



Seeds of Promise Annual Report 2022

It starts with seeds.

Seeds of Promise is a 501c3 non-profit organization providing solutions to neighborhood and community issues surrounding multi-generational dependency that have continually gone unaddressed. The existing “top-down” strategies have deepened recipients’ reliance on unsustainable resources rather than providing opportunities for them to become self-sustaining.

Our mission is to equip and empower community residents to govern and direct neighborhood prosperity that is continuously improving, self-sustaining, and individualized.

Seeds of Promise defines ‘prosperity’ as a community that displays the following:

- Youth are succeeding in both learning and life
- Families are functioning effectively
- Adults are generating a livable wage income
- Residents are committed to a wellness-based lifestyle
- Neighborhoods are safe to live, work, and play
- Residents and families have access to affordable housing

2022 YEAR IN REVIEW

Seeds of Promise Accomplishments

We’re proud of all we’ve accomplished over the last year, and are grateful to all who supported us in doing so. Here’s a look at what we accomplished to in 2022:

- Initial assessment completed with Kennari consulting.
- Monthly P.E.A.C.E. fundraising socials for Boys & Girls Skating Troop, and a public safety partnership with the Grand Rapids Police Department and Food Co-Op, among others.
- Steps taken toward Attainable Small Homes Development
- Fully implemented new payroll and accounting systems

- Implemented IT upgrades after a thorough assessment, with a goal of significantly improving productivity and marketing capabilities
- Continued working with over 65 active endorsing community stakeholder partner organizations to support the work of the resident driven impact teams.
- Seeds Neighborhood Improvement Plan (NIP) funds provided an economic impact totaling \$377,358 from 2019-2023.
- Seeds Impact Teams hosted an annual housing workshop as well as an annual Health & Wellness Fair.
- The City of Grand Rapids re-approved Seeds for Public Safety funding.
- Began partnership with Madison Square Business Association and Grand Valley State University to perform a business climate survey focused on small community-based businesses.

Immense gratitude to the many residents, volunteers, staff, organizations and business partners who supported our mission in 2022. We are humbled by the support we've received over the past 13 years, and 2022 was no exception.

Thank you...

Pat Jimmerson	Diane Washington	Regenail Thomas
Juanita Dean	Ryan S Gummere	Bill Wood
Janice Rostic	Robin Walker	Norman Christopher
Tracy Byrd	Taffy Dickerson	Robin & Thomas Walker
Sonya Miller	Delores Franklin	Kaye Dean
Vince Warren	Ozell Campbell	Paula & Perry Collier
Amanda Bevan	Teresa Phillips	Dorothy Bowman
Ludie Weddle	Paul Arrington	Pattie Mallett
Bobbie Trotter	Joy Pickens	Kalif Akbar
Yreva Muhammad	Sarah Dehoff	Ann Marie Rivera
Daren Eckford	Monica Moody	Steven Jones
Lamont Jamison	Mrs. Rasheedah	Joanna Brown
Mr. Moore	Brenda Hill	Nicole Williams
AIME Association	American Diabetes Association	Arts to Economics
Alger Heights Neighborhood Assoc.	Axios HR	Be Well Health Center
Bridge the Gap of North America Inc.	Brown Claytor	Building Bridges of Urban Family Min.
Business Exchange Center	Butterball	Camp Fire USA West Michigan Council
Catalyst Partners	Cascade Engineering	Cherry Street Health
CDIM	City of Grand Rapids	Community Sports Group

CrossCourt Tennis CTA	Grand Rapids Food Co-Op	Creative Academic Network
Department of Human Services	Dickinson Academy School	Early Learning Collaborative
Eighth Reformed Church	Express Employment	Exalta Health
Family Outreach Center	Fair Housing West Michigan	Fifth Third Bank
Frank Moore World Ministries	Garfield Park Neighborhood Association	Gerald R Ford Job Corps Center
G.R.F. Council Boy Scouts of America	Occu Health Testing Collection	Girls On Fire
Goodwill of Greater Grand Rapids Inc.	Grand Rapids First Church	Grand Rapids Public Schools
Grand Rapids Community College	Grand Rapids Initiative for Leaders (GRIL)	GR African American Health Institute
GROW	Grand Valley State University	Greenridge Realty
GVSU Meijer Honors College	GVSU Alternative Breaks	GVSU College of Education
Habitat for Humanity of Kent County	Hall Street BP	Heart of West MI United Way
Healthy Homes	Hope Network	ICCF
Homes for All	Home Repair Services of Kent Co., Inc.	Independence Realty LLC
Kent County Health Department	Kendall College of Art and Design	Kids' Food Basket
Kirkhof College of Nursing	Literacy Center of West Michigan	Madison Square Church
Mercy Health	Mercy Health	Brown Claytor
Mich Energy Options	Mich State University Extension	Minding Hearts Ministries
Michigan Works	Michigan ERN Team	Michigan Black Expo
MSU Extension-Kent County	Neighborhood Stakeholders	Mind Boggle
New Destiny Pathways	Next Step of West Michigan	Neighborhood Ventures
O.S.B.G	Partnership to Work	Northpointe Bank.
Renaissance Church	Responsible Fathers Foundation	Pona Consulting LLC
Saint Mary's Health Care	Schools to Career Progression	Re-Entry Employment Resource
SLD Center	Specializing in Literacy Development (SLD)	Scott Allen Creative
Speaklife Boutique.LLC	Southern Guitar	Solis Creative Services, LLC
West MI Environmental Action Council	The Boys and Girls Club of Grand Rapids	TANDEM365
The Source	The Salvation Army Kroc Center	Trilogy Agricultural
TrueSuccess Inc.	United Prayer Coalition	United Water
Vocal Music Workshop	Volunteers in Service	West Michigan TEAM
West Michigan Prayer Center	Well Design Studio	Well Design Studio of GR

Western Michigan Tennis Association	Youth Outlet	YMCA
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This list is non-exhaustive.
Our sincerest apologies to any individual or organization we may have missed.

Growth, change, and impact.

Key highlights featuring the impact that Seeds of Promise has had on the community.

Healthcare Screening Fair 2022

The **Seeds of Promise Health and Wellness Impact Team** hosted its second annual Healthcare Screening Fair featuring a new concept of “Ask the Doctors”, during which nine (9) doctors volunteered their time to answer residents' questions on healthcare issues. This event provided access to blood glucose checks, HIV and Hepatitis C screening, substance abuse education, medical insurance enrollment, breast cancer awareness, and more. We also provided food, masks, mental health support, and blood glucose checks. Transportation by bus was available for residents, providing access to the event for many. The Healthcare Screening Fair 2022 was a huge success.

Updated Website

Seeds of Promise has experienced immense growth and change over the past five years. To mirror this growth, we have redeveloped and updated our website. The website is now more user and mobile-friendly, which will benefit residents and partners alike! Special thanks to Well Design Studio of Grand Rapids, who volunteered to build this beautiful new site. We value the hard work that Tyler, Emily and Amber put into our website. The website is now: www.seedsofpromisegr.com.

Have you checked out our new look yet? www.seedsofpromisegr.com.

Public Safety Program

The **Seeds of Promise Public Safety Program** was created in order to help promote personal and neighborhood safety in our Seeds communities. We are so proud of the impact that the Public Safety Program has had over the past seven years, and 2022 was no exception! This program is made possible in part by a \$59,000 CDBG Public Safety grant through the generosity and support of the City of Grand Rapids. The Public Safety Program helps promote personal and neighborhood safety in the Seeds community.

The following are the impacts from July 2021 to June 2022:

- 870** residents were educated in public safety
- 195** residents feel safer because of the education they received
- 143** households received safety improvements to their home

We value our residents' safety, and this program helps us to prioritize this year after year.

Housing Program Highlights

2022 provided significant traction in our small home development and home repair services. We've processed more than 80 housing grant applications and awarded 10 residents grants for home improvements. Seeds of Promise was awarded the Grand Rapids Community Mentors Workshop, a \$10,000 grant sponsored by the Federal Home Loan Bank of Indianapolis, and \$30,000 in funding by Northpointe Bank to purchase vacant lots for the development of affordable and attainable housing for neighborhood residents.

"The repairs completed improved my home 100%. It stopped drafts, and security is so much better. I can see out of my picture window now. I can open and close all my windows now. Check out this program! I highly recommend Seeds of Promise. Stick with the program, it's worth it."

– Cynthia, 2018 Home Repair Program Participant

Five Years of Program Success

Over the past five years, these housing programs have benefitted many. See just how vast the impact has been below:

Year	Number of Projects	Amount of Impact
2018	14	\$75,943
2019	22	\$240,000
2020	1	\$7,500
2021	11	\$82,500
2022	10	\$68,915
Total	58	\$474,858

Grand Rapids Community Foundation Grant Award

The Grand Rapids Community Foundation has been a huge blessing to Seeds of Promise in 2022! We've received a grant that allows us to reorganize after a period of intense global racial injustice amplified by COVID contingencies. This grant has provided us the opportunity to clean up administrative and operational practices and complete an organizational assessment leading to a strategic organizational development plan. We are immensely grateful to the Grand Rapids Community Foundation for their invaluable support!

P.E.A.C.E. Fundraising Socials

P.E.A.C.E. Fundraising Socials bring the mission of Seeds of Promise to life. This resident-hosted event has various themes, currently focusing on housing and public safety concerns. In partnership with the Grand Rapids Police Department, this event raises support for our community boys' and girls' skating troop. Partnerships also include: The Boys & Girls Club, Grand Valley State University, Food Co-Op, Northpointe Bank, Old National Bank, Job Corps, and the City of Grand Rapids. Educational entertainment (also referred to as "edutainment") provides us a way to deploy adult learning practices. This helps improve the proliferation of accurate information throughout the community and build more authentic relationships while addressing racial injustice issues. In addition, the fundraisers allow for the regular recruitment of talent, fundraising activities, and authentic community engagement. We exercise best practice human engagement strategies which establish the foundation for more equitable, diverse and inclusive experiences for all.

An extra special thanks to **The Boys & Girls Club, Grand Valley State University, Food Co-op, Northpointe Bank, Old National Bank, Grand Rapids Community College and Technical Center, Job Corps, and the City of Grand Rapids** for their involvement in and support of this fundraising event.

Seeds of Promise Impact Teams

Impact Teams are self-organized neighborhood teams composed of Host Neighbors/Ambassadors and Endorsing Partners that address neighborhood issues and concerns. Impact teams are organized by the following:

- **Housing:** Maximizing the community's owner-occupied housing and contributing to continuous neighborhood improvements by moving from "affordable" to "attainable".
- **Public Safety:** Increasing activities in the neighborhood that contribute to the overall safety and wellness of the community.
- **Health & Wellness:** Developing a place-based, proactive, community health, wellness, and nutrition program that provides care and resources to community residents, and minimizes the use of local hospitals and urgent care facilities.
- **Entrepreneurialism:** Empowering the development of healthy, profitable, and community-focused businesses with local ownership.
- **Host Neighbor Community Leadership Council:** Training Host Neighbors in planning and directing community improvement strategies.
- **Ministerial:** Resurrecting the evangelistic ministries throughout the community and removing the barriers of denominations, gender, race, culture, and age so that we can all come together as one to help those in need.
- **Employment:** Improving the employability of local residents through the P-5 process and providing transportation to the work site.
- **Environmental:** Creating an environmental impact team with the assistance of the West Michigan Environmental Action Council.
- **Educational:** Strengthening and encouraging family support systems while improving student and family learning capabilities and educational attainment levels.

Curious how you can help?

For current volunteer opportunities, we welcome you to stop in and visit us, call, or visit <https://seedsofpromisegr.com/volunteer/>

Honoring Grand Valley State University

Seeds of Promise 2022 Partner of the Year

Over the last decade, Seeds of Promise (SOP) and Grand Valley State University (GVSU) have built a strong and trustworthy working relationship in many areas where local residents, faculty, staff and students have made significant contributions to our mission. Many of these project opportunities were made possible through the Sustainability Office at GVSU. Interest levels were determined by individual colleges, and project teams were built dependent upon class schedules and faculty/staff availability.

The following is a brief recap of those activities:

Under the leadership of **City of Grand Rapids Former Mayor George Heartwell**, GVSU negotiated a multi-year contract that utilizes GVSU students with specific backgrounds and skills to work on city-related sustainability project assignments. Student assignments, including payroll and contract services, were performed by the **Sustainability Office**. Over 50 student internships and work assignments were successfully delivered to the City of Grand Rapids in environmental and social impact areas of sustainability. Some of these students that worked on these project assignments are now employed by the City of Grand Rapids. One of these students was an intern-turned-employee at Seeds of Promise, and now works in the Economic Development Department at the City of Grand Rapids.

The **College of Nursing** helped improve the Seeds of Promise Health and Wellness team and the performance of the local Browning Claytor Health Clinic on Madison Avenue. Nursing interns provided more attentive patient care at the clinic health clinic which resulted in increased use of the clinic services by local residents. Today, the Seeds of Promise Health and Wellness team is one of the best performing resident-driven impact teams that provide health fairs, education, and outreach in the Seeds community..

The **School of Communications**, facilitated by **Tim Penning**, selected Seeds of Promise as a client and helped develop one of the first successful marketing and communications plans for the Seeds organization.

The **College of Education** helped assess the costs of an evening after school program that would meet the needs of local families, residents, and youth. Currently, the program is being developed with many different development programs and potential sponsors. The evening after school program is now seeking a suitable location.

The students in the **Geography and Sustainable Planning Department** provided several supportive projects under the direction of **Professors Elena Lioubimtseva** and **Kin Ma** using GPS and GIS mapping software. Students were able to inventory approximately 8,000 homes in the Seeds of Promise neighborhoods. In partnership with Seeds of Promise residents, these homes were then rated for their need for external repairs. This project evolved into the Neighborhood Improvement Program (NIP), which provided homeowners with federal funding for large exterior repairs, such as roof repairs. The NIP initiative has been one of the most successful programs of the Housing Impact team.

Students from **Kendall College of Art and Design** along with students from **GVSU's Geography and Sustainable Planning Department** jointly worked on a project to survey people without housing in the Seeds of Promise area and determine their needs for transient housing. Designs for transient homes were then developed and provided back to the Seeds of Promise Housing Impact Team.

The **United Nations University** and the **Institute for the Advanced Study of Sustainability** featured an article on Community Health and Wellness involving the collective efforts of Trinity Health, Seeds of Promise, and the College of Nursing.

Professor Jaideep Motwani and students in the **Seidman College of Business** recently completed a preliminary business plan for the development of small modular homes for the Seeds Housing Impact team. This preliminary business plan has helped gain future stakeholder interest in this commercial project moving forward.

Professor Tim Syfert and students in the **Seidman College of Business** are currently completing a project to help support the development of the Madison Square Business Association under the guidance of Seeds of Promise. Local businesses are being surveyed for their current needs and overall views on local economic growth. Recommendations for resources needed for local business growth and development will be made by students.

Thank you, Grand Valley State University, for your invaluable support!

Grow with Seeds

We are located in Grand Rapids, Michigan on the corner of Madison Ave. SE and Hall St SE.

You can also visit us on the web or on Facebook!

Seeds of Promise

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Leadership Statement

2022 has been a strong rebound year for Seeds of Promise! We continue to do more with less, however, it is urgent that we complete our organization assessment with Kennari Consulting in order to map our strategic plan for the year ahead. This will require a major restructure that will position us to grow significantly over the next several years. We have made significant progress overhauling our entire organization. We will spend 2023 focusing on small home development initiatives, completing the Madison Square Business Association climate survey, cleaning up administrative operations, upgrading technology, prioritizing community engagement, providing leadership development and completing an office remodel.

Seeds of Promise is a “bottom-up” organization versus a traditional “top-down” organization. This concept of “bottom-up” means that those who live in the neighborhood direct their own neighborhood improvement strategies.

Our goal is to empower urban residents to build their personal and neighborhood prosperity, while simultaneously generating measurable quadruple impact for our resource providers. We can proudly declare that we’ve had fifty-six local agencies and organizations engaged in at least one of our eight impact teams. Our small-but-mighty organization had the privilege of being published in the United Nations University Magazine, featuring the work of our Health and Wellness Impact Team. We focus on the “root cause” of the problems facing those living in our community, rather than placing “band aids” on them.

A critical grant this year from the Grand Rapids Community Foundation allowed us to complete a major project with great turnaround by stabilizing our accounting and payroll practices.

We’d like to thank all of those associated with Seeds, including our dedicated Host Neighbors and Endorsing Partners. This year, we have cultivated very special relationships with the Food Co-op, Grand Rapids Police Department, City of Grand Rapids representatives, and Grand Rapids Community College & Technical Center. We’ve maintained long-active relationships with Grand Valley State University and the Madison Square Business Association, which bring tremendous excitement for 2023. We owe a huge “thank you” to all of those who have donated their time and money to Seeds in 2022. We

appreciate all you have done for us. We look forward to your continued support in 2023! Because of you, we're able to impact individuals and communities here in the Grand Rapids area.

We wish you peace and blessings for the New Year and beyond.

Regenail Thomas

CEO

Ronald Jimmerson

Chairman of Board of Directors