

2025 Operational Plan



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.

Core Values:

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

Accountable - We operate with integrity and are accountable to our youth, volunteers, community, donor, 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 judgement-free environment.

Strategic Goal 1: Provide life-enhancing programs empowering youth to reach their full potential

Strategic Goal 2: Engage in transformational partnerships with community leaders, donors, and volunteers

Strategic Goal 3: Laser focus on premier staff retention and operation improvement

Strategic Goal 4: Select location and determine funding and operational plans for new HOPE 4 Youth Drop-In Center

HOPE 4 Youth will operate within these four strategic priorities with all program delivery, donor and volunteer engagement, and staff interactions and support. We operate from a strengths-based mindset both internally and externally. We believe in transformational relationships with our partners and our youth. We ensure a trauma-informed, strengths-based, client-centered, harm reduction philosophy is realized with each youth we support. 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. Our commitment is realized in our program delivery and case work supporting youth's wellness, social-emotional well-being, housing, employment and educational resources. We believe in the potential of each youth we serve and will work to build and empower them and their journey out of homelessness.



Strategic Goal 1: Provide life-enhancing programs empowering youth to reach their full potential

1.1 Deliver premier programs using the four-fold approach

Tactics	2024	2025	2026	Comment
Utilize grant dollars to expand mental health supports elevating social and emotional well-being.		X		
Continued development of prevention and outreach services as a highlighted program offering.		X		
Expand and document aftercare supports to youth exiting H4Y programs.		X		
Research, develop, and implement <i>Job Readiness/Work Experience Program</i> pilot		X		

1.2 Create a *center* of support at the HOPE 4 Youth Center (H4YC) addressing immediate and long-term needs

Tactics	2024	2025	2026	Comment
Upgrade and refresh Zen Room to a more trauma informed space.		X		
Continue to solidify community partners to meet the needs of participants.		X		

1.3 Create a thriving place to live at HOPE Place (HP) to fully launch youth into the community

Tactics	2024	2025	2026	Comment
Develop a full spectrum of housing supports for all H4Y Participants including residents exiting HP.		X		
Execute Job Readiness/Work Experience Program Pilot at HP		X		

1.4 Expand social & emotional well-being program offerings and resource partnerships

Tactics	2024	2025	2026	Comment
Engage Youth Advisory Council (YAC) monthly with program development and new facility		X		
Developed Youth Leadership Development Programming with HP & H4YC crossover engagement.		X		
Research, development and implement an <i>art and music programing</i> that offers additional supports for youth to reach healthy Social and Emotional Well Being		X		



Strategic Goal 2: Engage in transformational partnerships with community leaders, donors, and volunteers

2.1 Strengthen partnerships with community leaders, donors, and volunteers

Tactics	2024	2025	2026	Comment
100% Board engagement - time, talent, treasure, and testimony by 12.31.25		X		
Create and implement the 2025 Fundraising Plan with established actionable steps by category		X		
Work with Director of Programs and Facilities to establish corporate partners for the Job Readiness/ Work Experience Program		X		
Strengthen all donor categories to reflect giving domain and stewardship plan		X		

2.2 Enhance donor relations to build transformational relationships resulting in innovative revenue generation

Tactics	2024	2025	2026	Comment
Implement the 2025 Community Engagement plan to give HOPE 4 Youth more visibility in our local communities		X		
Establish corporate stewardship program to better understand our partners and their giving levels i.e.: marketing and/or philanthropic dollars		X		
Establish new pipeline of sponsorship partners to support special events - Vet and add minimally 10 options		X		
Work with Grant Writer to vet at least 6 additional corporate giving partners		X		

2.3 Enhance volunteer opportunities and experience driving retention and increased engagement

Tactics	2024	2025	2026	Comment
Implement the 2025 Volunteer Recognition plan based on volunteer survey responses in 2024		X		
Expand onsite engagement options for group volunteering with local businesses and community organizations		X		

2.4 Strengthen all stewardship efforts to foster greater connection and funder alignment to strategic priorities

Tactics	2024	2025	2026	Comment
Quarterly analyzeLybunt/Sybunt reports by category and implement addition action and stewardship to those falling in these categories		X		
Work with the Development Committee to establish a plan for cultivating major gifts		X		



Strategic Goal 3: Laser focus on premier staff retention and operational improvement

3.1 Strengthen a transparent culture driving team engagement

Tactics	2024	2025	2026	Comment
Conduct annual engagement survey with staff		X		
Enhance L10 meeting structure to strengthen two-way communication sharing throughout organization. Evaluate and modify semiannually as needed		X		
Cross -functional, diverse team task force/think tank implementation by June 11, 2025		X		

3.2 Deepen employee benefit expansion to elevate attractiveness and retention

Tactics	2024	2025	2026	Comment
Annually review H4Y benefits; discuss potential additions or changes		X		
Quarterly professional development plan discussions with manager and staff		X		
Explore 3% retirement match improvements; monitor semiannually		X		

3.3 Ensure HOPE 4 Youth sustains an inclusive, equitable, and diverse culture

Tactics	2024	2025	2026	Comment
Monitor and assess DEI attributes within the staff, board, and outreach with each addition		X		
Determine and implement staff training mods to implement on a quarterly basis		X		

3.4 Embody a strengths-based mindset, behavior, and actions

Tactics	2024	2025	2026	Comment
Engage in quarterly strengths professional development activities		X	X	
Engage Board of Directors in a Strengths-Based workshop at summer/fall retreat		X	X	



Strategic Goal 4: Select location and determine funding and operational plans for new HOPE 4 Youth Center

4.1 Establish Building Committee (BC)

Tactics	2024	2025	2025	Comment
Define committee member roles and responsibilities by January 15, 2025		X		
Identify members with identified attributes and expertise by March 30, 2025		X		
Begin meeting cadence as defined by role description and committee vision by March 30, 2025		X		

4.2 Facilitate process to identify viable locations

Tactics	2024	2025	2026	Comment
Determine if current Brokerage firm is viable - pivot if needed		X		
Strengthen relationships in CR, Blaine, and Fridley with city leadership in Q1 and Q2		X		
Identify and build advocate team of community leaders to help elevate support Q1 and Q2		X		
Propose Purchase Agreement and due diligence as appropriate		X		

4.3 Create construction budget and funding options

Tactics	2024	2025	2026	Comment
Set up Bridge Loan plan and implementation		X		
Determine building cost - predicated on property		X		
Launch the Private Naming Campaign in Q1		X		
Launch the Public Naming Campaign no later than Q3		X		

4.4 Build oversight plan for legislative funding and any received restricted funds

Tactics	2024	2025	2026	Comment
Work with assigned PM from DEED: agreement, reimbursable process, etc.... Q1+		X		
Work with audit firm and FC to effectively set up a Building HOPE Project Fund (based on property)		X		
Work on the Predesign Packet as appropriate following PA and agreement		X		

4.3 Develop long-rang operations budget and plan

Tactics	2024	2025	2026	Comment
Develop 2026 DRAFT Operational plan by December 31, 2025		X		
Develop 2026 DRAFT Operation budget by December 31, 2025		X		
Begin the 2027-2029 Strategic Planning work		X		

2025 Matrix of Progress

Strategic Goal 1: Provide life-enhancing programs empowering youth to reach their full potential

Prevention and Outreach advancements	
Referral progress	
HOPE Place Job Readiness/Work Experience Program pilot	
Youth Voice; how are we engaging youth voice at H4Y	

Strategic Goal 2: Engage in transformational partnership with community leaders, donors, and volunteers

Fundraising actual to goal	
Relational movement (New sponsors)	
Volunteer movement	
Major Gift (\$10,000+) cultivataion	

Strategic Goal 3: Laser focus on premier staff retention and operational improvement

HR strategies driving transparent culture	
H4Y benefits	
Staff training and support efforts (secondary trauma mitigation)	
Strengths focus to elevate culture	

Strategic Goal 4: Select Location and determine funding and operational plans for new HOPE 4 Youth Center

Progress on location	
Progress with DEED partnership	
Progress on community outreach - support	
Progress on new facility annual budget	

Tracking Key:

GREEN - On track | Moving forward

YELLOW - Concern elevating | Attention required

RED - Urgency of board/staff ACTION