



ANNUAL REPORT

2014-2015



Reflections from Co-Founder and Executive Director

This was a big year for Banyan to communicate boldly the strength of who we are as a Christian Community Development organization by using the gifts and community assets to build on in our urban neighborhood. In essence we let our own light shine as well as give other people permission to do the same by joining us in our endeavor of community building. We experienced great success as our individual flickers became a beam. Our youth once again made successful transitions from elementary to middle to high school to college—a great accomplishment while looking into the face of poverty. Our adults were amazing as they spoke confidently about our need for a new permanent home, provided leadership to other parents, and for some



became students again— seeking more education because they understand that “they can.” Our community became even stronger as more block clubs joined the Lighthouse Network. Banyan staff continued to bring their passion to the community by creating a safe place physically, emotionally, educationally, and culturally for us all to gather and thrive.

This year was not without its usual challenges. As we became a beam, our light clearly exposed the large disparities that our community members experience daily with deficits in education, housing, employment, and safety. We had to again turn our thoughts and actions towards the

light within us, around us, and beyond us to keep our motivation going as evidenced in the Banyan Effect study. We take action on building communities from the inside out (Kretzmann & McKnight, 1993). This is not singular work, but rather work that takes place inside of a community, from the bottom up, but also surrounding a community. Indeed we have gifts and talents within, as well as needs and opportunities. We also invite others to join us in our work to surround us with support - and are incredibly grateful to the many that do and make our beam brighter! This annual report is a celebration of just that...the many lights, creating a beam, that come to our work from within and from around to help us all move forward.

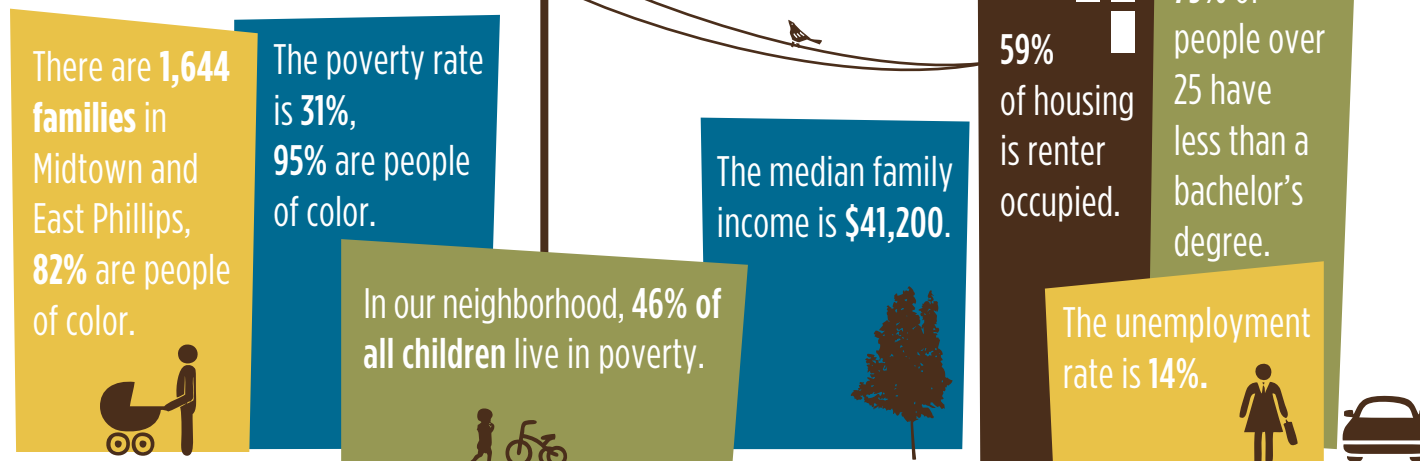
Together we are all shining brighter—

Blessed,

Joani

NEIGHBORHOOD ROOTS. TRANSFORMED LIVES.

NEIGHBORHOOD STATS*

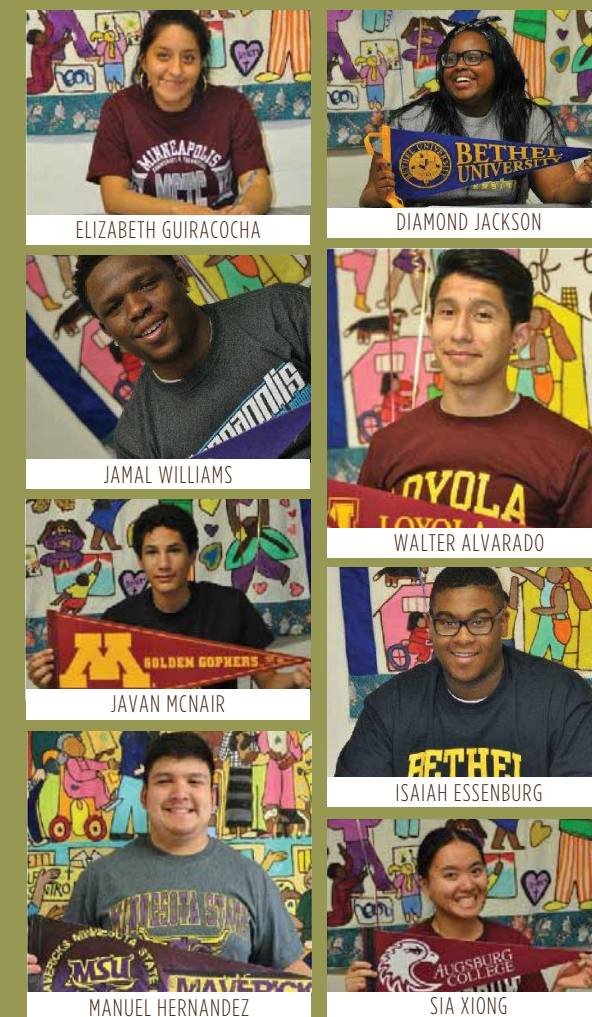


*2009-2013 American Community Survey 5-Year Estimates

Our 2015 High School Graduates

High School Graduation is one of the major milestones at Banyan. We are proud of this cohort, the largest in our history. These eight Banyan youth graduated from DeLaSalle High School—and they are ALL college bound!

For over 10 years Banyan youth have been graduating from high school at 100%, twice the Minneapolis average!



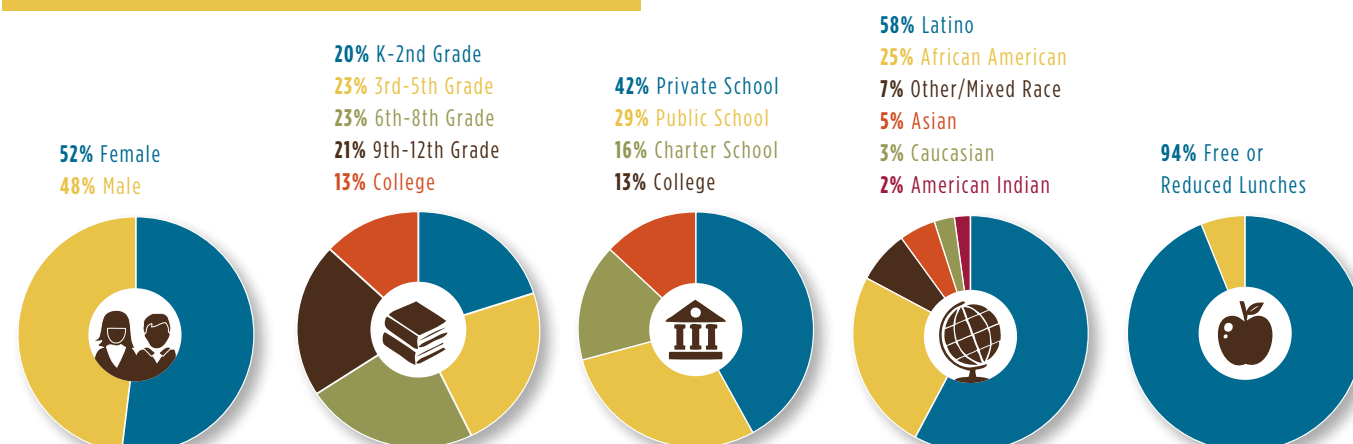
The City of Minneapolis four-year high school graduation rate is 59% and drops to **47%** for African American youth and **45%** for Latino youth.*
The graduation rate for Banyan youth is **100%**.

*Minneapolis Public Schools 2013-2014



BANYAN YOUTH DEMOGRAPHICS

We have **120 youth** and **75 families** in our youth programs.



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:** Coming with the new building!
- **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



Let Your Light Shine

This year's theme for Kids Club and Art Workshop was **Let Your Light Shine**. Too often we are shy, cautious, and even afraid to be ourselves and to share our gifts. Each one of us has different gifts, talents and strengths that we have been blessed with. The theme this year encourages us to embrace our gifts and use them to make our neighborhood and the world a better place.

Let your light shine before others, that they may see your good deeds and glorify your Father in heaven. Matthew 5:16

FAMILIES

Banyan brings hope to families by strengthening the 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
- Gathering Events
- Community Council
- Leadership Development



Banyan retained **96%** of our youth & families through the 2014-15 school year

69 youth attended summer camp through Banyan

22 National Night Out parties this year!

14 new block clubs were added this year. We now have **32** blocks in the Lighthouse Network!

95% of Banyan families attended an all-Banyan Gathering event this year

3,424 connections with our Community Coordinator & Family Advocate—linking families to resources

70% of Banyan high school youth made the honor roll this year

100% of Banyan Seniors graduated and were accepted into college!

400 home visits this year

Approximately **1,650** residents participated in LHN Block club events

“Banyan Effect”

A new measure of Banyan’s impact in Phillips

Social Capital, Bonding Capital, Bridging Capital, Neighborhood Effects, Collective Efficacy, and the Banyan Effect—what do all these terms mean? **And how does the work of the Banyan Community interact with and influence residential stability, social interaction and trust?** These are some of the things that we study at Banyan because these actions, relationships, and indicators matter in our community.

Through a partnership with Rice University, Banyan accessed the data from the Social Capital Community Benchmark Survey conducted by Harvard University and undertook its own abbreviated version of the study. Researchers determined that Banyan builds collective efficacy, the “social cohesion among neighbors combined with their willingness to intervene on behalf of the common good.” This contributes to the transformation in the Phillips neighborhood of south Minneapolis.

The study looked at various indicators of collective efficacy—residential stability, residents’ impact on their community, social interaction with neighbors, and level of trust with neighbors—making comparisons between the responses of Banyan families, low income neighborhood residents, and middle income neighborhood residents.

One key finding is that Banyan families, despite living in a low income neighborhood, embody the same staying power as residents within a middle class neighborhood. The longer a family is associated with Banyan, the more likely a family will stay in the neighborhood (the Banyan Effect). In fact, participation with Banyan has a stronger effect on staying in the neighborhood than home ownership.

The data indicates that Banyan families operate at a higher level (as a result of increased social capital) than their low income neighborhood



peers, and are grounded in the neighborhood, likely because Banyan is a crucial part of their neighborhood experience.

Possibly the strongest finding is that **Banyan families are interested in staying in Phillips five years from now.** This is important because it not only increases the residential stability of Phillips but also allows for more opportunities to connect with others to build bonding and bridging social capital. Neighborhood stability also provides a stable platform for collective efficacy to increase. In short, the base for collective efficacy and passing of social capital is present. This provides a strong foundation from which Banyan will take the next step in expanding the Banyan Effect, creating measurable transformation in the neighborhood!

Girl Talk

Girls Group is one of the highlights of the week for Banyan middle school youth. Each week, the girls share about what is going on in their lives. As each girl shares about her week, the others offer encouragement and empathy. Girls Group is a safe space where all are welcome to talk about their feelings and experiences and where no question is too stupid or embarrassing to be asked. Topics covered throughout the year include: self-esteem, body image, communication, family, friends, relationships, peer pressure, dealing with conflict, healthy living and puberty.



One Girls Group participant says, “Girls Group gives us a place where we can be open about our lives and questions. It’s a safe place, so no one laughs at you if you don’t know something or are embarrassed to ask about something. It helps us

learn to feel better about ourselves and be more confident.”

At the end of each school year, the girls compile a magazine incorporating what they have learned during the year. Here is an excerpt from last year’s magazine:

BODY IMAGE

Body image is how you feel about your body and how you see your body. You’re beautiful and perfect the way you are. Don’t ever try to change yourself . . . Don’t tell yourself that you’re ugly or fat or too skinny. Don’t believe what other people say about your body. Always think positive about your body and remember that you’re beautiful.

Building Bridges

Banyan Community recognizes that in order for people in poverty to thrive and succeed, whole families AND the larger community must be connected. Banyan creates educational pathways for youth to develop leadership skills, engage in positive and meaningful relationships with peers and adults, and broaden their horizons. Likened to a “LinkedIn” social capital network that dissipates the ghetto like situation of poverty neighborhoods.

In April, over 160 business leaders came to the Phillips neighborhood to be inspired and learn how together we can build bridges to 1st generation business leaders.



Coach Kill is committed to youth development with an emphasis on encouraging higher education. He consistently gives voice to overcoming obstacles and pursuing your dreams. His remarks were heartfelt, insightful, and lent tremendous support to the work of Banyan. He highlighted the many parallels to his role as a coach working with high caliber athletes and Banyan’s work in community development. Focusing on the importance of creating pathways for youth, starting as early as

possible, and engaging the entire family and community - the core of Banyan.

This event is designed to garner the necessary support to build bridges to opportunities for Banyan youth, the future work force and 1st generation business leaders.



We are Banyan....

The Annual Banyan Dinner celebrates the partnership of our supporters and our community members as we close the opportunity gap! The theme of the November 2014 dinner:

Beautiful, Brilliant, Bold, and Beyond our Years

These words do not describe poverty... they describe Banyan People... people that are living in a poverty neighborhood, but are actively working to alleviate the pressures that poverty places in our lives.

WE are Beautiful (Reconciled People), we reflect the beautiful diversity of our neighborhood. We are from a variety of different backgrounds and cultures... we learn about each other. We realize that we are stronger together than apart by building trust-based relationships.

WE are Brilliant (Committed Learners), we are not a school but we support learning, we believe in the development of youth - starting in Kindergarten all the way to and through college, we develop families, community, employees; development is in our DNA.

WE are Bold (Leading Citizens), there are proud and engaged youth and adults speaking on behalf of our community. Our adults at Banyan discovered their strengths through Strength Finders and took Financial Literacy classes. We all look forward to many more opportunities for Adult education and leadership when we are in our new building.

WE are Beyond our Years (Future Oriented), Youth and Adults are making plans for the future... more common to hear, “oh I am planning to go to that meeting or do this activity...” than “oh, what are you talking about??” Third graders are talking about going to college and high school youth are receiving college acceptance letters... (average 3-5 letters per student).

Growing Responsibly



Banyan's new home will provide a place for generations of families to gather and allow us to continue as the community anchor that we have been for many years. This opportunity brings us great joy!

Banyan Community reached maximum capacity and started a waiting list of youth and families wanting to participate in 2010, today that list has over 100 names. At that time the board developed a strategic plan to Grow Responsibly and respond to the need in the community.

The Growing Responsibly capital campaign launched in 2013, when we committed to the monumental task of building a permanent home for the Banyan Community. Through the support of many, this vision is now becoming a reality. **The construction of our new home began the fall of 2015 and will be completed in summer of 2016.**

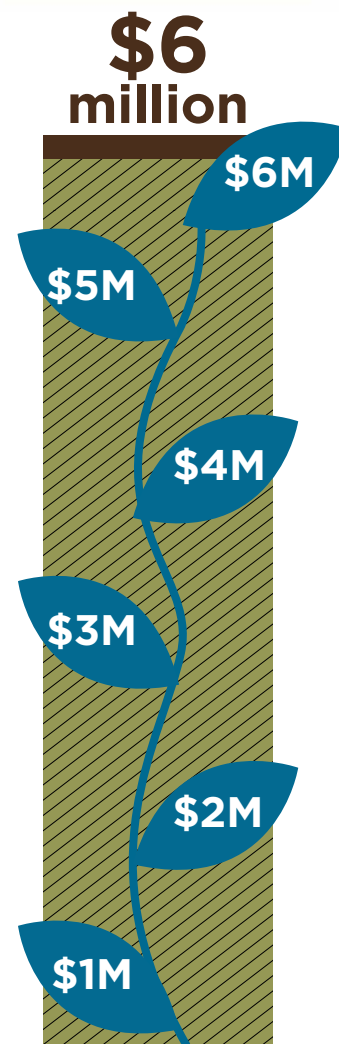
Banyan people have invested over 15 years of their lived experiences to create a successful community by building upon the strengths of neighborhood residents. Banyan leaders recognize that in order for children to thrive and ultimately graduate, go to college and succeed as adults, whole families and the larger community must be connected and engaged.

Our new home will serve as the catalyst to provide additional programing and participation in support of our mission: transforming lives by developing youth, strengthening families, and creating community.

BUILDING FEATURES (31,000 SQ FT)

- Preschool, new for Banyan!
- Two elementary rooms
- Middle school space
- Dedicated study room for high school students
- Gathering area by the fireplace
- Laundry for busy parents
- Community classrooms
- Gymnasium
- Computer Lab
- Art Studio/multi-purpose room
- Dining space to share meals
- Demo kitchen for cooking classes
- Basement (unfinished)

GROWING RESPONSIBLY
A BANYAN CAPITAL CAMPAIGN



WE LOOK FORWARD TO OUR ABILITY TO:

Respond to the need—Our new home will double our capacity to serve Kindergarten to College youth and decrease our waitlist. Currently Banyan serves 120 youth and has over 100 youth on the waitlist. When we scale to full capacity Banyan will serve 250 youth, 150 families and be active on 50 blocks. That means that we will be active on 50% of blocks in East/Mid Phillips, bringing stability, leadership, and engagement.

Bring permanence to our model—Families and youth increase stability when they connect to Banyan. Permanence will bring a new level of effectiveness. Banyan currently experiences a 96% retention rate. Banyan's model gives families a reason to stay.

Complete the Banyan model—We will add preschool and increase opportunities for adult education and leadership. Preschool will mean that more kids are ready to start and to succeed. Parents here at Banyan are demanding more classes and leadership opportunities for adults. They have seen their own kids' success—and want to experience it as well.

Share the model—Banyan here and beyond? Banyan will create training opportunities in our model of Community Development for other urban neighborhoods. Already Banyan has been asked to share our model. By codifying our model and best practices we will be in a position to share and become a training center.

“Mrs. E, I walked by the empty lot today and they haven't started building yet. When are they going to start? My friend wants to be in Banyan too.”

(BANYAN YOUTH, MONTHLY 2014-2015)



Breaking New Ground.....

On a beautiful September fall afternoon Banyan made history and many dreams come true when we broke NEW ground! Over 500 people—community members, donors, supporters, and partners—shared in the celebration of this milestone in Banyan's journey.

It was a day of smiles, sunshine, laughter, and community building. Blessings were given for our children, thanks was given for God's provision for this great gift, and a blessing shared for the neighborhood that we are so much a part of.

The celebration was a bringing together of all the people that make Banyan a community — families, supporters, partners, neighbors, and staff. The kids said their favorite part of the celebration was the food trucks, the bounce house, playing soccer, the dancing, the shovels, and digging in the dirt.

Banyan is a wonderful blessing, and we are so grateful for everyone's part to make this dream come true!

“The best thing for our neighborhood and the families who live here is to see Banyan grow into their own space.”

(COMMUNITY MEMBER)



Thank you for supporting the Growing Responsibly Capital Campaign



Banyan Community has received tremendous support for the expansion of our work. This campaign will allow us to double our capacity to develop youth, strengthen families, and create community in the Phillips neighborhood.

While it is premature to publish a complete list of supporters before the building is built, we are taking this opportunity to thank everyone that have made it possible to begin the construction. **This is a proof and there is still time and opportunity to be involved.**

Also included here are the names of over 40 Founding Families. These are families that are a part of Banyan Community and have supported the campaign with a financial gift.

\$200,000+ Founder's Council

Anonymous
Anonymous
Otto Bremer Foundation
Rose Francis Foundation
The Richard M. Schulze Family Foundation
WEM Foundation

\$100,000+ Neighborhood Anchors

Anonymous
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Anonymous
Christ Presbyterian Church
John & Denise Graves Foundation
John Hemak
Estate of Jacqueline Nolte Jones
Oakfish Foundation

\$50,000+ Community Builders

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Ed and Toni Egan
General Mills Foundation
Dale and Wilma Johnson
James and Diane Klungness
The Mortenson Family Foundation
Mark and Ann Schulze
Mark and Sara Welch
Daniel and Carol Wolfe

\$25,000+ Lighthouse Leaders

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Cargill Foundation
Dougherty Mortgage LLC
Greg and Kathleen Good
Grain Millers - Dairy Products, Inc.
Marbrook Foundation
March Family Foundation
Luther I. Repogle Foundation
James B. Linsmayer Foundation
Scott and Ellen Sayer
U.S. Bank Foundation
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\$10,000+ Partner to Pathways

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This list recognizes gifts that were received between June 1, 2012 and October 28, 2014. We made every effort to ensure the accuracy of this list. If we have omitted, misplaced or misspelled your name, please accept our apologies and contact us at (612) 722-8512. Your gifts truly make a difference.

† In Memorials; †In Honorariums

Partners to Pathways

Banyan Community is blessed with many donors who support our mission year after year. **Partners to Pathways celebrate 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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Marty and Deb Essenburg
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Tricia Brownlee
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Ralph and Shirley Clare
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People in Business Care

Banyan came to know People in Business Care, the employee led philanthropic arm of a local privately held company, in 2000 through a friend of a friend – the basis for all great relationships! Their support started with chairs for kids to sit on at the Banyan House to do homework, then came funding to send urban youth to summer camp, then personal hygiene kits, and tours of the facility for middle school youth to learn about careers and enhance their personal educational roadmaps.

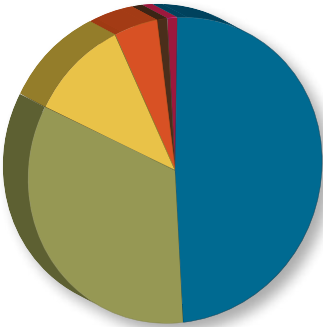
People in Business Care understood the benefit to partnering with community organizations like Banyan for the long haul. They have provided ongoing, consistent support to ensure programming was never interrupted since that first gift. This philosophy is practiced by the employees managing the fund and actually printed on every check they give:

But remember the Lord your God, for it is he who gives you the ability to produce wealth, and so confirms his covenant, which he swore to your forefathers, as it is today. Deuteronomy 8:18

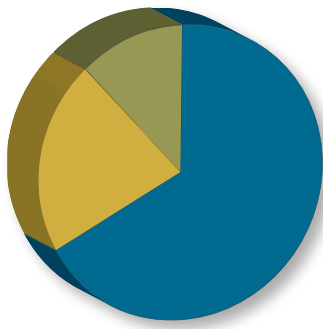
The owner of the company started donating a healthy percentage of its profits to charities back in the 1980's. "It's God's money, not mine," he said. "We have been so blessed." To this day, they remain committed to community, and Banyan.

Banyan is blessed to have People in Business Care as a Partner to Pathways!

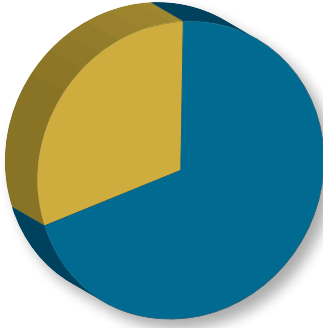
Our Financials



2014 FUNDING SOURCES		\$953,470
49%	FOUNDATIONS/CORPORATIONS	\$468,582
33%	INDIVIDUALS	\$318,713
11%	SPECIAL EVENTS	\$101,631
5%	CONGREGATIONS	\$43,465
1%	GOVERNMENT	\$12,500
>1%	INTEREST/INVESTMENT	\$8,579



2014 GENERAL OPERATING EXPENSES		\$800,999
67%	PROGRAM EXPENSES	\$536,286
	- SERVICES	\$388,335
	- SCHOLARSHIPS	\$147,951
21%	FUNDRAISING	\$169,713
12%	MANAGEMENT & GENERAL	\$95,000



2015 BUDGET		\$950,000
70%	COMMITTED YTD-3RD Q	\$663,624
30%	NEEDED	\$286,376

2014 STATEMENT OF FINANCIAL POSITION		\$3,888,813
TOTAL LIABILITIES		\$92,810
TOTAL NET OPERATING ASSETS		\$865,062
TOTAL NET CAPITAL CAMPAIGN ASSETS		\$2,930,941
TOTAL LIABILITIES & NET ASSETS		\$3,888,813



To be included on this listing, donors must have provided financial support each of the last three/five/ten years (ending December 31, 2014). 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 info@banyancommunity.org. Your gifts truly make a difference.



Thank you to our annual supporters

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

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Jon and Sharon Adresen

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Lois Anselment
Margaret Grunnet

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Executive Director

Sue Riesgraf
Development Director

Sam Olson
Program Director

Susan McKenzie
Business Administrator

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Program Associate

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Accountant

Rachel Kaul
Grants Kaul Consulting



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Nearly five years ago, the Banyan leadership and the Board embarked on a courageous journey, one that was not for the faint of heart. Recognizing the need for permanency in the Phillips neighborhood, the Board was challenged to establish a permanent home. I am proud to inform you that home for Banyan is now under construction. With a planned summer opening, Banyan is poised to more than double its outreach and is positioned for long-term viability. None of this would have been possible without the generous contributions made by all of Banyan's supporters. Those contributions came in many forms,

none of which were less important than the other. Thank you for your trust in the work Banyan is doing.

Since its founding in 1998, Banyan has transformed the lives of hundreds of young people and their families. Starting this summer, Banyan will finally

have an opportunity to expand their services and introduce more families and their children to Banyan. What a blessing.

It has been a privilege to serve on the Banyan board for the last five years. I can honestly say, nothing has been more rewarding. I look forward to a very bright future for Banyan and its leadership.

This is truly a time for celebration.

Kyle P. Didier

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!

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

2647 Bloomington Ave S,
Minneapolis, MN 55407

After July 2016:

2529 13th Ave. S, Minneapolis, MN 55404

www.banyancommunity.org 612.722.8512

