

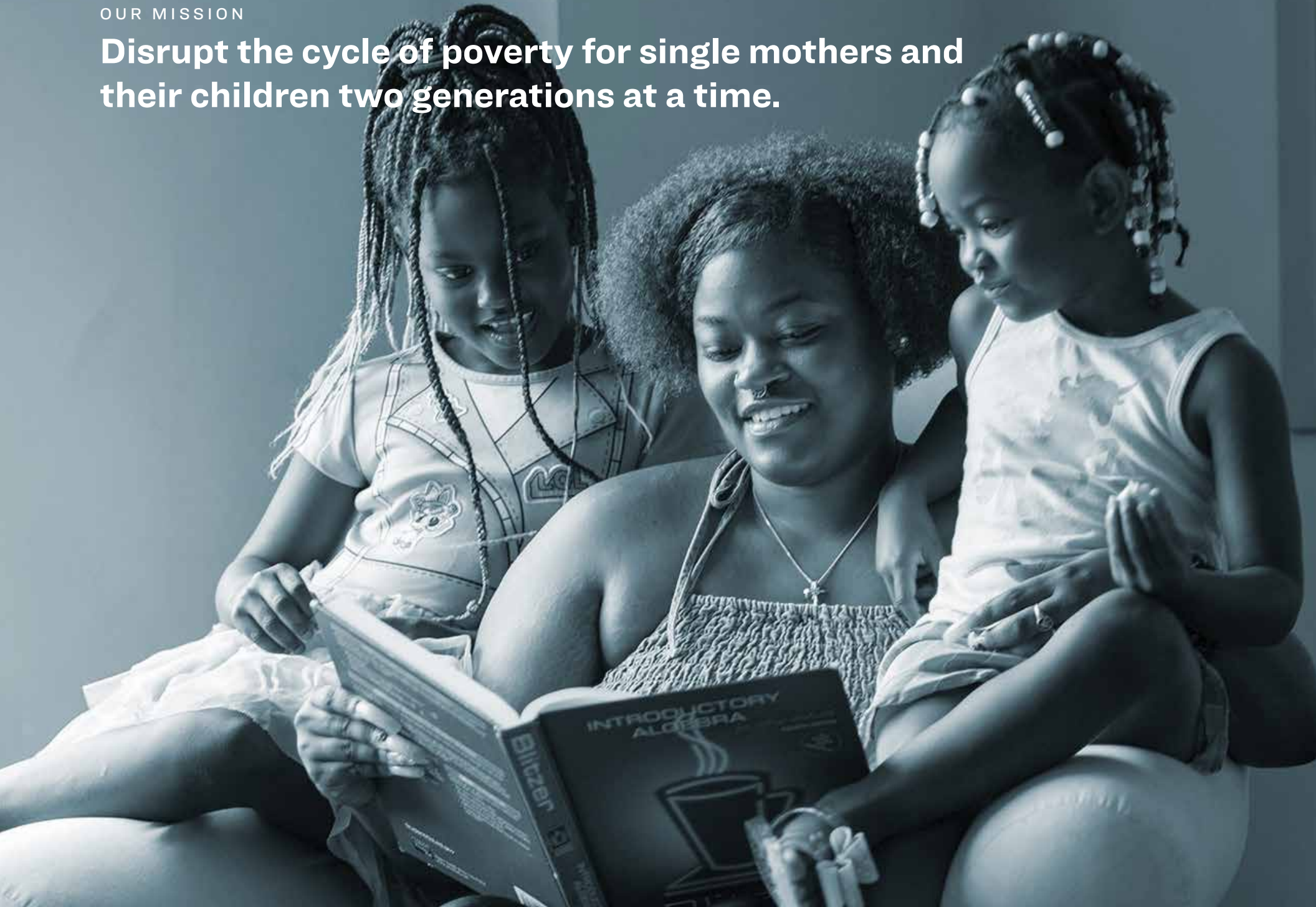
2021

ANNUAL REPORT

Jeremiah Program

OUR MISSION

Disrupt the cycle of poverty for single mothers and their children two generations at a time.





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Jeremiah Program envisions a world where single moms do not have to make the untenable choice between investing in themselves and investing in their children.

FIVE PILLARS OF DISRUPTING POVERTY

- **Career-track College Education for JP Moms**
- **Quality Early Childhood Education for JP Kids**
- **Safe and Affordable Housing**
- **Empowerment, Life Skills and Family Coaching**
- **Supportive Community**

LETTER FROM THE PRESIDENT AND CEO

The pandemic has laid bare something that Jeremiah Program has known for nearly 25 years: Moms, especially single moms, are essential workers, and when a crisis hits, they bear the burden for themselves and their children. But just as we did in 2020, in 2021 JP continued to create opportunities for moms to bet on themselves and their kids.

We aim to build a network of engaged women who feel empowered and motivated to influence public policy that affects their lives and their children's lives and the strength of their communities. Women who will author new stories.

Narratives and storytelling matter. The stories we hear about ourselves and the stories we *tell* ourselves — whether explicitly through scripted characters within television shows and films or implicitly through the bias of a hiring manager — all result in cascading implications that impact access, opportunity and, yes, economic mobility.

The U.S. unemployment rate was 6.7% at the end of 2020 and 4.2% at the end of 2021. One story about these numbers is that, because there are more job opportunities, more people should be going back to work. Yet, that narrative ignores the systemic barriers that limit access to affordable housing, childcare, and a livable wage. These realities feed into a narrative for single moms experiencing poverty: You can either bet on your child or yourself, but both are not possible. JP disagrees and creates a world that allows both to be true.

That narrative also ignores another prevailing narrative: that single mothers experiencing poverty are “bad moms” and “bad decision-makers,” which affects hiring and public policy decisions *and* couldn't be further from the truth.

At JP we are committed to reframing these cultural narratives. Our programming is rooted in the fact that single moms are already great moms and leaders. They do not need interventions on how to be great parents any more than middle-class moms do. What they *do* need are equitable opportunities to climb the economic ladder and bring their families and communities with them. And you will see in this report how we worked to expand those opportunities and create new ones in 2021.



One way was to expand the leadership tent for moms. We took a foundational aspect of our programming — the Empowerment and Leadership course that all new JP moms enter — and revamped it based on feedback from alumni. Those changes not only resulted from the leadership of our moms but also boosted moms' feelings about their own community leadership.

Brooklyn mom Nailah says this course helped shift her perspective about what she's able to accomplish, and she now plans to translate her experience into a nonprofit to benefit women with similar experiences.

And that's part of what we're doing: She now has the space to think about her own goals. "The volunteers that watch the kids are very trustworthy, so I have nothing to worry about," she told us. "I can just focus what I have to do, and it gives me a good space to actually put myself first, put myself forward, knowing that my children are in good hands."

Nailah is preparing to rewrite her story and that of her family and community, but she won't be doing it in a silo. She's part of a growing movement of JP moms and alums.

That's why we expanded the leadership tent in another critical way that you'll read more about in this report: We tapped the first cohort of JP Alumni Fellows to plan and facilitate the inaugural JP Alumni Summit — a community- and movement-building space by and for JP moms. This is just one step in their collectively shifting the public narrative about single motherhood.

They are, after all, in the best position to shape conversations about generational poverty. We believe that decision-makers need to consult with those impacted by economic inequalities, such as

single moms, to create necessary solutions that disrupt the cycle. Mothers should be at the table for discussions that affect their lives. Mothers should influence the agenda.

We know that our two-generational model for disrupting the cycle of poverty is making a difference. In 2021, 84% of JP moms who completed our survey said they would recommend the program to a friend, 81% said they would recommend our Child Development Centers, and 77% said they would recommend JP coaching.

So we know that expanding the JP model is responding to an urgent need within the economic recovery and supporting the group who has been most impacted — single moms experiencing poverty. We're looking forward to that growth in 2022, as well as deeper ways to partner with 1,500 plus kids and moms in the JP community.

Thank you for being part of the movement.



Chastity





ADDRESSING A NATIONAL NEED SINCE 1998, DISRUPTING POVERTY TWO GENERATIONS AT A TIME

As we sunset the third year of the pandemic and navigate an anemic economic recovery, Jeremiah Program is under no illusion that the systemic barriers impacting women and their children in poverty are eroding. Instead, we have embraced the urgency of the moment, ensuring our JP families aren't afterthoughts in their communities as the economy bounces back. We are encouraging JP moms to use their voices and get more proximate to the mic in their college classrooms, community centers, and their child's classrooms. We believe JP moms can serve as key bridge-builders with decision-makers in their communities to craft solutions that influence the realities of their families and all single women experiencing poverty.

That's why we're so proud that fall 2021 saw our largest recruitment of moms ever with 255 joining JP. As a result, we impacted more than 1,500 lives in 2021 — a 63% increase from 2020 and the most in JP history — and more than 100 families accessed affordable housing on JP's residential campuses. Over 450 children blossomed from our high-quality early childhood programming, professional tutoring, and summer enrichment opportunities. And JP's teachers provided more than 400 hours of backup early childhood education for JP moms. All this work means that even more families are part of the movement to disrupt the cycle of poverty two generations at a time, and mothers are leading the way.

We are planning even more work in 2022 to maximize JP moms' expertise. The second-ever JP Alumni Fellowship cohort will come together as thought leaders, community leaders, and advocates. Part of that work will take shape in the second annual JP Alumni Summit, during which JP moms and alumni will gather for even more community and movement building as fellows plan and facilitate the event and serve as guides for current JP moms.

Disrupting poverty means understanding generational poverty is a social justice issue that sits at intersecting points of inequity and bad policy. In 2022, we plan to delve more deeply into the systems change work that will help single mothers bet on their futures *and* their children's futures — so they don't have to choose between the two.



OUR CAMPUSES

FARGO-MOORHEAD



"Having this opportunity is once in a lifetime. Your kids are only under five years old once, and you only have the opportunity to do all these things, pursue your career in this type of environment, once. And I think [anyone considering JP] should absolutely take advantage of it." — KYLIE

MINNEAPOLIS



"Jeremiah staff supported me from day one, especially providing access to resources for scholarships and grants that are available to me, as nursing school isn't cheap! By the grace of God, my own determination and perseverance, and the support of the Jeremiah Program, I fulfilled my dream of becoming a nurse by graduating with my Associates Degree in Nursing and passing my nursing boards! I am a legit nurse." —ALYSSA

ST. PAUL



"I feel like I got this gift of time with my son while he's at this incredibly precious age, and I also got the space to work on myself and really dig in and do the hard work to address some of the trauma I had carried with me that had been passed down for generations. Jeremiah Program gave me the time and the space to work through some of this, and still be fully present for my son." —BRITTANY

ROCHESTER-SE MN



"Being a part of JP means that I am keeping a promise to myself that I will be the best mom, friend and sister I can be, but also that I will always have the support I need." —BELINDA

BOSTON



"My first year at Jeremiah, I reached my lowest point. I didn't have much hope for my future. Working with my coach reminded me how strong I was...now I'm inspired to be my daughter's inspiration. There's no other way but up from here." —TIFFANY

BROOKLYN

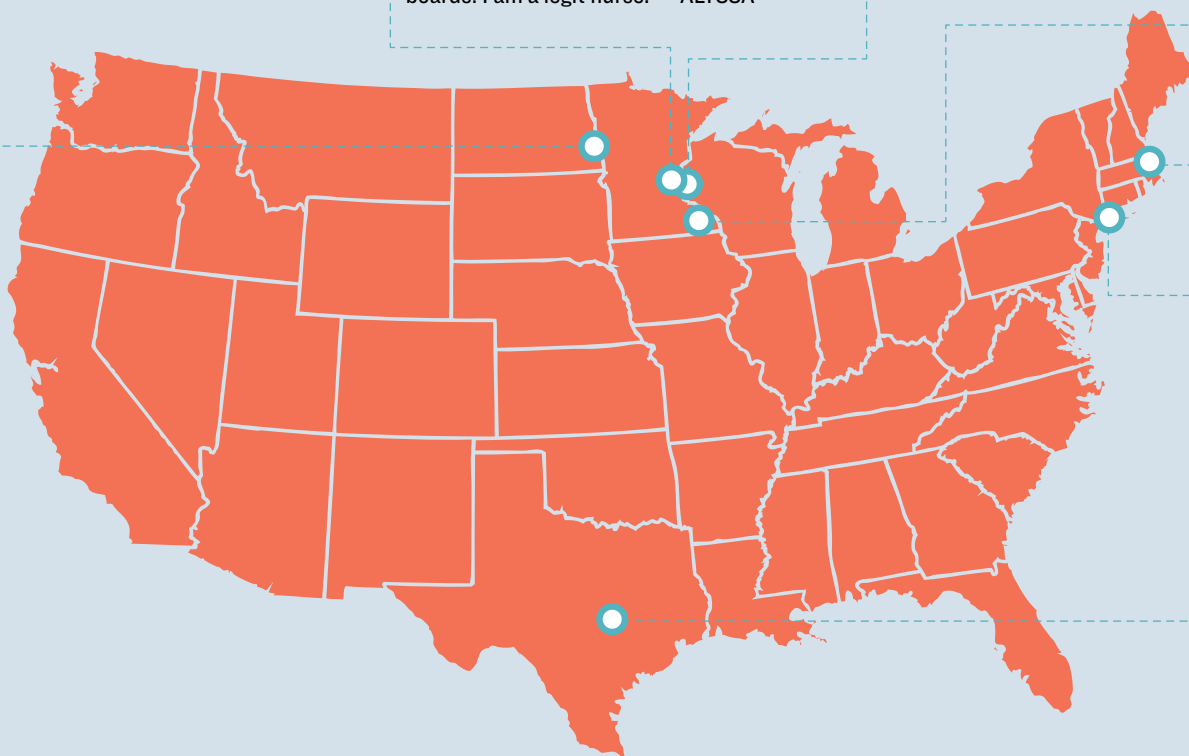


"It just gives me more courage and makes me feel happy that my kids are along with me through this journey, and they're experiencing the positive aspects of it. We built a new family in this program." —NAILAH

AUSTIN



"Since joining JP, I have made goals for myself that I will accomplish. I am supported in every endeavor, and that has created stability for my son and I so that I feel strong enough in my decisions towards the future. At last, I have found my tribe of understanding and of support." —LETICIA



Jeremiah Program is a vibrant and proven national nonprofit organization that offers one of the country's leading two-generation (2Gen) strategies for dismantling systemic barriers that have led to an epidemic of poverty among single mothers and their children. Founded in Minneapolis in 1998, JP has expanded programming to eight more campuses across the nation.



MOTHERS' STORIES

JEREMIAH PROGRAM MOMS AND KIDS FLOURISH WITHIN OUR PROVEN MODEL OF REDEFINING WHAT IS POSSIBLE

We all know that single mothers make tough decisions every day, and for those in pursuit of economic mobility through higher education, that difficulty only multiplies. The reality of navigating work, childcare, and school is sobering, on top of the inevitable expenses, a sick child, and the need to prepare for your upcoming exam. JP moms are great moms, and they are not doing it alone. They are able to lean on a sisterhood of hundreds of women on a similar journey to economic mobility. Year two of the pandemic was even more unrelenting than year one, but the JP mom community showed each mom that they are in it together.

In 2021, JP continued to partner with moms to navigate and remove barriers that prevent them from achieving their academic, professional, and family-oriented goals. And seeking their expertise and valuing their lived experience have played central roles. After all, their insights will be essential to changing systems as we now know them, and no one knows them better than JP moms: 100% women, 100% single moms experiencing poverty, 100% parents in pursuit of college degrees, and 80% BIPOC.

As we prepare for the necessary, deeper systems change work on the horizon, 2021 was a key year for internally expanding the leadership tent for JP moms while simultaneously supporting their leadership outside of JP. It is these natural leaders who will rewrite not only their own families' stories but those of their larger communities too.

Expanding the leadership of JP moms internally included receiving and acting on their feedback on a foundational element of JP programming: the Empowerment and Leadership course. Every mom who joins

JEREMIAH PROGRAM NATIONAL IMPACT

1,500+

LIVES IMPACTED

A 63% increase from 2020, including 267 new moms who completed Empowerment & Leadership

23

MOMS EARNED DEGREES

increasing economic mobility for themselves and their families

450+

CHILDREN BENEFITED

from high-quality early childhood programming, professional tutoring, and summer enrichment opportunities

**JEREMIAH PROGRAM
NATIONAL IMPACT**

400+

**HOURS OF BACKUP
CHILDCARE PROVIDED
FOR JP FAMILIES**

Jeremiah Program begins her journey with this 12-week course. The weekly classes provide space for women to reflect on their personal stories, explore their journeys, build community, and disrupt false or limiting narratives about their intersecting identities around race, gender, and single parenting as they begin writing their next chapters. JP alumni describe the course as a reflective and emotional time to focus on their vision for their future and simultaneously understand their journey to their current moment.

Libby Sanders, a 2011 JP alum, 2020-2021 Alumni Fellow and a new Empowerment and Leadership facilitator, is one of the moms who influenced the course's revision. "[Empowerment], for me, opened up the door to explore, 'What does it mean to be lovable, valuable, and important?' which I needed to hear at the time," she remembers. "Looking back, I realized there was an invitation into myself, which was cool. But one of the things that I always felt was missing was the opportunity to go deeper. ... I would understand, 'It's important to use *I* statements,' but I didn't understand who I was."

"Life Is a Theater" is a great example of a modified aspect of the course. A thought exercise that prompts moms to reflect on the people in their corners — and the people in their lives who aren't — Life Is a Theater has been updated to go beyond setting boundaries around individual behaviors and relationships.

"We all have a theater; that's true. But we didn't all build our theaters," Sanders explains. "What does it mean to have systemic input on our theaters that we can't control? Those are the conversations that are happening now."

The updated Empowerment and Leadership course, along with more new programming, reified one of our guiding principles: Mothers are the experts of their own lives and architects of their own solutions. The first cohort of the selective, 12-month, leadership-oriented JP Alumni Fellowship bore this out by planning the first-ever JP Alumni Summit, attended virtually by more than 150 JP moms and alumni across the nation in spring 2021.

Themed "Daring Powerfully" and featuring keynote conversations with #MeToo Movement founder Tarana Burke and farmworker- and Latina-rights activist Mónica Ramírez, the day-long event highlighted the sisterhood, celebration, and growing community among JP moms, as well as the leadership of the alumni fellows.





“Thankfully, I discovered the Jeremiah Program, where I gained enough tools to be able to really build the life that I wanted. And because of all the resources, I was able to buy my own home. I was able to finish school.” —ETHELIND KABA

Stories of Self — pre-recorded videos of alumni fellows recounting their personal journeys — were integral components of the summit and were interspersed throughout the day. One of the storytellers was Empowerment and Leadership facilitator Libby Sanders. Another was 2018 alum Rosa Nin-Seto, a Boston mom who wanted to become a fellow precisely because of the focus on leadership development and community change.

With a heart for healthy youth self-esteem, she shared in her “Story of Self” the insecurities she battled as a child and how they affected multiple areas of her life for years to come. “My low self-esteem growing up in the blended Dominican family had primed me to become someone who didn’t value herself,” she explained. “My sisters all had fair skin and hair a little bit more manageable than mine. This made me, at times, feel inferior.”

She didn’t stop there, however. She also described her path to becoming more confident and moving her life forward. While the summit was virtual to prioritize safety during the pandemic, that didn’t keep moms from sharing their solidarity and support, with affirming comments pouring into the chat.

This display of community is one reason the fellows voiced a need for such a gathering in the first place — and why they worked with JP staff to make it happen.

“The summit is an opportunity for alums and moms to highlight and celebrate the journey that we’ve been on so far, to celebrate where our kids are, and to celebrate the resiliency and the support,” said Ethelind Kaba, an inaugural fellow, executive director of the Ann Bancroft Foundation, and secretary of the JP National Governing Board. “If the last year has taught us anything, it’s that people closest to any issue have tremendous power in telling stories for real change.”



In 2021, the resiliency and support of the JP community bolstered the 23 moms who earned college degrees and ramped up their opportunities for economic mobility for themselves and their families — representing a powerful step toward rewriting their families’ and communities’ stories.

One of those moms, Mikayla, had been juggling unpredictable housing and childcare while working a full-time job. When she decided to add college to the mix, she wasn’t sure whether she could manage it all and actually finish school. But now she’s prepared to use her experience to keep excelling. “It was hard, but I did it,” she reflected. “I want to pay it forward by giving Jeremiah Program the recognition for getting me this far in life and to making me better as a woman and mother. I feel determined. I feel like I don’t want to give up.”

Boston mom Betzaida also wondered how she could handle everything on her plate. After earning her high school diploma online, she immediately enrolled in a community college. At that point, fear took hold, telling her that she would have to do it all alone and wouldn’t finish. At a particularly low moment, she heard a JP ad on the radio, which she took as a sign that she would *not* have to go it alone.

“I don’t give myself enough credit,” she later realized. “I applaud myself because I made a decision to persevere. I made a decision to push forward no matter the circumstances. I made the decision to be firm, and it takes courage.”

Mikayla and Betzaida each shared their stories because they want other moms to recognize the power they already hold and to challenge the prevailing public narratives about unpartnered mothers — in need of advice about how to be good parents, incapable of succeeding, always struggling, making questionable decisions. The truth is less convenient: Single mothers are *already* great moms *in spite of* the various societal and systemic obstacles in their way. We support JP moms in flipping these narratives, thereby illustrating their capacity to effect change in their own communities.

Our guiding principle that women experiencing poverty can author solutions that meet their families’ needs and those of their communities was absolutely foregrounded in the work we accomplished with moms in 2021.

JEREMIAH PROGRAM NATIONAL IMPACT

150+

MOMS AND ALUMNI

*Gathered for a virtual
summit, organized by JP’s
first class of Alumni Fellows*





“I want people to know that the Jeremiah Program is a sanctuary to assist individuals, such as myself, to uplift and encourage us that we are more than our circumstances.”

—NAILAH, JP BROOKLYN MOM



The promise of this bridge-building is apparent in the movement that alumni fellows are creating with current JP moms. It's also apparent in the individual stories that moms share after shifting their mindsets from the harmful narratives that our society would have them — and all of us — believe about single moms.

Nailah, a Brooklyn mother of two, is a great example of the community change that can result from narrative change. The Empowerment and Leadership course set the tone for changing her internal narratives first. “It made me realize who I am as an individual,” she recalled. “I’m capable of doing anything, you know? And [it] made me believe that I’m strong, going through challenges. And it really made me aware of my confidence, my strength, and how far I’ve come. So that empowerment really, really helped me a lot mentally. Mindfulness. Personal development.”

In the course of recognizing and internalizing her strength and matriculating further into her JP journey, she is now ready to pass on that knowledge and play a larger role in influencing her community: “I plan on operating my own nonprofit organization for women that have had the same experience as me,” she said. “I feel like I should be involved in making decisions in society.”

She should be. Like all JP moms, Nailah has developed the expertise to shape decisions that affect families led by single mothers and craft solutions that put them on the path to economic mobility. The stories these moms tell about their own experiences are part of those solutions, and we are here to continue supporting that cultural shift — with JP moms leading the charge.

LETTER FROM THE BOARD CHAIR



2021 was filled with ups and downs for our nation. We had some gains with economic recovery and jobs. Schools, hospitals, and other institutions figured out ways to best serve families in the midst of the pandemic. But so many struggles remained. Every time we thought we were turning a corner, another variant hit. Another surge.

Yet, Jeremiah Program staff met moms and families at every turn, kept excelling, and kept challenging the root issues working against JP moms since before COVID-19.

I am so proud of the creative ways JP worked to keep building community with each other and with JP moms virtually. Community is a staple of JP's work, and, while it has taken some doing, the team has figured out how to maintain it with digital groups and fun time just for moms.

In 2021, we continued to supply new JP moms with laptops and made sure JP kids felt safe and secure while learning in our Child Development Centers (CDC) and afterschool programs. If you walk into a CDC, you will see children learning sight words and exploring tactile stations in their classrooms and then having a blast on a playground or in one of our "muscle rooms," where they get to exercise their big motor skills. And they will happily talk your ear off about what they're learning.

But JP didn't just maintain in 2021; we kept growing the work. We had the largest recruitment class ever with a new, responsive approach to Empowerment and Leadership. And coaching and support for our moms grew even deeper than before, with a brand-new summit for JP moms and alumni, led by the first class of Alumni Fellows. This deeper work and narrower leadership development with JP moms is essential to our mission to support

them in rewriting their stories and becoming change agents in their communities.

Not only did we ramp up our leadership work with moms, but we also served the most families in JP history in 2021 — more than 1,500 total individuals — and brought our cost per family down 25% from 2020.

In fact, JP has excelled so much that we have outpaced our 2018-2023 strategic plan and have been able to accomplish in two years what we thought would take five. This is all due to JP's amazing team and our incredible supporters. We simply could not build this necessary movement without you.

Great plans are in store for the growth of this movement in 2022. And just as JP both maintained and excelled in 2021, we expect even greater next year. I know we can do it as long as we keep doing it together.

Thank you for standing with us and the children and families we are privileged to serve.

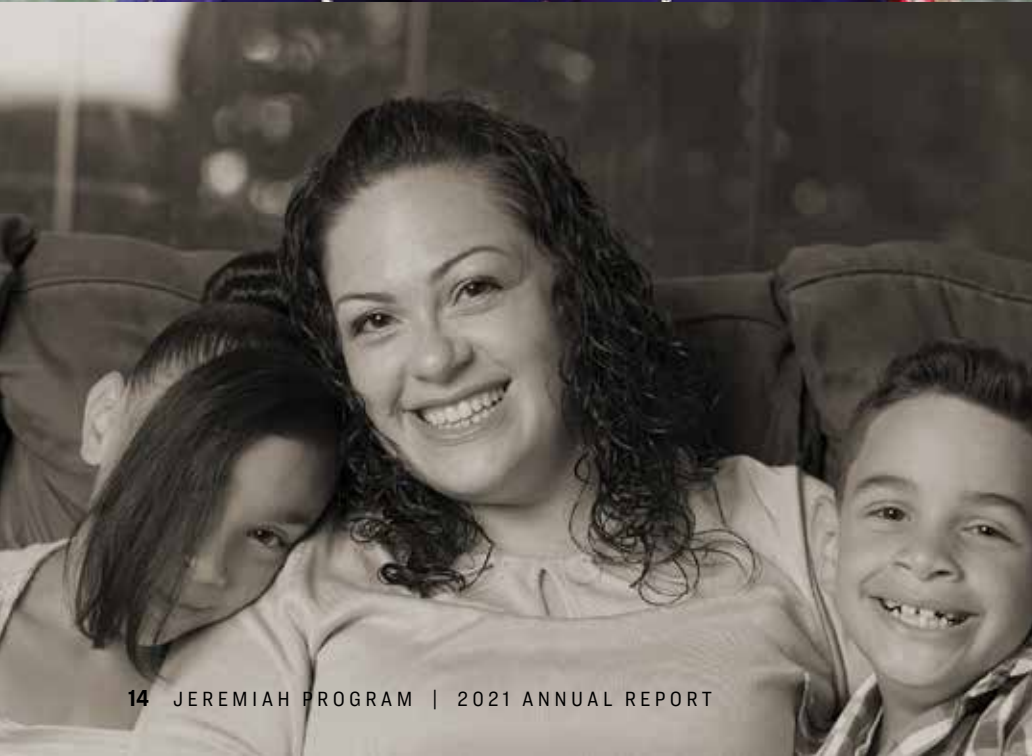
A blue ink handwritten signature, appearing to read 'Sandy Santana', written in a cursive style.

Sandy Santana

FINANCIAL INFORMATION

Net Assets 12/31/2020	\$43,148,490
Change in Net Assets Unrestricted	\$(978,550)
Change in Net Assets with Restrictions	\$(364,813)
Capital Contribution	\$1,041,441
Net Assets 12/31/2021	\$42,846,568

Operating Revenue \$13,474,912 vs. 2020 \$12,159,286	Operating Expenses \$16,014,167 vs. 2020 \$12,987,614	Non-Operating Income \$1,195,892 vs. 2020 \$803,383
Total Assets \$51,460,852 vs. 2020 \$51,443,341	Total Liabilities \$8,614,284 vs. 2020 \$8,294,851	Net Assets \$42,846,568 vs. 2020 \$43,148,490



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COMMITMENT TO SOCIAL JUSTICE

JP supports 100% women, 100% single moms experiencing poverty, and 100% parents in pursuit of a college degree, with 80% of those parents identifying as Black, Latinx and Indigenous. Higher education is not the solution for inequity in our country, but it remains the greatest lever of economic mobility.



GRANT FUNDERS 2021

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Inclusive Capital Partners Foundation
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Erin and Gary Peterson
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Slaggie Family Foundation
Slingerland Family Charitable Fund
Jeff and Mary Smith
Sooch Foundation
Sharon and Bruce Walker




JP's Visionary Circle recognizes individuals, families, and organizations who have given over \$100,000 cumulatively to JP throughout their lifetime. We are grateful to the 18 new members who joined the Visionary Circle in 2021 and to the 170 existing members. Throughout our history, Visionary Circle donors have given more than \$74 million in financial support to our mission.



Michael J. O'Connell Society

Named for our visionary founder, the Michael J. O'Connell Society recognizes individuals who pledge to make a gift to JP through their estate plans, will, or trust. JP thanks the 43 members who have made a commitment to ensure the long-term success of our work for generations to come. For more information about planned gifts, please visit www.jeremiahprogramlegacy.org or contact us at 651-332-5020.

A black and white photograph of a woman with glasses and a young child sitting on a couch. The woman is holding an open book and pointing to it, while the child looks on with an open mouth, appearing to be in the middle of a conversation or reading session. The background is slightly blurred, showing a bookshelf.

**In 2021, JP served the
highest number of families
in our organization's history.**

JP AUSTIN

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212 Catalysts

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JP AUSTIN IMPACT

2,178

FAMILY COACHING SESSIONS

*Totaling more than
1,400 hours of future-focused
support and planning*

248

LIVES IMPACTED

an 89% increase over 2020

33

CHILDREN PARTICIPATED

*in one or more summer enrichment
opportunities — everything from
STEM camp to Spanish immersion to
gymnastics classes*

47

CHILDREN BENEFITED

*from high-quality early
learning in our on-site Child
Development Center*

26

MOTHERS COMPLETED

*our 12-week Empowerment
and Leadership course*



JP BOSTON IMPACT

682

FAMILY COACHING SESSIONS

Totaling more than
450 hours of future-focused
support and planning

63

NEW MOTHERS

joined our Empowerment
and Leadership course

218

LIVES IMPACTED

a 125% increase over 2020

26

CHILDREN BENEFITED

from professional tutoring,
amazing summer experiences,
and backup childcare

JP BOSTON

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JP BROOKLYN IMPACT

562

FAMILY COACHING SESSIONS

Totaling more than
300 hours of college-going and
family stability support

207

LIVES IMPACTED

a 141% increase over 2020

37

NEW MOTHERS

joined our Fall Empowerment
and Leadership cohort

37

CHILDREN BENEFITED

from professional tutoring,
amazing summer experiences,
and backup childcare



JP FARGO- MOORHEAD

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JP FARGO-MOORHEAD IMPACT

1,422

FAMILY COACHING SESSIONS

*Totaling more than
800 hours of future-focused
support and planning*

207

LIVES IMPACTED

a 71% increase over 2020

38

CHILDREN BENEFITED

*from high-quality early
learning in our on-site Child
Development Center*

47

LAPTOPS AND TABLETS

*were distributed to JP moms to
support remote learning*

14

EARLY CHILDHOOD EDUCATORS

*benefited from increased pay
and benefits, as well as 5 days of
in-service learning at JP's first
annual All-Teacher Summit*





JP MINNEAPOLIS-ST. PAUL

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JP MINNEAPOLIS-ST. PAUL IMPACT

5,383

FAMILY COACHING SESSIONS

Totaling more than
3,800 hours of future-focused
support and planning

493

LIVES IMPACTED

a 28% increase over 2020

47

CHILDREN PARTICIPATED

in supplemental summer
enrichment opportunities

56

CHILDREN BENEFITED

from high-quality early
learning in our on-site Child
Development Centers

15

EARLY CHILDHOOD EDUCATORS

benefited from increased pay
and benefits, as well as 5 days of
in-service learning at JP's first
annual All-Teacher Summit



JP ROCHESTER- SE MINNESTOTA

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JP ROCHESTER-SE MN IMPACT

1,859

FAMILY COACHING SESSIONS

Totaling more than
2,000 hours of future-focused
support and planning

210

LIVES IMPACTED

a 40% increase over 2020

61

CHILDREN BENEFITED

from high-quality early
learning in our on-site Child
Development Center

30

EDUCATIONAL WORKSHOPS

provided to JP moms around
topics of child development/parenting,
health, financial literacy, and
workforce development

30

MOTHERS COMPLETED

our 12-week Empowerment and
Leadership course





Jeremiah Program envisions a world where single mothers and their children prosper.

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EMPOWERED MOMS ARE THE FUTURE**

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