



ANNUAL REPORT 2022

MARSHALL

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Foundational Scripture

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

Vision, Mission and Core Values

Vision:

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

Mission:

Hope Harbor's mission is to equip teens, empower parents, and serve 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*

Hope Harbor Advisory Board – Marshall, MN March 2022-March 2023

All members are from the community at large and are not related to one another

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Site Director Report Melissa Bruns, Site Director

I love how Mark writes in his gospel of his experiences with Jesus, primarily the energy with which he starts out the very first chapter of that book. In the latter half, he shares just one single day of ministry. By verse 35, Mark recounts how Jesus sought a solitary place to pray. Soon after He is greeted with, "Everyone is looking for you!" Jesus replies, "Let's go...". That sums up our experience at Hope Harbor in 2022. "Let's go." We spent this year chasing down Jesus, while simultaneously being led by Him. With each need we waited for the clear, "Let's go!" from Him. And then we went. Waiting on the Lord, and obedience. What a sweet plan for this ministry, going forth with the Lord.

Our staff are the first to follow the Lord's leading for this ministry. We did not suffer any staffing shortages in Marshall in 2022. Our leadership team remains myself, Program Coordinator Jenna Gannott, and Teacher Rebecca Erickson. Biblical Counselor Alanna Dah welcomed her second child this fall and her position was covered by Erin Knorr, former Direct Care Staff. Erin will be heading up the ministry's newly created Anchored aftercare program as Aftercare Coordinator spring of 2023. Alanna made the decision on maternity leave not to return. We filled that position quickly and the new Biblical Counselor Lindsey Frey began in February 2023. We remain fully staffed with full and part time direct care staff. Their passion for our mission and love for the Lord are a testimony to God's faithfulness when He says, "Let's go," and we follow. It's incredible to see how God uses each of our gifts and our weaknesses to build strong families at Hope Harbor.

God's faithfulness remains in our financial position. He met all our financial obligations, exceeding our Marshall expenses in the amount of \$4,000.00 by year end. We are astounded that He increased our monthly giving to 92 individuals (68 at end of 2021) and 11 churches (six at end of 2021), plus those who give quarterly. Church giving increased significantly in 2022, and Hope Harbor was also the recipient of a few grants including from Walmart and the Southwest Initiative Foundation. We are honored that individuals, businesses, foundations, and churches choose to invest their resources in our mission.

Marshall operated with a full house consistently; open beds filled quickly when residents completed the program. Marshall served 12 teens and 23 parents in 2022, with six new intakes in 2022. Those numbers in the Parker boys' home were 8 teens served and 11 parents (seven family intakes) and in the Winona girls' home eight teens served and 13 parents (five family intakes). Our Marshall families in 2022 were from Brandon, Sioux Falls, Lake Wilson, Morris, Barrett, Granite Falls, Minneota, Watertown, Sartell, Cottonwood, Mayer. As of December 31, 2022 the Hope Harbor ministry has served 144 teens and 271 parents in our program across the three sites since opening, and those numbers are already increasing with intakes in 2023. Across all three Hope Harbor locations, we prayed with nearly 200 families that contacted us looking for help for their teens in 2022.

Program Evaluation/Performance Indicators for Marshall:

- Eight teens exited the residential program in 2022 as early or complete and five teens remain in the program as of January 1, 2023 that began in 2022.
- Five accident/incident forms were recorded in-house in 2022 regarding minor illness or injury; there were six Critical Incidents reported/filed with MN DHS in 2022 (all regarding off site concerns, most for teens no longer in our care) and no Grievances filed.

- Six Satisfaction Surveys were completed in 2022 by parents and teens. All were highly favorable primarily 4's and a few 3's. Survey requests were sent to all who left.

The 2022 filings with the Minnesota Secretary of State, the MN Attorney General and the 990 were completed and filed by Hoffman & Brobst PLLP Certified Public Accountants. No program audits were conducted by MN Department of Human Services in 2022; our license remains in good standing.

Programming Report Jenna Gannott, Program Coordinator

This year, our resident's had a wide range of programming experiences during their stay at Hope Harbor. These activities allow residents to learn and practice new skills, giftings, and talents developed during the program. Our staff love to watch the girls grow in confidence of who they are in Christ and walk out their faith through programming activities.

Programming: Overview

Resident's program goals reflect four program areas: Education, Biblical Counseling, Spiritual Growth, and Life Skills. Goals and progress are tracked and reviewed throughout the entire program through Direct Care Staff, Program Coordinator, and volunteers or interns. Programming activities and programming training are planned based on overall program needs, license requirements, and individual resident needs. Activities vary by available opportunities, funds, resident interest, staffing and more.

Programming: Staff Training

Resident Review Meetings are held the 2nd and 4th Tuesdays of each month with the Site Director, Program Coordinator, Teacher, Counselor, and at least one Direct Care Staff, to pray for the residents and discuss specific needs and current program status of clients. Staff Training Meetings are held the 1st and 3rd Wednesdays of each month with required staff attendance. Each Staff Training Meeting includes prayer, devotion, housekeeping, and training. Training for the year included: maltreatment of minors/vulnerable adults, emergency procedures, trauma competent care, healthy versus unhealthy friendships, bullying versus conflict, attitude versus behavior, overt versus covert behavior, Love and Logic, redirecting social behaviors, reinforcing parent connection, CPR training, working with defiant teenagers, and effective parenting.

Staff Retreat was held on February 25th and 26th in Marshall. Staff retreat included team building activities, training, and fellowship. The training included spiritual warfare, spiritual gifts, and generational differences.

Leadership Team Meeting is 1st and 3rd Mondays each month for the Site Director, Program Coordinator, Teacher, and Biblical Counselor to come together in prayer and consideration of ministry needs.

Prayer Meeting is held every Monday with the Leadership Staff and Lead Intercessor, with an open invite to Direct Care Staff and residents to join.

Programming: Activities

The year in review programming report includes the following event and activities:

- Weekly chapel on-site, bible study on-site, daily devotions on-site, church attendance to local and area congregations.
- Activities with volunteers/interns and staff included worship at the various local churches, movie nights, exercised at YMCA and local parks, utilized the Grace Life gym,

tennis lessons, homemade lefse, crafts, hiked at Camden, spa nights, sewing project, homemade soap, nutrition classes with the University of MN, trip to Ramsey Park, homemade bread, made tie blankets with a sorority group, learned a cheer leading routine, attended the Lyon County rodeo, and other community and church events.

- Community service projects included 'Dessert of the month' for Phyllis Carr, face painted at Living Word and Heritage Point, helped at an event at Lake Sarah Lutheran Church, packed snacks for Marshall Food4Kids, served a meal for Lent at Living Word, wrote letters to various people, helped with Hallelujah night at Victory Christian Church, helped with Harvest Festival at Open Door Assembly, set up and cleaned up for Hope Harbor events, helped at Boulder Creek for a dementia awareness event, repotted plants for a fundraiser, organized shoeboxes for Marshall's Operation Christmas Child drop off location, and served in many other ways within the Marshall area.

School Report Hope Academy *Rebecca Erickson, Teacher*

Enrollment

During 2022, 12 girls were enrolled in Hope Academy in grade levels from 6 through 12.

Licensing Requirements

Our on-site education is approved by the Minnesota Department of Education. We are classified as a "Non-accredited, Nonpublic School" and are required to report Hope Academy student enrollment to the Superintendent of Schools where the parents reside. We also notify and keep in contact with the school where the residents attended before starting their program at Hope Harbor.

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 PACEs (Packet of Accelerated Christian Education) that they complete in one subject. ACE curriculum is about mastering the concepts and materials being taught rather than moving through to get through everything regardless of how well they are doing. Curriculum was bought throughout the year to keep up with the needs of the girls.

Progress

Progress is measured by the expectation that students pass each PACE with 80% accuracy. If that did not happen, re-instruction and re-testing was administered with modifications, accommodations, and other adjustments as necessary. Quarterly reviews are held to update parents on education progress, and these progress reports are sent to the student's home school as well. All students in residence took the Iowa Assessments Standardized Test in the fall and spring.

Specialized Needs

We had four girls throughout the year who had an IEP or 504 Plan. We worked closely with the local Special Education department in Marshall to meet the requirements. All of the student's IEP and 504 Plan needs were met through me and the setup and environment of the classroom. Three students received pull out services for math and

reading through virtual learning. Those classes were taught by special education teachers at Marshall Middle and High School. Worksheets and activities for the classes would be dropped off or emailed to me by those teachers. I would then scan and email this work to the teachers every week. One student virtually weekly with her IEP case manager and they began a plan for future, college, life after high school as a senior.

Donations/Volunteers

Funds for curriculum and field trips were donated at the Celebration of Hope. Donated Thrivent Action Team cards were used to purchase a new teacher desk, some shelving for the classroom, and various classroom supplies and needs.

Volunteer Payton Braun worked 1:1 with students throughout the day. Volunteer Tanya Hunter did 1:1 lunch prep and ate lunch with the girls once or twice a week. Volunteer Kelsey Pieschke ate lunch with the girls and worked 1:1 with the girls on schoolwork. Volunteer Alison Marshall came in for individual math tutoring once a week in the summer. Volunteer Paige Andries came weekly and worked 1:1 with girls on schoolwork. Volunteer Shelby Sorenson comes weekly to do lunch prep 1:1 and have lunch with the girls. Volunteer Donna Pettit came in once and worked 1:1 with girls on schoolwork. Volunteer Kayla came once to work 1:1 with girls on schoolwork.

Field Trips and Special Teachings

We taught Money Management using Dave Ramsey's Generation Change videos. We took a summer a field trip fun day of games, a tour of the Lyon County Museum, and a water balloon fight in the yard. Brody Wright, from the U of M Extension, taught a six-week summer nutrition class with the girls. We had a summer field trip to Ramsey Park in Redwood Falls for hiking, zoo, a picnic lunch, and a swim in the river. With a large donation of sweet corn, I taught the girls how to cut and freeze sweet corn. With a donation of apples, I taught the girls how to make and can applesauce. I taught the girls how to make lefse for their family, staff and volunteers.

Meetings

Staff meetings and trainings were held twice a month throughout the year where I learned new techniques and refreshed on old techniques. Leadership meetings were held twice a month. Resident reviews were held twice a month throughout the year. I learned different ways to handle issues with each individual girl, as well as the best ways to build them up. Quarterly reviews were held every 90 days of each resident's individual programs including school progress updates to parents and the resident home school. IEP meeting were held throughout the year which I attended. Staff Retreat was February 25-26. Effective Leadership training was April 13-14. Leadership Retreat on Strategic Planning was November 30 and December 1.

Personal Development and Ministry Representation

I helped serve at a number of Hope Harbor events: a Lenten supper fundraiser at Living Word Lutheran, the CMA Motorcycle event, Women Day, Family Fun Day, Celebration of Hope and Christmas Open House.

I attended a virtual training on Adverse Childhood Experiences and Trauma Informed Care by the Zero Abuse Project. I watched Chip Ingram's *Overcoming Emotions that Destroy* series and wrote a study guide for use for counseling homework.

I completed a number of CEUs for my teaching license: the Ag Tech Conference, online courses through Southwest West Central Service Cooperative (SWWC), a virtual book club through the National Association of Agricultural Educators, and the Minnesota Association of Agricultural Educators summer conference.

I participated in a six-week Bible study called Elijah by Priscilla Shirer. I participated in a seven-week Bible study Nehemiah by Kelly Minter. I participate in an IF Table that meets once a month. I serve on the Children's Ministry Board at Living Word Lutheran Church. I help with Kindle on Wednesdays during the school year and with VBS this summer. I also began helping in the sound booth and help with Sunday services and special services and occasions.

Biblical Counseling Report Alanna Dah, Biblical Counselor

It has been another wonderful year to be a part of Hope Harbor as the Biblical Counselor. The year was full of challenges and excitements, working with awesome girls and their devoted families, and of course working alongside fantastic women who love Jesus. The year presented opportunities to learn new plenty, some very hard lessons, others less so. No matter the case, God was, and still is, ever so present in the work done here. This year learned more from training, stepped into the Lead Biblical Counselor role, and brainstormed exciting ideas for furthering our role in the community. I ended the year welcoming my second daughter, grateful for coworkers who covered my duties on my maternity leave. God is so good! I can confidently say the year was one where lives were touched by Christ through the hands of His servants, and I was honored to have a front row seat to that growth and change in our girls and their families.

It has been a huge blessing to serve God here; He never ceases to amaze me! It is bittersweet to be stepping away from this role in 2023; I have loved working for Hope Harbor more than any other job I've had, so it will be a hard transition. I am excited to step into my new role as a (mostly) stay-at-home mama and am eager to see what the Lord has in store for my family. I know God has a good and perfect plan for the new Biblical Counselor, for Hope Harbor, and for all the families that will continue to be equipped, empowered, and loved by the amazing staff and our amazing God.

Counseling Profile

Residents Served: 12 total: Individual Sessions: 367 hours, Crew Sessions: 82 hours

Parents Served: 21 total: Individual Sessions: 206 hours, Parenting Class: 60 hours

Non-residential Sessions: 4.25 hours, 1-hour virtual continued care meeting

Resident Appointments Scheduled/Attended: 46

Family Interviews: 7

New Resident Intakes: 7

ReAnchor Programs: 1

Set Sail Celebrations: 3

Crew and Parenting Class Topics

Crew Group Teaching: *The Seven Deadly Friendships: How to Heal When Painful Relationships Eat Away at Your Joy* by Mary E. DeMuth, Job Descriptions, Decision Tree, Women of The Bible: Ruth, Naomi, Rahab, Sarah, Hagar, Hannah, Deborah, Jael, Widow of Zepharath, Inside Out movie, Letter Writing, *Boundaries*, Encanto movie, Manners, Common Courtesy, Leader vs. Boss, Power of Positivity, Friendship, Complain vs.

Advocate, Facing Your Fears, Operation Christmas Child, Appropriate Interactions, Communication, occasional sermons or activities.

Parenting Class: *Love Languages*, *Take Back Your Family: From the Tyrants of Burnout, Busyness, Individualism, and the Nuclear Ideal* by Jefferson Bethke, *Decision Tree*, *Faith-Based Trauma-Informed Care*, *Boundaries*, *Parenting: 14 Gospel Principles That Can Radically Change Your Family*, *Healthy vs. Unhealthy Friendships*, *Complain vs. Advocate*, *Spiritual Warfare*, *Overt and Covert Behavior*, *Generations*, *Manipulation*, *Parenting with Love & Logic*, *Social Media Safety*, occasional sermons or activities.

Staff Training and Development

Staff Development/Training Meetings Attended: 19

Staff Retreat: 12 hours

Leadership Meetings Attended: 14

Leadership Workshop Day: 8 hours

Ministry-Wide Leadership Training: 12 hours

Resident Review Meetings Attended: 14

Direct Care Shifts Worked: 2

Trainings Led or Assisted: Reinforcing Parent-Child Relationship/Attachment, Boundaries, Love & Logic, mentoring 2 DCS, assist in new staff training, resident/family updates
60+ hours with Erin shadowing/training for maternity leave

Outreach/Community Service/Volunteer Work

Shared about HH at JOY group at MEFC, taught Love & Logic at Moms' Expo in Marshall and shared some of HH's favorite resources with group, talked with MEFC and The Nurturey Parenting studio about advertisement for HH's Woman Day, gifted three copies of HH's recommended book *Parenting by PDT* to expectant mamas, spoke at a Marshall Chamber Lunch & Learn event about de-escalating situations in the workplace and with children, represented HH to receive monetary donation from MEFC's summer VBS and spoke briefly about HH, volunteered at Family Fun Day, attended and volunteered at COH, served on Welcome Team at MEFC approximately one Sunday per month, shared about HH with friends and family regularly, shared HH events/news on social media, gave resource recommendations in community/at church/to friends and family.

Professional Development

30.5 hours with BCs site-wide

8 check-ins with Winona and Parker BCs as Lead BC

11.5 hours with Mr. Allan

4.5 hours with Julie Christensen

3 meetings with Cindy

1 virtual interview for Winona BC

1.5 hours virtual conference on sex differences and mental health by NAMI MN

8 hours virtual ACE/TIC training

Intercessory Prayer Team Report Allan Ward, Spiritual Director

The year of 2022 was an interesting year of events and unexpected adventures. The leadership group and I meet on Mondays faithfully praying and believing that no thing or event that happens is a surprise to the Lord. For the immediate needs of an emergency, we have a closed Facebook Group of prayer warriors that will pray

immediately when called upon. We have used this a fair amount through the year and have seen favorable results. This is a great blessing to have and is uplifting and encouraging knowing that we have people with a heart to serve in such a way for the ministry. We have seen residents and parents, or events change because of the power of prayer. This combined with the love, teachings and wise counsel at Hope Harbor provided has changed the hearts of many that had lost hope in life. The families that come to Hope Harbor have already usually been struck by the enemy with many hard blows. While the enemy set to destroy them the love of the Heavenly Father restores them. We are thankful for being used as His vessel to be a part of this. The results we always seek to see is best described in Malachi 4:6 (AMP) He will turn the hearts of the fathers to their children, and the hearts of the children to their fathers [a reconciliation produced by repentance], so that I will not come and strike the land with a curse [of complete destruction].”

Events Report *Melissa Bruns, Site Director*

Hope Harbor hosted several events this year focused on fundraising and general organizational awareness. March, we hosted a Lenten supper fundraiser at Living Word Lutheran. June, we hosted a CMA Motorcycle and our second Women Day event. August, we hosted our second Family Fun Day. October, we hosted our annual Celebration of Hope and in December we held our third Christmas Open House. We formed an Events Committee that will take over the bulk of planning for events going forward and would like to continually expand that team.

Outreach Report *Melissa Bruns, Site Director*

The events above serve as a portion of our outreach as we share the message of Hope Harbor with the community and attendees. We were intentional to connect with churches in our service area. We made initial connection with over 400 and direct follow up with over 100 of those. We increased our monthly church giving and occasional church giving through these connections, increased awareness of our services, and added volunteers through this outreach. This included speaking at many churches and at small groups. We also shared at Rotary, the Mom's Expo, Chamber Lunch, and church mission Sundays. I am especially proud of our staff as they are incredible advocates for Hope Harbor; several new connections this year have been simply by our staff sharing their passion for Hope Harbor in their daily lives. Additionally, our staff are incredible representatives in the community as they serve in various capacities on local boards, community groups, and meet church volunteer needs.

Public Relations/Publicity Report *Melissa Bruns, Site Director*

We continue to share the message of Hope Harbor through video, print and email resources in addition to in person meetings and presentations. Social media campaigns kept our events, services and needs in the forefront of our online community. Email campaigns were useful to share updates. A print newsletter was mailed out, a Game Changer Un-Event mailing, and our year end giving campaign. Results Radio continued to run PSAs and we added marketing through Life 96. We look forward to adding radio marketing through the local Marshall Radio. We continued marketing through our website and social media. Hope Harbor was nominated for and won the local Marshall Independent Best in Marshall award in the category of Nonprofit.

Conference/Training/Networking Report *Melissa Bruns, Site Director*

A few notable trainings for 2022 include sitewide leadership training and conference, staff retreat, Mental Health First Aide, Adverse Childhood Experiences and Trauma Informed Care through the Zero Abuse Project, Ag Conference, online courses through Southwest West Central Service Cooperative, the Minnesota Association of Agricultural Educators summer conference, Emergency Procedures, Maltreatment of Minors Reporting. We continued regular offering of all staff training meetings either virtually or recorded so staff could participate remotely in case of illness, increasing our logged training hours and ensuring we are offer best care for our residents. We implemented Harbor Way internal values with a monthly staff highlight.

Facility Report *Melissa Bruns, Site Director*

We continue to enjoy a beautiful home and yard in a safe residential neighborhood that provides a wonderful, home environment for our residents to heal. Maintenance inside our home this year included a new reverse osmosis water system, an in-kind donation of maintenance items including bedroom comforters, a drill, a leaf blower and an air compressor, recording subscription for our security cameras, garage lights, door lock replacement, paint for offices, install shelves, office chair replacement, softener salt, installation of new alarm systems for windows and doors, replacing the motor in the air conditioner, security cameras, in kind donation of speakers around the house, gas for the van, steering pump replacement for the van. Service this year included lawn fertilizing and maintenance, treatment for boxelder bugs, lawn mower service, drain cleaning, furnace inspection donated in-kind, and computer maintenance and service. Snow removal is primarily done by Allan Ward and our residents.

Finance Report
Budget vs. Actuals: 2022 Marshall Budget
January - December 2022

	Actual	Budget	Remaining	Total % of Budget
INCOME				
4001 Contributions-Churches	47,414.86	35,000.00	-12,414.86	135.47%
4002 Contributions- Fundraising Events	91,535.85	80,000.00	-11,535.85	114.42%
4003 Contributions-Grants	25,000.00	20,000.00	-5,000.00	125.00%
4004 Contributions-In-Kind	31,906.83	10,000.00	-21,906.83	319.07%
4005 Contributions-Monthly	48,511.80	50,000.00	1,488.20	97.02%
4006 Contributions-Occasional	79,395.17	125,000.00	45,604.83	63.52%
4101 Tuition	99,485.01	90,000.00	-9,485.01	110.54%
4103 Application Fee	900.00		-900.00	
4201 Interest	30.23		-30.23	
4301 Sales of Product Income	77.00		-77.00	
Total Income	424,256.75	424,256.75	424,256.75	424,256.75
GROSS PROFIT	424,256.75	424,256.75	424,256.75	424,256.75
EXPENSES				
Depreciation Expense	10,667.43		-10,667.43	
Employee Benefit Allowance	16,461.68	18,000.00	1,538.32	91.45%
General and Administrative	6,291.70	5,000.00	-1,291.70	125.83%
House Occupancy Expense	29,527.75	30,000.00	472.25	98.43%
Insurance	52.53		-52.53	
Joseph Fund (Savings)		25,000.00	25,000.00	0.00%
Maintenance	4,715.01	10,000.00	5,284.99	47.15%
Marketing/Communication	780.16	2,000.00	1,219.84	39.01%
Ministry Development	25,320.12	17,000.00	-8,320.12	148.94%
Outside Fees	1,654.25	1,000.00	-654.25	165.43%
Payroll Expenses	310,940.05	295,000.00	-15,940.05	105.40%
Programs	3,748.57	5,000.00	1,251.43	74.97%
Travel	599.90	2,000.00	1,400.10	30.00%
Total Expenses	410,759.15	410,000.00	-\$ 759.15	100.19%
NET OPERATING INCOME	13,497.60	0.00	-\$ 13,497.60	
NET INCOME	13,497.60	0.00	-\$ 13,497.60	

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