 

**HOPE4YouthMN.org**

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Anoka, Minnesota 55303

**Executive Committee Meeting**

**March 21, 2022**

**Agenda**

1. **New Facility update** 
   * 1. LW shared H4Y has met the deadlines in both the House and Senate
     2. We need to elevate our search for city partnership opportunities. LW continues to work with current broker at NEWMARK. We discussed the challenge ahead of us in finding a location open to our facility. We discussed the need for this to be a cash transaction with Anoka County rather than a true bond relationship where they are the fiscal agent.
2. **February Financials**
   * 1. Financial results – tracking ahead – discussed all realities noted from the Finance Committee (see details in Finance Committee folder)
     2. Policy discussion
        1. We discussed the proposed amendment to the Fund Policy. As a high-level document Don shared concerns regarding details he believed should be added. Through a full discussion, the decision was made to move this policy as presented to the Board on 3.28.22 for approval. The process of the Finance Committee’s review and recommendation is believed to address Don’s points.
3. **Operational Update**
   * 1. HR update – H4Y is engaging in the payroll conversation. The amount of work is significant but we will be fully onboard with MACC as of April 1. Reviews for 2021 are now complete with each team lead administering 2022 goals in a new *Continuous Coaching* format created by LW. The document and discussions include three imperative elements: 1. SMARTER Goals, 2. Mission-based core value-based behaviors, and 3. Professional Development.
     2. Staffing update; all staff still in place. We did need to end our AmeriCorps relationship due to lack of fit for placed individual.
     3. Operations Plan update – We reviewed the 2022 Operational Plan. As expected, it is very tactical with all strategic objectives met through team engagement. As the facility opportunity unfolds, the board and staff will need to amend our vision and objectives to accommodate a full pivot to a new facility buildout and operational expansion.
4. **March Board Meeting**
   1. Agenda – we discussed the proposed agenda for our 3.28.22 board meeting with a few slight modifications. This will go out to the board in the board packet on 3.23.22. It was suggested LW add a reminder to the board members regarding the Board Portal and to begin to point to documents saved in the repository.
5. **Other Business**
   * 1. H4Y was NOT funded by Pohlad. LW will be assessing full impact to the organization both in revenue and expenses.
     2. We discussed the value in a Board Survey – Steve will plant to the seed on the 28th, LW will send out by April 1st.
     3. Risk Assessment was discussed as related to our financial banking relationships. LW is working with Tanya to connect with all financial partners. All outcomes will be brought to the Finance Committee for recommendations of next steps which will be brought to the Exec Committee for action.
     4. Steve Nash will reach out to Karen at Anoka County.
     5. EC encouraged LW to reach out to *Infinite Campus* regarding strengthening this partnership. They declined their AH4H support due to their focus on Mental Health. But were asked to check back later in the year.
     6. LW consider a professional development opportunity for staff to work with a board committee
     7. LW to set up board member tours for those who have not already done so.
     8. LW to set up board member guest visits at future all-staff meetings.
     9. Board to explore a Board Table at AN4H.
     10. H4Y will launch Program Committee beginning in Q2.