



# HOPE 4 YOUTH

Providing Pathways to End Youth Homelessness



strategic consulting & coaching, LLC  
*creating new paths for growth & success*

*Strategic Consulting & Coaching, LLC is conducting this retained search and the executive position description is written on behalf of our client, HOPE 4 Youth.*



## OUR MISSION

Providing pathways to end youth homelessness.

## OUR VISION

Is that the young people we serve are valued, respected, and supported with the resources and skills needed to find and keep stable housing.

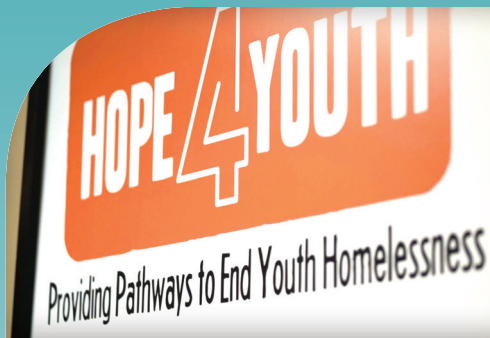
## ORGANIZATION OVERVIEW

HOPE 4 Youth grew out of a community effort to combat youth homelessness. In November 2012, a series of news articles raised awareness of young people in the north metro Twin Cities who needed basic resources. The stories were published during the coldest days of winter and sparked an immediate reaction from the public. As a result, partnerships were built, donations solicited, and in March 2013 HOPE 4 Youth opened our doors to the first drop-in center for youth experiencing homelessness in the north metro suburbs.

When the doors of the Drop-in Center close, many of the youth find themselves couch-hopping or back on the streets. In response, we decided to expand our focus on long-term solutions to ending youth homelessness. As a result, in late 2016, we opened HOPE Place, the first transitional housing for young people ages 18-24 in the north metro suburbs. Today, we continue to grow our programs — as well as new revenue sources — expanding into new opportunities for young people experiencing homelessness.

### HOPE 4 Youth is focusing on four key areas:

- 1) Housing:** Connect youth to the resources they need to find and maintain housing (shelter, permanent, affordable, transitional, etc.).
- 2) Outreach:** Meet youth where they are in the community and provide them with assistance in real-time and on their own terms.
- 3) Prevention:** Partner with community providers and resources to connect youth to prevention services.
- 4) Education/Employment:** Assist youth with finding a career pathway and the education and employment opportunities to move forward.



## HOPE 4 YOUTH PROGRAM OVERVIEW

### Drop-In Center

The resource Drop-In Center, located in Anoka, provides food, clothing, hygiene products, a hot meal, laundry, shower facilities, and case management to youth experiencing homelessness, ages 23 and under. Drop-In Center hours are Monday-Friday from 11 a.m. – 7 p.m.

### HOPE Place

This transitional housing program, located in Coon Rapids, is one of our long-term solutions to ending youth homelessness. Twelve young people (ages 18-25) call HOPE Place home for 12-24 months while they learn the skills necessary to be an independent, self-sufficient adult.

### Outreach

Through a partnership with StreetWorks, we strive to walk alongside young people experiencing homelessness who are often invisible in the system, meeting them where they are and acknowledging and honoring their individual journeys. By seeking them out in the environment where they find themselves homeless, we can provide them with assistance in realtime and on their terms.

### HOPE Homes

HOPE Homes provides support to homeless youth who are staying with a caring adult and want to transition from their couch-hopping arrangement into a permanent home.

### Housing Navigation Program

Our HOPE 4 Youth Housing Navigation Program casts a wide net for possible solutions to each young person's housing issues. Case managers at our HOPE 4 Youth Drop-In Center begin the process by meeting with a young person and learning about his or her unique needs. In some cases, access to affordable rental housing or other community resources is the answer. For others, our HOPE Place or HOPE Homes programs are a good fit.



## HOPE 4 YOUTH 2020 STATISTICS

In 2020, HOPE 4 Youth served **887 youth** experiencing homelessness who were in need of resources and services.

- ▶ **1,388 youth** visited the Drop-In Center
- ▶ **2,019** accessed basic needs (food, clothing, hot meals)
- ▶ **22 youth** were housed via housing navigation (permanent, transitional shelter)
- ▶ **20 referrals** to the Hope Homes program, of which eight youth entered into the program, two began but did not complete it, and two were referred elsewhere
- ▶ **247 referrals** made by our outreach team
- ▶ **18 youth** living at HOPE Place

## POSITION OVERVIEW

### Executive Director

HOPE 4 Youth is seeking an experienced Executive Director (ED) who is well respected as a leader and has a passion for ensuring youth experiencing homelessness have access to quality services. The successful candidate should excel at building strong relationships, both internally and externally, and be inspirational, transparent, and a servant leader.

The ED reports to the Board of Directors and is responsible for HOPE 4 Youth's consistent achievement of its mission and financial objectives. The ED provides leadership to the Board in the areas of public policy, planning, and new program initiatives. The ED is the organization's spokesperson and is responsible for cultivating partnerships with government, corporate, and foundation leaders, individual donors, and other national and local leaders. The ED leads and directs HOPE 4 Youth's management team and provides support and assistance to volunteers, including the Board of Directors and committees. The ED will oversee a \$1.7 million annual operating budget. The ED must have business acumen and be able to utilize the synergies of a strong team to support the implementation of the three-year strategic plan.



The ideal candidate will build on HOPE 4 Youth's past successes, expand its reach and influence, and find creative ways to end youth homelessness in Anoka County. The position requires a passion to serve and the ability to bring people together in a collaborative way. In addition, this candidate will bring energy, intellectual curiosity, creativity, adaptability, and humility to their work.

### Essential Responsibilities:

- ▶ Organizational Leadership
- ▶ Fundraising Development and Philanthropy
- ▶ Relationship Management with Stakeholders
- ▶ Operations and Program Management
- ▶ Internal and External Communications
- ▶ Organizational Leadership
- ▶ Staff Development and Coaching
- ▶ Financial Planning and Management
- ▶ Board and Committee Engagement
- ▶ Public Relations and Collaborative Community Building
- ▶ Ethical Leadership and Compliance Oversight



## PRIMARY QUALIFICATIONS

### The successful candidate will:

- ▶ Embody the mission and core values of HOPE 4 Youth and will exhibit passion about the work of HOPE 4 Youth both inside and outside the organization;
- ▶ Demonstrate leadership in, and knowledge of the nonprofit multi-service arena;
- ▶ Have superb communications skills, both oral and written;
- ▶ Have the ability to build strong relationships and engage government, community, and national partners who support the mission of HOPE 4 Youth;
- ▶ Have demonstrated success in organizational leadership and change management;
- ▶ Have experience in guiding the development and implementation of a strategic plan;
- ▶ Ensure a workplace that demonstrates a high degree of support for diversity, equity, inclusion, and respect for youth, staff, volunteers, and board members, and attracts and retains talented and dedicated staff;
- ▶ Bring experience and passion in resource development including having met and exceeded fundraising or advancement goals;
- ▶ Understand and provide oversight regarding nonprofit finances, investment strategies, depreciation, and other components of financial planning, and be skilled in recognizing financial opportunities and threats and analyzing the impact of current or new ventures;
- ▶ Be able to make organizational and financial adjustments as needed for financial stability, program and services impact and safety, and effectively communicate these issues to the board in a timely and clear fashion;
- ▶ Have the ability to work and make judgments independently and take initiative;
- ▶ Have a high level of comfort with public relations and public speaking as well as communicating information to a wide range of audiences – from policy makers, donors, public officials, the press, and the general public;
- ▶ Have experience with reporting to, and supporting, a governing board.



## PERSONAL CHARACTERISTICS

### The successful candidate will:

- ▶ Have a visionary and entrepreneurial spirit to meet the needs of HOPE 4 Youth and be willing to propose, strategize, and execute new ways to end youth homelessness;
- ▶ Be comfortable and assertive in many different social and professional circles;
- ▶ Possess a high degree of energy, empathy, and integrity;
- ▶ Be approachable and a good listener;
- ▶ Have strong self-awareness, confidence, and humility;
- ▶ Be an authentic leader who serves as a role model for moral and fair behavior, with a transparent approach to earning the esteem and confidence of employees, volunteers, board members, donors, and public officials;
- ▶ Be a strong coach and developer of talent;
- ▶ Value authenticity and transparency, and does not shy away from difficult conversations or conflict.

## EDUCATION

### The successful candidate will have:

- ▶ A master's degree or bachelor's degree with equivalent work experience in an appropriate discipline (e.g., education, social sciences, public administration, business administration);
- ▶ 3-5 years executive/senior management experience in social services, public education, or a related organization;
- ▶ Experience in developing and maintaining a diverse workforce.



**TO APPLY, PLEASE SEND COVER LETTER AND RESUME TO:**

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