

**December 1, 2021**

HOPE 4 Youth November Board Update

We have so much going on right now it is difficult to capture the momentum in a single note. I will share the highlights and hope to connect over the coming weeks with our steps into 2022.

### **Team and Mission Alignment – Stabilization and strengthening objective**

- The team continues to do amazing advocacy work on behalf of our youth, volunteers, and donors. I am proud to work beside such a committed team.
- We have Open Enrollment events this week and next. We have begun the process of our payroll conversion to MACC and will go live Q2. In Q1 all other benefits will be in effect. It has been a privilege to share the exciting news of enhanced benefit options with our team. Thank you for your support in this imperative talent retention strategy.
- We served a Thanksgiving Feast to our youth (and their young families) last Tuesday. We plan to have a full holiday celebration on December 20<sup>th</sup>. At that time our team will serve the youth a warm meal, join in celebration, and bring a bit of joy to their world.
- Finally, Julie, Mark and I felt it important to bring our team together for a small gathering to share our appreciation for them “sticking with us” through this unprecedented year. On December 21<sup>st</sup>, we will be treating them to appetizers at Billy’s in Anoka.
- As your schedule allows, sending your personal appreciation of their work is greatly appreciated!

### **Program engagement – Mission advancement objective**

- New youth accessing our services are trending 108% increase over last year. Our partnerships with the schools and other outreach program partners continue to spread the word and build confidence in our programming on behalf of the youth.
- We are improving the structure and internal system with our Hope Homes program. Beginning January 1<sup>st</sup> We will have all case workers report to Casey Snaza at the Drop-In Center. Mark and I believe this will support our youth and internal processes with greater support and efficiency.
- We continue to identify programmatic partnership enhancements and find ways to strengthen our current/past partners. We are aware of the opportunity to continue to elevate our external partner reputation and are taking steps weekly to show up as a true partner everywhere we go.
- We have an “opportunity”! We have been under the State of MN’s radar regarding our food distribution. We had an inspection last week - Mark and I are working on the requirements needed to bring our facility and operation to compliance with the state’s *limited food handling license* we need to operate. **This is not for public consumption** at this time, Mark and I want to have our plan in place before making any public announcement of process change.
- As always, the scorecard of engagement can be reviewed on our website.

### **Advancement and Development momentum – Meaningful engagement objective**

- Our annual appeal – *Give the Gift of Hope* – dropped this week in nearly 6000 mailboxes. Additionally, we will be reaching out to ensure our closest partners or lapsed donors know of our sincere appreciation.
- Next week Julie and I have the honor to pick up our largest check to date - \$97,000! We will be meeting with David and Polly Mitchell with Heartland Tire to receive their golf event donation. When you see them in the community – please extend your appreciation as a board member.
- Thanks to JJ and Steve for helping in our *stewardship campaign of appreciation* through December. If others want to share in our appreciation feast, let me know!

### **Financial Solvency – Fiscal transparency and area accountability culture objective**

- I am working with the Finance Committee to garner their recommendation for an approved budget. After the insurance exploration meeting on Dec 1, I should have the final proposal in their hands. We will be seeking an approval from the full board by December 15<sup>th</sup>. More to come!
- Brooke and Angie are wrapping up the 2021 reconciliation of our data base to the general ledger. While the donations are 100% accounted for in the bank, we believe we will have a revenue uptick to report on our year-end finance report from the release of restricted funds. More to come soon.

### **Community advocacy – New facility DREAM**

- We continue to make strides in our vision and dream of moving into a permanent facility. I met with Rep Stephenson last week to identify his needs to bring this idea to fruition. We must be 100% ready for the February legislative session. Tours with key constituents will continue through mid-January. I have identified a Pro Bono architectural firm who is in the process of creating some concepts images we can share with our state representatives and senators. I have a vision I will share with Stephen and Steve in assembling a Campaign Cabinet to help us with this amazing project. I have recommendations of individuals who will tie the past to the present, who will tie volunteerism to donations, and who will tie passion to our youth. We still only have two locations identified; however, Christ Fritch is in forging discussions with property owners on yet on the market but are in the consideration mode. So much more to come....

**However you celebration the holidays, I wish *Holiday Blessings* to you, your family, your organizations, and all those you love and support. I appreciate YOU!**

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