



IRREDUCIBLE GRACE FOUNDATION

ANNUAL REPORT 2024



FROM OUR EXECUTIVE DIRECTOR & FOUNDER

2024 was Irreducible Grace Foundation's second year in our new home at the Black Youth Healing Arts Center!

It was a year of great learning for all those who came through the doors. Our expanded programming offered the community, and us, so many ways to find joy, seek healing, and grow skills. We expanded from two to five days of weekly offerings such as drumming, cooking, gardening, poetry, dance, and visual arts. As an organization our struggle was how to maintain the sense of community we have had for the past 12 years, when participants now would come to one or two specific programs. Our *"Taste of the BYHAC"* program has given many a chance to experience more of the offerings, leading to increased multiple day attendees. This program has also been offered externally, receiving rave reviews.

2024 has been a year of great growth that has given us more of a base to build off for 2025! Thank you to all of our young people, staff, partners, funders and donors for your support of our critical work in providing a safe place for BIPOC youth to holistically heal in community!

Yours truly,



EXECUTIVE DIRECTOR & FOUNDER



OUR WORK



A New Mission

"Fostering the holistic wellness of BIPOC youth in community."

In 2024, we convened a group of IGF staff, young people, volunteers, and elders to develop our Strategic Plan for 2025 - 2028. In these meetings the team refined the vision and focus of our work for the next three years in addition to developing a new mission and vision statement. Our new mission is *"Fostering the holistic wellness of BIPOC youth in community."* Through creative and culturally-based holistic programming, leadership & employment opportunities, therapies for emotional healing and housing, IGF will achieve its mission through supporting BIPOC youth in building the skills to thrive in the world as healthy, well-adjusted adults.

"SOO GOOD! I had no idea this happened here and I will now be referring everyone I know here for events."

-Drumming and Healing Circle Participant



New Programs

2024 brought us new programming at the Black Youth Healing Arts Center that received rave reviews by participants. Having our own space allowed us to have a regular schedule of recurring monthly events including sewing led by Elder Bernice and our very own Dr. D, Tuesday night yoga, drumming with Afro-Boricua artist Tearra Oso, Afro Fusion Dance with Sister Patricia Brown, and Poetry Lab led by St. Paul Central Alum and Pulitzer Prize nominee, Danez Smith. Participants routinely use words such as "healing", "amazing", and "welcoming" when asked to describe their program experience. We also began offering external outreach programming again after a hiatus and are bringing our work to schools, colleges, and corporations. We are proud to be able to offer such needed and affirming programming to our community.



BY THE NUMBERS

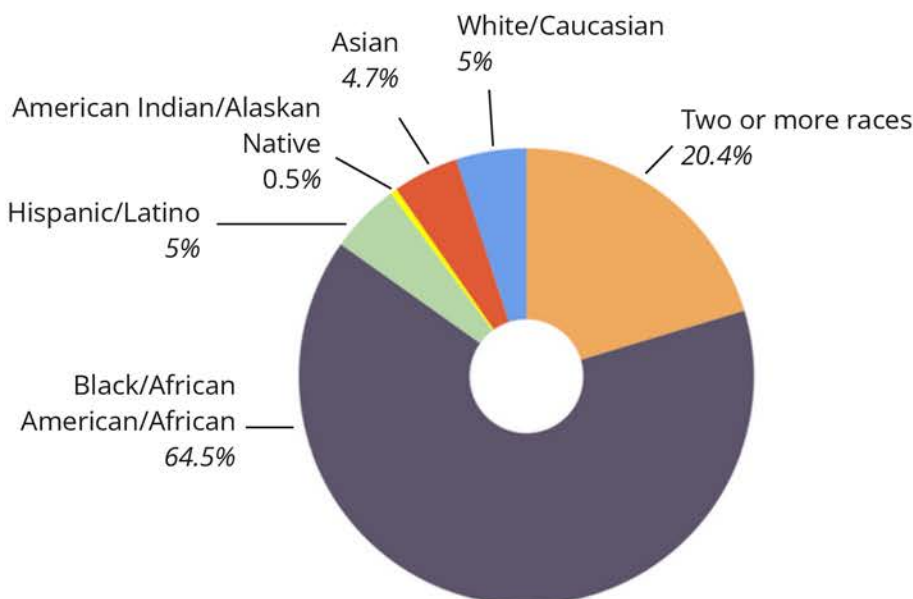
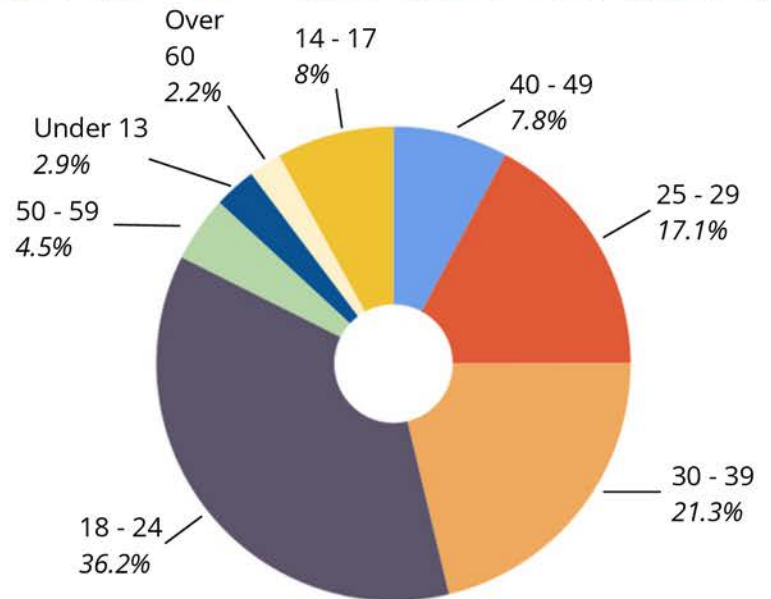


IGF's Black Youth Healing Arts Center (BYHAC) is more than a space. It's a center for healing, community, and creativity. In 2024, over 1,500 people visited us at the BYHAC for programming and events.

Our participants come from 59 unique zip codes across Minnesota, with 58% of those residing in the city of Saint Paul.

AGE OF PARTICIPANTS

Our participants range in age from infants to over 60 years old. As in previous years, 18 - 24 year olds continue to be our largest age group followed by 30 - 39 year olds. In 2025, we will be a Frogtown Loop partner site, and providing after school programming for middle and high school students.



RACIAL IDENTITY

Over 64% of those who participate in our programs at the BYHAC identify as Black / African American / African. Over 20% identify as Two or more races.

FROM OUR PARTICIPANTS



"IGF taught me how to center my wellness in everything that I do. Taught me how important breathwork is, and grounding myself, and regulating, especially coming from a home where not a lot of people were emotionally regulated. IGF also taught me how to be a better mom, how to go for the resources that will best suit my babies. So, thank you, IGF."

- Program Participant



"...some of the many things I have learned at IGF is around health and wellness tools. And those have helped me regulate myself emotionally across the board. Which, I would say that is a personal thing that I can use professionally...I think I definitely breathe more as a parent than I think I would have if I had not attended IGF trainings prior to being a parent. I would also say that it is very cool to use the tools and then see my son get upset by them, like when he's mad and I start humming, and then he gets more mad, but it doesn't matter that he's getting mad 'cause I'm getting regulated so that we can get him unmad too."

- Former Gold Team Member



"Anybody who know me from before...they know a lot of stuff has changed and a lot of that stuff has happened here. This space has provided, you know, like the complete set of materials and people to really transform your life if you feel like it."

- Program Participant

The BYHAC garden grew as we added additional raised beds and apple trees thanks to support from the Minneapota Landscape Arboretum.



Our weekday programming grew from two days per week to four over the year.



20% of participants attended Poetry Lab, our most popular offering in 2024. Drumming was our second most popular with **14%** of participants.

In 2024, we held
344

classes, Self Care Sundays, and special events at the BYHAC.



In July, we hosted our first IGF family reunion bringing past participants together to reconnect, share stories, and reminisce about their time with IGF.



2024 IN REVIEW



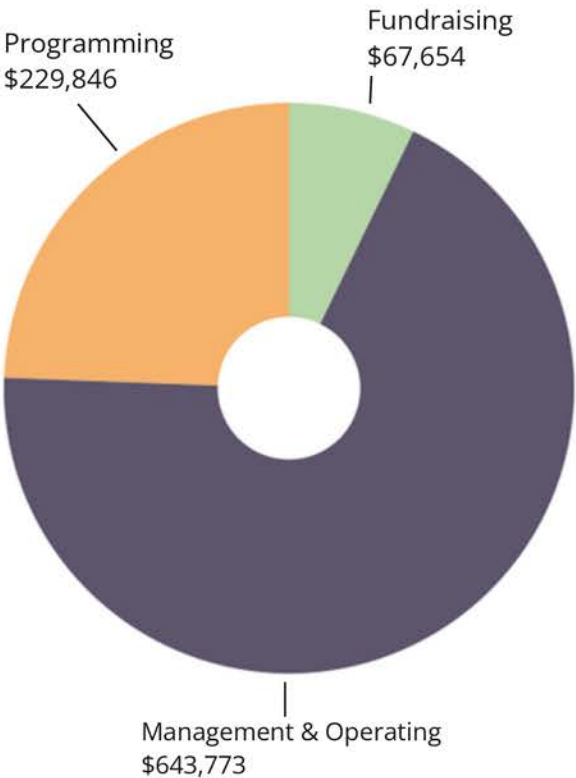
FINANCIAL SNAPSHOT



2024 brought us financial challenges, especially in quarters three and four where we experienced a constriction of funding from grantors and private donors, forcing us to utilize our reserves to pay for programming and general operating expenses. As we enter 2025, we are actively seeking alternative revenue sources, including earned income through our commercial kitchen and expansion of our external programming outreach team.

EXPENSES

Management & Operating	\$643,773
Programming	\$229,846
Fundraising	\$67,654
Total Expenses	\$941,273



REVENUE

Donations	\$42,196
Grants	\$376,707
Total Donations & Grants	\$418,903
Rentals	\$111,420
Workshops	\$42,012
Book & Video Sales	\$32,288
Misc.	\$2,663

Total Revenue **\$607,944**

