

## Overview:

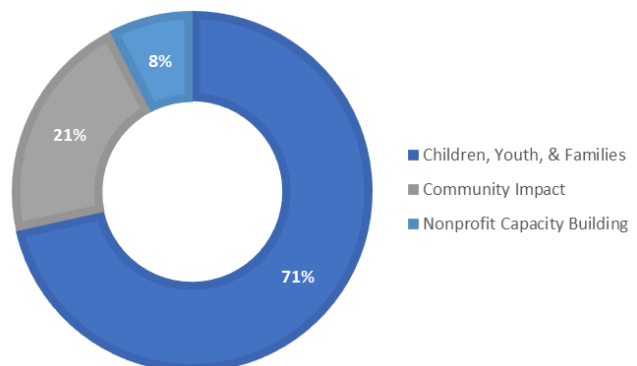
The Sperry S. and Ella Graber Packard Fund for Pueblo's 2021 distribution was \$1,152,740. In addition to completing two responsive grant cycles, the Fund launched a Youth grantmaking initiative in partnership with YouthRoots, prioritized investments in nonprofit capacity building, and moved into a new office space. For the first time since the beginning of the pandemic, the Advisory Board was able to resume in-person site visits with grant applicants and transitioned to in-person planning and grants decision meetings. Safe resumption of these meetings was made easier by the completion of CFC's Pueblo Office renovation, which incorporates a community meeting room and additional office space.

## Grantmaking:

### Summary:

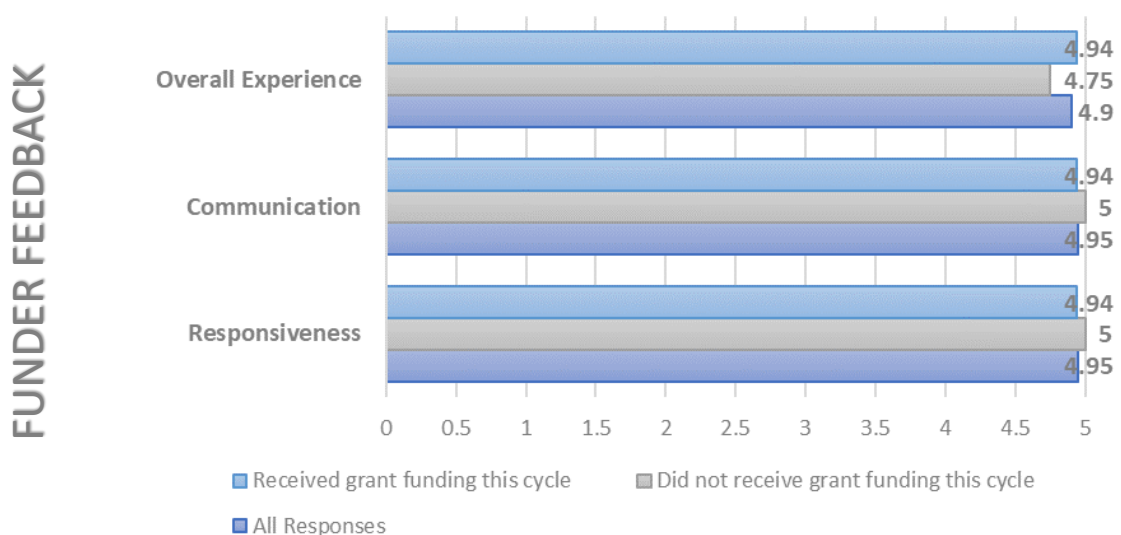
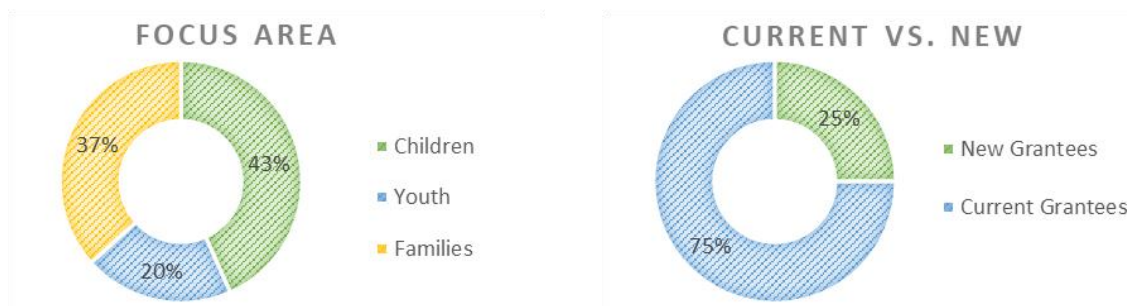
Grant funding from the Sperry S. and Ella Graber Packard Fund for Pueblo totaled \$839,000 in 2021. Grant amounts ranged from \$4,000 to \$75,000, with an average grant size of \$19,512. Eighteen percent of organizations funded were first-time grantees. Highlights from each grant cycle are documented below and include results from the Funder Feedback tool that was first implemented in 2020. A full list of grant awards begins on page 11.

2021 GRANT FUNDING



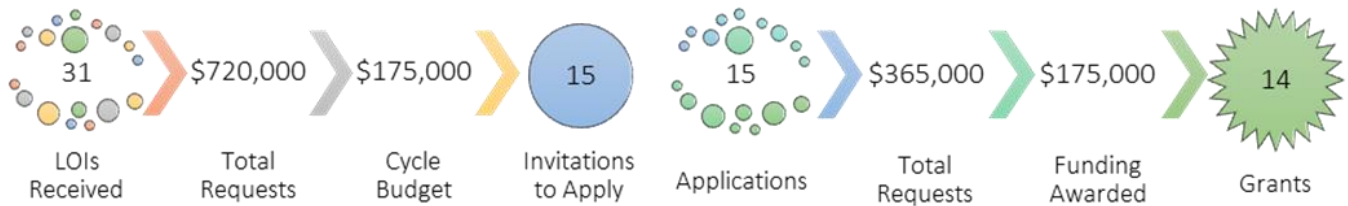
## Children, Youth, & Families Cycle:

After one year of virtual site visits and meetings, the Advisory Board was thrilled to safely engage with applicants during the site visit process. The level and urgency of need remains high, and organizations are struggling to secure new funding resources to keep up with the demand for services. Staff exhaustion and the ever-changing nature of the pandemic continue to weigh heavily on nonprofit leaders. Funding requests for basic needs dominated the portfolio this cycle, and the top three highest funded areas were food assistance (\$130,000), childcare (\$115,000), and behavioral health (\$110,000). Grant awards ranged from \$20,000 to \$75,000, with an average grant amount of \$37,500.

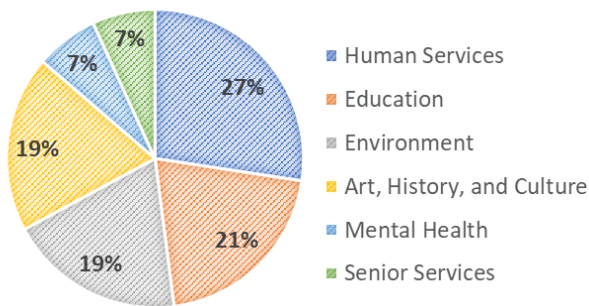


## Community Impact Cycle:

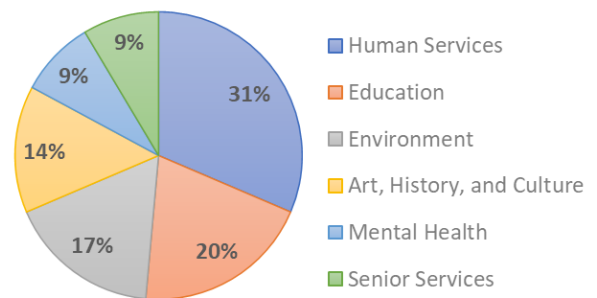
Throughout the review process, the Advisory Board elevated requests that were culturally responsive, equity focused, guided by community voice, and demonstrated community need and impact. Grant awards in the Community Impact cycle ranged from \$5,000 to \$25,000 and 20 percent of grants were awarded to first-time recipients. Although the Advisory Board has a genuine desire to focus on more upstream strategies, basic needs and crisis services continue to be prioritized, with the largest grants awarded to the Pueblo Rescue Mission and Pueblo Rape Crisis Services.



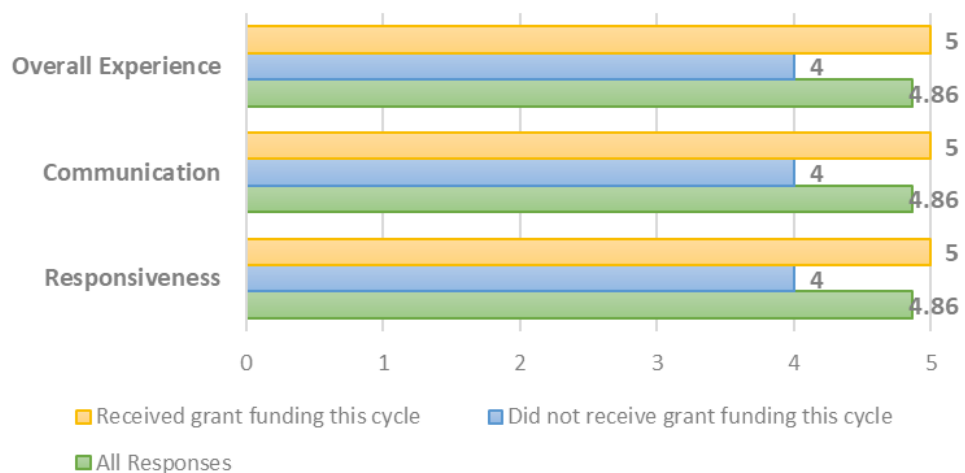
Funding Request by Priority Area



Funding Distribution by Priority Area



## FUNDER FEEDBACK



## Nonprofit Capacity Building:

In 2020, the Packard Fund transitioned away from the Packard Leaders Forum model based on grantee survey results and meetings with nonprofit leaders. Since then, the Packard Fund has worked primarily with Gemm Consulting to offer a team-based cohort model with an emphasis on intensive coaching support.

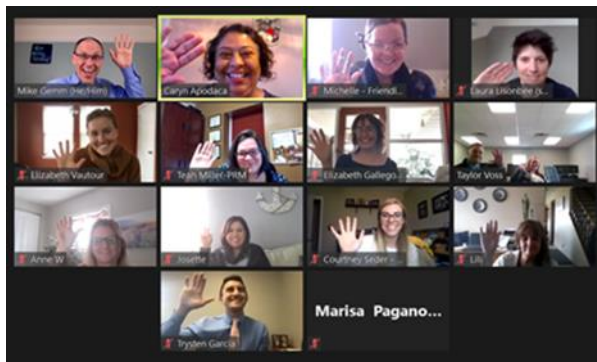
In 2021, PFFP implemented its second Fundraising Cohort. Four organizational teams took advantage of this opportunity. Two organizations from the 2020 Fundraising Cohort applied for and received funding to continue working with Gemm Consulting on resource development. The pandemic impacted the ability of this year's participants to gather in-person throughout the 9-month program so nearly all engagement was virtual. Reports from the 2020 cohort revealed an increase in individual asks and total funding raised for 100% of organizations.

### Fundraising Cohort Year 1:

1. Posada
2. Friendly Harbor Community Center
3. Pueblo Rescue Mission
4. Sangre de Cristo Hospice & Community Care

### Fundraising Cohort Year 2:

1. Catholic Charities Pueblo
2. YWCA



*“After completing the fundraising cohort, our organization was able to increase the quantity and quality of contributions that were brought into the agency and experienced an overall positive shift in the way staff conducted donor stewardship and other development work. We are proud to say that compared to our last fiscal year, the average donation amount increased from approximately \$350 to \$542.”*

*“We are so appreciative of this opportunity provided by the Packard Fund. This has truly been one of the most useful trainings I have ever had the opportunity to participate in. Mike's knowledge and skill to meet us where we were at was top notch. This has helped us to understand the importance of investing more time, energy and money into fundraising efforts.”*

Gemm Consulting also worked with a group of six executive directors for eight months to provide intensive, individualized leadership coaching to include organizational development and crisis management. Feedback from this cohort has been extremely positive, with participants reaching out to Packard Fund staff throughout the year to share their gratitude—many of them describing the coaching as a lifeline during the pandemic.

### Executive Coaching Cohort:

1. Pueblo Rape Crisis Services
2. Steelworks Center of the West
3. Pueblo Arts Alliance/Pueblo Creative Corridor
4. Sangre de Cristo Hospice & Community Care
5. Center for American Values
6. United Way of Pueblo County

*"I feel more at home wearing the ED cloak than I did before. I feel less like an imposter. Being able to see others as people and not something scary has made my life better in a myriad of ways. I'm very grateful."*

*"Knowing other Executive Directors are struggling with the same things was beyond helpful. The experience provided me with reassurance that I am not alone in this, that I don't have to know everything, and now I feel empowered to reach out for help."*

*"It was incredibly valuable to be able to take 'real time' situations I'm dealing with and discuss those during weekly coaching sessions. This greatly assisted me with my approach on various situations that I was dealing with. These solutions and recommendations also carried over into other avenues of my life. The ability to personalize each session/topic was absolutely amazing. Jessica allowed me to guide our sessions where I felt I needed the most help."*

*"This has been a phenomenal experience. I now understand the role of the Executive Director more thoroughly – which helps me to understand what reasonable expectations of this work are. This helps me to form healthy boundaries between work and home life and helps me to gauge between demands and needs of the various groups I am trying to serve."*

#### Strategic Financial Management Coaching:

1. Boys & Girls Clubs of Pueblo County
2. Catholic Charities
3. East Side Child Care Center
4. Posada
5. Pueblo Cooperative Care Center
6. Pueblo Rape Crisis Services
7. Pueblo Rescue Mission
8. Pueblo Triple Aim Corporation
9. Southside Children's Center
10. YWCA of Pueblo

In partnership with the Nonprofit Finance Fund, the Packard Fund provided anchor grantees that have been significantly affected by the pandemic with individualized financial management coaching. The opportunity was designed to support nonprofit leaders as they continue to manage in and through the pandemic.

Each agency received online training on scenario planning and three one on one coaching sessions with a NFF consultant.

## Youth Grantmaking & Leadership:

In September 2021, the Packard Fund launched the inaugural class of the Pueblo Youth Action Council in collaboration with YouthRoots. Over 16 sessions, a diverse group of nine first-year high school students are engaged in a process of leadership, philanthropy, community needs assessment, and grantmaking. Originally slated to begin in 2020, the program was postponed due to the pandemic. During the fall of 2021, the youth were able to meet in the CFC Pueblo community meeting space, but online alternatives are in place should the need arise to conduct the program virtually.



Guided by a local adult facilitator, and with the support of the YouthRoots team, the youth council conducted a community needs survey that received responses from more than 100 of their peers. Based on the needs assessments, the council selected youth mental health as their funding priority for the year. The council will raise funds by making “pitches” to community foundations and individuals. The Packard Fund has committed to match funds raised by the youth council (up to \$15,000), and from this pool of funds the council will accept applications from area nonprofits and award grants.



**Pueblo Youth Action Council Meeting and Virtual Community Expert Panel**

## Learning & Insight

### Progress on Strategic Plan:

Two years into a three-year strategic plan, the Advisory Board continues to reflect on the ways the pandemic affected their prioritization and decision making. During the grant decisions meeting for the Children, Youth, & Families cycle, board members spent a significant portion of the meeting discussing the pros and cons of providing annual rather than multi-year awards.

Although the new strategic plan priorities led to an increase in annual funding for highly aligned, anchor organizations (see chart below), the Advisory Board understands the value of multi-year funding to grantee partners.

| Organization        | 2016-2019 Average    | 2020                 | 2021                 |
|---------------------|----------------------|----------------------|----------------------|
| Boys & Girls Clubs  | \$50,000 (24-months) | \$50,000 (12-months) | \$50,000 (12-months) |
| Care and Share      | \$50,000 (12-months) | \$75,000 (12-months) | \$75,000 (12-months) |
| CASA                | \$50,000 (24-months) | Out of Cycle         | \$45,000 (12-months) |
| Catholic Charities  | \$50,000 (24-months) | \$60,000 (12-months) | Did not apply        |
| East Side Childcare | \$30,000 (24-months) | \$30,000 (12-months) | \$32,000 (12-months) |
| Posada              | \$40,000 (24-months) | \$60,000 (12-months) | \$60,000 (12-months) |
| YWCA                | \$40,000 (24-months) | \$30,000 (12-months) | \$35,000 (12-months) |

To move towards more two-year grants, without severely reducing the total number of organizations funded, the Advisory Board requested a one-time increase of \$200,000 for the 2022 Children, Youth, & Families grant cycle (total of \$800,000). The request was approved by the Colorado Centennial Fund Board of Directors.

Based on the level of need and limited budget, the Advisory Board is considering possible changes to the Community Impact Cycle in 2023. A variety of options are up for consideration, including but not limited to increasing the cycle budget, establishing one priority every year based on changing needs, and eliminating most application requirements and reducing grant awards to a maximum of \$5,000. The Advisory Board will begin reviewing the current strategic plan this summer, with a goal to finalize any changes before the end of the year.

## Continuous Quality Improvement:

Based on positive feedback, Packard Fund staff continued to offer two webinars for each responsive grant cycle: one for prospective applicants that focuses on funding priorities, the Advisory Board’s funding approach, and tips on what to include in the Part 1 Application/LOI; and a second webinar for organizations invited to submit a Part 2 Application that focuses on how to navigate the online grants portal and tips on what the Advisory Board considers when reviewing the written applications. Packard Fund staff also continued to offer the opportunity for any organization not invited to apply or that did not receive funding to meet to discuss the decision and answer questions. Most applicants set up a time to discuss feedback.

Recommendations received from the 2021 Funder Feedback surveys included: considering the time required for organizations during the site visit process and mailing a letter from the Advisory Board to the grant recipients that highlights why funding was awarded. This feedback will be provided to the Advisory Board for consideration.

| <b>Responses to Funder Feedback Open-Ended Question:</b><br><i>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.</i> |  |
|---|--|
| <b>Recommendations</b>  | <b>Feedback</b>  |
| <ul style="list-style-type: none"> <li>We appreciate the thoroughness of the process, but <b>it is quite time intensive. Committing several staff members and</b></li> </ul>  | <ul style="list-style-type: none"> <li>I greatly appreciated the timely responses from staff, the online information sessions, and the thoughtful interview questions. I especially appreciated the encouragement during the interview process - what wonderful and kind people leading your foundation. It was an overall positive, motivating, and educational experience. Thank you!</li> </ul> |

|   |  |
|---|--|
| <p><b>volunteers to the site visit is a lot to ask of a nonprofit.</b></p> <ul style="list-style-type: none"> <li>Everything about any of the Packard funds, processes and awards can be summarized in the words 'life-changing' and 'community-sustainability.' The grantmaking experience is seamless and staff communicates fully with the recipient. I am somewhat challenged in defining ways for improvement, but perhaps it would be of benefit if an <b>award announcement was accompanied by a letter from the decision-making board that outlined the reasons for their decisions.</b></li> </ul> | <ul style="list-style-type: none"> <li>Thank you for the webinars, and availability for questions! Very positive experience - thank you!</li> <li>Grant funding from the Packard Fund is essential to the work we do to support the families of Pueblo.</li> <li>Looking forward to the opportunity to discuss the final decisions and get feedback for our future applications and direction of the Fund.</li> <li>Honestly, I'd love to think of some awesome feedback...but the only helpful thing I have to say is that I wish more funders were as generous as this one. Not just with money but with time and true partnership building. Thank you so much for existing the way you do!</li> <li>The grant making process goes smoothly.</li> <li>The Foundation does phenomenal things for our community. I will always be grateful that Pueblo has a special place in the heart of the Packard family.</li> <li>We have been really grateful to receive feedback on our past applications, which only helps us to improve our messaging. We hope you continue to offer those opportunities for connection outside of the grant application process itself.</li> <li>I think the Fund does a wonderful job with their grant making!</li> <li>The grant making process is thorough and thoughtful.</li> <li>I cannot think of one thing to change....simply perfect and easy to use.</li> <li>Easy process and very friendly and helpful staff. Thank you!</li> <li>I appreciate that the Fund seeks to support our community's most critical needs. Thank you!</li> <li>I cannot identify any changes. Working with your team is easy and the reporting and application process are not overly difficult.</li> <li>Staff was very helpful and webinar providing information at the onset of the application process was very useful.</li> <li>The Sperry S. and Ella Graber Packard Fund for Pueblo Leadership and Staff are to be commended on their availability, approachability and professional responsiveness.</li> <li>We think the Fund is a terrific partner.</li> </ul> |
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## Increased Alignment with CFC:

After much planning and consideration Caring for Colorado Foundation's Statewide Responsive Grantmaking team established a new, two-part application process in 2020. This decision was based on the desire to reduce the initial burden on applicants that may not be highly aligned or prioritized, which often results in an early declination. The Part 1 application does not require any attachments or financial information, and the narrative questions are focused primarily on alignment. The Part 2 Application requires more substantial information. Feedback from applicants and grantee partners has been incredibly positive and it has streamlined the early review process for CFC staff.

The Packard Fund for Pueblo has always implemented a two-part process, in the form of a LOI requirement. Historically, applicants submitted the LOI via email. To align with the CFC grantmaking process, streamline the process for applicants, and more accurately track submissions, the full Packard application process is now online. The Fund's grant application is still divided into two parts. The Part 1 application, much like the LOI, creates the opportunity for organizations to provide a brief overview of the proposed work and demonstrate alignment with the Packard Fund's priorities and funding approach, without requiring the submission of a full grant proposal.



Part 1 applications are reviewed by Packard Fund staff and Advisory Board members, and applicants are notified of decisions within 10 days of the Part 1 deadline. Organizations invited to move forward in the process have three weeks to complete and submit the Part 2 application, which still mirrors the Colorado Common Grant Application. Of note, CFC does not accept the Colorado Common Grant.

The launch of the new process was successful, and applicants did not report any challenges or concerns. Packard staff will continue to monitor the grantee experience over the next year to determine the need for any adjustments or additional support.

## The Work Ahead

### Nonprofit Capacity Building:

Sierra Romero, a senior at Colorado College and intern at CFC, focused her capstone project on the Packard Fund's nonprofit capacity building program. Sierra assessed past capacity building efforts and collected data on capacity building initiatives that Packard Fund grantee partners are most interested in participating in moving forward. She conducted more than 20 one-on-one interviews with non-profit executive directors and previous participants of Pueblo's capacity building work. Among the most consistent feedback was the desire for Packard to continue to provide opportunities for high-quality coaching and facilitate cohort models that create a safe space for leaders to grow and learn together. The topic focus areas that remain a priority are board development, fundraising, and human resources.

Based on insights from Gemm Consulting, Sierra's research, and lessons learned from reports, the Packard Fund will offer three core capacity building opportunities in 2022:

- Executive Director Coaching:
  - Target audience: executive directors (PFFP grantees) who have served in their role less than three years
  - Focus: one-on-one leadership coaching and organizational development support
  - Facilitator: Gemm Consulting
- Leadership & Talent Development Cohort:
  - Target audience: individuals who have served in leadership positions in grantee organizations for a minimum of three years and aim to step into an executive director role in the next few years
  - Focus: leadership and nonprofit development
  - Facilitator: Gemm Consulting
- Wellness & Connection Cohort:
  - Target population: nonprofit executive directors (PFFP grantees) who have served in their current role for a minimum of three years
  - Focus: Wellness coaching, collaboration, and peer-support
  - Facilitator: Packard Fund staff

## Staffing Updates:

In October 2021, Melanie Bravo was named Vice President of Philanthropy for Caring for Colorado Foundation. In this new role, Melanie leads Caring for Colorado's efforts to develop and implement best practices in philanthropy, grantmaking and community-engagement strategies. This includes leading the foundation's primary grantmaking programs – statewide and place-based. Melanie will continue to work primarily from the Pueblo office but will travel to the Denver office once per week. To ensure that the Packard Fund for Pueblo's work continues to grow and thrive, CFC made the decision to hire a Place-Based Philanthropy Lead. After a thorough recruitment and hiring process, Gina Lopez Ferguson accepted the position and will officially join the team on February 1, 2022. Caryn Apodaca recently celebrated her two-year anniversary at CFC and is thrilled to welcome Gina to the Pueblo office.



Gina Lopez Ferguson is currently the Executive Director of TRIO Programs at CSU Pueblo and the Project Director for the TRIO Upward Bound Program. In these positions, Gina works to increase college access and graduation rates for first-generation and low-income individuals (middle school aged to adults) throughout southern Colorado. Gina brings with her over twenty years of diverse professional experience in the areas of higher education and the non-profit sector, including time spent at CSU Pueblo, Pueblo Community College, and El Pomar Foundation.

Gina's professional experience provides her with expertise in the areas of community outreach, federal grant writing and program management, grant compliance and strategic planning. She is also a board-certified Life Coach and is certified to administer the MBTI and True Color assessments. Born and raised in Pueblo, Gina is passionate about helping to facilitate positive change the community. Areas of particular interest are social justice/equity, diversity education, college access, K-12 education, mental health/wellness, and poverty/homelessness. Gina graduated from Colorado College with a B.A in Anthropology and received her M.S. in Education from the University of Kansas. She and her husband Andrew have been married for 18 years and have two sons: Gabriel (9) and AJ (16).

## 2021 Children, Youth, and Families Grant Awards

### FOCUS AREA: CHILDREN

#### Desired Results:

- ➔ Young children reach their developmental potential and are ready to succeed in school and in life.
- ➔ Environments that impact children (home, neighborhood, programs, school) are safe, stable, and supportive.
- ➔ Adults are knowledgeable, responsive, and interact effectively with and on behalf of children.

#### CASA OF PUEBLO

|                               |   |
|-------------------------------|---|
| <i>Packard Fund Priority:</i> | Behavioral and Mental Health  |
| <i>Grantee Mission:</i>       | To advocate for abused and neglected children by providing a voice in the courts and the community through trained volunteer advocates.   |
| <i>Grant Award:</i>           | \$45,000, 12 months   |
| <i>Grant Summary:</i>         | Funding will support general operating with a focus on the recruitment, screening, and training of volunteers in the Pueblo community as appointees to child abuse and neglect court cases. |

#### CHILDREN FIRST

|                               |   |
|-------------------------------|---|
| <i>Packard Fund Priority:</i> | Childcare and Early Childhood Education   |
| <i>Grantee Mission:</i>       | To collaborate, advocate, enrich, and strengthen the lives of children, families, and the community.  |
| <i>Grant Award:</i>           | \$45,000, 12 months   |
| <i>Grant Summary:</i>         | Funding will support general operating costs of Children First and the Pueblo EC Council with a focus on increasing the accessibility, availability and affordability of services for children and their families. This includes increasing the number of licensed child care programs in the community; strengthening their foundation for sustainability; increasing the number of quality child care programs in Pueblo; and opening up opportunities for parents to be able to pay for that care. |

## **COLORADO TEEN PARENT COLLABORATIVE**

|                               |   |
|-------------------------------|---|
| <i>Packard Fund Priority:</i> | Family Support and Education  |
| <i>Grantee Mission:</i>       | To build capacity and connection for our member organizations and advocate for teen parents and their children.   |
| <i>Grant Award:</i>           | \$25,000, 12 months   |
| <i>Grant Summary:</i>         | Funding will provide partial support for a systems building program effort aimed at increasing teen dad supports and/or co-parenting programming to promote healthy family dynamics and meaningful long-term involvement of teen dads in the lives of their children. |

## **EAST SIDE CHILD CARE CENTER**

|                               |   |
|-------------------------------|---|
| <i>Packard Fund Priority:</i> | Childcare and Early Childhood Education   |
| <i>Grantee Mission:</i>       | To make high quality childcare and early childhood education services available, accessible, and affordable in East Pueblo for families whose heads of household work and/or are actively pursuing higher education goals.  |
| <i>Grant Award:</i>           | \$35,000, 12 months   |
| <i>Grant Summary:</i>         | Funding will support direct childcare and early learning services Monday through Friday, year round. A subsidized sliding fee scale makes services accessible for families not eligible for DHS childcare financial assistance, which enables the Center to provide access to high quality childcare and early childhood education services that may not otherwise be affordable. |

## **RAISE THE FUTURE**

|                               |   |
|-------------------------------|---|
| <i>Packard Fund Priority:</i> | Family Support and Education  |
| <i>Grantee Mission:</i>       | To connect youth waiting in foster care with the adults who become stable forces in their lives, and to support those relationships so that they last for a lifetime.   |
| <i>Grant Award:</i>           | \$20,000, 12 months   |
| <i>Grant Summary:</i>         | Funding will support evidence-based programs designed to increase the chances of permanency for the longest waiting youth in foster care, and ensure those connections last a lifetime through support services. In Pueblo County, Raise the Future's programs work to not only reduce the amount of time youth spend in care, but also reduce their chances of returning to care after achieving permanency, ensuring all youth are able to achieve the bright futures they deserve. |

**ROCKY MOUNTAIN CHILDREN'S LAW CENTER**

*Packard Fund Priority:* Family Support and Education

*Grantee Mission:* To advocate for children and youth, drive systemic reform, and boldly challenge the status quo so that every young person who has experienced trauma or instability has the opportunity to thrive.

*Grant Award:* \$20,000, 12 months

*Grant Summary:* Funding will support the Safe Babies Court Team (SBCT) and Caregiver Advocacy Program (CAP) in Pueblo, which ensure safety, healing, and stability for children while fostering the abilities of their families and caregivers to meet their needs. SBCT provides intensive intervention, services, and supports to address the needs of infants, toddlers, and their families who are involved in dependency and neglect cases. CAP offers legal advocacy to help grandparents, kin, or non-relative caregivers receive the information, court orders, and critical resources they need to care for the children in their homes.

**SOUTHSIDE CHILDREN'S CENTER**

*Packard Fund Priority:* Childcare and Early Childhood Education

*Grantee Mission:* To provide a quality program that is affordable, healthy and safe; and to provide nutritional services, developmentally appropriate curriculum, and educational programs.

*Grant Award:* \$35,000, 12 months

*Grant Summary:* Funding will support quality Early Childhood Education and low income childcare in two childcare facilities and a new School-Age Distance Learning Program.

**YWCA PUEBLO**

*Packard Fund Priority:* Family Support and Education

*Grantee Mission:* To eliminate racism, empower women, and promote peace, justice, freedom and dignity for all.

*Grant Award:* \$35,000, 12 months

*Grant Summary:* Funding will support general operations of the domestic violence shelter and Teresa's Place, by providing shelter, counseling, advocacy, food, transportation, court accompaniment, and community referrals and resources to all victims of domestic violence in Pueblo County.

## FOCUS AREA: YOUTH

### Desired Results:

- Youth have strong, positive, stable connections to family, peers, school, supportive adults, and community.
- Youth have the skills and support needed to handle stress, manage emotions, and tackle everyday challenges.
- Youth are equipped to make informed decisions about their relationships and sexual health.

### BOYS & GIRLS CLUBS OF PUEBLO COUNTY

*Packard Fund Priority:* Out-of-School-Time Programming

*Grantee Mission:* To enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

*Grant Award:* \$50,000, 12 months

*Grant Summary:* Funding will support BGCPC's four Clubhouses and a temporary Teen Site at SRDA while COVID requires reduced capacity at Clubhouses. Each Clubhouse offers high quality programs after-school, on Fridays when schools are closed, and during the summer. Transportation and healthy meals are provided daily.

### SANGRE DE CRISTO COMMUNITY CARE

*Packard Fund Priority:* Behavioral and Mental Health

*Grantee Mission:* To enhance the quality of life and to maintain the integrity of individuals and their families in need of supportive or end-of-life services by offering them symptom management, support, comfort, and compassion.

*Grant Award:* \$20,000, 12 months

*Grant Summary:* Funding will provide support and resources to children and teens in grief. These supports will help them to share their feelings, adapt to life's changes, and thrive in the future with peace.

## **SPARK THE CHANGE COLORADO**

|                               |   |
|-------------------------------|---|
| <i>Packard Fund Priority:</i> | Behavioral and Mental Health  |
| <i>Grantee Mission:</i>       | To Spark Change and inspire a movement for good through the power of service, volunteerism, and engagement.   |
| <i>Grant Award:</i>           | \$25,000, 12 months   |
| <i>Grant Summary:</i>         | Funding will support the Mental Wellness Program in Pueblo. The program recruits, connects, and supports professional mental health counselors, interns or license-seeking graduates to provide free services to youth who have experienced trauma. These services give youth the skills they need to deal with stress and anxiety; to manage emotions; and to deal with everyday challenges in school and in life. |

## **UNITED WAY OF PUEBLO COUNTY**

|                               |  |
|-------------------------------|--|
| <i>Packard Fund Priority:</i> | Mentoring  |
| <i>Grantee Mission:</i>       | To develop donor resources to enhance the quality of life for the people of Pueblo County.   |
| <i>Grant Award:</i>           | \$25,000, 12 months  |
| <i>Grant Summary:</i>         | Funding will support enhanced staffing for the Middle School Mentoring Program. The program provides students with caring, professionally-trained adult mentors who provide guidance in the areas of peer and adult relationships, behavior choices, the importance of education, and successful futures for themselves. |

## FOCUS AREA: FAMILIES

### Desired Results:

- ➡ Families have safe, stable, affordable housing.
- ➡ Families have equitable access to the nutritious food needed to thrive and reach their full potential.
- ➡ Families have the support and resources needed to earn a self-sufficient wage.

### CARE AND SHARE FOOD BANK FOR SOUTHERN COLORADO

|                               |  |
|-------------------------------|--|
| <i>Packard Fund Priority:</i> | Food Assistance  |
| <i>Grantee Mission:</i>       | To provide food, partnering opportunities, and education to combat hunger and food insecurity in Southern Colorado communities.  |
| <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. |

### POSADA

|                               |   |
|-------------------------------|---|
| <i>Packard Fund Priority:</i> | Housing   |
| <i>Grantee Mission:</i>       | To provide housing and supportive services that empower homeless individuals and families in Pueblo County to become self-supporting members of the community   |
| <i>Grant Award:</i>           | \$60,000, 12 months   |
| <i>Grant Summary:</i>         | Funding will provide operating support, with a focus on comprehensive case management and supportive services to Pueblo's homeless families with children who are exiting the agency's emergency shelter program. |



## **PUEBLO COOPERATIVE CARE CENTER**

|                               |  |
|-------------------------------|--|
| <i>Packard Fund Priority:</i> | Food Assistance  |
| <i>Grantee Mission:</i>       | To provide Pueblo County access to food, clothing and other critical support services to individuals and families in need.   |
| <i>Grant Award:</i>           | \$55,000, 12 months  |
| <i>Grant Summary:</i>         | Funding will support emergency food resources for individuals and families struggling with food insecurity in Pueblo County. Funds will be used to provide the infrastructure and supplies to prepare and distribute food sacks. |

## **PUEBLO TRIPLE AIM CORPORATION**

|                               |  |
|-------------------------------|--|
| <i>Packard Fund Priority:</i> | Housing  |
| <i>Grantee Mission:</i>       | To make Pueblo County the healthiest county in Colorado, through community problem solving and cross-sector collaboration. |
| <i>Grant Award:</i>           | \$30,000, 12 months  |
| <i>Grant Summary:</i>         | Funding will support PTAC's organizing and advocacy efforts to increase access to safe, stable and affordable housing.     |

## 2021 Community Impact Grant Cycle Awards

### **Avondale Resident Team**

|                       |  |
|-----------------------|--|
| <i>Focus Area:</i>    | Human Services   |
| <i>Mission:</i>       | To create a community where equity and support for opportunity is available for all its residents.   |
| <i>Grant Award:</i>   | \$10,000   |
| <i>Grant Summary:</i> | Funding will support existing programs to address the food apartheid that exists in Avondale, Colorado by providing healthy foods to youth, seniors and the Spanish speaking families of Avondale. |

### **Belmont Senior Care**

|                       |  |
|-----------------------|--|
| <i>Focus Area:</i>    | Senior Services  |
| <i>Mission:</i>       | To provide quality care, respect and dignity to those served by Belmont Senior Care.   |
| <i>Grant Award:</i>   | \$15,000   |
| <i>Grant Summary:</i> | Funding will support Belmont Senior Care's effort to install a mandated comprehensive fire suppression system. The system will include fire alarm pull stations to be installed. BSC is at risk of losing its license and displacing residents if this mandate is not completed. |

### **CSU-Pueblo Foundation**

|                       |  |
|-----------------------|--|
| <i>Focus Area:</i>    | Education  |
| <i>Mission:</i>       | To celebrate, educate and honor the events and significant leaders in achieving the 50-year anniversary of Chicano and Chicana Studies in Pueblo   |
| <i>Grant Award:</i>   | \$5,000  |
| <i>Grant Summary:</i> | In marking 50 years of Chicano/a Studies in Pueblo, the year-long program focuses on the evolution of Chicano/a studies in the local schools and colleges, and recognizes Pueblo's historical contributions, significant leaders, and the impact of Chicano/a Studies. Funding will support this unique opportunity to document and record the presenters' experience, and with permission, the video presentations will be preserved for future community and research use through CSU Pueblo Colorado Chicano Movement Archives. |

**El Pueblo History Museum**

*Focus Area:* Arts/History/Culture

*Mission:* Creating a better future for Colorado by inspiring wonder in our past.

*Grant Award:* \$10,000

*Grant Summary:* Funding will support El Pueblo History Museum’s operating costs for exhibits and programs that are focused on providing the Pueblo community with opportunities that are culturally relevant, community informed, and affordable for students and families.

**Friendly Harbor**

*Focus Area:* Mental Health

*Mission:* Friendly Harbor Community Center promotes wellness and recovery from mental health and substance issues by providing a safe environment and connecting people to healthy relationships, resources and organizations through Peer Support.

*Grant Award:* \$15,000

*Grant Summary:* Funding will support general operating expenses and salaries for work with community members with substance use and mental health challenges. Peer Support Services help at-risk people become the community members they want be; and to live healthier, more fulfilling lives while also reducing the stress on healthcare, court, and social services systems.

**Nature and Wildlife Discovery Center**

*Focus Area:* Environment

*Mission:* Promote environmental stewardship through nature education, wildlife rehabilitation, and outdoor recreation.

*Grant Award:* \$10,000

*Grant Summary:* Funding will support experiential learning for Pueblo County residents of all ages with an emphasis on preschool – 8th grade students applying the natural stimulus of the outdoors to pique students’ natural curiosity.

**NeighborWorks Southern Colorado**

*Focus Area:* Human Services

*Mission:* To promote healthy, vibrant neighborhoods and serve as the first choice for homebuyer resources in Southern Colorado.

*Grant Award:* \$10,000

*Grant Summary:* Funding will support NeighborWorks SoCo's 4 pillars: Educate, Lend, Build, Engage to promote and develop family stability through home ownership.

**Palmer Land Trust**

*Focus Area:* Environment

*Mission:* To protect southern Colorado's lands for present and future generations.

*Grant Award:* \$10,000

*Grant Summary:* Funding will support Palmer Land Conservancy's innovative work to build resilient rural communities and local food economies through the conservation and management of land and water resources in Pueblo County. PLC works with landowners, community leaders, county officials, and water experts to ensure the City of Pueblo's water future, to improve economic and environmental outcomes from Pueblo County's irrigated farmland and to support agricultural communities' way of life for generations to come. PLC's pioneering initiatives in Pueblo County are helping to establish new models for land and water conservation in a water-strained environment that can be replicated in agricultural communities throughout the country.

**Pueblo Arts Alliance**

*Focus Area:* Arts/History/Culture

*Mission:* The Pueblo Arts Alliance is a promotes and collaborates in the development of the arts economy in Pueblo.

*Grant Award:* \$10,000

*Grant Summary:* Funding will support general operating to assist in supporting artists and creative businesses recovering from devastating economic losses during the COVID-19 pandemic.

### **Pueblo Rape Crisis Services**

*Focus Area:* Human Services

*Mission:* Pueblo Rape Crisis Services (PRCS) empowers survivors, provides victim advocacy, and builds community awareness to reduce sexual violence.

*Grant Award:* \$20,000

*Grant Summary:* Funding will support PRCS response to victims/survivors of sexual assault via a 24/7 confidential crisis hotline/textline and at Parkview Hospital for all survivors presenting for a forensic exam. Other funded services will include case management to those needing continued support, and prevention education throughout the community.

### **Pueblo Rescue Mission**

*Focus Area:* Human Services

*Mission:* To mobilize the community to provide relief, rehabilitation and empowerment services.

*Grant Award:* \$25,000

*Grant Summary:* Funding will support programming designed to empower and support homeless individuals who are learning to make positive changes in their lives by providing shelter beds, meals, and case management and supportive services.

### **Pueblo School District 60**

*Focus Area:* Education

*Mission:* To provide a high-quality education that assures each student the knowledge, skills, and dispositions to lead a life of purpose and impact.

*Grant Award:* \$5,000

*Grant Summary:* Funding will support implementation of a pilot program to establish a Community Schools Model at two Elementary Schools: Beulah Heights Elementary and Baca Elementary. The Community Schools Model creates a comprehensive and targeted support structure at each school to assist students and families in achieving school success. The model is based on Six Pillars: Authentic Community and Parent Engagement, Engaging and Culturally Relevant Curriculum, Inclusive School Leadership, High Quality Teaching, Community Support Services, and Positive Discipline Practices.

**Pueblo Zoological Society**

*Focus Area:* Education

*Mission:* The mission of the Pueblo Zoo is to empower people to engage in the conservation of animals and their natural habitat.

*Grant Award:* \$10,000

**Teach For America**

*Focus Area:* Education

*Mission:* Teach for America’s (TFA) vision is that one day, all children in this nation will have the opportunity to attain an excellent education. TFA’s mission is to find, develop, and support a diverse network of leaders who expand opportunity for children from

*Grant Award:* \$20,000

*Grant Summary:* Funding will support TFA Colorado's efforts to recruit, train, and support the largest cohort of diverse, equity-focused teachers in Pueblo to date. In the 2021-2022 school year, TFA will have 17 incoming and 14 returning Corps Members, and another 18 alumni working in Pueblo.

**2021 Nonprofit Capacity Building Grants**

| <b>Grantee</b>                  | <b>Amount Funded</b> | <b>Project Title</b>                    |
|---------------------------------|----------------------|---|
| Pueblo Rape Crisis Services     | \$4,000.00           | Packard Executive Coaching Cohort 2021  |
| Steelworks Center of the West   | \$4,000.00           | Packard Executive Coaching Cohort 2021  |
| Pueblo Arts Alliance            | \$4,000.00           | Packard Executive Coaching Cohort 2021  |
| Sangre de Cristo Community Care | \$4,000.00           | Packard Executive Coaching Cohort 2021  |
| Center for American Values      | \$4,000.00           | Packard Executive Coaching Cohort 2021  |
| United Way of Pueblo County     | \$4,000.00           | Packard Executive Coaching Cohort 2021  |
| Sangre de Cristo Community Care | \$5,000.00           | Packard Fundraising Cohort 2021         |
| Posada                          | \$6,000.00           | Packard Fundraising Cohort 2021         |
| Pueblo Rescue Mission           | \$7,000.00           | Packard Fundraising Cohort 2021         |
| Friendly Harbor                 | \$7,000.00           | Packard Fundraising Cohort 2021         |
| YWCA                            | \$5,000.00           | Packard Fundraising Cohort (Year 2)     |
| Catholic Charities              | \$5,000.00           | Packard Fundraising Cohort (Year 2)     |
| Nonprofit Finance Fund          | \$5,000.00           | Strategic Financial Management Coaching |