REFLECTIONS
From Our Co-Founder And Executive Director

We had to stop and remember who we are...for a moment it seemed like only a dream and then we remembered, this new home is really ours! It is our home to develop youth, strengthen families and create community. We have been in our new home for one year now and it is still amazing.

This year has been a year of growth and discovery. With all things new, we first grounded ourselves in the truth of who we are. Our middle schoolers did a great job this year painting their “I am” statements that reminded us all of very important truths like: “I am fearfully and wonderfully made” Psalm 139, “I'm not everything I want to be, but I'm more than I was, and I'm still learning.” C. Eriksson, and “I am what I choose to become.” C.G. Jung. Then we welcomed new youth and families to Banyan for the first time in years. It has been so exciting to see Banyan through “new eyes” as the “new kids” discover what our current kids may have taken for granted. Our ambassadors have done a great job of folding in our new kids and families at every level. This new energy reminds us all of the treasures that we have in Banyan and in the new friends that we’ve made who expand our reach and our horizons.

As we have grown, we have discovered a newfound strength and pride in ourselves as Banyan Community. Our building is shining brightly but not brighter than the smiles on our faces and the sounds of joy that come from our yard! Our name is spreading and a deeper understanding of who we are is developing as we explain the impact of Banyan to our friends and neighbors.

The impactful work of Banyan happens in large part because of the generous and supportive donors who hold Banyan as a priority in their own lives. Together we are building an unprecedented urban neighborhood that is achieving new levels of success. Banyan is a dedicated work that has large dividends—changed lives, strong futures, and a stable community.

Thank you so much for coming along with us on this dreamy journey. Enjoy each page of this report that tells the story that we have all had an impact in creating.

Blessed,

Joani

neighborhood stats*

There are 1,739 families in Midtown and East Phillips, 80% are people of color.

The family poverty rate is 40%, 95% are of color.

The median family income is $43,000.

In our neighborhood, 40% of all children live in poverty.

58% of housing is renter occupied.

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

51% of renters pay 35% or more of income on rent.

The unemployment rate is 11%.

*2011-2015 American Community Survey 5-Year Estimates
**NEIGHBORHOOD ROOTS. TRANSFORMED LIVES.**

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

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**Our 2017 High School Graduates**

Banyan youth and families start creating a pathway to graduation when they enroll in kindergarten. Banyan walks alongside to foster curiosity and a love for learning, create educational maps, and explore career options. Participating in Banyan programs ensures kids get their homework done while they grow socially and emotionally. Add in your support and we get to graduation—100% of the time. 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.

“*I can’t believe it—I graduated! It seems like this day would never come.*”

Let's applaud the 2017 high school graduates!

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The City of Minneapolis four-year high school graduation rate is **67%** and drops to **59%** for African American youth and **50%** for Latino youth.* The graduation rate for Banyan youth is **100%**.

*Minneapolis Public Schools 2015-2016*
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 soon!
- **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

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
96% family retention rate

31 blocks participated in National Night Out

91% of families believe they can have an impact in making their neighborhood a better place to live

91% of families participated in at least one gathering this year

95% of families have participated in home visits

100% of youth feel positive about their future

100% of youth engaged in a new experience

100% of youth report feeling safe at Banyan

An average of 9 hours of play/physical activities offered each week

96% of youth report they can say “no” to wrong or dangerous behaviors

100% of youth graduated from high school

100% of Banyan Community Council family members felt supported in new leadership roles

100% of youth feel positive about their future
Education and continuous learning are core to the work of Banyan. We created the Hey Banyan! series to pass some of that knowledge and thinking on to you!

The first in the 2017 Hey Banyan! series featured an expert panel, with varying viewpoints on the “Challenges of Socio-Economic Mobility”. The panel included Myron Orfield (Earl R. Larson Professor of Civil Rights and Civil Liberties Law and Director, Institute on Metropolitan Opportunity, University of Minnesota), Tim Essenburg (Co-Founder of Banyan Community and Professor of Economics at Bethel University), and Ed Goetz (Director, Center for Urban and Regional Affairs and Professor, Humphrey School of Public Affairs, University of Minnesota), with moderator Adam Belz, Star Tribune Business and Economy Reporter.

The conversation opened with the premise that where you’re born affects where you’ll go in life.

The panelists each gave a historical look at the changes that have taken place over the last 50 years which led to more socioeconomic mobility challenges for those without a trade or college degree (the hollowing out of the middle class). The topic of racial segregation in schools and its impact on the achievement gap in Minneapolis was addressed. As schools become more segregated, the gap grows wider. Integration, and the depths of its definition, were discussed with respect to society as a whole.

Banyan doesn’t shy away from the tough topics, and the second event in the series looked at Compassion and Justice as it relates to Charity and Development.

What does it mean? How do we, as Christians, respond to the needs in our communities? With compassion, with justice, or both? Can we make a long lasting impact?

In conclusion, it depends.

The conversation, led by Tim Essenburg, explored our role and our church’s opportunity in impacting change.

We were challenged to consider that we often let our hearts get the best of us when we engage in action. Understanding the need (chronic or crisis) past the emotion drives how to best respond. “Crisis needs” require charity. “Chronic needs” require development. Both require that we uphold the dignity of the recipients. However, our acts of justice will be qualitatively different.

Economic mobility is a complex, nuanced conversation—as was evident at these events.

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**Banyan Youth**

We have **145 youth** and **85 families** in our youth programs.

- **54%** Female
- **46%** Male

- **19%** K-2nd Grade
- **24%** 3rd-5th Grade
- **23%** 6th-8th Grade
- **17%** 9th-12th Grade
- **17%** College
Akeyvianna, a junior at Old Dominion University (Norfolk, VA) shared her Banyan story at the Business Leaders Breakfast in April. She has pushed herself to try new things with Banyan, stepped out of her comfort zone (the breakfast stage is a perfect example!), and leaned on her Banyan family in the tough times as well as the good times – her future is full of possibilities.

One of her favorite Banyan memories was going to Camp Amnicon the summer before high school. She grew up in the city, and it was her first time going camping. She had never been canoeing, she’d never slept in a tent before, and she’d never gone that long without taking a shower. She learned a valuable lesson on that trip—sometimes in life you are going to have to do things that make you uncomfortable in order to grow. The result was new lifelong friends.

Keyvie applied to 6 colleges—the University of Minnesota, Concordia St. Paul, University of Iowa, Butler University, University of Richmond and Old Dominion University—and was accepted into all 6! Making the decision wasn’t easy at all, but she chose Old Dominion and knew once she left she would always have support and guidance if needed from her family and Banyan.

Banyan has been with her every step of the way providing general guidance, helping with FAFSA, obtaining school supplies, and identifying and securing scholarships.

“My family and I are very grateful for Banyan and the support I have received over the years. Having Banyan is like having another family and I will forever be grateful for that.”

“Having Banyan is like having another family and I will forever be grateful for that.”
THANKS for helping make all these things possible!
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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To be included on this listing, donors must have provided financial support each of the last three/five/ten years (ending December 31, 2016). 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.
Growing up on farms, both Jason and Julie learned the value of hard work and helping your neighbor. When they came to the Twin Cities for college, they quickly realized that neighbors here looked different and had significant needs.

Jason and Julie jumped in with both feet at Banyan. One of their first tasks included painting and repairing the Banyan House. Shortly after that experience, Julie joined the Banyan board of directors. She helped develop the first strategic plan for Banyan and worked to double the annual operating budget. For several years she participated in our off-site team building challenge to get high school youth ready to start the new school year. In addition, they financially sponsored a Banyan youth to attend a high performing high school.

The pathways Banyan builds for youth and families are what Julie and Jason believe will make a difference for the neighbors in Phillips—changing the vocabulary from ‘I can’t’ to ‘I will’ and graduating 100% of Banyan youth from high school and prepared for college. This kind of success and return on investment is unprecedented but also requires a long term vision.

Their approach to giving of time and treasure really is an extension of their financial consulting practices at Northwestern Mutual, which involves a focus on the future and the long game. Jason and Julie have chosen to live life with a broader world view and to not turn a blind eye to the injustice that exists. Supporting the work of Banyan over time is one way they are making a difference.

Banyan is blessed to have the Hetlands as a Partner to Pathways!

**Rooted in our Community. Growing our Future.**

Each fall many gather with us to support the youth and families of Banyan. We are so grateful. In 2016, for the first time, we hosted our Annual Dinner in our new home. Over 200 of our friends and supporters joined us for a behind the scenes look at our new space and an in-depth look at programs.

With passports in hand, attendees toured the space in search of 5 stamps. The journey included conversations with Banyan high school youth and staff and raising money for Banyan!

A highlight of the evening was Bridget, a Banyan mom and college student, who shared stories of the gifts Banyan brings to her and her family. She was an inspiration to us all.

The evening truly was a partnership of our supporters and our community members as we close the opportunity gap. Thank you for your partnership.

**Kid quotes**

“I am looking forward to my future. I know I can graduate college and no one in my family has ever done that before. I am going to be the first!”

—Ajontae, middle school youth

“All the cool kids are scholars!”

—Adam, 1st Grade

“Did you know that homework makes your brain grow?”

—Diane, Kindergarten

“I am so happy that I am at Banyan now!”

—Banyan parent reports their child saying
Thank you to our annual supporters!

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

This list recognizes gifts that were received from January 1, 2016 – September 30, 2017. We have made every effort to ensure the accuracy of this publication. If we have omitted, misplaced or misspelled your name, please accept our apologies and contact us at (612) 722-8512 or info@banyancommunity.org. Your gifts truly make a difference.

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This list recognizes gifts that were received from January 1, 2016 – September 30, 2017. We have made every effort to ensure the accuracy of this publication. If we have omitted, misplaced or misspelled your name, please accept our apologies and contact us at (612) 722-8512 or info@banyancommunity.org. Your gifts truly make a difference.
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In Memory of
Fr. Michael Tegeder
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Patricia Lieb
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Shirley Veilma
Ruth Buikema

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The Church of St. Edward
Faith Christian Reformed Church
Park Avenue United Methodist Church
Roseville Lutheran Church
Wayzata Community Church
Westminster Presbyterian Church

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Anchor Bank
Anonymous
Border Foods
C. Charles Jackson Foundation
Cardinal Pointe of Maplewood
Carlson Family Foundation
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CLB Foundation
Clear MD, Inc.
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WELNA ACE Hardware
WNAV Audio Visual

Building Leaders

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 in neighborhoods.

In Memory of
Danelle Orange
Bob and Janet Orange
In Memory of
Brad Vaughan
Joyce Lundberg
Stephen and Deb Klem
Janet Klem
Tim and Joani Essenburg
Paul Bauer
Geoffrey Allen
Dr. Arthur Klem
In Memory of
Mary Husemann
In Honor of Kelly Kirk
Mary Husemann
In Memory of
Marjorie Kuhl
Estate of Marjorie Kuhl
In Honor of Susan Mack
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In Memory of
Phillip McIntosh
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Cities 97
CLB Foundation
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Marbrook Foundation
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Midtown Phillips Neighborhood Association
The Minneapolis Foundation
Minnesota Office of Higher Education
Mortenson Family Foundation
Northern Con - Agg, LLP
The Oakfish Foundation
Otto Bremer Trust
The Patch Foundation
PEO Sisterhood
People in Ministry Care
Piper Family Fund
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PricewaterhouseCoopers LLP
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Shavlik Family Foundation
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U.S. Bank Foundation
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Thomson Reuters UnitedHealth Group US Bank

IN KINDS
Gary Goldberger
Microsoft Corporation
Roseville Lutheran Church
Sew Talented
Sherry Heffernan
Warning Lites
Wells Fargo MN Assumption Team
WELNA ACE Hardware
WNAV Audio Visual

Dr. Reatha King’s remarks focused on the need to build Confidence and Courage in our young people—it is evident that to bring about a new future, you must have both. We see it every day in all the Banyan Scholars as they are either building bridges or taking steps over the bridge.

She also challenged us to consider the fourth T (after Time, Talent and Treasure)—Testimony—an important tool for creating pathways by sharing the stories of good work. By sharing the transformational work happening in the Phillips neighborhood, you make building bridges to opportunity possible. You help us to build curiosity, discover passions, and inspire leaders: one child at a time, one day at a time.
OUR FINANCIALS

2016 FUNDING SOURCES $1,391,153
63% FOUNDATIONS/CORPORATIONS $873,961
24% INDIVIDUALS $337,482
9% SPECIAL EVENTS $129,336
2% CONGREGATIONS $22,407
2% GOVERNMENT $24,000
>1% INTEREST/INVESTMENT $3,967

2016 GENERAL OPERATING EXPENSES $1,251,651
70% PROGRAM EXPENSES $876,789
- SERVICES $723,269
- SCHOLARSHIPS $153,520
17% FUNDRAISING $218,279
13% MANAGEMENT & GENERAL $156,583

2017 BUDGET $1,480,000
72% COMMITTED YTD-3RD Q $1,071,061
28% NEEDED $408,939

2016 STATEMENT OF FINANCIAL POSITION
TOTAL ASSETS $7,177,456
TOTAL LIABILITIES $6,660,857
TOTAL NET ASSETS $516,599
TOTAL LIABILITIES & NET ASSETS $7,177,456

Banyan received the BOLD Award from the Association of Corporate Growth Minnesota (ACG).

What is BOLD? Fearless and daring, courageous. It’s an attitude. A style. A breakthrough strategy. A BOLD move is the challenge to go where you’ve never gone before.

ACG celebrates BOLD-ness. It honors the very best corporate (and nonprofit) growth strategies of cutting-edge organizations and the leadership teams that made them possible.

Banyan is honored to have been selected—our commitment to Phillips and investment in the neighborhood, along with our growth plan, translates to a BOLD move!
One year of impact at Banyan Community! That is what you saw in this report. With your help, Banyan has been able to begin our expansion to reach more youth and families in the Phillips neighborhood of south Minneapolis. Each new and long-term neighbor who comes into the Banyan family means stability and support as well as new pathways to success. None of this would have been possible without the generous contributions made by all of Banyan’s supporters. 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. Banyan continues this legacy as we learn more each day how to expand our reach with youth, families, and community members.