

BOARD OF DIRECTORS  
LONG RANGE PLAN

GROWING  
HOPE  
FOR THE YOUTH  
OF THE CITY

OUR MISSION  
ON A LARGER SCALE



A REMARKABLE, GOD-CENTERED EDUCATION  
FOR THE YOUTH OF THE CITY

# 'GROWING HOPE' MISSION STATEMENT

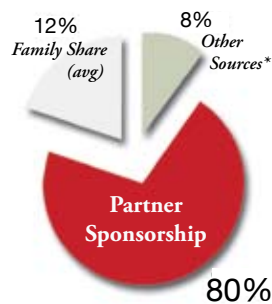
Our mission is to foster hope in God within the inner-city neighborhoods of Minneapolis by providing youth with a remarkable, Christ-centered education.

Lord willing—by 2017, Hope Academy will be a sustainable, God-centered, college-preparatory school educating more than 500 inner city students in grades K-12.



## *Hope today*

- In the 2011-2012 school year, we serve 330 students in grades K-12. 80% of the cost to educate our students is provided by *Partner Sponsorships*.
- 85% of our students live in Minneapolis, with 40% living around the Phillips/Powderhorn/Whittier neighborhoods and 20% in North Minneapolis.
- 78% are ethnic minorities (47% African American; 23% Hispanic American; 6% American Indian; 2% Asian American).
- 70% of students live at or near the poverty level. The median household income for families at Hope is \$25,620.
- Open to All—While we are a faith-based school, we have an open enrollment policy. Students and families need not be professing Christians to enroll.



\*This percentage includes smaller gifts and parent tuition assistance from KidsFirst Scholarship Fund.

## THE VISION OF HOPE ACADEMY

Believing that all children are created for God's glory and endowed by him with an inalienable potential to acquire wisdom and knowledge, Hope Academy covenants with urban families to equip their children to become the responsible, servant leaders of the 21st century. Committed to the truth, discipline, and values of the gospel of Jesus Christ, Hope Academy pursues this aim by mobilizing educational, business, and community leaders towards the goal of serving the youth of Minneapolis with a remarkable education, permeated with a God-centered perspective. This inter-denominational school will seek to unleash kingdom citizens who work for justice, economic opportunity, racial harmony, hope for the family, and joy in the community.

# DEMONSTRATED RESULTS

Our impact comes in the form of spiritual growth and stronger families, improved test scores, and increased high school and college graduation rates—these results, we pray, will also lead to the reduction in the incidence of teen pregnancies, domestic violence, and broken homes.

## Spiritual Growth & Stronger Urban Families

Our ultimate goal is to see students and families living lives in conformity to Biblical morality and teaching. These indicators point to this change.

- *Christian professions:* About 50% of current students in grades 6-12 have committed or recommitted their lives to Christ through Hope.
- *Stronger Families:* Based on parent survey respondents, 100% of our parents believe Hope is important to their children's spiritual growth.

## Test Results

**Our students perform at grade level at more than twice the rate of neighborhood schools.** Though a helpful measure, we have found that standardized tests cannot measure virtues such as respect, wisdom, discipline, humility, honesty, and love. At Hope, report cards include not just grades, but an evaluation of a student's growth in Christian character, which is discussed with the student and their family.

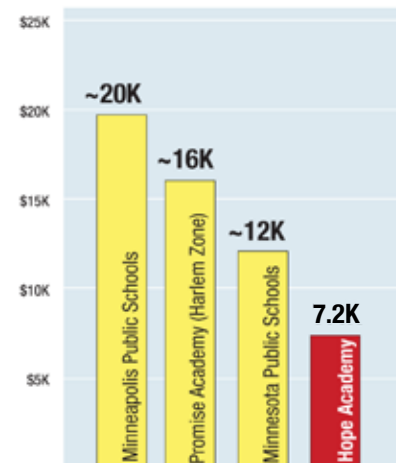
## High School Graduation Rates

In 2012, we will graduate our first senior class. But already we are seeing the difference Hope is making. To date, of the 94 eighth grade graduates of Hope Academy, **not a single one has dropped out of high school.**

SOURCES: **Faithful Stewards:** [www.mpls.k12.mn.us](http://www.mpls.k12.mn.us); <http://www.schooldatadirect.org>; [http://www.nytimes.com/2010/10/13/education/13harlem.html?\\_r=1&ref=education](http://www.nytimes.com/2010/10/13/education/13harlem.html?_r=1&ref=education); **Low-Income Families** <http://www.ers.usda.gov/data/unemployment/RDLList2.asp?ST=MN>; <http://factfinder.census.gov>, 2011 Enrollment data; **Dynamite Results:** For more detail see [hopeschool.org/academics/results.shtml](http://hopeschool.org/academics/results.shtml)

## Faithful Stewards

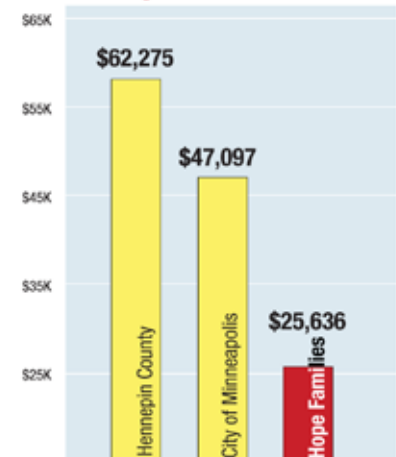
### Comparative Cost Per Student



## Low Income Families

### Median Household Income

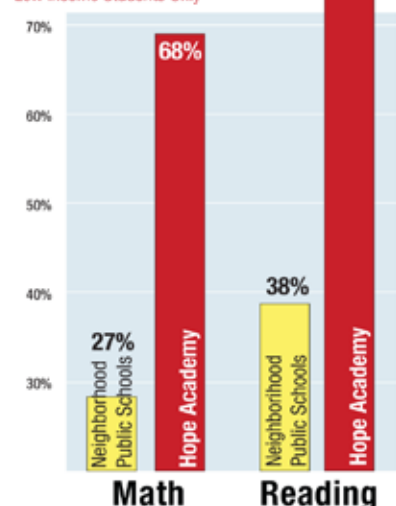
70% of students eligible for Free/Reduced Lunch



## Dynamite Results

### % of Students Proficient

Low Income Students Only



# WHY GROW HOPE?

## A CRISIS IN URBAN EDUCATION

The failure to educate inner city youth is the greatest **social injustice of our day**. Recent films like *The Lottery* and *Waiting for Superman* document the extent of this educational failure.

Shamefully, the state of Minnesota leads the nation in the size of the **achievement gap between white students and students of color**. Today, Minneapolis is home to 24,000 African-American, Native, and Hispanic youth under the age of 18. Based on current results in our school system, **more than 80% of these kids—nearly 20,000—will never read beyond the 8th grade level**—condemned to the margins of an information economy, whether they graduate or not.

## HOPE'S UNIQUE SOLUTION: REBUILDING THE FOUNDATION

In addressing this crisis, some leaders are suggesting **more money** will stem the crisis. Yet, per pupil spending in U.S. public schools has increased by 123% since 1971. Over that same time, the reading scores of high school students have not improved at all. In fact, the most recent data shows that only 12% of African-American 4th grade boys read at grade level.

Others suggest that **restructuring** is the solution. Charter schools, for example, are free of many constraints of public schools. Though some show promise—nationally only 17% of charter school students outperform students in surrounding public schools. Charter schools are similar to rearranging the deck chairs on the Titanic. Avoiding the iceberg requires a sharper change in direction.<sup>1</sup>

**God has led us to take a more radical approach to this crisis.** We see the crisis gripping our city and country as a symptom of a greater problem: **a famine of foundational truths**. We seek to grow oaks of righteousness by training hearts and minds of youth within a God-centered view of life.

To do this, we have adopted **five core strategies** (see sidebar) to foster hope in God and **close the achievement gap** between white students and students of color.

<sup>1</sup> For per pupil spending and charter school results see *Time Magazine*, Sept. 20, 2010. On test results, see "Test Scores Reveal Wide Achievement Gap for Black Male Students," *New York Times*, November 9, 2010.

## HOPE ACADEMY'S FIVE CORE STRATEGIES

### 1. Faith-based Education

We never grow tired of saying that the hope of Hope Academy is God. Classes gather for worship, and our curriculum is informed by God's Word. While we admit students and families who are not believers, teachers and staff seek to shepherd the hearts of every student, that they would become more like Christ—the master teacher.

### 2. Discipline & High Expectations

As a 'no excuses' school, our disciplined culture is oriented around character and achievement. We employ regular standardized testing, and utilize a rigorous classical curriculum. Starting in 4th grade students take Latin. Our upper school students read the Great Books, and take college preparatory math and science.

### 3. Parental Involvement

Excellence is only possible when parents are involved in their children's education. Parents at Hope are required to participate in six school events every year, stay current on tuition, and volunteer regularly at the school. If parents don't attend mandatory events, they have two weeks to make it up, or their kids must stay home from school.

### 4. More Time On Task

More time in the classroom helps urban youth excel academically and experience diverse extracurriculars. Our school year runs 185 days—including a mandatory summer session.

### 5. An Efficient Model—Affordable for All

Most private schools charge tuition to cover 90% of costs. In order to serve low-income students and families, at Hope nearly 90% of the cost of education comes through generous giving from hundreds of Partners. Our partners are primarily individuals—but include businesses, foundations, and churches.

**Our efficient model ensures that no family at Hope is turned away due to lack of funds.**

# GROWING HOPE

FOR THE YOUTH OF THE CITY

OUR MISSION ON A LARGER SCALE



## FROM THE BOARD OF DIRECTORS

As Hope Academy begins our second decade of serving inner city youth, we invite you to join us as we focus our efforts on *Growing Hope* to meet the following goals.

**GOAL 1:** Prepare our facility for 550 students

**GOAL 2:** Double our Partner Program to serve 200 more inner city students by 2017

**GOAL 3:** Endow the education of 100 students with a new Legacy Partners Program.

**GOAL 4:** Ensure that Hope graduates can afford and navigate college.

As we look to the future, God continues to do more than we could ever ask and imagine. Please pray with us for God's direction in reaching these goals—and consider how you might be involved.

Finally, join us in trusting Christ as we continue to lift up the future of our educational efforts to Him: "Unless the LORD builds the house, its builders labor in vain." (Psalms 127:1).

Sincerely,  
Board of Directors  
Hope Academy

Jeff Bird

Mike Bocker

Rich Cammack

Dana Davis

Ken Greener

Russ Gregg

Brian Sullivan

C.R. Hackworthy

There are four central initiatives to Growing Hope. Join with us as we seek to grow oaks of righteousness in the inner city through the following:

### 1 *complete* FINISHING TOUCHES

\$2,350,000 by June, 2011 (\$2,050,000 given)

Purpose	Goal
Locker Rooms	\$ 400,000
Gym (floor, bleachers, lights)	\$ 180,000
Chapel & Fine Arts	\$ 170,000
Carpeting, interior	\$ 55,000
Science/tech/facility	\$ 20,000
Building Purchase	\$ 1,525,000

### 2 *double the* PARTNER PROGRAM

By 2017—\$3.0 million per year to sponsor 450 students  
(2011: 265 students currently sponsored)

### 3 LEGACY PARTNERS *for 100 students*

Goal of \$10 million (endowing 100 students)  
Legacy givers endow inner city students to be at Hope in perpetuity.

### 4 HOPE SCHOLARSHIPS *for college*

In collaboration with a foundation partner making a long-term investment in Hope graduates, our first round of 'Hope Scholars' will be chosen in 2012 (our first graduates)—providing select graduates with college scholarships of up to \$10,000 per year (as well as college support to all). Additional gifts can increase the number of Hope scholars.

# FINISHING TOUCHES FUND

Goal \$2,350,000

Raised \$2,050,000

Remaining \$ 300,000

## Purpose

Locker Rooms	\$ 400,000
Gym (floor, bleachers, lights)	\$ 130,000
Chapel & Fine Arts	\$ 170,000
Carpeting, interior	\$ 55,000
Science/tech/facility	\$ 20,000
Building Purchase	\$ 1,525,000

## Goal

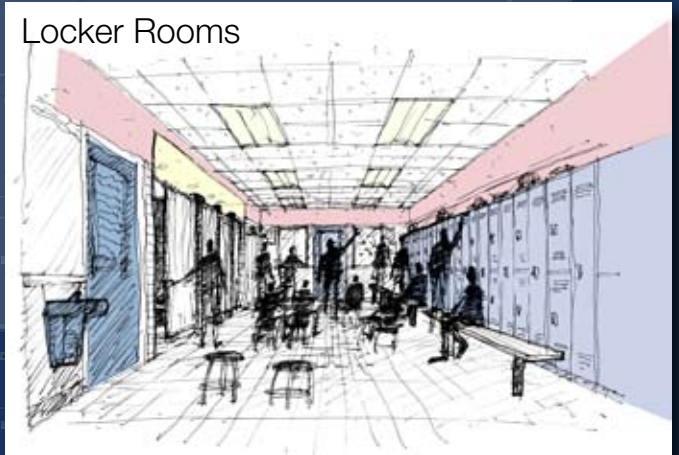
*"Unless the LORD builds the house, its builders labor in vain." (Psalms 127:1)*

Our current facility was designed to serve elementary and middle public school students. Generous contributions have already helped us purchase our facility, and Lord willing we hope to make the following facility improvements in the summer of 2011 to be ready to serve 550 students in grades K-12 with a God-centered education.

## LOCKER ROOMS

Locker rooms with showers will serve our growing boys and girls athletics programs.

## Locker Rooms



## GYM UPGRADES

A new gym floor and bleachers will enhance all school gatherings and our athletics program. We will also improve the lighting, acoustics, and paint in the gym.

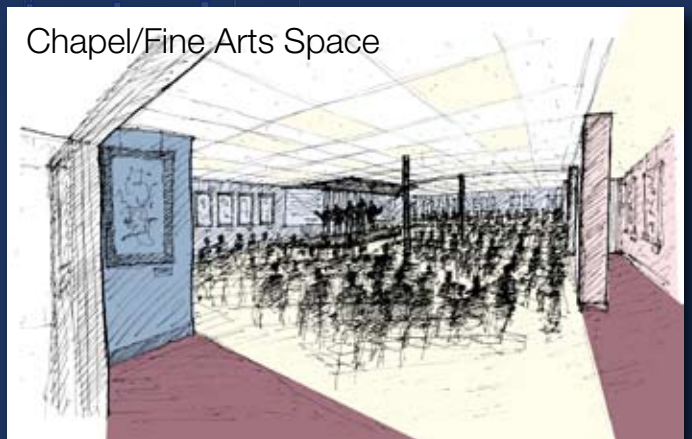
## Gym Upgrades



## CHAPEL/FINE ARTS SPACE

A 250-seat mid-sized chapel (converted from three classrooms) will provide a space for corporate worship, parent gatherings, and small fine arts performances.

## Chapel/Fine Arts Space



## OTHER FINISHING TOUCHES

New carpeting will be installed in school hallways and necessary science and technology upgrades will also be made.



## capital

### FINISHING TOUCHES FUND

remaining goal: \$300,000

The below improvements will prepare our facility to serve 550 students.

Purpose	Goal
Locker Rooms	\$ 400,000
Gym (floor, bleachers, lights)	\$ 180,000
Chapel & Fine Arts	\$ 170,000
Carpeting, interior	\$ 55,000
Science/tech/facility	\$ 20,000
Building Purchase	\$ 1,525,000

Gifts	Amount
1	\$100,000
2	\$ 50,000
5	\$ 10,000
10	\$ 5,000
50	\$ 1,000

## annual giving

### PARTNER PROGRAM

\$2-\$3,000,000 per year

By 2017, 450 students will need Partners—individuals, businesses, or churches who serve inner city youth through giving.

We will also continue to rely on Boaz gifts as our Legacy Partner Endowment grows.

Partner	Amount
Full student	\$5,800
Half student	\$2,900
Boaz	\$50,000

## endowment

### LEGACY PARTNERS

\$10 million

Legacy gives endow inner city student scholarships, and ensure the long-term affordability of God-centered education for inner city youth.

Our partnership with the Twin Cities Christian Foundation helps us facilitate gifts of non-liquid assets, real estate, and/or business interests.

Gifts	Amount	Partner
2	\$2,000,000	classroom
5	\$1,000,000	half classroom
10	\$ 100,000	student

*Smaller gifts can be also given to the Legacy Partner Endowment Fund*

## graduates

**HOPE COLLEGE SCHOLARSHIPS** In collaboration with a foundation partner, our first round of 'Hope Scholars' will be selected in 2012—providing select Hope graduates with college scholarships of up to \$10,000 per year. All partners, especially those of graduates, are invited to give.

## JOIN US IN GROWING HOPE FOR THE YOUTH OF THE CITY



"There is no other cause dearer to my and my wife's hearts than the mission of Hope to inner city youth. I've seen first hand that students at Hope are building a faith based on God's truth regarding repentance, forgiveness, and salvation through Christ—often in the midst of desperate circumstances. Hope is more than a school—it is a living testimony of God's love for the least of these. Would you join me in growing Hope?"

MIKE BROCKER  
Partner since 2004  
Growing Hope Campaign Chair

## GIVING

If you are interested in supporting inner city youth through *Growing Hope* or any other form of involvement, please contact:

Dan Olson  
Director of Development  
612-721-6294 ext. 106  
dolson@hopeschool.org

## BOARD OF DIRECTORS

Jeff Bird, Chairman  
Rich Cammack  
Russ Gregg  
Mike Brocker  
Dana Davis  
Dr. Ken Greener  
C. R. Hackworthy  
Brian Sullivan

### **Our mission:**

To foster hope in God within the inner-city neighborhoods of Minneapolis by providing youth with an outstanding, Christ-centered education.



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