



Board of Directors Meeting Minutes

February 22, 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, Chris Warner

Board Members Absent: Sue Woodard

Staff and Guests Present: Linda Bryant, Julie Fliflet, Cathy Marie, Mark McNamer, Julie Orlando, Kyla Rathjen, Connie Rhodes

The meeting was called to order at 5:03 pm by Stephen Spears, Chair of the Board.

Approve Agenda

Motion made by Don Phillips, seconded by Chris Warner and passed unanimously to approve the agenda.

Approval of the Minutes

Motion made by Marina Bressler, seconded by Paul Lenzmeier and passed unanimously to approve the January 25, 2021 minutes.

Diversity, Equity, and Inclusion Report

- Background shared on Connie and her involvement with H4Y from July through October 2020, through Culturally Competent Conversations (CCC).
- Connie shared that she was brought in to help create a safe and respectful space for staff to have difficult conversations. After holding one-on-one meetings with all H4Y staff and sharing a customized survey, CCC analyzed the data and created a Diversity, Equity, and Inclusion (DEI) Report for H4Y. Connie shared some recommendations from CCC on what H4Y can do moving forward. Recommendations included but are not limited to a customized organizational DEI plan, guided conflict resolution sessions, and specialized training for board, staff, and volunteers.
- Board members discussed the need to understand this report in the context of H4Y's history and staff transitions. The information in the report is not a failure on the part of H4Y, it is a recognition of the need for growth towards a more inclusive organization. It was suggested that next steps regarding DEI should be incorporated into the board's strategic planning.

Executive Director Report

- Personnel Update: Since Linda announced her resignation at the January board meeting, a robust communications plan to stakeholders has been completed, to assure everyone that H4Y is in good hands. The leadership team will continue to work on a transition plan to turn over to the board chairs and help onboard the new ED.
- Personnel Update: Youth programming team is now fully staffed. A new Program Coordinator started today. There are no plans to backfill the position of Associate Director of Advancement. Instead, it will be covered by current staff and consultants. Two COVID vaccine clinics have been held for over 100 staff, clients, and volunteers.
- Facilities Updates: HOPE Place office construction is complete, and the units are at 100% occupancy. Pohlad Foundation came for a site visit in January.
- Grant Updates: HOPE's Closet received a grant from the MACC CommonWealth. As a result, Laurel Hansen has offered to help with developing a business plan. All 12 units at HOPE Place are receiving some type of GRH funding, including youth placed in scattered site housing.
- Hope's Closet Update: The boutique is now closed and everything is packed in storage until a new location is found. A team of staff and volunteers is developing a strong business plan before presenting the board with a request for a lease for a new space. This is a much-needed break for Hope's Closet volunteers.
- Strategic Planning Committee Update: Half-day retreats will be held virtually on March 6th and March 20th. Board members who are not part of the Strategic Planning Committee but who would like to participate are welcome to join.

Financial Report

Paycheck Protection Program (PPP) Updates: Julie Fliflet shared that the loan forgiveness application is in. Have not received official word yet, but there is confidence that the loan will be forgiven. Two additional sources of funding have been received recently that were not budgeted, which is very good financial news for H4Y.

Audit Update: In the middle of getting everything completed for April 5th. Been a very complex accounting year, as H4Y received 16 grants for similar things.

Hope's Closet: H4Y is no longer under a lease for the store, which is good from a financial standpoint. The store was only open 2 days/week during COVID and not making profit.

Other Updates: 21st Century Bank is consolidating product offerings, which would move H4Y's account to a Preferred Money Market Account. This means no change in interest rate, and overall, no negative impacts for H4Y. The tiering on interest is a little better.

Motion: Introduced by Julie Fliflet to approve the transition of our current account at 21st Century Bank to their Preferred Money Market Account, due to consolidation of their product offerings. Motion made by Mark Nolen, seconded by Jen Stone, and passed unanimously to approve.

Program Report

Mark McNamer shared new data points, as the Program team is in the process of overhauling Client Track and revamping the Programs Scorecard to show additional information. Two youth successfully moved out into market rate apartments, and two new youth moved in within eight days. Onboarded three new mentors in the last week to help at Drop-In Center. New DIC Program Coordinator started today. Shared example of a small win (a youth agreeing to and following through with a safety plan to reduce self-harm) that's really a big success.

Advancement Report

Julie Orlando shared that 31 new volunteers signed up between February 8-12, and DIC meals are completely covered through March 11. Volunteers are returning across the organization – mentors at the DIC, HOPE Place front desk, and ad hoc volunteers supporting clients with things like taxes and holding virtual art classes. According to the Anoka County Volunteer Alliance, H4Y is the only social service volunteer organization in the county that has retained or grown their volunteer program during the pandemic. A Night 4 HOPE invitations are going out in the next 2 weeks; can attend virtually or in person at The Mill Site in Anoka.

Development Committee Report: Help needed from the board on identifying sponsors and auction items; especially tents and party items. Request to let the development committee know if you are going to attend A Night 4 HOPE

Action Item Recap

- Look for email from Nominations Committee Chair (Chris) and respond with any questions.
- Confirm final dates of the Strategic Planning Committee Retreat.
- Further the conversation on how to proceed with H4Y's diversity, equity, and inclusion work.

Executive Session

The meeting was adjourned at 6:50pm to executive session.

Respectfully Submitted,
Kyla Rathjen
Administrative Assistant