institute, Inc.
TCF Foundation
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Thomson Reuters
U.S. Bank Foundation
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Walser Foundation, funded by the Walser Automotive Group
Walter C. Rasmussen-Northeast Bank Foundation
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OUR FINANCIALS

True program costs: Core mission support

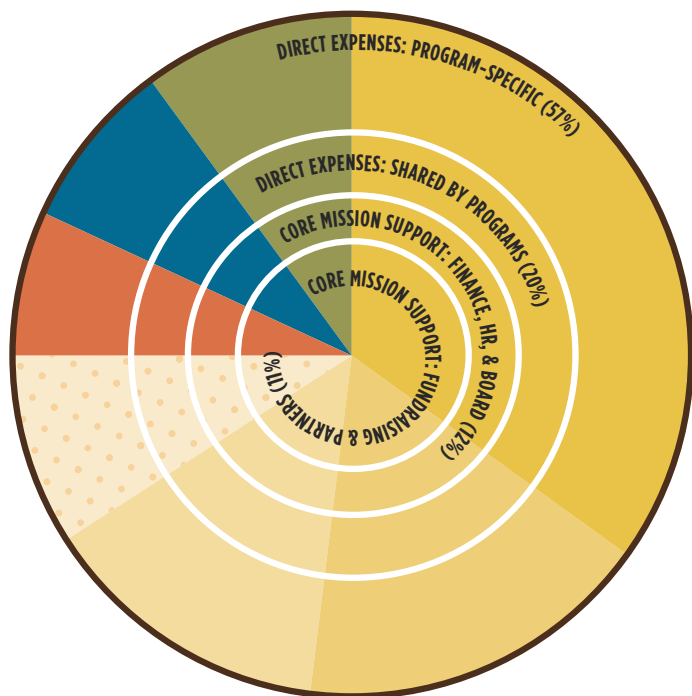
Banyan is interested in sharing the true costs of our programs and the vital importance of strong organizational infrastructure. Each of our programs is built around, is supported by, and shares responsibility for Core Mission Support. This visual is one way to accurately present the proportionate costs of our programs in a new format—one that aligns with the strategic and financial reality of how nonprofit organizations really work.

All of the resources we need to accomplish our programs are the True Program Costs, which include four types of expenses:

1. Direct Expenses: Program-Specific, \$1,148,905
2. Direct Expenses: Shared by Programs, \$394,873
3. Core Mission Support: Finance, HR, & Board, \$231,506
4. Core Mission Support: Fundraising & Partners, \$225,716

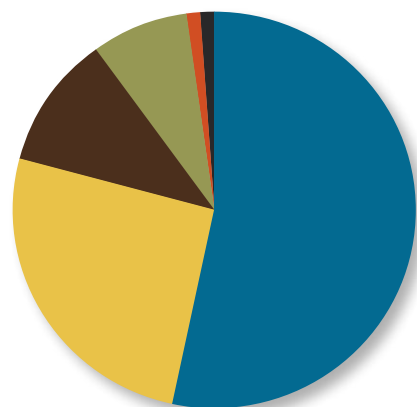
TOTAL 2019 GENERAL OPERATING EXPENSE: \$2,001,000

The growth and effectiveness of our mission work depends on having a solid core at the center of our organization. Investing in our infrastructure is smart, prudent, and absolutely necessary.



2019 FUNDING SOURCES \$1,630,539

■ 54%	Foundations/Corporations	\$873,226
■ 26%	Individuals	\$424,514
■ 11%	Special Events	\$181,796
■ 7%	Government	\$123,489
■ 1%	Congregations	\$15,500
■ 1%	Interest/Investment	\$12,014



2019 STATEMENT OF FINANCIAL POSITION

Total Assets	\$6,914,895
Total Liabilities	\$6,685,414
Total Net Assets	\$229,481

Total Liabilities & Net Assets \$6,914,895

- Preschool
- Family
- Community
- Youth Programs:
 - Elementary
 - Middle School
 - High School/College
 - Scholarships



Revenue and expenses reported are as shown in audited financial statements. For audit purposes revenues are shown in the year a grant is received even though the funds may be spent over several years. Because of this reporting method revenues could exceed expenses in some years and expenses could exceed revenues in a subsequent year when the funds are spent. The financial information shown for 2019 represents a year in which expenses exceed income.

Banyan Community Staff

"I'm motivated to work at Banyan because I can feel that it's a true 'community,' and I love seeing Banyan families thrive!" —**Banyan staff member**



Aidee Arocho
Lead Program Associate



Maricruz Arocho
Lead Family Advocate



Sammy Arocho
Receptionist/
Program Assistant



Allison Burns
Elementary Program
Manager



Keri Clifton
Development Officer



Joani Essenburg
Co-Founder and
Executive Director



Ariana Hoyer
Elementary Educator
Grades 3-5



Adriana Hernandez
Program Assistant



Jordan Holt
Physical Education
Specialist



Diamond Jackson
Secondary Educator



Sara Johnson
Development Associate



Katie Kirk
Secondary Program
Manager



Marilyn Kruey
Elementary Educator
Grades K-2



Amy Luciano
Receptionist



Kanye Lussier
Secondary Educator



Nettie McHie
Program Associate



Linda Nunez
Business Administrator



Dan Olthoff
Finance and
Administration Director



Jasmine Ortiz Velez
Program Assistant



Victor Panora
Program Associate



Lourdes Quiterio
Housekeeper



Imelda Riera
Receptionist



Maria Riera
Program Assistant



Sue Riesgraf
Director of Development
and Marketing



Demaya Walton
College and Career
Counselor



Dan Watson
Director of Youth, Family
and Community Programs

Letter from Jeffrey Wertz

Interim Board Chair



Since 1998, Banyan has been transforming the lives of hundreds of youth and their families in the Phillips neighborhood

of south Minneapolis. Never has that work been more important than in 2020. This past year has been a year of great challenges for our country and our city. The pandemic hit us all early, and that challenge will continue into 2021. The civil unrest in May and June hit Banyan families especially hard. Located within blocks of the riots, neighbors lost their grocery stores, restaurants, and drug stores. Rebuilding is now underway, including buildings, systems, and relationships.

Thanks to the work of Banyan Community, families never lost hope. Banyan remained a place of love, safety and support for the families and children most impacted. Through

everything, our doors have remained open and modified programs have been underway. I am incredibly proud of how quickly and effectively staff have responded to meet the changing needs of the community.

The continued success of Banyan is due in large part to our very generous supporters, as you can see in this report. Many of our fundraising efforts were virtual which didn't allow us to spend time together at the Banyan building, but you stepped up to help when it was needed most. We are excited for the future as we move past these challenges and continue to build on the great work of Banyan. We are not slowing down—in 2021 we will deliver a new Strategic Plan, with help from Deloitte and DeYoung Consulting, that will outline a roadmap for our future.

I've personally supported Banyan for the past 20 years and I'm honored to be part of the Board and serving as Interim Board Chairperson. Yes 2020 was difficult, but it brought us closer as a community and we appreciate the great work of Banyan more than ever.

Board of Directors

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Equipment Finance
TCF Bank

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DeLaSalle High School

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Assistant Vice President,
Tax and EMEA
General Tax Counsel
Cargill Incorporated

Carol Frey Wolfe

Vice President/Program Manager
Frey Foundation



Banyan is a fig tree with a large center trunk. Long branches send out roots which grow downward and form new trunks that create a grove of trees. This is our vision—a vibrant and connected urban neighborhood with roots and transformed lives!



2529 13th Ave S
Minneapolis, MN 55404
www.banyancommunity.org
612.722.8512