

2023

WARREN  VILLAGE

# IMPACT REPORT

April 2022 - March 2023







# Becky, Zion, and Zoe

Read about Becky's journey at  
[WarrenVillage.org/success-stories](https://WarrenVillage.org/success-stories)

# A MESSAGE

## from Our President & CEO



Dear Friends,

As we reflect on the past year, I am thrilled to share with you the remarkable outcomes and achievements of our families, alumni, staff, board, and volunteers.

Guided by our new Strategic Framework we continued to embrace a holistic vision that integrates multiple vital elements. By centering on racial equity, we acknowledge the systemic barriers faced by marginalized communities and focus our emphasis on delivering high-quality, effective, and responsive programs. The framework's focus on cultivating and mobilizing resources ensures long-term sustainability, enabling the organization to provide targeted multi-generational support that enhances economic, academic, and personal competencies for both parents and children.

In FY23, Warren Village continued to advance its mission of empowering single-parent families to overcome obstacles and build brighter futures. On the following pages, you will find statistics and data that demonstrate residents' successes, the strength of our programs, and the impact that essential resources, support, and opportunities for growth have on a family's life.

Education remains at the heart of our mission, as you will see by the post-secondary education accomplishments. These achievements exemplify the determination of our families, and show the need to expand access to education and skill-building opportunities. Our United Airlines Early Learning Center students exceeded critical developmental benchmarks. Despite the ongoing crisis in childcare staffing, we continued to provide a nurturing and enriching environment for our youngest learners.

As we move into the future, Warren Village remains steadfast in our dedication to serve our community, break the cycle of poverty, and create opportunities for single-parent families to thrive. We look forward to achieving even greater milestones in 2024 with the opening of Warren Village at Alameda, which will provide 89 units of affordable housing, program/training space, and an early learning center in southwest Denver.

These accomplishments are possible because of our residents' strength and determination and the support of all of you - our donors, partners, staff, Board of Trustees, and volunteers. Your commitment to our mission drives us forward. Thank you for believing in the power that our residents have in them, and for supporting the programs that help them tap into that power. Explore the pages of this report to learn more about the stories of resilience, hope, and empowerment that define the families at Warren Village.

With gratitude and optimism,  
Ethan Hemming, President & CEO



# OUTCOMES

## and Accomplishments

### EDUCATION

**62%**

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

### PERMANENT HOUSING

**86%**

Of residents secured housing upon leaving Warren Village

### PERSONAL COMPETENCIES

**95%**

Of residents increased their Bridge to Self-Sufficiency score upon exit

### ADULTS SERVED

**131**

### CHILDREN SERVED

**204**

### ALUMNI ADULTS SERVED

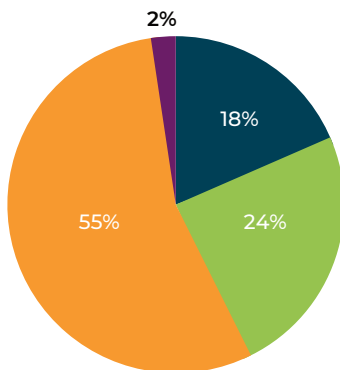
**175**

### ALUMNI CHILDREN SERVED

**67**

### AVERAGE HOURLY WAGE OF FULL-TIME EXITING RESIDENTS

**\$21.91**



### Operating Revenue

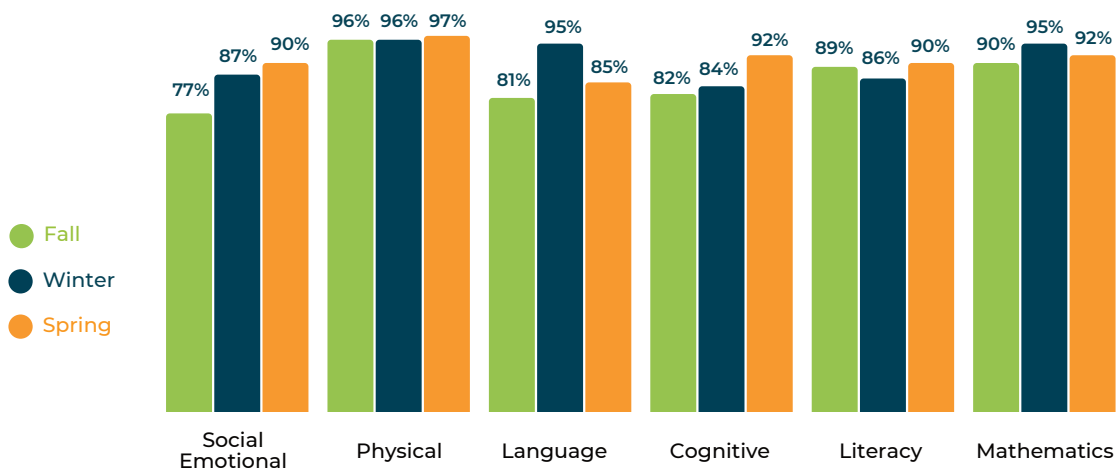
Total Operating Expense: \$7.04M

Total Operating Revenue: \$8.4M

For more information regarding our financial health, please visit [WarrenVillage.org/financials](http://WarrenVillage.org/financials).

### Learning Center children meeting or exceeding NATIONAL BENCHMARKS

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





# Learning Center Teacher Ms. Maria and Her Students

Read about Maria and our Early Learning Center at  
[WarrenVillage.org/the-village-voice-blog](http://WarrenVillage.org/the-village-voice-blog).



# NURTURING

## Community Partnerships

### FIRST STEP HOUSING FOR TEEN MOMS



First Step has continued to support young moms through the Bridge to Self-Sufficiency and by building community. Staff also began the search for an external evaluator to further understand the impact of the program. First Step worked to increase occupancy and expanded the program to more organizations in addition to Florence Crittenton Services. Now, programs that serve young moms can utilize First Step. Through community outreach, staff is eager to serve more potential residents.

#### Accomplishments at First Step

- 11 residents lived at First Step
- 43% of residents who moved out of First Step attained a degree or credential
- 5 residents sat on the Resident Council
- 11 participated in the Positive Community Culture group
- 11 took two life skills classes per month
- 11 worked on an Empath Mobility Mentoring goal
- 5 made housing plans with a Housing and Finance Navigator or Family Advocate

### PROGRAM EXPANDS AT IVY CROSSING



Through our partnership with Ivy Crossing Apartments, Warren Village staff serve the most at-risk residents to prevent them from falling into homelessness. Staff spent the year providing coaching and expanding resources to the Ivy Crossing community. Warren Village staff opened a Kids' Club location to provide after school and summer care. They hosted community parties for Halloween, winter holidays, Earth Day, and back to school, and encouraged all Ivy Crossing residents to participate. Additionally, staff met with Ivy Crossing management to closely collaborate on resourcing, programming, and resident outcomes.

#### Accomplishments at Ivy Crossing

- 653 resource referrals
- 259 children's needs referrals
- 52 rental and utility assistance referrals
- 256 benefits assistance referrals
- 16 Mobility Mentoring® participants
- 26 Kids' Club participants
- 123 food pantry resources accessed



# BUILDING

## for the Future



### PILOTING NEW COLLABORATIVE MODELS TO SUPPORT FAMILY SUCCESS



This year, staff focused on collaboration across departments to enhance services for families. The Early Learning Center and Family Services departments looked at how they could work across teams to share knowledge and up-to-date information about families. This led to a new collaborative model to further support families. Once a month Family Advocates meet with Early Learning Center teachers, Warren Village on-site mental health clinicians, and occasionally CCPLD (Colorado Center for Pediatric Learning Development) therapists. The goal is to improve communication between teachers and advocates, while ensuring that parents are empowered to support their children.

#### *Accomplishments in the Learning Center*

152 students enrolled in the Learning Center

26 teachers worked in  
Early Learning Center classrooms

76% teacher retention

62 children were positively impacted  
by new collaborative efforts

### SETTING UP FOR THE FUTURE

On August 30, 2023, Warren Village reached a significant milestone toward the goal of serving 89 additional single-parent families with a ground-breaking celebration for the new campus, Warren Village at Alameda. Through generous support from local, state and federal partners, this new campus addresses the growing need for affordable housing in our community. The new facility will include safe and affordable housing, an early learning center, and supportive services for parents and is expected to open in late 2024.



“Warren Village’s journey is one of unwavering commitment to disrupting generational poverty. As we embark on this new chapter, Warren Village at Alameda represents a community coming together to support families in need, illuminating brighter paths for all. We believe that when you empower families, you empower the future.”  
– Ethan Hemming,  
President & CEO

# A RESIDENT'S STORY

## Marisella and Xavier



At the beginning of 2022, Marisella got a call and made a choice that would change the trajectory of her and her son Xavier's lives. Madison Caparros, the Housing Manager at Florence Crittenton Services (FloCrit), called to share that Warren Village and FloCrit had a new housing program for teen moms called First Step. Marisella and Xavier could live there if she enrolled at Florence Crittenton High School. Marisella was 20 at the time, and her son was 2 years old. They were living in a small apartment, and Marisella was working full-time. Her mother, who had lived with them for the past two years, had just moved out, leaving Marisella feeling overwhelmed and alone.

When Xavier was born in 2019, he spent three months in the NICU. During this time, Marisella and her mother did not have a place to live. "I was basically living in the hospital after I had Xavier," Marisella acknowledges. "My mom and I ended up finding a one-bedroom apartment in our budget." For the next few years, Marisella worked full-time to support her family while her mother watched Xavier. This left no time for school, causing Marisella to take a break from her education at Florence Crittenton High School. "Doing what I had to do was overwhelming. Working full-time was frustrating," says Marisella. "I never saw myself getting my high school diploma. I wanted to finish school, but I had responsibilities."

The day Madison called Marisella with the option to go back to school at FloCrit and have a safe and stable place to live at First Step, the decision was easy for Marisella. "I dropped everything to go back to school and move into First Step," she says. She was accepted right away to the communal living program for young moms working to complete their GED or high school diploma. "I was in a domestic violence situation, and moving into First Step immediately allowed me to get out of that situation and into a place where we could be safe," Marisella remembers. Now she was able to return to school full-time, save money, and start thinking about the future.

Marisella was nervous to move into First Step, but once she settled in, she began to see all the resources, supports, and the strong community her new home had to offer. Staff provided necessary and critical resources. They helped navigate government programs, future housing options, and career and post-secondary education pathways. They organized enrichment programming for the residents that covered topics like building credit, opening a savings account, parenting, and self-reflection, growth and self-care.

As time went on, Marisella got to know the other

**“ Having a safe, stable place to live with structure and rules kept me motivated to go to school every day, finish my GED tests and graduate. ”**



young moms living at First Step. “It’s nice to get to know the other moms and hear their stories,” says Marisella. “We’ve been through the same things like domestic violence or toxic relationships, and it’s nice to have others who understand you and what you’ve been through.” Xavier has come a long way since moving into First Step. He runs around the house with the other kids, singing and playing. He has a bigger vocabulary and loves to play outside. Marisella continues to take him to school at Clayton Early Learning Center every day.

In May, Marisella graduated with the Florence Crittenton High School Class of 2023. “I’m really proud of myself that I accomplished my goal to get through high school and graduate, even though things were really tough,” says Marisella. Now she is thinking about a career in the healthcare field. She works night shifts at a senior living facility, and is exploring her options in dental, radiology, and nursing. With the help of First Step staff, she received a housing voucher, and is on the waiting list for an apartment.

Sadly, Marisella’s mother, one of her biggest supporters, was diagnosed with cancer and passed away right before Marisella graduated. Marisella knows that her mother would be proud of all she has accomplished. “I’ve come a long way, I really have,” Marisella reflects.

**“First Step has empowered me to be the person I want to be and is getting me to where I want to go.”**



Photo by Bernard Wooten, FocusTree



# SUPPORTING

## Empowered and Thriving Alums

### ALUMNI SUPPORT

In addition to helping current residents, the Family Services team at Warren Village has continued to grow its Alumni Program to support residents as they transition to other housing in the community, and in the years after they exit the program. By providing long-term and ongoing services to alumni, Warren Village can help families remain self-sufficient.

### Alumni Successes

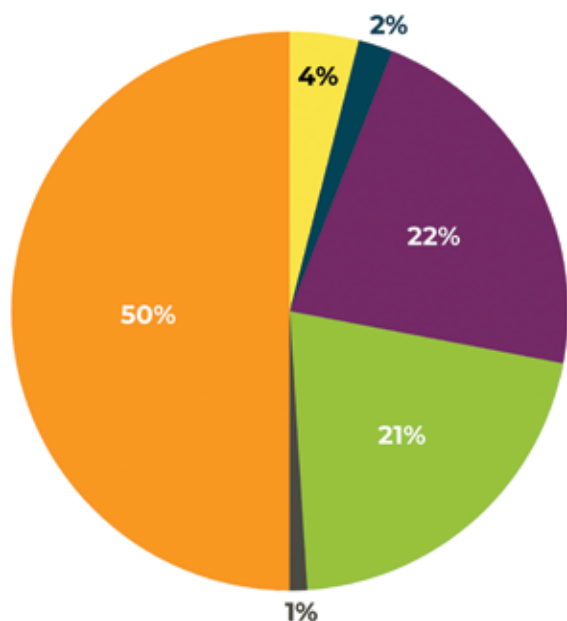
175 alumni adults served  
67 alumni children served  
22% have been in contact with a Warren Village Peer Resource Navigator

### Careers and Academics

16% of alums are both working and going to school  
56% of alums are working  
16% of alums are going to school  
11% of alums are either unemployed, utilizing disability or retirement, or are stay-at-home parents



### HOUSING SITUATIONS



- In income-restricted housing (e.g. Section 8, public housing, tax credit property)
- With family or friends, by choice
- With family or friends, due to crisis (e.g. eviction, loss of employment, divorce, health concerns, domestic violence, etc.)
- In a full-market apartment or house
- In a house they own
- In a shelter or emergency housing





*Jada and Gabby*

Read about Jada's journey at  
[WarrenVillage.org/success-stories](https://WarrenVillage.org/success-stories)



# ENSURING

## Growth and Diversity

### DIVERSITY, EQUITY, AND INCLUSION AT WARREN VILLAGE



Candace Johnson

In July 2022, Warren Village took the next step in its commitment to build a more diverse, equitable, and inclusive environment by hiring consultant Candace Johnson, Up and Ahead Consulting. With the support of the Warren Village DEI committee, she began building a racial equity decision-making tool. This tool utilizes a series of questions and prompts to help people consider the impact on racial and ethnic groups. This allows those involved to determine if a decision will perpetuate deeper oppression or add a benefit and help to mitigate oppression and racism.

Human Resources worked with Candace to edit job descriptions, ensuring the language encourages a full range of diverse and talented candidates to apply and reaffirms the organization's commitment to building an inclusive workplace. Candace also led staff trainings and has been a listening ear for staff to share their experiences in the workplace.

#### DEI Growth

**9.2% increase of BIPOC\* staff members**

**4% increase of BIPOC\* Board members**

### STRATEGIC FRAMEWORK

As Warren Village expands across Denver, it is important for us to set challenging goals that will center racial equity, break down silos, and improve programs and services. The new format of the FY23 Strategic Framework focuses on continuous development and data-driven decision making. FY23 is complete and the data gathered for the Strategic Framework is finalized. This final report documents the successes and areas of growth for Warren Village during FY23. For more information or to access the report, visit [warrenvillage.org/newsroom](http://warrenvillage.org/newsroom), and navigate to the Information and Brochures tab.

### PUBLIC POLICY



Fellows with the National Conference of State Legislatures

Warren Village spent the year engaging with policy leaders in a variety of ways, including hosting city council members, state, and federal leaders and their staff to talk about early childhood education and affordable housing. Additionally, Warren Village hosted fellows from the National Conference of State Legislatures for a site visit where they heard from staff on topics such as child welfare and early childhood education, met with a resident, and toured Warren Village's main campus on Gilpin Street.



# WARREN VILLAGE



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## Our Donors, Foundations, and Partners

The generosity, enthusiasm, and dedication of all of our supporters allow us to support our residents as they work to achieve economic mobility and navigate and disrupt the systems of poverty. We are honored to recognize financial and in-kind contributions by individuals of \$1,000 and above and foundations, corporations, and community partners of \$5,000 and above for Fiscal Year 2023 (April 1, 2022 to March 31, 2023). A listing of all financial contributions made to Warren Village can be found on our website at [WarrenVillage.org/financials](http://WarrenVillage.org/financials).

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Warren Village  
exists so low-income,  
single-parent  
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