



ANNUAL REPORT 2018

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Vision, Mission, Core Values

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Vision:

The vision of Hope Harbor is to renew minds, restore relationships, and further the kingdom of God.

Mission:

Hope Harbor equips teens, empowers parents, and serves those in need by anchoring them to the hope of God's promises.

Core Values:

Christ-centered: I have been crucified with Christ and I no longer live, but Christ lives in me. The life I live in the body, I live by faith in the Son of God, who loved me and gave himself for me.
--Galatians 2:20

Biblically-based: For the word of God is living and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart. --Hebrews 4:12

Holy Spirit led: Those who live according to the flesh have their minds set on what the flesh desires; but those who live in accordance with the Spirit have their minds set on what the Spirit desires. The mind governed by the flesh is death, but the mind governed by the Spirit is life and peace.
--Romans 8:5-6

Prayer focused: Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus. --1 Thessalonians 5:16-19

God glorifying: And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him. --Colossians 3:17

Child protecting: If anyone causes one of these little ones—those who believe in me—to stumble, it would be better for them to have a large millstone hung around their neck and to be drowned in the depths of the sea. --Matthew 18:6

Hope giving: "For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." --Jeremiah 29:11

Relationship enhancing: Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.
--Ephesians 4:29

We have this hope as an anchor for the soul, firm and secure. --Hebrews 6:19

Board of Directors



GOVERNING BOARD

**All board members are from the community at large and are not related to each other.

CLAUDIA STENSON, CHAIR

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Executive Director Report

Marshall Girls Home: The year 2018 was an exciting year of change and growth and the Lord blessed us abundantly. We went through a very intentional time of prayer and we felt the Lord was calling us to get outside of our four walls; not only in the area of expansion but also in our communities. We created a Lifeboat Series in which we plan to offer a teaching once per month in 2019 on topics such as Social Media, Love and Logic, Boundaries, etc. These teachings will be offered to the community at no cost. We want to live out our core value of Hope Giving as we literally *give* hope to others. We want to take all of the experience and talents of our staff and share with others to equip and empower them in their role as parents.

We hired 3 new direct care staff, one direct care staff transitioned to the counselor role, and four staff left the ministry for various reasons. These women are a true blessing to the ministry and to the girls we serve. They continue to go down into the trenches with the girls as they mentor, model, and “do life” with them. With all the girls, we trust that God’s Word does not return void and the fruit of our labor in the Lord will be evidenced in all the teens we serve. We plant the seed and pray that others come along and water those seeds throughout their lives.

The home in Marshall operated at about 75% capacity most of the year and although sometimes we wondered why we didn’t have a full house, it gave us time for rest and renewal and we thank God for His provision in that area. Often, we think of provision as monetary, but He provides for us in so many other ways as well.

Parker Boys Home: The expansion team continued to meet, plan, and prepare for a boys’ home in the Sioux Falls area. There was some input from one of the expansion team members as to the need for a home in the area which caused some confusion and we paused conversation while this individual did some research of other programs in other states. Late in 2018, some of the team looked at a property for sale in Parker SD. After much prayer, consideration, and a few meetings with members of the Parker community, a decision was made to pursue purchase of the property which previously had been used as an assisted living facility. The governing board also approved the hiring of a site director and interviews were held. A decision to hire Jon Setzer was made and he will start working for Hope Harbor in January 2019.

Winona Girls Home: We have been open a full year and are so grateful for everything that has happened to help us to move forward in helping hurting teens and families. There are still some fluctuations in staffing, but we are beginning to see some semblance of a set schedule in terms of activities, counseling, classes, Bible studies, and chapel for the girls. We’ve seen the Lord continue to provide on behalf of our staffing needs when and how we need them. We currently have 4 full-time staff and 6 part-time staff. Five young ladies were in our program in 2018. One chose to exit her program early, another was dismissed as we were unable to give her the level of therapy and support she needed, and at the end of 2018 three girls were in the program.

Summary:

Hope Harbor provided counseling, education, life-skills training, and spiritual growth opportunities to 15 teens in our residential setting in 2018. Our teens were from:

Minnesota: Pipestone (1), Watertown (1), Ghent (1), Montevideo (1), Thief River Falls (1), Hibbing (1), Mounds View (1), Rochester (1), Savage (1), Inver Grove Heights (1) and Winona (1);

South Dakota: Brookings (1), Sioux Falls (2);

Wisconsin: Alma (1)

Hope Harbor ministered to 18 parents in Marshall and 8 in Winona in 2018. They participated in individual and family counseling and attended parenting classes each week.

Program Evaluation:

- Six teens completed the residential program, parents withdrew three teens, and seven teens remain in the program.
- There was one grievance filed in 2018, there was 1 “Critical Incidence” reports filed with MN DHS in Marshall and 6 in Winona. A critical incidence is any occurrence that happens outside the normal operations. All incidences were handled properly, and no serious injury occurred in any instance.
- Satisfaction Surveys (7)
 - Resident 3 surveys two were highly favorable one was a mix of all answers 4 to 1
 - Parent 4 surveys all favorable mostly 4's a few 3's

The 2018 filing with the Minnesota Secretary of State, the MN Attorney General and the 990 were completed and filed by Hoffman & Brobst PLLP Certified Public Accountants.

We have this hope as an anchor for the soul, firm and secure. –Hebrews 6:19

Respectfully Submitted,

Cindy McKittrick
Executive Director

OTHER REPORTS:

Programming Report

Programming: Overview

Residents at Hope Harbor enter the program with Goals and Objectives reflecting four program areas: education, counseling, spiritual development, and independent living skills. Program goals are measured to chart progress. Goals and Objectives are tracked through staff, resident, and parent observation and report, and summarized at a 30 Day Review and 90 Day Reviews thereafter. Education goals include: Resident will a) complete each academic pace at 80% accuracy; b) follow rules, demonstrate integrity, and be cooperative in classroom. Counseling goals include: Resident will a) demonstrate a willingness to work on counseling issues; b) complete all assignments; c) demonstrate the ability to make good decisions and wise choices; d) complete all evaluations. Spiritual Development goals include: Resident will a) demonstrate progress cooperation in spiritual growth initiatives; b) demonstrate progress and cooperation in goals specific to phase level or individual program. Independent Living Skills goals include: Resident will develop and demonstrate progress in independent living skills a) phase requirements; b) respect of authority; c) behavior changes; d) social skills; e) life skills; f) personal care. After initial intake, each resident’s program goals are individualized to reflect each teen’s specific needs.

Programming: Staff Training

Resident Review Meetings are held to pray for the residents and to discuss specific needs and current program status of clients served. Staff Training Meetings are held twice each month with required staff attendance. Staff also attended our annual Staff Retreat at Red Barn Retreat Center in Mankato where our theme was “the heart of the ministry”. Staff Retreat is one of our favorite times of the year as we are filled with great training and also get to spend time in fellowship, prayer and team building. Leadership Team Meeting are held to come together in prayer and consideration of ministry needs.

Programming: Activities

The 2018 year in review programming report includes the following event and activity highlights for residents:

- Weekly chapel on site, bible study on site, and church attendance to local and area congregations
- Daily physical fitness and other initiatives on-site and off
- Activities with volunteers/interns and staff including
- Community service projects

Hope Academy/Anchor Academy Report

Curriculum: Accelerated Christian Education (ACE) continues as the primary curriculum utilized at Hope Academy. We have been designated as a Quality School by ACE that allows us to get a 30% discount on our curriculum. The students have found success and improvement in their academic areas using this self-taught style of curriculum. With this curriculum, the girls receive one credit for every 12 PACE booklets that they complete in one subject. We want the girls to master the concepts and materials being taught rather than just going through it to pass a test. With this in mind, we require that the girls get an 80% or above on their tests to move on to the next PACE. Sometimes they need to go through a PACE more than once to master the information. With this curriculum, if a level of work is too hard we are able to move them to a lower level. We have bought curriculum throughout the year to keep up with the needs of our girls.

Enrollment: During 2018, 10 girls were enrolled in Hope Academy and 5 in Anchor Academy. They ranged in grade levels from 7th through 12th grade.

Progress: Progress is measured by the expectation that students pass each PACE with 80% accuracy. If that does not happen, re-instruction and re-testing are done. Due to the learning styles of some of our residents, modifications, accommodations, and other adjustments have been made to ensure successful learning. Quarterly emails are sent to each student's home school, letting the school know they were still here at our school, and if a resident was moving into a new grade level, a list of their projected classes to ensure that they were in the correct subjects according to how their home school sets up curriculum plans was sent to the home school. Throughout the year we have Resident Reviews with the parents to update them on the educational progress of their daughter and to answer questions they may have. All of the students in residence took the Iowa Assessments Standardized Test in the spring and fall.

Licensing Requirements: Our on-site education program is approved by the Minnesota Department of Education. We are classified as a Non-accredited, Nonpublic School and are required to report student enrollment to the Superintendent of Schools where the parents reside.

Counseling Report (Marshall)

Residential Program:

Residents served: 6 (appointment hours)

Resident Groups: 35 (2 hours per group)

New-Resident In-Takes: 2 (2.5 hours each)

Reanchor Club: 0

Parents Served: 9 parents served (89 appointment hours x 1.5 hours)

Parenting Classes held: 33 (2 hours per class)

Family Interviews: 4

Non-Residential Program: Non-residential counseling is defined as families with children or adolescents that fit within the Hope Harbor guidelines. In 2018 there were no families that chose to partake in Non-Residential Counseling

Outreach and Community Service:

- 1) Catholic Women of America, Marshall (November 12; presentation on sexual exploitation of children; served approx. 80 ladies)
- 2) Did radio ads in Marshall for Lifeboat Series (Dec 26)
- 3) Wrote Blog posts for website

Volunteer

- 1) Youth Leader at Grace Life Church (Dec 2017 – current)
- 2) Worship Team at Grace Life Church (Jan 2018--Oct 2018)

Professional Development

- 1) Empower to Connect Conference-Simulcast in Marshall in April. The focus of the conference was to teach Trust-based Relational Intervention (TBRI) methods, or ways to work with children who have been exposed to adoption, foster care, and/or have experienced trauma (abuse, real or perceived terror, loss).
- 2) Leader's group (June, July, August) at Grace Life Church led by Pastor Doug Wing.
- 3) Started classes with the end goal being a Master's Diploma in Biblical Counseling through Light University in August and completed 3 courses in 2018. I have found it to be a very intensive program and the resources through there have been amazing to learn and apply in the counseling office.
- 4) Met with Kim Sanow as a mentor in counseling. I met with her 2 hours every week from May until Dec 2018. She was extremely helpful in providing more training and answering any questions I had with the residents and their families.

Counseling Report (Winona)

Residential Program:

Residents served: 5 (180 appointment hours)
Resident Groups: 49 (1.5 - 2 hours per group)
New-Resident In-Takes: 3 (3.5 hours each)
Parents Served: 17 parents served (95 appointment hours x 1.5 hours)
Parenting Classes held: 36 (2 hours per class)
New Parent Training: 3 (9 hours)
Family Interviews: 4

Non-Residential Program: Non-residential counseling is defined as families with children or adolescents that fit within the Hope Harbor guidelines but are not a part of our Residential Program. As of 2018 we did not have a Non-Residential Program but I had the opportunity to work with the younger sibling of a resident over multiple meetings the last few months of her sister's residential program. At the request of a current family, we plan to start Non-Residential Biblical Counseling in March 2019, upon completion of the Residential Program.

Volunteer/Outreach/Community Service

- 1) **"Buddy Base"** Children's Ministry at Pleasant Valley Church, where I attend children's church with a young girl in the foster system, so that she can receive the 1:1 support, love, and behavior intervention she needs. Through this I have had the opportunity to connect with families, share supports and information (Like Love&Logic and TBRI) while representing Hope Harbor.
- 2) **Steps to Freedom in Christ** - I have been given the opportunity to walk through this discipleship counseling program by Neil Anderson with 3 individuals in the community.
- 3) **Winona ACEs Initiative.** In December I was able to connect with this community of people who share the desire to help young people in the community through education of ACEs (Adverse Childhood Experiences) and look forward to being a part of their continued work to bring hope and help through education and practical trainings.

Continuing Education Hours

I participated in 2 12-week sessions of Biblical Counseling and Discipleship classes through the Biblical Counseling program at Pleasant Valley Church, totaling approximately 70 hours. Through the American Association of Christian Counseling, and with the support of Hope Harbor, I completed the Advanced Diploma in Biblical Counseling (Child and Adolescent), progressing towards a Master's Diploma. I qualified for CEU's in DBT and ACT when attending open Staff Training at Water's Edge Counseling Center.

I participated in a week long online conference on Treating Trauma, through the National Institute of Clinical Application of Behavioral Medicine. Through this I gained a better understanding of the impact of abuse and relational trauma and practical ways to help residents and their families who are healing from and experiencing the consequences of these traumas. I attended an Empower to Connect Conference in April. The focus of the conference was to teach Trust-based Relational Intervention (TBRI) methods, or ways to work with children who have been impacted by any sort of trauma (abuse, real or perceived terror, loss) or adoption/foster care.

Events Report

Marshall: The events planning committee planned four events in 2018. Blessing in Boots in February, Treats & Testimonies in May, Celebration of Hope in September and Hope Harbor Holiday Open House and Tour in December. Seventy-three women joined for the second season of Women of Hope and \$7,800 was raised. Our biggest fundraiser, Celebration of Hope, was held in September. The event netted \$61,244, down slightly from \$64,449 in 2017, and was a huge success. There were 306 in attendance, up from 285 in 2017, and it was held at the Red Baron Arena.

Winona: Hope Harbor hosted 3 events in 2018 in an effort to increase awareness, raise funds, and establish relationships. These events included: Donut Run, Driven to Give Hope, and Celebration of Hope. We were also chosen as a recipient for the Winona Hims Concert in September of 2018. We tried an online fundraiser thanks to Beth Moe who offered this with Pampered Chef. In addition to events, faithful board members were out in the community connecting with many different individuals and organizations.

Intercessory Prayer Team Report

Hope Harbor has continued throughout the 2018 year praying faithfully each week as an intercessory prayer time is held weekly at Hope Harbor at both sites. These prayer warriors go before the Lord on behalf of the ministry and spends time when led by the Spirit to pray over the ministry. We continue to seek God's direction and guidance for all aspects of Hope Harbor. In Winona, a morning of fasting and prayer was done in March that was inspiring to everyone! We truly appreciate the value and effectiveness of praying for and over Hope Harbor.

Facility Report

Overall our facility is in excellent condition and we are very blessed to have such a lovely home for our ministry. Updates and repairs for 2018 were as follows:

Replaced old dishwasher with a barely used dishwasher, replaced an outlet in the living room, augered and replaced tank flapper on one toilet, changed furnace filters monthly, had fireplace cleaned, a new double oven was donated, removed old wall oven and added doors to the open space for more cabinet space, installed new ceiling fans in bedrooms, minor repair to garage door, fire extinguishers and furnace inspected, tightened loose spindles on stair railing, and added small windows to doors of staff and director's office.

We had an adjuster come to check the roof in September after a hail storm. There was no damage.

Our home continues to be a wonderful blessing from the Lord. We have also been graciously supported by the ministry of Pleasant Valley Church. We have so many amazing volunteers who come in to share their time, their resources, their prayers, and their talents. We have a great physical education professor who comes in twice every week to give the girls a real work out and she makes it so fun! Jim McCready has continued to be our "go-to" guy for all things that break in the house. We've also leaned on Mark, the facilities manager at Pleasant Valley. We've updated our washing machine and dishwasher – which in both cases were considered a great advantage by our girls! We also gave our pantry door a better safety lock. We were also blessed with a donation to help restore a printer that was in need of maintenance. We're so thankful to each individual that helps our home to continue to be that blessing, that home away from home, for the families and girls that we serve on a daily basis!

Finance Report

Hope Harbor

2018 Hope Harbor Budget vs Actuals - ALL SITES

January - December 2018

	Total		% of Budget
	Actual	Budget	
Income			
4001 Contributions-Churches	44,719.49	43,000.00	104.00%
4002 Contributions-Fundraising	122,985.38	106,000.00	116.02%
4003 Contributions-Grants	13,500.00	12,000.00	112.50%
4004 Contributions-In-Kind	10,518.77	15,000.00	70.13%
4005 Contributions-Monthly	50,255.00	60,000.00	83.76%
4006 Contributions-Occasional	202,189.52	315,000.00	64.19%
4101 Tuition	109,941.00	148,400.00	74.08%
4102 Non-residential Counseling	840.00	400.00	210.00%
4201 Interest	-5,552.53	200.00	-2776.27%
Total Income	\$ 549,396.63	\$700,000.00	78.49%
Gross Profit	\$ 549,396.63	\$700,000.00	78.49%
Expenses			
Depreciation Expense	8,969.41		
General and Administrative	17,180.36	20,000.00	85.90%
House Occupancy Expense	45,149.33	44,000.00	102.61%
Insurance	26,226.64	33,000.00	79.47%
Joseph Fund		20,000.00	0.00%
Loss on Disposal	427.84		
Maintenance	8,093.50	10,000.00	80.94%
Ministry Development	29,638.54	30,000.00	98.80%
Outside Fees	17,970.95	6,000.00	299.52%
Payroll Expenses	489,227.93	500,000.00	97.85%
Programs	12,352.06	9,000.00	137.25%
Scholarship/Pay It Forward	11,666.49	24,000.00	48.61%
Travel	1,394.45	4,000.00	34.86%
Total Expenses	\$ 668,297.50	\$700,000.00	95.47%
Net Operating Income	-\$118,900.87	\$ 0.00	
Net Income	-\$118,900.87	\$ 0.00	

Hope Harbor Balance Sheet

As of December 31, 2018

	Total
ASSETS	
Current Assets	
Bank Accounts	
1000 Bremer Checking Account	152,868.95
1020 Petty Cash	50.00
2000 Money Market	10,019.45
2200 First Premier Investment	314,796.03
Total Bank Accounts	\$ 477,734.43
Accounts Receivable	
1110 Accounts receivable	-1,500.00
Total Accounts Receivable	-\$ 1,500.00
Other Current Assets	
1299 Undeposited Funds	0.00
Pledge Receivable	0.00
Total Other Current Assets	\$ 0.00
Total Current Assets	\$ 476,234.43
Fixed Assets	
1745 Accum deprec- furn,fix,equip	-130,389.23
Equipment	7,516.72
House & Improvements	318,353.11
Van	26,356.80
Total Fixed Assets	\$ 221,837.40
Other Assets	
Investment Appreciation (Depr)	0.00
Long-Term Pledge Receivable	0.00
Total Other Assets	\$ 0.00
TOTAL ASSETS	\$ 698,071.83
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100 Payroll Liabilities	0.00
Anchor Club Donation	50.00
Co. HSA	0.00
Federal Taxes (941/944)	3,811.88
Misc Expense	0.00
MN Income Tax	1,317.50
MN Unemployment Taxes	170.00
Total 2100 Payroll Liabilities	\$ 5,349.38
2110 Accrued payroll	11,160.70
2111 Direct Deposit Liabilities	0.00
Account Payable	10,595.82

Accrued Interest Payable	0.00
Accrued Vacation Payable	9,413.47
Deferred Revenue	0.00
Direct Deposit Payable	0.00
Payroll-FWH	0.00
Payroll-SWHMN	0.00
Total Other Current Liabilities	\$ 36,519.37
Total Current Liabilities	\$ 36,519.37
Long-Term Liabilities	
Mortgage	0.00
Total Long-Term Liabilities	\$ 0.00
Total Liabilities	\$ 36,519.37
Equity	
3010 Unrestrict (retained earnings)	780,453.33
Temporarily Restricted	0.00
Temporarily Restricted-Grant	0.00
Net Income	-118,900.87
Total Equity	\$ 661,552.46
TOTAL LIABILITIES AND EQUITY	\$ 698,071.83