



ANNUAL REPORT

2017-2018

Celebrating 20 Years



celebrating
OUR **20**
FIRST YEARS
est. 1998

NEIGHBORHOOD ROOTS. TRANSFORMED LIVES.

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

REFLECTIONS

From Our Co-Founder and Executive Director

The 'amazing race' of our first 20 years has so many elements! The mapping, the training, the running, and now the planning for the next 20 years. As with any race, we hit walls and worked through the challenges of going toe-to-toe with the effects of poverty, isolation, confusion, lack of trust, fear, and doubt, to name a few. We met those challenges with an equal or stronger dose of connection, clarity, belief, love, and certainty. When we "keep the faith" (2 Timothy 4:7) and "don't lose heart" (Hebrews 12:3), we "run to win" (1 Corinthians 9:24). Bringing this all together is our work at Banyan.

We are at mile marker 20 of the race—the 20th year of Banyan Community. We have developed a pathway of success; we are building a culture of achievement. How did this come about? It came from gradual, steady, day-by-day, year-by-year purposeful work developing youth, strengthening families, and creating community. It came from a community of reconciled people, committed learners, and leading citizens who are future oriented. It came from a community development organization that builds the lives of people in the midst of a poverty neighborhood.

We celebrated some amazing accomplishments this year. To name a few:

- Our 95% retention rate marks another year of connection and success with our youth and families.
- A successful pilot program of our adult programming means that we are now formally engaging our adult community members in classes and connections.
- A return on investment study outlined the societal impact of our work.
- New youth and families experienced Banyan.
- A new partnership with St. David's Child Development Center was formed.



Banyan is fueled by hope and support. By holding Banyan as a priority in your own lives, you—our generous and supportive donors—help us grow and thrive. Each year, year-over-year, for 20 years, supporters have come together to move Banyan forward. This determination, compassion, and caring boosts our community to be the best we can be and on a pathway that we could not be on without you by our side.

Thank you so much for joining us in our first 20 years. We are eager for our next 20 years because we are running to win—together!

Blessed,

Jeani

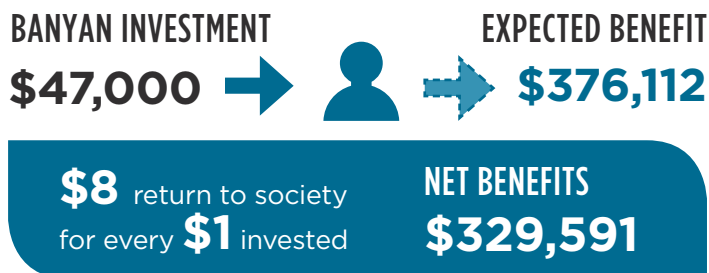


Banyan Calculates ROI

Since our founding, we have established a strong record of accountability within the community and among those who participate in Banyan. This bond extends beyond trust, to results.

Wilder Research
Information. Insight. Impact.

Banyan hired Wilder Research to perform a study to determine the societal return on investment (ROI) that our work fostered based on the youth who have graduated from high school in our first 20 years. **The research concluded that Banyan's work yields a benefit:cost ratio of 8:1. For every \$1 invested by Banyan, \$8 is returned to society! Participation in Banyan has substantial impact.**



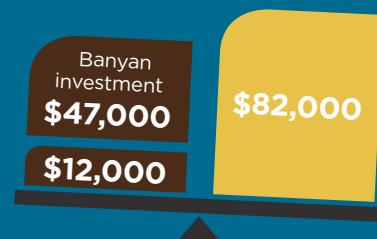
BANYAN INVESTMENT

Effectively eliminates the educational achievement gap

High income youth in Minneapolis are **1.4 TIMES MORE LIKELY** to graduate from high school than low income youth.



Banyan youth are **1.1 TIMES MORE LIKELY** to graduate from high school than high income youth in the Twin Cities.



**Average investment in education per child*

neighborhood stats*

There are **1,803 families** in Midtown and East Phillips, **81%** are people of color.

The family poverty rate is **31%**, **96%** are of color.

The median family income is **\$46,000**.

In our neighborhood, **30%** of all children live in poverty.

60% of housing is renter occupied.

46% of renters pay 35% or more of income on rent.

78% of people over 25 have less than a bachelor's degree.

The unemployment rate is **10%**.

BANYAN PROGRAMS & outcomes



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**.

YOUTH DEVELOPMENT PROGRAMS:

- **Preschool:** St. David's Center Early Childhood Education Program at Banyan Community
- **Elementary:** After School, 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

"I am going to be a lawyer one day. Watch me!"

—Faduma, 7th grader

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
- Leadership Development



Banyan
partners with
92 families,
363 people

97% OF YOUTH
report being
socially engaged
with their peers



31 blocks
participated in
National Night Out

93% of youth report they
can say “no” to wrong or
dangerous behaviors

100% of high school seniors have
been accepted to at least one college

95% family retention rate

90% of LHN blocks take
action in the community to
BRING POSITIVE CHANGE

Banyan offered youth
an average of
9 hours of play/
physical activities a week



90% of families believe
they can have an
impact on making their
**neighborhood a
better place to live**

100% of youth report
feeling safe
at Banyan

252 people attended
a CLEC event

88% of Banyan
Community Council
family members
spoke in a public form

**100% OF HIGH
SCHOOL YOUTH**
develop a
college plan



100% of parents commit
to supporting their child’s
POSITIVE DEVELOPMENT

100% of youth
have ideas for
possible careers



COMMUNITY. LEADERSHIP.
EDUCATION. CONNECTION.

Over the years, adults at Banyan have been making lists of classes and programs they want to experience at Banyan. In 2018, we launched our Community, Leadership, Education, and Connection (CLEC) programming with over 20 opportunities so far. Offerings have included Zumba, volleyball, crochet class (see photo), connection groups, Bingo, a prayer group, cooking classes, and more!



The opportunities fall into 3 categories: 1. **Connect** groups where parents connect, get to know each other, and enjoy a shared activity; 2. **Classes** where parents learn together about a common interest; and 3. **Training** groups where parents participate in curriculum-based learning.

Since January, over **252 participants** have taken part in the CLEC offerings. Through CLEC, Banyan is further strengthening families and creating community.



St. David's Center
Child & Family Development

Early Childhood Education Program Opens

Banyan is proud to partner with St. David's Center for Child & Family Development to offer preschool! The launch of an early childhood education program in the Phillips neighborhood reflects the unique and responsive partnership between our organizations, leveraging over 75 years of expertise and exceptional results with children and families.

The program opened in September 2018 with capacity for 18, 4- to 5-year-olds.

"We know the importance of the early years and the power of high-quality early learning environments for all children, but particularly those facing opportunity gaps," said Julie Sjoldal, CEO, St. David's

Center. "This collaboration takes a critical step toward closing that gap in a community that is already benefitting from Banyan's presence."

This partnership brings experts in early childhood development and urban community development together. The model leverages and extends Banyan's success in using a community platform to improve educational outcomes for the youngest members of our community, intervening as early as possible to lay the groundwork for long-term educational success. St. David's Center's expertise in early childhood mental health and early intervention adds significant depth to support early childhood development.

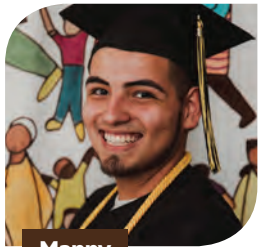
Golf Tournament to Celebrate 20 Years

This summer, GEN Children's Charity hosted a charity golf outing to celebrate Banyan's first 20 years. The event broke previous records of support raised at the bi-annual Charity Open...this time for Banyan! On a sunny July day at the Minneapolis Golf Club, we raised over \$100,000 to celebrate Banyan's first 20 years and fuel future growth!

Eric Moleski, President and Founder of GEN Children's Charity says:

Despite the relative wealth of the Twin Cities area, the need is as great here as in any other city. I am passionate about improving the lives of children in our area. It is an investment that will produce returns in our society for decades to come.

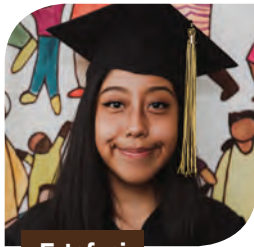




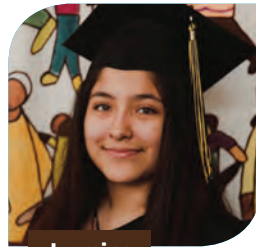
Manny



Eric



Estefani



Jasmine



Elvis

Our 2018 High School Graduates

Banyan youth and families start creating a pathway to graduation when they begin kindergarten. Banyan walks alongside 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 2018 high school graduates!



The City of Minneapolis four-year high school graduation rate is **66%** and drops to **57%** for Black or African American youth and **57%** for Latino youth.* The graduation rate for Banyan youth is **98%.****

*Minneapolis Public Schools Class of 2017 and graduation in 2017

**Banyan data for all graduates, 83% for class of 2018

"I can't believe I was accepted to all of my colleges, I was worried I would only get into one." —Banyan senior

"It's important to do well in school so you can get a job when you're old." —Jeremiah, Kindergartner

An Amazing Race

This year's theme for Kids Club and Art Workshop was "An Amazing Race – run to win, keep the faith, and don't lose heart."

The setting of the group's banner is a city marathon with Banyan neighbors in the crowd and the Minneapolis skyline in the background. The crowd encourages the runners. The runners are all of us, with a range of ages and abilities, and just like athletes running races, we are all moving toward goals in our lives. They may be small goals, like getting your homework done on time or being a better friend, or they may be longer term, like going to college or having a successful career. We all want to "win" in our personal



races—to accomplish our goals. We use our character traits like honesty, determination, and courage to keep us in the race. Ultimately, our faith helps us win these races and win eternally.

You've all been to the stadium and seen the athletes race. Everyone runs; one wins. Run to win. All good athletes train hard. They do it for a gold medal that tarnishes and fades. You're after one that's gold eternally.

—1 Corinthians 9:24-25 The Message

MILESTONES IN OUR FIRST 20 YEARS



1990 Co-Founders Tim and Joani Essenburg move into the Phillips neighborhood.

1992 Neighbors band together to form a Block Club to fight crime and build community on the 2500 block of 16th Ave.

1995 Minneapolis is referred to as "Murderapolis" due to the record high murder rate.

1997 Banyan takes elementary kids to camp HoneyRock!

1998
Banyan is born—filed as a 501(c)3 nonprofit.



1999 Partnership begins with St. Bart's to provide backpacks to kids, ensuring they are ready to start the school year!

School's  Cool

2000
Block Club agrees to let Banyan purchase, renovate, and rezone problem property as a small community center, called the Banyan House.

2001 Mayor Sharon Sayles Belton approves the zoning for the Banyan House.

2001 Art Workshop—a partnership with artist Anne C. Brink and middle school youth—begins with the theme: Build Each Other Up.

2002 Nearby, 11-year-old Tyasha Edwards is shot by a Bloods gang member at home while doing homework. The intended target was a Gangster Disciple.

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!



2003 After School Program and high school tutoring begins at Banyan, providing a safe place for kids to gather and do homework.

2006
Banyan creates new logo, vision, and mission statement.



2006
First Banyan youth graduates from DeLaSalle High School with a Higher Ground scholarship.

2007 Banyan completes its first Strategic Plan.

2007 Banyan receives the Charities Review Seal demonstrating a commitment to upholding transparency and excellence.

2007 Banyan revenue reaches \$250,000.

2007 Banyan hosts first Annual Dinner to raise funds to support our work.

2007
Banyan expands to nearby church with 2nd floor offices, gym space, and classrooms.



2008 Soaring to new heights, a middle school program opens—Southside Adolescents Rising (SOAR).

2008 Banyan elementary kids attend Silver Birch Ranch for summer camp.



2008 Banyan formalizes by hiring more staff and reaching out to more kids and families.

2008 Community Council forms to build adult leadership and provide insight on Banyan's model of community development.



2009 Lighthouse Network launches on 5 blocks.

2009 Banyan revenue exceeds \$500,000.



2010 Banyan middle school youth attend Camp Amnicon.

2010
Space is maxed out and a waiting list begins. Banyan Board of Directors begins due diligence on search and acquisition of a new building to allow for growth.

2011 Banyan scored high marks on The Youth Program Quality Assessment (YPQA) tool through the Youth Works Institute, University of Minnesota Extension.

2011 Mastery Outcomes introduced.



NEIGHBORHOOD ROOTS
TRANSFORMED LIVES

2012 Banyan introduces new logo and mission statement.

2012 First Business Leaders Breakfast.

2012 Banyan hires first Banyan parent in Family Advocate role.



2013
Land Purchase! Park Board voted unanimously to sell property to Banyan for our new permanent home.



2013 \$5 million Growing Responsibly kick off.

2014 Banyan Higher Ground scholarships reach total of \$1,000,000.

2014 Banyan Effect study completed.



2015 Groundbreaking Ceremony on September 15, 2015.

2015 Introduced 5-year Strategic Plan.

2015 Banyan revenue exceeds \$1,000,000.

2016
Ribbon Cutting Ceremony on August 18, 2016.



2016 Community Move: staff packed and labeled boxes, and community members arrived and helped move Banyan to our new home. This was the third move in Banyan's history, and puts us in our permanent home!

2018 Wilder Research calculates Banyan's ROI.

\$8:1
social return on investment

2018 Preschool opens.



2018 In response to input from Banyan parents, the adult-focused Community, Leadership, Education, and Connection (CLEC) program was launched.



2018
Celebrating our first 20 years!

2018 Banyan graduates the 50th youth from high school.



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 and support to Banyan Community.

10+ CONSECUTIVE YEARS

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Kyle and Denise Didier
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5+ CONSECUTIVE YEARS

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Youthprise

3+ CONSECUTIVE YEARS

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Jason Weimer
Westminster Presbyterian Church
Alyssa and Aaron Willson
Garrett Woetzel

To be included on this listing, donors must have provided financial support each of the last three/five/ten years (ending December 31, 2017). 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.



Race to Close the Opportunity Gap

The 2017 Annual Banyan Dinner brought guests on a behind-the-scenes look at the work of Banyan! Guests raced to collect the necessary 'pieces' to close the opportunity gap and then literally put together the puzzle! The puzzle had a piece for each of the key elements to closing the gap:

- Strong Families
- Social Connections
- Enrichment
- Committed Learners
- Future Orientation
- Your Support

Tim Essenburg, Banyan Co-Founder and Professor of Economics at Bethel University, describes an Achievement Gap (academic performance disparity between groups) as a symptom of a larger "problem," which he describes as an **Opportunity Gap**. What is important in our society is having access to the social processes that allow individuals and families to accrue high quality assets in five important categories: financial, physical, human, political, and social. An Opportunity Gap is a gap in access to those assets. **When the opportunities are there, the achievement gap will narrow and narrow substantially.**

Special Thank You for Legacy Gifts

Banyan received two legacy gifts in 2017 that were an honor and a blessing. What a joy to know Banyan meant so much to both women to be included in their long-term plans.

Marjorie and her husband had been long-time supporters of Banyan, since the very early days in the Essenburgs' home. They never had children of their own and felt a wonderful connection to the youth at Banyan. Providing for educational enrichment and family support had been priorities for the couple.

Gail was a preschool teacher and long-time friend of Banyan. Her family chose to honor her passions and love for Banyan with a legacy gift to support the opening of a

preschool at Banyan. Gail knew the importance of an early education for all children but especially the children in our neighborhood.

During a tour in 2016, what Gail saw was not an empty classroom, but the promise of a room filled with children asking questions, making art projects, listening to stories, laughing, crying, learning, and being 4- and 5-year-olds...just as she had taught for many years.

We have Marjorie and Gail to thank for caring for our Banyan children. We have two grandmothers our children will never meet but will feel the impact of their gifts, family support, and caring for years to come.

Minnesota's Future Award

The Minnesota Business Partnership recognized Banyan as the 2018 Minnesota's Future Award winner. The award recognizes high performing, diverse schools or education programs for their success in helping all students succeed.

"Minnesota business leaders understand that for our state to continue to thrive, we need all students to succeed," said Charlie Weaver, Executive Director of the Minnesota Business Partnership. **"Banyan's innovative, community-oriented approach is helping students succeed in school and thrive in life."**

Our community depends on strong businesses, and strong businesses are depending on us to build a prepared and diverse workforce. It is critical that together we are innovative in closing the opportunity gap with urban families NOW...because this is our future.



THANK YOU

to our annual supporters

**We are grateful for all gifts
received in support of our mission!**



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Susan Haffield
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Patricia and Terry Hammink
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Ben Hanson
Jonathan Hanson
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Bud Helmen
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Daniel and Ruth Parten

This list recognizes gifts that were received from January 1, 2017 – September 30, 2018. 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.

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Vicki Shipley
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Aaron and Merrie Sjogren
Julie and Dan Sjordal
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Jeanne Strauchon and Larry
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Garrett Woetzel
Andy and Morgan Wolfe
Daniel and Carol Wolfe
Dang Xiong and Khousa Yang
Steven and Colleen Yockey
Dean Yoost and Mei Chiang
Yoost

MEMORIALS/HONORS*

In Honor of Jerry and Diane Grebin

Dean Yoost and Mei Chiang Yoost

In Honor of Patricia and Terry Hammink

Ronald Hopfensperger and
Bonnie O'Connor

In Honor of Edwin Hawkins

Tim and Joani Essenburg

In Honor of Jake and Krystal Schroden

Lissa Weimelt

IN KINDS

4imprint
Ahman Airitam
Brian Arneson
Randy Bell
Valerie Bergman
Michael and Jacqueline Bilski
Sarah Champ
Chanhassen Dinner Theatres
Cheesecake Factory
Chef Rassy
Children's Theater Company
JoEllen Creager
Jacquelyn Crowhurst
Edward and Michelle Dau
Bob DiTolla
Pat Dwyer
Daniel and Katy Farley
Alejandro Ferrer
Fogo de Chao Churrascaria
Mike Franta
Jay Gikas
Guthrie Theater
Susan Haffield
Justin and Hanne Hanratty
Haskell's

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James and Lois Hendrickson
Howard's Inc.
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Emily Johannes
Don Johnson
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David Kronk
Ida Lano
Matt Lunzer
John and Sallie March
Alexandra Masui
Mike and Mary Mathiowetz
Joseph Mathison
Lisa and Dan Mauer
Minnesota Lynx
Minnesota Orchestra
MN Renaissance Festival
Karen Moen
Daniel and Bridget Nassif
Nolo's Kitchen
North American Banking
Company
Mike O'Keeffe
Tim and Barbara Olson
Bob and Janet Orange
Bobby Paulus
Pearson Candy Company
Judy Pennington
Jason Peterson
Amanda Rosemark
Roseville Lutheran Church
Melanie Rush
Max Sanders
Barb Schmitt
Cindy Skack

Jeff Smith
St. Paul Saints
The Toro Company
Total Wine & More
US Bank
Christian Vaillancourt
Charles VanDeWeghe
Warning Lites
Lissa Weimelt
Welna Hardware
Jeff Wertz and Teresa Litfin-
Wertz
Barbara White
Bill Wiberg
Mike and Ann Wilczynski
Carol Wimsatt
Wine Republic
WNAV
Daniel and Carol Wolfe

CONGREGATIONS

The Church of St. Edward
Diamond Lake Lutheran Church
Park Avenue United Methodist
Church
Roseville Lutheran Church
St. Bartholomew Catholic Faith
Community
Westminster Presbyterian Church

MATCHING GIFT COMPANIES

AmazonSmile Foundation
Ameriprise Financial
Bank of America Matching Gifts
Best Buy Co., Inc.
Boston Scientific Foundation
Cargill Foundation
Medtronic Foundation
Microsoft Corporation

Matching Grant Program Fund of
The Minneapolis Foundation
UBS
UnitedHealth Group
US Bank

FOUNDATIONS/CORPORATIONS

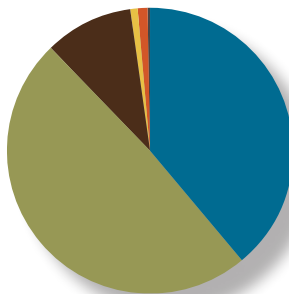
Allina Health System
Anchor Bank
Archie D. and Bertha H. Walker
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The Barnabas Group
The Boston Consulting Group, Inc
Boveda Inc.
C Charles Jackson Foundation
Cargill Inc.
Carlson Family Foundation
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Catholic Community Foundation
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Children
Cities 97
CLB Foundation
Community Reinvestment
Fund, Inc.
Dairy Products, Inc.
Deloitte Services LP
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Douglass Brandenburg Family
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Frana Companies
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GEN Children's Charity
GEN Financial
Giving WoMN
Global Traffic Technologies, LLC
Greater Twin Cities United Way
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Foundation
Heartland Credit Union
Innovative Office Solutions LLC
Jerome J. and Ursula
Choromanski Family
Foundation
Jim and Linda Lee Family
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John E. Desmond and Janet C.
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Liberty Diversified International
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Louis and Mary Kay Smith
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Midtown Phillips Neighborhood
Association
The Minneapolis Foundation
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Minneapolis Foundation
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Minneapolis Foundation
Minnesota Business Partnership
Education Foundation
Minnesota Office of Higher
Education
Mortenson Family Foundation
The Ned and Berney Foundation
Northern Con - Agg, LLP
The Oakfish Foundation
Otto Bremer Trust
The Patch Foundation
People in Ministry Care

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Bank Foundation
The Waters Senior Living LLC
Wells Fargo Foundation
WEM Foundation
Youthprise

*The list of Memorials/Honors recognizes gifts that were received from October 1, 2017 – September 30, 2018

OUR FINANCIALS

2017 FUNDING SOURCES	\$1,734,834
39% FOUNDATIONS/CORPORATIONS	\$675,694
49% INDIVIDUALS	\$847,650
10% SPECIAL EVENTS	\$173,627
1% CONGREGATIONS	\$15,003
1% GOVERNMENT	\$21,250
>1% INTEREST/INVESTMENT	\$1,610



TRUE PROGRAM COSTS: CORE MISSION SUPPORT

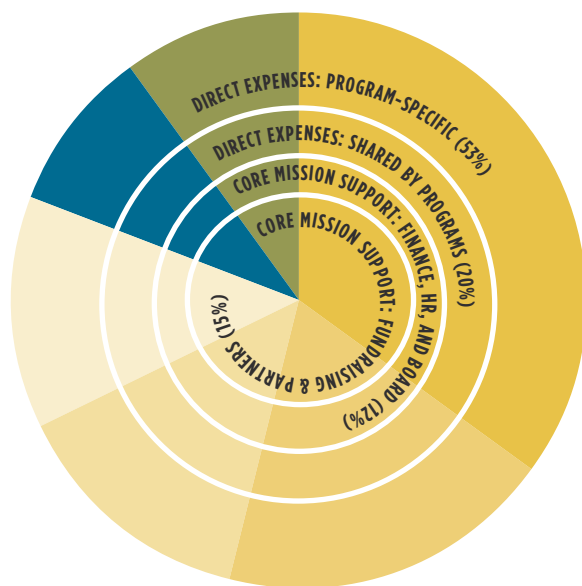
Banyan is interested in sharing the true costs of our programs and the vital importance of strong organizational infrastructure. Each of our programs is built around, is supported by, and shares responsibility for Core Mission Support. This visual is one way to accurately present the proportionate costs 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:

- Direct Expenses: Program-Specific, \$857,167
- Direct Expenses: Shared by Programs, \$333,841
- Core Mission Support: Finance, HR, and Board, \$246,113
- Core Mission Support: Fundraising & Partners, \$189,223

Total 2017 General Operating Expense, \$1,626,344

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



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

2017 STATEMENT OF FINANCIAL POSITION

TOTAL ASSETS	\$6,886,009
TOTAL LIABILITIES	\$6,669,005
TOTAL NET ASSETS	\$217,004
TOTAL LIABILITIES & NET ASSETS	\$6,886,009

2018 BUDGET

75% COMMITTED YTD-3RD Q
25% NEEDED

\$1,655,000

\$1,242,319
\$412,681



C/C D/A CHRISTIAN COMMUNITY DEVELOPMENT ASSOCIATION

BANYAN SCHOLARS

and Panelists Talk Leadership

Building bridges for 1st generation leaders is the theme of the annual Banyan Leadership Breakfast. Banyan Scholars (our college youth, and future leaders) come together with local leaders to network and learn from one another.



In April, a panel of esteemed local leaders took the stage to discuss the challenges, opportunities, and barriers that 1st generation leaders face. **Alvin Abraham** (Dougherty Family College) provided statistics on the correlation between zip code and access to a quality education. Minnesota has the worst achievement gap between black and white students among the entire nation. **Kolu Wilson** (MN Department of Employment and Economic Development) shared a valuable distinction between the roles of mentoring versus sponsoring future leaders. We need to do both, but sponsoring actually brings people to the table to participate in the conversation. **Sharon Smith-Akinsanya** (Rae MacKenzie Group) challenged guests to expand their circles to include folks different from themselves. It is through these exchanges that one gains a broader perspective. The result is an ability to Lead Out Loud.

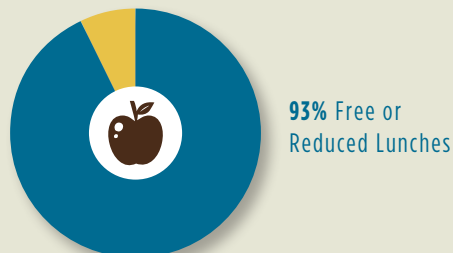
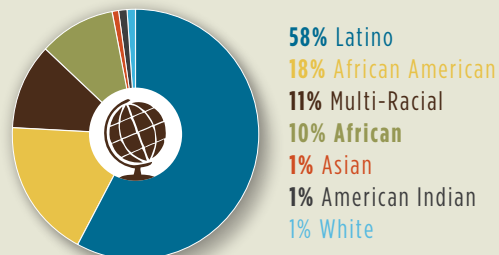
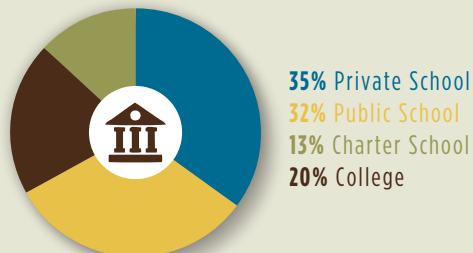
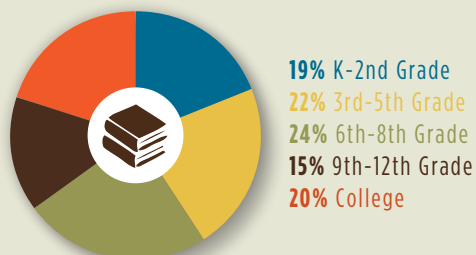
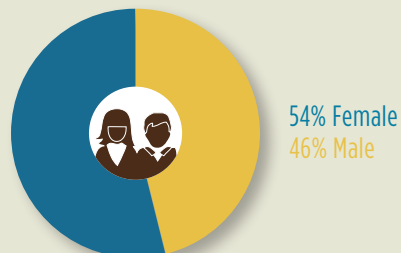


Banyan Scholars **Jason** and **Walter** shared stories of the opportunities provided by Banyan and the impact for them and their families. Both Scholars are currently working on degrees from the University of St. Thomas.

"I learned to share my story. I have a powerful voice and society should not treat me differently because of my skin color. I can make a difference by speaking up." —**Miguel, 8th grader**

Banyan Youth

We have **155 youth** and **92 families** in our youth programs.



Board Chair, Michael Wilczynski

It is my privilege to serve as Chair of Banyan's Board of Directors during Banyan's 20th anniversary, and it has been quite a year to celebrate!



How does one reflect on 20 years of transforming the lives of young people and their families? As a start, how about Wilder Research's study of Banyan's impact in the Phillips community? Wilder concluded that every \$1 invested in Banyan youth results in \$8 of economic return for the community and effectively closes the opportunity gap. Quite impressive!

Or maybe one considers that the Minnesota Business Partnership (representing Minnesota's extensive business community) recognized Banyan with its annual Minnesota's Future Award. I am so proud of this honor, reflecting Banyan's incredible impact on young people's lives!

I am also so excited that Banyan opened its early education program in September. The importance of early childhood education is well proven, and Banyan is now partnering with St. David's Center to provide that important resource to families in the Phillips neighborhood!

Most of all, though, I am proud that Banyan now supports 155 children and 92 families, with room to grow in our state-of-the-art facilities. Banyan's presence and impact in the community, from preschool to adulthood, is truly special. It is indeed a privilege to work with such a talented and dedicated board, staff, and community, and I am very excited about the future of Banyan and the Phillips community. Thank you so much for your support of our mission! We could not achieve these extraordinary results without you.

Michael Wilczynski



Banyan Community staff

Nancy Alvarado
Finance & Operations
Director

Aidee Arocho
Lead Program Associate

Maricruz Arocho
Lead Family Advocate

Monica Blue
Community Organizer/
Family Advocate

Daisy Bunay
Receptionist

Allison Burns
Elementary Program
Manager

Gale Cannon
Community Educator and
Program Manager

Maria Centeno
Housekeeper

Joani Essenburg
Co-Founder & Executive
Director

Daisy Green
Receptionist

Rocheida Hagler
Program Assistant -
Transportation and Food

Juday'A Harris
Program Assistant (6-8)

Sara Johnson
Development Associate

Katie Kirk
Secondary Program
Manager

Nettie McHie
Program Assistant -
Transportation and Food

Shoua Moua
K-2 Elementary Educator

Collins Nesbit
3-5 Elementary Educator

Victor Panora
Program Assistant -
Transportation and Food

Erich Pulda
P.E. Specialist

Leah Rapacz
AmeriCorps Promise
Fellow | Secondary
Educator

Imelda Riera
Receptionist

Sue Riesgraf
Development Director

Steve Royce
Facilities Manager

Kayla Sloane
Secondary Educator

Demaya Walton
College & Career
Counselor

Dan Watson
Director of Youth, Family
and Community Programs

Student/Seasonal
Employees:
College (15)
High School (11)

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

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Vice President/
Program Manager
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TCF National Bank

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