



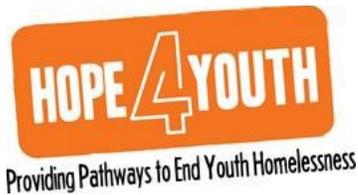
BOARD OF DIRECTORS MEETING

Monday, October 27, 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)	5:00pm
II. Mission Moment (Anna VonRueden)	5:10pm
III. Chairman's Report (Julie Cole) <ul style="list-style-type: none">• Approval of Minutes<ul style="list-style-type: none">○ Questions, discussion, any modifications• Confirmation of Agenda• Update from Executive Committee<ul style="list-style-type: none">○ 2027-2029 Strategic Planning Process	5:15pm
Strategic Discussion Operational updates: Presentation and Feedback	
IV. Building Update (Steve Nash Anita Lancello Bydlon LaChelle Williams)	5:45pm
V. Operational Health (LaChelle Williams) <ul style="list-style-type: none">• Organizational Update• Compensation Philosophy• Staff Engagement Survey Results	6:00pm
VI. Operational Snapshot <ul style="list-style-type: none">• Advancement Update (Paul Moore Mark McNamer)• Program and Facility Update (Pat Chen Mark McNamer)	6:20pm
VII. Finance/Committee Report (James Lyght Brooke Limanen)	6:40pm
Open Business	6:50pm
Adjourn	7:00pm



HOPE 4 Youth Board of Directors

Meeting Minutes

Date: Monday, July 28, 2025

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

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

Board Members Absent: Anna VonRueden, Shawn Beatty, Brad Konik

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

Minutes:

Call to Order

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

Mission Moment (Pat Chen)

- Pat shared a photo of the HOPE board at HOPE 4 Youth's 12-unit transitional housing facility in Coon Rapids, HOPE Place. Pat shared accomplishments of a few of the youth that live at HOPE Place.

Approval of Agenda and Minutes

- **Motion made by Brad Wise, seconded by Steve Nash and passed unanimously to approve the agenda and May 19, 2025 minutes.**

Board Executive Committee Update (Julie Cole)

- New Facility:
 - HOPE 4 Youth is almost at the finish line of securing a new building. Julie thanked James for lending his financial expertise to HOPE 4 Youth and expressed great gratitude to Steve for all the time and knowledge he has given toward this project.
- Board Fall Retreat:
 - Reminder the Board Retreat will be on Thursday, September 18 from 5-8pm. Sue, LaChelle and Julie are meeting on Wednesday, July 30 to finalize the Board Retreat agenda. During the Board Retreat, the Board will go over the survey results and begin building the Strategic Plan for 2027 through 2029. Those Board Members unable to attend the retreat will have the opportunity to review the agenda and share any feedback.
 - Additional Reminder: The Board Meeting on Monday, September 22 is cancelled, but another Board Meeting is scheduled for Monday, October 27.
- Additional Board Members:
 - HOPE 4 Youth continues to expand the Board of Directors. We are specifically looking for experts in Fundraising and Marketing to join the Board. Please reach out to LaChelle by Sunday, August 31 if you have anyone in your network who would be interested. Julie recommended Steve Huls. Steve is the Director of Development for the Opus College of Business at St. Thomas University.
 - Julie noted that Brad Konik is transitioning to the Advisory Committee.
 - Paul asked what is the ideal size for HOPE 4 Youth's Board of Directors. LaChelle responded 25 members, but the goal is to have 20 members by Q1.
- Midyear Check-In:
 - Julie listed the 2025 Board Goals:
 - Empower and Support: The Board should empower and support the HOPE 4 Youth Team. Julie asked HOPE 4 Youth's Leadership Team (Mark, Nikki, Brooke and LaChelle) if the

Board is meeting goal one. LaChelle responded, “yes.” Julie followed up by asking, “what else the Board could be doing to empower and support the HOPE 4 Youth team?”

- Foster Innovation and Adaptability: Julie pointed out that the Board can show their innovation with the new facility.
- Collaboration and Community Engagement: Julie asked the Board to reflect on whether they are taking actionable steps to raise public awareness about HOPE 4 Youth and the services our organization provides to young people.
- Board Development and Leadership: Julie spoke to the Board Survey results that showed Board Members would like a clearer understanding of their role on the Board.
- Emphasize Efficiency: Julie was wondering if there are more efficient ways to communicate and promote Board engagement and participation.

Operational Snapshot (LaChelle Williams/Julie Cole)

- Ops Plan Update:
 - LaChelle spoke to the July Matrix from HOPE 4 Youth’s Operations Plan. The July Matrix can be found in the July 28 Board Packet.
 - HOPE 4 Youth is on track with all primary objectives pertaining to our Strategic Goal of providing life-enhancing programs empowering youth to reach their full potential.
 - Regarding Strategic Goal 2 to engage in transformational partnerships with community leaders, donors, and volunteers, we need your support helping us to fill the pipeline with new sponsors for events and/or introducing HOPE 4 Youth to Comprehensive Campaign prospects. We are working on our Major Gift cultivation (\$10,000 and above).
 - Our Strategic Goal 3 to keep a laser focus on premier staff retention and operational improvement is all on track and moving forward.
 - Our Strategic Goal 4 related to our new facility is on track with a request for the Board to help with Comprehensive Campaign outreach once HOPE 4 Youth closes on the new facility.
- Staffing:
 - New positions: there is currently one open position, youth service coordinator. This position would work out of HOPE 4 Youth’s Anoka location, the HOPE 4 Youth Center.
 - Each year staff participate in HOPE 4 Youth’s Employee Engagement Survey. The survey will go out to staff in August. Results will be shared with the Board at the October meeting.
 - HOPE 4 Youth’s leadership team will be building a Compensation Philosophy this year.
- Comprehensive Campaign:
 - HOPE 4 Youth’s private Comprehensive Campaign for the new facility will kick off in late September with the public campaign to the general community launching in Q1 of 2026.
 - We are 74% in meeting our \$13,000,000 goal. \$9,567,252 has been raised so far.
 - The Comprehensive Campaign is divided into three elements:
 - Mission Expansion (our new facility and additional funds for future expenses) and Mission Delivery (our current fiscal year’s budget) are Phase One, and Mission Sustainability (an Endowment Fund) is Phase Two.
 - LaChelle asked if anyone on the Board of Directors would like to join the Comprehensive Campaign Committee. Don and Paul have agreed to be part of the Comprehensive Campaign Committee. Please let LaChelle know by August 31 if you want to join the committee or know someone else that would like to join.
- New Facility:
 - The DEED grant contract is in final review.
 - Title work is clear. We need to finish the redemption work on the new property then we will be ready to close.
 - HOPE 4 Youth is working hard to secure the bridge loan from Bremer/Old National. There is a meeting scheduled with that team on Thursday, July 31. HOPE 4 Youth was given a 59 item checklist, but LaChelle is optimistic that HOPE 4 Youth can close by the end of August.
 - Key due diligence steps are completed. This includes property survey work, phase 1 of environmental, interior environmental and roof environmental.
 - HOPE 4 Youth has selected RJM as our construction firm. RJM will be working in tandem with LSE Architects, who will be our design partner. RJM and LSE Architects will join the HOPE 4 Youth team at the August 13 All Staff meeting, where the team will share their ideas for the new building.
 - Linda asked if there is anything that could prevent HOPE 4 Youth from closing on the new building.

- Paul asked about the closing date. There isn't one yet.

Strategic Discussion (LaChelle Williams)

- Elements of Thought Leader Interview:
 - HOPE 4 Youth is reviewing current partners and where we have partner gaps.
 - The Board has been tasked with reviewing the list of partner categories and bringing any connections with them to the Board Retreat on Thursday, September 18. The Board should also bring categories that are missing.
 - Once interviewees are determined, the Strategic Steering Committee and the Executive Director will conduct the interviews.

Financial Report (Brooke Limanen/James Lyght)

- Board Role in Financial Review:
 - The Board of Directors are responsible for HOPE 4 Youth's finances. They are to ensure strong fiduciary oversight and financial management. The Board should be reading and reviewing HOPE 4 Youth financial statements.
 - Julie asked that Brooke and James flag the Board if there's something the Board needs to review. James reminded the Board that the finances are going to change drastically because of the new facility.
- Building HOPE Fund:
 - We have already started to track the income and expenses for the new building. We have spent \$111,838.
- Statement of Financial Position:
 - The cash on hand is starting to dip due to the new building expenses we have incurred.
 - We transferred \$70,000 in June from our Building Fund at 21st Century Bank to our Operating Fund with Bremer to cover the earnest money and other expenses from the project.
- Statement of Revenue and Expenses:
 - Income:
 - We budgeted for the Summer Appeal in June because that is when it happened last year. This year, the target is late July and into August, so we are hopeful that we'll see the Civic/Faith numbers rise.
 - Foundations continue to be lower than budgeted due to not receiving the Otter Bremer and Schultze grants.
 - Expenses:
 - Facilities expenses are higher than budgeted because of the emergency repair of a refrigerator at the HOPE 4 Youth Center and replacement refrigerators for units at HOPE Place.
 - Payroll is behind budget due to open positions.
 - Expenses by Class:
 - We continue to stay at a high percentage of our funding going into our programs.

Advancement Update (Nikki Kalvin/Paul Moore)

- Pack the Pantry:
 - 17 organizations joined the Pack the Pantry Challenge to restock the shelves, which provided critical food and hygiene support for the youth.
 - KARE 11 featured HOPE 4 Youth on Community KARES.
- Funding Wins:
 - HOPE 4 Youth was awarded \$27,000 through the Federal Home Loan Bank of Des Moines by matching funds from partners at CorTrust Bank, 21st Century Bank and Blaze Credit Union.
 - Individual giving is continuing to trend high.
 - Summer Appeal drops in mailboxes the first week of August. The goal is to raise \$20,000 via the Summer Appeal.
- Community Engagement:
 - Nikki shared a list of Community Engagement events for June and July.
 - June: Anoka Pride, Columbia Heights Art Fair, Minneapolis Pride
 - July: Coon Rapids Women of Today Drive, Champlin Park Food Truck Festival, Anoka Chamber Golf Tournament, Eat and Greet with Columbia Heights PD

- Darkest Night 4K:
 - This will be the 10th annual Darkest Night 4K. The event will take place on Friday, October 3. The theme is “Light the Way.”
 - There is a sponsorship goal of \$40,000.
 - Nikki gave a shoutout to the Phillips Foundation for their donation of \$10,000.
 - Nikki reported that TopLine Credit Union committed to a \$500 sponsorship.
 - How to get involved:
 - Register a team
 - Recommend a new business at the \$500 level. The goal is to have 10 new businesses support the Darkest Night 4K via a \$500 sponsorship.
 - There are four new businesses that have already committed to a sponsorship.
 - There was discussion around forming a team of Board Members to go out and connect with businesses near the new facility about the Darkest Night 4K.
 - A picture of the Darkest Night 4K yard sign was shared. Board Members had positive feedback about the event signage.
- Events Benefitting HOPE 4 Youth:
 - Heartland Tire Golf Classic will be held on August 25 at Bunker Hills.
 - Clays 4 Youth will be on September 9 at the Minnesota Horse and Hunt Club; the Clays 4 Youth team will table at the shooting leagues at the club to generate excitement about the event.
 - Hunt 4 HOPE is celebrating their 10th year anniversary; the event will take place on September 26 at Wild Wings of Oneka.
- There was a request for Nikki to send calendar invites to the Board for HOPE 4 Youth events.

Program Update (Mark McNamer/Pat Chen)

- Youth Survey Results:
 - Mark shared midyear youth survey results with the Board. He pointed out the percentage of youth that noted they had less encounters with the Justice System since working with HOPE 4 Youth.
 - Steve was wondering if the response rate has changed over the years. Mark said the response rate continues to grow year after year. There was feedback to add the number of surveys sent out to the results graph shown.
 - Linda asked if there was any type of incentive given to the youth for filling out the survey. A decision was made not to give an incentive to complete the survey, so we can get raw, honest feedback.
- New Enrollments:
 - HOPE 4 Youth is projecting 508 new enrollments in 2025. Between the months of January through June, there have been 254 new enrollments.
- Unique Youth:
 - HOPE 4 Youth is projecting 750 unique youth in 2025. Between the months of January through June, there have been 534 unique youth.
 - Total Youth Visits:
 - Mark said HOPE 4 Youth is on track to receive 6,100 visits in 2025. Mark remarked that HOPE 4 Youth is seeing an increase in visits because youth are traveling from the Twin Cities to get our services. Our services are immediate, and young people don’t have to wait. We are also seeing more youth due to the current economic environment.
 - Linda asked if other agencies are seeing the same numbers as HOPE 4 Youth. That is something the Leadership Team can investigate and share with the Board.
 - 2024 vs. 2025 Comparison:
 - Youth Served is up 60%
 - Center Visits is up 58%
 - New Enrollments are up 63%
 - Other Program Updates:
 - Horse Empowerment Youth (HEY) Program: This is a pilot program for HOPE 4 Youth. Five youth will have a chance to attend each session. Don has another contact for equine therapy that he would be happy to share with the HOPE 4 Youth team.
 - Microsoft, through Shawn’s connection, donated 30 surface tablets to HOPE 4 Youth.
 - Job Readiness:
 - The program curriculum will consist of 11 modules. The modules will be about basic job skills like applying for a job, creating a resume and how to advance within a job.

Open Business (Julie Cole)

- Paul asked if there is a publicity plan for when HOPE 4 Youth opens a new facility. It is on our radar, and we are in conversation with people who have opened a new building.

Adjourn

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

The meeting ended at 6:57pm.

Respectfully Submitted,

Breanne Patton, Administrative Coordinator

Action Items:

- Let LaChelle know of any potential Board Members especially if they are experts in Fundraising or Marketing by August 31
- Let LaChelle know if you or someone you know would like to join the Comprehensive Campaign Committee by August 31

Upcoming Events:

- Monday, August 25: Heartland Tire Golf Classic
- Tuesday, September 9: Clays 4 Youth
- Friday, September 26: Hunt 4 HOPE
- Friday, October 3: Darkest Night 4K

Strategic Outreach & Engagement Plan: Prevention-Focused Initiatives

I. Donor Engagement & Expansion

Objective: Broaden donor base and deepen engagement by aligning with values and demonstrating impact.

- **Narrative Development**
 - Create a compelling “Package Story” that illustrates our prevention model and youth impact.
 - Position our work within the framework of **social determinants of health** to show systemic relevance.
 - **Targeted Outreach**
 - **Foundations:** Expand relationships with aligned philanthropic organizations.
 - **Corporate & High-Profile Advocates:**
 - Engage **professional athletes** with lived experience or strong interest in youth homelessness.
 - Leverage existing connections (e.g., Shawn’s contact with Vikings’ head attorney).
 - **Innovative Fundraising Channels**
 - QR code campaigns at restaurants (e.g., Chipotle).
 - Launch a **GoFundMe** or similar grassroots fundraising initiative.
 - **Impact Framing**
 - Highlight who benefits from keeping youth out of homelessness and the justice system (e.g., taxpayers, health systems, schools).
-

II. Community Partnerships & Education

Objective: Equip community stakeholders with tools to prevent youth homelessness and build awareness.

- **Schools & Educators**
 - Develop toolkits and presentations for **school counselors** to cascade to teachers.
 - Create a **canned presentation** for use in teacher workshops.
 - Partner with existing school-based organizations.
 - Engage **administrators and school boards** to support systemic change.
- **Other Key Stakeholders**
 - **Law Enforcement & Judicial System:** Explore partnerships and training opportunities.

- **Chambers of Commerce:** Position youth homelessness as a community-wide issue.
 - **Libraries & Community Newsletters:** Disseminate educational materials and updates.
 - **Health Systems**
 - Advocate for upstream solutions to reduce ER visits and healthcare costs for unhoused youth.
-

III. Volunteer Engagement & Mobilization

Objective: Strengthen volunteer base and increase visibility of impact.

- **Current & Potential Volunteers**
 - Share regular updates (e.g., short videos) showcasing volunteer activities and impact.
 - Engage **faith communities** (e.g., churches) as volunteer hubs.
 - **Recognition & Motivation**
 - Highlight schools or organizations that have educated multiple times this year.
 - Create a **friendly competition** to encourage more engagement.
-

IV. Resource Development

Objective: Provide accessible, actionable tools for educators and community members.

- Develop and distribute **toolkits** tailored for:
 - Educators
 - School staff
 - Law enforcement
 - Community partners
-

Strategic Outreach & Engagement Plan: Stabilization-Focused Initiatives

I. Messaging & Storytelling

Objective: Use emotionally compelling and relatable stories to deepen understanding and support for stabilization efforts.

- **Appeal to the Soul**
 - Emphasize the **Power of Three: Prevent, Stabilize, Launch** – a memorable framework that resonates emotionally and cognitively.
 - Use language that evokes **Stability, Security, and Safety** – core values for donors and community members.
 - **Storytelling Strategy**
 - Share diverse, authentic stories that reflect the continuum of care:
 - **Youth stories:** resilience, transformation, and hope.
 - **Staff stories:** dedication and impact.
 - **Volunteer stories:** connection and purpose.
 - **Donor stories:** motivation and legacy.
 - Frame stories to include the **community's role** – making them part of the solution.
-

II. Donor Engagement

Objective: Strengthen donor relationships by aligning with their values and demonstrating tangible impact.

- **Donor-Centric Language**
 - Focus on outcomes that matter to donors: **stability, security, and safety** for youth.
 - Highlight how their support contributes to long-term transformation, not just short-term relief.
 - **Emotional Connection**
 - Understand and speak to what drives donors to give.
 - Use stories and messaging that connect with their **passions and values**.
-

III. Community Engagement

Objective: Demonstrate value and relevance of stabilization work to the broader community.

- **Value Communication**
 - Clearly articulate how stabilization reduces long-term costs and improves community well-being.
 - Position our work as essential to a healthy, thriving community.

- **Relatability**
 - Ensure all messaging and stories are **relatable** and accessible.
 - Use visuals, testimonials, and real-life examples to bridge understanding.
-

IV. Volunteer Mobilization

Objective: Inspire and retain volunteers by connecting them to the mission and impact of stabilization.

- **Emotional Messaging**
 - Align volunteer communications with the **passion and feelings** that drive engagement.
 - Share stories that show how volunteers contribute to youth stability and success.
 - **Integration into Storytelling**
 - Feature volunteers in storytelling efforts to reinforce their importance and inspire others.
-

Strategic Outreach & Engagement Plan: Launching Youth to Self-Sufficiency

I. Community Engagement

Objective: Build strong local relationships and awareness to support youth transition into independence.

- **Facility-Based Engagement**
 - Host an **Open House** at the new facility.
 - Offer **Hard Hat Tours** during renovation to build anticipation and transparency.
 - Provide **Weekly Updates** via social media and website.
 - **Neighborhood & Business Outreach**
 - Conduct strategic outreach to **residential neighbors** and **commercial businesses**.
 - Engage **Chamber of Commerce** for insights and introductions.
 - Schedule **face-to-face connections** with nearby businesses.
 - **Faith & Civic Partnerships**
 - Recruit **church ambassadors** to speak to congregations.
 - Provide regular **updates to Blaine City Council** and neighborhood groups.
 - Host **Community Conversations** to educate and gather feedback.
-

II. Donor Engagement

Objective: Inspire investment in youth self-sufficiency through storytelling, visibility, and legacy opportunities.

- **Media & Public Relations**
 - Hire a **PR firm** to lead messaging rollout.
 - Foster relationship with **KARE 11** and pitch stories (Op-Eds, features, articles).
 - Use **newsletters, social media, and video content** (e.g., Facebook Live) to educate and engage.
 - **Fundraising Campaigns**
 - Launch a **community fundraising initiative**:
 - **“Buy a Brick”** campaign
 - **Legacy Wall** to honor donors
 - Host **fundraising tours** to showcase impact and invite support.
-

III. Volunteer Engagement

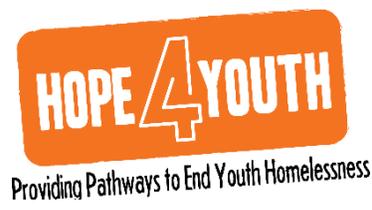
Objective: Deepen volunteer involvement through visibility, connection, and meaningful roles.

- **Recruitment & Connection**
 - Add a formal **volunteer “Ask”** to outreach materials and events.
 - Offer **tours for volunteers** to see opportunities firsthand.
 - Facilitate **face-to-face volunteer connections** with youth and staff.
 - **Professional Mentorship**
 - Develop a **mentorship program** connecting youth with professionals.
 - Engage partners like **Lexington Manufacturing** for work readiness and career exposure.
-

IV. Peer Learning & Best Practices

Objective: Strengthen program design and messaging through collaboration and shared learning.

- Connect with **peers of H4Y** to gather best practices.
- Ensure **staff are trained and updated** to share consistent messaging.



Board Portal

HOPE 4 Youth provides the Board of Directors with a secure, central repository for board information and document storage. Every Board Member is provided with their own username and password, which is provided at their onboarding.

Should there be any difficulty accessing and using the Board Portal, please email Breanne Konitzer-Patton at bpatton@hope4youthmn.org for assistance.

Login to Board Portal

1. Open a new web browser (preferably Google Chrome).
2. Type <https://www.hope4youthmn.org/login> in the address bar.
3. You'll be taken to the following screen:

A screenshot of the WordPress login interface. At the top center is the WordPress logo (a blue 'W' in a circle). Below it is a white login box with a light gray border. Inside the box, there are two input fields: "Username or Email Address" and "Password". The "Password" field has a small eye icon to its right. Below the input fields is a checkbox labeled "Remember Me" and a blue "Log In" button. Below the login box, there is a link that says "Lost your password?" and a link that says "← Back to HOPE 4 Youth in Anoka, MN".

4. Enter the username and password provided to you at your onboarding.
 - If you have forgotten your username, please email Breanne Konitzer-Patton at bpatton@hope4youthmn.org.
 - If you have forgotten your password, please select "Lost your password?".
5. Select "Log In" and you'll be taken to the Board Portal.

Board Portal - Repository

You'll find the following in the repository:

- Board Packets
- Meeting Minutes
- Committee Files
- General Board Documents
- Calendar





2027-2029 Strategic Planning Timeline

Ownership of Strategic Plan Development: Strategic Steering Committee (SSC)

- **September 2025** - Introduction of 2027-2029 Strategic Plan vision at Board Retreat – purpose of and elements of our planning process
- **October/November 2025** – SSC and staff determine *SME/Thought Leader* interviewees and questions
- **Q4 2025/Q1 2026**– SSC and staff engage in *SME/Thought Leader* discussions
- **February/March 2026** – SSC compile information from discussions
- **March 2026** – SSC share progress update with Board at March Board meeting
- **Q2 2026** – SSC and staff develop model highlighting goal priorities with corresponding key objectives.
- **August 2026** – Presentation and discussion of proposed 2027-2029 Strategic Plan at annual board retreat
- **September 2026** – SSC and staff make final changes to 2027-2029 Strategic Plan
- **Sept/Oct/Nov 2026** – Development of 2027-2029 Operating Plan
- **December 2026** – Annual Meeting and final presentation of 2027-2029 Strategic Plan



Building HOPE Project Timeline

Key Stages of Building HOPE Facility Launch

Phase I – September 2025

Property Acquisition:

- ✓ DEED Contract executed
- ✓ Bridge Loan Closing
- ✓ Property Closing
- ✓ File Declaration

COMPLETE!!!!!!

Phase II – September 2025 – Jan 2026

Pre-Construction and Socialization:

- ✓ Predesign
- ✓ Groundbreaking (Est November)
- ✓ Demolition
- ✓ Legislative Committee Approval for Design
- ✓ Dignitary Connections
- ✓ Business Introductions
- ✓ Kick off Private Campaign (Est November)

Phase III – January - December 2026

Full Construction and Socialization:

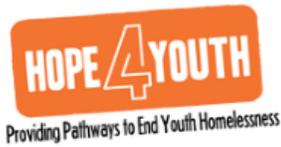
- ✓ Full Permitting in Place
- ✓ Listening Sessions and “Educational Tour”
- ✓ Create runway for transitions; volunteer engagement, youth notification, facility & equipment transition
- ✓ Hard Hat Tours
 - Key Partners and Donors
- ✓ Gala announcement - Kick off Public Campaign (April 2026)
- ✓ Media burst
- ✓ Volunteer Days (volunteers can help set up/paint/etc)



Phase IV – December 2026/February 2027

Open and Launch New Facility:

- ✓ Ownership
- ✓ Press Conference Day
- ✓ Move In (close Anoka/open Blaine)
- ✓ Open Houses (Youth engaged)
 - Youth
 - Donors
 - Civic Groups
 - Faith Groups
 - Volunteers
 - Educational Groups
 - Dignitaries
 - Former Board and Staff
 - Other
- ✓ After Opening events
 - CEO luncheon(s)
 - Partner Appreciation event
 - Donor Appreciation event



BUILDING HOPE PROJECT

HOPE 4 Youth Center Reimagined

HOPE 4 Youth Comprehensive Campaign

	Goal	Actual
Mission Expansion		
New Facility Development	\$ 8,000,000	\$ 8,000,000
Growth & Expansion	\$ 1,500,000	\$ 422,182
Mission Delivery		
Annual Fund	\$ 2,500,000	\$ 1,796,744
Mission Sustainability		
Endowment	\$ 1,000,000	\$ 1,000
Comprehensive Campaign Goal	\$13,000,000	\$10,218,926 79%

Mission Expansion

New Facility Development: Purchase of land/property, land improvements, design, construct/remodel, furniture/fixtures/equipment.

Growth & Expansion: Mission expansion cost associated with new facility serving youth with greater resources and assets.

Mission Delivery

Annual Fund – Funding HOPE 4 Youth’s annual mission delivery expenses.

Mission Sustainability

Endowment – Fund earning value with a portion of endowment donation paid out each year. This fund will generate a reliable stream of funding for operational execution in the future.



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

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

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

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

2025 Matrix of Progress - Q3 - September

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

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

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

Fundraising actual to goal	Slightly behind
Relational movement (New sponsors)	In process
Volunteer movement	Strong retention
Major Gift (\$10,000+) cultivation	In process

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

HR strategies driving transparent culture	Strong survey results
H4Y benefits	In review
Staff training and support efforts (secondary trauma mitigation)	Mindfulness Strategy
Strengths focus to elevate culture	Coaching Mentorship

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

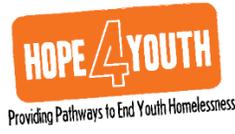
Progress on location	WE CLOSED
Progress with DEED partnership	Received two payments
Progress on community outreach - support	Ontrack
Progress on new facility annual budget	Almost to 80%

Tracking Key:

GREEN - On track | Moving forward

YELLOW - Concern elevating | Attention required

RED - Urgency of board/staff ACTION



COMPENSATION PHILOSOPHY

THE CRITICAL ROLE OF STAFF

At our organization, staffing is our most valuable asset. We can't fulfill our mission nor do our work without our talented team of professionals. We work to ensure that we have the right support in place for our team and invest in resources to help them be empowered and grow.

MEETING OUR MISSION REQUIRES TALENT

In order to support the people we serve, and deliver the promises of our mission and vision, it is critical we develop and sustain a stable, high-performing workforce. We believe in core values and a strengths-based mindset. To that end, we amplify HOPE 4 Youth's core values of resourceful, accountable, inclusive, hopeful and compassion in all we do for the youth we serve, the community we support, and the team we are a part of. We believe in operating with a strengths-based mindset when working with one another and empowering the youth we support. We work to create an environment where employees are engaged, recognized, rewarded, and have a sense of belonging. When we are at our best, our mission is fulfilled, our team is XXXXX, and our community is improved.

OUR TALENT MARKET

Our organization is a nonprofit who provides pathways to end youth homelessness. We do this by collaborating with our community partners and employing a strong team of professionals. We believe in the commitment of providing our staff meaningful work. As a nonprofit it can be difficult to compete for talent in the marketplace strictly on salary alone; while we recognize that salaries are important, there are many other factors that make our organization a great place to work.

OUR COMMITMENT TO THE WHOLE EMPLOYEE

HOPE 4 Youth is committed to a "Total Compensation" philosophy which include the following component:

- Compelling mission, vision, and values which make a positive impact in the community
- A commitment to collaborative approaches to work
- An inclusive and equitable work environment
- Opportunities for learning, growth, training, and career advancement
- A commitment to both formal and informal employee recognition and appreciation
- Flexible work arrangements (e.g. part-time, adjustable work hours and limited work from home)
- A generous package of employee benefits
- Wage scale aligned to the markets in which we compete for talent

OUR SALARY AND BENEFITS PROGRAM

- A minimum of three weeks of PTO for all regular employees, plus holiday and floating holidays
- Inclusive benefit policies which reflect diverse and varied family situations
- Competitively-priced medical, dental, vision, life and disability insurance coverages

- A retirement savings plan with generous employer contributions
- Objective of paying within the middle 50% (between 25th and 75th percentiles) for most positions when compared to Twin Cities nonprofits and small-to-mid-size for-profit organizations
- Annual salary increases process (subject to affordability) based on performance, internal equity, and market conditions
- Increased compensation based on promotions and/or increased responsibilities, as applicable
- Overtime for non-exempt employees, and compliance with all applicable laws and regulations

DRAFT

HOPE 4 Youth Development & Fundraising Philosophy

VISION-DRIVEN ENGAGEMENT

CORE PILLARS

MISSION
ALIGNMENT &
STRATEGIC
RELATIONSHIPS

DONOR
STEWARDSHIP &
CULTIVATION

DIVERSIFIED
REVENUE
STREAMS

COMMUNITY
ENGAGEMENT &
VISIBILITY

FOUNDATION &
GRANT
STRATEGY

CORPORATE
ENGAGEMENT

GUIDING PRINCIPLES

- TRANSPARENCY
- INCLUSIVITY
- INNOVATION
- SUSTAINABILITY

IMPLEMENTATION FRAMEWORK

HOPE 4 Youth Development & Fundraising Philosophy

HOPE 4 Youth's fundraising philosophy is rooted in transformational relationships, not transactional giving. Every donor, partner, and supporter is invited into a shared mission: to provide pathways to end youth homelessness. The 'WHY' of H4Y—its impact, stories, and values—must be consistently communicated to inspire deep, lasting engagement.

Core Pillars of Philosophy

Mission Alignment & Strategic Partnerships

- Identify and cultivate relationships with individual donors, corporations, foundations, civic groups, faith-based organizations, and government funders whose missions align with H4Y's values.
- Prioritize local and regional engagement to build community-rooted support.
- Leverage existing volunteer and donor networks to open doors to new partnerships.

Donor Stewardship & Cultivation

- Stewardship is central: personalized thank-you notes, donor recognition, and meaningful engagement opportunities.
- Convert first-time donors into recurring supporters through intentional follow-up and storytelling.
- Rebrand and elevate monthly giving programs (e.g., Circle of HOPE) to foster sustained support.

Diversified Revenue Streams

- Maintain a balanced portfolio across individual giving, corporate support, foundations, government grants, and events.
- Set clear financial goals (e.g., \$1.7M+ in annual revenue) and track performance across all channels.
- Use data from Giveffect and historical trends to inform strategy and measure success.

Community Engagement & Visibility

- Strengthen H4Y's presence through speaking engagements, chamber events, and civic outreach.
- Host impactful events like A Night 4 HOPE, Darkest Night 4K, Hunt 4 HOPE, and Clays 4 Youth to raise funds and awareness.
- Utilize media and social platforms to amplify stories and calls to action.

Foundation & Grant Strategy

- Research and document timelines, application processes, and giving priorities of foundations.
- Cultivate relationships with private family foundations and wealth management professionals to unlock new funding sources.

- Honor the process and expectations of each foundation with timely reporting and stewardship.

Corporate Engagement

- Develop tailored strategies for large, mid-size, and small businesses.
- Promote employee engagement, workplace giving, and sponsorships.
- Build formal partnerships through tours, presentations, and shared impact storytelling.

Guiding Principles

- Transparency: Share clear impact metrics and financial goals.
- Inclusivity: Engage diverse communities and donors across all sectors.
- Innovation: Reimagine events and campaigns to stay relevant and compelling.
- Sustainability: Focus on long-term relationships and recurring revenue.

Implementation Framework

- Use the Advancement Timeline to coordinate campaigns, events, and outreach.
- Align all efforts with the Annual Fundraising Goals and monthly stewardship plans.
- Empower staff, board members, and volunteers to be ambassadors of the mission.

ADVANCEMENT SNAPSHOT JULY 2025

DONATIONS: \$103,697

Individual Giving continues to trend higher than budgeted; Corporate increases due to a matching donation from CorTrust Bank

	Actuals	Budgeted
Individuals	\$15,549	\$10,432
Civic, Faith, Small Business Corporations	\$5,526	\$4,474
Foundations	\$8,045	\$5,400
Government	1,000	\$1,420
Events	\$64,664	\$49,878
	\$8,913	\$13,647

SPECIAL ADVANCEMENT UPDATES:

- Events: 4K Invite mailed and registration is OPEN!
- Community Events: Champlin Food Truck Fest, 3rd Annual Coon Rapids Women of Today Donation event, Eat & Greet with Columbia Heights Police
- Volunteers: Medtronic on-site for freezer meals
- Pack the Pantry: Doubled our goal of 400 bags

VOLUNTEER AND IN KIND DONATIONS

716 TOTAL HOURS

4,043 LBS of Food Donated

3 New Volunteers

26 Donation Drives Completed

20 # of Speaking Engagements

SOCIAL MEDIA STATISTICS

POST W/ MOST ENGAGEMENTS & IMPRESSIONS:



147 TOTAL POSTS
Instagram, Facebook, LinkedIn, & Stories.

3,342 ENGAGEMENTS
of times a user saved, commented, reacted, shared, or clicked on content.

367 AVERAGE REACH
Average # of unique users per post

73,163 IMPRESSIONS
of times content appears in front of user.

ADVANCEMENT SNAPSHOT AUGUST 2025

DONATIONS: \$162,803

Continuing to see an increased trend in Individual Giving – we are believe this is due to a change in marketing tactics, sharing more youth stories, highlighting the increasing numbers/need, and focusing on increased donor stewardship. We are behind budget on Corp giving, but \$34k higher than last year to date.

	Actuals	Budgeted
Individuals	\$36,165	\$29,865
Civic, Faith, Small Business Corporations	\$8,329	\$10,000
Foundations	\$4,726	\$20,000
Government	-	-
Events	\$53,017	\$49,878
	\$60,566	\$57,353

SPECIAL ADVANCEMENT UPDATES:

- Events: Heartland Tire & Clays 4 Youth
- Community Events: Anoka Food Truck, Carlson Toyota Event, Walmart Re-Grand Opening
- Volunteers: Multiple groups on site making kits
- Pack the Pantry: Completed and collected a total of 21,271 lbs of food. Blaine Youth Football donated 1,600 lbs of food.

VOLUNTEER AND IN KIND DONATIONS

571 TOTAL HOURS

3,424 LBS of Food Donated

8 New Volunteers

27 Donation Drives Completed

16 # of Speaking Engagements

SOCIAL MEDIA STATISTICS

POST W/ MOST ENGAGEMENTS & IMPRESSIONS:



651
VISITS TO OUR
H4Y CENTER IN JULY

127
TOTAL POSTS
Instagram, Facebook, LinkedIn, & Stories.

3,394
ENGAGEMENTS
of times a user saved, commented, reacted, shared, or clicked on content.

378
AVERAGE REACH
Average # of unique users per post

64,005
IMPRESSIONS
of times content appears in front of user.

ADVANCEMENT SNAPSHOT SEPTEMBER 2025

DONATIONS: \$210,619

Continuing to see an increased trend in Individual Giving.
Looking at strategies to increase corporate giving.

	Actuals	Budgeted
Individuals	\$22,129	\$14,331
Civic, Faith, Small Business	\$5,510	\$7,838
Corporations	\$7,649	\$24,360
Foundations	\$0	\$2,000
Government	\$67,531	\$69,483
Events	\$20,221	\$21,818

SPECIAL ADVANCEMENT UPDATES:

- Events: Clays 4 Youth, Hunt 4 HOPE
- Community Events: Ramsey Happy Days, HOPE Fest, Anoka County Sheriff Open House
- Volunteers: Helped ACBC with their produce distribution, Olsen Theilen packed 400 lunch kits and 600 laundry kits.

VOLUNTEER AND IN KIND DONATIONS

652
TOTAL HOURS

2,855 LBS of Food Donated

1 New Volunteers

14 Donation Drives Completed

25 # of Speaking Engagements

SOCIAL MEDIA STATISTICS

POST W/ MOST ENGAGEMENTS & IMPRESSIONS:

TOP NEEDS LIST

GAS GIFT CARDS, CASH, AND BOTTLED WATER ARE ALWAYS NEEDED!



MICROWAVEABLE MEALS:
HORMEL COMPLEATS, YAKISOBA, & CHOW MEIN



CHICKEN NOODLE SOUP CANNED PASTA



RICE, PASTA, POTATO SIDES TUNA CANS & PACKETS REGULAR & FLAVORED

84

TOTAL POSTS

Instagram, Facebook, LinkedIn, & Stories.

2,510

ENGAGEMENTS

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

523

AVERAGE REACH

Average # of unique users per post

50,059

IMPRESSIONS

of times content appears in front of user.



Providing Pathways to End Youth Homelessness

Program Snapshot July 2025

HOPE 4 Youth Center Youth Statistics

651

H4Y Center Visits
Children Visits = 90
Total Visits = 741
YTD Youth Visits = 3561

265

Unique Youth
Under 18 = 18
YTD Youth = 602

54

New Enrollments YTD = 308

H4Y Center Community Referrals

Basic Needs	3
Education	1
Emergency Shelter	5
Employment	1
Financial Assistance	9
Health (physical, mental, etc.) Support	2
Housing	6
Legal Support	0
Parenting Support	1
Domestic Violence	1
Total Community Referrals	29

Case Management Services – All Programs

211 Youth Received 269 Hours of Case Management Services

80% of Youth Received CM

H4Y Center: 251 youth received 1752 basic need services

H4Y Center On-Site Resources

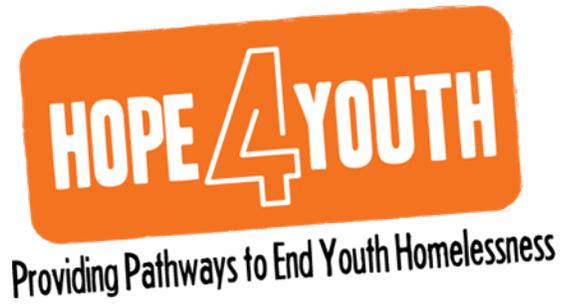
Transportation Supports =	43
Amount of Transportation Supports =	\$790
Food Shelf Visits =	508
Pounds of Food =	14,726
Clothing Closet Visits =	277
Hygiene Closet Visits =	458
Meals Eaten =	392
On-Site Professional Services =	17

H4Y Center Parenting Youth

Number of Children Visits = 90
Youth w/Children present = 51(20%)
Baby Products Provided = 54
Community Referrals Parenting Support = 1

HOPE Place Youth Statistics - 11 youth served

1 open units, 0 move-out, 0 move in
6 residents continue to work on a career path
9 residents are working (6 FT, 3 PT)
6 enrolled in post-secondary education
0 enrolled in GED Program
3 are receiving health support (physical, mental)



MISSION OUTCOME – July 2025

Participants Assisted w/Housing Stability = 27

Prevention (assisted in maintaining current housing) = 9

Rapid Rehousing (assisted in finding permanent housing) = 1

H4Y Housing Stability Assistance (rent and deposits) = 2

HOPE Place New Resident = 0

HOPE Place Successful Completion = 0

Host Homes (assisted youth in alternative housing option) = 4

Referrals for Transitional or Permanent Housing = 6

Community Referrals for Emergency Shelter = 5

Dollars toward rent supports = **\$22,622**

Year Over Year H4Y Center Data

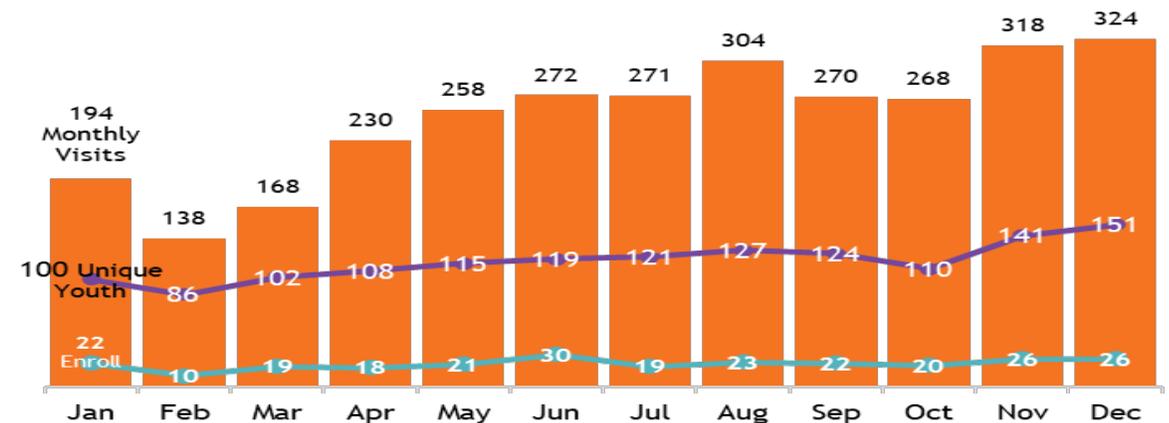
2025



2024



2023





Providing Pathways to End Youth Homelessness

Program Snapshot August 2025

HOPE 4 Youth Center Youth Statistics

548

H4Y Center Visits
Children Visits = 90
Total Visits = 638
YTD Youth Visits = 4109

246

Unique Youth
Under 18 = 12
YTD Youth = 652

36

New Enrollments YTD = 344

H4Y Center Community Referrals

Basic Needs	12
Education	4
Emergency Shelter	12
Employment	2
Financial Assistance	20
Health (physical, mental, etc.) Support	2
Housing	10
Legal Support	3
Parenting Support	0
Domestic Violence	0
Total Community Referrals	65

Case Management Services – All Programs

165 Youth Received 246 Hours of Case Management Services

68% of Youth Received CM

H4Y Center: 240 youth received 1583 basic need services

H4Y Center On-Site Resources

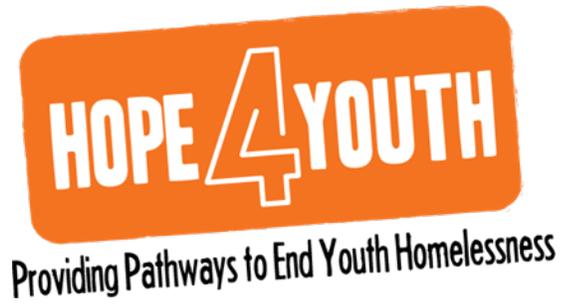
Transportation Supports =	38
Amount of Transportation Supports =	\$655
Food Shelf Visits =	448
Pounds of Food =	13,046
Clothing Closet Visits =	229
Hygiene Closet Visits =	414
Meals Eaten =	342
On-Site Professional Services =	19

H4Y Center Parenting Youth

Number of Children Visits = 90
Youth w/Children present = 49(20%)
Baby Products Provided = 92
Community Referrals Parenting Support = 0

HOPE Place Youth Statistics - 11 youth served

2 open units, 2 move-out, 1 move in
8 residents continue to work on a career path
10 residents are working (7 FT, 3 PT)
5 enrolled in post-secondary education
0 enrolled in GED Program
4 are receiving health support (physical, mental)



MISSION OUTCOME – August 2025

Participants Assisted w/Housing Stability = 39

Prevention (assisted in maintaining current housing) = 7

Rapid Rehousing (assisted in finding permanent housing) = 0

H4Y Housing Stability Assistance (rent and deposits) = 4

HOPE Place New Resident = 1

HOPE Place Successful Completion = 1

Host Homes (assisted youth in alternative housing option) = 4

Referrals for Transitional or Permanent Housing = 10

Community Referrals for Emergency Shelter = 12

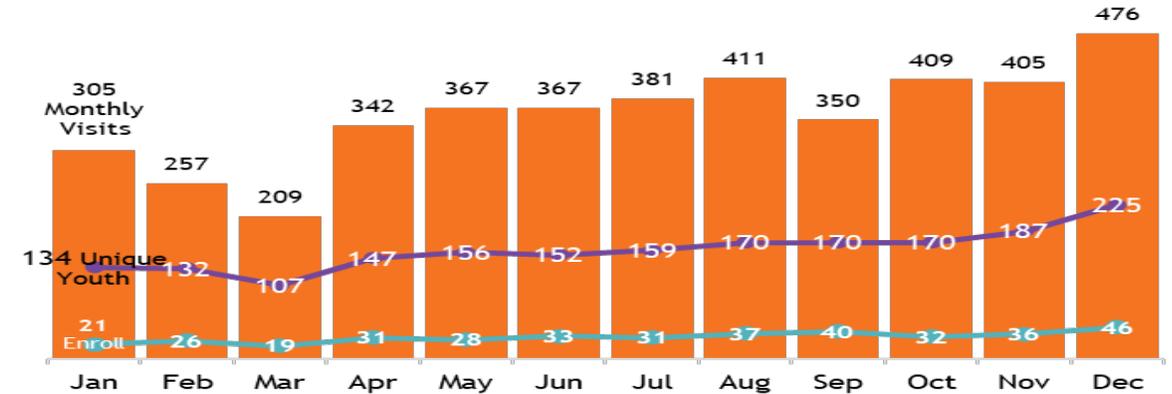
Dollars toward rent supports = **\$15,444**

Year Over Year H4Y Center Data

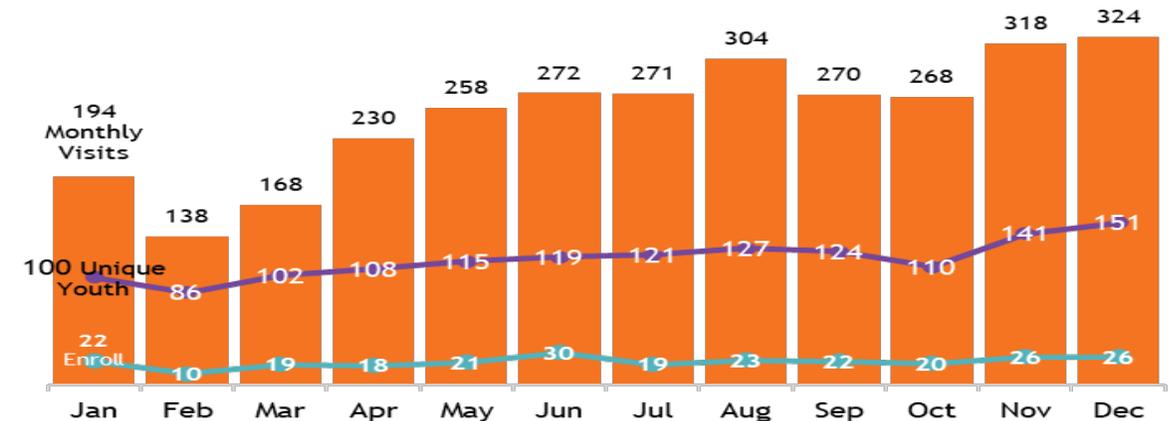
2025



2024



2023





Providing Pathways to End Youth Homelessness

Program Snapshot

September 2025

HOPE 4 Youth Center Youth Statistics

530

H4Y Center Visits
Children Visits = 65
Total Visits = 595
YTD Youth Visits = 4639

225

Unique Youth
Under 18 = 19
YTD Youth = 722

34

New Enrollments
YTD = 379

H4Y Center Community Referrals

Basic Needs	17
Education	0
Emergency Shelter	9
Employment	2
Financial Assistance	10
Health (physical, mental, etc.) Support	7
Housing	5
Legal Support	1
Parenting Support	0
Domestic Violence	0
Total Community Referrals	51

Case Management Services – All Programs

161 Youth Received 223 Hours of Case Management Services

72% of Youth Received CM

H4Y Center: 223 youth received 1520 basic need services

H4Y Center On-Site Resources

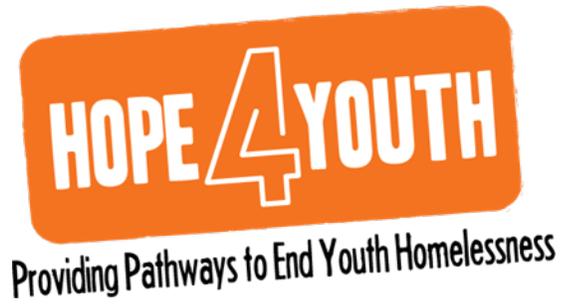
Transportation Supports =	47
Amount of Transportation Supports =	\$870
Food Shelf Visits =	449
Pounds of Food =	12,320
Clothing Closet Visits =	213
Hygiene Closet Visits =	417
Meals Eaten =	334
On-Site Professional Services =	8

H4Y Center Parenting Youth

Number of Children Visits = 65
Youth w/Children present = 41 (19%)
Baby Products Provided = 59
Community Referrals Parenting Support = 0

HOPE Place Youth Statistics - 12 youth served

1 open unit, 1 move-out, 1 move in
8 residents continue to work on a career path
10 residents are working (8 FT, 2 PT)
4 enrolled in post-secondary education
1 enrolled in GED Program
4 are receiving health support (physical, mental)



MISSION OUTCOME – September 2025

Participants Assisted w/Housing Stability = 25

Prevention (assisted in maintaining current housing) = 1

Rapid Rehousing (assisted in finding permanent housing) = 0

H4Y Housing Stability Assistance (rent and deposits) = 4

HOPE Place New Resident = 1

HOPE Place Successful Completion = 1

Host Homes (assisted youth in alternative housing option) = 4

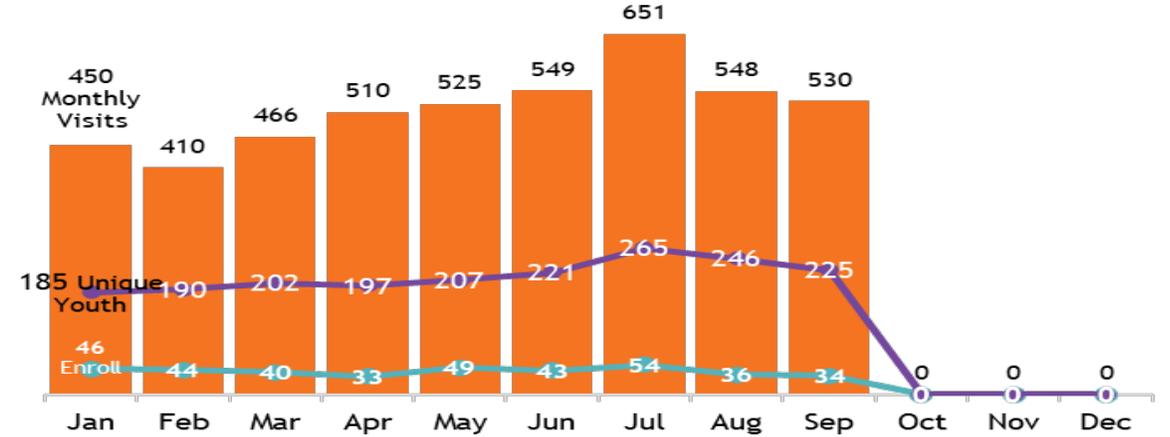
Referrals for Transitional or Permanent Housing = 5

Community Referrals for Emergency Shelter = 9

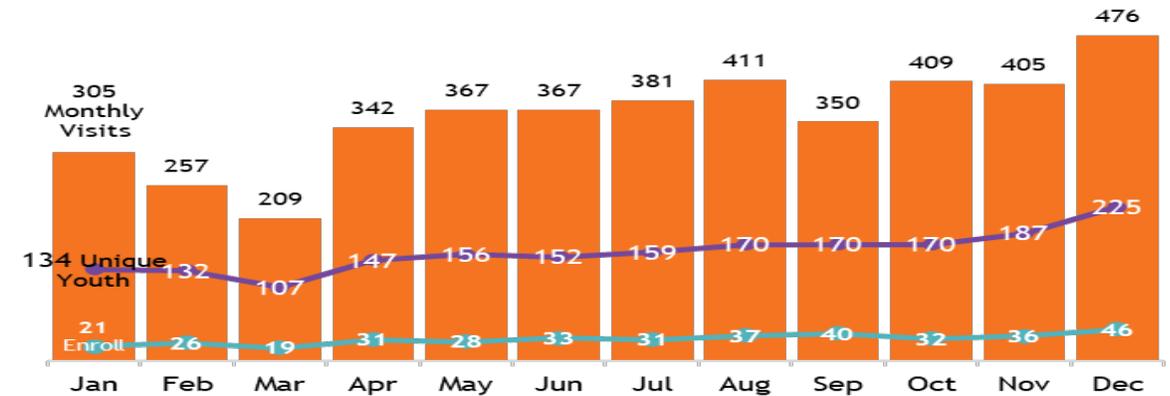
Dollars toward rent supports = **\$5,569**

Year Over Year H4Y Center Data

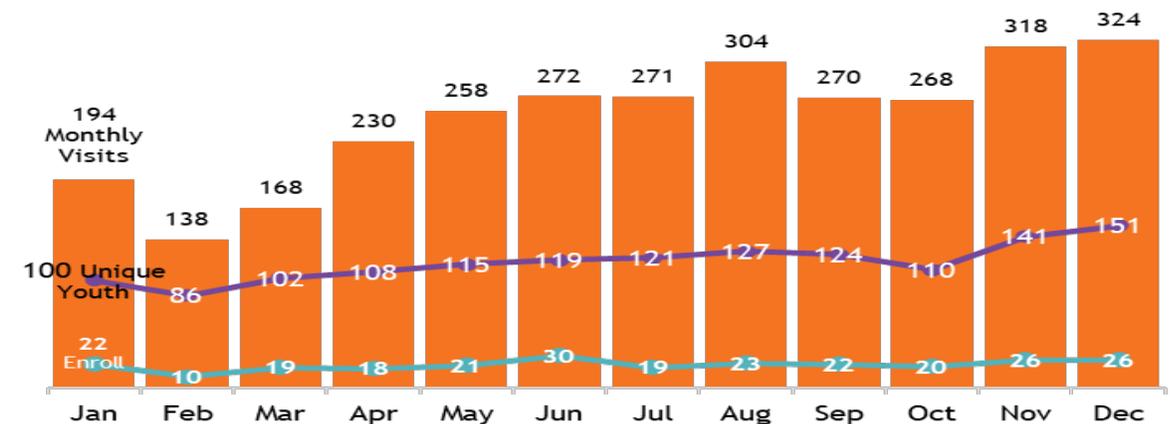
2025

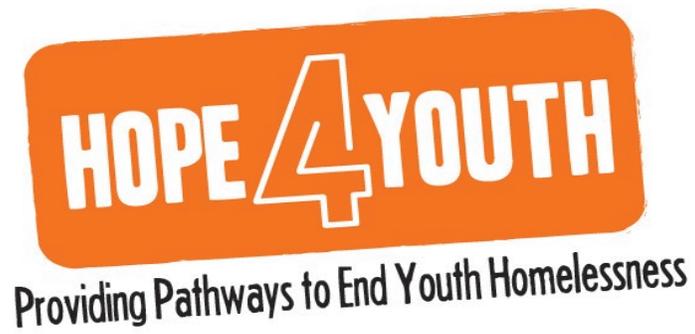


2024



2023





Fiscal Year 2025
Financial Statements
as of July 31, 2025

Statement of Financial Position
July 2025

		Comments
Assets		
Cash and Cash Equivalents	409,525	
Board Designated Operating Reserve	283,533	
Receivables	151,792	GRH, OEO, FHPAP, Rent
Prepaid Expenses	50,844	
Inventory & Other Assets	110,922	
Investments-General	185,118	Treasury Bills
Property and Equipment, net	1,398,797	
*Building Fund	162,198	Individual and Civic/Faith Donations
*Investments-Building Campaign	150,000	Treasury Bills
Total Assets	2,902,730	
Liabilities		
Accounts Payable & Other Accrued Liabilities	65,227	Payroll liabilities, credit card
Total Liabilities	65,227	
Net Assets		
Unrestricted-Undesignated	2,792,338	
Unrestricted-Board Designated Operating Reserve	283,533	
Temporarily Restricted	11,105	Anoka County Mental Wellness Campaign and Open Your Heart Housing Support
Current Year Net Surplus(Deficit)	(249,474)	
Total Net Assets	2,837,502	
Total Liabilities & Net Assets	2,902,730	

**Statement of Activity
July 2025**

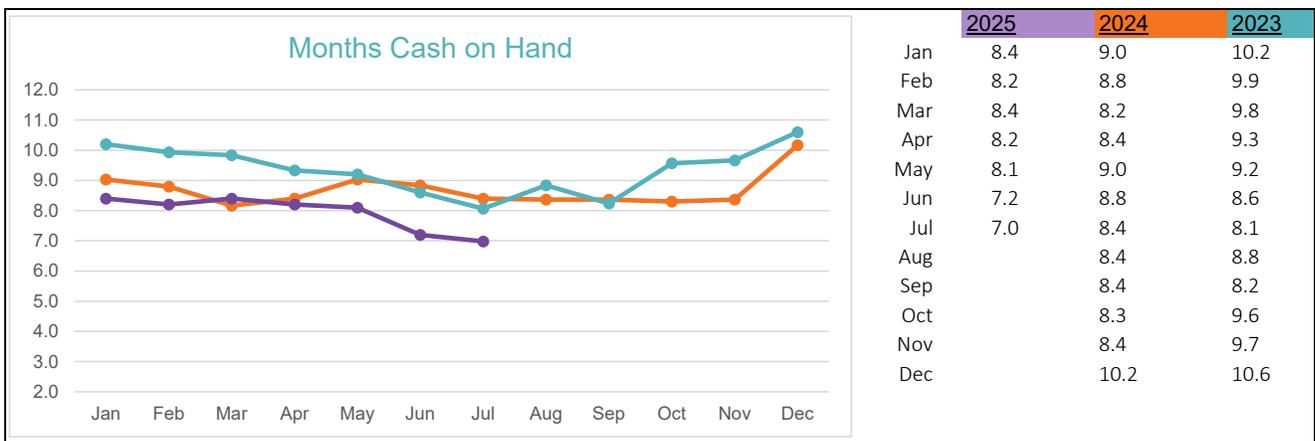
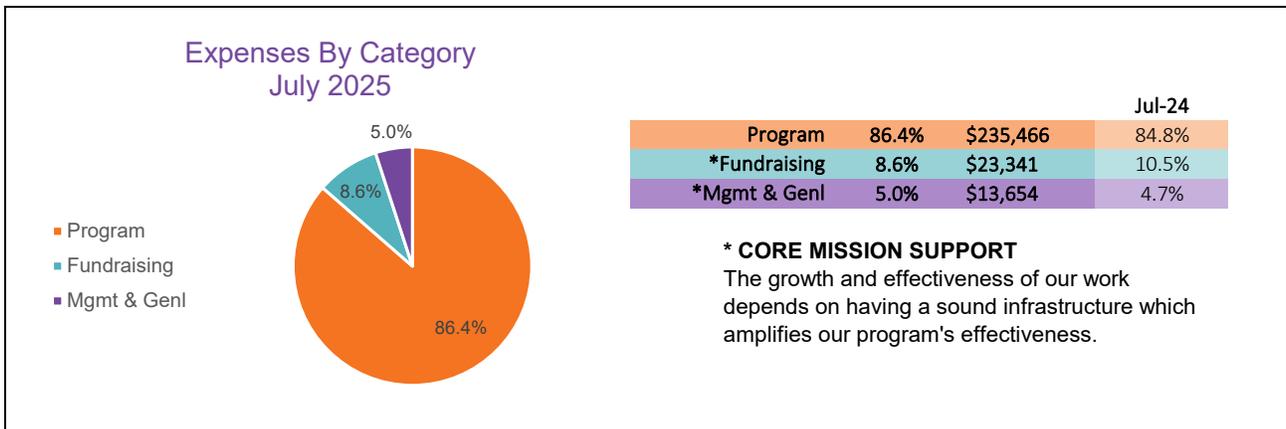
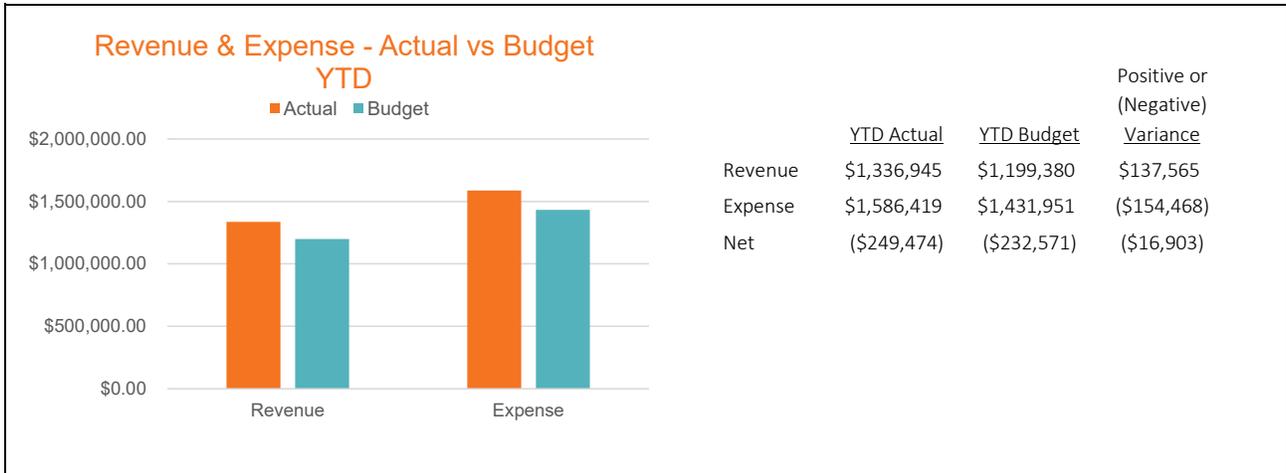
	Operations			Building HOPE Project			Act to Bud Variance Comments
	Actual	Budget	Variance	Actual	Budget	Variance	
Ordinary Income/Expense							
Income							
DONATIONS, GIFTS, & GRANTS							
Individuals	15,549	10,432	5,117	0	0	0	Continuing to see an increased trend in Individual Giving – we are believing 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	5,526	4,474	1,052	0	0	0	
Corporations	8,045	5,400	2,645	0	0	0	
Foundations	1,000	1,420	(420)	0	0	0	
Government Grants	64,664	49,878	14,786	0	0	0	Coming to the end of a grant and trying to utilize funds
INVSTMT INC & OTHR GAIN(LOSS)	3,837	2,832	1,005	0	0	0	
OTHER SUPPORT	79,246	37,350	41,896	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
PROGRAM SERVICE FEES	6,736	13,154	(6,418)	0	0	0	The State is falling behind in processing Housing Fund support (GRH). We will likely continue to see this trend.
SPECIAL EVENTS	8,913	13,647	(4,734)	0	0	0	
Total Income	193,516	138,587	54,929	0	0	0	
Expense							
BULDING & FACILITIES EXPENSE	10,380	10,321	59	0	0	0	
CONTRACTED SRV & PROF FEES	19,605	19,666	(61)	14,900	0	14,900	
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	4,028	4,478	(450)	124	0	124	
PAYROLL, TAXES, & BENEFITS	98,866	103,011	(4,145)	0	0	0	Open positions
POSTAGE, MAILING, & DELIVERY	781	750	31	0	0	0	
PRINTING & PROMOTION EXPENSE	3,004	1,375	1,629	0	0	0	
PROGRAM EXPENSES (YOUTH SUPPORT)	26,755	13,724	13,031	0	0	0	Coming to the end of a grant and trying to utilize funds
PROGRAM EXPENSES (In Kind Expenses)	79,586	37,816	41,770	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
STAFF, BOARD, & VOLUTEER EXP	3,211	991	2,220	0	0	0	
SUPPLIES & MINOR EQUIPMT	118	417	(299)	0	0	0	
TRAVEL & TRANSPORTATION	992	583	409	0	0	0	
Total Expense	257,437	200,691	56,746	15,024	0	15,024	
Net Income	(63,922)	(62,104)	(1,818)	(15,024)	0	(15,024)	

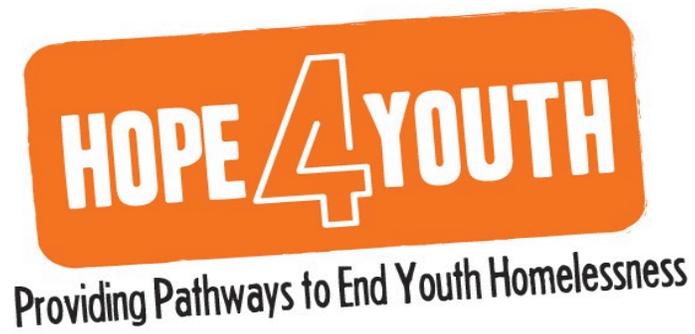
Statement of Revenue and Expense

Fiscal Year 2025 -July 31, 2025

	Operations				Building HOPE Project				Notes
	YTD Actual	YTD Budget	Over(Under)	Full Year	YTD Actual	YTD Budget	Over(Under)	Full Year	
			YTD Budget	Budget			YTD Budget	Budget	
Revenue									
Donations, Gifts, and Grants									
Individuals	146,993	97,563	49,430	337,645	0	0	0	0	Individual giving continues to trend higher – due to focused stewardship
Civic/Faith	32,356	63,005	(30,649)	125,077	0	0	0	0	Civic and Faith is trending lower – we hope to see an increase in August once the Summer Appeal hits but we are aware that some of this is due to the decreased availability of charitable gambling donations that the Civic community is seeing
Corporations	113,350	101,254	12,096	415,000	0	0	0	0	Corporate giving – higher this month due to a matching grant from CorTrust Bank for a Great River Energy grant donation
Foundations	31,000	91,420	(60,420)	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	389,854	389,100	754	637,616	0	0	0	0	Unable to bill for open positions
Investment & Other Income	24,432	19,824	4,608	33,987	0	0	0	0	
Inkind Contributions	344,120	202,450	141,670	475,000	0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Program Service Revenue	73,805	85,373	(11,568)	149,843	0	0	0	0	
Special Events, net	181,036	149,391	31,645	290,500	0	0	0	0	Successful Gala
	1,336,945	1,199,380	137,565	2,598,088	0	0	0	0	
Expense									
Interest Expense	8,526	0	8,526	0					Interest charge to be reimbursed by IRS (ERC)
Building and Facilities Expense	80,408	75,225	5,183	149,839	0	0	0	0	Emergency repair of Center refrigerator and purchase of refrigerators for HOPE Place.
Contracted Srvs & Professional Fees	155,527	151,258	4,269	234,600	25,961	0	25,961	0	
Depreciation Expense	34,232	26,831	7,401	46,000	0	0	0	0	New camera/alarm system for HOPE Place; Refrigerators and a freezer for the pantry
Insurance	32,309	23,711	8,598	42,345	0	0	0	0	Insurance costs higher than budgeted
Licenses, Membrshps, Dues, & Fees	31,293	36,698	(5,405)	60,051	124	0	124	0	Payment to YIPA not as much as budgeted
Payroll, Taxes, and Benefits	729,333	772,581	(43,248)	1,339,142	0	0	0	0	Open positions
Postage, Mailing & Delivery	1,297	2,500	(1,203)	4,600	0	0	0	0	
Printing and Promotion Expenses	13,508	14,175	(667)	23,150	2,194	0	2,194	0	
Program Expenses (Youth Support)	116,986	107,277	9,709	655,816	0	0	0	0	
Program Expenses (In Kind Expenses)	331,116	200,212	130,904		0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Staff, Board, & Volunteer Expense	13,608	9,987	3,621	21,900	159	0	159	0	
Supplies and Equipment	6,232	6,915	(683)	10,000	0	0	0	0	
Travel and Transportation	3,608	4,581	(973)	8,000	0	0	0	0	
	1,557,982	1,431,951	126,031	2,595,443	28,437	0	28,437	0	
Net Surplus(Deficit)	(221,037)	(232,571)	11,534	2,645	(28,437)	0	(28,437)	0	
					*Building HOPE Project		312,198		

HOPE 4 Youth Financial Dashboard - July 2025





Fiscal Year 2025
Financial Statements
as of August 31, 2025

Statement of Financial Position
August 2025

Comments

Assets

Cash and Cash Equivalents	586,807	
Board Designated Operating Reserve	251,946	
Receivables	148,983	GRH, OEO, FHPAP, Rent
Prepaid Expenses	59,102	
Inventory & Other Assets	110,922	
Investments-General	1,035	Fidelity Investments (Stocks Donated)
Property and Equipment, net	1,397,424	
*Building Fund	312,443	Individual and Civic/Faith Donations, Sale of Admin Office
*Restricted-Building Campaign	0	Reserve Account for Loan (Sept)
Total Assets	2,868,663	

Liabilities

Accounts Payable & Other Accrued Liabilities	59,975	Payroll liabilities, credit card
Total Liabilities	59,975	

Net Assets

Unrestricted-Undesignated	2,826,752	
Unrestricted-Board Designated Operating Reserve	251,946	
Temporarily Restricted	8,279	Anoka County Mental Wellness Campaign and Open Your Heart Housing Support
Current Year Net Surplus(Deficit)	(278,289)	
Total Net Assets	2,808,688	
Total Liabilities & Net Assets	2,868,663	

**Statement of Activity
August 2025**

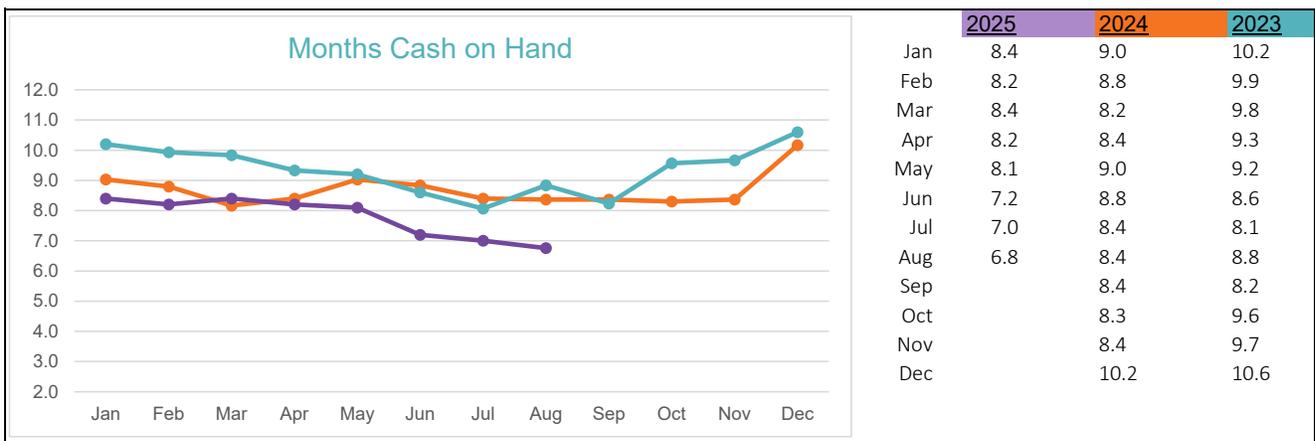
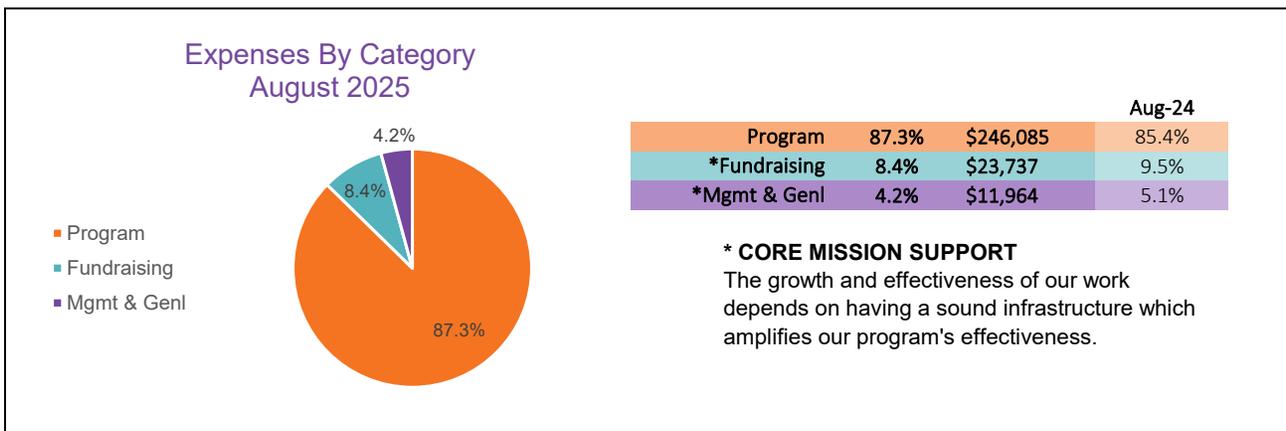
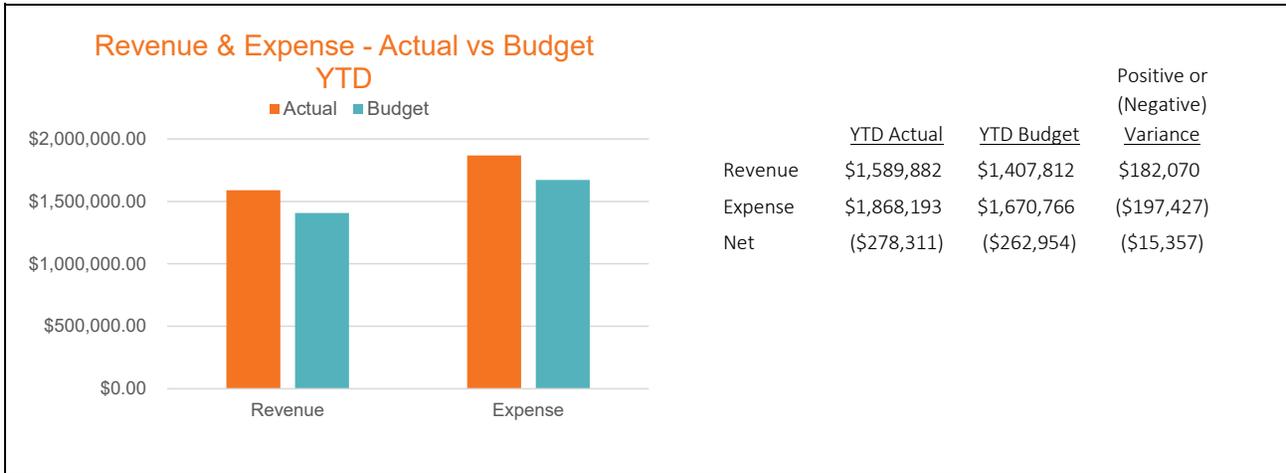
	Operations			Building HOPE Project			Act to Bud Variance Comments
	Actual	Budget	Variance	Actual	Budget	Variance	
Ordinary Income/Expense							
Income							
DONATIONS, GIFTS, & GRANTS							
Individuals	36,165	29,865	6,300	0	0	0	Continuing to see an increased trend in Individual Giving – we are believing 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	8,329	10,000	(1,671)	0	0	0	
Corporations	4,726	20,000	(15,274)	0	0	0	We are behind budget for this month, but \$34,000 higher than last year to date.
Foundations	0	0	0	0	0	0	
Government Grants	53,017	49,878	3,139	0	0	0	
INVSTMT INC & OTHR GAIN(LOSS)	2,726	2,832	(106)	0	0	0	
OTHER SUPPORT	71,463	25,350	46,113	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community The State is catching up in processing Housing Fund support (GRH).
PROGRAM SERVICE FEES	18,860	13,154	5,706	0	0	0	
SPECIAL EVENTS	60,566	57,353	3,213	0	0	0	
Total Income	255,851	208,432	47,419	0	0	0	
Expense							
BULDING & FACILITIES EXPENSE	9,565	10,105	(540)	0	0	0	
CONTRACTED SRV & PROF FEES	17,664	15,916	1,748	4,850	0	4,850	
DEPRECIATION EXPENSE.	4,973	3,833	1,140	0	0	0	
INSURANCE.	5,390	3,726	1,664	0	0	0	
LICENSES-MEMBRSHPS-DUES-FEES	3,756	4,231	(475)	0	0	0	
PAYROLL, TAXES, & BENEFITS	139,991	154,515	(14,524)	0	0	0	Open positions
POSTAGE, MAILING, & DELIVERY	312	0	312	0	0	0	
PRINTING & PROMOTION EXPENSE	1,575	2,325	(750)	690	0	690	
PROGRAM EXPENSES (YOUTH SUPPORT)	20,110	14,057	6,053	0	0	0	Coming to the end of a grant and trying to utilize funds More in-kind donations than budgeted due to new partnership with Hope for the Community
PROGRAM EXPENSES (In Kind Expenses)	71,368	25,816	45,552	0	0	0	
STAFF, BOARD, & VOLUTEER EXP	869	3,291	(2,422)	183	0	183	
SUPPLIES & MINOR EQUIPMT	231	417	(186)	0	0	0	
TRAVEL & TRANSPORTATION	260	583	(323)	0	0	0	
Total Expense	276,063	238,815	37,248	5,723	0	5,723	
Net Income	(20,212)	(30,383)	10,171	(5,723)	0	(5,723)	

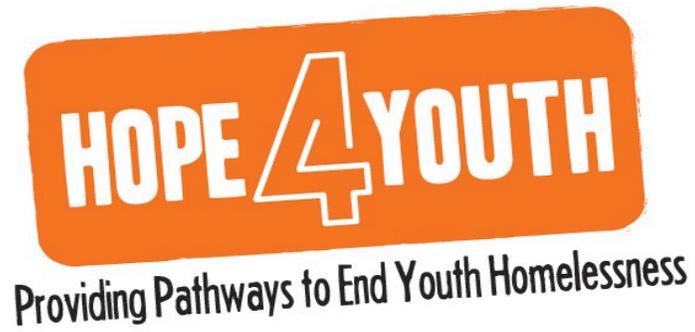
Statement of Revenue and Expense

Fiscal Year 2025 -August 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	
Revenue									
Donations, Gifts, and Grants									
Individuals	183,157	127,428	55,729	337,645	0	0	0	0	Individual giving continues to trend higher – due to focused stewardship
Civic/Faith	40,685	73,005	(32,320)	125,077					Civic and Faith is trending lower. We are aware that some of this is due to the decreased availability of charitable gambling donations that the Civic community is seeing.
Corporations	118,076	121,254	(3,178)	415,000	0	0	0	0	
Foundations	31,000	91,420	(60,420)	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	442,871	438,978	3,893	637,616	0	0	0	0	
Investment & Other Income	27,157	22,656	4,501	33,987	0	0	0	0	
Inkind Contributions	415,583	227,800	187,783	475,000	0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Program Service Revenue	89,733	98,527	(8,794)	149,843	0	0	0	0	
Special Events, net	241,619	206,744	34,875	290,500	0	0	0	0	Successful Gala
	1,589,882	1,407,812	182,070	2,598,088	0	0	0	0	
Expense									
Interest Expense	8,526	0	8,526	0					Interest charge to be reimbursed by IRS (ERC)
Building and Facilities Expense	89,973	85,330	4,643	149,839	0	0	0	0	Emergency repair of Center refrigerator and purchase of refrigerators for HOPE Place.
Contracted Srvs & Professional Fees	173,190	167,174	6,016	234,600	30,811	0	30,811	0	Building HOPE Project Expenses
Depreciation Expense	39,205	30,664	8,541	46,000	0	0	0	0	New camera/alarm system for HOPE Place; Refrigerators and a freezer for the pantry
Insurance	37,699	27,437	10,262	42,345	0	0	0	0	Insurance costs higher than budgeted
Licenses, Membrshps, Dues, & Fees	35,049	40,929	(5,880)	60,051	124	0	124	0	Payment to YIPA not as much as budgeted
Payroll, Taxes, and Benefits	869,324	927,096	(57,772)	1,339,142	0	0	0	0	Open positions
Postage, Mailing & Delivery	1,609	2,500	(891)	4,600	0	0	0	0	
Printing and Promotion Expenses	15,055	16,500	(1,445)	23,150	2,884	0	2,884	0	
Program Expenses (Youth Support)	137,096	121,334	15,762	655,816	0	0	0	0	Coming to the end of a grant and trying to utilize funds
Program Expenses (In Kind Expenses)	402,484	226,028	176,456		0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Staff, Board, & Volunteer Expense	14,476	13,278	1,198	21,900	342	0	342	0	
Supplies and Equipment	6,479	7,332	(853)	10,000	0	0	0	0	
Travel and Transportation	3,868	5,164	(1,296)	8,000	0	0	0	0	
	1,834,033	1,670,766	163,267	2,595,443	34,160	0	34,160	0	
Net Surplus(Deficit)	(244,151)	(262,954)	18,803	2,645	(34,160)	0	(34,160)	0	
					*Building HOPE Project		312,443		

HOPE 4 Youth Financial Dashboard - August 2025





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

Statement of Financial Position
September 2025

		Comments
Assets		
Cash and Cash Equivalents	336,055	
Board Designated Operating Reserve	252,014	
Receivables	117,413	GRH, OEO, FHPAP, Rent
Prepaid Expenses	40,914	
Inventory & Other Assets	122,311	
Investments-General	1,293	Fidelity Investments (Stocks Donated)
Property and Equipment, net	3,911,357	
*Building Fund	143,739	Individual and Civic/Faith Donations, Sale of Admin Office
*Restricted-Building Campaign	500,719	Reserve Account for Loan (approx \$217,000 is building fund)
Total Assets	5,425,815	
Liabilities		
Accounts Payable & Other Accrued Liabilities	58,481	Payroll liabilities, credit card, loan payable
Total Liabilities	58,481	
Net Assets		
Unrestricted-Undesignated	2,829,437	
Unrestricted-Board Designated Operating Reserve	252,014	
Temporarily Restricted	5,525	Anoka County Mental Wellness Campaign and Open Your Heart Housing Support
Current Year Net Surplus(Deficit)	2,280,358	
Total Net Assets	5,367,334	
Total Liabilities & Net Assets	5,425,815	

**Statement of Activity
September 2025**

	Operations			Building HOPE Project			Act to Bud Variance Comments
	Actual	Budget	Variance	Actual	Budget	Variance	
Ordinary Income/Expense							
Income							
DONATIONS, GIFTS, & GRANTS							
Individuals	22,129	14,331	7,798	0	0	0	Continuing to see an increased trend in Individual Giving
Civic/Faith	5,150	7,838	(2,688)	0	0	0	
Corporations	7,649	24,360	(16,711)	0	0	0	Our strategies were not executed as planned, but we will continue to explore options for increasing corporate funding
Foundations	0	2,000	(2,000)	0	0	0	
Government Grants	67,531	69,483	(1,952)	2,565,077	0	2,565,077	
INVTMT INC & OTHR GAIN(LOSS)	1,847	2,832	(985)	0	0	0	
OTHER SUPPORT	63,033	37,350	25,683	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
PROGRAM SERVICE FEES	23,061	11,854	11,207	0	0	0	The State is catching up in processing Housing Fund support (GRH).
SPECIAL EVENTS	20,221	21,818	(1,597)	0	0	0	
Total Income	210,619	191,866	18,753	2,565,077	0	2,565,077	
Expense							
BULDING & FACILITIES EXPENSE	9,231	9,408	(177)	0	0	0	
CONTRACTED SRV & PROF FEES	16,195	15,916	279	0	0	0	
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	4,635	4,878	(243)	15	0	15	
PAYROLL, TAXES, & BENEFITS	98,463	103,011	(4,548)	0	0	0	
POSTAGE, MAILING, & DELIVERY	0	500	(500)	0	0	0	
PRINTING & PROMOTION EXPENSE	809	875	(66)	0	0	0	
PROGRAM EXPENSES (YOUTH SUPPORT)	12,500	14,057	(1,557)	0	0	0	
PROGRAM EXPENSES (In Kind Expenses)	63,268	37,866	25,402	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
STAFF, BOARD, & VOLUTEER EXP	1,805	1,366	439	0	0	0	
SUPPLIES & MINOR EQUIPMT	180	917	(737)	0	0	0	
TRAVEL & TRANSPORTATION	351	833	(482)	0	0	0	
Total Expense	217,547	197,186	20,361	15	0	15	
Net Income	(6,928)	(5,320)	(1,608)	2,565,062	0	2,565,062	

Statement of Revenue and Expense
Fiscal Year 2025 -September 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	
Revenue									
Donations, Gifts, and Grants									
Individuals	205,286	141,759	63,527	337,645	0	0	0	0	Individual giving continues to trend higher – due to focused stewardship
Civic/Faith	45,835	80,843	(35,008)	125,077	0	0	0	0	Civic and Faith is trending lower. We are aware that some of this is due to the decreased availability of charitable gambling donations that the Civic community is seeing.
Corporations	125,725	145,614	(19,889)	415,000	0	0	0	0	Our strategies were not executed as planned, but we will continue to explore options for increasing corporate funding
Foundations	31,000	93,420	(62,420)	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	510,402	508,461	1,941	637,616	2,565,077	0	2,565,077	0	
Investment & Other Income	25,247	25,488	(241)	33,987	3,757	0	3,757	0	
Inkind Contributions	478,615	265,150	213,465	475,000	0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Program Service Revenue	112,793	110,381	2,412	149,843	0	0	0	0	
Special Events, net	261,840	228,562	33,278	290,500	0	0	0	0	Successful Gala
	1,796,744	1,599,678	197,066	2,598,088	2,568,834	0	2,568,834	0	
Expense									
Interest Expense	8,526	0	8,526	0					Interest charge to be reimbursed by IRS (ERC)
Building and Facilities Expense	99,204	94,738	4,466	149,839	0	0	0	0	
Contracted Svcs & Professional Fees	189,386	183,090	6,296	234,600	30,811	0	30,811	0	Building HOPE Project Expenses
Depreciation Expense	44,179	34,497	9,682	46,000	0	0	0	0	New camera/alarm system for HOPE Place; Refrigerators and a freezer for the pantry
Insurance	42,837	31,163	11,674	42,345	0	0	0	0	Insurance costs higher than budgeted
Licenses, Membrshps, Dues, & Fees	39,684	45,807	(6,123)	60,051	139	0	139	0	Payment to YIPA not as much as budgeted
Payroll, Taxes, and Benefits	967,787	1,030,107	(62,320)	1,339,142	0	0	0	0	Open positions
Postage, Mailing & Delivery	1,609	3,000	(1,391)	4,600	0	0	0	0	
Printing and Promotion Expenses	15,863	17,375	(1,512)	23,150	2,884	0	2,884	0	
Program Expenses (Youth Support)	149,045	135,391	13,654	655,816	0	0	0	0	Coming to the end of a grant and trying to utilize funds
Program Expenses (In Kind Expenses)	465,752	263,894	201,858		0	0	0	0	More in-kind donations than budgeted due to new partnership with Hope for the Community
Staff, Board, & Volunteer Expense	16,297	14,644	1,653	21,900	342	0	342	0	
Supplies and Equipment	6,659	8,249	(1,590)	10,000	0	0	0	0	
Travel and Transportation	4,219	5,997	(1,778)	8,000	0	0	0	0	
	2,051,046	1,867,952	183,094	2,595,443	34,175	0	34,175	0	
Net Surplus(Deficit)	(254,302)	(268,274)	13,972	2,645	2,534,659	0	2,534,659	0	

HOPE 4 Youth Financial Dashboard - September 2025

