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.
2013 Highlights
Measures of Success

Since 1974, Warren Village has served 4,231 families.

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

Since 1974, Warren Village has served 4,231 families.
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
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.

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.”
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

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.

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.
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

<table>
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<tr>
<th>ASSETS</th>
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<tbody>
<tr>
<td>Current assets</td>
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<tr>
<td>Cash</td>
<td>$1,297,666</td>
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<td>Accounts receivable</td>
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<td>Prepaid expenses</td>
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<td>Grant receivable</td>
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<td>Total current assets</td>
<td>1,581,288</td>
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<td>Restricted cash - tenant deposits</td>
<td>15,312</td>
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<td>Investments</td>
<td>1,815,422</td>
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<td>Property and equipment - net</td>
<td>4,776,062</td>
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<td>Escrow deposits</td>
<td>316,298</td>
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<tr>
<td>Total Assets</td>
<td>$8,504,382</td>
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As of June 30, 2013, the organization had total assets of $8,504,382, including current assets such as cash and accounts receivable, as well as investments and property and equipment. The organization's financial stability is confirmed by its current ratio of 3.1.

Statement of Activities
For the year ended June 30, 2013

<table>
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<th>REVENUE, GAINS AND SUPPORT</th>
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<tr>
<td>Operating Support</td>
<td>$1,696,059 (40.5%)</td>
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<tr>
<td>Program Service Revenue</td>
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<tr>
<td>- Housing</td>
<td>1,086,341 (25.9%)</td>
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<tr>
<td>- Learning Center</td>
<td>1,057,803 (25.2%)</td>
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<tr>
<td>- Other</td>
<td>2,364 (0.0%)</td>
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<tr>
<td>In-Kind Contributions</td>
<td>235,391 (5.6%)</td>
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<tr>
<td>Special Events - net</td>
<td>110,298 (2.6%)</td>
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<tr>
<td>Total Revenue, Gains and Support</td>
<td>4,188,256 (100.0%)</td>
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The organization generated $4,188,256 in revenue and gains in the year 2013, with 40.5% coming from operating support. The statement of activities reflects revenues increased by 4%, and expenses were controlled and decreased by 5%.

<table>
<thead>
<tr>
<th>EXPENSES</th>
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<tbody>
<tr>
<td>Housing Program</td>
<td>782,080 (21.9%)</td>
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<tr>
<td>Learning Center</td>
<td>1,309,375 (36.6%)</td>
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<tr>
<td>Family Services</td>
<td>515,501 (14.4%)</td>
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<tr>
<td>First Step Program</td>
<td>172,782 (4.8%)</td>
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<td>Volunteer Program</td>
<td>74,871 (2.1%)</td>
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<td>Warren Village Without Walls &amp; Advocacy</td>
<td>60,637 (1.7%)</td>
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<td>Total Program Services</td>
<td>2,915,246 (81.6%)</td>
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<tr>
<td>Management and General</td>
<td>360,501 (8.7%)</td>
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<td>Development</td>
<td>298,306 (7.1%)</td>
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<td>Total Support Services</td>
<td>658,807 (15.7%)</td>
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<tr>
<td>Total Operating Expenses</td>
<td>3,574,053 (97.3%)</td>
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The organization incurred $3,574,053 in total operating expenses, which was a decrease of 5%. The change in net assets from operations was $614,203, and after depreciation and amortization expense of $232,518, the investment gain contributed $263,047 to the total change in net assets for the year 2013.

Better than expected year-end assets are primarily due to funds donated for capital projects to occur in the new fiscal year.
### Foundations/Trusts

<table>
<thead>
<tr>
<th>Amount</th>
<th>Name of Foundation/Trust</th>
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<td>Nord Family Foundation</td>
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<td>The Women's Forum of Colorado Foundation</td>
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<td>Enterprise Rent a Car *</td>
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<td>Etravel Unlimited ^</td>
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<td>ICON Venue Group, LLC</td>
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<td>Mark Mortensen Photography ^</td>
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<td>Moms and More ^</td>
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<td>Yogurtland ^</td>
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### Individual/Family Trusts

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### Corporations

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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 ^
- Children’s Museum of Denver ^
- Colorado Housing and Finance Authority
- Colorado Human Resource Association ^
- Friends of Warren Village
- Girl Scout Troop - Colorado Academy #5167
- Montessori School of Denver ^
- Regus University - Office of University Relations
- Rotary Club of University Hills
- St. Luke’s Performing Arts Academy
- The Children’s Hospital of Denver ^
- Trust - 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 ^

## RELIGIOUS

**$10,000-$19,999**
- Parker United Methodist Church
- Spirit of Christ Catholic Community ^
- **$5,000-$9,999**
- Sisters of St. Francis - Casa Chiara 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 ^

## INDIVIDUALS

**$20,000 +**
- Anonymous (1)
- Mr. Ole Z. Thogersen
- **$10,000-$19,999**
- Mr. Hugh Rice *
- Ms. Jane C. Hays
- Mr. and Mrs. Joseph Bagan
- Mr. Larry E. Baumgartner
- Ms. Mary A. Wells
- **$5,000-$9,999**
- Anonymous (1)
- Guy and Deborah Cornelius ^
- Steve and Elizabeth Holtze
- James and Geraldine Keeley
- Ms. Sharon A. Knight ^
- Matthew and Kimberly Langston
- Angie MacPhee
- Patricia L. Peacock
- Michael and Laura Richards ^
- Jean Saul ^
- Joe Theissmann ^
- Estate of Mary L. Wagner

**$1,000-$4,999**
- Bonnie and Joe Abell
- Mr. Adam Abraham
- Nancy and Tony Accetta
- Mr. Warren Adams
- Anonymous (1)
- Ms. Ethyl Bean *
- Haradon and Elizabeth Beatty
- Jeannie and Ken Bennington ^
- Ms. Amy L. Benson
- Ms. Brenda Berger *
- Mr. Stewart Bliss *
- Erwin G. Boettcher
- Ms. Kathleen Bohland ^
- Chuck and Mindy Borgman
- Mr. Dick Bradfield
- Mr. Ryan Brok
- Ms. Coralie A. Brown
- Laura and Christopher Brown
- Winifred Brown

**$250-$999**
- Mr. and Mrs. John Bywaters *
- Douglas and Caroline Carlisle
- Lin and Steve Carlson ^
- Marilyn and Ken Carroll
- Karen and Walter Chipley
- Ronald and Beth Cooper
- Lisa and Thomas Corley
- Ms. Terri Curtis
- David and Laurel Dabb
- Ms. Ann Dahl
- Katherine and Mark Dickson
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- Vivian and Josiah Dodds *
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- Jack and Diane Ekstrom
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- Mr. Edward Ellis and Ms. Barbara Neal *
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- Ms. Jill Farquhar ^
- Ms. Carla Ficke
- Sarah and John Finn *
- Ms. Elizabeth Fischer
- Ms. Mary Fisher
- Susan and John France *
- Sam and Nancy Gary
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- Mr. Bruce Glazer ^
- Mr. Robert Goodyear
- Ms. Pam Greeb ^
- Kate and Ron Griebenow
- Ms. Ann Gugenheim
- Ms. Diane Haligas
- Mr. James Halpenny *
- T. Lyle and Pam Harlor
- Ms. Karin Harvey
- Charles and Luanne Hazeltig
- Mary-Margaret and Darrin Henke
- Donna and Norm Herz ^
- Ms. Betsy Mordecai Heyman
- Martha and James Hoffman
- Cathy and Graham Hollis
- Ms. Jan Hubert ^
- Ms. Donna Humes
- Carol and Chuck Jansch *
- Mrs. Willie J. Jensen
- Ms. Jane C. Hays
- Mr. Hugh Rice *
- Ms. Jane C. Hays
- Mr. and Mrs. Joseph Bagan
- Mr. Larry E. Baumgartner

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Denise and Dan McClard
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Ms. Cheryl Millman *
Mr. Philip Miele *
Mark and Catherine Mollander *
Barbara and Gerry Moore
Margaret and Mitch Morrisey
Pam and Warren Neufeld
Judith and Robert S. Newman
Beth and Bob Newton ^
Ms. Nancy Nickle and Mr. Bill Mehring
Ms. Mary M. Noonan * ^
Mr. and Mrs. Thomas P. Owen
Ms. Mary Zinn *
Ms. Kathleen Clark
Ms. Lauren G. Choate
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Ms. Betsy Wiersma *
Mr. and Mrs. Tom Antell
Mr. Roger and Carol Wise
Mr. Randal Woods
Ms. Mary Zinn *
$250-$999
Tammy and Mike Abramovitz ^
Scott and Pam Antell
Sue and Bill Albers
Milroy and Sheryl Alexander
Ms. Rebecca Allen *
DeAnn and David Anderson
Anonymous (7)
Ms. Winifred Appell
Ms. Jennifer Argood
Inez "Be" and David Aspinwall
Sally and Brian Banghart *
Mr. James Banman
Ms. Sharon Barker
Ms. Morag Barrett
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Michelle and David McMillan
Ron and Marlene McMWilliams

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We value the hundreds of additional donors that contributed less than $250 to Warren Village programs. All those donations truly make a difference to us.

Memorial Gifts
Ms. Virginia Anderson by Ms. Sheryl L. Anderson
The Barnes Family: H.T., Mary Lou and Bruce by John and Juanita A Soper
Ms. Clarissa Beck by Patti Roser and Andrew Langford
Mr. David Glaser by Dr. Marc Belrose
Mrs. Mary Jane Cook by Ms. Christina Roybal
Mrs. Faith Wells Drabing by Dr. John Drabing
Mrs. Greta L. Horwitz by Mrs. Greta L. Horwitz
Mr. John Fahrenkrog by Kristen Marcia Hoodak
Mrs. Minnie D. Perry by Kelly and Monty Henninger
Ms. Patricia C. Bays by Mr. Irwin Horwitz
Mr. Francis K. Yamamoto by The Nancy & Robert Schulein Fund
Ms. Patricia C. Bays by Mrs. Minnie D. Perry
Ms. Virginia Wilson by Ms. Patricia C. Bays
Ms. Kriss Wittman by Ms. Patricia C. Bays
Ms. Susan Weston by Mr. Irwin Horwitz
Andrea and Robert Weyand by Ms. Patricia C. Bays
Pamela and Dennis White by Ms. Patricia C. Bays
Mr. Robert Sieben by Ms. Patricia C. Bays
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Ms. Kriss Wittman by Ms. Patricia C. Bays
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Ms. Judy Wolfe by Ms. Patricia C. Bays
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Mr. John Wyszyński by Ms. Patricia C. Bays
Mr. Bill Yeates by Ms. Patricia C. Bays
Mr. Brian Zall by Mr. Irwin Horwitz
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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
Thank you to all who supported Tammy’s Mid-Century Birthday Bash! Your combined gifts raised more than $29,250.00 for Warren Village!
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.