

Overview:

The level of leadership and sacrifice demonstrated by Pueblo County's nonprofit and community leaders in 2020 was unprecedented. To ease some of the burden of Packard Fund grantees, reporting requirements were eliminated in 2020, the Fund's annual distribution was increased by 20 percent (compared to 2019), an additional \$372,000 in funding for basic needs was secured and awarded to nonprofit partners, and investments in high-quality capacity building were prioritized.

An anonymous feedback tool was also implemented to understand how the Packard Fund can best serve its partners. Pueblo County is not yet through the challenges of this pandemic, but this community has proven time and time again that its people are resilient, proud, and committed to working together for the common good.

Grantmaking:

Summary:

Funding from the Sperry S. and Ella Graber Packard Fund for Pueblo totaled \$962,675* in 2020. Grant amounts ranged from \$2,500 to \$140,000, with an average grant size of \$24,067. Seventeen percent of awards were made to first-time grantees. Highlights from each grant cycle are documented below and include results from the Funder Feedback tool that was implemented in 2020. A full list of grant awards begins on page 13.

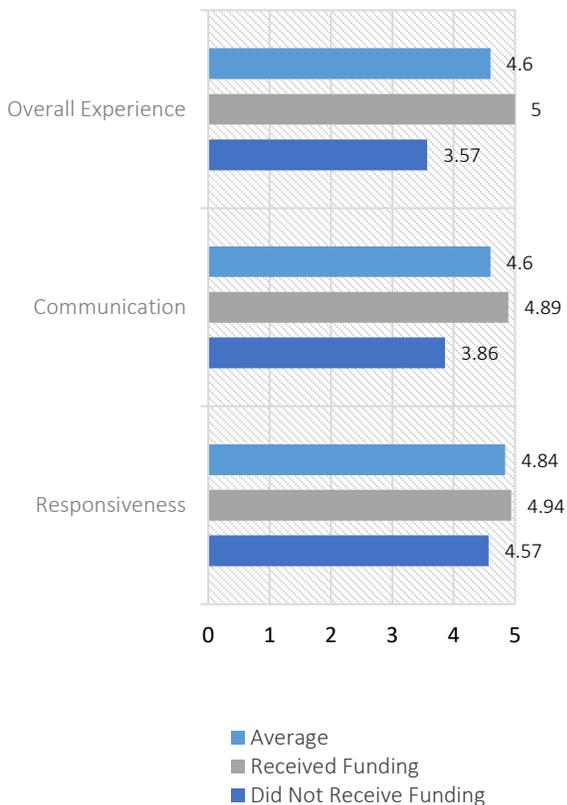
**Amount does not include additional \$372,000 for the Rural Response & Recovery Initiative detailed on page 5.*

CHILDREN, YOUTH, & FAMILIES CYCLE:

Guided by a new strategic plan, the Sperry S. and Ella Graber Packard Fund for Pueblo launched its first official grant cycle in February 2020. Soon after site visits began in March, the dangers of the pandemic became a reality. In-person site visits quickly transitioned to virtual visits and the Advisory Board held an emergency meeting to discuss if other adjustments to the traditional review process might be needed.

Due to the severity of COVID-19 and its devastating impact on the community, the Advisory Board made the decision to expedite the review process and prioritize funding for applications that addressed urgent, basic needs and provided critical support for vulnerable families in Pueblo County. An Advisory Board member, Jeanelle Soto-Quintana, shared her perspective on this unique grant cycle in the [May Newsletter](#).

Funder Feedback Results:



CHILDREN, YOUTH, & FAMILIES 2020 GRANTMAKING

43

LETTERS OF
INQUIRY

25

INVITATIONS
TO APPLY

\$1.3 MIL IN REQUESTS

\$565,000
IN FUNDING AWARDED

OF GRANTS



DISTRIBUTION

Families
41.6%

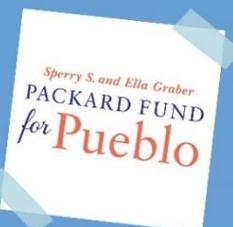
Children
39.8%

Youth
18.6%

Average Grant:
\$40,000

GRANT TYPE:

General Operating	79%
Program	21%
1-Year	79%
2-Year	21%
New Grantees	7%



COVID-19 SUMMER GRANT CYCLE:

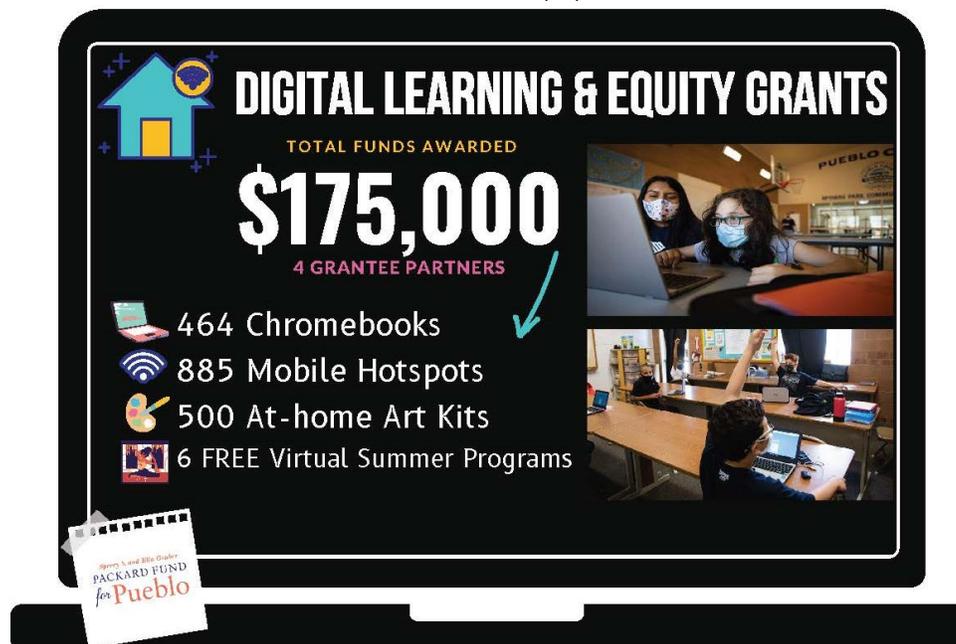
A fiscal year shift in 2020 created a timely opportunity to invest additional resources in Pueblo County during the pandemic. Following a scan of COVID-19 relief funding at the federal, state, and local levels and interviews with community partners, a clear disparity emerged. Government and private grant funding were primarily—and justifiably—focused on food access, housing, and childcare. At the same time, Pueblo County’s 28,075 school-aged children were sent home from school in March with the mandate to engage in virtual learning without the provision of a device or access to internet.

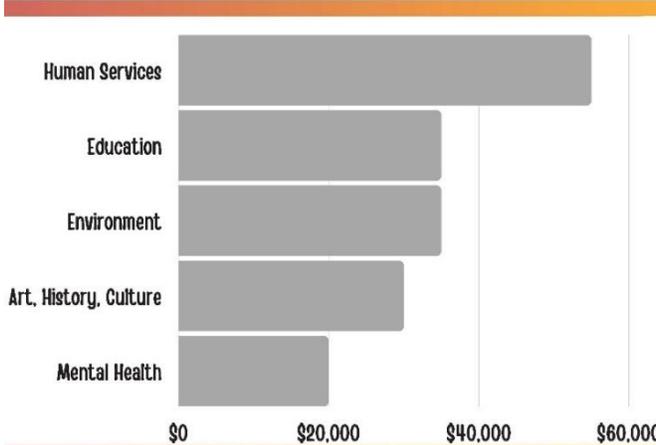
In 2020, 12% of Pueblo County did not have access to broadband internet, which equates to about 20,332 people or about 5,809 households. Pueblo County ranks 10 of 64 CO counties in population but falls to 60 in broadband infrastructure. Distressing stories of students struggling quickly emerged—multiple siblings sharing one cell phone to complete schoolwork, previously engaged students who never logged into their online classrooms, and thousands of vulnerable students with no access to community support services.

The Packard Fund partnered with the Pueblo City-County Library District in April to strategize how best to increase digital and learning equity. [Phase one](#) of the project focused resources on our most vulnerable young people in collaboration with Posada, Boys & Girls Club, CASA, and the Department of Human Services. Resolve Magazine highlighted the partnership in an article titled [Community Bonds Boost Digital Access in Colorado](#). To ensure that students who received Chromebooks and hotspots had access to quality programming throughout the summer, the Packard Fund awarded grants to the Pueblo Arts Alliance, Sangre de Cristo Arts & Conference Center, and the Boys & Girls Club to offer free take-home enrichment activities and online programming.

When it became clear that school districts were able to secure funds to purchase devices for students in the fall, but not internet access, phase two of the project focused on providing hotspots. A [local news story](#) covered the challenges faced by students and the project’s hotspot services.

The partnership with the Library District created a powerful community resource and inspired a new focus for the Library on digital equity, including an online leadership program for every youth who received a Chromebook and services for seniors and the homeless population.





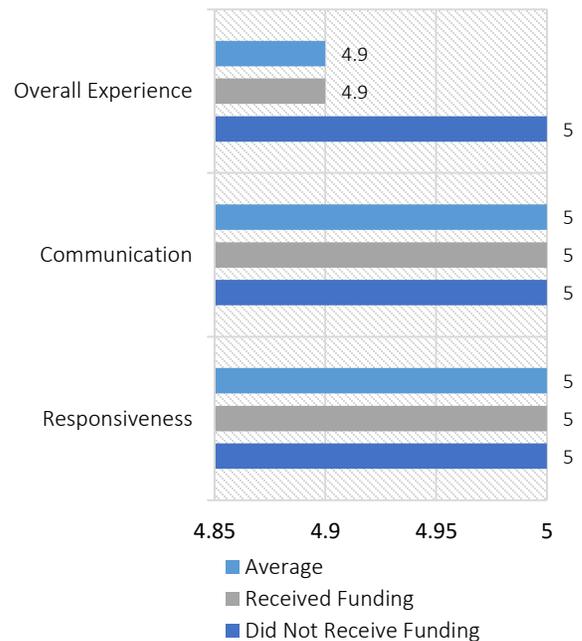
COMMUNITY IMPACT CYCLE:

The Community Impact cycle launched in July and grants decisions were finalized in October. The Advisory Board held a special meeting in June to determine if the impact of the pandemic necessitated any changes to the grant review process. The only adjustment made was a commitment to minimize the focus on applicants' financial sustainability.

The limited budget for this grant cycle required a more severe narrowing, with only 37 percent of organizations that submitted a LOI being invited to apply. Of the 26 organizations that were not invited to apply, 16 were current or former grantees. This was an unexpected and painful process for several longtime grantees. Of the 15 organizations that were invited to apply, 5 were new applicants. The maximum request amount for this cycle is \$25,000.

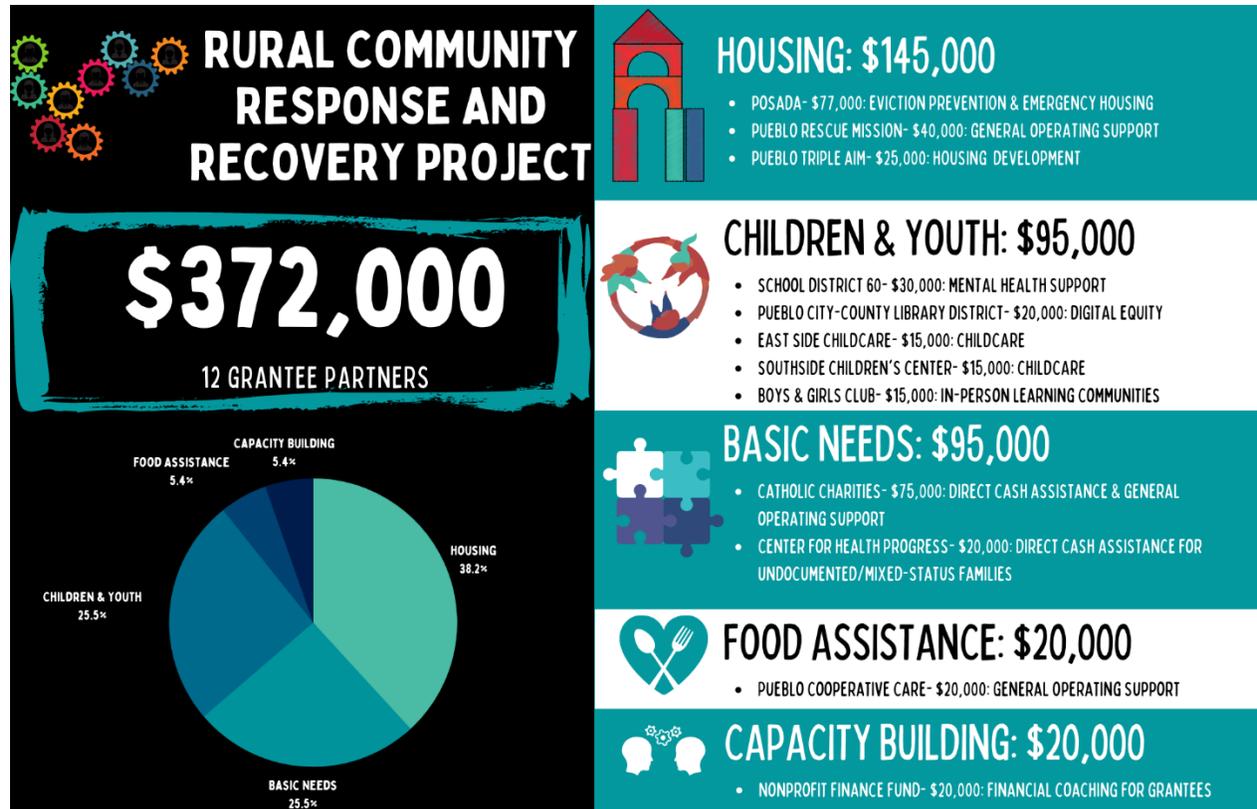
Of note, two LOIs were received for the senior services priority; one organization was invited to apply but did not submit an application.

Funder Feedback Results:



Other Grantmaking:

Through an initiative lead by the Denver Foundation, The Telluride Foundation, and ZOMA Foundation, the Colorado Centennial Fund was able to secure funding aimed at helping nonprofits in Pueblo County navigate the economic and humanitarian impacts of the COVID-19 pandemic. Following the completion of a community assessment, 12 organizations were prioritized for funding. Grantees were not required to submit applications or complete formal reporting.

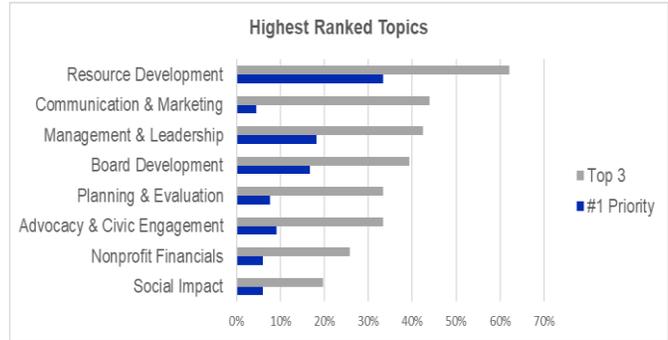


Programs

Nonprofit Capacity Building:

Grantee focus groups in 2019 revealed a need for more high-quality nonprofit training opportunities in Pueblo. Grantees also expressed a desire for local funders to work together on nonprofit capacity building efforts. In response to this feedback, the Packard Fund for Pueblo established a partnership with Southern Colorado Community Foundation, United Way of Pueblo County, and the Robert Hoag Rawlings Foundation to collaboratively invest in nonprofit training and create a shared annual training calendar.

In November 2019, grantees completed an online survey about training needs for 2020. Resource development emerged as the most relevant topic and grantees shared that cost, late notice, and lack of time were the top three reasons they do not participate in training. The development of the training program and calendar was postponed due to the pandemic—nonprofit staff were over-taxed, in-person trainings were not permitted, and free virtual training sessions became widely available.



Packard Fund committed to offer another cohort-based capacity building program in 2020. After three successful years of the Packard Leaders Forum, the decision was made to experiment with a different model. Based on grantee survey results and meetings with nonprofit leaders, the Packard Fund worked with Gemm Consulting to offer a team-based cohort focused on resource development, amplified with intense organizational coaching support.

An application process was established and although the Packard Fund covered most of the program costs, organizations selected to participate were required to financially invest in the program based on budget size. Participating organizations were asked to build a cohort team of three to five people that included the Executive Director/CEO, at least one additional paid staff member, and one board member.

2020 Fundraising Cohort Teams:

1. Boys & Girls Clubs
2. Catholic Charities
3. Center for American Values
4. Junior League
5. SRDA
6. YWCA

Fundraising Cohort Program Components:

- ☑ Three full-day trainings with all cohort organizations focused on developing story, building prospects, and making the ask (*the first in-person training was in February; subsequent trainings were virtual*).
- ☑ Eight months of ongoing coaching for 1-2 members of each cohort organization (*2 months of weekly coaching, then 6 months of bi-weekly coaching*).
- ☑ One-day session customized to the individual organization’s needs.
- ☑ Two-hour board/committee session on the fundraising philosophy and role of board/committee members in fundraising.
- ☑ Professionally designed one-pager, representing each organization’s story.
- ☑ Master Prospect List.
- ☑ Access to online training sessions around the story, prospects, and ask.

In a year when effective fundraising was more critical than ever, participants said that this opportunity was a game-changer for their organizations. The most valuable component of the program was regular coaching from a proven fundraising expert. Although final reports will not be available until June 2021, organizations shared that they have never made more asks in a single year and have never raised more money. They also expressed a newfound confidence and clarity in their capacity to raise vital funding.

“This makes more sense to me than anything else I have done in my career in the realm of fundraising.”

– Maureen, YWCA

"This opportunity moved our major donor work forward by leaps and bounds. Working with Mike made it possible to get our story together and present a more cogent and compelling message to our donors and prospects. The training sessions helped our board members understand their role and the importance of their involvement in fundraising in a way they had not before. Ongoing coaching with Mike gave us more confidence and helped us get our major donor visits off the ground--resulting in new gifts for some of our most vital projects, and new relationships with some lovely people!"

– Barbara, Boys & Girls Clubs of Pueblo County

The Packard Fund also offered a free 12-week fall virtual training series for local nonprofits focused on fundraising and talent. Sessions were facilitated by Gemm Consulting with a highly interactive format. A total of 20 organizations participated in the series.

Early in the pandemic, a series of calls with grantees revealed a shared—and valid—fear that the City and County were considering eliminating the nonprofit grant program, CSAC. In response, Packard Fund contracted with Pueblo Triple Aim Corporation to organize and build consensus among local nonprofit leaders with the goal of maintaining current levels of CSAC funding and to clearly identify the catastrophic outcomes that would result from the discontinuation of CSAC financial supports. The coalition met three times and established a shared advocacy strategy. A shared case for support for the nonprofit community was created and presented to local elected officials. The presentation was followed up with several individual meetings. PTAC was able to solidify commitments to retain CSAC funding levels from nearly every City Council member and County Board of Commissioners.

Human-Centered Design:

In 2019, Caring for Colorado Foundation and The Colorado Health Foundation commissioned a Human-Centered Design project focused on Latinas in Pueblo and Adams Counties. The process ([beautifully documented here](#)) inspired a new initiative, SOMOS. Melanie Bravo, Director of Place-Based Philanthropy, served as Project Director for SOMOS in 2020, and worked in partnership with five community-based design fellows and an implementation partner, Point B(e) Strategies, to further develop the SOMOS experience and curriculum.

Adjusting to the pandemic environment, the first SOMOS pilot launched in September 2020 and was facilitated virtually. The 8-week pilot included 31 Latina youth and caregivers from Pueblo and Adams counties. Participants were grouped into three groups: ages 12-14, 15-19, and caregivers. Each session began as one large community group, and then broke into smaller groups according to age. The last four sessions incorporated multi-generational breakout groups, which were very successful and led to enriching conversations and wonderful learning. Session topics focused on healthy relationships, sexual health, and socio-emotional health.



I liked all the sessions. They all played an important roll in this whole learning experience. They were very helpful and taught me a lot. I loved hearing other people's opinions—it showed me that I'm not alone and that other people have similar struggles and it made me feel accepted.

[The] topics are great because they are difficult areas that us, as Latinas, struggle with and the cycle needs to end with our children.

My definition of Latinas changed by a lot...I used to not have a definition of Latinas, but now I think Latinas are brave, strong, and cultured."

Health is not just physical, but also mental, emotional, spiritual. We must also understand our bodies and respect ourselves and others. Our Health is also reflected in our relationships, in our children, family, home and environment. I realized I am not as open minded as I thought and will have to work on allowing myself to break generational cycles that might be detrimental to my children's overall health.



Initial evaluative findings of the English-language Pilot include:

- 100% of participants would recommend SOMOS to a friend or relative.
 - Themes from Comments: It is a great way to learn about yourself, your culture, and other information relevant to today; There is an opportunity to make connections with others; It brings up hard conversations; It is a safe space for people who feel lost.
- 87% of participants agreed they enjoyed participating in this program virtually by Zoom and only 39% would prefer if this program could have been held in person.
 - Benefits of participating by Zoom (shared by participants): Convenient, easy, safe; Comfort of being at home; More comfortable sharing with other people and learning new things virtually; Cohorts are private.

The second pilot, facilitated in Spanish, launched in January 2021 with 30 participants. Following the completion of the Spanish-language pilot, the team will review evaluation findings and determine recommendations. Next steps will be finalized in May.

Learning & Insight

Progress on Strategic Plan:

The impact of the pandemic affected the Advisory Board’s grantmaking strategy in year one of the Fund’s three-year plan. The expedited process and the focus on basic needs in the first cycle of 2020 hampered the Advisory Board’s intention to prioritize upstream/prevention-based efforts. The sheer volume and urgency of community needs also made it difficult to deliver on the goal to provide more large, multi-year grants. Considering the ongoing devastation from the pandemic and the long road to recovery, it remains unclear if the Advisory Board will adjust its strategy in year two.

To further define how best to advance the Fund’s mission—to champion efforts that create equitable opportunities and improve the quality of life in Pueblo County—the Advisory Board developed a funding approach that prioritizes funding for organizations and programs that are: guided by community voice, culturally responsive, focus on equity, and demonstrate significant impact. This approach served as a beacon throughout the grantmaking process and increased confidence in funding decisions.

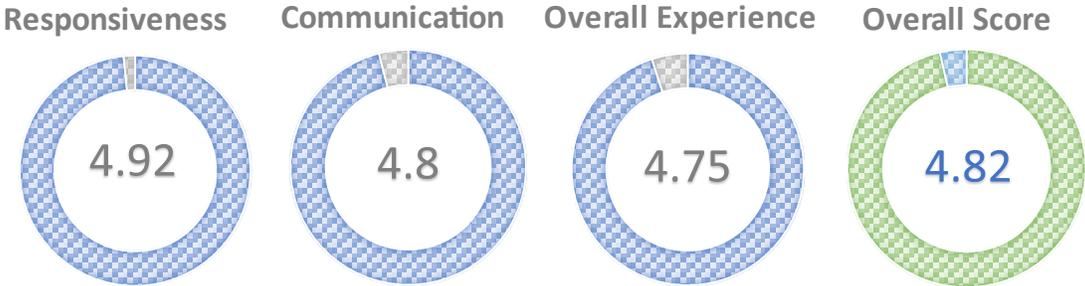
Funder Feedback:

The grantmaking process is an expression of values and the primary way funders build relationships and fulfill our role in the nonprofit sector. In alignment with Caring for Colorado Foundation, Packard Fund staff adopted a new grantmaking philosophy.

We seek to:

- **Build relationships grounded in trust and mutual goals.**
- **Be transparent in our communication.**
- **Streamline our process as much as possible.**
- **Be present in the community.**
- **Be accessible and available to provide guidance and thought partnership.**

To that end, the Packard Fund staff are building out some areas of work related to learning and assessment, including a [feedback survey](#) for applicants, following the conclusion of each grant cycle, to understand what is working and what needs improvement. Below are the average combined scores for both responsive grant cycles in 2020 and responses to the open-ended question. The most common theme was the recommendation to establish a separate emergency fund—to ensure community needs are met, but without sacrificing funding for non-human-service-related organizations.



Responses to Open-Ended Question:

Please share any suggestions or insights on how the Sperry S. and Ella Graber Packard Fund can improve the grantmaking experience or best meet the needs of the community.

Did Not Receive Funding	Received Funding
<ul style="list-style-type: none"> ▪ Since the initial response was connected to critical response/basic needs, it would be great for the next cycle of response related to COVID-19 to pivot to addressing some of the long-term impact that we anticipate in the coming months/years related to COVID-19, as well as the sustainability of programming in the midst of shifting funding streams. ▪ Be more fair in distributing funds to those who might have a good program. By funding the same things you overlook some important people/organizations in the community. ▪ Thanks was impressed how you made adjustments for the interviews from onsite to phone! ▪ If not already done, set aside monies that are given for emergency situations by worthy businesses or organizations as a gift to help keep meeting the needs of our community especially during the pandemic. 	<ul style="list-style-type: none"> ▪ We are thankful for the changes. ▪ I do not have any suggestions I feel that Packard Fund for Pueblo has been a great learning experience. I am so thankful for the staff and receiving grant funding. ▪ Sperry S. and Ella Graber Packard Fund for Pueblo is a shining star in southern Colorado. Setting aside the fact that our organization receives funds from the foundation, your foundation, staff and community involvement are matched by none. I believe that David and Lucile Packard and their successors would be very proud. ▪ Set aside a reserve fund for current funded entities to request. Projected financial resources for direct service provision which helped Fund Trustees determine grant allocation amount are beginning to be redirected by some funding sources, creating a potential negative impact on grant recipients' ability to achieve goals for which funding was received. ▪ Keep doing what you are doing. The Packard Fund is great and has been exceptionally responsive during the pandemic. ▪ The Foundation staff are very helpful, and we are so thankful for our funding. ▪ While the need for special funding for the COVID-19 pandemic is urgent and important, it's also essential that other programs continue to receive funding. So many funders have shifted all of their dollars to COVID efforts, which will definitely hurt many of our nonprofits that are providing key (non-COVID) programs in the long run. ▪ I think the application (software) could be a little bit more user friendly. ▪ I have always found the staff to be professional, responsive and compassionate. ▪ Encourage other local funders to be as awesome as y'all are! ▪ I had no problems with the process. Something that I think would have made me feel more comfortable would have been to have a checklist of points to be prepared for in the interview/walk through phase. ▪ Melanie Bravo has been particularly helpful in assisting us in focusing our requests. I would suggest that prior to starting the process that every applicant be required to talk with her to ensure alignment with the Packard Fund initiatives. ▪ Appreciated the depth of conversation and care extended by board and staff. Thank you for showing up strong for our communities when it matters a great deal. We appreciate all you do!

To support applicants and enhance communication, Packard Fund staff recently offered two webinars. The first webinar was for prospective applicants and covered funding priorities, the Advisory Board's funding approach, and tips on what to include in the initial LOI. The second webinar was for organizations invited to apply for a grant and focused on how to navigate the online grants portal and tips on what the Advisory Board considers during the review process. Melanie Bravo also offers the opportunity for any organization not invited to apply or that did not receive funding to meet with her to discuss the decision and answer questions. We will continue to evaluate the value of this type of enhanced communication.

Advisory Board Engagement & Decision-Making Power:

Ensuring that local Advisory Board members have authentic grantmaking power is a top priority. It is also critical that the volunteer status of board members is honored, and that involvement is not burdensome. Prior to each grant cycle, the Advisory Board establishes guideposts for the selection of organizations that are invited to apply. For instance, in the most recent Community Impact Cycle, the Advisory Board decided that they would like to see an application from each of the six priority areas and limit the number of invitations to 15.

With that guidance and equipped with deep knowledge and context of the nonprofit community, Packard Fund staff establish application invitation recommendations. The list is presented to the Advisory Board with the caveat that any member of the board has the authority to add an organization to the list. In the last three cycles, no changes were made to the LOI recommendations.

Once applications are submitted, Advisory Board members control the decision-making process. In addition to a Packard Fund staff member attending site visits, two Advisory Board members lead each site visit. Online feedback forms, developed by the board, are submitted via an online portal. A summary of feedback is shared with the full Advisory Board and informs individual funding recommendations and application rankings, which are then submitted to and compiled by staff.

Staff use the compiled feedback to develop round one grant recommendations. An online survey presents the initial recommendations to Advisory Board members for rapid feedback. Survey results are used to build the grants decisions meeting agenda. Final decisions are established through a collaborative, consensus-based approach. Final recommendations are sent to the Centennial Fund Board for official approval. To increase local representation, the Centennial Fund established a seat on the board for a Packard Fund Advisory Board member. The current representative is Dr. Velia Rincon.

To recognize and honor the contributions of the Advisory Board, each Advisory Board member had the opportunity to select one local nonprofit to receive a \$1,000 donation in December. This small token of appreciation was extremely well received by members of the board, as well as by the [nonprofit recipients](#). The goal is to make this an annual opportunity.

The Work Ahead

Youth Grantmaking and Leadership:

In the fall of 2019, the Packard Fund announced a collaboration with [YouthRoots](#) to launch the Pueblo Youth Action Council — a six-month program rooted in leadership, philanthropy, and community impact. Originally intended to begin in September 2020, but postponed due to the pandemic, recruitment is now in process and the program is expected to begin in August 2021.

The Youth Action Council will bring together a diverse group of high school freshmen who are passionate about solving community issues and making the world a better place. The program guides students through a three-step philanthropic process, including a community needs assessment, fundraising, and grantmaking. The Packard Fund Advisory Board will select 10 young people to serve on the council. Students will earn 60 hours of community service and receive a \$500 stipend.

Nonprofit Capacity Building:

In response to feedback from grantees and participants in last year's Packard Fundraising Cohort, the Fund's 2021 nonprofit capacity building strategy will focus on two cohort-based learning opportunities: Executive Coaching and Fundraising. Cohorts will be led by Gemm Consulting. Organizations must apply to be considered. A maximum of five organizations will be selected for each cohort and both opportunities require some level of financial investment from organizations (based on budget size).

The Fundraising cohort will follow the same structure as the first cohort, with the hope that more in-person learning sessions will be feasible. The Executive Coaching opportunity will support leaders in aligning their behaviors with achieving the results that are most important to the long-term success of their organization. Participants will receive six months of coaching that focuses on five areas: vision, strategy, mindset, skill set, and energy. In addition to one-on-one executive coaching, leaders will also participate in three facilitated group meetings for the full cohort of leaders, to share best practices and learnings.

Packard Fund staff began discussions with Pueblo County to explore the possibility of accepting the role of [Regional Champion](#) for Pueblo Gives Day in 2021. The County made the decision to no longer serve in that capacity. There is currently no other natural fit for this important role. Of note, the Packard Fund will also revisit the collaborative training opportunity with local funders this summer.

Planning & Evaluation:

Caring for Colorado's Philanthropy team launched an assessment and learning process led by an external evaluator in January 2021. Packard Fund staff are participating in the process to glean insight into how best to evaluate progress on the Fund's 2020-2023 strategic plan. The assessment plan will be finalized in collaboration with the Advisory Board in 2022.

Caring for Colorado's Board of Directors is currently exploring the development of a Mission Aligned Spending and Investment Policy. This learning process will help inform possible distribution strategies for the Packard endowment. The current spending policy, which established consistent grantmaking levels for the Packard Fund for three years, ends in 2022. The Centennial Fund Board is also interested in exploring fund development strategies for the Packard endowment. Opportunities will be explored in 2021.

2020 Grants List

Funding Cycle: Children, Youth, and Families

Boys & Girls Clubs of Pueblo County

<i>Focus Area:</i>	Youth
<i>Priority:</i>	Out-of-School Time Programming
<i>Desired Result:</i>	Youth have strong, positive, stable connections to family, peers, school, supportive adults, and community.
<i>Grant Award:</i>	\$50,000, 12 months
<i>Grant Summary:</i>	Funding will support BGPCP's Avondale, East Side, Sprague (south side) and Irving (west side) Clubhouses. Each Clubhouse offers high quality programs after-school, on Fridays when schools are closed, and during the summer. Programming is focused on five core areas: (1) Academic Success, (2) Healthy Lifestyles, (3) Good Character & Citizenship, (4) The Arts, and (5) Sports, Fitness & Recreation. Transportation from school and healthy meals are provided daily.

Care and Share Food Bank of Southern Colorado

<i>Focus Area:</i>	Families
<i>Priority:</i>	Food Assistance
<i>Desired Result:</i>	Families have equitable access to the nutritious food needed to thrive and reach their full potential.
<i>Grant Award:</i>	\$75,000, 12 months
<i>Grant Summary:</i>	Funding will help sustain and expand Care and Share's hunger-relief efforts in Pueblo County. It will support the acquisition, transportation, storage, and distribution of millions of pounds of food to Pueblo neighbors struggling with hunger and will assist with the establishment of a new food pantry on the Eastside.

Catholic Charities, Diocese of Pueblo

Focus Area: Children

Priority: Family Support & Education

Desired Result: Adults are knowledgeable, responsive, and interact effectively with and on behalf of children.

Grant Award: \$60,000, 12 months

Grant Summary: Funding will support Catholic Charities' 24 programs that connect and support families on their path to harnessing the family's full potential and help the entire family get on the path to permanent security.

Early Learning Ventures

Focus Area: Children

Priority: Childcare & Early Childhood Education

Desired Result: Adults are knowledgeable, responsive, and interact effectively with and on behalf of children.

Grant Award: \$20,000, 24 months

Grant Summary: Funding will support Early Learning Ventures' comprehensive Early Head Start services for qualifying children and their families in Pueblo County. Funds will also be used to provide an innovative coaching model to Pueblo teachers and supports to families.

East Side Child Care Center

Focus Area: Children

Priority: Childcare & Early Childhood Education

Desired Result: Young children reach their developmental potential and are ready to succeed in school and in life.

Grant Award: \$30,000, 12 months

Grant Summary: Funding will support the Center's licensed early childhood development and education programs and will help to subsidize service fees which reduce barriers to access for families who would otherwise not have access to quality childcare and education.

Friends First

Focus Area: Youth

Priority: Mentoring

Desired Result: Youth have strong, positive, stable connections to family, peers, school, supportive adults, and community.

Grant Award: \$10,000, 24 months

Grant Summary: Funding will help Friends First educate the community on programs and opportunities available and will supplement current programming by covering expenses related to equity, inclusivity and accessibility for youth.

Posada

Focus Area: Families

Priority: Housing

Desired Result: Families have safe, stable, affordable housing.

Grant Award: \$60,000, 12 months

Grant Summary: Funding will support Pueblo's homeless families with children exiting Posada's emergency shelter program by providing intensive case management and a security deposit and first month rent payment. Case management services will be extended for a minimum of six months after exiting the emergency shelter to provide families with the necessary support they need to address and overcome barriers encountered to prevent them from returning to homelessness.

Pueblo Child Advocacy Center

Focus Area: Children

Priority: Behavioral & Mental Health

Desired Result: Environments that impact children (home, neighborhood, programs, school) are safe, stable, and supportive.

Grant Award: \$50,000, 24 months

Grant Summary: Funding will support PCAC's Prevention & Investigation of Child Abuse Programs and efforts to become a "trauma-informed" organization.

Pueblo Cooperative Care Center

<i>Focus Area:</i>	Families
<i>Priority:</i>	Food Assistance
<i>Desired Result:</i>	Families have equitable access to the nutritious food needed to thrive and reach their full potential.
<i>Grant Award:</i>	\$75,000, 12 months
<i>Grant Summary:</i>	Funding will support the Center's core programming: (1) Emergency Food Assistance (Food Sack), (2) Clothing Assistance, (3) Emergency Transportation, (4) Medical Prescription Assistance, (5) Personal Hygiene Essentials, (6) Voucher Programs (CO ID and Driver's License, Birth and Death Certificates and Diabetic Supplies), (7) Mobile Shower and Laundry, and (8) Nutrition on Wheels which delivers emergency food assistance to individuals who are home bound.

Southern Colorado Youth Development

<i>Focus Area:</i>	Youth
<i>Priority:</i>	Mentoring
<i>Desired Result:</i>	Youth have strong, positive, stable connections to family, peers, school, supportive adults, and community.
<i>Grant Award:</i>	\$20,000, 24 months
<i>Grant Summary:</i>	Funding will support SCYD's work with at-risk and disadvantaged youth ages 10-17, specifically the National Youth Project Using Minibikes (NYPUM) program—a structured experiential activity that balances risk and competence, and utilizes dirt bikes as a motivational tool, supported by a behavior contract that establishes expectations among youth who learn to target specific negative behaviors that need improving.

Southside Children's Center

Focus Area: Children

Priority: Childcare & Early Childhood Education

Desired Result: Young children reach their developmental potential and are ready to succeed in school and in life.

Grant Award: \$30,000, 12 months

Grant Summary: Funding will support the Center's licensed early childhood development and education programs at two south side locations and will help to subsidize service fees which reduce barriers to access for families who would otherwise not have access to quality childcare and education.

Spark the Change Colorado

Focus Area: Youth

Priority: Behavioral & Mental Health

Desired Result: Youth have the skills and support needed to handle stress, manage emotions, and tackle everyday challenges.

Grant Award: \$25,000, 12 months

Grant Summary: Funding will support the Mental Wellness Program in Pueblo in its efforts to recruit, connect and support professional mental health counselors, interns or license-seeking graduates to provide pro bono services to youth who have experienced trauma and give them the skills they need to deal with stress/anxiety, manage emotions or deal with everyday school and life challenges.

United Way of Pueblo County

Focus Area: Community Impact

Priority: Human Services

Grant Award: \$25,000 toward the Emergency Response & Recovery Fund

Grant Summary: In response to the COVID-19 crisis, 100% of funding will directly support local emergency response and recovery efforts. United Way will allocate resources to local nonprofit agencies addressing the community's most pressing immediate and long-term needs.

YWCA Pueblo

Focus Area: Children and Youth

Priority: Family Support & Education; Healthy Relationships & Sexual Health Education

Desired Result: Environments that impact children (home, neighborhood, programs, school) are safe, stable, and supportive; Youth are equipped to make informed decisions about their relationships and sexual health.

Grant Award: \$35,000, 12 months

Grant Summary: Funding will support the YWCA's core programming and services which include: a safe and secure 24-7 shelter, case management, counseling, community referrals, and healthy relationship programming for youth.

Funding Cycle: Digital & Learning Equity

Boys & Girls Clubs of Pueblo County

<i>Focus Area:</i>	Virtual Summer Programming
<i>Desired Result:</i>	Reduce Summer Learning Loss & Isolation: Increase access to free virtual summer learning opportunities.
<i>Grant Award</i>	\$15,000
<i>Grant Summary</i>	Funding will support the virtual delivery of summer programming for middle and high school students focused on social/emotional well-being, health, STEM, and workforce development.

Pueblo Arts Alliance

<i>Focus Area:</i>	Virtual Summer Programming
<i>Desired Result:</i>	Reduce Summer Learning Loss & Isolation: Increase access to free virtual summer learning opportunities.
<i>Grant Award</i>	\$2,500
<i>Grant Summary</i>	Funding will support virtual delivery of Impact Youth program. The program is designed for high school students with the goal to create youth activation through the arts in the Creative Corridor, to create a sense of youth “ownership” of the Corridor, and to provide youth with practical applications of civic engagement and City government processes.

Pueblo City County Library District

Focus Area: Technology & Internet Access

Desired Result: Reduce Growing Digital Divide: Increase access to technology needed to successfully engage in remote learning environment.

Grant Award \$140,000

Grant Summary Funding will help reduce the growing digital divide among youth in Pueblo by increasing access to the technology needed to successfully engage in the remote learning environment. In partnership with local youth-serving organizations, PCCLD will distribute 400 summer learning kits to low-income youth in Pueblo. Each kit will include a laptop, hotspot, and educational and community resources.

Sangre de Cristo Arts and Conference Center

Focus Area: Virtual Summer Programming

Desired Result: Reduce Summer Learning Loss & Isolation: Increase access to free virtual summer learning opportunities.

Grant Award \$4,000

Grant Summary Funding will help provide at-home art kits for 400 youth in collaboration with the Pueblo City County Library District Summer Learning initiative.

Funding Cycle: Community Impact

Center Toward Self Reliance

<i>Focus Area:</i>	Human Services
<i>Mission:</i>	To empower people with disabilities to function as independently as possible and to be active, contributing members of society.
<i>Grant Award:</i>	\$5,000
<i>Grant Summary:</i>	Funding will support the Center Toward Self Reliance's new youth services center. The new space will be designed specifically for youth with disabilities and will provide youth with a safe, fully accessible place to learn and grow and move towards greater independence.

El Pueblo History Museum (History Colorado)

<i>Focus Area:</i>	Arts/History/Culture
<i>Mission:</i>	History Colorado creates a better future for Colorado by inspiring wonder in our past.
<i>Grant Award:</i>	\$15,000
<i>Grant Summary:</i>	El Pueblo History Museum is one of seven History Colorado Community Museums. Funding will support El Pueblo History Museum's educational programming including Bridging Borders, Hands-on-History, and the Museum of Memory.

Friendly Harbor

<i>Focus Area:</i>	Mental Health
<i>Mission:</i>	To promote wellness and recovery from mental health and substance conditions by providing a safe environment and connecting people to health relationships and organizations through Peer Support.
<i>Grant Award:</i>	\$10,000
<i>Grant Summary:</i>	Funding will support Friendly Harbor's partnership with Parkview Medical Center (PMC) to improve outcomes for individuals with mental health and substance use conditions seen in the PMC's Emergency Department and Neonatal Unit, and post-operative inpatient units with aortic valve replacements (AVR). Friendly Harbor's peer specialists will work to facilitate the recovery of each individual, improve parent-child bonding and child development, reduce misuse of the emergency department, increase success rates of AVR patients, and enhance communication in socially distanced support groups held outdoors.

Garcia Foundation

<i>Focus Area:</i>	Education
<i>Mission:</i>	To support the children in our community during the transition between preteen and adulthood.
<i>Grant Award:</i>	\$10,000
<i>Grant Summary:</i>	Funding will support the Garcia Foundation's MYLIFE ACES (Academic and Career Exploration Series) project. The MYLIFE ACES project, a virtual alternative for the successful MYLIFE program, allows the program to serve students throughout the pandemic and beyond. MYLIFE ACES includes six high-quality video sessions that will be made available to every middle school in Pueblo County with a focus on 8th graders. Topics include healthy choices, career planning, concurrent enrollment, financial aid, scholarships, etc.

Juneteenth Organization of Pueblo

<i>Focus Area:</i>	Arts/History/Culture
<i>Mission:</i>	To bring Puebloans together to remember and celebrate the heritage of African-Americans and the quest of perfecting unity in our community, as citizens concerned with human dignity and community redevelopment, and to implement programs that address the needs of all of Pueblo's ethnic communities together to celebrate a common bond of freedom.
<i>Grant Award:</i>	\$5,000
<i>Grant Summary:</i>	Funding will support Juneteenth of Pueblo's work to strengthen community participation in celebrations of diversity and cultural awareness and shape the positive development of young African American women, so that they grow to become confident, strong and independent young citizens.

Nature and Wildlife Discovery Center

<i>Focus Area:</i>	Education and Environment
<i>Mission:</i>	Nature and Wildlife Discovery Center promotes environmental stewardship and community health through nature education, wildlife rehabilitation, and outdoor recreation.
<i>Grant Award:</i>	\$15,000
<i>Grant Summary:</i>	Funding will support the Nature and Wildlife Discovery Center's outdoor curriculum that fosters environmental stewardship. Programs include Earthkeeper Nature School for preschool and kindergarten, a new earth studies curriculum for first through fifth grade students, and outdoor education experiences for the general public.

Pueblo Arts Alliance

<i>Focus Area:</i>	Arts/History/Culture
<i>Mission:</i>	To promote and collaborate in the development of the arts economy in Pueblo.
<i>Grant Award:</i>	\$10,000
<i>Grant Summary:</i>	Funding will support the Pueblo Arts Alliance's work as the administrator of the Creative Corridor and the Alliance's efforts to serve the creative industry in the form of 1) collaboration for marketing, performances, and education opportunities, 2) increased awareness in the community about the availability of local and regional arts production and events, and 3) the promotion and facilitation of economic impact through the arts.

Pueblo Food Project

<i>Focus Area:</i>	Human Services
<i>Mission:</i>	To build a sustainable food value chain that supports healthy people, environments, and the economy through networking, advocacy, and education.
<i>Grant Award:</i>	\$5,000
<i>Grant Summary:</i>	Funding will support the Pueblo Food Project and its 100+ community member coalition to create a vibrant, equitable, nutritious, and inclusive food system in Pueblo County, with a specific focus on PFP's newly established Pueblo Youth Food Council.

Pueblo Hispanic Education Foundation

Focus Area: Education

Mission: PHEF helps students turn their educational dreams into goals, and those goals into reality by providing scholarships for higher education to students in need from all backgrounds from Pueblo and Southern Colorado to assist them in achieving lifelong success.

Grant Award: \$5,000

Grant Summary: Funding will support PHEF's college preparatory programming for local high school students, with a focus on first generation students. PHEF will work with high schools in Pueblo County to provide workshops that prepare students (and their families) for college success.

Pueblo Rape Crisis Services

Focus Area: Human Services

Mission: To empower survivors, provide victim advocacy, and build community awareness to reduce sexual violence.

Grant Award: \$20,000

Grant Summary: Funding will support PRCS' work with survivors of sexual assault and efforts to educate the community and end sexual violence. PRCS' work includes 24/7 crisis intervention via hotline and hospital response, case management, and education regarding the impact of sexual violence.

Pueblo Rescue Mission

Focus Area: Human Services

Mission: To mobilize the community to provide relief, rehabilitation and empowerment services with a vision to see lives transformed and filled with hope as the community works together to fight poverty, homelessness and addiction.

Grant Award: \$25,000

Grant Summary: Funding will support the Pueblo Rescue Mission's critical programming designed to empower and support people experiencing homelessness who are learning to make positive changes in their lives.

Pueblo Zoological Society

Focus Area: Environment

Mission: To empower people to engage in conservation of animals and their natural habitat.

Grant Award: \$20,000

Grant Summary: Funding will support the Pueblo Zoo's efforts in conservation and research, education, guest services, and inclusive community engagement. The Zoo is home to 488 animals of 139 different species from around the globe—47 of those species are at risk and listed as endangered or threatened—and serves 90,000 visitors and 1,800 member households annually.

Shiloh House

Focus Area: Education

Mission: To offer youth and families support and services to overcome challenges, enhancing their success in the community.

Grant Award: \$10,000

Grant Summary: Funding will support Shiloh House's new educational intervention programming in Pueblo. Shiloh Academy-Pueblo offers daily therapeutic intervention for youth ages 7 to 18 facing challenges in the public-school system, the legal system, or transitioning to a less restrictive environment. The Academy provides mental health support and individualized education from the hours of 8am- 3pm. In addition, services include individual, family and group counseling, family and student support, credit recovery, case management, in-home skills, parenting skills, behavior coaching, and transitional support.

Teach For America

Focus Area: Education

Mission: Teach For America finds, develops, and supports a diverse network of leaders who expand opportunity for children from classrooms, schools, and every sector and field that shapes the broader systems in which schools operate.

Grant Award: \$20,000

Grant Summary: Funding will support TFA Colorado's efforts to recruit, train, and support diverse, high-performing, equity-minded teachers for Pueblo's schools in the 2020-21 school year. The 2020-21 Corps reaches more than 2,500 students each day at 10 local schools.