




WARREN VILLAGE

Transforming Parents' Lives.
Improving Children's Futures.



2021
IMPACT
REPORT

April 2020 - March 2021

A woman with long dark hair, wearing a striped shirt, is smiling and hugging two children. The child on the left is a girl with long hair and a yellow flower in her hair, wearing a black dress with yellow sunflowers. The child on the right is a boy wearing a maroon t-shirt and blue jeans. They are standing in front of a vibrant mural with green and black abstract patterns. The ground is covered in brown mulch.

*Shianna,
Michonne,
& Sterling*

Visit our website to
read more about
Shianna's journey:
[WarrenVillage.org/
success-stories](http://WarrenVillage.org/success-stories)



A MESSAGE

From our President & CEO

Dear Friends,

As I look back over the last year, it is tempting to distill and simplify the experience into a single word to both capture and memorialize it. In some years, this might be possible (but still a stretch). After experiencing a global pandemic with devastating impacts here and around the world—a single word won't do it. **The last year has been traumatizing** for so many in our community and the long-term effects are likely to be most profound on those who live, learn, struggle, and grow at Warren Village.



Our organization, **WITH YOUR SUPPORT**, creates opportunity and walks a path with those we serve—a path that leads to greater self-sufficiency, stability, and happiness. Our pursuit of this mission didn't waiver during the height of the COVID-19 pandemic and neither did the resiliency and tireless efforts of those we serve. As the pages of this year's Impact Report will tell you, **the pandemic magnified both the challenges, and the creativity and resolve with which they were met** – by our residents, by our staff and by you, our steadfast partners. Our report will show you the highs of the year and some of the lows. You will see the faces of tremendous hope and passion.

I think you will find what I found, that **relationships and trust are the foundation for change in our community**. I hope that you will see that your investment and your presence are essential to navigating what comes next for our residents and alumni who seek support, guidance, community and opportunity at Warren Village. I know you will see evidence that not only did Warren Village survive – we also thrived.

We are in full pursuit of new opportunities to have a greater and more positive impact in our community. **We invite you to be a part of this mission**; particularly this phase of growth that is ahead, as we make an even greater impact in the lives of those we serve.

In partnership,

Ethan Hemming
President & CEO

BOARD OF TRUSTEES*

Katie M. Goodwin, Chair
- Goodwin Advanced Legal Advising, LLC
Joel Rosenstein, Vice-Chair
- Bridge Jumper LLC
Julie Davis, Treasurer
- Bank of the West
Shalyn Kettering, Secretary
- CO Attorney General's Office
Joseph W. Bagan - STAQ Pharma

Craig Brown - Investment Professional
Marsha Brown - City & County of Denver, DHS
William Browning - Community Member
Michael Burnell - Wells Fargo Bank
Jeff Gilley - North Highland Consulting
Sandra Harvath - IMA
Kevin Hobbs - Retired, AAA Colorado
Sarah Jackson - CBIZ Seff
Tasha L. Jones - LV Jones Consulting

Deanna Locke - MileHiModern
Nicole Marquez - BBVA
Gloria Neal - Mayor's Office
Jessica Perrill - CO Attorney General's Office
Karen Quast - ModernIR
Tim Swales - Johns Manville
Lou Trebino - KPMG LLC
Caroline Turner - DifferenceWORKS, LLC
Mike Walters - Key Bank

*Includes member listing at time of printing.



YOUR IMPACT

Jessie & Anthony

After growing up in what seemed like a relatively stable family, Jessie developed anxiety at 16, which led to personally destructive behaviors. **“I never felt like I would be good at anything, so I just stopped trying,”** Jessie recalls. No one believed in her, or that she would make anything of herself.

In 2018, Jessie left her home for the promise of a new life in Denver with the man she loved. **Sober and hopeful, she felt full of life and new possibilities.** That realization quickly diminished. Her boyfriend had lied, they had no place to live, and he was participating in a reckless lifestyle. She tried to make the relationship work and soon became pregnant. Now expecting, Jessie worked minimum wage jobs in the hopes of building a stable life. But her boyfriend’s behavior became more violent and destructive. **She needed a way out.**



Seeking child care for her newborn son Anthony, Jessie met with LiShanna, the Learning Center enrollment coordinator. **“I completely broke down and cried, but she said Warren Village would help me.”** Three months later, and one day before she and Anthony would be evicted, they moved into Warren Village.

Feeling safe for the first time in years, Jessie was able to focus on her goals. With the help of her family advocate, **she repaired her credit score and left her dead-end, low-paying job to pursue her college degree.**



Thanks to numerous highly competitive scholarships, including the very prestigious Reisher Scholarship, **Jessie is now on track to graduate with a bachelor's degree in human services in the spring of 2022.** She will be the first in her family to accomplish this. She has also rebuilt her self-esteem, moved beyond a very toxic and abusive relationship, obtained full custody of her son, and created a safe environment for this now thriving pre-kindergartner. **Jessie attributes her success to the robust and caring community she found at Warren Village,** including her advocates and all the single parents and children with whom she and Anthony found support.

As a Peer Resource Navigator in Warren Village's Alumni Navigation Network, Jessie works with other alumni who may still be struggling to find resources. **She also gives back to current residents as part of a network that informs and improves programmatic quality.**



Thanks to Warren Village, I am now confident as an individual and a parent. My son is a healthy well-rounded child; he is learning how to process his emotions and express his feelings thanks to his amazing teachers in the Learning Center.

- JESSIE, WARREN VILLAGE ALUMNA



CHALLENGED

Yet Resilient

Few knew what lay ahead when the pandemic began. It was only through the strength of our community and our core values that we persevered. On March 14, 2020, we sent our staff home to await word of our return. Would it be a week, a month? No one knew, and as days became weeks we started to find ways to ensure continuity of our service delivery. **Our residents were suffering greatly** with the sudden, unexpected isolation and the rapid transition to remote learning for themselves and their children. We found ourselves challenged on how we could best support them and, at the same time, keep our community and staff safe.

Between March and November 2020:

- **50% of working resident parents lost their job**
- **67% of alumni experienced a negative impact on their employment or income**
- **Services to resident parents and children were primarily remote with the exception of the Learning Center which re-opened at a limited capacity on June 1st.**

Our teams were diligent in their efforts and tireless in their concern for our families. **Pivoting to virtual environments for ALL services took tremendous tenacity and creativity.**

Our board moved swiftly to approve over \$140,000 in emergency grants and organizational investments to support residents and alumni. Our investment, combined with the outpouring of support from our individual donors, corporate

partners, and foundation funders, allowed us to meet the most urgent and immediate needs of our families and our operations. We provided 44 laptops, upgraded our WiFi, and offered free internet access to all residents. **We provided emergency assistance with food, rent, utilities, and auto repairs.** We offered mattresses to new residents and provided diapers, wipes, and baby formula to all who needed them.

We placed additional emphasis on **mental health supports and personal wellness plans to mitigate stress** and encourage self-care for parents and children alike. We helped coordinate childcare and provided free access to 24-7 tele-health services for families.

Despite tremendous obstacles and challenges, our residents commit to a path that will allow them to change the course of their lives, and while this year has been challenging (to say the least), they are doing just that! **One-on-one coaching sessions are back in-person, Family Nights have resumed, College to Career classes will resume at full scale in the fall, Life Skills Classes will be back in-person in the late fall, and our Learning Center is slowly resuming full capacity.**



OUTCOMES & Accomplishments



PERMANENT HOUSING

86%

Of residents secured housing upon leaving Warren Village.

PERSONAL COMPETENCIES

76%

Of residents increased their self-awareness and self-management competencies through Life Skills Classes.



AVERAGE ANNUAL SALARY

\$35,553



EDUCATION

59%

Of residents completed a degree (Associate's, Bachelor's, or Master's) or vocational certificates or are on track to finish.

PARENTS served in FY21



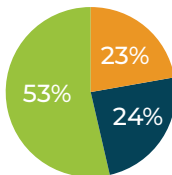
CHILDREN served in FY21



8,254

CHILDREN & PARENTS SERVED AT WARREN VILLAGE SINCE 1974

Operating Revenue

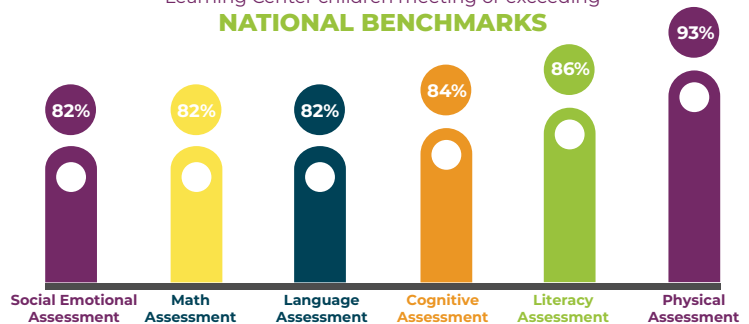


- Learning Center
- Housing
- Contributed & Other

Total Operating Revenue: \$6.2 M

Total Operating Expense: \$5.8 M

Learning Center children meeting or exceeding **NATIONAL BENCHMARKS**



For more information regarding our financial health, please visit WarrenVillage.org/financials.

The Learning Center uses MyTeachingStrategies, GOLD® to measure the developmental outcomes of our students.



ENSURING

Growth & Diversity

BROADENING OUR IMPACT

While 2020 provided numerous challenges related to the pandemic, our board and staff **remained steadfast in developing and implementing new strategies aimed at meeting the ever-growing need for self-sufficiency services in our community.** Now more than ever, the demand for a proven service model coupled with the need for affordable housing compels us on our quest to do more.

In that vein, we launched a two-year pilot program in partnership with BLDG Management, Inc., a property management company that owns and operates approximately 6,000 apartments throughout Denver. **Using the foundation of our Two-Generation (2Gen) approach, we will provide on-site supportive services to residents living in “workforce” level housing at Ivy Crossing Apartments.** These services include financial coaching, life skills, mental health and resource referrals, as well as after-school programming for resident children and additional resources for parents to address children’s developmental, behavioral, and mental health issues. **The goal is to support families who exist on the cusp of stable housing and ensure they can maintain a path towards greater stability.**

Our leadership team also continued to lay the groundwork for the development of a new, large scale housing, programming, and early learning facility in Denver. A highlight of this work is our continued partnership with Urban Ventures and

an external, preparatory review conducted by the Corporation for Supportive Housing (CSH), with subsequent guidance from them relevant to the pursuit of funding for a third facility. **The path is long but our pursuit is relentless,** driven by the need to do more for families in need.



DIVERSITY, EQUITY, AND INCLUSION

This past year has provided a series of wake-up calls for racial equity in our community, our nation, and the world we all share. While we recognize that racism and inequality are not new, the fervor and calls to action have prompted us to look inward and recognize that **race and inequality are “root cause” issues for the work we do with the families we serve.**

We are committed to prioritizing racial equity and inclusion through educating ourselves and one another, normalizing discussions about race, listening first, examining power structures, making policy changes, establishing a shared vernacular, and so much more. The work of learning is ongoing at Warren Village.



Learning Center Students



YOUR IMPACT

Jane, Theo, and Maya

Jane was an independent woman with a mission. In 1999, she came to America from Kenya for the first time. With large aspirations, she knew her goals and dreams lay in the United States. In the early 2000's, Jane came to live and study in Colorado, and in 2008 she received a bachelor's degree in accounting from Regis University. **She was well on her way to achieving her goals, but entering the workforce in 2008 was a challenge.** Then, on a visit back to Kenya, her dreams shifted when she met and married her husband.

For the first five years of her marriage in Kenya, things were good – they had flourishing businesses, strived for the same goals, and started a family. **But the last three years of her marriage, things turned, and Jane once again started thinking she needed to get back to chasing her dreams in America.** Jane entered a green card lottery, was selected, and in November 2018 arrived in America with her two children – Maya and Theo.



Jane thought that if she could just get back to America, she'd get back to the life she had left in 2008, but unfortunately, that wasn't quite the case. **After moving in with a relative, who was also in an uncomfortable relationship, Jane realized she needed to find a home where her children could feel safe and secure.** That's when a friend introduced her to Warren Village. Jane, Maya and Theo moved into Warren Village in February of 2019.

Warren Village not only created a safe home for Jane and her family, but also helped her get back on track to pursue her goals. **With the support of her family advocate, Jane was able to pay off old student loans, take a few courses, get her resume up to date, and eventually, find an entry level position in accounting.** When COVID-19 hit, Jane's plans were re-routed, and Warren Village was there to support her new vision and allow her to pursue an MBA with Western Governors University. As for Maya and Theo, they found their place at Warren Village through Kids' Club. They found activities they both love—art for Maya and building for Theo—and continue to connect with other children in the Warren Village community.

Over the last two years, Jane has found the support she was seeking, made a plan, and continued to chase her dreams that started so many years ago. **She is confident in her vision and confident in raising children who are free to pursue their dreams in a safe and peaceful home.**



When I was married, in my own home, I was worried. I was worried about what I was going to eat and what was the next thing because I was in a controlled and very toxic environment. For Warren Village to step in and say, 'Relax, it's OK. You're fine, you have a place to sleep; you have a place to eat and you can enjoy a peaceful two years,' that's incredible. What Warren Village does is extraordinary.

-JANE, WARREN VILLAGE RESIDENT



WARREN
VILLAGE

**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

