

FY20
ANNUAL
REPORT



NAZ
IS HERE

DEAR FRIENDS,

In the unnerving moments right before the announcement of the Chauvin verdict, a colleague of mine described his tumult of emotions this way: “I was so, so, nervous. My hands were shaking, and my heart was racing. I couldn’t even think straight. I was just so very grateful when the verdict came in as it did — just so grateful.”

I have to admit I was surprised by his reaction because it was exactly like mine, and that of my African American friends and family. I was surprised because my colleague is the CEO of a leading company in the Twin Cities. He is white and privileged. Don’t get me wrong, I know there are countless white Minnesotans just like him, who stand in solidarity with our demand for racial justice, but this person touched my heart in a unique way. He went on to share real stories of times when he didn’t ‘get it’ and how this heightened awareness was changing him on the inside and in his actions. (I call this, ‘George’s gift,’ encouraging people to look inside themselves). Most importantly, he reminded me that for us to have the country we all want, we need each other — we can fix what is broken in our world, but we have to ‘be the we.’

“Be the We” has been the motto at Northside Achievement Zone (NAZ) for more than a decade now. As a result, in 2020, we were able to move quickly with 30 partners and did not need to spend time building trust, but instead, we stood in the trust that grounded us.

Together we became emergency responders meeting the real-time needs of our families on the ground, poised to take on the challenges ahead because our parents,

partners, staff, and funders stood shoulder-to-shoulder ‘being the we,’ in the following ways:

Parents stepped up! They got on board with distance learning, seeking support across our partnership, and they worked hard. They enrolled in more NAZ parenting and empowerment classes than ever before. They answered NAZ surveys and attended focus groups to let us know what they and the community needed.

Partners stepped up! We met every other week during the height of the pandemic to strategize about how we were going to support our Northside families. Our partnerships pressed forward in new ways, always keeping families at the center.

Staff stepped up! When the pandemic began, NAZ Family Achievement Coaches reached out to parents and scholars immediately and they continue to meet virtually with hundreds of families. In less than six weeks, the Family Academy team was offering classes online, continuing to provide this important resource and space for connection. We surveyed and held focus groups to hear directly from families exactly what kinds of support they needed.

Funders stepped up! Funders from across the globe and in our own Minnesota backyard invested in the promise of NAZ in unprecedented ways, helping us to successfully complete our NAZ is Working \$35M campaign. They helped us launch our current NAZ NOW campaign to meet this critical moment in our country and in our Northside community.

In closing, I leave you with thoughts from my friend, *New York Times* columnist Tom Friedman:

“There are so many prisms through which to view the tectonic events taking place on America’s streets since the police killing of George Floyd, but to my mind the most important is that our country is in the process of renegotiating its founding motto, carried on the seal of the United States: “E pluribus unum,” or “Out of many, one,”But I am certain that if we’re to thrive in the 21st century it needs to be “Out of many, we.”

To bring about true racial justice, let’s join together to ‘be the we’ — E pluribus nobis!

For our children,
Only together,



SONDRA SAMUELS

President & CEO
Northside Achievement Zone

Photo by Ellen Reed



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Ryan Stopera, Free Truth Media

ANNUAL FUNDERS ARE HERE FOR NAZ

Our community of funders are agents of change and leaders in breaking the cycle of multigenerational poverty in North Minneapolis.

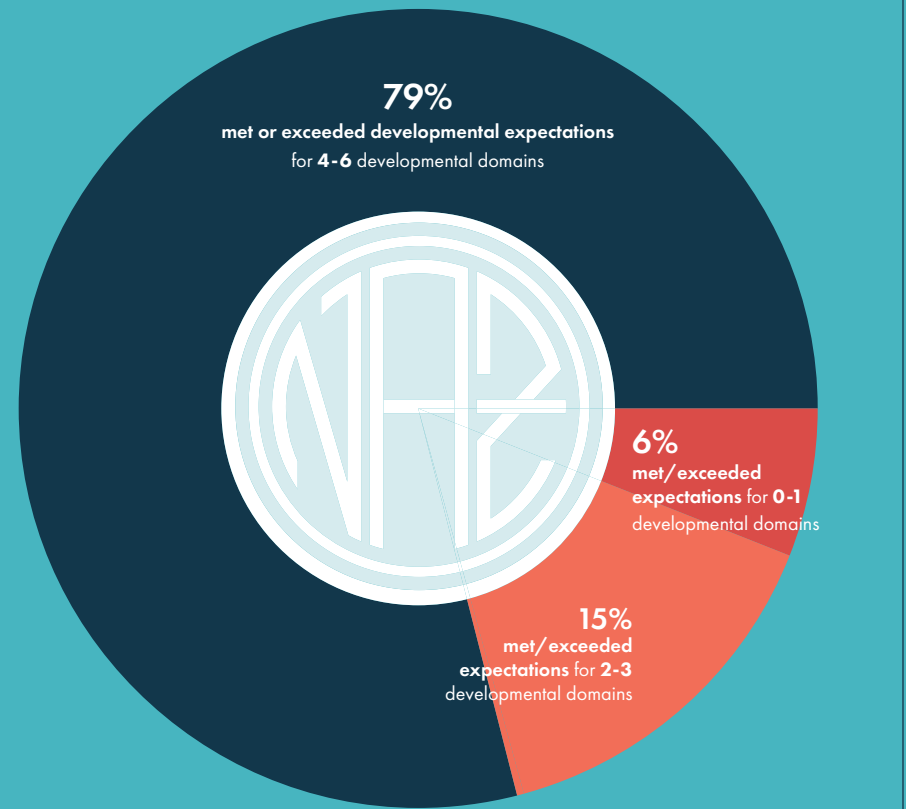
Donated in honor of:
* General
* Black Lives Matter
o George Floyd
o Thomas Friedman

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NAZ SCHOLARS MAKE PROGRESS

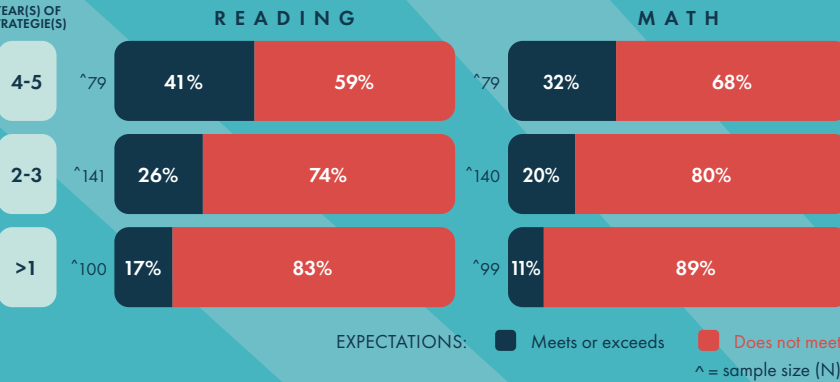
EARLY CHILDHOOD SCHOLARS SUCCEED IN MULTIPLE DOMAINS

NAZ conducts an assessment of developmental domains key to success in school: **PHYSICAL, MATHEMATICS, COGNITIVE, LANGUAGE, SOCIAL/EMOTIONAL,** and **LITERACY**. A majority of NAZ early childhood scholars who were assessed met or exceeded developmental expectations, demonstrating readiness for kindergarten.



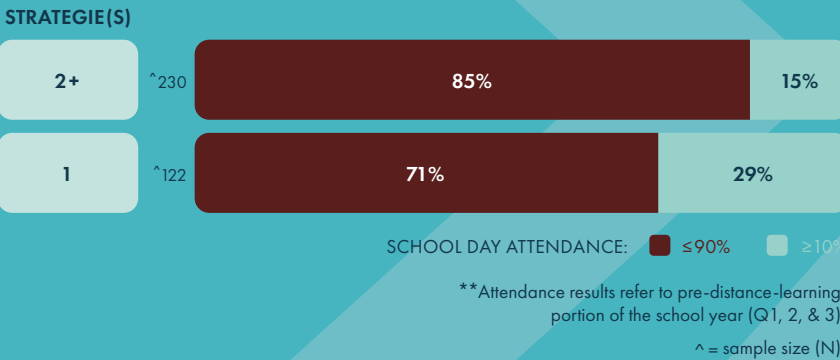
MULTIPLE YEARS OF NAZ STRATEGIES RESULT IN INCREASED MATH AND READING PROFICIENCY

MAP/FAST READING AND MATH PROFICIENCY BY YEARS OF NAZ GRADES 3-8 (2015-2016+)



HIGH SCHOOL ATTENDANCE IMPROVES FOR SCHOLARS ENGAGED IN MORE NAZ STRATEGIES **

2019-20 RATES OF CONSISTENT ATTENDANCE BY NUMBER OF NAZ STRATEGIES, GRADES 9-12



** Attendance results refer to pre-distance-learning portion of the school year (Q1, 2, & 3)

^ = sample size (N)

“Research has demonstrated that if we do a better job preparing a child for school, that child is going to perform much better throughout his or her entire life. We are seeing this strong return on investment through the work and results of the Northside Achievement Zone.”

—Art Rolnick, Professor, Department of Economics, University of Minnesota and NAZ board member

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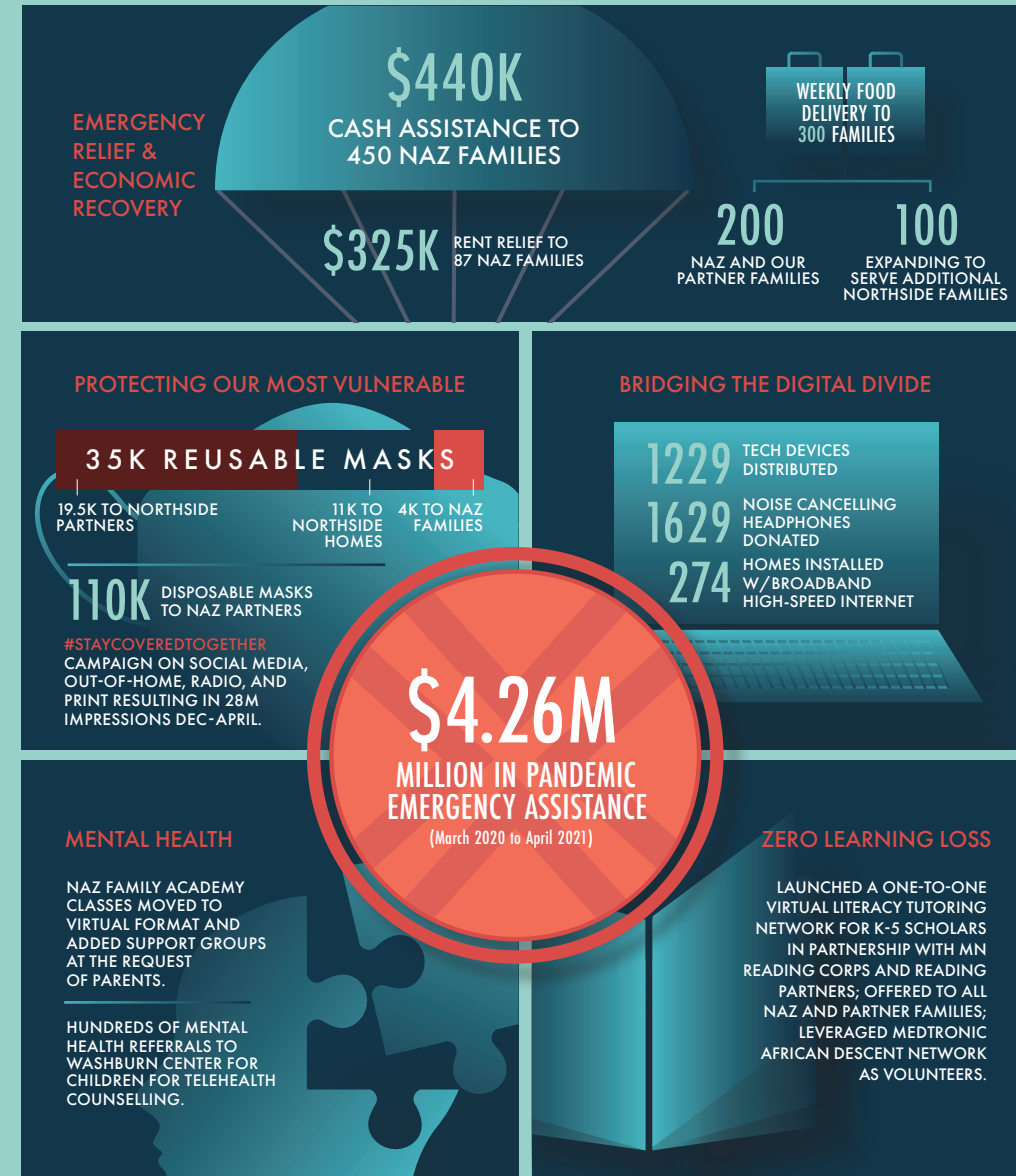
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NAZ COVID-19 EMERGENCY RESPONSE EFFORTS



NAZ FAMILY EMERGENCY FUND

In March of 2020, at the onset of the pandemic, the immediate needs of our families and scholars changed dramatically. Northside Achievement Zone responded quickly and intentionally with the NAZ Family Emergency Fund. As of April 2021, the fund has provided more than \$4.26 million in emergency response resources to North Minneapolis families.

We collaborated with our 30 partner organizations on a weekly basis to understand and support the needs of distance learning and the loss of stability created by the pandemic. Throughout the year, we worked to identify new partnerships and funding opportunities to ensure a comprehensive emergency response for families in North Minneapolis – including direct cash, rental relief, home food delivery, technology devices, tutoring support, online learning opportunities, and face masks.

In July, we were grateful to be selected as a partner by the Harlem Children's Zone (HCZ) to address Black communities' most critical needs in the wake of COVID-19. An investment of \$26 million was committed to HCZ through [The Audacious Project](#) in support of national efforts to help mitigate the impact of the pandemic on disproportionately affected communities. NAZ was selected in recognition of our work with, and impact on, communities of color in North Minneapolis.

The main grocery store in the area, Cub Foods, was destroyed by fire in early summer. Despite the influx of food distribution programs, NAZ families have struggled with access to enough food. In partnership with Second Harvest Heartland, Appetite for Change, and the Humanity Alliance, NAZ piloted a home food delivery program for 125 families with support from Wells Fargo. Thanks to a generous grant from UnitedHealth Group, Northside Partners for Food Delivery is expanding to meet the needs of 300 families through 2021.

NAZ is grateful to these generous donors who responded to the needs of Northside families with urgency and intention.

EMERGENCY FUNDERS WERE HERE TO MEET THE MOMENT

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Harlem Children's Zone, Inc
UnitedHealth Group

\$50,000 to \$99,999

Best Buy (In-kind Donation)
Minnesota Disaster Recovery Fund for Coronavirus

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Rahiyma Allen

With three NAZ scholars — including a 17-year-old daughter with a goal of attending an HBCU (Historically Black College or University) — Rahiyma was challenged by a reduction in her hours as a personal care assistant when the pandemic hit.

“Without NAZ, I would have felt more isolated and alone this past year,” Rahiyma said. “With NAZ, I am able to be in these situations with people who understand and who are willing to help me through it. NAZ has been a real stepping stone in my life, showing me that this, too, will pass.”

As a NAZ family for four years, the Allens were introduced to NAZ when Rahiyma’s son was diagnosed with diabetes and began having behavioral issues. The school counselor connected Rahiyma with Tatika Taylor, NAZ Family Achievement Coach. “Miss Takita is an angel in disguise. She’s in my corner, letting me know about resources. And the way she mothers shows in her mentoring. She treats everyone as if they were one of her own children.”

Rahiyma is currently enrolled in College-Bound Scholars, a NAZ Family Academy class. She says that to her, NAZ means hope. “We have the help we need, for ourselves and our scholars. It means a lot to their education. It’s about ‘achievement,’ just like the NAZ name says.”

For the rest of 2021, Rahiyma sees opportunity in the community: “I hope that this is an eye-opener for everyone. To talk out our feelings. To work together as a team. To get back together and offer more love and support to each other.”



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NAZ IS WORKING

In October 2020, we announced the conclusion of our four-year *NAZ is Working* investment campaign, which raised more than \$35 million from corporations, foundations, and individuals. This significant community investment in Northside scholars and families is having a measurable impact on thousands of individual lives and driving change in our community.

The *NAZ is Working* investment campaign will allow us to:

- Sustain and scale the results being realized by Northside families and children through an initial 2011 five-year Federal Promise Neighborhood Grant.
- Provide a continuum of support for Northside children from prenatal to college and career readiness.
- Engage NAZ Family Achievement Coaches to work directly with families and schools, as they prepare their scholars for college and beyond.
- Expand Family Academy classes that empower parents to support the stages of their scholars' development.
- Maintain and grow existing family supports in housing, behavioral health and wellness, career, and finance through partner organizations and community experts.
- Advocate for family- and children-friendly policies that will enable Northside families to break the cycle of poverty and disenfranchisement.

While we acknowledge this meaningful progress, we know we must do more. Minnesota continues to have among the largest gaps in the nation — by race and socioeconomic status — on measures of standardized test scores, graduation rates, and college readiness.

To ensure long-term sustainability and impact, we launched *NAZ NOW: Claiming Our Future*, a year-long, community-based campaign designed to raise \$5 million through multi-year gifts from 500 individuals.



A \$35 Million
Investment Campaign for NAZ

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Vice Chair: Ken Powell

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NAZ IS WORKING CAMPAIGN FUNDERS ARE HERE, INVESTING IN THE FUTURE

Thank you to our generous *NAZ is Working* donors who made this extraordinary effort a success.

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\$10,000,000

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\$5,000,000

Medtronic

\$1,000,000 to
\$4,999,999

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General Mills Foundation

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WEM Foundation

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\$499,999

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Thrivent, through generous
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Junior League

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ALPHABETICALLY.

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Marc Lieber



Danielle Jackson

Danielle Jackson, parent to five NAZ scholars, has experienced a difficult and defining year that included a personal battle with COVID. Both Danielle and her children contracted the virus, and while they're all healthy now, Danielle vividly remembers the difficulty. "I had a headache every time I stood up, and that made it so hard to manage all the sickness in our house," she recalled. "We were isolating to avoid exposing anybody, so I worried a lot about the kids. Once they started to recover, my worries decreased."

Introduced to NAZ through the Northside Child Development Center and through school orientation at Ascension Catholic School, Danielle's family has been with NAZ for three years. While Danielle considers the greatest challenges of the past year to be her family's bout with COVID and managing her budget with reduced hours as a healthcare worker, she considers NAZ resources to be the most positive outcome.

"Getting tools through NAZ to get us through this unusual time and keep the kids learning was so helpful. Whether it was cash gift cards to help pay the bills, or electronics and internet access, or school supplies or food deliveries, NAZ meant a lot this past year," Danielle shared.

For the rest of 2021, Danielle's hopes are simple yet profound: "I hope we'll get back to somewhat normal, with the kids playing in the park, being able to do the little things we took for granted like walking to the store or sitting outside on the porch."



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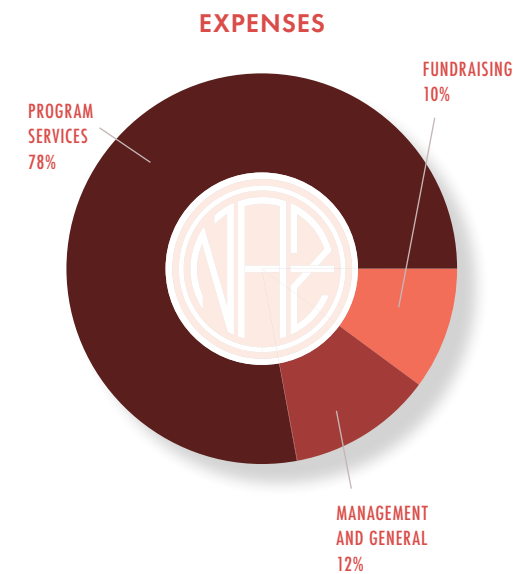
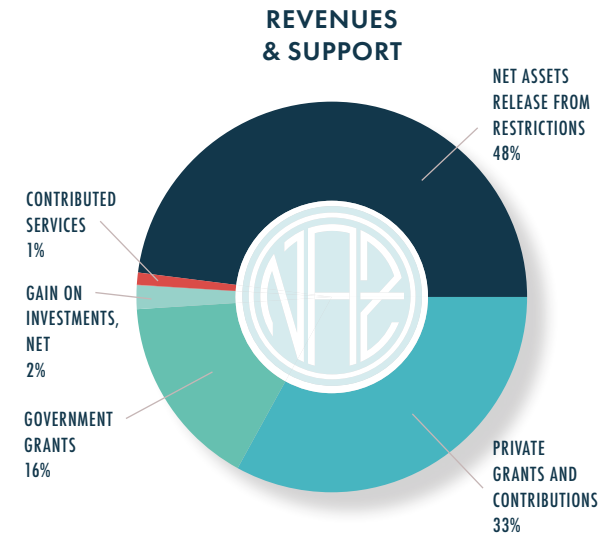
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WE ARE HERE FINANCIALLY

	FY20	%	FY19	%
STATEMENT OF FINANCIAL POSITION				
Current Assets	7,912,828		4,405,663	
Investments	6,891,035		6,780,685	
Property and Equipment	6,638		9,659	
Other Long-term Assets	586,035		1,311,512	
Total Assets	15,396,536		12,507,519	
Current Liabilities	1,179,392		1,067,778	
Payroll Protection Program (PPP) Note Payable	890,900		0	
Total Liabilities	2,070,292		1,067,778	
Undesignated Net Assets	2,430,464		2,430,464	
Board Designated Operating Reserve	3,000,000		3,000,000	
With Donor Restrictions	7,895,780		6,009,277	
Total Net Assets	13,326,244		11,439,741	
Total Liabilities and Net Assets	15,396,536		12,507,519	
STATEMENT OF FUNCTIONAL EXPENSES				
Program Services	7,929,957	78%	8,722,711	80%
Management and General	1,227,712	12%	1,144,874	11%
Fundraising	1,004,660	10%	988,940	9%
Total Assets	10,162,329	100%	10,856,525	100%



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Shanetta Jones

For Shanetta, NAZ is family. With four scholars under age six, including twins, Shanetta and her family have been with NAZ for four years. And this past year was especially hard. In addition to the pandemic, Shanetta lost her sister in April of 2020.

“It’s been a lot. Too much. A lot of ups and downs,” Shanetta shared. “With the pandemic, you can’t move how you want to, so you sit in your house overwhelmed with a lot of things. But overall, each day is getting better — and I love my NAZ family. I wouldn’t trade them for the world,” she said.

Shanetta appreciated the food, cash gift cards, laptops, and headphones NAZ provided during the past year, but she found the literacy tutoring for her scholars to be the most valuable resource. She was surprised by how much better her son’s reading and writing became with outside support.

“While it’s been a really hard year, right now everything is on track, and it probably wouldn’t be without NAZ,” Shanetta shared. “I read to my kids every night — I’m able to do that because I have all the support I need through NAZ. They’re always here, no matter what.”

For the rest of 2021, Shanetta’s hopes are clear: “I hope we get rid of COVID, and I want to continue to create a safe and comfortable home for my kids and a strong connection to our NAZ family.”



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