

WARREN VILLAGE

NOTICE  
PLEASE DO NOT  
LEAVE CHILD



## 2013 Annual Report

WARREN |  | VILLAGE

*Successfully breaking the cycle of homelessness for single parent families*



# Message from the Board Chair and President



Dear friends,

It has been an incredible year of growth for Warren Village. While our mission has remained steadfast for 39 years, there is nothing static about how we support our resident families on their path to self-sufficiency. With the external community in constant flux, we must remain focused, yet agile, in order to deliver the same quality service that has changed the lives of more than 4,200 families since 1974.

Given the challenges of the current economy and the predominance of the “cliff effect” on our families, our Board of Trustees, along with Warren Village staff, spent considerable time honing our strategic goals to help fine-tune our programs and strengthen our outcomes. Part of this work included prioritizing the development and implementation of a new workforce-training model — one that will provide Warren Village residents with better access to jobs that pay a livable wage.

We also spent time this year developing a vision statement: We aspire for Warren Village to be the national leader in moving people from poverty toward self-sufficiency. Because our program has been proven over time, we believe our model can be broadly shared to help inspire others to action. To realize this vision we must continue to leverage partnerships and better capture and disseminate data that clearly demonstrates our impact.

As we approach our 40th anniversary, we know Warren Village is needed more than ever. Our three program anchors — affordable housing, quality early childhood education and family support services — help parents gain the skills and confidence needed to boldly adopt a new life of self-sufficiency.

Of course, the success of Warren Village is not driven by staff and residents alone. We have an incredible Board of Trustees dedicated to our mission, led by Tim Streeb, chair; Guy Cornelius, vice-chair; Kate Ferguson, secretary; and Brian Sandy, treasurer. We would like to publicly share appreciation for departing trustees Tammy Abramovitz, Jeannie Bennington, Chuck Jansch, Katie MacWilliams, Denise McClard, Mary Noonan, Mark Waddell and Sue Waltermire. Additionally, two long-standing trustees, Martha Johnson and Ila Jean Nye, gained honorary status. We cannot thank these individuals enough for their dedicated leadership and commitment to Warren Village.

We are also pleased to welcome five new trustees — Michael Benedict, Charles Borgman, Debbie Payne, Tracey Stewart and Mary Wells — along with two new honorary trustees, Karla Marracini and Lindsay Dolce.

We are grateful for Warren Village’s strong legacy of loyal friends, partners and donors. We thank you for your enduring support and endorsement of our important work.

  
Tim Streeb  
Chair, Board of Trustees

  
Sharon A. Knight  
President and CEO

# 2013 Highlights

## Measures of Success

Since 1974, Warren Village has served 4,231 families



Safe and affordable housing was provided to 571 single parents and children

WARREN |  | VILLAGE



149 families including 251 children received Family Services program support



181 children received care and education in our Learning Center

*Living at Warren Village is not a handout, but a hand up*

In 2013, a total of 214 families received housing and program support through our three locations - including 1323 Gilpin, First Step at 5280 Federal and 1601 Colorado.

## 2012-2013 Programs & Services Spotlight

Our success rate is calculated by the percentage of residents who successfully complete the Warren Village self-sufficiency program. **In 2013, we achieved an 82% success rate.**

Of the 55 residents who moved out of Warren Village as of 6/30/2013, 45 successfully completed the program:

- 89% found permanent housing
- 87% increased their personal competencies in life skills
- 67% maintained a full-time schedule of education and/or employment
- 67% had a positive change in income
- 85% participated in career exploration, financial literacy and next-step housing guidance





Pictured above is Natalie with her children 10-year-old Amber, 3-year-old August, and 7-year-old Austin

Natalie found Warren Village after hearing about the program from her sister. Interested, she researched the program online to learn more about it. She felt Warren Village was the right place for she and her children after struggling to live in an unstable environment with her family. With two small children at the time, she decided to move to Warren Village in November of 2006.

During her time at Warren Village, she graduated from University of Colorado at Denver with her Bachelors of Arts in Sociology. She also participated in LEAD, a leadership group with a focus on leadership, education, activism, and personal development. As part of LEAD, she enjoyed collaborating with other residents, attending monthly meetings, hosting a National Night Out event, and assisting with the Honoring Evening at Warren Village. Natalie also participated in evening life skills classes, particularly

enjoying a class that taught proper nutrition and another that talked about the mind-body connection.

Her children grew during their time at Warren Village as well, especially enjoying the company of other resident children at evening childcare. Natalie's children, Amber, Austin, and the youngest, August stay connected to Warren Village now by attending the Learning Center and maintaining their ties with former residents. For her children, Natalie has goals of seeing them graduate high school and have the opportunity to attend college.

Graduating in March of 2009 from the Warren Village program, Natalie now works full-time at Rocky Mountain Human Services as a service coordinator. She hopes to return to school in the future to pursue her Masters of Social Work and become a Licensed Clinical Social Worker. She is currently in a program that is helping her prepare to own her own home, with goals of purchasing a house next year. For Natalie, her time at Warren Village was instrumental in helping her get on the path to self-sufficiency and success.

## 2012-2013 Volunteer Spotlight

Each year volunteers provide our families with opportunities for enrichment and growth. In 2013, more than 1,200 volunteers:

- Donated 26,513 hours
- Facilitated 313 life skill classes
- The majority of whom helped in evening children care - 257 volunteers

### Alumni Association

After graduating from the Warren Village program and moving out, many former residents continue their involvement through the Alumni Association. The group provides ongoing support through volunteer activities, fundraising and sharing their success with current residents and the community - there are currently 50 active members. This year the Alumni Association:

- Wrote a grant and obtained \$1,000 in funding to offer a special Family Day event for resident families. Programming included a catered dinner, a family art project and a celebration of family and strengths.
- Held its annual spring retreat on Saturday, March 23rd and spent the day together participating in a life-skills refresher course, "Designing Your Life; A Recipe for Success."

## 2013 Volunteers of the Year

**Faith-Based Volunteer Award:**

Josh and Katie Peterson with Platt Park

**Resident Volunteer Award:**

Quynlynn McElhiney

**Alumni Volunteer Award:**

Dee Carter

**Learning Center Volunteer Award:**

Grandma Emma Miller

**1601 Volunteer of the Year:**

Sherrill Morris

**First Step Volunteer of the Year:**

PJ Magin

**Volunteer of the Year:**

Alex Cook

**Youth Volunteer Award:**

Sarah and Stephanie Meyers

**Chair's Award:**

Tony Garver (*not pictured*)

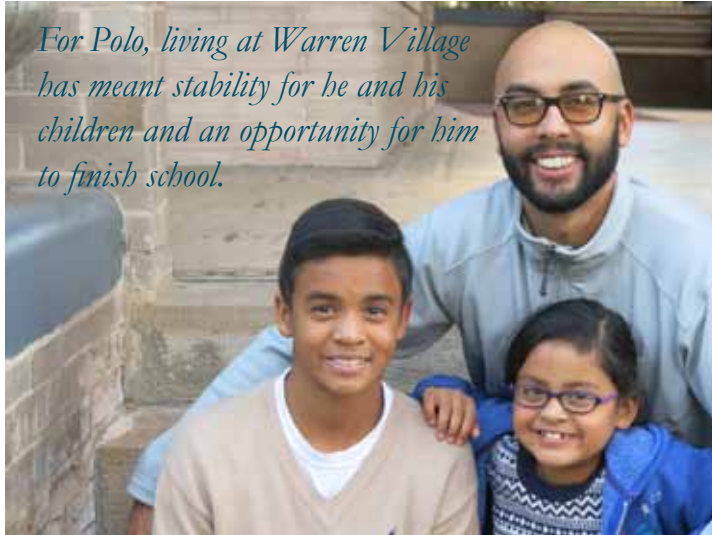
**Lifetime Achievement Award:**

Tammy Abramovitz





## Affordable Housing



*For Polo, living at Warren Village has meant stability for he and his children and an opportunity for him to finish school.*

Pictured above is Polo with his son 15-year-old Polo Jr. and daughter 8-year-old Xereni

For Polo, living at Warren Village has meant stability for he and his children and an opportunity for him to finish school. But most of all it has meant a chance to change the trajectory of his and his children's lives for the better. "Warren Village has given us a place to call home. All the staff has been extremely helpful and accommodating. You can tell they love the work they are doing."

Even with his busy schedule of working full time and going to school five days a week, Polo has found time to attend many of the life skills classes offered. Classes like Dads Behaving Dadly and a class about how to talk to your kids about relationships have been particularly helpful to Polo.

Polo is excited about the future for he and his children. He is saving money for the down-payment on a house. Polo shared, "I'm looking forward to staying involved with Warren Village. The community they create is great and I can't wait to give back."

Polo knew he needed to make a change when his wife's struggle with drugs started to impact their children. Initially Polo and his children stayed in a shelter; after a few weeks they moved into his mother's basement. Knowing that wasn't a long-term solution, Polo was hopeful when he heard about Warren Village from one of its staff members. He quickly applied and spent four months on the waiting list.

Currently Polo is working full-time as a paraprofessional at an elementary school and going to school full-time to complete his degree in Early Childhood Education by May of 2014. Having his degree will allow him to continue doing what he loves – working with kids. Soon he'll be able to work as a teacher, earning more and giving him the time he needs to spend with his son and daughter.

### Safe and Secure 2012-2013 Housing Spotlight

Stable, affordable housing is a critical part of our program. Many of our residents were previously homeless - for them, homelessness meant moving frequently, staying with friends or relatives, or sleeping at shelters.

Warren Village at 1323 Gilpin Street has 93 residential apartment units. Families move in throughout the year, with about one-third of the families having moved out by the end of each fiscal year.

- 55 families moved out during the 2013 fiscal year
- Average length of stay was 18 months
- 89% of those who moved out found permanent housing

## Determination to Succeed

### 2012-2013 Family Services Spotlight

Warren Village is a community of single parent families. Our program is a unique and vital part of the continual journey of self-sufficiency for parents. This year 45 out of 55 residents who completed their time at Warren Village successfully fulfilled all the requirements of the program.

Of these residents:

- 8 were working full-time
- 15 were attending school full time
- 7 were working part-time and going to school part-time

Six residents completed an educational or career track program:

- 4 completed certificate programs from a community college
- 1 completed a trade program
- 1 completed a Bachelor's degree



Pictured above is former Warren Village resident Whitney and her daughters, Kylee and Natalie. While at Warren Village, she received scholarship funds to complete her CNA certification. Whitney has also been recognized by Project Wise as a Wise Woman of the Year for achieving her personal goals and positively impacting her community.

## Family Services

- Warren Village was selected as one of ten city-wide host sites for Denver's Living Cities Financial Empowerment Centers grant. This initiative brings free, certified financial counselors on-site to provide one-on-one financial counseling to residents and alumni to further support efforts of self-sufficiency, increase savings and reduce debt.
- Through generous community support, 13 residents received financial awards from the \$22,000 donated to fund college scholarships.
- Family Services received generous donations of Thanksgiving, Christmas and Easter food baskets from Augustana Lutheran Church, Hope United Methodist Church and Sam Sandos Christmas Basket Program, respectively.
- Our Family Services staff traveled to Minneapolis and Boston with funds from the Marquez Innovation grant to research workforce development programs supporting low income individuals and families as they work to become economically self-sufficient.
- The annual Resident and Alumni BBQ was held on Saturday, June 8th. We had over 60 families (200+ people) in attendance and a great time was had by all. The children enjoyed activities including wading pools, face painting and games with prizes for all.
- Employees from Keller Williams and Key Bank assembled work groups to renovate the living spaces and garden areas at First Step.
- First Step had two residents move into Warren Village, continuing in their journey to self-sufficiency.

# Early Care and Education

- The learning center received an endorsement by the Children’s Environmental Health Network as an Eco-Healthy Child Care Center.
- 13% of children served through the learning center received special needs services.
- Thanks to our strong collaboration with Regis Jesuit High School, we hosted 12 high school students for two weeks to work in classrooms with the children.
- The Early Literacy Outreach Librarian at the Denver Public Library hosted four parent workshops in the learning center.
- In partnership with History Colorado Museum, children in our after-school program were the first to participate in a pilot program of the History Club.
- Our learning center Director was among several other community stakeholders to testify before the Denver Welfare Reform Board in May in support of providing tiered reimbursement to NAEYC accredited programs at a 4-Star level. *(The Board unanimously voted to implement a revised tiered reimbursement scale to recognize NAEYC Accredited centers at the 4-star Qualistar rated level.)*
- One of the learning center’s Foster Grandparents, Emma Miller, was nominated and recognized as a Channel 7 Every Day Hero for her dedication to our kids.



## Committed to Quality 2012-2013 Learning Center Spotlight

Quality early childhood education improves the health and developmental outcomes for children in poverty and has a positive impact on their school readiness. The Greta Horwitz Learning Center staff is committed to maintaining high standards as demonstrated by its:

- 4-Star Qualistar rated program
- Accreditation by the National Association for the Education of Young Children (NAEYC)
- Professional credentials of teaching staff *(the credentials required for childcare licensing is a minimum of two college classes and ECE experience)*
  - 43% of teachers hold a BA
  - 17% of teachers hold an Associate’s degree
- Small group size: No more than 13 preschoolers in a class

### Assessment Outcomes of School Readiness Skills

- Social/Emotional skills – 88% of PreK children were meeting/exceeding expectation for their age group
- Cognitive abilities – 89% meeting/exceeding
- Language – 87% meeting/exceeding



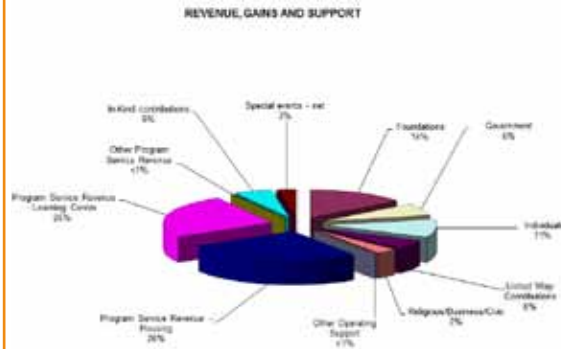
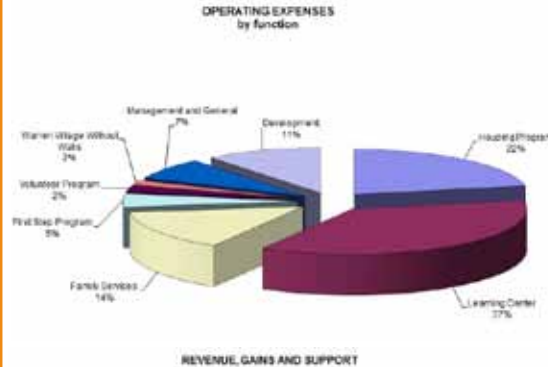
## Statement of Financial Position

as of June 30, 2013

ASSETS	
Current assets	
Cash	\$1,297,666
Accounts receivable	215,507
Prepaid expenses	68,115
Grant receivable	0
Total current assets	<u>1,581,288</u>
Restricted cash - tenant deposits	15,312
Investments	1,815,422
Property and equipment - net	4,776,062
Escrow deposits	316,298
Total Assets	<u>\$8,504,382</u>
LIABILITIES AND NET ASSETS	
Current liabilities	
Accounts payable and other accrued liabilities	\$397,406
Current maturities of long-term debt	120,915
Total current liabilities	<u>518,321</u>
Long-term liabilities	
Long-term debt, less current maturities	\$300,000
Accrued management fees	74,537
Total liabilities	<u>892,858</u>
Net assets	
Designated by Board of Trustees	853,204
Net investment in property/equipment	4,355,147
Undesignated	2,185,248
Total unrestricted net assets	<u>7,393,599</u>
Temporarily restricted net assets	63,808
Permanently restricted net assets	154,117
Total net assets	<u>7,611,524</u>
Total Liabilities and Net Assets	<u>\$8,504,382</u>

## Financial Statement

FY2013 was another excellent financial year as our unrestricted net assets increased 9.5% from the previous year which strengthened the organization's finances. The statement of financial position shows a current ratio of 3.1 which confirms the financial stability of the organization. The statement of activities reflects revenues increased by 4%, and expenses were controlled and decreased by 5%. Better than expected year-end assets are primarily due to funds donated for capital projects to occur in the new fiscal year.



## Statement of Activities

For the year ended June 30, 2013

REVENUE, GAINS AND SUPPORT		
Operating Support	\$1,696,059	40.5%
Program Service Revenue		
- Housing	1,086,341	25.9%
- Learning Center	1,057,803	25.2%
- Other	2,364	0.0%
In-Kind Contributions	235,391	5.6%
Special Events - net	110,298	2.6%
Total Revenue, Gains and Support	<u>4,188,256</u>	<u>100.0%</u>
EXPENSES		
Housing Program	782,080	21.9%
Learning Center	1,309,375	36.6%
Family Services	515,501	14.4%
First Step Program	172,782	4.8%
Volunteer Program	74,871	2.1%
Warren Village Without Walls & Advocacy	60,637	1.7%
Total Program Services	<u>2,915,246</u>	<u>81.6%</u>
Management and General	360,501	8.7%
Development	298,306	7.1%
Total Support Services	<u>658,807</u>	<u>15.7%</u>
Total Operating Expenses	<u>3,574,053</u>	<u>97.3%</u>
Change in Net Assets from Operations	614,203	<u>2.7%</u>
Depreciation and amortization expense (232,518)		
Investment Gain	263,047	
Total Change in Net Assets	<u>\$644,732</u>	



# With Gratitude...

Warren Village is honored to recognize fiscal year 2012 – 2013 contributions from the following donors.

## FOUNDATIONS/TRUSTS

### \$20,000 +

The Anschutz Foundation  
Bonfils-Stanton Foundation  
Temple Hoyne Buell Foundation  
The Denver Foundation  
The Hill Foundation  
Helen K. and Arthur E. Johnson Foundation  
Nord Family Foundation  
The Women's Forum of Colorado Foundation

### \$10,000-\$19,999

A. V. Hunter Trust  
The Kenneth King Foundation  
Xcel Energy Foundation

### \$5,000-\$9,999

BBVA Compass Foundation  
The Sam S. Bloom Foundation  
Chambers Family Fund  
CoBiz Cares Foundation  
The Colorado Trust's Directed Contribution Program  
ECA Foundation  
El Pomar Foundation  
Jeannette Smith Eppler Charitable Remainder Trust

Global Care Foundation  
Heider Family Foundation  
The Harry W. Rabb Foundation  
Schlessman Family Foundation, Inc.  
Strear Family Farms  
Wells Fargo Foundation

### \$1,000-\$4,999

Babies Now! Foundation  
The Carson Foundation  
Shell Oil Company Foundation Matching Gifts

### \$250-\$999

The Colorado Health Foundation  
Community First Foundation  
ING Foundation  
Rose Community Foundation

### \$1-\$249

Anthem Blue Cross Blue Shield Foundation ^

Babies Now! Foundation ^  
Celebration of Children Foundation ^  
Janus Foundation  
KeyBank Foundation  
Penny Harvest, Young Philanthropists Foundation  
The Safeway Foundation ^  
U.S. Bancorp Foundation

## INDIVIDUAL/FAMILY TRUSTS

### \$20,000 +

Fox Family Foundation  
\$10,000-\$19,999  
The Corley Legacy Foundation  
Hawley Family Foundation Inc.  
The Walter S. Rosenberry III Charitable Trust  
Williams-Malone Foundation

### \$5,000-\$9,999

Butler Family Fund  
The Nancy & Robert Schuelein Fund  
Silver Lining Foundation  
George and Mary Sissel Fund

### \$1,000-\$4,999

The Campbell Foundation Fund  
Audrey K. Dines Memorial Fund  
Heyman Family Fund  
Taddonio Family Foundation  
Trescott Foundation  
Harry L. Willett Foundation

### \$250-\$999

Rivers Charitable Giving Fund

### \$1-\$249

Beulah Cherne Living Trust

## CORPORATIONS

### \$20,000 +

Chubb & Son  
\$10,000-\$19,999  
U.S. Bank

### \$5,000-\$9,999

Aurora Pediatric Associates, L.L.P.  
Johns Manville Corporation \*  
Porchlight Real Estate Group

### \$1,000-\$4,999

AAA Colorado  
Bachus and Schanker LLC  
Bellco Credit Union  
Bennington, Johnson, Biermann and Craigmile  
BKD, LLP  
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Clark and Srsich LLC  
CoBiz Financial  
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Ehrhardt Keefe Steiner & Hottman P.C.  
EnCana Oil & Gas (USA) Corporation  
FirstBank of Parker  
G4S Secure Solutions (USA) Inc.  
IMA of Colorado, Inc.  
King Soopers Neighborhood Reward Program  
Klancke & Cook, Attorneys at Law  
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Pinnacol Assurance  
PricewaterhouseCoopers LLP  
QEP Resources, Inc. \*  
Resource International  
Robert Rhue Enterprises, Inc.  
Sanjel  
U.S. Bank - Cherry Creek  
Wells Fargo Advisors, LLC  
Western Union Gift Match Program  
Xcel Energy

### \$250-\$999

Actuate Social ^  
Affordable Advisors, LLC  
BestIT  
Bridgepoint Education  
Bryan Cave, LLP  
Chick-Fil-A ^  
Cisco Matching Gifts Program  
Colorado Design, Inc. Tile & Terrazzo  
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Community Capital Corporation  
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Donahue Paper Emporium  
EchoStar Communications Corporation  
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Great-West Life and Annuity Insurance Co.  
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Integrated Health Center ^  
iTriage ^  
Janus InTech ^  
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Pinnacol Assurance \*  
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Ross Management Group  
RW Specialties, Inc.  
Smith College Club of Colorado ^  
Spire Restaurant LLC DBA Row 14 Bistro  
Structural Consultants, Inc.  
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Trenka & Associates, Inc.  
UMB Bank  
Village Inn ^  
Welby Gardens Co ^  
Xcel Energy ^  
Yogurtland ^

Donors also marked with an "\*" have also donated through United Way Agencies and with an "^" have made Gifts in Kind.

## AGENCIES

**\$20,000 +**

City and County of Denver - 1601 Colorado  
Denver Department of Human Services -  
FirstStep Funding

Mile High United Way  
Qualistar Early Learning

**\$10,000-\$19,999**

Victim Assistance Fund

**\$5,000-\$9,999**

RTD ^

United Way of Metropolitan Chicago  
Women's Independence Scholarship  
Program, Inc.

**\$1,000-\$4,999**

America's Road Home, Inc.

ARC Thrift Store ^

Better Business Bureau of Denver ^

CampExperience™

Chapter HN-PED ^

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Colorado Human Resource Association ^

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Montessori School of Denver ^

Regis University - Office of University  
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Rotary Club of University Hills

St. Luke's Performing Arts Academy

The Children's Hospital of Denver ^

Truist - United Way of Tri-State, Inc.

Women In Cable - Rocky Mountain Chapter

**\$250-\$999**

Big Brothers Big Sisters of Colorado ^

City and County of Denver ^

Colorado Corvette Club

Colorado Human Resource Association

Colorado Woodworker's Guild ^

Delta Iota ^

Delta Iota Chapter of Sigma Phi Gamma

Denver Fire Department #26 ^

Greater Twin Cities United Way

Housing Colorado

Littleton High School - Drama Dept ^

M.E.O.W.

Moms Club of Wash Park

Network for Good

St. Anne's Episcopal School ^

United Way of Greater Philadelphia &  
Southern New Jersey

Warren Village Alumni Association

Westernaires ^

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**\$10,000-\$19,999**

Parker United Methodist Church

Spirit of Christ Catholic Community ^

**\$5,000-\$9,999**

Sisters of St. Francis - Casa Chlara  
Community

St. Andrew United Methodist Church of  
Highlands Ranch ^

**\$1,000-\$4,999**

Augustana Lutheran Church ^

Bethany Lutheran Church ^

Cherry Creek Presbyterian Church

Christ Church/Women United Methodist of  
Denver

First Church of Christ, Scientist

First United Methodist Women of Berthoud ^

Grace United Methodist Church/Women of  
Denver ^

Phillips United Methodist Women ^

United Methodist Women, national office, of  
The United Methodist Church

University Park United Methodist Church/  
Women

Yuma United Methodist Church/Women

**\$250-\$999**

Broadway United Methodist Church

Burns Memorial United Methodist Church ^

Erie United Methodist Church/Women

First United Methodist Church of Lafayette ^

First United Methodist Church of Pueblo

First United Methodist Women of Durango

First United Methodist Women of Golden

First United Methodist Women of Newcastle

Grace Church

Green Mountain United Methodist Women ^

Highlands United Methodist Church ^

Hope United Methodist Church of Greenwood  
Village ^

Lakewood United Methodist Church

Littleton United Methodist Church/Faith Circle  
^

Ovid United Methodist Women ^

Salem/Iron Creek United Methodist Church

St. Luke's United Methodist Women of

Highlands Ranch ^

Village Baptist Church ^

Wray United Methodist Church/Women ^

## INDIVIDUALS

**\$20,000 +**

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**\$10,000-\$19,999**

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Mr. and Mrs. Joseph Bagan

Mr. Larry E. Baumgartner

Ms. Mary A. Wells

**\$5,000-\$9,999**

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**\$1,000-\$4,999**

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**The Leadership Education Activism & Development (LEAD) program is a leadership program for residents to encourage personal growth and build a sense of community.**

- LEAD raised \$3,600 through their 4th Annual V-Day fundraiser - a global movement to end violence against women and girls. At the local production of Vagina Monologues, members spoke about the positive impact Warren Village has made in their lives and advocated for support.
- LEAD received a donation of \$1,000 from the Enterprise Foundation



## Honorariums

Meera by  
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*Thank you to all who supported Tammy's Mid-Century Birthday Bash! Your combined gifts raised more than \$29,250.00 for Warren Village!*

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## Our Mission

Warren Village exists so low income, single parent families can achieve sustainable personal and economic self-sufficiency.

## Our Vision

Warren Village is the nationally recognized leader for moving people from poverty toward self-sufficiency.

## Our Values

**Collaboration:** We realize success is a product of teamwork and believe in the power of individual commitment to a group effort. We foster partnerships within our own organization and with our broader community.

**Integrity:** We are consistently transparent, truthful and ethical in our actions and communications.

**Inclusion:** We are committed to diversity in all its forms and value individual perspectives and contributions. We create an environment of inclusiveness in which all feel valued and heard.

**Accountability:** We hold our staff, volunteers, board, clients and all involved with Warren Village, responsible for their actions. We understand that meeting our individual and collective obligations is fundamental to achieving our mission and upholding our commitments to the public.

**Empowerment:** We help our clients leverage their unique strengths on their journey to reach their full potential. We foster an environment in which staff, board members, volunteers and donors can make a lasting impact on the organization and community.



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