

2011•2012

ANNUAL REPORT



NEIGHBORHOOD ROOTS
TRANSFORMED LIVES



BANYAN COMMUNITY IS ROOTED IN THE PHILLIPS NEIGHBORHOOD TO TRANSFORM LIVES BY DEVELOPING YOUTH, STRENGTHENING FAMILIES, AND CREATING COMMUNITY.

612.722.8512
www.banyancommunity.org
2647 Bloomington Ave S,
Minneapolis, MN 55407

NEIGHBORHOOD ROOTS ... TRANSFORMED LIVES



When I walk in the neighborhood with my dog, Esperanza, I can see roots at work. Some sidewalks are cracked or buckled by the roots of old trees. We see other trees standing tall and firm, without the dreaded orange "X" that indicates disease. These trees speak to me about the neighborhood roots Banyan nurtures. Our new tagline, "Neighborhood Roots...Transformed Lives," speaks directly to the work of the Banyan Community.

Banyan was named after a tree that grows an entire system of vines and roots that helps to create other trees. In our 14 years of existence, we have experienced the empowering of Banyan roots at work in our community, families, and youth. Strong roots keep us anchored in times of storm, such as changes in jobs, housing, and safety. Powerful roots move strong obstacles, such as graduating from high school and being a first-generation college student. Healthy roots protect from disease, such as racism and the isolating effects of poverty.



NEIGHBORHOOD ROOTS
TRANSFORMED LIVES

In this report you will read of the transformed lives: Leading Citizens who can negotiate change; Committed Learners who are beating odds; and Reconciled People who live out their calling. Roots are important because they lead us to transformation! You are important because you have answered the call to be about this work of transformation. Together we are people who are rooted and grounded, so that we may have power (Ephesians 3:14-21).

Blessed, *Joani*

Joani Essenburg
Co-founder, Executive Director

"Banyan has been very helpful in getting my kids through high school and into college. I'm seeing my dream come true. My kids are going to college." (Parent)

OUR GRADUATES

DELASALLE
HIGH SCHOOL:



YALE

Nathanael McNair



ST. KATE'S

Abby Mohammed



UW
RIVER FALLS

Tyler Moore



MARQUETTE

Seng Ye Xiong

COLLEGE:

- Laura Essenburg graduated from Augsburg College with a degree in Sociology and minor in Business.
- Andrew Mohammed graduated from CenterPoint Massage School with a certificate in Massage Therapy.
- Emelie Mohammed graduated from St. Kate's University with a degree in Communication Studies and Latin.
- Ayo Olawole graduated from The College of St. Scholastica with a degree in Organizational Behavior.

DEVELOP YOUTH

Banyan inspires young people to invest themselves in their education and their community by developing into **Committed Learners** and **Reconciled People**. Youth are prepared to meet the challenges of adolescence and adulthood through programs that cultivate social, emotional, and educational growth.

YOUTH DEVELOPMENT PROGRAMS:

Elementary: After School, Kids Club, Cool Off Days Summer Program

Middle School: SOAR (Southside Adolescents Rising), Learning Circles, Cool Off Days Summer Program

High School: ASPIRE! Tutoring, Higher Ground Scholarship, High School Employment

College: Banyan Scholars, College Employment

STRENGTHEN 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



CREATE 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



PROGRAM OUTCOMES

100% of Banyan students who completed the ACT scored a 24 or higher on their first try!

100% of Banyan seniors graduated from high school and were accepted into college!

Banyan retained **98%** of our youth and families through the 2011-2012 school year.

42

Banyan youth attended summer camp through Banyan. Half of them were first-time campers!

114

home visits this year to listen to parents, identify family assets, and set goals.

450

connections with our Community Coordinator linking families to resources.

100%

of Banyan families attended an all-Banyan Gathering event this year! 16% average growth in attendance.

YOUTH DEMOGRAPHICS

WE HAVE **120 YOUTH** FROM **75 FAMILIES** IN OUR YOUTH PROGRAM!

62% LATINO
21% AFRICAN-AMERICAN
7% OTHER/MIXED RACE
5% ASIAN
4% CAUCASIAN
1% AFRICAN



57% FEMALE
43% MALE



28% 3RD-5TH GRADE
24% 6TH-8TH GRADE
19% K-2ND GRADE
19% 9TH-12TH GRADE
10% COLLEGE



61% PRIVATE SCHOOL
29% PUBLIC SCHOOL
10% COLLEGE



95% FREE/REDUCED LUNCH
5% NO FREE/REDUCED LUNCH



MAURA CUEVAS BANYAN PARENT

I found out about Banyan through a neighborhood flier. I immediately knew this was the place I had been looking for, especially for my daughter Carleen, who was quiet and timid. I felt this was a place she could learn to be herself.

Joani was the first person I met at Banyan. You meet someone and they have a spirit about them. Even though I didn't know Joani, I could feel the trust. Our whole family has benefitted from Banyan—things like homework help and field trips. There's a sense of being home; it's the feeling of *familia* or being in your own country.

When my husband lost his job, we lost our home on 16th Avenue. Banyan helped us move, cover immediate financial expenses, and find a new residence in the neighbor-

hood. We could never think of moving away from Banyan. We were invited to live with family in California and Mexico, but this is where we have roots.

The Banyan staff are professional role models. Our girls dream about the careers they will have with the help of the Banyan. The sky is the limit. This program is magical. Whoever finds Banyan has a future for their kids.



LINDA REYNOLDS BANYAN PARENT

I have four children, and Darius is my youngest. I first learned about Banyan when Darius was in 3rd grade. We started with the summer program and then Darius joined the after school program.

In April 2011, we had a house fire. Banyan was instrumental in helping us replenish school supplies and school uniforms, as well as find housing in the area. They also gave us gas vouchers so we could get around.

Banyan has become a place to belong for Darius. Last summer he attended camp for the first time. At first, I wasn't going to let him go, because he had never left me. But Darius pleaded with me, and my older sons convinced me.

"You feel like you're a part of a big family. When you're a part of it, even the adults feel safer." (Community Member)

"It's been important to get to know other adults and parents, too. Now I don't feel like I'm so alone." (Parent)

I realize now that it's good for Darius to get out. I trust Banyan because they have well-planned activities for his age group, and he's not sitting around the house. I tell lots of people about Banyan.

Our family has set a goal of owning a home by Spring of 2013. I tell my children no more moving; this will be ours. I also plan to finish my nursing and social work license in 2014—just as Darius will be working on enrollment at DeLaSalle High School, with Banyan's help.

BOB ORANGE, VOLUNTEER

I tutor for the ASPIRE! high school program, primarily in math and science. But the real objective is preparing kids for college. Tutoring at Banyan is highly interactive. We don't give kids answers if they don't need it. Across the board, they are respectful and grateful. And their motivation level is high. They want to learn. I went in expecting more stereotypical "ghetto" behavior. But these kids are sharp. You don't get into ASPIRE! without having academic potential.

I'm an engineer by profession. A couple times I've taken Banyan kids to my workplace. Many kids in Phillips don't see opportunities the way suburban kids do. If you don't know what the possibilities are, you won't dream a bigger dream for yourself. That's my story, too. It didn't occur to me to go to college or get a professional degree until a guidance counselor told me it was possible. Banyan exposes kids to new possibilities and helps them navigate a path forward.

I've never seen another organization with such a holistic approach. Banyan addresses root problems that hold people back, and is equally committed to strengthening families and neighbors. That's real community development. It's incredibly motivating to participate in this.



DIAMOND JACKSON, AGE 16



Banyan feels like family. They expect so much of me, it makes me work hard and set goals. They offer tutoring, a support system, and older people investing in me. I would never be at DeLaSalle High School without the scholarship through Banyan. That pushes me to succeed.

Banyan doesn't just support me, but my whole family. When we had a fire, Banyan helped us figure out insurance and find another place to live. Growing up in Phillips

is tough. I've been here my whole life, so I'm used to it, but it's a dangerous neighborhood. Still, if anything were to happen, I'll have someone on the street to go to. That's because Banyan has connected the community through block clubs.

I come to Banyan for tutoring on Mondays and Wednesdays, and I help lead elementary kids on Tuesdays and Fridays. I spent more than 100 hours volunteering with the elementary kids this summer. It's hard work leading elementary kids; it teaches me new appreciation for leaders I had! When I think about my future, I see college, a Ph.D., traveling outside the country. I know these things are possible for me because of Banyan.

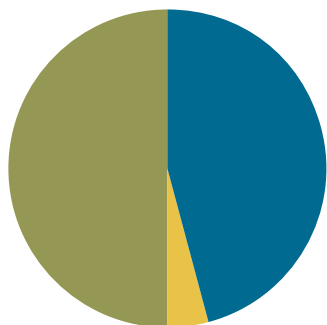
"Banyan teaches me to stand up for what I know is right. I've learned to handle situations in a respectful manner." (Middle School Youth)

"Banyan kids definitely have the best attendance of any other students in my classroom." (Teacher)



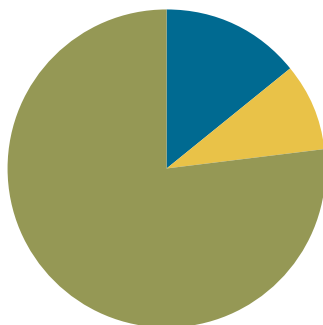
OUR FINANCIALS

A complete copy of the audited financials is available upon request



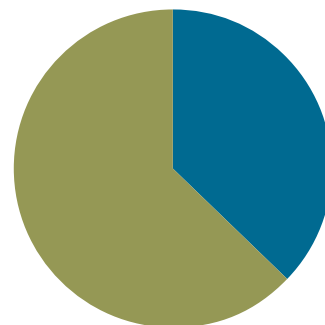
2011 FUNDING SOURCES \$555,924

50%	INDIVIDUALS	\$275,875
46%	FOUNDATIONS/CORPORATIONS	\$256,305
4%	CHURCHES	\$22,525
	INTEREST	\$1,219



2011 GENERAL OPERATING EXPENSES \$567,239

77%	PROGRAM EXPENSES	\$437,018
	SERVICES	\$328,855
	SCHOLARSHIPS	\$108,163
14%	FUNDRAISING	\$80,280
9%	MANAGEMENT & GENERAL	\$49,941



2012 BUDGET \$700,000

63%	COMMITTED YTD-3RD Q	\$440,000
37%	NEEDED	\$260,000

CLC CHRISTIAN COMMUNITY
DJA DEVELOPMENT ASSOCIATION

"Banyan Board of Directors are engaged members of Banyan, giving impressive insight and direction to the organization." (Sherry D. Heffernan, Auditor)



BANYAN COMMUNITY STAFF

MARICRUZ AROCHO

FAMILY ADVOCATE

JOANI ESSENBURG

EXECUTIVE DIRECTOR

ESTHER GARUBANDA

COLLEGE READINESS SPECIALIST

KATIE KIRK

MIDDLE & HIGH SCHOOL
SPECIALIST

SUSAN MCKENZIE

BUSINESS ADMINISTRATOR

SAM OLSON

YOUTH DEVELOPMENT DIRECTOR

BETHANY THEOBALD

ELEMENTARY SPECIALIST

LAURETTA DAWOLO TOWNS

COMMUNITY COORDINATOR

MICHELLE VANDER VEEN

YOUTH SPECIALIST & EVENT
COORDINATOR

STUDENT/SEASONAL EMPLOYEES:

COLLEGE EMPLOYEES (5)

HIGH SCHOOL EMPLOYEES (5)

SUMMER STAFF (2)

CONTRACT WORKERS:

LORI NISSEN

DEVELOPMENT SPECIALIST

TIM DORNFELD

ACCOUNTANT

KELLY ROWAN

GRANTS, EXCELSIOR

BAY GROUP, LLC



BANYAN STAFF



BANYAN YOUTH STAFF

"It is an honor to lead the Banyan Community at this time and it is my pleasure to invite you to join us as together we become a part of the transformation in the lives of children and families in the Phillips neighborhood. Banyan exemplifies the Chinese Proverb, 'Give a person a fish and you feed them for a day, teach a person to fish and you feed them for a lifetime.' We are teaching families and children how to fish and, in turn, having an unprecedented generational impact inside of a community that faces so many obstacles. Thank you for your support and dedication to this call."



Kyle Didier, Banyan Community Board Chair
President, Shelter Corporation

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Kuhl, Marjorie
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Renckens, John & Ann
Reynolds, Cori
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Robinson, Ronel
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Rodriguez-Rivera, Rosa
Romanowski, Paul & Janet
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Winter, J.M.
Wolfe, Daniel & Carol
Wolohan, Christine
Wolterstorff, Peter & Tena
Wood, Brian & Cathy
Xiong, Khoua Yang & Dang
Xistris, Rita

Memorials/Honors

Memorial for Jacqueline Nolte Jones
Estate of Jacqueline Nolte Jones

Memorial for Billy Stewart
Lloyd & Elaine Benson

Memorial for Dr. James Cicero
Dorothy Haugen

Memorial for Robert Kuhl
Bernard & Sandra Hall
Beverly Bybee
David & Janice Kastelic
Gary Weldon
Janet Frey
John & Ruth Bergerson
Karen & Erin Jennings
Margaret Hall
Margaret Sorensen
Marjorie Kuhl
Mary Ann McGuire
Maurice & Donna Johnson
Phyllis Pangborn
Thomas & Donna Mulrooney
Thomas & Katherine Coulter
William & Jocelyn Paterson
William & Marilyn Stock
Ann Giebler-Schmidt

Janet Daniels
John & Shirley Buzzell
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Mrs. John Thompson
Dennis & Paula Olander

Sandy & Jerry Bilski Scholarship
Dennis & Londa Bilski
Michael & Jacqueline Bilski
Linda & John Holper

Donor Advised Funds
Catholic Community Foundation
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Sven Wehrwein & Mary Ann Dorsher

The Minneapolis Foundation
Mary Ann Dorsher & Sven Wehrwein
Douglas & Wilma Eden
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S.F. Perkins
Mark & Ann Schulze

Foundation/Corporation Donors

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Best Buy Corporation
Boston Scientific Foundation
Cargill Foundation
Carolyn Foundation
Catholic Community Foundation
Cross Mission Organization
Double Eagle Foundation
Excelsior Bay Group, LLC
Fidelity Charitable Gift Fund
Franklin Bank
Frey Foundation
General Mills Foundation
Grain Millers Dairy Products Inc.
James B. Linsmayer Foundation
Luther Replogle Foundation
Macy's Foundation
March Family Foundation
Messerli & Kramer Foundation
NC Minerals, LLC
Nilan Johnson Lewis PA
Nuveen Investments Holdings

Otto Bremer Foundation
People in Business Care
Pohlad Family Foundation
RBC Foundation - USA
Sheltering Arms Foundation
The Dorsey & Whitney Foundation
The McKnight Foundation
The Minneapolis Foundation
The Rotary Club of Edina Foundation
The Sayer Charitable Foundation
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Youthprise
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Roseville Lutheran Church
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Endowment Fund
St. Bartholomew Catholic Faith Community
The Church of St. Edward of Bloomington

THANK YOU **GRACIAS** **E-SHE TUPO** **UA TSAUG** **MAHAD SANID** **ASANTE** **MIGWETCH** **É MA-MA** **DHANYABAD**

English Spanish Nigerian Hmong Somali Swahili Ojibwe Kpelle Nepali

LAURETTA DAWOLO TOWNS COMMUNITY COORDINATOR

Without Banyan home visits, a lot of families can fall through the cracks. We often don't know someone needs a job or a child has a health issue until we go into the home and make it comfortable for families to speak. We always emphasize to parents that this is a partnership. We say, "Banyan is not trying to do your job. You are the parent and first educator. We are just here to supplement what you are doing already." To give a parent that power is huge.

I also oversee Banyan's network of block clubs, called the Lighthouse Network. We have 11 clubs of neighbors who commit to care for one another and keep the neighborhood safe. Community Council is another way we empower residents. We teach adults about community development and social capital—the things at the foundation of Banyan. What we're really doing is training leaders.



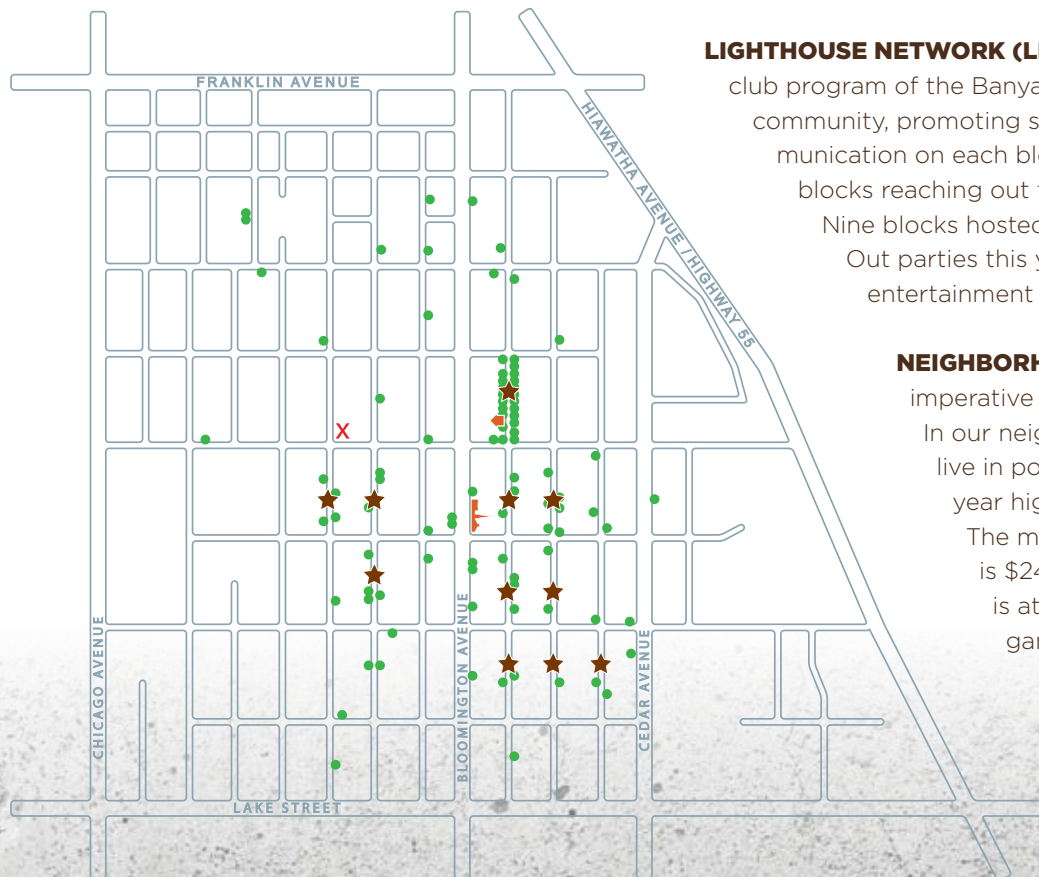
MARICRUZ AROCHO FAMILY ADVOCATE

I'm the first Banyan parent to be on staff. Three months ago, I would have been one of the families getting a home visit, and now I'm knocking on doors with Laretta. Families trust me because they know I'm from the neighborhood and a parent like them. Roughly 60% of Banyan families are Spanish-speaking, so translation is a big part of my job, including helping kids translate homework. To gain a family's trust, it helps if kids talk you up first. That way, when you meet parents, they'll say, "Oh, you're Maricruz."

In a diverse neighborhood like Phillips, it's important for people to see Laretta and me—people of different ethnicities and languages—working together. Banyan also wanted Spanish-speaking families to see someone in leadership who looks and sounds like them. It shows Banyan believes in neighborhood roots so much they hire a parent and community member.

"When we build relationships, we become more confident." (Parent)

OUR NEIGHBORHOOD: PHILLIPS



LIGHTHOUSE NETWORK (LHN) is a block club program of the Banyan that nurtures community, promoting safety and communication on each block. LHN has 11 blocks reaching out to 1,100 residents. Nine blocks hosted National Night Out parties this year with food and entertainment from eight different cultures.



NEIGHBORHOOD STATS: Banyan's work is imperative because of the community need. In our neighborhood, 40% of all children live in poverty. The neighborhood four-year high school graduation rate is 49%. The median income for a family of four is \$24,000. The unemployment rate is at 18%. Crime is a constant with gangs, prostitution, and drugs.

