

November 1, 2021

HOPE 4 Youth October Board Update

Thank you to those attending the Governance Board Meeting on October 25th. Thank you to those supporting our important work through imperative committee engagement – you are all making a difference.

Team and Mission Alignment – Stabilization objective

- We have promoted Brooke Limanen to H4Y's Development & Administrative Associate. This will continue to support our organization in data-based decision-making with her strength managing our current donor and volunteer engagement. Her accounting and systems knowledge will go a long way to help us be a stronger version of our organization.
- Open Enrollment of benefits is right around the corner. I am working with our current partners, Gallagher and Reliance Standard to ensure no balls are dropped and taking this time to additionally explore other talent retention opportunities H4Y should consider demonstrating our value of the team.
- I continue to explore MACC as an HR support to the organization with a spring start option. We are additionally exploring cost realities with other firms. At this time, MACC by reputation and comparable packages is in the lead.
- We will have year-end reviews and coaching sessions in January. I will be working with the supervisors of each area to ensure we are properly preparing for these discussions.
- I am working with the team to identify staffing gap and mission advancement opportunities. We will be adding a very part time staff member to assist at Hope Place while additionally supporting year-end stewardship needs.

Program engagement – Mission advancement objective

- Our youth engagement has tripled since last year at this time. The case load is high, Mark is prioritizing options to strengthen our processes while ensuring the support to our young people is never compromised.
- We are approaching our outreach and intake rooted in the four outcome areas: housing, employment/education, connectedness, and social/emotional well-being.
- The scorecard of engagement can be reviewed on our website.

Advancement and Development momentum – Meaningful engagement objective

- We have a number of campaigns and opportunities to financially support H4Y dropping in the next two months.
- Join us for the *Out of the Cold* event running from November 1 – 18 culminating with the drive-by donation collection event on November 18th. Be a *Day Sponsor*, share it with your community friends!
- We are heavily focused on re-engaging with supporters who might have lapsed due to the pandemic.

Financial Solvency – Fiscal transparency and area accountability culture objective

- While our September financials reveal a \$218K deficit, we are forecasting a much stronger year-end trending (\$133K).
- Working with MMC we have reconciled all our receivables and our donor data base.
- We will continue to outsource our controller level oversight striving toward a 10-hour monthly engagement plan.

Community advocacy – Stewardship and engagement rich objective

- Relationship building continues to be key in my first month. I look forward to meeting more of our volunteers and donors at our November and December appreciation events.
- Strengthen board member and board committee plans, goals, and engagement.
- Our volunteer drives are filling the shelves, supporting families over the holidays, and ensuring our young people know that matter.
- We are continuing the exploration process regarding the potential funding opportunity from Rep Stephenson.

Our mission of *providing pathways to end youth homelessness* is incredibly powerful! The team and I, with your support, will ensure our vision and ultimate goal of ending youth homelessness is met.

LaChelle Williams – HOPE 4 Youth Executive Director

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