		HOPE 4 Youth				
		Risk Assessment				
No.	**Risk Category**	**Risk**	**Sub-Risk Definition**	**Inherent Risk (w/o controls)**		
				Probability	**Impact**	**Risk Rating**
	Example	Program	Risk of youth graduating from HOPE Place leaving vacant rooms	**High**	**Low**	
		Talent Retention	Risk of staff retention due to not being competitive enough to attract and retain top talent	Low	Medium	Moderate
		Talent Management	Risk of lean staff model resulting in employee stress, supervisors' inability to perform and hold people accountable, lack of opportunity for career pathways, lack of cross-training, burnout and loss of morale, resulting in diminished quality of experience and turnover	Medium	High	Critical
		Talent Management	Risk of diminished staff confidence related to safety concerns due to lack of consistent and thorough onboarding processes, and proper training (backgrounds, offboarding, compliance with training requirements)	Low	High	Severe
	People & Culture	DEI	Risk in lack of inclusive culture and recruitment processes resulting in imbalance in a diversified workforce as aligned to the representation of the youth we serve	Medium	Medium	Moderate
		Talent Retention & culture	Risk of adverse organizational impact due to secondary trauma from mission work	High	Medium	Severe
		Program Volunteers	Risk of decreasing numbers of available volunteers due to external forces such as corporate downsizing, need to obtain paying roles, etc...	Low	Medium	Moderate
		Program Volunteers	Risk of reduced volunteer engagement and/or volunteer ownership due to lack of internal vision, proper training, healthy communication, and clear handoffs	Low	Medium	Moderate
		Program Volunteers	Risk of volunteers misrepresenting H4Y or inappropriately working with youth due to lack of implementation of a comprehensive Volunteer Management Plan, including onboarding, offboarding, expectation setting, accountability, youth interaction, and training (working with youth, boundaries, program philosophy)	Medium	High	Severe
		Program Volunteers	Risk of liability and loss of property due to volunteer theft from open facility access	Very Low	Very Low	Sustainable
		Safety & Security	Risk of vulnerability of staff, volunteers, and clients due to lack of or outdated and unclear safety and security protocols/policies (active shooter, unwelcomed parties, access management controls, including vendor/contractor access to property, malfunctioning cameras, no intercom at H4YC)	Medium	Very High	Critical
		Overall maintenance	Risk of liability due to a lack of adherence and enforcement to a weekly, monthly, annual inspection schedule (Contractor/Vendor requirements, Public Health, Fire Safety compliance)	Very Low	Medium	Sustainable
	Facilities/Equipment	Safety & Security	Risk of liability and lost time due to injuries at facilities (Slip fall in facility or parking lot, bookshelves/shelving units not anchored to walls)	Medium	Medium	Moderate
		Facility management	Risk to fully operate our organization in a safe and secure environment due to lack of Landlord support or vendors partnership needs fulfilled and/or addressed with a timely response	Very Low	Low	Sustainable
		Safety & Security	Risk of liability due to lack of Disaster Recovery Plan and emergency preparedness for natural disasters - tornado, fire, blizzard, etc...	Low	Very High	Severe
		Facility management	Risk of increased expenditures and/or compliance issue due to a lack of comprehensive facility management knowledge, not having a comprehensive equipment replacement plan, or equipment malfunction back up plans	Medium	Medium	Moderate

	Reputation/Brand	Good will - market position	Risk of unfavorable reputation due to past organizational and/or operational decisions	Very Low	High	Severe
		Marketing	Risk of partnership opportunities and community engagement due to lack of a clear brand strategy and associated PR/external communications plan	Low	Medium	Moderate
		Partnerships	Risk of fallout due to actions or partner alignment issues with a donor (i.e. working with planned parenthood, or a controversial donor)	Low	Low	Sustainable
		Communication Gap	Risk of donor departure due to a lack of donor communication and engagement strategies	Low	High	Severe
	Technology	Staff technology	Risk of operational delays due to internal technology systems being outdated resulting in downtime with continual repairs	Low	High	Severe
		Staff technology	Risk of operational success and potential systems shut down due to lack compliance with protocol for staff/volunteers (cell phones, physical computers, access to shared drives, facility access management/controls)	Medium	Very High	Critical
		Data integrity	Risk of data breach, theft, fraud, or cybersecurity protection due to lack of safe guards and proper training in the data base systems which could compromise our data integrity	Medium	Very High	Critical
		Crisis Response Plan	Risk of reputation, partnerships, and safety due to lack of IT Crisis Response Plan (Total loss of data, data breach, loss of technology equipment)	Medium	Very High	Critical
		Crisis Response Plan	Risk of operational slow down/shut down due to external factors or lack of IT response for daily operational engagement (Wi-Fi, hardware and software issues, or telepresence	Medium	High	Severe
	External	Endemic	Risk of unknown community impact based on community health and the impact to our staff, volunteers, and youth	Low	High	Severe
		Partner connections	Risk in losing momentum in building partnerships and obtaining funding/volunteers due to revolving door of partner key decision makers.	Medium	Medium	Moderate
		Community unrest	Risk of heightened stress for the youth we serve, staff, and volunteers due to external community input (civil unrest)	Medium	Medium	Moderate
		Competition	Risk of being unable to fulfill volunteer and funding needs due to increased opportunities in the community	Low	High	Severe
		Partner connections	Risk in making progress with city/state alliances due to local government annual elections	Medium	Medium	Moderate
		Operational success	Risk of increased costs or operational ability related to State Legislation changes (parental leave, nursing room, etc...)	Low	Low	Sustainable
		People	Risk of liability due to lack of backgrounding of vendors and inhouse partners.	Very Low	Low	Sustainable
	Strategic Vision	People	Risk of strategic mission advancement and strategic outreach due to ambiguous roles, decision making, and process (individual contributors, leadership team and BOD)	Very Low	High	Moderate
		Operational success	Risk of *Mission Creep* due to not following strategic priorities within the plan and fully communicating said plan with staff and BOD	Very Low	High	Moderate
		Operational success	Risk in not planning for the future trends (clients, staff, financial, etc.)	Low	High	Severe

	Financial	Internal controls and policy process management	Risk of financial solvency, cash flow, and operational success due to a lack of ongoing financial policy and procedural adherence through training, testing of understanding, accountability, and expectation management	Very Low	Very High	Severe
		Economy and inflation	Risk of solvent yearend results due to economic challenges negatively impacting donations and unexpected operational expense affecting yearend success	Low	Medium	Moderate
		Fundraising	Risk of not meeting our mission due to lagging donations, or losing donors/funding sources through competitive NP grant environment, or H4Y stance, etc.	Medium	High	Severe
		Fundraising	Risk of negative impact to operational success due to undiversified or oversaturated categories within H4Y funding streams	Low	High	Severe
		Internal controls and policy process management	Risk of losing funding due to lack of compliance with government regulations, grant management, etc.	Very Low	High	Moderate
	Governance	Board management	Risk of losing legacy documentation and processes through lack of proper management and consistency handling governance documents (incorporation, bylaws, insurance, minutes, etc....)	Low	Medium	Moderate
		Board engagement	Risk of not having a strong cohesive board due to lack of consistent and thorough recruitment, onboarding, training, annual assessment, mission alignment and meaningful engagement	Low	High	Severe
		Operational success	Risk of limited/declining BOD engagement	High	High	Critical
	Operational Success/Sustainability	Youth Impact	Risk in lack of measurable H4Y outcomes to meet donor requirements, program success, and/or overall mission of H4Y	Very Low	High	Moderate
		Insurance levels	Risk of liability due to lack of adequate insurance coverages	Very Low	Medium	Sustainable
		Regulatory compliance	Risk of operational success through neglecting necessary compliance measures impacting a clear operational audit, adherence to policies and procedures, and long-term success	Very Low	Very High	Severe
		Crisis Response Plan (weather, security, crisis)	Risk of liability due to the lack of a full crisis response plan pertaining to safety protocol, emergency response, and miscommunication to community/media	Medium	Very High	Critical
		Fundraising	Risk of losing top donors: Heartland Tire, Greater Midwest, Anoka Cty, etc..	Low	Very High	Critical
		Operational success	Risk of operational success due to lack of shared process, protocol, and documentation.	Low	High	Severe
		Operational success	Risk of operational success due to siloed operations (program, advancement, admin)	Very Low	High	Moderate
	Program	Program Clients	Risk in a lack of necessary resources and expertise to meet the needs of youth coming through the doors	Medium	High	Severe
		Program Clients	Risk of liability due to youth breaching rules, guidelines, and agreements at H4Y	Medium	Low	Moderate
		Program Clients	Risk of liability with children of youth in our facility	Medium	High	Severe
		Program Clients	Risk of liability related to accusations of inappropriate behavior from youth regarding 1:1 meeting with case management or volunteer, and/or youth engaging with staff and volunteers with negative behaviors	Medium	High	Severe
		Partner connections	Risk of sending youth into the streets when we close due to shelter partners lack of space for overnight stays	Very High	Medium	Severe