

BOARD OF DIRECTORS MEETING

Monday, March 24, 2025

5:00pm – 7:00pm

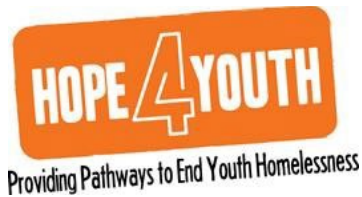
Meeting Location: Anoka County Sheriff's Office

(If needed, virtual/call in within body of invitation)

AGENDA

	TIME
I. Call to Order (Julie Cole) <ul style="list-style-type: none">Welcome and introduction – Name, Business, & Why HOPE 4 Youth	5:00pm
II. Mission Moment (LaChelle Williams)	5:10pm
III. Chairman's Report (Julie Cole) <ul style="list-style-type: none">Approval of Minutes<ul style="list-style-type: none">Questions, discussion, any modificationsConfirmation of AgendaUpdate from Executive Committee	5:15pm
Operational updates: Presentation and Feedback	
IV. 2024 Programmatic Measures (Mark McNamer Pat Chen) <i>Link to our 2024 Impact Report</i>	5:30pm
V. Operations Snapshot Building Update (LaChelle Williams Steve Nash)	6:30pm
VI. Finance/Committee Update (Brooke Limanen James Lyght)	6:45pm
VII. Advancement Update (Nikki Kalvin Paul Moore)	6:50pm
Open Business	6:55pm
Adjourn	7:00pm





HOPE 4 Youth Board of Directors

Meeting Minutes

Date: Monday, February 3, 2025

Time: 5:00 pm | Anoka County Sheriff's Office or Teams

Board Members Present: Steve Nash, Pat Chen, Linda Barnum, Don Phillips, JJ Slag, Anna VonRueden, Julie Cole, Sue Woodard, Brad Wise, Krista Benjamin, Liz Cook, James Lyght, Paul Moore

Board/Staff Members Absent: Brad Konik, Breanne Patton

Staff and Guests Present: LaChelle Williams, Mark McNamer, Nikki Calvin, Brooke Limanen

Minutes:

Call to Order

- The meeting was called to order at 5:00 p.m. by Julie Cole.

Mission Moment (Linda Barnum)

- Linda shared an uplifting Google Review about HOPE 4 Youth that demonstrated how impactful and meaningful the organization's work is to those we serve.

Approval of Annual Meeting Minutes

- Motion made by Paul Moore, seconded by Linda Barnum and passed unanimously to approve the December 2, 2024 Annual Meeting Minutes.**

Approval of Agenda and Minutes

- Motion made by Don Phillips, seconded by Pat Chen and passed unanimously to approve December 2, 2024 minutes.**

Chairman's Report (Julie Cole)

- Julie expressed gratitude for being voted as the Chair of the HOPE 4 Youth Board of Directors. She's excited to work alongside a dedicated group committed to HOPE 4 Youth's mission.
- Julie thanked LaChelle, the HOPE 4 Youth team, Anna and Steve for building a solid foundation. Because of the solid foundation, Julie sees the Board acting in a strategic capacity as opposed to an operational one.
- Julie laid out the 2025 goals for the Board of Directors:
 - Empower and support LaChelle and the HOPE 4 Youth team.
 - Foster innovation and Adaptability:
 - In 2025, HOPE 4 Youth will continue improving and evolving the services at the HOPE 4 Youth Center and HOPE Place while also planning for the new facility and opportunities that expand our services to youth.
 - Julie asked each Board Member to be open to new ideas, tap into the skill sets, and create a culture of innovation to stay responsive to the changing needs of youth.
 - Collaboration & Community Engagement, Raising Public Awareness:
 - The Board can help raise public awareness of HOPE 4 Youth's mission, programs and impact, and establish and nurture relationships with other organizations, businesses and community leaders to support HOPE 4 Youth's goals.
 - Board Development and Leadership:
 - The Board will work to build strong, diverse and engaged Board Members to support HOPE 4 Youth's mission.
 - Emphasize Efficiency:
 - Julie recognized how busy Board Members are and wants to use everyone's time effectively. A meeting cadence should promote meaningful discussions and timely decision-

making rather than simply adding more meetings. The Board Meeting schedule can be adjusted based on topics to discuss. She requested the thoughts of the Board Members.

- Brooke was congratulated on her new role as HOPE 4 Youth's Director of Finance and Administration. She was promoted January 1st, 2025.

Board Nomination of Shawn Beatty (LaChelle Williams)

- LaChelle introduced Shawn Beatty as a nominee. He has been nominated to serve on HOPE 4 Youth's Board of Directors.
- Shawn currently works at Microsoft as a Sr Security Sales Specialist. He has 25+ years of experience in large MN companies such as Toro, Pillsbury, Burger King, General Mills, and Best Buy. Most of his work has been in business development and sales. His energy is contagious. He is a relationship builder with a passion for coaching. He is wired to realize success through building and empowering people. Shawn experienced homelessness as a teen and has carried the experience of having a mentor with him. He is now paying back the next generation through his committed mentorship.
- **Motion made by Steve Nash, seconded by Linda Barnum and passed unanimously to approve the Board Nomination of Shawn Beatty.**

Closing Out 2024 (LaChelle Williams)

- 2024 has been a year of growth, change, and relentless momentum for HOPE 4 Youth. LaChelle shared her appreciation for the Board of Directors and the HOPE 4 Youth team for bringing awareness to the mission and bringing to life the important work we do. She provided mission, fundraising and administrative updates.
 - Mission Update:
 - 650 youth served, 386 NEW to the organization (exceeded our goal of 525)
 - 5158 total visits including those of our 197 children we supported through their parent(s)
 - Of the youth we work with 90% engaged in case management - our North Star (exceeded our goal of 85%)
 - 12 new youth called HOPE Place home this year.
 - Our welcoming environment continues to support all; in 2024, 75% of the youth walking through our doors were from the BIPOC community.
 - Honoring our intent of being the resource hub – we provided 428 community referrals to 129 community partners
 - Fundraising Update:
 - HOPE 4 Youth focused on stewardship strategies and will continue to expand into 2025.
 - Our personal connections with partners, individuals and government agencies made a difference in our ability to deepen partnerships and build new ones.
 - HOPE 4 Youth saw a slight drop in our individual giving but there's no need for concern.
 - Civic and Faith donations were up significantly; we believe this is due to the great work Mari, HOPE 4 Youth's Community Engagement Coordinator, and Nikki are driving with community engagement specifically our new Ambassador Program.
 - Corporations were down, but we have our eye on this for 2025
 - Special events finished on target with a few last month sponsorship checks. HOPE 4 Youth is incredibly thankful to our generous partners.
 - Government funding was up 39% over planned. This is in direct correlation to our reputation and ability to deliver what we promise.
 - Administration Update:
 - HOPE 4 Youth's focus on HR and processes such as client tracking, volunteer engagement and internal policy continues to allow us to build our culture and support the team through transparent communication and vision.

Financial Report (James Lyght and Brooke Limanen)

- James and Brooke provided a snapshot of HOPE 4 Youth's December financials. Post audit financials will be shared once the February audit is complete.

Runway for 2025 (LaChelle Williams)

- Vision for 2025:
 - HOPE 4 Youth has a program plan and will continue to elevate our work, always focused on our mission.
 - From HOPE 4 Youth's three-year strategic plan goals, we have developed our 2025 operational plan. Both documents are in the Board Packet. The Operational Plan is based on the work we need to do in advancement, programming, and administration work. Each of the objectives and tactics in our Operational Plan are tied directly to our team's annual goals.
 - We are working through our Risk Management mitigation with a report coming to you at the end of Q1.
 - The HOPE 4 Youth Center team is dealing with secondary trauma. LaChelle asked the HOPE 4 Youth leadership team to pay attention to how staff react, and work with staff if they need time off or further support.
 - Julie mentioned the ICE raids for undocumented immigrants. Julie said HOPE 4 Youth's leadership team did a good job sharing with the team that the raids weren't probably targeted at youth experiencing homelessness. It's important to be aware that people are sensitive to what's currently going on within the country.
 - Julie mentioned that HOPE 4 Youth's federal funding was reviewed and because it's not tied to DEI and other federal reduction priority points the organization's funding is perceived to be at low risk.
 - The question was asked if HOPE 4 Youth staff are trained in how to deal with trauma. Yes, staff are trained in trauma. In fact, the entire HOPE 4 Youth team will be trained in harm reduction during the February All Staff meeting.
- Empowerment During Change:
 - LaChelle noted that with change will bring a need to assess realities. HOPE 4 Youth is committed to having transparent conversations with the team and allowing the team to breathe, take care of themselves, and lean on each other. HOPE 4 Youth is being honest and naming the realities. Team leads met with their members to talk about government money. The organization is talking with community partners such as YSN, MACC, MCN.
 - LaChelle has engaged HOPE 4 Youth's project manager at DEED. If the state can come to a budget recommendation before July 2025, HOPE 4 Youth's building fund is unaffected by the potential federal government funding freeze. We do have roughly \$618,000 in government funding, of which a limited amount could be affected. We don't believe this will be the case, but we are starting scenario planning for needed pivots.
 - HOPE 4 Youth developed a plan for ICE raids. If Immigration officials have a warrant, they can enter the HOPE 4 Youth Center or HOPE Place. HOPE 4 Youth informed youth about their rights as well.
 - Nikki and Mari addressed volunteers about HOPE 4 Youth's plan around ICE raids.
 - Julie asked the Board if anything was missing around this topic. Steve pointed to the importance of diversified funding. JJ suggested creating a fundraising campaign off the diversified funding.
- New Facility:
 - LaChelle expressed her thankfulness toward Steve for helping her practice patience while exploring property for a new facility.
 - Blaine and Fridley continue to be primary cities for location exploration for a new facility. Five of the seven locations that have been explored are ruled out. The two lots that HOPE 4 Youth is looking at are on a narrower piece of property.
 - HOPE 4 Youth is working with a civil engineer, who is assessing the property.
 - We're working with Excel Energy, who have given approval to release the current easement going through the two parcels.

- The city told HOPE 4 Youth we would not need to get anything rezoned (the property is commercial) and will not have to have public hearings.
- If everything continues to move in a positive direction, we could be coming to the Board to approve a Letter of Intent. Then we'll go through the process of a purchase agreement, reinstate work with DEED and apply for a bridge loan. When we get to the purchase agreement, the Board will have to vote.
- LaChelle has been working with Brendon from DEED. He has already started the preapproval process.
- Board of Directors:
 - Julie asked how to bring additional members to the Board. We need to begin with filling the experience gap. Once that's filled, we want to add diversity. The skill sets we need are fundraising/development, financial knowledge and lived experience. Board Members were asked to think of their network and share with LaChelle. The Board was given until the end of the month to share any prospects.
 - Julie asked if the Board would be open to a Board Assessment Survey. The Board is open to an assessment survey. Julie asked if the Board would be interested in a Strengths Workshop. Julie summarized that the Board would be interested in completing the Strengths Workshop. A Board Retreat would take place in August; it would be in-person.

Advancement Vision (Paul Moore and Nikki Kalvin)

- 2024 Community Engagement Successes:
 - Piloted new Community Engagement program at 11 events
 - Established HOPE 4 Youth Volunteer Ambassador Program with 9 Ambassadors
 - 581 volunteers gave 8220 hours of engagement
 - 139% increase in regular volunteers
 - 46% of all volunteered 5 or more times
- Community Engagement Plans for 2025:
 - Expand the Ambassador Program and their reach
 - Expand group onsite and offsite volunteers and drives
 - Call to action – Nikki asked Board Members to become an ambassador and/or to socialize the group volunteering and drives
- Marketing & Communications Successes for 2024:
 - Impact Report, Annual Appeal, Summer Campaign, Videos, Connections with Radio/Television, A Night 4 HOPE, The Darkest Night 4K and Out of the Cold
- Marketing & Communications Plan for 2025:
 - Social media monthly themes and newsletters
 - Creating a Youth Stories Library
 - Impact Report 2025
 - Creating a video in March to be shared at A Night 4 HOPE
 - Call to action – Nikki asked Board Members to socialize talking points we send out monthly for social media posts
- Fundraising:
 - 69% of fundraising is in Donations, Gifts and Grants and 12% of fundraising is from special events
 - The 2025 goal is \$2,398,088. Julie asked how the 2025 goal compares to last year? Discussion was refereed to the Budget narrative for 2025. Nikki shared a revenue breakdown of where HOPE 4 Youth receives funding.
- Nikki shared 2025 strategies for Individual, Civic and Faith, Corporate and Foundation giving.
- The revenue for special events remains at 12%. We're keeping the goal at that percentage. She shared the net goals for HOPE 4 Youth events and benefitting HOPE 4 Youth events.

Open Business (Julie Cole)

- None

Adjourn

- **Motion to adjourn was made by Sue Woodard, seconded by Steve Nash, and approved unanimously.**

The meeting ended at 6:55 p.m.

Respectfully Submitted,

Breanne Konitzer-Patton

Action Items:

- Please share thoughts to Julie on the cadence of the Board Meetings.
- Please share any prospective Board Members to LaChelle by the end of February.
- Nikki asked Board Members to become an ambassador and/or to socialize the group volunteering and drives, as well as socialize talking points sent out monthly for social media posts.
- Nikki asked the Board Members to introduce us to their partners in business/sponsors, share social media and events on their social media, websites, internal newsletters and within their network, invite their network to participate in events, and look at your network for corporate matching dollars or paid volunteer hours.

Upcoming Events:

- None



Providing Pathways to End Youth Homelessness

Program Snapshot January 2025

HOPE 4 Youth Center Youth Statistics

450

H4Y Center
Visits
Children Visits = 95
Total Visits = 545
YTD Youth Visits = 450

185

Unique
Youth
Under 18 = 8
YTD Youth = 185

45

New Enrollments
YTD = 45

H4Y Center Community Referrals

Basic Needs	2
Education	0
Emergency Shelter	11
Employment	1
Financial Assistance	17
Health (physical, mental, etc.) Support	9
Housing	10
Legal Support	1
Parenting Support	0
Domestic Violence	7
Total Community Referrals	58

Case Management Services – All Programs

**129 Youth Received 206 Hours of
Case Management Services**

70% of Youth Received CM

H4Y Center: 175 youth received 1249 basic need supports

H4Y Center On-Site Resources

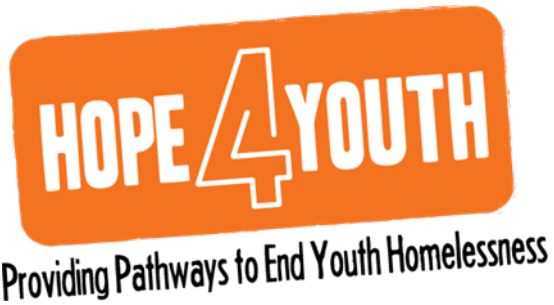
Transportation Supports =	44
Amount of Transportation Supports =	\$685
Food Shelf Visits =	366
Clothing Closet Visits =	181
Hygiene Closet Visits =	321
Meals Eaten =	263
On-Site Professional Services =	29

H4Y Center Parenting Youth

Number of Children Visits = 95
Youth w/Children present = 35 (19%)
Baby Products Provided = 52
Community Referrals Parenting Support = 0

HOPE Place Youth Statistics - 11 youth served

2 open units, 0 move-out, 1 move in
4 residents continue to work on a career path (retail management, retail, mental health specialist)
9 residents are working (5 FT, 4 PT)
2 enrolled in post-secondary education
1 enrolled in full-time High School
1 enrolled in GED Program
3 are receiving health support (physical, mental)



MISSION OUTCOME – December 2025

Participants Assisted w/Housing Stability = 37

Prevention (assisted in maintaining current housing) = 10

Rapid Rehousing (assisted in finding permanent housing) = 2

H4Y Housing Stability Assistance (rent and deposits) = 2

HOPE Place New Resident = 0

HOPE Place Successful Completion = 1

Host Homes (assisted youth in alternative housing option) = 1

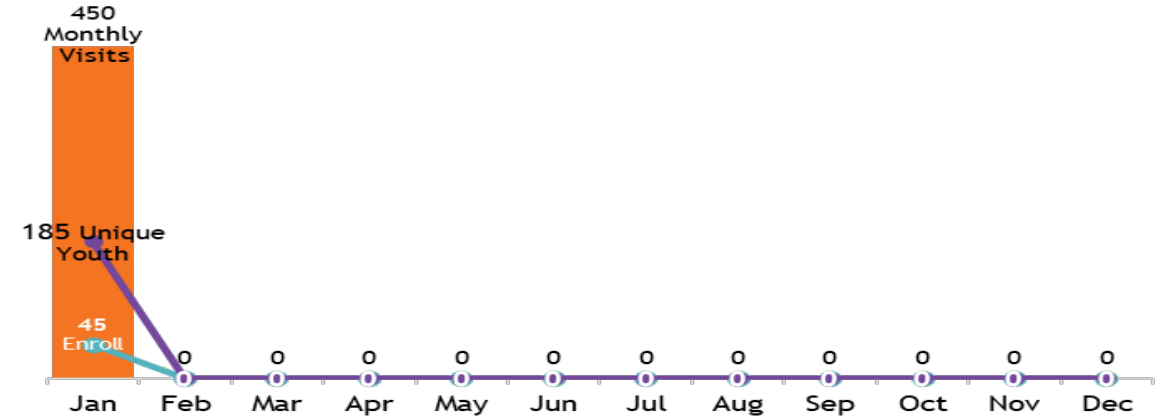
Referrals for Transitional or Permanent Housing = 10

Community Referrals for Emergency Shelter = 11

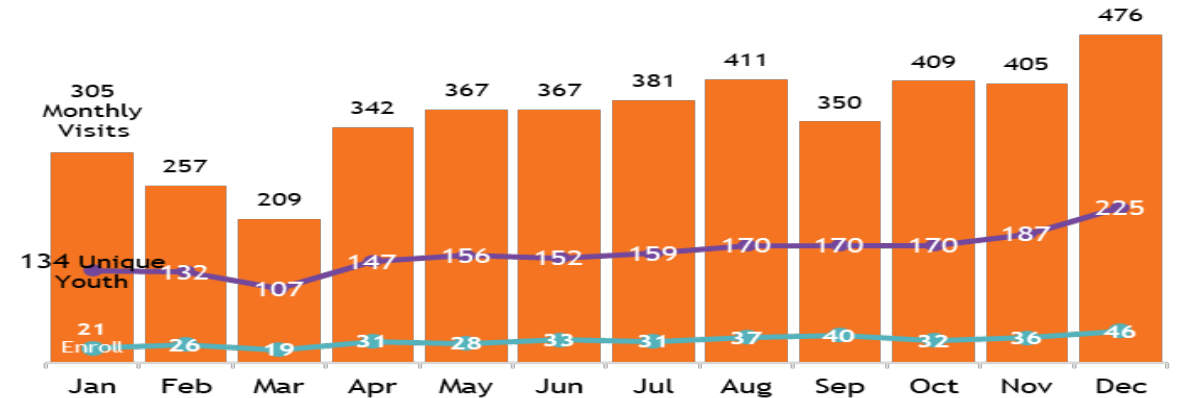
Dollars toward rent supports = **\$17,652.09**

Year Over Year H4Y Center Data

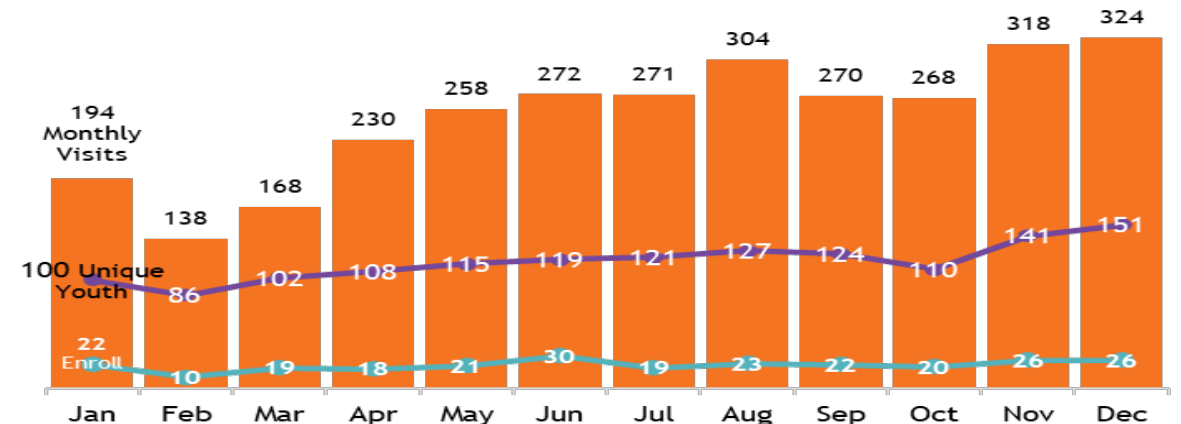
2025



2024



2023





Providing Pathways to End Youth Homelessness

Program Snapshot February 2025

HOPE 4 Youth Center Youth Statistics

410

H4Y Center
Visits
Children Visits = 65
Total Visits = 475
YTD Youth Visits = 860

190

Unique
Youth
Under 18 = 11
YTD Youth = 280

44

New Enrollments
YTD = 90

H4Y Center Community Referrals

Basic Needs	10
Education	0
Emergency Shelter	14
Employment	5
Financial Assistance	17
Health (physical, mental, etc.) Support	15
Housing	14
Legal Support	9
Parenting Support	1
Domestic Violence	0
Total Community Referrals	85

Case Management Services – All Programs

**143 Youth Received 205 Hours of
Case Management Services**

75% of Youth Received CM

H4Y Center: 185 youth received 1096 basic need supports

H4Y Center On-Site Resources

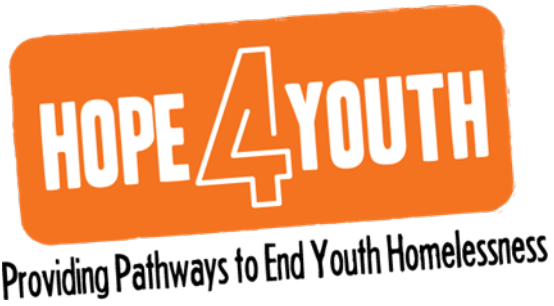
Transportation Supports =	37
Amount of Transportation Supports =	\$615
Food Shelf Visits =	344
Clothing Closet Visits =	156
Hygiene Closet Visits =	297
Meals Eaten =	229
On-Site Professional Services =	66

H4Y Center Parenting Youth

Number of Children Visits = 65
Youth w/Children present = 29 (15%)
Baby Products Provided = 41
Community Referrals Parenting Support = 1

HOPE Place Youth Statistics - 12 youth served

0 open units, 0 move-out, 1 move in
5 residents continue to work on a career path (retail management, retail, mental health specialist)
9 residents are working (6 FT, 3 PT)
2 enrolled in post-secondary education
0 enrolled in full-time High School
1 enrolled in GED Program
4 are receiving health support (physical, mental)



MISSION OUTCOME – February 2025

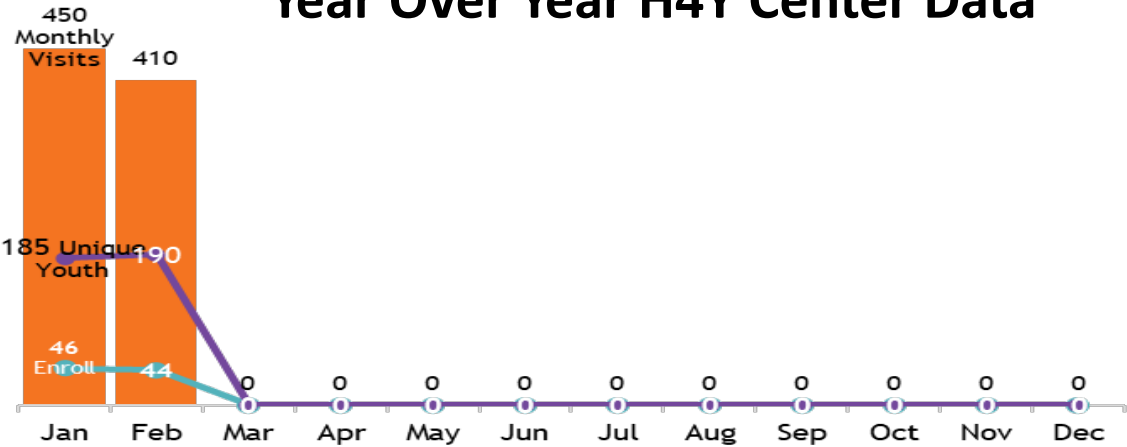
Participants Assisted w/Housing Stability = 40

- Prevention (assisted in maintaining current housing) = 7
- Rapid Rehousing (assisted in finding permanent housing) = 1
- H4Y Housing Stability Assistance (rent and deposits) = 1
- HOPE Place New Resident = 1
- HOPE Place Successful Completion = 0
- Host Homes (assisted youth in alternative housing option) = 2
- Referrals for Transitional or Permanent Housing = 14
- Community Referrals for Emergency Shelter = 14

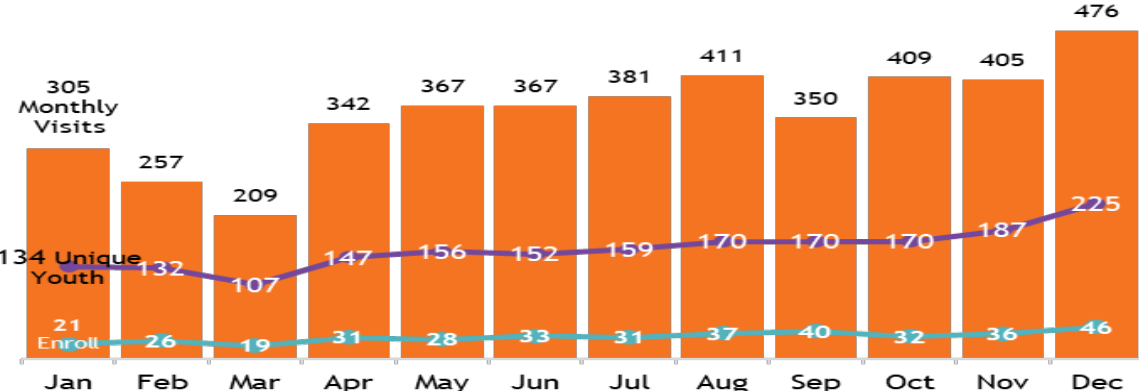
Dollars toward rent supports = \$7,561

Year Over Year H4Y Center Data

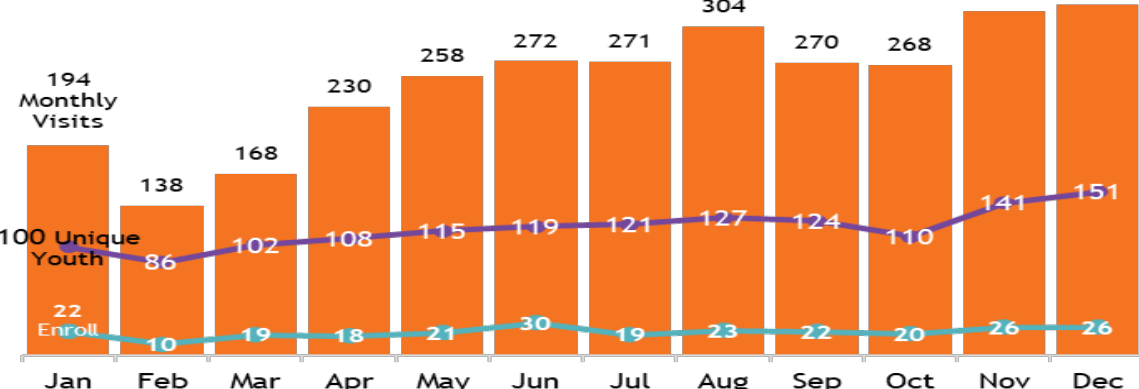
2025



2024



2023



2025 Matrix of Progress - Q1 - March

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

Prevention and Outreach advancements	Strong momentum
Referral progress	Process in place
HOPE Place Job Readiness/Work Experience Program pilot	On Track
Youth Voice; how are we engaging youth voice at H4Y	Day on the Hill

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

Fundraising actual to goal	On Track
Relational movement (New sponsors)	Plan in place
Volunteer movement	Strong momentum
Major Gift (\$10,000+) cultivation	Development Planning

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

HR strategies driving transparent culture	AI Policy
H4Y benefits	Reviewed/Signed off
Staff training and support efforts (secondary trauma mitigation)	In progress
Strengths focus to elevate culture	Workshops complete/Coaching

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

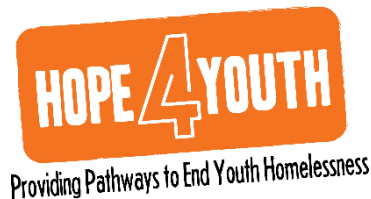
Progress on location	LOI for NTM Lot 9
Progress with DEED partnership	Notified of LOI
Progress on community outreach - support	Assesst complete/Private Launch Q2
Progress on new facility annual budget	In progress

Tracking Key:

GREEN - On track | Moving forward

YELLOW - Concern elevating | Attention required

RED - Urgency of board/staff ACTION



Phase I – Q1/Q2 2024

Define scope of project – Create a comprehensive Risk Management Plan for Hope 4 Youth, including a plan for ongoing risk monitoring and risk mitigation.

Assign roles and responsibilities:

- Board of Directors – Act as reviewers of plan and mitigation tactics providing recommendations to Strategic Steering Committee regarding additions or modification options.
- Strategic Planning Committee – Act of facilitators of plan development to include plan, assessment, mitigation, and risk monitoring. Share progress updates with full board at planned meetings.
- Executive Director – Risk Manager - Responsible for the development and completion of the Risk Management Plan, ensuring mitigation tactics and risk monitoring are in place. Lead annual plan assessment review.
- Leadership Team – Responsible for providing feedback and risks throughout the Risk Management Plan development. Will maintain daily risk mitigation tactics. Will engage in annual plan assessment review.

Risk Identification

- Utilize the Risk Management spreadsheet that Strategic Planning Committee created in 2023 as a springboard.
- Strategic Planning Committee to review identified risks on matrix, add additional risks.
- Executive Director (ED), with consultant (Karen Anderson), presents the Risk Management concept to the Leadership Team at March management team meeting and All-Staff meeting in April.
- Leadership Team will be assigned the task of working with their teams to identify risks in their specific areas following April All-Staff meeting. Identified risks will be submitted to ED by April 18th, 2024.
- ED will compile Team's identified risks and populate Risk Management spreadsheet. ED will compile the team's identified risks and enter into the Risk Management spreadsheet.
- Strategic Steering Committee will assess and determine top 10 and least concerning 10 identified risks at the April SSC meeting.
- Karen Anderson and ED will consolidate the identified risks from the SSC, Leadership, and All-staff input for review on the May 9th SSC meeting.
- SSC will present Risk Management Plan vision, timeline, and progress at the May 20th, 2024 board meeting.

Phase II – Q2/Q3 2024

Risk Assessment

- ED will work with Leadership Team to assess the identified risks (probability/impact) utilizing the matrix in the Risk Management spreadsheet to log assessment to be completed by the June 13th Strategic Committee meeting.
- ED and Strategic Planning Committee will review the results of the assessment and discuss the high priority items.
- ED and Strategic Planning Committee will present Risk Management Plan update to the Board at the July Board meeting.
- Begin discussions on risk mitigation process

Phase III – Q4 2024 through Q3 2025

Risk Mitigation

- ED will work with Leadership Team to determine how each priority risk will be dealt with (avoid, reduce, transfer, and accept) and develop action plans for mitigating the risk if the event occurs.
 - Critical and Severe completed by Q2
 - Moderate, Low, and Sustainable completed by Q3
- Strategic Planning Committee will assist with review of action plans and provide guidance and recommendations.
- ED will Implement controls and processes to minimize risks.
- SLT develop a Risk Registry (list of risks and their probability and impact details). This will form the basis of the Risk Management plan and will store all risks in one central location within the Microsoft TEAMS Risk Management channel.

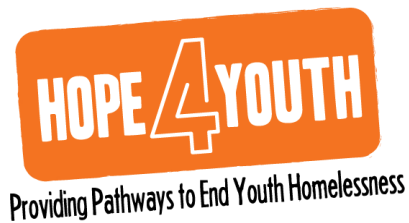
Communication

- Develop communication plan for staff on risk management and risk events.

Phase IV – Q4 2025 through Q4 2026

Risk Monitoring

- DFA will monitor risks
- DFA will bring assessment to SLT for mitigation updates
- Contingency planning - As existing risks are mitigated and addressed, new activity could introduce unknown risks so a change plan needs to be created, including reclassifying existing risks in the event of a change.



BUILDING HOPE PROJECT

HOPE 4 Youth Center Reimagined

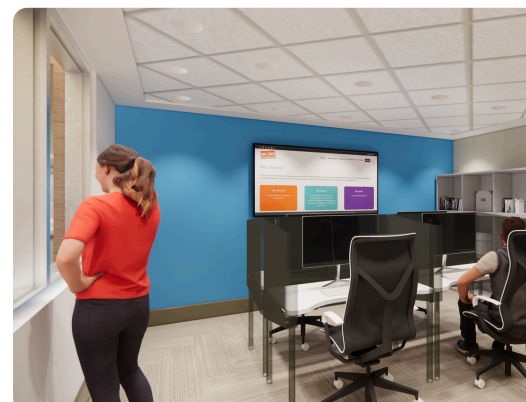
Our ability to support even more young people through our proven strategies is limited by the inability to expand at our current rental facility.

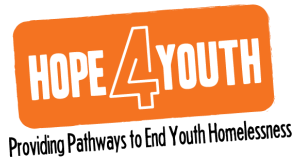
A new HOPE 4 Youth Center in the Anoka County area would double the space available for youth and young families who are homeless or at risk of becoming homeless. A new center would also expand access to our life-changing services that focus on:

- Ongoing basic-needs support
- Stable housing
- Employment
- Education
- Healthy relationships
- Social and emotional well-being

A new facility would bring our entire organization — administration, caseworkers, volunteers, and others — together to efficiently and effectively fulfill our mission, vision, and ultimately end youth homelessness.

WITH YOUR *help,*
WE CAN PROVIDE MORE *hope.*





BUILDING HOPE PROJECT

HOPE 4 Youth Center Reimagined

The Building HOPE Project will expand our ability to serve young people who might otherwise go without the basic support needed to end their experience with homelessness and overcome other social barriers.

Building HOPE Capacity

- Licensed commercial kitchen for preparing healthy meals
- Large basic-needs pantry stocked with healthy foods and hygiene supplies
- Storefront and expanded display area for clothing closet donations
- Bright, roomy dining area for community lunches and dinners
- Comfortable lounge area for relaxing and socializing
- Modern computer lab for online school, job applications, and mentorship programming
- Expanded shower, laundry, and personal storage facilities
- Sorting and overstock storage area for clothing, food, and supply donations
- Private meeting rooms for creating housing, education, and employment plans

Building HOPE Together

Interaction between our young visitors and caring adult volunteers and mentors is key to HOPE 4 Youth's vision that youth feel safe, valued, and supported while working to reach their full potential. Our new facility will allow community engagement and support to be under one roof, creating more opportunities for:

- Youth socializing activities
- Support-group meetings
- Volunteer onboarding and training programs
- Vocational and developmental training programs

This new facility would bring our entire administrative staff under one roof and would provide space for HOPE 4 Youth to collaborate with other community partners in powerful new ways, including:

- Career development programs
- Virtual mental health and wellness checks
- Parenting classes for young adults with children
- Possible on-site medical, dental, and other services

Building HOPE Investment

- \$8M Funded for the purchase, design, build, furnish, and equip the new facility
- \$1M HOPE 4 Youth long-term funding and endowment.

HOPE 4 Youth Philanthropic and Marketing Naming Campaign

[illegible]

Naming Campaign

HOPE 4 Youth Center Naming Sponsor | \$1,000,000

- Named benefactor/company prominently and permanently recognized on entrance to resource center
- Recognized on marketing materials
- Highest level recognition on Founder's Wall

Community Room Naming Sponsor | \$100,000

- Named benefactor/company prominently and permanently recognized on entrance to Community Room
- High level recognition on Founder's Wall

Kitchen and Dining Room Naming Sponsor | \$100,000

- Named benefactor/company prominently and permanently recognized on entrance to Kitchen and Dining Room
- High level recognition on Founder's Wall

Lynn Parrott Donations Center | \$100,000

- Named benefactor/company prominently and permanently recognized on entrance to Donation Center
- High level recognition on the Founder's Wall

Pantry Naming Sponsor | \$50,000

- Named benefactor/company prominently and permanently recognized on entrance to Pantry
- High level recognition on Founder's Wall

Computer Lab Naming Sponsor | \$50,000

- Named benefactor/company prominently and permanently recognized on entrance to Computer Lab
- High level recognition on Founder's Wall



Naming Campaign

Pathway Room Naming Sponsor I **\$25,000**

- Named benefactor/company prominently and permanently recognized on entrance to one of four Pathway Rooms (4)
- High level recognition on Founder's Wall

Personal Care Naming Sponsor (Showers/Laundry) I **\$25,000**

- Named benefactor/company prominently and permanently recognized on entrance to shower and laundry space
- High level recognition on Founder's Wall

Children's Area Naming Sponsor I **\$25,000**

- Named benefactor/company prominently and permanently recognized on entrance to children's area
- High level recognition on Founder's Wall

Health and Wellness Room Naming Sponsor (Community Partner Space) I **\$25,000**

- Named benefactor/company prominently and permanently recognized on entrance to Community Partner Room
- High level recognition on Founder's Wall

Training Room Naming Sponsor I **\$15,000**

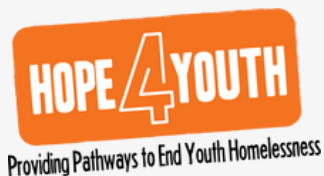
- Named benefactor/company prominently and permanently recognized on entrance to Training Room
- High level recognition on Founder's Wall

Art and Music Room Naming Sponsor I **\$15,000**

- Named benefactor/company prominently and permanently recognized on entrance to art and music space
- High level recognition on the Founder's Wall

Outdoor Recreation Naming Sponsor I **\$15,000**

- Named benefactor/company prominently and permanently recognized within the outdoor recreational and green space area
- High level recognition on the Founder's Wall



For more information on the Building HOPE Project, please contact LaChelle Williams, Executive Director.

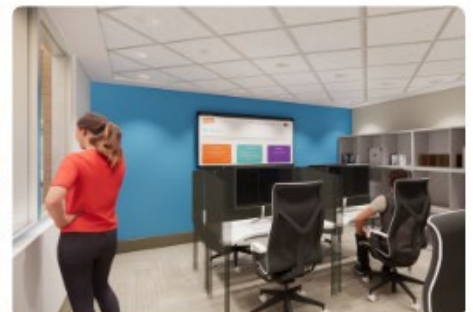
✉ Lwilliams@hope4youthmn.org
☎ 763.323.2066 ext. 107
🌐 **HOPE4YouthMN.org**

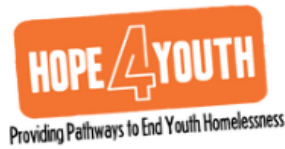
HOPE 4 Youth Center
2665 4th Avenue North I Suite 40
Anoka, MN 55303

Mailing Address
10250 Foley Blvd NW #48010
Coon Rapids, MN 55448

\$1.5M Naming Campaign Gift Table

Number of Gifts	Gifts Averaging	Total Gifts
Pivotal		
1	\$1,000,000	\$1,000,000
Leadership		
1	\$ 500,000	\$ 500,000
3	\$ 100,000	\$ 300,000
2	\$ 50,000	\$ 100,000
7	\$ 25,000	\$ 175,000
1	\$ 15,000	\$ 15,000
5	\$ 10,000	\$ 50,000
Essential		
20	\$ 5,000	\$ 100,000
20	\$ 2,500	\$ 50,000
30	\$ 1,000	\$ 30,000
Many	<\$ 1,000	\$ 10,000
TOTAL		\$1,500,000





BUILDING HOPE PROJECT

HOPE 4 Youth Center Reimagined

[Insert Name / Company /
Address
City MN 55XXX]

In recognition of the importance of the Building HOPE Project at HOPE 4 Youth (H4Y), [Donor Name] pledges a gift of \$_____ to help further the H4Y mission.

[Donor Name] understands that this gift will be used for the building and operational success:
____ Named for the following space: XXXX

This pledge is for the years 2025, 2026 and 2027; to be paid in the following installments:

On or before December 31, 2025 \$ _____
On or before December 31, 2026 \$ _____
On or before December 31, 2027 \$ _____

[Donor Name] acknowledges a strong obligation to honor this good-faith pledge. If for some unforeseen reason the intended use and purpose of this gift changes, the H4Y Board will decide on how best to direct the gift which is most consistent with the intent of the donor. [Donor Name] understands the amount of this gift will not be published without written permission. However, H4Y may publish [Donor Name] among those of other donors unless otherwise noted.

Name(s) _____

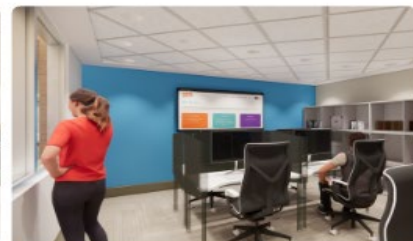
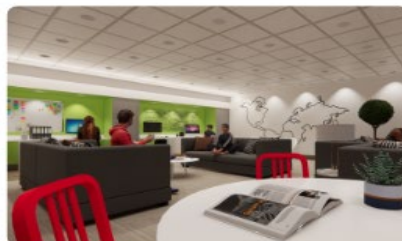
Please indicate how you would like your name to appear on designated H4Y naming space and /or other recognition pieces.

By: _____
Generous Donor

_____ Date

Received by: _____
LaChelle Williams / H4Y Executive Director

_____ Date

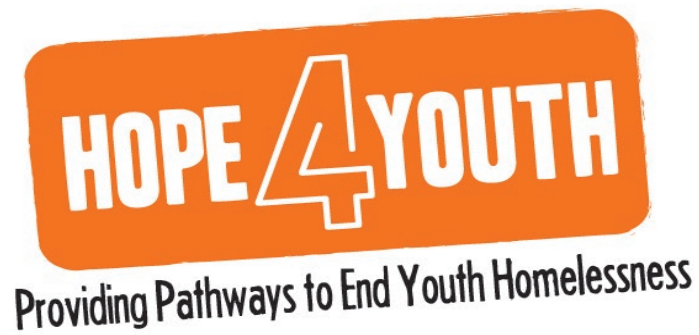


For more information on the Building HOPE Project,
please contact LaChelle Williams, Executive Director.

✉ Lwilliams@hope4youthmn.org
☎ 763.323.2066 ext. 107
🌐 HOPE4YouthMN.org

HOPE 4 Youth Center
2665 4th Avenue North I Suite 40
Anoka, MN 55303

Mailing Address
10250 Foley Blvd NW #48010
Coon Rapids, MN 55448



Fiscal Year 2025
Financial Statements
as of January 31, 2025

Statement of Financial Position
January 2025

		Comments
Assets		
Cash and Cash Equivalents	562,412	
Board Designated Operating Reserve	278,886	
Receivables	103,604	GRH, OEO, FHPAP, Rent
Prepaid Expenses	66,070	
Inventory & Other Assets	110,922	
Investments-General	179,329	Treasury Bills
Property and Equipment, net	1,336,581	
*Building Fund	270,039	Individual and Civic/Faith Donations
*Investments-Building Campaign	150,000	Treasury Bills
Total Assets	3,057,843	
Liabilities		
Accounts Payable & Other Accrued Liabilities	60,537	Payroll liabilities, credit card
Total Liabilities	60,537	
Net Assets		
Unrestricted-Undesignated	2,784,886	
Unrestricted-Board Designated Operating Reserve	278,886	
Temporarily Restricted	16,058	Anoka County Mental Wellness Campaign and Open Your Heart Housing Support
Current Year Net Surplus(Deficit)	(82,524)	
Total Net Assets	2,997,306	
Total Liabilities & Net Assets	3,057,843	

**Statement of Activity
January 2025**

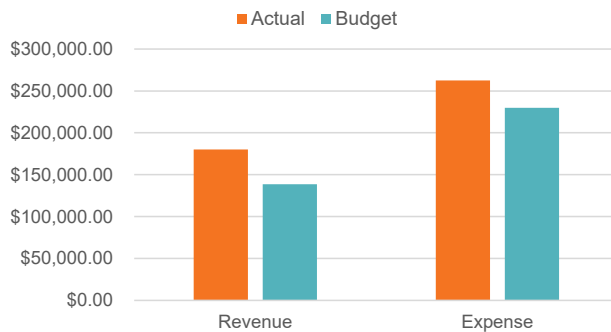
	Operations			Building HOPE Project			Act to Bud Variance Comments
	Actual	Budget	Variance	Actual	Budget	Variance	
Ordinary Income/Expense							
Income							
DONATIONS, GIFTS, & GRANTS	129,141	108,308	20,833	0	0	0	Received donation that was budgeted for in Dec 2024 and requested more than budgeted for grant fund reimbursement due to increase in support needed.
INVSTMT INC & OTHR GAIN(LOSS)	4,170	2,832	1,338	0	0	0	
OTHER SUPPORT	32,736	15,350	17,386	0	0	0	Due to valuation increase, will be closer if budget ammendment is approved.
PROGRAM SERVICE FEES	15,088	13,153	1,935	0	0	0	
SPECIAL EVENTS	(1,023)	(903)	(120)	0	0	0	
Total Income	180,111	138,740	41,371	0	0	0	
Expense							
BUILDING & FACILITIES EXPENSE	11,469	12,054	(585)	0	0	0	
CONTRACTED SRV & PROF FEES	21,133	19,662	1,471	0	0	0	
DEPRECIATION EXPENSE.	4,614	3,833	781	0	0	0	
INSURANCE.	1,028	1,355	(327)	0	0	0	
LICENSES-MEMBRSHPS-DUES-FEES	4,495	4,808	(313)	0	0	0	
PAYROLL, TAXES, & BENEFITS	159,943	153,415	6,528	0	0	0	Increase due to staff bonuses.
POSTAGE, MAILING, & DELIVERY	149	150	(1)	0	0	0	
PRINTING & PROMOTION EXPENSE	1,033	925	108	0	0	0	
PROGRAM EXPENSES (YOUTH SUPPORT)	52,743	29,874	22,869	0	0	0	Increase in support needed. Reimbursed by grants.
STAFF, BOARD, & VOLUTEER EXP	3,435	1,066	2,369	0	0	0	
SUPPLIES & MINOR EQUIPMT	1,809	1,700	109	0	0	0	
TRAVEL & TRANSPORTATION	786	943	(157)	0	0	0	
Total Expense	262,636	229,785	32,851	0	0	0	
Net Income	(82,524)	(91,045)	8,521	0	0	0	

Statement of Revenue and Expense
Fiscal Year 2025 -January 31, 2025

	Operations				Building HOPE Project				Notes
	Over(Under)			Full Year	Over(Under)			Full Year	
	YTD Actual	YTD Budget	YTD Budget	Budget	YTD Actual	YTD Budget	YTD Budget	Budget	
<u>Revenue</u>									
Donations, Gifts, and Grants	129,141	108,308	20,833	1,648,758	0	0	0	0	Received donation that was budgeted for in Dec 2024 and requested more than budgeted for grant fund reimbursement due to increase in support needed. Due to valuation increase, will be closer if budget ammendment is approved.
Investment & Other Income	4,170	2,832	1,338	33,987	0	0	0	0	
Inkind Contributions	32,736	15,350	17,386	275,000	0	0	0	0	
Program Service Revenue	15,088	13,153	1,935	149,843	0	0	0	0	
Special Events, net	(1,023)	(903)	(120)	290,500	0	0	0	0	
	180,111	138,740	41,371	2,398,088	0	0	0	0	
<u>Expense</u>									
Building and Facilities Expense	11,469	12,054	(585)	149,839	0	0	0	0	
Contracted Srvs & Professional Fees	21,133	19,662	1,471	234,600	0	0	0	0	
Depreciation Expense	4,614	3,833	781	46,000	0	0	0	0	
Insurance	1,028	1,355	(327)	42,345	0	0	0	0	
Licenses, Membrshps, Dues, & Fees	4,495	4,808	(313)	60,051	0	0	0	0	
Payroll, Taxes, and Benefits	159,943	153,415	6,528	1,339,141	0	0	0	0	Increase due to staff bonuses.
Postage, Mailing & Delivery	149	150	(1)	4,600	0	0	0	0	
Printing and Promotion Expenses	1,033	925	108	23,150	0	0	0	0	
Program Expenses (Youth Support)	52,743	29,874	22,869	455,816	0	0	0	0	Increase in support needed. Reimbursed by grants.
Staff, Board, & Volunteer Expense	3,435	1,066	2,369	21,900	0	0	0	0	
Supplies and Equipment	1,809	1,700	109	10,000	0	0	0	0	
Travel and Transportation	786	943	(157)	8,000	0	0	0	0	
	262,636	229,785	32,851	2,395,442	0	0	0	0	
Net Surplus(Deficit)	(82,524)	(91,045)	8,521	2,646	0	0	0	0	
					*Building HOPE Project			420,039	

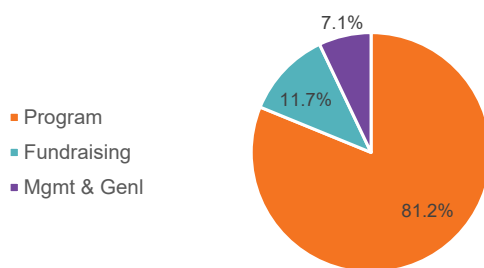
HOPE 4 Youth Financial Dashboard - January 2025

Revenue & Expense - Actual vs Budget YTD



	YTD Actual	YTD Budget	Positive or (Negative) Variance
Revenue	\$180,111	\$138,740	\$41,371
Expense	\$262,636	\$229,785	(\$32,851)
Net	(\$82,524)	(\$91,045)	\$8,521

Expenses By Category January 2025

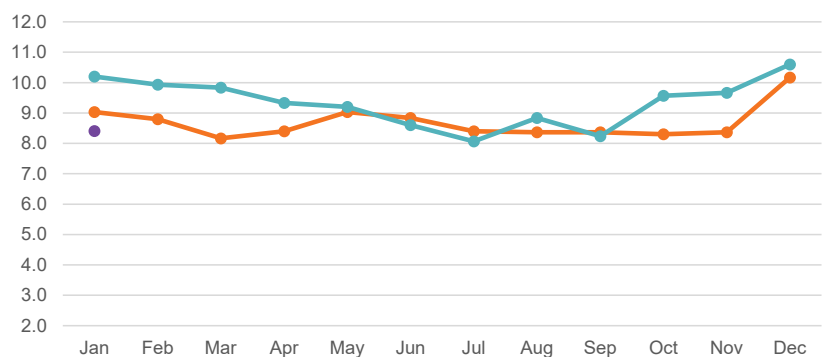


	Jan-24
Program	81.2% \$213,196 82.6%
*Fundraising	11.7% \$30,855 12.0%
*Mgmt & Genl	7.1% \$18,585 5.4%

* CORE MISSION SUPPORT

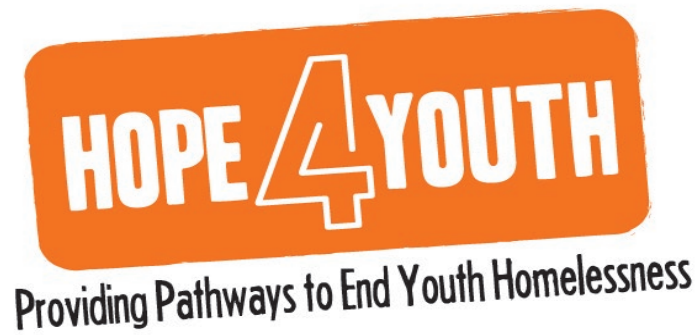
The growth and effectiveness of our work depends on having a sound infrastructure which amplifies our program's effectiveness.

Months Cash on Hand



	2025	2024	2023
Jan	8.4	9.0	10.2
Feb		8.8	9.9
Mar		8.2	9.8
Apr		8.4	9.3
May		9.0	9.2
Jun		8.8	8.6
Jul		8.4	8.1
Aug		8.4	8.8
Sep		8.4	8.2
Oct		8.3	9.6
Nov		8.4	9.7
Dec		10.2	10.6

*Months Cash on Hand will change if budget ammendment is approved.



Fiscal Year 2025
Financial Statements
as of February 28, 2025

Statement of Financial Position
February 2025

		Comments
Assets		
Cash and Cash Equivalents	523,148	
Board Designated Operating Reserve	279,595	
Receivables	140,744	GRH, OEO, FHPAP, Rent
Prepaid Expenses	83,999	
Inventory & Other Assets	110,922	
Investments-General	180,378	Treasury Bills
Property and Equipment, net	1,331,754	
*Building Fund	270,726	Individual and Civic/Faith Donations
*Investments-Building Campaign	150,000	Treasury Bills
Total Assets	3,071,266	
Liabilities		
Accounts Payable & Other Accrued Liabilities	71,826	Payroll liabilities, credit card
Total Liabilities	71,826	
Net Assets		
Unrestricted-Undesignated	2,784,177	
Unrestricted-Board Designated Operating Reserve	279,595	
Temporarily Restricted	16,058	Anoka County Mental Wellness Campaign and Open Your Heart Housing Support
Current Year Net Surplus(Deficit)	(80,390)	
Total Net Assets	2,999,440	
Total Liabilities & Net Assets	3,071,266	

**Statement of Activity
February 2025**

			Operations			Building HOPE Project			Act to Bud Variance Comments
			Actual	Budget	Variance	Actual	Budget	Variance	
Ordinary Income/Expense									
Income									
	DONATIONS, GIFTS, & GRANTS								
		Individuals	23,124	15,850	7,274	0	0	0	
		Civic/Faith	14,087	21,312	(7,225)	0	0	0	
		Corporations	8,778	15,721	(6,943)	0	0	0	White Castle donation much less than budgeted
		Foundations	0	0	0	0	0	0	
		Government Grants	43,215	49,878	(6,663)	0	0	0	
		INVSTMT INC & OTHR GAIN(LOSS)	3,156	2,832	324	0	0	0	
		OTHER SUPPORT	24,579	19,350	5,229	0	0	0	More in-kind donations than budgeted
		PROGRAM SERVICE FEES	14,277	13,153	1,124	0	0	0	
		SPECIAL EVENTS	61,034	32,500	28,534	0	0	0	Sponsorships coming in earlier than budgeted
Total Income			192,250	170,596	21,654	0	0	0	
Expense									
	BUILDING & FACILITIES EXPENSE		10,006	11,454	(1,448)	0	0	0	
	CONTRACTED SRV & PROF FEES		15,862	17,516	(1,654)	0	0	0	
	DEPRECIATION EXPENSE.		4,720	3,833	887	0	0	0	
	INSURANCE.		5,593	3,726	1,867	0	0	0	
	LICENSES-MEMBRSHPS-DUES-FEES		3,601	4,192	(591)	0	0	0	
	PAYROLL, TAXES, & BENEFITS		102,846	104,111	(1,265)	0	0	0	
	POSTAGE, MAILING, & DELIVERY		0	0	0	0	0	0	
	PRINTING & PROMOTION EXPENSE		3,631	3,775	(144)	0	0	0	
	PROGRAM EXPENSES (YOUTH SUPPORT)		39,765	34,260	5,505	0	0	0	More in-kind donations than budgeted
	STAFF, BOARD, & VOLUTEER EXP		1,187	1,191	(4)	0	0	0	
	SUPPLIES & MINOR EQUIPMT		2,259	2,350	(91)	0	0	0	
	TRAVEL & TRANSPORTATION		533	583	(50)	0	0	0	
Total Expense			190,003	186,991	3,012	0	0	0	
Net Income			2,247	(16,395)	18,642	0	0	0	

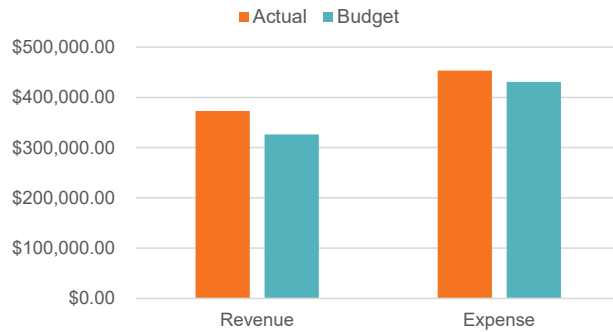
Statement of Revenue and Expense

Fiscal Year 2025 -February 28, 2025

	Operations				Building HOPE Project				Notes
	Over(Under)			Full Year	Over(Under)			Full Year	
	YTD Actual	YTD Budget	YTD Budget	Budget	YTD Actual	YTD Budget	YTD Budget	Budget	
Revenue									
Donations, Gifts, and Grants									
Individuals	54,060	36,350	17,710	337,645	0	0	0	0	
Civic/Faith	16,261	27,295	(11,034)	125,077	0	0	0	0	
Corporations	22,663	27,668	(5,005)	415,000	0	0	0	0	
Foundations	25,000	20,000	5,000	133,420	0	0	0	0	
Government Grants	100,361	99,756	605	637,616	0	0	0	0	
Investment & Other Income	7,326	5,664	1,662	33,987	0	0	0	0	
Inkind Contributions	57,780	51,700	6,080	475,000	0	0	0	0	More in-kind donations than budgeted
Program Service Revenue	29,365	26,306	3,059	149,843	0	0	0	0	
Special Events, net	60,011	31,597	28,414	290,500	0	0	0	0	Sponsorships coming in earlier than budgeted
	372,827	326,336	46,491	2,598,088	0	0	0	0	
Expense									
Building and Facilities Expense	21,924	23,507	(1,583)	149,839	0	0	0	0	
Contracted Srvs & Professional Fees	36,995	37,178	(183)	234,600	0	0	0	0	
Depreciation Expense	9,440	7,666	1,774	46,000	0	0	0	0	
Insurance	6,621	5,081	1,540	42,345	0	0	0	0	
Licenses, Membrshps, Dues, & Fees	8,315	9,000	(685)	60,051	0	0	0	0	
Payroll, Taxes, and Benefits	262,789	257,526	5,263	1,339,142	0	0	0	0	
Postage, Mailing & Delivery	149	150	(1)	4,600	0	0	0	0	
Printing and Promotion Expenses	4,444	4,700	(256)	23,150	0	0	0	0	
Program Expenses (Youth Support)	92,530	76,134	16,396	655,816	0	0	0	0	More in-kind donations than budgeted. Increase in support needed . Reimbursed by grants
Staff, Board, & Volunteer Expense	4,622	4,257	365	21,900	0	0	0	0	
Supplies and Equipment	4,068	4,050	18	10,000	0	0	0	0	
Travel and Transportation	1,319	1,526	(207)	8,000	0	0	0	0	
	453,217	430,775	22,442	2,595,443	0	0	0	0	
Net Surplus(Deficit)	(80,390)	(104,439)	24,049	2,645	0	0	0	0	
					*Building HOPE Project 420,726				

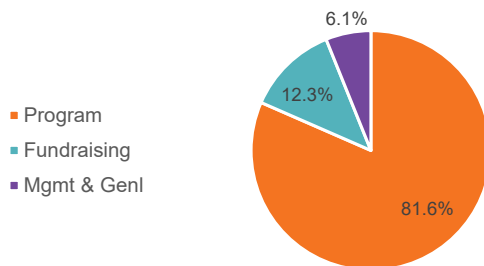
HOPE 4 Youth Financial Dashboard - February 2025

Revenue & Expense - Actual vs Budget YTD



	YTD Actual	YTD Budget	Positive or (Negative) Variance
Revenue	\$372,827	\$326,336	\$46,491
Expense	\$453,217	\$430,775	(\$22,442)
Net	(\$80,390)	(\$104,439)	\$24,049

Expenses By Category February 2025

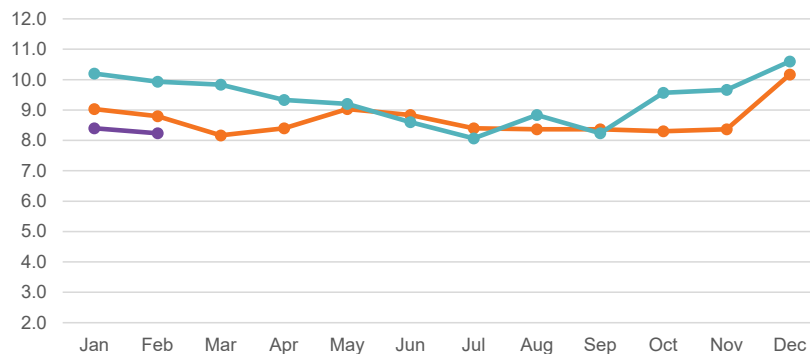


	Feb-24
Program	81.6% \$154,955 84.5%
*Fundraising	12.3% \$23,463 9.8%
*Mgmt & Genl	6.1% \$11,585 5.7%

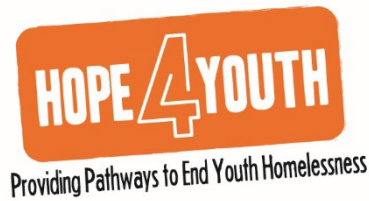
* CORE MISSION SUPPORT

The growth and effectiveness of our work depends on having a sound infrastructure which amplifies our program's effectiveness.

Months Cash on Hand



*Months Cash on Hand will change if budget ammendment is approved.



**RESOLUTION OF THE BOARD OF DIRECTORS
OF
HOPE 4 Youth**

On March 24, 2025, the Board of Directors of HOPE 4 Youth proposed and approved the following resolution:

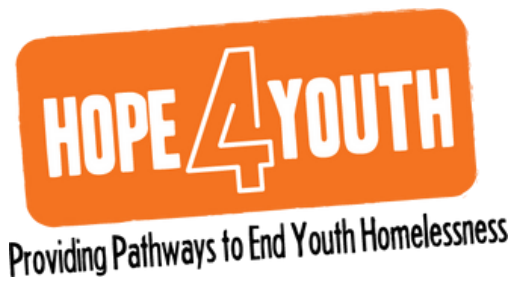
BE IT RESOLVED that the HOPE 4 Youth Board of Directors finds it prudent to increase HOPE 4 Youth's Capitalization Policy due to the rising costs of goods and to reduce the administrative burden.

BE IT RESOLVED that the HOPE 4 Youth Board of Directors authorizes the increase of the Capitalization Policy from \$1,000 to \$2,500, effective March 31, 2025.

Date

Chair, Board of Directors

Secretary, Board of Directors



ADVANCEMENT SNAPSHOT JANUARY 2025

DONATIONS: \$129,141

Starting off the year strong; all categories are trending well.

	Actuals	Budgeted
Individuals	\$30,936	\$20,500
Civic & Faith Based	\$2,174	\$5,983
Corporations	\$13,885	\$11,947
Foundations	\$25,000	\$20,000
Government	\$57,146	\$48,878

VOLUNTEER AND IN KIND DONATIONS

573
TOTAL HOURS

1,709 LBS of Food Donated
5 New Volunteers
18 Donation Drives Completed
54 # of Speaking Engagements

SOCIAL MEDIA STATISTICS

47,678
IMPRESSIONS
of times content appears in front of user.

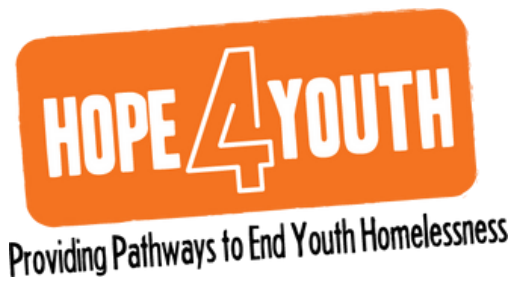
4,281
ENGAGEMENT
of times a user saved, commented, reacted, shared, or clicked on content.

863
AVERAGE REACH
Average # of unique users per post

53
POSTS

SPECIAL ADVANCEMENT UPDATES:

- H4Y Events: Kicked off Hunt 4 HOPE 10-year anniversary planning; Secured Co-Presenting Sponsors GMFG and Phillips Family Foundation
- Community Events: MainStream Boutique held a give back fundraiser
- Partnerships: Hope 4 the Community and Costco established.
- Other highlights: Onsite drive with Thomas Allen; 170 students from Andover High School slept outside to raise awareness for HOPE 4 Youth



ADVANCEMENT SNAPSHOT FEBRUARY 2025

DONATIONS: \$192,250

Individuals trending strong; down in corporate giving trending lower than anticipated; Submitted 3 new grant proposals and the renewal of OEO

	Actuals	Budgeted
Individuals	\$23,124	\$15,850
Civic, Faith, Small Business Corporations	\$14,087	\$21,312
Foundations	\$8,778	\$15,721
Government	\$0	\$0
Events	\$43,215	\$49,878
	\$61,034	\$32,500

VOLUNTEER AND IN KIND DONATIONS

580
TOTAL HOURS

1,028 LBS of Food Donated
5 New Volunteers
12 Donation Drives Completed
20 # of Speaking Engagements

SOCIAL MEDIA STATISTICS

65,079
IMPRESSIONS
of times content appears in front of user.

3,842
ENGAGEMENT
of times a user saved, commented, reacted, shared, or clicked on content.

826
AVERAGE REACH
Average # of unique users per post

66
POSTS

SPECIAL ADVANCEMENT UPDATES:

- H4Y Events: Kicked off Clays 4 Youth Planning
- Community Events: Compassion Coffee with Fox 9, H4Y Open House
- Other highlights: UNFI food support at Mystic Lake