



BOARD OF DIRECTORS MEETING

Monday, Feb 22nd, 2021

5:00 – 7:00pm

Meeting Location: Virtual/Call In

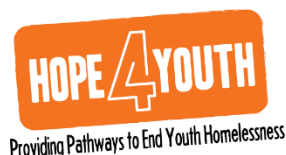
Zoom Link: <https://us02web.zoom.us/j/84391613746?pwd=b0o3SWRsMmxoeUJubkxXWFBwejRqUT09&from=addon>

Meeting ID: 843 9161 3746

Passcode: 593020 One tap mobile

+1 312 626 6799 US (Chicago)

AGENDA	TIME
• Call to Order (Stephen Spears)	5:00p
• Welcome (Stephen Spears)	5:00p
○ Connie Rhodes – Restoration Incorporated	
○ Cathy Marie – HOPE 4 Youth Intern	
• Approve Agenda and Minutes (Stephen Spears)	5:05p
• Diversity, Equity, and Inclusion Report (Connie Rhodes)	5:10p
• Executive Directors Report (Linda Bryant)	5:25p
○ Strategic Planning Committee – Jennifer Stone	
• Financial Update (Mark Nolen & Julie Fliflet)	5:35p
• Program Report (Mark McNamer)	5:45p
• Advancement Report (Julie Orlando)	5:55p
○ Development Committee – Stephen Nash	
• Action Item Discussion (Stephen Spears)	6:05p
• Move to Adjourn to Executive Session	6:15p
• Adjourn	7:00p



Board of Directors Meeting Minutes
January 25, 2021
5:00-7:00 pm; via Zoom call

Board Members Present: Marina Bressler, Sean Haag, Paul Lenzmeier, Leanne Matchen, Stephen Nash, Mark Nolen, Don Phillips, Stephen Spears, Jennifer Stone, Anna VanRueden, Sue Woodard

Board Members Absent: Chris Warner

Staff and Guests Present: Linda Bryant, Julie Fliflet, Mark McNamer, Julie Orlando

The meeting was called to order at 5:04 pm by Stephen Spears, Chair of the Board.

Approve Agenda

Motion made by Stephen Nash, seconded by Marina Bressler and passed unanimously to approve the agenda.

Approval of the Minutes

Motion made by Marina Bressler, seconded by Stephen Nash and passed unanimously to approve the November 23, 2020 minutes.

Executive Director Report

- Linda Bryant announced that she will be resigning from her position effective April 16, 2021. She read her resignation letter to the board indicating she had made a personal decision to pursue a new career focus. She is committed to a smooth transition and working hard over the next 3 months to leave HOPE 4 Youth in a good place. She will also be available until June 26th for consultation or project work if the agency would like her assistance. The Board thanked Linda for everything she has done during the last year, which everyone acknowledged has been a very difficult year, and wished her well and continued success in her new career path.
- Personnel Update: currently in the hiring process for a Program Manager at the Drop-In Center and have extended an offer to fill the part-time Administrative Assistant position that was posted to start February 1st.
- Facilities Updates: H4Y received funding for facility improvements at Hope Place and the Drop-In Center. The Hope Place improvements will allow large, shared offices to become separate, private offices and will provide a private meeting room for youth to meet with social workers and other resource providers. The Drop-In Center improvements will allow the large community room space to be separated with room dividers, will provide individual computer resource stations for youth, and will allow us to purchase new furniture in order to reconfigure the space in a safer, more COVID friendly manner.

- **Grant Updates:** Since the last board meeting, we have been notified of probable funding for an FHPAP grant award for \$33,000 over 2 years funding street outreach and rental assistance support, that we would be receiving a MN DHS COVID relief grant to fund staffing in the amount of \$18,700, and that the GRH housing supplemental services funding would be extended to all 12 units at Hope Place rather than just 6 that we had previously. We have also been invited by the Pohlad Foundation to submit a full proposal in response to our LOI requesting \$200,000 over the next 2 years.
- **Hope's Closet Update:** Store is being packed up this week and will be closed and in storage for a few months while we get through COVID, develop a business plan, and select a new location.
- **Strategic Planning Process Update:** No new updates, next meeting is this week on 1/27.
- **DEI Report:** The agency had hired Culturally Competent Consulting to help address some issues the organization was dealing with amongst staff, and they did provide us with a report from that work. The plans are to bring this topic and issue back for a full board discussion at a later date.

Financial Report

Julie Fliflet reviewed the highlights from the December financials that were included in the board packet. Financially H4Y continues to show a positive YTD net income at the end of December with a strong cash position of over 8 months cash on hand. These are just draft year-end financials, with a lot of work to do over the coming weeks to reconcile, post accruals, and make the journal entries needed related to the restricted contributions for the year, to finalize the financial statements in conjunction with the upcoming audit.

Paycheck Protection Program (PPP) Updates:

Work has begun on the forgiveness application for the first round PPP loan. H4Y has met all the parameters for forgiveness and the application should be submitted by the first week of February. They have announced a second round for the Paycheck Protection Program. Some additional parameters and targeted eligibility parameters were established for the round two draws, but H4Y will still be eligible to apply.

Motion made by Stephen Nash, seconded by Mark Nolan and based unanimously passing a resolution to approve applying for a forgivable loan under the Paycheck Protection Program (PPP) Round #2 and authorizing Julie Fliflet, Director of Finance & Administration, to sign and execute all documents pertaining to the forgivable loan.

Program Report

Mark McNamer reviewed the Program Scorecard that was included in the board packet. The Drop-In Center visits in December decreased slightly from the previous month, but the center did see some new activity from Onsite Provider Services as ECFE service providers were brought back onsite. Hope Place was full and has no current vacancies after almost 9 months which was really good to see. Mark also provided a snapshot of some demographic information of youth served, and comparisons of 2020 with 2019.

Advancement Report

Julie Orlando reviewed the Advancement Scorecards that were included in the board packet. The social media stats show a substantial decrease from the previous month, but she reminded everyone that was because during November we had a social media Facebook post that went viral and drove unprecedented activity so there is no cause for concern. She also highlighted the outcomes of the iHeartRadio advertising we had purchased noting it was estimated to have reached 1 million adults, and that 36% of the Twin Cities population heard our message at least twice over the holidays. HOPE 4 Youth also received many additional ad spots at no cost above and beyond those originally purchased as part of the advertising package, and also received over \$2,000 from the State Fair Glow Event ticket donations as a result of this partnership which helped offset the cost of this advertising. Also mentioned was the “Dream Project” with the Eagle Brook Church Anoka Campus and the possibility that their congregation would fund a new Housing Stability Fund fundraising campaign to cover critical expenses needed by youth trying to obtain housing like first month rent, damage deposit, and move-in expenses.

Committee Reports

Strategic Planning Committee: Jennifer Stone, Chair of the Strategic Planning Committee indicated there was no new update. The Committee will be meeting later this week to continue that work.

Development Committee: Stephen Nash, Chair of the Development Committee gave a brief update on the Gala plans. The date has been set for April 23rd at The Mill Site with Kat Perkins to perform. It will be a hybrid event and will be partially virtual due to COVID, with the specifics still being decided and discussed.

Nominations Committee: Chris Warner, Chair of the Nominations Committee was not in attendance, but Linda Bryant noted there was no report for this month. There may be a candidate presented next month.

Action Item Recap

- Board Retreat will be scheduled for early Spring – more to come on that (suggestion given of Charlson Meadows as a possible location).
- Marina indicated they will continue working on formalizing “norms” for board committees in regard to roles, terms, practices, and protocols. This will be brought back to the board at a later date.

Executive Session

The meeting was adjourned at 6:27pm to executive session.

Respectfully Submitted,
Julie Fliflet
Director of Finance & Administration

HOPE 4 Youth Board of Directors
(Updated 2/19/2021)

Chris Warner, Term Expires 9/2021
Nomination Committee Chair

Agile Transformation Coach Consultant,
 Wells Fargo
 1203 McKinley St NE, Anoka, MN 55303 Cell:
 763-412-5430
 Email: chris.warner@comcast.net

Stephen Spears, Term Expires 9/2021,
Board Chair

Chief Fee Based Officer
 KleinBank 1550 Audubon Rd, Chaska, MN
 55318
 Business: 952-361-5304
 Cell: 612-280-1913
 Email: slspears@comcast.net

Sue Woodard, Term Expires 9/2019 Past
Chair

Chief Customer Officer, Total Expert
 1920 Drew Ave S, Minneapolis, MN 55416 Cell:
 612-669-6771
 Email: sue@suewoodard.com

Marina Bressler, Term Expires 9/2021
Secretary, Nominations Committee

AVP; Senior Project Manager, Wells Fargo 14005
 Eagle St NW, Andover MN 55304 Cell: 612-384-
 5343
 Email: mbressler5@yahoo.com

Sean Haag, Term Expires 9/2020
Strategic Planning Committee

Vice President, Global Strategic Marketing,
 Restorative Therapies Group, Medtronic 16325 - 59th
 Ave N, Plymouth, MN 55446 Cell: 412-901-6708
 Email: sean.haag@medtronic.com

Leanne Matchen, Term Expires 9/2021
Strategic Planning Committee

Associate General Counsel, UnitedHealth Group
 4285 Orchid Ln N, Plymouth, MN 55446
 Cell: 612-636-5460
 Email: llholcomb@uwalumni.com

Stephen Nash, Term Expires 9/2021
Development Committee Chair

Special Assistant Anoka County Attorney, Anoka
 County Attorney's Office
 2100 Third Ave, Anoka, MN 55303
 Cell: 612-840-4279
 Email: sjnash12@gmail.com

Mark Nolen, Term Expires 9/2022
Finance Committee Chair

Corporate Accountant – Fixed Assets, Centerspace
 8609 Tessman Ct N, Brooklyn Park, MN 55445
 Cell: 612-298-8283
 Email: mnolen@usinternet.com

Jennifer Stone, Term Expires 9/2020
Strategic Planning Committee Chair

Global Talent Management, Medtronic 4033
 Interlachen Dr NE, Ham Lake, MN 55304
 Cell: 612-462-6098
 Email: jb1stone@gmail.com

Paul Lenzmeier, Term November 2020
– October 2023

Commander of Patrol Division
 Address/Phone:
 Email: paul.lenzmeier@co.anoka.mn.us

Anna VonRueden, Term Expires 9/2022
Strategic Planning Committee

Program Director
 FamilyWise Services
 3036 University Ave SE, Minneapolis, MN 55414
 Business: 612-877-7831
 Email: avonrueden@familywiseservices.org

Don Phillips, Term (November 2020 –
October 2023)

Development Committee

Chief Investment Officer
 Greater Midwest Financial Group
 Address/Phone:
 Email: donphillips102@yahoo.com

Connie Rhodes is the founder and executive director of Restoration Incorporated, a premier faith-based human service agency. She is also the lead consultant for Culturally Competent Consulting, helping corporations with their diversity, equity, and inclusion needs; team building, healing circles and other company identified areas for growth .

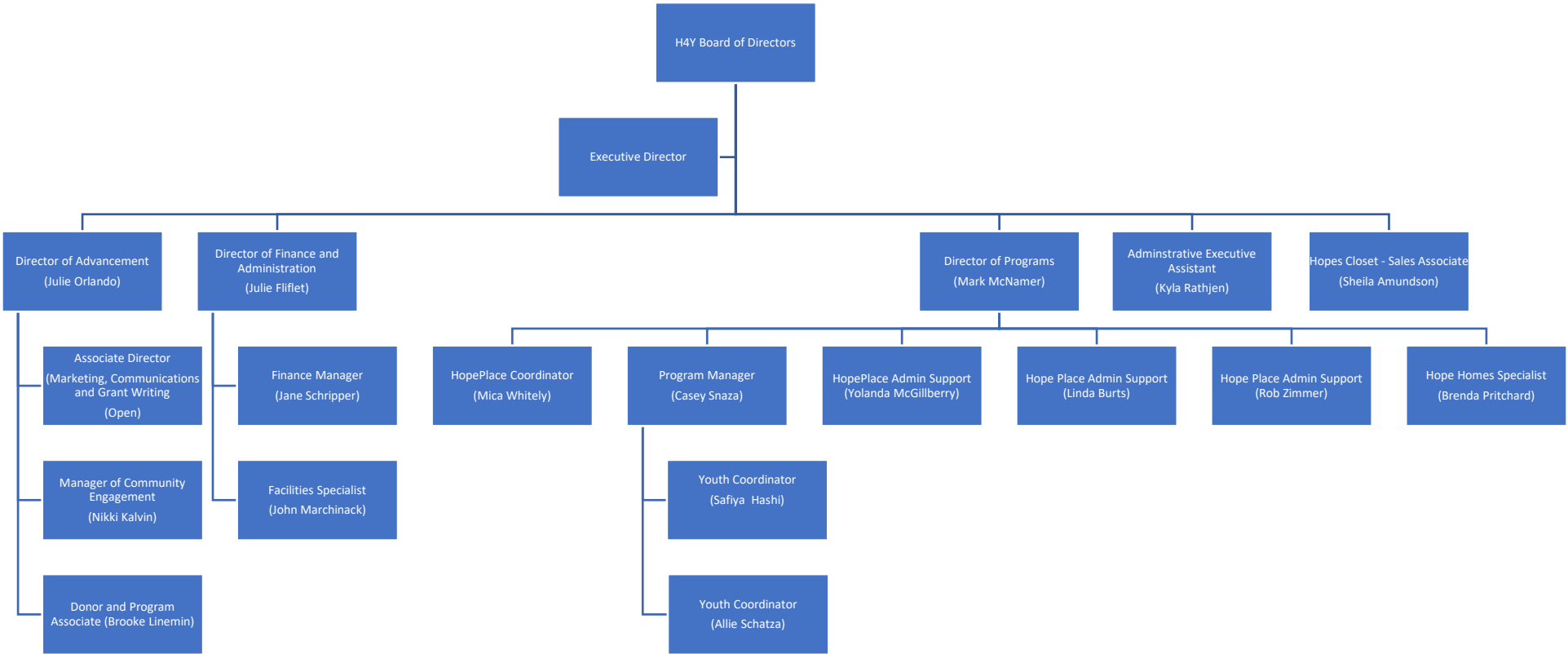
Connie and her team of multicultural experts including an attorney who specializes in Diversity, Equity and Inclusion (DEI) matters, a physician versed on health equity policies, a 20 year mental health provider, a licensed clinical therapist, an international business partner, a MSW level social worker, three social justice advocates, bilingual consultants(Spanish, ASL, Hmong, Ojibawe and Somali) and two certified circle keepers, all have extensive experience in anti-racism and DEI. Culturally Competent Consulting has provided outstanding results for local, national and international clients. Our customers include Minneapolis Race and Equity Division, Minneapolis Community Planning and Economic Development, City of St. Paul, Ramsey County, Hennepin County, Pillsbury United Communities, PICA DayCare, Emerge, Minneapolis Health Department, AEDP and others.

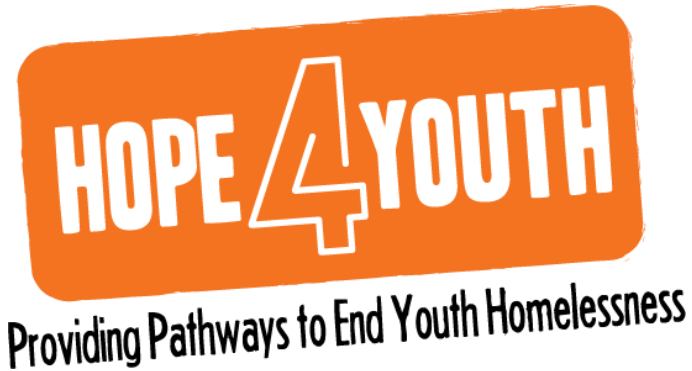
Connie, affectionately known as the *Peace Promoter*, is a graduate of the prestigious University of Chicago with a concentration in Behavioral Sciences and Psychology. While at the University of Chicago, she had the honor to complete advanced studies with experiential psychotherapy pioneer, Dr. Eugene Gendlin. During her time with him, she developed her client-centered therapeutic approach and learned the art of focusing and imagery. In 2019, she was trained by Jerry Lamagna, MSW, LCSW in Accelerated Experiential Dynamic Psychotherapy (AEDP) for the treatment of complex trauma. In 2020, she collaborated with Mary Androff, MD to train her staff in the use of AEDP for Community Healing. In 2021, she received immersion training in AEDP from the renowned author and AEDO's acclaimed founder, Dr. Diana Fosha. She uses AEDP modalities to help bring healing and decrease aloneness for marginalized communities, such as in her role as a certified Circle Keeper. Her specialties include trauma-informed care, youth violence prevention, and cultural competency.

Connie has attended and been part of countless trainings spanning over 25 years. Her vast experience in the social service arena includes her humble college days of helping at-risk youth, her 16 years at BUILD Inc. where she worked in some of Chicago's toughest neighborhoods, and her work in Minneapolis helping young victims of gun violence. Connie was a pioneer staff member of Next Step, an innovative and effective hospital-based violence prevention program that serves youth ages 10 to 28 who are gunshot wound victims .

Connie has received awards from the Cook County Probation Department for her work with young women, the City of Minneapolis Local Public Health Hero Award with the Next Step team, and the 2017 Amy Aim Humanitarian Award from ILCC for her work impacting youth in our community. She is an advocate for restoring peace and hope in our communities via her strong faith in God.

Organizational Chart – As of 2/17/21



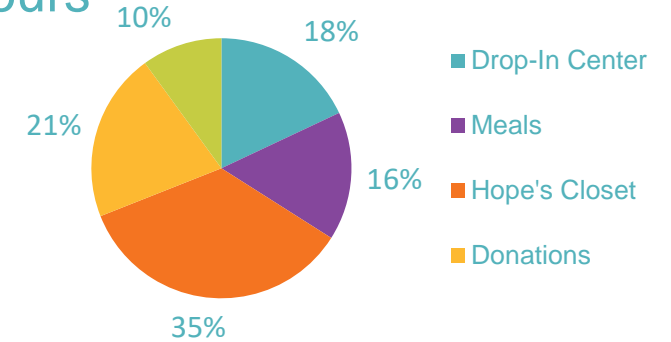


Advancement Scorecard January 2021*

*Stats are only reflective of December (Not YTD)

Volunteer Hours

459
Volunteer Hours
in January.



Donors

143

Donations were
made totaling more
than \$35,829.09.

35

New Donors
Gave almost
\$10,363.09.

Donations

- Online Giving
- Portal Giving
- Traditional Giving



Active Volunteers

52

of Active
Volunteers

7

of New
Volunteers

Social Media Statistics

Impressions
63,772

Engagement
4,093

Followers
12,802

Website Statistics

Users
2,184

New
81%

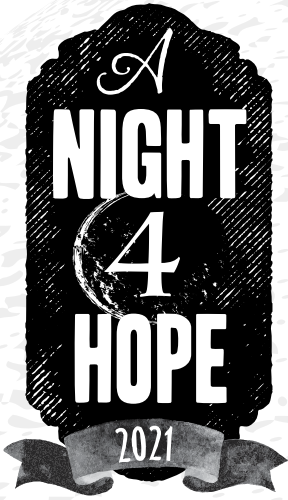
Visits
7,521

Email Statistics

8,529
Accepted Subscribers

24%
Open Rate

.71%
Unsub. Rate



Benefiting HOPE 4 Youth

Sponsorship Opportunities

On Friday, April 23, 2021 HOPE 4 Youth will host A Night 4 HOPE – an evening of food, festivities and fundraising at The Mill Site in Anoka. We need companies, businesses and individuals to partner with us and be a sponsor of the event. Your investment in our event will include a variety of recognition and visibility but will more importantly motivate others to give the gift of HOPE to youth in our community!

PRESENTING SPONSORSHIP | \$25,000

- 20 tickets to the event
- Prominent name recognition as the Presenting Sponsor
- Logo prominently displayed on all event marketing including the website, event registration page, event signage, on-screen presentation, and post-event eblast
- Recognition on social media* with logo/name/link
- Podium recognition and event welcome by company representative
- Mission Moment sponsor
- Meet & Greet photo opportunity with Kat Perkins

PLATINUM SPONSORSHIP | \$10,000

- 12 tickets to the event
- Logo displayed on event marketing including website, event registration page, event signage, on-screen presentation, and post-event eblast
- Recognition on social media* with name/link
- Podium recognition
- Matching sponsor for the Giving Moment

GOLD SPONSORSHIP - \$5,000

- 8 tickets to the event
- Logo displayed on event marketing including the website, event registration page, event signage, on-screen presentation, and post-event eblast
- Recognition on social media* with name/link
- Podium recognition

SILVER SPONSORSHIP - \$2,500

- 4 tickets to the event
- Name displayed on event marketing including the website, event registration page, event signage, on-screen presentation, and post-event eblast

For more information, contact Julie Orlando at: jorlando@hope4youthmn.org. To confirm your sponsorship, visit HOPE4YouthMN.org/night. All sponsorship payments must be received by April 1, 2021.

**HOPE 4 Youth has over 12k followers across Facebook, Instagram, Twitter and LinkedIn.*

Where did you sleep last night?	Count
Living on Your Own	45
Temporarily Staying with Family/Friends	39
Staying Outside	14
Permanently Staying with Family/Friends	10
Supportive Housing Program	8
Other Shelter	5
Stepping Stone	3
Grand Total	124

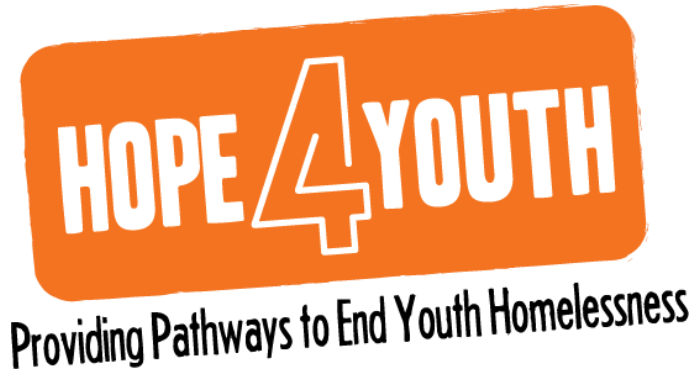
63% reported having a place to stay that night

88% reported feeling safe where they are staying

Services Provided	
H4Y - Anoka: DR0P-IN CENTER	342 Total Services
Baby Products (Count)	13
Bus Card (Dollars)	\$180
Clothing Closet (Count)	51
Computer Use (Count)	17
Food Shelf Visit (Count)	82
Gas Cards (Dollars)	\$400
Hygiene Products (Count)	44
Laundry (Count)	10
Locker Access (Count)	2
Meal (Count)	74
Other Transportation (Dollars)	\$50
Provider Visit - Life Skills (Count)	13
Provider Visit - Social Service (Count)	1
Shower (Count)	1

Program Highlights

- Very busy two weeks at HOPE Place. Two youth successfully completed the HOPE Place program and moved into market rate apartments. 2 new youth moved into HOPE Place, one was referred through the Drop-in Center Program and other was referred through Anoka County Mental Health.
- Received FHPAP Outreach Grant starting in October 2021
- Onboarded 3 new mentors at DIC
- Allie has been working with a DIC youth for a couple weeks who has been navigating depression. A self-harm safety plan was put into place and the youth called to report she hasn't self-harmed in a few days.
- Casey Snaza started today as the new Drop-In Center Program Coordinator



Programs Scorecard January 2021

HOPE 4 Youth Drop-In Center Youth Statistics¹²

124

Drop-In Center
Visits

New Intakes: 8

58

Unique
Youth

New Intakes Under 18: 0

4

HOPE Homes
Enrollees

Housing Navigation Referrals

3

Stepping
Stones

0

Housing
Navigation

Youth Employment / Education

12

Employment and
Education in
all Programs.

HOPE Clinic

13

4

HOPE Clinic Visits MNSure Navigator Visits

We are in process of finding a new On-Site Provider for HOPE Clinic

HOPE Place Youth Statistics

Clients Living at
HOPE Place

12

Clients Working
on Employment/
Education

11

Drop-In Center On-Site Resources

14

Service and Referral
Programs at the
Drop-In Center
Goal: 22

