



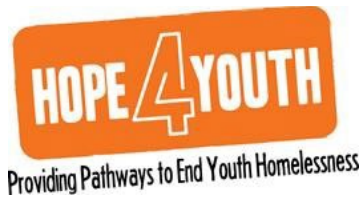
## BOARD OF DIRECTORS MEETING

Monday, July 28, 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"><li>• Welcome and introduction to Bri Clarin</li></ul>	5:00pm
II. Mission Moment (Shawn Beatty)	5:10pm
III. Chairman's Report (Julie) <ul style="list-style-type: none"><li>• Approval of Minutes<ul style="list-style-type: none"><li>○ Questions, discussion, any modifications</li></ul></li><li>• Confirmation of Agenda</li><li>• Update from Executive Committee</li></ul>	5:15pm
<b>Strategic Discussion   Operational updates: Presentation and Feedback</b>	
IV. DISCUSSION TOPIC > Laying the Runway Groundwork for 2027-2029	5:30pm
V. Operations Snapshot   Building Update (LaChelle Williams   Steve Nash)	5:50pm
VI. Finance/Committee Update (Brooke Limanen   James Lyght)	6:10pm
VII. Advancement Update (Nikki Calvin   Paul Moore)	6:20pm
VIII. Program and Facility Update (Mark McNamer   Pat Chen)	6:30pm
<b>Open Business</b>	6:45pm
<b>Adjourn</b>	7:00pm



# HOPE 4 Youth Board of Directors Meeting Minutes

Date: Monday, May 19, 2025

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

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

Board Members Absent: Julie Cole, James Lyght, Brad Konik

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

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## Minutes:

### Call to Order

- The meeting was called to order at 5:03pm by Krista Benjamin.

### Mission Moment (Mark McNamer)

- Mark shared a video of several youth sharing how HOPE 4 Youth has supported them, and the impact HOPE 4 Youth's mission has had on their lives.

### Approval of Agenda and Minutes

- Motion made by Anna VonRueden, seconded by Steve Nash and passed unanimously to approve the agenda and March 24, 2025 minutes.**

### Chairman's Report (Krista Benjamin)

- Board Executive Committee Update
  - HOPE 4 Youth has a lot to celebrate including:
    - A Night 4 HOPE: This event was a huge success! Nearly 300 people attended, and the generosity among guests was significant. Krista thanked the HOPE 4 Youth team for their tremendous effort. More details can be found under Advancement Update > A Night 4 HOPE
    - Building Update: We have a location in negotiation for a Purchase Agreement. More details can be found under the Operational Snapshot > New Facility
    - Audit Presentation: The Audit Presentation for 2024 is wrapped up. On May 12, 2025, the Executive and Finance Committees heard from the third-party audit firm, Abdo Solutions. HOPE 4 Youth's audit was clean. More details can be found under the Financial Report.
    - HOPE 4 Youth had operational growth. Mark was promoted to Associate Director.
  - Save the Date: The Board Fall Retreat will be September 18, 2025. LaChelle will send a calendar invite to the Board.
  - Advisory Committee: The Advisory Committee is expanding. Brad Konik is stepping down from the Board but will continue his work with HOPE 4 Youth on the Advisory Committee.
  - Board Nomination: Bri Clarin
    - Krista introduced Bri and pointed out Bri's personal experience with homelessness along with her professional experience in healthcare operations. Linda aided in connecting HOPE 4 Youth with Bri. Brooke and James met with Bri, and they all agree she is a strong fit for our organization.
    - Motion made by Linda Barnum, seconded by Brad Wise and passed unanimously to approve the addition of Bri Clarin to the Board of Directors of HOPE 4 Youth.**

### Operational Snapshot (LaChelle Williams)

- May Q2 Operations Plan Recap:
  - HOPE 4 Youth is on track in all goal 1 areas – we are in the green. HOPE 4 Youth's programs and processes are strong. Mark will share updates around the 65% increase in YTD increase in youth visits to the HOPE 4 Youth Center. In Q1, we served as many youth as we did in all of 2023. The need to optimize and build partnerships has never been more important.
  - HOPE 4 Youth has two yellows in goal 2 – this means we need the Board.

- The first goal to highlight is relational engagement. LaChelle noted that the Board's help is needed in supporting pipeline outreach work to engage with more partners. Please think of partners Nikki could connect with.
    - The second need is the growth goal of donors who give \$10,000+. LaChelle asked the Board to think of any partners that have the capacity to give in this space.
  - HOPE 4 Youth's goal 3 objectives are on track. We are in the green.
  - HOPE 4 Youth's objectives are moving forward. We are in the green.
- Navigating the Environment:
  - LaChelle commented on how difficult it is not to have questions about the current environment and the possible impact on HOPE 4 Youth as a non-profit. LaChelle asked the Board to bring forward any concerns they have regarding external factors with governmental changes/executive orders, the increase in youth visits, and the overall economic uncertainty.
  - Conservation points from Board Members:
    - Linda asked if there are certain social services that staff recommend to youth that may receive cuts?
    - Don commented on the need to be thoughtful about the kinds of funding we apply for and how we present ourselves so that we are eligible for funding.
    - LaChelle pointed out that organizations focused on homelessness did not receive funding from Otto Bremer Trust and Schultz Family Foundation. LaChelle echoed Don's point that we need to be thoughtful and mindful about how we write our grants.
    - LaChelle mentioned that members of the Youth Service Network are planning a visit to the United Way of Twin Cities to find out more about the funds provided by Otto Bremer Trust.
    - Anna shared she is seeing a lot of funding toward connecting mission and services to crime prevention and crime response. She suggested looking into Youth Intervention Programs Grants and Community Crime Intervention and Prevention Grants.
    - Board Members also remarked that due to the uncertainty of the economy, donors may be tighter with their money, asking sponsors to give toward the Comprehensive Campaign may be a challenge and it is imperative that we get more partners involved.
- Streamline Focus:
  - LaChelle expressed her excitement about HOPE 4 Youth's growth and the need to expand partnerships within the community. The HOPE 4 Youth team will be streamlining their focus on fundraising, operational advancement, administrative efficiencies and the Building HOPE Project. LaChelle will be laser focused on efforts with DEED/MMB and the upcoming launch of a Comprehensive Campaign.
- New Facility:
  - HOPE 4 Youth is in negotiations, per a few minor terms pertaining to the accepted LOI, for property at 8565 Central Ave NE in Blaine.
  - After the LOI was accepted, LaChelle reached out to our legislators.
  - Then a Purchase Agreement was submitted for the Blaine parcel.
  - Negotiations are taking place with the sellers. LaChelle recognized Steve for his tremendous work with the negotiations!
  - Confirmation from the City of Blaine was received regarding zoning. HOPE 4 Youth is good with commercially zoned property.
  - Request for Proposal responses were reviewed, and the Building Committee interviewed three firms. Once the Purchase Agreement is complete, each of the three firms will provide an estimate of construction. From there, the Building Committee will select HOPE 4 Youth's construction partner.
  - HOPE 4 Youth is working with Old National Bank (previously Bremer Bank) on the bridge loan.
  - LaChelle has been in communication with our Project Manager at the State (DEED), Brennan. LaChelle and Anita, Owner's Rep, have a planning meeting with him tomorrow.
  - Next steps:
    - Finalize the Purchase Agreement
    - Determine construction firm after evaluation of bids and value the unique skill sets of each firm
    - Immediately begin Phase 1 of Due Diligence
    - Immediately move forward with the bridge loan appraisal and process
    - File format application with the State for the Building HOPE Project
  - The goal is to close by the end of August.
  - Shawn asked about public hearings. HOPE 4 Youth has not heard anything to date.
- Comprehensive Campaign:
  - HOPE 4 Youth has pivoted from a Naming Campaign to a Comprehensive Campaign. LaChelle met with two Capital Campaign consultants, and numerous thought leaders and donors to obtain insight, reaction, and feedback on our vision. The goals and objectives for the Comprehensive Campaign Committee have

been established. LaChelle will be championing the overall Comprehensive Campaign while Nikki, Mark and the rest of the team will continue to advocate for annual fundraising dollars through corporate, civic, faith, individual and private foundations. Our annual fundraising efforts also include our government grants and special events.

- LaChelle shared that the approach of the campaign will be a three-prong approach divided into two phases:
  - Phase 1 = Mission Expansion – money needed for the new facility (\$8M has already been raised through our bill appropriation) and \$1.5M raised to support any gap we might encounter as well as raising funds for known increases to our future operating budget
  - Phase 1 = Mission Delivery – money needed and raised for the current fiscal year to deliver HOPE 4 Youth's mission
  - Phase 2 = Mission Sustainability – money raised through an Endowment Fund, allowing HOPE 4 Youth to draw upon our assets through a pre-established plan
- Due to their bylaws, Krista mentioned that Connexus Energy would be unable to donate if HOPE 4 Youth was running a Naming/Capital Campaign.
- Please let LaChelle know if you would like to join the Comprehensive Campaign Committee, know philanthropic thought leaders who would like to join the Committee or could introduce LaChelle to potential donors.
- Shawn asked if we were going to incorporate the youth that were involved in the planning of the new building. Yes, that is on the task list for the new facility.

### **Financial Report (Brooke Limanen/Liz Cook)**

- Liz talked about HOPE 4 Youth's 2024 audit. She began her presentation by sharing the key groups responsible: Governance, Management and Independent Auditor.
  - Governance = provides Strategic Direction and upholds Accountability
  - Management = provides internal controls, creates accounting policies, makes decisions, gives fair presentation of financial statements and sets programs to prevent and detect fraud
  - Independent Auditor = gives opinion on fair presentation of financial statements, audit in accordance with Generally Accepted Auditing Standards (GAAS), are reasonable, understand the internal controls and take a risk based audit approach
- Liz pointed out that the financial statement audit opinion is unmodified, and the audit results showed management was well prepared, no material weaknesses noted, no material audit entries and no passed adjustments. HOPE 4 Youth had a clean audit that went well.
- Liz shared highlights from HOPE 4 Youth's financial statements:
  - Cash increased \$185k
  - \$750k increase in revenue overall
  - Program Expenses: 85% in 2024 vs. 81% in 2023
  - Goods available for distribution increased \$59k
  - \$527k increase in expenses overall
  - Gain of \$331k for 2024
- Liz shared Form 990 highlights:
  - Form 990 is the most public document.
  - Liz broke down sections of Form 990.
    - Part III Service Accomplishments = describes the services HOPE 4 Youth provides for the year
    - Part VII Governance and Officers = reports on the Board's policies and practices
    - Schedule B Major Contributors = reports information about significant contributions HOPE 4 Youth receives, any names are redacted
    - Schedule G Fundraising Events = provides supplemental information about fundraising events
    - Schedule O Additional Narratives = provides narrative explanations to specific questions asked on the form; Liz said Board Members should read this section
- Brooke stated that going forward the financials will be presented in more detail. The Board holds fiduciary responsibility for HOPE 4 Youth.
- Brooke explained the Statement of Financial Position. The Statement of Financial Position lists all HOPE 4 Youth's assets and liabilities. It is the measure of what HOPE 4 Youth is worth. Our assets will increase with the purchase of a new building along with liabilities.
- Brooke pointed out the Cash on Hand graph. She explained that depreciation and in-kind are not cash value. This is figured out by taking our total expenses, less depreciation and less in-kind. The result is HOPE 4 Youth's cash on-hand. The cash on-hand is then calculated into months of cash on-hand.
- Brooke talked about the Revenue Year to Date.
  - Civic/Faith: we are seeing fewer Civic/Faith donations than the previous year. This was a trend we noticed in the last half of 2024. It could be due to economic uncertainty.

- Corporate: these donations are down. The White Castle donation we expected was much less than budgeted. We also had \$20,000 for ECMC budgeted for April, but we will not see those funds until May. The Government Grant lines are down due to not being able to bill for open positions. We expect to see an increase in this in the coming months now that positions are filled.
- In kind Contributions: in-kind contributions are much higher than budgeted even after the amendment to the budget. This is due to our partnership with Hope for the Community (Second Harvest), which gives us fresh food for the youth. Special Events are doing much better than budgeted.
- There is nothing much to report for Expenses Year to Date. HOPE 4 Youth is doing a great job managing expenses.
- HOPE 4 Youth divides all expenses into three main categories: Fundraising, Management & General and Program. In April, 87.2% was Programs, 8.9% was Fundraising and 3.9% was Management & General. The standard for non-profits is 70% going to Programs. Currently, HOPE 4 Youth is exceeding the standard. Staff are very aware of the budget. As a reminder, at HOPE 4 Youth, instead of Fundraising and Management costs being stated as overhead, we use the term Core Mission Support. We cannot do the work we do without these supports.
- **Motion made by Steve Nash, seconded by Liz Cook and passed via 7 in-person and 2 proxy votes to approve HOPE 4 Youth's 2024 audit.**

#### **Advancement Update (Nikki Kalvin/Paul Moore)**

- A Night 4 HOPE:
  - Estimated net from 2025 is \$161,000 compared to the net from 2024 that was \$137,000. This is a 17.5% increase in net revenue.
  - Giving Moment in 2025 compared to 2024:
    - 83 donations vs. 38 donations
    - \$59,540 vs. \$28,700
    - There was over a 100% increase in the Giving Moment. This increase can be attributed to planned matches in the room, planned donors to give at specific levels and to having the right people present in the room
  - Sponsorships in 2025 compared to 2024:
    - \$79,000 vs \$62,000
    - 28% increase over 2024
    - There were four new sponsors. This can be attributed to the early ramped up sponsorship plan for recruiting new sponsors, Board assistance with introductions to potential sponsors and increasing giving levels of existing sponsors.
  - Silent Auction in 2025 compared to 2024:
    - \$16,867 vs \$11,717
    - 44% increase over 2024. Attributing the increase to our team asking for more auction items, making more in-person asks and assistance from the Gala Committee on acquiring items.
  - Games and live auctions had small growth in 2025.
  - A Night 4 HOPE will take place next year on April 11, 2025.
  - Board comments about A Night 4 HOPE:
    - Paul said the energy was excellent.
    - Steve commented on how every year A Night 4 HOPE has gotten better. The Board needs to keep introducing and bringing guests to A Night 4 HOPE.
    - Krista asked if the Board could get a list of donors which will help determine who else to invite.
- Law Enforcement Day:
  - It took place on Thursday, May 15, 2025.
  - Six departments showed up
- Pack the Pantry:
  - Kicks off on Saturday, May 31, 2025
  - The Challenge will take place all summer through June, July and August
  - The goal is to collect 100 bags of essential items each week to meet the growing number of youth coming to HOPE 4 Youth for support.
  - HOPE 4 Youth is asking local organizations and businesses to host a drive. There are 11 partners hosting drives in June.
- Partnerships:
  - Nikki shared community business connections in Anoka and Blaine County:
    - Harley Davidson, nVent Hoffman, Vista Outdoors, Federal, Pentair, Firestone Metal Products, Ace Solid Waste, Walters Recycling and Refuse, Meier Tool, Graco, Inc., United Health Care, Target Corporation, Schwan's and Blaine Sports Associations
- Community Engagement Events:

- Nikki shared Community Engagement events for summer 2025:
  - June: 6/7 – Anoka PRIDE, 6/13 – Fridley 49er Day Ninja Course, 6/14 – Fridley 49er Day Booth and Ninja Course, 6/14 – Father Hennepin Days, 6/18 – Columbia Heights Art and Info Fair, 6/28 – MPLS PRIDE
  - July: 7/12 – Coon Rapids Women of Today Community Donation Drive, 7/27 – Champlin Food Truck Festival, 7/28 – Anoka Chamber Golf Tournament
  - August: 8/16 – Anoka Food Truck Festival

#### **Program Update (Mark McNamer/Pat Chen)**

- Mark shared the facility improvements made at HOPE Place: new shed, parking lot sealcoating, landscaping improvements, new camera system, panic button and intercom, updated controlled access, updated community room and updated apartment units
- Mark shared the facility improvements made at the HOPE 4 Youth Center: new front desk, moved the clothing closet to the main level, zen room updates, pantry added fresh food options due to the partnership with Hope for the Community, kitchen updates and garden planters
- 12 youth received over \$10,000 in Housing Supports in April
- Mark shared program data that showed a significant increase in youth served, youth visits, and new enrollments from 2024 vs 2025.
  - 50% increase in youth served
  - 65% increase in youth visits
  - 73% increase in new enrollments
- Mark shared basic needs data that showed a significant increase in food shelf visits, clothing closet visits and meals served from April 2024 vs April 2025.
  - 54% increase in food shelf visits
  - 80% increase in clothing closet visits
  - 55% increase in meals served
- The Board asked a few questions to Mark about HOPE 4 Youth's programming. Linda asked if HOPE 4 Youth connects with youth that leave the program. Mark replied that HOPE 4 Youth does reach out to those youth.
- JJ asked if there is any use for the HOPE 4 Youth Center now that HOPE 4 Youth is moving into a new facility? LaChelle mentioned there was talk about using the current HOPE 4 Youth Center strictly for case management

#### **Open Business (Linda Barnum)**

- Linda thanked staff for the work that they are doing. She asked that her comment of gratitude go on record.

#### **Adjourn**

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

The meeting ended at 7:01pm.

Respectfully Submitted,

Breanne Patton, Administrative Coordinator

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#### **Action Items:**

- Please let LaChelle know if you would like to join the Comprehensive Campaign Committee, know philanthropic thought leaders who would like to join the Committee or could introduce LaChelle to potential donors.
- Please connect with Nikki with any partners that would like to work with and support HOPE 4 Youth.
- Please think of anyone who could give at the \$10,000+ level.

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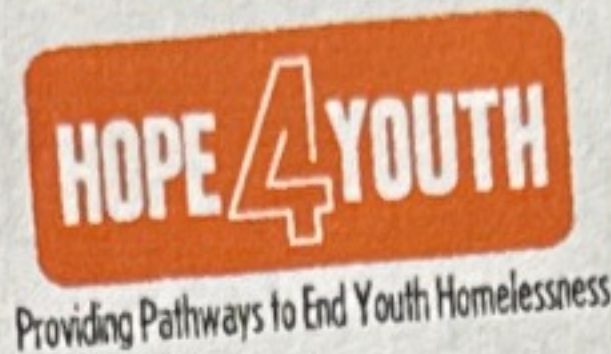
#### **Upcoming Events:**

- Community Engagement events for summer 2025:
  - June: 6/7 – Anoka PRIDE, 6/13 – Fridley 49er Day Ninja Course, 6/14 – Fridley 49er Day Booth and Ninja Course, 6/14 – Father Hennepin Days, 6/18 – Columbia Heights Art and Info Fair, 6/28 – MPLS PRIDE
  - July: 7/12 – Coon Rapids Women of Today Community Donation Drive, 7/27 – Champlin Food Truck Festival, 7/28 – Anoka Chamber Golf Tournament
  - August: 8/16 – Anoka Food Truck Festival



2025 Matrix of Progress - Q2 - July	
<b>Strategic Goal 1: Provide life-enhancing programs empowering youth to reach their full potential</b>	
Prevention and Outreach advancements	On Track
Referral progress	On Track
HOPE Place Job Readiness/Work Experience Program pilot	On Track
Youth Voice; how are we engaging youth voice at H4Y	On Track
<b>Strategic Goal 2: Engage in transformational partnership with community leaders, donors, and volunteers</b>	
Fundraising actual to goal	On track
Relational movement (New sponsors)	Need support with pipeline
Volunteer movement	On track
Major Gift (\$10,000+) cultivataion	Just starting
<b>Strategic Goal 3: Laser focus on premier staff retention and operational improvement</b>	
HR strategies driving transparent culture	Exploring AI policy   Preparing Engagement Survey
H4Y benefits	Q3 Review planned
Staff training and support efforts (secondary trauma mitigation)	On track
Strengths focus to elevate culture	All trained/enhance culture
<b>Strategic Goal 4: Select Location and determine funding and operational plans for new HOPE 4 Youth Center</b>	
Progress on location	8565 Central Ave, Blaine
Progress with DEED partnership	Finalizing the Contract
Progress on community outreach - support	Comprehensive Campaign
Progress on new facility annual budget	2026 vision complete
<b>Tracking Key:</b>	
GREEN - On track   Moving forward	
YELLOW - Concern elevating   Attention required	
RED - Urgency of board/staff ACTION	





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

On July 21<sup>st</sup>, 2025 the Board of Directors (BOD) of HOPE 4 Youth proposed and approved the following resolutions as related to the *Building HOPE Project* pertaining to closing documents and contract agreement with RJM Construction for the fulfillment of our Minnesota Legislative Grant Building HOPE Project.

***BE IT RESOLVED*** that the HOPE 4 Youth Board of Directors (BOD) authorizes signing authority to LaChelle Williams for the closing documents related to the Building HOPE Project property at 8565 Central Ave NE, Blaine MN as reviewed and directed by the Executive Committee.

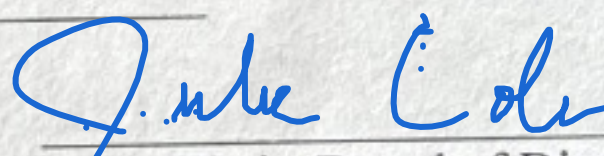
***BE IT RESOLVED*** that the HOPE 4 Youth BOD authorizes LaChelle Williams to sign a construction contract with RJM Construction after the HOPE 4 Youth Executive Committee reviews and approves said construction contract for 8565 Central Ave NE, Blaine MN.

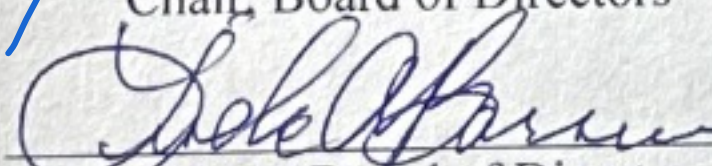
***BE IT RESOLVED*** that the HOPE 4 Youth BOD authorizes the Building Committee, under the leadership of Building Committee Chair Stephen Nash, to provide recommendations to the Executive Committee as related to Architectural Firm LSE under the umbrella of RJM Construction Firm to complete project design and construction on 8565 Central Ave NE, Blaine MN property.

***BE IT RESOLVED*** that the HOPE 4 Youth BOD authorizes the review and signing authority to LaChelle Williams for these agreements and other contract negotiations as directed by the Building Committee and as approved by the Executive Committee as related to any updated or amendments.

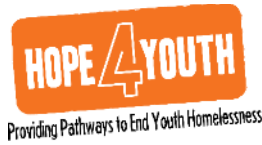
The Executive Committee will serve as final authorizers and approvers of contracts related to the building project. All intentions will be fully and transparently communicated with the full BOD.

7/21/2025  
Date

  
Chair, Board of Directors

  
Secretary, Board of Directors





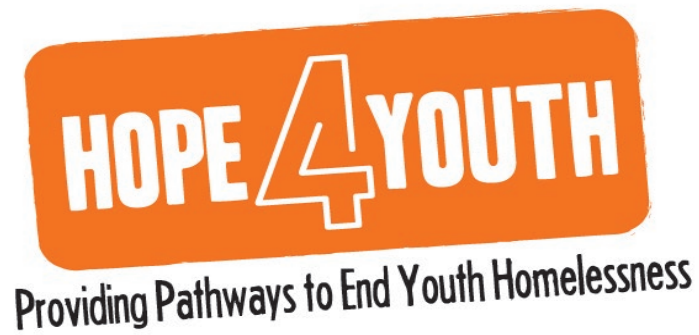
## **2027-2029 Strategic Plan Key Thought Leader Interviews**

### **Elements of Thought Leader Interviews**

- Discuss concept and plant at July Board Meeting
  - Prepare for September Retreat
  - Approve timeline
  - Determine Number of Interviewees
  - Identify Interviewees
  - SSC/ED conduct interviews
  - Process of compiling information
  - Socialize results with board (2026)
- 

**Areas to discern within Strategic Planning preparation** – interviews will represent thought leaders aligned to the following:

- ✚ Mission/Programming offerings
- ✚ Mission/Programming partners
- ✚ Mission/Programming assets
- ✚ Staffing (structure – best practices)
  - Department support to follow strategies
- ✚ Community Engagement strategies
- ✚ Donor Retention (what is most important to key constituents)
- ✚ Finance/HR/Policy Models
- ✚ Supporters strategy (World Café/100 cups of coffee)
- ✚ Volunteer retention
- ✚ Others...



**Fiscal Year 2025**  
**Financial Statements**  
**as of May 31, 2025**



**Statement of Financial Position**  
**May 2025**

		<b>Comments</b>
<b>Assets</b>		
Cash and Cash Equivalents	496,496	
Board Designated Operating Reserve	281,937	
Receivables	138,374	GRH, OEO, FHPAP, Rent
Prepaid Expenses	56,891	
Inventory & Other Assets	110,922	
Investments-General	183,787	Treasury Bills
Property and Equipment, net	1,342,143	
*Building Fund	272,973	Individual and Civic/Faith Donations
*Investments-Building Campaign	150,000	Treasury Bills
<b>Total Assets</b>	<b>3,033,523</b>	
<b>Liabilities</b>		
Accounts Payable & Other Accrued Liabilities	62,493	Payroll liabilities, credit card
<b>Total Liabilities</b>	<b>62,493</b>	
<b>Net Assets</b>		
Unrestricted-Undesignated	2,792,394	
Unrestricted-Board Designated Operating Reserve	281,937	
Temporarily Restricted	12,645	Anoka County Mental Wellness Campaign and Open Your Heart Housing Support
Current Year Net Surplus(Deficit)	(115,946)	
<b>Total Net Assets</b>	<b>2,971,030</b>	
<b>Total Liabilities &amp; Net Assets</b>	<b>3,033,523</b>	

**Statement of Activity  
May 2025**

	Operations			Building HOPE Project			Act to Bud Variance Comments
	Actual	Budget	Variance	Actual	Budget	Variance	
<b>Ordinary Income/Expense</b>							
Income							
DONATIONS, GIFTS, & GRANTS							
Individuals	22,801	15,500	7,301	0	0	0	
Civic/Faith	3,628	6,243	(2,615)	0	0	0	
Corporations	35,080	15,827	19,253	0	0	0	
Foundations	0	20,000	(20,000)	0	0	0	Did not receive Otto Bremer Grant due to their decision to reallocate their funding, Schultze funding denied. H4Y does have a pipeline in place to address these shortfalls.
Government Grants	46,715	49,878	(3,163)	0	0	0	Unable to bill for open positions
INVSTMT INC & OTHR GAIN(LOSS)	3,537	2,832	705	0	0	0	
OTHER SUPPORT	29,947	25,350	4,597	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
PROGRAM SERVICE FEES	12,384	13,153	(769)	0	0	0	
SPECIAL EVENTS	64,653	76,418	(11,765)	0	0	0	Expenses for Gala
<b>Total Income</b>	<b>218,745</b>	<b>225,201</b>	<b>(6,456)</b>	<b>0</b>	<b>0</b>	<b>0</b>	
Expense							
BUILDING & FACILITIES EXPENSE	13,896	9,745	4,151	0	0	0	New carpeting in HOPE Place unit
CONTRACTED SRV & PROF FEES	20,863	15,916	4,947	5,000	0	5,000	HR Services true up from 2024
DEPRECIATION EXPENSE.	4,973	3,833	1,140	0	0	0	
INSURANCE.	5,138	3,726	1,412	0	0	0	
LICENSES-MEMBRSHPS-DUES-FEES	5,205	4,307	898	0	0	0	
PAYROLL, TAXES, & BENEFITS	97,255	103,011	(5,756)	0	0	0	Open positions
POSTAGE, MAILING, & DELIVERY	0	0	0	0	0	0	
PRINTING & PROMOTION EXPENSE	954	1,075	(121)	0	0	0	
PROGRAM EXPENSES (YOUTH SUPPORT)	11,828	14,189	(2,361)	0	0	0	
PROGRAM EXPENSES (In Kind Expenses)	30,572	25,816	4,756				More in-kind donations than budgeted due to new partnership with Hope for the Community
STAFF, BOARD, & VOLUTEER EXP	1,228	1,241	(13)	0	0	0	
SUPPLIES & MINOR EQUIPMT	582	416	166	0	0	0	
TRAVEL & TRANSPORTATION	520	583	(63)	0	0	0	
<b>Total Expense</b>	<b>193,013</b>	<b>183,858</b>	<b>9,155</b>	<b>5,000</b>	<b>0</b>	<b>5,000</b>	
<b>Net Income</b>	<b>25,732</b>	<b>41,343</b>	<b>(15,611)</b>	<b>(5,000)</b>	<b>0</b>	<b>(5,000)</b>	



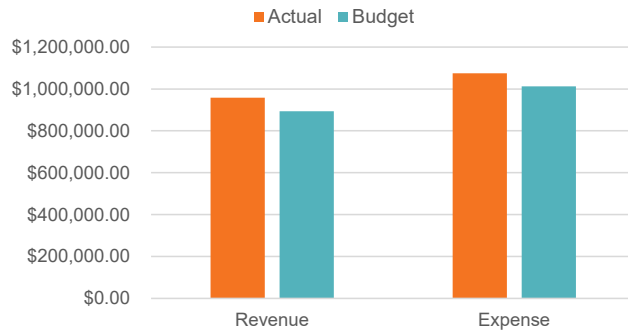
Statement of Revenue and Expense

Fiscal Year 2025 -May 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	
<b>Revenue</b>									There is a Marketing Plan to engage more individual and corporate donors.
Donations, Gifts, and Grants									
Individuals	115,527	77,146	38,381	337,645					Summer appeal (email and mail) targeting donors from the last 3 years to increase donations
Civic/Faith	25,880	43,296	(17,416)	125,077					Less donations than previous year. Lions Clubs are having forms submitted rather than just donating money which is a change from previous years.
Corporations	73,806	83,684	(9,878)	415,000					White Castle donation much less than budgeted, ECMC budgeted in April, but 2025 decision is in MAY
Foundations	30,000	90,000	(60,000)	133,420					Did not receive Otto Bremer Grant due to their decision to reallocate their funding, Schultze funding denied. H4Y does have a pipeline in place to address these shortfalls.
Government Grants	256,217	269,367	(13,150)	637,616					Unable to bill for open positions
Investment & Other Income	17,717	14,160	3,557	33,987					
Inkind Contributions	209,728	122,750	86,978	475,000					More in-kind donations than budgeted due to new partnership with Hope for the Community
Program Service Revenue	60,260	60,365	(105)	149,843					
Special Events, net	169,652	133,316	36,336	290,500					Successful Gala
	<b>958,787</b>	<b>894,084</b>	<b>64,703</b>	<b>2,598,088</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Expense</b>									
Building and Facilities Expense	58,414	55,657	2,757	149,839	0	0	0	0	
Contracted Svcs & Professional Fees	112,458	102,776	9,682	234,600	5,000	0	5,000	0	HR true up for 2024
Depreciation Expense	24,286	16,259	8,027	46,000	0	0	0	0	New camera/alarm system for HOPE Place; Refrigerators and a freezer for the pantry
Insurance	22,034	19,165	2,869	42,345	0	0	0	0	Insurance costs higher than budgeted
Licenses, Membrshps, Dues, & Fees	23,086	27,017	(3,931)	60,051	0	0	0	0	
Payroll, Taxes, and Benefits	529,844	566,559	(36,715)	1,339,142	0	0	0	0	Open positions
Postage, Mailing & Delivery	441	1,000	(559)	4,600	0	0	0	0	
Printing and Promotion Expenses	11,868	11,575	293	23,150	0	0	0	0	
Program Expenses (Youth Support)	73,611	75,487	(1,876)	655,816	0	0	0	0	
Program Expenses (In Kind Expenses)	195,779	119,580	76,199		0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Staff, Board, & Volunteer Expense	9,802	8,080	1,722	21,900	0	0	0	0	
Supplies and Equipment	5,710	5,582	128	10,000	0	0	0	0	
Travel and Transportation	2,401	3,275	(874)	8,000	0	0	0	0	
	<b>1,069,734</b>	<b>1,012,012</b>	<b>57,722</b>	<b>2,595,443</b>	<b>5,000</b>	<b>0</b>	<b>5,000</b>	<b>0</b>	
<b>Net Surplus(Deficit)</b>	<b>(110,946)</b>	<b>(117,928)</b>	<b>6,982</b>	<b>2,645</b>	<b>(5,000)</b>	<b>0</b>	<b>(5,000)</b>	<b>0</b>	
					<b>*Building HOPE Project</b>		422,973		

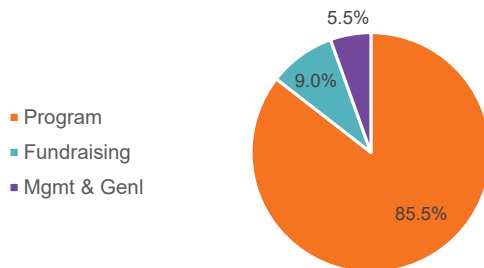
## HOPE 4 Youth Financial Dashboard - May 2025

### Revenue & Expense - Actual vs Budget YTD



	YTD Actual	YTD Budget	Positive or (Negative) Variance
Revenue	\$958,787	\$894,084	\$64,703
Expense	\$1,074,734	\$1,012,012	(\$62,722)
Net	(\$115,946)	(\$117,928)	\$1,982

### Expenses By Category May 2025

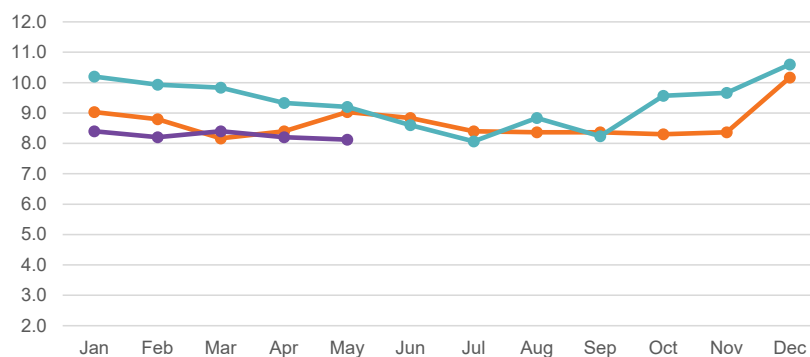


	May-25	May-24
Program	85.5% \$169,337	83.2%
*Fundraising	9.0% \$17,841	9.7%
*Mgmt & Genl	5.5% \$10,836	7.1%

#### \* CORE MISSION SUPPORT

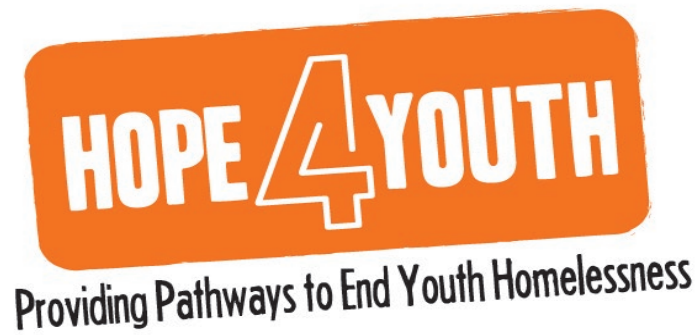
The growth and effectiveness of our work depends on having a sound infrastructure which amplifies our program's effectiveness.

### Months Cash on Hand



	2025	2024	2023
Jan	8.4	9.0	10.2
Feb	8.2	8.8	9.9
Mar	8.4	8.2	9.8
Apr	8.2	8.4	9.3
May	8.1	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





**Fiscal Year 2025**  
**Financial Statements**  
**as of June 30, 2025**

**Statement of Financial Position**  
**June 2025**

		<b>Comments</b>
<b>Assets</b>		
Cash and Cash Equivalents	409,763	
Board Designated Operating Reserve	282,715	
Receivables	172,869	GRH, OEO, FHPAP, Rent
Prepaid Expenses	65,964	
Inventory & Other Assets	110,922	
Investments-General	184,492	Treasury Bills
Property and Equipment, net	1,403,770	
*Building Fund	203,567	Individual and Civic/Faith Donations
*Investments-Building Campaign	150,000	Treasury Bills
<b>Total Assets</b>	<b>2,984,061</b>	
<b>Liabilities</b>		
Accounts Payable & Other Accrued Liabilities	65,973	Payroll liabilities, credit card
<b>Total Liabilities</b>	<b>65,973</b>	
<b>Net Assets</b>		
Unrestricted-Undesignated	2,792,411	
Unrestricted-Board Designated Operating Reserve	282,715	
Temporarily Restricted	11,850	Anoka County Mental Wellness Campaign and Open Your Heart Housing Support
Current Year Net Surplus(Deficit)	(168,888)	
<b>Total Net Assets</b>	<b>2,918,088</b>	
<b>Total Liabilities &amp; Net Assets</b>	<b>2,984,061</b>	

**Statement of Activity  
June 2025**

		Operations			Building HOPE Project			Act to Bud Variance Comments
		Actual	Budget	Variance	Actual	Budget	Variance	
Ordinary Income/Expense								
Income								
DONATIONS, GIFTS, & GRANTS								
Individuals		16,116	9,985	6,131	0	0	0	Continuing to see an increased trend in Individual Giving – we are believing that this is due to a change in marketing tactics, sharing more of youth stories and highlighting the increasing numbers and needs, and to focusing on increased donor stewardship.
Civic/Faith		950	15,235	(14,285)	0	0	0	Last year we did the summer challenge online in June. Appeal is being mailed and will be online end of July for the August Campaign this year.
Corporations		31,499	12,170	19,329	0	0	0	Nominations for a specific grant from 3 banks brought \$27,500 extra donations in.
Foundations		0	0	0	0	0	0	
Government Grants		70,614	69,855	759	0	0	0	
INVSTMT INC & OTHR GAIN(LOSS)		2,878	2,832	46	0	0	0	
OTHER SUPPORT		54,819	42,350	12,469	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
PROGRAM SERVICE FEES		6,809	11,854	(5,045)	0	0	0	The State is falling behind in processing Housing Fund support (GRH). We will likely continue to see this trend.
SPECIAL EVENTS		2,470	2,428	42	0	0	0	
Total Income		186,155	166,709	19,446	0	0	0	
Expense								
Interest Expense		8,526	0	8,526				Interest charge by IRS, to be recovered when we receive the outstanding ERC payment.
BULDING & FACILITIES EXPENSE		11,614	9,247	2,367	0	0	0	Emergency repair of Center refrigerator and purchase of refrigerators for HOPE Place.
CONTRACTED SRV & PROF FEES		23,464	28,816	(5,352)	6,061	0	6,061	Audit Fees less than budgeted.
DEPRECIATION EXPENSE.		4,973	3,833	1,140	0	0	0	
INSURANCE.		5,138	3,726	1,412	0	0	0	
LICENSES-MEMBRSHPS-DUES-FEES		4,148	5,203	(1,055)	0	0	0	
PAYROLL, TAXES, & BENEFITS		100,623	103,011	(2,388)	0	0	0	Open positions
POSTAGE, MAILING, & DELIVERY		75	750	(675)	0	0	0	
PRINTING & PROMOTION EXPENSE		859	1,225	(366)	0	0	0	
PROGRAM EXPENSES (YOUTH SUPPORT		17,562	18,066	(504)	0	0	0	
PROGRAM EXPENSES (In Kind Expenses)		54,689	42,816	11,873				More in-kind donations than budgeted due to new partnership with Hope for the Community
STAFF, BOARD, & VOLUTEER EXP		712	916	(204)	0	0	0	
SUPPLIES & MINOR EQUIPMT		404	916	(512)	0	0	0	
TRAVEL & TRANSPORTATION		215	723	(508)	0	0	0	
Total Expense		233,001	219,248	13,753	6,061	0	6,061	
Net Income		(46,846)	(52,539)	5,693	(6,061)	0	(6,061)	

Statement of Revenue and Expense

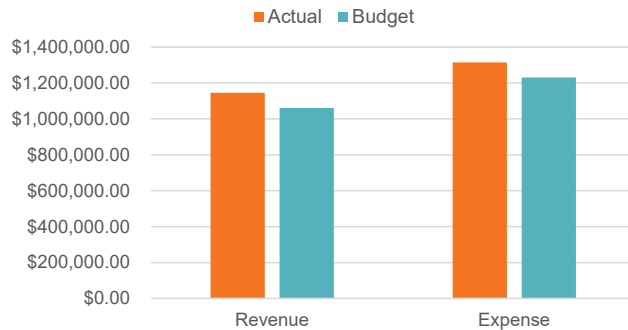
Fiscal Year 2025 -June 30, 2025

	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	
<b>Revenue</b>									
Donations, Gifts, and Grants									
Individuals	131,443	87,131	44,312	337,645	0	0	0	0	Summer appeal (email and mail) targeting donors from the last 3 years to increase donations
Civic/Faith	26,830	58,531	(31,701)	125,077	0	0	0	0	Last year we did the summer challenge online in June. Appeal is being mailed and will be online end of July for the August Campaign this year. Lions Clubs are having forms submitted rather than just donating money which is a change from previous years.
Corporations	105,305	95,854	9,451	415,000	0	0	0	0	October will be focused on Corporate giving beginning with the Corporate Appreciation Open House on October 3rd.
Foundations	30,000	90,000	(60,000)	133,420	0	0	0	0	Did not receive Otto Bremer Grant due to their decision to reallocate their funding. Schultze funding denied. H4Y does have a pipeline in place to address these shortfalls.
Government Grants	326,831	339,222	(12,391)	637,616	0	0	0	0	Unable to bill for open positions
Investment & Other Income	20,595	16,992	3,603	33,987	0	0	0	0	
Inkind Contributions	264,874	165,100	99,774	475,000	0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Program Service Revenue	67,070	72,219	(5,149)	149,843	0	0	0	0	
Special Events, net	172,123	135,744	36,379	290,500	0	0	0	0	Successful Gala
	1,145,070	1,060,793	84,277	2,598,088	0	0	0	0	
<b>Expense</b>									
Interest Expense	8,526	0	8,526	0					Interest charge to be reimbursed by IRS (ERC)
Building and Facilities Expense	70,028	64,904	5,124	149,839	0	0	0	0	Emergency repair of Center refrigerator and purchase of refrigerators for HOPE Place.
Contracted Svcs & Professional Fees	135,921	131,592	4,329	234,600	11,061	0	11,061	0	
Depreciation Expense	29,259	22,998	6,261	46,000	0	0	0	0	New camera/alarm system for HOPE Place; Refrigerators and a freezer for the pantry
Insurance	27,172	19,985	7,187	42,345	0	0	0	0	Insurance costs higher than budgeted
Licenses, Membrshps, Dues, & Fees	27,265	32,220	(4,955)	60,051	0	0	0	0	Payment to YIPA not as much as budgeted
Payroll, Taxes, and Benefits	630,467	669,570	(39,103)	1,339,142	0	0	0	0	Open positions
Postage, Mailing & Delivery	516	1,750	(1,234)	4,600	0	0	0	0	
Printing and Promotion Expenses	10,504	12,800	(2,296)	23,150	2,194	0	2,194	0	
Program Expenses (Youth Support)	95,201	93,553	1,648	655,816	0	0	0	0	
Program Expenses (In Kind Expenses)	246,560	162,396	84,164		0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Staff, Board, & Volunteer Expense	10,397	8,996	1,401	21,900	159	0	159	0	
Supplies and Equipment	6,114	6,498	(384)	10,000	0	0	0	0	
Travel and Transportation	2,616	3,998	(1,382)	8,000	0	0	0	0	
	1,300,545	1,231,260	69,285	2,595,443	13,413	0	13,413	0	
Net Surplus(Deficit)	(155,475)	(170,467)	14,993	2,645	(13,413)	0	(13,413)	0	
					*Building HOPE Project		353,567		



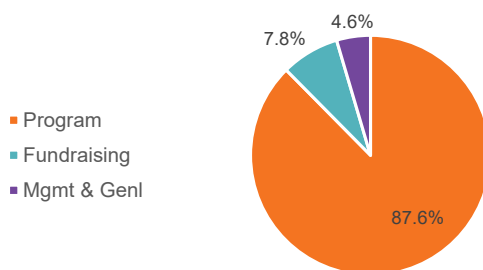
## HOPE 4 Youth Financial Dashboard - June 2025

### Revenue & Expense - Actual vs Budget YTD



	YTD Actual	YTD Budget	Positive or (Negative) Variance
Revenue	\$1,145,070	\$1,060,793	\$84,277
Expense	\$1,313,958	\$1,231,260	(\$82,698)
Net	(\$168,888)	(\$170,467)	\$1,579

### Expenses By Category June 2025

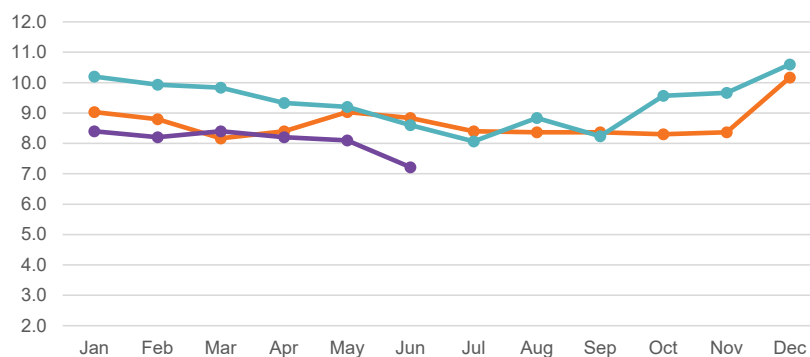


				Jun-24
Program	87.6%	\$209,393		84.7%
*Fundraising	7.8%	\$18,755		9.7%
*Mgmt & Genl	4.6%	\$10,913		5.6%

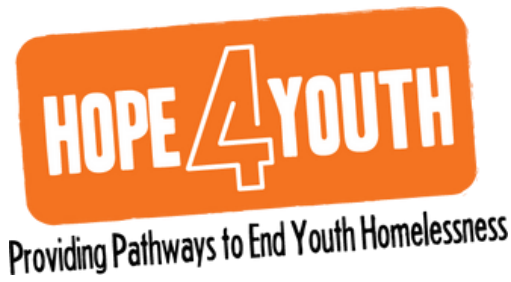
#### \* CORE MISSION SUPPORT

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	8.2	8.8	9.9
Mar	8.4	8.2	9.8
Apr	8.2	8.4	9.3
May	8.1	9.0	9.2
Jun	7.2	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



# ADVANCEMENT SNAPSHOT MAY 2025

## DONATIONS: \$108,224

*Individual giving is continuing to trend higher; Corporate saw an increase this month; Foundations are trending behind due to OBT funding changing and Schulze Family Foundation pulling back on giving*

	Actuals	Budgeted
Individuals	\$22,801	\$15,500
Civic, Faith, Small Business Corporations	\$3,628	\$6,243
Foundations	\$35,080	\$15,827
Government	\$0	\$20,000
Events	\$46,715	\$49,878
	\$127,606	\$104,669

## VOLUNTEER AND IN KIND DONATIONS

642  
TOTAL HOURS

2,270 LBS of Food Donated  
5 New Volunteers  
13 Donation Drives Completed  
14 # of Speaking Engagements

## SOCIAL MEDIA STATISTICS

86,323  
IMPRESSIONS  
*# of times content appears in front of user.*

4,771  
ENGAGEMENT  
*# of times a user saved, commented, reacted, shared, or clicked on content.*

852  
AVERAGE REACH  
*Average # of unique users per post*

91  
POSTS

## SPECIAL ADVANCEMENT UPDATES:

- H4Y Events: A Night 4 HOPE was a huge success, coming in 22% higher in net revenue than budgeted.
- Community Events: Pack the Pantry Summer Challenge began, Stepping Up 4 HOPE, CWIB Fashion Show, and Law Enforcement Appreciation.
- Grants: 4 grant proposals and 2 reports submitted

## DONATIONS: \$121,649

*Continuing to see an increased trend in Individual Giving – we are believing that this is due to a change in marketing tactics, sharing more of youth stories and highlighting the increasing numbers and needs, and to focusing on increased donor stewardship. Civic/Faith - will see an increase in August due to changing the Summer ask from June to August*

	Actuals	Budgeted
Individuals	\$16,116	\$9,985
Civic, Faith, Small Business	\$950	\$15,235
Corporations	\$31,499	\$12,170
Foundations	N/A	N/A
Government	\$70,614	\$69,855
Events	\$2,470	\$2,428

## SPECIAL ADVANCEMENT UPDATES:

- Three unexpected matching gifts from FHLB Des Moines totaling \$27,500
- Kare 11 did a short segment on Pack the Pantry
- Pack the Pantry is going very well - Met our June goal of 100 bags a week.
- A renewal of the OJP grant was submitted. New proposal for CCIP funding submitted. Recieved a nomination from Emerson for a \$10,000 grant.

## VOLUNTEER AND IN KIND DONATIONS

**596**  
TOTAL HOURS

**3,440 LBS** of Food Donated

**6** New Volunteers

**11** Donation Drives Completed

**21** # of Speaking Engagements

## SOCIAL MEDIA STATISTICS

### POST W/ MOST ENGAGEMENTS & IMPRESSIONS:



Providing Pathways to End Youth Homelessness

### CRITICAL NEED THIS WEEK:



DIAPERS (ALL SIZES), PULL UPS, & BABY WIPES

"Thank you guys so much for helping us with diapers, because of you guys, I finally got diapers for my newborn. I had nothing, but I found you guys, and now I have some diapers for my baby. Thank you."

-Parenting Youth

**96**  
TOTAL POSTS  
*Instagram, Facebook, LinkedIn, & Stories.*

**3,973**  
ENGAGEMENTS  
*# of times a user saved, commented, reacted, shared, or clicked on content.*

**640**  
AVERAGE REACH  
*Average # of unique users per post*

**68,266**  
IMPRESSIONS  
*# of times content appears in front of user.*



Providing Pathways to End Youth Homelessness

## Program Snapshot May 2025

### HOPE 4 Youth Center Youth Statistics

**525**

H4Y Center  
Visits  
Children Visits = 77  
Total Visits = 602  
YTD Youth Visits = 2361

**207**

Unique  
Youth  
Under 18 = 6  
YTD Youth = 475

**46**

New Enrollments  
YTD = 209

#### H4Y Center Community Referrals

Basic Needs	8
Education	0
Emergency Shelter	12
Employment	1
Financial Assistance	6
Health (physical, mental, etc.) Support	6
Housing	11
Legal Support	1
Parenting Support	1
Domestic Violence	0
<b>Total Community Referrals</b>	<b>46</b>

#### Case Management Services – All Programs

**155 Youth Received 202 Hours of  
Case Management Services**

**75% of Youth Received CM**

***H4Y Center: 192 youth received 1441 basic need supports***

#### H4Y Center On-Site Resources

Transportation Supports =	40
Amount of Transportation Supports =	\$675
Food Shelf Visits =	429
Pounds of Food =	12,628
Clothing Closet Visits =	186
Hygiene Closet Visits =	396
Meals Eaten =	304
On-Site Professional Services =	16

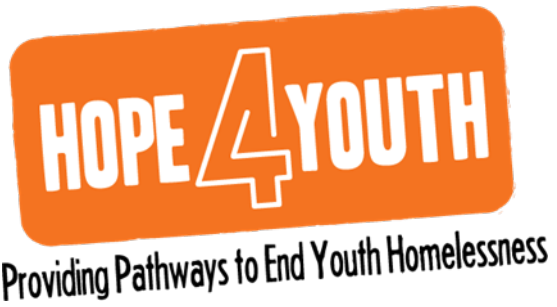
#### H4Y Center Parenting Youth

Number of Children Visits = 77  
Youth w/Children present = 37(18%)  
Baby Products Provided = 75  
Community Referrals Parenting Support = 1

#### HOPE Place Youth Statistics - 10 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)  
6 residents are working (5 FT, 1 PT)  
3 enrolled in post-secondary education  
0 enrolled in GED Program  
4 are receiving health support (physical, mental)





## MISSION OUTCOME – May 2025

**Participants Assisted w/Housing Stability = 36**

Prevention (assisted in maintaining current housing) = 4

Rapid Rehousing (assisted in finding permanent housing) = 2

H4Y Housing Stability Assistance (rent and deposits) = 3

HOPE Place New Resident = 1

HOPE Place Successful Completion = 0

Host Homes (assisted youth in alternative housing option) = 3

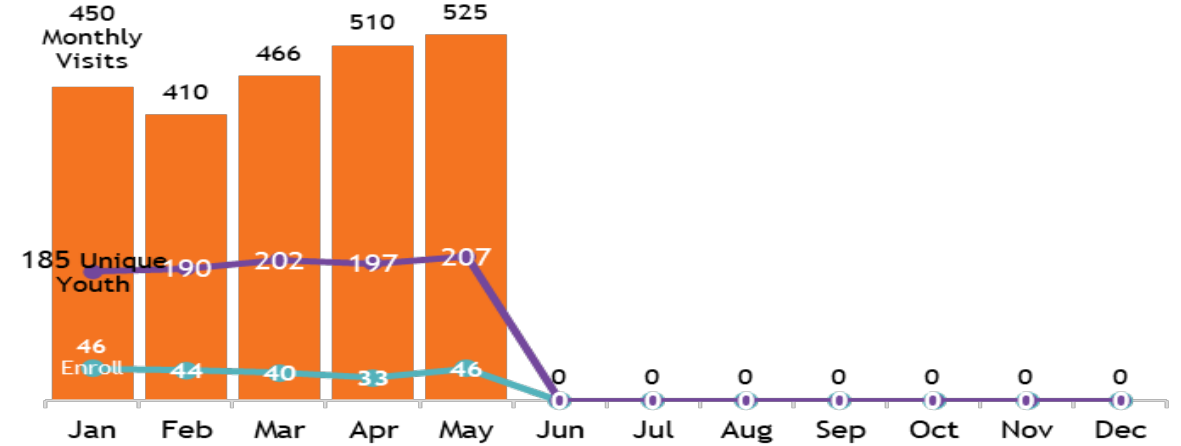
Referrals for Transitional or Permanent Housing = 11

Community Referrals for Emergency Shelter = 12

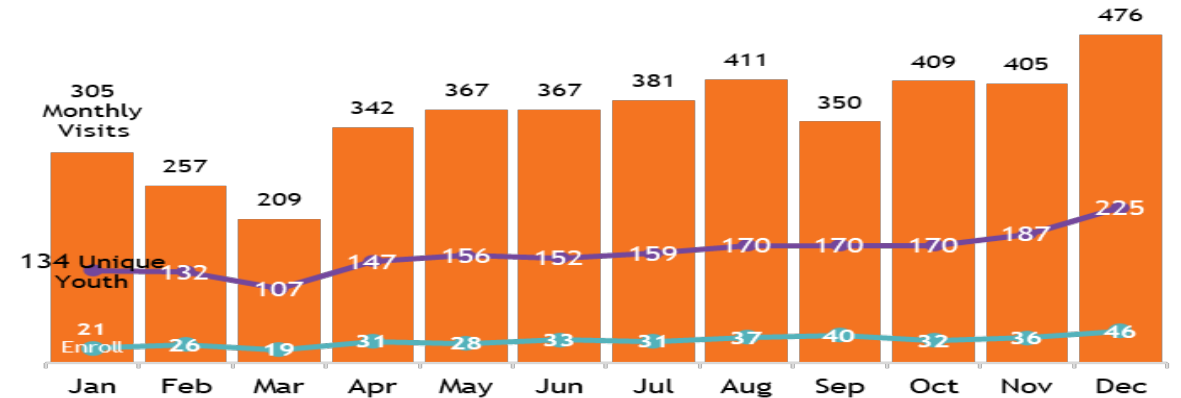
Dollars toward rent supports = **\$8,400**

## Year Over Year H4Y Center Data

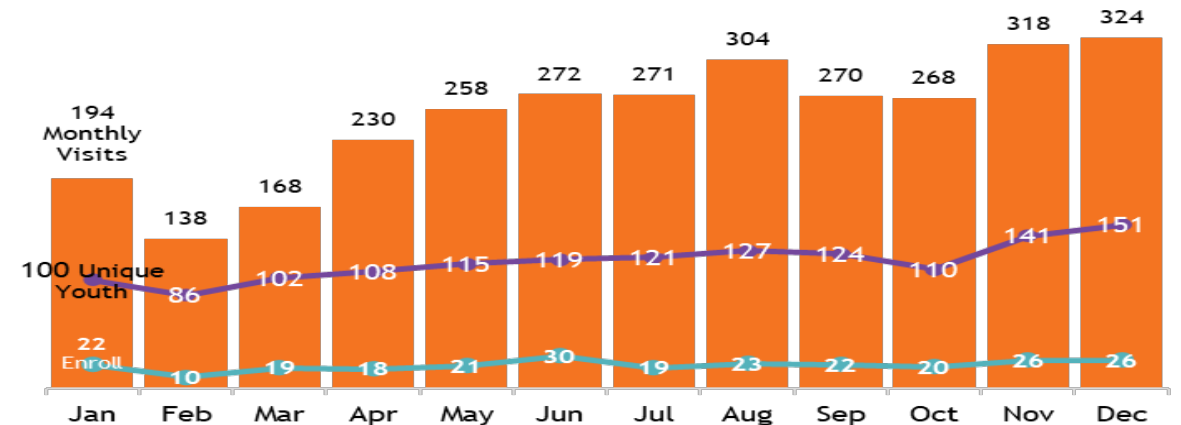
**2025**



**2024**



**2023**





Providing Pathways to End Youth Homelessness

## Program Snapshot June 2025

### HOPE 4 Youth Center Youth Statistics

**549**

H4Y Center  
Visits  
Children Visits = 67  
Total Visits = 616  
YTD Youth Visits = 2910

**221**

Unique  
Youth  
Under 18 = 7  
YTD Youth = 534

**43**

New Enrollments  
YTD = 254

#### H4Y Center Community Referrals

Basic Needs	8
Education	2
Emergency Shelter	5
Employment	4
Financial Assistance	10
Health (physical, mental, etc.) Support	4
Housing	14
Legal Support	3
Parenting Support	1
Domestic Violence	0
<b>Total Community Referrals</b>	<b>51</b>

#### Case Management Services – All Programs

**168 Youth Received 216 Hours of  
Case Management Services**

**76% of Youth Received CM**

***H4Y Center: 207 youth received 1525 basic need supports***

#### H4Y Center On-Site Resources

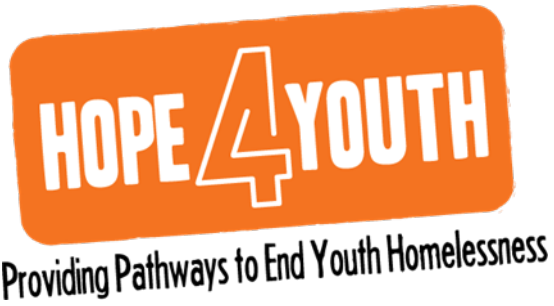
Transportation Supports =	56
Amount of Transportation Supports =	\$1083
Food Shelf Visits =	440
Pounds of Food =	12,969
Clothing Closet Visits =	203
Hygiene Closet Visits =	413
Meals Eaten =	325
On-Site Professional Services =	32

#### H4Y Center Parenting Youth

Number of Children Visits = 67  
Youth w/Children present = 27 (13%)  
Baby Products Provided = 65  
Community Referrals Parenting Support = 1

#### HOPE Place Youth Statistics - 11 youth served

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



## MISSION OUTCOME – June 2025

### Participants Assisted w/Housing Stability = 30

Prevention (assisted in maintaining current housing) = 5

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) = 3

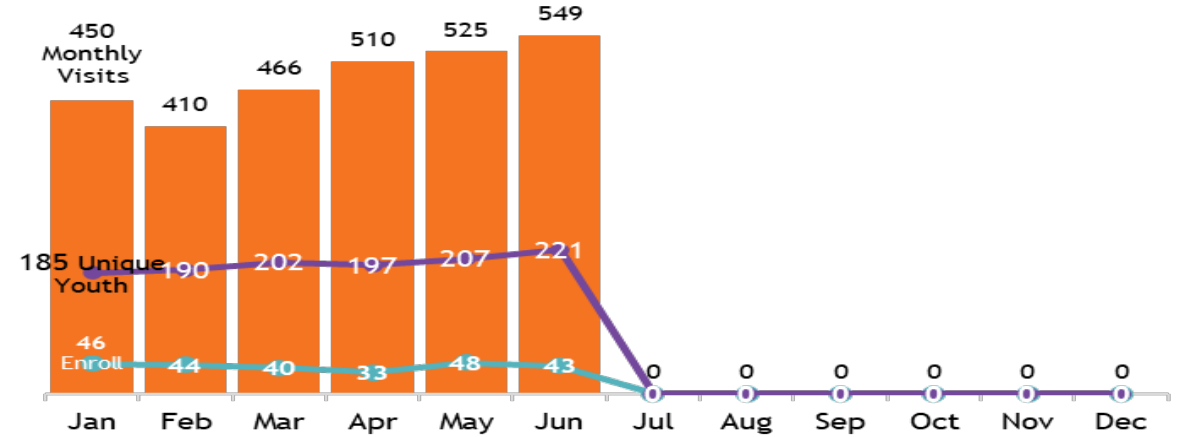
Referrals for Transitional or Permanent Housing = 14

Community Referrals for Emergency Shelter = 5

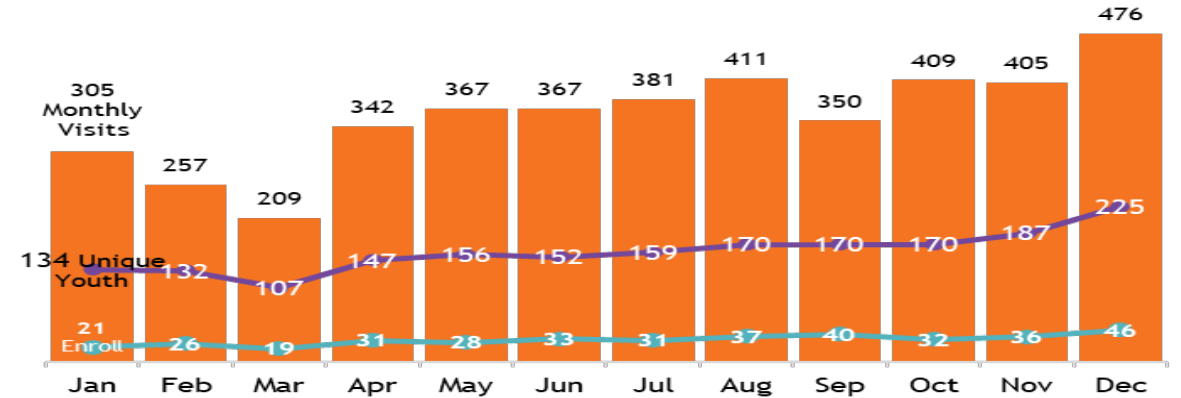
Dollars toward rent supports = **\$12,360**

## Year Over Year H4Y Center Data

2025



2024



2023

