

CEO Report

March 16, 2022

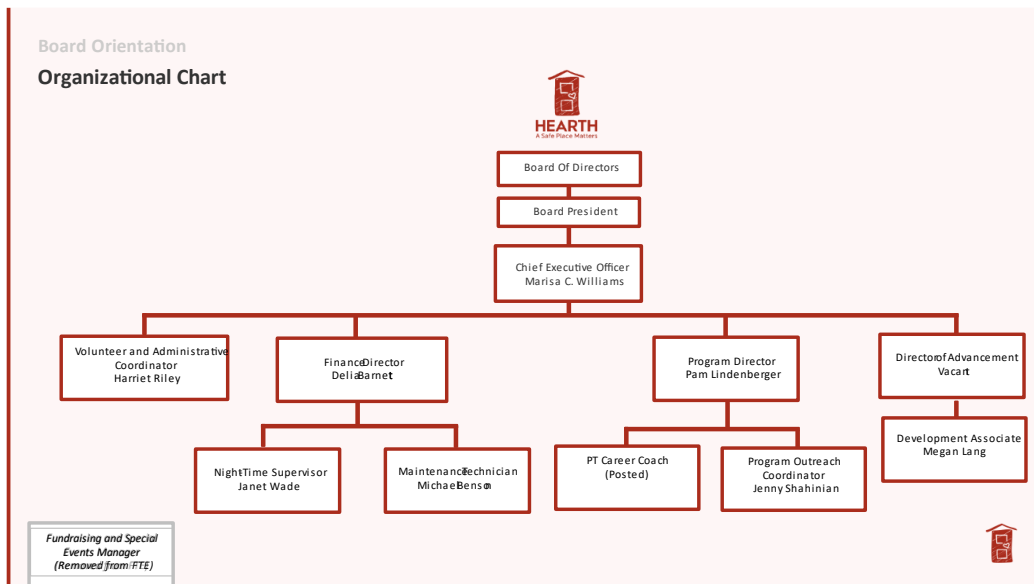
I knew it was going to be a solid third quarter, when I sat down with Kraft Heinz and they were blown away by the work we do and offered support immediately. We have created several new partnerships and received over 50K in funding and secured over 80K grant dollars in the past 6 weeks. As I mentioned at our last board meeting, we planned to streamline our financial footprint. Since January, we have closed several bank accounts that have been costing us money. We have also met with FNB, our primary bank to discuss options for optimizing those funds, as we continue to watch the market. When is the last time you came to campus? I must share, I've been moonlighting as an interior designer and the place looks good! Please schedule time to stop by and check out our new family living room and business center.

Welcome to our 2 newest board members:

- Mark Hutchinson, Comcast
- Onyeka Egbuna, Dollar Bank

People

New Org. Chart



Personnel Updates

New Maintenance Tech begins on March 14th. We have removed the Special Events position from our FTE. This role will be replaced with a consultant who will manage the 4 events we have annually, saving us approximately 20K plus benefits.

Tech Solutions

After working with Deloitte (compliments of Kim B.) for 3 months, we have landed on an engagement software that will assist us in managing employee performance and engagement in a digital environment.

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People management with a difference

IntelliHR understands the unique HR challenges that not-for-profit organizations face. You've worked hard to put together a passionate team, but compliance requirements detract from their time to focus on what matters. IntelliHR provides proven, best-practice workflows that help organize and automate your people processes to deliver a consistent, compliant employee experience.

- Compliance and training**
Capture qualifications, licenses, certifications and training all in one place.
- Single point of HR truth**
Unify your HR and employee records in one location, eliminating paper and handling errors.
- Automation**
Increase efficiency and reduce costs with automated onboarding, compliance and training.
- Engagement**
Manage a flexible, distributed workforce with feedback, pulses, insights and analytics.

Celebrations

“Dear HEARTH,

Congratulations on being chosen as a nominee in the **Nonprofit Excellence Award** category for the **Pittsburgh North Regional Chamber Annual Awards**. The Nonprofit Excellence Award recognizes a Chamber non-profit organization that produces meaningful progress in the community through an outstanding commitment to its mission. They demonstrate an exceptional ability to use their resources for the encouragement and motivation of others to improve the lives of those it serves. This PNRC member non-profit demonstrates a responsiveness to needs in the community through impactful programs, investment of resources, community dialogue and partnership, and long-term strategies to make a difference. Their contributions in helping others is uplifting and provides an inspiration to other organizations. Candidates for the award were submitted by chamber members to the chamber. The top finalists in each category were then chosen as finalists.”

Volunteer Shout Outs

Megan McLachlan – Megan has been a volunteer with HEARTH for a number of years, when she isn't interviewing people like Maggie Gyllenhaal and Kenneth Branagh, as a Writer and Editor for Awards Daily TV, she's a senior copywriter for Eat N Park, plays ice hockey and is learning trapeze and well as being dog Mom to her rescue dog Mr. Wilson. Despite being super busy, Megan always shows up for HEARTH as a ray of sunshine, helping with childcare, volunteering at events, and always being happy to lend a hand with projects when we need extra people.

Teresa Farls – Teresa got a shout-out in the last Newsletter, but it doesn't do her justice. She came to HEARTH as a clothing closet volunteer and was interested in doing more with HEARTH. She has partnered up with Jenny to organize the HEARTH store and apartment store, keeping an inventory, streamlining the products to what families want and need and taking a lot of work off Jenny's plate allowing her to spend more time doing direct work with participants. Teresa was a constant though covid lockdown, doing

personal shops and delivering them to families and is looking forward to welcoming people back in to “shop” in person so she can get to know people’s preferences and needs in person.

Jamie and John – who have been brilliant supporters of childcare, running outdoor sessions in the summer and equally happy hanging out with the little ones inside. They are great with the kids and have been the backbones of the sessions while we are still building back after covid.

Program

We have received several grants (125K) over the past 6 months to assist us with capacity building within our program department. Before the close of this fiscal year, we will add a Career Coach and consistent mental health therapy provider for our parents and children in our care. We will also have an evaluation completed as an outcome of our PACE grant.

Participant Updates

Resident of the Month

Our February Resident of the Month is Melissa. Since Melissa began her journey here, she has been so thrilled to call HEARTH home. She has three children, who attend school at Shaler Area School District. She is taking classes at CCAC, virtually, and is also employed part time. She has purchased a vehicle. She leads bible study onsite weekly, is always willing to support other residents, she is an amazing team player.

Our March Resident of the Month is Nick. Nick has created such amazing beginnings for both Maddie and himself. Maddie, Nick’s daughter, was non-verbal when she arrived, is attending Early Head Start, and is thriving. Nick began his employment shortly after arriving at HEARTH and is working from home. He loves his safe space for him and his daughter.

Partnerships

Total Received	First Filtered Gift Date	Impact	Last or Org Name
\$15,000.00	3/7/2022	Program Support	Community Foundation of the Alleghenies/ Pitcairn-Crabbe
\$4,000.00	3/3/2022	Sponsorship-HOPS	Degri
\$2,000.00	3/3/2022	Sponsorship-Tees	Rycon Construction Inc
\$500.00	3/1/2022	Unrestricted	BNY Mellon Community Partnership
\$60.00	3/1/2022	Unrestricted	BNY Mellon Community Partnership
\$32.50	2/22/2022	Unrestricted	Network For Good
\$10,000.00	2/21/2022	Unrestricted	The M&T Charitable Foundation
\$20,000.00	2/17/2022	Unrestricted	NRG
\$1,954.56	2/17/2022	Unrestricted	The GoodCoin Foundation
\$650.00	2/17/2022	Unrestricted	The Essential Foundation
\$4,000.00	2/15/2022	Renovation of Gym	Allegheny Financial Group
\$500.00	2/10/2022	Unrestricted	Lee and Myrna Silverman Fund of The Pittsburgh Foundation
\$2,000.00	2/1/2022	Unrestricted	Sauers Holdings, Inc

Policy

NEW COVID Practices

We have adjusted our mask wearing policies to reflect that vaccinated individuals don't have to wear a mask in the facility. All unvaccinated individuals must continue to wear masks in communal spaces. Any resident(s) who are unvaccinated will be required to test themselves and all family members 5 years old and older on a weekly basis.

*We will continue to monitor the CDC guidelines for any potential changes to our work environment or events.

Question for the Board To Consider...

Benet Woods

In 2008, HEARTH engaged with TREK and built out 11 units of permanent affordable housing. Since that time, the BW Board has served as a governing board over that housing project and the management of that property has been transferred to NDC Management Co. At this time, that board is essentially turning over completely and as the membership of the BW Board the HEARTH board must decide what role we would like this board to play. We have elected 5 new board members and we need to decide a strategic plan to move forward. Do we want to get into the development game? Do we want to focus on advocacy for housing? [Hotels to Housing...Is this something to consider?](#) Please be prepared to provide your thoughts and suggestions as we have a meeting with the new BW board members on April 6th.

3 Things I Need from the Board Between Now and Our May Meeting

1. Please provide an e-troduction (email/phone) to three connections and I, please also cc Harriet. I am requesting intros to individuals or leaders within companies who have the capacity to provide HEARTH with direct funding to support the diversification of our operating budget.
2. Please send your social media handles to Harriet. As Ambassadors for HEARTH, we need your assistance to grow our digital reach.
3. We need to give real thought to how we want to continue to manage Benet Woods. Do we want to build more affordable housing? Do we want that portion of the business to focus strictly on advocacy for the homeless?

As you read through this board packet and absorb the magnitude and scope of our work, I hope you remember that each of you plays a key role. During this past quarter, you have served as strategists, cheerleaders, champions, fundraisers, and ambassadors. You have cheered us on and supported us. You have helped to spread the word about HEARTH to folks you know. You have been an integral part of our internal and external success this quarter. We can't thank you enough for your gifts of time, treasure and passion for HEARTH's mission.

Upcoming Events

HOPS Postponed- TBD

Spring Appeal Mailer-April 25th

Tees & Traps- June 23rd

Board Summer Social- July 27th-Save the Date

Happy Birthday!!!

Colleen Elliott- March 6th

Jennifer Lawrence- March 8th

Brian Matthews- March 28th