



PARTNERS

CHANGING LIVES, SHAPING FUTURES



ANNUAL REPORT

2022

LETTER FROM OUR EXECUTIVE DIRECTOR



Heather Vesgaard,
Executive Director

“There is nothing more important to this nation’s future than investing in our young people”. ~ Michelle Obama

These words resonate with me so much as I reflect on yet another record year in number of youth served here at Partners, review recent data as to the plethora of circumstances youth in our communities are facing, and grapple with the knowledge that we are only scratching the surface of the need for our work.

We are indeed thrilled that we have been able to share our services with more youth – 830 to be exact! As youth struggle with behavioral health needs at unprecedented rates, the referrals for mentoring and the requests by schools to provide our prevention education programming come pouring in. This expressed need by the communities we serve made our growth essential. We are proud of the high-quality services we provide and that we can be a resource in the collective effort to invest in youth.

With that growth though, has come the obvious need for increased resources – both financial resources and mentors – neither of which are in excess. In the financial section of this report, you’ll see that we were able to end 2022 in a financially solid position, but it’s important to note that securing the necessary resources has become more challenging than ever before in my time at Partners.

In short, we must continue to invest...in all the ways! I’m grateful for an amazing team of staff and volunteers who do so, and to the many supportive community members who do as well. That gratitude extends to many of you who are reading this report – we appreciate your investment!

In the following pages, you will find a snapshot of the happenings at Partners in 2022. The impact of our work is powerful and I hope you enjoy the stories and photos of our highlights.

2022 Partners Board of Directors

Travis Savage, *Chair*
Nicholas Hoogendyk, *Past Chair*
Kevin Ward, *Incoming Chair*
Nathan Brock, *Treasurer*
Rachel Bomgaars, *Secretary*

Kim Johnson
Menan Bergman
LeAnne Collins
Devon Beitzel
Teal Collins
David Finklestein

Judy Chapman
Amanda Meek
Eli Kolodny
Kory Bright
Emily Chess

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 and aimed to bring in more mentors
- Continued School-Based programming in all School Districts
- Continued monthly activities for our partnerships and waiting youth



PREVENTION EDUCATION

- Curriculum-based socio-emotional skill building classes in a variety of formats to best serve youth
- Caregiver and family courses
- Fastest growing Partners program--the interest in these services is growing in northern Colorado



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, including Partnership for Healthy Youth



PERSPECTIVES IN MENTORING

When I started looking volunteer opportunities, I found partners and immediately signed up. After hearing how many kids were on the waitlist for a mentor, and seeing what a positive impact this program has on youth, I knew this would be a good fit. I remember going through my mentee's file and thinking "we are the same person. If we grew up at the same time, we absolutely would have been friends". I was so impressed with how perfect this match was.

Once matched, we got into a really good groove. We did art projects, went for walks with the dog, participated in countless Partners activities (horseback riding has been our favorite). Sometimes he would come over and we would just eat snacks and watch our favorite tv show and chat about life updates. Aaron was 13 when we met, and now he's 17 - driving, thinking about college, working through really tough things that high schoolers have to deal with, and I have truly loved every second that I have gotten to be part of his life. Every choir concert, tennis match, relationships/break ups, family conflict - I am so grateful that he feels safe and comfortable coming to me for advice or just to vent.



I know how important mentorship is - especially as a queer person. I wish that at 13 I could have had a mentor in my life who could show me everything I have to look forward to in my teenage years, in college, and then in adulthood. Having an adult in my life that knew what I was going through as I figured out my identity would have been a game changer for me. I love that Aaron has been able to know my wife over the last 4 years, and see what a happy, functioning, adult queer relationship looks like - in some communities that can be a really hard thing to find.

I think one of my favorite memories with Aaron was the first day he gave me a hug. This was still in the first year of our partnership, and I had been feeling a bit of imposter syndrome - wondering if I was actually making an impact, does he actually like spending time with me, are our activities boring him--and when I dropped him off at home, he turned back to me before going inside and gave me a huge hug. It's like he knew everything I was feeling, and knew exactly what to do to make all of those negative thoughts go away.

I can't wait to be at his high school graduation next year, and cheer him on when he goes to college. I am so endlessly proud of him.

--Leigh, a mentor in our program

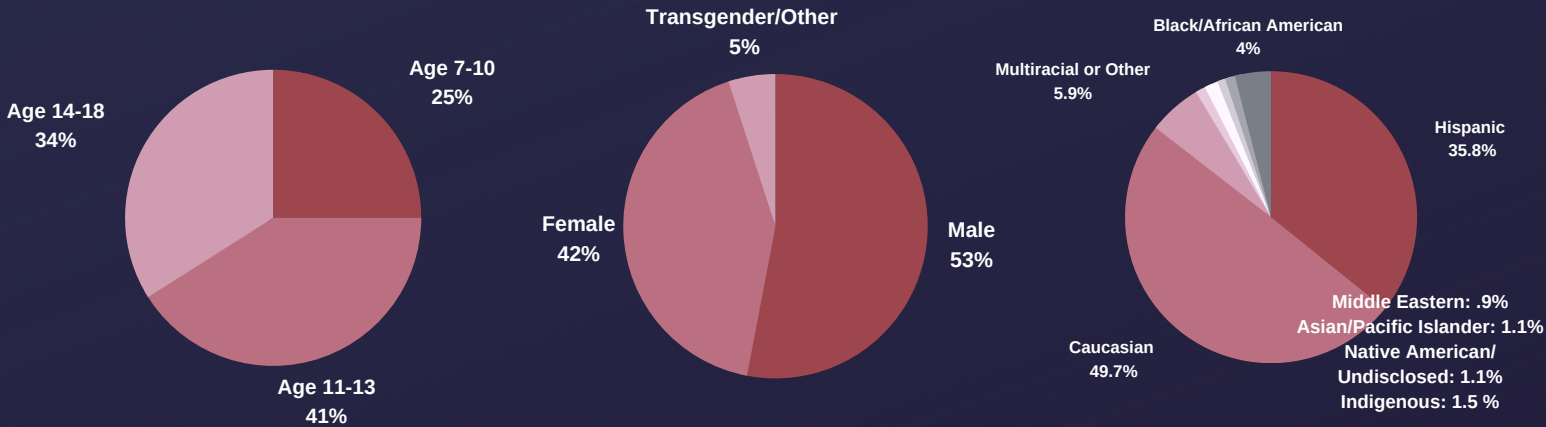
2022 PROGRAM AND IMPACT STATISTICS

830

Youth Served

In 2022, 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
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85% of our youth face mental health issues either themselves or within their immediate family

78% of our youth live in low income or poverty level homes

84% of our youth have been victims of some type of abuse, neglect, or domestic violence

72% of our youth struggle academically

32% of our youth were affected by substance misuse

29% of our youth identify as living with a disability

100% of our youth have potential to succeed in life

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

2022 DIVERSITY, EQUITY, AND INCLUSION REPORT

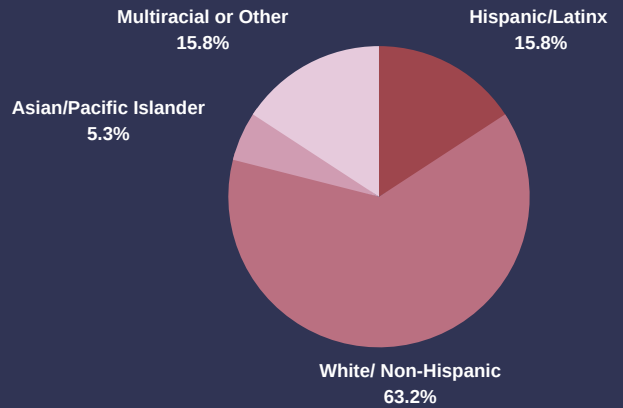
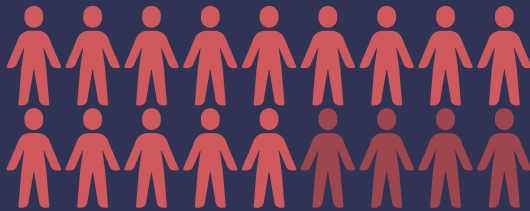
Partners Diversity, Equity & Inclusion Statement

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: 80% Male: 2%



17% of staff identify as part of the LGBTQ+ community
29% of staff identify as living with a disability

Volunteer Demographics

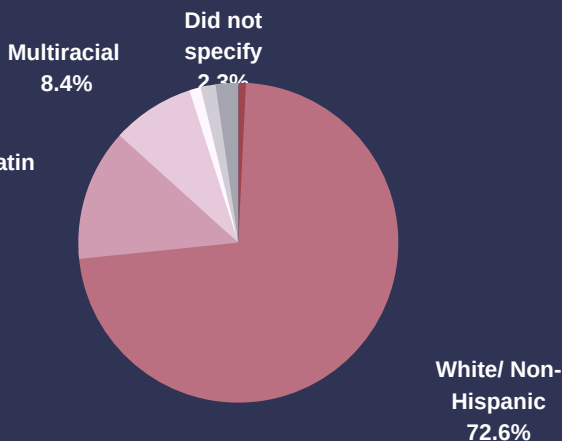
Female 66%



Male 31%



Non-Binary or Another Gender 3%



Board Demographics

Female 57%



Male 43%



All 2022 BOD Members identified as white/non-hispanic

7% of BOD members identified as part of the LGBTQ+ community

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

- Continuation of the DEI committee with member transition
- Enhanced staff diversity including Spanish-language proficiency
- Evaluation of internal policies and external communications and continuation of DEI plan
- Continued aim to provide inclusive, welcoming environment

Staff and Board Education

- Staff attending Diversity, Equity, and Inclusion strategy trainings related to their roles
- Continual focus on best practices on DEI as they apply to our work with youth and families

Human Resources and Operations

- More inclusive Employee Handbook and onboarding education
- Enhanced accessibility in our building
- More effective and extensive data collection methods deployed

Program

- Alterations to forms--inclusive language, Spanish translation, alignment with DEI best practices
- Adapted communication method to meet the needs of families
- Enrolled youth through connecting with language/culture to the family
- Assessing and changing recruitment strategies to focus on diverse recruitment more successfully
- Provided a safe program for LGBTQI+ youth

Marketing

- More inclusive public-facing materials
- Focused marketing messages on our DEI efforts and commitment
- Increased partnerships and outreach to diverse communities

Top Priorities and Next Steps in 2023

- Increase diversity of volunteers and Board of Directors to more closely reflect youth demographics
- Enhance partnerships with multicultural and diverse community organizations
- Address the specific DEI struggles of our youth and how to support them, including culturally relevant activities
- Continue quality education for staff and Board on relevant local DEI issues
- Continue assessing internal policies and external communication to enhance DEI work
- Improve consistency and prioritization of the DEI committee; create a sustained committee plan

2022 FINANCIAL INFORMATION

Expenses:

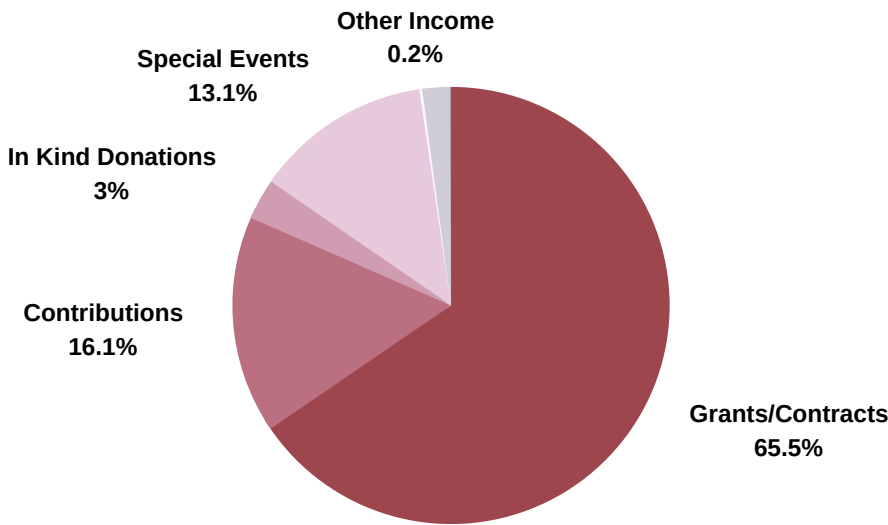
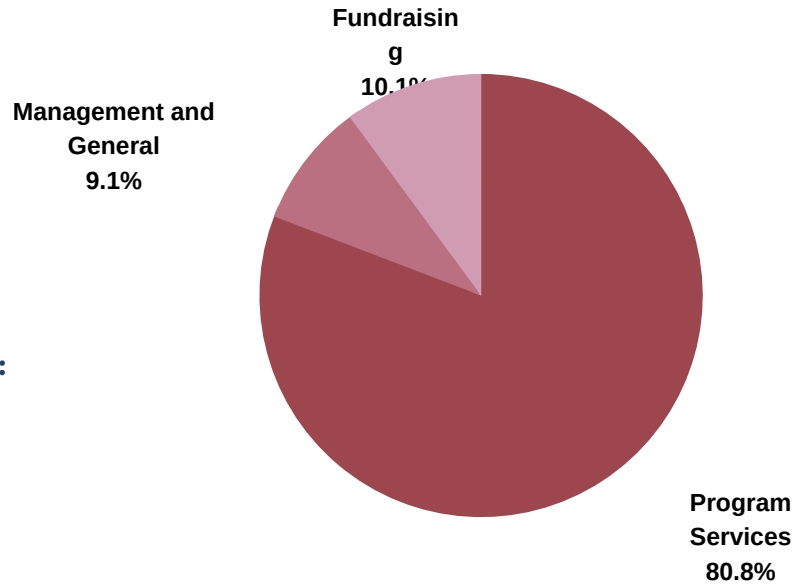
Program Services

- Youth Programs: \$1,035,145

Support Services

- Management and General: \$122,455
- Fundraising: \$144,283

**Total Expenses (including Depreciation):
\$1,302,003**



Revenue:

- Grants and Contracts: \$874,397
- Contributions: \$187,072
- Membership Dues: \$31,192
- In Kind Donations: \$44,841
- Special Events: \$171,097
- Rental income: \$1,200
- Other Income: \$1,336
- Interest Income: \$427

Total Revenue: \$1,311,562

Net Revenue 2022: \$9,559

Net Assets:

Net Assets - beginning of year: \$484,877

Net Assets - end of year: \$476,491

(includes depreciation and endowment investment loss)

Change in Net Assets: -\$8,386

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 \$1,800 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.

\$1,800

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

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

2022 Partners Staff Members

Heather Vesgaard, Executive Director
Shayna Kefalas, Program Director
Kim Tarka, Operations Director
Vanessa Lewis, Resource Development Director
Nathan Dewey, Responsible Assoc. Retailers Director
Kylie Massman, Development Manager
Tana Myers, Resource Development Manager
Noah Davidson, Program Manager
Abby Rains, Program Manager
Danielle Smith, Program Manager

Christopher Briotte, Greeley Program Manager
Tiffany Burke, Greeley Program Coordinator
Kaelah Hammon, Greeley Program Coordinator
Kathy Whitacre, Estes Park Program Coordinator
Julie Carr, Program Coordinator
Ignacio Martinez-Grille, Program Coordinator
Marilena Francisco, Program Coordinator
Sara Hughes, Program Coordinator
Risha Hoag, Program Coordinator
Mandy Volz, Administrative Assistant
Katherine Chu, Prevention Education Manager

MAJOR DONORS, SPONSORS, AND FOUNDATIONS

Platinum Partners \$20,000+

Office of Behavioral Health
Thompson School District
Larimer County Behavioral Health Services
Office of Juvenile Justice and Delinquency Prevention
Victims of Crime Act/Crime Victim Services
Bohemian Foundation
City of Boulder
Fitz, Howard
Colorado Dept of Transportation
United Way Larimer County
City of Fort Collins
A.V. Hunter Trust, Inc.
Adolph Coors Foundation

Gold Partners \$10,000-\$19,999

Community Foundation of Northern Colo
United Way of Weld County.
Carrico Family Foundation
Chevron Products Company
El Pomar Foundation
Northern CO United for Youth
Victim Assistance VALE - Larimer
Weld County School District 6
Anschutz Family Foundation
DeLeon, Tim & Joanne
Mountain N Plains
Nordson Corporation Foundation
Peyback Foundation
RJC Family Foundation
The Colorado Health Foundation

Silver Partners \$3,000-\$9,999

Realities for Children, Inc.
Bank of Colorado (Harmony)
PDC Energy, Inc.
Buell Foundation
Dohn Construction
Flood & Peterson Insurance, Inc.
Hartford Homes, LLC
Kemp, Brett and Stephanie
Madrid, Marcus

Monfort Foundation
Phelps-Tointon, Inc.
Spaulding, Tami
The Weld Trust
Town of Estes Park
Trois Coeurs Foundation
UCHealth
Houska, John (LJ) & Jennifer
Sage Benefits Advisors
Stenson, Linda
Fast Freddy Foundation
The Group Inc.
Mama Rose's
Ketterling, Michael

Bronze Partners \$1,500-\$2,999

Bavoso, Art
Thibedeau, Gordon & Hazel
OtterCares Foundation
Taryn Atlas Auctioneering
Mahoney, Brendan
Orthopaedic & Spine Center of the Rockies
Pierson's Concrete Construction
Zwetzig, Randy & Katie
Ward, Kevin W.
My Big Day
Taylor's Financial Planning, Inc.
OtterBox
Pioneer Press.
Chartered Technology
First Watch Restaurants

Horsetooth Open Waters Swims
Lighting Motors

Rock Cut Brewing Company
Aldern, Sam & Sandy

Ward Law PC
Calhoun, Grant
Krieg Anne
WalMart Foundation
Gray, Karlin
Kelley, Daniel
Soffe, Greg
Sullender, Wayne
Bank of Colorado
Bergerson, Michael & Lisa
Bergman, Menan & Dianna
Estes Park Mountain Shop
Exchange Club (Weld County)

Farmers Bank
Gutilla, Molly & Sullivan Dierdre
Herzanek, Jake
Hopton, Brent & Justine
Otto, Chris & Julie
Riverview PK-8 School
Timnath Beerwerks
Vomaske, Linda
Wood, Dax

Supporting Partners \$500-\$1,499

Chess, Emily
Forma Furniture
Poudre Valley REA
Gillan, Scott
St. Bartholomew's Episcopal Church
Fossil Creek Nursery
Estes Valley Sunrise Rotary Club
Taylor, Grace & Jason
Partners Inc.
Roskamp, Tami.
Basin Electric Power Cooperative
Bunyan, Ann
Cache Bank & Trust
Carillon Tower Advisors
Cornutt, Tracy
Horner, Sara
Lerner, David
Lovaas, Steven
Newendorp, Donna
Normandin Construction
Northern Engineering
RF Homes, Roxanne Francis
Rutledge, Steven & Barbara
Unify CPAS PC
Unify LLC dba Unify Payroll LLC
Worsley, Evan
Poppy's Pizza & Grill
Lakeside Mechanical Service
Brock, Nate
Jones, Mary
Tousignant, Margaret & David
Owl Labs
Wilburs Total Beverage
Chippers Lanes.
Houska Automotive
Thomas, David
WeldWerks Brewing Co
Rotary Club of Estes Park
Kroger, Inc.
Fralic, Michael

Gardner, Sherry
Haynie & Company
Springer, Ronald
Tointon, Robert
Dickson, Kathy
Houska, Dennis
Maxline Brewing Co.
Mahlum, Chris
Ride-A-Kart
Gimeson, Brenda
Glick, Paul & Pinky
Great Harvest Bread
Imsland, Chris
Vesgaard, Heather & Matt
Yancey, Andrew
Odell Brewing Company
Scheels
Palm, David
The Penalty Box
Avanti F&B
Alford, LeighAnne & Wes
Brown, Brett
Collins, Brenda
Collins, Gloria
Conduct All Electric
Del Corazon Family Fund
Gillmore, Travis
Grosjean, Martin
Hintzman, Carrie
Jorgensen, Don & Jan
Leonard, Sally
Lewis, Courtland & Barbara
Lincoln Middle School
Masters Petersens Flooring & Design
McCreery, Deanna
Mercedes-Benz of Loveland
Meyer, Pete
Myers, Randolph
Normandin, Michael
Owen, Richard
Petrocine, Ernest
Snowy Peaks Winery
Staudinger, Dan
Staudinger, Nicole
Village Thrift Shop
Whitacre, Mike & Mary
Woods, Elizabeth
Zurbrigen, Eric

We apologize to any supporters we inadvertently left off this list

WORDS FROM OUR COMMUNITY

My mentor has played a huge roll in my life and that I'm so grateful for her. I am so glad we got paired together six years ago and I can't wait to see what the future holds for us!"

--Youth Mentee



"There's no better way to make our community a better place than by investing in youth."

--Partners Donor



"Thank you for being such a great role model to my son. Thanks for opening his eyes to new stages of opportunity and strength. I will forever be grateful for your guidance and kindness."

--Parents of Mentee

"Partners has made it so easy to make a difference with my mentee--this is really the best volunteer experience."

--Current Mentor



PARTNERS