

SIOUX FALLS  
— **THRIVE** —

2019 ANNUAL REPORT TO THE COMMUNITY



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# LEADERSHIP MESSAGE

You've heard the starfish thrower parable – a child is tossing starfish into the sea, one by one, when a passerby asks what she's doing. She replies that when the tide goes out, the starfish will die. Pointing to hundreds of starfish on the beach, the man wonders what difference she thinks she can possibly make? The child throws another creature into the sea saying, "I made a difference to that one."

Dan Heath shares a corollary to that story in "Upstream", his latest counsel on how to make our businesses and communities better, smarter places to work and live.

In Heath's version, two buddies are picnicking near a river when they see a struggling baby drifting downstream. They pull the baby to safety, but more babies appear, one after another. One of the guys climbs ashore. "Where are you going? I need help here," the buddy demands. "Upstream to stop whoever's throwing those kids in the water," his friend replies.

## ***SIoux FALLS THRIVE IS ALL ABOUT WORKING UPSTREAM***

**One-third of our school-age children face disadvantages that make achieving their educational and career potential difficult. And those obstacles – housing, income, and opportunity disparities, food insecurity and transportation challenges – won't be solved one starfish or program at a time.**

These are systems issues, and as Heath points out, systems problems are notoriously tough to overcome. That's because

- **We can be blind to them. The majority of Sioux Falls kids and families who are most challenged are living in neighborhoods north of 18th Street, where access to affordable housing, after school programs, and food resources is scarce. For many of us, these families are out of sight and out of mind.**

- **The systems that need fixing are complex with so many players that no one organization – not the school district, nor the city, nor nonprofits, faith-based groups, or businesses – is responsible for how the systems evolved.**
- **Time is in short supply – the very people who could play a role in fixing broken systems are working on overload just to find solutions to today's problems.**

**Thrive-facilitated collaboration harnesses a full spectrum of community leadership to remove obstacles to student success.** It's hard work! But this past year, more than 110 volunteers decided that dedicating their time to the challenging and often frustrating job of upstream systems change was important enough to pause before throwing another starfish into the sea.

**Thrive is a long-term workforce development initiative.** Our city's economic vitality depends on making sure the kids growing up in Sioux Falls today have the skills and knowledge to become contributing young adults. We are incredibly grateful for the upstream volunteers who are making the most of existing resources to foster opportunity for all children, from cradle to career, regardless of ZIP Code!



**Doug Hajek**  
Chair of the Board  
2020-2021



**Lisa Beacom**  
Chair of the Board  
2019-2020



# ABOUT SIOUX FALLS THRIVE

Five years ago, Market Street Services, Atlanta, conducted a competitive analysis of Sioux Falls and eight other cities in our region. Sioux Falls was well on its way to a strong recovery from the Great Recession. Unemployment hovered around two percent, and workforce was top of mind to everyone looking forward to continued expansion of our vibrant local economy.

Market Street's strategic advice surprised many. Keep working on today's employment issues, they said, but whatever you do, don't neglect tomorrow. **The workforce you'll need in the future is enrolled in your school district right now.** And many of those kids are coming up without the opportunities and parental support they'll need to achieve in school and their future careers.

Civic and philanthropic leaders took heed. **Founding a cradle to career initiative – Sioux Falls Thrive – became a top priority.** Planners know that the future belongs to communities willing to tackle the economic and social disparities that are the biggest obstacles to student and workforce success.

The good news on the next two pages of this annual report – 2019 Highlights – tells how Thrive pursues its vision of a city where all young people are prepared to lead productive lives and give back to our community, regardless of race, ethnicity, income, or ZIP Code. **Here are four more things you'll want to know about Sioux Falls Thrive.**

## ***THRIVE'S WORK IS URGENT***

Just over 40% of our elementary school students identify as ethnically or racially diverse. Eleven percent of school-age children are English

Language Learners. A third of our children – more than 14,000 kids! – are growing up in poverty or in low-income families. Thrive can't stop these demographic or economic changes. We must act now to close the gaps in social service systems that keep these kids from achieving!

## ***THRIVE IS UNIQUE***

No other organization in Sioux Falls does what Thrive does. Our action teams don't solve problems by creating new programs. Sioux Falls is program rich and system poor. We challenge government, business, nonprofit and faith-based leaders to close service gaps by collaborating to realign the programs donors and taxpayers are already paying for.

## ***THRIVE FOCUSES ON THE COMMUNITY, NOT THE CLASSROOM***

It seems counter-intuitive, but our children's academic and future career success depends more on our school district's ecosystem than what happens in the classroom. Children spend only 13% of their time in school. Kids without stable homes in safe neighborhoods, enough food, and meaningful out-of-school activities, don't come to school ready to learn.

## ***THRIVE IGNITES BIG PICTURE PERSPECTIVE***

It's hard for even the most active community leaders to fully grasp the scope of the city we live in. Coming together in Thrive-facilitated groups, sharing evidence-based research, and identifying existing resources inevitably lead to a series of, "I didn't know that!" exclamations. Big picture perspectives produce innovative, impactful solution finding.

# 2019 HIGHLIGHTS

## ***THRIVE ADOPTS FIVE-YEAR OUTCOMES***

A stable home, nutritious food, and safe, meaningful things to do when school's out – three things that lay a foundation for a student's capacity to succeed. Realigning community resources to meet the needs of disadvantaged families is the heart of Thrive's program of service.

This past summer, Thrive's Board of Directors challenged its action teams to meet five-year performance goals

- Reduce the number of families with school-age children who are virtually homeless during the school year by 50%.
- Reduce the number of children aged five to 18 left unsupervised during out-of-school time by 50%.
- Provide charitable food resources to remote neighborhoods where 20% of households receive SNAP benefits.

**Translation? Find housing for 500 children, quality afterschool and summer programs for 3,000 kids, and access to charitable food to three "food deserts" in the city!**

## ***HOUSING TEAM ALIGNS WORK WITH "ONE SIOUX FALLS"***

**"OneRoof" – the Thrive-inspired collaboration among The Community Outreach, Inter-Lakes Community Action Partnership, Helpline, and the six-agency CARE team coordinated by Minnehaha County – is underway, and eight hard-to-place families have new homes.** As the Housing Action Team unraveled the complexity of finding affordable housing, Minnehaha County stepped up to create the first Housing Navigator position, and Helpline added a rent affordability calculator and a real-time list of subsidized rentals to its website. Now the team

is developing online access to applications for 33 HUD properties. With evictions having increased by 212% over the past 12 years, the team will release an RFP for a Housing Retention Specialist who will work to resolve issues between renters and property managers before problems become eviction crises. All of this work is designed to align with "One Sioux Falls" and support the City's future Housing Clinic.

## ***OUT-OF-SCHOOL TIME TEAM CLOSING OPPORTUNITY GAP***

**Unsupervised children are at risk for accidents and injuries, behavior problems, and school achievement and adjustment issues.** But opportunities for meaningful summer and afterschool time are scarce in lower-income neighborhoods where kids need transportation to youth activities and families can't afford program fees. This year, the Out-of-School Time Action Team focused on how to more effectively use libraries, community centers, and school buildings to provide free out-of-school programs. The downtown Siouxland Library, where in the past as many as 50 kids have shown up after school to wait for working parents to pick them up, would like to offer learning activities and, with Boys & Girls Club of the Sioux Empire's help, provide snacks to hungry students. The team also reached out to the YMCA, which provides a no-fee afterschool program at Whittier and McGovern middle schools. The resulting YMCA Program Enhancement Task Team will bring volunteers and program staff from other agencies to share educational, athletic, tutoring, and life skills and workforce training with Whittier and McGovern students. The task team hopes to share the enhanced programming with the City's community centers and summer Parks & Recreation program. Investigating ways to expand K-5 enrichment opportunities is next on the to-do list.



# 2019 HIGHLIGHTS

## ***FOOD SECURITY TEAM CLOSSES COMMUNICATION GAP***

Studies conducted for Thrive and Feeding South Dakota by Augustana Research Institute estimate that nearly 7,000 children in Minnehaha County live in families that are food insecure – families whose normal eating patterns are disrupted because they can't afford to buy enough food. Families in need say they know charitable resources exist, but there's a communication gap – they don't know where providers are or when they're open. Many low-income families don't have internet access, but they do have cell phones. A Food Security task team took on the messaging challenge and invented a mobile phone app that makes it easy to find a simple, daily list of the locations and hours of charitable food services. Research also indicates that there are three "food deserts" in Sioux Falls. There, distance makes it hard for working families to reach grocery stores or charitable distribution centers and 20% or more of the residents are eligible for SNAP benefits. The team studied demographic data in the three food deserts and targeted the area north of Rice Street and east of Cliff Avenue for a demonstration project. Their goal is to collaborate with existing faith-based and nonprofit agencies to close the neighborhood's charitable food gap. Their work led to Thrive's Kid Link Initiative.

## ***KID LINK INITIATIVE EMERGES AS A STRATEGIC SWERVE***

Thrive's Action Teams are change agents that tackle big community issues. This past year, Thrive's leadership asked a strategic question – what would happen if Thrive tackled the resource gaps in Sioux Falls one neighborhood at a time? Wouldn't focusing on the eight elementary schools in disadvantaged areas of the city have an immediate benefit to the families and kids who live there? The idea of taking a strategic swerve caught on quickly with the Food Security team members.

"Closing food service gaps citywide is like trying to eat an elephant in one bite," one member observed. The team dug into Augustana's "Food Security and Food Systems" research and targeted the Riverside neighborhood, home to Laura B. Anderson Elementary School, for a demonstration project.

Kid Link Riverside is funded by the generosity of T. Denny Sanford. Thrive's Food Security team plays a key role, and its new vice president, Michelle Erpenbach, will lead the effort. Resolving food access is the project's first goal, but as Riverside neighbors engage with the initiative's volunteers, task teams will work to close other service gaps that make it hard for LBA students to achieve.

## ***THRIVE-FACILITATED COLLABORATIVES***

### ***Downtown Collaborative***

The lack of quality, affordable childcare is a national and local workforce issue, in terms of the cost to working parents, which can exceed that of a year of college tuition, and to the agencies that struggle to pay childcare givers' a living wage. Thrive facilitates representatives from over a dozen nonprofit service providers in this solution-finding collaborative.

### ***GreatLIFE Cares Foundation Youth & Family Development Network***

Making the American Dream real to hundreds of area kids and their families is Tom Walsh's passion. This past July, he brought his GreatLIFE team alongside administrators from the CTE Academy, and Whittier and McGovern middle schools, Boys & Girls Club, Junior Achievement, Collision, and 12 other community groups. Thrive facilitates their work to develop healthy kids and families mentally, emotionally, and physically with a sound support system to ensure productive, meaningful, lives.



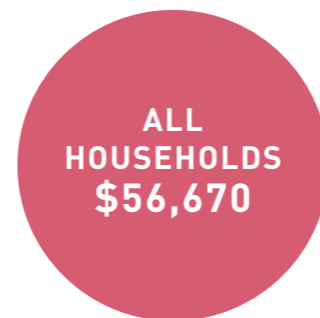
# COMMUNITY SNAPSHOT [ CITY OF SIOUX FALLS ]

## RACE AND ETHNICITY



Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates

## MEDIAN HOUSEHOLD INCOME



Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates

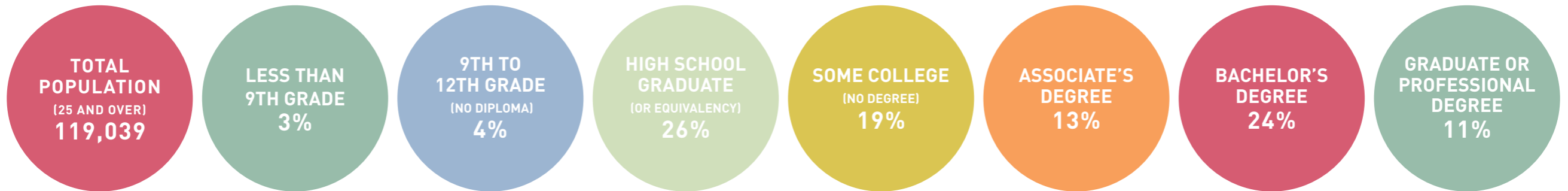
## CHILDREN (AGE BIRTH-17 YEARS) BY POVERTY STATUS



Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates. \*Total estimated population was 43,390. Due to missing data, status could not be determined for all.

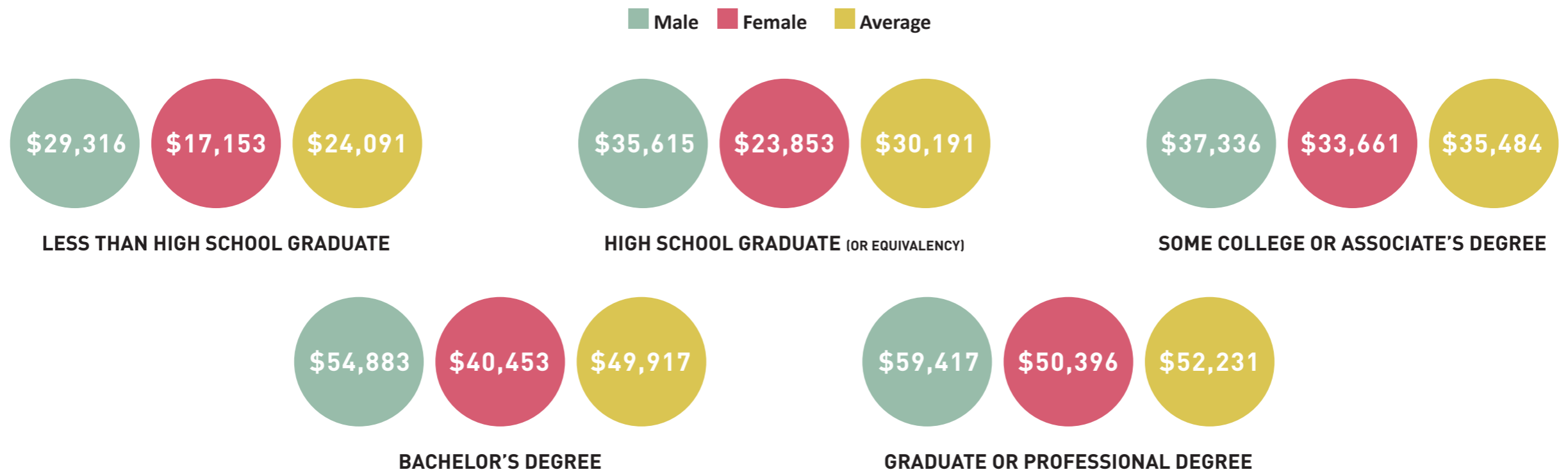
# COMMUNITY SNAPSHOT [ CITY OF SIOUX FALLS ]

## EDUCATIONAL ATTAINMENT (ADULTS 25 YEARS AND OVER)



Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates

## MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT (ADULTS 25 YEARS AND OVER)



Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates



# EDUCATIONAL MILESTONES

**KINDERGARTEN READINESS** Entering kindergarten ready to learn is a predictor of a child’s future educational attainment.

**GRADE 3 READING PROFICIENCY** Up to third grade, one learns to read. After third grade, one reads to learn. Falling behind in reading in elementary school is an educational handicap few children overcome.

**GRADE 8 MATH PROFICIENCY** Mastery of basic math skills is necessary to move on to algebra, and mastery of algebra is strongly linked to high school success and college enrollment.

**HIGH SCHOOL GRADUATION** High school graduates enjoy higher lifetime earnings and are less likely to depend on welfare or become involved in the criminal justice system than those who drop out.

**POST-SECONDARY ENROLLMENT** Post-secondary education is the gateway to the middle class. To be successful in the global economy some sort of post-secondary education is necessary.

**POST-SECONDARY DEGREE COMPLETION** A post-secondary degree or certificate is key to long-term financial gain, job stability, and success in and out of the workplace.

## RATES OF STUDENT SUCCESS 2018–2019 WITH PERCENT CHANGE FROM 2016–2017 BASELINE

	PERCENT KINDERGARTEN READY	GRADE 3 READING PROFICIENCY	GRADE 8 MATH PROFICIENCY	4-YEAR HIGH SCHOOL GRADUATION	POST-SECONDARY ENROLLMENT CLASS OF 2017	POST-SECONDARY DEGREE COMPLETION
OVERALL	69.8%*	43.6%  .97%	46.27%  3.73%	84.35%  .56%	58%  1%	49%  5%
LOW-INCOME	56.6%*	28.5%  1.67%	25.99%  3.79%	77.70%  7.92%		
NUMBER NOT MEETING MILESTONE	491	1,088	944	218		

\*Note: Kindergarten Readiness is measured from a baseline year of 2017-2018.

# EDUCATIONAL INDICATORS



## PERCENT KINDERGARTEN READY

All Students (1,625)	69.8%
Economically Disadvantaged	56.6%
Students with Disabilities	56.6%
English Language Learners	34%
White	79.4%
Mixed Race	68.3%
Hispanic/Latino	51.6%
Black or African American	53.1%
Asian	53.3%
American Indian or Alaskan Native	49.4%

Source: Sioux Falls School District, Fall 2019. \*In Fall 2018, ALL kindergarten students took the assessment; in Fall 2017, only 57% of kindergarteners took the assessment.



## GRADE 3 READING PROFICIENCY

All Students (1,930)	43.63%
Economically Disadvantaged	28.01%
Hispanic/Latino	28.40%
American Indian or Alaskan Native	19.27%
Asian	33.33%
Black or African American	22.59%
Native Hawaiian or Pacific Islander	*
White or Caucasian	54.73%
Multi-racial	37.08%

Source: Sioux Falls School District, 2018-2019  
 \*No data appear if subgroup does not meet minimum size for reporting purposes.

# EDUCATIONAL INDICATORS



## GRADE 8 MATH PROFICIENCY

All Students (1,757)	46.27%
Economically Disadvantaged	25.99%
Hispanic/Latino	28%
American Indian or Alaskan Native	10.71%
Asian	41.94%
Black or African American	22.33%
Native Hawaiian or Pacific Islander	*
White or Caucasian	58.12%
Multi-racial	37.35%

Source: Sioux Falls School District, 2018-2019  
 \*No data appear if subgroup does not meet minimum size for reporting purposes.



## 4-YEAR HIGH SCHOOL GRADUATION

All Students (1,391)	84.35%
Economically Disadvantaged	77.7%
Hispanic/Latino	71.83%
American Indian or Alaskan Native	40.91%
Asian	97.01%
Black or African American	81.63%
Native Hawaiian or Pacific Islander	*
White or Caucasian	89.09%
Multi-racial	68.33%

Source: Sioux Falls School District, 2018-2019  
 \*No data appear if subgroup does not meet minimum size for reporting purposes.

# EDUCATIONAL INDICATORS



## POST-SECONDARY ENROLLMENT\* CLASS OF 2018

**INITIAL COLLEGE ENROLLMENT – 58%**

*Source: Sioux Falls School District / National Student Clearinghouse, June 2019*

*\*58% of students enrolled in fall immediately after high school: 50% in 4-year institutions and 8% in 2-year institutions.*



## POST-SECONDARY COMPLETION\* CLASS OF 2012

**2-YEAR COLLEGE SUCCESS RATE – 8%**

**4-YEAR COLLEGE SUCCESS RATE – 41%**

*Source: Sioux Falls School District / National Student Clearinghouse, June 2019*

*\*Percent of students who completed this degree within 6 years of high school graduation.*

# LEADERSHIP

## **BOARD OF DIRECTORS**

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Douglas Hajek, Chair	Davenport Evans Lawyers
Fred Slunecka, Vice Chair	Community Stakeholder
Beth Jensen, Secretary	KELOLAND Media Group
William Baker, Treasurer	First National Bank in Sioux Falls
Lisa Beacom, Past Chair	Community Stakeholder
Steve Crim	Community Stakeholder
Deb Koski	Sanford Health Foundation
Dana Dykhouse	First PREMIER Bank
Evan Nolte	Community Stakeholder

## **STRATEGY COUNCIL ALTERNATES**

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Jill Franken	Health Department, City of Sioux Falls
Patrick Gale	Sioux Falls Area Community Foundation
Dennis Hoffman	Volunteers of America, Dakotas
Rebecca Kiesow-Knudsen	Lutheran Social Services of South Dakota
Brian Maher	Sioux Falls School District #49-5
Jay Powell	Sioux Empire United Way
Suzanne Smith	Augustana University Research Institute

## **STRATEGY COUNCIL**

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Kari Benz	Minnehaha County Human Services
Alicia Collura	Health Department, City of Sioux Falls
Cindy Dannenbring	Inter-lakes Community Action Partnership
Kris Graham	Southeastern Behavioral Healthcare
Pam Homan	Augustana University
Janet Kittams	Helpline Center
Mike Lynch	Forward Sioux Falls
Stephanie Monroe	Children, Youth & Family Services, VOA Dakotas
Douglas Morrison	Sioux Falls School District
Betty Oldenkamp	Lutheran Social Services of South Dakota
Andrew Patterson	Sioux Falls Area Community Foundation
Christina Riss	Sioux Empire United Way



# LEADERSHIP

**THRIVE'S ACTION TEAM** members are selected via an application process. The Strategy Council reviews applications and recommends a cross-sector membership list to the Board for appointment. Members serve an initial two-year term, after which one-third of the team rotates off and is replaced with new applicants. Currently, there are three Thrive action teams.

## **THRIVE'S FOOD SECURITY ACTION TEAM**

Jennifer Folliard	SD Department of Health, Child and Family Services
Taylor Funke	Helpline Center
Joel Gackle	Augustana University
Matt Gassen	Feeding South Dakota
Josh Hayes	Faith Temple Food Giveaway
Meg Hentges	South Dakota Public Broadcasting
Tom Holmes	Community Stakeholder
Karen Lundquist	EmBe
Sandra Melstad	SLM Consulting
Lori Montis	Minnehaha County Human Services
Stephanie Peterson	Fruit of the Coop/Dakota Rural Action
Tami Prostrollo	Nightwatch Food Truck Ministry
Adam Roach	City of Sioux Falls
Allison Struck	Sioux Falls Public Schools Education Foundation

## **THRIVE'S OUT-OF-SCHOOL TIME ACTION TEAM**

Stephanie Bents	Siouxland Libraries
Becky Deelstra	Volunteers of America, Dakotas
Allison Green	SD Department of Labor and Regulation
John Hegg	Community Stakeholder
Karla Johnson	South Dakota Afterschool Network
Rebecca Kiesow-Knudsen	Lutheran Social Services of South Dakota
Jodi Miller	Kids Inc., Sioux Falls School District
Michelle Moller	SD Department of Social Services, Child Protective Services
Kim Overby	Community Stakeholder
Kassidi Smith	Boys & Girls Clubs of the Sioux Empire
Eric Saathoff	City of Sioux Falls Parks and Recreation
Charlie Toomajian	Community Stakeholder
Rebecca Wimmer	Boys & Girls Clubs of the Sioux Empire

## **THRIVE'S HOUSING ACTION TEAM**

Amy Carter	Children's Home Foundation/Children's Inn	Roger Jacobs	Housing and Urban Development
Anny Libengood	Minnehaha County Human Services	Sheri Ekdom	Lutheran Social Services of South Dakota
Betsy Schuster	Helpline Center	Tammie Denning	Inter-Lakes Community Action Partnership, Inc.
Chellee Unruh	City of Sioux Falls	Yesenia Gonzalez	South Dakota Voices for Peace
Amy Miller	Charisma Property Management	Richie Hutchinson	McGovern Middle School
Gayleen Riedemann	Property Owner	Liz Larkin	Friends of South Dakota Public Broadcasting
Ashley Lipp	Lloyd Companies	Nate Rygh	The Community Outreach
Mike Huber	Community Stakeholder		



# SPONSORS

## INDIVIDUAL SUSTAINERS

- Bill and Peg Baker
- Miles and Lisa Beacom
- Mike Crane and Candy Hanson
- Steve and Betty Crim
- Dana and LaDawn Dykhouse
- Doug and Anne Hajek
- Margaret Harrington
- Beth and Mark Jensen
- Deb and Sheldon Koski
- Vicki Madsen
- Evan and Lesley Nolte
- Fred and Sandra Slunecka
- Richard and Michelle Van Demark

## ACTION TEAM SPONSORS

- Food Security Action Team – Jay and Judy Lingo
- Housing Action Team – The Nicolai House Project Fund of SFACF, Tim and Nancy Nicolai, Founders
- Out-of-School Time Action Team – Rotary Club of Downtown Sioux Falls
- Kid Link – T. Denny Sanford

## DONORS OF SERVICES

- Josh Hayes – Faith Temple Food Giveaway
- Stacey McMahan – Koch Hazard Architects
- Pooja Pullman – Raven Industries
- Paul Schiller – Acts of Nature

## VOLUNTEERS/GRADUATES EFFECTIVE TEAM MANAGEMENT

- |                      |                     |                    |                           |
|----------------------|---------------------|--------------------|---------------------------|
| • Deana Barth        | • Diane Gildemaster | • Michell Madsen   | • Sharon Schulz-Elsing    |
| • Lisa Beacom        | • Lisa Groon        | • Kacey McCarthy   | • Amy Scott-Stoltz        |
| • Amy Bend           | • Katie Heuer       | • Sandy McKillop   | • Mandy Sieck             |
| • Patty Brooks       | • Jennifer Hoelsing | • Stacey McMahan   | • Suzanne Smith           |
| • Samantha Bucknell  | • Tim Homan         | • Stephanie Monroe | • Michealle Smith-Kemerly |
| • Anelis Coscioni    | • Mike Huber        | • Pamela Naessig   | • Nancy Tapken            |
| • Trey Daum          | • Lesa Jarding      | • Annie Peasley    | • Heather VanderHelm      |
| • Sheena Drey        | • Steph Jibben      | • Rika Peterson    | • Trisha Viss             |
| • Sheri Ekdorn       | • Gregory Johnson   | • Cindy Peterson   | • Rebecca Wimmer          |
| • Michelle Erpenbach | • Janet Kittams     | • Kate Reed        |                           |
| • Sheila Freed       | • Kim Koblack       | • Christina Riss   |                           |
| • Patrick Gale       | • Kristi Kranz      | • Elaine Roberts   |                           |

## BUSINESS AND PHILANTHROPIC SPONSORS



**LIVE UNITED**