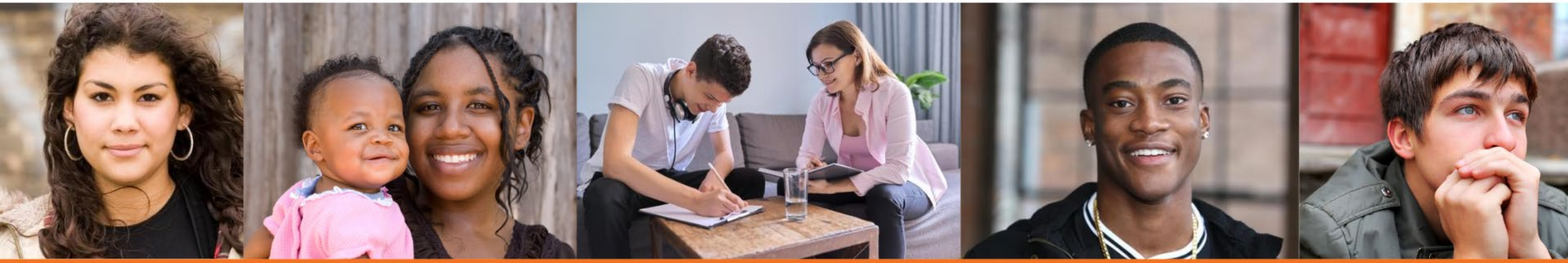
HOPE 4 YOUTH

Providing Pathways to End Youth Homelessness

Governance Board Meeting

February 2, 2026



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Welcome

Krista Benjamin

Mission Moment

Shawn Beatty

Foundations of HOPE Video

Minutes and Agenda

Approval of December Minutes & 2025 Annual Meeting

- ❑ Chairman's Report
- ❑ Strategic Discussion | Operational Updates:
  - ➢ Financial Report
  - ➢ Closing out 2025
  - ➢ Kicking off 2026
  - ➢ Strategic Planning Update
  - ➢ Building HOPE Project Update
  - ➢ Advancement 2026
  - ➢ Open Business
- ❑ Adjourn

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Chairman’s Report

Krista Benjamin

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Executive Committee Update

- Gratitude
- 2026 Governance Vision
- Committee Vision
- 2027-2029 Strategic Planning: Retreat Date

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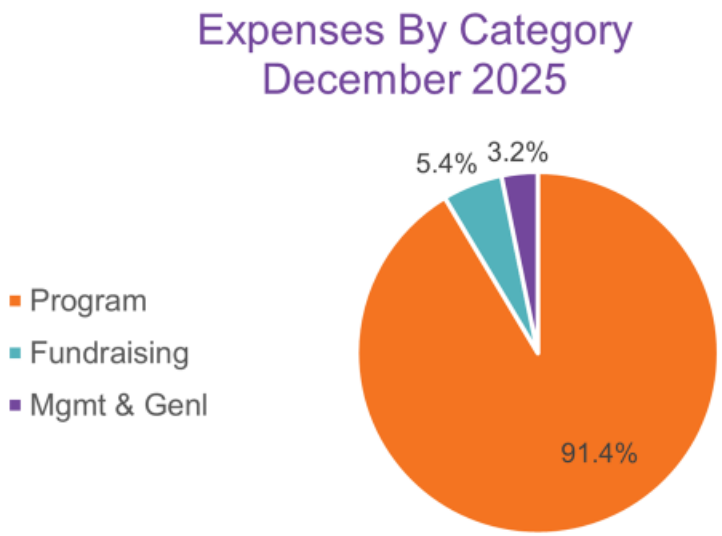
Financial Report

James Lyght | Brooke Limanen

December 2025 Financial Highlights



Program	91.4%	$276,237
*Fundraising	5.4%	$16,196
*Mgmt & Genl	3.2%	$9,771

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

- Civic/Faith Giving – We received a $20,000 donation from Champlin Park Baseball Association. This is an increase over their 2024 and 2023 donations of $15,000.
- In-kind Contributions – There was a spike in gift card donations that added to our increased in-kind support for the year.
- Payroll came in under budget due to open positions.
- Expenses in general were lower due to really focusing on where we were compared to budget for year end. The team did a fantastic job of managing their expense lines to end the year strong.

Building HOPE Budget

Costs so far…

- Acquisition including the purchase of the building $2,589,107
- Pre-construction costs $50,561
- **TOTAL $2,663,175**
- $85,298 of soft costs (non-reimbursable)

- What is not covered by the DEED grant:
  - Attorney Fees
  - Property Taxes
  - Marketing Costs
  - Utilities

Shout out to **Steve Nash** for donating his time and talents to help HOPE 4 Youth get through all the legal processes!

Reimbursement Process

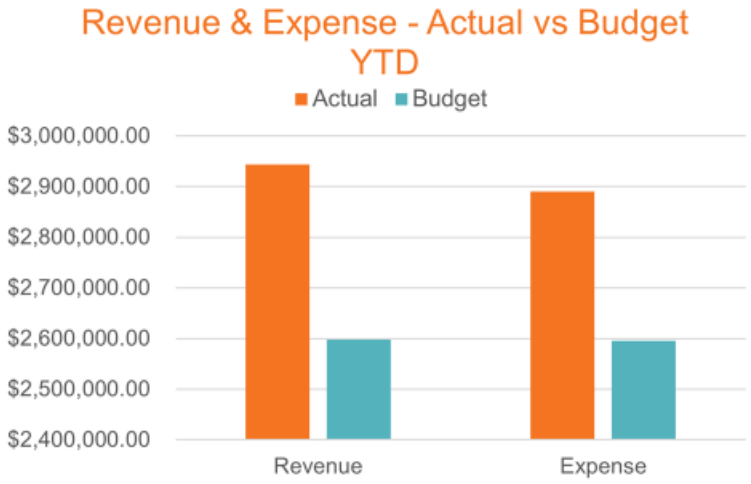
Cost Submitted → Reviewed by MN DEED → Reimbursement

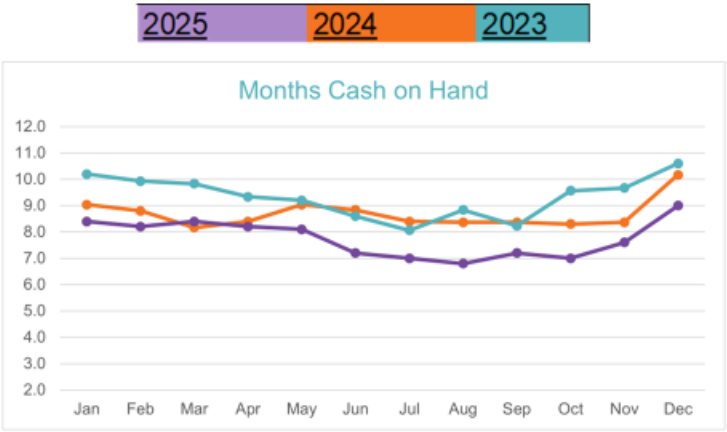
Current turn around time is 4 days!

What information would you like to know?

Is there a different way you would like the financials presented?

Contact Brooke:
blimanen@hope4youthmn.org





Total Expenses
Less Depreciation = Cash on Hand
Less In-kind

Audit Timeline

Hope 4 Youth
Tentative Audit Timeline
December 31, 2025

Date			Hope 4 Youth	Abdo
1/9				Abdo to send request list
1/9	-	2/23	Gather request list information and upload to Engagement Organizer	
2/23			All request items due	
2/23	-	3/6		In-office audit planning
3/9	-	3/12	Fieldwork	Fieldwork
3/16	-	3/27		In-office drafting, wrap up, and Abdo review
3/30	-	4/3		Deliver draft audit report and accompanying documents
4/6	-	4/24	Review preliminary draft and send changes/questions	990 preparation and Abdo review
4/27	-	5/1		Deliver draft 990 for review
5/4	-	5/8	Review 990, send changes and questions	
5/11	-	5/15		Updated drafts of audit and 990
TBD			Board meeting, present audit report and 990	Board meeting, present audit report and 990
TBD			Finalize audit and 990	Finalize audit and 990

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Operational Health

- Close out 2025
- Kick off 2026
- Strategic Planning Process
- Building HOPE Project

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2025 Oh What A Year!

- ✓ 878 Youth supported
- ✓ 7394 Total Visits
- ✓ $51,000 surplus (est)
- ✓ 204 Program Partners
- ✓ Engaged team – reimaged roles
- ✓ Elevated all events
- ✓ Strong Volunteer Engagement
- ✓ Strengthened processes
- ✓ Risk Management Plan
- ✓ Bought a building
- ✓ Forged powerful partnership - DEED
- ✓ Started new facility design work

2026 Road Map

- 2026 Vision
- Department & Staff Plans
- Technology Transition
- HR Review
- 2027-2029 Strategic Planning
- Prepare to Open New Facility

2027-2029 Strategic Planning

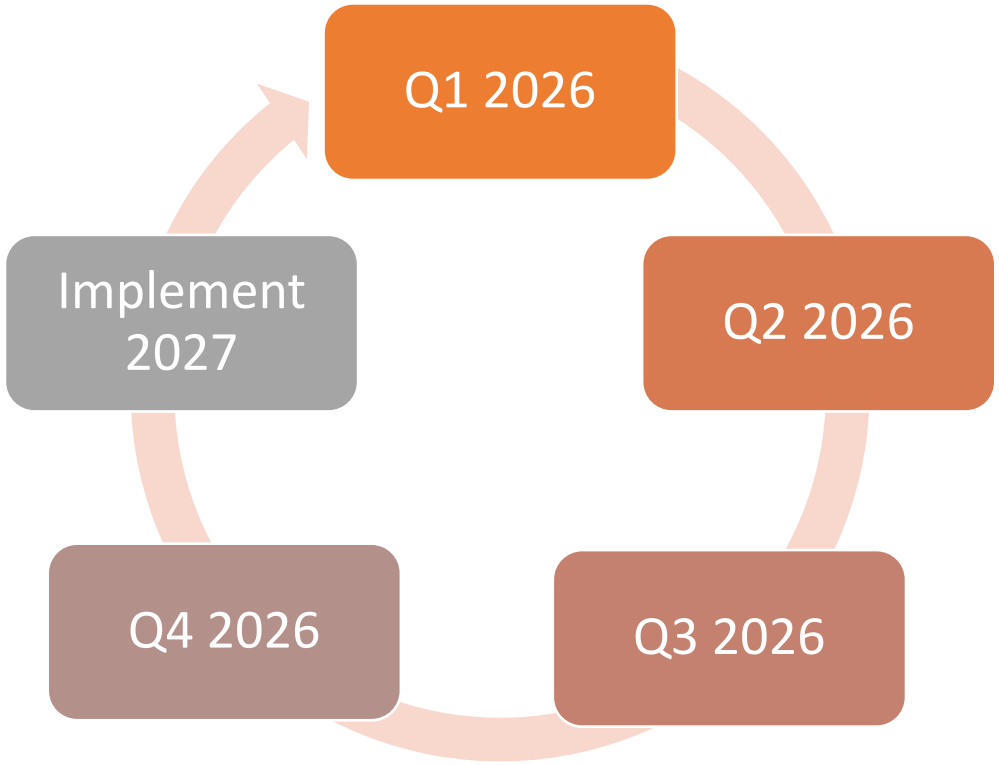
Q1- Q2 > External Trend Input | Report to Board

Q2-Q3 > Internal Trend Input | SWOT

Q3 > Board Retreat

Q3-Q4 > Plan Development

January 2027 > Roll Out



Where our Mission Comes Alive

New Facility

Steve Nash | LaChelle Williams

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Revised Schedule

September - Property Acquisition

October - Complete AIA Contracts

Nov – Feb - Pre-design | Design

February – RJM Procurement and Bidding

February – Abatement | Pre-demo

March – November – Full demo | Construction

December – Commissioning, Punchlist & Certificate of Occupancy

January – Grand Opening Ceremony

Comprehensive Campaign

RECOGNITION LEVELS

BUILDING
$1.5M

PLATINUM
$250K - $999,999

GOLD
$75K - $249,999

SILVER
$25K - $74,999

BRONZE
$10K - $24,999

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Advancement 2026

Mark McNamer | Abby Haubner | Mari Dahlke | LaChelle

2026 Fundraising Plan

Philosophical Goal: Elevate a donor centered culture grounded in stewardship and the objective of building transformational relationships.

Partnership Goal: Strengthen and enhance HOPE 4 Youth's Individual, Civic/Faith, Corporate, and Foundation Partnerships funding revenue generation tied to prospecting and amplifying stewardship strategies.

Financial Goal: H4Y to raise $1,700,280 in fundraising revenue for a total of $2,585,470 operating revenue by December 31, 2026.

Department Goal: Engage and retain stakeholders; fundraise over $1,700,280 through diverse revenue streams; engage community in meaningful donation generation; and develop and share compelling content within marketing strategies for all partner/prospect groups.

- ❑ Strategies
- ❑ Objectives
- ❑ Tactics

- ➢ Partnership Mindset
- ➢ Stewardship
- ➢ Impeccable Follow Through

2026 Fundraising Plan

Individual Giving

- Board 100% giving
- Workplace Giving Strategy
- Match Giving
- Major Donor
- Tie Give to the Max
- Summer Appeal
- Annual Appeal
- DAF * Stock * IRA Donations

2026 Fundraising Plan

Civic & Faith Giving

- Strengthen relationships with current partners
- Re-engage past partners
- Deepen meaningful partner tie
- Explore Summer and Annual Appeal messaging as an intro tool

2026 Fundraising Plan

Corporations

- Build partnerships with new firms in Anoka County and beyond
- Launch Workplace Giving Campaign
- Define Employee Engagement tie to funding opportunities
- Develop leadership connections with business partners
- Leverage individual donor pool's employer

2026 Fundraising Plan

Foundations & Government Grants

- Engage and Steward
- Generate new partnerships
- Manage current Government partnership expectations
  - ATC
  - OEO
  - FHPAP
  - HMIS
  - YIP
  - CCIP

A Night 4 HOPE

Gross: $242,283

Net: $159,620

Sponsorships: $79,000

10TH ANNUAL DARKEST NIGHT 4K

Gross: $56,903

Net: $43,724

Sponsorships: $23,500,

OUT OF THE COLD

Gross: $51,016

Net: $50,011

Sponsorships: $16,000

HEARTLAND TIRE
WE CAN DO THAT

HEARTLAND TIRE CLASSIC GOLF TOURNAMENT

Gross: $174,278

11th Annual

CLAYS 4 YOUTH
A Sporting Clays Tournament Benefiting HOPE 4 Youth
BENEFITING HOPE 4 YOUTH
Providing pathways to end youth homelessness

Gross: $59,351

4th Annual

HOPS 4 HOPE

Culligan Cares

Gross: $17,296

Culligan matched $8,648

3rd Annual

STEPPING UP 4 HOPE

sponsored by Chain of Lakes CHURCH

Gross: $1,200

5th Annual

HUNT 4 HOPE

PHEASANT HUNT FUNDRAISTER

BENEFITING HOPE 4 YOUTH
Providing pathways to end youth homelessness

Gross: $70,644

10th Annual

Total Funds Raised:

$322,769

Events

What we learned

- Building awareness and consistency leads to greater involvement.
- Sponsorships require intentionality - focus on transformational vs. transactional
- Community plays a powerful role in the success of events

2026 Plan

- Continue spreading the word
- Strengthen and grow relationships with benefiting events to enhance quality and impact.
- Intentional efforts to acquire and expand sponsors
- Build on community momentum to increase engagement and visibility

Marketing

Includes: Tangible Materials, Videos, Appeals, Social Media, Emails, etc.

What we learned

- Clear and consistent messaging is essential
- Audience for mailings must be specific and intentional
- Too much content can be overwhelming

2026 Plan

- Increase intentionality with mailings to improve return rate
- Ensure social media content stays mission-focused and aligned with organizational values
- Inform but not overwhelm - manage content quantity and frequency

Where we need you:

- Board Representation at Events
- Share and interact with posts
- Spread the word about HOPE 4 Youth
- Reach out with questions

COMMUNITY ENGAGEMENT FOCUS

Community Events	Community Support
• 17 Ambassadors • 18 Events • Ramsey to Columbia Heights • Goal: Share Mission, Make Connections **2026 Plan** • Focused Cities • Building HOPE	• Drives: 20 lbs to 2,000 lbs • Community gave 87,429 pounds of essentials • 'Pack the Pantry' Summer • Out of the Cold • Holiday Wish List; 327 youth/children + Giving Trees = $38,000 in support **2026 Plan** • Grow Partners & Support

Board Ask: *Provide ideas of community events in Blaine, CR, Fridley, SLP*
Continue to share the need for essential item support to serve youth.

VOLUNTEER FOCUS

2023 - Stabilize & Redesign
2024 - New Positions & Onboarding
2025 - Build Our “Regulars” Team
2026 - Prepare for New Building

9,368 HOURS

were given in 2025 by Volunteers at H4Y Center and H4Y Events

209
Volunteers
(183 general, 26 event)

Top 3 Volunteers
292 Hours
278 Hours
269 Hours

35%
are regular (Weekly)
40% not including event

47%
are consistent (5x a year)
54% not including event

VOLUNTEER PLAN FOCUS

2025 Lessons

- We have a dedicated regular team - they want to help in multiple ways
- Volunteer Application, Screening Call, and Training
- Meal Donors = Difficult Position
- Group volunteering opportunities are limited in current space
- Positions are filled

2026 Plan

- Brainstorm how to continue to onboard when positions full
- Make a transition plan for new building and continuing team
- Increase our community group volunteer opportunities not onsite

Board Ask: Connections to business and group volunteers
Attend Volunteer Appreciation Event, Share Thanks

2026 Q1 Advancement Focus

- New Position - Development Associate
- Director of Advancement - 2027
- Fundraising Efforts (Corporate, Match, Stewardship)
- Board Involvement Prospecting

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BOARD INVOLVEMENT IN IDENTIFYING FUNDING PROSPECTS

Board of Directors

Awareness
Understand the organization's funding priorities

→

Recommend Prospects
Suggest potential funding prospects from their network

→

Connect
Make an introduction to the recommended prospect

→

Attend Meetings
Participate in an informational meeting

HOPE 4 Youth Staff

Educate
Provide education and context to the board

→

Research
Research strategies and priorities of the prospect

→

Informational Meeting
Conduct and lead a meeting to discuss partnership

→

Cultivate & Steward
Engage the prospect and develop the relationship

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Board Involvement

- Marketing and Community Engagement
- Blaine Business's
- Corporate Connections
- Fondation Connections
- Reach Out With Questions

Open Business

All

Thank You!