



ANNUAL REPORT 2018-2019



REFLECTIONS

From Our Co-Founder and Executive Director

Love God, love your neighbor (from Mark 12:30)—five words that changed our lives in 1990 when my husband Tim and I moved into the Phillips neighborhood, an impoverished neighborhood with high crime and low educational outcomes. Living out this calling continues to be the opportunity of our lives, as neighbors and co-founders of Banyan Community, a Christian community development organization.

Over time, I have learned that through our history of struggle, labor, doubt, success, and growth we are emerging as a strong community that demonstrates endurance, strength, problem solving, stability, and responsiveness. What started as neighbors continues as neighbors, plus staff, board, partners, and committed supporters in order to reach our goal of effective connectedness and development within our community that leads to transformational change.

BANYAN IS ROOTED in upholding the dignity of each person in tangible ways. Human dignity necessitates, among other things, excellent education, affirmation from and celebration of community, desirable employment opportunities, stable housing and supportive family life. At Banyan, we focus on developing youth by supporting youth with resources, access to high performing schools, and pathways of success that lead to graduation from high school, college, and beginning careers. Strengthening families levels the playing field by bringing resource connections and nurturing an empowering voice in our parents. Creating community forms a wholesome, thriving community that builds the well-being of all.

BANYAN IS RISING. This year we celebrate:

Preschool power, magnificent three and four year olds learning and growing in our midst. A wonderful partnership with St. David's Child Development Center made this program possible. Together we bring a holistic



child and parent education grounded in the community, which positions our preschoolers and parents for a better future.

Youth, kinder to college, making strides in our after school and summer programs and celebrating graduations (both high school and college). Now young adults are beginning their careers! A new segment of our community is growing and thriving.

Families and adults joining in over 65 connection events/ classes and home visits with staff providing connections to stimulate stability and support. Our Community Council formed and lived out a mission statement demonstrating growth in leadership development.

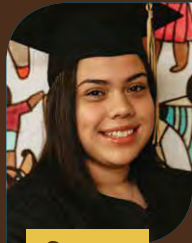
Community thriving with 34 block clubs led by neighborhood leaders. Leaders are connecting, problem solving, and training. Several block club leaders are rising up to connect with city officials to galvanize voice and solutions for our community.

BANYAN IS REACHING new levels of support to accomplish our work together. Thank you for your critical role in our work!

Love God, love your neighbor—five words that challenge us all. Here's to another great year of community building together!

Blessed,

Jeani



Sammy



Christian



Jennifer



Iyana



Sofia



Triston



Erik

Our 2019 High School Graduates

Banyan youth and families start creating a pathway to graduation beginning in kindergarten, and now preschool. 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 2019 high school graduates!

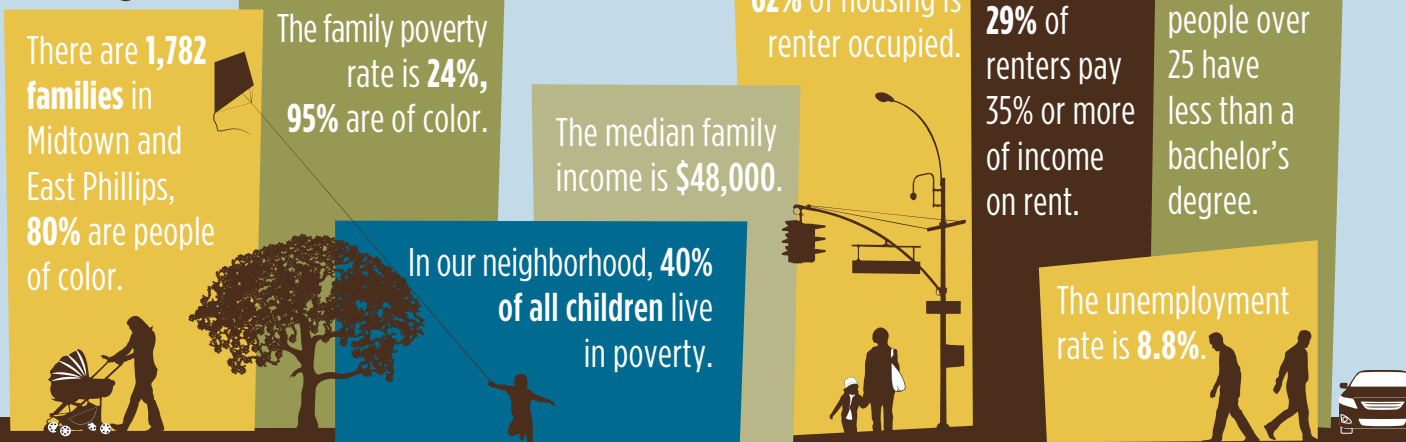


The City of Minneapolis four-year high school graduation rate is **69%** and drops to **62%** for Black or African American youth and **57%** for Latino youth! The graduation rate for Banyan youth is **98%**.

NEIGHBORHOOD ROOTS. TRANSFORMED LIVES.

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

Neighborhood stats²



¹Minneapolis Public Schools Class of 2018 and graduation in 2018; ²2013-2017 American Community Survey 5-Year Estimates

BANYAN PROGRAMS

2018-19
& 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 like science here, like when we do the experiments."

—Ce'Aija, 5th grade

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



6 COLLEGE
GRADUATES
in 2019



100% of youth report they can say "no" to wrong or dangerous behaviors

94% OF YOUTH say they have support from adults other than their parents

34 LHN Block Clubs and 68 LHN Block Club Leaders



84% of college students are actively engaged in a volunteer organization

100% of youth report feeling *safe at Banyan*

12 members on the Community Council

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



70% of adults report positive changes in their lives from participating in CLEC events

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



100% OF SENIORS graduated from high school

93% OF YOUTH report being socially engaged with their peers

22 blocks participated in National Night Out



97% family retention rate



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



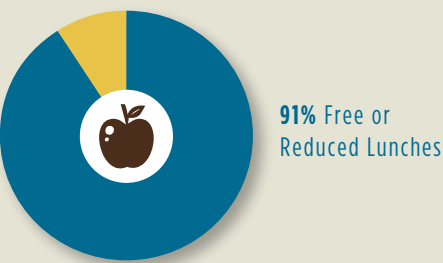
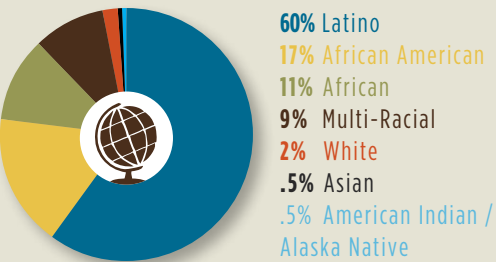
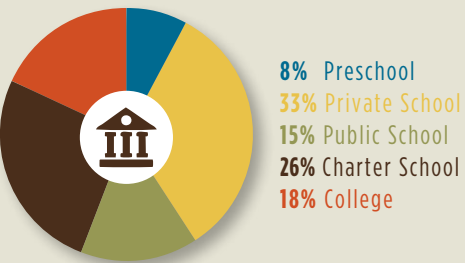
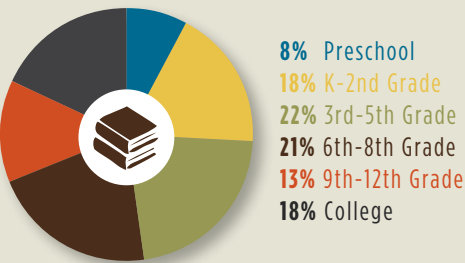
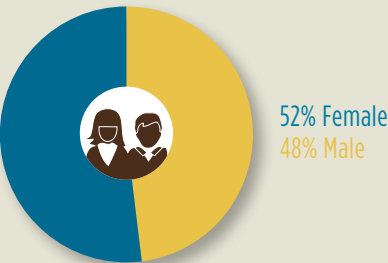
90% of LHN blocks take action in the community to bring **POSITIVE CHANGE**



100% of graduating seniors plan to attend a college of their choice

Banyan Youth

We have **173 youth** and **107 families** in our youth programs.



Keyvee is now working at Newport News Shipbuilding as a Systems Application Analyst

COLLEGE GRADUATES from the Phillips neighborhood!

May is an exciting month for many Banyan youth who are celebrating graduation from preschool, elementary, middle, and high school. But none are quite as excited as our college graduates.

This list of Scholars brings the total to 20 college graduates! Let's give a special shout out to the Banyan Scholars who have completed their college journey!

"Thank you so much for helping me with my graduation plans. I now feel like I know exactly what I need to do to graduate." —**Banyan Scholar**

"I cannot thank Banyan enough for all of the resources and opportunities this organization has provided to my kids. I am so proud to say that I will have two kids in college this fall with amazing financial aid awards."

—**Banyan parent of high school senior**

CONGRATULATIONS TO:

- Diamond**
Bethel University
BA Psychology
- Isaiah**
Bethel University
BS Economics & Finance
- Jason**
University of St. Thomas
BA Creative Multimedia
- Keyvee**
Old Dominion University
BS Information Technology
- Manuel**
Dunwoody College
AAS Automotive Technician
- Sia**
Augsburg University
BS Finance

BANYAN YOUTH BECOME BANYAN LEADERS

The next generation of leaders are growing up Banyan!

Hakeem Smith has a strong presence at Banyan, particularly since taking on his new role as Physical Education Specialist for Banyan's elementary and middle school youth. As a former "Banyan youth" himself, Hakeem has celebrity status among the kids who are keen to spend time with one of the "big kids."

Now in his junior year at Augsburg, majoring in Health Education, Hakeem hopes to become a teacher when he graduates. At home in the classroom and on the court, Hakeem blends his love of teaching with his ten-year history at Banyan to offer a very special gift to Banyan youth. His every movement is infused with his hopes and dreams for those he works with.

"I always encourage the kids to stay positive, to keep an open mind, and to live in the here and now," says Hakeem.



"I want the kids to know that there is always another way to achieve anything; that they can determine for themselves how to define success."

When asked about the greatest gift he received from Banyan, Hakeem says that Banyan helped him find himself. "I know it sounds trite, but it's true. My happiness used to be tied to other people's happiness. Now I know that I can be happy regardless of what other people think; regardless of how others think I should feel."

Preschool graduation

The one-year anniversary of our partnership with St. David's Center culminated with a preschool graduation ceremony. The occasion had parents, siblings, and staff cheering the milestone and bright futures.

Each of the graduates took a turn in front of the crowd to greet their



teacher, receive a diploma, share a favorite memory (the Zoo was a hit!), and collect a "book of memories" created by staff.

There are now five preschool graduates (and their parents) ready to succeed in a kindergarten that best fits them.



Coffee with the Doc

One of the most popular Community, Leadership, Education and Connection (CLEC) sessions is "Coffee with the Doc" where parents meet with Dr. Jason Walker, clinical psychologist, in a casual setting, to discuss issues related to child development and parenting. Sessions have covered when to be concerned about a child's behavior or learning, how to nurture a child's social and emotional development, and how to balance discipline and boundary setting with a happy environment. Meeting with a mental health professional remains taboo for many, but Banyan's community room is a place where parents can speak freely and know all will be accepted.

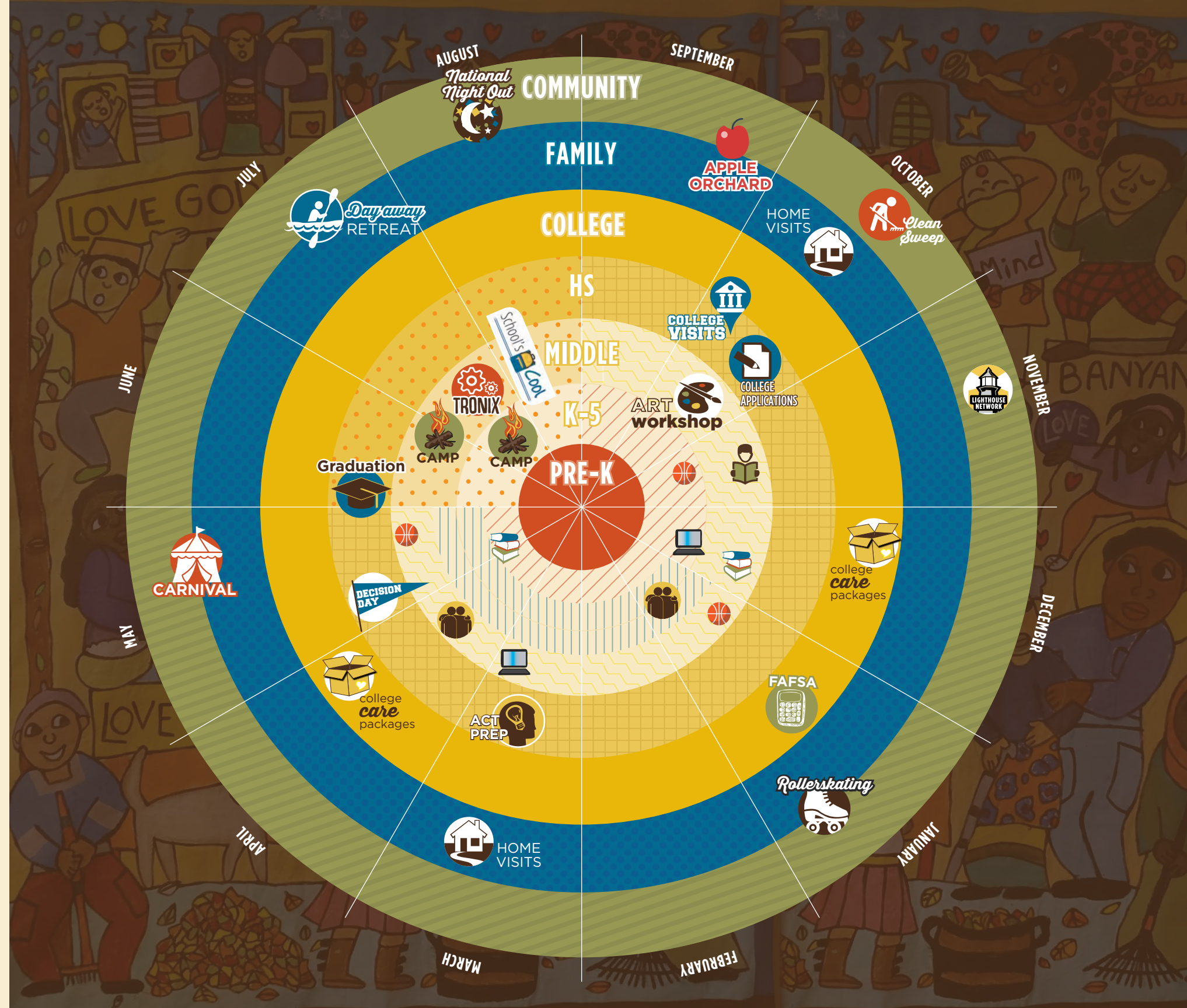
A YEAR IN THE LIFE OF BANYAN COMMUNITY

A Visual of Banyan Happenings

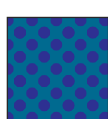
Banyan has worked to develop a new “normal” for the neighborhood, providing the impetus for a community to develop—in the truest, most authentic sense of the word.

Our goals—to develop youth, strengthen families and create community—are deeply intertwined. Far more than a youth development program, Banyan is a community development organization that provides a nucleus where families in the Phillips neighborhood connect with and support each other, and where parents are empowered to be deeply involved in their children’s education. Families develop authentic relationships and partnerships with staff, with the outcome of helping youth succeed. Neighbors get to know each other building trust and connections leading to a stronger community.

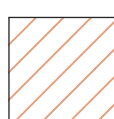
Each one of our areas of focus—youth, family, and community—is nurtured to grow and thrive in order for people to more fully participate in all aspects of life.



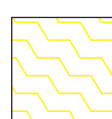
Lighthouse Network
Block club program that nurtures community, promoting safety and communication on each block



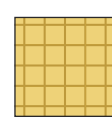
CLEC
Adult education program with a focus on connection, leadership, education, and community



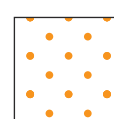
After School Program
(Grades K-5) Five days a week from 2 pm - 6 pm, plus school release days



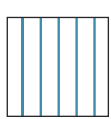
SOAR (Grades 6-8)
Five days a week from 2 pm - 6 pm, plus school release days



ASPIRE! (Grades 9-12)
Tutoring session on Monday and Wednesday evenings, plus optional study sessions available daily and over breaks



Cool Off Days
A five week summer program, plus one week of residential camp



Kids Club (Grades K-8)
Thursday night faith based program running January through May

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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.

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Partner to Pathway Feature *Letter from Dairy Products, Inc.*

We at Dairy Products Inc. were looking for a grassroots organization that fostered faith, education and sense of community in our local youth. And as fate would have it, in 2009 we were introduced to Banyan Community via St. Bartholomew's church in Wayzata, MN.

We quickly realized that Banyan Community was all this and much more. Their passionate pursuit of supporting the youth and communities in south Minneapolis was exactly the initiative we wanted to support.

We can see firsthand the amazing results of Banyan's efforts in each individual child.

We have followed the progress of the Banyan children from grade school, high school, college and have seen them enter the professional work force as well-rounded young men and women who take these values back into the community.

It has been an amazing thing to watch. The Banyan Community family will always have our support.

Mark Welch
CEO Dairy Products Inc

We Asked, You Answered Words or Phrases of Banyan

Guests at the Annual Dinner had a chance to share the words and phrases that come to mind when thinking of Banyan. We agree with you and thank you for sharing your insight.



2018 Annual Dinner: A Celebration of 20 Years

Crystal, a Banyan alumna and parent of a preschooler, shared her Banyan story and the sense of JOY she has reflecting on the impact Banyan continues to have in her life. She was the first Banyan Higher Ground Scholar and graduate of DeLaSalle High School. Today, there are over 50 Banyan youth following in her footsteps. She now leads the next generation of Banyan with the enrollment of her son in the inaugural preschool class.



Crystal said that “seeing it come full circle makes me appreciate Banyan more than ever. When they say they transform lives, they really do. My life has changed, I see it with my kid. He is so happy here, he is learning, he is excited to come to preschool. It reminds me of when I was younger and so excited to be at Banyan.”

- Now that we've invested 20 years, what's next?
- Growing up our youth and families.
 - Reaching more youth, families, and community members in Phillips, enlarging our circle and stabilizing our community.
 - Studying what parts of our model might work for other neighborhoods.

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

.....

“I realize that sometimes I don't always think about how blessed we are at Banyan but I am so happy that we are connected not only for family but also community.” —Banyan parent

THANK YOU

to our annual supporters

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



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Thomas and Mary Johnson
William Johnson
Christopher and Sheila Jones
Janet Jones
Nathan Joynt
Stefan Julien
David and Sheila Juran
Matthew and Kelly Kahle
Ellen Kaiser
Kent and Janet Karnick
Stuart Adler and Carol Kast
Rachel Kaul and William Palmquist
Susan Keiser
Douglas and Linda Kelley
Esther Kellogg
Lorne and Erin Kelly-Collins
Shirley Kern
Pegedwende Kinda
Katie and Ryan Kirk
Bill and Susan Kirkpatrick
Janet Klem

Matthew Klem
Stephen and Deb Klem
Ellen Klos
Mary Anne Knight
Patrick and Kateri Knight
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MaryAnne Kokalis
Jim and Mary Kay Kopp
Paul and Nancy Kralovec
Randall and Jacquelyn Kramer
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Brian and Shelley Kueppers
Susanne Kueppers
Pierre and Carmen Lafrance
Barret Lahm
Ron LaMere
Cindy Landis
Arla Landon
Peter and Stephanie LaSota
Robert and Jeanne Leibel
Pat Lieb
Dylan Lien
Barry and Barb Lieske
Pei-Roan Lin
John and Mary Lindquist
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Nancee and Bryan Ronning

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Angeline Schnobrich
Michael Scholl
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Mark and Ann Schulze Family Fund of The Minneapolis Foundation
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Jason Weimer
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Jeanne Strauchon and Larry Winship
Joe and Patricia Wirth
Kyle and Anna Wirth
Mara Woetzel
Daniel and Carol Wolfe
Dave Wondra
Kai Worrell
Dean Yoost and Mei Chiang Yoost
Greg and Susan Zoidis

MEMORIALS/HONORS

In Memory of Virginia Awe
Patricia and Terry Hammink
In Memory of Toni Egan
Steven and Ruth Heath
Scott and Ellen Sayer
In Honor of Greg Good
Laura Kuehl
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 David and Sheila Juran
Warren and Betsy Nelson

In Memory of Philip McElroy
Mike and Katie McElroy
In Honor of Jake and Krystal Schroden
Lissa Weimelt

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

IN KINDS*

Church of the Assumption
Michael Duffy
Faegre Baker Daniels
Sherry D. Heffernan, Ltd
Hubler for Business Families
SearchPro Services
The Toro Company
Warning Lites
Welna Hardware
WNAV

CONGREGATIONS

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

GOVERNMENT

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
Best Buy Co., Inc.
The Boston Consulting Group, Inc
Cargill Foundation
Facebook

Macy's Foundation
Matching Grant Program
Fund of The Minneapolis Foundation
Medtronic Foundation
Microsoft Corporation
Spedco
Tennant Foundation
Thrivent Financial
UBS
UnitedHealth Group
US Bank



FOUNDATIONS/CORPORATIONS

Allina Health System
Anonymous
Archie D. and Bertha H. Walker Foundation
Bell Lumber and Pole Company
Boveda Inc.
C Charles Jackson Foundation
Cargill Risk Management
Carlson Family Foundation
Carolyn Foundation
Catholic Community Foundation
Church Mutual Insurance Company Foundation
Cities 97
CLB Foundation
Community Housing Corporation
Dairy Products, Inc.
Deloitte Services LP
The Donaldson Foundation
Double Eagle Foundation
Douglass Brandenburg Family Foundation
Frana Companies
Frey Foundation
GEN Children's Charity
Giving WoMN
Global Traffic Technologies, LLC
Greater Twin Cities United Way
H.E. and Helen Warren Foundation
Innovative Office Solutions LLC
James B. Linsmayer Foundation
Jerome J. and Ursula Choromanski Family Foundation
Jim and Linda Lee Family Foundation
John E. Desmond and Janet C. Desmond Foundation
The Lamm Family Foundation

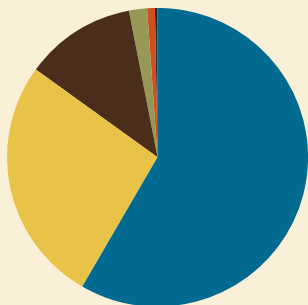
Leonette M. and Fred T. Lanners Foundation
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Louis and Mary Kay Smith Family Foundation
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March Family Foundation
The Minneapolis Foundation
Minneapolis/St. Paul Business Journal
Minnesota Business Partnership Education Foundation

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The Oakfish Foundation
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Otto Bremer Trust
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Restoration 1 of Greater Minneapolis
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Syand Corporation
TCF Foundation
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Walser Foundation, funded by the Walser Automotive Group
Walter C. Rasmussen-Northeast Bank Foundation
Wells Fargo Foundation
WEM Foundation
Winton Jones Foundation
Youth Philanthropy Fund of The Minneapolis Foundation

This list recognizes gifts that were received from January 1, 2018 – September 30, 2019. 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.

**The list recognizes gifts in kind that were received October 1, 2018–September 30, 2019*

OUR FINANCIALS



2018 FUNDING SOURCES	\$1,843,561
59% FOUNDATIONS/ CORPORATIONS	\$1,085,124
27% INDIVIDUALS	\$489,429
12% SPECIAL EVENTS	\$218,464
2% GOVERNMENT	\$33,000
1% CONGREGATIONS	\$15,517
0% INTEREST/INVESTMENT	\$2,027

2018 STATEMENT OF FINANCIAL POSITION	
TOTAL ASSETS	\$7,211,295
TOTAL LIABILITIES	\$6,689,277
TOTAL NET ASSETS	\$522,018
TOTAL LIABILITIES & NET ASSETS	\$7,211,295

2019 BUDGET	\$1,828,000
68% COMMITTED YTD-3RD Q	\$1,242,319
32% NEEDED	\$585,681



CIC CHRISTIAN COMMUNITY
DIA DEVELOPMENT ASSOCIATION

True program costs: Core mission support

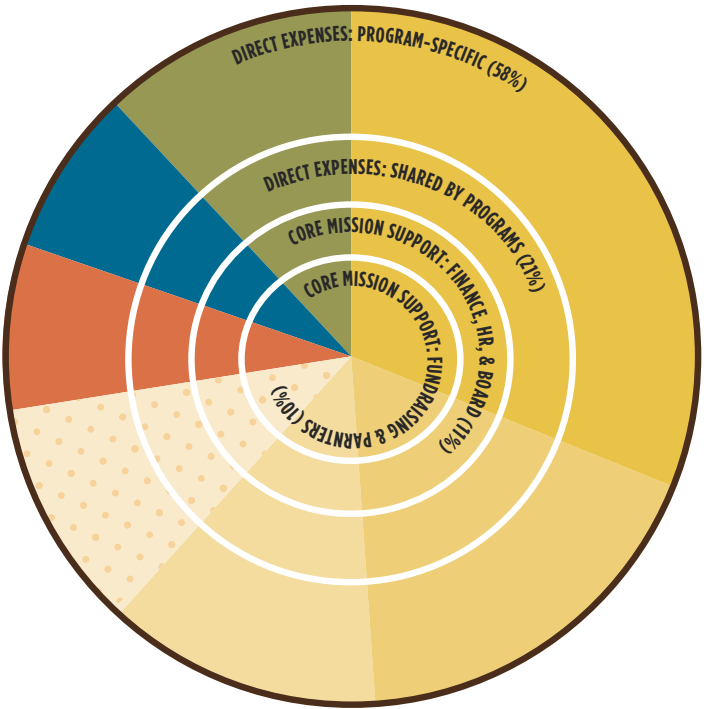
Banyan is interested in sharing the true costs of our programs and the vital importance of strong organizational infrastructure. Each of our programs is built around, is supported by, and shares responsibility for Core Mission Support. This visual is one way to accurately present the proportionate costs 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, \$1,012,650
- Core Mission Support: Finance, HR, & Board, \$192,111
- Direct Expenses: Shared by Programs, \$358,201
- Core Mission Support: Fundraising & Partners, \$174,200

Total 2018 General Operating Expense: \$1,737,162

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.



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



The future looks bright! Highlights from the Banyan Leadership Breakfast

MINNEAPOLIS/ST. PAUL
BUSINESS JOURNAL

In April, Banyan partnered with the Minneapolis/St. Paul Business Journal to host a panel of 40 Under 40 honorees for our annual leadership breakfast. The compelling discussion touched on challenges faced by first generation leaders, stories of success, and words of wisdom.

Here are a few of our favorite memories. **Dr. Jokho Farah** of People's Center Clinics and Services reminded us of the value

of a variety of mentors; **Anthony Lando** of Bank of America is confident the future looks bright for the next generation of leaders; and **Taqee Khaled** of Nerderly encouraged all in attendance to mentor—to take someone under your wing.

We also were thrilled with all the Banyan Scholars who attended. **Rey, Marissa, and Diamond** reminisced about Banyan's presence in their lives and a few of their favorite

memories—summer camp, apple picking, and homework in the study lounge. They also discussed the challenge to professionalize their passions.

Special thank you to **Kathy Robideau** and the Minneapolis/St. Paul Business Journal for your partnership.

We are proud of our 1st generation leaders—and we agree, the future is bright!

Love God, love your Neighbor

The theme for Art Workshop and Kids Club was “‘Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ The second is this ‘Love your neighbor as yourself.’ There is no commandment greater than these.” Mark 12:30-31 (NIV)

Loving God is a big commitment that takes all of who we are... our heart, our soul, our mind, and our strength. Loving God is a BIG deal. Why? Because by loving God we develop the ability and habits to love others. Whom do we love? Our neighbor... those close to us who we see each day - people in our neighborhood, friends at school, colleagues at work. This verse reaches further to people who we do not know and have yet to know, stretching us to reach across barriers and divides. How do we love our neighbor? We love our neighbor as highly as we regard our own needs. Loving our neighbor could be as simple as shoveling a neighbor's sidewalk in the winter or extending kindness to a classmate. It can also mean learning about and engaging with those from other cultures. With people surrounding us, there are many tangible ways to demonstrate God's love and kindness to others.



Board Chair, Michael Wilczynski

I am grateful for the opportunity to serve Banyan Community as the Chair of the Board of Directors. The entire Board is incredibly proud of Banyan's work and impact.



Banyan experienced the theme 'Love God, Love your Neighbor' every day working together. The 18 new youth (and their families) who joined this year felt it as they were welcomed into the Banyan family. Banyan parents felt it as they worked to learn about each other and create harmony. We felt it in the support from you—our donors and partners.

For that we are grateful.

Banyan Community is a unique model of community development. We are holistic in working with youth and families, as well as the neighborhood surrounding and supporting both. We are committed to including more youth and families and building deeper relationships in the East and Midtown Phillips neighborhoods. You are an important part of that future.

The outcomes are truly amazing and a wonderful return on your investment. Every \$1 given to Banyan in support of our work (achieving a 98% high school graduation rate) returns \$8 to society*. It is an honor to build connections with youth and families and walk together on the journey from preschool all the way through college and into a career. We are seeing the fruits of this labor with 20 college graduates from the Banyan ranks and 30 youth currently in college. Banyan families now travel on pathways that were not originally there.

Thank you for continuing to support this important work—we couldn't do it without you!

*Societal return on investment study conducted by Wilder Research



Banyan Community staff

Aidee Arocho
Lead Program Associate

Maricruz Arocho
Lead Family Advocate

Alicia Barlage
Middle School Educator

Daisy Bunay
Receptionist

Allison Burns
Elementary Program Manager

Gale Cannon
Community Educator and Program Manager

Joani Essenburg
Co-Founder and Executive Director

Peg Fourré
Marketing and Communications Associate

Juday'A Harris
Program Associate

Cyndi Hovey
Community and Family Engagement Specialist

Diamond Jackson
Secondary Educator

Sara Johnson
Development Associate

Katie Kirk
Secondary Program Manager

Amy Luciano
Receptionist

Nettie McHie
Program Assistant

Shoua Moua
Elementary Educator

Collins Nesbit
Elementary Educator

Linda Nunez
Office Manager

Victor Panora
Program Assistant

Imelda Riera
Lead Receptionist

Sue Riesgraf
Development and Marketing Director

Steve Royce
Facilities Manager

Hakeem Smith
Physical Education Specialist

Demaya Walton
College and Career Counselor

Dan Watson
Director of Youth, Family and Community Programs

Student/Seasonal Employees:
College (13)
High School (6)

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Tax and EMEA, General
Tax Counsel, Cargill
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Vice President/
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Cronin/Dynatronics

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Physicians

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Equipment Finance,
TCF National Bank

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