



## BOARD OF DIRECTORS MEETING

Monday, March 22<sup>nd</sup>, 2021

5:00 – 7:00pm

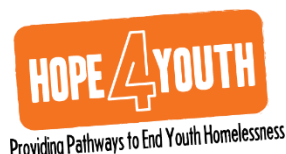
Meeting Location: Virtual/Call In

Zoom Link: <https://us02web.zoom.us/j/84802720988?pwd=SjkzaENNam11TERLck5lamhMa2hKZz09>

Meeting ID: 848 0272 0988

Passcode: 160660 | +1 312 626 6799 US (Chicago)

AGENDA	TIME
• Call to Order (Stephen Spears)	5:00pm
• Welcome (Stephen Spears)	5:00pm
• Approve Agenda and Minutes (Stephen Spears)	5:05pm
• Mission Moment (Mark McNamer) <ul style="list-style-type: none"><li>○ Youth Program Information</li></ul>	5:10pm
• Executive Director's Report (Linda Bryant)	5:25pm
• Financial Update (Julie Fliflet & Mark Nolen)	5:55pm
• Program Report (Mark McNamer)	6:00pm
• Advancement Report (Julie Orlando)	6:05pm
• Committee Reports <ul style="list-style-type: none"><li>○ Strategic Planning Committee – Jennifer Stone</li><li>○ Development Committee – Stephen Nash</li><li>○ Nominations Committee – Chris Warner</li></ul>	6:15pm
• New Business <ul style="list-style-type: none"><li>○ Board Portal Tutorial (Kyla Rathjen)</li><li>○ Committee Responsibilities (Marina Bressler)</li></ul>	6:30pm
• Action Item Discussion (Stephen Spears)	6:45pm
• Closing for Linda	6:50pm
• Move to Adjourn to Executive Session	6:55pm
• Adjourn	7:00pm



## 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 in 2018. As a result, Laurel Hansen has offered to help with developing a business plan for Hope's Closet. 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 6<sup>th</sup> and March 20<sup>th</sup>. 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 5<sup>th</sup>. 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: 21<sup>st</sup> 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 21<sup>st</sup> 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

**HOPE 4 Youth Board of Directors**  
**(Updated 2/23/2021)**

**Chris Warner, Term Expires 9/2021**

**Nomination Committee Chair**

Agile Transformation Coach Consultant,  
Land O' Lakes  
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**

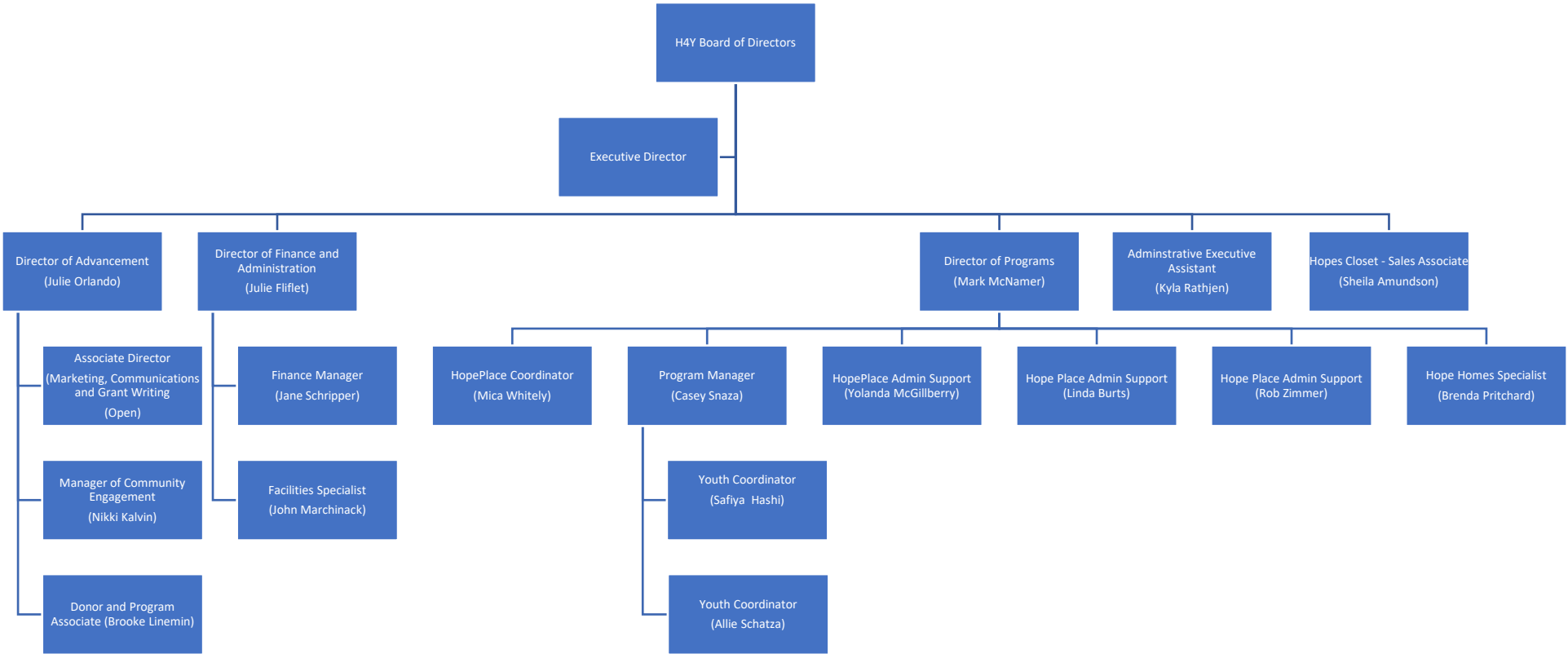
Program Director  
FamilyWise Services  
3036 University Ave SE, Minneapolis, MN 55414  
Business: 612-877-7831  
Email: avonrueden@familywiseservices.org

**Don Phillips, Term (November 2020 –  
October 2023)**

**Development Committee**

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

Organizational Chart – As of 2/17/21





## MEMORANDUM

**TO:** HOPE 4 Youth Board of Directors

**FROM:** Mark Nolen, Finance Committee Chair and Julie Fliflet, Director of Finance & Administration

**RE:** Financial Update

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What follows is a summary of the Finance Committee March meeting/report:

Jane Schipper's last day was last week. Julie worked one-on-one with Jane prior to her departure to download as much information as possible. Jane has indicated to Julie that she is willing to come back in for a couple hours or answer some questions if needed should things that come up as Julie finishes the financials and prepares for the upcoming audit, so the organization is in good shape there. Jane did not concentrate on getting the financials finished before she left, and instead spent most of her time downloading processes and working with Julie on the transition, which was obviously the most critical and important, so Julie is diving in to complete the financials and is working on the audit prep now, and will be catching up over the next month.

The audit fieldwork is scheduled for the week of April 5<sup>th</sup>. Julie had a pre-audit meeting with the auditors last week, and all is on track. Julie is familiar with our auditors and has actually worked with them in the past. With COVID they plan to do a hybrid model of fieldwork and will most likely be remote on Monday and Tuesday and onsite Wednesday and Thursday.

Julie is also incorporating some back-end changes that will allow the organization to have a more complete financial report/package for the Finance Committee with more detailed and comprehensive information, along with providing some added efficiencies into the accounting processes. The Finance Committee is very supportive of the changes and improvements. This will require reworking the general ledger chart of accounts which is a big project. Julie will finish the financials and audit prep, and then catch up on the 1<sup>st</sup> quarter financial reporting using the new chart of accounts for the committee within the next month. This was the planned timeline that was presented and discussed at last month's Finance Committee meeting stemming from Jane's resignation and planned implementation of a new chart of accounts. There does need to be a couple months of transition to change from one chart of accounts to another.

But even though there isn't a formal financial statement that we can print while we are in the transition phase of transferring from the old chart of accounts to the new chart of accounts, we can definitely update you on the status of the finances to give you confidence and assurance of where we are at. HOPE 4 Youth continues to be very financially strong as we begin 2021, and ***there is a lot of good news to share for 2021***. In just the first 2 months of the year:

- We have **secured a second round PPP forgivable loan in the amount of \$180,000**. The money is already deposited in our bank account and can be used for payroll and other covered operating expenses for a 24-week time period.
- We **secured COVID relief dollars in the amount of \$18,700** from MN Dept of Human Services that can be used for payroll and PPE expense for the time period Jan-June 2021
- We **secured COVID relief dollars in the amount of \$15,000** from Anoka County. Terms of this grant “You may use the funds towards any business operation expenses and in any timeframe.” (doesn’t get much better than that!)

**In total this is \$213,700 with all these dollars being unbudgeted**, so this is probably the best way possible that we could have started the year. For now, this revenue will be a very nice cushion against any budgeted revenue shortfalls or unexpected expenses. As we get further along in the year we will see how much of this cushion we need or not, and it is obviously way too early in the year to know anything in that regard yet.

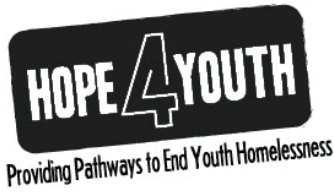
Julie reviews all expenditures before they go out so she does have a good handle on expenditures and we are **definitely on track in terms of expenditures in relation to the budget** for the first 2 months of the year.

- We also were notified that **Eagle Brook Church will be donating \$80,000 towards a housing stability fund** that can be used to fund 1<sup>st</sup> month’s rent, damage deposits, move in costs for youth, emergency expenses or utility bills, and other expenses needed to help youth remain housed and living independently. This restricted funding is not budget relieving, but it will allow the organization to pay for these types of expenses that we did not have the budget to pay for in the past which is really exciting. These funds will be restricted and the fund balance will draw down over time.

Also, we did get the official notice that our first round PPP loan in the amount of \$155,000 was forgiven.

The Finance Committee is looking forward to the new financial packet and reporting that will be presented in conjunction with the 1<sup>st</sup> quarter financials next month.





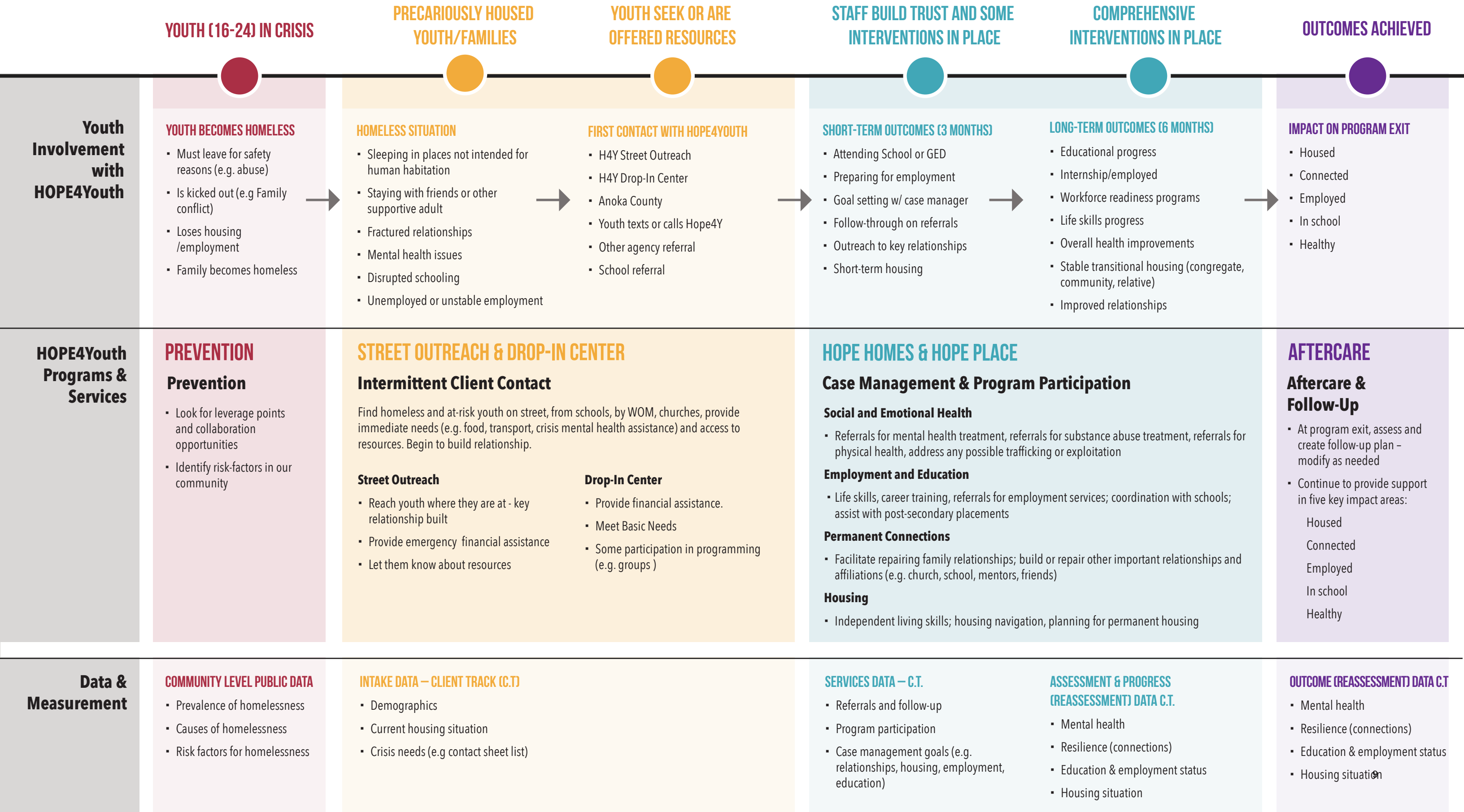
# LOGIC MODEL

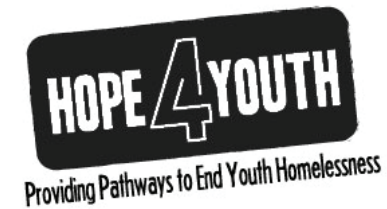
**HOPE 4 Youth Mission:** Providing pathways to end youth homelessness.

**HOPE 4 Youth Vision:** That all youth will feel safe, valued, and supported while reaching their full potential. This begins with meeting their basic needs and leads to giving them the tools to thrive

**HOPE 4 Youth Goal:** To end youth homelessness in the north metro suburbs.

**HOPE 4 Youth Commitment:** HOPE 4 Youth is committed to working with and in the community to address the root causes of homelessness and to improve the lives of youth and families who have become homeless. We acknowledge and fight for the elimination of the root causes of youth homelessness in our society, including, systemic racism, intergenerational poverty, lack of affordable housing, wealth gaps and income inequality.





## PROGRAM SUMMARIES | 2020

### CIRCLE OF HOPE

Circle of Hope is our school-based prevention program, currently in the pilot phase at Excell Academy in Brooklyn Park, with plans to extend this model to other preK – 12 schools in the coming years. By aligning caring, compassionate, well trained adult volunteers in classrooms, developing longer term relationships and looping support through grade levels PreK-12, the goal is to disrupt leading causes of homelessness. Circle (Caring Individuals Reaching Communities Leading to Excellence) provides referrals to Salvation Army and utilizes volunteers through Thrivent, WOMNSTRONG and Brooklyn park Lions Club to provide support in classrooms to students identified by school staff as being homeless or at risk of homelessness. Students at Excell Academy were identified as high need with 94-100% FRPL with students from communities facing additional racial inequities: 92% African America, 6% Latino, 1% Asian. By supporting these youth through classroom support (encouragement, emotional support, homework and connecting family to community resources) the goal of this program is emphasize education as both a tool of empowerment and also diversion from homelessness.

### DROP-IN CENTER

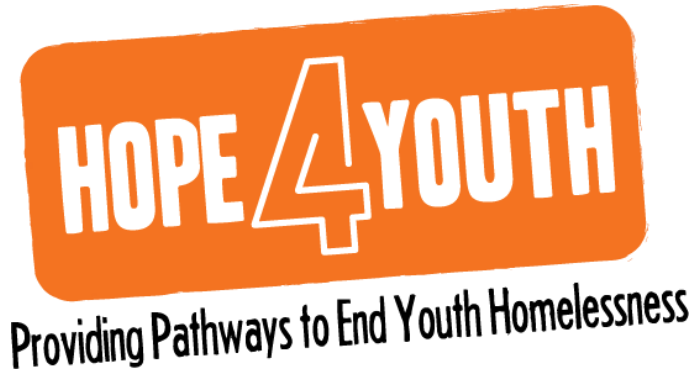
H4Y Drop-In Center is a key onsite direct services location for homeless youth with immediate needs. In the last 18 months we provided services to 437 youth at the Drop-in Center. The majority (272) of these youth were temporarily staying with family/friends. Others were living on their own (43); staying at another shelter/housing program (65); permanently staying with family/friends (31); or staying outside/other (26). During this time period, 131 youth received intensive Case Management Services. The most frequently accessed resources at the Drop-In are: food shelf, clothing closet, personal hygiene items, a hot shower, laundry facilities and/or other direct services. Our Drop-In Center is a safe, supportive, trusted place for at-risk youth. After immediate needs of youth are met, staff engage youth in broader conversations around wellness, social-emotional well-being, housing, employment, and education. The goal of our Drop-In Center is to provide a location to meet immediate needs and provide referrals with the broader goal of increasing the likelihood of youth exiting homelessness.

### HOPE PLACE

Hope place is our strengths-based transitional housing program serving youth ages 18-24. When youth find us, most are “couch hopping”, staying at a shelter, sleeping outside or unsuccessfully living on their own. The United States Interagency Council on Homelessness has identified four core outcomes for ending youth homelessness: Stable housing, Permanent connections, Education/Employment, and Social-emotional well-being. These carefully identified outcomes have become our goals for all Hope Place programming. Youth are referred by Anoka County, other community based homeless youth organizations, schools, and through H4Y Street Outreach. Participants meet weekly with a youth advocate who is trained to support and track independent living skills, resiliency, and emotional well-being. Short term goals, created in partnership with youth, provide support of education and employment. The long-term goal of Hope Place is 80% of youth exiting to aftercare by remaining in or placement in safe and stable housing.

### HOPE HOMES

Hope Homes is a pioneering prevention strategy to stabilize youth facing homelessness, by supporting their informal hosting arrangements with caring adults already in their lives, such as parents of friends, extended relatives, and neighbors. Given the 50% difference between black and white home ownership rates in the Twin Cities, supporting youth who are staying with caring renters is a critical equity issue. A case manager assists youth and the host in creating and implementing a shared agreement and/or lease which clarifies expectations. Some of these expectations include the youth participating in the household chores, continuing their education and employment, and contributing to the household income. This program provides a comprehensive assessment, weekly case management, access to the Drop-In center and financial support for the host. The goal of Hope Homes is diversion from homelessness by creating a mutually agreeable living arrangement.



## Programs Scorecard February 2021

### HOPE 4 Youth Drop-In Center Youth Statistics

**148**

Drop-In Center  
Visits

**60**

Unique  
Youth

**7**

New Intakes  
Under 18 = 0

### DIC Community Referrals

Workforce Center = 3  
Stepping Stone = 3  
Other Services = 8

### Case Management Services – All Programs

41 Youth Received 94 Hours of  
Case Management Services

### HOPE Homes

Screening = 3  
Active Youth/Host = 11  
Total Youth Served = 14  
Supports to Host = \$2050

### HOPE Place Youth Statistics - 14 youth served

2 moved out to market rate housing  
2 new residents working on both career path and education  
8 are either working and/or in school  
1 is focusing on mental health  
1 is focusing on resolving legal issues as way to start a career path

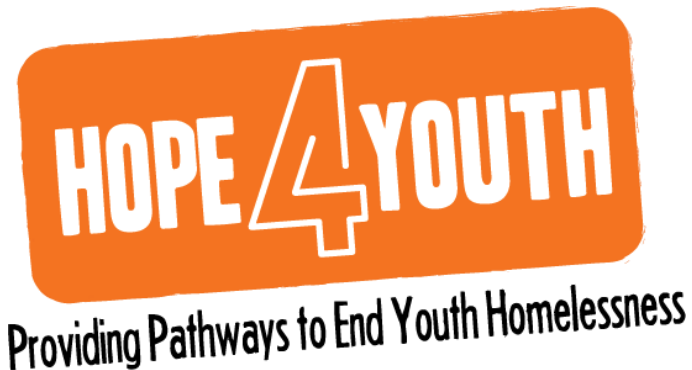
**Career Force Sessions at HP** = 10 Individual, 6 Group

### Drop-In Center On-Site Resources

**8**

Crisis Calls





## Advancement Scorecard February 2021\*

\*Stats are only reflective of February (Not YTD)

### Volunteer Hours

**226**

Volunteer Hours  
in February

66 hours	Drop-In Center
59 hours	DIC Meals
4 hours	Hope's Closet
24 hours	One-time projects/other
67 hours	Donation Center
6 hours	HOPE Place

### Donors

**36**

New donors  
gave \$6,821.58

**6**

New recurring  
monthly donors

### Donations

**126 Donations** were made totaling \$19,582.08

\$1,931.46	Events
\$5,799.76	Online Giving
\$4,969.88	Portal Giving
\$6,880.98	Traditional Giving

### Active Volunteers

**72**

# of Active  
Volunteers

**35**

# of New  
Volunteers

### Social Media Statistics

Impressions  
**49,524**

Engagement  
**3,016**

Followers  
**12,862**

### Website Statistics

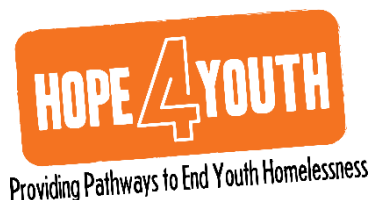
Page Sessions	Returning visitors
<b>3,647</b>	<b>553</b>

Average time on website  
**0:02:09**

### Email Statistics

**8,453**  
Accepted Subscribers

**22%**  
Open Rate



## Board Portal

HOPE 4 Youth provides the Board of Directors with a secure, central repository for board information and document storage. Every Board Member is provided with their own username and password, which is provided at their onboarding.

Should there be any difficulty accessing and using the Board Portal, please email Kyla Rathjen at [krathjen@hope4youthmn.org](mailto:krathjen@hope4youthmn.org) for assistance.

### Login to Board Portal

1. Open a new web browser (preferably Google Chrome).
2. Type <https://www.hope4youthmn.org/login> in the address bar.
3. You'll be taken to the following screen:

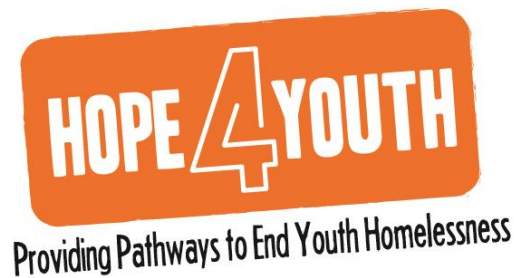
A screenshot of a WordPress login page. At the top center is the WordPress logo (a blue 'W' inside a circle). Below it is a white login box with a light gray border. Inside the box, there are two input fields: "Username or Email Address" and "Password". The "Password" field has a small eye icon to its right. Below the "Password" field is a checkbox labeled "Remember Me". To the right of the checkbox is a blue button labeled "Log In". Below the login box, there is a link that says "Lost your password?". At the very bottom of the page, there is a link that says "← Back to HOPE 4 Youth in Anoka, MN".

4. Enter the username and password provided to you at your onboarding.
  - If you have forgotten your username, please email Kyla Rathjen at [krathjen@hope4youthmn.org](mailto:krathjen@hope4youthmn.org).
  - If you have forgotten your password, please select "Lost your password?".
5. Select "Log In" and you'll be taken to the Board Portal.

### Board Portal - Repository

You'll find the following in the repository:

- Board Packets
- Meeting Minutes
- Committee Files
- General Board Documents
- Calendar



## 2020-2021 Board Calendar and Event Dates

### October 2020

14 <sup>th</sup>	Friday	Finance Committee Meeting, via Email
26 <sup>th</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm

### November 2020

11 <sup>th</sup>	Wednesday	Finance Committee Meeting, 4:00-5:00pm
17 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
23 <sup>rd</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm
26 <sup>th</sup>	Thursday	Agency Holiday – Closed
27 <sup>th</sup>	Friday	Agency Holiday – Closed

### December 2020

15 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
16 <sup>th</sup>	Wednesday	Finance Committee, via Email
16 <sup>th</sup>	Wednesday	Strategic Planning Committee Meeting, 6:00-7:30pm
25 <sup>th</sup>	Friday	Agency Holiday – Closed
No Board Meeting		

### January 2021

1 <sup>st</sup>	Friday	Agency Holiday – Closed
13 <sup>th</sup>	Wednesday	Finance Committee Meeting, via Email
18 <sup>th</sup>	Monday	Agency Holiday – Closed
19 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
25 <sup>th</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm
27 <sup>th</sup>	Wednesday	Strategic Planning Committee Meeting, 6:00-7:30pm

### February 2021

10 <sup>th</sup>	Wednesday	Finance Committee Meeting, via Email
16 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
22 <sup>nd</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm

**March 2021**

6 <sup>th</sup>	Saturday	Strategic Planning Committee Retreat, 8:30am-12:30pm
10 <sup>th</sup>	Wednesday	Finance Committee Meeting, via Email
16 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
20 <sup>th</sup>	Saturday	Strategic Planning Committee Retreat, 8:30am-12:30pm
22 <sup>nd</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm

**April 2021**

15 <sup>th</sup>	Wednesday	Finance Committee, via Email
20 <sup>th</sup>	Tuesday	Development Committee Meeting 3:00-4:00pm
23 <sup>rd</sup>	Friday	A Night 4 HOPE – The Mill Site, Anoka, 5:30pm
26 <sup>th</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm

**May 2021**

12 <sup>th</sup>	Wednesday	Finance Committee Meeting, 4:00-5:00pm
18 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
24 <sup>th</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm
31 <sup>st</sup>	Monday	Agency Holiday – Closed

**June 2021**

15 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
16 <sup>th</sup>	Wednesday	Finance Committee Meeting, via Email
28 <sup>th</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm

**July 2021**

5 <sup>th</sup>	Monday	Agency Holiday – Closed
14 <sup>th</sup>	Wednesday	Finance Committee Meeting, via Email
20 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
No Board Meeting		

**August 2021**

11 <sup>th</sup>	Wednesday	Finance Committee Meeting, 4:00-5:00pm
17 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
23 <sup>rd</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm
23 <sup>rd</sup>	Monday	Heartland Tire Classic Golf Tournament – TPC of the Twin Cities, Blaine

**September 2021**

6 <sup>th</sup>	Monday	Agency Holiday – Closed
15 <sup>th</sup>	Wednesday	Finance Committee Meeting, via Email
17 <sup>th</sup>	Friday	The Darkest Night 4K/5K – Bunker Hills Regional Park
21 <sup>st</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
24 <sup>th</sup>	Friday	Hunt 4 HOPE – Wild Wings of Oneka
27 <sup>th</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm

**October 2021**

13 <sup>th</sup>	Wednesday	Finance Committee Meeting, via Email
19 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
25 <sup>th</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm

**November 2021**

10 <sup>th</sup>	Wednesday	Finance Committee Meeting, 4:00-5:00pm
16 <sup>th</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
18 <sup>th</sup>	Thursday	Give to the Max Day
18 <sup>th</sup>	Thursday	Out of the Cold Kickoff Event
22 <sup>nd</sup>	Monday	Board of Directors Meeting, 5:00-7:00pm
25 <sup>th</sup>	Thursday	Agency Holiday – Closed
26 <sup>th</sup>	Friday	Agency Holiday – Closed

**December 2021**

No Board Meeting

15 <sup>th</sup>	Wednesday	Finance Committee Meeting, via Email
21 <sup>st</sup>	Tuesday	Development Committee Meeting, 3:00-4:00pm
24 <sup>th</sup>	Friday	Agency Holiday – Closed
31 <sup>st</sup>	Friday	Agency Holiday – Closed