



HOPE 4 Youth Board of Directors

Meeting Minutes

Date: Monday, March 25, 2024

Time: 5:00 pm | Zoom

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

Board Members Absent: Brad Konik

Staff and Guests Present: LaChelle Williams, Mark McNamer, Brooke Limanen, Mica Bingel, Breanne Patton

Minutes:

Call to Order

- The meeting was called to order at 5:02 pm by Julie Cole.

Mission Moment (Mica Bingel)

- Mica focused on the pathways of youth. She shared a story about a youth who started her journey with H4Y at the HOPE 4 Youth Center (H4YC) in June of 2022. The youth endured hardships throughout her life including unstable housing and physical abuse. In need of a safe environment, she came to H4Y. The youth got placed at Hope Place but had difficulties following the guidelines. She was asked to leave in November of 2022. She took the first opportunity to move from Hope Place, which took her to St. Cloud. The youth joined the military and later married, where she ended up in Kansas. Eventually, she found her way back to Minnesota and walked through the doors of the H4YC last Wednesday. After connecting with the Youth Coordinators, her pathway took her to Chicago. She stated that if she ever returns to Minnesota, H4Y will be there to help.

Approval of Agenda and Minutes

- Motion** made by JJ Slay, seconded by Steve Nash, and passed unanimously to approve the agenda and January minutes.

Board Executive Committee Update (Anna VonRueden)

- New Facility Update:
 - H4Y pulled out of the building location and cancelled the Spring Lake Park purchase agreement.
 - It was suggested that Fridley and Columbia Heights may be welcoming areas for a new H4Y Center.
 - Anna met with legislators, and they suggested Blaine may be a welcoming area for a new H4Y Center.
 - Anna made a request to the rest of the Board to share any potential locations with LaChelle.
- Youth Realities:
 - An individual that spent time at the H4YC was charged with selling drugs to a minor. If individuals in your network reach out, please let them know that H4YC and Hope Place are a drug and alcohol-free environment. H4Y has not been involved and has been compliant with the investigation.
- AN4H – Board March:
 - Anna asked the Board if they would be willing to contribute a match during AN4H. Last year, the board contributed a monetary match of \$2500. The board is all in.
- Board Nomination – Pastor Paul Moore:
 - Paul has been an advocate for H4Y's entire existence. He and his church community in Blaine are always the first to step up and help by sharing why the community needs help. They financially support H4Y in many ways. Most notable is Paul and his congregation hold an annual Walk/Run to

raise awareness and money for H4Y. Paul's commitment to equity is a strength he brings to H4Y. His personal values and his professional leadership are one of inclusivity not just by word but by action.

- JJ, Don and Sue expressed excitement for Pastor Paul to join the Board.
- **Motion** to vote Pastor Paul Moore onto the Board made by Linda Barnum, seconded by JJ Slay, and passed unanimously for Pastor Paul Moore to join the Board.
- Anna asked the Board to continue their recruitment efforts for new Board members.

Operations and Advancement Update (LaChelle Willaims /JJ Slag)

- Operations Update:
 - State of H4Y:
 - We are in a strong position with partnerships and meaningful engagement for all constituents – youth, volunteers, community partners, and donors. We have needed to lean into policy adherence and the fact that we have necessary policies in place has been a gift to us.
 - We have two new colleagues who joined the team this month.
 - Ann Chisnell is the new Youth Navigator and brings to HOPE 4 Youth experience with trauma informed care, harm reduction and navigating social service and school systems. This is a new position from a 5-year grant through Anoka County.
 - Bryce Jones is our new Youth Coordinator and brings with him 16 years of experience in Youth work, both professional and volunteer based.
 - Our 2024 Operations Plan is complete. It is measurable and specific. Each tactic of the plan is tied to the team's Continue Coaching Goals. After the April SSC review of the Plan Matrix, we will begin sharing our progress at each board meeting. It will demonstrate our status and current need for attention using a Red/Yellow/Green rating system.
 - Our progress for the Risk Management Plan was shared in the Board Packet. We are meeting with the Management Team tomorrow, the full team on April 10th and will bring progress to the SSC meeting on April 11th. By our May meeting, we will have a draft recap of our risks and our assessment of said risks. By the end of Q3 and into Q4 we will begin the Risk Mitigation planning. Our goal is to have everything complete and into the monitoring phase by Q2 of 2025. Next steps include labeling risk, assessing risks, and monitoring risks and actively addressing it. We will continue to be proactive and mindful of how the organization is running. Karen Anderson has joined the SSC to assist with Risk Management.
- Advancement Update:
 - Things are moving incredibly well with the talents of our new colleagues. Abby, our Marketing and Special Events Coordinator, just finished working with us on our 2023 Impact Report. If we were meeting in-person, you would receive your own 2023 Annual Impact Report. Please share this with all you engage with! It lives on our website at About Us | Our Impact | 2023 Annual Impact Report or use this [link](#). If you need printed copies, we will get those to you, simply let LaChelle or Nikki know.
 - We continue to understand that while people know HOPE 4 Youth, they don't necessarily KNOW HOPE 4 Youth and what we do. The first part of March we worked with a film crew to bring to life our work in a very visual way. Stay tuned for the launch of our video at A Night 4 HOPE!
 - JJ Slay reminded the Board to purchase tickets and tables to A Night 4 HOPE. He asked that Board members Invite people in their network that will engage and resonate with H4Y's mission.
 - Anna asked if the Board should purchase a table. There was conversation around this question. Steve said he had a table that has two spots open that can be filled. Don and JJ Slay stated that Board Members should connect with other attendees at the event. Linda agreed with both JJ and Don. Krista asked for clarification if members of the Board should purchase individual tickets or a table.

Financial Report (Brooke Limanen/Don Phillips)

- Revenue and expenses were up.
- Brooke pointed to the 85% in program expenses.

- Don spoke to the reevaluation done on the value of in-kind donations. H4Y was undervaluing in-kind donations. We will set up a policy around how often to reevaluate in-kind donations.
- Brooke shared the audit timeline. The first draft came through last week. Brooke reviewed it and found some errors. The auditors will resend the updated draft
- Brooke highlighted the following dates: May 13th Abdo-presentation, 5/20 Board Meeting Approval of the Final Audit

Program Update (Mark McNamer/Mica Bingel)

- Mark reflected on how data collection has advanced and how a Data Administrator has supported that advancement.
- H4Y Center:
 - Mark highlighted the children visits (new stat in 2023), the increase in case management with youth and parenting youth.
 - Youth Receiving Case Management has made a huge jump. Mark explained this is due to a diverse team and tools provided to Youth Coordinators. Mica added this increase is also due to the changes made to the intake process.
 - Mark is anticipating the number for Housing Support will increase. He explained that Housing Support funds are strictly for youth that come into the H4Y Center. H4Y provides financial support for rent, deposit funds, etc.
 - Mark shared that staff provided input on what referrals they were giving youth. In 2023, 632 referrals were made; last year, 354 referrals were made.
 - Food, clothing, and meals provided to youth were up
 - We hope, with the new Youth Navigator position, we can increase the support we give to 16 and 17 years old.
 - Mark pointed out that the male to female ratio is down for youth coming to the H4Y Center.
 - Pat asked what multi-racial means and if the demographics have been consistent over the years. Mark answered it has not been. BIPOC has grown over the years.
 - Mark spoke to how youth heard about the services at the H4Y Center. An overwhelming number of youths said Friend/Family, followed by another agency. Next year, we plan to break up family and friends and track the school outreach piece better.
 - Mark highlighted that most youth have been in contact with H4Y for about 2 years. He believes that young people don't stay with H4Y that long because of the work the team does and all the resources they are given. LaChelle congratulated the team!
 - Don asked how we track the youth that are no longer with H4Y and measure their success.
 - Mark pointed out that most of the youth get to H4YC via car/ride (81%); there is a lack of good public transportation.
 - He also spoke to the fact that 26% of youth are living on their owe, and he was surprised 335 were temporarily staying with family/friends (at any point, they could be asked to leave); Anna asked if Youth Coordinators offer past through supports to youth staying with family/friends. Mica shared that youth can bring food back to where they are staying and H4Y provides support to hosts participating in the Host Homes program.
 - HOPE Place:
 - 22 youth served in 2023, which is down from last year. Last year, we housed 29 youth (some are duplicates).
 - Mark complimented Mica and Kelly on the wonderful job they are doing in creating a supportive space for the youth living at HOPE Place.
 - Julie asked how many youth stay at HOPE Place to get a better picture of the youth accomplishments that Mark shared.
 - Mica mentioned that it took some time to get out of the Covid mindset; Julie stated that the majority of the youth did have some sort of success in 2023 while at HP
 - Mark mentioned that a lot of youth utilizing Housing Support are parenting youth.
 - The number of youth assisted with housing stability reflects that we are meeting youth where they are at.
 - Program-wide, 1500 one-on-one support was given to youth by staff and 438 youth received case management support.
- Survey Results:

- In 2022, we received 51 responses. In 2023, 156 survey responses from youth. The schedule of when the survey is given to youth was shared.
- Julie and Don congratulated the team on the survey results.
- We received 104 comments on Question 1 on the Youth Survey; a lot of responses centered around a nonjudgemental environment.
- Mark shared that 20 youth responded they received housing support
- Year Over Year:
 - There was a dip in 2020 due to Covid, but we are well beyond where we were in 2016 and 2017. We have gone up in servicing BIPOC and multi-racial youth and youth LGBTQ+ communities.
 - Decrease in the number of Anoka youth (why?); in 2022, H4Y serviced 252.
 - JJ expressed how thankful the Board is for the work staff is doing. He asked how we could increase capacity with staffing/resources/building? Mica explained we are using every inch of the H4YC and anticipates a need for more capacity as far as staffing and support staff goes. She would love to open transitional housing for parenting youth. HOPE Place is at capacity with 12 units.
 - Don wondered how we could use BIPOC measurements to gain or further funding. He's hoping to use this data to drive the Development Committee to find resources that speak to the need of the BIPOC community.

Open Business (Anna VonRueden)

- None

Adjourn

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

The meeting ended at 7:00 pm.

Respectfully Submitted,

Breanne Patton, Administrative Coordinator

Action Items:

- Continue thinking about potential locations for the new H4Y Center and share any prospects with LaChelle.
- Share thoughts/ideas/strategies on how to contribute to the match during AN4H with Anna. She will send an email to the Board.
- Recruitment efforts should continue for new Board Members.

Upcoming Events:

- [A Night 4 HOPE on April 20th](#)