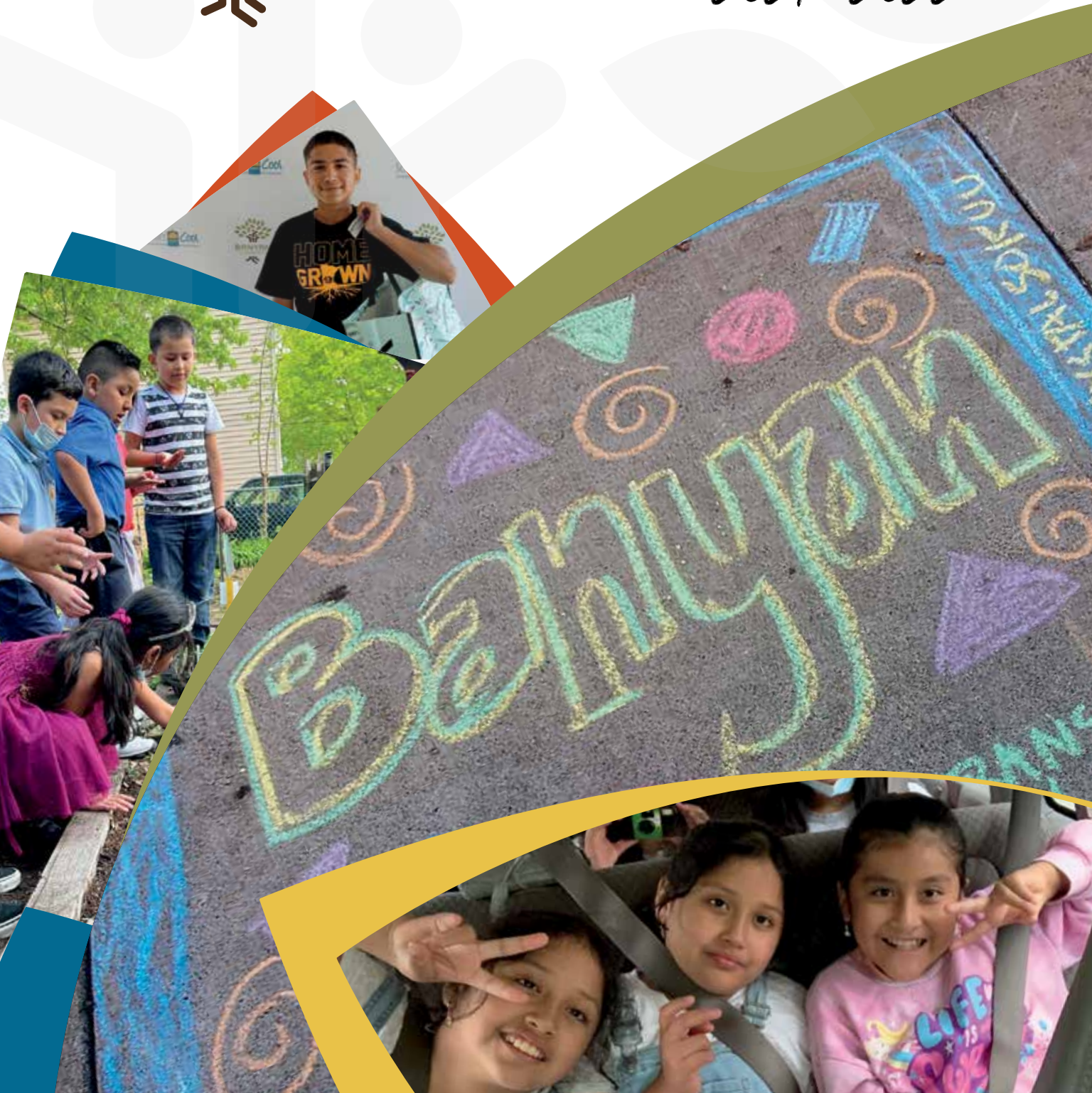




# ANNUAL REPORT

2021-2022







# REFLECTIONS

## from our Executive Director

Deep and lasting relationships are integral to the success of Banyan. Relationships that are rooted in trust and grow through a shared commitment to the common good. Creating the right conditions for this growth is the collective work we do in partnership with one another. Through safe and connected neighborhoods, families that are supported and strengthened, and where our youth are able develop to their fullest potential.

Our strategic plan was created in partnership with community and shows us the path forward toward expanding our programs so more youth, families, and neighbors are engaged in the good work we are doing together. From an innovative vision for early childhood education, to more extensive supports for high school students as they prepare for and pursue college and career, to ensuring a representative voice and agency among all of our families, the road ahead is one that more fully realizes the asset-based development of our model.

I have learned so much from listening to families, staff, donors, and board members share their remarkable Banyan stories. From the earliest days of its origin, through its long history of growth and success, Banyan truly is an exceptional organization. I am humbled and inspired by the spirited, life-giving leadership of others, who each day bring goodwill and good humor and such

clear purpose to the important work we do.

Creating the conditions for future growth requires the cultivation of our faith-based values that form the foundation and continuation of our community. Integrity, quality, and respect practiced within a diverse, inclusive, and equitable community is essential if we are to make



good on the promise of our mission—a mission that depends on each one of us, and is greater than any one of us. Together, we are making a real difference in the lives of so many youth and families, and we are grateful for your trust, commitment, and support in the collective and transformative work that we do.

Thank you for your warm welcome to Banyan, for your continued support, and for sharing your gifts and resources to further the mission.

Sincerely,

Carl Schlueter  
Executive Director

## Neighborhood Stats<sup>1</sup>

There are **1,828 families** in Midtown and East Phillips, **74%** are people of color.

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

The median family income is **\$52,400**.

In our neighborhood, **42%** of all children live in poverty.

**58%** of housing is renter occupied.

**36%** of renters pay 35% or more of income on rent.

**71%** of people over 25 have less than a bachelor's degree.

The unemployment rate is **7%**.

<sup>1</sup>2016-2020 American Community Survey 5-Year Estimates



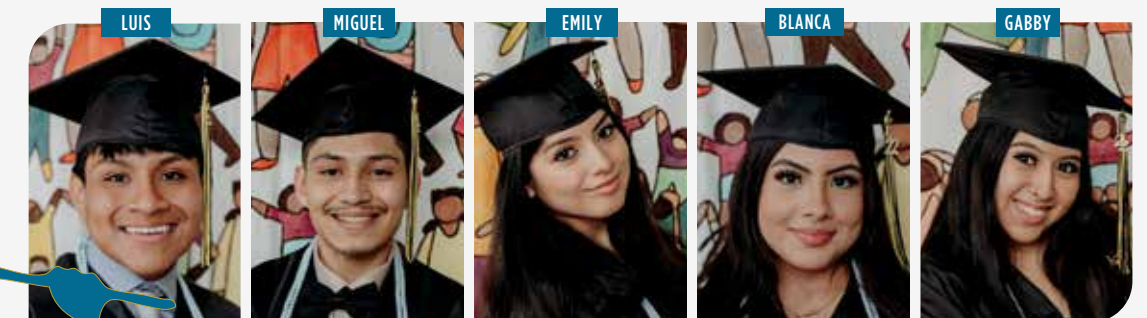
## Our 2022 HIGH SCHOOL GRADUATES

We are proud to celebrate our 2022 Higher Ground graduates! The pathway to graduation begins in kindergarten. As our youth and families start creating pathways to graduation, Banyan walks alongside to nurture curiosity and a love of learning, create educational maps, and explore potential career opportunities. Banyan fosters continued academic success and community, which helps youth grow socially and emotionally.

With your support, we get to graduation!

Banyan youth who receive a Higher Ground Scholarship are not only graduating from a high performing, college preparatory high school, their hearts *and* minds are ready for college!

**Let's applaud our 2022 high school graduates**  
– Luis, Miguel, Emily, Blanca, and Gabby!



## Congratulations College Graduates

We are excited to share that there were four additional graduates among our Banyan Scholars. This brings the total of Banyan youth to graduate from college to 34!

Congratulations to **Estefani Guiracocha**, Bachelor's in Political Science from Augsburg University; **Amy Luciano**, Bachelor's in Business Administration from Augsburg University; **Eric Quinde**, Bachelor's in Business Marketing from University of Minnesota; and **William Ramon Hurtado**, Associates Degree from Dougherty Family College.

We also want to celebrate the first graduate from our new community high school program – **Ashantti**. The program piloted during the 2021-22 school year, and we look forward to sharing more success stories as the program continues to develop. Congratulations, all!

<sup>2</sup>Minneapolis Public Schools Class of 2021



# BANYAN PROGRAMS

*"How do you spell 'friend?'"*  
—Banyan youth

## 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:

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

## Families

Banyan brings hope to families by strengthening relationships between parents and children. Our families have close bonds that enable us to work together toward a brighter future. Banyan helps parents become advocates for their children in all arenas of life, while children become an inspiration to their parents. Banyan families are **Future Oriented** because they see that their future is bright and full of promise.

### FAMILY STRENGTHENING PROGRAMS:

- Family Support
- Home Visits
- Goal-Setting Conferences
- 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)
- Community Council
- Gathering Events
- Community, Leadership, Education, and Connection (CLEC)

### NEIGHBORHOOD ROOTS. TRANSFORMED LIVES.

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





# Banyan Outcomes

14  
BLOCKS  
participated  
in National  
Night Out by  
hosting a party

100% OF CLEC  
attendees reported  
**POSITIVE CHANGES  
IN THEIR LIVES**  
from participation  
in CLEC events

85% of LHN  
blocks  
report taking  
action in the  
community to bring  
positive change

COMMUNITY

95% family  
retention  
rate

94% of families use  
**THEIR STRENGTHS** to address  
issues at home, school or  
in their neighborhoods

FAMILIES

98% of families  
reporting trusting Banyan a lot

YOUTH

100% of youth staff  
learned new job skills

“  
I’m thankful for Banyan because they  
help me with homework and make me  
laugh and it feels like you’re family.”  
—Banyan youth

100%  
OF SENIORS  
graduated from  
high school

100%  
of youth  
**FEEL SAFE**  
at Banyan

100% of youth  
**ENGAGED IN NEW  
EXPERIENCES** this summer

100% of  
middle school youth  
work with other team members  
to accomplish goals

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

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

88% of  
middle school  
youth report they  
can say “no” to  
wrong or  
dangerous  
behaviors

35 LHN  
Block Clubs  
and 52 LHN  
Block Club  
Leaders







# CAMP FUELS LIFELONG MEMORIES

Middle school youth adventured to Osprey Wilds Environmental Learning Center in mid-July for camp. It was Banyan’s first trip to Osprey Wilds and the first time youth experienced overnight camp since 2019. Osprey Wilds is an environmental learning center on the shores of Grindstone Lake in east-central Minnesota that builds environmental responsibility through education and outdoor experiences. Youth were able to explore and learn together in this new environment.

While at Osprey, youth learned about the history of the area which included the impact of a devastating fire still having environmental repercussions today. Youth went

hiking, learned about protected wildlife, and tried archery. Youth also learned to use telemetry equipment for tracking wildlife and practiced by tracking each other in the woods. Spending time together as a group strengthened friendships and created many opportunities for fun and laughter.

*“Thank you Banyan for a new experience I never thought I would be able to try.”*  
—Banyan youth

Our elementary youth also returned to overnight camp this summer. They spent five days and five nights at Camp Ihduhapi, not far from the Twin Cities. True to the traditional camp experience, our youth spent their

days and nights engaged with all sorts of activities including arts and crafts, archery, nature exploration, fort building, swimming, and canoeing.

It’s not often we get to see the stars in the city, so Banyan youth made a special effort to spend time stargazing to see nature at its finest.

Youth also spent time by the campfire making s’mores and telling stories to each other.

As youth look back at their experiences over the years, camp is typically a favorite Banyan memory. We are grateful we can once again support our youth to have this enriching experience and look forward to the future memory making with our youth.

# ADULTS & FAMILIES

*Connect onsite all year*

During the 2021-22 year, Banyan parents and family members returned to the building after a year of remote adult programs. While remote programs and services during the first year of the pandemic were robust, there is nothing like gathering with friends and neighbors in-person. We were able to host a variety of programs throughout the year to encourage our families to reconnect and deepen existing relationships.

Programs included our much beloved cooking classes with the University of Minnesota Extension. Parents loved to “learn how to cook healthy and on a budget.” We also introduced Open Doors, a new program in partnership with the U of M Extension. Parents

enjoyed learning strategies and tips to build a successful and happy educational future for their kids and family.

Family members had many opportunities to participate in service projects and give back to the community. This included Cards for Community where families worked together to spread cheer and goodwill to our neighbors by making festive cards during the holiday season. Families enjoyed spending time together while utilizing their creativity to assemble the cards for local senior residences. Families also participated in a variety of service projects during Kids Club. This included making sandwiches for The Sandwich Project and

collecting garbage bags of leaves and natural waste while cleaning 15 neighborhood storm drains.

Parents were able to connect during their much beloved activities like weekly Zumba classes, community walks, family teas, bingo, and more! Whether our families were learning and expanding their skills, being of service in the community, or just connecting and having fun, our families had a robust and varied year of programming.



# YOUTH LIVE OUT VALUES

*through service learning*

Service learning is integrated at all levels of Banyan programming. Service allows youth to transition from being served to serving and living out this value in the community. By participating in projects, youth can experience civic engagement firsthand and learn to critically reflect on these experiences.

Our middle school youth had many opportunities this year. Youth participated in Clean Sweep, an annual neighborhood clean-up day in the Phillips neighborhood. One youth expressed their gratitude for the opportunity to participate and

improve the community saying, “I’m glad we could help clean up.” Middle school youth visited Arc’s Value Village where youth helped sort and organize items for sale to support Arc’s mission. They enjoyed the opportunity to work together while they gave back. Youth also made and donated snuffle mats to the Humane Society.

Elementary youth experienced service through our 5th Grade Leaders program. These leaders meet to discuss ways they can have a positive impact at Banyan by being role models for younger youth. By setting examples for others, these leaders give

back to the community every day.

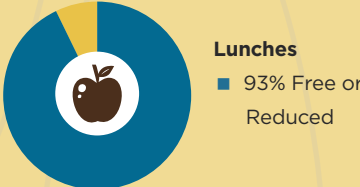
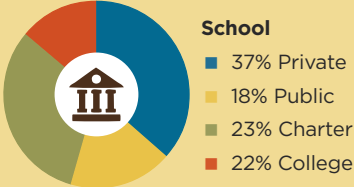
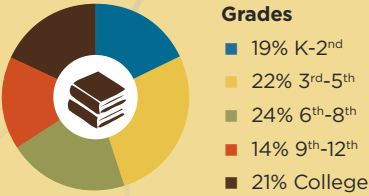
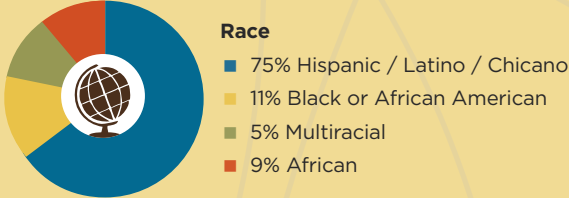
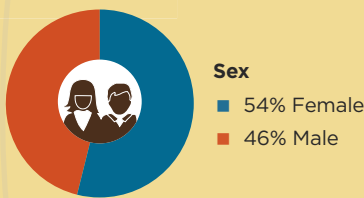
Kids Club also provided many opportunities for youth to experience service from working in a neighborhood community garden, to making tie blankets for an organization serving those experiencing homelessness, and building our own Little Free Library.

Families also got involved during Kids Club and Cards for Community events during the year. When youth and families can grow together in service, we know the impact can only grow in the community.

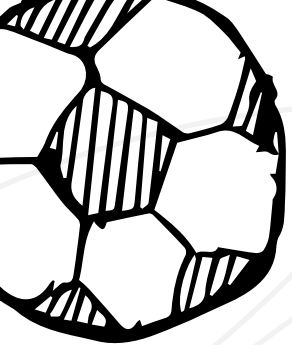


# BANYAN YOUTH

We have 152 YOUTH and 73 FAMILIES in our youth programs.







# Soccer Nights



Building laser pointers



ACT PREP

## Zumba



## Apples! Banyan

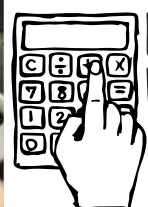
Clean and stencil storm drains



## 8th Grade Leaders

CAREER INTEREST SURVEYS

## AMAZE



LESSONS IN

## Finance and Banking

## Gaga Ball!



## Tea Time



talking circles



## Cafe

Youth on the Honor Roll

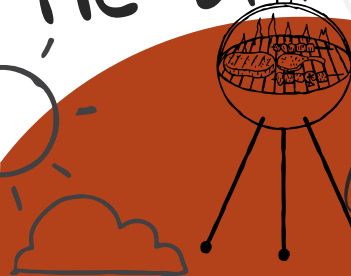
## Mentoring

Cooking classes



art with Northern Clay  
lots and lots of Field Trips

## tie blankets Dodgeball



Navigate College Systems

Family Cookout

## Clean Sweep



## Summer Academy

## afternoon check-ins

5TH GRADE LEADERS

## Bouncy House



little free library



Cards for Seniors

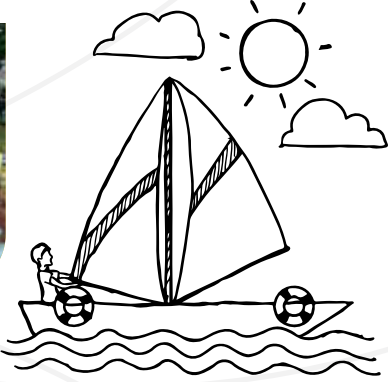
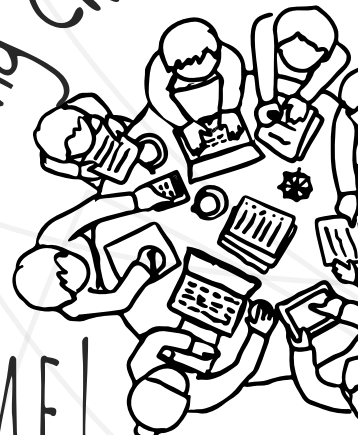


spooky science

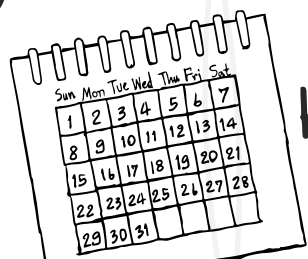


## Learning Circles

## SLIME!



Life skills Lessons in cooking, sewing, crafting  
Heritage months 'neighborhood plates'  
College parent support group





# SPRING CARNIVAL CELEBRATES *Community Connections*

We were thrilled to once again host the Banyan Family Carnival in early May. Although we hosted a modified event in 2021, we were able to return to a more traditional format this year. This annual gathering brings youth, parents, and staff together to celebrate a year of accomplishments and look forward to summer. The warm, sunny, gorgeous Friday afternoon of the event made it all the more delightful to connect as a community.

The gathering had a variety of games and activities, including the return of the much beloved bouncy house for anyone willing to jump in. There was a photo booth with fun costumes

**“I like being able to come to gatherings and knowing I’ll have the chance of meeting someone new!”**

for youth and parents to wear. There were also plenty of tasty treats to try, including shaved ice from Kurb Side Ice Company – a Banyan favorite. Families also enjoyed the opportunity

to welcome new Executive Director Carl Schlueter to Banyan Community for the first time.

This year’s Banyan Family Carnival was a joyous gathering that continued into the early evening as families gathered on the playground even after the official end.

One participant said, “I like being able to come to gatherings and knowing I’ll have the chance of meeting someone new!” We were grateful for our time together to build deeper connections among our families.



## 2021 ANNUAL DINNER RECAP

During the 2021 Virtual Annual Banyan Dinner, we celebrated the successes of the past and our vision for the future. Gia Vang from KARE11 and Banyan Board member Kyle Didier co-hosted the program. Throughout the broadcast, viewers heard stories from youth and family members that demonstrated how our asset-based approach to developing leaders and strengthening community from within has never been more relevant or necessary.

During an interview with Gia, our high school seniors shared their appreciation for “Banyan always being there” and being a support to families. They also were able to share

fun experiences at Banyan including camp, community service projects, and all of the wonderful friendships and connections built over time. We got



a glimpse at the fun our youth have all year round when our high school sophomores and juniors participated in the Game Show Battle Room’s version of Family Feud. By testing each other’s Banyan knowledge, viewers could see how family-like

we are. Many parents also had the opportunity to share appreciation as well as hopes for the future.

Through the stories and reflections shared by youth and family members, we experienced how a neighborhood faced with many challenges is finding a new norm: one where youth are graduating from high school, community members believe they can make the neighborhood a better place to live, and families are investing in a

hopeful vision of the future. Through our partnership with community members, parents, youth, and donors, we are able to bring this vision to life.







# Partners to Pathways

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

### 10+ CONSECUTIVE YEARS

Tracy Sterk and Erik Aamoth  
Ameriprise Financial  
Dennis and Londa Bilski  
Tricia Brownlee  
Bob and Sue Burns  
Christopher Ritchie and Susan O'Malley  
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### 5+ CONSECUTIVE YEARS

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Vernon and Tuey Rowland  
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Elaine Sime  
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Syand Corporation  
Troy and Kristie Thibodeau  
Tom Thomas  
Dan Wahlstedt  
Terry Warner  
Dan Watson  
Barry Weber  
Wells Fargo Foundation  
Greg and Susan Zoidis

# PARTNERS ENHANCE BANYAN PROGRAMS

At Banyan Community, we value the opportunity to collaborate with partners to bring new perspectives and expertise to our youth and adult programs. This past year, we welcomed back old partners in expanded roles while welcoming several new partners which further enhanced our programs.

To enhance our STEM work with elementary youth, we welcomed createMPLS to Banyan. CreateMPLS removes barriers by providing accessible STEM learning opportunities for our youth. Educators worked with our K-5 aged youth throughout the school year and were onsite during our summer Cool Off Days. While hands on learning has always been the cornerstone of our youth programs, having the support of createMPLS sparked additional curiosity and brought new opportunities for creative learning at Banyan.

As we look to re-engage with preschool age programming, last year Banyan became a new location for

Drop-in Early Childhood and Family Education (ECFE) programming. As a result of changes in the Minneapolis Public School District, the ECFE programming that was once offered at a local elementary school is no longer available. This left a gap for our youngest neighbors. Banyan is delighted to provide space for this essential programming.

Banyan started hosting ECFE Drop-in sessions for youth and parents in the spring. In addition to story time and free play, the program includes information on Early Childhood Family Education, School Readiness resources, and parenting resources. We love the opportunity to have families with the littlest learners back in the building, and we are looking forward to continuing this partnership into the future.

We continued our partnership with the University of Minnesota Extension to offer cooking classes to families. It is a much beloved opportunity for parents,

youth, and families to connect in the kitchen. The U of M - Extension also offered a new program, Open Doors, at Banyan this year. The goal of this program is to increase Latino parents' awareness of the U.S. secondary and post-secondary education system. Conversations prepare parents to play an active role in supporting their child's education by understanding the role of GPAs, standardized testing, and ways to prepare for the cost of post-secondary education. Parents enjoyed learning strategies and tips to build a successful and happy educational future for their kids and family.

These partnerships, and others, help Banyan enhance our programming throughout the year. The relationships we have developed with organizational partners will continue to support Banyan's ability to achieve our mission and enhance outcomes for youth and families.

“  
Thank goodness for  
Banyan and the staff,  
they always give us fun  
programs for me and  
my family!”  
—Banyan Parent



To be included on this listing, donors must have provided financial support each of the last three/five/ten years (ending December 31, 2021). 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 makes a difference.





THANK YOU *To our Annual Supporters*

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

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Mary Fox and Wayne Bugasch  
**In Memory of Charlie Schmieg**  
Mary Fox and Wayne Bugasch  
**In Honor of Community Council and all Banyan Families**  
Tim and Joani Essenburg  
**In Memory of Dale Montgomery**  
Jerry and Diane Grebin  
**In Memory of Dave Dennig, Jr.**  
Jerry and Diane Grebin  
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Hennepin County  
Midtown Phillips Neighborhood Association  
Minnesota Department of Employment and Economic Development (DEED)  
Minnesota Department of Public Safety  
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This list recognizes gifts that were received from January 1, 2021 – September 30, 2022. 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](mailto:mail@banyancommunity.org). Your gifts truly make a difference.



# OUR FINANCIALS

## True program costs: Core mission support

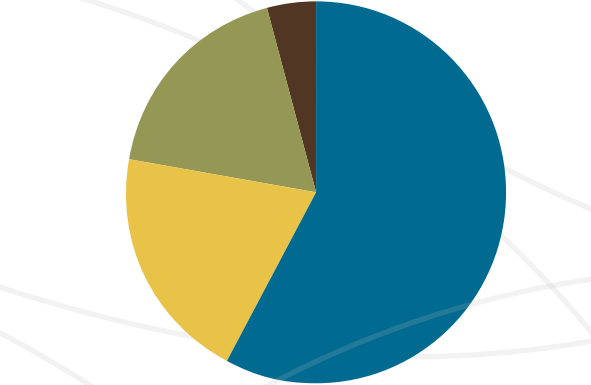
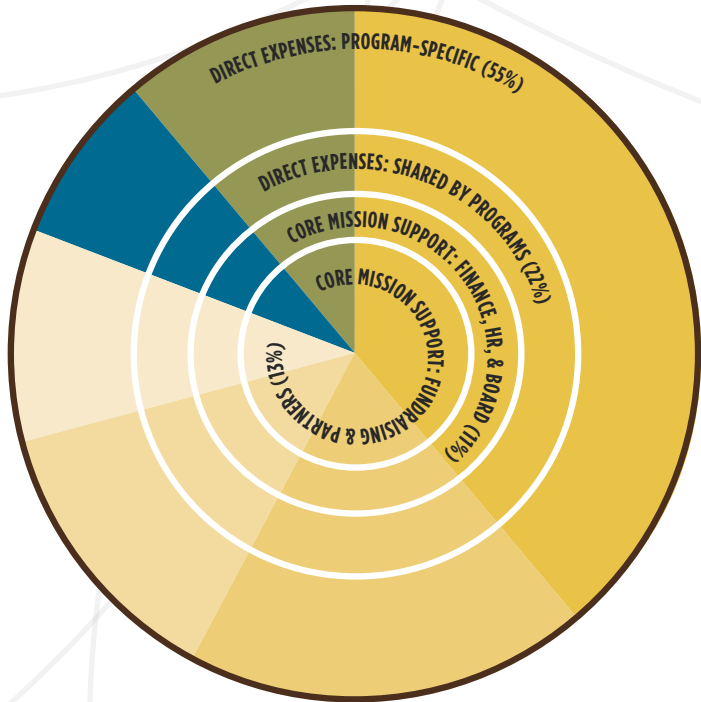
Banyan is interested in sharing the true costs of our programs and the vital importance of strong organizational infrastructure. Each of our programs is built around, is supported by, and shares responsibility for Core Mission Support. This visual is one way to accurately present the proportionate costs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

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

1. Direct Expenses: Program-Specific, \$1,108,057
2. Direct Expenses: Shared by Programs, \$436,848
3. Core Mission Support: Finance, HR, & Board, \$217,562
4. Core Mission Support: Fundraising & Partners, \$263,568

TOTAL 2021 GENERAL OPERATING EXPENSE: \$2,026,036

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.



2021 FUNDING SOURCES		\$2,128,321
■ 58%	Foundations/Corporations	\$1,228,771
■ 20%	Individuals	\$430,853
■ 17%	Government	\$370,365*
■ 4%	Special Event Revenue	\$87,606
■ <1%	Congregations	\$8,000
■ <1%	Interest/Investment	\$2,726

\*Includes Paycheck Protection Loan Forgiveness of \$232,950

2021 CONSOLIDATED STATEMENT OF FINANCIAL POSITION**	
Total Assets	\$12,154,091
Total Liabilities	\$6,418,783
Total Net Assets	\$5,735,308
Total Liabilities & Net Assets	\$12,154,091

\*\* Banyan Community and Banyan Investment Corporation (BIC) exist to develop youth, strengthen families, and create community. BIC is acting as the leverage lender for our federal New Market Tax Credit (NMTC) structured finance arrangement. Annually, we conduct an audit on both organizations making it most appropriate to show a consolidated (Banyan and BIC) presentation of financial position.

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



## Banyan Community STAFF

**Aidee Arocho**  
Elementary Educator  
Grades 3-5

**Maricruz Arocho**  
Lead Family Advocate

**Damara Arocho**  
Program Assistant

**Allison Burns**  
Elementary Program  
Manager

**Lucia Davila Alvarez**  
Program Assistant

**Adaliz Garcia Quiterio**  
Program Assistant

**Ryan Garmoe**  
Development Associate

**Olga Guzman**  
Administrative Assistant

**Diamond Jackson**  
Secondary Program  
Manager

**Marilyn Kruy**  
Elementary Educator  
Grades K-2

**Ashantti Lino**  
Program Assistant

**Adriana Lopez**  
Program Assistant

**Amy Luciano Santamaria**  
Community Engagement  
Specialist

**Kayne Lussier**  
Middle School Educator

**Joel McReynolds**  
Family & Community  
Engagement Team  
Manager

**Gustavo Nunez Gil**  
Maintenance

**Linda Nunez**  
Director of Operations

**Dan Olthoff**  
Finance & Administrative  
Director

**Jasmine Ortiz**  
Program Assistant

**Victor Panora**  
Program Associate

**Judith Quiterio Zavaleta**  
Program Associate

**Lourdes Quiterio Zavaleta**  
Operations Associate

**Jacqueline Quizhpi Niola**  
Program Assistant

**Imelda Riera**  
Lead Receptionist

**Sue Riesgraf**  
Development & Marketing  
Director

**Bo Schlosser**  
LEAD Fellow

**Carl Schlueter**  
Executive Director

**Dan Watson**  
Director of Youth, Family &  
Community Programs

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Managing Director, Retired  
Deloitte Consulting

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Executive Director of  
Strategic Initiatives  
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PricewaterhouseCoopers LLP

**Larry Lucio**  
Educator and Principal, Retired  
Minneapolis & St. Paul Public Schools

**Margaret Murphy**  
Chief Credit Officer Speciality, EVP,  
Retired  
Old National Bank

**Hanan Osman**  
Project Manager  
Minnesota Department of Health &  
Department of Human Services

**Sharon Smith-Akinsanya**  
CEO  
Rae Mackenzie Group

**Jeffrey Wertz**  
Senior Managing Director,  
Vendor Finance  
The Huntington National Bank

**Carol Frey Wolfe**  
Director  
Frey Foundation

“  
I try to see things from  
the kid’s perspective.”  
—Youth staff





# LETTER FROM THE BOARD CHAIR

We have made it through another exciting – and challenging – year at Banyan. Thank

you for journeying with us! We are blessed to have moved through the worst of the pandemic safely while continuing our programming for the youth and families of Banyan.

It is an exciting time to be part of Banyan as we continue to implement our five-year strategic plan with a focus on supporting our current families with robust programs. The plan puts an emphasis on growth with a roadmap to connect with even more families in the Phillips neighborhood. All our work is rooted in our faith-based mission of transforming lives by developing youth, strengthening families, and creating community. We are delighted to bring on a new

Executive Director – Carl Schlueter. Carl brings an incredible background and set of experiences to Banyan from his work in education and nonprofits. After an extensive search, we are so pleased and confident in his leadership to move us forward together to achieve the goals of our strategic plan.

The Banyan staff is amazing. We thank them for their leadership, creativity and perseverance over the last few years. As a result, we have been able to provide exceptional in-person programming for our youth and families. We are truly thankful for each and every one.

I would also like to thank the Banyan Board of Directors. This is a volunteer group of wonderful people who dedicate their time and expertise to advise and support the growth at Banyan. We are very excited that for the first time we have a

parent member on our board to fulfill a commitment to ensure more representative voice and agency from our community.

On behalf of the entire board and staff, I would like to thank YOU, our donors and supporters. We could not do the work we do without you. The trust you place in us to steward your gifts as we carry out the mission is truly humbling – and we are beyond grateful.

In 2023, we will lean on you for your continued support as we move forward and implement new and exciting ways to support Banyan youth and families and the neighborhood as well. The connectedness, resiliency, and trust our community has shown this past year makes me so proud to be part of such a wonderful organization.

Warm regards,

*Judith A. Pennington*  
Judy Pennington



*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!*