2022 Annual Report







Our Mission

Dedicated to enhancing communities by creating opportunities for individuals with intellectual and developmental disabilities through an innovative and person centered approach.



As we look back on 2022, and begin our 25th year since our humble beginning, there are more successes to celebrate than can be included here. Each year is filled with many amazing moments that highlight achievements, sometimes so small that you miss them if you blink. We know that it is those moments when a breakthrough happens, or a skill is learned, or a friendship is made, that it is magical. That is what it's about at FRIENDS. I am so proud of the staff and the work that they do. They give all of themselves every day because they are moved and inspired. In turn, they motivate and encourage our participants to be their best. They truly care about the people we serve and they see the potential of them all.

While our caring staff are key to our success, we can only provide quality, person centered services through our day, residential, supported employment, social and travel programs if we have the necessary resources, equipment, supplies and space. We are grateful for our facility as it gives us the room to carry out activities and our administrative jobs. It also provides a safe place where both staff and participants belong and feel welcome. As our building ages you can see the wear and tear that represents the activity, joy and laughter of those who gather there. Our buses are vital to our operation as they provide the transportation to and from our home base, and also to our community. The technology we have allows for work and play, helping communication on all different levels. Our outdoor space provides opportunity to garden and enjoy the sunshine. These amenities enhance our programs and make us unique. We especially love sharing the FRIENDS Place with you!

All of these things make life wonderful at FRIENDS, but it doesn't come easily. We need your support to make it all work. We are grateful for all the volunteers who gave time to FRIENDS; for all the businesses who hired our Friends; for all the funders that gave us grants; for all the individuals who donated through their companies; and all the families who gave with their hearts.

Our participants are thriving because have the opportunities to learn about themselves, make choices of their own, experience life, and live as part of the community around them. Through these opportunities, and with the support of all of us, they can see a path to becoming the person they want to be, and living the life they dream of.

With Heartfelt Thanks,

Gina Coufal

Founder, CEO, Josh's Mom

Our Vision

For individuals with intellectual and developmental disabilities,

we will ensure they have a voice in the community, and access to person centered supports that promote independence and choice.

For our community,

we will promote acceptance and understanding through education, and enhance our community through opportunities for inclusive living.

For our families,

we will serve as a support and informational network, and work cooperatively to ensure life long supports for their loved ones.











































26,000+

Trips Provided









PROVIDING OPPORTUNITIES

Day Program

FRIENDS Day Program is guided by a person-centered philosophy and is designed to promote community inclusion and independence. We believe that when adults with intellectual and developmental disabilities are given the

opportunity and support to participate and contribute to the community, all of our lives are enriched.

Since success will look different to each individual we serve, FRIENDS staff takes the time to learn about a person's needs, interests, and goals. This approach allows our team to provide services that will align with what the person wants for their life.

Our Day Program holds morning and afternoon classes everyday Monday through Friday. Our participants choose classes that enhance their communication, encourage exercise and facilitate skill building. The program fosters social, mental, and physical health through classes such as Relationship Skills, Cooking, Sign Language, Spanish, Music, Cultural Arts, Aerial Gym, Self Defense, Swimming, Dance, Golf, Bowling, Volunteering, and so many more.

I love talking to Randy about his day program. He tells me all about his classes and what he does each week. He is so busy! Randy has made a lot of FRIENDS and is willing to push himself to learn new things and to try different activities. FRIENDS is a special agency and has helped Randy be the happy person he is today. I really don't know what he would do if he didn't have FRIENDS in his life.

- Lisa, Randy's Sister



64

Day Program Participants
Served

43,000+

Hours of Support Provided

50%

of Our Classes Took Place
Out in the Community



Received Supported Living Services



Family Caregivers



We've been caregivers for Caleb since October of 2018. Caleb has come a long way since he moved into our

Host Home. Childhood trauma caused many

challenges for him physically, medically, and

emotionally. He was very isolated and nonverbal.

made great strides in improving his physical and

In the last five years, he has pushed himself and has

mental health. He is now more comfortable around

people and likes to go out into the community more

often than before. He is connecting with peers and

his Host Home.

enjoys visits with his family as well as activities with

All areas of his life are improving and we are looking forward to seeing how far Caleb will go in the future.

- Joe, Caleb's Host Home Provider



250

Classes Offered

85%

Participants Improved or Maintained Skills We believe that every person, regardless of their abilities, has the right to be fully included in their community and to live the life they choose. Through our Residential Models we served 37 individuals who received support while living with family caregivers, living with host home providers, or living on their own.



FRIENDS staff provided services such as mentorship, personal care, household maintenance, transportation, and support making community connections.

We are proud to say we worked with community partners to obtain truly affordable apartments for three of our participants whose desire it was to move out on their own.





Men's Night Out







FRIENDS' Day Out

O Travel Opportunitie

In 2022, FRIENDS offered a menu of fun community activities to <u>78</u> of our participants through our four Social Events held each month through our Social Program. At these events our Friends enjoyed going to sporting events, our annual BBQ, holiday parties, volunteer opportunities, games with friends, pampering at the salon, and so much more. These Social Events are a time for our participants to build upon their friendships and our community.

134 of our participants were also able to travel across Colorado and the United States in 2022 through our Travel Program. They visited many places like Disney World, Las Vegas, Chicago, Glenwood Springs, Hawaii and so many other amazing destinations. For many participants, this is the first time taking a vacation without their caregivers. They are experiencing exciting destinations with their peers, and doing activities they never thought possible, like skiing, camping, boating, and horseback riding.

I love ♥ the travel program I get go to new places I have not been like Vermont and Washington DC last year it was the best trips I been on last year the year before that I did I did Glenwood Springs was my first trip and I loved that trip this year I'm going on a cruise in a few weeks iv been on cruise with my family but this the first time I'm going with out my family and just some friends I love the travel group it give me independence and I like

we get are own room with a room nate! If we don't like something we go ok so you want do this instead! I love trips they get me away from everything! I like the social program because we do thing like self defense classes go out for the day sometimes!





25

rted Employment



Work is an important part of life. The benefits from work include financial independence and security, increased selfconfidence, personal growth, skill development, and a more fulfilling social life.

FRIENDS uses a person-centered career planning model that takes into account personal preferences, strengths, goals and dreams. To ensure that participants are going to be successful in a position, FRIENDS provides support to the individual throughout the entire process, providing support with job development, job searching, the interview process, and on the job training and support.

Morighann has always had a love of animals. However, because of her physical disabilities she never thought she could actually get her dream job. She was wrong

and Supported Employment staff at FRIENDS helped her get a job at City Bark working with Solo dogs. Two afternoons a week Morighann works with dogs that don't like other dogs but like people. She is now called "The Dog Whisperer "because of her love and skills in working with dogs. She comes home from her job tired and happy!!

- Judi, Morighann's Grandmother



40% of Participants Employed for 2+ Years 11.11% for 5+ Years

4.44% for 14+ Years







BOARD OF DIRECTORS

Our Board of Directors meets quarterly. Each member contributes to the fundraising effort needed to keep FRIENDS operating and helps enhance FRIENDS' exposure and community involvement.



Gina Coufal CEO and Founder



Elizabeth Anderson Board Chair



Lori Schult Vice Chair



Dr. John Bertagnolli Melinda Brewer Secretary



Treasurer



Sean Grycel Director



Tom Hynek Director



Heather Kijanka Director



Nina Taylor Director



Cheryl St. Clair Director

BEFRIEND - YOUNG PROFESSIONALS ADVISORY BOARD

Our Young Professionals Advisory Board aspires to "BeFRIEND" other young professionals, on behalf of FRIENDS, who have influence, affluence, and the willingness to work to promote the mission of, and ensure a strong future for the organization and those it serves.



Rabin Walters, Development Officer Natalie Monks, Development Associate Tom Hynek, BeFRIEND Board Chair Preston, Benjamin, BeFRIEND Event Chair Garret Wassom, BeFRIEND Event Chair Andrew Ditges, BeFRIEND Volunteer Chair Reid Brown, BeFRIEND Member lan Corella, BeFRIEND Member Nick Coufal, BeFRIEND Member Taylor Hickerson, BeFRIEND Member Kyle Michel, BeFRIEND Member

DEVELOPMENT COMMITTEE

Our Development Committee meets monthly every 2nd Tuesday. Members are dedicated to insuring the longevity of FRIENDS through the planning and execution of our Fundraising events.

Preston Benjamin Gina Coufal Sandy Desantiago **Kristie Gamboa Annie Green Natalie Monks**

Julia Sava Nina Taylor Rabin Walters

PARTICIPANT ACTION COMMITTEE

DIRECTORS



LEADERSHIP

EXCUTIVE TEAM



Gina Coufal Chief Executive Officer, Founder





Day Program Director

Julie McNeil





Helen Macias Chief Financial Officer

Chief Operations Officer

Annie Green

Chantelle Tweten-Crumbliss Residential Program Director

STAFF SUPERLATIVES 2022

Each year the staff at FRIENDS vote for colleagues who go above and beyond at their job.

PAT KEIL THE MASTERMIND

MACKENZIE HERNANDEZ OUTSTANDING CONTRIBUTION

ERIN FOX-SMITH EXTRAORDINARY ACT

JULIE MCNEIL EXCELLENCE IN LEADERSHIP

MO ROBINSON HEART OF THE TEAM

JOSIAH KEENAN HEART OF FRIENDS

"Volunteering at FRIENDS has become a highlight of my week. I love seeing everyone's smiling faces and I'm enjoying getting to know all the different personalities. It warms my heart to see the enthusiasm for whatever activity is going on that day. It is a great community and I'm thankful for the time I get to spend at FRIENDS."

Emily Cadwell, FRIENDS 2022 Volunteer of the Year





FRIENDS Topgolf Tournament



On April 24th, 24 Teams of 6 Golfers joined us for our 2nd Annual FRIENDS Topgolf Tournament. The teams battled to see who would come out victorious and be named our 2022 Champions.

It was a tight round, but our Best FRIENDS Sponsor, Source Communications, squeaked by making them our 2022 Champions.



Although the day was full of competition, you all worked together to raise over \$20,000 to provide our Friends with a shade structure.



Thank you,

Blue Federal Credit Union, Ramos Law, Bertagnolli Dental, Centerpoint Insurance Group Care Association, FirstBank, Front Range Roofing Systems, Andrew Joo, Lil Friends, Tyler Maltbie, REMAX Professions / Griffith Home Team, LLC, and Source Communications LLP for sponsoring our 2022 FRIENDS Topgolf Tournament

On July 31st, over 180 of you joined us at our GirlFRIENDS Luncheon & Fashion Show to celebrate our GirlFRIENDS with intellectual and developmental disabilities. Guests enjoyed brunch and mimosas while our GirlFRIENDS and their escorts walked the runway, modeling looks from Dillard's, Vera Bradley, and MAC Cosmestics. Thank you to everyone that made the day so special!



A special thank you to our sponsors:

Arc Thrift Stores, ABCO Contracting Company, Inc., NEPC, LLC., Our Broomfield, Policy Matters, The Sava Family, Elevations Credit Union, Blue Federal Credit Union, The Hansens, Ramos Law, Broomfield Lifestyle, The Chateaux at Fox Meadows, Dillard's

and Vera Bradley

MAC Cosmetics,





VARIETY



SHOW

"WHAT'S UP MY TECHNO TROLLS!"

On October 15th, we gathered at the Alamo Draft House to watch our Friends perform songs from their favorite Pixar, Disney, and Dreamworks movies on the Big Screen. The crowd was brought to laughter and tears as they watched the Friends perform Un Polo Loco (Coco), If You Can Dream (Disney Princesses), A Whole New World (Aladdin), Life is a Highway (Cars), and many more.





FRIENDS PARTICIPANT CAST OF CHARACTERS

Amanda, Amy, Audrey, Brianna, Brittany, Chris, Christina, Danny, David M, David S, Erin, Grace, Greg, Jack, Jared, Jenny, John, Keira, Marvin, Meri, Randy, Tamra and All the Friends!

FRIENDS STAFF CAST OF CHARACTERS

Ashley, Erin, Gina, Josiah, Julie, Mackenzie, Mo, Natalie, Pat, Rabin



A round of applause for our sponsors for making this show stopping day possible!

Blue Federal Credit Union, Fox-Smith Wealth Management, Lil' Friends, Broomfield Lifestyle, and Ramos Law





During the entire month of November we teamed up with the community to run FRIENDSgiving. Community members held their very own FRIENDSgiving Campaign to inspire their friends to help our Friends. In 2022, New Belgium Brewing Co. donated one year of free beer to the campaign host that raised the most.

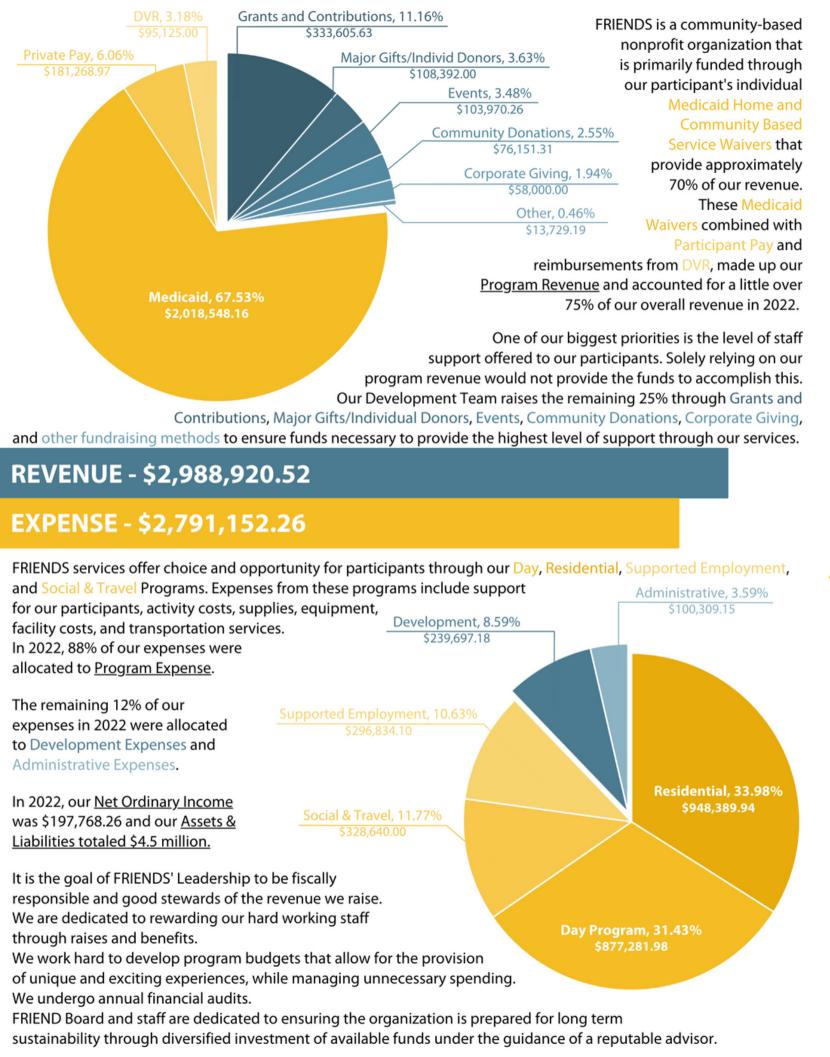
We are so grateful for the Connors/Johnson Family for hosting a FRIENDSgiving Campaign that they personally matched and The Spallone Family Fund for matching \$10,000 of all your donations.

We are beyond thankful for our <u>18</u> FRIENDSgiving Campaign Hosts and our community for making this Thanksgiving such a life changing one. We would like to especially recognize the Koontz Family for running the FRIENDSgiving Campaign that raised the most!



THANK YOU CAMPAIGN HOSTS!





STRATEGIC PLAN

In 2022, great strides were made in addressing the strategic goals set for FRIENDS for the next three to five years.

- Day Program brought in teachers and volunteers to run and assist with classes.
- Participants continued to volunteer at local nonprofits and an assisted living center.
- FRIENDS, the Rotary of Broomfield Crossing, Broomfield Police and Fire jointly hosted a Holiday Parade and Party for participants.

Community Inclusion

- Several businesses held third party fundraisers or FRIENDSgiving Campaigns to support programs.
- FRIENDS began holding quarterly Caregiver Forums that focused on a variety of important topics.
- FRIENDS sponsored a high school student for an industry job shadow opportunity.
- FRIENDS welcomed over 3000 volunteers throughout the year.
- FRIENDS supported three individuals to move into affordable apartments for the first time.
- IDD Housing Task Force was formed and began researching other affordable housing projects.
- IDD Housing Task Force members presented to Broomfield Housing Authority (BHA).
- FRIENDS, BHA and Desiree Kamela-Galloway, Neuro-Inclusive
 - housing expert, hosted a stakeholder

 feedback session with participants with
 - IDD on housing options.
 - Added housing finance expert to the FRIENDS Board of Directors.

Board and Staff Development

 Professional Development opportunities provided included ACRE (Assoc. Comm.

Rehabilitation Educator) Certification

for Supported Employment Specialists, SHRM (Society for Human Resource Management) membership, Therap user group participation (client data management), fundraising/development training, disability industry conference attendance, and ongoing skills trainings.

- Implemented an Employee Assistance Program for support, counseling and professional services.
- Expanded strategies for recruitment of new employees in high demand programs.
- Increased wages by 5% and up to 20%
- Opportunity for participation in paid travel activities.
- Enhanced board member recruitment and added BeFRIEND Young Professional representation.
- Increased Board Member engagement with organization and fundraising activities.

Program
Enhancement
and Expansion

- Received feedback through monthly Participant Action Committee, online forums and surveys.
- Implemented exciting new Day Program activities like American Sign Language, Legos, Spanish, Billiards, Bird Watching and Aerial Acrobatics.
- Increased Day Program enrollment to 40 participants each day.
- Expanded volunteer opportunities.
- Added new worksites and employers in Supported Employment.
- Increased hours of support for more participants living independently.
- Provided more respite for caregivers through existing host homes.
- More program participants traveled for the first time.



-Join-a-Board-

Share your expertise, tap into your social networks, and collaborate with like minded community members to shape the today, the tomorrow and the future of FRIENDS of Broomfield.

Board of Directors

Our Board of Directors meets quarterly. They are the governing body and fiduciaries for the organization. Each member contributes to the fundraising effort needed to keep FRIENDS operating and helps enhance FRIENDS' exposure and community involvement.

BEFFIEND, Young Professional Board

BeFRIEND, Young Professionals Board meets monthly every 3rd Thursday. Members "Befriend" other young professionals who have influence, affluence, and the willingness to work to promote the mission of, and ensure a strong future for the organization and those it serves.

<u>Development</u> Committee

Our Development Committee meets monthly every 2nd Tuesday. Members are dedicated to insuring the longevity of FRIENDS through the planning and execution of our Fundraising events.

-Social-Program-

Our Social Program holds four social opportunities for our participants each month.

Men's and Women's Night Out are typically held on the 2nd Thursday, FRIENDS Night
Out is typically held on the 4th Thursday, and FRIENDS Day Out is held on a weekend.

We are always looking for volunteers to accompany our Friends during these fun social events taking place at FRIENDS or in the community. No prior experience required.



-Day-Program-



Our Day Program is held Monday through Friday from 10am - 3pm. Our morning classes take place from 10 - 11:30am and our afternoon classes take place 1pm - 3pm Volunteers can support our Friends in their class or even teach their own class. We are ooking for volunteers that want to help our Friends grow their independence or have unique skills to share. No prior experience required.

-Fundraiser-Events-

We fundraise to support FRIENDS programs through our Topgolf Tournament in April, our FRIENDS Luncheon & Fashion Show in July, and our Variety Show in October. Event Volunteers help with set up, run of show, and break down. They are also able to serve on our Development Committee to be involved in the planning and execution of the events. No prior experience is required.



Butterfly Effect Be a part of The Butterfly Effect, a monthly giving program where every act of friendship provokes a more inclusive world.

Provide Tools for Success \$25/Month or \$0.83/Day

Each month provides crucial program supplies necessary four our Friends to see success in their programs.

Foster Independence \$50/Month or \$1.67/Day

Provide a Friend one class a week with a focus on Health, Education, Socialization, & Self-Sufficiency.

Further Inclusion \$100/Month or \$3.34/Day

Each month provide transportation for one participant gaining them access to their FRIENDS Activities, Job, Community & Home.

THANK YOU 2022 SUPPORTERS

FOR GRANTING US THE ABILITY TO SUPPORT OUR FRIENDS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES.

We are incredibly grateful for your friendship.

COMMUNITY PARTNERS









































SUBRY GROUP



























BEST FRIENDS FOREVER - \$10,000+

Centura Health City and County of Broomfield

Daniels Fund Foundation The Denver Foundation

Anonymous Foundation Bill and Laura Koch

Nativity of Our Lord The Spallone Family

FAITHFUL FRIENDS

Anschutz Family Foundation Blue Federal Credit Union **Anonymous Donor** Parlando School of Musical Arts Paula and Stephen Reynolds Karl & Terri Roberts **Anonymous Donor**

FABULOUS FRIENDS - \$2,500-\$4,999

ABCO Contracting Company, Inc/ The Hood Family Arc Thrift Stores Keely and Michael Burnside The Connors/Johnson Family Anonymous Donor Anonymous Donor Susanne and Randy Eck FirstBank Wanda Harrell

High 5 Plumbing Knights of Columbus - Nativity of Our Lord Michael and Suzan Myers Dan & Matt Quedenfeld Ramos Law Stonehocker Family Foundation/ The Schwark Family Frank and Nina Taylor

BEST FRIENDS - \$1,000-\$2,499

Ronald and Janan Alford Anonymous Donor Elizabeth and Don Anderson Anonymous Donor Brent and Lynn Bickel Centerpoint Insurance Group/ The Simms Family

Anonymous Donor Jeff and Cathy Connors Gina Coufal and Ryun Mendoza Colleen and Michael Day John Duarte Bertagnolli Dental/ The John Bertagnolli Family

Front Range Roofing Systems, LLC FS Wealth Management/ The Fox-Smith Family Barbara Gibb Kori and Tracy Gonzales Annie Green Doug and Beth Havs Stephanie Hearn Taylor Hickerson Sara and Aaron Hoffman Tim and Jean Hynek Tom Hynek Sonya and LaDon Johnson Andrew Joo

Ted and Heather Kijanka Jeanine and James Koontz Jennifer Kristin **Anonymous Donor** Lil Friends/The Cox Family Dean and Jolene Linenberger Fred Marjerrison Sarah Miller New Belgium Brewing Company Our Broomfield Policy Matters Jordan Portillo Cindy and Bill Ramsel Ralph Ramsey

Andrew and Emily Rotta Decker Rush Kurt and Julia Sava Angela Shores Source Communications LLP/ The Ditges Family The Humphreys Foundation The Subry Group/

FAST FRIENDS - \$500-\$999

Nick & Danielle Coufal Deanne & Kent Davies Anonymous Donor Beth Eberle Tina Eichner **Elevations Credit Union** Jennelle Ertl Linda & Thomas Fahrenbruch

Jose & Viola Garcia Daniel & Gerri Gately Anonymous Donor Cindy Hansen JeanAnn Hanson Daphne Hearn Dianne & Gary Henry Nathan & Brenna Hermés

Suzanne Houpt Laura Huscroft Mary & Michael Kottyan Lisa & George Kupfner Molly & Grant Lynch Tyler Maltbie James McTighe Sherene & Jim Miller

Patrick Hale

Nancy Hampson

Daniel & Mary Lou Harrison

Chad Hartinger

Anonymous Donor Tricia Helper

Max Hernandez

Kimi Herrera Julie Herring Betsy Hicks

Rebekah Hobbs

Jeanine Holt

Morgyn Hood

Ja'nee Hood

Roy & Virginia Howland

Julia Hughes

Alease Hughe

Evyonne Hutchins Audrey Hutchins

Emily Johnson Chelsea Johnson

Bonnie Houpt Shelley & Steve Moses-Reed Steven Myers Cara Newell Jeffrey Pitre Anonymous Donor Sandra Shanahan Karen Steele Linda & Martin Thompson Mary Anne Thornton

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Remax Professionals Griffith Home Team

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Palma Bucher

Kathi Dodge John & Donna

Nicole DuFore Marvin Duran

Tara Haj Bob & Donna Halcomb Cathleen & Robert Erichsen Karen Erickson Libby Eulberg Facebook Stacy Fasching Margaret Faulkne Lisa & Lowell Herman Bev & Dan Ferguso Bethany Fernandez Mackenzie Hernandez Aimee & Greg Fisher Cynthia Follweiler Counts Colin Folsom Maia & Jason Fous Lawrence & Lana Fox Kathy Frank Candy & Bob Frie Claire & Bryan Hooker Martha & Richard Gan Thom & Lisa Garcia Rosie & Dan Gassen Steve & Frances Howe Cheryl German Jeff & Stacey Gibbs Laura Gilbert Marbie Gillett Savita & Reid Ginde Brian Goldberg Rochelle & Jay Gome

Andrea Gray Cathy Green

Michael Kastner Mart/Ryan Kleve Zachary Keenan Amanda Marks Patricia & Scott Kei Judith Martin Randall Keiley Marilyn Martinez Lindsay & Marty Caroline Kenn Colette Kinnard Megan Mashek Randall Mattingly Mary Klekamp Mike & Kris McCarsor Max Henry Meints Mary Mendoza Philip Knight Alice Koontz Olivia Koontz Nancy Krueger Ryun Mendoza Stephanie Mersman Stuart & Linda Kurtz Kate Lanning Sofiya Larpenter Judy LaSpada Pat Latham Karen Lechman Michael Leone Janis Lievens Jean Lim Richard & Ann Lohmeyer Eric & Lara Lyde David & Virginia Hynek Tyler Hynek Justin ladonisi Robert & Helen

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Andrea Stamm

Sam & Sara Taylor Mark & Julia Teska Ashley Tharp Terri Thompson Jeffrey & Nancy Thompso Mariah Tollman Yolanda Toro Kamala Treppeda Cody Troyer Chantelle Tweten Robert Vaivodiss Susahnn Valente Erin Valenti Brydon Victoria Patricia & Charles Wagne Enid Waldvoge Lois Waldvoge Rachel Weston Leslie & Michael While Jamie Williams LeeAnn & Todd Witt Carrie & Dave Yakich Michael & Sonya Starr Michele Steward Coleen & Larry Yates

"The greatness of a community is most accurately measured by the compassionate actions of its members"

- Coretta Scott King







- 303.404.0123
- info@friendsofbroomfield.org

