

2014 Annual Report



CELEBRATING

40 YEARS

WARREN
VILLAGE

Message from the Board Chair and President

Dear Friends,

It has been an incredible year! Warren Village has always been a leader in moving families from poverty to self-sufficiency. To maintain resiliency and create the greatest impact, it was imperative that we continue to tailor our program to address the current environment and challenges. We knew it was important to customize our program to more effectively address the impact of the “cliff effect” on our families.

Our dream to add a new workforce-training component to our program came to fruition this year. In partnership with the Community College of Denver, we launched the College to Career Program during the spring 2014 term. Our goal was to remove the barriers associated with beginning college and get parents on track to secure the education and skills they need to attain a job with a livable wage. Students in the program are doing exceptionally well!

The Greta Horwitz Learning Center also experienced tremendous growth this year. We maintained the highest accreditations possible through Qualistar and the National Association for Education of Young Children; initiated new, innovative approaches to teaching; and honed our ability to use assessments to monitor and continually advance our impact. One example of innovative curriculum was the integration of Letter Leaders, a pre-writing program. We have already seen significant improvements in literacy skills as a result of this program.

After 40 years, our apartment building was in dire need of repair. We are so thankful for the foundation support that allowed us to make renovations to our aging elevators and roof. These improvements were vital to our commitment to provide our residents with a safe and comfortable home.

Of course, the success of Warren Village is not driven by staff and residents alone. The Board of Trustees, including fellow officers Guy Cornelius, vice-chair; Kate Ferguson, secretary; and Brian Sandy, treasurer, admirably served the organization throughout this last fiscal year. We would like to publicly share appreciation for departing trustees, whose terms were up: Amy Benson, Beth Fischer, Mary Fisher, Angie MacPhee, and Maiysha Smith. We welcome incoming trustees: Tammy Abramovitz, Annette Davis, Pari Motiwala-O’Donnell, Caroline Turner and Mark Waddell.

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

2014 Highlights*

Our Impact



Affordable Housing
provided for 175
low income, single
parent families



Family Services
received by
433 children and
adults



Early Care and Education
provided for
167 children in our
learning center

Living at Warren Village is not a handout, it's a hand up.

In fiscal year 2014, 47 out of 56 residents completed the program for a remarkable **84% success rate**.

Our success is calculated by the percentage of residents who complete the Warren Village self-sufficiency program. To be a program graduate, a resident must meet any three (or more) of the following six criteria at the time of moving out: maintain a full-time activity of employment and/or education; show a positive change in income; complete an educational program; demonstrate positive changes in personal competencies; attend 70% of required classes; and work on setting goals and demonstrate progress toward those goals.

*The 2014 Fiscal Year covered a nine-month period from July 1, 2013 – March 31, 2014 (this period is different from our previous fiscal years which spanned a 12-month period).

Pictured to the right are former resident Gifty and her son John.

2014 Programs & Services Outcomes

During the nine-month fiscal year, July 1, 2013 through March 31, 2014, of the 56 families who moved out:

- 94% found permanent housing
- 57% increased their personal competencies in life skills
- 68% maintained a full-time schedule of education and/or employment
- 68% had a positive change in income
- 89% participated in career exploration, financial literacy and next-step housing guidance





Financial Freedom Broadens Possibilities

Martha's Story

It was a difficult, but necessary decision for Martha - taking her young son and leaving her husband. Martha worried for their safety when her husband's increased drinking led to domestic violence. With her extended family in Nebraska, Martha temporarily lived with her in-laws and then with a friend.

Martha was referred to Warren Village by Safehouse Denver. After being on the waiting list for six months, she and her son moved in to their apartment in December 2012. "Once I moved all my stuff in to my apartment, I felt a sense of warmth and comfort. It was such a relief and just felt like home," Martha says. "With my family away in Nebraska, it's wonderful to have such a warm family-setting at Warren Village."

Martha's three-year-old son Brayden is enrolled in the learning center where she says he has developed a lot socially and academically. "The learning center is amazing! He receives so much love and support from his teachers."

Although Martha works full-time as a stylist at a salon, she knew she couldn't truly move forward until her debt was paid off. With the help of Olga, one of the Personal Finance Coaches from mpowered who works on-site at Warren Village, Martha has been able to pay off thousands of dollars in debt, improve her credit score, and is now developing a plan to build an emergency fund.

Martha is grateful for her time at Warren Village. "It's really helpful to have the family advocates give you support and provide so many resources. They are helping me regain my independence and achieve my goals."

Like Martha, many single parents arrive at Warren Village bound by past financial obligations. That's why we have partnered with mpowered - a nonprofit organization dedicated to providing free financial counseling to individuals and families.

Pictured above are Martha and her son Brayden who moved into Warren Village in December of 2012

2014 Volunteers of the Year

- Alumni Volunteer of the Year** *Monte' Armstrong*
- Evening Childcare Volunteer of the Year** *Hill Bonin*
- Faith-Based Volunteers of the Year** *Susie and Wayne Fox of Sweet Dream in Bag*
- First Step Volunteer of the Year** *Heather Wiese*
- Life-Skills Facilitator Volunteer of the Year** *Christine Thai*
- Lifetime Service Award** *Mark Waddell*
- Resident Volunteer of the Year** *Marsha Brown*
- Volunteer Dedicated Service Award** *Jo Ann Greenwood*
- Volunteer of the Year** *Jordan McClendon*
- Volunteer Group of the Year** *Saunders Construction, Inc.*
- Youth Volunteer of the Year** *Mallory Ruparel*
- Chair's Award** *Lynn Pollard*
- Distinguished Board Service** *Beth Fischer*



Pictured above (left to right): Resident Volunteer of the Year, Marsha Brown; Faith-Based Volunteers of the Year, Susie & Wayne Fox of Sweet Dream in Bag; Volunteer of the Year, Jordan McClendon; Lifetime Service Award, Mark Waddell; First Step Volunteer of the Year, Heather Wiese

Volunteers provide much needed services as well as opportunities for enrichment to our children and parents. In 2014, more than 900 volunteers donated 15,265 hours and facilitated 262 life skills classes.

81 volunteer facilitators taught 262 life skills classes



147 people provided evening child care



216 people volunteered for our annual Holiday Shop; gifts donated were valued at \$60,748

Foster Grandparents from Volunteers of America served 4,088 hours



The Healthy Beginnings Clinic through the University of Colorado Medical School generated 524 volunteer hours

Board of Trustees volunteered more than 500 hours





2014 Housing Outcomes

For our residents living at Warren Village is not an entitlement, but a privilege earned by making progress toward self-sufficiency goals.

Warren Village has 93 residential apartment units located in Denver's Capitol Hill neighborhood. Families move in and out throughout the year.

- 56 families moved out during the 2014 fiscal year
- Average length of stay was 14.48 months
- 94% of those who moved out found permanent housing

The First Step Warren Village program located on north Federal Boulevard has 13 transitional housing units.

- 29 families and 27 children were served in fiscal year 2014
- Of the 7 families who completed the program and moved out - 100% found permanent housing

Since 1974, Warren Village has served
4,377 families

Partner Profile

Warren Village and Bank of America

We are grateful for the new partnership Warren Village has with the Bank of America. Its Charitable Foundation named Warren Village as the first ever recipient of the Neighborhood Builders® award in Colorado.

The award is Bank of America's signature philanthropic award that couples leadership training with a \$200,000 grant for high-performing nonprofits that have made a significant impact addressing needs related to community development, critical needs or workforce development and education.

The funding received from this grant enabled us to invest in laptops, school supplies and study resources for residents who are part of the College to Career program. It has also allowed us to hire a Family Advocate to help students one-on-one.

Bank of America provides a stellar example of the potential of corporate social responsibility and is a model for investing in nonprofits serving the critical needs of those in their local communities.



Top: Sharon Knight, Warren Village CEO and Jodi Rolland, Bank of America Colorado and Denver Market President; Bottom: Bank of America employees gathered to volunteer in the learning center



2014 Family Services Outcomes

While living at Warren Village, parents are responsible for completing a number of program requirements including working or attending school, volunteering and participating in life skills classes. Thirty-two of the 47 residents who completed our program maintained a full-time schedule:

- 9 were working full-time
- 11 were attending school full-time
- 12 were working part-time and going to school part-time

Five residents completed an educational or career track program:

- 3 completed certificate programs from a community college
- 1 completed a job preparation program
- 1 completed a Bachelor's degree in Health Care Management

Family Services Highlights

- Through generous community support, 16 residents received financial awards from the \$23,000 donated to fund college scholarships.
- Family Services staff each received 16 hours of professional development covering the topic of Trauma Informed Care.
- The Financial Empowerment Center located on-site at Warren Village and served by two empowered coaches, conducted 139 counseling sessions with 77 residents, alumni and staff.
- In February 2014, we launched a new College to Career program - part of our larger Workforce Development initiative - with the aim of preparing our residents to attain more career advancement opportunities and earn better wages. The program encompasses a partnership with the Community College of Denver that brings college certificate program courses on-site for residents and alumni.

Resident events are a special part of building community at Warren Village

- 150 families participated in the annual Holiday Shop
- 60 families attended the annual Family Halloween Party hosted by St. Andrew's United Methodist Church Youth Group
- Augustana Lutheran Church and Hope United Methodist Church generously donated Thanksgiving and Easter food baskets to resident families
- 90 school-age children received new backpacks and school supplies

Pictured to the left are two residents who are students in the College to Career program.



Early Care and Education Highlights

- Qualistar evaluated our Greta Horwitz Learning Center and rated quality in five areas: learning environment, family partnerships, training and education, adult/child ratios and national accreditation. We were awarded another 4-Star Qualistar rating - the highest possible.
- 15% of the children enrolled in the learning center are receiving special needs services from the Colorado Center for Pediatric Learning and Development and Sewall Child Development Center.
- Warren Village was selected by the Arbor Day Foundation and Dimensions Educational Research Foundation to receive a Nature Explore Outdoor Classroom. Funding was secured through the United States Forest Service and a design team of staff members, parents, and community stakeholders was created to develop the space.
- A new Letter Leaders Handwriting program was introduced as part of the preschool curriculum to help students develop pre-writing skills and is having a positive impact on their school readiness.
- The Buell Early Childhood Leadership Program selected its second candidate from Warren Village; Learning Center Assistant Director, Brett Dabb was a part of the 6th cohort.
- The learning center was selected to participate in the Results Matter Expansion Project, which provided professional development for our teachers in observation and assessment skills.



2014 Learning Center Outcomes

The Greta Horwitz Learning Center provided care and education to 167 children ages six weeks through 10 years old.

With a focus on school readiness, children in preschool are evaluated in several areas and showed increased growth as highlighted below.

School Readiness Skills of PreK Children

% of Children Meeting Developmental Milestones

	3-year-olds	4-year-olds
Social/ Emotional Skills:	100%	80%
Cognitive Abilities:	100%	90%
Language:	100%	90%
Literacy:	100%	90%
Mathematics:	100%	80%



Pictured to the right is preschool teacher Laura Rankin reading to her class.

Statement of Financial Position

as of March 31, 2014

ASSETS

Current assets	
Cash	\$1,459,051
Accounts receivable	130,149
Prepaid expenses	39,988
Grant receivable	0
Total current assets	<u>1,629,188</u>
Restricted cash - tenant deposits	17,293
Investments	2,008,789
Property and equipment - net	4,669,546
Escrow deposits	364,414
Total Assets	<u><u>\$8,689,230</u></u>

LIABILITIES AND NET ASSETS

Current liabilities	
Accounts payable and other accrued liabilities	\$348,282
Current maturities of long-term debt	31,007
Total current liabilities	<u>379,289</u>
Long-term liabilities	
Long-term debt, less current maturities	\$300,000
Accrued management fees	59,737
Total liabilities	<u>739,026</u>

Net assets

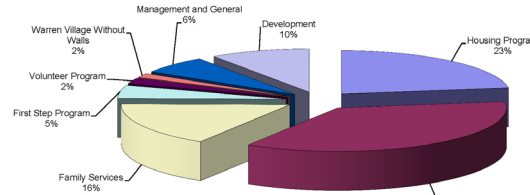
Designated by Board of Trustees	796,002
Net investment in property/equipment	4,626,253
Undesignated	2,308,144
Total unrestricted net assets	<u>7,730,399</u>
Temporarily restricted net assets	53,379
Permanently restricted net assets	166,426
Total net assets	<u>7,950,204</u>

Total Liabilities and Net Assets	<u><u>\$8,689,230</u></u>
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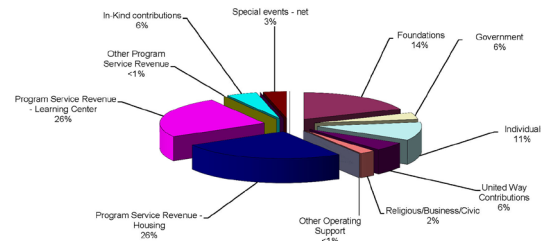
Financial Statement

Fiscal Year 2014 was an excellent financial year as our net assets increased 4.4% from the previous year, even though FY2014 was a nine-month fiscal year due to changing the fiscal year end from June 30 to March 31. This change allowed us to more effectively plan and allocate funds for our programs throughout the year. The Statement of Financial Position shows an increase in the current ratio to 4.3%. The Statement of Activities revenues, if annualized, would have increased by 2% from the previous twelve month fiscal year. The net asset increase is due to solid revenues, controlling overhead expenses, and advanced funding for capital projects.

OPERATING EXPENSES
by function



REVENUE, GAINS AND SUPPORT



Statement of Activities

as of March 31, 2014

REVENUE, GAINS AND SUPPORT

Operating Support	\$1,312,213	41.0%
Program Service Revenue - Housing	822,087	25.7%
- Learning Center	796,354	24.8%
- Other	29	-0.1%
In-Kind Contributions	151,895	4.7%
Special Events - net	115,369	3.6%
Total Revenue, Gains and Support	<u>3,197,947</u>	<u>100.0%</u>

EXPENSES

Housing Program	648,401	22.8%
Learning Center	1,028,552	36.1%
Family Services	465,900	16.4%
First Step Program	139,150	4.9%
Volunteer Program	59,184	2.1%
Warren Village Without Walls & Advocacy	45,897	1.6%
Total Program Services	<u>2,387,084</u>	<u>83.8%</u>
Management and General	245,755	7.8%
Development	215,937	6.8%
Total Support Services	<u>461,692</u>	<u>14.4%</u>

Total Operating Expenses	<u>2,848,776</u>	<u>98.2%</u>
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Change in Net Assets from Operations	349,171	<u>1.8%</u>
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Depreciation and amortization expense	(203,761)
Investment Gain	<u>193,270</u>

Total Change in Net Assets	<u><u>\$338,680</u></u>
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Thank you...

Warren Village is honored to recognize contributions from the following donors.

Fiscal Year 2014: July 1, 2013 through March 31, 2014

FOUNDATIONS/TRUSTS

\$50,000+

The Anschutz Foundation
Bank of America Charitable Foundation, Inc.
The Daniels Fund
Helen K. and Arthur E. Johnson Foundation
Nord Family Foundation
Rose Community Foundation

\$20,000-\$49,999

Boettcher Foundation
Bonfils-Stanton Foundation
The Denver Foundation
Denver Post Charities, a McCormick Foundation Fund
Gates Family Foundation
Martin Family Foundation
The Women's Forum of Colorado Foundation
The Women's Foundation of Colorado

\$10,000-\$19,999

The Sam S. Bloom Foundation
Fulcrum Foundation
William G. McGowan Charitable Fund
The Jay and Rose Phillips Family Foundation of Colorado

Venoco Community Partnership
Xcel Energy Foundation

\$5,000-\$9,999

Heider Family Foundation
Kettering Family Foundation
KeyBank Foundation
Strear Family Foundation

\$1,000-\$4,999

BBVA Compass Foundation
The Colorado Trust
The Piton Investment Fund
The Edmund T. and Eleanor Quick Foundation
Trinity Second Century Foundation

\$250-\$999

The Colorado Health Foundation
Community First Foundation
Greater Horizons

INDIVIDUAL/FAMILY TRUSTS

\$10,000-\$19,999

Butler Family Fund
The Walter S. Rosenberry III Charitable Trust
Williams-Malone Foundation

\$5,000-\$9,999

The Corley Legacy Foundation
LLENODO of the Ayco Charitable Foundation
The Thomas D. Lookabaugh Foundation
The Nancy & Robert Schulein Fund
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\$1,000-\$4,999

The Campbell Foundation Fund
Audrey K. Dines Memorial Fund
Joseph Family Foundation

CORPORATIONS

\$10,000-\$19,999

Rio Tinto Minerals
Johns Manville Corporation

\$5,000-\$9,999

Chubb & Son
CoBiz Financial
Sephora Cherry Creek
Xcel Energy

\$1,000-\$4,999

AAA - Colorado
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Wiersma Experience Marketing, Inc.

\$250-\$999

BlueModus
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Key Private Bank
King Soopers Neighborhood Reward Program
Mathias Lock and Key
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Whipplewood CPA's

AGENCIES

\$50,000+

Denver Department of Human Services - FirstStep Funding
Mile High United Way
\$10,000-\$19,999
City and County of Denver - 1601 Colorado

\$5,000-\$9,999

Colorado Housing and Finance Authority
United Way of Metropolitan Chicago
Victim Assistance Fund

\$1,000-\$4,999

America's Road Home, Inc.
Denver Early Childhood Council

Red Balloon Society
Rotary Club of University Hills
Women's Independence Scholarship Program, Inc.

\$250-\$999

ARC Thrift Store
Delta Iota Chapter of Sigma Phi Gamma
Denver Human Services - Office of Drug Strategy
F.O. E. Northwest Eagles Auxiliary #4019
Greater Twin Cities United Way
TREA Chapter 3
Trust - United Way of Tri-State, Inc.
United Way of Greater Philadelphia and Southern New Jersey
United Way of Tri-County, Inc.
Warren Village Alumni Association

RELIGIOUS

\$5,000-\$9,999

Cherry Creek Presbyterian Church
Sisters of St Francis - Sacred Heart Province

\$1,000-\$4,999

CHUM Allocation Committee
St. Andrew United Methodist Church of Highlands Ranch
St. Vincent de Paul Society
Trinity United Methodist Church of Denver
University Park United Methodist Church/Women

\$250-\$999

Arvada United Methodist Church
Brighton United Methodist Women
Central United Methodist Church
Christ Church/Women United Methodist of Denver
Christ the King Lutheran Church
Crosspoints United Methodist Women
Erie United Methodist Church/Women
United Methodist Church of Fort Morgan
First United Methodist Women of Durango
First United Methodist Women of Newcastle
First United Methodist Church/Women of Pueblo
Platt Park Church
Pleasant Valley United Methodist Church
Salem/Iron Creek United Methodist Church

INDIVIDUALS

\$10,000-\$19,999

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Ms. Mary A. Wells

\$5,000-\$9,999

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Ms. Maryam Zirakzadeh
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Mr. Travis Wise
Karen and Richard Wolf
Ms. Judy Wolfe
Mr. John Wyszynski
Ms. Deborah York

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

Alumni Association

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

- This year, the Alumni Association held a successful fundraiser, the Warrior Dash, in August at Copper Mountain, raising \$2,000. The Warrior Dash is an extreme 6K race. A group of 20 alumni helped work the check-in table, sell concessions and merchandise, monitor the race course and obstacles, and cheer runners.
- The Alumni Association members wrote a grant proposal and obtained \$1,000 in funding to offer a special Family Day event for resident families.



Honorariums

Sean's 40th First Steps by
Phillip and Danna Spindel
Michael and Tammy Abramovitz by
Lisa Crispin and Robert Downing
Tammy Abramovitz's by
Ms. Marcia Scofield
Tammy Abramovitz's Birthday by
Dan and Mike Hanley-Nelson
Robbin and Rick Wells
Matthew Abram's Birthday by
Ms. Shira Merenstein
Jennifer Aregood by
Ms. Marion Manchester
Larry Baumgartner by
Mac and Kay Medlen
Russ and Mae Bean by
Colin and Valerie Claus
Robert Beck by
Ms. Kathryn Zimbeck
Ed Beck & In Memory of John Fahrenkrog by
Mr. Alan Stein
Mary Ellen Bernhardt by
Ms. Martha Johnson
Chuck Borgman by
Colorado Housing and Finance Authority
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Access to Education Alters Family's Future

Tahlanda's Story

After her divorce, Tahlanda and her teenage son left Tennessee and returned to Denver to live with her mom. When the living situation became too tense, she and her son ended up in a shelter. That's when a family friend suggested Tahlanda look into Warren Village.

Now, after being at Warren Village for a year, Tahlanda has finished her Licensed Practical Nursing certification and is preparing to take the state licensing exam. Tahlanda speaks highly of her experience at Warren Village. "They afford you so many opportunities. If you come here and put in the effort and want to be better, they are going to go beyond to try and help you."

Tahlanda continues to work towards her goals and will be able to continue her education thanks to receiving a scholarship from Delta Sigma Theta sorority which provides a scholarship to a deserving Warren Village resident each year. The scholarship money will afford her the opportunity to obtain her Bachelor of Science in Nursing which will lead to a good job with a livable wage.

The financial toll of a divorce has also been challenging for Tahlanda. Warren Village has been there to provide access to the vital resources she needs to gain and maintain her independence. To prepare for her future, Tahlanda is working with one of the on-site financial counselors to improve her credit and pay down her debt. She is also part of the Individual Development Account matching program through Mile High United Way which is designed to help low income families save to purchase a home. When she leaves Warren Village, Tahlanda will have a good start toward a down payment on a home for her and her son.

Tahlanda has found living at Warren Village to be a life changing experience. She explains, "Warren Village is not just a place for single parents. It gives you a chance to improve your life and your child's. I'm just so grateful."



For single parents like Tahlanda, the ability to attend school can improve their financial outlook and change the course of their life and that of their child's.

Pictured above are Tahlanda and her son DeVontae who moved into Warren Village in April 2013

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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July 1, 2013 - March 31, 2014

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