



BOARD OF DIRECTORS MEETING

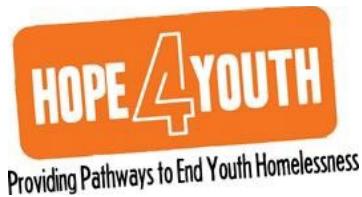
Monday, January 30, 2023

5:00 pm – 7:00 pm

Meeting Location: Anoka County Sherriff’s Community Room
(If needed, virtual/call in within body of invitation)

AGENDA

	TIME
I. Call to Order (Steve Nash) <ul style="list-style-type: none">• Welcome	5:00 pm
II. Mission Moment (Linda Barnum)	5:10 pm
III. Chairman’s Report (Steve Nash) <ul style="list-style-type: none">• Approval of Minutes<ul style="list-style-type: none">○ Questions, discussion, removal• Confirmation of Agenda• Update on Executive Committee	5:15 pm
Strategic Discussions: Presentation and Feedback New Facility Legislative process (LaChelle Williams) <ul style="list-style-type: none">✓ SF214/SF215 and HF148/HF149✓ Committee Hearings and messaging✓ Location✓ Building Committee – need to assemble<ul style="list-style-type: none">○ Need Probono Architecture Firm for concept vision - ASAP○ Need Probono Construction pricing○ Need those who have experience in building projects	5:30 pm
Operational Updates I. ED updates (LaChelle Williams) II. Finance/Committee (Don Phillips Brooke Limanen /LaChelle) III. Program/Committee (Anna VonRueden/Mark McNamer)	6:25 pm 6:30 pm 6:35 pm
Operational highlight IV. Advancement/Development Committee (JJ Slag/Nikki Kalvin)	6:40 pm
V. Open Business	6:50 pm
VI. Adjourn	7:00 pm



HOPE 4 Youth Board of Directors

Meeting Minutes

Date: November 28, 2022

Time: 5:00 pm – 7:00 pm, Anoka County Sheriff's Office or Zoom

Board Members Present: Steve Nash, Stephan Spears, Linda Barnum, Don Phillips, JJ Slag, Anna VonRueden, Brad Konik, Paul Lenzmeier, Sue Woodard

Board Members Absent: Pat Chen, Julie Cole

Staff and Guests Present: LaChelle Williams, Mark McNamer, Nikki Calvin, Tanya Bacigalupo, Danielle Snider (minutes)

Minutes:

Call to Order

- The meeting was called to order at 5:11 pm by Steve Nash. Welcome to Nikki Calvin, our new Director of Advancement.

Mission Moment (Paul Lenzmeier)

- The Out of the Cold event was held at the Anoka County Sheriff's Office on November 17th. The sign was out the Monday of that week. The willingness of people to donate was impressive. There were donors coming up while the officers were setting up before the event even started. Paul shared that it would be fun to have different characters, like the Grinch at future events. He also suggested having a bonfire pit.

Chairman's Report (Steve Nash)

- Approval of Agenda and Minutes
 - o Motion made by Anna VonRueden, seconded by JJ Slag, and passed unanimously to approve the agenda and October 24 minutes.
- Update on Executive Committee
 - o Last year LaChelle stepped into an absolute mess. When it came to the Executive Committee, there were a lot of questions. Prior to LaChelle, the Executive Director was not really involved in the budget creation process. The proposed budget has much more clarity and transparency. The committee did not have a myriad of questions this year due to the large amount of work that was put in the year before.
 - o Time was dedicated to looking at the unknowns like inflation and the economy. We also discussed employee retention. The board has learned the cost of losing people over the years. It's important that we have a group of people that we want to keep.
 - o As a part of the changes that have happened, along with the budget, we are closing on the sale of our Administrative Office. There will be cost savings from the sale of the building. Staff have transitioned to the HOPE Place facility and more transitions will be happening to the Drop-In Center in the coming months. It is important that the staff (Mica Bingel) at HOPE Place feel supported. This move will give Mica support that has not occurred to date. We will also have a better understanding of what is occurring in our programs.
 - o We lost a large grant at the beginning of the year and have been playing catch up all year. There are several ways that we have worked this year to make that gap smaller. There will always be hurdles, but we will make it through them.

Program Committee (Anna VonRueden/ Mark McNamer)

- We had a meeting with the Executive Director of Face to Face. We wanted to discuss how they are providing mental health support for the youth people coming in. They are looking to build a unique enterprise where they will come in and provide mental health support. They could help continue to guide us and/or come alongside us to provide those supports. This will help us provide more services to our youth.
- There was also continued discussion of staff wellness in regard to secondary trauma, burnout, and the emotional toll of supporting our youth through their high-need situations.

- One Drop-In Center staff member's last day was last Wednesday, and another's last day is this coming Thursday. Mark is stepping in to support the remaining Drop-In Center staff. Interns and volunteers are a great support to the team as well. JJ suggested reaching out to past volunteers to see if they are willing/able to come back.
- Mark shared there is an intern that is currently working on doing a survey for past youth (Are you still stably housed? How is your mental health? Etc.)
- JJ noted that the children of homeless youth can be very heartbreaking. Anna noted that many funders are wanting to support two-generation families/programs.
- LaChelle shared that we are now tracking each service that a youth utilizes (shower, food pantry, clothing closet, etc.) Don noted the importance of highlighting the cost per youth to get them on track. We are also able to use these numbers to tell the story and fundraise. At the retreat, the board asked us to study benchmarks for other agencies. This is planned for 2023.
- Sue spoke about goal setting and understanding what success looks like when we get there. Anna noted the importance of highlighting our metrics of success that we are achieving. Don noted that keeping our youth on the path is just as important as getting them on the path.

Advancement/Development Committee (JJ Slag/Nikki Kalvin)

- JJ shared that Nikki was a great choice. It's rare to find someone that understands both fundraising practices and relationships. Her passion and history with the organization.
- Out of the Cold and Give to the Max Day were combined this year. We raised \$42,000 through Out of the Cold and \$9,800 from Give to the Max, so we exceeded our goal.
- Our Adopt a Family program currently has 29 donors that have adopted 82 youth. Danielle created an online form for our youth to complete. The process was streamlined overnight.
- We received funding from the Forest Lake Lions club for the first time. We also submitted our report for Allina and applied for 2023. Otto Bremer will be submitted tomorrow.
- Year-end giving
 - o The Appeal is dropping this week. It was written by LaChelle and designed by Danielle. A family story was included this year.
 - o Our Donor Appreciation event is coming up on December 8th at Margie's Kitchen. Please RSVP to Nikki or at hope4youthmn.org/rsvp.
 - o Giving Tuesday is tomorrow. Watch for an eblast tomorrow.
- 2023 Vision
 - o We are currently hiring for two part-time roles: Community Engagement Coordinator and Marketing and Events Coordinator. There have been 87 applicants so far. There are 12 candidates we are interviewing. In-person interviews the week of December 12th.
 - o One thing we are going to focus on is retaining first-time donors.
 - Danielle designed our appeal envelopes with four designators to track respondents.
 - o AN4H Committee
 - Paige Carlson has already agreed to serve on this committee.
 - o Don noted the importance of focusing on Corporate donors. What specific way are we targeting these donors and potential donors?
 - One thing we are looking at is location and proximity. We are looking to talk about who we are as an organization and then invite them to come alongside us in various ways. LaChelle and Nikki shared that they are meeting tomorrow to start the 2023 planning. LaChelle shared that we will be using an "And" strategy. We will continue to love on individual donors to nurture and grow them. We will also focus on corporate donors as well.

Finance Committee (Don Phillips/LaChelle Williams/Tanya Bacigalupo)

- October was a strong month with both favorable results in revenue and expense management. We have 6.6 months of cash on hand. We have an 11% increase in cash flow this month due to the payment for the Heartland Tire event.
- We have nearly 79% of our expenses directed to program. This is the highest yet!
- Donations, Gifts, and Grants are over in October and YTD due to the Heartland Tire Golf Event check coming in early. This was budgeted for December.
- The final Hope's Closet sale was booked in November with a net loss of nearly \$3,000. We are wrapping up the final elements this week with no further expenses. Steve shared that the Hope's Closet volunteers were very committed and passionate. We feel good about closing the books on this.
- Special Events are down as we wait on pledge payments for the 4K and Clays events. We believe all will come in to meet our \$240,000 goal. This is a 60% increase over last year!

- There was a \$24k hit for ERC application. Pohlad is not in the budget for next year. We feel good. We will likely have about \$150k deficit this year.
- Don noted that excluding Pohlad, we have met our budget/goal through our efforts. We essentially met the budget for this past year and are in a great spot going forward.

Operational Update (LaChelle Williams)

- Staffing and Structure
 - o The team we have today is rooted in our mission and ready to amplify. We are excited to see how the two new Advancement roles land. We have promoted Mica Bigel to Senior Program Manager. She will now oversee both facilities. Mica has a gift for working with direct service. There has been a separation between the Drop-In Center and HOPE Place and this new role will create a continuity of culture. There will be a leadership role at both facilities. These positions will be posted soon. Our Admin team is continuing to test process improvement. Brooke is already preparing for the 2022 audit.
 - o We have continued to improve benefits through the lens of employee retention. We are adding another floating holiday for 2023. We are adding a 3% match for our retirement plan. We've added bereavement leave to our benefits package. LaChelle and Amanda Golly from MACC are currently going through our entire handbook and there is much more to come on that front. Anna noted the importance of professional development plans as well.
- 2023 Budget Projection and Discussion
 - o In the packet you all had the opportunity to review the roll-up by category in both revenue and expenses. Our proposed budget for 2023 has been vetted line by line by the Finance Committee and reviewed by the Executive Committee. There are many moving parts, but at the end of the roll-up, it is roughly the same expense budget as in 2021 and a 26% increase in revenue primarily due to ERC funding.
 - o We are planning for a significant surplus - over \$300K to allow us for proactive decision-making if we are able to move into a new facility through a legislative gift, have unplanned expenses due to an economic downturn, or have programmatic or staffing opportunities to support revenue generation in 2024. This planned surplus also prepares the organization for 2024 when all government funds are dried up.
 - o We are planning a 3.6% fundraising increase over 2021's anticipated year-end (omits government funding streams). We have closed out Hope's Closet and will have no revenue in 2022. Due to stronger fiscal management, we believe we will significantly increase our investment of operational dollars in T-Bills and Money Market allocation. We have a slight increase in our in-kind donations. Program fees will remain relatively flat with a greater effort to secure additional partnership funding through GRH
 - o We are planning for a 6% decrease in Special Events (on paper). We are moving Out of the Cold from a Special Event to a campaign. We are planning on increases in all other events.
 - o The sale of our AO office and the payoff of HOPE Place have provided a number of expense line reductions. Our payment for the ERC application of \$24,000 was realized in 2022. This is not a duplicatable expense.
 - o Our investment in expenses in 2023 is truly primarily focused on people and programs. We've added to Professional Development as well. We're right-sizing our team from 16 to 20 people. 11.2 to 14.7 FTEs and we are excited about that.
 - o Our investment in program resources and support is increasing by 5.3%
 - o We have dollars in the budget for facility improvements, however, we will be working on the creation of a capital replacement plan for HOPE Place. We are now 6 years old and will likely see more maintenance and improvement needs in the coming years.
- Recommendation of 2023 Proposed Budget
 - o Motion to approve the proposed budget. Don motioned, and Paul seconded. All in favor. Motion carries.

Annual Meeting

- Vote on Slate of Officers
 - o Motion to elect slate of officers by Don, seconded by JJ. All in favor. Motion carries.
- Vote on updated Bylaws
 - o There was discussion and support for increasing the number of board members to 20. We need more diversity and members for full participation in our committees. Steve suggested having any recommendations talk to Stephen.
 - o Motion to approve updated bylaws by Anna, seconded by Linda. All in favor, Motion carries.

Open Business (Steve Nash)

- Steve shared that LaChelle and her team accomplished a lot this year. The potential plan through the legislature was an unplanned opportunity we could not overlook. Ultimately, we were unsuccessful due to the politics. Our line item was part of a bigger budget that legislators failed to reconvene in a special session to discuss and vote upon. Zack Stephenson was re-elected. The potential for us to do this again could happen again next year. If something comes up, we will bring it to you. Steve thanked everyone for their participation.

Adjourn

- **Motion** to adjourn was made by JJ, seconded by Paul, and approved unanimously.

The meeting ended at 6:32 pm.

Respectfully Submitted,

Danielle Snider, Administrative Coordinator

Upcoming Events:

- December 8 – Donor Appreciation Event
- April 22, 2023 – A Night 4 HOPE



**HOPE 4 Youth Board of Directors
2023**

Stephen Nash, Term expires 9/2024

Board Chair

Special Assistant Anoka County Attorney, Anoka
County Attorney's Office
2100 Third Ave, Anoka, MN 55303
Cell: 612-840-4279
Email: snash12@gmail.com

Anna VonRueden, Term expires 9/2024

Board Vice Chair

Program Director
FamilyWise Services
3036 University Ave SE, Minneapolis, MN 55414
Business: 612-877-7831
Email: avonruden@familywiseservices.org

Don Phillips, Term expires 10/2023

Treasurer

Chief Investment Officer
Greater Midwest Financial Group
326 Oakwood Terrace, Vad Hghts Mn 55127
Business: 651-490-9790
Cell: 612-819-9663
Email: donphillips102@yahoo.com

Stephen Spears, Term expires 12/2023

Past Board Chair

SVP Twin Cities Community Banking
Bremer Bank
8800 Hwy 7, St Louis Park, MN 55426
Business: 952-932-6597
Cell: 612-280-1913
Email: slspears@bremer.com

Sue Woodard, Term expires 9/2025

Past Chair

Mortgage & FinTech Consultant
1920 Drew Ave S, Minneapolis, MN 55416
Cell: 612-669-6771
Email: sue@suewoodard.com

Paul Lenzmeier, Term expires 10/2023

Commander of Patrol Division
Anoka County Sheriff's Office
13301 Hanson Blvd NW, Andover MN 55304
Business: 763-324-5161
Cell: 763-442-5967
Email: Paul.Lenzmeier@co.anoka.mn.us

**Jonathan (JJ) Slag, Term expires
11/2024**

VP of Development
MN Adult & Teen Challenge
740 E 24th Street, Mpls MN 55404
Business: 612-238-6123
Cell: 763-300-5887
Email: jjslag@gmail.com

Pat Chen, Term expires 1/2025

HR Director
Lexington Manufacturing
1330 115th Ave NW, Coon Rapids, MN
Business: 763-772-9743
Cell: 612-801-9414
Email: patc@lexingtonmfg.com

Brad Konik, Term expires 1/2025

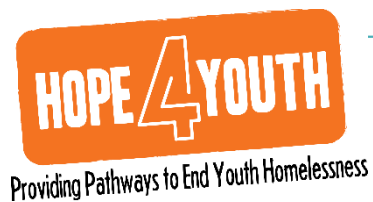
CEO
Konik Network
945 Broadway St NE, Ste 240, Mpls MN 55413
Business: 612-965-8923
Cell:
Email: brad@koniknetwork.com

Julie Cole, Term Expires 1/2025

Director, Market Dvlpmt & Strategy for
Ambulatory Surgery Centers
Medtronic, Inc.
8128 Oakview Lane N, Maple Grove, MN
55369
Cell: 612-709-7512
Email: julie.f.cole@medtronic.com

Linda Barnum, Term expires 5/2025

Controller
Restaurant Technologies
15468075th Pl N
Maple Grove MN 55311
Cell: 612-812-6242
Email: linda.a.newman1@gmail.com



Board Calendar 2023

January

- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee
- **1.30.23 Board Meeting**

February

- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee

March

- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee
- 1.24.22 Quarterly Volunteer Connection
- **3.27.23 Board Meeting**
- Fourth Week – Audit prep

April

- Through April – Audit prep
- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee
- **4.22.23 A Night 4 HOPE (5pm start)**
- Fourth Week – Audit Field Work

May

- First Week – Audit Field Work
- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee
- **5.22.23 Board Meeting**

June

- Second week - Finance Committee
- TBD - Youth Graduation Party 4-7pm
- Third week – Executive Committee
- Third week - Development Committee
- **Explore Board Retreat**
- **TBD Volunteer and Staff Appreciation Picnic (details to follow)**

July

- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee

August

- **8.7.23 Board Meeting**
- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee
- **8.21.23 Heartland Tire Golf Event (Details to follow)**

September

- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee
- **9.15.23 Darkest Night 4K Run (Details to follow)**
- **9.22.23 Hunt 4 HOPE (Details to follow)**
- **9.25.23 Board Meeting**

October

- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee
- **10.25.23 NEW! Inspiring HOPE Breakfast (Details to follow)**

November

- Second week - Finance Committee
- **11.16.23 Out of the Cold (Details to follow)**
- Third week – Executive Committee
- Third week - Development Committee
- **11.27.23 Board Meeting; Annual Meeting**

December

- **TBD Donor Appreciation Event (Details to follow)**
- Second week - Finance Committee
- Third week – Executive Committee
- Third week - Development Committee

**MINUTES OF ACTION
OF THE
BOARD OF DIRECTORS OF
HOPE 4 Youth**

The undersigned, constituting the members of the Board of Directors of HOPE 4 Youth (the “Organization”), a Minnesota non-profit corporation, do hereby adopt the following resolutions in writing pursuant to the provisions of Minnesota law on this _____ day of _____, 20__:

WHEREAS, the Organization offers various health and welfare benefits to its employees;

WHEREAS, over time, changes have been made to the plans through which such health and welfare benefits are provided (the “Plans”) and the Organization desires to ratify prior actions in establishing, maintaining, and amending such the Plans;

WHEREAS, amendments to the Plan may be needed from time to time in the future; and

WHEREAS, the Board of Directors wishes to delegate its authority to amend the Plans in certain situations.

NOW, THEREFORE, BE IT RESOLVED, that the Organization’s conduct with respect to establishing, maintaining, and amending the Plans that occurred prior to the effective date of these Minutes of Action be ratified by Organization.

BE IT FURTHER RESOLVED, that the Executive Director of the Organization be authorized to act on behalf of the Organization with respect to future changes to the Plans that are administrative in nature or necessary to comply with applicable law. Such individual is hereby authorized to adopt such amendments by written instrument.

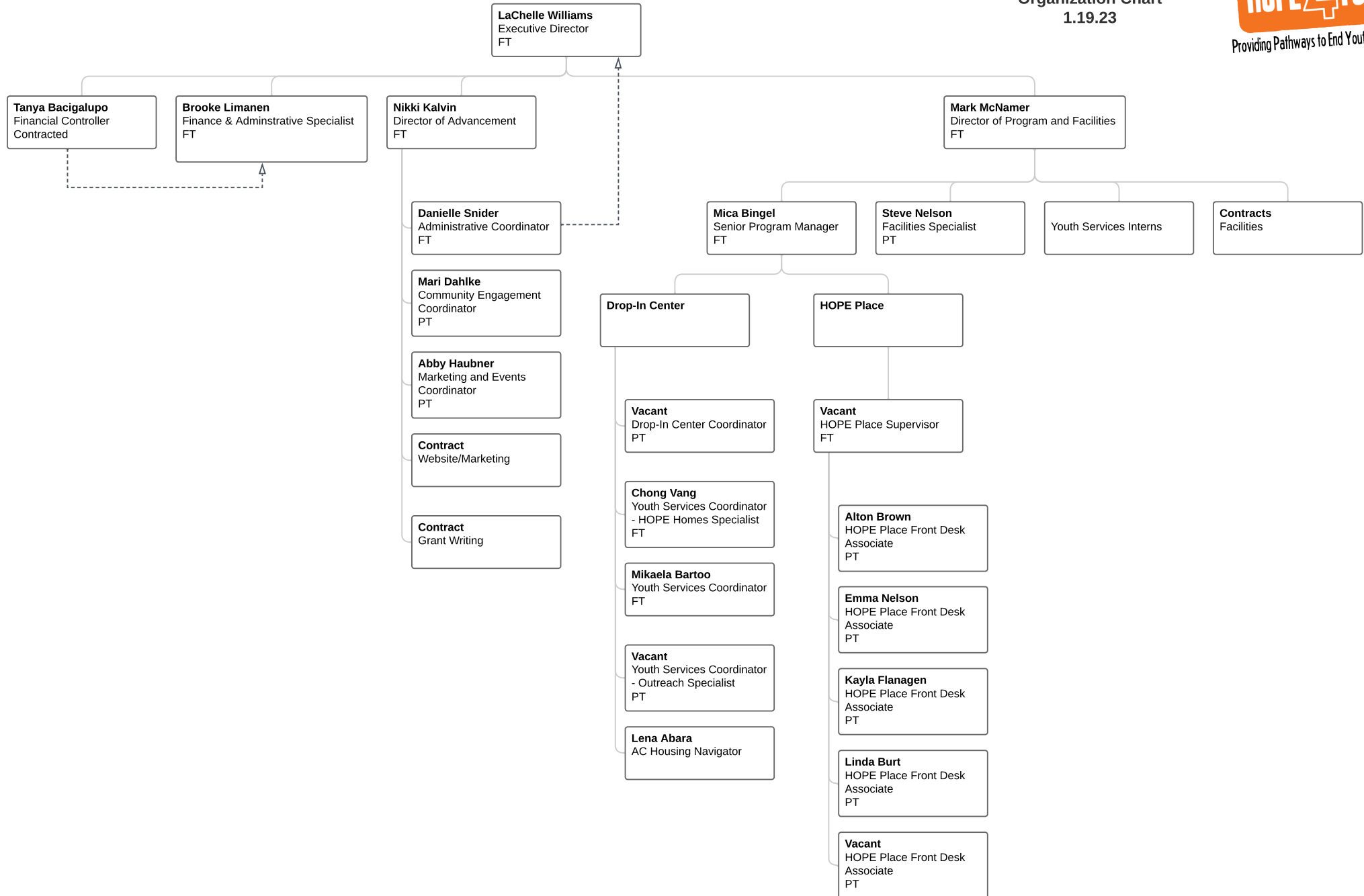
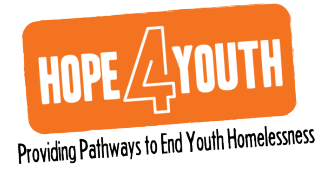
Chairperson of Board

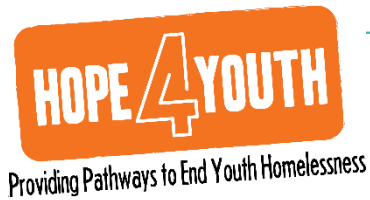
Stephen Nash

Secretary of the Board

Linda Barnum

HOPE 4 Youth
Organization Chart
1.19.23





HOPE 4 Youth Benefit Vision 2023

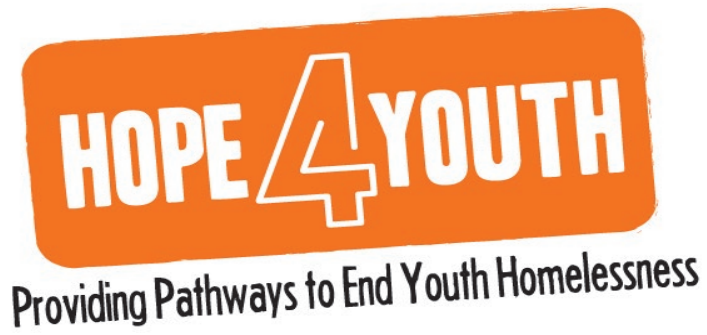
Provider Options

- Medical Insurance (H4Y) - MACC
- Dental Insurance (H4Y) - MACC
- Basic Life /AD&D (H4Y) - MACC
- Long Term Disability (H4Y) - MACC
- Short Term Disability (H4Y) - MACC
- Voluntary Life Insurance - MACC
- Retirement options – employee - MACC
- Vision - MACC
- EAP - MACC
- Flex Funds disbursement – Exploring addition for 2024
 - Dependent Care
 - Medical
- Cobra on departure (H4Y) - Yes

Organization Options

- PTO to mirror 4.1V 10/2019 (H4Y)
- Holiday Pay – (H4Y - 8 days)
- Floating Holiday expansion 2 (H4Y) – Add an additional day under the context of DEI
- Rollover of PTO – 40 hours annually (H4Y)
- Bereavement pay – Adding benefit 3 days for immediate family
- Flexible work environment/administrative options (H4Y) – Detail in Handbook
- Cell phone benefit (define by role) (H4Y) – Amending by position
- Appropriate break to include lactating needs (H4Y)
- Expense reimbursement (H4Y)
- Leave of absence -
 - Maternity leave options (STD)
 - Military leave (H4Y)
 - Voting leave (H4Y)
 - Jury Duty/Court Appearance (H4Y)
 - Explore others as appropriate
- PTO payout – (H4Y) – with good standing – 100% up to 40 hours

New Handbook will be presented to staff at February meeting.



Fiscal Year 2022
Financial Statements
as of November 30, 2022

**Statement of Financial Position
as of November 30, 2022**

		Comments
Assets		
Cash and Cash Equivalents	429,138.30	
Board Designated Operating Reserve	254,445.97	
Receivables	22,910.54	GRH, OEO, Rent
Prepaid Expenses	25,347.48	
Inventory	40,509.60	
Investments	186,173.62	Principal Investment and T-Bills
Property and Equipment, net	1,569,890.40	
Total Assets	2,528,415.91	
Liabilities		
Accounts Payable & Other Accrued Liabilities	61,384.93	Payroll liabilities
Mortgage Payable (VB)-Hope Place	0.00	HP Mortgage paid off
Mortgage Payable (Finl One)-Admin Office	136,907.15	
Total Liabilities	198,292.08	
Net Assets		
Unrestricted-Undesignated	2,235,585.19	
Unrestricted-Board Designated Operating Reserve	254,445.97	
Temporarily Restricted	110,195.00	Heartland, Ratfield, HSF
Current Year Net Surplus(Deficit)	(270,102.33)	
Total Net Assets	2,330,123.83	
Total Liabilities & Net Assets	2,528,415.91	

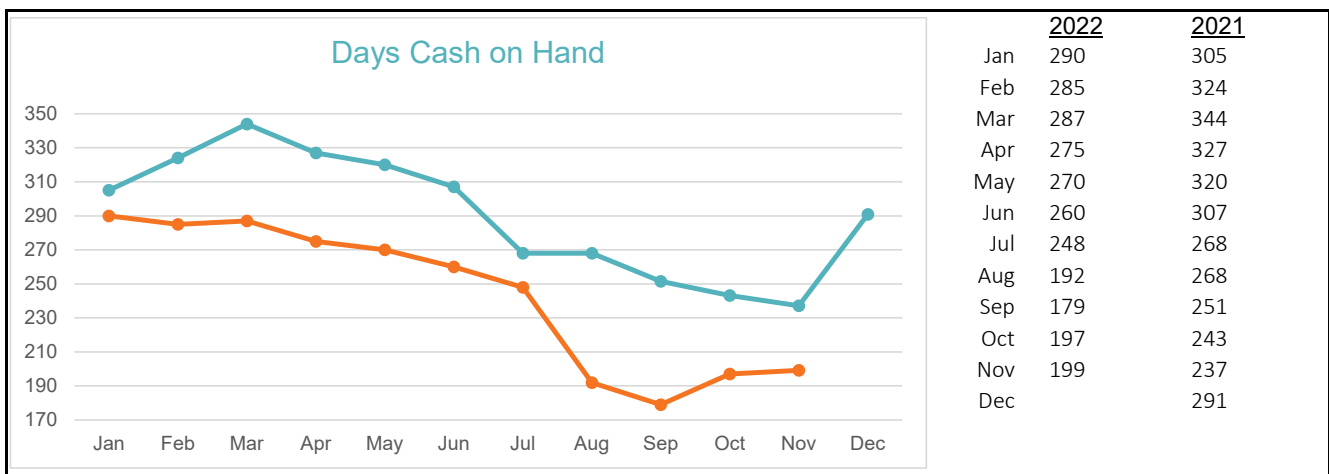
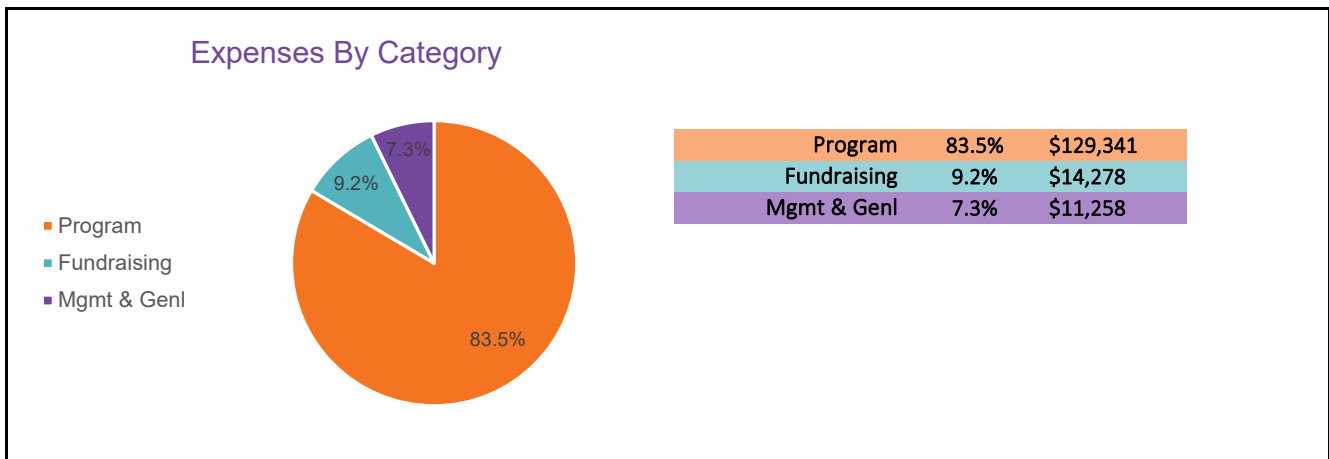
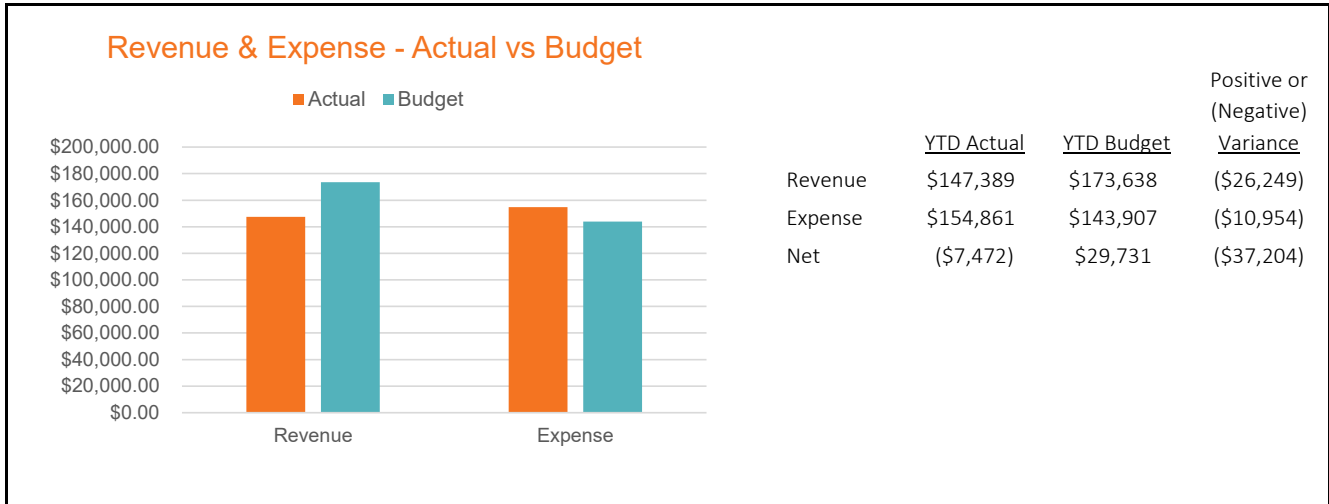
**Statement of Activity
as of November 30, 2022**

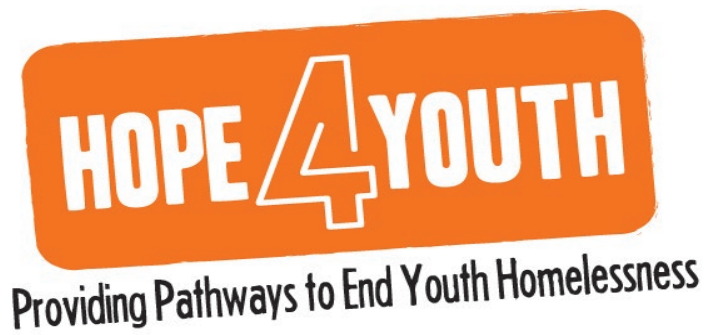
	Actual	Budget	Actual to Budget Variance	Act to Bud Variance Comments
Ordinary Income/Expense				
Income				
DONATIONS, GIFTS, & GRANTS	71,786.57	117,500.00	(45,713.43)	Significantly trailing in Individuals
HOPE'S CLOSET SALES.	1,727.48	0.00	1,727.48	November final sale
INVSTMT INC & OTHR GAIN(LOSS)	3,409.78	1,208.33	2,201.45	
OTHER SUPPORT	19,114.40	11,000.00	8,114.40	In-kind donations
PROGRAM SERVICE FEES	10,962.00	10,930.00	32.00	
SPECIAL EVENTS	40,388.77	33,000.00	7,388.77	
Total Income	147,389.00	173,638.33	(26,249.33)	
Expense				
BUILDING & FACILITIES EXPENSE	11,363.92	10,547.00	816.92	Admin Move
CONTRACTED SRV & PROF FEES	14,610.90	15,294.00	(683.10)	
DEPRECIATION EXPENSE.	3,728.61	4,161.00	(432.39)	
INSURANCE.	2,753.35	2,999.00	(245.65)	
LICENSES-MEMBRSHPS-DUES-FEES	2,779.41	3,283.00	(503.59)	
PAYROLL, TAXES, & BENEFITS	62,998.99	78,210.00	(15,211.01)	Budgeting overage Pohlad in budget Staffng transition
POSTAGE, MAILING, & DELIVERY	1,157.03	1,234.00	(76.97)	Managing expenses
PRINTING & PROMOTION EXPENSE	466.51	2,375.00	(1,908.49)	Managing expenses
PROGRAM EXPENSES	54,307.55	22,090.00	32,217.55	Increase in rent support needs
STAFF, BOARD, & VOLUTEER EXP	407.35	1,639.00	(1,231.65)	Managing expenses
SUPPLIES & MINOR EQUIPMT	185.23	1,792.00	(1,606.77)	Managing expenses
TRAVEL & TRANSPORTATION	102.52	283.00	(180.48)	
Total Expense	154,861.37	143,907.00	10,954.37	
Net Ordinary Income	(7,472.37)	29,731.33	(37,203.70)	
OTHER EXPENSES	(2,942.60)	0.00	(2,942.60)	Hope's Closet clothing donation
Net Income	(10,414.97)	29,731.33	(40,146.30)	

Statement of Revenue and Expense
Fiscal Year 2022 - through November, 2022

	YTD Actual	YTD Budget	Over(Under) YTD Budget	Full Year Budget	Forecast Actual/Budget	Reforecasted Projection	FY Forecast vs. Budget
Revenue							
Donations, Gifts, and Grants	745,663.12	812,500.00	(66,836.88)	1,245,000	1,178,163	1,068,904	ERC \$195,000 deposited in December Donations estimate
Store Sales	3,855.03	7,500.00	(3,644.97)	10,000	6,355	3,855	
Investment & Other Income	5,876.39	13,291.67	(7,415.28)	14,500	7,085	69,000	Admin office sale - profit
Inkind Contributions	143,967.27	89,998.00	53,969.27	100,000	153,967	145,000	
Program Service Revenue	121,048.34	120,230.00	818.34	131,160	131,978	122,700	
Special Events, net	241,915.25	240,000.00	1,915.25	240,000	241,915	246,000	
	\$1,262,325.40	\$1,283,519.67	(\$21,194.27)	\$1,740,660	1,719,464	1,655,459	
Expense							
Building and Facilities Expense	130,542.63	117,190.00	13,352.63	129,365	141,255	144,533	
Contracted Svcs & Professional Fees	215,660.73	178,808.00	36,852.73	196,206	231,055	221,706	
Depreciation Expense	41,409.18	45,771.00	(4,361.82)	49,936	45,571	49,888	
Insurance	33,033.48	32,985.00	48.48	35,984	36,032	37,000	
Licenses, Membrshps, Dues, & Fees	32,765.31	35,945.00	(3,179.69)	40,819	36,839	37,023	
Payroll, Taxes, and Benefits	785,189.10	851,235.00	(66,045.90)	959,446	863,399	863,399	
Postage, Mailing & Delivery	3,491.20	9,169.00	(5,677.80)	10,000	4,325	10,000	
Printing and Promotion Expenses	12,618.37	15,125.00	(2,506.63)	16,000	13,493	14,000	
Program Expenses	262,437.53	234,399.00	28,038.53	255,310	283,347	278,000	
Staff, Board, & Volunteer Expense	8,186.93	15,958.00	(7,771.07)	19,360	11,595	10,186	
Supplies and Equipment	2,395.58	19,712.00	(17,316.42)	21,500	4,187	4,400	
Travel and Transportation	1,755.10	3,113.00	(1,357.90)	3,400	2,038	3,400	
	\$1,529,485.14	\$1,559,410.00	(\$29,924.86)	\$1,737,326	1,816,665	1,673,535	
Other Expenses	2942.60	0.00	(2942.60)				
Net Surplus(Deficit)	(\$270,102.34)	(\$275,890.33)	\$5,787.99	\$3,334	76,437	(18,076)	

HOPE 4 Youth Financial Dashboard YTD through November 30, 2022





Fiscal Year 2022
Financial Statements
as of December 31, 2022

**Statement of Financial Position
as of December 31, 2022**

		Comments
Assets		
Cash and Cash Equivalents	698,357.08	
Board Designated Operating Reserve	255,174.95	
Building Fund	176,636.53	
Receivables	18,329.79	GRH, OEO, Rent
Prepaid Expenses	42,081.68	
Inventory	34,410.00	
Investments	186,402.23	Principal Investment and T-Bills
Property and Equipment, net	1,310,104.57	
Total Assets	2,721,496.83	
Liabilities		
Accounts Payable & Other Accrued Liabilities	66,699.50	Payroll liabilities
Mortgage Payable (VB)-Hope Place	0.00	HP Mortgage paid off
Mortgage Payable (Finl One)-Admin Office	0.00	
Total Liabilities	66,699.50	
Net Assets		
Unrestricted-Undesignated	2,234,856.21	
Unrestricted-Board Designated Operating Reserve	255,174.95	
Temporarily Restricted	110,195.00	Heartland, Ratfield, HSF
Current Year Net Surplus(Deficit)	54,571.17	
Total Net Assets	2,654,797.33	
Total Liabilities & Net Assets	2,721,496.83	

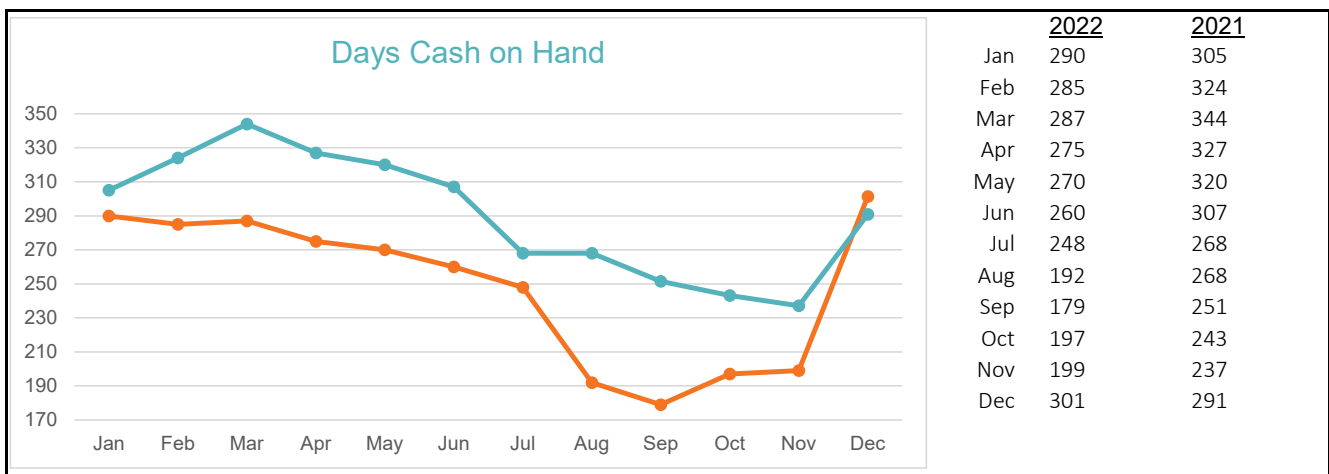
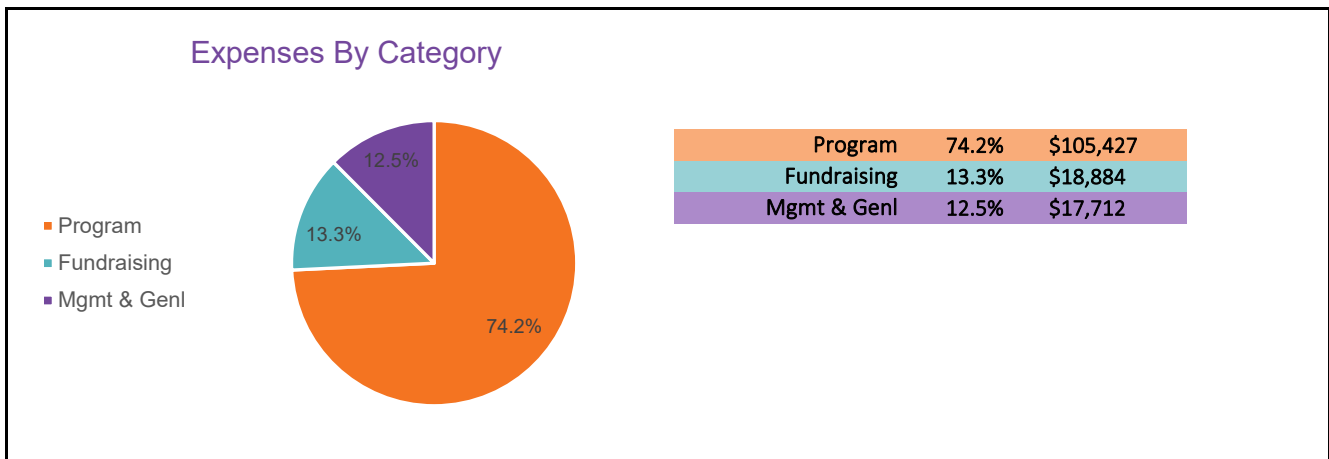
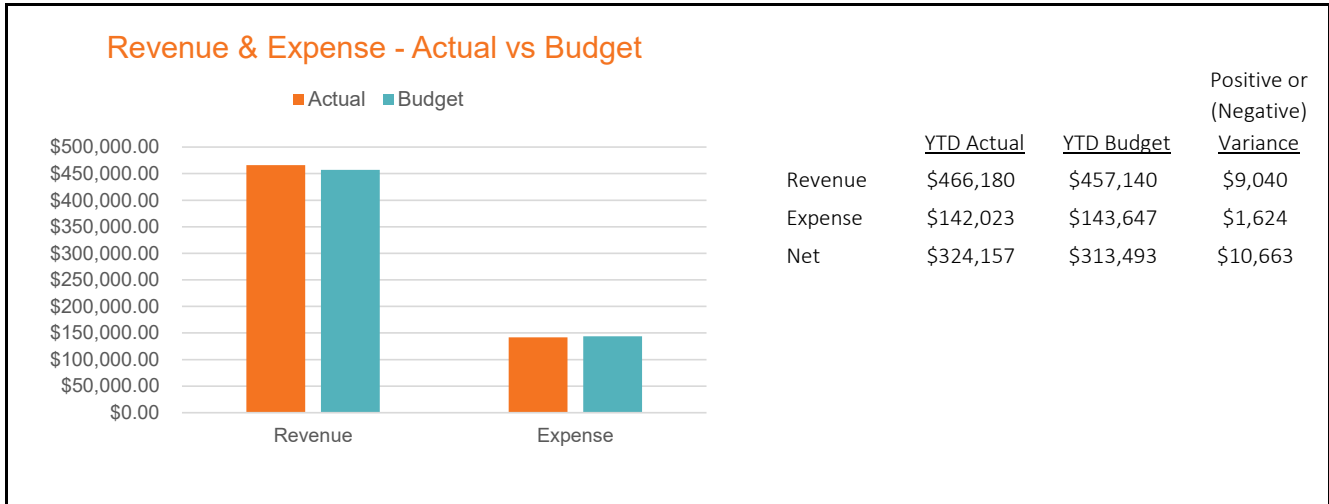
**Statement of Activity
as of December 31, 2022**

	Actual	Budget	Actual to Budget Variance	Act to Bud Variance Comments
Ordinary Income/Expense				
Income				
DONATIONS, GIFTS, & GRANTS	382,019.62	432,500.00	(50,480.38)	Significantly trailing in Individuals
HOPE'S CLOSET SALES.	0.00	2,500.00	(2,500.00)	November was final sale
INVSTMT INC & OTHR GAIN(LOSS)	63,174.63	1,208.33	61,966.30	Sale of AO
OTHER SUPPORT	10,892.27	10,002.00	890.27	In-kind donations
PROGRAM SERVICE FEES	5,831.22	10,930.00	(5,098.78)	Uncollected rent
SPECIAL EVENTS	4,262.38	0.00	4,262.38	Event Pledges Paid
Total Income	466,180.12	457,140.33	9,039.79	
Expense				
BULDING & FACILITIES EXPENSE	12,300.19	10,707.00	1,593.19	Snow Removal
CONTRACTED SRV & PROF FEES	24,377.55	15,398.00	8,979.55	Outstanding invoices due to contractor error and Admin property closing fees
DEPRECIATION EXPENSE.	3,150.80	4,165.00	(1,014.20)	
INSURANCE.	2,596.21	2,999.00	(402.79)	
LICENSES-MEMBRSHPS-DUES-FEES	4,005.54	4,074.00	(68.46)	Online giving fees
PAYROLL, TAXES, & BENEFITS	66,661.98	78,210.00	(11,548.02)	Budgeting overage Pohlad in budget Staffng transition
POSTAGE, MAILING, & DELIVERY	904.23	831.00	73.23	
PRINTING & PROMOTION EXPENSE	2,892.00	875.00	2,017.00	
PROGRAM EXPENSES	21,115.41	20,911.00	204.41	
STAFF, BOARD, & VOLUTEER EXP	2,508.16	3,402.00	(893.84)	
SUPPLIES & MINOR EQUIPMT	1,468.70	1,788.00	(319.30)	
TRAVEL & TRANSPORTATION	42.57	287.00	(244.43)	
Total Expense	142,023.34	143,647.00	(1,623.66)	
Net Ordinary Income	324,156.78	313,493.33	10,663.45	
OTHER EXPENSES	0.00	0.00	11,595.37	
Net Income	324,156.78	313,493.33	10,663.45	

Statement of Revenue and Expense
Fiscal Year 2022 - through December, 2022

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Over(Under) YTD Budget</u>	<u>Full Year Budget</u>	<u>FY Forecast vs. Budget</u>
<u>Revenue</u>					
Donations, Gifts, and Grants	1,127,682.74	1,245,000.00	(117,317.26)	1,245,000	ERC \$195,000 deposited in December Donations estimate
Store Sales	3,855.03	10,000.00	(6,144.97)	10,000	
Investment & Other Income	69,051.02	14,500.00	54,551.02	14,500	Admin office sale - profit
Inkind Contributions	154,859.54	100,000.00	54,859.54	100,000	
Program Service Revenue	126,879.56	131,160.00	(4,280.44)	131,160	
Special Events, net	246,177.63	240,000.00	6,177.63	240,000	
	<u>\$1,728,505.52</u>	<u>\$1,740,660.00</u>	<u>(\$12,154.48)</u>	<u>\$1,740,660</u>	
<u>Expense</u>					
Building and Facilities Expense	143,012.91	129,365.00	13,647.91	129,365	
Contracted Svcs & Professional Fees	240,038.28	196,206.00	43,832.28	196,206	
Depreciation Expense	44,559.98	49,936.00	(5,376.02)	49,936	
Insurance	35,629.69	35,984.00	(354.31)	35,984	
Licenses, Membrshps, Dues, & Fees	36,770.83	40,819.00	(4,048.17)	40,819	
Payroll, Taxes, and Benefits	851,851.08	959,445.00	(107,593.92)	959,445	
Postage, Mailing & Delivery	4,395.43	10,000.00	(5,604.57)	10,000	
Printing and Promotion Expenses	15,932.58	16,000.00	(67.42)	16,000	
Program Expenses	282,306.61	255,310.00	26,996.61	255,310	
Staff, Board, & Volunteer Expense	10,832.42	19,360.00	(8,527.58)	19,360	
Supplies and Equipment	3,864.28	21,500.00	(17,635.72)	21,500	
Travel and Transportation	1,797.67	3,400.00	(1,602.33)	3,400	
	<u>\$1,670,991.76</u>	<u>\$1,737,325.00</u>	<u>(\$66,333.24)</u>	<u>\$1,737,325</u>	
Other Expenses	2942.60	0.00	(1623.66)		HOPE's Closet Donated Inventory
Net Surplus(Deficit)	<u>\$54,571.16</u>	<u>\$3,335.00</u>	<u>\$51,236.16</u>	<u>\$3,335</u>	

HOPE 4 Youth Financial Dashboard December 2022





Providing Pathways to End Youth Homelessness

Finance Snapshot November 2022

Balance Sheet

<u>Assets:</u>	
Board Reserve	\$254,445.97
Cash	\$429,138.30
Other	\$1,844,831.64
Total Assets	\$2,528,415.91
<u>Liabilities & Equity:</u>	
Liabilities	\$198,292.08
Equity	\$2,330,123.83
Total Liabilities & Equity	\$2,528,415.91

Actual Budget



Revenue & Expense

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Variance</u>
Revenue	\$147,389	\$173,638	(\$26,249)
Expense	\$154,861	\$143,907	(\$10,954)
Net	(\$7,472)	\$29,731	(\$37,204)

Days Cash on Hand



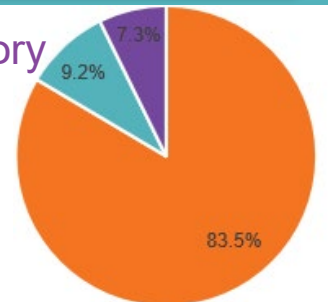
Cash Flow

Cash at beginning of November: \$680,860
 Cash at end of November: \$683,584
 Net Cash Increase for November: \$2,723.84

0.3% increase

Expenses By Category

- Program
- Fundraising
- Mgmt & Genl





Providing Pathways to End Youth Homelessness

Finance Snapshot December 2022

Balance Sheet

Assets:

Board Reserve	\$255,174.95
Cash	\$698,357.08
Other	\$1,767,964.87
Total Assets	\$2,721,496.90

Liabilities & Equity:

Liabilities	\$66,699.50
Equity	\$2,654,797.33
Total Liabilities & Equity	\$2,721,710.84

Actual Budget



Revenue & Expense

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Variance</u>
Revenue	\$466,180	\$457,140	\$9,040
Expense	\$142,023	\$143,647	\$1,624
Net	\$327,648	\$313,493	\$10,663

Days Cash on Hand



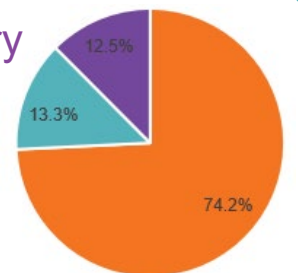
Cash Flow

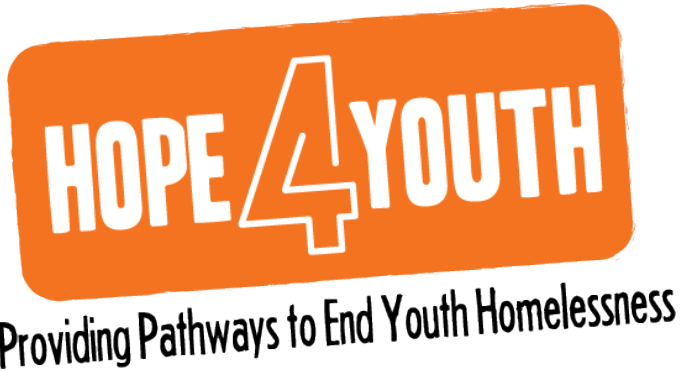
Cash at beginning of December: \$684,876
 Cash at end of December: \$1,143,597
 Net Cash Increase for December: \$458,721.10

40% increase

Expenses By Category

- Program
- Fundraising
- Mgmt & Genl





Program Snapshot November 2022

HOPE 4 Youth Drop-In Center Youth Statistics



DIC Community Referrals

Employment	2
Emergency Shelter	1
Housing Referral	1
Mental Health Referral	3
Other	14
Social Service Provider	14

Case Management Services – All Programs

62 Youth Received 88 Hours of Case Management Services

DIC: 50 (40%) - youth received CM
DIC: 116 (92%) - youth received basic needs supports

Drop-In Parenting Youth

Number of Children Visits = TBD
Youth w/Children present = 11
YTD Youth w/Children = 66 (17%)
Baby Products Provided = 14

HOPE Place Youth Statistics - 12 youth served

- 1 open unit
- 1 move out, reunite with family in a more supportive environment
- 5 residents continue to work on a career path (airport staff, restaurant industry, education, nursing)
- 8 residents are working (5 FT, 3 PT)
- 1 working and attending continuing education classes
- 2 enrollment basic education classes and 1 is enrolled in community college
- 1 focusing on mental health

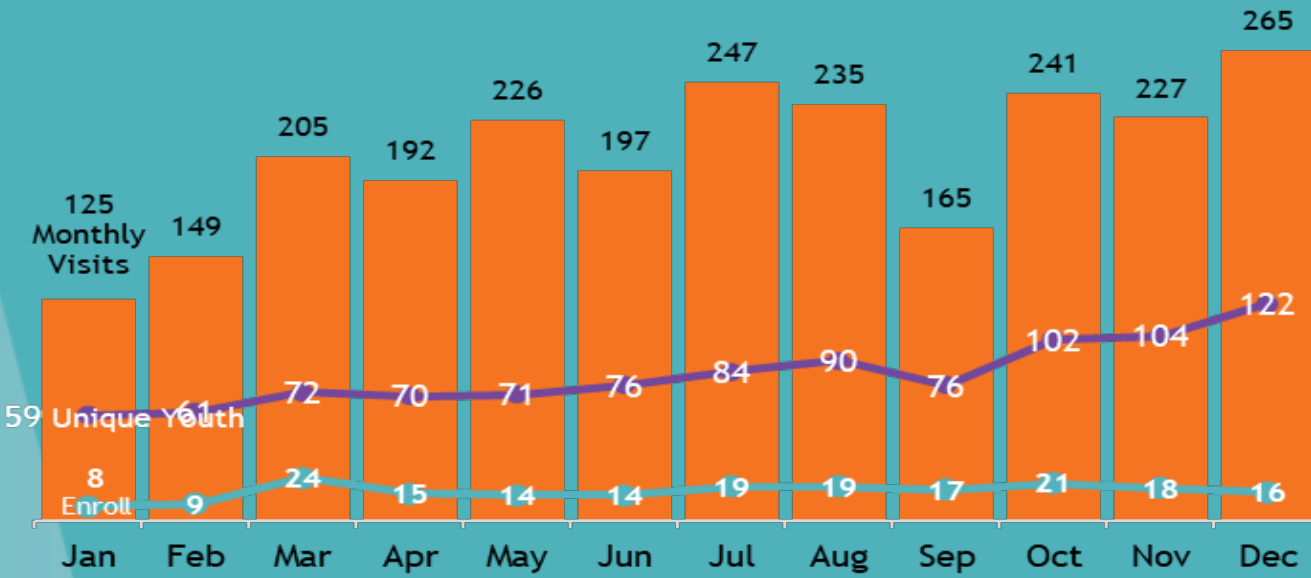
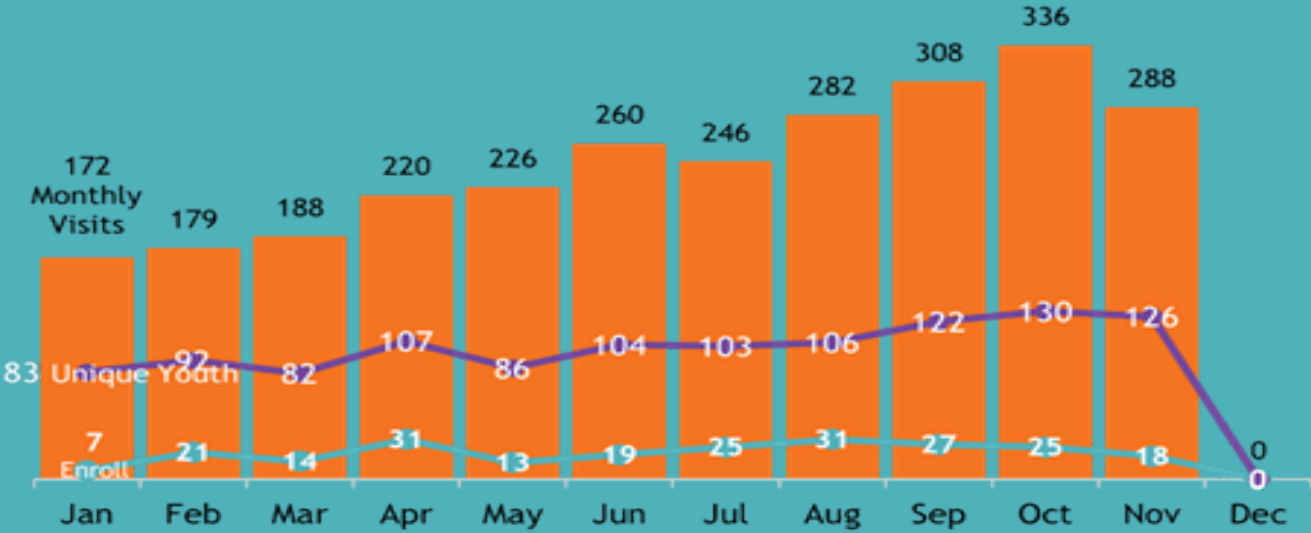
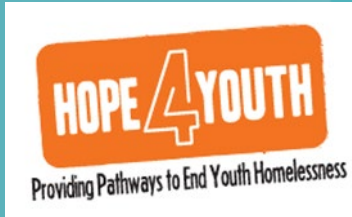
Career Force Sessions at HP: 8 residents engaged in 24 1:1 contacts, 2 residents attended workshop

Drop-In Center On-Site Resources

15
Transportation Support



2021vs2022 DIC Data





Providing Pathways to End Youth Homelessness

Program Snapshot December 2022

HOPE 4 Youth Drop-In Center Youth Statistics

278

Drop-In Center
Visits
YTD = 2983

112

Unique
Youth
YTD = 416
Under 18 = 1

17

New Intakes
YTD = 248

DIC Community Referrals

Employment	3
Emergency Shelter	4
Housing Referral	2
Mental Health Referral	2
Other	11
Social Service Provider	8

Case Management Services – All Programs

63 Youth Received 91 Hours of
Case Management Services

DIC: 55 (50%) - youth received CM
DIC: 110 (98%) - youth received basic needs supports

Drop-In Parenting Youth

Number of Children Visits = TBD
Youth w/Children present = 17
YTD Youth w/Children = 92 (22%)
Baby Products Provided = 22

HOPE Place Youth Statistics - 12 youth served

- 1 open unit
- 5 residents continue to work on a career path (airport staff, restaurant industry, education, nursing)
- 7 residents are working (5 FT, 2 PT)
- 1 working and attending continuing education classes
- 2 enrollment basic education classes and 1 is enrolled in community college
- 1 focusing on mental health

Career Force Sessions at HP: 5 residents engaged in 7 1:1 contacts, 2 residents attended workshop

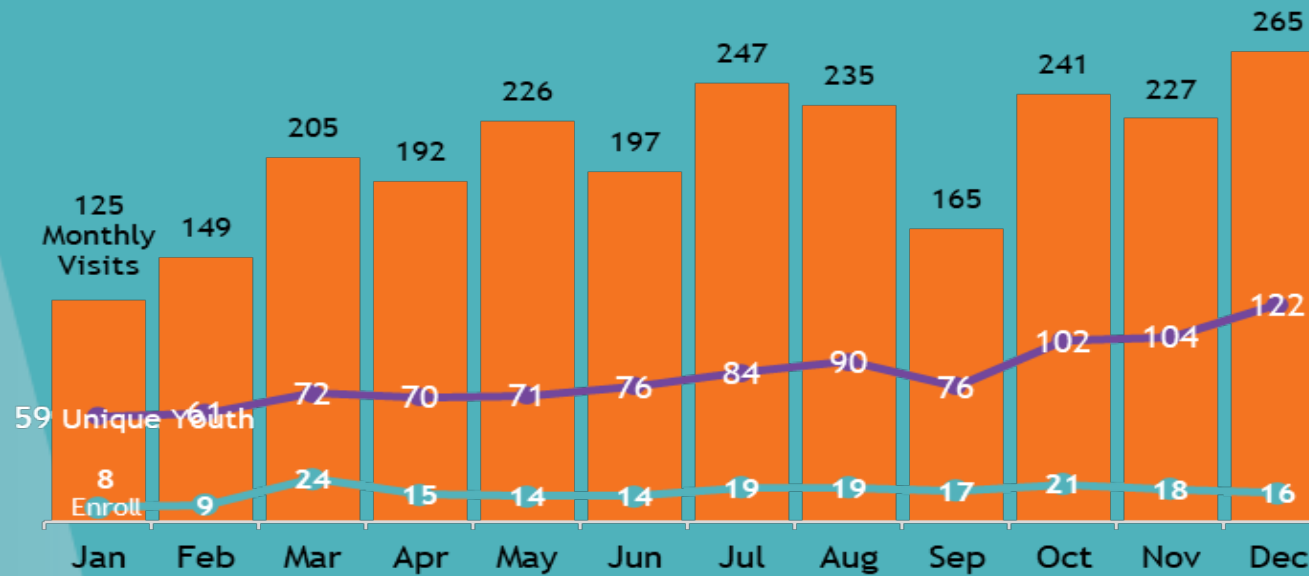
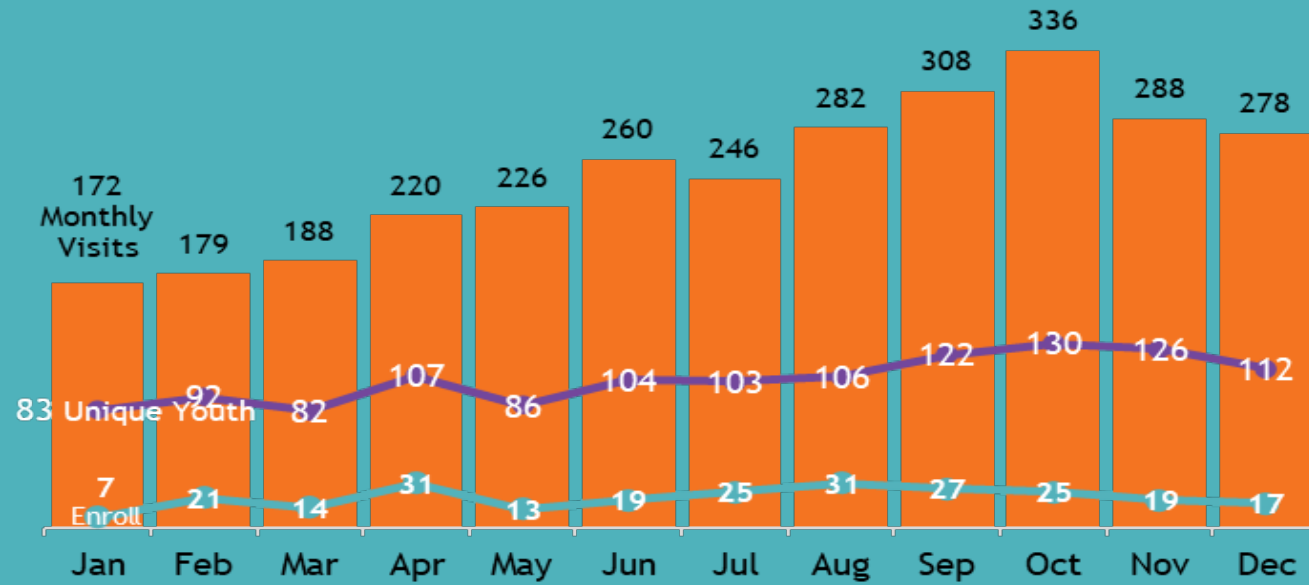
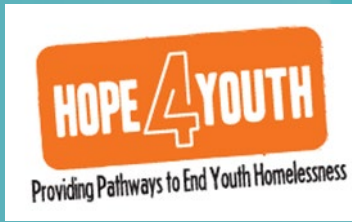
Drop-In Center On-Site Resources

20

Youth Received
Transportation Support



2021vs2022 DIC Data





Providing Pathways to End Youth Homelessness

Advancement Snapshot November 2022

VOLUNTEER HOURS

477

Total Hours

Down 152 hours since October

158 hours
33 hours
0 hours
70 hours
210 hours
6 hours

Drop-In Center
DIC Meals
Hope's Closet
One-time projects/other
Donation Center
HOPE Place

DONORS

74

New donors gave \$19,954.92

Up 60 and Up \$15,771.99 from November 2021

0

New recurring monthly donors

Down 0 from November 2021

DONATIONS: \$112,954.76

Up \$20,216.29 from November 2021

\$33,876.76	Individuals
\$10,440.00	Civic & Faith Based, Small Business
\$52,071.45	Corporations
\$0	Foundations
\$58,071.45	Events
\$0	Government

VOLUNTEERS

76%

Active Volunteers
% of volunteers who were active 6 months ago and are still active

8

New Volunteers
Down 26 from November 2021

SOCIAL MEDIA STATISTICS

67,283

Impressions

of times content appears in front of a user.

2,645

Engagement

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

14,130

Followers

Up 608 from November 2021

WEBSITE STATISTICS

4,503 Page Sessions

A single website visit that can include many page views. Down 525 from November 2021

3,147 New visitors (new stat)

1,356 Returning visitors

Up 608 from November 2021

0:01:45 Average time on website

Down :07 from November 2021

EMAIL STATISTICS

8,624 Accepted Subscribers

Up 377 from November 2021

33% Open Rate

Up 6.46% from November 2021



Providing Pathways to End Youth Homelessness

Advancement Snapshot December 2022

VOLUNTEER HOURS

629

Total Hours

Up 25 hours since November

162 hours
29 hours
0 hours
100 hours
205 hours
6 hours

Drop-In Center
DIC Meals
Hope's Closet
One-time projects/other
Donation Center
HOPE Place

DONORS

97

New donors gave \$24,947.90

Down 15 and Up \$27,015.24 from December 2021

0

New recurring monthly donors

Down 0 from December 2021

DONATIONS: \$163,114.10

Down \$160,402.27 from December 2021

\$105,296.22	Individuals
\$6,918.73	Civic & Faith Based, Small Business
\$50,081.10	Corporations
\$500.00	Foundations
\$318.05	Events
\$0	Government

VOLUNTEERS

76%

Active Volunteers
% of volunteers who were active 6 months ago and are still active

11

New Volunteers
Down 5 from December 2021

SOCIAL MEDIA STATISTICS

36,336

Impressions
of times content appears in front of a user.

2,267

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

14,158

Followers
Up 764 from December 2021

EMAIL STATISTICS

8,513 Accepted Subscribers
Up 316 from December 2021

32% Open Rate
Down 6.51% from December 2021