

A young girl with long dark hair, wearing a purple long-sleeved top and black pants, is running in a gymnasium. She is smiling and looking towards the camera. To her left, another girl with braided hair and large earrings is also running. The background shows a gymnasium floor with blue cones and a green wall. The text 'IV' is centered above the year '2023', and 'AT A GLANCE' is written in a large, white, outlined font across the middle of the image. Yellow curved lines are overlaid on the image.

IV

2023

AT A GLANCE

In 2023, the JP4 Foundation was proud to offer mentor-led programming to the youth of St. Paul and Minneapolis, enriching their lives with positive experiences to foster optimism and success into their adolescence and adulthood. Our gratitude extends to the mentors, donors, supporters, volunteers and board members whose generous contributions made our work possible.
Thank you for your unwavering support.





799

Kids Served



2,338

Hours spent engaging in healthy activity, enjoying healthy food and building healthy relationships

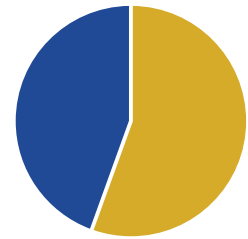


2,456

MATTER snack packs served
Tummies fed 2,456 times.
2,456 messages of encouragement.

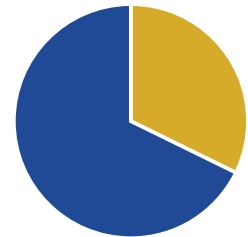
Demographics of Children Enrolled

- 45% Boys
- 55% Girls



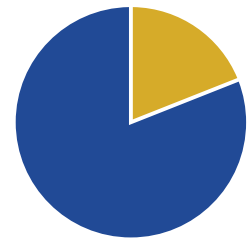
Program Enrollment

- 68% Summer-long camps
- 32% After-school



Locations of Children Served

- 81% St. Paul
- 19% Minneapolis



Summer-Long Camps

- St. Paul
 - Sanneh Foundation (*Our 6th year!*)
 - Mt. Airy Boys and Girls Club
 - Al Lenzmeier Boys and Girls Club
 - St. Paul City School
 - North Dale Recreation Center
- Minneapolis
 - Southside Boys and Girls Club
 - Jerry Gamble Boys and Girls Club

After-School | Now serving 4th & 5th graders!

- St. Paul
 - Urban Academy
 - Achieve Language Academy

A NOTE FROM OUR **EXECUTIVE DIRECTOR**

JEFF HUTH



People often ask me what makes the JP4 Foundation unique and special. In the land of 10,000 nonprofits, what allows us to stand out?

The answer is our mentors.

The unwavering dedication of our exceptional mentors is the heartbeat of our success. In 2023, more than 30 young adults chose to invest their time and talent with the JP4 Foundation, and their commitment has propelled us to new heights.

Throughout the year, our mentors have been an inspiration, serving as outstanding employees who command respect from the children they guide and as individuals with profound responsibilities beyond their roles. Many balance family caretaking, multiple jobs, collegiate studies and personal challenges, **yet their passion for JP4 remains steadfast.**

This year, we learned a profound lesson about the reciprocal power of positive relationships; the healing influence flows both ways. The mentor relationship benefits the children and

is equally transformative for the mentors. For mentors, this relationship offers a chance to leave behind a legacy of leadership, knowledge and wisdom. This mutually beneficial bond enriches mentors' lives, providing personal fulfillment and satisfaction and growth.

Our mentors' training and professional development help them develop highly valued workplace skills, attracting the attention of organizations eager to engage with our mentors and offer them full-time positions. While our primary focus is on impacting elementary school students, a remarkable byproduct of our efforts is the development of our future workforce—a workforce that leads with **compassion, empathy and professionalism**, carrying an infectious energy.

I welcome the opportunity to meet each one of you this year. Whether over coffee, lunch or a casual happy hour, I am eager to discuss the incredible contributions the JP4 Foundation is making to our community.

OUR PROGRAMS

In 2023, the JP4 Foundation offered year-round programming, including summer-long camps in Ramsey and Hennepin Counties, and our after-school program, the Diamond Club, which was exclusively available in Ramsey County.



Summer-Long Camps

We partner with local schools, community centers, and other youth organizations to provide eight weeks of mentor-led summer-long camps for children ages 5-13 in underserved urban areas of Minneapolis and St. Paul.



Diamond Club

Our after-school program is designed to ensure elementary students can create meaningful and authentic relationships with young adult mentors who share the students' community and culture.

Both programs are mentor-led and follow curricula developed by an urban education specialist. Our lesson plans align with the MN Department of Education Social Emotional Implementation Guidelines and are centered around our core mission:



Healthy Meals. We ensure that children receive nutritious snacks featuring whole grains, fruits and proteins, along with the chance to bring food home.



Healthy Activity. By combining physical activity with life-skill building, we provide a distinctive and engaging approach to both academic learning and social-emotional development. This promotes positive interactions among peers and adults.



Healthy Relationships. With a 2:1 child-to-mentor ratio, we guarantee personal attention, making every child feel valued and understood. Constructive adult-child relationships profoundly influence a child's development by offering support, inspiration and vital life-navigation skills. Through these relationships, we aim to spark the imagination of children, light the flame of future aspirations and inspire them to thrive in their teenage years and beyond, particularly in underserved communities.

SUMMER CAMPS

Our summer-long camps, offered across the Twin Cities area, met weekly for eight weeks, equipping campers with the skills to become responsible, resourceful individuals and to prepare for the academic year ahead. Throughout the summer, mentors led children through lessons and activities focused on social-emotional learning, emphasizing active play.

Observed outcomes include:



Positive Identity
Campers develop self-confidence and emotional intelligence.



Positive Connections
The development of rewarding relationships with peers and adults.



Positive Experience
Time spent with mentors allows campers to be heard and receive words of encouragement.



Positive Behaviors
Children learn and exhibit self-management, impulse control, stress management, and perseverance, all necessary for responsible and constructive conduct.

This year marked our sixth summer collaborating with the Sanneh Foundation. The familiar faces of returning mentors brought a sense of continuity and warmth. It was humbling to see that children remembered the mentors' names and faces.

Our inaugural summer at the Jerry Gamble Boys and Girls Club in Minneapolis witnessed remarkable personal growth in campers. Initially, acclimating them to our structure and conflict resolution required extra effort. Our mentors patiently instructed and used the skills and techniques taught during training. As the weeks unfolded, a remarkable transformation took place. The bonds between campers and mentors blossomed, creating a harmonious camp environment. The impact of these relationships was underscored when campers, learning of a shortened session due to a planned off-site activity, tearfully pleaded to remain at camp or to include their mentors in the event. In a heartwarming surprise, mentors appeared at

the Splash Pad and were greeted by a rush of wet hugs, demonstrating the importance of these relationships.

This common thread—the profound impact of the mentor relationship—emerged at each location. The camps became spaces for fun and games and, more importantly, safe environments for developing healthy relationships. As the summer progressed, conflicts diminished. Campers welcomed their mentor with enthusiastic hugs and excited stories of the previous week.

As we reflect, we cannot help but celebrate the growth witnessed, the joy shared and the connections forged. We thank the supporters who make these transformative experiences possible. Together, we continue to build brighter futures for the young hearts that will carry the lessons of this summer into a lifetime of resilience, empathy and thriving relationships.

Mentor Memories

“My best memory of Al Lenzmeier camps was when my mentees and I shared some memories of our childhood and how similar theirs were to mine.

-BWAY PAW

“My best memory [was] having a student with the same name as me. He would always say he was the real Milan and I was the fake one. He was very energized and pure with everything.

-MILAN MULDROW

DIAMOND CLUB

In 2023, we successfully completed our second year of Diamond Club after-school programming for 2nd and 3rd graders at Achieve Language Academy and Urban Academy in St. Paul. We launched the 2023-2024 school year with an expanded offering that now encompasses 4th and 5th graders at both schools.

Each week, four cohorts of 30 students meet for 90 minutes. While the content of the lesson plans varies weekly, the structure remains constant. Every session integrates physical activity with life skills development to allow students room to “just be kids”. This format provides a distinctive approach to academic and social-emotional learning while fostering positive social interaction.

Students thrive with the consistent structure that each session follows:

Greeting: Students and mentors engage with a creative 'handshake of the week.'

Share: An icebreaker group activity that encourages dialogue and camaraderie.

Walk-and-Talk: Each mentor pairs with two students for deeper, more personal discussions.

Snack: Mentor-student groups enjoy a nutritious snack that includes a whole grain, fruit and protein.

Physical Activity: Mentors lead students through a physical activity promoting movement, teamwork and how to win and lose. Activities have a social-emotional learning objective and a corresponding academic skill.

Check Out: Students reflect on their session experiences and discuss takeaways with their mentors.

The cornerstone of our program's high engagement and student success is the mentor-student relationship. With a mentor for every two students, we ensure that each child has the chance to form a meaningful connection with their mentor.

The Diamond Club fosters a secure and trusting atmosphere that not only supports the emotional health of our students but also demonstrates the profound influence mentors have on opening lines of communication and promoting personal development.

Mentor Memories

“My mentee told me that I was her safe space where she felt she could talk about anything and it'd be okay.”






-JP4 MENTOR

Teacher Survey Results







Diamond Club Impact Assessment

Each year, we ask teachers to consider their students who attend Diamond Club and answer questions about their progress. Find the results of these teacher surveys below for the 22/23 and 23/24 school years.

2022-2023 END OF YEAR

Have you noticed...	YES	100%
Improved collaboration skills		100%
Positive change in their academic performance, increased participation or motivation to learn		71%
Increased collaboration skills		92%
Increased school bonding, e.g., increased engagement, increased attendance, etc.		88%
Increased positive relationships, e.g., new friends, more respect for their peers and teachers, etc.		100%

2023-2024 MIDYEAR

Have you noticed...	YES	100%
Improved academic performance, achievement and motivation		62%
Display of enhanced social skills and empathy		92%
Positive relationships with peers and/or adults		92%
Increased collaboration skills		92%
Increased school bonding?		85%
Students being more respectful?		92%

“ This is a wonderful program that does a great job in building both peer and mentor relationships. It is so vital for our students to form relationships with people who have similar backgrounds to them and this program provides access to that. I am so grateful to have this partnership with Diamond Club for our students and see tremendous value in the programming they provide.

- ACHIEVE LANGUAGE ACADEMY TEACHER



What Makes Us Unique

- **2:1 Student-to-Mentor Ratio:** Personalized attention ensures impactful mentorship.
- **Community-Based Mentors:** Mentors are from the local area, fostering a deeper connection.
- **Dedicated Mentor/Student Talk Time:** Quality time for meaningful conversations.
- **Social Emotional Learning Blended with Physical Activity:** A holistic approach to development.
- **Screen-Free:** Encourages active engagement and real-world interaction.
- **Lesson Plans Approached with Cultural Humility:** Respectful and inclusive educational content.
- **Regular Assessments Against Success Metrics:** Continuous improvement through measured results.
- **Focus on Teamwork/Collaboration:** Essential skills for future success.
- **NEW THIS YEAR!** Curriculum designed per the Minnesota Department of Education SEL Framework and corresponding academic standards.

Our Mentors

Our mentors are the reason children enthusiastically embrace JP4 programming. We partner with **World Youth Connect, Page Education Foundation** and the local community to recruit, hire and train young adult mentors who reflect the culture and community of the children we serve.

In 2023, our mentors completed over 45 hours of training and professional development to adeptly deliver our evidence-based curriculum. The competencies they acquire and exhibit are invaluable, extending benefits far beyond their tenure at JP4:

- **Empathy and Compassion:** Our mentors genuinely understand and care for the children, acknowledging their challenges with heartfelt empathy.
- **Effective Communication:** They articulate clearly and listen attentively, tailoring their interaction to each child's needs.
- **Adaptability:** Recognizing the distinct needs of every child, mentors adjust their strategies to suit each relationship.
- **Positive Role Modeling:** Demonstrating conduct and values that promote the children's personal development.
- **Problem-Solving:** Skillfully addressing the various challenges the children may encounter.
- **Patience and Persistence:** Building trust through consistent support and dedication to the children's growth.
- **Cultural Competence:** Acknowledging and valuing the cultural and socioeconomic backgrounds of the families we serve.
- **Mentor Training Subjects**
 - Classroom Management by the Catalyst Approach
 - Healthy Outcomes from Positive Experiences by M Health Fairview
 - Resume Writing
 - Public Speaking with Lea B. Olsen
 - Personal Branding
 - Personal Finances
 - Team Building

Mentors Employed

31

Hours Worked

2,148

Hours Volunteered

190

Training Hours

45

Volunteers

Advisory Council

Our after-school program's Advisory Council consists of four esteemed community members who provide invaluable community insights as liaisons. They are not involved in daily operations; rather, they offer strategic advice, contribute to program development, and serve as advocates to ensure the program remains aligned with community needs and long-term objectives.

Efforts are underway, in collaboration with our school partners and current Advisory Council members, to recruit additional community members. This initiative aims to broaden the spectrum of diverse perspectives represented on the Council.

Advisory Council Members

- **Ofir Germanic** | Member of the Board of Directors, Twin Cities Academy
- **Dun Htoo** | Year-Round Mentor, JP4
- **Ku Gay** | Representative, Page Foundation
- **DJ Brooks** | President, World Youth Connect
- **Jeff Huth** | Executive Director, JP4 Foundation

2023 Board of Directors

- **Bart Wolkerstorfer** | Board Chair, Land O'Lakes
- **Kelli Gillispie-Coen** | Co-Chair, Strategy Real Estate
- **Francisca Villamil** | General Mills
- **Adam Barta** | Blizzard Baseball
- **Austin Cumblad** | Riverbridge
- **David Gurewitz** | Cargill
- **Mick Sawinski** | Atomic Data
- **Jodi Lucast** | Edina Realty
- **Lisa Price** | Small Business Owner
- **John Vogel** | Bethel University

Volunteers

Internship Program

The JP4 Foundation has earned a reputation for providing meaningful, skill-building internship opportunities.

In 2023, the JP4 Foundation, in collaboration with the University of St. Thomas, hosted interns who played a substantial role in advancing various initiatives within our organization. These internships are designed to be non-prescriptive, challenging interns to leverage their creativity and innovation while adhering to business guidelines and safeguarding our organizational identity.

Specific projects undertaken by our interns included a creative challenge where the current intern team was tasked with using a budget of \$2,000 to generate donations of \$12,500 or more. Previous projects have spanned a diverse range of activities, such as planning fundraising events, conducting experience journey mapping, engaging in marketing and social media campaigns, developing personas, as well as gathering, synthesizing and analyzing survey data.

We are proud to report that our internship program not only contributes to the professional growth of the participants but also often inspires them to remain involved with the JP4 Foundation. Our past interns frequently become staunch supporters of our mission.



“The JP4 Foundation gave me the tools to shape myself into a better man than I was previously on pace to be. Taught me a lot of lessons and allowed me to use my energy to do something good. Always going to be a huge supporter and would love to be involved in some way forever.

- FORMER INTERN, MICHAEL WEISS

Financials

With a well-executed plan and the right individuals in place, we proudly secured over \$100,000 in grant funding and witnessed a notable increase in corporate and individual contributions.

- Events - \$213,809.08
- Grants - \$101,653.76
- Individuals - \$84,557.36
- Corporations - \$50,492.85

TOTAL - \$450,513.05



Our Supporters

COMMUNITY PARTNERS

Achieve Language Academy

Boys and Girls Club - Twin Cities

M Health Fairview

MATTER

Page Education Foundation

Urban Academy

World Youth Connect

CORPORATIONS



GRANTS

Bobby and Steve's Auto World Foundation

Hardenbergh Foundation

Minnesota Twins Community Fund

Saint Paul & Minnesota Foundation