



BOARD OF DIRECTORS MEETING

Monday, March 27, 2023

5:00pm – 7:00pm

Meeting Location: Anoka County Sheriff's Community Room
(If needed, virtual/call in within body of invitation)

AGENDA

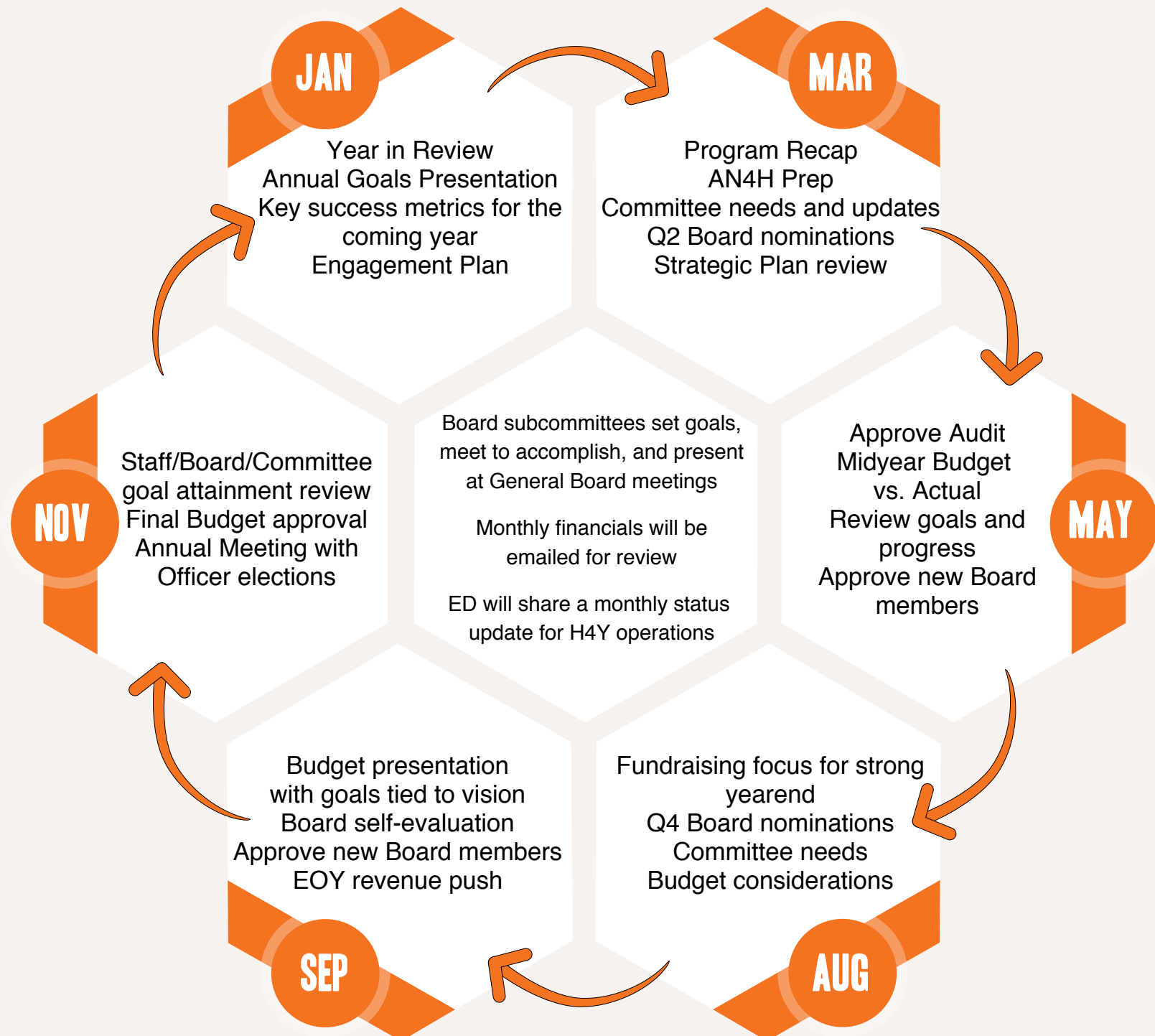
	TIME
I. Call to Order (Steve Nash)	5:00pm
• Welcome	
II. Mission Moment (Mikaela – H4Y staff)	5:10pm
III. Chairman's Report (Steve Nash)	5:15pm
• Approval of Minutes	
○ Questions, discussion, removal	
• Confirmation of Agenda	
• Update on Executive Committee	
Strategic Discussions: Presentation and Feedback	
1. 2022 Program outcomes (Mark McNamer)	5:40pm
✓ Our impact and notable outcomes	
✓ What we learned	
✓ Who it informs our future	
2. Board Development (LaChelle Williams)	6:10pm
➤ Gap Analysis activity	
i. Industry gaps? Leadership/Competency gaps? Diversity gaps?	
ii. Elevation and nomination process	
Operational Updates	
IV. ED updates (LaChelle Williams)	6:25pm
• New facility	
• General operations	
V. Finance/Committee (Don Phillips Brooke Limanen)	6:35pm
VI. Advancement/Development Committee (JJ Slag/Nikki Kalvin)	6:40pm
VII. Open Business	6:50pm
VIII. Adjourn	7:00pm

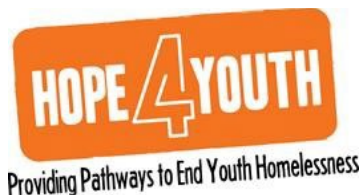
2023 GOVERNING BOARD MEETING SCHEDULE

FOURTH MONDAY 5 PM - 7 PM

MISSION: Provide pathways to end youth homelessness

VISION: 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 Board of Directors

Meeting Minutes

Date: January 30, 2023

Time: 5:00 pm, Anoka County Sheriff's Office or Zoom

Board Members Present: Paul Lenzmeier, Pat Chen, Steve Nash, Linda Barnum, Don Phillips, Anna VonRueden, Brad Konik, Stephan Spears

Board Members Absent: JJ Slag, Sue Woodard, Julie Cole,

Staff and Guests Present: LaChelle Williams, Mark McNamer, Nikki Calvin, Brooke Limanen, Tanya Bacigalupo, Danielle Snider (minutes)

Minutes:

Call to Order

- The meeting was called to order at 5:03 pm by Steve Nash.

Mission Moment (Linda Barnum)

- A young man came to Minnesota due to an unsafe, trauma-filled home situation. Upon arriving in Minnesota, it was soon determined that their new living situation was not viable. He opened up to a counselor at Anoka High School. He was referred to HOPE 4 Youth and started receiving services at the Drop-In Center. He graduated high school in 2017. Once he was in a safe home, mental health symptoms arose. He enrolled in the Empower program, received budgeting help, and completed a CNA course. With six months left in the HOPE Place program, he agreed to start seeing a counselor. He then obtained a job at a nursing home and began working full-time. In 2019, he graduated from HOPE Place and moved into a market-rate apartment. He shared that he is living a dream that he never believed two years prior was possible. We all have to remember that a lot of the youth don't make it for one reason or another. We need to celebrate the ones that do.

Approval of Agenda and Minutes

- Motion made by Anna VonRueden, seconded by Linda Barnum, and the 11.28.22 minutes passed unanimously.
- Motion by Pat Chen, seconded by Paul Lenzmeier, and the approved agenda passed unanimously.

Update on Executive Committee (Steve Nash)

- We are looking to grant LaChelle the authorization to act on behalf of HOPE 4 Youth with respect to future changes to health and welfare benefit plans.
- Pat Chen motioned, Anna VonRueden seconded, and the motion was approved and passed unanimously.

Executive Director Update (LaChelle Williams)

- LaChelle will be reaching out for our annual 1:1 meetings this quarter. Be watching for a message from her.
- Our team vision is full speed ahead. The Advancement team is fully staffed with Abby Haubner as our Marketing and Events Coordinator and Mark Dahlke as our Community Engagement Coordinator. Both are working 30 hours weekly.
- Our Program team is looking for two more team members. We are in the interviewing process for two colleagues to support Mica with her new role as our Senior Program Manager overseeing both the Drop-In Center and HOPE Place. Mica is a strong asset to our organization in her new Senior Program Manager role. We're excited and believe this team will be fully staffed in the next month.
- Our handbook is done! Thank you Pat for your mentorship as we redid this. We went from a 20 to 45 page handbook. Our newly added benefits are outlined in the Board Packet. We have added a 3%

match, bereavement pay, and a floating holiday. We added the holiday from a DEI lens. While many organizations are now celebrating Juneteenth, we are wanting our team members to have the flexibility to use this floating holiday in the way that best aligns with them.

- We're building out our Operational Plan for 2023 which will be done by the end of February.
- Thank you for your guidance as we rolled out the Traction methodology.

Finance Committee (Don Phillips/Brooke Limanen/LaChelle Williams)

- Brooke is going to be joining the Board meetings going forward. We wouldn't be in the position that we are if Tanya had not helped us with the ERC. Tanya's role as our Controller will continue. She is titrating her time down from 15 hours to 10 hours and ultimately 5 hours. Thank you Tanya for everything you've done!
- We have added a building line into the packet from the sale of the Admin office. Receivables are down due to Heartland Tire being paid in full. We are continuing to invest in T-Bills and it's turning out really well. We ended the year in the black at \$54,000. This is largely due to the ERC, but also due to a large donor turnout in Q4. There was a jump in investments and other assets from the sale of Admin. We currently 10 months cash on hand. Brooke anticipates this changing as we invest in a building, but we will have that conversation when the time comes.
- Don shared that we are going to be leaning into \$100k of the ERC this fiscal year as well. We have a great opportunity to leverage our internal talent and some flexibility as we approach our building opportunity. We're in great shape.
- Brooke has already scheduled our field week for the 2022 Audit in May. We are having a preliminary meeting with them next month. There should be no surprises in the audit this year.

Program Update (Anna VonRueden/Mark McNamer)

- The committee is working on finalizing a 2023 meeting schedule. There will be an opportunity to dive into year-end data at the next Board meeting. We anticipate the committee being busy as we do a deep dive into the 2022 data this March. Mark feels good and confident about the numbers we're reporting. There were significant increases from 2021 to 2022. We saw a 33% growth in youth that we served at our Drop-In Center in 2022 (from 314 to 416). We also saw a 48% increase in parenting youth (from 62 to 92). In 2022, 69% of the youth we served were BIPOC.
- The results of the youth survey is helping us drive our programming. We will focus on quality over quantity as we plan.
- Steve shared that the improvements in data collection speak volumes to the growth that has occurred with our data practices over the past three years.

Advancement/Development Committee (JJ Slag/Nikki Kalvin)

- This past week we were notified that HOPE 4 Youth was named in someone's will. We have been named to receive 50% of the residual after expenses. The family has engaged an attorney to facilitate the probate. We will likely find out in the next month what that dollar amount is.
- We will need a resolution to authorize LaChelle as ED to sign the documents required for probate. Pat Chen motioned, Anna VonRueden second, and the motion was approved and passed unanimously.
- We had a great Development Committee last week with JJ and Julie. We ended the year in the black, which leads into how we're going to plan for 2023. When we were budgeting and planning, we discovered that our Foundation and Corporate giving categorizations were not accurate. LaChelle, Brooke, and Nikki accurately divided out the Foundations and Corporate. From this analysis, we learned that Individuals continue to be first, and Corporations are actually second. We will be working on cultivating and building these great community relations. Civic and Faith is third and then a large drop for Foundations and Government.
- There is an 8% increase approved for Individuals in the budget. First-time donors only return to an organization 20%. Our 2023 goal is 25% and the stretch goal is 30%. There is a plan in place to cultivate these individual donors. We will be intentional with these first-time donors to ensure that they come back. We will be focusing on sustained giving as well.
- We have a fantastic grant writer that we contract with. She will work with us on both Corporate and Foundation applications going forward.
- Nikki spoke two weeks ago at the Forest Lake Lions Club. Someone from the Forest Lake Lions club reached out after the youth homelessness speaker backed out for their Lions Conference in St. Cloud this past weekend for their 300-person Lions conference. This conference was attended by Metro Lions clubs members.

- There will be a focus on Community Engagement. Mari will be spending some of her time at local community events such as the Blaine Festival and Running Aces.
- Special events are 14% of revenue. The focus will be AN4H, 4K, and Inspiring HOPE Breakfast. There are quite a few external events as well. Events are huge for brand awareness. We are being intentional with making connections with our events so that we can steward these donors. Our Inspiring HOPE Breakfast will be an opportunity for those that have attended past events to have a seat at the table.

Strategic Discussion

- SF214/SF215 and HF148/HF149
 - This is being approached from both a cash and bond perspective. We do currently have an \$8 million ask, which includes property, construction, site prep, utilities, etc. LaChelle is working with some experts in the field and people that have gone down this path.
- Committee Hearings and messaging
 - We are currently in the hearing process. Before this meeting, LaChelle received a call. Based on the several presentations we did over the past year, we will likely not need to testify again this year. Last year we were approved, but due to the decision to not hold a special session, it was ultimately not approved. LaChelle is hoping to present to the Senate this year. She will keep us up to date.
 - The 2023 Building HOPE Project document is in the Board Portal under high-level information. This document outlines the project.
- Location
 - HOPE Place is an option to build. Within the approved blueprints from 2015, there is approval for a phase two. The City Planner and Committee shared that there do not appear to be any red flags for this.
 - The Coon Rapids mayor shared that he is not supportive of us building onsite.
 - LaChelle shared that she will be meeting with several committee members in the coming days.
 - Coon Rapids or Blaine are our top locations based on our youth demographics.
 - Any city we explore will likely not want us by residential or retail locations. There is also an absence of available land or property. There will be a lot of politics at play. We have great relationships with the Coon Rapids police and planning committee. If you have any connections with anybody on the Coon Rapids or Blaine Boards, please let us know. We want to be good neighbors and want to cultivate relationships to ensure our success.
 - Our current Drop-In Center neighbors love us. We could use their good referrals.
- Building Committee and planning work
 - Our Board and the Building Committee's responsibilities would be blessing the vision, campaigning our location strategy, our funding strategy, financial oversight, and leading the RFP process.
 - Our staff responsibilities will be to continue with the legislative work, our community launch (likely in April at our AN4H event), building design, operational direction, and program vision with partnership development.
 - We will need Subject Matter Experts (SMEs) in:
 - Capital Finance
 - Non-Profit Property Development
 - Property Management
 - Youthlink has used a management company in the past that Steve knows. He will share the name with LaChelle.
 - Steve also suggested having someone from Anoka County.
 - Facilities Management (ad hoc)
 - Anna noted that MACC offers Facilities Management as well. LaChelle will explore this potential wealth of information.
 - It was noted that a young person/group of former youth could give invaluable experience and perspective as we gather feedback for this project. The Youth Advisory Council will be relaunching soon as well.
 - There are a lot of constituent connections that need to happen in the coming days.
 - A scope of work for these four positions would be appreciated as the board reaches out to their networks.
 - Don shared that he knows several builders that he could reach out to. Someone could potentially offer a discount from their general contracting rates for our non-profit. This is a potential avenue for our RFP process. We would want to offer an opportunity for someone to bid and offer some of the

project in kind. We have several non-profits that we could reach out to that have gone through construction projects in the recent past.

- LaChelle shared that we will likely come to the Board and ask for a capital campaign in the event that this funding stream does not pan out. It is simply time for a new facility. We have outgrown the current Drop-In Center and staying there is not an option. The space has served its purpose.
- If you have anything to share in the coming days, please share it with LaChelle. We are so incredibly grateful for your perspective and insight as we embark on this journey.

Adjourn

- **Motion** to adjourn was made by Pat Chen, seconded by Linda Barnum, and approved unanimously.

The meeting ended at 6:43 pm.

Respectfully Submitted,

Danielle Snider, Administrative Coordinator

Action Items:

- Share names for potential Building Committee members and partners
- Scope of Work for the four SMEs

Upcoming Events:

- [A Night 4 HOPE](#) – April 22, 2023
- Heartland Tire Golf Tournament – August 21, 2023
- The Darkest Night 4K – September 16, 2023
- Hunt 4 HOPE – September 22, 2023
- Inspiring HOPE Breakfast – October 25, 2023
- Out of the Cold – November 16, 2023



Reserve Policy

Adopted by the Board of Directors 11.23.20 | Amended 8.15.22 | Amended 3.27.23

PURPOSE

The purpose of this Reserve Policy is to maintain an adequate level of unrestricted net assets to support any unforeseen cash shortfalls of the organization's day-to-day operations. With approval of the Board of Directors, the reserve may also be used for opportunities that may arise during the year for one-time, non-budgeted/nonrecurring expenditures that will build long-term capacity or further the mission of the organization.

DEFINITIONS AND GOALS

The Reserve Fund is defined as the designated fund set aside by action of the Board of Directors. The target level of the Reserve Fund will be to maintain 3-6 months annual operating expenses in the fund. The organization intends for any reserves that are used to be replenished within a reasonable period. The Reserve Fund balance will be evaluated annually by staff and can be adjusted by the Board of Directors in response to internal and external changes.

ACCOUNTING FOR RESERVES

The Reserve Fund will be recorded in the financial statements as "Board Designated Operating Reserve". The Reserve Fund will be funded and maintained in a segregated bank account.

AUTHORITY TO USE RESERVES

Use of Funds for General Operating Cash

In the event the use of reserves is needed for general operating cash shortfalls, the Finance and Administrative Specialist will identify the need for access to reserve funds and will prepare a request that will require analysis of the sufficiency of the current level of reserve funds, an evaluation of the time period for which funds will be required, and an estimated timeline and plan for replenishment of the funds. The analysis of the current level of reserve funds will include any unused credit from established Lines of Credit (LOC) with Banking Partners. That request will be submitted and approved by the Executive Director. The use of reserves will be reported to the Board of Directors at their next scheduled meeting including the amount of funds used and plans for replenishment to restore the reserve fund and/or payoff balance of any advancement from established LOC to the target amount.

Use of Funds for Opportunity/Capacity Building Expenditure

In the event that the use of reserves is needed for non-budgeted, non-recurring expenses that will build long-term capacity or further the mission of the organization, the Executive Director and/or the Finance and Administrative Specialist will prepare a formal request to the Board of Directors for approval that will include details surrounding the proposed expenditure, rationale for the request, and plans for replenishment of the reserves used. Reserve Funds cannot be used for opportunity/capacity building expenses unless approved by the Board of Directors.

REPORTING AND MONITORING

The Executive Director and Finance and Administrative Specialist are responsible for ensuring that the Reserve Fund is maintained and used only as described in this policy and will report the balance of the Reserve Fund to the Board of Directors on a regular basis in conjunction with the preparation of the financial statements and associated financial reports.



Providing Pathways to End Youth Homelessness

Program Snapshot January 2023

HOPE 4 Youth Drop-In Center Youth Statistics

194

Drop-In Center
Visits
YTD = 194

100

Unique
Youth
Children = 33
Total Visits = 133
YTD Visits = 133
Under 18 = 3

19

New Intakes
YTD = 19

DIC Community Referrals

Employment	3
Emergency Shelter	4
Housing Referral	18
Mental Health Referral	3
Other	17
Social Service Provider	44

On-Site Provider Visits = 3

Case Management Services – All Programs

**69 Youth Received 90 Hours of
Case Management Services**

DIC: 64 (64%) - youth received CM

DIC: 99 (99%) - youth received basic needs supports

Drop-In Parenting Youth

Number of Children Visits = 33

Youth w/Children present = 28

YTD Youth w/Children = 28 (28%)

Baby Products Provided = 18

HOPE Place Youth Statistics - 11 youth served

1 open unit, 1 move out, 1 new entry

4 residents continue to work on a career path (airport staff, restaurant industry, education, nursing)

6 residents are working (2 FT, 4 PT)

2 enrolled basic education classes

2 have started community college (both going full time, 1 also working full time)

1 focusing on mental health

1 focusing on chem dep treatment

Career Force Sessions at HP: 4 residents engaged in 12 1:1 contacts, 4 residents attended workshop

Drop-In Center On-Site Resources

Transportation supports = **24**

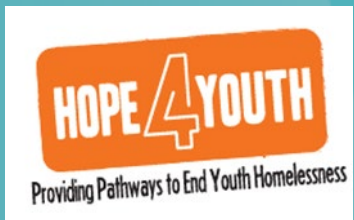
Amount of transportation supports = **\$585**

Food Shelf Visits = **163**

Clothing Closet Visits = **87**

Hygiene Closet Visits = **157**

Meals Eaten = **91**

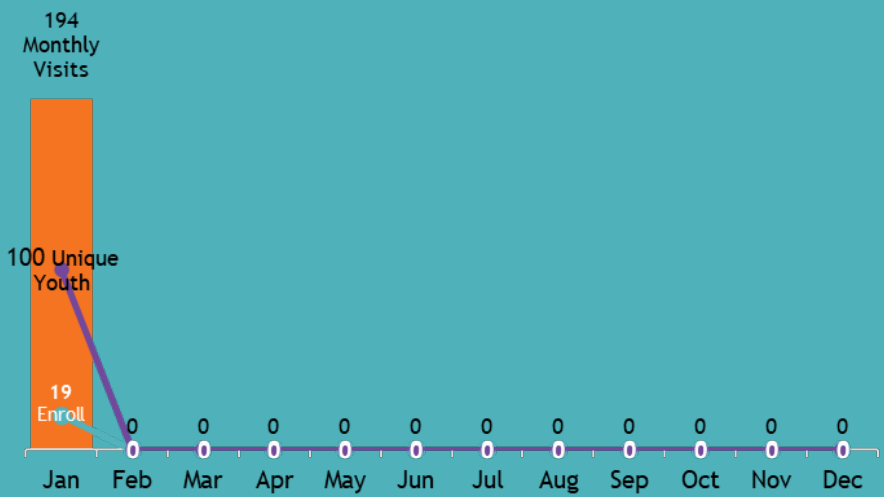


Year Over Year DIC Data

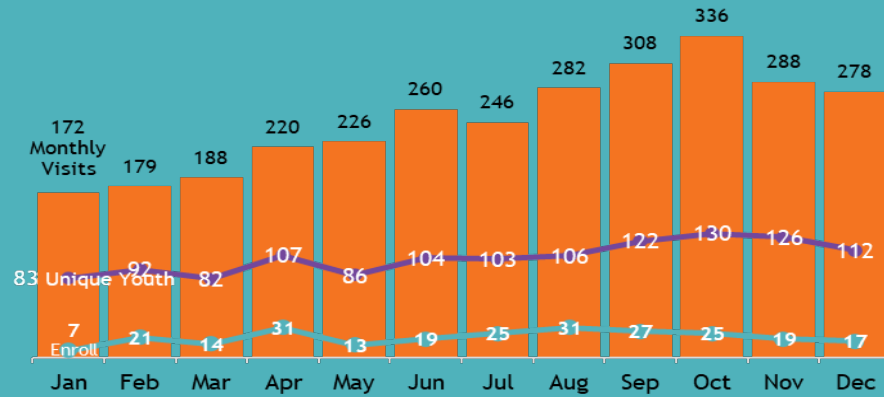
Individual Youth Visits

New

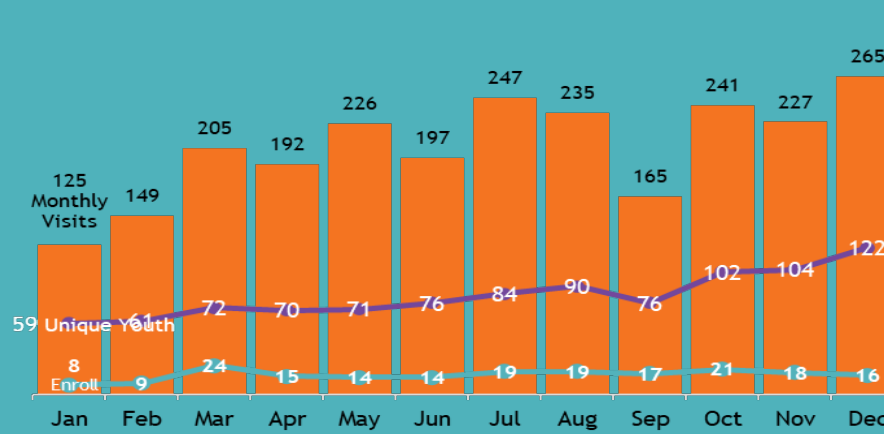
2023



2022



2021





Providing Pathways to End Youth Homelessness

Program Snapshot February 2023

HOPE 4 Youth Drop-In Center Youth Statistics

138

Drop-In Center
Visits
YTD = 332

86

Unique
Youth
Children = 28
Total Visits = 114
YTD Visits = 393
Under 18 = 2

8

New Intakes
YTD = 30

DIC Community Referrals

Employment	5
Emergency Shelter	6
Housing Referral	24
Mental Health Referral	5
Other	17
Social Service Provider	79

On-Site Provider Visits = 1

Case Management Services – All Programs

**94 Youth Received 67 Hours of
Case Management Services**

DIC: 93 (108%) - youth received CM

DIC: 82 (95%) - youth received basic needs supports

Drop-In Parenting Youth

Number of Children Visits = 28

Youth w/Children present = 25

YTD Youth w/Children = 34 (24%)

Baby Products Provided = 18

HOPE Place Youth Statistics - 11 youth served

2 open unit, 1 move out

4 residents continue to work on a career path (airport staff, restaurant industry, education, nursing)

8 residents are working (4 FT, 4 PT)

2 enrolled basic education classes

2 have started community college (both going full time and working full time)

1 focusing on mental health

1 focusing on chem dep treatment

Career Force Sessions at HP: 5 residents engaged in 11 1:1 contacts, 5 residents attended workshop

Drop-In Center On-Site Resources

Transportation supports = **7**

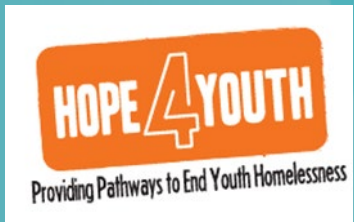
Amount of transportation supports = **\$135**

Food Shelf Visits = **121**

Clothing Closet Visits = **62**

Hygiene Closet Visits = **119**

Meals Eaten = **64**

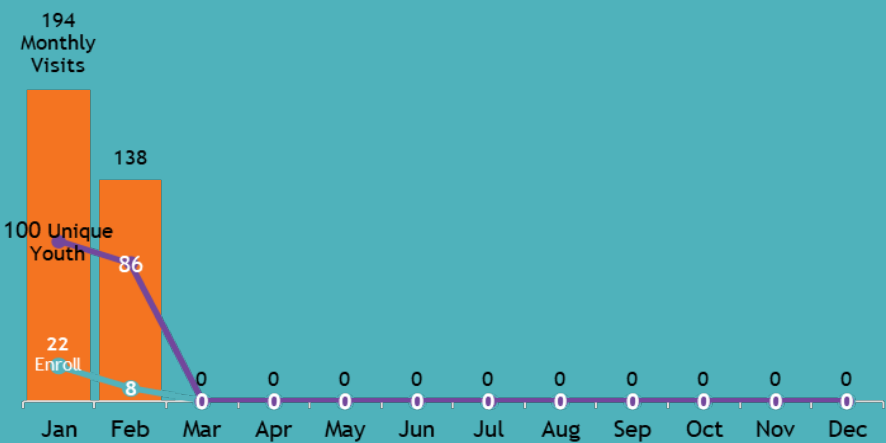


Year Over Year DIC Data

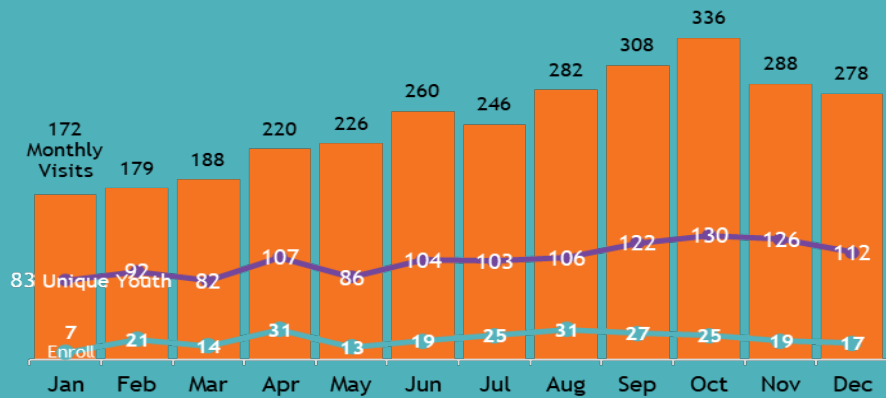
Individual Youth Visits

New

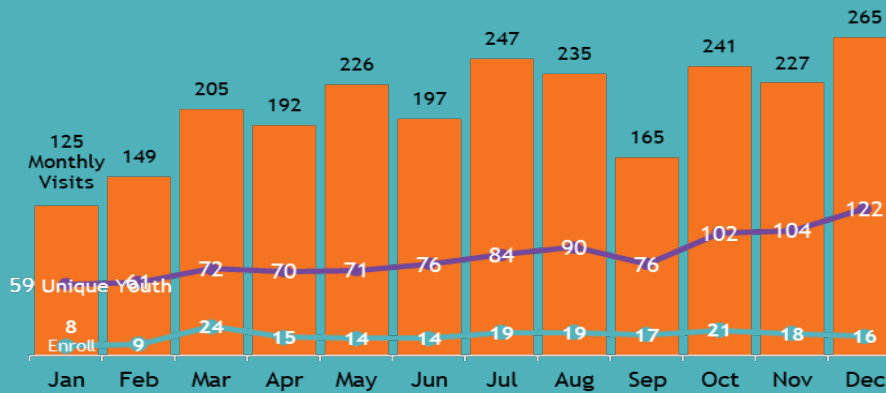
2023



2022



2021



Board Development Exercise

Conduct a 'Gap Analysis' with board through a brainstorming exercise. Prior to exercise staff was assigned goal of identifying perceived gaps. Board goal is to confirm and add to identified gaps and brainstorm outreach opportunities for board development.

1. Industry gap

Review current industry representation of existing board of directors. What industries are missing? What industries do we need to add to support our new strategies for the year?

2. Competency gap

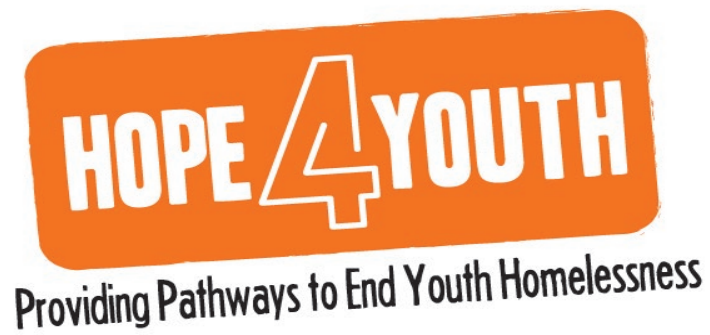
Review current board competencies. What skill set is missing? What skills do we need to meet the needs of the strategies for the year?

3. Leadership gap

Who are the leaders in the community, who are we missing? Who do we know that has a connection to this/these individuals? What is the best way to approach them?

Next steps

- A. Bring forward nominations of individuals to support gaps/opportunities
- B. Vet nominees with board nomination committee/executive committee
- C. Determine person to make ask
- D. On-board new board member



Fiscal Year 2023
Financial Statements
as of January 31, 2022

**Statement of Financial Position
as of January 31, 2023**

		Comments
Assets		
Cash and Cash Equivalents	656,937.78	
Board Designated Operating Reserve	255,916.18	
Building Fund	177,149.83	Will transfer to Building Campaign budget
Receivables	16,901.95	GRH, OEO, Rent
Prepaid Expenses	51,079.34	
Inventory	34,410.00	
Investments	187,994.64	Principal Investment and T-Bills
Property and Equipment, net	1,306,953.77	
Total Assets	2,687,343.49	
Liabilities		
Accounts Payable & Other Accrued Liabilities	92,315.18	Payroll liabilities
Total Liabilities	92,315.18	
Net Assets		
Unrestricted-Undesignated	2,373,475.70	
Unrestricted-Board Designated Operating Reserve	255,916.18	
Temporarily Restricted	15,934.94	Ratfield Scholarship
Current Year Net Surplus(Deficit)	(50,298.51)	
Total Net Assets	2,595,028.31	
Total Liabilities & Net Assets	2,687,343.49	

**Statement of Activity
as of January 31, 2023**

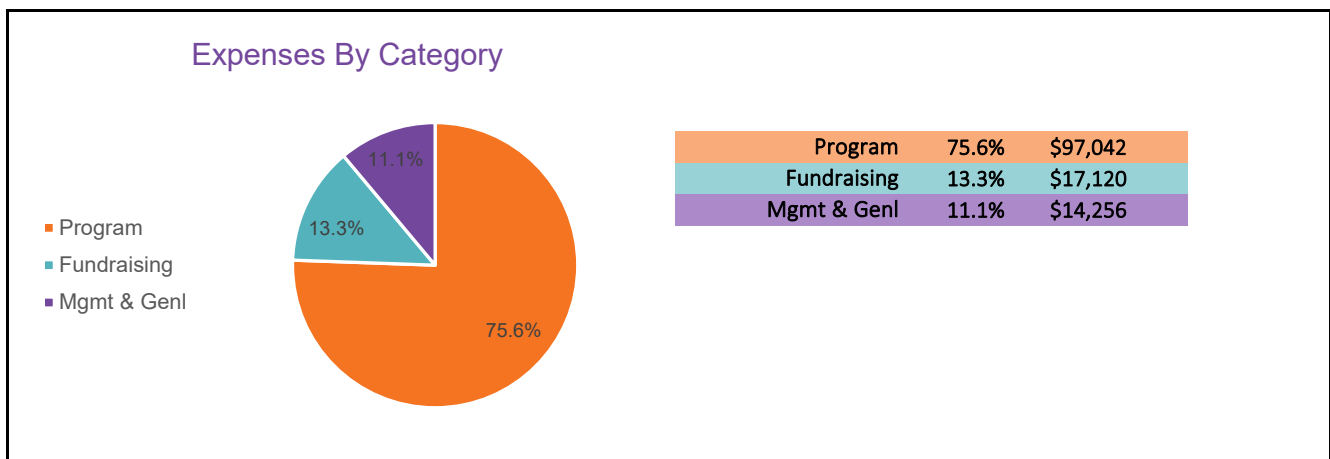
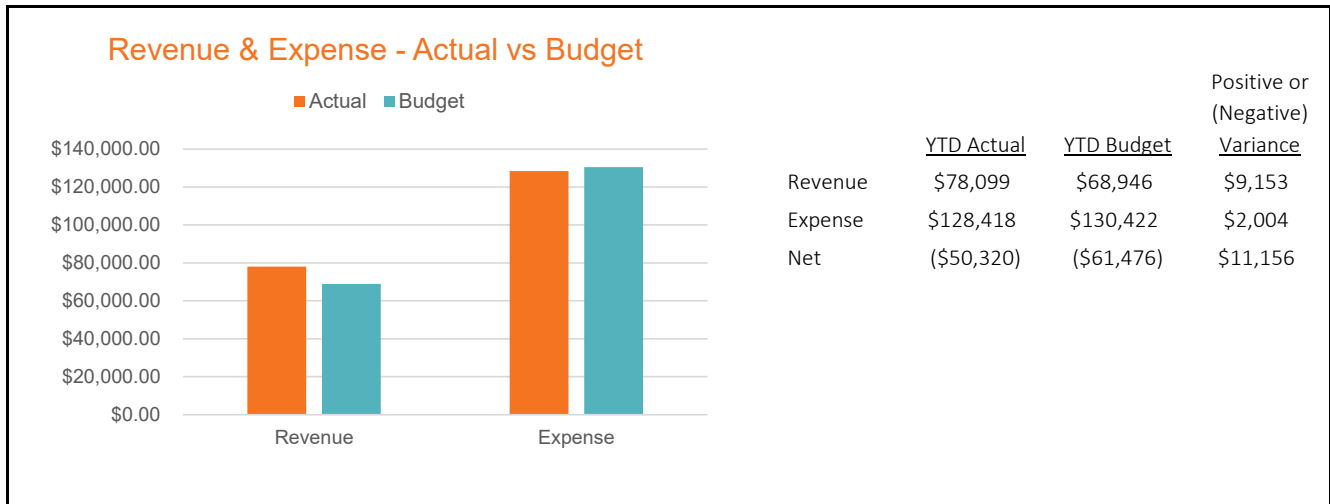
				Actual to Budget	
		Actual	Budget	Variance	Act to Bud Variance Comments
Ordinary Income/Expense					
Income					
	DONATIONS, GIFTS, & GRANTS	49,846.18	45,607.00	4,239.18	On plan
	INVSTMT INC & OTHR GAIN(LOSS)	4,581.51	3,166.99	1,414.52	T-Bill gain realized in Janauray
	OTHER SUPPORT	11,246.20	8,517.00	2,729.20	In-kind donations
	PROGRAM SERVICE FEES	11,288.18	11,655.00	(366.82)	Managing youth rental obstacles
	SPECIAL EVENTS	1,136.48	0.00	1,136.48	AN4H Table Sales
Total Income		78,098.55	68,945.99	9,152.56	
Expense					
	BUILDING & FACILITIES EXPENSE	9,489.41	10,255.00	(765.59)	
	CONTRACTED SRV & PROF FEES	18,928.87	18,390.00	538.87	
	DEPRECIATION EXPENSE.	3,150.80	3,179.00	(28.20)	
	INSURANCE.	2,982.69	2,875.00	107.69	
	LICENSES-MEMBRSHPS-DUES-FEES	3,237.28	3,183.00	54.28	
	PAYROLL, TAXES, & BENEFITS	73,649.20	72,887.00	762.20	
	POSTAGE, MAILING, & DELIVERY	147.73	0.00	147.73	
	PRINTING & PROMOTION EXPENSE	229.84	560.00	(330.16)	
	PROGRAM EXPENSES	15,433.33	18,087.00	(2,653.67)	Planned shift
	STAFF, BOARD, & VOLUTEER EXP	522.52	516.00	6.52	
	SUPPLIES & MINOR EQUIPMT	255.99	200.00	55.99	
	TRAVEL & TRANSPORTATION	390.50	290.00	100.50	
Total Expense		128,418.16	130,422.00	(2,003.84)	
Net Income					
		(50,319.61)	(61,476.01)	11,156.40	

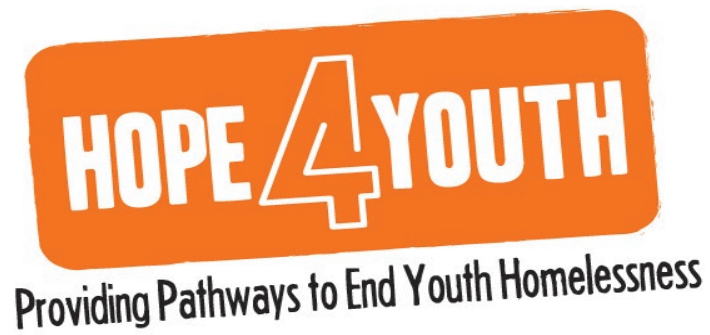
Statement of Revenue and Expense
Fiscal Year 2023 - through January 31, 2023

	YTD Actual	YTD Budget	Over(Under) YTD Budget	Full Year Budget
<u>Revenue</u>				
Donations, Gifts, and Grants	49,846.18	45,607.00	4,239.18	1,175,000
Investment & Other Income	4,581.51	3,166.99	1,414.52	31,975
Inkind Contributions	11,246.20	8,517.00	2,729.20	140,000
Program Service Revenue	11,288.18	11,655.00	(366.82)	135,364
Special Events, net	1,136.48	0.00	1,136.48	235,000
	<u>\$78,098.55</u>	<u>\$68,945.99</u>	<u>\$9,152.56</u>	<u>\$1,717,339</u>
<u>Expense</u>				
Building and Facilities Expense	9,489.41	10,255.00	(765.59)	113,946
Contracted Srvs & Professional Fees	18,928.87	18,390.00	538.87	203,048
Depreciation Expense	3,150.80	3,179.00	(28.20)	37,811
Insurance	2,982.69	2,875.00	107.69	34,500
Licenses, Membrshps, Dues, & Fees	3,237.28	3,183.00	54.28	43,273
Payroll, Taxes, and Benefits	73,649.20	72,887.00	762.20	947,529
Postage, Mailing & Delivery	147.73	0.00	147.73	9,000
Printing and Promotion Expenses	229.84	560.00	(330.16)	15,720
Program Expenses	15,433.33	18,087.00	(2,653.67)	271,035
Staff, Board, & Volunteer Expense	522.52	516.00	6.52	22,100
Supplies and Equipment	255.99	200.00	55.99	10,500
Travel and Transportation	390.50	290.00	100.50	3,600
	<u>\$128,418.16</u>	<u>\$130,422.00</u>	<u>(\$2,003.84)</u>	<u>\$1,712,062</u>
Net Surplus(Deficit)	<u>(\$50,319.61)</u>	<u>(\$61,476.01)</u>	<u>\$11,156.40</u>	<u>\$5,277</u>

HOPE 4 Youth

Financial Dashboard YTD through January 31, 2023





Fiscal Year 2023
Financial Statements
as of February 28, 2023

Statement of Financial Position
February 2023

		Comments
Assets		
Cash and Cash Equivalents	619,565.56	
Board Designated Operating Reserve	256,643.26	
Building Fund	177,653.33	Will transfer to Building Campaign budget
Receivables	84,743.49	GRH, OEO, Rent
Prepaid Expenses	44,368.72	
Inventory	34,410.00	
Investments	187,673.48	Principal Investment and T-Bills
Property and Equipment, net	1,303,802.97	
Total Assets	2,708,860.81	
Liabilities		
Accounts Payable & Other Accrued Liabilities	74,797.05	Payroll liabilities
Total Liabilities	74,797.05	
Net Assets		
Unrestricted-Undesignated	2,372,748.60	
Unrestricted-Board Designated Operating Reserve	256,643.26	
Temporarily Restricted	15,934.94	Ratfield Scholarship
Current Year Net Surplus(Deficit)	(11,263.04)	
Total Net Assets	2,634,063.76	
Total Liabilities & Net Assets	2,708,860.81	

Statement of Activity
February 2023

			Actual to Budget	
	Actual	Budget	Variance	Act to Bud Variance Comments
Ordinary Income/Expense				
Income				
DONATIONS, GIFTS, & GRANTS	115,288.88	99,464.00	15,824.88	Individuals and Corporations outperforming plan
INVSTMT INC & OTHR GAIN(LOSS)	2,880.60	2,161.99	718.61	
OTHER SUPPORT	1,243.20	9,530.00	(8,286.80)	In-kind donations down (\$3629 last year , budget high)
PROGRAM SERVICE FEES	10,781.07	11,655.00	(873.93)	Managing youth rental obstacles
SPECIAL EVENTS	23,103.96	47,500.00	(24,396.04)	Delay in AN4H Table and Sponsorship Sales
Total Income	153,297.71	170,310.99	(17,013.28)	
Expense				
BUILDING & FACILITIES EXPENSE	13,391.42	9,963.00	3,428.42	Washers and Dryers at HOPE Place-to be reimbursed by Connexus
CONTRACTED SRV & PROF FEES	15,068.37	15,606.00	(537.63)	
DEPRECIATION EXPENSE.	3,150.80	3,179.00	(28.20)	
INSURANCE.	2,975.75	2,875.00	100.75	
LICENSES-MEMBRSHPS-DUES-FEES	2,994.28	2,892.00	102.28	
PAYROLL, TAXES, & BENEFITS	69,384.26	72,887.00	(3,502.74)	Open position
POSTAGE, MAILING, & DELIVERY	25.11	363.00	(337.89)	
PRINTING & PROMOTION EXPENSE	199.97	3,510.00	(3,310.03)	
PROGRAM EXPENSES	4,393.97	17,626.00	(13,232.03)	We will see some of these expenses in future months
STAFF, BOARD, & VOLUTEER EXP	960.52	1,796.00	(835.48)	
SUPPLIES & MINOR EQUIPMT	494.93	200.00	294.93	
TRAVEL & TRANSPORTATION	96.29	290.00	(193.71)	
Total Expense	113,135.67	131,187.00	(18,051.33)	
Net Income	40,162.04	39,123.99	1,038.05	

Statement of Revenue and Expense

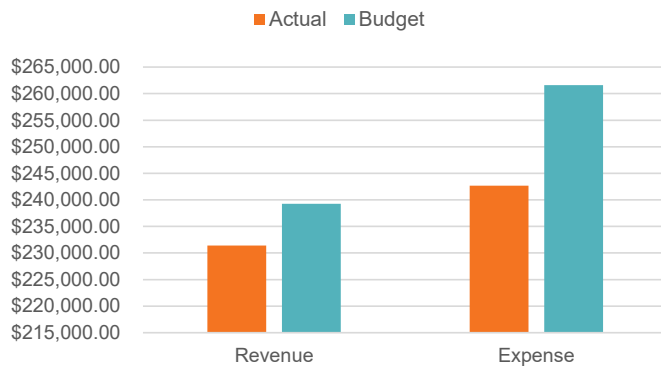
Fiscal Year 2023 - through February 28, 2023

	YTD Actual	YTD Budget	Over(Under) YTD Budget	Full Year Budget
<u>Revenue</u>				
Donations, Gifts, and Grants	165,160.06	145,071.00	20,089.06	1,175,000
Investment & Other Income	7,462.11	5,328.98	2,133.13	31,975
Inkind Contributions	12,489.40	18,047.00	(5,557.60)	140,000
Program Service Revenue	22,069.25	23,310.00	(1,240.75)	135,364
Special Events, net	24,240.44	47,500.00	(23,259.56)	235,000
	<u>\$231,421.26</u>	<u>\$239,256.98</u>	<u>(\$7,835.72)</u>	<u>\$1,717,339</u>
<u>Expense</u>				
Building and Facilities Expense	23,173.83	20,218.00	2,955.83	113,946
Contracted Srvs & Professional Fees	33,997.24	33,996.00	1.24	203,048
Depreciation Expense	6,301.60	6,358.00	(56.40)	37,811
Insurance	5,954.50	5,750.00	204.50	34,500
Licenses, Membrshps, Dues, & Fees	6,231.56	6,075.00	156.56	43,273
Payroll, Taxes, and Benefits	143,033.46	145,774.00	(2,740.54)	947,529
Postage, Mailing & Delivery	298.84	363.00	(64.16)	9,000
Printing and Promotion Expenses	518.28	4,070.00	(3,551.72)	15,720
Program Expenses	19,827.30	35,713.00	(15,885.70)	271,035
Staff, Board, & Volunteer Expense	1,580.11	2,312.00	(731.89)	22,100
Supplies and Equipment	1,280.79	400.00	880.79	10,500
Travel and Transportation	486.79	580.00	(93.21)	3,600
	<u>\$242,684.30</u>	<u>\$261,609.00</u>	<u>(\$18,924.70)</u>	<u>\$1,712,062</u>
Net Surplus(Deficit)	<u>(\$11,263.04)</u>	<u>(\$22,352.02)</u>	<u>\$11,088.98</u>	<u>\$5,277</u>

HOPE 4 Youth

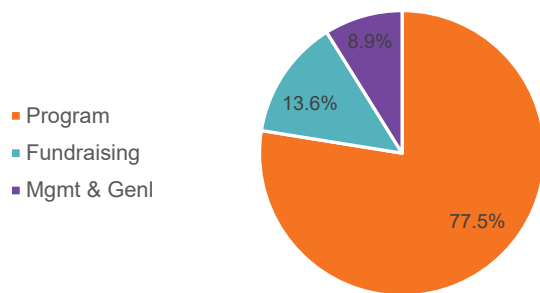
Financial Dashboard - February 2023

Revenue & Expense - Actual vs Budget



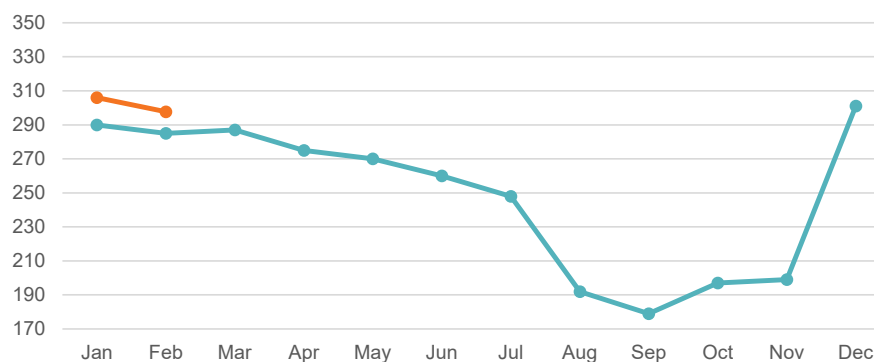
	YTD Actual	YTD Budget	Positive or (Negative) Variance
Revenue	\$231,421	\$239,257	(\$7,836)
Expense	\$242,684	\$261,609	\$18,925
Net	(\$11,263)	(\$22,352)	\$11,089

Expenses By Category

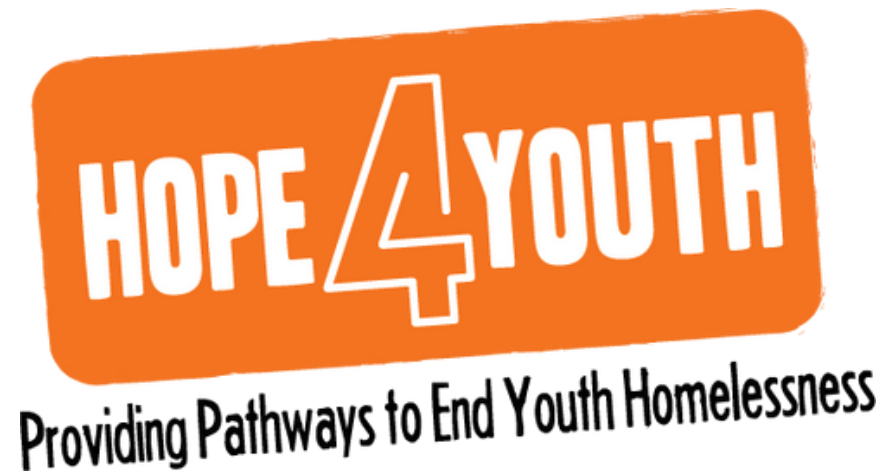


Program	77.5%	\$87,725
Fundraising	13.6%	\$15,364
Mgmt & Genl	8.9%	\$10,047

Days Cash on Hand



	2023	2022
Jan	306	290
Feb	298	285
Mar		287
Apr		275
May		270
Jun		260
Jul		248
Aug		192
Sep		179
Oct		197
Nov		199
Dec		301



ADVANCEMENT SNAPSHOT FEBRUARY 2023

VOLUNTEER AND IN KIND DONATIONS

458

Total Hours

220 pounds

50 pounds

5

3

of Food Donated
of Clothing Donated
New Volunteers
Donation Drives Completed

DONATIONS: \$60,265.59

Down \$39,884.03 from February 2022

\$33,065.19	Individuals
\$1,139.00	Civic & Faith Based, Small Business
\$8,954.87	Corporations
\$0	Foundations
\$17,106.53	Events
\$0	Government

NEW DONORS

26

New donors gave
\$9,627.06

14.01%

New donors
making a second gift

SOCIAL MEDIA STATISTICS

21,157

Impressions

*# of times
content appears
in front of user.*

1,216

Engagement

*# of times a user
saved, commented,
reacted, shared, or
clicked on content.*

511.3

Average Reach

*Average # of unique
users per post*

52

of Posts

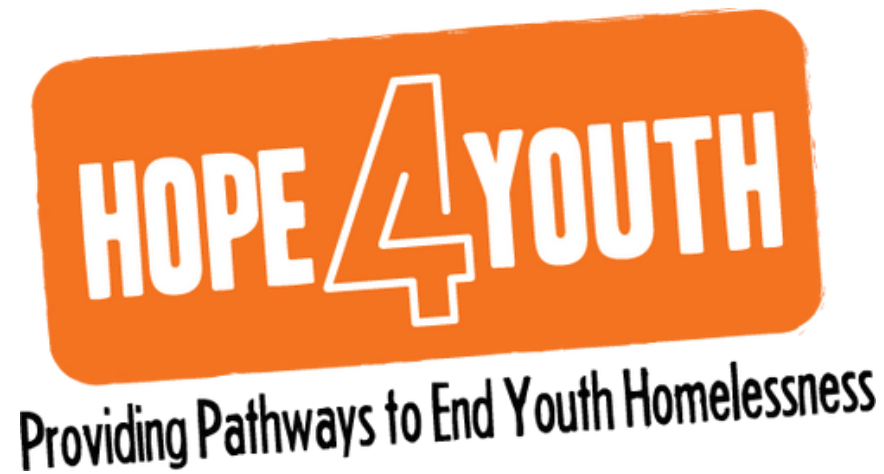
SPECIAL ADVANCEMENT UPDATES

Gala Committee Established
Legislative Building HOPE report complete
4 Community Speaking Engagements

8 AN4H Sponsors secured to date (Up 3 from February 2022)

Approved Grants

- Otto Bremer



ADVANCEMENT SNAPSHOT JANUARY 2023

VOLUNTEER AND IN KIND DONATIONS

369
Total Hours

1,123 pounds
543 pounds
11
3

of Food Donated
of Clothing Donated
New Volunteers
Donation Drives Completed

DONATIONS: \$47,057.08

Up \$9,551.26 from January 2022

\$22,232.52	Individuals
\$2,110.05	Civic & Faith Based, Small Business
\$13,671.41	Corporations
\$3,000.00	Foundations
\$6,043.10	Events
\$0	Government

NEW DONORS

26
New donors gave
\$14,969.48

13.5%
New donors
making a second gift

SOCIAL MEDIA STATISTICS

24,198	1,378	811	42
Impressions	Engagement	Average Reach	# of Posts
<i># of times content appears in front of user.</i>	<i># of times a user saved, commented, reacted, shared, or clicked on content.</i>	<i>Average # of unique users per post</i>	

SPECIAL ADVANCEMENT UPDATES

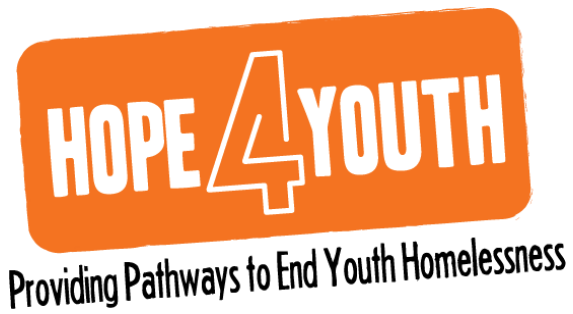
Community Outreach Coordinator and Marketing and Events
Coordinator hired

4 Community Speaking Engagements

Approved Grants

- Edina Realty Foundation

HOPE 4 YOUTH | 2022 ANNUAL IMPACT REPORT



HOPE 4 Youth is a nonprofit organization in Anoka County which helps young people ages 16 to 24 who are experiencing homelessness. Our name is an acronym for our focus areas: Housing, Outreach, Prevention, and Education/Employment.

Dear Friends of HOPE 4 Youth,

Thank you for a powerful year of momentum, growth, and relevance. Your belief in our mission and trust in our ability to impact the lives of the youth we serve is making a difference. We are honored to work with you to ensure the young people we support experience HOPE. Together we are ending youth homelessness.

In 2022, we experienced a year like no other. We provided basic needs and empowering resources to 33% more youth than the previous year. The outcomes of our youth revealed mission-centered results, which you will find throughout this document. A highlight for all of us is 98% of our surveyed youth reported success or improvement in one or more areas related to stable housing, education, employment, connectedness, and mental health due to their work with HOPE 4 Youth. Another staggering fact for us is, last year 91 parenting youth came to us needing food, diapers, and training. These parenting youth had no one in their lives to help them understand the needs of their little ones and through your support, we were there. Thank you to our volunteers, donors, and community champions. Your time, talent, and donations allow us to move the needle for those needing a hand-up.

We are committed to three focused pillars in our work

1. Partnering in **prevention**
2. Providing **basic needs** to help stabilize youth
3. **Launch youth** through empowering programs and resources

Through our strategic vision and these three pillars, we are strengthening high-impact programs, collaborative partnerships, and an equitable culture to fulfill our mission.

As we turn the page to 2023, we celebrate 10 years of empowering youth. We celebrate those who believed in our mission in the past and those coming beside us today. Thank you for helping us provide life-changing resources which are ending homelessness for young people walking through our doors. Because of you, lives are changed, the future is bright, and HOPE is renewed.



In unending gratitude,

A handwritten signature in black ink that reads "LaChelle Williams". The signature is fluid and cursive.

LaChelle Williams
Executive Director
HOPE 4 Youth

OUR MISSION

OUR VISION

TO PROVIDE PATHWAYS TO END YOUTH HOMELESSNESS

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.

OUR CORE VALUES



Resourceful

We collaborate to maximize resources and evolve to meet the changing needs of our participants and the community.



Accountable

We operate with integrity and are accountable to our youth, volunteers, community, donors, and employees.



Inclusive

We respect and embrace differences as a strength, allowing people to bring their full, authentic selves to HOPE 4 Youth.



Hopeful

We communicate and operate with optimism and believe in a bright future for the youth we serve and our community.



Compassionate

We serve and work with empathy and understanding to create a judgment-free environment.

OUR STRATEGIC GOALS

1

Deepen our impact through high quality, high-impact programs and services

2

Create a diverse, equitable, and inclusive organization

3

Strengthen business practices to support high performance

OUR PROGRAM





We serve 16 to 24 year olds at risk of losing their housing and those already experiencing homelessness.

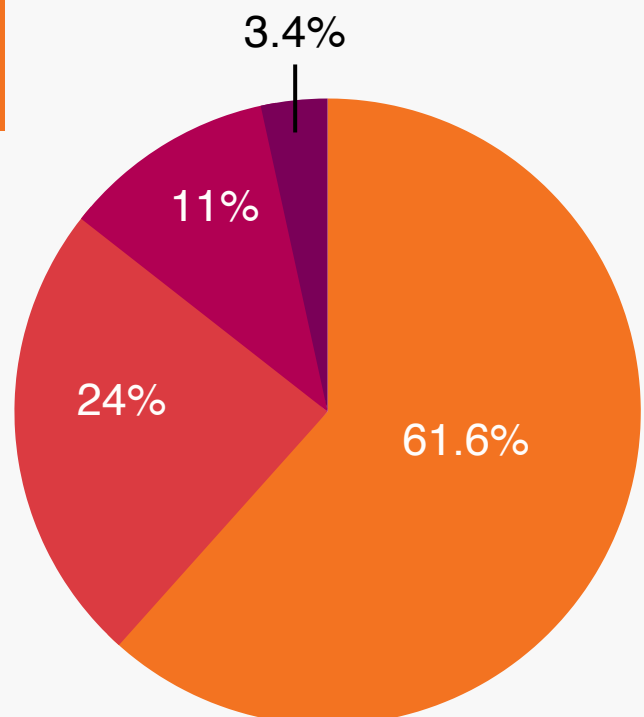
The HOPE 4 Youth **Drop-In Center** in Anoka is the hub for many of our services. It is a safe, non-judgmental place for all youth who are in need. No appointment is necessary to visit for a hot meal, to get clothing or hygiene items, or to use the shower or laundry facilities. Case managers at the center connect young people to stable housing, health and wellness programs, education and employment opportunities, and more.

Our HOPE 4 Youth **Host Homes** program supports situations where a family friend, relative, or neighbor allows a young person to stay at their place to avoid being homeless. This program turns these couch-hopping situations into more structured agreements that are beneficial to the hosts and the young people who are living with them.

HOPE 4 Youth **HOPE Place** is our 12-unit transitional housing facility in Coon Rapids that offers supportive services to 18 to 24 year olds who are experiencing homelessness. HOPE Place staff and community partners provide on-site case management, including education and employment guidance, aimed at promoting self-sufficiency and long-term success.

COUNTIES WE SERVE

-  Anoka County
-  Hennepin County
-  Ramsey County
-  Other Counties



OUR APPROACH

The young people we see at HOPE 4 Youth carry many burdens. We recognize that every young person is on their own journey where no two stories are the same. We are one touchpoint on their personal journey. As such, we have a four-fold approach¹ when walking alongside youth:

- 1) **Trauma-Informed Care (TIC):** Our staff is trained in TIC service delivery models. Rather than fixing what's wrong, we look at youth in terms of what has happened to them — specifically lived trauma. TIC helps us create safe spaces, build trust, and encourage youth to regain healthy responsibility.
- 2) **Strengths-Based:** Many youth experiencing homelessness have been in ongoing survival mode or endured trauma that has removed their fundamental sense of choice. At intake, Case Managers empower young adults to set goals based on their strengths and areas where they can regain control for long-term self-sufficiency.
- 3) **Client-Centered:** Effective solutions must be informed by the youth we serve. The Youth Advisory Council provides young adults the space to make recommendations for program improvement, especially related to including the voices of LGBTQ+ and BIPOC youth.
- 4) **Harm Reduction:** Ending youth homelessness relies on the important framework of harm reduction, where we encourage youth goal setting to reduce the negative consequences of drug use, alcohol addiction, or other high-risk behaviors. Without judgment, we offer youth resources for improved sexual, mental, physical, and emotional health.

In 2022, 415 youth made nearly 3,000 visits to our Drop-In Center, a 33% increase over last year.

22%	Young Parents
69%	BIPOC (Black, Indigenous, and People of Color)
61%	Female
36%	Male
3%	Non-Binary
22%	LGBTQ+

¹ Informed by "Measuring Up: Youth-level Outcomes and Measures for Systems Response to Youth Homelessness" from the University of Chicago, and the 2014 publication "9 Evidence-Based Principles to Help Youth Overcome Homelessness"

STORIES OF HOPE

In our 10 years as an organization, HOPE 4 Youth's priority has always been to meet youth where they are and provide pathways to help them end their experience with homelessness.

Every individual's story is unique with a variety of obstacles they have faced as a young adult. We believe in providing youth with resources and programs to help them learn, grow, and thrive.

The following stories provide a glimpse into some of the struggles and triumphs youth have experienced. HOPE 4 Youth has a direct impact in assisting youth to reach their goals and follow their dreams.

STORIES OF HOPE

Skylar came to HOPE 4 Youth shortly after finding out she was pregnant. She struggled to find stable work and long-term housing for her and her future child.

22% of youth are parenting

2

She began to meet with a HOPE 4 Youth Case Manager and received one-on-one support two-four times a week.

1,212 hours of one-on-one support provided

The resources the Case Manager provided Skylar allowed her to attend regular prenatal visits, parenting classes, and access to food, clothing, and health support. With the help of a job coach, Skylar was able to find a stable job she now enjoys.

Next, Skylar began her apartment hunt. This process took close to eight weeks. Eventually, she found an apartment that was both available and within her budget. Through the Housing Stability Fund, HOPE 4 Youth was able to fund her deposit and first month's rent. Skylar is proud to call this apartment her new home!

78% of youth have obtained or maintained stable housing in the last 6 months.

2



"I would have been in shelters my entire pregnancy and longer without the support of HOPE 4 Youth. I feel ready to have my child and I feel like I have people to lean on at HOPE 4 Youth that care about us."

STORIES OF HOPE



James has been coming to HOPE 4 Youth for nearly 18 months. He was struggling with mental health, substance abuse, and was sleeping outside for extended periods. The last time a Case Manager saw James he said, "I'm at the lowest point I have ever been and I don't know if I can get through this."

A few days later, James checked himself into the hospital to receive detox and psychiatric support. Three months later, James stopped by the Drop-In Center to report he was over 100 days sober, physically healthy, and completed both inpatient and outpatient for his mental health and substance abuse concerns.

"I know I'm not perfect and have messed up a lot, but I know I can do this now and I will not quit until I have the life I want."

98%

of youth surveyed reported success or improvement in one or more goal areas related to stable housing, education, employment, connectedness, mental health and coping with stress.

2

69%

of youth feel their mental health has improved in the last 6 months.

2

STORIES OF HOPE

Emma relied on HOPE 4 Youth during a pivotal time in her life. While working with her Case Manager, she found the support and resources needed to graduate from high school, obtain her driver's license, and complete advanced training courses in healthcare. She now works in the healthcare field, attends college, and lives in her own apartment.

35% of youth surveyed made advancements in educational goals in the last 6 months.

2



78% of youth feel their resilience to cope with stress and unforeseen situations has improved in the last 6 months.

2

Mateo was chosen to be part of the HOPE Place program two years ago. He recently contacted a HOPE 4 Youth staff to share, "You did a lot for me. At the time, I didn't realize how much you changed my life. You believed in me. The support you gave me helped me to become strong and solve problems on my own. HOPE 4 Youth helped me create a stable life while showing me compassion when I messed up. You always encouraged me, and because of this, I am on the right path. You were there when no one else was." Mateo ended the conversation by encouraging HOPE 4 Youth to "keep doing what you're doing because you really are changing lives."

84% of youth reported since engaging in H4Y, they have had no encounters with the justice system or less (frequent) encounters than prior to working with H4Y.

2

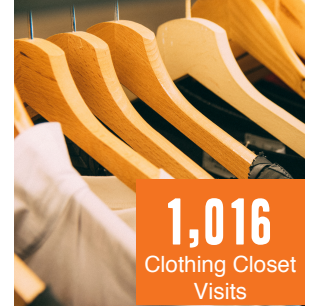
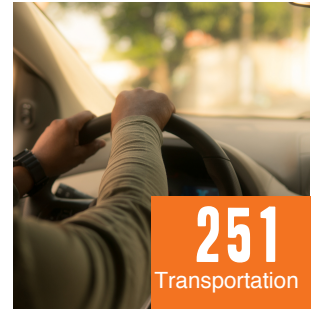
84% of youth have developed healthier, better lasting relationships with family, friends, and other adults in the last 6 months.

2

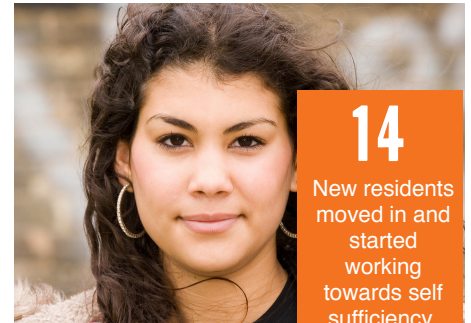
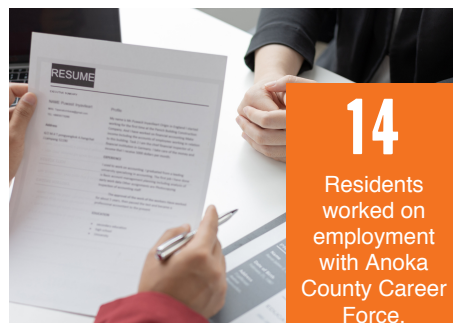


SUPPORT AND RESOURCES

DROP-IN CENTER



HOPE PLACE



VOLUNTEERS AND DONORS

Our life-changing work is powered by an inspiring group of generous donors and volunteers who give money and time - often both.

1,185 Individual Donors

381 Organization and Business Donors

Over **301** volunteers served a total of **10,926 HOURS** valued at **\$327,234**

Location Served:

- 3,882 hours at Drop-In Center
- 512 hours at Drop-In Center Meals
- 3,225 hours at Donation Center
- 493 hours at Hope's Closet
- 481 hours of Internships
- 1,888 hours for One-Time Projects
- 445 hours of Community Leadership

2022 FINANCIALS

HOPE 4 Youth is committed to transparency, efficiency, and good stewardship.

\$0.77 of every dollar directly supports our youth

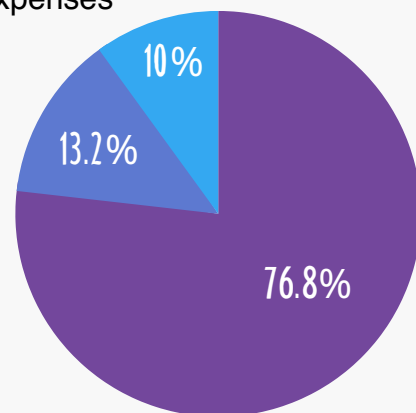
Income

\$1,734,527
Total Income



Expenses

\$1,686,433
Total Expenses



GET INVOLVED



Volunteer

HOPE 4 Youth provides meaningful one-time and long-term volunteer opportunities that allow you to make a difference in the lives of the young people we serve.



Donate Items

Many of our youth have little or nothing when they come to us. Being able to provide clothing, food, and other items helps restore a sense of hope, self-worth, and dignity.



Give Monthly

The help we provide is made possible, in part, by generous donors who make monthly gifts of HOPE.

For more information on these opportunities, visit: HOPE4YouthMN.org

2023 BOARD OF DIRECTORS

Stephen Nash | Chair
Special Assistant Anoka County Attorney, Anoka County Attorney's Office

Anna VonRueden | Vice-Chair
Chief Program Officer, FamilyWise Services

Don Phillips | Treasurer
Chief Investment Officer, Greater Midwest Financial Group

Stephen Spears | Former Chair
Senior Vice President – Twin Cities Community Banking at Bremer Financial Corp.

Linda Barnum | Secretary
Controller, Pace Analytical

Jonathan (J.J.) Slag | Member
VP Development, MN Adult & Teen Challenge

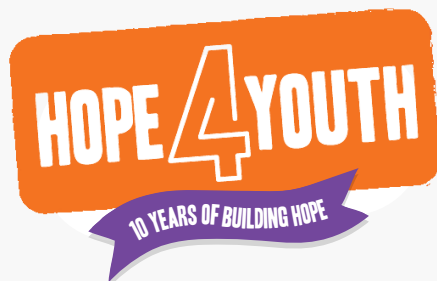
Sue Woodard | Member
Chief Customer Officer, Total Expert

Pat Chen | Member
HR Director, Lexington Manufacturing

Brad Konik | Member
CEO, Konik Network

Julie Cole | Member
Director Market Development & Strategy for Ambulatory Surgery Centers, Medtronic, Inc.

Paul Lenzmeier | Member
Commander, Anoka County Sheriff's Office



CONTACT US

Email: info@hope4youthmn.org

Call: 763.323.2066

HOPE4YouthMN.org

Drop-In Center & Donations Center

2665 4th Avenue North | Suite 40
Anoka, MN 55303

Mailing Address

10250 Foley Blvd NW #48010
Coon Rapids, MN 55448