



PARTNERS

CHANGING LIVES, SHAPING FUTURES



ANNUAL REPORT

2021

LETTER FROM LEADERSHIP

As always, creating this report gives us the opportunity to reflect on the past year in a meaningful way. As for many, 2021 brought a mix of challenge and celebration to us at Partners. As the COVID-19 pandemic raged on, our youth--along with youth throughout our nation--showed signs of stress and emergency-level youth mental health concerns became apparent throughout our state. As the number of youth referred for our services grew steadily, recruiting enough adults to support them as mentors was more challenging than ever. Nonetheless, **we were able to serve a record number of youth for our organization--632 local youth participated in one of our programs.**

We are glad to look back on the bright spots of 2021. We were pleased to be able to host some of our favorite youth activities in the latter half of the year.. It was so fun to gather in-person with youth and volunteers at our Bowling Bash and our Spark Holiday Joy activity.

Earlier in the year, we also had the opportunity to partner with some other local nonprofits in providing summer learning support to high school students in Fort Collins as the pandemic challenged their academic progress and social connection.



Heather Vesgaard,
Executive Director



Nicholas Hoogendyk,
Board Chair

Additionally, 2021 brought expansion of School-Based Mentoring into Thompson School District and in our Prevention Education services region wide. In our community coalition work and the Responsible Association of Retailors programming, we had the opportunity to walk alongside adults in various sectors who created messaging and awareness about youth substance misuse prevention and education.

You will see these program successes highlighted in the following pages, along with financial reporting that reflects our stability and growth. Additionally, we've added a section on our important diversity, equity and inclusion accomplishments, priorities and next steps.

All of this growth brought several new faces to our staff team, including our first ever Youth Advisor Intern! Now a full team of 18, we are motivated to serve even more youth and community members as we more through 2022. **Thank you for supporting our work and for joining with us in being a part of the positive in our communities.**

MISSION IN ACTION

Our mission is to empower youth and community members to achieve their full potential through mentoring, prevention education, and strategic partnership.



YOUTH MENTORING

- Supported Community-Based partnerships to stay safe and connected
- Expanded School-Based programming to Thompson School District
- Reinstated in-person activities for our partnerships and waiting youth



PREVENTION EDUCATION

- Virtual parent and caregiver support classes
- Curriculum-based socio-emotional skill building classes in a variety of formats to best serve youth
- In-person summer camps in conjunction with agency partners



STRATEGIC PARTNERSHIP

- Supporting our RAR members through the ever-changing restaurant and business rules
- Continuing No DUI Larimer steering committee's public health campaign and policy work
- Maintaining coalition connections



MENTORING IN 2021

After our first meeting, the initial awkward conversations between my mentee and I turned into laughter-filled talks over meals and at all kinds of events. We picked out fun activities together, set goals (he really wanted to learn how to catch a fish), and always made time for each other, despite busy schedules. When the pandemic hit, it grounded many of our adventures just as they were beginning. Weekly meetups for food or fun turned into Zoom calls. We celebrated his birthday with cupcakes and candles from a distance but maintained as much excitement as we could. Being cooped up wasn't easy for any of us, and I can't imagine being isolated during the already challenging middle school years. But the connection we had already established was important to both of us and we found our regular virtual check-ins helped keep us bonded. As restrictions lifted, we slowly began to meet back up again. More than two years into our partnership, we pick up right where we left off whenever we meet up or chat online.



While I can't tell you how specifically my mentee has benefitted from our friendship, I can tell you I've seen him grow from a quiet kid to a less quiet--and much taller--young man. Personally, I've gained more than I thought I would. This volunteer time I thought would be hard to squeeze into my schedule became the best few hours of my week or weekend.

I honestly believe that all kids deserve the strong connection I've found with my mentee. I felt comfortable volunteering because I knew that Partners would provide me with the support and guidance necessary to be a successful mentor.

--David Finkelstein, Mentor and Board Member

2021 PROGRAM AND IMPACT STATISTICS

632

Youth Served

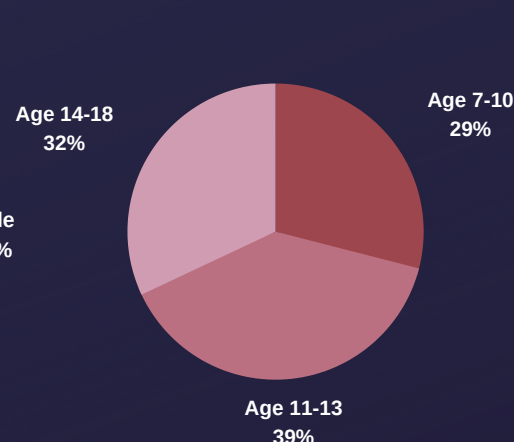
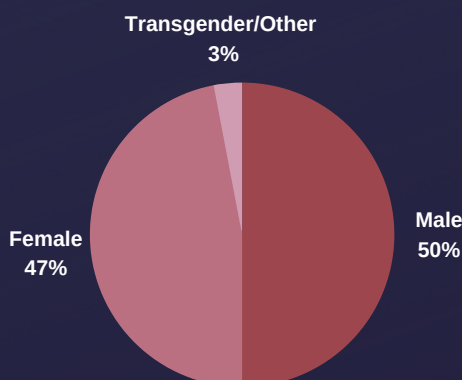
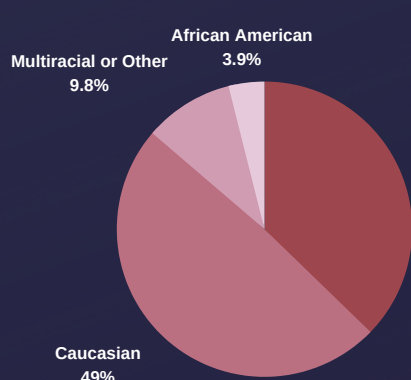
In 2021, we had a record number of youth participants in our mentoring and prevention education programs

70%
increase
in
self-esteem

55%
better
bonding with
adults

50%
improvement
on
social skills

45%
improvement
on decision-
making skills



77% of our youth face mental health issues either themselves or within their immediate family

73% of our youth live in low income or poverty level homes

75% of our youth have been victims of some type of abuse, neglect, or domestic violence

56% of our youth struggle academically

31% of our youth were affected by substance misuse

35% of our youth lived in single parent households

100% of our youth have potential to succeed in life

100% of our youth deserve a community that invests in that potential

2021 DIVERSITY, EQUITY, AND INCLUSION REPORT

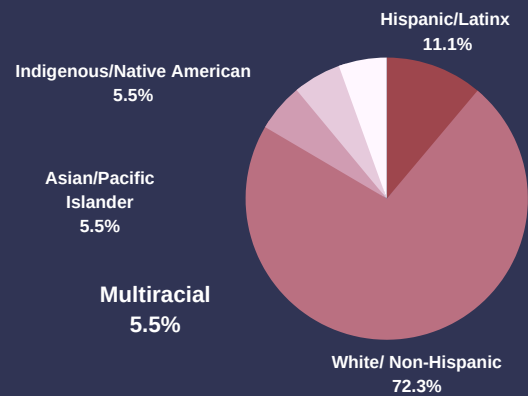
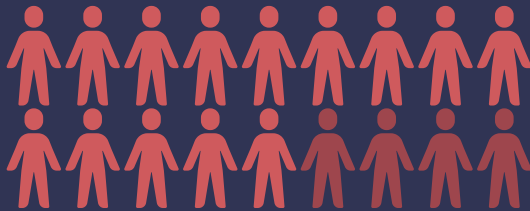
Partners Diversity, Equity & Inclusion Statement

To ensure everyone has the opportunity to achieve their full potential, Partners is committed to championing equitable practices and policies at all levels of our organization. We believe that diversity brings strength, and we strive to create a welcoming, safe, and inclusive environment for all.

Staff Demographics

Gender Identity

Female: 77.8% Male: 22.2%



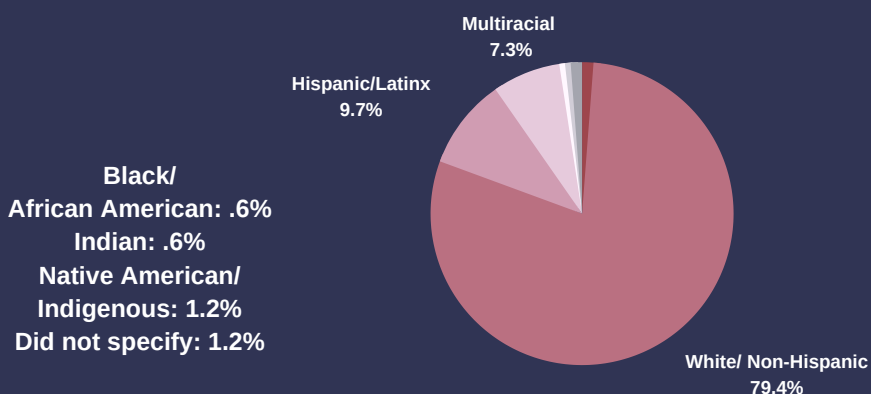
22% of staff identify as part of the LGBTQ+ community
17% of staff identify as living with a disability

Volunteer Demographics

Female 67%

Male 32%

Non-Binary or
Another Gender 1%



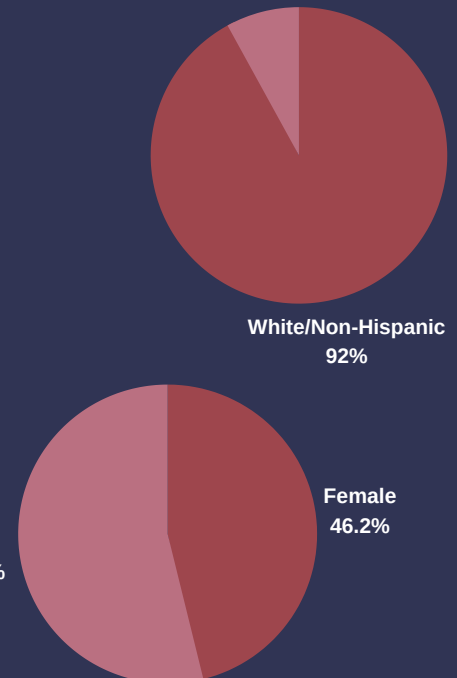
Board Demographics

Black/African American
8%

White/Non-Hispanic
92%

Male
53.8%

Female
46.2%



Organizational Value: Inclusive

We treat all people with dignity and respect, regardless of race, religion, gender identity, disability, sexual orientation, nationality, country of origin, or belief system. We are committed to making our community a great place to live for everyone. We will continue to advocate for all, and provide quality services to anyone who needs them.

Organizational Value: Anti-Racist

We stand against racism. We seek to foster a culture that respects communities and individuals who experience inequity and injustice by helping remove systems of racism and working to correct the power and resource imbalance in our community.

Organizational Accomplishments

Organizational Culture and Values

- Creation of Racial Equity Board/Staff Committee
- Evaluation of internal policies and external communications and creation of DEI plan
- Progress toward creating a welcoming, accepting, and inclusive environment

Staff and Board Education

- Staff and Board education on Diversity, Equity, and Inclusion with a variety of resources
- Engaging in self-reflection around personal experiences, privilege, and biases

Human Resources

- Modification of personnel hiring processes leading to staff team diversification
- Changes to Employee Handbook and onboarding education

Program

- Alterations to forms--inclusive language, Spanish translation, alignment with DEI best practices
- Outreach efforts toward youth populations that are typically underserved
- Seeking out and sharing resources for youth and families
- Focus on enhancing volunteer diversity through recruitment efforts
- The inclusion of a youth advisor position and the initial steps for creating a youth advisory council

Marketing

- More inclusive public-facing materials, including an accessible website, Spanish Language materials, and inclusive language
- Focused marketing messages on our DEI efforts and commitment
- Increased partnerships and outreach to diverse communities

Top Priorities and Next Steps in 2022

- Increase diversity of volunteers and Board of Directors to more closely reflect youth demographics
- Enhance partnerships with multicultural organizations
- Assess youth referral and enrollment process and make changes as necessary
- Bring in local speakers and experts, as well as other resources, on equity and inclusion
- Complete individual learning on implicit bias and privilege
- Continue assessing internal policies and external communication to enhance DEI work

2021 FINANCIAL INFORMATION

Expenses:

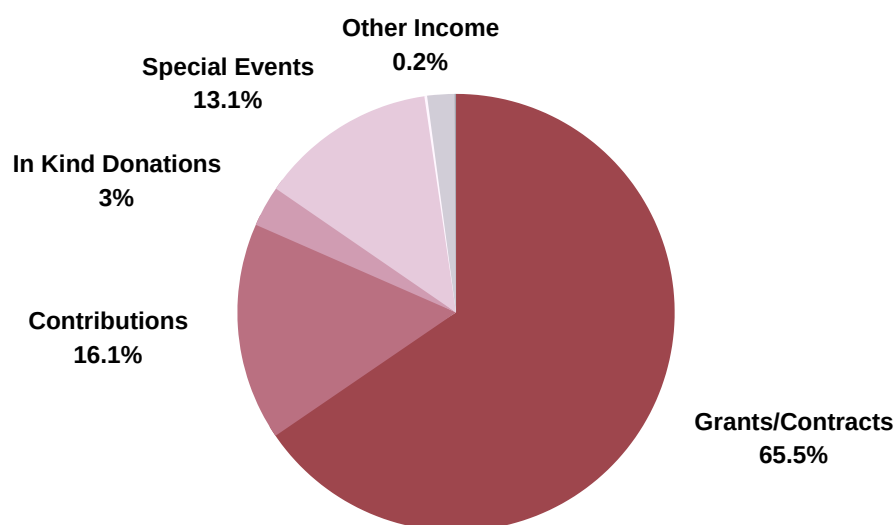
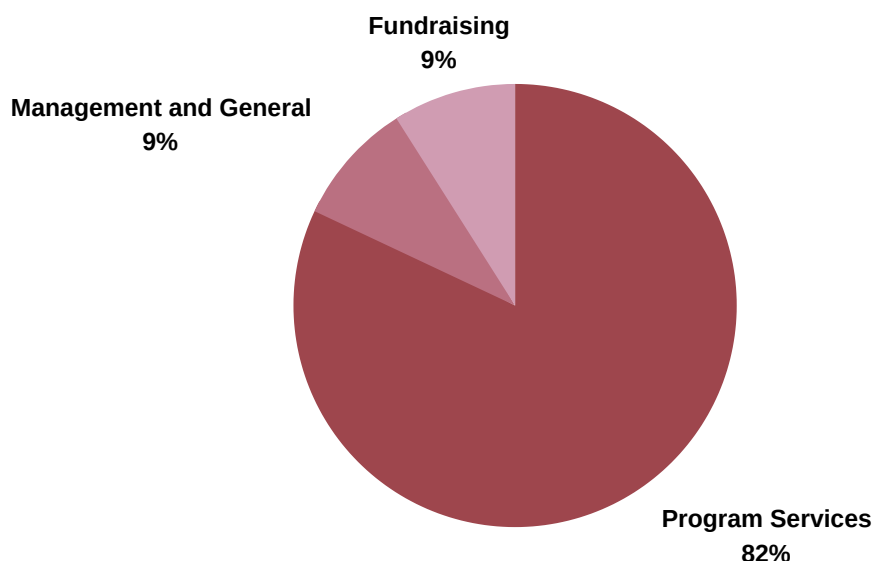
Program Services

- Youth Programs: \$924,466

Support Services

- Management and General: \$97,961
- Fundraising: \$98,032

Total Expenses (including Depreciation): \$1,120,458



Revenue:

Grants and Contracts: \$746,170

Contributions: \$180,933

Membership Dues: \$22,406

In Kind Donations: \$31,503

Special Events, net: \$144,269

Rental income, net: \$1,200

Other Income: \$2,536

Interest Income: \$160

Total Revenue: \$1,149,015

Net Assets:

Net Assets – beginning of year: \$459,948

Net Assets – end of year: \$484,877

Change in Net Assets: \$24,929

SUPPORT PARTNERS

Partners strives to meet the expanding needs of the Northern Colorado community through our programs. We hope to continue to grow and serve more youth and individuals every year.

As a social service nonprofit, our programming depends on support from the local community. We are grateful for the generosity we have received from individuals, companies, and foundations that has allowed us to expand our mission and our reach to better serve local youth.

You can become a donor. There are several ways you can get more involved in making sure the next generation has the support they need to succeed. By providing Partners with a financial gift, you sustain our programming and make growth possible. Please consider if any of these channels are a good fit for you:

Pivotal Partners: Join our Giving Society and create a deeper relationship with Partners by contributing at least \$1,500 annually, which supports one youth in the program for one year.

Legacy Partners: Ensure your legacy makes an impact on future generations by listing Partners as a beneficiary in your estate.

Supporting Partners: Directly support our programs by giving a personally significant one-time or monthly gift.



Every contribution makes an impact.

\$1,500

supports one mentoring partnership for a full year, allowing a local youth to achieve their full potential

\$500

allows youth on our waitlist to experience fun and educational activities

\$250

allows kids to develop new skills through regular prevention education courses

\$100

helps mentors thrive as role models by providing training

\$50

Provides screening support to ensure program volunteers are reliable and safe

\$25

Keeps kids focused on learning during activities by providing snacks

COMMUNITY EVENTS

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Part of our vision at Partners is building community in Northern Colorado. Our annual community events give us the opportunity to connect with our supporters. Join us at one of our events throughout the year!

NoCo Grocery Grab

Our newest event gives raffle ticket holders the opportunity to partake in a real-life supermarket sweep.

Party for Partners

Our premier leadership event in Fort Collins is a celebration of our mission and impact in our community.

Be the Difference

Our annual giving event in Weld County brings a chance to socialize, learn about our programs, and support our work.

The Spark Campaign

Our annual year-end appeal is centered on raising funds to support our programs. We pair this with our annual life-skill building holiday activity, where youth can experience the gift of giving for themselves.

Stay in the know! Subscribe to our newsletter at www.poweredbypartners.org



2020 Partners Board of Directors

Nicholas Hoogendyk, *Chair*
Devon Beitzel, *Treasurer*
Jen Houska, *Secretary*
Travis Savage, *Incoming Chair*
Kim Johnson, *Past Chair*

Stacie Datterri
Drew Yancey
Nathan Brock
Menan Bergman
LeAnne Collins

Teal Collins
Judy Chapman
Emily Schillmoller
Mike Fralic
Amanda Meek

2021 Partners Staff Members

Heather Vesgaard, Executive Director
Tami Roskamp, Program Director
Shayna Kefalas, Program Manager/Program Director
Kim Tarka, Operations Director
Vanessa Lewis, Resource Development Director
Nathan Dewey, Responsible Assoc. Retailers Director
Kylie Massman, Development Manager
Bailey Dutko, Program Manager
Noah Davidson, Program Manager
Katherine Chu, Prevention Education Manager
Kathy Whitacre, Estes Park Program Coordinator

Rebecca Moore, Greeley Program Coordinator
Brandon Lagunas, Greeley Program Coordinator
Tiffany Burke, Greeley Program Coordinator
Christopher Briotte, Greeley Program Manager
Abby Rains, Program Coordinator/Program Manager
Julie Carr, Program Coordinator
Mandy Volz, Administrative Assistant
Ignacio Martinez-Grille, Program Coordinator
Danielle Smith, Program Coordinator
Marilena Francisco, Program Coordinator
Sara Hughes, Program Coordinator

MAJOR DONORS, SPONSORS, AND FOUNDATIONS

55A.V. Hunter Trust, Inc.	Gillmore, Travis	OtterCares Foundation
Air Comfort	Ginger and Baker	Otto, Chris & Julie
Aldern, Sam & Sandy	Glick, Paul & Pinky	PDC Energy, Inc.
Ameriprise Financial, Inc.	Gray, Karlin	Peyback Foundation
Anschutz Family Foundation	Haines, Stefanie & Matthew	Phares, Julie
Bank of Colorado	Haynie & Company	Phelps-Tointon, Inc.
Basin Electric Power Cooperative	Hensel Phelps Construction	Poppy's Pizza & Grill
Bavoso, Art	High Plains School	Poudre High School
BBVA Compass Foundation	Hoogendyk, Nicholas	Poudre Valley REA
Bergerson, Michael & Lisa	Hopton, Brent & Justine	Pringle's Fine Wine and Spirits
Bergman, Menan & Dianna	Horner Painting	Realities for Children, Inc.
Bill & Kristin Fenech Foundation	Horsetooth Open Waters Swims	Renewal by Andersen
Blackbaud Giving Fund	Houska Automotive	RF Homes
Bohemian Foundation	Houska, John & Jennifer	RJC Family Foundation
City of Boulder	Jorgensen, Don & Jan	Rose, James & Elizabeth
Breckenridge Brewing	Kemp, Brett and Stephanie	Rotary Club of Estes Park
Brown, Shane	Ketterling, Michael	Sage Benefits Advisors
Buell Foundation	Kissmas Wishes	Sage Marketing Group, Inc
Bunyan, Ann	Kittle Team	Sally Stockton Leonard Charitable Fund
Carillon Tower Advisors	Kiwanis Club of Fort Collins – Eyeopeners	Soffe, Greg
Carrico Family Foundation	Krenz, Nick	St. Bartholomew's Episcopal Church
Chapman, Judy	Kroger, Inc.	Staudinger, Nicole
Chartered Technology	Lakeside Mechanical Service	Sullender, Wayne
Chevron Products Company	Lamp Rynearson, Inc.	Tateyama, Diane
Cienfuegos-Baca, Ernest	Larimer County BHS	Taylor's Financial Planning, Inc.
City of Fort Collins	Larimer County DHS	The Human Bean
Clark, Mike	LazyDays Employee Foundation, Inc	The Matthews House
Collins, Steve & Brenda	Lerner, David	The Weld Trust
Colorado Boat Center	Leshar Middle School	Thibedeau, Gordon & Hazel
Communities that Care	Lewis, Courtland & Barbara	Thompson School Dist - Fed Programs
Cornerstone Home Lending, Inc	Lockner, Abbi	Thompson School Dist - Student Success
Cornutt, Tracy	Mathis, Cathy	Tico's Roofing
Currie Family Foundation	McPherson, Douglas	Timnath Beerwerks
Del Corazon Family Fund	Mercantile Exchange & Provisions	Town of Estes Park
Denver Museum of Nature & Science	Mercedes-Benz of Loveland	Trois Coeurs Foundation
Dohn Construction	Metal Solutions, Inc.	Trollco
Eccleston, Alida	Micron Technology	UCHealth
Elevations Foundation, Inc.	Mighty Arrow Family Foundation	Unify Payroll
Elite Certificates	Morrison, Justin & Deb	United Way Larimer County
Estes Area Lodging Association	Mountain N Plains	United Way of Weld County.
Estes Park Mountain Shop	My Big Day	Vesgaard, Matt & Heather
Estes Valley Sunrise Rotary Club	Myers, Randolph	Victim Assistance VALE - Larimer
Ethica Consulting, LLC	Newendorp, Donna	Village Thrift Shop
Eye Center of Northern Colorado PC	Nicol, John & Kathleen	VOCA / CVS
Farmers Bank	Nordson Corporation Foundation	Vomaske, Linda
Fast Freddy Foundation	Northern Engineering	Wal-Mart Foundation
FirstBank	Nutrien	Ward, Kevin W.
Fitz, Howard	OBH - Block	Waterwise
Fitz, Michael	OBH - PDD	Whitacre, Mike & Mary
Flood & Peterson Insurance, Inc.	Odell Brewing Company	Wick & Trautwein LLC
Fort Collins Museum of Discovery	OJJDP	Women's Fund of Weld County
Fralic, Michael	Olsen, Will & Tomoko	Woodward Charitable Trust
Frasca's Food & Wine	Once Again Nut Butter	Yancey, Andrew
Garden Bros Nuclear Circus	OneSeven Advisors, LLC	Zwetzig, Randy & Katie
Gardens on Spring Creek	ONOCO Fund	
Gillan, Scott	Orthopaedic & Spine Center of the Rockies	

*We apologize to any supporters we
inadvertently left off this list*

WORDS FROM OUR COMMUNITY

"Having my mentor come and listen to me every week has made a big difference to me.

Knowing he cares makes me feel good."

--Youth Mentee



"I have seen firsthand what mentoring can do for kids who need extra support and I want to invest in Partners as they are the organization that champions that impact."

--Partners Donor



"We are so grateful our son has someone to connect with during school because he doesn't always have a social outlet. He looks forward to seeing his mentor because he always makes him feel special."

--Parents of Mentee



"Being a mentor is one of my most favorite things that I've done in my entire life."

--Current Mentor



PARTNERS