What It Takes
To Our Hope Community:

In 2022, Hope celebrated our 45th anniversary of building community with our neighbors. As we reflected on this milestone, the staff and board of directors also took time to look toward the future as we defined a renewed strategic direction for Hope. We asked ourselves what had changed and what we had learned to guide us into a new era.

While it probably won’t surprise you that a lot has changed in the community and in the world in recent years, what struck us most in these conversations was Hope’s clarity about what it takes to move toward our vision with purpose and aligned resources.

What we uncovered through these discussions was a strong collective investment in understanding what it takes to do the work of community building and systems change—and a commitment to right-sizing the work so that we have the people power and financial resources to do it well. We are no longer content to do more with less. We must instead do the very best we can with our collective time, energy, and financial resources.

And we know that, together, we have what it takes.

We know this because we’ve seen Hope do it time and time again. Throughout these pages, you’ll read stories of what community members and our talented staff have accomplished by engaging together in generative, transformational work.

You’ll read about new models for community ownership, about Hope’s investment in emerging youth and adult entrepreneurs, about how we’re building capacity by investing in new leaders, and about how our decades-long tradition of Community Listening leads to new insights and innovation.

Across these bodies of work, what remains consistent is Hope’s unwavering belief in the power, knowledge, and expertise held in communities. As our founders realized, people are not the problem—people are the solution.

As Co-Chairs, it has been exciting to get a glimpse inside what it takes to keep an organization innovating and thriving for four and a half decades. We hope this annual report inspires in you a shared enthusiasm for the work and a commitment to the future of Hope.

As Co-Chairs of the Board of Directors, we are excited to share our 2022 Annual Report illustrating the transformational work of Hope Community over the past year.

To Our Hope Community:

As Co-Chairs of the Board of Directors, we are excited to share our 2022 Annual Report illustrating the transformational work of Hope Community over the past year.

With gratitude,

LaCora Bradford Kesti, Co-Chair

Maria Pabón Gautier

With gratitude,
Entrepreneurship

Hope is committed to creating and supporting opportunities for community members to develop entrepreneurial mindsets, skills, and enterprises. Some of this work builds on years of experience, and some is more emergent, aiming to discover how we can make better use of existing assets at Hope.

**Youth Leadership and Learning programs** have been one area of community engagement that has especially turned Hope’s attention to entrepreneurship and the impact we can have equipping young people with space and support to pursue their biggest ideas.

**Commercial real estate space** is embedded in our affordable housing operations plans. We currently rent three different spaces encompassing over 10,000 square feet to small businesses in our community.

**Hope has partnered with the Neighborhood Development Center** for more than 20 years to host an entrepreneurship training course. These occur twice annually and 18 people graduated in 2022 with the skills they need to build a solid business plan.

Listening and Learning

This is our foundation. From the beginning, Hope’s work has been led by listening to community voices articulate what is most important to them, and making changes to support health, healing, and growth. We are always learning and working to ensure our priorities are true and effective responses to what we’ve heard from our community.

Hope’s Community Engagement team is perpetually in a cycle of active listening. Neighbors and new staff in the Food Land and Community program are reconnecting with neighbors to cultivate the land. Power of Vision begins every mural with a phase of community listening to guide the creative process. The Parks and Power campaign is organizing around the most pressing issues in neighborhood parks and to ensure the park board budget advances equity in our public green spaces.

**Listening is also an internal practice.** Just as we embed reflective thinking in program design, we are continuously evaluating how our workplace embodies equitable and inclusive practices. How we operate is who we are, inside and out.

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10 young women completed the Clubhouse to Career Pathways program. 5 completed 120 hour internships with local businesses; 1 Teen Tech Center alumnus has gone on to build her own Media and Marketing firm.

200 people attended the second annual Black Girl Joy event; $54,190 has moved back into the community through youth stipends and internships and scholarships.

In 2022, nearly 700 people engaged in Hope programs and events.

One-third of those people came from zip codes in North Minneapolis, Phillips, and Powderhorn neighborhoods, but communities across the Twin Cities metro were represented.

"What’s been most meaningful to me in youth programs at Hope? Being in a place that’s for people of color, learning about financial security.”
—Teen Tech Center program participant

“We moved from charity to justice...from guests to leaders...from crisis management to focused community development.”
—Char Madigan
In 2022, we celebrated Hope’s 45th year. We owe this longevity primarily to our commitment to shift and grow with the rhythms of our community. We also have a clear intention to grow in ways that are healthy. We ask ourselves: what does it take to do the work that we’re called to do? What is our capacity now, and where are our opportunities for growth?

Hope’s creation of strategies and opportunities for community ownership of land, space, and process is complemented by our commitment to care for the housing and community spaces we develop. 7,500 square feet of community gardens, nearly 300 units of affordable housing, and various gathering spaces build power in community and change systems.

Equity and sustainability are embedded in all our growth goals, ensuring our organizational infrastructure provides the support we need to move forward with purpose.

Community Engagement programs focus on building leadership capacity. Hope’s newest staff in the Teen Tech Center are program alumni. In its first three years, TRCSTR has established a leadership team, advisory circle, and growing list of alumni.

Hope is committed to being a presence in community that emphasizes collective safety and mutual aid. In 2022, our staff spent 17 hours in training to prepare our minds, bodies, and collective culture to live into this value.

Hope’s Community Ownership Program prepares community members to become first-time homeowners of small multi-family properties as owner-occupant landlords. This unique approach maintains local housing affordability and builds wealth in our community. Begun in 2020 at the onset of the pandemic, this program has thrived and successfully graduated the fourth and fifth cohorts in 2022.

As we create approaches to ownership that are operationalized by community, our intention is to share our experience, knowledge, and practices to amplify collective power and effect systemic change.

At 26, Hope’s staff is the biggest it’s ever been with 7 new positions added since 2020. In 2022 we created a professional development fund for all staff, and we initiated an annual employee satisfaction survey.

Since 2020, we have added 2 entirely new programs – Community Ownership and Transformational Creative Strategies Training (TRCSTR), engaging 47 new program participants.

43 people completed the Community Ownership Program; 3 graduates became first-time homeowners.

More than 80% of program participants identified as BIPOC, with more than half identifying as Black, African American, African, or Somali.

“This is a moment where community needs connections more than ever...we give people the space to process, grieve, thrive...People can come here and be seen. That doesn’t happen everywhere.”
—Shannon Smith Jones, Executive Director

“This program helped me better understand the buying process. Those who helped me were very knowledgeable and kind. Always willing to answer questions and give sound advice.”
—Mary Miller, Community Ownership program participant
Our Giving Community

Hope donors are an essential piece of the equation that powers our work and strengthens our community. Your generosity helps us answer the bold questions, as you join us in listening, visioning, and discovering what it takes to continue shifting and growing. This is how we catalyze community capacity, leadership, entrepreneurship, and ownership. This is how we create healthy places marked by connection, support, and mutual aid. We continue to affirm that community is not the barrier, but the solution.

Together, we have what it takes. To all who have joined our giving community over the years, we celebrate you and we thank you. Our gratitude is abundant.

Legend of Donor list colors

| Donor Range | 0-5 years | 6-10 years | 11-20 years | 21-30 years | 30+ years | Bright green
|-------------|-----------|------------|------------|------------|----------|-------------
| Color       | orange    | blue       | blue       | purple     | green    | First Gift Prior to 1993 |

INVESTING IN GROWTH

Between 2022 and 2023, Hope’s organizational budget increased by nearly 15% to help us support our mission and reinvest in community. In 2022, nearly 75% of our revenue came from private contributions from corporations, foundations, and individuals.

REINVESTING IN COMMUNITY

83% of Hope’s annual nonconsolidated expenses go toward community engagement and ownership programs. All of those programs budget stipend income for community leaders.
Francis and Roberta Kenney
Judy Jungwirth
James R. Jones Jr.
Jody Johnson
Barbara Jobst
Bukata Hayes
Randy and Maggie Harris
Kia Hakimi
Jean and Larry Haider
Alaina Hagen and Kath Jesme
Elaine Griffeth
Donna Goldstein
Christina Gergen
Kathryn Gerber
Eva Marie Gehling
Mark Gates
Ana Gabilondo Scholz
Ronald Fraboni
Rita Fox
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Michele M Fondell
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Karen Feit
RSP Architects, Ltd.
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Linda L. Engberg
Jane McDonald, CSJ
Sean O’Brien
Roxxanne O’Brien
Kathleen A. O’Brien and Jeffrey Loesch
Anne Newhart
Evan Mulholland
Mary Alice Muellerleile
Evan Muthland
Margaret Mulkin
Carol Nelson
Erin Nesseth
Ann Nowruth
Susan Newman and John Wagner
Kathleen A. O’Brien and Jeffrey Loriuch
Maxine Barry
Maxine Silberman and Charlotta Stiller
Maxine Singer
Jane Skrypek
Colleen Sluck
Kayllin Smith
Margaret Soderholm
Brady Johnson
Jae Sohn
Mary Spalding
Mary Pat Sprowl
St. Paul’s Monastery
Peace & Justice Committee
Nancy Paul
Jerry Stomer
Judith and Oliver Stocker
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David J. Sutton Gift Fund
Kristine Sward
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Crystal Therese
Robert and Donna Thomassen
Katherine Thompson
Thrivent Charitable Giving Program
Nathan Tonnery
Susan Twedt
Mary Kate Corinne Tschida
Jeanne Urban
Delores VonHuesen
Kathleen Wielenga
William Wiker
Jane Wriston
Wells Fargo Community Care Program
Richard and Sandra Westby
Darlene and Thomas White
Wendy Wiegmann and Cathy Heying
Gretchen Wilking and Kenton Pulkkinen
Joan Winke CSJ
Joy and Rudy Wolf
Abigail Wozniak
Diane Yohn

IN KIND
Mary Dabin

Legend of Donor List colors
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5-0 years | orange
First Gift Prior to 1993
6-10 years | dark green
First Gift 1993-2002
11-20 years | blue
First Gift 2003-2012
21-30 years | purple
First Gift 1993-2002
30+ years | bright green
First Gift Prior to 1993

Hope Community Keepers

The Keepers are Hope Community donors who have made a commitment to leave a legacy to our organization. They are supporters of our work and vision who have stood with us for many years. Keepers are visionaries who are committed to keeping Hope Community moving into the future.

For more information about becoming a Keeper or other planned giving options, please contact Lauren Daumueller at (612) 435-1695 or ldamueller@hope-community.org.

Hope Community Sustainers

The Sustainers are Hope Community donors who give monthly or quarterly to ensure our stability and growth. These donors provide a steady flow of funds throughout the year, enabling Hope to provide consistent high-quality programming and affordable housing.

For more information about becoming a Sustainer, please contact Lauren Daumueller at (612) 435-1695 or ldamueller@hope-community.org.

KEEPERS
Mary Ann Adair
Anonymous
Anonymous
Maggie Arztold-Schuble
Jennifer Britton
Ann Calvert
Margaret Ann Casey
Nancy Congriff
Robert J. and Marilyn D. Devean
Peter Farndish and Paul Morrisey
Sharon Fitzgerald
Peter and Caroline Fleming
Margaret M. Fogarty*
Marie Fourre-Russ
Virginia Gaffney and Bob Murphy
Peter and Dorothy Giller
Sig Grace
Elizabeth Gleisner*
Carmen Guga
Melanie Haddox*
Sally and Raymond Hawk*
Janet Heiner
Jane Hislop
Buck H. and Virginia H.
Michael J. and Stephanie Hunt
Mike and Carol Hunt
Donna Hunt
Betty Ives
Dolores M. and Robert J. Isenhart
Margaret Anne Jester
Sharon Johnson
Mary Ann Johnson
Kim and Pat Macdonald
Barbara Matz
Bukata Hayes
Agnes Hooper
Colleen and Glenn Hokenson
Shannon Hoiskin
Jane B. Humphrey
Barbara Jabot
Judy Johnson
James R. Jones Jr.
Judy, Jumper
Francis and Roberta Kennedy
Eugene and Betty Kent
Lorraine Knecht
Richard Knoules
April A. Knudson
Ann Ryan Koch
Gaye Lens
Elsa Lindberg
Morgut Lindberg and Mike Hinkel
Jacqueline Ann Lindvist
Lana Lunt
Larry Luck
Jeffrey and Kim Lundgren
Joan Mowlden Charitable Fund, a Donor Advised Fund of The U.S. Charitable Gift Trust
Dick Mowlden
James and Judith Madigan
Michelle Madigan
Katie and Beagle Mann
Judy Mannella
Donoman May
Lars Madsen
Michael McGraw
Susanne McGuire
Kathleen M. McKay Donor Fund
Mary and Dave Mikkel
Stephen Millyard
Margaret Milkin
Carol Nelson
Emma Novruth
Susan Nowruth
Susan Newman and John Wagner
Kathleen A. O’Brien and Jeffrey Loriuch
Maxine Barry
Maxine Silberman and Charlotta Stiller
Maxine Singer
Jane Skrypek
Colleen Sluck
Kayllin Smith
Margaret Soderholm
Brady Johnson
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SUSTAINERS
Peggy Angele Ammann
Anonymous
Anonymous
Maggie Arztold-Schuble
Jennifer Britton
Ann Calvert
Margaret Ann Casey
Nancy Congriff
Robert J. and Marilyn D. Devean
Peter Farndish and Paul Morrisey
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First Gift Prior to 1993

IN HONOR OF
Bryson and Humri Famili
David and Terri Butel
Hope Staff
Matt Hunt
Shannon Smith-Jones
Omar Madigan
Jessica and Andy Madigan

Honorariums

We receive many gifts from donors who designate their gifts in honor of the individuals, groups, or causes near and dear to their hearts. We thank all of you who gave with someone special in mind.

IN MEMORY OF
Heidi Bull-Balis Deloney
Marjorie Byers
Alex deMoura
Kathleen Deweenaux
Jani Dittwar
Edele and Ed Madigan
Dave Meyer
Alicia Nakane
Roy Heje
Bill and Margaret Hunt
Mary Kohls
Charles K. Konkol
Alex Laxa

Memorials

We humbly accept gifts in memory of the people our donors loved and lost, and who have held an important place in their lives. It is an honor to continue our work in their loving memory.

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Hope Board

LaCora Bradford-Kesti, Co-Chair*
The Women’s Foundation of Minnesota; SPEAC Graduate

Maria Pabón Gautier, Co-Chair* Project for Pride in Living

Kia Hakimi, Treasurer* Best Buy Company

Dan McLean Capmation Inc.

C. Terrence Anderson Community-Based Research Programs Center for Urban & Regional Affairs (CURA) University of Minnesota

Claire Chang Blue Cross and Blue Shield of Minnesota Foundation

Olivia Jefferson* United Health Care

Ani Ryan Koch Blue Cross Blue Shield of Minnesota

Janette Law Communications & Impact Consultant

Steve Robinson Best Buy Company

Candace Rosalez Project for Pride in Living

Brockman Schumacher Licensed Psychologist in Private Practice

Alex West Steinman The Coven

Non-Voting Members

Shannon Smith Jones (Ex Officio)* Executive Director, Hope Community, Inc.

Honorary Board Members

Sharon Sayles Belton Thomson Reuters

Clint Hewitt Retired, University of Minnesota

Non-Member Committee Volunteers

Michou Kokodoko Jeanne Leighton

Paul Leighton

*Executive Committee

Volunteers

A dedicated team of Hope staff and volunteers are part of a continuum of opportunities that keep people engaged, inspired, and rooted in community. We honor the contributions and impact Hope’s volunteers—including but not limited to those listed below—have had on our success this year. In 2022, our volunteers’ work totaled 414 hours.

Hope Staff

Training Facilitators and Special Project Staff

Hope recognizes the deep commitment of talented people who contributed to our work in 2022 and the partnerships that connected them to us.

Food, Land, and Community
Santiago Lopez Paula Westmoreland

Art of Radical Collaboration – Power of Vision and Transforming Creative Strategies Training (TRCSTR)
Kaila Anali Saucedo Juanita Espinosa
Will Siasaco Candida Gonzalez
Gabesty Estrada Chaka Mkali
Eh Soe Dwe Kat Purcell
Whitney Terrill Jayanthi Rajasa
Lilly Percy Flying-Bye Thomasina TopBoar
Connor Rice Diver Van Avery
Leila Brito

Youth, Leadership and Learning – Black Girl Joy, Camp Readiness, Teen Tech Center
Byrne Cockett Alventae Dillard
Carissa McCriffe Tumor
Ashley Dubose Maya Buckner
Neda Kellogg Porsha Brown
Heather Ross Bryant K. Smith

MN GreenCorps Member
Beto Spielvogel

Sanctuary Training and Facilitation Training Facilitator
Nicole M. Smith

Effective Survey Training Facilitator
Al Onkka

Strategic Planning Grounding
Devika Ghaii Ayo Clamens

Strategic Planning Facilitation
Dr. Lanihe Block

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Al Onkka

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Paul Leighton

*Executive Committee
Hope Community creates connections that strengthen the power of community members and communities.

We cultivate community leaders, build community capacity, care for the housing and community spaces we develop, and pursue equity and diversity in all we do.

**Core Values**

**Respect** We believe in people. We relate to youth and adults as people, not clients.

**Connection** We build relationships, the cornerstone of all our work.

**Listening** We listen to all who engage with us. The realities we hear drive our planning and activities.

**Learning** We incorporate reflection and evaluation in all our work and learn from our experiences.

**Co-creation** We encourage people to co-create projects, programs, places, opportunities—with us.

**Equity** We pursue racial and economic equity in all our work to achieve equitable power, access, opportunities, treatment, impacts and outcomes for all.

**Stewardship** We are responsible and accountable stewards of the natural, human, material and community resources invested in our work.

**Operating Principles**

We believe that community engagement and real estate development are integral components of community development.

We develop both formal and informal partnerships to advance our mission.

We design our work to strengthen multi-cultural and economically diverse community involvement and leadership, to respect different cultural perspectives, and to challenge racism.

We reflect our strong endorsement of the leadership and power of people of color in our board and staff composition and advancement policies and practices.

We operate organically, intentionally, and flexibly and strive to be accountable, transparent, and authentic in all we do.

We recognize that courageous and respectful agitation is sometimes necessary to achieve change.

We appreciate courage, humility, patience, hope, and humor, which help make our work possible and sustainable.