

# THE VILLAGER

FALL 2021

## WARREN VILLAGE LAUNCHES SERVICES FOR PREGNANT AND PARENTING TEEN MOMS

Beginning January 2022, Warren Village will provide safe housing and wrap-around, on-site supportive services to 16 pregnant and parenting teen moms and their children who are enrolled at Florence Crittenton (FloCrit) High School. The families will live at our 5280 Federal Boulevard location. Warren Village is partnering with the Denver non-profit Florence Crittenton Services in this ground-breaking endeavor.



This innovative partnership would leverage the power of Warren Village's Two-Generation (2Gen) approach and the specialized youth education and early care expertise that FloCrit has provided to teen families for generations. For parenting teens, housing is a particular challenge. Teens need consistent, intensive guidance by trained professionals in order to establish and achieve educational and personal goals. Additionally, most housing programs are designed for adults with previous independent living skills and rental history, while housing programs that do target youth rarely include services for young children.

In FY20-21, Florence Crittenton Services had 62 moms who experienced homelessness and/or housing instability. This partnership will combine each organization's unique expertise and resources in order to address barriers and expand services for this extremely vulnerable, yet high-potential population.

Warren Village is currently seeking funds to support this initiative and invites interested supporters to contact Michele Kilen at 303.320.5057 or [mkilen@warrenvillage.org](mailto:mkilen@warrenvillage.org).

## ONE STEP CLOSER TO A THIRD FACILITY

In partnership with Urban Ventures, Warren Village recently submitted a proposal to the Denver Housing Authority to acquire land at 1394 West Alameda Avenue and 1373 West Nevada Place, and ultimately build a supportive housing facility.



Residents at the Alameda site will be single-parent families experiencing chronic housing instability, homelessness, or who are at risk of homelessness. The site will offer 50 units of voucher-funded supportive housing, and 24 affordable low-income housing tax credit (LIHTC) units. Designed by Shears Adkins Rockmore Architects, the conceptual design is an integrated campus comprised of two three-story buildings, a 30-unit residential building, which will include six one- and 24 two-bedroom units and 8,000 SF of community and service support space. A second 44-unit building will offer four one-, 24 two-, and 16 three-bedroom units, a 8,400 SF early learning center as well as playgrounds, community gardens, and outdoor gathering spaces.

The opportunity to work in concert with the Denver Housing Authority to provide safe, affordable, and supportive housing for families in a rapidly changing Denver neighborhood presents an ideal fit. We hope to hear whether our proposal is accepted in November.

## IVY CROSSING PILOT PROGRAM - THREE MONTHS IN

In July 2021, Warren Village launched a two-year pilot program in partnership with BLDG Management at their Ivy Crossing apartment complex on South Quebec in Denver. The program provides intense support to 15 families living under 80% of the Area Median Income and will provide resource referrals to other families in need at the 1,023-unit property. Warren Village staff is working closely with BLDG staff to ensure that residents who might be on the cusp of losing housing have access to stabilizing and empowering resources.

*"With parents being more financially stable, and their children being more successful in school, the property will benefit from higher resident retention which creates a win-win for everyone involved." - Darren Everett, President, BLDG Management*

Additionally, Warren Village is implementing a rent reporting pilot program in concert with the Credit Builders Alliance (CBA) and Esusu. The program will provide residents with an opportunity to raise their credit scores, by allowing Warren Village to report rent payments to the three credit bureaus. In the future, Denver's Office of Financial Empowerment and Protection, in collaboration with The Bank on Denver, will be providing a designated on-site bilingual financial coach to provide one-on-one sessions to increase financial literacy and improve financial health and stability.

The program has provided assistance to 168 families since its inception.



Lily Kapitan, Community Resource Coach working with residents of Ivy Crossing.



## STARTING OFF TO SCHOOL ON THE RIGHT FOOT



Special thanks to **Guild Education**, **The Doll House**, **Councilman Chris Hinds**, and a cadre of volunteers from **UPS** for teaming up to provide school supplies and backpacks for our resident and alumni children.

This is the 15th consecutive year that the Women Empowered Employee Resource Group (ERG) at **Lumen** (formerly CenturyLink) has raised funds to provide new shoes to Warren Village children. This year their staff met its goal of raising \$6,000!



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# TOGETHER WE RISE, RENEW, AND THRIVE

From our President & CEO

Dear Friends and Supporters,

Fall is surely upon us! While the daily temperatures last month didn't always reflect it, the seasons are changing. As we reflect on the hopes that COVID would be dampened over the summer and we now face a new phase of the pandemic, my thoughts go to you and to our residents and alumni. Together, we have risen to face the challenges and pain that this pandemic has brought to our community. Our residents are incredibly resilient in facing both the health and economic hardships. Our survey data validate the adversities they've endured, and continue to face, including: job loss, reduced hours, college education interruptions, health challenges, - to name a few. In the face of the ongoing pandemic, together we renew our commitment to our community and those we serve. **Along with us, you—our donors, our supporters—continue to walk the path and maintain your devotion to this work.**



On the staffing front, we are excited to announce that Sheila Mahony has joined our team as our Development Director. Sheila comes to us with a wealth of experience in fundraising, program development and strategy! We are excited to make this critical addition to our team and Sheila looks forward to meeting many of you this fall!

As the pages of this issue of The Villager confirm, there are a lot of great activities and initiatives taking shape at Warren Village. Growing our impact in the community has never been more evident! Please check out the article on the proposal that we recently submitted to the Denver Housing Authority. If our proposal is selected, this would be a significant milestone on our journey to building a third facility in Denver. Please also see the articles on our new service model that opened this summer at Ivy Crossing and our emerging service initiative for pregnant and parenting teens at our First Step facility.

**There is so much good work happening and YOU are the cornerstone of it all.** Without you, none of this would be possible. Our growing community of supporters is essential to our service expansion and, ultimately, to those single-parent families who need support to reach their fullest potential. We urge YOU to continue your support and your engagement with our organization. **YOU are making positive change in our community.** Together we will help our children and families thrive as they continue their journey to empowerment and self-sufficiency.

Onward,

Ethan Hemming, President & CEO



**TREMENDOUS THANKS**  
to the viewers of Next with Kyle Clark  
for donating more than \$100,000  
through the "Word of Thanks"  
giving campaign on 9News!

## LONG-TIME SUPPORTERS STEPPING UP



### 2021 SPONSORSHIP & SUPPORT CAMPAIGN

Earlier this year, we made the difficult decision to cancel our signature fundraising event due to the challenging COVID conditions. Annually, we rely on the Fall Gala to raise nearly \$300,000 for our programs. Several generous corporations and individuals have stepped up to invest directly in our mission to help offset the lost event revenue. We are grateful to the following individuals and corporations for their support: Mary Wells/John McCabe, AAA Colorado, Katie and Scott Goodwin, Jr., STAQ Pharma, Ethan Hemming/Nicole Tembrock, IMA, KPMG LLP, Larry and Christine Baumgartner, John Nimock/UBS, North Highland, Jeff Parker/Eric Johnson, P&P Ventures LLC, CBIZ MHM, Bank of the West, and Cheryl Coleman with Home Mortgage Alliance.

*There is still time to support our Fall Sponsorship & Support Campaign, please contact Michele Kilen at 303.320.5057 or [mkilen@warrenvillage.org](mailto:mkilen@warrenvillage.org).*

## OUR JOURNEY TO ACHIEVE RACIAL EQUITY AND INCLUSION CONTINUES

We acknowledge that striving for genuine diversity, equity, and inclusion is a lifelong journey. Our work is ongoing and ever evolving; but we are committed to this work for the long haul.

Working towards our newly adopted strategic goal of "Creating a Diverse, Equitable and Inclusive Community" our committee and staff are hard at work! Projects include:

- Revising HR procedures such as conscious recruiting and removing bias in hiring practices;
- Revising the staff handbook and related staff policies to eliminate bias in all forms;
- Revising our housing and program application process and other policies and procedures to increase cultural sensitivity, eliminate bias, and reduce barriers; and
- Revising the Learning Center Parent Handbook.

We are excited to welcome our new Emerson Hunger Fellow, Alex Wilson, who comes to us from the Congressional Hunger Center. Alex is supporting our Diversity, Equity and Inclusion (DE&I) efforts. She will be helping to integrate feedback from residents, alumni and Learning Center parents into our program design and creating a deliverable that will help guide future DE&I efforts around meaningful resident and alumni involvement.

**WE STAND UNITED  
AGAINST THE INJUSTICES AND  
CRUELTY OF SYSTEMIC RACISM.**

WARREN VILLAGE

## BACK TOGETHER AT LAST

Warren Village held its annual Summer Garden Party on August 11, 2021 at the beautiful home of our long-time supporter Dr. Jody Mathie. The evening began with cocktails and delicious light bites by Adde's Catering Kitchen in the backyard garden, while 90 guests enjoyed the musical talents of Diego Lopez. The evening culminated with a very inspirational testimonial from our resident, Jane. You can read about her journey at: [Warrenvillage.org/jane-story/](https://warrenvillage.org/jane-story/)

The evening was generously underwritten by KeyBank. We appreciate everyone who came out to enjoy the party and help us raise awareness of Warren Village.



From top left: Donna and Ed Swibas, Stephanie Tedy, Amanda Gash, Jorie Zazula, and Yolanda & Tony Rainold



Lars Ruggles, WV Trustee Lou Trebino, Nicole Tembrock, and WV President & CEO Ethan Hemming



WV Trustee Marsha Brown, Bruce Alexander, Melissa McGinley, and Tim & Sue Damour



Learning Center Teacher Nora Silva and her student Zaidah



WV Residents Reba, Jane, and their children, Rayana, Ryden, Theo, and Maya



Gail Bolser, WV Trustees Ken Bolser and Tim Swales, and Gina Swales



WV Trustee Mike Walters, whose company KeyBank was the event sponsor



Dr. Jody Mathie, Gina Fenton, and Board Chair Katie Goodwin



## BOARD OF TRUSTEES NEWS

Warren Village is tremendously grateful to our Board of Trustees for their tireless work to advance the mission of the organization. One of our key strategic goals is to build the capacity, breadth, and diversity of our Board. We are thrilled to welcome the following new Board members, each of whom brings passion, expertise, and a willingness to help take Warren Village to the next level: Kenneth M. Bolser, Field Vice President, AAA Colorado; Peter Dellgren, Associate Vice President, North Highland; Laneeta Sowell-Pruitt, Branch Manager, US Bank; and returning for her fourth term is Caroline Turner, Principal, DifferenceWORKS, LLC/Former General Counsel, Coors.

Mark Waddell—valued long-time Board member and supporter—was recently elected as an honorary trustee. Tremendous gratitude goes to departing trustees Joe Bagan and Jeff Gilley who recently moved out of state.

The Board will hold its annual all-day, in-person strategic retreat in October. For a complete listing of our Board members, please visit [WarrenVillage.org/#board-of-trustees](https://WarrenVillage.org/#board-of-trustees).



Kenneth M. Bolser



Peter Dellgren



Laneeta Sowell-Pruitt



Caroline Turner

## A CONVERSATION WITH WV BOARD CHAIR ABOUT INTERSECTIONALITY

Intersectionality is a concept that helps us understand why no two people experience the world in the same way. While we may share certain life experiences, we don't always view them similarly because of who we are. In order to continue to learn and grow personally, I continue to value the importance of listening. I often connect with people with respect to what we have in common; this is a helpful tool.

However, I need to remain aware that just as no two people look alike, no two people see the world in the same way either. I think there is a place for us to continue engaging in respectful dialog with each other, find the com-

monality and how we can continue to collectively thrive as a community.

Professionally, I use the theory of intersectionality to try to eliminate preconceived notions that are easy to espouse when you hear only one side of a story. I have learned, many times, that no two versions of a story are ever the same. That does not mean one person is not telling the truth, rather, it illustrates the fact that each person is telling their own truth. With my work at Warren Village, I do try to connect with our resident families by talking about our shared experiences – I am a working parent who wants what is best for her family.

I do understand, however, that the resident experience is not my own. Our residents and their resilience inspire me to advocate for the organization so that it can help each and every one achieve their own unique success.



Katie M. Goodwin, Warren Village Board Chair

## CORPORATE PARTNERS STEPPING OUT ON THE LINKS TO HELP WARREN VILLAGE



On August 29th, Johns Manville hosted its annual golf tournament to raise funds and in-kind donations for Warren Village. Pictured left to right: Steve Kondracki, Austin Locke, Anna Foster, and Tim Swales.



On September 24th, All Copy Products hosted its 7th annual golf tournament to raise funds for Warren Village. Pictured left to right: Tim Swales, Mike Walters, Ethan Hemming, Sandra Harvath, Craig Brown, and Brad Knepper.

## LEARNING CENTER TEACHERS STRIVING FOR EXCELLENCE

Our Learning Center provides high-quality, on-site developmental care and licensed early childhood education for more than 100 children ages 6 weeks to 10 years. The Learning Center maintains low teacher-to-student ratios that foster more one-on-one interaction and individualized instruction. In FY21, the Learning Center had 23 teachers, 100% of whom completed the organization's goal of 15 hours of professional development per year.

On top of that, Tara DeAugustine, one of our incredible teachers, recently completed her master's degree in learning, developmental, and family sciences with an emphasis in early childhood education from the University of Colorado Denver through an accelerated one-year program. We are proud to recognize this tremendous accomplishment! Congratulations to Tara who has been a teacher in our toddler classroom for the past 5 years.



*"My greatest takeaway from my studies is the ability to see children as fully capable and able. That is, to truly value the point of view of the child. Through observation, I'm able to learn and hypothesize about what the children are thinking, and how they're experiencing their reality. This informs my planning and allows for a curriculum that's led by the interests of the children." - Tara DeAugustine*

## STORIES OF HOPE - SHIANNA

Born and raised in the Navajo Nation by three generations of single moms, Shianna grew up strong and independent, learning everything from cooking to changing the oil in her car and everything in between. Her childhood was not easy. There was no running water, her family was poor, and generational poverty was rampant. Shianna was living day to day with little hope of furthering her education.

Life shifted when Shianna became pregnant with her daughter Michonne, when she was 16 years old - and then her son Sterling, followed a year later. Shortly after the birth of her children, their father became repeatedly abusive, he was subsequently arrested and is now serving time in prison for domestic violence.

Shianna dreamed of a new life in Denver and made the move, but finding a home and stable employment to support her dreams and her family were elusive. She found herself homeless and living in a tent under a bridge with two small children. A desperate call to relatives prompted her mother to do an online search for assistance and Warren Village popped up. A few months later Shianna moved her children, Michonne, now 5, and Sterling, now 4 into their new home.



With a safe and affordable home, high-quality care and early education for her children, and a Family Advocate to coach her, Shianna immediately began to assess her current situation and

make goals for the future. With two low-paying jobs on her resume that left her struggling, she knew she needed to focus on getting a degree. She enrolled at the Community College of Denver and was able to begin taking college courses on site through Warren Village's College to Career Initiative. "Going to college was not something I had ever envisioned doing, it was only with the support of my Family Advocate that I endeavored to enroll. Now I'm well on my way to completing a Paralegal Associate's degree," said Shianna.



*"My goal once I am done with my Paralegal degree is to carry on studying Law—Tribal Law specifically—and Native American studies, so I can pursue a career as a Tribal Attorney, representing tribes across the country. To finally be actively working towards that, as well as advocating for my people fills my soul and makes me feel complete."*

Shianna has found tremendous support from other residents, and credits this sense of community with helping her achieve her goals. Her children have also embraced their own community in the Learning Center. Sterling, once a shy and closed young boy is now thriving and confident. Michonne is discovering her creative side and becoming a very poised young lady. Read more at: [Warrenvillage.org/shianna-story/](http://Warrenvillage.org/shianna-story/)



## COMMUNITY FOUNDATION SUPPORT

We are excited to announce that Warren Village received a \$300,000 grant from the Caring for Denver Foundation to advance the organization's



Wellness Initiative for resident families over the next two years. The Caring for Denver grant enables Warren Village to add one full-time and one-part time mental health clinician to provide services to residents 26 and under. Of the 230 people currently living at Warren Village, more than 70 percent are under the age of 26. The funds will also be used to enhance existing mental health support and skills, such as offering life skills classes and to provide support for the Kids' Club after-school enrichment and summer camp programs.

*"We are grateful to partner with Warren Village in this meaningful work to support parents and their children. This program seeks to support and strengthen connections between caregivers and their children which is one of the most powerful known predictors of lifelong mental health."*

*- Lorez Meinhold, Executive Director,  
Caring for Denver Foundation*

## FAMILY NIGHTS ARE BACK!

Family Nights are one of the most treasured community events that volunteer groups host at Warren Village. They provide an opportunity for our resident and alumni families to gather, eat, laugh, play, and interact one-on-one with volunteers. In 2020, these events were put on hiatus, but we have slowly begun to welcome groups back! We were thrilled to see the team from Johns Manville return in July, as well as the crew from the Moment of Levity Food Truck.



If you or your organization is interested in hosting a Family Night, please contact Anna Foster at 303.320.5032 or [afoster@warrenvillage.org](mailto:afoster@warrenvillage.org).

## HOLIDAY SHOP



Warren Village's 34th Annual Holiday Shop will include an online gift registry with gift drop off occurring in person. Volunteer opportunities will be available for gift wrapping and distribution, and for an in-person event on Saturday, December 11th at Althea Center at 14th & Williams.

Please check our website and social media channels in November for more information.

## 2021 ALUMNI SURVEY RESULTS

Each spring, our Alumni Services department conducts a survey with more than 300 alumni to collect longitudinal data that informs current programming and future alumni services and programming. Some of that data is reflected here.

# 8.0

Average rating of how much alumni thought WV helped them on their path towards self-sufficiency (on a scale of 1 to 10)

# 64%

Are currently working (44% FT, 20% PT)

# 60%

Are still in contact with families, neighbors, friends, or acquaintances they met during their time at WV

*"I'm thankful to Warren Village and all of the staff who helps us and our children. Warren Village helped push me to be more successful, not only in life, but as a mother. Thank you all so much!"*  
- Abigail, Warren Village Alumna

WARREN  VILLAGE

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