



INNOVATIVE. ADAPTABLE. MISSION MINDED.

**ANNUAL  
REPORT  
2022**





Dear Partner;

Innovative. Adaptable. Mission Minded.

These words capture 2022 for Thrive – Transformation at Work. After the previous two years of the pandemic and seismic changes in the employment landscape, it was hard to predict what 2022 would hold. Regardless, we were confident there would still be opportunities to walk with people on their journey to stability and self-sufficiency through employment.

Our program continues to meet job seekers where they are, whether they have been searching for a job or are just getting started. Job seekers like Alejandro, featured in this report, who attended the Thrive workshop in March 2022. While engaging with Thrive, Alejandro was able to achieve his employment goals, by finding a job providing financial stability and advancement opportunities within the company.

In 2022, our organization made purposeful strides to deepen our community partnerships. Our desire with these partnerships was to come alongside fellow nonprofits and provide an employment service to their clients. Kathleen, featured in this report, was referred by Earthlinks. She attended the workshop and is well on her way in her employment journey. Collaboration with partner organizations has resulted in a greater impact in peoples' lives.

Thrive's board of directors are a group of the most skilled and servant-hearted individuals you will find. The direction and support they provide enable all that happens through Thrive. In 2022, we engaged in a process to check and increase alignment among the board and executive team. The process was inspiring and resulted in clarity of direction, roles, and responsibilities for continued organizational growth. Moving forward there is renewed purpose to pursue the mission.

A missional goal heading into 2022 was to begin developing elements of the program to be accessible on demand, allowing job seekers to access our training at their convenience. So, we created Thrive Online and have finished the first module!

At Thrive we are on a mission to see a Colorado where all people experience the economic freedom of work. We partner with willing and capable people to help them overcome barriers to employment, leading to economic self-sufficiency.

Reflecting on 2022, I am so grateful for the people we served and the Thrive members we are now able to walk with to find employment, stabilize at work, and restore hope.

Looking at 2023, we are entering into a new year in which we have greater capacity than ever before to expand the breadth and depth of our program offerings (i.e. streaming on-demand modules, onsite workshops embedded with community partners and employer partner collaboration).

I want to thank God, our amazing staff team, our volunteers (board and employment coaches) and the many donors and friends in the community that make up Thrive – Transformation at Work. Transformation in peoples' lives is happening while hope and dignity are being restored.

Andy Wineman  
Executive Director, Thrive - Transformation at Work



## A STORY OF RENEWED HOPE

KATHLEEN came to Thrive through a Community Partner, Earthlinks, and entered the April workshop hoping to build relationships with others, find meaningful employment and break the cycle of homelessness that she had experienced over the last year. A staff person from Earthlinks felt the Thrive workshop would be a resource for Kathleen to overcome her hurdles, the biggest being her criminal background. Each morning Kathleen would walk to the library to join the 4-day virtual workshop in hopes of building a better life for herself.

Kathleen was excited to pair with a Thrive Coach and was very engaged during the first several weeks she and her coach met. And then life happened, she got the news that her mother had passed away. This put Kathleen into a tailspin. She put her job search on hold to deal with her mother's passing and all that went along with that.

In September, Kathleen reconnected with Thrive to reengage in her employment journey and coaching. Kathleen was still living in the shelter but felt empowered to make a change, get a job and have the stability to move from the shelter. Every scheduled coaching session Kathleen was there, ready to do the work necessary to get a job. During the next several weeks her coach worked with her to refine her resume and assisted her with mock interviews, covering the tough questions she would face.

In October, Kathleen was offered a part-time job at Natural Grocers. She has been in her job at Natural Grocers for several months and talking with her coach weekly, working through the stabilization phase of her new job. During this time, she also received a housing voucher and has moved into her new apartment. Kathleen has a renewed sense of hope and dignity and is excited about the possibilities in front of her.

## BOARD OF DIRECTORS

**Angela Digmann - Board Chair**  
Manager, SCL Health

**Mark Deuschle**  
President, Navajo Incorporated

**Karen Berge**  
Executive Pastor of Ministry  
Flatirons Community Church

**Michael Lands**  
President, INO Solutions

**Susana Lopez – Baker**  
Deputy Director, Housing Division, Boulder County  
Department of Housing & Human Services

**Michael D Halleck**  
VP Software Product Development  
Steripack / HWI

## STAFF

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Executive Director

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Chief Program Officer

**Ryan Eaton**  
Director of Development

**Sue Erickson**  
Employer Engagement Director

**Deo Perez**  
Program Recruiter

**Savannah Martel-Valdez**  
Program Coordinator

**Diane Blau**  
Volunteer Coordinator

**Lynsey Yokum**  
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IT  
Admirable Consulting

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Grant Writer  
Elevations Advising

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Social Media  
Fuzzy Yucca Collective

"Going into this, I wanted more guidance and direction for my career path. Coming from my last full-time job, I had no idea what I wanted and didn't feel hopeful. Being given tools and language about my strengths, goals and what we are looking for and where our strengths lie, gives me a clearer vision on what my goals and dreams look like in this next phase of my life." Thrive Member

## IMPACT BY THE NUMBERS



*There were some meaningful numbers in 2022, all representing amazing people working together for great impact.*



254 Job seekers served



\$24.50 the average starting hourly wage for Thrive job seekers working full time.



100% of Thrive members reported increased hope and improved skills related to careers/employment.

# ALEJANDRO'S STORY

**ALEJANDRO** attended the Thrive workshop in March 2022. He heard about Thrive through a friend who thought the workshop would allow him to achieve his employment goals and find a stable job.

Two weeks later Alejandro completed the Thrive workshop and was paired with his coach, James, and their journey began. James will tell you that he and Alejandro's story may not be a success story from the standpoint of Alejandro getting a job, but more from the standpoint of what it means to build a relationship with someone that is looking to make a change and be there to walk side by side through his journey.

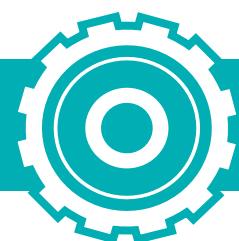
Alejandro is from Columbia and has a very diverse background. He is educated and holds a degree, speaks multiple languages, but also has barriers to securing employment. Alejandro was dedicated to his meetings with James and really valued the time they shared. Together, Alejandro and James were able to craft a solid resume.

During that time Alejandro's hours increased at his place of employment giving him the short-term financial stability he was looking for. However, Alejandro was still facing other challenging issues in his life. With no family or friends here to support Alejandro, James decided he wanted to support Alejandro through this process.

Their journey has formed a connection where Alejandro enjoys the time they spend together, appreciates James's support and accountability and knows he has a listening, empathetic ear.

James, through the months working with Alejandro, has learned that all is in God's timing and God's plan. They both feel successful in their past journey and look forward to their future coaching journey.

Thrive coaches are dedicated individuals who walk alongside their members; both are there to celebrate with them when they find a job and encourage them when they face difficult times.



**132** volunteers gave **1,300 hours** = **\$38,935** of volunteer labor.



# A BUSINESS THAT GOES BEYOND

*Thrive partners with employers throughout the Front Range. An employer partner supports the mission of Thrive and is willing to consider job applicants with barriers to employment as they work their way to self-sufficiency and stability. Employers are able to find qualified candidates and Thrive members are given the opportunity to apply for quality jobs. It is a win-win when a Thrive member gains employment with an employer partner; even more when the Employer Partner further invests in the mission of Thrive.*

*Such is the case with Servpro Team Olson. In 2022, the company made a significant investment in Thrive. We sat down with Erik Olson (pictured) to talk about our partnership.*

## **Q. HOW DID YOU (SERVPRO) BECOME FAMILIAR WITH THRIVE? WHEN DID THE PARTNERSHIP FIRST BEGIN?**

Andy Wineman introduced us to Thrive in an informal conversation during a social event almost five years ago.

## **Q. WHAT IS IT ABOUT THRIVE'S MISSION THAT CONNECTS WITH THE MISSION OF SERVPRO?**

SERVPRO focuses on fixing damaged properties and restoring them to their previous condition. In many ways, Thrive restores individuals by giving them the tools they need to get back into the workforce. Our purpose is to "Make Today Better." Thrive is a living example of an organization that makes this statement true for so many individuals who are hurting and in need.

## **Q. HAVE YOU HIRED ANY THRIVE MEMBERS?**

Yes we have. We appreciate the opportunity to work with those who have made their way through the Thrive program.

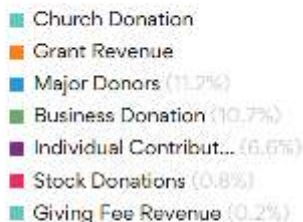
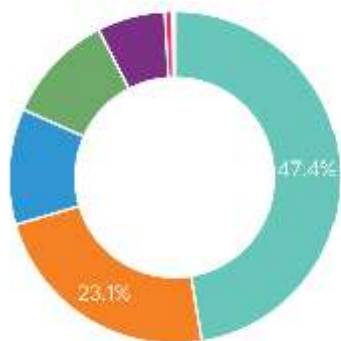
## **Q. WHY DO YOU FINANCIALLY SUPPORT THRIVE? ALSO, WHY DID YOU CHOOSE TO MAKE A SIGNIFICANT CONTRIBUTION IN 2022?**

We support Thrive because we believe there is good alignment in our purpose to Make Today Better. In partnering with the Thrive team, we see and hear of individuals whose lives are forever changed by the impact Thrive is making.



In 2022, Thrive partnered with **133** employers.

## REVENUE



**TOTAL \$633,375**

## EXPENSES

Program	\$511,322
Supporting Services (Administration)	\$81,578
Fundraising	\$122,557
<b>TOTAL</b>	<b>\$715,457</b>

## LIABILITIES AND NET ASSETS

Liabilities	\$72,882
Net Assets	\$290,683
<b>TOTAL</b>	<b>\$363,565</b>

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

## 2022 FINANCIAL PARTNERS

### \$25,000 and Up

First Interstate Bank  
Flatirons Community Church  
Servpro Team Olson

### \$10,000-\$24,999

Alvin H. Baum Family Fund  
Capital One Impact and Invest  
First National Bank of Omaha  
Halleck-Willard Foundation  
Holman Enterprises  
Janet and Andy Wineman  
Kettering Family Philanthropies  
Kim and Mark Deuschle

### \$1000-\$9,999

Amber and Steve Fangman  
Andrea and Ryan Eaton  
Angela and Patrick Digmann  
Bank of the West  
Broomfield Community Foundation  
Bryan Wernick  
City and County of Broomfield  
Clarice and Jim Jonez

Credit Union of Colorado  
Foundation

Danny Goldmann  
Diane and Phil Wilkins  
Douglas Ormsby  
Eighth Empire, LLC.  
Elizabeth and Chris Johnson  
Emma & Grace Bridal  
Henry E. Niles Foundation  
Huntington National Bank  
Impact Charitable  
Justin Morgan  
Karen Berge  
Kirsten and Ned Otey  
Kristen and Kevin Vannorsdel  
Leslie McIntosh  
Marilee & Robert Bergstrom  
Matthew Dorman  
Minette and Aaron McGeehon  
Nancy and Michael Lands  
Noble Elk Engineering  
Peggy Haddad Interiors  
Peter Wineman  
Richard and Joan Ringoen Family Foundation  
Sam S. Bloom Foundation  
Sally and Mike Oliver  
Scot Strong

### Monthly Donors

*FUEL partners are a community of supporters who have chosen to donate monthly.*

Amber and Steve Fangman  
Angela and Patrick Digmann  
Annie and Clayton Bargsten  
Bryan Wernick  
Daria Meyer  
Deanna Hoover  
Diane and Phil Wilkins  
Douglas Ormsby  
Eighth Empire, LLC  
Elizabeth and Chris Johnson  
Emma & Grace Bridal  
Janet and John Egan  
Karen Berge  
Manny Escalante  
Mark Miller  
Matthew Dorman  
Minette and Aaron McGeehon  
Nancy and Michael Lands  
Samantha Colyn

