



BOARD OF DIRECTORS MEETING

Monday, June 28, 2021

5:00 – 7:00pm

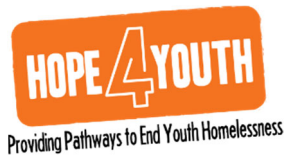
Meeting Location: Virtual/Call In

Zoom Link: <https://us02web.zoom.us/j/84782059776?pwd=WkI2aEVtMDhyRjhuK1hpV29iZWtMUT09&from=addon>

Meeting ID: 847 8205 9776

Passcode: 720950 +1 312 626 6799 US (Chicago)

AGENDA	TIME
• Call to Order (Stephen Spears)	5:00pm
• Approve Agenda and Minutes (Stephen Spears)	5:03pm
• Finance & Administration Report (Julie Fliflet)	5:05pm
• Program Report (Mark McNamer)	5:15pm
• Advancement & Development Report (Julie Orlando & Stephen Nash)	5:25pm
• Executive Director Report	5:35 pm
○ Search Update	
• Committee Updates	5:40pm
○ Strategic Planning (Jen Stone)	Board Approval
• New Business	5:50 pm
○ Mark Nolen’s Resignation (Stephen Spears)	Motion Required
○ Executive Team – Treasurer Position (Stephen Spears)	Motion Required
○ Other Items	
• Adjourn to Executive Session	6:00pm



Board of Directors Meeting Minutes
May 24, 2021
5:00-7:00 pm; via Zoom call

Board Members Present: Marina Bressler, Paul Lenzmeier, Leanne Matchen, Stephen Nash, Mark Nolen, Don Phillips, Stephen Spears, Jennifer Stone, Chris Warner, Sue Woodard, Anna VonRueden

Board Members Absent: Sean Haag

Staff and Guests Present: Julie Fliflet, Cheryl Jensen, Mark McNamer, Julie Orlando, Kyla Rathjen

The meeting was called to order at 5:03 pm by Stephen Spears, Chair of the Board.

Approve Agenda

Motion made by Jen Stone, seconded by Chris Warner, and passed unanimously to approve the agenda.

Approval of the Minutes

Motion made by Marina Bressler, seconded by Stephen Nash, and passed unanimously to approve the April 26, 2021 minutes.

Finance & Administration Report

Julie Fliflet and Mark Nolen reviewed the 2020 Audit Report. This year’s audit was for the 15-month period of October 1, 2019-December 31, 2021 due to the change back to a calendar fiscal year end. The Audit Firm was Abdo, Eick, & Meyers. HOPE 4 Youth received a clean, unmodified audit opinion with no audit adjustments, management points, or disagreements with management and no longer had the material weakness audit finding of prior year’s related to audit adjustments made by the auditors.

Motion made by Mark Nolen, seconded by Marina Bressler, and passed unanimously to accept and approve the 2021 Audit Report as presented.

The April financials were also reviewed with the board, showing a positive overall variance from budget of over \$88,000 through April, and days cash on hand of 327 days.

Program Report

Mark McNamer reviewed the April 2021 Program Snapshot. Hope Place is at capacity with one new resident, who accessed HOPE 4 Youth through the emergency after-hours phone before using case management services. There are 12 active youth in Hope Homes. While the Drop-In Center is busy and staff are focusing on more intensive case management services, the team looks to many interns and volunteer mentors to help youth with basic needs. Mark also shared

that they applied to receive a full time Housing Navigator from AmeriCorps. Lastly, a graduation ceremony for youth graduating from high school will take place at Drop-In Center on June 17th.

Advancement & Development Report

Julie Orlando reviewed the Advancement Scorecard for April 2021. She also gave an update on the GiveMN Spring Forward campaign, which raised just under \$6k between May 1-11, including one recurring donor. She shared that there has been a jump in volunteer hours and active volunteers. A full recap of A Night 4 HOPE will be provided at the next board meeting, however, the current grand total raised is just under \$55k. At least 111 people officially checked in to the event, in addition to 12 volunteers and staff.

Strategic Planning Committee Update

Jennifer Stone and Cheryl Jensen shared that the committee is waiting for an updated draft of the strategic plan from HOPE 4 Youth Leadership. Otherwise, there are no updates.

Nominations Committee Update

Chris Warner, Chair of the Nominations Committee, shared that the most recent potential board candidate is choosing to step back from nomination due to personal circumstances. Another new board candidate has been introduced to the Nominations Committee. He expects to have a formal recommendation for the board at the June meeting and requests that board members let the committee know if you have additional candidates who may be a good fit.

Marina Bressler's Resignation

Stephen Spears made the announcement of Marina Bressler's departure from the board. This board meeting is Marina's last at HOPE 4 Youth. Marina will continue to stay involved at HOPE 4 Youth in other capacities.

Executive Team – Secretary Position

Marina Bressler's resignation leaves the position of Secretary open on the Executive Committee. After recommendation by Executive Committee members, Anna VonRueden will be filling the position.

Motion to accept Marina Bressler's resignation was moved by Chris Warner, seconded by [REDACTED], and approved unanimously.

Motion to accept Anna VonRueden's nomination was moved by Jen Stone, seconded by Chris Warner, and approved unanimously.

Executive Director Search Committee

Stephen Spears indicated that the board is not going to engage with an outside search firm to conduct the search for an Executive Director. Rather, they will conduct a search using HOPE 4 Youth's own resources, including Cheryl Jensen as part of her responsibilities as Interim Executive Director. Stephen recommended that the Executive Committee, with the guidance of Jen Stone as a board representative with HR experience, will work through an internal search.

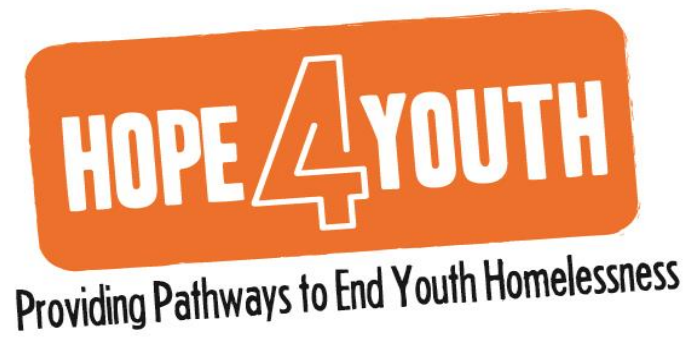
Board Portal Tutorial

Kyla Rathjen, Administrative Assistant, walked the board through a tutorial of the Board Portal. All Board Packets, Meeting Minutes, onboarding documents, and more are available on the portal. Kyla requested that you contact her if you need access to your login information.

Adjourn to Annual Meeting

A motion was made by Stephen Nash, seconded by Chris Warner, and passed unanimously to adjourn to Executive Session at 6:20pm.

Respectfully Submitted,
Kyla Rathjen
Administrative Assistant



Fiscal Year 2021
Financial Statements
as of May 31, 2021



Balance Sheet
As of May 31, 2021

ASSETS

Cash and Cash Equivalents	806,775.95
Board Designated Operating Reserve	505,700.16
Receivables	181,685.51
Prepaid Expenses	22,705.68
Inventory	70,508.28
Investments	40,113.72
Property and Equipment, net	<u>1,640,512.15</u>
TOTAL ASSETS	<u><u>3,268,001.45</u></u>

LIABILITIES

Accounts Payable	34,514.17
Other Accrued Liabilities	37,794.34
Mortgage Payable (VB)-Hope Place	285,942.00
Mortgage Payable (Finl One)-Admin Office	<u>152,729.81</u>
TOTAL LIABILITIES	<u><u>510,980.32</u></u>

NET ASSETS

Unrestricted-Undesignated	1,991,636.80
Unrestricted-Board Designated Operating Reserve	505,700.16
Temporarily Restricted	254,129.29
Current Year Net Surplus(Deficit)	<u>5,554.88</u>
TOTAL NET ASSETS	<u><u>2,757,021.13</u></u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>3,268,001.45</u></u>



Statement of Revenue and Expense
Fiscal Year 2021 - through May 31, 2021

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Over(Under) YTD Budget</u>	<u>Full Year Budget</u>	
<u>Revenue</u>					
Donations, Gifts, and Grants	\$520,384.21	\$387,500.00	\$132,884.21	\$1,125,000.00	Unbudgeted COVID relief gov't funding rec'd from: PPP #2 \$180,412; MN DHS \$18,700; and Anoka Cty \$15,000 (total \$214,112)
Special Events, net	47,961.13	130,000.00	(82,038.87)	225,000.00	Actual Gala results were \$80,000 less than budgeted goal
Inkind Contributions	27,110.47	38,300.00	(11,189.53)	120,000.00	Store closed end of Jan so four less months of donated inventory at Hope's Closet
Program Service Revenue	59,531.31	66,217.00	(6,685.69)	158,920.00	Rent subsidy/funding was \$6,600 less than expected through May
Store Sales	3,765.42	19,000.00	(15,234.58)	68,400.00	Store closed end of Jan so 4 less mo. sales @\$3,800/mo (also less in expenses below)
Investment & Other Income	5,652.20	5,692.00	(39.80)	13,660.00	
	<u>\$664,404.74</u>	<u>\$646,709.00</u>	<u>\$17,695.74</u>	<u>\$1,710,980.00</u>	
<u>Expense</u>					
Payroll, Taxes, and Benefits	394,086.21	439,778.00	(45,691.79)	1,051,440.00	Open positions - offset somewhat by E.D. payouts
Contracted Svcs & Professional Fees	89,284.78	58,805.00	30,479.78	126,490.00	Mktg&Comm contractors related to open position; unexpected legal & commun expenses related to E.D. separation; interim exec dir services due to open position
Insurance	13,322.07	13,358.00	(35.93)	32,060.00	
Building and Facilities Expense	58,830.76	70,440.00	(11,609.24)	167,810.00	Store closed end of Jan so 4 less mo. rent @\$3,040/mo (also less revenue above)
Supplies and Equipment	4,280.00	3,762.00	518.00	6,270.00	
Postage, Mailing & Delivery	356.35	750.00	(393.65)	5,820.00	
Staff, Board, & Volunteer Expense	4,170.85	4,650.00	(479.15)	31,440.00	
Program Expenses	52,953.77	59,309.00	(6,355.23)	172,730.00	Store closed end of Jan so less donated inventory expense
Printing and Promotion Expenses	4,436.50	4,923.00	(486.50)	15,440.00	
Travel and Transportation	407.17	1,000.00	(592.83)	5,280.00	
Licenses, Membrshps, Dues, & Fees	17,772.65	18,404.00	(631.35)	46,460.00	
Depreciation Expense	18,948.75	18,406.00	542.75	44,170.00	
	<u>\$658,849.86</u>	<u>\$693,585.00</u>	<u>(\$34,735.14)</u>	<u>\$1,705,410.00</u>	
Net Surplus(Deficit)	<u>\$5,554.88</u>	<u>(\$46,876.00)</u>	<u>\$52,430.88</u>	<u>\$5,570.00</u>	

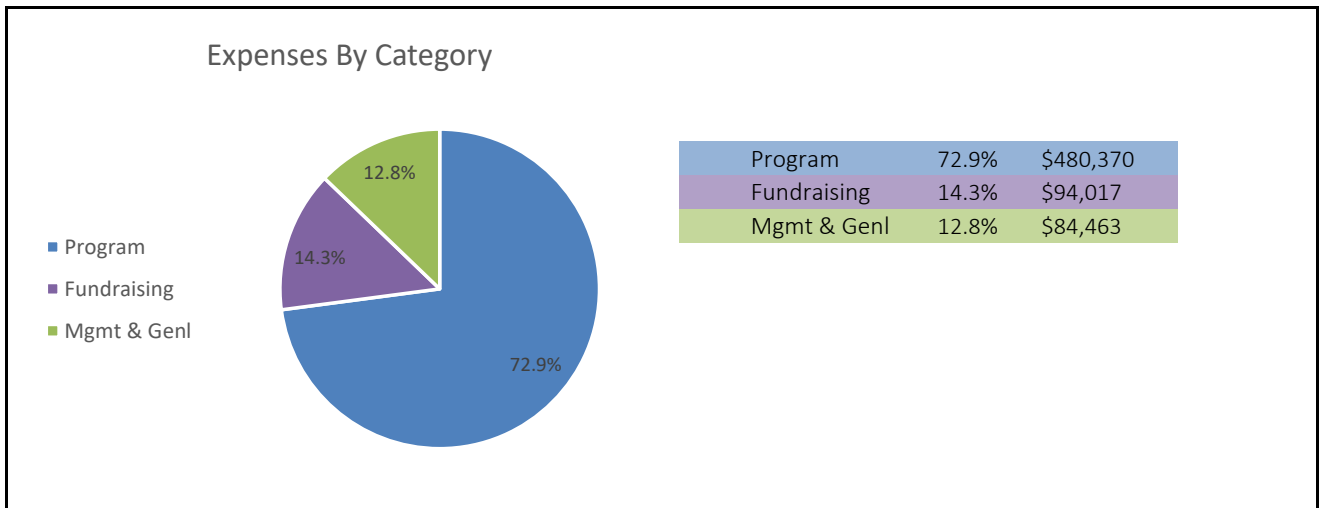
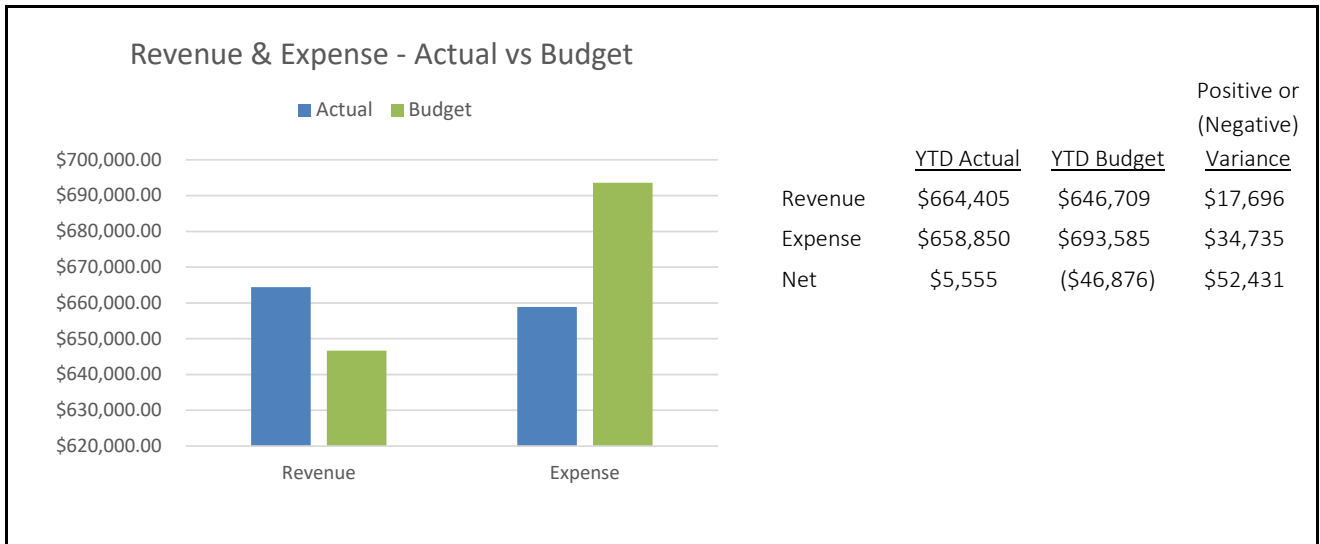
HOPE 4 Youth
Fiscal Yr 2021-Revenue and Expense Statement by Program Area
through May 31, 2021

Program	72.91%
Fundraising	14.27%
Mgmt & Genl	12.82%

	Hope Place	Drop-In Center including Hope Homes	Hope's Closet	Fundraising & Special Events	Management and General	Total
Revenue						
Donations, Gifts, and Grants	51,409.95	84,804.62	265.70	203,491.46	180,412.48	520,384.21
Special Events, net	0.00	0.00	0.00	47,961.13	0.00	47,961.13
Inkind Contributions	43.00	24,891.07	2,176.40	0.00	0.00	27,110.47
Program Service Revenue	59,531.31	0.00	0.00	0.00	0.00	59,531.31
Store Sales	0.00	0.00	3,765.42	0.00	0.00	3,765.42
Investment & Other Income	0.00	0.00	0.00	0.00	5,652.20	5,652.20
Total Revenue	110,984.26	109,695.69	6,207.52	251,452.59	186,064.68	664,404.74
Expense						
Payroll, Taxes, and Benefits	87,793.07	162,479.15	11,636.86	72,714.49	59,462.64	394,086.21
Contracted Svcs & Professional Fees	42,053.22	18,359.38	2,157.94	11,037.88	15,676.36	89,284.78
Insurance	6,183.19	2,930.42	387.25	470.10	3,351.11	13,322.07
Building and Facilities Expense	24,205.85	27,156.59	4,595.70	2,062.20	810.42	58,830.76
Supplies and Equipment	2,143.86	1,430.65	5.42	246.78	453.29	4,280.00
Postage, Mailing & Delivery	33.33	70.80	6.40	187.10	58.72	356.35
Staff, Board, and Volunteer Expense	345.25	1,311.06	185.71	582.40	1,746.43	4,170.85
Program Expenses	4,506.78	44,011.98	4,435.01	0.00	0.00	52,953.77
Printing and Promotion Expenses	445.06	2,592.31	107.98	867.48	423.67	4,436.50
Travel and Transportation	176.45	187.88	31.08	0.00	11.76	407.17
Licenses, Memberships, Dues, & Fees	1,662.80	7,782.03	1,375.90	4,891.05	2,060.87	17,772.65
Depreciation Expense	16,042.05	1,088.05	453.55	957.85	407.25	18,948.75
Total Expense	185,590.91	269,400.30	25,378.80	94,017.33	84,462.52	658,849.86
Net Surplus(Deficit)	(74,606.65)	(159,704.61)	(19,171.28)	157,435.26	101,602.16	5,554.88

HOPE 4 Youth

Financial Dashboard YTD through May 31, 2021



HOPE 4 Youth
Special Events - Gala FY2021 (YTD thru May 31, 2021)

Gala			
Revenue	YTD	Budget	Variance
Event Tickets	11,561.62	10,000.00	1,561.62
Sponsors	32,768.80	70,000.00	(37,231.20)
Live Auction Proceeds	4,150.00	15,000.00	(10,850.00)
Silent Auction Proceeds	4,925.00	12,000.00	(7,075.00)
Giving Moment & Donations	10,642.43	35,000.00	(24,357.57)
Raffles/Games	5,280.00	15,000.00	(9,720.00)
	<u>69,327.85</u>	<u>157,000.00</u>	<u>(87,672.15)</u>
Expenses			
Venue/Catering	4,974.53	15,000.00	(10,025.47)
Valet	1,150.00	0.00	1,150.00
Flowers & Decorations	403.97	1,200.00	(796.03)
Printing/Postage/Invitations	880.98	2,900.00	(2,019.02)
Entertainment/Program	4,700.00	1,000.00	3,700.00
Emcee	475.00	0.00	475.00
Misc Supplies	1,517.11	400.00	1,117.11
Licenses and fees	1,427.49	3,100.00	(1,672.51)
Staff Volunteer Expenses	428.44	650.00	(221.56)
Auctioneer	0.00	1,500.00	(1,500.00)
Graphic Design	1,820.00	0.00	1,820.00
Activities/Prizes	1,000.00	0.00	1,000.00
Marketing/Promotions	1,860.00	1,250.00	610.00
	<u>20,637.52</u>	<u>27,000.00</u>	<u>(6,362.48)</u>
Net Revenue	<u>48,690.33</u>	<u>130,000.00</u>	<u>(81,309.67)</u>

May 26, 2021

Stephen,

It has been 6 months since our conversation in reference to my resignation. That said, I feel that it is time for me to resign my position as Treasurer and Board Member for the Hope4Youth effective May 31, 2021.

I am still struggling with the direction. I feel it is best for me to make room for someone with the time and energy to devote to the job. I am so proud of the direction the Finance Committee is going in assuring the financials and processes are accurate and compliant. The hiring of Julie Fliflet has a big win for the organization. She brought a wealth of non-profit and accounting knowledge that was much needed for the organization. It's safe to say moving forward that position is in good hands.

It has been a pleasure being a part of the Hope4Youth board for the past two and half years.

Best regards,

Mark D Nolen



Providing Pathways to End Youth Homelessness

Program Snapshot May 2021

HOPE 4 Youth Drop-In Center Youth Statistics

226

Drop-In Center Visits

71

Unique Youth
Under 18 = 6

13

New Intakes
Under 18 = 2

DIC Community Referrals

Career Force = 2
Stepping Stone = 5
Other Services = 9

Case Management Services – All Programs

58 Youth Received 107 Hours of Case Management Services

HOPE Homes

Screening = 5
Active Youth/Host = 13
Total Youth Served = 18
Supports to Youth and Host = \$2300

HOPE Place Youth Statistics - 12 youth served

All units occupied
4 residents continue to work on a career path (in nursing, auto mechanic manufacturing and construction)
10 residents are in school or working
1 is focusing on mental health but also working
1 became registered for Henn Tech for the fall semester for CMA course

Career Force Sessions at HP = No data to report this month

Drop-In Center On-Site Resources

12

Crisis Calls





Providing Pathways to End Youth Homelessness

Advancement Scorecard May 2021*

*Stats are only reflective of May (Not YTD)

VOLUNTEER HOURS

713

Total Hours
Up 86 hours since April

- 151 hours Drop-In Center
- 145 hours DIC Meals
- 9 hours Hope's Closet
- 112 hours One-time projects/other
- 281 hours Donation Center
- 15 hours HOPE Place

DONORS

67

New donors gave
\$11,600.17

Up 17 donors &
down \$7,015.06 since April

2

New recurring
monthly donors

Down 3 since April

DONATIONS: \$75,459.65

Up \$16,560.93 from April

- \$35,162.68 Events
- \$0 Grants/Foundations
- \$1,559.12 Online Giving
- \$11,033.17 Portal Giving
- \$27,704.68 Traditional Giving

ACTIVE VOLUNTEERS

those that have volunteered in the past 6 months

112

Active Volunteers
Up 15 since April

8

New Volunteers
Up 5 since April

SOCIAL MEDIA STATISTICS

62,602

Impressions

of times content
appears in front of a user.
Down 15,993 since April

3,066

Engagement

of times a user commented, reacted,
shared, or clicked on content.
Down 2,539 since April

13,074

Followers

Up 30 since April

WEBSITE STATISTICS

3,706 Page Sessions

A single website visit that can include many pageviews.
Down 7,217 since April

590 Returning visitors

Down 62 since April

0:01:30 Average time on website

Up :02 seconds since April

EMAIL STATISTICS

8,169 Accepted Subscribers

Down 36 since April

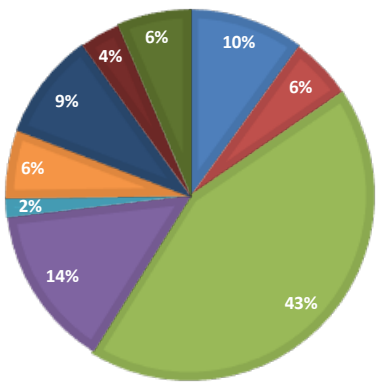
20.75% Open Rate

Down 1.53% since April

As of 6.17.2021	
Gala 4 HOPE 2019	
Donations	\$15,603.75
Tickets	\$8,500.00
Sponsors	\$67,499.99
Giving Moment	\$22,250.00
Pre-event Donations	\$2,575.00
Live Auction	\$9,350.00
Silent Auction	\$14,472.00
Raffle	\$5,510.00
Games	\$9,905.00
Total	\$155,665.74

GALA 4 HOPE 2019

■ Donations ■ Tickets ■ Sponsors ■ Giving Moment ■ Pre-event Donations ■ Live Auction ■ Silent Auction ■ Raffle ■ Games

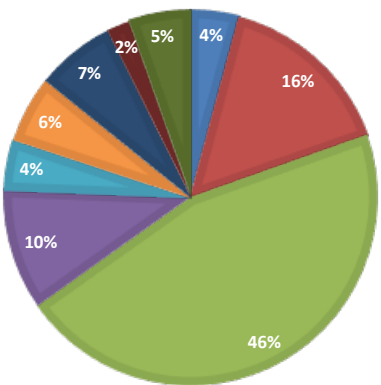


* not compared	
Items for Sale	\$323.00
Matching Gift	\$250.01
Dessert Auction	\$670.00
	\$1,243.01

A Night 4 HOPE 2021	
Donations	\$2,983.86
Tickets	\$11,102.76
Sponsors	\$32,768.80
Giving Moment	\$7,472.43
Pre-event Donations	\$3,145.00
Live Auction	\$4,150.00
Silent Auction	\$4,925.00
Raffle	\$1,440.00
Games	\$3,840.00
Total	\$71,827.85

A NIGHT 4 HOPE 2021

■ Donations ■ Tickets ■ Sponsors ■ Giving Moment ■ Pre-event Donations ■ Live Auction ■ Silent Auction ■ Raffle ■ Games



Campaign	Attendees	Donors	Donations	Average	Largest	Raised	Venue/food cost per person	Expenses	Expense/Raised	Net Income
A Night 4 HOPE	112	181	250	\$307.31	\$5,268.80	\$71,827.85	\$48.00	\$20,381.80	28%	\$51,458.05
Gala 4 HOPE 2019	320	383	958	\$163.79	\$5,000.00	\$156,908.75	\$73.00	\$48,211.00	31%	\$120,686.00

* Finance amount stated \$168908 as raised, some pledges were not collected.

A Night 4 HOPE 2021	Individual	Organization
Returning Donors from 2019 Gala	26	16
New Donors	60	31

Note: Includes in-kind donors

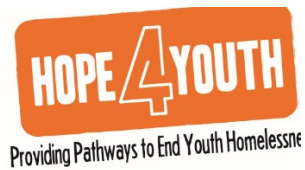
* \$5,000 per

The logo for HOPE 4 YOUTH features the words "HOPE 4 YOUTH" in a bold, white, sans-serif font. The number "4" is stylized with a thick outline. The text is set against a solid orange background that has rounded corners and a slight drop shadow, giving it a three-dimensional appearance.

HOPE 4 YOUTH

Providing Pathways to End Youth Homelessness

Strategic Plan 2021-2023



Mission: To provide pathways to end youth homelessness

Vision: The young people we serve will be valued, respected, and supported with the resources and skills needed to find and keep stable housing.

Core Values guide our work. We are:

- Resourceful – We collaborate to maximize resources and evolve to meet the changing needs of our participants and the community.
- Accountable – We operate with integrity and are accountable to our youth, volunteers, community, donors, and employees.
- Inclusive – We respect and embrace differences as a strength, allowing people to bring their full, authentic selves to HOPE 4 Youth.
- Hopeful – We communicate and operate with optimism and believe in a bright future for the youth we serve and our community.
- Compassionate – We serve and work with empathy and understanding to create a judgment free environment.

2021-2023 Strategic Plan - Introduction

More than 8 years ago HOPE 4 Youth began its important work of creating pathways to end youth homelessness in the north metro. The organization grew rapidly out of a volunteer-led effort to affect change and improve the lives of these young people in our community. It is now the right time in the life cycle of the organization to build on our past experiences and to take the time to evaluate our service delivery, clarify our values and practices, deepen our impact, and strengthen our business practices. This will ensure that HOPE 4 Youth is best positioned as a sustainable organization that can fulfill our mission and make a positive impact on the young people and community we serve.

Each of the goals outlined in this strategic plan is focused on a specific aspect of HOPE 4 Youth's service delivery and organizational functioning. Taken together they will lay the groundwork for the next phase in the organization's life cycle resulting in effective service delivery and an environment that allows the agency, individual staff members, volunteers, and the youth we serve to work together focusing time, energy, and resources on the achievement of long-term stability for participants.

Strategic Goal 1: Deepen Our Impact through High Quality, High-Impact Programs and Services

Our goal is for every young person who arrives at HOPE 4 Youth's door to receive high-quality, client-centered services leading to long-term housing stability. We will focus in large part on our core programming, service delivery, and the ultimate well-being of our participants. We recognize that we can achieve more for the young people we serve by collaborating with and learning from partners and inspiring the community to take action. These priorities and initiatives include:

- Defining, maintaining, and strengthening our core programs and services by building on our experience and expertise, proven best practices, and continuous learning.
- Continuing to provide a range of services for young people experiencing homelessness and exploring the expansion of services not currently offered that could be provided as part of HOPE 4 Youth's continuum of care.
- Providing individualized pathways to youth for success through comprehensive and diverse programming, and one-on-one case management.
- Collaborating with community partners to augment our core services and leverage work that fulfills our mission.
- Evaluating and addressing current and future space and facility needs through a comprehensive study and analysis that will include location, accessibility, safety for youth/staff/visitors, floor plan, size, etc.
- Expanding and strengthening communication and outreach efforts to meet the needs of youth and ensure that we are reaching those in need of our services.
- Effectively and consistently measuring outcomes, defining program impact priorities, and continually evaluating program effectiveness to make program improvements and optimize our impact.

Strategic Goal 2: Create a Diverse, Equitable, and Inclusive Organization

We understand that to truly be diverse and inclusive, an organization must make it part of its culture. Hope 4 Youth values differences of all people, inside and outside of the organization; and we are supportive, respectful, and work to safeguard fairness, equity, and inclusion for all individuals. These priorities and initiatives include:

- Ensuring equitable access to services, adapting services to meet the needs of diverse youth, and leveraging community partnerships.
- Ensuring all staff, board, and volunteers receive DE&I training.
- Diversifying practices for hiring staff, attracting and enlisting volunteers, and recruiting board members.
- Maintaining and strengthening our efforts to meet youth where they are through an individualized approach to service delivery, avoiding a cookie-cutter mentality, to best meet the needs of a diverse community and address any disparity in program outcomes.

- Evaluating employee benefit offerings to best meet the needs of a diverse staff.

Strategic Goal 3: Strengthen Business Practices to Support High Performance

We will focus on aligning our business practices, resources, and people power to support long-term stability of the organization and the youth we serve. We will create and sustain a culture of high performance and continuous quality improvement in all areas of the organization. In our policies, procedures, and business practices we will balance structure and flexibility, recognizing this as an important aspect of our organization's culture. These priorities and initiatives include:

- Strengthening engagement, training, and professional development practices to enhance service excellence, increase retention of talented high-performing staff, and promote opportunities for all staff.
- Ensuring financial stability and sustainability by deepening relationships with supporters and partners, ensuring diverse funding streams, safeguarding assets, and sharpening grants management practices.
- Creating a high-performance culture by delivering meaningful, measurable, and financially sustainable results for the youth we serve.
- Leveraging data to drive decision-making, program enhancements, and operational adjustments.
- Strengthening communication efforts to expand our reach, diversify our media approach, continually share our impact with stakeholders, and portray a consistent brand, while meeting the needs of youth, donors, and other stakeholders.
- Ensuring staff are well-paid, well-trained, high-performing and accountable, and supported by high-functioning systems.
- Developing operational policies and procedures to ensure that resources, including people, materials, and other expenditures, are used and managed effectively and efficiently.
- Attracting, recruiting, and retaining a strong base of dedicated and mission-driven volunteers.
- Optimizing the organization's human resources by evaluating staff and volunteer capabilities and matching them with the organization's needs to determine if roles are best filled by staff or by volunteers.
- Evaluating the board of director's composition, committee structure, and board governance practices to complete the shift from an operating board to a governing board.

Jonathan (J.J.) Slag, CFRE

14572 Dakota St NW
Andover, MN 55304
(763) 300-5887
jjslag@gmail.com

I am an executive leader with experience in a large non-profit organization (annual budget of \$49 million), an Anoka County church (3,000 members), and financial/sales experience with a Registered Investment Advisor (\$200 million in assets under management).

EDUCATION

- **Certificate in Non-Profit Fundraising** *St. Thomas University (2019-2020)*
- **Master of Arts in Organizational Leadership** *Bethel University (2005-2007) St. Paul, MN*
- **Bachelor of Arts** *North Central University (1993-1999) Minneapolis, MN.*

EXPERIENCE

MN Adult & Teen Challenge Minneapolis, MN

Vice President of Development 2017 - Present

- One of 6 Vice Presidents for a MN based non-profit with an annual budget of \$49 million+ serving 3,000+ clients annually with Substance Use Disorder through a continuum of care; including licenced short term, long term faith-based, outpatient, and prevention programs.
- Responsible for \$11 million+ of annual operating donations plus capital projects of up to \$10 million annually.
- Exceeded 2020 budgeted donation revenue by 22% during Covid-19
- Directly responsible for Annual Fund, Foundations and Grants, and Major Gifts.
- Oversight of fundraising endeavors in outstate campuses (Duluth, Rochester, Brainerd, & Buffalo campuses).
- Oversight of major capital fundraising projects from \$500k to \$10 million.
- Personally managed a portfolio of 200+ major donors.
- Working very closely with the CEO to manage his portfolio of donors.
- Collaboration with all stakeholders: board, staff, clients, donors, businesses, churches, etc.

Counsel Wealth Management Arden Hills, MN

Financial Advising/Sales 2012 to 2017

- Servicing Wealth Advisor for a Registered Investment Advisory firm focusing on high net worth families or organizations with investable assets of \$1 million or more.
- Added \$12 million in net new assets under management annually through sales to new and existing clients.
- Planned Giving experience, including Donor Advised Funds, Irrevocable Life Insurance Trusts, and Charitable Remainder Trusts.
- Managed the efforts of a 501(c)(3), Inspire to Impact, founded by the president of the firm that inspires successful business people to get involved financially with non-profits.

EXPERIENCE CONTINUED

**Emmanuel Christian Center
Spring Lake Park, MN**

**Executive Director/Teaching Pastor
2005 to 2012**

- Executive leader (COO) of an Anoka County church with a congregation of 3,000 people.
- Managed a \$3 million yearly budget.
- Managed and distributed up to \$800,000 annually to organizations and projects doing benevolence and religious missions globally.
- Oversaw a paid staff of 45 with 17 direct reports. This included recruiting, training, and helping individuals and teams to develop and fulfill goals and objectives.
- Extensive experience recruiting, training, and mobilizing employees and volunteers for single events and ongoing programs.
- In my role as teaching pastor I gave a sermon twice a month to over 3000 people.

Youth Director (2 positions)

**Emmanuel Christian Center
Spring Lake Park, MN
2001-2006**

**Destiny Christian Church
Burnsville, MN
1996-2001**

- Oversaw youth programming (Youth Group) that attracted between 600 to 800 Anoka County youth and young adults weekly.
- Produced a weekly cable access tv program targeting Twin Cities youth (all copies have been destroyed).
- Oversaw a staff of 5 plus dozens of interns.
- Recruited and trained 100+ volunteers in a variety of roles including mentoring, teaching, and leading small/support groups.
- Developed outreach events including food distribution, concerts, community events, camps, retreats, etc.
- Launched 30+ small groups for youth to connect with adult mentors in a general mentoring relationship and for affinity needs.

VOLUNTEER EXPERIENCE

- **Better Together - 2018-2020**

Better Together was a joint fundraising/PR event between Feed My Starving Children, MN Adult & Teen Challenge, and Union Gospel Mission Twin Cities.

- **Hope 4 Youth – Special Events - 2016-2019**

The mission of Hope 4 Youth is “to end youth homelessness in Anoka County and the north metro of the Twin Cities by 2020.”

- **Community Emergency Outreach Program – Board Member - 2007-2012**

I served on the board of CEAP. The mission of CEAP is to stabilize individuals and families in financial distress and to maximize their ability to live independently and with dignity.

- **Equip Conference – Director/Co-director – 2010 & 2011**

The Equip Conference is the Minnesota District of the Assemblies of God’s annual conference designed to equip and train volunteers from around the state of Minnesota. I designed and began the conference in 2010 with first year attendance of 1500+.

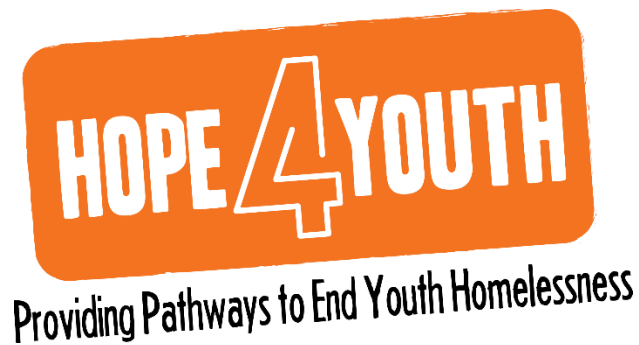
HOPE 4 Youth - Potential Member of the Board of Directors Interest Questions

Thank you for your interest in joining the Board of Directors at Hope 4 Youth. We're looking forward to getting to know more about you, and we expect you may have questions about Hope 4 Youth and our Board as well. The process is outlined below:

- Complete this document outlining your interest in joining the board and send your answers along with your resume / bio to Nominations Committee Chair Chris Warner via email at chris.warner@comcast.net
- The nominations committee will reach out to schedule interview(s) with additional members of the committee, as well as our Executive Director Linda Bryant.
- A decision will be made as to if this is the right time and right fit for your nomination to be raised to the Board for vote, and you will be advised of the decision.
- Any questions, please feel free to call Nominations Committee Chair Chris Warner at 763-412-5430.

Again, we appreciate your interest, and we thank you for providing answers to the following questions to help us better understand your interest in Hope 4 Youth and its mission.

- Please see next page



Potential Member of the Board of Directors

Interest Questions

NAME: ____

Please send this document along with a resume, bio or vitae. Thank you for providing answers to the following questions to help the HOPE 4 Youth Board of Directors better understand your interest in the organization and its mission.

Strengths: If you have taken the “Strengths Finders” test, please state your top strengths:

If you have taken a different personality test (not strengths finders), please summarize those results instead.

1. Strategic (Strategic Thinking)
2. Learner (Strategic Thinking)
3. Achiever (Executing)
4. Input (Strategic Thinking)
5. Significance (Influence)

Interest: Please describe why you are interested in serving on the board of directors of HOPE 4 Youth. What is your past experience with the issue of homelessness?

I have been involved with youth issues for 25 years in the Twin Cities, in both the church based and non-profit spaces. I believe that as youth have the tools and support to meet their basic needs they can begin to envision and create a future for themselves. We have the responsibility as a community to ensure that our most vulnerable are given the tools to meet their full potential. The Drop-In Center is just a few miles from my home. I feel a sense of responsibility to my community.

As far as H4Y goes, I am personal friends with Brian Swanson and Sue Woodard. I also met my partner, Cheri (Halek) Sutch, at Hope 4 Youth when I came to a volunteer orientation at the Drop-In Center 4 years ago. Cheri was on staff as the Volunteer Coordinator, and she ended up assigning me to help her with events. Regardless of her motivations, mine were completely altruistic.

Experience: I have served on the board of CEAP in the past. The mission of the Community Emergency Assistance Program is to stabilize individuals and families in financial distress and to maximize their ability to live independently and with dignity.

My major board experience has been as staff/management interacting with the boards at various organizations. I currently attend all board, executive committee, endowment committee, and Audit Finance committee meetings at Teen Challenge. I am the chief point of contact for our board members on a number of board activities.

What else would you like us to know: I would love to help if my skills, perspective, and experience can be put to work at this time.