Celebrating 20 Years of God’s Faithfulness

Hope Academy  Annual Report 2018-2019
Twenty years ago, Hope was just a dream.

Reality was, we had no teachers, no students, no parents, no building—not even a promise of financial support. For my non-white neighbors, the odds of graduating from high school were less than 50%.

What we did have was a clear conviction that God cares about the youth of our city, and that He calls us to love our neighbor as ourselves. For me, this meant quitting my job and making plans for a remarkable, Christ-centered school in the city with my friend, Jeff Bird.

Since then, God has taken our small, trembling, baby steps of faith and done more than we could have ever imagined.


This is a story of God’s relentless love for the youth of our city—and each person He has used along the way. May it inspire us all to even greater measures of love and perseverance in the years ahead.

In awe,

Russ Gregg
Co-Founder & Head of School

BOARD OF DIRECTORS:
Mike Brocker, CLU, CFP, Legacy Wealth, LLC
Wayne Bugg, Associate Executive Director, Society of St. Vincent De Paul, Twin Cities (Current Parent)
Rich Cannella, Secretary, President, Canneck Partners
Russ Gregg, Treasurer, Co-Founder & Head of School, Hope Academy
C.B. Hackworthy, President, Anchor Real Estate Group
Dr. Donna Harris, President, Minnehaha Academy
Dar O’Hara, Chair, Managing Director, Ansell House (Current Parent)

Brad Pieterse, VP of Sales & Marketing, Lexington Manufacturing
Brian Sullivan, CEO, Celcuity
Doug Smith, 3M (retired)
Steve Tourek, Senior VP & General Counsel, Marvin Windows & Doors
Honorary Advisor: Jeff Bird (Co-Founder), President, NBW Insurance (Board Chair 2000-2019)

LEADERSHIP TEAM:
Russ Gregg, Head of School
Kevin Farmer, MACE, Head of Family Ministry
Ray Ehlers, Director of Admissions
Leslie Smith, NDs, Lower School Principal
Ian Skogman, Head of Institutional Advancement
John Villas, Head of Finance & Operations
Nathan Ziegler, Ed.S, MEd, Upper School Principal

In awe,

Russ Gregg
Co-Founder & Head of School
Celebrating 20 Years of God’s Faithfulness

A STORY OF GROWTH & GOD’S GOODNESS

1991
Greggs Move to Minneapolis

1999
Mr. Bird & Mr. Gregg Called to Start Hope Academy

2000
Hope Academy Begins

2006
God Provides Incredible Building

2008
Hope Academy Starts a High School

2000
Hope Academy Begins

2008
Hope Academy Starts a High School

2012
First High School Graduates

2015
Double the Kindergarten

2016
Growing Hope Campaign Kickoff

2018
Spreading Hope to Houston

2019
Growing Hope Expansion Complete!
Students

Providing a remarkable, God-centered education for the youth of the city since 2000.

FACING ADVERSITY

Hope students have experienced high amounts of trauma at 2.5x the national average

BEAUTIFULLY DIVERSE

African, African-American or Biracial

Latino-Hispanic

Caucasian

Asian/Island Pacific

Native American

37% of students are multi-lingual

Many ethnicities represented

CULTURALLY RICH

65% of students received additional specialized teaching, counseling and support

REQUIRING SUPPORT

63% live in Minneapolis

7 issues to North & South Minneapolis

LOW-INCOME

HENNEPIN COUNTY

$74,592

HOPE ACADEMY

$34,800

INN-CITY

2000

35 STUDENTS

K-2

2019

550 STUDENTS

K-12

1,436 CHILDREN SERVED

“The very first year, Hope Academy started with just a few grades in the basement of a church not far from here. I put my granddaughter DaShawna there, and she loved it. We were just like a little family. I loved that the teachers were instilling the word of God in her, and I respected the way they lived out their faith.” – Mary Ann Turner, Grandmother to 8 Students
“It’s hard to explain the feelings I have about Hope Academy. The teachers care about my kids like their own, and are with us to help bring forth young men and women of the Lord. I pray for God’s love and wisdom for them every day.” – Feliza, Hope Academy Parent

INVESTED
All families contribute a fair share of tuition based on income, often $75/mo.

VALUED
At Hope Academy, we esteem and partner with parents in their God-given roles of raising children.

ENGAGED
95% of parents completed their parent-teacher conferences; many also volunteer at the school.

SUPPORTED
Hope Academy provides social work, counseling, Bible studies, and food & clothing resources for families.

EQUIPPED
293 families attended Parent Involvement Day to learn about emotionally healthy families.

PLEASED
90% of parents are pleased or very pleased with their child’s education at Hope Academy.
"I feel like my teachers care, they actually care." – Jalen, 10th Grade

**Teachers**

**MR. G**
11 YEARS OF SERVICE
A pastor and licensed Marriage & Family Therapist, our Dean is a trusted advisor to students, parents, and teachers alike.

**MS. REYES**
14 YEARS OF SERVICE
Mother to 5 Hope students, Ms. Reyes loves welcoming people to Hope Academy, and leading our Hispanic mom’s ministry.

**MRS. GREGG**
15 YEARS OF SERVICE
Mrs. Gregg makes learning fun. Hatching chicks, an elaborate classroom economy, and the Greek Olympics are a few of her trademarks.

**MR. SIMMS**
2 YEARS OF SERVICE
Mr. Simms moved all the way from Maryland to teach 6th grade at Hope Academy. He is dedicated to his local church and community.

**HEART-TO-HEART CONVERSATIONS**
Teachers counted 4,904 heart-to-heart conversations with students.

**POSITIVE PARENT CONTACTS**
Teachers sent 3,414 encouraging notes to parents this year.

**FAITHFUL COMMITMENT**
79% staff retention
75% founding staff still involved

**PASSIONATE & PRESENT**
Nearly 2/3 of full-time staff live in the communities we serve.
Donors

“It’s very different from our interactions with other organizations we’re involved with in a very special way. It’s that personal relationship—it’s so sincere.” – Bill & Karen Charron

90% of Hope Academy’s costs are paid for by donors like you ...

FUNDING MODEL

<table>
<thead>
<tr>
<th>BOAZ GIVERS</th>
<th>$25,000+</th>
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</thead>
<tbody>
<tr>
<td>TOTAL PARTNERS</td>
<td>$3,000-$25,000</td>
</tr>
<tr>
<td>DAY SPONSORS</td>
<td>$500-$3,000</td>
</tr>
<tr>
<td>SUPPORTERS</td>
<td>&lt;$500</td>
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</tbody>
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90% Private Donations
10% Family Tuition

REMARKABLE STEWARDSHIP

<table>
<thead>
<tr>
<th>Minneapolis Public Schools</th>
<th>$20.2K</th>
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<tbody>
<tr>
<td>Hope Academy</td>
<td>$10.6K</td>
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</tbody>
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Cost Per Student

... making Hope Academy affordable for all!
Volunteers

“The joy I get from working with students comes back to me tenfold.” – Doug Smith, Volunteer

310
TOTAL VOLUNTEERS

82
COME WEEKLY

7,210
HOURS DONATED

13
VOLUNTEER GROUPS

Community Partnerships

“The joy of serving families at Hope Academy is even more rewarding because of our relationships with churches, organizations and hundreds of people across the city. We are grateful for those partnerships!”
– Kevin Farmer, Head of Family Ministry

SERVING FAMILIES TOGETHER WITH:

- Urban Ventures
- Sheridan Story
- North Central University
- Jubilee Youth Center
- Junior Achievement
- Marie Sandvik Center
- Rotary Club
- MN Adult & Teen Challenge
- Minnehaha Academy (sports co-op)
- CreateMPLS
- Inverted Arts
- Life-on-Life Mentoring
- Emerge Mothers Academy
- Epiphany Covenant Church
- Our Savior’s Lutheran Church
- New Life Academy
- Chapel Hill Academy
- CityView Church, and more!
Coming Together

“From the first day at Hope, I’ve always felt like I had a family.”
– Mykel, Class of 2019

STUDENTS
Hope’s volunteers “have helped me to get good scores in testing, but more importantly have grown my love for learning and have been amazing mentors and friends to me. I am so thankful for them!”
– Caleb, 11th Grade

VOLUNTEERS
“Not only are the teachers masterful instructors, but I am so impressed with the investment they make into their students’ personal lives—giving of their time both in and out of the school day, modeling godly character, praying with their students and helping them grow in their spiritual lives.”
– Joan Jonswold, Volunteer

TEACHERS
“We all want what’s best for each student so when parent and teacher can work together in a partnership, share ideas and use common language both at home and school— that really helps the child to have stability, to know that ‘care givers and teachers have the same expectations for me and care about me.’”
– Miss Sadie, 1st Grade

PARENTS
“I almost cried the other day at tuition conference, when they told me how much money was going to be gifted to my family next year. To see the radical generosity of these people—it just blew me away. I’ve never seen anything like this before in my life.”
– Jon Crappel, Parent

DONORS
“We were both overwhelmed with emotion when we first visited Hope Academy—both for the students and God’s overwhelming presence in the school. We walked away not saying ‘we have to do this,’ but ‘we want to do this and can’t imagine a better investment.’”
– John & Dawn LaFontsee, Partners
Pursuing the Remarkable

“From basic classroom instruction, to a long list of extracurriculars today, I love seeing how Hope has grown in providing amazing opportunities for our children.” – Heidi Hoilien, Parent & Staff Since 2002

AMAZING RESULTS
Steady growth in math & reading scores over the past 9 years

STATE CHAMPS
Athletics build camaraderie, teamwork, perseverance, & character

HIGH EXPECTATIONS
2nd grade chess, 3rd grade algebra, Latin, the Great Books, calculus & more!

DAILY DISCIPLESHIP
Gentleman of the Month, chapel, mentor groups, daily prayer & encouragement

COLLEGE & LIFE PREP
Financial programs, college & career counseling & free ACT prep

SUMMER SCHOOL
Four-week program to combat summer slide & increase opportunity

GOSPEL ARTS
Theater, special choirs, beautiful visual art, & more
Results
“Hope Academy definitely helped set me up for leadership and to have integrity. And to give it 100% no matter what.” - Caleb Miller, Class of 2012

FAITH & CHARACTER FORMATION
- 93% of seniors said their faith is very important to them
- 93% of parents believe teachers model Christ to their children

AMAZING ACADEMICS
- 20.4% MATH Proficient
- 24.2% READING Proficient
- 84.5% Local Schools
- 72.3% Hope Academy

ATTENDANCE & RETENTION
- 96% average daily attendance
- 97% student retention Oct-May

Note: Hope Academy uses the NWEA MAP standardized math & reading tests to measure proficiency in grades 3-9. Local schools use the MCA to measure proficiency in grades 3-11. Local schools are public schools within a 2.5 mi radius of Hope Academy, where at least 50% of students are low-income (qualify for Free & Reduced Lunch) and at least 70% of students are students of color. Data provided for context, not as an exact comparison.
Our Graduates

98% cumulative graduation rate

98% college acceptance (all grads)

1/6 graduates awarded full-tuition scholarships

“Hope Academy has taught me many valuable life lessons, set me up for success, and most importantly grounded my education in Christian values.”
– James Peterson, Class of 2019

Hope Academy has celebrated 114 graduates since 2012

CALEB MILLER
Married; entrepreneur; building 1st house

RUTH NORMAN
ActSix leadership scholar; UNLV graduate; theatre & art

EPHRAIM BIRD
University of St. Thomas graduate; engineering

SHANIA CASTILLO
First-generation college graduate; ActSix scholar; youth work & ministry

JENNIFER PEEPLES-HAMPTON
ROTC; studying medical writing at Hampton University

MATTHEW NICKOLAY
Dunwoody College; HVAC pre-apprentice
Growing Hope Campaign Complete!

$9.3 MILLION PROVIDED SINCE 2016

NEW SCIENCE WING  
10 NEW CLASSROOMS  
NEW COMPUTER LAB  
NEW GYMNASIUM  
EXPANDED CAFETERIA  
STUDENT SUPPORT ROOMS  
NEW ART & MUSIC ROOMS  
4 SPREADING HOPE SCHOOLS

Thank you for helping us Grow Hope for hundreds more children in Minneapolis—and Spread Hope to even more nationwide!
A Look Ahead

5 Year Goals

RAISE THE BAR
Continue pursuing remarkable academics by implementing unified K-12 curriculum.

MAXIMIZE OPPORTUNITY
Provide a remarkable, Christ-centered education to 700 urban youth in the years to come.

FUTURE OF WORK INITIATIVE
Implement a trades & technology program to prepare students for the future of work.

STRENGTHEN FAMILIES
Through mentorship, church engagement, and deepening relationships.

TEACH FOR TRANSFORMATION
By equipping teachers with a faith integration framework for their classrooms.

SUSTAIN HOPE
Build an endowment to ensure Hope Academy remains Free & Faithful to its mission.

CONTINUE PURSUING REMARKABLE ACADEMICS
Implement a unified K-12 curriculum.

TEACH FOR TRANSFORMATION
Equip teachers with a faith integration framework for their classrooms.

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Build an endowment to ensure Hope Academy remains Free & Faithful to its mission.
Our Joyful Donors

Founding Partners*
15 Consecutive Years (bold)
10 Consecutive Years (bold/ital.)

Legacy/Endowment+
Founding Partners*

Our Joyful Donors

Ankeny Fund, Pete & Margie
Anderson, Nate & Anamarie
Anderson, Lynn
Anderson, Barry & Louise
Anderson, Barb
Alberts, Joel & Brenda
Akehurst, Mary
Ahl, Tony & Shelly
Abens, Arnie
Legacy/Endowment+

10 Consecutive Years (bold)
15 Consecutive Years (bold/ital.)
Founding Partners*
### Stewardship

**AUGUST 1, 2018—JULY 31, 2019**

#### INCOME

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<tr>
<td><strong>Salary and Benefits</strong></td>
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<tr>
<td><strong>Expenditures</strong></td>
<td></td>
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<tr>
<td><strong>Total Liabilities &amp; Equity</strong></td>
<td></td>
<td></td>
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<tr>
<td><strong>Net Fund Balance</strong></td>
<td>$2,661,294</td>
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#### EXPENSE

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<tr>
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<tr>
<td><strong>Total Income</strong></td>
<td>$6,022,722</td>
<td>$1,189,388</td>
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#### ASSETS

- **Current Assets**
  - **Total Liabilities & Equity**
- **Net Fund Balance**
  - **Total Assets**
  - **INCOME**
    - **EXPENDITURES**
      - **Salary and Benefits**
        - **Operating Budget**
          - **AUGUST 1, 2018—JULY 31, 2019**

**Notes:** The figures here are meant to show the basic inflow and outflow of cash during our fiscal year. They do not include in-kind donations, the value of Title services or designated in/out accounts. Free/Reduced Lunch Reimbursements are subtracted from expenses. 2. The facility expense represents Hope Academy's share of the building expenses. Teen Challenge contributes roughly $350k in rent to cover the facility expense.

**Operational Reserves**

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<tbody>
<tr>
<td><strong>Total Expenditures</strong></td>
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<tr>
<td><strong>Total Income</strong></td>
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<td></td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td>$5,389,388</td>
<td>$5,389,388</td>
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**Income Statement**

- **Annual Fund Donations**
  - **Expenditures**
    - **Total Expenditures**
      - **Total Income**
        - **Total Assets**
          - **Net Fund Balance**
            - **Total Liabilities & Equity**

**GROWING HOPE CAPITAL CAMPAIGN FUND**

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<tbody>
<tr>
<td><strong>Annual Fund Donations</strong></td>
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<td>$1,277,628</td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td>$861,411</td>
<td>$861,411</td>
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</tbody>
</table>
1. Early years at Christ Church facility  
2. Founding-year students!  
3. Hope’s early uniforms  
4. One of our first staff retreats  
5. Hope Academy’s new building!  
6. Students celebrating new building  
7. All-school photo 2010  
8. First 8th grade retreat  
9. Hope’s very first class of 2nd graders