

PROJECT SELF-SUFFICIENCY

selfpower

2022

ANNUAL
REPORT



selfpower
PROJECT SELF SUFFICIENCY



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LETTER FROM THE CHIEF EXECUTIVE OFFICER

As I reflect on 2022, I know it was a difficult year for so many people. The COVID-19 pandemic seemed like it would never end, inflation was insane, and the workforce was in upheaval. On a personal note, my mother, Carol Jean, passed away. She was an amazing single mom and losing her has only strengthened my gratitude for our single parents and their resolution to work hard to create the life they desire for their children.

Like many businesses and nonprofits, Project Self-Sufficiency experienced a lot of staff turnover during the Great Resignation, which was hard on our team, and on our participants. We now have 34 people on our waitlist due to staff turnover—the most I have ever seen. I, along with my Board of Directors, am determined to resolve this issue.

We took a good, hard look at our pay and benefits and compared them not only with other nonprofits, but also the private and government sectors, with whom we compete for top talent. We found that, on average, Project Self-Sufficiency is 7% below our competitors' wages for the same positions and our benefits are not competitive, particularly in health insurance coverage. To recruit and retain highly skilled staff in this competitive market, Project Self-Sufficiency has increased salaries for new hires and current staff and will be evaluating benefits in the coming year.

To provide more consistent support for Participants, we are adjusting our service delivery model so that each Advisor specializes in a single stage of our Selfpower Model. Because they are no longer required to become fluent in all the facets of our model, their training will be more specific. Advisors will feel more competent in their roles, and be able to take cases more quickly with their narrower role, as well as provide more robust support to Participants.

We are very proud of what our student parents have been able to accomplish in spite of the ongoing hurdles created by the pandemic and

inflation. Program graduates in 2022 include a Bookkeeper, Speech Language Pathologist, Certified Recovery Coach/Peer Support Specialist, Re-entry Case Manager, Ultrasound Technician, and a Project Engineer!

Recently, I had the opportunity to catch up with Marisa, one of our single parents who graduated from our program in 2022 (the Ultrasound Technician). You can read her story of selfpower on page 5. As we chatted, I was truly inspired by her resilience and humbled by her gratitude for the support she received from Project Self-Sufficiency. She told me that during her three years with us, she had worked with five Program Advisors. She noted that each one was great and added their own personality to her journey.

Now, as I look ahead with Marisa's words in mind, I know we are on the right track. We anticipate that it will take up to a year to fully transition to the new staff structure. Like Marisa, now all Participants will benefit from each Program Advisor's expertise and will have relationships across our entire organization. This more closely mirrors the importance of building a network that increases stability and sustains Self-Sufficiency once Participants graduate from our program.

Just as our families need extra support while making transformational improvements in their lives, so does Project Self-Sufficiency. We need you to walk alongside us now more than ever.

In gratitude,

A handwritten signature in black ink that reads "Tracy Mead". The signature is written in a cursive, flowing style.

Tracy Mead
Chief Executive Officer

OUR MISSION

Our mission is to assist low-income, single parents in their efforts to achieve economic independence and become free from community and government assistance while building and maintaining strong, healthy families.



LETTER FROM THE BOARD PRESIDENT

I want to share with you an alarming statistic: The Self-Sufficiency Standard for a single-parent family with two children in Larimer County is \$88,748 annually. However, in 2022 the average annual income for Project Self-Sufficiency Participants was just \$16,883–\$71,865 less than needed just to make ends meet!

Adults with two or four-year college degrees have far higher incomes than those with less education. While income continues to grow for college graduates, it remains stagnant for those without a post-secondary degree.

This is where Project Self-Sufficiency steps in to empower single parents to map their own pathway out of poverty. Yet it is not a quick or easy process for our Participants. Selecting a career that pays a living wage, completing their education, and securing employment in their chosen field is a process that can take up to eight years to complete while raising a family.

As always, Project Self-Sufficiency is innovating to continue supporting single-parent families during these difficult times. Here are some of the changes we are working on:

- Our name has been changed to Project Self-Sufficiency of Northern Colorado to reflect the community we serve. Our Participants don't live and work in just one community, and neither do we.
- We are aligning our services to integrate and complement services in Weld County. There will be many benefits, including continuing to work with Participants who need to move out of Larimer County to find affordable housing and attractive career pathways.
- Not everyone wants a 4-year college degree. Our Advisors are increasing their understanding of alternative career and training paths, including credentials and apprenticeships in career fields that pay a living wage. In 2023 and beyond, we will be incorporating alternative career pathways to better meet the needs of Participants and employers.

I believe in the power of education. Each and every one of us can help transform the lives of single-parent families in our community. As a donor myself, I know that my investment plays a vital role in Project Self-Sufficiency's important work. We urgently need your donations today to help build a brighter future for these families.

Thank you for your support,

A handwritten signature in cursive script that reads "Elizabeth Hogan".

Liz Hogan
Board President

OUR MODEL



DISCOVER

Stabilize and visualize

Participants stabilize their situation and begin to visualize what a bright future could look like for their family.

STRENGTHEN

Training and support

Participants create an education plan and secure the training and support necessary to unlock their potential, while maintaining a healthy family life.

ACTUALIZE

Career-related employment

Participants complete their education and secure career-related employment.

LAUNCH

Transition to a new life

Program graduates are “selfpowered,” role models for their children, and have the power and confidence that comes from deep within the human spirit.

OUR PROGRAMS

Our goal is to empower low-income single parents to build a bright future for themselves and their children. Our Selfpower Model blends best practices grounded in post-secondary education, employment training, and wraparound supports so that participants can map their own unique pathway out of poverty.

Participants can spend up to eight years in our program, from intake to degree completion and employment in their chosen career field. Throughout this time, our Advisors provide intensive, personalized support, walking alongside participants to help them achieve economic independence while building and maintaining strong, healthy families.

Through generous donations and strong partnerships, Project Self-Sufficiency provides financial resources and referrals in key areas such as access to housing and eviction prevention, childcare, car repairs and donated cars, and mental health services, to name just a few. This direct assistance is crucial in allowing participants to focus on their education and complete their degrees sooner—all while maintaining family stability.

OUR 2022 ACCOMPLISHMENTS

We served 109 single parents with 202 children.

We housed or maintained housing for 88 families by providing \$121,179 in funds to assist with move in costs, rent assistance, and eviction prevention.

We provided six donated cars and covered repair costs, registration, and insurance totaling \$85,949.

Between our partnership with WomenGive and our own Childcare Fund, we covered \$52,212 in licensed childcare, so that Participants could go to work, attend classes, and complete internships.

We awarded \$212,500 in Strengthen Scholarship Awards to 52 single parents to cover education expenses.

54 volunteers donated 2,151 hours of service.

SELFPOWERED GRADUATE STORY

What happens once our program graduates leave Project Self-Sufficiency? We checked in with Marisa to find out how things are going for her since she graduated in May 2022.

After I received my Associate of Applied Science degree in Diagnostic Medical Sonography last year, I was hired as an Ultrasound Technician specializing in OB Gyn. Little did I know, Project Self-Sufficiency would guide and support me in finding my dream career!!

At Project Self-Sufficiency I explored different career paths, endlessly searching for something that combined my desire for creativity and compassion for helping others. A good starting salary and an accelerated educational path were top priorities so that I could become financially stable as a single parent. I made the right decision! Looking back, I'm proud of my personal growth over the past several years.

Before I found Project Self-Sufficiency, I was going through a divorce, working part time at Walmart, and needed to find long-term housing and a way to provide for my family. I was an emotional wreck—I didn't believe in myself to make sound decisions and following through with those decisions proved difficult.

But at Project Self-Sufficiency, I found support I didn't know I needed, a place to go where people believed in me and cheered me on. It's a community-minded organization that has knit together a network of resources to support parent and child.

My three years with Project Self-Sufficiency wasn't easy! In the beginning, I felt overwhelmed. There were lots of appointments, lots of paperwork and deadlines to keep. But that accelerated approach helped me stay accountable and follow through with the decision I had made to further my



education. And the support I received addressed all aspects of my life as a single parent—food, housing, child care, transportation—in addition to career guidance and educational support.

Today, my family and I have a bright future. I have started a 401K, I have money in my savings account, I am able to provide for us, and I have a wonderful career ahead of me. We dream about buying a house with a backyard so we can have more space for our dog, and this summer I am taking my family to Disney World! It's important for my child to know that we can do fun things together and that all the hard work Mom did has paid off.

Our new life isn't exactly a smooth ride—life never is. Inflation is a real problem. We no longer qualify for subsidized housing and other benefits are going away. But the most cherished takeaway through this experience is I have a growth mindset. I'm my own person, I'm stable, I'm confident, and I can get through this and any other hardship to provide for myself and for my child.

I couldn't have done this without Project Self-Sufficiency, and I know it takes a lot of resources for them to be able to do all of this. They really make a difference in people's lives. When you make a choice to put absolutely everything into yourself, Project Self-Sufficiency puts everything into you!

OUR PARTICIPANTS 2022

\$16,883 per year was the **average annual income** of our Participants at intake

94% female **6%** male

32% racially and/or ethnically **diverse**

50% **experiencing homelessness** at intake

83% **survivors** of sexual and/or domestic violence

40% have a disability **1%** veterans

THEIR ACCOMPLISHMENTS

22 degrees, certificates, and GEDs earned

8 Successful Program Graduates

100% of program graduates who were employed at exit secured jobs in their career field

\$34,261 Average wage increase from intake to program graduation

OUR 2022 FINANCIALS

ASSETS

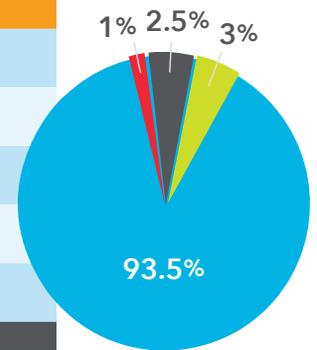
| | |
|---|---------------------|
| Cash and cash equivalents | \$ 653,028 |
| Accounts Receivable | \$ 42,258 |
| Prepaid expenses | \$ 10,378 |
| Investments | \$ 618,308 |
| Beneficial interest in investments held at the Community Foundation of Northern Colorado – Operating Reserve Tier 3 | \$ 416,539 |
| Beneficial interest in investments held at the Women’s Foundation of Colorado | \$ 100,047 |
| Beneficial interest in investments held at Community Foundation of Northern Colorado | \$ 1,662,814 |
| Right of use assets, net | \$ 22,651 |
| Total assets | \$ 3,526,023 |

LIABILITIES AND NET ASSETS

| | |
|--|---------------------|
| Liabilities: Accounts payable and accrued expenses | \$ 109,602 |
| Net Assets: Net assets without donor restrictions | \$ 2,734,281 |
| Net assets with donor restrictions | \$ 682,140 |
| Total net assets | \$ 3,416,421 |
| Total liabilities and net assets | \$ 3,526,023 |

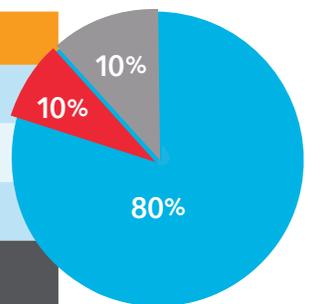
REVENUE AND SUPPORT

| | |
|------------------------------------|---------------------|
| Grants and contributions | \$ 1,460,612 |
| Value of cars provided to families | \$ 16,659 |
| In-kind donations | \$ 39,147 |
| Special event revenue | \$ 46,174 |
| Other revenue | (\$ 201,232) |
| Total revenue and support | \$ 1,361,360 |



EXPENSES

| | |
|------------------------|---------------------|
| Program Services | \$ 1,295,634 |
| Management and general | \$ 163,743 |
| Fundraising | \$ 160,419 |
| Total expenses | \$ 1,619,796 |



| | |
|--------------------------------|---------------------|
| Change in Net Assets | (\$ 258,436) |
| Net Assets, Beginning of Year | \$ 3,674,857 |
| Net Assets, End of Year | \$ 3,416,421 |

2022 BOARD OF DIRECTORS

Liz Hogan, President
UCHealth

Carol Barnes, President-Elect
HP, Inc.

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Ann Bedient, Fiscal Officer
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Nancy Symes, Director
Independent HR Consultant



Team Awesome: Tracy Mead, Audrey McElwain, Jan Barela-Smith, Chrissa Percival, Camille Lane, Natasia Lovato Garcia, Daniela Morzos, Robin Adams, Yaricza Castaneda
Absent in photo: Hannah Dahl, Connie DeMercurio, Nicole Gawronski, Jamie Lococo

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