



RESTORING HOPE THROUGH EMPLOYMENT

2021 ANNUAL REPORT

Dear Friends,

For Thrive – Transformation at Work, 2021 was a year of adapting, growing and looking ahead. After the uncertainty of the first year of the pandemic, 2021 brought hope for change.

While connecting with more job seekers than ever before, we continued to adapt tune our workshops and virtual programming to equip Thrive members with the tools necessary to succeed in this new normal. For example, we added a section about how to put your best foot forward during a Zoom interview.

We expanded our reach through the development and deepening of strategic partnerships in Denver and Aurora. In August, we held our first in-person workshop in the Aurora community. We were also able to increase our capacity by bringing on new staff, most notably a Director of Development.

This year brought challenges not only for job seekers, but also for employers. In 2021, an unprecedented number of people left their jobs (dubbed the “Great Resignation”) in search of more opportunity and better wages and benefits. At Thrive, we are standing at the crossroads to help meet the needs of job seekers and employers in our community. Our workshops are yielding confident, enthusiastic individuals who, with the help of their Thrive Coach, are being connected to quality companies and good jobs. Together, we are helping Colorado get back to work.

As we looked toward the future, as an organization we deemed it necessary to have a more extensive plan in place. We engaged in a strategic planning process, creating a three-year plan to guide us as we envision a Colorado where all people experience the economic freedom of work. We believe that Thrive helps people gain a renewed vision for their life and their work as we partner with them along their journey to success, moving from dependency to self-sufficiency.

I am happy to share this annual impact report with you, our Thrive community. Thank you for the role you have played in helping us restore hope to men and women through the transformative power of work.



Andy Wineman
Executive Director, Thrive - Transformation at Work

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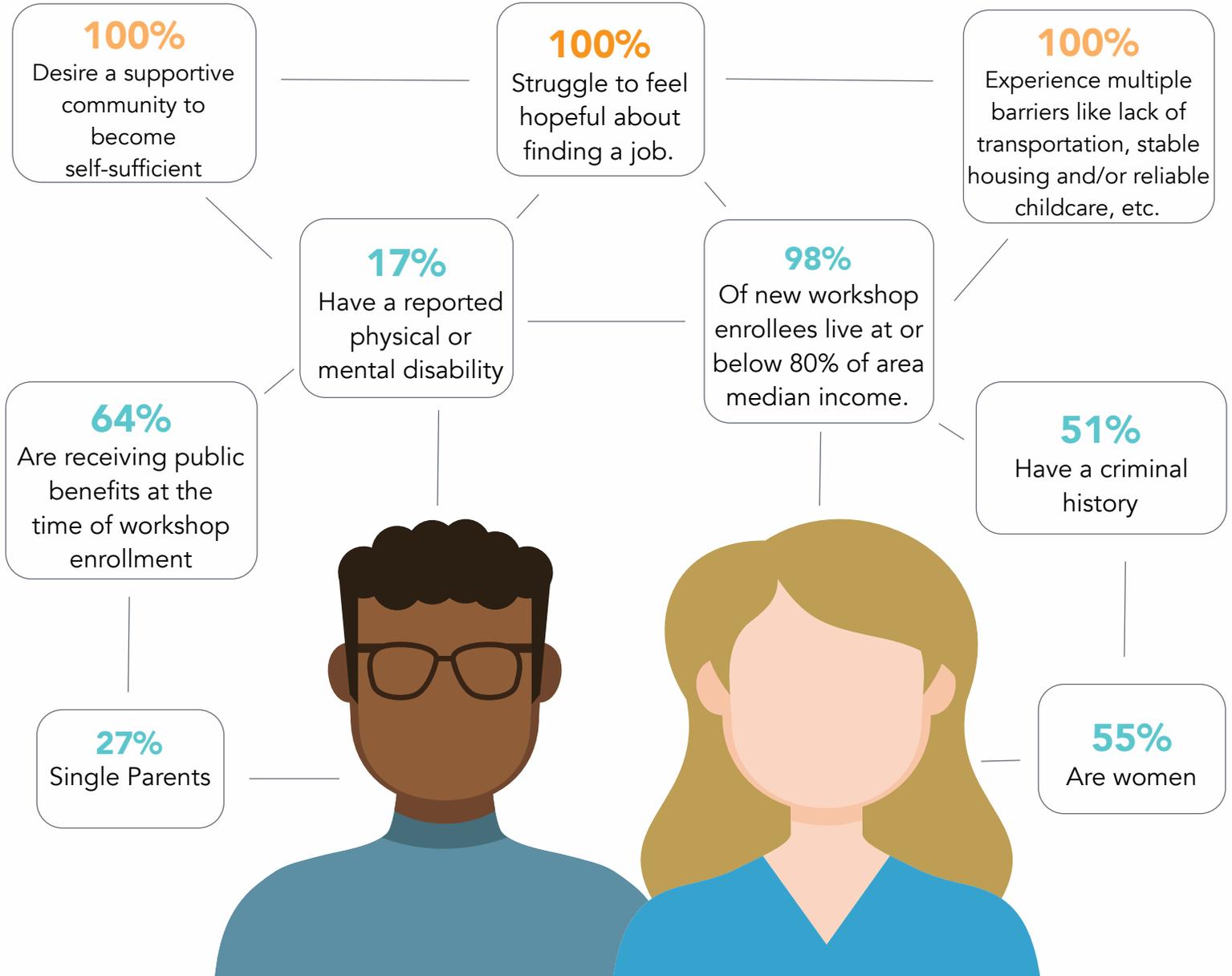
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**2021 Staff and Board of Directors list.*

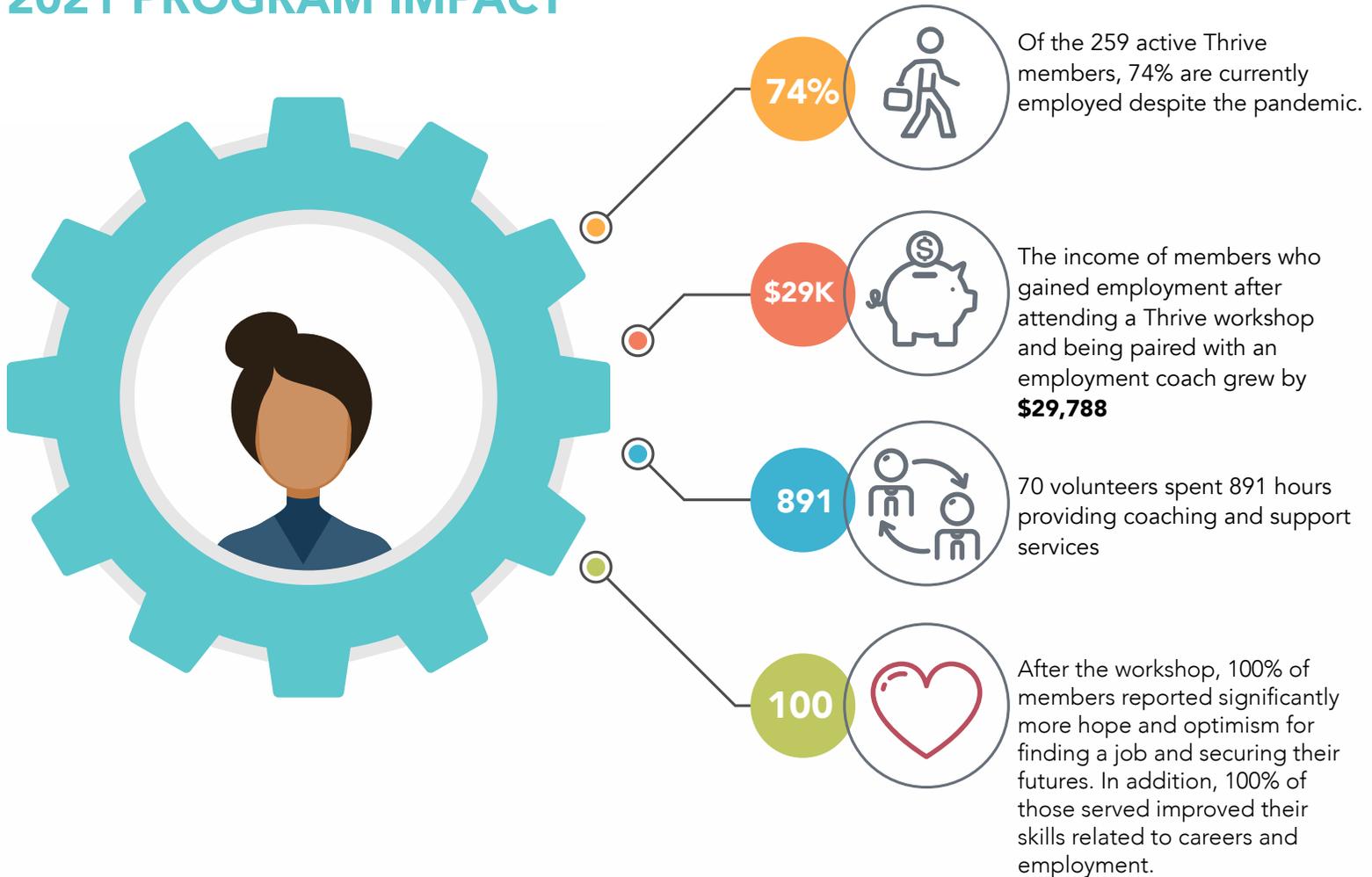
PROGRAM DEMOGRAPHICS AND OUTREACH

Thrive's services are open to anyone age 18 and over who is willing to work and capable of maintaining a job, regardless of gender, gender expression, sexual orientation, national origin, race, religion, political affiliation, age, disability, socio-economic status, work history, or geographic location. The organization has served a diverse group of participants from a variety of ethnic backgrounds, including many who speak English as a second language.



In Colorado, where people of color make up an estimated 13% of the population, 79% of families headed by a single parent are families of color (Kids Count, 2017) and 55% of the incarcerated population are people of color (Colorado Department of Corrections, 2019). In addition, single parents, people with criminal histories, and those living in poverty face barriers that make it difficult to enter the traditional workforce. In intentionally reaching out to these populations, Thrive is ensuring they can access the training and resources they will need in order to compete in a difficult job market.

2021 PROGRAM IMPACT



MEET Anthony

Anthony spent many months doing his job search alone. He faced some difficult barriers. He had just gotten out of prison, and had been in and out of the hospital. He found it frustrating to try to find an employer who would hire a formerly incarcerated individual while also accommodating his medical restrictions.

Anthony connected with Thrive through the Second Chance Center (SCC), a community partner. During the workshop, Anthony contributed to the conversation and valuing the information provided. When asked about his key take-a-ways from the workshop, Anthony mentioned that he was able to see things from a different point of view, Thrive gave him tools to move out of his stagnant place in life and work towards finding a job with a good fit.

Anthony showed perseverance; he is working hard to overcome his obstacles and achieve his goals. He now has the confidence to talk about his criminal history and advocate for himself when it comes to his medical concerns. When asked what advice he would give someone thinking about participating in Thrive, he said, "absolutely do it! It will change your life".



EXPANDING OUR COLLABORATIVE PARTNERSHIPS

Since the beginning of the pandemic, the needs and goals of job seekers have changed dramatically. The number of job openings is among the highest it has ever been, yet employers have been unable to hire qualified candidates, leaving millions of jobs unfilled (Bureau of Labor Statistics, 2021). Job seekers, who have more leverage than ever, are looking for higher wages, better benefits, and work-life balance. Employers, meanwhile, need qualified workers in order to keep their businesses open and operating. Thrive is uniquely suited to help meet these needs. Thrive's employer partners, including members of its Intentional Employment Network, offer participants a living wage, benefits, and opportunities for advancement. Thrive also offers training to participants to help them meet the needs and requirements of employer partners while simultaneously meeting participants' personal goals. By providing employers with quality candidates and participants with quality job opportunities, Thrive can help close the unemployment gap.

EMPLOYERS:

Thrive collaborates with 132 employers that have expressed interest in hiring participants. This employer network connects Thrive participants with employers that offer full-time work, a fair wage, and benefits. Employer partners' industries are varied and include administrative, technology, education, manufacturing, health care, hospitality, retail, and more. From the time a Thrive member is hired, Thrive provides ongoing support to the member and employers. Within its broader employer network, Thrive also has an Intentional Employment Network. This network includes **68 employers** who are committed to Thrive's mission, aware of the needs and barriers facing Thrive participants, willing to employ people with barriers, and prepared to provide them with training, mentoring, and skills development.



COMMUNITY PARTNERS:

Thrive partners with over 50 community organizations to collaborate and coordinate services, creating a holistic support network around participants. This includes organizations with whom Thrive partners to provide programming targeted to specific members of its target audience. Examples include **Clinica Family Health**, which primarily serves low-income Latinos; and **Denver Dream Center**, which serves men transitioning out of incarceration and youth aging out of the foster care system. By providing targeted programming to these organizations' constituents, Thrive can meet people where they are in the community so that participants feel comfortable and welcome at Thrive.

WHAT EMPLOYERS ARE SAYING...

"We are immensely thankful for Thrive and for the wonderful work you are doing to help prepare and connect job seekers with employers."

-Sandi McCann, Home Care of the Rockies

"The Thrive process of walking with a member to help focus and match skills with potential employment opportunities is both unique and valuable. Members have a good understanding of their strengths and have a healthy and realistic view of what it takes to be successful as an employee. The candidates we have met with are essentially pre-screened and generally a good fit - hard to beat given the scarcity of talent in the Front Range."

-Mark Deuschle, Navajo Inc.

"We highly recommend employers consider partnering with Thrive. With this partnership, you get more than just potential candidates for your open positions. You will get candidates who are prepared for and equipped to obtain employment after successfully completing a workshop and working with an employment coach who will continue to provide them with guidance and support to help navigate through at least the first year of employment. You'll also get someone who is excited to have a new job opportunity that is more than just a job, it's a chance to become self-sufficient and able to make a valuable contribution to their new company and their community and support themselves and family members. Employer Partners also receive support from the Thrive organization."

-Peter Milbourn, Covenant Living of Colorado



2021 FINANCIAL REPORT

REVENUE

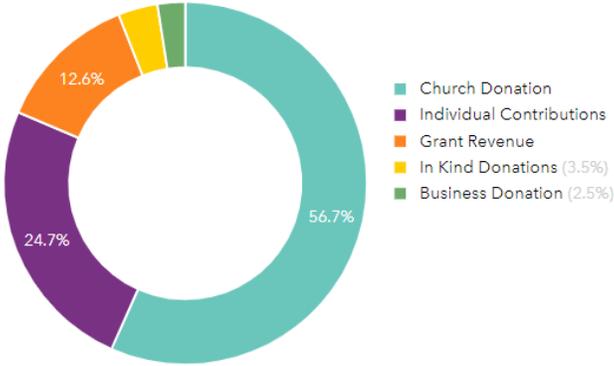
Contributions	\$621,433
Other income	\$45,778
In Kind Donations	\$22,682
TOTAL	\$689,893

EXPENSES

Program	\$479,274
Supporting Services (Administration)	\$94,481
Fundraising	\$81,229
TOTAL	\$654,984

LIABILITIES AND NET ASSETS

Liabilities	\$21,371
Net Assets	\$332,765
TOTAL	\$354,136



A complete financial statement can be found on our website. Thrive is a 501(c)(3) organization.

2021 FINANCIAL PARTNERS

The following have donated \$2,500 or more to the mission of Thrive.

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|----------------------------------|-------------------------------------|
| Flatirons Community Church | Longmont Community Foundation |
| Kenneth King Foundation | Grant Morby |
| First National Bank of Omaha | Dianna and Paul Brunner |
| Rich Hoops | Jack and Evelyn Kelly |
| Kettering Family Philanthropies | Credit Union of Colorado Foundation |
| Bank of the West | Adam Bennett |
| Alvin H Baum Family Fund | Krista and Justin Ochocki |
| Community First Foundation | Great Western Bank |
| Bank of the West | Mark and Kim Deuschle |
| J.P. Morgan Chase | Adam Bennett |
| Peter Wineman | Ned Otey |
| John Richard Ringoen Family Fund | Impact Assets |
| Sam S. Bloom Foundation | Holeman Enterprises |
| Matthew Thelen | |
| BBVA USA | |

In addition, Thrive is funded by numerous generous individuals and businesses.

LOOKING FORWARD

Thrive has grown significantly over the past two years and plans to continue expanding its services to further promote accessibility. This expansion will involve the diversification of Thrive's service delivery model, including introducing online educational modules for boot camps and workshops. These modules will allow participants to access Thrive services on their own schedule, making the program more accessible and those who work full-time will be able to benefit from Thrive's services too. The modules will be developed over the next three years with the pilot module (a boot camp module focused on job search and networking) to be rolled out by the end of 2022.



Expanded Learning Modules. Thrive is in the early stages of developing educational modules for its boot camp and workshop sessions. These modules will consist of pre-recorded sessions that will be made available for free online so that Thrive participants can access them at the time and pace of their choosing. This is particularly important for Thrive's target population, which includes people who are unemployed and underemployed experiencing significant barriers to employment, including single parents, people with criminal histories, and people with disabilities. These individuals may not be able to access in-person or even virtual sessions due to work schedules, childcare needs, transportation issues, or many other barriers. By providing online modules that can be accessed at any time, Thrive will be able to better meet people where they are in a manner that is convenient.

The complete roll out of these modules will occur over the next three years, and Thrive intends to develop at least one pilot module by the end of 2022. The subject of the first module will be resume writing, which has frequently been requested by participants. The order of future module rollouts will be based on the expressed needs and interests of participants. Once the rollout is complete, all workshop and bootcamp sessions will be available as modules.