



HOPE 4 Youth Board of Directors

Meeting Minutes

Date: Monday, January 29, 2024

Time: 5:00 pm | Anoka County Sheriff's Office or Zoom

Board Members Present: Steve Nash, Pat Chen, Linda Barnum, Don Phillips, JJ Slag, Anna VonRueden, Brad Konik, Julie Cole, Sue Woodard, Krista Benjamin, Liz Cook, James Lyght

Board Members Absent: Brad Wise

Staff and Guests Present: LaChelle Williams, Nikki Calvin, Brooke Limanen

Minutes:

Call to Order

- The meeting was called to order at 5:09 p.m. by Anna VonRueden.

Mission Moment Steve Nash

- Steve shared his experience while at the HOPE 4 Youth Center in Anoka and the engagement of the team and youth.

Approval of Agenda and Minutes

- Motion made by Don Phillips, seconded by JJ Slag and passed unanimously to approve the agenda and November minutes.

Chairman's Report (Anna VonRueden)

- 2023 ended the year with great success!
 - Celebrated the promotion of Brooke Limanen's new role as Sr. Finance and Administrative Manager.
 - 4 new board of directors joined the board
 - 493 youth were served through meaningful connections
 - New funding partners were secured
 - Ready for the audit field work in February
 - H4Y estimated we will end the year with a \$50K+ surplus
 - Operational plans were fulfilled
- A diversely minded staff and board is imperative for our growth and relevancy
- More and more funders are requesting information regarding demographic diversity, lived experience diversity, and overall diversely minded staff and board.
 - Anna will walk the board through how the board can help H4Y in this space.
- Resolution to add Brooke Limanen as a check signer. Motion made by Steve Nash, seconded by Linda Barnum and passed unanimously to approve the banking resolution.
- Finally, an update on the building.
 - Steve Nash reported on the status of the new facility. We have entered into a Non-binding Letter of Intent on property located at 8457 Sunset Road, Spring Lake Park, MN. It is a 12,000 sf facility which is basically a 2-story warehouse shell. Zoned Light Industrial, however the zoning in SLP is very diverse and vague. The building was constructed in 2022 on 1.1 acres, and is basically new. There was an offer on the table, but the seller accepted our offer of \$2,340,000. Tonight we are coming to you asking for a resolution to submit a formal binding Purchase Agreement (PA) as indicated in the LOI. Motion to approve purchase agreement Don Phillips, James Lyght seconded. Discussion. Unanimously approved.

Executive Director Update (LaChelle Williams)

Closing 2023 - WOW What a year. LaChelle provided a mission update, fundraising update, and an Administrative update.

Mission - A full presentation will be shared by Mark McNamer in March.

- Some yearend teasers:
 - H4Y served 493 youth
 - H4Y experienced 3500 visitors
 - 115 where partnering youth
 - 22 youth called HOPE Place home in 2023
 - 82% arrive to the HOPE 4 Youth center via vehicle
 - 100% of youth in case management shared they are moving the needle
- December was the second busiest month on record. 18 youth were assisted with housing.
- The trends of monthly engagement continues to rise promoting the need for a new facility.
- More to come in March!

Fundraising - We saw More Money which activated More Mission!

- We forced on stewardship strategies - strengthening the relationships we had
- We opened our doors and saw funding grow
- Shared the mission with many civic and faith groups, corporate partners, and new foundation friends.
- Leveraged Government dollars to support direct housing opportunities, prevention on the street and in the schools, and within programs like HOPE Place.

Administration - the glue helping us to move effectively forward

- The Bill passed funding a New HOPE 4 Youth Center!
- Our focus on Human Resources was front of mind all year.
 - Strengthening our culture, adding benefits, and getting the right people in the seats has been our objective one.
 - Internal processes have helped with accountability understanding with staff, youth, and volunteers.
 - We have fully integrated Traction and L10 meetings throughout the organization. Without exception the team loves the shared knowledge

All in all - it was an amazing year!

Year End Financial Report (Brooke Limanen/Don Phillips)

- Without receiving ERC we are ending the year strong with an over \$50,000 surplus
- Year end will be finalized after the audit
- Average split of expenses for the year 81% Program, 7% Management, 12% Fundraising for the year
- Healthy amount of cash on hand to help support buying a new facility

Runway for 2024 (LaChelle Williams/Anna VonRueden)LaChelle shared a high-level vision for 2024

- Our program teams are clear with vision of Program Plan and knowledgeable regarding their roles. Both HOPE Place and HOPE 4 Youth Center in Anoka are operating at high levels.
 - We will completely omit the terminology of Drop-In Center and replace it with HOPE 4 Youth Center or simply HOPE 4 Youth. Thanks for making this shift.
- We are applying for grants and partner-funded opportunities which align to our 4 strategic plans and our program plan.
- Our Operational Plan will be a healthy mix of youth centered work, partner centered relationships, and growth and sustainability minded operations.
- We are developing a Risk Management plan to ready us for issues using proactivity instead of reaction-based actions.
- We will continue to be focused on premier staff retention, while building for the future.

New Facility

- Exciting news regarding our new facility! We are juggling maintaining our operations while stepping into the necessary elements of a new facility.
 - You can help us through your continued work on the board committees.
 - The DEED process is in full motion.
 - LaChelle is working with the DEED Project Manager

- LaChelle has met with the State Architect in preparation of the Predesign plan requirements. (56 page manual)
- We are in the process of exploring a wonderful location.
- LaChelle will submit the application and Predesign packet once we are moving forward with the Sunset location.
- The location.... It is beautiful - it is a shell of possibility
 - With your approval we will move forward with the PA. Our due diligence period will begin and last 90 days from the date of agreement.
 - LaChelle has met with the city and city planner. We do have work to do in this space.
 - We will be moving forward with an agreement with an Owner's Rep.
 - We are in discussions with Bremer Bank regarding a Phase I and Phase II bridge loan. We will be meeting with our contacts on options in the coming days.
 - We will need to build community buy-in with community members and leaders in SLP. We are working on this now.
 - Questions?

Adverse Child Experiences (ACEs)

Anna shared a high level introduction to ACE's. She discussed the foundation and invaluable use of Adverse Childhood Experience assessment. Anna shared the benefit of our board participating in an anonymous ACE's survey along with a couple demographic questions which will help HOPE 4 Youth in grant responses related the connect our board of directors have with our youth's experiences.

Advancement Plan (Nikki Kalvin/JJ Slag)

- Reviewed last 3 years for trends
- Individual Giving – remained flat
 - Areas of growth include \$1000+ donors – goal of 10% increase and relaunch monthly giving campaign
 - 1st time donors giving a 2nd gift went from 13% to 28%
 - Average gift size increased by 10% in 2023
- Civic and Faith – declined giving in trend in 2023
 - Areas of growth include developing a Community Engagement plan, continue offering tours and open houses and goal of 5 – 7 speaking engagements/ month
- Corporations – 71% increase
 - Area of growth – engage 7 to 10 new businesses; targeted zipcode mailings; add employee Giving marketing materials
- Foundations – private family – average gift increased by 226%
 - Area of growth – 7 to 10 new family foundations; increased stewardship of family foundations
- Other areas
 - Special Events remain the same with an increased focus on providing impactful and meaningful experiences
 - Secure 3 media partners
 - New stock videos and photos
 - Monthly posts for boards and committees to share

Open Business - None

Adjourn

- **Motion** to adjourn was made by Linda Barnum, seconded by JJ Slag, and approved unanimously.

The meeting ended at 7:10 p.m.

Board filled out the HOPE 4 Youth survey Part One and Part Two. All surveys were put in a private folder. Those online were emailed the survey questions and asked to either email or mail their responses to LaChelle.

Respectfully Submitted,

Brooke Limanen, Sr Finance and Administrative Manager

Action Items:

- Reach out to law enforcement in Anoka and Coon Rapids regarding activity at both H4Y locations
- Reach out to SLP churches – EBC, Emmanuel, and Substance Pastors.
- Ensure we are leaning into the Building Committee for support.
- Engage in community outreach – Question from board – can this be accomplished in 90 days?