



HOPE 4 Youth Board of Directors

Meeting Minutes

Date: Monday, March 24, 2025

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

Board Members Present: Steve Nash, Liz Cook, Pat Chen, Anna VonRueden, Shawn Beatty, Julie Cole, Krista Benjamin, Sue Woodard, Don Phillips, Linda Barnum

Board Members Absent: JJ Slag, Brad Wise, James Lyght, Brad Konik

Staff and Guests Present: LaChelle Williams, Mark McNamer, Nikki Kalvin, Brooke Limanen, Breanne Patton

Minutes:

Call to Order

- The meeting was called to order at 5:03 pm by Julie Cole.

Mission Moment (LaChelle Williams)

- LaChelle shared a video that displayed the importance and impact of youth work. She acknowledged that HOPE 4 Youth's commitment to the Four-Fold Approach changes lives.

Approval of Agenda and Minutes

- **Motion made by Steve Nash, seconded by Paul Moore, and passed unanimously to approve the agenda and February 3, 2025 minutes.**

Chairman's Report (Julie Cole)

- Board Executive Committee Update:
 - James reported that HOPE 4 Youth had a clean audit.
 - Board Engagement:
 - A Board Assessment will be launched to Board Members on Tuesday, March 25, 2025. It is an electronic survey. The goal is to hear the voice of each Board Member. Julie requested Members of the Board comment on whether they personally feel engaged.
 - Board Retreat:
 - Julie asked the Board Members to complete the Board Retreat Form, which is due on Friday, March 28, 2025.
 - During the retreat, Board Members will discuss the Board Assessment and HOPE 4 Youth's Strategic Plan for 2027-2029.
 - A Night 4 HOPE:
 - A reminder that A Night 4 HOPE is on May 3rd.
 - Board Members should start thinking about who they should invite (potential donors).
 - Julie asked if the Board would be interested in doing a Board Match. Please share your thoughts with Julie and LaChelle.
 - Anna asked if anyone would be interested in sharing a table. Don commented on how important it is for Board Members to mix with other tables and express appreciation to donors.

2024 Programming Results (Mark McNamer/Pat Chen)

- Mark shared 2023 vs. 2024 HOPE 4 Youth Center data. He pointed out that there were 20 more new enrollments in 2024 compared to last year and 150 more visits in December from 2024 vs. 2023.
- Mark shared the key data points from 2023 vs. 2024. He highlighted a 238% increase in youth ages 16 and 17, which is due to consent laws changing and the Youth Navigator role.
- Mark talked about the partnership between HOPE 4 Youth and Hope for the Community. The goal of this partnership is to help with basic needs support for our youth.

- Mark highlighted 60% of youth that receive services from HOPE 4 Youth are engaged with the organization for less than one year.
- Mark shared how youth traveled to the HOPE 4 Youth Center and where youth reported last sleeping. 8% of youth stated they took the bus/train to get to the HOPE 4 Youth Center. Mark believes the percentage will increase if the new facility is near a bus line. He pointed out that 28% of the youth reported living on their own, however, youth can still come back to HOPE 4 Youth for resources even if they have stable housing.
- Paul wondered how HOPE 4 Youth defines youth homelessness. HOPE 4 Youth defines youth homelessness as anytime a youth could be asked to leave where they are currently staying. There was discussion around the percentage showing where youth last slept. The data is based on how youth interpreted the survey question. Shawn, who also volunteers at the HOPE 4 Youth Center, shared that he is seeing more youth bring friends to the HOPE 4 Youth Center to get resources.
- Mark highlighted the ways HOPE 4 Youth assisted youth with housing stability.
- There were 20 youth served at HOPE Place, which is down from 22 youth. The decrease shows youth have stable housing.
- Mark mentioned the cost of operating HOPE Place; average cost per resident is \$7,333.
- Through Housing Support, 49 youth received \$133,000, that is an average of \$2,714 per youth.
- The goal is to fill an open unit at HOPE Place within 30 days. We reach out to Extended Foster Care, the HOPE 4 Youth Center team and Coordinated Entry to find youth that need to be housed.
- 180 youth responded to the youth outcome survey. Julie questioned how many youth responded to the survey in 2023. Pat pulled the data and shared 156 youth responded.
- HOPE 4 Youth is serving a diverse population of youth across all service areas. This shows that HOPE 4 Youth is fulfilling our vision to create a welcoming and inclusive space. Mark listed the top 5 counties that HOPE 4 Youth is serving - Anoka, Coon Rapids, Blaine, Fridley, and Spring Lake Park.
- HOPE 4 Youth implemented YIPA Learning Management System to track the training goals and accomplishments of staff.
- Mark spoke to the 2024 Program accomplishments.
- Shawn mentioned Right to Delete. He asked if HOPE 4 Youth has a process in place if a youth requests to have their information deleted immediately. He stated HOPE 4 Youth would have to respond within two weeks.
- Mark shared a 2026 goal to have signature pads and iPads for digital check-in at the HOPE 4 Youth Center.
- 25 of the 650 youth served were engaged with HOPE 4 Youth via the Youth Navigator.
- Shawn asked if we had an estimate of homeless youth? The Wilder has a report and so does Anoka County.
- Mark shared that there is a lot of interest in HOPE 4 Youth's Job Readiness program. Lexington, Margie's Kitchen and Connexus are companies interested in partnering with HOPE 4 Youth. Shawn said to reach out to him about employment opportunities. Don mentioned the Community Connection Program.

Operational Snapshot (LaChelle Williams)

- 2025 Operations Plan:
 - LaChelle pointed to HOPE 4 Youth's 2025 Matrix of Progress.
 - In Goal 1: We have strong momentum, are on track, except for an Attention Required pertaining to our Job Readiness Pilot. While it is on track, we are seeking partners who would like to participate in our learning process.
 - In Goal 2:
 - Objective 1: We are down in Civic/Faith and Corporate donations, but we are not concerned.
 - Objective 2: Relational Movement – Please connect with Nikki if you have new friends or community partners who would like to learn about HOPE 4 Youth and ways they can contribute.
 - The other objectives have strong momentum.
 - In Goal 3: All HR objectives are on track.
 - In Goal 4: We are working on the process. LaChelle asked for Board Members' assistance in the quiet launch of HOPE 4 Youth's Naming Campaign.

- Risk Management Plan:
 - We are making great progress in the mitigation step body of work. The Strategic Steering Committee updated the timeline of completion with this work. All Critical and Severe needs to be completed by the end of Q2 and Moderate, Low and Sustainable by the end of Q3.
 - Brooke, as the Director of Finance and Administration, will oversee the annual monitoring process.
- HOPE 4 Youth Workplace Environment:
 - HOPE 4 Youth has been busy. We have a couple of positions we are hiring for: HOPE Place Supervisor and HOPE 4 Youth Center Youth Coordinator.
- New Facility:
 - LaChelle shared that Rep. Zack Stephenson is preparing for budget reflection. He does not know what is going to happen, but one of the options on the table is to withdraw unused grants. If we submit an LOI or purchase agreement, we probably will not get funding pulled; there will not be a reduction in funding if in the mist of a project.
 - LaChelle listed the DEED action steps already taken - strong relationship built with our Project Manager, met with State Architect for insight and reviewed grant requirements.
 - In the last several months, HOPE 4 Youth explored 9 parcels at Northtown Mall and there are no other parcels; three LOIs were all rejected.
 - The good news is HOPE 4 Youth has a strong relationship with Blaine and Fridley staff. LaChelle has tried reaching out to Coon Rapids multiple times since January with no traction.
 - We have finished our RFP and will be submitting this to three vetted partners. We are in the process of scheduling these this week and hope to name our construction partner in mid-April.
 - LaChelle will be leading HOPE 4 Youth's Naming Campaign while Nikki, Mark and the team will manage the philanthropic and government operational funding.
 - The draft assets we will use are in the March Board Packet and have been vetted by our Development Committee. LaChelle has three additional vetting meetings in the coming week: a Capital Campaign consultant, a fundraising expert at UST, and David Mitchell who has offered to be a personal mentor.
 - The goal is to launch a private campaign in mid-April with a public campaign launching in the fall after 60% of the goal is raised.
 - Once we have identified a viable space our cadence of submitting an LOI, purchase agreement, secure a bridge loan and begin the work with DEED will follow suit.
 - LaChelle shared a question she got about whether we will commission more partners to search for property. We will not because we have access to the same database. However, if you know about any off market properties, please let LaChelle know.
 - Steve reminded the Board that we need to look at what we can control. We may have to reevaluate our property criteria and payment for property. The Board may have to decide how to move forward if a property does not meet all the criteria. Steve also mentioned that tariffs could cause us to pay more if we build from the ground up.
 - Don expressed concern over the Naming Campaign especially if we do not have rooms available.
 - Anna suggested looking at the JoAnn Fabrics in Riverdale since it is going out of business.
 - Paul was wondering how big we would like our building to be. LaChelle said 10-15,000 square feet.

Financial Report (James Lyght/Brooke Limanen)

- 2025 is financially going well.
- Going forward the Financial Snapshot will show the months cash on-hand vs days cash on-hand. James reminded the Board that cash on-hand will fluctuate when we get a new facility.
- A Resolution was presented to the Board of Directors asking them to authorize the increase of the Capitalization Policy from \$1,000 to \$2,500, effective March 31, 2025.
- **Motion made by Anna VonRueden, seconded by Paul Moore, and passed unanimously to approve the Resolution.**

Advancement Update (Paul Moore/Nikki Calvin)

- A Night 4 HOPE Update:
 - The sponsorship goal of raising \$70,000 has been exceeded. The stretch goal is to raise \$80,000 in sponsorships.
 - Nikki asked the Board to please complete the guest information request form.
 - We are still seeking live auction items.

- Please email Nikki if you would like a table at A Night 4 HOPE. She can hold a table and create a pledge and/or an invoice if needed.
- Video Update:
 - The youth video is complete.
- Volunteer Appreciation Month:
 - HOPE 4 Youth will be celebrating volunteers on Friday, April 11th at Clive's Roadhouse in Champlin. Please email Nikki if you are interested in attending.
- Paul shared the Development Committee is looking to add members. The Committee is looking for individuals who have experience in corporate giving, employee giving and cultivating major gifts.

Open Business

- None

Adjourn

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

The meeting ended at 7:04pm.

Respectfully Submitted,

Breanne Patton, Administrative Coordinator

Action Items:

- Reach out to Julie and LaChelle if you think the Board should participate in a match for A Night 4 HOPE.
- Connect with Nikki if you have new friends or community partners who would like to learn about HOPE 4 Youth and ways they can contribute.
- Email Nikki if you would like a table at A Night 4 HOPE.
- Email Nikki if you would like to attend the Volunteer Appreciation Celebration on Friday, April 11th.

Upcoming Events:

- Volunteer Appreciation, Friday, April 11th at Clive's Roadhouse in Champlin
- A Night 4 HOPE on Saturday, May 3rd at Bunker Hills