



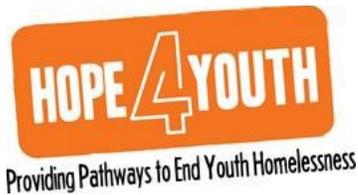
BOARD OF DIRECTORS MEETING

Monday, December 2, 2024

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 (Anna VonRueden) <ul style="list-style-type: none">• Welcome and introduction – Favorite holiday tradition	5:00pm
II. Mission Moment (Julie Cole)	5:10pm
III. Chairman’s Report (Anna) <ul style="list-style-type: none">• Approval of Minutes<ul style="list-style-type: none">○ Questions, discussion, removal• Confirmation of Agenda• Update on Executive Committee	5:15pm
Operational updates: Presentation and Feedback	
IV. Closing out 2024 – A quick recap (LaChelle Williams) <ul style="list-style-type: none">• Building HOPE Project• Operations	5:30pm
V. Program/Committee Update (Mark McNamer Pat Chen)	5:45pm
VI. Finance/Committee Update (Brooke Limanen Don Phillips)	5:55pm
VII. Advancement Update (Nikki Calvin JJ Slag)	6:05pm
<hr/>	
ANNUAL MEETING	6:15pm
I. 2025 Slate of Officers – vote required	
II. Committee Chairs for 2025	
III. Bylaw updates – vote required	
IV. Discuss 2025 Proposed Budget – vote required	
Open Business	
Adjourn	7:00pm



HOPE 4 Youth Board of Directors

Meeting Minutes

Date: Monday, September 23, 2024

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

Board Members Present: Anna VonRueden, Brad Konik, Brad Wise, James Lyght, JJ Slag, Linda Barnum, Liz Cook, Pat Chen, Paul Moore, Steve Nash, Sue Woodard

Board Members Absent: Don Phillips, Krista Benjamin, Julie Cole, LaChelle Williams

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

Minutes:

Call to Order (Anna VonRueden)

- The meeting was called to order at 5:10pm by Anna VonRueden.

Mission Moment (Steve Nash)

- Steve highlighted the success of the Heartland Golf Tournament. The event raised over \$185,000. He congratulated LaChelle and the HOPE 4 Youth staff. He also noted that Heartland Tire had a tour at HOPE Place on September 23, 2024. HOPE 4 Youth has put in a lot of work to rebuild that relationship.

Approval of Agenda and Minutes

- **Motion** made by JJ Slag, seconded by Paul Moore and passed unanimously to approve the July 22, 2024 minutes.
- **Motion** made by Linda Barnum, seconded by Brad Wise, and passed unanimously to confirm the September 23, 2024 agenda.

Board Executive Committee Update (Anna VonRueden)

- Anna highlighted a few agenda items that will be discussed later in the meeting: budget timeline and the donation from Advent Lutheran Church.
- The HOPE 4 Youth team is fully staffed!
- Fox9 is coming out to do a special on HOPE 4 Youth. It's airing on October 20, 2024.
- Six Board Members are coming up on their 3-year term limit. LaChelle will reach out to those members directly.
- A reminder that the Annual Board Meeting will be December 2nd. During the meeting, the Board will vote on the slate of officers. There are open positions for Treasurer, Vice Chair and Secretary. Anna mentioned that there were some modifications made to the bylaws.
- Committee members should think about their visions for 2025 and how to advance the mission.

Strategic Steering Committee Update (Sue Woodward)

- Sue shared that progress is being made on the Risk Management Plan. We are currently in Phase III, Risk Mitigation, and are rating each risk based on probability and impact.
- The Strategic Steering Committee is reviewing and evaluating the following risk categories: facilities/equipment, technology, governance, and operational sustainability.

Operational and Building Update (Steve Nash)

- Steve shared that HOPE 4 Youth still doesn't have any potential sites.
- The organization had a potential site in Fridley, Twin Cities Orthopedics, but they want to lease the building. Leasing is not an option for HOPE 4 Youth right now.
- The City of Coon Rapids approved a Housing Project for Family Promise. We're reaching out to Family Promise to see how they received their approvals and could build in Coon Rapids.
- Brad Wise mentioned that Family Promise had an advocate in the mayor. Family Promise had a great relationship with the city and did a lot of prep work.
- Steve stated HOPE 4 Youth talked to the Mayor of Coon Rapids, Mayor Koch, two years ago, and we were allowed to work with city staff. However, Mayor Koch said that HOPE 4 Youth could not build in Coon Rapids.
- Paul asked if it's a bigger challenge buying property or getting approval? Steve said both. Steve mentioned the criteria HOPE 4 Youth has for the new building.
- Paul asked if there was a deadline for purchasing a new building. Anna and Nikki commented that our deadline to secure a location is December 2027.
- Anna asked if anyone has any connections in the real estate industry to please share.

Financial Report (Brooke Limanen)

- Advent Lutheran Church donated approximately \$135,000 to the building fund from the sale of their building.
- We currently have raised \$415,000 for our future building.
- We are trailing behind in in-kind donations. The team is working on strategies to bridge that gap.
- There was an increase in payroll for the month of August, but this was expected due to grant funding received after budgeting for 2024.
- HOPE 4 Youth has 8.8 months of cash on-hand.
- The Finance Committee is tasked with researching economic trends.
- Brooke noted the balance sheet will stay the same, but we're looking at the operating budget, projected operating budget and the building fund budget.
- Brooke mentioned the Budget Timeline.
- There will be a 10% increase in healthcare costs for staff. Linda also mentioned that property insurance went up 2-3% and general liability insurance went up 10-12%.

Advancement Update (Nikki Kalvin, JJ Slag)

- Nikki noted HOPE 4 Youth is giving out 3000 pounds of food per week. The Summer Kick-Off Challenge raised \$21,820 and brought in 8,753 pounds of food.
- Hunt 4 HOPE, which took place on September 30th, brought in a little over \$55,000.
- Nikki talked about upcoming HOPE 4 Youth events:
 - Darkest Night 4K, Friday, October 4, 2024:
 - Paul, JJ and James will be attending the event. Linda asked to be put down as tentative. Brad Konik, Paul and Don have teams that will be attending.
 - Jason Hackett from KARE 11 will be the emcee.
 - We have a \$10,000 match from the Phillips Family Foundation.
 - Nikki showed the 4K incentives to the Board Members.
 - Out of the Cold, Thursday, November 21, 2024:
 - There will be two locations: Anoka Sheriff's Office and HOPE 4 Youth Center. Volunteers are needed for both sites. The event is from 4:30-7:30 pm. Paul asked how the event works, and Nikki explained how the event runs.
- Nikki talked about an upcoming event benefiting HOPE 4 Youth. This event has its own logo.
 - Clays 4 Youth, Tuesday, October 22, 2024
- Nikki shared the upcoming media happenings:
 - QCTV recording on September 19, 2024
 - Fox 9 Story on September 2, 2024, to be aired on October 20, 2024
 - Noon show with KARE 11, the week of Darkest Night 4K
 - BOB FM radio on October 2, 2024, for Clays 4 Youth
 - Pat wondered what kinds of results HOPE 4 Youth sees from media coverage.

- The HOPE 4 Youth Leadership Team is looking at what the organization can do differently to prevent food insecurity/shortage at the food pantry. The goal is to find partnerships where we can buy food in bulk.
- Nikki is open to ideas. Steve suggested connecting with other organizations similar in size to HOPE 4 Youth to see if they would partner with us to participate in programs to get food in bulk. Paul suggested reaching out to Dr. Alan Goracke from Hope for the Community. JJ has a relationship with Premier Food and would like to set up a meeting and have them take a tour of the HOPE 4 Youth Center. Anna suggested Every Meal. LaChelle met with their Executive Director a couple weeks ago.

Program Update (Mark McNamer, Anna VonRueden, Pat Chen)

- Mark shared the results of the mid-year survey. Ninety-one young people took the survey. We are hoping to get 200 surveys completed by the youth.
- Linda was curious about what types of questions were included on the survey.
- Anna was wondering if there are caps on resources available to the youth.
- The Board was wondering if we are seeing youth outside Anoka County. Yes, we are.
- Mark is predicting 600 youth visits by the end of the year.
- Mark mentioned \$16,000 went toward rent and deposit support.
- Anna talked about the impact of the Northtown Mall shooting. Mark mentioned the indirect relationship the organization had with the young man involved in the shooting.
- Pat asked for talking points around how to respond to negative press.
- Pat also pointed to the record August numbers at the HOPE 4 Youth Center. The HOPE 4 Youth Center staff are feeling the impact.
- One of the goals of the Program Committee is to research how to get youth work ready. We are working to build partnerships with local businesses that are willing to hire our youth.
- 7.5 of the Program Staff positions are covered through government grants.
- Steve stated HOPE 4 Youth's reputation is high with the county.
- The Board discussed ways to show their appreciation to the HOPE 4 Youth Center staff.

Open Business (Anna VonRueden)

- None

Adjourn

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

The meeting ended at 6:38pm.

Respectfully Submitted,

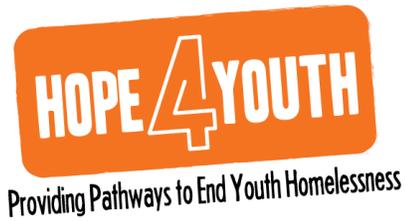
Breanne Patton, Administrative Coordinator

Action Items:

- Begin to reflect on the visions you have for your committee for 2025; think about how to advance HOPE 4 Youth's mission
- Share any connections you have in the real estate industry to advance the search for a new building

Upcoming Events:

- The Darkest Night 4K on Friday, October 4, 2024
- Clays 4 Youth on Tuesday, October 22, 2024
- Out of the Cold on Thursday, November 21, 2024



BUILDING HOPE PROJECT

HOPE 4 Youth Center Reimagined

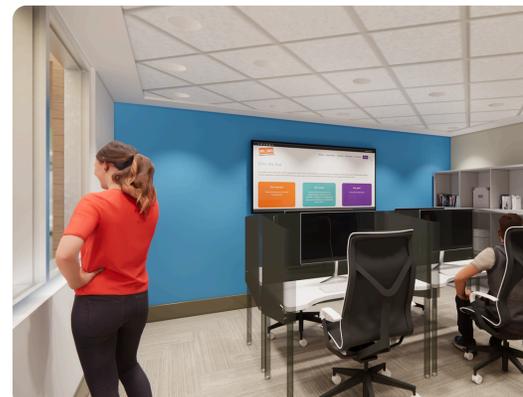
Our ability to support even more young people through our proven strategies is limited by the inability to expand at our current rental facility.

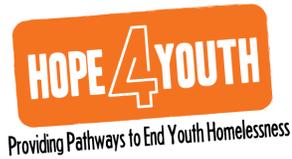
A new HOPE 4 Youth Center in the Anoka County area would double the space available for youth and young families who are homeless or at risk of becoming homeless. A new center would also expand access to our life-changing services that focus on:

- 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 donation
- 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 for our community engagement and support to be under one roof, creating more opportunities for:

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



Providing Pathways to End Youth Homelessness

Program Snapshot September 2024

HOPE 4 Youth Center Youth Statistics

350

H4Y Center Visits
Children Visits = 50
Total Visits = 400
YTD Youth Visits = 2989

170

Unique Youth
Under 18 = 4
YTD Youth = 493

39

New Enrollments
YTD = 264

H4Y Center Community Referrals

Basic Needs	3
Education	3
Emergency Shelter	5
Employment	1
Financial Assistance	14
Health (physical, mental, etc.) Support	7
Housing	13
Legal Support	2
Parenting Support	0
Domestic Violence	0

Total Community Referrals 48

Case Management Services – All Programs

142 Youth Received 200 Hours of Case Management Services

H4Y Center: 133 (78%) - youth received CM
H4Y Center: 159 (94%) - youth received basic needs supports

H4Y Center On-Site Resources

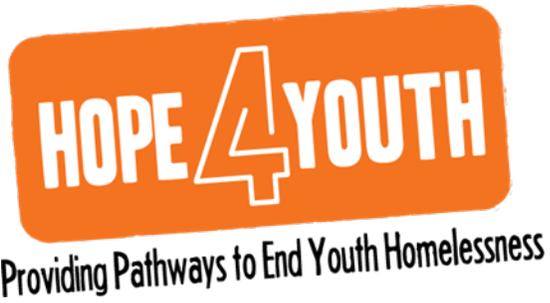
Transportation Supports =	25
Amount of Transportation Supports =	\$440
Food Shelf Visits =	278
Clothing Closet Visits =	129
Hygiene Closet Visits =	232
Meals Eaten =	192
On-Site Professional Services =	17

HOPE Place Youth Statistics - 11 youth served

1 open units, 2 move-out, 2 move in
7 residents continue to work on a career path (childcare, retail management, retail, industrial manufacturing, mental health specialist)
9 residents are working (5 FT, 4 PT)
3 enrolled in post-secondary education
1 enrolled in full-time High School
1 enrolled in GED Program
1 enrolled in Adult Diploma Program
6 are receiving health support (physical, mental)
10/10 passed monthly room checks

H4Y Center Parenting Youth

Number of Children Visits = 50
Youth w/Children present = 27 (16%)
Baby Products Provided = 18
Community Referrals Parenting Support = 0



MISSION OUTCOME – September 2024

Participants Assisted w/Housing Stability = 33

Prevention (assisted in maintaining current housing) = 7

Rapid Rehousing (assisted in finding permanent housing) = 2

H4Y Housing Stability Assistance (rent and deposits) = 2

HOPE Place New Resident = 2

HOPE Place Successful Completion = 1

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

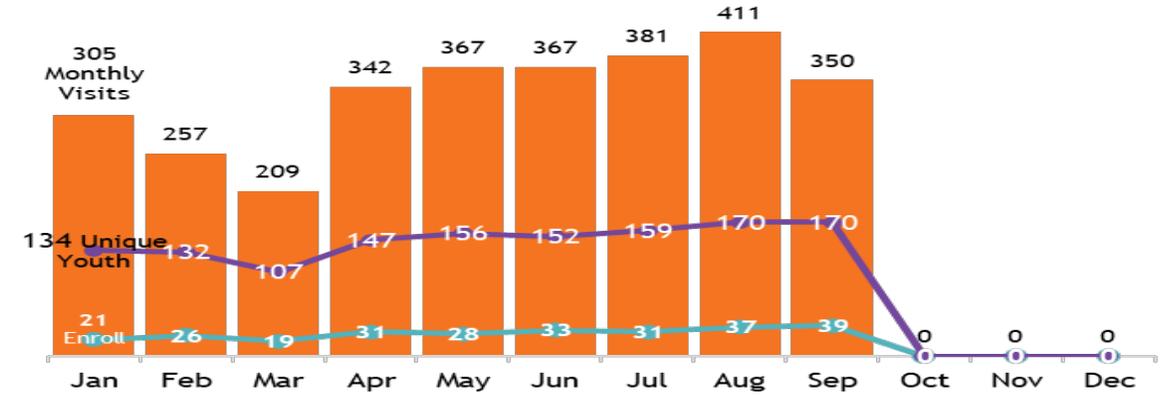
Referrals for Transitional or Permanent Housing = 13

Community Referrals for Emergency Shelter = 5

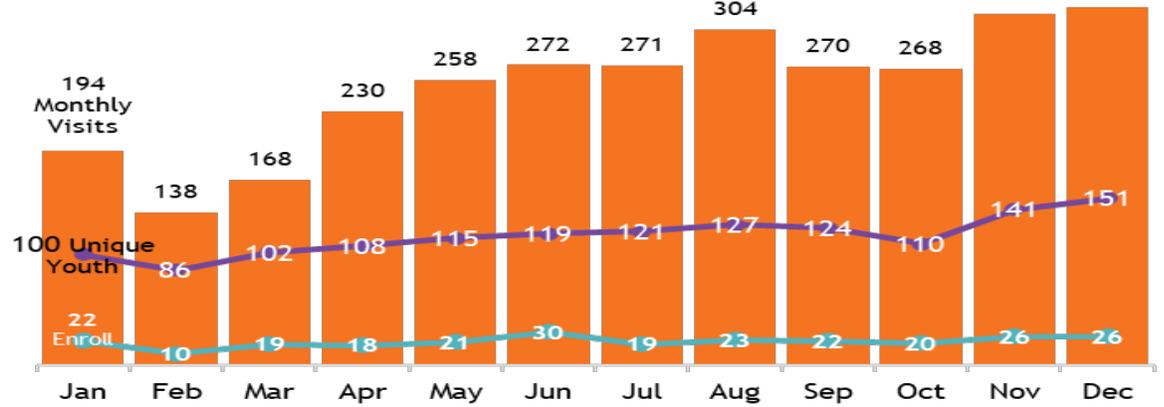
Dollars toward rent supports = **\$12,688**

Year Over Year H4Y Center Data

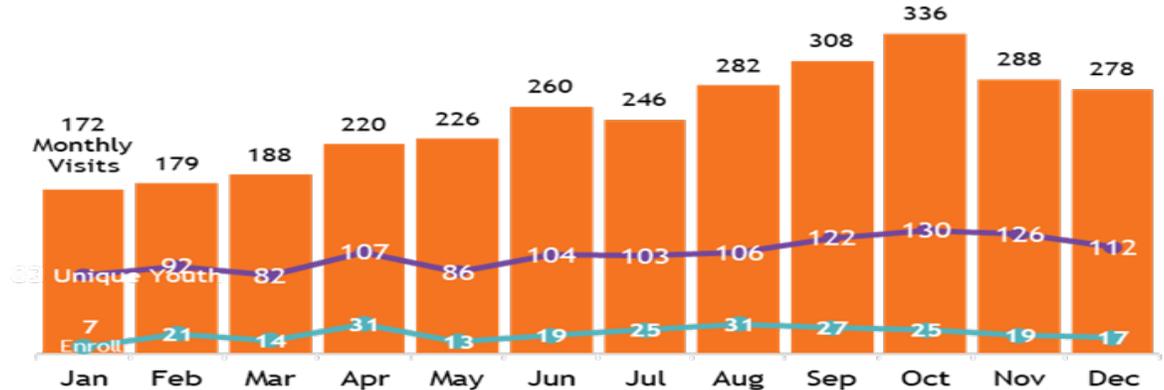
2024



2023



2022





Providing Pathways to End Youth Homelessness

Program Snapshot October 2024

HOPE 4 Youth Center Youth Statistics

409

H4Y Center Visits
Children Visits = 85
Total Visits = 494
YTD Youth Visits = 3398

170

Unique Youth
Under 18 = 8
YTD Youth = 530

31

New Enrollments
YTD = 296

H4Y Center Community Referrals

Basic Needs	6
Education	2
Emergency Shelter	4
Employment	3
Financial Assistance	4
Health (physical, mental, etc.) Support	1
Housing	11
Legal Support	0
Parenting Support	0
Domestic Violence	1
Total Community Referrals	32

Case Management Services – All Programs

140 Youth Received 297 Hours of Case Management Services

H4Y Center: 128 (75%) - youth received CM
H4Y Center: 164 (97%) - youth received basic needs supports

H4Y Center On-Site Resources

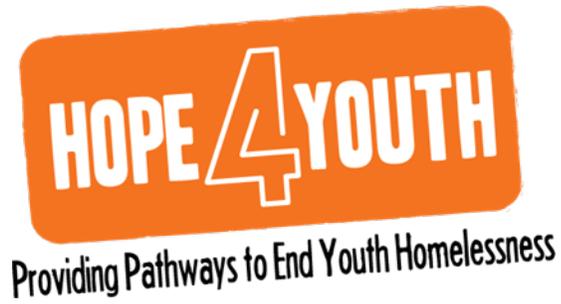
Transportation Supports =	36
Amount of Transportation Supports =	\$575
Food Shelf Visits =	339
Clothing Closet Visits =	178
Hygiene Closet Visits =	318
Meals Eaten =	233
On-Site Professional Services =	24

H4Y Center Parenting Youth

Number of Children Visits = 85
Youth w/Children present = 42 (25%)
Baby Products Provided = 39
Community Referrals Parenting Support = 0

HOPE Place Youth Statistics - 11 youth served

1 open units, 0 move-out, 1 move in
4 residents continue to work on a career path (retail management, retail, mental health specialist)
7 residents are working (4 FT, 3 PT)
3 enrolled in post-secondary education
1 enrolled in full-time High School
2 enrolled in GED Program
1 enrolled in Adult Diploma Program
5 are receiving health support (physical, mental)
10/11 passed monthly room checks



MISSION OUTCOME – October 2024

Participants Assisted w/Housing Stability = 28

Prevention (assisted in maintaining current housing) = 8

Rapid Rehousing (assisted in finding permanent housing) = 2

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) = 1

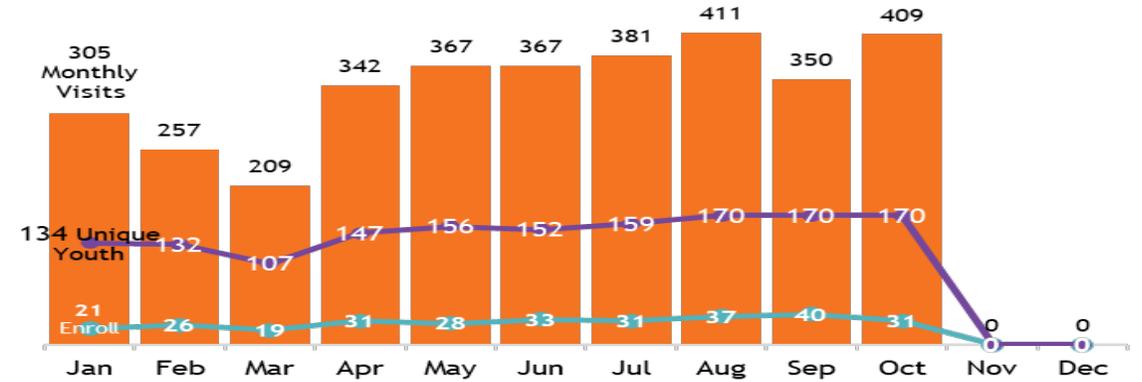
Referrals for Transitional or Permanent Housing = 11

Community Referrals for Emergency Shelter = 4

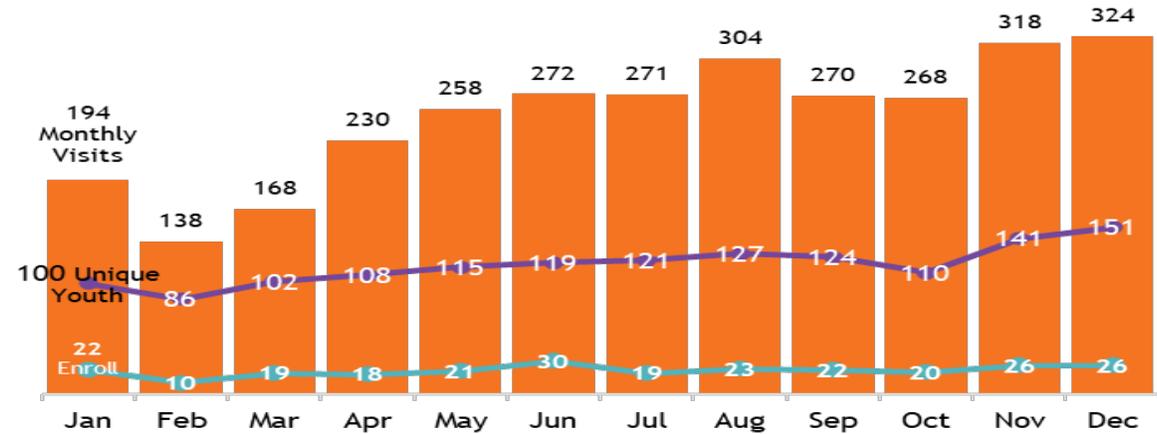
Dollars toward rent supports = **\$14,705**

Year Over Year H4Y Center Data

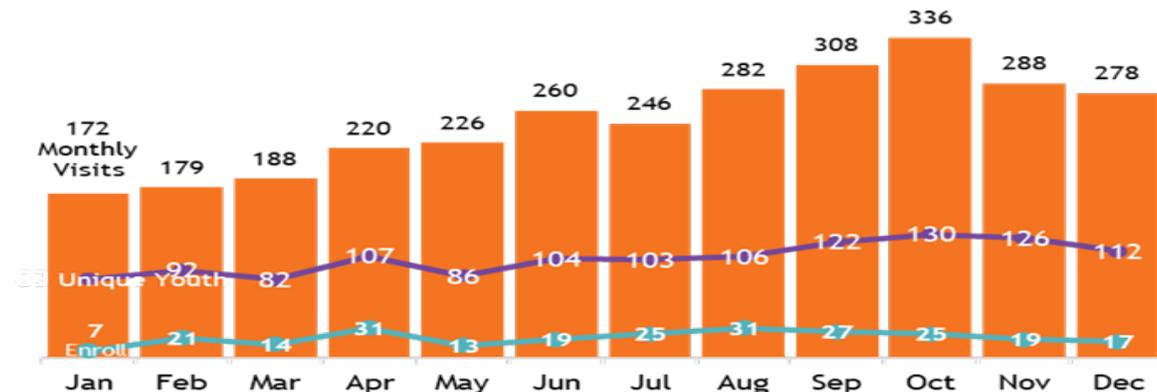
2024

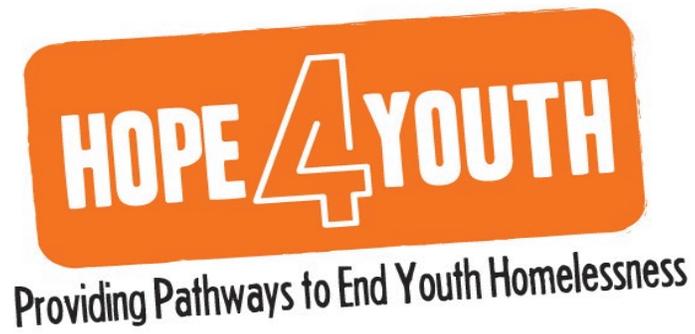


2023



2022





**Fiscal Year 2024
Financial Statements
as of September 30, 2024**

Statement of Financial Position
September 2024

Comments

Assets		
Cash and Cash Equivalents	365,128	
Board Designated Operating Reserve	275,146	
Building Fund	266,750	Building Campaign budget-Lynn J Parrott Estate and Advent Lutheran Church
Receivables	139,160	GRH, OEO, FHPAP, Rent
Prepaid Expenses	33,697	
Inventory & Other Assets	54,120	
Investments-General	174,178	Treasury Bills
Investments-Building Campaign	150,000	Treasury Bills
Property and Equipment, net	1,315,044	
Total Assets	2,773,223	
Liabilities		
Accounts Payable & Other Accrued Liabilities	87,851	Payroll liabilities, credit card
Total Liabilities	87,851	
Net Assets		
Unrestricted-Undesignated	2,476,788	
Unrestricted-Board Designated Operating Reserve	275,146	
Temporarily Restricted	491	Ratfield Scholarship
Current Year Net Surplus(Deficit)	(67,053)	
Total Net Assets	2,685,373	
Total Liabilities & Net Assets	2,773,223	

Statement of Activity
September 2024

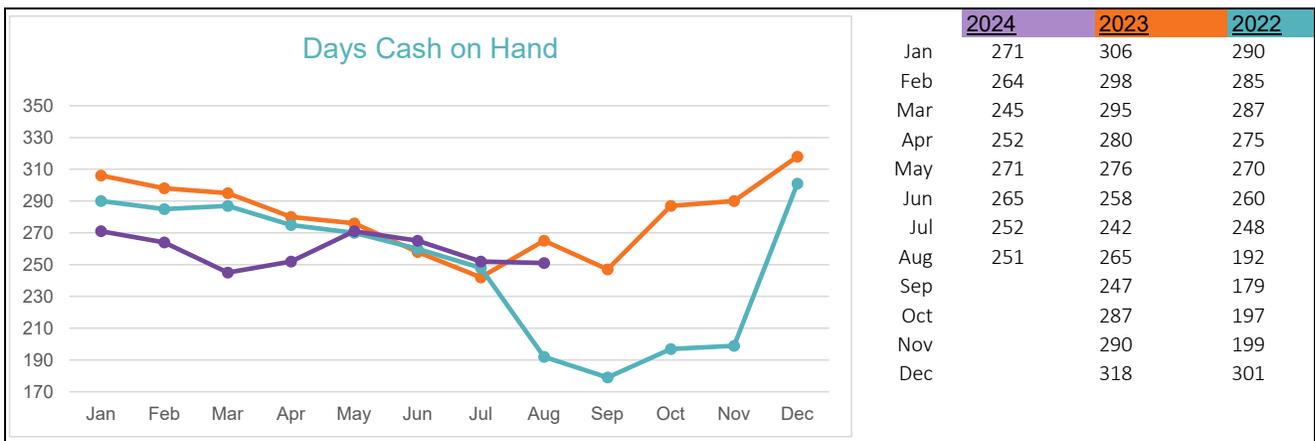
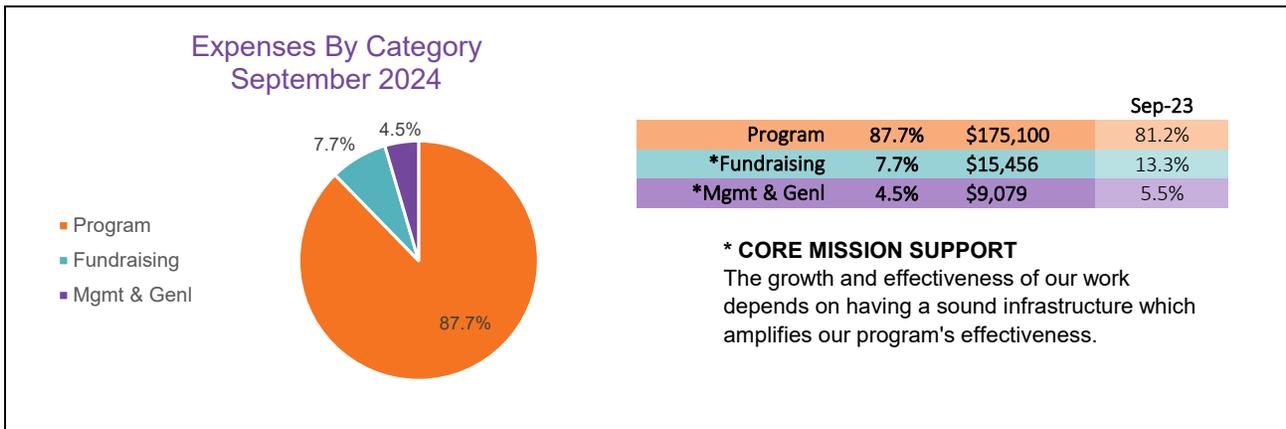
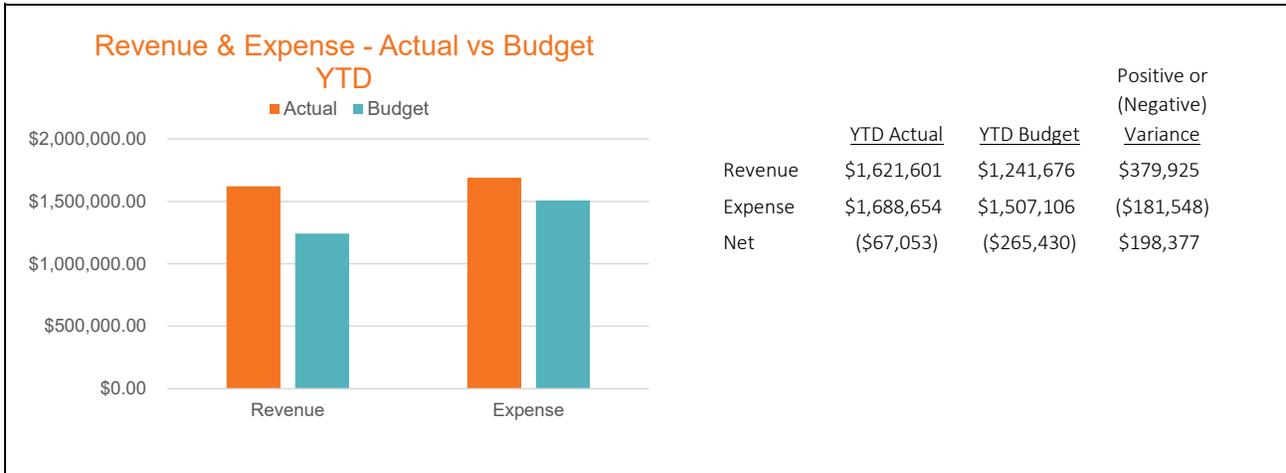
	Actual	Budget	Actual to Budget Variance	Act to Bud Variance Comments
Ordinary Income/Expense				
Income				
DONATIONS, GIFTS, & GRANTS	92,934	77,033	15,901	Increase in grant funding, quarterly OJP funds
INVSTMT INC & OTHR GAIN(LOSS)	4,802	3,166	1,636	
OTHER SUPPORT	14,715	6,955	7,760	Multiple Community Drives and positive response to top needs
PROGRAM SERVICE FEES	8,502	10,600	(2,098)	Uncollected rent for Q3
SPECIAL EVENTS	21,470	27,900	(6,430)	Event funds coming in later than budgeted
Total Income	142,423	125,654	16,769	
Expense				
BULDING & FACILITIES EXPENSE	9,384	9,915	(531)	
CONTRACTED SRV & PROF FEES	15,195	15,175	20	
DEPRECIATION EXPENSE.	4,245	4,175	70	
INSURANCE.	3,398	3,416	(18)	
LICENSES-MEMBRSHPS-DUES-FEES	3,587	3,854	(267)	
PAYROLL, TAXES, & BENEFITS	96,487	88,564	7,923	Role additions due to unbudgeted grant funding-see 2024 Budget Assumptions
POSTAGE, MAILING, & DELIVERY	0	363	(363)	
PRINTING & PROMOTION EXPENSE	614	1,249	(635)	
PROGRAM EXPENSES (YOUTH SUPPORT)	41,399	14,734	26,665	Utilizing grant funds
STAFF, BOARD, & VOLUTEER EXP	1,829	1,733	96	
SUPPLIES & MINOR EQUIPMT	308	1,417	(1,109)	
TRAVEL & TRANSPORTATION	729	500	229	
Total Expense	177,174	145,095	32,079	
Net Income	(34,751)	(19,441)	(15,310)	
Other Support - Contra Account	22,461			Due to 2024 value adjustment

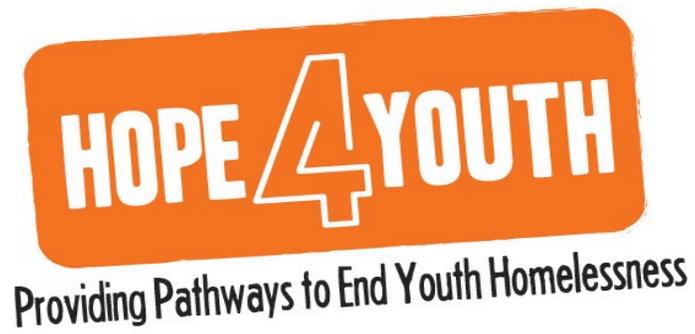
Statement of Revenue and Expense

Fiscal Year 2024 - through September 30, 2024

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Over(Under) YTD Budget</u>	<u>Full Year Budget</u>	<u>Notes</u>
Revenue					
Donations, Gifts, and Grants	1,021,334	761,987	259,347	1,369,385	Grant funding and Donations from the Lynn J Parrott Estate and Advent Lutheran-new building
Investment & Other Income	22,293	28,494	(6,201)	38,000	Disposal of Assets - HOPE Place flooring replacement
Inkind Contributions	116,185	109,990	6,195	150,190	Updated value adjustment of in-kind donations
Program Service Revenue	110,722	107,400	3,322	143,200	
Special Events, net	<u>202,233</u>	<u>233,805</u>	<u>(31,572)</u>	<u>294,505</u>	Event funds coming in later than budgeted
	<u>1,472,767</u>	<u>1,241,676</u>	<u>231,091</u>	<u>1,995,280</u>	
Expense					
Building and Facilities Expense	83,422	93,486	(10,064)	124,875	Expenses less than budgeted due to change in housekeeping at the center and lack of snow
Contracted Srvs & Professional Fees	175,776	173,637	2,139	224,828	
Depreciation Expense	36,202	37,023	(821)	49,548	
Insurance	27,952	27,144	808	37,392	
Licenses, Membrshps, Dues, & Fees	31,341	37,987	(6,646)	49,011	Did not see the increase in membership dues that were expected
Payroll, Taxes, and Benefits	898,452	889,298	9,154	1,154,999	Role additions due to unbudgeted grant funding- see 2024 Budget Assumptions
Postage, Mailing & Delivery	469	5,374	(4,905)	9,000	
Printing and Promotion Expenses	10,233	12,475	(2,242)	16,800	
Program Expenses (Youth Support)	250,973	203,932	47,041	287,665	Utilizing FHPAP Grant funding and updated valuation of in kind donations
Staff, Board, & Volunteer Expense	13,245	14,597	(1,352)	20,500	
Supplies and Equipment	7,439	7,753	(314)	10,000	
Travel and Transportation	<u>4,316</u>	<u>4,400</u>	<u>(84)</u>	<u>5,800</u>	
	<u>1,539,820</u>	<u>1,507,106</u>	<u>32,714</u>	<u>1,990,419</u>	
Net Surplus(Deficit)	<u>(67,053)</u>	<u>(265,430)</u>	<u>198,377</u>	<u>4,861</u>	
Other Support - Contra Account	<u>148,834</u>				Due to 2024 value adjustment

HOPE 4 Youth Financial Dashboard -September 2024





Fiscal Year 2024
Financial Statements
as of October 31, 2024

**Statement of Financial Position
October 2024**

Comments

Assets		
Cash and Cash Equivalents	352,664	
Board Designated Operating Reserve	276,419	
Building Fund	267,597	Building Campaign budget-Lynn J Parrott Estate and Advent Lutheran Church
Receivables	126,195	GRH, OEO, FHPAP, Rent
Prepaid Expenses	31,504	
Inventory & Other Assets	54,120	
Investments-General	175,276	Treasury Bills
Investments-Building Campaign	150,000	Treasury Bills
Property and Equipment, net	1,311,100	
Total Assets	2,744,874	
Liabilities		
Accounts Payable & Other Accrued Liabilities	70,872	Payroll liabilities, credit card
Total Liabilities	70,872	
Net Assets		
Unrestricted-Undesignated	2,469,006	
Unrestricted-Board Designated Operating Reserve	276,419	
Temporarily Restricted	7,000	Ratfield Scholarship
Current Year Net Surplus(Deficit)	(78,423)	
Total Net Assets	2,674,002	
Total Liabilities & Net Assets	2,744,874	

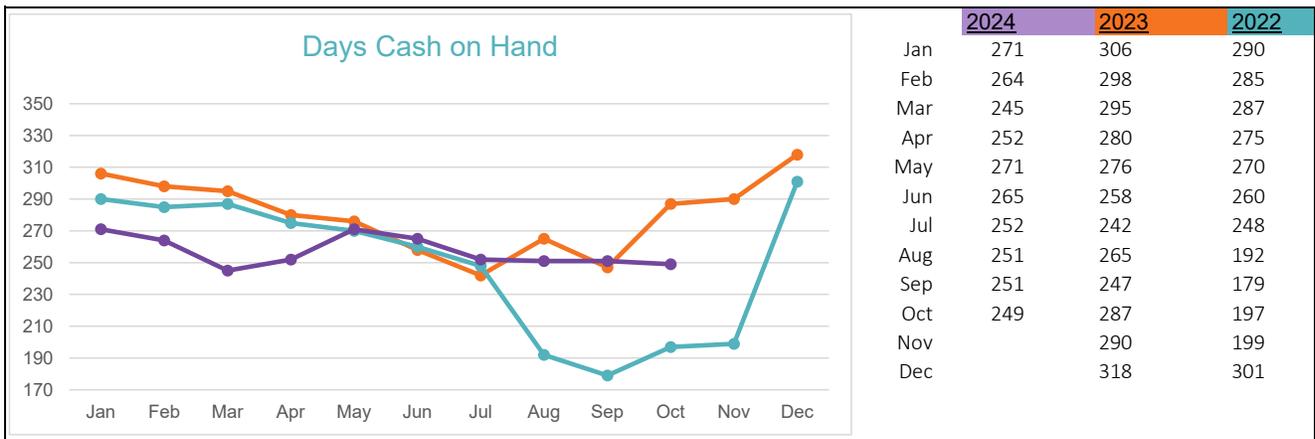
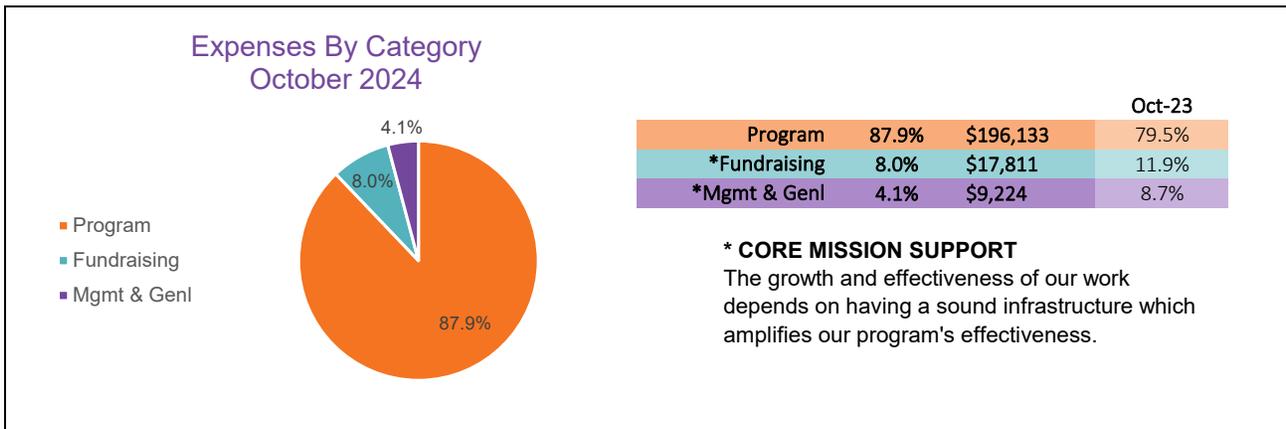
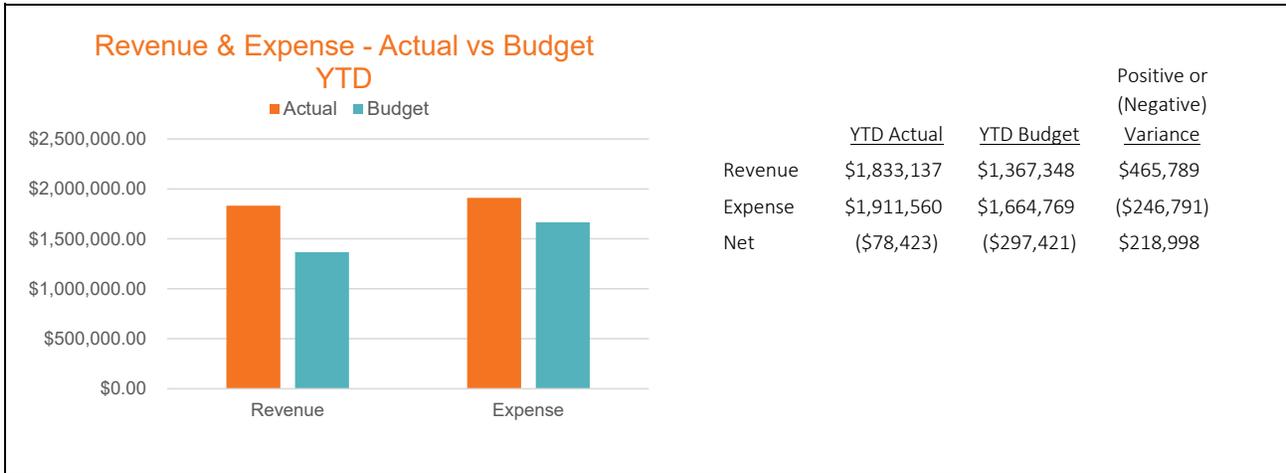
**Statement of Activity
October 2024**

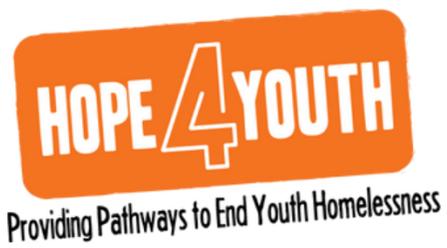
	Actual	Budget	Actual to Budget Variance	Act to Bud Variance Comments
Ordinary Income/Expense				
Income				
DONATIONS, GIFTS, & GRANTS	101,231	76,106	25,125	Increase in grant funding, quarterly OJP funds
INVSTMT INC & OTHR GAIN(LOSS)	3,693	3,166	527	
OTHER SUPPORT	23,134	12,400	10,734	Multiple Community Drives and positive response to top needs
PROGRAM SERVICE FEES	17,644	12,600	5,044	Increase in Supplemental services we can bill for and more residents qualifying for full GRH
SPECIAL EVENTS	26,631	21,400	5,231	Event funds coming in later than budgeted
Total Income	172,332	125,672	46,660	
Expense				
BULDING & FACILITIES EXPENSE	11,420	10,453	967	
CONTRACTED SRV & PROF FEES	18,758	20,365	(1,607)	
DEPRECIATION EXPENSE.	3,944	4,175	(231)	
INSURANCE.	3,624	3,416	208	
LICENSES-MEMBRSHPS-DUES-FEES	3,235	3,796	(561)	
PAYROLL, TAXES, & BENEFITS	90,473	88,564	1,909	Role additions due to unbudgeted grant funding-see 2024 Budget Assumptions
POSTAGE, MAILING, & DELIVERY	1,112	400	712	
PRINTING & PROMOTION EXPENSE	919	650	269	
PROGRAM EXPENSES (YOUTH SUPPORT)	46,855	22,194	24,661	Utilizing grant funds and increase in donation of goods
STAFF, BOARD, & VOLUTEER EXP	1,157	2,733	(1,576)	
SUPPLIES & MINOR EQUIPMT	253	417	(164)	
TRAVEL & TRANSPORTATION	216	500	(284)	
Total Expense	181,966	157,663	24,303	
Net Income	(9,634)	(31,991)	22,357	
Other Support - Contra Account	41,202			Due to 2024 value adjustment

Statement of Revenue and Expense
Fiscal Year 2024 - through October 31, 2024

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Over(Under) YTD Budget</u>	<u>Full Year Budget</u>	<u>Notes</u>
Revenue					
Donations, Gifts, and Grants	1,121,072	838,093	282,979	1,369,385	Grant funding and Donations from the Lynn J Parrott Estate and Advent Lutheran-new building
Investment & Other Income	25,986	31,660	(5,674)	38,000	Disposal of Assets - HOPE Place flooring replacement
Inkind Contributions	139,319	122,390	16,929	150,190	Updated value adjustment of in-kind donations
Program Service Revenue	128,360	120,000	8,360	143,200	Increase in Supplemental services we can bill for and more residents qualifying for full GRH
Special Events, net	228,364	255,205	(26,841)	294,505	A couple of our events did not perform as expected
	<u>1,643,101</u>	<u>1,367,348</u>	<u>275,753</u>	<u>1,995,280</u>	
Expense					
Building and Facilities Expense	94,841	103,939	(9,098)	124,875	Expenses less than budgeted due to change in housekeeping at the center and lack of snow
Contracted Srvs & Professional Fees	194,534	194,002	532	224,828	
Depreciation Expense	40,146	41,198	(1,052)	49,548	
Insurance	31,576	30,560	1,016	37,392	
Licenses, Membrshps, Dues, & Fees	34,576	41,783	(7,207)	49,011	Did not see the increase in membership dues that were expected
Payroll, Taxes, and Benefits	988,925	977,862	11,063	1,154,999	Role additions due to unbudgeted grant funding- see 2024 Budget Assumptions
Postage, Mailing & Delivery	1,582	5,774	(4,192)	9,000	
Printing and Promotion Expenses	11,153	13,125	(1,972)	16,800	
Program Expenses (Youth Support)	297,596	226,126	71,470	287,665	Utilizing FHPAP Grant funding and updated valuation of in kind donations
Staff, Board, & Volunteer Expense	14,403	17,330	(2,927)	20,500	
Supplies and Equipment	7,692	8,170	(478)	10,000	
Travel and Transportation	4,501	4,900	(399)	5,800	
	<u>1,721,524</u>	<u>1,664,769</u>	<u>56,755</u>	<u>1,990,419</u>	
Net Surplus(Deficit)	<u>(78,423)</u>	<u>(297,421)</u>	<u>218,998</u>	<u>4,861</u>	
Other Support - Contra Account	190,036				Due to 2024 value adjustment

HOPE 4 Youth Financial Dashboard -October 2024





ADVANCEMENT SNAPSHOT SEPTEMBER 2024

DONATIONS: \$92,934

Individual giving is on track, Civic and Faith continue to exceed which is a trend this year; events are on track for the month. Special asks for food pantry \$3000 from Arrow Giving and Centennial Football Boosters.

	Actuals	Budgeted
Individuals	\$14,331	\$14,318
Civic & Faith Based	\$1,162	\$4,504
Corporations	\$4,036	\$21,742
Foundations	\$2,000	\$0
Events	\$21,470	\$27,900
Government	\$71,405	\$36,469

VOLUNTEER AND IN KIND DONATIONS

493
TOTAL HOURS

2,850 LBS of Food Donated
8 New Volunteers
8 Donation Drives Completed
24 # of Speaking Engagements

SOCIAL MEDIA STATISTICS

39,582

IMPRESSIONS

of times content appears in front of user.

2,113

ENGAGEMENT

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

396

AVERAGE REACH

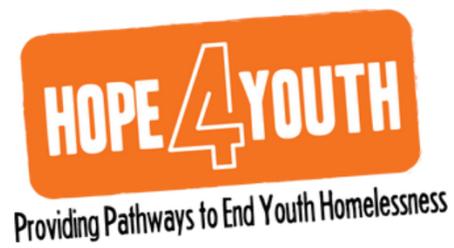
Average # of unique users per post

103

POSTS

SPECIAL ADVANCEMENT UPDATES:

- Special thank you to Arrow Giving and Centennial Football Boosters for \$3,000 to support our food pantry.
- Community Events: Ramsey Happy Days, Carlson Toyota Family Fun Day, Konikfest
- Media Events: QCTV airing in Oct., KARE 11, BOB FM, and filmed for Fox 9 airing on Oct. 20th.
- Benefiting H4Y Event: Hunt 4 HOPE



ADVANCEMENT SNAPSHOT OCTOBER 2024

DONATIONS: \$101,230

We continue to see Civic and Faith trending higher this year while Individual Giving is flat/ slightly lower to date, but we may see that change once annual appeal hits mailboxes.

	Actuals	Budgeted
Individuals	\$14,860	\$20,645
Civic & Faith Based	\$3,893	\$6,799
Corporations	\$11,232	\$7,000
Foundations	\$20,000	\$10,000
Events	\$46,135	\$44,400
Government	\$51,244	\$31,622

VOLUNTEER AND IN KIND DONATIONS

752
TOTAL HOURS

- 3,352 LBS** of Food Donated
- 3** New Volunteers
- 16** Donation Drives Completed
- 39** # of Speaking Engagements

SOCIAL MEDIA STATISTICS

58,178
IMPRESSIONS
of times content appears in front of user.

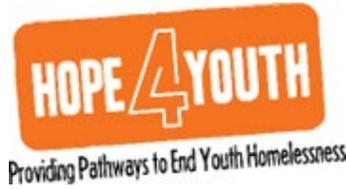
4,810
ENGAGEMENT
of times a user saved, commented, reacted, shared, or clicked on content.

435
AVERAGE REACH
Average # of unique users per post

123
POSTS

SPECIAL ADVANCEMENT UPDATES:

- H4Y Events: The Darkest Night 4K
- Community Events: SMW Credit Union Giveback Day, Anoka Hennepin Credit Union Giveback Day, UNFI onsite
- Special Initiatives: Spoke on Kare 11 at noon, BOBFM Radio twice, Fox 9 Story covering Nevin
- Benefiting H4Y Event: Clays 4 Youth



HOPE 4 Youth Annual Board Meeting Proxy Vote Card

As stated in Article 4, Section 4.5 of HOPE 4 Youth's Board Bylaws, "...the presence of two-thirds (2/3) of the members of the Board of Directors shall constitute a quorum for the transaction of business." HOPE 4 Youth recognizes and values the voice of all Board of Directors. The proxy voting card was created to give each Board of Director the opportunity to vote whether they attend the Annual Board Meeting in-person, virtually, or if they are absent from the meeting.

The Board of Directors will be asked to vote on the 2025 Slate of Officers, 2025 Board Bylaws and 2025 Proposed Budget.

1. 2025 Slate of Officers

For Against Abstain

- 1) Julie Cole, Chairperson
- 2) Krista Benjamin, Vice Chairperson
- 3) Linda Barnum, Secretary
- 4) James Lyght, Treasurer

2. 2025 Board Bylaws

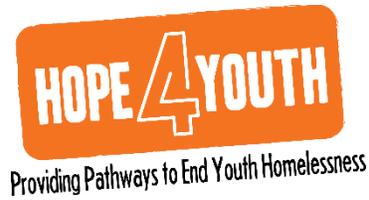
For Against Abstain

3. 2025 Proposed Budget

For Against Abstain

Print Name: _____

Signature: _____ Date: _____



2025 Slate of Officers

- **Chairperson:** Julie Cole
 - **Vice Chairperson:** Krista Benjamin
 - **Secretary:** Linda Barnum
 - **Treasurer:** James Lyght
 - **Past Chair:** Anna VonRueden
-
- **Executive Committee Chairperson:** Julie Cole
 - **Development Committee Chairperson:** Paul Moore
 - **Program Committee Chairperson:** Pat Chen
 - **Finance Committee Chairperson:** James Lyght
 - **Strategic Steering Committee Chairperson:** Sue Woodard
 - **Building Committee:** Steve Nash

**BYLAWS OF
HOPE 4 YOUTH**

ARTICLE 1: OFFICES

The registered office of the corporation shall be as stated in the Articles of Incorporation. The corporation may have offices at such other places as the Board of Directors may determine.

ARTICLE 2: MEMBERS

There shall be no members of the corporation; provided, however, that the Board may designate individuals who have demonstrated extraordinary commitment to the purposes for which the corporation was formed to be honorary members of the corporation. Individuals so designated shall have no rights, voting or otherwise, with respect to any matter concerning the corporation.

ARTICLE 3: BOARD OF DIRECTORS

Section 3.1. General Powers.

The business and affairs of the corporation will be managed under the direction of the Board of Directors. The Board may adopt rules and regulations for the conduct of their meetings and the governance of the corporation, not inconsistent with law, the Articles of Incorporation, or these Bylaws and may, in the execution of its powers, delegate certain authority and responsibility to the Executive Committee.

Section 3.2. Number.

The Board of Directors shall consist of not less than five (5) nor more than twenty five (25) directors.

Section 3.3. Qualifications.

Each director shall be a minimum of eighteen (18) years of age and shall hold office until expiration of his or her term and until his or her successor shall have been elected and shall have qualified, or until his or her death, resignation, removal, or disqualification. No current employee, client, or consultant of HOPE 4 Youth may serve as a member of the Board of Directors.

Section 3.4. Term of Office.

The term of office for all directors shall be three (3) years. At the end of each term, there will be an option to renew for another term. No Board member shall serve more than nine (9) consecutive years

without Executive Committee approval. Board terms shall be staggered so that the terms of approximately one-third of the directors' terms shall expire each year. The Board of Directors shall make appropriate arrangements to accomplish the staggering of terms.

Section 3.5. Compensation.

Directors shall not be compensated for services rendered to the corporation in their capacity as directors. A director may, however, be reimbursed for costs and expenses incurred for travel or other purposes for the advancement of the objectives of the corporation.

Section 3.6. Conflict of Interest.

A conflict-of-interest policy will be established and reviewed annually by the Board of Directors and key employees of the organization. Each Director shall sign a conflict-of-interest form on an annual basis.

Section 3.7. Resignation and Removal.

Any director may resign at any time, effective either immediately or at a specified later date, by written resignation delivered, emailed, or mailed to the Chair. Any director may be removed, with or without cause, except for unlawful reasons, upon the affirmative vote of two-thirds (2/3) of the entire Board of Directors.

Section 3.8. Vacancies.

Vacancies on the Board of Directors— whether caused by death, resignation, removal, disqualification, or otherwise—shall be filled by majority vote of the remaining directors, though less than a quorum of the Board. Each director appointed to fill a vacancy shall hold office for the unexpired portion of the vacancy term.

Any director who shall have been absent, without excuse, from three (3) consecutive regular meetings of the Board of Directors shall automatically vacate the seat on the Board and the vacancy shall be filled as prescribed in this Section 3.7. The Board of Directors may, however, consider the circumstances of such absences and may expressly waive such absences by affirmative vote of a majority of its members at a duly called meeting at which a quorum is present.

A public servant director will be excused from abiding to the attendance regulation. However, it is preferred that the public servant is as dedicated as permissible and to be an “active director” in any and all ways possible.

Section 3.9. Transferability.

A member may not voluntarily or involuntarily transfer his or her membership or any right arising

therefrom.

ARTICLE 4: MEETINGS OF BOARD OF DIRECTORS

Section 4.1. Annual Meetings.

An annual meeting of the Board of Directors shall be held each year, on a date and at a time and place established by the Chair of the Board. The purpose of the annual meeting shall be to receive a report on the operations of the corporation, elect Board members and Committee Chairs, elect officers for the ensuing year, and transact any other business that may properly come before the meeting.

Section 4.2. Regular Meetings.

Regular meetings of the Board of Directors shall be held at least quarterly throughout the calendar year, at places and times established by the Chair of the Board.

Section 4.3. Special Meetings.

A special meeting of the Board of Directors may be held on the call of the Chair of the Board, at the place, time, and location determined by the Chair in the notice of the meeting, or by written petition delivered to the Secretary and signed by any three (3) members of the Board, at a place and time (not later than 60 days after receipt by the Secretary of the petition) designated by the Chair, in the notice of the meeting.

Section 4.4. Notice of Meetings.

Notice of the place, time, and purpose of any Board of Directors meeting shall either be delivered personally, by email, telephone, or be sent to each director by first class mail, addressed to the director either at his or her address shown in the records of the corporation, or, if his or her address is not shown in the records or is not readily ascertainable, to the place where the principal office of the corporation is located. The notices shall be mailed or delivered at least five (5) days before the meeting.

Section 4.5. Quorum.

Except as otherwise specifically provided for in these Bylaws, the presence of two-thirds (2/3) of the members of the Board of Directors shall constitute a quorum for the transaction of business. If a quorum is initially present at a meeting of the Board of Directors, the directors present may continue to transact business, notwithstanding the loss of a quorum by a withdrawal of directors, provided that any action thereafter is approved by at least a majority of the required quorum for the meeting, or a greater number by law, the Articles of Incorporation, or these Bylaws.

Section 4.6. Participation by Telephone Conference Call or Other Telepresence Means.

A meeting may be held among directors, or members of any committee designated by the Board of Directors, by any means of communication through which the participants may simultaneously hear each other during the conference. This constitutes a meeting of the Board or the committee, as the case may be, if the same notice is given of the conference as would be required for a meeting, and if the number of persons participating in the conference would be sufficient to constitute a quorum at the meeting. A director or committee member may participate in any meeting by any means of communication through which he or she, other persons so participating, and all persons physically present at the meeting may simultaneously hear each other during the meeting. Participation in a meeting by either of the foregoing means constitutes personal presence at the meeting.

Section 4.7. Waiver of Notice.

Notice of any meeting of the Board of Directors may be waived by any director before, at, or after the meeting in writing or orally. Attendance by a director at a meeting is waiver of notice of that meeting, except where the director objects at the beginning of the meeting to the transaction of business because the meeting is not lawfully called or convened and does not participate thereafter in the meeting.

Section 4.8. Voting.

At all meetings of the Board of Directors, each director shall have one vote. The Board shall take action by the affirmative vote of a majority of directors present at a duly held meeting, except where the affirmative vote of a larger proportion or number is required by law, the Articles of Incorporation, or these Bylaws.

Section 4.9. Emergency Meeting.

In the event of an emergency which immediately affects the endangerment of a client, fiscal health, or security of HOPE 4 Youth assets, the Executive Committee may convene an emergency meeting by phone or in person to take immediate action and immediately report the same to the entire Board of Directors.

ARTICLE 5: OFFICERS

Section 5.1. Number of Officer Positions.

The officers of the corporation may consist of a Chair, a Vice Chair, a Treasurer, a Secretary, Past Chair, or such other officers deemed necessary or desirable by the Board. New officer positions may be created and filled at any meeting of the Board. Only members of the Board of Directors shall be qualified to serve in the officer positions described in this Section 5.1.

Section 5.2. Election and Terms of Office.

The officers of the corporation shall be elected for one-year (1) terms by the Board of Directors at its annual meeting. Each officer shall hold office until his or her successor shall have been duly elected and qualified.

Section 5.3. Removal.

Any officer of the corporation may be removed at any time, with or without cause, by the affirmative vote of two-thirds (2/3) of the entire Board of Directors.

Section 5.4. Vacancies.

Notwithstanding any other provision in these Bylaws, a vacancy in any office caused by death, resignation, removal, disqualification, or otherwise, may be filled by affirmative vote of two-thirds (2/3) of the Board of Directors for the remaining portion of the term.

Section 5.5. Powers and Duties.

The officers shall have the following powers and duties:

(a) Chair.

The Chair shall chair both the Board of Directors and Executive Committee; shall also serve as a member ex-officio on all committees except the Nominating Committee; shall communicate to the Directors at the annual meeting and at such other times as the Chair deems proper concerning the activities of the corporation; shall see that all orders and resolutions of the Board of Directors are carried into effect; shall sign and deliver in the name of the corporation any deeds, mortgages, bonds, contracts, or other instruments pertaining to the business of the corporation, except in cases in which the authority to sign and deliver such instruments as required by law to be exercised by another person or is expressly delegated by the Articles of Incorporation or Bylaws or by the Board to some other officer or employee of the corporation; shall perform all duties prescribed by the Board; and, in general, shall perform all duties usually incident to the office and functions of a Chair of a Minnesota nonprofit corporation.

(b) Vice Chair.

The Vice Chair shall have such powers and shall perform such duties as may be prescribed by the Board of Directors. In the event of the absence or disability of the Chair, the Vice Chair shall perform the duties of the Chair. In the event the current Chair fails to serve her or his full term, the Vice Chair shall serve the remainder of the outgoing Chair's term.

(c) Treasurer.

The Treasurer of the corporation shall oversee the financial records for the corporation, all monies of the

corporation and the disbursement of corporate funds. The Treasurer shall render to the Chair, Executive Director, or the Board of Directors, whenever requested, an account of all financial transactions and of the financial condition of the corporation and shall perform other duties prescribed by the Chair or the Board of Directors.

(d) Secretary.

The Secretary shall review the minutes of meetings of the Board of Directors and all Board committee HOPE 4 Youth personnel is responsible to keep on file a complete copy of the Articles of Incorporation and all amendments and restatements thereof and a complete copy of these Bylaws and all amendments and restatements thereof; HOPE 4 Youth personnel shall give proper notice of meetings of the Board and all Board committees. The secretary shall oversee these functions and perform other duties that are from time to time prescribed by the Board of by the Chair, and, in general, shall perform all duties usually incident to the office of the Secretary of a Minnesota nonprofit corporation. In the further event of the absence or disability of the Chair and Vice Chair, the Secretary shall perform the duties of the Chair.

(e) Past Chair

The Immediate Past Chair still serving on the Board shall act as an advisor to the Chair and the Board of Directors and act as a member of the Executive Committee. The Past Chair will serve in the role of the Chair of the Nominating Committee.

ARTICLE 6: COMMITTEES

Section 6.1. Committees.

The Board may act by and through an Executive Committee and other temporary, standing, or ad hoc committees specified in resolutions adopted by the Board. The Executive Director shall be an ex-officio member of all committees. Except as otherwise specified in these Bylaws, each committee shall have such membership, duties, and responsibilities as are established for it from time to time by the Executive Committee. Each committee shall consist of one or more natural persons who need not be directors and shall at all times be subject to the direction and control of the Board. Committee Chairs are appointed annually at the annual Board of Directors meeting.

Section 6.2. Executive Committee.

(a) *Duties.*

The Executive Committee may act in place and instead of the Board of Directors between regular Board meetings on all matters, except those specifically reserved to the Board in these Bylaws, pursuant to delegation of authority to such Committee by the Board of Directors. Actions of the Executive Committee shall be reported to the Board for ratification at the next Board meeting.

(b) Membership.

The following officers serve as the members of the Executive Committee: Chair, Vice Chair, Immediate Past Chair, Secretary, and Treasurer. During the time of the Building HOPE Project, the Building Committee Chair will also serve on the Executive Committee. Once the building is constructed and opened, the board of directors will conclude the participation of the Building HOPE Committee Chair.

(c) Vacancies.

Vacancies on the Executive Committee shall be filled in the manner provided for filling vacancies on the Board of Directors.

Section 6.3. Strategic Steering Committee

The Strategic Planning Steering Committee shall be elected by the Executive Committee and shall consist of at least three (3) Board members. Membership on the Strategic Planning Steering Committee shall be for a term of one (1) year coinciding with the term of the Chair. The Strategic Planning Committee will review the strategic objectives and annual goals determined by the Executive Director and HOPE 4 Youth staff. The Strategic Planning Steering Committee will provide insights and recommendations to the Executive Director and the Board of Directors to ensure consistency and alignment with the corporation's Bylaws and mission.

Section 6.4. Finance Committee.

The Finance Committee shall consist the Treasurer, Executive Director, and at least one other individual who is either a current member, has been a past member or is a representative from the community at large. The Treasurer shall chair the Finance Committee. The Finance Committee shall prepare recommendations for an annual budget of the corporation and perform such other duties in connection with the finances of the corporation as prescribed from time to time by the Board of Directors.

Section 6.5. Nominating Committee.

The Nominating Committee shall be represented by the Executive Committee of HOPE 4 Youth and shall be chaired by the Immediate Past Chair. Membership on the Committee shall be for a term of one (1) year coinciding with the term of office of the Chair. The Nominating Committee shall notify the general board of directors of its nominees on a quarterly basis or as needed.

Section 6.5. Fund Development Committee.

A Fund Development Committee may be appointed by the Board to build and develop a base of corporate

and private funding sources to support the mission and programming of HOPE 4 Youth through fund development, communications, outreach, and marketing. The Fund Development Committee may have three (3) Board Members, with the Executive Director as an ex-officio committee member. Committee members shall serve one-year terms and elect a Chair for a concurrent term.

Section 6.6. Program Committee

The Program Committee shall consist of the Program Chair and at least one other individual who is either a current member, has been a past member or is a representative from the community at large. The Program Committee shall work with staff to prepare recommendations for program partner enhancements, program communication improvements, and program best practices in the youth serving industry.

Section 6.7 DEI Committee

The DEI Committee shall consist of the DEI Chair from the board of directors and at least two other individuals who are either a current member of the board, has been a past member, or is a representative from the community at large. The DEI Committee shall work with the staff to meet the annual objectives of enhancing HOPE 4 Youth's culture which embraces diversity, inclusivity, equity, innovation, and teamwork to support the delivery of our mission.

Section 6.8 Advisory Committee

The Advisory Committee shall consist of individuals from the community who believe in the HOPE 4 Youth mission and will provide specialized expertise needed to fulfill the mission. They can provide important duties such as fundraising, community advocacy and program enhancement. The advisory board may meet up to quarterly to obtain an organizational update and to determine where they can support the mission objectives. This committee does not have fiduciary responsibility to the organization. They do have an important voice but does not vote. These roles can be past board members who have met their terms, candidates to fill future board seats, and/or thought leaders within the community HOPE 4 Youth serves.

ARTICLE 7: PRESIDENT AND CHIEF EXECUTIVE OFFICER (CEO)/EXECUTIVE DIRECTOR (ED)

Section 7.1. Executive Director.

The Board of Directors shall employ an individual who shall have the title of Executive Director and whose terms and conditions of employment shall be specified by the Board.

Section 7.2. Duties and Authority of Executive Director.

The Executive Director shall manage and direct all daily activities and business dealings of the corporation as prescribed by the Board of Directors and shall be responsible to the Board. The Executive

Director shall employ and may terminate the employment of members of the staff necessary to carry on the work of the corporation and fix their compensation within the approved budget. The Board of Directors shall be informed of and consulted with regarding finalists for any staff position that directly reports to the Executive Director. As Executive Director, he or she shall define the duties of the staff, supervise their performance, establish their titles, and delegate those responsibilities as shall, in his or her judgment, be in the best interests of the corporation. The Executive Director shall have authority to make or delegate to accounting staff financial disbursements for necessary expenses and shall make regular reports to the finance committee per the financial policies.

Section 7.3. Reports to Board of Directors.

The Executive Director shall attend all meetings of the Board of Directors and make a report to the Board at every regular, special, and annual meeting. The Executive Director shall be entitled to a voice at all Board meetings but shall not be entitled to vote.

ARTICLE 8: FISCAL MANAGEMENT

Section 8.1. Fiscal Year.

The fiscal year of HOPE 4 Youth shall begin on the first day of January of each year.

Section 8.2. Execution of HOPE 4 Youth Documents.

The Board of Directors may authorize any Officer or Officer's agent or agents to enter into any contract or to execute and deliver any instrument in the name of and on behalf of HOPE 4 Youth. Such authority may be general or confined to specific instances.

Unless so authorized by the Board, no Officer, agent, employee, or volunteer shall have any power or authority to bind HOPE 4 Youth by any contract or engagement, or to pledge its credit, or render it financially liable for any purpose or in any amount.

Section 8.3. Loans.

No loans shall be contracted on behalf of HOPE 4 Youth nor shall evidences of indebtedness be issued in its name unless authorized by resolution of the Board of Directors. Such authority may be general or may be confined to specific instances. If and when it is necessary to secure a line of credit, the Finance Committee will recommend and approve procedures for its use.

Section 8.4. Deposits.

All funds of HOPE 4 Youth shall be deposited to the credit of the corporation in such banks, trust companies, or other depositories as the Board of Directors may designate, or as may be designated by an Officer or Officers, agent or agents of the corporation to whom such power may be delegated by the Board. For the purpose of such deposit, any person to whom such power is so delegated may endorse, assign and deliver checks, drafts, and other orders for the payment of money which are payable to the order of HOPE 4 Youth.

ARTICLE 9: INDEMNIFICATION

17,c corporation shall indemnify, and make advances of reasonable expenses to each director, officer, and employee of the corporation, whether or not then in office or employed by the corporation, to the fullest extent prescribed by Minnesota Statutes, Section 317 A.521. The corporation shall not indemnify or make advances of expenses to any person who may otherwise be entitled to receive payment under Section J 1 7 A.521 by reason of such person's status or former status as an agent of the corporation or otherwise. The corporation may purchase and maintain insurance on behalf of any person in that person's official capacity against any liability asserted against and/or incurred by the person arising from that capacity, whether or not the corporation would have been required to indemnify the person against the liability or under the provisions of Sections 317 A.521. The foregoing right of indemnification and the right to receive advances of expenses shall not be exclusive of other rights to which any director, officer, employee, or agent may be entitled as a matter of law or under any bylaw, agreement, or otherwise.

ARTICLE 10: REVIEW

These Bylaws shall be reviewed yearly at the Annual Meeting for compliance with Minnesota Statute 317 A and for relevance to the organization. Recommendations for changes will be presented to the Board of Directors as outlined in Article 11.

ARTICLE 11: AMENDMENTS

These Bylaws may be amended in whole or in part or entirely restated at any meeting of the Board of Directors at which a quorum is present, upon receiving the affirmative vote of two-thirds (2/3) of the entire Board of Directors. Notice of the meeting shall state that the purpose of the meeting is to consider the proposed amendment or restatement of these Bylaws and shall include, or be accompanied by a copy of, each proposed amendment or restatement.

The Bylaws of HOPE 4 Youth Incorporated were adopted unanimously by the Board of Directors effective 12.2.2024

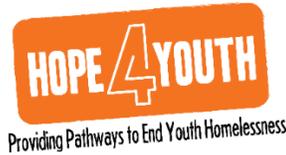
HOPE 4 YOUTH INCORPORATED

By:

A handwritten signature in black ink, appearing to read "Linda Barnum", with a long horizontal line extending to the right from the end of the signature.

Name: Linda Barnum

Title: Secretary



Budget Narrative and Assumptions Fiscal Year 2025 (January 1, 2025 – December 31, 2025)

The fiscal year 2025 budget reflects:

Total Revenue	\$2,398,088
Total Expenses	\$2,395,442
Net Surplus (Deficit)	\$ 2,646

The 2025 budget has been created with insight from HOPE 4 Youth’s (H4Y) five-year trends, the assumption to remain open, the consideration of the 2024 fiscal year pivots, the shift from Employee Retention Credit (ERC) funding, The short-term increase of government funding opportunities, and the development and implementation of revenue generation plans and expense management parameters to establish a well-founded vision for our work. The 2025 budget is based on the following assumptions and criteria. We have noted details for board review and will follow up in Q1 with our fundraising and program plans.

REVENUE

We are planning for an 3.7% increase in overall revenue generation

We are realizing a 15.4% increase with \$234,000 moved into the Building Fund

All percentages of change will account for Building Fund dollars deducted from 2024 total

Donations, Gifts, and Grants – 21.5% * increase (\$292,861 > [\$212,505 Gov Grants])

HOPE 4 Youth have a focus on partner stewardship, partner expansion, and further diversification of funding streams in 2025. H4Y staff will continue to actively enhance established portfolio management with in-depth review of previous partners, current advocates, and potential partners. Staff were fully engaged in the vision of our fundraising plan and relationship management strategies with specific plans tailoring our outreach intentions. We remain cautious regarding growth in Individual and Civic | Faith categories and are optimistic in our growth potential in Corporate and Foundation partnerships. We believe our key donors will continue to advocate for H4Y, a few lead donors include Heartland Tire, Connexus Energy, ECMC, Bremer Bank, Carlson Toyota, and Culligan Water. H4Y is currently researching new funding opportunities through our contracted Grant Writer with encouraging success. H4Y has multi-year funding with two-year and four-year grant funding from the MN Dept of Human Services OEO grant, Anoka County FHPAP and Aid to Counties grants, and newly acquired OJP grant funding.

Detail of fundraising goals – *formal development plan presented on January 27, 2025*
Increases represent percentage of change over 2024 proposed actual not 2024 budget

- Individuals - \$337,645 (20.5% of fundraising total | 2.6% increase)
- Civic & Faith Partners - \$125,077 (7.6% of fundraising total | 9% increase)
- Corporate Partners - \$415,000 (25.2% of fundraising total | 23% increase)
- Private Foundations - \$133,420 (8.1% of fundraising total | 10% increase)
- Government - \$637,616 (38.6% of fundraising total | 50% increase)

Special Events – 7.9% increase (based on 2024 yearend projection)

The net revenue of \$290,500 is down \$4,000 from 2024 budget but was developed with a vision to maintain an under 13% fundraising objective. H4Y's vision is to leverage community confidence in our mission ultimately strengthening H4Y's ability to elevate greater donor/community engagement. A Night 4 Hope and the Darkest Night 4K will continue to be offered at the Bunker Hills Event Center. Sponsorship focus at our events is priority we will focus on at a leadership level. We will continue to offer and evaluate peer-to-peer fundraising at the Fall Darkest Night 4K and the Out of The Cold events. The community led events of The Heartland Tire Golf Classic, Hunt 4 HOPE, and Clays 4 HOPE will require staff to support and steward appreciation while stepping out of the event details. All Special Events will be assessed for enhancement opportunities while always educating the community on the *why* of H4Y.

- A Night 4 HOPE - \$132,000net
- Hunt 4 HOPE - \$40,000net
- Darkest Night 4K - \$35,000net
- Clays Hunt 4 HOPE – \$34,000net
- Out of the Cold - \$44,500net
- General special events – open to community led events with no staff engagement

Program Service Revenue – .8% increase (based on 2024 projection)

The budgeted revenue of \$149,843 for Program Services Revenue represents the rental income and supplemental services subsidy payment for the HOPE Place housing units. We continue with a monthly receivable process when working with youth in the onboarding process and when in arrears of owed rent. We were realistic in our planning to accommodate for youth transition on an annual basis.

In-Kind

Contra account – seen as revenue and as expense

Investment & Other Income

Deliverables are based on market performance. We do not have large dollars invested so this amount will remain consistent for the organization. We will continue to monitor the T-Bill investment option.

We have confidence in the management of our revenue opportunities and greater Special Event revenue strategy and expense oversight.

EXPENSES

Building and Facilities Expense

We will see expected increases in this category due to the planned investments at HOPE Place for needed improvements in 2025. The budgeted Building and Facilities Expense includes building operations pertaining to utilities, trash/recycling, phone/internet, repairs & maintenance, cleaning, HVAC, fire systems, snow removal, and miscellaneous building expenses.

Contracted Services

Our contracted service partners allow us to hire expertise while managing our internal personnel costs. We will see a moderate increase in this category with primary partners with our third party financial audit, our HR contract with MACC, our invaluable investment in an exceptional Grant Writer, IT support needs and our overnight security. Our partner investment for 2025 includes:

- \$58,000 for HR support with MACC
- \$100,000 for Hope Place evening security with increase for 2024
- \$23,000 for IT Solutions
- \$10,000 for Anoka County Career Force
- \$25,000 audit expense
- Additionally includes contracting talent in Photography | Videography, Website, and social media partnerships.

Depreciation Expense

The budgeted depreciation expense includes depreciation expenses for our owned building (Hope Place), building and leasehold improvements at H4Y facilities, and vehicle depreciation related to the agency van.

Insurance

The insurance is budgeted at \$42,345 reflecting the estimated premiums for D&O, Property, and Liability, Auto, Umbrella, and Workers Compensation. The budget also includes dollars to policies related to Cyber/Internet Liability, Professional Liability, and Volunteer coverage.

Licenses, Memberships, Due, Fees

The budgeted line item for licenses, memberships, dues, and fees including the annual fees for the databases used to track client, donor, and volunteer data. It also includes annual membership and dues costs (i.e. Chamber memberships, MN Council of Nonprofits membership, etc...), and the portal administration fees and merchant service fees associated with credit card transactions. We are seeing a \$9000 increase with our client data base due to user needs.

Payroll, Taxes, and Benefits – Increasing by 15.8% (per October 2023 projection)

- Current staff levels support H4Y operations at the Anoka HOPE 4 Youth Center, HOPE Place, and our administrative team. The organization has fully implemented fiscal policies and procedures, updated staff practices and protocol, and managed through 2024 structure and staff changes.
- H4Y currently employs twenty-two individuals supporting the operation with continued plans to annually engage three unpaid interns.
- H4Y leadership is reviewing necessary benefit enhancements and talent retention strategies to retain talented people and attract the needed competencies to help the organization thrive.
- A general 3% increase across the board as well as salary adjustments exceeding 3% where role function required increased pay (per MACC recommendation) or merit increases were justified.
- 3% Retirement Match is in budget

Postage, Mailing, & Delivery

The budgeted expense includes expenses for the regular annual expense and two fundraising appeals.

Printing & Promotion Expenses

Printing and Promotion budgeted expenses include costs for in-house copying/printing as well as external marketing and promotion expenses. We have added a expenses to for Community Event engagement.

Program Expense – Youth Assistance

- Transportation expenses (car repair, gas, metro transit, vehicle expenses, etc...)
- Sustainable Housing expenses highlight additions (rental assistance, utilities, phone, bridging, etc...) significantly increased due to Anoka County pass-through funds and H4Y supportive funds
- Youth programming, training, and workshops (i.e. Treehouse – partnering with community experts, etc...)
- HOPE 4 Youth Center Pantry needs (food, basic needs, hygiene needs, etc...)
- Misc expenses (storage, youth activities, cell phones, Hope Place furnishings, etc...)
- Contra account for all donations is within line item 64201.

Staff, Board, and Volunteer Expense

This budget assumes expenses for

- Staff, board, and volunteer meetings
- Volunteer and staff appreciation (including an annual volunteer appreciation events)
- Staff training, education, and professional development
- Staff cell phone expenses

Supplies & Equipment

The budgeted expense for supplies and equipment includes costs for office supplies, and equipment. Funds are designated to upgrade outdated equipment while implementing a five-year technology replacement plan.

Travel & Transportation

The travel & transportation budgeted expenses include the cost for staff milage reimbursement as well as the operating experience for the agency van (gas, license tabs, and repairs). We have accommodated for a return to in-person meeting travel with the encouragement of using telepresence as appropriate.

DRAFT

	2023 Actuals	Total 2024 Actual as of August, w/ Budget from Sept through December	2025 Budget	\$ Increase (Decrease)	% Increase (Decrease)
REVENUE					
DONATIONS, GIFTS, & GRANTS	\$1,323,337	\$1,589,896	\$1,648,758	\$58,862	3.7%
INVSTMT INC & OTHR GAIN(LOSS)	\$44,829	\$30,163	\$33,987	\$3,824	12.7%
OTHER SUPPORT	\$186,171	\$274,998	\$275,000	\$2	0.0%
PROGRAM SERVICE FEES	\$135,158	\$148,620	\$149,843	\$1,223	0.8%
SPECIAL EVENTS	\$209,830	\$269,263	\$290,500	\$21,237	7.9%
Total Revenue	\$1,899,326	\$2,312,941	\$2,398,088	\$85,148	3.7%
EXPENSE					
BULDING & FACILITIES EXPENSE	\$139,245	\$115,342	\$149,839	\$34,497	29.9%
CONTRACTED SRV & PROF FEES	\$219,351	\$226,947	\$234,600	\$7,653	3.4%
DEPRECIATION EXPENSE.	\$42,595	\$48,657	\$46,000	(\$2,657)	-5.5%
INSURANCE.	\$39,021	\$38,218	\$42,345	\$4,127	10.8%
LICENSES-MEMBRSHPS-DUES-FEES	\$44,683	\$42,632	\$60,051	\$17,419	40.9%
PAYROLL, TAXES, & BENEFITS	\$1,001,242	\$1,156,230	\$1,339,141	\$182,911	15.8%
POSTAGE, MAILING, & DELIVERY	\$5,354	\$4,458	\$4,600	\$142	3.2%
PRINTING & PROMOTION EXPENSE	\$9,374	\$15,193	\$23,150	\$7,957	52.4%
PROGRAM EXPENSES (Youth Support)	\$266,886	\$434,360	\$455,816	\$21,456	4.9%
STAFF, BOARD, & VOLUTEER EXP	\$14,745	\$19,052	\$21,900	\$2,848	14.9%
SUPPLIES & MINOR EQUIPMT	\$5,183	\$10,795	\$10,000	(\$795)	-7.4%
TRAVEL & TRANSPORTATION	\$4,238	\$5,488	\$8,000	\$2,512	45.8%
Total Expenditures	\$1,789,186	\$2,117,372	\$2,395,442	\$278,070	13.1%
Surplus or (Deficit)	\$110,139	\$195,568	\$2,646		



Providing Pathways to End Youth Homelessness

2025 GOVERNING BOARD MEETING SCHEDULE

MONDAY 5 PM - 7 PM

MISSION: Provide pathways to end youth homelessness

VISION: All youth will feel safe, valued, and supported while reaching their full potential. This begins with meeting their basic needs and leads to giving them the tools to thrive.



2024 Matrix of Progress

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

Logic Model implementation: training, program and service expansion	In progress - model complete
H4YC youth and visitor ready	Great strides in both locations
HOPE Place youth launch	Q4 - 11/1:strong goal attainment
Grant designation and outreach outputs	HMIS success/new roles

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

Fundraising actual to goal	Government funds closed gap
Relational movement (Foundations, Presentations, Stewardship)	Increased partners
Volunteer movement	Volunteer Ambassadors success
Connection with top 40 donors	In progress

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

HR strategies driving transparent culture	L10 philosophy
H4Y benefits	Completed Open Enrollment
Equitable environment	Determined annual training
Strengths focus to elevate culture	YAC/L10s/PD

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

Progress on location	In discussion - Blaine Prop
Progress with DEED partnership	Preparing application
Progress on community outreach - support	Momentum building
Progress on new facility annual budget	Hold for location

Tracking Key:

GREEN - On track | Moving forward

YELLOW - Concern elevating | Attention required

RED - Urgency of board/staff ACTION

L = Launched from HOPE Place

I = Ineffectively left HOPE Place