

What It Takes



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.

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.



With gratitude,
LaCorra Bradford Kesti
LaCorra Bradford Kesti, Co-Chair



María Pabón Gautier
María Pabón Gautier

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.

10 young women completed the Clubhouse to Career Pathways program, 5 completed 120 hour internships with local businesses; 1 Teen Tech Center alumna 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.



"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

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.

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.



"We moved from charity to justice...from guests to leaders...from crisis management to focused community development."

—Char Madigan

Capacity Building

In 2022, we celebrated Hope’s 45th year. We owe this longevity primarily to our commitment to shift and grow with to 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?

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.

Community Ownership

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.

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

What It Takes

STEADY SUPPORT

In 2022, it took \$2.3 million to maintain Hope’s operations and grow our staff to ensure all workloads are balanced and sustainable.

The average cost of each unit of quality affordable housing we maintain is \$11,000/year, and our costs are escalating just like other nonprofit housing providers. Investment in keeping our buildings safe and our rents affordable means keeping them stable for residents when the housing market fluctuates.

INVESTING IN GROWTH

Between 2022 and 2023, Hope’s organizational budget increased by nearly 15% to deepen our capacity—new staff roles, more pathways to 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 funds for community leaders.

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 (on 2 pages following)

0-5 years | orange
First Gift 2018-2022/23

6-10 years | dark green
First Gift 2013-2017

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

If you are one of our supporters and you do not see your name on our list, please contact:

Lauren Daumueller
ldaumueller@hope-community.org
(612) 435-1695

And, know you are appreciated.

\$25,000 OR MORE
Best Buy Foundation
Blue Cross and Blue Shield of Minnesota Foundation
Patrick and Aimee Butler Family Foundation
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Wendy Wiegmann and Cathy Heying
Gretchen Willging and
Kostis Papadantonakis
Jean Wincek CSJ
Roy and Judy Wolff
Abigail Wozniak
Diane Yohn

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Mary Dalsin

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6-10 years | dark green
First Gift 2013-2017

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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 ldaumueller@hope-community.org.

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| KEEPERS | William McDonald* and Virginia Claessens |
| Mary Ann Adrian | McDonald |
| Anonymous | CSJ Consociate |
| Anonymous* | Florence and Jack McHugh* |
| Maggie Arzdorf-Schubbe | Joan and Richard Meierotto |
| Jennifer Britton | Chet and Miriam* Meyers |
| Ann Calvert | Mary and Herb Montgomery* |
| Margaret Anne Casey | Nina Polcyn Moore* |
| Nancy Cosgriff | Marian Mulcare* |
| Robert J. and Marilyn* Devereaux | Patricia Mullen |
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| Peter and Carole Fleming | Nancy Parlin |
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**Hope Community
Sustainers**

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

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

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| Tom and Gretchen Griffin | Paul Valley |
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| Jasmine Harbin | Jane Weinstein |
| Bukata Hayes | |

Honorariums

We receive many gifts from donors who dedicate 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.

| | |
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| IN HONOR OF | Richard Mullenbach |
| Bosworth and Hamlin | Chuck Siggerud |
| Families | Nick Stevens |
| David and Terri Butel | Maura Tschida |
| Hope Staff | |
| Matt Hunt | |
| Shannon Smith Jones | |
| Char Madigan | |
| Jessica and Andy Madigan | |

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.

| | |
|------------------------|-------------------|
| IN MEMORY OF | David Schneider |
| Helen Bushnell-Delaney | Steve Shapiro |
| Marjorie Byers | Jeannine Siggerud |
| Alice deMeurisse | Don Siltberg |
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Bill and Margaret Hunt
Mary Kohls
Charles K. Kondo
Alex Laskaris
Adele and Ed Madigan
Dave Mayer
Patricia Muyers
John Nelson
Bunny Ruiz



Hope Staff













TOP ROW: Carmen Bustamante, Tawanna Coleman-Cooper, Lauren Daumueller, Will Delaney, JT Evans

SECOND ROW: Caroline Hall, Pierce Hastings, Isaiah Henderson, Ryana Holt, Samie Johnson

THIRD ROW: Shannon Smith Jones, Shaista Langari, Olivia Levins Holden, Char Madigan, Rachel Martinez

FOURTH ROW: Chaka Mkali, Duke Mochama, Maggy Otte, Roxxanne O'Brien, Jeremy Paulson

FIFTH ROW: Mariama Sameru, Angel Sandro, Tez Smith, Betsy Sohn, Nakara White

SIXTH ROW: Malyun Yahye

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)

| | |
|------------------------|-------------------|
| Keila Anali Saucedo | Juanita Espinosa |
| Witt Siasoco | Candida González |
| Gabi Estrada | Chaka Mkali |
| Eh Soe Dwe | Kat Purcell |
| Whitney Terrill | Jayanthi Rajasa |
| Lilly Percy Flying-Bye | Thomasina TopBear |
| Connor Rice | Diver Van Avery |
| Lelis Brito | |

Youth, Leadership and Learning – Black Girl Joy, Camp Readiness, Teen Tech Center

| | |
|------------------|-------------------------|
| Brynne Crockett | Alvontae Dillard-Turner |
| Carissa McDuffie | Maya Buckner |
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| Heather Ross | |

MN GreenCorps Member
Beto Spielvogel

Sanctuary Training and Facilitation Training Facilitator
Nicole M. Smith

Effective Survey Training Facilitator
Al Onkka

Strategic Planning Grounding
Devika Ghai Ayo Clemons

Strategic Planning Facilitation
Dr. Lanise Block

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.

Lauren Boritske
University of Minnesota
Extension Master Gardener

Alex Brancale

Elyse Chezick
University of Minnesota
Extension Master Gardener

Mary Dalsin
University of Minnesota
Extension Master Gardener

Brian Holbrook

Mike Hoyt

Caleb McDaniel

Dharitri Mishra

David Tomlinson

Hope Board

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

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

Kia Hakimi, Treasurer*
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Project for Pride in Living

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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

Hope Community Financials*

STATEMENT OF ACTIVITIES

For The Year Ended December 31, 2021

| | |
|---|--------------|
| SUPPORT AND REVENUE | |
| Individuals | \$ 339,619 |
| Foundations and Corporations | 1,818,798 |
| Grants from Government Agencies | 25,067 |
| In-Kind Contributions | 14,380 |
| Rental Income | 776,398 |
| Other Revenue | 149,933 |
| Total Support and Revenue | 3,124,195 |
| EXPENSE | |
| Personnel Costs | 1,766,344 |
| Contracted Services | 125,677 |
| Professional Fees | 77,110 |
| Staff and Board | 27,365 |
| General Supplies | 18,861 |
| Communications | 171,101 |
| Insurance | 116,913 |
| Program - Other Costs | 455,510 |
| Properties | 796,666 |
| Depreciation and Amortization | 643,822 |
| Total Expense | 4,199,369 |
| Change in Net Assets | (1,075,174) |
| Release of Forgivable Loan | 45,100 |
| Total Change in Net Assets | (1,030,074) |
| Net Assets and Equity - Beginning of Year | 6,093,374 |
| Net Assets and Equity - End of Year | \$ 5,063,300 |

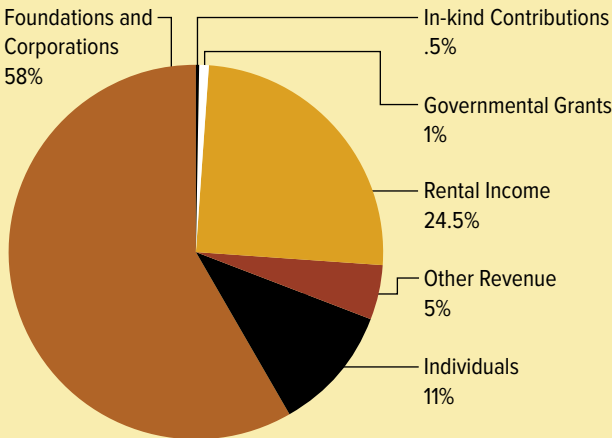
STATEMENT OF FINANCIAL POSITION

December 31, 2021

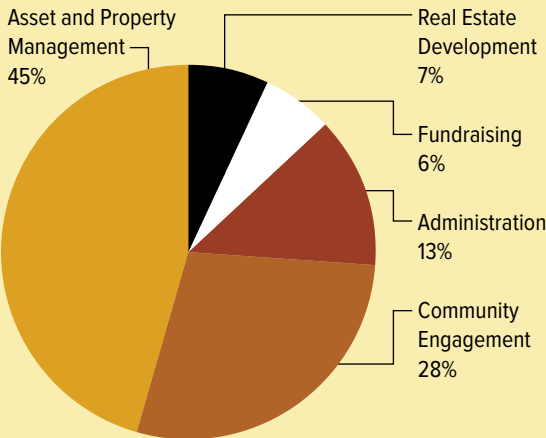
| | |
|---|---------------|
| ASSETS | |
| Cash | \$ 1,598,909 |
| Grants and Other Receivables | 421,134 |
| Investment in Limited Partnerships | 264,936 |
| Due from Limited Partnerships | 737,626 |
| Prepaid Expenses | 51,438 |
| Investments | 635,047 |
| Accrued Interest Receivable | 350,491 |
| Property and Equipment, Net | 8,773,213 |
| Other Assets | 63,423 |
| Total Assets | \$ 12,896,217 |
| LIABILITIES AND NET ASSETS AND EQUITY | |
| Liabilities: | |
| Notes Payable | \$ 11,515 |
| Accounts Payable | 310,753 |
| Accrued Liabilities | 108,125 |
| Deposits Held for Others | 112,276 |
| Long-Term Debt | 7,290,248 |
| Total Liabilities | 7,832,917 |
| Net Assets and Equity: | |
| Without Donor Restrictions | 3,648,490 |
| With Donor Restrictions | 1,414,810 |
| Total Net Assets and Equity | 5,063,300 |
| Total Liabilities and Net Assets and Equity | \$ 12,896,217 |

(*Unaudited financials)

SUPPORT AND REVENUE



EXPENSE



Mission

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.






Hope Community
611 East Franklin Avenue
Minneapolis MN 55404




Nonprofit org.
U.S. Postage
Paid
Twin Cities, MN
Permit No. 1961

-  Facebook: @HopeCommunityInc
-  Twitter: @Hope_MN
-  Instagram: @HopeCommunity_MN
-  Website: hope-community.org

Teen Technology and Youth Engagement

-  Facebook: @HopeYouthProgramsMN
-  Instagram: @hopeyouthprograms
-  Twitter: @Hope Youth Programs



Parks and Power

-  Facebook: @parksandpower
-  Instagram: @parksandpower
-  Twitter: @ParksAndPower

Food, Land and Community

-  Facebook: @FoodLandAndCommunity
-  Instagram: @foodlandandcommunity

Power of Vision

-  Blog: powerofvision.art/
-  Instagram: @power_of_vision_mural_project

Photos taken by Luisa Armendariz, JT Evans, Angel Sandro,
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