ANNUAL REPORT
2017-2018
Celebrating 20 Years
The ‘amazing race’ of our first 20 years has so many elements! The mapping, the training, the running, and now the planning for the next 20 years. As with any race, we hit walls and worked through the challenges of going toe-to-toe with the effects of poverty, isolation, confusion, lack of trust, fear, and doubt, to name a few. We met those challenges with an equal or stronger dose of connection, clarity, belief, love, and certainty. When we “keep the faith” (2 Timothy 4:7) and “don’t lose heart” (Hebrews 12:3), we “run to win” (1 Corinthians 9:24). Bringing this all together is our work at Banyan.

We are at mile marker 20 of the race—the 20th year of Banyan Community. We have developed a pathway of success; we are building a culture of achievement. How did this come about? It came from gradual, steady, day-by-day, year-by-year purposeful work developing youth, strengthening families, and creating community. It came from a community of reconciled people, committed learners, and leading citizens who are future oriented. It came from a community development organization that builds the lives of people in the midst of a poverty neighborhood.

We celebrated some amazing accomplishments this year. To name a few:

- Our 95% retention rate marks another year of connection and success with our youth and families.
- A successful pilot program of our adult programming means that we are now formally engaging our adult community members in classes and connections.
- A return on investment study outlined the societal impact of our work.
- New youth and families experienced Banyan.
- A new partnership with St. David’s Child Development Center was formed.

Banyan is fueled by hope and support. By holding Banyan as a priority in your own lives, you—our generous and supportive donors—help us grow and thrive. Each year, year-over-year, for 20 years, supporters have come together to move Banyan forward. This determination, compassion, and caring boosts our community to be the best we can be and on a pathway that we could not be on without you by our side.

Thank you so much for joining us in our first 20 years. We are eager for our next 20 years because we are running to win—together!

Blessed,

Joani
Banyan Calculates ROI

Since our founding, we have established a strong record of accountability within the community and among those who participate in Banyan. This bond extends beyond trust, to results.

Banyan hired Wilder Research to perform a study to determine the societal return on investment (ROI) that our work fostered based on the youth who have graduated from high school in our first 20 years. The research concluded that Banyan’s work yields a benefit:cost ratio of 8:1. For every $1 invested by Banyan, $8 is returned to society! Participation in Banyan has substantial impact.

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<tr>
<th>BANYAN INVESTMENT</th>
<th>EXPECTED BENEFIT</th>
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<td>$47,000</td>
<td>$376,112</td>
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$8 return to society for every $1 invested

NET BENEFITS $329,591

BANYAN INVESTMENT

Effectively eliminates the educational achievement gap

High income youth in Minneapolis are 1.4 TIMES MORE LIKELY to graduate from high school than low income youth.

High income youth

Low income

$82,000*

$12,000

Banyan youth are 1.1 TIMES MORE LIKELY to graduate from high school than high income youth in the Twin Cities.

*Average investment in education per child

neighborhood stats*

There are 1,803 families in Midtown and East Phillips, 81% are people of color.

The family poverty rate is 31%, 96% are of color.

The median family income is $46,000.

In our neighborhood, 30% of all children live in poverty.

60% of housing is renter occupied.

46% of renters pay 35% or more of income on rent.

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

The unemployment rate is 10%.

*2012-2016 American Community Survey 5-Year Estimates
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 am going to be a lawyer one day. Watch me!”
—Faduma, 7th grader

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 CITIZENS PROGRAMS:

- Lighthouse Network (LHN)
- Gathering Events
- Community Council
- Leadership Development
Banyan partners with 92 families, 363 people

97% of youth report being socially engaged with their peers

95% family retention rate

100% of high school seniors have been accepted to at least one college

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

31 blocks participated in National Night Out

93% of youth report they can say “no” to wrong or dangerous behaviors

88% of Banyan Community Council family members spoke in a public form

100% of high school youth develop a college plan

100% of parents commit to supporting their child’s positive development

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

100% of youth report feeling safe at Banyan

90% of LHN blocks take action in the community to bring positive change

252 people attended a CLEC event

90% of youth have ideas for possible careers

100% of youth report being socially engaged with their peers
Over the years, adults at Banyan have been making lists of classes and programs they want to experience at Banyan. In 2018, we launched our Community, Leadership, Education, and Connection (CLEC) programming with over 20 opportunities so far. Offerings have included Zumba, volleyball, crochet class (see photo), connection groups, Bingo, a prayer group, cooking classes, and more!

The opportunities fall into 3 categories: 1. Connect groups where parents connect, get to know each other, and enjoy a shared activity; 2. Classes where parents learn together about a common interest; and 3. Training groups where parents participate in curriculum-based learning.

Since January, over 252 participants have taken part in the CLEC offerings. Through CLEC, Banyan is further strengthening families and creating community.

Early Childhood Education Program Opens

Banyan is proud to partner with St. David’s Center for Child & Family Development to offer preschool! The launch of an early childhood education program in the Phillips neighborhood reflects the unique and responsive partnership between our organizations, leveraging over 75 years of expertise and exceptional results with children and families.

The program opened in September 2018 with capacity for 18, 4- to 5-year-olds.

“We know the importance of the early years and the power of high-quality early learning environments for all children, but particularly those facing opportunity gaps,” said Julie Sjordal, CEO, St. David’s Center. “This collaboration takes a critical step toward closing that gap in a community that is already benefitting from Banyan’s presence.”

This partnership brings experts in early childhood development and urban community development together. The model leverages and extends Banyan’s success in using a community platform to improve educational outcomes for the youngest members of our community, intervening as early as possible to lay the groundwork for long-term educational success. St. David’s Center’s expertise in early childhood mental health and early intervention adds significant depth to support early childhood development.

Golf Tournament to Celebrate 20 Years

This summer, GEN Children’s Charity hosted a charity golf outing to celebrate Banyan’s first 20 years. The event broke previous records of support raised at the bi-annual Charity Open...this time for Banyan! On a sunny July day at the Minneapolis Golf Club, we raised over $100,000 to celebrate Banyan’s first 20 years and fuel future growth!

Eric Moleski, President and Founder of GEN Children’s Charity says:

Despite the relative wealth of the Twin Cities area, the need is as great here as in any other city. I am passionate about improving the lives of children in our area. It is an investment that will produce returns in our society for decades to come.
Banyan youth and families start creating a pathway to graduation when they begin 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! 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 2018 high school graduates!

The City of Minneapolis four-year high school graduation rate is 66% and drops to 57% for Black or African American youth and 57% for Latino youth.* The graduation rate for Banyan youth is 98%.**

*Minneapolis Public Schools Class of 2017 and graduation in 2017
**Banyan data for all graduates, 83% for class of 2018

“I can’t believe I was accepted to all of my colleges, I was worried I would only get into one.” —Banyan senior

“It’s important to do well in school so you can get a job when you’re old.” —Jeremiah, Kindergartner

Our 2018 High School Graduates

This year’s theme for Kids Club and Art Workshop was “An Amazing Race – run to win, keep the faith, and don’t lose heart.”

The setting of the group’s banner is a city marathon with Banyan neighbors in the crowd and the Minneapolis skyline in the background. The crowd encourages the runners. The runners are all of us, with a range of ages and abilities, and just like athletes running races, we are all moving toward goals in our lives. They may be small goals, like getting your homework done on time or being a better friend, or they may be longer term, like going to college or having a successful career. We all want to “win” in our personal races—to accomplish our goals. We use our character traits like honesty, determination, and courage to keep us in the race. Ultimately, our faith helps us win these races and win eternally.

You’ve all been to the stadium and seen the athletes race. Everyone runs; one wins. Run to win. All good athletes train hard. They do it for a gold medal that tarnishes and fades. You’re after one that’s gold eternally.

—1 Corinthians 9:24-25  The Message

An Amazing Race
1990 Co-Founders Tim and Joani Essenburg move into the Phillips neighborhood.

1992 Neighbors band together to form a Block Club to fight crime and build community on the 2500 block of 16th Ave.

1995 Minneapolis is referred to as “Murderapolis” due to the Phillips neighborhood.

1998 Banyan is born—filed as a 501(c)3 nonprofit.

1999 Partnership begins with St. Bart’s to provide backpacks to kids, ensuring they are ready to start the school year!

2000 Block Club agrees to let Banyan purchase, renovate, and rezone problem property as a small community center, called the Banyan House.

2001 Mayor Sharon Sayles Belton approves the zoning for the Banyan House.

2002 Nearby, 11-year-old Tyeshia Edwards is shot by a Bloods gang member at home while doing homework. Banyan introduces new logo, vision, and mission statement.

2003 After School Program and high school tutoring begins at Banyan, providing a safe place for kids to gather and do homework.

2004 Banyan creates new logo, vision, and mission statement.

2005 Banyan’s first Strategic Plan is introduced.

2006 First Banyan youth graduates from DeLaSalle High School with a Higher Ground scholarship.

2006 Banyan expands to nearby church with 2nd floor offices, gym space, and classrooms.

2007 Banyan hosts first Annual Dinner to raise funds to support our work.

2008 Soaring to new heights, a middle school program opens—Southside Adolescents Rising (SAR).

2008 Banyan elementary kids attend Silver Birch Ranch for summer camp.

2009 Banyan expands to nearby church with 2nd floor offices, gym space, and classrooms.

2009 Lighthouse Network launches on 5 blocks.

2009 Banyan revenue exceeds $500,000.

2010 Banyan middle school youth attend Camp Amnicon.

2010 Space is moved out and a waiting list begins. Banyan Board of Directors begins due diligence on search and acquisition of a new building to allow for growth.

2011 Banyan scored high marks on The Youth Program Quality Assessment (YPQA) tool through the Youth Works Institute, University of Minnesota Extension.

2011 Mastery Outcomes introduced.

2012 Banyan introduces new logo and mission statement.

2012 First Business Leaders Breakfast.

2012 Banyan hires first Banyan parent in Family Advocate role.

2013 Land Purchase! Park Board voted unanimously to sell property to Banyan for our new permanent home.

2015 Groundbreaking Ceremony on September 15, 2015.

2015 Introduced 5-year Strategic Plan.

2015 Banyan revenue exceeds $1,000,000.

2016 Ribbon Cutting Ceremony on August 18, 2016.

2016 Celebrating our first 20 years!

2017 Banyan purchases land for its new permanent home.

2018 Community, Leadership, Education, Connection (CLEC) program was launched.

2018 In response to input from Banyan parents, the adult-focused Community, Leadership, Education, and Connection (CLEC) program was launched.

2018 $5 million Growing Responsibly kick off.

2019 Banyan Effect study completed.

2019 Wilder Research calculates Banyan’s ROI.

2019 Belton approves the zoning of trees. This is our vision—a vibrant out roots which grow downward and form new trunks that create a grove of trees. This is our vision—a vibrant out roots which grow downward and form new trunks that create a grove of trees.

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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 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, 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 mail@banyancommunity.org. Your gifts truly make a difference.
Special Thank You for Legacy Gifts

Banyan received two legacy gifts in 2017 that were an honor and a blessing. What a joy to know Banyan meant so much to both women to be included in their long-term plans.

Marjorie and her husband had been long-time supporters of Banyan, since the very early days in the Essenburgs’ home. They never had children of their own and felt a wonderful connection to the youth at Banyan. Providing for educational enrichment and family support had been priorities for the couple.

Gail was a preschool teacher and long-time friend of Banyan. Her family chose to honor her passions and love for Banyan with a legacy gift to support the opening of a preschool at Banyan. Gail knew the importance of an early education for all children but especially the children in our neighborhood.

During a tour in 2016, what Gail saw was not an empty classroom, but the promise of a room filled with children asking questions, making art projects, listening to stories, laughing, crying, learning, and being 4- and 5-year-olds...just as she had taught for many years.

We have Marjorie and Gail to thank for caring for our Banyan children. We have two grandmothers our children will never meet but will feel the impact of their gifts, family support, and caring for years to come.

Minnesota’s Future Award

The Minnesota Business Partnership recognized Banyan as the 2018 Minnesota’s Future Award winner. The award recognizes high performing, diverse schools or education programs for their success in helping all students succeed.

“Minnesota business leaders understand that for our state to continue to thrive, we need all students to succeed,” said Charlie Weaver, Executive Director of the Minnesota Business Partnership. “Banyan’s innovative, community-oriented approach is helping students succeed in school and thrive in life.”

Our community depends on strong businesses, and strong businesses are depending on us to build a prepared and diverse workforce. It is critical that together we are innovative in closing the opportunity gap with urban families NOW...because this is our future.
THANK YOU

to our annual supporters

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

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*The list of Memorials/Honors recognizes gifts that were received from October 1, 2017 – September 30, 2018
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, $857,167
- Direct Expenses: Shared by Programs, $333,841
- Core Mission Support: Finance, HR, and Board, $246,113
- Core Mission Support: Fundraising & Partners, $189,223

**Total 2017 General Operating Expense, $1,626,344**

The growth and effectiveness of our mission work depends on having a solid core at the center of our organizations. Investing in our infrastructure is smart, prudent, and absolutely necessary.

**2017 STATEMENT OF FINANCIAL POSITION**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$6,886,009</td>
</tr>
<tr>
<td>Total Liabilities</td>
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</tr>
<tr>
<td>Total Net Assets</td>
<td>$217,004</td>
</tr>
<tr>
<td>Total Liabilities &amp; Net Assets</td>
<td>$6,886,009</td>
</tr>
</tbody>
</table>
BANYAN SCHOLARS

and Panelists Talk Leadership

Building bridges for 1st generation leaders is the theme of the annual Banyan Leadership Breakfast. Banyan Scholars (our college youth, and future leaders) come together with local leaders to network and learn from one another.

In April, a panel of esteemed local leaders took the stage to discuss the challenges, opportunities, and barriers that 1st generation leaders face. Alvin Abraham (Dougherty Family College) provided statistics on the correlation between zip code and access to a quality education. Minnesota has the worst achievement gap between black and white students among the entire nation. Kolu Wilson (MN Department of Employment and Economic Development) shared a valuable distinction between the roles of mentoring versus sponsoring future leaders. We need to do both, but sponsoring actually brings people to the table to participate in the conversation. Sharon Smith-Akinsanya (Rae MacKenzie Group) challenged guests to expand their circles to include folks different from themselves. It is through these exchanges that one gains a broader perspective. The result is an ability to Lead Out Loud.

Banyan Scholars Jason and Walter shared stories of the opportunities provided by Banyan and the impact for them and their families. Both Scholars are currently working on degrees from the University of St. Thomas.

“I learned to share my story. I have a powerful voice and society should not treat me differently because of my skin color. I can make a difference by speaking up.” —Miguel, 8th grader
Board Chair, Michael Wilczynski

It is my privilege to serve as Chair of Banyan’s Board of Directors during Banyan’s 20th anniversary, and it has been quite a year to celebrate!

How does one reflect on 20 years of transforming the lives of young people and their families? As a start, how about Wilder Research’s study of Banyan’s impact in the Phillips community? Wilder concluded that every $1 invested in Banyan youth results in $8 of economic return for the community and effectively closes the opportunity gap. Quite impressive!

Or maybe one considers that the Minnesota Business Partnership (representing Minnesota’s extensive business community) recognized Banyan with its annual Minnesota’s Future Award. I am so proud of this honor, reflecting Banyan’s incredible impact on young people’s lives!

I am also so excited that Banyan opened its early education program in September. The importance of early childhood education is well proven, and Banyan is now partnering with St. David’s Center to provide that important resource to families in the Phillips neighborhood!

Most of all, though, I am proud that Banyan now supports 155 children and 92 families, with room to grow in our state-of-the-art facilities. Banyan’s presence and impact in the community, from preschool to adulthood, is truly special. It is indeed a privilege to work with such a talented and dedicated board, staff, and community, and I am very excited about the future of Banyan and the Phillips community. Thank you so much for your support of our mission! We could not achieve these extraordinary results without you.

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