

GEARING UP FOR GROWTH

2020 IMPACT REPORT

APRIL 2019-MARCH 2020



WARREN  VILLAGE

Transforming Parents' Lives. Improving Children's Futures.

YOU MADE A DIFFERENCE

Dear Friends,

As we prepare this report each year, I'm grateful for the time to take a step back from the daily hustle and bustle to reflect on the year gone by. I consider the families we served, the milestones we achieved, and the challenges we faced. I appreciate the growth of our programs, improvements in our work, and achievements of our residents. I am proud to say that this year has been an amazing one for Warren Village.

And, quite simply, that is all because of YOU—our amazing community of supporters.

You will see in this report that our staff, residents, and alumni have been hard at work over the last year—demonstrating strength, perseverance, and growth. You can explore data that demonstrate the power of our model. You will find stories of hope, heartache, and hard work. And I hope you will also find yourself in this report. It is your time, talent, and generous investments that make all of this possible.

Throughout our 2020 fiscal year (April 2019-March 2020), we've been gearing up for growth, and you can read more about our aspirations later in this report. I want to assure you that every idea we've explored, conversation we've curated, and investment we've made is driven by a single guiding question: How can we make a greater impact in the lives of low-income, single-parent Denver families? We're growing with a mission-focused, impact-informed approach that leverages the power of partnership. And while we hope to build many new partnerships well into the future, today I am grateful for YOU, our loyal supporters and champions, who have believed in our program, invested in our organization, and forever changed our residents' lives.

In partnership,



Ethan Hemming
President & CEO



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**Includes member listing at time of printing.*



WHY YOUR GIFTS MATTER

**MEET RESIDENTS
JESSICA AND
JANELLE**



"Living at Warren Village gives me the freedom to focus on my goals and stop worrying about my family's survival. I'm rooting for all the other women who I've encountered here and can only hope that their lives will be impacted as positively as mine."



Jessica was a vibrant high school student living in Sterling, Colorado. She enjoyed learning and envisioned a successful future, complete with a bachelor's degree, financial stability, and a beautiful family. In 2012 her mother passed away, and Jessica moved in with her sister to finish high school.

Jessica continued on to college, and while thriving in her studies, she found herself in a number of unstable living conditions. An unaffordable apartment that left her in debt and homeless. A traumatic family situation that she had to escape. Then she unexpectedly became pregnant. A domestic violence incident shortly after left her worried for her unborn baby, so Jessica picked up and fled the situation, searching for help.

She knew she wanted more for herself and her baby and she vowed to fight for it. Jessica enrolled in the Nurse-Family Partnership program and re-

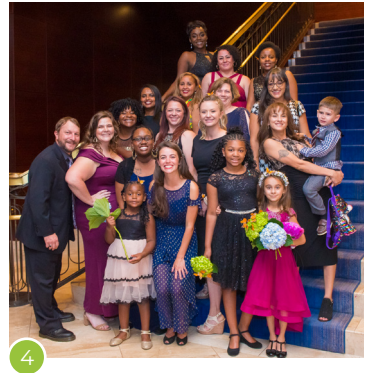
ceived assistance from a nurse home visitor as she navigated her way through pregnancy. And then she learned about Warren Village.

After moving into Warren Village, and with the help of her family advocate, Jessica quickly began working on realizing her goals: providing a stable home for her soon-to-be daughter, paying off debt, and continuing her education. She embraced every opportunity, Life Skills Class, and resource available to her. She delivered a beautiful and healthy baby girl named Janelle, who is now growing up in a strong and supportive environment in our Learning Center.

Jessica has achieved amazing success during her time at Warren Village. She approaches every goal with great fervor. She is a strong woman—raising her daughter and persevering through life to achieve that successful future she envisioned so many years ago.

During her two years at Warren Village Jessica paid off her debt, is close to finishing her bachelor's degree in Human Services, and is completing an internship with MotherWise. She already has her sights set on a master's degree as she plans for her future beyond Warren Village.

YOU JOINED US TO CELEBRATE AND SUPPORT



1. Gala: Learning Center teacher Kacy Grady & her student Carmyn
2. Gala: Alumna Jasmine with her family, Ethan Hemming & Mayor Michael B. Hancock
3. United Airlines volunteers hosting the Learning Center Carnival
4. Gala: Residents, alumni, Learning Center teachers & advocates
5. Johns Manville volunteers hosting Family Night
6. Garden Party: Kyle Craig, WV FY20 chair & Katy and Josh Whalen
7. Volunteer Appreciation Party: WV Young Leaders
8. Wells Fargo volunteers during Amp the Cause Community Day
9. Honoring Evening: empowered coach Carli Cisna, WV resident Annette & Lynn Halfmann, family advocate
10. Dr. Everett J. Freeman, President, Community College of Denver & Ethan Hemming at College to Career 5-Year Anniversary celebration





WHY YOUR GIFTS MATTER

**MEET ALUMNA KELLY, AND
HER CHILDREN AIDEN
AND AUBREY**



"I feel like I've always had the passion, drive, and determination to do great things, but Warren Village gave me the opportunity, the tools, and the ability to put those things into action."

After a broken marriage, Kelly and her two young children moved into an apartment at Warren Village that provided the warmth and security she so desperately needed. But she quickly realized this new chapter would provide so much more. Kelly was now part of a community that would support and enrich her life forever. It was the place that her son took his first steps and where her daughter learned to read—an incredible place that, with one set of keys, would open so many doors.

With the encouragement of her family advocate, Kelly began taking on-site college classes through our College to Career partnership with the Community College of Denver (CCD). She was able to focus and excel on her studies, knowing that her children were being cared for in the Learning Center. "The teachers became like a second family to us. Not only did they provide a safe and healthy environment, but my children were able to excel, form friendships, and thrive," she said.

Three years later, Kelly moved her family into permanent housing and was accepted into CCD's highly competitive Dental Hygiene program. Despite her dedication, Kelly began struggling with her classes due to unaddressed trauma from her childhood, mixed with the stress of taking 16 credits. She eventually withdrew. "I had failed to focus on rebuilding my confidence or self-worth," she said. "Instead, I continued moving forward but with no real direction in mind. After being pushed down for so long, I was scared to make my own decisions."

Kelly took time to reflect and underwent therapy, all while continuing to volunteer and mentor at Warren Village. It was through her volunteer work she realized she was pursuing the wrong career path. She decided to follow her passion and, in 2020, graduated with an associate degree in communications. Kelly's new goal is helping other single-parent families build a strong foundation and change their life trajectory.



Now pursuing a bachelor's degree in communication, Kelly was recently selected as one of 20 applicants (out of 2,000) for the 2020 All-USA Academic Team. She also landed the New Century Transfer Pathway Scholarship, awarded to the highest-scoring applicant in the state of Colorado. Both of her children are still enrolled in the Learning Center and they are flourishing.



GEARING UP FOR GROWTH

What if we could double, triple or even quadruple the number of families we serve every year? What if our alumni had expanded resources to ensure continued success long after they left Warren Village? What if we could **bottle up the “secret sauce”** of our highly effective programming and deliver it in partnership with other organizations across the city?

All these and many more are the questions our **10X Task Force** has been asking over the last 18 months. This team of 10 community and staff members is actively exploring the possibilities of site replication, alumni services expansion, and program partnerships to broaden our impact in the lives of low-income, single-parent families across the Denver metro area.

The demand for a proven service model in Denver is rapidly increasing and, as you might expect, all these exciting growth opportunities are incredibly complex. While we may not know exactly which of these concepts will be a part of our future, we do know that we must have a **strong foundation of resources and scalability** to proactively respond to each opportunity that comes our way.

And so, over the past year, we geared up for growth.

- We formalized a relationship with Urban Ventures as our housing developer partner to help us actively explore replication of our programs on a third Warren Village campus. In late 2019, **Urban Ventures and Perry Rose** also donated the 9,000-sq-ft building and land on the Aria Denver campus in northwest Denver which currently

houses the Warren Village First Step Program. The **donation, valued at just over \$1.7 million**, provides the permanence and long-term sustainability of this critical program.

- We spent six months navigating an intensive assessment of our Learning Center, resulting in a **Level 4 Colorado Shines** program quality rating—ensuring our Two-Generation (2Gen) approach is supported by a sustained level of program excellence for our families.
- Numerous software investments will now help our teams deliver programming, measure impact, and strategically plan using **data-informed decision making**. These systems will help us standardize program delivery and training through analytical practice, measure the long-term impact of our services, understand our supporters to maximize contributed revenue, and streamline process and financial efficiencies.
- We hired a full-time HR professional to update our practices, expand training, **increase employee engagement and satisfaction**, and ensure we’re ready to scale up the most valuable asset we have: our people.

Just like the gears beneath the face of a beloved timepiece, internal organizational investments are often unseen necessities but critical for the timing, power, and expansion of our impact. When we look back on fiscal year 2020, we will proudly recognize it as the year that **we polished the gears and readied ourselves for future growth and success.**

130
adults

202
children

ACHIEVEMENTS

First Generation*

83%

Increased their
**PERSONAL
COMPETENCIES**
through Life Skills
Classes

90%

Transitioned to
PERMANENT HOUSING

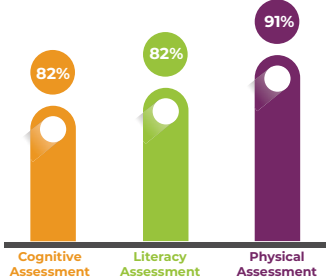
54%

Completed a
**DEGREE OR
CERTIFICATE**
program, or are
on track to finish.

*At program exit.

Second Generation

Learning Center children
meeting or exceeding
NATIONAL BENCHMARKS



63,000
NUTRITIOUS MEALS
served to Learning
Center children

Learning Center Receives
LEVEL 4 RATING



Volunteer & In-Kind Donations



PEOPLE
917



HOURS
12,466



IN-KIND
\$1,933,059

Operational



Retained
HIGHEST POSSIBLE
charity watchdog ratings



Increased
NET ASSETS
through acquisition
of First Step facility



For more information on our financial statements, please visit WarrenVillage.org/financials.

MISSION

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



WarrenVillage.org

1323 Gilpin Street | Denver, Colorado 80218

303.321.2345